ABOUT THE COOPERATIVE

WHO WE ARE

Alimentos del Mediterráneo, S.Coop (hereinafter Alimer) is a cooperative of farmers and livestock breeders engaged in the production, marketing and distribution of agricultural and livestock products. It is located in the Mediterranean area, at Camino Villaespesa, s/n, PO Box 217, 30800 Lorca, Murcia (Spain).

It is one of the leading agri-food cooperatives in south-west Spain and the largest cooperative in the Region of Murcia. Its more than 2,038 members come from the municipalities of the Guadalentín Valley, Cieza and Mula, and from the neighbouring regions of Andalusia, Castilla-La Mancha and the Valencian Community.

The cooperative was founded in 2006 through the merger of 8 well-established cooperatives, all of them founded in the 1980s and 1990s, giving rise to a first-tier cooperative with the following aims:

1. To make the farms of its grassroots members viable.
2. To concentrate supply in a real and effective way.
3. To keep pace with a market in which buyers are ever larger and international competition ever stronger, in a world where farms are small, costly, local and not very professionalised.

Today, Alimer stands out for its competitive advantage: a broad and diversified product range available throughout the year, which facilitates access to national and international markets; and its undisputed leadership in business volume, with a turnover of €319 million in 2025. Sustainability is part of the identity of the cooperative movement, which has been a pioneer in putting it into practice. From the very beginning, cooperatives have ensured that their actions benefit most of their stakeholders: members and employees, suppliers and customers, and the community and environment in which they operate.

Alimer's business policy for the future sets out measures aimed at adopting a sustainable economic model, without forgetting that business profitability must go hand in hand with respect for the environment and a greater commitment to the community in which it is based, enabling continuous business growth that also creates jobs and supports the local economy.

Alimer operates through a network of 18 facilities located mainly in the Region of Murcia, organised around its four operating divisions: Fruit and Vegetables; Feed, Dairy and Livestock; Flowers; and Farm Supplies.

The Fruit and Vegetables division has the largest number of sites, with facilities in Lorca, Puerto Lumbreras, Cieza and Yéchar, covering everything from seedling production in the nursery to the handling, packing and marketing of fruit and vegetables. The Feed, Dairy and Livestock division operates from the Saprelorca Industrial Estate in Lorca, home to the two feed mills, the milk collection centre, the cheese factory and the livestock facilities. The Flowers division has its marketing centre in Puerto Lumbreras. Finally, the Farm Supplies division runs a sales centre for agricultural and livestock inputs in Lorca.

Investment in Alimer's own facilities

Investment in Alimer's own facilities reflects its commitment to modernising and expanding its operating capacity. In 2025, investment amounted to €7,400,000.

2,038+
members: farmers and stockbreeders

€319M
turnover 2025

4
operating divisions

- Fruit and vegetables
- Feed, dairy and livestock
- Cut flowers and ornamental plants
- Farm and livestock supplies

COOPERATIVE MODEL

Business model

Alimer is a vertically integrated first-tier agri-food

Overview of sites and activities

DIVISION	MAIN SUB-DIVISIONS	ACTIVITIES / SCOPE	MAIN LOCATIONS
FRUIT & VEG	• Seedling nursery • Vegetables • Service station • Fruit	Seedling production Handling, packing and marketing of fruit and vegetable products Multi-purpose shop and fuel sales Handling, packing and marketing of stone fruit and nuts (almonds)	MAIN LOCATIONS: • Puerto Lumbreras (Murcia) • Lorca (Murcia) • Cieza (Murcia) • Yechar, Mula (Murcia)
FEED, DAIRY & LIVESTOCK	• Feed • Livestock • Dairy	Compound feed mill with premixes for cattle, small ruminants, pigs, poultry, game birds, horses and rabbits Sale of goats (Murciano-Granadina breed), pigs and cattle (Toro Rubio beef breed) Collection, storage, thermisation, dispatch and marketing of goat's milk Production and marketing of goat's cheese	MAIN LOCATIONS: • Saprelorca Industrial Estate (Avda. Río Segura and C/ Río Guadiana) • Plot J2, Lorca (Murcia)
FLOWERS	• Cut flower and ornamental plant sales • Service station	Production and marketing of cut flowers and ornamental plants Multi-purpose shop and fuel sales	MAIN LOCATION: • Puerto Lumbreras (Murcia)
SUPPLIES	• Farm and livestock supplies sales • Service station	Farm and livestock supplies. SIGFITO collection point Fuel sales	MAIN LOCATION: • Lorca (Murcia)

Investment in facilities (2021–2025)

Year	Investment made (€)	Investment in progress (€)	Total (€)
2021	2,700,000	6,800,000	9,500,000
2022	3,200,000	5,200,000	8,400,000
2023	7,400,000	2,400,000	9,800,000
2024	5,030,000	2,150,000	7,180,000
2025	7,400,000	200,000	7,600,000

cooperative that competes in global markets. Producers are owners and suppliers at the same time, and Alimer acts as buyer, processor and marketer of the products grown and made by its members, with the aim of securing the best returns and bargaining power for them.

Vertical integration is key to the business because it controls virtually the entire chain. This makes it possible to guarantee product quality and traceability, reduce production costs and be more competitive. Product diversification (fruit and vegetables, feed, livestock, dairy, flowers and ornamental plants, and farm and livestock supplies) reduces exposure to weather, price and market risks. The scale and concentration of supply allow for better negotiation with large retailers and guarantee a continuous supply.

Business strategy

-Growing in size through cooperative mergers, new members and territorial expansion, which translates into market power.

-A focus on the European market and on meeting end-consumer demand through a strategy of quality, freshness and certification of the products marketed.

-Integration and control of the entire chain, which reduces dependence on external suppliers and increases profit margins.

-Innovation and sustainability. Investment in R&D, continuous improvement and a commitment to sustainable products and organic production allow for better adaptation to consumer trends.

-A member-focused approach improves the income of farmers and livestock breeders and guarantees their stability. Investment in infrastructure increases capacity and efficiency.

Significant activities or operations in 2025

Two significant actions stand out in 2025:

• The merger with the agricultural cooperative Yefrut (in Yéchar, Mula), which brings 112 new members and strengthens Alimer's territorial presence.

• The launch of the new feed mill, with a production capacity of 40 t/h, serving more than 450 livestock farms.

Eco-innovative products or services

As a result of an ambitious Research, Development and Innovation (R&D&I) project in collaboration with Miguel Hernández University (UMH), a circular economy initiative has been launched. It consists of building a silage plant for vegetable by-products from the fruit and vegetable packing centres, so that they can be stored and used as livestock feed. This process makes certain vegetable by-products available all year round, while helping to ease the problem these residues create at peak production times in the packing centres. At the same time, it offers livestock farmers an attractive alternative to rising feed and cereal prices.

In today's global context of climate change and the energy crisis, the recovery of rejected produce and



agro-industrial by-products as alternative raw materials to conventional animal feed makes a considerable contribution to the circular bioeconomy by improving the sustainability of agri-food production and linking agricultural, livestock and agro-industrial activity.

Turnover by division (2021–2025)

Alimer's turnover has grown steadily in recent years, reaching a total of €319,405,172 in 2025, which represents sustained annual growth of 3.76% over the last five years. This trend is shown below.

Turnover 2021–2025

Division	2021 (€)	2022 (€)	2023 (€)	2024 (€)	2025 (€)
Fruit and vegetables	154,170,000	165,381,300	173,096,909	185,652,335	199,112,893
Livestock, feed and dairy	82,830,000	89,962,600	97,730,680	88,818,064	91,861,111
Supplies	9,642,808	10,741,593	12,636,938	15,776,249	15,839,487
Flowers	2,093,467	2,311,738	2,384,797	2,742,908	2,565,170
Service stations	10,266,065	14,140,084	10,944,420	9,631,532	10,026,510
TOTAL	259,002,341	282,537,315	296,793,744	302,621,109	319,405,171







PRODUCTS

Alimer's activity is structured around its **four operating divisions**, which cover everything from primary production to marketing and the supply of inputs, forming an **integrated and diversified model** with a presence in the main **national and international markets**.
The products of each division are shown below:

Products by division

Category	Products / Activity
Cut flowers	• **Production and marketing:** Carnation, Daisy Chrysanthemum, Statice, Gladiolus, Gerbera, Lilium, Gypsophila, Iris, Lisianthus, **Antirrhinum, Strelitzia**
Ornamental plants	• **Production and marketing:** Geranium, Herbs, Poinsettia

Sub-division	Activity / Products
Vegetables	• **Handling and marketing:** Broccoli, Cauliflower, Artichoke, Iceberg, Little Gem, Romaine, Mini Romaine, Pumpkin, Onion • **Handling and marketing of watermelons:** Black, Seedless, Black seedless, Yellow, Mini • **Handling and marketing of organic vegetables:** Broccoli, Iceberg, Little Gem, Romaine, Cauliflower
Stone fruit	• **Handling and marketing:** Flat peach, Red peach, Yellow peach, Apricot, Nectarines, Plum, Flat nectarine • **Other:** Persimmon

Sub-division	Products / Activity
Livestock	• **Livestock sales:** Goats (Murciano-Granadina breed), Pigs (white), Cattle (Toro Rubio)
Feed	• **Production and marketing of:** Compound feed for pigs, small ruminants (goats and sheep), cattle, poultry, game birds, horses and rabbits. • **Sale of:** Pet food.
Dairy	• **Production and marketing of:** Soft cheese, pressed cheese (PDO Murcia al Vino Cheese), lactic-set curd (cuajada), cream and whey concentrate from Murciano-Granadina goat's milk. • **Collection, storage and marketing of:** Murciano-Granadina goat's milk.
Fertilisers	• **Sale of:** Alimer Inicio, Alimer Crecimiento, Alimer Vitar, Alimer Ecológico

Sub-division	Products / Activity
Plant protection	• **Sale of:** Own line of plant protection products
Agricultural plastics	• **Sale of:** Crop plastics (moving to biodegradable materials)
Animal health	• **Sale of:** Animal health products for livestock farms
Service stations	• **Sale of:** Fuel; 2 service stations in Lorca and 1 service station in Puerto Lumbreras (with Charter supermarket in Lorca and P. Lumbreras)

Production volume by division (2025)

Alimer's production in 2025 reflects the weight of the fruit and vegetable and dairy divisions

Division	Unit	Production 2025
Vegetables	kg	164,583,986
Stone fruit	kg	30,706,226
Livestock	head	67,532
Feed	kg	104,318,000
Dairy	litres	31,957,525
Farm and livestock supplies	no. of items	6,360
Cut flowers and ornamental	stems/pots	9,605,000
Fuel sold (service stations)	litres	5,834,444

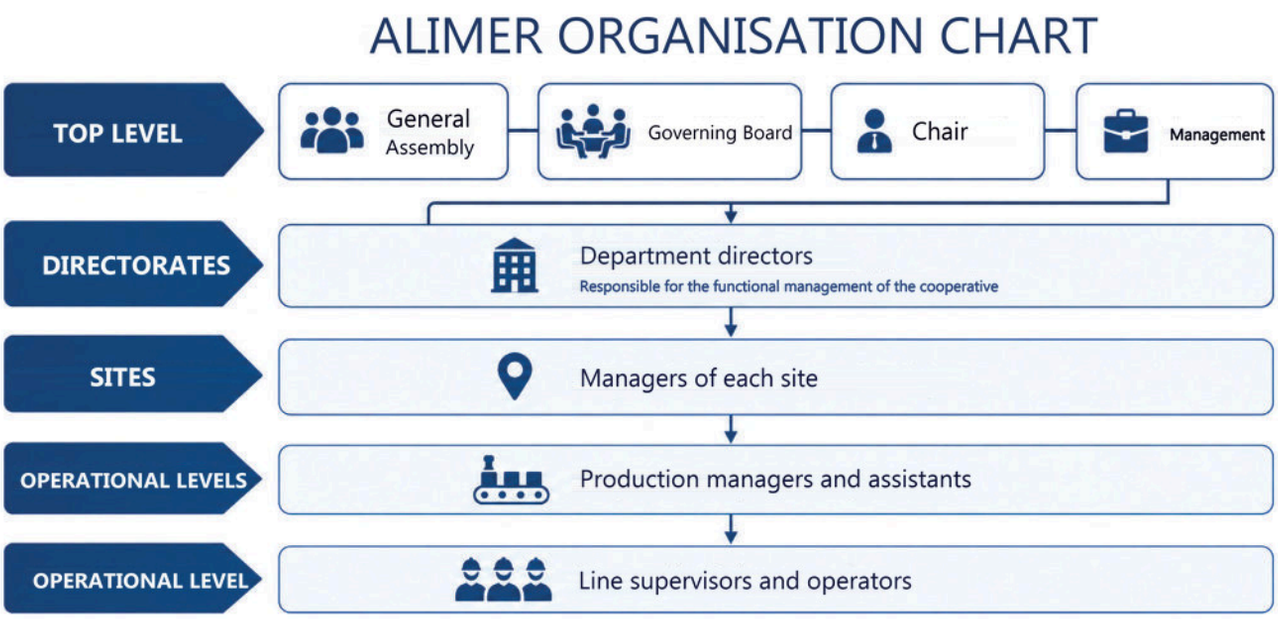
CERTIFICATIONS

Certificates and labels for standards and management systems

Global G.A.P. certified area (2018–2025)

The area of Alimer members' farms certified to the Global G.A.P. standard reached 6,591 hectares in 2025, an increase of 6.95% on the previous year. This certification guarantees good agricultural practices in food safety, the proper use of plant protection products, sound water management and worker welfare.

Year	Vegetables (ha)	Fruit (ha)	Total (ha)	Change (%)
2018	4,211.89	762.28	4,974.17	-
2019	5,015.78	823.76	5,839.54	+14.82%
2020	5,288.26	804.65	6,092.91	+4.16%
2021	5,627.43	821.35	6,448.78	+5.52%
2022	5,659.60	801.00	6,460.60	+0.18%
2023	5,234.62	767.87	6,002.49	-7.63%
2024	5,246.41	886.50	6,132.91	+2.13%
2025	5,505.61	1,085.39	6,591.00	+6.95%



GOVERNANCE STRUCTURE

Alimer has a democratic and participatory governance structure, inherent to the cooperative model, organised into five hierarchical levels. The top level consists of the General Assembly, the Governing Board, the Chair and the General Management. Next come the department directors, responsible for the functional management of the cooperative, followed by the managers of each site. The operational levels include production managers and assistants and, finally, line supervisors and operators.

General Assembly

The General Assembly is the cooperative's highest governing body. It is made up of all the members and its resolutions are binding on all of them. It holds an ordinary meeting within six months of the end of the financial year to review the management and approve the annual accounts, and extraordinary meetings when circumstances so require.

Given the geographical spread of the members and the cooperative's organisation into divisions, the General Assembly is held as an Assembly of Delegates, elected at Preparatory Meetings for each division. Each delegate represents the members of their division and acts with full responsibility and good faith, without a binding mandate.

The exclusive powers of the General Assembly include appointing and dismissing members of the Governing Board, approving the annual accounts and amending the Articles of Association, among other matters reserved by law.

Governing Board

The Governing Board is the collegiate governing body responsible for senior management, supervising executives and representing the cooperative. It consists of 14 full members and 3 alternates, elected for a four-year term with the possibility of re-election, ensuring the representation of every division of the cooperative. Its positions are: Chair, Vice-Chair, Secretary, Treasurer, seven Board Members and three Auditors. In 2025, the Governing Board was made up of 15 men and 2 women, a female representation of 12%.

NAME	POSITION
DÍAZ GARCÍA, JULIÁN	CHAIR
PÉREZ PÉREZ, JUAN	VICE-CHAIR
GARCÍA MORENO, IGNACIO JOSÉ	SECRETARY
GONZÁLEZ IBARRA, PEDRO JOSÉ	TREASURER
DIEGO JIMÉNEZ PRIETO	FRUIT BOARD MEMBER (INCOMING)
JOSÉ MARTÍNEZ DEL TORO	NUTS BOARD MEMBER
PÉREZ-CHUECOS MARTÍNEZ, PLÁCIDO	VEGETABLES BOARD MEMBER
PADILLA GARCÍA, JOSÉ ANTONIO	SUPPLIES BOARD MEMBER
EST. Y CONTRATAS "EL MANCHE". S.L.L. (REP.: DOMINGO PÉREZ GÁZQUEZ)	FEED AND DAIRY BOARD MEMBER
AGG GANADOS, S.L. (REP.: ANTONIO GUERRERO GUERRERO)	LPG BOARD MEMBER (INCOMING)
LÓPEZ GARCÍA, JOSÉ MANUEL	FLOWERS BOARD MEMBER
AUDITORS	
RAQUEL MARTÍNEZ ESPAÑA	AUDITOR 1
JUAN RODRÍGUEZ CORREAS	AUDITOR 2
PÉREZ-CHUECOS PÉREZ-CHUECOS, JUAN ANTONIO	AUDITOR 3
ALTERNATES	
HERMENEGILDA MARTÍNEZ GARCÍA	ALTERNATE 1
PEDRO MIÑARRO REVERTE	ALTERNATE 2
ANTONIO MANZANERA RUIZ	ALTERNATE 3

ANTI-CORRUPTION AND ANTI-BRIBERY

Alimer expressly rejects all forms of corruption, bribery and unfair practices in its activity, both internally and in its relations with customers, suppliers, public authorities and other stakeholders. The cooperative has an Ethics and Whistleblowing Channel, set up in compliance with EU Directive 2019/1937 and Spanish Law 2/2023 on the protection of whistleblowers, through which anyone, whether or not they belong to the organisation, can report evidence or knowledge of conduct contrary to the law, internal rules or company policies.

In terms of training, Alimer has delivered 174 hours of Human Rights training to middle managers, covering topics such as workplace climate management, situational and emotional leadership, keys to team building, active listening, difficult conversations, non-verbal communication, types of conflict and mediation techniques. This training is ongoing and has been delivered consistently for several years.

Alimer plans to develop and approve a formal anti-corruption and anti-bribery policy to consolidate and structure its existing commitments in this area, in line with the GRI 205 standard and the requirements of the ESRS G1 standard.

FINANCIAL TRANSPARENCY AND AUDITING

In accordance with Law 27/1999 on Cooperatives, Alimer is required to audit its annual accounts and management report in the cases provided for in the Spanish Audit Law (LAC) and its implementing regulations, or when required by the Articles of Association, agreed by the General Assembly or requested by 5% of the members.

In 2025 there were **no confirmed cases** of corruption or bribery in the organisation

Alimer is committed to maintaining sound and transparent financial practices at all times, rejecting any transaction that could be linked to unlawful activities.

REPORTING CHANNEL

Alimer has an Ethics and Whistleblowing Channel in place in compliance with EU Directive 2019/1937 and Law 2/2023, which regulate the protection of people who report regulatory breaches. Through this Internal Reporting System, anyone, whether or not they belong to the organisation, can confidentially report evidence or knowledge of conduct contrary to the law, internal rules or company policies.

The channel guarantees the confidentiality of the whistleblower's identity and protection against retaliation, under the terms of current legislation. Reports received are handled independently and diligently, ensuring that each case is properly followed up.

The Ethics and Whistleblowing Channel can be accessed through the cooperative's website: *https://alimer.denunciadirecta.com*

In 2025, two reports were received; both were processed and the corresponding corrective actions were put in place.



SUSTAINABILITY APPROACH

REFERENCE FRAMEWORK AND GRI STATEMENT

This 2025 Sustainability Report of Alimer has been prepared with reference to the GRI Standards (GRI-referenced). Its content has been selected by identifying the issues relevant to the cooperative's activity and its stakeholders, and is reported in accordance with GRI 2, GRI 3 and the applicable topic standards.

GRI has established the GRI Standards as the global benchmark for sustainability reporting. The use of these standards does not imply verification or validation by GRI of the content included in this report, which covers the financial year from 1 January to 31 December 2025. The reporting scope includes all activities and facilities operated directly by Alimer, covering its 18 sites, located mainly in the Region of Murcia, across its four operating divisions: Fruit and Vegetables; Feed / Dairy / Livestock; Flowers and Ornamental Plants; and Farm Supplies. The farms of the cooperative's members fall outside the scope of this report, as they are independent entities and are not under Alimer's operational control.



Promotion of the PGI Cieza Peach.



Promotion of Murcia al Vino Cheese.



Presence at Fruit Attraction 2025.



The new feed mill.



New Feed Mill.



Participation in Fruit Logistica 2025 (Berlin).

THE COOPERATIVE'S COMMITMENT

Significant organisational milestones

- Participation in the special Earth Day broadcast of Cadena Azul Radio (107.0 & 107.8 FM), aired live from the Lorca facilities and focused on sustainability and agriculture.

- Participation in products with a protected designation. Alimer takes part in promoting the PGI (Protected Geographical Indication) Cieza Peach. Promotion is based on PGI certification of the produce marketed, billboards at trade fairs and events, and publication on the website.

- Promotion of Murcia al Vino Cheese, a goat's cheese with Protected Designation of Origin (PDO), made from pasteurised milk of the Murciano-Granadina goat. It is characterised by being washed in red wine from the region (Jumilla, Yecla or Bullas) during ripening. Promotion is based on PDO certification of the produce marketed, billboards at trade fairs and events, and publication on the website.

- Presence at Fruit Attraction 2025.

- Opening of the new feed mill on the Saprelorca Industrial Estate (Lorca), with an investment of €15 million and a production capacity of 40 tonnes per hour, consolidating ALIMER's commitment to the livestock sector and strengthening its growth strategy.

- Participation in Fruit Logistica 2025 (Berlin, 5–7 February), one of the most important international trade fairs for the agricultural sector, where ALIMER showcased its products and shared its commitment to the sector from its stand in Hall 18, in the Region of Murcia area.

IDENTIFYING MATERIAL ISSUES



Stakeholders

ALIMER identifies and manages the expectations of a broad range of internal and external stakeholders, whose relationship with the cooperative works both ways: they influence its activity and are in turn affected by it.

Stakeholders

Group	Type	Needs	Expectations
Employees and trade unions	Internal	Training, internal promotion, financial information	Better working conditions, stability and work-life balance
Members and executives	Internal	Cost control, meeting customer requirements and sustainability	Higher production, profitability and business continuity
Customers	External	Legal compliance, quality, deadlines and sustainability	Good value for money, availability and service guarantees
Suppliers	External	Forecasting, cost reduction, adapting to requirements	Better margins and stability in the face of inflation
Financial institutions	External	Solvency and meeting ESG targets	Financial security and expanding business relationships
Public authorities	External	Regulatory compliance and transparency	Cooperation and support for their work
Society and the environment	External	Sound environmental management and energy alternatives	Greater awareness, sustainability and emissions reduction
Competitors	External	Quality, food safety and price transparency	Innovation, sustainability and traceability

Material topics

The following material topics, linked to the applicable ESRS standards, have been identified for this report:

Material topics

Material topic	ESRS standard	Coverage in the report
Climate change	ESRS E1	Chapter 5: Sustainable agriculture (Energy and emissions)
Biodiversity	ESRS E4	Chapter 5: Sustainable agriculture (Agricultural inputs)
Circular economy	ESRS E5	Chapter 5: Sustainable agriculture (Waste and by-products)
Social	ESRS S1-S4	Chapter 6: People / Chapter 7: Impact on the region
Governance	ESRS G1	Chapter 3: Governance and business ethics

Each of these topics is covered throughout the report in terms of its impacts, risks and opportunities in relation to Alimer's strategy and business model, explaining how they are integrated into the sustainability strategy in relation to ESG objectives, action plans and internal policies.

Risk identification

The SASB and GRI analysis has identified the following risks with potential financial, regulatory and reputational impact in the short and medium term:

GHG emissions. ALIMER's activity generates direct emissions linked to the processing and transport of goods. Increasing climate regulation exposes the cooperative to higher operating and capital costs, volatile fuel prices for its fleet and freight, and future regulatory costs if GHG management strategies are not implemented.

-Energy management: Processing agricultural products requires considerable energy, mostly drawn from the electricity grid. Greater dependence on the grid increases the Scope 2 footprint and exposes the cooperative to more volatile prices resulting from climate regulation, with a risk to the reliability of electricity supply in the long term.

-Water and wastewater management. Water availability is critical to the operation of the packing centres. Alimer is exposed to restrictions on access to water, rising costs of regulatory compliance for effluents and wastewater, and risks to its members' farm production linked to water scarcity, which is particularly relevant in south-east Spain.

-Sourcing and materials efficiency. Climate variability, water scarcity and land-use restrictions affect crop yields and limit the ability to source at competitive prices. In addition, regulatory pressure to reduce single-use plastics in packaging requires an early transition to avoid non-compliance risks.

-Employee health and safety, working conditions and child labour. Farming and handling activities involve significant occupational risks from exposure to machinery, plant protection products, extreme weather and repetitive physical strain, made worse by high seasonality and the presence of migrant workers. In the agricultural supply chain there is also a specific global risk of child labour, which requires active, continuous and coordinated vigilance by everyone involved.

-Product quality and safety. Contamination by pathogens or chemicals at any stage of the chain (growing, transport, storage or handling) can lead to product recalls with a direct impact on revenue and reputation, as well as exposure to regulatory penalties.

-Supply chain management. Poor environmental, social or ethical performance by suppliers translates directly into reputational risk for Alimer. Labour or corruption breaches in the chain can lead to regulatory penalties and higher operating costs.

COMMITMENT TO THE ENVIRONMENT

Environmental policy

Alimer has a Management Policy that sets out management's commitment to improving the environment, preserving the natural foundations of human life and promoting sustainable development. Its principles include a clear and explicit commitment to preventing and minimising pollution, the sustainable use of natural resources, responsible management and protection of the environment through strict compliance with current regulations and optimal maintenance of vehicles, machinery and facilities, and promoting respect for the environment and the separate collection of waste among employees, members, suppliers and customers.

This framework is complemented by a Management System that includes specific procedures for managing the environmental aspects of the activity, waste management and the response to environmental emergencies, and by ISO 14001 certification at its fruit and vegetable centres, held without interruption for more than 15 years.

Environmental measures and initiatives

Alimer runs a set of environmental initiatives covering energy efficiency, sustainable water management, the circular economy, biodiversity protection and waste management.

All of them are part of the cooperative's commitment to continuously improving its environmental performance. In addition, all employees and new hires receive environmental training, environmental emergency drills are carried out, and the significant environmental aspects of the activity are regularly identified and assessed. The main measures and initiatives under way are set out below:

Environmental measures and initiatives

Area	Measure	Implementation status
Energy efficiency	Gradual replacement of conventional lighting with LED technology in warehouses, factories and workplaces	100% implemented at practically all sites
Energy efficiency	Installation of photovoltaic self-consumption systems on the roofs of industrial buildings	Implemented at 50% of sites
Energy efficiency	Participation in the E-BUSCO project (EU LIFE programme, 2025–2028), a business cooperation scheme to integrate renewable energy and maximise the technical and economic viability of photovoltaic installations in Spain, Greece and Italy	Under way (Oct. 2025 – Dec. 2028)
Logistics efficiency	Gradual renewal of the fleet with lower-consumption or electric vehicles	Implemented at 10% of sites
Water management	Improved wastewater treatment systems to reduce polluting discharges and comply with legal limits	100% implemented at the Cheese Factory; other sites meet discharge limits
Water management	Improved cleaning and disinfection systems to reduce water consumption	100% implemented at the Cheese Factory
Water management	Staff awareness and training on efficient water use	Implemented at all sites
Circular economy	Recovery of agricultural by-products as animal feed through a silage plant for vegetable residues	Implemented at all fruit and vegetable centres
Biodiversity	Promotion of integrated and organic farming techniques (333 ha in organic production, approx. 5.9% of total production)	Under way
Biodiversity	Working with farmers on sustainable fertilisation through the supplies centre	Under way
Packaging waste	Agreement with SIGFITO to collect plant protection product containers and feed sacks at the farm and livestock supplies store	Implemented

WATER MANAGEMENT

Water consumption

Water is an essential resource for Alimer's activity, both in the handling and storage of fruit and vegetables and in the production of dairy products and animal feed. There is currently no specific policy on water use and water resources, although the Management Policy sets out the commitment to improving the environment, preserving the natural foundations of human life and promoting sustainable development. The cooperative plans to develop a specific policy in future years. In 2025, the cooperative's total water consumption was 57,848 m^3, all of it from the public water supply.

Water consumption by site

Site	Consumption 2025 (m^3)	% of total
Flowers		
Cut Flower and Ornamental Plant Sales	163.6	0.3%
Service Station (Flowers)	163.6	0.3%
Fruit and Vegetables		
Service Station (Fruit and Veg.)	637.0	1.1%
Frutas Mula	303.0	0.5%
Hortofrutícola Cieza 1	6,695.0	11.6%
Hortofrutícola Cieza 2	4,157.0	7.2%
Hortofrutícola Lorca	24,842.0	42.9%
Hortofrutícola P. Lumbreras	6,214.9	10.7%
Seedling Nursery	952.0	1.6%
Feed, Dairy and Livestock		
Milk Collection Centre	105.0	0.2%
Cheese Factory	10,164.0	17.6%
Piensos 001	3,319.0	5.7%
Farm Supplies		
Farm and Livestock Supplies Store	132.0	0.2%
TOTAL	57,848.0	**100,0%**

The site with the highest consumption is *Hortofrutícola Lorca*, which accounts for 42.9% of the total, owing to the large volume of fruit and vegetable handling carried out there. The second-largest consumer is the Cheese Factory (17.6%).

Efficiency measures

Alimer has introduced several measures to optimise water consumption at its sites. At the Cheese Factory, where water consumption is highest because of cleaning and disinfection, an efficient water management system using CIP (Cleaning in Place) technology has been installed, which extends the life cycle of the water and significantly reduces the volume of wastewater generated. At the other packing centres, staff receive training and awareness-raising on efficient water use. On members' farms, the cooperative promotes technological modernisation through fertigation systems such as moisture probes and drip irrigation, and rainwater harvesting wherever possible, as at the Seedling Nursery.

ENERGY

Energy consumption

Alimer's activity involves significant energy consumption, mainly linked to the handling, storage and processing of products at its various sites in the Region of Murcia and neighbouring regions. In 2025, the cooperative's total energy consumption was 23,937.83 MWh.

Most of this consumption comes from non-renewable energy sources, which account for 91.8% of the total (21,974.80 MWh), while the remaining 8.2% (1,963.02 MWh) comes from renewable sources, all of it self-generated by the cooperative's own photovoltaic installations.

Energy consumption by source

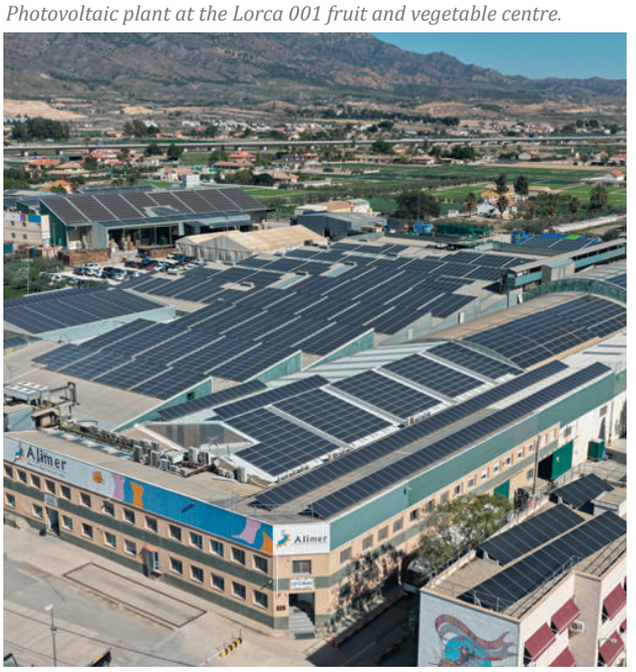
Indicator	Value 2025 (MWh)	Percentage
Total energy consumption	23,937.83	**100,0%**
Fossil sources	21,974.80	91.8%
- Petroleum fuels	8,319.99	34.8%
- Natural gas	2,018.19	8,4%
- Purchased fossil electricity	11,636.63	48,6%
Renewable sources	1,963.02	8.2%
- Self-generated	1,963.02	8,2%

Electricity is the main source of energy consumption, concentrated particularly at the fruit and vegetable centres in Lorca and Cieza and at the new feed mill. Natural gas is consumed only at Piensos 001, where it is used in the feed production process. Petroleum fuels are mainly the diesel used by the vehicle fleet and the industrial machinery at the various sites.

Self-generated renewable energy

Alimer has photovoltaic self-consumption installations at several of its sites. In 2025, total solar photovoltaic output reached 1,963.02 MWh, all of it used directly on site. The installations with the highest renewable output are the Lorca headquarters, Piensos 001 and the Cheese Factory.

Photovoltaic plant at the Lorca 001 fruit and vegetable centre.



ENERGY EFFICIENCY MEASURES

Alimer has launched several initiatives to reduce energy consumption at its sites, both in offices and in industrial facilities. At corporate level, these measures have reduced electricity consumption by 13.43%, and this percentage is expected to increase in 2026 and 2027 as new photovoltaic self-consumption plants come on stream.

These improvements follow two main lines:

-Improved energy efficiency in offices and industrial facilities, thanks to replacing conventional lighting with LED technology (practically all lighting at our sites is now LED) and fitting skylights and translucent polycarbonate roof panels to make the most of daylight in work areas.

-Improved energy efficiency in industrial facilities, thanks to optimising the refrigeration systems in cold stores. In addition, the new feed mill has state-of-the-art milling equipment and automation systems, contributing to greater energy efficiency in the production process.

Carbon footprint

Alimer is committed to setting goals that improve the environment and meet the needs of today's society and future generations, preserving the natural foundations of human life and promoting sustainable development. This commitment is reflected in its Management Policy, which explicitly establishes the duty to promote respect for the environment, continuous improvement, sustainability, pollution prevention and the separate collection of waste among employees, members, suppliers and customers, as well as a clear commitment to responsible management and protection of the environment, including compliance with current regulations and optimal maintenance of vehicles, machinery and facilities.

EMISSIONS

Alimer has calculated its corporate carbon footprint for 2025 following the *Greenhouse Gas Protocol* methodology and using the emission factors of the Spanish Ministry for the Ecological Transition and the Demographic Challenge (MITECO, version 5, May 2025). The calculation covers direct emissions and indirect emissions from electricity consumption at all of the cooperative's sites.

Carbon footprint by scope

Scope	tCO2eq 2025
Scope 1	2,732.58
Combustion	749.87
Refrigerant leaks	224.18
Vehicles	1,758.53
Scope 2	3,294.21
Total S1 + S2	6,026.78

Scope 1 emissions come mainly from fuel consumption by the vehicle fleet (1,758.53 tCO_2eq), the combustion of propane and natural gas in production facilities (749.87 tCO_2eq) and refrigerant gas leaks (224.18 tCO_2eq). Scope 2 emissions correspond to grid electricity consumption at all sites, with Hortofrutícola Lorca, Piensos 001 and the Lorca headquarters being the largest contributors.

This carbon footprint measurement by ALIMER sets the baseline for monitoring and reducing emissions in future years.



Air, noise and light pollution

In 2025, Alimer recorded a total of 47,800 kg of pollutant gas emissions. These come from two specific sources: the treatment used to remove astringency from persimmons at the Hortofrutícola Cieza centre, and emissions from the boiler at the Piensos 001 facilities. The other sites recorded no pollutant gas emissions this year.

As regards noise and light pollution, all of Alimer's sites hold activity licences subject to environmental requirements, including compliance with municipal bylaws on noise, vibration and light pollution. In 2025, full compliance was achieved at all sites, with no incidents or complaints recorded.

Emissions reduction plan

Taking 2025 as the base year, the cooperative has set a progressive emissions reduction path to 2030, with a cumulative target of 5% on the 6,026.78 tCO_2eq recorded. In absolute terms, this means a reduction of 301.34 tCO_2eq compared with the base year, with a target emissions intensity of 0.0095 tCO_2eq per euro of revenue. The annual reduction targets, always referenced to the 2025 base year, are as follows:

Emissions reduction plan

Year	Reduction (%)	Absolute reduction (tCO2eq)
2026	1%	60.27
2027	2%	120.54
2028	3%	180.8
2029	4%	241.07
2030	5%	301.34

The plan covers Scope 1 and market-based Scope 2 emissions and relies on two main measures: expanding the photovoltaic installations to reduce grid electricity consumption, and gradually replacing combustion vehicles with hybrid and electric vehicles.

Climate risks and adaptation

Climate change poses several significant threats to Alimer's activity: increasing desertification and water scarcity, which harm agricultural and livestock production; rising temperatures, which affect the normal development of farms and increase the risk of wildfires; and extreme weather events such as torrential rain and hailstorms, which increase claims and production losses. The cooperative has identified the main risks associated with these phenomena and has drawn up action plans to address them:

Weather-dependent production (droughts, heatwaves, torrential rain and frost) is the main operational risk, with a direct impact on meeting commitments to customers. To mitigate it, Alimer has introduced collaborative production planning between departments; territorial diversification, adding new areas outside the Guadalentín Valley in Granada, Almería and Alicante; the incorporation of new production groups, such as the cooperative in Yéchar (Mula); and a biodiversity plan on farms aimed at reducing desertification and run-off through caring for and planting trees, natural dry-stone walls and limiting the use of herbicides.

Scarce water resources limit the production and planning of farms. Planned measures include promoting technology transfer and farm modernisation, installing fertigation technology such as moisture probes and drip irrigation, and harvesting rainwater wherever possible, as at the Seedling Nursery.

With climate change posing a growing threat to the Mediterranean agri-food sector, these actions are part of a broader adaptation and resilience strategy that Alimer will continue to develop in the coming years.

Climate change measures

The climate change measures defined by Alimer are partially implemented and cover three areas: mitigation and energy efficiency, logistics efficiency, and adaptation to extreme weather events.

Climate change measures

Area	Measure	Related risks	Implementation
Mitigation and energy efficiency	Transition to renewable energy (installing solar panels / buying green energy)	GHG emissions, heavy dependence on fossil fuels, exposure to volatile energy prices	Partial
Mitigation and energy efficiency	Improved energy efficiency (LED lighting, motion sensors, insulation)	High energy consumption, high operating costs, high carbon footprint	Partial / Complete
Mitigation and logistics efficiency	Transition to low-emission or electric vehicles	Restrictions on polluting vehicles, rising fossil fuel costs, CO2 emissions	Partial / Planned
Adaptation	Measures for extreme weather events (heatwaves, droughts, floods)	Risks of water scarcity, heatwaves, storms, floods, business interruption	Partial
Waste mitigation	By-product recovery	Environmental and reputational risk, reduction of waste and by-products, improper waste management	Partial

WASTE AND BY-PRODUCTS

Waste generated

Alimer's waste management covers both the waste generated at its handling, processing and marketing centres and the vegetable by-products from the sorting and grading of fruit and vegetables. In 2025, total waste generated amounted to 1,113,378.8 kg, of which 99.3% was non-hazardous and 0.7% hazardous.

Waste management

Indicator	Total 2025 (kg)	% of total
Total waste generated	1,113,378.8	100.0%
Non-hazardous	1,105,189.3	99.3%
Hazardous	8,189.5	0.7%
Total waste recovered	584,137.3	52.5%
Non-hazardous recovered	575,947.8	51.7%
Hazardous recovered	8,189.5	0.7%
Total waste disposed of	529,241.5	47.5%
Non-hazardous disposed of	529,241.5	47.5%
Hazardous disposed of	0,0	0.0%
Food waste	22,909,322.3	

52.5% of the waste generated is recovered, mainly through recycling. Non-hazardous waste that is disposed of goes entirely to authorised landfill. Notably, 100% of the hazardous waste generated was recovered, with no fraction sent for disposal during the year.

The Alimer site generating the most waste is Hortofrutícola Lorca, with 57.5% of the total, followed by Hortofrutícola Puerto Lumbreras (13.6%) and Hortofrutícola Cieza 1 (10.3%). This distribution reflects the volume of fruit and vegetable handling at these centres.

Food waste

Food waste is reported separately because of its specific nature and scale. In 2025, the vegetable by-products generated at the fruit and vegetable centres totalled 22,909,322.3 kg, mainly rejected produce from the sorting and grading of fruit and vegetables.

Food waste by site

Site	Total (kg)	Disposed of	Recovered	Other uses
Hortofrutícola Lorca	13,538,219		606,289	12,931,930
Hortofrutícola P. Lumbreras	4,232,981	-	-	4,232,981
Hortofrutícola Cieza 1	3,730,615	-	665,736	3,064,879
Piensos 001	1,407,507	-	1,407,507	-
Total	22,909,322		2,679,532	20,229,790

Alimer is actively working to reduce and manage this food waste through several initiatives. Most of the vegetable by-products generated (20,229,790 kg, 88.3% of the total) go to other uses not classed as direct disposal, while 2,679,532 kg (11.7%) are recovered. In collaboration with Miguel Hernández University, a silage plant has been set up to store and recover vegetable by-products as livestock feed, easing management problems at peak production times. In addition, the cooperative works with food banks, sending them produce whenever there is a surplus (a total of 1,272,026 kg of fruit and vegetables was donated in 2025). A food waste reduction plan is also being drawn up to structure and strengthen these actions systematically.

Circular economy initiatives

As a result of an R&D&I project in collaboration with Miguel Hernández University (UMH), Alimer has launched a circular economy initiative based on ensiling vegetable by-products from its fruit and vegetable packing centres, so that they can be stored and used as livestock feed. This process makes certain vegetable by-products available all year round, while easing the problems these residues cause at peak production times and offering livestock farmers an attractive alternative to rising feed and cereal prices. In the global context of climate change and the energy crisis, recovering rejected produce and agro-industrial by-products as alternative raw materials contributes to the circular bioeconomy, improving the sustainability of agri-food production and linking agricultural, livestock and agro-industrial activity.



Another major circular economy project is the goat's milk whey concentration plant at the Cheese Factory, which turns a by-product into a value-added product. Before it was set up, the whey was used as animal feed; the new plant now produces whey concentrate and cream for human consumption, products that are highly valued in the food industry for their high protein content. In addition, a CIP cleaning system has been installed at the Cheese Factory, which extends the life cycle of the water used for cleaning and disinfection and directly reduces the plant's water consumption.





Silage plant.



Whey concentration plant.

Circular economy initiative

Initiative	Description	Start date
Silage plant for vegetable by-products	Recovery of fruit and vegetable by-products as animal feed	June 2025
Goat's milk whey concentration plant	Production of whey concentrate and cream for human consumption	Oct–Nov 2025
CIP cleaning system at the Cheese Factory	Extending the life cycle of water used for cleaning and disinfection	Oct–Nov 2025



Waste management and reduction

Alimer has procedures and work instructions in place to inform staff about the good environmental practices to be followed at its facilities. These instructions cover the proper management of resources such as lighting, IT equipment, air conditioning, heating and water, the use of products according to environmental criteria, and the management of pollution and waste. The Good Environmental Practice Instruction IT-23 is 100% implemented across the organisation.

BIODIVERSITY

Alimer's activity, linked to fruit and vegetable handling, dairy production and feed manufacturing, takes place in a natural environment of high ecological value in the Region of Murcia. The cooperative is aware of the impact its sites can have on local biodiversity and works actively to preserve it and minimise any negative effects.

Biodiversity conservation practices

Alimer promotes the expansion of land farmed under Organic Farming and LEAF Marque standards, sustainable agricultural production frameworks that promote the following practices:

For ecological infrastructure, the planting of hedgerows and vegetation barriers with native species is encouraged, as are ecological corridors between plots and flower strips for pollinators.

For sustainable soil management, cover crops between rows, reduced intensive tillage, the use of organic fertilisers and compost, and crop rotation are promoted.

To protect beneficial species and pollinators, insect hotels and beehives or pollinator shelters are installed, the use of harmful plant protection products is limited, and biological pest control programmes are applied.

Finally, biodiversity monitoring and conservation programmes are carried out through regular inventories of flora and fauna and the monitoring of biodiversity indicators such as birds, pollinators and wild flora.

Impacts of the activity on biodiversity

A document review has identified four species that could potentially be affected by their proximity to Alimer's sites:

Species identified in the area of influence

Species	Conservation status	Area of influence
Bonelli's eagle	Highly sensitive in the Murcia region	Lorca/Tercia y Cieza/Almadenes
Eurasian otter	Near threatened (NT)	Segura River and Almadenes Gorge/Cieza
Spur-thighed tortoise	Vulnerable (VU)	South-east Murcia
Rufous bush robin	Least concern (IUCN)	Puerto Lumbreras area

The most plausible impacts on these species stem not so much from product processing as from land occupation, associated traffic, water management, lighting, noise and waste handling. Direct impacts include habitat loss or degradation due to land occupation and fencing, disturbance from noise and night lighting during sensitive breeding periods for birds of prey, the risk of road kills of reptiles and other wildlife at access points, and occasional pollution from spills or poorly managed waste.

Indirect impacts include the fragmentation of the agricultural and natural mosaic by heavy traffic, effects on ecological corridors and watercourses from run-off (particularly relevant in Cieza because of its proximity to the Segura river system), the attraction or repulsion of wildlife by lighting and organic waste, and the cumulative effect with other agricultural and logistics infrastructure in the area.



ENVIRONMENTAL RISKS AND POTENTIAL IMPACTS OF THE COMPANY

The main environmental risks and potential impacts arising from the cooperative's activities at its production sites, industrial and logistics activities, commercial activities and services are set out below.

Environmental risks and potential impacts

Risk identified	Impact	Scope of application
High energy consumption in refrigeration systems, cold stores and processing lines	Increased carbon emissions	All production sites and activities
Generation of organic waste	Generation of organic waste	Fruit and vegetable packing centres
Use of packaging	Generation of plastic waste	Packing centres, cheese factory, feed mill, cut flowers, supplies and service stations
Wastewater discharges	Potential water pollution if discharges are not properly treated	All sites and activities
Intensive water use in washing operations	Larger water footprint	Packing centres, cheese factory, feed mill, cut flowers, supplies and service stations
Particulate and dust emissions to air during milling and mixing	Deterioration of local air quality	Feed mill
Raw material and by-product waste	Generation of industrial waste	Feed mill and cheese factory
Risk of soil contamination from spills of raw materials or oils	Possible soil contamination	All production sites and activities
Generation of industrial packaging waste	Generation of industrial waste	All production sites and activities
Risk of chemical spills	Soil and aquifer contamination	All production sites and activities
Generation of hazardous waste (plant protection product containers, cleaning and maintenance products)	Generation of hazardous waste	All production sites and activities
Risk of improper storage of hazardous substances	Risks to biodiversity and soil and aquifer contamination	Farm and livestock supplies sales centre
Risk of fuel leaks or spills	Soil and aquifer contamination	Service stations
Volatile organic compound (VOC) emissions	Contribution to air emissions	Service stations

Environmental risk prevention measures

Measure	Related risks	Implementation
Adaptation and climate risk assessment	Extreme events (torrential rain, hail, snow, frost, drought) and regulatory changes	Partial
Investment in energy-efficient refrigeration facilities and processing lines	High energy consumption and higher CO2 emissions	Partial
Investment in photovoltaic plants	High energy consumption and higher CO2 emissions	Partial
Investment in a silage plant turning vegetable residues into animal feed	Generation of organic waste and vegetable residues	Partial
Investment in a treatment plant at the Cheese Factory	Risk of wastewater discharges	100%
Investment in efficient washing and disinfection equipment at the Cheese Factory	Intensive water use in washing operations	100%
Investment in fertigation and water harvesting installations	Intensive water use	Partial
Investment in systems to reduce particulate and dust emissions during milling at the feed mill	Deterioration of local air quality	100%
Compliance with legal requirements on soil and groundwater contamination	Soil and groundwater contamination	100%
Proper management of hazardous waste by an authorised handler	Generation of hazardous waste	100%
Proper management of non-hazardous waste	Generation of non-hazardous waste	100%
Adaptation and risk management: sustainable water management	Scarcity of water resources	Partial

Provisions and guarantees for environmental risks

In 2025, Alimer had provisions and guarantees for environmental risks amounting to €2,700,000.

Investment and resources devoted to environmental risk prevention

In 2025, Alimer allocated a total of €3,431,907 to investment in environmental risk prevention, broken down in the following table:

Item	Amount (€)	Item	Amount (€)
1. Photovoltaic installations (Lorca, Cieza, Seedling Nursery)	1,400,000	6. CIP cleaning (Cheese Factory)	278,000
2. Treatment plant (Cheese Factory)	535,000	7. Silage plant (Feed Mill)	202,000
3. Whey concentration plant (Cheese Factory)	578,000	8. CO2 footprint certification	3,494
4. Electric vehicles and machinery (forklifts, pallet trucks)	351,500	9. CO2 footprint verification	2,170
5. Hybrid and plug-in vehicles	77,000	10. ISO 14001 certification	4,743
		Total	3,431,907

COMMITMENT TO PEOPLE

EMPLOYMENT

In 2025, Alimer had an average workforce of 3,836 people, 57% of them women and 43% men. The tables below show the workforce by gender, age, contract type and job category.

Alimer workforce by gender and age

GENDER	<30	30-50	>50	TOTAL
WOMEN	516	1,162	516	2,194
MEN	681	675	286	1,642
TOTAL	1,197	1,837	802	3,836
GRAND TOTAL: 3,836 PEOPLE				

Alimer workforce by contract and gender

GENDER	PERMANENT	TEMPORARY	TOTAL
WOMEN	2,189	6	2,195
MEN	1,636	5	1,641
TOTAL	3,825	11	3,836
GRAND TOTAL: 3,836 PEOPLE			

Alimer workforce by contract and age

CONTRACT TYPE	<30	30-50	>50	TOTAL
PERMANENT	1,191	1,832	802	3,825
TEMPORARY	6	5	0	11
TOTAL	1,197	1,837	802	3,836
GRAND TOTAL: 3,836 PEOPLE				

Alimer workforce by contract and category

JOB CATEGORY	PERMANENT	TEMPORARY	TOTAL
Executives	7	-	7
Middle managers	48	-	48
Administrative	100	7	107
Technical	55	-	55
Operators	3,615	4	3,619
TOTAL	3,825	11	3,836
GRAND TOTAL: 3,836 PEOPLE			

In 2025 there were 213 dismissals, almost all of them in the operator category (94.4%), followed at a distance by administrative and technical staff, with 6 cases each. There were no dismissals among executives or middle managers.

Diversity and inclusion

In 2025, Alimer employed 26 people with disabilities: the Alimer hub (3) and the Fruit and Vegetables area (23). The workforce includes people of 44 different nationalities: 64.9% are Spanish, followed by Moroccan (26.0%), Ecuadorian (3.9%), Romanian (1.0%) and Bolivian (0.8%) workers, among others.

TRAINING AND DEVELOPMENT

At Alimer, training is a lever for development. The company has a structured system that ensures every person has the knowledge and skills they need to do their job safely and effectively.

How it is managed

Training is planned through an Annual Training Plan, drawn up with input from department heads, middle managers and health and safety representatives, and approved by Management. The plan sets out the planned actions, their frequency and who is responsible for evaluating their effectiveness. It is a living document, updated whenever new needs arise. The whole workforce is covered by this system, including contractors' staff and temporary agency workers.

From day one

Every new employee receives specific training before starting work: job risks, preventive measures, general rules and emergency procedures. This is followed by a 10-day period of hands-on mentoring, during which a supervisor checks that what has been learnt is applied correctly. This support is mandatory for particularly hazardous activities, such as handling chemicals or equipment with a risk of entrapment.

Specialised training

Certain activities, because of their hazards or legal requirements, need express authorisation. Only properly trained and authorised staff may carry them out. Operating forklifts and pallet trucks is one example: in addition to specific training, each worker receives an individual written authorisation.

All authorisations are kept up to date on the PREVENGOS platform. Health and safety training is renewed at least every 4 years, adapting to changing risks and to changes in production processes.

Measuring impact

The effectiveness of each training action is assessed through direct observation, tests or interviews, always al-

lowing a reasonable time after the training so that participants can apply what they have learnt before being assessed. The results feed into the following year's planning.

In 2025, Alimer delivered a total of 8,553 hours of training to its workforce, of which 4,403.5 hours were for women and 4,149.5 hours for men. Training focused mainly on occupational health and safety, food hygiene and handling, quality, the environment and machinery operation.

Training hours by job category

JOB CATEGORY	TRAINING HOURS
Executives	76
Middle managers	123
Administrative	720
Technical	143
Operators	7,491
TOTAL	8,553

WORKING CONDITIONS

Organisation of working time

The organisation of working time at Alimer reflects the variety of activities carried out at its different sites. The cooperative uses split shifts and rotating shifts, adapted to the operational needs of each facility, especially at the fruit and vegetable packing centres, where activity depends on the seasonality of production.

Social dialogue

Alimer guarantees employee participation and representation through the various legal representative bodies set up in the company. Social dialogue is organised through four works councils, three staff delegates and a health and safety committee.

The works councils are made up as follows: Lorca Works Council, with 23 representatives; Lorca (Building 2) Works Council, with 5 representatives; Puerto Lumbreras Works Council, with 9 representatives; and Cieza Works Council, with 21 representatives. In addition, there are staff delegates in the feed, cheese and service station divisions, with one representative each.

The Health and Safety Committee has 5 members.

Through these bodies, information, consultation and negotiation procedures are carried out with the workforce, guaranteeing the exercise of collective representation rights at all sites.

Collective agreement coverage

100% of Alimer's workforce is covered by a collective agreement. Depending on the activity carried out at each site, the cooperative applies the following agreements:

- Region of Murcia Agriculture, Forestry and Livestock Agreement
- Fresh Fruit and Handling Collective Agreement
- Handling and Fresh Fruit Agreement
- National Service Stations Agreement
- National Dairy Industry Agreement
- Compound Animal Feed Industry Agreement
- General Commerce Collective Agreement
- Food Wholesalers Agreement

Work-life balance

100% of Alimer's workforce is entitled to family-related leave, including maternity, paternity and parental leave and leave to care for dependants, in accordance with current regulations and the applicable collective agreements.

The cooperative's work-life balance measures are part of the Equality Plan, which has a specific area devoted to this subject. Measures defined and implemented include facilitating adjustments to working hours for employees with children under 12 or dependants, priority in choosing holidays for single-parent families, treating unmarried partners the same as married couples for leave and permits, facilitating shift changes for people undergoing assisted reproduction, and ensuring that taking any leave does not harm career progression in any way.

As regards the right to disconnect, Alimer is currently implementing a specific policy. The Equality Plan already includes a commitment to limit the use of communication technologies outside working hours to guarantee employees' right to rest, which will be set out in a formal policy in the coming years.

Health and safety at work

Alimer has an In-house Prevention Service, set up in accordance with Article 31 of Law 31/1995 on Occupational Risk Prevention and Article 14 of the Prevention Services Regulation. This prevention model, legally required given the type and size of the organisation, covers the three preventive specialities: occupational safety, ergonomics and psychosociology, and industrial hygiene. The Occupational Risk Prevention Department has several technicians qualified as senior prevention specialists. For health surveillance, the cooperative has agreements with several external prevention services.

The prevention framework is set out in ALIMER's Management Policy, whose commitments include promoting a healthy and safe working environment, guaranteeing the health and safety of all employees with zero tolerance for breaches of safety rules, eliminating the hazards inherent in the work, and providing safe and healthy working conditions adapted to the needs of each job and division.

Employee participation in health and safety

Alimer has trade union representation at all sites where it is required by law. Employee participation in health and safety is organised through two bodies: the Health and Safety Representatives and the Health and Safety Committee.

Health and Safety Representatives are employee representatives with specific prevention duties, appointed by and from among the staff representatives in accordance with Article 35 of Law 31/1995. Their duties include working with management and the Prevention Service, encouraging employees to cooperate with prevention rules, monitoring compliance, and accompanying technicians during risk assessments and Labour Inspectors on their site visits.

The Health and Safety Committee is the joint, collegiate participation body for regular consultation on the company's prevention activities, set up at all sites with 50 or more employees in accordance with Article 38 of the same law. Quarterly minuted meetings are held with all prevention representative bodies, reporting on accident data, risk assessments, inspections and planned training, among other matters.

Accidents and absenteeism

In 2025, Alimer recorded a total of 87 workplace accidents resulting in sick leave, 37 involving women and 50 involving men. By age group, the most affected were workers aged 31 to 40 (25.6% of cases), followed by those aged 21 to 30 and 41 to 50, both at 23.3%. Tuesday was the day with the most accidents (32.6%) and the first hour of the working day saw the highest number of incidents (23.3%). The month with the most accidents was March (17.4%).

The main accident indicators during working hours, excluding *in itinere* (commuting) accidents and relapses, are as follows:

Accident indicators 2025

INDICATOR	TOTAL	WOMEN	MEN
FREQUENCY RATE (per 1,000,000)	24	10	14
SEVERITY RATE (per 1,000)	0.94	0.64	1.33
LOST-TIME ACCIDENTS	87	37	50

There were 15 cases of occupational disease in 2025, 14 affecting women and 1 affecting a man, concentrated in fruit and vegetable handling jobs at the Lorca centres. Of these, 3 were declared by the Public Health Service. Total absenteeism in 2025 amounted to 77,040 working days lost, broken down as follows:

Absenteeism by cause

CAUSE	DAYS LOST
COMMON ILLNESSES	62,516
OTHER CAUSES	11,147
WORKPLACE ACCIDENTS	2,748
OCCUPATIONAL DISEASES	629
TOTAL	77,040

EQUALITY AND DIVERSITY

Equality and diversity policy

Alimer has an Equality Plan negotiated with the employees' legal representatives, which sets the framework for the cooperative's action on equal treatment and opportunities for women and men. The organisation is actively committed to continuous improvement in this area, regularly reviewing its policies and plans to adapt them to regulatory changes and to the needs identified in the workforce.

The Equality Plan covers the following areas: recruitment and hiring, job classification and promotion, training, pay, work-life balance, prevention of sexual and gender-based harassment, and communication and awareness. The measures defined and implemented in each area are as follows:

1. Recruitment and hiring

1.1. A gender-sensitive recruitment protocol based on objective, non-discriminatory criteria.

1.2. Review of the language and content of all documents and channels used in recruitment.

1.3. Dissemination of the recruitment protocol to everyone involved in hiring, including external companies.

1.4. Preference for the under-represented gender where candidates are equally qualified.

1.5. Monitoring of applications and hires by sex, professional area and contract type.

1.6. Recruitment of women into departments where they are under-represented.

2. Job classification and promotion

2.1. Job cataloguing and evaluation using non-discriminatory criteria and neutral language.

2.2. A procedure for advertising vacancies based on clear, objective and non-discriminatory criteria.
2.3. Equal treatment in promotion processes, with statistics broken down by sex.
2.4. Priority for internal promotion over external hiring.
2.5. Informing unsuccessful candidates of the reasons for rejection.



3. Work-life balance
3.1. Ensuring that all work-life balance rights are known and accessible to 100% of the workforce.
3.2. Facilitating adjustments to working hours for employees with children under 12 or dependants.
3.3. Priority in choosing holidays for single-parent families and in cases of separation or divorce with custody of children.
3.4. Treating unmarried partners the same as married couples for leave, permits and work-life balance rights.
3.5. Facilitating shift changes for people undergoing assisted reproduction and for parents with sole custody.
3.6. Greater use of technology to avoid unnecessary travel.
3.7. Limiting the use of communication technologies outside working hours to guarantee the right to disconnect.
4. Pay
4.1. A clear, transparent and objective pay policy to facilitate anti-discrimination monitoring.
4.2. Keeping a pay register broken down by sex and reporting regularly to the Monitoring Committee.
4.3. A pay audit every two years.
4.4. Monitoring of the pay gap, with corrective measures triggered when the difference exceeds 20%.
4.5. Standardising job titles in pay records and job evaluation.



5. Training
5.1. Annual equal opportunities training campaigns, reaching at least 25% of the workforce each year and 100% by the end of the plan.
5.2. Specific equality training for 100% of HR staff, management and middle managers, and equality and harassment prevention modules in all training courses.
5.3. Training delivered preferably during working hours, online and in blended format.
5.4. Retraining for people returning after contract suspensions, leave of absence or long-term sick leave.

6. Harassment prevention
6.1. A public declaration of zero tolerance of harassment, shared with the whole workforce.
6.2. Drafting, dissemination and regular review of a protocol for preventing and responding to sexual and gender-based harassment.
6.3. Training on harassment prevention for managers and staff who lead teams.
6.4. A harassment prevention module in the mandatory occupational risk prevention training.
6.5. Recording and analysis of reported cases, with an annual report to the Monitoring Committee.
6.6. Psychological and medical advice and support for victims during the three months following a complaint.

7. Communication and awareness
7.1. A non-sexist communication handbook for internal and external communications.
7.2. Review of images and content in all communication channels to ensure balanced representation of both sexes.
7.3. An equality section on notice boards and the website.
7.4. Internal awareness campaigns on the Equality Plan and for the International Day for the Elimination of Violence against Women.
7.5. Informing partner companies and suppliers of Alimer's commitment to equal opportunities.

Anti-harassment measures

Alimer has a fully defined and implemented Protocol for the Prevention of and Response to Sexual Harassment, Gender-based Harassment and Other Conduct Contrary to Sexual Freedom and Moral Integrity in the Workplace, which also serves as the cooperative's non-discrimination framework. The protocol is built around three types of measures:

- Preventive measures: a statement of principles and identification of conduct that could constitute sexual harassment, gender-based harassment or conduct contrary to sexual freedom and moral integrity.
- Proactive measures: procedures for handling complaints or claims, and the applicable precautionary or corrective measures.
- Reactive measures: the disciplinary regime applicable depending on the findings in each case.

Non-discrimination measures

- Preventive measures: a statement of principles and identification of conduct that could constitute a violation of moral integrity.
- Proactive or procedural measures: action to handle any complaints or claims that may arise, and the applicable precautionary or corrective measures. Identification
- measures: reactive measures depending on the findings and, where appropriate, the disciplinary regime.

In 2025, four incidents of discrimination were reported through the company's official channels. All of them were assessed internally and the corresponding corrective plans were applied.





HUMAN RIGHTS

Commitment to Human Rights

Alimer has a Human Rights Policy that sets out the company's framework for action in this area. The policy is based on the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Conventions ratified by Spain, and states that all employees will be treated according to the principles of dignity, justice, equality, respect and independence. Its commitments include equal pay for work of equal value, a ban on withholding employees' personal documents, respect for the voluntary nature of overtime, and guaranteed appropriate medical care in the event of an accident.

Preventing Human Rights violations

As regards prevention, Alimer has adhered to ILO Convention 190 on the elimination of violence and harassment in the world of work, implemented through the Equality Protocol and the Protocol on Sexual and Workplace Harassment. In 2025, no incidents relating to Human Rights violations were recorded in the organisation.

Measures to uphold Human Rights

Any employee may approach a trusted person, the employee representative or their representative bodies to discuss their working conditions and submit complaints or suggestions without fear of retaliation. The company expressly states its willingness to cooperate with this mediation role to resolve conflicts.

Freedom of association

Alimer recognises and guarantees the right of all its employees to freely form and join any trade union without discrimination or penalty. Trade union members are guaranteed access to the company at least outside normal working hours.

Human Rights training

In 2025, 174 hours of training on respect for Human Rights were delivered to the organisation's middle managers. This is well-established ongoing training that has been delivered for years.

MEMBERS: FARMERS & BREEDERS

Member investment (irrigation and machinery modernisation)

Alimer actively supports the modernisation of its members' farms through co-financed investment programmes in water efficiency and farm machinery.

Member investment 2022–2025

ITEM	2022 (€)	2023 (€)	2024 (€)	2025 (€)
Irrigation modernisation	649,423	954,141	1,340,000	893,209
Machinery modernisation	1,443,906	2,717,174	2,175,000	1,931,591
TOTAL investment	2,093,329	3,671,315	3,515,000	2,824,800

Confirming and advance payments for members

As a financial support mechanism for its members, ALIMER manages confirming and advance payment facilities that give farmers and livestock breeders liquidity before final payment for their produce. In 2025, the volume managed amounted to €7,618,000.

Confirming and advances 2021–2025

YEAR	CONFIRMING AND ADVANCES (€)
2021	5,730,000
2022	6,256,000
2023	9,135,000
2024	7,824,000
2025	7,618,000

COMMITMENT TO SOCIETY

SUPPLY CHAIN

Supply chain policy

Alimer manages its supply chain through the Purchasing and Subcontracting Management Procedure (POC 07, Rev. 17), which sets out the system for ensuring that all products and services purchased or subcontracted meet the quality, food safety, legal and sustainability requirements set by the cooperative.

Supplier approval and assessment

Before working with any supplier, Alimer carries out an approval process based on quality, food safety and environmental criteria, adapted to the type of product or service supplied. For BRC- and IFS-certified sites, approval requires compliance with specific mandatory requirements and an initial risk assessment covering possible chemical, physical, microbiological or radiological contamination, the presence of allergens, the risk of fraud or substitution, and any other risk subject to legal control.

Once approved, suppliers are continuously assessed using a scoring system based on recorded incidents, classified as serious, moderate or minor. Suppliers scoring more than 200 points are referred to Management, which decides whether to continue the business relationship, request corrective action or withdraw approval. In 2025, Alimer had 1,477 suppliers and 1,720 creditors, all approved and assessed under the criteria set out in POC 07.

Environmental and social criteria in procurement

All Alimer suppliers must sign a formal compliance agreement before starting a business relationship. This agreement includes commitments in three areas:

1. Environmental
1.1. Comply with current environmental legislation and give priority to renewable sources and biodegradable or recyclable materials.
1.2. Proper management of the waste generated.

2. Labour and employment rights
2.1. Prohibition of forced or involuntary labour.
2.2. No hiring of people under 18.
2.3. Respect for the right of association and collective bargaining.
2.4. Responsible hiring, with a copy of the contract given to the worker.
2.5. Compliance with legal working hours and voluntary overtime.
2.6. Guaranteed legal minimum wage.
2.7. Safe and hygienic working conditions.

3. Business ethics
3.1. Express rejection of bribery, extortion and all forms of corruption.

Suppliers of fruit and vegetables also sign a specific Delivery Commitment that guarantees the exclusive use of authorised plant protection products, compliance with pre-harvest intervals, proper hygiene during transport and compliance with ILO labour provisions.

No risk of child or forced labour

Child labour is prohibited by law in Spain. Alimer has not identified any operations or suppliers with a significant risk of child or forced labour, as it works only with Spanish suppliers subject to Spanish law.

Percentage of purchases from local suppliers

70% of Alimer's total purchases are from local suppliers. Since the vast majority of these suppliers are the cooperative's own farmer and livestock-breeder members, this figure reflects the vertical integration of the cooperative model, which creates stable, long-term economic relationships in the region.

Supply chain policy

Alimer manages its supply chain through the Purchasing and Subcontracting Management Procedure, which sets out the system for approving and assessing suppliers against quality, food safety, environmental and sustainability criteria. Before any business relationship begins, all suppliers go through an approval process based on the type of product or service supplied. Suppliers to BRC- and IFS-certified sites must meet additional specific requirements and undergo an initial risk assessment.

Supplier monitoring and assessment procedure

Once approved, suppliers are continuously assessed using a scoring system based on recorded incidents (serious, moderate and minor). Suppliers scoring more than 200 points are referred to Management, which decides whether to continue the relationship, request corrective action or withdraw approval.

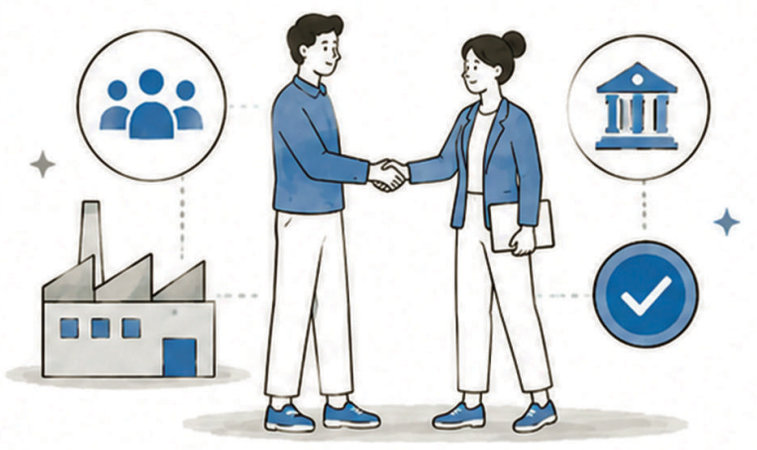
Supplier assessments

In 2025, Alimer carried out a total of 3,197 assessments and audits across its base of 1,477 suppliers and 1,720 creditors, all approved and assessed under the criteria set out in POC 07.





1,477	1,720	3,197	70%
Approved suppliers	**Approved** creditors	**Assessments** carried out	**Purchases from** local suppliers



Assessment of suppliers' environmental criteria

All suppliers must sign the Formal Supplier Agreement, which includes specific environmental commitments: complying with current environmental legislation, giving priority to renewable sources and biodegradable or recyclable materials, and properly managing any waste they generate at Alimer's facilities. Suppliers of fruit and vegetables also sign the specific Delivery Commitment, which guarantees the exclusive use of authorised plant protection products and compliance with pre-harvest intervals.

Assessment of suppliers' social criteria

The same Formal Supplier Agreement includes mandatory social commitments: prohibition of forced or involuntary labour, no hiring of people under 18, respect for the right of association and collective bargaining, responsible hiring with a copy of the contract given to the worker, compliance with legal working hours with voluntary overtime, a guaranteed legal minimum wage, safe and hygienic working conditions, and express rejection of all forms of corruption or bribery.

CUSTOMERS AND CONSUMERS

Customer and consumer policy

Alimer's policy provides the means to address and prevent the main risks relating to its customers and consumers: harm to health or safety, consumer fraud or deception, misuse of personal data, legal disputes and penalties, and loss of reputation. To this end, the cooperative works with protocols focused on five areas: guaranteeing consumer health and safety, transparent information and labelling, privacy and data protection, customer service and complaint handling, and quality and continuous improvement.

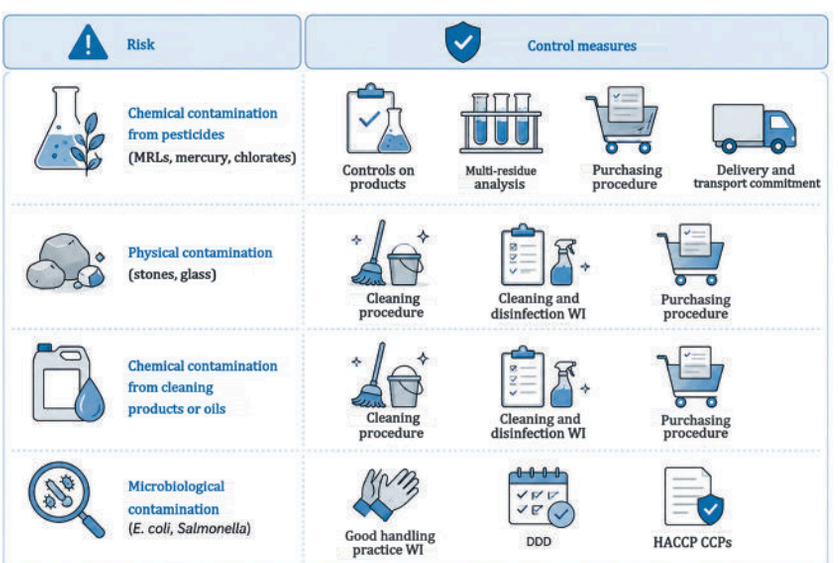
Product safety

Alimer's products and services are assessed throughout their life cycle to ensure they cause no harm to end users.

All sites handling food subject to food safety requirements are certified to the globally recognised food safety standards “BRC and IFS” and GLOBALG.A.P. Other sites, which make other products or whose production is not subject to food safety criteria, are managed through compliance with legal requirements and ISO 9001 certification.

The main risks identified for consumer health and safety, together with the control measures in place, are as follows:





Overall customer satisfaction (2018–2025)

Alimer conducts annual customer satisfaction surveys in all its divisions. In 2025, the overall average score was 8.41 out of 10, consolidating a positive and sustained trend since 2018.

Customer satisfaction score 2018–2025

Year	Fruit and vegetables	Feed	Livestock	Dairy	Flowers	Supplies	Overall average
2018	8.10	-	-	7.31	-	-	7.71
2019	8.33	-	-	7.66	-	-	8.00
2020	8.04	8.60	8.12	8.26	9.33	8.80	8.52
2021	8.14	8.67	7.60	8.03	9.31	8.40	8.36
2022	8.24	8.71	8.40	8.19	7.60	8.60	8.29
2023	7.61	8.71	8.50	8.25	9.62	8.80	8.58
2024	8.55	8.71	8.40	8.04	8.33	8.60	8.44
2025	8.31	8.79	8.50	8.05	8.43	8.40	8.41









LOCAL DEVELOPMENT

Engagement and dialogue with local communities

Alimer maintains an active, two-way relationship with its local community. The cooperative supports popular sporting events, local festivities, initiatives to promote cooperativism and healthy-lifestyle campaigns. It takes part in agricultural sector networks as forums for collective dialogue and works with academic institutions such as the University of Murcia on agri-food R&D projects.

Impact on local communities and the region

Alimer's operations have a predominantly positive impact. Positive impacts include the creation of stable jobs in rural areas, support for farmers and livestock breeders through the cooperative model, stimulating the local economy through purchases from nearby suppliers (70% of total purchases), and knowledge transfer through R&D projects. Negative impacts identified include intensive water use in certain crops, transport emissions and the generation of industrial waste, all of which are actively managed as described in the Environment chapter.

Local development policy

In 2025 Alimer did not have a formal local development policy, although one is being implemented. The cooperative's commitments to the region are structured around the four areas mentioned above:

- Economic development and rural employment.
- Social cohesion and community participation.
- Knowledge transfer and innovation.
- Promoting the sustainable development of the region.

Measures to promote local employment

Alimer applies a range of measures to promote local employment:

Priority for local hiring. Preference for hiring people living in the area of influence of our sites.

Local training and skills. Training programmes in food handling, sustainable agriculture and industrial maintenance; dissemination of trials on experimental farms.

Cooperation with employment services. Agreements with public employment services, local councils and training bodies to help people into work.

Employment in the local value chain. Priority for local suppliers, hauliers and support services.

Stability and reduced seasonality. Diversified activities, stable contracts and campaign planning to reduce temporary employment.

Generational renewal in farming. Support for young farmers and livestock breeders through membership of the cooperative, training and access to resources.

Developing local infrastructure. Investment in handling, processing and logistics centres in the region.

Relationship with the local economy

70% of Alimer's total purchases are from local suppliers, most of them producer members of the cooperative itself. This model creates stable economic relationships, supports a fair distribution of value along the agri-food chain and helps reduce the logistics carbon footprint.

Alimer also directly employs an average of 2,100 people a year and has more than 50,000 m^2 of facilities spread across its sites in the Murcian municipalities of Lorca, Cieza, Mula and Puerto Lumbreras.

PARTNERSHIPS

Contributions to foundations and non-profit organisations

In 2025, the Alimer Foundation's contributions to non-profit organisations amounted to €5,100. The main initiatives supported are:

• *Flechas Rosas* Project.

The Alimer Foundation works with Virgen del Alcázar Hospital on this health, social and sports initiative for the comprehensive rehabilitation of women who have overcome or are being treated for breast cancer. The programme offers rehabilitation through archery, is completely free for participants and has benefited many women, with national and international reach.

• Cancer Solidarity Fund.

An initiative promoted by the Alimer Foundation to support the fight against cancer through two lines of action: raising funds for cancer associations and projects, and increasing public awareness of the disease in the local area.



• Agreement with APANDIS Lorca.

A partnership agreement with the Lorca Association for People with Intellectual Disabilities, including a free, regular supply of fresh fruit and vegetables from Alimer's own production for the canteen run by the association, with the aim of improving the diet and well-being of its users.

• *Fortaleza* Project.

A partnership with the Federation of Women's Organisations of Lorca on this specialised psychological support programme for vulnerable women, which aims to promote their economic, social and personal independence in Lorca and the surrounding area.



• Agreement with the Regional Ministry of Agriculture of the Region of Murcia — Technology transfer.

The Alimer Foundation manages an experimental farm in Purias (Lorca), made available by the Regional Ministry, for agricultural research projects whose results are shared through publications, technical seminars and demonstration visits. The 2024–2025 projects focus on water saving, input reduction and plant health, with notable results in the Green Queen hybrid artichoke, new broccoli varieties (Alcaraz and Serrata) and a peony floriculture project carried out with international partners.

Investment in associations and sponsorships

Investment in associations and sponsorships in 2025 reached €24,117.65, supporting agri-food, sports and local representation initiatives.

Organisation / Initiative	Amount (€)
Broccoli	6,000.00
Artichoke Consumption Promotion Assoc.	3,000.00
Artichoke Consumption Promotion Assoc.	302.90
Brember Ski Associazone	3,000.00
Lorca Parkinson's Disease Assoc.	150.00
National Police	500.00
Caja de Expresiones	450.00
Social Economy Professors' Meeting	1,016.36
Puerto Lumbreras Festivities	2,000.00
COAG Assembly	2,000.00
La Huertana Event	1,500.00
Club Deportivo Puerto Lumbreras	826.45
Mondial Trail 2025	771.94
Earth Day	650.00
La Pandi Educational Project Assoc.	500.00
SEPOR Livestock Conference	1,000.00
Puerto Lumbreras Painting Competitions	450.00
TOTAL	**24,117.65**

ECONOMIC PERFORMANCE AND VALUE CREATION

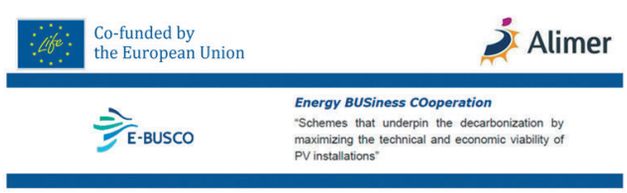
Alimer closed 2025 with total assets of €128,913 thousand, a change of 0.4% on the previous year. Equity stood at €50,116 thousand, reflecting the cooperative's financial strength and its ability to generate and retain value over time. Profit for 2025 was €3,238 thousand, compared with €3,020 thousand in 2024, an improvement of 7.2% in economic performance.

As regards public funding, in 2025 Alimer received grants, donations and bequests amounting to €7,361 thousand, mainly linked to European Union (EU) financial aid managed chiefly through the European Agricultural Guarantee Fund (EAGF) to boost the competitiveness, sustainability and modernisation of the fruit and vegetable sector for Fruit and Vegetable Producer Organisations (POs), and to funds for Priority Associative Entities (EAPs), which are national and EU public financial aid aimed at promoting the integration, competitiveness and growth of large cooperatives and agri-food entities in Spain.

The cooperative manages these resources transparently, using them to boost the competitiveness, sustainability and modernisation of the sector. Investment in R&D&I in 2025 amounted to €266,433, mainly through two applied research projects carried out with the Murcia Institute for Agricultural and Environmental Research and Development (IMIDA), each lasting three years (2025–2027).

The first, with €65,000 a year, focuses on protecting vegetable crops against pests and diseases. The second, with €129,600 a year, studies the productivity of peach and apricot varieties, in line with ALIMER's commitment to promoting the PGI Cieza Peach. Both projects reflect the cooperative's commitment to applied research as a driver of competitiveness and sustainability in the Murcian fruit and vegetable sector.

Also worth highlighting is the cooperative's participation in a three-year LIFE project, LIFE E-BUSCO, with funding of €35,060 a year (2025, 2026 and 2027). This cooperation consortium is made up of four Spanish companies, including Alimer, two Greek companies and two Italian companies.



E-BUSCO proposes a cooperative approach to accelerating the uptake of renewable energy in business by harnessing demand management and storage technologies. Its aim is to overcome existing barriers and unlock untapped photovoltaic generation capacity. By encouraging collaboration between companies, E-BUSCO seeks to increase the value and profitability of renewable energy without the need for substantial grid expansion. Through shared storage and flexibility tools, the project maximises the potential of economies of scale and complementary energy consumption, benefiting producers by increasing the value of renewable energy.

The project is aligned with European policies promoting the integration of the electricity market and renewable energy, in particular Directive (EU) 2024/1711. E-BUSCO highlights the importance of empowering small consumers, promoting renewable energy and attracting private investment. Its main goal is to boost the deployment of renewable energy through innovative cooperation schemes between companies, which will ultimately lead to new business models that sup-

port hybrid photovoltaic systems. The project focuses on aggregating and sharing generation and storage facilities, promoting more efficient and effective use of renewable resources.

As regards tax, the balance with public authorities reflects Alimer's full compliance with its tax obligations, with payments of €1,405 thousand during the year. The cooperative has not incurred any tax penalties or disputes with the authorities during the reporting period.

In the value chain, the balance owed to suppliers stood at €24,995 thousand at year-end, while trade receivables amounted to €36,364 thousand, reflecting the cooperative's commercial activity with its member base and distribution channels.



INDICATORS

Economic indicators

€319M Turnover (2025)	**€3,238K** Profit for the year (2025)	**1,774** Farmer and livestock breeder members
€7,361,001 Public funding received (2025)	**€266,433** R&D&I investment (2025)	

Environmental indicators

57,848 m³ Total water consumption	**23,938 MWh** Total energy consumption	**1,963.02 MWh** Self-generated renewable energy (8.2%)	**2,733 tCO_2eq** Scope 1 GHG emissions	**3,294.21 tCO_2eq** Scope 2 GHG emissions
6,027 tCO_2eq Total S1 + S2	**1,113,379 kg** Total waste generated	**52.5%** Waste recovery rate	**22,909,322 kg** Total food waste	**€3,431,907** Investment in environmental prevention

Social and governance indicators

3,836 Average workforce (people)	**2,100** Direct local employment	**99.8%** Permanent contracts	**57%** Women in the workforce	**44** Nationalities represented	**66** People with disabilities
87 Lost-time accidents at work	**24 / M h** Frequency rate	**0.94 / k h** Severity rate	**8,553 h** Training hours delivered	**100%** Workforce covered by agreement	
4 Discrimination incidents (with corrective plan)	**1,477** Approved suppliers	**3,197** Supplier audits/ assessments	**70%** Purchases from local suppliers	**€5,100** Donations to foundations/NGOs	**€24,118** Investment in sponsorships/ associations

FUTURE COMMITMENTS



Looking ahead, Alimer sets out the following continuous improvement commitments on sustainability:

1. Reducing GHG emissions (2026–2030): Deliver the established reduction plan, with annual targets of 1% to 5% cumulative reduction on the 2025 baseline. The priority measures are expanding photovoltaic self-consumption installations and gradually replacing the fleet with hybrid and electric vehicles.

2. Improving energy efficiency: Continue installing the new photovoltaic plants planned for 2026 and 2027, with the aim of going beyond the 13.43% reduction in electricity consumption already achieved.

3. Reducing food waste: Approve and implement the Food Waste Reduction Plan currently being drawn up, with quantified targets for the Lorca and Puerto Lumbreras fruit and vegetable centres (which account for 77% of total food waste).

4. Water management: Extend efficient fertigation systems on members' farms and formalise a specific water use policy.

5. Governance and transparency: Approve the formal anti-corruption and anti-bribery policy, prepare the GRI content index as a verifiable annex, and develop a sustainability training programme for the governing body and senior management.