



EXECUTIVE REPORT ON SUSTAINABILITY

| ENVIRONMENTAL. SOCIAL. ECONOMIC

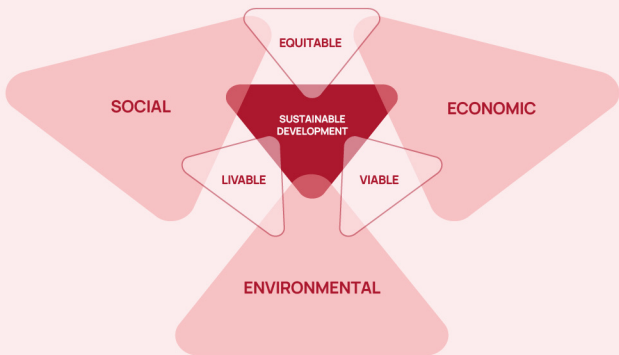
ABOUT US

In 1954, we embarked on a project that, seventy years later, continues to grow with even greater strength and resilience. What began as a small local grocery store has evolved into a leading company in the food industry, family-owned and entirely Spanish-owned.

Guided by a strong commitment to our values, the ElPozo brand is now present in more than 80 countries worldwide and can be found in millions of Spanish households.

ElPozo Alimentación, headquartered in Alhama de Murcia, is part of Grupo Fuertes, a holding company comprising more than 20 businesses whose core activity lies within the agri-food sector. The expansion achieved by the Group has enabled us to operate across different regions of Spain, supported by a workforce of more than 9,200 professionals.

KEY FIGURES



GRUPO FUERTES

TURNOVER

2.762

MILLION

PRESENCE IN

120

COUNTRIES



9.273

EMPLOYEES

ELPOZO

TURNOVER

1.950

MILLION

PRESENCE IN

80

COUNTRIES



5.527

EMPLOYEES

FINANCIAL PERFORMANCE

| PURPOSE, MISSION, VISION AND VALUES

Humility, excellence, and integrity are the principles that define our approach to business management. The pursuit of excellence, together with respect for people and the environment, forms the foundation of our corporate culture. Brand strength, innovation, and competitiveness are the strategic pillars that underpin the sustainability and success of our operations. Through their implementation and development, we strive to create shared value.



| CORPORATE GOVERNANCE

Good governance lies at the heart of our strategic vision and its effective execution. We operate with the utmost commitment to respecting human rights and adhering to internationally recognized ethical standards, supported by robust mechanisms that ensure compliance. Our Code of Conduct is founded on the principles of transparency, accountability, equality, and independence. A strong culture of corporate governance safeguards the integrity of our decision-making and defines the standards of conduct that guide us in achieving our objectives.

SOCIETY

| CIRCULAR MODEL

Providing safer, higher-quality food products is our foremost commitment. Consumers are at the heart of our business model and the focus of every decision we make. To ensure full control of our value chain, we rely on CIP (Integrated Process Control), a unique, proprietary, and circular production system that guarantees complete food traceability, the highest standards of quality and food safety, and a strong commitment to sustainability. Nurturing our brand and caring for consumers are essential to building lasting trust.

FROM VERTICAL TO CIRCULAR. FROM CIRCULAR TO SPIRAL



| LEADING COMPANY

ElPozo is a leading food brand and has remained the most frequently purchased brand in Spanish households for eleven consecutive years (Brand Footprint Report, Worldpanel by Numerator 2026). We are committed to delivering quality, great taste, and innovation in every product we develop. Providing nutritious food solutions tailored to the evolving needs and lifestyles of today's consumers is our priority.



In addition, we hold a range of certifications that attest to the quality of our products and the implementation of best practices throughout our manufacturing processes.



| ANIMAL WELFARE

We provide the highest level of trust and assurance in the marketplace. All livestock within our supply chain is certified and accredited in animal welfare standards. We promote a production model that is focused on quality, safety, and a strong commitment to animal health and care. We continuously update and adapt our practices to evolving regulations, while also implementing our own standards, along with industry benchmarks, to reinforce the highest levels of respect for animal welfare.

We were the first meat company in Spain to obtain the INTERPORC Animal Welfare certification for white-layer pigs and the ASICI Animal Welfare certification for Iberian pigs. The principles established by the World Organisation for Animal Health (WOAH, formerly OIE) are embedded in our production model. In addition, we apply standards and regulations that go beyond the requirements set out by the legislative framework, further strengthening our commitment to animal welfare excellence.



INNOVATION

To meet the needs of a growing population, ElPozo is committed to expanding the global reach of its products. We have developed more than 1,500 product references across five species: white pig, Iberian pig, beef, turkey, and chicken. We create value through an innovative mindset. Our efforts are focused on developing high-quality food products that deliver functional benefits and enhance the consumer experience. We continuously reinvent ourselves, introducing new product ranges designed to surprise, engage, and win over consumers.

Partnerships with public and private institutions enable us to strengthen our innovation processes and accelerate the development of new products. Among our research initiatives, studies have shown that the consumption of long-cured ham with reduced salt content can contribute to improved cardiovascular health.

We believe that food should provide convenience, pleasure, enjoyment, and wellbeing.

Legado Ibérico is ElPozo Alimentación's premium brand and the market leader in the Iberian products category.

ElPozo King Upp embodies innovation through new concepts and product developments aimed at a younger audience with dynamic lifestyles, seeking new experiences and a fresh brand language.

ElPozo BienStar represents one of our strongest commitments to healthy eating. We offer healthier alternatives without compromising on taste. What began with reduced-salt cooked ham has evolved into an increasingly broad range of products featuring lower fat content, reduced salt levels, and enhanced nutritional profiles.

ElPozo 1954 combines tradition and quality, staying true to its origins. It reflects more than 70 years of heritage through products designed for everyday consumption, built on flavour, trust, and a commitment to people.

ElPozo ExtraTiernos is a product range created for consumers seeking exceptional tenderness and juiciness. Easy to prepare and consistently tender, these products are ideal for everyday meals.



ELPOZO
1954



ELPOZO
1954



ELPOZO
bienstar
El sabor de la vida



elPOZO
ExtraTiernos



elPOZO
ExtraTiernos



elPOZO
all natural



elPOZO
King upp



EMPLOYMENT

Our people are the true driving force behind our evolution. We foster a positive working environment and promote a healthy workplace where individuals can grow and develop professionally. We offer a range of work-life balance measures and employee benefits, including childcare services, relaxation areas, sports facilities, and access to both healthcare and psychological support.

We encourage teamwork and value the ideas and contributions of our employees through our Continuous Improvement Groups, in which around 300 people participate each year. These initiatives help us enhance efficiency and drive continuous improvement across the organisation.

We are committed to nurturing talent and providing opportunities for professional growth from within. We are developing programmes such as Lab19 and the Graduate Program, initiatives designed to give young professionals a platform to contribute fresh ideas, expand their knowledge, and develop their careers.

We also offer scholarships for employees' children, promote ongoing learning and development, and collaborate with universities through a range of academic chairs and partnerships aimed at supporting the next generation of professionals.

In addition, we promote initiatives such as carpooling to facilitate commuting and reduce emissions through the Comunycar platform.

We are firmly committed to diversity and inclusion. We support initiatives focused on the prevention of gender-based violence and actively promote the labour market integration of people with disabilities, fostering equal opportunities and inclusive employment.





VALUE CHAIN

We listen closely to consumers and respond swiftly to adapt to their evolving needs and expectations. We work responsibly across our entire supply chain to deliver the highest standards of quality, safety, and reliability.

We maintain strong, long-term relationships with our suppliers, built on trust, collaboration, and mutual commitment. In addition, we assess their adherence to best practices, responsible management principles, and environmental stewardship. All of this is carried out in alignment with our core values and commitment to sustainable business practices.



SOCIAL COMMITMENT

We work closely with charities and social organisations on a regular basis. Over the past year, we donated more than one million kilograms of food and water to support vulnerable communities. We participate in initiatives such as Restaurants Against Hunger and are recognised among Spain's most responsible companies according to the Merco ranking.

Sport is an integral part of our identity. We are proud to be represented by ambassadors such as Carlos Alcaraz, Pedro Acosta, and Fermin Aldeguer. We sponsor both the men's and women's Spanish National Football Teams and support a wide range of teams and sporting events, including ElPozo Murcia Fútbol Sala, the Spanish Paralympic Team, UCAM Basket, and Valencia Basket, as well as official padel competitions and a local inclusive football team.

We are also committed to promoting culture through our support for leading initiatives and events, including music festivals such as Warm Up and the prestigious Feroz Awards.



ENVIRONMENT

We have a clear commitment to the future: providing better food in a responsible and sustainable way. To achieve this, we focus on reducing emissions, minimising waste, and conserving water as part of a more sustainable operating model. Our environmental management system is based on the ISO 14001 standard, enabling us to drive continuous improvement while safeguarding and preserving the environment.



EMISSIONS

Since 2017, we have measured and certified our carbon footprint. We hold the “Calculate and Reduce” certification and verify our carbon footprint across all three emissions scopes. We have also been awarded the second Lean & Green Star in recognition of achieving a 30% reduction in transport-related emissions.

Furthermore, we have exceeded our own targets, reducing our verified direct-emissions carbon footprint by 34% between 2021 and 2025, surpassing the objectives we had originally set.

ENERGY

We have achieved ISO 50001 certification, which ensures the efficient management of energy resources and continuous improvement in energy performance. Currently, 20% of the energy we consume comes from renewable sources, and we continue to invest in photovoltaic installations for self-consumption. We are also advancing projects such as biogas generation from waste materials, as well as systems designed to recover and reuse heat generated during our production processes, further improving energy efficiency and supporting our sustainability objectives.

WATER

We treat 100% of the water used in our operations and reuse it for irrigation purposes. We have also implemented a water conservation plan aimed at reducing our water footprint and promoting the responsible use of this vital natural resource.

CIRCULAR ECONOMY

We were the first company in the sector to achieve the Retray certification awarded by the Ecosense Foundation, which guarantees the effective recycling of plastic packaging. We also maximise the value of resources throughout our operations. For example, porcine intestines are repurposed for the production of heparin, a widely used pharmaceutical ingredient. In addition, we recover and valorise 90% of our waste, preventing it from ending up in landfill and supporting a more circular and sustainable production model.



FOOD WASTE

We maximise the use of raw materials and continuously improve our packaging solutions to extend product shelf life and preserve quality for longer. By doing so, we help minimise food waste and promote more sustainable consumption patterns.

CONTRIBUTING TO THE SDGs

We are aligned with 12 of the 17 United Nations Sustainable Development Goals (SDGs). Through our initiatives, we work to protect the environment, promote the efficient use of resources, and support the development and wellbeing of people.





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