

SUSTAINABILITY STRATEGY 2026-2030

ESG MANAGEMENT SYSTEM



RSC DEPT. Version 02

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Reviewed by:	Approved by:
CSR	Management / Fab Direction
Sign and Date Rocío Andrés	Sign and Date Enrique Mira Fco. Javier Fernández

1. Our vision

Through this document, COLEFRUSE INTERNACIONAL sets out its global business strategy for the 2026-2030 timeframe. We want to align all the ESG values and criteria implemented in the company with the United Nations Global Compact, where the partnership of the 17 SDGs is agreed upon, building trust with society without compromising future generations.

1.1 Objective and scope

The implementation of this strategy is based on the three main pillars of the ESG system, whose main goal is:

“Integrate sustainability into all company operations to reduce our environmental impact, improve the quality of life for our employees and communities, ensure a responsible supply chain, and strengthen transparency and ethics in the business, contributing to a more sustainable and resilient food system by 2030.”

The commitment from management regarding this strategy will be fully communicated throughout the value chain. Additionally, the necessary resources will be provided for its execution.

All stakeholders will benefit from the application of this strategy, but the company will ensure that the fundamental commitments are respected in all processes of the value chain, condemning any action that compromises its core functions.

2. Diagnóstico

COLEFRUSE INTERNACIONAL has been committed from the beginning to the necessary actions to achieve sustainability values. But we believe that currently we needed to strengthen, expand, and be more demanding with our goals and objectives, because the challenges have been increasing over the years. During 2024 and 2025, we laid the foundations of this sustainability system by conducting an initial analysis and diagnosis. We developed our materiality matrix and collected all the necessary data to know our starting point in the SMETA social audit that we carried out. In 2026, we want to strengthen and build the fundamental trust of our suppliers, workers, and customers through this strategy within the 2026-2030 framework in an efficient and practical way where we can show the results of our actions. Management is aware of the importance of regulatory compliance in any ESG area, but we also want to understand our impact on the environment by calculating our carbon and water footprint, among other measures. We recognize the importance of having responsible labor practices throughout the entire value chain, which is why since 2024 we have been undergoing social audits like SMETA.

ESG Strategic Pillars

In this section, we define the key areas we'll work on to reach the proposed goals and objectives.

Element	Description
Pillar E – Environment	Reduce the environmental impact of the company and its products.
Objectives E	- Reduce CO₂ emissions in all operations. - Minimize waste and food waste. - Optimize water and energy consumption. - Ensure packaging is recyclable, reusable, or biodegradable. - Implement sustainable agriculture with suppliers.
Pillar S – Social	Improving the quality of life for employees, consumers, and communities.
Objectives S	- Ensure health and workplace safety. - Promote diversity and inclusion and female leadership. - Train employees in sustainability and technical skills. - Transparency and traceability for consumers. - Support local communities and hunger programs.
Pillar G – Governance	Strengthen ethics, transparency, and risk management.
Objectives G	- Implement an ethical code for employees and suppliers. - Audit strategic suppliers on ESG criteria. - Report progress annually according to GRI/SASB standards. - Integrate sustainability into strategic decisions. - Manage climate and regulatory risks.

3.3. Goals and Action Plan 2030

Within our ESG management system, the necessary action plans are established, detailing the planned measures and actions more specifically. In these documents, actions are classified according to the issue or objective they apply to, specifying the execution timelines and associated indicators.

In general, the following initiatives stand out:

Pillar	Objective	Target	Timeframe	Indicator	Alignment with SDGs and UN Global Compact
E/S/G	Improve the results obtained in the SMETA audit	15% improvement in results across all pillars	Short term 2026–2027	Comparative analysis of results	SDG 8 Principles 1 to 6
E/S/G	Expand initiatives and actions arising from the culture plan	20% increase	Short term 2026–2027	% of new initiatives implemented	SDGs 9, 12, 13 and 17 Principles 7, 8 and 9
E	Calculation of the organizational carbon footprint	15% reduction in emissions	Short to medium term 2026–2030	% tonnes CO ₂ eq	SDGs 7, 12 and 13 Principles 7, 8 and 9
E	Reduction of hazardous and non-hazardous waste	10% reduction in total quantities	Short term 2026–2027	Annual waste report	SDGs 6, 11, 12 and 13 Principles 7, 8 and 9
E	Reduction and valorization of food waste	10% reduction and valorization	Medium term 2028–2030	% utilization of reprocessed products % food loss and waste % waste valorization and disposal	SDGs 2, 12 and 13 Principles 1, 2, 7 and 8
E	Use of renewable energy	20% of energy used	Long term From 2030 onwards	% of electricity consumption from renewable sources	SDGs 7, 12 and 13 Principles 7, 8 and 9
S	Implementation of measures on employee health and well-being	10% increase in measures implemented	Short term 2026–2027	% of workplace accidents % employee engagement/climate survey results % absenteeism rate % employee turnover rate	SDGs 3, 5, 8 and 10 Principles 1 to 6

Pillar	Objective	Target	Timeframe	Indicator	Alignment with SDGs and UN Global Compact
E/S/G	Employee training and awareness-raising	100% training effectiveness	Short term 2026–2027	% effectiveness Training hours per employee % of completed training courses	SDGs 4, 5, 8 and 10 Principles 1, 3, 4, 5 and 6
E/S/G	Increase communication and stakeholder participation	80% of progress communicated	Short to medium term 2026–2030	% effectiveness of internal communication Number of official channels updated % response rate to surveys	SDGs 10, 12, 16 and 17 Principles 1, 2, 6, 7, 8 and 9
E/S/G	More comprehensive collection of ESG-related documentation from suppliers and customers	75% of suppliers with ratings above the established threshold in 2026	Short term 2026–2027	% contractual compliance % documents provided	SDGs 8, 12, 13, 16 and 17 Principles 1 to 10
E/S/G	Obtaining new seals, certifications, assessments and verifications	100% coverage of the processes	Short to medium term 2026–2030	% of seals/certifications obtained versus those planned	SDGs 8, 12, 13, 16 and 17 Principles 1 to 10
E	Switching to more sustainable materials (hairnets, paper, cups, etc.)	15% reduction in costs and waste	Short to medium term 2026–2030	% recycling in the canteen % savings from reusable fabric hairnets	SDGs 12, 13, 14 and 15 Principles 7, 8 and 9

4. Communication and reporting

All collected data, progress made, and goals achieved will be communicated to all stakeholders through official channels and platforms. Our main goal is to have ethical and transparent communication throughout the value chain; for this reason, we will prepare an annual sustainability report that will present the data obtained during the current year. This document will be focused on the VSME model.

This document will be reviewed and updated annually, or earlier if changes in the company's circumstances or in the applicable legal or regulatory framework so require, in order to ensure that its content remains current and appropriate to the applicable needs and circumstances.

REVISIONS AND DOCUMENT CONTROL		
12.03.2026	Rocio A	Implementation
21.07.2026	Rocio A	• Include the timeframe and the relationship with the SDGs and the UN Global Compact in the objectives. • Add the document review timeframe. • Remove the wastewater treatment plant (WWTP) objective. • Amend the percentage target for training effectiveness. • In the objective relating to seals and certifications, include assessment and verification processes. • Include the employee turnover rate (%) in the HR objective.