Non-financial
information status 2022

Sustainability Report

GRUPO JORGE

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Grupo Jorge has complied with the obligation to submit this **non-financial Statement of Information**.

Our commitment to sustainability

This Report is the result of the commitment made by Grupo Jorge to including Corporate Social Responsibility as part of its strategic plan and as a relevant tool in decision-making.

This document is based on the Global Reporting Initiative (GRI) reporting principles and its contents refer to GRI in certain indicators selected in response to the reality of the business model and activity of Grupo Jorge, as well as the requirements suggested by other initiatives of interest to the company (such as the Guide for preparing Social Responsibility reports of Aragon).

Additionally, this Report corresponds to Law 11/2018, of December 28 and forms part of the Management Report that accompanies the Consolidated Annual Accounts of Grupo Jorge for the year 2022. For the purposes of this document, the "Group" refers to Grupo Jorge (Jorge Group). In preparing this document, GRI (Global Reporting Initiative) standards have been followed, showing in Annex I the traceability of responses to Law 11/2018 of December 28 with the aforementioned indicators.

In addition, with this Report, Grupo Jorge achieves the following objectives:

- To give greater importance and visibility to sustainability management in the Company.
- To convey not only the most important milestones and results in the year, but also to highlight the value that the Group's activities provide to its Stakeholders.
- To communicate the management criteria and practices followed by the Group to ensure that its operations are carried out efficiently, transparently and responsibly.
- To adapt our reporting to the best existing business practices.

Both the risks identified here, together with the checks and policies developed to mitigate them, are the basis on which this "Grupo Jorge Sustainability Report.", which will be published in the first six months of 2023.

The following table shows the corporate data of the Group's parent company:

Name: Jorge, S.L.

Address: Avda. Academia General Militar 52	Number of shares: 197.760
Telephone: 976 514029	Nominal: 60,10 €
www.Jorgesl.com	Activity: Direction and management of investee companies
Capital stock: 11.885.376 €	Listed: NO

Our commitment to sustainability

Letter from the CEO

Mr. Sergio Samper Rivas

Another year has gone by and once again we want to make you part of Grupo Jorge's commitment to sustainability by showing you what we are like beyond the mere numbers, how we work and how we rise to the challenges that society, the different agents that intervene in the market and that our own environment place before us

Unfortunately, the international situation during 2022 has not improved, inevitably having an effect on the global, economic and humanitarian situation. The continuation of the war in Ukraine has had a decisive impact on the price of raw materials and energy and, logically, has meant the worsening of the situation for millions of people on our continent.

These circumstances have affected the Group's strategy during the past year, making it necessary to adopt all those measures within our scope that may allow us to mitigate the impact which it is impossible for us to avoid.

Thus, preference has been given to our renewable self-consumption projects, installing plants in all our production centers. This, together with greater checks and better measurement of our water and fossil fuel consumption, in order to achieve an efficient reduction thereof, undoubtedly contributes to the achievement of the goal of reducing emissions and energy dependence, which will allow us to continue to provide animal protein-based food to the population.

We have increased our aid to the most disadvantaged sectors, implementing this through contributions of money and fresh produce, as well as through the collection of humanitarian material to help with the Ukrainian crisis. The consolidation of our Sustainability Commission during the past year has allowed us to analyze and plan all this work in accordance with a Strategic Plan aligned with the Sustainable Development Goals, which is already part of the strategy of our management team.

To these factors we should add the inflation rate that has hit all of us, with a general increase in prices that is difficult to pass on in a market in which there are more and more participants, with lower costs but with whom we have to continue competing. However, without a doubt, 2022 was important as it saw the first steps of our Business Foundation: we have opted for training and attracting talent through the creation of a Chair in the University of Zaragoza, taking Aragon as a point of reference, and we have strengthened our relationship with the municipalities in which we have been carrying out our activity, through the signing of collaboration agreements with their City Councils.

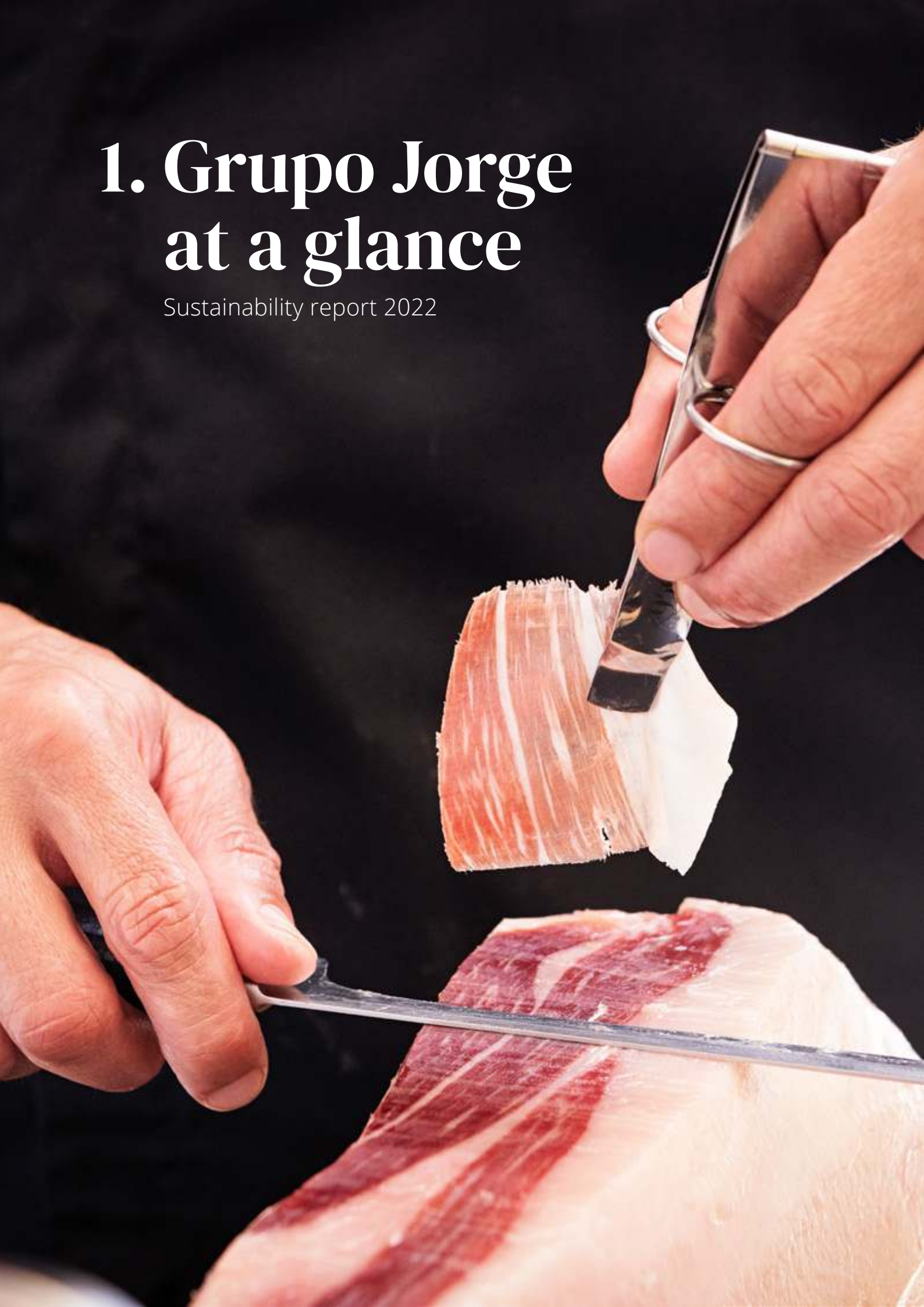
All these actions allow us to renew our commitment to the ten principles of the Global Compact regarding Human Rights, Labor Rights, the Environment and the fight against corruption, as well as the annual sending of a Communication on Progress (COP).

We continue working to feed the future.

Mr. Sergio Samper Rivas
CEO

1. Grupo Jorge at a glance

Sustainability report 2022



1. Grupo Jorge at a glance

From Spain to the rest of the world

Grupo Jorge is an Aragonese business group of family origin, which is now one of Spain's major industrial groups, with an important position in the fabric of the national meat industry.

As a **corporate responsibility aligned with the United Nations' Sustainable Developement Goals** Grupo Jorge plans to offer animal protein from pork to the world from Spain, setting itself up as a responsible and sustainable point of reference for clients and consumers, both relating to the product and the production process itself.

Values that make up the culture of Grupo Jorge:

To satisfy the needs of the customer in innovation, quality and product safety and services.

To optimize the profitability of managed resources, increasing operational and financial efficiency.

To improve the society in which we live: sustainable economic growth, the creation of stable and dignified jobs and respect for the economic, social and environmental climate.

Group business areas (providing one or more representative indicators):

Jorge Pork Meat (meat branch)

Indicators: Production **(838,883 animals/year in 2022 vs. 1,050,293 in 2021)**
Slaughter volume **(7 million animals/year in 2022 vs. 7.3 in 2021)**
Cutting volume **(5 million animals/year in 2022 vs. 5 in 2021)**

Jorge Energy (energy branch)

Indicator: Total production 2022: **420 Gwh (vs. 462 Gwh in 2021)**

Jorge Green (forest crops and plantations)

Indicator: **5,800 hectares of cultivation, of which 4,950** are organically grown

1. Grupo Jorge at a glance

Main consolidated financial indicators:

	2022	2021
EBITDA	156.398 k€	175.014 k€
Net turnover	1.718.983 k€	1.424.883 k€
Debt/EBITDA ratio	2,11 x	2,04x

Main consolidated indicators of a non-financial nature:
(environmental, human resources and contribution to the community)

	2022	2021
Grupo Jorge workforce	4.105 employees	3.672 employees
Job training	600 courses (12.373 h)	779 courses (12.927 h)
CO_2 emissions	120.039 tCO_2eq	118.533 tCO_2eq
Health certified farms and animal welfare	100 %	100 %
Amount allocated to social projects	256.410,87 €	396.252,44 €
Amount allocated to sponsorships	58.196 €	52.030 €

** COVID-19 incidence*

Main milestones in the company throughout the year:
(business milestones or in the development of a project aimed at the main Stakeholders):

Implementation of Equality Plans.

Obtaining the Aragón Circular seal.

Achievement of objectives set in the Strategic Sustainability Plan, aligned with the SDGs of the United Nations Global Compact.

Reduction in the use and administration of antibiotics in animals.

2. Our activity

Sustainability report 2022

2. Our activity

Grupo Jorge, a large, diversified industrial group and leader in the meat sector.

Grupo Jorge is an Aragonese business group, of family origin, which has emerged as one of Spain's leading industrial groups, with a prominent position in the national meat market:

The integration of all the processes of the pork production chain and continuing commitment to innovation and technology have allowed us to position ourselves at the forefront of the sector, with a strategy focused on exports and with a production capacity that generates more than 3,600 jobs directly.

However, our entrepreneurial spirit, present in the family business tradition, has allowed us to go further, diversifying our main activity in accordance with a strategy which is sustainable over time, and which takes advantage of and generates synergies and improves our value chain as a business group linked to the primary sector: this is demonstrated by our activity in the field of renewable energies, with a presence in both wind and photovoltaic production, and our agroforestry activity, which operates 95% of the Group's farms under an organic regime. These alternative activities allow us to not only reduce but offset our greenhouse gas (GHG) emissions.

Membership of clusters and associations

Currently, Grupo Jorge, through the different companies that make it up, participates in different organizations and associations within sectors, and is also a member of strategic clusters that allow us to reinforce synergies through alliances with relevant actors in the sector:

- **I+Porc:** National Pig Cattle Cluster
- **Porcinnova:** Incubator for technological startups in the pig sector
- **Agrifood Cluster Aragonese**
- **ANICE:** Association of meat industries
- **ANPROGAPOR:** Association of pig producers
- **ALIA:** Innovative Logistics Association of Aragon

Organization and structure

JORGE, S.L. is the parent company of the business group known commercially as Grupo Jorge, in accordance with the concept of Group established in the Commercial Code, in its art.42.

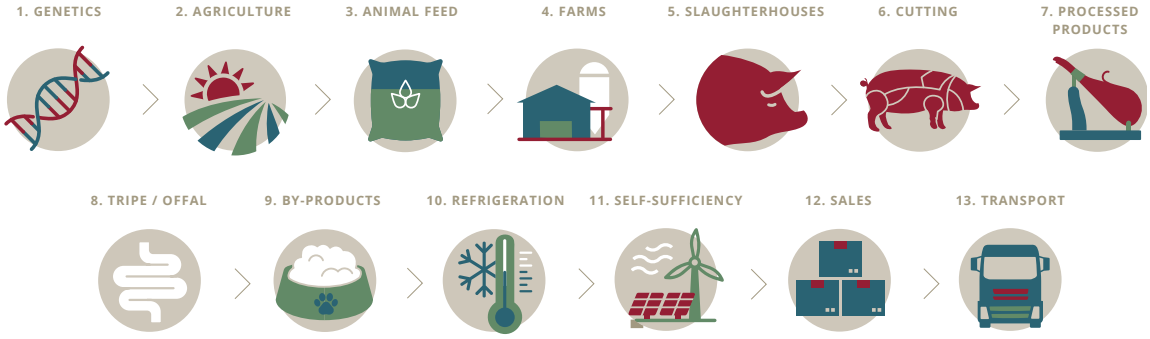
Grupo Jorge focuses its business activity basically on three main branches, headed by JORGE PORK MEAT, SL., JORGE ENERGY, S.L. and JORGE GREEN, S.L.

2. Our activity

Business areas

Jorge Pork Meat (meat branch)

The meat/livestock branch, headed by the commercial company Jorge Pork Meat, S.L. as a subholding of all the companies that make up the complete pig production cycle, from the production of feed, to the distribution and sale of the product, both fresh and cured, viscera and by-products, including of course the breeding, transport, slaughter and quartering of the animals.

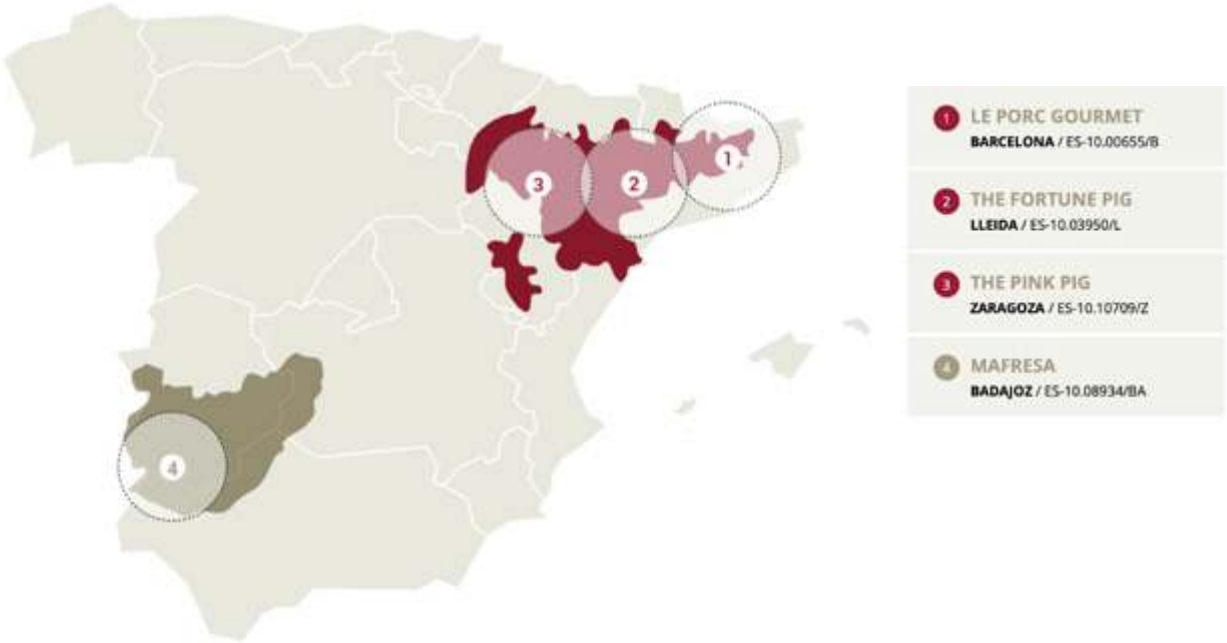


Within this activity, the meat branch of the Group, has more than 50 registered brands at national, European and international levels; Currently, the main companies of the Group have their own registered logo. It is in the field of cured products (especially ham) where most of the registered brands are concentrated. Special mention should be made of the number of registrations of these brands in China, where our products and brands are currently more vulnerable.

Among our main commercial brands, we can highlight the following:

2. Our activity

Our main headquarters:



Our main international markets:

2. Our activity

Grupo Jorge is the second biggest pork producer in Spain and the largest in exporter to the rest of the world (nationally it represents approximately 16% of pork exports).

Most of the volume of turnover is for export, exporting meat to more than 100 countries throughout the world, having become a national benchmark.

Within the meat/livestock activity, Grupo Jorge has developed a vertical integration model that produces 838,883 animals per year, with a slaughter volume of 7 million animals per year in 2022 vs. 7.1 in 2021 and cutting 5 million animals per year.

Table with a summary of the main activity indicators in 2022

	2022	2021
Production (animals/year)	838.883	1.050.293
Slaughter volume (animals/year)	7.000.000	7.300.000
Cutting volume (animals/year)	5.000.000	5.000.000

As aspects to highlight during 2022 within this sector, we should specifically mention the following:

- An increase in investment in our facilities, in order to improve and increase the capacities of our slaughterhouses and cutting plants, which has gone from 57,946 thousand euros in 2021 to 67,110 thousand euros in 2022
- Process of obtaining ISO 14001 in our meat complex in Zuera (Zaragoza), completed in the first quarter of 2022.

Jorge Energy (energy branch)

The energy sector in the Group is led by JORGE ENERGY S.L., on which the photovoltaic energy producing companies depend, headed by SOLAVANTI, S.L., and commercial wind energy producers, led by CAMPOS EÓLICOS, S.L.

The energy branch of the Group, in terms of power and energy produced, is synthesized in accordance with the content of the following table:

	Total 2022	Total 2021
PHOTOVOLTAIC		
Peak power (MW)	43,16	51,90
Nominal power (MW)	36,63	44,55
Production (MWh)	81.940	86.111
WIND		
Power (MW)	183,2	148,2
Production (MWh)	338.260	376.350

As relevant aspects in this branch of activity during 2022, we should also highlight the following:

- Energy production with renewable sources of wind and photovoltaic technology rose to 458 GWh (including generation from the parks with minority participation) during the year 2022, plus an additional 16 GWh from self-consumption photovoltaic solar installations implemented in farms, industrial facilities and offices. Jorge Energy continued to invest during this year in the setting up of its renewable generation projects with the initiation and start-up of the HERRERA DE LOS NAVARROS WIND FARM with a total power of 35 MW.
- By May 2023, two more wind farms with a total power of 39.7 MW are expected to be commissioned. Throughout 2023 Grupo Jorge plans the construction and start-up of several electric self-consumption plants with photovoltaic technology and a total power of 9 MWp in their industrial and agricultural facilities.

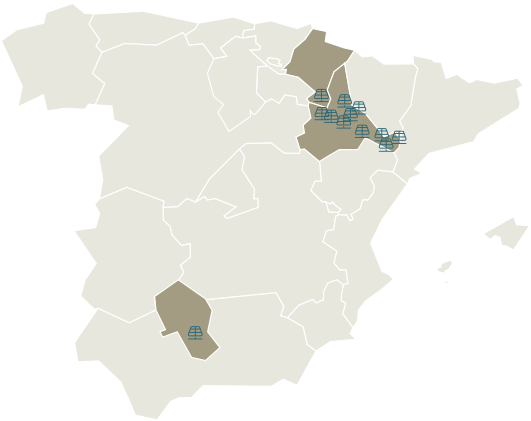
2. Our activity

Main indicators of activity in 2022

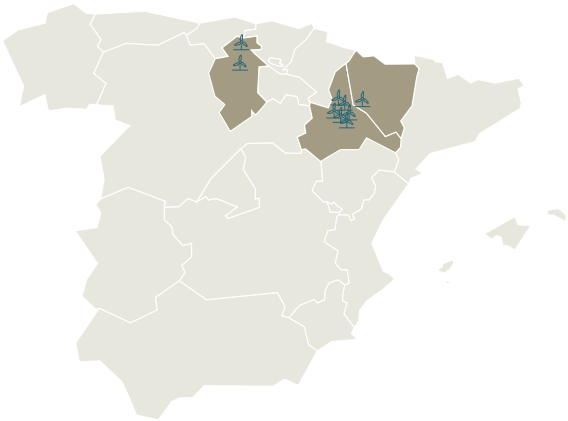
Net installed power broken down by type of source (according to the data in the previous table)

	2022	2021
Net installed wind power	183,2 MW	147,14 MW
Net installed photovoltaic power	43,16 MW	39,77 MW
Electricity production	420 GWh	462 GWh

Photovoltaic installations



Wind installations



In this branch of activity, Grupo Jorge is also a member of different organizations and associations in each sector, aiming to to reinforce synergies through alliances with relevant actors in the sector:

- Foundation for the Development of New Hydrogen Technologies in Aragon
- Wind Business Association (AEE)
- Spanish Photovoltaic Union (UEF)
- Association of Renewable Energy Companies (APPA)
- Aragon Energy Cluster

JORGE GREEN (agricultural branch)

The agricultural branch of the business, integrated into the commercial company Jorge Green, S.L., is currently, among other things, owner and manager of the majority of the Group's rural properties, which are used both for cultivation and for other uses.

Crops

At Grupo Jorge we develop our crops with the same philosophy that we apply to the rest of our activities; innovation and quality.

Dryland farms

Cereal plantations dedicated to the production of animal feed to meet the needs of our farms and ensure perfect traceability.

From dryland to irrigation

These transformations are carried out to improve and increase production, modernize farms agricultural activities and ensure the quality of the products.

Cherry orchards

Cherry tree plantations that help balance environment. Production of high-quality wood quality.

Walnut trees

These plantations contribute to improving the environment and the production of high-quality wood.

Main indicators of activity in 2022

	2022	2021
Hectares agricultural sector	5.800	5.100
Hectares of organic farming	4.950	4.800
Absorbed GHG emissions	671,1 tCO_2 *	

** Tons of CO_2 absorbed through cereal and hardwood plantations*

Grupo Jorge has approx. 7,400 hectares dedicated to agriculture. Of these, approximately 5,800 ha correspond to cultivation mainly of cereal. 4,950 are earmarked for organic cultivation; i.e., free of pesticides, chemical fertilizers and herbicides.

Modernization of automation and software of the irrigation system of the forest plantation. Contribution to offsetting the Group's carbon footprint, with a total of 671.1 tCO2absorbed in the case of forest plantation.

3. The environment in which we operate

Sustainability report 2022

3. The environment in which we operate

Grupo Jorge operates in both the national and international markets, although its presence in the latter is especially relevant, since we export meat to more than 100 countries throughout the world.

Sphere of Operation

Inevitably, Grupo Jorge's activity is obviously also affected by the environment in which it operates. The changing market, the financial environment, the new environmental and safety requirements, the fulfillment of the objectives set in terms of corporate governance and sustainability, make it necessary for our organization to be prepared, anticipating these trends and assuming the appropriate adaptation processes.

Adaptation of the organization to trends in different related areas with our overall activity.

In this way, among the trends that may operate in the environment in which Grupo Jorge acts, we have identified the following:

	Financial environment	Operational environment	Safety requirements	Environmental requirements
Trends	• Interest rate increases. • Easy accessibility to financial markets	• Price increases: raw material. • Price increases: fuel. • High livestock supply price.	• Increase in new regulations' demands. • Health crises.	• Increase in new regulations' demands.
How prepared is the company?	• Reduction of debt and diversification financing sources. • Subscription to hedging contracts interest rates.	• Obtaining approvals for foreign markets. • Investment in renewable self-consumption.	• Food Defense Policy (checking and surveillance of possible intentional contamination of food). • Food policies for animal health and well-being. • Adaptation of the existing environmental policies to the new demands, as a specific sector of activity.	• Adaptation of the existing environmental policies to the new demands, as a specific sector of activity.

3. The environment in which we operate

	Supply chain and subcontracts	Innovation and new technologies	Government and CSR	Human Resources
Trends	• Transparency in supply chain. • Stability of the suppliers. • Traceability of product.	• Search for and replace equipment with more efficient and sustainable alternatives. • Improvement of productive processes and marketing.	• Publication of Memories of Sustainability. • Commitment to the United Nations' Sustainable Developmental Goals (SDG)	• Promotion of sustainable and inclusive model of economic growth with decent jobs. • Adoption of Equality Plan. • Promotion of family conciliation.
How is your company prepared?	• Adapting relationship with suppliers to the regulations in force. • Maintaining a portfolio of stable suppliers. • Integration of suppliers in the traceability systems of the group.	• Ability to integrate information gained into new equipment and management processes.	• Analysis of the Group's activity in relation to the SDGs. • Renewal of the commitment to the United Nations' global compact and RSA Aragon.	• Adopting specific policies by business area according to the trends detected. • Implementation of Equality Plans.

4. Responsible management

Sustainability report 2022

4. Responsible management

4.1. Good government

Organizational structure

JORGE, S.L. is the parent company of the Jorge Group, whose companies are distributed according to the sector of activity in which they operate, through the three subholding companies to which we have referred previously: JORGE PORK MEAT, S.L., JORGE ENERGY, S.L. and JORGE GREEN, S.L.

Composition and operation of governing bodies

The administrative body of JORGE, S.L. is a Board of Directors, made up of five members, four of them proprietary (three natural persons and one, a legal entity), with a fifth member who is an independent director.

Within the Board of Directors, participation is 60% men and 40% women, either directly or as representatives of a legal entity, both sexes occupying the main positions: President Mr. Jorge Samper Rivas and Secretary Ms. Carmen Samper Rivas. We can therefore boast a balanced team, re. equity.

The Board of Directors has its powers delegated to Mr. Sergio Samper Rivas, CEO of the Company, though there are also directors with specific executive powers within the Group..

4.2. Ethics and integrity

Grupo Jorge continues to work on the consolidation of an authentic corporate culture in relation to its business activity and management, within which we should highlight the following essential aspects:

1. Satisfy customer needs in innovation, quality and safety of products and services.
2. Optimize the profitability of managed resources, increasing operational and financial efficiency.
3. Improve the society in which we live through sustainable economic growth, the creation of stable and decent employment and respect for the economic, social and environmental environments.

This culture necessarily implies working constantly to develop responsible management, where ethics and integrity are fundamental values. From this point of view, Grupo Jorge accepts the following as our **main missions**:

1. Offer Spanish pork animal protein globally, becoming a responsible and sustainable option for clients and consumers, both in relation to the product and the production process itself.
2. Contribute to the reduction of GHG through the production of electrical energy from renewable sources
3. Make responsible and sustainable use of natural resources.

To achieve these missions, Grupo Jorge's **commitments** are:

1. Satisfy the demands of our clients, with high quality, volume and service.
2. Demand from our suppliers the quality standards set by the Group and their commitment to sustainability, establishing long-term relationships for these purposes.
3. Lead the entire value chain of our activity, from the farms to the final products marketed, guaranteeing in all cases the traceability of the product.
4. Minimize the environmental impact of the Group's activity, reducing energy and waste consumption, water, greenhouse gas emissions, waste generation and promoting circular economy.
5. Maintain our commitments to animal welfare.
6. Make transparency a maxim within the Group's relationship with the agents with whom it interacts.

In this area, Grupo Jorge considers it necessary to set the same tone for all the companies that make it up. For this reason it has an internal code of conduct that aims to go beyond mere regulatory compliance, through the adoption of voluntary commitments that involve the implementation of its own policies; a real way of seeing business activity from the point of view of ethics and integrity.

Grupo Jorge Code of Ethics:

The Code of Ethics reflects the Group's desire to establish certain standards of ethical conduct, which contribute to (i) facilitating decision-making processes, (ii) developing business activity consistent with them, complying at all times with current regulations for each sector of activity in which it participates, and (iii) creating an integral and respectful work environment that encourages personal and professional development.

4. Responsible management

Our Code of Ethics currently has the following as its fundamental pillars:

- Commitment to Human Rights
- Commitment to animal welfare
- Conception of labor relations from an inclusive and non-discriminatory perspective, respectful of workers' rights.
- Recognition of the importance of safety and health in the workplace
- Rejection of forced labor and eradication of child labor
- Establishment of anti-fraud and anti-corruption measures
- Respect for the environment and the land
- Commitment to suppliers and customers

All these issues are reflected in specific policies, among which we can highlight:

Sustainability Policy

As for Sustainability policies, the main lines of our corporate policy are reflected in a decalogue of good practices, published on our website: https://jorgesl.com/en/jorge-group

This decalogue was subject to review during 2021 based on the Group's Strategic Sustainability Plan whose content is a reference both for the analysis of compliance with Sustainability objectives based on ESG criteria, as well as for the preparation of periodical reports on this matter.

The goals outlined in the Strategic Plan and its review by the Sustainability Commission, based on the Sustainability Policy, mean that we can work proactively.

Ethical code

At the group level there is an internal code of conduct (Code of Ethics), to which we have referred previously, which applies to both the company's internal personnel (employees, management and members of the administration), and others. This code is public and is further detailed in the following link to our website. https://jorgesl.com/en/jorge-group

Ethical Mailbox Regulations

For each group there is a channel ("Ethical Mailbox") whose purpose is to make available to the different Stakeholders a specific communication channel direct to the Management and governing bodies. This channel is public and is developed on the website itself, having been subject to review after the recent passing of Law 2/2023 of February 20, which governs the protection of people who report regulatory violations and strengthens the fight against corruption. https://jorgesl.com/en/ethical-mailbox-whistleblower-channel

Criminal Compliance Policy

We have a Criminal Compliance Policy, integrated into the model for the Prevention and Detection of Crimes, which includes, in addition to this policy, the Code of Ethics, the Statute of the Ethics and Compliance Committee, the Compliance Risk Map and identification of control activities, the Ethics Mailbox and its Regulations and the Supervision Manual, in addition to specific contractual clauses, for clients and/or suppliers.

Corporate Governance Policy

The year 2022 saw the consolidation of our Sustainability Committee, coordinated by one of our Board of Directors, which allows us to formally integrate Corporate Governance policies into decision-making, through our Strategic Sustainability Plan, aligned with the Sustainable Development Goals.

Human Rights Policy

These policies are set out in 5.2. of this report.

Quality and Environment Policy

These policies are set out in sections 5.3. and 5.4. of this report.

Social Action Policy

Collaboration with non-profit entities and sponsorship of activities, aimed at providing help to underprivileged social sectors (NGOs, soup kitchens, etc.) and promoting activities that foster a healthy type of life (sports associations, tournaments, etc.).

Regarding specific training for workers in relation to the policies described, as well as media work carried out through different media (corporate website, internal training material and professional social networks such as LINKEDIN), we will continue with the specific programming provided for in the Strategic Plan of Group Sustainability, to be developed over the next few years based on the needs of each group of workers.

Having set out the main aspects of our ethics and integrity policies, we feel it relevant to highlight several issues that are of special importance to us:

Human rights

Respect for Human Rights is a relevant subject for the Group, not only internally, but also externally, to the extent that it is present in the values included in the Code of Ethics, whose compliance and observance is required of our customers and suppliers.

As part of our commitment, Grupo Jorge does not maintain relations with countries where Human Rights are not respected. However, the Group has an open communication channel (Mailbox Ethical), accessible on the corporate website, through which you can highlight any possible violation of Human Rights, or provide any possible improvement in terms of management and prevention in this matter.

During 2021 and with respect to the financial year 2022, there has been no increase in the number of incidents reported in relation to the Code of Ethics; none related to Human Rights and with none of the complaints having been finally classified as an infraction.

Promotion and compliance with the provisions of the fundamental conventions of the International Labor Organization related to respect for freedom of association and the right to collective bargaining.

Freedom of association and the right to collective bargaining are respected at all times through the free affiliations to unions and to the Works Committees and freely elected staff delegates through the established legal procedures for calling union elections.

Elimination of forced or compulsory labor

The Group does not maintain professional relations with countries where forced or mandatory labor has not been rejected. The Group's labor relations and service provision are subject to current regulations at national and European level, which reject these types of practices.

Effective abolition of child labor

The Group does not maintain professional relations with countries where this type of practice may occur. Labor relations and provision of services of the Group are subject to the regulations in force at national and European level, which rejects child labor

Measures taken to prevent corruption, bribery and money laundering

Grupo Jorge has a Compliance system, prepared based on a Crime Prevention and Detection Protocol and a Risk Map that, among other issues, includes the existence of internal protocols and specific contractual clauses (for clients and/or suppliers), related to fraud prevention and corruption.

Additionally, the Group has:

- An internal Code of Ethics that includes the values, principles, practices and actions that should guide the conduct of all the companies that make it up, together with their managers and dependent and
- An Ethics and Compliance Committee in charge of processing incidents and proposals that reach us through the Ethical Mailbox, and those of which we may become aware via internal checking mechanisms.

4.3. Risk management

Below, the **main risks** identified at the business level are described, differentiating by the following Figures:

Analyzed Figures of the business environment	
Economic and social environment	Increase in raw material costs (MP/LP) Changes in food trends (LP) Reputational crisis (CP) Epidemics/market closures (CP/MP) International economic slowdown (MP/LP) Political instability (LP)
Situation of the sector	Emergence of new competitors (MP/LP) Bad practices in the sector (CP/MP)
Regulation	Regulatory changes (CP/MP)
Customer relations	Loss of trust (CP) Food crises (CP)
Investors	Loss of Confidence (CP) Loss of profitability (MP/LP)
Environmental figures analyzed	
Direct environmental impact	Increase in GHG emissions (MP) Increase in resource consumption (MP)
Environmental impact of clients	Negative impact on the client portfolio (MP)

Social and Human Rights figures analyzed	
Staff relations	Increased costs (CP) Demotivation of staff / voluntary redundancies (CP) Lack of personnel with specialized training (CP) Changes in the contracting regime (CP/MP)
Community	Aging Population (MP/LP)
Health and safety	Food and health crises (CP/MP) Spread of African swine fever in Spain (CP Sabotage (CP) Industrial Espionage (CP)
Suppliers	Loss of product traceability (PM) False supplier declarations Contamination of raw materials
Governance figures analyzed	
Corporate governance	Decision-making without evaluating the aforementioned risks

To identify such risks, two assessment axes are taken into account: Relevance for business and relevance to the Company:

- **Relevance for business:** Assessment based on the appearance of selected topics in peer group and media reports.
- **Relevance for the Group:** Assessment from the different production lines and key areas of business, both at an operational and strategic level.

The Group keeps open a process of permanent monitoring, review and re-evaluation of these risks.

4.4. Sustainability management

Management approach: Sustainability Policy

This document is the result of Grupo Jorge's concern for and commitment to Sustainability, and implies our continuing to be transparent with all information related to our activity in this area, to the extent that this report does not arise simply to respond to the provisions of Law 11/2018, of December 28 and Royal Decree-Law 18/2017 of transposition of the Non-Financial Information Directive, but from a desire to transform our activity to adapt to ESG requirements.

This document allows us to make a comparison with our 2021 Sustainability Report, based on an already consolidated model, which follows the basic standards established by Global Reporting Initiative (GRI) and that allows a clear and precise analysis of the evolution of Grupo Jorge in relation to the issues that encompass the aforementioned "non-financial information" in a specific time frame.

4. Responsible management

As was done during the financial year 2021 and after a first phase of analysis and identification of the relevant points for the Group in relation to its activity, in 2022 two principle factors were identified:

- Impact on the economic, environmental and social environment within the Group.
- Relevance to the identified Stakeholders, both externally and internally, in relation to to their influence on assessments and decision-making.

As a consequence of the aforementioned prioritization process, our materiality matrix has been reviewed and updated, and a verification and identification process of our Stakeholders has been carried out, with the following results:

- Customers
- Suppliers
- Workers
- Partners
- Administrations
- Associations in the Sector
- Financial entities
- Consumers
- Media
- Society
- Competition

The participation of the different **Stakeholders** happens through:

- Occasional surveys on the work environment.
- Satisfaction surveys with clients and suppliers, carried out annually.
- The Ethical Mailbox, a communication channel between the Group's Management (through the Ethics Committee), workers and even third parties outside the organization itself (clients, suppliers, and consumers).
- Meetings of the Board of Directors and management by branches of activity, which, on the one hand, allow each company to offer updated information to partners in a transparent manner and, on the other hand, encourage their participation in the day to day management of each company.
- Meetings with livestock and other farmers, irrigation communities, hunting societies, in order to share points of view, interests and discuss possible needs.

- Meetings with Administrations (local, regional and state), financial entities and associations within the sector.
- Participation in associations, forums and round tables with companies in the sector and Interest Groups.
- Be part of sector clusters.
- Company Committees and relationship with Unions (CCOO and UGT)
- Sustainability surveys carried out among clients, suppliers and workers.

Once our Stakeholders had been identified, we proceeded to analyze which **issues** are **important** for Grupo Jorge in the field of Sustainability:

Axis 1. Environment and energy	Axis 2. Workers and society
Water consumption and discharge control	Collaboration and agreements with town councils/associations
Energy consumption and emissions of gases	Hiring local workers
Greenhouse effect	Staff training
Waste management and Circular Economy	Attraction, retention and development of talent
Protection of biodiversity	Equal opportunities
Environmental compliance	Safety at work
Ecodesign	Structure of the territory
Noise/odor pollution	Promotion of teleworking
Management of secondary materials	Sustainable mobility
Manure management	

Axis 3. Product and responsibility with clients and consumers	Axis 4. Corporate governance and economic management
Product quality and food safety	Sustainable economic progress
Responsible supply chain management	Business ethics
Food Defense	Risk management
Transparent Labeling/Information	Corruption and money laundering
Sustainable suppliers	Asset Management
Responsible use of antibiotics	Responsible taxation
Process automation	
Customer satisfaction and safety	
Animal welfare	
Biosecurity	
R&D&I	

Having carried out the previous analysis, we then proceeded to evaluate the impact that each of these analyses has both for the Organization and for the Identified Stakeholders.

The evaluation of the impact of each set of issues for the Organization (X-axis materiality matrix) is carried out taking into account the relevance/impact and contribution for each issue:

Relevance and Impact:

- **Low:** Without relevance and impact for the Organization – VALUE 10
- **Medium:** With relevance and impact for the Organization – VALUE 30
- **High:** With relevance and impact for the organization – VALUE 50
- **Very High:** This means a strategic issue for the Organization – VALUE 100

Contribution:

- **Very Low:** There has never been a contribution to the issue of sustainability in the sector – VALUE 1
- **Low:** The Organization has never contributed to the issue of sustainability but could do so – VALUE 3
- **High:** The Organization has contributed to the issue of sustainability in the last five years – VALUE 5
- **Very High:** The Organization contributes to the sustainability issue annually – VALUE 10

The relevance and impact of the sustainability issue for the Organization is calculated as: **Relevance times Contribution**

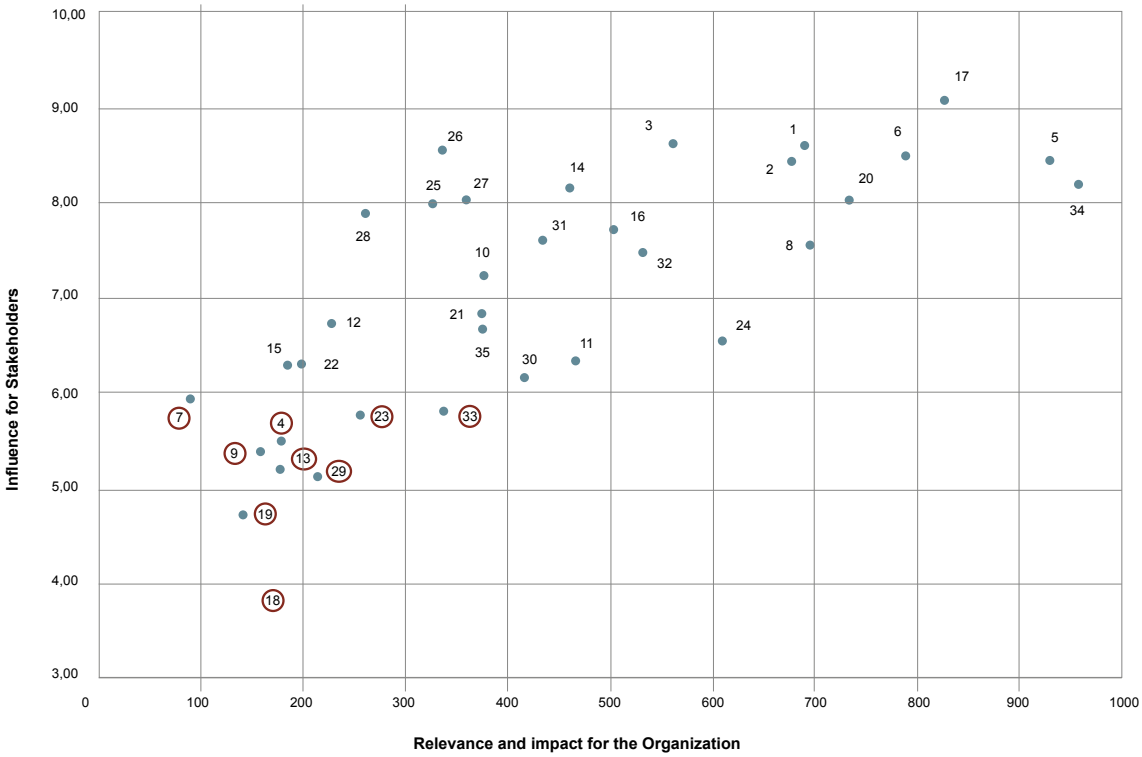
The relevance for **interest groups** (Y-axis materiality matrix) is assessed in four ranges:

- **Muy Low:** The sustainability aspect never influences the opinions of the Stakeholder – VALUE 1
- **Low:** The sustainability aspect almost never influences the opinions of the Stakeholder – VALUE 3
- **High:** The sustainability aspect can be relevant and influences the opinions of the Stakeholder – VALUE 5
- **Very High:** The sustainability aspect is always relevant and directly influences opinions of the Interest Group – VALUE 10

The relevance and influence of sustainability issues on the opinions and decisions of the Groups of Interest is calculated as: **Arithmetic mean of the relevance of each of the Interest Groups**.

4. Responsible management

The result is shown in this Materiality Matrix:



HIGH PRIORITY ISSUES

1. Water consumption and discharge control
2. Energy consumption and GHG emissions
3. Waste management and Circular Economy
5. Animal welfare
6. Environmental compliance
8. Biosecurity
16. Responsible use of antibiotics
17. Product quality and food safety
20. Customer satisfaction and security
24. Food Defense
32. R+D+i
34. Slurry management

MEDIUM PRIORITY ISSUES

10. Staff training
11. Process automation
12. Attraction retention and development of talent
14. Safety at work
15. Equal opportunities
21. Responsible management in the supply chain
22. Noise/odor pollution
25. Labeling/Transparent Information
26. Business ethics
27. Risk management
28. Corruption and money laundering
30. Responsible taxation
31. Sustainable economic progress
35. Sustainable suppliers

LOW PRIORITY ISSUES

4. Protection of biodiversity
7. Ecodesign
9. Hiring local workers
13. Structure of the territory
18. Promotion of teleworking
19. Sustainable mobility
23. Collaboration agreements with town councils
29. Wealth management
33. Management of auxiliary materials

4. Responsible management

The identification of all these Material Aspects, distributed in accordance with the ESG criteria (Environmental, Social and Governance: environmental, social and good practices or governance), means that Jorge Group is not only be able to analyze its activity in response to the Sustainable Development Goals (SDG) established by the UN (https://www.un.org/sustainabledevelopment/), setting real objectives to achieve the goals set within the framework of the 2030 Agenda for Sustainable Development, but also to continue working on the transformation of our activity towards the creation of added value.

This entails a process where the purpose of the company becomes relevant to the development of the mission, the vision and the policies integrated into the business; being proactive in defining risk mitigation or containment plans, focusing on the opportunities they offer rather than the dangers.

In 2022 we renewed our commitments to both the United Nations Global Compact and the Aragon Social Responsibility Plan, having successfully re-attained the RSA seal. We have continued to include meetings, working groups and the conclusions of our Sustainability Commission, which coordinates, analyzes, reviews and reports on all the activity carried out by the Group in this matter, in accordance with the strategy defined in our Strategic Plan and supervised by Group Management in line with the aforementioned ESG criteria, being able to control material aspects and the commitment of Stakeholders.

This Commission, headed by a member of the Administrative body, reports directly to the Board of Directors, thereby establishing a direct link with said body, integrating ESG criteria into decision-making, business processes and the company's strategic plan.

Throughout 2022, the Commission worked on the objectives set out in our Strategic Sustainability Plan, in accordance with our Materiality Matrix. It identifies which SDGs are those to which our ordinary activity contributes the most, aligning them with the material issues contained in the Matrix itself and establishing objectives and goals to be achieved, based on real and acceptable criteria in the short and medium term, in accordance with the United Nations Global Compact and the 2030 Agenda.

All of this has allowed us to become certified in the Sustainable Strategy Certificate (SDG), being the first company in Aragon to achieve it.

Focusing on the SDGs that represent high priority and medium priority for the Group and comparing them with high priority material issues, our Matrix gives the following results (High Incidence in green Average Incidence in white):

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Water consumption and discharge control						●			●			●	○	○	○		○
Waste management and circular economy						○	●	●	○			●	○	○	○		○
Energy consumption and GHG emissions							●	●	○			●	●		○		○
Animal welfare		●	○					○	○								○
Biosecurity		●	○					○	○								○
Product quality and food safety		●	○					○	○								○
Customer satisfaction and safety								●									○
Food defense		●	○						●								○
Manure management						●						●	●	○	○		○
Environmental compliance						●	●					●	●	○	○	●	○
Responsible use of antibiotics		●	●														○
R&D&I		●				●	●					●	●				○

4. Responsible management

We have grouped the SDGs to which our activity most contributes into three categories:

High priority: Strategic SDGs for the organization

Medium priority: SDGs important to our sustainability strategy

Low Priority: SDGs which are impacted by specific actions

This work will allow us, year on year, to analyze our impacts and our risks in the development of our activity, allowing us to improve and transform towards ESG requirements, aligning ourselves with the SDGs.

Thus, within the priority objectives of the Group, we can highlight the following as Main milestones in sustainability 2022:

SDG 2

- Achievement of IFS and BRC certifications and the certification of our farms in Animal Welfare (Animal Welfare, ISO 22000 and Interporc).
- 12.56% reduction in the use of antibiotics, thanks to a rational use of medicines.
- Donation, through the Grupo Jorge Business Foundation, of more than nine tons of meat to the food bank and other organizations (the fire in Ateca, etc).
- Achievement of FSC, PEFC and Chain of Custody certifications for the hardwood plantations owned by the Group in Castejón de los Monegros ('Valor Forestal' company).

SDG 5

- Dissemination and effective fulfillment of the objectives of Grupo Jorge in terms of effective equality between women and men, as well as tools to prevent situations of sexual harassment and/or discrimination based on sex at work, within the scope of the Equality Plans prepared and within the scope of the Sustainability Policy and Commitments approved by Senior Management.

SDG 6

- Calculation and verification through AENOR of the Water Footprint of Grupo Jorge.

SDG 7

- Increase in the renewable energy park and self-consumption of electricity for meat complexes.
- Increase in the photovoltaic energy production in the Zuera meat complex.

SDG 8

- Launch of the Grupo Jorge Foundation Talent and Innovation Chair with the University of Zaragoza with the aim of promoting cooperation and ties between companies and the University.
- Effective compliance with the objectives of controlling workplace accidents (number of accidents and absenteeism generated) in the companies of the Grupo Jorge.

SDG 12

- Achievement of the AENOR Zero Waste certification in the companies Jorge Pork Meat, Intercambio de Derivados Porcinos and Fortune Pig,
- Installation and maintenance of thermal batteries in meat complexes for the recovery of thermal energy.

SDG 13

- Calculation, verification and Compensation of the Organization's Carbon Footprint.
- Promotion of projects for the implementation of Self-consumption Plants in all our facilities and residual energy recovery for thermal use within the production process.
- Hardwood plantation (142ha) (Cherry 57 ha, Walnut + Ash 85 ha) with 671.1 t CO2 absorbed in the year 2022.
- Intermodal transport of raw materials and finished products and participation in logistics centers.

In order to monitor the different indicators identified in relation to the different Material Aspects, Grupo Jorge has several tools it can employ:

European Reference Documents on Best Available Techniques (BREFs)

Directive 2010/75/EU of the European Parliament and of the Council of November 24, 2010, on **industrial emissions** (integrated pollution prevention and control) establishes that the best available techniques (BATs) are the most effective and advanced phase of development of activities and their Means od Operation, reducing emissions and the impact on the environment as a whole.

To fully prevent and control pollution, as well as the consumption of resources, there ar "European Reference Documents on Best Available Techniques (BREFs)". Currently, the Group is working with the BREF document for slaughterhouses and animal by-product industries in adapting to the changes included in the new draft published by the Ministry for Ecological Transition and Demographic Challenge (MITERD).

Grupo Jorge staff are working within the Environment Group of the National Association of Industrias de la Carne de España (ANICE) to collaborate in the drafting of the new document of best available techniques together with the Services of the Commission and the Common Research Center of the EU

In addition, both for pig exports and for the feed factories owned by the Group, the "Conclusions on the best available techniques" apply, which allow us to develop a better environmental performance of such activities.

ISO 14001:2015

Another key tool for controlling correct and sustainable environmental performance is certification. ISO 14001. This certification is implemented in the Group's meat complex located in Catalonia (near Vic), in the hardwood plantation located in Castejón de Monegros (Huesca) and in the Group's meat complex in Aragon (Zuera). The advantages of implementing an environmental management system and ISO certification 14001 are:

- It ensures compliance with current legislation and the organization's environmental policy.
- It anticipates environmental problems that we may encounter based on a risk approach, preventing these from appearing.
- It helps the organization to reduce the environmental impacts associated with the activities.
- It allows records to support the organization's environmental performance.
- It increases the confidence of interested parties, such as shareholders, investors, workers, suppliers, etc.

The implementation of ISO 14001 in the Mollerusa meat complex (Fortune Pig) has been set as a goal for the year 2024.

Carbon footprint

Grupo Jorge integrates its Carbon Footprint in the National Registry of Carbon Footprint, and carbon dioxide offset and absorption projects, launched by the Spanish Office for Climate Change (OECC) of the Ministry for Ecological Transition and Demographic Challenge. This tool allows us to know in detail both the information relating to the Group's energy consumption, and the amount of greenhouse gases emitted.

The check carried out in 2022 corresponding to the 2021 data has also included the offsetting of 100% of the verified emissions, through the purchase of Emission Reduction Certificates accredited under the UNFCC (United Nations Framework Convention on Climate Change) and in projects aimed at reducing emissions indicated in the 2021 Carbon Footprint report with the aim of neutralizing emissions and supporting the development of reduction projects on an international scale that support the aims of the Sustainable Development Goals (SDGs). Such offsets are made as an additional effort in which Grupo Jorge demonstrates its commitment to climate action by attempting to reduce those residual emissions that currently cannot be eliminated from our operations.

Environmental Product Declaration

In 2022, the calculation of the Environmental Product Declaration for cut white pork meat - both fresh and frozen – began the results and their verification are expected from 2023.

These Environmental Product Declarations (EPDs) provide an environmental profile which is reliable, relevant, transparent, comparable and verifiable and which allows us to highlight a product that respects the environment, based on life cycle information (LCA) in accordance with international standards and quantified environmental data.

Product footprint

Also in 2022, the Product Footprint of Serrano Ham, Iberian Ham and from Acorn-fed pigs was calculated

This calculation will allow us to know the carbon footprint associated, no longer with an organization or company, but with the production cycle of a specific product, in our case Ham.

Water footprint

Grupo Jorge has carried out the calculation of the Organization's Water Footprint for the year 2022 with the external consulting firm Global Factor and with verification by AENOR. The result is 10,415,865 m^3.

As a result of this study, opportunities for improvement have been detected in different areas, and work is being done on the development of a water management plan with measures for saving and reducing water.

Zero waste

Grupo Jorge has obtained the "Zero Waste" certification granted by AENOR for its centers at Intercambio de Porcino Derivados S.L. and Jorge Pork Meat S.L. located in Zuera, in addition to its Fortune Pig meat complex, located in Mollerusa, with recovery rates of 91.58%, 99.98% and 98.73% (vs. 91.49%, 99.96% and 92.59% in 2021) respectively.

Ecological Fleet

Grupo Jorge has obtained the "Ecological Fleet" certificate awarded by the Spanish Association of Managers of Fleets and Mobility (AEGFA) to Aralogic S.L., Grupo Jorge's transportation and logistics company located in the meat complex of the town of Zuera. This certification addresses the fleet's energy improvement programs, with a monthly record of fuel consumption per vehicle monitored, measures carried out to optimize routes, training programs in efficient driving, an incentive program for efficient driving, commitments to renew the fleet that involve improvements in energy efficiency and emissions, promotion of alternative fuels, maintenance of vehicle according to manufacturer specifications and in workshops with an environmental quality label, improvement in the energy efficiency of tires according to the European Label, incorporation of safety criteria energy and environmental efficiency in the business strategy (CSR), having EV charging points at the Headquarters, for visitor parking and staff parking in the case of employees with electric vehicle and emissions offset schemes.

Sustainable Strategy (SDG)

Grupo Jorge has achieved the Sustainable Strategy (SDG) certification, which demostrates the company's commitment to keep advancing in terms of sustainability, guaranteeing compliance with the Sustainable Development Goals.

Aragon Circular Stamp

Grupo Jorge obtained the Aragón Circular Economy Certificate in 2022. This certificate demonstrates the commitment to a model of circularity in all stages of production.

5. Our commitments

Sustainability report 2022

5. Our commitments

5.1. Profitability and efficiency in the financial structure

The 2022 financial year has been a year with opposing effects in terms of results, in the two main business areas of the Group - a consequence of global events, marked by the start of the war in Ukraine at the end of February and whose main consequences have been an increase in the cost of main raw materials: cereals, metals, hydrocarbons and electrical energy. This has led to a general increase in the cost of all the input materials used in production and as a consequence, although not as immediate, of the products obtained from these processes.

The meat branch has slowed down its activity and generation of profits, while the renewable energy branch has benefited from the continuation of high energy prices (pool) which have led to a significant increase in turnover.

In the meat branch, we must highlight several relevant aspects in 2022:

Increase in volumes produced and marketed by around 4.5% as a result of the increase in capacity of the facilities, while the market price of live pigs has increased by 22% compared to last year, although the price of cereals has been above those levels, which has entailed a loss of profitability in pig production and fattening.

The demand for pork from China in 2022, as well as prices, have been lower than in previous years, all due to the increase in the pig stock there, which has already recovered after the shock of the outbreak of African swine fever in China in 2019. Due to the slowdown in demand from Asia, new markets and sales opportunities have opened in other geographical areas.

The sales prices of pork have increased by 10%, but this is not enough to offset the increases in live pork, electricity and freight.

Against this backdrop of rising costs, the Group is committed to continuing its investment in photovoltaic plants with self-consumption in all production centers where this is possible since, in addition to contributing to environmental improvement, this can represent significant cost savings.

The strong commitment to the idea of sustainable business development, together with the Group's Corporate Social Responsibility policy, means that the Group's Companies continue to invest in specific projects with the aim of preventing and correcting environmental impacts, highlighting projects aimed at self-consumption, carbon footprint offsetting and Animal Welfare.

Furthermore, with the aim of reducing external dependence on the supply of live pigs, the Group has increased its participation in Piensos del Segre, S.A, an important pig production company.

Due to all of the above, the sales figure in the 2022 financial year of the meat branch has increased by 19.2% with respect to that of the previous year; however, the operating result has fallen by 60%.

In the energy branch, the year 2022 was marked by a solar resource which was 1% higher than the previous year, and a wind resource significantly lower than the average of recent years. However the Group's renewable energy production was higher by around 10% compared to the previous year, as a consequence of the commissioning in August of a new wind farm with 35 MW of installed power.

During the fiscal year 2022, in the photovoltaic sector, one photovoltaic park which has produced a significant result (21.7 million euros) was sold, due to loss of control of consolidated interests.

The market price of pool energy in the fiscal year 2022 was much higher than that of the previous year (€167.52/MW on average in 2022 compared to €111.93/MW in 2021), due to the increase in the price of Co2 rights and especially the rise in the price of natural gas, a consequence of the war in Ukraine which has made it difficult for the West to supply gas - which in its turn has put unprecedented pressure on prices.

Since the pool price is well above the estimate in 2022 and a reference when establishing the remuneration parameters of the photovoltaic plants, it has been compensated by the Government, modifying the remuneration parameters of the same fiscal year 2022. In this way, the remuneration of the regulated part of the companies decreased by 13% compared to those obtained the previous year. As a result of all the above, Jorge Energy's turnover increased by 34.6%

In the area of finance, Grupo Jorge has made a great effort to reduce financial expenses through ordinary amortization of financial debt and the expiration of interest rate swap contracts as well as accessing alternative financing methods to the traditional ones with banking entities (issues of promissory notes).

All these circumstances, as well as the diversification of the Group's activity, have meant that, overall, 2022 was a good year in economic terms, allowing us to continue along the path of profitable and sustainable long term growth.

	2022	2021
Net amount of turnover (k€)	1.718.983	1.424.883
EBITDA (k€)	156.398	175.014
Net result for the year (k€)	93.269	47.074
Debt/EBITDA ratio	2,11x	2,04x
Investments in the meat area (k€)	67.110	57.946
Energy area investments (k€)	30.484	17.579

5.2. Commitment to our people: the strength of a great team

All the issues addressed in this section are directly related to SDG 8 and show the relevance that the achievement of the different goals set in relation to it have for Grupo Jorge, specifically goals 8.2., 8.3., 8.4., 8.5., 8.7. and 8.8.

5.2.1. Employment

Focus on Management

At Grupo Jorge we have a selection and recruitment policy respecting equal opportunity criteria. Our mission is to incorporate great professionals, governed by respect for personal and professional ethics. We seek to adapt the requirements of the position and the culture of the company to the skills shown by the candidate to ensure their good integration and development in the Group.

The selection procedure is as follows:

1. **Recruitment**. Publish offer (internet, area council, INAEM, university, training centers), with the use of non-sexist language in the publication of the offer (no o/a endings in Spanish).
2. **Curricular screening**, according to the job description and based on the required training and the necessary experience.
3. **Interviews:**

- First interview for skills from the human resources department.
- Second technical interview with the head of the Group department or the company manager.

The **competency-based interview** is carried out according to the necessary competencies necessary for the development of the position (decision making, analytical skills, teamwork...), without asking personal questions that may generate bias towards possible candidates.

The **technical interview** is carried out out based on the skills necessary to carry out the tasks required by the position.

5. Our commitments

The personnel selection protocols adopted seek at all times to be consistent with objective 5 of the SDGs set by the UN.

The Infojobs report is attached below, in which you can see the positions published in 2022 and the candidates who applied for the offer, differentiated by sex. This allows us to carry out a first Curriculum screening depending on the job market offer.

2022	Vacancies	Female	%	Male	%	Gender not Specified	%	Total
Administration of companies	34	1.858	66,33	936	33,42	7	0,25	2.801
Quality, production and R&D	86	3.189	54,27	2.673	45,49	14	0,24	5.876
Commercial and sales	15	325	23,45	1.053	75,97	8	0,58	1.386
Purchasing, logistics and warehouse	69	1.327	44,83	1.624	54.86	9	0,30	2.960
IT and telecommunications	11	22	12,22	158	87,78	0	0	180
Engineers and technicians	97	292	16,88	1.436	83,01	2	0,12	1.730
Health and safety	10	376	68,74	170	31,08	1	0,18	547
Professions and trades	3	31	23,66	99	75,57	1	0,76	131
Human resources	92	685	19,39	2.836	80,27	12	0,34	3.533
Others	11	156	55,12	125	44,17	2	0,71	283

Total number and distribution of employees by gender, age, country and professional classification (as of 12/31)

Employees by sex	2022		2021	
	Total	%	Total	%
Nº Men	3.057	73,54	2.621	71,38
Nº Women	1.100	26,46	1.051	28,62
Grand total	**4.157**	**100**	**3.672**	**100**

This shows that two thirds of our employees are male.

73% of the workforce are men, given that a large part of the jobs are heavily conditioned not only by the labor market itself, but mainly by the sector to which the Group's main activity belongs (breeding and slaughter of pigs), which means that our contracts are conditioned by external circumstances.

Employees by age	2022		2021	
	Total	%	Total	%
Up to 30 years	758	18,23	639	17,40
Between 30-50	2.513	60,45	2.327	63,37
Over 50 years	886	21,31	706	19,23
Grand total	**4.157**	**100**	**3.672**	**100**

Most of the Group's professional team is between the ages of 30 and 50. The Group has grown exponentially in recent years, during which the personnel strategy has been aimed at new knowledge and technologies, in order to advance in value and develop new processes and procedures consistent with this development.

Employees by country Work Center	2022		2021	
	Total	%	Total	%
Spain	4.157	100	3.672	100
Grand total	**4.157**	**100**	**3.672**	**100**

Employees by professional category	2022		2021	
	Total	%	Total	%
Without qualification	2.171	52,23	1.846	50,27
Official	1.216	29,25	1.161	31,62
Administrative	265	6,37	226	6,15
Technical	258	6,21	231	6,29
Management	199	4,79	180	4,90
Commercial	48	1,15	28	0,76
Grand total	**4.157**	**100**	**3.672**	**100**

Total number and distribution of employment contract types (as of 12/31)

Distribution of employment contract types	2022		2021	
	Total	%	Total	%
Permanent Contract	4.147	99,76	3.657	99,59
Temporary Contract	10	0,24	15	0,41
Grand total	**4.157**	**100**	**3.672**	**100**

Distribution of types of workdays

Distribution of types of workdays	2022		2021	
	Total	%	Total	%
Full time	4.046	97,33	3.377	91,97
Part-time	111	2,67	295	8,03
Grand total	**4.157**	**100**	**3.672**	**100**

Annual average of contracts by type, sex, age and professional category

Average number of contracts by sex

2022	Men		Women		TOTAL	
(a) Permanent Contract	2.841,12	69,20 %	1.037,59	25,27 %	3.878,71	94,48 %
(b) Temporary Contract	158,34	3,86 %	68,43	1,67 %	226,77	5,52 %
Total	**2.999,46**	**73,06 %**	**1.106,02**	**26,94 %**	**4.105,48**	**100 %**

2021	Men		Women		TOTAL	
(a) Permanent Contract	2.416,46	64,92 %	962,65	25,86 %	3.379,11	90,79 %
(b) Temporary Contract	249,67	6,71 %	93,32	2,51 %	342,99	9,21 %
Total	**2.666,13**	**71,63 %**	**1.055,97**	**28,46 %**	**3.722,10**	**100 %**

Average contracts by age

2022	(a) Up to 30 years		(b) Between 30-50		(c) Over 50 years		Total	
(a) Permanent	631,05	15,37 %	2.401,10	58,49 %	846,55	20,62 %	3.878,71	94,48 %
(b) Temporary	77,80	1,90 %	117,91	2,87 %	31,06	0,76 %	226,77	5,52 %
Total	**708,85**	**17,27 %**	**2.519,02**	**61,36 %**	**877,61**	**21,38 %**	**4.105,48**	**100 %**

2021	(a) Up to 30 years		(b) Between 30-50		(c) Over 50 years		Total	
(a) Permanent	523,70	14,07 %	2.178,49	58,53 %	676,92	18,19 %	3.379,11	90,79 %
(b) Temporary	111,48	3,00 %	191,01	5,13 %	40,50	1,09 %	342,99	9,21 %
Total	**635,18**	**17,07 %**	**2.369,49**	**63,66**	**717,42**	**19,27 %**	**3.722,10**	**100 %**

Average number of contracts by type of working day

2022	Full time		Part-time		Total	
(a) Men	2.993,82	72,92 %	5,64	0,14 %	2.999,46	73,06 %
(b) Women	1.100,73	26,81 %	5,29	0,13 %	1.106,02	26,94 %
TOTAL	**4.094,55**	**99,73 %**	**10,93**	**0,27 %**	**4.105,48**	**100 %**

2021	Full time		Part-time		Total	
(a) Men	2.658,68	71,43 %	7,45	0,20 %	2.666,13	71,63 %
(b) Women	1.049,58	28,20 %	6,39	0,17 %	1.055,97	28,37 %
Total	**3.708,26**	**99,63 %**	**13,84**	**0,37 %**	**3.722,10**	**100 %**

Average number of contracts by professional category

2022	(a) Permanent		(b) Temporary		Total	
Without Q.	1.969,46	47,97 %	114,02	2,78 %	2.083,48	50,75 %
Official	1.235,30	30,09 %	36,67	0,89 %	1.271,56	30,98 %
Administrative	216,47	5,27 %	35,02	0,85 %	251,48	6,13 %
Technical	213,32	5,20 %	35,61	0,87 %	248,93	6,06 %
Management	195,67	4,77 %	4,47	0,11 %	200,13	4,87 %
Commercial	48,49	1,18 %	1,00	0,02 %	49,49	1,21 %
TOTAL	**3.878,71**	**94,48 %**	**226,77**	**5,52 %**	**4.105,48**	**100 %**

2021	(a) Permanent		(b) Temporary		Total	
Without Q.	1.686,45	45,31 %	216,48	5,81 %	1.913,54	46,82 %
Official	185,97	5 %	29,99	0,81 %	215,96	5,80 %
Administrative	1.125,72	30,24 %	56,24	1,51 %	1.181,96	31,76 %
Technical	177,15	4,76 %	33,76	0,91 %	210,90	5,67 %
Management	173,85	4,67 %	6,43	0,17 %	180,28	4,84 %
Commercial	29,96	0,81 %	0,10	0 %	30,07	0,81 %
TOTAL	**3.379,11**	**90,79 %**	**342,99**	**9,21 %**	**3.722,10**	**100 %**

5. Our commitments

Our company policy is that initial recruitment should be temporary, hence it is in Group companies with higher turnover, in those of production or in those that are in the expansion phase, where there are a greater number of temporary contracts.

Number of dismissals by sex, age and professional classification

Dismissals due to sex	2022	2021
Nº Men	209	148
Nº Women	55	44
Grand total	**264**	**192**

Dismissals by age	2022	2021
Up to 30 years	67	49
Between 30-50	165	120
Over 50 years	32	23
Grand total	**264**	**192**

Dismissals by professional category	2022	2021
Without Qualification	181	131
Commercial	1	3
Administrative	5	3
Management	2	3
Official	71	50
Tecnical	4	2
Grand total	**264**	**192**

The sector on activity and the performance of tasks shows us that in unskilled positions the number of sanctions (whether for bad practices, lack of punctuality, unjustified absences from work) and, on a case by case basis, the number of those dismissed is higher. These profiles are more likely to have objective causes which may generate the need to apply disciplinary measures and, where appropriate, terminate the employment.

As a consequence of this fact, among others of lesser importance, 2022 we had a turnover rate of 6.43%, expressed as the quotient between the number of layoffs and the average number of employees, (in 2021 it was 5.16).

Average remunerations and their development broken down by sex, age, professional classification and seniority in the position

Average remuneration by gender

	Total € 2021	Ratio 2021	Total € 2022	Ratio 2022
Nº Men	25.110,01	100 %	27.670,90	100 %
Nº Women	20.418,97	81,32 %	22.734,95	82,16 %

Average pay by age

	Total € 2021	Ratio 2021	Total € 2022	Ratio 2022
(a) Hasta 30 years	20.522,02	72,53 %	22.027,33	63,04 %
(b) Between 30-50	23.320,66	82,30 %	24.558,64	70,28 %
(c) Over 50 years	28.305,80	100 %	34.941,83	100 %

Average remuneration by professional category

	Total € 2021	Ratio 2021	Total € 2022	Ratio 2022
Management	49.749,79	100 %	69.910,67	100 %
Commercial	51.219,44	102,95 %	47.106,81	67,38 %
Technical	38.995,74	78,38 %	42.481,72	60,77 %
Official	22.702,16	45,63 %	23.847,94	34,11 %
Administrative	25.906,94	52,07 %	26.635,04	38,10 %
Without Qualification	23.825,16	47,89 %	21.215,10	30,35 %

Salary gap, the remuneration of equal or average jobs of the company directors and executives, including variable remuneration, per diems, compensation, payment to long-term savings pension systems and any other aspect separated by sex

Pay gap for equal jobs

2022	Men		Women		
Professional Category	Remuneration	Ratio	Remuneration	Ratio	Gap
Administrative	34.620,27	100 %	23.785,40	68,70 %	31,30 %
Commercial	47.932,11	100 %	38.184,93	79,66 %	20,34 %
Management	70.858,33	100 %	63.860,55	90,12 %	9,88 %
Official	24.349,08	100 %	21.425,76	87,99 %	12,01 %
Without Qualification	22.198,78	100 %	19.030,26	85,73 %	14,27 %
Technical	44.052,97	100 %	34.817,97	79,04 %	20,96 %

2021	Men		Women		
Professional Category	Remuneration	Ratio	Remuneration	Ratio	Gap
Administrative	35.053,08	100 %	22.879,93	65,27 %	34,73 %
Commercial	55.250,04	100 %	35.441,81	64,15 %	35,85 %
Management	51.248,12	100 %	38.786,62	75,68 %	24,32 %
Official	23.334,05	100 %	19.563,15	83,72 %	16,28 %
Without Qualification	24.142,04	100 %	21.228,35	87,93 %	13,89 %
Technical	41.412,45	100 %	33.992,46	82,08 %	17,92 %

The data collected in the previous table includes salaries in "global" terms depending on the type of work carried out, but without going into detail about the professional subcategory and/or responsibilities for each one, so the amounts referred to may paint a picture that does not coincide with reality in terms of wage gap.

Average total remuneration of directors by sex

	2022	2021
Men	1.497.521	517.055
Women	*	*

** For reasons of confidentiality, the remuneration of female directors is not included, as it is only made up of 1 female director.*

The difference with the previous year is due to the fact that the variable remuneration proposal was not approved by the Board until the year 2022.

Implementation of work disconnection policies

At the beginning of 2022, 1,750 employees had a mobile phone. The positions where such devices are needed for work are the Group's managers and department heads, as well as specific personnel from certain departments (mainly administration and sales), in attending to the specific functions they perform, which make it necessary for them to have this type of equipment (2021: 181).

The Group does not currently have a digital disconnection policy, although it is true that mainly in these management positions and due to the dynamics of the sector, it is difficult for this to be implemented. The meat sector is an ever-changing sector and one of its defining features is that our main element of production is a living being whose demands are very complex.

However, the situation experienced as a result of the health crisis caused by COVID-19 during the fiscal year 2022 meant that, in certain positions and whenever the functions to be carried out were allowed, teleworking has been facilitated, providing more workers with this equipment, or adapting means so that they could work from home. This situation has highlighted the need to adopt specific measures and policies in the field of work disconnection policies that were proposed as an objective for the 2022 financial year, once it became possible to analyze in more detail the result of this experience and the possibility of implementing teleworking as another work option in certain circumstances.

In In this section we should also mention the maintenance department; in this department, company managers and shift leaders carry mobile phones. With the implementation of the 4th shift, it has been possible to cover all the plant's production hours of, in addition to reducing the slaughterhouse hours to avoid working on weekends. All of this makes a real disconnection possible, while having personnel on the plant at all times to be able to attend to any possible breakdown.

In the future, we want to work on promoting autonomy in the performance of work among colleagues in the maintenance department, so that they can increase delegation tasks and obtain easily measurable results in order to be able to establish optimal work periods.

.**Employees with disabilities**

In 2022 there were 22 employees with disabilities, 15 in 2021.

5.2.2. Organization of work time

Work schedules vary depending on the job position and its specific needs.

Office staff (Avenida Ranillas and Academia General Militar) work from 8:00 a.m. to 5:00 p.m. or from 9:00 a.m. to 6:00 p.m., with 0.5 hours to eat. There is flexible entry and exit time from 8 in the morning to 6 in the afternoon.

Production plant personnel, especially maintenance, have the 4th shift.

The rest of the workers usually work from 8:00 a.m. to 5:00 p.m., although a common criterion is not followed due to the different activities, since the timetable sometimes depends on the company in which they work and the type of service provided.

The Group's activity performs an essential service for the purposes of the already mentioned Law by Royal Decree and provided that the functions to be performed allow it. Grupo Jorge has facilitated teleworking, establishing morning or afternoon in cases in which the shift was split and has attended to the personal circumstances of the workers in order to be able to reconcile family responsibilities with work.

Number of hours of absenteeism

Totals 2022			
Nº of absenteeism hours	**Nº of Operators**	**Total Days**	**Ratio s/h**
81.336	4.104,95	261	0,95 %

Totals 2021			
Nº of absenteeism hours	**Nº of Operators**	**Total Days**	**Ratio s/h**
134.688	3.739,59	261	1,73 %

** The "Number of hours of absenteeism" includes sick leave in the fiscal years 2022 and 2021, not counting Saturdays and Sundays.*

** The "Ratio s/hrs" is obtained as a quotient between the "No. hours of absenteeism" and the product of "Average number of workers times the "Total Days", in the case of an 8-hour day.*

The decrease in hours of absenteeism is mainly due to the increase in staff that has been referred to in previous sections.

Measures aimed at facilitating conciliation and encouraging co-responsible working hours on behalf of both parents.

Breakdown of employees who have reduced hours, differentiated by sex, is as follows:

Employees by sex	2022		2021	
	Workday reduction	**%**	**Workday reduction**	**%**
Nº Men	2	0,05 %	-	0 %
Nº Women	30	0,72 %	6	0,12 %
Grand Total	**31**	**0,77 %**	**17**	**0,12 %**

The Group makes it easier for workers to enjoy childcare; not a great number of employees request it, but the requests of all those who need to balance their lives in such cases are taken into consideration so the worker's requirements can be met.

5.2.3. Health and safety

Health and safety conditions at work

Grupo Jorge, within the framework of its corporate responsibility actions, actively promotes activities which have positive repercussions on society in general and its workers in particular.

Both prevention of accidents and continuing improvement in working conditions are shown to be key factors in this performance due to the consequences that they can have at individual and social level.

The Management intends to achieve these goals through the real integration of occupational risk prevention into the general management system of the company, in all its activities and at all levels, through the implementation and application of its Occupational Risk Prevention Plan.

To improve in this area, Grupo Jorge has included specific monitoring indicators within its Sustainability Plan, specifically within the framework of SDG 8 'Decent Jobs and Economic Growth. Periodic monitoring of its development allows possible deviations to be identified in time and corrective actions to be installed.

The basic principles of action in the Group's companies to achieve their objectives they remain:

- Promote, at all levels of the company, a safe production system and good practice measures in accordance with the inspiring principles of current legislation on the prevention of occupational hazards.
- Work with respect to the established occupational health and safety standards, regardless of the volume of work.
- Detect and prevent occupational risks, and take the preventive or corrective actions that are necessary based on the risk assessment.
- Establish the appropriate communication channels within the organization to ensure effectiveness of training and information transmitted on health and safety matters, both internally and externally.
- Appropriately select suppliers and subcontractors who must be able to work with the risk control standards that we demand.
- Maintain the human and material resources necessary for the proper development of functions in matters of safety and health at work.
- Continue the modernization of work facilities and the implementation of new technologies, equipment and work processes, which are safer and more up to date.
- Continuously improve the working conditions established by monitoring and reviewing compliance with the commitments and objectives set, in addition to the results of the established checks and audits, and review by Management.

In relation to the COVID-19 pandemic and despite the lifting of restrictions that occurred during 2022, the Group's Management has decided to maintain a series of preventive measures that can make us more robust against possible infectious processes in the future.

With the aim of maintaining effective protection of workers against COVID-19 and other infectious processes in our facilities, it has been decided to maintain the following preventive measures against biohazards:

- Promotion of vaccination: Despite the voluntary nature of vaccination, it is considered essential to inform workers about its benefits and the possibilities of application in Social Security health centers, particularly in immigrant groups that may be exposed to and transmit diseases for which they are not yet vaccinated. This action is channeled through the medical resources of the Prevention Services, either at the time of health surveillance or through specific promotional campaigns.
- Job Training: Each company's training plan includes potential health risks to its workers by biological agents and reinforces that information through images and content in written documents delivered to workers (manuals, brochures, etc.) and on posters in the installations.
- Interpersonal distance: The keeping of both interpersonal safety distances as capacity limitation, and complementary measures of protection already implemented continue to be maintained, such as the mandatory use of a mask in meat production facilities.
- Hand hygiene: This action is a constant requirement in our productive activity. Correct hand hygiene is promoted and monitored constantly, providing the facilities with adequate means to this end. To avoid biological risks, workers wash their hands when they go to the dining rooms, bathrooms, etc. when on their breaks and on their return to the workplace, before starting again.
- Individual protective equipment: Production workers wear a mask, along with other protective equipment against biological risks as appropriate (sleeves, aprons, gloves, eye protection goggles, etc.).
- Avoid cross contamination between areas: Stable groups of workers are maintained by work areas and work with their appropriately differentiated entrances, changing rooms and dining rooms.
- Cleaning and disinfection: Cleaning and disinfection is reinforced with special emphasis on surfaces, particularly in areas of common use such as changing rooms, toilets or dining rooms. Also, in cases that involve risk, clean clothing is delivered daily, and washed at 60ºC for cleaning and disinfection by an external laundry.

- Air quality: Improvements in the ventilation of production facilities are maintained and promoted by making use of current extraction and/or cooling systems. There are enough common and/or rest areas (dining rooms, changing rooms, etc.) to avoid the mixing of different stable groups of workers, with enough room to guarantee interpersonal distances and with individual lockers and refrigerators for common use for the storage of food. In the dining rooms there are air purifiers with HEPA 14 filters that do not require installation .
- Air quality: Improvements in the ventilation of production facilities are maintained and promoted by making use of current extraction and/or cooling systems. There are enough common and/or rest areas (dining rooms, changing rooms, etc.) to avoid the mixing of different stable groups of workers, with enough room to guarantee interpersonal distances and with individual lockers and refrigerators for common use for the storage of food. In the dining rooms there are air purifiers with HEPA 14 filters that do not require installation.

Work accidents, particularly their frequency and severity, occupational diseases, segregated by sex.

		2022			2021		
		Men	Women	Total	Men	Women	Total
WA	Death	-	-	-	-	-	-
WAs	With casualty	170	58	228	180	44	224
WAs	Without sick leave	161	55	216	180	55	235
At	Home with leave	11	8	19	18	14	32
PIs	With leave	8	7	15	9	3	12
PIs	Without leave	2	1	3	3	1	4

WA = Work accident, PI = Professional Illnesses

Frequency and severity indices

	2022		2021	
	Men	Women	Men	Women
Frequency index (1)	32,14	29,75	44,52	32,99
Severity indices (2)	0,77	0,66	1,07	0,68

(1) = nº of accidents per day started in the period / [nº hours × nº average workers] × 10^6

(2) = nº of total days lost in the period / [nº hours × nº average workers] × 1000

5.2.4. Social relationships

Organization of social dialogue, including procedures for informing and consulting staff and negotiating with them.

Social dialogue is carried out through social partners, that is, through Works Councils and Staff Delegates, who are responsible for negotiating, informing and consulting staff. 17 collective business agreements are being negotiated and the rest are provincial, regional collective or national agreements.

Freedom of association and the right to collective bargaining are respected at all times through free affiliations to trades unions and to the Works Committees as well as via freely elected staff delegates through the established legal procedures for calling union elections.

Percentage of employees covered by collective agreement by country

		2022	
Companies	**Agreement**	**Employees**	**%**
3	Agricultural activities	6	0,14 %
1	Agricultural	10	0,24 %
1	Major trade and import. pts. industrial chemicals	22	0,53 %
1	Industry manufacturing compound feed for animals	90	2,17 %
1	Industrial refrigeration companies	198	4,76 %
2	Engineering companies and studio offices	93	2,24 %
2	Financial credit establishments	23	0,55 %
2	Composite food manufacturing	147	3,54 %
9	Poultry and other animal farms	71	1,71 %
2	Iron and steel industry	45	1,08 %
1	Iron and steel industry (Lérida)	7	0,17 %
1	Iron and steel industry (Barcelona)	8	0,19 %
13	Meat industries	3.145	75,66 %
6	Offices and offices	94	2,26 %
1	Offices and offices (Catalonia)	16	0,38 %
1	General trade sector of Lleida	24	0,58 %
1	Freight transport, removals, storage and logistics	158	3,80 %
48	**17**	**4.157**	**100 %**

5. Our commitments

All agreements applied to workers are Spanish.

		2021	
Companies	**Agreement**	**Employees**	**%**
3	Agricultural activities	11	0,30 %
1	Agricultural	6	0,16 %
1	Major trade and import. pts. industrial chemicals	14	0,38 %
1	Composite animal food manufacturing industry	34	0,93 %
1	Industrial cooling companies	102	2,78v
2	Engineering companies and studio office	49	1,33 %
2	Financial credit establishments	6	0,16 %
2	Composite food manufacturing	65	1,77 %
9	Poultry farms and other animals	210	5,72 %
2	Iron and steel industry	65	1,77 %
1	Iron and steel industry (Lérida)	13	0,35 %
1	Iron and steel industry (Barcelona)	19	0,52 %
13	Meat industries	1.781	75,74 %
6	Offices and offices	107	2,91v
1	Offices and offices (Catalonia)	16	0,44 %
1	General trade sector of Lleida	3	0,08 %
1	Transport of goods, removals, furniture storage and logistics	171	4,66 %
48	**17**	**2.672**	**100 %**

The assessment of collective agreements, particularly in the field of health and safety at work.

All the agreements mentioned in the previous section, and specific points related to them apply to health and safety at work.

5.2.5. Job Training

Throughout 2022, 144 individual interviews were carried out with Group employees, in which the objective is to identify the level of worker satisfaction, obtain statistical information to establish improvement action plans, identify conflicts, improve and correct errors. These Key Performance Indicators form part of a training plan aimed at covering the Group's primary needs.

This action plan includes technical training and transversal skills development training.

The plan has been designed based on the needs detected for what is required to carry out each position and its associated tasks. There is no distinction according to professional category, age or sex.

Sometimes the needs are due to legal obligations (CAP renewal, for example) and other times due to performance of the tasks necessary for the development of the position - and in others to improvement of the work environment.

Professional skills. Technical job training:

Prevention of occupational hazards

- Global Wind Organization Certifications.
- Handling dangerous goods.
- Emergency and evacuation plan.

Quality

- BRC food safety protocol.
- Materials for contact with food.
- BRC regulations.

Environment

- Legionella control.
- Animal welfare.

Administration, finance, HR, IT

- Use of Excel (medium and advanced).
- English.
- Taxes and successions.
- Outlook.
- Basic Revit.
- Introduction to accounting.

- Internet of Things, big data.
- Financial planning with Excel.

Logistics and Transportation

- CAP renewal.
- Operational management of international trade.

Transversal skills:

Commercial

- Commercial skills for non-commercial technicians.
- Operational management of international trade.

Acquisiton

- Negotiation techniques.

Quality

- Promote motivation and a positive attitude in the workplace. Provide the tools to the workers to improve their motivation and self-esteem.
- Stress management.
- Managing difficult situations: Resilience.

Total number of training hours by professional category

	2022			2021		
	Nº courses	Hours	Average	Nº cursos	Hours	Average
Management	15	66	4	22	798	36
Technical	226	2.657	12	482	6.784	14
Administrative	57	682	12	174	2.635	18
Official	170	768	5	128	2.710	21
Commercial	1	35	35	-	-	-
Without Qualification	172	1.197	7	-	-	-
Grand total	**641**	**5.405**		**779**	**12.927**	

641 people have received training, while other staff have not, so the average hours of training only considers the people who have received it.

Jorge Group Foundation Talent and Innovation Chair

2022 was a key year in the field of training for Grupo Jorge, especially where talent and innovation are concerned: on July 4, 2022, the Fundación de Empresas Grupo Jorge (GJ Business group) signed a collaboration agreement with the University of Zaragoza, with the dual objective of developing a policy of applied practical training, aimed especially at university students, and the integration of the academic world and business through research.

The collaboration between the University and the different companies that make up Grupo Jorge has been designed to be transversal, so that different profiles (veterinary, engineering, administration, quality, etc.) can be accommodated and that they can have access to training and research areas related to the various strategic lines of our business, through different types of activities: training and dissemination, scholarships for students, internships, completion of bachelor's and master's degree projects, visits to Group facilities, and promotion of joint research projects.

In summary, we can highlight the following achievements for 2022, and the establishment of the following objectives for 2023:

Milestones 2022	Objectives 2023
• Collaboration in subjects of the Veterinary Degree (animal delivery) • Participation in the 1st Employment and Guidance Forum • Organization of a professional conference on the Zaragoza Veterinary Campus	• Organization of professional days during the 2022-2023 academic year • Give visibility to the Chair through the creation of a Web page • Collaborate in the digitalization of the Assembly Hall of the Faculty of Veterinary Medicine of Zaragoza • Creation of scholarships in Veterinary Medicine, academic year 2023-2024 • Collaboration in the Master in Health and Pig Production, academic year 2023-2024 • Open days at the Cluster's facilities

5.2.6. Universal access for people with disabilities

It has not been necessary to adopt any specific measures in this area, since personnel with some type of disability have not required them for the normal performance of the functions of their position of work.

5.2.7. Equality

Measures adopted to promote equal treatment and opportunities between women and men.

Our personnel selection and recruitment system for internal and external talent is based on non-discrimination against people based on sex. All people have free access to participate in our selection processes, whether they are external candidates or employees who want to apply for the vacancies listed

Equality between men and women is an ideal that we must live up to. At the end of 2019, we began to prepare the first equality plan in several companies of the Group (Le Porc Gourmet, Marc Joan, Productos Porcinos Secundarios, Primacarne, Rivasam Intercontinental, and The Pink Pig) and we can say that 2020 saw it come into being. These plans were definitively approved in 2021 by the administrative body, giving way to their implementation phase through the designation of the corresponding Equality Committees.

The policy against all types of discrimination and, where appropriate, diversity management.

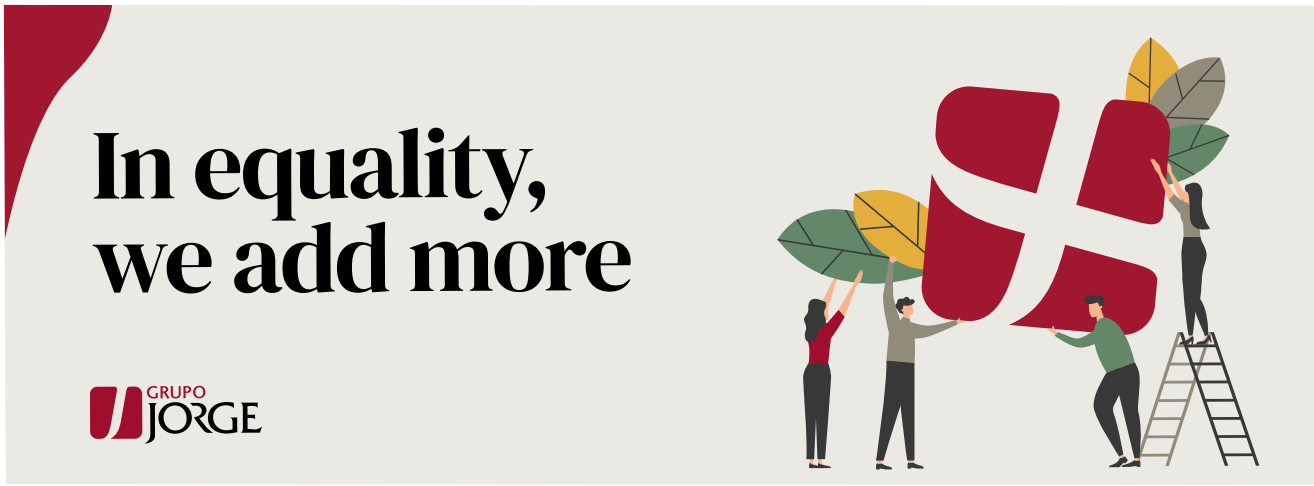
We refer to what has already been stated in relation to the selection processes, also applicable to the management of personnel and work environment: Grupo Jorge's Human Resources policy encourages non-discrimination between workers, especially for reasons of nationality, sex and/or religion.

Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment.

Our workforce is very heterogeneous, so diversity management becomes a kind of human resources management. We value people for their contribution in the workplace, their performance, their original ideas and their results, without being conditioned by their personal characteristics, since these have nothing to do with the work they do.

We strongly reject any type of discrimination against people, defending tolerance and respect as fundamental criteria in the management of human resources.

We have Equality Plans implemented in our main companies. Likewise, there is a Corporate Code of Ethics that reflects the group's will to enforce its ethical standards and uphold a decent, upright and respectful work environment.



5.3. Commitment to the environment

As we were able to see in our previous report, the Group's meat branch is undoubtedly the one that has the most environmental impact, not only due to the GHG emissions derived from industrial activity itself or by the use of resources as sensitive as water, but by other fundamental aspects such as noise and/or light pollution, which also affect the social environment in which our facilities are located.

The management of this impact is a determining factor for the Group since, both due to awareness and regulatory requirements, it necessarily forms the backbone of our activity as a food industry. An obvious example of this management is the recovery of more than 90% of the waste generated by our activity. This situation has allowed us to obtain in three of our companies (Intercambio de Derivados Porcinos SL, Jorge Pork Meat SL and Fortune Pig SL) the "Zero Waste" certification granted by AENOR. We continue to work to gradually incorporate the rest of the group's companies into the certificate, as we reach the values required to earn it.

In order for this management to be as effective and efficient as possible, Grupo Jorge's activity is developed based on a series of tools and activities that reduce the environmental impact of our activity and which define our way of understanding business, among which the following stand out:

- Monitoring and implementation of Best Available Techniques (BAT, Directive 2010/75/EU of the European Parliament and of the Council), in order to try to reduce the impact of the most significant environmental aspects such as consumption of water, energy, wastewater, waste generation and atmospheric emissions.
- Carrying out periodic audits, both by certifying entities of recognized prestige (ISO 14001: Environmental Management, FSC: responsible forestry management, PEFC: Program for the endorsement of forest certification, Chain of custody: CoC), and by the clients themselves.
- Energy production with renewable sources of wind and photovoltaic technology rose to 458GWh (including generation from minority parks) in2022, plus an additional 16 GWh from self-consumption solar photovoltaic installations implemented on farms, industrial facilities and offices. Jorge Energy continued investing this year in the setting up of its renewable generation projects. With theinstallation and implementation of HERRERA DE LOS NAVARROS WIND FARM with a total output of 35 MW. By May 2023, it is expected to be in operation. Two other wind farms are underway with a total power of 39.7 MW. In 2023 Grupo Jorge also plans the construction and start-up of several electric self-consumption plants; photovoltaic and with a total power of 9 MWp in its industrial and agricultural facilities.
- Avoid greenhouse gas (GHG) emissions, not only through energy production via renewables but also through our cereal and hardwood plantations.
- Committing to responsible use of water, a very important resource especially for the livestock sector. In this section it should be noted that, continuing with the work started in 2021, on the date of preparation of this Report, Grupo Jorge is calculating the Water Footprint of its Organization for the year 2022.
- Promoting research in technology through investment in more efficient facilities, both from a productive and energetic point of view, using Technological Surveillance as systematic and permanent process

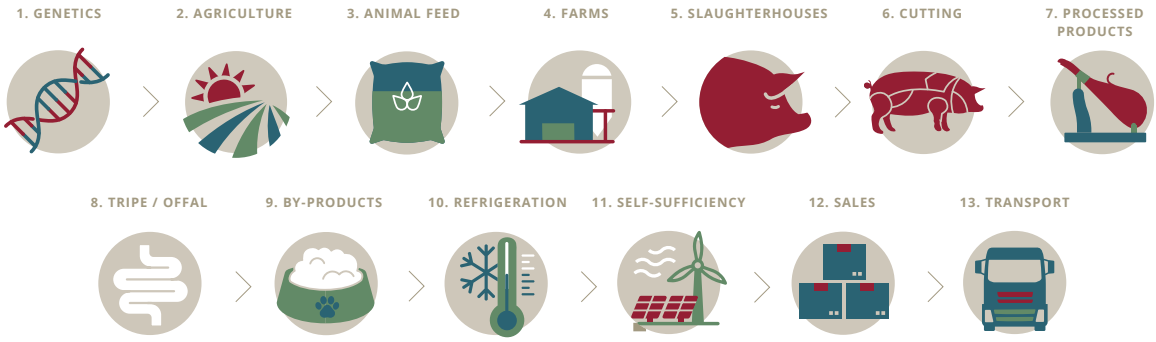
of searching, capturing, collecting, analyzing and disseminating information regarding all processes, with the aim of being up to date on everything that can help us be more efficient. One of the most relevant examples is our energy waste recovery system (Energy Battery) with which 15.41 GWh have been recovered in the year 2022 and 2,805 t CO2-eq. have been avoided.

In 2022, we followed the legal provisions established in Law 26/2007 of Environmental Responsibility.

With respect to provisions and guarantees for environmental risks, there is a provision recorded at the end of the financial year 2022 to the amount of 1,892 thousand euros (2021: 1,853 thousand euros), which applies to certain wind turbine companies of the Group, and which includes the current value based on the best possible estimate that the directors of the Parent Company have been able to make to calculate the provision for the costs of abandonment of the wind turbines that will be incurred once their useful life is over in order to correct the corresponding environmental impact. The Group has deposited several guarantees before the General Deputation of Aragon in guarantee of compliance with said obligation.

Lastly, for the Group the involvement of workers is very important, since they are going to influence adequate environmental performance. For this reason, Grupo Jorge has an environmental policy which is shared and approved by all personnel who work in each of the Group's companies, promoting awareness and continuous environmental training, which has focused on the most important aspects of our industry and good environmental practices to mitigate them.

Grupo Jorge value chain



In all these contexts, the Group's activity is consistent with the SDGs established by the UN.

5.3.1. Pollution

Within the different measures adopted by Grupo Jorge to reduce and/or prevent the environmental impact of its activity, and in addition to the obvious advantage that it represents for the Group in this matter to be able to count on the direct generation of electricity through renewable energies, the Group owns a forest plantation of certified hardwoods located in Castejón de Monegros (Huesca) of approximately180 hectares, which, together with the approximately 5,800 hectares of crops (cereal mostly, some 4,950 hectares being destined for organic farming, that is, free of pesticides, chemical fertilizers and herbicides), allow Grupo Jorge to avoid CO2 emissions.

Given its uniqueness, the forest plantation deserves a specific mention within this section: it was established progressively from 2003 to 2011, currently occupying about 180 hectares, of which almost 150 ha are entirely wooded. Grupo Jorge monitors annual growth of their trees by periodically taking data on normal diameter, total height and at set times of stem height without branches, data that, included in a comprehensive management program, allows the Group to get a clear picture of the situation and the productive progress of the forest in real time.

Our plantation currently has Forest Stepwardship Council sustainability certifications (FSC) and Program for the Recognition of Forest Certification (PEFC), for both primary production and chain of custody.

Its contribution as a key factor for the Group in the fight against climate change translates into 671.1 tCO2 absorbed by trees.

All this agricultural and forestry activity is but one more example of Grupo Jorge's interest in controlling the traceability of raw materials and dedication to the care and improvement of the environment with traditional crops and with alternatives that contribute, not only to the absorption of CO2, but also to avoiding deforestation.

All of this, furthermore, is in accordance with SDG 2 and, more specifically, as a sign of the Group's constant commitment within the Primary Sector and with the achievement of goals 2.4. and 2.5.

Additionally, Grupo Jorge carries out specific self-checks on noise and does studies in relation to odors (especially with regard to the Wastewater Treatment Plant, WWTP), related to the industrial complex in Zuera (Zaragoza), and to the facilities in Catalonia, with the aim of controlling possible noise pollution and by dispersal of odors that our activity may generate, thus complying with current regulations.

5.3.2. Circular economy and waste prevention and management

Circular economy

Continuing the theme of livestock farming- one of the Group's main activities - one of the best examples of Grupo Jorge's interest in the so-called "circular economy" is the agricultural use of by-products generated by the Group's livestock activity.

The work of Grupo Jorge in this area, both at the level of research and the application of the by-product be evaluated, is constant, and consists of:

- The use of manure obtained on farms as organic fertilizer:
  - In both our own and third-party farms through the appropriate agreements and in accordance with current regulations.
  - In the Group's hardwood plantation, through a patent designed by the Group itself together with experts in the field).
- • The development of an organic fertilizer by transforming the by-product into hydrolyzed protein (HEMOSTAR).

Due to the variability of production systems and environments where the livestock centers are located, Grupo Jorge has created a slurry management center, in operation since 2021. Ganados Carnes y Derivados SA is the Jorge Group company authorized as a slurry management center with an intermediate plant. This is for the recovery and agricultural management of pig slurry, serving as a link between our pig farms and our agriculture (also external) to:

- Centralize management and have greater control of the traceability of the slurry.
- Facilitate the management of a by-product that has great value as fertilizer to the farmer.
- Pay agricultural crops at a lower cost than mineral fertilizer.
- Carry out correct environmental management.

The main objective is to generate a sustainable and efficient product, for which reason the management center carries out two analyzes per year (June - December) of the manure from each work center with the Agricultural Technology Center Cinco Villas SL. This is intended to facilitate and optimize its management from its origin on the farm, to its use in the field, improving the water consumption of the farm, as well as the diet of the animals, in order to obtain a more efficient product.

The fertilization plan is made with the knowledge of crop cycles, soil characteristics, application methods, legislative limitations and cost. The soil application is done in bands by means of hanging tubes, which reduces the contact surface of the slurry with the air and reduces vaporization of ammonia by approximately 30%.

These systems make it possible to reduce the emission of odors, which is one of the factors with the greatest social impact that limits the use of slurry as fertilizer.

Proper management of animal waste decreases the use of mineral fertilizers by closing the nutrient cycling as well as energy consumption for the production of mineral fertilizer.

In this sense, among the benefits that we find for the land, it stands out that the evaluated slurry contributes organic matter that chemical fertilizer does not provide. Additionally and from an economic point of view, this represents a savings opportunity for farmers, since it allows it to be used as alternative to chemical fertilizer models.

Use	Volume of Slurry (m^3)
Total (produced on farms in Cuarte)	300.782 (vs. 293.402,00 en 2021)
Applied in own Agriculture	144.267,84 (vs. 118.877,28 en 2021)
Applied in External Agriculture	88.494,06 (vs. 101.185 en 2021)

There are different technologies that facilitate the management of animal manure, reducing their environmental impact. CUARTE SL and GANADOS CARNES Y DERIVADOS S.A. are studying those that would best adapt to our centers, for which several studies have been carried out through prototypes.

Waste: Prevention measures, recycling, reuse, other forms of recovery and waste disposal.

Regarding waste treatment; waste is delivered to authorized managers respecting general environmental principles (prevention > minimization > recovery > elimination).

Additionally, the Group has adopted the following measures regarding waste management to reduce our impact:

- Prioritize the recovery of waste over elimination --> Plastic, cardboard, wood, etc. are recovered, scrap metal, sludge, saline effluents and hazardous waste.
- Composting plant for the recovery of sludge generated in the Group's treatment plants to later be applied in agriculture as an organic amendment.
- Selective segregation of waste by work center allowing for more exhaustive control of the development of the quantities generated, allowing us to check and follow up on waste generation by production, and managing both better.

- Correct storage of waste, preventing contact with the environment and reducing waste risks that could be caused to the environment.
- Raising staff awareness regarding the proper management of hazardous and non-hazardous waste, through training through the group's virtual platform, delivery of information to all newly incorporated staff and display campaigns in common areas.

Regarding the waste figures, these are detailed below, reporting the waste generated by the Group's meat complexes and by the livestock centers during the years 2022 and 2021, the waste generated by other sectors of the Group not being significant. The data for such residues are as follows:

Hazardous waste Grupo Jorge (Farms+Zuera+Cuartesa+Tapesa+Vic+Mollerusa+Piensos del Segre)				
Type of waste	**Kg 2021**	**Kg 2022**	**kg 2022-kg 2021**	**Treatment**
Biosanitary waste	10.422	9.894	-528	D09
Used oil	13.024	14.123	1.099	R13
Aerosols	2.769	2.536	-233	D15
WEEE	3.265	5.692	2.427	R4
Used batteries	1.482	1.525	43	R13
Empty contaminated containers	29.686	41.908	12.222	R13
Oil filters	897	451	-446	R13
Expired chemical products	831	2.031	1.200	D15
Medical waste	8.180	5.053	-3.127	R13
Toner	642	189	-453	R13
Contaminated rags and absorbents	1.764	2.181	417	R13
Fluorescent tubes	634	469	-165	R13
Batteries	39	9	-30	R13
Expired paint	86	71	-15	D15
Total	**73.721**	**86.130**	**12.409**	

Non-hazardous waste Grupo Jorge (Farms + Zuera + Cuartesa + Tapesa + Vic + Mollerusa)				
Type of waste	**Kg 2021**	**Kg 2022**	**kg 2022-kg 2021**	**Treatment**
Sludge	35.617.970	35.379.894	-238.076	R3
Scrap metal	235.236	162.940	-26.065	R4 y R12/R13
Wood	251.380	224.333	-26.299	R3
Plastics	466.959	521.428	-53.006	R12
Paper and cardboard	459.539	780.742	51.915	R12
Mixed garbage/packaging/ mixed packaging	1.492.094	1.554.460	-398.776	D5 y D15
Total	**38.523.178**	**38.623.797**	**100.619**	

Regarding the section on the treatment of waste, words beginning D are those which have no possibility of recycling, reusing or recovery or any other use of the materials contained in the waste, while words beginning with R are management procedures for waste: recovery, regeneration, reuse, recycling or any other use of the

materials contained in the waste. The numerical key corresponds to the description of the different operations.

Actions to combat food waste

The meat branch is the only one that adopts measures in this area, trying to achieve "zero waste". Specifically, all meat and offal that are not marketed fresh are frozen for later commercialization.

The elements that cannot be marketed (fats, bones, trimmings, etc.) are transformed in the Group's rendering plants into meat meal (mainly used for the production of pet food) and animal fat (used for the production of animal feed).

In relation to the cured product (mainly ham), since we are dealing with a product with two years of useful life, waste is not considered to be a problem.

5.3.3. Sustainable use of resources

Water consumption and water supply according to local limitations

Water is a scarce resource and in certain activities and areas of the world this scarcity is a threat. For this reason, there is a growing awareness of the need to improve its management. In the case of Grupo Jorge, this resource takes on special relevance in relation to its **livestock and meat activity**. For this reason, optimizing and reducing water consumption is one of the objectives that constantly appears within the Group's sustainability policy.

To this end, we have opted for more efficient equipment specifications, through the use of technologies that minimize resource consumption and the search for ease the treatment of residual effluents.

Specifically, in relation to this last aspect (treatment of industrial effluents) the measures adopted by the Group are the following:

- Use of better technologies in purification, such as the use of liquid oxygen in biological treatment.
- Implementation of a system for the elimination of phosphorus through precipitation chemistry, to further reduce this value.
- Carrying out of preventive maintenance for the correct functioning of equipment, allowing for lower energy consumption.
- Advanced instrumentation for the control and better management of effluents. (NO3- and NH4+ continuous probes).
- Implementation by 2023 of three dehydrating screws, equipment with a lower energy consumption than centrifuges, and two blowers that will improve the energy efficiency of the Zuera WWTP.

AENOR
HUELLA HÍDRICA CALCULADA

Regarding agriculture, water consumption is determined, among other factors, by the type of crop, the weather, the type of soil, etc., so the data may vary from one year to another and must be taken as an estimate.

In relation to the hardwood **plantation** in Castejón de Monegros (Huesca), the use of water is carried out through a diversion of the Alcanadre River, by virtue of the pertinent concession by the administrative authority of the Ebro Hydrographic Confederation, which is duly registered in the Registry of Waters (Section A, Volume No. 61, Sheet No. 81). The farm has a storage system and 80,000 m3 water regulation (Balsa). The irrigation of the plantation is of the localized type of high frequency by drip. The irrigation schedule and dosage are designed using a data-based efficiency dasometric model and meteorological data registered in the plantation as well as via a tailor-made irrigation management program. Regarding agronomic design, weed meshes are placed in the areas of dripping and an attempt is made to maintain shade on the ground with medium-high tree densities, in order to reduce losses by direct evaporation.

Taking into account the above conditions during the 2022 financial year, the total water consumed by the Group's agroforestry activity has been 1,315,779 m^3 (2021: 1,936,877 m^3), a figure that can be individualized according to the specific activity:

- For farms, consumption was approximately 862,850 m^3 (2020: 816,785 m3).
- For the hardwood plantation, water consumption was 1,074,027 m^3 (2020: 1,132,918 m^3).

In global terms (including the branches of activity in which this resource is consumed), consumption of water of Grupo Jorge during the years 2022 and 2021, differentiating by line of business, were the following:

Water (m^3)	2022	2021
Meat industry	2.505.598	2.174.233
Agriculture	1.315.779	1.936.877
Livestock	602.330	530.704
	4.423.707	**4.641.814**

Likewise, the breakdown by type of extraction was as follows:

Water (m^3)	2022	2021
Surface	2.973.886	3.662.534
Underground	971.796	552.807
Municipal supply	478.025	426.473
	4.423.707	**4.641.814**

The increase in the Municipal Supply section is due to the need to resort to it due to the lack of rain during 2022, which considerably limited the availability of water from wells.

Regarding the figures indicated in the previous tables, it should be noted that they take into account consumption recorded on their own farms, not including third-party farms where there may be animals owned by them.

Consumption of raw materials and measures taken to improve the efficiency of their use

Regarding the consumption of materials and raw materials within the activity carried out by the Group, and according to the definition that GRI gives of these elements, it is in the meat branch that this issue becomes problematic, due to its sheer size. Among the aforementioned consumption we should highlight the following:

Consumption of Materials	2022	2021	Units
Feed	356.694	342.753	-
Plastic (boxes and pallets)	887	832	t
Wood (pallets)	2.179	2.510	t
Cardboard (boxes)	11.737	11.855	t
Plastic bags	17.307	20.202	Thousands of units
Plastic sheets	13.682	27.093	Thousands of units

Direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energy

Seeking greater efficiency in energy consumption, Grupo Jorge has made a special effort, significantly improving the ratios within its productive activity and optimizing and reducing the energy consumption by encouraging saving and promoting energy efficiency, with the adoption of the following measures:

- Implementation of an Energy Battery in the industrial complexes. This is an advanced system for recovery and storage of residual thermal energy, generated in production processes, with the aim of significantly reducing energy consumption, especially the consumption of natural gas supplied to the

steam boilers of the production centers used for the production of hot water. To this end, heat recovery units have been installed for the different sources of emission:

  - Singeing outlets.
  - NH3 discharge line to the condenser and refrigeration oil from the refrigeration compressors.

- Oil cooling of compressed air compressors.
  - Installation of frequency variators.
  - Design of state-of-the-art facilities in order to minimize the consumption of resources.
    - Led lighting.
    - Well fitted insulation to avoid thermal losses.
    - Adequate maintenance of distribution networks (air, gas...).

Implementation of an energy digitalization platform for production centers for the registration, storage and analysis of energy data to monitor and optimize energy consumption. This will also allow the detection of savings opportunities as well as the analysis of electrical quality.

- Centralization of Compressed Air / Vacuum generation systems that allow greater control and adjustment of energy consumption. During 2022, the installation of a new two-stage variable compressor in the Santa Eugenia de Berga meat complex as well as the optimization of the installation to reduce its electrical consumption.
- The adjustment and optimization of combustion equipment to reduce natural gas consumption in the meat complexes.
- Commissioning of photovoltaic solar plants for self-consumption of electrical energy that already reached 11.5 MWp of installed power in 2022 and generated 16 GWh of electrical energy consumed.

Electricity consumption 2022:572.513 GJ (2021: 559.161 GJ)

Electricity consumption for the fiscal year 2022 came to **572,513 Gigajoules (Gj)**, of which 82.30% corresponded to the meat industry, 5.43% to farms, 10.62 to feed manufacturing and the rest to others (2021: 86.86% correspond to the meat industry, 5.67% to farms, 5.83% to feed manufacturing and the rest to others).

Natural gas consumption 2022: 633.811 GJ (2021: 616.756 GJ)

Regarding the consumption of natural gas, consumption in fiscal year 2022 was **633,811 Gigajoules (GJ)**, of which 72.71% correspond to the meat industry, 14.65% to feed manufacturing and the rest to others (2021: 81.64% correspond to the meat industry, 7.91% to feed manufacturing and the rest to others).

Although the consumption of natural gas has decreased due to the increase in average temperature and the energy efficiency measures implemented in production centers, the registered consumption is higher than that of 2021 due to the incorporation of new facilities (feed factories and insemination center) within the scope of this report.

Fuel consumption 2022: 215.704 Gj (2021: 193.763 Gj)

Fuel consumption is broken down into the following concepts:

Fuel consumption (Gj)	2022	2021
Diesel	199.395	164.687
Gasoline	620	192
Propane	14.403	26.264
Biomass	3	
Liquefied Natural Gas	1.281	2.621
Total	**215.704**	**193.763**

Diesel consumption fundamentally includes diesel consumption for trucks and agricultural machinery, whose consumption amounts to 173,041 Gj, (140,650 in 2021) and consumption for boilers in different types of facilities 26,302 Gj (21,121 in 2021)

Regarding propane consumption, we must highlight that in some farms the propane system has been replaced, by electric heating, having established self-consumption Photovoltaic Solar Installations as a medium-term objective.

Regarding the use of renewable energies, we refer to the reference made to the energy branch of the Group.

In summary, based on the above, the detail of energy consumption indicated in Gj is as follows:

Energy consumption (GJ)	2022	2021
Electricity	572.513	559.161
Natural gas	633.811	616.756
Fuel	215.704	193.763
Total	**1.422.028**	**1.369.680**

The increase in consumption of electricity and natural gas is due to the incorporation of two new feed factories and an insemination center corresponding to Piensos del Segre, as well as the increase due to expansions that have been carried out in different existing facilities.

5.3.4. Climate change

Grupo Jorge's commitment to climate change becomes especially visible with the annual calculation and compensation of the Organization's Carbon Footprint incorporating said indicator as an essential element within the environmental management of the activity.

Important elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces.

The main sources of greenhouse gas emissions are the following:

- Electrical energy consumption.
- Thermal energy consumption (natural gas).
- Emissions from livestock farming
- Fuels for transporting animals and processed products.
- Fuel for facility boilers.
- Consumption of fertilizers for agricultural use.

CO_2 emissions issued by the aforementioned sources are the following:

Tons $C0_2$ eq	2021	2022	Type of reach
Passenger vehicle consumption	879	960	1
Fuel consumption trucks and agricultural machinery	9.388	11.665	1
Fuel in facilities	33.779	32.529	1
Biomass combustion	5	6	1
Refrigeration air conditioning	771	394	1
Fugitive emissions from soil and livestock	32.706	35.726	1
CO_2 emissions when stunning pigs	2.445	2.277	1
Network electricity consumption	38.559	36.482	2
Total	**118.532**	**120.039**	

The overall carbon footprint increased by 1.27%, going from 118,533 tCO2 and in 2021 at 120,039 tCO2e in 2022. This increase is due to the increase in the following emission sources: biomass combustion (29%), fuel consumption in trucks and agricultural machinery (24%), fugitive emissions from soil and livestock (9%) and fuel consumption in passenger vehicles (9%).

However, the emissions/turnover ratio has decreased by 16%, which indicates that Grupo Jorge is managing to meet its emissions reduction objectives.

Measures taken to adapt to the consequences of climate change

Among the measures adopted by Grupo Jorge aimed at reducing and/or compensating emissions, are the following:

- Use of less polluting fuels such as natural gas.
- Study and contracting of the project of a waste recovery plant for the production of biomethane through anaerobic digestion processes.
- Study of hydrogen generation projects to replace natural gas or fuel cell charging fuel in forklifts.
- Installation of more efficient combustion equipment, reducing fuel consumption and therefore its associated atmospheric emissions. Continuous O2 control that allows controlling the combustion efficiency.
- Modulating regulation of burners to adapt consumption to energy demand.
- Carrying out self-checks and regulatory measurements of all emission sources to check their emission limits.
- Promotion of company transport by buses instead of individual vehicles.
- Use of a less polluting internal transport fleet. Sustainable Fleet Certification.
- Reduction in the transport of animal carcasses through their incineration on farms.
- Commissioning of photovoltaic solar installations for self-consumption in industrial and agricultural and livestock facilities.
- Facilities for the recovery of residual heat from industrial processes.
- Offsetting of the Organization's Carbon Footprint for 2021, in its scopes 1 and 2, investing in renewable energy projects and reforestation of burned forests.
- Willingness of local suppliers to avoid long transport distances.
- Promotion and empowerment by Grupo Jorge of inter-modal transport to reduce the carbon footprint.

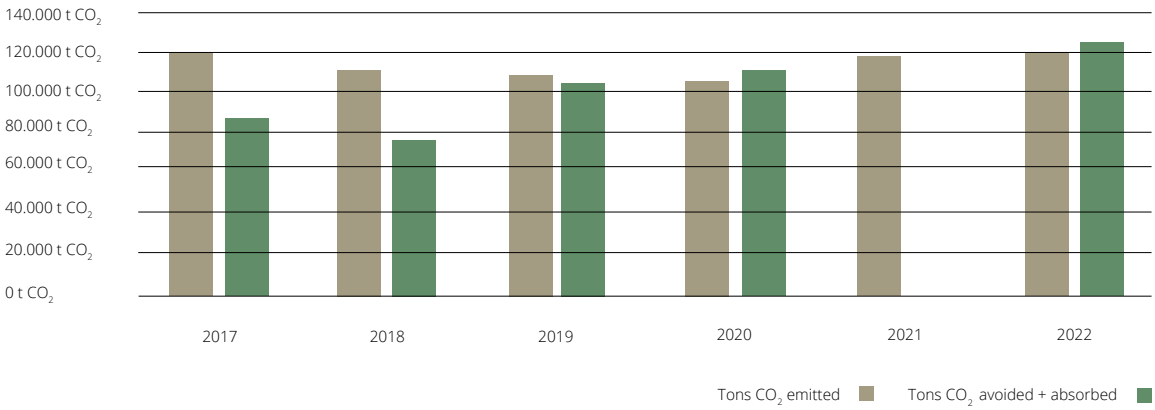
Reduction goals established voluntarily in the medium and long term to reduce greenhouse gas emissions and the means implemented for this purpose.

Below are the results of the carbon balance of Grupo Jorge, that is, the result of the deduction of GHG emissions avoided thanks to the Group's activities.

The avoided emissions shown below are obtained from electricity generation activities from renewable sources such as solar and wind power that are neutral in emissions and therefore avoid the use of emission-intensive fossil fuels for its generation. Furthermore, carbon absorptions from the forest plantations of the Valor Forestal Society have been included in avoided emissions.

As can be seen in the following graph, the organization emitted 7,213 tons less of those that it avoided and absorbed jointly in 2022.

Carbon footprint



5.3.5. Protection of biodiversity

Measures taken to preserve or restore biodiversity

As previously indicated, Grupo Jorge's activity is subject to a demanding regulatory framework that, among other things, means that respect for biodiversity is not only an objective, but also a matter of mandatory compliance.

Thus, within the meat industry, and specifically in livestock activity, compliance with the relative regulations to animal welfare, obtaining the Welfare Quality certification and the aforementioned reduction in the administration of antibiotics to animals, are a clear example of this policy.

In the energy branch, the special protection of the SCI and SPA zones, integrated into the NATURA 2000 NETWORK, as well as the legal provisions related to birdlife, are a key factor both at a strategic level as well as project development.

In 2022 we continued our collaboration with the Native Fauna Rehabilitation Group and its Habitat (GREFA, https://www.grefa.org/), by providing funds for the construction of a cage-hacking for the release of Bonelli's eagles in the Cuenca Alta Regional Park.Manzanares, within the European project AQUILA a-LIFE (LIFE16 NAT/ES/000235).

Cage-hacking allows the Bonelli's eagles that are going to be reintroduced to enjoy a period of prior acclimatization and socialization in the area where they will be released. All this contributes to increasing the chance that the specimens that are subject to release survive and adapt well to the natural environment.

Impacts caused by activities or operations in protected areas

There have been none. As previously mentioned, the regulatory requirements in this matter, both in the livestock branch as well as in the energy sector, make the development of said activities unviable in the event that they do not meet the legally established requirements.

5.4. Excellence in our products

This is achieved by ensuring control of the entire supply chain and always seeking innovation. At Grupo Jorge and always proactively, we comply with the highest standards of animal welfare.

Aware of the importance of this for our clients, we undergo internal and external audits to certify it.

For this year we can highlight the following achievements achieved during 2022, and the establishment of the following objectives for 2023:

Milestones 2022

- The study's documentation system has been improved of hazards based on risk assessments.
- Quality culture plan at a transversal level and with senior management (multi-year objective).
- Reduction of doses of nitrifying agents in cured products by 10% of the legal limit
- All the group companies have obtained in the Food Safety Certification Audits Unannounced minimum grade A.
- The agreements for the export to Mexico, Dominican Republic and Venezuela.

Objectives 2023

- Maintain the quality standards of countries of export: Korea, Mexico, Malaysia.
- Improve the Quality culture Plan: improvement of communication with employees through QR surveys (multi-year objective).
- Transfer to a new ERP (SAP) of the controls that are part of our Management System Quality (multi-year objective).
- Interdepartmental work between maintenance and quality to unify the documentation criteria for new installations and equipment in the group factories.
- Maintain ≈ zero claims for metallic foreign bodies.

Food safety

In 2022, the following actions were taken in order to continue working on the continuous improvement of our Quality System in order to guarantee the food safety of our products. The actions taken were the following:

- Improvement of our quality documentary system through risk assessments to analyze more exhaustively the different dangers.
- Strengthening our Quality culture Plan, through transversal culture and involving senior management.
- Monitoring of strategic KPIs (analysis plan results, customer complaints, controls preoperative and operational).
- With the aim of working with increasingly healthier products, reducing the nitrifying dose in cured products.

As main quantitative indicators, we can highlight:

- In 2022, 100% of the facilities are certified in BRC and IFS, in BRC all have been certified with at least an "A" rating, and the audits this year have been Unannounced. This has been achieved thanks to:
  - Consolidated work teams.
  - Daily monitoring of food safety.
  - Awareness throughout the internal chain of compliance with good practices and protocols internal.
- As in 2021, in 2022 there was no product recall for food safety reasons.
- No notifications of food safety violations have been received throughout the year.
- The rate of claims for foreign bodies in 2022 was 0.03 claims/1,000 tons manufactured.
- Food safety audits have been carried out by the public administrations of countries such as Mexico, the Dominican Republic and Venezuela achieving the renewal of export agreements.

5. Our commitments

Quality of our products

At Grupo Jorge, we have defined and pursue compliance with our Quality Policy, where expresses our commitment to manufacturing top quality products, in a sustainable and respectful of the environment and always focused on meeting the needs of our clients from our activity.

To achieve this, we have a powerful Quality Management system, which involves all departments. That make up the company, each of them being responsible for the processes assigned to them. We always work as a team and pursue improvement. For this we have established indicatorsthat allow us to know their development and the state they are in, to be able to react quickly in the event that deviations occur with respect to the high quality levels that we have set for ourselves.

Our Quality Management system meets the requirements set in the standards of:

Food Quality and Safety

- BRC British Retail Consortium
- IFS International Food Standard
- QS: QS Qualität und Sicherheit GmbH

Animal welfare

- INTERPORC
- Welfare
- European Farm Partnership

SAE (Protocol for the certification of systems specific self-control for export to third countries with different requirements than intra-community requirements, RD 993/2014).

In order to ensure compliance with our internal requirements and the above regulations, we have of surveillance and verification measures. The controls that make up the surveillance system are located mostly computerized, which allows us to obtain and study data in real time. The checking measurements that are carried out are mainly; microbiological and chemical analysis, internal audits carried out by trained internal staff, external certification audits and client audits.

In each of our centers we have a Quality Department that is responsible for leading the quality management system. This staff receives continuous training especially aimed at knowing the changes that are taking place in the standards/legislation and the food risks that are emerging.

Throughout 2022, the main actions aimed at improving and monitoring the quality of our products were:

- The monitoring of the cleaning service was reinforced by establishing specific KPIS and evaluations of bonus/malus that allow for evaluating and reinforcing the more precise cleaning work of the facilities.
- In order to reduce foreign bodies, we began working with several clients on a system of packaging return work between client and supplier.
- The management of the categorization of category 3 products in the group companies in Zuera was improved .
- Artificial vision has been implemented in the chain with the objective of detecting the ID point and detecting foreign bodies in the hams.
- The Critical Control Point of the fecal point in slaughterhouses has been automated using artificial vision, allowing greater detection in inspection and improving worker performance due to reduced fatigue.

Traceability

At Grupo Jorge we understand by traceability the system that allows us to follow the evolution of our processes, being able to identify in each of the stages the inputs (e.g. food, packaging materials), outputs (e.g. final product, by-products...) and checks made.

Our traceability system is computerized and covers the entire supply chain (gestation-breeding, rearing and fattening, transportation, slaughter, manufacturing, storage and transportation). To ensure compliance with our traceability system, all personnel involved receive specific training.

In 2022 we continued working on the computerization of our control records, which allows us to easily and quickly trace the final product due to the checks that are made all along the chain.

Satisfaction of our consumers and clients

Jorge Group's fundamental objective is to meet the needs of its clients, being aware that each of them are very different and their needs are also different, that is why we adapt to each one of them. We serve each one of them individually, giving an individual response to 100% of the significant inputs that they give us.

Customer satisfaction is studied annually through a questionnaire that is completed by the customer and that focuses on different aspects, such as product quality, service quality, quality of the customer service, etc. All questionnaires are reviewed and studied and according to the result and improvement measures are implemented based on the comments received. In 2022 the high level of satisfaction of our clients, however, as part of our continuous improvement system, in each one of our production centers did initiate at least one improvement action aimed at improving service. In 2022, in the satisfaction survey carried out among customers of the different factories, we scored 4.0 out of 5.

5. Our commitments

However, Grupo Jorge is not limited to regulatory compliance and works to ensure the highest quality of its products, which is why the Group has different certifications related to Quality, Product and Food Safety and management, which guarantee both traceability and the final quality of the product, being a reflection of the materiality that the health and safety of consumers has for the Group:

IIFS: International food standard

IFS Logistics

BRC: British Retail Consortium Global standards

SAE (Protocol for the certification of specific autocontrol systems for export to third countries with requirements different from those within the community, RD 993/2014)

ISO 9001: Quality management

Certificate of Traditional Specialty Guaranteed (ETG) for Serrano and Iberian ham

QS: QS Qualität und Sicherheit GmbH

Certification by OcaCert of compliance with traceability requirements included in Regulation 178/2002 of the European Parliament

BRC Storage and Distribution

ISO 14001 environmental management

PEFC (Program for the Recognition of Forest Certification), both at the level of primary production and Chain of Custody

FSC (Forest Stewardship Council), also for primary production and chain of custody

ISO 22000: Food Safety Management System

Sustainable Development Goals (SDG) Strategy

Complaint systems, complaints received and their resolution

In addition to the protocols expressly enabled for this type of situation (mainly traceability, in addition to those established at a commercial level), Grupo Jorge has an Ethical Mailbox, accessible from its website, which allows it to receive any type of complaint or claim and serve them through of the procedure provided for this purpose.

In the last instance, the Group has a specific product recall and crisis management protocol, planned tocarry out, if necessary, an efficient withdrawal of the product, establishing effective communication, information and coordination systems so as to avoid damage to the consumer and the company.

Bear in mind that during 2022 no complaints or claims have been received through the channels established for this purpose.

Promotion of a healthy diet

As a group belonging to the food sector, Grupo Jorge has been concerned for years about nutrition as a key factor for the development of a healthy, healthy society and, of course, sustainable.

With this objective, during 2022 the information and dissemination work that began years ago continued. back through associations such as the Pork Agri-Food Interprofessional Organization of Capa Blanca (INTERPORC), promoting through our website the consumption of pork as part of a balanced and healthy diet: https://www.carnedecerdoricaysana.com/nutricion.

Animal health and well-being

Considering the sector to which the main activity of Grupo Jorge belongs, animal health and welfare are central aspects of our management. The regulatory requirements and the checks to which Grupo Jorge subjects its operations voluntarily, they are evident examples of the relevance that. Both questions are relevant for us

Grupo Jorge works with its own and third-party farms (under an integration regime), with a stable population of approximately 35,000 sows, plus their corresponding offspring within each production cycle, property of CUARTE, S.L. For this reason, the coordination of animal health and welfare matters is essential.

Our organization has a specific department that centralizes and coordinates all management in this matter, counting on the work of a team of professionals (veterinarians, visitors, farmers, etc.) and with an integrated and unique management system for all the farms with which we work, both own and third parties, without prejudice to the adaptation of the same depending on the nature of each one of them (reproduction, breeding, fattening, etc.).

This management system basically comprises five specific policies: food safety, environment, animal welfare, bio-security and use of medicines:

- **Food safety:** adoption of all necessary measures to keep physical, biological and chemical hazards under control and to keep food safe.
- **Environment:** consumption control, reduction in emissions and management of by-products and waste.
- **Animal welfare:** ensuring the well-being of the animals at all times.
- **Use of medications:** rational use of medications.

Without it being a legal requirement, all the farms we work with have certifications related to food safety (ISO 22000), animal welfare (WELFARE QUALITY) and biosafety and traceability (INTERPORC ANIMAL WELFARE SPAIN).

Additionally, and as a sign not only of the relevance that this matter has for us, but also as a result of our constant commitment to our Stakeholders, we have obtained specific certifications based on the market in which we operate, such as the QS and the KIWA-PAI.

The preparation of this document represents a new milestone in animal health and welfare for Grupo Jorge, to the extent that it will allow us to have a global image of the management of certain indicators, compared to much more specific and technical parameters linked to the daily activity of livestock activity, which are usually

managed individually depending on the type of installation and which are outside the scope of the Non-financial Sustainability Information Statement, as well as the establishment of different objectives in this area for the coming years.

Specifically, within our sustainability strategy and as a result of our concern for our Stakeholders, Grupo Jorge has established it as one of the main objectives within this area to reduce the use of antibiotics. This objective has been set for the medium term, seeking a progressive decrease in their use. Thus, during 2022 and in relation to the previous year, the reduction was 19.28%

	Year 2022	Year 2021
Total Milligrams Active Ingredient (1)	11.025.636.153,00	15.454.731.623,60
Total Kg - PCU (2)	81.302.072,00	91.985.474,00
Ratio of antibiotic use per pig (1) / (2)	**135,61**	**168,01**
Variation from year 2021 – year 2022*	**19,28 %**	

** Explanatory notes: (1) Total consumption of antimicrobial active ingredient in milligrams used for animals owned by Cuarte, SL. (2) T his figure corresponds to the standardized kilograms of the stock of animals owned by Cuarte, SL.*

In parallel with this work of coordination and active management, our team works in constant coordination with the R&D&i team to achieve an improvement in the well-being of our animals in t every stage of life.

Research, development and innovation

Grupo Jorge continues to work on the constant development and application of R&D&i projects in all areas of our activity, in search of the excellence of our products, our production processes, our energy sources, the use of our waste (circular economy) and the reduction of carbon and water footprints.

The optimization of energy consumption, genetics and livestock breeding, the search for alternatives healthier and more competitive foods for our animals, the search for new alternative protein sources, the conservation of our products, food safety, the automation of our productive processes, the extension of the useful life of our fresh products and, of course, the production of energy from renewable sources, are all the result of our research, development and innovation.

The year 2022 saw a profound strengthening of this matter within our internal structure, with the consolidation of specific R&D&i areas, structured around 4 subareas, which work in coordination with the different companies and departments that make up the Group:

- Biotechnology.
- Artificial Intelligence: Digitalization (IoT), BigData and Deep learning applied to our facilities and activity to improve our processes from genetic selection to the export of our products, including logistics.
- Innovation in production processes: robotization, interconnection between processes (INDUSTRY 4.0).
- Molecular biology.

Committed to sustainability, waste management and the circular economy, the Department of Biochemistry and Molecular Biology investigates the use of waste generated by the activity livestock of the Group and on the search for alternative sources of protein.

In this regard, we lead and participate in an industrial research consortium in the BIO4ALIM project – a platform for obtaining bioproducts to generate a sustainable agri-food chain prepared to respond to the threats and new challenges of the sector, subsidized by the competitive MISIONES program of the CDTI. Under this project, we are designing and developing new strategies based on sustainable biotechnological processes with the objective of maximizing the valorization and circularity of agri-food waste not intended for human consumption. We try to bring the food chain closer to the concept of zero waste.

As part of this line of research, we are applying tools such as precision fermentation with selected microorganisms and agri-food waste as a culture medium, for the generation of biomass. The optimization of the production process of biomass and the development of methodologies for its transformation will allow us to develop new ingredients for the formulation of feed. Our research is also aimed at searching this biomass for bioactive organic compounds (immuno-stimulants, for example) to develop ingredients with a high nutritional profile and high added value.

Aligned with our objectives, we also investigate alternative sources of protein for food, that are environmentally friendly and reduce dependence on crops such as soybeans. Thus, we lead another project funded by the CDTI MISSIONS program: PROBONEWFOOD – industrial research to obtain new alternative, sustainable, nutritious and traceable protein sources through AI bioprocesses . This industrial research consortium is aimed at generating a base of knowledge and technology, applicable in the search for new models of human nutrition which will be more sustainable and respectful with the use of resources.

5. Our commitments

Within the Biotechnology Department of Cuarte S.L., a company that owns practically all ofGrupo Jorge's pig stocks, the year 2022 saw the consolidation of specific R&D&i areas, carried out in close coordination with the rest of Cuarte's technical services, and mainly withBiosafety, Quality, Nutrition, Health and Sustainability. The most notable actions are related to participation and leadership in two macro research projects, one of them financed by the Program CIEN-CDTI and the other by the Spanish Research Agency's R&D&i Projects Program in Public-Private Collaboration

The first, Research into New Nutrition, Health and Environmental Strategies for Sustainable and Future Pig Farming (PORCISOST) is developed in a consortium formed by different companies. (Cuarte S.L., Nutega, S.A.T. Ibéricos Vallehermoso, Exportadora Turolense and Mealfood Europe), centers of research (Higher Council for Scientific Research, CSIC, through the Experimental Station of the Zaidín and the National Institute of Agricultural and Food Research and Technology) and Universities (Zaragoza, Extremadura, Complutense de Madrid and CEU-Cardenal Herrera).

This ambitious project addresses actions to increase the health, economic and environmental sustainability of our farms, by reducing dependence on oil seeds such as soybeans, the implementation of alternatives to the use of anti-microbials in food, the reuse of agricultural production products, the reduction of nitrogen excretion and the improvement and optimization of slurry treatment.

The second, Improving Biosafety and Animal Welfare in Farms and Pork Products through Non-Invasive Laboratory Diagnostics, Environmental Sensorization and Big Data (CAETRA), is developed in a consortium formed by Exopol, CSIC (through the Center for Molecular Biology and the National Institute of Agricultural and Food Research and Technology) and the University of Murcia. This project addresses actions to establish an early warning system for disease outbreaks that allows for the implementation of a preventive strategy, reducing the use of antimicrobials and promoting more sustainable management of our production.

In addition, we collaborate on three other external research projects, led by other institutions. Among them, two are R&D&I Projects Research Challenges: Nutritional strategies to improve reproductive performance and litter characteristics in Iberian breeding sows; SOWING, led by the CEU Cardenal Herrera University and in which CSIC and the Complutense University of Madrid also participate in and Antibiotics, hormones, persistent and mobile organic pollutants and pathogens; the complex mix in the agricultural and livestock scenario. Health risk or natural attenuation?; NAT4HEALTH, led by the Madrid Institute of Advanced Studies in Water. The third is a Transition Project Ecological and Digital Transition (Development and validation of a digital system to quickly and non-invasively evaluate the well-being of pigs on farm; WELLDIGIT), led by the University of Murcia.

The most palpable and notable result of the activities carried out has been the obtaining of the Special Award the Porc d'Or Zoetis for Innovation in the edition corresponding to this year 2022 and the organization of the Bioeconomy, Ethics and Sustainability Conference by Grupo Jorge and the Faculty of Veterinary Medicine of the University of Zaragoza, in the University Auditorium, with the participation of 15 speakers and 188 attendees).

5.5. Supply chain responsibility

Suppliers are one of Grupo Jorge's main Stakeholders. This implies that, necessarily, the Group adopts specific measures aimed at both knowing the needs and satisfying the interests of this group, as well as encouraging it to take on our values, principles and policies as tbheir own.

In this way, Grupo Jorge maintains continuous contact with its suppliers and has specific contractual clauses that include their commitment in relation to compliance with the forecasts. of our Code of Ethics and with the values included therein, as well as specific protocols in relation to the approval and validation of suppliers, which include the requirements that they must meet in order to contract with the Group.

Due to the fact that Grupo Jorge, thanks to our structure, owns a large part of the processes in our supply chain, thus guaranteeing traceability in the supply and in the final product, the main products and services that we acquire from our suppliers are the following:

- Raw materials (livestock and cereal, basically)
- Services (cleaning/laundry, civil works, high and medium voltage electrical installation for the renewable energy, care and breeding of livestock on integrated farms, livestock transportation, etc.)
- Products related to the activity of the meat branch (feed, packaging and/or storage material, etc.)
- Equipment for our energy branch (transformers, plates, wind turbines, etc.)

Whenever possible, the choice of suppliers tries to favor contracting in the environment in which where our facilities are located, whether municipal, provincial or regional, being aware of that both parties obtain benefits that go beyond the merely economic: stability, trust, settlement in the territory, image, use of synergies, etc.

Given that the main activity of the Group, and without a doubt the most obvious example of our supply chain is in the livestock:

Almost all of our suppliers in this sector (whether they are livestock suppliers, in the case of the supply of animals, or service providers, in the case of third-party farms in which the Group includes animals owned by it) are located in the province or Autonomous Community where we have our main facilities (Zuera, in the province of Zaragoza; Vic, in the province of Barcelona; Mollerusa, in the province of Lleida).

This allows us to collaborate in promoting employment and the local economy and, in terms of transportation, carry out not only effective cost control, but also an effective reduction in GHG emissions, in accordance with our environmental policy.

Given its marked social nature, we would like to highlight in this section the alliance between Grupo Jorge and the ADISLAF Foundation, through the industrial laundry service of MINUEVAL, S.L., provided by people with disability, especially intellectual, of whom we are one of the main clients.

In this case, in addition to the reasons already mentioned in the section related to the supply chain when choosing this specific service provider, we must add the obvious training and social work of the project, which has undoubtedly favored the establishment between both parties of a lasting collaboration over time.

5.6. Contribution to the Community

The impact of the Group's activity on local populations is especially reflected in the economic activity that, at a local level, arises in the municipalities in which it carries out most of its activity.

Obviously, this impact is not only economic, but also social. The settlement of part of the personnel in the surrounding populations implies their integration and active participation in the life of municipalities, circumstances that are taken into consideration by the Group in its relationship with the main local actors.

With regard to the impact of the Group's activity on employment and the development of local communities, this is evident through its ordinary activity in the municipalities and provinces in which it is located, not only directly thanks to the jobs linked to its industrial complexes and livestock farmers, but also indirectly through the economic activity derived from the settlement of staff in urban centers close to work centers, a circumstance that favors their integration and active participation in the life of the municipalities, and the hiring, whenever possible, of providers established in the area

One of the clearest examples of the interaction with these local communities through the activity of the Group is its commitment to proximity and territorial consolidation of one of its main activities: livestock. This interaction materializes:

- Through the integration of its livestock in private farms with the Group's quality standards, which allows local farms sustainable development.
- Through the acquisition of cattle from third parties located, not only in the provinces where the Group's industrial complexes are located, but also in neighboring Autonomous Communities.

This means that it is necessary to establish frameworks for dialogue with participants in these local communities, which favor the integration and development of relations, both economic and social, of all the agents involved.

For this reason, Grupo Jorge holds regular meetings with farmers, ranchers, irrigation communities, hunting societies and Town Halls, in order to share points of view, interests and potential needs, thus allowing us to evaluate the expectations of our main Stakeholders in the local environment.

More specifically, Grupo Jorge's work in this area is focused on the following aspects:

Association or sponsorship actions

Grupo Jorge's work in this area is constant throughout the year. The objective of this work is to promote healthy habits (contributions/sponsorships to sports associations) and contribute to the development of research and education (participation in scholarships and research projects).

In this way, during 2022 Grupo Jorge has developed the following sponsorship actions, for a total amount of €58,195.79 (2021: €52,030):

- Sponsorship of the Casademont de Zaragoza basketball team
- CD Zuera
- CD Castejon de Monegros
- CD Bajo Gállego basketball
- Mollerusa amateur football

In this context, the Group's activity is consistent with objectives 1, 2, 3, 4 and 8 (target 8.6.) of the SDGsset by the UN.

Contributions to foundations and non-profit entities

Grupo Jorge has been collaborating for some time with foundations and non-profit organizations, especially with those that have a closer link with the territories in which it carries out its activity.

Thus, during 2022 the Group has collaborated with the following entities, either through economic contributions or "in kind", delivering the final product, always with the aim of helping to cover possible social needs (collaboration with soup kitchens, social work of parishes, etc.):

- Caritas Diocesana Zaragoza
- ASPANOA
- ATADES
- Ukrainian war humanitarian aid
- Aid to the municipalities of Moros and Ateca (Zaragoza) during the fire of 2022
- Foundation for the Global Compact
- ADISLAF Foundation
- Food Bank Foundation of Zaragoza
- Chair with the University of Zaragoza
- ESIC Scholarships
- Fauna Rehabilitation Group Autochthonous (GREFA)
- Ecology and Development Foundation
- Jorge Group Business Foundation
- Biomedical Research Institute Foundation from Lleida
- Francisan Conceptionists Monastery
- Sisters. Hospitallers of the Sacred Heart of Jesus
- Piarist Fathers
- Little Sisters of the Poor of Reus
- Marianist Action Foundation
- Médecins Sans Frontiéres
- Parque Goya Zaragoza neighborhood festivals
- Festas dels Tonis of Sta. Eugenia de Berga

The total amount of these collaborations has risen to €256,411 (2021: €396,252).

These actions are in line with SDG 2 and specifically involve taking into consideration and developing of goals 2.1. and 2.2.

Contribution to the development of sustainable cities and communities

Throughout 2022, Grupo Jorge continued with its project related to the promotion and safeguarding of cultural heritage, contributing to the achievement of goal 4 of objective 11 of the SDGs through the conservation of a collection of works of art mainly linked in origin to the main territories where our activity is carried out: Aragon and Catalonia.

Goal 4 specifically requires "Redoubling efforts to protect and safeguard the world's cultural and natural heritage". This goal is an end in itself, but it is also a means to achieve other SDGs due to its marked transversal nature, to the extent that it entails the achievement of other SDGs and viceversa: culture is directly related to the three fundamental areas in which the SDGs operate (economic, social and environmental), areas that in turn directly affect the work of promoting and safeguarding cultural heritage.

Recognize culture as a vehicle for transmitting values such as diversity, freedom, peace, tolerance and solidarity, allows us to actively contribute to the promotion of a more sustainable, free and inclusive. Art, as a creative act in itself, is one of the main expressions of freedom and, as As such, it must be claimed within a society that aspires to reduce inequalities and promote equality. And social cohesion.

The choice by Grupo Jorge of the criterion of connection with the territory as the axis of this work of promotion and safeguarding of cultural heritage, is no coincidence. As we have already had the opportunity to comment previously, the Group's commitment to the territory in which it carries out its main activity is one of the aspects that best defines our culture.

Both the authorship of the works, and in many cases the theme itself, undoubtedly contribute to the consolidation of a sign of its own, cultural identity, rooted in the territory and which, in turn, provides dynamism. From an economic point of view (for example, with the creation of cultural circuits with evident attractions for tourism and promoting local employment) and social, being a factor of innovation as a cultural and educational driver.

5.7. Tax information

9.4.1. Benefits obtained country by country. Taxes on profits paid

Consolidated result	2022	2021
Spain	93.069	46.973
France	120	106
Romania	87	2
Portugal	(7)	(6)
Total	**93.269**	**47.075**

Regarding the amounts paid in 2022, the details of the information are included in the following table :

Corporate tax (cash criterion) (thousands of €)	2022	2021
Payments and collections for corporate tax	15.818	16.738
Total	**15.818**	**16.738**

Continuing with the initiative developed with respect to fiscal year 2021, in the consolidated Corporate Tax corresponding to 2022, pending presentation at the date of publicationof this report, we can confirm that Grupo Jorge is going to allocate 0.7% of the resulting full quota for social purposes.

5.7.2. Public subsidies received

The total amount of public capital and operating subsidies received by the Group to which it is made reference to this document during 2022 has been 2,308,728 euros (2021: 2,809,389 euros), mostly granted by the Autonomous Community of Aragon.

Annex I

Annex I

Table of compliance with Law 11/2018, of December 28

The table below shows the pages of this document in which you can find the information required by Law 11/2018, of December 28, regarding non-financial information and diversity:

Content	Sections	Associated GRI Index
Business model		
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Markets in which the company operates	2	2-6
Objectives and strategies	2	3-3
Factors and trends affecting evolution	2	3-3
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Global		
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Circular economy and waste prevention and management		
Initiatives aimed at promoting the circular economy	5.3.2	3-3
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Raw materials: consumption and measurements	5.3.3	3-3 / 301-1
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Climate change		
Greenhouse emissions	5.3.4	3-3 / 305-1 / 305-2
Adaptation measures to climate change	5.3.4	3-3
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Annex I

Social and personnel issues		
Employment		
Total number and distribution of employees by sex, age, country and professional classification	5.2.1	3-3 / 2-7
Total number and distribution of employment contract types	5.2.1	2-7
Annual average of permanent contracts and temporary contracts and part-time contracts by sex, age and classification professional	5.2.1	2-7 / 405-1
Number of dismissals by sex, age and professional classification	5.2.1	401.1
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Wage gap, the remuneration of equal or equal jobs average of the company	5.2.1	3-3 / 405-2
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Work organization	5.2.2	3-3
Number of hours of absenteeism	5.2.2	3-3
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Balance of collective agreements in health and safety in the work	5.2.4	403-4
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Total number of training hours by professional categories	5.2.5	404-1
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Annex I

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Profit obtained country by country before taxes	5.7.1	207-4
Income taxes paid	5.7.1	207-4
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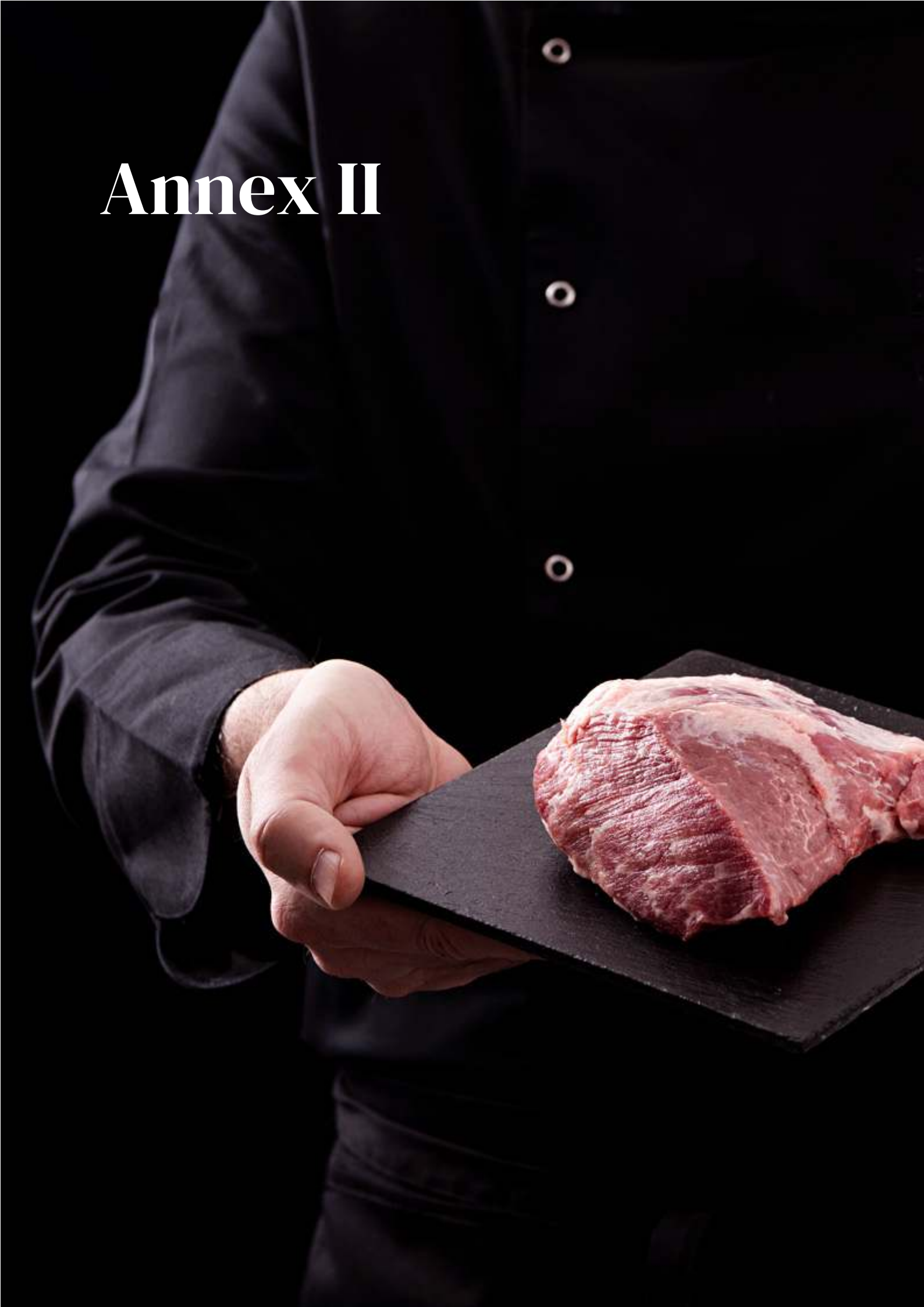
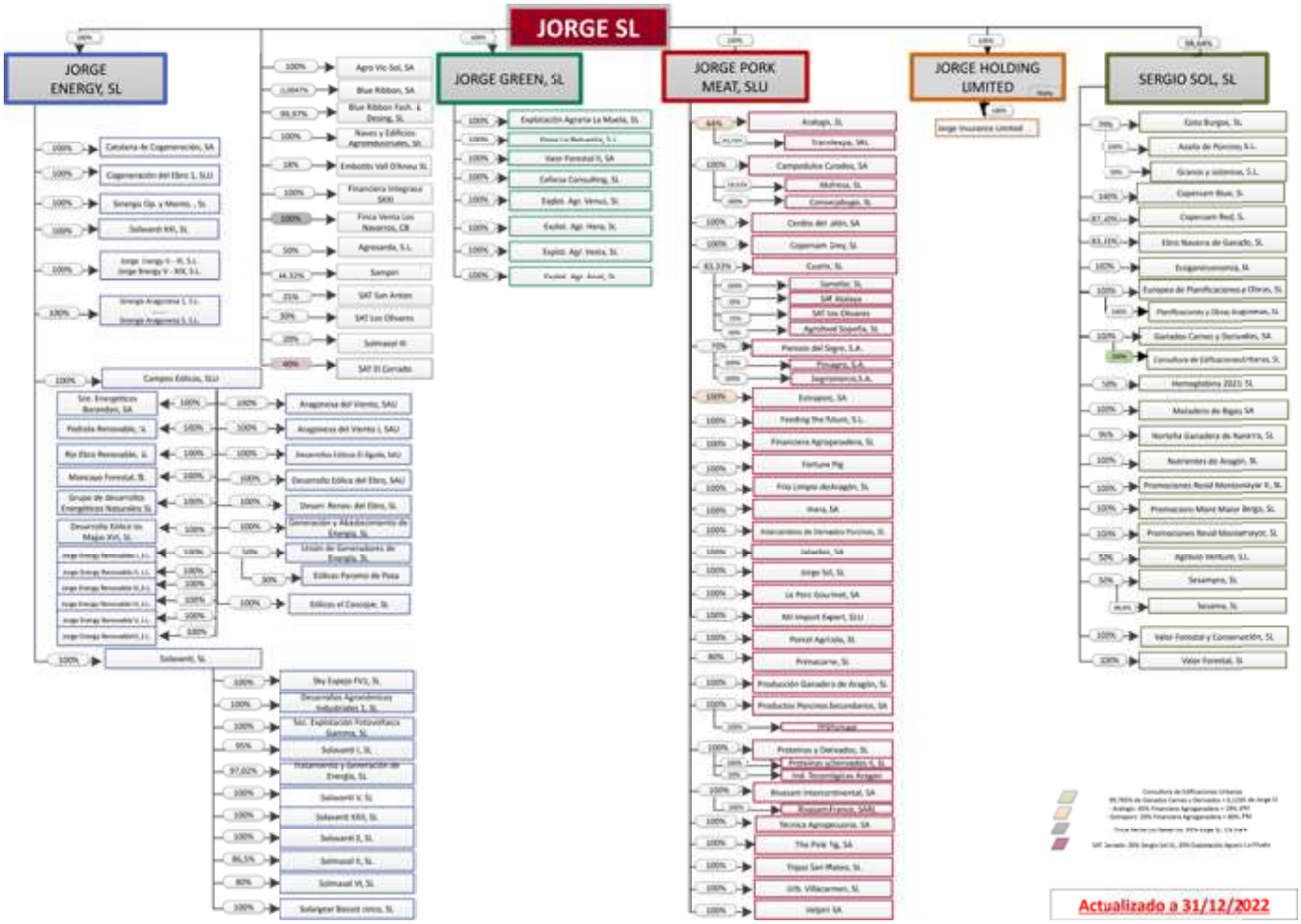
Annex II



Annex II

Business organigram of the Structure of Grupo Jorge



Formulation of the non-financial information statement Consolidated sustainability report for the year ended December 31, 2022.

Meeting of the Board of Directors of Jorge, S.L. and dependent companies, on March 31, 2023, and in compliance with Law 11/2018, of December 28, proceeds to formulate the Non-Financial Information Statement. Consolidated Sustainability Report for the year ended December 31, 2022, which has been approved by Mr. Sergio Samper Rivas as CEO, by delegation ofthe members of the Council.

Signatories

D. Jorge Samper Rivas **Signature:**

President

D. Sergio Samper Rivas **Signature:**
Spokesperson

Dª. Olga Samper Rivas **Signature:**
On behalf of Gestión Spaniaros, S.L.

D. Manuel García Borrego **Signature:**
Spokesperson

Dª. Carmen Samper Rivas **Signature:**
Secretary

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