

**COMPREHENSIVE  
ENVIRONMENTAL POLICY**

**AUDIT AND  
CONTROL  
COMMITTEE**

## **COMPREHENSIVE ENVIRONMENTAL POLICY OF THE DEOLEO GROUP**

### **1. Purpose and Objectives**

This policy defines the environmental action framework of the Deoleo Group (hereinafter also "Deoleo"), establishing the commitments, principles and objectives to reduce our environmental impact, manage risks and take advantage of opportunities in the field of sustainability. We seek to lead the olive oil sector towards a more resilient and regenerative model.

### **2. Scope**

It applies to all operations carried out by the companies and other entities that make up the Deoleo Group, as well as to its entire value chain, from the agronomic phase to final distribution. It includes suppliers, contractors, *co-packers (third-party manufacturers)* and other collaborating entities.

### **3. Responsibility and approval**

This document will be approved by the administrative body of Deoleo Global, S.A., as well as by the Board of Directors of Deoleo, S.A., the parent company of the Deoleo Group, which will have ultimate responsibility for this policy. The Multidisciplinary Sustainability Group<sup>1</sup> is responsible for its implementation, monitoring and annual updating, working in coordination with all functional areas.

### **4. Environmental Commitments**

Deoleo is committed to:

- **Mitigate climate change:** Advance in the measurement and mitigation of its carbon footprint, reducing Scope 1, 2 and 3 GHG emissions by 2032.
- **Sustainable water management:** Improving water efficiency in our factories and promoting efficient water use in olive groves and oil mills.
- **Implementing a circular economy and minimizing waste:** Consolidating "Zero Waste" certification in all our factories, minimizing the use of virgin plastic

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<sup>1</sup> Multidisciplinary Sustainability Group: this is the body that acts as the main operational entity in defining and evaluating the Deoleo Group's sustainability strategies. It is made up of executives from various areas of the Company, which allows for a comprehensive view of ESG challenges. Its work focuses on identifying and managing the impacts, risks and opportunities arising from Deoleo's activity and its value chain. It also reports in a structured manner to the Chief Executive Officer and the Appointments and Remuneration Committee.

materials, promoting the recyclability of packaging and increasing the use of recycled materials, such as rPET.

- Protect biodiversity: Prevent deforestation, protect ecosystems associated with our operations and promote regenerative agricultural practices.
- Promote energy transition: Gradually increase the use of renewable energy until we reach 100% in all our direct operations.
- Be transparent: Publish annual information on our environmental performance, including key indicators, objectives and progress, in line with applicable requirements.
- Set environmental goals: Define quantifiable and time-bound objectives, with short-, medium- and long-term horizons, reviewed periodically in line with the evolution of our impacts, risks and opportunities.
- Implement continuous improvement: Drive continuous improvement through innovation, the adoption of best practices and the training of our staff.
- Strategically integrate environmental policy: Include environmental performance analysis in the Company's strategic and operational decision-making.

These commitments will be implemented through specific instruments at different links in the chain and, in particular, through:

- The *Deoleo Sustainability Protocol*, which acts as an environmental policy applicable to the agricultural and extraction processes, with a particular focus on farmers and oil mills. This protocol establishes sustainable criteria and practices in people management, efficient water use, the application of agrochemicals, food quality and safety, energy efficiency, soil conservation and waste management. Its implementation ensures the consistency of this policy at the agronomic origin of olive oil.
- The *Supplier Sustainability Program*, applicable throughout the rest of the supply chain, includes the assessment and auditing of key suppliers' environmental performance. This program ensures that our partners comply with Deoleo's environmental standards, identifies opportunities for improvement and promotes actions aligned with our climate and circular economy objectives.
- The systematic management and rigorous compliance with our environmental commitments in our factories and headquarters, which are supported by the Environmental Management System (EMS) certified under the ISO 14001 standard. This certification provides us with a framework to continuously monitor and improve our environmental performance, ensure the efficient use of resources in our daily operations and guarantee compliance with current regulations.

## 5. Reference Framework and Alignment

Within the Deoleo Group, the environmental policy is used as an internal reference framework and is aligned with the Code of Conduct, the Human Rights Policy and the Risk Control and Management Policy.

Likewise, the environmental policy is inspired by and aligned with the following environmental regulations, standards and objectives:

- ISO 14001 standards.
- *Science-Based Targets* initiatives (SBTi and SBT-FLAG).
- EUDR Regulation (deforestation-free products).
- United Nations Sustainable Development Goals (SDGs).
- ESRS requirements under the CSRD Directive.
- Zero Waste Certification

## 6. Stakeholder Engagement

Deoleo involves its *stakeholders* (employees, farmers, suppliers, customers, investors) in the design, implementation and monitoring of this environmental policy through:

- Regular consultations and surveys.
- Transparent communication.
- Inclusion of ESG (Environmental, Social and Governance) criteria in the selection and evaluation of suppliers.

## 7. Monitoring and Evaluation

The Multidisciplinary Sustainability Group, which reports to the Director of Sustainability, will be responsible for the annual monitoring of key indicators, including emissions, energy and water consumption, waste management and progress towards circular economy targets, among others. This body will also be responsible for periodically reviewing this policy, incorporating any necessary updates in response to regulatory or strategic changes.

The Audit and Control Committee will be responsible for supervising the fulfilment of these functions, ensuring the correct application and monitoring of the commitments established.

## 8. Communication and Disclosure

The policy will be:

- Published on Deoleo's corporate website.
- Included in the consolidated non-financial information statement and sustainability information.
- Shared with employees and *stakeholders* through training and reports.
- Disseminated in the company's working languages.

December 2025