

*Sustainability*

# report



2024





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# Message from the CEO

Dear all,

I am delighted to share with you the **2024 edition of our Sustainability Report**, a year that represents a turning point in the implementation of Cerealto's Strategic Sustainability Plan.

This has been a year of **consolidation and sustainable growth for our business**. We reached turnover of 526 million euros, an increase of 6% over the previous year, with production that has exceeded 243,000 tonnes and a recurring EBITDA of 47.3 million euros, 74% up on the previous year. These results put us in a sound position to deliver our ambitious 50 million Euro Expansion and Investment Plan for 2025, focused on efficiency, industrial capacity and sustainability.

Our **commitment to ESG** (Environmental, Social and Governance) principles are stronger than ever. Within the framework of our **Strategic Sustainability Plan**, we have made progress in a number of key areas. These include the approval of our new Sustainability Policy and adherence to the United Nations Global Compact, as well as access to sustainable financing aligned with our commitments. We calculated and verified, for the first time, our carbon footprint across all three scopes, achieved the declaration of conformity for "zero waste to landfill" at most of the Group's sites and defined the Sustainable Packaging Strategy 2025-2028. We also updated the Code of Conduct for Suppliers, strengthened ethics training and

our regulatory compliance policies. At a social level, we donated more than 223,000 kilos of products to food banks, charitable and social causes. More than 170 people with disabilities joined our team, enriching a workforce that now includes 47 nationalities. Finally, we have achieved 89% recruitment at source.

In 2024, we integrated Hill Biscuits in the UK into our Group.

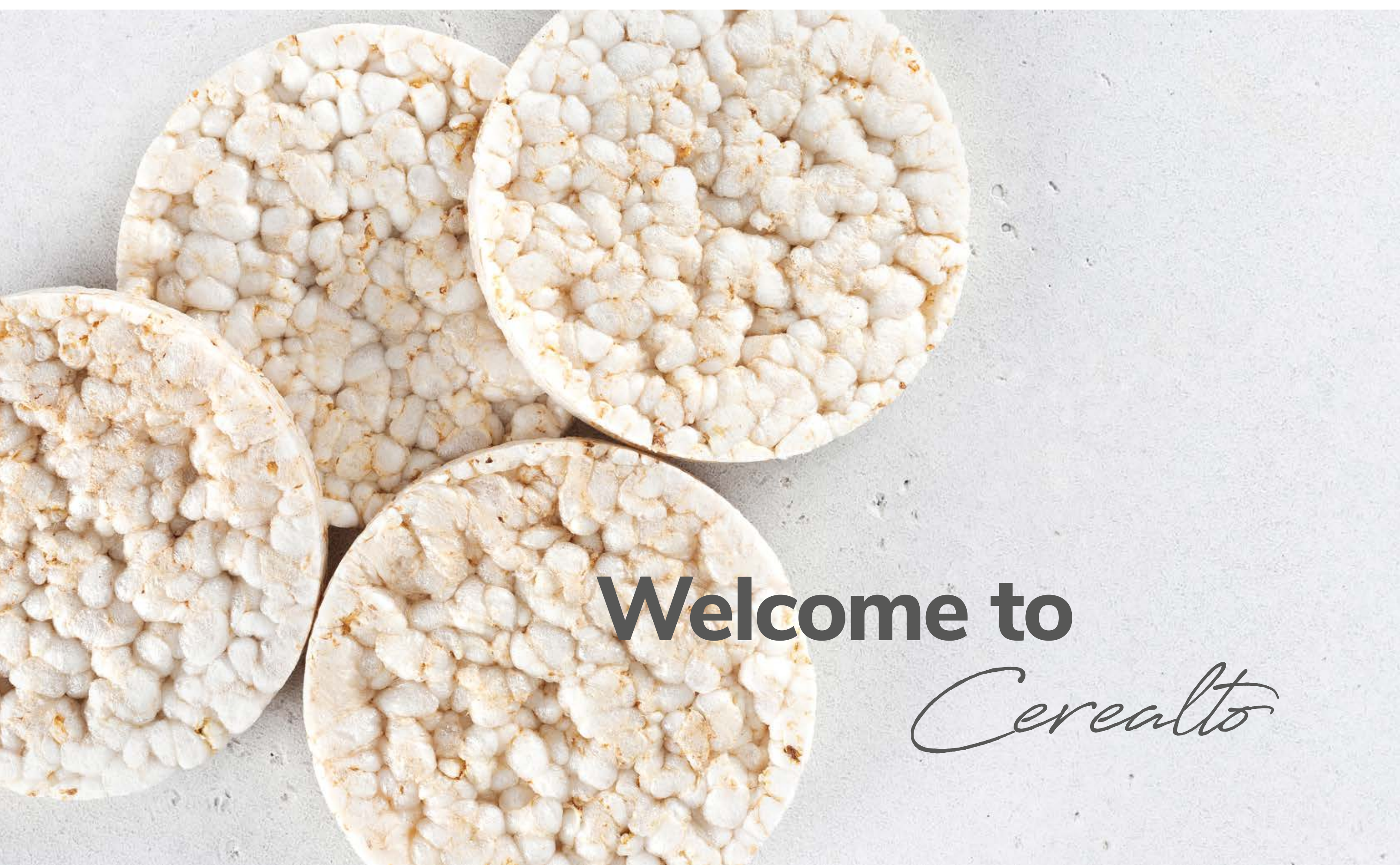
**We want to be the partner of choice for our clients, with high quality products, at the best price and with a positive impact on society.**

With a workforce of more than 3,200 people and more than 12,000 hours of training, our employees are at the heart of our progress. Together, we are building a global, diverse company that is ready to meet the challenges of the future.

I would like to close this message **by saying thank you to everyone** whose daily commitment makes this possible, and also our clients, suppliers, local communities and institutions for their support.

**Bosco Fonts**  
CEO of Cerealto





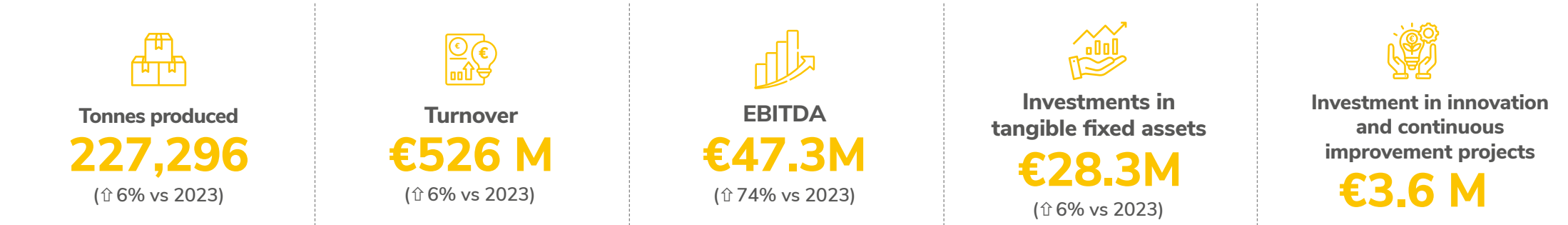
**Welcome to**

*Cerealto*





We want to be the partner of choice for our strategic clients based on quality, price and innovation, guaranteeing the sustainability and future of the Group.





# Specialist Manufacturer

We are a leading manufacturer of third party brands in the biscuits, breakfast cereals, snacks and pasta categories

## Our products

Cerealto has **10 production centres** in **5 countries**, as well as a sales office in the United States and exports to **34 countries** around the world

Biscuits



Breakfast Cereals



Snacks



Pasta



Pancakes



Europe's leading  
cereal product  
manufacturer



This year, we acquired Hill Biscuits through Cerealto UK, a British company specialising in the manufacture of own-brand and third-party sweet biscuits. This acquisition will enable us to expand our presence in the UK, Ireland and other export markets

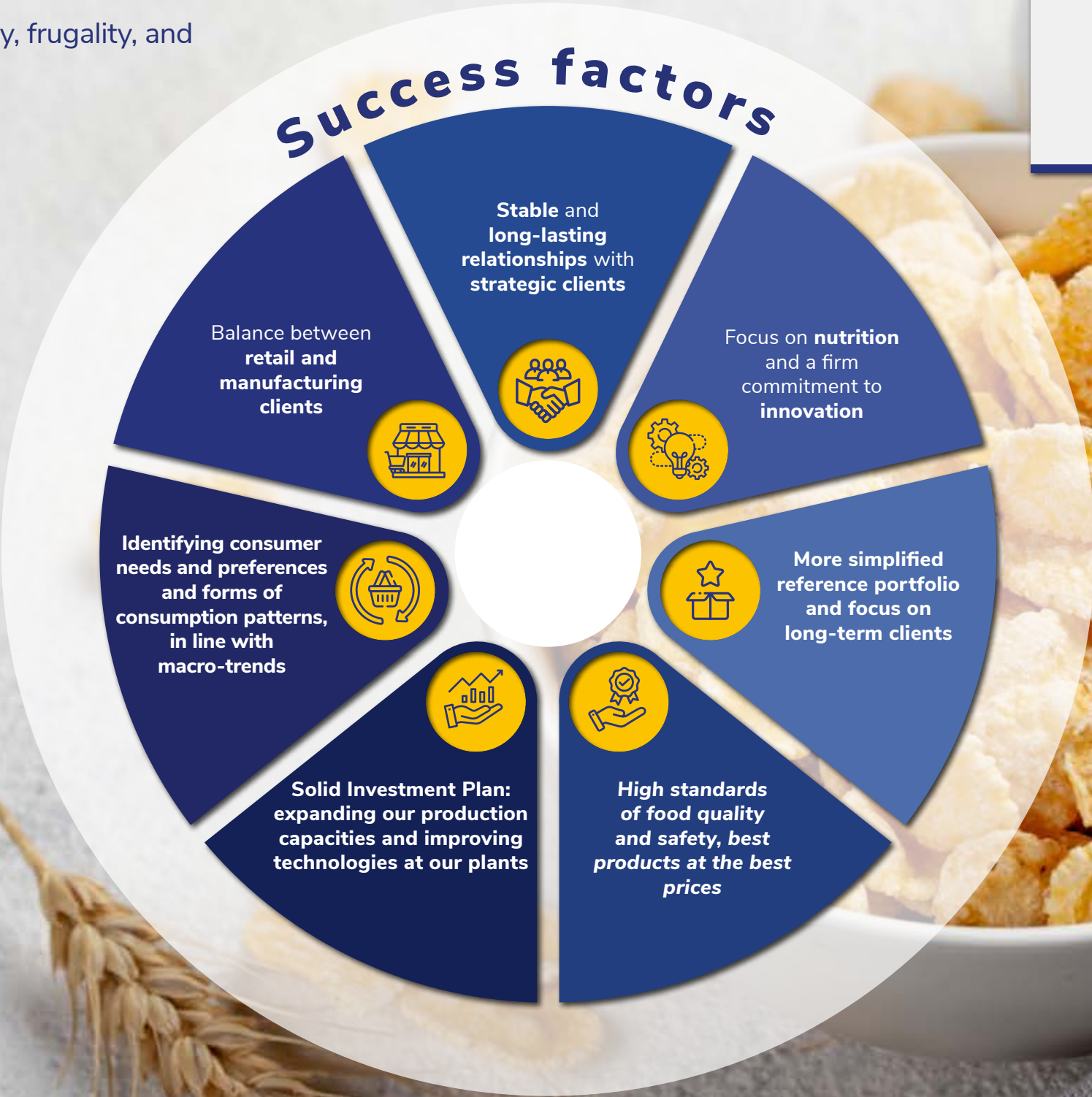


# Our clients and success factors

Guided by our values—quality, agility, frugality, and respect—our growth is built on:



We have developed the ability to continuously adapt to our environment, with a strong client focus and a commitment to improving our competitiveness.



**Retail**  
Large distribution chains

**Contract Manufacturing**  
Food manufacturers with own brands



# Our operating model

Focused on growth, efficiency, quality and maximisation of resources.  
Supported by our professionals, technology and measurement:



# Digital transformation and cybersecurity

This year our Digital Transformation Plan focused on:

1

**Process automation and efficiency**

- > Automation of digitalised purchase invoices and Robotic Process Automation (RPA).
- > Modernisation of the data analytics platform with new Master Data AI functionalities.
- > Rollout of the travel expenses digitalisation platform.

2

**Infrastructure consolidation and application modernisation**

- > Renewal and consolidation of IT infrastructure (servers, equipment, etc.).
- > Evolution of the "Paperless Factory" platform and digitalisation of new processes: corporate spare parts inventory process.

3

**Cybersecurity**

The Group has an Information Security Management System (ISMS) based on the ISO 27001 standard and an Information Security Committee.

Main actions over the year:

- > Assessing and calibrating resilience to ransomware.
- > Training sessions on cybersecurity aspects.
- > Training for new recruits.



A woman with dark hair, wearing a green turtleneck and an orange cardigan, holds a large, vibrant green heart-shaped leaf against her chest. Her left hand is placed over her heart, and her right hand holds the leaf. The background is a soft, out-of-focus grey.

*Sustainability*

**at the heart  
of our business**





Our commitment  
to sustainability:  
ESG Strategic Plan 2024

At Cerealto, sustainability is a shared  
commitment that shapes our work  
across all areas and underpins every  
business decision.







The Sustainability Committee is a key element in driving this commitment.

Represented at the highest level across all areas of the Group, the committee oversees sustainability management and ensures alignment with business priorities. To advance the strategy, dedicated working groups focus on areas of special interest, including carbon footprint, water and plastics.



**+15**  
working group  
meetings



**4**  
strategic  
pillars



**18**  
lines  
of action



**+8**  
Sustainability  
Committee  
meetings



**100%**  
compliance with  
Sustainability  
Plan



- Bosco Fonts** CEO. Chairman of the Sustainability Committee
- Jorge del Barrio** Health & Safety and Environmental Director
- Marta González** CFO.
- Javier Leal** COO.
- Julia Gallego** Communications Director
- Sergi Varea** Purchasing Director
- Lucía Fuentes** Strategic Projects Director
- Alfonso Arroyo** Product Development Director
- María Tola** Quality Director
- Juan Manuel García** Digital Transformation Director
- People and Organisation Director
- Internal Audit and Risks Director



## Dual materiality analysis

Last year, Cerealto conducted a materiality analysis to define the most material sustainability issues for the Group.

This exercise followed the double materiality approach, which involves evaluating both the risks and opportunities ESG (Environmental, Social and Governance) issues present to the Group's value (financial materiality), and the impacts of these issues on people and the planet (impact materiality). Looking ahead, next year we will carry out a complementary exercise to align with EFRAG's IG1 guidance, preparing for future reporting requirements and the design of our new Strategic Sustainability Plan.

### Overview of Critical, Priority and Important ESG issues by scope

ESG aspect	Material issues	Classification	
G G G G S S E E E	Product quality and safety Innovation / Technology Raw material sourcing Responsible labelling Occupational health and safety Quality employment Energy management Climate change Circular economy	<b>Critical</b>	
G G S S S	Privacy of information Customer satisfaction Stakeholder dialogue management Talent management Nutrition and health	<b>Priority</b>	
G S S E	Supply chain management Diversity, equality and inclusion Community impact Biodiversity	<b>Important</b>	



# Good *governance*





# Our values

Our values reflect the shared beliefs and ethical standards of our organisation. These are the drivers of our success and guide us in achieving our goals:

At Cerealto, good governance is a fundamental pillar in advancing responsible, sustainable management aligned with our values.



We integrate ESG (Environmental, Social and Governance) principles in all our decisions, promoting an organisational culture based on transparency, ethics and regulatory compliance.

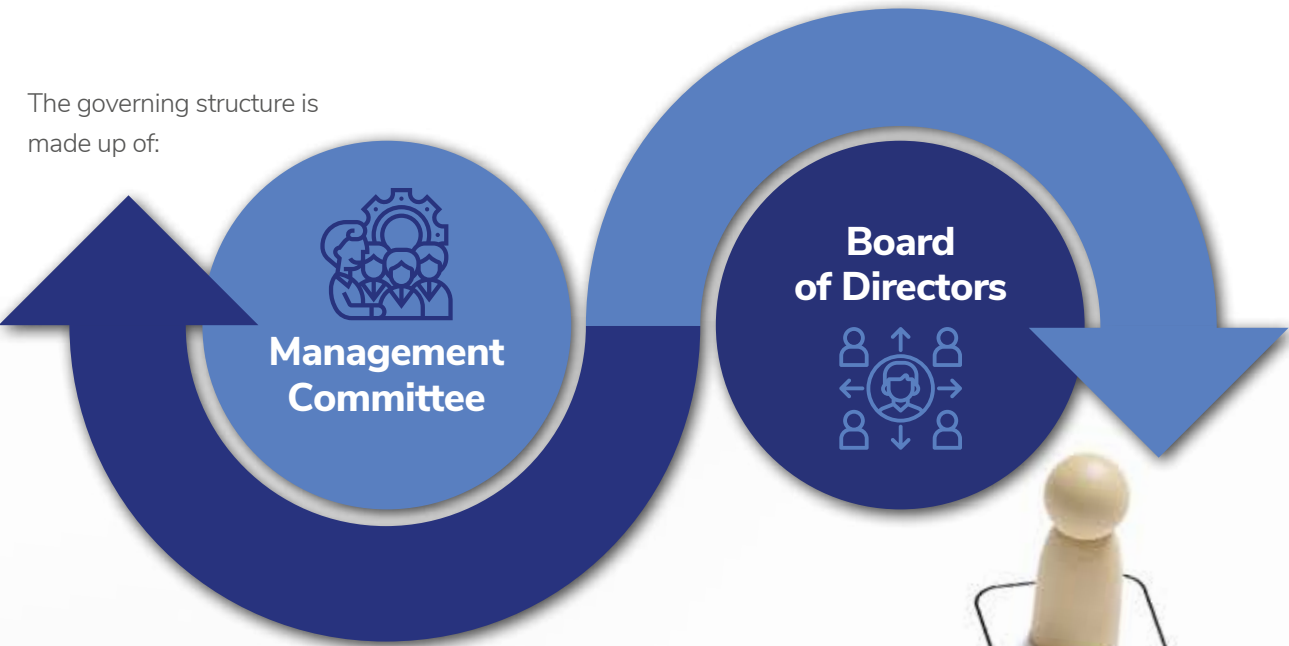




# Governance *model*

**Cerealto Global, S.L.** is the parent company of an international agri-food group, specialising in the development and production of cereal-based products for retailers and food brands.

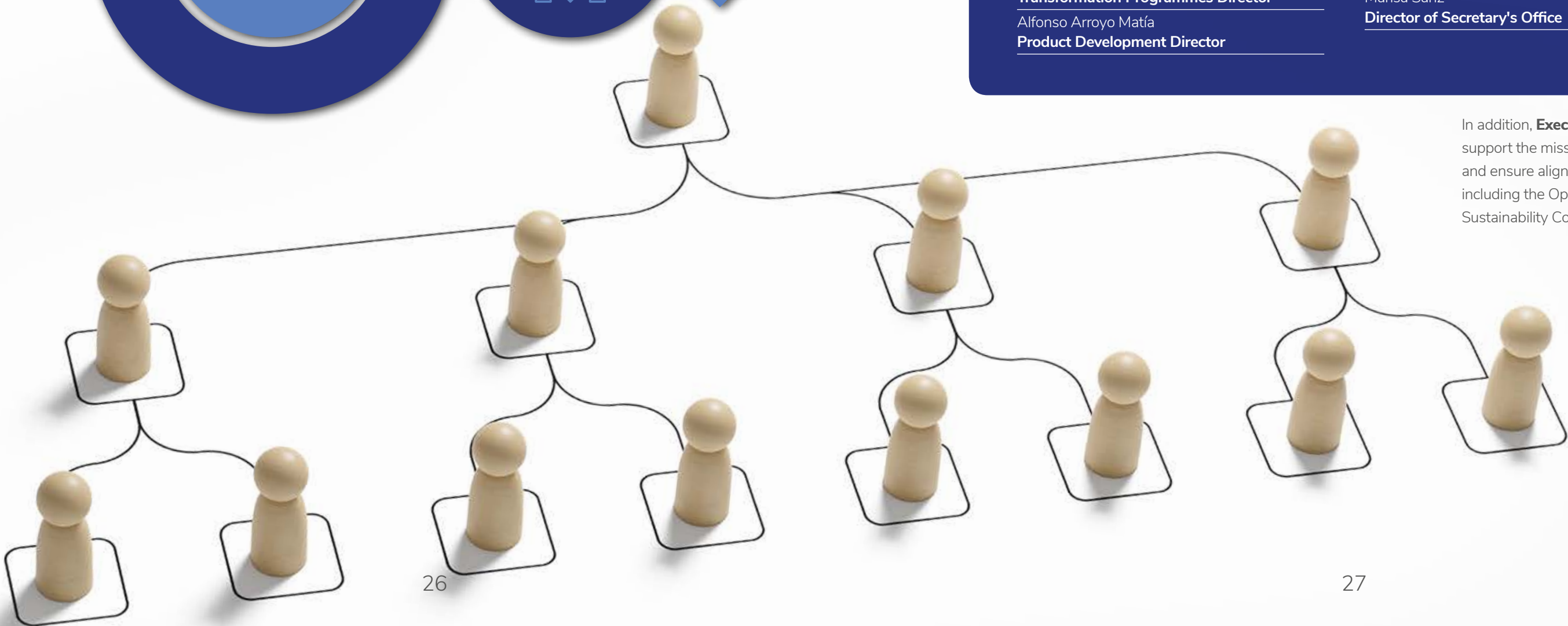
The governing structure is made up of:



The **Management Committee** is the Group's main governing body for defining and implementing strategies to meet our strategic goals and address key challenges. It is composed of the following members:

Cem Karakas, <b>Executive Chairman</b>	Olga Rodríguez <b>Mercadona Business Director</b>
Bosco Fonts <b>CEO</b>	Alejandro Vergara <b>Co Man and Export Director</b>
Marta González <b>CFO</b>	Patrice Siirainen <b>Commercial Director Europe</b>
Javier Leal <b>COO</b>	Julia Gallego <b>Communications Director</b>
Lucía Fuentes <b>Strategic Projects Director and Executive Committee Team Leader</b>	Sergi Varea <b>Purchasing Director</b>
Pablo Muñoz <b>Transformation Programmes Director</b>	Juan Manuel García <b>Digital Transformation Director</b>
Alfonso Arroyo Matía <b>Product Development Director</b>	Marisa Sanz <b>Director of Secretary's Office</b>

In addition, **Executive Committees** support the missions of specific areas and ensure alignment across teams, including the Operations Committee, Sustainability Committee, and others.





# Ethical management and compliance

At Cerealto, we foster an ethical culture based on integrity, transparency and respect. Our aim is to establish responsible and lasting relationships with all stakeholders, guided by these fundamental values.

The **Code of Conduct for Employees**, which was updated last year, is the cornerstone of the Group's Compliance Model. Its purpose is to reflect the Group's values and set out the principles that guide the activities of the Group and its employees. The Code applies to all Cerealto employees, regardless of their role, seniority, location, as well as to any individual or organisation with commercial ties to Cerealto.



To support this, the Group has implemented an **ethics and compliance management system** that ensures legal requirements are met while promoting conduct consistent with our corporate values.



To support its application, **a new confidential Whistleblower channel has been launched**, enabling employees and third parties to report any concerns. The channel is available via the corporate website and Group intranet.



In addition, the **Supplier Code of Conduct** has been updated and is pending approval by the Group's management, while the 2022 version remains in force until that approval is granted.



The **Whistleblower Channel** guarantees confidentiality and allows anonymous reporting. All reports are reviewed by the **Group's Regulatory Compliance Supervision and Oversight Body**, which is responsible for analysing, investigating and resolving cases.

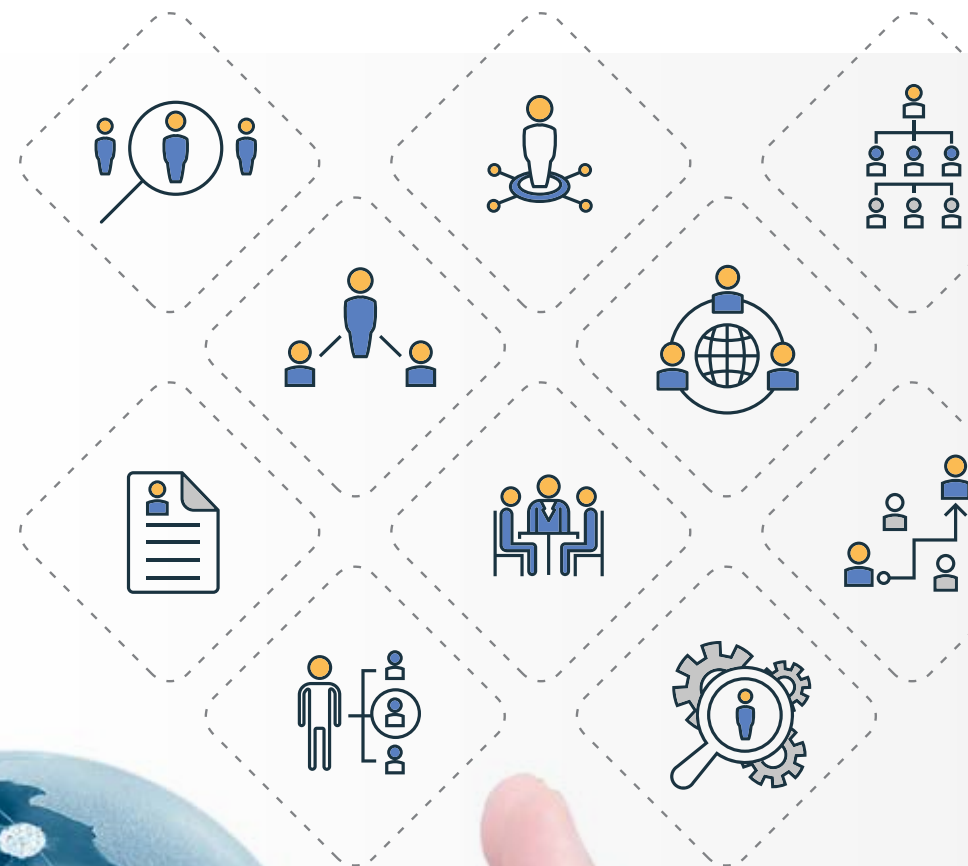




UNITED NATIONS  
**Pacto Mundial**  
Red Española

Cerealto **renewed its commitment to the ten principles of the Global Compact**, in which it commits to respecting recognised rules and principles in the areas of human rights, labour law, the environment and anti-corruption.

This year, **303 people were trained online in the prevention of criminal risks**, including all members of the Management Committee. Topics covered included fraud and bribery, corruption, fraud against public finances, environmental offences, the disclosure of secrets, personal and family privacy, money laundering, etc.



We are committed to the fight against corruption, bribery, money laundering and human rights.

## Human rights

We ensure compliance with fundamental human rights, avoiding participating in activities of any kind that do not respect these rights. To this end, we are firmly committed to not employing, either directly or indirectly, child labour or people who perform forced labour, nor allowing any form of discrimination or inhumane treatment both at Cerealto and in our value chain.



- Sustainability Policy
- Equality Policy
- Public statement against slavery and forced labour
- Whistleblower Channel
- Code of Conduct for Suppliers
- Criminal Risk Map

## Anti-corruption, bribery and money laundering

**Corruption and bribery** (whether involving public or private parties) are illegal. Any offer or acceptance of such practices by employees, even mistakenly, will be severely sanctioned. Employees must not offer or accept gifts, favours, services or any other form of compensation, in cash or in kind, that could compromise their objectivity or improperly influence commercial or professional relationships.



- Code of Conduct for Employees
- Code of Conduct for Suppliers
- Ethical and Responsible Management Policy
- Anti-corruption and Bribery Policy
- Whistleblower Channel
- Criminal Risk Map

## Money laundering

We work to prevent any illegal and/or criminal conduct by upholding a series of **commitments in areas such as: prohibition of bearer payments, formal identification of clients and suppliers involved in operations, proper documentation and record-keeping of sales and collaborations, seeking legal advice where required, ongoing knowledge of applicable regulations, and a clear structure of authorities in collection and payment processes, etc.**



- Prevention of Money Laundering and Financing of Terrorism Policy
- Code of Conduct for Employees
- Whistleblower channel
- Criminal Risk Map



A cyclist wearing a yellow jersey, black shorts, a blue helmet, and sunglasses is riding a road bike on a scenic path. The cyclist is holding a granola bar in their mouth. The background shows a clear blue sky, green trees, and a winding road.

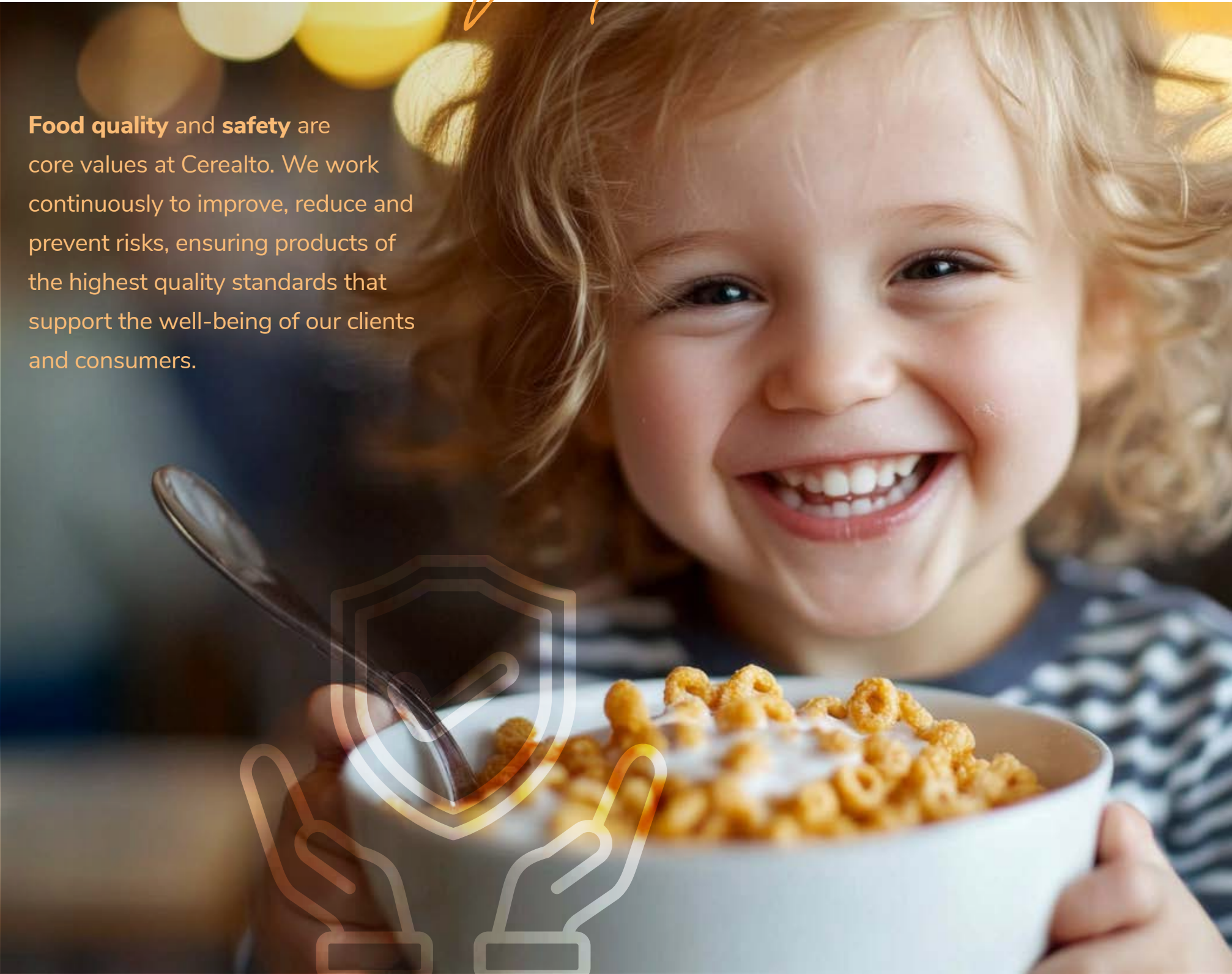
**Best product,**  
*highest quality*



# Food quality and safety













We focus on producing excellent products, prioritising food quality and safety at every stage.



**Food quality** and **safety** are core values at Cerealto. We work continuously to improve, reduce and prevent risks, ensuring products of the highest quality standards that support the well-being of our clients and consumers.

Our commitment is demonstrated through rigorous food safety and quality management systems, reinforced by international certifications that endorse our compliance with the highest standards and our dedication to excellence.

GFSI food safety certifications	
	Spain: VB1, VB2/VB6, VB3, Toro and Aguilar Portugal: Mem Martins
	Portugal: Mem Martins United Kingdom: Hill Biscuits y Worksop
	Mexico: Tepeji
Specific product certifications required by our clients	
	Spain: Aguilar
	Spain: VB1, Toro (until May 2024) and Aguilar.
	Spain: VB1 Portugal: Mem Martins United Kingdom: Hill Biscuits y Worksop
	Spain: VB1, VB2/VB6, Toro and Aguilar Portugal: Mem Martins United Kingdom: Hill Biscuits y Worksop
	Spain: VB4
	Spain: VB2/VB6
	Spain: VB2/VB6



Some actions and noteworthy results


2,741 hours in training actions in food quality and safety training



-50% claims per million units manufactured vs 2023



Satisfaction Survey 90.9% score between 4 and 5 (out of 5)



We have established a **Quality Plan** (2024-2027) built on three pillars: quality of origin, quality of process and quality of product.



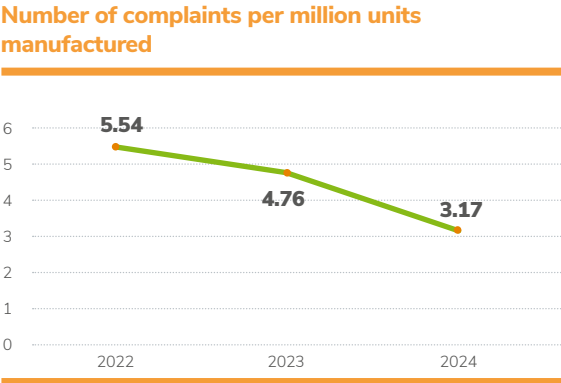
In parallel, we have developed a **Food Culture and Safety Plan** to further strengthen food safety practices across our production centres and embed this culture among all employees.



- Food Quality and Safety Culture Survey.
- Work plan on foreign bodies.
- Training:
  - To the Management Committee: Crisis Management procedure.
  - Internal:
    - > Food quality and safety, hazards, complaints, fraud, food defence and policy
    - > Specific groups on procedures and technical instructions and improvements in shared processes
  - External: quality teams
- Development of the Technical Instruction on Food Quality and Safety Culture.
- Improvement of the GMP (Good Manufacturing Practices) Training Plan for temporary employment agency employees, including verification activities.
- Employee engagement: promoting participation in quality observations, through suggestion box reminders.

Quality Plan

We have a digital system that allows us to register, manage and follow up on claims, complaints and their respective resolutions, called the **8D System (Eight Disciplines based on the RCA Root Case Analysis)**:





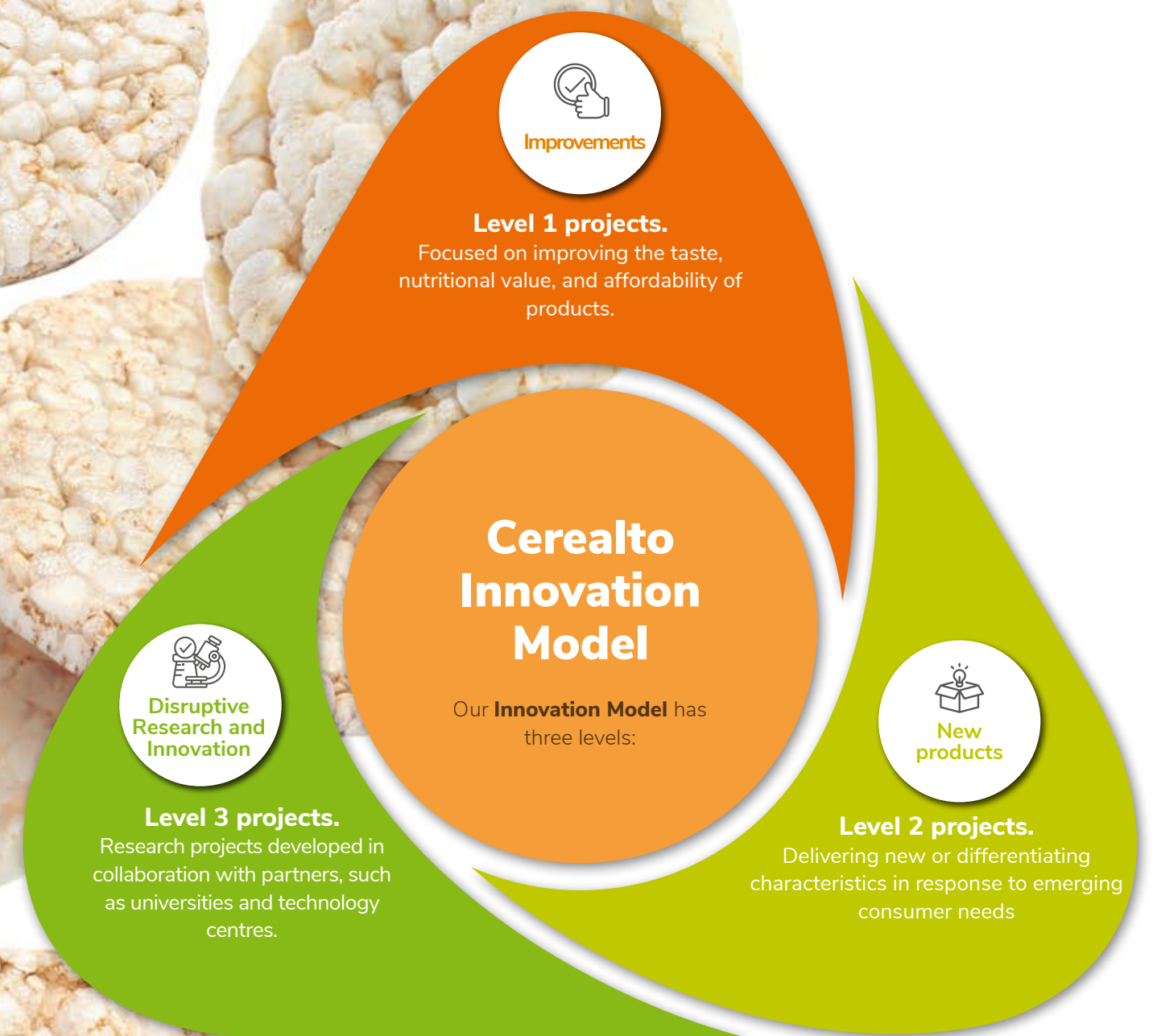
# Innovation at the service of our clients

Our differentiated offer  
is built on:




**€ 3.6  
million**  
(0.7% of Group turnover)  
**in innovation and  
continuous improvement  
projects**

We transform ideas into reality by  
developing competitive and sustainable  
products and processes that create value for  
consumers, society and the Group.






Our **Innovation Strategy** is designed to respond to the needs of consumers and clients in every market, guided by three key **macro-trends**:



**Circular sustainability**

With a global perspective on securing the future of humanity and the planet, we work to create a sustainable and healthy food environment. This includes encouraging responsible consumption and supporting consumer decision making - for example through projects to improve the **environmental performance of our packaging**.



**Awakening well-being**

Addressing the global need for accessible, enjoyable and sustainable food that enhances health and well-being

As part of our ESG strategy, we have launched the **Nutritional Plan 2024-2025**, a programme of product formulation and reformulation to deliver additional nutritional benefits.



**Resilient lifestyle**

Adapting to a changing world with innovations that make life easier, while maintaining the pleasure and experience of consumption.



This strategy is made possible thanks to the leadership and talent of our Product Development and Innovation team - specialists in ingredients, manufacturing technologies, and scaling, with cross-cutting expertise that enables us to deliver complete solutions for our clients and consumers.

Externally, we participate in the following **associations** and **working and innovation groups**:



**FIAB**  
FEDERACIÓN ESPAÑOLA  
DE INDUSTRIAS DE ALIMENTACIÓN  
Y BEBIDAS

**FIAB, Food for Life Platform**



**AECOC**

**Platform for Open and Collaborative Innovation (#PIA),**  
as one of the 20 companies that make up the platform



**PRODULCE**  
SABOREA LA VIDA

**PRODULCE Spanish Confectionery Association**



# Launches

We continuously strive to respond to consumer demand with a diverse range of differentiated products.

## Replacement and improvement projects



## Pasta

- Improvement in the taste and quality of pasta.



## Biscuits



## Cereal bars

- Nutritional improvement.
- Improvements in taste and nutrition.
- Competitiveness improvement.



## Cereals

- Improvements in taste and nutrition.
- Efficiency improvements



## Biscuits

- Improvements in product and process efficiency
- Improvements in taste and nutrition.
- Design changes
- Line and factory transfers



## Pancakes

- Competitiveness improvement



## Pancakes

- Competitiveness improvement





**94**  
**Biscuits/GFB**  
(Gluten-free bread)



**73**  
**Cereals/ Snacks**



**38**  
**Pasta**

## Incremental innovation projects



## Biscuits

- Launch of indulgent biscuits in Spain
- Ice cream biscuit range
- Biscuit with 20% fibre, made from wholemeal flour



## Cereal bars

- Mango bar with no added sugars or sweeteners







# Innovation Indicators



**Product launches 2024**



**48**  
new products



**19**  
range extensions



**138**  
improvements



**Laboratory and sensory**



**2,500**  
samples  
of flours and semolina analysed



**+300**  
samples of other raw materials analysed (chocolates, coatings, egg whites, gums, sugar, maize, rice, etc.)



**174**  
shelf-life studies  
conducted to monitor product physical and chemical stability



**Development of own methods of analysis**  
for raw materials and final product



**Support in quality plans**  
(review and update of technical data sheets, resolution of quality incidents, etc.)



**Open innovation**

**3**  
challenges presented  
in the **1st Open Innovation Challenges Call Agroaccelerator Castile and Leon 2024** related to nutritional improvements, waste reduction and sustainable packaging

**Presentation of the Conoce Project**  
(disruptive project focusing on new food products obtained based on technologies and neuroscience)

**THE AECOC PIA CHALLENGE 2024**  
A meeting forum aimed at improving the competitiveness of the value chain

**Pilot project to improve foreign body detection**  
in collaboration with an external company

**Open and collaborative innovation**  
with our clients and consumers

**Open Forum**  
"Consumer, trends, market and technology of Breakfast Cereals"





# Sustainable

*sourcing*



# A responsible supply chain

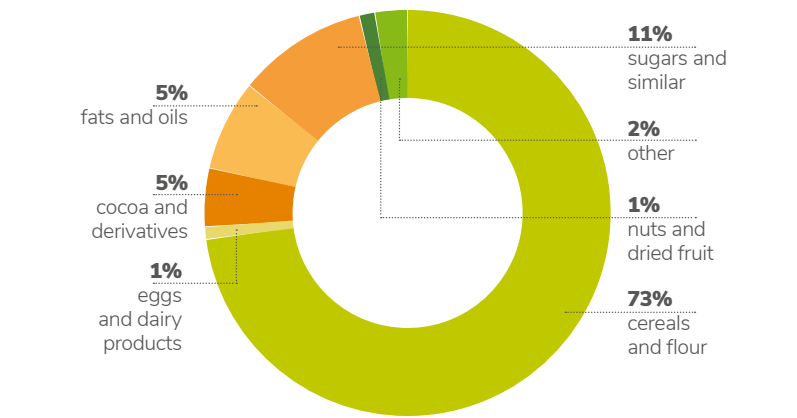


We share a sustainable model of excellence with our suppliers, built on common values, a shared vision and long-term commitment to achieve mutual goals and strong, lasting relationships.



90% of main suppliers (raw materials and packaging) are located in Europe, the remainder in the Americas (10%). All raw materials and packaging contracts are made globally via SAP ERP and DocuSign.

% of raw materials in 2024 by category





# Supplier approval and evaluation

The Group's Supply Chain and Global Purchasing Model includes a system for the approval and evaluation of suppliers

Approval

Food quality and safety.

- Food safety questionnaires (technical data sheets, allergen management, flow charts, Hazard Analysis and Critical Control Points HACCP, etc.).
- Identification of potential safety legality, allergens, foreign bodies, microbiological and product quality risks.
- Raw material and fraud risk analysis.
- Global Food Safety Initiative (GFSI) certifications.
- Material testing.
- On-site audits if required.

Environmental, Social and Governance (ESG) analysis

- Supplier audit checklist: waste management, ethical and social responsibility.
- Location of countries of manufacture, human rights record and risk ratings (Worksop).

Evaluation

✓☆☆☆

✓☆☆

✓☆☆

We conduct a monthly evaluation of claims associated with our suppliers, classifying suppliers into class A, B or C.

50

Relevant data 2024

Supplier audits

42% of suppliers adhering to the Code of Conduct

60 audits of suppliers at Iberia plants

GFSI supplier certifications

Iberia	Hill Biscuits	Worksop	Tepeji
97% of raw material manufacturers.  100% of primary packaging suppliers	99% are GFSI accredited	94.5% are GFSI accredited	98.5% of raw material manufacturers  35,7% of primary packaging suppliers

Sustainable sourcing

Palm oil % Roundtable on Sustainable Palm Oil (RSPO)	100% Worksop 100% Hill Biscuits 23% Iberia
Cocoa % Rainforest Alliance	100% en Hill Biscuit 67% Cocoa powder, 21% milk chocolate in Worksop 1% Iberia
Compound % RSPO and Rainforest Alliance	66% Rainforest Alliance Iberia 42% RSPO Iberia
Pure Choco % Cacao Rainforest Alliance	4% Iberia

51



Natu<sup>re</sup>





# Caring for the Planet



Looking after the environment is at the heart of how we grow sustainably.

Our environmental commitments, set out in the **Environmental Policy**, form one of the key reference frameworks for the **Cerealto Sustainability Policy**.



In 2024, **all of our production centres in Spain were successfully recertified under ISO 14001**, achieving excellent results that reflect the strong level of environmental management across our plants. As part of our sustainability strategy, this certification will be progressively extended to additional sites in the coming years.

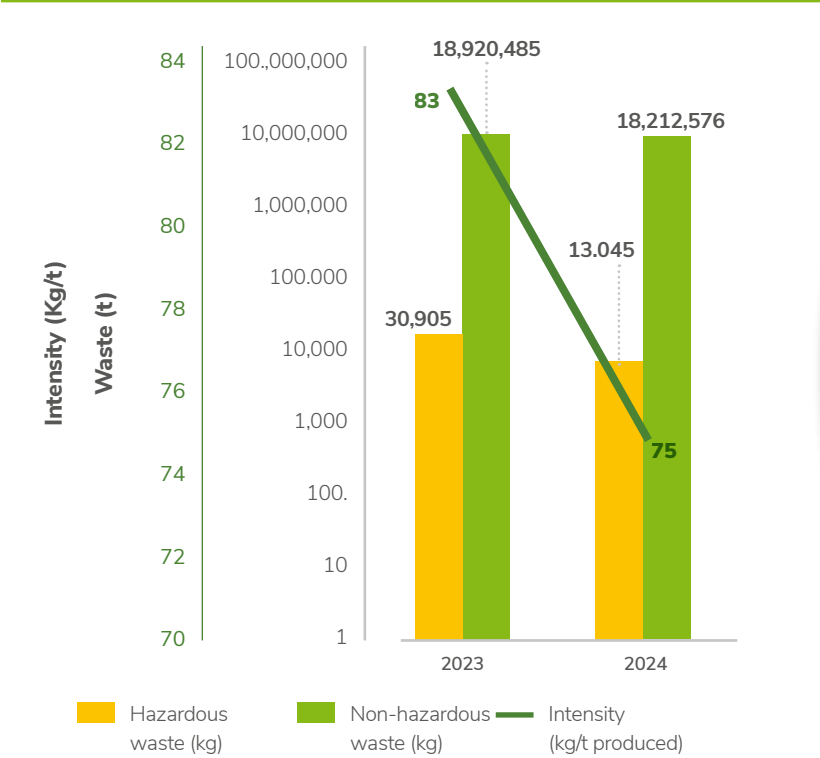




# Circular Economy Model

At Cerealto, we have a **Circular Economy Model** that drives efficient use of resources, with a particular focus on packaging. This model minimises waste generation and prioritises recovery, ensuring that none of our waste ends up in landfill.

Waste generated and intensity (2023-2024)



Almost **10%** reduction in tonnes of waste per tonne of product produced vs 2023

**98%** of waste recovered: **74%** of hazardous waste + **98%** of non-hazardous waste

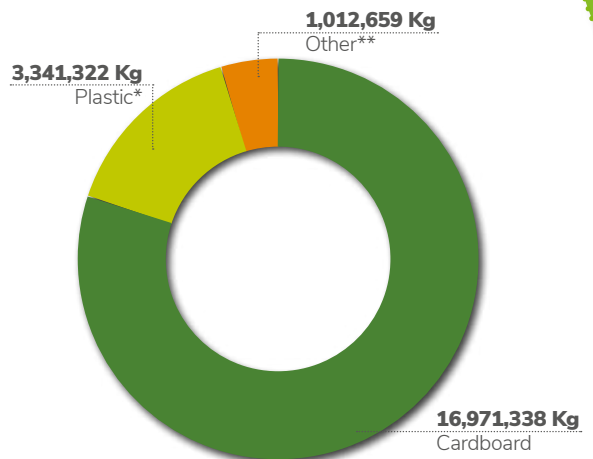




# Sustainable Packaging Strategy 2025-2028

In 2024, we conducted a full assessment of **plastic, paper and corrugated cardboard usage in our packaging**, laying the foundation for our Sustainable Packaging Strategy 2025-2028:

## Acquisition of containers and packaging



\* Including film paper  
\*\* Includes glues, labels, pallets, etc.



The Innovation area has developed projects that involve an environmental improvement in the containers and packaging of our products, which are planned to be launched in 2025: **sustainable multilayer film alternatives, evaluation of new formats and materials and change of film micronage**





# Fight against *Climate Change*

## Carbon footprint

In 2023, the Group's carried out its first, **externally verified calculation of its carbon footprint, covering Scope 1, Scope 2 and Scope 3 categories identified as material** to our industry and activities.

This baseline assessment allows us to diagnose the sources of our emissions and prioritise actions to reduce their impact. The results for 2023 will therefore serve as the baseline on which we will set our medium- and long-term greenhouse gas reduction targets, forming the foundation of our decarbonisation plan.



"We are working on mitigation, adaptation and energy efficiency measures, while promoting renewable energy, with our goal of reducing our emissions in line with the Paris Agreement".



Reduction of  
**10.5%**  
TnCO<sub>2</sub>eq/Tn  
manufactured

vs 2023

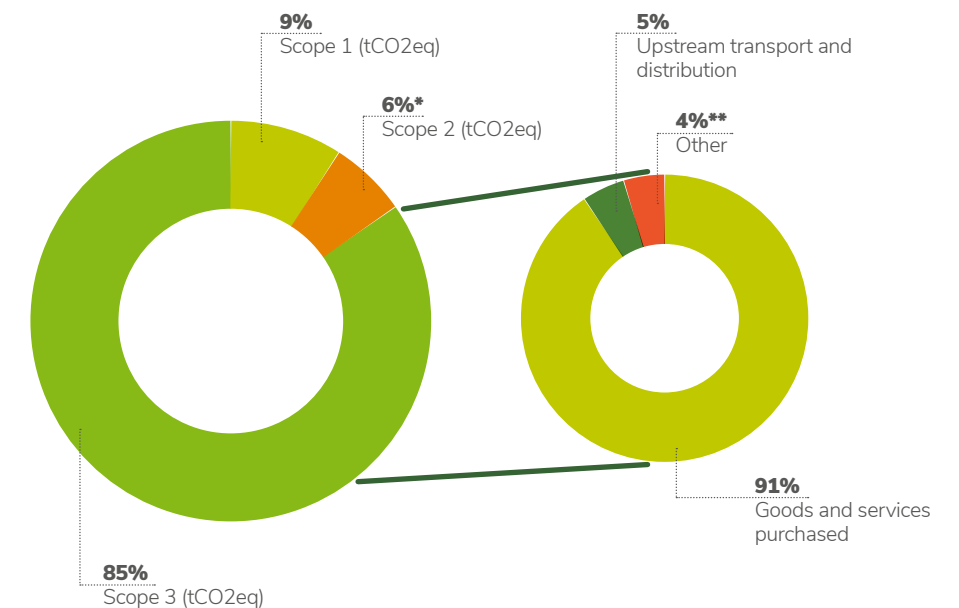


The Group has adopted an **operational control approach** for calculating its carbon footprint. This means accounting for 100% of direct emissions (scope 1) and 100% of indirect emissions from electricity consumption (scope 2). For this first year of Scope 3 calculation, the assessment covered the Iberia centres of the Cerealto Group.

#### Verified carbon footprint 2023

GHG categories	Tn CO <sub>2</sub> eq
1.1 Fixed combustion	22,887.25
1.2 Mobile combustion	87.91
1.3 Process emissions	954.98
1.4 Fugitive emissions	1,423.90
2.1 Energy	17,260.40
3.1 Goods and services purchased	225,330.97
3.3 Fuel and energy activities not included in Scope 1 or Scope 2	3,769.32
3.4 Upstream transport and distribution	11,368.77
3.5 Waste generated from operations	259.33
3.6 Business travel	85.64
3.7 Transport used during commuting	3,061.72
3.9 Downstream transport and distribution	2,714.56
3.15 Investments	1,411.97
<b>Total Tn CO<sub>2</sub> eq.</b>	<b>290,616.72</b>
<b>Functional unit (thousands of t sold)</b>	<b>225,916.80</b>
<b>Total TnCO<sub>2</sub> eq./Tn manufactured</b>	<b>1.29</b>

#### Distribution of total GHG emissions in 2023



\*Market-based Scope 2 emissions.

\*\*Fuel and energy activities not included in Scope 1 or Scope 2, waste generated in operations, business travel, transport used in itinere, downstream transport and distribution, and investments.

Most of the activity data has been derived from invoices and internal documents. As for the choice of emission factors, national sources have been prioritised where possible (MITERD, Climate Change Office of Catalonia), and in other cases from official sources such as DEFRA, or databases such as Ecoinvent.

TnCO <sub>2</sub> equivalent emissions	2023 <sup>1</sup>	2024 <sup>2</sup>
Scope 1 (stationary combustion, mobile combustion, process emissions and fugitive emissions)	25,354.04	24,036.54
Scope 2 (electricity consumption)	17,260.40	17,122.25
<b>Total TnCO<sub>2</sub> eq.</b>	<b>42,614.44</b>	<b>41,158.79</b>
<b>Total TnCO<sub>2</sub> eq./Tn manufactured</b>	<b>0.19</b>	<b>0.17</b>

<sup>1</sup>Includes data for Spain, Portugal, Italy, Mexico and the United Kingdom (Worksop).

<sup>2</sup>Includes data for Spain, Portugal, Italy, Mexico and the United Kingdom (Worksop and Hill Biscuits). These data are provisional until the verification of the carbon footprint of Scope 1, Scope 2 and Scope 3 in 2024.



# Energy consumption

The Group monitors electricity, gas and propane consumption at the different production centres in order to achieve greater efficiency and lower energy consumption in its operations.

Energy consumption (GJ)	2023	2024
Electricity	232,926	238,257
Natural gas	428,813	433.417
Propane	-	234
<b>Total</b>	<b>661,739</b>	<b>671,908</b>
<b>Total energy (GJ)/Tn produced</b>	<b>2.91</b>	<b>2.77</b>

**24,442 GJ**  
from  
self-consumption  
of photovoltaic  
solar panels





# Responsible water consumption

The plants' water consumption comes from the public network, with the exception of the Tepeji plant (Mexico), which extracts 100% of the water used in its plant from wells, equivalent to 5.94% of the Group's total water footprint.

Water footprint (m³)	2023	2024
Total	190,669	202,188
Total water m³/Tn manufactured	0.839	0.833

We remain committed to reducing water consumption and carried out a diagnosis of the areas of highest consumption at our plants, and defined an action plan





A group of diverse hands of various skin tones are holding a large, red, heart-shaped sign with a white border. The sign is centered in the image. The background is a blurred green field. The text 'People and Society' is written in a bold, white, sans-serif font, and 'Well-being' is written in a white, cursive script font below it.

# People and Society

*Well-being*





# Our *employees*




# A global profile


## *multicultural and diverse*

Cerealto is expanding and growing, a reality that has been made possible by the commitment, dedication and effort of our employees.

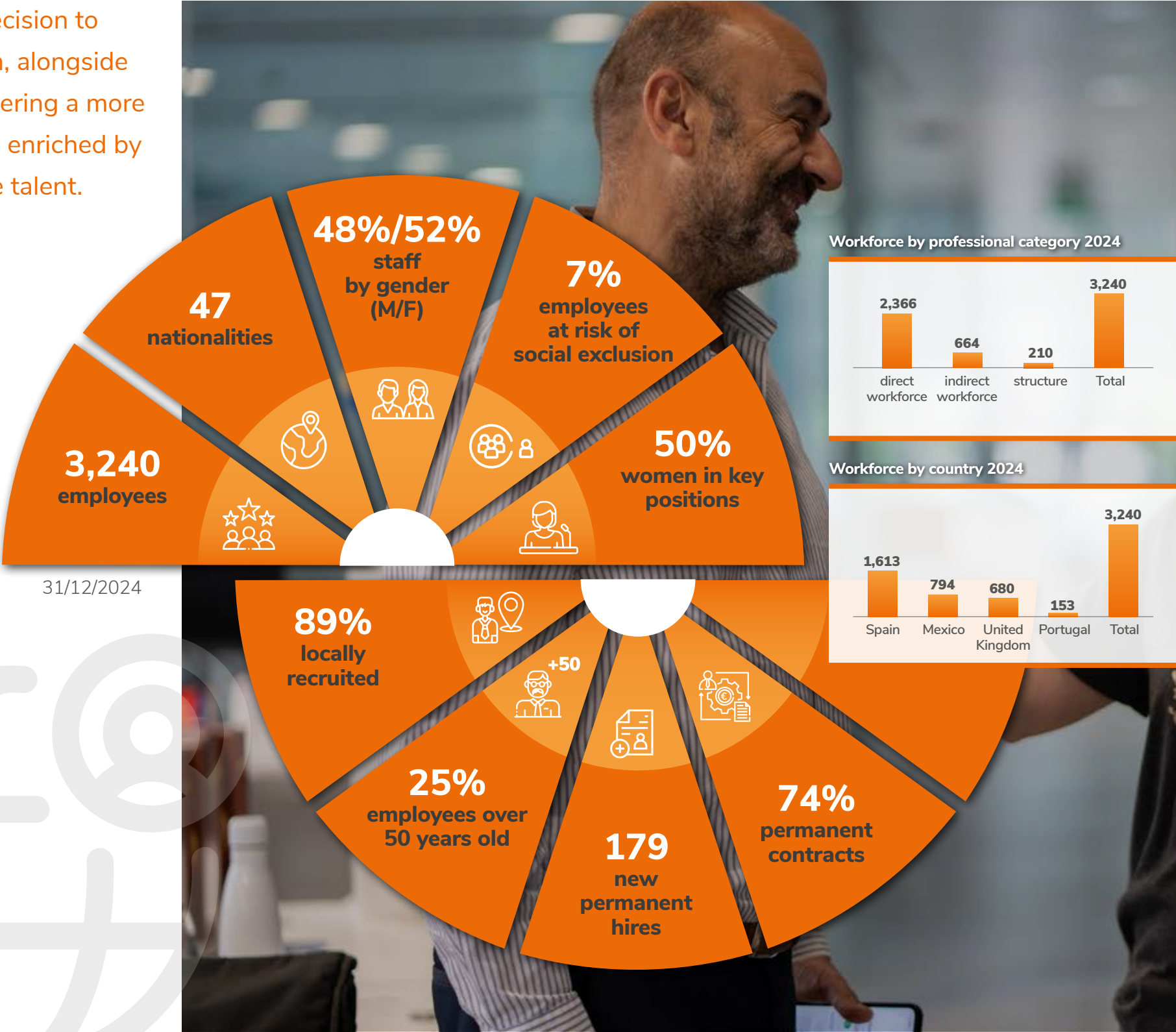
The Group's strategic decision to pursue inorganic growth, alongside its own evolution, is fostering a more global corporate culture, enriched by multicultural and diverse talent.



**Hill Biscuits**  
(United Kingdom) was added to the Group's portfolio



increase in the Group's workforce  
**14.6%**  
compared with 2023



Workforce by type of employment	2024
Full-time	3,193
Part-time	47
Total	3,240

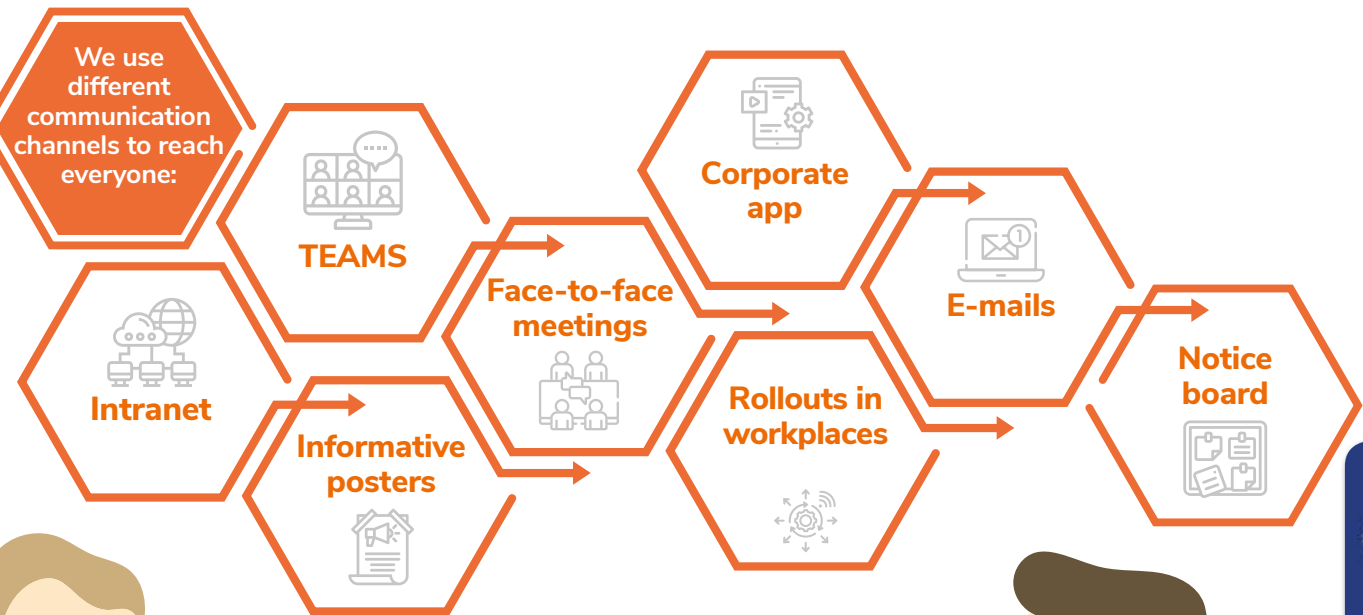
Workforce by age range	2024
>50 years old	820
30-50 years old	1,875
<30 years old	545
Total	3,240

Workforce by type of contract	2024
Permanent	2,402
Temporary	426
Temporary employment agency	412
Total	3,240



# Listening *to you*

We believe that fostering integration, transparency and closeness strengthens employee commitment. To support this, we maintain ongoing communication that keeps our people informed about the Group's developments, progress and goals.



In addition, the following initiatives with employees should be highlighted:



**Informative meetings**  
(quarterly and annual) to present results, milestones and targets.

**Communication of the new corporate values** and dissemination campaign across the Group.



**Open Days for employees' children.**



**Actions to bring our employees' families closer to the company:**  
Christmas Drawing Competition and Open Door Days.



**Internal communication campaigns** in all work centres.



**Cerealto Stories across the Group** to strengthen engagement and pride of belonging.



**Awareness-raising actions:** International Women's Day campaign.



In addition, in 2024, a commitment survey was carried out among 1,266 employees, where the most highly valued aspect was the commitment of all employees to the company.



# We are committed to equality, diversity and work-life balance



50%

women in management positions



573

employees trained in gender equality



284

employees trained on sexual and gender-based harassment

In 2024, we updated our **Equality Policy**, reinforcing our commitment to actions that integrate equal treatment and equal opportunities across the Group.

This policy establishes a **"zero tolerance"** approach to any form of discrimination that could undermine the working environment, equal rights, fair treatment, mutual respect and professionalism.

In addition, our plants in Spain have an **Equality Plan** that includes a **Protocol on Sexual and Gender-based Harassment**. The main aim of the Equality Plan is to achieve full equality of opportunities between women and men at all levels of the company, correcting potential imbalances and preventing future ones.

In terms of work-life balance, since 2021 we have had a **Flexible, Remote and On-Site Work Policy**. It applies to Corporate and Central Services employees (with at least 6 months service) and whose roles do not require constant physical presence and who demonstrate the skills needed to work effectively from home.

Balancing family and work life		
Type of leave	2023	2024
Reduced working hours	110	121
Maternity and paternity leave	178	111
Unpaid leave to care for family and children	48	2
Total	336	234

## Other work/life balance measures



**Annual school grants** for employees' children throughout all stages of education.



**International medical insurance** and discounts on national medical insurance.



**Flexible remuneration** (medical insurance, lunch vouchers, transport, childcare, etc.).



**Flexible working hours.**



**Intensive working day for one month in summer**, extended to two months for 2025.



**Rest times** and leave that extend the rights provided by law.



**Discounts** on language **training courses** and university degrees.





One of our hallmarks is the **integration of people at risk of social exclusion**, especially individuals with disabilities. In 2024, 14% of our average workforce in Spain and 7% globally consisted of people with some form of disability – a total of 178 employees.



**178**  
people  
with disabilities





Beyond disability inclusion, we collaborate with a range of organisations to support people at risk of social exclusion, including: Fundación Secretariado Gitano, Médicos del Mundo, ASPAYM (Association of People with Spinal Cord Injury and Other Physical Disabilities), Asociación Salud Mental Palencia (Mental Health Association of Palencia) and FAPSCL (Federation of Associations of Deaf People Castile and Leon).

In 2024, this collaboration translated into an average of 36 Roma employees and 1 employee hired through the Minimum Income Scheme.



# Talent, *our commitment*

Our comprehensive talent management system allows us to identify employees with high potential, evaluate their individual performance and plan succession in key areas of the business.



Talent management indicator	2023	2024
DOPA sessions	30	21
Persons evaluated (SSE)	350	367
Talent Review. People with strategic talent/high potential (*)	9	90
Internal promotion	77	47
Men	48	31
Women	29	16
Promotion to management positions	3	1
Men	2	0
Women	1	1
Interns	21	22
Interns recruited at the end of the internship	19%	23%



"We believe in people and are committed to their professional growth".

We continue to invest in **young talent**, offering university students the opportunity to carry out professional internships within our teams to gain real-world experience in a dynamic learning environment. In 2024, we partnered with multiple institutions, including Escuela Empresa, The Power MBA, the University of Valladolid, C.I.F.P. Camino de la Miranda and IES Francisco Salinas, I.E.S. Santa María la Real, I.E.S. Camino de la Miranda, I.E.S. La Merced, I.E.S. SAFA; and in Cantabria: I.E.S. Montesclaros in Spain, and with Instituto Superior Técnico in Portugal.

To strengthen our employer brand and build a future talent pipeline, we also participated in forums and job fairs such as:



Additionally, in Mexico we opened a new recruitment point in **Cerealto Tepeji**, in collaboration with the municipal government of Tepeji del Río, Hidalgo. This initiative aims to expand access to job opportunities and promote **formal employment** in the region.



III Vocational Training Fair - Valladolid Chamber of Commerce



University of Valladolid Job Fair



# Training



The growth of our company begins with the development of our people.

We offer our employees a wide range of training opportunities - on-site, online and blended - to build knowledge, develop skills and apply the necessary procedures to perform their duties effectively and efficiently, in line with the Group's objectives.

Each year, tailored training plans are designed for each work centre, adapted to its particular needs.

Training indicator	2024
Investment	€0.4 million
Hours of training	12,343
Employees trained	4,099
Average hours of training per employee	3.0
Training actions	575



We have various training platforms available to our employees:



**EDUCATIVA (Cerealto Online Campus)**

An internal portal allowing employees to complete online courses, with their progress tracked and managed.



**ARTICULATE**

Online tool that allows the training department to create online courses with tracking and with a simple and visual format.



**GoFLUENT**

Language training platform.



**Educational Articulate Gofluent E-LO**

Central hub for training history, approvals, diplomas, and programme materials.



# Health and safety

At Cerealto, we promote a **culture of prevention**, built on clear principles that guide how we approach health and safety:

### Cerealto's health and safety framework



**1** Health and Safety Policy



**2** Health and Safety Strategy\*



**3** Audit Plan

\*Approved for Spain and Portugal



We are committed to fostering a proactive culture of protection and care, with the clear goal of achieving zero workplace accidents.



### Our achievements

In 2024, we strengthened our health and safety management through several key actions: integrating the management model into the control structure of our production plants; keeping the Hazard Identification and Risk Assessment Procedure up to date across all Group facilities in Spain and Portugal; establishing a preventive programme covering the assessment and management of hygiene risks; and delivering targeted training in health and safety.

2024			2024	
Indicator broken down by gender	Men	Women		
Frequency rate	20.81	13.67	Índice de frecuencia (*)	17.23
Severity rate	0.41	0.75	Índice de gravedad (**)	0.61

\*Frequency index (FI): (No. of accidents with sick leave / No. of hours worked) x 1,000,000.  
\*\*Seriousness index (SI): (No. of days not worked / No. of hours worked) x 1,000,000.



**Safety Day Mem Martins (Portugal):** The Cerealto team in Mem Martins was proud to celebrate Safety Day together with the S. Pedro de Sintra Volunteer Firefighters. It was a day full of learning and unforgettable experiences that reaffirmed the importance of teamwork in ensuring the safety of all employees.



# *Social* **commitment**



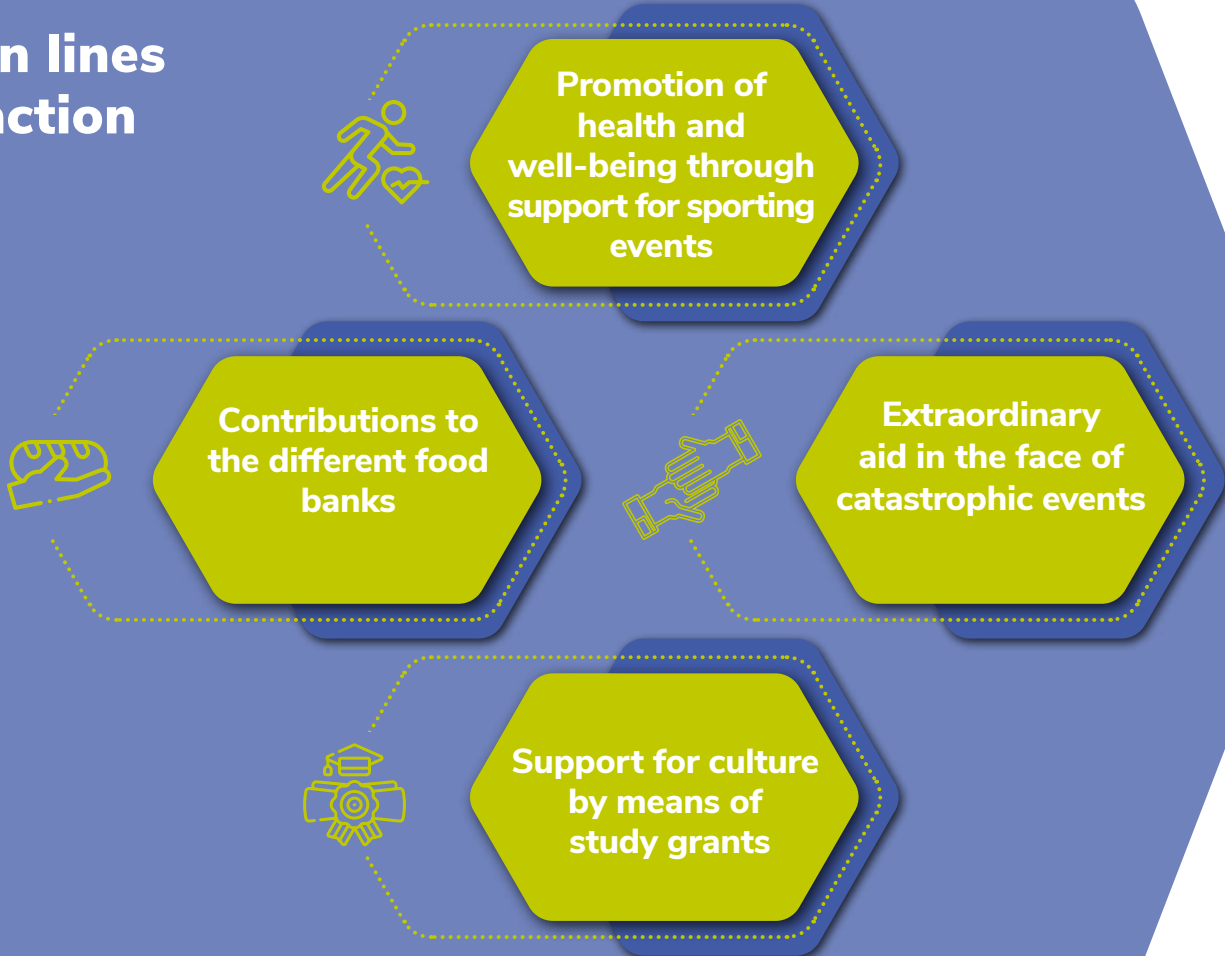


# Social *impact*

**Cerealto enjoys strong local recognition in all the communities where we operate.** Through the generation of value, direct and indirect local employment, and our commitment to rural areas and their communities, events and traditions, we demonstrate our long-standing commitment.

Dialogue and active listening with stakeholders are fundamental pillars of our social commitment. They provide proximity, genuine insight into expectations, and the ability to design and implement the right actions.

## Main lines of action



In the same way, it is worth highlighting that at Cerealto we contribute to generating a positive impact not only directly, but also indirectly, as shown by the growth in the contracting of local suppliers. In 2024, 83% of our purchases were sourced from local suppliers.

Percentage of local suppliers by country		
Country	2023	2024
Spain	81%	90%
Portugal	27%	28%
Italy	97%	99%
Mexico	76%	57%
United Kingdom (Worksop) <sup>1</sup>	65%	78%

<sup>1</sup>Not including suppliers to Hill Biscuits



# Impact on communities

## Product donations

As in previous years, we have supported disadvantaged groups by donating our products (biscuits, pasta, snacks and cereals, and bars) to various entities and organisations.

In addition, the Group supported the people of Valencia affected by high-altitude isolated depression (DANA) with the donation of more than 18,000 kg of products.



**223,260 kg**  
of products donated  
with a manufacturing  
cost of  
**276,590€**

**+18,000 kg**  
donated

**37,775 kg**  
of products delivered  
to food banks

## Community campaigns

In 2024, we continued to strengthen our commitment to the communities where we live and work through a range of initiatives

Hill Biscuits (UK) carried out a solidarity campaign consisting of the donation of boxes of biscuits to **Willowood Hospice**, a local charity located in Ashton-under-Lyne.

**Cerealto Tepeji (Mexico)** signed a collaboration with **Ciudad de las Mujeres Hidalgo** (governmental institution), to promote actions that support the physical, mental and social well-being of our **employees**

We provided products for the **15th Manos Unidas Solidarity Marathon in Aguilar de Campoo (Palencia)** and for the 7th Walk in support of the Food Bank of Valladolid (Spain)



**Food donation campaign organised by ADATO (Association for Traumatology and Orthopaedics Assistance)** supported a food donation campaign to provide basic products to vulnerable communities worldwide.

Local events in Spain: Collaborated with community initiatives such as the **Solidarity Race of the Santo Domingo School in Palencia** and the **Solidarity Race of the United Against Cancer Association of Toro** and its surrounding areas.



## Granting of internships



**233 internships**  
for an amount of  
**133,749 €**



In Spain, **we awarded 233 internships in 2024, representing a total investment of 133,749 euros**, including travel grants, intermediate vocational training/advanced secondary school, advanced vocational training, preschool/ kindergarten, primary, secondary and university education.

## Sponsorships

We are proud to sponsor the local communities where we operate, including:



Sponsorship of **Ashton Curzon Women's football club**, by Hill Biscuits (UK).



**Club Atlético Aguilar:** annual sponsorship with presence on the shirt of the women's youth team's shirts.



**C.F. Venta de Baños:** annual sponsorship with presence on the provincial youth team's shirt

We also contribute products on a weekly basis to support a wide variety of local sporting and cultural events.

## Other initiatives



**35 local collaborations**  
across local sporting events, volunteering and social programmes.

In 2024, we promoted 35 local collaborations in sporting events, volunteering and social programmes.

Participation in 5 local festival programmes. Attendance at and contribution to more than 3 employment and training fairs.





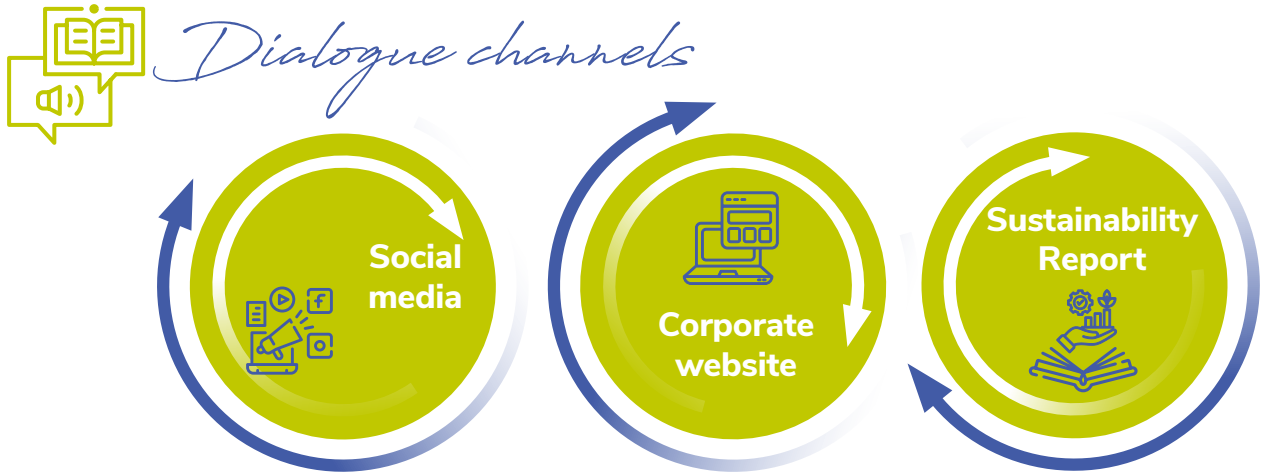
# Stakeholder

## dialogue channel

At Cerealto, we work hard to keep all stakeholders informed about the Group's activities and aligned around shared objectives and challenges.

**External channels:**

- Social media: In 2024, we published more than 60 updates on LinkedIn and more than 60 on X.
- Corporate website: Accessible to people with disabilities, updated with new content and resources. Positive SEO performance throughout the year improved Google search positioning.
- Sustainability Report: Annual reporting on progress and commitments.



**Media Engagement:**

- 182 media appearances in 2024
- 3 full-page features in Tier 1 national outlets: Expansión, Alimarket, El País and Cinco Días

All key milestones communicated through press releases, also shared on social media and the corporate website.

**Internal channels:**

To foster integration, transparency, unity and commitment among employees, we provide multiple communication tools including: the corporate intranet, corporate app, Outlook communications, other local channels (described in the sub-chapter: Close to our employees).



# Committed to the Sustainable Development Goals

Through our activities, Cerealto contributes positively to the United Nations 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs).

Highlighted initiatives include::



2

ZERO HUNGER

- Product donations to **food banks**
- Collaboration with **NGOs**.
- **World Food Day** awareness campaign



3

GOOD HEALTH AND WELL-BEING


- **Food Quality and Safety** Certifications.
- Promotion of **sporting events** such as the 44th International Venta de Baños Cross-Country Race.
- Development of **healthy products** and **innovation projects** focused on nutrition and food safety.
- **Occupational health and safety** initiatives including Safety Day.
- **Annual medical check-ups** for employees.
- Training in **good manufacturing and hygiene practices**.



6

CLEAN WATER AND SANITATION

- **Responsible water consumption strategy**.



10

REDUCED INEQUALITIES

- **International Women's Day** campaign.
- Collaboration with associations that promote the integration of people at risk of social exclusion.
- **Disability Confident badge in the UK**, actively working with education and employment partners to foster equality, inclusivity and diversity.



12

RESPONSIBLE CONSUMPTION AND PRODUCTION

- Installation of **solar photovoltaic panels for self-consumption** at factories in Spain and Italy.
- **Sustainable sourcing** certificates
- **Strategy for plastic packaging and paper and corrugated cardboard**.
- **Participation in AECOC (Association of Manufacturers and Distributors):** Food Waste Committee, the 12th Meeting Point against Food Waste, and the 7th Anti-Waste Week.
- **Zero waste to landfill certification** for plants in Spain.



13

CLIMATE ACTION

- Development of a **Decarbonisation and Energy Efficiency Plan**.
- **External verification of the carbon footprint Scope 1, Scope 2 and some Scope 3 categories** in 2023.
- **Commitment to phase out the purchase of caged eggs products** in all operations at a global level.



# Partnerships to strengthen the strategy

Collaboration with key players in the agri-food sector, as well as in the field of sustainability, enables us to forge strong alliances that support business development and shared progress:



In 2024, we also promoted our adherence to the United Nations Global Compact for 2025.

During the year, Cerealto participated at various fairs, including:



SIAL Fair in París



**Forum**  
on "Fats and Oils in the Food Industry" at the Higher Technical School of Agricultural Engineering in Palencia



**PLMA**  
International Trade Show in Amsterdam

# Awards and recognitions

In 2024, the Group received recognition in the following areas:

- AINIA (Agri-Food Industry Research Association): recognition for commitment to innovation
- AETICAL 2024 Awards: Recognition for advances in digital transformation processes
- Infoavit: Recognition for Cerealto Tepeji as a Company of Ten
- AECOC (Association of Manufacturers and Distributors): Recognition as an active participant of the Open Innovation Platform (PIA)
- General Mills Supplier Awards ceremony: finalist
- OCU (Organisation of Consumers and Users) Healthy Scale: Hacendado brand apple-flavoured spelt bar with no added sugars, ranked best value with 70 points



# GRI Table of Contents

Cerealto has prepared the report using the Global Reporting Initiative (GRI) standards as a reference framework for the period between 1 January and 31 December 2024.



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2-2	Entities included in the organisation’s sustainability reporting	Cerealto Global, S.L. and Subsidiaries
2-3	Reporting period, frequency and point of contact	2024 Anual info@cerealto.com
2-4	Updating of information	No significant changes
2-5	External assurance	Refer to Cerealto’s 2024 Non-Financial Information Statement (NFIS)
2-6	Activities, value chain and other business relationships	10, 14, 48-51
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2-8	Governance structure and composition	20, 26-27
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2-28	Membership of associations	98
2-29	Approach to stakeholder engagement	94-95
2-30	Collective bargaining agreements	100% of the workforce is covered by collective bargaining agreements in Spain, Italy, Portugal and Mexico. The UK workforce is covered by the labour regulations applicable in that country
3-1	Process for determining material issues	21
3-2	List of material issues	21
3-3	Management of material topics	34-45, 48-51, 54-65, 72-73,76-85, 94-95

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<b>GRI 404: Training and Education 2016</b>		
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<b>3-3 Material topics</b>		
3-3	Management of material topics	38-45





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