

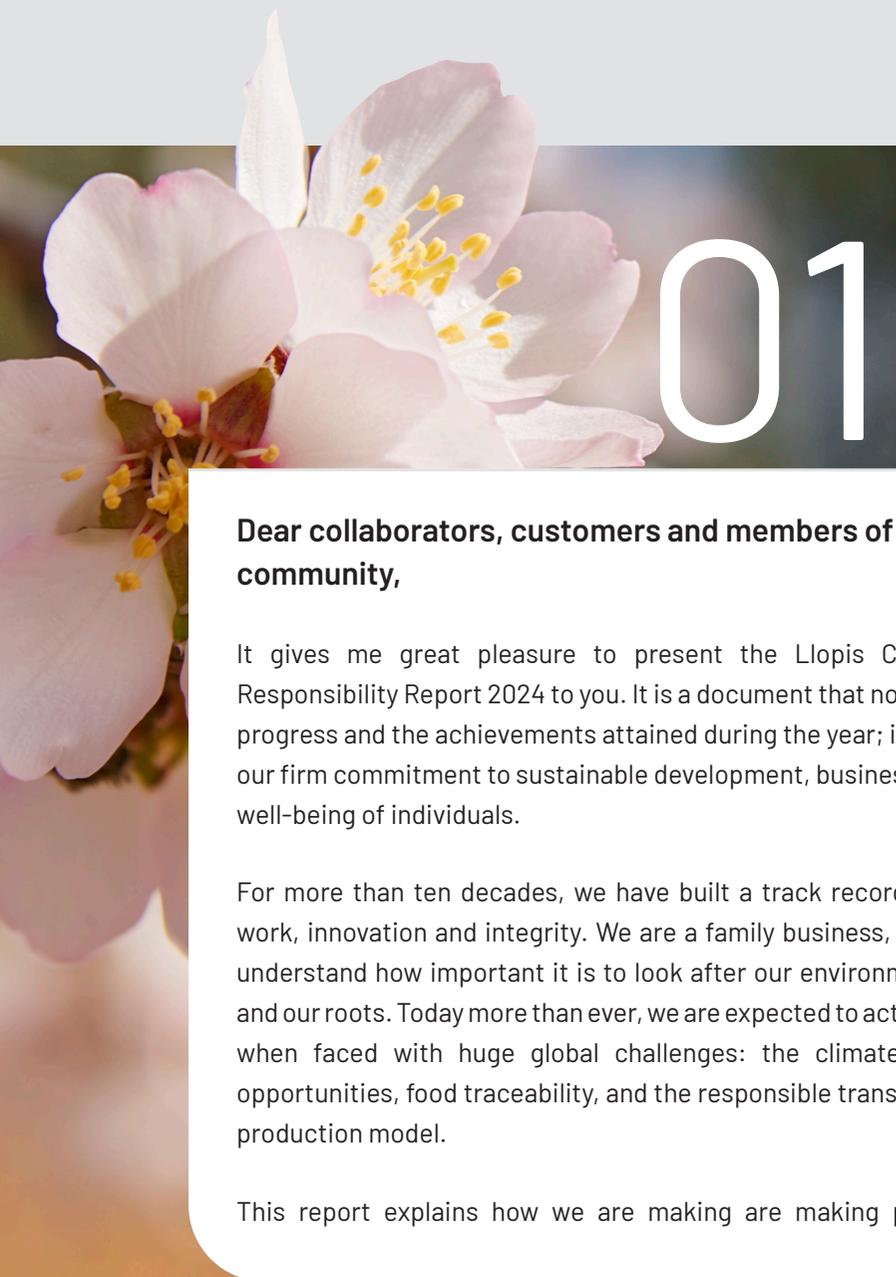


CORPORATE
SOCIAL
RESPONSIBILITY
report

2024

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A close-up photograph of several pink cherry blossoms with yellow stamens, partially overlapping a dark grey rectangular area that contains the number "01".

01

LETTER FROM THE MANAGEMENT

Dear collaborators, customers and members of our community,

It gives me great pleasure to present the Llopis Corporate Social Responsibility Report 2024 to you. It is a document that not only covers the progress and the achievements attained during the year; it also underlines our firm commitment to sustainable development, business ethics and the well-being of individuals.

For more than ten decades, we have built a track record based on hard work, innovation and integrity. We are a family business, and as such, we understand how important it is to look after our environment, our people and our roots. Today more than ever, we are expected to act conscientiously when faced with huge global challenges: the climate change, equal opportunities, food traceability, and the responsible transformation of the production model.

This report explains how we are making progress in this

direction at Llopis: with sustainable investment, processes that are becoming increasingly more efficient and strong policies that uphold human, labour and environmental rights. It also conveys our commitment to the United Nations Global Compact and the Sustainable Development Objectives, which guide our long-term strategy.

I deeply appreciate everyone who is part of this organisation, whose commitment and professionalism help us to grow coherently, valuing our roots, and with a fairer, healthier and more sustainable outlook for the future.

I urge you to read this report and bear in mind that each piece of information, each activity and each goal that we share here is another step towards our contribution to a responsible, solid and humane business model.

Best regards,

María José Llopis
C.E.O. Almendras Llopis S.A.

02

COMPANY PROFILE

History and evolution

We are a family business 100% with a track record of more than 100 years in the almond business. The third generation of the Llopis family currently runs the organisation, consolidating an evolution process that started with a shelling line and has become an internationally renowned agricultural and industrial group.



Mission

Make processed almond products as ingredients for the global food industry.

Vision

Improve the lives of people by providing them with healthy, sustainable and safe products, based on family values and intergenerational commitment.

Values

- Responsibility
- Integrity and professional ethics
- Quality and food safety
- Technological innovation
- Sustainability



02 COMPANY PROFILE

Corporate structure

Llopis is a corporate group with an industrial origin that has decided to grow by incorporating an agricultural strategy. This evolution is included in our vertical development strategy to make our processes more transparent.

Our group is organised into:

- **Industrial Division. ALMENDRAS LLOPIS SAU**
- **Agricultural Division. ALMENDRAS DEL GUADIANA**



International presence and the sectors covered

Historically we have been an export company following the tradition that is so well-established in our land, Alicante. The Alicante culture is known for its enterprising and exporting character, always ready to take on the whole world.

90% of our turnover is sold abroad

- Exports to more than 50 countries
 - Main destinations: France, Germany, Poland, Switzerland, the United Kingdom.
- Main sectors: Confectionary, ice cream, pastries and sweets, plant-based beverages.

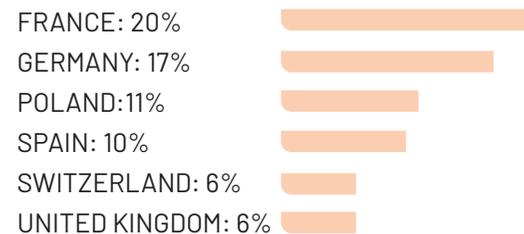
03

KEY DATA OF THE ECONOMIC APPROACH IN 2024

In the financial year 2023/24, the Llopis group evolved positively in its economic performance, consolidating its positioning in the international markets and strengthening its business model based on flexibility, efficiency, quality and sustainability.

Outstanding figures of the financial year 2023/24

- **Turnover:** 118 million euros
- **Percentage of exports:** 90%
- **Main destinations:**



- **BA:** 12,6 million euros
- **Annual investment:** 5 million
Objective of the investment: Reinvest in more sustainable process equipment
- Operating costs: 106 million
- Labour costs: 4,4 million
- **Financial results:** 2,6 million
- **Reinvestment:** a significant part of the profits are spent on innovation, digitization and sustainability.

Our economic approach is not only based on growth, but also sustainable profitability that helps add long-term value to all the interest groups. The operational efficiency, cost control and a customer focused strategy have been essential to attain these results in such a demanding global context.

04

CORPORATE GOVERNANCE AND BUSINESS ETHICS

Corporate structure

Llopis is committed to the transparency, integrity and trust in all our relations. The internal code of conduct and food safety is proof of this commitment and it includes the fundamental principles that we abide by and respect when interacting with all the interest groups.

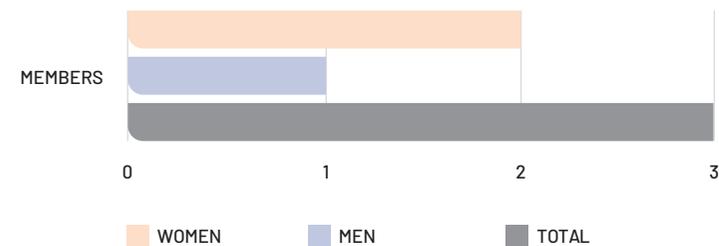
Our main governing bodies are:

- Shareholders Meeting
- Board of Directors
- Ethics and Equality Committee

Corporate Governance

Composition of the Board of Directors in 2024:

BOARD OF DIRECTORS



04

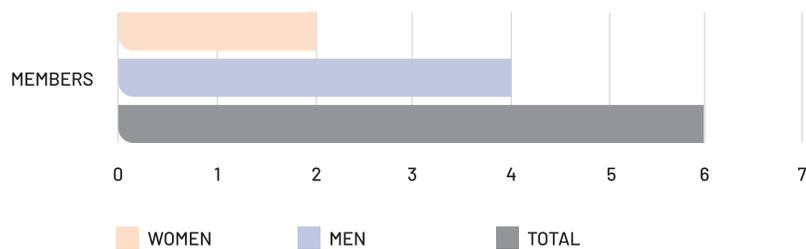
CORPORATE GOVERNANCE AND BUSINESS ETHICS



Composition of the Management Committee and the Equality Committee in 2024:

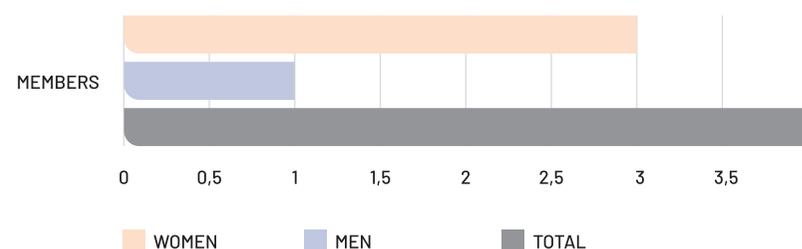
Management Committee (2024)

MANAGEMENT COMMITTEE



Equality Committee (2024)

EQUALITY COMMITTEE



Our governing bodies value the commitment of the organisation to promote gender diversity in decision making.

04

CORPORATE GOVERNANCE AND BUSINESS ETHICS



Business ethics

The Code of Ethics of Almendras Llopis is the policy framework of everyone that is part of the organisation. It strengthens our commitment to integrity, transparency and regulatory compliance in all areas of activity..

Highlighted principles:

- Strict compliance with the labour and commercial laws
- Active fight against harassment and discrimination
- Promotion of open and respectful communication

Anti-bribery and corruption policy

We pledge not to bribe or be bribed, either directly or indirectly. We conduct internal inspections, do regular checks and we establish clear rules on accepting gifts and hospitality.

Prevention of fraud

The company prohibits any dishonest behaviour in association with financial documents or assets. Confidential whistleblowing channels have been set up to report any incident of this kind.

Whistleblowing mechanisms and protection

We have a whistleblowing channel that can be accessed from the employee portal and the website, which guarantees anonymity and protection against reprisal.

Commitment of the management to the internal Code of conduct.

The management is firmly committed to making sure that the code of conduct is complied with and it is reviewed so that the necessary measures are taken to ensure that it is implemented correctly.

Environmental and sustainability commitment

Our adherence to the principles of the United Nations Global Compact strengthens our commitment to promoting equality and sustainability, inside and outside the organisation.

04

CORPORATE GOVERNANCE AND BUSINESS ETHICS



Achieving the Sustainable Development Objectives (SDO)

As part of our sustainability and good governance strategy, Almendras Llopis actively incorporates the Sustainable Development Objectives (SDO) as an interdepartmental guide for action in its policies, projects and indicators. The SDO that are part of our roadmap are as follows:



• **SDO 2.** Zero poverty



• **SDO 3.** Health and well-being



• **SDO 5.** Gender equal



• **SDO 6.** Clean water and sanitation



• **SDO 7.** Affordable and non-contaminating energy



• **SDO 8.** Decent work and economic growth



• **SDO 9.** Industry, innovation and infrastructure



• **SDO 10.** Reduction of inequalities



• **SDO 12.** Responsible production and consumption



• **SDO 13.** Action for the climate



• **SDO 15.** Life of land ec



• **SDO 17.** Alliances to attain objectives



05

DATA PROTECTION AND PRIVACY

Llopis considers that information is one of its most important assets. The protection of privacy and personal data is part of our legal and ethical commitment.

Key commitments:

- Compliance of the Spanish Organic Law 3/2018 on the Protection of Personal Data and the guarantee of digital rights (LOPDGDD).
- Taking technical and organisational measures to prevent the unauthorised access, loss or the misuse of the information.
- Duty of confidentiality and professional secrecy that applies to all members of staff who have access to sensitive information.
- Restrictions on the use of software tools, to therefore guarantee that the technological resources are used responsibly.

We have a clear internal protocol to make sure that the email service, networks, databases and digital documents are used properly, along with monitoring mechanisms to prevent any breaches of privacy and confidentiality.



06

COMMITMENT TO HUMAN AND LABOUR RIGHTS

Llopis promotes a safe, inclusive working environment where everyone is treated with dignity. Our commitment to human rights is conveyed in both our internal policies and in our relations with third parties.

Basic principles:

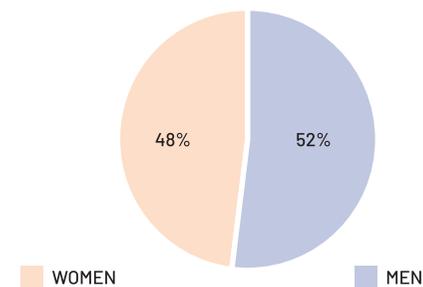
- Respect the freedom of association and collective bargaining.
- Equal opportunities irrespective of gender, race, sexual orientation, age or beliefs.
- Prevention of harassment and discrimination, with a specific protocol against workplace bullying.
- Safe and healthy working conditions.
- Value human talent as being the driving force of the organisation.

DATOS 2024

DATA 2024 ON OUR COMMITMENT TO PEOPLE

- **Total staff:** 87 people
- **Gender breakdown:** 52% men / 48% women

Staff at Almendras Llopis gender breakdown 2024



06 COMMITMENT TO HUMAN AND LABOUR RIGHTS

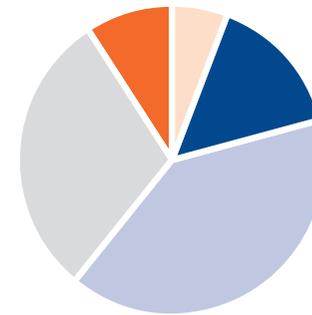
Breakdown of staff according to age and gender. 2024

WOMEN %



FROM 18 TO 25 FROM 26 TO 35 FROM 36 TO 45 FROM 46 TO 55 DE 56 AND OVER

MEN %



FROM 18 TO 25 FROM 26 TO 35 FROM 36 TO 45 FROM 46 TO 55 DE 56 AND OVER

06 COMMITMENT TO HUMAN AND LABOUR RIGHTS

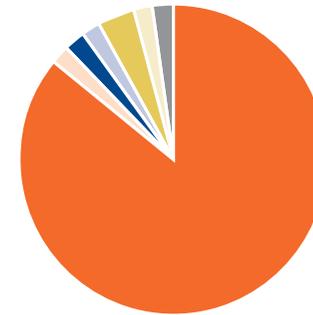
Breakdown of staff according to the Nationalities

WOMEN %



- SPANISH
- ARMENIAN
- ARGENTINIAN
- NIGERIAN
- HUNGARIAN
- PERUVIAN
- COLUMBIAN
- EQUATORIAN

MEN %



- SPANISH
- ARMENIAN
- ARGENTINIAN
- NIGERIAN
- HUNGARIAN
- PERUVIAN
- COLUMBIAN
- EQUATORIAN
- BELGIAN



06 COMMITMENT TO HUMAN AND LABOUR RIGHTS

DATA 2024 ON OUR COMMITMENT TO PEOPLE

- **Hours of training:** 650 hours a year
- **Main subjects covered in the training programmes:**
 - Food quality and safety
 - Professional ethics
 - Prevention of occupational hazards
- **Composition of the works committees:**
 - Company committee: 5 members (100% men)
 - Equality committee: 4 members (75% women / 25% men)
 - Prevention committee: 5 members (20% women / 80% men)

As part of our commitment to human and labour rights and on-going improvement, Almendras Llopis is registered in the SEDEX platform, to favour sustainability in the supply chain and it is audited on a regular basis pursuant to the 4 Pillar SMETA standard, by the consultancy firm INTERTEK. These audits help increase the transparency of our practices in key areas of work, health and safety, the environment and business ethics.

Work-life balance measures

At Almendras Llopis we understand that having a work-life balance is essential for the employees and for the sustainability of talent. To this end, in 2024 we have taken different measures to promote this harmonisation:

- Flexible working hours to achieve the required work-life balance.
- Possibility of partial teleworking according to the job position and the responsibilities.

06 COMMITMENT TO HUMAN AND LABOUR RIGHTS



Internal well-being and cultural programmes implemented in 2024

We also promote a solid corporate culture based on respect, acknowledgement and cohesion between teams. Throughout the year specific activities have been organised such as:

- Healthy breakfasts. This promotes a healthy lifestyle and the well-being of our employees.
- Physiotherapy service that is available for our teams as a preventive measure and for the health of our employees.
- Internal team days and interdepartmental cohesion activities.

Track record of the companies 2024



06 COMMITMENT TO HUMAN AND LABOUR RIGHTS

Group hiking routes



Acknowledgement of seniority and the dedication of our employees



06 COMMITMENT TO HUMAN AND LABOUR RIGHTS

Transparent internal communication and participatory channels.

Our star channel “Mis Ideas suman” (My Ideas Count) can be accessed from the employees’ portal where they can make proposals, voice their concerns and suggest improvements.

Promotion of a culture of mutual respect on all levels of the organisation by organising group cooperation and diversity activities.



These activities convey our commitment to the physical, emotional and professional well-being of everyone that is part of Almendras Llopis.

07

COMMITMENT TO THE PRODUCT

Our commitment to quality and food safety materialises in the quality certificates that we renewed in 2024.

- BRC
- IFS
- Halal
- Kosher



Llopis advocates an agri-food system that provides society with healthy and sustainable food.

As part of this strategy, we work with our,

Suppliers

Our assessment of suppliers includes the incorporation of the Code of ethics and it highlights the fundamental principles that business relations must be based on, which are:

- Ethical principles
- Responsible sustainability principles
- Food safety principles
- Principios de seguridad laboral y hacia las personas



07

COMMITMENT TO THE PRODUCT



Agricultural and biodiversity division: Almendras del Guadiana

Our agricultural division also has an essential role in the firm's environmental and sustainable commitment by developing sustainable practices in our orchards:

- **600 ha of Almond trees planted in OLIVENZA (Badajoz) Spain.**
- **La Estacada orchard**
- **Rabolobo orchard**
- **Valongillo orchard**

Objectives

Our assessment of suppliers includes the incorporation of the ethics Code and it highlights the fundamental principles that business relations must be based on, which are:

- 1. Reduce the environmental impact**
- 2. Reduce the use of pesticides and herbicides**
- 3. Optimize natural resources**



07

COMMITMENT TO THE PRODUCT

Implemented action plans

Our agricultural division also has a fundamental role in the firm's sustainability and environmental commitment by developing sustainable practices in our orchards:

1. Environmental inventory of the orchards.
2. Living fence boundaries, which cuts down on the use of herbicides and the resulting fruit favours the local wildlife.
3. Introduction of livestock from the area to graze on the grass on the roads to avoid having to use herbicides and reduce the carbon footprint by not having to use machinery.
4. Shelters and measures to help the local wildlife, birds and insects .

In acknowledgement of all these efforts, our orchards were rewarded with the **GLOBALG.A.P.** certificate in 2024, which guarantees food safety, environmental protection, the well-being of workers and the compliance of good agricultural practices.





08

ENVIRONMENTAL COMMITMENT

Environmental principles

- Compliance with the existing environmental legislation.
- Promotion of the circular economy and the reduction of waste.
- Protection of natural resources: water, soil and biodiversity.
- Reduction of the carbon footprint and energy consumption.

Certificates and external sustainability evaluation

Almendras Llopis is an active member of the international platform **ECOVADIS**, where our progress in environmental, social and good governance sustainability is assessed each year. In the last assessment of 2024, we obtained a score of **71/100**, which positions us in the advanced range of performance and it has won us the **Silver medal** in acknowledgement of our commitment and on-going improvement.



08 ENVIRONMENTAL COMMITMENT

AREAS OF ACTIVITY

- **Energy:** Monitoring and optimising energy consumption in all the facilities.
- **Water:** Responsible and rational water management in the industrial and agricultural processes. We treat and purify more than 50% of the water that we use in our processes.
- **Emissions:** Follow-up and control of the atmospheric emissions, focused on decarbonisation.
- **Waste:** Classification, recovery and the progressive reduction of the waste that is produced. We have an entire waste management policy that is part of our circular economy strategy.
 - We recycle cardboard, plastic and sludge with an authorised company.

MAIN ENVIRONMENTAL INDICATORS 2024

- **Electricity consumption:** 3.429.997 kWh
- **Self-supply of green power:** 252.160 kWh
- **Water consumption:** 64.145 m³
- **Purified water:** 33.812 m³

WASTE MANAGEMENT

- **Cardboard:** 357 tons
- **Plastic:** 23,24 tons



08

ENVIRONMENTAL COMMITMENT

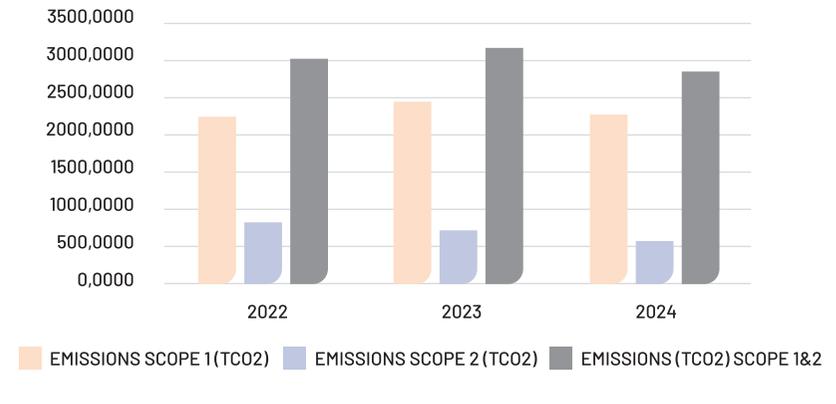


CARBON FOOTPRINT (2024)

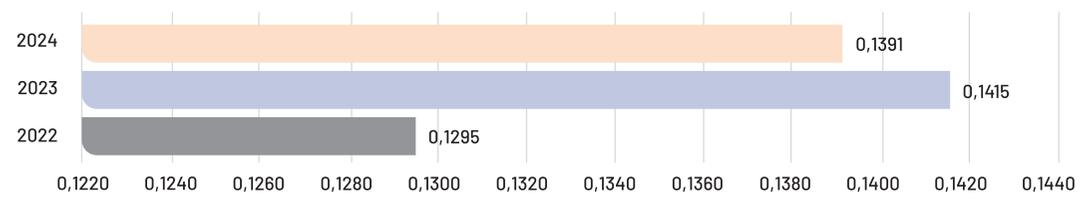
In 2024 we calculated the carbon footprint of the organisation in its scopes 1 and 2, following the GHG Protocol standards. This information will help us establish objectives to reduce emissions by 2030, to therefore contribute to the global climate action goals.

- **Direct emissions (Scope 1):** 2.254,25 tCO₂e (8% less than in 2023)
- **Indirect emissions due to power consumption (Scope 2):** 576,24 tCO₂e (20% less than in 2023)

EMISSIONS GRI. TC02



EMISSIONS PER UNIT SOLD (TC02/ MT) Scope 1&2



09

RELATIONS WITH INTEREST GROUPS

At Llopis we understand that it is essential to stay in touch with our interest groups to promote sustainable and responsible management that focuses on the real expectations of the surrounding area. We identify and we prioritize our main interest groups according to how much influence they have on our operations and the impact we have on them.



KEY INTEREST GROUPS AND RELATIONSHIP MECHANISMS

- **Employees:** fluid internal communication, on-going training, work environment surveys, ethics channel and active participation spaces.
- **Customers:** personalised attention, compliance with quality and food safety standards, business transparency and satisfaction surveys.
- **Suppliers:** Code of conduct for suppliers, audits and regular assessments.

09 RELATIONS WITH INTEREST GROUPS

ÁMBITOS DE ACTUACIÓN

- **Local community:** Participation in social and sports initiatives, local employment, respect for the environment and collaboration with social institutions.

Support for local sport by sponsoring the football team Jove Español de San Vicente and the track cyclist Alejandro Martínez. We are also actively involved in local associations such as the AEPI (Association of Companies and Industrial Parks of San Vicente).



- **Public authorities:** regulatory compliance, participation in sustainability and sector-based programmes, fiscal transparency.
- **Entities from the sector:** active membership in agri-food associations and sustainability platforms, sharing good practices and innovation. We are part of leading organisations such as:



10

FUTURE CHALLENGES

In the long-term Llopis focuses on continuous improvement and promoting a sustainable business culture. The main challenges that we intend to tackle in the next few years include:

- Make progress in the complete measurement of carbon footprint in the three scopes (Scope 1, 2 and 3).
- Establish quantifiable objectives to reduce emissions by 2030/2050.
- Continue to consolidate equal opportunities on all levels of the organisation.
- Promote the emotional and physical well-being programmes of the employees.
- Digitize key processes to increase efficiency and traceability.
- Consolidate collaboration with local, sector-based and scientific institutions.

These challenges are included in our roadmap to consolidate a more resilient and ethical business model that focuses on attaining the Sustainable Development Objectives.





Facilities in Alicante:

Ctra. de San Vicente-Agost, 104. P.O. Box 93.

03690 San Vicente (Alicante) Spain..

+34 965 66 12 62

almendras@llopis.es

www.llopis.es