



FOOD SAFETY INNOVATION

Sustainability Report 2024

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01.

Letter from the
Management

1. Letter from the Management

Dear readers,

It is an honor to address you to present **our first Sustainability Report 2024 as part of the CFS BRANDS Group**, a milestone that marks the beginning of a new stage in our history, and which has been prepared in accordance with the requirements established in the Global Reporting Initiative (GRI) guidelines.

The year 2024 has been profoundly transformational for our organization: not only did we consolidate our commitment to sustainability, but we also took a strategic step by joining a global business network that shares **our values and long-term vision** to continue guaranteeing the highest quality in our products and customer service while responding effectively to the requirements of a consumer increasingly concerned about the environmental impact of business.

This integration has allowed us to **strengthen our Sustainability Strategy**, which we set ourselves in 2021, and to adopt best practices in environmental, social and governance (ESG) on the **four pillars of action: Sourcing, Circularity, Eco-design and Integration**, with goals and targets to continue working on our commitment to the **5 priority and/or secondary Sustainable Development Goals (SDGs)** resulting from the Materiality Analysis conducted in 2021.

During 2024, we highlighted important advances in our sustainability initiatives:

- We continued to measure our carbon footprint and defined reduction plans for the coming years.
- We promoted inclusion and diversity policies with a focus on gender equity and internal training.
- We strengthened our relationship with suppliers under environmental, ethical and responsible criteria.

Looking to the future, we aspire to consolidate a more sustainable, transparent and collaborative corporate culture, aligned with the Sustainable Development Goals (SDGs) and with the principles that govern our company.

I would like to sincerely thank our entire team for their commitment during this year of change, as well as our customers, suppliers, partners and communities for their trust and constant support.

We will continue to build a path of responsible growth, with the conviction that development is only sustainable if it is shared.

Christophe Bergamo, CEO – ARAVEN, S.L.U.

02.

Fiscal year 2024 at
a glance

2.1 Notable ESG Milestones

For **ARAVEN**, 2024 marks a series of notable milestones in ESG and corporate matters that continue to drive progress in the company's sustainable development.

Some of the most significant are listed below:

ENVIRONMENTAL



- **An 18% reduction in our carbon footprint** (Scopes 1 and 2) in one year since the launch of the sustainability plan.
- **50% of secondary packaging supplied** by suppliers certified under the FSC-COC standard.
- Implementation of internal **waste management audits** to ensure good practices at our facilities.

GOVERNANCE



- Updating of the scope and publication of the **Sustainable Collaboration Policy**.
- Updating of the scope and publication of the **Environmental Commitment with Suppliers** of ARAVEN, S.L.U.
- Updating of the scope and publication of the requirements of the **Procurement Conditions for Suppliers of ARAVEN, S.L.U.**
- Renewal of the **Ecovadis Silver sustainability seal**.
- Renewal of the **Socially Responsible in Aragón (RSA)** seal.

SOCIAL



- Donations and various **Corporate Social Responsibility** collaborations with AISECO and ASPADIR.
- Collaboration with the Association of Chefs of Aragón and the Association of Maîtres and Head Waiters in collecting **various items to help those affected by the extreme weather events in Valencia**. Supporting the **NGO World Central Kitchen**, founded by chef José Andrés, and the organisation led in Spain by Pepa Muñoz, Chairwoman of **FACYRE** (Spanish Federation of Chefs and Pastry Chefs).
- Participation in the **Villanueva de Gállego Duathlon**. Organised by **Pangea Triatlón** together with the Aragonese Triathlon Federation, with all proceeds from the purchase of race numbers by participants going entirely to the **Association for the Fight Against ALS**, '*Juntos Venceremos ELA*'.
- Participation in the training project for the **integration of transgender women into the labour market organised by the Federico Ozanam Foundation**, taking part in a **COOKING WORKSHOP WITH TRANS WOMEN**.

2.1 Notable ESG Milestones

Other notable ESG and corporate milestones are listed below. Further information is available on our website at [News - Araven](#)

Commercial

Award for export achievements
Zaragoza Chamber of Commerce



Óscar Calvo (JVC), Jorge Villarroja (Chamber of Commerce) and Mar Vaquero (DGA) presented the award to María Jesús López (Araven)

Innovation

Launch of the FIFO Fast sauce dispenser

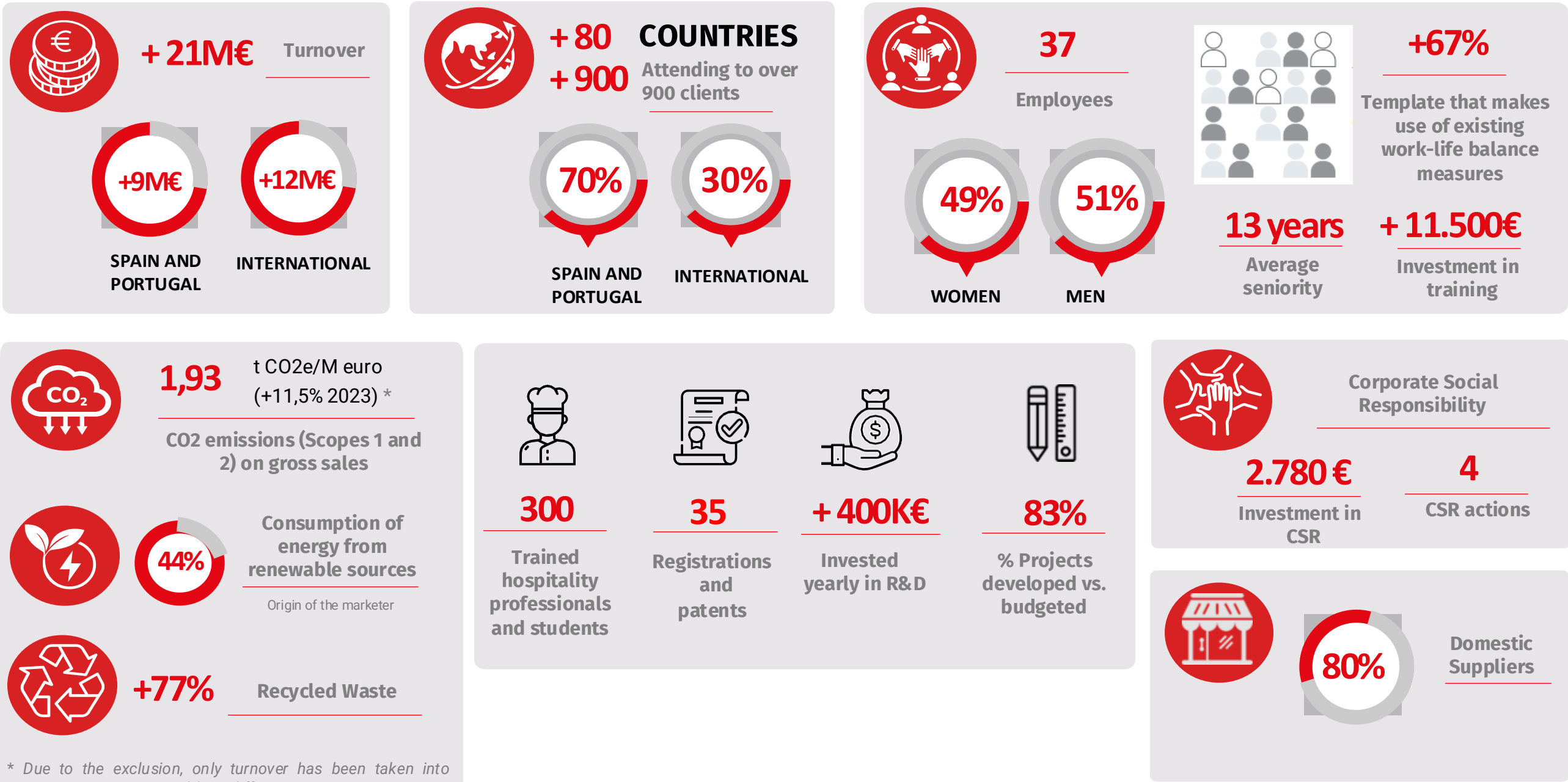
Specially designed to dispense condiments and sauces such as mayonnaise, mustard or ketchup quickly and effectively, **ensuring proper product rotation**. With this product, Araven responds to the specific requirements of the fast-food sector, with all the guarantees of durability, design and sustainability that have made us leaders in the sector.



Tray for the fermentation, preservation and transport of dough

This launch extends all the **advantages of durability, ease of use and sustainability** to pizzerias and bakeries. Specially designed for the preparation, preservation and transport of the product without altering its properties, its main features are its functional design, which allows you to choose between three stacking options with complete stability. In this way, ARAVEN **continues to be committed to reducing the environmental impact of its activity and offering products that allow its customers to also contribute to the sustainability of the planet**, addressing issues such as waste reduction, energy saving and the fight against food waste.

2.2 Main Magnitudes



03.

About Araven

3.1 Our Company



Araven S.L.U. was founded in Zaragoza in 1976. This **international company** specializes in the design, development, production management and marketing of an innovative, comprehensive range of products for food preservation and handling, serving and display, catering transport and cleaning for the **hospitality** sector.

From our headquarters in Zaragoza (Spain), our creative and multidisciplinary team constantly strives to innovate every day to surprise consumers with attractive solutions that not only offer distinctive design but also improve the functionality of existing solutions and revolutionize and revitalize the market.

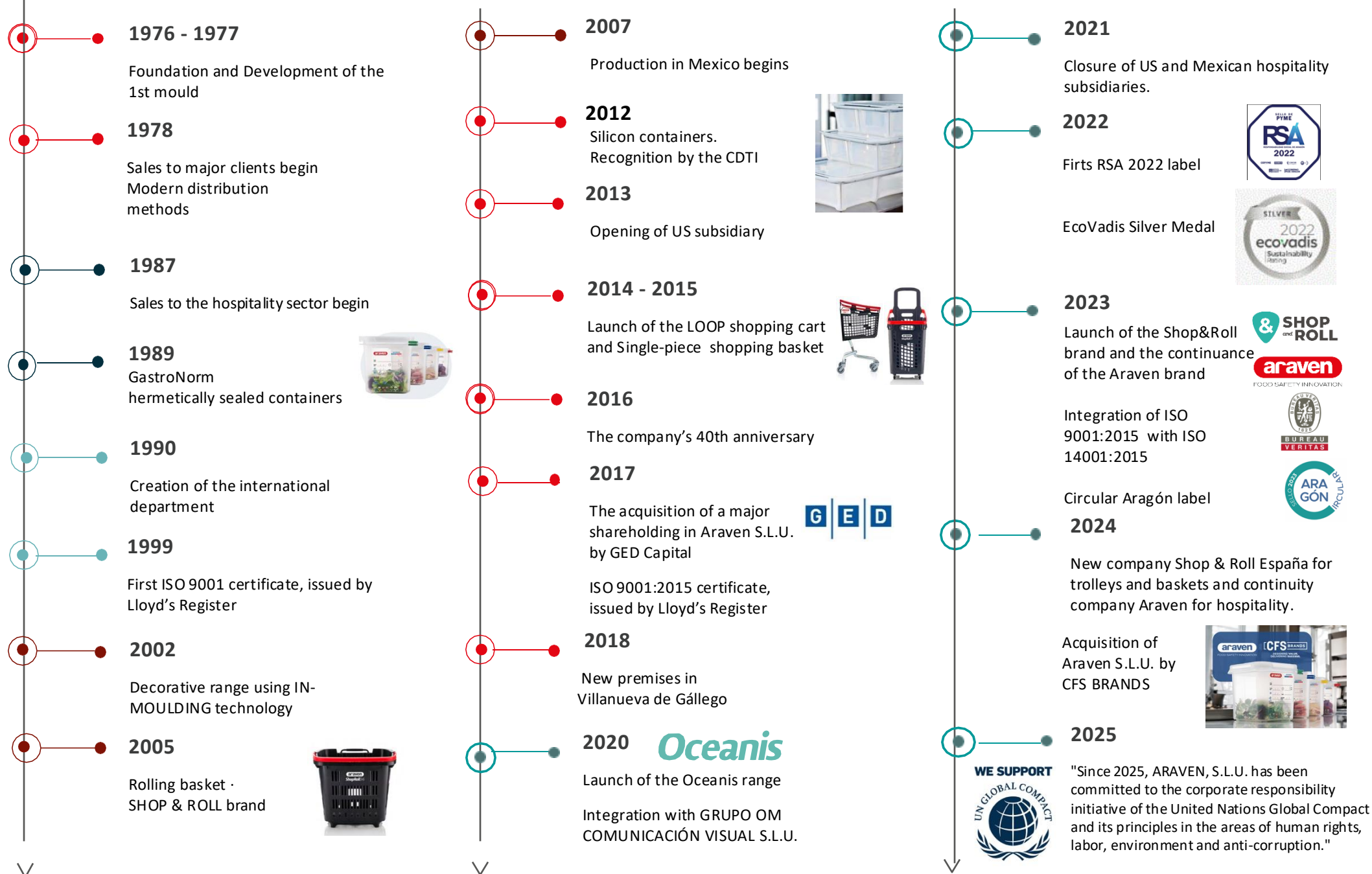
Our values and unwavering commitment have enabled us to achieve a leading position in the market and in July 2024, the U.S. company **CFS BRANDS acquired our company** with its complete portfolio of unique solutions for the different needs of preservation, handling, service, display and cleaning in hospitality industry and will operate as an independent entity within CFS Brands.

CFS Brands has its headquarters in Oklahoma City (Oklahoma, USA) and operates 14 brands specialized in the manufacture of products for foodservice, healthcare and cleaning sectors.

ARAVEN S.L.U. is located in the San Miguel Industrial Park, at C/ Río Martín nº 6 · Postal Code: 50830 in Villanueva de Gállego, Zaragoza (Spain), where it has office facilities and a logistics and distribution warehouse for carrying out its activities.

ARAVEN S.L.U. operates under the brand name

3.2 ARAVEN through the years



3.3 Mission, Vision and Values



Mission

To offer our customers innovative Solutions in all the different sectors we are acting on, always bearing **sustainability** in our mind.



Vision

To lead the equipment in the different sectors we are **working on**, both in national and international markets.

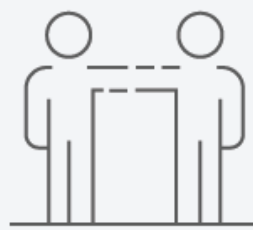


Values



CUSTOMER SERVICE

Our aim is always to satisfy our customers needs



COLLABORATION

We feel in plural. Our awareness goes beyond ourselves. We think as a team, as a territory, as a world



INTEGRATION SPIRIT

We transmit transparency in all our decisions, and create a sense of belonging



AMBITION FOR EXCELLENCE

We constantly improve ourselves to offer our best



INNOVATION

The unknown attracts and stimulate us to explore new possibilities and to draw the future

3.4 Corporate governance and organizational structure

ARAVEN is a single-member limited liability company (S.L.U.).

The management of ARAVEN, S.L.U. is the responsibility of the Chief Executive Officer (CEO), who is responsible for the administration of the company. Through its meetings, the CEO monitors the progress of the company, approves its annual budget, and monitors the achievement of objectives and strategic decisions that may arise or other events relevant to decision-making.

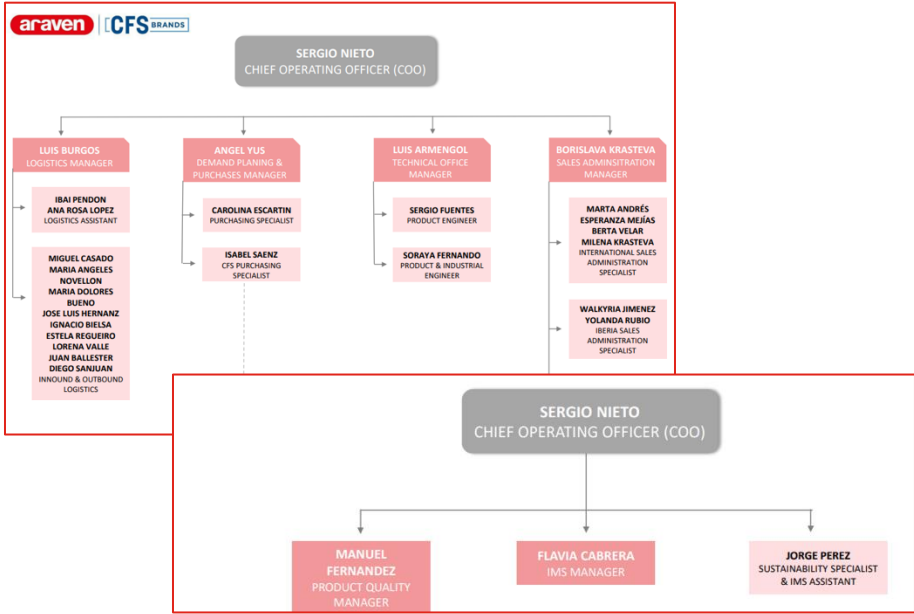
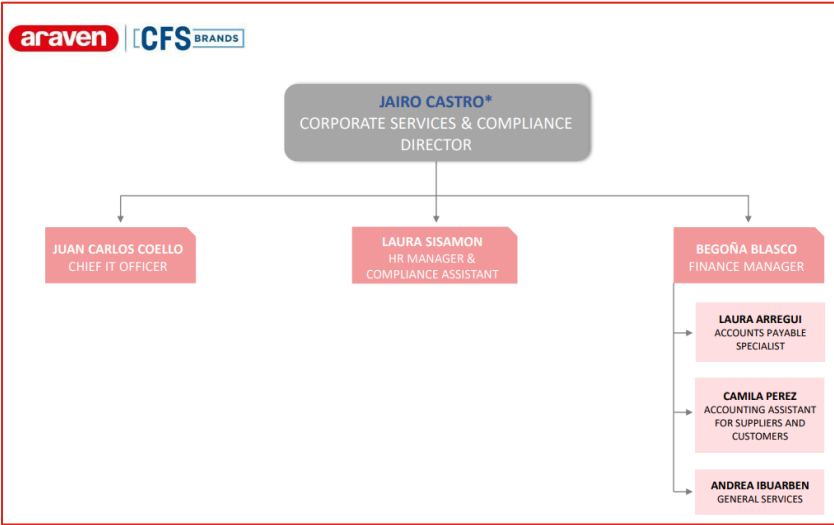
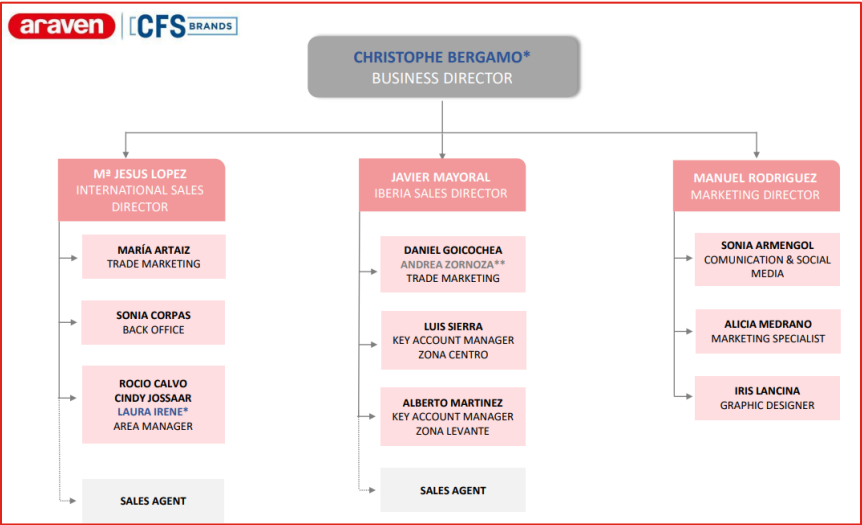
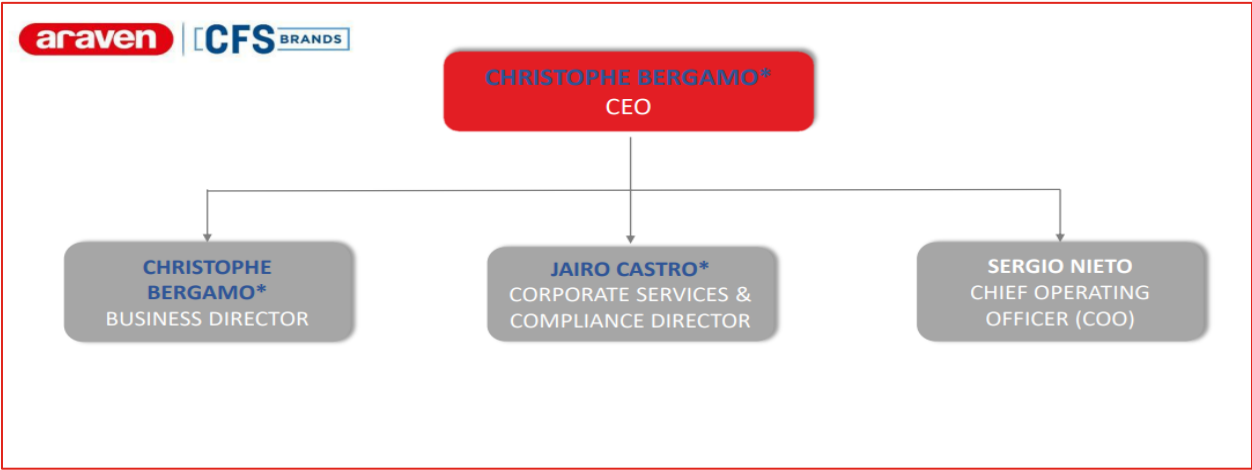
Below, we present the **structure of ARAVEN S.L.U.** as defined in the June 2025 organizational chart.

3.4 Corporate governance and organizational structure

The image shows the hierarchical levels and those responsible for them.



Organization Chart June 2025



3.4 Corporate governance and organizational structure

Corporate committees



Management Committee: led by the General Management as the highest executive authority at ARAVEN, it is made up of the Corporate and Compliance Department, the Operations Department, the IBERIA Sales Department, the International Sales Department and the Marketing Department. These meetings address issues such as:

- Definition, review and approval of the Strategic Plan.
- Communication of the next Annual Budgets reviewed and approved by the Board of Directors.
- Review of the degree of compliance with the General Objectives and definition of new ones.
- Review of the Company's Mission, Vision and Values, Policies and Code of Conduct.

Technical and Quality Committee: comprising members of the Technical Office and Product Quality departments, led by the Operations Department, whose main objective is to analyse and make decisions on the allocation of resources for the management of Technical Plans, the launch of new projects and the review of quality incidents in order to prevent and/or respond to customer complaints.

Worker representation

Meeting of Staff Delegates: a body involved in the management, application and interpretation of the collective agreement for the business activity, as well as in promoting dialogue for collective bargaining and the resolution of labour disputes, involving all interested parties.

It is made up of three members representing the workers, two of whom are women, and two representatives of the company from the Human Resources department, one of whom is a woman. The trade unions represented at ARAVEN are OSTA and UGT.

Health and Safety Meetings: made up of the Prevention Officer and the preventive resource designated by the company, which deal with any action that may have a substantial effect on the health and safety of workers, such as the following issues:

- The organisation and development of health protection and occupational risk prevention activities within the company.
- The design and organisation of training in preventive matters.
- The planning and organisation of work within the company and the introduction of new technologies, in all matters relating to the consequences these may have for the health and safety of workers.
- The appointment of workers responsible for emergency measures.

04.

Description and
Evolution of the activity

4.1 Our Approach

At **ARAVEN**, we specialise in the design, development, production management and marketing of products manufactured in Spain for professionals in the **hospitality industry**.

Since 2024, we have been part of **CFS BRANDS**, a global leader in foodservice, health and cleaning solutions. Together, we offer quality and comprehensive service for an efficient and profitable shopping experience.

Our strategy is based on management through a set of general policies, including the **Quality Policy**, whose main objective is to allow us to achieve our vision, satisfy customer expectations and seek innovative solutions for all stakeholders. To achieve this, we are focused on the analysis of the context and on the needs of the interested parties who help us to determine our annual goals.

Identifying, understanding and complying with customer requirements and the legal and regulatory requirements applicable to ARAVEN.

Identifying and considering the risks and opportunities that may affect the conformity of products and services and the ability to increase and maintain focus on customer satisfaction



We focus on strategic, operational and support processes and on continuous improvement, which allows us to increase the effectiveness of our **Management System, certified by the ISO 9001:2015 standard**, and the quality of our products and services, establishing the necessary controls at the inputs, throughout the process, and at the outputs.

Our methodology is also supported by our **Environmental Policy** and the management system that implements it **based on the requirements of the ISO 14001:2015 standard**. This is also reflected in our **Basic Regulatory Compliance Manual**, which includes, among other things, our **Code of Conduct** and **a set of complementary policies** for managing the company's ethics and integrity.

We also have an **R&D+i investment plan** to continue expanding our product portfolio and introducing new technologies, and a **sustainability plan** to achieve the lowest possible environmental impact in all our activities.

4.2 Our Products and Services

ARAVEN's main objective, not surprisingly given that one of our values is customer service, is to satisfy the needs and expectations that customers demand from the market.

This way of thinking and acting has led us to consolidate our position as a benchmark in the professional hospitality sector. None of this would be possible if, in addition to focusing our efforts on offering customers all the solutions they need, we did not combine this with a constant quest for excellence in our products and services.

The combination of these two principles, customer service and excellence, in everything we do has resulted in our brand being recognised in the domestic and international markets, with end customers perceiving value in every product and service, which is a major differentiating factor.



We equip professionals from the hospitality sector, bringing efficiency to kitchens.



Through ongoing innovations **Araven Food Safety Innovation** (<https://araven.com>) has forged a reputation as a leading brand in food safety for the hospitality sector.

We develop work tools and utensils that are versatile, and easy and convenient to use. They come with full hygiene and food safety guarantees, helping to comply with regulations while also facilitating everyday work in the kitchen.

Although, there are still limitations to innovation in the use of recycled or bio-based materials that guarantee food safety. However, **in line with this approach and our commitment to ZERO WASTE, we offer redesigned products in which the use of single-use raw materials has been replaced by 100% recovered material from our production waste.** Some examples of these products are the 3R waste separation bins and mop buckets, manufactured with our recovered material.

4.2 Our Products and Services

What are the benefits of our products for professionals at each phase of food management?

ARAVEN focuses all of its efforts on innovating in food preservation and handling processes, which are the most demanding areas in compliance with food safety regulations.



Storage and preservation:

ARAVEN **pioneered the incorporation of a permanent label** that indicates the temperature for refrigerators and microwaves, the type of food that can be stored, and its compliance with HACCP/APPCC food safety regulations **and ColorClip system in its airtight containers** to identify the food to be stored and to prevent cross contamination. ARAVEN's airtight containers provide full **food hygiene guarantees for preserving foodstuffs**



Handling and preparation:

ARAVEN's products help **prevent, reduce or eliminate potential hazards** at different stages of food preparation and handling.



Service and display:

ARAVEN has an extensive range of products for serving and displaying food, which **have been carefully designed with functionality** in mind and to respond to the needs of both serving and kitchen staff.



Transport:

ARAVEN **preserves food at the correct temperature during transport**, maintaining the cold chain to **prevent the growth and multiplication of microorganisms that could affect food quality and safety**.



Cleaning:

ARAVEN's waste bins are **essential partners in implementing HACCP systems** in cleaning processes.

For more information, please consult our catalogs at <https://araven.com/en/resources/>

4.2 Our Products and Services



Transparency of Information about our Products and Services

At **ARAVEN**, Corporate **Communication**, as a process of transmitting and receiving ideas, information and messages, arises mainly from the need to **“build a brand, create value and raise awareness”**.

Within this framework, **identifying the requirements and needs of our current and future internal and external customers, as well as society as a whole, is the basis for providing detailed information on the features and properties of our products and services, as well as advice on the use of our products.**

OFF and ONLINE Communication Channels.

Detailed below are the **most noteworthy activities in OFF and ONLINE Communication in 2024.**



Resumen de catálogo 2025



Equipamiento pizzerías



Cubetas fermentación 60 x40



Dosificador FIFO



Soluciones de Salsas



Recetario Salsas



Estantería esquinera



Folleto carro 60x40

Launch of new communication materials, resulting from the launch of new products.
For more information, visit our website [Home](#) | [Professional equipment for your kitchen](#) | [Araven](#)

4.2 Our Products and Services

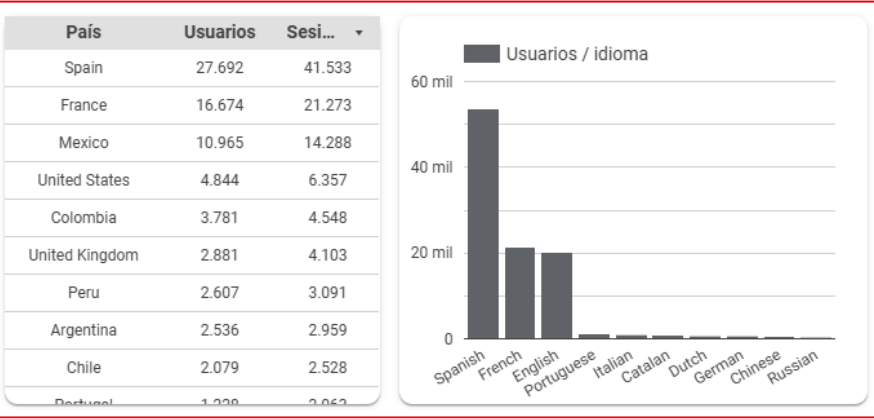


Transparency of Information about our Products and Services

WEBSITE – araven.com -

Updating of the content and images on our website:

We received **102,000 visits to our website** (+256% vs. 2023). Country of origin of users, with France standing out as the second most visited country.



NEWS on the beOne INTRANET (SharePoint platform):

More than **20 news items published** with the aim of internally communicating news, product updates, participation in CSR activities and advice that we have also shared with our external audience.

2024
19/12

Araven renueva el Sello de Responsabilidad Social corporativa

por Sonia Armengol - ARAVEN a las 15:45 en FOODSERVICE | 0 comentarios

2024
16/12

Araven participa en la Carrera de Empresas de ESIC

por Sonia Armengol - ARAVEN a las 11:39 en FOODSERVICE | 0 comentarios

2024
02/12

Caminamos juntos por los derechos de los animales

por Sonia Armengol - ARAVEN a las 9:00 en FOODSERVICE | 0 comentarios

SOCIAL MEDIA

Management and publication of content on the various social media platforms where we are present (Facebook, Instagram, X, LinkedIn):

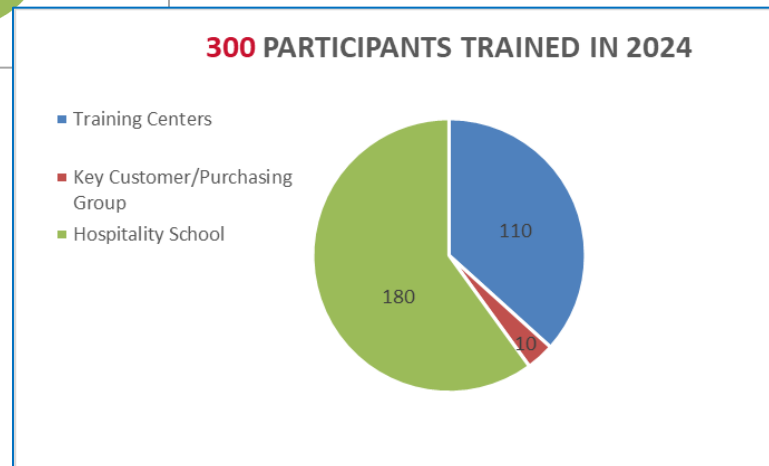
Total digital audience in 2024 of **8,145 followers** (+9% vs. 2023) **with 909 posts** (+8.6%). The results obtained from the digital audience on our social media profiles were almost **200,000 views** and almost **14,000 interactions**. Example of some posts:

Lista de publicaciones					Buscar	Descargar CSV	Columnas
	Network	Fecha	Impresiones		Interacciones		
<div>Sin imagen</div> <div>Making of con el chef Daniel Yranzo...</div> <div>Más Reutilizar contenido Ver</div>		5 sep 2024 12:38	5.38k		197		
<div>Sin imagen</div> <div>Hoy, el @chefarrabal del Restaurante @lajamada nos sorprende preparando una ...</div> <div>Más Reutilizar contenido Ver</div>		4 dic 2024 12:17	4.8k		148		
<div>Sin imagen</div> <div>¡Estamos emocionados de anunciar la renovación de nuestro acuerdo con el chef ...</div> <div>Más Reutilizar contenido Ver</div>		22 may 2024 12:36	3.53k		110		
<div>Sin imagen</div> <div>Hoy, el chef @danielyranzo te presenta uno de sus imprescindibles en la cocina: los ...</div> <div>Más Reutilizar contenido Ver</div>		19 nov 2024 12:48	3k		138		

Transparency of Information about our Products and Services

Through practical sessions lasting between one and two hours, the trade marketing and marketing teams have **given training workshops on food safety and hygiene, good practices and recommendations for food handling and storage.**

300 PARTICIPANTS TRAINED IN 2024



4.2 Our Products and Services



Transparency of Information about our Products and Services



Training activities 2024

We would like to highlight the following **training sessions and centres** where we transfer our knowledge:

- ✓ **Workshops on food safety** for students at the **CDC THR Marrakech** and the **Centre de Formation El Hank Iskr Polo Casablanca**.
- ✓ **Food safety in catering** was also the subject offered to students at the **CESUR Hospitality School** and the **Cruzcampo Foundation** in **Seville**, which is dedicated to helping young people find employment.
- ✓ The **Araven Quality Management System** was presented to **3rd-year Management students** at the **Basque Culinary Center**. In this way, we are expanding the content that allows us to share our knowledge with the sector.



4.3 Markets in which we operate

+45
YEARS

ARAVEN is a company founded in the Aragon region of Spain in 1976 by two entrepreneurs with experience in the industrial plastic injection moulding sector and in marketing and sales. In 1977, they developed their first mould and, in 1978, they started to sell their products to major clients in Spain.

From that point on, ARAVEN began to grow, focusing on solutions for the home in the domestic market. In the late 1980s, it went on to penetrate the hospitality sector and, in the 1990s, to expand into the international market.

Thanks to our in-depth international vision, backed up by **an extensive network of agents and distributors worldwide**, our products can be purchased in over 80 countries, and our standard services, management practices, key focuses, knowhow and training to boost our competitive capacity are all integrated in a value chain in the midst of a process of change.

In 2024, **43% of the turnover was represented by Spain and Portugal and the 57% was by the International market.**

The following table shows **the percentage of turnover by territory** (IBERIA: Spain and Portugal; EMEA: Europe, Middle East and Africa and AMAS: America and Asia):



IBERIA	EMEA	AMAS
43%	51%	6%

4.4 Trade shows and events

It is worth highlighting the **trade shows** where ARAVEN has been present in **2024**:

National

- **HIP** (Hospitality Innovation Planet). February in Madrid
- **GUEXT** (International trade fair for suppliers and services for the hospitality sector). October in Madrid.



International

- **Internoga**. March in Germany
- **Nisbets LIVE**. March in Bristol - UK
- **Lockhart Supplier**. September in Nottingham - UK



4.4 Trade shows and events

Other events in which ARAVEN has participated in 2024:



Araven Italy Strategic Business Meeting 2024-2025.
November 14 at Araven's facilities



Araven at the MAKRO Spain 2024 supplier convention.
November 6 in the main auditorium of the Barcelona Gastronomic Forum.



Araven attends the annual Metro C&C France convention.
November 5 in France

4.5 Stakeholders

Identification of Stakeholders

In order to properly define our strategy, **we identify and analyze stakeholders, distinguishing between internal and external stakeholders**, that have a direct or indirect relationship with our company and, therefore, can influence or exercise power therein, or be affected by its decisions and actions.

Internal:

Owners: Individuals or legal entities that own ARAVEN, S.L.U.
Currently CFS BRANDS GROUP.

Employees: People hired by the company, including those hired through third parties and staff on training contracts.

4.5 Stakeholders

External:

Climate Change

Aspects related to climate change, as an important external factor for our community, and its risks that may influence the development, maintenance, and effectiveness of the company's activities and its management system(s).

Suppliers

Individuals or legal entities that supply products, goods, and/or services to ARAVEN. These include suppliers of manufacturing, raw materials, semi-finished products, services, among others.

Customers

Companies and/or individuals who purchase the products and services we offer.

Competitors

Companies in the hospitality sector.

Public Institutions

Ministries, institutions, and agencies of the state administration, autonomous communities, and local corporations. Government organizations with legislation in the countries where ARAVEN is present and those where we could gain a foothold.

Society in general

Natural or legal persons who are the final beneficiaries of the products and services of the companies of the ARAVEN, or who have a direct or indirect link with the group's activity.

Owners of the facilities

Individuals or legal entities that own the facilities where ARAVEN is located.

4.5 Stakeholders

Analysis and Evaluation of Stakeholder Requirements

Once we have **differentiated between internal and external stakeholders**, we **analyze their requirements**, including those related to climate change, and then **assess(*)** their interest and power within the company. We then **prioritize and define communication strategies** for each of them.

(*) Scale of values for Interest and Power in the company: very low: 1 / low: 2 / medium: 3 / high : 4 / very high: 5

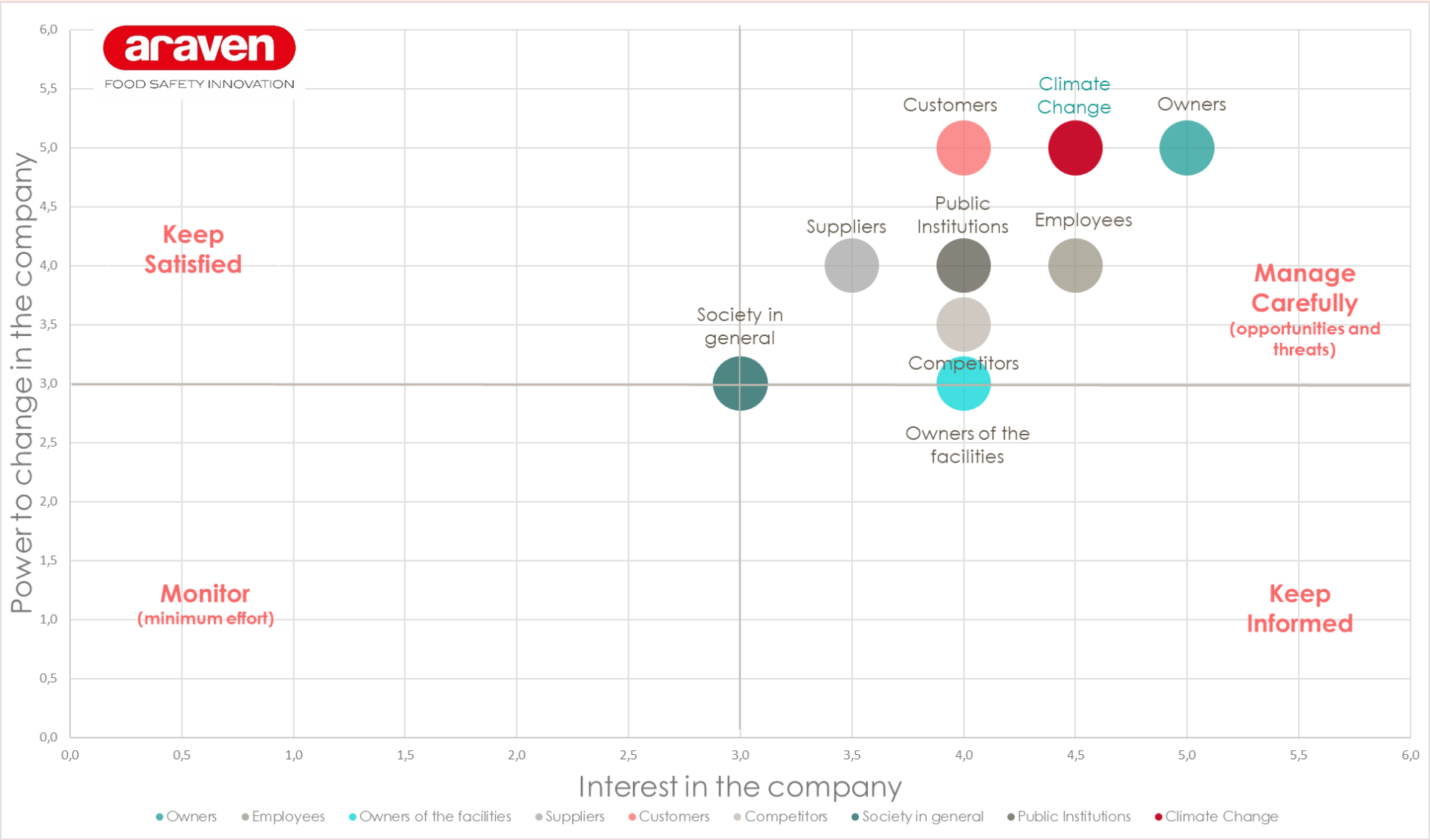
Type of Stakeholders	Stakeholder	What is your requirement?	Interest in the company	Power within the company	What to communicate
Internal	Owners	Sufficient profitability (EBITDA),	5,0	5,0	Financial and Operating Information Strategic Lines
Internal	Employees	Secure employment, adequate remuneration, participation, occupational safety and health, professional recognition, professional development	4,5	4,0	Company Policies (Compliance Manual) Procedures Operational Indicator Results Objective results Incidents / Suggestions

Type of Stakeholders	Stakeholder	What is your requirement?	Interest in the company	Power within the company	What to communicate
External	Owners of the facilities	Maintenance of infrastructure in good condition and timely collection of agreed monthly payments.	4,0	3,0	According to occurrence of incidents
External	Climate Change	Compliance with: -Environmental legal and regulatory standards. -Use of renewable materials. -Reduced energy consumption. -Have energy suppliers that indicate the percentage of energy coming from renewable sources. -Customer requirements regarding carbon neutrality. -Sustainable policies and strategies. -Product sustainability information requirements.	4,5	5,0	Certificate of ADHESION to the United Nations GLOBAL COMPACT. General Policies. Sustainable Collaboration Policy. ARAVEN GHG (Greenhouse Gas) emissions reports for the defined scopes. Environmental Commitments of Suppliers. Actions focused on SDG 13 Climate Action. Actions focused on eco-design.
External	Suppliers	Long-term relationships, timely payments, standard quality and environmental definitions, adequate supply of MPs and production tools.	3,5	4,0	Company Policies (Compliance Manual) Orders Changes in requirements Non-Conformities and Corrective Actions Compliance with deadlines Compliance Audits Process Suppliers Reliability Stocks General Purchasing Conditions that include environmental requirements Environmental commitment to ARAVEN by suppliers of manufacturing, purchase of goods, and/or services at our facilities.
External	Customers	Good value for money, guaranteed supply. Growing customer demand for sustainable solutions and response to environmental requirements.	4,0	5,0	Company Policies (Compliance Manual) Quality Policy Environmental Policy Rates New products New needs Complaints Sustainable Actions Customer Audit Results (Ecovadis, others)
External	Competitors	We need to know what it is doing and what the market trends are.	4,0	3,5	General Company Information
External	Society in general	Job creation. Minimal environmental impact. Sustainability. Stop price increases.	3,0	3,0	Mission, Vision and Values Quality Policy Environmental Policy Sustainable Actions Contents on social networks
External	Public Institutions	Trade Missions. Subsidies. Collaboration in the implementation of Equality Policies. Payment of taxes and compliance with the Law. New environmental legislation emerges: packaging and packaging waste, contaminated soils, etc.	4,0	4,0	Changes conditions Equality Plan Environmental Legislation Regulations applicable to the product

4.5 Stakeholders

Communication strategy with stakeholders

The **result of the assessment** of the influence of stakeholders **provides answers regarding the strategy we should follow** based on the power these stakeholders and influencers have to change our company, leading to the inclusion of new requirements or not, always **under the premises of Keep Satisfied, Manage Carefully (opportunities and threats), Monitor, and Keep Informed.**



4.5 Stakeholders

We count on the collaboration of the following bodies, **among other stakeholders**:

Research centers, training centers, technology institutes, foundations, universities, business clusters, and/or non-profit organizations with social and environmental objectives, among others.



05.

Innovation

INNOVATION AS THE DRIVING FORCE BEHIND GROWTH

“ Through **research and ongoing efforts**, we come up with ideas that are transformed into **new products and one-of-a-kind solutions in our business area** we specialize in. ”

A solid process of innovation, based on in-depth knowledge of the channel we work in.

We consider innovation a driver of growth, aligned with one of our priority SDGs: **:9 Industry, Innovation, and Infrastructure**. With the aid of collaborators, designers, and technology and market forecasting, combined with a high dose of creativity and the technical resources at our disposal, we come up with ideas that are turned into one-of-a-kind products with high added value.

We promote innovation and sustainability in professional kitchens with versatile, easy-to-use products that comply with regulations, improve efficiency and food preservation, and promote responsible management.



5.1 Lines of development

DESIGN AND FUNCTIONALITY

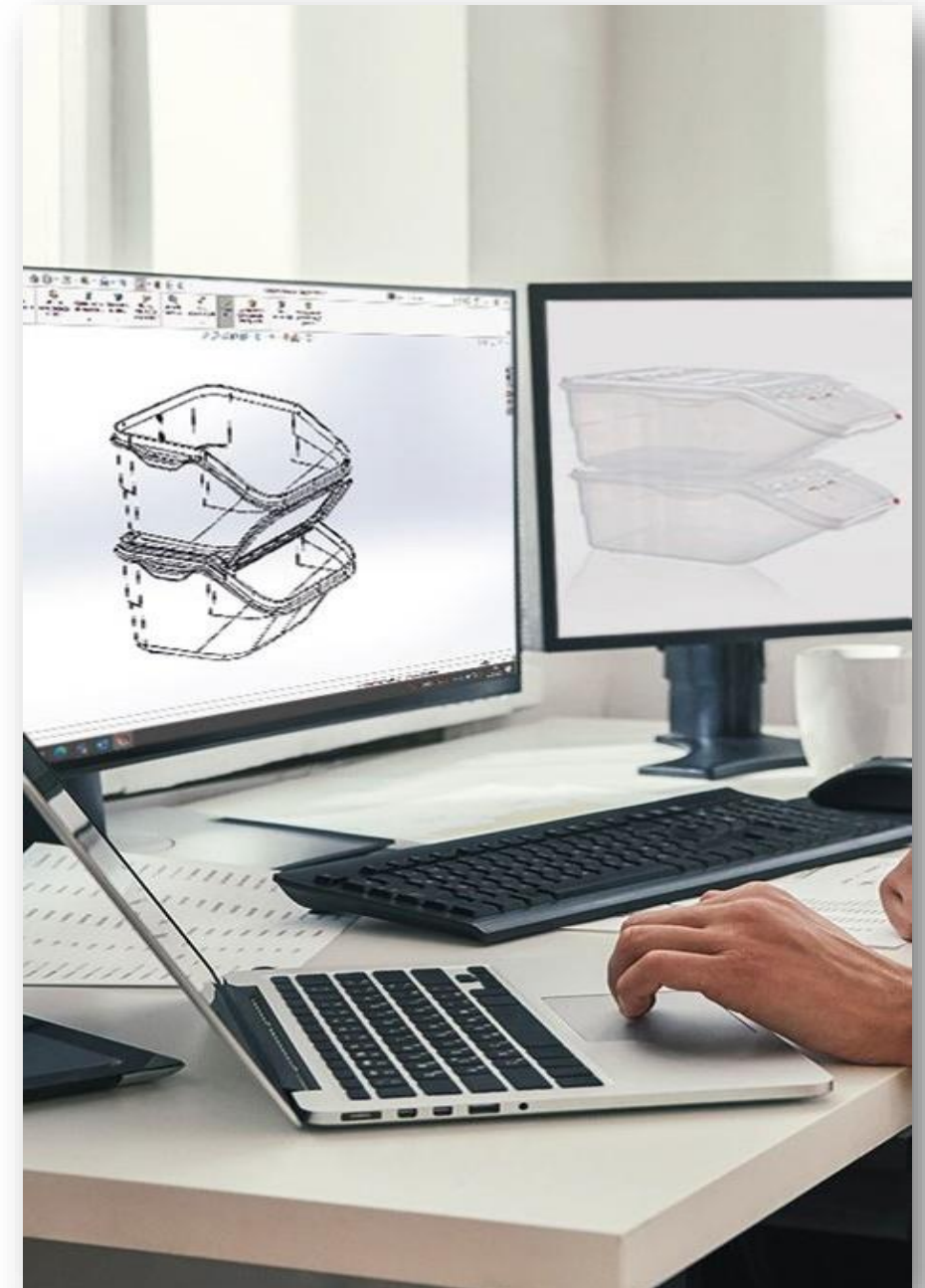
“When we work on **new solutions**, we always try to go **further than the existing ones**. ”

We have a Marketing Management process that channels the **identification of external needs and expectations** through market surveillance as one of the pillars of idea generation, including information from environmental surveillance (legislation, economy, market trends, etc.) and technological surveillance and/or patent surveillance.

All these consultations, including those that may arise from anyone in the company or in response to a customer request, result in the capture of signals that help inspire us to generate ideas for new products or concepts. This is known as the **Conceptual Phase** for product development.

This is when our **Product Development process** begins with the **Design Phase** and **Industrialisation Phase**, which, through an iterative process, seeks to guarantee and improve the aesthetic and functional requirements expected of the product, always from the perspective of optimal production viability and minimising its socio-environmental impact.

These are proposals that not only provide a distinctive design but also improve the functionality of existing solutions and revolutionise and revitalise the market.



5.2 2024 Releases

By 2024, we planned to carry out 6 new projects, resulting from the identification of opportunities for improvement detected to meet the needs of our current and future customers. We finally tackled 5 projects, 1 of which was not in our plans and 2 of which we were unable to address due to other priorities. Below is a summary of the projects we had planned and ended up completing.

Fermentation trays:

Launched in April 2024, this project involved adding one of the best-selling products for pizzerias and bakeries to our catalogue: fermentation trays.

This project helps ARAVEN become more competitive by offering a solution for fermentation, as the brand did not previously market any products for this process.



FIFO dispensers:

The project was launched in October 2024 and involved bringing 3 products with different volumes to market: 45 cl, 70 cl, and 90 cl.

The aim was to develop a range of FIFO dispensers whose main features were easy access to the inside of the container for cleaning and that the sauce was always ready to serve, as it could be turned upside down. One of the screw caps in this range was made compatible with caps already created for other types of dispensers in the catalogue.



Pseudo-airtight lid:

Project launched in March 2025, adding 6 new items to the range.

The project complements the GastroNorm Basic range of containers with a pseudo-airtight lid, whose airtightness is intermediate between the two lids that were available until this launch.



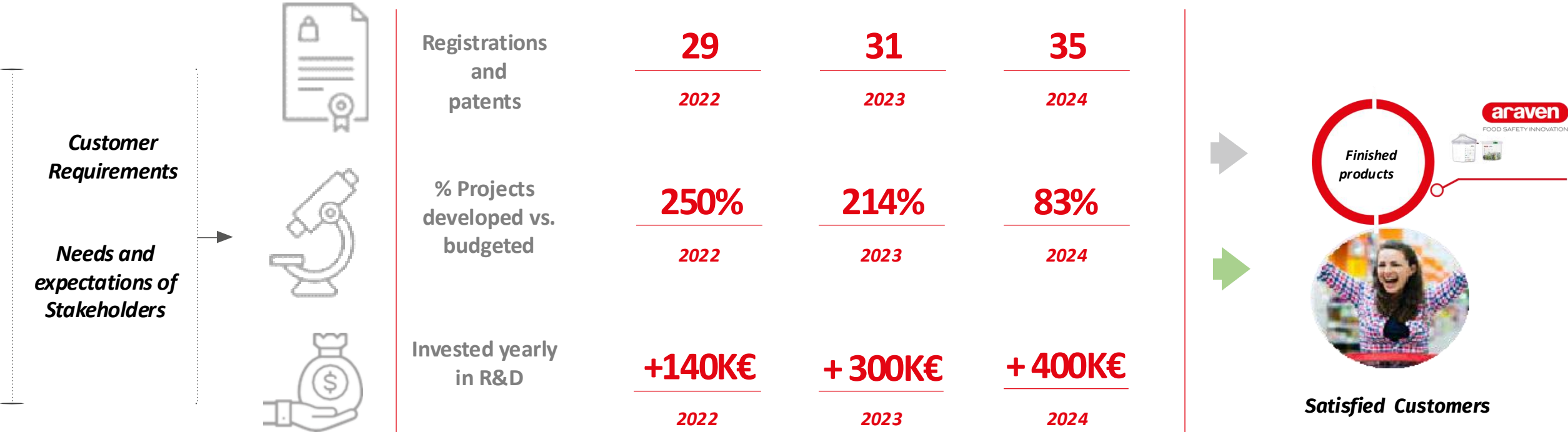
Platform with wheels:

Development project completed in 2024, with marketing set to begin in May 2025.

The aim is to improve the platform with wheels currently in our catalogue, adding distinctive features to those currently available on the market.



5.3 Investment in product development projects



5.4 Eco-design

Eco-design is a **fundamental pillar of the sustainability strategy at ARAVEN S.L.U.**, as it allows us to anticipate and minimise the environmental impact of our products from their conception to the end of their useful life.

During 2024, due to the carve-out of the company and our integration into CFS Brands, it has not been possible to implement new actions in this area. Despite this, we maintain a specific budget allocation that we expect to use to promote new initiatives over the coming financial year, so that we can continue on the path towards the goals set out in our initial 2021 Sustainability Plan, which was revised in 2025 with a view to 2030.



In line with our Eco-design pillar to integrate innovation and sustainability into design, **in 2023 we completed the Life Cycle Assessment (LCA) of our current Airtight product 03025** in all its phases to determine different categories of environmental impact (**climate change, acidification, eutrophication, photochemical ozone formation, ozone depletion, resource use, water use, energy resources and waste generation**).

We plan to resume the remaining actions, such as simulations to detect reductions due to the increase in the recycling percentage and testing processes until approval, which require the completion of eco-design development starting in the second half of 2025.

06.

Value Chain

6.1 Suppliers

“*Relationships of **trust with suppliers**, to the **mutual benefit of both**, have contributed to the success of ARAVEN. As a result, **we seek to ensure that our relations with suppliers are always based on transparency so that they are assured equal opportunities, respect and integrity.***”



ARAVEN S.L.U. maintains **procurement criteria that integrate specific environmental and social aspects** for all products, goods and services purchased by the organisation, and these are reviewed periodically.

The criteria for classifying suppliers are defined in our **Supplier Selection, Evaluation and Monitoring** process, which we follow in accordance with the document “**General Characteristics for the Selection of New Suppliers**”. These criteria may be adapted according to the specific needs of the area concerned, but always taking into account market segments and trends towards environmental and social commitment.

ACTIVITIES WITH THE NEW SELECTED SUPPLIER

- We sign a **Confidentiality Agreement** in accordance with the scope of the contract.
- We share and request their agreement to our **Good Conduct Guide**, which is regulated by our Regulatory Compliance Manual. This guide **sets out the selection of suppliers based on objective criteria of quality, value, proven experience, professionalism, cost, and their commitment to Corporate Social Responsibility**. Specifically, point IV refers the “Commitment to our customers, suppliers, business partners and competitors”.
- We send the document “**General Procurement Conditions of ARAVEN**” to suppliers of goods or services intended for our finished products, which are the same as those appearing on the back of purchase orders and include, among others, delivery conditions, billing methods and environmental requirements, thus certifying the supplier’s commitment to ARAVEN.
- We send and request compliance with our document “**Environmental Commitment with Manufacturing Suppliers of ARAVEN S.L.U.**”.
- With all of the above, the selection process is completed with an **initial Supplier Approval and Evaluation audit**, and the business relationship is documented with the signing of a **Contractual Agreement** between the supplier and ARAVEN S.L.U. and/or the registration of the supplier in our ERP system.

6.1 Suppliers

At ARAVEN S.L.U., interaction with current and/or future suppliers through **clear and accurate communication is essential to guarantee the quality of our products and services.**

Transparent communication is essential to maintain long-lasting and sustainable relationships with suppliers, which promote mutual growth and provide us with quality products and services for our customers.

In addition to the documentation shared with a new supplier, below are other examples of how we share information:

Suppliers involved in manufacturing processes that use **production equipment owned by ARAVEN, S.L.U.** are informed of the **essential requirements for its maintenance** to ensure it is kept in good condition.

Suppliers involved in manufacturing processes are also informed of the **characteristics that the manufacturing process supplier must meet in relation to internal audits or regulatory compliance** required by ARAVEN.

Suppliers of products or involved in manufacturing processes for new launches are provided with the **technical definition of the product** and, where applicable, the **definition of the packaging** and the necessary delivery times.

100% of our manufacturing suppliers (suppliers involved in manufacturing processes) have **our ERP installed on their servers**, through which they report their manufacturing. They also have **our collaborative tool installed**, through which they receive alerts about changes in the technical conditions of our products.

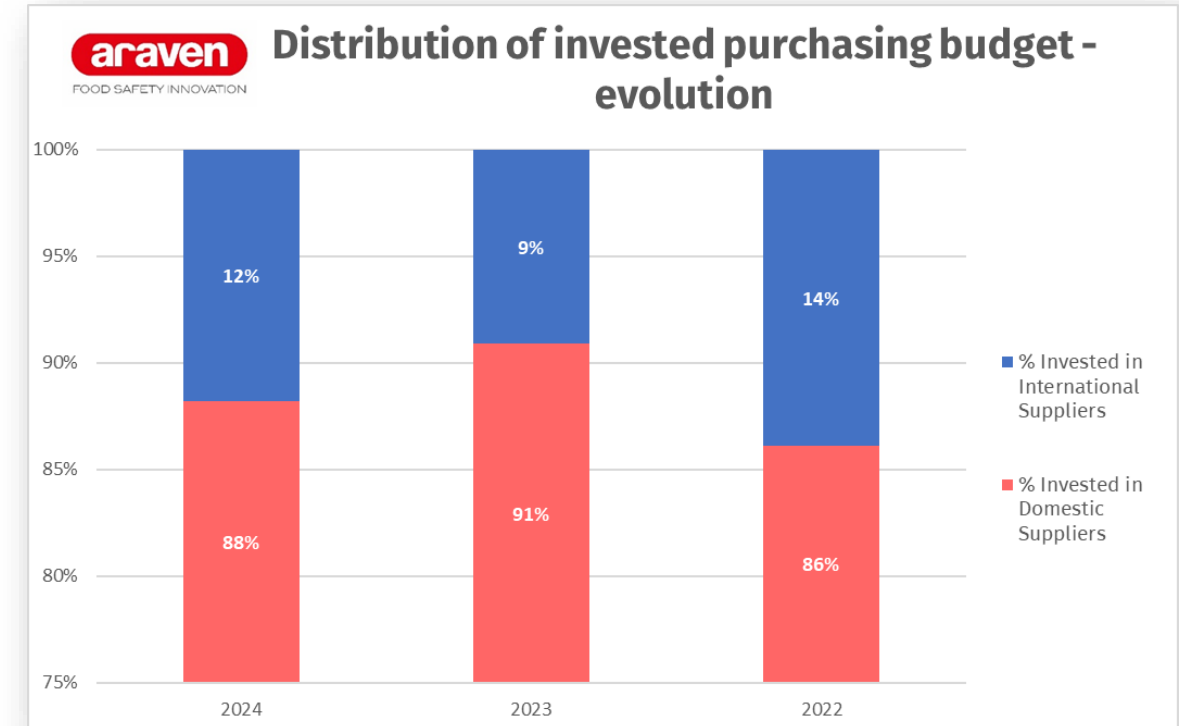
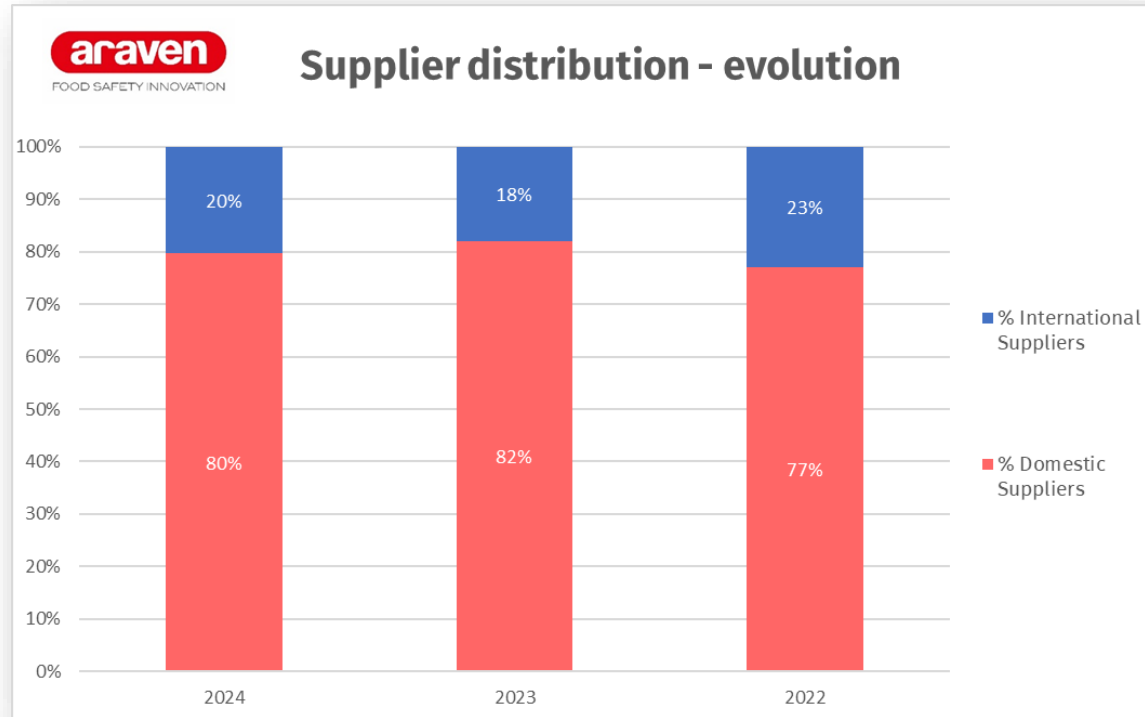
INTERACTION WITH SUPPLIERS



6.1 Suppliers

Of the total number of suppliers who provide us with their products and services and are registered in our ERP system database, in **2024 we had 80% domestic suppliers compared to 20% foreign suppliers.**

DOMESTIC AND INTERNATIONAL SUPPLIERS



100% of our manufacturing process suppliers are domestic and have certified their acceptance of our document “Environmental Commitment with Manufacturing Suppliers of ARAVEN S.L.U.” revised and sent in 2024, by returning the signed document.

6.1 Suppliers

At ARAVEN, we have **two ways of evaluating our current and/or future suppliers through audits** that we classify as **reduced and extended**.

Small-scale evaluation

It is carried out annually and **100% of suppliers participate**.

There are **six criteria** for this assessment, including **environmental aspects**, which are:

Service	Certifications
Quality	Environment
Finance	Alternatives

Comprehensive evaluation

It is carried out to **select new suppliers and to conduct annual monitoring of the most critical ones**.

There are **nine criteria** for this assessment, including **labor and environmental aspects**, which are:

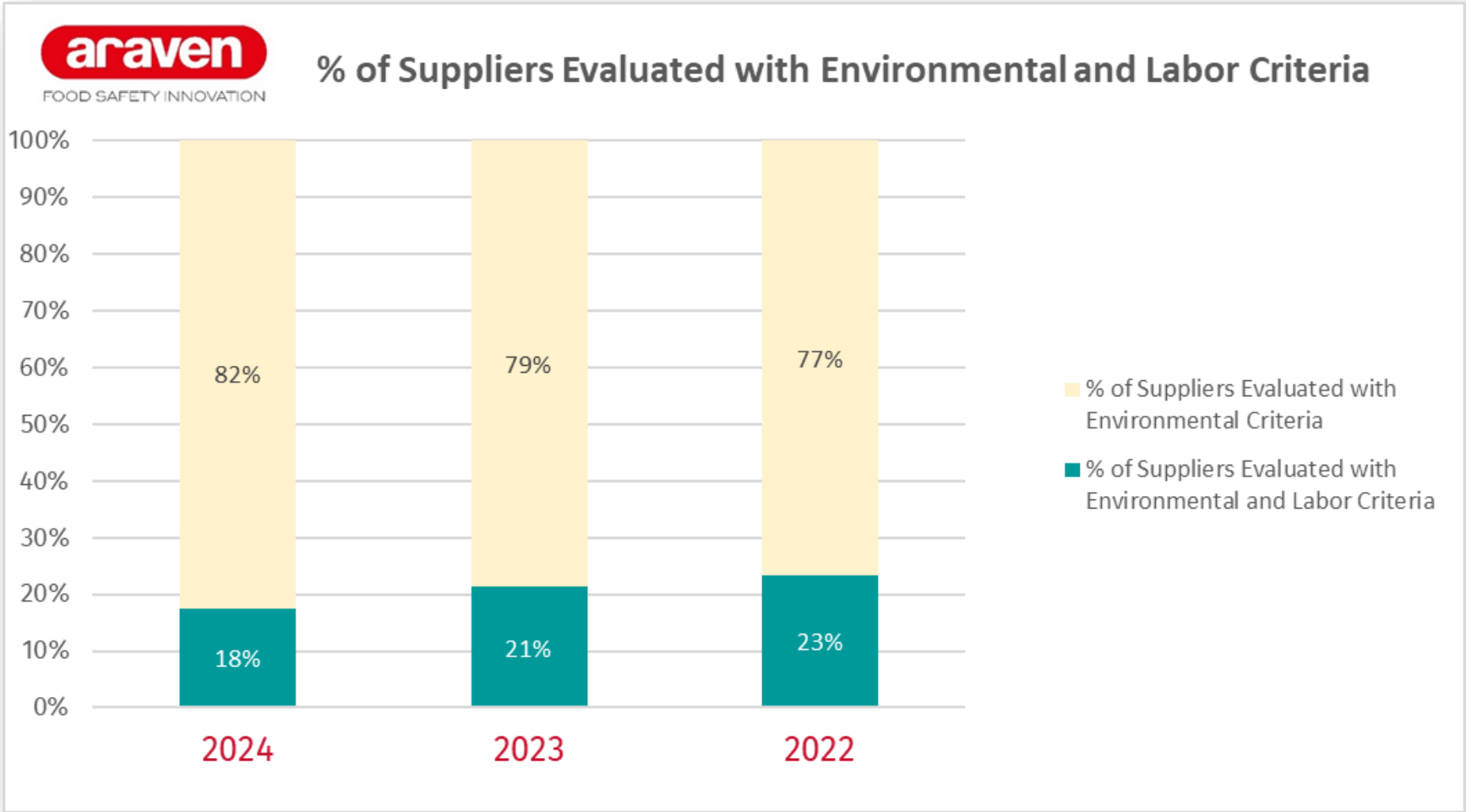
Economic circumstances of the supplier	Order and cleanliness	Occupational Risk Prevention
Ownership of the company	Stock	Work with ARAVEN
Company processes	Service	Environment

ENVIRONMENTAL AND SOCIAL ASSESSMENT OF SUPPLIER



6.1 Suppliers

ENVIRONMENTAL AND SOCIAL ASSESSMENT OF SUPPLIER



The **evolution of suppliers audited** with labor and environmental criteria (**extended**) compared to those evaluated with environmental criteria (**reduced**) is as follows.

6.2 Customers

“ At ARAVEN, our mission is to constantly strive for customer satisfaction through our excellent offering of innovation, quality, price, and design, which is what drives us every day. ”

At ARAVEN S.L.U., we have a **methodology** that is reviewed periodically to **understand the expectations and needs of our customers**, which is regulated by our **Customer Satisfaction** process. **It consists** of sending a **questionnaire** with questions that **allow us to**:

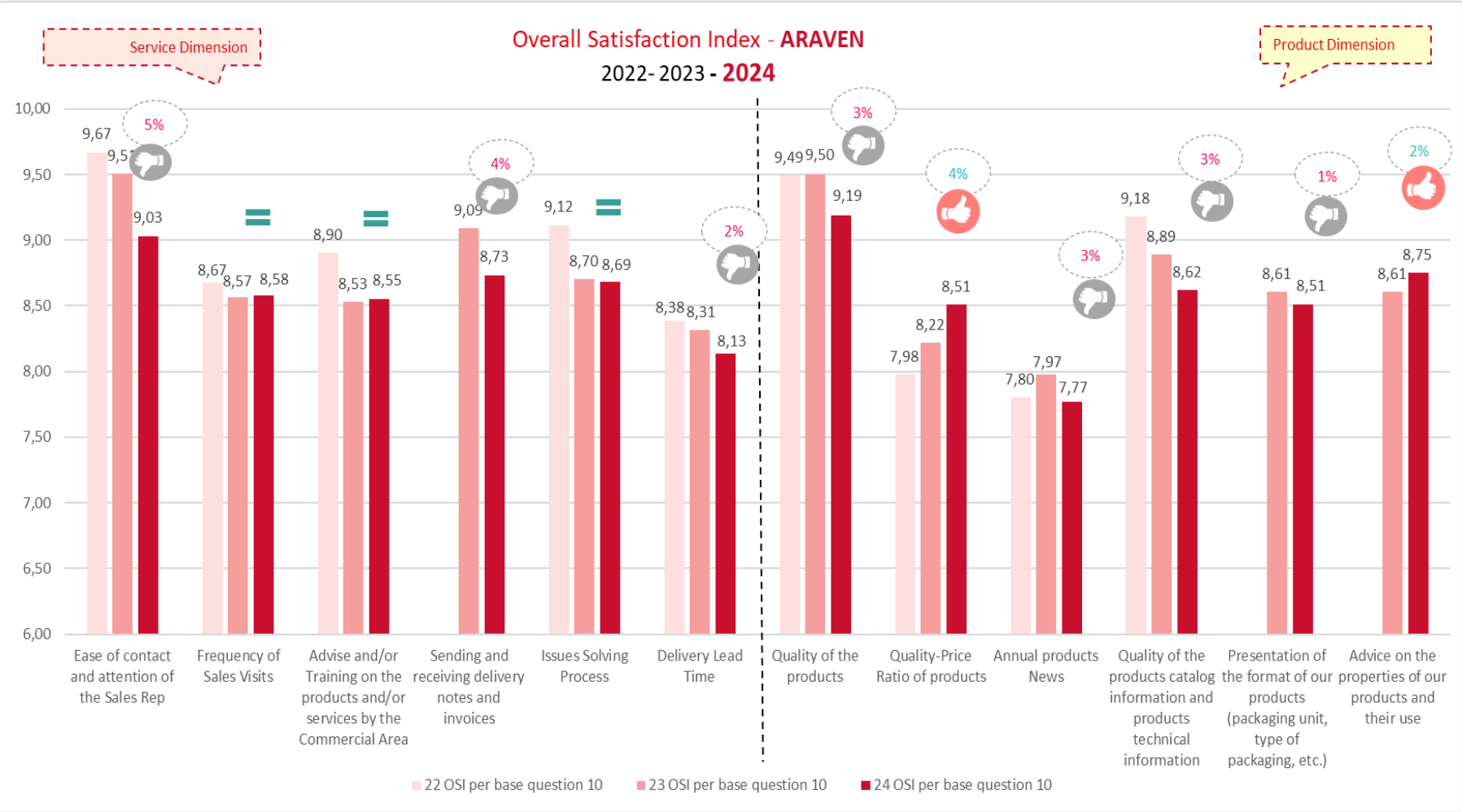
- ✓ Measure the loyalty of our customers based on recommendations (NPS index).
- ✓ Find out how they rate aspects of our service and products.
- ✓ Find out if they consider the information on the website [Home | Professional equipment for your kitchen | Araven](#) to be adequate.
- ✓ Assess the customer's perception of our commitment to sustainability and whether they have any comments that could help us.
- ✓ Gather customer opinions on whether or not they would buy our products again.
- ✓ Analyse their opinions, questions or concerns through a specific field to be completed by our customers if they wish.

Once the completed surveys have been collected, the data is analysed by the Integrated Management Systems department and includes different ratios. The analysis of the results **is shared with Senior Management and the Sales Departments** so that **continuous improvement actions can be implemented**.

In addition to this, **we also use other direct and/or indirect methods, such as** the opinions that the sales staff members gather from our customers in their sales reports **or as a result of the analysis of:**

- **Complaints and Incidents / Non-Conformities / Service Level.**
- **Presence at trade fairs in the sector.**
- **Customer feedback through their ratings and/or comments collected on the various social networks where ARAVEN is present.**

Evolution of the Overall Customer Satisfaction (OSI) results



- The **Overall Satisfaction Index (OSI)** remains remarkably high at 8.59, down 1% from 8.71 in the previous financial year and also below the 8.78 recorded in 2022.
- This difference is due to the **service dimension falling by 2%**, from the remarkable high score of 8.79 achieved in 2023 to 8.62 in 2024. The **product dimension decreased by 1%**, reaching a high of 8.56 compared to 8.63 in 2023.

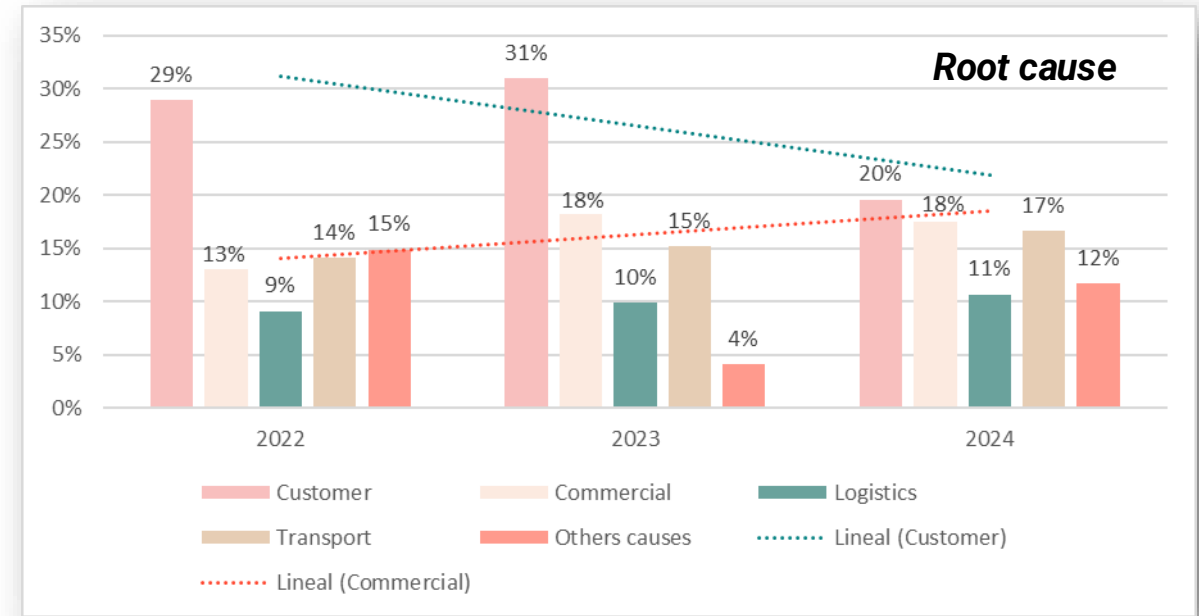
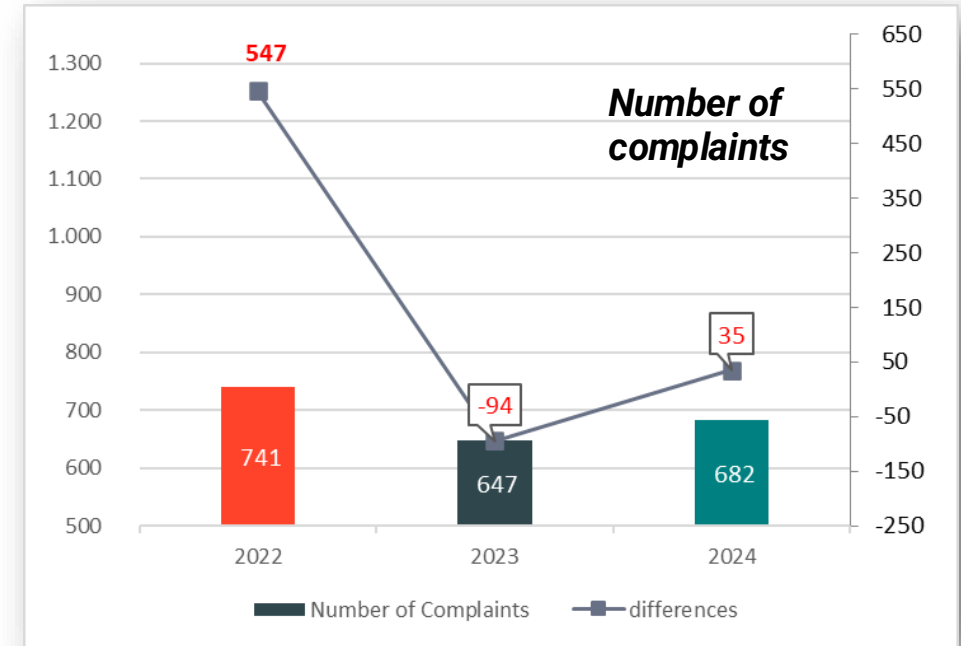
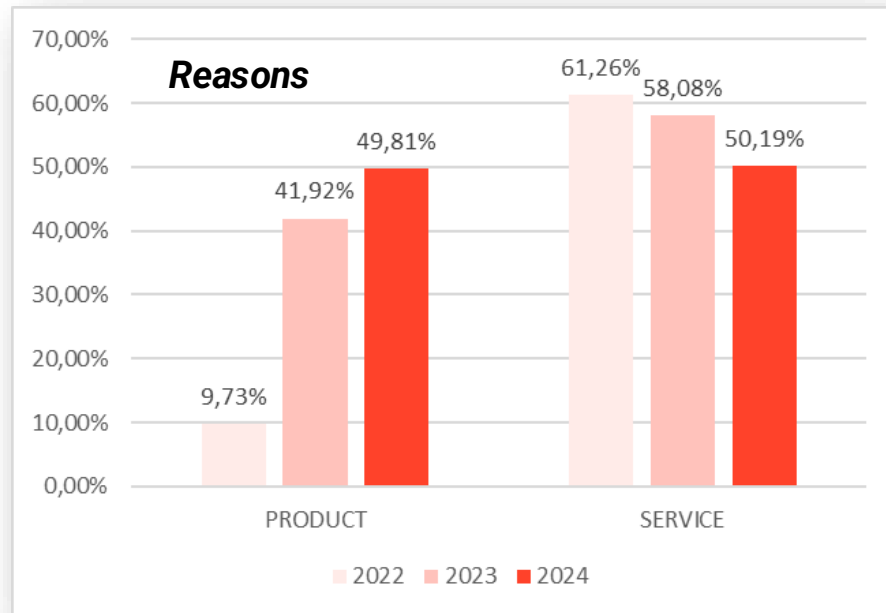
6.2 Customers

Evolution of Customer Complaints

We manage all complaints and incidents through the application created on our intranet (SharePoint platform) where **different areas of the company interact**: registering the incident or complaint (Business Administration), assessing the nature of the incident, and providing a resolution (Product Quality/Logistics).

With all complaints and incidents visible to all stakeholders, **this tool allows us to:**

- **Know the total number of complaints and incidents** handled during the year.
- **Evaluate our product and service quality** more effectively and efficiently.
- **Conduct a qualitative analysis** of complaints, breaking them down to the **root cause** and thus implementing action plans where appropriate.



6.2 Customers

Compliance with the CSR requirements of our customers

ECOVADIS

It is a sustainability rating system for companies through a software platform that **evaluates environmental impacts, labor practices, human rights, ethics, and sustainable purchasing** through argumentation and the provision of evidence.

ARAVEN currently has BRONZE level certification. One of our sustainability goals at ARAVEN within the Integration pillar is to achieve GOLD level certification by 2027.



ARAGÓN SOCIAL RESPONSIBILITY (ASR) (RSA in Spanish)

The Government of Aragón, together with CREA, Cepyme Aragón, UGT and CC.OO, launched this assessment initiative with the **aim of strengthening the commitment of Aragonese companies and self-employed workers to policies, products, services and actions that generate a more sustainable and relevant social impact.** Araven has held this seal since 2021 and renews it annually.



Furthermore, in the area of socio-environmental responsibility within the value chain, we have seen an increase in the number of questionnaires received by several of our customers to disseminate our sustainable performance.

That's why we have recognized seals, certifications, and systems that endorse our ESG progress, such as:

SMETA



This is an audit system that helps companies to understand the **standards of work, health and safety, environmental performance, and ethics** within their own operations or at a supplier's site.

ARAGÓN CIRCULAR

The "Aragón Circular Seal" is a mark of public recognition for companies, local administrations and entities in general for their **commitment to the circular economy model, the implementation of good practices, and actions to improve their circularity, within the framework of excellent, innovative and sustainable management,** which meet the established requirements, in addition to strict compliance with current legal obligations.



Araven obtained this seal in 2022.

6.3 Other Collaborators and Partnerships

In April 2024, **ARAVEN** reaffirmed its **commitment to training, excellence and sustainability in the hospitality industry** by becoming a **sponsor of the Spanish Federation of Chefs and Pastry Chefs (FACYRE)**.

A **collaboration agreement was signed** by the Marketing Director of ARAVEN, Manuel Rodríguez, and the Chairwoman of FACYRE, Pepa Muñoz, at the Genóva Financial Club in Madrid, whereby **the company will participate in the various courses, activities and events organised by this organisation**, with a view to achieving ever higher standards in the hospitality industry.

The **collaboration will also include** workshops, show cooking and product demonstrations, and the company will participate in working committees and in the FACYRE annual awards ceremony: the National Gastronomy Competition and the Cubí Awards, which recognise work in support of Spanish gastronomy.



FACYRE (www.facyre.com) brings together professional restaurant associations both regionally and nationally in Spain, with more than 8,000 members. Its objectives include promoting knowledge among students and professionals in the sector about products and management; developing new lines of research; and promoting gastronomy as healthy, socially responsible, sustainable, and satisfying.

6.3 Other Collaborators and Partnerships

In **December 2024**, we began the necessary steps at ARAVEN to **become an independent signatory to the United Nations Global Compact**, having been a signatory as ARAVEN GROUP since July 2023. We ceased to belong to this group in July 2024 as a result of the acquisition by CFS BRANDS of the hospitality business line, which has been operated solely by ARAVEN, S.L.U. since June 2024, when the shopping basket and cart business line was separated from it.

Thanks to the excellent **treatment received from the representatives of the Spanish Network**, as well as their guidance and training to allow us to continue with the process, **as of January 2025 we are now certified as a participating entity of the UN Global Compact.**

With this, we ratify a commitment that we made and that the new General Management of ARAVEN supports in order to continue **aligning our strategies and operations with the Ten Universal Principles on human rights, labour standards, the environment, and the fight against corruption, and with the Sustainable Development Goals.**

We are very proud that our application was accepted in January 2025, which is why we are announcing our endorsement in this Sustainability Report.

United Nations Global Compact



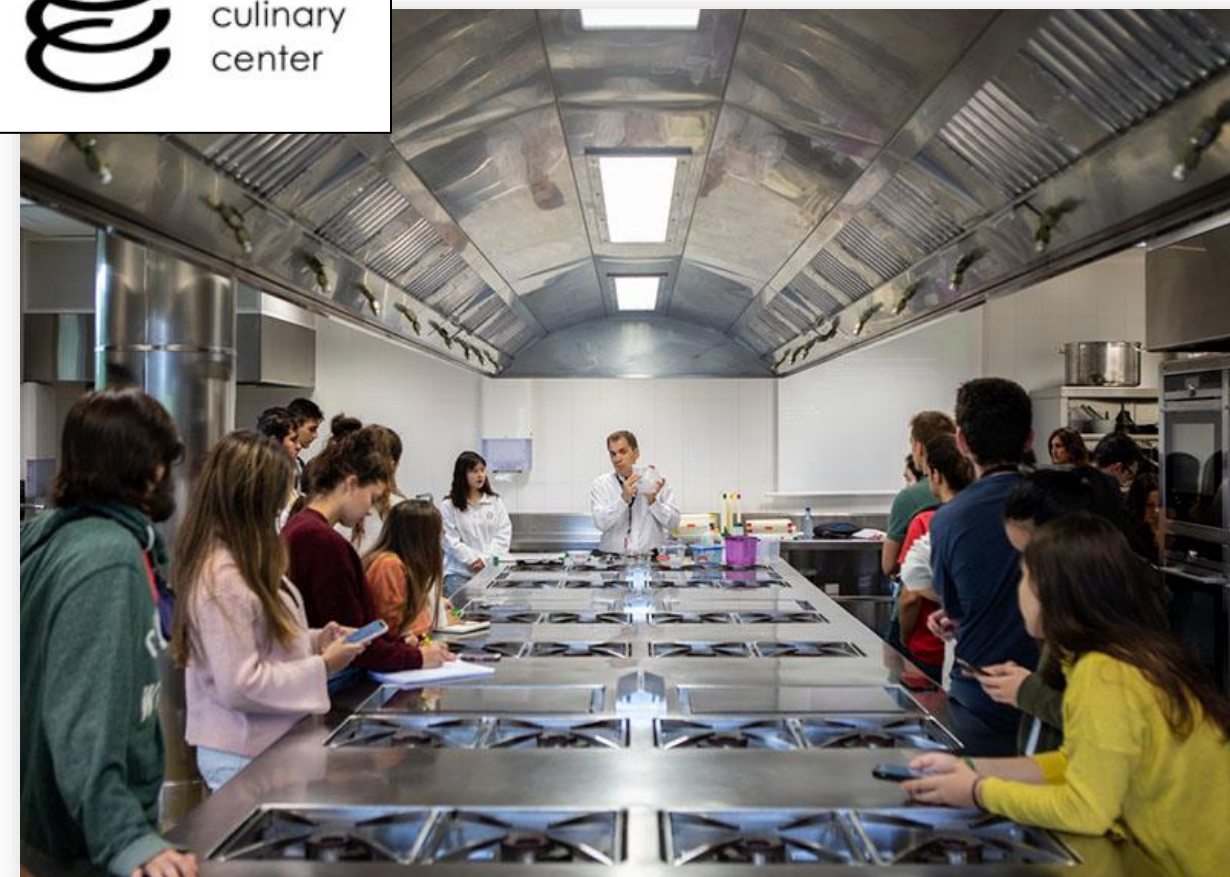
"Since 2025, ARAVEN, S.L.U. has been committed to the corporate responsibility initiative of the United Nations Global Compact and its principles in the areas of human rights, labor, environment and anti-corruption."

6.3 Other Collaborators and Partnerships

ARAVEN, a leader in solutions and products for the hospitality industry, and **BASQUE CULINARY CENTER**, ([Home - Basque Culinary Center](#)) a world-leading institution in higher education and research in gastronomy, **began their collaboration in 2013 and strengthened their alliance in 2019 with a new agreement** that included the joint development of innovation projects, a hallmark of both organisations throughout their history. **The various lines of work will continue, and new ones will be reviewed in 2025, when the partnership will be consolidated with a third agreement for another five years.**

This alliance between two leading companies in the catering industry **leverages their synergies to implement joint initiatives in the areas of training and research, such as product development and testing, support for future hospitality professionals, and event organisation.** It also brings the advantages of the Araven product range to the various activities of the Basque Culinary Center.

In the field of training, ARAVEN offers classes and workshops to undergraduate and master's students on topics such as the implementation of good hygiene practices in hospitality establishments, innovation processes and new product development. It also offers activities for amateur chefs, such as the "Become a Professional Chef" club course.



6.3 Other Collaborators and Partnerships

In December 2017, ARAVEN became a partner of the **CLUB CÁMARA FORUM**, part of the **Zaragoza Chamber of Commerce** ([Club Fórum | Cámara Zaragoza](#)), as a company that cares about its human capital, demands greater public presence and values the development of its foreign business.

One of the objectives that ARAVEN pursues through this partnership, which we renew annually, is to increase its focus **on its growth strategy in internationalisation**.

The contribution received from the Club Forum has resulted in tailor-made solutions for our internationalisation activity, participating in knowledge and best practice exchange forums, think tanks that provide us with innovative insights, as well as legislative developments in the countries in which we operate.

As an example, one of the notable milestones we have mentioned in this Report (see page 8) is the **Award for Export Achievements** that we received from the Zaragoza Chamber of Commerce in June 2024.



07.

Commitment to
Sustainability and the SDGs

7.1 Introduction to Our Commitment

Given its strategic nature, in October 2020 it was decided to take a **cross-cutting approach to ARAVEN's concept of sustainability**. This cross-cutting approach was proposed from the integration of Recycled Materials and Biomaterials into our products to their Cultural Integration as a socio-economic concept, analysing the implications of integrating new approaches such as Eco-design and Circularity, supported by Responsible and Sustainable Sourcing.

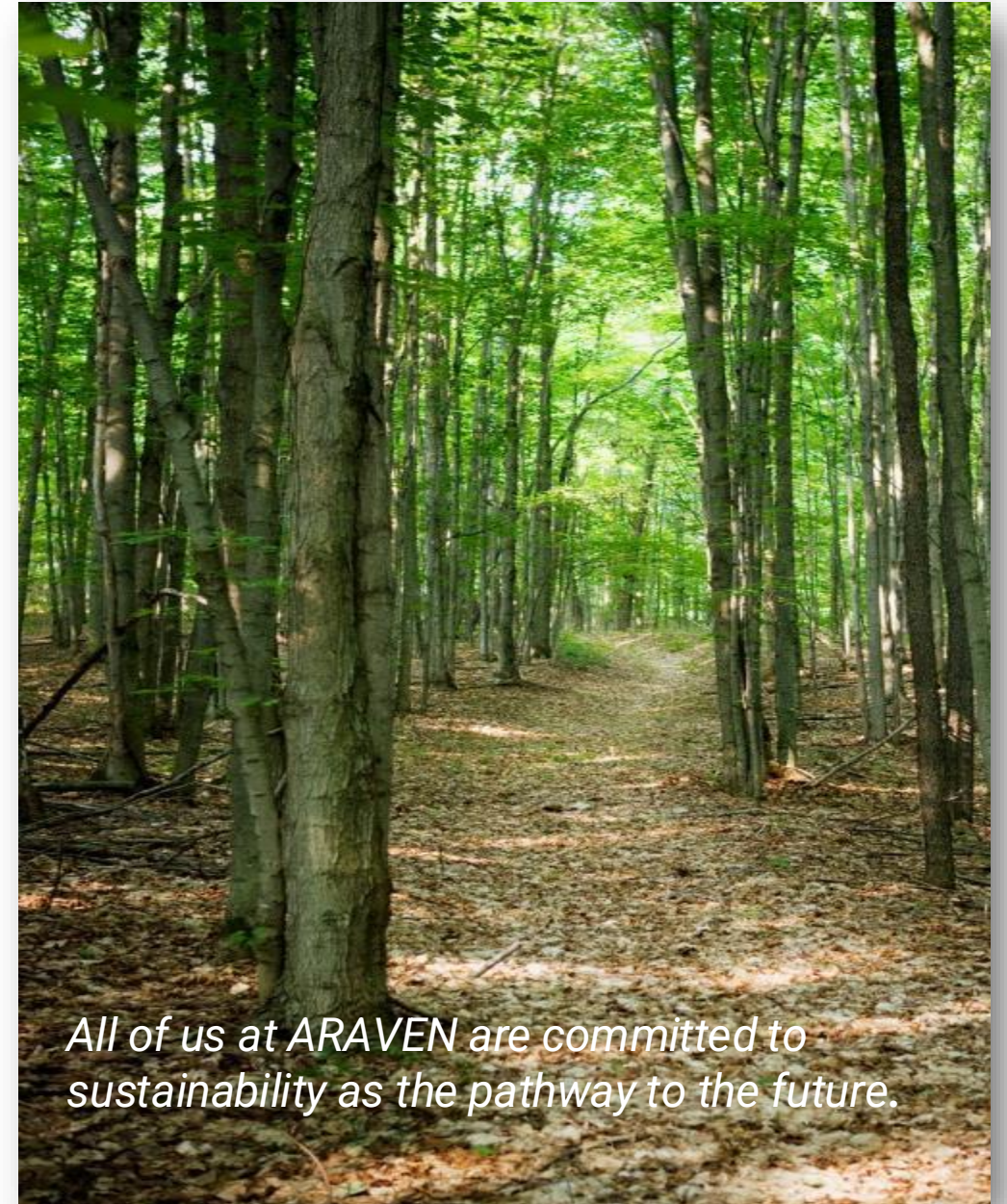
From there, we asked ourselves: are we ready?

Although ARAVEN had been implementing social and environmental initiatives to promote this sustainable development, was this enough? So, after a thorough analysis, we came to the following conclusion:

A society can only thrive on a healthy planet. A company can only thrive in a healthy society. Our planet will only be habitable if we commit to coexisting.

Based on this reflection, we realised that **we needed to take a step further**, that there is no choice, and that we should advocate for this coexistence.

As a result, we decided to increase our commitment and dedication to society and the planet and, at the start of 2022, we created our **Sustainability and Environmental Control Process Map**, which includes cross-cutting processes developed by company leaders who are experts in the field.



All of us at ARAVEN are committed to sustainability as the pathway to the future.

7.2 Diagnosis and SDGs Materiality

In order to **define our strategy for the sustainable development** of the company, we carried out a diagnosis in April 2021 in order to **understand and analyse** our company's position in terms of sustainability, so that **we could define and plan a roadmap for 2021-2025**. To do this:

- **We considered the following aspects:**
 - ❖ Make all ARAVEN employees aware and involved.
 - ❖ Define co-leaders and work teams for the four established pillars of sustainability: Supply, Eco-design, Circularity, Cultural Integration, and explore and incorporate ideas and projects related to these four pillars.
 - ❖ Identify the company's SDGs according to its different stakeholders and prioritise projects according to the predominant SDGs.
 - ❖ Define the needs and implications of each project. Scope, schedule, budget, resources, risks, etc.
- **We analysed** the **external context** that influences us or where we could influence (customers, competition and society), as well as the **internal context** (employees), to **understand how sustainability at ARAVEN** promotes economic and social progress while respecting natural ecosystems and the quality of the environment.
- **We launched a survey** and made it available to **ARAVEN employees** to find out their **perceptions of sustainability**, which **would allow us** to align the company's strategy, efforts and resources with the SDG goals.

To create **our diagnosis**, we based it on the guide for business action on the SDGs, better known as the **SDG Compass**.



7.2 Diagnosis and SDGs Materiality

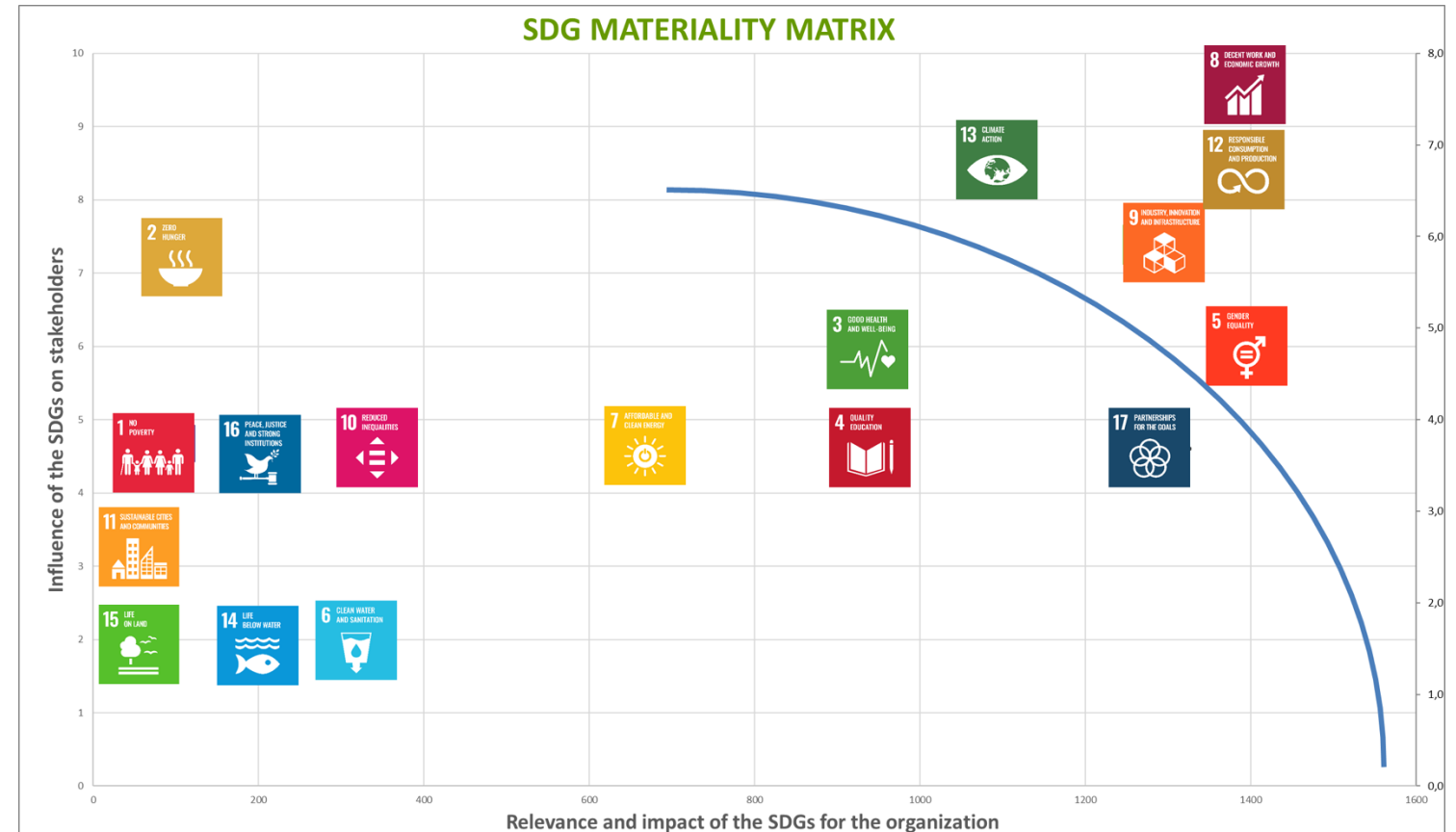
Materiality Analysis

In order to determine the priority SDGs, the **employee survey was conducted** with two objectives in mind:

- ❑ On the one hand, to find out their opinion and knowledge of the concept of sustainability, their perception of it inside and outside **ARAVEN**, their level of commitment to volunteering, or the formation of a “sustainable employees club” within the company.
- ❑ And on the other hand, to **assess the importance or interest of employees in the SDGs globally**.

We analyse the **needs of our product and service suppliers**, our operations and activities, and downstream, **those of our customers**, as well as the **objectives and requirements of senior management**.

The perceptions received were transferred to a **materiality matrix to determine which SDGs were primary and secondary**. With the following result:



7.3 Our SDGs and strategic pillars

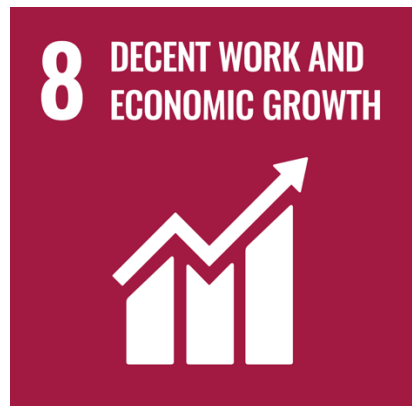
Priority SDGs

There are **5 priority SDGs** for ARAVEN in which, due to their impact, we can have the greatest influence and make the most improvement in the short and medium term:



Gender Equality

Within and outside the company, **gender equality** must be a fundamental priority to advance the adoption of policies and procedures to guarantee equal pay and employment opportunities for women, in areas such as pay equity, professional development, representation in governing bodies, and work-life balance, among other aspects, thus fostering economic growth and social development.



Decent work and economic growth

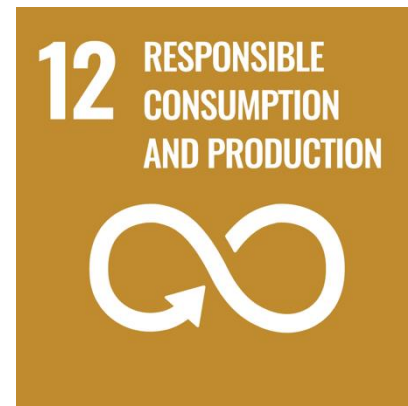
ARAVEN is committed to **quality work based on policies that respect the labor and human rights** of all workers throughout the value chain. Promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all is crucial.

It is considered essential that there be alignment between business growth and ethics and social development in the performance of the activity.



Industry, Innovation and Infrastructure

For ARAVEN, innovation has been and remains a strategically key aspect, aiming to offer differentiating products and services adapted to new market requirements and meet the needs and expectations of stakeholders. Advocating for **sustainable innovation** through ecodesign is established as a cross-cutting principle of our work to transform society and build responsible solutions that minimize negative impacts, sustain and improve people's lives.



Responsible consumption and production

We are aware that conventional production models entail significant **resource depletion** through the use of raw materials, energy, water, and other goods, causing damage to ecosystems not only through consumption but also through their transformation into emissions, waste, and other sources of energy. That's why we consider it essential to extend the useful life of these resources and transition to a circular economy model with special emphasis on the recovery and reuse of waste.



Climate action

ARAVEN is committed to **combating climate change**. The action plan includes cross-cutting initiatives, for example, including strategies directly related to greenhouse gas (GHG) emissions in the development of its business, through efficiency and the transition of energy consumption to renewable sources.

7.3 Our SDGs and strategic pillars

Secondary SDGs

Furthermore, also aligned with the company's strategy, efforts, and resources, **7 secondary objectives were determined:**



Strategic Pillars

Based on this, we established the **four strategic pillars** of ARAVEN's environmental, social, and governance sustainability in alignment with the primary and secondary SDGs.

- Supply**

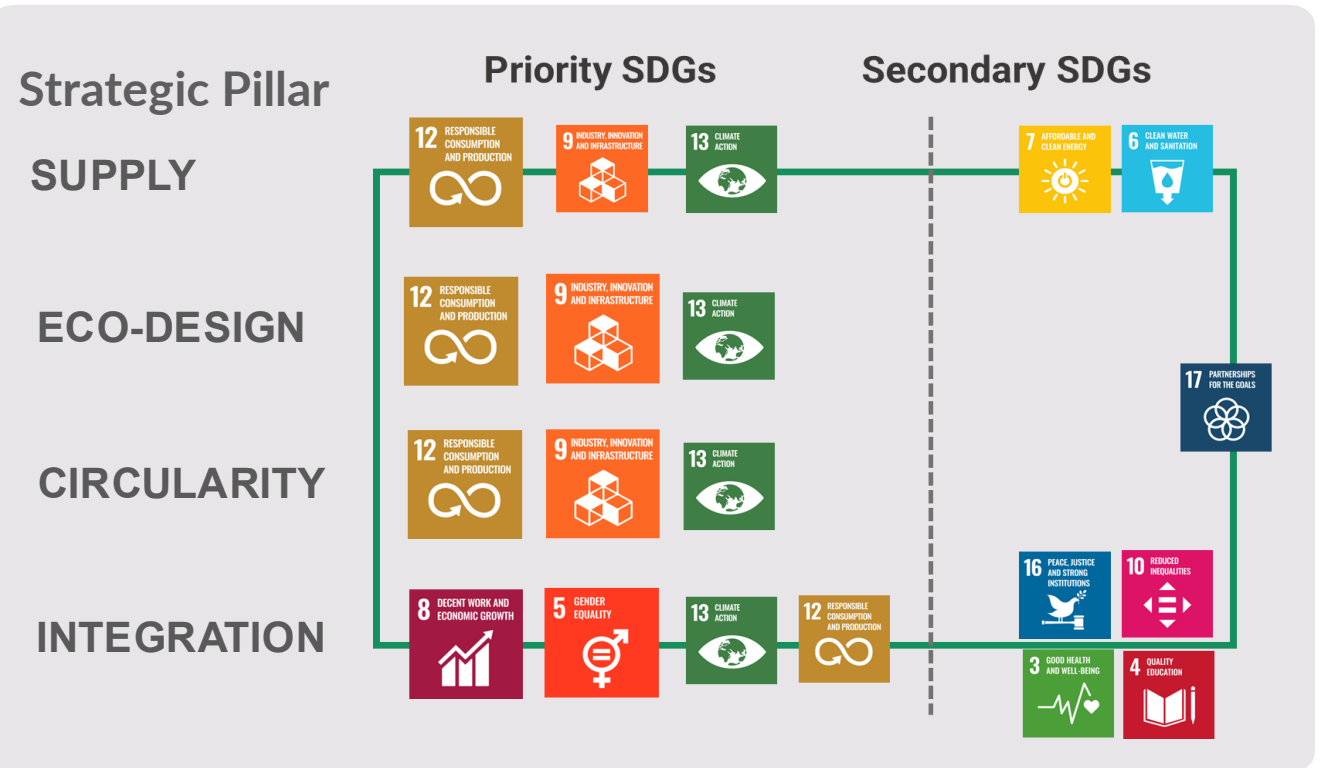
It encompasses subpillars such as **green purchasing policy**, sustainable suppliers, **eco-efficiency and eco-effectiveness**, and **waste management**. In addition to internal actions, it involves evaluating the value chain in order to advocate for a more responsible one.

- Eco-design**

These include **life-cycle analysis** lines that assess the impacts produced at all stages of a product's existence, the introduction of eco-design to prevent negative impacts in new developments and redesigns of existing products, shifts to recycled and biomaterials, and technological monitoring of advances in the sector.

- Circularity**

Through **carbon neutrality** approaches, promoting actions to reduce and offset the corporate footprint across its three scopes: Zero Waste to reintroduce production losses into processes, are some examples of how to achieve this goal.



- Integration**

It encompasses the dimensions of social sustainability and governance. Lines of action include engaging the entire workforce through awareness-raising and best practices, implementing CSR collaborations into projects with an impact on society and the environment.

7.4 Sustainability Plan

In 2023, **ARAVEN** established a goal associated with its corporate strategy: **“Reduce our corporate carbon footprint (categories 1 to 6) by at least 4% annually.”**

In addition, **18 priority environmental and governance objectives** were identified for the 2030 Agenda, linked to each pillar.

Along the same lines, during 2025 **we plan to review our targets**, given that 50% of our secondary packaging (boxes) purchases come from suppliers with FSC® Chain of Custody certification, and to add new ones, such as launching our first range of products made from bio-based materials or bioplastics by 2027. **Extending the same targets from 21-25 to 26-30, as well as the roadmap that was established in the diagnosis as 21-25.**

Environmental Dimension, Supply Pillar



Implement a waste management system that increases the percentage of recycled and recovered waste.



At least 50% of the purchase volume of secondary (boxes)* and tertiary packaging will be made up of a percentage of recycled material in 2027*



Be supplied with electricity from certified renewable sources with a C rating by 2027*



Achieve energy self-sufficiency by 2030

Environmental Dimension, Eco-design Pillar



Reduce the weight of unsustainable primary packaging by 10% by 2027*



*Increase the percentage of recycled plastic in total business volume by 2027



Launch our first range of products made from bio-based materials or bioplastics by 2027*

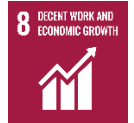
*Target achieved in 2024

*Extended target two years

*Target modified due to Araven's exit from the basket and trolley business

7.4 Sustainability Plan

Environmental Dimension, Circularity Pillar



Zero Waste, achieving the reintroduction of 90% of our productive scrap into our own products by 2027*



Reduce our Corporate Carbon Footprint (categories 1 to 6) by at least 4% annually



Carbon neutrality (category 1 and 2) by 2030



Join carbon offset programs starting in 2025 to offset emissions we cannot reduce through our own activities.



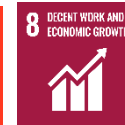
Establish our first circular customer partnership by 2027*

*Extended target two years

Governance Dimension, Integration Pillar



Establish annual employee awareness calendars where sustainable training is promoted



Create our first sustainability report adapted to GRI standards in 2025 by becoming part of the CFS BRANDS Group.



As a demonstration of our ESG performance, we will achieve the Ecovadis Gold standard by 2027*



Achieve ISO 14001:2015 certification by 2026



Fulfill the 2030 Agenda by contributing annually to at least one project for each of our SDGs.



Achieve ISO 14006 certification by 2027* for at least one of our products.

7.5 Double Materiality

An approach to the double materiality methodology was considered for gradual adaptation to the **new Corporate Sustainability Reporting Directive (CSRD)** and the **new European Sustainability Reporting Standards (ESRS)**.

This exercise allows us to align our **current sustainability issues** or **“environmental and social materiality”** (ARAVEN’s impacts outwards: society and the environment), and through which we currently carry out a set of policies, action plans, metrics and objectives, with a double perspective, also considering their **“financial materiality”** (impacts within the company), and how they can, from the point of view of risks and opportunities, influence financial profitability and its capacity to create value.

The starting point was the analysis of the sustainability context at ARAVEN, which was carried out in 2020, the **external feedback** (analysis of the environment: stakeholder estimates, market and legislative trends, mainly) **and internal feedback** (consultation of the entire company staff), and **in which the materiality of the SDGs was determined**.

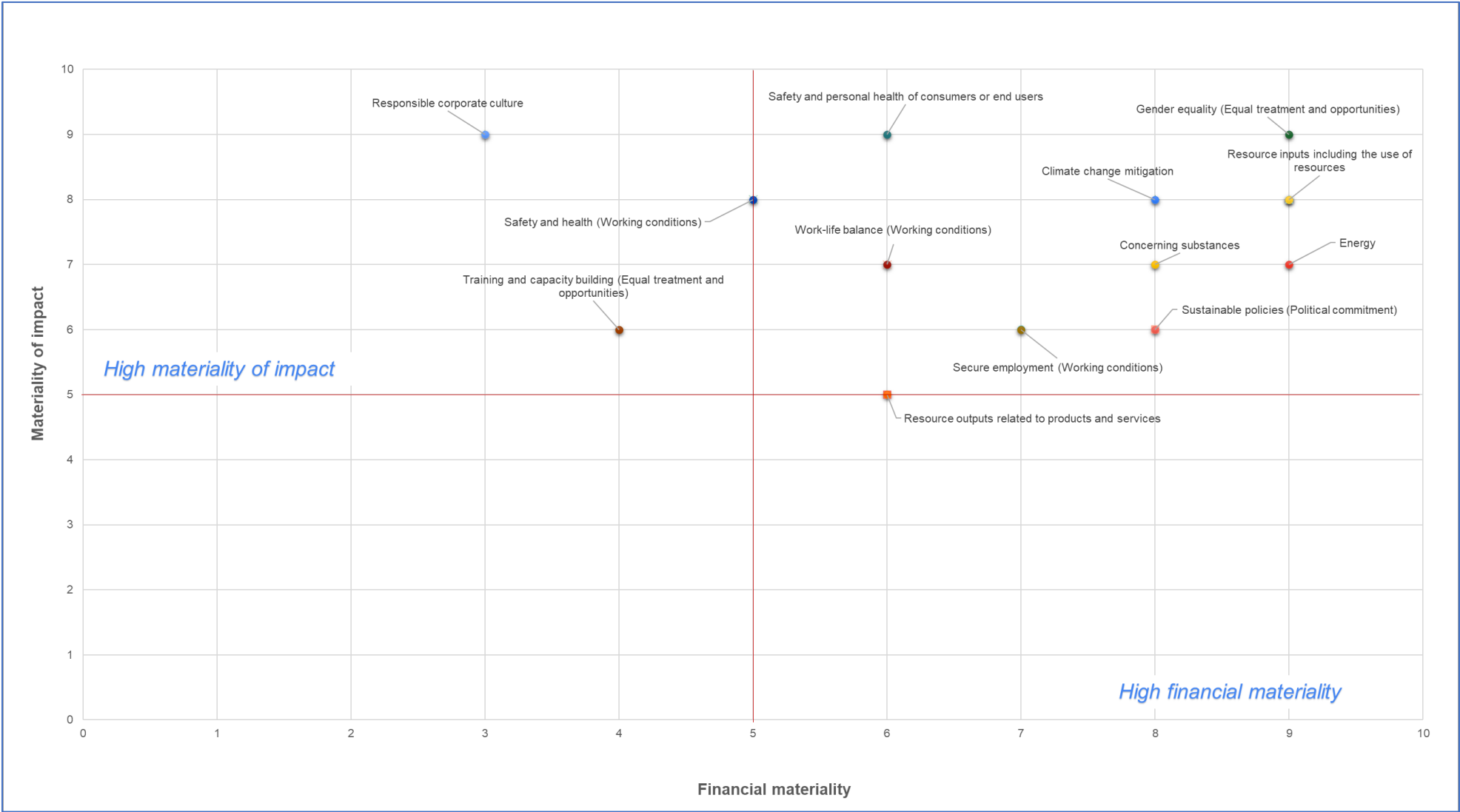
Priority and secondary SDGs **were established** for the company and the key pillars of action, objectives and action plans, and with this, **a correlation was made** with the ESRS (European Sustainability Reporting Standards) **material topics** set out in Directive 2013/34/EU.

Priority SDG AG	ESG	AG PILLAR	NEIS TOPIC	Material Topic	Financial materiality	Impact materiality
13	E	Circularity	E1 - CLIMATE CHANGE	Climate change mitigation	8	8
9 y 13	E	Supply	E1 - CLIMATE CHANGE	Energy	9	7
12	E	Supply	E2 - POLLUTION	Concerning substances	8	7
12	E	Supply / Ecodesign	E5 - CIRCULAR ECONOMY	Resource inputs including the use of resources	9	8
12	E	Circularity	E5 - CIRCULAR ECONOMY	Resource outputs related to products and services	6	5
12	E	Supply	E5 - CIRCULAR ECONOMY	Waste	5	7
-	S	Integration	S1 - OWN PERSONNEL	Safety and health (Working conditions)	5	8
8	S	Integration	S1 - OWN PERSONNEL	Work-life balance (Working conditions)	6	7
8	S	Integration	S1 - OWN PERSONNEL	Secure employment (Working conditions)	7	6
5	S	Integration	S1 - OWN PERSONNEL	Gender equality (Equal treatment and opportunities)	9	9
8	S	Integration	S1 - OWN PERSONNEL	Training and capacity building (Equal treatment and opportunities)	4	6
-	S	Integration	S4 - CONSUMERS AND END USERS	Safety and personal health of consumers or end users	6	9
-	G	Integration	G1 - CORPORATE CONDUCT	Responsible corporate culture	3	9
-	G	Integration	G1 - CORPORATE CONDUCT	Sustainable policies (Political commitment)	8	6
-	G	Integration	G1 - CORPORATE CONDUCT	Ethics, transparency and fight against corruption and bribery	9	8

● Critical
 ● High
 ● Moderate
 ● Mild

7.5 Double Materiality

These material issues or impacts were classified as positive and negative, potential and actual, and their scale, scope and likelihood were quantitatively estimated. Their financial impact was similarly assessed, depending on whether they represented a risk or opportunity, their magnitude and likelihood, and the two results were compared to obtain the following matrix.



However, in keeping with the concept of **dynamic materiality**, during the 2024-2025 financial years, it will be updated to incorporate continuous improvements in: expanding internal impact and financial analysis, communication channels and relationships with our stakeholders that allow for the collection of more information on their prioritization of material issues, challenges and risks, regulatory trends in expanding these material analyses, market trends and expectations.

7.6 Risks and Opportunities

During the development of the sustainability assessment, **internal and external risks and opportunities were identified**, linked to each of the lines of action and pillars, with the aim of analyzing, controlling, and preventing potential expectations and repercussions that the business and operational processes of **ARAVEN** may suffer.

Overall, some of those identified are indicated:

Opportunities and triggers

➤ Purpose of shared responsibility and framework for common action



Sustainable materiality and the SDGs provide a common language that will help companies identify their impacts and establish baselines and performance targets with greater consistency and effectiveness.

➤ Improving the value of corporate sustainability and strengthening legitimacy



It encourages us to use resources more efficiently and/or to switch to more responsible alternatives that will be visible and reinforce the trust of our stakeholders. We rely on external certification systems that allow us to evaluate and compare our performance.

➤ Strengthening relationships with stakeholders



To be able to establish alliances with customers, suppliers, technology centers, associations, etc., that will accelerate progress toward sustainable development.

➤ Stabilize societies and markets



Knowing and monitoring the expectations of stakeholders, as well as the future direction of political trends at the international, national and regional levels, will provide greater quality and security in possible changes.

7.6 Risks and Opportunities

➤ Identify future sustainable and distinctive business opportunities



Redirect public and private investment resources toward the challenges they represent.

➤ Improves investment viability



Investors reflect interest and seek socio-environmental commitment in their investments.

➤ Confidence that motivates employees



This will increase the likelihood of raising awareness and co-creating a responsible corporate culture in its relationships with society and the planet.

➤ Business



Changing customer demands for sustainable purchasing and/or the development of new ethical, social or environmental standards accelerated compared to the internal pace.

Evolution of competition and market consolidation (the entire supply chain) in sustainable performance.

New or changed legal or other requirements affecting our products or the environment.

The application of trade tariffs can be a way to nationalize production.

Operations in countries at risk of conflict

➤ Operational



Technological changes that require adaptation to current processes.

The impact of climate change and natural disasters that cause damage to infrastructure in our value chain and impact operational management.

Suppliers in the initial stages of implementing sustainable practices and offering products and services with responsible criteria.

Internal risks due to lack of training, commitment, and motivation of key people and staff.

➤ Financial



Risks arising from adverse movements in the economic environment or financial variables, and the company's ability to meet its commitments.

Spending and investing in assets and practices that promote carbon footprint reduction, technological development in energy-efficient equipment, and self-sufficiency.

Very volatile raw materials market, with prices generally rising in relation to recycled materials.

National and international economic instability.

08.

Environmental
Performance

8.1 Environmental approach and policy

ARAVEN focuses its environmental performance on developing actions focused on the prevention and mitigation of climate change, energy efficiency, the circular economy, water use, and other relevant environmental aspects.

Our Environmental Management System is based on ISO 14001 and has specific processes to control and coordinate the company's environmental aspects:

- We identify and evaluate the direct and indirect **environmental aspects** caused by our activities in all phases of the life cycle.
- We identify and evaluate **applicable legal and regulatory requirements** that may influence compliance with our operations.
- We identify and manage **threats and opportunities** that may affect the environmental aspects that the company has determined and implement action plans to address them.
- We are committed to preventing pollution and environmental impact by managing **environmental indicators** derived from our processes and activities.
- Also through the process, **guidelines for action are implemented in the event of identified emergency situations** that may cause environmental impacts on our activities and which we evaluate with environmental simulations.
- **We promote our environmental commitment** to our suppliers and customers to ensure they are fully involved.

At **ARAVEN**, we review and make available our **Environmental Policy**, through which we express “our concern to help improve and conserve the environment through fundamental principles that mark our commitment to sustainable development.”



8.2 Environmental Indicators – Fighting climate change and decarbonization. GHG emissions



Calculating the carbon footprint allows the **ARAVEN** to focus on the priority vectors on which it acts to reduce emissions linked to its activity and thus contribute to **SDG 13 Climate Action**.

It is carried out based on the GHG Protocol methodology and the UNE-EN ISO 14064 standard for the three scopes or 5 categories (category 6 is not applicable to our type of activity).

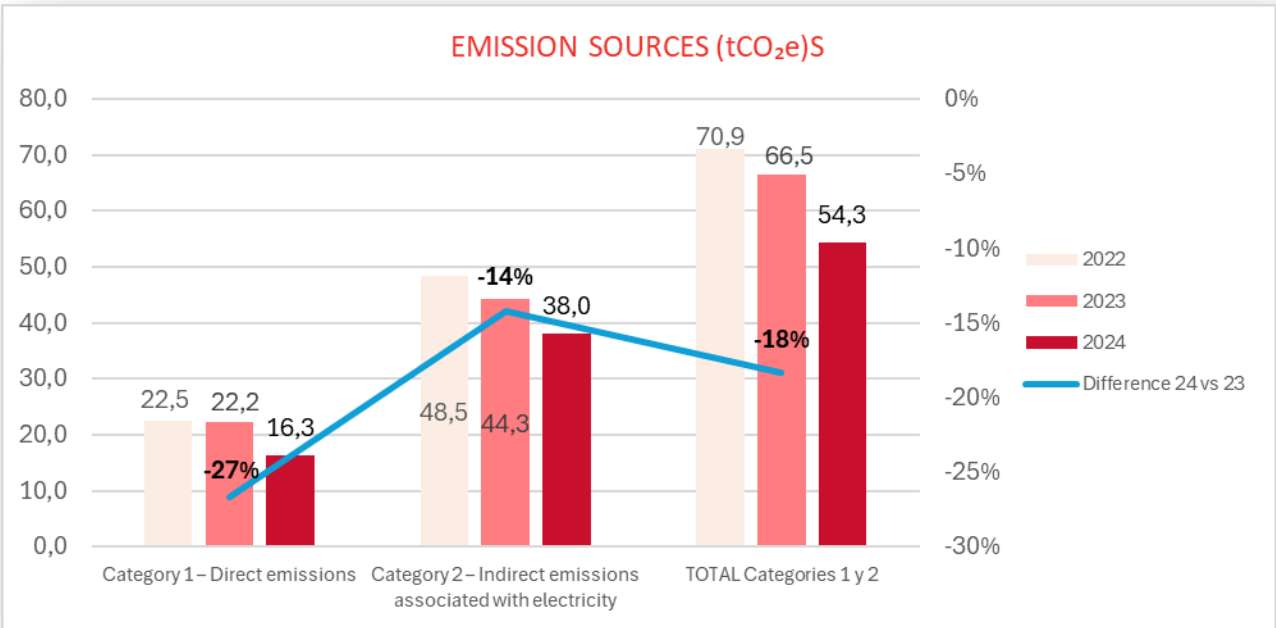
The year 2021 was determined as the reference or baseline for the application, monitoring, and comparison of reduction and mitigation measures

ARAVEN's **total Scope 1 and 2 GHG emissions in 2024** were **54.3 t CO2 equivalent**, representing a year-on-year **reduction** (vs. 2023) **of 18.4%**.

The table shows the results broken down in gross terms.

EMISSION SOURCES (tCO ₂ e)	2022	2023	2024
Category 1 – Direct emissions	22,5	22,2	16,3
· Mobile combustion	22,5	22,2	16,2
· Fugitive emissions	0,0	0,0	0,0
Category 2 – Indirect emissions associated with electricity	48,5	44,3	38,0
TOTAL Categories 1 y 2	70,9	66,5	54,3

The **graph** shows the **variation between 2024 and 2023**.



8.2 Environmental Indicators –

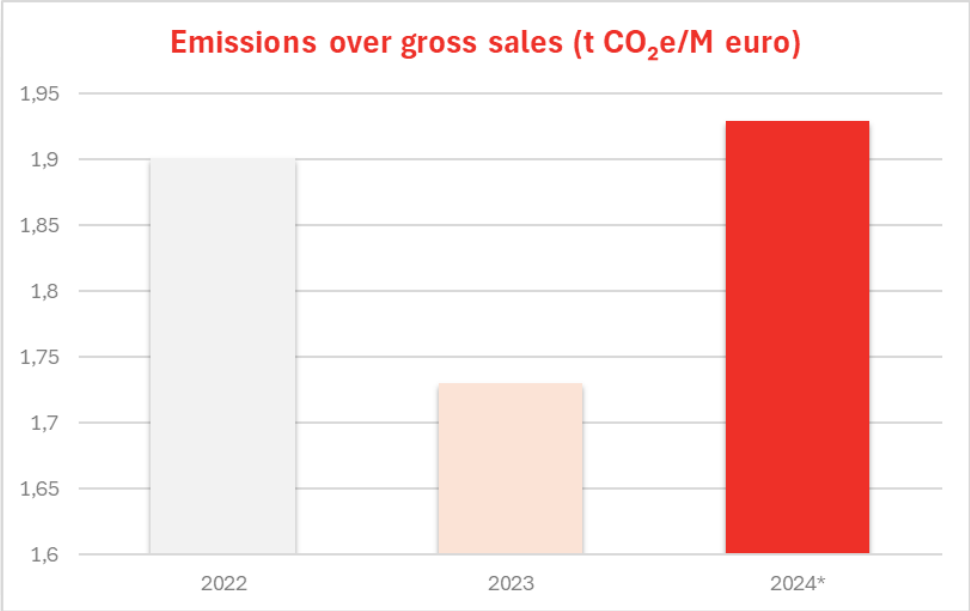
Fighting climate change and decarbonization. GHG emissions

With regard to the results of the **relative performance indicator for total emissions** (measured in tonnes of CO2 equivalent - tonnes CO2e) **on gross sales** (measured in millions of euros - €M), at **ARAVEN** there was **an increase of 11.5%** between 2024 and 2023 as a result of the carve-out of ARAVEN GROUP. *We would like to remind you that in June 2024, the shopping cart and basket business line that was part of ARAVEN was separated from the hospitality business line, which continues under the ARAVEN brand.*

Indicator	2022	2023	2024*	Difference 24 vs 23
Gross sales total (M euro)	37,3	38,5	28,1	-26,8%
Total emissions Scopes 1 and 2 (t CO ₂ e)	70,9	66,5	54,3	-18,4%
Emissions over gross sales Scopes 1 and 2 (t CO₂e/M euro)	1,9	1,7	1,9	11,5%

**2024: As we continue to share facilities with the other company, it has not been possible to differentiate between consumption, so when taking into account only our turnover, the indicator increases.*

Although Scope 1 and 2 provide valuable information for decision-making, **we consider it essential to extend the assessment to Scope 3**. We are currently in the process of calculating this, which is **expected to be completed throughout 2025**. This expansion will give us a deeper understanding of the impacts throughout the entire value chain, both upstream and downstream, as well as the end-of-life scenarios for our products. Incorporating this life cycle perspective will help us identify opportunities for improvement, set more ambitious goals, and develop actions with a broader and more strategic scope.



8.2 Environmental Indicators – Fighting climate change and decarbonization. GHG emissions

Below is the **result of CO2 equivalent emissions as a measure of the carbon footprint, compared to the types of Greenhouse Gases** (direct carbon dioxide, methane and nitrogen dioxide) using the calculator provided by MITERD.

Emission Scopes 1 and 2	2024	2023
CO ₂ (ton)	38,03	44,32
CH ₄ (kg)	1,46	1,82
N ₂ O (kg)	0,21	0,34

Due to the separation of the company's businesses, during the first quarter of 2025 we registered the calculations for the years 2021 to 2023 as a new entity with the **Spanish Office for Climate Change of the MITERD**, thus obtaining the CÁLCULO seal for the years indicated.

We continue to promote actions to obtain the REDUZCO and COMPENSO seal starting in the second half of 2025.

Furthermore, during the month of July, the accredited entity EQA carried out an external verification of our carbon footprint calculation, and we are awaiting the issuance of the report during the month of August 2025.



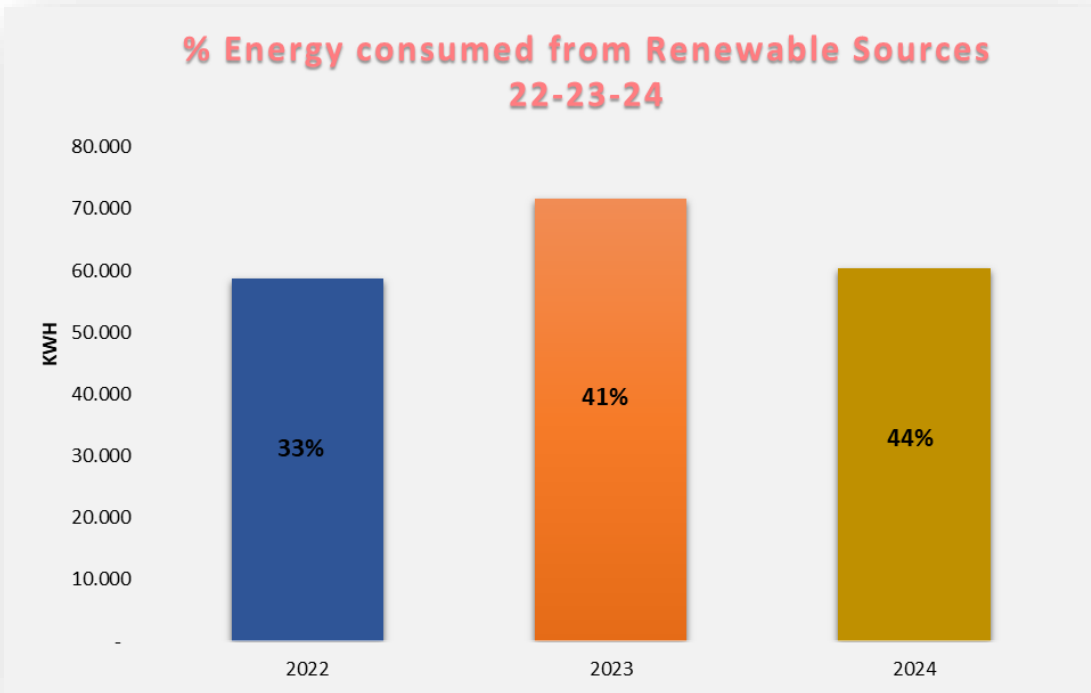
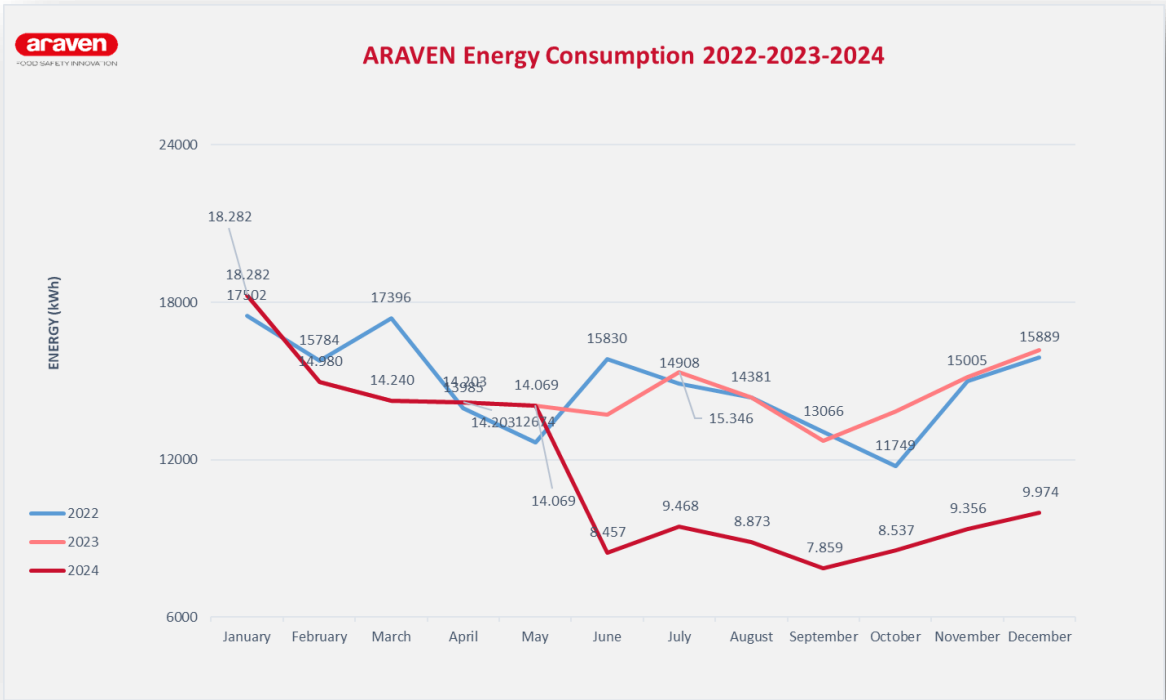
8.3 Environmental Indicators – Energy

The **goals** established by the **ARAVEN** regarding energy use and efficiency are primarily **focused on energy type and establishing measures to reduce energy consumption**. They also focus on internal communications to promote good practices among the workforce.



The **three-year evolution in electricity** in gross terms is as follows:

Energy consumed (kWh)	2022		2023		2024	
	Electricity consumption	Renewable electricity consumption (33%)	Electricity consumption	Renewable electricity consumption (41%)	Electricity consumption	Renewable electricity consumption (41%)
	178.169	58.796	177.110	71.730	138.298	60.298



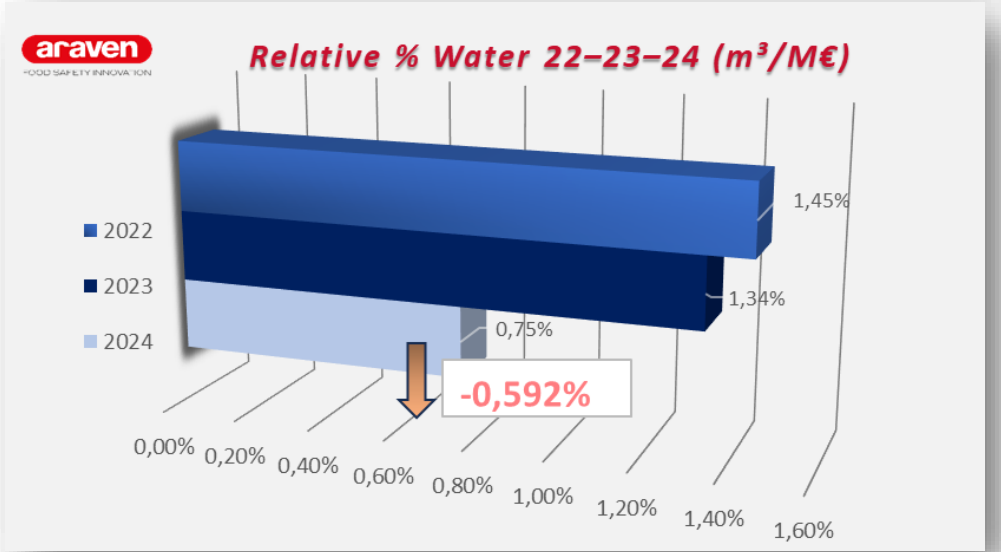
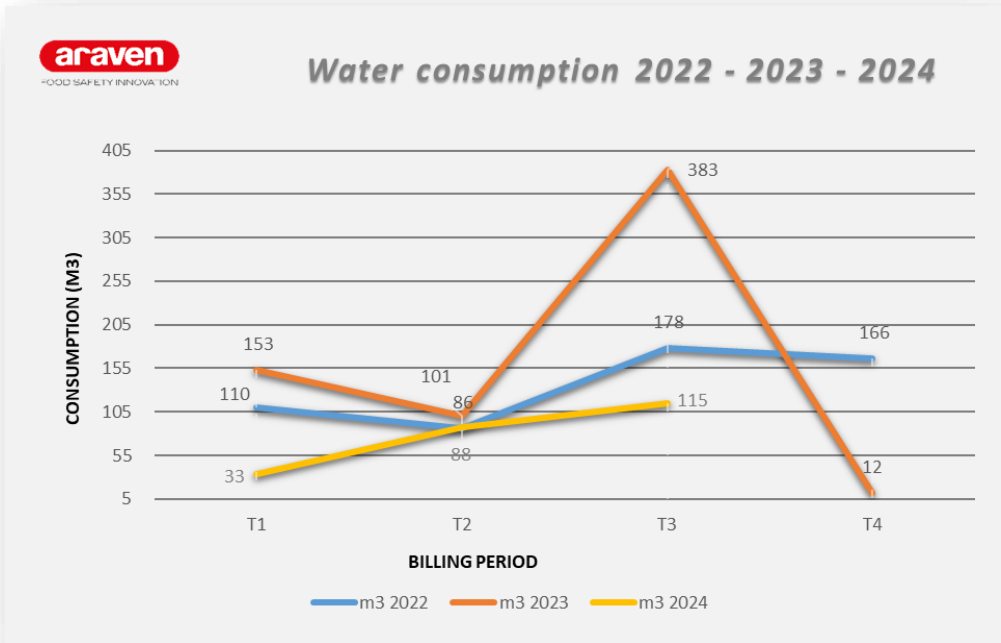
8.4 Environmental Indicators – Water

Water consumption at ARAVEN is mainly used for sanitary purposes (toilets and changing rooms, dining room and common areas), because, as we explained earlier, **our facilities are intended for offices and logistics warehouses.**

For this reason, **no targets have been set for reducing the water footprint, and** sanitary equipment has been installed to promote efficient use, such as automated taps and continuous monitoring systems that allow for the early detection of possible leaks or abnormal values. **In addition, internal communications are carried out to promote good practices among staff.**

Our consumption control is shown as follows:

2022	araven FOOD SAFETY INNOVATION	T1	T2	T3	T4	TOTAL
	m3	110	86	178	166	540
2023	araven FOOD SAFETY INNOVATION	T1	T2	T3	T4	TOTAL
	m3	153	101	383	12	649
2024	araven FOOD SAFETY INNOVATION	T1	T2	T3	T4	TOTAL
	m3	33	88	115	84	320



INDICATOR	2022	2023	2024	Δ 22- 23	Δ 23-24
% Water consumption (m³) / M€ sales	1,45%	1,34%	0,75%	-0,110%	-0,592%

8.5 Environmental Indicators – Resource consumption: Packaging circulation

ARAVEN consumes and generates single-use and reusable commercial packaging (pallets), including primary, secondary, and tertiary types and multiple materials. Domestic packaging generated is accounted for on a voluntary basis.

The annual evolution of commercial packaging consumption in volume was:

RESOURCE	2024	2023	2022
Packaging (% total ton)			
Primary	2,23	2,33	2,32
Secondary	128,86	96,64	98,89
Tertiary	265,41	536,63	396,90
% ton Recycled vs total packaging	88,10%	87,88 %	85,27 %

E01 objective in the ECO-DESIGN pillar refers to:

Reduce the weight of unsustainable primary packaging by 10% by 2027.

S02 objective in the SUPPLY pillar refers to:

At least 50% of the purchase volume of secondary and tertiary packaging will be made up of a percentage of recycled material in 2027.

All our boxes are FSC certified. Moreover, the envelopes used in preparing orders are made from **recycled paper**, reinforcing our commitment to ensuring that at least 50% of the volume of secondary and tertiary packaging purchased is made from recycled material, thereby complying with S02.

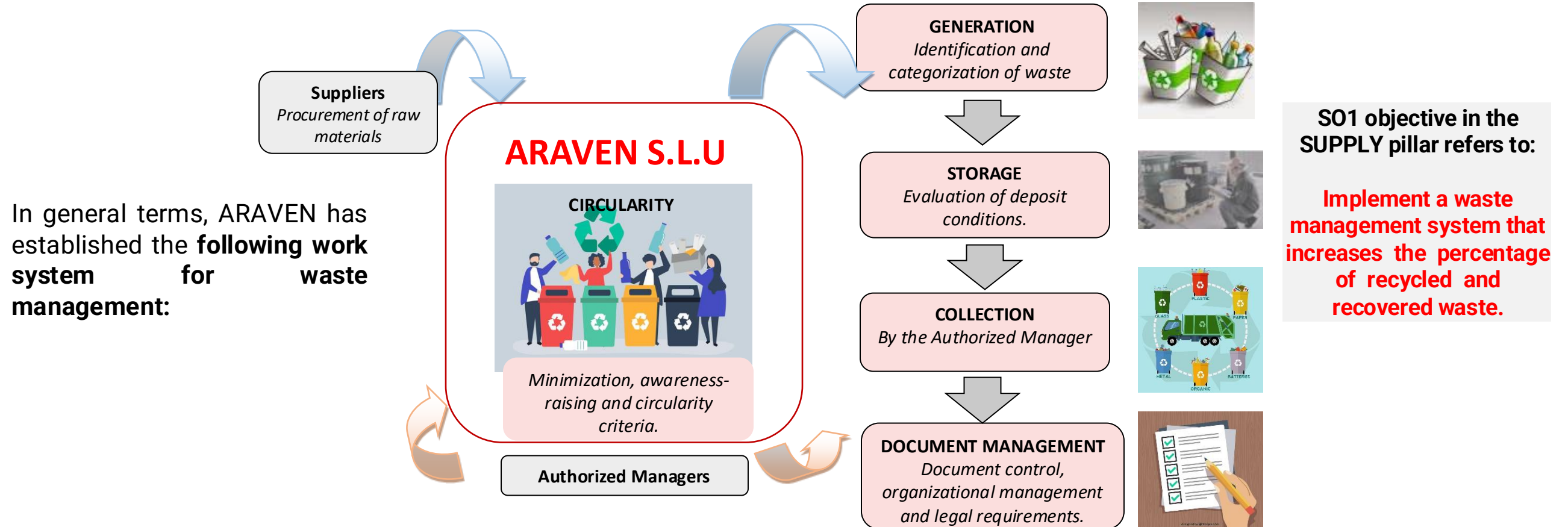
As a regulatory requirement of RD 1055/2022 on Packaging and Packaging Waste, a **declaration** is made annually to **MITERD** on the packaging put into circulation in Spain. This includes data on imported packaged products that are marketed within the country.

The significant variation in tertiary packaging in 2024 compared to 2023 is due to the exit of the shopping cart and basket business and the single declaration of packaging put into circulation in Spain.

8.6 Environmental Indicators – Circular economy. Waste prevention and management

As a result of **ARAVEN's** business activity, a combination of non-hazardous waste (NHW) and hazardous waste (HW) is generated. In this regard, it is considered a Small Hazardous Waste Producer, with an annual generation of less than 10 tons per year.

The main objective of waste management is to promote strategies to reduce and reuse the waste generated, which must be accompanied by proper separation to **encourage recycling and waste circularity**. Among other regulatory references, Law 7/2022 of April 8 on Waste and Contaminated Soil for a Circular Economy applies.



8.6 Environmental Indicators – Circular economy. Waste prevention and management

Evolution in 2024 of
**both hazardous and
NON-hazardous
waste generation**

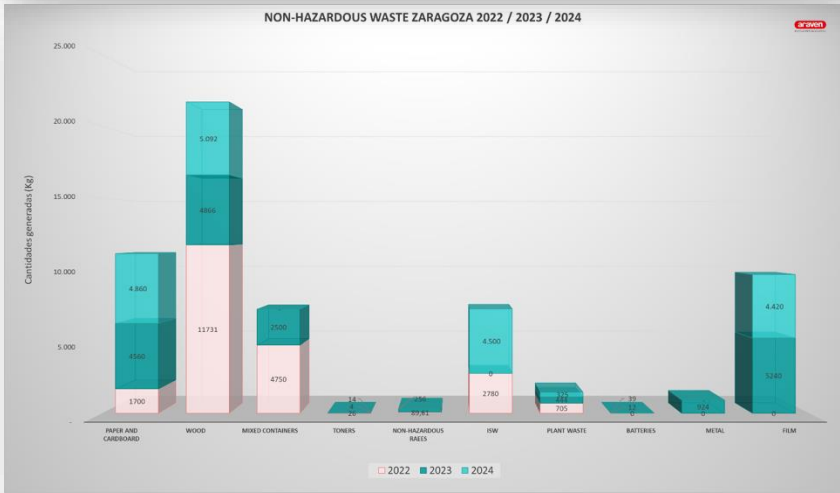
WASTE (Ton)	2024	2023	2022
HAZARDOUS WASTE	0	0,181	0,035
NON-HAZARDOUS WASTE	11,88%	18,81	21,78
TOTAL WASTE	11,88%	18,99	21,82
% TON / M€	2024	2023	2022
HAZARDOUS WASTE	0,00%	0,470%	0,095%
NON-HAZARDOUS WASTE	30,88%	48,90%	58,41%
TOTAL WASTE	30,88%	49,40%	58,50%
% TON / M€	2024	2023	2022
% Non-Hazardous Waste recycled / Total Waste	47,23%	97,03%	86,98%
Non-Hazardous Waste recycled (ton) / € Annual Turnover	32,31%	48,89%	50,89%
% Non-Hazardous Waste to landfill (kg) / Total Waste	23,38%	0,00%	12,74%

There is a significant decrease in the amount of both hazardous and non-hazardous waste generated in 2024. This reduction is attributed to the restructuring of the company, as the shopping cart and basket business has been excluded from the analysis for 2024 following its separation in June 2024.

WASTE (Kg)	LER Code	2024	2023	2022
HAZARDOUS WASTE				
BULBS AND FLUORESCENTS	200133	-*	13	4
HAZARDOUS WEEE	160601	-*	-*	10
BATTERIES	VARIOUS	-*	168	-*

* No records

Due to the productive activity carried out at **ARAVEN**, which does not have any production processes (outsourced) but does have a logistics warehouse, offices and communal areas, no hazardous waste was generated in 2024, as no machinery batteries were replaced and no light fixtures were replaced.



The fraction of solid waste that can be assimilated into urban waste is not fully traceable, as it is deposited and managed by the municipality.

09.

Employment and
labor relations

9.1 Approach

The dream of going even further is only possible thanks to the people we have on our team.

A team of specialist professionals, managers and creative staff, whose work revolves around the group's clients researching to offer appealing designs and products. We do this by listening, advising, and adjusting our approach to what the user needs..

With the vision of placing people at the center of our strategy, both inside and outside the company, we are committed to enhancing the employee experience within the company, focusing on fostering aspects such as communication, motivation, and team spirit, thus generating a diverse and inclusive work environment

Our main lines of action, led by our People Management process, focus on:



Diversity, equity, and inclusion criteria in selection and evaluation

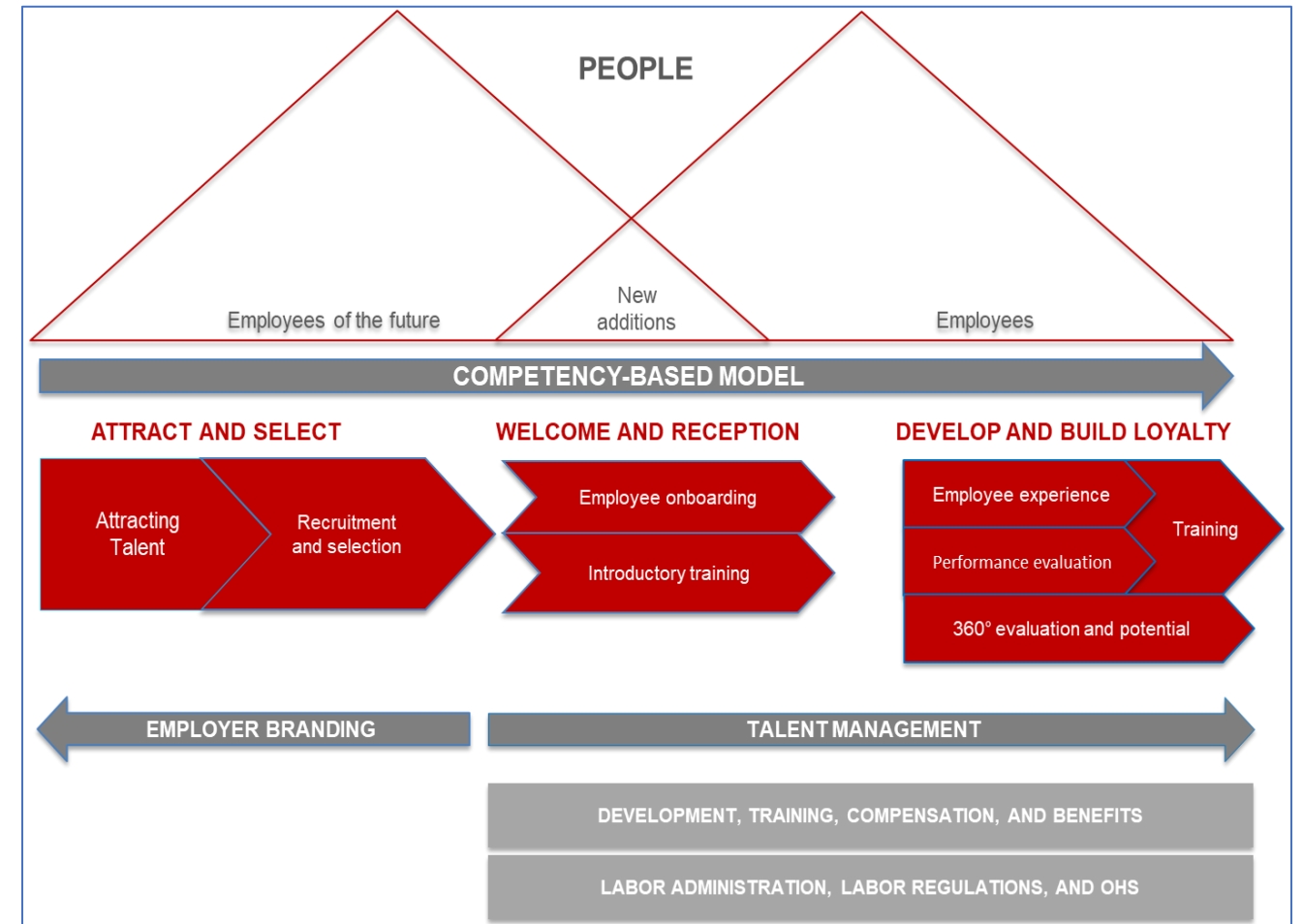


Documentation and induction training by all managers in the company's departments.



Incentive for training and capacity development

“ At ARAVEN, we deal with products and we promote people, rejecting the use of child labour in any stage of the process and its interactions.. ”



9.2 Action Policies

Our **Compliance Manual** reflects our **Corporate Policies**, which constitute the third and final pillar of our regulatory compliance framework and provide a comprehensive overview of the commitments made by ARAVEN at all levels of the organisation.

The Corporate Policies constitute final obligations and duties for all members of the organisation and can be defined as the determination of criteria for action that are assumed by the organisation itself, with the aim of establishing the basis for its actions.

The specific ones in the area of labor and social rights are:



☐ Health and Safety at work Policy



☐ Non-discrimination opportunities Policy

and

equal

☐ Work-life balance policy.



9.2 Action Policies

In general terms, **we outline below what we express in them, as well as our communication channels** for reporting situations and concerns on behalf of our people without fear of negative consequences.

Health and safety at work

We undertake to apply regulations and good practices in matters concerning working conditions and health and safety in the workplace.

All members of staff are responsible for strict compliance with occupational health and safety rules, and for safeguarding their own safety and that of anyone affected by their activities. It is forbidden to consume alcohol, drugs or any other substance that might affect due compliance with professional obligations.

Non-discrimination and equal opportunities

nationality, social origin, age, sex, civil status, sexual orientation, ideology, political opinion, religion or other personal, physical or social condition, together with the right to equal opportunities.

In particular, we uphold equal treatment of men and women in access to employment, training, employment promotion, and working conditions.

We set in place preventive measures and we reject any expression of violence, harassment of a physical, sexual, psychological, moral or other kind, abuse of authority in the workplace, and any other type of conduct that creates an intimidating or offensive environment for the group's professionals.

9.2 Action Policies

Work-life balance

ARAVEN is committed to promoting a working environment that is compatible with the personal development of its members, facilitating access to the necessary measures that allow each member of the organisation to balance their professional life with their personal needs, being aware that improving the quality of life of employees and their families will also increase productivity and the quality of work.

In this regard, we develop action plans that promote flexible working hours in all positions where possible. These include measures such as:

- Intensive workdays at certain times of the year.
- Teleworking, depending on the areas or departments.
- Continuous working hours with early departure every Friday of the year and on the eve of national holidays.
- Assistance for dependent family members and disabled relatives of members of the organisation.
- Leave for serious illness of a family member.
- Maternity and paternity leave.

Communication channel for queries, suggestions and whistleblowing

ARAVEN invites all its employees to report any suspected violations of our Policies or any other circumstances that may jeopardize the integrity of our people, suppliers, and/or customers.


We believe that it is vital to create open communication channels to deal with situations or concerns brought up by our staff, without any fear of negative repercussions, in order to ensure the proper implementation of our Policies.

We also have our **“ACTION GUIDE FOR HARASSMENT”**, which helps our employees identify, through examples, whether they are in a situation of harassment. We make this available to them through graphic diagrams as guidelines for how to act in the event of a conflict with or without harassment.


9.3 Social Indicators – Employees. Staff distribution

The **workforce of ARAVEN, S.L.U.** in 2024 was 37, compared to 63 in 2023. **This difference is due to the separation in June 2024**, when 26 employees who were on Araven’s payroll became part of the new company set up to market the shopping cart and basket business line.

The evolution of the workforce in terms of **job category and age diversity** is shown in the following tables.

Distribution of men and women at **ARAVEN S.L.U.** by **professional category**


	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Senior Management (2nd level Management + Senior Management)	8	3	4	1	3	1
Middle management	1	3	3	5	3	2
Technicians (Technicians + Salespeople)	15	16	13	17	7	7
Administration	4	9	4	7	3	6
Base personnel - Operators	8	2	7	2	3	2
All staff distribution	36	33	31	32	19	18
TOTAL STAFF IN THE CALENDAR YEAR	69		63		37	
Total Percentage	52%	48%	49%	51%	51%	49%

People within the ARAVEN S.L.U. workforce in the following **diversity categories by Age**


	2022		2023		2024	
TOTAL STAFF IN THE CALENDAR YEAR	69	100%	63	100%	37	100%
Less than 30	11	16%	10	14%	2	3%
Between 30 and 50	26	38%	23	33%	15	22%
More than 50	32	46%	29	42%	19	28%
<i>*People belonging to minority or vulnerable groups</i>	1	1%	1	1%	1	1%

**NOTE: People with disabilities, refugees, people at risk of social exclusion or belonging to minority groups*

Since 2022, the distribution between men and women has been balanced, taking into account the structural change in 2024.

9.4 Social Indicators – Employment. Hiring and staff turnover

All workers, whether they are permanent employees of the company, temporary workers (with a start and end date) and/or temporary agency workers (hired through temporary employment agencies), have employment contracts that comply with current regulations in accordance with the Spanish Ministry of Employment and Social Security. This complies with Spanish Royal Legislative Decree 2/2015, of 23 October, which approves the consolidated text of the Workers’ Statute Act. It also complies with Spanish Royal Decree 1424/2002, which regulates the content and basic copies for permanent contracts.

At **ARAVEN**, we like to maintain long-term professional relationships, which is why we are committed to job stability.

The table below shows the evolution of length of service at **ARAVEN**:

<div><div>araven</div><div>FOOD SAFETY INNOVATION</div></div> Average seniority of the workforce in years					
	2020	2021	2022	2023	2024
Men	12,40	15,30	12,94	14,61	16,21
Women	11,85	10,43	10,24	10,86	11,06

The average length of service of our workforce in 2024 was 14 years, compared to 13 years on average in 2023.

Maintaining our year-on-year growth as we have been doing since 2022.

Hiring of new employees and internal promotions.

During the financial year 2024, **4 new people joined** the ARAVEN workforce to fill 2 vacancies in the Logistics department, 1 in the International Sales department, and 1 in Product Development.

Also in 2024, committed to **internal promotions** and professional growth within the company, **2 internal vacancies were opened**, one as Business Administration Manager and the other as Purchasing Manager.

The Business Administration position was filled by a colleague who was working in International Trade Marketing, which was posted as an internal vacancy and filled with a new hire. The Purchasing position was filled by a colleague who was working as International Area Manager, which was also posted as an internal vacancy and filled in January 2025 with a new hire.


9.4 Social Indicators – Employment. Hiring and staff turnover


All **selection processes** adhere to **our principles and commitment to diversity and equal opportunities** for women and men, through which we identify **the best talent required, regardless of gender, race, nationality or any other cultural differences**. This **also applies to talent with or without disabilities**, for which the Company has agreements with various foundations to promote the inclusion of people with disabilities in the company.

We are also committed to helping young people find their first job opportunity, which is why **we offer professional internships and/or training contracts for young people over the age of 16 who are willing to contribute new ideas that will promote the growth of the company in line with our values of innovation and creativity.**

During 2024, we did not have any employees under internship agreements or contracts.

Our evolution in terms of staff turnover (departures or redundancies / average number of employees) **and employment**, according to specific concepts, **is shown in the following tables:**

 FOOD SAFETY INNOVATION					
% Male/Female Turnover Rate at ARAVEN S.L.U.					
	2020	2021	2022	2023	2024
Men	3,0	9,7	8,7	3,2	4,3
Women	1,5	2,8	7,2	3,2	2,1
less than 30	0,0	4,2	4,3	1,6	2,7
between 30 and 50	4,5	4,2	5,7	4,8	5,4
more than 50	0,0	4,2	2,9	0,0	2,7

 FOOD SAFETY INNOVATION					
Employment evolution at ARAVEN S.L.U.					
	2020	2021	2022	2023	2024
% workers with permanent contracts	97%	99%	100%	100%	100%
Number of labor initiatives implemented that exceed the legal obligation (Social benefits implemented)	8	9	10	11	12
Results of perception of job improvements	NO	NO	NO	NO	NO
% of people involved in Committees to incorporate work improvements	11,9	11,1	11,6	7,9	10,8

9.5 Social Indicators –

Employment. Work-life balance and parental leave

We promote a work environment that supports personal development, facilitating access to the necessary measures that allow each member of the organisation to balance their professional life with their personal needs.

In 2024, an average of 67% of the workforce benefited from the teleworking policy and one man exercised his right to paternity leave, returning to his position once the established period had ended.

% of the workforce that uses existing work-life balance measures.

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FOOD SAFETY INNOVATION

	2020	2021	2022	2023	2024
% Men	75	70	69	65	58
% Women	93	94	91	84	76

% of the workforce that has opted for a reduction in working hours.

araven

FOOD SAFETY INNOVATION

	2020	2021	2022	2023	2024
	without registration	without registration	without registration		
% Men				0	0
% Women	6	4	4	5	0

% of the workforce that has flexible working hours in their workplace.

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FOOD SAFETY INNOVATION

	2020	2021	2022	2023	2024
% Men	75	70	69	68	53
% Women	93	94	91	78	94



Number of people who were entitled to maternity or paternity leave.

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FOOD SAFETY INNOVATION

	2020	2021	2022	2023	2024
		without registration			
Men	1		1	0	1
Women	1	1	3	0	0

Number of people who exercised this right to maternity or paternity leave.

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FOOD SAFETY INNOVATION

	2020	2021	2022	2023	2024
		without registration			
Men	1		1	0	1
Women	1	1	3	0	0

Number of people who returned to work after their right to maternity or paternity leave ended.


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FOOD SAFETY INNOVATION

	2020	2021	2022	2023	2024
		without registration			
Men	1		1	0	1
Women	1	1	3	0	0

9.6 Social Indicators – Diversity and Equal Opportunities

ARAVEN promotes equality between men and women. In 2024, 49% of the workforce was made up of women, 2 percentage points less than in 2023. The number of women in senior management also remained the same as in 2023.

<div>  <div> Senior managers (2nd level Management + Senior Management) of ARAVEN S.L.U. in each of the following diversity categories </div> </div>						
	2022		2023		2024	
TOTAL GOVERNING BODIES	11	100%	5	100%	4	100%
Men	8	73%	4	80%	3	75%
Women	3	27%	1	20%	1	25%
Less than 30	0	0%	0	0%	0	0%
Between 30 and 50	0	0%	1	20%	1	25%
More than 50	11	100%	4	80%	3	75%
People belonging to minority or vulnerable groups	0	0%	0	0%	0	0%

Given our commitment to the real inclusion of people with both physical and intellectual disabilities, we collaborate with different foundations and/or associations that can support us in our search for candidates.

Our workforce includes one man with a disability who has been working for the company for more than 10 years.

*During the financial year 2024, as in previous years, **ARAVEN** did not receive any complaints of harassment or violation of workers' rights.*

9.7 Other Indicators – Occupational Health and Safety

ARAVEN has approved and published its **Occupational Health and Safety Policy** as part of its **Corporate Policies** on labour and social rights included in the Compliance Manual, a summary of which is provided in section 9.2 of this report.

In order to ensure compliance with Spanish Law 31/1995, of 8 November, on Occupational Risk Prevention, as well as any regulatory extensions derived from said Law within the company, **the Human Resources department works in coordination with an external Occupational Risk Prevention Service** that, together, ensure the implementation of a preventive culture by developing an ongoing monitoring of preventive activities to improve the **identification, assessment and control of risks** and, therefore, progressively improve working conditions in order to establish an adequate level of protection for workers' health and prevent or minimise risks arising from working conditions.

The main **ORP activities that we monitor** to ensure the health and safety of workers are summarised below.

Worker information and training	Risk assessment	Planning of preventive activity	Health monitoring
We implement training initiatives aimed at improving knowledge of both the actual scope of occupational risks and how to prevent and avoid them, tailored to the specific characteristics of the people who work at the company and the specific activities they perform.	Through continuous assessments in the event of changes or new jobs, we assess risks, including ergonomic aspects, and implement action plans to mitigate them, such as those of forklift operators, order preparation, sales positions and those in administration.	We review and update our prevention plan annually, which contains a coherent set of measures appropriate to the nature of the risks identified, establishing a preventive activity plan.	We encourage workers to undergo annual medical examinations, along with flu vaccination campaigns. We also offer medical insurance for employees and their families as a social benefit, partially subsidised by the company.

9.7 Other Indicators – Occupational Health and Safety

Health and Safety Meetings

We hold meetings to discuss important issues relating to worker health and safety, **attended by the company's Prevention Officer and the prevention resource designated by the company, with 50% of the group representing men and 50% representing women** as emergency response officers.



Meeting of Staff Delegates



Moreover, as part of our **Social Dialogue**, we have **Staff Delegates representing 60% women and 40% men** who, through regular meetings, act as a body involved in the management, application and interpretation of the collective agreement for the business activity, as well as in promoting dialogue for collective bargaining and the resolution of labour disputes.

100% of ARAVEN's workforce is covered by collective bargaining agreements.

9.7 Other Indicators – Occupational Health and Safety

Worker Health and Safety Monitoring Indicators

Monitoring the Health and Safety of ARAVEN S.L.U. Workers



	2022	2023	2024
Number of hours worked	106.994	110.502	64.898
Number of days not worked due to accidents or occupational diseases	0	0	1
Total number of accidents with injuries resulting in sick leave	4	0	1
Total number of accidents without sick leave	3	4	3
Total number of sick leaves due to occupational disease and common illness	19	17	13
Death rate resulting from work-related injuries	0	0	0
Major workplace injury rate (excluding fatalities)	0	0	0
Recordable workplace injury rate	0	0	1
% of employees on the staff who have representation on formal Health and Safety committees	2,8	3,2	5,4

Monitoring the Health and Safety of ARAVEN S.L.U. Workers



Total Absenteeism, % days lost with respect to the total number of work days planned.	2022		2023		2024	
	Target	Achieved	Target	Achieved	Target	Achieved
	5,00	6,44	5,00	9,19	5,00	3,40

The total absenteeism results correspond to the percentage of paid leave + percentage of sick leave provided by the external prevention service.

In 2024, 66% of absenteeism was among women and the remaining 34% among men.

9.8 Other Indicators – Training

On an annual basis, and with the aim of **encouraging the professional growth of each person employed by the company**, the Human Resources department draws up a **programme of training activities**. These are coordinated with the heads of the different departments, who use various methods to identify the training needs of their teams, as well as any needs that staff within the organisation may have expressed in order to improve their performance at work.

Once the training needs have been identified and the budget approved, the Human Resources department draws up the training activities in the **Annual Training Plan (ATP)** as a **basis for scheduling training**, management and processing with the various training providers selected and approved for the delivery of the training activities.

In 2024, a total of 129 hours of training were given to 29 employees out of 37 targeted, with 63% of participants being women.

Investment in training for ARAVEN S.L.U. workers.						
	2022		2023		2024	
	Target	Achieved	Target	Achieved	Target	Achieved
Trained employees: in %	100%	100%	100%	54%	100%	78%
Investment in Training: in €	15.000 €	10.788 €	15.000 €	8.080 €	15.000 €	11.510 €

78% of the budget allocated in 2024 was used, compared to 54% in 2023, when 34 of the 63 employees targeted received training*.

Average training hours received				
		2022	2023	2024
Senior Management	Men	7,86	15,56	33,50
	Women	7,00	0,45	0,00
Middle management	Men	3,67	23,95	13,96
	Women	8,40	3,92	0,00
Technicians	Men	13,48	43,46	0,22
	Women	17,60	88,13	54,42
Administration	Men	8,50	8,64	0,09
	Women	6,33	6,83	23,27
Base personnel	Men	3,33	8,40	0,08
	Women	3,00	0,67	3,08

*Total employees in the hospitality and shopping cart and basket sectors

9.8 Other Indicators – Training

The different owners **our company has had have always respected its history and values**, while allowing us to boost investment and **grow through internationalisation**.

Thanks to our international positioning, we are present in more than 80 countries and **are committed to continuous language training** to provide ever greater added value and strengthen our teams with communication without borders.

In 2024, €7,589 was allocated to language training, which was received by 21 employees.



Also **noteworthy is the Responsible Purchasing course** based on ISO 20400 that **the Purchasing and Sustainability teams received in 2024** in preparation for the future implementation of the criteria in the company. It was taught by Bureau Veritas over three days, with 3 hours of training each day.

It is also worth mentioning that, **for new ARAVEN staff members, induction sessions are held** to introduce them to each department and explain their duties, led by managers and experienced staff members, in order to increase integration and cross-functional knowledge within the company.

9.8 Other Indicators – Training


ARAVEN evaluates training courses using a **Training Satisfaction Questionnaire** completed by participants who have attended the course in order to gauge their level of satisfaction with, for example, the training organisation, the trainer, the concepts learned, etc.

Every year, a **Performance Evaluation** is carried out on **100% of the company’s staff** with the aim of motivating the professional growth of each person, transmitting and evaluating the degree of knowledge of the company’s Mission and Values.

It is carried out through an **open meeting** in which the manager and subordinate can discuss aspects such as skills, aptitudes, relationships with colleagues, responsibilities and any other variables related to performance, offering feedback to highlight strengths and areas for improvement in the most objective and realistic way possible, avoiding any kind of personal bias.

The **results allow action plans to be established to continue motivating teams to achieve all their professional goals.**

The impact of the training on the job is then assessed, evaluating the effectiveness of the training received through a **Training Effectiveness Evaluation Questionnaire** completed by the hierarchical superior of the trained staff.



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FOOD SAFETY INNOVATION

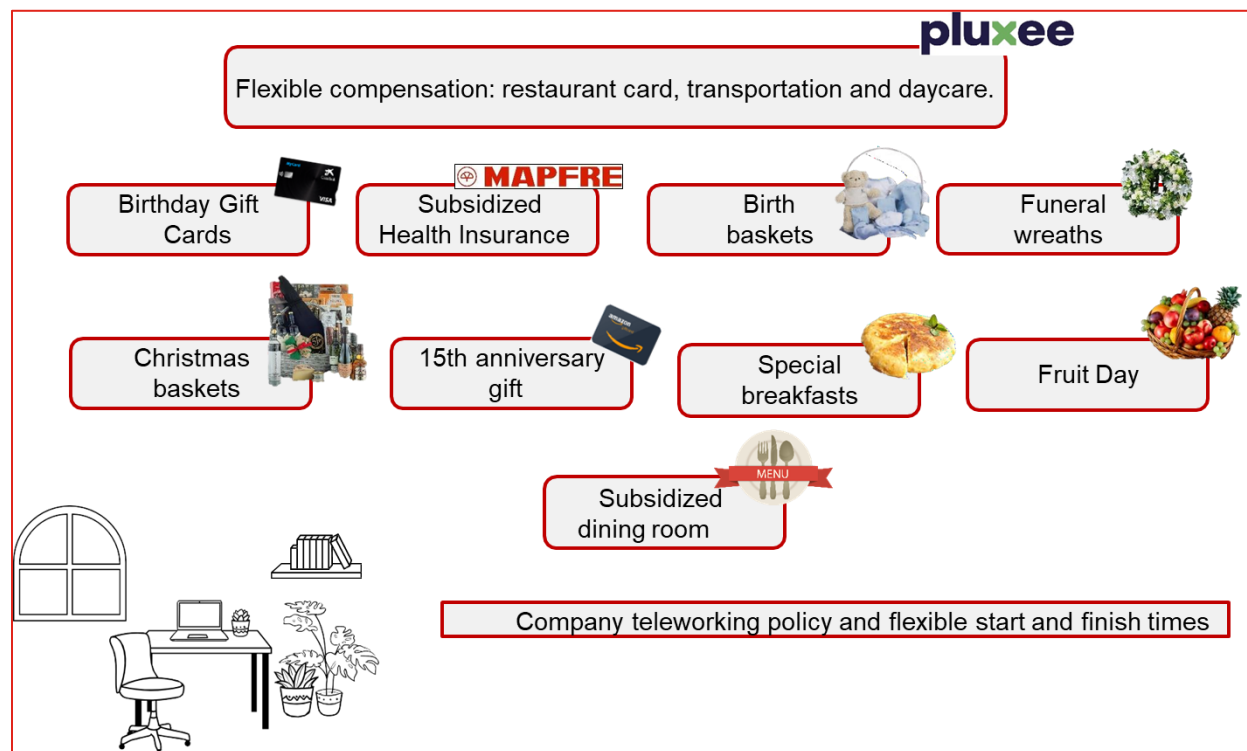
Total number of employees by gender and job category who received periodic performance and career development evaluations

		2022		2023		2024	
Senior Management	Men	7	10%	4	6%	3	8%
	Women	3	4%	1	2%	1	3%
Middle management	Men	1	1%	3	5%	3	8%
	Women	3	4%	5	8%	2	5%
Technicians	Men	13	19%	13	21%	7	19%
	Women	13	19%	17	27%	7	19%
Administration	Men	4	6%	4	6%	2	5%
	Women	6	9%	7	11%	6	16%
Base personnel	Men	5	7%	7	11%	3	8%
	Women	1	1%	2	3%	2	5%

9.9 Work organization

At ARAVEN, our goal is to maintain the satisfaction and loyalty of our employees. That is why we are committed through our **Corporate Policies to addressing various issues related to working conditions**, such as work-life balance, the right to disconnect, remuneration, and social benefits that we make available to all company staff.

As an incentive to promote commitment and create an enriching work environment, **ARAVEN** offers the following package of **social benefits**.



In chapter 9.5 of this report, we show the main work-life balance indicators.

In summary, our **work-life balance measures** are as follows:

Office Staff

- Flexible start and finish times and continuous working hours on Fridays and during the summer months.
- Teleworking 6 days per month and in special situations when necessary.

In General

- Leave of absence and flexibility for personal or family emergencies (e.g., accompanying family members to medical appointments, children's school events, etc.).
- Flexibility for taking holidays and compensatory days at the employee's discretion. For example: a single day of holiday to "bridge" a long weekend, with no established rules such as enjoying full weeks, X days in summer, etc.
- Possibility of taking holidays immediately after maternity/paternity leave and adding them to annual leave.
- Adjustment of the work calendar by leaving early on the days before long weekends (e.g., the day before Three Kings Day, Holy Wednesday, etc.).
- Closed on Christmas Eve and New Year's Eve.

9.9 Work organization

For **ARAVEN**, **Digital Disconnection** is a right, the regulation of which contributes to improving the health of workers, reducing, among other things, technological fatigue and stress, and thus improving the working environment and quality of work

We have a **Digital Disconnection Policy** that was signed by the company and employee representatives in September 2022 and revised and approved in 2025, as a result of the separation of the hospitality business lines, which continue under the ARAVEN brand, and the shopping cart and basket business line, which was spun off into a new company.



In accordance with the aforementioned Digital Disconnection Policy, we summarise the **main measures to be implemented**:

- Avoid making phone calls or sending e-mails during normal working hours from 6 p.m. to 8 a.m. the following working day and during summer working hours from 4 p.m. to 8 a.m.
- Set up a delayed sending option for e-mails sent by employees outside working hours.
- Schedule automatic responses during periods of absence, indicating the dates when an employee will be unavailable and providing the e-mail address or contact details of the person to whom their tasks have been assigned during their absence.
- Limit training sessions, meetings, videoconferences, presentations, information sessions, etc., outside each employee's working hours. The use of videoconferencing and audioconferencing will be incorporated to allow such meetings to be held during working hours and eliminate unnecessary travel, whenever possible.

10.

Good Corporate
Governance

10.1 Ethical and Responsible Management

ARAVEN cannot consolidate its position unless it **respects the essential principles and values that underpin everything our organisation does** and allow us to achieve our ambitious goals. It is not only important to overcome the obstacles we encounter every day, but even more important is how we do so, as this will create a **respectable and respected brand culture**.



ARAVEN has managed to align all its staff, not only in terms of the organisation's vision and mission, but also in terms of **the values that must be upheld and respected in order to become what it is today**. They are as follows:



10.1 Ethical and Responsible Management

As a complement to our five values, we establish **other qualities** inherent to our spirit, which are our raison for being, and without which, we would not be who we are, nor could we achieve our ambitions:

HONESTY.

This is configured as the guiding axis of all behavior within the organization.

It constitutes the commitment, assumed by all members of ARAVEN, to act uprightly and diligent at all times, both within and outside the organization

PASSION.

But nothing would make sense at ARAVEN if each member of the organization didn't have a passion for what they do. Perhaps passion is the main prerequisite for success, because it is the most powerful motivating element that human beings have at their disposal. Passion for growing and helping our clients grow, and enjoying of this process, achieving a multiplying effect in communion with the passion of those

RESPONSIBILITY.

With this principle, ARAVEN expresses its commitment to both respecting current legislation and respecting all individuals and entities, public or private, that interact directly or indirectly with the organization, assuming all legal obligations and the consequences of all their actions. Corporate social responsibility is an essential part of the company, since respect for our employees, our customers, our suppliers, our neighbors, and society in general, protecting the environment, fulfilling our tax obligations, creating quality jobs, rejecting the use of child labor in any phase of our processes and interactions, etc., undoubtedly depends solely on us: it is our responsibility and we will assume it

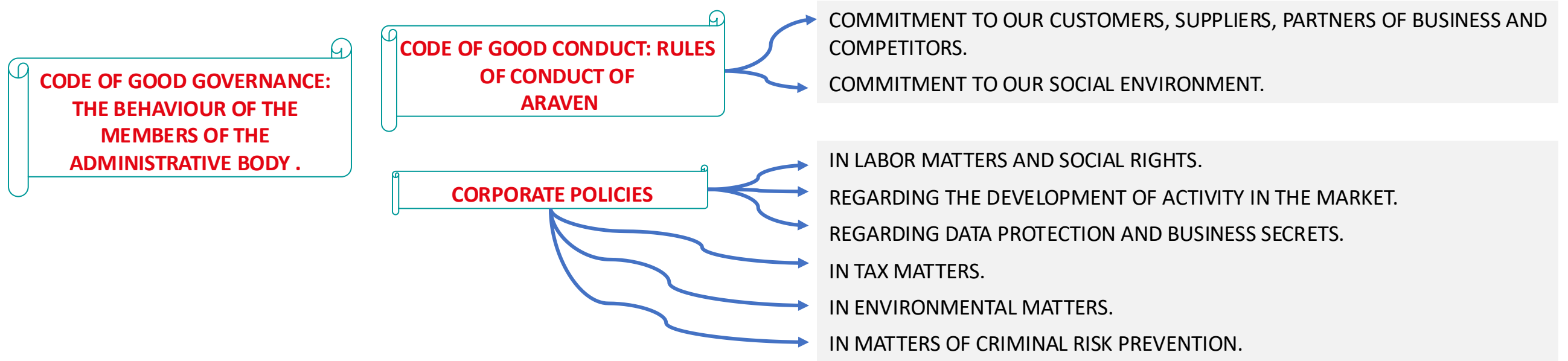
Our Basic Regulatory Compliance Manual brings together, among other information, the code of ethics and conduct and the corporate policies of ARAVEN, S.L.U., which guide us to act with integrity, commitment, and transparency.

10.2 Good Corporate Governance

ARAVEN upholds its **principles of governance based on ethical and sustainable culture**, which are embodied in various policies and commitments that we document in our **Compliance Manual**.

We identify the degree of implementation achieved by the regulatory compliance system through the **following levels of responsibility**:

Main Policies and Commitments included in our Compliance Manual - ARAVEN Code of Ethics



10.2 Good Corporate Governance

In summary, **the policies, principles, and commitments** to honesty that guide and oblige all members of the company to act appropriately are detailed by type. **These form the basis of ARAVEN's good governance** and are regulated in our **Basic Regulatory Compliance Manual**.

COMMITMENT TO OUR CUSTOMERS, SUPPLIERS, PARTNERS OF BUSINESS AND COMPETITORS.

- * Commitment to the regulatory compliance policy.
- * Prohibition of bribery or corruption in business.
- * Prohibition of Gifts and Presents.

IN LABOR MATTERS AND SOCIAL RIGHTS.

- I. Occupational Health and Safety Policy.
- II. Non-discrimination and equal opportunities Policy.
- III. Work-life balance Policy.

REGARDING DATA PROTECTION AND BUSINESS SECRETS.

- I. Data Protection Policy.
- II. Policy for the Protection of Business Secrets: On the handling of confidential or confidential information confidential.

IN TAX MATTERS.

- I. Fiscal and accounting policy.

IN ENVIRONMENTAL MATTERS.

- I. Environmental Policy.

COMMITMENT TO OUR SOCIAL ENVIRONMENT.

- * Social Responsibility Policies that fall under Corporate Policies.
- * About Donations and Sponsorships.

REGARDING THE DEVELOPMENT OF ACTIVITY IN THE MARKET.

- I. Araven Quality Policy.
- II. Policy on resources and means available for the development of the activity.
- III. Business partner approval Policy (customers, suppliers and partners of all kinds).
- IV. Competition defense Policy.
- V. Policy in defense of intellectual and industrial property rights.

IN MATTERS OF CRIMINAL RISK PREVENTION.

- I. Compliance Policy and Prevention of Criminal Risks.
- II. Anti-Corruption Policy.
- III. Policy against money laundering and terrorist financing.
- IV. Policy of duty to cooperate with the authorities.

10.2 Good Corporate Governance

The **following general responsibilities assumed** by ARAVEN staff in terms of regulatory compliance are summarized.

- In the performance of their work, to conduct themselves in accordance with **ARAVEN's** underlying principles and values.
- To fulfil any obligations and to undertake any responsibilities incumbent upon them in matters concerning legal compliance.
- To attend and take advantage of training, sessions, and other corporate events in this field, given or organized by the Management of Compliance with legislation.
- Commit to complying with **ARAVEN's** current policies and, in particular, with the Risk Prevention System that has been implemented.
- To identify and make known any risks of non-compliance that they might encounter during the course of their professional activities.
- To participate actively in any established initiatives aimed at detecting, mitigating or reducing possible existing risks within the organization.
- Through **ARAVEN's Communication Channel for Queries, Suggestions, and/or Complaints**, report suspected violations of our Code of Ethics and communicate any facts, circumstances, and/or conduct that could constitute dishonest behavior or even a criminal offense that have been detected within the organization..



The **company will thoroughly investigate any reports received** and will not tolerate any type of retaliation for complaints or reports made in good faith, and **will apply the actions set out in the Disciplinary Regime** section of the Basic Regulatory Compliance Manual.

The communication channels that can be used to make suggestions, to relay exemplary cases in the promotion of values, to bring up queries of a legal and/or ethical nature, or to report undue conduct within the organization are:

The Whistleblowing/Queries Channel, The worker's immediate superior and The Human Resources Department.

10.3 Responsible business conduct

Below, we set out **our position on the prohibition of corrupt practices and bribery and our actions to prevent smuggling**, as set out in our Basic Regulatory Compliance Manual.

ANTI-CORRUPTION POLICYI

ARAVEN members will not engage in conduct that could be classified as bribery or corruption, either in public or private procurement. **Specifically, the terms "bribery" or "corruption" refer to the following behaviors:**

- a) Offer gifts, presents or any other patrimonial advantage, or accept proposals in this regard, to try to influence or be influenced in the recruitment processes, through means not tolerated by the organization.
- b) Offer gifts, presents or any other financial advantage, or accept proposals to that effect, to expedite the processing of files, whether public or private.
- c) Payments made or accepted for the proper performance of the job are also prohibited.

*At **ARAVEN**, we have had no incidents in 2024 or in previous years*

Gifts or presents may not be accepted in the course of your professional activity. **Exceptionally, giving and accepting** gifts and presents shall be permitted when the **following circumstances all apply:**

- ☐ They are of irrelevant or symbolic financial value;
- ☐ They are a common courtesy or common sign of commercial etiquette;
- ☐ They are not forbidden by law or in generally accepted commercial practices.

ARAVEN's staff may not –either directly or through an intermediary– offer, grant, request or accept unjustified advantages or benefits, directed at the obtainment of an immediate or mid-term benefit in the present or future, for ARAVEN, themselves or for a third party.



If any member of the organization receives any request for payments, commissions, gifts or remuneration from an authority, public official directors or employees of companies or public bodies; from a manager of a client or from a supplier's manager, whether a natural person or a legal entity; *tanto en España como en el extranjero, both in Spain and abroad*, ***will have the obligation to automatically inform*** their direct managers, as well as the Compliance Department.

10.3 Responsible business conduct

PREVENTION OF SMUGGLING

ARAVEN promotes the transparent management of all its logistics activities, working with its haulage suppliers to ensure compliance with current legislation governing the movement of sales products.



All affected persons must inform their immediate superior, as well as to the Compliance Director, of any act suspected as being related to money laundering or the funding of terrorism, or that violates any of these principles.

*At **ARAVEN**, we have not had any reports of corruption or bribery in 2024 or in previous years.*

POLICY ON MONEY LAUNDERING AND THE FUNDING OF TERRORISM

In order to prevent money laundering and the funding of terrorism, **ARAVEN's members must follow the following guidelines:**

- Client identities must be checked, ensuring adequate knowledge of them in compliance.
- Client identities must be checked, ensuring adequate knowledge of them in compliance.
- It is forbidden to make or accept extraordinary payments not specified in a contract or beyond its scope, or to bank accounts not envisaged in it.
- Checks must be made of unusual payment methods, bearing in mind the nature of the transaction, particularly payments or receipts of a high amount of money in cash or by cheque to the bearer.
- It is forbidden to make or accept payments when the origin or destination of the funds is unknown, or the final beneficiary is not clearly identified.
- Checks must be made of transactions involving unusual settlement methods or people or bodies other than the usual ones.
- Special attention must be paid to payments and collections to/from tax havens.
- Special attention must be paid to payments to people who carry out or have carried out important public functions.
- It is important to confirm that the instructions for all third-party payments and collections of money are in order and, in particular, that all the above checks have been made.

10.3 Responsible business conduct

Customer relations

ARAVEN's relationship with its customers must be conducted in accordance with the legislation in force. As a result, if it is found that a client is involved in illegal or unethical acts, this will automatically lead to the termination of our relations with them.

We must treat all our customer in a fair, proper way and in compliance with all applicable legislation governing free competition. We must not take undue advantage of our market position with any of our products or services. There must be a legitimate business reason for the sale of the same product at different prices to clients in similar locations, such as a difference in cost or participation in a bid for tenders.



Due to the international scope of our activities, we are in contact with different cultures and, when we reach agreements, we strive to ensure compliance with the laws of the different countries where we operate.

If we negotiate on behalf of the company, we must report any relevant information on intended or real unfair trading practices by third parties.

Relations with suppliers

ARAVEN promotes compliance with the stipulations of our Code of Ethics by its suppliers, and it urges them to carry out their activities within the framework of the legislation in force.

All suppliers working for **ARAVEN** must undertake to respect the human and employment rights of all hired staff. Under no circumstances shall the infringement of these rights be deemed acceptable by **ARAVEN**.

10.4 Handling Reserved or Confidential information

CONFIDENTIALITY. Reserved or privileged information and the protection of personal data

HANDLING RESERVED OR CONFIDENTIAL INFORMATION

It is the duty of the people who form part of **ARAVEN** to protect information and knowledge generated within the organization, or owned or safeguarded by **ARAVEN**.

Staff shall refrain from using data, information or documents obtained during the course of their work for their own benefit. Neither shall they make information known to third parties, except in compliance with applicable legislation, company rules or when expressly authorized to do so. Neither shall they use data, information or documents of a confidential nature from a third company without its written authorization.

As a general rule, unless otherwise specified, the information to which they have access must be deemed to be confidential and it may only be used for the purpose for which it was obtained.

At ARAVEN, we have not received any complaints from our customers regarding misuse of their privacy in 2024 or in previous years.

At **ARAVEN**, we believe that the obtainment and proper use of information provide a competitive edge, and so information must be managed and handled in a responsible, secure, objective way in accordance with the law.

PROTECTION OF PERSONAL DATA

ARAVEN respects the privacy, at both a personal and family level, of all those people whose data they have access to, whether they are employees or not. Authorizations for the use of data must solely be given in response to specific, justified requests. Staff must strictly comply with the internal and external rules that have been established to safeguard the proper processing of any information and data supplied to the company by third parties.

When personal data is gathered from clients, staff, contractors or any other person or body with whom there is a relationship of a contractual or other nature, all staff must obtain their consent when this is compulsory and undertake to use the data in accordance with the purpose authorized by the consenting party.

ARAVEN's members must be aware of and observe all internal procedures set in place regarding access to and the storage and custody of data, aimed at guaranteeing different required security levels, depending on the nature of the data.

10.5 Transparency and integrity of communication

With our Customers

The sales promotions and sales arguments used by **ARAVEN** do not contain false information about the availability, delivery dates, quality of our products and services, or sales terms, including payment. We offer our products and services in an accurate, honest way.

Our aim is to provide clients with full, transparent, understandable, accurate information so that they can take independent decisions, aware of the interests at stake, the alternatives and relevant consequences.

Using **deceitful or dishonest practices is an infringement of our Code of Ethics and it will not be tolerated.**

It is forbidden for **ARAVEN's** members to receive any kind of remuneration or funds from clients, and, in general, to accept any kind of third-party remuneration for services pertaining to the employee's work activities.

With our Suppliers

As a general rule, **ARAVEN's** members are not allowed to accept or request any gift, present or offering, or any benefit to their wealth of any kind. They shall be subject to the rules concerning Presents and Gifts.

It is forbidden for **ARAVEN's** members to receive or accept any kind of remuneration or funds from suppliers or, in general, to accept any kind of third-party remuneration for services pertaining to the staff's work activities.

11.

Commitment to
Society and the Planet

11.1 Sustainable Collaborations

Sustainable Collaboration Policy

At **ARAVEN, S.L.U.**, as part of **our strategic sustainability plan and within the INTEGRATION pillar**, we are committed to collaborating and providing support that adds value to society through external entities that contribute to sustainable development through socially and environmentally responsible projects.

We are committed to supporting actions aligned with the **5 priority SDGs**, without excluding those that may have an impact on the **7 secondary SDGs defined by the company**.

We prioritise collaborations that aim to protect the environment and personal well-being, involve cross-cutting contributions, and promote cooperation with local or community organisations.



Sustainable Collaboration Actions

Voluntary, non-profit Corporate Social Responsibility (CSR) actions aimed at generating a positive impact on society or within the company will be **aligned with our Sustainable Collaboration Policy and included in the Awareness Calendar**. These may be:

- **Social or environmental** (internal or external), through donations to support causes related to sustainability.
- **Corporate volunteering**, of a social or environmental nature, where employees participate in voluntary projects or activities aimed at the community.

Donations and Sponsorships for CSR Actions at ARAVEN S.L.U.

	2022		2023		2024	
	Nº	€	Nº	€	Nº	€
Social	2	4.500 €	3	1.800 €	3	980 €
Environmental	2	2.100 €	1	1.500 €	1	1.800 €
Totals	4	6.600 €	4	3.300 €	4	2.780 €

11.2 Environmental Actions

Donations

In 2024, ARAVEN will continue to collaborate with AISECO's active project for the restoration of habitats of European interest in the Gallocanta Lagoon Basin (Zaragoza-Teruel), which we began in 2022.

This is a **project promoted by the Government of Aragón** for the conservation of biodiversity and the buffering of water and sediment flows between habitats.

Our financial contribution, in the form of a pure, simple and irrevocable donation, **is dedicated to** voluntary activities for the restoration of habitats of community interest in the Gallocanta lagoon basin (Zaragoza-Teruel) and in the Fraga and Caspe Irrigation Communities.



Some of the activities carried out include removing waste from the natural environment, sampling and preparing the soil, restoring forest areas, restoring copses, and recreating temporary ponds.



***AISECO** (Association for the Integration of Ecosystem Services) is a non-profit organisation based in Zaragoza made up of professionals from various fields, mainly researchers from different centres, including the CSIC, who offer scientific input that complements environmental dissemination and awareness-raising.*

Donations

We highlight the following actions in 2024:

ACTIVIDADES RSC 2024



COOKING WORKSHOP as part of the Federico OZANAM Foundation's training project for the integration of transgender women into the labour market (LGTBIQ+ Pride Day, 28 June).

We attended the workshop accompanied by our families and during this time we shared our experiences, barriers and situations we often face, as well as having fun cooking different simple recipes organised by the programme's participants.



STRESS MANAGEMENT WORKSHOP given by AFDA (Mental Health Day, 10 October).

AFDA, an association that supports the treatment of anxiety and depression in Aragón, brought a health psychologist to our facilities for two sessions to help us visualise the influence of stress on our daily lives and how to manage it, and provided us with tools to improve our control over it.

11.3 Social Actions

Participations



On 21 April, ARAVEN took part in the Villanueva de Gállego Duathlon, organised by Pangea Triatlón together with the Aragonese Triathlon Federation.

Pangea was founded with the idea of bringing together people with many years of experience in this discipline and people who are just starting out in this world, from the youngest (with a children's race) to the oldest, so that they can all take part in this day. **All proceeds from the purchase of race numbers** by participants **went entirely to the Association for the Fight Against ALS, 'Juntos Venceremos ELA'.**

We highlight the following actions in 2024:



To help those affected by the extreme weather events in Valencia, throughout November, ARAVEN collaborated by donating supplies to the Association of Chefs of Aragón and the Association of Maîtres and Head Waiters, who set up a venue to collect aid for those affected. Aid was directed to support the NGO World Central Kitchen, founded by chef José Andrés and led here in Spain by Pepa Muñoz, Chairwoman of FACYPE (Spanish Federation of Chefs and Pastry Chefs) in 2024, who has been providing on-site support since day one.



On the occasion of **Animal Rights Day** on 10 December, ARAVEN was eager to **collaborate with one of the local animal protection organisations: ZARPA***.

On Sunday, 1 December, we went on a 7 km walk with the dogs, or 'zarposos' as they are called locally, who are taken in and cared for by all the volunteers of this association.

During the walk, the volunteers explained the work they do within the association and the different ways in which we can collaborate. We are truly grateful to Zarpa and to everyone who participated for making this day an unforgettable and meaningful experience 🐾.

**Zarpa is a non-profit association dedicated to improving the lives of abandoned or abused animals.*

11.4 Staff awareness

We believe it is essential, on the one hand, to emphasize the **socio-environmental awareness** of our staff to **foster a responsible and consistent society** both within and outside the company, and on the other, to **increase awareness of internal ESG performance** to foster cooperation with the projects and a sense of belonging to the company.

Communications are carried out using Microsoft tools, WhatsApp distribution lists, and corporate channels (the company's collaborative intranet). **The most notable ones in 2024 are presented below:**

Training Pills



We continue to communicate different micro-formations, such as:

- Basic concepts of ARAVEN's **Carbon Footprint**.
- The importance of **Sustainable air Conditioning in Offices**, which we emphasize especially during the summer months.
- **Waste Separation** guide to refresh your memory on what should be deposited in each container and the importance of well-managed waste.

International Days



Through communications on specific dates, we provide visibility of these dates, their importance, and data related to ARAVEN's activity and/or contribution to them:

- International Day of Forests (March 21).
- International Water Day (March 22).
- Earth Day (April 22).
- International Recycling Day (May 17).
- International Environment Day (June 5).
- International Oceans Day (June 8).

Good practices



- Reminders to act responsibly, especially within the facilities.
- Guide to Hygiene and Food Safety in the Handling and Preservation of food available on our website: [resources-guides-Food Service - Araven](#)

Communication of milestones



- Obtaining / Renewing seals, certifications, and/or affiliations
- New product launches.
- Collaborations in CSR or with the use of our products.

12.

About this report

12.1 Report data and principles for its preparation

Coverage

The information included in this Report covers the period from **January 1 to December 31, 2024**.

Frequency and Data

The next report will be submitted annually.

The data contained in this report has been updated prior to **August 30, 2025**.

Documents prepared by **ARAVEN** after that date may differ from the information contained in this report.

Contact

For any questions related to this report, please contact sig@araven.com and/or sostenibilidad@araven.com.

ARAVEN has not submitted this Report to independent external verification..

Disclosure of significant information

The information included in this Report is necessary to disclose the policies approved and actions carried out by **ARAVEN** in relation to its ESG performance, as well as the impact of these policies and actions and their evolution compared to previous years.

Faithful, balanced and understandable information

To prepare the report, **ARAVEN** uses information from reliable sources and accurately reflects the ESG risks and opportunities arising from its activity.

The texts are written using accessible terminology, including tables and graphs where necessary, with the aim of making them easy to understand.

Complete and concise information

This report provides significant information on **ARAVEN's** ESG performance and has been prepared in accordance with the Global Reporting Initiative (GRI) standards.

To avoid repetition, cross-references have been used where necessary, indicating the page number where the same information can be found. For external references, the source or web address where further information can be found is indicated.

Strategic and prospective information

The information reported for the financial year covered by the Report covers the defined ESG objectives and their results, as well as the results from previous years, in order to disclose the evolution and progress of **ARAVEN's** ESG performance. It should be noted that this document is the first Sustainability Report as **ARAVEN, S.L.U.**

Stakeholder-oriented information

ARAVEN uses various channels to collect comments, suggestions, queries, and/or complaints from stakeholders.

Respect for privacy and the right to protection of personal data

The Report has been prepared in accordance with current legislation on personal data protection and therefore does not include any information that could violate the privacy of stakeholders.

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