



FOOD SAFETY INNOVATION



DESIGNING VALUE.
DELIVERING SUCCESS.

Sustainability Report 2025

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01.

Letter from the
Management

1. Letter from the Management

Dear readers,

It is my pleasure to present our **2025 Sustainability Report**, prepared in accordance with the Global Reporting Initiative (GRI) Standards. In this report, we transparently share our performance, the progress we have made, and the challenges we continue to address as we build an increasingly responsible and sustainable business model.

Throughout the year, we have further strengthened **our Sustainability Strategy**, launched in 2021, by adopting environmental, social, and governance (ESG) best practices across **our four strategic pillars: Supply, Circularity, Ecodesign, and Integration**. Through these pillars, we continue to advance our commitment to the **five priority and secondary Sustainable Development Goals (SDGs)** identified through the Materiality Assessment carried out in 2021.

- We have continued to promote initiatives aimed at reducing our environmental footprint.
- Product development based on eco-design and circular economy principles.
- Strengthening a responsible supply chain and promoting a culture based on ethics, innovation, and continuous improvement.

I am also pleased to **reaffirm Araven's commitment to the Ten Principles of the United Nations Global Compact** in the areas of Human Rights, Labour, Environment, and Anti-Corruption. Through this Sustainability Report, we communicate the efforts undertaken to integrate these principles into our business strategy, operations, and corporate culture, while contributing to the achievement of the Sustainable Development Goals.

Through our work, we continue to strengthen a more sustainable, transparent, and collaborative corporate culture, aligned with the Sustainable Development Goals (SDGs) and with the principles that guide our company.

I would like to express my sincere gratitude to our entire team for their commitment throughout the year, as well as to our customers, suppliers, partners, and the communities we serve for their continued trust and support.

We will continue building a path of responsible growth, convinced that development is only truly sustainable when it is shared.

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

02.

Fiscal year 2025 at
a glance

2.1 Notable ESG Milestones

For **ARAVEN**, **2025** 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



- **63% reduction in carbon footprint** compared to 2024 (Scopes 1 and 2).
- **Positive Verification Statement** obtained for the **Carbon Footprint Calculation**.
- **Awarded the CALCULO + REDUZCO label** by the Spanish Ministry for the Ecological Transition and the Demographic Challenge (**MITERD**), following the registration of our carbon footprint with the Spanish Office for Climate Change (OECC).
- **21% increase in recycled waste** compared to 2024.
- **Contracted a Renewable Energy Guarantee of Origin (GoO)** electricity supply, ensuring that the energy consumed at our facilities comes from renewable sources..

SOCIAL



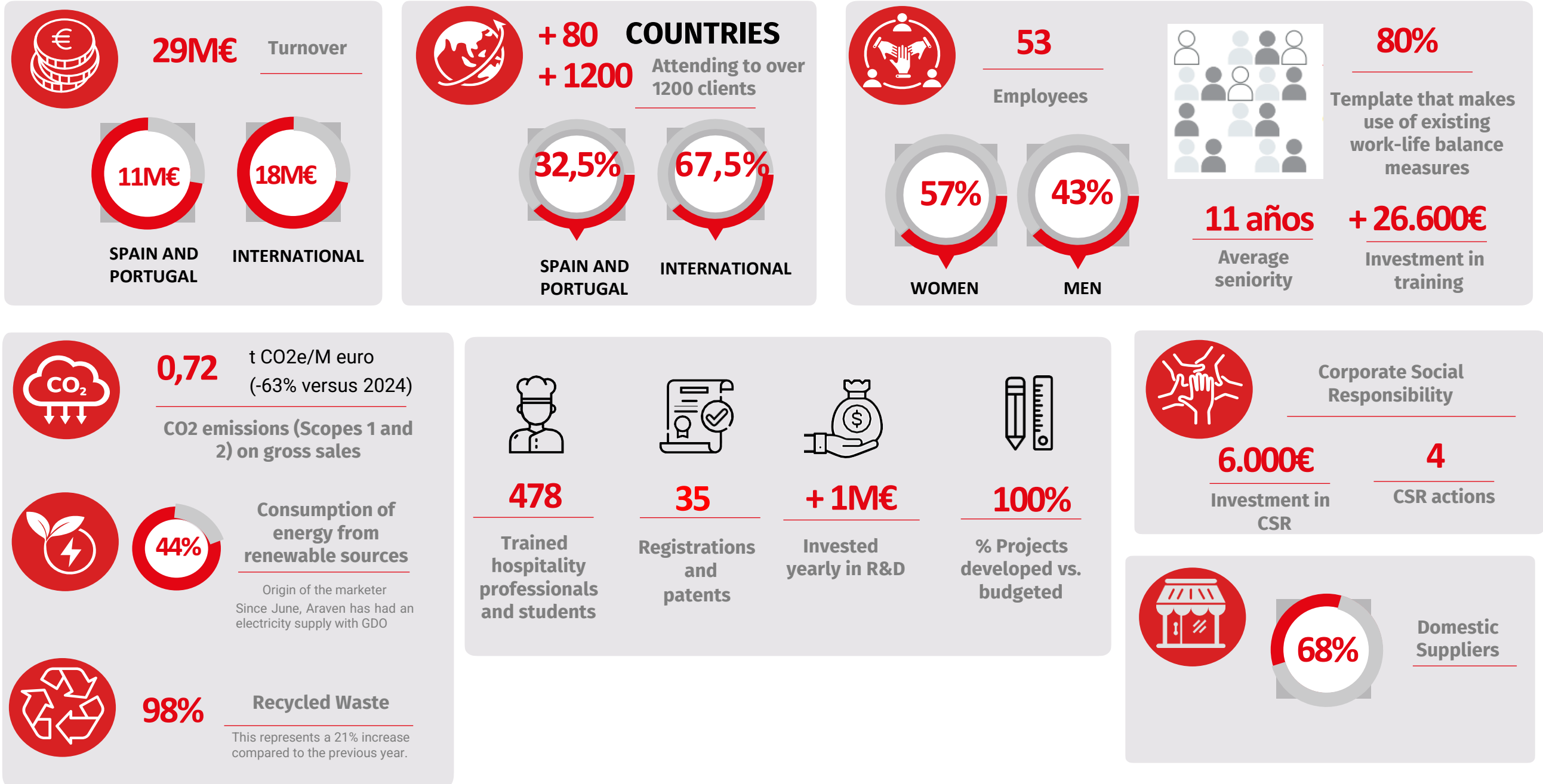
- **Partnership with Apadrinaunolivo.org**, an organisation dedicated to restoring centuries-old olive groves while promoting local employment, biodiversity, and the rural economy, through the sponsorship of **15 olive trees** on behalf of ARAVEN.
- **Collaboration with ADISLAF**, a non-profit organisation supporting people with intellectual disabilities, through a percussion workshop involving employees and their families, together with a financial contribution towards equipment for the organisation's **batucada** (community percussion group).
- Review and publication of our **Sustainable Collaboration Policy**.

GOVERNANCE



- Update and publication of our **Compliance Manual**.
- Update and publication of our **General Policies – Code of Ethics**.

2.2 Main Magnitudes



03.

About Araven



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.

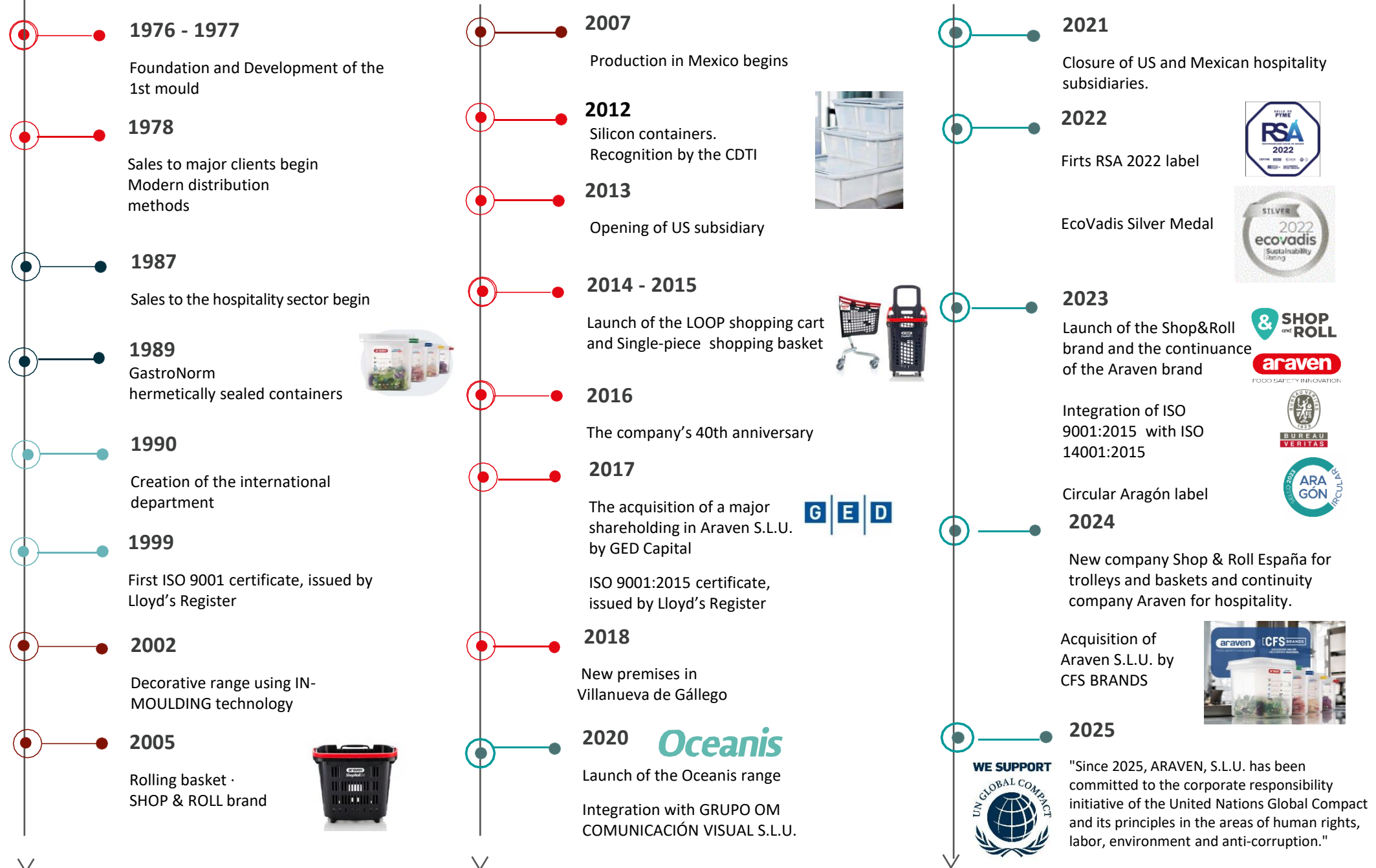
Our values and unwavering commitment have enabled us to achieve a leading position in the market and in July 2024, the U.S. company **CFS BRANDS** **acquired our company** with its complete portfolio of unique solutions for the different needs of preservation, handling, service, display and cleaning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

CFS Brands has its **headquarts** 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



Based on the **Mission, Vision and Values** of the **CFS BRANDS GROUP**, as members of the Group we present ours below:



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 stimulates us to explore news possibilities and to draw the future.

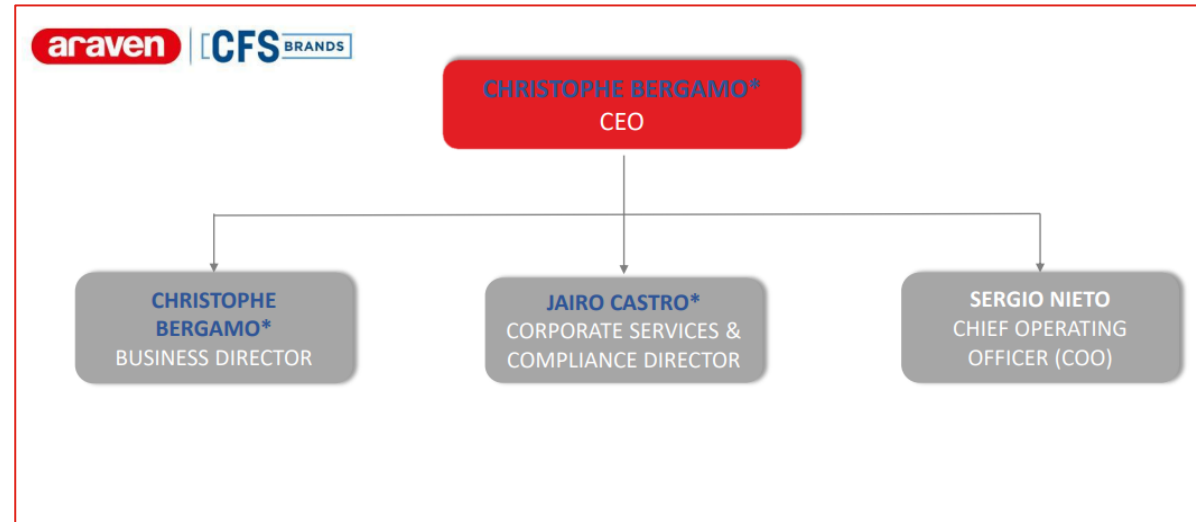
ARAVEN is a single-member limited liability company (S.L.U.).

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 December 2025 organizational chart.

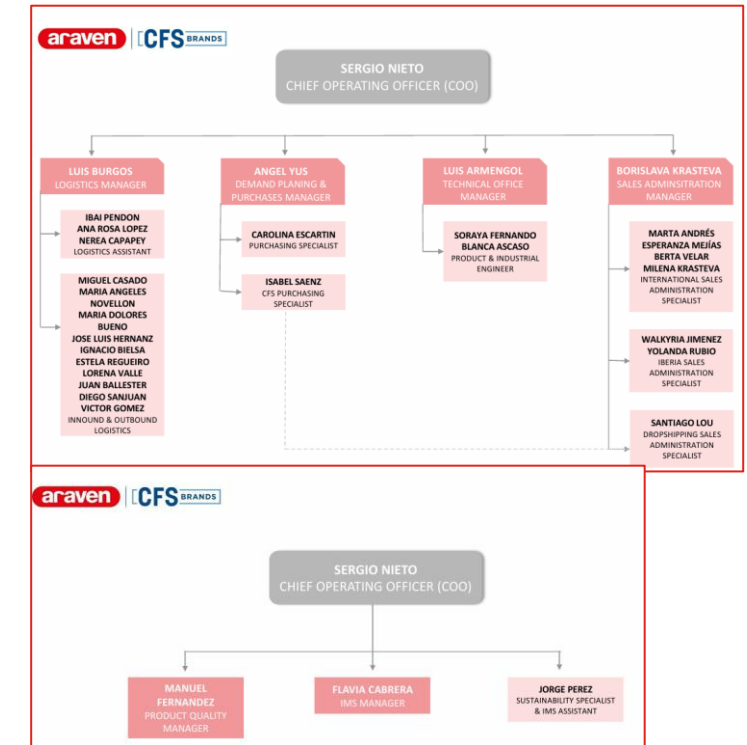
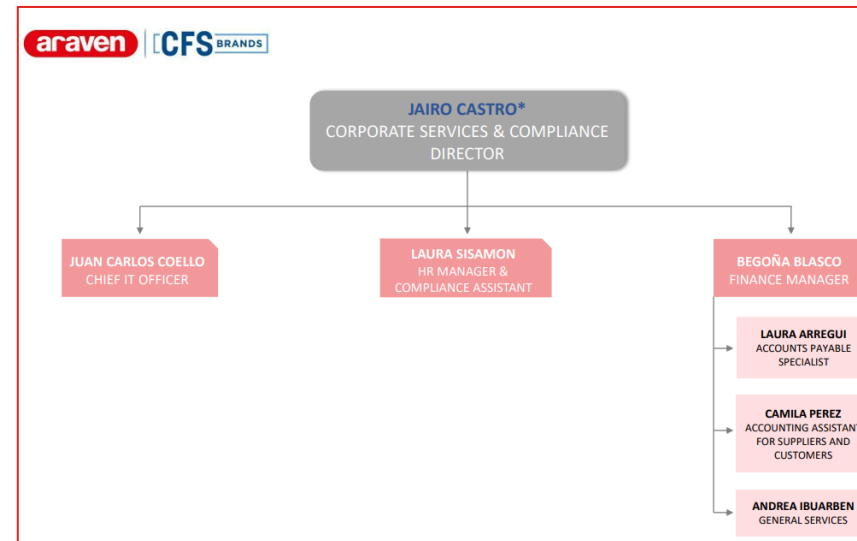
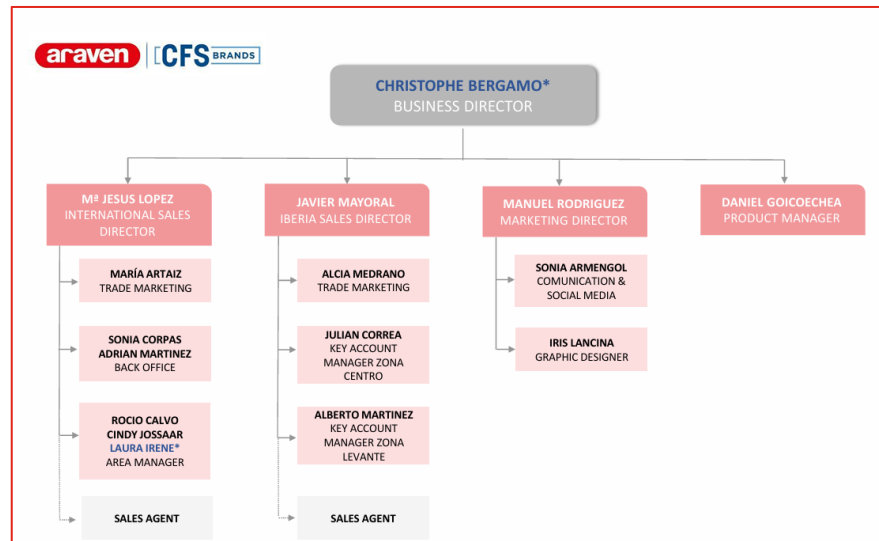
3.4 Corporate governance and organizational structure

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



Organization Chart

December 2025



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.

Worker representation



Meeting of Staff Delegates with the Company's Representatives: 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

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 fundamental principles for the prevention, minimisation, and elimination of environmental impacts are set out in our **Environmental Policy**, which has been developed **in accordance with the requirements of ISO 14001:2015**. 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.

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.

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/>



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.**

Detailed below are the most noteworthy activities in OFF and ONLINE Communication in 2025.

LAUNCH OF NEW COMMUNICATION MATERIALS

Update of ARAVEN brand BROCHURES and CATALOGS for their launch in the U.S.



For more information, visit our website
[Foodservice catalogue - Araven Spain](#)

Creation of new BROCHURES and CATALOGS for other brands under the CFS BRANDS GROUP that we market through ARAVEN.



For more information, please contact us at [Contact - Forms and Locations - Araven](#)



Transparency of Information about our Products and Services

WEBSITE – araven.com -

Updating of the content and images on our website:

We received **130,500 visits to our website** (+28% compared to 2024). The **image** shows the **countries** of origin from which users accessed the site.

It’s also worth noting that **we received 1,600 contact forms**, 79% of which listed “I want to buy” as the reason for contact.

País	Usuarios	Sesi... ▾
Spain	23.696	36.293
Mexico	16.374	21.481
France	16.298	20.466
United States	11.325	13.973
Colombia	4.909	5.926
United Kingdom	3.694	5.113
Argentina	4.147	4.858
Peru	3.682	4.750
Philippines	3.853	4.351

NEWS on the beOne internal INTRANET (SharePoint platform):

In 2025, we published **37 news articles** with the goal of communicating internally news items of interest to employees.

2025
26/11

 ARAVEN se une al proyecto social Apadrina un Olivo en el Día Mundial del Olivo
por Alicia Medrano - ARAVEN a las 13:20 en ARAVEN | 0 comentarios

2025
20/11

Araven vuelve a apoyar el Certamen Gastronómico Davante en su V Edición
por Alicia Medrano - ARAVEN a las 13:12 en ARAVEN | 0 comentarios

2025
12/11

Más de 110 alumnos de hostelería reciben formación sobre seguridad alimentaria en Sevilla
por Alicia Medrano - ARAVEN a las 11:16 en ARAVEN | 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 2025: **8,777 followers** (+8% compared to 2024), **with 400 posts** across various social media platforms **generating 11,000 interactions**.

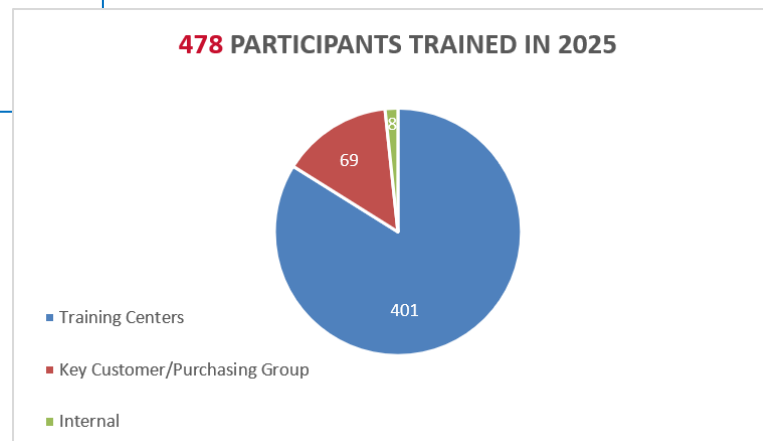
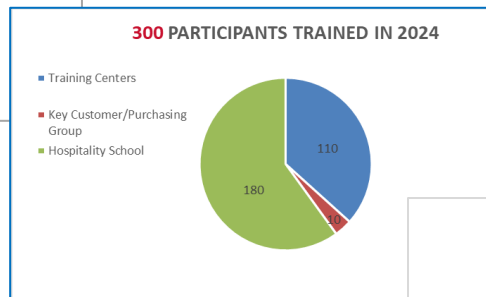
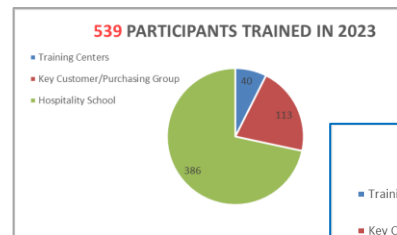
We have **relaunched the CFS Brands EMEA Instagram account and the Araven LinkedIn profile**; we also use these to share news about CFS Brands EMEA.



Transparency of Information about our Products and Services

Another way to raise awareness and obtain **feedback from external stakeholders** is through **internal training and product recommendations** aimed at hospitality professionals and students, with **sessions at the most prestigious training centres and hospitality schools**, to raise awareness of the importance of food safety among professionals from the outset.

Through hands-on sessions lasting between one and two hours, the trade marketing and/or marketing teams **conducted training workshops in 2025 on topics such as: proper procedures for complying with food safety and hygiene regulations, food safety, and others.**



Throughout **2025**, 23 hours of training were given in **20 training sessions**, with a total of **478 participants**, 729 in Spain and 49 in other countries. This brings the **total number of participants up by 178 compared to 2024.**





Transparency of Information about our Products and Services



Training activities 2025

We would like to highlight the following **internal and external training sessions** through which we share our knowledge:

- ✓ Internal product training: presentation of new products and marketing plans with the IBERIA and INTERNATIONAL sales teams.
- ✓ Internal training for new hires as part of the onboarding program.
- ✓ External training sessions conducted by the marketing and sales teams to provide advice and secure recommendations from users and purchasing decision-makers.

+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 all our value chain.

In 2025, sales of ARAVEN products and the consolidation of CFS product sales received from the group's subsidiary in Belgium accounted for **37% of total revenue in Spain and Portugal (IBERIA)** and **63% of total revenue internationally** (EMEA: Europe, the Middle East, and Africa; and AMAS: the Americas and Asia).



SPAIN AND PORTUGAL

37%

INTERNATIONAL

63%

It is worth highlighting the **trade shows** where ARAVEN has been present in **2025**:

National

- **HIP** (Hospitality Innovation Planet). March in Madrid
- **Auténtica Premium Food Fest.** September in Sevilla



International

- **Sirha Lyon:** January en France
- **Hotel Show –Dubai:** May in UEA
- **Host Milan:** October in Italy



Other events in which ARAVEN has participated in 2025:



Participation in the 2025 edition of Iberhoreca. October 21–24 in Sancti Petri, Cádiz, where professionals from leading hotel groups and industry suppliers shared experiences, ideas, and trends related to management, innovation, and sustainability.



We participated as a featured supplier at the Metro C&C Annual Convention, held at Futuroscope (France) on October 14 and 15, which brings together Metro France’s key partners. This event provided an opportunity to strengthen our collaboration and continue to expand our presence in the French market.



We attended the Catering Innovation Show, organized by our client Lockhart Catering Equipment, held at the Business Design Centre in London on October 27 and 28. The event, under the theme “Innovate. Elevate. Lead the way,” brings together the industry’s leading brands and experts, establishing itself as a must-attend event for those seeking inspiration and looking to stay ahead of trends in the hospitality and restaurant industries.

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.
Namely CFS BRANDS GROUP.

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

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.

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.

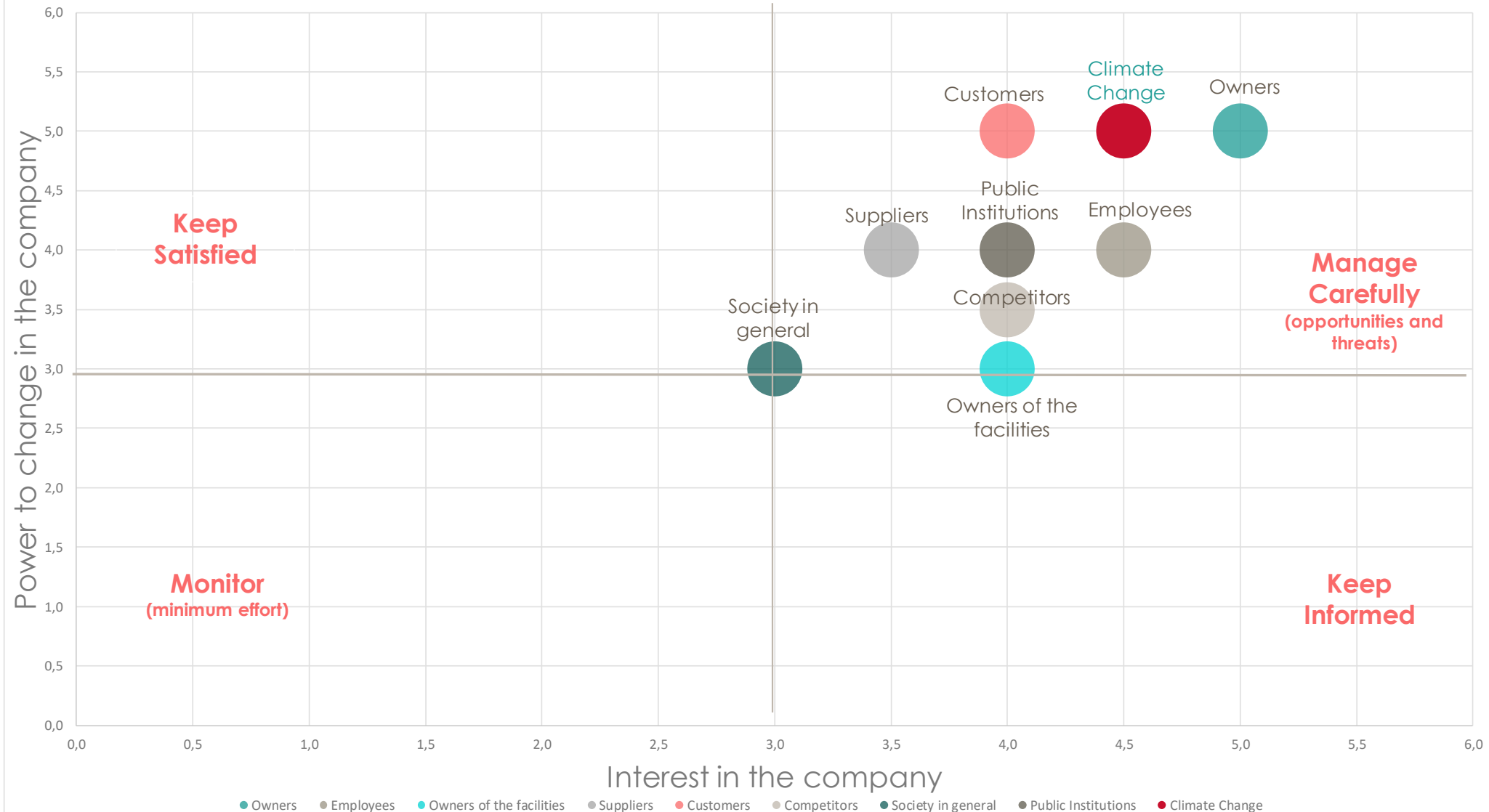
(*) Scale of values for Interest and Power in the company: very low: 1 / low: 2 / medium: 3 / high : 4 / very high: 5

Type of Stakeholders	Stakeholder	What is your requirement?	Interest in the company	Power within the company	Stakeholder Assessment	Communication Strategy	What to communicate
Internal	Owners	Sufficient profitability (EBITDA). Have a culture of regulatory compliance in place within the company (COMPLIANCE MANUAL)	5,0	5,0	25	Relevant information, high frequency	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	18	Relevant information, high frequency	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	Stakeholder Assessment	Communication Strategy	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	12	Relevant information, moderate frequency	According to occurrence of incidents. Contract-based and incident-based
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	23	Relevant information, high frequency	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	14	Relevant information, moderate frequency	Company Policies (Compliance Manual) Orders Changes in requirements Non-Conformities and Corrective Actions Compliance with deadlines Supplier Process Audit Requirements / Customer Audits Supplier Performance Evaluation Requirements 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	20	Relevant information, high frequency	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	14	Relevant information, moderate frequency	General Company Information
External	Society in general	Job creation. Minimal environmental impact. Sustainability. Stop price increases.	3,0	3,0	9	Irrelevant information, moderate frequency	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	16	Relevant information, high frequency	Changes conditions Equality Plan Environmental Legislation Regulations applicable to the product

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.**



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

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



FACYRE
(www.facyre.com)



BASQUE CULINARY CENTER
(www.bculinary.com/es/home)

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.



DESIGN AND FUNCTIONALITY

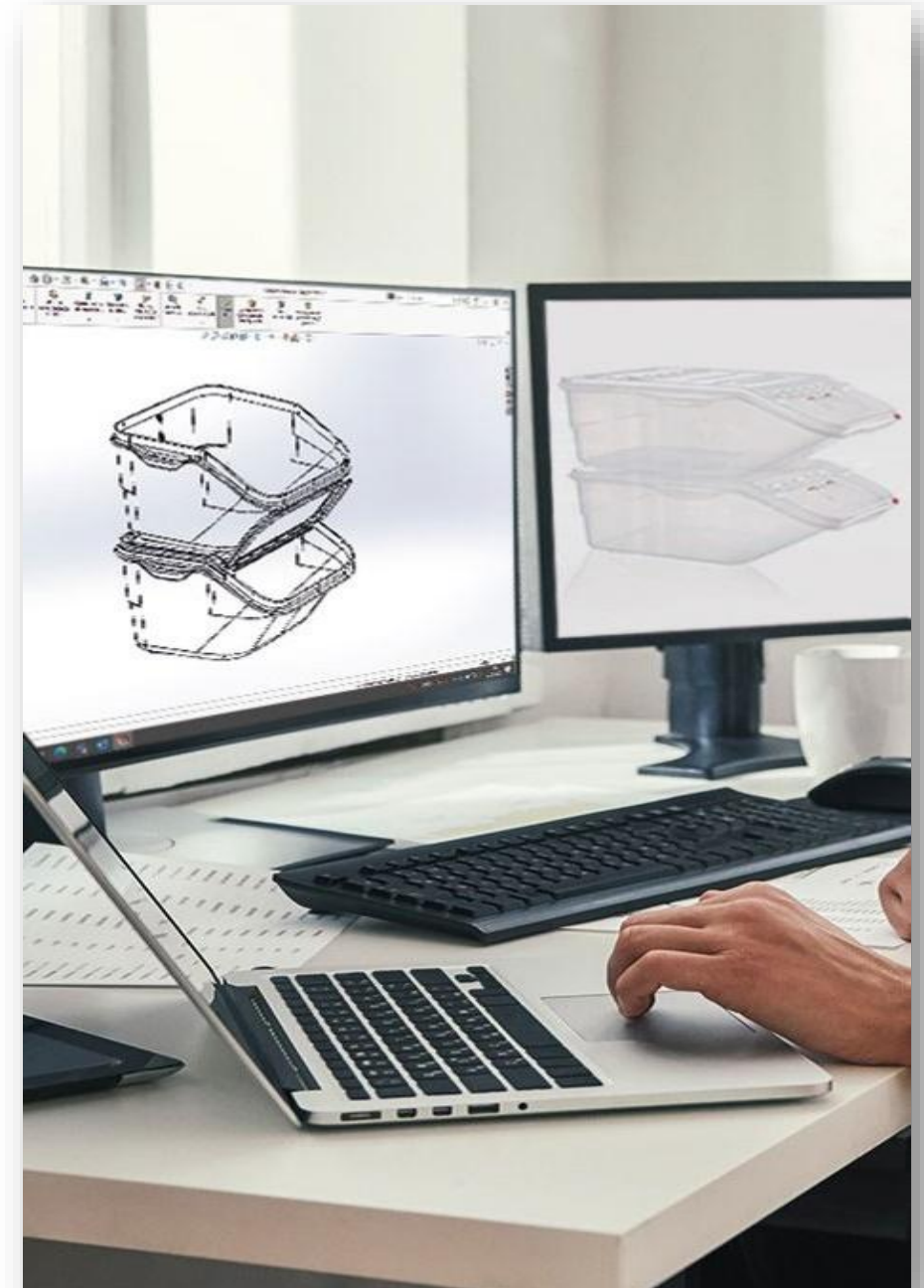
“When we work on *new solutions*, we always try to go *further than the existing ones*.”

We use market monitoring as one of the pillars of our idea generation process to **identify external needs and expectations**, including information derived from environmental monitoring (legislation, the economy, market trends, etc.) and from technology and/or patent monitoring.

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*.

From that point on, the **Design Phase** and the **Industrialization Phase** of *product development* aim, through an iterative process, to ensure and improve the product's expected aesthetic and functional requirements, while always maintaining optimal production feasibility and striving to minimize 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.



As a result of identifying opportunities for improvement to better meet the needs of our current and future customers, in 2025 **we will undertake the following projects that we had planned, which are summarized below.**

CFS Food Pans:

Project launched in January 2025 at CFS's request, with the aim of industrialising new product references to complement Araven's current portfolio. The project originated from CFS's commercialisation of Araven's Premium polycarbonate food pan range. It was identified that the stacking design of this legacy range was not compatible with either other CFS brands or competing products. Consequently, these new product references were developed to meet the requirement of cross-brand stackability.



CFS Square Containers:

Project launched in January 2025, driven by the same objective as the CFS Food Pans project, but extending to the entire range of square containers without lids.



Dough Proofing Boxes:

Project launched in July 2025, expanding Araven's product portfolio with one of the most widely used products in the pizza and bakery sectors: dough proofing boxes. This addition enables Araven to offer a broader product range and strengthen its competitiveness in the market.

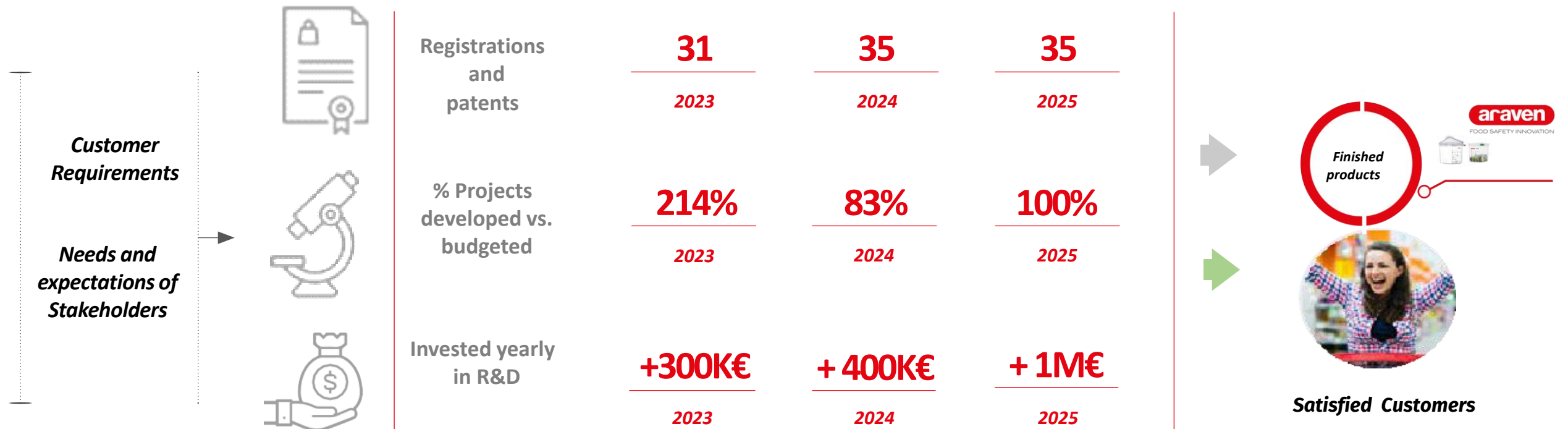


50 mm Castor Wheel:

Project launched in November 2025 as an opportunity to improve a component currently used in the Accessible Containers range, Food-Box containers and the tallest Rolling container. The project aims to enhance the performance of this component while localising its production, replacing the current version, which is not proprietary to Araven. This will improve the quality of the finished product while also reducing lead times.



5.3 Investment in product development projects



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 2025, following the company's carve-out and our integration into CFS Brands, it was not possible to implement new initiatives in this area. Nevertheless, we have maintained a dedicated budget allocation that is expected to support the **implementation** of the **initiatives promoted** during the second half of 2025, enabling us to continue progressing towards the objectives set out in our initial 2021 Sustainability Plan, which was reviewed last year with a 2030 outlook.



In line with our Ecodesign pillar, focused on integrating innovation and sustainability into product design and development, we continued working throughout 2025 to improve the environmental performance of our products. Building on the results of the Life Cycle Assessment (LCA) carried out on our Airtight Container, reference 03025, we continued to identify opportunities for improvement, primarily related to material selection, circularity and the reduction of the environmental impact associated with the product's life cycle.

In this context, during 2025 we promoted several workstreams focused on evaluating **biomaterial alternatives** and **expanding** our **range** of products manufactured with **recycled** materials. This latter initiative contributes to improving the circularity of our production by reintroducing production scrap into the manufacturing process, promoting resource efficiency, reducing the consumption of virgin raw materials, and further strengthening ecodesign as a key driver of sustainable innovation at ARAVEN..

06.

Value Chain

“ 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 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.

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 regarding internal and/or external audits conducted by our clients or regarding 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.**

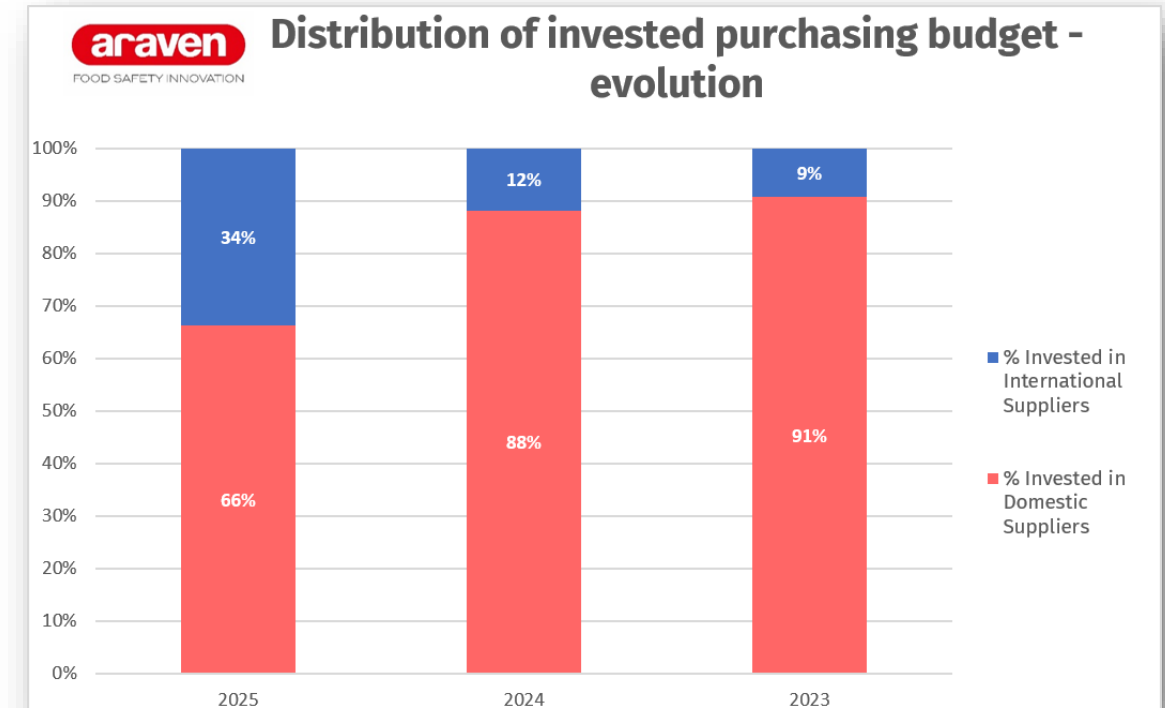
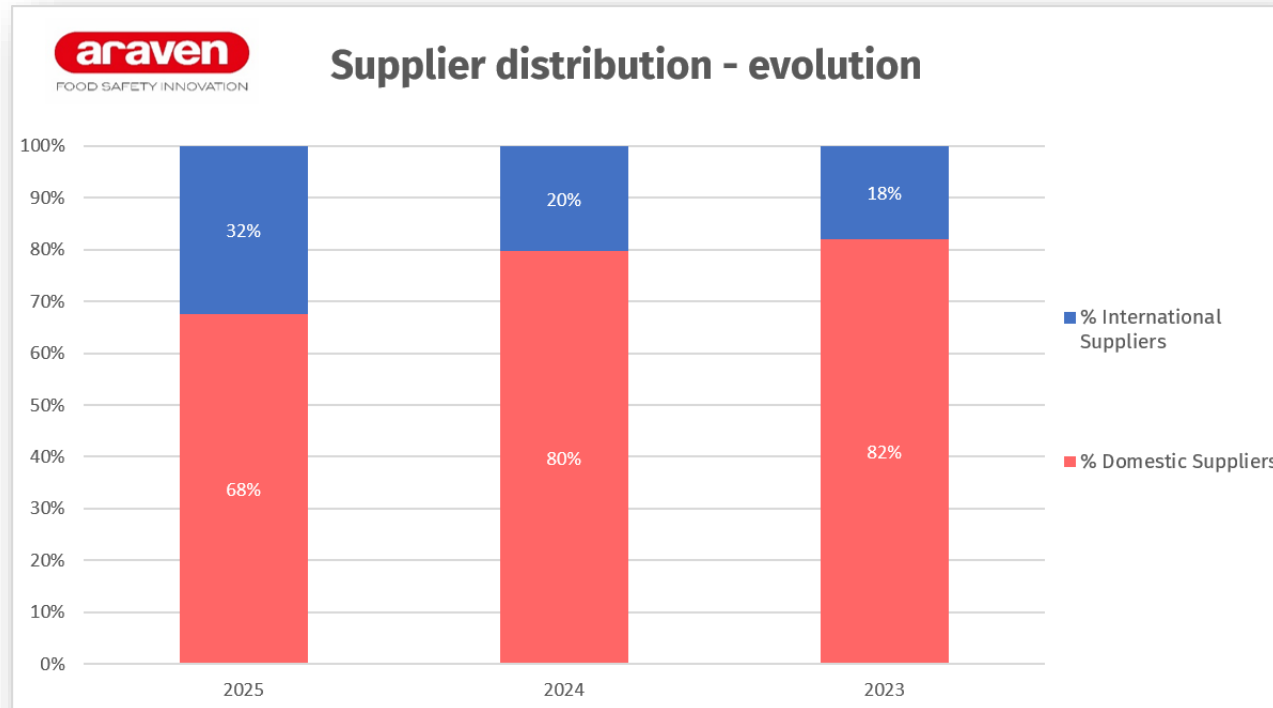
100% of our manufacturing suppliers (suppliers involved in manufacturing processes) have **our ERP installed on their servers**, through which they report their manufacturing. They also have **our collaborative tool installed**, through which they receive alerts about changes in the technical conditions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

INTERACTION WITH SUPPLIERS



Of the total number of suppliers who provide us with their products and services and are registered in our ERP system database, in **2025 we had 68% domestic suppliers compared to 32% foreign suppliers.**

DOMESTIC AND INTERNATIONAL SUPPLIERS



100% of our manufacturing process suppliers are domestic, and in 2025—just as they did in 2024— they confirmed their acceptance of our document “Environmental Commitment with Manufacturing Suppliers of ARAVEN S.L.U.” by returning the signed document.

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

Service	Certifications	Alternatives
Quality	Environment	
Finance	Safety and Health	

Comprehensive evaluation

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

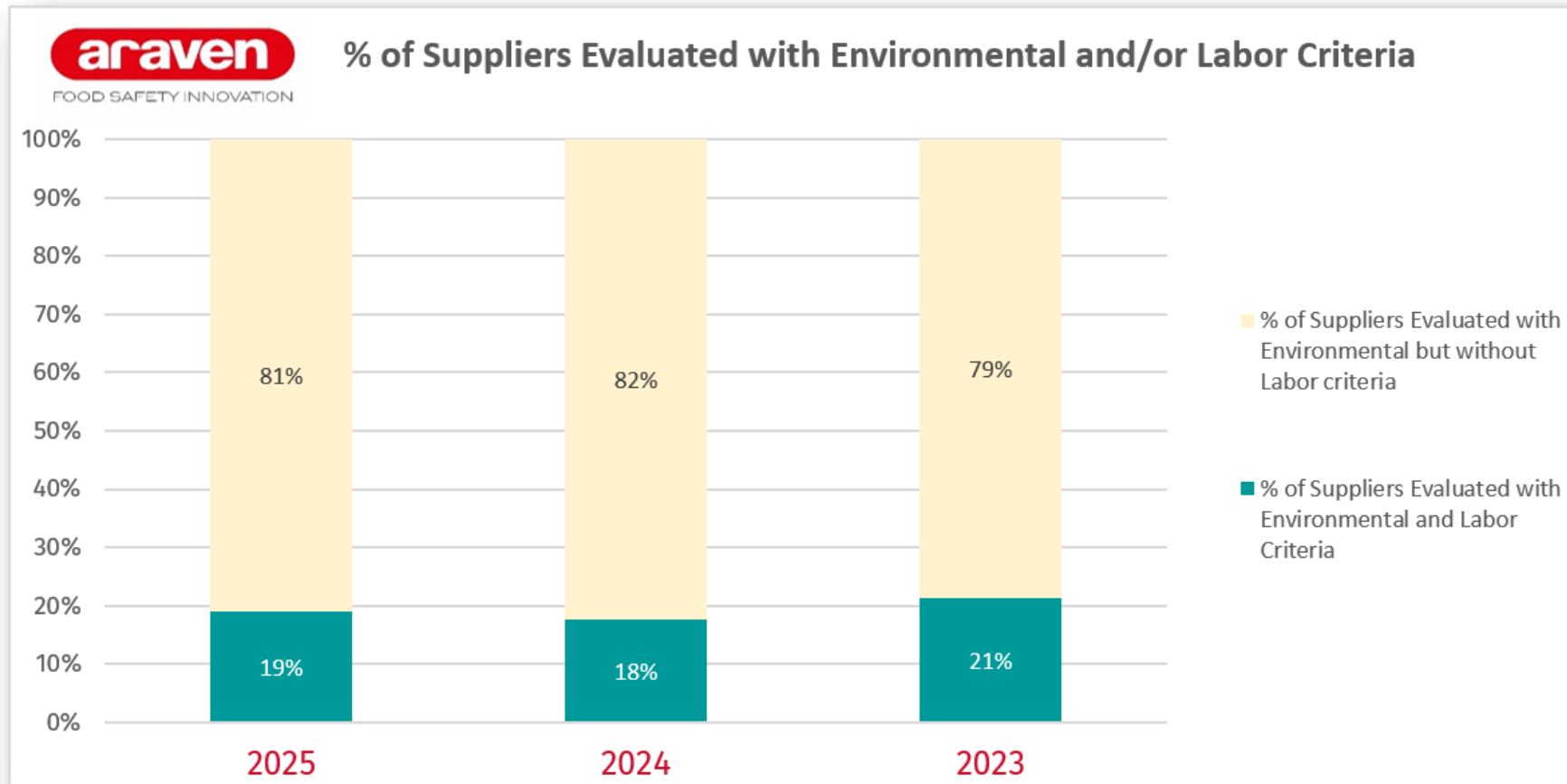
There are **nine criteria** for this assessment, including **labor and environmental aspects**, which are:

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

ENVIRONMENTAL AND SOCIAL ASSESSMENT OF SUPPLIER



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.

“ 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. ”

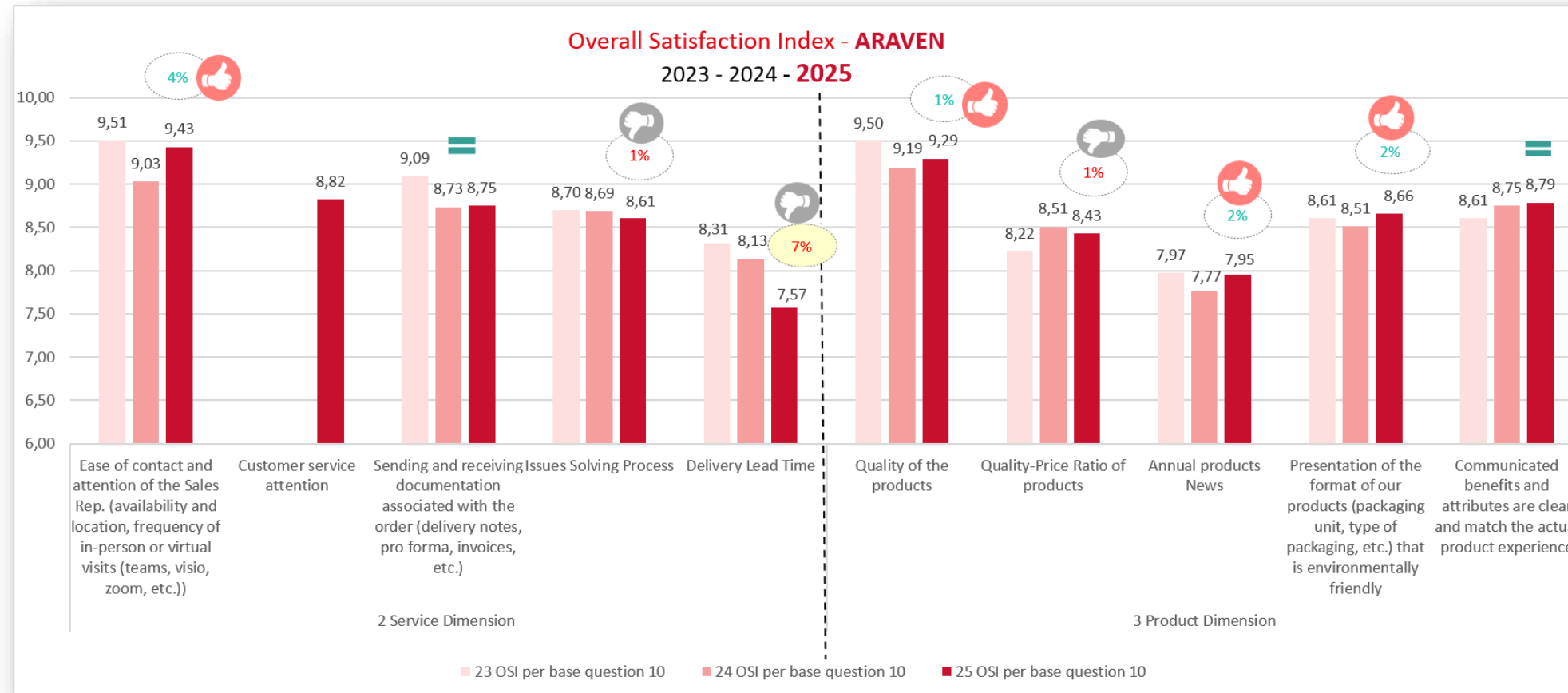
To measure customer satisfaction, ARAVEN, S.L.U. uses several direct and indirect methods, whose application is not always standardised for the continuous assessment of customer satisfaction. These methods include, among others, the following sources of information.

- Annual sales results / Customer loyalty / Presence at industry trade fairs.
- Customer feedback through ratings and comments collected via the social media platforms where we are present.
- Complaints and incidents / Service level.
- Participation results and the Overall Satisfaction Index (OSI) obtained from the annual customer satisfaction surveys.

The **direct methodology**, based on the **distribution of questionnaires**, is governed by our **Customer Satisfaction** process and includes questions that:

- ✓ Identify the communication channels through which customers became aware of ARAVEN.
- ✓ Measure customer loyalty based on the Net Promoter Score (NPS) for our brand, services and products.
- ✓ Assess customers' perception of our services and products.
- ✓ Evaluate customers' perception of ARAVEN in terms of sustainability.
- ✓ Determine whether customers would purchase our products again, while providing an opportunity to request additional information if required.
- ✓ Gather opinions, questions and suggestions through a dedicated open comment field.

Evolution of the Overall Customer Satisfaction (OSI)



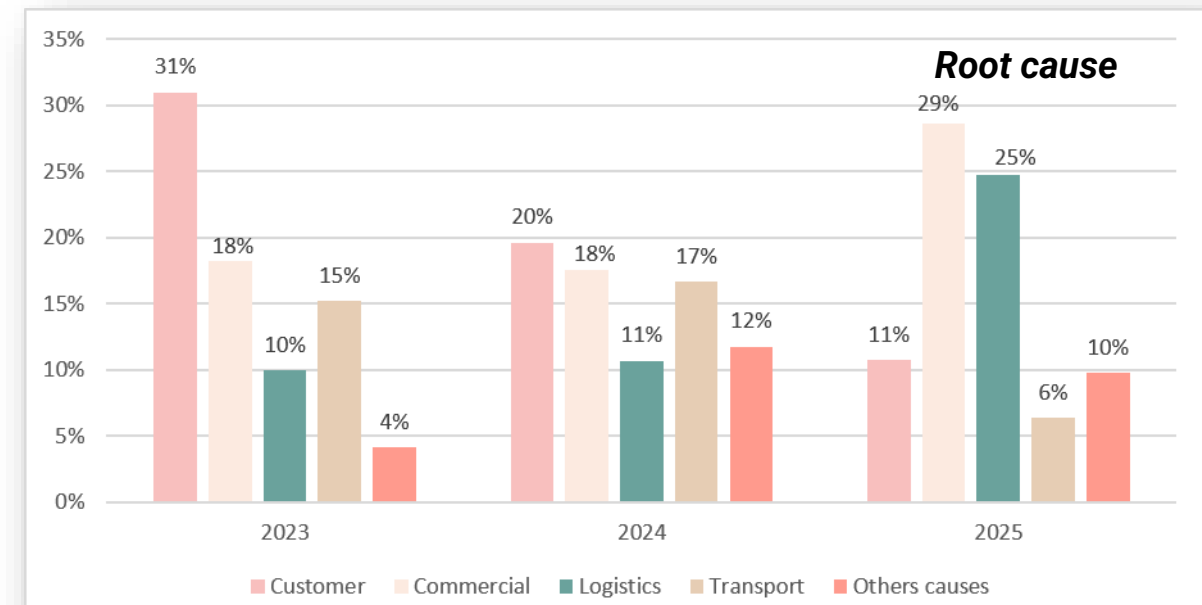
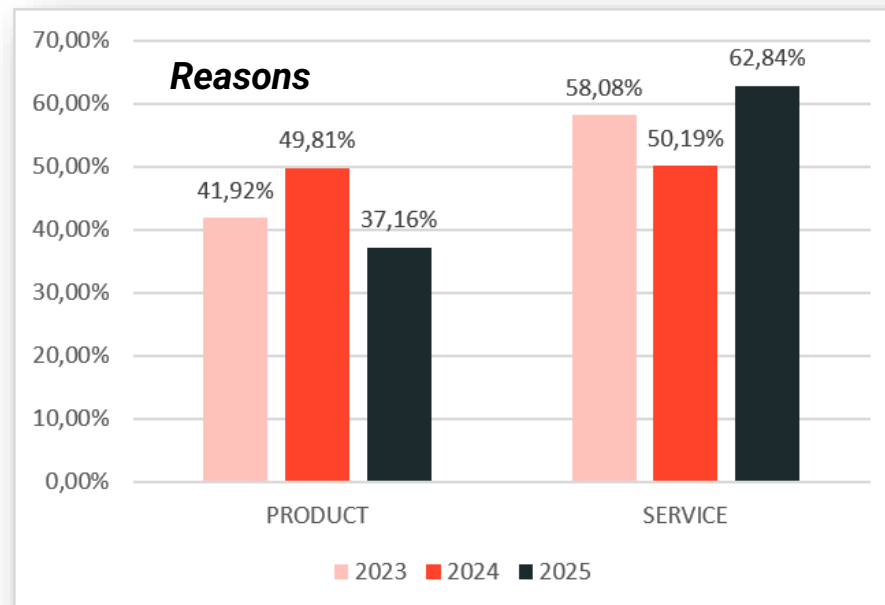
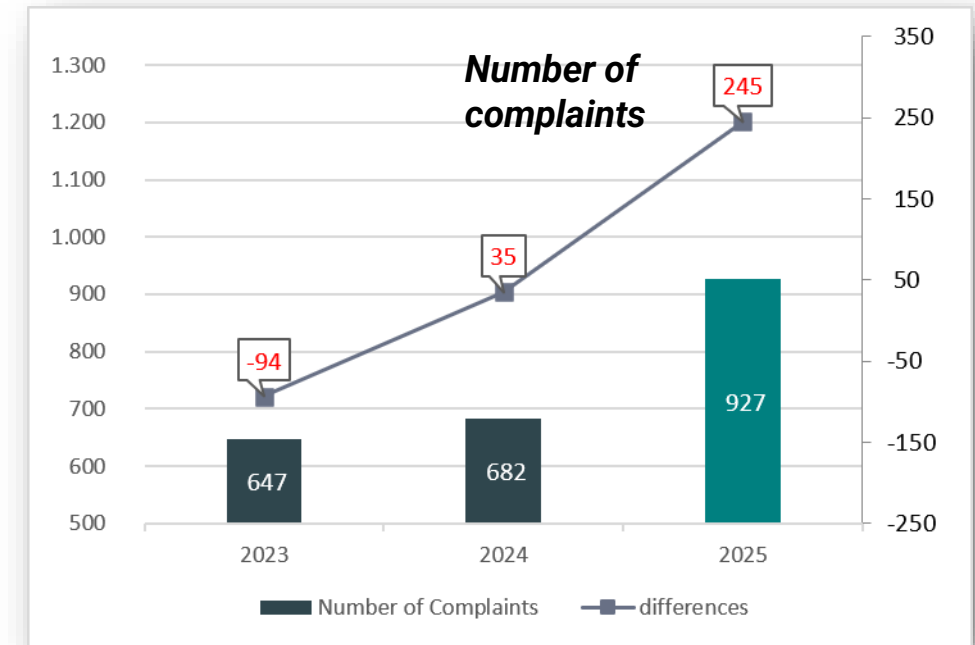
- The **Overall Satisfaction Index (OSI)** remained at a consistently high level, reaching 8.63, very similar to the 8.60 achieved in 2024 and only 2% below the 8.74 recorded in 2023.
- Compared with 2024, the 2025 results show that the **Service dimension** remained at a consistently high level, with a score of 8.64, while the **Product dimension** improved by 1%, reaching 8.62.

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.



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.

Thanks to the excellent **treatment received from the representatives of the Spanish Network**, as well as their guidance and training in order to complete 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 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.**

In October 2025, Araven participated in the event "Sustainability and Business Competitiveness: 10 Years of the SDGs", organised by the UN Global Compact Spain in Zaragoza to commemorate the tenth anniversary of the 2030 Agenda. During the event, the leadership of CEOs from the Aragon region was recognised, with ARAVEN being one of the nine Aragon-based companies honoured in 2025.

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."

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, 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, and in **2025 they renewed their partnership agreement through 2030**.

This partnership between two leading organisations in the foodservice industry has, over the past 12 years, become a benchmark for **education, research and innovation applied to gastronomy and professional hospitality**.

Throughout this period, we have collaborated in the development of educational content, the provision of equipment for training facilities, research activities at the GOe Tech Center, and the support of initiatives such as the **Restaurant Incubator, Diálogos de Cocina and One Hundred Young Talents**.



This renewed partnership will enable us to continue sharing **knowledge with the next generation of industry professionals** while advancing the development of innovative solutions tailored to the evolving needs of the hospitality sector.

For Araven, it is a privilege to continue collaborating with a globally recognised institution such as Basque Culinary Center, **with whom we share common values and a strong commitment to excellence**.

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.



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.

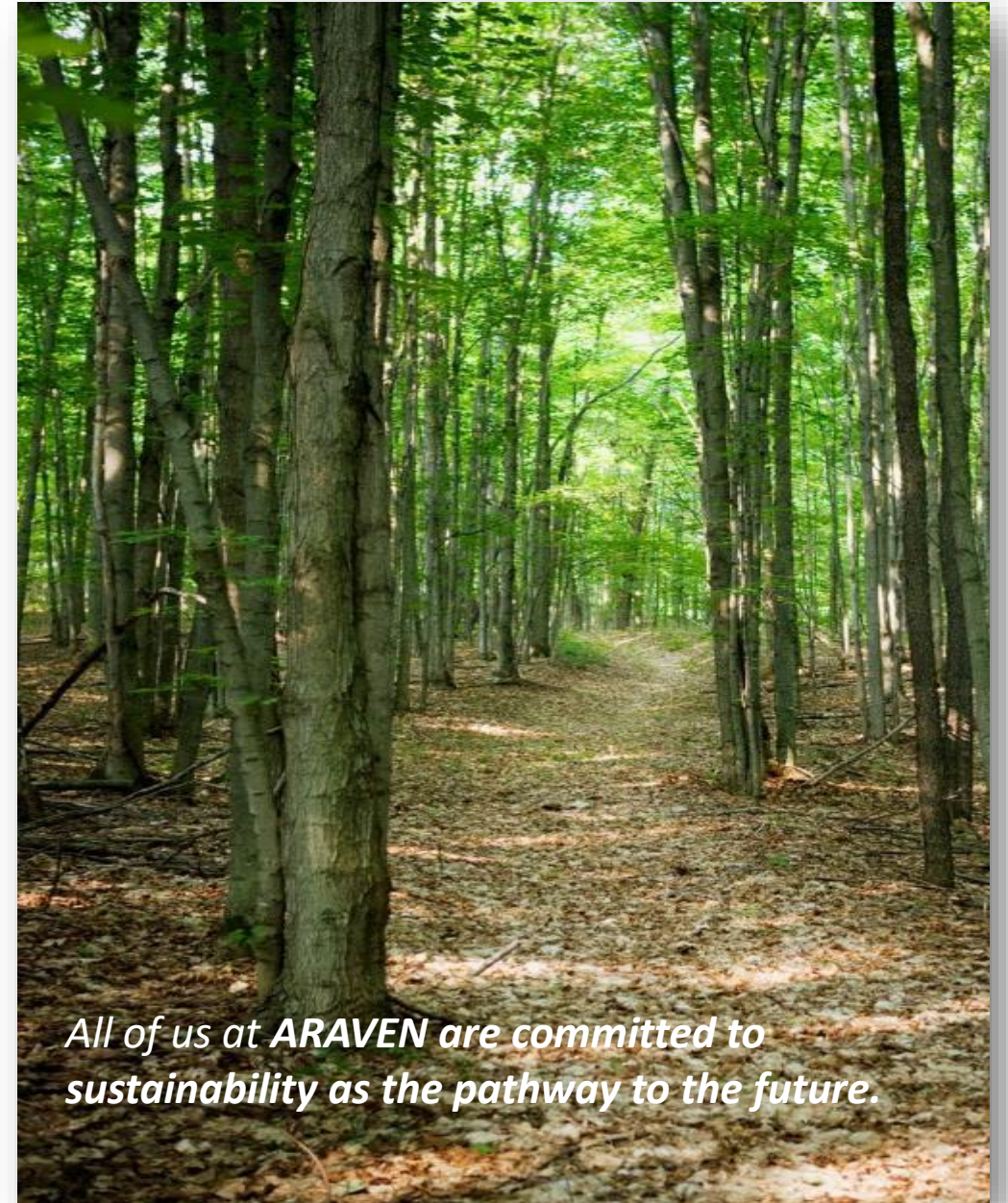
From there, **we asked ourselves: are we ready?**

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 2021-2030**. 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**.



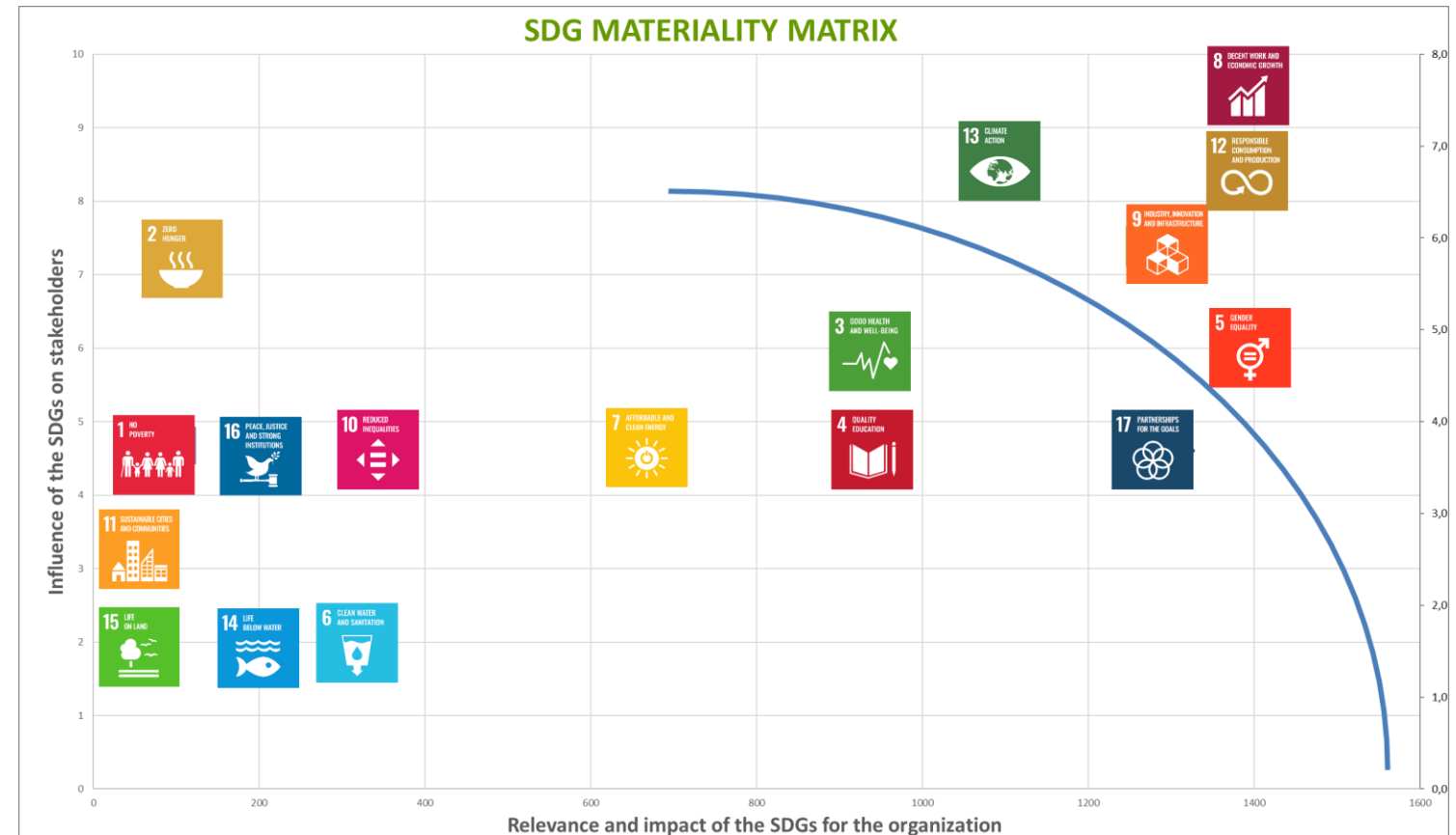
Materiality Analysis

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:



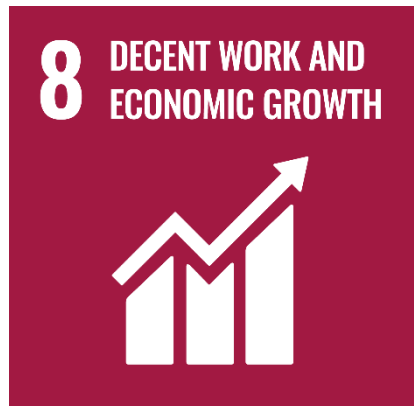
Priority SDGs

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.

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.

Strategic Pillar

SUPPLY

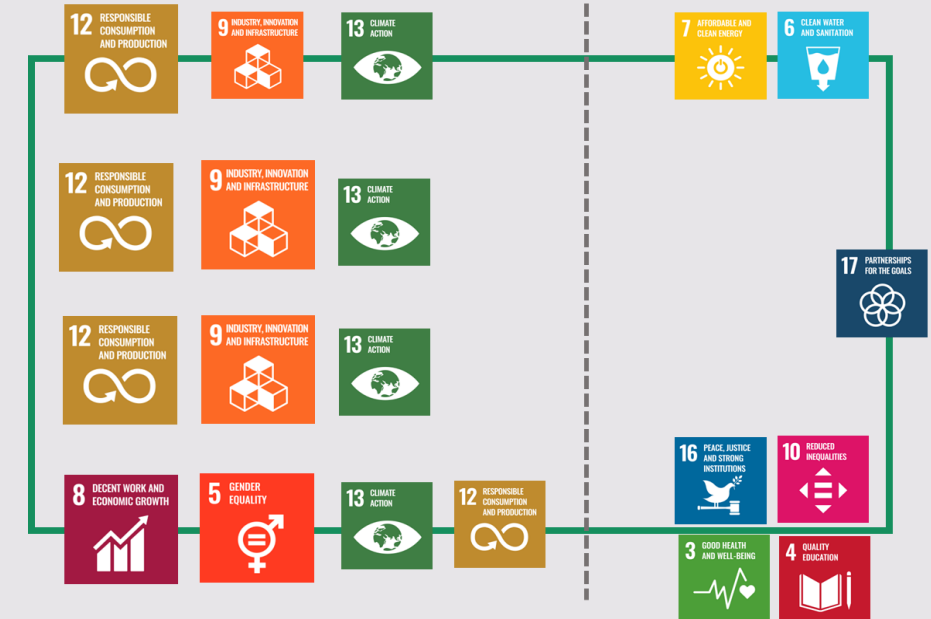
ECO-DESIGN

CIRCULARITY

INTEGRATION

Priority SDGs

Secondary SDGs



- 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.

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, which were reviewed in 2025. We removed the goal of sourcing 50% of secondary packaging from recycled materials—which had already been met—and added the launch of our first product line made from bio-based materials or bioplastics by 2027.

Similarly, the remaining items were extended to the **26–30 timeframe**, as was **the roadmap that emerged from the initial assessment.**

Environmental Dimension, Supply Pillar

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

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

8 DECENT WORK AND ECONOMIC GROWTH

13 CLIMATE ACTION

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 *

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Achieve energy self-sufficiency by 2030

Environmental Dimension, Eco-design Pillar

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

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

**Target ALREADY achieved *Extended target two years*

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 *

**Target achieved in 2025*

**Extended target two years*

Governance Dimension, Integration Pillar



Ensure the planning, recording, and annual monitoring of environmental awareness communications



Create our first sustainability report adapted to GRI standards in 2025 as 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

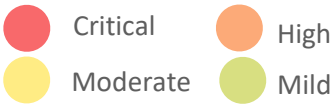
An approach to the double materiality methodology was considered for gradual adaptation to the **new Corporate Sustainability Reporting Directive (CSRD)** and the **new European Sustainability Reporting Standards (ESRS)**.

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**.

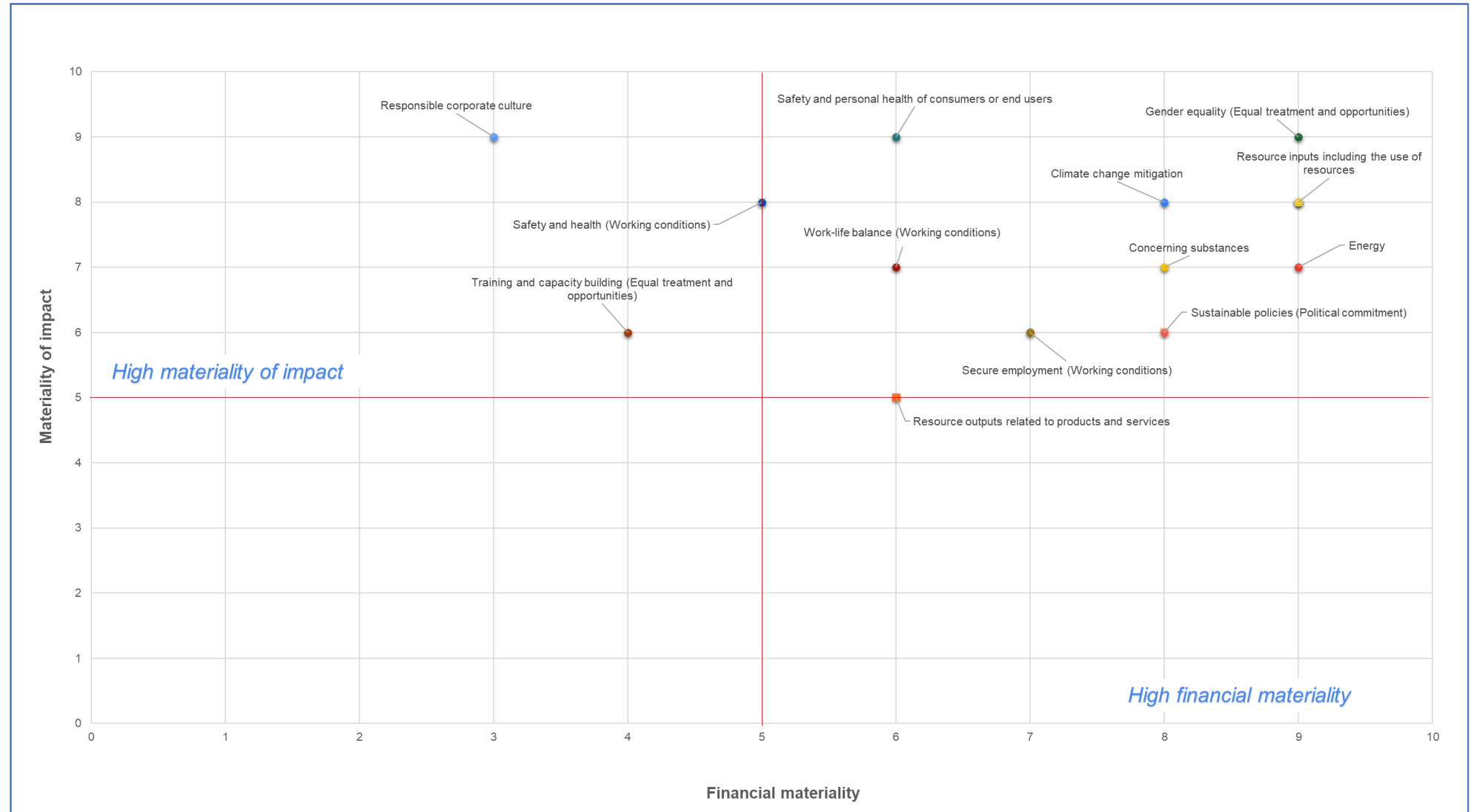
Priority and secondary SDGs **were established** for the company and the key pillars of action, objectives and action plans, and with this, a **correlation was made** with the ESRS (European Sustainability Reporting Standards) **material topics** set out in Directive 2013/34/EU.

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



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 2026-2027 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.

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.

➤ 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

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.”

You can access our policy under [Quality, Environmental and Sustainable Collaboration Policies - Araven](#)



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 all three scopes.

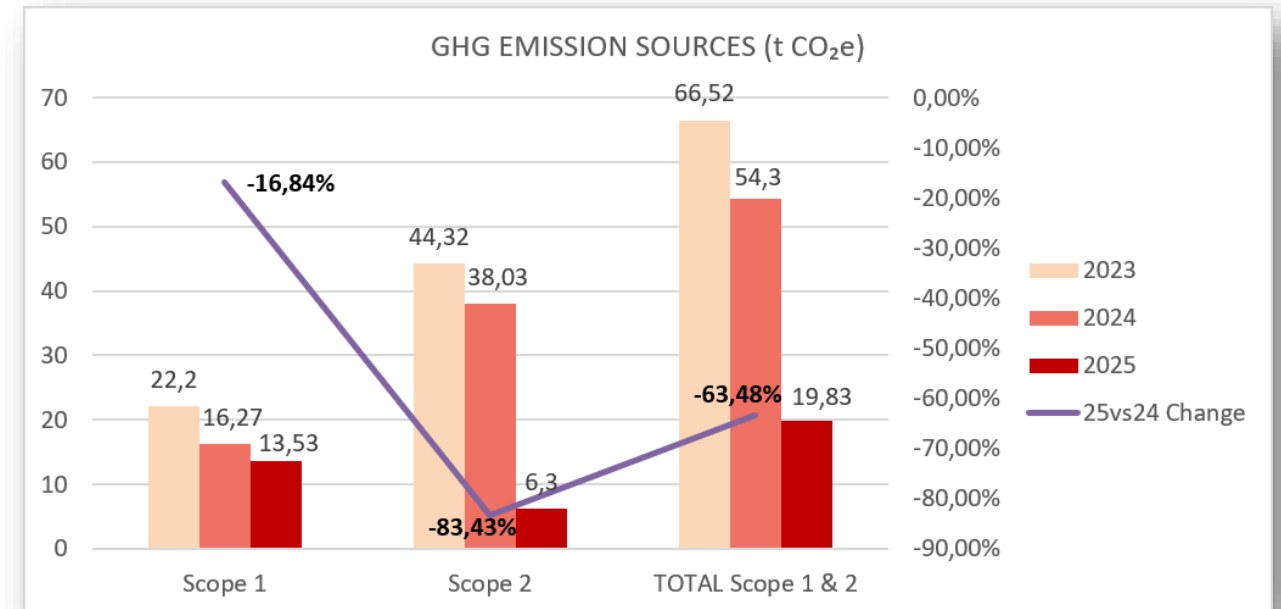
The year **2021** was determined as the **reference** or baseline for the application, monitoring, and comparison of reduction and mitigation measures.

ARAVEN's **total Scope 1 and 2 GHG emissions in 2025** were **19.85 t CO₂ equivalent**, representing a year-on-year **reduction** (vs. 2024) of **63.4%**.

The table shows the results broken down in gross terms.

GHG Emission Sources (tCO ₂ e)	2023	2024	2025
Category 1 – Direct emissions	22,2	16,3	13,5
· Mobile combustion	22,2	16,3	13,5
· Fugitive emissions	0	0,0	0,0
Category 2 – Indirect emissions from purchased electricity	44,3	38	6,3
TOTAL Categories 1 & 2	66,5	54,3	19,85

Variation between 2025 and 2024



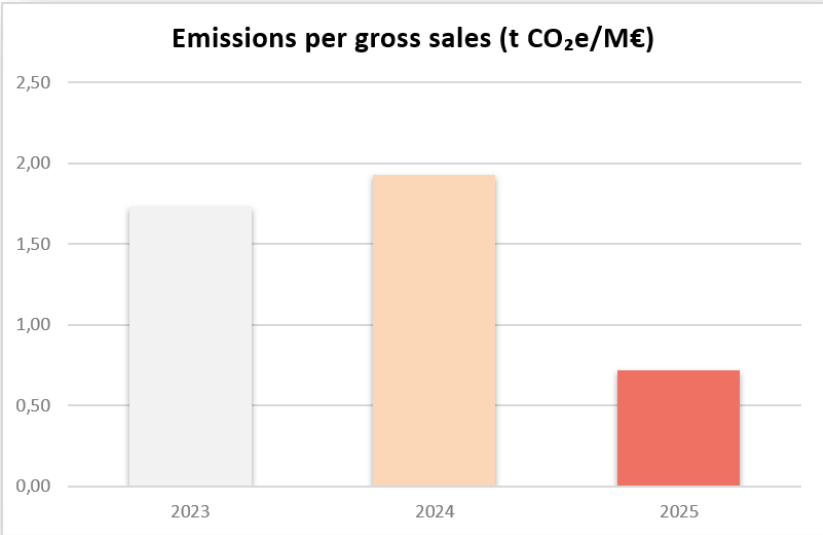
8.2 Environmental Indicators – Fighting climate change and decarbonization. GHG emissions

With regard to the **relative indicator of total greenhouse gas (GHG) emissions performance (tCO₂e) per gross sales (€ million)**, ARAVEN **achieved a 62.8% reduction** between 2024 and 2025.

This reduction reflects both the implementation of the measures set out in our Emissions Reduction Plan and the allocation of energy consumption with the former trolleys and baskets business, as both operations continued to share the same facilities until October 2025.

Indicator	2023	2024	2025	25 vs 24 Change
Total gross sales (M€)	38,46	28,14	27,67	-1,7%
Total Scope 1 & 2 emissions (t CO ₂ e)	66,52	54,30	19,85	-63,4%
Scope 1 & 2 emissions per gross sales (t CO₂e/M€)	1,7	1,9	0,72	-62,83%

While Scope 1 and Scope 2 emissions provide valuable information to support decision-making, **we consider it essential to extend our assessment to Scope 3 emissions**. This **work is scheduled to be completed during 2026**. Expanding the assessment in this way will enable us to gain a deeper understanding of the impacts across our 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 targets, and develop actions with a broader and more strategic impact.



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.

Emissions (Scope 1 and 2)	2025	2024
CO ₂ (ton)	13,4	38,03
CH ₄ (kg)	1,25	1,46
N ₂ O (kg)	0,17	0,21

Following the calculation for the years 2021 through 2023, we received the “**CALCULO**” seal from the **Spanish Office of Climate Change at MITERD**.

During the first quarter of 2025, we reported on the year 2024 and were awarded the “**CALCULO + REDUZCO**” seal after certifying an effective reduction in emissions over the past three years.

We continue to implement measures to qualify for the “**COMPENSO**” seal starting in the second half of 2026

In addition, during the month of April, the EQA-accredited organization conducted an external verification of our carbon footprint calculation, and we received the corresponding report and verification statement.



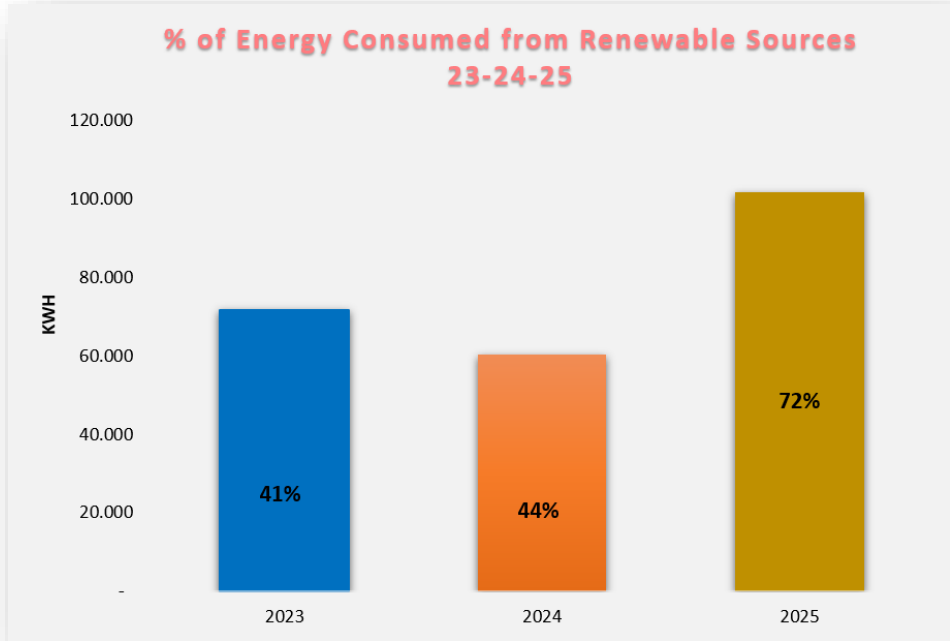
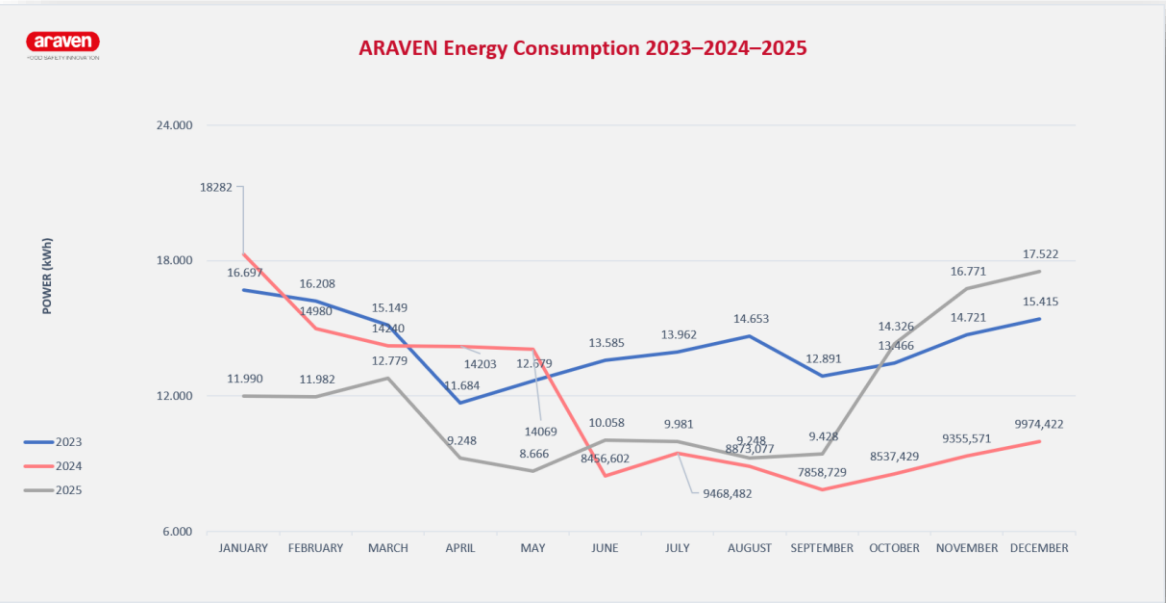
8.3 Environmental Indicators – Energy

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



During the month of June, the energy **supply** was provided with a **Renewable Energy Guarantee of Origin**

Energy Consumed (kWh)	2023		2024		2025	
	Electricity consumption	Renewable Electricity Consumption (41 %)	Electricity consumption	Renewable Electricity Consumption (44 %)	Electricity consumption	Renewable Electricity Consumption (72 %)
	177.110	71.730	138.298	60.298	141.999	101.642



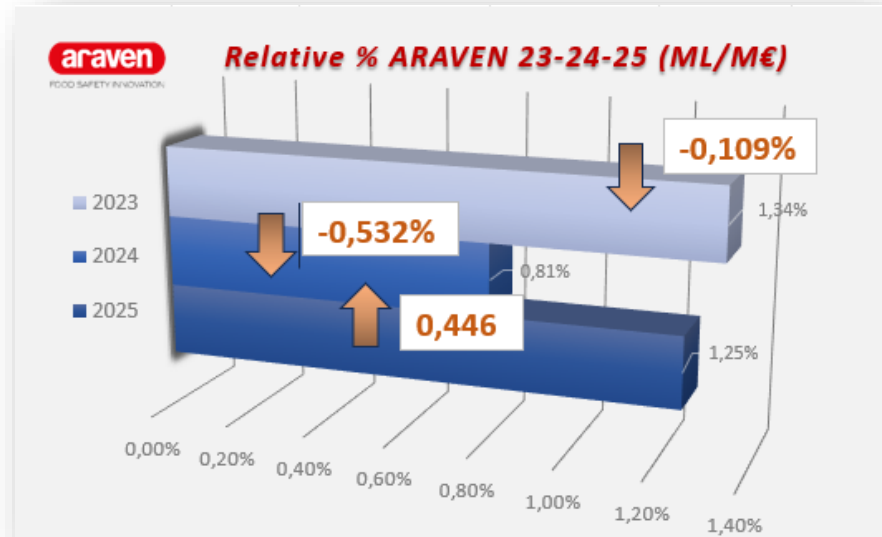
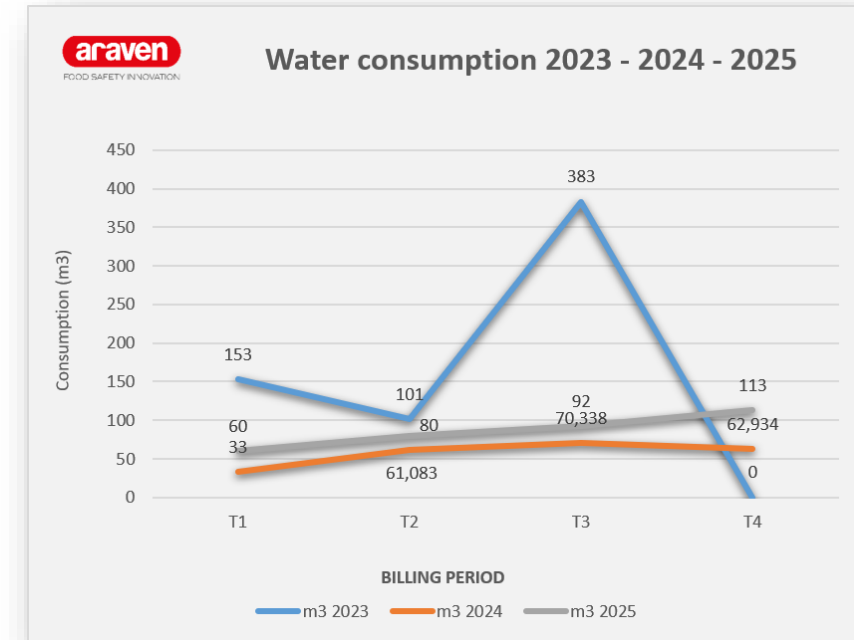
8.4 Environmental Indicators – Water

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:

INDICATORS	2023	2024	2025	Δ 23- 24		Δ 24-25	
% Water Consumption (mL) / M€ Sales	1,34%	0,81%	1,25%	-0,532%	↓	0,446%	↑



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.

The annual evolution of commercial packaging consumption in volume was:

RESOURCE	2025	2024	2023
Packaging (% of total tonnes)			
Primary	8,04	2,23	2,33
Secondary	145	128,86	96,64
Tertiary	176,67	265,41	536,63
% Recycled tonnes vs. total packaging	92,39%	88,10%	87,88 %

EO1 objective in the ECO-
DESIGN pillar refers to:

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

SO2 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 SO2.

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.

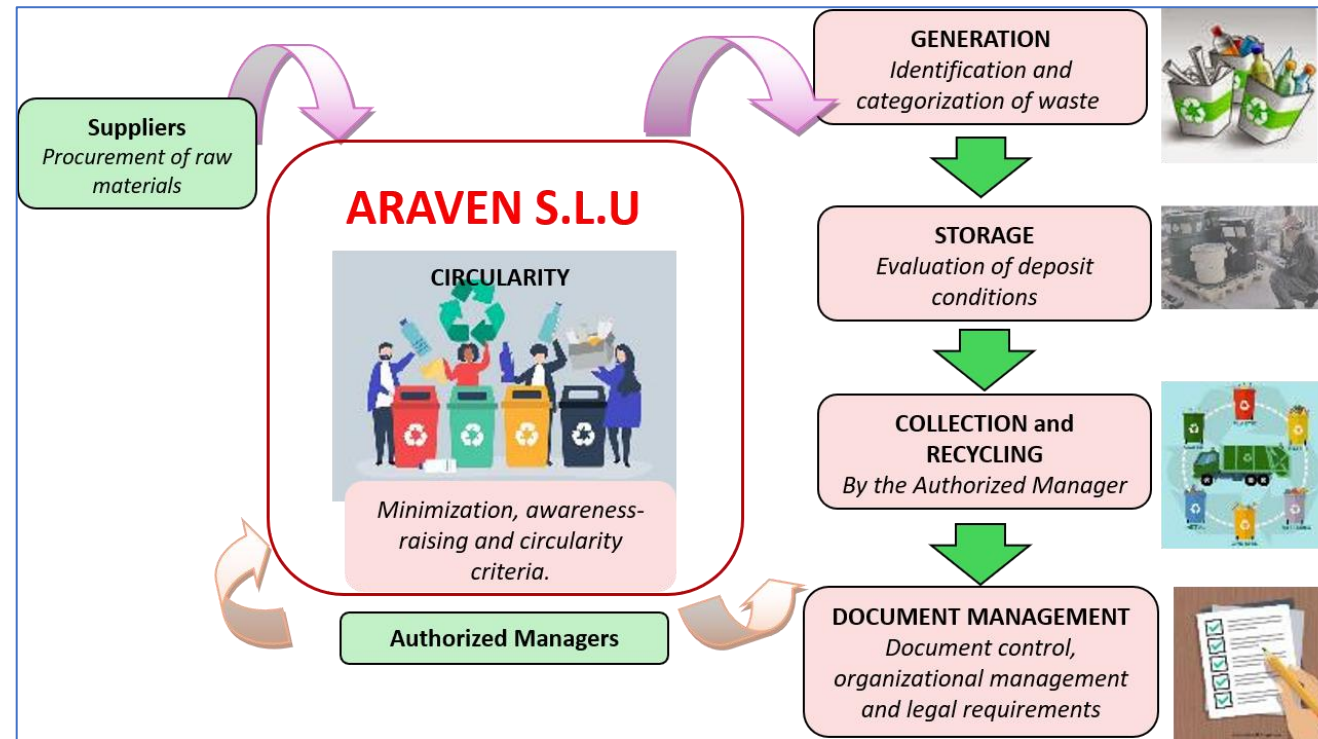
The significant change in packaging in 2025 compared to 2024 is due to the launch of new CFS BRANDS brands in the domestic market and the differentiation, in early 2024, of packaging produced by the TDC line.

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.

In general terms, ARAVEN has established the **following work system for waste management**:



SO1 objective in the SUPPLY pillar refers to:

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

8.6 Environmental Indicators – Circular economy. Waste prevention and management

Evolution in 2025 of
**both hazardous and
NON-hazardous
waste generation**

WASTE (Ton)	2025	2024	2023
HAZARDOUS WASTE	0,027	0	0,181
NON-HAZARDOUS WASTE	26,12	11,87	18,81
TOTAL WASTE	26,39	11,87	18,99
% TON / M€	2025	2024	2023
HAZARDOUS WASTE	0,10%	0,00%	0,47%
NON-HAZARDOUS WASTE	94,38%	30,88%	48,90%
TOTAL WASTE	94,48%	30,88%	49,40%
% TON / M€	2025	2024	2023
% Recycled non-hazardous waste / Total waste (kg)	99,32%	47,23%	97,03%
Recycled non-hazardous waste (ton) / Annual revenue (€)	93,84%	32,31%	48,89%
% Non-hazardous waste sent to landfill (kg) / Total waste (kg)	0,57%	23,38%	0,00%

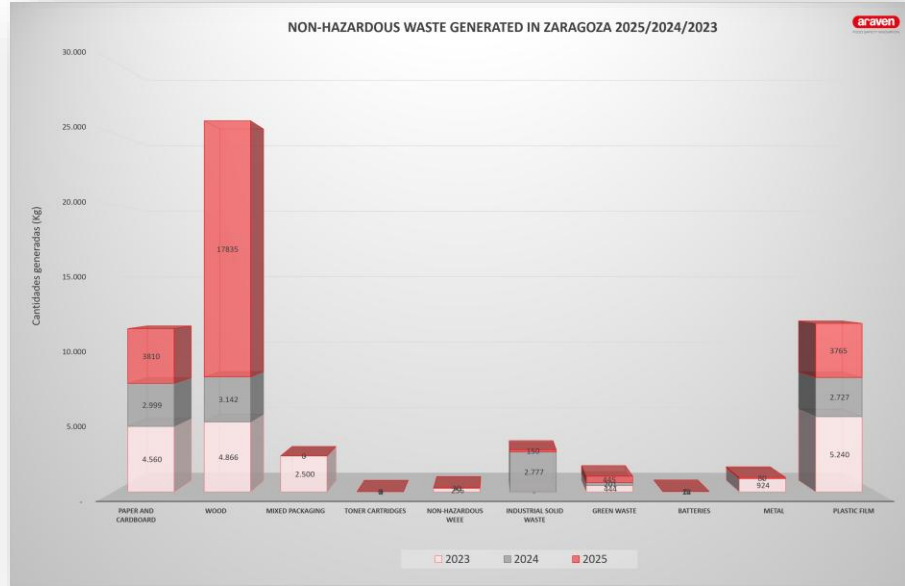
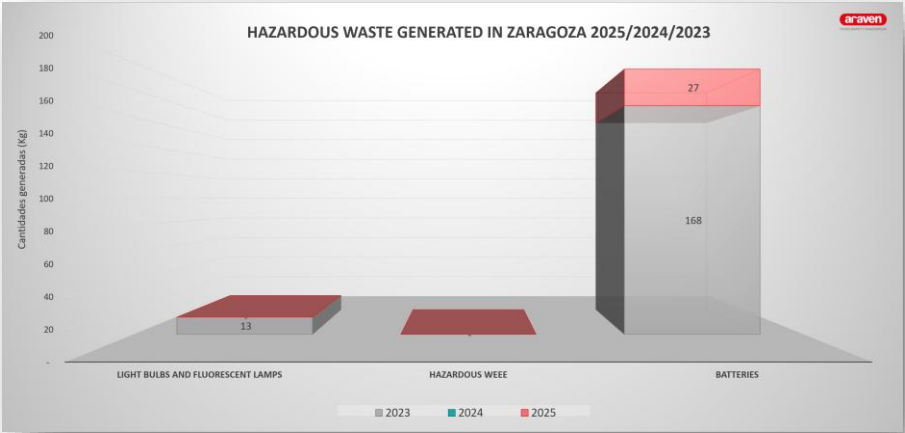
The significant increase in the amount of waste generated is attributable to the restructuring of the CFS business, which resulted in increased warehouse activity during 2025.

The higher percentage of waste recycled reflects the implementation of improvements in waste management, segregation and documentation control processes.

WASTE (Kg)	LER Code	2025	2024	2023
HAZARDOUS WASTE				
LIGHT BULBS AND FLUORESCENT LAMPS	200133	-*	-*	13
HAZARDOUS WEEE	160601	-*	-*	-*
BATTERIES	VARIOUS	27	-*	168

* No records

ARAVEN's operations do not include in-house manufacturing processes, as production is outsourced. **Activities carried out at our facilities are limited to warehousing, office operations and common areas.** Consequently, in 2025 the **only hazardous waste generated resulted from** the replacement of machinery batteries.



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

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

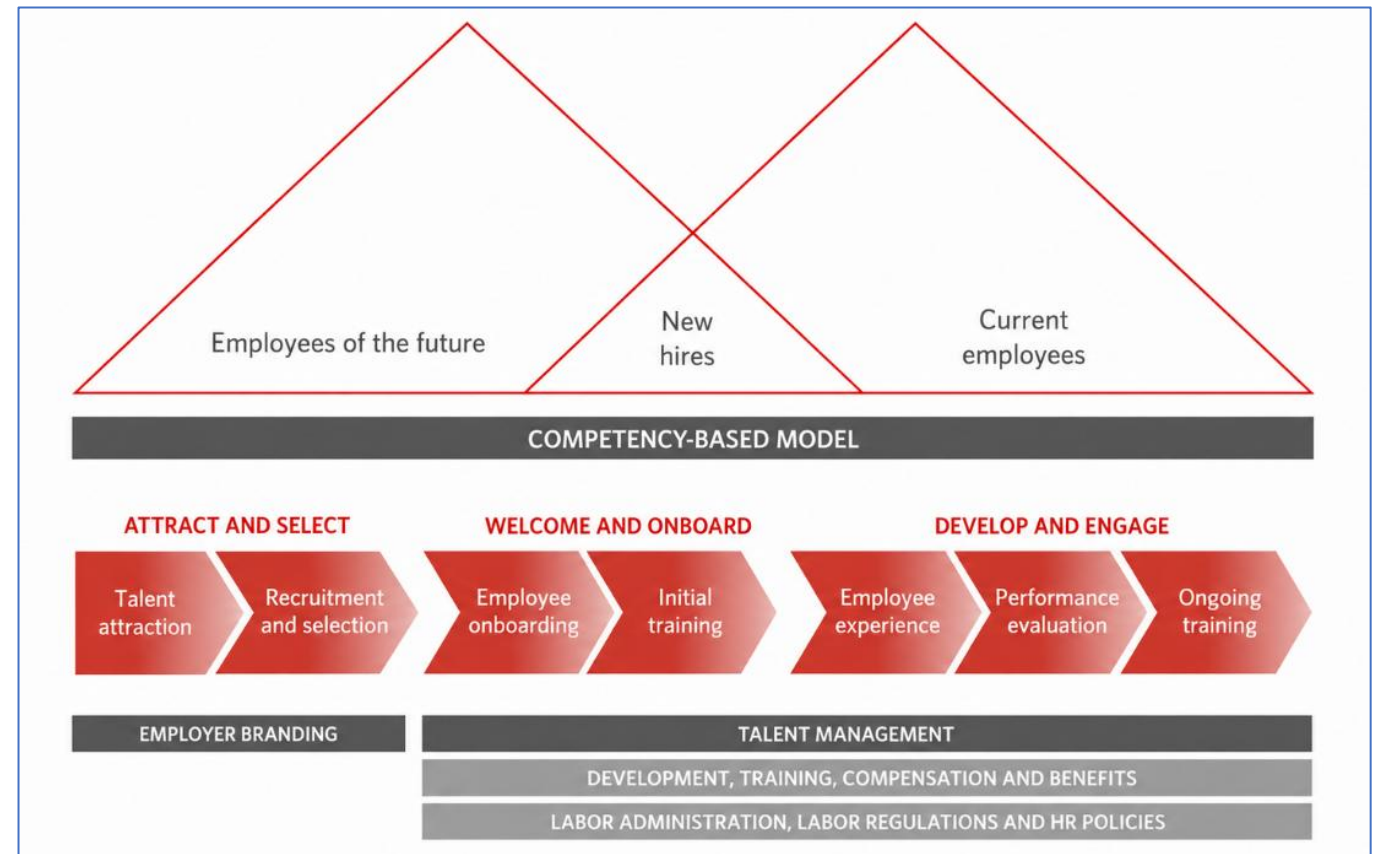


Documentation and induction training by all managers in the company's departments.



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.. ”



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**

☐ **Work-life balance policy.**



☐ **Non-discrimination and equal opportunities Policy**



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.

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

ARAVEN, S.L.U.'s workforce stood at 53 employees in 2025, compared to 37 in 2024.

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		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Senior Management (2nd level Management + Senior Management)	8	3	4	1	3	1	4	1
Middle management	1	3	3	5	3	2	4	3
Technicians (Technicians + Salespeople)	15	16	13	17	7	7	5	12
Administration	4	9	4	7	3	6	4	10
Base personnel - Operators	8	2	7	2	3	2	6	4
All staff distribution	36	33	31	32	19	18	23	30
TOTAL STAFF IN THE CALENDAR YEAR	69		63		37		53	
Total Percentage	52%	48%	49%	51%	51%	49%	43%	57%

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

	2022		2023		2024		2025	
TOTAL STAFF IN THE CALENDAR YEAR	69	100%	63	100%	37	100%	53	100%
Less than 30	11	16%	10	16%	2	5%	9	17%
Between 30 and 50	26	38%	23	37%	15	41%	21	40%
More than 50	32	46%	29	46%	19	51%	22	42%
<i>*People belonging to minority or vulnerable groups</i>	1	1%	1	2%	1	3%	1	2%

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:

araven FOOD SAFETY INNOVATION Average seniority of the workforce in years				
	2022	2023	2024	2025
Men	12,94	14,61	16,21	14,04
Women	10,24	10,86	11,06	7,43

The average tenure of the workforce in 2025 was 11 years, compared to an average of 14 years in 2024.

This represents a decrease of 3 years in average tenure compared to 2024 and an increase of 1 year compared to the trend we had seen since 2022.

Hiring of new employees and internal promotions.

During 2025, 17 new employees joined ARAVEN to strengthen several strategic areas of the organization. The new hires were distributed as follows: **three** in Commercial Administration, **five** in Logistics, **two** in International Sales, **two** in Product Development, **one** in Marketing, **one** in Sustainability, **one** in Iberia Sales, and **one** in Purchasing and Planning.

n addition, in line with ARAVEN's commitment to fostering professional development and promoting internal talent, two internal promotions took place during 2025. The first involved a newly created Product Manager position, which was filled by an employee from the Iberia Sales team. This internal move created a vacancy within the department, which was subsequently filled through a second internal promotion by an employee from the Marketing department.

These initiatives demonstrate ARAVEN's commitment to the professional development of its people, promoting internal mobility and talent development as key pillars of its people management strategy

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 2025, 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:

% Male/Female Turnover Rate at ARAVEN S.L.U.				
	2020	2023	2024	2025
Men	3,0	3,2	4,3	11,3
Women	1,5	3,2	2,1	3,8
less than 30	0,0	1,6	2,7	9,4
between 30 and 50	4,5	4,8	5,4	3,8
more than 50	0,0	0,0	2,7	1,9

Employment evolution at ARAVEN S.L.U.				
	2022	2023	2024	2025
% workers with permanent contracts	100%	100%	100%	96%
Number of labor initiatives implemented that exceed the legal obligation (Social benefits implemented)	10	11	12	12
Results of perception of job improvements	NO	NO	NO	NO
% of people involved in Committees to incorporate work improvements	11,6	7,9	10,8	0,1

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.

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



	2022	2023	2024	2025
% Men	69	65	58	77
% Women	91	84	76	83

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



	2022	2023	2024	2025
% Men	without registration	0	0	0
% Women	4	5	0	0

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



	2022	2023	2024	2025
% Men	69	68	53	80
% Women	91	78	94	83

*In 2025, an average of **80%** of the workforce benefited from the **teleworking policy** and **two men** exercised his right to **paternity leave**, returning to his position once the established period had ended.*



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



	2022	2023	2024	2025
Men	1	0	1	2
Women	3	0	0	0

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



	2022	2023	2024	2025
Men	1	0	1	2
Women	3	0	0	0

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



	2022	2023	2024	2025
Men	1	0	1	2
Women	3	0	0	0

ARAVEN promotes **equality between men and women**. In **2025**, **57%** of the workforce was **made up of women**, **8** percentage points higher than in **2024**, when the difference was **2** percentage points lower than in **2023**.

The number of women in senior management also remained the same as in **2023**.

araven FOOD SAFETY INNOVATION Senior managers (2nd level Management + Senior Management) of ARAVEN S.L.U. in each of the following diversity categories								
	2022		2023		2024		2025	
TOTAL GOVERNING BODIES	11	100%	5	100%	4	100%	5	100%
Men	8	73%	4	80%	3	75%	4	80%
Women	3	27%	1	20%	1	25%	1	20%
Less than 30	0	0%	0	0%	0	0%	0	0%
Between 30 and 50	0	0%	1	20%	1	25%	0	0%
More than 50	11	100%	4	80%	3	75%	5	100%
People belonging to minority or vulnerable groups	0	0%	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 2025 **ARAVEN** did not receive any complaints of harassment or violation of workers' rights.*

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.	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.

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 67% women and 33% 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.

Worker Health and Safety Monitoring Indicators

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

In 2025, 54% of absenteeism was among women and the 161% among men.

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

	2022	2023	2024	2025
Number of hours worked	106.994	110.502	64.898	92.962
Number of days not worked due to accidents or occupational diseases	0	0	1	9
Total number of accidents with injuries resulting in sick leave	4	0	1	1
Total number of accidents without sick leave	3	4	3	5
Total number of sick leaves due to occupational disease and common illness	19	17	13	18
Death rate resulting from work-related injuries	0	0	0	0
Major workplace injury rate (excluding fatalities)	0	0	0	0
Recordable workplace injury rate	0	0	1	1
% of employees on the staff who have representation on formal Health and Safety committees	2,8	3,2	5,4	0,1

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		2025	
	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved
	5,00	6,44	5,00	9,19	5,00	3,40	5,00	5,24

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.

In 2025, a total of 1,775 hours were devoted to training, with women accounting for 56% of those hours.

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 2025, the allocated budget was exceeded by 249%, compared with 78% in 2024.

Average training hours received				
araven FOOD SAFETY INNOVATION				
		2023	2024	2025
Senior Management	Men	15,56	33,50	210,00
	Women	0,45	0,00	51,00
Middle management	Men	23,95	13,96	260,00
	Women	3,92	0,00	95,00
Technicians	Men	43,46	0,22	161,50
	Women	88,13	54,42	393,50
Administration	Men	8,64	0,09	102,00
	Women	6,83	23,27	427,00
Base personnel	Men	8,40	0,08	44,00
	Women	0,67	3,08	31,00

Investment in training for ARAVEN S.L.U. workers.								
araven FOOD SAFETY INNOVATION								
	2022		2023		2024		2025	
	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved
Trained employees: in %	100%	100%	100%	54%	100%	78%	100%	249%
Investment in Training: in €	15.000 €	10.788 €	15.000 €	8.080 €	15.000 €	11.510 €	10.726 €	26.688 €

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 2025, €14,219 was allocated to language training, which was received by 28 employees.



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.

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 and guiding the professional development of each person and transmitting 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.

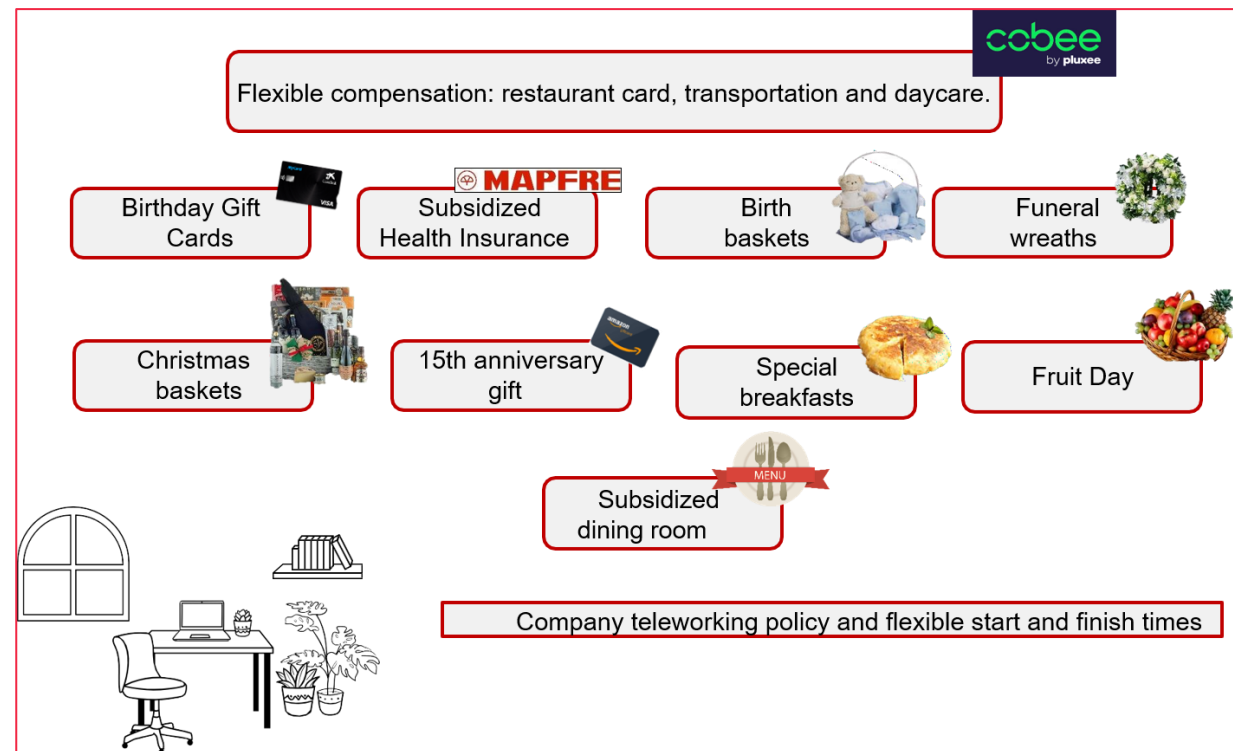
At this meeting, the employee's competency profile is evaluated based on the past year and its suitability for the position. This allows the manager to identify training needs, **assess the effectiveness of training received in the previous year** (if applicable), and **identify potential areas for development**.

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

Total number of employees by gender and job category who received periodic performance and career development evaluations									
 FOOD SAFETY INNOVATION									
		2022		2023		2024		2025	
Senior Management	Men	7	10%	4	6%	3	8%	3	6%
	Women	3	4%	1	2%	1	3%	1	2%
Middle management	Men	1	1%	3	5%	3	8%	5	9%
	Women	3	4%	5	8%	2	5%	3	6%
Technicians	Men	13	19%	13	21%	7	19%	5	9%
	Women	13	19%	17	27%	7	19%	12	23%
Administration	Men	4	6%	4	6%	2	5%	4	8%
	Women	6	9%	7	11%	6	16%	10	19%
Base personnel	Men	5	7%	7	11%	3	8%	6	11%
	Women	1	1%	2	3%	2	5%	4	8%

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

- Flexibility to accommodate personal obligations (e.g., accompanying family members to medical appointments, children's school events, etc.)
- Leave of absence for personal or family emergencies.
- 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.).
- Restaurant, transportation, and childcare vouchers through a flexible compensation plan.
- Subsidized meals for all days that make up the normal workday.
- Health insurance at special rates for employees and their families.

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

ARAVEN has a **Digital Disconnection Policy** in place to ensure employees' right to disconnect is respected and to regulate the circumstances in which exceptions may apply. The policy establishes a set of minimum measures, summarised below:



- Employees have the right not to respond to digital devices or communication tools provided by the Company outside their working hours, or during periods of leave, holidays, authorised absences, career breaks or reduced working hours, except in cases of justified urgency.
- Communications should, wherever possible, be addressed only to those directly involved and contain only the information strictly necessary, promoting clear and efficient communication.
- Employees are encouraged to use the delayed delivery function for emails drafted outside normal working hours.
- Automatic out-of-office replies should be activated during periods of absence, indicating the dates of unavailability and providing the contact details of the person responsible for handling any related matters during that period.
- Training sessions, meetings, videoconferences, presentations and similar activities should, wherever possible, be scheduled within employees' normal working hours. The use of video and audio conferencing is encouraged to facilitate meetings during working hours while avoiding unnecessary travel whenever feasible.
- As a general rule, meetings should finish no later than 6:00 p.m. and, wherever possible, should be scheduled at least 48 hours in advance, taking employees' working hours into account.

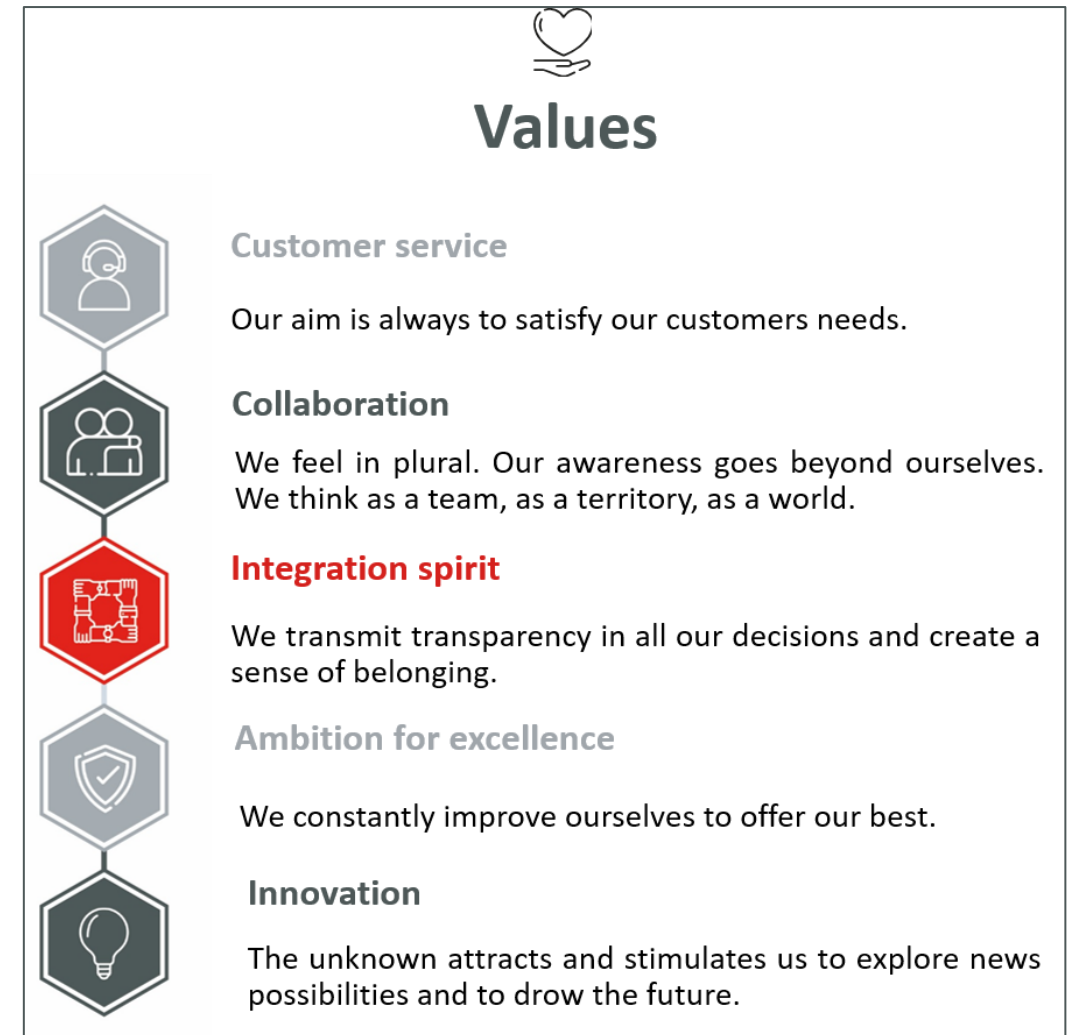
10.

Good Corporate
Governance



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:



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.

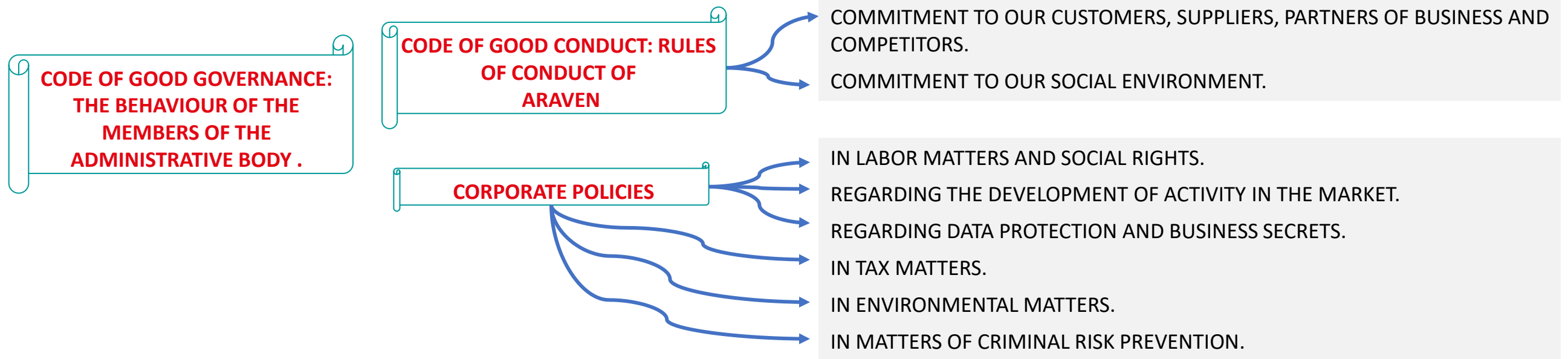
With this principle, ARAVEN expresses its commitment to both respecting current legislation and respecting all individuals and entities, public or private, that interact directly or indirectly with the organization, assuming all legal obligations and the consequences of all their actions. Corporate social 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.

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



In summary, **the policies 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.

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

- Conduct themselves, in the performance of their duties, in a manner consistent with **ARAVEN's** principles and values.
- Integrate compliance obligations into their daily activities.
- Assume their individual responsibilities with regard to regulatory compliance.
- Identify and report any compliance risks that may arise within the scope of their activities.
- Report, through the **Whistleblowing and Enquiries Channel**, any facts, circumstances and/or conduct that may constitute dishonest behaviour or even a criminal offence detected within the organisation.
- Actively participate in the actions established to identify, mitigate or reduce risks within the organisation.
- Attend and actively engage in training sessions, workshops and other corporate events on compliance matters organised or delivered by the Compliance Department.
- Comply with ARAVEN's policies and commit to fulfilling the obligations arising from them, with particular emphasis on the implemented Compliance Risk Prevention System.



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.

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 POLICY

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 2025 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.

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 2025 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.

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.

Exclusive relationships with individual customers that may result in excessive personal dependency or limit their access to other members or channels within the organisation should, wherever possible, be avoided.

ARAVEN employees shall disclose to customers any financial or other relationships that could give rise to a conflict of interest and shall take the necessary measures to ensure that such relationships do not interfere with the customer's relationship with the organisation.

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**.



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.

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 2025 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.

With our Customers

The sales promotions and sales arguments used by **ARAVEN** do not contain false information with 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

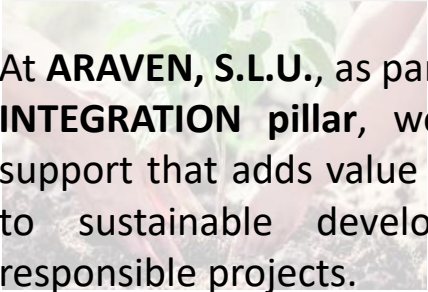
As a general rule, **ARAVEN's** members are not allowed to accept or request any gift, present or offering, or any benefit to their wealth of any kind. They shall be subject to the rules concerning Presents and Gifts.

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.

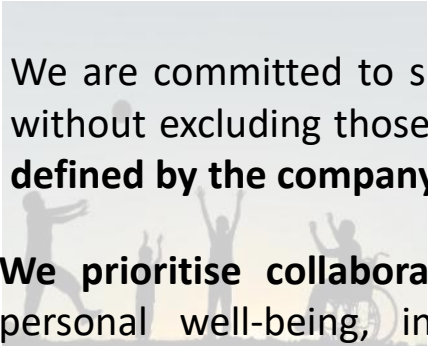
11.

Commitment to
Society and the Planet

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.



	2023		2024		2025	
	Nº	€	Nº	€	Nº	€
Social	3	1.800 €	3	980 €	3	3.918 €
Environmental	1	1.500 €	1	1.800 €	1	2.110 €
Totals	4	3.300 €	4	2.780 €	4	6.028 €

Donations

In 2025, ARAVEN entered into a collaboration agreement with **Apadrinaunolivo.org**, a project dedicated to restoring abandoned traditional olive groves in **Oliete (Teruel)** as a means of generating local employment, preserving the agricultural landscape and revitalising rural communities. The project is based on the productive recovery of the area by restoring abandoned olive trees, whose olives are processed into extra virgin olive oil at its own mill. The initiative has also expanded to the recovery of local vegetable gardens, with the harvested produce being processed in its own food preservation facility.

ARAVEN supported the project by **sponsoring 15 olive trees** and **donating professional equipment** to its food preservation facility, contributing to the development of an activity that helps retain population in a rural area affected by long-term depopulation while promoting biodiversity and environmental sustainability.

In addition, through the sponsorship, **ARAVEN** has certified the **absorption of 6,900 kg of CO₂**.



Las Planas - Cesteros



*Through our **collaboration** with **Apadrinaunolivo.org**, we contribute to our **commitment to the five strategic SDGs**: SDG 13 – Climate Action; SDG 8 – Decent Work and Economic Growth; SDG 9 – Industry, Innovation and Infrastructure; SDG 12 – Responsible Consumption and Production; and SDG 5 – Gender Equality.*

Donations

We highlight the following actions in **2025**:



TERESIANO DEL PILAR SCHOOL CHARITY BAZAAR (February).

Each year, Aragon-based companies such as ARAVEN generously donate products to **this 100% charitable fundraising event**, where every euro raised is allocated directly to an **educational project** supporting 13 Musahar and Uaron communities in the state of Bihar, northern India, near the Nepalese border. These communities face significant social, economic and educational challenges, compounded by longstanding discrimination. Most men migrate for work for up to six months each year, while many women undertake seasonal employment. **Education represents the key opportunity to break the cycle of poverty** and create a more sustainable future for these communities.



ADISLAF FOUNDATION – Batucada Group and Percussion Workshop (September)

Through ARAVEN's donation, the group was able to purchase T-shirts and fleece jackets for their performances at various events. The new uniforms received an excellent response during the **anniversary celebration of Plena Inclusión**, which brought together more than 35 organizations. During the event, ADISLAF highlighted that this achievement had been made possible thanks to ARAVEN's support, recognizing the Company's valuable contribution to the initiative.

Participations



The **ADISLAF Foundation** is a non-profit organisation that has been promoting the social and labour inclusion of people with intellectual disabilities for more than 20 years.

Through a range of educational, cultural and leisure programmes, including this percussion workshop, the Foundation helps participants develop new skills, foster greater independence, and enjoy inclusive and enriching experiences.

We highlight the following actions in **2025**:

On **17 June**, ARAVEN took part in a percussion workshop led by the "**BATACATU**" batucada group, whose members are people with intellectual disabilities actively involved with the **ADISLAF Foundation**.

During the workshop, **participants also had the opportunity to learn how to play a variety of percussion instruments**. Both adults and children thoroughly enjoyed the experience. The rhythm of the drums, the group's infectious energy and the strong sense of togetherness created an inspiring and memorable atmosphere for everyone involved.



It was a truly enriching experience, providing an opportunity to learn, connect and share unforgettable moments while reinforcing ARAVEN's commitment to inclusion, diversity and community engagement.

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 2025 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 about special dates, we highlight ARAVEN's involvement in and/or contribution to these events:

- International Ozone Layer Day (September 17)..
- International Olive Tree Day (November 26).

Good practices



- Reminders to act responsibly, especially within the facilities.
- Review and dissemination of our Manual of Environmental Best Practices, which covers the best practices the company has adopted to protect the environment, as well as what we can do in our daily lives to further our environmental commitment.

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, 2025**.

Frequency and Data

The next report will be submitted annually.

The data contained in this report has been updated prior to **June 30, 2026**.

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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