

2023

MONITORING OUR CONTRIBUTION TO THE SDGs



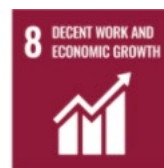
01.1

Contribution to the SDGs

The SDGs present a global and joint plan of action to achieve sustainable development through a series of common goals that promote multi-stakeholder partnerships. As actors in this global ecosystem, Grupo Apex is committed to incorporating the principles and objectives set out in the 2030 Agenda and the SDGs into its business model.

To this end, Grupo Apex has carried out an analysis of our value chain in order to identify the main impact, both positive and negative, of our different activities on the SDGs. This identification has allowed us to define the main SDGs that we contribute to (1), which have guided us in setting sustainable development goals for 2025 and others on which we have a more indirect impact (2) but which we also take into account in our business strategy and activities.

Grupo Apex contributes directly to the following SDGs through its business activities:



Grupo Apex contributes indirectly to the following SDGs through its business activities:

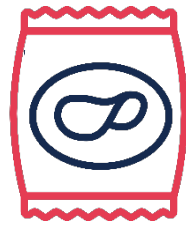


01.2

Our commitment: Objectives and indicators

Taking into account the main impacts of Grupo Apex, we have split our future sustainability challenges and goals into three main areas (product, production and people). These three areas combined contribute directly to sustainable development and, therefore, to looking after the Planet:





PRODUCTS

This area is based on our core value and focuses on innovation to deliver higher quality and healthier products to our customers. We have set key objectives to achieve by 2025 in order to improve the nutritional value of our products and the sustainability of the packaging we use:

1

MAIN SDG



2

SECONDARY SDGs



Objective	Objectives for 2025
Improve the nutritional value of our products	Reduce the average salt content of our crisps by 10% and the salt content of our snacks by 5%
Eliminate single-use plastics and reduce the use of plastics in general	0% of our turnover made from non-recyclable products. 20% of our turnover made with alternative references to conventional plastic

In the 2022-2023 financial year, the advances in terms of the **PRODUCT** objectives have been:

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Improve the nutritional value of our products	We achieved a reduction of 1.79% in crisps and 1.04% in snacks	We maintain the value regarding the previous year in crisps, and improve until reaching the objective in snacks, where we are at our target reduction of 5%	We improved the salt reduction in potatoes by 3% and continue to improve our goal in snacks, now standing 6% above the set goal.	Reduce the average salt content of our crisps by 10% and the salt content of our snacks by 5%
Eliminate single-use plastics and reduce the use of plastics in general	We reduced materials with these characteristics to 3% of turnover	We continue to reduce our references made with non-recycled plastic, which is currently only 1.8%	The figure is increased to 2% by the acquisition of new brands with already defined packaging. However, we have improved in the brands prior to their incorporation and we are already working to change the packaging of the new acquired brands	0% of our turnover made from non-recyclable products
	We launched the first container made with 100% compostable materials in the sector	We increased our turnover of references with alternatives to plastic, such as our Marinas made with 100% compostable materials, to 1.60% of our turnover	We continue to increase the amount of packaging with alternative materials to conventional plastic, currently representing 3% of our turnover, while we are also studying new possibilities	20% of our turnover made with alternative references to conventional plastic



PRODUCTION

In the area of production, we have set ourselves the goal of making our production processes more sustainable, reducing resource consumption and waste generation while increasing value for local communities. To monitor our contribution in this area, we have set a number of quantitative targets related to efficient production and consumption:

1

MAIN SDG



2

SECONDARY SDGs



Objective	Objectives for 2025
Promote sustainable water management	1% reduction in water consumption per kg of crisps and extruded snacks
Energy: promote energy efficiency measures and the use of renewable energies	1% reduction in gas consumption per kg produced and 2% reduction in electricity consumption per kg produced
	7% of the energy consumed will come from own production

Objective	Objectives for 2025
Reduce raw material losses	1% reduction in the amount of raw material needed to produce one kg of crisps
	1.5% reduction in discarded potato
	1.5% reduction in discarded plastic
	13% to 20% reduction in waste (closer to the established standards)
Support local suppliers	25% of products and services purchased locally (same region as the factory buying them)
	95% of products and services bought in Spain
Support the production of BIO-certified raw materials	Quadruple the amount of material purchased that is BIO-certified
Offer job opportunities for vulnerable groups	Double the number of purchases made from special employment centres
More sustainable distribution of products by making better use of gaps per shipment or lorry	Increase the average occupancy per shipment by 3% per year
Promote innovation	Increase the budget allocated to innovation activities by 15%

In the 2022-2023 financial year, the advances in terms of the **PRODUCTION** objectives have been:

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Promote sustainable water management	We reached and exceeded our objective with a 6.18% reduction in crisps. In extruded snacks, we are close to the objective at 0.88%	We have managed to maintain the reduction versus the initial value in both potato and extrusion, but not compared to the previous year. We are going to make a review in order to get an optimization	Water consumption has increased both in potatoes and in extrusion due to the increase in production of products with processes that require greater water requirements.	1% reduction in water consumption per kg of crisps and extruded snacks
Energy: promote energy efficiency measures and the use of renewable energies	We improved markedly with 63.43% in electricity/extruded snacks. We reduced in terms of gas and electricity efficiency of the remainder as a result of the introduction of new production lines and processes	We continue to adjust our consumption, in which we reduce the efficiency of electricity consumption due to the installation of a new vacuum frying production process that triples the current processes needs, also affecting gas, where, however, we did achieve an improvement of 1.96% versus the previous year	We improved in the indicators compared to the previous year, except in potato gas due to the increase in production of the vacuum line, with greater consumption requirements. In extrusion we managed to reach and exceed the goal in electricity, which also improved in Riego de la Vega and in both cases thanks to the installation of photovoltaic panels	1% reduction in gas consumption per kg produced and 2% reduction in electricity consumption per kg produced

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
	We increased to 2.25% towards the objective	We managed to exceed the objective, placing ourselves at 20% of the energy consumed that comes from our own production in Navarra, with installations scheduled in more plants during the next financial year	We achieve the objective set in Ribaforada with 20% of energy from our own production and we also extend it to Riego de la Vega	7% of the energy consumed will come from own production
Reduce raw material losses	We are not making progress towards the objective as a result of the increased discards from the 2020 harvest	We increased the percentage of loss as a result of the 2020 harvest, which affected us in part of the 2021 financial year	We increased the quantity required due to the potato supply crisis throughout Europe, with the need to use lower quality of potatoes with more losses, having to reach to new markets	1% reduction in the amount of raw material needed to produce one kg of crisps
	We managed to exceed the objective with a 4.26% reduction in raw and 10.76% in fried	The quality of the aforementioned 2020 harvest also had an impact on this objective	The amount of losses has also increased due to the above, which in some cases has also had an impact on having to stop the activity of a certain production centre; in addition to other issues such as the level of customer demand, or the operation of the vacuum line	1.5% reduction in discarded potato

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
	We are not making progress towards the objective. Corrective action is being established to review the efficiency of the packaging line	In discarding plastic, we have improved in comparison with the initial year but we go back vs the previous year. We are going to review again the efficiency of the packaging lines	We managed to reach and exceed the objective, reaching a 17.5% reduction	1.5% reduction in discarded plastic
	We exceeded the objective with 99.33% in pellets. We are not making progress towards the objective in maize meal as a result of a new line, adjustment and start-up; nor in plastic where we are reviewing the efficiency of the packaging line.	We achieved improvements in pellet and maize meal losses in comparison with the initial year, but going back vs the previous year. We did achieve a significant reduction in plastic, entering into the target range with the 13.20%	We improved the loss of maize meal and pellets, and we continue staying above the plastic reduction target	13% to 20% reduction in waste (closer to the established standards)

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Support local suppliers	We continue to make progress towards the objective with a 23.59% increase	22.37% of our products and services are purchased locally. The number decreases compared to the previous year given the casuistry of purchase of cardboard, aromas, plastic and oil, of great presence and normally outside the location of the factory involved	We are at 22.27%, decreasing due to the entry of new clients and orders with certain specifications	25% of products and services purchased locally (same region as the factory buying them)
	We increased to 94.77%, placing us close to the objective	93.64% in Spain. The figure decreases slightly from the previous year due to the arrival of a new factory to the Group with a significant percentage of its purchases abroad	We are at 91.45%, decreasing in value due to the entry of new clients and orders with certain specifications	95% of products and services bought in Spain
Support the production of BIO-certified raw materials	Purchased materials have increased, but do not reflect growth towards the objective as a result of the increase in value during the pandemic, this being the initial reference figure	We continue the trend of the previous year, but duplicating our investment vs past year ¹ .	We increased the purchase of BIO certified materials by 64.37%, also expanding our portfolio	Quadruple the amount of material purchased that is BIO-certified

¹ Corrected value. Due of this, it may differ from the previous monitoring report.

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Offer job opportunities for vulnerable groups	Although it is maintained, no increase towards the objective is reflected as the initial reference value was a high peak in the purchase of the same	We reduced the figure by reducing the purchase of office supplies due to the increase in teleworking. The initial figure for the definition of the goal was at a peak of investment in office furniture, an issue that compromise the evolution of the objective versus the current reality	We improved by 6% compared to the previous year, although still far from the objective, which was marked by a peak in material purchases	Double the number of purchases made from special employment centres
More sustainable distribution of products by making better use of gaps per shipment or lorry	It has improved by 18%, exceeding the objective, as a result of improved capacity while also improving monitoring for data collection	We continue to improve our distribution. Last year we exceeded the target and we are currently improving that number even further, by an additional 9% in favor of the target	We continue above our objective, improving 4% compared to the previous year, which already exceeded the annual objective by 6%	Increase the average occupancy per shipment by 3% per year

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Promote innovation	We have increased by 17.14% this financial year	We continue to bet on investment in innovation, increasing the value vs. the reference year, although with a decrease vs. the previous one given the situation, placing us at the current 11.43%	In a year with incredible increases in raw material and energy costs, the company has focused on recovering lost profitability, focusing more on current products than on new developments	Increase the budget allocated to innovation activities by 15%

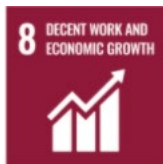


PEOPLE

In the people area, our main objective is to contribute to a more inclusive society by generating economic growth and collaborating with different actors, both internal and external to Grupo Apex, building the relationships needed to promote sustainable development and contribute to the SDGs.

1

MAIN SDG



2

SECONDARY SDGs



Objective	Objectives for 2025
Promote gender equality in the workplace	Maintain gender balance in the workforce
Promote a safe and healthy work environment	Reduce the injury frequency rate by 10% Reduce the absence rate by 5.70%
Foster inclusive work environments that respect international rights standards	80% of staff say they are satisfied with the working conditions

Objective	Objectives for 2025
Improve the training of workers on an ongoing basis	Achieve an average of 8 hours training per employee
Contribute to local economic growth	Increase the number of jobs available by 4.5%
Contribute to ending hunger	Outline and implement a zero-waste policy
Contribute to the social development of social communities through partnerships with external organisations	Maintain the percentage of profits earmarked for sponsorships and donations (10%), increasing the total figure each year.
Raising internal awareness of sustainability and the SDGs	100% of internal communication contains content related to sustainability and/or the SDGs
Raising external awareness of sustainability and the SDGs	Referencing our commitment to sustainability and the SDGs in 100% of corporate media

In the 2022-2023 financial year, the advances in terms of the **PEOPLE** objectives have been:

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Promote gender equality in the workplace	Periodic meetings of the equality committee have been established	The equality commission is maintained for the correct establishment of equality in the company. We also maintain the balance close to 50/50, with a predominance of women in the 54.50% of positions	The equality commission is maintained for the correct establishment of equality in the company, we maintain the balance close to 50/50, with a predominance of women in 55.44% of the positions	Maintain gender balance in the workforce
Promote a safe and healthy work environment	Stagnation is detected in this area, and protocols and the importance of raising awareness at all levels are being reviewed	Due to the increased detected: we already have increased health and safety training and information to raise awareness; now also with a fixed section in the monthly internal newsletter	We continue to promote information and training on health and safety given the increase, also activating surveys and suggestion boxes	Reduce the injury frequency rate by 10%
	Progress towards the objective has slowed, largely due to absences related to the pandemic	We improved the absenteeism rate by 1.8% after a year of increase marked by the pandemic, reaching the current 6.23%	We achieve and exceeded the objective, reaching an improvement percentage of 4.30%	Reduce the absence rate by 5.70%

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Foster inclusive work environments that respect international rights standards	The portal for workers has been implemented to facilitate management and procedures. Currently enabling a space for surveys in order to measure this and other issues	We have the portal implemented and we are working to establish satisfaction surveys	We continue to optimize the portal for the communication with the team, considering starting surveys soon	80% of staff say they are satisfied with the working conditions
Improve the training of workers on an ongoing basis	Working on the improvement for monitoring	We activate monitoring and we already track a slight increase in hours allocated to training with reference to the initial estimate	This year the total hours per person increased to 26, due to a training related to a new implementation of systems in the Group	Achieve an average of 8 hours training per employee
Contribute to local economic growth	We have increased jobs in addition to announcing expansions of different centres and the purchase of new factories	This year we managed to exceed our objective by an additional 17%, with a greater increase in jobs	We continue to expand our team, exceeding our set goal by 30%	Increase the number of jobs available by 4.5%

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Contribute to ending hunger	A policy and protocol have been defined. Start of implementation	Policy defined and implemented with the aim of reducing product loss. In parallel, and within the framework of this objective, we donated: 23,470 bags of product this year	We continue to review and enforce the policy. In this year we managed to reduce our surplus, while maintaining donations and collaborations	Outline and implement a zero-waste policy
Contribute to the social development of social communities through partnerships with external organisations	It was moderated this financial year to 7% due to the growth in the need for investment, especially environmental	Due to the context (conflict, rising energies...) there has been no benefit and therefore no funds have been allocated to expand our participation in sponsorships and donations. Despite this, we maintain sponsorship of different sport teams as well as of other activities and entities	We allocate 9% of profits to donations and sponsorships, redirecting us towards the objective	Maintain the percentage of profits earmarked for sponsorships and donations (10%), increasing the total figure each year.
Raising internal awareness of sustainability and the SDGs	Sustainability is highlighted as a fundamental and transversal element of the Group. A fixed section of related information has been established in all newsletters	We maintain regular information on our activity in relation to sustainability and SDGs as well as good practices	We continue to develop and optimize the communication tools launched	100% of internal communication contains content related to sustainability and/or the SDGs

Objective	2020-2021	2021-2022	2022-2023	Objectives for 2025
Raising external awareness of sustainability and the SDGs	Information related to sustainability, SDGs and, ultimately, the Group's commitment has been increased in all possible media in order to extend the relevance it has for Grupo Apex	Sustainability and SDGs are closely linked to our activity in the different communication formats, in addition to actively participating in forums for this purpose, such as the Alliance for the SDGs and promoting their knowledge and practice in companies of Navarra	We continue to maintain and increase the message regarding SDGs and sustainability, as well as expanding our participation in related groups and forums	Referencing our commitment to sustainability and the SDGs in 100% of corporate media

This is an annual monitoring document for the Sustainability Strategy set by Grupo Apex in 2020 (2019-2020 financial year).

See the Group's complete Sustainability Strategy and more information about our commitment at: <https://www.grupoapex.es/en/commitment/>



+info at: www.grupoapex.es/en/commitment