Taste the SUN

Executive Summary

Sustainability Report 2024

Welcome



“Nature is our most important partner, which is why we are dedicated to its care and protection. Our long-standing relationships with master growers and our suppliers enable us to address future challenges effectively.”

Dear SanLucar friends,

We are pleased to present the executive summary of our *2024 Sustainability Report*, which outlines the key indicators and milestones of a particularly significant year for everyone in the SanLucar family.

The year 2024 was marked by an extreme weather event that struck southern Valencia, directly affecting many employees and partners who live and work near our headquarters in Puzol. At SanLucar, we focused on supporting the affected communities and working closely with local organisations.

As we all know, nature is our most important partner, which is why we are dedicated to its care and protection. We must proactively prepare for climate change by implementing strategies and action plans that minimise its impact.

To this end, we continue to collaborate with our farmers on initiatives that enhance crop resilience and reduce our environmental impact. Our long-standing relationships with master growers and our suppliers enable us to address future challenges effectively.

We would like to thank you for your continued trust and support as we move forward on our journey towards a more sustainable future.



Stephan Rötzer
Founder and CEO of SanLucar

SANLUCAR IN 2024

Key Milestones

Commitment to Sustainability

- Establishment of the ESG Management Committee and restructuring of the Sustainability Department.
- Implementation of the first double materiality analysis to guide the definition of specific objectives and actions.
- Launch of a comprehensive carbon footprint calculation project (Scope 1 and 2 emissions).

The Environment

- Introduction of innovations in sustainable packaging and product formats.
- La Masía project (Valencia), aimed at strengthening local biodiversity and implementing sustainable water management practices.

Our Team

- Completion of the refurbishment of our headquarters in Puzol (Spain).
- Update and review of the *Equality Plan.*

Impact on the Community

- Measures to promote healthy eating and healthy lifestyles.
- New initiatives under the DREAMS programme.
- Action plan to support communities affected by the extreme weather event in the Valencia region.

250+
SKUs

Presence in
35+ countries

4,818
employees

56.6%
women

44.4%
men

8.6/10
Customer satisfaction

€924.5M
2024 turnover

DREAMS programme:

15+
projects and activities in 4 countries

1,000+
beneficiaries

ABOUT US

SanLucar, a Premium Fruit and Vegetable Company

We are a global agri-food company with a clear purpose: to bring health, freshness and a touch of *joie de vivre* to people — in a way that makes us proud. Our strategy is built on the premium quality of our products, a portfolio of more than 250 SKUs, and a business model centred on building close relationships with consumers.

Founded in 1993 by Stephan Rötzer and headquartered in Valencia, our business is structured around three main pillars:

- **Agricultural production:** company-owned farms and partnerships with growers across different regions of the world.
- **Fruit and vegetable import and export:** efficient management of international logistics to supply the markets where we operate.
- **Fruit and vegetable sales:** distribution through a global network, adding value throughout the process.

27,619 m²
of office and warehouse space
(Spain, Germany and Austria)

16
farms and production areas
· 5 in Spain
· 3 in South Africa
· 3 in Tunisia
· 2 in Ecuador
· 2 in Peru
· 1 in Portugal

1,361.2 ha
of farmland

7 *Mastergrowers*

At SanLucar, we have developed a business model grounded in excellence, sustainability and innovation, embedding these principles into every stage of our value chain.

COMMITMENT TO SUSTAINABILITY

“Taste in harmony with people and nature”

Our philosophy, “Taste in harmony with people and nature”, inspires our commitment to environmental, social and governance sustainability, driving us to grow responsibly, take pride in how we operate, and leave a positive impact on people and the planet.

Sustainability is deeply embedded in our DNA and expressed at all levels of the organisation through initiatives led by our subsidiaries and departments, in line with SanLucar’s values.

Our approach to sustainability is structured around three main areas:

Environmental

Promoting environmental responsibility to protect and conserve the natural environment while supporting practices that contribute to tackling climate change.

Social

Upholding human and labour rights across the value chain, promoting the well-being of all stakeholders.

Governance

Fostering transparency and strengthening internal structures that support the sustainability of our operations.

The 2024 financial year represented a significant advance in adopting a more strategic and cross-functional approach to sustainability, highlighted by the establishment of the ESG Management Committee, the restructuring of the Sustainability Department and the completion of the double materiality assessment.

2025 Projects

Governance

- Development of our Sustainability Strategy.
- Integration and enhancement of our risk management and sustainability due diligence systems.
- Improvement of the Group’s sustainability reporting.
- Development of a sustainable financing framework.

Energy, climate change adaptation and mitigation

- Measurement of Scope 1 and 2 carbon emissions and development of a reduction plan.

Circular economy

- Valorisation and management of food loss and waste.

THE ENVIRONMENT

Respect for the Natural Environment

Guided by the principle of respect for nature, we take responsibility for the impact our activities may have on the planet and work continuously to minimise it. We do so by implementing targeted measures that support ecosystem regeneration and help prevent waste and food loss.

Biodiversity protection and regenerative agriculture

We promote regenerative agriculture across our farms through environmentally responsible practices, including cover cropping, minimum tillage, biological control, the use of pheromones and high-efficiency irrigation systems. We also develop projects tailored to the specific characteristics of each farm.

In 2024, we launched the Biodiversity and Responsible Water Management project at La Masía in Valencia. We planned two additional initiatives for 2025: a study on the use of biostimulants at the Bluemotion farm in Portugal, and a set of solutions to address soil and water salinity at the Les Perles du Désert farm in Tunisia.

Waste and food loss prevention

To prevent food loss and waste, we implement measures that enhance operational efficiency and maximise the value of our fruit and vegetables at every stage of the value chain. These include actions related to crop protection and quality, extending product shelf life, optimising value chain processes and managing out-of-specification fruit and vegetables.

↓ 46%
generated hazardous waste vs. 2023

↓ 2.8%
generated non-hazardous waste vs. 2023

↑ 36%
waste sent for composting vs. 2023



Responsible water usage

Regenerative farming and minimum tillage practices, together with measures such as strategic water storage and frost-protection systems on our farms, help mitigate the effects of drought, reduce evaporation, improve water retention and enable a more efficient use of this resource.

In 2024, we reduced water consumption at our headquarters in Puzol by installing sensors on taps and toilet cisterns.

Renewable energy

We are committed to energy solutions that enhance the efficiency of our operations. To this end, we have installed solar photovoltaic systems at our headquarters in Puzol (Spain), at our warehouse in La Vall d'Uixó (Spain) and at our facilities in Ebreichsdorf (Austria).

In 2024, the share of renewable energy in our total consumption rose by around 21% compared with 2023.

In 2024, we also launched a comprehensive carbon-footprint calculation project covering Scope 1 and 2 emissions, intending to define strategies that strengthen our value proposition and reduce our environmental impact.

Water usage

Farms

↓ 4.7%

vs. 2023

Headquarters in Puzol

↓ 15.83%

vs. 2023



OUR TEAM

Talent Development

We promote safe and inclusive working environments based on equal opportunities, non-discrimination and respect. Guided by these principles, we foster a positive employee experience that supports the wellbeing and holistic development of our people.

People are the driving force behind SanLucar's excellence, innovation and sustainable growth. Our Human Resources management focuses on attracting, developing and retaining talent, while ensuring a fair, safe and supportive working environment.

We strive to create a workplace that promotes wellbeing, development and a strong sense of belonging, where every employee can find opportunities for personal and professional growth. In 2024, we further strengthened our Employee Experience strategy, placing a stronger emphasis on actively listening to our team, understanding their needs and responding accordingly.

4,818
employees

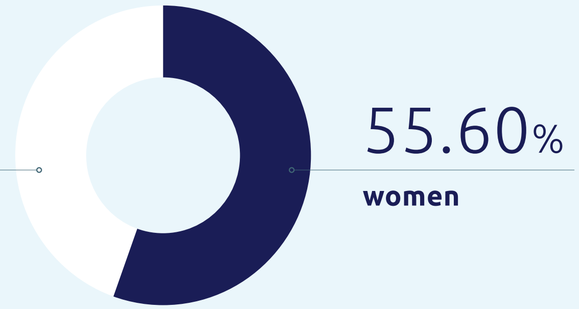
(37.21%+ vs. 2023)

20+
different nationalities

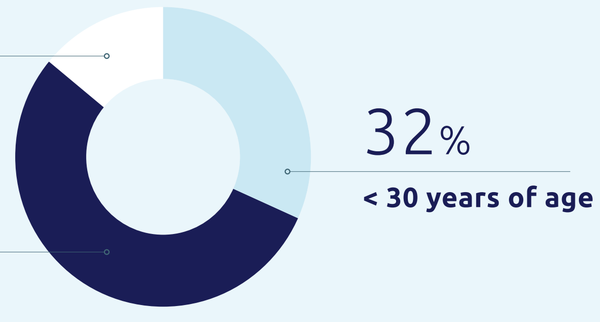
39.5%
permanent employment contract

38
employees with special needs

Workforce by gender

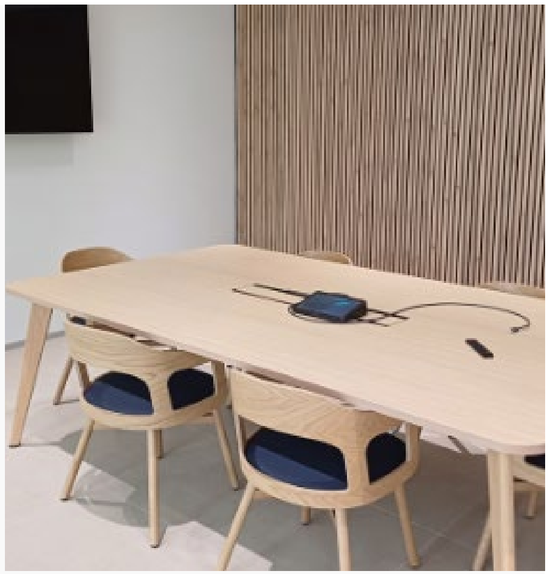


Workforce by age



Refurbishment of our headquarters in Puzol

In 2024, we completed the refurbishment of our offices in Puzol, reflecting our commitment to the wellbeing of our team. The new facilities include a canteen, a nursing room, an outdoor terrace, soundproof booths for video calls, curved monitors, spacious meeting rooms and, soon, a gym.





Training and development

Training is a strategic tool for driving the professional and personal growth of our teams, strengthening the competitiveness of the business and ensuring excellence across all areas of work. We aim to provide employees with the technical skills and capabilities they need to perform their roles effectively.

65,563
hours of training
(vs. 44,827 in 2023)







IMPACT ON THE COMMUNITY

Social Welfare Initiatives

We promote the wellbeing of the communities in which we operate through a range of initiatives, including establishing strategic partnerships with key stakeholders across the value chain, promoting eating healthy, and carrying out social initiatives through our DREAMS programme, as well as providing support in emergency situations.

Promoting healthy eating and healthy lifestyles

We promote healthy eating and healthy lifestyles through themed campaigns, partnerships with sports organisations and events, and the distribution of fresh, nutritious fruit at community and school activities:

- **Creative campaigns aimed at children**, featuring characters popular with young audiences (in 2024, from films such as *Snow White*, *The Lion King*, *Stitch*, *Moana 2* and *Paddington*).
- **Promotion of sport**, through partnerships with leading events and competitions. We are an official partner of the Berlin Ladies Open and the BOSS Open in Stuttgart, and we support youth football alongside Valencia CF, collaborating on the VCF Academy World Cup and the 2024 Summer Camp. We also sponsor the *Valencia Abierta al Mar* Race. All athletes participating in these competitions enjoyed fresh fruit from SanLucar.



Strategic Partnerships

We firmly believe in the power of partnerships to drive community development and improve people's quality of life. In 2024, we collaborated with 22 non-profit organisations across six countries (Germany, Austria, Ecuador, Spain, Tunisia and South Africa), developing initiatives that help create opportunities and strengthen community well-being in the regions where we operate. A highlight was our collaboration as a service partner with football club VfB Stuttgart in a charitable initiative that raised €35,000.

DREAMS programme

Through our DREAMS programme, we promote local social and environmental projects that deliver direct benefits to our employees and their families, as well as to the communities around our sites.

Main areas of action of DREAMS

- Education
- Nutrition
- Sport
- Environmental protection

15+
projects and activities

4
countries

1,000+
beneficiaries

“We learn together” (Ecuador)

School support programme in the agricultural district of Puebloviejo (Los Ríos province). This initiative aims to strengthen learning among children in economically vulnerable situations, particularly those facing challenges in subjects such as Spanish language and mathematics.





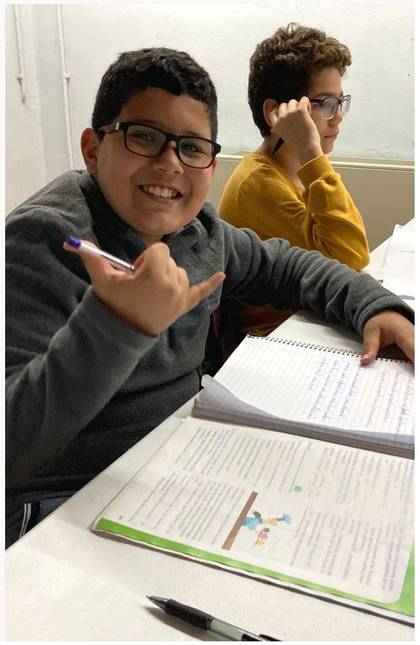
“El Puchero” Community Kitchens (Spain)

As part of this programme, around 500 hot meals are prepared and distributed daily in the Orriols neighbourhood and the port of Valencia, in collaboration with the Coordinadora Solidaria Valencia Foundation.

Partnership with Fundación Iniciativa Social (Spain)

- **"Academic Support":** personalised educational support for children from disadvantaged families in the Orriols neighbourhood of Valencia. The aim is to improve academic performance and promote the social integration of children at risk of social exclusion.
- **"Summer School":** activities designed to promote positive values among children during the summer holidays (60 beneficiaries in 2024). We support this initiative by donating fresh fruit daily.





"Speelskool" Project (South Africa)

A comprehensive care programme for the children of SanLucar employees in South Africa, supporting them from early childhood through to graduation. The "Amazing Brainz" programme promotes early childhood development, while the "CAMI" initiative provides after-school academic support.



"Takween" programme (Tunisia)

A programme aimed at training young people in agricultural skills, combining technical training with the development of soft skills and hands-on field experience. Developed in collaboration with Swisscontact and the Tunisian Ministry of Employment.



Special Measures in Response to the Severe Storm

The severe storm that affected the Valencian Community in October 2024 prompted the implementation of a comprehensive support plan for affected communities, our employees and the surrounding areas. The aim was to provide food assistance, financial support and other forms of aid to help ensure the wellbeing of those affected and facilitate the return to normality.











- **"El Puchero" Community Kitchens:** distribution of hot meals for nearly a month to affected individuals, volunteers and emergency services, adapting to the daily needs of each location. Around **400 additional meals were prepared each day** thanks to the commitment of SanLucar employees and the kitchen team. This emergency initiative was recognised by the Governing Board of the *Semana Santa Marinera* of Valencia.
- **Storage and distribution of donations:** management and distribution of food, clothing, cleaning products and pressure washers, in coordination with local authorities and organisations.
- **Donation of books and school supplies:** book collection campaign for the Aldaia Municipal Library and distribution of school supplies in collaboration with Fundación Iniciativa Social.
- **Children's workshops:** organisation of recreational activities in Catarroja, one of the areas most affected by the extreme weather event, along with the distribution of fresh fruit to promote healthy eating habits among children.
- **Financial support for affected employees:** creation of a solidarity fund to raise financial support for employees and external partners hit by the severe storm. A total of **€205,500** was raised and distributed among 15 employees and two external partners.

GOOD GOVERNANCE

Ethical and Responsible Conduct

Our governance system is grounded in strong ethical principles to ensure that all our operations are carried out responsibly and in line with international standards. This includes ensuring regulatory compliance, the respectful and fair treatment of people, respect for the environment and excellence in delivering safe and healthy products.

Ethics and responsibility

As a signatory to the United Nations Global Compact, we promote fundamental values in the areas of human rights, labour standards, environmental protection and anti-corruption. Our *Integrated Policy* and *Code of Ethics* reinforce these commitments, serving as a guiding framework for all employees and ensuring clear, effective communication to support decision-making.

Quality Management System

We apply preventive and corrective measures across all processes, from farm operations to market distribution, ensuring that our products reach consumers in optimal condition. Our Quality Management System ensures compliance with applicable legal requirements, as well as with our internal standards for quality, food safety and product labelling.

Enhancements to the supplier monitoring and approval system

In 2024, the creation of the new Quality and Sustainability Department brought together the assessment of suppliers' ESG criteria, food safety and product quality within a single unit. This process is being rolled out progressively and began with ESG assessments in Europe.

8.6/10
Customer satisfaction

Certifications across the value chain

We ensure compliance with the highest quality standards throughout the value chain by certifying both our own farms and those of our suppliers in the following key areas:

- **Food safety:** farms certified under international food safety standards, with a requirement for producers to hold valid GLOBAL G.A.P. and/or QS-G.A.P. certifications.
- **Social compliance:** our own farms and suppliers hold social certifications or undergo assessments such as GRASP, SA8000, SMETA, Amfori BSCI, SIZA or Rainforest Alliance.
- **Environmental management:** active certifications under SPRING, LEAF or equivalent sustainable agriculture schemes, as well as the SPRING Add-on certification for water management.

sanlucar.com/en/