

Global Reporting Initiative (GRI) Content Index

General Disclosure

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Standard	Index	Description	Response
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Standard	Index	Description	Response
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GRI 3: Management approach 2021	3-3	Management of material topics	Reducing Food Waste
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GRI 3: Management approach 2021	3-3	Management of material topics	Reducing Our Carbon Footprint
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Disclosures
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GRI 3: Management approach 2021	3-3	Management of material topics	Waste, Water and Wastewater Treatment
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Disclosures
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Standard	Index	Description	Response
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GRI 3: Management approach 2021	3-3	Management of material topics	Our People's Safety
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GRI 404: Training and Education 2016			
GRI 3: Management approach 2021	3-3	Management of material topics	Upskilling an Reskilling
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GRI 3: Management approach 2021	3-3	Management of material topics	Diversity Equity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion
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GRI 3: Management approach 2021	3-3	Management of material topics	Our Social Impact
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GRI 3: Management approach 2021	3-3	Management of material topics	2024 Nutritional Strategy
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety	Excellence in Food Safety and Quality
		impacts of product and service categories	2024 Nutritional Strategy
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Excellence in Food Safety and Quality
GRI 417: Marketing and Labeling 2016			
GRI 3: Management approach 2021	3-3	Management of material topics	Marketing Responsibly
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Marketing Responsibly
	417-2	Incidents of non-compliance concerning product and service information and labeling	Marketing Responsibly
	417-3	Incidents of non-compliance concerning marketing communications	Marketing Responsibly



Environmental Disclosure

In 2023, a company-wide system was implemented to calculate all environmental data across the company’s sites. Comparison data from previous years was updated in accordance with the new system. As a result, some historical figures may differ from those reported in earlier reports. The 2024 data does not include Sabra and Obela.

BASE DATA

	Unit	2021	2022	2023	2024
Total tons food/bev’ production output - all company sites	Ton	725,536	680,154	686,769	658,230

Energy consumption

	Unit	SASB	GRI	2021	2022	2023	2024	Annual Change 2023->2024
Total energy consumption	GJ	FB-NB-130a.1 FB-MP-130a.1 FB-PF-130a.1	302-1	2,102,990	2,029,777	2,268,178	1,981,846	-13%
Total fuel consumption	kWh			393,139,290	380,881,603	435,040,911	385,067,135	-11%
Natural gas	kWh			216,741,253	216,528,006	236,957,554	216,242,309	
Fuel oil	kWh			30,988,289	32,505,984	32,411,104	31,093,939	
LPG	kWh			46,851,220	32,350,240	56,123,006	23,144,052	
Gasoline	kWh			37,300,003	40,462,079	44,651,571	44,066,283	
Diesel	kWh			61,258,525	59,035,294	64,897,676	59,066,402	
Biogas	kWh			NA	NA	NA	11,454,149	
Total purchased electricity	kWh			189,639,208	180,720,231	191,089,949	176,899,781	-7.4%
Total renewable energy generated or purchased directly and through RECs¹	kWh			1,385,434	2,225,061	9,050,404	18,900,165	109%
Purchased Renewable Electricity through REC/PPA	kWh		302-1	NA	NA	5,131,983	6,450,028	
Total on-site renewable energy generated and sold	kWh		302-1	1,385,434	2,225,061	3,918,421	995,940	
Energy intensity	GJ / ton		302-3	2.8985	2.9843	3.3027	3.0109	-8.8%



GHG emissions

	Unit	SASB	GRI	2021	2022	2023	2024	Annual Change 2023->2024
Scope 1 GHG emissions	TCO2-e	FB-MP-110a.1	305-1	85,764	84,895	94,746	79,376	-16%
Scope 2 GHG emissions	TCO2-e		305-2					
location based	TCO2-e			91,119	67,543	72,509	60,860	-16%
market based	TCO2-e			91,119	72,402	68,646	61,995	-10%
Total direct GHG emissions (Scope 1+2)	TCO2-e							
location based	TCO2-e			176,883	152,437	167,256	140,236	-16%
market based	TCO2-e			176,883	157,296	163,393	141,371	-13%
GHG emissions intensity scope 1+2 (TCO ₂ -e per ton of product)	TCO2-e per ton of product		305-4	0.244	0.224	0.244	0.213	

Air pollutant emissions

	Unit	GRI	2021	2022	2023	2024	Annual Change 2023->2024	comments
NO _x	Ton	305-7	47.8	90.8	47	24		Air pollutant emissions figures include data from Strauss Israel activity only
SO _x	Ton		15.9	77.9	73	51		
PM	Ton		12.3	40.9	2.7	2.15		
CO	Ton		65.7	67.9	46.8	48		
Total air pollutant emissions	Ton		142	278	170	125	-26%	



Emissions of ozone-depleting substances (ODS) and CO2 refrigerants

	Unit	GRI	2021	2022	2023	2024	comments
Carbon dioxide	kg	305-6	1,883	6,221	2,542	5,559	In 2021 we improved our infrastructure and as part of that, we replaced parts of our cooling systems. The new system relies on gas with lower environmental impacts (R-134A) relative to the gas on which the old systems relied.
R-404a	kg		50.4	130	6.8	1.00	
R-407c	kg		18.4	48	5	31.7	
R-410A	kg		86	1,629	544	204.5	
R-22/HCFC-22	kg		1,68	650	1,239	552	
R32/HFC-32	kg		NA	NA	3.3	0.3	
R-134A/HFC-134a*	kg		823	777	1,534	135	

Water and Effluents

Water withdrawal	Unit	GRI	2021	2022	2023	2024	Annual Change 2023->2024
Total water withdrawal	m3	303-3	1,794,734	1,676,353	2,065,600	1,760,217	-15%
Municipal water supplies or other water utilities	m3		1,683,049	1,614,239	2,065,600	1,760,217	
Groundwater	m3		110,576	61,764	NA	NA	
Rainwater collected directly and stored by the organization	m3		250	350	NA	NA	
Surface water	m3		859	NA	NA	NA	
Wastewater discharge	Unit	GRI	2021	2022	2023	2024	Annual Change 2023->2024
Total wastewater	m3	303-4	1,419,084	1,342,564	1,313,811	1,194,274	-9%
Municipal water supplies or other water utilities water total	m3		1,419,084	1,319,990	1,313,811	1,194,274	
Surface water	m3		NA	22,574	NA	NA	
Municipal wastewater treatment	m3		NA	NA	633,797	100,561	
On-Site treatment before Municipal wastewater treatment	m3		NA	NA	1,035,661	NA	
Total water consumption	m3	303-5	375,650	333,789	751,789	565,943	-25%
Water intensity (m3 water withdrawal per ton of product)	m3 / ton		2.47	2.46	3.01	2.67	-11%



Waste

	Unit	GRI	2021	2022	2023	2024	Annual Change 2023->2024	comments
Non-Hazardous Waste Total	metric ton	306-4	102,094	80,798	46,435	38,873	-16%	The presented data excludes whey from Ahihud dairy, most of which is used for feeding in dairy farms
Non-Hazardous waste landfilled	metric ton		9,884	13,028	7,232	3,883		
Non-Hazardous waste incinerated (including energy recovery)	metric ton		17,693	10,938	5,189	4,253		
Non-Hazardous waste Incinerated (without energy recovery)	metric ton		n/a	189	n/a	20		
Non-hazardous waste recycled	metric ton		10,828	12,659	10,550	9,465		
Non-Hazardous waste reused	metric ton		62,314	14,800	23,455	21,252		
Other recovery operations	metric ton		1,375	29,185	10	NA		
Hazardous Waste Total	metric ton		36	1,036	400	26	-94%	The presented data excludes whey from Ahihud dairy, most of which is used for feeding in dairy farms
Hazardous waste landfilled	metric ton		1	2	7	8		
Hazardous waste incinerated (without energy recovery)	metric ton		NA	18	NA	8		
Hazardous waste recycled	metric ton		22	1,005	394	10		
Hazardous waste reused	metric ton		13.0	0.5	NA	NA		
Other recovery operations	metric ton		NA	9.7	NA	NA		

Environmental compliance

	Unit	SASB	GRI	2021	2022	2023	2024
Total monetary value of significant fines	NIS	FB-MP-140a.3	2-27	0	0	NA	1,670,000
Total number of monetary sanctions	#			0	0	NA	1
Total number of non-monetary sanctions	#			0	0	NA	22

Total amounts of raw materials

	Unit	GRI	2024
Green Coffee	metric ton	301-1	334,974
Cocoa	metric ton		9,470
Chickpeas	metric ton		2,845
Milk	metric ton		293,009
Water Bar	metric ton		1,555
purifier & UV	metric ton		790
CO2 cylinder - W.O Gas	metric ton		197
Total amounts of raw materials	metric ton		669,998

Packaging materials

	Unit	GRI	2024
Cardboard, pulp and paper	metric ton	301-2	25,043
Aluminum	metric ton		34
Glass	metric ton		19,770
Triplex	metric ton		757
Laminate	metric ton		7,751
Metal	metric ton		4,321
Wooden pallets	metric ton		782
PS	metric ton		2,606
PP - plastic	metric ton		4,177
LDPE - plastic	metric ton		1,170
HDPE - plastic	metric ton		1,147
PET - plastic	metric ton		3,503
Other	metric ton		3,811
Recycled packaging materials (Plastic, Paper, glass, metal etc.) or materials that includes recycled materials	metric ton		541
Total weight of ALL packaging materials	metric ton		75,413

*The packaging materials data in this table does not include Strauss Water

Social Disclosure

Note that the number of employees reported in this year’s document differs from the figure in Strauss Group’s 2024 annual report. This discrepancy is primarily due to a different classification of temporary workers and agency staff in Brazil. The 2024 data does not include Sabra and Obela.

EMPLOYEES

	Unit	GRI	2022	2023	2024
Total number of employees	#	2-6	16,538	17,116	17,346
>women	#		6,381	6,594	6,669
>men	#		10,157	10,522	10,677
Breakdown of Employees by Contract and by Role					
Employees hired on a permanent contract		2-6			
TOTAL	#		16,009	15,990	15,060
>women	#		6,075	10,029	5,638
>men	#		9,934	5,961	9,422
Employees hired on a fixed term / temporary contract					
TOTAL	#	2-6	182	705	685
>women	#		82	413	389
>men	#		100	292	296
Employees in full time positions					
TOTAL	#	2-6	16,442	16,538	15,514
>women	#		6,308	6,234	5,840
>men	#		10,134	10,304	9,674
Employees in part-time positions					
TOTAL	#	2-6	96	540	580
>women	#		73	360	371
>men	#		23	180	209

Employees covered by collective bargaining agreement	Unit	GRI	2022	2023	2024
TOTAL	#	2-30	10,995	10,985	11,461
>women	#		3,414	3,232	3,740
>men	#		7,581	7,662	7,721
Employees, by level and gender	Unit	GRI	2022	2023	2024
Senior managers >Men	#	405-1	40	38	121
Middle managers >Men	#		428	453	317
Emerging management/entry-level >Men	#		883	940	866
Non-management >Men	#		8,806	9,051	8,579
Senior managers >Women	#		16	18	94
Middle managers >Women	#		349	370	236
Emerging management/entry-level >Women	#		583	638	592
Non-management >Women	#		5,433	5,568	5,289
Gender representation % of total management					
Senior managers >Men	%	405-1	2%	2%	1%
Middle managers >Men	%		19%	18%	2%
Emerging management/entry-level >Men	%		38%	38%	5%
Senior managers >Women	%		1%	1%	1%
Middle managers >Women	%		15%	15%	1%
Emerging management/entry-level >Women	%		25%	26%	4%
Gender representation % of level					
Senior managers >Men	%	405-1	71%	68%	56%
Middle managers >Men	%		55%	55%	57%
Emerging management/entry-level >Men	%		60%	60%	59%
Non-management >Men	%		62%	NA	62%
Senior managers >Women	%		29%	32%	44%
Middle managers >Women	%		45%	45%	43%
Emerging management/entry-level >Women	%		40%	40%	41%
Non-management >Women	%		38%	NA	38%



Managers, by gender					
Total managers	#	405-1	2,299	2,457	2,226
>women	#		948	1,026	922
>men	#		1,351	1,431	1,304
Managers, by gender					
>women	%	405-1	41%	42%	41%
>men	%		59%	58%	59%
Age diversity - Number of employees, by age groups					
30<	#	405-1	4,184	4,155	3,968
30-50	#		9,887	10,249	9,834
50>	#		2,467	2,667	2,299
Age diversity - Number of employees, by age groups					
30<	%	405-1	25%	24%	
30-50	%		60%	60%	
50>	%		15%	16%	
Number of women in top ten highest salary packages	#		259	0	200
Percentage of women in top ten highest salary packages	%		40%	42%	27%
Number of minority employees, by level and gender					
Manager< Men	#	405-1	631	41	226
Manager< Women	#		270	33	99
Non managers< Men	#		6,078	894	1,257
Non managers< Women	#		2,906	778	895
Employees with disabilities, by level and gender					
Manager< Men	#	405-1	32	26	32
Manager< Women	#		10	12	13
Non managers< Men	#		300	305	376
Non managers< Women	#		128	135	137



Volunteering and Donations	Unit	2021	2022	2023	2024
Number of employee volunteering hours	#	14,218	18,733	18,769	16,725
Tons of product donated - Sabra donations	ton	119	0	839	NR
Tons of product donated - Israel donations	ton	897	0	819	615

Promotions, by gender	Unit	2022	2023	2024
Senior managers< Men	#	2	4	6
Middle management< Men	#	101	64	68
Emerging management/entry-level< Men	#	306	170	98
Non-management< Men	#	1,226	1,407	1,166
Senior managers< Women	#	0	3	7
Middle management< Women	#	64	56	28
Emerging management/entry-level< Women	#	148	112	83
Non-management< Women	#	567	605	530

SAFETY

Safety Incident Data (Employees- work-related injury)	Unit	SASB	GRI	2022	2023	2024
Total # of work-related injuries; (First Aid - no lost days)	#	FB-MP-320a.1	403-9 403-10	98	31	156
Total # of work-related injuries; (minor injuries led to lost days)	#			224	138	68
Total # of high-consequence work-related injuries	#			36	34	1
Total # of work-related fatalities	#			1	0	0
Total # of work-related Illness	#			82	22	14
Total # of days missed	#			2026	4416	2,128
Injury Rates	Unit	SASB	GRI	2022	2023	2024
Work-related recordable injuries		FB-MP-320a.1	403-9	2.56	1.310	1.397
Work-related high-consequence injuries				0.00	0.198	0.020
Work-related fatalities				0.00	0	0
Near Miss Events	Unit	SASB	GRI	2022	2023	2024
Number of Near Miss Events- unplanned event that did not result in an injury, illness or damage, but had the potential to do so >Employees		FB-AG-320a.1	403-9	19,868	25,511	27,359
Number of Near Miss Events- unplanned event that did not result in an injury, illness or damage, but had the potential to do so >Contracted workers			403-9	1	NA	NA

* Data from Strauss Israel activity only

TRAINING

Training in all forms (including online), in all topics: professional, role-specific, ethics/human rights/anti-corruption etc.	GRI	2021	2022	2023	2024
Number of training hours >Senior managers	404-1	503	349	29,755	634
Number of training hours >Middle managers		7,437	3,661		4,974
Number of training hours >Emerging manager/entry managers		41,838	18,050		19,069
Number of training hours >Non-managers		177,594	149,596	163,553	132,117
Total training hours		227,372	171,656	193,308	156,794
Number of employees >Senior managers		54	56	2,457	215
Number of employees >Middle managers		759	777		553
Number of employees, Emerging manager/entry >managers		1,442	1,466		1,458
Number of employees >Non-managers		13,751	14,239	14,619	13,868
Average training hours per employee >Senior managers		9.31	6.23	12.11	2.95
Average training hours per employee >Middle managers		9.8	4.71		8.99
Average training hours per employee, Emerging manager/entry >managers		29.01	12.31		13.08
Average training hours per employee >Non-managers		12.92	10.51	11.19	9.53
Health and Safety training for employees	GRI	2021	2022	2023	2024
Number of training hours >Senior managers	403-5	21	156	3,696	115
Number of training hours >Middle managers		182	756		185
Number of training hours >Emerging manager/entry managers		2,006	3,259		1,140
Number of training hours >Non-managers		20,104	25,191	56,469	8,421
Total training hours - Health and Safety		22,313	29,362	60,165	9,861
Number of employees >Senior managers		54	56	2,457	215
Number of employees >Middle managers		759	777		553
Number of employees> Emerging manager/entry managers		1,442	1,466		1,458
Number of employees >Non-managers		13,751	14,239	14,619	13,868
Average training hours per employee >Senior managers		0.38	2.79	1.50	0.53
Average training hours per employee >Middle managers		0.24	0.97		0.33
Average training hours per employee >Emerging manager/entry managers		1.39	2.22		0.78
Average training hours per employee >Non-managers		1.46	1.77	3.86	0.61



Ethical conduct and anti-corruption policies training for employees	GRI	2021	2022	2023	2024
Number of training hours >Senior managers	403-5	58	63	1,567	10
Number of training hours >Middle managers		318	431		152
Number of training hours >Emerging manager/entry managers		1,348	1,727		1,111
Number of training hours >Non-managers		8,865	10,905	10,901	8,388
Total training hours - Ethical conduct and anti-corruption policies		10,589	13,126	12,468	20,267
Number of employees >Senior managers		54	56	2,457	215
Number of employees >Middle managers		759	777		553
Number of employees >Emerging manager/entry managers		1,442	1,466		1,458
Number of employees >Non-managers		13,751	14,239	14,619	13,868
Average training hours per employee >Senior managers		1.07	1.13	0.64	0.05
Average training hours per employee >Middle managers		0.42	0.55		0.27
Average training hours per employee >Emerging manager/entry managers		0.93	1.18		0.76
Average training hours per employee >Non-managers		0.64	0.77	0.75	0.60
Quality control / product safety training for employees	GRI	2021	2022	2023	2024
Number of training hours >Senior managers	403-5	NA	580	1931.18	NA
Number of training hours >Middle managers		140	2,421		45
Number of training hours >Emerging manager/entry managers		1,458	5,914		208
Number of training hours >Non-managers		12,887	30,311	19,436	4,431
Number of employees >Senior managers		54	56	2,457	215
Number of employees >Middle managers		759	777		553
Number of employees >Emerging manager/entry managers		1,442	1,466		1,458
Number of employees >Non-managers		13,751	14,239	14,619	13,868
Average training hours per employee >Senior managers		NA	10.36	0.79	0
Average training hours per employee >Middle managers		0.18	3.12		0.08
Average training hours per employee >Emerging manager/entry managers		1.01	4.03		0.14
Average training hours per employee< Non-managers		0.94	2.13	1.33	0.32

EMPLOYEE PERFORMANCE REVIEWS

	Unit	GRI	2021	2022	2023	2024
Number Employees Performance Reviews	#	404-3	10,068	7,986	2,531	6,468
Total number of employees	#		16,006	16,838	17,071	16,094
Percentage of employees receiving performance review	%		63%	47%	15%	19%

* 2023 data does not include strauss israel preformance reviews

SUPPLY CHAIN

Number of Suppliers and local procurement	Unit	SASB	GRI	2021	2022	2023	2024
Total number of suppliers	#		204-1	15,468	17,585	7,004	14,488
Number of local suppliers	#			14,374	16,277	3,369	10,662
Supplier Environmental Assessment	Unit	SASB	GRI	2021	2022	2023	2024
New suppliers that were screened using environmental criteria	#	FB-PF-430a.2	308-1	31	3	1	1
Number of critical suppliers assessed for environmental impacts	#			343	17	13	15
Number of existing critical suppliers identified as having significant actual and potential negative environmental impacts	#			286	0	0	0
Number of critical suppliers with which relationships were terminated as a result of assessment	#			2	0	0	0
Supplier Social Assessment	Unit	SASB	GRI	2021	2022	2023	2024
New suppliers that were screened using Social criteria	#		414-1 414-2	28	8	2	1
Number of Tier 1 suppliers assessed/audited for Social impacts by internal or third party audits	#			321	16	37	15
Number of Tier 3 suppliers assessed/audited for Social impacts by internal or third party audits	#			0	0	0	0
Number of suppliers with which relationships were terminated as a result of assessment	#			0	0	0	0
Suppliers audited regarding human rights	Unit	SASB	GRI	2021	2022	2023	2024
Total suppliers audited in regards to human rights	#			11	25	0	30
Total Number of human rights audits conducted	#			44	0	0	30
Number of suppliers trained on ethics and human rights	#			75	70	4	30
Number of suppliers trained on quality assurance	#			99	256	661	2



Interactions with water as a shared resource

	Unit	GRI	2022	2023	2024
Number of suppliers located in one of the following countries- Qatar, Lebanon, Iran, Jordan, Libya, Kuwait, Saudi Arabia, Eritrea, United Arab Emirates, San Marino, Bahrain, India, Pakistan, Turkmenistan, Oman and Botswana	#	303-1	3	N/A	4
Number of all local suppliers from Israel	#		3,170	N/A	3,240

Improved Nutrition

	unit	2024
Gluten free Products	Percentage of SKU's effected	70%
High in Saturated Fat	Percentage of SKU's effected	27%
High in Sodium	Percentage of SKU's effected	1.6%
High in Sugar	Percentage of SKU's effected	24.5%
Lactose free products	Percentage of SKU's effected	2.9%
Low Lactose products	Percentage of SKU's effected	4.5%
Sugar free or no added Sugar products	Percentage of SKU's effected	8.4%

*Data from Strauss israel products only

Food Safety

	SASB	Response	Comments
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-250a.1	(1) 0 (2) (a) 0, (b) 0	All 7 of our production sites operate in accordance with GFSI (Global Food Safety Initiative) standards, specifically FSSC 22000 certification
Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-PF-250a.2	100%	
(1) Total number of notices of food safety violation received, (2) percentage corrected	FB-PF-250a.3	(1) 0 (2) 0	
(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	(1) 0 (2) 0	

Marketing & Product Labeling &

	SASB	Response	
Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines 3	FB-PF-270a.1	(1) 0% (2) 0%	



Governance Disclosure

Board of Directors

Data Description	GRI	2021	2022	2023	2024
Total # of directors	405-1	12	12	12	12
Number of non-executive directors on board		12	12	12	12
Number of external directors		3	3	3	3
Number of independent directors		4	3	3	3
Separate chair and CEO		Yes	Yes	Yes	Yes
Average tenure of Board members (years)		12.9	13.9	14.1	14.1
Women directors on Board (%)		58%	58%	67%	67%
Total number of Board meetings held		17	24	20	20
Attendance rate - board meetings (%)		95%	96%	94%	94%
Audit Committee - # of members		5	5	4	4
Audit Committee - # of meetings		10	12	7	7
Audit Committee - attendance rate (%)		98%	97%	94.6%	94.6%
Remuneration Committee - # of members		3	3	3	3
Remuneration Committee - # of meetings		6	11	10	10
Remuneration Committee - attendance rate (%)		100%	100%	100%	100%
Financial Statements Review Committee - # of members		4	4	3	3
Financial Statements Review Committee - # of meetings		4	4	5	5
Financial Statements Review Committee - attendance rate (%)		100%	100%	100%	100%
Human Resources, Nominating, and Corporate Governance Committee - # of members		5	6	5	5
Human Resources, Nominating, and Corporate Governance Committee - # of meetings		3	1	4	4
Human Resources, Nominating, and Corporate Governance Committee -attendance rate (%)		100%	100%	90%	90%
Finance and Investment Committee - # of members		4	4	4	4
Finance and Investment Committee - # of meetings		7	9	12	12
Finance and Investment Committee - attendance rate (%)		93%	86%	95%	95%
Risk Management Committee - # of members		5	5	5	5
Risk Management Committee - # of meetings		2	1	3	3
Risk Management Committee - attendance rate (%)		100%	100%	100%	100%

Customer service

Strauss Israel	SASB	GRI	2021	2022	2023	2024
Consumers were very satisfied with the service they received			87%	83%	90%	94%
Consumers stated that they continued to purchase the product about which they had complained			92%	91%	92%	91%
Consumers stated that their opinion of Strauss was very positive or positive			90%	86%	89%	85%

Compliance

	SASB	GRI	2021	2022	2023	2024
Report the total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, classified by their result: fine or warning		417-3	0	0	0	0
Incidents of corruption	SASB	GRI				
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption		205-3	0	0	1	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption			0	0	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases			0	0	0	0
Incidents of non-compliance concerning the health and safety impacts of products and services	SASB	GRI	2021	2022	2023	2024
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:						
Incidents of non-compliance with regulations resulting in a fine or penalty		416-2	0	0	0	7
Incidents of non-compliance with regulations resulting in a warning			1	0	0	4
Incidents of non-compliance with voluntary codes			0	0	0	0

Incidents of non-compliance concerning product and service information and labeling	SASB	GRI	2021	2022	2023	2024
Number of incidents of non-compliance with regulations resulting in a fine or penalty	FB-NB-270a.3	417-2	4	0	0	1
Number of incidents of non-compliance with regulations resulting in a warning			1	0	0	9
Number of incidents of non-compliance with voluntary codes			0	0	0	0
Incidents of non-compliance concerning marketing communications, including advertising, promotion, and sponsorship	SASB	GRI	2021	2022	2023	2024
Number of incidents of non-compliance with regulations resulting in a fine or penalty		417-3	0	0	0	0
Number of incidents of non-compliance with regulations resulting in a warning			0	0	0	0
Number of incidents of non-compliance with voluntary codes			0	0	0	0
Non-compliance with laws and regulations in the social and economic area	SASB	GRI	2021	2022	2023	2024
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:						
Total monetary value of significant fines		417-3	0	0	0	0
Total number of non-monetary sanctions			0	0	0	0
Cases brought through dispute resolution mechanisms			0	0	0	0

Sustainability Accounting Standards Board (SASB) Content Index

TOPIC	ACCOUNTING METRIC	CODIFIED METRIC CODE	Comments
GHG Emissions	Gross global Scope 1 emissions	FB-MP-110a.1	Reducing Our Carbon Footprint
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions reduction targets, and an analysis performance against those targets	FB-MP-110a.2	Reducing Our Carbon Footprint
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-PF-130a.1, FB-MP-130a.1	Energy Management Disclosures
	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	FB-NB-130a.1	Energy Management Disclosures
Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3, FB-MP-140a.2	Waste, Water, and Wastewater Management
Food Safety	(1) Total number of notices of food safety violation received, (2) percentage corrected	FB-PF-250a.3	Disclosures
	(1) Number of recalls issued and (2) total amount of food product recalled2	FB-PF-250a.4	Disclosures
Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2, FB-NB-260a.2	2024 Nutritional Strategy
Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2, FB-NB-410a.2	Waste, Water, and Wastewater Management
Antibiotic Use in Animal Production	percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	FB-MP-260a.1	Selected Raw Materials
Workforce Health & Safety	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	FB-MP-320a.2	Our People’s Safety



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דוח בלתי תלוי להבטחת מהימנות מוגבלת בהיקפה (Limited Assurance) לקוראי/משתמשי דוח ESG לשנת 2024 של שטראוס גרופ בע"מ

הנהלת שטראוס גרופ בע"מ, הסללת את כלל החברות הנמצאות בשליטה תפעולית של הקבוצה, לרבות מיזמים משותפים המדווחים כיחידות מלאות (להלן: "שטראוס" או "הקבוצה") התקשרה עמנו לצורך ביצוע הבטחת מהימנות מוגבלת בהיקפה (Limited Assurance), בנוגע לנתונים הספציפיים המצוינים בטבלה המופיעה בדוח הבטחת המהימנות (להלן: "נושאים ספציפיים"), בנוגע למידע הנכלל בדוח ה-ESG של שטראוס לשנת 2024 (להלן "הדוח" או "דוח ה-ESG"). יצוין כי הבטחת המהימנות התייחסה למידע ולנתונים שנכללו בנושאים המפורטים בטבלה זו, בשנה המצוינת, בלבד. להלן רשימת הנושאים עליהם בוצעה הבטחת מהימנות מוגבלת בהיקפה בהקשר למידע ולנתונים הספציפיים:

נושא	יחידת מידה	נתון 2024
סה"כ עובדים	#	17,346
סה"כ עובדים לפי מגדר - נשים	#	6,669
סה"כ עובדים לפי מגדר - גברים	#	10,677
סה"כ עובדים לפי גיל - מתחת ל-30*	#	3,968
סה"כ עובדים לפי גיל - בין 30 ל-50*	#	9,834
סה"כ עובדים לפי גיל - מעל ל-50*	#	2,299
עובדים אשר השלימו לומדת אתיקה	%	98
סה"כ רכישת חשמל	קוט"ש	176,899,781
סה"כ צריכת דלקים	קוט"ש	385,067,135
מוצרי שטראוס ישראל טבעוניים	%	34.5
מוצרי שטראוס ישראל ללא גלוטן	%	70
סה"כ חומר גלם – קפה ירוק	טון	334,974

*פילוח עובדים לפי גיל אינו כולל עובדי מח אדם.

מידע ופירוט נוסף, לרבות היקף, תכולה, הנחות ואומדנים שנקבעו על ידי הקבוצה בנוגע לנתונים הספציפיים שנכללו בתהליך, ניתן למצוא בפרקים הרלוונטיים בדוח ה-ESG של הקבוצה.

אחריות הנהלת שטראוס הינה (א) לעריכתו והצגתו של דוח ה-ESG, בהתאם לעקרונות ה-GRI Global Reporting Initiative (GRI) וה-Sustainability Accounting Standards Board (SASB), כפי שמופיעים בדוח, וכן כל המידע והמצגים הרלוונטיים הנכללים בדוח; (ב) לקביעת היעדים של שטראוס בהתייחס לביצועים ודיווח בנוגע לפיתוח בר-קיימא; (ג) מיסודן ותחזוקתן של מערכות מתאימות לבקרה פנימית ולבחירת הביצועים והתוצאות הניהוליים, הנוגעות לעריכת והצגת דוח ה-ESG באופן שאינו מכיל הצגה מוטעית מהותית, בין אם בעקבות הזנאה ובין אם בעקבות טעות; (ד) זיהוי מחזיקי העניין והנושאים המהותיים לדיווח.

אחריותנו הינה לבצע הבטחת מהימנות מוגבלת בהיקפה ולהביע מסקנה בהתבסס על העבודה שבוצעה. ביצענו את ההתקשרות בהתאם לתקן הבינלאומי להתקשרויות לצרכי ביצוע הבטחת מהימנות *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (ISAE 3000), שיצא לאור על-ידי המועצה הבינלאומית לתקני ביקורת והבטחת מהימנות (IAASB). תקן זה דורש, כי אנו נעמוד בדרישות אתיות מקובלות, כולל דרישות איתנות, וכן שהעבודה תתוכנן ותבוצע על מנת לבצע הבטחת מהימנות מוגבלת בהיקפה בהתייחס לכך שהנושאים שבדקנו בדוח אינם כוללים טעות מהותית.

התקשרות לבצע הבטחת מהימנות מוגבלת בהיקפה, בהקשר למידע ונתונים הנכללים בנושאים הספציפיים בדוח ה-ESG כוללת ביצוע ראיות, בדגש אל מול הגורמים האחראיים בשטראוס להכנתו של המידע המוצג בדוח ויישומן של בדיקות אנליטיות ונהלים נוספים לאיסוף ראיות תומכות בהיקף נאות. נהלים אלה כללו את הפעולות הבאות:

- בחינת נושאים ספציפיים בתכולת הדוח לצורך תהליך ביצוע הבטחת מהימנות מוגבלת בהיקפה בהתבסס על מקורות מידע ציבוריים, הכרות עם פעילות הקבוצה, ומידע השוואתי אל מול ארגונים דומים.
- קיום ראיות עם גורמי הנהלה על מנת לקבל הבנה בנוגע לנושאים הספציפיים.
- קיום ראיות עם גורמים רלוונטיים בקבוצה האחראים לספק את המידע הנדרש לצורך עריכת הדוח.
- ביצוע השוואה כי הנושאים הספציפיים המוצגים בדוח תואמים לאסמכתאות הקיימות במקורות המידע הרלוונטיים לעריכת הדוח, וזאת על מנת לקבוע האם כל המידע המהותי הקיים במקורות אלה נכלל בדוח.
- בהתאם לרלוונטיות, קיום ראיות בנוגע לאופן החישוב, החיבור והשיטות ששימשו לאיסוף המידע המהותי ודיווח הנושאים הספציפיים.
- קריאת המידע המוצג בדוח על מנת לקבוע אם הוא עומד בקנה אחד עם הידע הכללי והניסיון הידוע בהקשר לביצועי שטראוס בהיבטי ESG.

כחלק מתהליך ביצוע הבטחת מהימנות מוגבלת בהיקפה סקרנו את הגרסה הסופית של הדוח על מנת להבטיח שהיא משקפת את ממצאינו.

היקף נהלי האיסוף ובחינת מידע תומך המבוצעים בתהליך הבטחת מהימנות מוגבלת בהיקפה (Limited Assurance), הינם פחותים מאלה המיועדים לשם ביצוע הבטחת מהימנות בהיקף סביר (Reasonable Assurance), ולפיכך ניתנת רמה נמוכה יותר של הבטחת מהימנות, בנוגע לדוח ה-ESG של שטראוס גרופ בע"מ.

בהתבסס על הנהלים שתוארו לעיל בביצוע הבטחת מהימנות מוגבלת בהיקפה, לא הובא לידיעתנו דבר היכול להעיד כי הנתונים הספציפיים בדוח ה-ESG של שטראוס בע"מ לשנת 2024, אינם מוצגים, מכל הבחינות המהותיות, באופן נאות, בהתאם לעקרונות ה-GRI וה-SASB ולקריטריוני הדיווח של שטראוס.

הבטחת המהימנות המוגבלת בהיקפה ניתנה אך ורק עבור שטראוס גרופ בע"מ והינה בהתאם לתנאי ההתקשרות ביננו לבין הקבוצה. עבודותינו נעשתה כדי שנוכל לבצע הבטחת מהימנות מוגבלת בהיקפה עבור שטראוס על הנושאים אותם נתבקשנו לבחון במסגרת עבודתנו ולא לאף מטרה אחרת. אנו לא מקבלים או מניחים כי קיימת לנו אחריות כלפי גורם כלשהו מלבד שטראוס גרופ בע"מ, בהקשר לעבודה שבוצעה או מסקנות הבטחת המהימנות המוגבלת בהיקפה.

KPMG סומך חייקין
תל אביב
19 באוגוסט 2025