

Global Reporting Initiative (GRI) Content Index

General Disclosure

Standard	Index	Description	Response
Organizational profile			
GRI 2: General Disclosure 2021	2-1	Organizational details	About Strauss Group
	2-2	Entities included in the organization's sustainability reporting	Sustainability at Strauss Group
	2-3	Reporting period, frequency and contact point	About this Report
	2-4	Restatements of information	Disclosures
	2-5	External assurance	Limited Assurance Report
	2-6	Activities, value chain and other business relationships	About Strauss Group
	2-7	Activities and workers	Workplace Experience
	2-8	Workers who are not employees	NA
	2-9	Governance structure and composition	Our Corporate Governance Structure
	2-10	Nomination and selection of the highest governance body	Our Corporate Governance Structure
	2-11	Chair of the highest governance body	Our Corporate Governance Structure
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability at Strauss Group
	2-13	Delegation of responsibility for managing impacts	Sustainability at Strauss Group
	2-14	Role of the highest governance body in sustainability reporting	Sustainability at Strauss Group
	2-15	Conflicts of interest	Ethics
	2-16	Communication of critical concerns	Ethics
	2-17	Collective knowledge of the highest governance body	Our Corporate Governance Structure
	2-18	Evaluation of the performance of the highest governance body	Our Corporate Governance Structure
	2-19	Remuneration policies	Our Corporate Governance Structure
	2-20	Process to determine remuneration	Our Corporate Governance Structure

Standard	Index	Description	Response
GRI 2: General Disclosure 2021	2-21	Annual total compensation ratio	NA
	2-22	Statement on sustainable development strategy	Sustainability at Strauss Group
	2-23	Policy commitments	Our Corporate Governance Structure
	2-24	Embedding policy commitments	Our Corporate Governance Structure
	2-25	Processes to remediate negative impacts	NA
	2-26	Mechanisms for seeking advice and raising concerns	Our Corporate Governance Structure
	2-27	Compliance with laws and regulations	Our Corporate Governance Structure
	2-28	Membership of associations	Sustainability at Strauss Group
	2-29	Approach to stakeholder engagement	Sustainability at Strauss Group
	2-30	Collective bargaining agreements	People and Communities Disclosures
Material Topics			
GRI 3: Management approach 2021	3-1	Process to determine material topics	Sustainability at Strauss Group
	3-2	List of material topics	Sustainability at Strauss Group
Economic Performance			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	About Strauss Group
	201-2	Financial implications and other risks and opportunities due to climate change	About Strauss Group
	203-1	Infrastructure investments and services supported	About Strauss Group
	205-2	Communication and training about anti-corruption policies and procedures	Ethics
	205-3	Confirmed incidents of corruption and actions taken	Ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics
Sustainable Packaging			
GRI 3: Management approach 2021	3-3	Management of material topics	Packaging and Circular Economy
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Disclosures
	301-2	Recycled input materials used	Disclosures
GRI 302: Energy 2016			
GRI 3: Management approach 2021	3-3	Management of material topics	Reducing Our Carbon Footprint
GRI 302: Energy 2016	302-1	The organization's energy consumption intensity	Disclosures
	302-3	Reductions in energy requirements of products and services	Reducing Our Carbon Footprint
GRI 302: Energy 2016	302-4	The organization's energy consumption reduction	Disclosures

Standard	Index	Description	Response
Water and Effluents			
GRI 3: Management approach 2021	3-3	Management of material topics	Waste, Water and Wastewater Treatment
GRI 303: Water and Effluents 2018	303-2	Management of water discharge - related impacts	Waste, Water, an Wastewater Treatment
	303-4	Water discharge	Disclosures
	303-5	Water consumption	Disclosures
Animal welfare			
GRI 3: Management approach 2021	3-3	Management of material topics	Sourcing Our Ingredients
Preventing food waste			
GRI 3: Management approach 2021	3-3	Management of material topics	Reducing Food Waste
GRI 305: Emissions 2016			
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
	305-2	Energy indirect (Scope 2) GHG emissions	Disclosures
	305-3	Other indirect (Scope 3) GHG emissions	NA
	305-4	GHG emissions intensity	Disclosures
	305-5	Reduction of GHG emissions	Disclosures
	305-6	Emissions of ozone-depleting substances (ODS)	Disclosures
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Disclosures
GRI 306: Waste 2020			
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
	306-2	Management of significant waste-related impacts	Waste, Water and Wastewater Treatment
	306-4	Waste generation and significant waste-related impacts	Disclosures
	306-5	Waste directed to disposal	Disclosures
GRI 401: Employment 2016			
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workplace Experience

Standard	Index	Description	Response
GRI 403: Occupational Health and Safety			
GRI 3: Management approach 2021 GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	Our People's Safety
	403-5	Worker training on occupational health and safety	Our People's Safety
	403-6	Promotion of worker health	Our People's Safety
	403-9(a)	Work-related injuries	Disclosures
	403-10(a)	Work-related ill health	Disclosures
GRI 404: Training and Education 2016			
GRI 3: Management approach 2021	3-3	Management of material topics	Upskilling an Reskilling
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Disclosures
	404-2	Programs for upgrading employee skills and transition assistance programs	Upskilling an Reskilling
Diversity and Equal Opportunity			
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
	405-2	Ratio of basic salary and remuneration of women to men	Disclosures
Community Involvement			
GRI 3: Management approach 2021	3-3	Management of material topics	Our Social Impact
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Our Social Impact
Product Nutrition and Health & Promoting Healthy Lifestyles and Access to Nutrition			
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		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	FB-NB-130a.1 FB-MP-130a.1 FB-PF-130a.1		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 RECs'	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 Ahhud 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 Ahhud 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						
TOTAL	#	2-6	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%

			מספרים	ממשלה	ארגוני	אנשים וAMIL	אקלים ומים
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				1	NA	NA

* Data from Strauss Israel activity only

TRAINING

	GRI	2021	2022	2023	2024
Training in all forms (including online), in all topics: professional, role-specific, ethics/human rights/anti-corruption etc.	404-1	503	349	29,755	634
Number of training hours >Senior managers		7,437	3,661		4,974
Number of training hours >Middle managers		41,838	18,050		19,069
Number of training hours >Emerging manager/entry managers		177,594	149,596		132,117
Number of training hours >Non-managers		227,372	171,656		156,794
Total training hours		54	56	2,457	215
Number of employees >Senior managers		759	777		553
Number of employees >Middle managers		1,442	1,466		1,458
Number of employees, Emerging manager/entry >managers		13,751	14,239	12.11	13,868
Number of employees >Non-managers		9.31	6.23		2.95
Average training hours per employee >Senior managers		9.8	4.71		8.99
Average training hours per employee >Middle managers		29.01	12.31		13.08
Average training hours per employee, Emerging manager/entry >managers		12.92	10.51		9.53
Average training hours per employee >Non-managers					
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		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	1.50	13,868
Average training hours per employee >Senior managers		0.38	2.79		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		0.61

		GRI	2021	2022	2023	2024	
Ethical conduct and anti-corruption policies training for employees		403-5	58	63	1,567	10	
Number of training hours >Senior managers			318	431		152	
Number of training hours >Middle managers			1,348	1,727		1,111	
Number of training hours >Emerging manager/entry managers			8,865	10,905	10,901	8,388	
Number of training hours >Non-managers			10,589	13,126	12,468	20,267	
Total training hours - Ethical conduct and anti-corruption policies			54	56	2,457	215	
Number of employees >Senior managers			759	777		553	
Number of employees >Middle managers			1,442	1,466		1,458	
Number of employees >Emerging manager/entry managers			13,751	14,239	14,619	13,868	
Number of employees >Non-managers			1.07	1.13	0.64	0.05	
Average training hours per employee >Senior managers			0.42	0.55		0.27	
Average training hours per employee >Middle managers			0.93	1.18		0.76	
Average training hours per employee >Emerging manager/entry 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	FB-PF-430a.2	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	#	308-1	414-1 414-2	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	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			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		205-3	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 recalled	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



סומך חייקין

מגדל המילניום KPMG

רחוב הארבעה 17, תא דואר 609

תל אביב 60901

03 684 8000

דו"ח בלתי תלוי להבטחת מהימנות מוגבלת בהיקפה (Limited Assurance) לקרואי/משתמשי דו"ח ESG לשנת 2024 של שטר-aos גראף בע"מ

הנהלת שטרוס גروف בע"מ, המכילה את כל החברות הנמצאות בשליטה תפוקית של הקבוצה, לרבות מיזמים מסוימים המיוחדים כיחידות מלאות (להלן: "שטרוס") או "הקבוצה") התקשרה עמו לצורך ביצוע הבטחת מהימנות מוגבלת בהיקפה (Limited Assurance), בנוגע לנתחים הכספיים המצוינים בטבלה המופיעה בזוח הבטחת המהימנות (להלן: "נושאים כספיים"), בנוגע לנכלל בזוח ה-ESG של שטרוס לשנת 2024 (להלן: "זוח ה-ESG").
מצוי כי הבטחת המהימנות תתייחס למידע ולנתונים שנכללו בנושאים המפורטים בטבלה זו, בשנה המצוינת, בלבד.
להלן רשימת הנושאים עליהם מוצעה הבטחת מהימנות מוגבלת בהיקפה בהקשר למידע ולנתונים הכספיים:

נובמבר 2024	יחידת מדיה	נושא
17,346	#	זהה"כ עובדים
6,669	#	זהה"כ עובדים לפי מגדר - נשים
10,677	#	זהה"כ עובדים לפי מגדר - גברים
3,968	#	זהה"כ עובדים לפי גיל - מתחת ל-30*
9,834	#	זהה"כ עובדים לפי גיל - בין 30 ל-50*
2,299	#	זהה"כ עובדים לפי גיל - מעל ל-50*
98	%	ובדים אשר השתלימו למועד אתיקה
176,899,781	קורטייש	זהה"כ רכישת חשמל
385,067,135	קורטייש	זהה"כ צרכית דלקים
34.5	%	וועצרי שטרاؤס ישראל טבעוניים
70	%	וועצרי שטראוּס ישראל ללא גלוטון
334,974	115	זהה"כ חומר גלם – קפה יוק

פילוח שטחים לפי גיל און מלווה מוח אדם

מידע ופירוט נוסף, לרבות היקף, תמליה, הנחות ואומדן שנקבע על ידי הקטча בנוגע לנתונים הספציפיים שנכללו בתחום, ניתן למצוא בפרקים הרלוונטיים בדוחה-ESG של הקטча.

אחריות הנהלת שטר-aos הינה (א) לעריכתו והציגתו של דוח ה-ESG, בהתאם לעקרונות ה-ESG (GRI) וה-Sustainability Accounting Standards, בהתאם לתקנון דוח ה-ESG; (ב) לקבעת היעדים של שטר-aos בהתאם לביצועים ודיזיהן בענוגע לפיתוח בר-קיימא; (ג) מיסודן ותחזוקתן של מערכות מתאימות לבקרה פנימית ולבוחינת הביצועים והتוצאות הכלכליים, הנוגעות לעריכת והציגת דוח ה-ESG באופן שאיתו מכיל הצגה מוטעית מוחותית, בין אם בעקבות חונאה ובין אם בעקבות טעות; (ד) זיהוי מחזיקי העניין והנושאים המוחותיים לדיזיהן.

אחריותנו הינה לבצע הבטחת מהימנות מוגבלת בהיקפה ולהביע מסקנה בהתאם לתקן הבינלאומי להתקשרות לצרכי ביצוע הבטחת מהימנות (ISAE 3000 Assurance Engagements other than Audits or Reviews of Historical Financial Information). תקן זה דריש, כי אנו נעמוד בדרישות מסוימות, כולל דרישות איותיות מוקובלות, וק' שהעבודה תבוצע ותבוצע על מנת לבצע הבטחת מהימנות מוגבלת בהיקפה בהתיחס לכך שמדובר בדוח אינסטילים טעות מוחותית.

התקשרות לבצע הבטחת מהימנות מוגבלת בהיקפה, בהקשר למידוע ונתונים הכלליים נושאים הספציפיים בדוח ESG כוללת ביעוץ ראיונות, בדש אל מול הערמים האחראים בשטרואס להכנתו של המידע המוצג בדוח ויישומן של בדיקות אנאליטיות ונחלים נוספים לאיסוף ראיות תוממת בהיקף נאות. נחלים אלה כללו את הפעולות הבאות:

- בוחנת נושאים ספציפיים בתמלת הדוח לצורך תחקיך ביצוע הבטחת מהימנות מוגבלת בהיקפה בהתאם לתקן הבטחת מהימנות מוגבלת בהיקפה בהיקפה על מידע ציטוריים, הכרות עם פעילות הקבוצה, ומידע השוואתי אל מול ארגונים דומים.
- קיים ראיונות עם גורמי הנהלה על מנת לקבל הבנה בנוגע לנושאים הספציפיים.
- קיים ראיונות עם רלוונטיים בקשר האחראים לספק את המידע הנדרש לצורך ערכית הדוח.
- ביצוע השוואה כי הנושאים הספציפיים המוצגים בדוח תואמים במקורות המידע הרלוונטיים לערכית הדוח, וזאת על מנת לקבוע האם כל המידע המוחותי הקיים במקורות אלה נכון.
- בהתאם לRELONETWORK, קיים ראיונות בנוגע לאיסוף המידע המוחותי ודיווח הנושאים הספציפיים.
- קריית המידע המוצג בדוח על מנת לקבוע אם הוא עומד בקנה אחד עם הידע הכללי והגיסון הייזע בהקשר לביצוע שטרואס בהיבטי ESG.

חלק מתחליך ביצוע הבטחת מהימנות מוגבלת בהיקפה סקרו את הגרסה הסופית של הדוח על מנת להבטיח שהיא משקפת את ממצאיו.

היקף נחלי האיסוף ובחינת מידע תומך הממצאים מתחליך הבטחת מהימנות מוגבלת בהיקפה (Limited Assurance), הימס פחותים מלאה המיעדים לשם ביצוע הבטחת מהימנות בהיקף סביר (Reasonable Assurance), ולפיכך ניתן רמה נמוכה יותר של הבטחת מהימנות, בנוגע לדוח ESG של שטרואס גראף בע"מ.

בהתבסס על הנחלים שתוארו לעיל ביצוע הבטחת מהימנות מוגבלת בהיקפה, לא הובא לידייננו דבר היטל להעיד כי הנושאים הספציפיים בדוח ESG של שטרואס בע"מ לשנת 2024, אינם מוצגים, מכל הנסיבות המוחותיות, באופן נאות, בהתאם לעקרונות ה-GRI וה-SASB ולקритירוני הדיווח של שטרואס.

הבטחת מהימנות מוגבלת בהיקפה ניתנה אך ורק עבר שטרואס גראף בע"מ והינה בהתאם לתנאי ההתקשרות ביןנו לבין הקבוצה. עבדותינו נעשתה כדי שנוכל לבצע הבטחת מהימנות מוגבלת בהיקפה עטיר שטרואס על הנושאים אותם נתקבשנו לבחון במסגרת העבודה ולא אף מטרה אחרת. אנו לא מקבלים או מניחים כי קיימת לנו אחריות כלפי גורם כלשהו מלבד שטרואס גראף בע"מ, בהקשר לעבודה שמצויה או מסקנות הבטחת מהימנות מוגבלת בהיקפה.