

from
Purpose
to
Progress



Nourishing a better tomorrow



Sustainability
at Strauss Group in 2022



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This Notebook belongs to:

My Personal Goals For 2023

Building a Sustainable Food System

Climate challenges, work related changes, social movements and higher brand expectations - these developments create opportunities to redefine the impact that businesses can make today.

In 2022, we defined a new purpose—Nourishing a Better Tomorrow. As part of this purpose, we also devised a business strategy that includes our sustainability goals in the coming years.

Strauss' ability to generate sustainable growth and a positive impact depends on managing and improving environment, social and corporate governance (ESG) areas. When we offer better, more diverse choices that suit the various needs of different people, the path to creating an enhanced future for our business and our communities, for the planet and the environment, becomes clear.

Our ESG commitment and values have been put to the test over the past year. But there was never a doubt that Strauss puts the health and safety of our consumers and our employees first. While it was challenging to handle the many, highly impactful events during this period, the compass guiding our way – our purpose and values – were crystal clear.

From transparency and consumer health to the safety of our Ukrainian employees, we always made sure to put people at the center of our efforts. We acted quickly to provide our employees with personal and job security in the face of a humanitarian catastrophe, while assisting many communities damaged by the war.

We have built food quality and safety infrastructures, continued to support gender equality and inclusion, invested in developing capabilities for our people, and created data infrastructures for managing sustainability. We have continued to assist our communities, to advance opportunities for underrepresented populations, and to work with growers on improving processes and a sustainable food chain. We have continued to invest in Foodtech, entrepreneurship and the development of more diverse consumer choices, while promoting food security worldwide.

Despite the challenges during this period, we invested over 23 million NIS in social endeavors, and our employees donated over 18,700

hours of their time in volunteer work across the globe. At the same time, our water purification systems eliminated the consumption of at least 1 billion bottles, and nearly a quarter of our products in Israel are now either gluten-free or vegan.

We understand that trust is based on creating a positive impact. And this impact will grow as long as we invest in deepening our perception of sustainability. In the upcoming years, we will strengthen our investment in developing diverse products tailored to unique needs, in managing environmental impact, and in adapting factories to the circular economy. In parallel, we will continue to invest in our people, create an open, inclusive and diverse work environment, and drive the Group's processes for better impact – the foundation for your trust.

Thank you for your partnership and support.

Shai Babad
Strauss Group CEO



Our Purpose



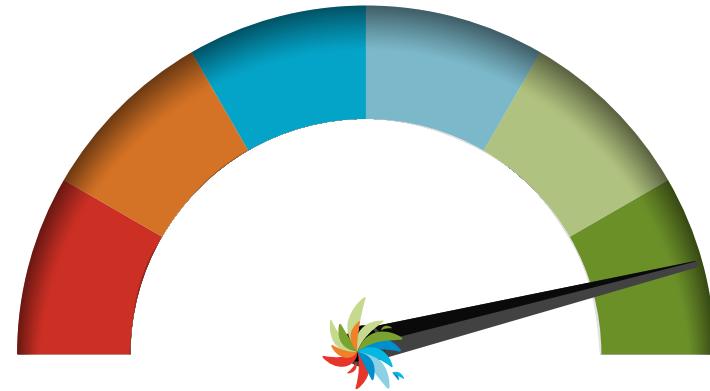
Nourishing a better tomorrow

Our purpose reflects our passion for food. It reflects our dedication to manufacture delicious, high-quality food and beverages that empower, indulge and delight people.



It is a testimony to our commitment to improving our products and widening the variety of choices we offer. It tells people who we are – an organization with care for people, a spirit of giving and a deep desire to nourish. It embodies our commitment – to think long-term and keep our legacy for coming generations by creating a better future for both people and the planet.

Sustainability Mission



Better Food

We commit to make food that we love and to constantly improve the food that we make for our loved ones, using innovation and technology to build a more sustainable future for all.

Better Choices

We commit to giving more people more opportunities by offering better possibilities when choosing a employer, partner or brands in choices that effect people, planet and profit.

Better Impact

We commit to pursuing a positive impact on people and the environment in all fields of our activity and to implementing a broader view of stakeholder & purpose-based success.

2 30

Sustainability Goals



Nutrition and Health

Leverage our brands, foods, drinks, products, and solutions we provide, to improve the health, nutrition, overall happiness, and well-being of our communities and consumers



Climate

Fulfill our part in the global effort to mitigate the climate crisis



Water

Increase clean water security and water-use efficiency



Sustainable Supply Chain

Promote a no waste environment and improve the livelihood of all partners across our global value chain for a stronger more sustainable food system



People & Communities

Providing more people better opportunities and choices while leaving no one behind

Contributing to Achieving the Sustainable Development Goals

SDGs



Collective action to tackle global issues

Ensure sustainable consumption and production patterns.

Transforming into a circular business model and responsibly sourced materials. Reducing our plastic footprint, improving our sourcing procedures, caring for animal welfare, and inspiring and enabling farmers and suppliers we work with to live healthier, more sustainable lives by improving their capabilities.

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

With a legacy of over 80 years, innovation is part of Strauss Group's DNA. Improving our infrastructure, reducing food waste and energy consumption, and developing new, more sustainable, materials.

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Harnessing innovation to improve nutritional values, offering and food safety. Supporting nutritional security through food donations and working with farmers locally and in developing countries to improve their wellbeing and strengthening food systems.

Ensure healthy lives and promote well-being for all at all ages.

Reducing unnecessary components that do not integrate with a healthy lifestyle. We developed educational initiatives to encourage a healthy lifestyle.

Achieve gender equality and empower all women and girls.

Promoting gender equality and women in leadership roles. Breaking down stereotypes and discrimination by offering equal opportunities and pay.

Take urgent action to combat climate change and its impacts.

Taking part in global and local efforts to mitigate climate change effects. Focusing on energy management, operational efficiency in shipping and transportation, and reducing emissions by procuring goods locally and developing new and innovative raw materials.

Ensure availability and sustainable management of water and sanitation for all.

Enabling and inspiring people around the world to drink clean, healthy, good tasting water in more sustainable ways.

Reducing inequalities and ensuring no one is left behind.

Investing in efforts and resources to promote underrepresented groups among our employees. Working with non-profits to develop projects of great social impact for unrepresented youth.

What Did WE Promote?

&

What Impact Can I Make?

We diverted
88.7%
of our waste
from landfills

I will keep plastic
kitchen waste
clean and dry and
place it in a dry
waste bin

We supported
50,000 coffee, field
crops and dairy farmers

I will buy more local
and seasonal fruits and
vegetables



We developed water drinking
solutions that replaced the use of
1 billion single-use
plastic bottles

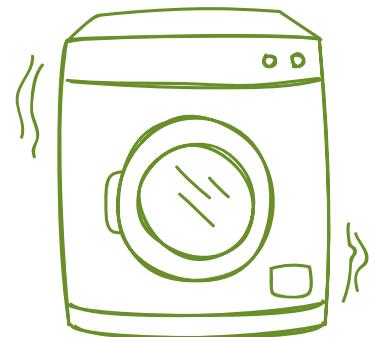
I will use only
reusable water
bottles to save on
plastic



We reduced our global
electricity consumption by
3.7%

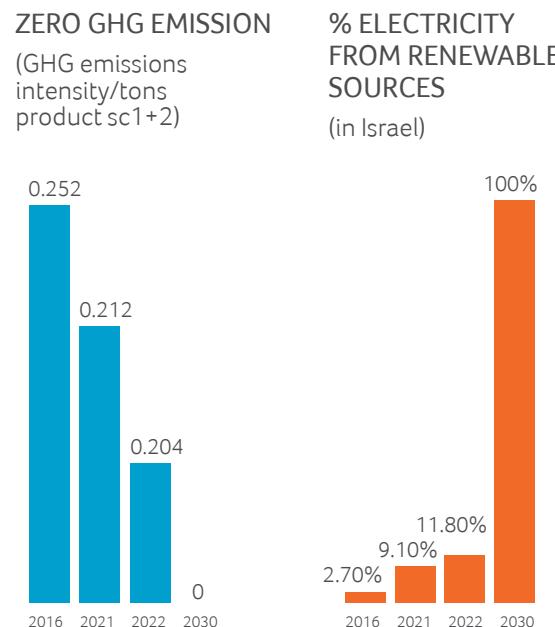


I will use my washing machine
and dishwasher only once they
are filled in order to save energy
and water



Environmental Overview

We are aware of the impact of our business operations on the planet and people. To support sustainable growth for generations to come, we are committed to seeking innovative solutions and partnerships across our value chain as we aim to address the most pressing environmental challenges of our time. We are diverse in our programs, from the concept of circular economy to reducing plastic and food waste. Our projects are varied: from reduced plastics and food waste to reducing plastic and food waste in sight of climate risks as well as water accessibility and energy performance. And while including our partners, we think about the capabilities and livelihood of farmers and suppliers.



19%
GHG intensity reduction
(compared to 2016)

100%
Of our suppliers
participate in
sustainable dairy
procurement programs

80.5%
Of our packaging
materials are recycled or
recyclable



Eliminating Food Waste

Food waste and loss are a global challenge with substantial social, environmental and economic repercussions, to which, as a food manufacturer, we strive to be part of the solution. Our activity in this regard stretches from the yield in the field through production, all the way to the retailer and the consumer's awareness. Our goals are:

1. Preventing food waste throughout our business activity.
2. Minimizing food waste with our retailers and consumers.

Strauss Group has been working globally for many years to donate products that have low potential to be sold, for example due to aesthetic defects in labels, or production problems that do not interfere with the ability to enjoy the product.

1,530
Tons of food rescued
and donated

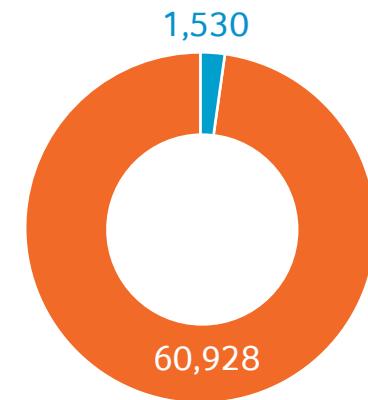
154,913
Tons of CO₂ equivalent avoided
by food waste reduction

Our work in this area
contributes to



**FOOD WASTE PREVENTION
AND RESCUE**
(tons)

- Food rescued and donated
- Food diverted to animal feeding



We aim to reduce
operational food
waste by
50%
by 2030



Social Overview

Social Impact

At Strauss, we are deeply committed to creating a positive and meaningful impact in the community, based on purpose-led business activity.

We strive to acknowledge the needs of all our stakeholders and do our best to meet these needs. We believe that strong communities foster strong businesses. We aim to maintain close ties with our local communities, both in the way we operate as a business and through our social initiatives.



Our work in this area contributes to



40
Partner organizations

1,500
Employees volunteered
globally

18,700
Hours of employee
volunteering globally

23.6M NIS
Donated in food, cash & in kind

100%
Above minimum wage

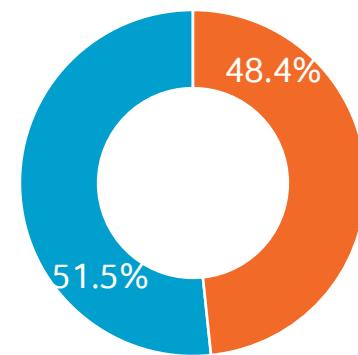
Diversity, Equity & Inclusion

At Strauss, we believe that inclusive business practices empower our employees and foster innovation.

For us, Diversity, Equity and Inclusion (DEI) represent both a business necessity and a core belief. It's a way of life for us and it's implemented in our strategy, our daily interactions and business operations. Equity and inclusion are the result of respect, valuing others and caring about the lives we touch through the thousands of people we employ.

MANGERS COMPOSITION BY GENDER*

■ Woman
■ Men



66.6%
Women representation
in the Board

30%
Increase in the number
of women in senior
management

50.4%
Of the internal
promotions were of
women*

17.5%
Employees are from
underrepresented
groups*

* Data excluding Brazil operations



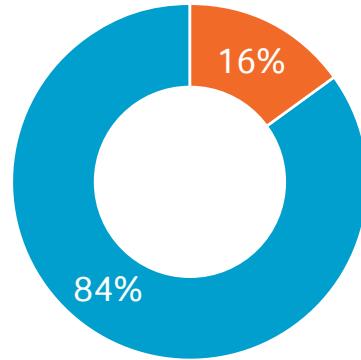
Nutrition & Health Overview

We love food, and offering high-quality, tasty, nutritious food is our business and our mission. Food is a key factor in health and well-being; hence we aim to increase our positive impact on the health of our consumers by providing them better choices, best fitted for their needs and desires.

Our products are clearly marked, and we offer various products for different diets including vegan, sugar free, low and no lactose, kosher, gluten free. We want everyone to be able to find the product they love and can enjoy. There for we invest constantly in making more products clear of allergens.

PRODUCTS SOLD IN 2022

■ Health and wellness ■ Fun for you



Our work in this area contributes to



112M NIS

Invested in R&D and innovation processes

23.2%

Strauss Israel's product portfolio is gluten-free

29%

Strauss Israel's product portfolio is free of peanut allergens

10%

From the sales of Israeli and US products are vegan

Investing in Food Tech

The Kitchen

FoodTech Hub

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planet and people. To support sustainable growth for generations to come, we are committed to seeking innovative solutions and partnerships across our value chain as we aim to address the most pressing environmental challenges of our time. We are diverse in our programs, from the concept of circular economy to reducing plastic and food waste. Our projects are varied: from reducing food waste to finding new ways to create healthier food and sustainable raw materials, in light of climate risks as well as water and energy accessibility. And while including our partners, we think about the capabilities and livelihood of farmers and suppliers.



22

Companies

873M NIS

Raised by the portfolio of The Kitchen companies

320

Direct new jobs

25

Registered patents

IMPACT:

93%

ZeroEgg has 93% less energy use vs conventional eggs

63.03%

of the 2022 Foodtech IL participating start-ups declarers contributing to achieve SDG3 better health and wellbeing

Up to 80%

of sugar removed with BETTER JUICE from fruit juice based products



from Purpose to Progress



Promoting equal opportunity

We initiated project Koduati, creating meetings of Arab youth with diverse role models, bringing inspiration and leading to self fulfillment.



Sustainable packaging

Introducing creative thinking and devotion led to reducing size, use and overall plastic in packaging which reduced our environmental impacts.



Accommodating different choices

We developed new products to offer better choices, and cater dietary needs and preferences of diverse groups



Gender equality and women in leadership

Our devotion to promote equal opportunities and women to leadership roles brought us to over 48% management positions held by women.



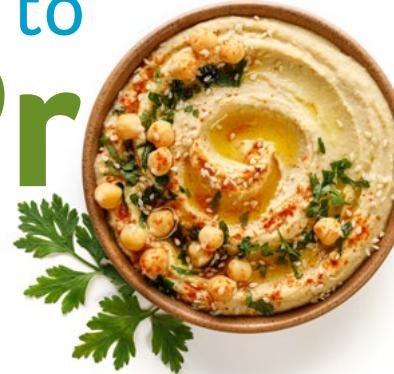
Support for agricultural communities

We have projects and programs to support and collaborate with dairy, coffee and crops farmers and agricultural communities.



A better way to deliver water

With the innovative Tami2Go, consumers can have clean, healthy, quality drinking water in 100% recycled and recyclable single-use bottles manufactured via an energetically efficient machine that emits 70% less CO₂.



**Sustainability
is a journey,
take the first
step today.**



“Be the change you want to see in the world” Mahatma Gandhi



Inside paper from The Navigator Company mills.
ECF and FSC Certified by NepCon



**Sustainable choices today,
a better world tomorrow.**

