



**LIQUATS**

**Driven by our passion**

2025

The background is a solid dark green color. On the left side, there are several overlapping, curved, semi-transparent shapes in various shades of green, creating a layered, organic effect. These shapes resemble stylized waves or abstract forms.

**01**

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02

2024 Summary

# 2024 Facts and Figures



2024 has been a year in which a turnover of €93M has been achieved, amounting to 2% growth. It is worth highlighting the good performance of the domestic business, which grew by 5.1% and leads the market with own brands. Although there was a certain slowdown in the export business in 2024, we continue to see exports as a relevant growth driver. In 2024, exports accounted for 22% of turnover.

2024 was a year in which a certain level of cost stability was achieved, although in some raw material and energy items trends have continued above historical levels. It is worth noting that consumers are still highly price-sensitive, which forces brands to increase the value they provide to build customer loyalty and increase the company's investment in innovation.

It is also worth highlighting the company's important focus on the sustainability plan with many good results in terms of efficient use of water in a year marked by drought nationwide. It is also worth highlighting the company's significant effort to continue investing in the growth and training of the team with 9,475 hours of training delivered.

**€93M**  
turnover

**-21%**  
Less water used per litre produced  
since 2021

**-21%**  
Reduction of accidents involving  
sick leave

**#1**  
Leading brands in Spain

**100%**  
Renewable  
electricity

**-7%**  
Reduction of  
hazardous waste

**22%**  
of revenue from exports

**90%**  
Expenditure on purchases from  
Spanish suppliers

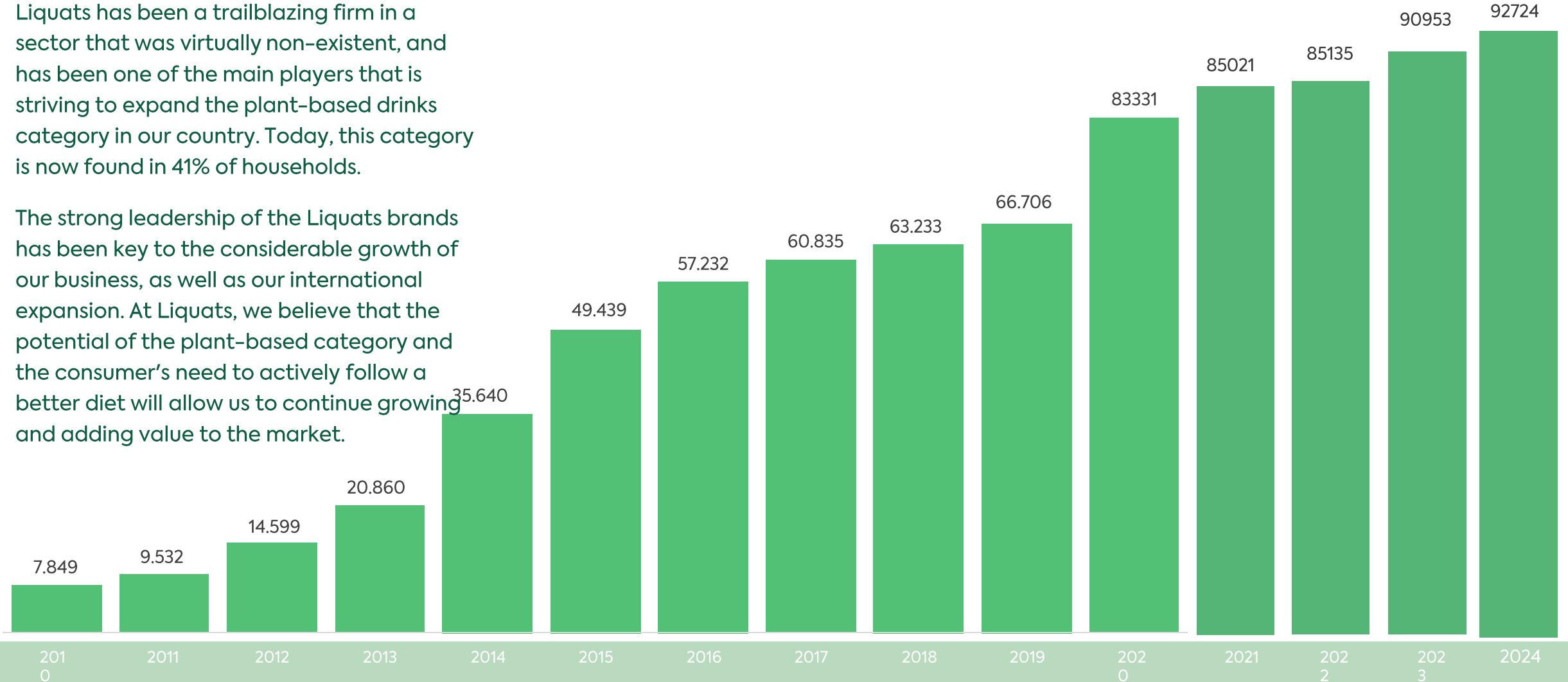
**9475**  
hours with 102 training courses

# Evolution of our Turnover (€M)



Liquats has been a trailblazing firm in a sector that was virtually non-existent, and has been one of the main players that is striving to expand the plant-based drinks category in our country. Today, this category is now found in 41% of households.

The strong leadership of the Liquats brands has been key to the considerable growth of our business, as well as our international expansion. At Liquats, we believe that the potential of the plant-based category and the consumer's need to actively follow a better diet will allow us to continue growing and adding value to the market.



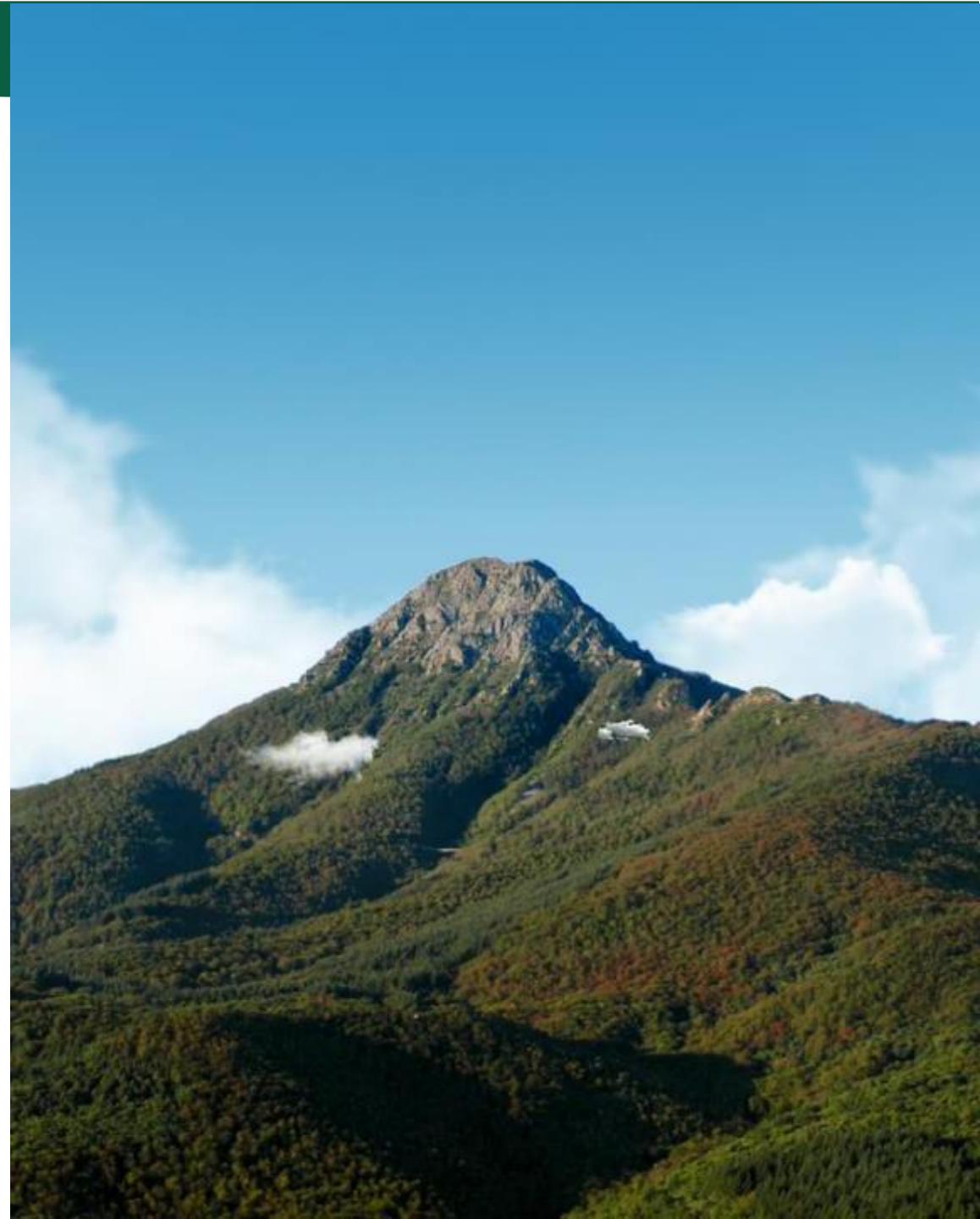


03

About Liquats

# Our beginnings

- Trailblazers **since 1991**. Liquats Vegetals was the first company in Spain dedicated to the production and distribution of plant-based beverages.
- Josep Maria Erra, founder of Liquats Vegetals, with a great vision for the future, left the family business based on dairy farming to start production of 100% plant-based drinks.
- We settled in the **Montseny Natural Park**, a superb setting in terms of water quality, our fundamental ingredient.
- Since the beginning, all our drinks have been made with mountain water captured in the Montseny Natural Park and top quality products, through the development of our own technology and an R&D team able to provide clean-label products to the market.



# Our history



LIQUATS

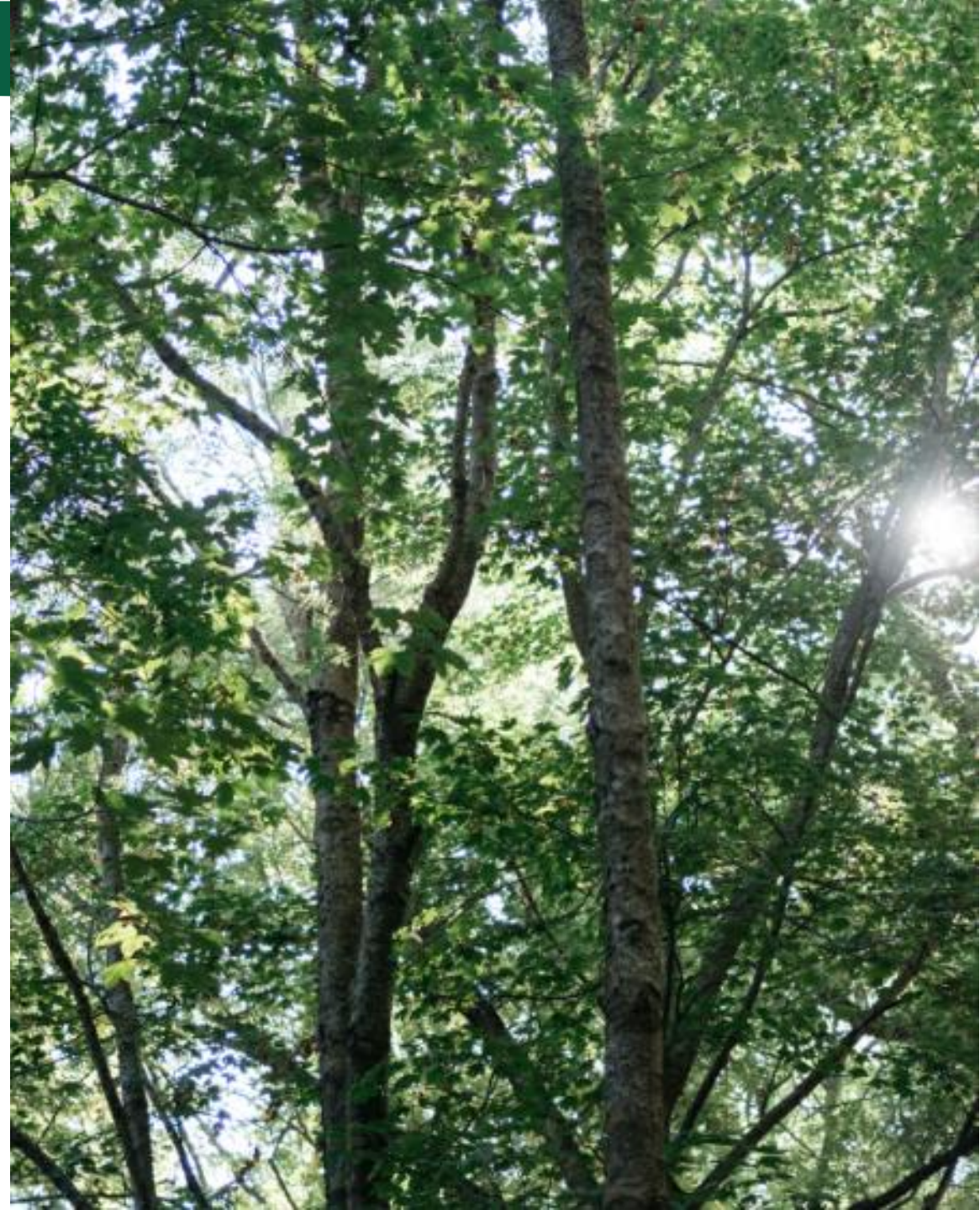


**We aim to be a leading company in sustainability to minimize the impact on the environment and the planet.**



# Our mission

**Producing differential plant-based products through unique know-how and own technology using quality raw materials.**



# Our vision



***We strive to foster the transition towards a plant-based, healthy and sustainable food model to contribute to people's well-being and balance with the planet.***



# Our values



Liquats Vegetals is based on three fundamental pillars: trust, agility and courage.

## TRUST

We collaborate in an environment of mutual respect and transparency, sharing all ideas and opinions, working in good faith and diligence in fulfilling agreements.

## AGILITY

We anticipate and adapt to changes in the environment, ensuring rapid implementation of decisions, in accordance with the Company's objectives.

## COURAGE

We are innovative, ambitious and persevering. We make decisions by taking risks.

# Our products



Our way of understanding food has been key to defining the way in which we make our products: with the highest quality ingredients and water, without additives or GMOs and avoiding, whenever possible, pasta and flour.

This approach is part of our founder's initial philosophy, and we want to stay true to it in order to continue bringing the most natural products to our consumers' tables.

Our technology and production systems allow us to produce different types of plant-based drinks, both organic and conventional. Currently, we are experts in the preparation of all types of plant-based drinks to meet the needs of our customers and our consumers.

OATS



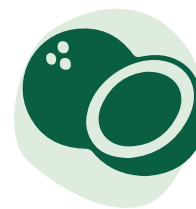
RICE



COCOA OATS



COCONUT RICE



HAZELNUT RICE



ALMONDS



SOYA



WALNUT



# Our products



## WHOLE-GRAIN

We make our drinks starting with the whole grain. When you crush the grain yourself, you know what you're crushing and can guarantee control over the quality



## WATER FROM MONTSENY

High-quality water to benefit the body naturally, thanks to its low sodium content



## TRANSGENICS-FREE

We do not use transgenic (GM) products and stay loyal to our commitment to sustainability, the environment and health



## INGREDIENTS

Quality is the main deciding factor in the supply of raw materials and having a restrictive sourcing policy on raw materials is a quality guarantee



## 100% PLANT-BASED

We use no animal-based foodstuff. Our products are vegan-friendly



100%  
QUALITY



## TECHNIQUE AND TALENT

We develop proprietary technology and have a strong R&D team to bring clean-label products to the market

# Our brands



**YOSOY**

**NATRUE®**

  
**Almendrola**  
EST. 1964

**MONSOY**  
- DESDE 1992 -

YOSOY is the expert brand and market leader in plant-based drinks. It strives to offer drinks with the smallest number of ingredients, additive-free and with no added sugars. It has an organic range.



Our international brand with an extensive range of **100% plant-based products**. Drinks produced from mountain water, with no additives and no added sugars.



Almendrola is positioned as the brand expert in almond drinks. We select only the highest quality almonds to guarantee the best flavour.



Monsoy is our line of organic plant-based drinks, with a wide range especially for the dietary channel.



# Our certified products



At Liquats Vegetals we are very demanding about the quality of the products and we have the highest certifications that guarantee the highest quality standards key to offering all the guarantees to our consumers and customers.



IFS (INTERNATIONAL FOOD STANDARD)  
Rating: 96.67%



BRC (GLOBAL STANDARD FOOD SAFETY, UK) Rating: B



ISO 17025 ALLERGEN CONTROL



ISO 14001 SUSTAINABILITY



B-CORP CERTIFIED



COMMITMENT TO SUSTAINABILITY AND CSR



EXCELLENCE IN WATER USE MANAGEMENT



HUMAN RESOURCES AND OCCUPATIONAL HEALTH AND SAFETY POLICIES



ECOLOGICAL CERTIFICATIONS



V-LABEL



CROSSED GRAIN (GLUTEN - FREE)



KOSHER CERTIFICATE



HALAL CERTIFICATE SERVICES



FDA (FOOD AND DRUG ADMINISTRATION, USA)



US SUPERMARKET CHAIN

# Allergen control



## 1 ARRIVAL

Strict quality control and traceability of the grain, focusing on transgenics, allergens and pesticides



## 2 STORAGE

Raw materials are stored separately to prevent any risk of cross-contamination. Colour-coded system for precise identification.



## 3 PRODUCTION

A thorough cleaning is performed between production runs that use different allergens



## 4 EXIT

An allergen detection and quality control procedure is carried out to ensure that the product reaches the consumer in perfect condition



### Certification:

Our in-house laboratory at Liquats Vegetals is certified by ENAC (ISO 17025) to perform allergen controls without the need to send analyses to external agencies.



04

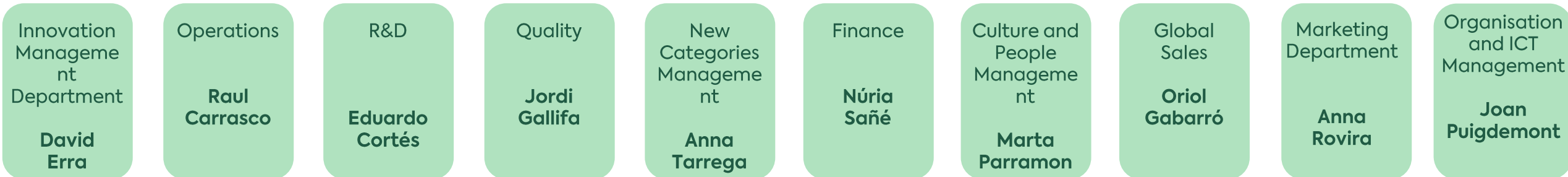
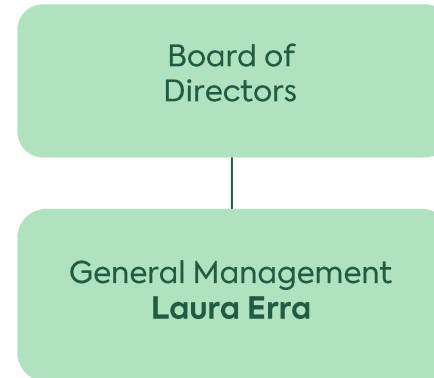
**Business  
Model**

# Governance model



Liquats is a family company that was founded by Josep Maria Erra, the current chairman of the company.

In 2017, Liquats began a transition to professionalise the company by consolidating a management team and passing the leadership to the second generation currently running the company.



# Materiality matrix



Importance for stakeholders	High	<ul style="list-style-type: none"> <li>- Maximising efficiency and digitalisation</li> <li>- Marketing and product labelling</li> </ul>	<ul style="list-style-type: none"> <li>- Food safety and quality</li> <li>- Sustainability</li> <li>- Supplies, raw materials and price instability</li> <li>- Customer satisfaction</li> <li>- Water supply</li> </ul>	
	Medium	<ul style="list-style-type: none"> <li>- Health and safety at work</li> <li>- Financial risks</li> <li>- Waste management</li> <li>- Compliance and anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>- Excellence as an employer</li> <li>- Local communities</li> <li>- Innovation and strategic projects</li> <li>- Financial results</li> <li>- Institutional relations</li> </ul>	
Low	<ul style="list-style-type: none"> <li>- Environmental assessment of suppliers</li> </ul>	<ul style="list-style-type: none"> <li>- Staff development and training</li> </ul>		
		Low	Medium	High
Importance for Liquats				

# Dual business model



At Liquats Vegetals, we employ a dual business model. On the one hand, we produce and market our own brands, which are market leaders. On the other hand, we are also producers of third-party brands and some distributor brands

In this business duality, there are shared core elements that are key: technical product knowledge, quality, innovation and service excellence.



# The pillars of the business



CONSUMERS

CUSTOMERS

SUPPLIERS

# The pillars of the business



## CONSUMERS

Actively listening to our consumers is a fundamental pillar of our business. For us, it is key to develop drinks that meet the needs of our consumers. This is why we have several tools and channels to ensure that we understand what they want and thus improve our drinks on a daily basis.

14.4%  
total  
Market  
Share

### Consumer queries

All queries we receive are recorded internally and a response is given to the needs of consumers.

In 2024, a total of 814 consumer contacts with nutrition questions and suggestions were recorded. This is an increase of 28% compared with the previous year. The queries and complaints we receive enter an internal circuit to be analysed and are an important source of knowledge for our in-house departments.

Additionally we have a consumer base of over 50,000 Yosoy brand fans with whom we interact to share information and co-create the brand.

Website forms and consumer hotline



YOSOY social media



21%  
Market  
share in oat  
drinks

50k+  
Users in our  
CRM

# The pillars of the business



## CUSTOMERS

Liquats Vegetals has different types of customers as it operates through different channels: large distribution, catering, dietary, export distributors and it is also a producer of industrial brands or distributor brands.

In all cases, the quality of our products, our technological and R&D capabilities and our service level are essential to be able to establish solid partner relationships.



### LARGE DISTRIBUTION

Our YOSOY and Almendra brands can be found in the major retail distribution chains



### CATERING

We work with a broad network of distributors for the hospitality industry to serve hotels, restaurants and caterers



### DIETARY

Since our beginnings, we have reached small specialised organic product shops with our Monsoy brand and through partner distributors



### EXPORT

We have an extensive network of distributors that help bring our Natrue and Almendra brands to over 40 countries



### INDUSTRIAL BRANDS AND DISTRIBUTOR BRANDS

At Liquats we are also producers and partners with several important international brands and distributor brands

# The pillars of the business



## SUPPLIERS

The main procurement criterion for Liquats is the quality of the raw material, as it is crucial when striving to make products without additives. For this reason, it is of utmost importance for us to forge long-term relationships with our strategic suppliers.

Although the Purchasing Policy places great emphasis on local procurement, other sources are not ruled out to mitigate risks or in the event that local supply is not viable or the price differential is not competitive in the market.

### OATS

Our oats come mostly from domestic suppliers and from the EU.

The procurement criteria are mainly based on its quality and selection since strict specifications must be met to ensure the quality of the final product.

### RICE

The rice we consume at Liquats comes mostly from the areas of the Ebro Delta and southern Spain. Occasionally, due to climate and supply problems, it may come from other countries.

Our organic rice comes from Italy, which is the closest source that guarantees the highest quality

### ALMONDS

We use excellent quality almonds from the Iberian Peninsula.

### PACKAGING

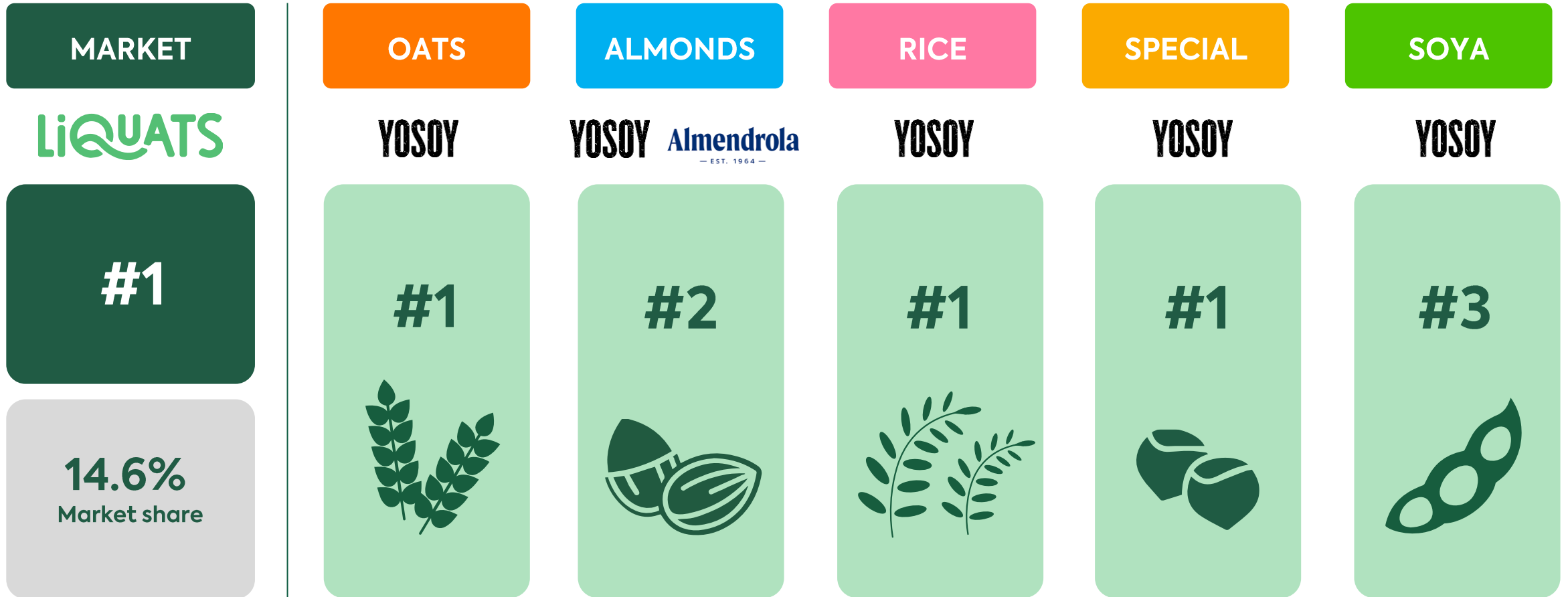
Our main packaging allows the product to be preserved in good condition for 12 months and comes from a single supplier (TetraPak).

Also critical are the purchases of cardboard that we guarantee comes from FSC certified forests

# Presence in Domestic Markets



Liquats Vegetals leads the Spanish plant-based drinks market with a 14.6% market share thanks to its leading position in oats, rice and speciality drinks under the YOSOY brand. The Almendrola brand holds the noteworthy second position in the almond drinks segment.



# International presence



Exports make up over 22% of our turnover and is a strategic pillar both for our own brands and when it comes to being production partners with other leading international brands.



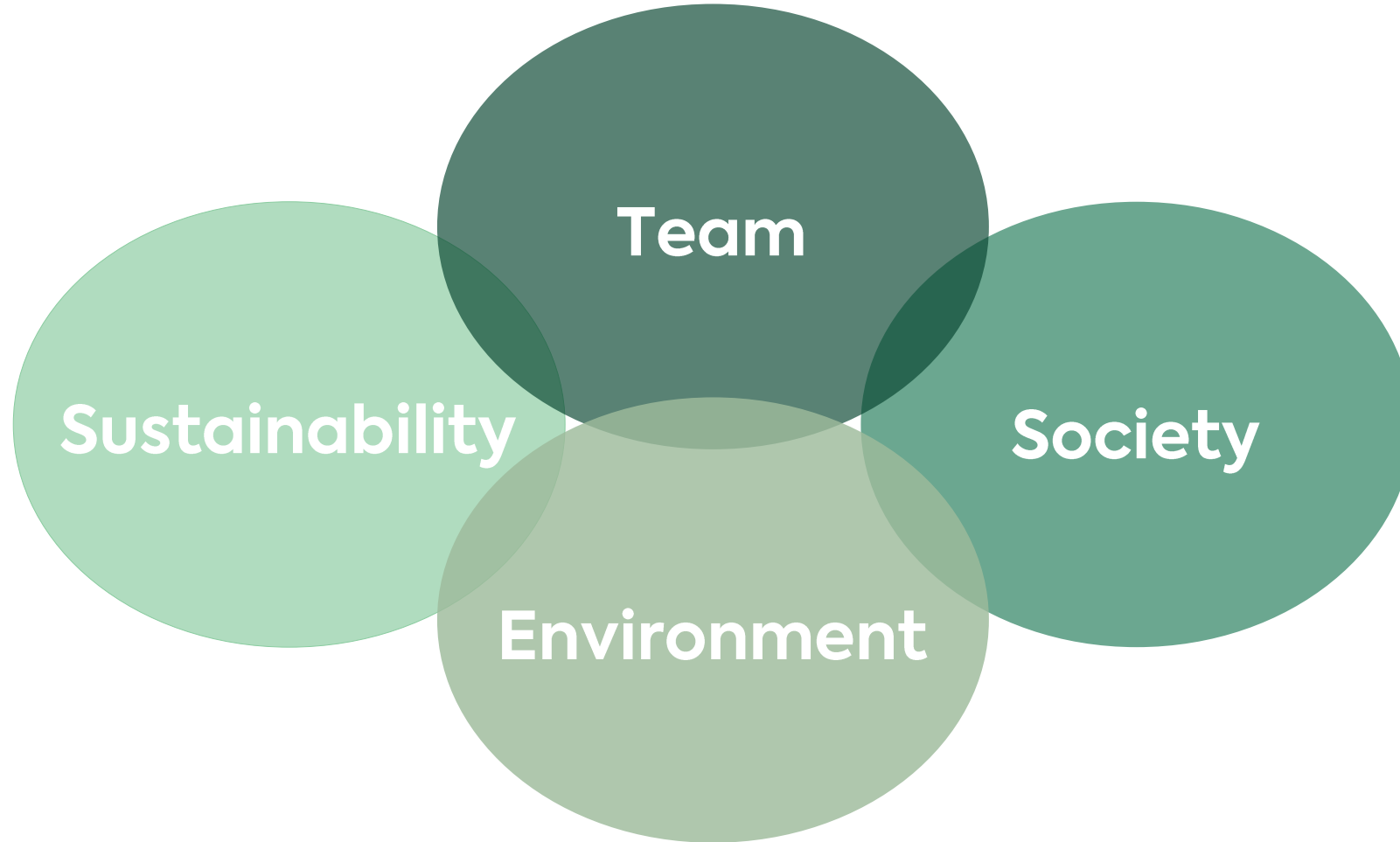
Currently, we are present in more than 45 markets.



05

Liquats and its  
environment

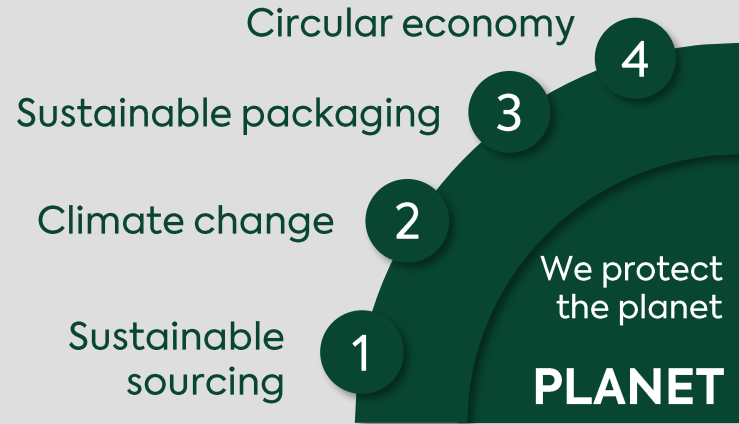
# Liquats and its environment



# Liquats and its environment



## ENVIRONMENTAL AXIS



## SOCIAL AXIS

Liquats Vegetals has drawn up a sustainability plan that lays out the roadmap to progress towards a more responsible organisation.

The sustainability plan is structured along two axes: on the one hand, the environmental axis, with the strategic lines of "Protecting the planet" and "Taking care of the local environment"; on the other, the social axis, with the strategic lines "Committed to society" and "We are a committed company".

An action plan derived from these lines was drawn up between 2021 and 2024. From 2025, the plan will be updated for the coming years.



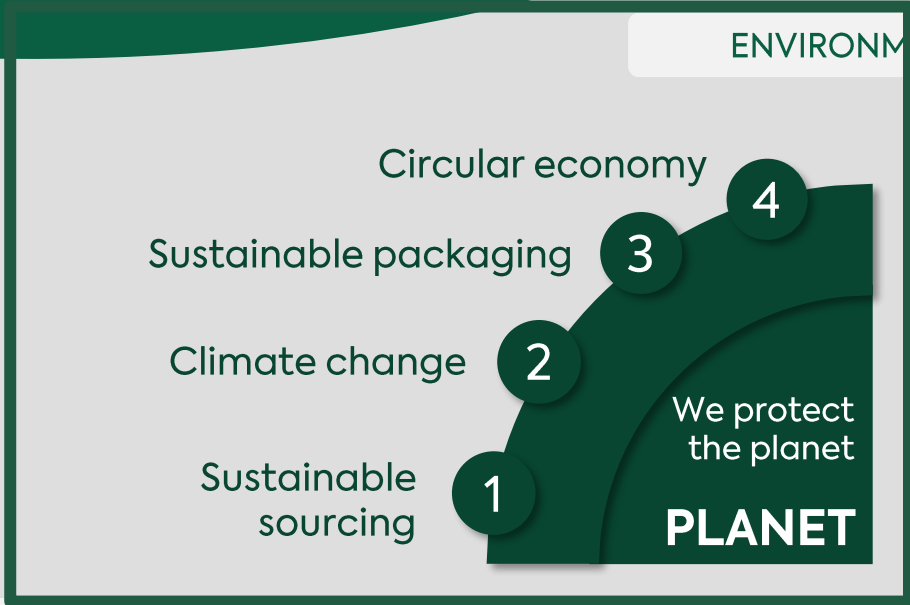
# 05-1

We protect the  
planet

# We protect the planet



## ENVIRONMENTAL AXIS



## SOCIAL AXIS



# We protect the planet



Responsible supply, the development of emission reduction strategies, the use of sustainable packaging, taking advantage of resources oriented towards the circular economy and an innovation vision help us move forward in our commitment to the planet and our local environment.

## 1. More sustainable suppliers

*We assess our suppliers in terms of sustainability to ensure they meet our sustainability requirements.*

*We have held meetings with our TOP10 suppliers to review their sustainability plans and improve our supply chain.*

## 2. Climate Change

*We calculate our organisation's carbon footprint annually (Scopes 1, 2 and 3) and 100% of the electricity we use is of renewable origin.*

*We have carried out an energy audit to define plant energy efficiency plans that allow us to reduce Scope 1.*

## 3. Sustainable Packaging

*Our packaging is 83% made with materials from renewable sources of plant origin, reducing CO2 emissions by 15% (certified by the Carbon Trust).*

*In 2024, the cap attached to the Tetra Brik has been incorporated into all our packaging to facilitate its recycling.*

## 4. Reducing food waste

*We work to reduce food loss and obsolete stock in our production system in order to move towards reducing food waste.*

*We work closely with the Food Bank to ensure that there is no waste of product in good condition.*

# We protect the planet



## 1. MORE SUSTAINABLE SUPPLIERS

### LOCAL SUPPLIERS

Our procurement policy establishes the priority of choosing local ingredients as well as suppliers who work with more sustainable crops and are committed to reducing emissions and optimising water consumption.

In the case of our oats, all are now of European origin and mostly come from the Iberian peninsula. Our almonds also come from the Iberian Peninsula. In the case of rice, it comes from the Ebro Delta and southern Spain. Occasionally, due to climate and supply problems, it may come from other countries.

### SUPPLIER EVALUATION

We have established a system for evaluating the level of sustainability of our suppliers in order to better understand their policies and be able to establish sustainability criteria in our supplies.

100% of our suppliers answered the questionnaire.

39%

Certified companies

51%

Companies that use renewable energy

43%

Companies with specific measures to reduce water consumption

40%

Companies with action plans to reduce energy consumption

# We protect the planet



## 2. REDUCING THE CARBON FOOTPRINT

### CALCULATING THE CARBON FOOTPRINT

We have calculated the organisation's carbon emissions for the year 2024 in accordance with the directives of the GHG Protocol. The calculation of scope 1, 2 and 3 has been carried out.

We have eliminated Scope 2 emissions.

### CARBON EMISSION REDUCTION PLAN

We know that the production process accounts for the highest % of our scope 1 and 2 emissions. With a view to cutting down on our emissions, we have developed an energy efficiency plan to optimise our consumption.

We are working to increase the use of more renewable energies such as biogas and biomass and have launched an action plan to reduce emissions from our value chain.



2024

- Abast 1 4.948,17 t CO<sub>2</sub> eq. 16,15%
- Abast 2 0,00 t CO<sub>2</sub> eq. 0,00%
- Abast 3 25.699,54 t CO<sub>2</sub> eq. 83,85%

# We protect the planet

## 2. CLIMATE CHANGE

We are committed to the fight against climate change and have several projects aligned with these goals:

We currently work with 100% certified green electricity and use solar panels to generate part of the energy we consume, with 34% of the total energy consumed coming from renewable sources.

We implemented energy efficiency improvements at the treatment plant, reducing the energy consumed per m<sup>3</sup> of purified water by 27%.

We have several projects in progress as part of our energy efficiency plan that will allow us to reduce the production plant's energy consumption by 12%.

By 2025, we plan to expand our solar panel installation from output from 110 MWh to 650 MWh



# We protect the planet



## 3. MORE SUSTAINABLE CONTAINERS

We know that the packaging of our products is not an optimal solution and we are working with our main packaging supplier to implement more sustainable solutions.

### BIO-BASED PACKAGING WITH CAP ATTACHED TO BRIK PACK

Our packaging is 83% made with materials from renewable sources of plant origin, reducing CO2 emissions by 15% (certified by the Carbon Trust).

In 2024, the new design of the cap attached to the container has been incorporated into all our packaging, thus facilitating its recycling.

### RECYCLED CARDBOARD BOXES

We currently work with 100% recycled cardboard boxes and plant-based inks.

At the same time, we are working to improve the sustainability of the boxes by reducing their weight without compromising quality.

### REDUCTION OF INTERMEDIATE PACKAGING

Internally, we are working on projects that allow us to work on a reduction of intermediate packaging at the factory.

Furthermore, we are evaluating the possibility of receiving raw materials in silos to eliminate part of the packaging waste generated with current transport and storage.

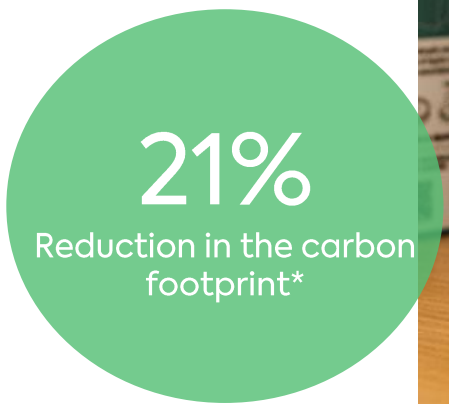
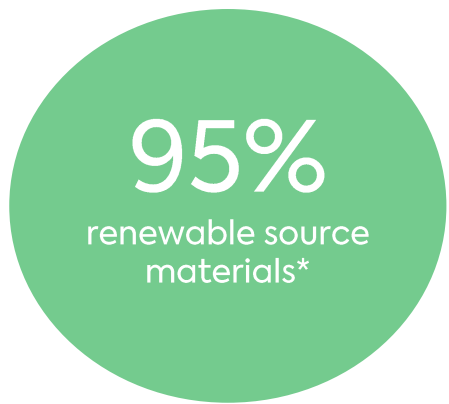
# We protect the planet

## 3. MORE SUSTAINABLE CONTAINERS

### BIO-BASED PACKAGING:

The first step was to replace most of the fossil fuel-based plastics in our containers, and today they are made up of 83% renewable source materials, but our commitment goes a step further.

### 2025 Objective:



\*According to estimates from TetraPak

# We protect the planet



## 4. REDUCING FOOD LOSS AND WASTE

Our goal is to reduce the amount of waste we generate from manufacturing our beverages and prevent it from ending up in landfill. We also have plans to reduce the waste derived from the production process.

### REDUCING FOOD LOSS AND OBSOLETE STOCK

At Liquats we have begun two programmes to reduce food waste. Firstly, we are carrying out a review of our process to understand the causes of food waste in order to minimise them. In 2024, the targets were achieved and for 2025, investments are planned to reduce losses by 12% per annum.

### WASTE REDUCTION

At the Liquats production plant there is an awareness of the importance of recycling and waste reduction. The culture of recycling and waste reduction is integrated into the workforce.

In 2024, we eliminated the fraction of waste that was going to landfill.

### REUSE OF OKARA

In our production process, after centrifugation, we obtain a by-product consisting mainly of fibre and protein from cereals, nuts and legumes.

This surplus okara is used for animal feed in local farms in order to ensure that there is no waste in the process.

A large, stylized green leaf graphic is positioned on the left side of the page. It is composed of several overlapping, curved segments in various shades of green, creating a sense of depth and movement. The leaf is oriented vertically, with its base at the bottom and its tip pointing towards the top.

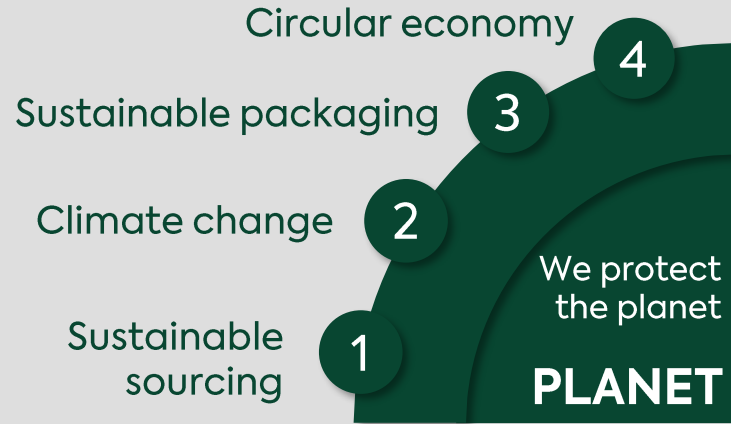
# 05-2

We take care  
of our  
environment

# We protect the planet



## ENVIRONMENTAL AXIS



## SOCIAL AXIS

# We take care of our environment



Aware of the privileged environment of our location, taking care of this environment is an intrinsic value of our way of doing things. For this reason, we strive to implement our water stewardship policy, from its collection to its return to the environment through the treatment plant. We also point out our link with Viladrau and the collaboration we have with public and community agencies.

## 1. Water stewardship

*Water is a key element in our products, which is why the location of Viladrau is unique for making the best plant-based drinks.*

*At Liquats, we believe that good water is in the public interest, which is why our policy is an environmentally friendly one that guarantees good use of this asset.*

## 2. Taking care of the Riera Major

*Our facilities are located near the Riera Major, a stream teeming with life thanks the quality of its waters.*

*Aware of our responsibility to our surroundings, we periodically audit its condition through an external agency.*

## 3. Community relations

*Our facilities are located in Viladrau, a small village in Montseny.*

*We understand our activity has an impact on the environment, which is why we actively work with local residents and organisations.*

## 4. Supporting sports

*A healthy life is not only linked to a healthy diet, but also requires an active life and good emotional well-being.*

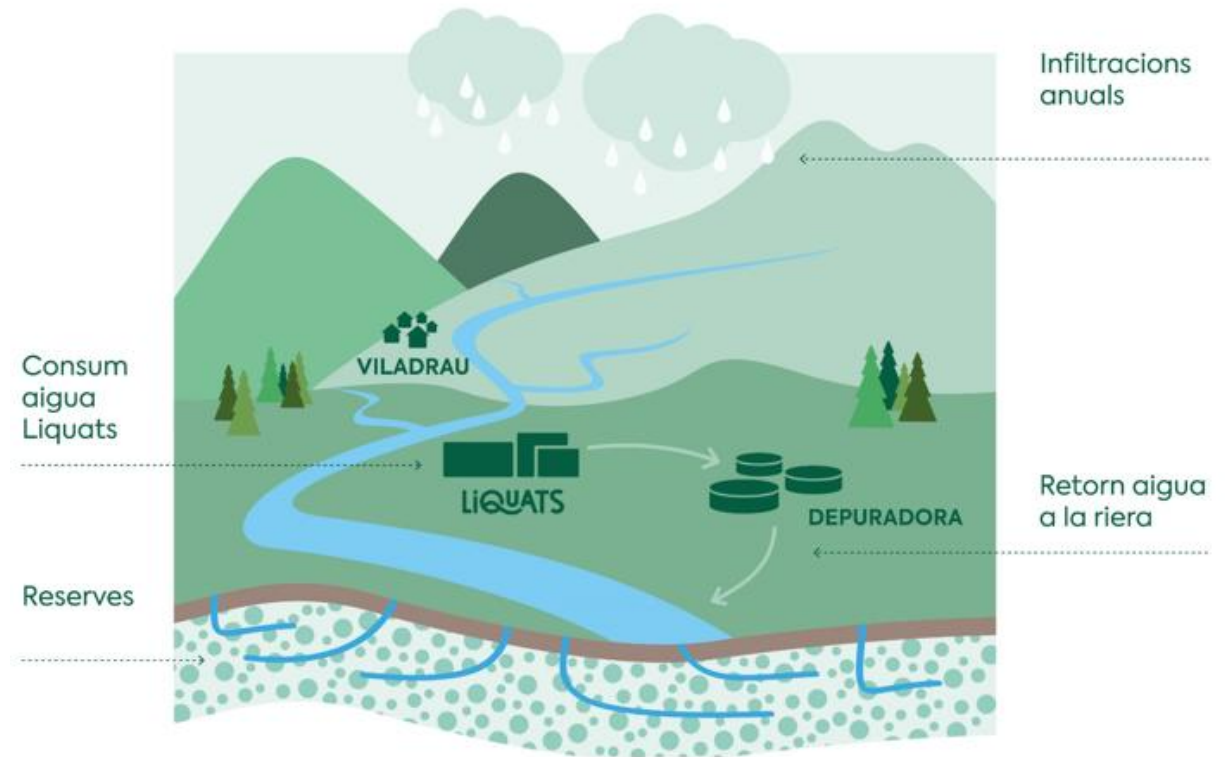
*At Liquats we stand by sports by lending our support to various organisations that share our values.*

# We take care of our environment



## 1. SUPPLY

- Liquats is mainly supplied with water from the Viladrau municipal network
- From Liquats, together with the local council, we are working to improve the network and be able to use a supply of water from underground sources, which is the most sustainable form of supply
- Liquats currently uses 2% of the blue water that seeps into the Basin.
- We have carried out a hydrogeological study that confirms that the aquifers of the Viladrau basin are in good condition in terms of quality and quantity.
- We collaborate with local council projects that allow Viladrau to have a more solid and sustainable infrastructure.



# We take care of our environment



## 2. US

Internally we carry out improvement actions to reduce water consumption and make responsible, sustainable and optimal use of it, carrying out efficiency plans with the reduction of water consumption.

### Water Reduction Working Group

Since May 2021, the Transversal Water Saving Team was set up. By 2023 we had already reduced the water ratio by 21%. In 2024, it was not reduced further, as it was a transition year, with the drought as a challenge and the start of the water regeneration project.

### AWS Certification



Liquats Vegetals is certified by the **Alliance for Water Stewardship**, which guarantees the highest quality standards in water management

### Water Regeneration Project

In 2023, the technical report necessary for the installation of a WRP (Water Reclamation Plant) was submitted to the relevant authority.

In 2024, we launched a Water Reclamation project to extend the water cycle within the factory for non-product uses.

This regeneration of the water is possible thanks to its high initial quality, due to the treatment plant using the latest technology.

# We take care of our environment



## 3. RETURN



- Liquats has made a considerable investment in a high-tech treatment plant that enables directly managing returning the water back into the environment.
- Liquats requested an external body, CERM, to audit and publish the results of the state of the stream to ensure transparency and ensure maximum respect for the environment

A new treatment plant with state-of-the-art technology that makes it possible to obtain water of excellent quality that can be returned directly to the Riera Major.

**It's been a big investment to ensure that new facilities and their operation respect our environment.**

- ➔ **The technology we use produces high-quality treated water that allows water to be reused in applications requiring top quality water**, such as crop irrigation, industrial use and refilling aquifers.
- ➔ The systems used have a higher treatment capacity compared to others, due to the concentration of biomass in the reactor and the efficient separation between solids and liquids by means of membranes. This gives a smaller footprint to the facilities.
- ➔ **It is a biological purification plant**, which means that it uses microbial populations to do its job.

# We take care of our environment

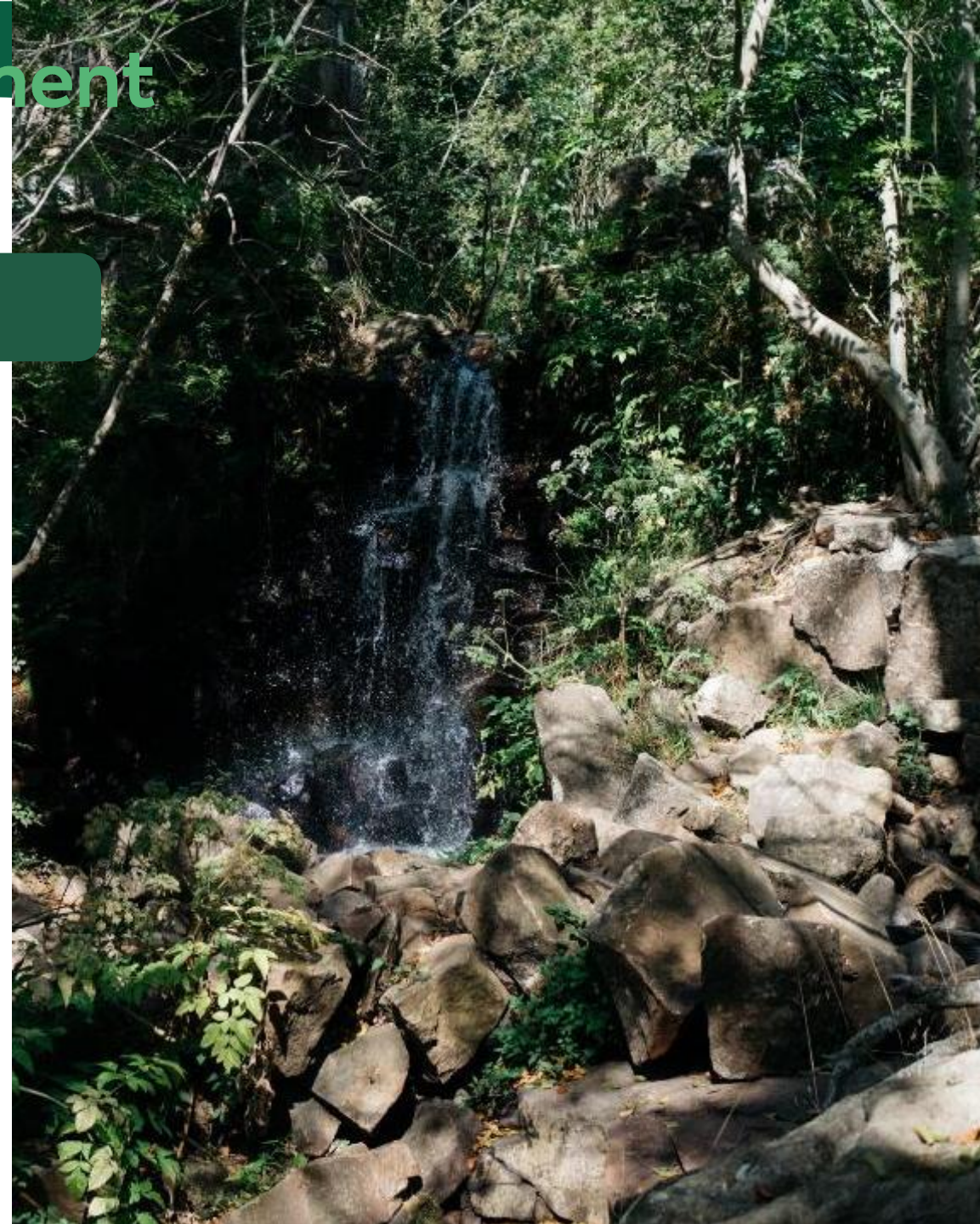
## 2. TAKING CARE OF THE RIERA MAJOR

The Centre for the Study of Mediterranean Rivers (CERM) **annually audits the rivers and streams of Osona and publishes a report with results** in collaboration with the University of Vic.

From 2021, monitoring of the state of La Riera Major was included in this study, and **so it is audited annually by an external body.**

The monitoring results in the last two years have shown us the vulnerability of this stream in the face of episodes of extreme drought such as that which occurred recently and the need to adapt to these situations.

At Liquats Vegetals, we are firmly committed to doing our bit to preserve the biodiversity of the Riera Major and we are developing new projects with significant investments to ensure the optimal ecological status of the Riera during periods of prolonged drought and decreased flow rates.



# We take care of our environment



## 3. COMMUNITY RELATIONS

We consider the relationships with our immediate environment to be very important and we bolster the ties we have with our community through our participation in various events, activities and associations in our immediate surroundings in Viladrau, being part of the sponsorship of organisations and sportsmen and women in the area and maintaining regular contact.

### RELATIONS WITH LOCAL RESIDENTS

At Lliquats there is a residential area close to the facilities, which is why we are in regular contact with our neighbours. We invest to minimise the impacts we generate through a plan to reduce light pollution and reduce the noise we make to levels well below what is required by current legislation.

We periodically hold information sessions for residents and nearby organisations so that they can learn about our facilities, our products and our values.

### SUPPORTING PROJECTS IN VILADRAU

Lliquats has a close and collaborative relationship with the institutions and public bodies in its surroundings.

Lliquats collaborates, through an agreement with the Viladrau Town Council, in projects related to the maintenance of the water supply and improvement of the catchment areas. We actively collaborate with proposals and events of the town.

### AREA ASSOCIATIONS

At Lliquats we have regular contact and collaborate with different associations in our immediate surroundings. Some examples are the Fishermen's Association, the Montseny Property Owners' Association, and the Friends of Montseny.

At the same time, we maintain close ties with the Natural Park to capitalise on opportunities for collaboration.

We also support local sport by collaborating financially in the development of the sports careers of athletes recognised in their fields, such as Mireia Rabionet or Eloi Palau. In addition, we collaborate with FC Viladrau to promote health values.

# We take care of our environment



## 3. COMMUNITY RELATIONS

### “LET’S CLEAN UP”:

We participated in the Let’s Clean Up campaign organised by Viladrau Town Council, together with Espai Montseny and the La Plana Association of Communities.

It is a European-wide campaign that came about to raise awareness about the amount of waste we throw away and to promote awareness through collection at different points.

In Viladrau, we collected waste around the village, with about twenty participants, and we participated in recycling workshops.



# We take care of our environment



## 4. SUPPORTING SPORTS

At Liquats we support sport by sponsoring clubs such as Bàsquet Girona and UniGirona. Both clubs share our values of healthy eating habits, playing sport regularly and responsibility towards the environment.





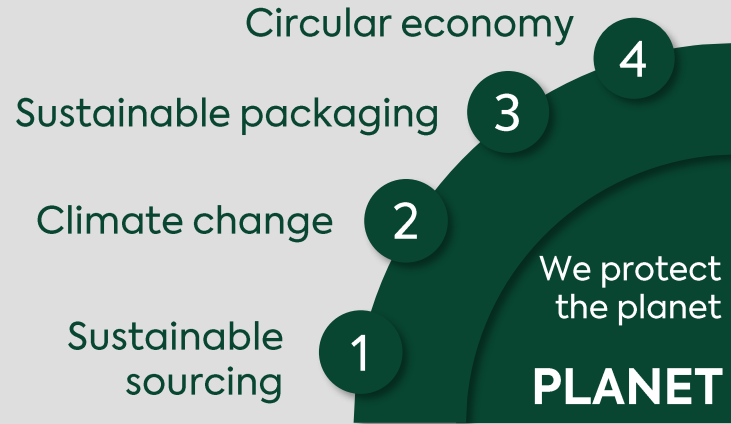
**05-3**

**We are a  
committed  
company**

# We protect the planet



## ENVIRONMENTAL AXIS



## SOCIAL AXIS

# We are a committed company



We are a committed company with responsible staff and leadership.  
We foster a responsible relationship with all the groups with whom we interact.

## 1. Responsible leadership

*We review and strengthen the internal approval, management, control and response mechanisms linked to the regulatory compliance plan so that trust, respect, honesty, integrity and transparency and our commitment to the values of the organisation prevail in the way we manage.*

*We have a Quality, Environmental and Social Responsibility Policy*

*We have a Code of Ethics and a Whistleblowing Channel*

## 2. Our staff

*We firmly believe that our staff are our most important asset, we are firmly committed to contributing to their well-being, creating a fair, safe and respectful work environment, where they feel valued and have opportunities to grow and develop professionally.*

*We work to develop measures to promote a healthy company.*

# We are a committed company

## 1. RESPONSIBLE LEADERSHIP

We review and strengthen the internal approval, management, control and reaction mechanisms linked to the regulatory compliance plan so that honesty, integrity and transparency prevail in our way of management.

### ETHICAL AND RESPONSIBLE MANAGEMENT

The values of transparency and integrity are key elements in our governance model and also form part of our management model.

We have a code of ethics that encompasses the organisational model we believe in and we also have a compliance committee that ensures that this code is applied and that people in management positions have the necessary information and training to ensure compliance.

### FEMALE LEADERSHIP

At Liquats Vegetals, 44% of the workforce are women while 45.5% of those in management positions are women.

Our Chief Executive Officer, Laura Erra, is one of the main drivers of equality in the workplace.

We want to point out that at Liquats, the evaluation of accomplishments is centred on the person, not their gender.



# We are a committed company



## 1. RESPONSIBLE LEADERSHIP

Liquats has an action plan that fosters the company's values, aligns the staff with the corporate objectives and the company's vision, fosters the sense of belonging, and retains and attracts top talent.

In 2024, we consolidated our mission, vision and values, as well as the leadership style we want our team of managers to adopt. In this context, we have launched an important internal communication project to disseminate these key elements through videos and press releases on corporate channels.

Furthermore, we continue to work to convey the values and culture of Liquats throughout the organisation with the "On this day" project. This project, which this year focused on Liquats' commitment to digitalisation, celebrates anniversaries related to our values and corporate culture. We have also defined the theme for next year, focused on fostering a culture of inclusion, respect, tolerance and equity towards Diversity, in all its types, and in particular sexual, functional and cultural diversity.

This year, *El Liquat*, our quarterly internal magazine that we had been publishing for five years, has ceased to exist as such. Instead, we publish corporate news and updates directly on the new corporate intranet. This tool has become the reference channel for reporting on key company events, such as market news, new projects and training, new hires, etc. Together with the information screens installed in the common areas of the dining rooms, the intranet has become a key internal communication tool.

Finally, we have consolidated the annual convention with the entire Liquats team with a view to conveying the company's goals and to boost the team's spirit and connection with the organisation.



# We are a committed company



## 2. OUR STAFF

Our staff play a key part and we have a firm commitment to contribute to their well-being. We go to great lengths to implement a range of actions to foster a healthy and people-centred company. We continue to strive to become an excellent firm to work for.

### EQUAL OPPORTUNITIES

We have an Equality Plan that reflects our firm commitment to fostering equality and creating an environment based on respect, trust and integration.

In 2024, we carried out a review and update of this plan through the relevant negotiating committee, with a view to adapting it to the current reality of the company and to new needs after the four years of validity of the first plan.

Through this Equality Plan and the measures it includes, we guarantee that no discrimination or preferential treatment occurs in the company's various processes, such as selection, promotion, training and remuneration.

Furthermore, in 2024 we developed a specific harassment protocol for the LGTBIQ+ community and began negotiating a specific measures plan for this group, which will be consolidated in the company during 2025.

We firmly believe in the potential of our employees, valuing the capabilities of each person regardless of gender, ethnicity, religion, sexual orientation or any other condition that could be a reason for discrimination.

### THE WELL-BEING AND HEALTH OF THE TEAM

At Liquats, our people's health and safety is a top priority. We work closely with the Prevention Service to develop improvement actions that guarantee the well-being of all staff.

In 2024, a total of 737 hours of training on occupational risks were delivered, addressing topics such as first aid, working in confined spaces, working at a height, risk prevention staff and courses on the use of forklifts, among others.

As part of our action plan to reduce musculoskeletal injuries, we carried out specific health and safety training for physical tasks tailored to different departments. These training courses, taught by a physiotherapist, strive to foster best postural practices and prevent injuries.

We implemented a free online medical service for all staff, which offers medical assistance 24/7, with specialists in various medical disciplines. We continued with our annual training days aimed at direct labour staff, with a view to ensuring knowledge in quality and HR matters.

Furthermore, we go to great lengths to maintain an environment of optimal order and cleanliness in our facilities, eliminating risks and improving working conditions. The facilities of the packaging building are fully adapted to guarantee accessibility for people with disabilities.

At Liquats, the health, safety and well-being of our team is a shared responsibility that we dedicated and committed to.

# We are a committed company



## 2. OUR STAFF

### ATTRACTING AND ENHANCING TALENT

Training is one of the main drivers for promoting talent. For this reason, we encourage specific training courses tailored both to the needs of the company and of the teams. We have an annual training plan that aims to improve skills, competencies and technical knowledge. We offer training in various areas: technical, languages, IT and development of cross-cutting skills, among others. In 2024, we delivered **9,475 training hours**.

Furthermore, we continue to focus on fostering personalised coaching processes that allow us to meet the professionals' individual needs, as well as coaching processes by departments. We have continued to work on identifying key talent within the company in order to design personalised development plans that enhance professional growth.

We have carried out a pilot test of the Development and Incentives Project, a project aimed at creating an organisational culture that encourages the desired behaviours and developments to achieve individual and collective objectives. A space for dialogue is established between managers and teams to review objectives, identify the fit between capabilities and requirements, and boost motivation and involvement to achieve more effective results. It also includes mutual feedback between managers and staff to improve management and labour relations.

We continue with mentoring for new indirectly hired staff. This programme consists of support during the first few weeks with a view to fostering an environment of trust.

We have rolled out a powerful communication plan, both internally and oriented towards the employer branding strategy.

We continue to have a competitive remuneration policy in our industry.

### WORK-LIFE BALANCE

For us, it is very important that work allows for a good balance with personal and family life. For this reason, we have a package of measures:

- We have a compact work day and a flexible schedule that we apply in all positions where feasible.
- We have the remote work system as a key tool to improve the work-life balance for those staff whose tasks and responsibilities allow it.
- We carry out all training during the working day where possible. In many cases this is carried out in our facilities to avoid the need to travel.
- We have a gift cheque for the birth of each child of our employees.
- We facilitate the possibility of taking out a health insurance policy with better conditions for all staff and associates.
- We have a new free online medical service for all workers.
- All workers have the possibility of enjoying a small discount on fuel thanks to the agreement reached with a local supplier.
- We have a work disconnection plan within the company, available to all workers from the moment they join.
- Staff and associates are eligible for a discount for the purchase of company products.

# We are a committed company



## 2. OUR STAFF

### SUSTAINABILITY AND THE TEAM

We promote sustainability in our team as it is a key value in the organisation. Some of the actions we have carried out to promote collective responsibility are:

- All new hires are given a Bock'n'Roll sandwich case to help reduce the use of aluminium foil, as well as a canvas bag to reduce the use of plastic and/or single-use bags.
- In several internal competitions, Liquats cups were given away to discourage the use of single-use cups.
- We use organic fabric bags and sustainable inks for our merchandising, as well as recyclable notepads and material.
- The use of personal mugs is encouraged with coffee vending machines to reduce the number of single-use cups.
- For Christmas, an inclusive basket with local, ecological and sustainable products is given away.
- In 2024, we continued to work to reduce the use of paper in day-to-day management. A key example is in the onboarding processes, where all documentation is digitally signed.
- We continue to focus on maintaining remote work, to reduce the need for commuting and, therefore, the environmental impact.
- We foster diversity and inclusion: We have labour policies that promote a more inclusive and fair society, both socially and economically, giving opportunities to all groups in society.





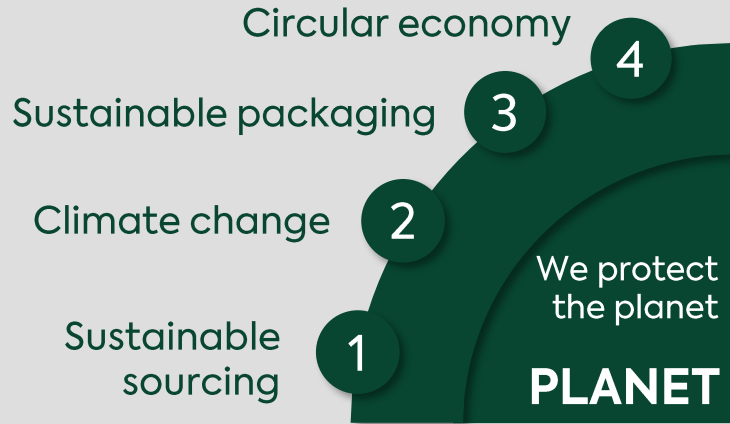
**05-4**

**Committed to  
society**

# We protect the planet



## ENVIRONMENTAL AXIS



## SOCIAL AXIS

# Committed to Society



At Liquats, we think that as a company in the food industry we have the duty and obligation to **foster a healthier and fairer society**. We firmly believe that the food industry often tends to offer products with unclear labels and loaded with additives, forgetting that the purpose of food is to provide nutrition and that health and pleasure can and should be complementary. That is what we believe, and we apply this to our brands on a daily basis, because better nutrition is the basis for a better world.

## 1. Healthy products

*As a company in the food industry, our commitment is to provide added value to the sector and consumers through healthy products, that is, products without additives, maximising their nutritional value and reducing their sugar content.*

## 2. Commitment to consumers

*We take our commitment to health beyond our production and seek to have a positive impact on society.*

*We foster values such as health and sustainability among the people who consume our products.*

## 3. We generate value to society

*At Liquats we are committed to generating quality jobs and value to the business fabric of our community.*

# Committed to Society

## 1. HEALTHY PRODUCTS

### 100% PLANT-BASED DRINKS

At Liquats we believe that a nutrition based on plant-based foods is positive for people's health and the planet.

Since our beginnings we have produced drinks with 100% plant-based ingredients such as cereals, legumes and nuts.

At the same time, we carry out informative consumer campaigns on the positive impact of plant-based nutrition

### NO ADDITIVES

Since our origins we have striven to respect our raw materials as much as possible and to avoid the use of additives. This is possible through the best technology and a high degree of technical knowledge in our production processes.

In the case of our YOSOY brand, we offer the only range on the market that contains no additives and no added sugars. What's more, we run consumer awareness-raising campaigns on the importance of reading food labels. We believe that a different type of food industry is possible.



We are working toward the goal of reducing the amount of added sugars and sugar naturally found in our drinks

We are also complementing our product line with 0% sugar drinks



# Committed to Society



## 2. COMMITMENT TO CONSUMERS

### CLEAR AND CLEAN LABELS

We have been promoting a shift in our brands to clearer and more transparent labelling of our ingredients. We think that consumers have the right to have the information of the products they consume and, for this reason, we are continuously working towards having clearer labelling.

We firmly believe that we as people have the right to know what we are eating. In addition, at Liquats we are convinced that this more conscious eating is the best way to contribute to building a better world.

### GLUTEN-FREE BEVERAGE

We've upgraded our oat drinks to be gluten-free, providing an extensive range of gluten-free YOSOY labelled with the crossed grain.

Since 2023, we have had an agreement with the Association of Coeliacs of Catalonia, with a view to contributing to the dissemination of products that can be consumed by people with coeliac disease. We collaborate with projects such as the Mediterranean Gluten Free Forum and in actions promoted by the association.

### CHARITY WORK

Liquats works closely with the Food Bank with a view to combating food poverty in our country. In 2024, we donated 233,333 litres of drinks.

We have also collaborated by contributing products to charity campaigns such as the Marató on TV3, raffling products in races staged by associations such as Oncolliga, Sant Tomàs and with the Montilivi Race of Girona, which collaborates with the Guardiola Sala Foundation, supporting the integration of disadvantaged people through sport.

# Committed to Society

## 2. COMMITMENT TO CONSUMERS

At Liquats our communication campaigns strive to raise awareness of the impact that food has on our health and on the planet, true to our corporate purpose.

In 2024, we focused our main communication campaign on spreading the importance of being informed about what we eat and the importance of reading food labels.

For this reason, we included a prize in the list of ingredients of our products: the draw to be in with a chance of winning a truckload of YOSOY products among those who read the hidden text on the label.

It is worth noting that fewer than 1% of consumers participated, a clear indicator that very few people are in the habit of informing themselves about the content of the ingredients they consume. The campaign received several creativity awards for its social purpose.

Through Yosoy, Liquats will continue to focus on communication that fosters greater awareness of the importance of following a healthy diet based on real ingredients.



Our mission has motivated us to become part of the **B-Corp community**, collaborating with other companies to create a positive impact.



# B-Corp Certificate

**Thank  
you!**

**LIQUATS**