



Community Investment Policy



Introduction

At Strauss Group, the values of social responsibility and community investment are rooted deeply in our corporate history, from the founding days of our family company. Today, these values are anchored in our culture and inspire our management teams and business strategy to become a trustworthy company.

Throughout the years, Strauss Group has supported local communities by investing our resources to advance social causes that we all care about. Our efforts focus on two main themes: Promoting balanced nutrition and healthy lifestyles and advancing diversity and inclusion.

The purpose of this Policy is to provide a framework for managing charitable donations and volunteering activities throughout Strauss Group. The Policy aims to ensure that Strauss Group's community investment resources are managed ethically, responsibly and consistently across the companies and business divisions within the Group.

This Strauss Group Community Investment Policy serves as a statement of commitment and a frame of reference for the managers and employees in our business.

Scope

Strauss Group does not engage in or support political or religious events, encourage fundraising for political parties, or provide funding for regulatory bodies. We do not support or fund the advancement of any party political or religious standpoints.

Our donations may be for the purpose of advancing a specific initiative or designed to support the general operating budget of an organization. All donations are for the purpose of advancing a social or environmental cause and not targeted to generate direct commercial benefit to Strauss Group.

Details

Community investment strategy

Our community investment strategy focuses on:

- Promoting balanced nutrition and healthy lifestyles, and
- Advancing diversity and inclusion

Our investment in these causes will typically account for approximately 70% of our total social investment. The remaining 30% is directed to local community activities with the engagement of local Strauss Group operations and employees to advance social or environmental causes.

Type of investment

- **Monetary donations:** We donate funds to registered nonprofit, nongovernmental, civic or education organizations that comply with local tax laws. We do not donate funds to private individuals, families or organizations that are not registered charities or social benefit organizations.
- **Product donations:** We donate food products to help nourish our local communities. Donations are coordinated with local charities, such as food banks and food kitchens, that understand local needs and can direct food products where they are most useful. In some cases, products donated may be nearing sell-by dates, but in all cases, our product donations are of good quality, safe and fit for consumption.

- **Employee volunteering:** We encourage our employees to be good citizens and generous neighbors, volunteering in local communities to support local social causes in ways that ignite their passion for serving their communities and use their skills and capabilities for the benefit of others. Volunteering activities are targeted to meet the identified needs of local communities and performed in partnership with a local nonprofit organization. Employees are encouraged to volunteer in their personal time outside of work, or during work hours with pay, with agreement from their direct manager. Local managers are appointed at each site to support and coordinate these activities.

Partnerships with nonprofit organizations

Our community investment efforts rely on partnerships with social organizations who have the expertise and local knowledge to activate relevant and impactful social programs. We rely on our community partners to operate in ways which uphold the law and also in line with ethical principles. We support organizations that demonstrate leadership, evidence of impact, financial stability and the capacity to implement initiatives and evaluate their success. We seek to maintain long-term relationships with such organizations, developing partnerships that includes the design and implementation of programs addressing local community needs.

Disaster relief

We recognize that certain emergency situations may place our communities in distress, and urgent action is required to provide immediate support. When disaster strikes in our communities, or in countries where we are active, we convene a dedicated team to assess how we can assist. Together with community representatives, we develop a plan to provide relevant, immediate support that may include monetary donations, product donations or employee volunteer support.

Community investment evaluation

We aim to understand the impact of our community investment, so that we can continue to contribute in ways that most effectively meet the needs of our communities. We define the objectives of our engagement with our community partners and request periodical reports on the way our contribution has made a difference. While we aim to maintain long-term associations with community partners, we reconsider our engagement with community organizations that cannot demonstrate program effectiveness.

Managing community investment

Our community investment program is driven by community needs identified by our local partners, our employees and donation requests from nonprofit organizations. We donate Products and funds according to programs that consider our strategic focus and requests received from current and potential partners. Local Human Resources or Local Community Managers lead the local community activities including employee volunteering and ongoing engagement with local partners.

Compliance

All our community investment activities comply with applicable laws and regulations governing charitable donations in the countries in which we operate. This includes observance of regulations governing food safety and handling for product donations. We maintain strict separation of interests, ensuring that community investment activities are not advanced for the purpose of commercial gain, and are not included in marketing or advertising activities or sponsorships.

Moreover, we aim to avoid all conflict or appearance of conflict of interest in our community investment activities. Prior to making any form of donation, we verify connections between our nonprofit partnerships and Strauss Group officers or employees, including the Board of Directors, or with other commercial connections, such as existing or potential

customers, business partners, or public-sector employees. If such connections exist, proposed donations are routed for the appropriate required approvals.

Application

The Strauss Group Vice President of Communications and Sustainability is responsible for community investment programs, and the Group Sustainability Manager is responsible for their implementation, supported by Human Resources or Community Relations Managers at country or site level.

Communication

This Policy is available to Strauss Group employees through our internal internet portal and externally on our corporate website. We publish our community investment activities and results in our annual sustainability report.