



TO THE NATIONAL SECURITIES MARKET COMMISSION

Madrid, 30 September, 2015

Subject: Equity Remuneration Scheme 2015

In pursuance of section 82 of the Securities Market Act, you are hereby advised that, the Board of Directors of Ebro Foods, S.A., after a favourable report from the Nomination & Remuneration Committee, has approved the equity remuneration scheme 2015 (the “Scheme”).

The Scheme is geared towards all the employees of the Ebro Foods Group, including the mother company and its Spanish subsidiaries.

The Scheme aims is to increase the participation of the employees in the shareholding of the Ebro Foods Group, giving them the possibility of receiving part of their annual variable and/or fixed remuneration, as the case may be, in the form of Ebro Foods, S.A. shares.

Participation in the Scheme is voluntary.

The maximum amount of fixed and/or variable remuneration that may be paid in the form of Ebro Foods, S.A. shares is 12,000 euro/year for each employee.

Specific number of shares to be received by each employees who decides to join the Scheme will be the one resulting from dividing the amount of his/her remuneration that, under the maximum limit, the relevant employee decides by the closing market price of the shares of Ebro Foods, S.A. on the date in which the shares will be transferred to the employee. It is estimated that such date will take place on the first week of December 2015.

Shares to be delivered to the employees will be treasury shares. To this effect, the General Shareholders Meeting of Ebro foods, S.A. held last 3 June 2015 an authorised the Board of Directors the acquisition of its own shares.

Yours faithfully,

Luis Peña Pazos
Secretary of the Board