



Response by the Ebro Group  
to COVID-19

## Ebro Foods, S.A.

### RESPONSE BY THE EBRO GROUP TO COVID-19

The response by the Ebro Group to the needs of the company and its stakeholders during the pandemic has been fast and effective.

Our first responsibility was to protect our employees' health and keep close to our customers and consumers, guaranteeing an adequate supply of our products in all the markets in which we operate. Moreover, as a socially responsible enterprise, we have endeavoured to contribute towards mitigating the negative impacts of the pandemic.

Our international scope gave us the chance to observe the consequences of COVID-19 in other countries, so we started to prepare our contingency plan before the crisis really set in.

The main measures implemented within this plan were:

1. Protection of our plants, building up our stocks of spare parts for machinery and the different production lines.
2. Reorganisation and bolstering of production, giving priority to the products in greatest demand.
3. Buying in personal protection equipment (PPE) and medical supplies to guarantee the health and safety of our employees.
4. Stepping up the already stringent safety protocol at our plants, with specific measures for entry, exit and inside the facilities.
5. Establishment of flexible working hours, giving priority to home working for office staff.
6. Doing tests and overseeing employee health.

Overall, we have spent EUR 12.2 million on implementing and maintaining these health and safety measures.

Through this contingency plan, together with diversification of sourcing and the engagement of our team, we have been able to give a full response, in due time and form, to the disproportionate, unforeseeable surges in demand during the initial lockdown and the successive waves of COVID.

The Group has also maintained all jobs, with no redundancy plans (ERE) or temporary lay-off plans (ERTE), nor applications for any kind of public aid offered by the different government bodies, in any of our companies.

At the same time, the Ebro Foundation and the different subsidiaries of our Group embarked on a number of global social initiatives to combat the effects of the coronavirus. These measures have consisted mainly of buying medical supplies for nursing homes and hospitals and making donations of food. The total cost of these aids was EUR 5.7 million.

In addition, in view of the complicated economic context and in our desire to support our shareholders, the Group has also paid an extraordinary dividend of EUR 298.5 million, which, together with the ordinary dividend of EUR 87 million, brings the total dividend to EUR 386 million distributed over the year.