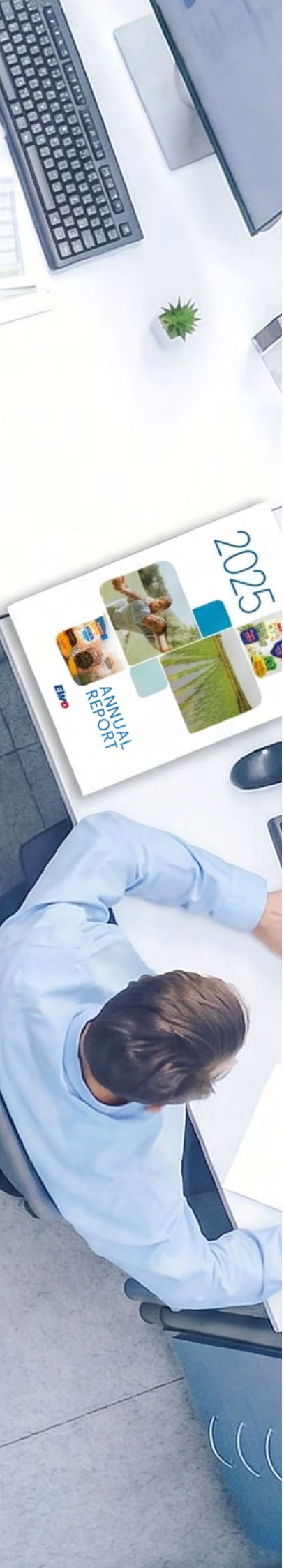

01

THE COMPANY

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The Company

MISSION, VISION AND VALUES

The mission of the Ebro Foods Group is to research, create, produce and distribute high value-added foods, which enhance people's health and well-being while meeting their nutritional needs.

Our vision is to grow sustainably, ensuring ethical conduct and professional and personal integrity in the performance of our business activities, creating value for our shareholders, minimising the environmental impact of our operations, guaranteeing the personal and career development of our employees, improving the quality of life in society and meeting the needs of our customers and consumers.

The Group's conduct is guided by the following values:

- Leadership
- Transparency
- Honesty
- Responsibility
- Integrity
- Culture of effort
- Ambition to generate value
- Environmental responsibilityl
- Service vocation
- Focus on people
- Innovation
- Long-term sustainability
- Strict compliance with the law

ETHICS AND INTEGRITY

The Company is governed by the Ebro Foods Group Code of Conduct and the Internal Code of Market Conduct.

EBRO FOODS GROUP CODE OF CONDUCT

Approved by the Board of Directors of Ebro Foods, S.A., the Group's Code of Conduct (hereinafter COC) provides guidance on how to act in the internal and external relationships of the people and companies making up the group headed by Ebro Foods, strengthening our hallmark values and establishing a basic reference to be followed by the people and companies of the Ebro Foods Group.

The COC is a key element within the crime prevention model implemented in the Ebro Foods Group, so it is important that it be known and observed by all those persons within its scope.

The COC also lays down the guidelines for relations with the Group's stakeholders: shareholders, professionals, consumers, customers, suppliers, competitors, authorities and markets in general.

All those falling within the scope of application of the Code, as per point 4 thereof, are bound to comply and contribute towards compliance with it. Nobody, regardless of their position within the Group, is authorised to require a person bound by the Code to breach its provisions. No relevant person may justify any malpractice or conduct infringing the COC alleging an order from a superior or ignorance of its contents.

The Group shall progressively take such measures as may be considered necessary from time to time to enforce all the values, principles and rules set out in this Code, circulating it among all relevant persons and solving any queries or uncertainties regarding its application.

The Audit, Control and Sustainability Committee is responsible for monitoring and controlling application of the Code, assisted by the Compliance Unit.

The Audit, Control and Sustainability Committee shall report regularly to the Ebro Foods Board of Directors on any queries raised in respect of the interpretation and application of the Code of Conduct, how they have been solved, the level of compliance with the Code and any incidents related therewith or infringements thereof.

In this regard, any person bound by the Code may report, under a guarantee of absolute confidentiality and, in some cases, anonymously, any default or infringement of any of the principles set out in this Code and, in general, any actions that may be considered evidence of irregular activity. Any relevant persons who detect any of those situations shall report it through the appropriate channels and abstain from taking any individual action to solve the incident.

For this purpose, a **Corporate Whistleblowing Channel** has been set up within the Internal Reporting System of the Ebro Foods Group and can be accessed through the company's website www.ebrofoods.es.

- Access to the Corporate Whistleblowing Channel is public and free of charge.
- On receipt of a report, the System Administrator will decide, in accordance with the Policy on the Ebro Foods Internal Reporting System and Whistleblower Protection, on the appropriate Report Handling Procedure. The procedure determined will conform to the applicable internal rules.
- Both the Ebro Foods Internal Reporting System and Whistleblower Protection and the Rules for handling Procedures are published on the Company's website www.ebrofoods.es.
- All reports of breaches of the Code of Conduct submitted through the Corporate Whistleblowing Channel are guaranteed application of the principles established in the Ebro Foods Internal Reporting System and Whistleblower Protection published on the Company's website www.ebrofoods.es.

The full text of the COC and the guidelines established for its implementation and application are at the disposal of all our stakeholders through the Corporate Intranet and the Group's Corporate website, precisely in the section on Corporate Social Responsibility https://www.ebrofoods.es/en/csr/csr-in-ebro/codes-and-policy/

The COC has been translated into the languages of all the countries in which the Group operates and has been signed by all the company's employees.

The Ebro Group is developing a multi-year ethical audit plan as a mechanism for monitoring and assessment of compliance. These audits will be made by an independent third party at both Group workplaces and at a sample of suppliers.

INTERNAL CODE OF MARKET CONDUCT

Approved by the Board of Directors of Ebro Foods, S.A., the Code is included in a process of actions taken by the Company within the framework of constant review of its internal regulations to adjust them to the legal provisions and CNMV criteria in place from time to time.

Its purpose is to establish a set of rules conforming to the laws and regulations in place from time to time, governing the conduct by the Company and the Relevant Persons in the different areas regulated in the Code, all relating to their actions in the security markets.

In this regard, "Relevant Persons" are:

- **(i)** Directors and Senior Executives, as well as the Secretary and Vice-Secretary of the Board
- **(ii)** External Advisers insofar as they are considered Insiders
- **(iii)** Members of the Compliance Unit
- **(iv)** Any person other than the former whenever so decided in specific cases by the Compliance Unit contemplated in the Code, in view of the prevailing circumstances in each case.

The Code is applicable to the following subject matter:

- **(i)** Trading in relevant securities
- **(ii)** Insider information and price-sensitive information
- **(iii)** Treasury stock
- **(iv)** Conflicts of interest

The full text of this Code is available for consultation by any of our stakeholders through the corporate Intranet and the Group's website, within the Corporate Governance section: https://www.ebrofoods.es/en/information-for-shareholders-and-investors/corporate-governance/rules-of-conduct-on-stock-markets/.

COMPANIES PERFORMING OUR BUSINESSES

The Ebro Foods, S.A. subsidiaries responsible for developing the Company's core businesses are:

COMPANY	COUNTRY	BUSINESS AREA
Agromeruan, S.A.R.L. AU	Morocco	Rice
Arotz Foods, S.A.	Spain	Others
Arrozeiras Mundiarroz, S.A.	Portugal	Rice
Bertagni 1882, S.P.A.	taly	Fresh pasta
Ebro Foods Belgium, N.V.	Belgium	Rice
Ebro Foods Netherlands, B.V.	Netherlands	Rice
Ebro Foods, S.A.	Spain	Parent (Holding)
Ebro India, Private Ltd.	India	Rice
Ebro Ingredients, B.V.	Netherlands and Belgium	Ingredients
Ebro U.K. Limited	United Kingdom	Rice
Ebrofrost Denmark, A/S	Denmark	Rice and pasta
Ebrofrost Germany, Gmbh	Germany	Rice and pasta
Ebrofrost UK, Ltd	United Kingdom	Rice and pasta
Euryza, Gmbh	Germany	Rice
Geovita Functional Ingredients, S.R.L.	Italy	Ingredients
Herba Bangkok, S.L.	Thailand	Rice
Herba Cambodia, Co. Ltd	Cambodia	Rice
Herba Ricemills, S.L.U.	Spain	Rice
Indo European Foods Limited	United Kingdom	Rice
La Loma Alimentos, S.A.	Argentina	Rice
Lustucru Frais, S.A.S.	France	Fresh pasta
Lustucru Premium Groupe	France	Rice and pasta
Lustucru Riz, S.A.S.	France	Rice
Mundi Riso, S.R.L.	Italy	Rice
Mundi Riz, S.A.	Morocco	Rice
Pastificio Lucio Garofalo, Spa	Italy	Pasta
Riceland Magyarorzag, Kft	Hungary	Rice
Riviana Foods Canada Corporation	Canada	Fresh pasta
Riviana Foods, Inc.	United States	Rice
S&B Herba Foods, Ltd.	United Kingdom	Rice
Santa Rita Harinas, S.L.U.	Spain	Others
Tilda International	United Arab Emirates	Rice
Tilda, Ltd.	United Kingdom	Rice
Transimpex, Gmbh	Germany	Rice

INDUSTRIAL INFRASTRUCTURE

The Ebro Group has, through its subsidiaries, 78 facilities (55 production plants, 15 offices and 8 warehouses) in 18 different countries.

COMPANY	COUNTRY	WORKPLACE	TYPE OF FACILITY
Agromeruan, SARLAU	Morocco	Coruche	Office (lease)
Arotz Foods, S.A.	Spain	Navaleno	Industrial
Arrozeiras Mundiarroz	Portugal	Coruche	Industrial
		Lisbon	Office (lease)
Bertagni 1882, S.P.A.	Italy	Vicenza (Arcugnano)	Industrial
		Avio	Industrial
		Avio (ex Le Cont) Avio (ex Ginos) Arcugnano (via Fermi) Arcugnano (ex Campagnolo)	Warehouses
Ebro Foods Belgium, N.V.	Belgium	Merksem (plant A)	Industrial
Ebro Foods, S.A.	Spain	Madrid Barcelona Granada	Offices (lease)
Ebro Foods Netherlands. B.V.	Netherlands	Wormer + Plant D	Industrial
Ebro India, Private Ltd.	India	Taraori	Industrial
		Delhi	Office (lease)
Ebro Frost Denmark, A/S	Denmark	Orbaek	Industrial
Ebrofrost Germany, Gmbh	Germany	Offingen	Industrial
Ebrofrost UK, Ltd	United Kingdom	Beckley	Industrial
Euryza, Gmbh	Germany	Hamburg	Office (lease)
Geovita Functional Ingredients, S.R.L.	Italy	Bruno Nizza Monferrato Verona Villanova Monferrato	Industrial
Herba Bangkok, S.L.	Thailand	Nong Khae	Industrial
		Bangkok	Office (lease)
Herba Cambodia, Co. Ltd	Cambodia	Phnom Phen	Industrial
Ebro Ingredients, B.V.	Belgium	Plant B Plant C Euro Rice Handling + Plant E Plant F	Industrial
	Netherlands	Plant D	Industrial
Herba Ricemills, S.L.U.	Spain	Jerez de la Frontera Silla Algemesí L'Aldea La Rinconada Los Palacios San Juan de Aznalfarache Coria del Río Isla Mayor	Industrial
		Cotemsa Raza Ecorub	Warehouses
Indo European Foods Ltd.	United Kingdom	Felixstowe	Industrial
La Loma Alimentos, S.A.	Argentina	Los Charrúas Chajarí Los Conquistadores	Industrial
		Buenos Aires	Office (lease)

COMPANY	COUNTRY	WORKPLACE	TYPE OF FACILITY
Lustucru Frais, S.A.S.	France	St Genis Laval Lorette Communay	Industrial
Lustucru Premium Groupe S.A.S.	France	Lyon	Office (owned)
Mundi Riz, S.A.	Morocco	Larache	Industrial
Mundi Riso, S.R.L.	Italy	Vercelli	Industrial
Pastificio Lucio Garofalo, Spa	Italy	Gragnano	Industrial
Riceland Magyarorzag, Kft	Hungary	Budapest	Office (lease)
Riviana Foods Canada	Canada	Delta Hamilton	Industrial
		Toronto	Office (lease)
Riviana Foods	United States	Houston	Office (lease)
		Memphis Carlisle Brinkley Hazen Clearbrook Freeport Alvin Colusa	Industrial
		Crowley	Warehouse
S&B Herba Foods, Ltd.	United Kingdom	Fullbourn Regent	Industrial
Santa Rita Harinas, S.L.U.	Spain	Loranca de Tajuña	Industrial
Tilda International	UAE	Dubai	Office (lease)
Tilda, Ltd.	United Kingdom	Classic Jazz	Industrial
Transimpex, Gmbh	Germany	Lambsheim	Industrial
		Lambsheim	Office (owned)

MEMBERSHIP OF SECTORAL ORGANISATIONS AND ASSOCIATIONS

We list below the Group companies that are members of sectoral organisations and associations:

COMPANY	ASSOCIATION
Herba Ricemills	Federación de Molineros Europeos de Arroz (FERM) Asociación Española de Codificación Comercial (AECOC) Confederación de Empresarios de Andalucía (CEA) Asociación de Industrias Arroceras Españolas (UNIADE)
Lustucru Frais	Association Nationale des Industries Alimentaires (ANIA) Institut de liaisons et d'études des industries de consommation (ILEC) Association Des Entreprises de Produits Alimentaires Élaborés (ADEPALE)
Mundi Riso	Italian Rice Miller Association (AIRI)
Riviana Foods	U.S.A. Rice Federation Greater Memphis Chamber of Commerce AFFI – American Frozen Foods Institute US Spain Chamber of Commerce (since Feb. 2026)
Riviana Foods Canada	Food, Health & Consumer Products of Canada
Tilda	Rice Association (RA) Food and Drink Federation (FDF) British Brands Group (BBG) On Pack Recycle Labelling (OPRL) Clarity