



AMC NATURAL
DRINKS
GROUP

AM FRESH™
GROUP

AMC GROUP

Non-financial information statement – NFIS

31st August 2020

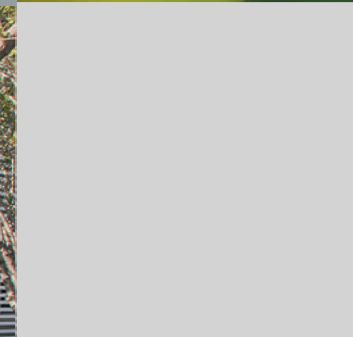
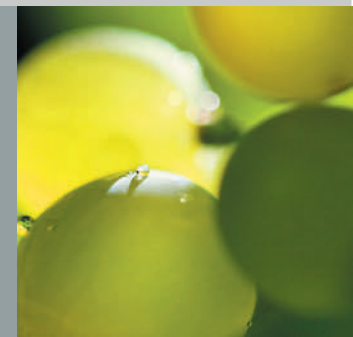


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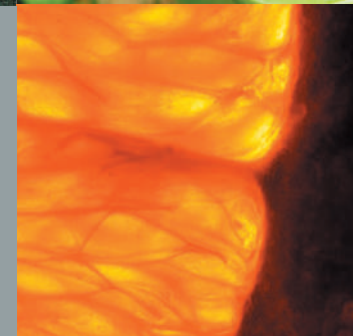
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AM FRESH™
GROUP



AMC NATURAL
DRINKS
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AMC Group

Commitment to sustainability

At AMC Group we are fully committed to protecting the environment and our workers. We encourage active listening and dialogue with all our stakeholders, finding answers to the challenges that society and our environment demands from us.

This report is a complete, balanced, comprehensive presentation of AMC Group's business and environmental performance, and a true reflection of our commitments to transparency, continued improvement and integrity.

Our goal is to set out the evolution that AMC Group is undergoing and how it has adapted and continues to adapt to new times, reflecting the Management's commitment to a strategy that combines the objectives and aspects related to sustainability in our business management, and implementing a new management model in which the opinions and interests of our Stakeholders play a leading role in our decision-making.

Our sustainability plan has been designed to cater to the risks and opportunities that have been identified in this context, integrating solutions to respond to the community interests in the areas where AMC Group carries out its activity, guaranteeing the mid and long-term continuity and growth of the organisation.

Our commitment to sustainability, innovation, transparency and to society mean we will be able to face 2020/2021 with the objective of AMC Group continuing as an international benchmark in the food industry.

Yours faithfully,

D. ANTONIO MUÑOZ BERAZA
JOINT DIRECTOR

D. ÁLVARO MUÑOZ BERAZA
JOINT DIRECTOR



About this report

Applicable legislation

• This non-financial information statement (hereinafter, "NFIS") has been drafted in line with the requirements established in Law 11/2018, of 28th December 2018 on non-financial information and Diversity approved on 13th December 2018 by the Congress of the Deputies, amending the Code of Commerce, the Amended Text of the Capital Stock Companies Law approved by Royal Legislative Decree 1/2010, of 2nd July, and Law 22/2015 of 20th July on Accounts Auditing in regard to non-financial information and diversity (taken from Royal Decree Law 18/2017, of 24th November).

• This NFIS meets the requirements established in the new regulations, and comprises an inseparable part of AMC Group's consolidated management report.

Reporting framework

• During preparation of this report, the provisions established in the Global Reporting Initiative Guidelines for preparing sustainability reports were taken into account (GRI Standards).

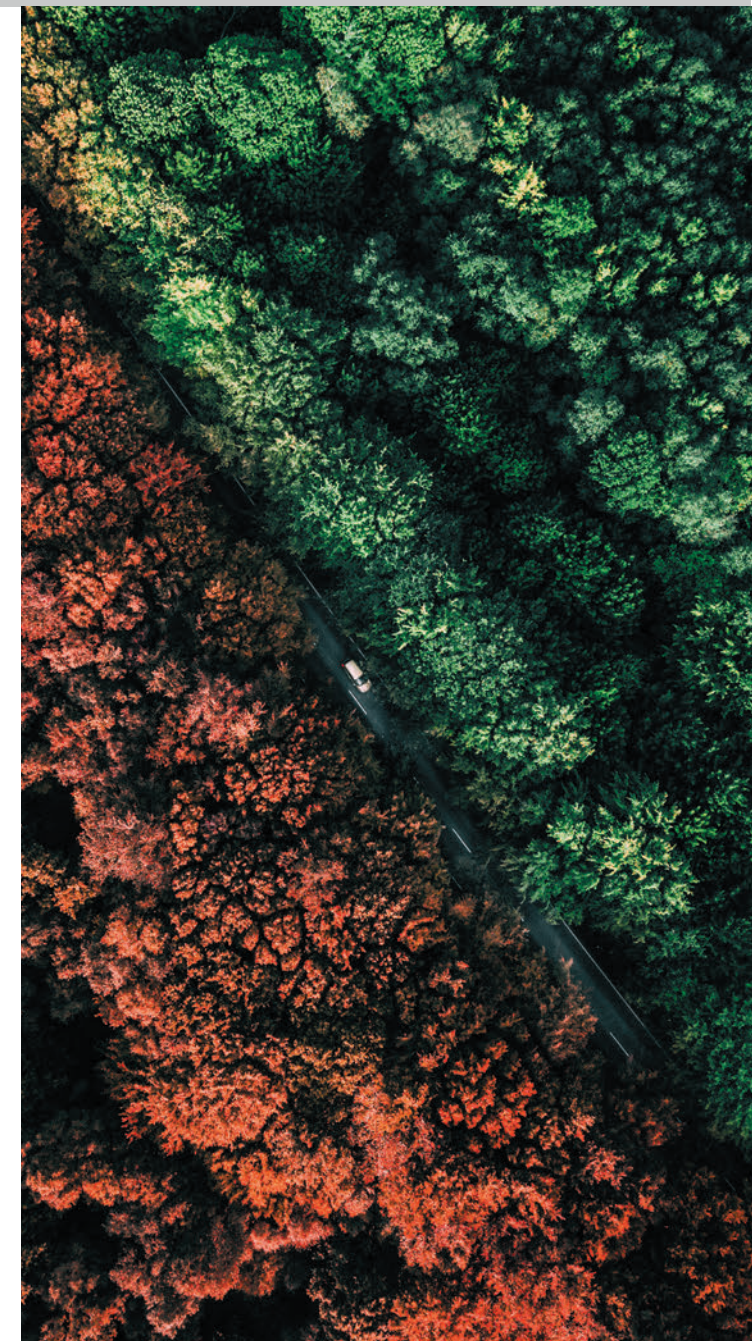
Within this context, and through its NFIS report, the Group has the goal of informing on environmental, social and personnel matters, and also on human rights relevant to the Group's business activity.

Scope of the report

• The Group's financial and non-financial data described in this report are consolidated, and refer to all the activities that were carried out in 2019.

• The complete list of group companies as of 31st August 2019 is provided in Note 2 of the Consolidated Annual Accounts. When preparing this NFIS report, the multi-group and associate companies were not included.

• To prepare this report and select the contents hereof, a materiality analysis was conducted (see Annex I), taking into account all the dependent group companies for materiality, and excluding multi-group and associate companies.

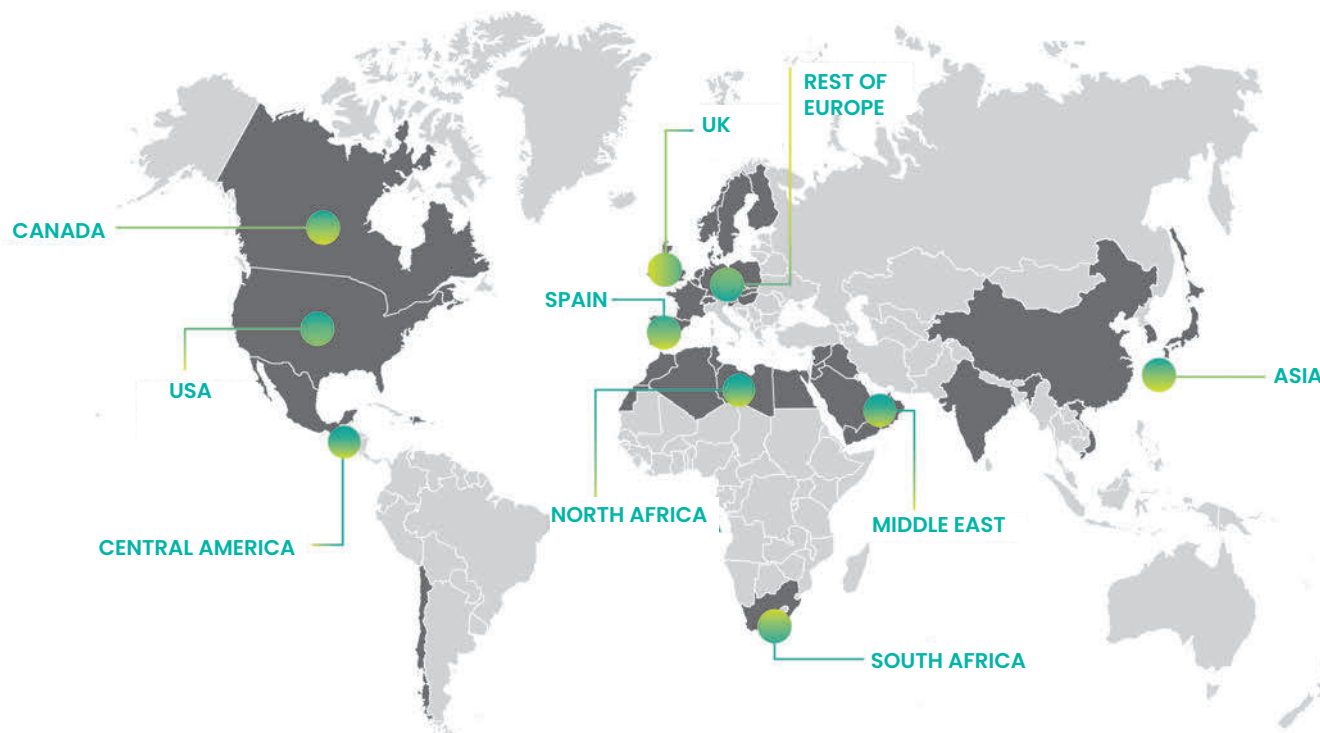


Presentation of AMC Group

AMC Group, is a 3rd generation family company that was founded back in 1931. It is the 3rd Spanish food company in terms of international sales, and is present in over 50 countries on all five continents. AMC Group is the leader in developing and licensing vegetable varieties, production and marketing of fruit, flowers, ice-cream and natural drinks with high added value, whose fundamental pillars are innovation, consumer satisfaction, sustainability and production of healthy, natural food and drinks under the very highest standards of quality.

AMC Group consists of two holdings, namely **AM FRESH Group** (hereinafter, AM FRESH) and **AMC NATURAL DRINKS Group** (hereinafter, AMC NATURAL DRINKS), which are two sub-holdings that even though they maintain their singularity and rationale, work through complete vertical integration. That means that certain policies and action covered under the scope of this document may have different features or are only applicable to a specific affiliate company, all of which stems from the different business activities carried out by each unit and specific legal or geographical requirements.

AMC Group has had international presence since its origins and has a high number of international customers in the following countries:



As can be seen in the above table, AMC Group supplies products to the World's main markets and is actively working on opening up new markets either by country or by geographical region. In this sense, the outreach of our current sales includes business relations and transactions with over 100 countries on the five continents.



Structure

AMC Group is a family owned business group whose parent company is managed by two joint Directors (the brothers Álvaro and Antonio Muñoz) who are in charge of governing the organisation, representing the group and defining the strategy and objectives of each of the business lines. Additionally, two Management Committees (one for each of the Group's divisions) are in charge of implementing those strategies and executing the specific policies backed by different operating committees.

Business Model

AMC Group's business model consists of vertical integration of the activities carried out at each of the two main business divisions: **AMC NATURAL DRINKS** and **AM FRESH**. The former engages in the production and innovation of natural, healthy fruit juice and vegetable drinks. The latter engages in research into new varieties, growing and marketing fruit, vegetables and flowers, both divisions with a definite customer oriented approach.

AMC Group, 2 Holdings with complete vertical integration



Objectives and strategies

Our objective as a company is to produce fresh products, drinks and natural foods that are healthy, delicious and innovative and that meet the requirements of modern, sophisticated consumers, through sustainable growth for AMC and out customers, with our goal being that of maintaining growth within that objective.

To achieve this, we develop, produce and distribute innovative food and drink products, while fully complying with the strictest standards of quality and sustainability at world level.

This is all possible thanks to our highly qualified and motivated team of professionals, who all share our values and rationale.

The key to our success is that we focus on understanding the needs of our customers and consumers in different markets, working on innovation and continuous improvement, and at all times keeping sustainability and efficiency at the forefront of our operations at all levels of the organisation, thanks to our own avant-garde technologies that allow us to develop high quality, outstanding products.

Principal factors and trends affecting future evolution

STRENGTHS

- In-house, differentiating, unique, disruptive, consumer approach R&D.
- Complete vertical integration.
- Patented technologies / robust, differentiating intellectual property.
- Strategic locations for our markets and customers.
- Access to qualified talent.
- Public support in research, innovation and development.
- A committed, professional team.
- Accessible financing.
- Goodwill, prestige and recognition of AMC Group.

THREATS

- Change to the retail and on-line sales model.
- Sustainability
- Volatile raw materials prices

OPPORTUNITIES

- A growing trend for consumption of 100% natural, sustainable, clean label, vegetable products.
- Optimisation, digitalisation/AI/IOT
- Geographical expansion
- Diversification of similar products using the same strengths as AMC Group

AMC Group: 2 International holdings

The Group's consolidated sales amounted to **€1,312 M** in 2020, with a highly qualified workforce of over **3,600 employees**. Over these 18 years.

AMC Group has increased its sales and invoicing by over one thousand million euros, thus consolidating its leadership in this third generation through the brothers Antonio and Álvaro Muñoz as the sole shareholders and Joint Directors, who manage the holdings **AMC Natural Drinks (€473 M)** and **AM FRESH (€868 M)**, respectively.

**The non-consolidated sales of each Holding represent €730M in AMC NATURAL DRINKS and €1,094M in AM FRESH.*

1.1 AM FRESH

This division focuses on innovation and technology as the gateway to consistently delivering superior products. Its strong presence in the fresh food market encompasses integral operations with citrus fruits, eating grapes, tropical fruits and superfoods, fresh plant and flower based products providing its strategic partners and global consumers with integral solutions.



+85
Years experience in the agricultural and FRESH foods business.



+21
Global centres of operations for unbeatable coverage and service.



2,600
2,900 mean annual number of employees, with seasonal peaks in excess of 5,700



+100
Patented fruit varieties.



40k
Own and licensed agriculture.



941M €
Annual turnover (**AM FRESH** consolidated division 2019-20)



Our vertically integrated business model allows us to offer complete, singular solutions

Variety Development



- World leader in the development of grape varieties.
- World leader in citrus fruit innovation (association with IVI + others)
- Leadership in R&D in attributes and performance of products through the value chain

Crop Variety Licences



- Own crops or through JV in Spain, RSA, Chile, Peru and USA.
- Global partnership network: future expansion into Italy, Mexico, Australia, Spain and South Africa.
- Crop and best practices protocols in varieties in conjunction with global leaders.

Operations and Logistics



- Own operations facilities in USA, United Kingdom, Spain and RSA.
- Sorting, processing, packaging, storage and shipment of products.
- New cutting-edge facilities in the United Kingdom to ensure the supply of our main market.

Business Relations



- Excellent relations with global establishments in USA, Canada, United Kingdom, France, Germany, Holland and Spain.
- Presence in Asia
- Flexible business models on demand for each customer.
- Liaison with the end consumers through digital platforms

Consumer Knowledge



- Innovation initiatives to offer the best end consumer experience.
- Organoleptic segmentation and according to consumers' tastes.
- Nutritional and health education through product innovation.
- Development of brands for consumers



Variety Development

One of the main pillars of **AM FRESH Group** is the development of new citrus and exotic fruit and eating grape varieties to offer consumers innovative varieties that will surprise and delight their palates. Our focus is on offering health, delicious varieties that are profitable for producers and distributors, and also respectful of the environment.

We have specialised innovation platforms committed to developing next generation citrus and exotic fruits and eating grapes.





Genesis Innovation Group

Genesis Innovation Group is a highly specialised international business group in the comprehensive development and management of new varieties protected worldwide. Their main mission is to bring together the best variety breeders and the best farmers to offer consumers the widest range of new premium varieties.

The team in charge of this is a group of experts in scientific, technical, commercial, marketing, administrative and legal aspects, who share the passion of developing and managing successful new protected vegetable varieties, from the seeds to the supermarket shelves in benefit of breeders, farmers, marketers and consumers.





Genesis Innovation Group

We work with the best international breeders and we firmly believe that investment in developing new varieties benefits the whole supply chain, breeders, farmers, marketers and consumers.

- *Through our own innovation centres and the external improvement programmes that we finance, we have a constant flow of new varieties.*
- *Evaluation, selection and development of crop protocols are carried out at our experimental farms.*
- *Our nurseries provide high-quality, certified vegetable matter for our licensed farmers.*
- *Our legal experts ensure compliance with breeder rights all around the world.*





SNFL

SNFL Group is the biggest exponent of eating grape R&D in the world. For more than 20 years this group of companies has been launching hybridisation and development programmes for new eating grape varieties, granting licenses to grow them in the main production regions. Our innovation centre has the most advanced technology and a multi-disciplinary group of geneticists, molecular biologists, agricultural engineers and experts at the very highest level.

Our objective is to drive the creation of a new generation of eating grape varieties that are more healthy, resistant to disease and sustainable, in order to contribute to the joint success of farmers, distribution networks and consumers around the world, aligning innovation and production efficiency with the latest market trends.





A global innovation force

We have highly specialised staff in 18 countries who cover all the eating grape production regions in the world. Every year our innovation team selects the best candidates for the hybridisation process and further develops them in the test fields to assess them and for commercial development.

These test fields are located in regions where our agricultural engineers and experts develop locally adapted crop protocols so that the farmers can obtain the very best expression of our new varieties. We are particularly proud of our farming support service which we offer to all our licensed farmers.





Cutting edge hybridisation programme

The **Grape Genesis** programme is directed by Dr. Juan Carreño, head of hybridisation with over 30 years experience in genetics, Dr. Ivan Carreño, Molecular Biologist and director of the tissue and DNA culture laboratory and Dr. Jose Carreño, Agricultural Engineer, specialising in biological systems.

SNFL launched its **Grape Genesis** programme in 2015 with the aim of capitalising on the legacy of Tim Sheehan (director of the **Sheehan®** varieties programme), and provides global industrial dynamics with even better eating grape varieties, more focussed on consumers. As Tim Sheehan did in 1996, committing to innovation within **AM FRESH**, the **Grape Genesis** team started expanding the genetic bank of **SNFL** varieties with the introduction of new parent material from very diverse regions, sometimes even wild grapes, whose genes were more resistant to disease.





Shaping the future of eating grapes

Each new variety that the **SNFL** team develops has novel features and attributes that are highly rated by consumers, which generate interest in trying them and boosts the sales of these varieties. Driven in conjunction with the CDTI (Centre for Technological Industrial Development), we are working in higher antioxidant content to improve the already enormous benefits of seedless grapes on our health, introducing tolerance and natural resistance to disease which results in less need for pesticides, and of course the development of new, interesting taste to delight consumers.





At the forefront of innovation, research and development

The best variety innovation programmes



The new SNFL varieties boost transformation of the industry, permitting optimisation for our farmers and providing new experiences for consumers.

GRAPE GENESIS by sheehan					
BACTERIAL AND FUNGAL RESISTANCE	PRACTICES IN OPTIMISED FARMING	LONGER CONSERVATION PERIOD	NEW FLAVOURS	NOVELTY	SUPER FRUITS
Reduced dependence on chemicals and minimises residues	Optimised farming and labour requirements	Enhanced post-harvest properties	New, healthier properties	E.g. Edible, seedless wine grapes	New health properties (e.g. grapes biologically rich in antioxidants)
Producer focussed on the Producer			Supermarket focus	Consumer focus	

The most advanced innovation and technology R&D centres

Closed Circuit Innovation Ecosystem



Closed Circuit Innovation Ecosystem

2 Innovation and Technology R&D Centres Spain and USA





Farming

AM FRESH Group has over 1000 hectares of its own crop and collaborates with a wide network of farmers worldwide to supply the fruit and flowers in all its markets.

The ultimate aim is to ensure the constant supply of products throughout the 52 weeks of the year. To achieve this, operations are extended from the northern hemisphere to the southern hemisphere.



AM FRESH™
GROUP

Our business units around the world



100

PROPRIETARY PATENTED
VARIETIES IN GRAPES,
CITRUS & OTHER FRUITS



2.500

Ha OWN FARMING



90 YEARS

IN GLOBAL AGRIBUSINESS
& BESPOKE RETAIL
PARTNERSHIPS



31.000

PATENTED TABLE GRAPE
LICENSED Ha



400 MILL kg

ANNUAL CITRUS VOLUME



€2 BN

SALES REVENUE



210 MILL kg

ANNUAL TABLE GRAPE
VOLUME



5.700

WORLDWIDE EMPLOYEES



8.000

LICENSED CITRUS Ha



AMT FRESH™
PARTNERSHIP

AMK FRESH™
SERVICES

AM FRESH™
EUROPE & ASIA

AM FRESH™
SOUTH AMERICA

AM FRESH™
NORTH AMERICA

AM FRESH™
UK

AM FRESH™
US

AM FRESH™
SPAIN

AM FRESH™
IBERIA

AM FRESH™
CITRUS FARMING

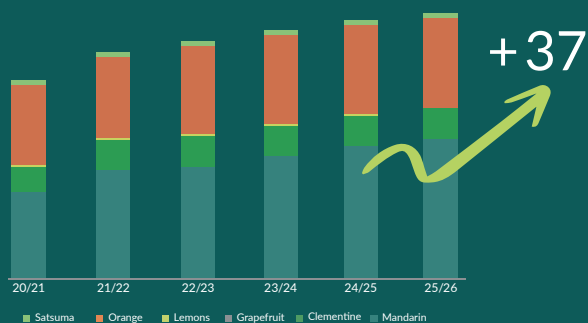
snfl
GROUP

GENESIS™
INNOVATION
GROUP

AM FRESH™ GROUP

Ongoing, fast-tracked investment
in citrus fruit farming area which
will guarantee supplies of high quality
varieties 52 weeks of the year.

AM FRESH'S Citrus Fruit Production





AM FRESH Group consists of several business units that are extending their presence in the world and guarantee the vertical integration model.



AM FRESH Spain supplies fresh fruit to end clients in Europe and Asia, including to the group's own business units. At AM FRESH Spain, we also coordinate the farming business in Spain.



AMK FRESH is a new logistics and production centre established in Peterborough, United Kingdom, to cover the needs of the sister company **AMT FRESH** which deals with the specific demand of our client Tesco in the fresh produce category.



AMT FRESH coordinates the supply chain from the farmer through to Tesco's shelves for citrus fruits, melons, pineapples, grapes and vegetables, following a policy of transparency and personalisation of our products.



AM FRESH Food & Drink produces healthy, natural juice and soup, and also yoghurt and lactose free ice cream.



AM FRESH UK supplies fresh fruit (mainly citrus fruit, grapes and melons) to big retailers in the United Kingdom and Ireland.



AM FRESH Iberia supplies fresh produce to supermarket chains in Spain and Portugal.



AM FRESH North America supplies fresh produce, mainly citrus fruits and eating grapes to retailers in the USA and Canada.



AM FRESH South America mainly supplies eating grapes to our companies in North America, United Kingdom and Asia.



AM FRESH Group consists of several business units that are extending their presence in the world and guarantee the vertical integration model.



AM FRESH South Africa is a fresh fruit supply centre for our business units in North America, Europe and Asia, as well as other retailers around the world.



AM FRESH Asia supplies fresh produce, mainly citrus fruits and eating grapes to the Asian markets.



SNFL is the world's leading development and licensing of new, patented eating grapes platform.



Genesis Innovation Group comprehensively develops and manages new, protected varieties of citrus and exotic fruits. Its key platforms are Citrus Genesis, Pom Genesis and Exotics.



Our nature positive farming operations in Spain, investing heavily in agri tech to drive precision and protect our farms and the environment.

AM FRESH™
GROUP

AMT FRESH™
PARTNERSHIP

AMK FRESH™
SERVICES

New facilities in UK in 2020

Ongoing investment in infrastructure and facilities improvements

AMK FRESH is a new facility in Peterborough, United Kingdom, specifically designed for packaging and consolidating fresh produce for its sister company **AMT FRESH** and provides a personalised packaging and supply solution of fresh produce for Tesco.

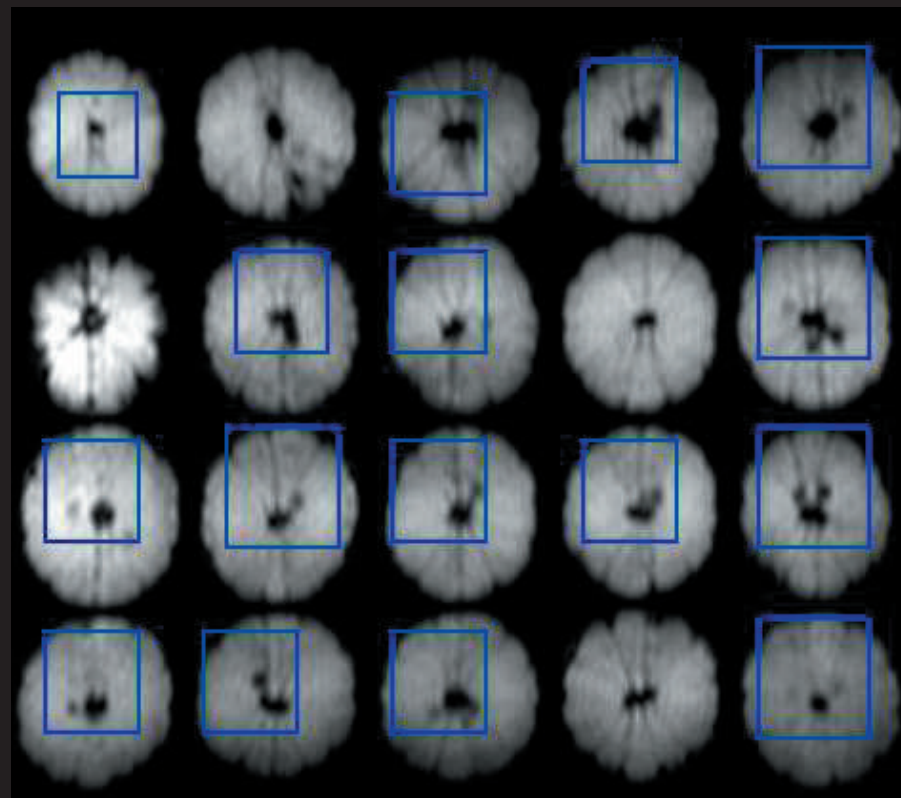




Retail Solutions

AM FRESH guarantees a high quality end product with uniform consistency. To achieve this standard of quality **AM FRESH** focuses on multiple innovation and technology initiatives, highlighting the following:

- *Optimisation of packaging methods to extend the shelf life of fruit and to reduce food waste.*
- *Development of cutting edge technology to select and classify fruit, thus guaranteeing 100% seedless varieties, with natural sugars and higher juice content.*
- *Scientific classification of sensory flavour through the organoleptic profiling*
- *Development of similar crop varieties of fruit in both hemispheres in order to ensure continuous supply to clients 52 weeks a year.*





Analysis of consumer and market trends.

A combination of traditional and innovative methodologies that help us to anticipate consumer demand, and to implement optimum marketing strategies in conjunction with our partners.

- *Usage & Attitude: a global study on the usage and attitudes towards eating fruit.*
- *Assortment optimisation, optimum price analysis and suitable promotions for each product, moment and channel.*
- *Response by consumers to innovations.*
- *Packaging optimisation*
- *Detection of business opportunities and creating incrementality in categories.*
- *Analysis of the consumers' decision-making tree.*
- *Study of global consumer trends, single-channel and innovation.*



**Fresh goods
Research and
Engagement for
Strategic
Consumer-centric
Opportunity**



**qualitative and
quantitative data**



**online listening
& big data analysis**



trend finder



**shopper
insights**



**ethnographic
research**



Consumer Brands

Our brands are a guarantee of quality and commitment to innovation and the environment.



Jaffa is the leading citrus fruit brand in the United Kingdom that offers TESCO shoppers an all-year-round supply of juicy, refreshing oranges and mandarin oranges, easy to peel and in season.



AM FRESH™ GROUP

With Jaffa Giant, Jaffa Reds and Jaffa Joy, the brand is committed to a healthy lifestyle and respect for the environment.

Jaffa actively contributes to social initiatives in the United Kingdom and is an iconic brand with consumers who highly rate its high standards of quality.

Jaffa is an Israeli brand name that **AM FRESH** Group has been representing for over 20 years.



AM FRESH™
GROUP

AMAZZING®

THE EXTRAORDINARY TASTE

AMAZZING® is our innovative Everyday Premium fruit brand, a guarantee of high quality fruit that has been carefully selected, and with extraordinary taste to attract and invite consumers to enjoy our natural, healthy fruit. **AMAZZING®** builds on its brand purpose to “inspire new generations to each fruit not because they have to, but because they want to” since the selection of citrus, table grapes, exotics and more are consistently AMAZING.

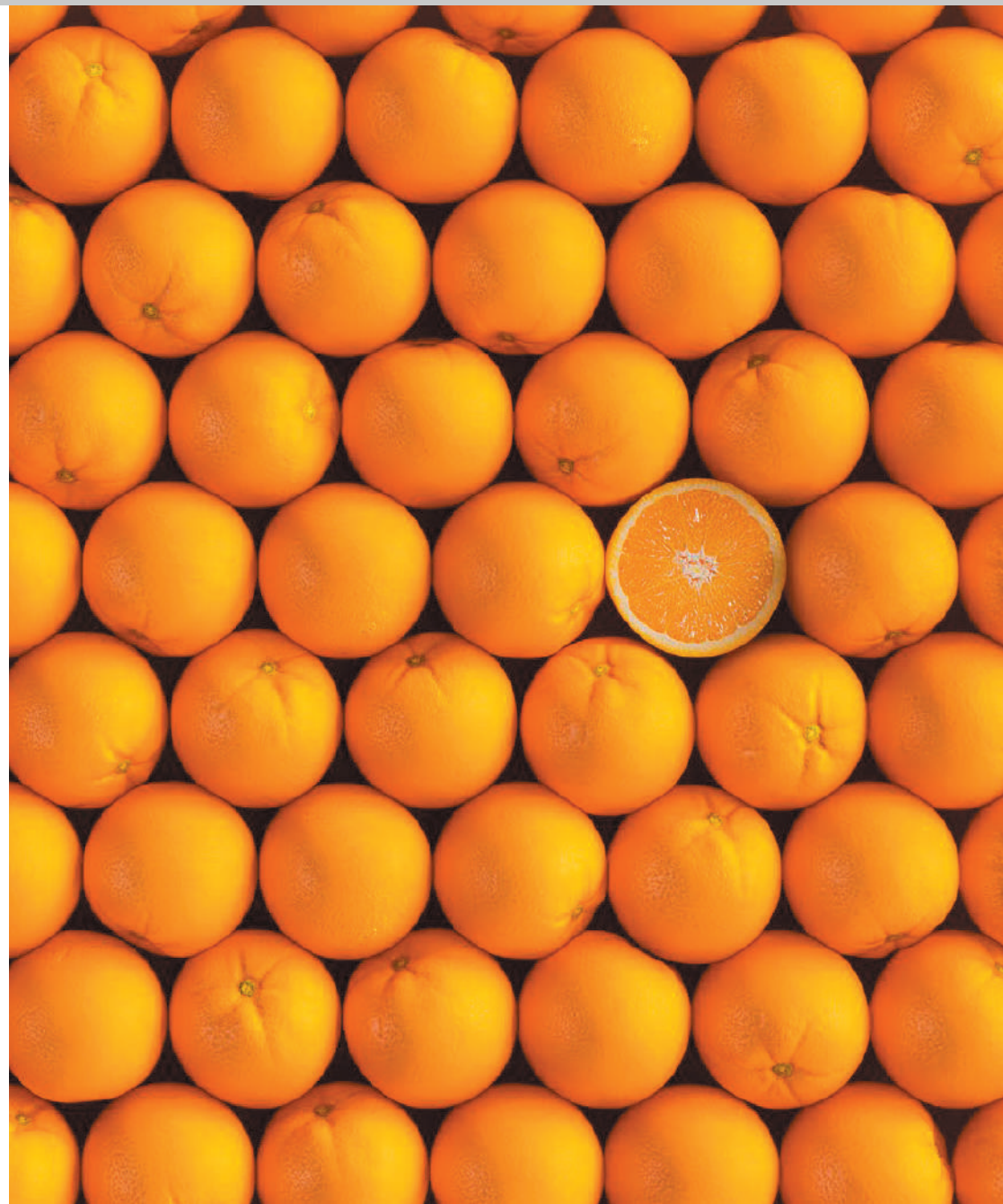


AM FRESH™
GROUP



LOCO™ is our most disruptive, colourful brand, which invites consumers to transport their sensations to a new dimension and choose their sweet escape.

LOCO™ offers surprising varieties of eating grapes and citrus fruits in Asian markets, where consistency is guaranteed to encourage consumers to eat fruit through the whole year.



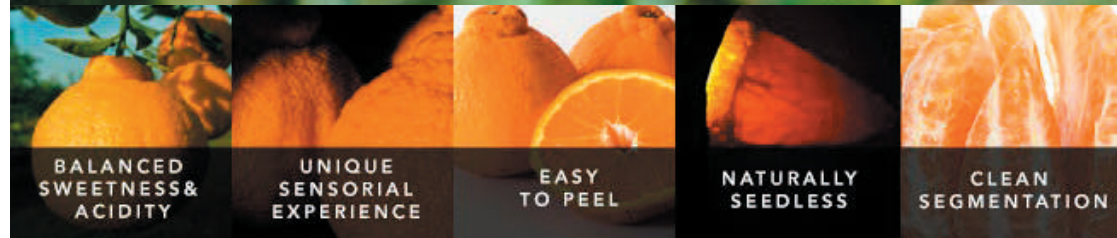
AM FRESH™
GROUP

BANZZAI®



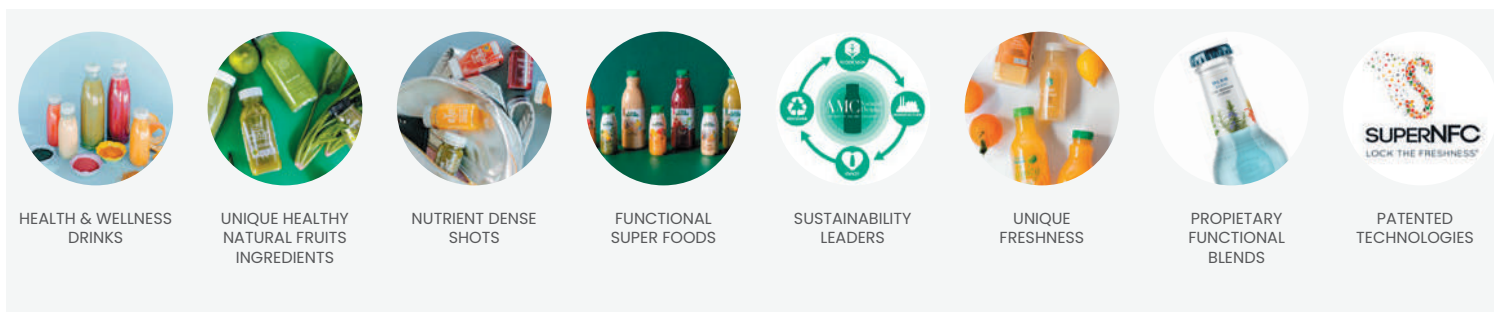
BANZZAI® is a unique proposal in citrus fruits, for the very first time in Spain. It is a natural hybrid variety of orange, satsuma, grapefruit and mandarin orange. This delicious fruit came about in Japan in 1972, and is now grown in sunny orchards in Spain. It requires perfect coordination of the ideal climate for the crop, specialised pruning, nurtured picking and meticulous packaging to guarantee its iconic taste and recognisable shape. The fruits are picked by hand, applying a double cut that guarantees selection of the best pieces of fruit to delight consumers with a unique, sensory experience.

BANZZAI™ is the first citrus fruit to receive the distinguished Superior Taste Award 2020 based on exceptional taste granted by the International Taste Institute in Brussels.



1.2 / AMC NATURAL DRINKS

AMC NATURAL DRINKS is Europe's leader in research, development and production of refrigerated fruit juices, smoothies and other natural, innovative, functional, high quality vegetable drinks.



+20
Years
experience
in innovative
natural drinks



5
Strategically
located
international
plants.



1,300
Annual
average 1,300
employees



+2,000
References in
5 continents



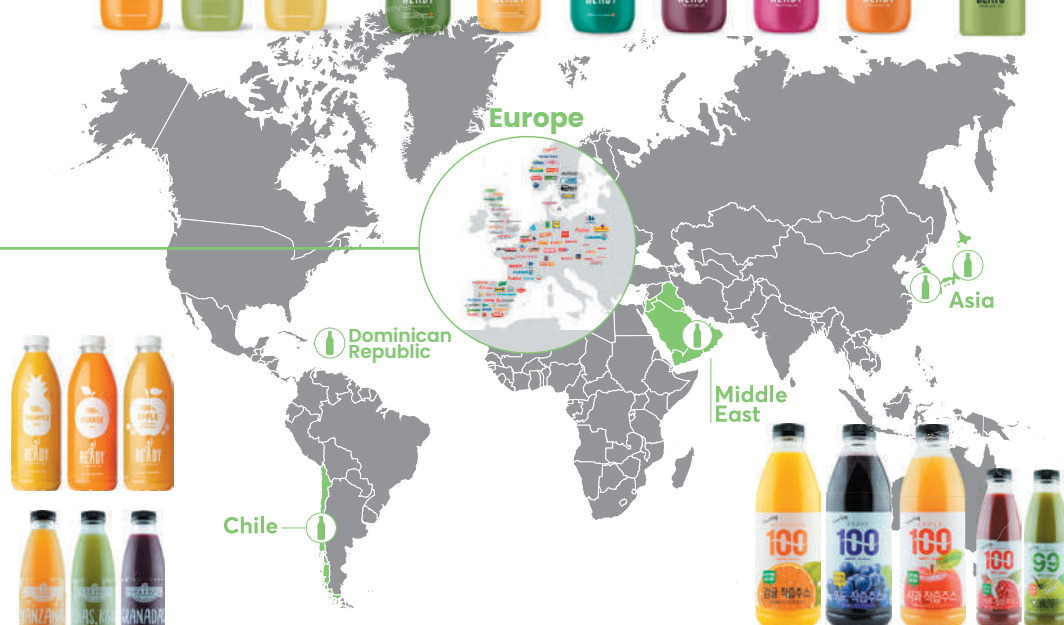
+400
Every year new
products are
launched in
the 5 continents.



EUROPE



We design and produce natural drinks
with added value for the most prestigious
supermarket chains around the world.



- **BEST 70 EUROPEAN & HORECA RETAILERS**
- **LEADERS IN INNOVATION**
- **PIONEERS IN SUSTAINABILITY**

AMC NATURAL DRINKS is Europe's leader in research, development and production of refrigerated fruit juices, smoothies and other natural, innovative, functional, high quality bio-active drinks.



FUNDAMENTAL RESEARCH

**+ 150 researchers and
technologists**

AMC Innova, the scientific / technical division of **AMC NATURAL DRINKS** fully engages in R&D, through over 150 researchers and technologists. Through thorough knowledge of trends and consumers to fundamental research and development and launch of new products.

AMC Innova is involved in many national and European research projects of excellence, world patents for new, natural, functional ingredients, new sustainable excellence, world patents for new, natural, functional ingredients, new sustainable extraction processes of natural bioactive ingredients from food, and monitoring of new products on international markets.



INNOVATION AND DEVELOPMENT OF NEW PRODUCTS

+ 400 Launches per year

At AMC Innova, over 50,000 new concepts and recipes are developed each year, especially designed for consumers on the 5 continents, after previously analysing their needs and preferences.

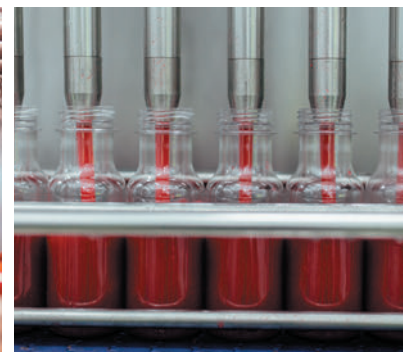
European leader in the category, 3 out of 4 innovative products launched in Europe come from AMC Innova.



SQUEEZED AND PROCESSED USING OUR OWN TECHNOLOGY

+300,000 tonnes per year

AMC's latest generation, exclusive food squeezing and processing technology to guarantee the maximum quality, freshness and nutrition of our juices, fruit smoothies and other bioactive ingredients that we uniquely extract from all parts of the fruit. Present on all the continents European leader in squeezed citrus fruit and other Mediterranean fruit juices.



PACKED AT CUTTING- EDGE PACKING PLANTS

5 Strategically Located International Plants

So that our end consumers are able to enjoy the very best quality and safety of all our juices and fruit and vegetable drinks, ensuring all the nutritional properties and freshness of the product are maintained, AMC Natural Drinks has cutting-edge packing plants located strategically where our own in-house technology packs over 1800 different products in an assortment of formats, efficiently, sustainably and safely.



TRENDS, MARKET AND CONSUMER

Thorough research and understanding of consumers by means of our disruptive Big Data digital platform in order to understand which factors reduce the risks involved in launching new concepts and ensuring they target the right consumers. Market, consumer and trend surveys on the five continents.

FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

One of AMC NATURAL DRINKS growth pillars is the ongoing investment in our scientific division AMC Innova, where research, development and innovation take place

A LABORATORY OF TALENT THAT
BOOSTS HEALTHY FOOD

+ 150 researchers and technologists

- + 25 research projects of excellence at international level in fields that are of most interest for consumers (health, sustainability, sensory properties).
- Worldwide patents on processing and extraction technologies, in relation to naturally functional fruit and vegetable bioactive ingredients.
- Unique bioactive ingredients in health, innovative food and drinks.
- Formulae scientifically designed by AMC Innova's scientific committee and endorsed by numerous international clinical trials.



PRESTIGIOUS
INTERNATIONAL AWARDS

NATIONAL AWARD FOR
INNOVATION

to Antonio Muñoz Beraza, CEO of AMC Juices and AMC Group, by the Ministry of the Economy and Competitiveness, and delivered by HRH King Felipe VI. Madrid, February 2018



"Open Innovation AMC Innova" innovation model, working hand-in-hand with prestigious research centres at international level.



FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

AMC NATURAL DRINKS has been received many international awards for innovation, health, high quality and sustainability.



FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

INNOVATION AND DEVELOPMENT OF NEW PRODUCTS

- Consumer Centric Innovation Strategy, placing the consumer in the centre of everything we do.
- Development of concepts based on trends, market opportunities and a personalised strategy.
- A highly qualified team for sensory development of many product ranges for international customers.
- Technical excellence by the AMC teams, working closely with our customers' teams.

AMC Innova, the scientific / technical division of **AMC NATURAL DRINKS** fully engages in R&D, through over 150 researchers and technologists. Through thorough knowledge of trends and consumers to fundamental research, development of new processing technologies and development and launch of new products.

70%
Innovation
Share in European
Private Labels

Unique First
to Market
concepts in
the market

more than
400
products
launched
every year

Maximum score
in Independent
Quality
Certificates



FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

SQUEEZED AND PROCESSED USING OUR OWN TECHNOLOGY

We carefully select the origin and variety of our fruit and vegetables, and they are squeezed in our own squeezing plants near to where they are grown. Developed through unique technology ensuring the freshness, quality, nutrition and sustainability of our products, endorsed by numerous international certificates.

AMC NATURAL DRINKS has two Mediterranean climate fruit squeezing plants in Spain (FTN 1.0 and FTN 2.0), and has invested in strategically located plants in other climates, applying AMC's latest generation food technologies at all of them.

In order to guarantee the very highest quality and sustainability throughout the entire value chain of our finished products, **AMC NATURAL DRINKS** works hand-in-hand with the best world level partners, who have been selected after a long, strict process of industrial testing, sensory tests and technical, ethics and sustainability audits.

A wide assortment of squeezed fruit and vegetables employing the right technologies to get the goodness and ensure they are kept at source.



FRUIT TECH NATURAL 1.0



FRUIT TECH NATURAL 2.0



300,000 TONNES PER YEAR
World leader in fruit squeezing.



2 PLANTS
Strategically located squeezing plants.



KNOW-HOW
We squeeze fruit using unique technology in our own squeezing plants.



QUALITY CERTIFICATES



FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

PACKED AT CUTTING-EDGE PACKING PLANTS

AMC NATURAL DRINKS has cutting-edge international packing plants that are strategically located to serve our customers. With a total of 860M units/year.



HOLLAND (VLISSINGEN)

- JUICES, SMOOTHIES
- PLANT MYLKS
- NATURAL HEALTHY DRINKS



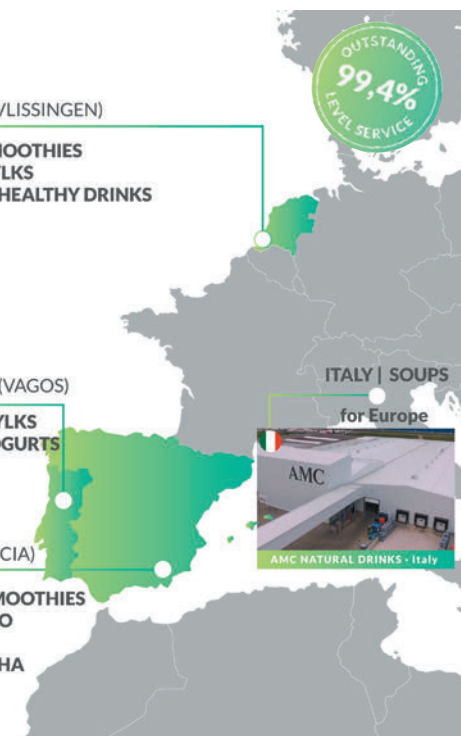
PORTUGAL (VAGOS)

- PLANT MYLKS
- PLANT YOGURTS



SPAIN (MURCIA)

- JUICES, SMOOTHIES
- GAZPACHO
- COFFEE
- KOMBUCHA



INTERNATIONAL CERTIFICATES ENDORSING OUR QUALITY

Our plants are being constantly audited and certified by our customers and by independent international organisations, and we meet the maximum European standards in terms of flexibility, quality, innovation and sustainability.



FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

AMC NATURAL DRINKS (SPAIN)

Cutting-edge packaging plants for AMC juice and smoothies



16
Lines

150
Million / L

375M
Units/year

25.000
m2

- JUICES AND SMOOTHIES
- GAZPACHO
- COFFEES
- KOMBUCHA

All our production plants implement the very highest international standards of quality (BRC, AA+)



FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

AMC NATURAL DRINKS (VLISSINGEN)

Our cutting edge plant in Vlissingen serves the United Kingdom and other countries in Northern and Central Europe, ensuring maximum quality. Standards of excellence, flexibility, quality, innovation and sustainability.



15
Lines

410
Million / L

500M
Units/year

95.000
m2

- JUICES AND SMOOTHIES
- PLANT MYLKS & YOGHURTS
- NATURAL, HEALTHY DRINKS

All our production plants implement the very highest international standards of quality (BRC, AA+)





AMC PLANT MYLK AND YOGHURT (PORTUGAL)



Plant Mylks



Yoghurts



Culinary creams

Comprehensive processing of raw materials:



Formats: plant mylk and yoghurt



Gluten free



Lactose free



Vegan



Calcium



GMO free



Non-animal origin



Vitamins



Proteins

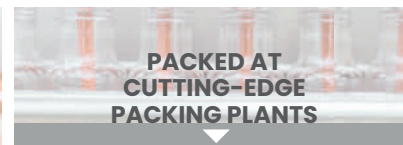
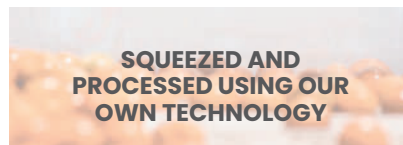
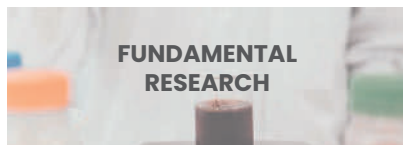


WHITE & GREEN(Vagos, Portugal)

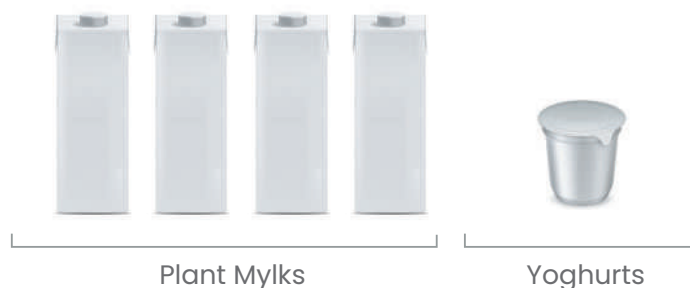


Certificated:





AMC PLANT MYLK AND YOGHURT (VLISSINGEN EXTENSION)



Comprehensive processing of raw materials:



Formats: plant mylk and yoghurt



In this phase, other formats of interest can be easily considered.

*to be confirmed



Gluten free



Lactose free



Vegan



Calcium



GMO free



Non-animal origin



Vitamins



Proteins



WHITE & GREEN (Vliissingen, Holland)

+7 Lines Plant Mylks
+1 Line Yoghurt

AMC Vliissingen
NEW EXTENSION
Second quarter 2022

FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
PROCESSED USING OUR
OWN TECHNOLOGY

PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

AMC Natural Drinks' cutting edge filling plants serve our clients efficiently and sustainably.



AMC SPAIN

Juices, Smoothies, Gazpachos, Coffees and Kombucha



AMC VLISSINGEN (NETHERLANDS)

Juices and Smoothies



Plant Mylk and Yoghurt (2nd Quarter 2022)

+4 NEW LINES



1L

500 ML

500 ml



AMC PORTUGAL

Plant Milk and Yoghurt



AMC ITALY

Soups and Creams



FUNDAMENTAL
RESEARCH

INNOVATION AND
DEVELOPMENT OF
NEW PRODUCTS

SQUEEZED AND
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OWN TECHNOLOGY

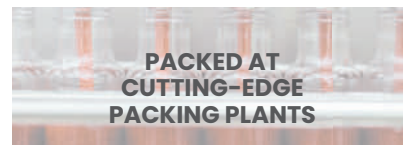
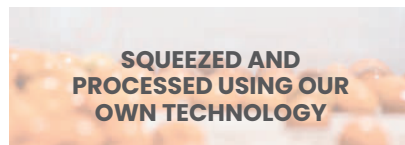
PACKED AT
CUTTING-EDGE
PACKING PLANTS

TRENDS, MARKET AND
CONSUMER ANALYSIS

TRENDS, MARKET AND CONSUMER ANALYSIS

- In-house Big Data digital platform, AMC Innova.
- Understanding consumers' buying factors.
- We measure rational consumer data through surveys and direct observation in stores.
- We also analyse emotional data through feeling analysis in the social media and neuromarketing experiments.
- Nielsen, IRI and Kantar data and market analysis.

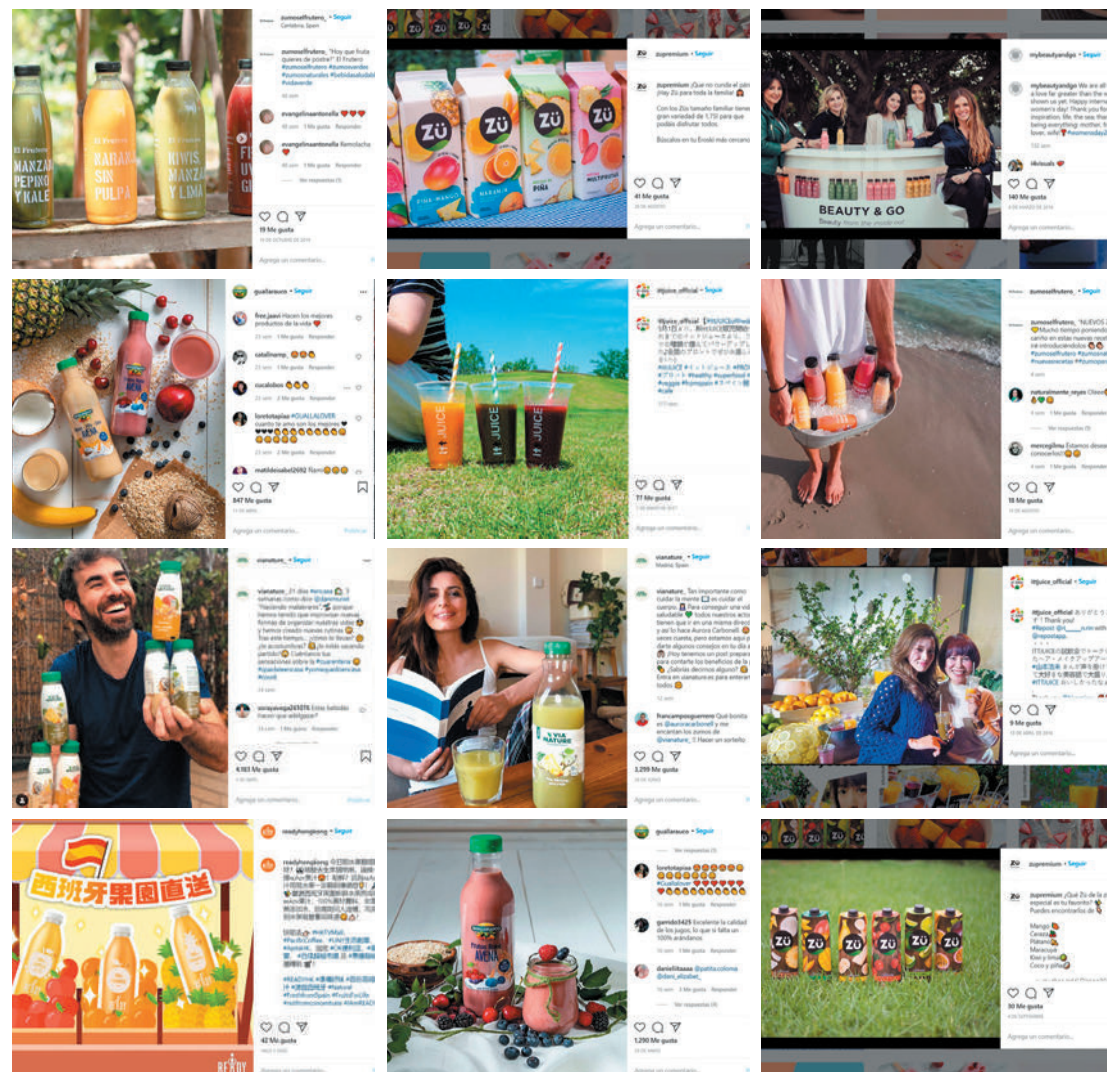
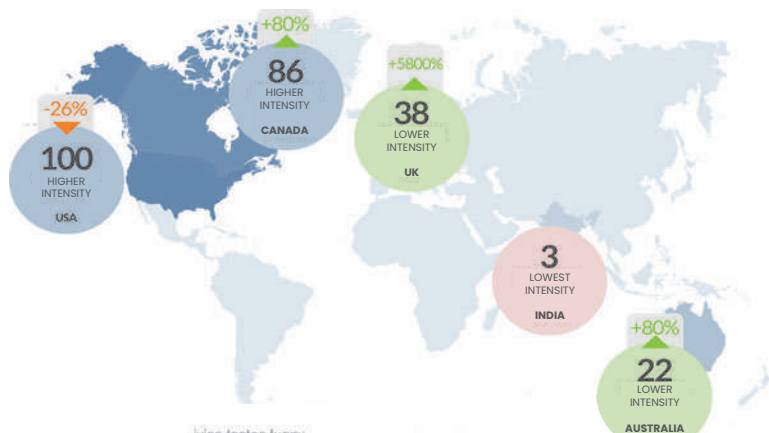




MONITORING TRENDS

Through semantic and pictographic social media analysis to establish the maturity level and evolution of trends at world level, and thus working with the right innovations strategies at the right time and in the right way for each country.

SEARCH FREQUENCIES



2. Environment

2.1. Environmental policy

Our Group is aware that all industrial and agricultural activity can affect its environment, and we therefore undertake to act as responsibly as possible in order to avoid and reduce any potential negative impact. We therefore regularly identify and assess the environmental aspects and impacts related to our activity, which mainly involve the consumption of resources and production of waste, emissions and waste water.

Our commitment begins with strict compliance with the legal requirements applicable to our activities and products, which are periodically reviewed in accordance with continuing changes and stricter demands established by local, regional, national and European authorities. Likewise, we comply with the additional commitments that we voluntarily sign up to, and the specific requirements established by our customers and suppliers.

Our Group is committed to preventing environmental pollution at each of our facilities, from the supply of raw materials through the final destination of our products. We work on reducing the consumption of non-renewable resources and reducing the production of waste, waste water and emissions, while at the same time guaranteeing conservation of ecosystems and fostering the use of renewable energy and material sources.



2. Environment

2.1. Environmental policy

In order to achieve this commitment, the Group is actively working on efficient, respectful use of water and energy, to reduce and recover post-industrial waste, to integrate the principles of a circular economy in our business and to increase the sustainability of our packaging systems and supply chain.

The importance of raising awareness, training and engagement by all parties involved in all levels of the chain is also recognised. Consequently, all workers and collaborators are involved in good environmental performance, and best environmental practices are encouraged and positively valued among our suppliers.

Our Group is committed to reducing its impact on the environment by preventing pollution and production of waste, and also reducing consumption of non-renewable resources, such as water and energy, throughout the entire lifecycle of the products we manufacture or produce.

Furthermore, business differentiation requires specific environmental policies. Therefore, the information contained in this section is not standard for all the Group's companies and all geographical locations, but is adapted in accordance with local needs and requirements, while ensuring the Group's policy of high quality.



2. Environment

2.2. Pollution

Among the measures the Group has implemented in its operations, we have developed and implemented our Environmental Management System (EMS) in accordance with the directives established in the standard ISO 14001.

In this sense, the risks and impacts to the environment are identified and managed through our EMS. The EMS process map identifies the activity, the potential impact and the control, supervision and production of reports to manage risks. Environmental impact assessments are conducted at our different locations. This includes assessing waste production, energy consumption, the use of water, packaging, raw materials, chemicals and cooling gases, emissions, noise and light pollution, and other impacts and risks.

As an example, a monitoring chart is provided for certain control and risk activities

SIGNIFICANT ASPECTS	ASSOCIATION IMPACT	PREVENTIVE AND CONTROL MEASURES
Consumption of non-renewable resources.	Exhaustion of resources	<ul style="list-style-type: none"> • Energy and water efficiency improvement plan. • Specialised, multi-disciplinary committees on energy and water efficiency. • Packaging sustainability committee.
CO2 emissions	Atmospheric pollution / climate change	<ul style="list-style-type: none"> • Monthly calculations and carbon footprint reduction plan • Production and use of clean energy: biogas, green electricity.
Waste production	Potential soil and water pollution / climate change	<ul style="list-style-type: none"> • Fostering circular economy initiatives and internal waste sorting and recycling procedures by waste type. Zero waste project. • R&D&I for recovery of food by-products: zero food waste to tip. • Endorsement procedure of authorised waste managers.
Production of industrial effluent.	Potential water pollution	<ul style="list-style-type: none"> • On-site industrial effluent treatment plants. Treatment of 100% of water and energy recovery through anaerobic digestion reactors.
Noise production	Noise pollution	<ul style="list-style-type: none"> • Measures to reduce the main emissions sources • Periodical official controls

2.2. Pollution

2.2.1. Gas emissions and reduction measures

The carbon footprint is an environmental indicator that reflects: “all greenhouse gas emissions (GHG emissions) produced directly or indirectly by an organisation or product”. This environmental impact is measured by conducting an inventory of greenhouse gas emissions or a lifecycle analysis depending on the footprint type.

The stages that have been defined to calculate AMC Group’s carbon footprint are as follows:

I. Scope 1 emissions, also known as Direct Emissions.

These are the greenhouse gas emissions that are directly produced by an organisation through burning fossil fuels in machinery or in the organisation’s vehicles, loss of cooling gases or chemical reactions during production processes.

II. Scope 2 emissions or Indirect Energy Emissions

These are the greenhouse gas emissions produced through the energy required by the organisation. These emissions depend on the amount of energy the organisation requires and its energy mix in the grid supplying the organisation.

III. Scope 3 emissions, also known as Other Direct Emissions.

These emissions are attributable to the products and services required by the organisation, which in turn will have produced emissions. They are more difficult to calculate owing to the large amount of products and services used by organisations and the difficulty of accurately identifying the emissions produced by these products and services if they are not reported by the supplier.



2.2. Pollution

2.2.1. Gas emissions and reduction measures

AMC Group is currently undergoing its initial stages of calculating its carbon footprint indicator for Scopes 1 and 2.

At **AMC Group** we are working to reduce our contribution to climate change. In order to support this process we are measuring our greenhouse gas emission (GHG) in our operations.

A summary of emissions is shown in the following tables:

Scope	CO2 Emissions (tn)
Scope 1 (direct emissions)	27.111
Scope 2 (indirect emissions)	22.658
Total emissions Scopes 1+2	29.376

The gases included in the calculations are:

- Carbon Dioxide
- Methane
- Nitrous oxide
- Hydrofluorocarbons
- Perfluorocarbons
- Sulfur hexafluoride

As mentioned previously, the specifics of each business mean that different efficiency solutions are required, and therefore each division, and each branch even, could have different efficiency policies or could be at a different stage of implementation.

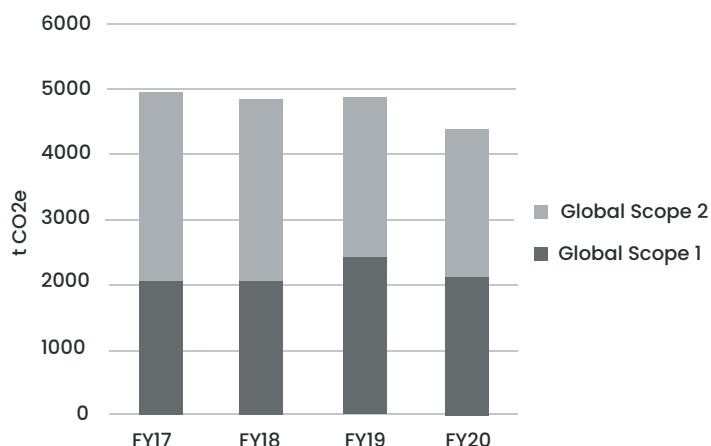
GAS EMISSIONS/ EMISSIONS	AMC SPAIN	AMC VLISSINGEN
EN18 – Intensity of GHG emissions (*)	0.049 tn CO2 eq/ t production	0.054 tn CO2 eq/ t production
EN19 – Reduction of GHG emissions (*)	-50% (2020 vs 2015) reduction in emissions intensity	-42% reduction in emissions intensity
GENERAL		
EN31 – Breakdown of environmental costs and investments	Investments to reduce our environmental footprint - € 48,148 Environmental costs related to waste management, emissions, water treatment, levies and fees - € 1,291,687	Investments to reduce our environmental footprint - € 104,774 Environmental costs related to waste management, emissions, water treatment, levies and fees - € 1,472.053

2.2. Pollution

2.2.1. Gas emissions and reduction measures

As shown in the preceding table, **AMC Natural Drinks** and **AMC Vlissingen** have both reduced their emissions intensity by nearly 50% compared to 2015 through the commitment to energy efficiency and energy consumption from certified renewable sources.

At **AMC FRESH** the greenhouse gas emissions have been reduced by 12% since our baseline tax year in 2017 (1st Sept. 2016 – 31st Aug. 2017). This overall reduction has been achieved despite opening two new sites since then. The reduction in the last year was driven by a change to renewable energy and a reduction in refrigeration top-ups in the United Kingdom.



Furthermore, the following energy efficiency measures have been implemented at the Group's packaging facilities in Spain and the Netherlands.

- *LED lighting.*
- *High-efficiency air compressors with the option of heat recovery.*
- *Steam boiler economisers and condensate recovery system in the steam line*
- *Heat recovery system in the effluent treatment plant The boilers with low-emissions multi-flame burners, a special mixing mechanism to distribute the gas between the primary and secondary nozzles, achieves highly efficient combustion.*
- *Tailor-made efficiency control and management system, and installation of frequency converters.*
- *Anaerobic digestion plant, with the potential to produce 1 million m3 of biogas per year, equivalent to 7 million Kwh, sufficient to power the boiler house and reduce consumption of natural gas.*
- *Implementation of a seawater cooling system in the Netherlands, which, owing to the proximity of the plant to the port, allows naturally covering energy and water requirements during the first stages of the general cooling system at the plant. This, in addition to installing high-efficiency centrifuges with a maximum performance coefficient (which converts 1 KW of electricity in over 5 KW of cold), all the frequency converters and a centralised glycol system, allows covering the cooling requirements while reducing energy and water consumption to a minimum, all controlled by SCADA.*
- *As for steam production, the boilers with low-emissions multi-flame burners, a special mixing mechanism to distribute the gas between the primary and secondary nozzles, achieves highly efficient combustion.*
- *100% of the industrial effluent is treated at the anaerobic digestion plant producing biogas, in this case outsourced for common use in the industrial zone where the plant is located.*
- *Use of 100% certified at origin green electricity.*

Moreover, in the Group's agricultural area, there are specific policies on emissions that are described as follows:

Citrus Farming Cool Farm Tool & GHG Emissions

Reducing the use of fertilisers is a key focus because 85% of the carbon footprint of our citrus production is from the use of agrochemicals.



Fertilisers will continue to be important for the world's food productions systems, but appropriate use of them is imperative. **AM FRESH Group** strives to increase efficiency in the use of fertilisers on our own farms and in the supply chain.

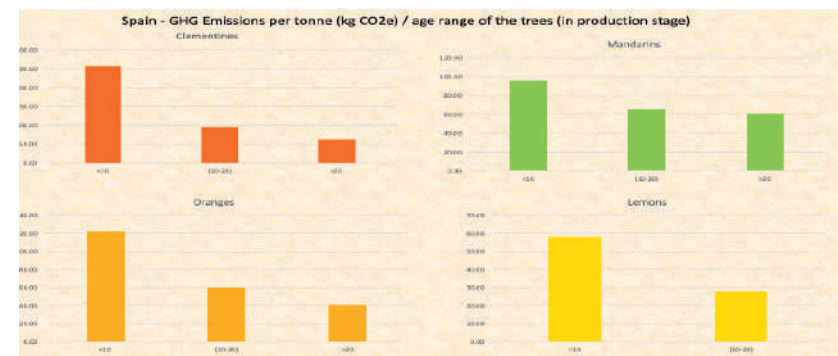
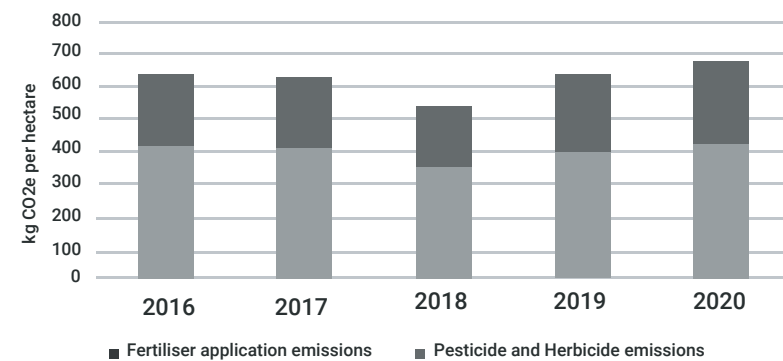
AMT FRESH has been using the Cool Farm Tool (CFT) to measure the use of fertilisers and emissions associated with the use of pesticides and herbicides in our citrus fruit supply chain in Spain, South Africa and Peru. Taking 2015 as the baseline year, we are now making comparative evaluations and analyses to identify any inefficient use thereof and to share best practices with other suppliers.

In regard to our own farming operations in Spain, the overall results have been constant over the last 5 years, despite varying production, young crops in some of our estates and diverse climate patterns.

We are now compiling data and knowledge through our comparative evaluation process in order to make further progress with some of the changes we reported in our approach that should have a positive impact.

For noise and light pollution in farming and in warehouses, the company guarantees prevention and reduction of all types of pollution, including noise and light pollution, by analysing, producing the mandatory documents and measurements necessary to obtain the required environmental authorisations

AM FRESH citrus on - farm emissions per hectare



2.3. Circular economy, sustainable use of resources and prevention of waste.

2.3.1. Waste and recycling

The Group has implemented procedures, management and awareness measures in order to constantly optimise and improve the order of priority established in waste management hierarchy: prevent, minimise, reuse, recycle, recover energy and disposal as the last resort.

In regard to food waste, this is one of the most significant challenges the farming and food industries face today. According to the official data published by the United Nations, around one third of all the food produced in the world for human consumption is lost or wasted along the chain, from the field to the table. Therefore, AMC Group has aligned with the United Nations Sustainable Development Goals (SDG), and more specifically with SDG 12.3 to reduce the amount of global waste by half per capita in distribution and end users, and to reduce food losses in the production systems and supply chain by 2030.

In order to achieve this it is fundamental implement standard measurements and actions leading to the Group employing the “Food Loss and Waste Accounting and Reporting Standard”, developed by organisations such as the FAO, UNEP, World Resources Institute and WRAP.

The Group has been working on reducing food waste ever since its origins. Thanks to the general R&D&I programme in the drinks division with over 20 fundamental research projects, many focussing on improving the sustainability of processes and activities, AMC achieved its objective of sending “Zero waste to disposal sites” over a decade ago.

To achieve this, new, surprising products, ingredients and materials are designed and developed from the waste produced during the fruit and vegetable squeezing and processing processes.



These exclusive new ingredients allow naturally adding nutritional and organoleptic value to our juices and natural drinks, and also add natural value to industrial applications in other sectors such as the pharmaceutical, nutritional-cosmetics or confectionery industries. They also allow developing natural substitutes for synthetic products and materials, such as bio-fertilisers or bio-plastics. Finally, other alternative uses are employed, such as animal feed, compost or energy recovery, thus managing to close the sustainability circle.

In regard to non-organic waste, all of it is managed through waste managers who have been authorised by the relevant authorities and certified in regard to their internal procedures. Close collaboration with these waste managers and continuous improvement in internal awareness has allowed us to move forward towards our goal of being a “Zero waste” company by 2025 (no organic waste), and to achieve this we are implemented our ZERO WASTE Project at some of our facilities.

2.3. Circular economy, sustainable use of resources and prevention of waste.

2.3.1. Waste and recycling

In 2020, the following quantities of waste were produced, itemised by division:

Tonnes waste	AMC NATURAL DRINKS	AM FRESH
Organic waste		
Own sites	0	3.851
Third part	N/A	
Total	0	3.851
Non-organic waste		
Plastics	4,137 (equivalent to 63% of the total sent for recovery)	113
Metal		0
Wood		673
Card		3.828
Glass		0
Dry mix recycling	N/A	0
Green organic waste	N/A	196
Hazardous	13	8
General waste	2,473	1.380
Total	6,623(1)	6.198

(1) 6,623 tonnes, of which 63% was sent for recycling or recovery, including plastic, card, wood, scrap metal and glass. The remainder was largely used for energy recovery, achieving a low percentage sent for disposal to tips and 13 tonnes were rated as hazardous waste, mainly empty cleaning and disinfectant product containers at the manufacturing plants, which were sent for decontamination and reutilisation or recycling.

In regard to effluent at packaging plants, 785,707 m3 was produced. 100% of this effluent produced at our industrial plants is treated in the our own or outsourced treatment plant, where the organic content is recovered as energy through anaerobic reactors. The produced biogas is used as a source of renewable energy to supply the treatment process itself and production processes, thus making it energy self-sufficient and significantly reducing emissions from production processes.

Packaging

Many of the products we produce are distributed around the world. In order to protect the products, extend their shelf life and to provide an easy to sell item for end consumers, we use significant amounts of primary and secondary packaging.

Thanks to the inclusion of recycled materials in our drinks packaging, we have managed to reduce the energy required in the life cycle by 40%, a 37% reduction in our carbon footprint and 64% reduction in our water footprint.

Drinks packaging is 100% recyclable and up to 100% is of recycled origins, and is among the lightest on the market in the category, meaning we have saved over 1 million kg of plastic in the last 5 years.

Moreover, through ecological design and innovation we are actively cooperating in achieving the reduction and recycling goals established by the European Union and the Ellen MacArthur Foundation, including eliminating elements and materials that can cause problems during recycling, contributing to ensuring that 70% of packaging is effectively recycled and composted at the end of its shelf life by 2025, and increasing the recycled material content by up to 30% by 2025.

2.3. Circular economy, sustainable use of resources and prevention of waste.

2.3.1. Waste and recycling

At **AMC Natural Drinks** we are strongly committed to responsible use of plastic, and in December 2020 we joined the UK Plastic Pact, aligning our strategy with the objectives established by the coalition in the coming years, while making out contribution to sustainable packaging, production of 100% recyclable plastic bottles and 100% recycled PET. The weight of these lighter bottles and eliminating the black tops is just one of many initiatives that we have managed to achieve to support the circular economy and eco-design.

On the last point, the Group's objective is even more ambitious than those legally provided for or in any international accords, since in 2020 we achieved 50% of recycled plastic in all our bottles, which accounts for a saving of over 3 million kg of virgin plastic and over 5000 tonnes of CO2 each year. We are still working towards extending this to 100% in all formats.

Moreover, through innovation in the development of alternative materials to traditional plastic, the Group is committed to using 100% renewable and compostable materials. One example of this is the European LIFE Citruspack project <https://citruspack.eu/>, in which AMC heads up the development of 100% bio-based, compostable packaging made from citrus fruit peel obtained at our own squeezing plants.

AM FRESH has also made major improvements in its packaging, reducing the use of packaging at its manufacturing plants through the use of lower density meshes and films, reducing the secondary packaging used in its product range by eliminating coatings and tray hoses which do not add any intrinsic benefit to the quality, and wherever possible guaranteeing that all types of packaging are recoverable and recyclable.

Other

Whenever possible, the Group donates its surplus products to charity organisations for redistribution. For example, in the United Kingdom, we are one of the biggest contributors to FareShare, a member of the European Food Banks Federation and the Global Foodbanking Network. FareShare is part of the

global movement working to fight against hunger by collecting surplus foods and delivering them to people who need them. To date AMT FRESH has donated almost 1 million meals to the needy. This has never been so important as it has this year, with the hardship caused by the Covid pandemic. The Group donated over 100 tonnes in the 2019/2020 financial year.

2.3. Circular economy, sustainable use of resources and waste prevention

2.3.2. Environmental evaluation of suppliers

The following information is provided in relation to the environmental evaluation of suppliers:

CIRCULAR ECONOMY ENVIRONMENTAL EVALUATION OF SUPPLIERS

EN32 - % of new suppliers who were inspected in regard to environmental criteria (*)

100% of our suppliers are certified in accordance with their internal supplier endorsement procedure, which includes environmental criteria. Furthermore, 60% of suppliers are connected to AMC through the Sedex international platform, through which environmental, social and health and safety criteria are reported and evaluated.

EN33 - Significant, negative environmental aspects, real and potential, in the supply chain and relevant measures.

We work closely with our suppliers to reduce the environmental impact of their supply chain. For example, in recent years we have worked along the "Zero Waste" line, identifying farms that meet the strictest Best Farming and Social Practices standards, and with a sustainable active matter application plan to protect plants, ensuring not only compliance with pesticide directives, but also making responsible use of less invasive substances and with more restrictive limits on the maximum allowable levels. Moreover, our direct relations with farmers allows us to work with a controlled, transparent chain, ensuring immediate traceability right down to the field where the crop was harvested.



2.3.3. Consumption of water and supply of water in accordance with local limitations

Our producers carry out different certification processes (which include environmental assessments), fundamental SMETA and SIZA pillars and also selectively completed in the CFT to better represent the products and regions in the supply base.

The Group is strongly committed to saving water and reducing its water footprint of its processes and products. Including recycled plastic in packaging, for example, means we have been able to reduce our water footprint by 64% compared to virgin plastic. On the other hand, water is a vital resource, particularly in food production. The goal here is to implement a responsible approach to water through our operations.

On our own farms we work to reduce water consumption through the use of water sensors that read the exact moisture in the bulb, thus optimising irrigation and adopting measures to avoid leaching.

At industrial and farming level, different water saving measures have been implemented.

Some examples of this are described as follows:

Internal water recovery, processing and reutilisation systems have been implemented at the industrial premises, which has allowed for savings in Spain of 58,653 m3 in the last year.

The seawater cooling system at our packaging factory in the Netherlands allows saving between 25,000 and 30,000 m3 of fresh water per year, in addition to an aseptic dry sterilisation process for bottles, thus reducing water consumption in this processing stage by 40%. Likewise, we are implementing an internal rinsing water recovery, treatment and reutilisation system and optimisation of reverse osmosis stages, among other measures.

In the farming division in 2016 the irrigation water field monitoring tool was created, simple in design and without cost for farmers. The tool reports and compares the use, efficiency and risks of producers until 2040.



2.3. Circular economy, sustainable use of resources and waste prevention

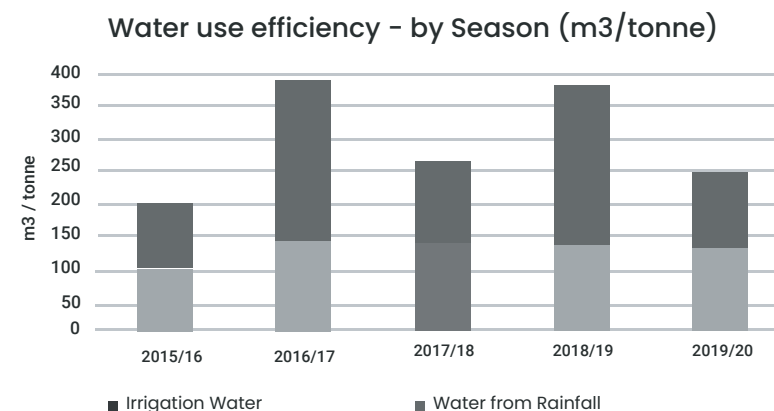
2.3.3. Consumption of water and supply of water in accordance with local limitations

The objective of this tool is to guarantee that the use of water is measured, guided and reduced at all production sites, while at the same time proving that through measuring water usage, the best practices are being implemented in production techniques in order to protect future water supplies.

Through comparative evaluation, producers can see where they need to improve in terms of storage, delivery and efficiency of their water resources. This means that producers are able to lobby for equal water rights for the production of fruit in regions where there is scarce water supply and regulations are being developed.

Since it was created in 2017, reports have been produced by over 146 producers and 500 orchards through this tool. Access to the data reports (which is anonymous) is not only for producers, but also for exporters and retailers alike, so that they can monitor complete abstraction of the water basin for their activities in the citrus fruit supply chain.

The follow bar chart illustrate the total water use efficiency by part of our farms in Spain in the last 5 seasons.



2.3.3. Consumption of water and supply of water in accordance with local limitations

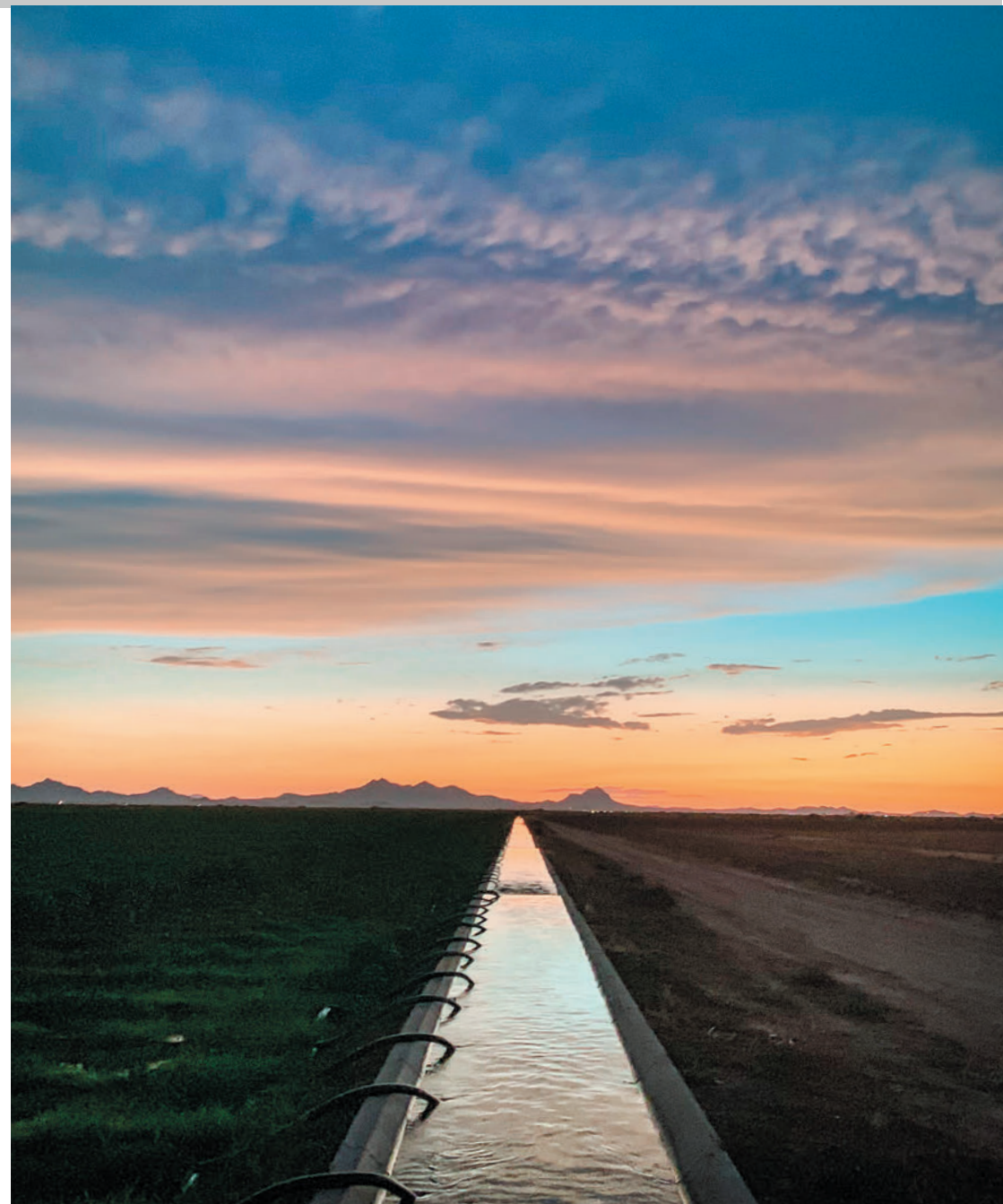
On the other hand, water consumption at the Group's different sites was as follows:

WATER CONSUMPTION m3	AMC SPAIN	AMC VLISSINGEN	AM FRESH Manufacturing/ Packhouses Offices	AM FRESH Own farms
EN8 – Total water capture	376.833 (1)	706.374 (2)	69,893	2,718,015
EN10 – % and total volume of recycled and reused water	76.999 (3)	–	–	–

(1) 2020 vs 2015 – This accounts for an 8% reduction in water intensity.

(2) 2020 vs 2015 – This accounts for a 21% increase in water intensity owing to the installation and commissioning of new packaging lines and the implementation of new production processes, and also preparation of vegetable drinks, which require an additional demand for water.

(3) 20% of all water is recycled or reutilised.



2.3. Circular economy, sustainable use of resources and waste prevention

2.3.4. Direct and indirect energy consumption

The Group's total direct and indirect energy consumption is as follows:

CONSUMPTION - ENERGY	AMC Natural Drinks	AMC Vlissingen	AM FRESH
EN3 – Consumo energético interno (*)	Total: 46.458 Mwh Direct (natural gas): 30.170 Mwh Indirect (electricity) 16.288 Mwh from January 2020, 100% renewable sources	Total: 96.571 Mwh Direct (natural gas): 70.536 Mwh Indirect (electricity) 26.035 Mwh from January 2020, 100% renewable sources	Total: 21.641 MWh Direct (natural gas, diesel, biodiesel, petroleum): 6.880 MWh Indirect (electricity) 14.762 MWh Of which, 1814 Mwh is from renewable sources
EN5 – Energy intensity (*)	0,355 Mwh/tn	0,383 Mwh/tn	N/A
EN6 – Energy consumption evolution (*)	1% energy intensity increase (2019 vs 2015)	4% energy intensity increase (2019 vs 2015)	N/A

It must be stated that **AMC Natural Drinks** partially substitutes the use of natural gas for self-consumption of biogas produced at the treatment plant.



2.3. Circular economy, sustainable use of resources and prevention of waste.

2.3.5. Consumption of raw materials

It should also be noted that **AMC Natural Drinks** partially substitutes the use of natural gas for self-consumption of biogas generated in its treatment plant.

AMC PACKAGING MATERIALS 2019	AMC Natural Drinks	AMC Vlissingen	AM FRESH (UK only)
Total plastics (tonnes)	4.441	5.463	680
Total card (tonnes)	6.968	16.161	540
Total metal (tonnes)	0	0	7



2.4. Climate change

We are also implementing measures to adapt our company to the consequences of climate change, mainly through research into vegetable varieties in our companies Genesis Innovation Group and SNFL. Primary farming sustainability is a key driving force in our vertically integrated business model. Climate change can entail a number of impacts, including a reduction in water availability and increase in diseases.

In our selection of citrus fruit varieties, natural resistance to diseases and selecting varieties that have naturally higher yields are taken into account as selection criteria. That helps to reduce grower losses leading to more food waste, and reduces the amount of pesticides and fungicides that need to be used. We select varieties that are naturally seedless to avoid any chemical treatment against pollinators. We also test several grafts to reduce water requirements, increase yield and improve adaptation to poor soils / salinity conditions.

In our eating grape programme, we are developing varieties that are resistant to the main diseases that affect these crops. Vineyards account for 5% of the total crop area in Europe, but they also account for 65% of all fungicides. By developing resistant varieties, there is an enormous potential to reduce the amount of fungicides required for these crops, thereby reducing the impact on the environment and on human health. We have also developed a programme for optimised use of nutrients, taking into account the nutritional composition of the plants. This means that only the nutrients that the plants actually need are provided, avoiding any unnecessary propagation of chemicals in the environment.



In order to drive improvements in the adaptation to climate change, the need to measure, guide and act in counties of primary farming production has been acknowledged, and innovative tools have been developed through expert cooperation between academics, NGO and colleagues in the industry.

The region where our Spanish fruit juice division is located is characterised by its high water stress. Therefore, we are constantly working on introducing new measures to maximise water saving and to regularly control evolution and possible deviations through Efficiency Plans and Committees. These Committees also work to reduce energy consumption at our facilities, avoiding greenhouse gas emissions. This is controlled through indicators such as the carbon footprint.

Thanks to AMC's commitment with society and our customers, we have managed to reduce the environmental footprint of our plastic packaging. Through our Plastics Committee, we are working to increase the amount of recycled PET and to reduce the amount of plastic used in our packaging, whilst at the same time seeking alternatives to traditional plastics and taking part in innovation projects on the use of more sustainable materials and promoting the circular economy.

Moreover, AMC has committed to promoting and encouraging awareness among personnel through activities inside and outside the working environment, since workers need to be engaged in caring for and protecting their local natural areas.

2.5. Biodiversity

The Group is firmly committed to a business model that caters to developing productive, quality farming that is both sustainable and able to guarantee long term conservation of natural resources. Biodiversity is very important in our farms, since poorly managed intensive farming is the source of a number of environmental problems jeopardising biodiversity.

Encouraging best environmental practices at our plantations, including identification of native plant and animal wildlife around the plantation is promoted, as is maintaining and improving natural soil fertility, by adding mulch to the topsoil.

Our location in Spain also takes part in many environmental projects to promote biodiversity of crops, such as BioD, Zero Residue, Bee Friendly and water saving programmes.

Several of our plantations have been certified according to the Bee Friendly 5 Standard, which means they meet strict specifications related to guaranteeing traceability and beneficial crop rotation, close supervision of the use of pesticides and establishing biodiversity conservation areas, among others. The Bee Friendly label is used to help consumers identify bee friendly products, and therefore allowing them to choose and promote farming practices in harmony with pollinator welfare.

We also take part on the BIODiversity Grow programme, under which our Clementine oranges were certified for implementation the first year. This programme, undertaken in conjunction with Valencia University, involved detailed surveys of the environmental, social, economic and regulatory context of the farm, identifying native wildlife, reviewing farming management and practices, identifying the ecological infrastructure and soil management.



2.5. Biodiversity

Encompassed within the sustainable supply strategy at the farms where products for our industry are produced, biodiversity is one of the most important environmental aspects in regard to farm management. We work with traditional, organic and integrated producers, whose Biodiversity strategy is the pillar on which their production is based, where the use of phytosanitary products has been reduced and a biological approach to pest control in their crops is promoted, and bringing back the native wildlife balance.

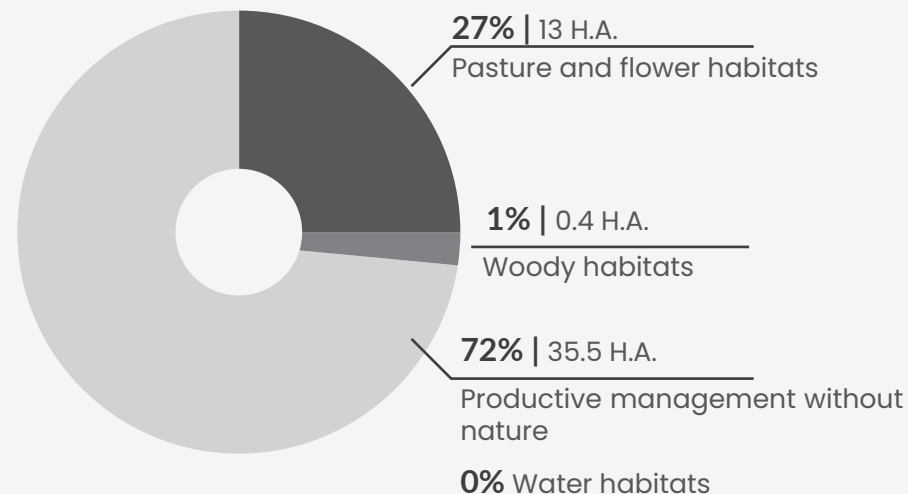
Biodiversity tools:

In 2019 we started to work in association with Cool Farm Alliance to develop a Semiarid and Mediterranean Demeada Biodiversity module that will be launched for public use through the Cool Farms Tool Platform in 2020. The members of this project include NGOs, scholars from Cambridge and East Anglia Universities and farmers who represent most types of citrus fruit, grape and rice farms. A pilot project has been started in Spain, Chile and Cyprus to obtain active information.

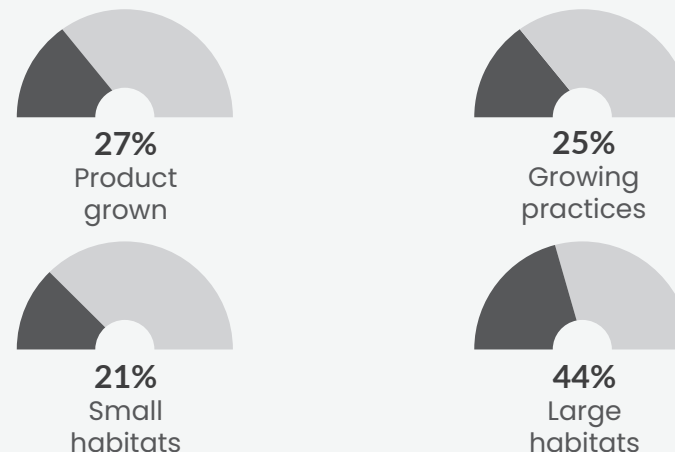
The Cool Farm Tool Biodiversity module will allow farmers to add points to show how well they are doing. Scores will build up as they make progress: the more positive action, the higher the score. Biodiversity assessment provide scores covering four dimensions and eleven groups of species. Farmers can see which groups of species are benefiting from their practices and how they could increase and broaden those benefits.

Our Group does not have any adjacent facilities, or any that contain or are located within protected areas or unprotected areas of high biodiversity value, although where we are nearby to these areas, the relevant impact evaluations are conducted and any corrective measures are implemented to guarantee that those zones are not affected. Moreover, we do not operate in areas where species included on the IUCN red list inhabit, or those on national conservation lists whose habitats are in areas affected by our operations, according to the degree of danger of extinction of the species.

Land in use:



Evaluation of export orchards



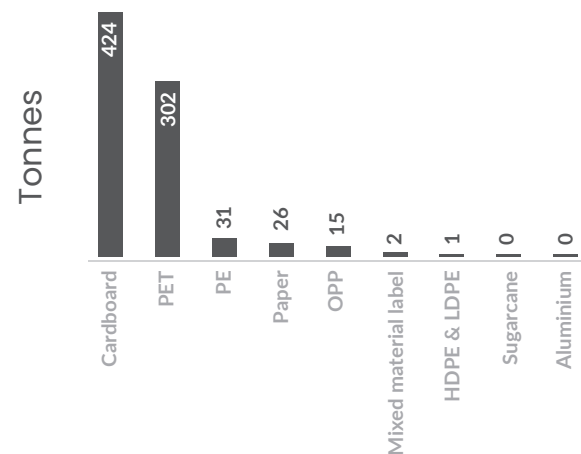
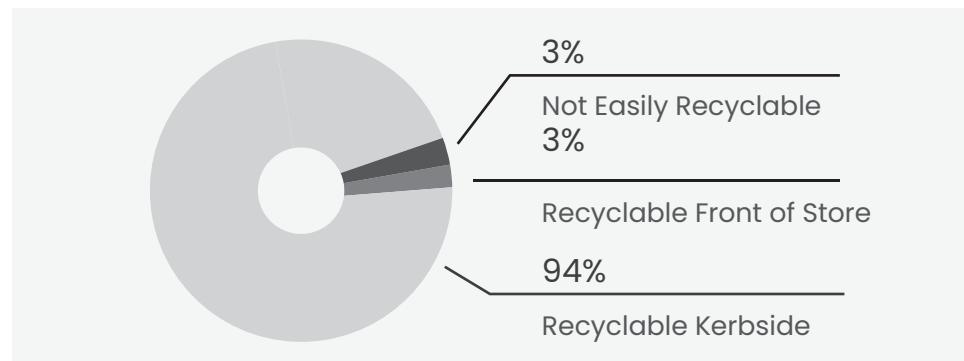
2.5. Biodiversity

Packaging at **AM FRESH**:

Packaging plays an important role such as protecting the food from damage and prolonging its shelf life: Nevertheless, the waste from packaging that ends up in the environment does pose a significant problem. As a user of packaging, this is an important matter to address.

Following the United Kingdom's Plastics Pact called WRAP, at **AM Fresh**, we are committed to guaranteeing that all our plastic packaging is reusable, recyclable or compostable by 2025. The first step we took was to work on improving and rationalising our packaging report capabilities. This year we have been working with our IT department to create a system that tells us the quantity and weight of the packaging used by material, and this will allow us to monitor the recycling status of each piece of packaging that we use. This allows us to direct our efforts to guarantee that all our packaging is not only recyclable in theory, but that it can be processed at recycling plants in practice.

The following data show the use of primary and secondary packaging at our AM FRESH UK business unit in the 2020 financial year. 94% is currently recyclable by ordinary consumers. We are still working to improve the packaging reports at all our sites. También estamos trabajando para minimizar los envases y reducir la cantidad de plástico que usamos. Para la próxima temporada de cítricos, **AM FRESH** España está cambiando a nuevas mallas GIRO que tienen un 20% menos de plástico. Este cambio reducirá el uso de plástico en 15 toneladas al año.



We are also working to minimise packaging and to reduce the amount of plastic we use. For the next citrus fruit harvest, **AM FRESH Spain** is changing to new GIRO nets, which have 20% less plastic content. This change will reduce our use of plastic by 15 tonnes per year.



Objective SDG 12.5

By 2030 to substantially reduce the production of waste through prevention, reduction, recycling and reutilisation.

Contribution by AM FRESH

We are committed to reducing the amount of packaging in our products whenever possible, and to guaranteeing that the plastic packaging we use is reusable, recyclable or compostable by 2025. We are also working to eliminate problematic or unnecessary plastic packaging by 2025, and to increase the quantity of recycled content in our packaging to 30% by 2025..



3. Social and personnel matters

AMC Group is committed to creating jobs in each of the countries where we operate, closely collaborating with schools, universities, organisations and minority collective groups in order to provide first job opportunities and professional development plans for the local community.

People are the organisations lifeblood, and attracting and retaining talent is one of the Group's pillars, seeking out people whose attitude and values are aligned with our culture and vision.

The Group's success is directly related to the quality and engagement of its personnel, and the working environment. These aspects are nurtured and encouraged from day one, and are reflected in our regulations and procedures that ensure equality and fair treatment.

The Group has different applications to manage its personnel information, which is being migrated and adapted to new information requirements. Consequently, we are preparing and standardising the information required by current regulations, although the Group believes that this information can be provided to third parties and can be included in this report during the coming year.



3.1. Employment

Total number and breakdown of employees

The total number of employees by gender and by country is shown in the following table:

Country	Men	Women	Total
Spain	1.511	895	2.406
United Kingdom	572	470	1.042
Netherlands	169	97	266
USA	10	9	19
South Africa	7	13	20
Canada	4	5	9
Totals	2.146	1.416	*3.562

* The information on personnel at the Netherlands site contained in this section refers only to the workforce directly hired by AMC Vlissingen which consists of 66 employees (42 men and 24 women). The data shown in the above table refer to the total workforce hired by our external payroll company and the employees directly contracted by AMC Vlissingen.

*Mean workforce

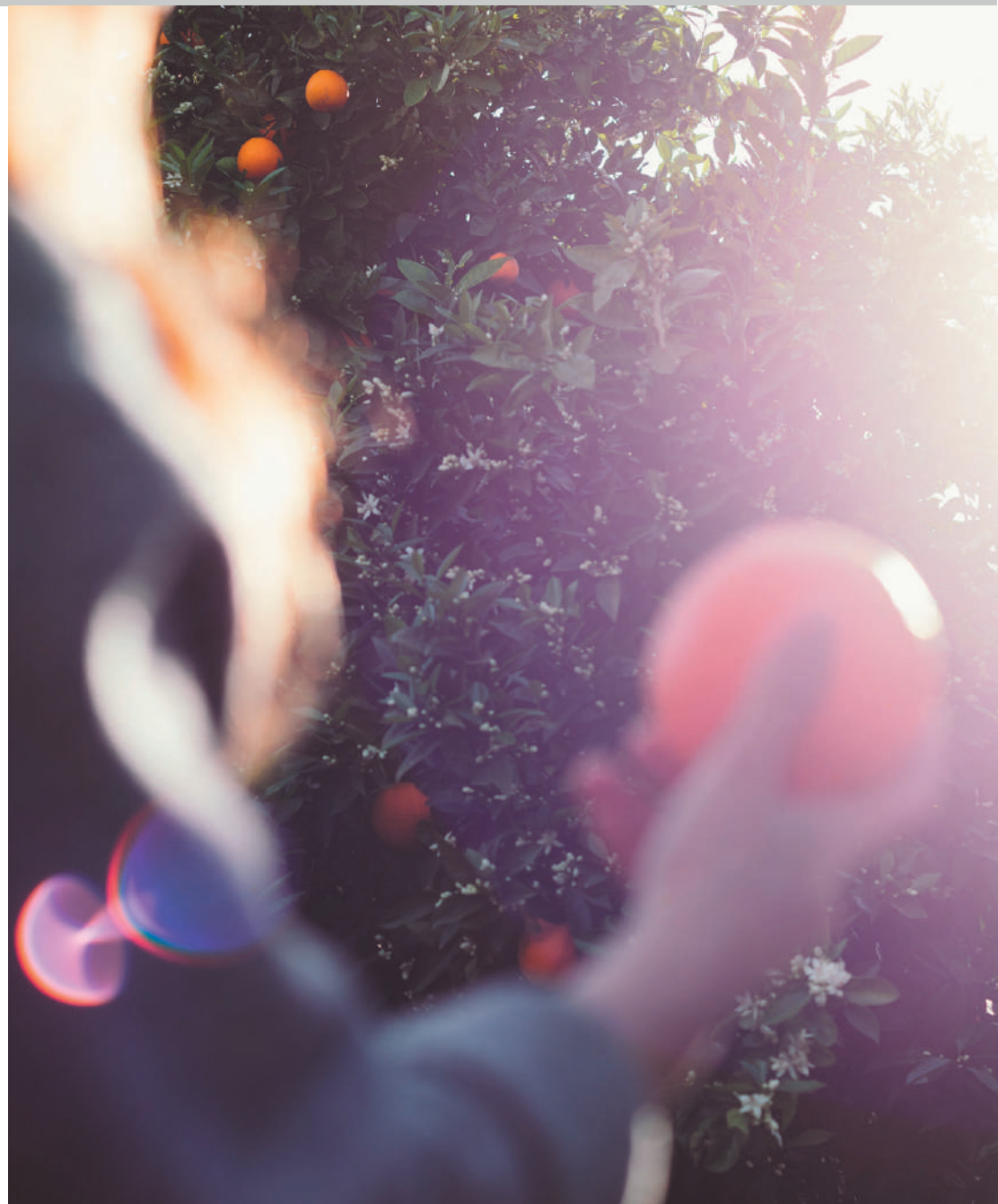


On the other hand, classifying employees by the type of work contract is shown in the following table:

Country	Men		Women		Total
	Permanent	Temporary	Permanent	Temporary	
United Kingdom	562	10	457	13	1.042
Canada	4	-	5	-	9
USA	10	-	9	-	19
Spain	1.109	402	768	127	2.406
South Africa	7	-	13	-	20
Netherlands	42	-	24	-	66
Totals	1.734	412	1.276	140	3.562

In regard to full time and part time employees the following table is provided:

Country	Men		Women		Total
	Full time	Part time	Full time	Part time	
United Kingdom	572	-	454	16	1.042
Canada	4	-	5	-	9
USA	10	-	9	-	19
Spain	446	1.065	289	606	2.406
South Africa	7	-	13	-	20
Netherlands	42	-	22	-	66
Totals	1.081	1.065	792	624	3.562



Information on dismissals is shown in the following data:

Age	Senior Manager	Manager	Non Manager	Total
18-30 years old	-	-	9	9
31-49 years old	3	8	24	35
Over 50 years old	5	10	12	27
Totals	8	18	45	71

Mean remuneration and the evolution thereof by gender, age and professional category or equal value are as follows:

Country	Men			Women		
	Senior Manager	Manager	Non Manager	Senior Manager	Manager	Non Manager
United Kingdom	106.147	52.707	25.272	99.756	48.867	23.231
Canada	-	87.586	40.218	-	84.905	35.749
USA	143.605	87.685	57.971	89.373	74.850	47.238
Spain	64.905	40.375	19.073	116.130	53.566	19.453
South Africa	81.743	39.517	19.510	-	41.538	20.460
Netherlands	48.043	38.725	29.539	49.032	35.576	32.539

Mean remuneration of executives and directors, including variable remuneration is itemised in the 2020 annual accounts.



3.2. Payment to social welfare and savings systems

The Group operates pension schemes in accordance with local legislation and remuneration policies which are therefore not uniform. In general, the Group's main operations centres can be broken down into Spain, United Kingdom and North America. The Group does not have a defined pension scheme regime in Spain, and simply contributes to the state pension scheme as required by law.

The Group operates a "Group Personal Pension Scheme" in the United Kingdom, through which employees must contribute a minimum percentage of their salary to their own individual pension scheme, and the Group will usually match this contribution. In North America, the Group contributes the equivalent of 6% of each employee's salary to a pension scheme (Canada) or 401(k) plan (USA).

Country	Employer	Employer	% Participation
United Kingdom	5%	4%	88%
Canada	6%	6%	100%
USA	6%	6%	81%
Spain	-	-	-
South Africa	6%	6%	100%

All pension schemes are applied as "defined contribution" schemes through which the Group contributes funds to the schemes, but is not authorised over how employees chose to best invest the said contributions.

Mean percentage of salary contributed by employees and employer by location and participation in the workforce in the pensions scheme by location:

The Group provides the same benefits to all employees, whether they are full or part time workers.

3.3. Implementation of job disconnection

In Article 88 of Organic Law 3/2018 of 5th December on Personal Data Protection and Guarantee of Digital Rights, in regard to digital disconnection from work, the obligation of the Group is established, on previously negotiating with the workers' representatives, to define an internal policy for workers, including directors, on disconnection and training action and awareness by personnel on the reasonable use of technology to avoid the risk of IT fatigue.

More specifically, the Law states that the right to digital disconnection must be guaranteed in cases of entirely or partially working remotely, and from home in regard to the use of technological tools for work. The Group has not yet defined a specific policy. In this sense, we are analysing the said law and we are working on identifying possible measures and procedures to implement possible measures and procedures.



3.4. Measures to balance family and working life for both parents

At AMC Group we are committed to finding a balance between family and working life.

In recent years we have therefore implemented flexible working hours and we have always tried to adapt working hours to the needs of the members of our workforce.

The data provided in the following tables shows the total number of employees who have chosen this system to support the members of their families.

	Employees with right to PL		Employees who took PL	
	Men	Women	Men	Women
United Kingdom	572	470	1	37
Canada	4	5	-	-
USA	10	9	-	-
Spain	1.511	895	22	33
South Africa	7	13	1	2
Netherlands	42	24	1	1
Total	2.146	1.416	25	36

	Employees who return to work after PL		Employees who continue after 12 months RTW after PL	
	Men	Women	Men	Women
United Kingdom	1	8	1	8
Canada	-	-	-	-
USA	-	-	-	-
Spain	22	33	22	33
South Africa	1	2	1	2
Total	24	43	24	43

(*) PL – Refers to Parental Leave

The following table shows the number of employees who returned to work after parental leave and the number who remained at the company 12 weeks after returning.

3.5. Health and Safety

The Group is committed to ensuring the health and safety of our workers in accordance with the Occupational Hazards Prevention Law and complementary Regulations.

The Company has implemented and applies a Hazard Prevention plan to guarantee the health and safety of its workers in all aspects related to their jobs.

We are all responsible for knowing, understanding and implementing all the Health and Safety rules, thus avoiding danger to our physical health and that of others.

There is a Health and Safety Committee consisting of the Prevention Officers (representing our Workers) and three company representatives. This Committee meets on a quarterly basis and whenever requested by any of the members.

The Group provides information and general training for all its workers in regard to Prevention of Occupational Hazards, and specific training for people in key or operational jobs.



3.5.1. Workplace accidents, accident frequency and severity, and occupational diseases; itemised by gender.

A. Types of Accidents

The most common accidents at our work sites are due to over exertion of the skeletal muscle system, sprains, twists and cuts, emphasising that all the accidents that have occurred have been rated as mild. There have been no serious accidents.

B. Accident frequency rate (AFR)

The Accident Frequency Rate is the number of accident processes that occur during a working day, per million hours worked by the workers exposed to the risk.

As a result of the action implemented in recent years, we are fairly pleased that all the Group's companies are below the average in the sector, which stands at 31.29%, whereas AMC's rate is 22.90%, and considering all the workers in AMC Group as a whole, this is 7 points below the average.

C. Incidence rate of Occupational Diseases (IROD).

The Group's occupational hazards prevention team work to avoid risks of occupation related diseases, taking into account the opinions of the people who carry out the work, and the reports from medical check-ups the workforce have, thereby compiling the necessary information to make decisions to avoid Occupation Related Diseases.

This sometimes takes place when people change jobs, when jobs are redesigned or even when processes are mechanised. This work takes place before situations of job related diseases can appear, and it is therefore not surprising that there has only been one case of a job related disease.

This rate is expressed as the number of job related diseases per 1000 workers, and is less than 1%.

Lost Work Day Rate (LDR)

Taking into account that this rate accounts for the lost work days per worker per year as a result of workplace accidents, the global figure in our companies stands at 0.58 % (Lost work days per worker per year).

The most relevant information on workplace accidents in each division is provided as follows:

AMC NATURAL DRINKS

	Men	Women	Total
Accident leading to sick leave	26	11	37
Fatal accidents	-	-	-
Days lost through accidents	402	112	514
Days lost rate per employee per year	-	-	0,59
Accident frequency index (1)	-	-	22,9
Serious accident index (2)	-	-	0,31
Absenteeism rate	-	-	0,5
Sick leave due to occupational disease	1	-	1
Work days lost due to occupational disease	327	-	327
Incidence rate of Occupational Disease	-	-	1,1

The Health and Safety information reported by **AM FRESH** during the reporting period is as follows:

Country	Type of injury	Ratio injury	Type of illness workplace	Ratio days lost	Ratio absenteeism	Type of illness workplace
United Kingdom	Minor	0,31	-	0,25	0,004	
Spain	Minor	0,30	-	188,67	3,2	-
USA	None	-	-	-	-	-
South Africa	None	-	-	-	-	-
Canada	None	-	-	-	-	-

It must be pointed out that the figures in this period are higher than the previous year since Covid-19 has affected absenteeism and the ratio of lost working days. For integrity we have included the impact of COVID despite being unable to determine if COVID has contracted at work or not.

At production sites where there is trade union representation, there are specific Occupational Hazard Prevention agreements. These agreements cover occupational health, health inspections for workers, risk assessments by job type and reference processes for sick or injured workers.



3.5.2. Covid-19

The worldwide Covid-19 pandemic in 2020 posed a significant challenge for the Group. As a supplier of fresh produce and natural drinks, and as a basic needs business, it was fundamental for us to continue supply operations. This meant that an urgent response was required to guarantee that our sites were “Covid safe” to protect the health of our employees and to keep up-to-date with the government recommendations that were constantly changing.

Since March 2020 at the Group’s sites in Spain and the Netherlands, the Human Resources and Occupational Hazards Prevention Departments designed contingency plans and were in close communication with the trade unions and employees’ committees in each company. At each of them lateral flow tests were conducted to identify any possible infections in cases of close contacts or as mass screening, even at some of the **AM FRESH** sites.

We have implemented preventive measures that include new hygiene protocols, an enhanced cleaning and disinfection service throughout the facilities, physical distancing, working from home whenever possible and rotating such. Face masks are mandatory at all times, external visits have been cancelled and audits that were not critical have also been cancelled. We have also implemented a clear escalation system in regard to symptoms or possible close contacts meaning we have been able to detect most cases early and to act accordingly.

We have also hired specific Covid monitoring staff to guarantee that the processes and physical distancing are observed at all times, even conducting internal audits to ensure the implemented measures are complied with. We feel proud of having kept our facilities open and maintaining a high level of service for our clients throughout this health crisis.

In addition to the generic measures the Group has implemented, at our site in the United Kingdom, our response was to design our own tracing system so that we could quickly respond to any cases detected among our employees.

When cases were identified at our site in Alconbury in June/July 2020 we worked closely with Public Health England and the local authorities to track the origins of the infections. As a precaution one of our sites also organised itself so that our employees could have tests after an increase in cases. Less than 1% of people tested were positive, and all of them were asymptomatic. Through our quick response and isolation of the cases through the track and trace system, the outbreak was contained and resolved without any major risks for our employees or clients.

Our priority today is to guarantee that our employees have a safe workspace where they have the certainty that we are up-to-date with the most effective measures to achieve this, and at the same time knowing that they have the necessary flexibility at this time to balance their work and private life, not only with working hours adapted to the current situation, but knowing each individual case and helping them to find that balance that they need.



Personnel wearing PPE at the AM FRESH North America facilities in Canada.

3.5.2. Covid-19

At **AMC Group** we are committed to the communities in the areas where we operate. We have the responsibility to understand them and respond to them, and also to support the causes that are important to them. In the coming year AM FRESH has the aim of creating community participation plans at all our sites and signification locations.

Unfortunately, the COVID-19 pandemic means there are limitations on any cooperation initiatives with the local communities. Despite this, we feel proud to have quickly responded with donations of fresh produce and natural drinks to the people in our surrounding areas or at medical centres during lockdown and the hardest periods of the pandemic.

AM FRESH in Spain coordinated with Food4Heroes, World Central Kitchen and the Military Emergency Unit to make donations of our citrus fruits full of vitamins for hospitals, care homes, shelters for the homeless and for vulnerable children all over Spain. In total we donated 13.4 tonnes of products, approximately 178,000 mandarin oranges.



3.6. Social dialogue organisation

Whether in the United Kingdom, Spain or anywhere else in the world, communicating with and consulting employees is fundamental for the success of our business. By number of employees, policies are implemented in the United Kingdom and Spain as follows.

In Spain, the Workers' Committee or international equivalent, is the body that represents all the workers in the Group to defend their interests, and must be established at each work site where there are fifty or more workers. The Committee meets every two months or whenever circumstances require a meeting to be held.

Their work consists of monitoring the following aspects:

1. Compliance with labour regulations, social security and employment, and all other valid Company agreements, conditions and uses.
2. Health and safety conditions at work.
3. Respect and application of non-discrimination and equal opportunities between men and women.

The Group respects the right of its workers to freely join trade unions, and allows all trade union member

workers to hold meetings, collect fees and distribute trade union information outside of working hours. The trade union representatives have the function of representing and defending trade union interest and should preferably be members of the Workers' Committee.

The representatives and members of the Workers' Committee are assigned remunerated monthly hour credits as provided for by Law.

In the United Kingdom the Company follows the "Best Practices" guide by ACAS (Advisory, Conciliation and Arbitration Service), when considering implementation of significant changes to the workforce. This includes time to consult, understand the concerns of our employees, adapt approaches, etc., before the change is actually implemented. In general, a minimum of 4 weeks is provided.

Moreover, employee forums provide the opportunity to directly communication with workers' representatives. There are forums in each operating business unit in the United Kingdom (instead of a recognised trade union).



3.7. TRAINING

Training is a comprehensive part of AMC Group's business culture.

The Group provides its employees with training to improve knowledge, skills and experience, meaning they are better able to carry out their jobs and make further progress in their careers.

Guaranteeing employees work in a safe environment is absolutely fundamental. All employees are trained on Health and Safety on their first day at work for the Group. This guarantees that they are all legally trained, in accordance with each country's regulations, before they actually start work.

Professional development

Personal development is a key subject in AMC Group, and we encourage all our employees to improve their own personal development, dealing with their needs through a formal assessment programme or through individual applications by employees.

Our Training Plan is defined at the start of each year and is personalised by each division according to the different training requirements and includes different job related subjects or future needs in our employees' careers.



3.8. Equality

The Group is committed to eliminating discrimination and to encouraging diversity. The aim of this is to make sure all workers feel respected and are prepared to do their very best.

It is the Group's policy to provide the same employment opportunities for everybody, without any type of discrimination by gender (including sex, marriage, pregnancy, parenthood, sexual orientation), race (including ethnic origins, colour, citizenship, nationality, country of origin), disability, religion or beliefs, social condition, political ideology, language or age.

All workers are treated fairly and respectfully. This policy is applicable in all employment related decisions, including aspects of:

- *Personnel recruitment, promotion and job offers.*
- *Employment terms and conditions.*
- *Training and professional development.*
- *Complaints and disciplinary procedures.*
- *Personal relationships.*

On the other hand, the Group is committed to, deals with and resolves all complaints concerning any breaches of this policy. In this sense, all claims are dealt with confidentially and are taken seriously.

NON-HARASSMENT POLICY

The Group does not tolerate harassment at work. This conduct is completely unacceptable and violates our commitment to provide a pleasant working environment for everybody.

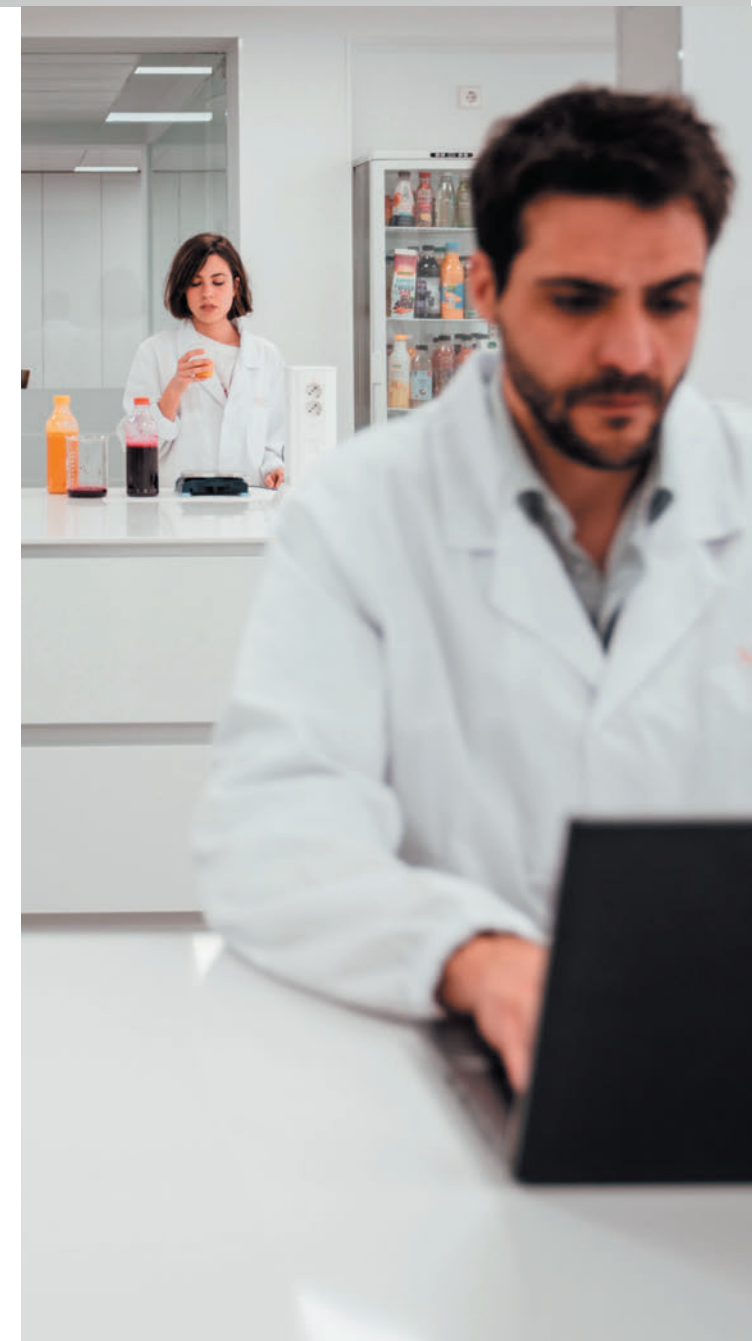
Unacceptable behaviour with the aim or effects of degrading dignity, intimidation, humiliation or offending other people are considered as harassment.

This is not a full definition of harassment. Harassment can have many faces. In this sense, what may be acceptable for one person, may be unacceptable or intimidating for another. The entire workforce has the obligation of respecting and abiding by this policy. Breaching it is a serious offence and will be dealt with as such.

The Group has a whistleblowing channel that guarantees anonymity of employees and is supported by the Management and trade union representatives.

3.8.1. Percentage of disabled employees

The Group employs approximately 100 people with some kind of disability or handicap, and/or ethnic minorities.



4. Information on respect for human beings

4.1. Responsible management of the supply chain

AMC Group is very aware of the complex nature of its supply chain and the challenges involved in it. We value the fact that all involved parties in the chain are very important, and our suppliers are one of the most strategic resources in our business. That is why we try to develop and maintain ethical relations with our suppliers, based on mutual benefit and a shared commitment to better meet our customers' requirements. A summary of our policies is provided as follows, which have been designed with the aim of improving the sustainability of our supply chain, and to ensure transparency in regard to the working conditions of our global supply.

AMC Group implements a Sustainable Supply Policy, which is a key item in our commitment to leading sustainability. It reflects its sustainability strategy to provide its customers and consumers, shareholders and the company itself with added value while at the same time reducing its environmental impact. The company strives to make positive changes throughout the value chain, through joint training programmes and projects, and improvements to environmental and social standards.

All the Group's suppliers undergo an approval and endorsement process before orders are placed with them.



4.1. Responsible management of the supply chain

The main keys to our supply strategy are:

1. Sustainable, ethical trade practices.

Suppliers are required to guarantee sustainable, ethical trade practices through their policies, objectives, management systems and processes that reflect the impacts and opportunities of the organisation. Consequently, our suppliers must strive to continuously improve their performance in terms of health, safety and the environment. On the other hand, our suppliers must comply with applicable laws, regulations and rules, and the standards relevant to their business.

2. Fair working conditions:

Our suppliers and other business partners are required to guarantee fair working conditions in their companies in their supply chains.

3. Work safety at plants and in processes:

Suppliers are required to ensure that the design and operation of their production plants and their manufacturing processes are safe for their workers, for the public and for the community.

4. Safe products:

Suppliers are required to ensure that their products are safe and that they meet the company's specific requirements, those of our customers and all relevant legal / regulatory authorities, through designed Quality Management Systems (BRC and IFC referenced) and also the Risks. Analysis, critical control points and other customer standards, protocols and practice manuals.

5. Transparency:

Suppliers are required to provide reliable information about their Practices at Source, Manufacturing, Supply Chain, Agriculture, Social and Environmental Matters with respect to our raw materials.

6. Integrity:

Suppliers are required to supply raw materials that meet the specifications and authenticity of our ingredients, in accordance with international regulations and standards, and also AIJN, Kosher, Halal, etc., practices.



4.1. Responsible management of the supply chain

In this sense, the policies and practices include the following, and other, items:

- a) *Ethical requirements that state suppliers must comply with the ETI Base Code whose requirements are listed later on. Suppliers must state compliance and their ability to prove compliance with this requirement.*
- b) *Forced labour questionnaire.*
- c) *Principles of ethical supply.*
- d) *Whistleblowing policy for our employees.*
- e) *Employee Care Programme.*
- f) *A proactive approach to any non-conformities in the ethics audit.*
- g) *Use of only one agency in our United Kingdom companies for temporary labour.*
- h) *Use of labour suppliers from agencies registered with GLAA in the United Kingdom.*
- i) *Biannual audit of suppliers on the labour who use the Complier auditing tool.*
- j) *SMETA conducts biannual audits at their manufacturing plants.*
- k) *Stronger joint training for specific employees who can help highlight slavery risk indicators in the United Kingdom and their supply chains.*



4.1. Responsible management of the supply chain

The Group has ethics information on most of its suppliers, and on all those that could entail a risk traceability exercises are conducted and audits on the Scope of Sustainability in Food Safety and Product and Process Integrity.

As stated previously, AMC Group is a signatory of the ETI Base Code which consists of nine basic principles reflecting the most relevant international standards in regard to labour practices, which is used as the basis for its work.

- *Employment is freely chosen.*
- *Freedom of association and the right to*
- *Collective bargaining are respected.*
- *Working conditions and safe and hygienic.*
- *Child labour shall not be used.*
- *Living wages are paid.*
- *Working hours are not excessive.*
- *No discrimination is practices.*
- *Regular employment is provided.*
- *No harsh or inhumane treatment is allowed.*

The Group complies with the provisions established in the FNET (Food Network for Ethical Trade) risks register for high risk countries.



According to this rating, all suppliers must comply with the following requirements:

1. *Provide a SMETA SAQ audit report, or*
2. *Prove that they have passed a SMETA audit in the last 2 years, annually or every two years depending on the country's risk rating.*

The enforceable ethics policies will be verified in regard to all producers, placing special emphasis on provisions related to child labour. The legal requirements on young workers in each country will be checked to guarantee that child labour is not used. When there are younger workers, proof that each of them is able to prove that they are also being actively educated in addition to work.

The Group's internal policies include the Supply Terms and Conditions. These conditions establish that suppliers must at least comply with all the applicable laws and policies. If any supplier does not meet these terms, they will be removed from the list of suppliers.



4.1. Responsible management of the supply chain

Prevention of violation of Human Rights

Despite the solid, long-lasting relationships we have with most of our suppliers, the Group remains alert to the risks of modern slavery in its supply chains through a specific risk analysis in each country.

In order to identify possible risks of modern slavery in our supply chains, the Group carries out the following actions:

a) *Due diligence packages for suppliers: these establish the standards that are required from supplier to guarantee that any cases of modern slavery are identified and reported.*

b) *Sedex: We guarantee that at least all supply sites are registered in Sedex and have completed the Self Assessment Questionnaire (SEQ). The key questions identifying risk indicators are monitored. The Sedex risk assessment tool and the forced labour monitoring reports are also used each season.*

c) *Sedex Members Ethical Trade Audits (SMETA): We conduct risk assessments of suppliers to identify the SMETA auditing requirements. If any breaches are reported during audits, the team works closely with the supplier to take action, sharing best practices and resolving problems as quickly and effectively as possible.*

These methods of highlighting and resolving problems have proven to be effective and strengthen relations with the supply base.

Furthermore, since 2015 we have been implementing a supplier visit plan with the objective of, among others, verifying working conditions, conducting a screening process of the workforce, and an assessment of the tasks to identify any indicators of real risks at source.



4.2. Human Rights violation whistleblowing

There are several internal and external mechanisms in all our companies to guarantee that employees have the opportunity to seek advice and information about any unethical or illegal conduct where human rights are violated. This helps to ensure the organisation's integrity is preserved and to guarantee the safety of workers at their work site, providing direct lines for all employees which are monitored and managed by independent third parties with direct, anonymous links to the HR teams to deal with these problems.

The Group's companies operate independently and each company has its own mechanisms to deal with complaints if human rights are violated.

Derechos Humanos Park (Human Rights Park) These mechanisms are always in line with the legal requirements where the company operates, and whenever possible these requirements are removed.

Some measures that have been implemented at branch companies, according to the risk level and legal requirements, are described as follows:

- a) Code of Conduct policies for employees, non-harassment, crime prevention and compliance with regulations.*
- b) Workers' Committee or trade unions help to guarantee that companies respect workers' rights, including prevention of health and safety risks at work.*
- c) Monthly meetings to deal with complaints and suggestions that are submitted by workers to the trade union.*
- d) Suggestions box.*
- e) Speak Up is the direct independent line, available in several languages (English, Spanish, Bulgarian, Latvian, Romanian, Polish, Lithuanian, Russian).*



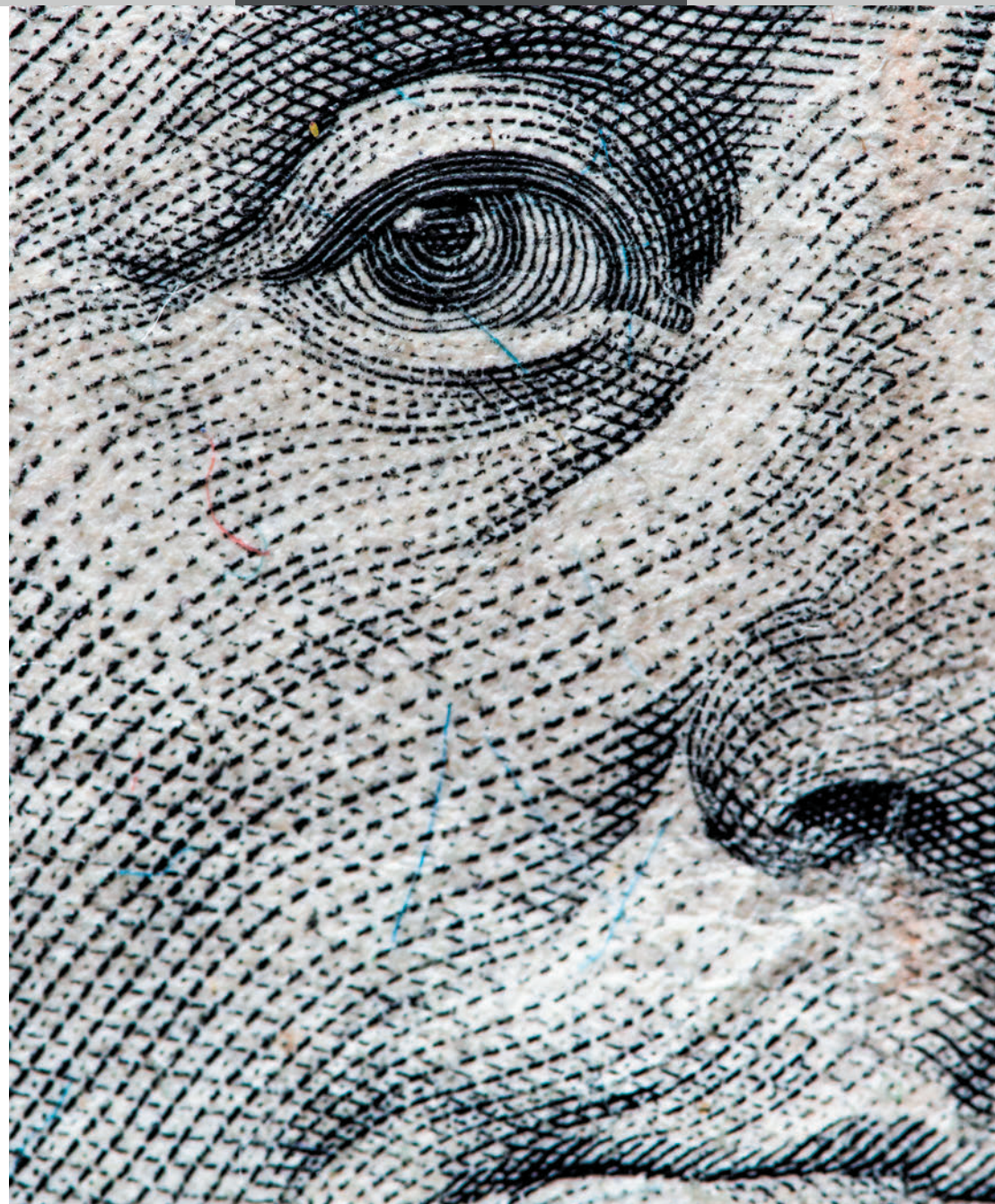
5. Information on the fight against corruption and bribery

5.1. Corruption and bribery prevention measures

It is the Group's policy to carry out its business honestly and ethically. The group implements a philosophy of zero tolerance on corruption, and therefore it commits to act professionally, fairly and with integrity in all its trade relations and everywhere where it operates.

Consequently, the Group undertakes to comply with all the relevant laws in the fight against bribery and corruption in all jurisdictions where it operates.

This anti-corruption policy is mandatory for all persons and entities with whom our company works, at all levels, including partners, customers, employees (permanent, temporary or casual and workers of subcontracted companies), contractors, interns and any other person who has business relations with us, wherever they may be.



5.1. Corruption and bribery prevention measures

Bribery is offering an incentive or reward, promised or provided, and the Group is strictly prohibited from carrying out any of the following actions:

- a) Giving, promising or offering payment, gifts or perks with the expectation or hope of obtaining a business advantage, or to reward a business advantage that has already been given.
- b) Giving, promising or offering payment, gifts or perks to a public employee, agent or representative of the administration to “facilitate” or speed up a routine procedure.
- c) Accepting payment from a third party that we know or suspect is offered with the expectation of obtaining a business advantage.
- d) Accepting a gift or hospitality from a third party, if we know or suspect that it is being offered with the pretext or expectation of providing a business advantage in exchange.
- e) Threatening or retaliating against another worker who has refused to commit a crime of bribery, or who has expressed concerns about the company possibility committing bribery.
- f) Personally offering legal services to a customer or employee of the public administration, (e.g. transfer of residential property) whether free or at a reduced cost with the expectation of obtaining a business advantage.
- g) Taking part in any activity that could lead to breaching this policy.

Nº	POLICY	PROPOSAL
1	Crime Prevention and Regulation Compliance Plan	To avoid crimes from being committed by employees and directors on behalf of AMC and for direct or indirect benefit. This includes money laundering and financing of criminal activity. Establishing rules and procedures to minimise the risk of illegal conduct by employees and directors.
2	Code of Conduct	The purpose of this Code of Conduct is to establish the commitment of AMC's ethical and corporate responsibility and the obligations of its subsidiaries.
3	Good Governance Code	AMC's Good Governance fundamentally establishes the expected conduct and behaviour (in terms of management and governance) by the Group's senior management.
4	Policy on gifts	In order to guarantee that all affected executives or employees, and any third parties the Group does business with, comply with standard market provisions in regard to the fight against corruption and bribery. The policy applies the ISO 37001 Standard on Anti-bribery Management Systems.
5	Anti-Bribery Policy	The purpose of this policy is: (i) To establish our responsibilities and those of the people who work for us, by observing and upholding our position on bribery and corruption; and (ii) To provide information and guidance for everybody that this policy affects.

5.2. Measures to fight against money laundering

The Group complies with regulations on money laundering and strives to ensure that any irregular payments being made or money laundering involving money from illegal or criminal activities during its business are prevented.

AMC Group's directors and employees must pay special attention to inspecting business transactions that, because of their nature or amounts, could be considered unusual, closely inspecting cash payments, cheques made out to the bearer, bank accounts in tax paradises, payments made in currencies other than those specified in the contract, agreement or invoice, and payments by third parties not named in the contract.

Likewise, the Group has established due diligence procedures at the companies it contracts and analyses the professional honesty of companies or individuals who it is going to hold significant trade relations with, in order to avoid any transactions being used for money laundering.

5.3. Tax and transparency information

The Group's tax payment details for each country where the Group operates are shown in the following table:

País	Impuesto devengado		Impuesto pagado	
	Ejercicio 19/20	Ejercicio 18/19	Ejercicio 19/20	Ejercicio 18/19
España	2.964.293,00	1.979.655,68	3.275.249,86	2.626.109,65
Reino Unido	2.840.376,44	4.213.133,59	3.321.776,69	1.329.961,86
Francia	1.603.131,00	1.110.957,00	916.362,00	814.041,00
Holanda	473.365,00	250.416,00	0,00	58.877,00
Sudáfrica	175.912,71	150.516,72	204.233,03	104.107,28
USA	1.171.151,01	2.235,76	6.732,01	308.541,16
Chile	429.333,40	431.309,46	430.396,90	369.936,86
Perú	2.708,18	93.655,93	3.853,47	0,00
Australia	173.480,33	0,00	173.480,33	0,00
Singapur			10.132,84	
	9.833.751,08	8.231.880,15	8.342.217,13	5.611.574,82



6. Social commitment

The Group actively pursues having a positive impact. We are concerned about the world and consequently consistently develop and implement programmes to improve the conditions in the communities where we operate for farmers, customers, consumers and the environment. These programmes focus on rewarding the community whenever possible in all the countries where we operate.

Our companies operate all over the world, and whenever possible we work with organisations in local communities to provide support and/or the necessary services for those who are working in our supply chain or in the further surrounding communities.

For example, **AM FRESH** South Africa works closely with the community and has established a foundation to facilitate this work.

The business and socio-economic development initiatives are managed by "Fundación Muñoz" which was created in 2014 and was legally registered as a non-profit organisation in 2015. The main goal of the Foundation is education, focussing on First Infancy Development.

The Muñoz Foundation will continue to operate in the future. The projects will evolve in accordance with the needs of our workers and their communities.



AMC Group actively pursues having a positive impact. We are concerned about the planet and society and consequently consistently develop and implement programmes to improve the conditions in the communities where we operate for farmers, suppliers, customers, consumers and the environment. These programmes focus on rewarding the community whenever possible in all the countries where we operate.

Our companies operate all over the world, and whenever possible we work with organisations in local communities to provide support and/or the necessary services for those who our working in our supply chain or in the further surrounding communities.

For example:

AM FRESH South Africa works closely with the community and has established a foundation to facilitate this work. The business and socio-economic development initiatives are managed by “Fundación Muñoz” which was created in 2014 and was legally registered as a non-profit organisation in 2015. The main goal of the Foundation is education, focussing on First Infancy Development. The Muñoz Foundation will continue to operate in the future. The projects will evolve in accordance with the needs of our workers and their communities.

AMC NATURAL DRINKS undertakes a lot of sustainability and environmental action, such as cleaning of natural spaces, etc., donations

of healthy products throughout the year. For example during the hardest times of the Covid epidemic in Spain, large amounts of AMC ND resources and products were donated to support the Healthcare community (Hospitals, Patients, Humanitarian Organisations, etc.), mainly through the Via Nature healthy food brand. An AMC ND Natural Immunity Shot was developed, and samples were given to protect the health of the most vulnerable, both AMC employees and society at large. We have also supported education and digital adaptation of infant schools in Costa Rica. infantiles en Costa Rica.



Annex I – Materiality Analysis

Identifying stakeholders

AMC Group identifies all collective groups or individuals as stakeholders who may be significantly affected by the company's activities, or whose action could be reasonably affected by AMC Group's ability to successfully carry out its strategy and achieve its goals.

The stakeholders that have been identified are:

- Shareholders
- Employees
- Customers
- Company
- Suppliers

After identifying our stakeholders, their needs and expectations are identified through different dialogue mechanisms considered when defining the relevant aspects of the report.

Materiality calculation process

In accordance with the Global Reporting Initiative (GRI) standard on preparing sustainability reports, this report focuses on the subjects that were identified as relevant in the materiality analysis.

During the 2019/2020 business year, AMC Group conducted a materiality analysis to identify the most relevant and priority subjects for the company in terms of the environment, social affairs and governance.

The procedure the Group followed to identify the most relevant aspects is described as follows:

1. Aspect identification. A total of 24 relevant aspects were identified in accordance with the provisions established in Law 11/2018 of 28th December 2018, on Non-financial Information Reporting and Diversity, approved on 13th December 2018 by the Congress of the Deputies.

2. Aspect prioritisation. Internal and external assessment of the critical nature of the identified aspects in order to achieve long-term objectives, thereby ensuring permanence. The priority matrix provides a dual analysis of the aspects, revealing their internal importance, given by the first level directors participating in the sustainability context analysis, and their external importance, in accordance with how they are perceived by the stakeholders, based on information obtained through the usual channels of communication the Group has with them.

During 2020, a review of the materiality analysis will be carried out in order to ensure that the internal priorities are aligned with the current expectations of the stakeholders, in order to focus the Groups efforts on responding to the main challenges and trends in terms of sustainability.

Annex I – Materiality Analysis

The results of the relevant aspects analysis are shown in the following prioritisation matrix:

CATEGORY	SUB-CATEGORY	MATERIALITY
Social commitment	Commitment by the company to sustainable development	8
	Management of customer relations	7
	Complaints received and complaints resolved	7
	Responsible management of the supply chain	9
	Tax information and transparency	6
Environmental issues	Biodiversity	9
	Climate change	9
	Pollution	7
	Circular economy, sustainable use of resources and waste prevention	10
	Water management	8
Social and personal problems	Environmental management	8
	Universal accessibility for disabled persons	5
	Employment	7
	Training	6
	Equality	8
	Work organisation	6
	Social relations	6
Information about the fight against corruption and bribery prevention measures	Health and Safety	8
	Contributions to foundations and non-profit organisations	4
	Measures to fight money laundering	5
	Measures to prevent corruption and bribery	5
Information on respect for human rights	Implementation of due diligence in human rights procedures	8
	Complaints concerning human rights	6
	Abuse prevention measures and management of possible abuse	8
	Promotion and compliance with ILO provisions	4

Annex II – List of aspects of the law with associated GRI content

OFFICIAL STATE JOURNAL CONTENT	REPORTING CRITERIA	DOC. SECTION
Reporting framework used	102-46; 102-47	Annex II
Business Model	102-2; 102-3; 102-4; 102-6; 102-7; 102-18; 102-14; 102-15	Section 1.
Business model description	102-2	Section 1 page 1 - 21
Geographical presence	102-3; 102-4; 102-6; 102-7	Section 1 page 1 - 21
Business environment		Section 1 page 1 - 21
Organisation and structure		Section 1 page 1 - 21
Objectives and strategies	102-14	Section 1 page 1 - 21
Principal factors and trends affecting future evolution	102-15	Section 1 page 1 - 21
Materiality analysis	102-46; 102-47	Annex I
Environmental matters		Section 2.
Environmental management	102-11; 307-1; 305-1; 305-2	2.1
Pollution	305-3; 305-6; 305-7	2.2
Circular economy		2.3
Waste prevention, recycling, reusing, other recovery methods and disposal	306-2	2.3.1 page 29-30
Water consumption and supply	303-1; 303-2; 303-3	2.3.3 page 32-34
Raw materials consumption and measures implemented to improve usage efficiency	301-1	2.3.4 page 35
Direct and indirect energy consumption	302-1	2.3.5 page 35
Measures to improve energy efficiency	302-4; 302-5	2 page 23-35
Use of renewable energy	302-1	2 page 23-35
Climate change		2.4
Greenhouse gas emissions	305-1; 305-2; 305-3	2.2.1 page 25-28
Measures implemented to adapt to the consequences of climate change	201-2	2.2.1 page 25-28
Voluntarily established mid and long-term goals to reduce emissions, and implemented means	305-5	
Biodiversity		2.5 page 37-38
Measures to preserve or restore biodiversity	304-3	
Impacts caused by activities or operations in protected areas	304-2	

Annex II – List of aspects of the law with associated GRI content

OFFICIAL STATE JOURNAL CONTENT	REPORTING CRITERIA	DOC. SECTION
Social and personnel matters		Section 3.
Employment		3.1
Total number of employees and distribution by sex, age, country and professional category	102-8	3.1 page 40
Total number of labour contract types, distribution, annual average of indefinite contracts, XX	102-8	3.1 page 40
Number of dismissals by sex, age, and professional category	401-1	3.1 page 40
Mean remuneration by sex, age and professional category or equal value	405-2	3.1 page 40
Gender pay gap	405-2	3.1 page 40
Mean remuneration of executives and directors	102-35	3.1 page 40
Payment to social welfare and savings systems	201-3; 401-2	3.2 page 41
Implementation of job disconnection	401-3	3.3 page 41
Percentage of disabled employees	405-1	3.8.1 page 47
Work organisation		3.
Organisation of working time	401-3	3 page 39-48
Number of absenteeism hours	403-2	3 page 39-48
Family and work balance measures	401-2401-3	3.4 page 42
Health & Safety		3.5
Health & Safety at work conditions	403-2; 403-3; 403-4	3.5 page 42
Work accidents	403-2	3.5.1 page 43 - 44
Social relations		3.6
Social dialogue organisation	402-1; 403-1; 403-4	3.6 page 45
Employees covered by collective agreements by country	102-41	3.6 page 45
Collective agreement balance, particularly in the scope of health and safety at work	403-4	3.6 page 45
TRAINING		3.7
Training hours by professional categories	404-2	3.7 page 46
Total number of training hours by professional categories	404-1	3.7 page 46
Universal accessibility for disabled persons	405-1	3.8.1
Equality	405-1; 405-2	3.8
Information on respect for human rights		4
Application of due diligence procedures	102-16; 102-17; 412-2	4.1 page 50
Abuse prevention measures and management of possible abuse	102-16; 102-17; 412-2	2.3.2 page 32
Human Rights violation whistleblowing	102-17	4.2 page 51
Promotion and compliance with ILO provisions	102-16; 407-1; 408-1; 409-1	4.1 page 50
Information on the fight against corruption and bribery		5
Corruption and bribery prevention measures	102-16; 102-17	5.1 page 54-55
Measures to fight against money laundering	102-16; 102-17	5.1 page 56
Social commitment		6
Commitment by the company to sustainable development	102-43; 413-1; 413-2	1
Responsible management of the supply chain	308-1; 414-1	4.1
Tax and transparency information		5.3
Profits obtained country by country	201-1	5.3 page 56
Tax on profits paid and public subsidies awarded	201-4	5.3 page 56



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