



Sustainability report 2024

Introduction



Trust



Commitment



Generosity



Passion



Precision



Adaptability

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Sustainability milestones: an annual review of progress

GRI 2-22

To ensure transparency and accountability, Lucta's sustainability progresses and initiatives will be documented and shared once a year with our stakeholders highlighting achievements, challenges, and future goals.

This *Sustainability Report* was drawn up in accordance with the internationally recognized [reporting standards of the GRI](#) (Global Reporting Initiative) and within the context of our [commitment to the SDGs](#) of the United Nations Global Compact.

[Consult the GRI indicators here](#)

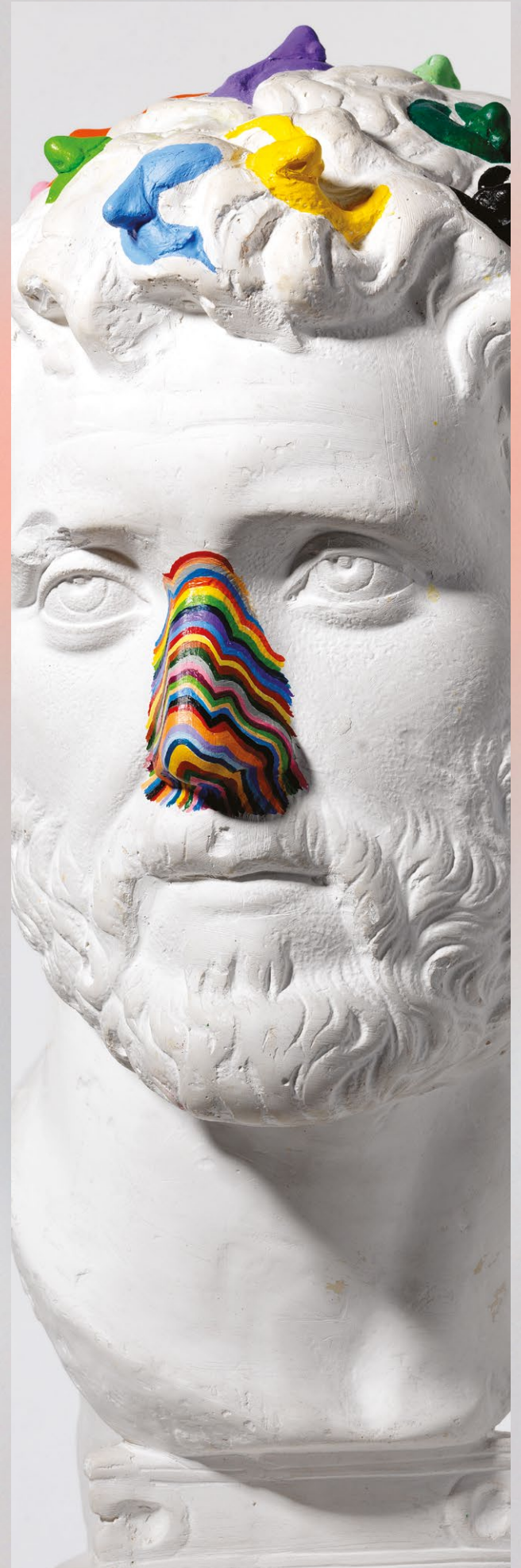
The contents of this report are based on our double materiality assessment conducted in 2025, in line with the requirements of the CSRD (Corporate Sustainability Reporting Directive), and taking into account our D-X Global Strategic Plan and our objectives and progress in terms of ESG (Environment, Social, and Governance).

It was prepared following an in-depth consultation with the different teams within the Lucta Group and a subsequent review of the resulting information by the various functional managers and senior management.

This edition, which coincides with Lucta's 75th anniversary, is an exercise in transparency that is particularly meaningful as an opportunity for reflecting on the values and decisions that have got us to where we are now, for highlighting their importance, and also for identifying the challenges we need to address to continue progressing towards solid and transformative sustainability.

As in previous editions, throughout this report we include works from the Nasevo series by Ernesto Ventós, artist and former president of Lucta. This year we have selected a different piece of art to accompany each of our six identifying values.

[For further information](#)



Letter from the CEO

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This letter is addressed to all those who, in one way or another, accompany Lucta on its journey, and I am pleased to present the **Sustainability Report for 2024**, a particularly special year for Lucta, it being our **75th anniversary**.

This anniversary is a time for **celebration** and also for **reflection**, an opportunity to look back with pride, look forward with enthusiasm and to share the vision of continuing to build a more sustainable, responsible and human future.

Lucta’s journey is, above all, a story about people, collective effort, improvement and long-term commitment.

We have learned to grow sustainably time while maintaining our family essence, guided by the shared values that define and unite us.

Our journey has been full of challenges, but also learning opportunities. We have progressed with determination, building on our experience and learning from our mistakes.

If I had to point to the key ingredients of our success, it would be these two: **values** and **people**.

- Values are not only a statement of intent decided at a given moment. They are formed generation after generation and become more embedded in the company year after year through example. They are built upon work well done, attention to detail, high standards and rigor, a desire to serve, and a love for beauty, essence and creation.
- The people at Lucta are what sets us apart: their passion, generosity and daily dedication make us a solid and resilient company.

Thanks to our long-term culture we have achieved significant milestones, always driven by people. Many of our employees have been with us for decades and their commitment is the real driving force behind Lucta.

Today we are a **professional family** company with a clear **dedication to service**, a solid **entrepreneurial spirit** and a strong desire for growth. We are present –though often not in a visible way– in the daily lives of people, at any time of day, creating memorable emotions through their sensory experiences.

We are a multinational company with more than 1,200 employees and are present in the United States, Mexico, Colombia, China, Europe and, more recently, Thailand, the United Kingdom and India.

We were particularly excited to incorporate **Quintessence Fragrances** into the Lucta family in 2024, which will significantly expand our reach and open up many new opportunities.

Today we face the future with ambition and humility. Yes, we want to grow, but not grow just for the sake of growth itself: We aim to improve the lives of people and the environment wherever Lucta is present. To achieve this, we are committed to a more **social, sustainable** and **efficient** perspective. Without self-complacency, with a far-reaching and deeply human vision.

We face the present with determination and work to anticipate the future, knowing that the best way to anticipate it is **to create it**. At Lucta, we are experts in creating a future while staying true to our essence, our soul.

We believe that companies with a soul and well-intentioned people live and work to leave a better legacy than the one they received. And this is precisely what makes them –and us– stronger.




Thank you for trusting Lucta to continue working on this exciting project.

With heartfelt appreciation,

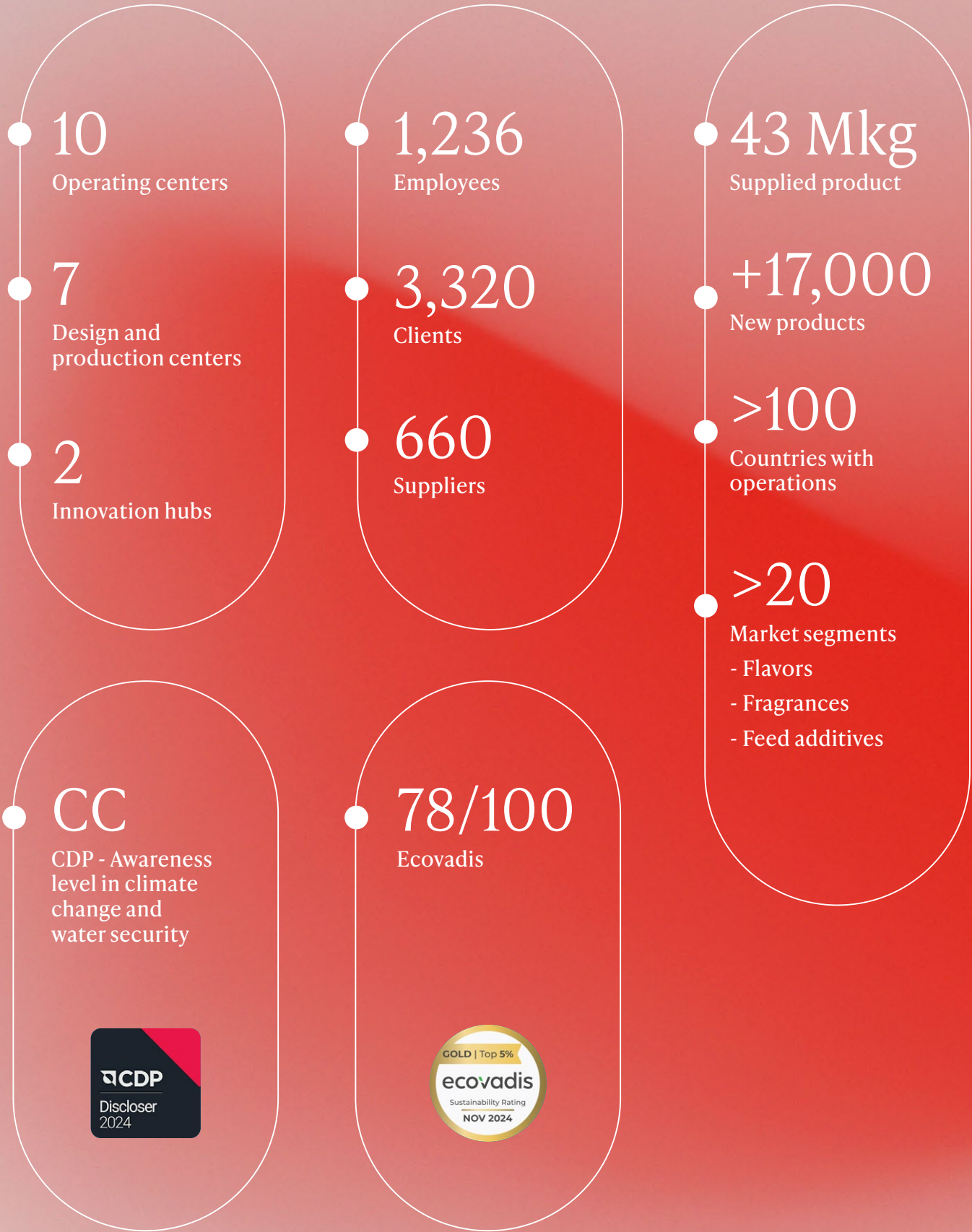
Carlos Ventós
CEO of Lucta

Lucta at a glance

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-  Adaptability





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Note: financial data relating to the consolidated financial statements. The figure relating to employees includes people from Quintessence Fragrances and Maslina incorporated into Lucta's corporate structure in 2024.

Our progress

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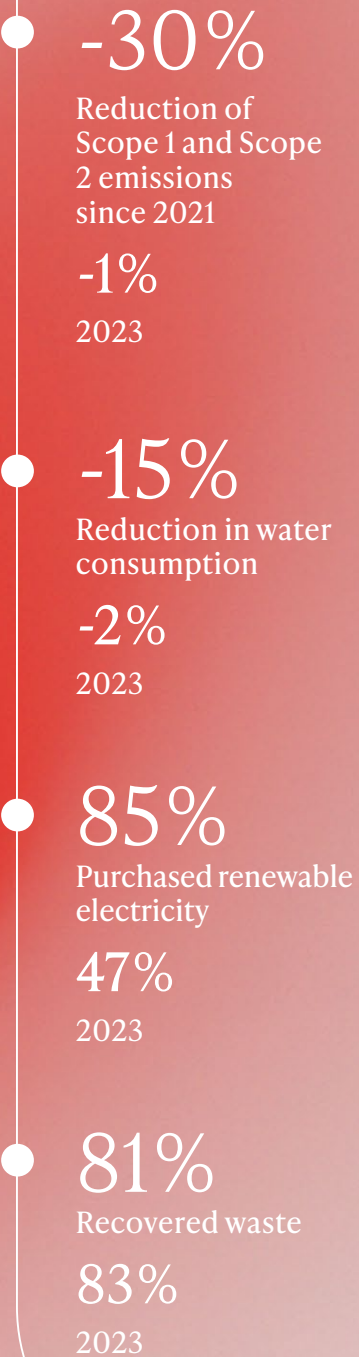
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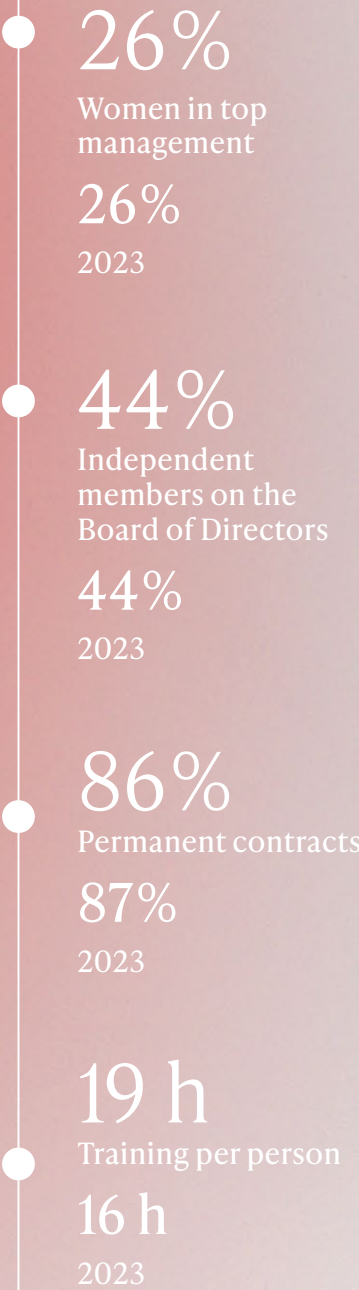
Economic



Environment



Social



Note: financial data relating to the consolidated financial statements. The figure relating to employees includes people from Quintessence Fragrances and Maslina incorporated into Lucta's corporate structure in 2024.

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We live our values

We are a company which, in essence, creates holistic solutions that go beyond functionality to connect and inspire. Our values are our source of inspiration, the principles that guide our actions and the **driving force of growth that creates shared value.**

“What drives us,
what we project.”

Our purpose as our compass, our
values as our foundation, and our
strategy as the path forward

At Lucta we are engaged in a process of reaffirming our corporate values, which have been consolidated and transmitted throughout our **75 years of history.** These values not only define how we do things, but also reflect the spirit of the people who have formed part of our company, from its founders to all of us today who are building our present and future.

In a world of constant change, we reaffirm our belief that values are the **core of our identity** and what guides our decisions, actions and commitments. Which is why, in this *Sustainability Report*, on the occasion of our 75th anniversary, we structure our actions and progress around the **six values that form the Lucta Group's DNA.**

**What drives
our actions**

Passion

**What makes
us stand out**

Generosity
Commitment
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What we offer

Trust
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Throughout this *Sustainability Report* you will find image inserts dedicated to each of our six values. Each value is presented along with a work from the **Nasevo** series, by **Ernesto Ventós**, selected for its ability to inspire and convey the essence of that value. This text and image combination invites a more sensory and emotional reading that strengthens the connection between our culture, history, and vision of the future.



Trust

Trust is the essence of our work and is nourished by the trust our clients have in us. We strive to build solid relationships, foster collaboration, and create a safe and honest environment. We seek genuine connections that allow us to grow individually and collectively.



Commitment

We believe in long-term commitment that intertwines trust and closeness, building a future filled with opportunity. It drives us to care, discover and share, as we remain committed to our vision of the future, with warmth and quality.



Generosity

The connection that transcends all boundaries, embracing the past and defining our essence. It is a giving and a shared feeling that connects us in a common purpose. It is more than a way of acting, it is a way of understanding life.

These fragments give a more personal insight into who we are and what drives us as an organization: sharing what we are and what we know to create a positive and transformative impact in our environment.



Passion

Passion is the catalyst for our creativity, it motivates us and helps us progress each day. It is that enthusiasm that is ever-present. At Lucta, passion is what drives us further, to fully dedicate ourselves and to find deep meaning in everything we do.



Precision

Precise design is at the heart of everything we do. We pay meticulous attention to every detail to ensure precise and rigorous execution. We combine science and art to create tailored solutions that integrate naturally and create authentic experiences.



Adaptability

At Lucta we believe in the power of transforming and reinventing ourselves, and doing it together. We trust people who know how to learn, grow and anticipate. We are people who face uncertainty and challenges with courage. With agility and proactivity we adapt to each situation, to the needs of our clients and to market trends.

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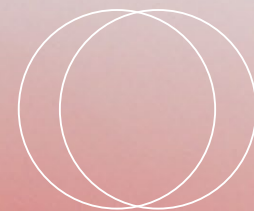
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1



Trust

Trust allows us to build solid, lasting relationships – as long as our 75-year history, which we celebrated in 2024. They are built on good practices, sustainability, and, above all, a great team.

75th anniversary

1949-2024

Introduction



Lucta was born with a **vision for the future**. The company was founded by a father who dreamed of building a future for his deaf-mute son. He believed that by developing a project based on the sense of smell, he would ensure his son a future.

Understanding **the company as a means and not as an end** is something that was transmitted to the spirit of the company. Lucta is a means of generating **wellbeing for people** and, by extension, for the communities in which it is present.

Since it began its activity in Barcelona 75 years ago, **Lucta has continued to grow**, guided by a clear vision: to become an **increasingly global and sustainable company** capable of providing value for its clients, responding to challenges in the fragrances and flavors for human and animal food sectors, and contributing positively to the development of people and the communities in which the Group is present.



Commitment



Generosity



Passion



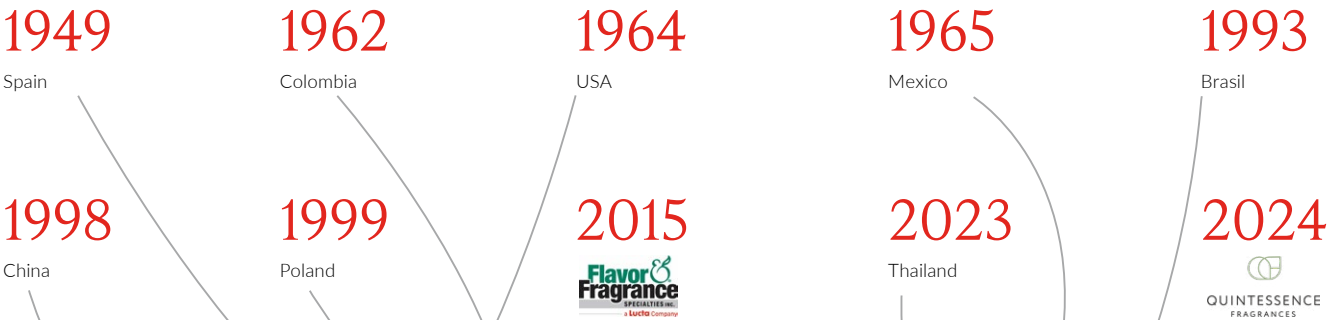
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A 2024 filled with celebration

We lit up the **Tibidabo amusement park in Barcelona** in red, transformed one of our production plants into a meeting space for art and gastronomy, and shared the celebrations with our teams in China, Colombia, Mexico and the United States.

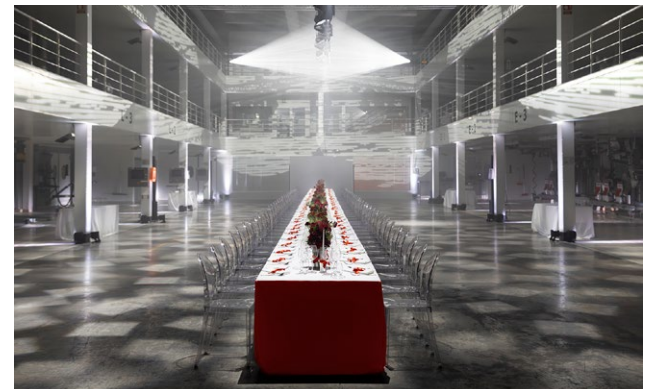
We commemorated the 25th anniversary of Lucta Polska. Since 1999, we have followed an exciting path that has allowed us to consolidate our presence in Central and Eastern European markets.

Welcome, Quintessence Fragrances

One of the most special moments in 2024 was welcoming Quintessence Fragrances to the Lucta Group.

Since its creation in 1982, Quintessence has grown into a dynamic global team known for its passion, creativity, and close collaboration with clients when developing unique home and fine fragrances.

This union brings together talent, experience and new opportunities, strengthens our growth plan, and benefits the entire Group.



Our sustainability roadmap

Imagining a shared future

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Three essential pillars of action in sustainability

Sustainable solutions



Innovación y responsabilidad del producto

- Implementation of the LCA calculation methodology in our product design
- Innovation focused on offering more sustainable solutions
- Promotion of quality culture and food safety



People first

Desarrollo de las personas

- Avoiding bias in the recruitment, promotion, and training of people
- Implementation of measures that promote labor inclusion
- Application of an equal pay policy for people performing similar functions
- Development of training programs



Planet regeneration

Acción climática

- Contribution to limiting global warming to 1.5°C
- By 2030, Scope 1 and Scope 2 emissions reduced by 42% and Scope 3 emissions by 25%
- 100% of electricity from renewable sources
- Design of a sustainable mobility program





Sustainable solutions

Sustainable procurement

- Supplier development. Proactive collaboration program with our suppliers to address climate change, environmental degradation, and social challenges. By 2026, the aim is to have 90% of purchases covered by the Supplier Code of Conduct.
- Purchase at origin. Minimization of intermediary companies and guarantee of compliance with responsible social, environmental and agricultural practices.



People first


Wellbeing, health, and safety

- Implementation of improvements in work-life balance measures
- Development of the 'Lucta and Your Wellbeing' program, including initiatives related to mental, emotional and physical health
- Creation of safe and healthy jobs, paying special attention to the handling of chemical products



Action for the community

- Creation of a network of connections and support with local organizations wherever Lucta operates
- Collaboration with the Ernesto Ventós Foundation, where art and smell come together in a social mission



Planet regeneration

Circularity and eco-efficiency

- Improved operational eco-efficiency
- Reduced water consumption, especially in facilities located in drought-risk areas
- Generation of zero waste destined for landfill
- Implementation of the 4R Packaging Program
- Use of by-products from the agri-food sector in our products



Biodiversity

- Conservation and regeneration of nature and biodiversity in locations with local influence or impact
- Development of a nature-related volunteer program
- Ensure that the raw materials come from deforestation-free crops and that respectful and regenerative farming and fishing practices are promoted





The governance structure of our company is composed of two main bodies - the **Board of Directors** and the **Executive Committee**. In addition, we have an Advisory Board and specific committees that address strategic

aspects related to the growth and evolution of the Lucta Group. Each governing body meets periodically throughout the year and defines its internal operating mechanisms.

Governance structure

Board of Directors

The highest governing body responsible for directing, managing and representing the company, and for guiding the company's purpose.

9

members

4

independent members

Ethics Committee

Develops the crime prevention model and oversees the application of the Code of Ethics and the ethics culture within the Group.

CEO

The CEO chairs the sector committees established to develop the company's strategic areas.

Advisory Board for the Asian Market

Advises on strategic and investment aspects in the Asian market.

8

members

Digital Transformation Committee

Promotes the use of digital technologies, especially AI, to enhance efficiency, generate value, and unlock new opportunities.

5

members

Sustainability Committee

Promotes and reviews progress made toward the sustainability objectives and actions.

7

members

Boards of Directors of subsidiaries

Co-led by the CEO and the Group Managing Director, they guide, manage and represent the companies at a local level.

Executive Committee

Headed by the Group Managing Director, it is responsible for all areas of business and operational management delegated by the Board of Directors and the CEO.

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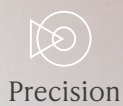
members

Divisions and functions

Integrates business goals and commitments into strategic plans and embeds them into daily business.

Local Executive Committees

This executive body exists in all Group companies with operations (China, Mexico, Colombia and the United States) and is led by the Group Managing Director.



Members of the Board of Directors

Ernesto Ventós Soler-Cabot
(representing Desarrollo de Técnicas Modernas, SL)
President

Carlos Ventós Omedes
(representing Grupo Inversor para el Desarrollo, SL)
Chief Executive Officer

José Luis Noguer Figuerol

Pedro de la Rosa Martínez
(representing Olor de Barcelona, SLU)

Alejandro Ventós Omedes
(representing Desarrollo de Investigaciones para la Industria, SL)

Carlos Prada Oliveros

Helena Torras de la Serna

María Belén Amatriain Corbi

Philippe Margueritte

Miguel Trias Sagnier
Non-executive secretary

Alexandra Vidal Mancha
Deputy non-executive secretary

In 2024, the representation of women remained at 22 % on the Board of Directors and 29 % on the Executive Committee

Members of the Executive Committee

Albert Xambó
Group Managing Director

Alexandra Vidal
Tax & Legal Group Director

Alexandre Cevallos
Technical Services Group Director

Aurora Ventura
HR & Talent Group Director

Gemma Tedó
Innovation Group Director

Miquel Escuder
Operations Group Director

José Luis Camarero
BP & IT Group Director

Jordi Jolis
Purchasing Group Director

Olga Orts
Finance Director Europe

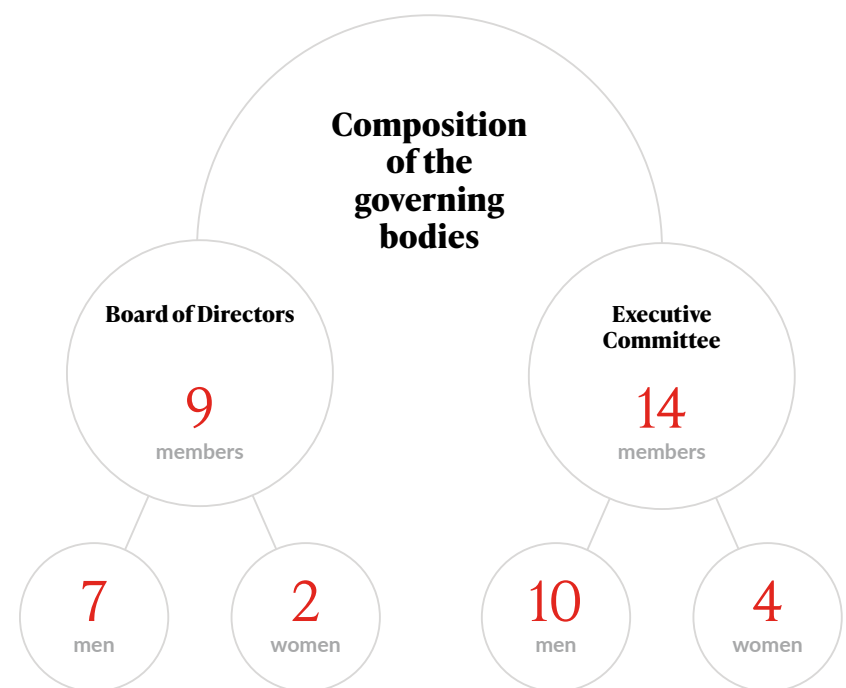
George Assaker
Flavors Director Europe

Javier Marín
Fragrances Director Europe

Javier Naval
Feed Additives Director Europe

Helder Rodrigues
Feed Additives Director Americas

Bardo Bevelander
Group Chief Financial Officer



Sustainability Global Working Group

Lucta has taken a significant step forward in its commitment to Environmental, Social and Governance (ESG) principles by establishing a network of Sustainability Leads. This cross-functional team will play a key role in integrating ESG considerations into all aspects of our operations across all locations.

By bringing together expertise from different countries, the group is tasked with facilitating data collection and ensuring alignment across the company. By centralizing these efforts, it will facilitate tracking progress, identifying areas for improvement, and implementing best practices consistently.



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Our team

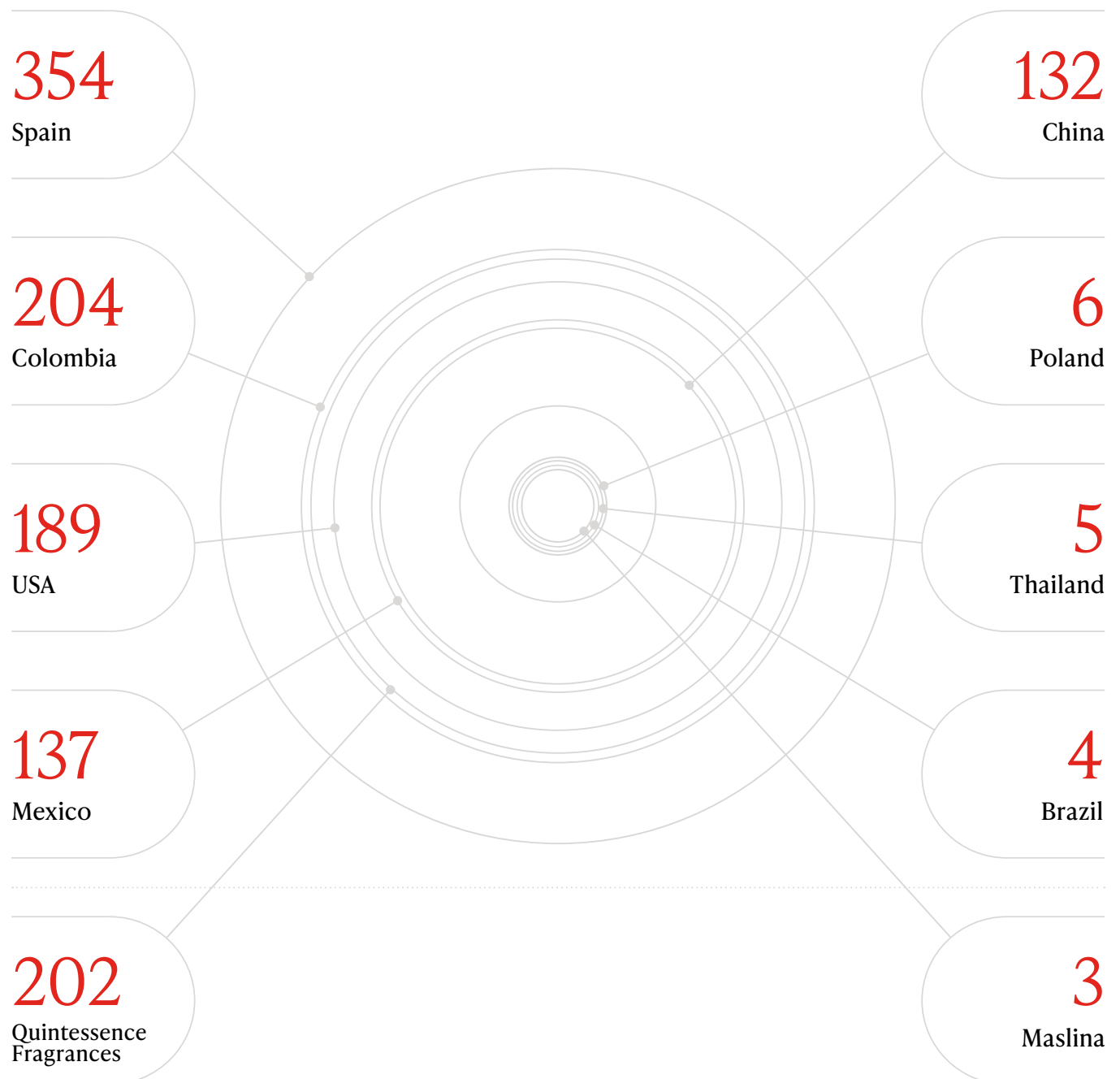
GRI 2-7

A global network of people

Lucta has consolidated its organizational structure with a team of 1,236 people distributed across different business units. This figure represents a significant growth of almost 30% compared with the previous year, the result of both organic expansion and the recent strategic acquisitions.

For further information

We are a diverse and multicultural team present in three continents





Quality employment

GRI 401-2, 405-1

As a responsible company, we assume our role in the creation of stable, meaningful employment that not only drives our growth but also contributes to the development of the communities in which we operate.

Moreover, fostering an inclusive environment that is fair, equitable and free of bias is also a key factor in driving the innovation and creativity our business needs. When we treat our employees equally and respect their identity we achieve:

- Greater commitment – employees are more motivated and focused on their objectives.
- Better solutions – the diversity of perspectives enriches our business.
- Connection with the market – a workforce that reflects the diversity of our clients.

Commitment to employment

86%
permanent contracts

98%
of employees are full-time

Seniority

10 years
average seniority

Promotion of diversity

24
nationalities among our team

Women in technical and management roles

56%
in technical and scientific positions

26%
in governing bodies



Our focus



Diversity
Evaluate and analyze the composition of our workforce.



Equality
Understand individual needs and provide flexible benefits.



Inclusion
Minimize unconscious bias in recruitment processes and talent management.



Pay equity

GRI 2-20, 401-2, 405-2

Lucta has designed a competitive and equitable compensation system that recognizes talent, performance and the needs of our employees.

We analyze the composition of our workforce and the evolution of the gender pay gap, implementing corrective measures whenever unjustified disparities are identified.

- **Transparent salary structure, reviewed annually to ensure internal equity and external competitiveness.**
- **Benefits adapted to each reality.**

Employment benefits





Adjusted gender pay gap

GRI 401-2

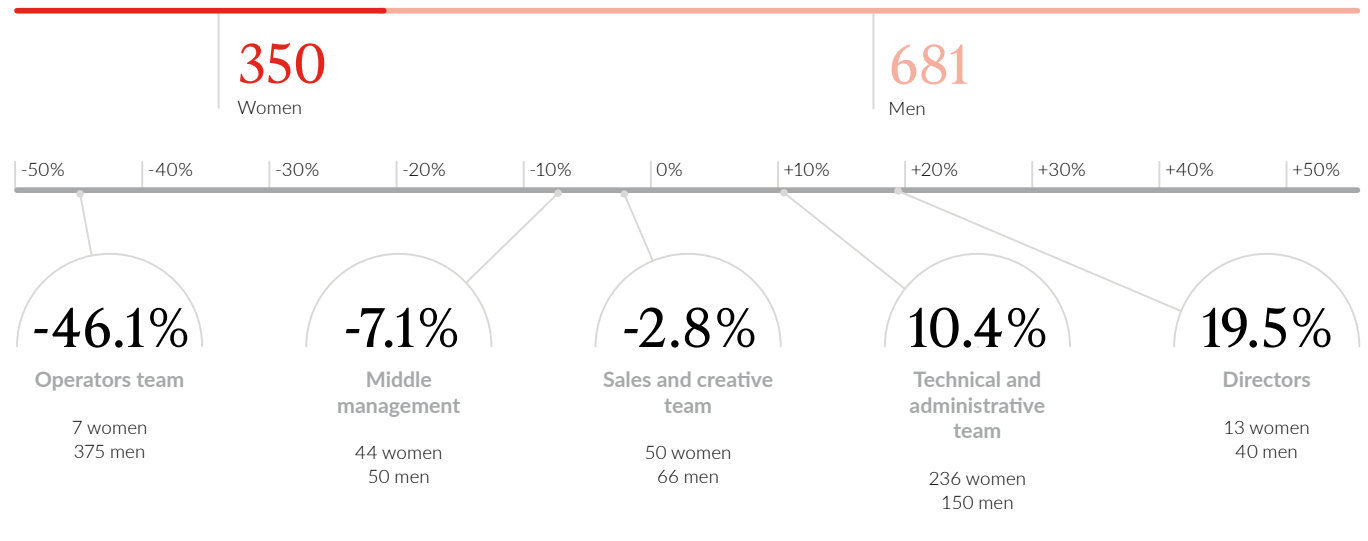
This is the percentage difference between the average salary of men compared to the average salary of women, taking into account total salary as at 31 December 2024. In previous years we included fixed monetary remuneration only.

Our 2024 results show a gender pay gap of -5.8%. The difference in salaries, greater for women, is mostly explained

by the 'Operators' category, which is made up of 98% men. The seven women in this category are based mainly in the United States and Spain, labor markets with higher salary levels. Moreover, these professionals occupy roles with greater responsibility within the category, which explains the higher remuneration compared to the Group average.

-5.8%

Gender pay gap



Promoting diversity, equality, and inclusion

GRI 405-1

Training for people selection processes

To ensure that our hiring processes are fair and free of unconscious bias, we have implemented specific training in interviewing techniques. This training allows recruiters to recognize and minimize their bias, thus ensuring an equitable selection process that promotes equal employment opportunities.

Breastfeeding room at Lucta Colombia

A space has been set up exclusively for breastfeeding mothers at our facilities in Colombia.

Inclusive Language Guide

We have created an *Inclusive Language Guide* to serve as a tool for fostering diversity in our communication. Through language, we reflect our reality and promote an equitable representation of everyone. The guide offers practical recommendations for identifying and correcting non-inclusive expressions, fostering an environment in which all voices can be heard.

Equality Plan at Lucta Spain

The new Equality Plan, to be launched in 2025, includes specific initiatives aimed at supporting the LGBTQI+ community.

For further information

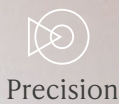
People development

GRI 404-1

We understand continuous training as a key element for people’s development. Which is why, over the past year, we have implemented various training initiatives that cover both technical and interpersonal skills as well as strengthen

our corporate culture. In total, we have provided around 19,000 hours of training. Almost 20% of this training is related to health, safety, and the environment.

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Sustainability awareness: a shared commitment

The Lucta China team provided sustainability training to 130 employees. The training addressed the key challenges of climate change, presented the Group's current plans and actions, and provided tools for understanding and interpreting our annual sustainability report.

The team also organized an annual competition in which people from different departments participated. Various proposals for improving sustainability were put forward and prizes were awarded for the best initiatives. These activities are fundamental for continuing to build culture and for reinforcing the commitment to sustainability within the entire company.



Managerial Skills

Continuing with the Managerial Skills program launched in 2021, in 2024 we organized a second edition, focused on improving key interpersonal skills for people management. A total of 20 team managers participated in this second edition and received training aimed at fostering a more collaborative, empathetic and adaptive work environment in line with the organization's values.

The program was highly rated by the attendees and it created a strong emotional commitment, underlining the

importance of providing meeting and development spaces that foster a more human and sustainable leadership.

For 2025, we are planning a new edition of the Managerial Skills program for a third group of team managers. We are also considering extending the program to the different countries that form part of Lucta, to further strengthen a leadership aligned with the company's values at the global level.



School of Creation

This long-term internal training program is aimed at developing talent within our organization. It is especially designed to foster professional growth among employees with key roles in creative areas such as design, chemistry, and perfumery.

The School of Creation is open to people from different departments and offers a balanced mix of theory and practice. This approach allows participants to acquire the skills and knowledge necessary for standing out in their respective disciplines and for strengthening their professional profile.

As well as being a valuable tool for internal development, the program also attracts young professionals wanting to join an innovative company with a vision of the future, motivated by the opportunity to grow within a dynamic and creative environment.

This year, following an internal selection process, two new people joined the program.

For further information



Comprehensive wellbeing

GRI 403-6

In 2023 we implemented the **Lucta & Your Wellbeing** program, a set of initiatives designed to care for the physical and emotional health of our workforce. The program was rolled out across all of the Group's offices.

“A healthy work environment is not only a human right, it is the foundation for productivity, innovation and sustainable development.”

ILO Declaration on Fundamental Principles and Rights at Work (2022)

Lucta | & your wellbeing



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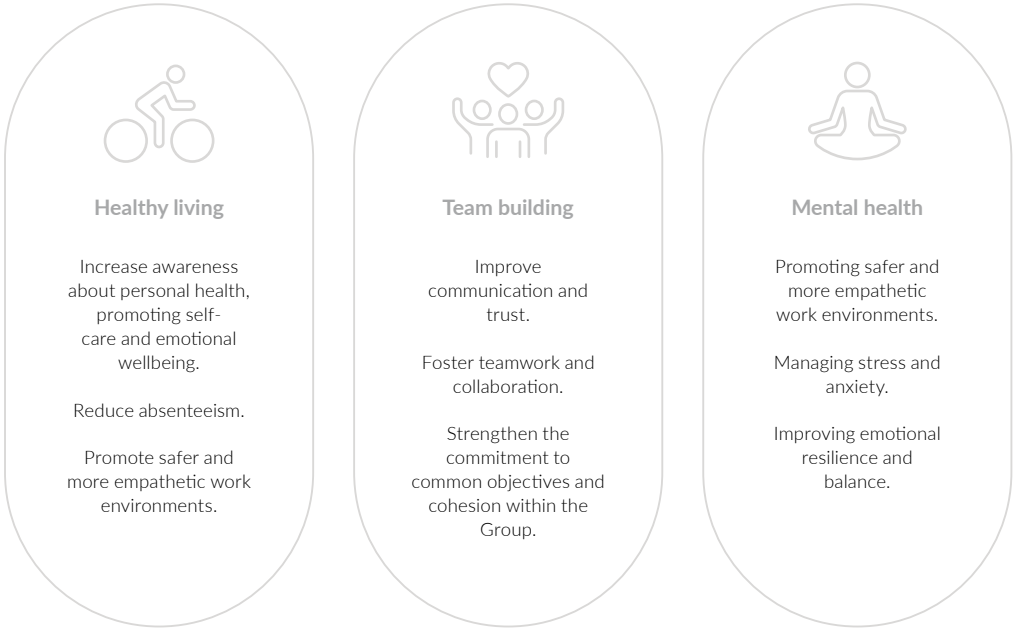
Passion



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Team-building in Hong Kong and Querétaro

Lucta China and Lucta Mexico organized team building days that included cultural, recreational, and outdoor activities. These initiatives strengthened cohesion, trust and motivation within both teams, and also increased their sense of belonging and the visibility of our brand.



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“Look after your joints”

Organized at Lucta Spain, this educational session focused on looking after joint health and improving quality of life, and ended with a Tai Chi practice. The session was led by Dr. Josep Vergés, President of the International Osteoarthritis Foundation (OAFI).



Sports tournaments

Lucta Mexico promoted sports practice by participating in the Querétaro Marathon and with a company soccer team, thus fostering healthy habits, camaraderie and integration.



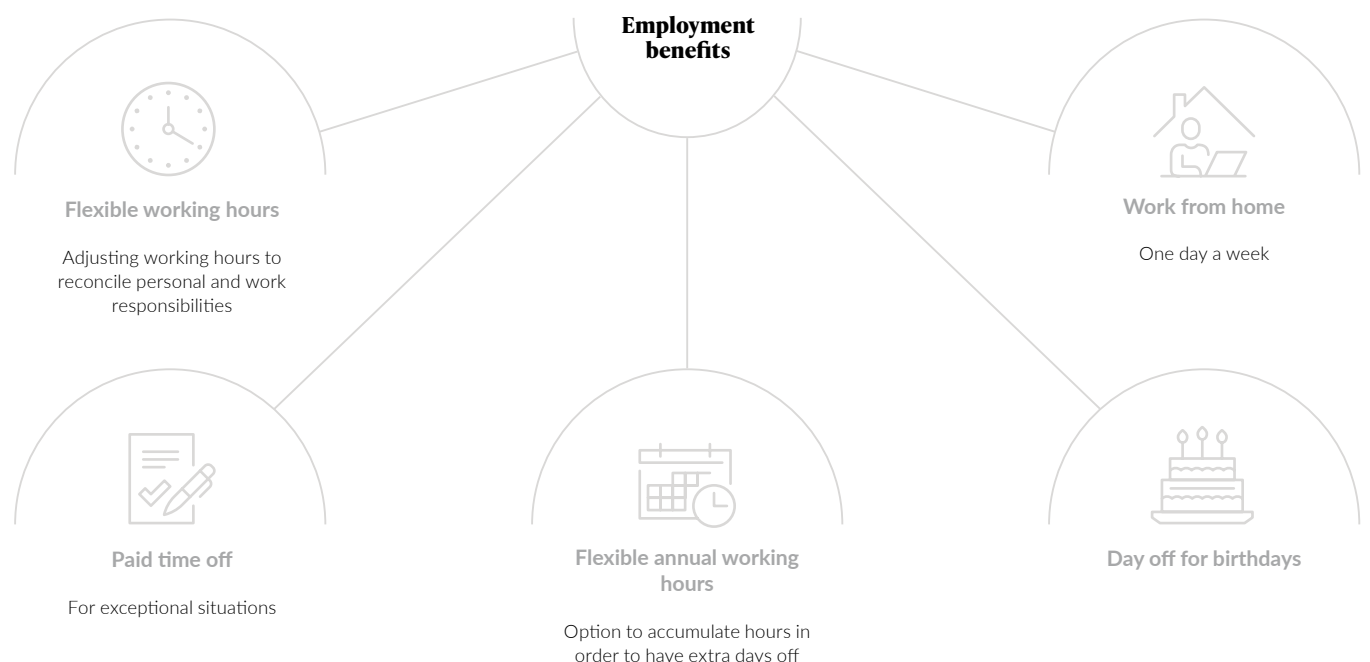
Physical exercise at our facilities

Lucta Colombia, in collaboration with students from the University of La Sabana, offered adapted exercise sessions focused on improving mobility, reducing stress, and fostering healthy habits.



Work-life balance measures

Lucta's work-life balance measures are aligned with the specific characteristics of each company and its local context, ensuring a flexible and adaptable approach.



Health and safety

GRI 403-1, 403-2, 403-3, 403-5, 403-9, 403-10

At Lucta, our integrated management of occupational health and safety is based on three fundamental pillars: a solid and structured **management system**, a program of actions aimed at achieving **zero accidents**, and the active promotion of a **prevention culture** that fosters physical and mental wellbeing across the entire organization.

The result is a work environment in which everyone can carry out their work in a trustful, safe, and healthy manner.

As part of this integrated management, we implemented policies and procedures aimed at identifying, assessing, and controlling occupational risks. These are complemented with proactive safety programs and actions that promote the wellbeing of our team. In addition, we promote an organizational culture that puts risk prevention and labor protection at the forefront, encouraging everyone in our organization to play an active and conscious role in ensuring health and safety.



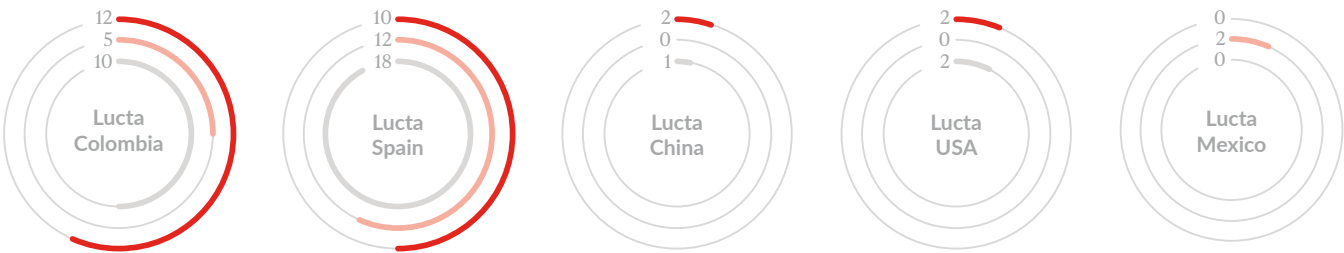
Health and safety indicators

Accidents in the Lucta Group resulting in sick leave

2024 2023 2022

Total number of accidents

26 19 31



1. Refers to the number of workplace accidents that do not result in sick leave.

2. Refers to the number of workplace accidents that result in sick leave.

3. Measures the number of accidents that occur in a workplace that result in lost time: LTIR (Lost Time Injury Rate) = (Total number of injuries that result in lost time / total hours worked by employees) x 200,000.

4. Measures the number of days that a person is off work due to a workplace accident: LDR (Lost Day Rate) = (Total number of days lost due to injury / total hours worked by employees) x 200,000.



Strengthening preventive action

At Lucta we continue to strengthen a prevention culture focused on achieving **zero accidents**. This effort translates into continuous training, greater awareness of risk perception in the different teams and a more exhaustive investigation of incidents, allowing us to focus interventions on making ergonomic improvements and on safety and hygiene in the workplace.

The 2024 results showed an increase in the accident rate compared to 2023, especially in the Colombia plant. This requires us to double our efforts in raising awareness, providing training, and working closely with the managers of the different areas to strengthen our commitment to people's safety and wellbeing.

Actions in 2024

- Ergonomic taskforce aimed at reducing physical strain, with improved handling of loads and forced postures in repetitive tasks, as well as in specific maintenance interventions.
- Safer, more ergonomic designs created by the work teams in the new plants in China and Colombia.
- Training in first-aid and in the use of a defibrillator (AED), improving responsiveness in the event of an emergency.
- Periodic emergency drills to ensure that personnel are prepared and can respond quickly to any potential situations of risk.

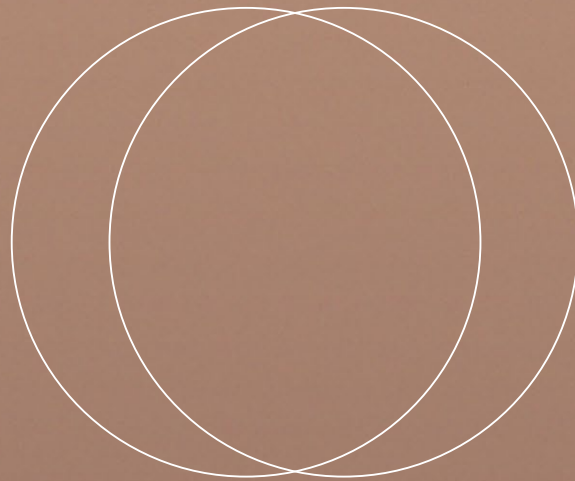
In terms of safety, the Lucta Group production plants with the highest number of employees have international ISO 45001 certification, which establishes the requirements for an occupational health and safety management system.

For further information





Trust



“The best way
to find out if
you can trust
somebody is to
trust them.”

Ernest Hemingway

Trust is the essence of our work and is nourished by the trust our clients have in us. We strive to build solid relationships, foster collaboration, and create a safe and honest environment. We seek genuine connections that allow us to grow individually and collectively.

Llavesnas I

Olfactory note: metallic

Composition of the olfactory note: steel, iron, copper, brass, bronze and oxide.

Year of work: 2004-2005

Modality: sculpture





Trust



Commitment



Generosity



Passion



Precision



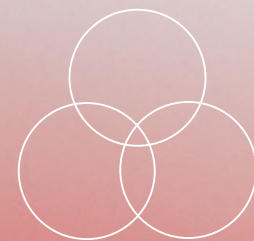
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2



Commitment

We translate our commitments into concrete actions through strategic partnerships, involving our entire value chain to generate positive impact and shared value for people, society and the planet.

Strategic partnerships

We have adhered to commitments and international frameworks of reference and are active members of key organizations in the flavors, fragrances and animal feed sectors, reaffirming our quest for excellence in these areas.

In addition, sustainability is a key element of our strategy. Which is why, through external evaluations, we promote continuous improvement and strengthen our commitment to ethical, responsible and transparent management.

Transforming sustainability into positive impact



Sustainability is key in our strategy

Introduction



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We take on collective challenges
GRI 3-3

- We have been Supply Chain Associate members of the **Roundtable on Sustainable Palm Oil (RSPO)** since late 2024, supporting the RSPO's principles to promote sustainable palm oil.
- Our climate targets were validated by the **Science Based Targets initiative (SBTi)** in 2024.
- We collaborate with the **Farm Animal Welfare Education Center (FAWEC)**, a leader in research, dissemination and training on animal welfare in the livestock sector.
- We have been members of the **United Nations Global Compact** since 2022. We align our actions with its 10 principles and actively contribute to achieving the Sustainable Development Goals (SDGs).
- We are part of FEIQUE-CEFIC's **Responsible Care** program, which promotes environmental and social commitment in the chemical industry.
- We are signatories of the IFRA-IOFI **Sustainability Charter**, a chemistry industry joint initiative that promotes responsible practices, transparency, and continuous improvement in sustainability.

We operate according to international criteria

- Management systems certified according to international environmental and occupational health and safety management standards, the highest food standards (SQF, Kosher, Halal), and Ecocert certification for fragrances.
- Since 2020, our plant in Spain has been officially recognized by the Catalan Council for Organic Agricultural Production (CCPAE) as a producer of organic flavors.

We undergo evaluation so that we can continue to improve

- In 2024, Lucta obtained a C score from the Carbon Disclosure Project (CDP) in the water security and climate change categories, and an EcoVadis gold medal, scoring 78 points. In both cases we dropped a level compared to 2023. Social and environmental demands and challenges are growing each day, requiring us to speed up our sustainability actions.
- We are members of Sedex and, in 2024, we successfully completed our first SMETA audits in Spain and the United States.



What is SMETA?

SMETA (Sedex Members Ethical Trade Audit), conducted by Sedex, is the world's most widely-used ethical auditing standard for assessing responsible practices in supply chains.



+85,000
Companies evaluated

180
Countries

**OBJETIVOS
DE DESARROLLO
SOSTENIBLE**



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Our collaborative network

GRI 2-28

We actively participate in key entities in the sector that promote innovation, sustainability and the advancement of knowledge in our areas of specialization.

Spain

AEFAA – Spanish Fragrance and Food Flavours Association

AFCA – Association of Manufacturers and Marketers of Food Additives and Supplements

FEDNA – Spanish Foundation for the Development of Animal Nutrition

FIAB – Spanish Federation of Food and Beverage Industries

STANPA – National Association of Perfumery and Cosmetics

CED – Spanish Committee for Detergents, Surfactants and Related Products

FEIQUE – Business Federation of the Spanish Chemical Industry / FEDEQUIM

BEAUTY CLUSTER – Spanish cosmetics, perfumery and personal care cluster

Europe

AWT - The Working Group for Active Ingredients in Animal Nutrition

Deutscher Verband Tiernahrung

The European Speciality Tea Association

Feeling Innovation

Americas

FEEDLATINA – Latin American Feed Industry Federation

ASAS – American Society of Animal Science

International

IFRA – International Fragrance Association

IOFI – International Organization of the Flavor Industry

FEFANA – Association of Specialty Feed Ingredients and their Mixtures

IFEAT – International Federation of Essential Oils and Aroma Trades





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Certified management systems

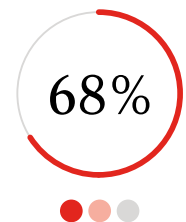
All our plants have certifications adapted to their specific context. This reflects our efforts to ensure quality, food safety, environmental stewardship, and social responsibility.

● Spain ● USA ● Colombia ● China ● Mexico

Health and safety
ISO 45001



Environment
ISO 14001



Quality
ISO 9001

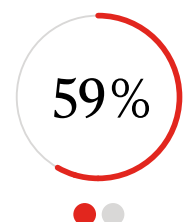


Food safety

Food
ISO 22000 / FSSC 22000 / SQF



Feed
FAMI-QS





We complement our certification system with specific recognitions that guarantee the quality and traceability of our products, including Kosher and Halal certifications, organic product certifications for our flavors, and Ecocert certification for fragrances.

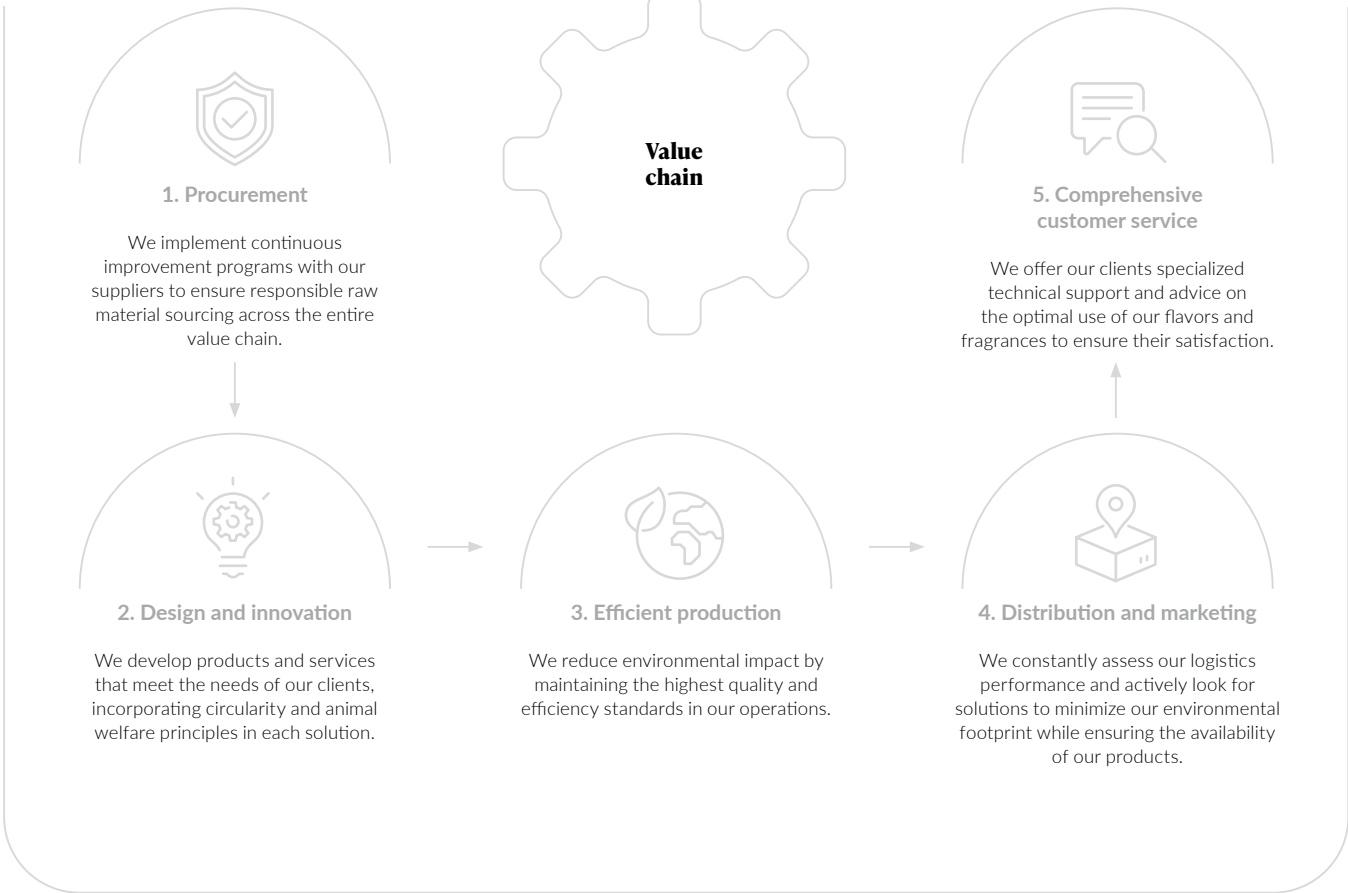
Since 2020, our plant in Spain has been officially registered with the **Catalan Council for Organic Agricultural Production (CCPAE)** as a producer of organic extracts and flavors.

Generating shared value

Introduction

Our value creation model is designed to drive sustainable growth, generating a positive impact for people and the planet. This approach is based on five interconnected pillars that guide our operations, ensuring efficiency, innovation and responsibility in each stage of the process.

-  Trust
-  **Commitment**
-  Generosity
-  Passion
-  Precision
-  Adaptability



25 collaborations with technological and innovation centers	60% of purchase volume covered by our Supplier Code of Conduct	8 new solutions using by-products from the olive sector, tripling their sales in just one year
100% green electricity in the production plants in Spain and China	3 new production plants in operation (Spain, China and Colombia)	

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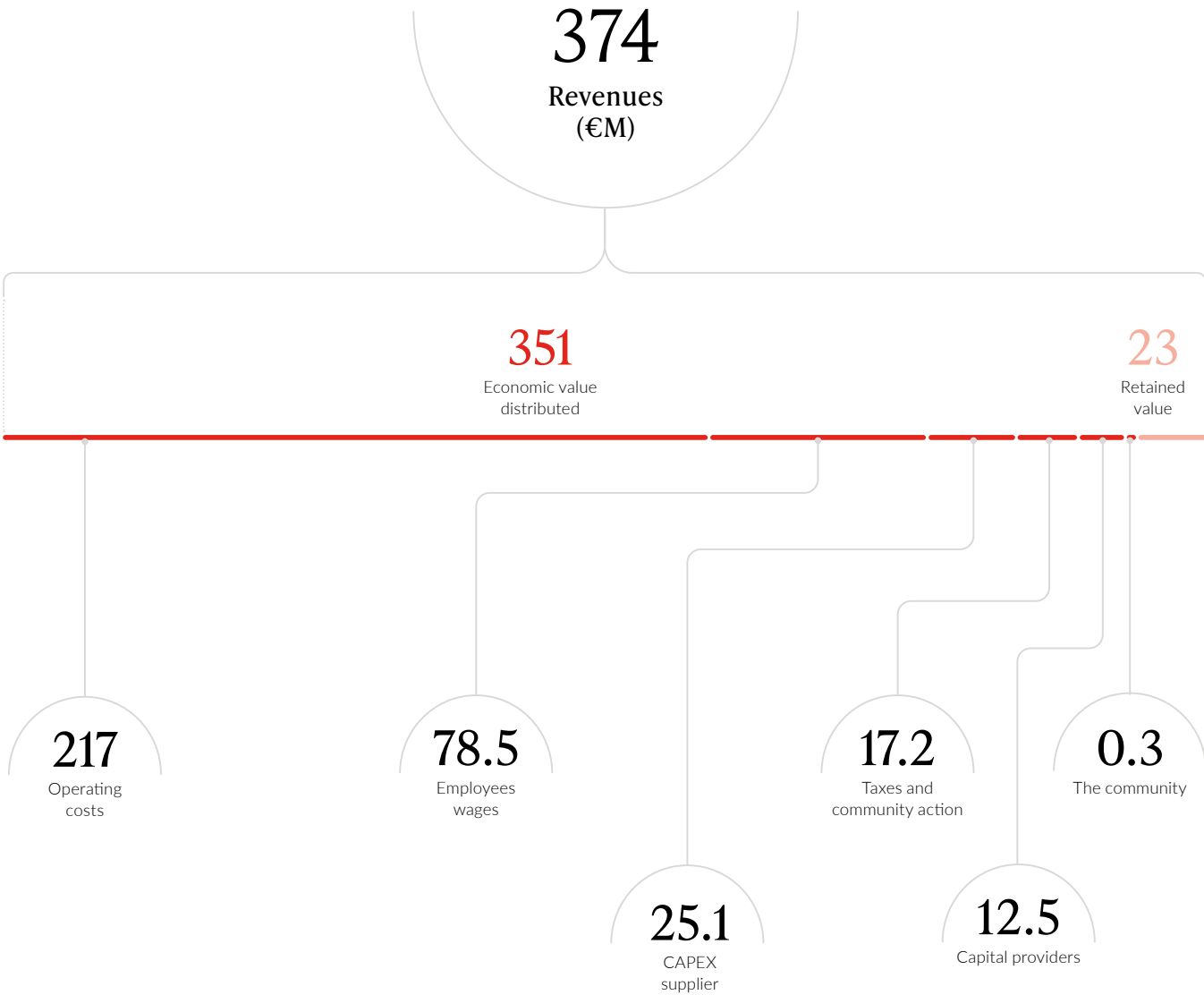
Generated and distributed economic value

GRI 201-1

Lucta Group’s business management has a clear focus on efficiency and the constant creation of value that is distributed to our stakeholders.

The economic value generated and distributed indicator, based on the GRI (Global Reporting Initiative) methodology, includes Lucta Group’s generation of economic value and its distribution among the various stakeholders in 2024.

In 2024, a total of 94% of the economic value generated was distributed, mainly to the suppliers of OPEX (raw materials and services), who received €217 M (58%), and to personnel, who received €78.5 M (21%).



Note: data obtained from the consolidated financial statements.

Net revenue for services, as well as other operating income from associated companies and financial investments, and income from sale of assets and subsidiaries are reported under the accrual method.

The economic value distributed to suppliers (operating expenses), own employees and the government represent the costs incurred during the accounting period and are reported under the accrual method. The other items only include payments made during the accounting period and are therefore not reported under the accrual method.

These key financial figures are based on the consolidation perimeter of the Lucta Group and can be consulted in note 1.2 of the consolidated financial statements. The line item “economic value distributed to the Government” also includes taxes paid and other taxes. The line item “economic value retained” cannot be directly compared with the profit after tax from continuing operations of the Lucta Group’s consolidated financial statements, since some items only include the portion of transactions that affect cash flows, which means that certain non-cash income and expenses are not included, such as deferred taxes and the results of associated companies.



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Supplier engagement

GRI 308-1

The relationship with our more than 600 suppliers, and the management of around 3,000 different raw materials, are fundamental for developing unique, innovative solutions for our clients, as we progress towards achieving our sustainability objectives.

Our transformation towards sustainability is only possible with the support of our suppliers, sharing a path of effort and commitments

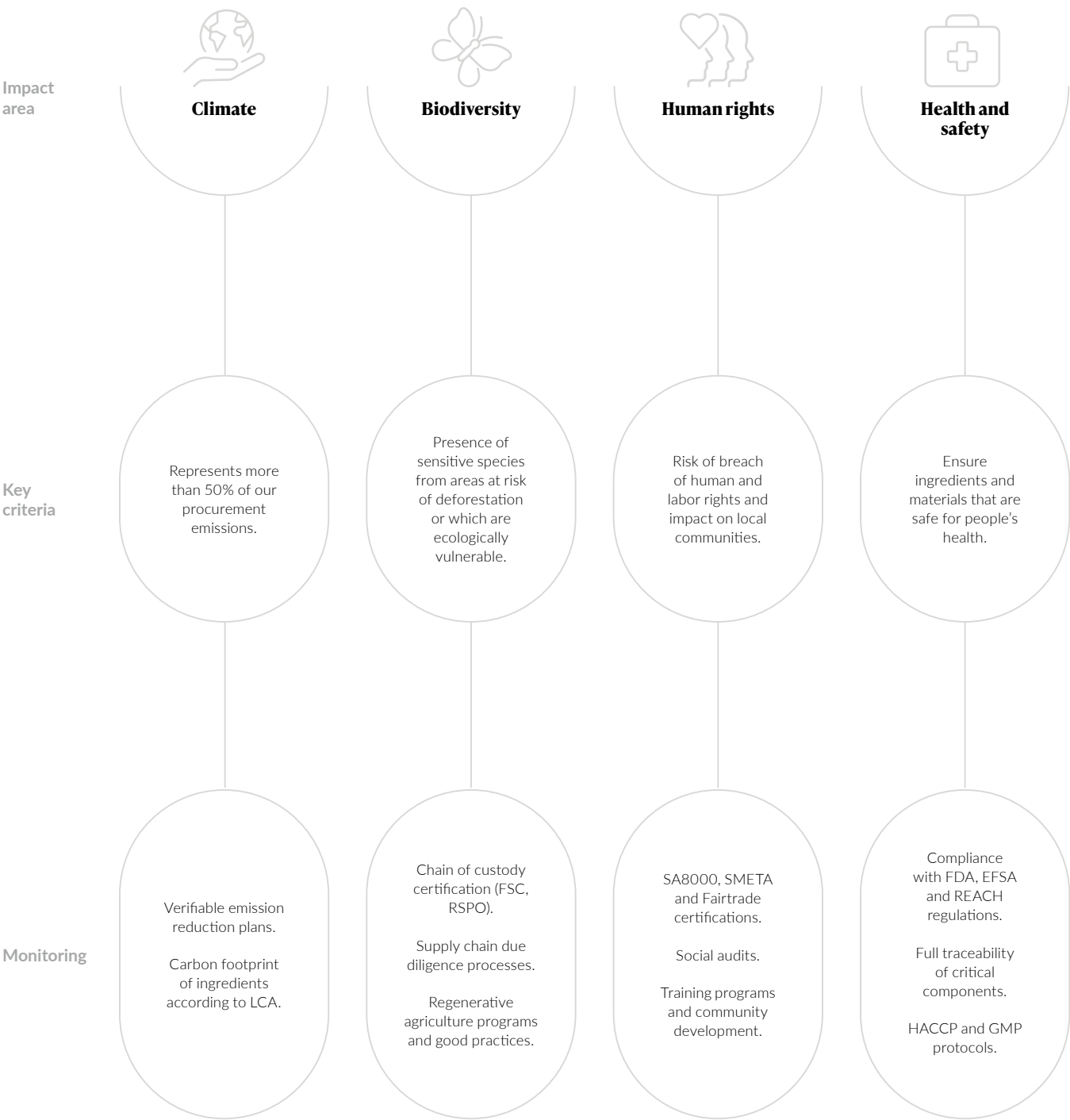
Purchased goods and services account for 74% of our emissions

The first step was to identify and prioritize our key suppliers in terms of sustainability. This process was based on the analysis of the real impact and potential of our supply chain, taking into account both purchase volume and its impact in four strategic areas: climate change, biodiversity, human rights, and health.



Collaboration with strategic suppliers

Impact areas for selecting our partners to continue making progress in sustainability



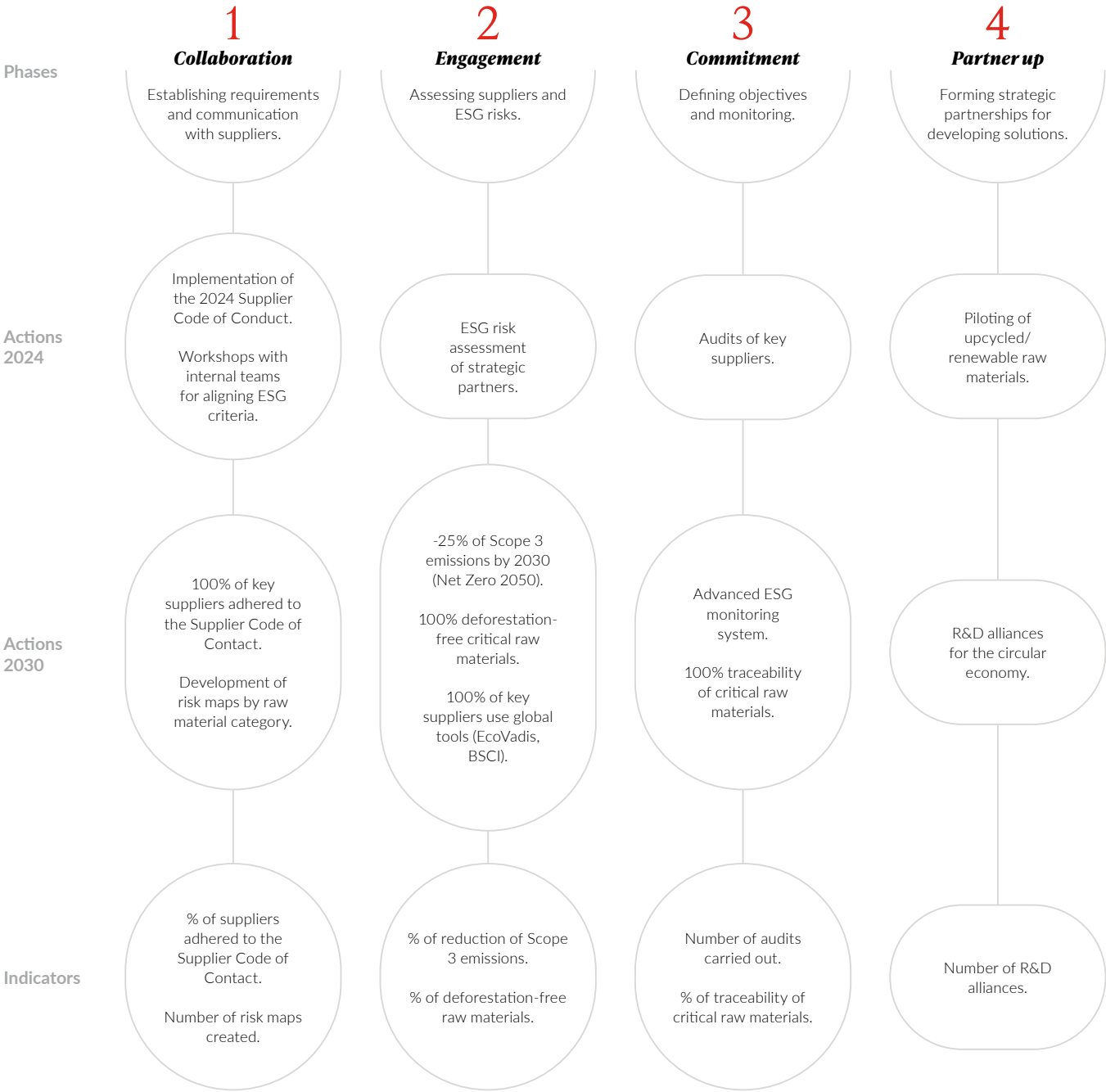
Launch of our Suppliers Program

In 2024 we launched our Suppliers Program, which is structured into four phases that reflect the level of our *partners'* commitment and integration of ESG principles.

Each phase is designed to facilitate the progressive integration of ESG principles in our relationships with suppliers, from establishing the first agreements to building strategic alliances for a long-term impact.

In the Collaboration phase we focus on aligning our suppliers with our standards and expectations, providing the basis for a solid collaboration. As we advance towards the Engagement phase, we intensify the commitment by conducting risk assessments and establishing binding targets. The Commitment phase ensures that continuous improvement remains a core part of our relationship with suppliers. Finally, the Partner Up phase focuses on establishing strategic alliances that foster innovation and drive sustainability at a global level.

A program in four phases



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New code of conduct for suppliers

We disseminate and promote our most essential principles and values with the aim of building responsible and sustainable relationships with our suppliers and subcontractors.



Responsibility, integrity,
and combating fraud
and corruption



Human rights and
child protection



Fundamental labor rights



Workplace
health and safety



Caring for the planet
and living beings



Cooperation and
communication

At the close of 2024, **around 120 suppliers** – representing **60%** of our purchases– validated and signed the Code, consolidating their commitment to our principles. This adherence process will continue in 2025, with the aim of involving our entire supply chain.

The [Supplier Code of Conduct](#) is public and can be consulted on our website.



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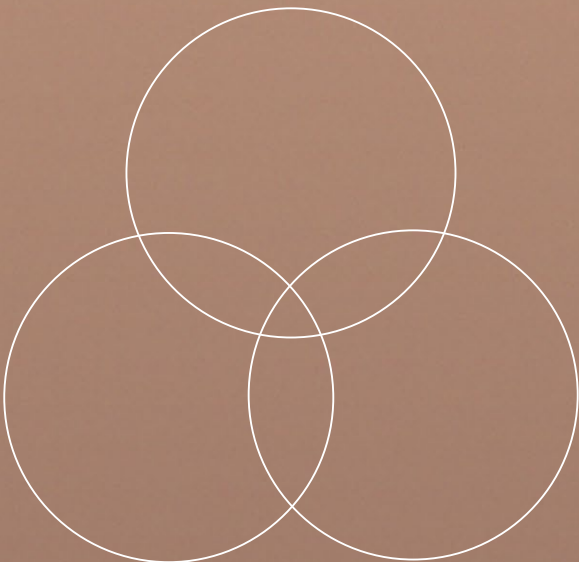
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Commitment



“Commitment is
what transforms
a promise
into reality.”

Abraham Lincoln

We believe in long-term commitment that intertwines trust and closeness, building a future filled with opportunity. This commitment drives us to care, discover and share, committed each day to our vision of the future, with warmth and quality.

Plantanas

Olfactory note: floral

Composition of the olfactory note: geranium, rose, lilac, carnation, violet, honeysuckle and hyacinth

Year of work: 2005-2006

Modality: sculpture





Trust



Commitment



Generosity



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Precision



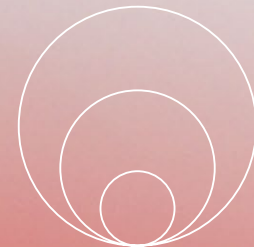
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3



Generosity

We believe in generosity. It inspires our unique relationship model with our stakeholders and motivates us to act for the benefit of society and biodiversity.

Stakeholder relationship model

GRI 2-29

Introduction



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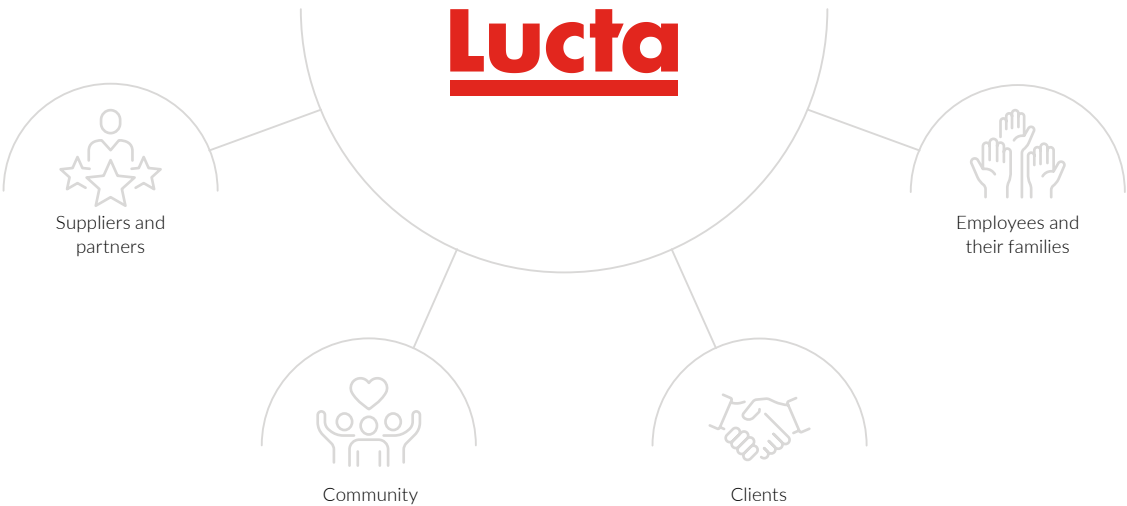
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Generosity as the basis of our relationships

At Lucta we understand generosity as a way of building authentic, committed and long-lasting relationships. We believe in building solid connections based on trust, closeness, and mutual availability too, especially when difficulties arise. This belief guides the way we relate to our clients, suppliers, employees, and our teams.

Over time, we have supported our *partners* during challenging situations such as economic crises and health or humanitarian emergencies, seeking solutions, adapting our conditions or simply just being there for them. This way of working is based on generosity understood not as an isolated gesture but as a way of being always available and offering long-term value.

This same attitude is also translated to the day-to-day of our teams and their relationships with clients and suppliers, where cooperation between people of different backgrounds and fields is the norm. These are natural dynamics that, without the need for grand speeches, reinforce a way of working in which humanity and professionalism go hand in hand.



Social action, link with the community

Introduction

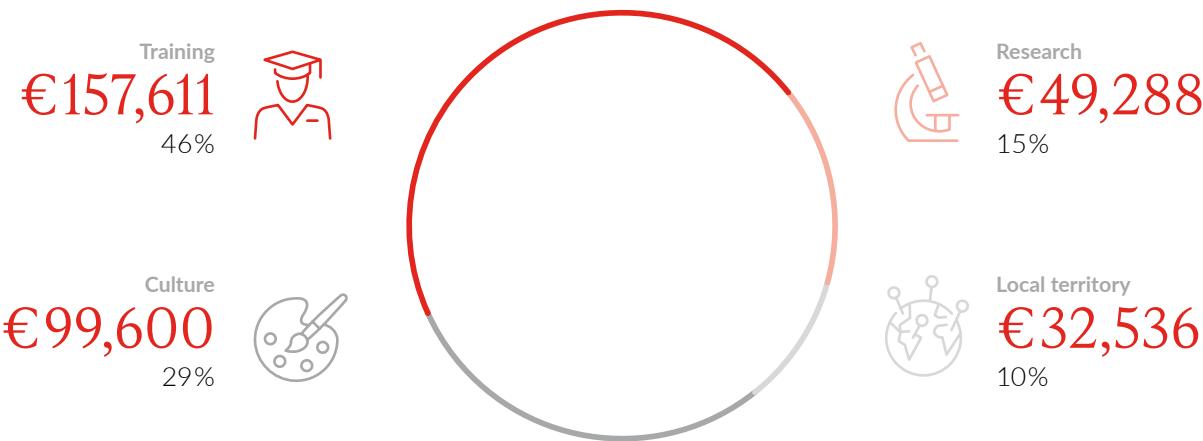
We dedicate resources, time and commitment to generating a positive and lasting impact for people, communities, and their environment. In 2024, we reaffirmed this vision through four key areas of action.

- Trust
- Commitment
- Generosity**
- Passion
- Precision
- Adaptability

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Area of action



① We invest in the future through education and training

Fostering the personal and professional development of new generations is one of our priorities. Through scholarship programs, work placements and strategic alliances, we open up opportunities for talented and committed young people:

- **5 direct scholarships** awarded to students with high academic performance.
- More than **€150,000** allocated to education programs for vulnerable young people.
- **109 students** from vocational training programs and universities were offered professional internships both in Spain and in other countries in which we operate.

② Science with purpose: we support research

We believe in science as a driver of progress. Which is why we actively contribute to developing knowledge in key areas for collective wellbeing:

- We support master's and doctoral students by **co-supervising theses** and collaborating in postdoctoral research projects.
- We focus our actions on **healthy and sustainable nutrition**, and on **resilience and adaptation to climate change**.
- We collaborate with entities that promote research, education, and the prevention and treatment of diseases such as cancer and osteoarthritis.





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③ Culture and creativity, the drivers of changes

Through the Ernesto Ventós Foundation we promote art and culture as tools for learning, inclusion, and sensory development. We are committed to disseminating art related to the world of fragrances, promoting unique educational and cultural experiences.

In 2024, we strengthened our collaboration with various leading cultural institutions, with the support of the Ernesto Ventós Foundation.

Below we detail some of the main initiatives we participated in:

- **Center for Contemporary Culture of Barcelona (CCCB).** Collaboration with the exhibition “Amazons. The Ancestral Future”, which invites visitors to reflect on the cultural and natural richness of the Amazon through a unique sensorial experience.
- **Centro Botín in Santander.** Participation in the activity “What does your Christmas smell like?”, a workshop that connects the emotions of Christmas with the world of fragrances.
- **Foto Colectania in Barcelona.** Collaboration in the project “What does a photograph smell of?”, where sight and smell unite to enrich the artistic experience.
- **Casa Vicens (Barcelona).** Promotion of the guided olfactory tour of this emblematic building designed by Gaudí, which incorporates the sense of smell as part of the interpretation of this architectural space.

These collaborations strengthen our commitment to promoting innovative cultural experiences where the senses, art and sustainability interconnect in a natural and transformative way.





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④ We amplify the positive impact in the local community

We feel deeply connected to the communities in which we are present. For this reason, we support small-scale projects with big local impact, that promote social cohesion and the wellbeing of our immediate environment.

- We participate in local sports activities, fairs and events that promote local social and economic development.
- We collaborate with vulnerable schools.
- In 2024, the **Spirit Committee at Lucta USA**, formed of volunteers from among the company’s employees, continued to promote actions centered around donation and community support campaigns, the collection of reusable materials, environmental awareness events, and internal cohesion activities such as solidarity meals, sports practice, and team dynamics. One of the most moving actions of the year was **“Dress in Pink Day”**, aimed at raising awareness and funds for breast cancer.
- We also act quickly in the event of **extraordinary situations**. In 2024 we made a specific donation through Cáritas to contribute to humanitarian aid and initiatives aimed at rebuilding the communities affected by the devastating **DANA** floods that struck various regions in Spain.



Support for children in a rural area in China

The economic development model in China has led to the migration of many families from rural areas to the cities, leaving millions of children in the care of other family members. In Linquan County, the most populated region in the province of Anhui, this reality is reflected in significant figures:

- 42,000 children.
- 31,000 are aged between 6 and 14 years.
- A total of 72% are in the care of their grandparents and 10% look after themselves.

With Lucta's support, the China Association of Fragrance, Flavour and Cosmetic Industries launched an initiative to offer emotional and material support to these communities, strengthening the connection between industry and social responsibility.

Commitment to biodiversity

GRI 304-2

Introduction



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Biodiversity loss is one of the biggest environmental challenges we face as a society. At Lucta we recognize nature’s value as a tool for adapting to climate change and as a fundamental pillar of sustainability.

In 2024 we launched the **Lucta & Biodiversity Program**. This project arose from the desire to make the use of the territory compatible with the **conservation and regeneration** of nature, the landscape, and biodiversity, so that people and future generations can enjoy it and respect it. This program, aimed at making industrial activity compatible with preserving the natural environment, includes the sustainable management of green areas at our facilities and involvement in the recovery of natural spaces in our immediate environment.

Lucta | **& the biodiversity**

“In each fall of water, in each leaf, there is a story of interdependence that we still do not fully comprehend.”

Rachel Carson, *Silent Spring* (1962)

Lines of action

Knowledge of the environment and awareness



Promoting areas for connection, to bring people and nature together.



Creating green spaces at our facilities.



Conduct biodiversity studies.

Regeneration of nature



Installing insect hotels to encourage biodiversity and pollination.



Recovering the most degraded areas, removing invasive plant species and planting native species.



Placing nest boxes for birds and bats for insect control.

Participation and collaboration of Lucta employees



Awareness days.



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Discovering biodiversity at Lucta

In 2024 we organized a BioBlitz at our facilities in Montornès del Vallès (Barcelona), a participatory science day for observing and recording local biodiversity. The aim was to deepen our understanding of the local natural environment and to strengthen our team's environmental commitment.

The day was a resounding success:

873
observations

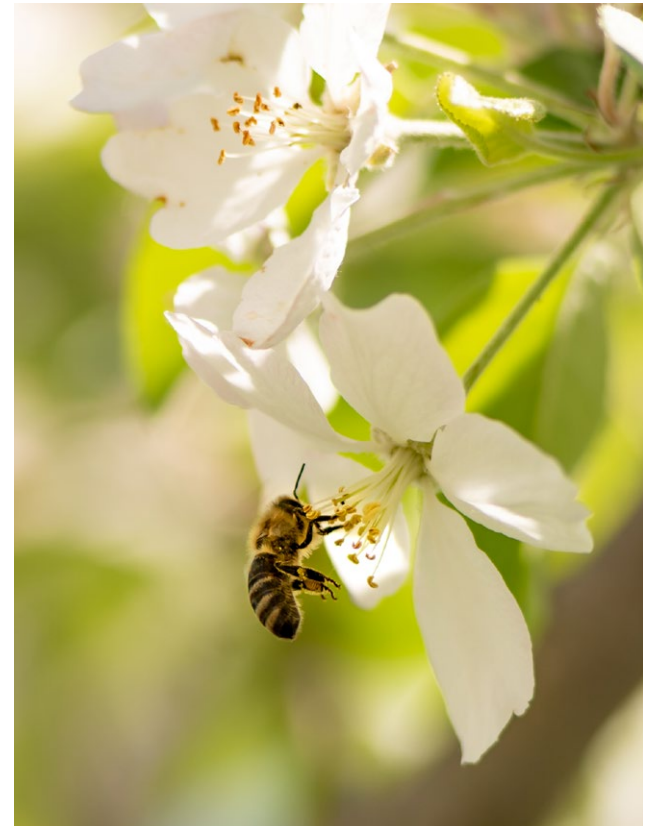
313
species identified

53
volunteers

This initiative demonstrated that, despite being an industrial environment, our green areas host a great biological richness and give us a unique opportunity to reconnect with nature.



We recover native plants and protect our ecosystems



Promoting environmental volunteering activities to preserve nature at our facilities. At Lucta Colombia, the gardens at the entrance to the facilities were renovated and planted with native species, requiring less watering and maintenance. In addition, trees were planted along the riverbank of the Bogotá River, using sustainable techniques such as selective pruning, manual weeding and organic fertilization, with the active participation of our local team.

In Spain, 17 invasive species were identified and recorded in our green areas. Since these species are not part of the local ecosystem, they displace the native plants and alter the ecological balance. We are currently working on eliminating them to protect local biodiversity.

These actions strengthen our commitment to the environment, promote greater respect for nature and help improve the landscape and local biodiversity.



Trust



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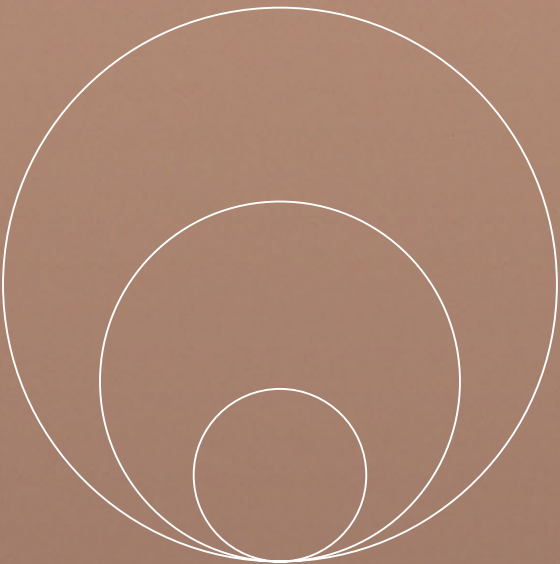
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Generosity



“Generosity is
giving before we
are asked.”

Proverbio árabe

This is the connection that transcends all boundaries, embracing the past and defining our essence. Selfless giving and a shared feeling that connects us in a common purpose. It is more than a way of acting, it is a way of understanding life.

Tactonas V

Olfactory note: cresolic

Composition of the olfactory note: India ink, animal and leather

Year of work: 2003

Modality: sculpture





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4



Passion

Our business is our passion. We are driven by creativity and innovation, understood as a way of looking at the world and transforming it. We imagine and give shape to products that inspire, connect, and endure over time.



Trust



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Generosity



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Market-oriented business units

GRI 2-6

In our three business units we develop, produce, and market flavors, fragrances, and feed additives. We serve a wide range of markets, each with its own particular needs and specifications. This diversity enhances our capacity for innovation and allows us to tailor our solutions to specific requirements, thus ensuring products of the highest quality for our customers.



Flavors
46%*

Creating solutions that elevate taste

We combine science and passion, building solid relationships with our customers to design high-value, unique solutions.

Coffee and tea

Nutritional
supplements

Pharmaceutical
industry

Confectionery

Bakery

Meat products

Alternative proteins

Soft drinks and
alcoholic beverages

Snacks

Dairy products

In addition, with the incorporation of Quintessence Fragrances in 2024, we have expanded our presence to specialized segments such as alcohol-based perfumery.



*Note: the percentages refer to the consolidated sales by division.



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Fragrances

27%*

Creating scents for everlasting memories

We develop fast-to-market solutions driven by passion, building solid connections through sensory experiences.

Air care

Fabric care

Pet care

Home care

Personal care

Alcohol-based
perfumery



Feed additives

27%*

Creating solutions for animal care

In addition to improving palatability, we enhance animal welfare and performance through tailored, sustainable innovations that strengthen our relationships with customers.

Antioxidants

Animal welfare

Preservatives

Digestive efficiency

Palatability



Global vision, local action

GRI 3-3

With more than 1,200 employees and 7 production centers in different parts of the world, Lucta responds to both local needs and global challenges:

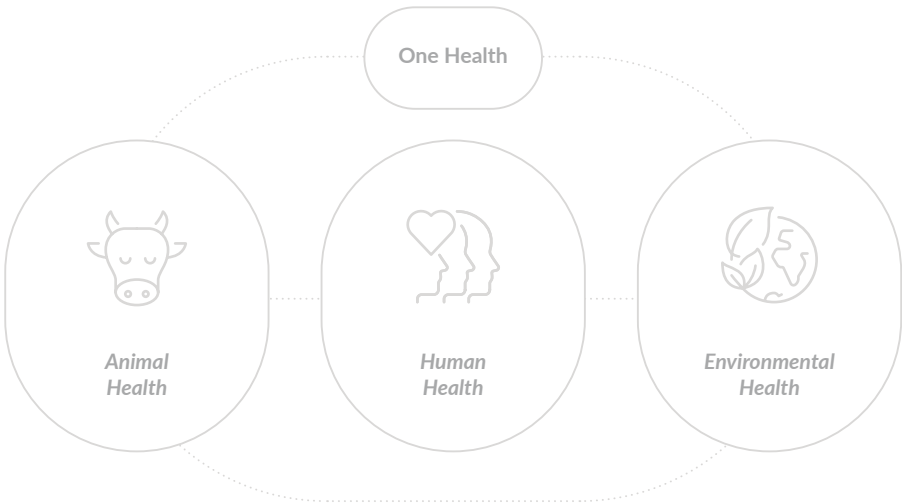
- 1. A global team with different perspectives.** Our team is made up of individuals from diverse cultural and professional backgrounds. This diversity of perspectives allows us to innovate and efficiently find creative solutions.
- 2. Product and technology specialization.** Each center can focus on what it does best, which enhances our efficiency and allows us to provide greater quality.
- 3. Risk reduction.** With our operations distributed across various regions, we are better equipped to handle unexpected local incidents.
- 4. A more solid supply chain.** We have contingency plans and flexible production systems in place to ensure that our processes continue to function in the event of extraordinary situations.
- 5. Global sales presence.** Being close to our customers allows us to better understand their needs and to respond quickly and precisely.

Sustainability as a core driver of innovation

Introduction

We promote innovation as a driver of sustainable transformation, guided by the One Health approach. We design sensory solutions that support the health of

humans, animals, and the environment. Science, creativity, and collaboration enable us to anticipate and respond to major global challenges.



Co-creating with customers and partners

We design tailored solutions for each customer, combining creativity, sustainability, and health. We act as a consultation partner, guiding our customers throughout the entire process to offer solutions adapted to their needs. Our work approach is built on a personalized service, a 'glocal' vision that allows us to adapt to the cultural and sensory preferences of more than 90 countries, and a continuous

after-sales support that ensures quality, customer satisfaction and loyalty.

We also actively collaborate with universities, technology centers, customers, and startups, through alliances and joint projects.

R&D in 2024

+30
new ingredients
developed

+25
collaborations with agents
that have an impact in science

3
new patents, two
related to the flavors
industry and the
third to animal feed

€28M
invested

23
employees;
48% women

- Trust
- Commitment
- Generosity
- Passion
- Precision
- Adaptability

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Our innovation model

GRI 3-3



Two innovation hubs in Spain and China

Name and location of the laboratory	Specialty
Eureka-UAB (Cerdanyola del Vallès, Barcelona)	New ingredients, analysis services center, and development of feed additives
Granja SEU Finca El Castell (Girona)	Experimental Swine Unit
Granollers (Barcelona)	Fragrances application
Guangzhou (China)	Feed additives development
Montornès del Vallès (Barcelona)	New creation and application of flavors

Developing impactful products

GRI 306-2

Introduction



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From olive to innovation

Spain is the world's largest producer of olive oil, accounting for more than 45% of total global production. The industry generates a by-product known as *alperujo* –a mix of pulp, pits, and residue from olive oil extraction–, which is a potential source of bioactive compounds.

These by-products, often considered waste, are transformed through prebiotic and probiotic fermentation processes that enhance animal gut health, improve the quality of the meat, and reduce the use of antibiotics.

Lucta participates in the Olivebiome project, which promotes more sustainable resource management, adopting a circular economy approach in line with the European “Farm to Fork” strategy.

Olivebiome is led by a consortium of diverse stakeholders from the agricultural sector, the food industry, and research centers.

Beneficiaries



Subcontractors





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We transform waste from the agri-food sector into functional animal feed solutions, reducing environmental impact and improving animal welfare

Project activities



Characterizing fiber

Analyzing olive and other plant fibers to assess their prebiotic properties.



Developing fermentation systems

Creating large-scale fermentation systems.



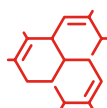
Project dissemination plan

Communicating project results to stakeholders.



Environmental and social impact study

Evaluating the value chain.



Evaluating effectiveness in animals

Analyzing their impact *in vivo*.

Lucta participates in the evaluation and validation of the productive use of by-products, developing technologies for new ingredients and assessing their effectiveness *in vivo*. One of the key lines of work we are currently pursuing is the study of heat stress in animals caused by climate change, through trials focused on the 3Rs of animal welfare.



Olivebiome

The Olivebiome project aims to use agri-food by-products such as *alperujo*, wild asparagus, and artichoke fiber to develop functional ingredients that improve animal health, particularly that of pigs and poultry.

2024
Start

36
Months duration

€550,110.66
Total budget 100% funded

- Part of the Strategic Plan of the Common Agricultural Policy 2023–2027.
- Co-funded 80% by the European Agricultural Fund for Rural Development (EAFRD) and 20% by the Spanish Ministry of Agriculture, Fisheries and Food (MAPA).



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Feed additives

In vitro techniques as alternatives to animal testing

In collaboration with the University of Barcelona, we have begun the process of characterizing the first porcine intestinal tissue organoids.

These organoids –laboratory-created mini-organs that mimic the function of real organs– allow the study of the functionality of bioactive plant compounds in the digestive physiology.

Tissue from a single animal can generate hundreds of organoids, which increases the number of experimental replicates and significantly reduces the need for animal use in functional studies.



Pig welfare

We participate in the European project Gut2Go, which is partially funded by the Dutch government and coordinated by Schothorst Feed Research and Wageningen University.

This project, involving 12 entities from the sector, promotes nutritional, hygiene, and environmental enrichment strategies to improve welfare in pig production. It contributes to the sustainability of the sector and help reduce abnormal behaviors such as tail biting, which is associated with stressful conditions.



Precision nutrition in poultry farming

As part of the international project coordinated by the University of Queensland (Australia), and in collaboration with AgriFutures Australia, we are contributing to the development of nutrition strategies that adapt the feed to the specific needs of each stage and condition of broiler chickens, the main source of animal protein worldwide.

The aim of this approach is to produce more robust and efficient animals for food use, while reducing the environmental impact of production, ensuring the welfare of the animals during their productive stage, and improving the quality of the final product.





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Pig stress study

Our R&D team has co-directed and co-funded a doctoral thesis on the use of biological stress indicators in pigs to evaluate the effectiveness of nutrition and handling strategies for improving animal welfare.

As a result of this thesis, more than 10 scientific papers were published, and less invasive methodologies, along with experimental models involving controlled challenges, were validated. This has enabled a reduction in the number of animals used in research while improving the precision of stress physiology studies.

New, sustainable plant-based palatants for pet food

We have developed a new generation of palatants that do not contain animal-based ingredients and are more concentrated and sustainable. These products improve logistics efficiency, reduce environmental impact, and provide an innovative alternative to traditional animal-based palatants, in line with the FAO's goal of transitioning toward a more efficient, inclusive, resilient, and sustainable agri-food system.



One step further toward biodegradable solutions

In 2023, we launched the LuctaCapsPure® microencapsulation technology for fragrances, and this year we are taking a step further with the launch of an improved version: **LuctaCaps Pure UP®**.

This new version offers two key improvements:

- 1. Elimination of components that could be classified as hazardous, resulting in a cleaner and safer formula.
- 2. Enhanced olfactory performance, with a significant increase in fragrance intensity on dry fabrics.

This evolution enables us to continue guiding our customers in their transition toward more sustainable and biodegradable solutions.

We also have an innovative range of allergen-free capsules, designed to support to people’s health and well-being.

The future is pure



For a more environmentally-friendly detergent

Traditional liquid detergents contain more than 80% water, a scarce and necessary resource, which presents a major environmental challenge. In response to this, the market has been evolving toward new, concentrated systems, such as detergent strips and multi-chamber single-dose formats, which contain practically no water and are formulated with lightweight, biodegradable polymers.

These formats can significantly reduce transport-related emissions and the environmental impact of the product, offering more efficient alternatives that respect the environment.

At Lucta we work closely with our sustainability-driven customers via a personalized consultative sales service that offers innovative solutions tailored to their challenges. We are especially proud for having developed fragrances adapted to these new formats, which offer a fantastic sensory experience and also add value, being more sustainable than traditional formats.

Because even an everyday task, such as doing the laundry, can become a responsible and transformative action.



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Accelerating the protein transition with plant-based foods

The global growth in plant-based food and beverages is a response to the demands of increasingly conscious consumers who prioritize health, naturalness, the environment, and animal welfare.

In this context, we offer unique sensory solutions that help overcome the challenge of delivering both health benefits and appealing flavor. We have a specialized line for plant-based beverages as well as meat and fish analogs.



Fewer added sugars and calories

We develop flavors that allow for reduced sugar content without sacrificing taste. Our masking and sweetness-enhancing technologies allow us to replicate the sensory profile of sugar and to create low-calorie products that are equally appealing to consumers.



More natural flavors for the agri-food industry

There is a growing demand for naturalness, and we are responding with solutions formulated exclusively from natural and renewable ingredients. Approximately 30% of our products in Europe in recent years have been made using spices, essential oils, and plant extracts. We have also replaced artificial colorants with natural alternatives such as beetroot, turmeric, spirulina, and safflower.



Reduced salt, fat, and glutamate

Using natural flavor enhancers and extracts, we maintain the intensity of flavor and sensory enjoyment, even in low-sodium and low-fat products, and in high-demand sectors such as snacks.





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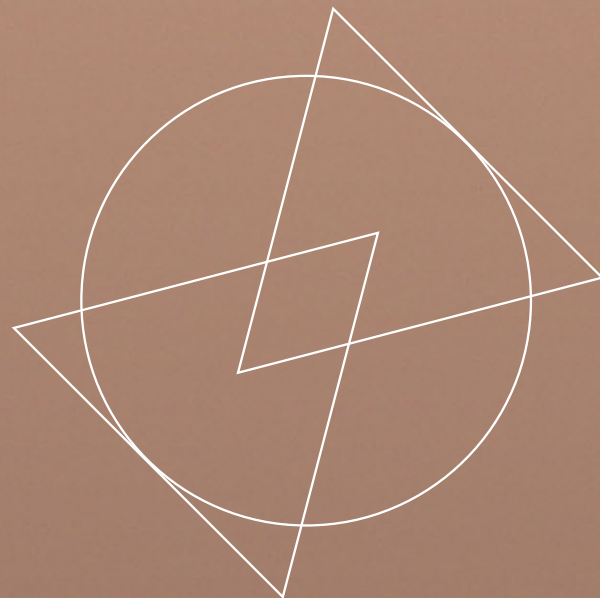
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“Man is only truly
great when he acts
from the passions”

Benjamin Disraeli

Passion is the driving force of our creativity, it motivates us and helps us progress each day. It is our constant enthusiasm. At Lucta, passion drives us to go further, to dedicate ourselves completely, and to find a deep meaning in everything we do.

Molinnas

Olfactory note: floral

Composition of the olfactory note: geranium, rose, lilac, carnation, violet, honeysuckle, hyacinth.

Year of work: 2006

Modality: sculpture





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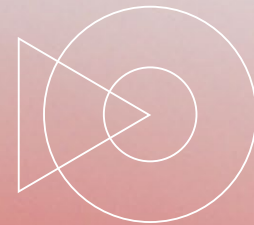
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Precision

Being precise is going beyond precision in the formulas that guarantee the quality and safety of our products. It is our rigorous compliance with ethical and environmental regulations, leaving no margin for error.

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Corporate Compliance

At Lucta, we manage our activities responsibly and in compliance with the regulations of all the countries where we operate. By compliance, we mean that all personnel within the Lucta Group at in accordance with the legal framework when carrying out their daily work.

We do not tolerate any violation of current legislation, our Code of Ethics, or our internal regulations. We firmly believe that regulatory compliance is key to the sustainable success of our business.

The Lucta Group's **Code of Ethics** sets out the ethical values and principles for preventing corruption and other irregular or illegal conduct.

The body responsible for ensuring compliance with Lucta's Code of Ethics is the Ethics Committee, composed of the directors of the Finance, Human Resources, Operations, and Legal departments.

The Ethics Committee is an autonomous body within Lucta's organizational structure and is organically and functionally dependent on the Board of Directors, to whom it reports directly. It supports the local committees and delegations within the Group's companies.

Each Group company has its own Ethics Committee or local delegation that functions as a control structure for reducing and mitigating criminal risk. The role of these committees or delegates is to establish a two-way communication to achieve this objective. In 2024, a local delegate was appointed in Thailand following the establishment of our sales subsidiary.





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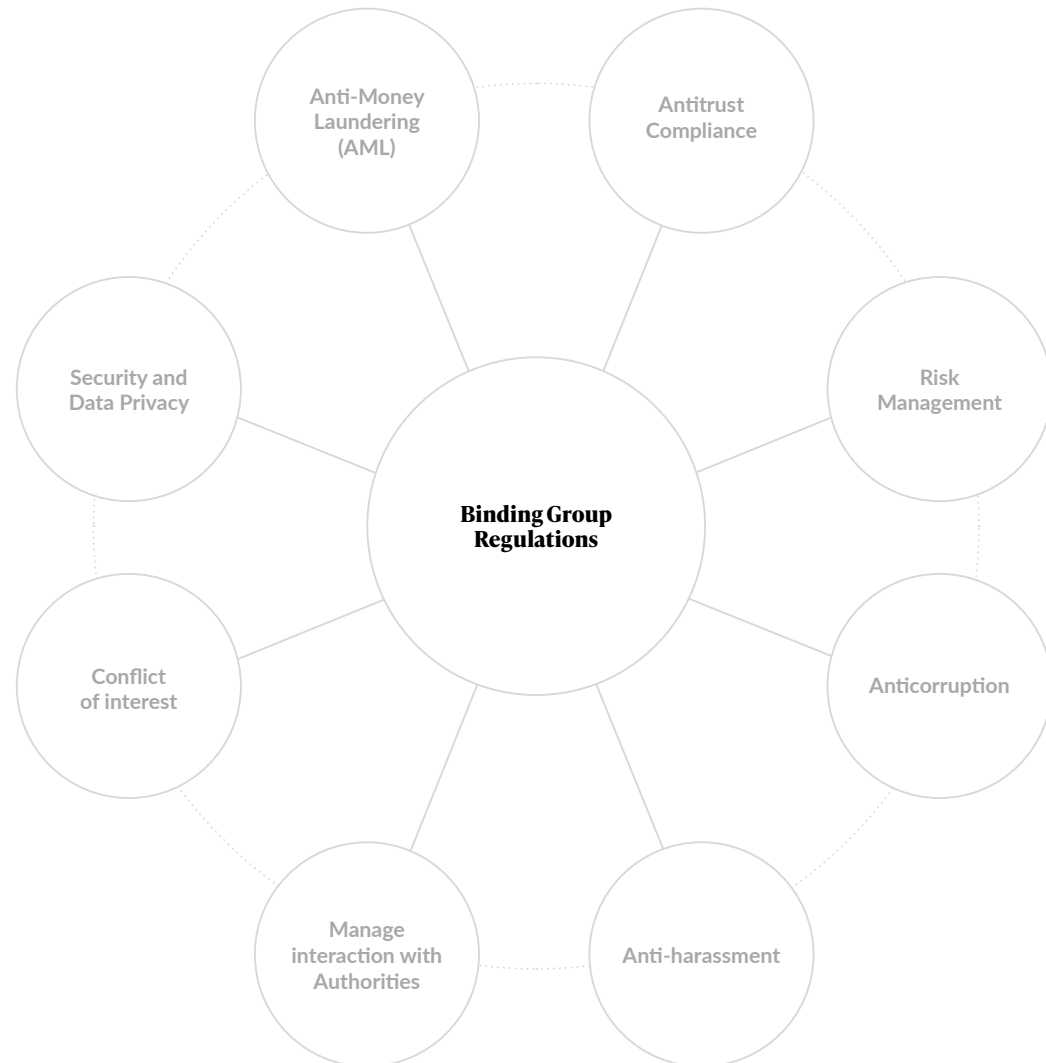


Compliance management system

GRI 2-25, 2-27, 406-1

Our *Corporate Compliance* Policy outlines our internal criminal risk prevention plan, the application of which is overseen by our Management team.

All employees must comply with the principles of this policy and report any suspected violations of the policy. Violations are subject to sanctions, especially in the case of management personnel and employees in leadership roles, who should act as role models.



Internal regulations

- *Corporate Compliance* Policy, 2024.
- Information Security and Data Protection Policy, 2024.
- Policy on relationships with authorities, civil servants, bodies, public corporations, associations, and similar entities, 2021.
- Protocol for the prevention and management of workplace bullying, 2023.
- Anti-Corruption Policy, 2024.
- Procedure for managing, receiving, and responding to requirements and seizures by administrative and/or judicial bodies, 2021.
- Whistleblowing Policy, 2024.
- Best practices for the prevention of money laundering and terrorist financing, and for compliance with the restrictive measures (international sanctions) of the European Union, 2022.



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New policies and regulatory updates

- New *Corporate Compliance* Policy, which sets out the key elements and configuration of the company's regulatory compliance system and its control structure.
- New Whistleblowing Policy, with general guidelines for the protection of individuals who report a violation of the Code of Ethics, and the support measures that will be provided to them.
- Updated Code of Ethics and the protocol for managing, investigating and resolving notifications received via the Ethics Mailbox.
- Reformulated ethics clause in contracts signed by our suppliers, creating a 'Responsible Suppliers Declaration on regulatory and competition law compliance.'
- New Supplier Code of Conduct, which incorporates updates to the *Corporate Compliance* system.
- Creation of a single, global Anti-Corruption Policy adapted to the provisions of ISO 37001 on anti-bribery management systems.

It is essential to extend knowledge and training on our ethical principles and regulations to everyone within the company

67%

of Lucta's employees received training on our Code of Ethics

120

suppliers accepted our Supplier Code of Conduct





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Management of compliance violations

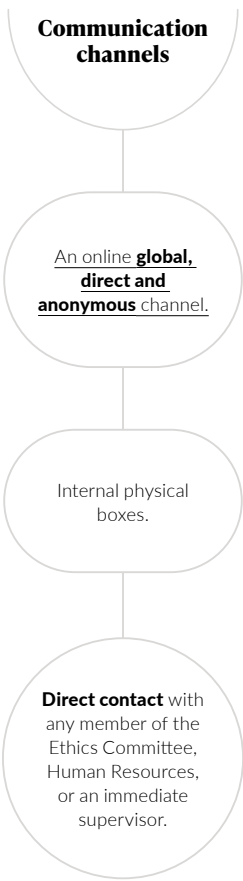
GRI 417-2, 2-16, 2-24, 205-3

All individuals linked to Lucta must report any known or suspected violations of the *Corporate Compliance Policy* or the *Code of Ethics*. These reports are handled in accordance with our protocol for managing, investigating, and resolving notifications received, which defines roles, responsibilities, and applicable procedures. All notifications are registered, ensuring traceability of the reports, actions taken and resulting measures.

If an investigation confirms a violation, a set of progressive corrective, disciplinary, or liability measures is applied based on severity and potential consequences. These measures range from verbal or written warnings to termination of employment, or even legal action.

Over the past two years, Lucta has received nine relevant notifications regarding compliance. A violation was confirmed in 44% of the cases investigated.


No sanctions were received in relation to non-compliance with economic, social, or environmental regulations in any of the Group's companies.




Following the categories of compliance violations were confirmed

	2024	2023
Conflict of interests	1	2
Corruption and bribery	0	0
Data leakage prevention (IT security)	0	0
Fairness, respect at work	1	0
Anti-trust	0	0


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
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Regulatory

Our Regulatory team works closely with the Product Development department to ensure that all our products comply with local and international regulations for each sector, as well as the applicable quality and safety regulations and standards, particularly REACH (Registration, Evaluation, Authorization and Restrictions of Chemicals) and IFRA (International Fragrance Association).

Before approval and use, all raw materials undergo strict documentary control to verify that they meet all legal requirements. We also carry out periodic documentation updates to ensure we always have the most current information. We constantly keep up to date with industry requirements and expect our suppliers to comply with them, in the same way our customers expect it from us.

We are committed to continuous training to remain up to date with regulatory changes. We provide training on legislation, safety, and sector requirements, supported by a structured onboarding program for new hires to facilitate integration and ensure they have the tools to perform their work confidently and competently.

In 2024, we implemented more than 15 new regulations and modified existing regulations

Ensuring food quality and safety

It is essential that our products are safe and meet the strictest quality standards, given that they directly affect the health and well-being of consumers. Therefore, in 2024, we intensified our actions in this area, employing the latest technologies and reinforcing hygiene protocols in our facilities.

To ensure food quality, we implement strict controls across the entire chain, from the approval of raw materials to the delivery of the final products. We carry out exhaustive testing to verify quality, including microbiological, physicochemical and sensory analyses, ensuring that products meet the established specifications and are suitable for use.

Our commitment to food safety and quality is also reflected in the continuous training provided to the entire workforce in our production plants. This training strengthens their capabilities and increases their knowledge and awareness, optimizing practices to ensure excellence in each stage of the process.

Transparency and availability of information

It is essential to provide our customers and consumers with all relevant information in a clear and accessible manner. Therefore, we ensure that all information related to the quality and safety of our products is available on product labels, technical data sheets, safety data sheets, and certificates of analysis. We also make every effort to ensure that this information is available in over 26 languages.

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Our key milestones

Compliance with regulatory updates

In the area of fragrances, we comply with Regulation 2067/2024, regarding the non-renewal of authorization for smoke flavorings and, in the area of animal feed, with Regulation 1989/2024, concerning the authorization of certain key substances such as feed additives. With regard to fragrances, the industry continues to adapt to sustainability trends, with a growing number of biodegradable fragrances certified by Ecolabel and Ecocert, and others.

We also conduct an annual review of the safety of all the raw materials we use, taking into account updates to the CLP regulation (ATPs), REACH registrations, supplier information, and the IFRA-IOFI Labelling Manual. In addition, we carefully analyze the impact of these changes on all our products.

Raw materials and deforestation

To protect our natural resources meet customer expectations, and comply with environmental regulations, we must adopt a proactive approach. Following the entry into force of Regulation 1115/2023, on the use of raw materials and products linked to deforestation, it is essential to acknowledge our responsibility within the supply chain. To comply fully with the regulatory provisions, we must ensure that our suppliers of the raw materials concerned also meet the provisions of this regulation.

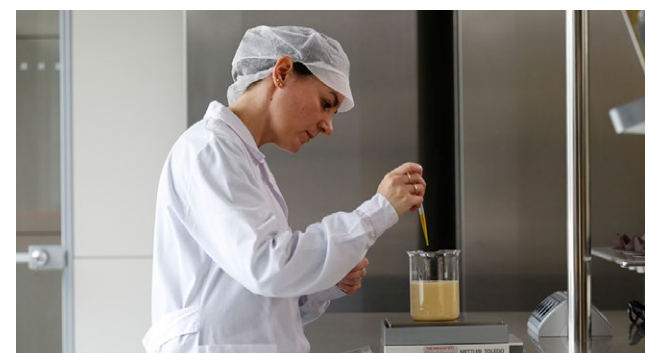
Food Fraud and Food Defense

Food defense, key for preventing tampering with or adulteration of our products, remains a priority for Lucta. We ensure this through our Food Fraud Mitigation Plan, implemented in all Group companies, which includes continuous training, more rigorous plant access controls, and alert systems to detect and manage potential incidents.

Monitoring of food safety alerts

Food safety alerts have increased in recent years. The European Union's Rapid Alert System for Food and Feed (RASFF) reported 5,364 notifications in 2024, a record number. It is therefore essential to stay informed about published alerts and to implement, as a preventive measure, the necessary controls for food analysis and supplier evaluation.

Despite the overall increase in alerts, in 2024 we did not register any product recall affecting our Group in relation to food safety.



Environmental protection

GRI 302-1

The responsible management of natural resources, technological innovation, and proper impact measurement are some of the ways in which we contribute to environmental protection.

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Energy sources



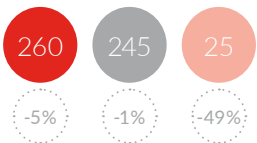
Total energy consumption

22,831 MWh -1%



Intensity

530 kWh/t -7%



● Electricity ● Natural gas
● Others ○ vs. 2023

Our impact

-1%

reduction in total energy consumption, even with a 7% increase in production.

-46%

reduction in the use of LPG, diesel, gasoline, and propane gas.

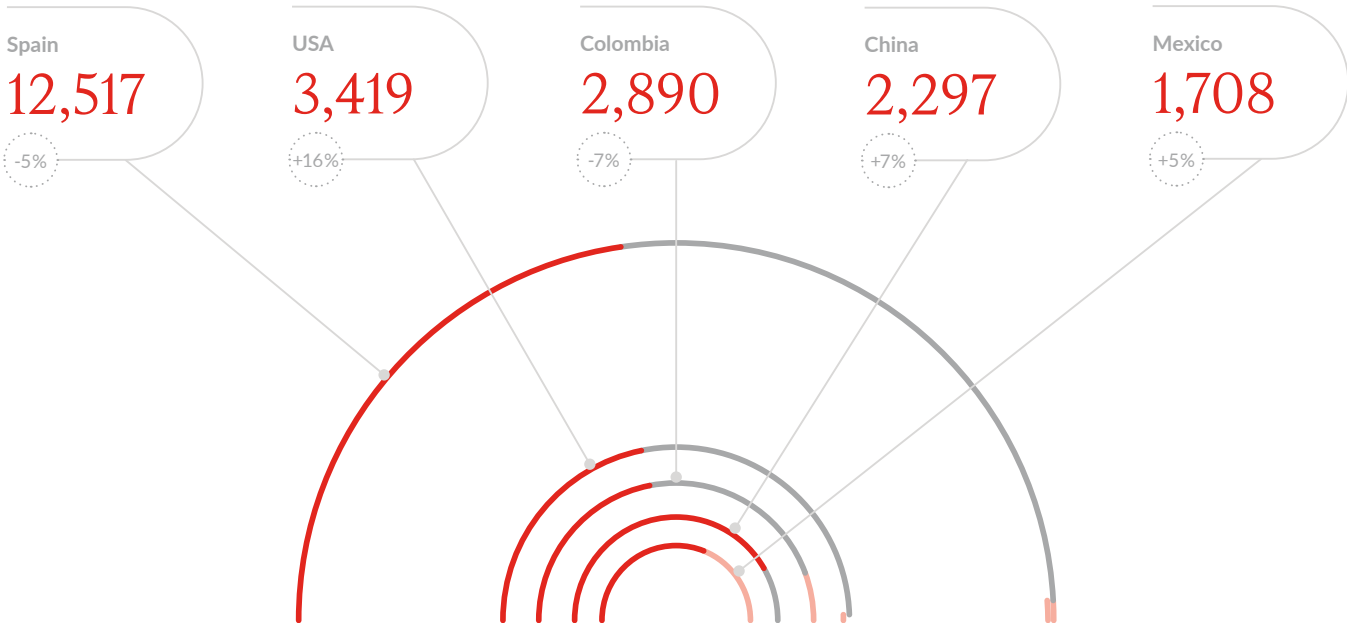
85%

of global electricity consumption is from renewable sources.

Horizon of action

100% of the electric energy we consume in 2025 will come from renewable sources, 10% of which will be self-generated at our plants.

Consumption in detail (MWh)





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Compared with 2023, in 2024 electricity consumption increased by 2% and natural gas by 6%. This increase is mainly attributable to increased production following the introduction of new work shifts and, in the case of the United States, to improvements in the air renewal and air conditioning systems.

However, consumption in the “other fuels” category fell significantly by 46%, due mainly to replacing a diesel boiler with a natural gas boiler at our Colombian plant.

Prioritizing renewable energy

We are progressing toward our goal of 100% renewable energy by 2025. To achieve this, we are applying a comprehensive approach that involves purchasing renewable energy and expanding and installing solar panels at our facilities.

- Expansion of the solar panel installation at Montornès del Vallès, which already covers 7% of the plant's electricity consumption.
- New solar panel installation at Querétaro, which will cover more than 40% of the production plant's energy consumption.

For further information

Notable energy savings were achieved in Spain, thanks to the automation of equipment programming and the implementation of best operational practices in our plants.

If we analyze consumption in relation to production, i.e., energy intensity, we have reduced energy consumption across all categories. This was possible thanks to our electrification initiatives, energy saving and efficiency programs, and our ongoing commitment to modernizing equipment, enabling the replacement of older systems with more efficient ones.



Water management

GRI 303-1, 303-2, 303-5

Most of the water we consume is for cleaning production equipment, a key process for ensuring the quality and safety of our products. We are therefore constantly working to optimize water use, without compromising our strict hygiene and quality standards.

Total water consumption

87,038 m³ -15%

Intensity

2 m³/t -20%

Our impact

-15%
reduction in total water consumption, even with a 7% increase in production.

93%
of the water we consume comes from the public water supply network.

Horizon of action

Incorporate circular economy principles into water management at our production facilities.

Consumption in detail (m³)

● 2024 ○ vs. 2023



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Toward responsible water management

Climate change is affecting the water cycles, creating major challenges for our operations. In this context, we have strengthened our commitment to the responsible management of water resources by implementing improvements focused on water efficiency. These actions have enabled us to reduce our water consumption by 15%, as well as the intensity of use in our operations. Some of our main initiatives include:

- Improvements in production planning that enable optimization of equipment cleaning processes.
- Efficient cooling systems, with the incorporation of technological upgrades for water reuse.
- Sustainable gardening, by planting native species that require less watering, pruning, and phytosanitary control, which significantly reduces the use of water resources.

Quality of discharged water

The appropriate treatment of water is essential for preventing pollution and for protecting the ecosystems in our surroundings. Lucta does not have water reuse or recycling processes, but we do have biological water treatment plants at our facilities in Spain, Mexico, Colombia, and China. Each year we treat approximately 70,000 m³ of water, ensuring that the water returned to the environment meets the established water quality standards.

For further information



In 2024, our plants in Montornès del Vallès (Spain) and Tocancipá (Colombia) experienced prolonged periods of water restrictions, which had a major impact on water availability.

In Catalonia, the water scarcity was aggravated by the lack of rain, resulting in lower reservoir levels. In Tocancipá, the water deficit was exacerbated by irregular climate patterns and an increase in the demand for water from the river basin. These situations compel us to strengthen our water management strategies to ensure the responsible and efficient use of water in our operations.

Circularity and waste

GRI 306-1, 306-2, 306-3, 306-4, 306-5



Total waste generation

2,886 t +1%

43% hazardous 57% non-hazardous

Intensity

67 kg/t -6%

Our impact

-6%

reduction in waste generated per unit produced, even with a 7% increase in production.

81%

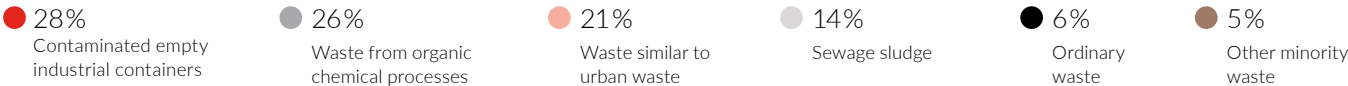
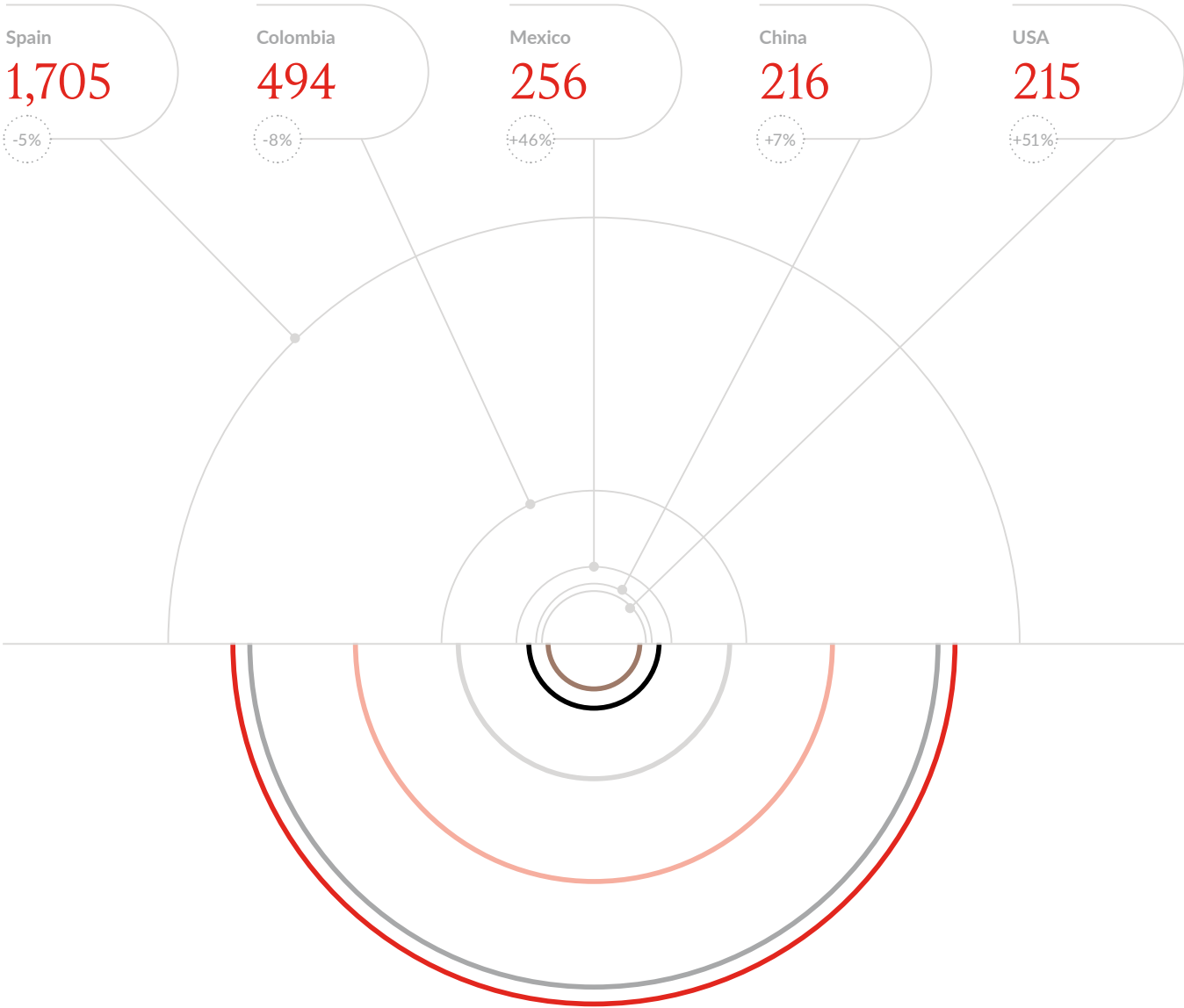
recovered waste.

Horizon of action

Zero waste to landfill by 2030.

Waste generation in detail (t)

● 2024 ○ vs. 2023



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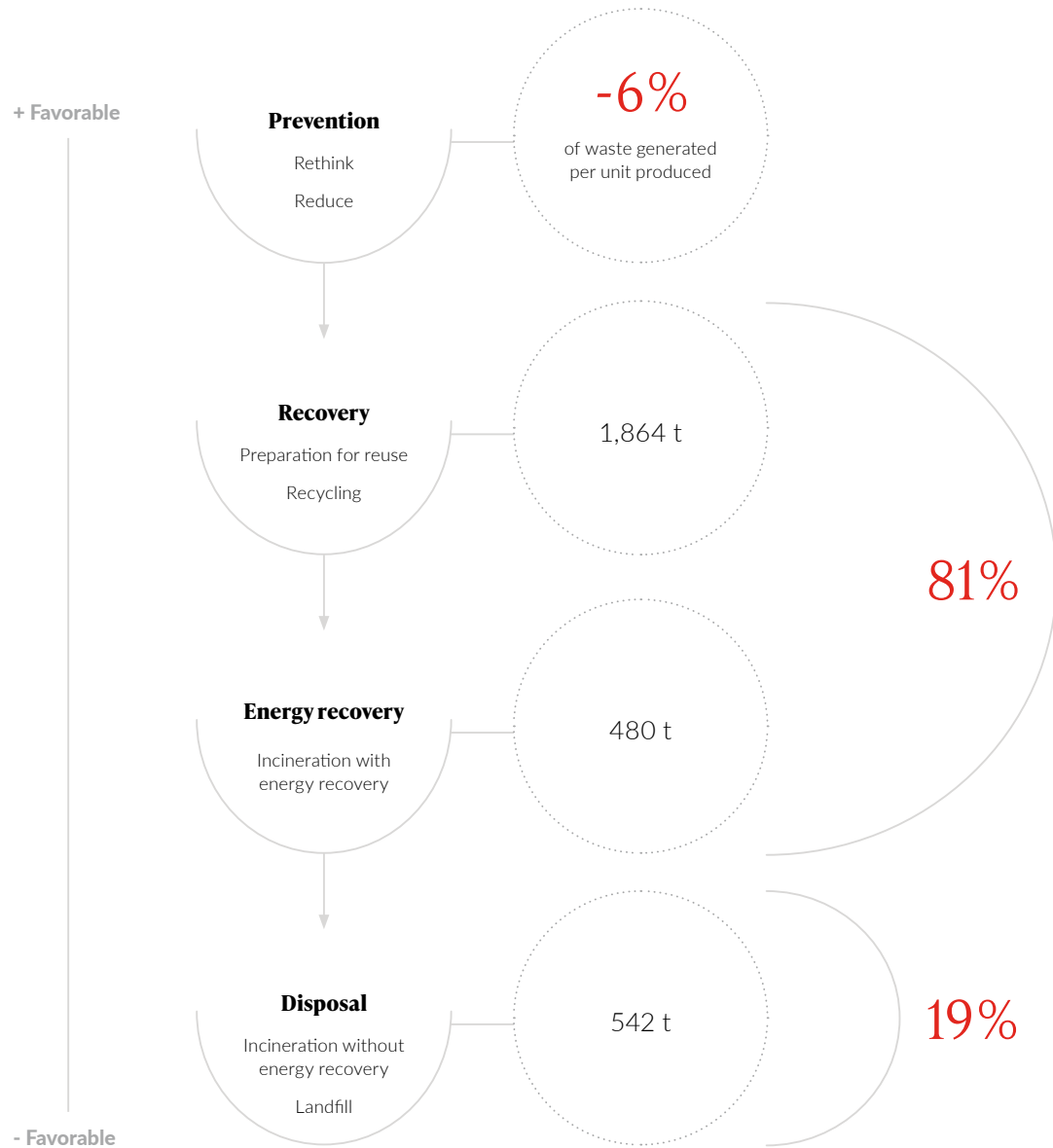
Two years reducing the intensity of waste generation

In 2024, waste generation at Lucta was stable, with a slight increase of 1% compared to the previous year. Although some of our plants recorded occasional increases due to extraordinary factors and improvements in data registration, others reduced the volume of waste generated. As a result, we reduced the intensity of waste generation for the second consecutive year.

We would like to note that we have excluded non-industrial waste from construction and building activities from our indicators. In some cases, we manage this waste directly to ensure its correct treatment.

We have improved waste separation at source at our facilities, by incorporating new recyclable fractions and exploring alternative ways to treat non-recyclable waste. We have also implemented preventive measures to reduce waste generation, optimizing production processes and improving inventory management.

For further information



Packaging efficiency



We focus on designing and shipping our products in a way that minimizes their environmental impact and promotes a more sustainable product life cycle.

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Ecodesign

We apply ecodesign principles to our packaging, ensuring its recyclability and the incorporation of recycled materials. For example, the use of new low-density polyethylene (LDPE) packaging at Lucta Mexico. This packaging is lighter and mono-material, which facilitates its recycling and reduces resource consumption.

Optimizing packaging size

We promote the use of larger-capacity packaging whenever possible. This enables us to reduce the amount of packaging material used and optimize transportation.

Managing packaging waste

We make sure to adequately manage the packaging at the end of its life cycle, promoting responsible practices that ensure its proper reuse, recycling, or disposal by our customers.

Lucta Spain has joined ENVALORA, and actively participates in the design of its collective waste management model for industrial packaging.



Air quality for community well-being

The flavors and fragrances sector has specific characteristics that require special attention in the management and control of environmental odors. To mitigate potential negative effects in the environment, we carry out various actions aimed at reducing and controlling atmospheric emissions.

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Odor mitigation plan

Emissions treatment systems

We implement advanced technologies for purifying emissions at the primary sources of emission, using activated carbon filters and scrubbers.



Best practices for handling chemical products

We adopt protocols for storing and handling chemical products, preventing unnecessary emissions and ensuring safe working conditions.

Periodic air quality studies

We conduct periodic odor studies at our plants in Spain and China.



Reduction of diffuse emissions

We monitor diffuse emissions and implement specific measures to minimize them.

Measures incorporated into the design of the new factory in Zhaoqing (China)

- Odor-capture systems in production processes and zoning and isolation of areas.
- Treatment of emissions combining activated carbon filter systems and scrubbers.





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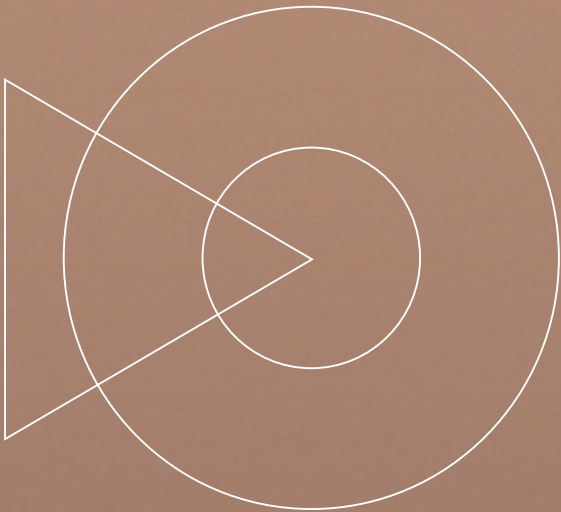
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“The difference
between something
good and
something great
is the attention
to detail”

Charles R. Swindoll

Design is at the heart of everything we do. We pay meticulous attention to every detail to ensure precise and rigorous execution. We combine science and art to create tailored solutions that integrate naturally and create authentic experiences.

Basculanas III rojo

Olfactory note: frutal

Composition of the olfactory note: pineapple, strawberry, raspberry, apple, pear, peach, grape, melon, watermelon, banana, coconut.

Year of work: 2006

Modality: sculpture





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Adaptability

For some, it is adaptability; for others, resilience. But, in reality, it is our capacity to learn, grow, and anticipate. Analyzing our impacts, risks, and opportunities, and acting for the climate, is progressing toward a better future.



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Managing impacts, risks, and opportunities

GRI 2-23, 2-1, 3-3

Within the framework of the double materiality assessment, conducted in accordance with the Corporate Sustainability Reporting Directive (CSRD), we identified impacts, risks, and opportunities (IROs) related to the environmental, social and governance (ESG) aspects of our business.

What are the benefits of a double materiality assessment?

This assessment enabled us to evaluate our organization's dependence on key natural, human, and social resources, taking into account potential risks such as vulnerability to external factors, digitalization challenges, and increased regulatory pressure. It has also enabled us to identify strategic opportunities such as access to new sustainability-sensitive markets and the development of more responsible products.

This exercise provides us with a valuable tool for anticipating and adapting to changes in our environment, thus strengthening our long-term competitiveness. The assessment is based on a dual perspective:

- **Impact.** The degree to which Lucta has an impact on each aspect analyzed.
- **Risk and opportunity (R&O).** The degree to which each aspect could affect Lucta.

It also shows us in which stage of the value chain the IROs have a greater potential for impact: upstream, in our operations at Lucta, or downstream.



Impact level



Impact on R&O



Upstream



Own
operations



Downstream

Environment

Climate change

The climate crisis is a significant global challenge with various impacts such as fewer natural raw materials and an increased carbon footprint.

Our main lines of action include the development of sustainable products, the reduction of energy consumption, and the implementation of more efficient logistics.



Circularity

This strategy focuses on maximizing the reuse of materials and by-products and optimizing production processes to minimize the generation of non-recoverable waste. Although it contributes to significantly reducing environmental impact, it also presents the challenge of adequately managing the waste and complying with environmental regulations.

To address these challenges, we promote continuous improvement in the segregation, recovery, and alternative treatment of waste, strengthening controls through supplier audits. We also promote sustainable downstream practices, offering support to our customers in responsibly managing end-of-life packaging waste.



Water

We identify risks associated with water consumption and inadequate water management in production processes throughout our supply chain.

We actively work to adapt to possible drought-induced water restrictions by reducing the total consumption of water and implementing advanced technologies for wastewater treatment.



Biodiversity

We consider biodiversity a key factor in ecosystem and value chain resilience and integrate it into the sustainable practices in our operations.

We promote the use of ingredients with a lower environmental impact and rigorous planning for raw material procurement.

Upstream, risks associated with deforestation and species protection regulations are still present. To anticipate these risks, we have strengthened our responsible sourcing policies and collaborate with suppliers aligned with biodiversity conservation.



Pollution

We invest in specific measures to prevent pollution, adequately managing emissions such as odors, noise, and light.

Our operations incorporate the controlled use of hazardous substances, advanced technologies for controlling air pollutants, and innovative solutions such as biodegradable encapsulation.

Nevertheless, the risks associated with pollution could affect nearby communities and our corporate reputation. To mitigate these risks, we are strengthening our preventive measures and promoting sustainable practices that balance industrial growth with social responsibility.



Mitigation

- Sustainability policy and commitment to Agenda 2030
- Decarbonization plan
- Lucta & Biodiversity Program
- Suppliers Program
- Development of sustainable products



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Social

Community



We consider social responsibility as a core value, aimed at generating a positive impact on local communities through social and educational projects, while prioritizing environmental sustainability through actions focused on improving air quality and mitigating odors.

There are risks associated, which include reduced well-being in the areas near our facilities –owing to perceived harmful effects– and the potential reputational damage due to recurring complaints. To address these challenges, we are strengthening our connection with the community by implementing air control measures and developing social and educational programs.



Customers



Innovation, personalized service, and proactive complaint management are key to building relationships based on trust and transparency.

Non-compliance or failure to adapt to the market can entail risks such as sanctions, reputational damage, or loss of competitiveness. In terms of opportunity, we are developing products aligned with sustainability preferences, which allows us to access new market segments and strengthen our positioning.



Workers in the value chain



We want to ensure fair and safe working conditions throughout our value chain, paying particular attention to the initial stages linked to the primary sector, where there is a greater risk of rights violations.

We conduct annual supplier evaluations in line with QHSE criteria. However, risks remain, such as sanctions and reputational damage owing to inadequate labor practices or a lack of control over human rights. In terms of opportunity, we are strengthening our mechanisms for control and transparency by promoting relationships with suppliers aligned with ethical standards, thus building a more sustainable and responsible value chain.



Employees



Our employees are a key pillar of our sustainability and competitiveness, especially in a context of changes in the labor market shifts, digitalization, and the need to retain talent.

The main risks analyzed include regulatory non-compliance, work-related stress, talent loss, and skills obsolescence. However, we are also presented with opportunities, such as the promotion of comprehensive well-being, continuous training in digital skills, and the creation of safe environments that foster commitment and talent retention, developing resilient teams prepared for the future.



Mitigation

- Lucta & Your Well-Being program
- Zero Accidents program
- Employment benefits and allowances
- Training and development programs
- Suppliers Program
- Investment in innovation and product development
- Commitment focused on education, culture, and the health of communities



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Governance

Business conduct



A clear governance structure and solid anti-corruption policies underpin ethical compliance across our operations.

Nevertheless, risks remain, owing to the geopolitical context, regulatory pressure, competition, and technological dependence, which increases our exposure to cybersecurity threats. In terms of opportunity, digitalization and international expansion are levers for improving efficiency and strengthening our global presence.



Mitigation

- Globality of our company
- Code of Ethics
- Market diversification and decentralized organization
- *Corporate Compliance Policy*
- Representation in and relationships with sector bodies
- Fraud and corruption prevention policies
- Digital transformation



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We have been calculating our Scope 1, 2, and 3 greenhouse gas (GHG) emissions, following the GHG Protocol, since 2021. This calculation is the starting point for understanding our impact and it allows us to rigorously monitor our progress in the fight against climate change.

In 2024, we reduced our total emissions by 19% compared to our baseline year and by 20% compared to the previous year.

Scope 1 and 2 emissions fell by 30%, partly due to the increased use of renewable electricity, which now represents 85% of the energy consumed in our production plants. We also reduced the use of emission-intensive fuels, such as diesel and gasoline, at our facilities in Colombia.

Regarding the transport of Lucta’s finished products —which accounts for 10% of our emissions—, approximately 80% is by land. This allows us to improve logistics efficiency and reduce the environmental impact of transportation.

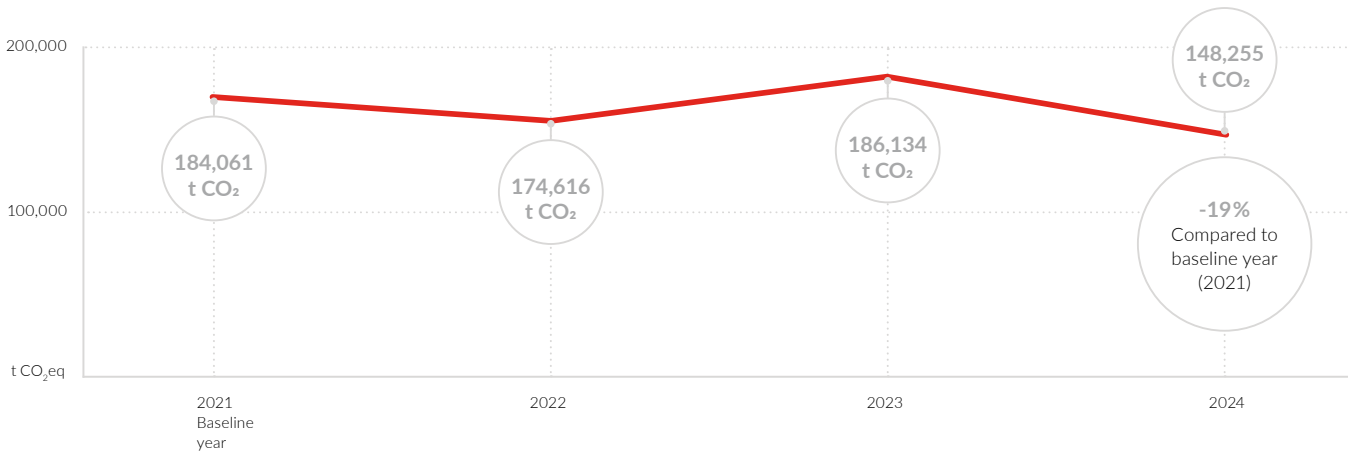
A more precise analysis of raw material emissions



This year we implemented a **key project to enhance precision in raw materials analysis**, to gain a better understanding of the impact of their emissions on the climate. Unlike in previous years, when we mainly used average emission factors, we have increased the individualized values for each raw material, which allows for more rigorous traceability for better-informed decision-making in our entire supply chain in the future.

This progress is particularly important, given that our supply chain accounts for **74% of the Group’s total emissions**.

Lucta Group’s carbon footprint



Upstream	78%
Scope 3	
Goods and services purchased	74%
Capital goods	3%
Energy-related activities	1%
Employee commuting	1%
Business travel	1%
Waste generated in operations	<1%
Leased assets	<1%

Lucta	3%
Scope 1	2%
Scope 2	<1%
Electricity (market-based)	

Downstream	19%
Scope 3	
Processing of sold products	9%
Lucta transport and distribution	6%
Customer transport and distribution	4%
End-of-life of sold products	<1%
Investments	<1%

Mitigation and adaptation to climate change

GRI 201-2

We are aware that addressing climate change requires a dual strategy: mitigation and adaptation. Mitigation focuses on reducing and limiting greenhouse gas emissions (GHGs) to halt global warming, while adaptation is about preparing ourselves to cope with the current and future impacts of climate change.

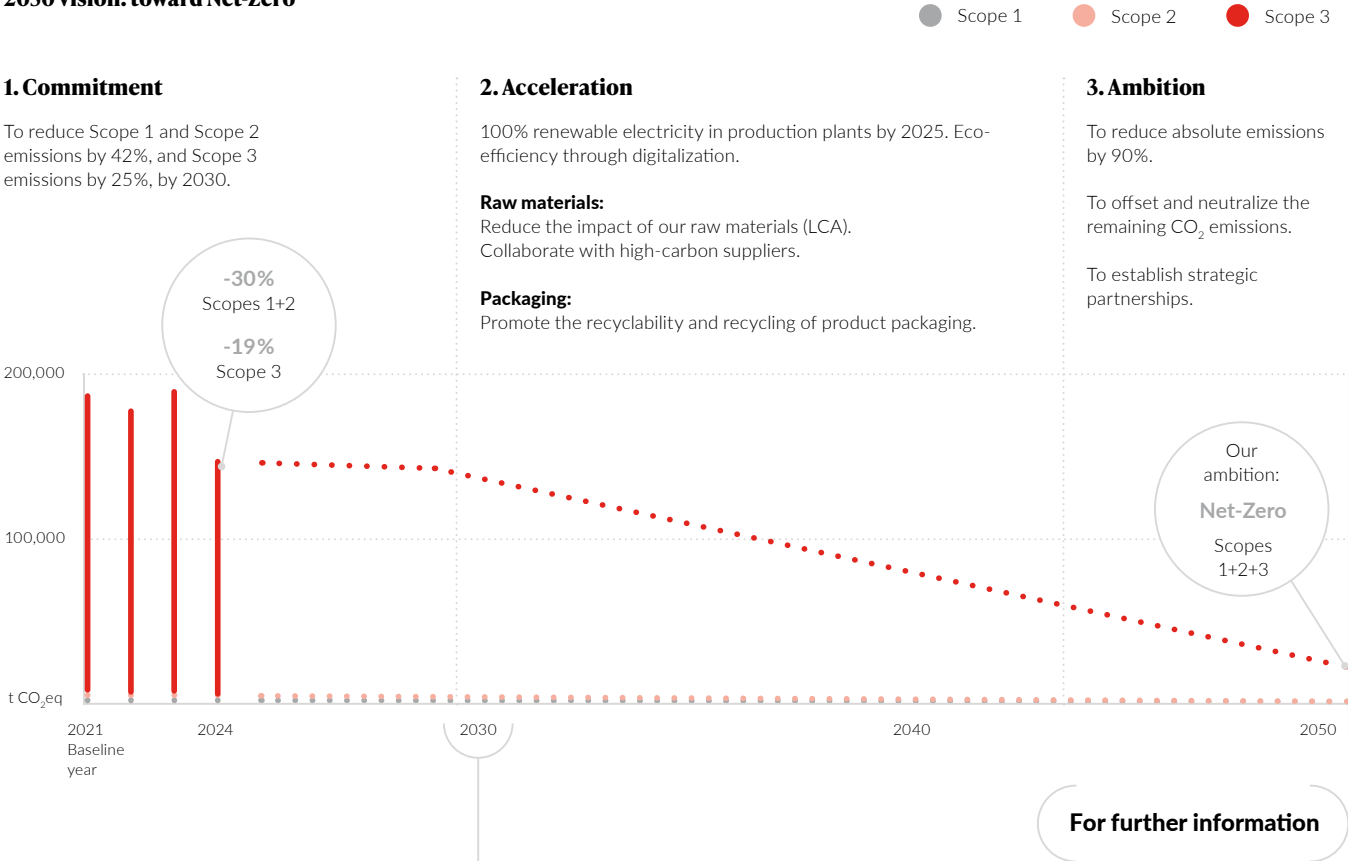
Therefore, we are collaborating with suppliers, customers, and other stakeholders, integrating scientific criteria and shared commitments. This vision allows us to contribute to the transition toward a low-carbon model.

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	Mitigation	Adaptation
Own operations	<ul style="list-style-type: none">Reduction of direct emissions (Scope 1 and 2)Renewable energy consumptionCollaborative projects with customers and consortiums (waste, transport, energy)	<ul style="list-style-type: none">Protection of our facilities against physical risks (flooding, heat waves, intense storms)Contingency plans to ensure operational continuity in the event of extreme climate events
Value chain	<ul style="list-style-type: none">Reduction of indirect emissions (Scope 3)Prevention of emissions through sustainable products and services	<ul style="list-style-type: none">Protection of key supply chains in the event of physical risks (droughts, water scarcity, logistical disruptions)

2050 vision: toward Net-Zero



For further information

WE'RE ONE OF **7000+** COMPANIES AND FINANCIAL INSTITUTIONS SETTING **SCIENCE-BASED TARGETS**

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

In 2024, our short-term emission reduction targets were validated by the Science Based Targets (SBTi) initiative, which confirmed their alignment with the 1.5 °C scenario defined by climate science.

Expanding horizons

New plants

The opening of new, strategically located production plants strengthens our presence in key markets and represents an opportunity to expand our horizons beyond operational growth.

This expansion allows us to integrate sustainability into the operations design phases, to strengthen our connection with local communities, and to enrich our organization through cultural, human and territorial diversity.



Opening of the Zhaoqing plant: a new chapter begins

On July 8, 2024, we celebrated the official opening of our new plant in Zhaoqing, China. This state-of-the-art facility marks a new chapter in strengthening our collaboration with global premium brands.

The new plant was designed according to energy efficiency criteria, incorporating technologies that optimize resource consumption and reduce environmental impact. Each detail was carefully planned—from the use of recyclable materials to the implementation of balanced ventilation and odor control systems—to minimize our impact on the area.



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Final preparations underway in Granollers: the new fragrances plant will begin operations in 2025

Scheduled to begin production in 2025, the new plant in Granollers (Barcelona) represents significant progress in terms of quality, safety, and operational efficiency.

It will be equipped with high-precision automated dosing systems and an intelligent warehouse, integrating technologies for efficient resource use and for reducing environmental impact.



Lucta Thailand: setting up operations in Southeast Asia

We successfully established our new team at Lucta Thailand and in Southeast Asia in the first quarter of 2024. The new warehouse, located in Bang Pa-In Industrial Estate, is currently under construction and will soon open its doors.

Meanwhile, our commercial operations have begun and we have implemented the SAP system, which will support our growth in the region.



At the same time, we are making progress in other strategic projects that will strengthen our global presence:

- **Colombia.** The expansion of the animal feed additives plant is underway, with operations expected to begin in 2025.

- **Spain.** Development of a new ingredient technologies and production center.

- **Thailand.** New flavor production plant, designed to efficiently supply the Southeast Asian market.



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Digital and operational transformation

In an increasingly dynamic and demanding business environment, adopting new technologies allows us to increase our competitiveness and adapt seamlessly to changes in the market.

We have implemented a work plan for the 2025-2027 period, which builds on the transformation efforts focused on operational efficiency, digitalization, and the strengthening of technological capabilities, through various lines of work:

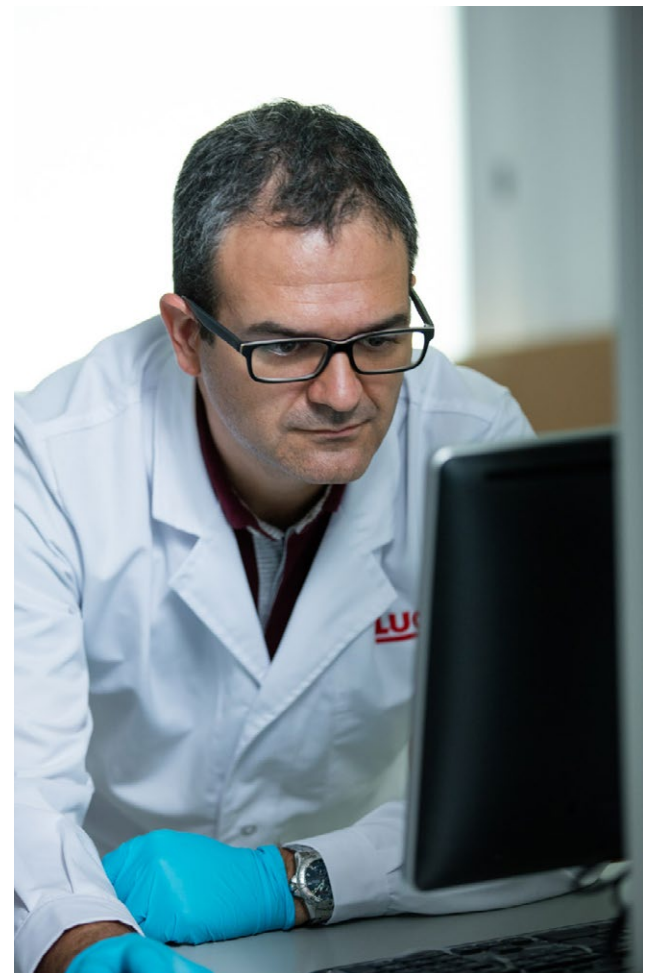
- Deployment of the SAP system for all our centers.
- Improvements in manufacturing execution systems (MES) for optimizing production.
- Enhanced cybersecurity, with new protection solutions, integration of systems, and infrastructure upgrades.
- Evolution of the analytical tools, with new procurement, sustainability, and operations indicators.
- Progress in product life cycle management (PLM) and improvements in processes such as planning, labelling, and traceability.

These projects are carried out in coordination with the different units of the Group, with a cross-cutting approach aimed at enhancing efficiency, operational safety, and service quality in all markets.

MyLucta platform

In 2024, MyLucta was launched in Spain, an internal digital portal that centralizes the main tools and services used in our day to day. This platform facilitates teamwork and improves access to information.

MyLucta allows us to progress toward more flexible, efficient, and sustainable work models. Over the next few years, it will be rolled out across other countries where we operate, as part of our commitment to becoming a more digital and cohesive organization.





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Enhanced cybersecurity plan



The aim of the plan is to enhance preventive security against cyber attacks and strengthen the recovery protocols, ensuring the protection of information and the continuity of our business. These are its areas of action:

1. Staff training on digital threats
2. Security of information and systems
3. Security of network and communications to ensure connectivity
4. Data protection and recovery for operational continuity
5. Security of system and platform infrastructure
6. Continuous surveillance and monitoring
7. Protection of infrastructures
8. Secure control over digital identity

Transforming processes in Colombia

In June 2024, after more than 18 months of work, Lucta Colombia implemented the SAP system, taking our business to another level. This achievement is the result of collective effort and demonstrates the power of cooperation between teams.

With the SAP system in place, Lucta Colombia has optimized processes, improved productivity, and gained greater flexibility. With their teams and operations now more integrated, they are ready to offer even more value to our customers.





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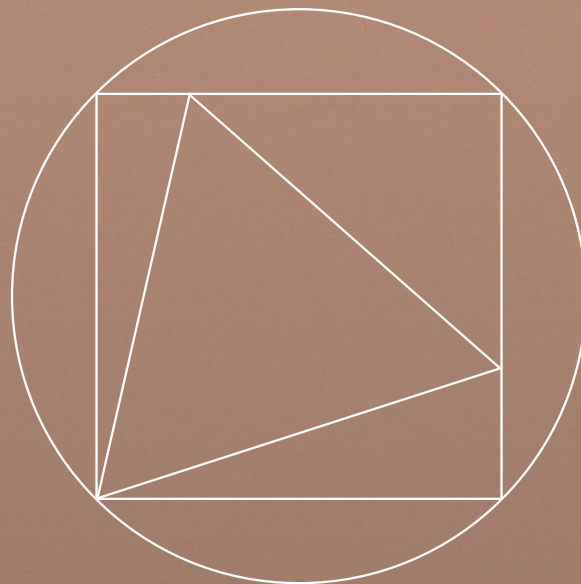
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At Lucta we believe in the power of transforming and reinventing ourselves, and doing it together. We trust people who know how to learn, grow, and anticipate. We are resilient people who face uncertainty and challenges with courage. With agility and proactivity we adapt to each situation, to the needs of our customers and to market trends.

Parejanas I

Olfactory note: floral

Composition of the olfactory note: geranium, rose, lilac, carnation, violet, honeysuckle, hyacinth.

Year of work: 2007-2009

Modality: sculpture

“Intelligence is the
ability to cope with
environment”

William Faulkner



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This 2024 report, covering the period January 1 to December 31, includes detailed information on sustainability aspects related to the economic, environmental, and social performance of the Lucta Group.

The report has been prepared in accordance with the Universal Standards 2021 of the Global Reporting Initiative (GRI), a benchmark organization that establishes global standards for the preparation of sustainability reports. These standards help companies to understand and communicate their economic, environmental, and social impacts related to business performance.

This report includes all aspects identified as material. The information in the table of contents is presented with reference to the GRI standards. In the preparation of the report, we applied the following principles in line with the GRI 1 indicator: Foundation 2021, of the Global Reporting Initiative:

Comparability criteria

Disclosed under indicator GRI 1: Foundation 2021 as Comparability (“The organization shall select, compile, and report information consistently to enable an analysis of changes in the organization’s impacts over time and an analysis of these impacts relative to those of other organizations”) and Timeliness (“The organization shall report information on a regular schedule and make it available in time for information users to make decisions”).

Relevance criteria

Disclosed under indicator GRI 1: Foundation 2021 as Balance (“The organization shall report information in an unbiased way and provide a fair representation of the organization’s negative and positive impacts”) and Clarity (“The organization shall present information in a way that is accessible and understandable”).

Reliability criteria

Disclosed under indicator GRI 1: Foundation 2021 as Accuracy (“The organization shall report information that is correct and sufficiently detailed to allow an assessment of the organization’s impacts”), Completeness (“The organization shall provide sufficient information to enable an assessment of the organization’s impacts during the reporting period”), and Verifiability (“The organization shall gather, record, compile, and analyze information in such a way that the information can be examined to establish its quality”).

Materiality criteria

Disclosed under indicator GRI 1: Foundation 2021 as Sustainability Context (“The organization shall report information about its impacts in the wider context of sustainable development”).

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The information in this report refers to all activities carried out by the Lucta Group in the parent company and in its subsidiaries, which corresponds to the financial consolidation scope. In 2024, the Lucta Group acquired a majority stake in Quintessence Fragrances Private Ltd. (India) and Quintessence Fragrances, Ltd. (United Kingdom) on October 29, and increased its stake in Maslina International Trade, SL on July 23. Owing to the acquisition of the Quintessence Fragrances group companies at the end of the year, and the low materiality of the information of these companies and of Maslina, their data has not been included, estimating their deviation to be insignificant. Exceptionally, the data regarding number of employees can be seen in section 1.4 Our team.

Lucta, SA
C. de Can Parellada, 28
08170 Montornès del Vallès
Barcelona

Lucta Guangzhou Flavours, Co. Ltd.
Suida St., 20
Guangzhou, Guangdong

Lucta USA Holdings, Inc.
Industrial Ave., 3
07430 Mahwah, New Jersey

Lucta Mexicana, S.A. de C.V.
Ctra. Estatal, 100 El Colorado-Higuerillas, 4200, San Ildefonso, 76295 Colón, Querétaro

Lucta Grancolombiana, S.A.S.
Ctra. Autódromo, km 2
Tocancipa, Cundinamarca

Lucta do Brasil, Com. Ltda.
Av. Juvenal Arantes, 2500 - Galpão 10
13212-370 Medeiros, Jundiá, São Paulo

Lucta Polska, Sp. z o. o.
Kolejowa, 57, 40-602 Katowice, Silesia

Flavor & Fragrance Specialties, Inc.
Industrial Ave., 3
07430 Mahwah, New Jersey

Lucta Thailand, Co. Ltd.
118/1 Tipco Tower, 29th Floor, Rama 6 Road, Phayathai Bangkok 10400

Lucta Group corporate structure

Lucta, SA is the parent company of the Lucta Group, which is not listed on the Spanish stock exchange, and has its registered office in Madrid. Below we detail the corporate structure as at December 31, 2024:



Map of stakeholders

GRI 2-29

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Activity	Stakeholder	Needs and expectations
Supply of raw materials	Supplier companies	Planning, production safety, clear specifications, stable business relationships, decent working conditions, timely pay
	Innovation personnel	Safety, health, working conditions, professional development, ethics in innovation, regulatory compliance
	Universities and technology centers	Collaboration in innovation, knowledge transfer, regulatory compliance
	Start-ups and technology companies	Strategic alliances, open innovation, technology ethics
	Scientific communities	Knowledge exchange, ethical collaboration
Research and development (R&D)	Regulatory authorities	Regulatory compliance, transparency
	Production personnel	Health and safety, process efficiency, waste reduction, working conditions
	Local communities	Minimization of impacts, local employment, sustainability of the environment
	Technology companies	Technical innovation, regulatory compliance
	Regulatory authorities	Environmental and industrial compliance
Production and manufacturing	Customers	Product security, clear labelling, compliance with standards
	Transport companies	Transparency, legal compliance, logistics efficiency
	Customers	Transparency, delivery compliance, sustainable packaging
	Customs authorities	Regulatory compliance
	Local communities	Minimization of logistics impact
Distribution and sales	Customers	Satisfaction, product safety, labelling, business ethics, technical support and follow-up
	Sector associations	Sector alignment, regulations
	Certification organizations	Compliance, audits, certifications
	Social stakeholders	Accessibility, social impact of the products
Customer relations and after-sales service		

Double materiality assessment

GRI 3-1

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We have conducted a second materiality assessment of Lucta to fulfill the requirements of the Corporate Sustainability Reporting Directive (CSRD), in line with Commission Delegated Regulation (EU) 2023/2772, which sets out the European Sustainability Reporting Standards (ESRS).

We identify, evaluate, and disclose in a structured and transparent manner the material impacts, risks, and opportunities (hereinafter, IROs) from a double materiality perspective.

We have evaluated sustainability factors from two complementary perspectives:

- 1. **Financial materiality.** As environmental, social, and governance (ESG) aspects can influence our financial performance.
- 2. **Impact materiality.** Impact of our activities on the environment and society, independently of their impact on our financial results.

Stages of double materiality assessment

1

Context analysis

This initial analysis allows us to obtain a detailed understanding of the environment in which we carry out our business activities and relationships, and of the stakeholders affected.

It includes key factors such as the analysis of our business plan, strategy, and financial statements, the geographical location of our activities and a mapping of our business relationships in the entire value chain, both upstream and downstream. We also incorporate relevant contextual information, including applicable legal and regulatory provisions, industry references, and general sustainability trends.

2

Identification of impacts, risks and opportunities (IROs)

We identify the impacts our activity generates or could generate, including those related to our operations, value chain, products and services, as well as our business relationships.

We also identify risks and opportunities in the environment that could affect us from a financial perspective.

To properly identify the IROs and to gain a better global vision of our activity, value chain, and stakeholders, we have established a consultation process with key people within our company, as well as the use of internal and external sector documentation.

3

Evaluation of the IROs identified

We have implemented a systematic filtering process to prioritize aspects that are material for our company, allowing the efficient allocation of resources and ensuring that we meet both regulatory and stakeholder expectations.

This evaluation followed a structured framework combining qualitative and quantitative criteria, taking into account financial and impact materiality.

Double materiality matrix

GRI 3-2

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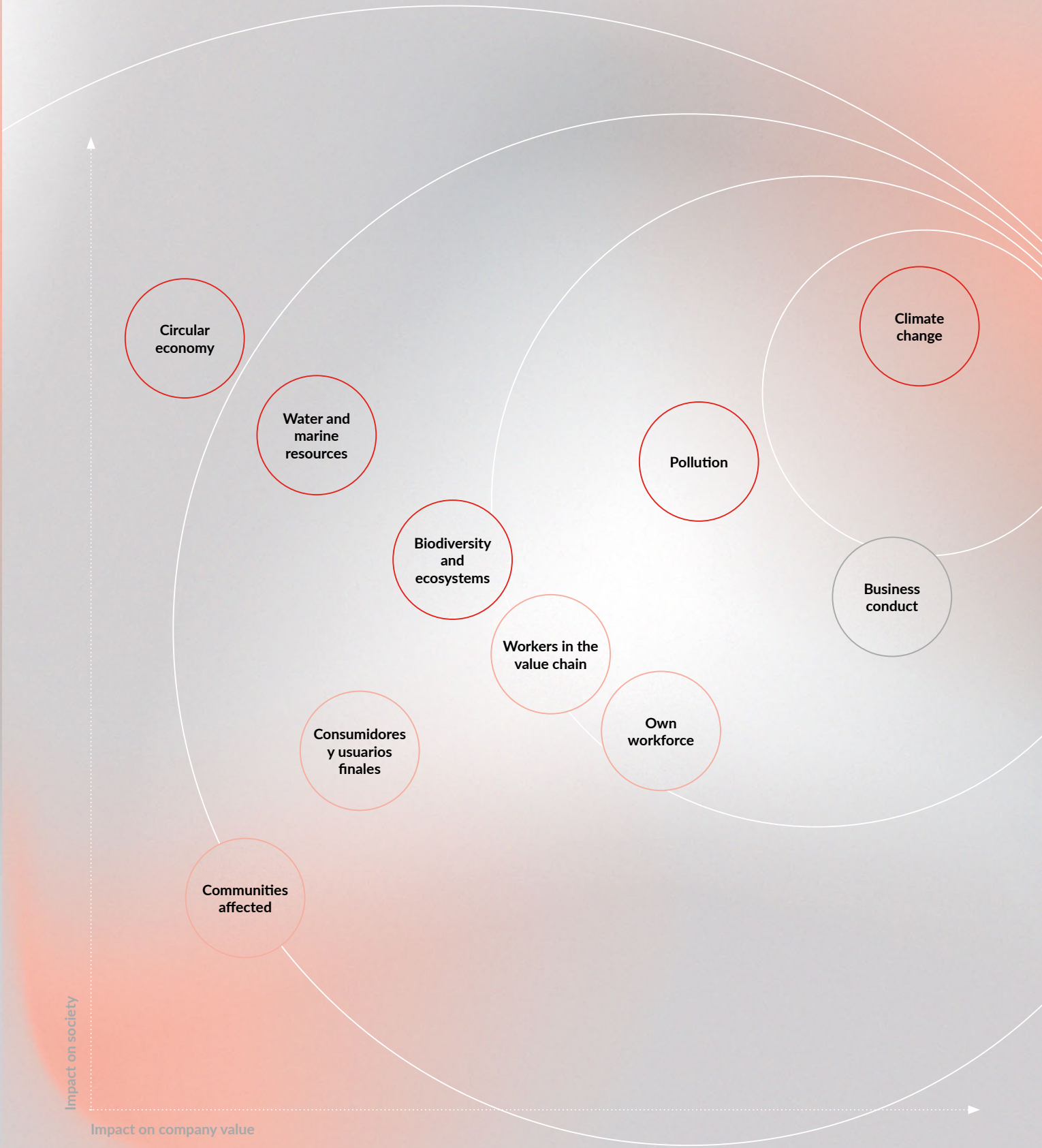
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Material sustainability aspects

Based on the results of the assessment, we identified 10 aspects of greatest relevance for our company and stakeholders, and commit to improving our management of these aspects:

Environment

- Climate change - **ESRS E1**
- Pollution - **ESRS E2**
- Water and marine resources - **ESRS E3**
- Biodiversity and ecosystems - **ESRS E4**
- Circular economy - **ESRS E5**

Society

- Own workforce - **ESRS S1**
- Workers in the value chain - **ESRS S2**
- Communities affected - **ESRS S3**
- Consumers and end users - **ESRS S4**

Governance

- Business conduct - **ESRS G1**

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GRI Content Index

Introduction

The following table presents the index of general and specific standard disclosures of the Global Reporting Initiative (GRI):

GRI Standard	Page or direct response	Principles of the UN Global Compact*	SDG
GRI 2: General Disclosures 2021			
2-1 Organizational details	91	10	
2-2 Entities included in the organization's sustainability reporting	91	10	
2-3 Reporting period, frequency and contact point	91, 113	10	
2-4 Restatements of information	"Annex II: Energy intensity: this is calculated taking into account all the subsidiaries and excluding operations between Group companies. The 2023 figures have been updated from the figures reported the previous year, to unify production data criteria. Annex III: Average remuneration by age: the values corresponding to 2023 have been adjusted owing to a change in the calculation criteria for both years (2023-2024), taking into account the total salary paid during the year. In previous years, only the fixed monetary remuneration was included. Average remuneration by gender and professional category: the values corresponding to 2023 have been adjusted owing to a change in the calculation criteria for both years (2023-2024), taking into account the total salary paid during the year. In previous years, only the fixed monetary remuneration was included."	10	
2-6 Activities, value chain, and other business relationships	50	1, 2, 10	
2-7 Employees	18, in Annex III	3, 4, 5, 6	
2-9 Governance structure and composition	16-17	1, 2, 10	
2-11 Chair of the highest governance body	16-17		
2-12 Role of the highest governance body in overseeing the management of impacts	16-17		

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GRI Standard	Page or direct response	Principles of the UN Global Compact*	SDG
2-20 Process to determine remuneration	20-21, in Annex III	6	 
2-22 Statement on sustainable development strategy	2-3	1, 2, 10	 
2-23 Policy commitments	62, 78		
2-24 Embedding policy commitments	62-63		
2-25 Processes to remediate negative impacts	62-63		
2-26 Mechanisms for seeking advice and raising concerns	62	1, 2, 10	
2-27 Compliance with laws and regulations	62-63	1, 2, 10	
2-28 Membership associations	32	1, 10	
2-29 Approach to stakeholder engagement	"42, 92 Lucta has identified its stakeholders based on criteria such as dependency (those who depend on the company's activities, products or services, or those on whom the company depends for the continuity of its business), responsibility (whether business, legal, operational, social, etc.), proximity (those who are in the most local environment), and influence (those who can generate an impact on the strategy or business)."	1, 2, 10	
2-30 Collective bargaining agreements	"95.76 % of the workforce at Lucta Spain is covered by the collective bargaining agreement for the chemical sector. At all other subsidiaries, the workforce is not represented by any agreement, apart from 30.66 % of the workforce at Lucta Mexico, who are represented by the Confederation of Workers and Farmworkers (CTC)."	3	



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GRI standard	Page or direct response	Principles of the UN Global Compact*	SDG
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3-2 List of material topics	94-95		
3-3 Management of material topics	31, 51, 53, 78-79		
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Adaptation to climate change			
201-2 Financial implications and other risks and opportunities due to climate change	83	7	
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305-2 Energy indirect (Scope 2) GHG emissions	82-83, in Annex II		
305-3 Other indirect (Scope 3) GHG emissions	82-83, in Annex II		
Energy			
302-1 Energy consumption within the organization	68, in Annex II	7	  
302-3 Energy intensity	In Annex II		
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Water-Water consumption			
303-1 Interactions with water as a shared resource	70-71, in Annex II		
303-5 Water consumption	70-71, in Annex II	7	
Water-Water discharge			
303-2 Management of water discharge-related impacts	70-71	7, 8	 
Biodiversity and ecosystems			
Factors that directly influence biodiversity loss-Climate change			
304-2 Significant impacts of activities, products and services on biodiversity	46-47	7	



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GRI standard	Page or direct response	Principles of the UN Global Compact*	SDG
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304-2 Significant impacts of activities, products and services on biodiversity	46-47	7	
Factors that directly influence biodiversity loss-Direct exploitation			
304-2 Significant impacts of activities, products and services on biodiversity	46-47	7	
Circular economy			
Waste			
306-1 Waste generation and significant waste-related impacts	72-73	7, 8, 9	
306-2 Management of significant waste-related impacts	54-55, 72-73		
306-3 Waste generated	72-73, in Annex II		
306-4 Waste diverted from disposal	72-73, in Annex II		
306-5 Waste directed to disposal	72-73, in Annex II		
Own workforce			
Working conditions-Secure employment			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	19, 20-21, in Annex III	3, 4, 5, 6	
Working conditions-Health and safety			
403-1 Occupational health and safety management system	26	3, 4, 5, 6	
403-2 Hazard identification, risk assessment, and incident investigation	26		
403-3 Occupational health services	26		
403-5 Worker training on occupational health and safety	26		
403-6 Promotion of worker health	24		
403-9 Work-related injuries	26, in Anexo III In 2024, and in 2023, there were no fatalities due to work-related accidents.		
403-10 Work-related ill health	26, in Annex III		

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GRI standard	Page or direct response	Principles of the UN Global Compact*	SDG
Equal treatment and opportunities for all-Gender equality and equal pay for work of equal value			
405-2 Ratio of basic salary and remuneration of women to men	20-21	6	 
Equal treatment and opportunities for all-Training and skills development			
404-1 Average hours of training per year per employee	22-23, in Annex III	6	 
Equal treatment and opportunities for all-Measures against violence and harassment in the workplace			
406-1: Incidents of discrimination and corrective actions taken	63	6	 
Equal treatment and opportunities for all- Diversity			
405-1 Diversity of governance bodies and employees	19, 21	6	 
Incidents related to information for consumers or end users- Access to quality information			
417-2 Incidents of non-compliance concerning product and service information and labelling	65	7, 8, 9	
Personal safety of consumers and end users-Health and safety			
416-1 Assessment of the health and safety impacts of product and service categories	66	7	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	66	3, 4, 5, 6	
417-2 Incidents of non-compliance concerning product and service information and labelling	65	8, 9	



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GRI standard	Page or direct response	Principles of the UN Global Compact*	SDG
Business conduct			
Corporate culture			
2-23 Policy commitments – Includes values, principles, rules, and codes of conduct	62, 78	1, 2, 10	 
2-24 Embedding policy commitments	62-65	1, 2, 10	 
201-1 Economic value generated	35		
Whistleblower protection			
2-16 Mechanisms for reporting ethical concerns	65	10	
Animal welfare			
3-3 Management of material topics	31, 51, 53, 56-59, 78	7, 8	 
Management of relationships with suppliers, including payment practices			
308-1 New suppliers that were screened using environmental criteria	36-37	7, 8	
Corruption and bribery			
205-3 Confirmed incidents of corruption and actions taken	65	10	

“*Principles of the United Nations Global Compact:
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence. Principle 2: Businesses should make sure that they are not complicit in human rights abuses.
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Principle 4: Businesses should support the elimination of all forms of forced and compulsory labour.
Principle 5: Businesses should support the effective abolition of child labour.
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation. Principle 7: Businesses should support a precautionary approach to environmental challenges.
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies. Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.”

Lucta is working to compile information and to report on the following material topics in future editions:

- Air pollution
- Soil pollution
- Substances of concern
- Microplastics
- Marine resources-Extraction and use of marine resources
- Impact on the state of species
- Impact on the extent and condition of ecosystems
- Impact on ecosystem services and dependencies on these services
- Other work-related rights-Privacy
- Working conditions-Secure employment
- Working conditions-Adequate wages
- Working conditions-Health and safety
- Equal treatment and opportunities for all-Gender equality and equal pay
- Other work-related rights-Child labor
- Other work-related rights-Forced labor
- Economic, social and cultural rights of collectives-Adequate housing
- Policy commitment and lobbying activities

Annex II

Environmental indicators

GRI 2-4, 302-1, 302-3, 303-5

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Energy

GRI 302-1

Energy consumption (kWh)

	2024	2023
Diesel	472,539	1,460,741
LPG	602,134	442,624
Natural gas	10,550,517	9,954,246
Gasoline	1,358	71,639
Propane gas	8,301	14,821
Electricity	11,196,382	11,024,259
Total	22,831,232	22,968,329

Energy intensity (kWh/t of product)

	2024	2023
Electricity	260	273
Natural gas	245	247
Others	25	49
Total	530	569

Note: energy intensity is calculated taking into account all the subsidiaries and excluding operations between Group companies. The 2023 figures have been updated from the figures reported the previous year, to unify production data criteria.

Energy consumption by country (kWh)

	Electricity		Natural gas	
	2024	2023	2024	2023
Spain	5,260,022	5,288,009	7,209,735	7,768,400
United States	1,527,904	1,359,287	1,883,147	1,570,000
Colombia	1,324,181	1,185,891	1,141,294	470,030
China	1,980,378	2,008,680	316,341	145,816
Mexico	1,103,897	1,182,392	-	-
Total	11,196,382	11,024,259	10,550,517	9,954,246

	Others		Total	
	2024	2023	2024	2023
Spain	47,461	66,466	12,517,218	13,122,875
United States	8,301	14,821	3,419,352	2,944,107
Colombia	424,164	1,463,672	2,889,639	3,119,593
China	-	-	2,296,719	2,154,496
Mexico	604,406	444,865	1,708,303	1,627,257
Total	1,084,332	1,989,824	22,831,232	22,968,329



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Water

GRI 303-1, 303-5

Water consumption by country (m³)

	2024	2023
Spain	52,152	66,421
United States	3,427	3,728
Colombia	7,386	10,795
China	17,179	14,067
Mexico	6,894	6,997
Total	87,038	10,2008

Water consumption by source (m³)

	2024	%
General water supply network	81,044	93%
Well	5,994	7%
Total	87,038	100%

Emissions

GRI 305-1, 305-2, 305-3

Corporate carbon footprint by source (t CO₂ eq)

	2024	2023
Scope 1	3,659	3,448
Fuel	2,140	2,297
Refrigerant gas leaks	283	123
Fleet	709	637
Manure and slurry management	48	49
Wastewater treatment	479	343
Scope 2	533	2,450
Electricity (<i>market-based</i>)	533	2,450
Scope 3	144,063	180,236
Category 1 – Purchased goods and services	106,599	141,301
Category 2 – Capital goods	3,866	3,090
Category 3 – Life cycle of fuel and energy consumed	906	1,221
Category 4 – Upstream transport and distribution of goods	8,344	7,318
Category 5 – Management of generated waste	733	695
Category 6 – Business travel	1,844	1,610
Category 7 – Employee commuting	1,730	673
Category 8 – Leased assets	84	367
Category 9 – Downstream transport and distribution of goods	6,487	3,975
Category 10 – Processing of sold products	12,827	19,234
Category 12 – End-of-life treatment of sold products	555	683
Category 15 – Investments	89	68
Total (t CO₂ eq)	148,255	186,134

Note: categories 11, 13 and 14 are not included in our scope, given that they are not relevant for our business. Scope 2 emissions are also calculated using a location-based method, which amount to a total of 3,171 t CO₂ eq.



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Emissions per country (t CO₂ eq)

	2024			
	Scope 1	Scope 2	Scope 3	Total
Spain	1,896	12	69,117	71,025
United States	302	221	20,627	21,149
Colombia	700	125	23,495	24,320
China	307	-	15,828	16,135
Mexico	419	176	14,018	14,613
Brazil	15	-	51	66
Poland	20	-	509	529
Thailand	-	-	418	418
Total	3,659	533	144,063	148,255

	2023			
	Scope 1	Scope 2	Scope 3	Total
Spain	2008	13	72,379	74,401
United States	253	510	21,627	22,390
Colombia	721	181	31,542	32,443
China	122	1,231	25,053	26,406
Mexico	319	514	28,696	29,530
Brazil	15	-	87	102
Poland	10	-	832	842
Thailand	-	-	19	19
Total	3,448	2,450	180,236	186,134

Note: the emissions for fuel and electricity (Scopes 1 and 2) for Lucta Brazil, Lucta Poland, and Lucta Thailand are included in Scope 3.



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Waste

GRI 306-3, 306-4, 306-5

Waste generation by type (t)

	2024	2023
Empty, contaminated industrial containers	812	665
Sewage sludge	405	518
Waste from organic chemical processes	692	481
Wooden packaging	258	261
Paper and cardboard	224	198
Misc.	172	188
Absorbents and contaminated material	111	145
Waste from production process cleaning	71	94
Metals	22	111
Other minority waste	120	199
Total	2,886	2,860

Note: waste generated in the plants of Lucta Spain, Lucta USA, Lucta Colombia, Lucta China, and Lucta Mexico.

Waste generation by hazardousness (t)

	2024		
	Hazardous	Non-hazardous	Total
Spain	646	1,059	1,705
United States	20	195	215
Colombia	334	160	494
China	174	42	216
Mexico	71	185	256
Total	1,245	1,642	2,886

	2023		
	Hazardous	Non-hazardous	Total
Spain	638	1,165	1,802
United States	9	134	142
Colombia	333	205	537
China	153	49	202
Mexico	32	143	175
Total	1,164	1,695	2,860

Waste generated by type of treatment (t)

	2024	%
Recycling	1,427	49%
Composting	437	15%
Combustion of waste to generate electricity	487	17%
Incineration	390	14%
Landfill	145	5%
Total	2,886	100%

Note: waste generated in the plants of Lucta Spain, Lucta USA, Lucta Colombia, Lucta China, and Lucta Mexico.
The category “Combustion of waste to generate electricity” also includes cases of landfill gas to energy (LFGTE).

Annex III

Social indicators

GRI 2-4

Staff

GRI 2-7, 401-1

Staff distribution by country

	2024	2023
Lucta, S.A.	354	327
Flavor & Fragrance Specialties Inc.	189	160
Lucta Grancolombiana S.A.S.	204	191
Lucta Guangzhou Flavours, Co. Ltd.	132	119
Lucta Mexicana S.A. de C.V.	137	146
Lucta Polska Sp. Z.o.o.	6	5
Lucta do Brasil, Com. Ltda.	4	4
Lucta (Thailand) Co. Ltd.	5	4
Total	1,031	956

Note: staff as at December 31, 2024.

	2024		
	Women	Men	Total
Quintessence Fragrances	82	120	202
Maslina International Trade, SL	1	2	3

Note: staff as at 31 December 2024.

Staff distribution by age

	2024		2023	
18-36 years	31.9%	329	29.6%	283
37-50 years	42.9%	442	45.0%	430
>50 years	25.2%	260	25.4%	243
Total	100%	1,031	100%	956

Note: staff as at 31 December 2024.

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Staff distribution by professional category and gender

2024					
	Women		Men		Total
Directors	1.3%	13	3.9%	40	5.1% 53
Perfumers	0.5%	5	0.3%	3	0.8% 8
Aromists	1.7%	17	1.2%	12	2.8% 29
Sales staff	2.7%	28	5.0%	51	7.7% 79
Laboratory and innovation technicians	11.2%	115	7.7%	79	18.8% 194
Middle management	4.3%	44	4.9%	50	9.1% 94
Operators	0.7%	7	36.4%	375	37.1% 382
Administrative staff	11.7%	121	6.9%	71	18.6% 192
Total	34.0%	350	66.1%	681	100% 1,031

Note: staff as at December 31, 2024.

2023					
	Women		Men		Total
Directors	1.5%	14	4.2%	40	5.7% 54
Perfumers	0.6%	6	0.5%	5	1.2% 11
Aromists	1.5%	14	1.2%	11	2.6% 25
Sales staff	2.6%	25	5.5%	53	8.2% 78
Laboratory and innovation technicians	11.5%	110	7.9%	75	19.4% 185
Middle management	4.7%	45	4.6%	44	9.3% 89
Operators	0.5%	5	34.8%	333	35.4% 338
Administrative staff	11.3%	108	7.1%	68	18.4% 176
Total	34%	327	65.8%	629	100% 956

Note: staff as at December 31, 2023.

Employment

GRI 401-2

Contract types by gender

2024					
	Women		Men		Total
Permanent contracts	30.4%	313	55.4%	571	85.7% 884
Temporary contracts	3.6%	37	10.7%	110	14.3% 147
Total	34.0%	350	66.1%	681	100% 1,031

Note: staff as at December 31, 2024.

2023					
	Women		Men		Total
Permanent contracts	29.7%	284	56.8%	543	86.5% 827
Temporary contracts	4.5%	43	9.0%	86	13.5% 129
Total	34.2%	327	65.8%	629	100% 956

Note: staff as at December 31, 2023.



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Remuneration

GRI 2-20

Average remuneration by age

	2024	2023
18-36 years	€29,690	€27,427
37-50 years	€53,360	€47,274
>50 years	€87,339	€82,698
Total	€54,375	€50,403

Note: staff as at December 31, 2024. The values corresponding to 2023 have been adjusted owing to a change in the calculation criteria for both years (2023-2024), taking into account the total salary paid during the year. In previous years, only the fixed monetary remuneration was included.

Average remuneration by gender and professional category (€)

2024					
	Women	Men	Pay gap	Number of women	Number of men
Directors	€192,478	€239,247	19.5%	13	40
Sales and creative team	€97,129	€94,457	-2.8%	50	66
Middle management	€66,652	€62,218	-7.1%	44	50
Technical and administrative team	€38,793	€43,306	10.4%	236	150
Operators team	€42,495	€29,083	-46.1%	7	375
Total	€56,411	€53,329	-5.8%	350	681

2023					
	Women	Men	Pay gap	Number of women	Number of men
Directors	€174,473	€182,888	15.2%	14	40
Sales and creative team	€75,154	€69,589	-5.2%	45	69
Middle management	€56,177	€48,120	0.7%	45	44
Technical and administrative team	€27,197	€29,585	10.7%	218	143
Operators team	€18,321	€20,029	-48.6%	5	333
Total	€41,877	€38,089	-3.7%	327	629

Note: staff as at December 31, 2024. The values corresponding to 2023 have been adjusted owing to a change in the calculation criteria for both years (2023-2024), taking into account the total salary paid during the year. In previous years, only the fixed monetary remuneration was included.



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Accident rate

GRI 403-9, 403-10

Incident rate	2024		2023	
	Women	Men	Women	Men
Spain	-	4,448	797	4,953
United States	-	1,817	-	-
Colombia	2,225	6,942	-	3,436
China	2,229	1,248	-	-
Mexico	-	-	-	2,198
Total	603	3,635	316	2,805

Frequency rate	2024		2023	
	Women	Men	Women	Men
Spain	-	25.39	4.55	28.27
United States	-	10.45	-	-
Colombia	11.59	36.15	-	17.9
China	11.61	6.5	-	-
Mexico	-	-	-	11.48
Total	3.31	19.84	1.73	15.32

Note: workplace accidents resulting in sick leave x 106 / Total number of hours worked.

Training

GRI 404-01

Hours of training by professional category	2024	2023
Directors	1,219	1,192
Perfumers	333	104
Aromists	670	383
Sales staff	2,246	880
Laboratory and innovation technicians	4,283	2,388
Middle management	2,451	3,240
Operators	3,045	4,953
Administrative staff	4,615	2,179
Total	18,861	15,318

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Economic indicators

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Profits obtained

Profits obtained by country (€)

	2024	2023
Lucta, S.A.	16,538,507	11,864,814
Lucta Mexicana, S.A. de C.V.	8,129,074	3,175,908
Lucta Grancolombiana, S.A.S.	9,097,408	3,883,451
Lucta do Brasil, Com. Ltda.	293,649	207,656
Lucta (Guangzhou) Flavours, Co. Ltd.	1,863,718	3,140,462
Lucta Polska Sp. z o.o.	1,703,223	854,335
Lucta USA Holdings, Inc., and dependent companies	11,619,233	5,934,921
Maslina International Trade, SL	649,472	-185,758
Lucta (Thailand) Co. Ltd.	805,287	-836,950
Quintessence Fragrances Private LTD	-1,079,784	0,000
Quintessence Fragrances LTD	189,603	0,000
Total	49,809,390	28,038,839

Taxes

Taxes on profits paid (€)

	2024	2023
Lucta, S.A.	-2,914,077	-1,785,359
Lucta Mexicana, S.A. de C.V.	-3,571,440	-1,409,751
Lucta Grancolombiana, S.A.S.	-2,904,721	-2,934,023
Lucta do Brasil, Com. Ltda.	-153,076	-106,123
Lucta (Guangzhou) Flavours, Co. Ltd.	-349,710	-771,395
Lucta Polska Sp. z o.o.	-419,131	-241,846
Lucta USA Holdings, Inc., and dependent companies	-3,753,013	-2,443,429
Total	-14,108,932	-9,691,926



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More information

GRI 2-3

For more information about the Lucta Group's activity, or the information contained in this *Sustainability Report*, contact us at:



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