

Sustainability Report

2023-2024



In the heart of pleasure



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110 Years of Contribution

Celebrating our 110 years, we present our social and economic impact for the fiscal year 2023-2024.

Socio-economic impact 2023-2024

Indicator 1:

8.35%
increase in
Turnover
compared
to the period
2022-23



FINANCIAL CONTRIBUTION

Indicator 2:

Local supplies
and support
to Greek suppliers

68.91%

percentage of supplies spent on
suppliers in Greece, to the total
suppliers



FINANCIAL CONTRIBUTION

Indicator 3:

224 new recruitments
Total number of jobs created by
KYKNOS throughout
the value chain



FINANCIAL CONTRIBUTION

Indicator 4:

64,602€
on Corporate Social
Responsibility (CSR)
initiatives
(e.g. funding community
programmes)

SOCIAL IMPACT

Indicator 5:

Support to local farmers and small
enterprises

100% of our farmers
are supported
through
contract
farming



SOCIAL IMPACT

Indicator 6:

2 MWp
total power
from
Renewable
Energy
Sources



ENVIRONMENTAL RESPONSIBILITY

Indicator 7:

**increase by
10.5%**
Processing of
61,381.99
tonnes of fresh
tomatoes for
the production of
products



ENVIRONMENTAL LIABILITY

Indicator 8:
Characteristics of human
resources and employee
satisfaction

42%
women
in total permanent
and seasonal staff



EMPLOYEE WELL-BEING

Indicator 9:

1,418 hours of training
and professional development
of employees
119%
increase
compared to
the previous
reporting period



EMPLOYEE WELL-BEING

GREEK CANNING COMPANY

KYKNOS

EST.

1915

1915



2025

★ 110 YEARS ★



In the heart of pleasure

GRI 2-22

1. Message from the Chair



Dear friends and partners,

It is with great pleasure and pride that we present this year's Sustainability report to you, in a milestone year for our company, as we celebrate 110 years of continuous business operation.

For 11 decades KYKNOS has remained true to the values that founded it: high quality of our products, sustainability and social responsibility. These pillars are the core of our identity and guide each step we take into the future.

Our long history is proof of our commitment to tradition, and our ability to adapt to the evolving needs of the society and the environment. Today, more than ever, we recognise our responsibility to the planet and the future generations.

In this report we proudly present our efforts to reduce our ecological footprint, adopt innovative and sustainable practices, and to integrate environmentally friendly materials in our production. At the same time, we continue to invest in the development of our society and in value creation for all stakeholders.

On the occasion of the celebration of this important anniversary, we reaffirm our commitment to quality, innovation and sustainability. We are convinced that the firm commitment to our values, in combination with our adaptability and vision for the future, will continue creating a better future for all.

I would like to express my deep gratitude to all of you that have trusted KYKNOS products for 110 years. Your support is the driving force for all our achievements and inspires us to keep innovating and improving.

Looking towards the future, remaining focused on our vision for ethical and sustainable development that respects the environment, supports local communities and offers high quality products to our consumers. The 110th anniversary is not only a moment to celebrate, but also an opportunity to renew our commitment to a greener and more sustainable future.

I would like to invite you to read our Sustainability report, and share our vision for the next 110 years of KYKNOS. Together, we can continue writing the history of our company, creating value for the society and the environment.

I would like to offer my warmest thanks for your trust and support all those years. Let's continue this exciting journey to a sustainable future, with well-being, together.

Yours truly,
Ioanna Papantoniou,
BoD Chair



GRI 2-22

2. Message from the CEO

Dear partners,

KYKNOS is a living Greek story of adaptation, development and pioneering. With 110 years of presence in the industry, we keep innovating in the production of food that promotes quality, nutritional value and ethics.

KYKNOS is one of the most recognisable and respected companies in Greece, with presence in 8 out of 10 Greek households, which reflects our deep connection with Greek consumers' preferences.

In the 110 years of KYKNOS history, our success is not only based on previous success, but also on constant creativity and our commitment to sustainable development.

It is with great pleasure and pride that this year we celebrate 110 years of uninterrupted and exciting course of KYKNOS in Greek entrepreneurship. Since our establishment, in 1915, we have become an integral part of the industrial and business history of Greece.

Our vision is to keep growing even more dynamically, further developing into a food company that offers products in an ethical and sustainable way across the food chain - from the farmer to the end consumer's plate.

This transition to a food company is characterised by our strong commitment to operate as a model company, contributing

in the creation of a world that respects both natural resources and social cohesion. We address ethics and sustainability not as forced adaptation to changing times, but as non-negotiable values that define who we are and how we operate.

We are optimistic about the future because we know that challenges will continue to exist, but we are empowered by the faith that cooperation and open communication with our customers, the producers and the local society will allow us to write another successful chapter in the history of KYKNOS.

Although the current geopolitical challenges and the developments in regulatory requirements are major challenges, we address them as opportunities to further transform and enhance our competitiveness. We consistently apply ESG principles as a guide to continuous improvement and creation of strong business results and positive social impact.

With this principles, we continue in the second century of KYKNOS, ready to record new success, based on the constant cooperation, the honest communication and the deep trust we have built with you all.

Yours truly,
Achilleas Angelopoulos,
Chief Executive Officer

GRI 2-22

3. About the Sustainability Report

This Sustainability Report covers the Fiscal Year 2023-2024 (01.07.2023–30.06.2024) and provides a complete overview of the performance in the sectors of Environment, Society and Governance (ESG) of **KYKNOS S.A. GREEK CANNING COMPANY** (hereinafter “KYKNOS”).

SCOPE AND REPORTING BOUNDARIES

The scope of this Report includes the premises of **KYKNOS** on Greek territory, ensuring a holistic view of their sustainability efforts. The data and information presented has been

collected and consolidated. The reporting boundaries are set to include all major functions that contribute to the overall sustainability performance of **KYKNOS**.

STANDARDS AND REPORTING FRAMEWORKS

Global Reporting Initiative - GRI

The Report was prepared on the basis of Global Reporting Initiative (GRI) standards, ensuring compliance with internationally recognised guidelines on sustainability reporting.

Voluntary Standards for SMEs (VSMEs)

Voluntary Standards for SMEs (**VSMEs ESRS**) are specifically designed sustainability reporting standards for small and medium-sized enterprises (SMEs). They fall within the context of the European Directive on Sustainability Reporting (**CSRD**)

- **Corporate Sustainability Reporting Directive**) and they aim to facilitate these enterprises to record and report their performance on ESG issues.

The Report was developed in cooperation with **GLOBAL SUSTAIN S.A.**, with data collected for **KYKNOS**, by Sustainability Coordinators. The data collected are audited and approved by the competent directors, who evaluate their validity and, where appropriate, request clarifications, corrections or additional information.

The accuracy and reliability of the content of the Report are ensured by the competent Divisions, who are also responsible for their collection.



Packaging of
KYKNOS tomato
paste, in the
1990s

4. KYKNOS 110 Years of History



2025 marks a special year for KYKNOS S.A. GREEK CANNING COMPANY, as we celebrate 110 years of uninterrupted presence in the quality food sector.

Since 1915, KYKNOS has been established as a symbol of Greek tradition, authentic taste and commitment to quality, while pioneering with innovative practices that meet future needs.

SUSTAINABILITY JOURNEY

KYKNOS, guided by the responsibility towards the society and the environment, integrates sustainability as a key focus of its strategies. Indicatively:

Responsible Farming:

For decades, we have been supporting local producers and using raw materials from Greek crops, applying methods that protect the land and reduce the use of natural resources.

Circular Economy:

We continuously invest in the development of environmentally friendly packaging, promote recycling and limit waste.

Carbon Footprint Reduction:

Aiming at reducing our environmental impact, we have invested in renewable energy sources and in advanced production technologies that reduce carbon dioxide emissions.

Supporting Local Communities:

Through cooperation with local farmers and enterprises, we contribute to the economic growth of the areas where we carry out our activities.



Old factory
of KYKNOS,
Nafplion

110 YEARS: A PROMISE FOR THE FUTURE

Over those 110 years, the commitment of KYKNOS to quality and to the protection of natural resources for future generations has remained unchanged. As we move into the future, our goal is to continue pioneering in the field of sustainability, by investing in innovations that respect the environment, support the communities and enhance our consumers' trust.



4.1 OUR VISION AND OUR VALUES

Our vision is to keep on growing, further developing into a food company that offers natural, plant-based and delicious products in an ethical and sustainable way across the food chain, from the farmer to the end consumer's plate.

To achieve this, we are committed to working closely with farmers, the scientific community and our customers and to use available technologies (e.g. smart farming) with a view to improving and increasing agri-food production, while **passing on a more sustainable planet to the next generation.**

KYKNOS VALUES:

- Teamwork
- Respect
- Innovation
- Trust
- Personal Responsibility
- Effectiveness

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4.2 OUR IMPORTANT MILESTONES

Ούτω δηλώσαυτος συμμετοχὴν καὶ τοῦ Ἰω. Δάρμου συνετάχθη τὸν Ἀπρίλιον τοῦ 1915 τὸ κα-
ταστατικὸν τῆς Ἑταιρίας μετ' ἐπωνυμίαν «Ἑλληνι-
κὴ Ἑταιρία Κονσερβῶν Α. Ε.» καὶ μετόχους
κατὰ ἰσομοίραν τοὺς ἐξῆς: 1) Ἀθανάσιον Παπαν-
τωνίου, 2) Μιχαὴλ Μανουσάκην, 3) Κωνστ. Μα-
νουσάκην, 4) Ἰω. Δάρμον, καὶ 5ον) Βασίλειον Πα-
παντωνίου.

Τὰ πρῶτα κεφάλαια τῆς Ἑταιρίας καθωρίσθη-
σαν εἰς 500.000 δραχμὰς σὺν τῇ ἐσφορᾷ τοῦ οἰ-
κοπέδου.

*Excerpt from the autobiography of
Mr. Michael. D. Manoussakis, one of
the company founders.*



1915

Establishment of the Company and of the first modern factory in Nafplion.



1928

Establishment of the Company's second factory in the area between Nafplion and Argos. Installation of the first rapid tomato juice concentrators for the production of tomato paste.



1950

Refurbishment of the factory in Nafplion with new state-of-the-art buildings for the time.



1960

Purchase of the factory of "Argoliki", which was already in operation in the region of Argolida.



1963

Establishment of a factory in the village of Savalia, in the prefecture of Ilia.



1965

Production and marketing of ketchup for the first time in Greece.



1970

Export activity of the Company – Supplying the KYKNOS tomato paste to well-known food companies around the world.



1985

The Company receives the export award from the Athens Chamber of Commerce and Industry.



1990

Production of tomato products in a paper box for the first time in Greece.



2002

Transfer of the entire production activity to its factory in the Prefecture of Ilia, where its raw material is produced.



2005

KYKNOS becomes the first tomato processing company in Greece to implement an integrated management system (good agricultural practice) and obtains certification according to EurepGAP standards.



2006-2007

Refurbishment of the factory in Ilia by expanding its building facilities and upgrading its mechanical equipment, setting up state-of-the-art production lines.



2008

Launch of one of the Company's most successful products – grated tomatoes in a paper box.



2012

The Company receives the "Gold TASTE AWARD" for the quality of its tomato paste.



2013

Certification according to BRC and IFS standards.



2015

KYKNOS celebrates its 100th anniversary



2019

KYKNOS enters the ready-made sauce sector



2020

Establishment of a photovoltaic power plant of a total capacity of 1 MWp on the rooftop of the factory in Savalia. Launching "Milled Tomatoes", a premium product in tomato passata category.



2021

The Company receives honorary PLATINUM AWARD at the "Centenarian Brands" event for its 106 years of uninterrupted presence and services in the Greek market.



2021-2024

The Company receives "Superior Taste Awards" for 12 products.



2022

Entry in the mustard and mayonnaise sectors. The Company receives important awards at the "Made In Greece Awards" and "Super Market Awards" events.



2023

New innovative product in ketchup category, with the launching of "Ketchup No Added Sugar". Certification according to the environmental management standard ISO 14001:2015. Establishment of a second photovoltaic power plant for electricity production, of a total capacity of 2 MWp.



2024

Publication of the first Sustainability Report of KYKNOS.



2025

110 YEARS OF HISTORY

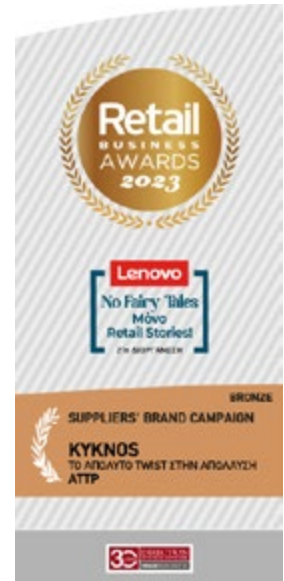
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4.3 OUR AWARDS

KYKNOS has been recognised by numerous awards and recognitions for its products and innovation:



AWARDS 2023
BEST LAUNCHING



Bite Awards 2023

KYKNOS also leads the developments of the industry in the field of technological innovation! In the context of PPC BITE Awards 2023, our country's most important institution for informatics and actions of digital transformation.



At the category Continuous Business Improvement, KYKNOS received the Bronze Award for the integration into IT of the integrated application platform PYLON ERP Hybrid by the company Epsilon SingularLogic.

Manufacturing Excellence Awards 2023

KYKNOS and Epsilon SingularLogic received another distinction at Manufacturing Excellence Awards 2023.

More specifically, they received silver award in the category of Best use of technology in production for full ERP adaptation for the specific needs of KYKNOS on a single platform, via PYLON HYBRID.

Best Launching Awards 2023

Three honorary distinctions for new products, Ketchup No Added Sugar, mayonnaise and mustard.

Retail Business Awards 2023

In the "Supplier's Brand Campaign" category, it won the Bronze award for the successful campaign "The ultimate twist in pleasure!".

Superior Taste Awards 2024:

Three stars for Tomato Paste Double Concentrated. The product received the highest distinction with 3 Stars, with a total score of 91.6% at its organoleptic assessment.

All three times this product has been assessed in a competition it has received 3 stars.



Made in Greece Awards 2024

organised by the Hellenic Marketing Society. This institution is in the framework of the continuous effort to strengthen and disseminate a development model of innovation and extroversion, meeting the current challenges for production and marketing of products, on the basis of quality, innovation, differentiation, targeted markets, international distribution networks and strong brands.

In 2024 KYKNOS received the following very important awards:

- > **GOLD Award**
Business Excellence
- > **GOLD Award**
Industrial Excellence
- > **GOLD Award**
Farming Excellence
- > **SILVER Award**
Branded Consumer Product
- > **Top Distinction:**
"Made in Greece Excellence Award – National Bank of Greece"

Award by the Fire Department

The contribution of "KYKNOS S.A." company was honoured by Amaliada Fire Department. In recognition of its contribution, the Commander of Amaliada F.S., awarded a honorary plaque to the Company.

KYKNOS, with firm commitment to quality, sustainability and social responsibility, continues to lead in its industry, setting standards for Greek and international market. Its actions prove its commitment for continued development, positively contributing to the society, the environment and the economy.

4.4 FROM THE FARM TO THE CONSUMER'S PLATE

The production process of KYKNOS for tomato products starts with the selection of appropriate seeds and the sowing of hybrids, which are subsequently transplanted in the field. During plant growth, the appropriate cultivation practice is applied up to the time of harvesting. Tomatoes are collected and transported to the factory, where they are subject to strict quality control. Then they are washed, sorted and enter the processing procedure. After the finished products are produced, packaging follows and one more quality control before they are stored. Finally, the products are distributed to the market and reach the final consumer, having ensured high quality and safety at every stage.



IMPLEMENTING TOMATO PRODUCTION SUPPORT PRACTICES

At KYKNOS, in our effort to enhance sustainability of agriculture, we promote efficient and quality practices, the implementation of which also establish mutual trust with our farmers.

KYKNOS practices for Tomato Production Support

- | | | | |
|---|---|---|---|
| 1 | A qualified team of agronomists for advisory support from sowing to harvesting | 2 | Close cooperation with our farmers and their support through Contract Farming |
| 3 | Interest-free financing by KYKNOS, for renewal of equipment, credit of farm supplies, etc. | 4 | Supply of seeds, farm supplies and fertilizers on credit |
| 5 | Continuous investment in research through cooperation with Universities and Research Institutions, for the improvement of cultivation of industrial tomatoes. | 6 | Support to new producers, by disposing harvesting machines for their familiarization to cultivation |

4.5 OUR PRODUCTS

At KYKNOS S.A. GREEK CANNING COMPANY we have products that cover a wide range of needs, organised in the following categories:

Tomato products



Ketchup



Sauces



Peas, Legumes, Mushrooms



Mayonnaise



Mustard



Compotes



Professional packaging



The quality of our products is constantly rewarded by the consumers' choice, but, at the same time it is also internationally recognised and awarded!

That is the result of the high level of expertise in the team of our factory in Savalia, as well as of our continued targeted investments as company to constantly develop our production capacity.

4.6 OUR PRESENCE IN GREECE AND ABROAD

About 10% of the total turnover of the Company for the fiscal year 2023-2024 comes from exports to over 30 countries, the UK being the most important foreign market. A strategic goal of the Company is **to strengthen its international presence**, primarily through the promotion of KYKNOS brand. Today, KYKNOS products are placed in key markets, such as Romania, Bulgaria, the UK, Germany, the Netherlands, Czech Republic, Spain, Russia, Austria, Canada, the USA, Australia, Cyprus, Albania, Belgium, Georgia, Switzerland, Estonia, Kazakhstan, Bahrain, New Zealand, and Singapore, South Korea, Poland and Finland.



KYKNOS actively seeks cooperation with major institutions and organisations, strengthening its position in the food sector and promoting the principles of sustainable development, responsible entrepreneurship and innovation. Our participations in associations and initiatives strengthen dialogue and cooperation with the business community, the suppliers and the society. Our participations include:

- SEVT (Federation of Hellenic Food Industries)
- PEK (Panhellenic Canning Association)
- ECR Hellas
- ELLA-DIKA MAS
- Chamber of Argolida and Chamber of Ilia
- HERRCO (Hellenic Recovery Recycling Corporation)
- Sales Institute Greece
- SEDEX (Supplier Ethical Data Exchange)
- Hellenic Business Association

Through these participations, KYKNOS keeps dynamically contributing in shaping the developments in its sector, maintaining its leading role and strengthening its relations with the stakeholders.

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5. Sustainable development approach

5.1 COMMUNICATION WITH OUR STAKEHOLDERS

KYKNOS pays particular attention to open communication, transparency and building trusted relationships with all its stakeholders. The Company's strategy for

sustainable development is based on constructive dialogue and understanding the expectations of the partners and the society
Sustainability Report

Stakeholder Categories

Direct stakeholders

Board of Directors

Employees

Shareholders

Farmers & Producers

Suppliers & Partners

Large retail customers

Distribution network customers

Indirect stakeholders

Suppliers of finished products

Suppliers of packaging materials

Foreign customers

Financial institutions

End consumers

Local and broader community

Academic institutions & Educational institutions

Government and Institutional bodies

Media



Inside the
old factory
of KYKNOS,
Nafplion

GRI 3-1, GRI 3-2, GRI 2-14, GRI 2-17

5.2 DOUBLE MATERIALITY ASSESSMENT (DMA)

KYKNOS voluntarily carried out a Double Materiality Assessment to better understand the impact of its activities on the environment, society and corporate governance, as well as the related opportunities and risks. The process involved two in-person meetings with the management team of the Company, where the following were assessed:

Impact Materiality

Assessment of the Materiality and the extent of the environmental and social impact (positive and negative) caused by the activities of KYKNOS and its supply chain.

Financial Materiality

Analysis of the risks and opportunities related to the ESG (Environmental, Social and Governance) criteria and that have a direct impact on development, economic performance, cash flow, access to finance and capital costs of the Company.

In the context of the Assessment, the following materiality tiers and thresholds were set.

Table 1: Materiality Tiers:

MATERIALITY LEVEL	ASSESSMENT (SCALE 1 TO 5)
Low	1
Low+	2
Medium	3
Medium+	4
High	5

Table 2: Financial Materiality in % EBITDA

FINANCIAL MATERIALITY IN % EBITDA		
Tier	Threshold	Ceiling
Low	0.00%	5.00%
Low+	>5%	10.00%
Medium	>10%	20.00%
Medium+	>20%	25.00%
High	>25%	

In the context of the Double Materiality Assessment of KYKNOS, the classification of risks and opportunities according to the time horizons is key to effective management and strategic decision making.

Time horizons are defined as:

Short-term: Immediate implementation, usually within the year or the following one.

Medium-term: Period up to 5 years, when impact becomes more apparent and strategies affect the future course.

Long-term: Period beyond 5 years, relating to strategies with long-term effects and a more profound impact.

The following table shows the results of the Double Materiality Assessment process, presenting the impact throughout the range of operations of KYKNOS and its value chain, as well as the categories of risks and opportunities identified in line with the European Standards **ESRS E1 – E5, S1 – S4 and G1**.



Detailed Table of Double Materiality Topics

ESRS TOPIC	MATERIAL TOPIC	IMPACT DESCRIPTION	VALUE CHAIN	TYPE OF IMPACT & TIME HORIZON	IMPACT LEVEL	RISKS	POTENTIAL OPPORTUNITIES	FINANCIAL MATERIALITY
E1: Climate Change	Reducing Climate Change	Greenhouse gas emissions from tomato cultivation.	Upstream*	Negative, Actual (Short-term)	Medium (Increase in Scope 3 emissions, medium-term)	Higher compliance costs due to emissions regulations		Low (Compliance costs, long-term)
	Reducing Climate Change	Gas emissions from transport	Downstream*	Negative, Actual (Short-term)	Medium			Medium
	Reducing Climate Change	Energy consumption in processing and standardisation	Own Operations	Negative, Actual (Short-term)	High (CO ₂ emissions, short-term)	Increased energy costs from fossil fuels and certification cost	Cost saving through energy efficiency	Medium (Energy cost reduction, medium-term)
	Climate Change Adaptation	Research and Development for sustainable cultivation (e.g. smart farming techniques, regenerative farming)	Own Operations	Positive, Actual (Short-term)	Medium (Medium-term)	Increased costs due to extreme weather phenomena affecting tomato cultivation		Low+ (Costs due to adaptation measures, medium-term)
	Climate Change Adaptation	Non-proper operation of the production and effect on revenue	Own Operations	Negative, Actual				High
E2: Pollution	Air, water, soil pollution	Use of pesticides and fertilizers that affect soil and water quality	Upstream*	Negative, Actual (Medium-term)	Medium (Medium-term)	Increased costs of transition to biodegradable materials and biological preparations	Opportunity to capture market share through orientation to environmentally conscious consumers	Medium (Compliance costs, investment in R&D for alternatives, medium-term)
	Air, water, soil pollution	Air pollution	Own Operations	Negative, Actual (Short-term)	Medium (Medium-term)			
E3: Water & marine resources	Water consumption	Cultivation practices that lead to local water resources depletion	Upstream*	Negative, Actual (Short-term)	Medium (Short-term to Medium-term)	Lack of water for irrigation, limited products	Producer training on reduction of water consumption	High (Operating risks, medium-term)
	Water Consumption	Production processes that require large amounts of water	Own Operations	Negative, Actual (Short-term)	High (Short-term to Medium-term)		Reduction of costs through water saving systems	High (Operating costs, short-term)
	Water Outputs	Water outputs from the production process	Own Operations	Negative, Actual (Short-term)	High (Short-term)	Initial infrastructure costs for waste treatment systems		Low (Fines/penalties, medium-term)
	Water Discharge	Water discharge n accordance with applicable regulations and environmental studies	Own Operations	Negative, Actual (Short-term)	Low (Depending on water supply)	Need to drill boreholes, increased maintenance costs	Reduction of operating cost	Low (Necessary water supply line)
E4: Biodiversity and Ecosystems	Land Use Change	Land use for agriculture and biodiversity loss	Upstream*	Negative, Actual (Long-term)	Medium (Land use changes, long-term)	Direct drivers of biodiversity loss Disruptions in supply chain and lack of resources	Reputation enhancement through sustainable farming practices	Medium (Shortage of raw materials, long-term, value chain disruptions)
E5: Circular Economy	Waste management	Responsible packaging waste management	Own Operations	Negative, Actual (Short-term)	Low (Supply chain and waste disposal, medium-term)	Increased waste disposal costs	Reduction of waste management costs and revenue enhancement from recycling or reuse of packaging	Medium (Cost savings from recycling, medium-term)
	Waste Generation	Waste generation	Own Operations	Negative, Actual (Short-term)	Low			Low (Medium-term)
	Waste Management	Reuse of organic waste	Own Operations	Positive, Actual (Short-term)	Low (Short-term)		Recycling and reuse of by-products (e.g. for animal feed or soil improver)	Low (Short-term)
	Waste management	Responsible management of hazardous waste	Own Operations	Positive, Actual (Short-term)	Low (Short-term)			
	Waste management	Management of non-hazardous mixed waste	Own Operations	Positive, Actual (Short-term)	Low (Short-term)			

*In accordance with ESRS standards, upstream and downstream activities are related to all the stages of the value chain of a company. More specifically:

- **Upstream activities:** They include all the activities that precede the production process of the Company, such as supply of raw materials, production of components, suppliers' activities and logistics services required for the operation of the business.
- **Downstream activities:** They refer to the activities that follow the production process of the Company, such as distribution and transport of products, use of the products by consumers, end-of-life management of the products (recycling, disposal) and after-sales services.

					Detailed Table of Double Materiality Topics			
ESRS TOPIC	MATERIAL TOPIC	IMPACT DESCRIPTION	VALUE CHAIN	TYPE OF IMPACT & TIME HORIZON	IMPACT LEVEL	RISKS	POTENTIAL OPPORTUNITIES	FINANCIAL MATERIALITY
S1: Workforce	Training and skills development	Job creation and skills development	Own Operations	Positive, Actual (Short-term)	High (Short-term)	Dependence on seasonal workers	Enhancing the employee well-being/development and reduction of costs for searching new staff	Medium (Short-term)
	Health and Safety	Enhanced health and safety system in the workplace	Own Operations	Positive, Actual (Short-term)	High (Short-term)			Medium (Short-term)
	Gender equality and equal pay for equal work	Increase in the number of permanent women employees	Own Operations	Positive, Actual (Long-term)	High (Short-term)		Strengthening relations with shareholders and reputation of the business through diversity, equity, and inclusion (DEI) practices.	Low+ (Short-term)
S2: Employees in the Value Chain	Employment, Training and skills development	Creating economic and social impacts; Income generation, farmer training	Own Operations	Positive, Actual (Short-term)	Medium (Impact on suppliers and contractors, medium-term)	Dependence on small scale farmers; use of fertilizers and good irrigation practices		Medium (Medium-term)
S3: Affected Communities	Community participation	Supporting local communities: Donations and initiatives with social and environmental impact	Upstream*	Positive, Actual (Short-term)	High (Local economic development, medium-term)		Strengthening relations and improving business continuity	Low (Reputation, medium-term)
S4: Consumers & End Users	Product Safety	Products focused on health and safety according to HSE standards, international food safety standards	Own Operations	Positive, Actual (Short-term)	High (Short-term)		Strengthening of market share through healthy, safe and sustainable products	Low (Medium-term)
	Protection of Personal Data	Responsible use of technology and consumer data	Own Operations	Positive, Actual (Short-term)	Medium (Short-term)	Compliance costs		Low (medium-term)
G1: Business Conduct	Supplier relationship management	Transparency in supply chain practices Ensuring ethical supply of raw materials	Own Operations	Positive, Actual (Long-term)	High (Short-term)	Dependence on ethical supply of raw materials	Enhancement of B2B trust through transparent supply chain and certifications	Low (Short-term)
	Corporate Culture	Certain governance practices in line with the strategic priorities	Own Operations	Positive, Actual (Long-term)	High (Short-term)		Ensuring business continuity and crisis preparedness	High (Medium-term)
	Corporate Culture	Public disclosure on the Company governance, anti-corruption policies and fair trade practises	Own Operations	Positive, Actual (Medium-term)	Medium (Medium-term)		Improved access to capital and shareholders' trust through sustainable ESG reporting and spontaneous compliance with the European Sustainability Reference Standards (ESRS)	Medium (Enhanced funding opportunities,medium-term)

*In accordance with ESRS standards, upstream and downstream activities are related to all the stages of the value chain of a company. More specifically:

- **Upstream activities:** They include all the activities that precede the production process of the Company, such as supply of raw materials, production of components, suppliers' activities and logistics services required for the operation of the business.
- **Downstream activities:** They refer to the activities that follow the production process of the Company, such as distribution and transport of products, use of the products by consumers, end-of-life management of the products (recycling, disposal) and after-sales services.

5.3 PRIORITIZATION OF MATERIAL TOPICS

KYKNOS, through this Sustainability Report, recognises and focuses on topics of key importance, both for its operational activities and for its stakeholders.

The Double Materiality Assessment illustrates the impact of the Company's activities on the environment, the society and the corporate governance, as well as the opportunities arising from it.

KYKNOS Materiality Matrices, which reflect the extent and the importance of the Material Topics for the Company, are presented in detail below. More specifically, three separate

illustrations are included: **Impact Materiality**, that assesses the social, environmental and financial impact of the topics, **η Financial Materiality**, that reflects the connection of the topics with the financial performance and resilience of the Company, offering a comprehensive picture of the relative priority of the topics in the strategy of KYKNOS.

The detailed tables with the Impact, the Risks and the Opportunities recognised by KYKNOS, their assessment as positive (+) or negative (-) impact and the recognition of Risks/Opportunities can be found below.



Old factory of KYKNOS, Nafplion

Impact Table

IMPACT	MATERIALITY LEVEL	POSITIVE (+)/ NEGATIVE (-)
Greenhouse gas emissions from tomato cultivation	3	-
Gas emissions from transport	3	-
Energy consumption in processing and standardisation	5	-
Research and Development for sustainable cultivation (e.g. smart farming techniques, regenerative farming)	3	+
Use of pesticides and fertilizers that affect soil and water quality	3	-
Air pollution	3	-
Cultivation practices that lead to local water resources depletion	3	-
Production processes that require large amounts of water	5	-
Water outputs from operations	5	-
Water discharge in accordance with applicable regulations and environmental studies	1	-
Land use for agriculture and biodiversity loss	3	-
Responsible packaging waste management	1	+
Waste generation	1	-
Reuse of organic waste	1	+
Responsible management of hazardous waste	1	+
Management of non-hazardous mixed waste	1	+
Job creation and skills development	5	+
Enhanced health and safety system in the workplace	5	+
Increase in the number of permanent women employees	5	+
Creating economic and social impacts Income generation, farmer training	3	+
Supporting local communities: Donations and initiatives with social and environmental impact	5	+
Products focused on health according to HSE standards	5	+
Responsible use of technology and consumer data	3	+
Transparency in supply chain practices Ensuring ethical supply of raw materials	5	+
Certain governance practices in line with the strategic priorities	5	+
Public disclosure on the Company governance, anti-corruption policies and fair trade practises	3	+

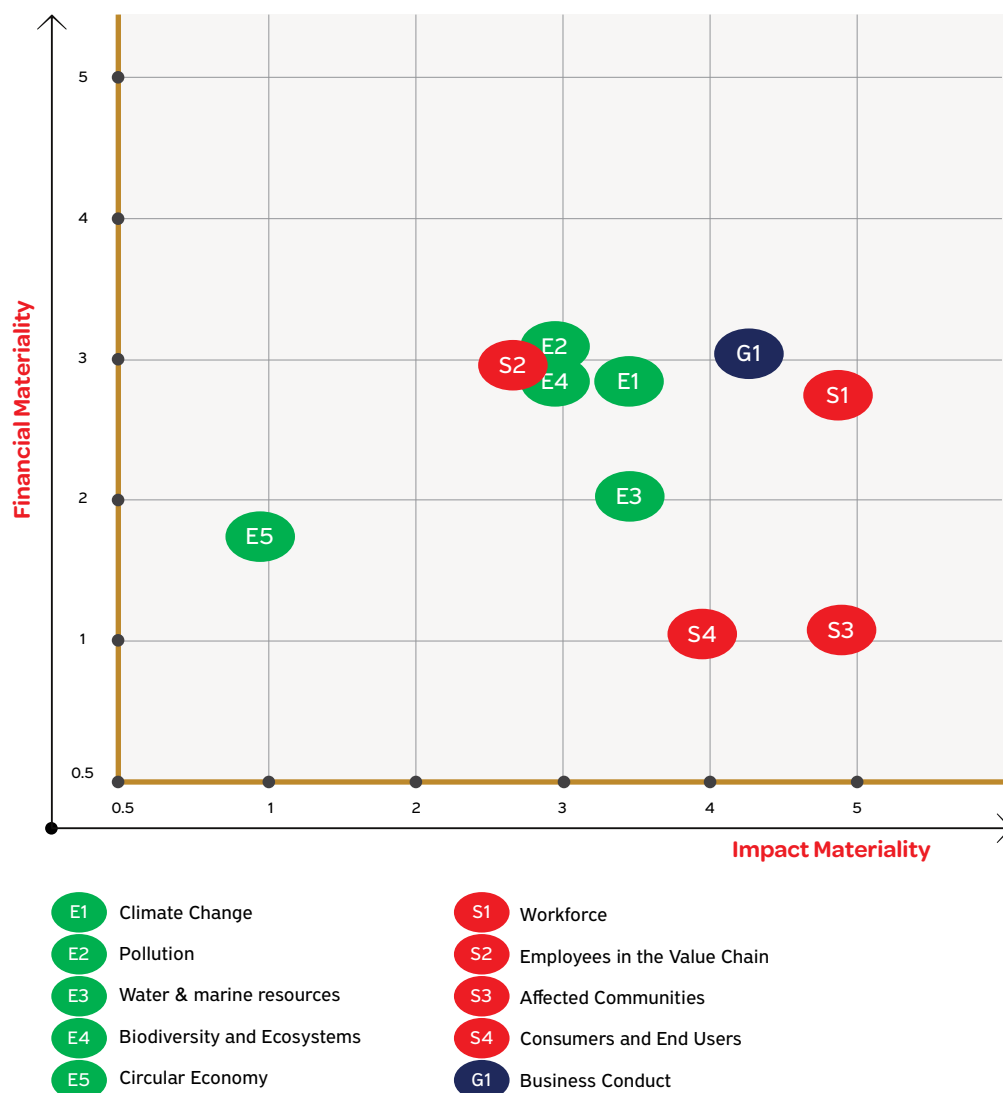
**Table
of Risks & Opportunities**

RISKS/OPPORTUNITIES	FINANCIAL MATERIALITY TIER	RISK/ OPPORTUNITY
Greenhouse gas emissions from tomato cultivation	1	Risk
Gas emissions from transport	3	Risk
Energy consumption in processing and standardisation	3	Opportunity
Research and Development for sustainable cultivation (e.g. smart farming techniques, regenerative farming)	2	Risk
Separation in production and effect on revenue	5	Risk
Use of pesticides and fertilizers that affect soil and water quality	3	Risk
Cultivation practices that lead to local water resources depletion	5	Risk
Consumer processes that require large amounts of water	3	Risk
Water outputs from operations	1	Opportunity
Water discharge in accordance with applicable regulations and environmental studies	1	Risk
Land use for agriculture and biodiversity loss	3	Opportunity
Responsible packaging waste management	4	Risk
Waste generation	1	Risk
Reuse of organic waste	1	Opportunity
Job creation and skills development	3	Opportunity
Enhanced health and safety system in the workplace	3	Opportunity
Increase in the number of permanent women employees	2	Opportunity
Creating economic and social impacts; Income generation, farmer training	3	Opportunity
Supporting local communities; Donations and initiatives with social and environmental impact	1	Opportunity
Products focused on health and safety according to international food safety standards	1	Opportunity
Responsible use of technology and consumer data	1	Opportunity
Transparency in supply chain practices Ensuring ethical supply of raw materials	1	Opportunity
Certain governance practices in line with the strategic priorities	5	Opportunity
Public disclosure on the Company governance, anti-corruption policies and fair trade practises	3	Opportunity



The Double Materiality Assessment and the further analysis of the Impact, the Risks and the Opportunities lead to the development of the following **Double Materiality Matrix**, which highlights the priorities of KYKNOS in the sectors of Environment (E), Society (S) and Governance (G).















The results show **high materiality** on topics such as “Biodiversity and Ecosystems” (E4) and “Workforce” (S1), while highlighting **opportunities** to enhance the “Circular Economy” (E5) due to its high financial materiality.

KYKNOS DOUBLE MATERIALITY MATRIX



The following tables summarize the material topics related to sustainability.

			Material Topics	
ESRS TOPIC	CONNECTION TO SDGS	IMPACT MATERIALITY	FINANCIAL MATERIALITY	
E1 Climate Change	13 CLIMATE ACTION 	3.5	2.8	
E2 Pollution	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION   	3	3	
E3 Water & marine resources	6 CLEAN WATER AND SANITATION 14 LIFE BELOW WATER  	3.5	2	
E4 Biodiversity and Ecosystems	15 LIFE ON LAND 	3	3	
E5 Circular Economy	6 CLEAN WATER AND SANITATION 7 CLIMATE ACTION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES    	1	1.7	

				Material Topics	
ESRS TOPIC	CONNECTION TO SDGS	IMPACT MATERIALITY	FINANCIAL MATERIALITY		
S1 Workforce	<div>1 NO POVERTY</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITIES</div>    	5	2.7		
S2 Employees in the Value Chain	<div>1 NO POVERTY</div> <div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div>   	3	3		
S3 Affected Communities	<div>2 GOOD HEALTH AND WELL-BEING</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>10 REDUCED INEQUALITIES</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>    	5	1		
S4 Consumers & End Users	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  	4	1		
G1 Business Conduct	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div> <div>17 COOPERATION FOR THE GOALS</div>  	4.3	3		

6. Building strong corporate governance

GRI 201, 203

6.1 ECONOMIC PERFORMANCE OF KYKNOS

KYKNOS, with decades of history in the food sector, keeps demonstrating strong economic performance, while integrating sustainable practices in its activities. The Company strategy

focuses on the achievement of economic soundness, the management of environmental and social risks, as well as on the improvement of governance to ensure long-term development.

Summary Statement of Profit and Loss

COMPANY DETAILS	30/6/2024	30/6/2023	CHANGE %
Turnover	39,323,927.93	36,292,520.10	8.35%
Gross results	7,675,230.91	6,586,848.36	16.52%
Gross profit margin	19.52%	18.15%	-
EBITDA	2,791,250.98	2,404,991.71	16.06%
EBITDA Margin	7.10%	6.63%	-
EBIT	1,928,093.77	1,592,597.83	21.07%
Results before tax	814,698.68	838,620.42	2.85%
Results after tax	643,774.07	640,008.82	0.59%
Net profit margin	1.64%	1.76%	-

The Company turnover amounted to EUR 39,323,927.93, increased by 8.35% compared to the previous fiscal year. This positive change is mainly due to the increase in domestic sales by 13.03%.

Gross profit amounted to EUR 7,675,230.91, increased by 16.52% compared to the fiscal year 2022-2023.

Earnings before interest, taxes, depreciation, and amortization (EBITDA) reached EUR 2,791,250.98, increased by 16.06% compared to the previous fiscal year.

Net result remained constant, with profits after tax amounting to EUR 643,774.07, increased marginally by 0.59% compared to 2023.

GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14

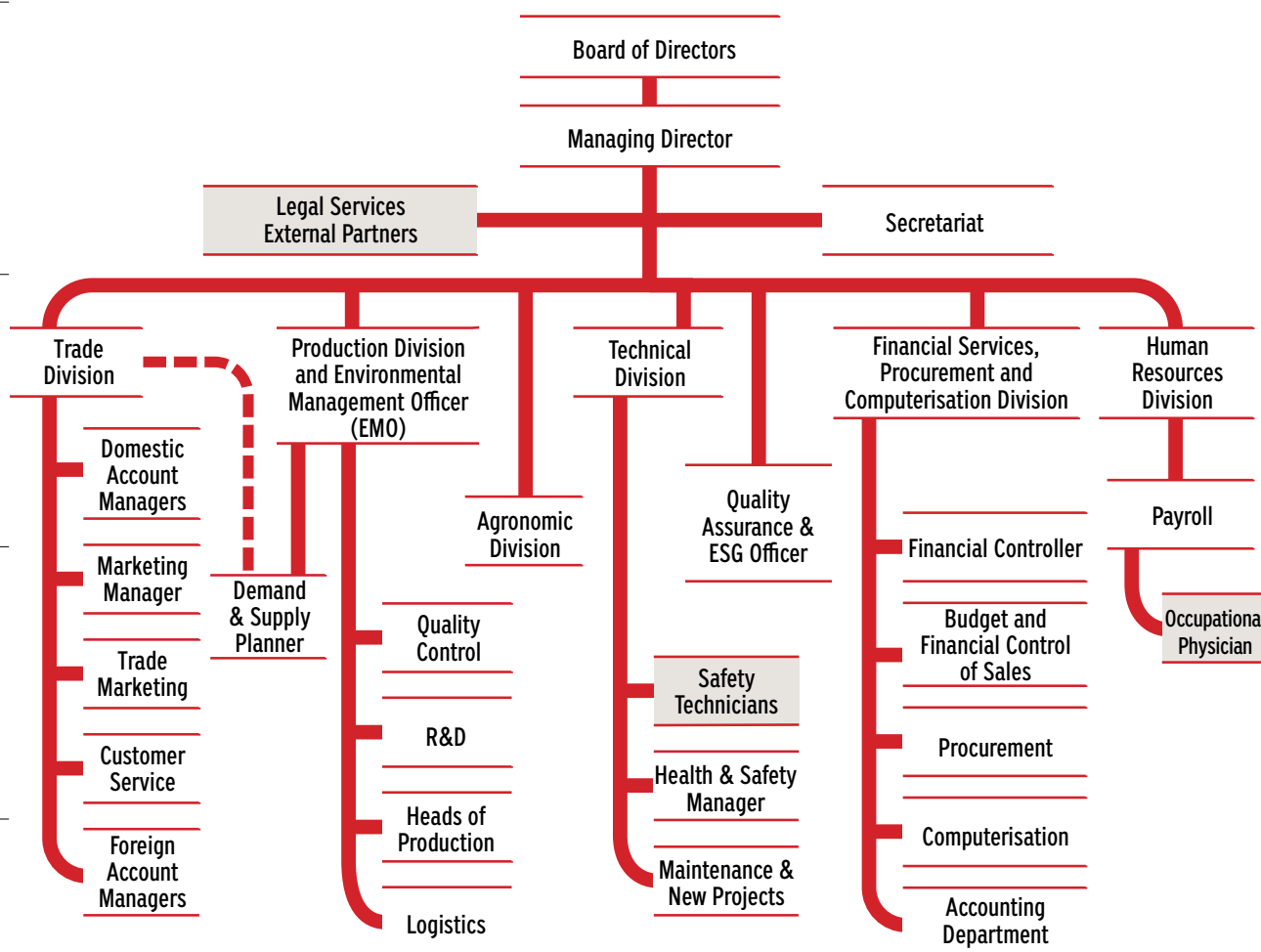
6.2 THE BOARD OF DIRECTORS

KYKNOS Board of Directors is the cornerstone of our corporate governance, ensuring the Company's continued development and prosperity. Consisting of experienced and committed member, the Board of

Directors strategically guides KYKNOS, in the light of the values of quality, responsibility, compliance with laws and innovation. The Company Board of Directors is presented below:

NAME	CAPACITY
Ioanna Papantoniou	Chair
Dionysios Kritikos	Vice-chair
Achilleas Angelopoulos	Managing Director
Panagiotis Mentzelopoulos	Member
Georgios Manoussakis	Member
Konstantinos Mantzopoulos	Member

The commitment of the Board of Directors to transparency, integrity and corporate responsibility makes an important contribution to the success of KYKNOS. With its guidance, the Company keeps responding to market challenges, promoting sustainability and social well-being. The Structure of the Organisational Chart of our Company is presented below:



6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS

To ensure good corporate governance, which puts its people and stakeholders at the centre, KYKNOS has set and implements policies guided by business ethics and effectiveness. More specifically, the Company policies are the following:

1. CORPORATE ETHICS POLICY	<p>KYKNOS is committed to protecting and promoting human rights, as defined in the UN Universal Declaration of Human Rights (UNDHR) and the International Labour Organization (ILO) labour conventions.</p> <p>In this context, it aims to promote respect for human rights in its sphere of influence, including, but not limited to, adherence to the principles of Ethical Trading Initiative code.</p>
2. FOOD SAFETY POLICY	<p>KYKNOS is committed to implement Food Safety Management System (FSMS) in accordance with the requirements of the international food safety standards, to achieve the desired level of safety and hygiene of the products it manages, in compliance with technological advances, legal and regulatory requirements and bilaterally agreed customer requirements on food safety.</p> <p>With the design, installation and implementation of Food Safety Management System, KYKNOS company records clear, measurable and understandable goals, to which the management and the officers are committed, to develop and document the food safety policy.</p>
3. POLICY FOR THE FIGHT AGAINST VIOLENCE AND HARASSMENT AT WORK AND FOR THE MANAGEMENT OF INTERNAL COMPLAINTS	<p>This Policy aims to:</p> <ul style="list-style-type: none"> • prevent and combat violence and harassment at the workplace. • rationally manage internal complaint reports.
4. POLICY FOR THE INTEGRATED MANAGEMENT OF COOPERATING PRODUCERS	<p>This Policy aims to ensure:</p> <ul style="list-style-type: none"> • production of safe products without any intolerable pesticide residues and with the quality characteristics expected by buyers (commercial company, trader), as well as satisfaction of the needs of final consumers • respect, preserving and improving the environment with a view to sustainability • increase of the efficient use of natural resources • improving the work environment of producers and workers • improving product competitiveness and maximising economic benefits for stakeholders.

5. PRIVACY POLICY (GDPR)

Privacy Policy (GDPR) concerning the means of personal data processing and, in particular, the conditions for its collection, storage and use, during the visit to and use of the website by the stakeholders. This policy aims to:

- manage the Website and the applications connected
- monitor the Website traffic
- optimise navigating the Website and the experience for the visitors and the users of the services included
- communicate with and inform visitors
- conduct competitions and award the gifts to the winners.

6. CORPORATE POLICY AGAINST CORPORATE FRAUD, BRIBERY, AND SITUATIONS OF CONFLICT OF CORPORATE INTEREST (FRAUD POLICY)

The Corporate Policy against Corporate Fraud, Bribery and situations of Conflict of Corporate Interest (Fraud Policy) aims to provide all employees clear understanding and identification of Corporate Fraud, Bribery and Conflict of Interest, as well as a process to address such incidents.

7. WHISTLEBLOWING POLICY (WHISTLEBLOWING)

The Company complies with Directive (EU) 2019/1937, on the protection of persons who report breaches of EU law, and with National Law 4990/2022. Whistleblowing Policy aims to create a system of internal reporting of breaches of EU rules of law, protect persons who report such breaches and organise the procedure to submit, receive and follow-up reports.

8. ENVIRONMENTAL POLICY

KYKNOS recognises its responsibilities and obligations to the environment, taking into account its overall operating network. The Environmental Policy aims at:

- Proper management of its waste generated, prioritising recycling and reuse.
- Prudent and rational utilisation of natural resources, while minimising the negative impact of its activities on the environment.
- Continual improvement of its environmental character
- Information of employees and stakeholders on environmental issues.

SUSTAINABILITY & ESG COMMITMENT OF KYKNOS

KYKNOS, with firm commitment to ethical and sustainable development, is committed to enhance its actions on the following strategic axes:



Mitigating environmental footprint

Continuous investment in technologies and practices that reduce carbon emissions and the use of natural resources in production.



Sustainable raw materials

Maintaining and enhancing the implementation of sustainable farming practices, ensuring responsible supplies for its raw materials.



Supporting local suppliers

Continuing cooperation with local producers and suppliers, promoting domestic production and social responsibility.



Research and Development

Continued investment in innovation and improvement of its products, with emphasis on nutritional value and sustainability.



Fair & equal working environment

Ensuring a workplace that promotes equality, diversity and equal opportunities for all.



Training and human resources development

Systematic training and empowerment of the employees, promoting their continuous development.



Adoption of ESG criteria in the supply chain

Implementation of responsible procurement practices, focusing on environmental and social responsibility, throughout its partner network.



Safe working environment

Compliance with strict safety procedures and systematic training of staff

Production of safe and quality products

Development, production and marketing of products that meet strict food quality and safety specifications on the basis of strict international standards.

With a vision for ethical and sustainable development, KYKNOS remains committed to value creation for the society, the environment, and the economy.

GRI 2-23, GRI 205-1, GRI 205-2, GRI 205-3, GRI 206-1, GRI 410

6.4 THE SUSTAINABLE BUSINESS MODEL OF KYKNOS

The Management of KYKNOS is responsible for the management of the impact of the organisation on economy, environment and society issues. Driven by the promotion of sustainability pillars, it invests in the development and continuous improvement of its objectives, values and strategy. The Management is responsible for the Company's goal setting, due diligence and sustainable strategy.

In cooperation with the competent departments and the stakeholders, the Management assesses the materiality of sustainability topics governing its operation, assigns responsibilities to qualified officers, while appropriate project groups are coordinated to ensure smooth transition to sustainable development principles.

KYKNOS fully complies with its financial and legal obligations. During the reporting period

there were no incidents of non-compliance with regulations and no incidents of corruption. Our Company, as an advocate of fair competition, takes all necessary measures to ensure Responsible Corporate Governance and full compliance with the regulatory requirements and the principles of Business Ethics.

The Company Policy is communicated to all the staff, temporary or not, and it is posted on the Company website to be available to all stakeholders. The Company has never been convicted for antitrust practices.

In the context of continued awareness and competence of the employees, our Company, for the reporting period, has conducted relevant training, as indicated in the following table:

Staff training on policies	
TRAINING TOPIC	NUMBER OF EMPLOYEES THAT PARTICIPATED
Fraud Policy	28
Whistleblowing Policy	28

KYKNOS employees have direct and permanent access to all formal procedures and policies of the company.

Employees with a corporate email have access to the company portal where they can see and be informed about all available procedures and policies of the Company.

The ones without corporate email receive information via the posting of each policy /

procedure at the bulletin board and, at the same time, receive every document in paper form, signing upon its receipt.

At the same time, employees have access to a specific email address (speakout@kyknoscanning.com) to report incidents of violence and harassment to the Company, as well as 24/7 telephone access to the Human Resources Officer.

6.5 BUSINESS CONTINUITY

The Company has adopted a comprehensive business continuity strategy that focuses on sustainability-related risk prevention and management and on the development of structured plans to address them. The Company aims to ensure that its critical operations remain uninterrupted, even in times of uncertainty or crises, along with the growth in its turnover, its employees' well-being, as well as its constant economic prosperity.

In this context, we carry out an assessment of the potential risks that might affect our business continuity, we monitor developments and best practices related to tomato cultivation and

production, and we take all appropriate action for the optimal implementation of these practices. The most important risks are related to geopolitical developments, especially those that may impact on energy and raw material prices.

Our Company assess the effectiveness of the Business Continuity Plan, through periodic audits and reports, and constantly assesses the situation and the potential impact on its operations, to make sure that all necessary measures are taken in a timely manner to reduce economic impact to such an extent that there is no material uncertainty as to its business continuity in the short term or long-term.

6.6 INNOVATION

KYKNOS has included innovation as a central part of its development strategy. Knowledge exchange among scientists, farmers, researchers, rural networks, national and regional authorities supports the development of innovative solutions that work in practice. Our Company aims to ensure that it remains the leader in the production and quality of tomato-based products, through continuous research, development of new products and application of advanced technologies.

Our Company has a Research and Development (R&D) department, which cooperates closely with scientists and specialized institutions for the

development of new technologies and the optimization of the quality of our products. Research enables us incorporate new market trends and ensure that our products meet our consumers' modern nutritional needs and preferences. In 2023, KYKNOS presented several new products that meet the consumers' emerging needs for healthy and sustainable diet. We have focused on the development of new products that meet the criteria of natural, plant-based and delicious products, while responding to modern consumer demands for vegan products, with reduced sugar and salt, gluten-free and, of course, preservative-free.

KYKNOS NEW PRODUCTS

Pasta Sauces Basilico & Napoletana

KYKNOS launched two new products in the pasta sauce category, enhancing its leading position as leading producer of tomato products. The new delightful suggestions, Basilico and Napoletana, made from 100% Greek tomatoes and extra virgin olive oil, offer a rich variety of flavours and variety to everyday cooking.



New, User-friendly, Top Down Packaging of Premium and Light Mayonnaise

KYKNOS enriches its range with the new Top Down packaging of Premium and Light mayonnaise. This packaging allow consumers enjoy their favourite mayonnaise with ease and comfort until the last drop, ensuring maximum pleasure and zero waste. Vegan certified products.



Pizza Sauces BBQ, Basilico & Spicy

KYKNOS gives the opportunity of more flavours for homemade pizza, with the new series of three delicious 'kitchen ready' sauces, to make homemade pizza. Preservative-free, gluten-free and VEGAN certified products.



Professional Sauces for all purposes

Two new products have been developed, providing a valuable tool in the hands of catering professionals, as they give the solution for consistency of the recipe execution, having a constantly excellent cooking effect, while contributing to minimising the time and cost of the preparation of the recipes.



6.7 THE VALUE CHAIN OF KYKNOS

KYKNOS recognises the importance of its environmental and social impact throughout its value chain. Its activities include upstream activities, own operations and downstream activities, their impact (positive or negative), the risks and the opportunities. The Value Chain analysis was conducted in the context of the Double Materiality Assessment.

More information can be found in Chapter **5.1: DOUBLE MATERIALITY ASSESSMENT (DMA)**

The value chain of KYKNOS includes all the stages, from raw material supply to product distribution and consumption. Each stage involves different bodies and procedures that ensure quality, sustainability and effectiveness of production and distribution. KYKNOS covers its needs using a sufficiently diversified pool of suppliers to limit its commercial dependence. The supply of materials is considered on a case-by-case basis, in relation to the special characteristics of the Company needs.

Elements of the Value Chain		
UPSTREAM (UPSTREAM)	OWN OPERATIONS (OWN OPERATIONS)	DOWNSTREAM (DOWNSTREAM)
Raw Material Supply (Tomatoes Sourcing)	Manufacturing & Production	Marketing and Sales
Selection of Suppliers/ Farmers	Operations Management	Distribution
Management of Suppliers/ Farmers	Quality control	Customers
Management of Supplies/ Packaging Materials	Facilities Management	Customer Service
Supply Logistics	Human Resources Department	
	Packaging	
	Marketing & Sales	
	Research & Development	

Participants in the Value Chain of KYKNOS

UPSTREAM (UPSTREAM)	OWN OPERATIONS (OWN OPERATIONS)	DOWNSTREAM (DOWNSTREAM)
Partners/ Farmers (Raw Material Suppliers)	Shareholders Trade Division Financial Division Marketing Department Production Division Technical Division	Large Domestic Customers Large Foreign Customers Distributors and Wholesalers
Suppliers of Packaging Materials and Goods (enterprises that provide boxes, glass jars, labels, etc.)		Logistics Companies (product transport and distribution service providers)
Providers of Agricultural Supplies (seeds, fertilizers, water, labels, etc.)	Workers in Production and Manufacturing Plants	HORECA (Hotels, Restaurants, Catering)
Agricultural Cooperatives and Producer Groups	Food Quality and Safety Management Officer & ESG Officer	End Consumers (purchase of products from supermarkets or catering premises)
	Environmental Management Officer (Production Manager)	Waste management
	Safety Technicians	Occupational Physician
	Procurement Department	Legal - External Advisers
	Agronomic Division Department	Research Institutions
	Human Resources Department	Product labelling control laboratories
	External partners	

GRI 204, GRI 308-2, GRI 414-1

6.7.1 OUR SUPPLY CHAIN

At KYKNOS we are particularly proud of our co-operations with farmers, the high quality of our raw materials and products and our commitment to the well-being of the rural communities and the primary sector.

Our direct and frequent cooperation with farmers is an integral and established practice to understand the vital role they play in the prosperity and growth of our business.

Our raw materials are received directly from our cooperating producers at the prefectures of Ilia and Achaia. This contact results in the supply of the freshest and the finest raw materials, as well as the active contribution to the Greek rural development, and economic prosperity. We have maintained a long and stable trust relationship with our partners – farmers, which makes them valuable members of the KYKNOS family.



>6,700
stremmas
of cultivated land

2 prefectures
(Achaia, Ilia)

40 km
distance from the processing plant
in Savalia, Prefecture of Ilia

262
Plots of land

29
agricultural
holdings

59
members-
producers

100%
mechanised
farming

100%
contract
farming

KYKNOS has established and implemented a comprehensive **Supplier Code of Conduct**, aiming to ensure compliance with the Company's ethical principles and values, along the supply chain.

In this context:

- The **Supplier Code of Conduct was created**.
- All the employees were informed about the Code.
- A record is kept with signed Supplier Codes of Conduct, to ensure transparency and accountability.
- A total number of **109 signed Codes of partners** has been recorded, demonstrating the acceptance and implementation of the Company standards by the suppliers.

These actions reflect the commitment of KYKNOS to responsible and sustainable business practices.

In terms of the supply chain, the Company uses a sufficiently diversified pool of suppliers to cover its needs in order to reduce its commercial dependence, ensure the continuity of its essential operations in the event of disruption at its resource supply, and the supply of materials is constantly looked into, on a case-by-case basis.

For significant volumes of supplies, the rules for cooperation are set contractually, all the developments in the industry are closely monitored, with the constant aim of ensuring sales growth in all categories, customers and channels in which the Company operates, as well as further strengthening its market share and improving its results.

KYKNOS actively supports the local community, maintaining strong and sustainable relations with the domestic suppliers.

Socio-economic Impact on the Supply Chain

2023-2024

Percentage (%) of supplies spent on suppliers in Greece , to the total supplies for raw and secondary raw materials, packaging materials and goods.	32.5%
Percentage (%) of supplies spent on suppliers in Greece , to the total suppliers	69.0%



7. Our commitment to the environment

At KYKNOS environmental protection is a top priority and central value of our strategy for sustainable development. We are committed to implement responsible and innovative practices in all the stages of the production process of our products, reducing our environmental footprint and promoting sustainability.

ENVIRONMENTAL MANAGEMENT

KYKNOS, in the context of its commitment to protect the environment, is certified for the implementation of the Environmental Management System ISO 14001:2015. Through the implementation of the

Environmental Management System we monitor, assess and constantly enhance our environmental performance, while reducing the impact of our activities on the environment.

By implementing the Environmental Policy, KYKNOS is committed, among others, to the following:

Reduction of the environmental impacts resulting from the Company activities.

Proper waste management, prioritising recycling and reuse.

Implementation of strategies for prudent and rational use of the natural resources used.

Continual improvement of the environmental character.

GRI 2-25, GRI 3-3

7.1 SUSTAINABLE CULTIVATION PRACTICES

At KYKNOS, in the context of our responsibility for the protection of the environment, we are committed to promote sustainability at every stage of our production processes.

Aiming to identify the challenges of sustainable cultivation of industrial tomato in a timely fashion, we develop strategic actions in a timely manner, so that we can adapt to the future needs of both the market and the consumers.

Responsible use of technology, Research & Development and Innovation are key pillars for the mission and operation of KYKNOS S.A.

Our Company maintains strategic co-operations with research centres for the promotion of innovative and effective solutions. Through these co-operations, we are able to implement innovative solutions and to ensure our consumers' satisfaction, as well as their health and safety.

The Agricultural University of Athens and ELGO DIMITRA are among the prominent institutions we cooperate with.

The innovation of KYKNOS S.A. has been widely recognized by the industry and the consumers. **In 2024, the Company received gold awards at the categories "Business Excellence", "Industrial Excellence" and "Farming Excellence" by the Greek Marketing Academy (E.L.A.M.) at Made in Greece awards, for its ongoing efforts to bring innovative, high-quality products, which meet the needs of an increasingly demanding audience, to the market.**

Through the cooperation with universities, institutions and our farmers we implement innovative farming practices that enhance our effort to reduce the environmental footprint of our production process. Indicative studies/projects:

IMPLEMENTATION OF STUDIES IN COOPERATION WITH THE AGRICULTURAL UNIVERSITY OF ATHENS (A.U.A.)

Feasibility study on industrial tomato cultivation

At the feasibility study on industrial tomato cultivation in the prefecture of Ilia various scripts were analysed - in accordance with UN methods - to assess the impacts of climate change on farming. The result of this study is the identification of potential risks and the shaping of action plans of KYKNOS for the next 10, 20 and 30 years.

Carbon footprint assessment study in the production of industrial tomato.

The study aims to assess carbon footprint, taking into account every stage of the production process. Carbon footprint was calculated at 30 different parcels cultivated with industrial tomato in the area of Ilia. To implement the study, the producers of these parcels were asked to complete questionnaires, based on the cultivation practices they follow. The data collected was processed by Cool Farm Tool, which is a special software for the calculation of the carbon footprint of the cultivation.

COOL FARM TOOL

Cool Farm Tool provides immediate results and the ability to execute “what - if” scripts. The tool enables the identification of the critical points in greenhouse gas emissions, and the evaluation of management strategies to reduce them, through the creation of scripts in the program.

DATA ENTERED IN COOL FARM TOOL

Data collection at the Cool Farm Tool platform requires the creation of questionnaire to be completed by the producers. The questionnaire is divided i six sections that contain data on:

- 1** Crop data
- 2** Soil characteristics
- 3** Inputs
- 4** Fuels – Energy use
- 5** Water use
- 6** Transport

STUDY RESULTS

The following table shows the average greenhouse gas emissions (in CO₂ equivalents), per hectare and tonne of product, as indicated by the study results.

CO ₂ e emission per hectare	CO ₂ e emission per tonne of product	CO ₂ e emission per kilogram of product
(kg CO ₂ e / ha)	(kg CO ₂ e / t of product)	(kg CO ₂ e / kg of product)
3,947	46.87	0.047

Study findings have been evaluated by KYKNOS and, in cooperation with our producers, we commit to the gradual reinforcement of actions that will lead to reduction of greenhouse gas emissions.

ANALYSIS PERFORMANCE ON SAMPLES OF FRESH AND FINISHED INDUSTRIAL TOMATO PRODUCT, AIMING TO DETERMINE THE CONCENTRATION LEVELS OF THREE MYCOTOXINS OF ALTERNARIA SP. PATHOGEN

We actively participated in an international study on analysis performance on samples of fresh and finished industrial tomato product, the a finished product, aiming to determine the concentration levels of three mycotoxins of Alternaria fungus pathogen. The research aims to identify the presence, or not, of fungus toxins at the fresh, but mostly at the finished product after thermal processing.

Precision Agriculture

Enduring the sustainability of our crops is as a key priority for our Company. Therefore, we integrate state of the art practices and strategies for the optimum management of the cultivated areas, such as precision agriculture practices.

PRECISION AGRICULTURE

WHAT IT IS

It is a modern concept of agriculture management, aimed at more efficient and sustainable production.

HOW IT IS IMPLEMENTED

Digital techniques & technologies are used to monitor and optimize agricultural production processes. It operates as a field input management system, tailored to the crop needs, at both space and time levels.

ADVANTAGES

- Optimising resource use/ Saving natural resources
- Increasing crop yield
- Improving the quality of the products obtained
- Reducing Environmental Impact and Environmental Protection
- Adapting resource use requirements depending on weather conditions.



MAIN OBJECTIVES OF GOOD CULTIVATION PRACTICES

- ✓ Plant health assessment through plant stress detection
- ✓ Optimal irrigation management
- ✓ Accurate spatial detection of problems
- ✓ Use of prediction and data analysis models for optimization of practices and decision making.
- ✓ Real-time data recording
- ✓ Crop management & Traceability
- ✓ Qualitative/quantitative improvement and estimate of production

Health & Safety in agricultural crops

The core principle is compliance with the basic health and safety rules in places where people work, especially high-risk ones. For this reason, every farm operator is trained on matters of safety and hygiene, as well as response to accidents.

GRI 2-25, GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5, GRI 305-6, GRI 305-7

7.2 CLIMATE CHANGE MITIGATION AND GREENHOUSE GAS EMISSIONS MANAGEMENT

At KYKNOS, we recognise the challenge of climate change and the need to reduce greenhouse gas emissions. We aim at the reduction of CO₂ emissions, by prioritising the optimization of production processes and the adoption of sustainable practices.

We focus on the reduction of our environmental footprint, by increasing the use of renewable energy sources and reducing the need for use of electricity from fossil fuels. In the context of this strategy, in December 2023, our second

photovoltaic park (1MWp), on the rooftop of the factory, was put into operation. This initiative is part of our strategy to reduce CO₂ emissions and enhance sustainable development.

The increase in direct greenhouse gas emissions (Scope 1) for the reporting period 2023-2024 is due to increase in our production. However, we managed to maintain the intensity of direct greenhouse gas emissions per tonne of product obtained at a constant value.

	Direct emissions from combustion in stationary sources (tn CO ₂)	
	2022-2023	2023-2024
Fuel oil	8,375	8,995

	Direct emissions from combustion in mobile sources (tn CO ₂)	
	2022-2023	2023-2024
Diesel fuel	20.06	26.38
Petrol	0.26	-
Total	20.32	26.38

	Total Direct GHG Emissions (Scope 1) (tn CO ₂)	
	2022-2023	2023-2024
Total emissions (tn CO₂)	8,395	9,021

Note: For the reporting period 2022-2023, KYKNOS started the calculation of its direct emissions, taking into account the emissions (combustions) resulting from its production process. For the reporting period 2023-2024, KYKNOS also took into account the emissions generated from its corporate fleet. The total direct greenhouse gas emissions for the period 2022-2023, which are shown in the respective table, were renewed and take into account the combustions from both stationary and mobile sources.

INDICATOR	Per quantity of products obtained (tn)		
	2022-2023	2023-2024	Change %
Fuel oil consumption in tn per tn of product	0.107	0.109	+1.6%
Fuel oil emissions in CO ₂ tn per tn of product	0.337	0.342	+1.6%

Per quantity of products obtained with conversion of all to BRIX 28% (tn)		
2022-2023	2023-2024	Change %
0.175	0.165	- 6.1%
0.551	0.519	-5.7%

Brix is a unit of measurement of the concentration of dissolved solids in liquid products.

For KYKNOS, BRIX is a critical concentration indicator, ensuring high quality and nutritional value of our products obtained.

The conversion of indicators to BRIX unit of measurement helps KYKNOS monitor its indicators, as it takes into account, as a factor, the concentration of the products obtained.

The indicator of CO₂ emissions resulting from the use of fuel oil per tonne of product shows a slight increase by +1.6%, while with conversion to BRIX 28% it shows decrease of 5.7%.

As regards Indirect Greenhouse Gas Emissions from electricity consumption, they were reduced by 27.2 %, compared to the previous reporting period.

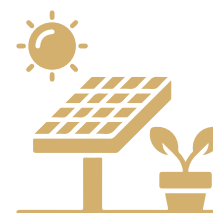
	Indirect GHG emissions (Scope 2) (tn CO ₂)	
	2022-2023	2023-2024
Total emissions (tn CO ₂)	1,491	1,085

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

7.3 ENERGY CONSUMPTION

At KYKNOS company, we recognise that our operation entails the need for energy consumption at all the stages of the production process. Therefore, we are committed to promote sustainable development by means of adopting innovative solutions for energy efficiency and reduction of carbon footprint. In this context, the Company, since 2020, has already implemented actions for electricity production from renewable energy sources (RES), with the installation of a photovoltaic plant of total capacity of 1 MWp at our premises in Savalia, Ilia.

Continuing our commitment to enhance sustainable development and reduce our carbon footprint, at the end of 2023 KYKNOS inaugurated the operation of a second photovoltaic park of capacity of 1MWp. This new investment is a strategic step in our effort to increase the contribution of renewable energy sources in our premises, while enhancing the promotion of our environmental goals.



2nd photovoltaic system of capacity of 1MWp

was put into operation at the end of 2023

With the completion of this project, we further expand our action to a more energy-efficient use of resources, actively contributing to the protection of the environment and to sustainable development in accordance with the principles of environmental management.

Based on energy consumption data for the reporting period 2023-2024:

- With the integration of the second photovoltaic power plant of the company, **electricity production from RES increased by 37%** compared to the respective 2022-2023 period.
- The expansion of our photovoltaic system led to **89% increase in the renewable energy injected to the network**, significantly reducing the environmental footprint of the Company and its dependence on conventional energy sources.
- **The total consumption of RES electricity was increased by 13%.**
- In the period 2023-2024, **total electricity consumption per tonne of product shows a slight increase** compared to the period 2022-2023, which is attributable to the production of more concentrated products.
- In conclusion, the apparent increase in indicators on a simple basis is due to the production of more concentrated products (28°Brix), that require more energy consumption per volume unit. However, the conversion to Brix expresses the actual **decrease of energy consumption(-4.7%),**

ENERGY CONSUMPTION FROM COMBUSTIONS IN MOBILE AND STATIONARY SOURCES (kWh)

Fuel Category	2022-2023	2023-2024	Change %
Diesel fuel	75,537	99,342	+31%
Petrol	997	0	-100%
Fuel oil	30,678,544	33,056,658	+7%
TOTAL	30,755,078	33,156,000	+8%

ELECTRICITY CONSUMPTION (kWh)

	REPORTING PERIOD		Change %
	1/7/2022-30/6/2023	1/7/2023-30/6/2024	
Consumption of electricity from non-renewable energy sources	3,488,668	3,765,068	+8%
Generated electricity (RES)	1,516,906	2,084,618	+37%
Injected electricity (RES)	492,502	931,461	+89%
Consumption of electricity from renewable energy sources	1,024,404	1,153,157	+13%
TOTAL	4,513,071	4,918,225	+9%

TOTAL ENERGY CONSUMPTION (kWh)

TOTAL	35,268,149	38,074,225	+8%
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INDICATOR	Per quantity of products obtained (tn)			Per quantity of products obtained with conversion of all to BRIX 28% (tn)		
	2022-2023	2023-2024	Change %	2022-2023	2023-2024	Change %
Electricity consumption in kWh per tonne of product	181.94	186.98	+2.8%	297.68	283.77	-4.7%
Electricity Fuel oil consumption in kWh per tn of product	1,377.91	1,399.90	+2%	2,254.42	2,124.49	-6%

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

7.4 RESPONSIBLE WATER MANAGEMENT

Agricultural crops depend directly on the use of water resources, which affected by limited availability and pollution. Production and packaging processes require water to ensure product quality, especially during tomato processing.

Climate change directly affects water resources, as the extended periods of high temperatures and dryness exacerbate the problem of water availability. Base on the Aqueduct Water Risk Atlas of World Resources Institute (WRI), almost the whole of Greece is classified in the high risk category as regards the overall risk of water resources and in the very high risk category in the annual assessment of areas with water stress. To address the challenges for the sustainable management of water resources, we have prioritised our efforts towards the optimization of water consumption and the rational management of water resources.

More specifically, at KYKNOS we focus on sound water management in every stage of our production and on compliance with environmental legislation. Most of the amount of the water withdrawn is used for tomato receipt, transport and washing, as well as in the concentration and cooling processes.

Our Company is committed to reduce the environmental impact resulting from the use of water resources, protect local ecosystems and adhere to sustainable water management practices. More specifically:

- The water used in the factory comes from both authorised boreholes in the courtyard of the factory and from the local network (Local Organizations of Land Improvements-TOEB)

- To monitor water withdrawal, we use water meters at boreholes and at the water withdrawal from Stremenos dam. The data resulting is thoroughly analysed, aiming at the effective identification of potential improvement actions of the withdrawal processes.

- Strict monitoring and cleaning measures are taken at the Central Drainage Canal of Stremenos, where the water of our production is discharged. More specifically, we use sand collectors, a system for cleaning the canals every day, and filters for the cleaning agents.

- KYKNOS also has a state-of-the-art Wastewater Treatment Plant in the factory of Savalia, where the wastewater from our production activity is treated. Monitoring critical parameters such as (COD, BOD, SS) is of paramount importance and necessary for strict assurance of the quality of treated water. For the year 2023-2024, the total amount of water treated by the wastewater treatment plant was 470,050 m³. The drainage meets the environmental standards, ensuring environmental protection. We fully comply with national legislation, the DAEC (Decisions on the Approval of Environmental Conditions) and the EIA (Environmental Impact Assessment).

- Foot pedals are used in the hand washing facilities and toilets of the factory to ensure moderate water consumption.

During the reporting period, total water withdrawal increased by 28.5%, a change that resulted from the increased quantity of our production.

WATER WITHDRAWAL (m ³)		
	2022-2023	2023-2024
Groundwater	1,174,656	1,491,737
Third-party water	208,433	285,892
Total water withdrawn	1,383,089	1,777,629

Respecting the local ecosystems, our Company has installed state-of-the-art technology systems, to promote the reduction of water withdrawal needs. Our effort is reflected in figures, as we achieved significant reduction of the amount of water withdrawal per tonne of tomato.

More specifically, for 2024, during the period of bringing in fresh tomato, water withdrawal amounted to 8.23 m³/tn of tomato, while the same period in 2023 the respective quantity was 16.17 m³/tn of tomato, significantly decreasing by 49.1% of water withdrawal requirements.

Water withdrawal per tn of fresh tomato the period of bringing in tomato (m ³ /tn of tomato)			
	2023	2024	CHANGE %
Water withdrawal per tonne of tomato at bringing in	16.17	8.23	-49.1

In 2024, during the period of bringing in fresh tomato, we achieved 49.1% significant reduction of water withdrawal per tonne of tomato compared to the respective period in 2023

The total amount of discharged water for the period 2023-2024, was increased by 28.53% compared to the period 2022-2023.

WATER DISCHARGE (m ³)		
	2022-2023	2023-2024
Total water discharged	1,369,269	1,759,853

Respectively, the total water consumption at the area Savalia, Ilia amounted to 17,776 m³, increased by 28.6% compared to the period 2022-2023. The increase in annual quantities of both discharged water and water consumption at Savalia, Ilia, is attributable to the increase in the production of our products obtained.

WATER CONSUMPTION (m ³)		
	2022-2023	2023-2024
Total water consumption at the area Savalia, Ilia	13,820	17,776

SOUND IRRIGATION MANAGEMENT

An important step of KYKNOS towards responsible water management in tomato cultivation is our cooperation with AGENSO company for the implementation of innovative practices and digital tools. With this cooperation, we installed three meteorological stations, at which soil moisture sensors are attached in 3 parcels that cover 3 zones-areas for the accurate monitoring of irrigation needs. Through the Decision Support System (DSS), we use data on weather conditions, soil moisture and other parameters, facilitating making proper decisions on sound water management in cultivation.

NUTRIENT MANAGEMENT

To ensure the implementation of good cultivation practices, we additionally use tools for the identification of the nutrient needs of both the crops and the soil. Such tools are the soil analyses carried out 5 months before the transplanting period, in order to determine the condition of the fields eligible for cultivation, as well as foliar diagnosis that is carried out in cooperation with ELGO DIMITRA in the interim of crop development. In this way, correct and targeted advice is given for fertilisation, aiming at maintaining the balance of nutrient budgeting.



GRI 101

7.5 PROTECTION OF BIODIVERSITY

AGRICULTURAL BIODIVERSITY

Agricultural biodiversity concerns the diversity and variability of plants, animals and micro-organisms, which support the functions of an agroecosystem, and it is key to sustainable production of quality products. The conservation of biodiversity benefits agriculture, e.g. through pollinators and natural enemies of pests.

At KYKNOS, our team of agronomists perform annual controls to monitor agriculture biodiversity. We prioritise the use of the use of agricultural formulations that cause the least possible damage to beneficial organisations, such as predators of crop pests.

KYKNOS takes a holistic sustainability at all stages of its production, from cultivation to processing and distribution, aiming to protect the environment and preserve natural resources for future generations. It is committed to implement responsible practices that reduce environmental impact and promote sustainability. The implementation of practices, such as integrated pathogenic pest management and the use of cover crops, improves soil fertility, and ensure long-term sustainable production.



RISK ASSESSMENT ON PARCELS TO BE CULTIVATED

KYKNOS, in the context of its commitment for responsible and safe cultivation, applies an Integrated Farm Management system for industrial tomato farming, which is certified according to the requirements of the Good Agricultural Practice standard of GLOBALG.A.P. Our system assesses the risk of integrating new parcels, analysing potential risks to ensure that they will not have a negative impact on the environment, by considering parameters such as soil type, parcel location, environmental impact of field use, legality of establishment, proximity with natural springs, lakes, rivers and sustainability of natural resources.

CONTINUOUS PRODUCER TRAINING

KYKNOS is keenly interested in the cooperating producers' training, so that they are informed about the continuous developments in the farming industry, the new practices, the programs, the equipment and the challenges faced due to climate change. For this reason, on an annual basis, they attend numerous educational seminars or interactive workshops, so that they are provided with the know-how required to achieve the optimal outcome.

USE OF FERTILIZERS

KYKNOS applies a rational fertilizer use system, tailored to the crops needs, and the soil analysis of each crop. In addition, it promotes the use of innovative fertilizers,

such as fertilizers with a nitrification inhibitor, which regulate the nitrogen supply depending on the needs of the crop, by gradually releasing it. In addition, in the light of maintaining soil fertility, and always with respect to the environment, KYKNOS uses soil improvers. The objective is the efficient and sustainable supply of the crops with the required units of fertilizer.

WEED MANAGEMENT

KYKNOS applies a comprehensive weed control plan, with pre-emergence or post-emergence - if required - herbicide interventions. KYKNOS Agronomic Department organises training seminars, to demonstrate the proper method of applying pre-emergence weed control to our producers. Moreover, we promote the use of a biodegradable starch film, instead of the plastic film. Starch is fully degradable after cultivation, thus enriching the soil with nutrients. For weed management purposes cover plants are grown (cover crops) to reduce weed population and enhance crops sustainability and productivity.

SOIL MANAGEMENT

In the context of crop rotation, green manure is used with the cultivation of winter leguminous plants (vetch). At the same time, care is taken (where feasible) to avoid tomato cultivation after the cultivation of other solanaceous plants. Cultivation practices are implemented, aiming to maintain soil structure, avoid its compaction and erosion.

USING BIOLOGICAL PREPARATIONS

KYKNOS uses innovative and sustainable solutions to protect the soil and the crops. It applies advanced techniques to detect soil diseases, and then addresses them effectively with environmentally friendly biological preparations. It aims to fight diseases in a natural and sustainable way, ensuring soil health and long-term crop robustness. At the same time, by adhering to the Code of Good Farming Practice, it contributes to the safety of producers and consumers, in full compliance with the legal requirements on the use of Plant protection products.

MANAGEMENT OF INSECT INFESTATIONS

At KYKNOS we focus on the management of insect infestations to protect crops and ensure the quality of our products. To this end, we use a monitoring system with special traps - at strategic areas - to monitor insects, such as Spodoptera, Tuta Absoluta and Helicoverpa Armigera. Based on the numerical data of the insect population, which is recorded digitally and analysed by an agronomist, and on the on-the-spot checks of KYKNOS Agronomic Department, we evaluate the necessity for targeted and timely interventions, such as application of chemical or biological control method. This way, impact is minimised on crops, predators of crop insect enemies, while reducing the use of plant protection products, thus protecting the environment and consumers' health.

DISEASE PREDICTION

At KYKNOS we focus on prevention and timely management of soil and foliar diseases through prediction models that analyse data of environmental conditions of the crop. These models allow us to predict diseases and implement the appropriate measures to protect crops and maximise yields. By adopting targeted preventive measures, we reduce the impact of diseases on the production and the environment, while ensuring healthy and sustainable crops.



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

7.6 WASTE MANAGEMENT & CIRCULAR ECONOMY

At KYKNOS, rational management of waste is a key pillar of our environmental strategy. In the context of the implementation of the Environmental Management System ISO 14001:2015, our Company prioritises the reduction of the environmental impacts, as regards the generation of the waste resulting from our activities. We are committed that our total generated waste is transferred to authorized waste management and treatment companies, and then undergoes recovery or disposal operations, fully in line with legislative and regulatory requirements.

In 2023, the total quantity of waste generated was 1,221.84 tonnes, the

largest part of which was generated during our production process. In addition, 99.9% of the waste forwarded for management, underwent or is to undergo recovery operations, such as recycling, reuse and waste exchange by authorised recycling and management operators. Combining social contribution and simultaneous reduction of food waste, we have chosen to donate our products that reach their expiry date to charitable organizations. The by-products of tomato ecchymosis are provided as animal feed to authorised livestock farms. This practice is part of our effort for the sustainable use of by-products, contributing to the responsible recycling of our sources.

99% of the waste generated in 2023 was sent to undergo recovery operation (recycling, reuse, etc.)

	WASTE GENERATED (tonnes) ¹
	2023
Waste diverted from disposal	1221.11
Waste to be disposed of	0.73
TOTAL WASTE GENERATED	1221.84

**Waste diverted
from disposal (tonnes)¹**

	2023
Non-Hazardous Waste	1216.35
- Exchange	239.9
- Storage in third party facilities (pending recovery operation)	976.45
Hazardous Waste	4.76
- Recycling/reclamation of metals and metal compounds	2.02
- Reuse	0.34
- Exchange	2.4
TOTAL	1221.11

**Waste to be disposed of
(tonnes)¹**

	2023
Hazardous Waste	0.73
- Storage in third party facilities (pending disposal operation)	0.73

**NON-HAZARDOUS WASTE
by waste category (tonnes)^{1,2}**

WASTE CATEGORY	2023
Paper packaging	54.46
Plastic packaging	26.04
Metal packaging	67.92
Wooden packaging	62
Glass packaging	18.02
Mixed municipal waste	152.74
Iron and steel	76.82
Mud from washing, cleaning, peeling, centrifuging and separation	380.374
Mud from on-site effluent treatment	148.18
Materials unsuitable for consumption or processing	226.536
Cables	2
Copper, bronze, brass	1.26
TOTAL	1,216.35

(1) The above figures refer to calendar year 2023.

(2) Classification has been carried out in accordance with the European Waste Catalogue (EWC).

HAZARDOUS WASTE by waste category (tonnes) ^{1,2}	
WASTE CATEGORY	2023
Lead batteries	2.02
Waste containing other hazardous substances	1.48
Non-chlorinated mineral-based engine, gearbox and lubricating oils	0.34
Absorbent materials, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated with hazardous substances	0.6
Packaging containing residues of, or contaminated with, hazardous substances	0.26
Laboratory chemicals consisting of, or containing, hazardous substances, including mixtures of laboratory chemicals	0.73
Gases in pressure containers (including halons) containing hazardous substances	0.06
TOTAL	5.49

GRI 3-3, GRI 301-1

7.7 PACKAGING OF KYKNOS PRODUCTS

KYKNOS, in its effort towards minimisation of its environmental footprint and responsible management of natural resources, puts great emphasis on the selection of the packaging used, and to the origin of their materials. Our principle being the protection of the environment and the promotion of sustainable development, we choose to use environmentally friendly

paper packaging, which come from sources certified for responsible forest management. More specifically, 100% of our paper packaging are FSC® (Forest Stewardship Council) certified. In this way, we ensure that the paper packaging of our products come from forests that are managed in a sustainable and responsible manner.

100% of packaging materials is recyclable

100% of our paper packaging are FSC® certified

During 2024, KYKNOS replaced the PP bottles it used for ketchup and Barbecue (BBQ) sauce with PET bottles, which are more friendly as regards their recycling management. Moreover, to further reduce the use of plastic, we have introduced heat shrink film for our paper trays, which have a 30% recycled plastic content.

Total weight of packaging materials

	2022-2023	2023-2024
Total weight (tn)	2,140	2,882

The total weight of packaging materials for the reporting period amounted to 2,882 tonnes, an amount increased compared to the respective one for the period 2022-2023, as a result of the increase of our products obtained.

Total weight of packaging materials per tn of product obtained

	2022-2023	2023-2024
Weight of packaging materials in tn/tn per tn of product obtained	0.09	0.11

The major part of the weight of the packaging materials concerns primary materials, while the remaining quantity concerns secondary packaging materials, such as cardboard boxes or plastic film, wooden pallets, etc.

Weight of Primary Packaging Materials (tonnes)

Type of Primary packaging material	2023-2024
Tin containers	1,070.1
Glass bottles and jars	814.1
Plastic bottles	127.3
Plastic bottles and caps	9.4
Multi-layer Packaging of Paper	354.2
Metal caps	15.4
Aseptic bags	4.1
Total	2,394.7

8. Care for our people

KYKNOS puts its people at the centre of each of its activities, recognising that the Company's success is inextricably linked to the well-being and development of its human resources. Through targeted initiatives,, such as continuing training, ensuring safe and healthy working conditions, as well as enhancing professional and personal development, KYKNOS aims to create an environment that promotes cooperation, innovation and mutual trust.

8.1 OUR EMPLOYEES

HUMAN RESOURCES AND BENEFITS

For the period 2023-2024, the Company employed **340 employees**.
The staff is divided into **seasonal and permanent**

TOTAL NUMBER OF EMPLOYEES PER GENDER

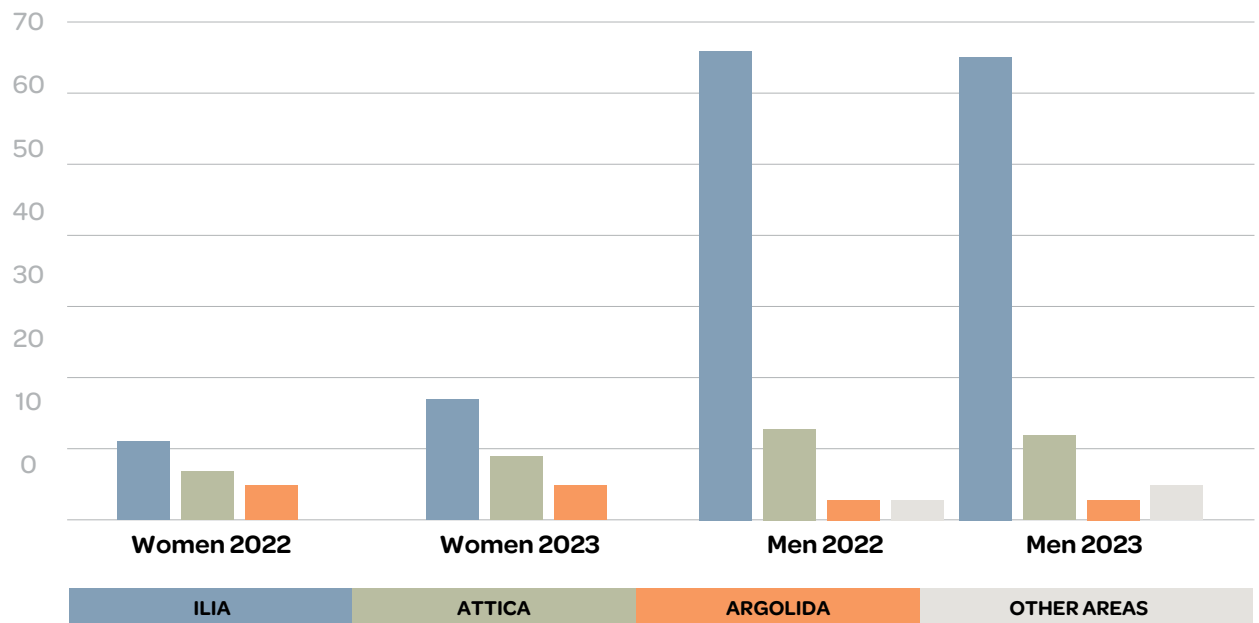
	Women		Men		Total		Total
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
2022-2023	23	149	85	129	108	278	386
2023-2024	31	112	85	112	116	224	340



At KYKNOS, there is **increase in FTEs (Full-Time Equivalents)**, although the total number of employees was lower compared to the previous fiscal year. That means that there were fewer departures, while seasonal employees worked for a longer period. Therefore, the total number of man-hours was increased, enhancing the Company's profitability.

Reporting Period	Full-Time Equivalent, FTE
2022-2023	169
2023-2024	180.47

The following tables show the geographical distribution of KYKNOS employees (permanent and seasonal staff) in the areas of the Prefecture of Ilia, Attica, Argolida, as well as in other areas of Company activity.

**GEOGRAPHICAL DISTRIBUTION
OF PERMANENT EMPLOYEES**


Area	Year / Gender	Women	Men	Total
TOTAL	2022-2023	23	85	108
	2023-2024	31	85	116
ILIA	2022-2023	11	66	77
	2023-2024	17	65	82
ATTICA	2022-2023	7	13	20
	2023-2024	9	12	21
ARGOLIDA	2022-2023	5	3	8
	2023-2024	5	3	8
OTHER AREAS	2022-2023	0	3	3
	2023-2024	0	5	5

GEOGRAPHICAL DISTRIBUTION OF SEASONAL EMPLOYEES

Area	Year / Gender	Women	Men	Total
TOTAL	2022-2023	149	129	278
	2023-2024	112	112	224
ILIA	2022-2023	148	127	275
	2023-2024	112	112	224
ATTICA	2022-2023	1	0	1
	2023-2024	0	0	0
ARGOLIDA	2022-2023	0	1	1
	2023-2024	0	0	0
OTHER AREAS	2022-2023	0	1	1
	2023-2024	0	0	0

The following table reflects that **all KYKNOS workforce (100%) are employees, as they are fully covered by the National General Collective Agreement, without exception.**

Reporting Period	Percentage of Employees covered by the National General Collective Agreement
2022-2023	100%
2023-2024	100%

ALL KYKNOS employees are
employees covered by the National
General Collective Agreement

EMPLOYEE BENEFITS

KYKNOS systematically invests in the care and support of its employees. The benefits provided to full-time employees include:

- **Healthcare Programme:** Health and life insurance for 100% of permanent employees.
- **Coverage of Partial and Total Incapacity:** Implementation for all permanent employees.
- **Parental Leaves:** Granted equally to men and women, in accordance with the legislation.
- **Remote working:** Provided depending on the options of the job.
- **Technological Equipment:** Provision of laptop and mobile phone to a large percentage of permanent employees.
- **Company Car:** Provided to some company officers.

KYKNOS maintains a constant high level of commitment to its employees, ensuring a safe, fair and flexible working environment.

GRI 403

8.2 OCCUPATIONAL HEALTH & SAFETY

KYKNOS is committed to keep high health and safety standards at its premises, ensuring a safe environment for all employees. Through strategic actions and continuous improvement of its processes, the Company implements the best practices to prevent accidents and ensure health in the workplace.

The Company implements a comprehensive system of policies and practices to protect its employees health and safety. The Company actions include:

- **Audit SMETA Pillar-4:** Scheduled inspection by external body in May 2025.
- **Security Technician and Occupational Physician** Consultancy at both the factory and the offices.
- **Occupational Risk Assessment (ORA):** Continuous assessment of occupational risks with recording of findings in the respective books.
- **Employee Health and Safety Team:** It consists of Management representatives and employees, it meets on a monthly basis on safety topics and acts as a means of direct communication.
- **Health and Safety Officer:** Appointment of a person competent for health and safety issues.
- KYKNOS has developed a **management system for OCCUPATIONAL HEALTH AND SAFETY** and it will be certified with ISO 45001 standard in 2025.

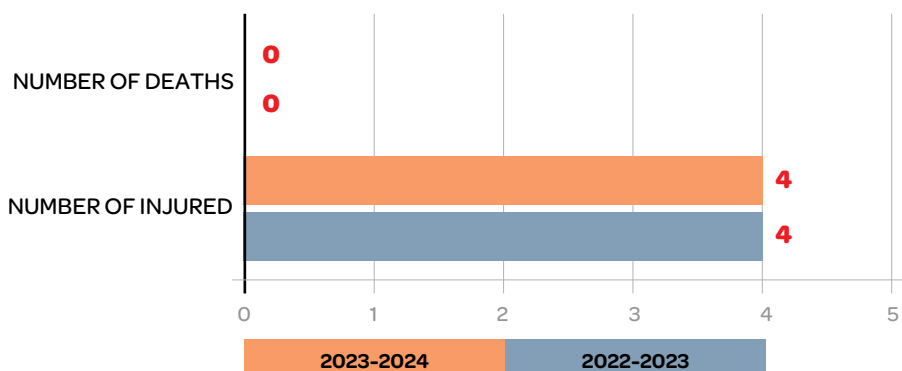
EMPLOYEES TRAINING (2023-2024)

Employees training included:

- Occupational safety topics.
- Proper use of Personal Protective Equipment (PPE)
- Handling of cutting tools, lifting tools, hand tools and working at a height.
- Transportation of loads, use of chemicals and working in closed spaces.
- Training by the Fire Department n the use of fire-fighting equipment.
- Drill on leakage response at the premises.

HEALTH AND SAFETY STATISTICS

HEALTH & SAFETY



The Company has:

- Medical clinic equipped with pharmaceutical materials and a stretcher at Savalia.
- Defibrillator in all three locations it operates.
- Cooperation with an Occupational Physician, to cover urgent needs and for consultancy.

KYKNOS constantly enhances its health and safety policies, focusing on prevention and staff awareness through training and best practices. Its commitment is proved by the continuous improvement of infrastructure and processes, aiming to maintain high safety standards.



KYKNOS
Whole
tomatoes
label.

GRI 404

8.3 TRAINING & DEVELOPMENT OF OUR PEOPLE

KYKNOS recognizes the importance of education and training for the continuous improvement of its employees' skills and professional development. Through a comprehensive strategy, it provides specialised training programs that cover all the operations and roles of the Company, aiming at promoting sustainable development and innovation.

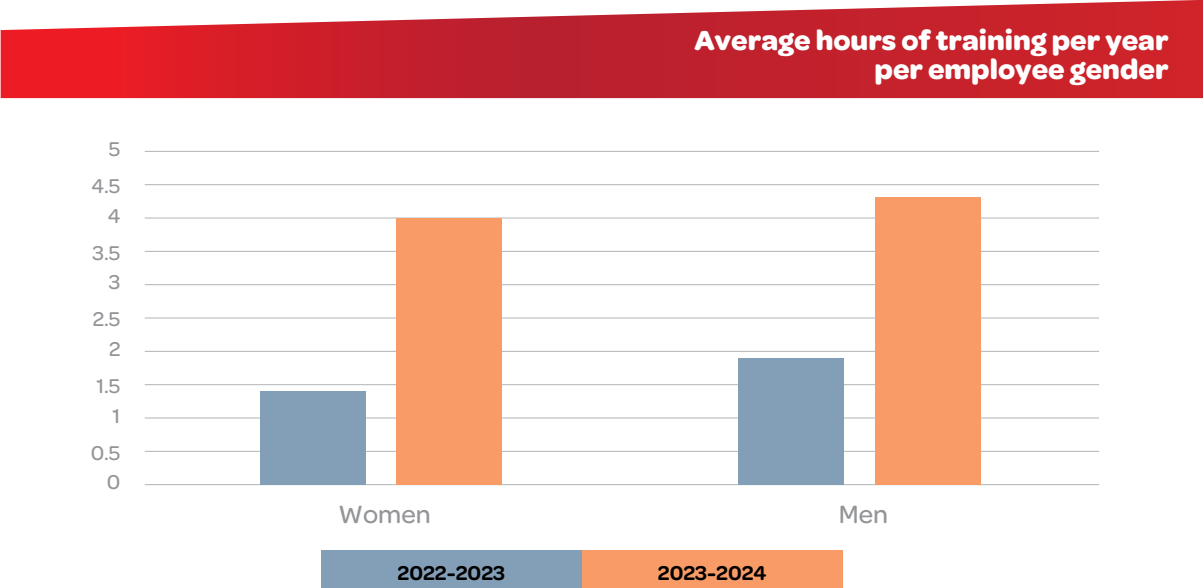
STATISTICS OF EMPLOYEE TRAINING HOURS (2023-2024)

Category of Employees	Total training hours
Senior management	290
Middle management	636
Other staff	492
Total	1,418

The data, sorted in descending order, on the basis of the number of training hours, are provided below.

Training type (number of hours)	Number of Hours	% Percentage
	1,418.0	100.0
Technical skills & IT	267	18.80%
Health & Safety in the workplace	243	17.20%
Leadership - Management	204	14.40%
Finance	166.5	11.70%
Food Safety	162	11.40%
Sustainability / ESG / Certifications	145	10.20%
Policies / Procedures	77	5.40%
Labour matters	51.5	3.60%
Commercial department	44	3.10%
Supply Chain / Procurement	34	2.40%
Manufacturing - Maintenance	24	1.70%

The average hours of training for KYKNOS employees increased substantially, as it was doubled, compared to the previous reporting period. This development is also shown in the table below, underscoring the Company’s commitment to continued development and training of its human resources.



REPORTING PERIOD	MEN	WOMEN
2022-2023	1.9	1.4
2023-2024	4.3	4
Change	+126%	+185%

TRAINING PROGRAMS

The training programs provided to employees are divided into the following categories:

- **Policies & Procedures:**
Information and compliance with company procedures.
- **Management Skills:**
Development of management and leadership skills.
- **Economic Programs:**
Understanding economic data and resource management.
- **Technical Knowledge:**
Topics such as labour matters, IT, supplies, supply chain, planning and computer programs.
- **Sustainability:**
Training sessions on sustainability and environmental awareness.
- **Health and Safety:**
Training sessions on health protection and safety in the workplace.
- **Commercial Department**
Specialization in commercial practices and customer management.
- **Production processes/Maintenance:**
Specialization in industrial production and maintenance.

The investment in employee training and education is a strategic priority for KYKNOS. Through specialised training programs and continuous upgrading of skills, the Company promotes the professional development of its human resources, ensuring its sustainable development and competitiveness.

8.4 EQUALITY & INCLUSION

KYKNOS maintains an unshakeable commitment to promote equality and inclusion in all its areas of operation. The Company implements a policy for zero tolerance to discrimination, enhancing a fair and supportive working environment, while ensuring that all its practices are in line with human rights.

In 2023-2024, the Company did not record any incidents of discrimination or child labour, highlighting its commitment for ethical operation. Moreover, the company policies on human rights have been communicated with all staff members, in hard copy and in electronic format.

0 incidents
of Child or
Forced Labour

0 incidents of
Discrimination in
the Workplace

The Company recognises the importance of equality and provides parental leaves to women and men, in accordance with national law, enhancing the support for work-life balance creation.

Fair Pay Policy

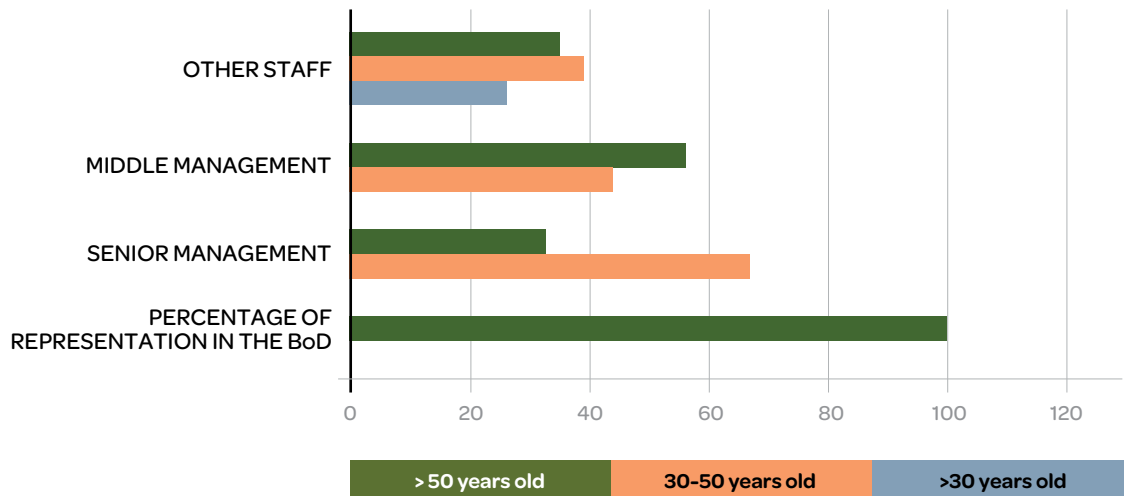
The Company ensures that there is no salary differentiation between men and women. Our permanent employees are included in a remuneration system, on the basis of their responsibilities, experience and position.

KYKNOS keeps investing in the maintenance of a fair and inclusive workplace. With the continuous upgrading of its policies and ensuring equality, it enhances its commitment for respect to human rights, providing equal opportunities to all its employees.

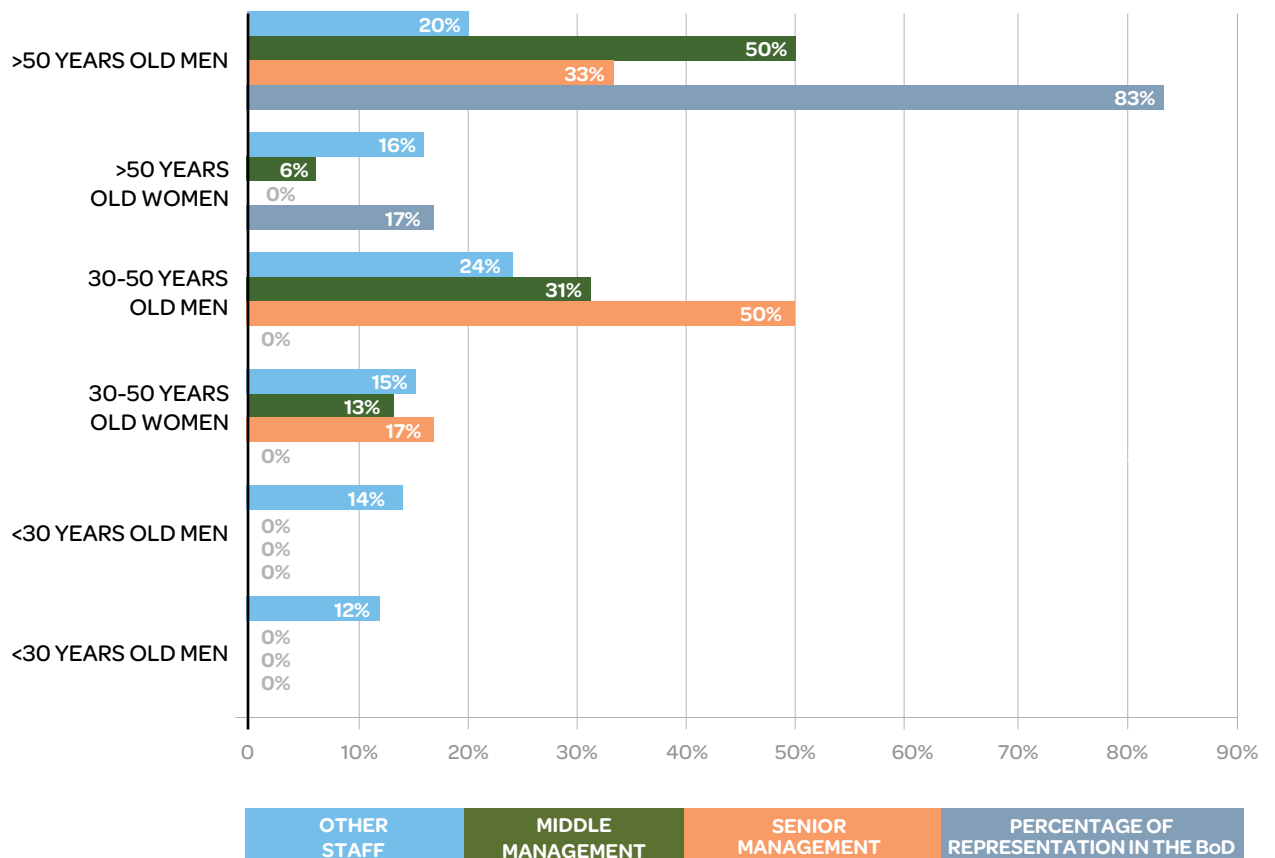
Age distribution of employees

The age distribution of KYKNOS employees reflects the commitment of the Company to maintain diverse and balanced human resources. As shown in the following table, the employees cover a wide age range, which promotes the cooperation among different generations, utilising both experience and youthful energy. This balanced distribution enhances efficiency and innovation, supporting the Company in achieving its goals.

AGE DISTRIBUTION OF EMPLOYEES (TOTALS)



AGE DISTRIBUTION OF EMPLOYEES (PER GENDER)



Age distribution of employees

AGE	<30 YEARS OLD			30-50 YEARS OLD			>50 YEARS OLD		
GENDER	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Percentage of representation in the BoD	0%	0%	0%	0%	0%		83%	17%	100%
Senior Management	0%	0%	0%	50%	17%	67%	33%	0%	33%
Middle Management	0%	0%	0%	13%	31%	44%	50%	6%	56%
Other Staff	14%	12%	26%	24%	15%	39%	20%	16%	35%

Employee Satisfaction Survey

In the period of completion of the Report, an important initiative was implemented: In December 2024, an employee opinion survey was conducted, which had an extremely high participation rate, reaching 94%.

As a result of the survey, our Company, KYKNOS, received certification by Great Place to Work, confirming our bond with a quality and supportive working environment.

Moreover, in the context of Great Place to Work survey, we included three questions on ESG (Environmental, Social and Corporate Governance) principles, **recording an impressive average of positive replies, of 96%.**



The survey results are presented below:

- **128 employees** of KYKNOS participated.
- The results are based on the percentage of positive replies (top 2 options) on a five-point scale.

The three ESG questions that were included in the survey are the following:

1. **The company for which I work adopts measures to reduce environmental pollution, which is caused by its operations.**
2. **The company for which I work participates in ESG, Social Responsibility and Sustainability actions, because it feels morally obliged to help.**
3. **The company for which I work has incorporated the ESG, Social Responsibility and Sustainability actions in its strategy.**

The **high participation** and the **positive results** of the survey highlight the commitment of KYKNOS to the values of sustainable development and social responsibility, confirming our strategy for a better working and business environment.

9.

Our consumers

GRI 416

9.1 CONSUMER SATISFACTION

KYKNOS enjoys a leading position in the category of tomato products, and in the other categories where it operates. It is also present in three out of four Greek households. With over 110 years of history in the Greek market, its consumers' love and trust remain unchanged over time. The timeless values of the Company, the emphasis on innovation and the commitment to

the production of safe and quality products, are the main reasons for the consumers' continued trust. For KYKNOS, product quality and safety are matters of utmost importance. Its commitment is to offer products that combine safety and premium quality, continuing its tradition of excellence and enhancing the well-being of the consumers, the employees and the community it serves.

9.2 SAFETY OF THE FINISHED PRODUCT

Primary Production and Quality Assurance

KYKNOS implements a comprehensive management system for tomato cultivation, certified in accordance with **GLOBALG.A.P. standard**.

This certifies that the raw materials used are high quality, cultivated with respect to the environment, biodiversity and soil sustainability.



GLOBALG.A.P.

GGN/GLN: 5201066000132

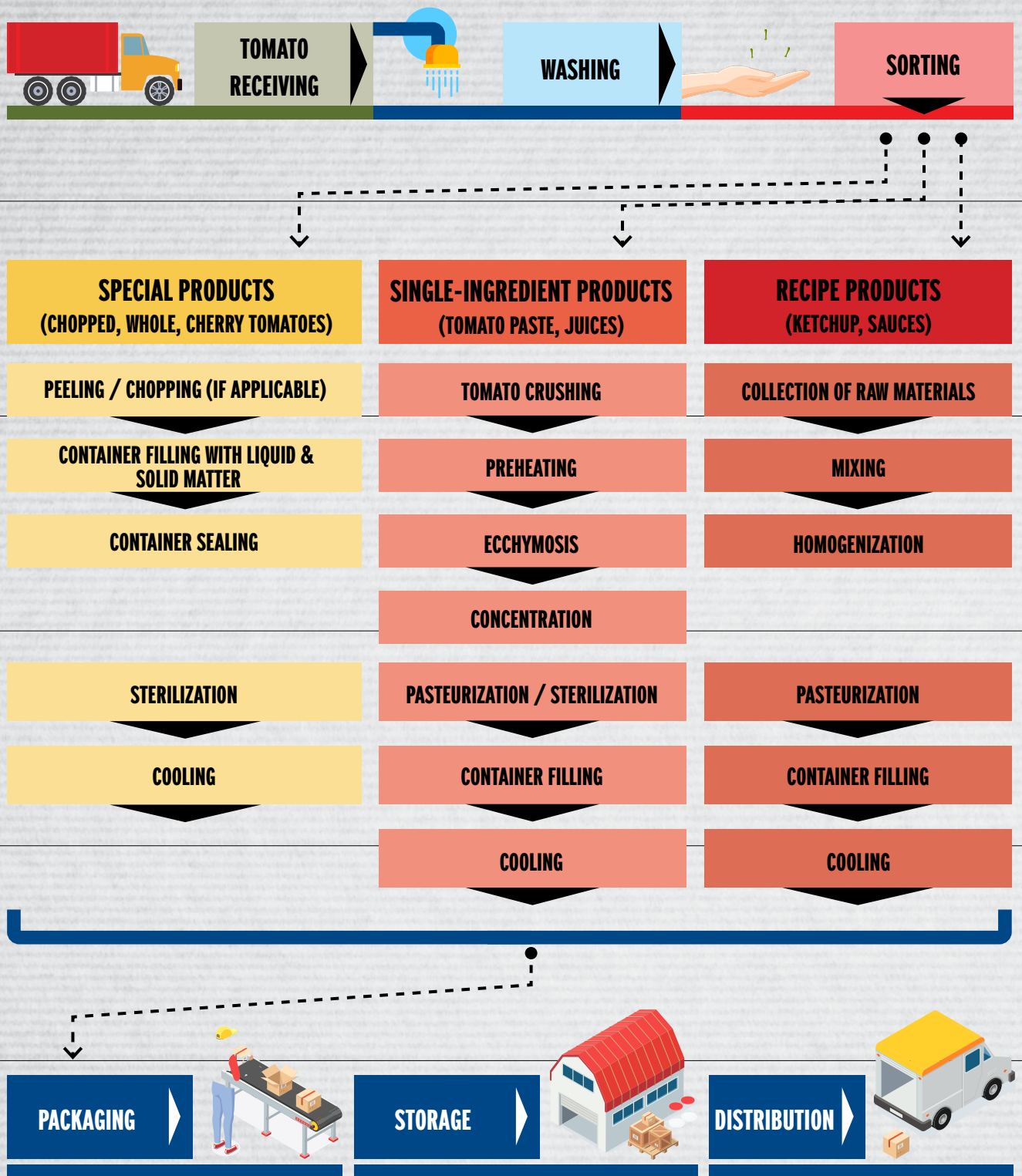
Production Process Certifications

The production process of KYKNOS is well organised and characterised by **emphasis on quality, sustainability and innovation**.

The key steps follow:



Packaging of KYKNOS sour cherry, in the 2000s



The production and packaging processes at the premises at Savalia are certified with the following international standards:

- **BRCGS Global Standard (AA+)**
- **IFS Food Standard (Higher level)**
- **ISO 22000:2018**

The annual inspections prove the high performance and the compliance with global food quality and safety standards.



Social Responsibility and Transparency

KYKNOS, in the context of Corporate Social Responsibility, is inspected and certified with:

- **SEDEX/SMETA 4-Pillar**, covering the areas Health & Safety, Environment, Working Conditions and Business Integrity.
- **ETHOS PLATINUM**, that assesses responsible entrepreneurship and sustainable development.



Products and Certifications

The Company holds certifications that responds to current nutritional trends:

- **Halal and Kosher** for most products.
- **Non GMO** by NONGMO Project organisation for tomato products.
- **Vegan certification** for 17 products, including Ketchup, Pizza Sauces, Tomato Sauces and Mayo Sauce



Participation of KYKNOS in Greek Pledge

KYKNOS participates in Greek Pledge, which is an initiative of 19 leading food and beverage companies, operating in the Greek market, which voluntarily commit not to advertise, to children under 13 years old, their products that do not meet the agreed high nutritional standards.

The monitoring for the compliance with this commitment on the company websites, the company profiles on the social media and the

activity of influencers cooperating with the companies participating in Greek Pledge, is implemented by the Advertising Self-regulation Council (SEE), the self-regulatory organization of the advertising market, which is responsible for the implementation of the Hellenic Code of Advertising and Communication Practice (EKD-E) On the basis of the results of the monitoring process 2023, KYKNOS fully complies with the Greek Pledge commitment.

Greek Identity and extroversion

KYKNOS actively participates in the **Federation of Hellenic Food Industries (SEVT)** with additional participation in the scientific committee of the Federation . Our participation in SEVT is a strategic choice, aiming at our contribution in shaping policies and initiatives that promote development and innovation in the food sector.

Through our participation, we support actions related to food safety and quality, sustainable development, and the promotion of a responsible business environment. At the same time, we contribute to the dialogue with the competent bodies and other actors in the sector, enhancing cooperation and exchange of best practices.

At the same time, KYKNOS is a member of **ELLA-DIKA MAS** initiative, promoting Greek production and business identity, while it has been awarded the respective certification.

Moreover, KYKNOS is a member of **ECR Hellas** which is a non-profit-making association, focusing on the promotion of voluntary cooperation among companies operating in the field of fast-moving consumer goods, such as retailers, suppliers and service providers. It aims at the optimization of production processes, the development and promotion of best practices, metric processes, tools, research and training on topics - that do not affect the Rules of Competition Law - and can help achieve a more effective demand and supply chain, that meets the requirements of modern consumers within a sustainable framework.



GRI 413, GRI 417

10. Our social footprint

KYKNOS, remaining true to the values of social contribution, invests constantly in the improvement of the quality of life of people, the enhancement of education, the support of vulnerable social groups and the preservation of our cultural wealth.

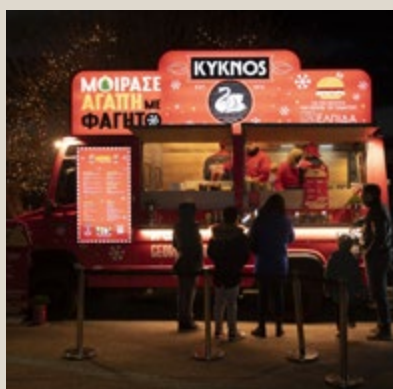
During the period 2023-2024, the Company implemented important actions that reflect its commitment to create positive footprint and to respond to the needs of society.

KYKNOS social footprint focuses on strengthening 3 central pillars:

Education

Health

Food supply



Christmas Charitable Action “Share Love through Food”

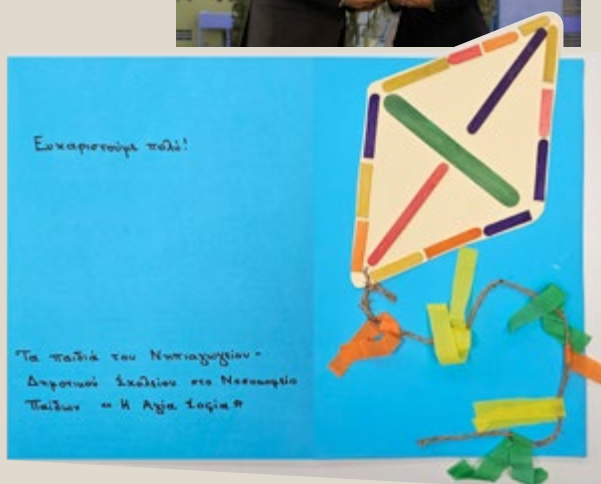
At Christmas 2023, KYKNOS gave hope through the action “Share Love through Food”.

- A food truck, specially designed for the action, was at The Ellinikon Park for one month.
- It offered street food options with KYKNOS products, in a festive menu with unconventional flavours that everyone loved.
- All profits were allocated to the support of the association “ELPIDA - Association of Friends of Children with Cancer”.



Continued Support to “ELPIDA” Assotiation

KYKNOS, committed to its charitable action, carried out additional actions: • Initiation of cooperation to cover the monthly need in goods of “ELPIDA” Guest House (April 2024), with the provision of about 170 kilograms of products per month.

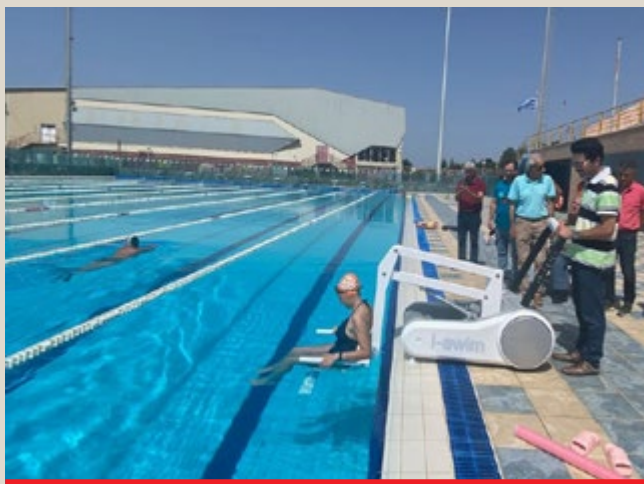




Donation of 25 tonnes of Food

The donation of 25 tonnes of food to cover the needs of vulnerable social groups was also an important social contribution action.

Out of these, 23 tonnes of food products were donated by KYKNOS to Thessaly Food Bank, to cover immediate food needs and support our fellow citizens that were affected by the floods in the area, in September 2023.



Support for Persons with Disabilities

KYKNOS strongly supports the possibility of persons with disabilities to participate in activities that enable their best possible social inclusion.

The Company took initiatives to improve the life of persons with disabilities, with actions, such as:

- Donation of a pool lift (July 2023).
- Donation of a hoist for students to the Special Vocational School (EEEK) of Pyrgos (October 2023).

Support to Educational Institutions

KYKNOS strongly supports the enhancement of the educational process and the creation of equal learning opportunities for all.

The Company took initiatives to support education institutions, contributing to the improvement of their infrastructure, the provision of educational material and the support of programs the promote knowledge and innovation. Through these actions, it aims at in facilitating access to learning and in enhancing the students' educational experience.

- Coverage of annual needs in heating oil for the Kindergarten and the Primary School of Amaliada.
- Donation of LED lamps to the Kindergarten of Savalia (December 2023).

- Air conditioning installation at the Kindergarten of Savalia (January 2023).
- KYKNOS supported the request of the 5th Kindergarten of Amaliada and the 3rd Kindergarten of Amaliada, by offering play equipment for schoolyards, to offer the children moments of joy.





- Donation of a projector to the 2nd Kindergarten of Savalia, so that teachers can cover their needs for the children's interactive board, and donation of a colour printer to the primary schools of Savalia, so that teachers can cover their needs for photocopies for the children.

Contribution to Public Benefit Structures and Organisations

- Donation of an amount to "FLOGA – Parents' Association of Children with Cancer" (July 2023).
- Support to Gastouni Nursing Home – Panagia I Katholiki (October 2023).
- Financial contribution to the Municipality of Savalia for street gully construction (January 2024).
- KYKNOS supports the children of "The SMILE of the CHILD" at the areas of Pyrgos and Vrochitsa.

Support to all the children and their families at the "Daycare Home" and, at the same time, to many families at the "Support Center for Families and Children", through the offer of KYKNOS products every month.

Cultural and Social Support

- Donation to **Basil Papantoniou Foundation** (March 2024). "Basil Papantoniou Foundation" was founded in 1974, by the famous costume designer-scenographer and chair of the BoD of KYKNOS, Ioanna Papantoniou, in memory of her father, Vassilios Papantoniou. This important foundation, based in Nafplion, aims at the research, study, preservation and dissemination of modern Greek culture. The collections of BPF now number 50,000 artifacts, covering all the fields of study of contemporary Greek culture. The library of the Foundation now numbers about 12,000 books and 250 periodical publications, covering the fields of ethnography-museology, folklore, costume, sociology, history, arts and techniques, theatre, dance, music, children literature, etc. The archives of the Foundation contain rare material mostly of in situ research about costume, dance, folk songs etc. Basil Papantoniou Foundation publishes two original scientific journals, Ethnographica and Endymatologica.
- Support to the work of "Nafplion Cultural Portal, Social Grocery Store" (March 2024).



Total amount allocated by KYKNOS in
Corporate Social Responsibility actions
for the Reporting Period 2023-2024

64,602 €

11.

Annex

11.1 GRI INDICATORS

PILLAR	GRI STANDARD	COMMUNICATION	CHAPTER IN THE REPORT
Environment	GRI 101	Biodiversity	7.5 PROTECTION OF BIODIVERSITY
	GRI 301	Materials	7.7 PACKAGING OF KYKNOS PRODUCTS
	GRI 302	Energy	7.3 ENERGY CONSUMPTION
	GRI 303	Water and outputs	7.4 RESPONSIBLE WATER MANAGEMENT
	GRI 305	Emissions	7.2 ADDRESSING CLIMATE CHANGE
	GRI 306	Waste	7.6 WASTE MANAGEMENT & CIRCULAR ECONOMY
	GRI 308-2	Negative environmental impact on the supply chain and actions taken.	5.1 DOUBLE MATERIALITY ASSESSMENT (DMA), 6.7 THE VALUE CHAIN OF KYKNOS
Society	GRI 2-17	Collective knowledge of the highest management body	1. MESSAGE FROM THE CHAIR, 2. MESSAGE FROM THE CEO
	GRI 2-18	Evaluation of the performance of the highest management body	6. BUILDING STRONG CORPORATE GOVERNANCE
	GRI 2-30	Collective bargaining	8.1 OUR EMPLOYEES
	GRI 401-2	Benefits provided to full-time employees	8.1 OUR EMPLOYEES
	GRI 402	Work/Management Relations	8.1 OUR EMPLOYEES
	GRI 403	Occupational Health and Safety	8.2 OCCUPATIONAL HEALTH & SAFETY
	GRI 403-9	Accidents at work	8.2 OCCUPATIONAL HEALTH & SAFETY

PILLAR	GRI STANDARD	COMMUNICATION	CHAPTER IN THE REPORT
Society	GRI 403-10	Occupational diseases	8.2 OCCUPATIONAL HEALTH & SAFETY
	GRI 404	Training and education	8.3 TRAINING & DEVELOPMENT OF OUR PEOPLE
	GRI 404-1	Average number of hours per year and per employee	8.3 TRAINING & DEVELOPMENT OF OUR PEOPLE
	GRI 405	Diversity and Equal Opportunity	8.4 EQUALITY & INCLUSION
	GRI 406	Discrimination	8.4 EQUALITY & INCLUSION
	GRI 408	Child Labor	8.4 EQUALITY & INCLUSION
	GRI 409	Forced or compulsory labour	8.4 EQUALITY & INCLUSION
	GRI 410	Safety practices	6.4 THE SUSTAINABLE BUSINESS MODEL OF KYKNOS
	GRI 413-1	Activities with involvement of the local community, impact assessments and development programmes	10. OUR SOCIAL FOOTPRINT
	GRI 414	Supplier assessment on social issues	6.7.1 OUR SUPPLY CHAIN
	GRI 414-1	New suppliers checked with social criteria	6.7.1 OUR SUPPLY CHAIN
	GRI 416	Customer health and safety	9.2 SAFETY OF THE FINISHED PRODUCT
	GRI 416-1	Assessment of the health and safety impacts per product and service category	9.2 SAFETY OF THE FINISHED PRODUCT
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	9.2 SAFETY OF THE FINISHED PRODUCT
	GRI 417	Responsible Marketing and Labelling	9.2 SAFETY OF THE FINISHED PRODUCT
	GRI 418	Customer Privacy	6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS 9. OUR CONSUMERS

PILLAR	GRI STANDARD	COMMUNICATION	CHAPTER IN THE REPORT
Governance	GRI 2-1	Organisation details	3. ABOUT THE SUSTAINABILITY REPORT
	GRI 2-2	Entities included in the sustainability reporting of the organisation	3. ABOUT THE SUSTAINABILITY REPORT
	GRI 2-3	Reporting period, frequency and contact point	3. ABOUT THE SUSTAINABILITY REPORT
	GRI 2-6	Activities, value chain and other business relationships	6.7 THE VALUE CHAIN OF KYKNOS
	GRI 2-7	Employees	8. CARE FOR OUR PEOPLE
	GRI 2-9	Governance structure and composition	6.2 THE BOARD OF DIRECTORS
	GRI 2-11	Chair of the highest management body	6.2 THE BOARD OF DIRECTORS
	GRI 2-12	Role of the highest management body in the supervision of impact management	6.2 THE BOARD OF DIRECTORS
	GRI 2-13	Assignment of responsibility for impact management	6.2 THE BOARD OF DIRECTORS
	GRI 2-14	Role of the highest management body in sustainability reporting	3. ABOUT THE SUSTAINABILITY REPORT, 6.2 THE BOARD OF DIRECTORS
	GRI 2-15	Conflicts of interest	6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-22	Statement about the sustainable development strategy	1. MESSAGE FROM THE CHAIR, 2. MESSAGE FROM THE CEO
	GRI 2-23	Policy commitments	6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-24	Embedding policy commitments	6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-25	Processes to remediate negative impacts	5. SUSTAINABLE DEVELOPMENT APPROACH, 6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-26	Mechanisms for seeking guidance and raising concerns	6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-27	Compliance with laws and regulations	6.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 3-1	Process for the identification of material topics	5.1 DOUBLE MATERIALITY ASSESSMENT (DMA)
	GRI 3-2	List of material topics	5.2 PRIORITIZING IMPORTANT ISSUES
	GRI 3-3	Management of material topics	CHAPTERS 6, 7, 8, 9 & 10



KYKNOS Advertisement

Contact

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