



SUSTAINABILITY REPORT

2024-2025

GREEK CANNING COMPANY



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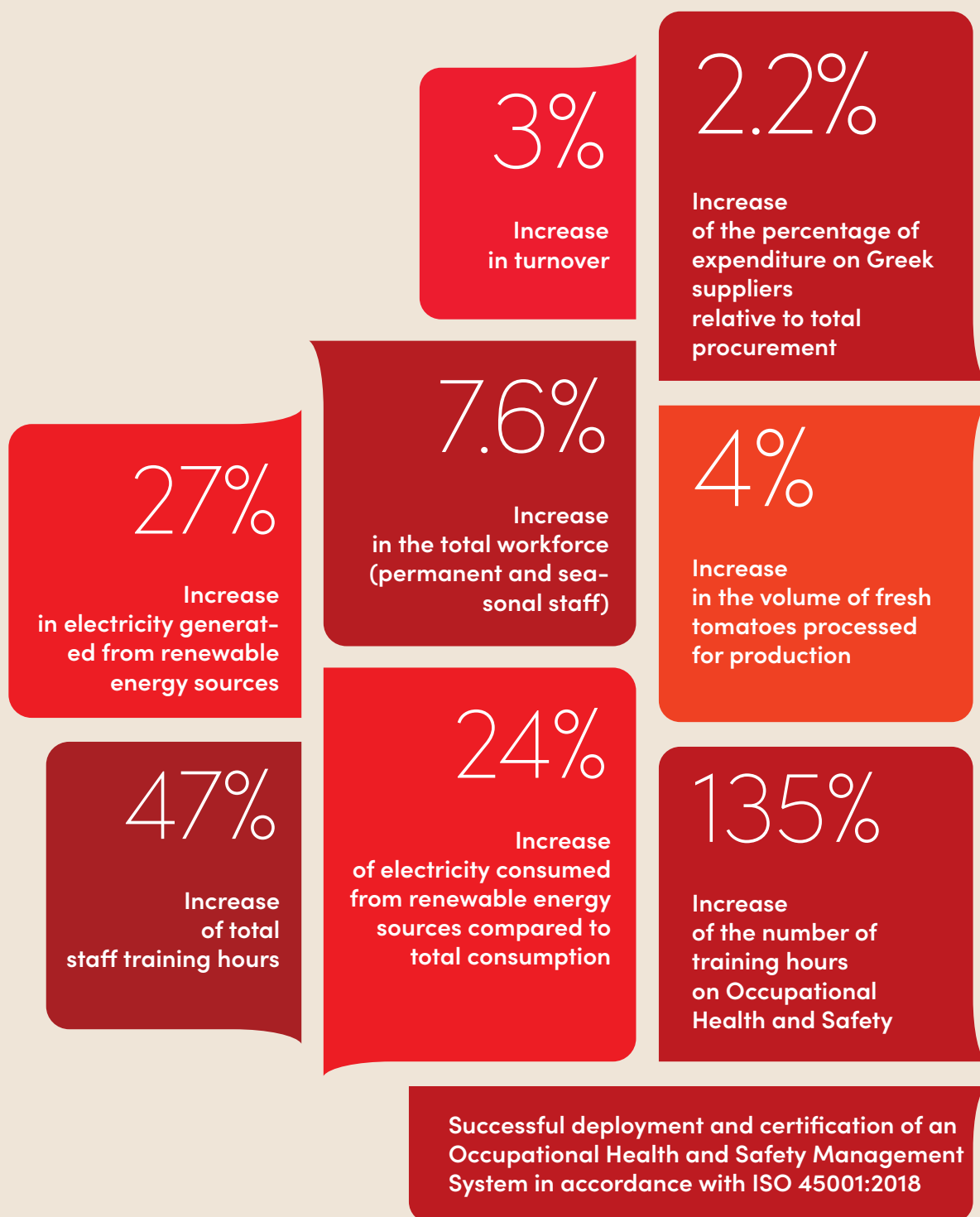


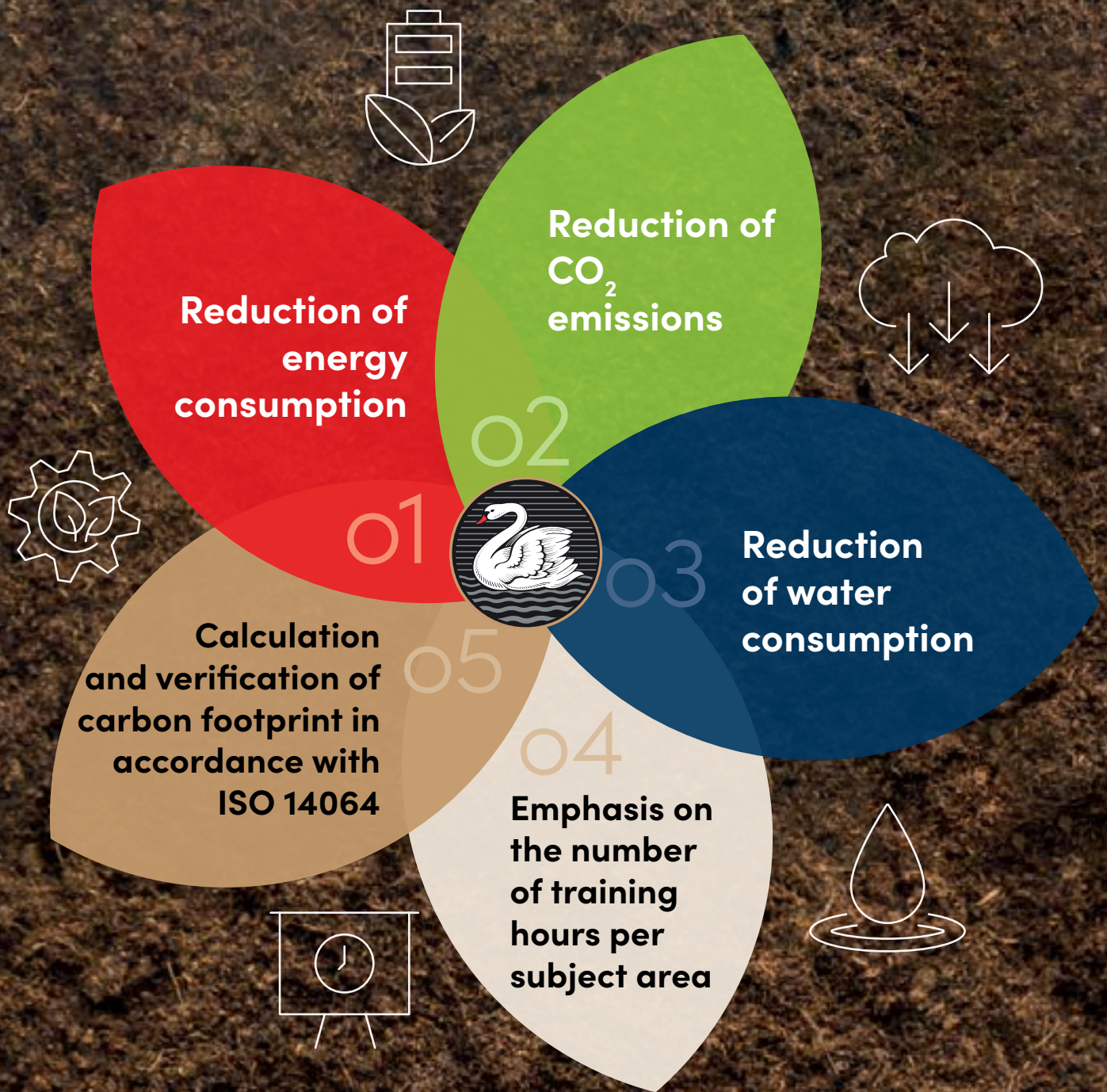


TABLE OF CONTENTS

Socio-economic Impact 2024-2025	4
ESG Targets	5
1. Message from the Chairman of the Board of Directors	6
Message from the CEO	7
2. About the Sustainability Report	8
3. KYKNOS: Start -Up -111 Years Old	10
3.1 Our Vision and Our Values	11
3.2 Our Key Milestones	12
3.3 Our Products	14
3.4 Our Presence Abroad	15
3.5 Our Involvement in Organizations	15
4. Sustainable Development Approach	16
4.1 Communication with Stakeholders	16
4.2 Double Materiality Assessment (DMA)	17
5. Building Strong Corporate Governance	22
5.1 The Company's Economic Performance	23
5.2 Board of Directors	24
5.3 Policies, Actions & Objectives of KYKNOS	25
5.4 The sustainable business model of KYKNOS	26
5.5 Business Continuity	26
5.6 Innovation	26
5.7 Our Supply Chain	27
6. Our Commitment to the Environment	28
6.1 Sustainably Cultivated Industrial Tomatoes	29
6.2 Greenhouse Gas Emissions Management	29
6.3 Energy Consumption	30
6.4 Water Management	32
6.5 Biodiversity Conservation & Integrated Management	32
6.6 Waste Management and Circular Economy	33
6.7 Product Packaging	35
7. Care for Our People	36
7.1 Our Workforce in Numbers	37
7.2 Equality & Inclusion	39
7.3 Occupational Health and Safety	40
7.4 Education and Development	1
8. Our Consumers	42
8.1 Customer Satisfaction	42
8.2 Certifications	43
9. Our Social Footprint	45
10. Annex	46
10.1 GRI Tables	46
10.2 Contact	47

2024-2025 Socio-economic impact





ESG TARGETS

1.

MESSAGE FROM THE
CHAIRMAN OF THE BOARD
OF DIRECTORS

Dear partners,

There is a timeless truth about companies with a long history: the past can be either their most accurate compass or their heaviest anchor. KYKNOS chose the first option.

The company isn't just celebrating its 111th anniversary – it's capitalizing on it. That is not to be taken for granted. It takes leadership that possesses the rare ability to respect its legacy without being constrained by it.

The Board of Directors takes a clear and unanimous stance: sustainable development is not an alternative path. It is the only path we recognize.

Not because regulatory requirements dictate it, but because we believe that a company which succeeds without being accountable to the environment, to its people and to the society that has given it a home does not truly succeed – it is simply putting off paying the bill.

At KYKNOS, people are at the heart of every strategic decision.

Our employees, the producers we have been working with for generations, and the local communities of Ilia and Argolida who share this endeavour with us, are not merely 'stakeholders' on a corporate diagram. They are the very essence of our reason for being.

The report you are holding in your hands is not a review. It is a declaration of commitment to every single person who has placed their trust in KYKNOS. Read it as proof that our business success and ethical growth are not being discussed as competitive options, but as one and the same.

With respect and with confidence in the power of this shared journey,

Dionysios Kritikos
Chairman of the Board
of Directors



MESSAGE FROM THE CEO

A Start-Up 111 Years Old

Companies with a long history often run the risk of resting on their laurels. We choose to operate with our future in mind.

Throughout its 111 years in the Greek business world, KYKNOS has continued to think and act like a start-up, keeping an open mind, adapting quickly, and showing passion for innovation. Because we know full well that, without this mindset, 111 years of tradition can easily become a liability rather than an asset.

The 2024–2025 fiscal year was a landmark year for all of us. We exceeded 40 million euros in turnover for the first time in our history, nearly doubling our turnover in the space of five years. At the same time, we improved our profitability, strengthened our international presence and invested in the modernization of our production facilities. We achieved these results thanks to a clear strategy, disciplined execution, and a team that takes nothing for granted. **However, this third Sustainability Report is not just about figures. It is primarily about the way we choose to do business.**

To us, our producers are not merely suppliers. They are integral members of the KYKNOS family. I consider it my personal commitment to understand their concerns and the pressures they face on a daily basis, and to build lasting relationships based on trust and mutual respect. That is why we support them through contract farming, technical support, and training in sustainable farming practices.

As part of our commitment to delivering a better world to our children, we have further increased the production and consumption of electricity from renewable sources, with the ultimate goal of becoming energy independent, once the relevant technology matures. We have obtained ISO 45001:2018 certification for Health & Safety, increased our staff training hours by almost 50%, and also received the "PLATINUM" score by the ETHOS corporate responsibility scoring system for the second year in a row.

For all of us, ESG targets are not merely a compliance obligation. I firmly believe that future entrepreneurship will be judged not only by its financial outcomes, but also by the methods used to achieve them, and by whether it creates lasting growth that can withstand crises and benefit future generations. **Sustainability is not a cost, but rather a competitive advantage,** and ethical growth is not just a secondary consideration. It is at the core of how we view value creation for our people, our producers, the communities that have welcomed us, and every household that trusts our products.

The concept of a "111-year-old start-up" is not just a marketing story. It is a daily exercise in discipline against complacency. The greatest threat to a company with a long history is not change. It is the feeling that it has already achieved enough.

A company with a long history only succeeds by maintaining the culture of an organization that takes nothing for granted. **We are moving forward with respect for our legacy and a relentless drive for innovation, just as befits a company that is just about to begin its next chapter.**

Sincerely,

Achilleas Angelopoulos
Chief Executive Officer

GREEK CANNING COMPANY



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2.

ABOUT THE SUSTAINABILITY REPORT

This Sustainability Report covers the 2024-2025 Fiscal Year (01.07.2024 – 30.06.2025) and provides a concise overview of KYKNOS S.A. GREEK CANNING COMPANY's (hereinafter "KYKNOS") performance in the Environment, Society and Governance (ESG) sectors.

SCOPE & REPORTING BOUNDARIES

The scope of this Report includes KYKNOS's facilities throughout Greece, ensuring a holistic view of the company's sustainability efforts. The data and information presented has been collected and consolidated.

The reporting boundaries are set to include all major operations that contribute to KYKNOS's overall sustainability performance.

SCOPE & REPORTING BOUNDARIES

The Report has been prepared in accordance with the Global Reporting Initiative (GRI) standards, ensuring compliance with internationally recognized guidelines for sustainability reporting, and taking into account the Voluntary Sustainability Reporting Standards for Small and Medium-sized Enterprises (VSMEs ESRS), which are specifically designed sustainability reporting standards tailored to the needs of small and medium-sized enterprises (SMEs).

The data collected by KYKNOS 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 Report's content is ensured by the competent Divisions, which are also responsible for their collection.

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3.

KYKNOS: Start -Up -111 Years Old

In recent years, KYKNOS has built an excellent reputation based on its financial results and extroversion, but also on its overall ESG footprint, which is integrated into its strategy.

The ESG benchmarks reflect the company's long-term commitment to the ESG pillars: Environment, Society and Corporate Governance. This means a comprehensive transformation of KYKNOS following a vision that includes regular staff training, a change in corporate culture, an emphasis on innovation, process improvements, and significant investment in mechanical equipment at the production facilities.

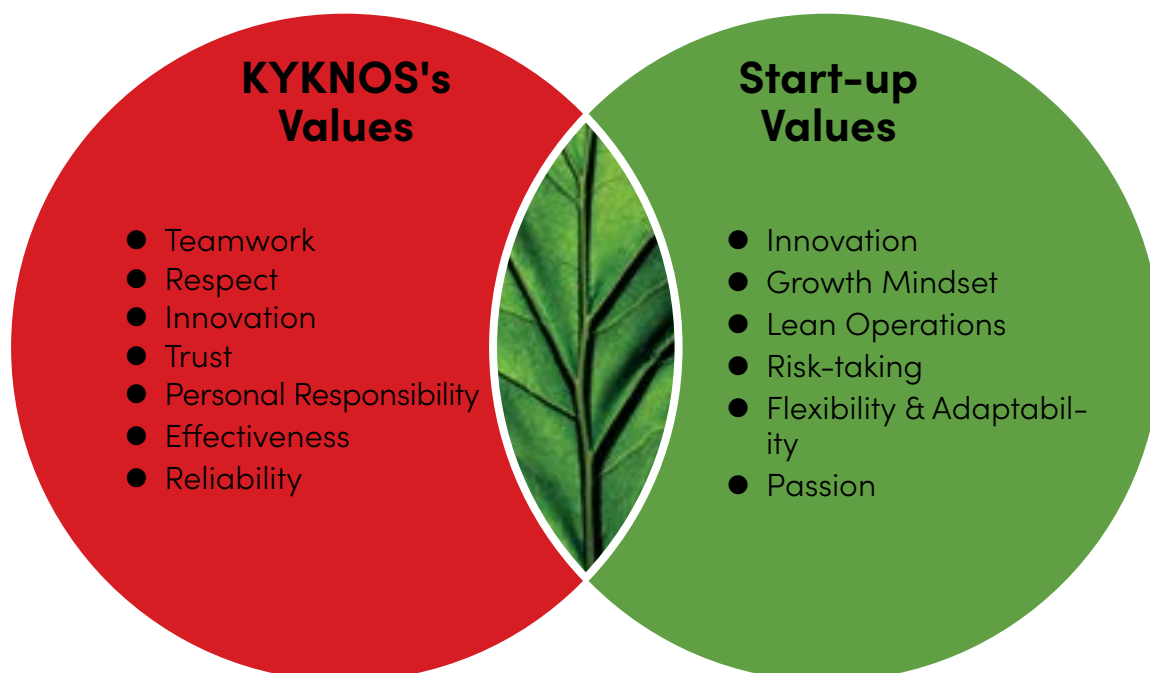
OUR VISION AND OUR VALUES

The main focus of KYKNOS's growth and transformation is encapsulated in our vision: every day, we think and act like a "start-up with 111 years of history". We combine the values of start-ups with the traditional values that have set us apart for over a century.

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.

To achieve this, we are committed to working closely with farmers, producers, 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.

OUR GUIDING VALUES



3.2

OUR KEY MILESTONES

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 concentrate.



1950

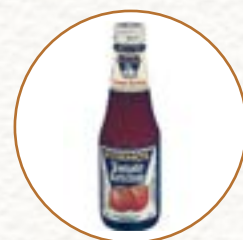
Refurbishment of the factory in Nafplion with new state-of-the-art buildings for the time.

1960

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

1965

Ketchup production and marketing for the first time in Greece.



1963

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

1915 1925 1935 1945 1955 1965

1970

Export activities. Supplying KYKNOS tomato concentrate to well-known food companies around the world.



1990

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

2002

Transfer of the entire production operation to its factory in the prefecture of Ilia, where the raw materials are produced.

2005

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



1985

The Company receives the export award from the Athens Chamber of Commerce



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 concentrate.

2013

Certification in accordance with BRC and IFS standards

2019

KYKNOS enters the ready-made sauce market

2015

KYKNOS celebrates its 100th anniversary.



1975

1985

1995

2005

2015

2025



2020

Establishment of a photovoltaic power plant of a total capacity of 1 MWp on the rooftop of the factory in Savalia.

2021

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

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

Certified in accordance with the environmental management standard ISO 14001:2015 Installation of a second photovoltaic power station with a total capacity of 1 MWp.

2025

110 Years of History

2021-2023

The Company receives "Superior Taste" awards for 11 products.



2024

Publication of KYKNOS's first Sustainability Report.



3.3

OUR PRODUCTS

At KYKNOS, we offer products that meet a wide range of needs, both for consumers and foodservice professionals. Our product range is organized into categories that reflect our commitment to quality, taste and variety, ensuring that every product meets modern demands and preferences.



TOMATO
PRODUCTS



SAUCES



KETCHUP
AND BBQ SAUCES



MAYONNAISE
AND MUSTARD
PRODUCTS



LEGUMES, VEGETABLES,
COMPOTES, SOUR
CHERRY JUICE



PROFESSIONAL
PACKAGING



In the heart of pleasure

3.4

OUR PRESENCE ABROAD

14%
of turnover
comes from exports,
increased by
4%



In 2024–2025, approximately 14% of the Company's total turnover came from exports, showing an increase of about 4% compared to the previous fiscal year and covering more than 30 countries worldwide, with the United Kingdom standing out as the most important foreign market. The Company aims to further strengthen its international presence by actively promoting the KYKNOS brand. Today, our products reach consumers in major markets such as Germany, the Netherlands, Cyprus, Canada, Romania, the USA, Georgia, Russia, the Czech Republic, Bulgaria, Slovakia, Australia, Belgium, Spain, New Zealand, Kazakhstan, Singapore and South Africa. With its presence in global markets, KYKNOS combines Greek tradition with international adaptability, offering products that stand out for their quality, flavor, and reliability.

3.5

OUR INVOLVEMENT IN ORGANIZATIONS



KYKNOS actively seeks partnerships with major institutions and organizations, strengthening its position in the food industry and promoting the principles of sustainable development, responsible entrepreneurship and innovation.

Through our participation in associations and initiatives, we promote dialogue and collaboration with the business community, suppliers and society.

Our main activities 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)**
- **GS1 ASSOCIATION GREECE**

Through these initiatives, KYKNOS continues to play an active role in the development and modernization of the industry, maintaining its leading position and strengthening relationships with all stakeholders, while promoting sustainability and responsible business practices.

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4.

SUSTAINABLE DEVELOPMENT APPROACH

GRI 2-22

4.1

COMMUNICATION WITH STAKEHOLDERS

KYKNOS recognizes the importance of engaging with all stakeholders and remains engaged in an active dialogue to ensure sustainable development. Our strategy for sustainable development is based on constructive dialogue and an understanding of the expectations of our partners and society.

We communicate with all stakeholder groups regularly, tailoring our communication channels and frequency to the specific needs and expectations of each group. Through open dialogue, we identify key sustainability issues and shape our strategy so that it creates value for everyone.

Stakeholders	Communication Channels	Frequency
Board of Directors	Board meetings, financial reporting	Regular
Employees	Communication between management/line managers and their respective teams, internal updates and announcements, corporate events, training sessions	Ongoing
Shareholders	Annual general meeting of Shareholders, financial reporting	Regular
Farmers & Producers	Field visits by agronomists, telephone consultations with agronomists, training sessions and seminars for producers, and visits by producers to the company's premises	Ongoing
Suppliers & Partners	Telephone, email or in-person communication, meetings to review our partnership and discuss new products	Ongoing
Large retail customers	Telephone, email or in-person communication, presentations, in-store visits by sales representatives and merchandising, meetings to review our partnership	Ongoing
Distribution network customers	Telephone, email or in-person communication, presentations, in-store visits by sales representatives, meetings to review our partnership	Ongoing
Suppliers of finished products	Telephone, email or in-person communication, presentations, meetings to review our partnership and discuss new products	Ongoing
Suppliers of packaging materials	Telephone, email or in-person communication, meetings to review our partnership and discuss new packaging materials	Ongoing
Foreign customers	Telephone, email or in-person communication, meetings to review our partnership, visits to the countries where we operate, participation in trade fairs to gain an understanding of local market conditions	Regular
Financial institutions	Meetings with company representatives, financial reporting, completion of ESG questionnaires	Ongoing
End consumers	Company website, social media, communication through marketing and trade marketing initiatives, market research, information on product contents via product packaging, email communication	Regular
Local and broader community	Communication with local government bodies, visits by local government representatives to the company's production facilities, press releases in the local press, website/social media	Regular
Academic & research institutions	Collaboration with universities and research institutions, participation in conferences and research programmes, preparation of studies and dissertations as part of work placements (students), work placements to gain experience	Regular
Government and institutional bodies	Meetings with the authorities, participation in institutions	Regular
Media	Press releases, press coverage and announcements in the press, on the website and on social media, interviews	Regular

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

4.2

DOUBLE MATERIALITY ASSESSMENT (DMA)

KYKNOS has voluntarily conducted a double materiality assessment in accordance with the **ESRS (European Sustainability Reporting Standards)**, to identify the material issues that affect both the company's operations and its broader social and environmental framework. This process guides our initiatives and reinforces our commitment to sustainable practices, responsible entrepreneurship and innovation, ensuring that our strategy aligns with the real priorities of our stakeholders and of society as a whole.

The double materiality methodology focuses on two dimensions:

- **Impact Materiality:** How our activities affect the environment and society
- **Financial Materiality:** How sustainability affects the company's economic performance and resilience

The process involved extensive internal consultations with the relevant departments, an analysis of global trends and risks, and an assessment by the company's senior management.

DETAILED MATRIX OF DOUBLE MATERIALITY TOPICS

ESRS Topic	Important Topic	Impact Description	Value Chain	Time Frame
E1: Climate Change	Reducing Climate Change	Greenhouse gas emissions from the combustion of fossil fuels during production	Own Operations	Short-term
	Reducing Climate Change	Energy consumption during tomato processing	Own Operations	Short-term
	Reducing Climate Change	Electricity consumption during production	Own Operations	Short-term
	Climate Change Adaptation	Existence of a production facility in only one geographical area	Own Operations	Long-term
E2: Pollution	Soil and groundwater pollution	Use of pesticides and fertilizers that affect soil and water quality	Own Operations	Long-term
E3: Water & marine resources	Water consumption in crop production	Cultivation practices that lead to the depletion of local water resources	Upstream	Medium-term
	Water Consumption	Production processes that require large quantities of water	Own Operations	Medium-term
E4: Biodiversity and Ecosystems	Land Use Change	Conversion of farmland for other uses	Upstream	Medium-term
E5: Circular Economy	Waste Management	Inadequate waste management has an impact on the environment and the soil	Own Operations	Short-term
	Packaging Management & Compliance with PPWR	Generation of packaging waste and its impact on the circular economy	Own Operations	Medium-term
S1: Workforce	An ageing population and a labor shortage	Difficulty in recruiting staff	Own Operations	
	Training and skills development	Job creation and skills development	Own Operations	Short-term
	Health and Safety	Advanced health and safety system in the workplace	Own Operations	Short-term
S2: Employees in the Value Chain	Employment, Training and skills development	Creating economic and social impacts. Income generation, farmer training	Own Operations	Short-term
S3: Affected Communities	Community participation	Supporting local communities. Donations and initiatives with social and environmental impact. Creating incentives to encourage young people to stay in the countryside (Prefecture of Ilia)	Upstream	Short-term
S4: Consumers & End Users	Product Safety	Products focused on health and safety in accordance with international food safety standards	Downstream	Short-term
	Protection of Personal Data	Responsible use of technology and consumer data	Own Operations	Short-term
	Communication	Responsible Marketing Practices	Own Operations	Short-term
G1: Business Conduct	Supplier Relationship Management	Transparency in supply chain practices – Ensuring the ethical sourcing of raw materials	Own Operations	Medium-term
	Corporate Culture	Public disclosure on the Company governance, anti-corruption policies and fair trade practises	Own Operations	Short-term

The double materiality analysis identified as high-priority issues those that received high scores in both the impact and financial materiality categories.

This category includes:

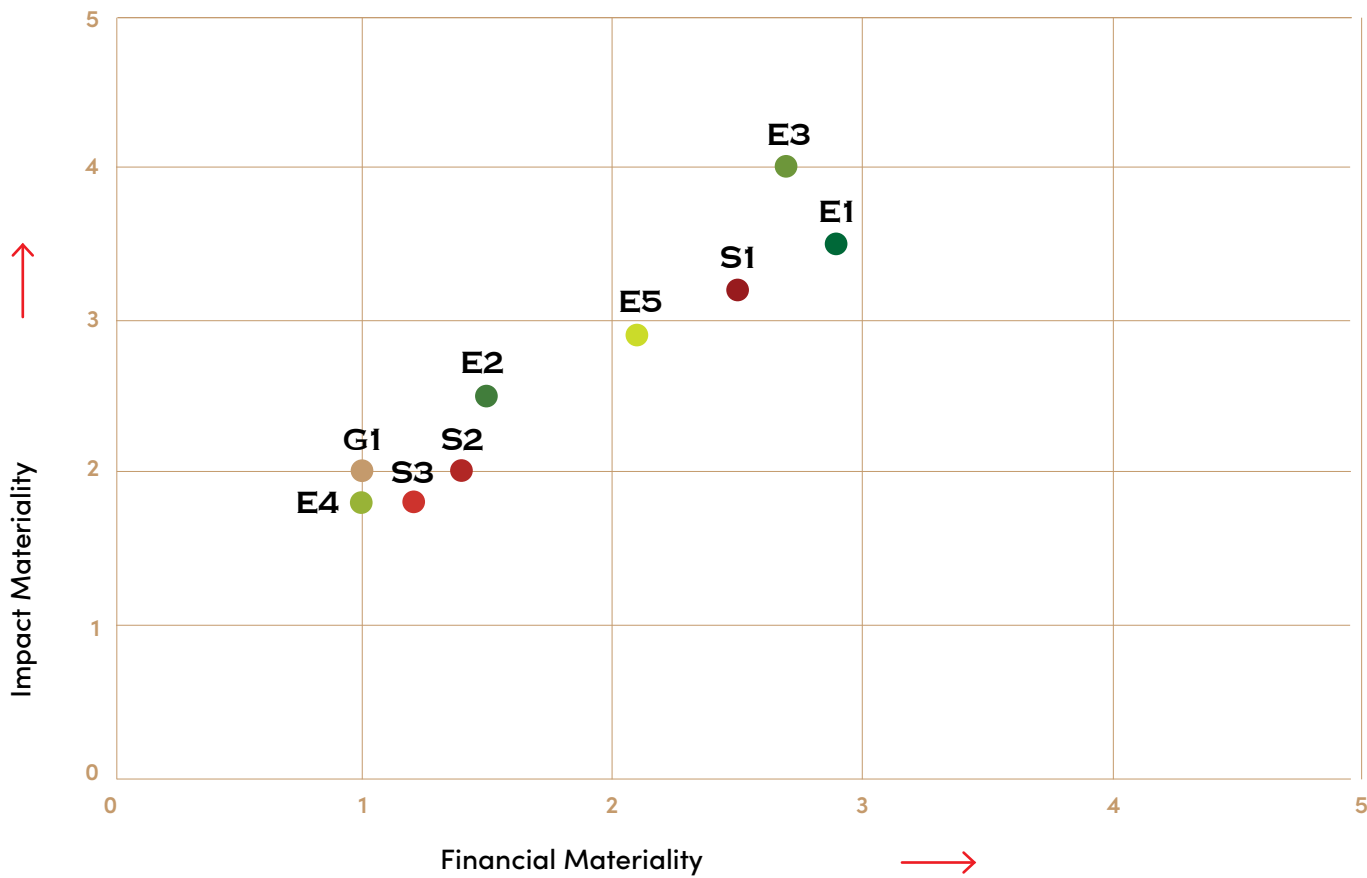
- **E1: Climate change**, recognizing the importance of reducing greenhouse gas emissions and adopting practices that enhance the company's energy efficiency and sustainable operations.
- **E3: Water & marine resources**, recognizing the strategic importance of the rational management of water resources and the protection of the marine environment for the sustainability of our production activities.
- **S1: Workforce**, reaffirming that the growth, well-being and safety of our people are critical to the company's long-term success.

Impact Materiality Score	Risks	Opportunities	Financial Materiality Score
 Medium	Compliance with environmental legislation	Investments in energy-efficient equipment	 Medium
 Medium	Increased energy costs from fossil fuels	Investments in energy-efficient equipment	 Medium
 Low	Increased energy costs		 Low
 Medium	A potential natural disaster (e.g. particularly severe flooding) completely destroys the company's production capacity	Improving business continuity	 Medium
 Medium	Soil degradation and reduced crop yields	Training producers in good agricultural practices	 Low
 High	Lack of water for irrigation, reduced crop yield, and crop degradation	Training producers in water-saving technologies	 Medium
 Medium	Inability to receive and process tomatoes	Implementation of water-saving systems	 Medium
 Medium	Supply chain disruptions and lack of resources		 Low
 Low	Increased management costs. Waste that is not sent for recycling but to a landfill		 Low
 Medium	Increased compliance costs due to PPWR requirements (e.g. packaging redesign, use of recyclable materials). Increased waste management fees and EPR levies.	Optimizing packaging design and reducing material usage, leading to cost savings and enhancing the company's eco-friendly image.	 Medium
 Medium	Labor shortages	Promoting automation	 Medium
 Medium	Difficulty in finding staff with advanced skills		 Medium
 Medium	Workplace accidents	Fewer work-related injuries and absences	 Medium
 Medium	Reliance on small-scale farmers with minimal formal education (self-taught)	Training in sustainable agricultural practices	 Low
 Medium		Strengthening corporate social responsibility (CSR) • Building strong relationships with the local community	 Low
 Medium	Risk of recalls	Boosting consumer trust Access to new markets	 Low
 Medium	Leak of corporate and personal data	Compliance with data protection regulations	 Medium
 Low	Lawsuits over misleading advertising	Transparent communication with consumers	 Low
 Low	Damage to the company's reputation due to poor practices on the part of its suppliers	Establishing a responsible supplier network	 Low
 Low	Company reputation	Boosting the company's reputation and credibility	 Low

At the same time, topics such as **E2: Pollution, E5: Circular Economy, S2: Employees in the Value Chain, and S4: Consumers & End Users**, were assessed as having increased importance, which reflects our commitment to operating responsibly across our entire value chain.

This prioritization guides our strategic planning, goal-setting and investment decisions, enhancing transparency and creating long-term value for all stakeholders.

DOUBLE MATERIALITY MATRIX



- **E1:** Climate Change
- **E2:** Pollution
- **E3:** Water & marine resources
- **E4:** Biodiversity and Ecosystems
- **E5:** Circular Economy
- **S1:** Workforce
- **S2:** Employees in the Value Chain
- **S3:** Affected Communities
- **S4:** Consumers and End Users
- **G1:** Business Conduct



SUMMARY TABLE OF KEY ISSUES RELATED TO SUSTAINABILITY AND THEIR CONNECTION TO GLOBAL SUSTAINABLE DEVELOPMENT GOALS

ESRS Topic		Connection to SDGs			
E1	Climate Change	13 CLIMATE ACTION			
E2	Pollution	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	
E3	Water & marine resources	6 CLEAN WATER AND SANITATION	14 LIFE BELOW WATER		
E4	Biodiversity & Ecosystems	15 LIFE ON LAND			
E5	Circular Economy	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES
S1	Workforce	1 NO POVERTY	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES
E5	Employees in the Value Chain	1 NO POVERTY	5 GENDER EQUALITY	10 REDUCED INEQUALITIES	
S1	Affected Communities		9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES
E5	Consumers & End Users	3 GOOD HEALTH AND WELL-BEING	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
S1	Business Conduct	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS		

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5.

BUILDING STRONG CORPORATE GOVERNANCE

GRI 201, GRI 203

Strong corporate governance is the basis for sustainable growth and corporate integrity. KYKNOS's Management is responsible for managing the organization's economic, environmental, and societal impacts.

Guided by the promotion of sustainability pillars, it invests in the development and continuous improvement of its objectives, values and strategy. Management is responsible for the Company's goal setting, due diligence, and sustainable strategy.

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.



ECONOMIC PERFORMANCE OF KYKNOS

The financial results for the 2024–2025 fiscal year demonstrate KYKNOS's robust growth in a challenging international environment. Despite geopolitical challenges and rising raw material and energy costs, the company managed to achieve significant organic growth and improve its profitability.

Our strategy for sustainable development, which combines product innovation, operational excellence and responsible management, is delivering the expected results. KYKNOS has invested heavily in upgrading its production lines, developing new products that align with modern nutritional trends, and strengthening its presence in both domestic and international markets.

SUMMARY STATEMENT FOR THE 2024-2025 FISCAL YEAR

COMPANY DATA	30/6/2025	30/6/2024	CHANGE %
Turnover	40.506.856,77	39.323.927,93	3,01%
Gross results	7.885.778,96	7.675.230,91	2,74%
Gross profit margin	19,47%	19,52%	
EBITDA	3.095.494,37	2.791.250,98	10,90%
EBITDA margin	7,64%	7,10%	
EBIT	2.032.931,17	1.928.093,77	5,44%
Results before tax	919.848,21	814.698,68	12,91%
Results after tax	708.959,59	643.774,07	10,13%
Net profit margin after tax	1,75%	1,64%	

Turnover increased by 3%, while EBITDA improved by 10.9%, which reflects the improved operational efficiency and the successful implementation of production optimization systems.

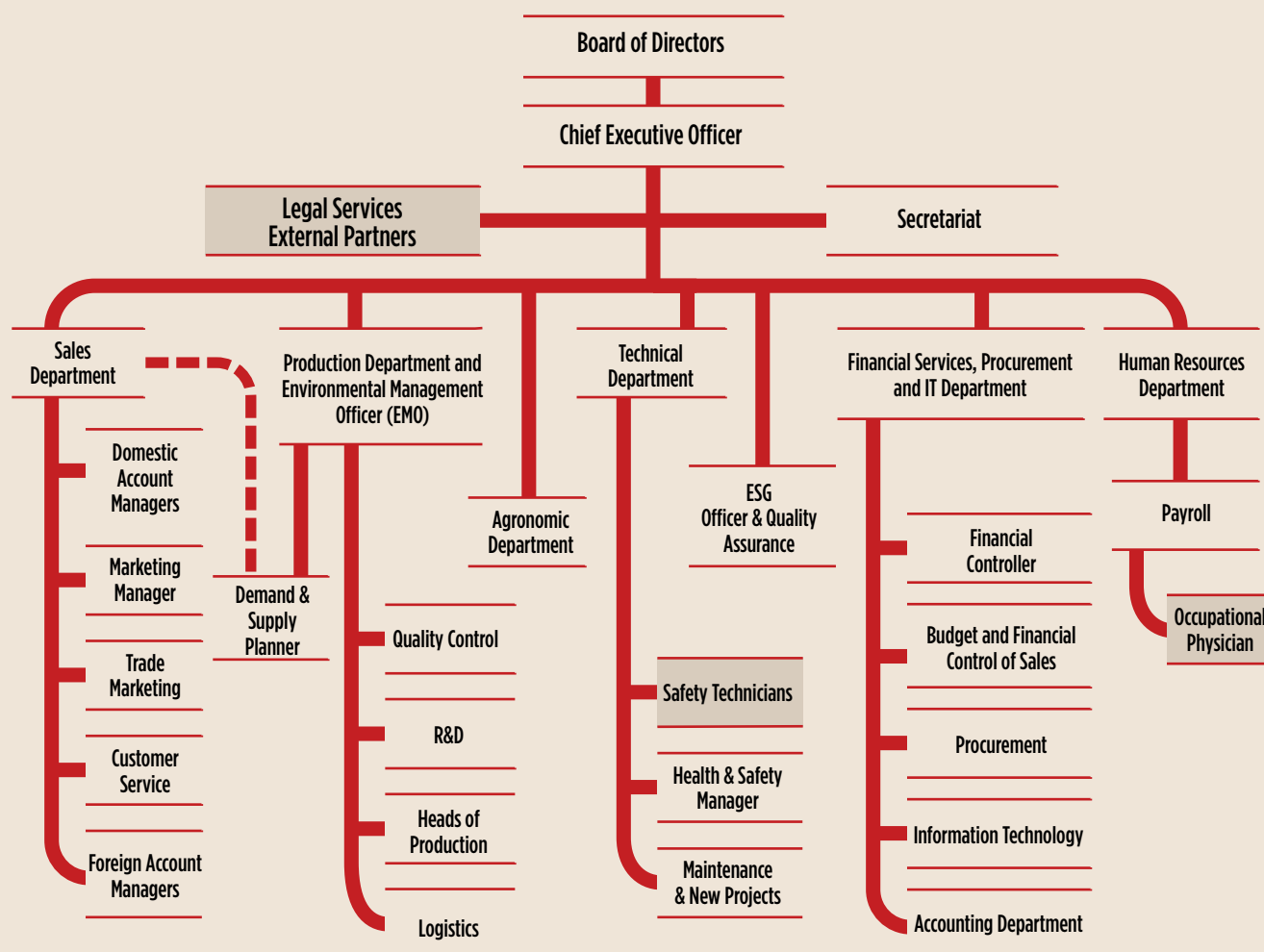
5.2

BOARD OF DIRECTORS

The KYKNOS Board of Directors is the cornerstone of our corporate governance, charting the Company's strategic course with a commitment to the values of quality, responsibility, compliance and innovation. Composed of experienced and dedicated members, it ensures the sustainable growth and continued prosperity of KYKNOS. The composition of the Company's Board of Directors is set out below:

NAME	CAPACITY
Dionysios Kritikos	Chairman
Konstantinos Mantzopoulos	Vice-chair
Achilleas Angelopoulos	Chief Executive Officer
Alexandra Alexandraki	Member
Evangelos Papadiotis	Member

The Board of Directors' commitment to transparency and responsible management underpins KYKNOS's sustainable development. The Company's organizational structure ensures clear roles and effective operations. The organizational chart is shown below.



POLICIES, ACTIONS & OBJECTIVES OF KYKNOS

KYKNOS S.A. Greek Canning Company, guided by the principles of sound corporate governance, business ethics, and responsible development, implements a comprehensive framework of policies that ensures transparency, compliance with legislation, and value creation for stakeholders.

The Company's key policies can be summarized as follows:

Corporate Ethics Policy: Promotes respect for human rights, fair and equal treatment, the prohibition of child labor and forced labor, occupational health and safety, as well as zero tolerance for corruption and bribery.

Food Safety Policy: A Food Safety Management System is in place with the aim of producing safe and high-quality products, ensuring compliance with national and European standards, and continuously improving processes and staff training.

Policy on Combating Violence and Harassment / Handling Complaints: Ensures a work environment that promotes respect, prevention, and the effective management of incidents of violence, harassment and internal reporting.

Integrated Management Policy for Partner Producers: Aims to ensure production of safe and high-quality products, respect for the environment, improvement of working conditions, as well as to boost the competitiveness and income of partner producers.

Privacy Policy: Establishes the framework for the collection, storage, and processing of personal data, ensuring compliance with applicable legislation and the protection of users' privacy.

Anti-Fraud, Anti-Bribery and Conflicts of Interest Policy: Establishes mechanisms for the prevention, identification, and management of incidents of corporate fraud and conflicts of interest.

Whistleblowing Policy: Ensures that reports are submitted securely and remain confidential, in accordance with European and national legislation, to protect whistleblowers.

Environmental Policy: Focuses on compliance with environmental legislation to reduce environmental impacts, on proper waste management, on the rational use of natural resources, and on the continuous improvement of environmental performance.

Occupational Health and Safety Policy: The Company ensures a safe and healthy work environment by implementing risk prevention measures and complying with applicable legislation, with the aim of continuously improving working conditions.

The above policies are approved by Management and form the foundation for the Company's sustainable operation, enhancing transparency, accountability, and quality at all operational levels.

SUSTAINABILITY & ESG – KYKNOS'S COMMITMENT



KYKNOS has integrated the principles of sustainable development and ESG criteria into its strategy, focusing on:

- reducing its environmental footprint and using resources responsibly,
- innovation and the development of products with high nutritional value,
- the adoption of responsible practices across the supply chain, and on the use of sustainable raw materials,
- ensuring a fair and safe work environment, placing emphasis on employee training and growth,
- supporting local producers and manufacturing safe, high-quality products in accordance with international standards.

5.4

THE SUSTAINABLE BUSINESS MODEL OF KYKNOS

KYKNOS's Management integrates sustainability into its strategy, manages economic, environmental and social impacts, and assigns clear responsibilities for implementing policies. The Company complies fully with the law and business ethics. Employees can access these policies via the company portal or printed notices and can report incidents of violence, harassment or other concerns via email at speakout@kyknoscanning.com or by phone to the Human Resources Manager.

5.5

GRI 207-2

BUSINESS CONTINUITY

KYKNOS implements a comprehensive business continuity strategy to prevent and manage risks relating to sustainability. The aim is to ensure the uninterrupted operation of critical processes, safeguard the well-being of employees and maintain a stable economic trajectory, even in times of uncertainty. The plan's effectiveness is regularly assessed through audits and reports, so that the necessary measures can be taken in a timely manner to mitigate potential impacts. At the same time, the company is systematically modernizing its factory equipment by installing new production lines and advanced technological systems, in line with ESG principles. These investments help to improve energy efficiency, reduce the environmental footprint, increase employee safety and ergonomics, and create a more resilient and sustainable production model capable of responding effectively to today's market challenges.

5.6

GRI 418

INNOVATION

Innovation is a key pillar of KYKNOS's strategy. Through research and development, the company invests in improving tomato quality and production by incorporating new technologies and best practices. The company monitors risks, such as geopolitical developments and fluctuations in raw material prices to ensure the resilience and sustainability of its operations.

NEW PRODUCTS 2024-2025

Our strategy for new products is based on three pillars:

- Keeping up with consumer needs and market trends
- High-quality ingredients and authentic flavour
- Sustainability throughout the product's life cycle

The innovation in our products reflects our commitment to quality, taste and meeting the needs of today's consumers. The new products we are launching in the 2024–2025 fiscal year combine tradition with innovation, offering solutions that meet both household and professional needs.

Consumer Packaging

- BBQ Sauce with Honey
- Pizza Sauces
- Ketchup, Small Package, 0% Added Sugar
- Premium & Light Mayonnaise in smaller packages
- Mild & Hot Mustard in smaller packages

Professional packaging

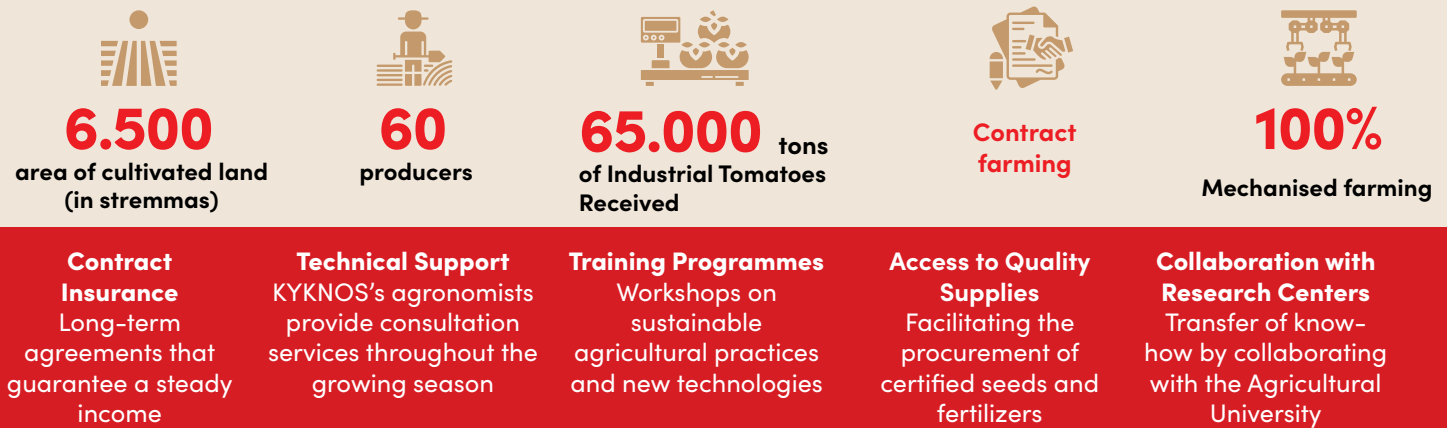
- Mayonnaise, 5 kg tub
- Mustard, 4 kg jerrycan
- Polpa & Polpa Extradensa



5.7

OUR SUPPLY CHAIN

KYKNOS supports Greek agriculture and local producers through a comprehensive contract farming program. This is not merely a business transaction – it is a long-term relationship built on trust and mutual benefit that supports the rural areas of Greece and ensures the quality of our raw materials.



KYKNOS's supply chain is governed by strict ESG criteria. We screen our suppliers not only based on price and quality, but also on their environmental and social impact. The company has adopted a Supplier Code of Conduct covering ESG (Environmental, Social and Corporate Governance) issues, with 150 signed partner codes, enhancing transparency and responsible operations across the supply chain. Additionally, the company maintains a diversified network of suppliers to minimize commercial risks and ensure business continuity.

GEOGRAPHICAL DISTRIBUTION OF EXPENDITURES

Socio-economic Impact on the Supply Chain				
Impact	2023-2024	2024-2025	Change	
Percentage (%) of procurement expenditures spent on suppliers of fresh tomatoes relative to the total expenditures on the procurement of raw materials (a and b), goods, and packaging materials	32,46	37,40	15%	
Percentage (%) of procurement expenditures spent on suppliers in Greece relative to the total suppliers	68,91	70,39	2%	

During the 2024-2025 period, expenditures directed toward fresh tomato suppliers increased by 15%, which signals a strengthened domestic primary production and a closer cooperation with our producers.

Meanwhile, there was a slight increase (+2%) of the percentage of total expenditures directed toward suppliers in Greece, which confirms the effectiveness of our strategy of supporting the local economy and the domestic supply chain.

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6.

OUR COMMITMENT TO THE ENVIRONMENT

KYKNOS places environmental responsibility at the heart of its strategy for sustainable development. It adopts modern and responsible practices at every stage of its operations, with the aim of reducing its environmental footprint and continuously improving sustainability.

The company holds ISO 14001:2015 certification for its Environmental Management System, through which it systematically monitors its environmental performance, evaluates relevant benchmarks, and implements measures for continuous improvement.

Its key environmental objectives can be summarized as follows:



Continuous improvement of our environmental performance.



Responsible and efficient use of natural resources.



Mitigation of the impacts of our activities.



Effective waste management, with an emphasis on prevention and recycling.



6.1

SUSTAINABLY CULTIVATED INDUSTRIAL TOMATOES

KYKNOS promotes sustainability at every stage of the production process, starting in the field. We maintain strategic partnerships with universities and research centers to promote innovative and effective solutions. We work closely with the Agricultural University of Athens and research organizations to develop innovative solutions for crop cultivation.

By incorporating sustainable agricultural practices into its operations, KYKNOS aims to set an example for the industry, creating a better future for the generations to come. KYKNOS implements an Integrated Farm Management System for the cultivation of industrial tomatoes, while all of its partner producers are certified in accordance with the requirements of the GLOBALG.A.P. Good Agricultural Practice standard. The company's scientists continue with the same dedication and persistence to seek out and integrate into the crop new and improved genetic material that responds better to the adversities and challenges of our times, whilst also applying new technologies and products in the fields of irrigation, pesticides and fertilizers, with the aim of achieving the best possible economic agricultural end results.

Digital agriculture plays a vital role and serves as an important tool at our disposal when making strategic decisions for the sound and effective development of crops, yielding both economic and environmental benefits. The digital agriculture tools we use include weather stations and irrigation management stations, which, in combination with a variety of foliar and soil diagnostic analyses, provide reliable data on crop health and enable more effective management and monitoring.

GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-04, GRI 305-5, GRI 305-6, GRI 305-7

6.2

GAS EMISSIONS MANAGEMENT

Addressing climate change is at the core of our environmental strategy. We systematically monitor direct and indirect greenhouse gas emissions and implement targeted measures to reduce them.

DIRECT CO₂ EMISSIONS (SCOPE 1)

	2023-2024	2024-2025	Change %
Direct emissions from combustion in stationary sources (tn CO ₂)			
Fuel oil	8.995	9.808	9,0%
Direct emissions from combustion in mobile sources (tn CO ₂)			
DIESEL	26,4	28,6	8,3%
Total Direct GHG Emissions (Scope 1) (tn CO ₂)			
Total emissions	9.021	9.836	9,0%

DIRECT CO₂ EMISSIONS PER TON OF PRODUCT (SCOPE 1)

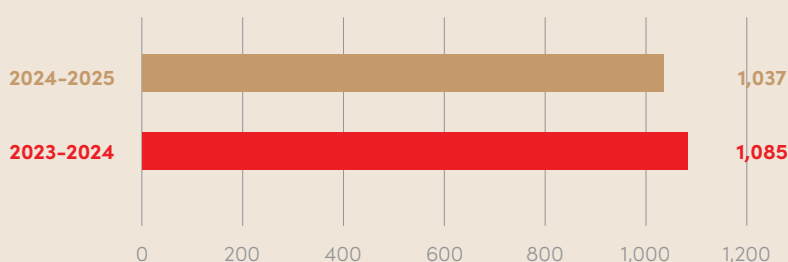
INDEX	Per quantity of products obtained (tn)		
	2023-2024	2024-2025	Change %
Fuel oil consumption in tn per metric ton of product produced	0,109	0,113	4,0%
Fuel oil emissions in tons of CO ₂ per ton of product produced	0,342	0,356	4,0%

During the 2024-2025 period, there was a slight increase of about 4% in both fuel oil consumption per metric ton of product produced and the corresponding CO₂ emissions. This change is not related to a decrease in energy efficiency at the facilities, but can be primarily attributed to a change in the production mix. Specifically, during the period under consideration, there was an increase in the share of concentrated products and those with higher energy requirements. These products require more thermal energy during the processing and manufacturing stages. As a result, an increase in specific fuel consumption and a corresponding increase in specific emissions was recorded, which reflects the change in the production process rather than a decline in the company's environmental performance.

INDIRECT EMISSIONS (SCOPE 2)

During the 2024-2025 period, there was a 4.4% reduction in indirect greenhouse gas emissions (Scope 2) and a 8.9% reduction in indirect emissions per metric ton of product produced compared to the previous fiscal year, which indicates an improvement in the company's environmental footprint.

TOTAL INDIRECT EMISSIONS FROM ELECTRICITY CONSUMPTION (SCOPE 2) - tn CO₂



Indirect CO₂ emissions (Scope 2) per metric ton of product

	2023-2024	2024-2025	Change %
Total indirect emissions in tn of CO ₂ per metric ton of product produced	0,041	0,038	-9%

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

6.3

ENERGY CONSUMPTION

The rational use of energy is a key pillar of our environmental policy. We have implemented an energy efficiency program for our facilities, investing in electricity generation from renewable sources (RES) by installing solar panels on the roof of our factory with a total capacity of 2 MWp.

TOTAL ENERGY CONSUMPTION

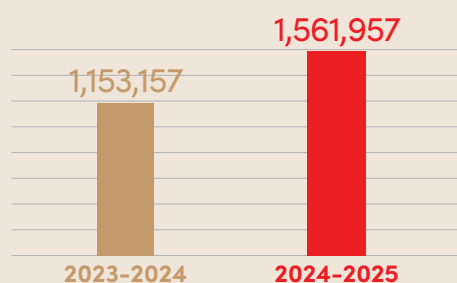
Energy consumption from combustion in mobile and stationary sources (kWh)			
	2023-2024	2024-2025	Change %
Diesel	99.342	107.558	8%
Fuel oil	33.056.658	36.042.357	9%
TOTAL	33.156.000	36.149.915	9%
Electricity consumption (kWh)			
	2023-2024	2024-2025	Change %
Consumption of electricity from non-renewable energy sources	3.765.068	3.825.345	2%
Generated electricity (RES)	2.084.618	2.652.909	27%
Injected electricity (RES)	931.461	1.090.952	17%
Consumption of electricity from renewable energy sources	1.153.157	1.561.957	35%
TOTAL	4.918.225	5.387.302	10%
Total energy consumption (kWh)			
TOTAL	38.074.225	41.537.217	9%

During the 2024-2025 period, there is an overall 9% increase in energy consumption, which is directly linked to increased production and a shift in the product mix toward larger quantities of highly concentrated products.

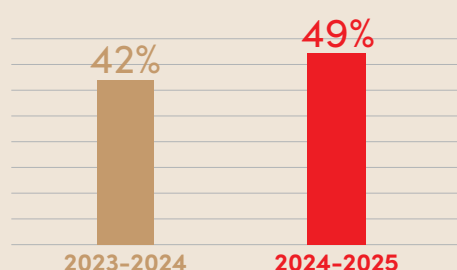
A particularly positive development is a significant 27% increase in electricity generated from Renewable Energy Sources (RES), as well as the increased feed-in of green energy to the grid (+17%). As a result, on-site consumption of electricity from renewable sources increased by 35%, substantially contributing to the reduction of the environmental footprint.

Particularly important is the increase in the percentage of energy generated from RES in relation to total consumption, which increased from 42% to 49%, marking a 17% improvement. This development reaffirms the company's strategic commitment to strengthening energy independence, reducing greenhouse gas emissions, and aligning with sustainable development goals.

CONSUMPTION OF ELECTRICITY FROM RENEWABLE SOURCES (KWH)



CONSUMPTION OF ELECTRICITY FROM RENEWABLE SOURCES (KWH)



ENERGY CONSUMPTION PER TON OF PRODUCT PRODUCED

INDEX	Per quantity of products obtained (tn)		
	2023-2024	2024-2025	Change %
Electricity consumption in kWh per ton of product	186,98	195,28	4,4%
Electricity & fuel oil consumption in kWh per metric ton of product	1.447,53	1.505,68	4,0%

During the 2024-2025 period, there was a 4.4% increase in electricity consumption per metric ton of product produced, as well as a 4% increase in total electricity and fuel oil consumption per metric ton of product.

This change is due to the mix of products manufactured, as larger quantities of highly concentrated products were produced during the period under review.

*The electricity and fuel oil consumption index per metric ton of product was revised for 2023-2024 to include electricity from renewable sources.

6.4

WATER MANAGEMENT

Effective management of water resources is a top priority, especially in an environment where climate change is affecting water availability. We implement water recycling systems and systematically monitor our consumption to identify opportunities for water conservation. Water is primarily used for the receipt, transport, and washing of tomatoes, as well as for the concentration and cooling processes.

The water supply comes from licensed wells and the local network (TOEB), while water withdrawal is systematically monitored via water meters, including water abstraction from the Stremenos dam, in order to identify opportunities for optimization.

To manage runoff, strict purification measures are implemented in the Stremenos Central Drainage Channel, using sand traps and filters. At the same time, a state-of-the-art biological treatment plant is in operation at the Savalia factory, for the monitoring of critical parameters (COD, BOD, SS). In 2024-2025, 411,350 m³ of wastewater was treated, with the effluent complying with the prescribed environmental limits, in accordance with the Decision Approving Environmental Conditions (DAEC) and the Environmental Impact Assessment.

Water withdrawal (m ³)			
	2023-2024	2024-2025	Change %
Groundwater	1.491.737	1.846.527	23,8%
Third-party water	285.892	30.297	-89,4%
Total water withdrawn	1.777.629	1.876.824	5,6%
Water withdrawal per ton of product produced (m ³)			
	2023-2024	2024-2025	Change %
Total water withdrawal per ton of product produced	67,6	68,0	0,7%

The volume of water withdrawn per metric ton of product produced remained essentially stable during the 2024-2025 period, with a marginal increase of 0.7%, which is not considered significant and falls within the normal fluctuations of the production process.

6.5

BIODIVERSITY CONSERVATION & INTEGRATED MANAGEMENT

Agricultural biodiversity is monitored annually by a team of agronomists, with priority given to formulations that are friendly to beneficial organisms. A GLOBALG.A.P.-certified Integrated Farm Management system is in place, which includes a risk assessment of new parcels of land based on environmental and legal criteria.

Responsible Farming Practices

The company invests in the ongoing training of producers. As a result, our producers, in collaboration with the company, implement the following:

- Rational use of fertilizers and utilization of innovative products (e.g. nitrification inhibitors) and soil improvers.
- Integrated weed management through targeted interventions, the use of biodegradable mulch film, and the cultivation of cover crops.
- Crop rotation and green manuring practices (e.g. legumes), to maintain soil fertility and structure.

Plant Protection & Disease Prevention

Emphasis is placed on organic formulations and the early diagnosis of soil-borne diseases. Monitoring of insect populations (e.g. Spodoptera, Tuta absoluta, Helicoverpa armigera) is carried out using traps and digital data logging, so that interventions are as targeted and necessary as possible. In addition, disease prediction models based on environmental data are used, reducing the use of plant protection products and increasing the sustainability of production.

With this holistic approach, KYKNOS ensures high-quality production, the protection of natural resources, and the long-term resilience of crops.

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

6.6

WASTE MANAGEMENT & CIRCULAR ECONOMY

KYKNOS implements a comprehensive waste management program with a focus on prevention, reuse and recycling. Our aim is to maximize material recovery and minimize the amount of waste sent to landfills. As part of the ISO 14001:2015 Environmental Management System, we prioritize minimizing the impacts associated with waste production, ensuring that all waste is delivered to authorized operators for lawful treatment, recovery or disposal.

Additionally, products nearing their use-by date are donated to charitable organizations, thereby reducing food waste, while byproducts from tomato processing are used as animal feed by licensed facilities. Through these practices, the company improves its circular resource management and sustainable operations.

Quantity of waste generated (tn) (1)		
	2023	2024
Waste diverted from disposal	1221,11	3.738,81
Waste to be disposed of	0,73	0,50
TOTAL WASTE GENERATED	1221,84	3739,31

(1) The data concern the calendar years 2023 and 2024.

Waste diverted from disposal (tn) (1)		
	2023	2024
Non-Hazardous Waste	1216,35	3720,76
Storage of waste pending submission to one of the reclamation operations	976,45	3296,22
Exchange	239,90	316,94
Recycling/reclamation of organic substances not used as solvents	0,00	107,60
Hazardous Waste	4,76	18,06
Exchange	2,40	17,61
Recycling/reclamation of metals and metal compounds	2,02	0,45
Reuse	0,34	0,00
TOTAL	1221,11	3738,82
Waste to be disposed of (tn) (1)		
Hazardous waste	0,73	0,5
Storage of waste pending submission to one of the disposal operations	0,73	0,5

(1) The data concern the calendar years 2023 and 2024.

The total volume of non-hazardous waste increased in 2024 compared to 2023. This significant increase is mainly due to the larger quantity of sludge removed from the biological treatment plant and sent for further processing as a soil improver. The remaining categories show smaller fluctuations, with a significant increase in metal and plastic packaging and a decrease in materials unfit for consumption, iron and copper.

The increase in hazardous waste is due to the increase in soot (waste containing other hazardous substances) which is captured by boiler cyclones and is not released into the atmosphere, but is removed and managed as hazardous waste.

Non-hazardous waste by waste category (tn) (1)		
WASTE CATEGORY	2023	2024
Paper packaging	54,46	69,58
Plastic packaging	26,04	43,38
Metal packaging	67,92	116,42
Glass packaging	18,02	18,82
Wooden packaging	62,00	95,33
Mixed municipal waste	152,74	205,78
Cables	2,00	1,64
Materials unsuitable for consumption or processing	226,54	151,71
Sludges from on-site effluent treatment	148,18	2264,47
Sludges from washing, cleaning, peeling, centrifuging and separation	380,37	702,30
Iron and steel	76,82	51,32
Tyres at the end of their life cycle	0,00	0,01
Copper, bronze, brass	1,26	0,00
TOTAL	1216,35	3720,76

Hazardous waste by waste category (tn) (1)		
WASTE CATEGORY	2023	2024
Discarded inorganic chemical materials consisting of, or containing, hazardous substances	0	1,51
Lead batteries	2,02	0,45
Waste containing other hazardous substances	1,48	13,1
Packaging containing residues of, or contaminated with, hazardous substances	0,26	1,6
Laboratory chemicals consisting of, or containing, hazardous substances, including mixtures of laboratory chemicals	0,73	0,5
Absorbent materials, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated with hazardous substances	0,6	1,4
Gases and pressure vessels containing hazardous substances	0,06	0
Non-chlorinated mineral-based engine, gearbox and lubricating oils	0,34	0
TOTAL	5,49	18,56

6.7

PRODUCT PACKAGING

KYKNOS is investing in the optimization of packaging materials with the aim of reducing its environmental footprint. We are employing a methodical approach to reduce the weight of our packaging, increase the percentage of recycled materials, and make recycling easier for consumers.

Key Actions:



Evaluating alternative materials with a lower environmental footprint



Optimizing packaging design to reduce weight



Working with suppliers to increase the percentage of recycled content



Clear labelling to make recycling easier

Total weight of packaging materials (tn)			
	2023-2024	2024-2025	Change %
Total weight	2.882	3.063	6,3%
Total weight of packaging materials (tn) per metric ton of product produced			
	2023-2024	2024-2025	Change %
Weight of packaging materials in tn per metric ton of product produced	0,11	0,11	0,0%
Weight of Primary Packaging Materials (tn)			
Type of primary packaging	2023-2024	2024-2025	Change %
Tin containers	1.070,1	1.095,6	2,4%
Glass bottles and jars	814,1	1.008,5	23,9%
Plastic bottles	127,3	130,4	2,4%
Plastic caps	26,1	29,3	12,3%
Multi-layer paper packaging	354,2	401,1	13,2%
Metal caps	15,4	21,5	40%
Aseptic bags	4,1	4,5	10%
Total	2.411,3	2.690,9	12%

The total weight of used packaging materials increased by 6.3% during the reporting period compared to the previous one. This increase is in line with the rise in production and is not due to excessive use of materials. This is also reflected in the material usage index per metric ton of product, which remained stable. This shows that the company maintains a high level of efficiency in the use of packaging materials, minimizing waste and the environmental impact per unit of production.

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7.

CARE FOR OUR PEOPLE

Our people are the company's greatest asset and the driving force behind our transformation into a 'start-up with 111 years of history'. We invest in their development, training and well-being, creating an environment that encourages innovation, collaboration, and personal growth.

Caring for our employees is not an obligation – it is a strategic choice that leads to success. When our people feel valued, secure and are given opportunities for growth, they give their very best and help create a culture of excellence.

OUR WORKFORCE IN NUMBERS

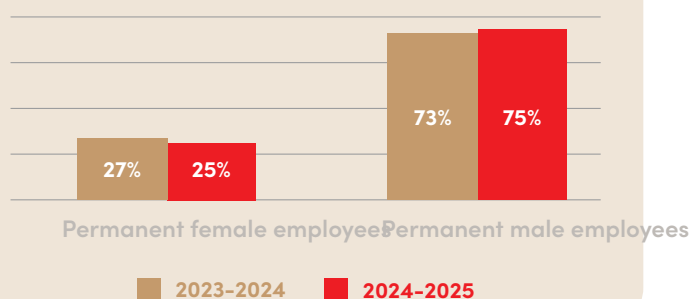
KYKNOS's staff consists of experienced professionals who combine technical expertise with a passion for quality. We maintain a balanced mix of permanent and seasonal staff, adapting to the seasonal demands of industrial tomato production.

Total number of workers by gender									
Period	Women		Men		Total		Change in the total number of staff		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	Total	Permanent	Seasonal
2023-2024	31	112	85	112	116	224	340	7%	8%
2024-2025	31	127	93	115	124	242	366		

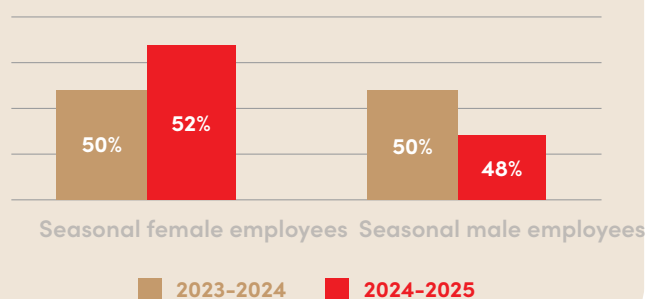
Reporting Period	Full-Time Equivalent, FTE	Change
2023-2024	180,47	
2024-2025	197,66	10%

The company's workforce increased by 7.6%, with increases in both permanent and seasonal staff. The increase in FTEs is greater than the increase in the number of employees, suggesting an increase in labor hours and longer working hours for seasonal employees. Among seasonal employees, the gender breakdown is nearly equal, with 52% being women and 48% being men.

PERCENTAGE BREAKDOWN OF PERMANENT STAFF

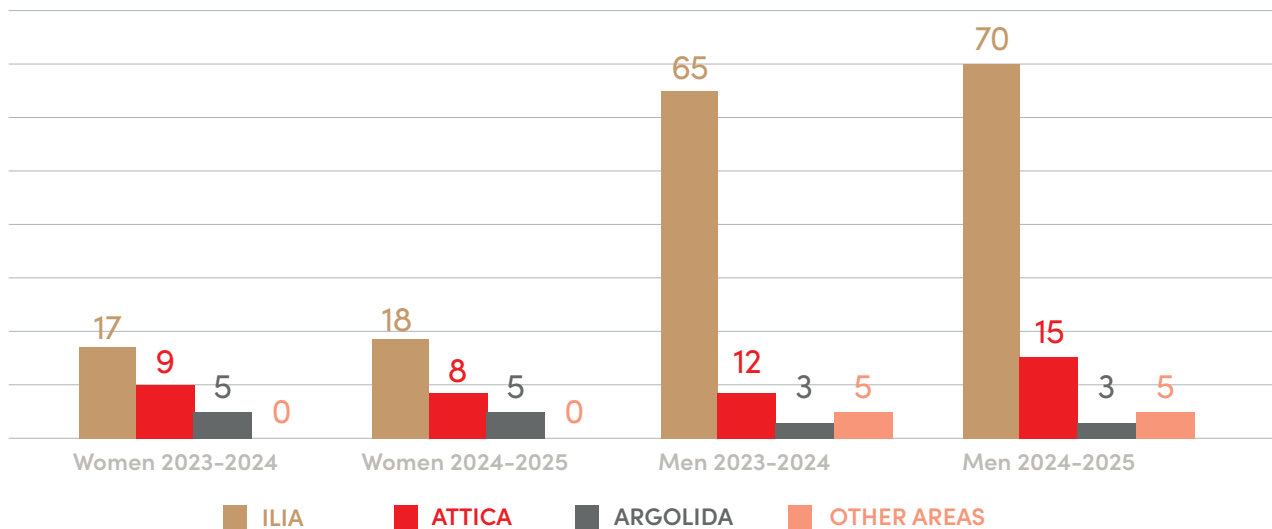


PERCENTAGE BREAKDOWN OF SEASONAL STAFF



All KYKNOS staff (100%) are employees, as they are fully covered by the National General Collective Bargaining Agreement, without exception.

GEOGRAPHICAL DISTRIBUTION OF PERMANENT EMPLOYEES



The prefecture of Ilia has the highest number of employees, and the increase in the total number of permanent staff is attributable exclusively to Ilia (+6) and Attica (+2).

Geographical distribution of seasonal employees

Area	Year / Gender	Women	Men	Total
ILIA	2023-2024	112	112	224
	2024-2025	127	115	242
TOTAL	2023-2024	112	112	224
	2024-2025	127	115	242

The total number of seasonal employees is concentrated in Ilia, where the number increased by approximately 8% in 2024-2025. The other regions (Attica, Argolida, other regions) do not employ seasonal staff. The percentage of female seasonal employees increased slightly (from 50% to 52%), while the percentage of men remained stable, maintaining an equal gender distribution.

Employee Benefits

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

- Healthcare Program: 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 applicable legislation.
- Remote working: Available depending on the nature of the role.
- Technological Equipment: Laptops and cell phones provided to a large percentage of permanent employees (excluding the labor force).
- Company Car: Provided to some company executives.

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

EQUALITY & INCLUSION

KYKNOS actively promotes equality, diversity and respect for human rights, implementing a zero-tolerance policy towards every form of discrimination. All relevant company policies have been communicated to staff, ensuring transparency and a shared understanding of ethical principles.

During the 2024-2025 period, there were no recorded incidents of child labor, forced labor, or workplace discrimination.

The company ensures equal opportunities for all by granting parental leave to both women and men in accordance with national legislation and by supporting a healthy work-life balance.

Fair Pay Policy

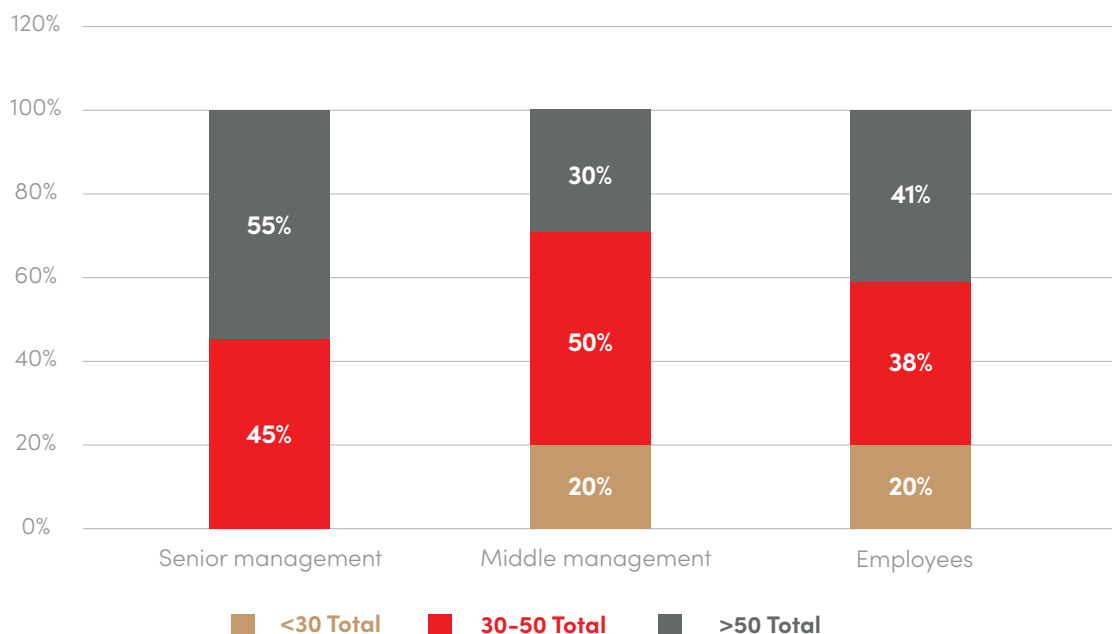
- There is no pay gap between men and women.
- Remuneration system based on role, responsibilities and experience.

Demographic Balance

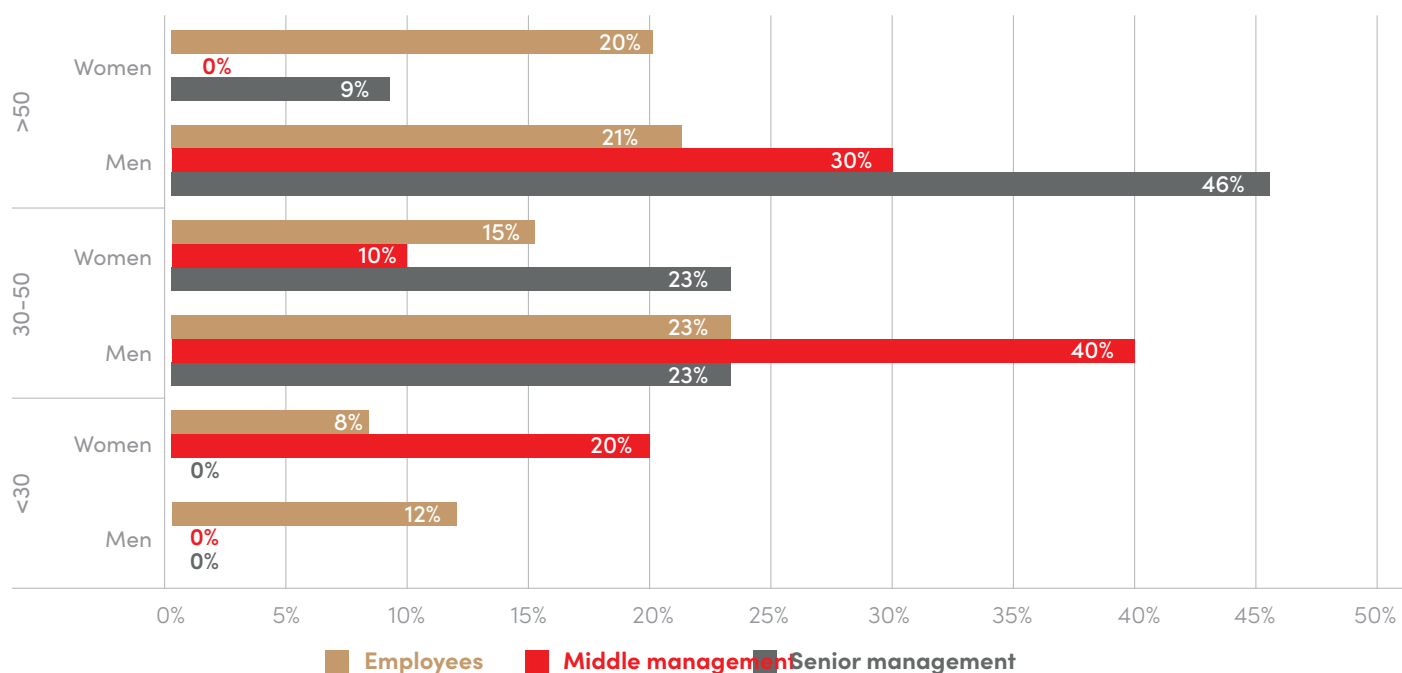
The age distribution of our workforce spans a wide range of generations, fostering knowledge transfer, collaboration and innovation. This diversity is a key element of the company's sustainable development and organizational effectiveness.

By continuously reinforcing its policies, KYKNOS maintains a fair, inclusive, and merit-based work environment.

AGE DISTRIBUTION OF EMPLOYEES (TOTALS)



AGE DISTRIBUTION OF EMPLOYEES (BY GENDER)



GRI 403

7.3

OCCUPATIONAL HEALTH & SAFETY

KYKNOS gives top priority to Health & Safety, implementing a structured system of prevention and continuous improvement to ensure a safe work environment.

Key areas of focus:

- Implementing a certified Occupational Health and Safety management system in accordance with the international standard ISO 45001:2018
- SMETA Pillar 4 audits by an independent body
- Collaboration with a Safety Officer and an Occupational Physician for the factory and offices
- Updating the Occupational Risk Assessment Study (ORAS)
- Operation of a Health & Safety Team involving management and employees, with monthly meetings coordinated by the Health & Safety Officer
- Updating the maintenance and operating manuals for all machinery, with a focus on employee safety
- Ongoing staff training on occupational health and safety. **The Company has:**
- A medical clinic equipped with medical supplies and a stretcher in Savalia
- A defibrillator in all three of its locations
- An ongoing collaboration with an Occupational Physician to address emergencies and provide consultancy. Through this systematic approach, the company ensures better accident prevention and fosters a strong safety culture across all its operations.

Number of injuries/fatalities at the workplace

Reporting Period	2023-2024	2024-2025
Injuries	4	8
Deaths	0	0

TRAINING AND DEVELOPMENT

Systematic training is a pillar of our strategy to transform into a 'start-up -11 old. We are investing heavily in developing our staff's skills, both in technical and behavioural aspects.

During the 2024-2025 period, there was a significant 47% increase in the total number of training hours, which supports our strategic focus on developing our workforce's skills. Particular emphasis was placed on critical areas such as Occupational Health and Safety and Food Safety, but also on the maintenance and proper function of production lines, facilitating improvements in operational safety, quality, and production efficiency.

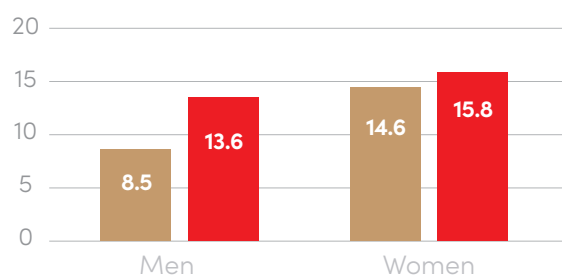
The subject areas that saw a decline – such as ESG, technical skills & IT, and labor issues – had been covered extensively the previous year.

EMPLOYEE TRAINING HOURS

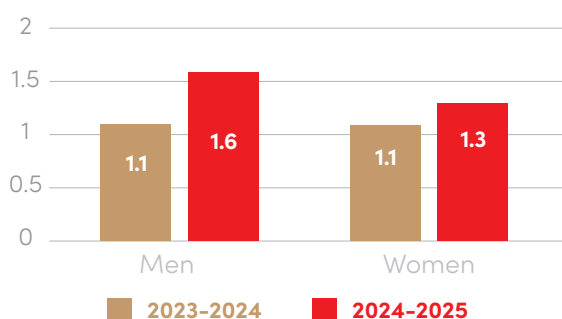
Category of Employees	2023-2024	2024-2025	Change
Senior management	290	853,5	194%
Middle management	635,5	103	-84%
Other staff	492,5	1134,5	130%
TOTAL	1418	2091	47%

Subject area	2024-2025	2023-2024
Total training hours	2.091	1.418
Occupational Health & Safety	572,5	243,0
Food Safety	466,5	162,0
Leadership - Management	311,5	204,0
Manufacturing - Maintenance	279,0	24,0
Technical skills & IT	175,0	267,0
Finance	105,0	166,5
Commercial department	75,5	44,0
Supply chain	54,0	27,0
Policies / Procedures	26,0	77
Labour matters	14,0	51,5
Procurement	12,0	7
Sustainability / ESG / Certifications	-	145

BY YEAR AND GENDER OF PERMANENT EMPLOYEES



BY YEAR AND GENDER OF SEASONAL EMPLOYEES



AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE

Training is distributed equally between men and women, among both permanent and seasonal staff.

Among permanent staff, both genders show an increase in training hours, with women maintaining a consistently high rate of participation and men showing a significant increase.

Among seasonal staff, training hours remain almost equally distributed between men and women, with an upward trend for both genders.

The company ensures access to training without gender discrimination, promoting equal opportunities and continuous skill development.

GREEK CANNING COMPANY

KYKNOS

EST.

1915



8.

OUR CONSUMERS

GRI 416

8.1

CUSTOMER SATISFACTION

KYKNOS is a market leader in the tomato products category and has a spot at the table in 3 out of 4 Greek households, (KANTAR 2025 data), maintaining a relationship of trust with consumers for over a century.

Its long-standing track record is based on its commitment to quality, food safety, and continuous innovation. The company is committed to offering high-quality products, improving the well-being of consumers, employees, and society as a whole. The undisputed leader in the Greek market (Nielsen data, 2025).

CERTIFICATIONS

KYKNOS has a comprehensive certification system in place to ensure the quality, safety and sustainability of its products and processes. Our certifications are not just pieces of paper on the wall – they represent our commitment to continuous improvement and compliance with the highest international standards.

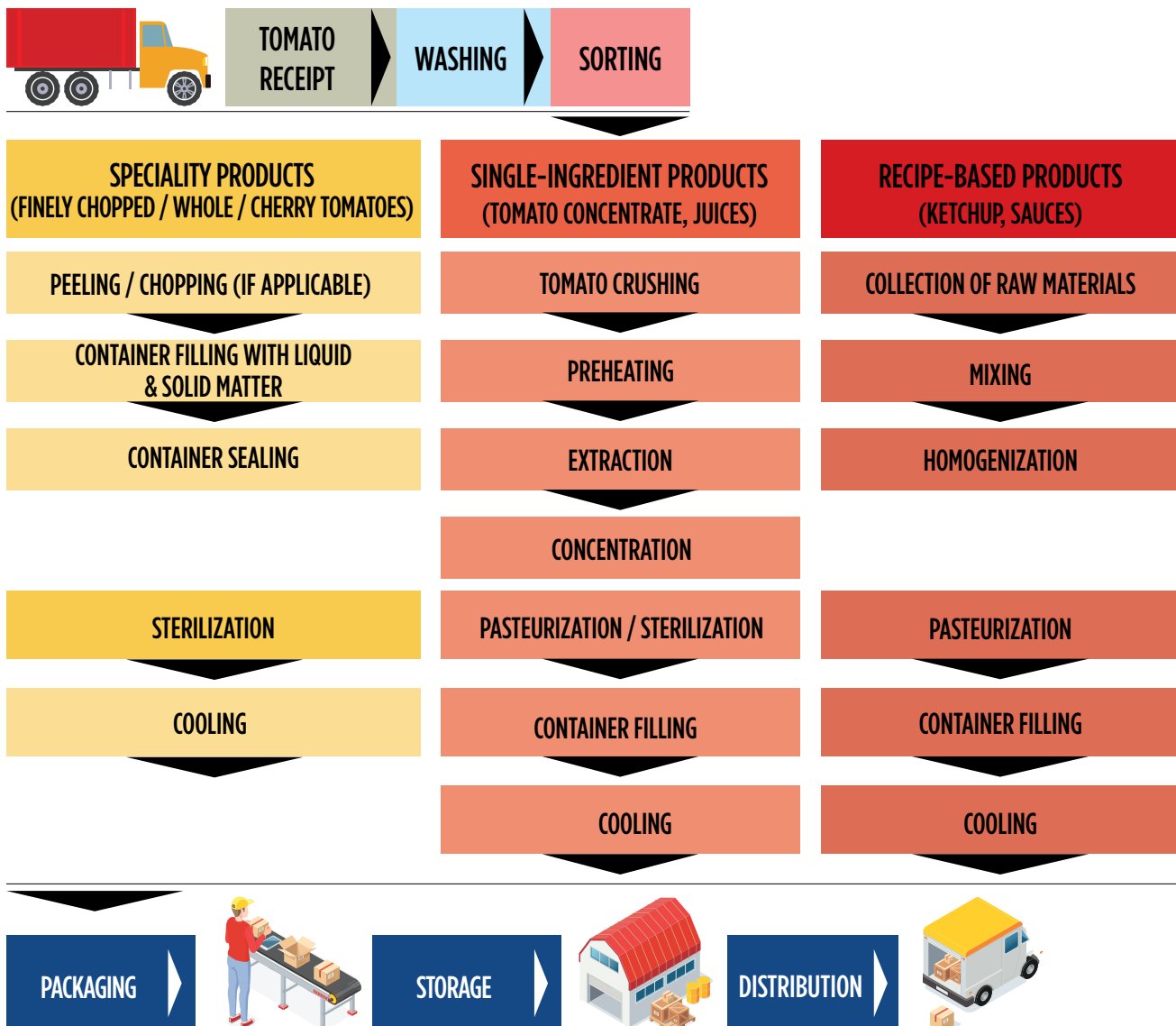
Primary Production & Quality

Raw materials are grown using a comprehensive GLOBALG.A.P.-certified system, ensuring responsible agricultural practices, respect for the environment, and high-quality tomatoes.



Production Process

Industrial processing adheres to strict quality and safety standards, with an emphasis on sustainability, critical control points and continuous improvement, in order to ensure the reliability and safety of every finished product.



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

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



ISO 14001:2015 Environmental Management System

This demonstrates our commitment to protecting the environment and to the sustainable management of natural resources.



ISO 45001:2018 Occupational Health and Safety Management System (NEW)

The latest addition to our portfolio of certifications reaffirms our commitment to protecting the health and safety of our employees.



Products and Certifications

The Company holds certifications that respond 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.**



Social Responsibility and Transparency

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

- **SEDEX/SMETA, covering the areas Health & Environment, Working Conditions and Business Integrity**
- **ETHOS, which assesses responsible business practices and sustainable development; the company was awarded the highest rating – PLATINUM – for the second year in a row.**



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). Based on the results of the 2024 monitoring process, KYKNOS is fully compliant with the Greek Pledge commitment.

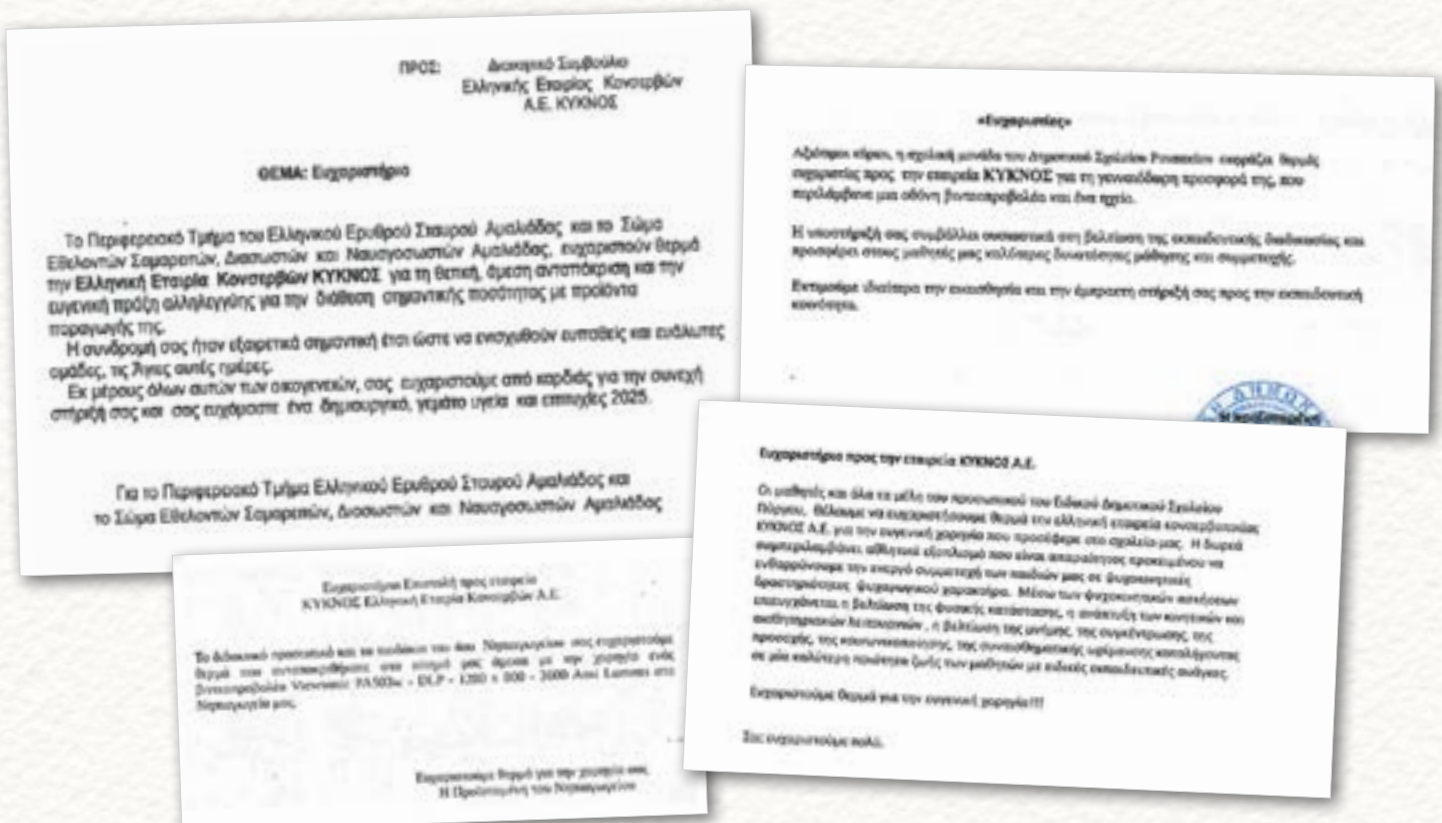
9.

OUR SOCIAL FOOTPRINT

During the fiscal year in question, we continued to carry out a variety of actions in collaboration with reputable organizations and institutions in order to help support vulnerable social groups through the following initiatives:

- Donating food via the Food Bank and Social Grocery Shops. Supporting charitable organizations such as the 'Galilee Palliative Care Centre', the 'Katarrachi Youth Association', the 'Gastouni – Panagia i Katholiki Retirement Home', and the Savalia Women's Development Association
- Supporting associations such as the 'Smile of the Child' Association, the 'Association of Friends of Children with Cancer – ELPIDA', and humanitarian organizations such as the Red Cross
- Supporting the 'Vasileios Papantoniou Foundation'
- Donating heating oil to meet the annual needs of the schools in Savalia (Elementary and Middle School)
- Donating a projector to the Savalia kindergarten
- Donating a printer to the Savalia Elementary School
- Playground equipment and toys for children at three kindergartens in Amaliada
- Donating sports equipment to the Special Education School in Pyrgos to support psychomotor activities.

The total amount allocated by KYKNOS to social initiatives for the 2024-2025 reporting period was approximately 22,000 euros



10. ANNEX

10.1 GRI TABLES

Pillar	GRI Standard	Disclosure	Connection to ESRS	Chapter in the Report
Environment	GRI 101	Biodiversity		6.5 PROTECTION OF BIODIVERSITY
	GRI 301	Materials		6.7 PACKAGING OF KYKNOS PRODUCTS
	GRI 302	Energy		6.3 ENERGY CONSUMPTION
	GRI 303	Water and effluents		6.4 RESPONSIBLE WATER MANAGEMENT
	GRI 305	Emissions		6.2 GAS EMISSIONS MANAGEMENT
	GRI 306	Waste		6.6 WASTE MANAGEMENT & CIRCULAR ECONOMY
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken		4.2 DOUBLE MATERIALITY ASSESSMENT, 5.7 OUR SUPPLY CHAIN
Society	GRI 2-17	Collective knowledge of the highest governance body		1. MESSAGE FROM THE CEO
	GRI 2-18	Evaluation of the performance of the highest governance body		5. BUILDING STRONG CORPORATE GOVERNANCE
	GRI 2-30	Collective bargaining agreements		7.1 OUR WORKFORCE IN NUMBERS
	GRI 401-2	Benefits provided to full-time employees		7.1 OUR WORKFORCE IN NUMBERS
	GRI 402	Labor/Management Relations		7.1 OUR WORKFORCE IN NUMBERS
	GRI 403	Occupational Health and Safety		7.3 OCCUPATIONAL HEALTH & SAFETY
	GRI 403-9	Work-related injuries		7.3 OCCUPATIONAL HEALTH & SAFETY
	GRI 403-10	Work-related ill health		7.3 OCCUPATIONAL HEALTH & SAFETY
	GRI 404	Training and education		7.4 TRAINING & DEVELOPMENT
	GRI 404-1	Average hours of training per year per employee		7.4 TRAINING & DEVELOPMENT
	GRI 405	Diversity and Equal Opportunity		7.2 EQUALITY & INCLUSION
	GRI 406	Non-discrimination		7.2 EQUALITY & INCLUSION
	GRI 408	Child labor		7.2 EQUALITY & INCLUSION
	GRI 409	Forced or compulsory labor		7.2 EQUALITY & INCLUSION
	GRI 410	Safety practices		5.4 THE SUSTAINABLE BUSINESS MODEL OF KYKNOS
	GRI 413-1	Operations with local community engagement		9. OUR SOCIAL FOOTPRINT
	GRI 414	Supplier social assessment		5.7 OUR SUPPLY CHAIN
	GRI 414-1	New suppliers that were screened using social criteria		5.7 OUR SUPPLY CHAIN

Pillar	GRI Standard	Disclosure	Connection to ESRS	Chapter in the Report
Society	GRI 416	Customer health and safety		8.2 CERTIFICATIONS
	GRI 416-1	Assessment of the health and safety impacts of product and service categories		8.2 CERTIFICATIONS
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		8.2 CERTIFICATIONS
	GRI 417	Responsible Marketing and Labelling		8.2 CERTIFICATIONS
	GRI 418	Customer Privacy	5.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS, 8. OUR CONSUMERS	
Governance	GRI 2-1	Organisation details		3. ABOUT THE SUSTAINABILITY REPORT
	GRI 2-2	Entities included in the organization's sustainability reporting		3. ABOUT THE SUSTAINABILITY REPORT
	GRI 2-3	Reporting period, frequency and contact point		2. SUSTAINABLE DEVELOPMENT
	GRI 2-6	Activities, value chain and other business relationships		5.7 OUR SUPPLY CHAIN
	GRI 2-7	Employees		7. CARE FOR OUR PEOPLE
	GRI 2-9	Governance structure and composition		5.2 BOARD OF DIRECTORS
	GRI 2-11	Chair of the highest governance body		5.2 BOARD OF DIRECTORS
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts		5.2 BOARD OF DIRECTORS
	GRI 2-13	Assignment of responsibility for impact management		5.2 BOARD OF DIRECTORS
	GRI 2-14	Role of the highest governance body in sustainability reporting		2. ABOUT THE SUSTAINABILITY REPORT, 5.2 BOARD OF DIRECTORS
	GRI 2-15	Conflicts of interest		5.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-22	Statement on sustainable development strategy		1. MESSAGE FROM THE CEO
	GRI 2-23	Policy commitments		5.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-24	Embedding policy commitments		5.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-25	Processes to remediate negative impacts		4. SUSTAINABLE DEVELOPMENT APPROACH, 5.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
		Activities with involvement of the local community, impact assessments and development programmes		9. OUR SOCIAL FOOTPRINT
	GRI 2-26	Mechanisms for seeking advice and raising concerns		5.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 2-27	Compliance with laws and regulations		5.3 POLICIES, ACTIONS & OBJECTIVES OF KYKNOS
	GRI 3-1	Process to determine material topics		4.2 DOUBLE MATERIALITY ASSESSMENT
	GRI 3-2	List of material topics		4.2 DOUBLE MATERIALITY ASSESSMENT
	GRI 3-3	Management of material topics		CHAPTERS 5, 6, 7, 8 & 9

10.2 CONTACT

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