



SUSTAINABILITY REPORT

2022-2023





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1. MESSAGE FROM THE CHAIRMAN



The high quality of our products, sustainability and social responsibility are the pillars on which KYKNOS has based its operation since its establishment. Our Company, deeply rooted in tradition and history, is committed to creating high-quality products, offering services that meet the needs of our customers and contributing to social development.

We are delighted and proud to have completed our first Sustainability Report, presenting our efforts to reduce our environmental footprint.

Respect for environmental protection is a key objective of our Company, achieved by adopting

innovative practices and incorporating sustainable and environmentally friendly materials in our production.

Our unwavering focus on our past and our commitment to quality are sure to create a better future for all of us.

Thank you for supporting and trusting KYKNOS products day in and day out for so many years.

Yours truly,
Ioanna Papantoniou
Chairman of the Board of
Directors

GREEK CANNING COMPANY

ΑΠΟ ΤΟ 1915

KYKNOS



GRI 2-22

2. MESSAGE FROM THE MANAGING DIRECTOR

The era in which companies were driving forces of economic growth only has passed irretrievably. Intense industrialization, company growth based on the sole criterion of return on investment, pursuing individual prosperity and feeling that our planet's resources are inexhaustible have created many problems for our environment. They have, however, helped realise that companies can only grow and prosper if they genuinely care about the society, the environment and transparent governance. It has thus become clear that the role of companies as responsible citizens is a prerequisite for being able to contribute to social development, to the protection of the planet and, subsequently, to their own growth.

KYKNOS has been active in the business and industrial history of Greece for 109 years. Since its establishment, its actions have been in line with the key ESG

(Environment, Social, Governance) principles, which are an integral part of its identity. Packaging agricultural products which could not be consumed in season and would, if not packaged for consumption, rot in the fields (food waste reduction); women working in production lines a long time ago (equality and inclusion); establishment of a public limited company in 1915 (corporate governance) – these are just a couple of examples of the fact that KYKNOS was “living and breathing” the sustainability and viability principles long before these terms were officially coined. The above being dominant elements of our heritage, it was our moral obligation to follow ESG principles, firstly to reiterate once more KYKNOS' commitment to the principles of ethical and sustainable development, and secondly to keep pace with a structured and recognized method of ongoing improvement

in terms of sustainability.

With these thoughts in mind, it is a great honour and pleasure for all of us to have completed the first KYKNOS “Sustainability Report” for fiscal year 2022-2023. In the course of this process, we further systematised many procedures that we were already implementing, identified and prioritized topics that were material to our Company and strengthened our corporate culture in terms of ethical and sustainable development. The path followed by KYKNOS in the Greek business world, which started 109 years ago, is still going on with an even greater commitment to the principle that businesses can only grow if they are part of the ethical and sustainable development of our entire society.

Yours truly,
Achilleas Angelopoulos
Managing Director

3.

ABOUT THIS REPORT



The 2022-2023 Sustainability Report covers the period from 01/07/22 to 06/30/23 (except for some points pertaining to calendar year 2022). It is the first Sustainability Report of KYKNOS Greek Canning Company SA, headquartered in Nafplion, and is the springboard for recording and measuring data related to ESG criteria.

SCOPE & REPORTING BOUNDARIES

The Report covers the activities of KYKNOS for fiscal year 2022-2023, also presenting, for the sake of completeness and comparability of information, data for fiscal years 2020-2021 and 2021-2022.

ABOUT THE REPORT

The Report explains how the Company responds to ESG Topics and describes its commitments and targets for the following years and is intended for all KYKNOS stakeholder groups.

This Report was prepared in accordance with the

Sustainability Reporting Guidelines of the new GRI Universal Standards (GRI 1, GRI 2, GRI 3) and GRI Topic Standards.

In deciding on the content of the report, the KYKNOS Management and the project team appointed to draw up the

Sustainability Report took into account, among other things, the identification and prioritization of the material topics.

The Report provides details on defined material topics which also contribute to the UN Sustainable Development Goals (SDGs).



ABOUT THE REPORT (Continued)

This Report has been prepared under the guidance of Global Sustain SA consultants. The KYKNOS project team appointed to develop the Sustainability Report team followed the internal data collection procedure set by the Company. This procedure refers to

addressing questions to the competent General Divisions on Sustainability topics and collecting their responses (qualitative and quantitative information) using e-forms and interviews, which facilitate integrated data management. The collected data are approved by the

competent managers, who evaluate those data and may request clarifications, modifications or additional information as appropriate. The content of the Report is verified for verifiability and accuracy by the competent Divisions, which are responsible for the ESG data collection.



DATA SOURCES

The data and information presented in the Report were collected and calculated from KYKNOS databases with support from various computer systems, applications, records and established procedures.

EXTERNAL ASSURANCE

This Report received no external assurance, but all its data and content were verified and approved by the competent General Divisions and the Management.

WE WILL APPRECIATE YOUR FEEDBACK

Our main objective is to provide meaningful and full disclosure to all our stakeholders, and we will welcome any feedback that may assist us in our effort to keep improving.

Please contact us:

Venetia Kessoglou

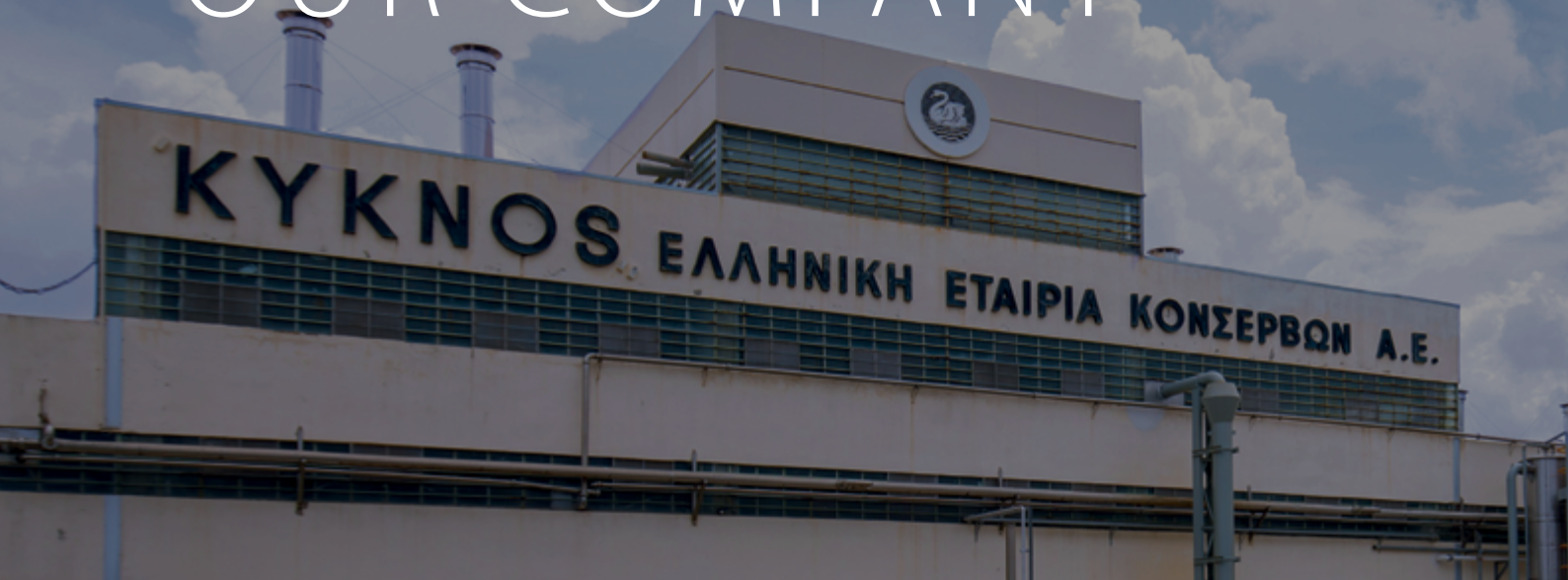
Food Quality and Safety Assurance Manager Email:

v.kessoglou@kyknoscanning.com

Tel: +30 210 522 5671

4.

OUR COMPANY



In the 1970s, KYKNOS developed a global export activity, while at the same time becoming a leading supplier of tomato paste to acknowledged food companies worldwide.

A photograph of an industrial facility, likely a factory, featuring large cylindrical tanks, complex piping, and yellow safety railings. The sky is overcast with grey clouds. The foreground shows a paved area with yellow and white markings.

Our factory in Nafplion was upgraded with new buildings in the 1950s, designed by architect Kalliklis.

Between 2006 and 2007, the KYKNOS factory in Ilia was refurbished by expanding its building facilities and upgrading its mechanical equipment, setting up state-of-the-art production lines.

4.A. KYKNOS SA: 109 YEARS OF SUCCESS

GRI 2-1, GRI 2-6

KYKNOS was founded on 1 April 1915 in Nafplion, Argolida, a fertile area widely known as **“the vegetable garden of Athens”**. Its first modern factory was founded in Nafplion in the same year. In the first version of its Statutes it was referred to as the “Greek Canning Company”.

Its establishment opened up new horizons in the agricultural industry, with the aim of processing and preserving the products of the land of Argolida and other regions, which were usually left to rot in the fields up to that time.

The first KYKNOS products included tomatoes, okra, canned green beans and the famous tomato paste, which remains the iconic KYKNOS product to this very day.

In 1928, the Company set up its second, state-of-the-

art for its time, factory in the area between Nafplion and Argos, in the plain of Argolida, where it installed the first rapid tomato juice concentrators for the production of tomato paste. Back then the factory had its own can manufacturing plant, to produce cans for tomato paste.

The plain of Argolida produced large quantities of tomatoes and vegetables, so that KYKNOS had an abundance of raw materials of fine quality.

Thus, given the constant increase in production, in 1950, the KYKNOS family asked the well-known architect Kalliklis to design and supervise the refurbishment of its ting factory.

The new buildings were a symbol of innovation for the time, as well as for the area of Nafplion.

In 1960, the Company purchased the factory of “Argoliki”, which was also in operation in the plain of Argolida. Just 3 ears later, in 1963, KYKNOS built another plant, designed by the great architect Takis Zenetos, in Savalia in the prefecture of Ilia, to exploit the rich tomato production of the plain of Ilia.

In 1965, KYKNOS took yet another pioneering step with the production and marketing of ketchup for the first time in Greece.

In the 1970s, the Company developed a global export activity, while at the same time becoming a leading supplier of tomato paste to well-known food companies worldwide.

Other innovations followed, such as the manufacture, in 1990, of tomato products in paper package for the first time in Greece, i.e. the famous and very popular *tomatinos*.

In 2002, KYKNOS transferred all its production activity to its factory in the Prefecture of Ilia, where its raw material was produced. In 2005, it became the first tomato processing company in Greece to implement an integrated management system (good agricultural practice) for the tomatoes it processes, obtaining certification according to EurepGAP standards. In the same year, the Company launched its iconic and classic tomato paste in a disposable triangular paper box.

Between 2006 and 2007, the KYKNOS factory in Ilia was refurbished by expanding its building facilities and upgrading its mechanical equipment, setting up state-of-the-art production lines.

In 2008, it launched yet another successful product, i.e. grated tomato in a paper box.

In 2018, it expanded its range of products by adding ready-made pasta sauces.

In 2022, the Company started placing on the market mayonnaise and mustard products.

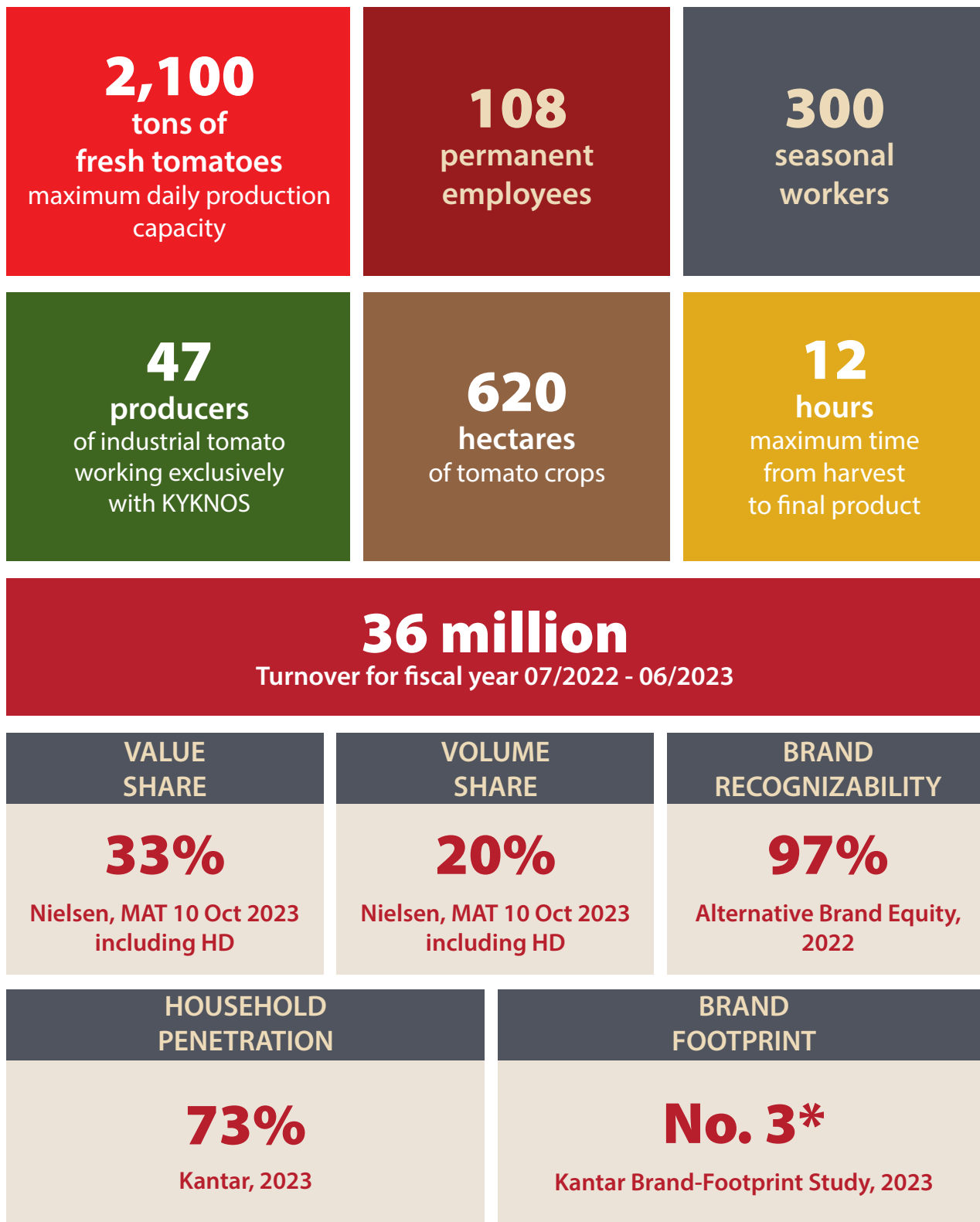




KYKNOS AT A GLANCE

A story of taste, quality
and tradition

KYKNOS has over 100 years of history in producing top quality products. KYKNOS started out as a small company engaging in the packaging of vegetables and fruits, the first products with the KYKNOS brand being cans of whole tomatoes, okra, green beans and tomato paste. An entire century has passed since the first KYKNOS can entered in Greek households. A lot has changed since then. However, the consumers' love for, and trust in, the KYKNOS brand name has remained the same, without changing over time.



*(food companies)

OUR VISION

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, 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 VALUES

Teamwork

**Personal
Responsibility**

Respect

Innovation

Trust

Effectiveness

4.B. IMPORTANT MILESTONES

1915

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



1950

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



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



1960

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



1965

Production and marketing of ketchup for the first time in Greece



1963

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



2002

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



1985

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

1970

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



1990

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



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



2012

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



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

2008

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

2013

Certification according to BRC and IFS standards



2015

KYKNOS celebrates its 100th anniversary



2020

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

2019

KYKNOS enters the ready-made sauce sector



2021

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



2021-2023

The Company receives "Superior Taste Awards" for 11 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

Certification according to the environmental management standard ISO 14001:2015

4.C. PRODUCTS



KYKNOS offers a wide range of products known for their high nutritional value.



PRODUCT CATEGORIES



Tomato products



Ketchup



Sauces



PRODUCT CATEGORIES



Mayonnaise, Mustard



Vegetables, Mushrooms, Legumes



Compotes, Sour Cherry Brandy



Professional packaging

VEGAN PRODUCTS



Recognizing the evolving consumer landscape of dietary preferences and the growing demand for sustainable and plant-based alternatives, KYKNOS is constantly adding new vegan products, targeting consumers who seek plant-based products without compromising in terms of taste, nutrition or their commitment to contributing to a sustainable lifestyle.



AWARDED PRODUCTS

KYKNOS' commitment has been recognized by means of numerous distinctions and awards for its products, which stresses its pursuit of excellence and customer satisfaction.



HEADQUARTERS, PRODUCTION, OWNERSHIP IN GREECE

We are part of the “ELLA-DIKA MAS” initiative, a community of extrovert Greek producers and manufacturers that focus on promoting Greece’s modern, entrepreneurial and productive culture.

KYKNOS has obtained the “Standard of Requirements” certification and proudly uses the “ΕΛΛΑ-ΔΙΚΑ ΜΑΣ” identification mark.



KYKNOS is also a member of the Federation of Hellenic Food and Drink Industries (SEVT) which represents the Greek Food and Drink Industry at national, European and international levels, also participating in the Federation’s Scientific Committee.



4.D. EXPORTING ACTIVITY

Approximately 15% of the Company's turnover for fiscal year 2022-2023 comes from exports to over 30 countries. The largest foreign market is that of the UK. The Company aims to expand

its international presence, primarily through sales of KYKNOS products. Today, KYKNOS products are present in the following. Countries: Romania, Bulgaria, UK, Germany, Netherlands,

Czech Republic, Spain, Russia, Austria, Canada, USA, Sweden, Australia, South Africa, Cyprus, Albania, Belgium, Georgia, Switzerland, Estonia, UAE, Kazakhstan, Lithuania, Bahrain, New Zealand, Singapore.



5.

ESG STRATEGY



KYKNOS focuses its strategy on
4 key sustainability pillars:

- Sustainable Crops
- Governance Principles
- Environmental Protection
- Care for People



5.A. SUSTAINABILITY APPROACH

We at KYKNOS apply a holistic sustainability approach across the entire spectrum of our production process. We recognize the urgent need to protect the environment and contribute to a more sustainable future.

Since we started production, we have been procuring tomatoes from local farmers applying good agricultural practices, to protect the environment, biodiversity and sustainability. In addition, we have installed state-of-the-art mechanisms to monitor and reduce water use in farming, and completed the installation of solar panels on the rooftop of our factory, thus reducing our energy footprint. We keep investing in research and the development of innovative solutions and, through our participation in partnerships that support sustainability, we aim not only to provide delicious and nutritious products, but also to contribute to the well-being of the planet and future generations.

5.B. STAKEHOLDERS

GRI 2-29

We understand how important it is to build relationships and dialogue with stakeholders in order to ensure the proper functioning and development of KYKNOS. Through contact and communication with the Company, stakeholders are able to understand whether the Company honors its commitments to them. That is why our ESG strategy is precisely aimed at creating constructive dialogue and trusting relationships with stakeholders. Thus, KYKNOS is able to identify potential opportunities that will lead to growth through new services and synergies.

After identifying the stakeholder groups, we proceeded to prioritize them, to make sure that KYKNOS gives priority to those groups that make a critical and decisive contribution to its successful operation. Primary stakeholders (which are very important for the Company): Board of Directors, Employees, Shareholders, Farmers and Producers, Suppliers and Partners, Large retail customers, Distribution network customers. Secondary stakeholders (which are affected by Company decisions and activities):

Suppliers of finished products, Suppliers of packaging materials, Foreign customers, Financial institutions, End consumers, Local and broader community, Academic Institutions and Research Institutions, Government and Institutional Bodies, Media. The tables below present the main topics, communication channels, frequency of communication, expectations and how KYKNOS responds to issues raised by its various stakeholders.



Stakeholder Groups	Board of Directors	Employees	Shareholders	Farmers and Producers
	Material Topics	1 2 3 4 7 8 9 13	2 7 9 11 13	1 2 3 4 5 7 9 12 13
Communication Channels	<ul style="list-style-type: none"> ● Board of Directors meetings ● Financial Reporting 	<ul style="list-style-type: none"> ● Communication between Managers and their respective teams ● Communication between Management and human resources ● Internal communications via email ● Bulletin boards in meeting places ● Corporate events ● Training programs 	<ul style="list-style-type: none"> ● General Meeting of Shareholders ● Financial Reporting ● Website / Social Media ● Press releases 	<ul style="list-style-type: none"> ● Visits to crops by agronomists ● Telephone contact with agronomists ● Corporate events, training programs and seminars for producers ● Visits to Company premises by producers
Expectations	<ul style="list-style-type: none"> • Growth and profitability • Maintaining product quality and safety • Protecting Company reputation • Ensuring business continuity • Legislative compliance • Respect for human rights • Mitigating environmental footprint • Strategic planning 	<ul style="list-style-type: none"> • Occupational health and safety • Fair wages • Training • Opportunity for professional development • Respect for Human Rights 	<ul style="list-style-type: none"> • Growth and profitability • Legislative compliance • Good corporate governance • Ensuring business continuity • Mitigating/ eliminating hazards/ risk 	<ul style="list-style-type: none"> • Implementing contract farming • Supporting producer income • Economic development • Training in new technologies
Company response	<ul style="list-style-type: none"> • Regular meetings • Sustainability Report 	<ul style="list-style-type: none"> • Using flexible communication • Implementing a Health and Safety Policy • Implementing a Corporate Ethics Policy 	<ul style="list-style-type: none"> • Publishing annual audited financial statements • Internal audit procedures 	<ul style="list-style-type: none"> • Contract Farming Programme • Providing training • Providing support, agricultural supplies and agricultural equipment



Suppliers and Partners	Large retail customers	Distribution network customers	Suppliers of finished products
<p>1 2 4 6 7 9</p>	<p>1 2 4 6 7 9 10 11 13</p>	<p>1 2 4 6 7 9 10 11 13</p>	<p>1 2 6 7 9 11</p>
<ul style="list-style-type: none"> ● Communication by phone or email, or face-to-face communication ● Meetings to review cooperation ● Physical presence at Company premises ● Meetings with the R&D Department 	<ul style="list-style-type: none"> ● Communication by phone or email, or face-to-face communication ● Presentations by Key Account Managers, Trade Marketing and Marketing ● Visits to stores by salespeople and merchandisers ● Meetings to review cooperation ● Meetings of the Trade Manager with buyers ● Meetings of the Managing Director with customer management 	<ul style="list-style-type: none"> ● Communication by phone or email, or face-to-face communication ● Visits to stores by salespeople and merchandisers ● Presentations ● Regular meetings of the Trade Manager with buyers 	<ul style="list-style-type: none"> ● Communication by phone or email, or face-to-face communication ● Meetings to review cooperation between Trade Management and procurement officers ● Meetings with the R&D Department
<ul style="list-style-type: none"> • Objective supplier evaluation • Ensuring long-term cooperation • Supporting local suppliers 	<ul style="list-style-type: none"> • Product quality • Pricing policy • Direct delivery • Ensuring long-term cooperation • Product labelling and traceability • Growth and profitability 	<ul style="list-style-type: none"> • Product quality • Pricing policy • Direct delivery • Ensuring long-term cooperation • Product labelling and traceability • Growth and profitability 	<ul style="list-style-type: none"> • Objective supplier evaluation • Ensuring long-term cooperation • Developing mutually beneficial relationships
<ul style="list-style-type: none"> • Maintaining long-term professional relationships 	<ul style="list-style-type: none"> • Maintaining long-term professional relationships • Supplying quality products • Product labelling in accordance with the legislation • Promoting customer support activities 	<ul style="list-style-type: none"> • Maintaining long-term professional relationships • Supplying quality products • Product labelling in accordance with the legislation 	<ul style="list-style-type: none"> • Maintaining long-term professional relationships

Stakeholder Groups	Suppliers of packaging materials	Foreign customers	Financial institutions	End consumers
	Material Topics	Material Topics	Material Topics	Material Topics
Material Topics	1 2 6 7 9 11	1 2 4 6 7 9 10 11 13	1 2 3 4 7 8 9 10 11 12	2 6 7 9 10 11 12
Communication Channels	<ul style="list-style-type: none"> ● Communication by phone or email, or face-to-face communication ● Meetings to review cooperation between Trade Management and procurement officers 	<ul style="list-style-type: none"> ● Communication by phone or email, or face-to-face communication ● Meetings to review cooperation ● Visits to countries in which the Company operates to better understand local market conditions ● Presentations by the Trade Manager and the Export Manager 	<ul style="list-style-type: none"> ● Meetings with Company representatives ● Financial Reporting 	<ul style="list-style-type: none"> ● Company site, social media ● Communication through marketing and trade marketing actions ● Market research ● Information contained in product packaging ● Communication by phone or email
Expectations	<ul style="list-style-type: none"> • Objective supplier evaluation • Ensuring long-term cooperation • Safe, quality packaging materials 	<ul style="list-style-type: none"> • Product quality and safety • Pricing policy • Product labelling and traceability • Growth and profitability 	<ul style="list-style-type: none"> • Transparency • Good corporate governance • Economic performance 	<ul style="list-style-type: none"> • Product quality and safety • Product labelling and traceability • Product nutritional value • Strengthening Company reputation • Immediate Company response to requests/complaints • Providing information on new products
Company response	<ul style="list-style-type: none"> • Maintaining long-term professional relationships 	<ul style="list-style-type: none"> • Supplying quality products • Product labelling in accordance with the legislation 	<ul style="list-style-type: none"> • Publishing annual audited financial statements • Sustainability Report 	<ul style="list-style-type: none"> • Responsible operation • Certified production processes

- constant frequency of communication
- fixed monthly, annual or quarterly frequency of communication
- non-fixed frequency of communication (on an *as-needed* basis)



Local and broader community	Academic institutions and Educational institutions	Government and Institutional bodies	Media
<p>5 7 8 9 10 11 13</p>	<p>1 3 4 5 8 10</p>	<p>1 2 3 4 6 7 9 10 12</p>	<p>1 2 4 5 7 9 10 11 13</p>
<ul style="list-style-type: none"> ● Communication with local authorities ● Visits of local authorities to Company production facilities ● Press releases to local Press ● Website / Social Media 	<ul style="list-style-type: none"> ● Cooperation with Universities and Research Institutions ● Participation in conferences ● Participation in research projects ● Preparation of studies, dissertations in case of interns (students), or provision of employment to gain experience 	<ul style="list-style-type: none"> ● Meetings with authorities ● Participation in institutional bodies 	<ul style="list-style-type: none"> ● Press releases, articles and communications to the Press ● Website and Social Media ● Interviews
<ul style="list-style-type: none"> • Supporting local community through recruitment, actions and sponsorships • Procurement of products from local community • Environmental protection and sound management of natural resources 	<ul style="list-style-type: none"> • Partnership in projects • Promoting studies • Supporting research projects through sponsorships 	<ul style="list-style-type: none"> • Legislative compliance • Occupational health and safety • Environmental protection and sound management of natural resources • Respect for human rights 	<ul style="list-style-type: none"> • Providing correct and immediate information • Providing information about new Company products • Corporate Responsibility actions
<ul style="list-style-type: none"> • New employee hires from local community • Supporting local and wider community through actions and sponsorships 	<ul style="list-style-type: none"> • Cooperation to set up programmes 	<ul style="list-style-type: none"> • Full compliance with legislation and zero incidents of non-compliance • Implementing a Corporate Ethics Policy 	<ul style="list-style-type: none"> • Company website • Sustainability Report • Press releases

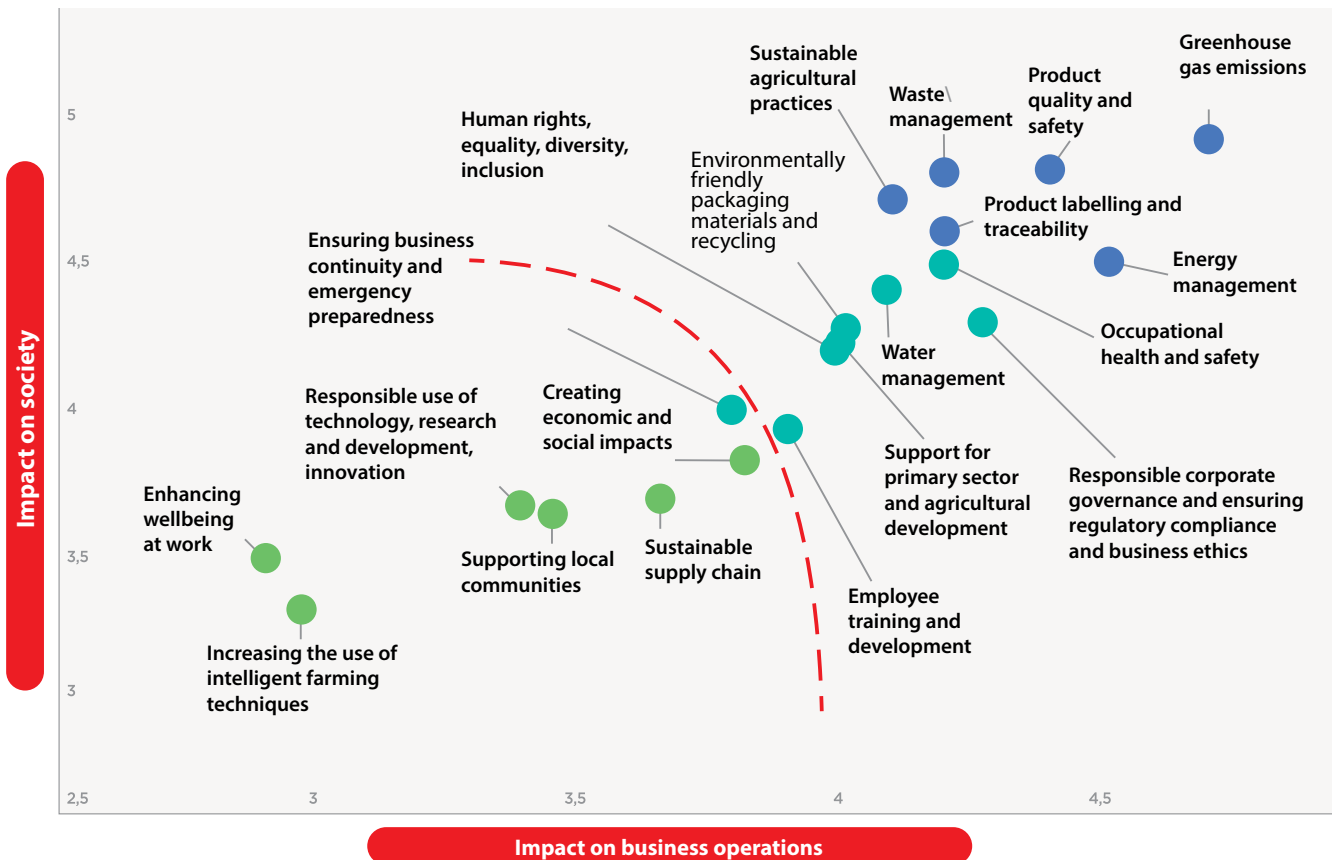
5.C. MATERIALITY ANALYSIS

GRI 3-1 GRI 3-2

In 2023, we completed our first materiality analysis to identify and prioritize topics relating to our Company’s sustainable development. We at KYKNOS have focused on the most important financial, environmental and social issues relating to our own activities and to those of our stakeholders. An internal consultation was carried out to identify material topics,

along with a study of topics identified as important by peer companies. The requirements of the guidelines and of the Global Reporting Initiative (GRI Standards) were also taken into account, along with identified material topics in the industry in which KYKNOS operates. In total, we identified 20 Material Topics.

We then identified our Material Topics through internal meetings of the KYKNOS project team, also attended by the Managing Director. The materiality analysis results were validated by the KYKNOS Senior Management, and the analysis identified the 13 Material Topics listed in the diagram below and detailed in this Report.


























MATERIAL TOPICS AND SUSTAINABLE DEVELOPMENT GOALS

Correlation with SDGs

Material Topics

Material Topic	SDG 3	SDG 9	SDG 12	SDG 13	SDG 15	Correlation with SDGs
1. Greenhouse gas emissions						3.9, 12.2
2. Product Quality and Safety						3.9, 9.5
3. Energy management						7.2, 12.2, 12.8.y
4. Waste management						6.3, 11.6, 12.3, 12.4
5. Sustainable Agricultural Practices						2.4, 2.5.a, 6.5, 12.2, 12.6, 15.1
6. Product labelling and traceability						3.9, 9.5.β, 12.3



			Correlation with SDGs
7.	Occupational health and safety	 	3.8, 8.8, 8.10.β
8.	Water Management	  	3.9, 6.3, 6.4, 15.1
9.	Responsible corporate governance and ensuring regulatory compliance and business ethics	   	8.5, 8.8, 9.5, 9.5.β, 10.3, 10.4, 12.6, 12.7, 12.8.y, 16.5, 16.7
10.	Environmentally friendly packaging materials and recycling	   	9.5.β, 12.5, 15.4
11.	Human rights, equality, diversity and inclusion	   	5.1, 5.2, 5.5, 5.6.β, 8.3, 10.2, 16.3, 16.7
12.	Support for primary sector and agricultural development	  	8.3
13.	Employee training and development	  	4.4, 4.5, 4.7, 8.3, 10.2

Overall, we contribute to the following Sustainable Development Goals:





The 7 topics identified as material for the Company

- Ensuring business continuity and emergency preparedness
- Creating economic and social impacts
- Sustainable supply chain
- Responsible use of technology, research and development, innovation
- Supporting local communities
- Enhancing wellbeing at work
- Increasing the use of intelligent farming techniques

PILLARS OF THE ESG STRATEGY

KYKNOS will, on the basis of the Materiality Study, focus its strategy on 4 key pillars of sustainability:

- Sustainable Crops
- Governance Principles
- Environmental Protection and
- Care for People

5.D. ESG TARGETS

Sustainability Goals		
Sustainable Crops		
GOAL	Measurement and evaluation of carbon footprint in tomato cultivation.	Fiscal year: 2023-2024
The Governance Principles		
	Assessment of environmental and social risks and opportunities.	Fiscal year: 2024-2025
GOAL	Drafting of a Supplier Code of Conduct and notification thereof to at least 65% of our main suppliers (raw materials, packaging materials, goods).	Fiscal year: 2023-2024
Care for the environment		
	A 2% reduction in direct (Scope 1) emissions per ton of output.	Fiscal year: 2023-2024
	Control of our main suppliers (raw materials, packaging materials, goods) on the basis of environmental and social criteria.	Fiscal year: 2023-2024
GOAL	A 15% increase in renewable energy generation.	Fiscal year: 2023-2024
Care for people		
	A 15% increase in the hours of education and training provided to employees.	Fiscal year: 2023-2024
	The evaluation should cover 100% of permanent staff.	Fiscal year: 2025-2026
	Achievement of zero accidents in the workplace.	Fiscal year: 2023-2024
	Increase in the number of permanent female employees by three percentage points.	Fiscal year: 2023-2024
GOAL	Certification of the Occupational Health and Safety Management System according to ISO 45001.	Calendar year: 2024

A photograph of two people shaking hands in a field at sunset. The sun is low on the horizon, creating a warm, golden glow. The background is slightly blurred, showing a field and some structures. The text '6. GOVERNANCE PRINCIPLES' is overlaid on the left side of the image.

6.

GOVERNANCE
PRINCIPLES

We at KYKNOS have been operating for 109 years with responsibility to our stakeholders, employees and society. Our practices and policies and the strategies we adopt to address any

events that may arise in our operations are in line with our purpose, values and commitment to our shareholders, to maintain a sustainable business. For the KYKNOS

Management and employees, transparent and ethical decision-making processes are vital to building trust with stakeholders and achieving long-term success.

6.A. ECONOMIC PERFORMANCE

GRI 201-1, GRI 207-1

For the year covered by our report, the Company's **turnover** amounted to €36,292,520.10, compared to €29,866,217.27 in the previous fiscal year, representing an increase of 21.52%.

It is noteworthy that despite the strong inflationary environment and reduced consumer purchasing power, the Company grew in volume by 4.74%.

Its **gross profit** amounted to €6,586,848.36, compared to €5,571,919.39 in the

previous fiscal year, representing an increase of 18.22%, due to the very high energy costs which affected production costs and was due to external factors.

Its **earnings before interest, tax, depreciation and amortization (EBITDA)**, amounted to €2,404,991.71, compared to €1,531,422.60 in the previous fiscal year.

The Company's **profit before tax** amounted to €838,620.42, compared to €189,493.50 in the previous fiscal year, representing an increase of

342,56% compared to the previous fiscal year.

Domestic sales increased by 24% and exports increased by 45%, compared to the previous fiscal year.

No properties were sold in this fiscal year, while the previous fiscal year' turnover included €1,079,500.00 from the sale of real estate.

The result of the closing fiscal year 2023 consisted in **profit after tax** of €640,008.82, compared to €189,493.50 in the previous fiscal year 2022.

SUMMARY STATEMENT OF PROFIT AND LOSS

COMPANY DETAILS			
	30/6/2023	30/6/2022	CHANGE %
Turnover	36,292,520.10	29,866,217.27	21.52%
Gross results	6,586,848.36	5,571,919.39	18.22%
Gross profit margin	18.15%	18.66%	
EBITDA	2,404,991.71	1,531,422.60	57.04%
EBITDA margin	6.63%	5.13%	
EBIT	1,592,597.83	769,037.38	107.09%
Results before tax	838,620.42	189,493.50	342.56%
Results after tax	640,008.82	189,493.50	237.75%
Net profit margin after tax	1.76%	0.63%	

ECONOMIC AND SOCIAL IMPACT

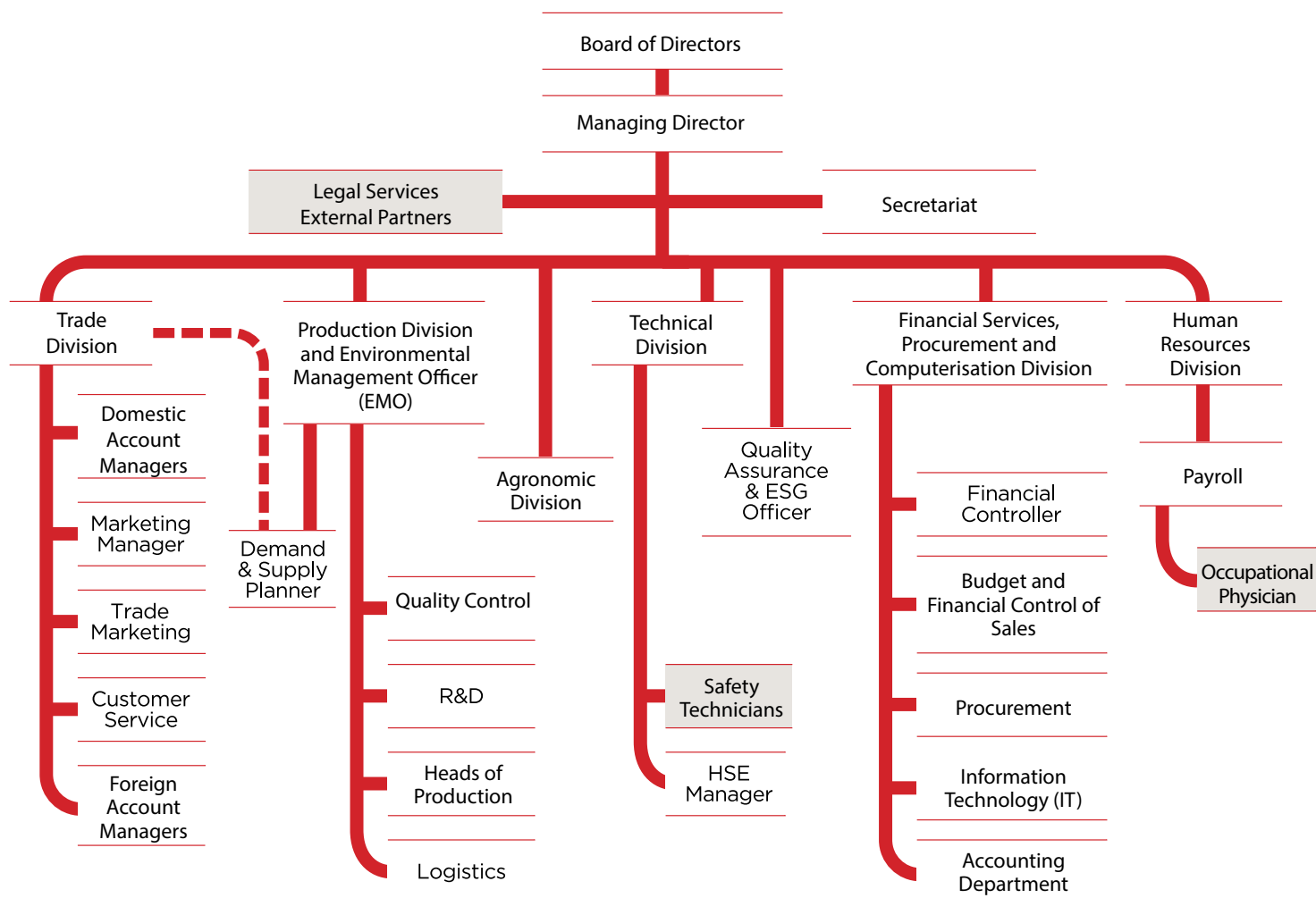
Our goal is to become a food industry that expands its production to include new products. The KYKNOS Research and Development Department implements the recipes and supervises the production of our new products. We are looking for solutions to create products with raw materials that are not over-processed and have a reduced sugar content, to ensure health benefits for our consumers.

At the same time, as far as our partners are concerned, despite climate and political change, the Company is constantly striving to reduce costs without compromising its high quality and its consistency to customers, staff and other partners. As far as our producers - suppliers are concerned, we have been working with them for many years through contract farming, providing them with know-how, security and

various forms of support. As a result of our long-standing commitment to quality products, goods, services and healthy partnerships, KYKNOS has established itself in the industry as a reliable partner for its customers and an important choice for consumers.

6.B. CORPORATE GOVERNANCE

GRI 2-9



The governance structure of KYKNOS is commensurate with our activities, to make sure that our conduct and operations comply with the highest ethical standards.

6.C. BOARD OF DIRECTORS

GRI 2-24, GRI 405-1, GRI 2-11

The Board's primary responsibility is to support our Company's long-term success. The Board is responsible for laying down the strategic direction, establishing broad corporate policies, overseeing the operation of KYKNOS and safeguarding its reputation. It comprises 6 members (Directors) who meet regularly to discuss important issues relating to

Company operation, current legislation (including on environmental, social and governance issues) and the Company's financial situation.

The Board has 5 non-executive Directors and 1 executive Director, who is the Company's Managing Director. The female Director serves as Chairman of the Board.

In accordance with Company

practice and Greek law, the Directors are elected by the General Meeting. Should a Director resign, a replacement may be proposed by the Company Chairman. The replacement must be approved by the other Directors, and then the replacement decision due to resignation and the election of the new Director must be approved by the General Meeting.

Management bodies by gender and age

Percentage of women	Under 30	Between 30-50	Over 50
2020-2021	0	26.32%	5.26%
2021-2022	0	26.32%	5.26%
2022-2023	0	26.32%	5.26%
Percentage of men	Under 30	Between 30-50	Over 50
2020-2021	0	26.32%	42.10%
2021-2022	0	26.32%	42.10%
2022-2023	0	26.32%	42.10%

MANAGEMENT

The Company's Management is responsible for proper business operation, implementation of Board-approved strategy,

building and safeguarding of KYKNOS reputation, implementation of annual plans, customers relations, innovation, human

resources development, internal and external communication, internal policies and procedures.

PROJECT TEAMS

There are 2 additional teams at KYKNOS to ensure Occupational Health and Safety, and Food Safety. As part of good governance, the Company has drawn up policies to strengthen its ethical operation.

These are:

- Food Safety Policy
- Corporate Ethics Policy
- Policy on Combating Violence and Harassment at Work
- Environmental Policy
- Whistleblowing Policy

- Policy to Combat Corporate Fraud, Bribery and Conflicts of Interest.

ESG GOVERNANCE

GRI 2-12, GRI 2-13, GRI 2-14 GRI 2-16, GRI 2-17

The Managing Director of KYKNOS is responsible for the development of its purpose, values, strategy and proper oversight. With assistance from competent departments, he works with stakeholders and

supports the vision for adopting sustainability principles. Taking into account the potential impact of social, economic and environmental conditions on Company operation, and correspondingly on the

society and environment, the Managing Director of KYKNOS coordinates the appropriate project teams to address any impacts, informing the Board of Directors in extraordinary or scheduled meetings.

MATERIAL ISSUE:
**RESPONSIBLE CORPORATE GOVERNANCE AND
 ENSURING REGULATORY COMPLIANCE AND BUSINESS ETHICS**

GRI 3-3, GRI 2-27, GRI 205-3, GRI 206-1, GRI 415-1, GRI 205-2

The Company 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. We at KYKNOS support fair competition. The Company has never

been sued under the antitrust legislation. We are also actively contributing to Greece's economic growth and support political stability, without sponsoring any particular political party. For the reporting period, all our permanent employees

were informed of the Company's corporate ethics policy, which addresses various issues of corruption and bribery. The policy is posted on our website and in the workplaces so that our temporary staff can access the information concerned.

6.D. BUSINESS CONTINUITY

KYKNOS is poised at ensuring long-term turnover growth, aiming at the well-being of our employees and the financial prosperity of the Company.

In this context, we detect risks related to tomato production and follow up on tomato cultivation developments to identify best practices. According to analysts, under the current circumstances, the most important risks are related to current geopolitical developments, in particular

the evolution of the war in Ukraine and the conflicts in the Middle East, which may have a significant impact on international economic activity, especially due to energy prices. Furthermore, risk and uncertainty factors can be identified in the monetary tightening policy pursued internationally in order to combat inflationary pressures, which affect economic activity and household consumption behaviour.

The Company has continued to operate uninterrupted, as the Management keeps assessing 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. 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, and the supply of materials is looked into on a case-by-case basis. When it comes to large procurement volumes,

the rules of cooperation are laid down in contracts. The Company closely follows up on developments in the industry with the constant aim of ensuring sales growth

in all categories, customers and channels in which it operates, as well as further strengthening its market share and improving its results.

6.E. INNOVATION

Knowledge and innovation play a key role in helping farmers and agricultural communities meet current and future challenges for the benefit of food systems, biodiversity, the environment and consumers.

Knowledge exchange between advisors, farmers,

researchers, agricultural networks, national and regional authorities supports the development of innovative solutions that work in practice. As regards launching new products, KYKNOS expanded its range of product categories by entering the mayonnaise and mustard categories,

with a total of 6 different products.

This entry significantly strengthened the Company's presence in the broader dressings category, while also boosting the growth of existing categories, such as ketchup, by offering a complete range of flavours to meet consumer needs.

RESPONSIBLE USE OF TECHNOLOGY – RESEARCH AND DEVELOPMENT – INNOVATION

Responsible use of technology, R&D and Innovation are key pillars for the mission and operation of KYKNOS. Our Company has established a network of cooperation with research institutions to promote innovative and effective solutions in its effort to meet the growing needs of a changing food chain context. In

cooperation with renowned institutions such as the Benaki Phytopathological Institute, ELGO DIMITRA and the Agricultural University of Athens, we seek to address various challenges in agriculture and crop management. These team efforts have resulted in numerous projects focusing on weed control, sustainable agricultural

practices, disease prediction models, insect control, environmentally friendly soil treatment methods and innovative ways to minimize environmental impact. Through responsible use of technology and commitment to continuous research and innovation, KYKNOS is leading the way to a more sustainable and effective future in the agricultural sector.

7.

SUSTAINABLE CROPS



MATERIAL ISSUE: SUSTAINABLE AGRICULTURAL PRACTICES

GRI 2-25, GRI 3-3

We at KYKNOS specialize in tomato production and are committed to complying with EU food regulations, from production to consumption.

Our goal is to provide consumers with products that meet the highest standards of food safety and nutritional value.

We apply strict quality control measures throughout the entire production process, from supply of tomatoes to distribution of finished products.

In addition to complying with EU regulations, we at KYKNOS support the Farm-to-Fork strategy.

We recognize the importance of mitigating our environmental footprint and enhancing our sustainability. To achieve that, we procure tomatoes from local farmers who practice sustainable agriculture, minimizing the use of pesticides and promoting biodiversity.

We also give priority to environmentally friendly packaging materials and work to reduce our energy consumption and Greenhouse Gas emissions throughout our operating

chain.

By continuously complying with EU regulations and adopting the Farm-to-Fork strategy, we provide top quality tomato products that consumers can trust for their quality, safety and environmental responsibility.

See the chapter on Environmental Protection for a more detailed description of the practices we adopt to meet our goal.



8.

ENVIRONMENTAL PROTECTION



ENVIRONMENTAL PROTECTION

Sustainability is based on a simple principle: all we need for survival and well-being depends, directly or indirectly, on our natural environment. Agriculture is directly related to the proper management of land, air and water.

Sustainability creates and maintains the conditions under which man and nature can coexist productively and harmoniously, allowing Greece to meet its needs in food and to cover the social, economic and other needs of present and future generations.

Sustainable agriculture allows us to have, and to continue having, water, materials and resources to protect human health and our environment. Adopting circular economy principles and minimizing waste production further contributes to a sustainable and resilient business model.

For KYKNOS, protection of, and care for, the environment are a priority.

Our production activities are fully compatible with the current Greek and EU legislation, while our employees are actively and consciously participating in our actions.

Since 2019 we have been a member of the Supplier Ethical Data Exchange (SEDEX), and our operations fully meet the requirements of SMETA Pillar IV (SEDEX Members Ethical Trade Audit).

The KYKNOS factory is inspected in terms of 4 pillars: labour relations, environmental protection, health and safety, and business ethics.

**In June 2023
we obtained
certification
according to
ISO 14001:
Environmental
Management
System.**

With an unwavering commitment to sustainability, the Company has implemented practices aimed at minimizing its environmental footprint and optimizing resource efficiency in all processes. By obtaining ISO 14001 certification, we demonstrate our commitment to reducing our environmental impact, promoting environmentally friendly practices and continuously improving our environmental performance. The Company's actions relating to care for, and protection of, the environment are based on the rational consumption of energy and water and the recycling of all waste produced in our factory.



8.A. CLIMATE CHANGE AND GREENHOUSE GAS EMISSIONS (GHG)

MATERIAL ISSUE: GREENHOUSE GAS EMISSIONS

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

Industrial tomato cultivation is one of the most important crops in Greece and globally. Today, there are approximately 7,000 to 8,000 hectares of tomato crops in Greece. In total, there are approximately 5 million hectares of tomato crops globally, representing

a 30% increase in production in the last decade. Greek production accounts for about 2% of global production. We at KYKNOS are aware of our responsibility for the environmental impact of our operations due to GHG emissions.

The management of our air pollutants is subject to current regulations, whereas carbon dioxide emissions must be reduced under the GHG emissions trading scheme.

Direct (Scope 1) GHG emissions			
Year	2020-2021	2021-2022	2022-2023
Tons	8,467	8,757	8,375

Ratio of GHG emissions (Scope 1) intensity in tCO ₂ /tn of output			
Year	2020-2021	2021-2022	2022-2023
Intensity Ratio	0.36	0.35	0.34

The increase in direct GHG emissions (Scope 1) in fiscal years 2020-2021 and 2021-2022 was due to the increase in output, whereas direct

emissions dropped by 382 tCO₂ in 2022-2023. Moreover, in the last three years we have managed to reduce the intensity of direct GHG

emissions (Scope 1) per ton of output, and our target is to reduce them by a further 2% in fiscal year 2023-2024 compared to the reference year.

Moreover, in July 2023 we started measuring our ODS (ozone depleting substances) production, input and output percentages. These measurements will help us to assess and reduce these emissions.

In our factory, in the boiler room in particular, there are three soot retention cyclones, with the soot being collected by authorized collectors, thus preventing the release of approximately 12 tons of soot per year.

As part of our effort to operate with environmental responsibility, we encourage the use of new technologies to effectively minimize our carbon footprint. We understand that innovation plays a key role in addressing environmental challenges and we are exploring cutting-edge solutions to achieve our emission reduction targets. Through extensive research and cooperation with stakeholders, we aim to implement advanced systems that will significantly reduce

greenhouse gas emissions from our operations. We signed a project contract with the Agricultural University of Athens to “Assess the energy footprint of industrial tomato cultivation in West Greece”, which was completed at the end of 2023, and the relevant data are currently being analysed and processed.

This initiative marks the Company’s first step towards measuring other mixed indirect greenhouse gas emissions (Scope 3).

Indirect GHG emissions (Scope 2) in tCO ₂			
Year	2020-2021	2021-2022	Reference period 7/22-6/23
Amount	1,483	1,413	1,491

8.B. ENERGY CONSUMPTION

MATERIAL ISSUE: ENERGY MANAGEMENT

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

Agriculture is in itself an energy conversion process, i.e. solar energy is converted through photosynthesis into food energy for humans and feed energy for animals.

Primitive agriculture simply involved scattering seeds on land and obtaining the poor yields that resulted from their crops.

Modern agriculture requires energy input at all stages of production, such as direct energy use for agricultural machinery, water management for irrigation, cultivation and harvesting. Post-harvest energy use includes energy for food

processing, storage and transport to markets.

We at KYKNOS are aware that our operating cycle requires the use of energy at all stages, and therefore we are committed to developing innovative solutions to reduce energy consumption. To that end, we have installed a photovoltaic power plant of a total capacity of 1 MWp on the rooftop of our factory in Savalia, Ilia.

This investment prevents the release of 1,100 tons of carbon dioxide related to fossil fuel energy every year. In June 2023, we started

works to install additional photovoltaic panels of a capacity of 1 MWp, which will increase the use of renewable electricity by 30%. The additional photovoltaic panels were connected to the grid in December 2023.

In addition, in 2021-2022 we replaced 1,410 conventional lamps and floodlights in our factory with LED technology. The overall energy savings for lighting amounted to 53% compared to conventional lighting, while the annual carbon dioxide savings are 180 tons of CO₂ per year.

Despite the absence of any significant reductions in overall energy consumption, we managed to obtain 30% of our energy consumption from renewable sources

(solar energy). RES consumption doubled in 2021-2022 compared to 2020-2021, and the data for fiscal year 2022-2023 are encouraging.

In addition, in the reporting period, we managed to significantly reduce the energy intensity ratio per ton of output.

Ratio of energy intensity consumed by the organisation (kWh/tn of output)

Year	2020-2021	2021-2022	2022-2023
Ratio	1,467.9	1,421.3	1,377.9

Total electricity fed into

Year	2020-2021	2021-2022	2022-2023
Amount	443,450 kWh	460,068 kWh	492,502 kWh

Total electricity consumption within the organisation (kWh)

Year	2020-2021	2021-2022	2022-2023
Total non-RES consumption	3,414,318	3,421,041	3,488,668
Total RES consumption	588,827	1,073,686	1,024,404
Total	4,003,145	4,494,727	4,513,072



8.C. WATER MANAGEMENT

MATERIAL ISSUE: WATER MANAGEMENT

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

Agricultural production depends highly on water and is increasingly subject to risks related to its disposal. Farming requires approximately 70% of the world's water supply and, at the same time, significantly pollutes the aquifer. Therefore, improving water management in farming is essential for a sustainable and productive agri-food sector. At the same time, the production and packaging of our products requires the use of water at various stages of tomato processing to ensure the quality of the final product, and therefore we at KYKNOS ensure proper

water management at all processing stages in our factory.

The use of water is primarily focused on the stages of receiving, transporting and washing the tomatoes and on the processes of product concentration and cooling.

We at KYKNOS aim to minimize water use, always complying with environmental regulations. In fiscal year 2022-2023, we began measuring the water withdrawn and discharged in our plant in Savalia to ensure sustainable and responsible water use, minimize water waste and

mitigate potential impacts on local ecosystems and water resources.

We used hydrometers in boreholes and at the water uptake point from the Stremenos dam to collect the above data and then analysed the data.

With respect for preserving the ecological balance of ecosystems and the need to safeguard water resources, we do not withdraw or discharge water in water stressed areas. We draw much of the water we consume from boreholes in the courtyard of the factory, as well as from the local water supplier.

Total water withdrawn		Total water discharged
2022-2023	Groundwater: 1,174,656 m ³	Total water discharged: 1,369,269 m ³
	Third-party water: 208,433 m ³	
	Total water withdrawn: 1,383,089 m ³	

Water is discharged into the Central Drainage Canal of Stremenos. As the use of clean water is important for the operation of our production plant to ensure the quality of our products, we take measures to maintain its quality through the use of sand collectors, a system for cleaning the canals every day, and the use of filters for the cleaning agents.

Foot pedals are used in the hand washing facilities and toilets of the factory to ensure proper water use. KYKNOS also has a state-of-the-art high-capacity wastewater treatment plant in Savalia, where the wastewater from our production activity is

treated.

In calendar year 2022, a total of 407,786 m³ of wastewater was treated in the treatment plant.

We focus on responsible wastewater management using effective biological treatment methods. Throughout the treatment process, critical parameters such as COD (Chemical Oxygen Demand), BOD (Biochemical Oxygen Demand), SS (Suspended Solids) are measured to assess the quality of treated water. By closely monitoring these parameters we make sure that the water discharged meets or exceeds the required environmental standards. Through diligent

monitoring and strict treatment protocols, we ensure that discharges from our facilities do not contain any substances that could cause irreversible damage to the environment or surrounding ecosystems. We are committed to using sustainable practices and protecting the integrity of our ecosystems. The above information was collected in accordance with standards and methodologies laid down in national legislation, as well as in the decisions on the approval of environmental conditions and in the environmental impact assessment.

Total water consumption in Savalia	
2022-2023	13,820 m ³

SOUND IRRIGATION MANAGEMENT

In terms of water management in tomato growing and cultivation areas, we worked together with the Benaki Phytopathological Institute to implement new practices and digital tools. In some of the crops we installed weather stations and humidity sensors, and in cooperation with the existing Decision Support System (DSS), we facilitate irrigation monitoring and optimal water use timing.

The DSS is an interactive imaging system that takes into account meteorological data, soil type and moisture, commercial requirements (e.g. undetectable residues etc.), land use, plant protection and fertilization interventions and lots of other information which can be collected, analysed and processed. DSSs are an important tool in modern farming, as they collect and process large amounts of data and contribute to

timely and efficient decision-making.

In the 2023 growing season we worked together with a company specializing in precision irrigation systems. To improve water management, three soil sensors and meteorological stations will be installed in three parcels.

These sensors will collect data and determine the amount of water needed for the crops based on the real-time needs of the crop.



8.D. BIODIVERSITY

GRI 3-3

Agricultural biodiversity encompasses the diversity and variability of plants, animals and micro-organisms at genetic and ecological levels, which is essential for maintaining the important structures and processes of an agroecosystem which supports the sustainable production of safe agricultural products.

Just like in climate change, there are two-way interactions between agriculture and biodiversity. Richer biodiversity benefits agriculture through, for example, an increase in the number of pollinators, the presence of pest-reducing species, and better soil quality.

KYKNOS agronomists annually record the presence of wild flora and fauna during site inspections of the fields. In addition, the use of formulations that cause the least possible damage to beneficial predators of crop pests is both recommended and used.

Agricultural biodiversity is important for the following reasons:

- It contributes to the positive role of biological support for agriculture through soil microorganisms and biological pests.
- It supports the implementation of Integrated Farm Management through careful use of plant protection products, avoidance of fertilizer leaching, efficient use of water, and application of farming methods to prevent soil compaction.
- It helps promote the creation and conservation of wild flora and fauna on uncultivated parcels and to identify and protect biodiversity movement corridors in the area, while also promoting the observation and recording of wild flora and fauna populations and responding to potential changes immediately.



**MATERIAL ISSUE:
SUSTAINABLE AGRICULTURAL
PRACTICES**

We at KYKNOS take a holistic sustainability approach across the entire spectrum of our production process. We recognize the urgent need to protect the environment and contribute to a more sustainable future.

Sustainable agricultural practices are of paramount importance to KYKNOS, as they are fully aligned with our commitment to environmental management and responsible corporate practices. By adopting sustainable agricultural practices we are able to minimize any negative impact on the environment, conserve natural resources and protect biodiversity. Through practices such as integrated pathogenic pest management and the use of cover crops, we are able to improve soil health, structure and fertility, thus ensuring increased crop yields and long-term profitability. By incorporating sustainable agricultural practices into its operations, KYKNOS aims to set an example to the industry, contributing to a better future for the generations to come.

RISK ASSESSMENT ON CULTIVATED PARCELS

KYKNOS applies an Integrated Farm Management System for industrial tomato farming and is certified according

to the requirements of the Good Agricultural Practice standard of GLOBALG.A.P. According to these requirements, a

risk assessment must be carried out on new parcels, before they are used for farming, to prevent potential environmental risks.

USE OF FERTILIZERS

KYKNOS applies an integrated fertilizer management system and encourages its cooperating producers to use fertilizers rationally in order to reduce overuse and make sure that the amounts of fertilizer used are those required for the

crop concerned, on the basis of soil analysis of the parcel. In addition, it encourages producers to use new types of fertilizers, such as fertilizers with a nitrification inhibitor as the inhibitor modifies the rate of nitrification, regulates the nitrogen supply depending

on the needs of the crop and ensures continuous and gradual supply to the plants throughout the growing season, so that there are no losses due to leaching/ evaporation either to deeper soil layers or to the atmosphere.



WEED CONTROL

KYKNOS applies a comprehensive weed control plan, which is both more cost-efficient and more effective. In particular, integrated management includes pre-emergence or post-emergence (as appropriate) herbicide interventions.

In recognition of the problems caused by weeds and post-emergence herbicide intervention in the crop, our Agronomic Department has been organising regular training seminars since 2022, to demonstrate the proper

method of applying pre-emergence weed control to our producers. By applying this method, we aim to manage weeds more properly and effectively, reduce inputs and protect the environment.

Moreover, we at KYKNOS encourage our producers to replace the installation of plastic (polyethylene) mulch film with biodegradable mulch film, which is made from starch, a natural organic substance, and is fully degradable after cultivation, thus causing no harm to the soil and

the environment. By using this approach, the starch-based film is converted into nutrients, contributing to an environmentally friendly farming process.

This practice has already been tested on a pilot scale with excellent results.

A farming practice already used for weed management purposes is growing cover plants, for which, depending on the type of weeds we wish to control, a specific mix of cover seeds and plants is chosen to control weed population.

USE OF BIOLOGICAL PREPARATIONS

We are committed to protecting the soil and the crops by using innovative solutions.

We apply advanced techniques to detect soil diseases, which can be addressed effectively by

using environmentally friendly biological preparations. We aim to fight soil diseases in a natural way.

INCREASING THE USE OF INTELLIGENT FARMING TECHNIQUES

The farming industry is under pressure. Dramatic increases in the cost of raw materials and labour are putting farmer profitability at risk. Globally, farmers report that prices of raw materials, such as fertilizers and crop protection chemicals, have increased

by 80% to 250% in recent years.¹ Climate change also squeezes profits. A warmer climate results in increased weather variability, more frequent extreme weather events, longer droughts, and new pests. Automation can help

address these challenges in a number of ways, for example by reducing inputs to farming, protecting natural resources. It can improve working conditions on the farm by reducing the operating skills required of employees and lowering labour costs for farmers.

MANAGEMENT OF INSECT INFESTATIONS

Taking appropriate measures to prevent population outbreaks of crop insect pests is of paramount importance to us. To avoid problems that may be caused by the occurrence of insects in the crop, such as the qualitative and quantitative degradation of fresh raw material, KYKNOS has set up a network of traps in some parcels to monitor the population of the insects *Tuta Absoluta* and *Helicoverpa Armigera* (green worm). The

traps are installed in 5 zones, covering 5 sub-areas of the total cultivated area of the factory. The insect population is monitored by the use of a digital mobile application, in which data are entered after each measurement. Measurements are taken twice a week by an agronomist provided by a cooperating firm. Based on the measurements, as well as on the site

inspections carried out by our Agronomic Department, decisions are made and instructions are given for taking targeted and timely steps, such as application of chemical or biological control method. The criteria for deciding whether or not to spray are the level of infestation (pressure), symptomatology in the field, the number of captures, and the insect development stage.

¹ David Fiocco, Vasanth Ganesan, Maria Garcia de la Serrana Lozano, and Hussain Sharifi, "Agtech: Breaking down the farmer adoption dilemma," McKinsey, February 7, 2023.

DISEASE PREDICTION

We at KYKNOS use disease prediction models and utilise the data from the models to prevent soil and foliar diseases in the crop at an early stage.

This innovative approach allows us to act proactively, ensuring the timely implementation of measures to protect crops and maximise yields.

Thus, farmers can prevent potential risks and cultivate their fields with confidence and safety.

8.E. CIRCULAR ECONOMY

Shifting from our current food system to one based on the principles of the circular economy is one of the most powerful things we can do to tackle climate change and build biodiversity. We can do

this while at the same time providing healthy, nutritious food for all.

We at KYKNOS recognize that we are able to contribute to circular economy through proper

waste management and through our vision of using environmentally friendly and recyclable packaging materials for our products, in cooperation with our suppliers.

MATERIAL ISSUE: WASTE MANAGEMENT

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

Effective waste management is of utmost importance to us, as it helps us minimize our environmental impact, comply with regulations, promote sustainability,

enhance operational efficiency, as well as reduce costs and foster a responsible corporate culture. We at KYKNOS apply the management method

indicated by law, and all the waste generated by our factory activity is taken for disposal to authorized waste management and treatment companies.

Total weight of waste generated, in tons

Non-hazardous waste

Categories	Quantity (metric tons)
Paper packaging	51.860
Plastic packaging	22.040
Metal packaging	24.560
Wooden packaging	11.080
Glass packaging	15.880
Metal packaging	17.340
Mixed municipal waste	139.660
Iron and steel	145.880
Waste electrical and electronic equipment (WEEE)	3.791
Plant tissue waste	258.783
Mud from washing, cleaning, peeling, centrifuging and separation	506.800
Total	1,197.585

Food waste

Categories	Quantity (metric tons)
Materials unsuitable for consumption or processing	84,155

Hazardous waste	
Categories	Quantity (metric tons)
Waste containing other hazardous substances	10.360
Absorbent materials, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated with hazardous substances	0.600
Packages containing residues of, or contaminated with, hazardous substances	0.260
Non-chlorinated mineral-based engine, gearbox and lubricating oils	1.380
Laboratory chemicals consisting of, or containing, hazardous substances, including mixtures of laboratory chemicals	0.730
Total	13.330

Any waste that remains stored within our facilities is taken in due course for disposal to authorised waste management and treatment companies.

Total weight of waste not taken for disposal	
Categories	Quantity (metric tons)
Absorbent materials, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated with hazardous substances	0.600
Packaging containing residues of, or contaminated with, hazardous substances	0.260
Non-chlorinated mineral-based engine, gearbox and lubricating oils	1.380
Laboratory chemicals consisting of, or containing, hazardous substances, including mixtures of laboratory chemicals	0.730
Total	3.07
Total weight of waste taken for disposal	
Categories	Quantity (metric tons)
Non-hazardous waste	1,281.74
Hazardous waste	10.26
Food waste	97.360
Total	1,389.36
Total weight of hazardous waste to be disposed of	
Categories	Quantity (metric tons)
Other disposal operations	8.880

The above figures refer to calendar year 2022.

In addition, we have strict procedures in place to manage products approaching their expiry date, taking steps to minimize waste by

donating them to charities, which allows us to make a positive contribution to the community while minimizing food waste. The husks, seeds and plant

parts resulting from the crushing of tomatoes during the extraction process are classified as a by-product and provided as animal feed to authorized livestock farms.

MATERIAL ISSUE: ENVIRONMENTALLY FRIENDLY PACKAGING MATERIALS AND RECYCLING

GRI 3-3, GRI 301-1

We at KYKNOS understand the critical importance of reducing waste and minimizing our ecological footprint. That's why we have made it a priority to ensure that all our packaging materials are recyclable. In April 2022 we took a major step by introducing heat shrink film for our paper trays,

which have a 30% recycled plastic content. The paper primary packaging used for our products is certified for responsible forest management according to the requirements of the Forest Stewardship Council (FSC). As increased production leads to increased use of packaging, we continue to seek

environmentally friendly solutions, while at the same time maintaining product quality thanks to package durability. The increase in the total weight of packaging materials is due to an increase in the quantities of products placed in professional packaging.

Total weight of packaging materials

	2020-2021	2021-2022	2022-2023
Total Weight	1,625 tn	1,836 tn	2,140 tn

9.

CARE FOR OUR PEOPLE



9.A. OUR EMPLOYEES

GRI 2-7, GRI 2-30

We at KYKNOS want to create a supportive and empowering work environment by promoting diversity, ensuring fair wages and addressing human rights issues.

Professional development and ongoing learning opportunities contribute to long-term success. Our human resources are our driving force and one of the main reasons for our successful 100-year-long presence.

We try to maintain a stable workforce, as a large proportion of our seasonal workers are the same year after year.

Total number of employees by gender						
	Women		Men		Total	
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
2020-2021	19	152	67	165	86	317
2021-2022	21	131	90	168	111	299
2022-2023	23	149	85	129	108	278

Due to our extensive activities in rural areas, most of our staff are employed outside Attica.



Permanent employees				
Area	Year/ Gender	Women	Men	Total
ILIA	2020-2021	7	45	52
	2021-2022	8	70	78
	2022-2023	11	66	76
ATTICA	2020-2021	7	16	23
	2021-2022	8	13	21
	2022-2023	7	13	20
ARGOLIDA	2020-2021	5	4	9
	2021-2022	5	4	9
	2022-2023	5	3	8
OTHER AREAS	2020-2021	0	2	2
	2021-2022	0	3	3
	2022-2023	0	3	3
Temporary employees				
Area	Year/ Gender	Women	Men	Total
ILIA	2020-2021	151	163	314
	2021-2022	130	165	295
	2022-2023	148	127	275
ARGOLIDA	2020-2021	0	1	1
	2021-2022	0	1	1
	2022-2023	0	1	1
ATTICA	2020-2021	1	0	1
	2021-2022	1	1	2
	2022-2023	1	0	1
OTHER AREAS	2020-2021	0	1	1
	2021-2022	0	1	1
	2022-2023	0	1	1

All KYKNOS's people are Company employees. In accordance with the national legislation on labour, all our employees (100%) are

covered by collective or sectoral labour agreements. We operate with respect to the professional and personal development of each one of

our people. We encourage initiative, teamwork and honesty, and we consistently support the people who are the very soul of our Company.

MATERIAL ISSUE:
**HUMAN RIGHTS, EQUALITY,
 DIVERSITY AND INCLUSION**

GRI 3-3, GRI 401-1, GRI 405-1, GRI 405-2, GRI 403-1, GRI 406-1

We strongly believe that human rights, equality, diversity and inclusion are extremely important issues in line with our ethical principles, but also integral to our success and long-term sustainability.

That is why we have a strong Corporate Ethics Policy and Policy on Combating Violence and Harassment at Work and we are firm in our commitment to protect and promote human rights and are strongly opposed to all forms of discrimination. We recognize that promoting an inclusive work environment

where everyone is valued, respected and empowered is not only a moral need but also a strategic advantage. By supporting diversity and inclusion as material topics we strengthen our corporate culture, build stronger relationships with customers and partners and make a positive contribution to the communities in which we operate. Attracting and retaining our employees is of the utmost importance to us, and that is why we strive to retain our workforce and have the lowest possible employee turnover from the KYKNOS family. As we recognize how rapidly the work landscape changes and how difficult it is to retain skilled staff, we support our existing staff

and respond to the various needs of our employees, constantly striving to provide them with opportunities for growth and development. In our Corporate Ethics Policy we are 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. In the period 2020-2021, our employees were trained in the KYKNOS Corporate Ethics Policy. All company policies on human rights are posted in the workplace and on the Company's website. In addition, these policies are also notified by email.

We strongly believe in the fundamental principles of equality, diversity and inclusion. We are united against discrimination in all its forms and strive to create a workplace that promotes respect and dignity for every individual.

We are committed to providing equal opportunities, fair treatment and a supportive, bias-free environment. Discrimination has no place in our Company, and no incidents of discrimination occurred in the reporting period.

Age distribution of employees by gender

PERMANENT STAFF		<30 years old	30-50 years old	>50 years old
2020-2021	Women	1.16%	17.44%	3.49%
	Men	2.33%	37.21%	38.37%
2021-2022	Women	0.90%	15.32%	2.70%
	Men	2.70%	41.44%	36.94%
2022-2023	Women	2.78%	14.81%	3.70%
	Men	0.93%	39.82%	37.96%

Age distribution of employees by gender

TEMPORARY STAFF		<30 years old	30-50 years old	>50 years old
2020-2021	Women	10.76%	18.67%	18.67%
	Men	12.66%	23.73%	15.51%
2021-2022	Women	10.37%	16.39%	17.06%
	Men	18.39%	19.06%	18.39%
2022-2023	Women	19.06%	16.91%	17.63%
	Men	20.50%	12.23%	13.67%

Total new employee hires by gender, age group and geographical location

Total new employee hires by gender, age group and geographical location							
2020-2021	New employee hires by gender	Women		Men		Total	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		2	152	4	165	6	317
	New employee hires by age	under 30		30-50		over 50	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		0	74	4	113	2	130
	New employee hires by region	ILIA		ATTICA		ARGOLIDA (NAFPLION)	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		3	314	3	1	0	1
	New employee hires by region	OTHER AREAS					
		Permanent	Seasonal				
		0	1	-	-	-	-
2021-2022	New employee hires by gender	Women		Men		Total	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		3	131	28	167	31	299
	New employee hires by age	under 30		30-50		over 50	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		0	82	23	104	8	113
	New employee hires by region	ILIA		ATTICA (ATHENS)		ARGOLIDA (NAFPLION)	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		28	295	2	2	0	1
	New employee hires by region	OTHER AREAS					
		Permanent	Seasonal				
		1	1	-	-	-	-
2022-2023	New employee hires by gender	Women		Men		Total	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		2	148	2	127	4	275
	New employee hires by age	under 30		30-50		over 50	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		2	110	2	79	0	86
	New employee hires by region	ILIA		ATTICA (ATHENS)		ARGOLIDA (NAFPLION)	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
		4	272	0	0	0	0

Employee turnover by gender, age group and geographical location

	Women		Men		Total		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
2020-2021	Employee turnover by gender	1	144	7	120	8	264
	Employee turnover by age	under 30		30-50		over 50	
		Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal
	0	68	3	90	5	106	
Employee turnover by region	ILIA		ATTICA		ARGOLIDA (NAFPLION)		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
	6	263	2	1	0	0	
2021-2022	Women		Men		Total		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
	1	105	8	131	9	236	
Employee turnover by age	under 30		30-50		over 50		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
	0	72	5	86	4	78	
Employee turnover by region	ILIA		ATTICA (ATHENS)		ARGOLIDA (NAFPLION)		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
	5	233	3	1	1	0	
Employee turnover by region	OTHER AREAS						
	Permanent	Seasonal					
	0	1	-	-	-	-	
2022-2023	Women		Men		Total		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
	1	145	7	115	8	260	
Employee turnover by age	under 30		30-50		over 50		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
	0	105	2	72	6	83	
Employee turnover by region	ILIA		ATTICA (ATHENS)		ARGOLIDA (NAFPLION)		
	Permanent	Seasonal	Permanent	Seasonal	Permanent	Seasonal	
	7	258	0	1	0	0	
Employee turnover by region	OTHER AREAS						
	Permanent	Seasonal					
	0	1	-	-	-	-	

We support equal employee treatment in terms of pay and make sure that everyone is paid the same, regardless of gender, if they do the same work and have the same experience and years of service.

STRENGTHENING WELL-BEING AT WORK

Our aim is to provide holistic support to our people, with the emphasis placed on work-life balance. KYKNOS is sensitive to motherhood and demonstrates this in practice. All employees who took a parental leave came

back to work and remained with our Company after the 18-months of protection granted by national law. In the last three years, 2 of our female employees took a parental leave to care for a child and 1 of our female employees took a

special maternity protection leave. We also support the option of working remotely for all employees who are able to do it, on a weekly basis, having maintained this form of work after the restrictions imposed during the COVID-19 crisis.

MATERIAL ISSUE: EMPLOYEE TRAINING AND DEVELOPMENT

GRI 3-3, GRI 404-1

The KYKNOS management recognizes that employee training is a cornerstone in achieving strategic goals and maintaining a competitive advantage, and, to that end, it strengthens ongoing learning and development.

This commitment is not just a financial investment, but also proof of a company's dedication to nurturing its human capital, empowering employees to adapt to evolving industry trends, and promoting innovation. Our goal is to

develop a culture where ongoing learning is not only encouraged, but also embedded in the business ecosystem, enhancing the adaptability of our workforce as an invaluable asset in a hyper-connected global marketplace.

Year	2020-2021	2021-2022	2022-2023
Total hours of training for women	480	186	233
Total hours of training for men	1,001	332	415
Average training hours per employee	3.6	1.3	1.7
Average hours of training for women	2.8	1.2	1.4
Average training hours for men	4.3	1.3	1.9

To make the best of our human resources and determine their professional development within the organization, we evaluate a large percentage of them on an annual basis. The goal is for the assessment to cover 100% of our permanent staff in fiscal year 2025-2026.

MATERIAL ISSUE: OCCUPATIONAL HEALTH AND SAFETY

GRI 2-25, GRI 3-3, GRI 201-3, GRI 401-2, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-8, GRI 403-9

The health and safety of our employees is our priority. In recognition of our moral obligation to them, we take all necessary measures to ensure their safety and mitigate and prevent injuries and accidents. This includes

providing appropriate protective equipment, training our people in the proper use of equipment and implementing strict safety procedures in the production process. In addition, ongoing evaluation

and improvement of health and safety practices is a key objective of our Company.

In practical support of our commitment to the overall health and well-being of our employees, we have been providing a group insurance plan to our permanent staff since 2021, including extra medical and healthcare services life insurance cover.

To improve our work-related health and safety practices, a team has been established and meets on a monthly basis, focusing primarily on analysing any incidents and

making proposals to improve the practices concerned with a view to looking into the causes of any incidents and planning corrective actions. The team comprises

KYKNOS employees, and its conclusions and actions on occupational health and safety issues are presented to the Management Team on a quarterly basis.

Our Company has been a member of the Supplier Ethical Data Exchange (SEDEX) in the "Supplier" category since 2019, and the factory is successfully audited based on the criteria of SMETA 4-Pillar (Sedex Members Ethical Trade Audit),

covering the following pillars:

- Occupational Health and Safety
- Environment
- Working conditions
- Business integrity

Through SMETA, our company is able to better understand and improve working conditions, health and safety standards and more effective employee protection.

The 2023 inspection took place in May and the report has been posted on the SEDEX platform and is available to the Organisation's member companies.



In addition to the SMETA system, to prevent any issues that may arise and affect the daily safety of its employees, KYKNOS provides a safety technician and an occupational physician at its factory premises and offices.

To identify work-related risks, in addition to annual SMETA inspections, we conduct occupational risk assessments aimed at mitigating and preventing accidents and improving the workplaces. In addition, regular inspections are carried out by the safety technician and the occupational physician, who prepare detailed accident reports explaining the

causes of the accidents and proposing preventive measures.

To record the potential risks encountered during work, our people contact the employee safety team. Furthermore, due to the daily and direct cooperation of our employees with the heads of the relevant departments, they have the opportunity to express their concerns to them as well as

to make verbal suggestions for improvement.

To prevent and address incidents concerning the health of our people, in addition to having an occupational physician for the factory and offices, KYKNOS also operates a medical clinic equipped with pharmaceutical materials, a defibrillator and a stretcher.

To ensure the health and safety of our people, we conduct regular training sessions with the aim of eliminating accidents.

The training sessions cover various topics depending on the department concerned. Training sessions were conducted for our

employees in 2022-2023 on:

- occupational safety
- proper use of personal protective equipment (PPE)
- handling of cutting tools
- transportation of loads
- use of hand tools
- fire-fighting equipment
- working in closed spaces
- hot works
- safety when working at a height

- electrical safety
- first aid
- lockout/tagout (LO/TO) systems

There was also a simulation drill carried out under real circumstances, in cooperation with the Fire Department, in March 2023. The purpose of the drill was to prepare and inform our people to deal with risks and emergencies.

What was the number of injuries or deaths that occurred in the undertaking during the reporting period?

Number of injuries	2020-2021	2021-2022	2022-2023
	2	3	4
Number of deaths	2020-2021	2021-2022	2022-2023
	0	1 DUE TO PATHOLOGICAL CAUSES	0

Unfortunately, in 2021-2022 one of our temporary employees passed away of pathological causes in our factory yard before starting work. To provide moral support to her family,

KYKNOS offered financial assistance in recognition of her deceased worker’s contribution. Employee safety is a matter of utmost importance to KYKNOS. Our goal is to

achieve zero accidents in the workplace and we are working towards that goal by implementing programs, providing training and making improvements to our facilities.

9.B. OUR PARTNERS

KYKNOS products are available in almost all food retail outlets across Greece and are the products of choice for thousands of households. Our goal is that the growth of KYKNOS also offers growth for our customers.

9.C. OUR CONSUMERS

We hold a leading market share position in terms of value and are present in three out of four Greek households. Following our 100-year-long presence in the Greek market and in Greek households, the love and trust of our consumers are still the same, unchanged over time. Our values and innovation and the production of safe, high-quality products are some of the reasons for the unbroken trust our consumers place in us.

MATERIAL ISSUE: PRODUCT QUALITY AND SAFETY

GRI 3-3, GRI 416-1, GRI 416-2

For us at KYKNOS, the quality and safety of our products are matters of utmost importance and we uphold our ongoing commitment to provide safe and quality products to our consumers. So not only do we continue our tradition of excellence, but we also demonstrate a steadfast commitment to the well-being of consumers, employees and the community we serve. In primary production, KYKNOS applies an integrated management system for tomato farming and is

certified according to the Good Agricultural Practice standard of GLOBALG.A.P. This ensures that, in carrying out our production process, we use quality and safe raw materials which are cultivated with respect for soil sustainability, the environment and biodiversity. Our production, packaging and distribution processes, as well as our production facilities in Savalia, are certified according to the requirements of international food quality and safety standards, such as BRC

Global Standard, (AA+), IFS Food Standard (Higher level) and ISO 22000:2018, thus attaining exceptionally high performance ratings in the annual inspections carried out by certification bodies. As regards product certifications, KYKNOS has obtained: Halal and Kosher certifications for most of its products, Non-GMO certification by the American organization NONGMO Project for its products in the tomato and sauce categories, VEGAN certification for 12 of its products in the



Ketchup, BBQ, Pizza sauce, Tomato sauces and Mayo Sauce categories, taking into account current new nutritional trends. In addition, our company is registered with the US Food and Drug Administration, diligently complying with the Federal Food, Drug and Cosmetic Act, as amended by the Bioterrorism Act of 2002 and the FDA Food Safety Modernization Act, ensuring the highest standards of safety and quality for our products.

In July 2023, the Company renewed its Food Safety Policy, implementing a Food Safety Management System (FSMS), with specific objectives to which the Company's Management and executives are committed. These objectives relate to: Delivering products in perfect condition that meets the requirements of both customers and of the specifications laid down by the EU and Greek legislation.

- Ensuring ongoing improvement of our product safety and quality culture.
- Systematically monitoring our suppliers.
- Ensuring ongoing improvement of our product quality, hygiene and safety.
- Providing better services to our customers and reducing their complaints.
- Identifying and studying non-compliances and, consequently, implementing preventive and corrective actions.
- Constantly providing information and training to all employees, on food hygiene and safety in particular.
- Securing appropriate and state-of-the-art equipment and resources for the production, control and handling of products.
- Ensuring respect for the environment with a view to sustainability and continuous improvement of environmental performance.
- Ensuring cooperation with Greek producers, supporting

this critical social group, providing them with an important source of income, strengthening their ties to our homeland and ensuring a number of benefits for the local and national economy.

- Protecting the health, hygiene, safety and welfare of our people, as well as the health and safety of third parties, e.g. visitors, partners and customers.
- Complying with applicable legislation on the health, hygiene, safety and welfare of employees. KYKNOS takes the view that food safety is a matter of major importance and, therefore, its staff entrusted with the control and monitoring of Critical Control Points (CCPs) in the production process are evaluated annually, on the basis of the requirements of the BRC/IFC food safety standards. No non-compliance incidents occurred in the reporting period in terms of the health and safety impact of our products.



MATERIAL ISSUE:
**PRODUCT LABELLING AND
 TRACEABILITY**

GRI 3-3, GRI 417-1, GRI 417-2, GRI 417-3

We at KYKNOS recognize that consumers of our products are entitled to responsible information through package labelling. To that end we apply Regulation (EU) No 1169/2011 on food labelling. In addition to that, our product labelling is checked by accredited laboratories in accordance with the legislation in force whenever new products are launched or existing products are

modified. As far as foreign products are concerned, we collaborate with external testing laboratories that provide us with FOOD LABEL COMPLIANCE assessment services on the basis of the legislative requirements in force in the respective exporting country. We apply an effective traceability system that covers all process steps from raw materials, ingredients, packaging, process

parameters and laboratory testing to final product distribution to customers. The system is supported by our company's computer system and other information systems. No non-compliance incidents occurred in the reporting period in terms of product information, labelling or communication. Furthermore, there were no customer complaints regarding breaches and personal data loss.

9.D. OUR SUPPLY CHAIN

MATERIAL ISSUE: SUPPORT FOR PRIMARY SECTOR AND AGRICULTURAL DEVELOPMENT

GRI 3-3, GRI 2-26, GRI 408-1, GRI 409-1, GRI 403-7

We at KYKNOS are particularly proud of the high quality of our products and our commitment to the well-being of the agricultural communities and the primary sector. Thanks to our direct and frequent collaboration with farmers, we understand the vital role they play in the prosperity and growth of our business. By sourcing our tomatoes directly from local farms and working closely together with the agricultural communities, not only do we obtain the freshest and finest ingredients, but we also actively contribute to agricultural development and economic growth. We have maintained a long and stable relationship with our 47 partners-farmers,

which makes them valuable members of the KYKNOS family. This contract-based partnership provides them with a stable, satisfactory annual income, which fosters growth in the local agricultural community. They work together closely and continuously with our Company's agronomists to ensure that our products are safe for both farmers and consumers and have the minimum possible environmental footprint. Our suppliers are an important and integral part of our Company's operation, as the provision of quality finished products depends on the quality of raw materials. That is why we have an Integrated Farm Assurance Exploitation

Policy , which aims to:

Produce safe products without any intolerable pesticide residues and with the quality characteristics expected by buyers (commercial company, trader), as well as to satisfy the needs of final consumers.

- Respect, preserve and improve the environment with a view to sustainability.
- Reduce overuse of pesticides.
- Increase the efficient use of natural resources.
- Improve the work environment of producers and employees.
- Improve product competitiveness and maximise economic benefits for stakeholders.

Our Company conducts its business activities based on principles and values and complies with the relevant legal requirements, taking into account the resulting social, environmental and ethical commitments.

We condemn child and forced labour. That is why we have communicated the Corporate Ethics Policy and the Policy on Combating Violence and Harassment of KYKNOS to our staff, suppliers and partners, for them to understand and accept it as an integral part of our cooperation.

In this context, every employee, supplier and/or partner may report, eponymously or

anonymously, incidents or acts of deviant behaviour by email to ethics@kyknoscanning.com.

Although there is no documented methodology for assessing our suppliers against social criteria, we make sure that most of our key suppliers are certified according to occupational health and safety and/or social responsibility standards.

In addition, tomato producers are 100% certified according to the standard of GLOBALG.A.P. GLOBALG.A.P. is a private sector organisation that establishes voluntary standards for agricultural certification

worldwide.

The GLOBALG.A.P. standard is designed primarily to alleviate consumer concerns about how agricultural products are produced, as well as about exploitation, reducing the use of chemical inputs and taking a responsible approach to human and animal health and safety, thus minimizing the environmental impact of farming.

KYKNOS SA aims to create a Supplier Code of Conduct in 2024 and to audit 65% of its main suppliers (raw materials, packaging materials and goods) against these criteria.



Our Company has adopted a proactive approach to mitigating significant negative impacts on the occupational health and safety of our people and partners. In primary production our cooperating farmers are certified according to the GLOBAL GAP standard, which includes health and safety

requirements. In addition to that, our Agronomic Department conducts regular inspections to ensure compliance with these specifications. To further enhance safety, the KYKNOS occupational physician provides first aid training to our cooperating producers. Our Integrated Farm Management for

Cooperating Producers Policy covers health and safety issues and stresses the importance of maintaining a safe and healthy work environment. By prioritizing these measures we aim to minimize risks and promote the well-being of all individuals involved in our business relationships.

FARMING EQUIPMENT

We aim to work closely together with our suppliers to understand their current practices, identify areas for improvement and provide them with support and resources to help them streamline their environmental performance. KYKNOS is at the forefront of developments, leading producers on a

transformational path, welcoming the renewal of their equipment with modern machinery such as: precision sprayers, precision fertilizer spreaders, tractors equipped with cutting-edge technology (GPS, scanners). Also, in order to ensure the uninterrupted operation of its supply chain, KYKNOS purchased 2 industrial

tomato harvesters. With a vision of progress and innovation, we encourage our producers to adopt innovative solutions with a view to attaining sustainability, increased productivity and efficiency in their operations.

9.E. THE LOCAL COMMUNITY

GRI 202-2 , GRI 2-25, GRI 413-2

Companies have a vital role to play in promoting social and economic development. By measuring and enhancing their positive contribution to society, undertakings are able to create shared value for all stakeholders.

This includes supporting local communities, investing in infrastructure and promoting innovation that leads to inclusive growth.

By adopting this holistic approach, undertakings are able to drive positive change and align their operations with the SDGs,

creating a brighter and more sustainable future for all.

In recent years, in order to support Greek families — given that the prolonged energy crisis has been accompanied by a considerable increase in the cost of raw materials and secondary raw materials, such as fertilizers and packaging— we have absorbed much of that cost. Our relations with the local community are excellent and play a decisive role in the proper functioning of the Company. In recent years, as well as in the

reporting year, 47.36% of our executives come from the local community of the prefecture of Ilia.

KYKNOS, aiming to strengthen the primary sector and growth in the local communities in which it operates, maintains long-term professional relationships mainly with local suppliers and producers. Moreover, most of the employees in our Savalia plant, as well as the Production Manager and Technical Manager, who are part of the Management Team, come from the local community.





To ensure the well-being of the local community, in 2021 we expanded the installation of cyclones in an additional two boilers at the factory, to significantly increase the retention of soot particles emitted from fuel oil combustion.

So we were able to prevent/avoid emissions of about 12 tons of soot per year. We also took measurements in 2023 to determine whether additional cyclones are needed to further reduce emissions.

9.F. SOCIAL FOOTPRINT

We at KYKNOS, in cooperation with reputable institutions and foundations, actively support local communities and continuously seek to create a positive footprint, contributing to their empowerment and well-being.

One of our partnerships has to do providing food through the Food Bank and Social Groceries.

The Food Bank is one of the largest Greek institutions

aiming solely to fight hunger and reduce food waste.

Its work consists in putting to use products that cannot be absorbed by the market, by distributing them to institutions, soup kitchens and charity meal centers, thus providing food to the needy.

The table below shows the total quantities of food provided in the last 3 fiscal years. The products were distributed through the Food Bank, Social

Groceries, various humanitarian organizations (Doctors of the World, Galilee Palliative Care Center, Smile of the Child, Red Cross, Special Vocational Education and Training Workshop of Pyrgos etc.) and Churches, to support people in need and provide relief to those affected by natural disasters, such as earthquake victims in Crete, Turkey and Syria, and fire victims in the regions of Ilia and Evia.

KYKNOS FOOD DONATIONS		
Period	PIECES	QUANTITY (kg)
7/2020-06/2021	18,409	8,133
07/2021-06/2022	34,367	21,493
07/2022-06/2023	50,715	19,534

KYKNOS participates voluntarily in the Greek Pledge, which is a voluntary initiative by food and beverage companies to limit the exposure of children to food advertising.

The Greek Pledge is a framework of joint voluntary actions and initiatives, i.e. a Voluntary Initiative Code, by industry undertakings to improve the way food products are advertised to children under 13 years old, aiming to tackle childhood obesity and non-communicable diseases. The initiative was launched in May 2022, by the Federation of Hellenic Food and Drink Industries (SEVT), in cooperation with the Hellenic Advertisers Association (SDE), and is growing dynamically as more and more undertakings are joining in from the food and beverage industry, as well as the catering industry.

Following the first evaluation carried out last year for TV and online media, with very satisfactory results, the process has started for a second evaluation. Participants are committed not to advertise products outside the specifications* on TV and in the digital environment (YouTube, Facebook and through the influencers they work with).

*The undertakings that have joined the Greek Pledge are committed:

- To only advertise (on TV and online) products that meet specific nutrition criteria to children under 13 years of age, or not to advertise any products to children under 13 years of age.
- To accept monitoring and certification of compliance by independent third parties.

THE VASILIS PAPANTONIOU FOUNDATION (IVP)

KYKNOS systematically supports the “Vasilis Papantoniou Foundation” and its Museum, which is dedicated to preserving the folklore heritage of Greece with a rich collection of apparel and objects from all over Greece, founded by the Chairman of the Company’s Board of Directors, Mrs. Ioanna Papantoniou.

SUPPORTING THE PUBLIC HEALTH SYSTEM

An anaesthesia workstation with a ventilator and a multiparameter monitor was donated to the Hospital of Amaliada. Medical equipment (12-channel cardiograph,

fixed and portable defibrillator, blood pressure monitor) was also donated to cover the needs of the Health Centre of Gastouni in 2021, during the COVID-19

pandemic. Also, in 2023 we provided a defibrillator to the Community of Asini in the Prefecture of Argolida, responding to a request to cover its needs.

DONATION OF HEATING OIL TO SCHOOLS IN SAVALLIA

With a sense of responsibility to society and local community, KYKNOS has been donating heating oil to the Primary and Secondary Schools

of Savalia since 2001. Our Company has chosen to support the village of Savalia in the Prefecture of Iliia, where our production plant and distribution

center are located. This action is part of its strategy to support the region in which it operates, by making an active contribution year after year.

DONATION OF TECHNOLOGICAL EQUIPMENT TO SCHOOLS

During the COVID-19 pandemic, we donated 105 tablets to support children in need of distance education in the schools of the Municipality of Ilida. In 2022, in the framework of the nationwide CSR action by "ELLA-DIKA MAS", its members offered

educational technological equipment to schools across Greece.

Our Company donated a computer, an interactive whiteboard and a projector to the High School of Savalia, to promote a dynamic learning environment and equip

young children with the basic skills they need to thrive in the digital age. In addition, with the safety of the young students in mind, in 2023 we replaced outdated lighting fixtures with new led-type fixtures in the schoolroom of the kindergarten of Savalia.

ETHOS CERTIFICATION

We at KYKNOS are committed to environmental and social responsibility. We offer high quality natural products, work with ethical partners and apply ESG practices to improve our

production process.

In recognition of this vision we obtained the ETHOS Gold certification for our ESG protocol.

ETHOS is a Corporate Social Responsibility Assessment

Standard for undertakings, placing emphasis on the CSR Principles, Responsible Business and Sustainable Development.



10.

AWARDS AND MEMBERSHIPS



AWARDS

Supermarket Awards 2022

Top Rated Project Award - Fast Moving Goods Suppliers for the project "Mashed Tomato, Unsurpassed"

Gold Award - "Traditional Greek Company"

Gold Award - "Successful Product Launch" KYKNOS "Mashed Tomato, Unsurpassed"

Silver Award - "Increase in Sales / Product Share"

Silver Award - "Optimal Use of Greek Agricultural Production and Tradition"



Made in Greece Awards 2022

Gold Award - "Business Excellence"

Gold Award - "Branded Consumer Product" for tomato paste

MEMBERSHIPS

SEVT - Federation of Hellenic Food and Drink Industries
(also, active membership in a SEVT scientific committee)

PEK - Panhellenic Canning Association (tomato processing)

SEDEX - Supplier Ethical Data Exchange

ELLA-DIKA MAS

HERRCO - Hellenic Recovery Recycling Corporation

CHAMBER OF ARGOLIDA

CHAMBER OF ILIA

Sales Institute Greece

11.

ANNEX: GRI CONTENT INDEX



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	2-2 Entities included in the organization's sustainability reporting	3. About this report	p. 7	
	2-3 Reporting period, frequency and contact point	3. About this report	p. 7	
	2-5 External assurance	This Report has not received external assurance		
	Activities and employees			
	2-6 Activities, value chain and other business relationships	4. Our Company	p. 12	
	2-7 Employees	9.a Our employees	p. 69	
	2-8 Workers who are not employees	KYKNOS does not employ workers who are not its employees		
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