



ANNUAL **SUSTAINABILITY** REPORT 2024



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MESSAGE FROM THE CEO

[GRI 2-22]

Dear colleagues and stakeholders,

With a deep sense of responsibility and pride, we are pleased to present Condito's first Sustainability Report for the year 2024, a milestone that reflects our ongoing commitment to responsible growth, transparency, and long-term value creation. This report captures not only our progress but also our vision for the future; a future where business success goes hand in hand with respect for people, society, and the environment.

At Condito, sustainability is not an isolated initiative, but an integral part of the way we operate, produce, and grow. It guides our strategic decisions, defines our partnerships, and drives the continuous improvement of our products and processes. We approach sustainability as a shared responsibility, aiming to prevent negative impacts, strengthen positive, and create value for all those connected to our business.

The year 2024 marked significant achievements for our company. We launched innovative product lines that combine quality, taste, and environmental responsibility, expanded our renewable energy capacity, and strengthened the governance systems that ensure transparency and ethical conduct. We also took important steps toward understanding our broader impact by conducting our first materiality assessment and preparing our first Carbon Footprint Report, both of which will serve as foundations for continuous improvement in the years ahead.

The report highlights our initiatives in key areas such as responsible production, environmental management, social responsibility, and corporate governance. It demonstrates how we meaningfully contribute to the United Nations Sustainable Development Goals (SDGs) and align with the strategic directions of the European Green Deal, which serves as a catalyst for business transformation across Europe.

As we move forward, we maintain a steadfast commitment to innovation, quality, and responsibility. In a rapidly changing world, we continue to evolve consistently while remaining true to our values and dedicated to the people and communities we serve. This report captures our progress and strengthens dialogue with all stakeholders, with the aim of building a fairer, greener, and more sustainable future.

We sincerely thank you for your trust and cooperation and we invite you to join us on this ongoing journey toward a more sustainable and responsible future for all.

Christos Moraitis

Chairman of the Board of Directors & Chief Executive Officer

ABOUT THIS REPORT

[GRI 2-1, 2-2, 2-3, 2-5]

This Sustainability Report is the first report issued by **Condito S.A.**, marking an important step in our commitment to transparency and accountability. The report covers the calendar year from 1 January to 31 December 2024, and provides a comprehensive view of our sustainability performance, challenges, and progress across all three Environmental, Social, and Governance (ESG) pillars. It reflects how sustainability is embedded in our business strategy and day-to-day operations, and how we respond to the expectations of our stakeholders. The reporting period is aligned with Condito's financial statements, ensuring consistency and comparability across disclosures.

Our reporting is guided by key sustainability reporting frameworks and standards, including:

- **Global Reporting Initiative (GRI) Standards (2021):** This Sustainability Report has been prepared with reference to the GRI Standards, ensuring transparency, consistency, and comparability in our disclosures.
- **UN Sustainable Development Goals (SDGs):** The United Nations Sustainable Development Goals (SDGs) serve as a guiding framework, linking our business activities with the global sustainability agenda and underlining our contribution to addressing shared challenges.

The scope of the report refers exclusively to the activities of Condito S.A., headquartered in the Sindos Industrial Area of Thessaloniki, Greece. The report does not cover affiliated entities or joint ventures.

The content of this report has been shaped by the company's first materiality assessment, conducted in 2024. This process combined insights from both internal and external stakeholders with benchmarking against industry peers and alignment with international standards. The resulting list of material topics highlights the ESG issues most significant to Condito and stakeholders, guiding our strategic direction and ensuring that our sustainability efforts concentrate on areas where we can have the greatest impact.

Looking ahead, Condito intends to publish its Sustainability Report on an annual basis, with the next edition scheduled for publication in 2026 to cover performance during the year 2025. At present, the report has not received external assurance.

For any questions regarding this report or the information contained within, please contact Mr. Georgios Koulargios, CFO, at gkoulargios@conditofoods.com or by post at Condito S.A., Sindos Industrial Area, NB6, 57 022, Thessaloniki, Greece.

This report was published on **December, 2025** and can be accessed through our company's website, at <https://conditofoods.com/esg-report-2024/>.

1

CONDITO OVERVIEW

- Who we are
- Our history
- Our products
- Our global presence
- Award and recognition
- Our Vision - Our Mission - Our Values
- Our supply chain and contribution to the local economy
- Stakeholder engagement
- Our contribution to economic value and infrastructure development

CONDITO AT A GLANCE

[GRI 2-1, 2-6]

WHO WE ARE

Condito S.A. is one of the largest food companies in Greece, with more than 45 years of expertise in the production of mustards, ketchups, mayonnaises, sauces, dressings and salads. The company was officially established in 2001 through the merger of two family businesses, founded by Christos Moraitis and Pavlos Papadopoulos, whose involvement in the food sector dates back to the late 1970s. Headquartered in the Sindos Industrial Area of Thessaloniki, **Condito** operates three production buildings with a total area of around 17,000 m² and an annual production capacity of 20,000 tons. Continuous investments in technology, R&D, and automation have transformed the company into a modern food manufacturer serving both domestic and international markets.



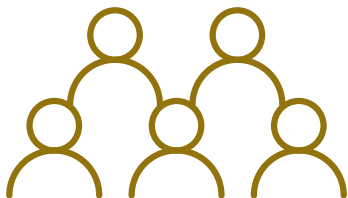
17.000 M2
TOTAL AREA OF BUILDINGS



1.000+
ACTIVE CODES



ANNUAL PRODUCTION
20.000 TONS
OF PRODUCTS



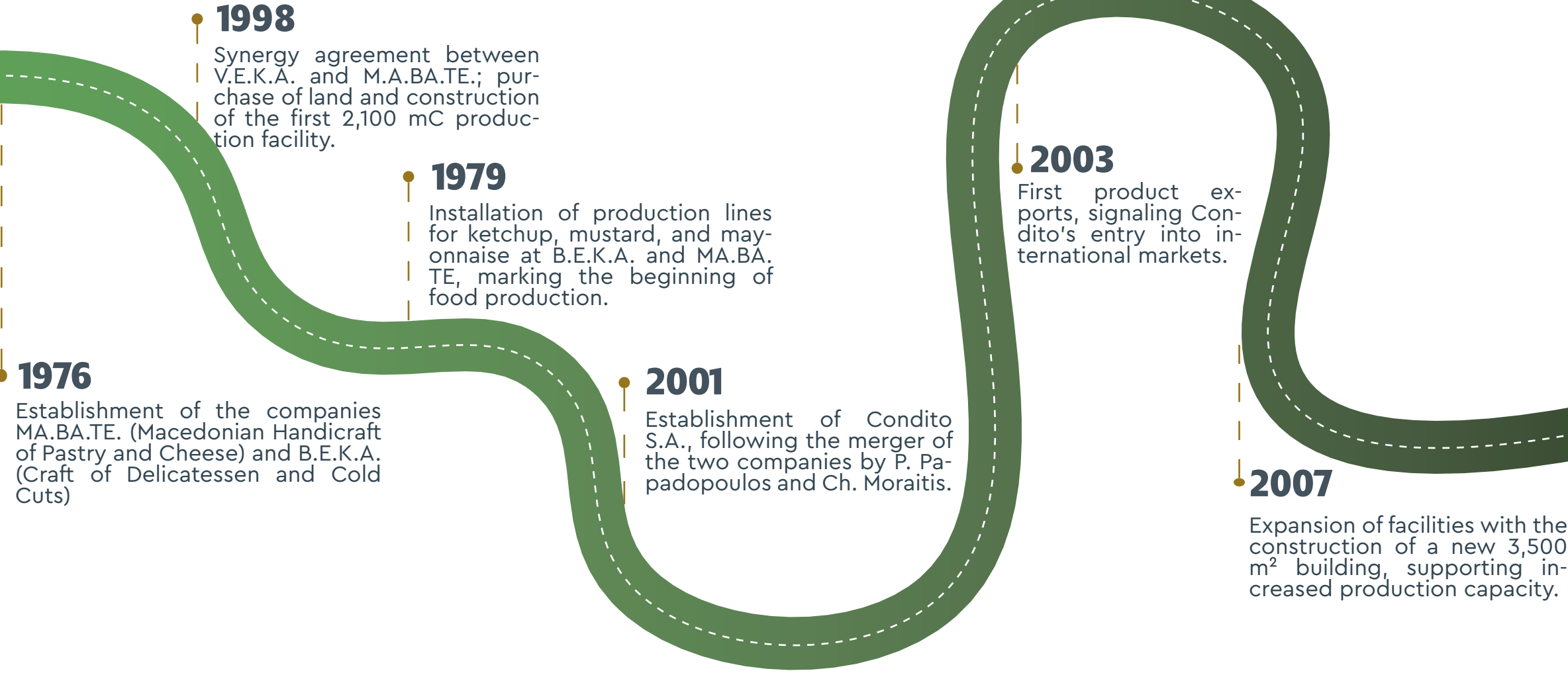
EMPLOYEE
180+



FEMALE
51%

OUR HISTORY

From its beginnings as two family businesses in Northern Greece, **Condito** has steadily evolved into a prominent player in the Greek food industry. Each milestone in our journey reflects a step toward growth, modernization, and international presence.



In the years that followed, Condito continued to expand its infrastructure and global presence, while investing in innovation, quality and sustainable growth. These enduring commitments have shaped a modern, responsible, and forward-looking leader in the food sector.

OUR PRODUCTS

Condito offers an extensive range of mayonnaise, mustard, ketchup, sauces, dressings, and spreads, providing gastro-nomic solutions for both retail and food service customers. In line with our commitment to quality and inclusivity, the product portfolio also includes gluten-free options and plant-based products certified with the V-Label for vegans.



OUR GLOBAL PRESENCE

Beyond its branded lines, Condito is a trusted partner in the private label segment, developing and producing tailored recipes for leading retailers and food service providers in Greece and abroad. This reflects the company's flexibility in adapting to diverse customer needs and market requirements.

Today, Condito exports to more than 30 countries, including markets in Europe, the Balkans, the UK, and the USA, with international sales accounting for around 10% of annual turnover.

Building on this strong foundation, the company is actively expanding its presence in new international markets, including the Middle East, aiming to strengthen its global footprint and brand recognition.

Corporate Office :

Thessaloniki, Greece
Odos 6 N.B., Building Block 55,
P.O. Box 1084,
Sindos Industrial Area , 570 22



MORE THAN
30 COUNTRIES

10%
ANNUAL
TURNOVER

AWARDS AND RECOGNITION

In 2024, Condito achieved a series of significant milestones that demonstrate the company's dedication to innovation, quality, sustainability, and international growth.



R-Pet packaged in Mayonnaise and Ketchup range



Superior Taste award for Condito Mustard & Mayo Sauce with Greek Barn Eggs



Silver Award at Greek Super Market Awards 2024



Our logos were officially registered within European Union

A highlight of the year was the launch of the new Condito Mayonnaise range, made with free-range Greek eggs and packaged in PET containers made with 50% recycled plastic (R-PET). This innovation set a new standard for quality and sustainability in the Greek market, while strengthening Condito's leadership position in mayonnaise and related product categories. The launch was supported by the company's first television advertising campaign and a comprehensive media plan, leading to a successful rollout and strong market reception within just a few months.

These achievements were further validated through external recognition. At the International Taste Institute, Condito's Mustard & Mayonnaise with free-range Greek eggs received the Superior Taste Award, recognizing the premium quality and exceptional flavor of the product.

Furthermore, at the Greek Super Market Awards 2024, Condito earned the Silver Award for Sales and Market Share Growth, confirming the strong market performance of its innovative product range.

Complementing its products and market success, Condito also reinforced its brand identity. In April 2024, the "Condito" and "Condito the Green Line" logos were officially registered with the European Union Intellectual Property Office (EUIPO), ensuring the long-term protection of the company's brand heritage and reputation across European markets.

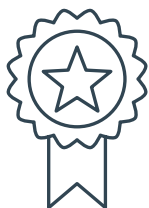
VISION

We aspire to be a leading force in the food industry, recognized for our commitment to sustainable growth and continuous evolution. Our vision is to deliver high-value products to all consumers in Greece and worldwide, making Conditto synonymous with Mediterranean flavor, trusted quality, and healthier lifestyles for a more sustainable future.

MISION

Our mission is to honor the trust of our partners and consumers by creating products that combine quality, taste, and innovation. We invest in research and development to provide reliable food solutions that meet both every day and specialized nutritional needs. Through this dedication, we seek to provide modern, inclusive, and reliable food choices that reflect our passion for excellence and our respect for the consumer.

VALUES



QUALITY

We prioritize quality in every aspect of our operations. From sourcing raw materials to production and distribution processes, we ensure at every stage that our products meet the highest standards of food quality and safety.



INNOVATION

We foster a culture of creativity and innovation, continuously improving and developing flavors, recipes, processes, production methods, packaging solutions, and ways of addressing challenges to stay ahead of consumer trends.



CUSTOMER SATISFACTION

Our strategic decision to build lasting partnerships has shaped a corporate culture centered on customer satisfaction. From the very beginning, this has been the driving force behind our growth and development.



SUSTAINABILITY

We are committed to sustainable industrial practices, following international standards to minimize our environmental footprint. We actively promote the adaptation of industry to a global perspective in addressing environmental challenges and optimizing the use of resources.



INTEGRITY & TRUST

Honesty, transparency, and ethics define our company and uncompromisingly guide our conduct in all transactions, partnerships, collaborations, and relationships within the business and social environment in which we operate.

OUR SUPPLY CHAIN AND CONTRIBUTION TO THE LOCAL ECONOMY

[GRI 2-6, 204-1]

Condito's value chain integrates every stage required to bring its products from concept to consumer from the sourcing of raw materials and packaging to production, quality assurance, distribution, and retail collaboration. The company works with a diverse network of partners, including suppliers, logistics providers, and distributors, who share its commitment to quality, food safety, and sustainability.

Through these relationships, **Condito** ensures the consistent delivery of trusted products while supporting local employment, driving economic activity, and creating longterm value for the Greek market and society. In 2024, 60% of the company's total procurement expenditures were directed to domestic suppliers, reflecting our commitment to supporting the Greek economy and strengthening local business networks. This emphasis on local sourcing also reduces the environmental footprint of transportation and enhances supply chain resilience.

By prioritizing local partnerships and long-term collaboration, **Condito** not only contributes to the vitality of the Greek economy but also promotes a more responsible and sustainable production model. Its close relationships with suppliers enable continuous improvement in areas such as resource efficiency, sustainable packaging, and waste management, supporting the company's broader environmental goals.

Upstream	Activities	Downstream
Raw material suppliers	Product Manufacturing	End Consumers
Packaging material suppliers	Quality Assurance	B2B Customers
Equipment & spare parts suppliers	Research and Development	Waste Management Services
Human Resources	Distribution of Products	Local Community
External Legal Advisors		Wholesale and Retail
Logistics Suppliers		

STAKEHOLDER ENGAGEMENT

[GRI 2-29]

Condito's value chain integrates every stage required to bring its products from concept to consumer from the sourcing of raw materials and packaging to production, quality assurance, distribution, and retail collaboration. The company works with a diverse network of partners, including suppliers, logistics providers, and distributors, who share its commitment to quality, food safety, and sustainability. Through these relationships, Condito ensures the consistent delivery of trusted products while supporting local employment, driving economic activity, and creating longterm value for the Greek market and society.

Key Stakeholder Groups	Why we engage	Frequency of engagement	Examples of how and why we engage
Employees	To attract, develop and retain a skilled and motivated workforce that supports Condito's growth and values	Daily	- Code of Conduct - Performance reviews - Internal communication channels
Board of Directors	To provide strategic direction, oversee governance, and ensure long-term business sustainability	Monthly	- Regular board meetings - Review of strategy - Governance and ESG updates
Investors/ Financing Bodies	To maintain transparency, build trust, and ensure access to capital	Monthly	- Regular board meetings - Review of strategy - Governance and ESG updates
Suppliers	To ensure compliance with Condito's standards on product quality, safety, ethics and environmental responsibility	Monthly	- Collaboration to reduce packaging impacts - Supplier's Assessments
B2B Customers	To strengthen relationships and ensure Condito delivers safe and high-quality products	Weekly	- Measurement of customer satisfaction and complaints - Transparent product labeling
End consumers	To build trust and ensure that products meet their expectations	Weekly	- Corporate Social Media - Corporate website
Communities, NGOs	To create shared value, support local development and contribute to environmental initiatives	Weekly	- Corporate philanthropy and community events - Active relationships with national recycling bodies - Collaboration with NGOs

OUR CONTRIBUTION TO ECONOMIC VALUE AND INFRASTRUCTURE DEVELOPMENT

[GRI 201-1, 201-4, 203-1]

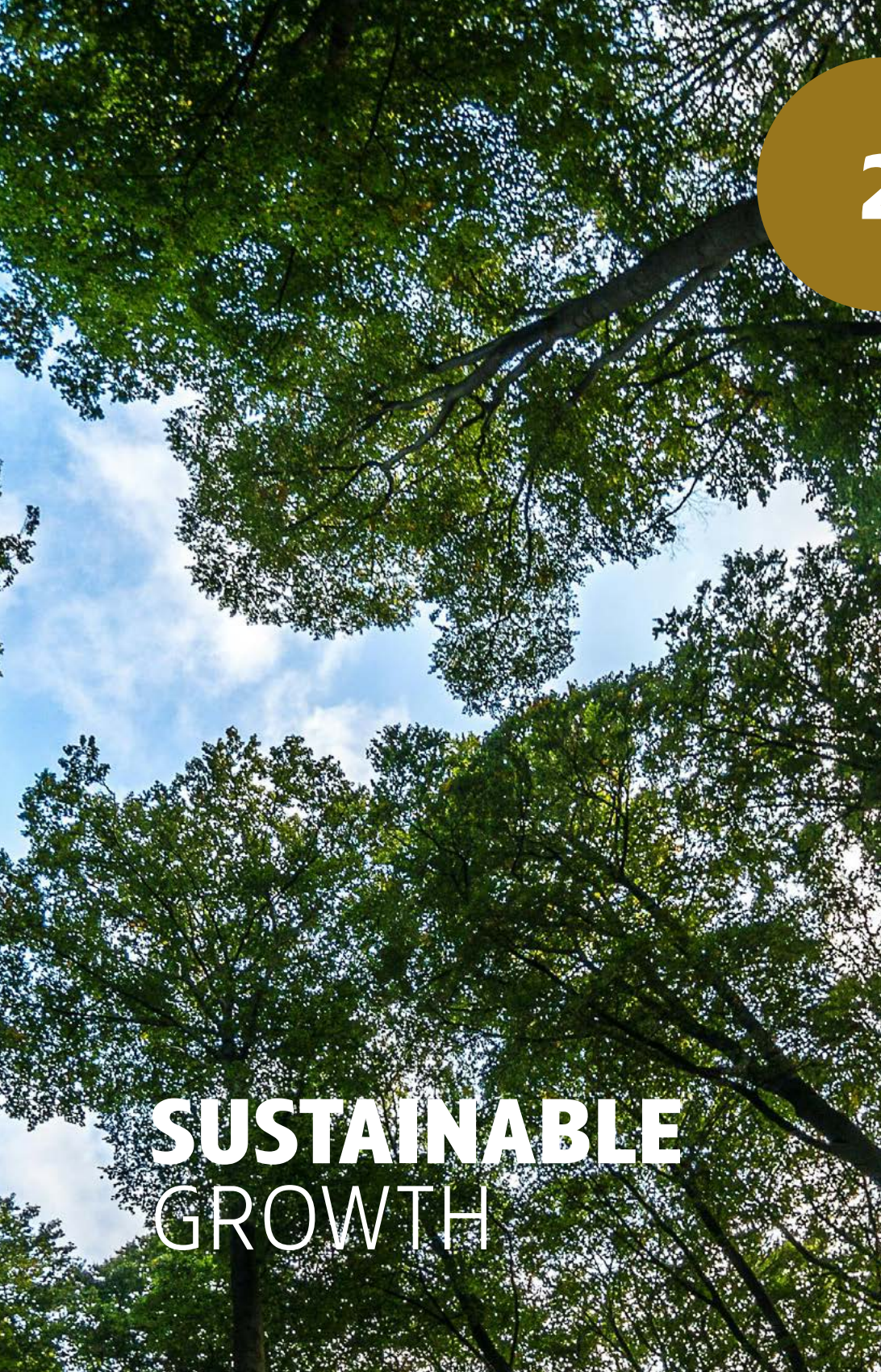
At Condito, we are committed to sharing a clear picture of how we generate and distribute economic value, ensuring transparency and accountability in our financial performance.

The table below presents the company's economic contribution in 2024:

Category	Amount (€)
Direct Economic Value Generated: Revenues	27,744,022
Economic Value Distributed: Operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments	23,588,611
Economic Value Retained: 'Direct economic value generated' less 'economic value distributed'	4,155,411

In addition to its own economic performance, **Condito** received a total of €1,026,508 in public financial support through national and regional development programs, primarily the **Program 4.2.2** (€802,001) and the **Regional Operational Program KME3-0043107** (€224,507). These resources were directed to strengthening the company's competitiveness and regional development.

During the reporting year, **Condito** also made significant **investments, focused on the expansion and modernization of its production base**. Total capital expenditures amounted to €4,746,331 mainly allocated to land (€346,473), buildings (€1,883,589), machinery and mechanical equipment (€2,109,648), other equipment (€366,234) and other tangible assets (€40,387). No new additions were made in investment properties during the year. Following these investments, the company's net carrying value of tangible and investment assets reached €14,883,752 at the end of 2024. These strategic expenditures enhance operational efficiency, ensure product quality, and lay the foundation for long-term sustainable growth. By reinvesting in people, infrastructure, and technology, **Condito creates value not only for shareholders but also for employees, suppliers, communities, and the broader economy.**



2

SUSTAINABLE GROWTH

- Sustainability at Condito
- Contribution to UN Sustainable Development Goals (SDGs)
- Focusing on material ESG issues
- Our materiality assessment process

SUSTAINABILITY AT CONDITO

Sustainability at Condito reflects our commitment to balancing growth with responsibility, guided by principles of ethics, respect for people, and care for the environment. These principles are integrated into our daily operations and long-term decisions, recognizing that the food industry plays a vital role in shaping a more sustainable future for both people and planet. From how food is produced, packaged, and transported to how it is ultimately consumed, we strive to deliver solutions that reduce pressure on natural resources while fostering resilience and inclusivity. Meeting the challenge of feeding a growing global population requires approaches that combine taste, nutrition, and responsibility, values that define Condito's way of doing business.

Protecting the environment and minimizing the impact of our operations remain central objectives of our strategy. We apply strict packaging and recycling standards across all stages of our value chain and continue to invest in renewable energy and alternative fuels to reduce our environmental footprint. Specifically, from 2025 onwards, our electricity consumption will be covered by certified renewable energy sources, owing to the already agreed procurement of **Guarantees of Origin (GOs)**. From sourcing raw materials through production and distribution to the end consumer, we take responsibility for every step, with the ambition to deliver high-quality products while preserving natural resources and ensuring a sustainable future.

Sustainability also encompasses the quality and safety of our products and the well-being of our people. **Condito** follows strict hygiene and safety policies, supported by well-defined procedures that ensure consistency, control, and compliance at every stage of production. Established monitoring practices and recall mechanisms guarantee the integrity and quality of products placed on the market, reinforcing consumer trust.

Protecting the health and safety of employees is equally fundamental to our sustainability commitment. Through preventive measures, regular monitoring, and occupational risk assessments in cooperation with specialized professionals, **Condito** ensures a safe and healthy workplace for all. Internal rules and hygiene procedures define clear responsibilities and ensure compliance with all relevant legislation. In parallel, internal policies uphold equality and transparency, protect employee dignity and rights, prevent discrimination and harassment, and promote a safe, inclusive, and supportive working environment for all.

Equally important for us is that sustainability at **Condito** is grounded in responsible governance and partnerships. We foster relationships built on transparency, ethics, and accountability. The company has established robust policies on anti-corruption and anti-bribery, as well as on the protection of personal data, ensuring integrity and compliance across all operations. Through its **Code of Conduct**, which also applies to third parties, **Condito** addresses issues such as conflicts of interest, anticompetitive behavior, whistleblowing and provides a dedicated mechanism for reporting potential misconduct safely and confidentially.

Through this integrated framework, **Condito** demonstrates a holistic approach to sustainability, combining environmental responsibility, product integrity, social well-being, and ethical governance into every aspect of its operations.

CONTRIBUTION TO UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

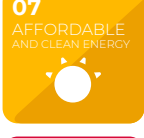
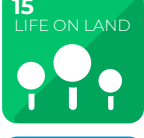
We offer a diverse portfolio of products designed to meet nutritional needs across different generations and markets, while continuously working to minimize our environmental footprint. Guided by the United Nations Sustainable Development Goals, we ensure that our actions contribute to the well-being of both people and the planet.

The United Nations Sustainable Development Goals (SDGs), adopted by the United Nations in 2015, provide a universal framework for addressing the world's most pressing environmental, social, and economic challenges by 2030. They represent a shared call to action for governments, businesses, and civil society to work together to end poverty, protect the planet, and promote prosperity for all.

For Condito, these 17 global goals serve as both a guide and a benchmark, helping us align our operations with global priorities and evaluate the broader impact of our activities. **Our business practices are interconnected with the SDGs**, and through responsible operations we actively contribute to their realization.

This approach reflects Condito's commitment to applying the best available practices and advancing sustainable initiatives, while supporting the global call to action embodied in the 17 United Nations Sustainable Development Goals. By aligning our business strategy with the SDGs, we actively contribute to collective efforts toward a future that balances economic growth, social well-being, and environmental protection.

The following table maps **Condito's activities to the relevant SDGs**, highlighting the real impact of our sustainability approach:

SDGs	Description	SDGs	Description
	Condito contributes to food security by producing safe, high-quality products and supporting vulnerable groups rough donations to charities, social grocery stores, and foundations.		Fairness and respect are integral to Condito's ethical framework, fostering an inclusive and secure workplace where every employee feels valued.
	Condito ensures the highest standards of food safety and hygiene across all production stages, backed by certified processes and recall systems. Occupational health measures and strict hygiene codes protect both employees and consumers.		Through recycling programs and eco-efficient packaging solution, we contribute to more sustainable and resilient communities.
	Condito promotes continuous learning on occupational health, safety, and hygiene, ensuring employees acquire the knowledge and skills to work safely and responsibly.		Responsible packaging and waste management are central priorities, with separation, recycling, and compliance with environmental standards embedded in daily operations.
	Condito is committed to fair treatment, respect, and nondiscrimination across its workforce, ensuring equal opportunities regardless of gender or background.		Greenhouse gas emissions are monitored and reduction measures implemented through improved energy efficiency and sustainable practices.
	Condito invests in renewable energy and energy efficiency improvements to steadily reduce reliance on fossil fuels.		Condito supports waste management and resource-efficient production practices that help protect ecosystems and land resources.
	Fair employment, compensation and benefits as well as strong labor rights define our approach. Our policies ensure a secure and dignified workplace for all.		Condito applies zero tolerance for corruption and upholds transparency and accountability across all operations.
	Innovation drives improvements in products, packaging, and production methods, with a focus on sustainable solutions that enhance competitiveness.		Condito actively collaborates with business associations, recycling partners and public programs to promote knowledge exchange and joint action for sustainable growth.

FOCUSING ON MATERIAL ESG ISSUES

[GRI 2-14, 3-1, 3-2]

We recognize the importance of providing investors, customers, consumers, and wider society with transparent information on how we manage sustainability. Condito is therefore committed to providing clear and consistent reporting on our material sustainability topics, related activities, and performance.

In 2024, **Condito** conducted its first materiality analysis, a critical step in identifying and prioritizing the environmental, social, and governance issues that are of greatest concern to our stakeholders and most relevant to our business's success. The materiality analysis was informed by the methodology of the GRI Standards 2021, while it also considered other international standards and industry assessment frameworks, such as MSCI, SASB, S&P Risk Atlas, and the London Stock Exchange Guide.

“**Materiality is the foundation of our sustainability strategy guiding Condito to focus on the ESG issues that matter most.**”

OUR MATERIALITY ASSESSMENT PROCESS

The process followed a structured methodology that began with a comprehensive review of Condito's organization and business model, focusing on key data, internal policies, and the regulatory framework, while also benchmarking against best practices in the industry. This analysis provided the foundation for identifying how our activities connect with sustainability topics relevant to the company, and for shaping targeted actions that drive performance improvements.

Building on this foundation, we identified the positive and negative impacts of **Condito's activities**, both actual and potential. These impacts were then internally assessed in relation to the three **ESG pillars**.

The final stage involved prioritization and validation. All identified impacts were evaluated and ranked according to their significance, resulting in a clear set of key material topics for reporting. At this stage, the company also examined the implications of these issues to confirm their alignment with **Condito's strategic sustainability** objectives and long-term direction.

The company's management reviewed and confirmed the outcomes of the materiality assessment, which highlight the following material topics:

- **Greenhouse Gas Emissions**
- **Energy management**
- **Waste and packaging materials management**
- **High-quality, safe, and healthy products**
- **Product labeling and marketing practices**
- **Human capital management**
- **Occupational health and safety**
- **Responsible governance and partnerships**
- **Transparency, ethics, and regulatory compliance**

3

100% RECYCLABLE
PACKAGING

50% RECYCLED
PLASTIC (R-PET)

ENVIRONMENT

- Our approach to environmental stewardship
- Our commitments
- Greenhouse Gas (GHG) emissions in our operations
- Direct and indirect GHG emissions performance
- Energy management and performance
- Waste management
- Waste performance
- Packaging materials

OUR APPROACH TO ENVIRONMENTAL STEWARDSHIP

At Condito, environmental sustainability is embedded in the way we operate and is an integral part of our long-term vision. We are committed to fostering sustainable supply chains, promoting a culture of innovation that drives greener technologies and practices, and engaging in active collaboration with stakeholders and organizations to address shared environmental challenges. Our partnerships with certified waste and recycling organizations and our adherence to environmental standards demonstrate our commitment to operating responsibly and transparently across all aspects of our production.

OUR COMMITMENTS

Condito commits to adopting policies and practices that contribute to environmental protection, reduce its ecological footprint, and conserve natural resources. These commitments are formally embedded in the company's Code of Conduct, ensuring they guide decision-making and daily practices across all operations.

Specifically, we commit to:

- **Compliance and Permits:** Obtaining all required environmental permits in line with national and European legislation and maintaining the relevant records.
- **Climate Action:** Reducing greenhouse gas emissions through investments in renewable energy, while offsetting any remaining emissions and pollutants via sustainable initiatives.
- **Adaptation and Resilience:** Preparing for and adapting to environmental changes, including extreme weather events and the scarcity of natural resources.
- **Waste Management:** Collecting and storing waste safely, ensuring appropriate treatment, and collaborating only with authorized waste management organizations.
- **Recycling:** Promoting recycling by separating waste before collection into paper, cardboard, plastic, metals, and glass. As a food company, Condito also separates food waste for recycling.

GREENHOUSE GAS (GHG) EMISSIONS IN OUR OPERATIONS

[GRI 3-3]

Condito recognizes that addressing greenhouse gas emissions is essential to mitigating its environmental footprint and supporting global climate objectives. The European Green Deal underscores the importance of developing strategies aligned with the objective of limiting the increase in average global temperature to 1.5°C above pre-industrial levels. Condito recognizes that this ambition is reflected in the medium- and long-term goals of both the European Union and Greece, which aim to achieve climate neutrality by 2050. Our efforts to measure and reduce greenhouse gas emissions are fully consistent with this shared pathway toward a low-carbon future.

Recognizing climate change as one of the greatest environmental challenges of our time, **Condito** takes responsibility for measuring, monitoring, and reducing its greenhouse gas (GHG) emissions. To translate this commitment into practice, the company has already implemented significant improvements in its operations. At the Sindos facility, a new 2,000 m³/h steam boiler with an energy-saving system that recovers heat from flue gases has been installed. This upgrade has reduced carbon monoxide emissions, enabled recycling of hot combustion air for the production of steam and hot water, and delivered a 4–6% reduction in specific energy consumption. This investment demonstrates **Condito's** proactive approach to lowering its carbon footprint and improving energy efficiency across its operations.

Alongside these operational improvements, **Condito** also took a structured approach to measuring its emissions by crafting its first Carbon Footprint Report in 2024, establishing a baseline for future monitoring and reduction efforts. The report was developed in line with **ISO 14064-1:2018**, the **GHG Protocol**, and the **2006 IPCC Guidelines**.

The table below summarizes the categories and sources of emissions measured as part of Condito's 2024 Carbon Footprint Report.

Scope	Sources of Emissions	Activities Measured
Scope 1 – Direct GHG emissions from owned and controlled sources	• Stationary combustion • Mobile combustion • Fugitive emissions	• Natural gas boiler (Sindos main facility) • Company fleet (diesel and petrol vehicles, both owned and leased) • Refrigerants from cooling and fire safety equipment
Scope 2 – Indirect GHG emissions from purchased energy	• Purchased electricity	• Electricity consumed at main production & logistics building (Sindos) and secondary facility

Measuring our carbon footprint provides **Condito** with the foundation to implement targeted measures and practices that will gradually reduce emissions in the coming years. In doing so, we aim to contribute not only to the resilience of our business but also to the wider national and European transition toward climate neutrality by 2050.

DIRECT AND INDIRECT GHG EMISSIONS PERFORMANCE

[GRI 305-1, 305-2, 305-4]

In 2024, **Condito's total carbon footprint** amounted to **1,521.9 tCO₂e**.

Scope 1 includes emissions from stationary and mobile combustion as well as fugitive refrigerant losses, while **Scope 2** reflects emissions associated with purchased electricity.

The table below presents the breakdown of emissions in metric tons of CO₂ equivalent for the base year 2024.

Category of Emissions	Emissions 2024 (tCO ₂ e)
Direct GHG Emissions (Scope 1)	1,021.758
Indirect GHG Emissions (Scope 2 – market based)	500.127
Total GHG Emissions	1,521.885

– Methodology: The methodology for calculating Scope 1 and Scope 2 emissions (market based) for the 2024 (base year) was carried out in accordance with:

1. ISO 14064-1:2018 Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals,

2. GHG protocol: A Corporate Accounting and Reporting Standard, Revised Edition 2015, WORLD RESOURCES INSTITUTE (WRI),

3. 2006 IPCC Guidelines for National Greenhouse Gas Inventories: Intergovernmental Panel on Climate Change, Volume 1 & 2.

– CO2 emissions: metric tons of CO₂ (tCO₂e)

– Consolidation Approach: Operational control approach to define its organizational boundary for GHG emissions.

– Base Year: 2024 is Condito's base year for GHG accounting and establishes the reference point for future comparisons.

– Emissions factors used to calculate Greenhouse Gas (GHG) emissions:

1. CO2:

- **Oil, Natural Gas:** Greece, National Inventory Report, April 2024.

- **Electric energy (market-based):** Department of Guarantees of Origin and Energy Mix (DAPEEP S.A.) – Energy Mix 2024.

2. CH4 & N2O:

- **Oil, Natural Gas:** IPCC Guidelines for National Greenhouse Gas Inventories

– Global Warming Potential (GWP) Values: GHG emissions were converted into carbon dioxide equivalents (CO₂e) using the GWP rates from the IPCC Fifth Assessment Report (AR5, 2014 Synthesis Report).

The table below summarizes the distribution of Scope 1 direct emissions by source, as measured in Condito's 2024 baseline year.

Emission Source	Scope 1 Emissions (tCO ₂ e)
Stationary combustion (natural gas boiler)	440.5
Mobile combustion (company fleet)	222.5
Fugitive emissions (refrigerants)	358.8
Total Scope 1	1,021.8

Direct emissions accounted for 67.14% of **Condito's footprint**, largely from stationary combustion of natural gas and refrigerants, while indirect emissions represented 32.86%, reflecting our dependence on purchased electricity.

To provide a consolidated view, the table below summarizes the share of each activity in **Condito's total carbon footprint**.

Emission Source	Share of Total GHG Emissions (%)
Stationary combustion	28.94%
Mobile combustion	14.62%
Fugitive emissions	23.57%
Purchased Electricity	32.86%
Total	100.00%

In addition to absolute values, **Condito** tracks emission intensity, which reached 9.224 tCO₂e per full-time employee in 2024. This measure complements absolute data and helps monitor the efficiency of our operations over time.

Building on these findings, **Condito** places strong emphasis on managing its energy use, which is both a key source of emissions and a critical area for operational efficiency.

ENERGY MANAGEMENT AND PERFORMANCE

[GRI 3-3, 302-1]

Energy use is a critical factor in Condito's operations, as it directly influences our greenhouse gas emissions and overall environmental footprint. Managing energy effectively is essential to maintaining the efficiency of our production processes and supporting our long-term sustainability goals. Manufacturing our products into finished packaged goods and maintaining the highest standards of safety, quality, and hygiene, while ensuring a comfortable and secure working environment for our employees, requires significant amounts of energy. At the same time, we recognize that this interdependent environment offers many opportunities to reduce energy consumption through operational optimization, equipment upgrades, and renewable energy investments.

Condito is therefore committed to continually improving energy performance by monitoring and reducing consumption, expanding the use of renewable energy across its facilities and investing in innovative technologies that lower energy intensity per unit of production. Equally important, we seek to **build awareness among employees on energy-saving practices**, ensuring that energy responsibility becomes part of our culture as well as our operation. These efforts form the foundation of our approach to responsible energy management and support both our environmental and operational objectives.

To strengthen energy performance and support the transition to renewable energy, **Condito** has already taken important steps across its facilities. At the main production site, a 100 kW photovoltaic system has been installed, complemented by a 400 kW unit at the secondary industrial site, enabling a growing share of renewable electricity in our operations. The company has also **replaced all conventional fluorescent lighting with modern LED fixtures**, significantly improving efficiency and lowering electricity consumption. In addition, sensor-controlled lighting has been introduced in the locker room areas of the main facility, ensuring that energy is used only when needed.

In 2024, **Condito's total electricity consumption** amounted to 1,380,243 kWh, of which 1,368,854 kWh was consumed at the main Sindos production and logistics facility and the remainder at the secondary facility (11,389 kWh). These figures, based on supplier data, cover the entire reporting year.

WASTE MANAGEMENT

[GRI 306-2]

Effective waste management helps limit the environmental footprint of food production. At Condito, we also recognize that addressing food loss enhances both sustainability and operational efficiency by optimizing the use of resources and reducing unnecessary waste. Our approach focuses on prevention at source, safe handling and storage, and diverting as much material as possible from disposal through recycling and recovery. This includes compliance with legislation, systematic separation of materials, and collaboration with authorized waste management partners. All wastehandling and recycling activities are carried out in full alignment with Directive 2008/98/EC on Waste and Greek Law 4819/2021, through certified partners operating under ISO 9001, ISO 14001, and FSC® Chain of Custody standards, ensuring that materials are processed responsibly and in accordance with international best practices.

Condito is committed to ensuring that all waste is collected, stored, and managed safely, and that treatment and disposal are carried out exclusively by authorized organizations. We promote recycling by separating waste at source into paper, cardboard, plastics, metals, and glass, while also ensuring that food waste is separated for recycling, as required for food companies. In addition, **Condito** takes care to manage chemicals responsibly, assessing the risks associated with their use and providing employees with appropriate training to ensure their health and safety.

In practice, we have established specific recycling partnerships to ensure proper handling of specialized waste streams. All burned-out lamps are recycled in cooperation with FOTOKIKLOSI, while used batteries are recycled in collaboration with AFIS. These initiatives demonstrate the company's commitment not only to compliance, but also to fostering a culture of responsibility across its operations.

WASTE PERFORMANCE

[GRI 306-3, 306-4, 306-5]

In 2024, Condito generated a total of 703.177 tons of waste. The vast majority (703.150 tons) was classified as non- hazardous, while only 0.027 tons was hazardous.

The table below presents the detailed breakdown of waste streams by code, type, category, and weight.

Waste Code	Waste Type	Category	Waste Code
19 12 01	Paper and cardboard	Non-hazardous	5.14
20 03 01	Mixed municipal waste	Non-hazardous	298.19
15 01 06	Mixed packaging	Non-hazardous	75.25
02 03 04	Materials unsuitable for consumption or processing	Non-hazardous	265.64
20 01 21*	Fluorescent tubes and other mercury-containing waste	Hazardous	0.027
02 03 05	Sludges from on-site effluent treatment	Non-hazardous	58.93
Total			703.177

“Reducing waste is a key pillar of Condito’s environmental stewardship and longterm sustainability journey.”

In 2024, a total of 404.987 tons of waste was diverted from final disposal through authorized recycling and recovery operations. This included all hazardous waste and a significant portion of non-hazardous waste. All recovery activities were carried out offsite by certified waste management partners.

The table below presents the distribution of diverted waste, distinguished between hazardous and non- hazardous waste and the type of recovery operation.

Category	Type of recovery operation	Weight (tons)	Location
Hazardous	Other recovery operations	0.027	Off-site
Non-hazardous	Recycling	58.930	Off-site
Non-hazardous	Other recovery operations	346.030	Off-site
Total		404.987	

The remaining fraction of waste was directed to disposal. In 2024, 298.190 tons of non-hazardous mixed municipal waste was storage before being moved to final disposal operation, while all hazardous waste was managed through recovery, resulting in zero hazardous waste directed to disposal.

Waste Treatment	Weight (tons)	Share of Total Waste
Diverted from disposal	404.987	57,6%
Directed to disposal	298.190	42,4%
Total	703.177	100%

PACKAGING MATERIALS

[GRI 301-1, 306-2]

Packaging plays a critical role in protecting the safety, quality, and freshness of our products. It also helps to prevent food waste, which is a key benefit for our company. However, its production and disposal also carry environmental impacts across the lifecycle, from the use of natural resources during production to carbon emissions and pollution risks when it is not properly managed at end-of-life.

Our packaging strategy is designed to balance these challenges by safeguarding food integrity while minimizing environmental impacts. We focus on reducing packaging weight, conserving natural resources, and ensuring compliance with national and European packaging regulations. At the same time, we remain attentive to consumer expectations, striving to deliver packaging that provides the functionality and reliability they value, while becoming progressively more sustainable.

In 2024, **Condito** placed 1,289.59 tons of packaging materials on the market, of which 1,111.56 were recyclable, representing approximately 89% of the total. Since 2017, the company has maintained an **active contract** with the **Hellenic Recycling Agency (EOAN)** and the **Hellenic Recovery Recycling Corporation (EEAA)**, submitting an annual declaration of packaging weights and materials and paying the corresponding recycling fee per category. Through this mechanism, and in close cooperation with our suppliers, we have succeeded in reducing the weight of plastic packaging used in our products by approximately 12%.

For empty packaging generated during raw material use, mainly paper and plastic, **Condito maintains a contract with DINEA**, which ensures proper collection and recycling. Every year, the company **submits detailed declarations of material quantities** by category to the **National Waste Registry (HMA)**, reinforcing accountability and transparency in packaging management.

Further improvements were achieved during 2024 by redesigning specific types of packaging. The use of paper trays in glass jar packaging was completely eliminated, reducing unnecessary material use, while the application of plastic shrink film for retail cartons was significantly reduced across the product portfolio. These changes illustrate **Condito's** ongoing effort to optimize packaging design and to phase out components with limited recyclability or added environmental burden.



4

SOCIETY

- High-quality, safe, and healthy products
- Quality management
- Monitoring, feedback and recall management
- Healthy and "Free-From" products
- Product labeling and marketing practices
- Human capital management
- Our people in numbers
- Workforce dynamics
- Empowering employees through fair compensation and benefits
- Supporting working parents and caregivers
- Anti-harassment policy
- Occupational health and safety
- Occupational health and safety services and practices
- Health and safety policies
- Worker participation in health and safety
- Health and safety performance

HIGH-QUALITY, SAFE, AND HEALTHY PRODUCTS

[GRI 3-3, 416-1, 416-2]

We prioritize the safety, quality, and nutritional value of our products, which is essential for our long-term success. This commitment is evident in the certifications and controls that govern our production processes as well as in the mindset of our people, who understand that every product that leaves our facilities carries the trust of thousands of customers and consumers. Food safety is a core component of our brand, directly linked to consumer health, satisfaction, and loyalty.

QUALITY MANAGEMENT

To ensure that high standards are consistently achieved, Condito operates under a comprehensive framework of Quality Management Systems certified under IFS Food: ISO 22000. These certifications, renewed through rigorous external audits, confirm the reliability of our processes and validate the effectiveness of our management systems. Beyond the general food safety certifications, Condito also holds specialized approvals, including Halal, V-Label for vegan, while maintaining the capacity to meet Kosher and other tailored requirements such as Gluten- Free nutritional, and legislative needs.

The consistent high performance scores awarded by accredited agencies highlight the strength of our systems and reinforce our reputation as a trusted partner in both domestic and international markets. These certifications are supported by the work of our **Quality Control Department**, which is staffed with specialized scientific personnel and equipped to perform strict checks across all stages of production. The controls encompass a range of assessments, including organoleptic tests as, well as analytical, microbiological, and chemical analyses. These evaluations are conducted in accordance with the technical specifications and legislation of the respective country and they include at all stages of our production process.

In addition to these systems, **Condito** performs regular risk assessments to proactively identify and address potential hazards that could impact product safety and quality. Risks such as non-compliance with evolving legal requirements, the emergence of new pathogens, or the adulteration of raw materials are systematically evaluated for their likelihood and potential impact. Each risk is assessed using structured methodologies, and preventive measures are defined in cooperation with specialized scientists, suppliers, and the internal Quality Department. These mechanisms include supplier audits, laboratory analyses, and continuous tracking of regulatory changes. In cases where risks materialize, **Condito** implements immediate corrective actions, ensures transparent communication with customers and stakeholders, and documents the lessons learned to strengthen future prevention. This proactive risk-based approach enhances the company's ability to safeguard consumer health and maintain trust in its products.

MONITORING, FEEDBACK AND RECALL MANAGEMENT

To maintain the ongoing effectiveness of our food safety and quality management system, Condito monitors other key external indicators including consumer complaints, serious incidents, and product recalls. The company's structured recall and withdrawal procedure, supported by transparent feedback mechanisms, enables prompt and effective corrective actions. This approach enhances consumer trust and promotes continuous improvement.

Condito's recall and withdrawal procedure, developed in accordance with **EU food safety regulations**, ensures that in the unlikely event of a product safety concern, swift action is taken to protect consumers. The process is regularly tested through mock recalls, verifying that products can be traced and withdrawn from the market within four hours. All stages of the process are thoroughly documented, including the causes, extent, and outcomes of each recall, as well as the corrective and preventive measures applied to strengthen future resilience. Monitoring and feedback are also essential tools for safeguarding product quality. **Condito** systematically records customer satisfaction and complaints, treating them as valuable sources of information for continuous improvement. While the direct measurement of consumer health impacts is not feasible due to the nature of our products, performance monitoring and consumer feedback provide confidence in the effectiveness of our systems.

This ongoing commitment has yielded results; in 2024, there were **no incidents of non-compliance with health and safety regulations** and **no recorded cases indicating any negative impact on consumer well-being**. Performance monitoring and consumer feedback continue to provide confidence in the reliability of our systems and reinforce the trust placed in our products.

HEALTHY AND “FREE-FROM” PRODUCTS

Condito recognizes its responsibility to contribute to healthier diets and more inclusive nutrition. The company's Research & Development Department plays a central role in this effort by developing new recipes and product lines that respond to evolving consumer expectations and global food trends.

A particular focus has been placed on the expansion of our “**Free-From**” products, alternatives without eggs, gluten, soy, or lactose, offering consumers choices that accommodate specific health needs, dietary restrictions, or lifestyle preferences. This portfolio also includes products developed without preservatives, with reduced salt content, and without added sugar, providing safer and more inclusive choices that do not compromise on taste or quality. In addition, Condito has introduced products with lower calories and fat content, reflecting the company's efforts to promote balanced nutrition and healthier dietary habits.

These innovations reflect **Condito's** commitment to cleaner recipes and more natural food solutions. At the same time, **Condito** has invested heavily in plant-based product development, led by its successful brand “The Green Line”, which offers a growing range of vegan cheese alternatives and plant-based spreads.

The development of healthier products is underpinned by continuous investment in modern technologies, high-quality raw materials, and functional packaging that not only preserve food safety but also enhance nutritional value. **Condito** believes that food producers must go beyond regulatory compliance to proactively support public health, inclusivity, and consumer well-being, a principle that underpins every stage of product development.

By combining innovation with responsibility, **Condito** ensures that its product portfolio is safe and reliable but also contributes to healthier lifestyles. This dual focus on safety and health illustrates the company's holistic approach to quality, reinforcing its long-standing reputation as a food producer that cares for both people and the planet.

PRODUCT LABELING AND MARKETING PRACTICES

[GRI 3-3, 417-1, 417-2, 417-3]

As a food company, we recognize our responsibility to provide consumers with information about our products so that they can make informed and positive nutritional decisions for themselves and their families. These practices have the potential to encourage healthier and more sustainable choices. Marketing practices, that lack responsibility such as ambiguous labeling, health claims, and green washing, have the potential to mislead consumers, promote unhealthy choices, and erode trust.

At **Condito**, we recognize these risks and we are committed to helping consumers make informed decisions. Consequently, transparent labeling and responsible marketing are fundamental components of our strategy.

All **Condito product labels** include the information required under Greek and European legislation, ensuring accurate and transparent communication to consumers.

All labels include the required information including:

- **Product Name**
- **List of ingredients**
- **Allergen information**
- **Net weight**
- **Expiry date, minimum durability data, and best before day**
- **Storage conditions**
- **Instructions for use and conservation**
- **Lot number and traceability data (barcode)**
- **Detailed nutrition table**
- **Consumer support line**
- **Name, address and contact details of the production company**
- **Place of production**

In addition, voluntary certifications such as **V-Label** and **Gluten-Free** are displayed on products where applicable, providing further clarity to consumers with specific dietary needs.

In 2024, there were no incidents of non-compliance with product labeling regulations or voluntary standards. Similarly, no cases of non-compliance were identified in relation to marketing activities, including advertising, promotion, or sponsorship. These results stem from **Condito's** commitment to accurate promotional and communication practices, strict compliance with regulatory requirements, and a consistent respect for consumer expectations.

HUMAN CAPITAL MANAGEMENT

[GRI 3-3]

Our people are a cornerstone of our success. We recognize that our practices and values directly shape the experience of our employees, and we are committed to fostering a workplace built on respect, integrity, and equal opportunity.

By operating ethically and responsibly, we strive to create an environment that supports our people at every stage of their professional journey. Our commitment extends to ensuring the production of safe, high-quality food while protecting employee rights and safeguarding a healthy work environment that upholds both their physical well-being and moral integrity.

“**Ensuring the safety, wellbeing and fair treatment of everyone in our business is at the center of everything we do, fueling our progress and shaping our future.**”

OUR PEOPLE IN NUMBERS

[GRI 2-7, 2-8, 202-2]

To foster an inclusive workplace, Condito systematically tracks its workforce composition, taking into account factors including gender and employment type. This approach helps us better understand our people, ensure equal opportunities, and promote fair and transparent human resource practices.

In 2024, **Condito** employed a total of 165 employees, of which 84 were men and 8 were women. **Women represented 49% of the total workforce**, reflecting a balanced gender distribution across the company. Of the total employees, 4 were interns on temporary contracts, while all other employees held permanent positions. Interns join **Condito** through educational programs of IEK and university institutions and are typically assigned to support functions such as quality control, administrative tasks, and production.

Gender	Number of employees
Male	84
Female	81
Total	165

Gender	Percentage of total employees (%)
Male	51%
Female	49%
Total	100%

In addition to its direct employees, **Condito** also collaborates with five external workers whose activities are monitored by the company. The company has three external legal advisors, who provide ongoing consulting services. These advisors are compensated either on a case-by-case basis or through project-based contracts. Additionally, **Condito** collaborates with an occupational physician, and a safety technician. These professionals provide periodic and advisory support in accordance with the requirements of labor legislation and health and safety regulations.

Our commitment to supporting local employment remains a priority, reflected in the fact that 100% of **Condito's senior management team** is recruited from the local community of Thessaloniki, where the company's headquarters and main operations are located. By ensuring that leadership is deeply rooted in the city, the company strengthens its connection with the local community while contributing to regional economic growth and social cohesion.

All the workforce data was compiled using the head count methodology and cross-verified through the company's internal Human Resources registers and official presentation tables.

WORKFORCE DYNAMICS

[GRI 401-1]

Monitoring workforce mobility is a key aspect of Condito's human capital management, as it reflects both the dynamic nature of our operations and our ability to integrate new talent.

In 2024, **Condito** strengthened its team by hiring a total of 85 new employees, bringing fresh expertise and diversity into the organization. At the same time, 47 employees left the company, of which 19% were voluntary resignations. By the end of the year, 51 of the newly hired employees remained employed, highlighting both the company's capacity to attract talent and the challenges of employee retention in a competitive labor market.

The demographic distribution of new hires and resignations by age group is presented in the following tables, providing insight into the composition of workforce transitions during the reporting year.

Group	Number of employees	Percentage of total new hires (%)
20 – 29	23	27.06%
30 – 39	23	27.06%
40 – 49	22	25.88%
50 – 59	14	16.47%
60+	3	3.53%
Total	85	100%

Group	Number of employees	Percentage of total turnover (%)
20 – 29	10	21.28%
30 – 39	12	25.53%
40 – 49	16	34.04%
50 – 59	7	14.89%
60+	2	4.26%
Total	47	100%

EMPOWERING EMPLOYEES THROUGH FAIR COMPENSATION AND BENEFITS

[GRI 2-21, 2-30, 401-2, 404-3]

Our commitment to fair employment practices begins with ensuring that every member of our team enjoys secure and equitable working conditions. **Condito** recognizes that respect for workers' rights is essential to maintaining long-term trust, motivation, and stability within the company. Guided by this principle, all employees are covered by the National Collective Labor Agreement. This ensures 100% coverage of our workforce under collective agreements, reflecting our dedication to equal treatment and the protection of employee rights. In line with Greek labor law, **Condito safeguards freedom** of association and participation in collective bargaining. Our Internal Work Regulation explicitly states that no prior consent is required for employees to engage in trade union, social, or community activities outside working hours, ensuring full respect for their legitimate rights and freedoms.

To further enhance employee well-being, **Condito** provides additional benefits beyond the legal requirements. These include monthly meal vouchers to support basic nutritional needs and private health insurance that complements the public healthcare system, offering additional security for all employees. Extra remuneration may also be granted to employees, specific groups, or individuals through regular or ad hoc payments, such as additional holiday or emergency allowances, productivity bonuses, or performance-related incentives. These practices are designed to motivate employees, encourage high performance, and share the value created by the company's success.

Fair and transparent compensation remains a core component of **Condito's human capital strategy**. Remuneration complies with national legislation, collective agreements, and internal policies, and includes base salary, statutory benefits, and, where applicable, additional incentives. In 2024, the annual compensation of the highest-paid individual amounted to €98,406.84, while the average compensation of all other employees was €22,406.38, resulting in a ratio of 4.39. This ratio reflects **Condito's balanced approach to compensation**, ensuring that rewards remain competitive and equitable across the organization.

To support continuous development, 100% of **Condito's workforce participates** in an annual performance evaluation process, which assesses individual goals, competencies, and professional growth opportunities. This process promotes transparency, fairness, and alignment between employee performance and company objectives. Furthermore, **Condito** ensures that all employees can raise concerns or report potential workplace issues safely and confidentially through the Whistleblowing Policy, which guarantees protection against retaliation and reinforces a culture of trust and accountability.

SUPPORTING WORKING PARENTS AND CAREGIVERS

[GRI 401-3]

Condito recognizes that supporting employees in balancing their professional and family responsibilities is essential to long-term well-being and employee satisfaction. The company therefore provides a comprehensive parental leave framework in full alignment with Greek labor legislation and its Internal Work Regulation, ensuring equal access and fair treatment for both women and men.

In 2024, a total of 35 employees made use of parental leave, including 9 men and 26 women. All female employees who took maternity leave returned to work following the nine-month period and continue to be employed at the company to this day, reflecting **Condito's supportive approach** to work-life balance and retention.

The company also provides flexible work options to employees with children up to 12 years old or to caregivers. After six months of continuous employment, eligible employee may request arrangements such as remote work, flexible working hours, or part-time employment to better meet family care needs. Each request reviewed within one month, with operational requirements carefully balanced against employee needs, and any rejection or postponement is provided with written justification.

This framework reflects **Condito's commitment to enabling all parents and caregivers** to reconcile family responsibilities with their professional growth, while fostering equal opportunities for both men and women to participate in childcare and family life.



Condito ensures equal access to parental leave for all employees, regardless of gender.



ANTI-HARASSMENT POLICY

[GRI 2-23]

Condito also enforces a zero-tolerance policy on violence, harassment, bullying and discriminatory behavior in the workplace as set out in the Internal Work Regulation and in line with Greek Law 4808/2021.

The policy applies broadly to management and all employees regardless of contract type, as well as contractors and third-party staff, interns, volunteers and job applicants. This ensures that everyone interacting with the company is protected. To prevent and address potential risks, **Condito** conducts risk assessments and may carry out confidential surveys to evaluate workplace climate and exposure to harassment. Preventive measures include awareness and training programs, as well as implementation of practical safety measures where needed.

A designated contact person provides guidance and support, and a structured complaints procedure ensures that all reports are handled confidentially. Strict protection from retaliation is guaranteed for those who raise concerns in good faith. When necessary, the company cooperates with competent authorities and securely maintains related records in accordance with applicable law. The policy also includes provisions for the support and protection of employees affected by domestic violence, reflecting **Condito's broader commitment** to safeguarding well-being and human dignity in all aspects of working life.

OCCUPATIONAL HEALTH AND SAFETY

[GRI 3-3]

Our employees are at the heart of our operations, which is why we recognize their value and promote their health and safety. Our company demonstrates its commitment to promoting a safe environment through the adoption of protective measures, the implementation of regular assessments and the provision of health services. At the same time, the systematic recording and evaluation of accidents and near-miss incidents support the continuous improvement of our safety system.

Through our Materiality Assessment, we have identified the importance of ensuring the physical, mental, and social well-being of our employees as a key positive impact area. By safeguarding health and safety, we aim to protect individuals, but also strengthen the company's long-term resilience and performance. The following section presents the specific actions and systems in place that enhance these positive effects and reinforce the company's continuous commitment to the well-being of its people.

“At Condito, caring for our people starts with ensuring their safety.”

OCCUPATIONAL HEALTH AND SAFETY SERVICES AND PRACTICES

[GRI 403-3, 403-6]

Condito recognizes that health and safety at work play a fundamental role in the successful implementation of all its business activities. The company complies with and fulfills all applicable legal obligations related to the health and safety of its employees. Its goal is for all operations to be conducted with zero injuries.

In 2024, no fatalities occurred and no high-consequence injuries were recorded among employees. One occupational accident was recorded, attributed to insufficient safety awareness. The Accident Frequency Rate stood at nearly 0%, while the Severity Rate was 25%. Regarding work-related ill health, there were no fatalities and no recordable cases during the reporting period. Through the consistent application of its internal safety regulations, regular inspections, and continuous supervision, **Condito** maintains a safe and orderly working environment that protects both people and operations.

In addition, **Condito** provides access to medical and healthcare services through a contracted network. The company conducts health monitoring of employees according to the nature of their work and organizes preventive medical examinations, vaccinations, and awareness initiatives aimed at promoting well-being and early detection of occupational risks.

HEALTH AND SAFETY POLICIES

[GRI 2-23]

Condito's approach to occupational health and safety is guided by its Social Responsibility Policy, which establishes a proactive framework for protecting the health, safety, and overall well-being of employees. The policy emphasizes prevention, continuous improvement, and shared responsibility across all levels of the organization. In line with these principles, Condito systematically inspects and evaluates workplaces to ensure safe conditions, provides all necessary personal protective equipment such as helmets, gloves, and uniforms, and delivers ongoing training and awareness programs to strengthen employees' understanding of hygiene and safety practices. The company also maintains an emergency response plan designed to ensure readiness and swift action in the event of incidents.

These principles are further detailed and operationalized through internal procedures and regulations, including the General Rules for Safe Work and the Personal Hygiene Policy, which define safe working methods, individual responsibilities, and compliance with legal and industry standards. Together, these policies reflect Condito's commitment to a safe, healthy, and resilient workplace built on prevention, awareness, and care for its people.

The General Rules for Safe Work outline safe working practices and clarify the responsibilities of both employees and supervisors in preventing accidents and maintaining a safe working environment. All stages of work are covered, aiming to ensure that every task is performed safely and in full compliance with established procedures. At the start of each shift, employees must confirm that they are ready and able to perform their duties safely, use the required **personal protective equipment (PPE)**, and verify that their work areas, tools, and machinery are clean, adequately lit, and in safe operating condition.

During work, they are required to follow all safety instructions, avoid unsafe behavior, keep passageways clear, and never remove or alter protective devices or safety systems on equipment. Supervisors are responsible for enforcing these measures, checking that all employees comply with safe working methods, and immediately suspending any activity that poses a safety risk until conditions are restored. Before leaving the workplace, employees must switch off equipment, inspect their areas for potential fire hazards, and ensure that fire-detection and suppression systems are functional.

Condito also **implements a Personal Hygiene Policy** that defines strict hygiene rules for all employees involved in production activities. Staff are required to maintain a high standard of personal cleanliness, wear clean and designated protective clothing within production areas, and remove all jewelry before entering work zones. Employees must immediately report any illness or skin condition that may affect food safety and provide medical clearance before returning to work.

Complementing these policies, **Condito conducts an Occupational Risk Assessment** in collaboration with the Safety Technician and Occupational Physician. Based on the latest evaluation, overall employment-related health and safety factors were classified as low risk, a result attributed to the presence of qualified personnel, the supervision provided by the Occupational Physician and Safety Technician, and the strict observance of legal requirements.

By defining clear responsibilities, maintaining strict hygiene standards, and systematically assessing occupational risks, the company establishes a structured and reliable framework for workplace protection. This framework ensures compliance with legislation and promotes a culture of accountability and prevention, where safety is an integral part of daily operations.

WORKER PARTICIPATION IN HEALTH AND SAFETY

[GRI 403-4]

At Condito, employees play an active role in maintaining and promoting a safe and healthy workplace. The company ensures ongoing communication between staff and the Human Resources Department so that all health and safety issues are promptly addressed and preventive measures are consistently applied.

Employees are informed about prevention, and protection matters through internal announcements and meetings, where they also have the opportunity to express concerns or observations related to health and safety at work. Such issues are reviewed by the responsible departments, and employees are encouraged to participate in periodic evaluations of working conditions whenever required. This open dialogue fosters shared responsibility and continuous improvement of safety performance across the company.

Through regular and open communication, **Condito** cultivates a culture of prevention and shared responsibility. Every employee contributes to sustaining high standards of hygiene, safety, and well-being, ensuring that daily operations protect both the workforce and the quality of the company's products.

HEALTH AND SAFETY PERFORMANCE

[GRI 403-9, 403-10]

The monitoring of work-related injuries and ill health is an essential aspect of ensuring a safe and healthy workplace. Condito applies strict rules to ensure the protection of all employees from occupational hazards. As defined in the company's Internal Work Regulation, the Management takes every appropriate measure to guarantee the safety of buildings, machinery, and installations, fully observing all national provisions on occupational health and safety.

Employees are required to immediately report to the competent company officers any situation or condition that could create a risk of accident, while supervisors have the responsibility to inspect and confirm the proper condition and safety of all work areas at the end of each shift.

In 2024, no fatalities occurred and no high-consequence injuries were recorded among employees. One occupational accident was recorded, attributed to insufficient safety awareness. The Accident Frequency Rate stood at 0%, while the Severity Rate was 25%. Regarding work-related ill health, there were no fatalities and no recordable cases during the reporting period.

Through the consistent application of its internal safety regulations, regular inspections, and continuous supervision, **Condito** maintains a safe and orderly working environment that protects both people and operations.



5

GOVERNANCE

- Responsible governance and partnerships
- Board of Directors
- Sustainability governance and oversight
- Board and executive remuneration
- Responsible value chain and strategic partnerships
- Transparency, ethics and regulatory compliance
- Transparency and whistleblowing mechanisms
- Legal and ethical compliance
- Preventing conflicts of interest
- Fair competition and ethical market conduct
- Combating bribery and corruption across the value chain
- Data protection and privacy governance

RESPONSIBLE GOVERNANCE AND PARTNERSHIPS

[GRI 3-3]

Sound governance is at the core of Condito's ability to create sustainable value and maintain the trust of its stakeholders. The company's governance model ensures clear accountability, effective decision-making, and alignment with its strategic objectives. Through strong leadership and a culture of responsibility, Condito upholds ethical management practices that drive long-term growth and operational excellence.

Equally important is the company's commitment to collaboration and partnerships. **Condito** actively engages with responsible and partners, industry associations, and collective initiatives that share its values and contribute to advancing sustainability within the food sector. By promoting dialogue, knowledge exchange, and joint action, the company enhances its ability to innovate, strengthen its value chain, and create positive impact across the wider community.

BOARD OF DIRECTORS

[GRI 2-9, 2-10, 2-11, 405-1]

The Board of Directors plays a central role in ensuring effective governance at Condito. It is responsible for all decisions related to the management and administration of the company, the management of its assets, and the pursuit of its overall corporate purpose.

Condito is managed by a three-member of Board of Directors composes, consisting of one executive member and two non-executive members. The percentage of women amounts to 66,7%, which aligns with the company's commitment to promoting gender equality in the workplace. The current members of BoD have a five-year tenure, effective from 02/03/2022 to 01/03/2027.

The table below presents the composition of Condito's Board of Directors in 2024

Name	Role	Executive/ Non-Executive Members
Christos Moraitis	President	Executive
Georgia Samara	Member	Non – executive
Maria Mantsiou	Member	Non – executive

The company is represented by Mr. Christos Moraitis, who also serves as Chief Executive Officer (CEO) on an unpaid basis. His extensive professional experience, combined with a high level of strategic and managerial competence, contributes to the effective governance, the achievement of the company's strategic objectives and the overall growth and development of the organization.

To ensure effective management and coordination across all business areas, the Board of Directors has delegated specific responsibilities to the company's senior management team. The heads of key departments - Commercial, Marketing, Production, Logistics, and Finance – are responsible for the implementation of business plans within their areas of competence. Through this delegation, **Condito** maintains clear accountability, encourages collaboration among departments, and ensures that strategic objectives are effectively translated into daily operations and sustainable performance.

In alignment with **Condito's principles of accountability and good governance**, the composition of the Board is determined through a transparent nomination and election process. The members of the Board of Directors are nominated and elected by the shareholders, based on their ability to implement the company's vision and strategic objectives. It is important to note that none of the current Board members are shareholders, reinforcing the Board's independence and commitment to responsible management.

SUSTAINABILITY GOVERNANCE AND OVERSIGHT

[GRI 2-12, 2-13, 2-14, 2-17]

Effective oversight of sustainability is essential to ensuring that Condito's values are embedded in every aspect of its operations. The company integrates environmental, social, and governance considerations into its strategic planning and management processes, with clearly defined responsibilities and reporting structures.

The Board of Directors, together with senior executives holds primary responsibility for overseeing the company's sustainability strategy. The Board collaborates with an external advisory firm, which supports the preparation of the Sustainability Report and provides guidance on emerging **ESG practices**.

The governance framework established by the Board includes mechanisms for continuous measurement and monitoring of performance across the **three ESG pillars**. These mechanisms ensure that progress is tracked consistently and that results are used to drive ongoing improvement and accountability. Responsibilities for managing sustainability impacts are delegated across key business functions. Economic impacts are overseen by the Commercial Division and the Marketing Department, in close cooperation with the Finance Division. Environmental impacts are addressed by the Production Division, while social impacts related to people are managed by the Human Resources Division. Each of these functions provides regular updates to senior management, with monthly reporting cycles that ensure visibility, accountability, and timely responses.

To strengthen its collective capacity, the Board of Directors invests in developing knowledge and skills on sustainability matters. Directors and executives receive continuous training through the company's **ESG consultant** and participate in external workshops and information sessions organized by public and private institutions. This approach ensures that Condito's leadership remains well-informed about evolving environmental, social and economic challenges, guiding the company toward long-term sustainable growth and responsible performance.

BOARD AND EXECUTIVE REMUNERATION

[GRI 2-19, 2-20]

Condito's remuneration philosophy is designed to ensure that compensation for the members of the Board of Directors and senior executives is fair, transparent, and aligned with the company's purpose, values, and culture. The framework supports Condito's long-term strategy, promotes responsible leadership, and reflects the duties and level of responsibility associated with each role.

The company's remuneration structure combines fixed and variable elements designed to reward performance and accountability. In addition to base salary, members of the **Board and senior executives** may receive benefits in kind, including the use of company vehicles, participation in group health insurance schemes, performance-related bonuses, meal cards, and access to company mobile devices laptops and tablets. The overall level of remuneration is determined in relation to individual and corporate performance, ensuring alignment with the objectives set in the approved annual budget and the company's long-term goals for sustainable growth.

The determination of remuneration falls under the exclusive responsibility of the Board of Directors, which ensures that compensation decisions are made objectively and in line with **Condito's strategic direction**. In exercising this responsibility, the Board takes into account the documented recommendations of senior executives, informed by the outcomes of annual performance evaluations. This structured and transparent process safeguards internal equity, reinforces accountability, and ensures that remuneration practices consistently support the company's strategic objectives and long-term value creation.

RESPONSIBLE VALUE CHAIN AND STRATEGIC PARTNERSHIPS

[GRI 2-28, 308-1, 414-1]

At Condito, building a responsible and resilient supply chain is central to our sustainability commitments. We recognize that the choices we make in sourcing raw materials, packaging, and services have direct implications not only for product quality but also for the environment, society, and the wider economy. For this reason, we expect all suppliers and partners to adhere to the company's Code of Conduct.

Condito's Code of Conduct for Employees and Third Parties sets out the ethical and professional standards expected from all partners and external collaborators. The Code applies to suppliers, contractors, and service providers, who are required to operate with honesty, integrity, transparency, and full compliance with applicable laws and regulations. It establishes the company's expectations regarding ethical business conduct, anti-corruption, fair competition, confidentiality, and overall responsible and lawful cooperation.

To ensure that these principles are upheld in practice, **Condito** evaluates its suppliers based on environmental and social integrating responsibility into every stage of sourcing process. Approximately 70% of our packaging suppliers already hold **ISO 14001** certifications, while at least 80% of new or potential suppliers are screened against defined environmental criteria before collaboration. This ensures that suppliers adopt environmentally responsible practices, from resource efficiency to emissions reduction, and are aligned with **Condito's** broader climate and environmental objectives.

In addition to environmental assessments, social criteria play an equally important role. The majority of our active suppliers hold certifications such as **BRC**, **IFS**, or **ISO**, which integrate social compliance requirements and ensure respect for labor and ethical standards. In 2024, 70% of new suppliers responded to **Condito's** comprehensive questionnaire, designed by the Quality Assurance Department, which includes questions on social responsibility, working conditions, and ethical practices. This structured approach enables us to monitor risks in the supply chain and strengthen our collaboration with suppliers who share our values.

Through this combination of systematic evaluation, and clear expectations set by the **Code of Conduct**, **Condito** ensures that its supply chain supports sustainable development, mitigates risks, and creates long-term value for stakeholders. Our goal is to ensure that every link in the chain reflects the principles of responsibility and respect that guide our business.

Condito also participates in industry associations and professional bodies. These memberships extend our dialogue beyond the company's immediate operations, allowing us to exchange knowledge, anticipate trends, and contribute to shaping a more sustainable food sector.

We are members of key business and professional organizations, including:

- **Thessaloniki Chamber of Handicrafts (ΒΕΘ)**
- **Hellenic Federation of Enterprises (ΣΕΒ)**
- **Association of Businesses of the Thessaloniki Industrial Area (Σ.Ε.ΒΙ.Π.Ε.Θ.)**
- **American-Hellenic Chamber of Commerce**
- **Economic Chamber of Greece**

Through these memberships, we remain connected with industry peers, anticipate emerging trends, and strengthen our ability to respond to regulatory and market challenges. Active engagement in these associations enables **Condito** to contribute to the development of industry standards, promote responsible entrepreneurship and support the sustainable growth of the food sector and the wider business community.

By combining robust governance mechanisms with responsible collaboration and active stakeholder engagement, **Condito** strengthens its resilience, enhances its positive impact, and builds a transparent and sustainable value chain that reflects the company's vision for trusted quality and a more sustainable future.

TRANSPARENCY, ETHICS AND REGULATORY COMPLIANCE

[GRI 3-3]

Integrity, transparency, and respect for the law are fundamental principles that guide **Condito's business** conduct. The company operates within a strong governance framework that promotes ethical behavior, accountability, and compliance with all applicable national and European regulations. Through well-defined policies, internal procedures, and continuous employee awareness, **Condito** ensures that integrity is embedded in every business activity and that its relationships with employees, partners, and stakeholders are governed by honesty, fairness, and respect.



TRANSPARENCY AND WHISTLEBLOWING MECHANISMS

[GRI 2-25, 2-26]

Transparency is a core element of Condito's governance culture. The company ensures open and responsible communication across all levels of the organization, fostering trust between management, employees, and external stakeholders. Decisionmaking processes are documented and traceable, while internal controls and reporting mechanisms enable management to monitor performance, identify risks, and ensure accountability.

Condito promotes a culture of openness and accountability, where employees and partners can report concerns safely and responsibly. To support these commitments, **Condito** has embedded specific mechanisms within its governance framework. The company maintains a Whistleblowing Policy that is **fully aligned with the European Whistleblowing Directive 2019/1937 and Greek Law 4990/2022** through the Code of Conduct. The policy provides a framework for employees, contractors, and other stakeholders to report concerns or suspected violations of company rules or EU law. Communication can be achieved through specific channels, including written submissions, direct contact via phone or through the online platform. Reports may also be submitted anonymously, and all cases are handled with strict confidentiality, to ensure that information is protected throughout the process. Each report undergoes careful review, reflecting **Condito's** unwavering commitment to transparency and integrity. Retaliation or any form of adverse treatment against anyone who raises a concern in good faith is strictly prohibited. Protecting those who speak up is an integral part of **Condito's culture** of trust, openness, and accountability.

In addition to the whistleblowing mechanism, **Condito** is committed to the full economic and ethical remediation of any adverse impacts that the company may cause or contribute to through its operations or business relationships. The company maintains an open communication channel with stakeholders to facilitate the submission and resolution of complaints, ensuring that concerns are addressed in a fair and transparent manner.

Where applicable, remedial measures may include direct corrective actions, financial or in-kind support, or community based initiatives designed to mitigate negative effects and strengthen stakeholder trust. Stakeholders actively participate in the design, review, and improvement of these mechanisms by providing structured feedback and proposals. **Condito** continuously monitors the effectiveness of its whistleblowing and remediation processes, documenting all actions from identification to resolution under the supervision of the relevant departments.

This integrated approach reflects **Condito's commitment to transparency** and continuous improvement, ensuring that any issue raised – internally or externally – is addressed promptly, fairly, and in alignment with the company's values.

LEGAL AND ETHICAL COMPLIANCE

[GRI 2-23, 2-24, 2-27]

Ethical conduct is a cornerstone of Condito's operations. The company's Code of Conduct sets out the standards that guide all business practices, ensuring that integrity, transparency, and respect for people and the law are embedded across every activity.

Condito is committed to providing equal opportunities to all employees and applicants. As stated in its Social Responsibility Policy, the company rejects every form of discrimination based on age, disability, gender, gender reassignment, sexual orientation, marital or parental status, religion, or beliefs. All employment decisions including recruitment, promotion, training, and compensation are based solely on qualifications, ability, and performance. **Condito** aims to ensure that all employees feel respected, valued, and empowered to reach their full potential, fostering an inclusive and fair workplace.

In **strict compliance** with **Greek Law 3850/2010** and the **ILO Convention C138**, **Condito** does not and will not employ persons under the age of 18. Proof of legal working age is verified prior to recruitment, and the company commits to immediately informing the Labor Inspectorate should any non-compliance be identified.

The embedding of these ethical and responsible business principles is supported through continuous employee training and awareness programs, ensuring that every individual understands and applies the company's ethical standards in daily operations. For third parties, these commitments are integrated into contractual agreements. In this way, **Condito** ensures that its principles of integrity and responsible business conduct extend throughout the value chain and are consistently reflected in its strategic planning and partnerships.

The company also maintains a robust framework to ensure full compliance with national and European legislation governing its operations. Potential cases of non-compliance are primarily identified through formal internal reporting channels and verified complaints, which are assessed by authorized personnel according to established procedures. During the reporting period (2024), no incidents of non-compliance with laws or regulations were recorded, nor were any monetary or non-monetary fines or sanctions imposed on the company. This outcome reflects **Condito's** strong governance framework, the effectiveness of its internal monitoring mechanisms, and its unwavering commitment to operating with integrity, transparency, and respect for the law.

PREVENTING CONFLICTS OF INTEREST

[GRI 2-15]

The management of conflicts of interest forms an integral part of Condito's Code of Conduct and Anti-Bribery and Corruption Policy. All members of the Board of Directors, executives, and employees are required to act with loyalty, integrity, and impartiality, ensuring that their personal interests do not interfere or appear to interfere with the interests of the company.

Employees must avoid situations in which personal, financial, or family interests could influence their professional judgment or decision-making. Any potential or actual conflict of interest must be immediately disclosed to the appropriate manager or department to ensure transparency and prevent reputational or operational risks.

Furthermore, as stated in **Condito's** governance structure, none of the members of the Board of Directors hold shares in the company. This structure reinforces independence in decision-making and further mitigates the potential for conflicts between personal and corporate interests.

Through these policies and governance safeguards, **Condito** ensures that all business activities are conducted with honesty, fairness, and accountability, maintaining the trust of its stakeholders and upholding the highest standards of ethical corporate behavior.



FAIR COMPETITION AND ETHICAL MARKET CONDUCT

[GRI 206-1]

Condito conducts its business in full compliance with competition law and the principles of fair and lawful market conduct.

In line with its **Code of Conduct** and the **Anti-Bribery** and **Corruption Policy**, **Condito** promotes healthy and fair competition, treating both potential and existing suppliers with equality and respect. The company does not promote its products through misleading advertising and strictly avoids any does unethical or anti-competitive practices. All contracts with suppliers, distributors, and business partners are governed by transparency and mutual respect, ensuring independent decision-making and equal opportunities in all commercial relationships.

During the reporting period, no legal actions or investigations related to anti-competitive behavior, anti-trust practices, or monopoly violations were initiated against **Condito**. This performance reflects the company's consistent adherence to fairness, transparency and responsible market behavior in all aspects of its operations.

COMBATING BRIBERY AND CORRUPTION ACROSS THE VALUE CHAIN

[GRI 2-23, 205-2, 205-3]

Condito maintains a zero-tolerance stance toward all forms of bribery and corruption, reaffirming its determination to uphold the highest standards of integrity in every aspect of its business. This policy expresses the company's commitment to combating corruption in all its manifestations and to cultivating a culture of honesty, fairness, and responsibility throughout the organization.

The primary objective of the policy is the prevention, detection, and elimination of corruption within the company's operations. **Condito** seeks to maintain the highest standards of integrity in all business activities, decision-making processes, and interactions with customers, partners, and stakeholders. These principles are embedded in the company's **Code of Conduct for Employees** and **Third Parties**, which incorporates the **Anti-Bribery** and **Corruption Policy**, defining the preventive measures, responsibilities, and controls that safeguard ethical conduct and transparency across the organization.

In accordance with the company's policy, the following practices are strictly prohibited:

- Employees and partners must never offer, promise, give, or accept any form of benefit, payment, or favor that could influence or appear to influence a business decision or outcome.
- Facilitation payments made to accelerate or secure the performance of a routine duty is strictly forbidden.
- All transactions must comply with applicable anti-money-laundering and counter-terrorist-financing legislation. Condito prohibits any association with entities or practices connected to money-laundering, illicit financing, or other unlawful activities.
- Monetary or in-kind contributions to political parties, representatives, or officials are not permitted.
- Charitable donations require prior written approval by the Board of Directors and full transparency throughout the process.

Condito has established a series of control procedures to ensure that these rules and principles are consistently applied across all operations:

- **Employee awareness and reporting:** The Company raises awareness among our employees about identifying and preventing potential incidents of corruption and bribery. Employees are encouraged to report suspected cases through internal channels, with full protection against retaliation.
- **Supplier assessment and compliance:** Suppliers are selected following a comprehensive check and careful assessment of their actions and ethical conduct, and are required to comply with Condito's Anti-Bribery and Corruption Policy.
- **Financial recordkeeping:** All financial transactions are recorded in a complete, accurate, and timely manner, supported by valid documentation. The company strictly prohibits the creation of off-the-books accounts or any practice that could obscure the true nature of a transaction.
- **Reporting and response mechanisms:** Clear procedures are in place for submitting reports and complaints related to corruption or unethical behavior. All matters are addressed promptly, confidentially, and effectively to ensure proper resolution.
- **Disciplinary actions:** Appropriate disciplinary measures are taken whenever corrupt behavior is identified that undermines Condito's credibility or disrupts the working environment. The Company's Board of Directors may decide to terminate the employment contract of the perpetrator or the cooperation with the supplier, partner, and third parties involved.

The scope of the **Anti-Bribery and Corruption Policy** covers 100% of **Condito's** senior leadership and approximately 20% of the total workforce, ensuring that all managerial and operational staff with decision-making responsibilities are equally bound by the company's ethical standards. Beyond its internal operations, **Condito's commitment** to ethical conduct extends across its entire value chain. The **Anti-Bribery and Corruption Policy** applies to all customers, suppliers, and third parties with whom the company maintains contractual agreements, ensuring that integrity and transparency are upheld in every business relationship.

During the reporting period, no incidents of bribery or corruption were recorded within the company's operations. No employee was dismissed, disciplined, or otherwise sanctioned for corruption-related behavior. Likewise, there were no cases in which business contracts were terminated or not renewed due to violations of the company's anti-corruption provisions. Furthermore, no public legal proceedings were initiated against **Condito** or any of its employees in relation to corruption or related offenses.

These results confirm the effectiveness of **Condito's preventive measures** and the robustness of its internal control systems, reflecting a corporate culture that consistently promotes integrity, transparency, and ethical conduct. To sustain and further strengthen this approach, the company remains committed to the continuous improvement of its Anti-Bribery and Corruption framework through regular review and updating of the policy, ensuring timely adaptation to new regulatory requirements, emerging challenges, and evolving international best practices for the prevention and control of corruption.

DATA PROTECTION AND PRIVACY GOVERNANCE

[GRI 2-23, 418-1]

Condito places the protection of personal data and the privacy of individuals at the core of its ethical and regulatory compliance framework. The company's Personal Data Protection Policy ensures full alignment with the EU General Data Protection Regulation (GDPR) and applicable national legislation, establishing clear principles for the lawful, fair, and transparent processing of personal data.

The policy defines the responsibilities of all departments and employees in handling personal information related to employees, customers, suppliers, and partners. **Condito** applies the principles of lawfulness, transparency, data minimization, integrity, and accountability, ensuring that personal data are collected only for legitimate business purposes and retained only for as long as necessary.

The company has also adopted **Policy for the Management of Data Breach Incidents** which establishes clear and structured procedures to ensure an effective response to any potential data-security violation.

When a potential breach is identified, employees must immediately report the incident to the designated responsible person. Each report is documented and assessed by authorized personnel to determine the nature, scope, and impact of the incident. If the breach is confirmed, **Condito** activates a formal incident response procedure to ensure a prompt, coordinated, and transparent reaction. Initial actions focus on containing the incident and preventing any further unauthorized access or data loss. The incident is then reported to the **Hellenic Data Protection Authority** and communicated to the affected individuals, in full compliance with **GDPR** requirements.

Following these immediate measures, the person responsible for personal data protection conducts a comprehensive investigation to identify the root causes of the breach, evaluate the effectiveness of existing controls, and recommend corrective actions or updates to internal policies and procedures. The objective is to reduce the likelihood of recurrence and ensure that any future incidents are managed swiftly, responsibly, and in accordance with best practices for data protection and corporate accountability.

The systematic implementation of these policies and procedures has proven highly effective, enabling **Condito** to prevent data-security incidents and ensure full compliance with national and European data-protection regulations. During the reporting period, no confirmed incidents, data losses, or substantiated complaints related to the breach of customer or employee personal data were recorded.

Similarly, no inquiries or sanctions were issued by regulatory authorities regarding data privacy or information security.



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GRI TABLE

– GRI Table

Statement of use	Condito S.A. has reported the information cited in this GRI content index for the period 1/1/2024 - 31/12/2024 with reference to the GRI Standards.		
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