



2023 CEDEVITA BRAND SUSTAINABILITY REPORT

CEDEVITA®

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KEY 2023 HIGHLIGHTS

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CEDEVITA PRODUCTS



Entering a new segment of

**LOW-CALORIE
BEVERAGES:**

VITAMIN WATER.

more than
**11 THOUSAND
TONS**
or
**130 MILLION
UNITS**
of Cedevida products
were manufactured in 2023.

50%

of Cedevida products value
sales were sold in the
**RETAIL CEDEVITA VIN AT
HOME CATEGORY.**

44% of sales value in all
Cedevida product
categories was
generated
ON THE CROATIAN MARKET.

100%

of our products contain vitamins,
do not contain GMOs.

All Cedevida products,
manufactured in Croatia, bear the



**'CROATIAN QUALITY'
LABEL.**

MANAGEMENT

5 PILLARS

OF SUSTAINABLE DEVELOPMENT:

- EMISSIONS
- WATER
- RECYCLING
- EMPLOYEES
- PRODUCTS

NO

material non-compliance cases.

93% OF SUPPLIERS

graded excellent (A)



NATURAL ENVIRONMENT

23% LOWER CARBON FOOTPRINT of Scopes 1 and 2 than in 2022.

ALL the purchased energy for electricity is from **RENEWABLE SOURCES.**

13,036,425 MWh IN ENERGY was consumed in manufacturing processes on all 3 locations

58,088 m³ in water WAS CONSUMED in manufacturing processes

4% LESS SPECIFIC ENERGY IN kWh/t was used in Planinska location than in 2022

All bottles used for Cedevita vitamin powder are made from

100% RECYCLABLE HDPE material.

91% of all packaging materials are recyclable at the Planinska and Apatovec location.

94% OF WASTE COLLECTED SEPARATELY at the Planinska location,

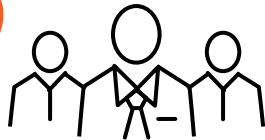
98% at the Apatovec location

AND 90% at the Rogaška Slatina location.

SOCIAL ENVIRONMENT

345

employees



**11 HOURS
OF EDUCATION**

and training per employee

OVER
**3,700
CITIZENS**

participated daily in performing small good deeds as part of the '21 Days of Optimism' campaign.

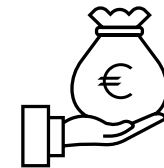
58%



**MANAGERS
are female**

**NO
COMPLAINTS**

pertaining to the health and safety of our products or product labelling



**372,543
EUR**

in funds spent on
SPONSORSHIPS AND DONATIONS
for brand Cedevita.

30 %



employees with a

CAREER PLAN

17 **NEW**

AND IMPROVED
Cedevita recipes.

2

ABOUT THE SUSTAINABILITY REPORT

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ABOUT THE SUSTAINABILITY REPORT

As a regional brand of high societal impact, Cedevita also wishes to communicate with its publics in an **open, transparent, and clear** way about its sustainability activities. This Sustainability Report is the **second in a row**. When reporting, environmental, social, and governance (ESG) aspects are followed. Cedevita reports in compliance with GRI standards. Information is presented also taking into account the European Sustainability Reporting Standards (ESRS) recognised as relevant. Reporting also refers to the content of the Atlantic Grupa Annual Report we are part of as certain processes are managed in a central Group-level manner.

Some pieces of information have been restated in relation to the previous sustainability report for various reasons (change in methodology, new location, etc.) which is presented in the respective topic.

The Sustainability Report has been drawn up in collaboration with an external consultancy organisation and also with an internal team consisting of members from various departments. The Sustainability Report drawing up project is managed by the Research, Development, and Innovation Department supported by the enthusiastic Marketing Department.



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INTRODUCTORY WORDS OF THE GENERAL MANAGER

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INTRODUCTORY WORDS OF THE GENERAL MANAGER



Slaven Romac, General Manager,
Strategic business unit Beverages, Atlantic Cedevida d.o.o.

Dear users, employees, business partners and dear fans of Cedevida,

I am extremely pleased and proud to present to you the second Cedevida Sustainability Report, which reflects the continued commitment to sustainability of our employees and our wider stakeholders.

Belief is what guides us on this journey towards sustainability and marks the second year of this report. The conviction that every step taken can have a significant impact, that we set an example and pave the

way for generations yet to come, and that every decision and innovation we make is a cornerstone for creating a sustainable and responsible society.

Cedevida, a name synonymous with innovation, quality and tradition, has been a beacon of Croatian pride for more than five decades. Our cult vitamin product has found its way to Croatian households and the hearts of consumers throughout the region. This commitment extends to our other brands, which over the years have not only successfully competed with regional leaders in the beverage category, but have also forged lasting connections with consumers across the region, creating a positive consumer experience for generations to come.

At Atlantic Cedevida, commitment to sustainability is rooted in our core values and strategic approach. Proactive engagement in various areas of sustainability, from product development to supply chain management, reflects our commitment to promoting social responsibility and our focus on developing sustainable solutions to reduce our environmental impact.

Our long-term vision puts sustainability at the forefront of our strategic planning by addressing environmental issues, with the clear goal of securing a better future for the regions we call home. We also value our clients as an integral part of our success and consistently strive to respect their interests, rights, and needs. Our approach to creating new flavours, promotions, social projects and other initiatives involves

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understanding consumer preferences and cultivating mutual trust and loyalty. Needless to say, today's customers have raised their expectations and are looking for more than just a product. They value social responsibility, environmental awareness and the values they share with their chosen brands. We accept this trend, recognising our role in society and the responsibility this requires. That's why at its core our strategy

is nurturing authentic relationships and making a significant impact on the lives of our valued consumers. Continuing on the foundation laid in the first report, sustainability remains our priority through a comprehensive approach, with the aim of achieving a positive social and environmental impact. Our initiative "Be well. Be CE" (Budi DOBRO. Budi CE), which focuses on nurturing mental well-being and fostering positive life outcomes, has continued to play a key role in our corporate social responsibility efforts.

Through our continuous work and researching new packaging solutions for our retail portfolio, Cedevida continues its path towards environmental responsibility. In 2023, we innovated the patented Cedevida closure and successfully adapted it to the new regulation of tethered caps.

In conclusion, as we navigate the challenges and opportunities of the future, we stand firm in our commitment to sustainability, social responsibility and the well-being of our stakeholders. Thank you for your steadfast support as we look forward to a future where we continue to make a positive impact together.

Ultimately, as we often emphasize in our team, a combination of belief, optimism and collaborative effort can drive significant positive change. Together we can move mountains (and preserve them).

Slaven Romac,
General Manager,
SBU Beverages, Atlantic Grupa



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ABOUT THE CEDEVITA BRAND

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ABOUT THE CEDEVITA BRAND

The Cedevida brand is managed by Atlantic Cedevida d.o.o., which is 100% owned by Atlantic Grupa d.d., based in Zagreb, Croatia.

Atlantic Cedevida d.o.o. also manages the brands Cockta, Kala and Kalnička and Boom Box.

Headquarters of Atlantic Cedevida d.o.o.:
Planinska 15, 10000 Zagreb, Croatia

Three manufacturing plants:

- Planinska location, Planinska 15, 10000 Zagreb, Croatia
- Apatovec location, Brežanci 89, 48260 Križevci, Croatia
- Rogaška Slatina location, Kidričeva ulica 35, 3250 Rogaška Slatina, Slovenia

Brand role:

To inspire and provide shared physically and emotionally uplifting moments on a daily basis.

Brand vision:

To refresh and uplift the spirit of positivity and togetherness across generations.

Values and Conduct:

- Inclusion
- Friendship
- Positivity
- Trust
- Intergenerational
- Something great to be shared
- Always a good idea
- A smart choice



4.1 Organizational position of the Cedevita brand within the Atlantic Grupa

Atlantic Grupa's operations are organised in five strategic business units (SBU) and one business unit (BU). In addition to business units Atlantic Grupa established the separate New Growth department, which is focused on the development of new brands of the Atlantic Grupa.



SBU Beverages



SBU Coffee



SBU Snacks



SBU Savoury spreads



SBU Pharmacy business



BU Donat



New growth

Atlantic Cedevita d.o.o. forms part of the Beverages **strategic business unit**, which also includes the Cockta, Kala and Kalnička brands. To improve the efficiency of management of individual business and distribution units, Atlantic Grupa combines similar business activities or products, shared markets or channels.

For more information about the organisational structure and the highest governance body of Atlantic Grupa, please refer to the 2023 Atlantic Grupa Annual Report (pages 23, 118-140).

| SBU Beverages | | | | | |
|-----------------------------|------------------------|--------------------------------------|----------|--|----------|
| Marketing | Operations | Research, development and innovation | Sales | Quality Assurance | EU funds |
| Digital marketing | Engineering | New initiatives | B&H | Chemical instrument and sensory laboratory | |
| Category development | Cedevita manufacturing | Powder forms and candies | Croatia | Apatovec quality control | |
| Regional customer marketing | Apatovec operation | Water and soft drinks | Serbia | Cedevita quality control | |
| Regional brand building | Planning operations | | Slovenia | Microbiological laboratory | |
| | Rogaška operation | | | | |



Scheme: The organisational structure of the SBU Beverages that Cedevita forms part of.

4.2 Products

Cedevita is one of the most popular brands in the region, with traditional flavours and numerous new ones adapted to an ever-changing society and user preferences. Cedevita is inextricably linked to its 9-vitamin-content: C, E, B1, B2, B3, B5, B6, B9, B12. As such it is considered a nutritional supplement, as one dose contains a 50% vitamin RDA. In this way, it contributes to reducing tiredness and fatigue, to a normal immune system and heart function and protects cells against oxidative stress.

Cedevita follows market trends. As a result, it launched a new product, the Cedevita vitamin water (in three flavours), which is one of the fastest growing non-alcoholic beverage categories both on the domestic and foreign market, in 2023.

In 2023, the Cedevita brand includes the following products:

- **Cedevita multi-vitamin granules:** 9 products (orange, lemon, lime, elderberry and lemon, red orange, pink grapefruit, light orange), new Launch of Pineapple Mango and Grapefruit for HoReCa, Pineapple Mango in & out launch for Retail
- **On the Go:** 5 products (orange, lemon, elderberry and lemon, lime, red orange)
- **Cedevita candy:** 4 products (orange, lemon, forest fruits, fruit mix)
- **PUC PUC popping powder:** 3 products (banana, strawberry, forest fruits)
- **VAB mix for frozen flavoured dessert:** 1 product
- **Cedevita vitamin water:** 3 products (lemon & pineapple, orange & papaya, lemon & pomegranate)

Total: 25 products

Cedevita vitamin water

Our vitamin water was developed following our more increasingly aware consumers who seek a healthy lifestyle and products containing fewer calories and less sugar. This allowed us to enter a new segment – low-calorie beverages. The Cedevita vitamin water:

- **contains natural aromas,**
- **contains vitamins and minerals – one vitamin water (500ml) includes 50% of the vitamin RDAs and 15% of the mineral RDAs,**
- **contains less sugar (4g/100ml) and does not contain any added sweeteners.**



**Cedevita
vitamin water
allowed us to enter
a new segment of
low-calorie
beverages
in 2023.**

4.2.1 Manufacturing

Our products are manufactured at three locations:

- Planinska (Zagreb, Croatia): multi-vitamin granules (retail 900 g, 455 g, 200 g), HoReCa packaging 19 g, Cedevida On the Go cap filling, Cedevida candies, PUC PUC popping powder
- Apatovec (Križevci, Croatia): water bottling for Cedevida On the Go and application of filled caps for Cedevida On the Go
- Rogaška Slatina (Rogaška Slatina, Slovenia): Cedevida vitamin water

The manufacturing levels of Cedevida have been continuously on the rise. In 2023, more than 100 million units or 10 thousand tons of Cedevida at the Planinska location or approximately 17% more than in 2019

were manufactured. Retail accounts for the majority of the manufactured tons above. In 2023, it accounted for more than 8,000 tons. Various packagings of Cedevida vitamin powder, namely 1,000 g (900 + 100), 900 g, 455 g, and 200 g are filled. These are followed by manufacturing for HoReCa sales purposes (19 g) for restaurants and cafes establishments. A little over 1,000 tons of the latter products were manufactured in 2023.

At our Apatovec location, water for Cedevida On the Go is bottled. In 2023, a good 6.6 million litres of Cedevida On the Go or approximately 34% more than in 2019 were bottled.

The new Cedevida vitamin water product is manufactured in Rogaška Slatina and it includes three types of flavours. In 2023, more than 5 million litres of the

Cedevida vitamin water were manufactured.

The above explained growth of manufacturing and sales was again influenced by several factors. Besides the fact, that from 2019 the Cedevida brand was repositioned from a leader in the vitamin instant drinks category to a brand positioned in the category of fruit-flavoured beverages, through new brand extension we have successfully unlocked new potential.

With new Cedevida brand extension – Cedevida Vitamin water, in the first year of launching, we have successfully penetrated in four biggest markets in region: Croatia, Slovenia, Serbia and Bosnia & Herzegovina which further contributed to the manufacturing growth.

Cedevida in the form of multi-vitamin granules is available in different packagings:

Cedevida Vitamin water is available in on the go packaging:



200 g, 455 g, 900 g



19 g



340 mL



500 mL

| Planinska location | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | |
|--------------------|-------------------|--------------|-------------------|--------------|-------------------|--------------|--------------------|--------------|--------------------|--------------|
| | Units | Tonnes | Units | Tonnes | Units | Tonnes | Units | Tonnes | Units | Tonnes |
| Retail | 13,545,777 | 6,568 | 15,727,124 | 7,672 | 14,084,765 | 7,689 | 15,912,295 | 8,437 | 15,761,421 | 8,126 |
| HoReCa | 55,414,500 | 1,053 | 39,697,000 | 754 | 44,483,950 | 845 | 52,256,900 | 993 | 54,563,900 | 1,037 |
| OTG cap* | 14,817,400 | 363 | 16,198,506 | 211 | 20,416,536 | 265 | 18,930,718 | 246 | 20,148,468 | 262 |
| Pressed candy | 9,001,032 | 278 | 7,091,294 | 221 | 8,289,249 | 229 | 9,865,592 | 273 | 9,540,712 | 266 |
| PUC PUC | 6,859,980 | 34 | 5,435,300 | 26 | 6,507,180 | 33 | 6,739,380 | 34 | 4,575,420 | 23 |
| Total | 99,638,689 | 8,296 | 84,149,224 | 8,884 | 93,781,680 | 9,061 | 103,704,885 | 9,983 | 104,589,921 | 9,714 |

Table: Cedevita manufacturing in units and tons at the Planinska location in 2019-2023

| Manufacturing group | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | |
|---------------------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| | Units | Litres | Units | Litres | Units | Litres | Units | Litres | Units | Litres |
| Cedevita On the Go* | 14,856,726 | 4,902,720 | 15,008,214 | 4,952,711 | 19,326,120 | 6,377,620 | 19,395,996 | 6,400,679 | 19,967,592 | 6,589,305 |

Table: Cedevita On the Go bottling in units and litres at the Apatovec location in 2019-2023

| Manufacturing group | 2023 | |
|------------------------|------------|-----------|
| | Units | Litres |
| Cedevita vitamin water | 10,162,452 | 5,081,226 |

Table: Cedevita vitamin water manufacturing in units and litres at the Rogaška Slatina location in 2023

* Cedevita On the Go is manufactured at two locations, namely, at the Planinska location, caps are filled with Cedevita multi-vitamin granules, and at the Apatovec location, water is bottled into its packaging.

4.3 Market presence

Cedevita products are present in **more than 30 countries around the world.**

Major markets:

- Croatia
- Slovenia
- Serbia
- Bosnia and Herzegovina
- North Macedonia
- Montenegro.

Other markets:

Austria, Czech Republic, Germany, Ireland, Netherlands, Poland, Spain, Sweden, Switzerland, Hungary, Kosovo, Slovakia, United Kingdom, United States, Albania etc.

In our second year of reporting, Cedevita continues to be the leading non-alcoholic fruit beverage category brand in Croatia and Slovenia.*

*Source: Source: Brand Value Creator research, Ipsos, October 2023



4.3.1 Sales value

One half of Cedevida products is sold as part of our retail portfolio, followed by HoReCa sales (24%) and On the Go (15%). During the first year following its launch, our vitamin water accounted for 7% of sales of Cedevida brand products.

| Portfolio | 2022 | 2023 |
|------------------|------|------|
| Retail – at home | 52% | 50% |
| HoReCa | 23% | 24% |
| On the Go | 17% | 15% |
| Candy | 7% | 4% |
| Vitamin water | / | 7% |

Table: Share of value sales by portfolio in 2022-2023

Strategic objectives:

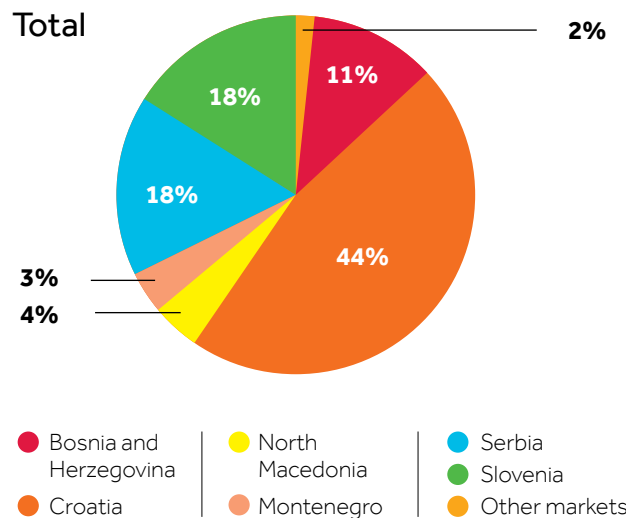
- Expand consumer pool
- Continue building relationship with consumers and growing brand love
- Expand product availability

The highest value sales in all Cedevida product categories are generated on the Croatian market. Croatia is followed by Serbia, Slovenia and Bosnia and Herzegovina, where there are differences depending on the type of product. Especially with On the Go products, the Serbian market with 30% of sales value is very close to the Croatian market, where 36% of the sales value is generated. The value sales in Slovenia are highest in category of vitamin water (30%).

| Market | Retail – at home | HoReCa | Vitamin water | On the Go | Candy | Total |
|------------------------|------------------|------------|---------------|------------|-----------|-------------|
| Bosnia and Herzegovina | 11% | 11% | 9% | 10% | 22% | 11% |
| Croatia | 47% | 47% | 34% | 36% | 35% | 44% |
| North Macedonia | 4% | 3% | 0% | 4% | 7% | 4% |
| Montenegro | 2% | 2% | 0% | 6% | 6% | 3% |
| Serbia | 15% | 16% | 27% | 30% | 14% | 18% |
| Slovenia | 17% | 20% | 30% | 12% | 18% | 18% |
| Other markets | 3% | 0% | 0% | 2% | 0% | 2% |
| Total | 50% | 24% | 7% | 15% | 4% | 100% |

Table: Sales by value and category by major markets in 2023

44 % of the total sales value is generated on the Croatian market.



Graph: Sales by value by major markets in 2023



Planet Earth warns us every day and sends clear messages about how much people have changed it and how much they are destroying it every day. Every, even the smallest, personal step is big for Earth. Every, even the smallest, step that a company can take for Earth is even bigger. Being part of a team that cares, thinks and searches for the best solution is important to me and gives me an additional sense of responsibility and confirms that I am on the right side. Loving Earth means loving every day that it unconditionally gives us.



Nataša Gaon-Grujić,
Sales, SBU Beverages,
Atlantic Grupa

4.3.2 Distribution business

The distribution business for Cedevida is organised on the Group level and covers our six largest markets – Croatia, Serbia, Slovenia, North Macedonia, Russia and Austria and the department of Global Distribution Account Management, which covers the markets dominantly managed by our distribution partners.



5

ECONOMIC HIGHLIGHTS

CEDEVITA®

ECONOMIC HIGHLIGHTS

In a still unstable and challenging environment faced in 2023, we managed to generate a record-breaking sales volume. Sales growth is largely the result of higher selling prices in all markets, but volume growth was also realized across all product groups. Sales growth was recorded in all markets, with the highest growth rates compared to the previous year generated in key regional markets. The key driver of these results was a series of successfully implemented initiatives within the SBU Beverages (Cedevida, Cockta and Kala brands). Despite continued strong pressures on business operations reflected in high prices of raw materials and packaging, energy, logistics and other services, as well as a significant increase in salaries, excellent sales results enabled growth in profitability compared to the previous year.

Marketing activities which support excellent sales result mostly refer to media buying (TV, digital media, etc.), related to new campaign and launch of the new product, and production and activation of promotional materials and their positioning at point of sales. Throughout the years, we have mainly increased our investments in promotional activities, resulting from our expansion to new markets and the growth of consumption away from home following the 2020 pandemic period.

In addition to sponsorship and donations related to brand Cedevida, we also sponsor two basketball clubs

active in Croatia and Slovenia, namely Cedevida Junior (Croatia) and Cedevida Olimpija (Slovenia).

For 2024, we expect to still be surrounded with uncertainty from the environment, although a slight decrease in prices of raw and packaging materials is expected while pressure on profitability comes from further increases in salaries and services. Our efforts will be focused on further organic sales growth, new product development and operational excellence to facilitate an improved profitability.

Group financing and income taxes are managed on a Group basis and are not allocated to operating segments.

The 2022 Cedevida Sustainability Report included the reporting on the financial data of the Atlantic Cedevida d.o.o. legal entity and for the brands manufactured exclusively at the locations of the before mentioned legal entity. The 2023 Cedevida Sustainability Report has been expanded to include the entire business segment of the Cedevida brand beverages, as Cedevida began manufacturing the Cedevida vitamin water at our Rogaška Slatina (Slovenia) location as part of the Atlantic Droga Kolinska d.o.o. legal entity in 2023. The financial information pertaining to Atlantic Cedevida d.o.o. is reflected in the 2023 Atlantic Grupa Annual report.



With an increasing focus on sustainability, the scope of support provided by Finance to business is expanding - some examples are the evaluation and analysis of business cases not only from the financial aspect, but also the non-financial contribution of sustainability, much closer and more frequent cooperation with other departments due to the integration of financial and non-financial reporting, adapting processes and working methods to enable the collection of data required to establish objectives and monitor progress. Although, at first glance, it may seem that sustainability does not change the role of the finance department to a significant extent, understanding the principles of sustainability and their implementation effects in our operation is essential to continue to provide quality support to the Finance department.



Matea Lončar,
Finance, SBU Beverages,
Atlantic Grupa

6

SUSTAINABLE MANAGEMENT

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SUSTAINABLE MANAGEMENT

Sustainable management of the Cedevida brand forms part of sustainable management on the Atlantic Grupa level. In order to efficiently and effectively follow ESG standards and European regulations, the Atlantic Grupa has, within its corporate governance structure, established a clear management model and structure in this area. Generating productivity and profitability is supported by a clear organisational structure, corporate culture and values that connect employees and contribute to the achievement of both business and sustainable development goals.

Cedevida's long-term sustainability goal is to create value by putting sustainability at the forefront of our strategic plans, improving our environmental footprint and taking care of energy and water consumption, and, most importantly – ensure a better place for future generations in the region. By constantly monitoring ecological trends and listening to consumer needs, through a unique consumer-centric approach and a specific communication strategy, Cedevida strives to successfully build quality long-term relationships with consumers in the region, proudly creating a positive and sustainable experience for the upcoming generations.

Atlantic Grupa develops and operates in accordance with good corporate governance practice. The key sustainable management documents within the Atlantic Grupa are:

- Statement of Application of the Code of Corporate Governance of the Zagreb Stock Exchange and HANFA
- Code of Corporate Governance of the Atlantic Grupa
- Code of Business Ethics (issued by the Croatian Chamber of Commerce)
- Diversity Charter (issued by the Croatian Business Council for Sustainable Development)
- Whistleblowing Procedure Rules
- Code of Ethics of the Purchasing Organisation

A more detailed approach to our business conduct is described in the 2023 Atlantic Grupa Annual Report (pages 116-118, 141)



One of the good definitions of sustainable development understands it as the process of creating new development operating opportunities while ensuring a better future for generations to come. Sustainability is not exclusive, it is not all or nothing. The basic principle is not to do anything that is permanently bad, either for the environment or for society, and every step taken for a better tomorrow is worthy of attention and understanding. It is much more important to have a clearly defined objective and the way in which it is measured and to make continuous progress, than to try to do everything, immediately or in one step, because an all-at-once approach will not be feasible.



Lejla Dautović,
Research, Development &
Innovation, SBU Beverages,
Atlantic Grupa

6.1 The sustainable development goals of the United Nations, which are also supported through our activities at Atlantic Cedevita d.o.o.

United Nations Sustainable Development Goals

Activities



Health and well-being

- ISO 45001 occupational health and safety management system implemented.
- A risk assessment has been made for all posts.
- Implementation of mandatory and prevention occupational health promotion programmes.
- Cedevita is a food supplement containing nine vitamins - the prepared product contains 50% of the vitamin RDA.
- Manufacturing of sugar-free product suitable for diabetics.
- »Budi Dobro. Budi CE.« (www.budidobrobudice.com) educational website to encourage people of all generations to take care of their own mental health and special campaign with the aim of making the public aware of the challenges faced by breast cancer patients and their relatives.
- New product in the vitamin water category with natural aromas, without sweeteners and with low energy content



Quality education

- Conducting regular training for employees in various areas of expertise.
- Public mental health education..



Gender equality

- Career and development opportunities are available to all employees, regardless of gender.



Clean water and sanitation

- Implementation of water-friendly behaviour measures pertaining to potable, process and sanitary water, such as a telemetry system, which can be used to quickly identify potential defects in pipelines.
- Certified according to the ISO 50001 - Energy Management System.

6.1 The sustainable development goals of the United Nations, which are also supported through our activities at Atlantic Cedevita d.o.o.

United Nations Sustainable Development Goals

Activities



Affordable and clean energy

- Certified according to the ISO 50001 - Energy Management System.
- Implementation of measures and investments in the efficient use of energy and renewable energy sources.
- Regular telemetry monitoring of energy consumption.
- All purchased electricity is generated from renewable energy sources.
- Introduction of the energy efficiency criterion when purchasing new energy equipment.
- Introduction of a reward system for employees responsible for the energy sector based on achieved results.



Decent work and economic growth




- Adopted Statement of Application of the Code of Corporate Governance (issued by the Zagreb Stock Exchange and HANFA).
- Adopted Atlantic Grupa Code of Corporate Governance.
- Adopted Code of Business Ethics (issued by the Croatian Chamber of Commerce).
- Adopted Whistle-blower Rules.
- Accepted Code of Ethics of the Purchasing Organisation.
- A comprehensive employee management strategy entitled "People & Culture Strategy".
- Internal employee potential recognition process and the development of their careers.
- Established work performance management and remuneration process.
- Collective agreement concluded with the Trade Union in the Energy, Chemical and Non-Metal Industry of Croatia.
- Annual survey of the organisational climate among employees.



Industry, innovation and infrastructure

- Atlantic Grupa corporate procedures for new product development.
- New Product development (NPD) flavour strategy.
- Two ESG KPIs are tracked for all new products.

6.1 The sustainable development goals of the United Nations, which are also supported through our activities at Atlantic Cedevita d.o.o.

| United Nations Sustainable Development Goals | Activities |
|---|---|
|  <h3 data-bbox="315 456 712 501">Reducing inequality</h3> | <ul style="list-style-type: none"> • We are signatories of the Diversity Charter (signed as part of the Croatian Business Council for Sustainable Development project). • On the level of the Atlantic Grupa, there is a committee to ensure consistency in the provision of equal opportunities. • Adopted Work Rules, which also include equality. |
|  <h3 data-bbox="315 676 667 810">Responsible consumption and production</h3> | <ul style="list-style-type: none"> • Investments in the development of new products, best available technologies and environmental improvement of processes. • Use of 100% recyclable material for some of our products. • Replacement of non-recyclable materials with recyclable ones. • Reduction of the use of materials by re-use of the packaging. • ISO 14001 - Environmental management system standards |
|  <h3 data-bbox="315 963 611 1008">Climate action</h3> | <ul style="list-style-type: none"> • ISO 14001 - Environmental management system standards and ISO 50001 - Energy management. • Calculated carbon footprint of the Cedevita brand. • Monitoring of air emissions. • Atlantic Grupa transition plan aligned with Paris Agreement 1,5 °C. |

6.2 Pillars of sustainable development

Seeking to integrate global issues (the EU Green Deal), the needs of our stakeholders and our own strategic priorities, basic areas of our operation were selected, and five clear goals or pillars of sustainable development were defined on the group level. These form part of the strategic planning of the Cedevita brand:

1. Reduction of greenhouse gas emissions
2. Responsible use of water
3. Recycling of all plastic waste
4. Employee satisfaction, safety and gender equality
5. Continuous improvement of recipes and nutritional value, clear labelling and environmentally friendly innovations

Since 2021, Atlantic Grupa has established the AG Sustainability Index, where all five pillars are balanced and overall performance in achieving annual goals is measured by twelve ESG KPIs.

The performance is reflected in incentive programmes for Board members and other managers in the Company. The Board appointed a Sustainabili-

ty Coordination Committee, which is responsible for guiding the company's ESG activities. General managers in SBUs, as well as executives of business functions are responsible for aligning their business strategies with common sustainable goals on the group level, ensuring that the second-level targets on the operative level correspond to corporate goals, and ensuring resources to meet annual targets and goals. For more information on the AG Sustainability Index, please refer to the 2023 Atlantic Grupa Annual Report (page 43).

6.3 Integrated quality system

Product quality and legal compliance underpin successful operations. Atlantic Cedevita follows the Atlantic Grupa's integrated quality system, which includes global standards for its own process efficiency, product quality and safety systems, and its environmental and energy management systems. The integrated system is defined and actively managed by the Corporate Quality Management (CQM) function. Compliance with certificates is regularly inspected by internal compliance auditors and external auditors from independent certification bodies. There were no

material non-compliance cases both during and before the reporting period.

The integrated quality system is based on the following standards and certificates:



ISO 9001
Quality management system



ISO 14001
Environmental management system



ISO 50001
Energy management



FSSC 22000
Food Safety Management System



IFS Food
International Featured Standard Food (standard used for evaluating suppliers of brand products)



Atlantic Cedevita also bears the **"Croatian quality"** label. The label provides recognition to the Croatian manufacturer/service and at the same time assurance to consumers that it is a product/service that reaches the highest level of quality and represents the top quality in what is offered on a global scale.

CEDEVITA INTEGRATED CERTIFICATION

| Location | Market | Process Management Standard | Food Safety System Certification (FSSC/IFS) | Food Safety Standard | Environmental Management Standard | EnMS |
|-----------------|--------|-----------------------------|---|----------------------|-----------------------------------|-----------|
| Planinska | CRO | ISO 9001 | IFS | HACCP | ISO 14001 | ISO 50001 |
| Apatovec | CRO | ISO 9001 | FSSC 22000 | HACCP | ISO 14001 | ISO 50001 |
| Rogaška Slatina | SLO | ISO 9001 | FSSC 22000 | HACCP | ISO 14001 | ISO 50001 |

Table: Atlantic Cedevita integrated standards and certifications by manufacturing location in 2023

6.4 Identification of strategic stakeholders

Our operations are strongly linked with our strategic stakeholders with whom trust and long-term relationships are built. The Board of the Atlantic Grupa is primarily responsible for our relationships with our stakeholders. Under its guidance, the executives and other employees in Atlantic Cedevida d.o.o. are also engaged in fostering relationships therewith. Various methods of communication and communication channels are used to strive for respecting the rights of all our stakeholders, actively engaging them in important topic, recognising their interests and allowing them to share their concerns with us. All of that is conducted following good business practices and nurturing a dialogue with our stakeholders both on a local and international level. When necessary, our communication channels are complemented or adjusted to communication trends and stakeholder groups. We communicate in an honest, transparent and clear way and establish a co-creation and improvement space.

As strategic stakeholders on the Atlantic Grupa level and within Atlantic Cedevida d.o.o., we recognise:

| Strategic stakeholders | Objectives | Communication channels |
|-----------------------------|---|--|
| Employees | <ul style="list-style-type: none"> · Highly motivated, satisfied and qualified employees · Development of the talents and potential of employees · A safe and healthy working environment · Equal promotion opportunities regardless of gender | <ul style="list-style-type: none"> · Intranet · Internal newspaper · Internal communication via email or phone · Notice boards · Social media · Web site · Employee surveys · Annual appraisals · Events for employees |
| Suppliers | <ul style="list-style-type: none"> · Maintaining long-term relationships · Development of new innovative products · Increasing added value in the value chain · Compliance with legislation and internal policies for suppliers · Reliable, competitive procurement · Sustainable development awareness · Integration of a sustainable approach into the value chain | <ul style="list-style-type: none"> · Portal for suppliers · Sales agreement · Quality and sustainability agreement · Electronic media (website, e-mail address, social networks) · Traditional media (telephone, e-mail) · In-person meetings · Questionnaires for suppliers · Business meetings · Atlantic Grupa annual report · Cedevida sustainability report |
| Buyers and consumers | <ul style="list-style-type: none"> · Identification of the needs, wishes and expectations of buyers and consumers · Raising awareness about a healthy lifestyle and sustainable development · Recognition of Cedevida as a brand who does the right thing for society · Maintaining and building consumer trust and loyalty | <ul style="list-style-type: none"> · Regional Contact Centre · Web site · Social networks · Information and labels on and next to the products · Marketing campaigns and events · E-newsletter · Market research · Atlantic Grupa annual report · Cedevida sustainability report · The "Budi Dobro. Budi CE." online platform. |

As strategic stakeholders at the level of Atlantic Grupa and within Atlantic Cedevida d.o.o., we recognise:

| Strategic stakeholders | Objectives | Communication channels |
|--|--|---|
| Interested public: civil initiatives, local communities, professional organisations, associations, etc. | Establishing good relationships Collaboration for the benefit of the local environment Engagement of the local community and professional institutions Building trust and open communication Creating professional support for added value | <ul style="list-style-type: none"> · Regional Contact Centre · Sponsorships and donations · Direct communication with local authorities, civil initiatives, professional institutions, etc. · Web site · Social media · E-mail address · Phone, mail · Events for the local community · The "Budi Dobro. Budi CE." online platform · Cedevida sustainability report |
| Owners | <ul style="list-style-type: none"> · Brand development · Achieving business and sustainability goals · Successful management of risks and opportunities | <ul style="list-style-type: none"> · Direct communication · Atlantic Grupa quarterly and annual financial reports · Cedevida sustainability report · E-communication · Phone, mail |
| The media | <ul style="list-style-type: none"> · Informing about brand and company activities and events · Strengthening the image and reputation of the brand · Establishing regular communication, good relations and eliminating potential uncertainties · Maintaining the credibility of brand and company information | <ul style="list-style-type: none"> · Press releases · Press conferences · In-person interviews · Web site · Social media · E-communication · Phone, mail |



6.4.1 Materiality matrix

The key to strategic sustainable management of environmental, social and governance (ESG) aspects is the identification of material topics for the company and key stakeholders. Therefore, as part of the sustainable management and reporting of the Cedevita brand, we have drawn up a materiality matrix that identifies the materiality of certain topics for Cedevita and its key stakeholders.

We have classified the stakeholders into six groups, namely executive, employees, suppliers, customers (shopping centres, wholesalers), consumers and others (civic initiatives, professional organizations, associations, etc.). The materiality matrix was conducted in year 2023. We included aspects of the environment (7 indicators), society (12 indicators) and management (2 indicators).

The analysis shows that the materiality of the aspects of the environment, society and management is rated very high by both the company and the stakeholders, and at the same time, the assessments among the stakeholders are highly aligned.

Social indicators are of the highest importance, where the quality and safety of the product are ranked first for both the company and the stakeholders.

The set of product indicators is complemented by the indicators healthy products and functional nutrients and products, which are rated with a more than 85% materiality.

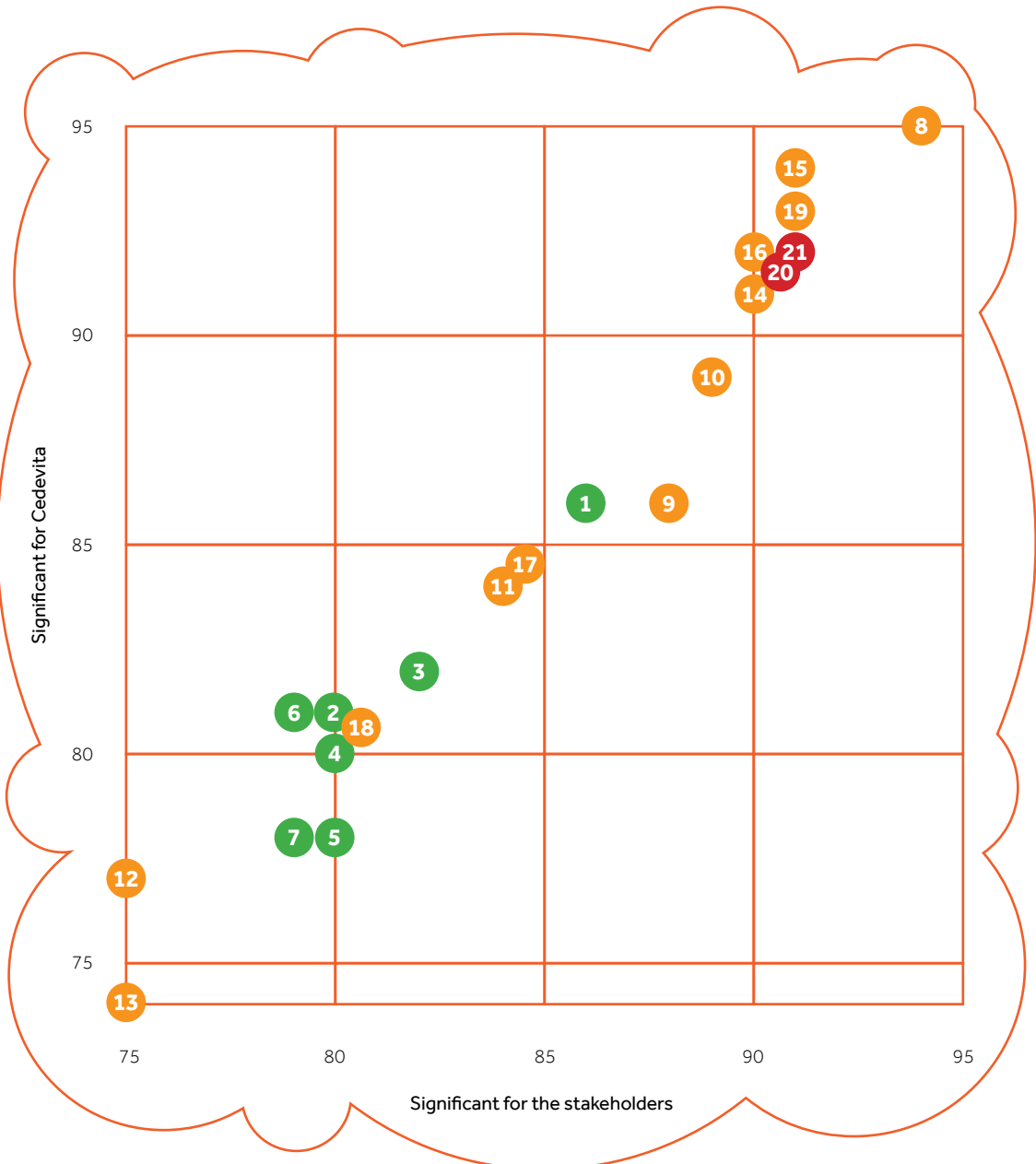
High-priority social aspects include those relating to employees. Care for the health and safety of employees and respect for human rights in the value chain are the top-ranked indicators. Among the social indi-

cators, fair and transparent remuneration of employees, a stimulating working environment and high employee satisfaction are rated very high.

In the field of business conduct or management, two aspects stand out, namely the long-term economic stability of operations and ethical and transparent operations.

Compared to the most important social and management aspects, environmental aspects are rated somewhat lower. The most important environmental aspects relate to packaging, where packaging being recyclable is a priority. A little less important is that the packaging does not contain plastic, followed by an indicator that indicates the level of recyclates in the packaging.





Scheme: The Cedevida brand materiality matrix

Environment

- 1 Recyclable packaging
- 2 Packaging from recycled materials
- 3 Plastic-free packaging
- 4 Reduction of waste from the manufacturing process
- 5 Optimisation of water consumption in the manufacturing process
- 6 Reduction of the carbon footprint (energy efficiency and renewable energy sources)
- 7 Reduction environmental impacts (air pollution, noise, odours, biodiversity)

Social

- 8 Product quality and safety
- 9 Functional nutrients in products (vitamins and minerals)
- 10 Healthy products (moderate sugar levels and natural flavours)
- 11 Sustainably grown product ingredients
- 12 Education of consumers on the proper packaging sorting procedures
- 13 Selection of suppliers with a minimum carbon footprint
- 14 Stimulating working environment and high employee satisfaction
- 15 Concern for the health and safety of employees
- 16 Fair and transparent payment to employees
- 17 Good user experience and customer and end user loyalty
- 18 Social responsibility (sponsorships and donations)
- 19 Respect for human rights throughout the value chain

Governance

- 20 Long-term and economically stable operations
- 21 Ethical and transparent operations

6.5 Membership in associations

Atlantic Cedevida d.o.o. is a member of several national, European and global associations and initiatives:

- Croatian Chamber of Commerce (HGK),
- Through HGK - Group for non-alcoholic beverages, we are members of the European Association of Non-Alcoholic Beverages (UNESDA),
- Croatian Association of Beverage Producers (GIUPPH),
- GIUPPH is a member of Natural Mineral Waters Europe (NMWE), making Atlantic Grupa an indirect member thereof,
- Croatian Association of Employers,
- Eko-Ozra d.o.o. (waste packaging management organisation) – co-founder,
- Croatian microbiological society,
- Croatian Standards Institute,
- Global standards one (GS1 Croatia) – Croatian association for automatic identification, electronic data exchange and business process management,
- All Atlantic Cedevida technologists are members of the Croatian Association of Food Technologists, Biotechnologists and Nutritionists (HDPBN).

6.6 Risk management

As an integrated multinational corporation operating in the FMCG sector, Atlantic Grupa is exposed to many external and internal risks. An integrated risk management process - Enterprise Risk Management (ERM) – has been implemented throughout the Group to prevent and reduce their impact on our activities.

For more information about our approach to risk management, please refer to the 2023 Atlantic Grupa Annual Report

(p. 56 – climate risks, p. 222-228).

The process includes the identification of risks, their qualification and management. On the Group level we recognize different categories of risks, as financial, strategic, operational, quality, health and safety, reputation, human capital, compliance and technology. At the end of 2023, the Atlantic Grupa also assessed climate-related chronic and acute risks for the first time.

Key risks that we recognise and are exposed to at Cedevida:

- **Financial risks:** the possibility of customers boycotting the product or brand for ethical, environmental or other reasons. Market volatility, economic recession, supply disruptions and legislative changes also constitute an important financial risk. Financial risks are responded to through strategic planning and forecasting, diversification and proactivity. This ensures the financial stability and long-term success of our business.

- **Health risks:** in the form of epidemics and pandemics, such as the case with Covid-19, where cafes and restaurants were closed, which reduced or completely stopped sales through the HoReCa channel. Adaptability and resilience in the event of unforeseen circumstances proved to be extremely important in this case.

- **Risk of misperception of the performance of prize games:** from the point of view of relations with consumers, a potential risk may be related to the implementation of Cedevida's prize game, that is, there may be a risk of consumer perception that prize games are pre-arranged. This risk underscores the importance of maintaining transparency and integrity in our promotions. To manage this risk, we are committed to implementing strict security measures and complying with legal regulations, thereby ensuring that our prize draws are conducted fairly and impartially. A legal advisor and a notary public are present at every major draw, which excludes any possible manipulation of the results or bias. Every year, a video of all the winners of the main awards is created, where we prove to the public that they are real people. Atlantic Grupa employees and their family members may not participate in prize games.

- **The risk of innovation and introduction of new products to the market:** past experience has taught us that every aspect of the product should be studied and tested on a small sample of consumers from whom useful feedback on the product can be obtained before it is placed on the market. Therefore, product testing with consumers has become a mandatory component of innovation and new product development. This allows us to create products and services that follow the wishes and needs of the market.

- **Counterfeit risk for the Cedevida brand packaging:**

this is an important risk we face and affects the perception of brand quality. Counterfeiting damages the reputation of our brand and undermines our trust and credibility. That is why we have taken decisive steps to protect our consumers and brand reputation in cooperation with legal authorities and agencies.

- **Non-compliance with GDPR regulation:** the use of GDPR regulations in the digital environment carries a range of risks. Non-compliance with these rules can result in significant fines. Atlantic Grupa has clearly defined guidelines at the group level related to GDPR regulations. Mandatory Data Protection Impact Assessments (DPIAs) are required for high-risk activities, and data minimization is essential to ensure that data is used only for the purpose for which it was collected. Employee training and education are of great importance here.

6.7 Relations with suppliers

Our suppliers are selected using a due diligence process and their compliance with our requirements is reviewed on a regular basis.

Special attention is paid to suppliers who supply the raw materials directly used for our products, following high food safety quality standards.

Suppliers are also selected and rated by taking into account environmental parameters. In the future, the assessment of suppliers will be brought in line with indicators that are consistent with the GRI and ESRS standards from the point of view of ensuring the appropriate human rights of workers in the supply chain, checking

for child labour and forced or compulsory labour.

There is a minimal risk of abuse of freedom of association of workers and labour rights, collective bargaining, child and forced labour among our suppliers.

Procurement is performed at the central procurement department of the Atlantic Grupa. A more detailed supplier management approach is presented in the 2023 Atlantic Grupa Annual report (p. 145-148).

Wherever possible, local Croatia and Slovenia-based suppliers are selected. We also collaborate with many EU-based suppliers. In the 2020-2023 period, there were no significant changes in the suppliers of our basic material categories. Changes in the share of local suppliers in the total value resulted primarily from the finished product manufacturing structure and significant price oscillations of various material categories.

| Year | Share of procurement from local suppliers* | |
|-------------|--|-------------------------------------|
| | Planinska and Apatovec location (Croatia) | Rogaška Slatina location (Slovenia) |
| 2020 | 60% | / |
| 2021 | 56% | / |
| 2022 | 58% | / |
| 2023 | 60% | 8% |

Table: The share of funds earmarked for primary materials and packaging from local suppliers in Croatia and Slovenia 2020-2023

* Local suppliers are suppliers based in the Republic of Croatia and Republic of Slovenia.

Our suppliers on the Atlantic Grupa central procurement level are subjected to an annual rating. Some suppliers are subjected to additional ratings or they are rated upon every delivery of input materials, depending on the risk the material or service poses to the quality and safety of our products.

In 2023, a total of 82 suppliers were rated at all three Cedevida locations, which is more than in the previous years, as the rating in 2023 also included our suppliers at the Rogaška Slatina location where our new product, the vitamin water, is manufactured.

| Year | Number of rated suppliers |
|------|---------------------------|
| 2020 | 66 |
| 2021 | 61 |
| 2022 | 61 |
| 2023 | 82 |

Table: Number of rated suppliers for the Cedevida brand in 2020-2023

Subject to the achieved rating, our suppliers are divided into three groups depending on the number of points achieved: excellent, good or bad. The majority of our suppliers or 93% of all rated suppliers that were rated in 2023 were rated excellent (76). Only 6 suppliers were rated good. No supplier was rated bad.

| Number of suppliers with a certain rating | 2020 | 2021 | 2022 | 2023 |
|---|------|------|------|------|
| A – excellent | 62 | 56 | 57 | 76 |
| B – good | 4 | 5 | 4 | 6 |
| C – bad | 0 | 0 | 0 | 0 |

Table: Number of rated suppliers with a certain rating for the Cedevida brand in 2020-2023

93% of all evaluated suppliers received an excellent rating.

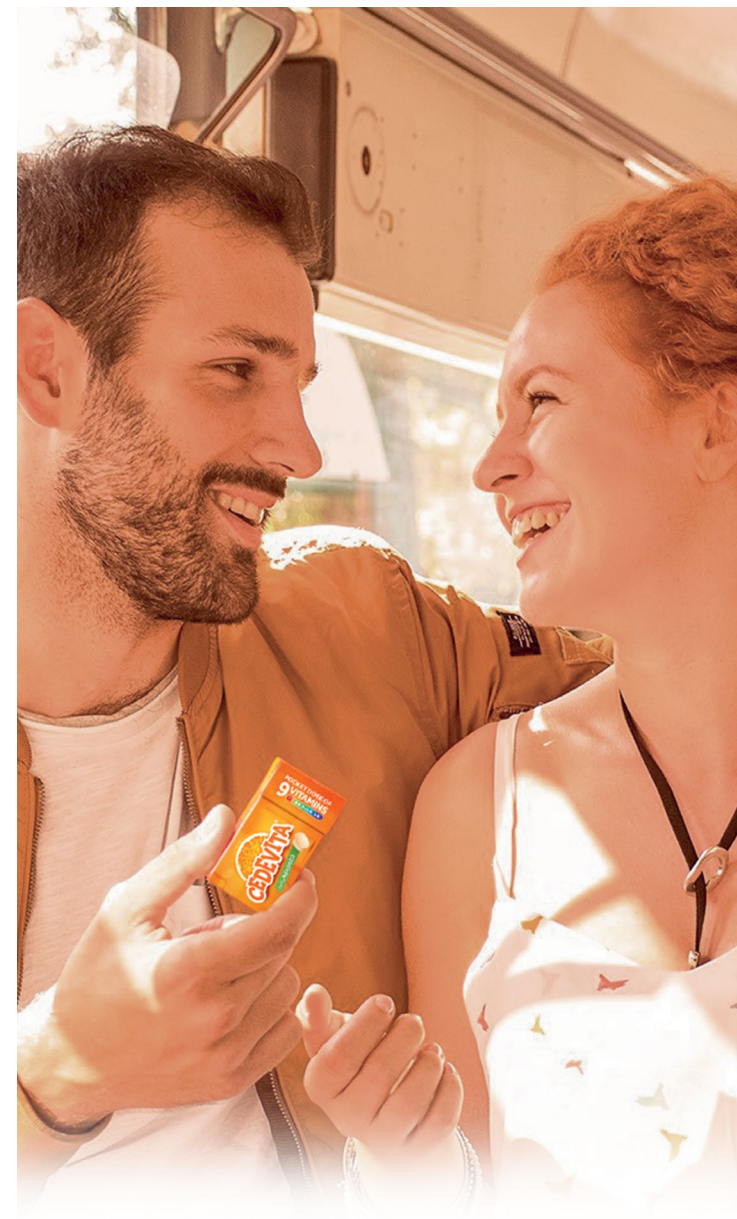
With tier 1 suppliers, there is a low level of risk of endangering the freedom of association of their workers and collective bargaining, child labour, forced or compulsory labour. In 2023, a more detailed environmental protection check was added to the assessment, where the environmental rating is part of the supplier's overall rating. We check whether suppliers operate in accordance with environmental protection legislation, permits and regulations, whether they have an ISO 14001, ISO 50001 or EMAS environmental management system certificate (if they do not, they are asked about specific environmental protection indicators) and whether they have set goals and management systems in areas such as emissions, waste water, the replacement of hazardous materials with safer ones, renewable energy sources, efficient consumption of energy and consumption of sustainable materials.



“ In compliance with the company's social responsibility strategy, the goal of Procurement, through communication and the development of partnerships with suppliers, is to encourage, develop and maintain suppliers' orientation towards sustainable solutions, which will support and enable the innovation and development of our brand Cedevida, and have an impact on competitiveness, sales and increasing customer loyalty. ”



Damir Herceg,
Central Procurement,
Atlantic Grupa



7

NATURAL ENVIRONMENT

CEDEVITA®

NATURAL ENVIRONMENT

Environmental responsibility forms are part of our everyday processes. We operate in compliance with the ISO 14001 environmental management system, all current legislation and requirements and follow the internal natural environment management guidelines of the Atlantic



Sustainability should be intrinsic to a human being who is aware of the fact that they form part of humanity that needs clean nature, fair and responsible work and equality in every respect. A human being who, by coming into the world, was given the opportunity to preserve it, if not to make it better, healthier, cleaner. By cascading down the environmental process objectives to people who can operatively impact the implementation of the set objectives, the preconditions are set to improve the environmental aspect of sustainability.



Mirela Sekula,
Environmental protection,
Atlantic Grupa

Grupa. By introducing the best technological solutions, conducting regular monitoring and optimising processes, diligently selecting input resources, efficiently managing water and waste, training and raising awareness among our employees and users, we seek to reduce and manage our impacts on the natural environment. Our measures are regularly rated and measures are introduced subject to the achieved results. Our suppliers and business partners are also encouraged to adopt a responsible attitude towards the natural environment. Our significant impacts are recognised primarily as pertaining to climate change and the consumption of energy, water, and input resources and waste management.

7.1 Climate change

Cedevida is aware of its impact on climate change, reflected primarily in its energy consumption levels. As a result, it has been investing in optimising its processes, improving its energy management, opting for the consumption of RES and increasing the share of its own RES, such as solar power plants on the roofs of its manufacturing facilities. At the same time, it is also aware of the impact that climate change may have on its activity and, as a result, on the quality of its products. This pertains primarily to managing temperature and humidity in Cedevida's manufacturing processes, the increased likelihood of floods and other impacts

whose identification process as part of the transition plan on the Atlantic Grupa level is still under way.

In compliance with the Paris Agreement, Atlantic Grupa has set out to reduce greenhouse gas emissions of Scopes 1 and 2 by 59% till 2030 compared to 2020 and to reduce emissions of Scopes 1, 2, and 3 by 90% by 2050.

In compliance therewith, a transition plan has been drawn up on group level, including all manufacturing facilities in group and stakeholders in the supplier chain which account for as many as 94% of greenhouse gas emissions of the Atlantic Grupa. At first step transition plan refers to scope 1 and 2, in the future scope 3 will be included as well. At the heart of the plan until 2030 is obtaining proper data from suppliers and encouraging them to adopt their own transition plan pertaining to reducing their emissions.

Cedevida has also been endeavouring to reduce Scope 3 through sustainable innovations of its products. As a result, a mandatory checklist for the design of new products was introduced in 2023 in the new product development process. A more detailed transition plan on the Group level containing further activities by year and location will have been completed by the end of 2024.

7.1.1 Carbon footprint of Cedevida brand

In this report, our carbon footprint is presented using new data of emission factors to calculate Atlantic

Grupa group level carbon footprint. As a result, 2022 figures differ from the presentation of the carbon footprint in the 2022 Sustainability Report. Energy factors are presented taking into account data of the European Association of Issuing Bodies (AIB) organisation. Fossil fuel emission factors are presented using the guidelines of the Protocol on Greenhouse Gases (GHG) following the requirements of the Intergovernmental Panel on Climate Change (IPCC). We are reporting on the CO₂ equivalent. In 2022, the Planinska and Apatovec locations are included. In 2023, they are joined by the Rogaška Slatina location. Emissions from company cars are also included at all locations.

The total CO₂ emissions in 2023 amounted to 1,600 tons of CO₂ eq., which is 23% less than in 2022, irrespective of the fact that the calculation included three locations (in contrast to 2022, when two locations were included).

The record low consumption of process steam at the Planinska location was the major contributor to the above. This was achieved through strict monitoring of the opening of steam valves for technological air dryers. The central monitoring system (CNUS) allowed us to carry this out manually. In the future, the monitoring process will be automated using a new SCADA system. A lower emission factor also somewhat impacted the reduction of emissions in 2023 compared to 2022.

Table: The Scope 1 and 2 carbon footprint of the Cedevita brand in 2022 and 2023

| Country | Location | Stationary combustions | | | | | | Mobile combustions | | Refrigerants | |
|----------------------|--------------------|---|-------|---|------|---|------|---|------|--------------------|------|
| | | Scope 1 | | | | | | | | | |
| | | Natural gas CO ₂ emissions at the location | | LPG CO ₂ emissions at the location | | Total heating oil CO ₂ emissions at the location | | Fuel for vehicles CO ₂ emissions at the location* | | Emissions from HFC | |
| | | in t CO ₂ | | in t CO ₂ | | in t CO ₂ | | in t CO ₂ | | | |
| | | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 |
| Croatia | Apatovec | 0 | 0 | 0 | 0 | 78 | 85 | 0 | 0 | 16 | 0 |
| | Zagreb - Planinska | 0 | 0 | 0 | 0 | 0 | 0 | 123 | 138 | 105 | 3 |
| Slovenia | Rogaška | / | 39 | / | 0 | / | 0 | / | 0 | / | 4 |
| | | Scope 2 (location based) | | | | | | | | | |
| Country | Location | Steam CO ₂ emissions at the location | | Photovoltaic energy CO ₂ emissions at the location | | Thermal energy CO ₂ emissions at the location | | Total electrical energy CO ₂ emissions at the location | | | |
| | | in t CO ₂ | | in t CO ₂ | | in t CO ₂ | | in t CO ₂ | | | |
| | | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 |
| Croatia | Apatovec | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Zagreb - Planinska | 1,760 | 1,333 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Slovenia | Rogaška | / | 0 | / | 0 | / | 0 | / | 0 | / | 0 |
| | | Total CO ₂ emissions (in t CO ₂) | | | | | | | | | |
| Country | Location | 2022 | | | | 2023 | | | | | |
| Croatia | Apatovec | 94 | | | | 85 | | | | | |
| | Zagreb - Planinska | 1,989 | | | | 1,473 | | | | | |
| Slovenia | Rogaška | / | | | | 42 | | | | | |
| All locations | | 2,083 | | | | 1,600 | | | | | |

* The corporate calculation includes vehicle fuel – as the corporate calculation is used for brand reporting purposes, vehicles are included as well.

7.1.2 Energy consumption

Since 2021, Atlantic Grupa has implemented a policy of purchasing as much renewable energy (RES) as possible. As a result, **all electricity purchased by Atlantic Grupa in Croatia and Slovenia since 2022 has come from 100% renewable sources**, with a certificate of origin. This applies to all three major markets where we operate (Slovenia, Croatia, and Serbia). Various sources of energy are used to generate electricity and heat. We are actively working to increase the share of renewable energy sources and to replace fossil fuels used for heat generation with more environmentally friendly alternatives.

At the Planinska location, all electricity is purchased from electricity suppliers. Technological steam, also supplied from an external supplier, is used for heating purposes. Over the years, the use of electricity has been slightly on the rise, or has changed, as affected by several factors such as the manufacturing volume, environmental conditions, product range and change to the cooling technology of the high-pressure compressor used to inflate PET packaging (in Apatovec and Rogaška location). The use of thermal energy has remained fairly constant over the years. Liquefied petroleum gas (LPG) and heating oil are used as a heat source.

In 2023, the consumption of electricity increased as it also included the Rogaška Slatina location where the manufacturing of the Cedevita vitamin water began in 2023.

| Energy consumption | 2021 (in kWh) | 2022 (in kWh) | 2023 (in kWh) |
|--|-------------------|-------------------|-------------------|
| Planinska Location | | | |
| Electricity | 4,249,155 | 4,615,517 | 4,528,461 |
| Thermal energy | 6,186,322 | 6,162,448 | 5,730,653 |
| Total | 10,435,477 | 10,777,965 | 10,259,114 |
| Apatovec Location* | | | |
| Electricity | 1,232,833 | 1,223,363 | 1,200,234 |
| LPG (and propane) | 61,034 | 56,447 | 56,733 |
| Heating oil | 806,954 | 611,074 | 617,163 |
| Total | 2,100,821 | 1,890,884 | 1,874,130 |
| Rogaška Slatina location | | | |
| Electricity | / | / | 329,783 |
| Gas | / | / | 786,730 |
| Total | / | / | 1,116,513 |
| Total for the Planinska, Apatovec and Rogaška Slatina locations | 12,536,298 | 12,668,850 | 13,249,757 |

Table: Energy consumption at the Planinska, Apatovec and Rogaška Slatina manufacturing facilities between 2021 and 2023

*The data for the Apatovec location differ from the data reported in the 2022 Sustainability Report on account of a change in calculation methodology (separately by the Cedevita and Cockta brands).

Since 2022, all of the procured energy for electricity has originated from renewable sources, while we still use a non-renewable source for heating purposes. In the overall structure of energy, the consumption of renewable sources accounts for almost half of the purchased energy (48%) for the manufacturing of Cedevida, compared to 2021 when it accounted for only 22%.

The specific energy consumption per manufacturing unit at the Planinska and Apatovec location has been falling over the years.

At the Planinska location, it fell by 14.1% compared to 2021, and at Apatovec by 13.7%. The underlying reason for the constant reduction in energy use are the efficient energy measures introduced in the manufacturing processes, such as:

- Regular monitoring of energy use using telemetry for the capture, storage and visualisation of measured parameters, which enables us to monitor, predict and act quickly in the event of adverse events or deviations, as well as to plan process optimisation.
- Improving the thermal insulation of the process steam system, which involves the use of the most efficient insulation techniques and materials for e.g. thermal protection of fittings on the duct of the technological steam system.
- The introduction of the energy efficiency criterion in the procurement of new energy equipment, meaning that, when procuring new devices that consume a lot of energy, we request information about the expected energy consumption for the prescribed period from the providers as early as during the quote obtaining stage.
- Introduction of a reward system for employees responsible for the energy sector based on achieved results.

| Source of energy | 2021 (in kWh) | 2022 (in kWh) | 2023 (in kWh) |
|---|-------------------|-------------------|-------------------|
| Planinska Location | | | |
| Non-renewable resource | 8,333,280 | 6,162,448 | 5,730,653 |
| Renewable resource | 2,102,197 | 4,615,517 | 4,528,461 |
| Total | 10,435,477 | 10,777,966 | 10,259,114 |
| Apatovec Location* | | | |
| Non-renewable resource | 1,458,346 | 667,521 | 673,896 |
| Renewable resource | 642,475 | 1,223,363 | 1,200,234 |
| Total | 2,100,821 | 1,890,884 | 1,874,130 |
| Rogaška Slatina location | | | |
| Non-renewable resource | / | / | 240,765 |
| Renewable resource | / | / | 329,783 |
| Total | / | / | 570,548 |
| Total for Planinska, Apatovec and Rogaška Slatina – non-renewable source | 9,791,626 | 6,829,969 | 6,645,314 |
| Total for Planinska, Apatovec and Rogaška Slatina – renewable source | 2,744,672 | 5,838,880 | 6,058,478 |

Table: Procured energy from non-renewable and renewable sources in the Planinska, Apatovec and Rogaška Slatina manufacturing plants used for the manufacturing of Cedevida in 2021-2023

Since 2022, all energy procured for electricity originates from renewable sources.

| Specific energy consumption per manufacturing unit | 2021 | 2022 | 2023 |
|--|-------|-------|--------|
| Planinska location (in kWh/t) | 1.106 | 988 | 951 |
| Apatovec location* (in kWh/hl) | 32.94 | 29.54 | 28.44 |
| Rogaška Slatina location (in kWh/t) | / | / | 219.73 |

Table: Shared use of energy per manufacturing unit in the Planinska, Apatovec and Rogaška Slatina manufacturing plants between 2021-2023

*The data for the Apatovec location differ from the data reported in the 2022 Sustainability Report on account of a change in calculation methodology (separately by the Cedevida and Cockta brands).

7.2 Pollution

One of Cedevida's manufacturing facilities is located in the centre of the city of Zagreb (Planinska), which also causes emissions in the local environment, such as noise, emissions from transport and waste water emissions. Although we are not legally obliged to measure air pollutants (we do not have our own boiler room) and dust emissions released from manufacturing, we do carry out periodic measurements that show that we do not cause excessive environmental pollution.

We manage our pollution impact by applying cutting-edge outlet air and waste water filtering systems. This is in order to eliminate residual dust related to our manufacturing. We have also been developing an alarm system to detect dust in our outlet air, where we want our alarm systems to cover 100% of our machinery with a potential exhaust of residual dust. Our aim is to achieve zero emissions in the next five years. It must be stressed here that this dust is not of any danger. This residual dust is the finest phase of our Cedevida product.

7.3 Water resources

Cedevida production facilities are situated in low-risk areas according to the World Resources Institute's Aqueduct Water Risk Atlas. Our water management is covered by the corporate Atlantic Grupa Rules of Energy and Water Management. We regularly track water consumption on a monthly basis relative to the quantity produced and set our annual goals accordingly. We

use potable water for technological processes, sanitary needs and for bottling our products.

Water at the Planinska location is collected from the public water supply network, at the location Apatovec and Rogaška Slatina, where we bottle our Cedevida ready to drink products (Cedevida On the Go and Vitamin water), we use groundwater for technological processes and the bottling of our products. We carefully manage water resources and the water extracted from the wells is determined in the concession decision. Regular measurements of the groundwater level in the wells are carried out. All wells are fenced and under lock and under constant video surveillance. Regular daily monitoring is also carried out in the form of a physical visit by the security service. Daily microbiological and chemical analyses of sampled water in wells and finished products in manufacturing are carried out.

We constantly implement activities to improve water efficiency and to ensure water quality for our products. We are continuously working on:

- preventing failures that can cause unnecessary water spills through telemetry monitoring and alert systems (when something is leaking – quick reaction),

- optimisation of cleaning procedures and production processes to reduce water needs, investing in advanced technological upgrades that require less water,
- implementing technological solutions for water re-use,
- raising employees' awareness about the economical use of water.

7.3.1 Withdrawal of potable water

In 2023, the consumption of water increased by 4% compared to 2022, resulting primarily from the new product - the Cedevida vitamin water. Else, we have been endeavouring to maintain rather constant water consumption levels. As a result, very close attention has been paid to preventing errors which could cause water spills. Through regular telemetry monitoring and hourly notifications, we have been able to establish a system with hardly any water loss.

Throughout the years, specific water withdrawal per production unit has been on the decline. Specific withdrawal at the Planinska location was somewhat higher in 2023 (0.77 m³/t), caused primarily by larger volumes of manufactured products.

| Total utilisation of process and sanitary water | 2020 | 2021 | 2022 | 2023 |
|--|---------------|---------------|---------------|---------------|
| Withdrawal of water from the public water supply network (in m ³) – Planinska location | 7,753 | 8,072 | 7,911 | 8,282 |
| Withdrawal of water from other sources (in m ³) – Apatovec location | 48,101 | 52,874 | 47,945 | 44,247 |
| Withdrawal of water from other sources (in m ³) – Rogaška Slatina location | / | / | / | 5,559 |
| Total for the Planinska, Apatovec and Rogaška Slatina locations (in m³) | 55,854 | 60,946 | 55,856 | 58,088 |

Table: Withdrawal of process and sanitary water at the Planinska, Apatovec and Rogaška Slatina manufacturing plants in 2020-2023

| Specific water withdrawal per manufacturing unit | 2020 | 2021 | 2022 | 2023 |
|--|------|------|------|------|
| Planinska location (in m ³ /t) | 0.87 | 0.86 | 0.73 | 0.77 |
| Apatovec location (in m ³ /t) | 1.6 | 1.8 | 1.8 | 1.7 |
| Rogaška Slatina location (in m ³ /t) | / | / | / | 1.09 |

Table: Water withdrawal per manufacturing unit of Cedevida products at the Planinska, Apatovec and Rogaška Slatina manufacturing plants in 2020-2023

7.3.2 Waste water management

Emissions to water are managed and regular measurements in accordance with a valid water permit are carried out by an authorized state institution at all three locations. At the location Planinska measurements of wastewater emissions flowing into the public sewage system are carried out twice a year. At the Apatovec location, wastewater is treated at its own treatment plant and discharged into the biolaguna, measurements are carried six times a year. At the Rogaška Slatina location, wastewater is first treated in its own water treatment system, which equalizes the pH, and then discharged to the municipal treatment plant. A sample of sludge from the treatment plant is taken four times a year and additionally, if necessary, in the event of inadequate monitoring.

The respective reports are presented to the competent authority. The results comply with the requirements of the water permit and do not exceed the limit values.

In accordance with the water permit, the following parameters are monitored in the wastewater: pH value, temperature, sedimentary substances, biochemical oxygen demand (BPK5), chemical oxygen demand

(COD), total organic carbon (TOC), non-volatile lipophilic substances (fats, mineral oils), anionic detergents, non-ionic detergents, polycyclic aromatic

hydrocarbons (PAH), total nitrogen, total chlorine and dissolved sulphides.

The volume of wastewater has been constant over the years. In 2023, the amount of total wastewater was slightly higher, which correlates with a higher level of production and with a new product on the market, i.e. Vitamin Water. Most of the wastewater comes from technological processes.

| Volume of discharged wastewater | 2020 | 2021 | 2022 | 2023 |
|--|---------------|---------------|---------------|---------------|
| Planinska | | | | |
| Process water* (in m ³) | 4,275 | 4,612 | 4,389 | 4,462 |
| Sanitary water (in m ³) | 3,717 | 3,761 | 3,755 | 3,820 |
| Total | 7,992 | 8,373 | 8,144 | 8,282 |
| Apatovec | | | | |
| Process water* (in m ³) | 8,132 | 11,342 | 11,356 | 11,243 |
| Sanitary water** (in m ³) | / | / | / | / |
| Total | 8,132 | 11,342 | 11,356 | 11,243 |
| Rogaška Slatina | | | | |
| Process water* (in m ³) | / | / | / | 5,559 |
| Sanitary water** (in m ³) | / | / | / | / |
| Total | / | / | / | 5,559 |
| Total for the Planinska, Apatovec and Rogaška Slatina locations | 16,124 | 19,715 | 19,500 | 25,084 |

Table: Water withdrawal per manufacturing unit of Cedevida products at the Planinska, Apatovec and Rogaška Slatina manufacturing plants in 2020-2023

* Industrial wastewater from a technological process.

** At the Rogaška Slatina and Apatovec location, we do not monitor the sanitary wastewater, as the amount is negligible.

7.4 Resources and circular economy

The raw materials required for our processes and products are chosen carefully and our suppliers are regularly rated as pertaining to their quality and safety and the environmental and social aspects.

The biodiversity preservation principle is also followed in the raw material selection process for existing and new products. We also provide for the safe storage of raw materials required for our products. Materials and raw materials which are certified or in line with food industry standards are selected.

Our main input resources are the raw materials required for our products, the materials required for the operation of our processes and packaging materials. Where possible, circular solutions are sought and recyclable or recycled materials are introduced and the volume of generated waste, primarily waste which ends up at landfills, are reduced.

From the end of 2023 onwards, all businesses in Atlantic Grupa must follow corporate procedures for new product development, which require:

- minimising packaging quantity to reduce post-consumer waste,
- reducing non-functional packaging in secondary packaging,
- choosing raw/packaging materials with lower GHG emission factors,
- minimising the use of unnecessary colours/additives,
- considering data on the recommended portions and consumer behaviour to ensure optimal solutions that reduce potential food waste generation during product consumption,
- considering potential re-use of generated waste.

| Raw materials (in kg) | | | | |
|---|------------------|------------------|-------------------|-------------------|
| Planinska | | | | |
| Cedevida VIN and OTG Process | 2020 | 2021 | 2022 | 2023 |
| Sucrose | 7,780,216 | 8,271,852 | 9,646,319 | 9,349,040 |
| Citric acid (anhydrous and microencapsulated) | 776,055 | 814,123 | 930,548 | 918,039 |
| Sodium bicarbonate | 257,815 | 269,892 | 309,838 | 299,045 |
| Vitamins | 41,711 | 44,112 | 52,089 | 49,502 |
| Flavours | 119,684 | 120,400 | 136,611 | 138,361 |
| Natural colorants and food colours | 13,116 | 20,550 | 22,186 | 19,528 |
| Powdered fruits | 2,296 | 5,448 | 18,846 | 18,914 |
| Glucose monohydrate, glucose syrup, sorbitol | 139,935 | 160,876 | 185,380 | 172,611 |
| Malic and tartaric acid | 25,487 | 22,452 | 27,558 | 8,798 |
| Sweeteners | 567 | 713 | 668 | 689 |
| Auxiliary raw materials | 6,492 | 7,079 | 7,914 | 7,698 |
| Total | 9,163,374 | 9,737,497 | 11,337,957 | 10,982,225 |
| Rogaška Slatina | | | | |
| Cedevida vitamin water | 2020 | 2021 | 2022 | 2023 |
| Sucrose | / | / | / | 406,629 |
| Citric acid | / | / | / | 8,708 |
| Trisodium citrate | / | / | / | 511 |
| Compounds | / | / | / | 66,115 |
| Trimagnesium citrate | / | / | / | 1,109 |
| Nitrogen | / | / | / | 92,094 |
| Preservatives | / | / | / | 791 |
| Total | / | / | / | 575,957 |

Table: Consumption of key raw materials for the manufacturing of Cedevida in 2020-2023

Throughout the years, the volume of raw materials used has been on the rise, resulting from increased manufacturing and sales or it has remained roughly the same during the last two years. A greater reduction in volume in 2023 compared to 2022 was observed in relation to malic and tartaric acid, resulting from the reformulation of our recipe where malic acid used for the lime flavour was replaced with an alternative raw material - namely, citric acid. In addition to achieving a good sensory result, this has allowed us to reduce the number of raw materials, reduce the number of analyses and trial productions, simplify the manufacturing process and material procurement and to bring about savings.

Data for the Cedevita vitamin water are available only for the previous year as this is a new product launched in 2023.



7.4.1 Packaging materials

The outflow of resources is related primarily to our products, whereby an important role is played by packaging materials. On the Atlantic Grupa level, we seek to achieve circular recycling, meaning that waste packaging is used to create new packaging. Innovative packaging solutions which reduce environmental impacts and facilitate the optimisation of consumed packaging materials and the proper functionality of the packaging are continuously sought. This is carried out following the highest quality and safety standards for our products. We raise the awareness of our users on proper waste packaging management and on the importance of separate waste collection.

All bottles used for Cedevita vitamin powder are made from 100% recyclable HDPE with a PP closure and PET sleeve labels, which are 100% recyclable. The same is valid for our liquid beverage packaging – Cedevita On the Go and Cedevita Vitamin water. Plastic packaging accounts for the majority of our packaging. As a result, a goal has been set on the Atlantic Grupa level to increase the share of recycled plastic in the total procured plastic.

All secondary and tertiary packaging are made from 100% recyclable material (paper or LDPE foil). The plastic thermofoil was replaced with Shelf Ready FSC cardboard packaging for Cedevita Vitamin powder.

In 2023 we have been intensively preparing for the implementation of the new SUP directive (Directive (EU) 2019/904 on the reduction of the impact of certain plastic products on the environment). For Cedevita On the Go, we have developed a custom made teth-

ered closure. We launched the solution on products in 2024.

In Atlantic Cedevita, we are constantly working to introduce sustainable and environmentally friendly packaging to optimise and reduce the harmful effects of packaging on the environment.

We systematically work in the direction of lightweighting of packaging materials and strive for recyclable yet efficient packaging with good barrier properties to ensure a longer shelf life.

Throughout the years, the use of recyclable packaging materials has been on the rise. In 2023, recyclable packaging materials at the Planinska and Apatovec locations accounted for a good 91% of all packaging materials or approximately 4% more than in 2020. At our Rogaška Slatina location, where the Cedevita vitamin water is manufactured, recyclable packaging materials account for almost 100 percent of all packaging materials.

Recyclable packaging materials are accounted for more than 91% of all packaging materials.

| Cedevida Apatovec and Planinska | | |
|---|--------------|--------|
| Type of packaging material | In tons | In % |
| 2020 | 1,733 | |
| Recyclable | 1,505 | 86,84% |
| Non-recyclable | 228 | 13,16% |
| 2021 | 1,990 | |
| Recyclable | 1,750 | 87,93% |
| Non-recyclable | 240 | 12,07% |
| 2022 | 2,421 | |
| Recyclable packaging | 2,208 | 91,20% |
| Non-recyclable packaging | 213 | 8,80% |
| 2023 | 2,302 | |
| Recyclable | 2,103 | 91,36% |
| Non-recyclable | 199 | 8,64% |
| Cedevida Rogaška Slatina | | |
| Type of packaging material | In tons | In % |
| 2023 | 130 | |
| Recyclable | 129 | 99,51% |
| Non-recyclable | 0,63 | 0,49% |
| Cedevida Apatovec, Planinska and Rogaška Slatina | | |
| Type of packaging material | In tons | In % |
| 2023 | 2,432 | |
| Recyclable | 2,232 | 91,80% |
| Non-recyclable | 200 | 8,20% |

Table: Quantity and share of recyclable and non-recyclable packaging in 2020-2023

7.4.2 Reuse of byproducts

We strive to find solutions for all kinds of byproducts within the boundaries of national legislation.

Wasted granulate and broken candy from the manufacturing of Cedevida are handed over to our contractual partner as a by-product and used as a supplement in animal feed.

In 2023, slightly more than 94 tons were handed over.

7.5 Waste management

An integrated environmental management system has been set up on the Atlantic Grupa Group level that also identifies waste management requirements.

A five-step waste management hierarchy is followed, whereby minimum volumes of waste are disposed of.

The majority of waste is subject to recycling. Other treatment processes include re-use, composting, energy, and incineration. Special note is taken of the product design, whereby, since 2023, we have been following corporate new product development processes, following the minimum use of packaging (where possible) to reduce post-consumer waste. We also seek opportunities for the re-use of waste generated at our production locations or its recycling. Waste is separated at the point of origin at our internal ecological zones and the generated waste is delivered to authorised operators.

For more information about our waste management approach, please refer to pages 78 to 81 of the 2023 Atlantic Grupa Annual Report.

The data concerning waste at the Planinska and Apatovec locations in this sustainability report differ from the previous report, resulting from a change in calculation methodology subject to the percentage of manufactured products of the Cedevida brand.

As such, the Planinska location generated approximately 8% less waste in 2023 than the year prior, and the Apatovec location as much as 35% less, arising primarily from a lower volume of finished product waste and biorotor sludge (no cleaning was carried out in 2023). In 2022, the volume of waste was higher primarily due to the increased volume of residual sludge from waste water treatment.

At the Rogaška Slatina location, waste generated during the manufacturing of Cedevida accounts for a small fraction of the total waste volume at the Rogaška Slatina location, where other brands of the Atlantic Grupa are also manufactured, and for a small fraction of the total volume of waste generated by the Cedevida brand.

At all three locations, 9% less waste was generated in 2023, irrespective of the fact that the Rogaška Slatina location had not been included in the year prior.

| Type of waste | 2021 (in t) | 2022 (in t) | 2023 (in t) |
|--|---------------|---------------|---------------|
| Planinska Location | | | |
| Non-hazardous waste | 367.99 | 349.71 | 333.67 |
| Hazardous waste | 27.45 | 23.76 | 33.59 |
| Total | 395.44 | 373.47 | 367.26 |
| Apatovec Location | | | |
| Non-hazardous waste | 83.22 | 136.45 | 89.74 |
| Hazardous waste | 2.43 | 0.63 | 0.32 |
| Total | 85.65 | 137.08 | 90.06 |
| Rogaška Slatina location | | | |
| Non-hazardous waste | / | / | 11.74 |
| Hazardous waste | / | / | 0.08 |
| Total | / | / | 11.82 |
| Total for the Planinska, Apatovec and Rogaška Slatina locations | 481.09 | 510.55 | 469.14 |

Table: Volume of waste by type of waste in 2021-2023



| Management method | 2021 (in t) | 2022 (in t) | 2023 (in t) |
|--|---------------|---------------|---------------|
| Planinska Location | | | |
| Re-use | 102.78 | 97.12 | 91.40 |
| Recycling | 187.19 | 162.37 | 154.89 |
| Composting | 53.87 | 31.36 | 29.65 |
| Energy harvest | / | 36.95 | 35.46 |
| Incineration | 2.72 | 1.55 | 0.20 |
| Landfill disposal* | 21.44 | 20.37 | 22.07 |
| Total | 368.00 | 349.72 | 333.67 |
| Apatovec location | | | |
| Recycling | 82.24 | 135.11 | 83.39 |
| Composting | / | / | 4.83 |
| Incineration | 0.01 | 0.02 | 0.10 |
| Landfill disposal* | 0.97 | 1.32 | 1.43 |
| Total | 83.22 | 136.45 | 89.75 |
| Rogaška Slatina location | | | |
| Recycling | / | / | 7.76 |
| Composting | / | / | 2.77 |
| Incineration | / | / | 0.034 |
| Landfill disposal* | / | / | 1.17 |
| Total | / | / | 11.73 |
| Total for the Planinska, Apatovec and Rogaška Slatina locations | 451.22 | 486.17 | 435.15 |

Table: Non-hazardous waste by management method in 2021-2023

* Municipal waste not destined for any other type of recovery is disposed of at the landfill.

| Management method | 2021 (in t) | 2022 (in t) | 2023 (in t) |
|--|--------------|--------------|--------------|
| Planinska Location | | | |
| Recycling) | 25.62 | 22.42 | 32.86 |
| Incineration | 1.82 | 1.34 | 0.73 |
| Total | 27.44 | 23.76 | 33.59 |
| Apatovec location | | | |
| Recycling | 2.14 | 0.24 | / |
| Energy harvest | / | / | 0.04 |
| Incineration | 0.29 | 0.40 | 0.28 |
| Total | 2.43 | 0.64 | 0.32 |
| Rogaška Slatina location | | | |
| Recycling | / | / | 0.005 |
| Energy harvest | / | / | 0.018 |
| Incineration | / | / | 0.058 |
| Total | / | / | 0.081 |
| Total for the Planinska, Apatovec and Rogaška Slatina locations | 29.87 | 24.40 | 34.00 |

Table: Hazardous waste management method in 2021-2023

| Waste management | 2021 | 2022 | 2023 |
|---|--------|--------|--------|
| Planinska Location | | | |
| Municipal waste deposited at the landfill (in t) | 21.44 | 20.37 | 22.07 |
| Total volume of waste (in t) | 395.43 | 373.47 | 367.26 |
| Separately collected waste to be recovered further (BA) (in t) | 374.00 | 353.10 | 345.19 |
| Separately collected waste (in %) | 95% | 95% | 94% |
| Waste separation efficiency (in t/t or per hl or per number of pallets) | 0.028 | 0.034 | 0.036 |
| Apatovec Location | | | |
| Municipal waste deposited at the landfill (in t) | 0.97 | 1.32 | 1.43 |
| Total volume of waste (in t) | 85.64 | 137.09 | 90.03 |
| Separately collected waste to be recovered further (BA) (in t) | 84.67 | 135.77 | 88.60 |
| Separately collected waste (in %) | 99% | 99% | 98% |
| Waste separation efficiency (in t/t or per hl or per number of pallets) | 0.003 | 0.005 | 0.003 |
| Rogaška Slatina Location | | | |
| Municipal waste deposited at the landfill (in t) | / | / | 0.39 |
| Total volume of waste (in t) | / | / | 11.82 |
| Separately collected waste to be recovered further (BA) (in t) | / | / | 10.59 |
| Separately collected waste (in %) | / | / | 90% |
| Waste separation efficiency (in t/t or per hl or per number of pallets) | / | / | 0.0021 |

Table: Waste management in 2021-2023



8

STRENGTHENING OUR RESPONSIBILITY TOWARDS THE SOCIAL ENVIRONMENT

CEDEVITA®

RESPONSIBILITY TOWARDS THE SOCIAL ENVIRONMENT

In our second year, the Cedevita brand continues to deepen its roots within the local communities and the broader region. Cedevita is a brand made by people for people. Fully recognizing our expanding impact, we uphold our responsibility for the well-being of our employees and the communities in which we operate. Building on last year's foundation, we have intensified our activations and campaigns to further support the physical and mental health of individuals across all ages, reinforcing our values and advancing our vision of bringing freshness and positivity to every generation.

We remain dedicated to diversity and equal opportunities for all employees, regardless of gender, race, ethnicity, or religious beliefs. We continue to identify talent and support career development within the Atlantic Grupa, offering employees ongoing training, education, and skills development through various initiatives. We prioritize occupational health and safety while encouraging our employees to lead healthy, balanced lives.

8.1 Recognising the value of our own labour

Our approach to employees is based on Atlantic Grupa's corporate strategy, called "People & Culture Strategy" and is integral part of overall corporate business strategy. It includes pillars, that encompass:

- an agile organisation centred on the consumer,
- a leadership approach fostered in our everyday work with people, and
- employees who are committed to and enjoy working at Atlantic.

In the future, our strategy will be focused on intensifying human-centric approaches, which will be realised through enhancing organisational resilience, leadership development and boosting employee loyalty. Aware of the challenges posed by the labour market, we strive to recruit and retain new talent and facilitate competence development programmes for our employees, providing for their professional and personal growth and development.

All newly recruited employees become acquainted with the corporate policy of the Atlantic Grupa pertaining to employee rights and responsibilities, respect for human rights at the workplace and protection against discrimination and violence at the workplace and they are encouraged to respect corporate rules and values. All employees are treated equally, irrespective of their gender, race, or political orientation and are provided with equal promotion opportunities.

8.1.1 Employee structure

All employee data is related to Atlantic Cedevita d.o.o. at the Planinska and Apatovec location, where most of the Cedevita production takes place. Vitamin wa-

ter is produced at a location in Rogaška Slatina, where other brands of beverages are also produced.

The number of employees in 2023 fell as a result of retirements. 56% of our employees are female, suggesting that working for us is not too physically demanding and that it is thus suitable to recruit female job candidates to a greater extent.

| Gender | 2021 | 2022 | 2023 |
|--------------|------------|------------|------------|
| Male | 157 | 154 | 152 |
| Female | 184 | 197 | 193 |
| Total | 341 | 351 | 345 |

Table: Number of employees by gender in 2021-2023

The age structure of employees has remained roughly the same throughout the years. In 2023, the trend of employees in the 29-39-year bracket and employees in the 50-59-year bracket was reversed. The first group accounted for the majority of employees (28%) and the second, which used to account for the majority of employees in previous years, accounted for 26% of employees. This is an indication of our efforts to increase the proportion of younger employees and to seek young talent. Employees in the 18-28-year bracket account for 14% of all employees in 2023..

The introduction of an internship and scholarship program used to actively pursue the development of young talents who are still undergoing education or in the process of completing it and are looking for their first job is planned. Profiles in the areas of manufacturing processes, quality assurance, maintenance and similar technical skills, which includes qualifications pertaining to pharmaceuticals, natural sciences, nutrition, and technical professions, are preferred. The majority of employees has completed Level IV of education (manufacturing workers). These are followed by employees who have completed Level VII of education.



| Age | 2021 | | 2022 | | 2023 | |
|--------------|------------------|------------|------------------|------------|------------------|------------|
| | No. of employees | in % | No. of employees | in % | No. of employees | in % |
| 18-28 | 47 | 14 | 53 | 15 | 45 | 14 |
| 29-39 | 87 | 26 | 92 | 26 | 95 | 28 |
| 40-49 | 58 | 17 | 68 | 20 | 71 | 20 |
| 50-59 | 116 | 33 | 105 | 30 | 91 | 26 |
| 60+ | 33 | 10 | 33 | 9 | 43 | 12 |
| Total | 341 | 100 | 351 | 100 | 345 | 100 |

Table: Employees by age in 2021-2023*

* This Sustainability Report reports subject to the new age structure distribution differing from the structure contained in the previous sustainability report.

| Completed level of education | 2021 | 2022 | 2023 |
|------------------------------|------------|------------|------------|
| 0 | 11 | 10 | 13 |
| I | 1 | 1 | 2 |
| II | 20 | 16 | 11 |
| III | 14 | 13 | 10 |
| IV | 197 | 205 | 207 |
| V | 5 | 5 | 3 |
| VI | 13 | 15 | 19 |
| VII (University studies) | 74 | 80 | 75 |
| VII (Master's) | 6 | 6 | 5 |
| Total | 341 | 351 | 345 |

Table: Number of employees by completed level of education in 2021-2023

The majority of employees have an employment agreement of indefinite duration. In 2023 we had three workers with agreement for a specific period (seasonal work).

In 2023, employee turnover amounted to 51 (6% more than the year prior), resulting primarily from the retirement of more elderly employees, from the continuation of schooling or from the departure as a result of another job. 39 new employees were recruited.

| Employment status | 2021 | 2022 | 2023 |
|---|------------|------------|------------|
| Agreement of indefinite duration | 310 | 305 | 330 |
| Fixed-term agreement | 29 | 46 | 12 |
| Agreement for a specific period - seasonal work | 2 | 0 | 3 |
| Total | 341 | 351 | 345 |

Table: Employees by employment status in 2021-2023

| | 2021 | 2022 | 2023 |
|-----------------------|------|------|------|
| Turnover (number) | 45 | 48 | 51 |
| New recruits (number) | 54 | 56 | 39 |

Table: Turnover and new recruits in 2021-2023

Work in the company is also performed by students who are employed as seasonal workers for a period of one to a maximum of three months.

8.1.2 Respecting diversity and ensuring equal opportunities

Diversity and inclusion are at the essence of our values on the corporate level and are promoted through a number of People & Culture policies. An appointed committee has been established on the Atlantic Grupa level to ensure compliance therewith.

All employees, irrespective of their gender, have equal opportunities to develop their talents and be promoted, namely subject to their qualifications and area of work.

Equal opportunities are also provided for all new job candidates by taking into account the required skills for a specific position. All job candidates are subjected to the same standardised selection process.

Atlantic Cedevida d.o.o. which manufactures Cedevida brand products does not have any representatives in the Board of the Atlantic Grupa. The company is represented by its CEO and more than 60% division heads are female. All executives are locals, i.e. from Croatia.

8.1.3 Respect for dignity and protection against discrimination

Atlantic Grupa's Code of Corporate Governance offers clear guidance on how certain workplace situations should be handled. We have zero tolerance for any form of discrimination in the workplace, which also includes recruitment selection and conditions, promotion, professional guidance, professional training and development, and retraining. We are committed to providing employees with dignity in the workplace by providing a suitable workplace and preventing any sexual or other violence in the workplace. We also have a zero-tolerance approach regarding potential

| Employee category by level | in % | M% | F% | Age group % | | |
|----------------------------|-------|-------|-------|-------------|---------|-------|
| | | | | < 30 | 30 - 50 | > 50 |
| Board | 0 | 0 | 0 | 0 | 0 | 0 |
| SMC wo Board | 0.29 | 100 | 0 | 0 | 0 | 100 |
| Manage Others | 16.87 | 41.63 | 58.37 | 10.01 | 53.22 | 36.77 |
| Para-Professional | 63.36 | 48.65 | 51.35 | 18.40 | 42.40 | 39.20 |
| Professional | 19.48 | 33.83 | 66.17 | 11.77 | 55.02 | 33.21 |

Table: Employees of Atlantic Cedevida d.o.o. by position and gender in 2023

Equal opportunities are also provided for all job candidates.

situations involving child labour, forced or compulsory work. If discrimination is reported at the workplace, we act in accordance with the internal Labor Rules containing the handling method

8.1.4 The grievance mechanism

The grievance mechanism is established on the Atlantic Grupa level and is a key tool for employees to raise concerns or report violations related to their human rights within the workplace. This includes issues like discrimination, harassment, or abuse of any other rights.

Employees can report any concerns or grievances to the following e-mail address: grievance@atlanticgrupa.com. Depending on the subject of the complaint, this is forwarded to be resolved on a local level. In 2023, there were no reported eligible cases or procedures for Cedevida.

For more information about the grievance process, refer to the 2023 Atlantic Grupa annual report (page 93).

8.1.5 Ensuring adequate payment

The basic salary or the fixed part of the salary is always defined according to the position, regardless of gender. The value of a position is based on the level of skills required, the scope of responsibilities and the conditions of the position.

The minimum starting salary in 2023 was EUR 800 gross (for employees in Croatia).

8.1.6 Collective agreements

We have a Collective Agreement for Atlantic Cedevida d.o.o. with the Trade Union of Workers in the Energy, Chemical and Non-Metal Industries of Croatia. The Agreement defines the rights and obligations at the workplace for employees, such as working hours, leave, remuneration system, liability in the event of damage, education and training for the workplace, protection against sexual or other violence at the workplace, protection of workers' rights, the participation of workers in decision-making processes,

occupational safety, informing the trade union, operation and working conditions of the trade union, resolving collective labour disputes, the right to strike, social peace, interpretation and monitoring of the implementation of the Collective Agreement, the duration of the Collective Agreement and the possibility of amendments.

We also have defined minimum deadlines for issuing communications to employees regarding operational changes, which is a minimum of two to three months, depending on the notice period of the employees involved (which is regulated by labour law and the Collective Agreement).

All benefits of the Collective Agreement are intended for full-time employees.

8.1.7 Talent identification and employee development

Recruiting new HR and talents specialising in the areas we operate in has proven quite challenging in the recent few years on account of the conditions on the labour market. Therefore, a new talent recruitment and retention model has been developed on the Atlantic Grupa level. We endeavour to recruit highly motivated, high-skilled, and creative employees. At the same time, new talent recruitment opportunities are looked at as pertaining to alternative talent pools, such as marginalised groups in society and foreign labour. A detailed new HR and talent recruitment process subject to working needs and expertise is also in place.

We also develop talents within the internal employee pool where employee career management used to identify, develop and acquire the talent pool for Atlantic Grupa's current and future needs forms

In 2023, 30% of employees had an individual development plan.

part of the employee management process. We facilitate the development of employee talents and skills through various programmes, such as Atlantic School programmes, Functional Academies, Leadership Programmes and, in 2023, we also offered development opportunities through external coaching via the Coach Hub platform, where we collaborate with certified coaches globally to focus on the identified developmental needs. In addition, employees had the opportunity to work with certified internal mentors, experienced colleagues from various fields who volunteered to share their knowledge and experience with the Atlantic community.

For all employees of Atlantic Grupa, also for employees in Cedevida brand, there is an internal opportunity marketplace platform Atlantic GO (Grab the Opportunity), where employees can manage or join projects to gain experience in business areas unrelated to their current positions, thus moving toward their career aspirations.

| Individual development plan | 2021 | 2022 | 2023 |
|--|--------|------|------|
| Share of employees with an individual development plan | 22.50% | 25% | 30% |

Table: Share of employees with an individual development plan in 2021-2023

8.1.8 Performance management

The Performance Management process is a set of activities that aim to maintain and improve employee and team performance in line with an organisation's objectives. It is flexible and adjustable to business changes and demands of the position. The Individual Performance Management process in the Atlantic Grupa is intended for all managerial and professional positions within all job families and is mandatory for the employees who have an annual contract bonus in their Employment Agreement. The performance management process is divided into the non-reward and reward population, like bonus opportunity, that can range from 10-75%, depending on results relevant for the respective position and individual performance. The reward population can also address team achievements and includes reward for work carried out on strategically important projects.

Other bonuses and remuneration are determined and approved each year at the beginning of the year by a member of the Board or vice president for corporate affairs.

In the area of Performance management, the base salary or fixed part is always defined per job position and its complexity. The value of a job position is based on the skill levels, scope of responsibility and working conditions involved in doing the work and is not associated with different genders.

Out of all the employees in the SBU Beverages (335), in 2023, 318 or 95% underwent a job performance appraisal.

8.1.9 Education and Training

Regular education and training of employees play an important role in successful performance and con-

tributes to a higher productivity, greater safety at the workplace and professional performance of duties. As part of various programmes, acquiring new knowledge and competences subject to the work area in addition to acquiring general knowledge and developing soft skills is facilitated for all employees.

On average, each employee spent 11 hours on education in 2023 or 16% more than in the year prior.

Set of education programmes in 2023:

- a) Atlantic School & Atlantic School for Managers:** open to all employees and, to a large extent, includes the development of soft skills such as presentations, time management, stress management, well-being topics, etc.
- b) MANAGE program:** for new managers or those who will soon become one; includes a set of internal and external modules.
- c) Performance and Development talks:** employees can define an individual development plan in agreement with their supervisor.
- d) Training based on business needs:** developed in collaboration with our managers and the P&C business partner.
- e) Self-initiated trainings:** trainings to which, in agreement with their supervisor, the employees register of their own accord (various external seminars, congresses, conferences, etc.) and is related to the knowledge required for their respective workplace.
- f) Functional Lab Quality programme:** includes training related to the environmental and energy management process.

| Education and Training | 2021 | 2022 | 2023 |
|--|------|------|------|
| Average number of hours of education and training per employee | 9.5 | 9.5 | 11 |

Table: Average number of training hours per employee in 2020-2022

8.1.10 Occupational health and safety

Occupational health and safety play an integral part of the corporate governance of the company. We have implemented the ISO 45001 - Occupational health and safety - standard and follow all relevant statutory requirements. All employees, as well as employees of external contractors who work at our locations in the markets where we are present, are included in the occupational health and safety system. Occupational health and safety are provided for using appropriate equipment at individual workplaces, while, at the same time, performing various activities intended to prevent any kind of injuries at the workplace and provide for the health of our employees. In addition, all new recruits undergo an occupational health and safety training before taking up their duties. The training includes general occupational health and safety topics and specific topics pertaining to the respective workplace.

8.1.10.1 Workplace risk assessment

A risk assessment has been drawn up for all workplaces, adopted by the occupational health and safety committee and available at the workplace. Workers' representatives and the workers themselves participate in the workplace risk assessment process. All employees may also anonymously report any po-

tential workplace risks or hazards. The reports are reviewed by an occupational health and safety expert who, subject to the adopted processes, decides on potentially modifying the assessment.

8.1.10.2 Implementation of physical and technical security

We are concerned about physical and technical security, which is carried out by authorised external partners with whom Atlantic Cedevita has concluded an agreement. The primary work of security guards includes the protection of human rights, such as the protection of personal data, and a professional and impartial treatment of any person. In accordance with the legislation of the Republic of Croatia and our corporate rules, all security guards of the external partner are educated and trained to implement policies, rules, measures and actions of all levels and intensities while implementing physical and technical security measures. External security guards are trained when they (re)start performing security work at the location, and periodic retraining is carried out by their direct managers and/or our competent persons

8.1.10.3 Health promotion at the workplace

Medical examinations form a regular part of the workplace occupational health and safety system. A medical examination is mandatory for all new recruits before they take up their duties. In addition, a prevention medical examination is undergone by all employees on an annual basis. Employees at a workplace with a higher risk rating also undergo specific periodical medical examinations. In addition, training and counselling by medical staff are organised for our employees. The staff also periodically visits them at their workplace.

We provide for and improve the working environment as pertaining to protecting the health of our employees (primarily at high-risk workplaces) and, throughout the year, organise various medical prevention programmes, activities, and workshops. All employees may also undergo a consultation with a nutritionist on a healthy diet and lifestyle. They may also join one of the many sports clubs of the Atlantic Grupa.

In workplaces where this is possible, employees can work under the hybrid work model, i.e. to periodically work remotely, or avail of flexible working hours. The satisfaction of our employees with this kind of working model is regularly reviewed on the Atlantic Grupa level and, if necessary, the working model adjusted.

8.1.10.4 Injuries at the workplace

Our goal is to prevent or minimise injuries at the workplace regardless of the injury degree. All injuries at the workplace that occur in spite of preventive measures are monitored, divided into minor injuries, serious injuries and injuries with a fatal outcome, and according to whether they occurred at workplace or outside the workplace.

All injuries at the workplace during the reporting period were minor injuries. No serious or fatal injuries occurred.

| Injuries at the workplace | 2021 | 2022 | 2023 |
|--|------|------|------|
| Number of injuries at the workplace | 3 | 3 | 2 |
| Lost working days due to injuries at the workplace | 86 | 49 | 66 |

Table: Injuries at the workplace in Atlantic Cedevita d.o.o. in 2021-2023

In the previous years, we also employed people with disabilities with an adapted workplace according to their ability. Measures of special care includes office space adaptation, job description adjustment, etc.

In 2023, there were no workers with a reduced working capacity or confirmed occupational diseases, as employees with this status retired.

| Disabled workers | 2021 | 2022 | 2023 |
|-----------------------|------|------|------|
| % of disabled workers | 1.5% | 1.5% | 0% |

Table: Disabled workers in Atlantic Cedevita d.o.o. in 2021-2023

8.1.10.5 Absenteeism

Employee absenteeism is related to various illnesses and sick or parental leave. No work-related illnesses at Cedevita workplaces have been identified.

| Type of absence | 2021 | 2022 | 2023 |
|---------------------------------|-------|-------|-------|
| Sick leave (number of days) | 6,330 | 6,516 | 5,251 |
| Parental leave (number of days) | 1,598 | 2,653 | 2,980 |

Table: Absenteeism due to sickness or parental leave in 2021-2023

8.2 Customer relations

At the SBU Beverages, we understand that the interests, perspectives, rights, and expectations of our customers, as well as the unique insights they provide, are critical to creating our business model and strategy. Respecting their human rights is not only an ethical need, but also a crucial component of our strategy. We produce new flavours, promotions, so-





cial projects, and other activities by keeping in mind a thorough awareness of our consumers' requirements and tastes. Their feedback and ideas inform our decisions, ensuring that our products and projects reflect their desires and values.

Our strategy is based on placing the consumer at the centre of all that we do. Our marketing and communication strategies are carefully crafted to strengthen our brand's connection with consumers, fostering brand loyalty and advocacy. We respect their human rights, which is a crucial component of our strategy (The Code of Corporate Governance). Among other

Consumers seek not only refreshing and functional products but also those that align with their ethical and environmental values.

things, our strategy is focused on the personal safety of our consumers, their healthy lifestyle and access to brand/product information, social inclusion of consumers and potential negative information-related impacts for consumers.

Another crucial component is innovation – customer voices motivate us to create new flavours, brand-new items, utilise new packaging methods, conduct powerful campaigns, and participate in social activities that improve their lives and align with their ideals. As consumers place more and more value on ethical behaviour, sustainability is a basic principle we incorporate into our business. To fulfil the expectations of tech-savvy clients, we've invested in a solid web presence and optimized digital experiences in this digital age.

Cedevida has a conceptual and multigenerational target audience which is in line with the Generation CE brand communication platform and is occasion-based: at home consumers, HoReCa consumers, on the go consumers and Cedevida vitamin water consumers. Cedevida is suitable for all population groups: women, men, children, younger and older people, athletes, recreational athletes, physically less active people, etc.

Consumers seek not only refreshing and functional products but also those that align with their ethical and environmental values. The relevant EU regulation also drives toward sustainability and environmental consciousness in the long run; favouring eco-friendly packaging, responsibly sourced ingredients, and reduced carbon footprints. Because of that, we are not only considering the health-conscious aspects of our portfolio, but also our impact on the environment.

“

In today's business environment, sustainability is not just a trend, but a key component of a brand's long-term success. From marketing point of view, Cedevida, embarking on the path of sustainability, finds its unique and authentic story through which it forms a more deep emotional bond with consumers who share our values. Together we build the conditions for a better tomorrow, creating a world where our actions are guided by our concern for the environment and the community. Our aim is to integrate sustainability into the core of Cedevida, ensuring that every aspect of our operations reflects our commitment to a better future for all of us. We believe that sustainable practices benefit not only the planet but also inspire our consumers to join our journey towards a more sustainable world. Every step we take, every innovation we introduce is driven by the desire to leave a positive mark and create a legacy we can be proud of. Our commitment to that mission is reflected in everything we do. Hand in hand with our consumers, we strive to create a better future.

”



Ivana Srb Ditrih,
Marketing, SBU Beverages,
Atlantic Grupa

8.2.1 Customer health and safety

Research among consumers shows that the integration of a company or brand in the social environment in which it is located is becoming increasingly important. It is important that the product represents the community and that it also gives back to the community. At Cedevita, we are aware of our impact on promoting social responsibility. Therefore, one of the key activities in the future will be directed at the development of sustainable solutions with the aim of reducing negative impacts on the environment. Our long-term sustainability goal is to create value in such a way that sustainability is at the forefront of strategic planning. By constantly monitoring ecological trends and by listening to the needs of customers and consumers, Cedevita strives to build quality long-term relationships with customers and consumers in the region.

Every effort is made to align the products we offer with changing consumer tastes.

8.2.2 Product quality control

The quality of products is continuously checked during and after manufacturing. Analyses are carried out in our process, chemical, instrumental, sensory and microbiological laboratories. A lot of attention is paid to the analysis of parameters that affect product quality, such as raw materials, packaging material, and potable water. Each laboratory has appropriate facilities, premises, equipment and competent staff according to the Good Practice requirements for laboratories. In some cases, we avail of the services of

| Health benefits | Share of products |
|--|-------------------|
| Nutritional supplement | 56% |
| Vitamins | 100% |
| Reduced sugar intake | 20% |
| Sugar-free | 4% |
| Preservative-free | 88% |
| Genetically modified organisms (GMOs)-free | 100% |

Table: Proportion of Cedevita brand products with certain health benefits for users

external laboratories that are accredited according to ISO 17025.

Each employee is obliged to adhere to the adopted Quality Policy and contributes to the achievement of



the set goals within their responsibilities and authorisations. By using the SAP information system, we provide an effective traceability system of our products, which, in the event of withdrawal or recall of a product from the market, ensures a quick and complete recall of a certain product. At the same time, it contributes to the effective management of data and specifications of the individual input material.

8.2.3 Product labelling

One of the pillars of our dedication to quality is making sure that our customers are provided with accurate and real information. The need of accuracy is heightened by health and safety considerations in sectors like the food and beverage industry and is not just morally, but also legally required. Our customers' health is seriously at risk if we provide them with inaccurate or insufficient information regarding the ingredients, nutritional content, allergens, or usage guidelines. Proper labelling is our assurance of compliance and legal integrity.

When creating declarative texts on all our products, we respect and are guided by legal regulations and norms. Every piece of text that graces our beverage packaging undergoes a rigorous double-check process by external agencies and competent authorities. Labelling on the products includes information about nutrition and calorie facts, vitamins, the recommended daily allowance, how to prepare, use, and store the product. The type of packaging is also clearly marked, which helps to ensure that the waste packaging of our products is properly separated.

The benefits present in our new products Cedevita Vitamin Water such as "relaxing", "energizing", "feel good", are intricately linked to the regulatory claims

Every piece of text that graces our beverage packaging undergoes a rigorous double-check process by external agencies and competent authorities.

that can be attributed to the vitamins and minerals contained within each individual product. In 2023, there were no cases of non-compliance with regulations as pertaining to the impact of products and services on the health and safety of customers, as well as no non-compliance with transcripts or voluntary codes in terms of product and service data and labelling was recorded.

8.2.3.1 “Croatian quality” label

In our second year, we continue to build on the strong foundation of local pride and consumer trust in Cedevida products. Numerous research studies continue to affirm that consumers form positive emotional connections with products that, in addition to being recognizable, unique, and available, carry the relevant domestic and local attributes. These factors significantly influence purchasing decisions, as consumers increasingly value and seek to support domestic brands and local production.



Recognizing this, all Cedevida products made in Croatia (excludes Cedevida Vitamin water) proudly con-

tinue to bear the prestigious ‘Croatian Quality’ mark awarded by the Croatian Chamber of Commerce. This mark, reserved for above-average quality products and services produced in Croatia, remains a symbol of excellence and a guarantee to consumers that they are choosing products that meet the highest standards of quality. By maintaining this recognition, Cedevida further strengthens the bond with our consumers and the local community.

8.2.4 Customer Privacy

The privacy of our customers is managed by implementing the Atlantic Grupa Personal Data Management Policy in alignment with the European General Data Protection Directive and relevant national laws. It establishes responsibilities and powers for various departments within the organisation, such as management, legal affairs, IT, and archives. The policy ensures that personal data are collected and processed lawfully, and for specific purposes. It emphasises the importance of accurate data collection and storage for an appropriate duration. Employees are trained to handle personal data carefully and report any suspected abuses. Data breaches are promptly reported to the competent authorities and in case of abuse, the appropriate procedures and measures are followed, and the affected individuals are notified.

There have been no substantiated complaints on the violation of user privacy or the loss or misuse of user/customer data.

8.2.5 New Product development

Every effort is made to align the products offered with changing consumer tastes to remain competitive and comply with regulations. We constantly endeavour

to improve the nutritional structure of our products. The Cedevida’s New Product development (NPD) flavour strategy begins with thorough market research to identify current trends, consumer preferences, and unmet needs within the beverages category. Every innovation is made exclusively based on consumer insights and requirements.

Qualitative research in the form of focus groups plays a crucial role within the NPD process and follows the development of a prototype, with the primary aim of gaining a comprehensive and insightful understanding of consumer preferences and perceptions about flavours, intensity levels, sweetness profiles, packaging design, weight considerations, and the overall conceptual appeal.

In some cases, empathy interviews are conducted, allowing us to enter person’s thoughts, feelings, and motivations to identify and understand the choices that person makes, their behavioural traits, main occasions and needs, emotions connected with consumption. Empathy interviews serve to engage our consumers right from the start to gather valid and relevant insights, allowing us to develop the concept of the product entirely in correlation with the key insights and results garnered through empathy research. After the empathy interviews, two times check point research is performed to find out if we are moving in the right direction. Three main areas of research are focused on: concept, taste, and design.

All new products are subject to the tracking of two common ESG KPIs in the “Products” category, required on the Atlantic Grupa level:

- ratio of new recipes per year in claimed categories, and

- ratio of new products with improved packaging that resulted in reduced GHG emissions and environmental impact innovations (e.g. light weighting of packaging, tethered cap).

After a product is launched, monitoring consumer feedback, sales performance, and market trends is essential. These data help identify areas for improvement, gather insights for future product iterations, and adjust marketing strategies.

In 2023, 17 new and improved recipes for Cedevida were formulated as well as packaging was improved on some products.

8.2.5.1 Cedevida vitamin water

In 2023, Cedevida, which is synonymous with vitamins, expanded for the first time in its history into the new sub-category, fast-growing vitamin water. Cedevida vitamin water is low in energy and contains vitamins and minerals, without artificial aromas and sweeteners. Cedevida vitamin water concept was developed by engaging with our consumers with empathy interviews to gather valid and relevant insights. We aimed to understand our consumers' point of view on their expectations, both met and unmet needs, consideration set, triggers and barriers they face. 26 deep dive empathy interviews were conducted in Croatia, Slovenia and Serbia.

Empathy interviews allow us to enter person's thoughts, feelings, and motivations in order to identify and understand the choices that person makes, their behavioural traits, main occasions and needs, emotions connected with consumption. Empathy interviews serve to engage our consumers right from

In 2023, Cedevida, which is synonymous with vitamins, expanded for the first time in its history into the new sub-category, fast-growing vitamin water. The brand proposition is a proved success, as it outperformed all expectations in the launch year. The three flavours of Cedevida Vitamin water delivered 69% over the plan.

the start to gather valid and relevant insights. Design thinking workshop and empathy interviews are conducted with the support of a lecturer and innovation coach. In this case, the concept of the product is entirely developed in correlation with empathy research key insights and results. After the empathy interviews, we have conducted two times check point research to find out if we are moving in the right direction. We focused on three main areas of research: concept, taste, and design.

After design thinking workshops, empathy interviews, qualitative and quantitative research, the results for concept, taste and design were above expectations, so the product – Cedevida Vitamin water hit the

shelves for the first time in March 2023.

It turned out that the brand proposition is a proved success, as it outperformed all expectations in the launch year. The three flavours of Cedevida Vitamin water delivered 69% over the plan.

8.2.5.2 Environmental performance calculation

In 2024, a Life Cycle Assessment (LCA) was performed for two types of Cedevida packaging, namely the rigid bottle and pouch packaging.

The reference period of data gathering and collected data was 2023. The environmental performance of the 200g Cedevida Orange and 900g Cedevida Orange products was calculated using the LCA methodology, beginning with the manufacturing of raw materials up until distribution of the finished product to the warehouse and final waste treatment. The study was conducted in compliance with the LCA principles and framework defined in the international LCA standards: ISO 14040 and ISO 14044.

The processes constituting the analysed system were organised in upstream, core and downstream processes. The LCA is based on the »cradle to grave« principle, excluding the use stage. It includes the mandatory life cycle stages: the manufacturing stage, all transport and the final recycling or disposal scenarios.

The geographical scope of LCA corresponds to the retail area of all EU Member States and also depends on the sales and market conditions in Croatia.

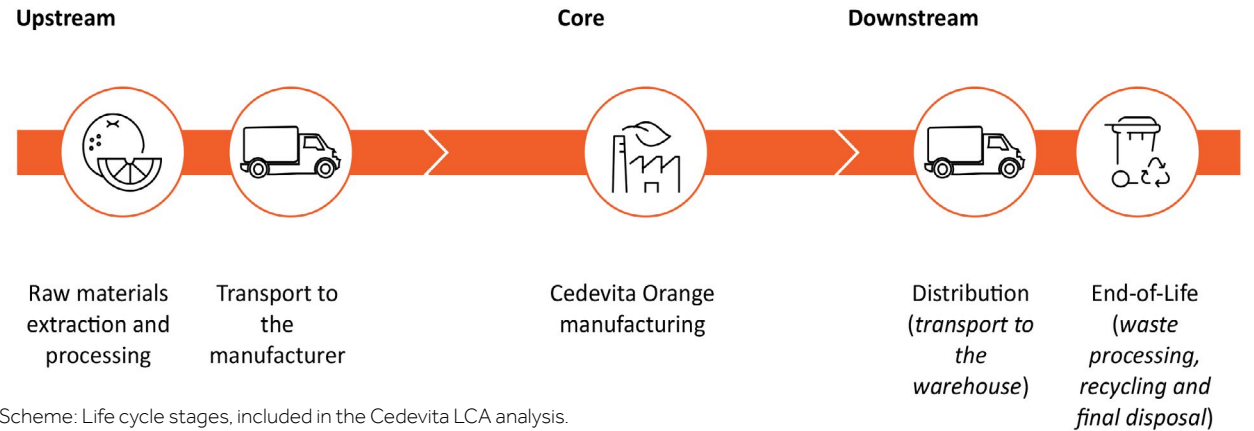
Data refer to 100g of the respective products including the related packaging (rigid bottle and pouch packaging).



Environmental results

This LCA analysis proved the environmental benefits of pouches for all environmental impact categories and all life cycle stages except credits. Pouch packaging offers more environmental advantages than the rigid HDPE bottle and constitutes an eco-friendly packaging alternative to HDPE and PET rigid bottles for beverages as pertaining to all considered environmental impact categories:

- depletion of abiotic resources (elements and fossils),
- global warming (i.e., carbon footprint),
- ozone layer depletion,
- human toxicity,



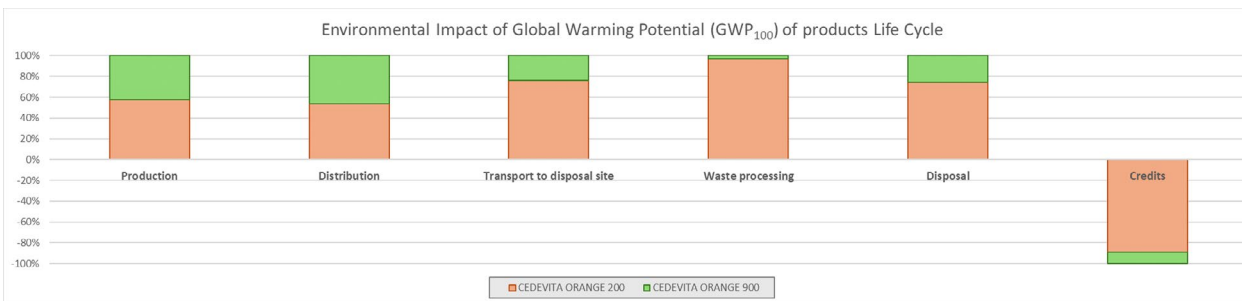
Scheme: Life cycle stages, included in the Cedevida LCA analysis.

- freshwater aquatic ecotoxicity,
- marine aquatic ecotoxicology,
- terrestrial ecotoxicity,
- photochemical oxidation,
- acidification, and
- eutrophication.

Overall, the pouch packaging is responsible for significantly lower greenhouse gas emissions, fewer raw materials used in manufacturing processes and few-

er fossil fuels consumed in their manufacturing and transport.

The presented results of different life cycle stages show that, in general, the 900g Cedevida Orange has lower significant environmental information impacts in compliance with CML methodology. Hence, pouch packaging accounts for an **on average 16% lower environmental impact** for all life cycle stages (except credits) as pertaining to Global Warming Potential (i.e. the carbon footprint).



Graph and table: Environmental Impact of Global Warming Potential (GWP100) of products Life Cycle

| Life cycle stages | Global Warming Potential (GWP ₁₀₀) | |
|----------------------------|--|---------------------|
| | Cedevida Orange 200 | Cedevida Orange 900 |
| Production | 57.84 % | 42.16 % |
| Distribution | 53.42 % | 46.58 % |
| Transport to disposal site | 75.89 % | 24.11 % |
| Waste processing | 97.00 % | 3.00 % |
| Disposal | 74.37 % | 25.63 % |
| Credits | 88.89 % | 11.11 % |

* Credits stand for the environmental benefits considered avoidance in the manufacturing of virgin material.

8.2.6 Engaging with customers and end-users

Our dedication to sustainability extends to actively engaging with customers and end-users over the course of our ongoing due diligence process. We appreciate how important it is to learn their opinions on the material positive and negative repercussions that our operations may have on them. We gain significant insights from regular connection with consumers, their representatives, and reliable proxies. These viewpoints are not only heard, but also play an important role in our decision-making processes and defining our strategy. We carefully evaluate them, ensuring that our actions and plans correspond with those we serve's concerns and expectations, ultimately striving toward mutually beneficial outcomes that promote both sustainability and customer well-being.

We demonstrate our commitment to actively listening to and responding to consumers' needs and concerns by publicly expressing our interaction with them. Consumers are valued stakeholders whose viewpoints affect our approach to generating good and meaningful experiences, rather than simply recipients of our products or services.

8.2.7 Communication with consumers and communication channels

Effective communication with consumers remains the cornerstone of Cedevida's success, serving as a dynamic channel through which information spreads, relationships are built, and customers' unique needs are addressed. In its second year of sustainability reporting, Cedevida has further refined its 360-degree communication strategy, ensuring that every touchpoint continues to resonate meaningfully with its audience.

Communication Channels:

- **Point of Sale Materials (POSm):** At the forefront of Cedevida's communication strategy, POS materials are strategically positioned to engage customers at key moments in their purchasing journey. These materials are continuously refined to deliver clear, impactful messages that reflect the brand's commitments.
- **TV commercials:** They reflect Cedevida's commitment to visual storytelling. Every audiovisual element is carefully crafted to highlight product benefits, occasions for use, and strengthen the emotional connection with consumers. Each commercial is infused not only with rational appeal but also with emotion, creating a bond that transcends mere consumption.
- **Social Media Platforms:** Social media act as an interactive hub where Cedevida engages with its audience in real-time. By addressing consumer queries, sharing product insights, and fostering a sense of community, the brand cultivates deeper relationships while also amplifying its values through digital channels.
- **Local Influencers:** Influencers act as trusted Cedevida ambassadors, helping to build authenticity and trust. These collaborations, strengthened in the second year, focus on aligning the brand's values with influencers' personal values, reinforcing a genuine connection with the target audience.
- **Outdoor Advertising (OOH/DOOH):** Outdoor advertising integrates seamlessly into the daily lives of consumers, serving as consistent and gentle reminders of the brand. Through impactful and strategically placed outdoor displays, Cedevida amplifies its presence in the public space, ensuring the brand remains top-of-mind for consumers.
- **Radio:** Radio continues to be a key channel for Cede-

vita, with a focus on sensory branding. Carefully curated messages resonate with listeners, enhancing brand recall and reinforcing the brand's commitment to sustainability.

- **Public Relations (PR):** PR efforts remain a key pillar of Cedevida's strategy, utilizing targeted media placements and event sponsorships to highlight the brand's values and reinforce its strong position in the market. These initiatives help to maintain Cedevida's relevance and visibility, driving consumer engagement and trust.

Cedevida continually evaluates the effectiveness of its communication efforts with consumers and end-users. This ongoing assessment is a crucial part of the brand's commitment to delivering value and maintaining strong customer relationships. The outcomes of interactions, activities, and campaigns are carefully monitored and measured, taking into account factors such as customer feedback, sales performance, and market share. This ensures that Cedevida remains responsive to its audience while advancing its business goals.

8.2.8 Dialogue with consumers

We actively solicit the perspectives of our consumers, consistently promoting two-way communication, where we also provide them with counsels about healthy lifestyle.

Educational online platform

As mentioned in the previous report, Budi DOBRO. Budi CE. was created in response to the challenges our community faced during the pandemic and earthquakes in 2021, which had a significant impact on mental health. In collaboration with the research

agency Ipsos. Cedevida conducted a survey that highlighted the importance of optimism in maintaining mental well-being, with 77% of respondents agreeing. To raise awareness about mental health and reduce the stigma surrounding psychological support, we launched the educational platform »Budi Dobro. Budi CE.« (www.budidobrobudice.com) in February 2021, offering users the opportunity to ask questions anonymously to a psychologist, available 24/7. It provides an array of resources and tools to aid people in navigating the complexities of their emotions and mental health. With its diverse content, »Budi DOBRO. Budi CE.« aims to inspire positive changes in everyday life. In questions section of platform any of our consumers can submit anonymous inquiries to qualified psychologists. Our psychologists diligently respond to these inquiries within a week, solidifying our status as a platform that remains readily accessible and responsive to the needs of our valued customers.

Through regular research, we strive to understand the topics and challenges our users are facing, allowing us to create content that directly addresses their needs and concerns.

Social media and dialog

We maintain a strong presence across various social media platforms, including Instagram, Facebook, and YouTube. Every day, we respond to consumer inquiries in multiple languages, ensuring that our communications are adapted both to the language that is clear and accessible for our audience and consistent with our brand's tone and values.

Our marketing agency plays a key role in tailoring these

communications to ensure clarity and coherence. We are committed to providing accurate, timely, and relevant information in all interactions, fostering trust and engagement with our consumers. Additionally, in every communication, we prioritize using language that resonates with our audience, ensuring that our messaging is both understandable and aligned with their needs. This approach helps us maintain strong relationships with our consumers while upholding the integrity of our brand.

We receive more than 12,000 messages from our users on an annual basis. Before each marketing campaign, we thoroughly review and update the Q&A document to ensure that we provide precise answers to all potential questions. Our commitment to clarity and user satisfaction remains a top priority in every interaction.

Customer service centre

In our second year, our customer service centre remains committed to providing top-tier support through e-mail and telephone communication, with a continued emphasis on assisting customers during promotional contests. Beyond contest-related queries, the centre continues to serve as a reliable source of information on our products, the company, and other relevant topics.

Building on the strong foundation of the previous year, we have further refined our curated list of frequently asked questions and their answers to ensure an even more efficient response to common inquiries. This growing knowledge base allows us to maintain the highest standards of customer service.



For more complex queries that fall outside of the standard repository, we continue to adopt a collaborative approach. Our customer service centre works closely with various internal teams — such as Marketing, Legal Department, and Digital Team — to address and resolve customer issues promptly and effectively. This cross-functional collaboration ensures that we meet our customers' needs while upholding our commitment to service excellence.

8.2.9 Responsible communication and marketing practices

Our marketing and communication strategies are carefully crafted to strengthen our brand's connection with consumers, fostering brand loyalty and advocacy. All communication, whether it is advertising/promotion or communication on the product itself, is thoroughly reviewed by Atlantic Grupa's dedicated legal department, as well as quality control. This pro-

cess guarantees that messages adhere to all relevant laws, regulations, and industry standards. We make great efforts to avoid making any misleading or unsubstantiated claims about the environmental benefits of a product, service, or company. We are also very careful in our communication with children to make sure our messages are responsible and ethical, avoiding anything that could be harmful, inappropriate, or encourage risky behaviour, while respecting cultural sensitivity.

8.2.10 Inquiries and complaints

Cedevida has a specialized Contact Centre that consumers can contact with their enquiries, unclarity and challenges related to Cedevida products. The centre can be contacted via the toll-free telephone line or via our e-mail address, and the contact information itself can be found very easily on the product packaging itself.

The Contact Centre experienced a 53% increase in inquiries/complaints compared to the previous year. This significant rise was primarily driven due to promotional activities. Digital activities, in particular, contributed substantially to the increased engagement. As a result, the team adapted to handle the growing volume, ensuring consistent support for our users. The goal of our complaint receiving procedure is to respond in a timely manner to every complaint. A withdrawal and recall system has been implemented in the event of a justified case of product irregularity or a risk to consumer health.

There were 83 complaints made in 2023, the most common reasons for complaints pertain to the sensory properties of the product.

In 2023, there were no complaints made regarding the health and safety of our products or product labelling. There were also no negative and/or hateful comments on the SBU Beverages brand channels that could impact our brands or other consumers. Certainly, if such content appears in the future, it will be addressed in a careful and proper manner.

Our customer satisfaction score remains exceptionally high, reaching an impressive 4.7 out of 5. This score reflects our commitment to delivering quality support and building positive experiences for our users. We consistently monitor feedback and prioritize improvements to meet and exceed user expectations. Such a high satisfaction rating highlights our dedication to user-centered service and the effectiveness of our team's efforts in maintaining customer happiness and trust.

8.3 Local communities

As one of the most popular brands in Croatia, Cedevida's products and communication have an important impact on the respective local communities. Through various awareness-raising, educational, and other projects, Cedevida wishes to contribute to a positive impact, primarily as pertaining to physical and mental health. Sponsorships and donations serve to support sports and cultural activities, various charitable projects, and vulnerable groups.

8.3.1 Educational mental health and well-being website

Our »Budi Dobro. Budi CE.« (www.budidobrobudice.com) website encourages people of all generations to take care of their own mental health. The aim of the platform is to teach the community how to deal with a series of life challenges through the prism of hope and faith in positive life outcomes. The message »Budi Dobro. Budi CE.« serves to invite citizens to join forces with us and lead optimistic lives, as research has allowed us to establish that optimism is the real guardian of our mental health and well-being. We want to provide concrete help to people, but also try to remove the stigma from seeking psychological help and send a message that it is okay to ask for help when faced with difficult life circumstances. The professional partner of the »Budi Dobro. Budi CE.« platform is the psychological association »Psihološka pomoć«. The content of the platform is also furnished by experts, psychologists, and psychotherapists. In 2023, as part of the »Budi Dobro. Budi CE.« educational platform, Cedevida continued with several initiatives. The »Optimistic News« section, encouraging users to share optimistic events they notice around them, brought in over 2,600 pieces of news. Also, we have collaborated with the association »Boli me« and the Centre for Psychological Support and Development »Pričaj mi« on the occasion of European Mental Health Week, covering topics related to children and young adults. For example: »Webinar on Emotional Development of Children« and a podcast on the topic »How to Reorganize Thoughts in Search of an Answer to the Question 'Who Am I?'«.

We communicate through podcasts, people can pose a completely anonymous question to a psychologist 24/7 and get an answer from an expert regardless of the topic they have been struggling with. The »Ask a Psychologist« section, where psychologist Tijana De-

The 'Budi Dobro. Budi CE.' website encourages people of all generations to take care of their own mental health.

belić answers questions, has recorded over 1,130 inquiries since the platform has been launched. We continue to support the community in facing various life challenges and bringing optimism into everyday life.

8.3.2 Initiatives

Since its start, Cedevida has launched various projects through its educational platform aimed at offering focusing on providing practical advice and fostering belief in optimistic life outcomes. Some of the notable initiatives include:

- **The online program "9 Days to Optimism"** was designed to help participants develop a more optimistic outlook on life. The program begins with a short test that helps participants identify areas of their well-being they already handle well and those that might need improvement. Each day for nine days, participants received an email with a daily tip or advice, created by psychologist Tijana Debelić, aimed at fostering optimism and personal growth. Participants were encouraged to complete each day's task to unlock the next day's advice, ensuring continuous engagement and progress. After the 9 days, they retake the initial test to compare their results and measure their progress. This structured approach is intended to create a sustained impact on their mental well-being. The online

program had over 10,000 applications.

- **The "Budi TU. Budi CE." campaign** as part of Breast Cancer Awareness Month. This campaign raised awareness about the challenges faced by breast cancer patients and their loved ones, highlighting how to provide the necessary support. As part of the campaign, Cedevida introduced a new Pink Grapefruit flavor in symbolic pink packaging of 200 grams, offering everyone the chance to support the work of the Croatian branch of Europa Donna, which fights against breast cancer and cares for the physical and mental health of patients.

- **The "21 Days of Optimism" campaign** in December 2023, which encouraged citizens of all ages to perform daily small acts of kindness, known as sitniCE, for their loved ones and themselves. More than 3700 citizens participated in daily challenges, spreading waves



of kindness and optimism.

- Through the **"Ask a Psychologist" activation**, we successfully answered over 1,130 questions.

8.3.3 Cooperation to combat breast cancer

As part of the celebration of the breast cancer combating month, we are cooperating with Europa Donna – Association for Combating Breast Cancer. In 2023, the Pink Grapefruit (Pink Grejp) limited edition flavour as part of our ongoing campaign to support breast cancer awareness and mental health for patients and their loved ones was available for the second year in a row.

Through the diverse content and educational activities on »Budi Tu. Budi CE.« website, we aim to make the public aware of the challenges faced by breast cancer patients and their relatives and how to provide them with the necessary psychological support in the process. Through numerous useful tips and video interviews, the creation of which has involved associations, a team of psychologists and patients ready to share their experience with the public, Cedevida has been managing to educate the public on how to be there for their loved ones, how to approach them as soon as they receive the diagnosis, and how to provide adequate support and comfort to everyone in their vicinity who is directly affected by the disease.

We aim to make the public aware of the challenges faced by breast cancer patients and their relatives.

8.3.4 Value Day for green activities in the Community

Every year, the Atlantic Grupa organizes the Value Day, an internal programme through which we have been traditionally caring for the communities in which we live and operate. The 2023 Value Day represented the evolution of a decade-old initiative into a sustainability-driven platform aligned with Atlantic Grupa's advanced ESG strategy theme "Climate & Society", which emphasises greenhouse gas emission reduction through afforestation and greening activities. The central green activity in 2023 was focused on planting 5,500 trees in Slovenia, Croatia, and Serbia. Other team green activities included revitalising Atlantic Grupa locations, schools, kindergartens, senior homes, an animal shelter, a children's home, and an institution for the visually impaired. Individual green packs intended to green the home and office were also distributed to some employees in different countries where the Atlantic Grupa operates.

8.3.5 Sponsorships and donations

Our values are reflected in numerous sponsorships and donations to sports clubs or individuals, cultural and educational institutions, various charity projects and young prodigies, risk groups, etc. We are open to new partnerships that highlight our values and support development. Sponsorships and donations are defined on the Atlantic Grupa level and are presented in more detail in the 2023 Atlantic Grupa Annual Report.

Atlantic Cedevida allocates the largest part of its sponsorship funds for the promotion of sports culture and support for sports events, as well as for the Cedevida Junior and Cedevida Olimpija basketball clubs. The company also supports the activities of the

Red Cross, fire brigades, health awareness projects (e.g. Europa Donna), etc. In 2023, the Cedevida brand spent EUR 372,543 in total on sponsorships.

After 2021, we directed sponsorship funds to support KK Cedevida Olimpija and Junior and their projects. Over the past two years, their claims have been much lower, which is the main reason for the reduction in sponsorships.

| Year | Funds spent on sponsorships and donations (in EUR) |
|------|--|
| 2021 | 602,203 |
| 2022 | 433,397 |
| 2023 | 372,543 |

Table: Sponsorships and donations in 2021-2023

**In 2023,
EUR 372,543
were allocated to
sponsorships
and donations.**



9

GRI CONTENT INDEX

CEDEVITA®

| | |
|------------------|---|
| Statement of use | Brand Cedevida has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023. |
| GRI 1 used | GRI 1: Foundation 2021 |

AN AG = Annual Report of Atlantic Grupa for year 2023
SR = Sustainability Report of brand Cedevida for year 2023

| Disclosure | Location AR AG | Location SR | Omission | | | ESRS standards |
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| | | | Requirement(s) omitted | Reason | Explanation | |
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| 2-7 Employees | | 51-56 | | | | ESRS 2, S1 |
| 2-8 Workers who are not employees | | 52 | | | | S1 |
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A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available. The sustainability report was not subject to external assurance.

| General disclosures | Location AR AG | Location SR | Omission | | | ESRS standards |
|--|----------------|----------------|------------------------|----------------|-------------|--------------------|
| | | | Requirement(s) omitted | Reason | Explanation | |
| General disclosures | | | | | | |
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| 2-15 Conflicts of interest | 116-117 | | | | | G1 |
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| 2-29 Approach to stakeholder engagement | | 30-31 | | | | ESRS 2, S1, S3, S4 |
| 2-30 Collective bargaining agreements | | 53 | | | | S1 |

| General disclosures | Location AR AG | Location SR | Omission | | | ESRS standards |
|--|----------------|-------------|---|----------------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | |
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| General disclosures | Location AR AG | Location SR | Omission | | | ESRS standards |
|---|--------------------|-------------|------------------------|------------------------------------|--|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | |
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| 205-3 Confirmed incidents of corruption and actions taken | | / | | Not applicable | There were no legal incidents of corruption. | G1 |
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| 3-3 Management of material topics | | / | | Not applicable | | ESRS 2 |
| 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | | / | | Not applicable | There were no legal actions for anticompetitive behaviour, anti-trust, and monopoly practices. | G1 |
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| 207-4 Country-by-country reporting | | / | | Information unavailable/incomplete | | / |

| General disclosures | Location AR AG | Location SR | Omission | | | ESRS standards |
|--|----------------|-------------|------------------------|------------------------------------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | |
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| General disclosures | Location AR AG | Location SR | Omission | | | ESRS standards |
|---|----------------|-------------|------------------------|--------------------------------------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | |
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| 305-3 Other indirect (Scope 3) GHG emissions | | / | | Information unavailable / incomplete | | E1 |
| 305-4 GHG emissions intensity | | 39 | | | | E1 |
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| General disclosures | Location AR AG | Location SR | Omission | | | |
|--|----------------|-------------|------------------------|--------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | ESRS standards |
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| General disclosures | Location AR AG | Location SR | Omission | | | |
|---|----------------|-------------|------------------------|--------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | ESRS standards |
| Occupational health and safety | | | | | | |
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| 404-2 Programs for upgrading employee skills and transition assistance programs | | 54-55 | | | | S1 |
| 404-3 Percentage of employees receiving regular performance and career development reviews | | 54-55 | | | | S1 |

| General disclosures | Location AR AG | Location SR | Omission | | | |
|--|----------------|-------------|------------------------|--------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | ESRS standards |
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| 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | | 35 | | | | S1 |
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| 3-3 Management of material topics | | 55 | | | | ESRS 2 |
| 410-1 Security personnel trained in human rights policies or procedures | | 55 | | | | S1 |

| General disclosures | Location AR AG | Location SR | Omission | | | ESRS standards |
|---|----------------|-------------|------------------------|----------------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | |
| Rights of indigenous peoples | | | | | | |
| 3-3 Management of material topics | | / | | Not applicable | | ESRS 2 |
| 411-1 Incidents of violations involving rights of indigenous peoples | | / | | Not applicable | | S3 |
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| 413-1 Operations with local community engagement, impact assessments, and development programs | | 64-66 | | | | S3 |
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| 3-3 Management of material topics | | / | | Not applicable | | ESRS 2 |
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| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | | 64 | | | | S4 |

| General disclosures | Location AR AG | Location SR | Omission | | | |
|--|----------------|-------------|------------------------|--------|-------------|----------------|
| | | | Requirement(s) omitted | Reason | Explanation | ESRS standards |
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| 417-2 Incidents of non-compliance concerning product and service information and labeling | | 59, 64 | | | | S4 |
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