

ESG Performance Report 2025



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35 χρόνια δίπλα σας





Organization profile

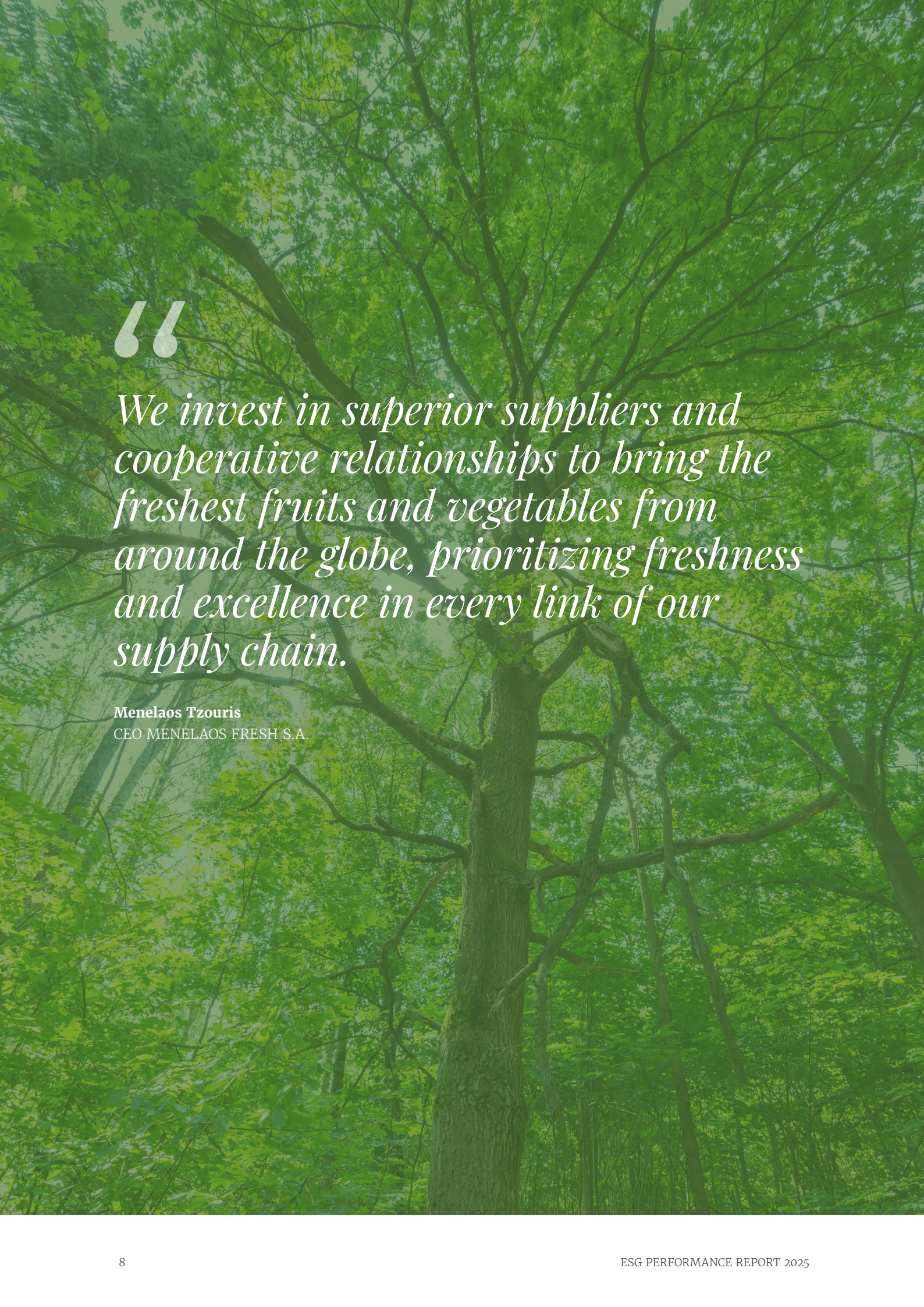
GRI 2-1 • GRI 2-2 • GRI 2-6

Menelaos Fresh S.A., originally founded in 1987, is a leading Greek company specializing in the import and wholesale trade of fresh fruits and vegetables. Headquartered at the Central Market of Athens in Agios Ioannis Renti, the company sources high quality produce from Greece and abroad to meet the needs of professional clients across the catering and food-service sectors. Guided by values of freshness, quality, trust, and consistent service, Menelaos Fresh maintains rigorous hygiene and quality controls while cultivating long standing relationships with producers and global suppliers. Its mission reflects a commitment to responsible sourcing, professional integrity, and reliability—principles closely aligned with ESG and broader CSR ideals.

This report refers to the operations of the company's headquarters located at Athens Central Market, Agios Ioannis Renti, Greece.

Menelaos Fresh offers an extensive portfolio of fresh fruits, vegetables, herbs, dried fruits, exotic varieties, and certified organic products, serving wholesale, retail, catering, and food service markets throughout Greece. Its value chain spans global growers, specialized import partners, and Greek agricultural producers, ensuring a continuous supply of high quality produce. The company collaborates with top tier suppliers—such as official distribution partnerships for Zespri kiwifruit varieties—while maintaining strict quality and hygiene controls across all stages of procurement and distribution. Sustainability-oriented practices include the promotion of fresh, healthy products and support for food waste reduction through regular contributions to charitable organizations such as the Food Bank.





“

We invest in superior suppliers and cooperative relationships to bring the freshest fruits and vegetables from around the globe, prioritizing freshness and excellence in every link of our supply chain.

Menelaos Tzouris
CEO MENELAOS FRESH S.A.



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental, social, and governance (ESG) sustainability results in a report generated semi-automatically through the Synesgy View platform.

The ESG Performance Report is based on the questionnaire provided to MENELAOS FRESH S.A. by Synesgy. This tool enabled the identification and assessment of the company's ESG values for the period 01/01/2025 – 31/12/2025.



Synesgy is an officially **licensed software and tools partner** of the Global Reporting Initiative (GRI) at the global level, ensuring that the report's disclosures comply fully with the GRI Standards. These standards provide a comprehensive, comparable, and credible framework for reporting on topics relevant to an organization, its impacts, and how they are managed.

Accordingly, the ESG Performance Report aligns with the GRI Sustainability Reporting Standards, updated to reflect the latest revisions as of January 1, 2023, and also complies with the European Sustainability Reporting Standards (ESRS) introduced under the new Corporate Sustainability Reporting Directive (CSRD). The ESRS, adopted by the European Commission on July 31, 2023, serve as a common framework for ESG reporting by companies within the CSRD's scope.

The Greek legislation incorporating this legislation, Law 5164/2024 (Government Gazette 102/12.12.2024), officially entered into force on December 10, 2024. The ESRS present a significant degree of harmonization with the GRI Standards.

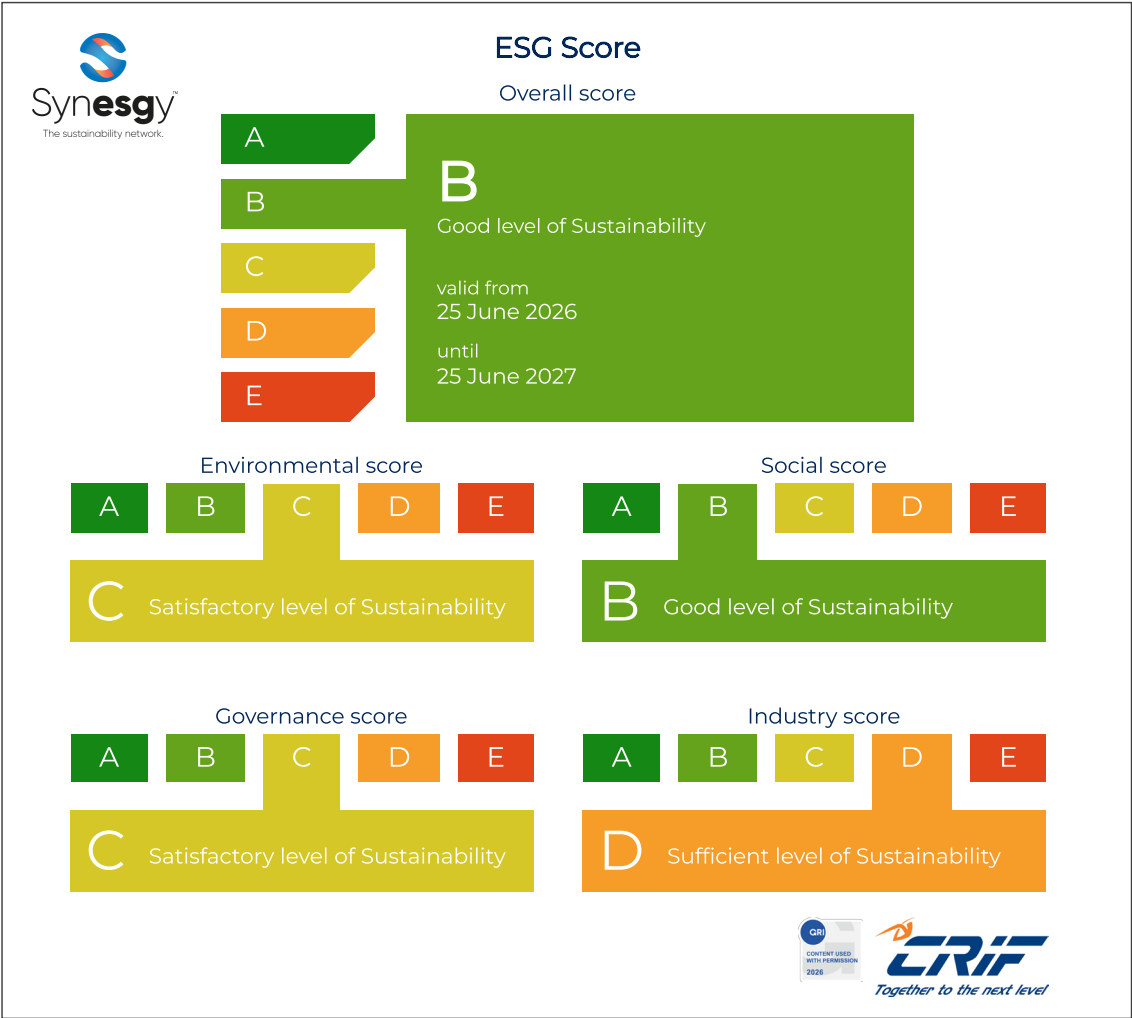
✔ **GRI Sustainability Reporting Standards**

✔ **ESRS European Sustainability Reporting Standards**

For non-listed SMEs that fall outside the scope of the CSRD, EFRAG has developed a Voluntary Standard for SMEs (VSME) to encourage and guide these enterprises in reporting their ESG performance. This standard addresses the same sustainability topics as the ESRS do for large companies but is tailored to be proportionate and reflective of the specific characteristics of micro, small, and medium-sized enterprises.

By providing their information through Synesgy, SMEs can also ensure compliance with the voluntary requirements set forth in the VSME.

This declaration is available on the MENELAOS FRESH S.A. website at <https://www.menelaos.gr/>. For further information, please contact us at sales@menelaos.gr. The ESG Performance Report was prepared using the Synesgy View platform.



Ranking

This Ranking Score represents the overall rank of this evaluation among all the evaluated companies.



*This Ranking Score represents the overall rank of this evaluation among all the evaluated companies. Higher value means better evaluation (1/100 is the lowest, 100/100 is the best evaluation).

Why was it important for MENELAOS FRESH S.A. to complete the Synesgy questionnaire?

- ✔ It has allowed the company to establish a positive and mutually reinforcing relationship with its customers, suppliers, and all stakeholders
- ✔ Data is shared in real time
- ✔ The questionnaire is designed for use across all recognized banking networks, grounded in internationally established measurement frameworks such as the GRI and ESRS standards, ensuring consistency and comparability in sustainability reporting
- ✔ It is powered by a platform that enables data collection within seconds
- ✔ Developed by CRIF, a globally recognized leading company in the field of Sustainability
- ✔ The integration of Synesgy with the Synesgy View platform allows for the automated preparation of this report

Stakeholder Engagement

GRI 2-29

ESRS 1

In accordance with the ESRS, stakeholders are defined as individuals or groups who can reasonably be expected to influence, or be influenced by, the company's activities, decisions, or impacts.

Strengthening a sustainable business model requires not only a commitment to adopting sustainable practices but also active engagement with stakeholders who are directly or indirectly involved in the company's operations.

Understanding and assessing stakeholder needs and expectations is essential for aligning objectives and creating shared value. This approach can enhance both the quality of life and well-being of stakeholders, while also improving the company's efficiency and legitimacy.

By engaging in dialogue with, and listening to, local stakeholders, the company lays the groundwork for developing sustainability strategies that reflect common interests and shared goals.

Within the General Requirements of the ESRS, the company's key stakeholders are divided into two groups:

- ✔ Affected stakeholders: individuals or groups whose interests are or could be impacted by the company's activities and its direct or indirect business relationships across the value chain (identified in the table with an **"A" for Affected**);
- ✔ Users of sustainability statements: the primary users of general-purpose financial reporting, along with other stakeholders such as business partners, civil society, and public authorities (identified in the table with a **"U" for User**).

The company's stakeholder engagement system encompasses activities, tools, channels, and methods designed to address the diverse profiles and needs of stakeholders while considering the overall governance structure.

The following table summarizes the above:

Stakeholders	Definition	Engagement Tools
Employees	A	Meetings, corporate climate surveys and internal surveys; internal communication tools (press review, intranet, company e-mail, internal social network, etc.); group and training activities.
Suppliers	A	Selection procedures, meetings and visits; definition and sharing of standards; questionnaires; joint planning; dedicated portals.
Affected Communities	A/U	Communication and marketing campaigns; meetings with local community representatives; sponsorships and events.
Consumers/Clients	A	Direct sales or business meetings and visits; customer satisfaction and market research; tests and focus groups; social media and corporate website; dedicated meetings and industry events.
Trade Unions	U	Engagement through support and dialogue initiatives, and communication exchange.

Double Materiality Matrix

GRI 2-9

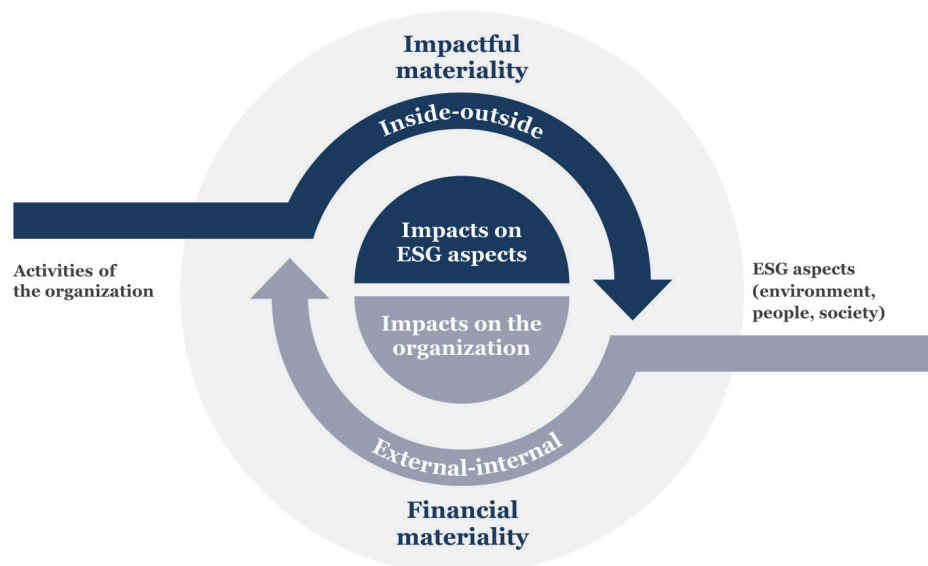
ESRS 1 • ESRS 2

Once the company's key stakeholders have been identified, the next step is to prioritize the most relevant issues for both the stakeholders and the company.

The materiality analysis process follows the guidelines set forth by the 2021 GRI Universal Standards, particularly "GRI 3: Material Topics 2021," as well as the guidance provided in ESRS 1. ESRS 1 defines a sustainability issue as material from an impact perspective when it involves actual or potential positive or negative effects on people and the environment over the short, medium, or long term. The current European reference standards adopt a double materiality approach. This concept involves assessing impacts from two complementary perspectives: "Inside-out" (Impact Materiality) and "Outside-in" (Financial Materiality). The former identifies the impacts that the organization and its value chain actually or potentially generate on the external environment, while the latter considers the risks and opportunities that may affect the company's value creation, strategy, financial performance, and positioning over the short, medium, or long term.

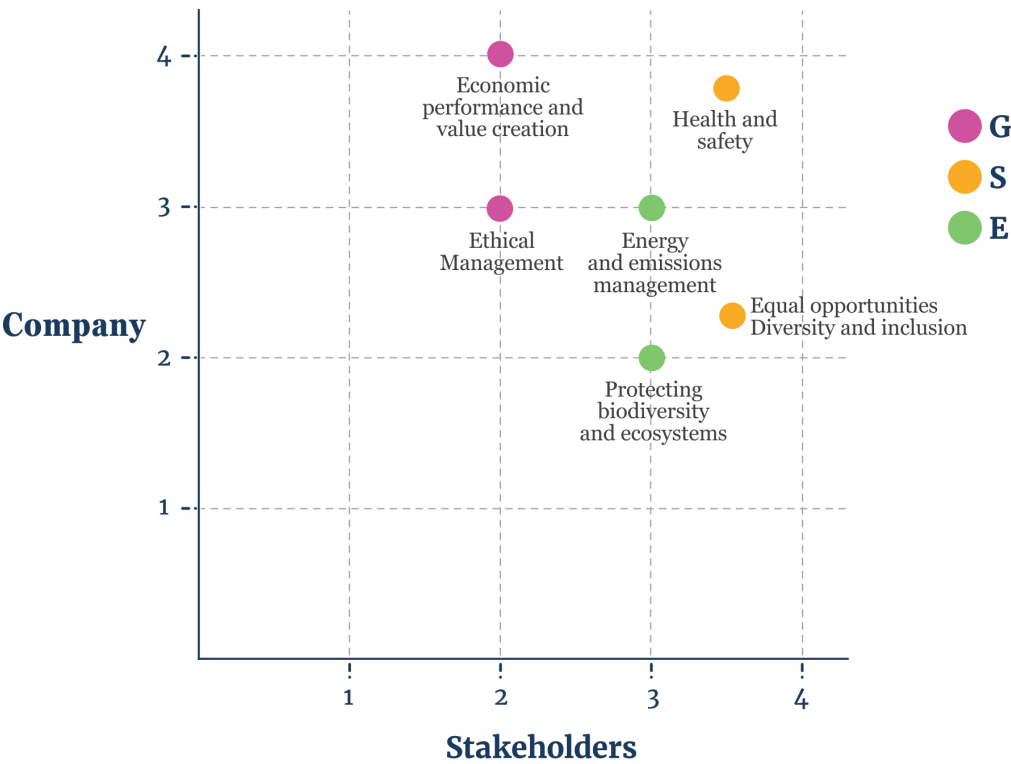
More specifically, the double materiality approach addresses two fundamental questions:

- ✓ **Financial Materiality:** How can ESG factors affect the financial stability and operations of the organization?
- ✓ **Impact Materiality:** How can the choices and activities of the organization influence the environment and society?



This analysis is visually represented by a matrix that offers an immediate overview of the material topics deemed significant to both stakeholders and the company, illustrating how these topics can positively or negatively affect the company's external environmental and social footprint, as well as its financial impact.

The following is an example of how the most common material topics are identified:





SDGs: UN Sustainable Development Goals



On **September 25, 2015**, the governments of **193 United Nations member** states adopted the **2030 Agenda for Sustainable Development**.

This action plan, approved by the UN General Assembly, includes 17 specific Sustainable Development Goals (SDGs), which are part of a broader framework comprising a total of 169 related targets.

The 17 SDGs are relevant not only to governments and nations but also to every business. ESG principles embody what companies are expected to do to contribute to these goals.

Environmental

- ✓ Reliance on fossil fuels
- ✓ Significant water footprint
- ✓ Involvement in deforestation
- ✓ Waste management and disposal

Social

- ✓ Conflicts with local communities
- ✓ Focus on employee health and safety
- ✓ Protection of diversity
- ✓ Appropriate interpersonal relationships between employees

Governance

- ✓ Bonuses disproportionate to employee salaries
- ✓ Involvement in corruption scandals
- ✓ Opening of offshore subsidiaries to evade tax

MENELAOS FRESH S.A. and SDGs

The Synesgy questionnaire has enabled MENELAOS FRESH S.A. to map material topics and sustainability-related issues, thereby highlighting the most significant achievements during the reporting year. It provides stakeholders with an immediate and, importantly, certified overview of the company's activities, as the assessment adheres to internationally recognized standards. The launch of this sustainability awareness initiative underscores the company's commitment to best practices, demonstrated by the alignment of its actions with 6 of the 17 United Nations Sustainable Development Goals (SDGs).



02 – Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



03 – Good health and well-being

Ensure healthy lives and promote well-being for all at all ages.



08 – Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



12 – Responsible consumption and production

Ensure sustainable consumption and production patterns.



13 – Climate action

Take urgent action to combat climate change and its impacts.



15 – Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

The identification of issues through Synesgy and the 26 material topics, linked to the ESG areas, has initiated a real path of awareness that engages all stakeholders through multiple communication channels.





Environment





Environmental impact management

GRI 2-25 • GRI 3-3 • GRI 305-5
ESRS E1-1 • ESRS E1-2 • ESRS E1-4 • ESRS E2-3 • ESRS E3-3 • ESRS E4-4 • ESRS E5-3
VSME B2 • VSME C2

The organisation recognises that its impacts may arise both from its own activities and from its business relationships across the value chain. It is therefore essential to identify not only the impacts directly caused by the company, but also those to which it contributes or that are linked to its products, services or operations through external partnerships. A responsible organisation transparently highlights these impacts and defines strategies to avoid, mitigate or remedy negative effects while enhancing positive contributions, aligned with principles of **impact-based sustainability management**.

The company has ongoing initiatives **to reduce its environmental footprint** and has made targeted investments over the past three years to support this objective. It has also **established medium-term (5-year) and long-term (10-year) reduction targets**, including the replacement of refrigerators with new-technology units and the construction of specialised warehouse entrances and exits designed to limit cooling loss.

- **Climate-change adaptation** — The organisation is evaluating responsible approaches to climate-change adaptation and how to address emerging risks.
- **Sustainable logistics innovation** — Investments are directed toward sustainable innovation in logistics processes, particularly in product maintenance and storage.

The company is able to collect **environmental data related to its activities**, enabling monitoring and continuous improvement. **Measures implemented to reduce its environmental footprint include LED lighting across facilities and mechanisms** designed to limit cooling loss, reflecting a commitment to environmental-performance optimisation.

Replacement of light bulbs with low-consumption lighting sources	3000
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Materials

GRI 301-1 • GRI 301-2
ESRS E5-4
VSME B7

The company places particular emphasis on the materials it uses and on the environmental impacts associated with them, recognising that these impacts extend far beyond the production phase. This perspective considers the entire life cycle of each product — from sourcing and processing of raw materials, to manufacturing, distribution, use and end-of-life management — ensuring that environmental performance is evaluated holistically and in alignment with principles **of life-cycle sustainability**.

The raw materials used as production inputs and the total quantities used in the company are:

Wood	0
Vegetable textile fibres	0
Agricultural commodities	100
Minerals	0
Metals	0

The company monitors the materials used in its production processes and evaluates their environmental impact across the entire life cycle of its products. Recycled or reused raw materials currently represent **less than 20% of total inputs**, yet the organisation consistently integrates recycled materials into its activities and strengthens its commitment to responsible sourcing, aligned with principles of sustainable material management.

- **Use of recycled materials** — The company incorporates recycled materials into its operations, contributing to resource efficiency and reduced environmental pressure.
- **Expenditure on recycled inputs** — Expenditure on recycled materials represents 70% of total purchases, demonstrating a strong financial commitment to circular practices despite the limited availability of recycled raw materials suitable for production.

This approach reflects a broader effort to enhance circularity, reduce environmental impacts and progressively increase the share of recycled inputs in the company's value chain.

Energy

GRI 3-3 • GRI 302-1 • GRI 302-5
ESRS E1-5
VSME B3

Energy consumption is a fundamental parameter for understanding both the efficiency of the company's operations and the environmental impact associated with them. The organisation monitors energy used, distributed and saved, enabling the identification of areas where targeted interventions can improve resource rationalisation and support a continuously evolving efficiency strategy, aligned with principles **of energy-performance management**.

During the last reporting period (1 January – 31 December), electricity consumption at company-owned and leased premises amounted to **472,488 kWh**. The company's analysis and data-collection systems provide reliable information on energy consumption, supporting informed decision-making and continuous improvement.

- **Environmental-footprint optimisation** — The company implements measures to optimise and reduce the environmental footprint of its activities and the materials or instruments used. These measures include **LED lighting across facilities and mechanisms designed to limit cooling loss, contributing to improved energy efficiency and reduced environmental pressure**.

Water and water discharges

GRI 303-1 • GRI 303-5
ESRS E3-4
VSME B6

Managing water resources sustainably is a priority for the organisation, given the environmental significance of water as a shared and finite resource. The company recognises that responsible water management requires collaboration with stakeholders, ensuring that the needs of other water users are considered and that collective goals can be defined. Through engagement with employees, non-employee workers, consultants and suppliers, the organisation promotes shared best practices for rational water use, infrastructure improvement, policy support, capacity building and awareness-raising, aligned with principles of **sustainable water stewardship**.

The company's water consumption in the last reporting period amounted to **30 m³**, reflecting a relatively limited water footprint. At the same time, the organisation operates in an area subject to water stress or scarcity, which increases the importance of responsible management and reinforces the need for continuous monitoring and improvement.

- **Water-stress context** — Operating in a water-stressed area requires heightened attention to resource efficiency and stakeholder collaboration.
- **Shared-resource management** — The organisation involves internal and close stakeholders to strengthen collective understanding and responsible use of water resources.

This approach supports long-term resilience and ensures that water is managed as a shared good, with practices that minimise environmental impact and promote sustainable use across the value chain.

Emissions

GRI 305-1 • GRI 305-2 • GRI 305-5

Direct and indirect GHG emissions, emissions of other ozone-depleting gases and the systems used to monitor them reflect the organisation's commitment to reducing its operational impact on the ecosystem. The level of direct emissions is influenced by the energy sources owned or controlled by the company — including electricity generation, heating, cooling and steam — which derive from the combustion of fuels. For this reason, monitoring emissions and improving the efficiency of energy resources are essential components of the organisation's approach to responsible environmental management, **aligned with principles of GHG-impact governance**.

The company owns a fleet of vehicles for its deliveries. The fleet is **mixed**, consisting of **LPG/methane and diesel vehicles** (at least Euro 5), as well as electric and hybrid vehicles, supporting a gradual transition toward lower-emission mobility and aligning with sustainable fleet management.

As part of its activities, the organisation uses cooling and refrigeration systems. It is currently working on renewing these systems in line with the new limits set by the **EU F-Gas Regulation** for 2022, which governs fluorinated greenhouse gases and aims to reduce their environmental impact.

- **Refrigeration-system renewal** — The company is upgrading its cooling and refrigeration systems to comply with updated EU F-Gas requirements, reducing leakage risks and improving energy efficiency.

This approach reinforces the organisation's commitment to monitoring emissions, improving energy performance and progressively reducing its environmental footprint across all relevant operational areas.

Waste

GRI 301-3 • GRI 306-1 • GRI 306-2 • GRI 306-3
ESRS E5-1 • ESRS E5-5
VSME B7

In the context of the GRI Standards, the environmental dimension of sustainability concerns the impacts an organisation has on living and non-living natural systems, including soil, air, water and ecosystems. This includes the issue of waste, which may be generated directly by the organisation's own activities or indirectly by upstream and downstream actors across the value chain. Poorly managed waste can lead to significant negative impacts on the environment and human health, **reinforcing the importance of structured waste-management practices aligned with responsible waste governance.**

During the last reporting period, the company produced 0.5 ton of waste. At its locations, the organisation differentiates multiple waste streams — paper, computer equipment, packaging materials and products, and plastic — supporting more efficient sorting and treatment processes and contributing to value-chain circularity.

The percentage of waste not destined for landfill in the last reporting period is 30%, reflecting a partial diversion rate and highlighting the importance of continuous improvement in recovery and recycling practices.

- **Recycling and recovery practices** — The company adopts procedures that ensure recycling and recovery through the use of environmentally friendly materials.
- **Dedicated sorting areas** — In sorting centres and within company facilities, designated areas are set aside for the separate collection of waste generated during all phases of goods handling.

These practices support the organisation's commitment to reducing environmental impacts, improving waste-management performance and aligning operations with recognised sustainability standards.





People





Employment

GRI 2-7 • GRI 2-7 • GRI 2-29 • GRI 2-30 • GRI 401-2 • GRI 403-9 • GRI 405-1 • GRI 405-2
ESRS S1-1 • ESRS S1-6 • ESRS S1-8 • ESRS S1-9 • ESRS S1-11 • ESRS S1-12 • ESRS S1-14 •
ESRS S1-15 • ESRS S1-16
VSME B8 • VSME C5 • VSME B10 • VSME B9

Understanding the organisation's approach to employment and job creation — including recruitment, selection, retention and the working conditions offered — is essential for assessing its social performance. Workforce stability, supported by contractual security and internal welfare policies, is a key factor enabling high productivity and organisational resilience. A working environment that promotes social inclusion and work-life balance, values diversity and ensures equal opportunities, complemented by welfare tools, strengthens the company's adaptability to extraordinary events and enhances overall performance, aligned with **principles of responsible employment management**.

The organisation maintains structured channels for regular consultation with key stakeholders, particularly employees, ensuring continuous dialogue and shared understanding of workplace needs and expectations. Employee satisfaction is measured through periodic surveys, providing insights that support ongoing improvement and reinforce a culture of engagement and transparency.

- **Stakeholder consultation** — The company has established policies and procedures for regular consultations with employees.
- **Health-and-safety reporting** — Policies and procedures for reporting situations that pose risks to worker health and safety (including near misses) are adopted and publicly available on the company's website.

The number of female employees, interns/trainees and self-employed women by professional category:

Number of Directors	1
Number of Managers	3
Number of Office Workers	18
Number of Workers	1
Number of Apprentices	0
Self-employed	0

The number of male employees, interns/trainees and self-employed workers by occupational category:

Number of Directors	4
Number of Managers	5
Number of Office Workers	16
Number of Workers	52
Number of Apprentices	0

Percentage of total employees by contract type:

The ratio of the highest remuneration in the company to the median remuneration (in terms of times) is 0.16.

The percentage of the total number of employees belonging to protected categories under L. 68/99 or disadvantaged persons under L. 381/91 and/or underrepresented minorities is 20%.

Permanent contract	100
Fixed term contract	0
Percentage of total employees working part-time	0

During the last five years, the number **of workplace accidents remained 0**, reflecting a stable and safe working environment. In the most recent reporting period (1 January – 31 December), employees **worked 170,560 hours**, demonstrating the scale of operations and the importance of structured welfare and safety systems.

The company provides a range of corporate-welfare measures, including group insurance for hospital and outpatient care and company vehicles, supporting employee well-being and security. Productivity bonuses are granted as part of the organisation's welfare framework, reinforcing performance and engagement. Additional **welfare tools include agreements with local businesses (fuel vouchers, spending vouchers, discounts) and flexible working hours/smart working, which enhance work-life balance and support adaptability.**

- **Contractual coverage** — Between 80% and 100% of employees are covered by the National Collective Labour Agreement, ensuring structured contractual protection and alignment with national labour standards.

These practices collectively strengthen workforce stability, improve employee satisfaction and support a resilient organisational culture capable of responding effectively to evolving operational and social challenges.

Training

GRI 403-5 • GRI 404-1 • GRI 404-2
ESRS S1-13
VSME B10

Developing and maintaining professional skills and competencies is essential for enabling the organisation to pursue its strategic objectives and create long-term value. Continuous training strengthens employee capabilities, supports operational excellence and ensures alignment with evolving regulatory, environmental and social expectations, **consistent with principles of sustainability-aligned workforce development**.

During the last reporting period, training activities covered several key areas. A significant part of the programme focused on **Privacy (e.g., GDPR)**, ensuring that employees understand data-protection requirements and apply them consistently across operations. Training also addressed environmental topics, including combating waste of materials and natural resources, waste management, water-resource management and energy-efficiency practices. In addition, the organisation delivered training on occupational health and safety, **reinforcing a culture of prevention and risk awareness**.

The total number of **training hours** provided during the year **amounted to 1,540**, reflecting a substantial investment in employee development and continuous learning. The company also invests in activities that promote sustainable innovation in logistics processes, particularly through training personnel in sustainability management, supporting logistics-process innovation and strengthening the organisation's capacity to integrate sustainability principles into daily operations.

- **Training focus areas** — Privacy (GDPR), environmental topics and occupational health and safety formed the core of the training delivered during the reporting period.
- **Sustainability-oriented upskilling** — The company invests in training aimed at sustainable innovation in logistics, enhancing employee competencies in sustainability management.

These initiatives demonstrate the organisation's commitment to building a skilled, informed and resilient workforce capable of supporting strategic objectives and contributing to long-term sustainable value creation.







Suppliers, Local communities and Customers





Local communities and virtuous initiatives

GRI 203-1
ESRS S3-1 • ESRS S3-2
VSME B2

The integration of the company with the local community is a core element of its sustainability approach, expressed through initiatives that literally open the doors of its operational reality to residents. This relationship supports the creation of shared value and enables an exchange of expectations, experiences and suggestions that influence the company's growth strategies while helping to reduce or improve its impact on the surrounding territory. The organisation aims to ensure that the community is not passively subjected to its operations but becomes an active participant with the ability to shape operational and development choices, **aligned with principles of community-centred value creation.**

The company carries out projects in schools and within the community on sustainability topics, promoting awareness and strengthening environmental and social literacy. It also provides donations, sponsorships and other contributions that benefit the local area, reinforcing its commitment **to local-community engagement.**

- **Community-benefit initiatives** — Educational projects on sustainability and contributions such as donations and sponsorships support the well-being and development of the local community.

These actions demonstrate the organisation's intention to cultivate a meaningful, reciprocal relationship with the territory in which it operates, ensuring that community perspectives actively inform its sustainability journey.

Customer relations

GRI 416-1

In customer relations, a key element of responsibility is how the company evaluates and manages impacts on customer health and safety throughout the entire life cycle of its products and services. This assessment begins at the earliest stages — from concept development and research and development, including any required certification — and continues through manufacturing, production, marketing, supply, use and after-sales support, up to the end-of-life phase. This holistic approach ensures that risks are identified early and managed consistently, **aligned with principles of customer-safety stewardship**.

Within this logic, the initiatives undertaken by the organisation to ensure safety across the full life cycle of products and services become increasingly important. These include evaluations related to privacy and data security, which are now essential components of responsible customer management and reflect the organisation's commitment to **data-protection responsibility**.

To monitor and control the condition of products intended for sale or distribution, the company has implemented **an inventory-monitoring plan** that ensures items stored for the longest period are sold or delivered first. This approach reduces the risk of spoilage or deterioration due to extended storage and **supports responsible product-lifecycle management**.

- **Inventory-rotation practices** — The company prioritises the sale or delivery of products with longer storage time to minimise quality risks.

This framework strengthens customer protection, enhances product reliability and ensures that the organisation maintains high standards of safety, quality and responsibility across all phases of the value chain.





Leadership and Governance



Governance

GRI 2-9
ESRS 2 GOV-1
VSME C9

The structure, composition, expertise and roles within the organisation's governance are essential for understanding how ESG impacts — including human rights — are integrated into strategy and operations. Governance determines how effectively the company oversees sustainability matters, how responsibilities are distributed and how capable the organisation is of ensuring that ESG considerations inform decision-making, aligned **with principles of ESG-integrated governance**.

The governing body of the company is represented by a **Board of Directors**, within which one female member serves, contributing to diversity in leadership and reinforcing the organisation's commitment to inclusive governance. In conducting its business activities, the company pursues not only profit but also one or more purposes of common benefit, consistent with the framework of **a Benefit Company and supporting purpose-driven governance**.

The organisation is insured against physical risks, ensuring protection of its assets and operational continuity and reflecting a proactive approach to risk-management resilience.

- **Governance composition** — Board of Directors with one female member.
- **Common-benefit purpose** — The company integrates objectives of shared value into its business model.
- **Physical-risk insurance** — Coverage supports organisational resilience and responsible governance.

This governance framework strengthens the organisation's ability to oversee ESG matters, integrate sustainability into strategic direction and ensure responsible, purpose-aligned leadership.

Professional ethics

GRI 204

The organisation's political and ethical commitments form the foundation of responsible business conduct and guide how human rights, ESG risks and ethical performance are integrated into strategy and daily operations. These commitments shape the company's core values and ensure that its decisions reflect integrity, transparency and accountability, **aligned with principles of responsible business conduct**.

A key element of this approach is the identification of ESG risks and the implementation of appropriate tools to address them, ensuring that the organisation maintains high ethical standards and protects the rights and expectations of stakeholders across the value chain.

The company trades goods whose traceability is **fully guaranteed**, reinforcing product integrity and supporting responsible sourcing. It also tracks lot creation per product, ensuring that every item can be monitored throughout its life cycle and strengthening traceability governance as part of its **ethical-performance framework**.

- **Product-traceability systems** — Guaranteed traceability and lot-tracking reinforce transparency and responsible value-chain management.

These practices demonstrate the organisation's commitment to ethical conduct, human-rights protection and robust ESG risk management, ensuring that its political and ethical principles are consistently reflected in operations.

Normative compliance

GRI 2-22 • GRI 2-23 ESRS 2 MDR-P VSME B1

Regulatory compliance reflects the organisation's ability to operate in accordance with legal requirements and recognised standards. Certifications and formal commitments serve as evidence of compliance, strengthen stakeholder trust and contribute to the mitigation of ESG-related risks. This framework ensures that the company's operations are aligned with established quality, ethical and sustainability principles, **consistent with regulatory-aligned governance**.

The company **holds ISO 9001 (Quality Management System) certification**, demonstrating structured processes, continuous improvement and a commitment to quality across all operational phases. It also adheres to international initiatives, protocols and frameworks such as the GRI Standards, reinforcing transparency and alignment with globally recognised sustainability reporting practices.

The organisation **has adopted a Code of Ethics**, which defines the values and behavioural principles guiding its operations and interactions with stakeholders. In addition, it has implemented a data-privacy and security policy, ensuring responsible management of personal data and strengthening its approach to privacy-compliant operations.

- **Quality-management compliance** — ISO 9001 certification confirms adherence to recognised quality standards.
- **Ethical-governance commitments** — Code of Ethics and data-privacy policies reinforce responsible conduct and risk mitigation.

These elements collectively demonstrate the organisation's commitment to regulatory compliance, ethical performance and alignment with international sustainability frameworks.

Synesgy's recommended actions



Business and Governance

- Identify a responsible figure for the Whistleblowing process.
- Strengthen governance safeguards.
- Implement training on the code of ethics for employees, consultants, and suppliers.
- Implement or draw up a business plan in line with the objective of the European Commission to ensure that all packaging in the EU is reusable or recyclable by 2030.



Water, Energy and Waste

- Evaluate the implementation of separate waste collection for other materials as well.
- Implement initiatives, measures, or actions to mitigate the impact of climate change.
- Measure corporate emissions related to air pollution to understand environmental impact and identify appropriate improvement actions.
- Provide products with adequate labeling/information regarding disposal practices for any additional packaging.

Environmental Certifications

- Adopt ISO 14001 certification for environmental management.
- Adopt ISO 50001 certification for energy management systems.
- Consider obtaining third-party certifications related to the energy rating of the buildings.



Personnel Management, Certifications and Regulations

- Publish the company policy on Equality, Diversity and Inclusion on the website.
- Consider adopting the guidelines provided by ISO 45001 for occupational safety and health management.
- Adopt policies for the management of human rights and child labour, including forced or compulsory labour.
- Strengthen regular consultations with key stakeholders.



Regulatory Certifications

- Prepare a report containing the company's results regarding environmental and social sustainability.
- Adopt ISO 37001 certification for the anti-bribery management system.
- Consider obtaining nationally and/or internationally recognized certifications for your processes.



Relationship with Stakeholders and the Local Area

- Consider membership of cooperative enterprises, agri-food protection consortia and/or producer organizations.
- Assess the social and environmental impacts of the company's supply chain.
- When searching for and selecting suppliers, evaluate and reward their commitment to the circular economy.
- Consider joining agri-food protection consortia.

GRI Key Concept

Key Concepts (GRI 1, Section 2, Page 8)

Understanding the basic concepts for sustainability reporting is essential for those who collect and prepare the information for reporting, as well as for those who read that information using the GRI Standards. The main concepts are:

- ✓ **Impacts:** Consequences of an organization's activities on economic, environmental and social systems, including human rights. They can be direct or indirect, short-term or long-term, and can occur inside or outside the organization. It is important to consider the entire value chain of the organization when evaluating its impacts.
- ✓ **Material topics:** Identified through a due diligence process that takes into account the organization's impacts, stakeholder expectations, and the operating context. Material topics should be relevant—meaning significant to both the organization and its stakeholders—comprehensive, encompassing all significant impacts of the organization, and comparable, enabling consistent comparison across organizations, sectors, and over time.
- ✓ **Due diligence:** An ongoing process that involves identifying and understanding the potential impacts of the organization, evaluating the severity and likelihood of these impacts, implementing prevention and mitigation measures to avoid or minimize negative effects, and continuously monitoring and reporting on the effectiveness of these measures and the progress achieved.
- ✓ **Stakeholders:** Individuals or groups who may be positively or negatively impacted by an organization's activities.

Requirements for Reporting in Accordance with the GRI Standards (GRI 1, Section 3, Page 11)

Reporting in accordance with the GRI Standards enables an organization to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including those related to human rights, as well as how these impacts are managed. This transparency allows users of the information to make informed assessments and decisions regarding the organization's impacts and its contribution to sustainable development.

To report in accordance with the GRI Standards, an organization must comply with all specified requirements, including applying the reporting principles, disclosing general and material topic-specific information, providing reasons for any omissions, publishing a GRI content index, and notifying GRI of the report's publication.

By adhering to these standards, organizations demonstrate accountability and enable stakeholders—such as investors, customers, employees, and regulators—to evaluate their sustainability performance with confidence.

Requirements for Reporting with Reference to the GRI Standards (GRI 1, Section 3, Page 11)

An organization may prepare a report with reference to the GRI Standards when it is unable to fully comply with all the requirements necessary to report in accordance with the GRI Standards. Over time, the organization should aim to transition to full reporting in accordance with the GRI Standards to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including human rights.

Additionally, an organization can prepare a report with reference to the GRI Standards if it uses selected Standards or parts of their content to disclose information on specific topics or for particular purposes, such as meeting climate change reporting requirements.

To report with reference to the GRI Standards, the organization must comply with three key requirements: publishing a GRI content index, providing a statement of use, and notifying GRI. The organization should also apply the reporting principles to ensure high-quality reporting and explain how it manages its impacts for the topics covered, as outlined in Disclosure 3-3 of GRI 3: Material Topics 2021.

This approach offers a more accessible pathway for organizations beginning their sustainability reporting journey, while encouraging continuous improvement towards full compliance with the GRI Standards.

Reporting Principles and Related Requirements (GRI 1, Section 4, Page 20)

Reporting principles are fundamental to achieving high-quality sustainability reporting. They guide organizations in ensuring that the information presented is accurate, reliable, and clearly communicated. The eight reporting principles are:

- ✓ **Accuracy:** Information must be correct and detailed enough to allow a proper assessment of the organization's impacts.
- ✓ **Balance:** Information should be presented impartially, providing a fair representation of both positive and negative impacts.
- ✓ **Clarity:** Information must be accessible and easy to understand for all users.
- ✓ **Comparability:** Information should be consistently selected, compiled, and reported to enable meaningful comparisons over time and across organizations.
- ✓ **Completeness:** The report should disclose sufficient information to fully assess the organization's significant impacts.
- ✓ **Sustainability context:** The organization's impacts should be presented within the broader context of sustainable development.
- ✓ **Timeliness:** Information must be reported regularly and in time to support informed decision-making.
- ✓ **Verifiability:** The quality and accuracy of the reported information should be capable of independent verification.

Additional Recommendations for Reporting (GRI 1, Section 5, Page 25)

An organization should align its sustainability reporting with relevant regulatory and legislative requirements, particularly those related to financial reporting. This alignment helps ensure consistency, transparency, and credibility across all disclosures.

To further enhance the credibility of its sustainability reporting, an organization can adopt various best practices, including:

- ✓ **Internal controls:** Examples include (i) establishing procedures to ensure the integrity and credibility of data and (ii) evaluating the adequacy of financial controls for sustainability.
- ✓ **External assurance:** Examples include (i) verifying the quality and credibility of the information and (ii) a publicly available assurance process.
- ✓ **Stakeholder engagement:** Examples include (i) seeking feedback and (ii) obtaining advice on the data to be reported.

GRI Index

Declaration of use

MENELAOS FRESH S.A. has reported with reference to the GRI Standards for the period 01/01/2025 – 31/12/2025.

GRI Standard		GRI title	Chapter/paragraph	Page
General Disclosures 2021	2-1	Organizational details	Organization Profile	5
	2-2	Entities included in the organization's sustainability reporting	Organization Profile	5
	2-3	Reporting period, frequency and contact point	Informations of reporting	9
	2-4	Restatements of information	Informations of reporting	9
	2-5	External assurance	Informations of reporting	9
	2-6	Activities, value chain, and other business relationships	Organization Profile	5
	2-7-a	Report the total number of employees and a breakdown by gender and geographic area	Employment	26
	2-7-b	Report the total number of employees by employment contract type	Employment	26
	2-9-a	Describe the governance structure and the highest governance body	Governance	36
	2-22	Sustainable development strategy statement	Normative compliance	36
	2-23	Policy commitment	Normative compliance	36
	2-25	Processes aimed at remediating negative impacts	Environmental impact management	20
	2-29-a	Describe your approach to stakeholder engagement.	Employment	26
	2-30-a	Report the percentage of total employees covered by collective bargaining agreements	Employment	26
GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental impact management	20
	3-3	Management of material topics	Energy	21
Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Local communities and virtuous initiatives	32
Procurement Practices 2016	204		Professional ethics	36

GRI Standard		GRI title	Chapter/paragraph	Page
Materials 2016	301-1	Materials used by weight or volume	Materials	21
	301-2	Recycled input materials used	Materials	21
	301-3	Reclaimed products and their packaging materials	Waste	23
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy	21
	302-5	Reductions in energy requirements of products and services	Energy	21
Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water and water discharges	22
	303-5	Water consumption	Water and water discharges	22
Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions	22
	305-2	Energy indirect (Scope 2) GHG emissions	Emissions	22
	305-5	Reduction of greenhouse gas (GHG) emissions	Environmental impact management	20
	305-5	Reduction of greenhouse gas (GHG) emissions	Emissions	22
GRI 306: Waste 2020	306-1	Waste generation and significant related impacts	Waste	23
	306-2	Management of significant waste-related impacts	Waste	23
	306-3	Waste generated	Waste	23
Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment	26
Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Training	27
	403-9	Work-related injuries	Employment	26
Training and Education 2016	404-1	Average hours of training per year per employee	Training	27
	404-2	Programs for upgrading employee skills and transition assistance programs	Training	27
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Employment	26
	405-2	Ratio of basic salary and remuneration of women to men	Employment	26
Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Customer relations	32



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