



ESG · ANNUAL DISCLOSURE

SUSTAINABILITY REPORT

2025

E

ENVIRONMENTAL

Climate · Resources · Soil

S

SOCIAL

People · Community · Safety

G

GOVERNANCE

Ethics · Transparency · Risk



ABOUT THIS REPORT

This Sustainability Report is prepared in accordance with the European Sustainability Reporting Standards (ESRS), as adopted under the Corporate Sustainability Reporting Directive (CSRD). It covers 1 January to 31 December 2025 and is aligned with the consolidated financial statements.

The report is prepared on an operational control basis and covers the Group's activities across food manufacturing, farming, retail and other operations, including material upstream and downstream value-chain elements where impacts occur.

The content of the report is determined through a double materiality assessment that identifies material environmental, social and governance impacts, risks and opportunities across ESRS topics. The assessment includes climate-change analysis, biodiversity resilience, water availability, soil-related risks and regulatory exposure.

Sustainability information is based on internal data-collection systems and external data providers, with estimates and benchmarks applied where necessary and disclosed accordingly. Comparative information for the prior period is included where available.

This report reflects the application of ESRS phasing-in provisions and represents an "as-is" position of the Group's sustainability performance and risk profile — a transparent baseline for current impacts and future challenges.

The Sustainability Statement forms part of the consolidated management report, has been approved by the Board of Directors, and has not been externally assured.

AT A GLANCE

FRAMEWORK

ESRS / CSRD

PERIOD

1 Jan – 31 Dec 2025

BOUNDARY

Operational control

SCOPE

17 Group companies

YEAR

Year 1 (first CSRD)

COMPARATIVES

2024 included

ASSURANCE

Not assured (voluntary)

HELLO FROM OUR CEO



We have prepared this Sustainability Report because we believe it is the right step forward for our business.

At Vikonda Group, we believe that sustainable growth is not a separate direction – it is an integral part of how we aim to operate every day. Across our group, from food production to agriculture and retail, we are committed to creating long-term value responsibly: for our consumers, our employees, our partners, and the communities in which we operate.

For us, this report marks the beginning of a more structured sustainability journey. It helps us understand where we are today — how our activities impact the environment, people, and society — and which sustainability topics are most material to our business.

It also helps us define where we want to go. As a growing, vertically integrated food group, our priority is to remain resilient, responsible, and relevant in a rapidly changing environment. This means identifying the indicators that truly matter to our business — from resource efficiency and supply chain transparency to product quality, employee safety, and community impact.

We see sustainability not as an abstract ambition, but as a way to ensure continuity: to remain a trusted partner for our customers, a reliable employer in our communities, and a responsible producer within the food value chain.

Mindaugas Snarskis

Chief Executive Officer · Vikonda Group, JSC

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MEET VIKONDA GROUP

ORGANISATION OVERVIEW

JSC Vikonda Grupė · Code 261592650

Didžioji g. 22, LT-57255 Kėdainiai, Lithuania

Founded 1990 · 35 years of heritage

SUSTAINABILITY GOVERNANCE

Board oversight via the Sustainability unit, responsible for ESG performance review and strategic initiatives.

Chief Sustainability Officer reports directly to the CEO.

COMPANIES INCLUDED IN THIS REPORT (17 ENTITIES)

COMPANY	SECTOR	NACE
JSC Kėdainių konservų fabrikas	Processing & preserving of fruit and vegetables	C 10.39
JSC Vikeda	Manufacture of ice cream	C 10.52
JSC Krekenava	Growing of cereals, leguminous crops, oil seeds	A 01.11
JSC Liberiškis	Dairy production, Growing of cereals, leguminous crops, oil seeds	A 01.11
JSC Kėdainių aruodai	Wholesale of grain, seeds and animal feeds	G 46.21
JSC Agropartneris	Wholesale of grain, seeds and animal feeds	G 46.21
JSC Sibena	Retail sale in non-specialised stores	G 47.11
JSC EVA paslaugos	Accounting, bookkeeping, auditing, tax consulting	M 69.20
JSC Legrita	Restaurants and mobile food-service activities	I 56.11
JSC Fizinės saugos ekspertai	Private security activities	N 80.10
VšĮ Rinkos aikštė	Publishing of directories and mailing lists	J 58.12
AB agrofirma Josvainiai	Distribution of gaseous fuels through mains	D 35.22
Viltis-Vikonda foundation	Other social work activities n.e.c.	Q 88.99
JSC Vikonda Grupė	Activities of head offices	M 70.10

BASIS FOR PREPARATION

REPORTING FRAMEWORK

Prepared in accordance with the European Sustainability Reporting Standards (ESRS) under EU Regulation 2023/2772 and Directive 2013/34/EU (CSRD).

ESRS 1

General Requirements applied

ESRS 2

General Disclosures applied

TOPICAL ESRS

E1–E5, S1–S4, G1 applied

REPORTING PERIOD

Covers the same period as the consolidated financial statements; consolidation on an operational-control basis.

PERIOD

1 January – 31 December 2025

REPORTING DATE

June 2026

CONSOLIDATION

Operational control

VALUE-CHAIN BOUNDARIES

Coverage of upstream value chain (raw-material suppliers, dairy farms, vegetable growers) and downstream (distributors, retailers, end consumers).

TIER 1 SUPPLIERS

100% coverage

TIER 2 SUPPLIERS

75% coverage

DOWNSTREAM

Distribution partners

DATA QUALITY & ESTIMATION

Sustainability data is collected through established internal systems and external data providers. Where actual data is unavailable, reasonable estimates and industry benchmarks are used.

PRIMARY DATA

92% of metrics

ESTIMATED DATA

8% (disclosed)

EXTERNAL VERIFICATION

Selected KPIs

COMPARATIVE INFORMATION

Comparative information for 2024 is presented where available. First-time disclosure applies to certain ESRS requirements as this is our first CSRD-compliant report.

2024 COMPARATIVES

Included

BASELINE YEAR

2020 (climate)

RESTATEMENTS

None required

ASSURANCE & APPROVAL

Limited assurance is not required for voluntary reporting under CSRD. The Sustainability Statement forms part of the consolidated management report.

ASSURANCE

Not externally assured

LOCATION

Consolidated mgmt report

BOARD APPROVAL

June 2026

PHASING-IN PROVISIONS: Full Scope 3 (Cat 1–8), enhanced biodiversity metrics and quantitative financial effects for material IROs reported from 2027. GOV, SBM-1, SBM-2, IRO-1, S1, G1 — all fully reported in Year 1.

PERFORMANCE SNAPSHOT

31k t

Production output

26.5 GWh

Energy used

750

Employees (peak season)*

30+

Export markets

ENVIRONMENTAL PERFORMANCE

- Initial transition toward renewable energy, including on-site solar generation and biomethane recovery from waste streams
- High use of recyclable packaging materials, with glass as the dominant format
- Water consumption concentrated in food production with closed-loop systems in processing facilities
- Local sourcing model (up to 66% vegetables, 100% dairy) reducing transport-related environmental impact
- Climate resilience assessed across 100% of operational sites using scenario-based modelling
- Precision agriculture practices applied to optimise fertiliser use

SOCIAL PROFILE

- Strong local employment model — ~99% of workforce sourced from surrounding communities
- Established occupational health & safety system with TRIR of 1.9 and zero fatalities
- Continuous employee development through training, leadership programmes and external engagement
- Active community integration through local employment, retail presence and social initiatives
- High food-safety and quality standards via certified systems and full traceability
- Product portfolio supporting food accessibility across consumer segments and life stages

WHAT WE DO

Vikonda Group, JSC is a vertically integrated business group founded in 1990, operating in agriculture, food production, trade, and services. The Group unites 17 companies. In 2025, consolidated revenue reached EUR 98.8 million, with exports to more than 30 countries worldwide. Food manufacturing operates principally through JSC Kėdainių konservų fabrikas and JSC Vikeda.

* High-season average. Total headcount at end-of-year: 675

SBM-1, E1-3, E1-4, E1-5, E3-4, E5-2, S1-6, S1-13, S1-14, S3-4, S4-4

FOOD MANUFACTURING

Two principal operating units — ice cream & desserts (JSC Vikeda) and preserved foods (Kėdainių konservų fabrikas).

ICE CREAM & DESSERTS

J S C V I K E D A

Output: 7.3 thousand tonnes

EUR 25.5m

Annual revenue

148

Employees

Produces ice cream and frozen dairy desserts at its facility in Kėdainiai, Lithuania. Driven by continuous innovation and a strong focus on high-quality, fresh ingredients.

PRODUCTS

- Ice cream in wafer cones
- Ice cream in wafer cups
- Ice cream in tubes
- Ice cream in family-size packs
- Curd snacks (curd bars)
- Ice cream in family-size tubs

PRESERVED FOOD

J S C K Ė D A I N I Ū K O N S E R V Ū F A B R I K A S

Output: 24 thousand tonnes

EUR 45.9m

Annual revenue

247

Employees

Produces traditional Lithuanian preserved foods, sauces, mayonnaise, and organic baby food under heritage recipes.

PRODUCTS

- Pickled vegetables
- Sauces & mayonnaise
- Organic baby food (Marmaluzi)
- Canned vegetables and ready meals
- 250+ products in portfolio

SEASONALITY

Employment figures shown for Dec 31, 2025; ice-cream production peaks in summer, preserved-food canning in autumn.

ICE CREAM



BUSINESS ACTIVITY

JSC **Vikeda** manufactures ice cream and frozen dairy desserts at its facility in **Kėdainiai, Lithuania**. Ice cream production operations commenced in **1997**.

Quality Management
Operates under food safety and quality management systems compliant with **IFS Food Standard**



PRODUCTS

Product variations: Different fillings, coatings and ingredients including chocolate, nuts, fruit and caramel
Private-Label Development Services
Customised flavours, shapes and packaging formats for customer partners



On the market from 1997

icetopia
escape the typical!



On the market from 2025



KEY INPUTS AND RESOURCES

Primary Raw Material
Fresh Whole Milk and butter
Used as base ingredient in ice cream mixtures

4,100 tonnes in 2025

Other Production ingredients
Sugar, fruits and chocolate

Packaging mix
90% paper based



MARKETS AND CUSTOMERS

Export markets
Products exported to more than 30 countries worldwide

Customer Categories:
Retail customers(DADU and ICETOPIA brand products)
Private-label partners(customised products)

PRODUCTS



Ice cream

Cheesecakes



NR.1 BRAND
in Lithuania*



Fresh, raw whole milk
used in production
from nearby locations



No palm oil is used
in production



– it's ice cream utopia. When it
seems impossible - it happens in
our ice cream.



*By market share (Nielsen retail data Lithuania 2024)
By brand awareness (RAIT Ice cream brand awareness research Lithuania 2024)

MAYONNAISE, SAUCES AND CANNED FOOD



BUSINESS ACTIVITY

JSC Kėdainių konservų fabrikas manufactures sauces, condiments, and canned food products at its modern facility near Kėdainiai, Lithuania. Operations date back to 1944, with production continuing in a newly built factory since 2004..

Quality Management

Certified under BRCGS, HACCP, LT-EKO-001 (organic), HALAL, and KOSHER standards



PRODUCTS

Mayonnaise, sauces, spreads, canned vegetables, ready meals, and sweet preserves

Over 300 recipes and 400 product variations using natural ingredients

Private-Label Development Services

Customised flavours, shapes and packaging formats for customer partners



On the market from 1944



First LT baby food brand on the market from 2011



On the market from 1920

KEY INPUTS AND RESOURCES

Primary Raw Material
Vegetables

6,220 tonnes in 2025

Other Production ingredients
Food oil, sugar, tomatoe paste

Packaging mix by volume:
89% glass



MARKETS AND CUSTOMERS

Products exported to more than 30 countries worldwide

Customer Categories:

Retail customers (Kėdainių konservai)

HORECA (HORECA professional)

Private-label partners(customised products)

PRODUCTS



CANNED FOOD



marmaluzi BABY FOOD

Child-Friendly. Our products are free from preservatives, flavor enhancers, or additives, 100% natural, and customized to suit baby's age, texture preferences, and taste.

MAYONNAISE

TOMATO-BASED COOKING SAUCES

SPECIALISED SAUCES

PRESERVED VEGETABLE PRODUCTS

READY MEALS

DIPS



PUREES

BABY FOOD

PORRIDGES

DRINKS

SNACKS



PACKAGING SOLUTIONS

- GLASS JARS
- GLASS BOTTLES
- PLASTIC BOTTLES
- PLASTIC BUCKETS
- METAL TINS

PACKAGING SOLUTIONS

- POUCH BAGS
- GLASS JARS
- GLASS BOTTLES

TOP QUALITY CERTIFICATION STANDARDS

- BRC FOOD CERTIFIED
- EUROPEAN UNION CERTIFIED
- HACCP CERTIFIED

TECHNOLOGIES

- 97°C PASTEURIZATION
- 110°C STERILIZATION

FARMING

INTEGRATED FARMING & DAIRY

Large-scale crop cultivation by Krekenava, JSC (5,200 ha, agrodrones and data-driven decisions) and dairy farming by Liberiškis, JSC (965 ha, milk yield up to 29 L per cow per day), integrated with grain storage and trade through JSC Kėdainių aruodai.

CONSERVATION TILLAGE

Conservation Tillage at JSC Krekenava — a farming practice that minimizes soil disturbance to protect long-term land health. Key benefits: healthier soil (more organic matter and microbes), better water retention, less erosion, carbon stored in the ground, and lower fuel use from fewer tractor passes.

EUR 14.8m

Annual revenue

75

Employees

6,200 ha

Total farmland

25 thousand t

Grain & oilseed harvest

30 thousand t

Sugar-beet harvest

724 cattle

of which 385 dairy cows

3,300 t

Milk produced

48 thousand t

Grain & seed traded



CERTIFICATION

JSC Krekenava holds GLOBALG.A.P. GRASP certification for beetroot production at one site — covering harvest and product handling, with compliance on worker health, safety and social practices.

CARBON FARMING

JSC Krekenava participates in the eAgronom carbon-farming programme under the Verified Carbon Standard (VCS), with credits issued for GHG reductions or removals across enrolled fields.

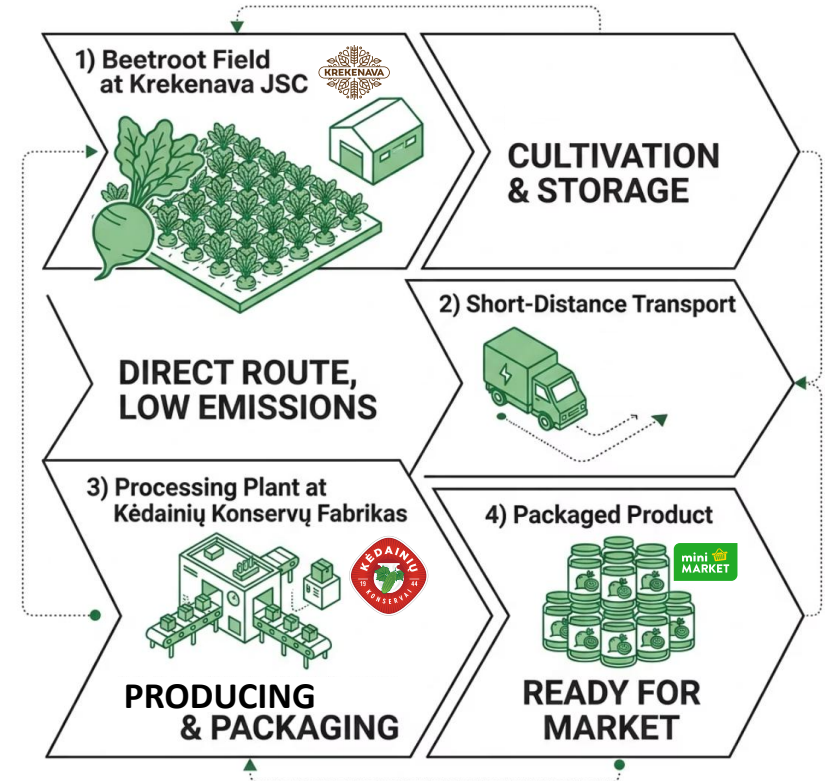


From the fields of Kėdainiai — one of Lithuania's most fertile farming districts.

SHORT SUPPLY CHAIN

VERTICALLY INTEGRATED

From Krekenava’s fields to the jar on your table, our vertically integrated model enables us to manage and optimize each step of the value chain. This approach helps reduce external dependencies and supports our sustainability objectives.



RETAILING · JSC SIBENA

CONVENIENCE RETAIL



JSC Sibena is a growing convenience-retail operator focused on accessible, community-based stores offering a wide range of daily goods. Its strategy centres on network expansion, customer proximity, competitive pricing and continuous modernization.

EUR 10.4m
Annual revenue

88
Employees

28
Stores

4,000
SKUs per store

150k
Monthly visitors

STRATEGIC DIRECTION

Ongoing store expansion and network scaling. Mini Market stores create a local, community-oriented atmosphere — neighbours, familiar staff, everyday essentials close to home.



LOCAL CONVENIENCE

A growing network of community stores across Lithuania — proximity, range, and familiar service.

Sibena Mini Market — community proximity, competitive pricing, continuous modernisation.

OTHER ACTIVITIES

Services to Group companies, public services, media and social impact.

EUR 12.6m
Combined annual revenue

108
Employees across other activities

MEDIA

Rinkos aikštė

The only local newspaper in Kėdainiai and a leading regional news portal, delivering first-hand local news.

SECURITY SERVICES

JSC Fizinės saugos ekspertai

Physical protection, CCTV systems and risk assessment, supporting business safety in the region.

FINANCIAL SERVICES

JSC EVA paslaugos

Accounting and financial services across the Vikonda Group, using modern tools and ensuring high-quality, compliant financial management.

FOOD SERVICE

JSC Legrita · Uršulė restaurant

Food-service operations in central Kėdainiai — diverse menu from traditional dishes to ceramic-grill meals; quality, hospitality, customer experience.

ENERGY SUPPLY

SC agrofirma Josvainiai

Regional natural-gas supplier providing distribution services and regulated energy supply in the Kėdainiai district.

SOCIAL IMPACT · VILTIS-VIKONDA FOUNDATION

Vikonda Group's charity and support foundation focuses on social impact through programmes for youth, seniors and community projects — contributing to social cohesion in the Kėdainiai region and beyond.

SUSTAINABILITY THROUGH OUR FOOD PRODUCTS

How sustainability shows up across each product category.

<p>ICE CREAM</p> 	<p>7.3 thous. t</p>	<p>CERTIFICATION IFS Food Version, HALAL</p>	<p>SUSTAINABILITY COMMITMENTS</p> <ul style="list-style-type: none"> · Fresh milk · Locally sourced ingredients · No palm oil in own brand · 3 ICETOPIA products nominated in PLMA 2025 "Innovation expo"
<p>SAUCES & MAYONNAISE</p> 	<p>12.8 thous. t</p>	<p>CERTIFICATION BRCGS A+, HACCP, HALAL</p>	<p>SUSTAINABILITY COMMITMENTS</p> <ul style="list-style-type: none"> · No artificial preservatives · Cage-free eggs · Sunflower oil from Europe · 89% glass packaging (recyclable)
<p>PRESERVED FOOD</p> 	<p>11 thous. t</p>	<p>CERTIFICATION KOSHER</p>	<p>SUSTAINABILITY COMMITMENTS</p> <ul style="list-style-type: none"> · 66% Lithuanian vegetables · 200+ farmer contracts
<p>BABY FOOD</p> 	<p>1 thous. t</p>	<p>CERTIFICATION EU Organic (LT-EKO-001)</p>	<p>SUSTAINABILITY COMMITMENTS</p> <ul style="list-style-type: none"> · EU Organic certified · Pesticide-free ingredients · Eco-farming support to growers · Marmaluzi brand refreshed 2025

GOVERNANCE

BOARD COMPOSITION & EXPERTISE

3

BOARD MEMBERS

67%

WOMEN

0

ESG EXPERTS

BOARD RESPONSIBILITIES

Strategy oversight: Approval of sustainability strategy, climate targets, and materiality assessment annually.

Risk supervision: Review of sustainability-related risks and opportunities monthly.

Performance monitoring: KPI tracking against targets, remediation of negative impacts.

Stakeholder engagement: Oversight of stakeholder consultation processes.

Reporting approval: Sign-off on sustainability statement and external disclosures.

STATEMENT ON DUE DILIGENCE

As of 2025, Vikonda Group complies with all applicable regulations on transparency and traceability across its food manufacturing value chain. The integration of sustainability due diligence processes aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights is ongoing, with additional criteria being gradually introduced. Due to the Group's predominantly local procurement model, the due diligence process remains less complex.

RISK MANAGEMENT & INTEGRATION

Integration of sustainability-related risks and opportunities into Vikonda's enterprise risk management (ERM) framework is currently in progress and will be overseen by the top management.

INTERNAL CONTROLS

Robust internal control system established to ensure accuracy, completeness, and reliability of sustainability information disclosed in this statement.

2030 POSITION FOR VIKONDA

Reliable, compliant, operationally resilient food and agriculture group with strong vertical integration and stable retailer / export capability.

- ✓ Lower energy intensity
- ✓ Stronger operational continuity
- ✓ Stable food-safety performance
- ✓ Lower packaging risk
- ✓ Stronger local sourcing resilience
- ✓ Stable workforce retention
- ✓ Moderate emissions reduction through efficiency
- ✓ Good retailer / export compliance
- ✓ No major environmental incidents
- ✓ Climate adaptation built into CAPEX decisions
- ✓ Strong policy implementation

STAKEHOLDERS

Vikonda Group engages with a diverse range of stakeholders to understand their interests, views, and expectations regarding our sustainability performance and impacts.

STAKEHOLDER GROUP	KEY INTERESTS & VIEWS	ENGAGEMENT METHODS	HOW VIEWS INFORM STRATEGY
Employees	Health & safety, fair wages, training, work-life balance, job security	Surveys, annual reviews, training, daily updates, work councils, company events	Informed OHS program enhancements, retention initiatives, training budget increase
Suppliers	Fair pricing, long-term contracts, sustainability requirements, payment terms	Supplier meetings, audits, farmer forums, partnership programs	Shaped responsible sourcing policy, local supplier preference, capacity building
Costumers	Food safety, ingredient transparency, health, local sourcing, animal welfare	Market data	Enhanced labeling, organic product expansion, focus on product safety, allergen information
End consumers	Product quality, affordability, healthy nutrition, sustainability, ethical sourcing	Social media, consumer surveys, product feedback, retailer insights	Supported product development, healthier product portfolio expansion, improved communication and transparency
Local Communities	Employment, emissions, water use, traffic, community investment	Public consultations, community meetings, grievance mechanism	Air quality monitoring, community fund allocation, local hiring
Capital providers	Climate risk, ESG performance, governance, targets	Direct meetings, negotiations, contracts, reporting disclosures	Improved governance, target setting, enhanced disclosure quality
Regulators	Compliance, environmental permits, food safety, labor standards	Regular reporting, inspections, consultations on new regulations	Ensured regulatory compliance, proactive sustainability reporting
NGOs & Civil Society	Biodiversity, packaging waste, climate action, supply chain transparency	Transparent reporting	Increases transparency

DOUBLE MATERIALITY ASSESSMENT

Vikonda Group conducted a comprehensive double materiality assessment in accordance with ESRS requirements, evaluating both impact materiality (inside-out perspective) and financial materiality (outside-in perspective) across Environmental, Social, and Governance topics.

1. CONTEXT & UNDERSTANDING

Analysis of business model, value chain, and stakeholder landscape across food manufacturing operations

2. IRO IDENTIFICATION

Identification of potential impacts, risks, and opportunities across all ESRS topics through stakeholder engagement

3. MATERIALITY SCORING

Assessment of severity/magnitude, likelihood, scale, scope, and irremediability for impacts; probability and magnitude for financial effects

4. VALIDATION

Board-level review and approval of material topics with stakeholder validation and external assurance readiness

FINANCIAL MATERIALITY CRITERIA

- Magnitude of potential effect
- Likelihood of occurrence
- Time horizon

IMPACT MATERIALITY CRITERIA

- Magnitude of potential effect
- Likelihood of occurrence
- Time horizon

DOUBLE MATERIALITY

- Financial materiality outcome
- Impact materiality outcome
- Combined assessment result
- Materiality threshold
- Time horizon consideration

MATERIAL TOPICS

Environmental (E1-E5)

- E1 Climate Change - 7 Material IROs
- E2 Pollution - 2 Material IROs
- E3 Water & Marine - 2 Material IROs
- E4 Biodiversity - 5 Material IROs
- E5 Circular Economy - 7 Material IROs

Social (S1-S4)

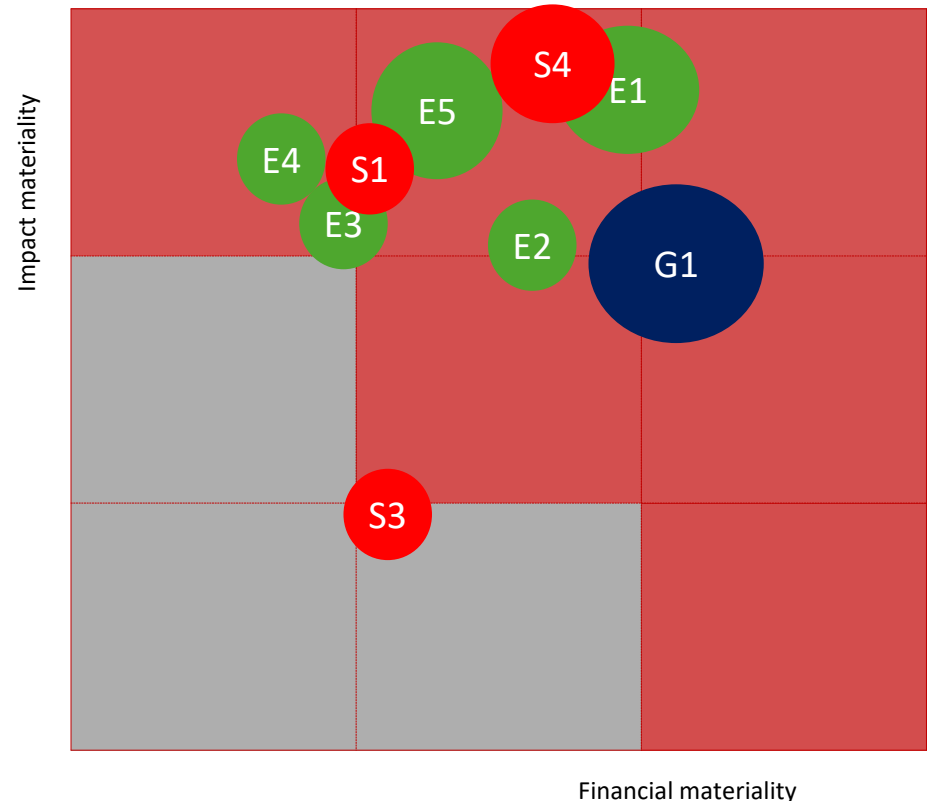
- S1 Own Workforce - 5 Material IROs
- S2 Value Chain Workers - 0 IROs
- S3 Communities - 2 Material IROs
- S4 End-users - 5 Material IROs

Governance (G1)

- G1 Business Conduct - 7 Material IROs

Cross-Standard Topics

Ethics, Anti-corruption, Supply chain transparency, Data protection



IMPACTS

Vikonda Group engages with a diverse range of stakeholders to understand their interests, views, and expectations regarding our sustainability performance and impacts.

Standard	Topic	Description	Impact type		Materiality level
ESRS E1	GHG Emissions	Operational activities result in direct greenhouse gas emissions from fuel combustion and refrigeration systems, as well as indirect emissions associated with electricity generation. These emissions contribute to the accumulation of greenhouse gases in the atmosphere and the progression of global climate change.	Actual	-	4,0
ESRS E1	GHG Emissions	Value chain activities, including raw material production, packaging manufacturing and logistics, generate greenhouse gas emissions that contribute to global atmospheric concentrations and climate change.	Actual	-	4,0
ESRS E1	Energy use	Continuous energy demand across operations increases reliance on energy generation systems and indirectly contributes to greenhouse gas emissions and resource consumption.	Actual	-	3,4
ESRS E2	Pollution	Operational processes result in emissions to air and discharges to water that may affect local environmental quality and surrounding ecosystems.	Actual	-	2,9
ESRS E3	Water consumption	Operational water withdrawal and consumption influence the availability of freshwater resources within local catchments.	Actual	-	3,2
ESRS E4	Biodiversity upstream	Agricultural sourcing activities may contribute to ecosystem pressure and biodiversity decline within supply chain regions.	Actual	-	3,6
ESRS E4	Biodiversity own operations	Land use and operational activities may influence habitat conditions and biodiversity within areas surrounding operational sites.	Actual	-	3,2
ESRS E5	Inputs	Packaging materials require natural resource extraction and generate post-consumer waste streams, contributing to resource depletion and environmental pollution.	Actual	-	3,6

IMPACTS

STANDARD	TOPIC	DESCRIPTION	IMPACT TYPE	MATERIALITY LEVEL
ESRS S1	Occupational health and safety (Own workforce)	Operational activities across manufacturing, agricultural and industrial environments expose employees to machinery, chemicals, biological agents and physical hazards. These exposures may result in occupational injuries, illnesses, or long-term health effects despite established preventive and safety measures.	Actual	2,8
ESRS S3	Local communities	Operational activities such as production, farming, and logistics may affect local communities through noise, odour, traffic, water use and employment practices, potentially influencing local environmental conditions and community wellbeing around operational sites.	Actual	–
ESRS S4	Food access	The Group produces and supplies staple foods, preserved foods, dairy-based products and other consumer food products that increase the availability of affordable and convenient food for consumers across multiple markets.	Actual	3,0
ESRS S4	Nutritional profile	The Group's product portfolio includes agricultural raw materials and processed foods with varying nutritional characteristics. These products contribute to dietary intake of energy, protein and other nutrients, while the overall health impact depends on product composition, portion size and consumption patterns.	Potential	4,0
ESRS S4	Food safety	Food production and processing activities carry inherent risks of contamination or quality failures that could result in adverse consumer health outcomes if not properly controlled through food safety management systems and cold-chain controls.	Potential	4,0
ESRS G1	Animal welfare	Dairy farming activities influence animal welfare outcomes through herd management, housing conditions, veterinary care and handling practices. These practices directly affect cow health, stress levels, productivity and lifespan across farming operations.	Actual	2,7
ESRS G1	Supply chain management	Procurement and supplier management practices influence environmental and social outcomes within the supply chain, including human rights protection, deforestation prevention and animal welfare standards among upstream suppliers.	Actual	4,0
ESRS G1	Quality control	Quality management and operational control systems influence product consistency, production efficiency and compliance with safety and regulatory requirements across agricultural and food production activities.	Actual	4,0
ESRS G1	Ethics and business conduct	Ethical conduct and governance practices influence transparency, responsible decision-making and compliance across the organisation and its value chain, affecting relationships with employees, suppliers, customers and regulators.	Potential	4,0

RISKS AND OPPORTUNITIES

STANDARD	TOPIC	DESCRIPTION	TYPE	MATERIALITY LEVEL
ESRS E1	GHG Emissions	Direct greenhouse gas emissions may expose the Group to higher operating costs if carbon pricing mechanisms expand or regulatory requirements tighten.	Risk	1,5
ESRS E1	Climate adaptation	Increasing heatwaves, extreme weather and supply disruptions may require investments in infrastructure resilience, cooling capacity and supplier diversification.	Risk	3,5
ESRS E1	Climate adaptation	Investments in resilient infrastructure and diversified sourcing can improve operational stability and reduce exposure to climate disruptions.	Opportunity	2,5
ESRS E1	Energy use	High energy use in processing and refrigeration may increase regulatory scrutiny, reporting obligations and reputational pressure.	Risk	2,17
ESRS E1	Energy use	Energy efficiency measures such as metering, automation and heat recovery can reduce operating costs and emissions.	Opportunity	3,5
ESRS E2	Pollution	Community opposition related to pollution concerns could lead to regulatory pressure, additional compliance costs or permit risks.	Risk	2,0
ESRS E2	Pollution	Enhanced filtration and pollution control systems could marginally improve environmental performance and stakeholder trust.	Opportunity	1,0
ESRS E3	Water consumption	Water scarcity, price increases or abstraction limits could raise operating costs or constrain water availability for processing.	Risk	1,6
ESRS E3	Water efficiency	Optimising water use and reuse systems can reduce consumption and operating costs.	Opportunity	1,5
ESRS E4	Biodiversity – Upstream supply chains	Biodiversity scrutiny of agricultural raw materials may increase supplier requirements, procurement costs and reputational exposure.	Risk	1,75
ESRS E4	Biodiversity – Supply chain certification	Certified biodiversity-responsible or deforestation-free sourcing can improve supply chain transparency and reputation.	Opportunity	1,0
ESRS E4	Biodiversity – Own operations	Routine agricultural activities may create local biodiversity pressures, although compliance measures significantly limit risk.	Risk	1,0
ESRS E5	Circular economy – Food waste	High levels of avoidable food waste could lead to retailer penalties, reputational damage and additional waste costs.	Risk	1,0
ESRS E5	Circular economy – Food waste reduction	Improvements in packaging, shelf-life management and cold chain efficiency can help reduce food waste.	Opportunity	1,0

RISKS AND OPPORTUNITIES

STANDARD	TOPIC	DESCRIPTION	TYPE	MATERIALITY LEVEL
ESRS E5	Circular economy – Waste generated	Disposal costs, food loss scrutiny and potential permit non-compliance may create limited compliance and cost risks.	Risk	1,75
ESRS E5	Circular economy	Converting unavoidable food waste into secondary products or energy could provide limited operational benefits.	Opportunity	1,0
ESRS E5	Circular economy – Packaging inputs	Use of non-recyclable or excessive packaging may lead to retailer pressure, compliance costs and reputational exposure.	Risk	2,5
ESRS E5	Circular economy – Packaging optimisation	Mono-material packaging and design for recycling improve compliance and recyclability but offer limited financial upside.	Opportunity	2,2
ESRS S1	Occupational health and safety (OHS)	Workplace incidents may lead to fines, legal claims or temporary production stoppages, although probability remains low due to established safety procedures.	Risk	1,9
ESRS S1	Occupational health and safety (OHS)	Additional biosecurity protocols, vaccination programmes and protective equipment strengthen workforce protection but do not generate significant financial gains.	Opportunity	1,5
ESRS S1	Employee turnover	Employee turnover increases recruitment and training needs, although associated financial impacts remain limited.	Risk	1,9
ESRS S1	Employee turnover	Improving retention through employee development, benefits and work environment can stabilise operations and reduce recruitment needs.	Opportunity	1,8
ESRS S3	Local communities	Community complaints, activism or opposition may delay permits, trigger inspections or damage reputation	Risk	1
ESRS S3	Local communities	Local infrastructure support and local hiring can strengthen community relations and social licence to operate.	Opportunity	2
ESRS S4	Food safety	Failures in hygiene, temperature control, traceability or packaging may cause contamination, recalls, certification loss and client delisting.	Risk	2,67
ESRS S4	Nutrition profile	Improving the nutritional profile of products can support healthier consumer choices and strengthen product positioning.	Opportunity	1,67
ESRS S4	Food safety	Investments in predictive microbiology, smart packaging and automated hygiene systems can strengthen food safety controls.	Opportunity	1,83
ESRS S4	Food access	Supporting public health goals and national nutrition agendas can strengthen alignment with societal expectations.	Opportunity	1,0

RISKS AND OPPORTUNITIES

STANDARD	TOPIC	DESCRIPTION	TYPE	MATERIALITY LEVEL
ESRS G1	Supply chain management	Lack of traceability or due diligence in the supply chain may lead to legal non-compliance, certification loss or retailer delisting due to links with deforestation, labour abuse or fraud.	Risk	2,1
ESRS G1	Supply chain management	Strengthening sourcing controls through traceability systems, supplier audits and deforestation-free commitments can improve supply chain transparency and compliance.	Opportunity	1,7
ESRS G1	Quality control	Variability in product quality (e.g. weight, texture or shelf life) may lead to returns, customer complaints, private-label contract loss and penalties.	Risk	2,25
ESRS G1	Quality control	Strengthening quality management systems and monitoring processes can improve product consistency and operational control.	Opportunity	1,8
ESRS G1	Certification	Loss of key certifications (e.g. BRC or other food safety standards) may block access to important markets and private-label contracts, causing operational disruption.	Risk	2,75
ESRS G1	Certification	Leveraging high-level certifications can support access to premium private-label contracts and strengthen positioning with retailers.	Opportunity	1,75
ESRS G1	Animal welfare	Failures in animal welfare practices may lead to consumer backlash, regulatory sanctions and reputational damage.	Risk	1,5
ESRS G1	Animal welfare	Improving animal welfare standards can strengthen brand trust, regulatory compliance and stakeholder confidence.	Opportunity	2,5
ESRS G1	Ethics	Fraud, bribery or labour rights violations in procurement or operations may lead to legal penalties, contract termination and financial losses.	Risk	2,0

CLIMATE CHANGE: GOVERNANCE

Transition Plan for Climate Change Mitigation

Disclosure: Vikonda Group does not currently have a formal climate transition plan with long-term net-zero targets or Science-Based Targets initiative (SBTi) commitments. The company is in the process of developing a comprehensive decarbonization roadmap.

Current Status

Operational efficiency improvements and renewable energy procurement are ongoing. No formalized long-term climate strategy or governance structure specifically for climate transition.

Planned Development

There is currently no transition plan, no science-based targets, and no defined decarbonization pathway or financial resource allocation framework in place. Development of these elements is planned for the future.

Current Actions

Focus on energy efficiency, renewable energy procurement, and operational emissions reduction. Investment decisions consider climate impact but no internal carbon price applied.

CLIMATE POLICIES

- **Environmental Policy:** General environmental commitment, no specific climate policy
- **Supplier requirements:** Preference for local suppliers, environmental criteria in procurement
- **Energy procurement:** Renewable energy purchasing strategy
- **Governance:** CSO oversees sustainability, quarterly Board updates

Note: No dedicated climate policy or internal carbon pricing mechanism currently in place.

No part of remuneration is linked to GHG reduction targets, transition plan implementation, or adaptation-related metrics. Remuneration structures are reviewed periodically and may integrate climate-related KPIs in future revisions.

ACTIONS & RESOURCES

- **Solar:** 14.1% of electricity produced on site. Additional 389 kW solar capacity is commissioned to be installed in 2026.
 - **Energy efficiency:** LED lighting upgrades, HVAC optimization, production process improvements
 - **Equipment upgrades:** Modern freezing technology, energy-efficient refrigeration
 - **Fleet:** Major part of company cars are EV/hybrid vehicles
 - **Resource allocation:** Ongoing operational budgets for efficiency, no dedicated climate CAPEX envelope
- Actions driven by operational efficiency and cost reduction rather than formalized climate strategy.

CLIMATE CHANGE: RESILIENCE

100% Sites assessed	4 SSP Scenarios*	12 Physical risks	9 Soil related risks
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The Group conducted a **structured, object-level climate resilience analysis** using high-resolution environmental data and forward-looking scenario modelling. The assessment integrates physical, transition, and systemic risks across all long-term operational assets and individually georeferenced land plots.

<p>Coverage</p> <p>All production sites, grain elevators, arable land plots, retail sites, administrative offices and associated infrastructure across all locations</p>	<p>Scenarios</p> <p>SSP1–2.6, SSP2–4.5, SSP3–7.0 and SSP5–8.5 applied uniformly across all assessed assets.</p>	<p>Horizons</p> <p>2030 using 2021–2040 and 2050 using 2041–2060, benchmarked against a 2001–2020 historical baseline.</p>	<p>Risk classes</p> <p>Physical risks (acute and chronic), transition risks (regulatory, technological, market, reputational) and systemic risks (cascading multi-node failures).</p>
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Component	Definition	Scale
Likelihood	Scenario-specific hazard probability	1–5
Severity	Average of scale, scope and irreversibility	1–5
Vulnerability	Average of sensitivity and adaptive capacity	1–5
Risk score	Likelihood × Severity × Vulnerability	1–125
Classification	1–25 Low; 26–50 Moderate; 51–74 High; 75–125 critical	
Conservative classification applied where ambiguity exists		

- Each risk is scenario-bound and horizon-specific; the model does not blend scenarios or estimate how many risks will materialise simultaneously.
- Asset conditions are evaluated physically and technically, including thermal tolerance, ventilation, insulation, backup systems, drainage, substructure risk and infrastructure dependency.
- Management practices such as energy source, tillage method, refrigerants, maintenance, soil cover, drainage and irrigation are factored into adaptive capacity.
- The document states that end-of-century data are retained for forward analysis but excluded from current disclosure due to their speculative nature.

*Scenario	Brief Description
SSP1–2.6	Sustainability-focused pathway with strong climate policies, low greenhouse gas emissions, rapid transition to clean energy, and limited global warming.
SSP2–4.5	Middle-of-the-road scenario where current development trends continue, with moderate mitigation efforts and intermediate climate impacts.
SSP3–7.0	Fragmented world characterized by regional rivalry, weak international cooperation, high population growth, limited climate action, and high emissions.
SSP5–8.5	Fossil fuel-intensive development pathway with very high energy demand, rapid economic growth, limited mitigation measures, and severe climate change impacts.

CLIMATE CHANGE: RESILIENCE

Transition Risk Results by Scenario

Scenario	Context	Main Risk Type	2030 Outlook (2021–2040)	2050 Outlook (2041–2060)
SSP1–2.6	Strict EU enforcement (CSRD, CAP, F-gas)	Regulatory	Immediate compliance pressure across all segments (already embedded)	Farming (fertiliser limits), Food (cooling, disclosure)
SSP2–4.5	Phased / uneven policy implementation	Regulatory + Technology	Moderate risk; gradual increase in compliance and retrofit needs	Material: legacy HVAC, drying, refrigeration systems
SSP3–7.0	Weak policy, no harmonisation	Technology (performance)	Low transition risk; early signs of infrastructure stress	High: system deterioration under sustained heat
SSP5–8.5	No regulatory pressure	Technology (operational failure)	Rising operational stress (cooling demand, energy load)	High: failure risk in ventilation, cooling, drying systems

Physical Risk Results by Scenario

Scenario	Context	Main Risks (from data)	2030 Outlook (2021–2040)	2050 Outlook (2041–2060)
SSP1–2.6	Limited warming	Heat stress, humidity, rainfall	No impact on daily operations; existing systems sufficient	No additional investment required; assets remain fit for purpose
SSP2–4.5	Moderate warming	Heat stress, rainfall variability, humidity	Minor operational inefficiencies (cooling, drying variability)	Targeted efficiency improvements may be required; no asset stranding
SSP3–7.0	Strong warming	Heat stress, extreme heat, drought, flooding	Increasing stress on cooling, ventilation and storage systems	Investments required in cooling, ventilation and drainage; risk of reduced asset performance
SSP5–8.5	Extreme warming	Extreme heat, heat stress, drought, flooding	Operational disruptions during extreme conditions (cooling limits reached)	Significant upgrades required; risk of partial asset stranding in temperature-sensitive operations

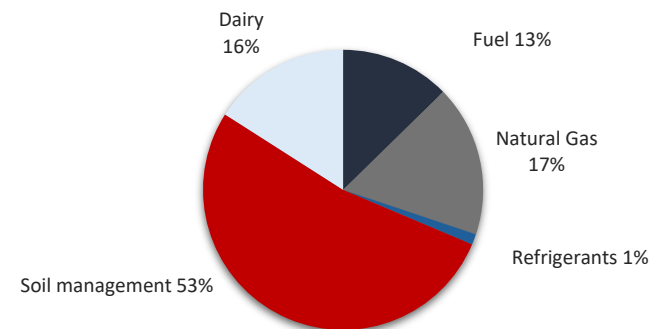
Vikonda Group's business model demonstrates resilience to climate change through: 1) Diversified food manufacturing portfolio (ice cream and preserved foods) reducing sector-specific risks, 2) Predominantly local sourcing (85% dairy, 95% vegetables) shortening supply chains and reducing transport vulnerabilities, 3) Ongoing renewable energy procurement reducing exposure to fossil fuel price volatility, 4) Investment in energy-efficient production equipment.

CLIMATE CHANGE: GHG EMISSIONS

	Vikeda JSC	Kėdainių konservų fabrikas JSC	Farming	Retail	Other activities	Total
Scope 1	731.6	2,197.3	11,073	45.8	175.9	14,224
Scope 2 (Location based)	1,849	1,034	565	125	145	3,718
Scope 2 (Market based)	385	280	118	29	30	842

GHG emissions, 2025, tCO₂e

Source Category	GHGs	Description
Combustion	CO ₂	Natural gas, diesel, petrol
Livestock - Enteric	CH ₄	Methane from cattle digestion (IPCC Tier 2)
Manure Management	CH ₄ , N ₂ O	Storage, handling, spreading of manure
Soil Management	N ₂ O	Direct/indirect from mineral fertilisers, organic residues
Refrigerant Leakage	HFCs	Industrial refrigeration and freezing systems



GHG REMOVALS & CREDITS

No GHG removals or carbon credits purchased in 2026. No investments in carbon capture, storage, or nature-based solutions. All reported emissions reductions are from actual operational improvements and renewable energy procurement.

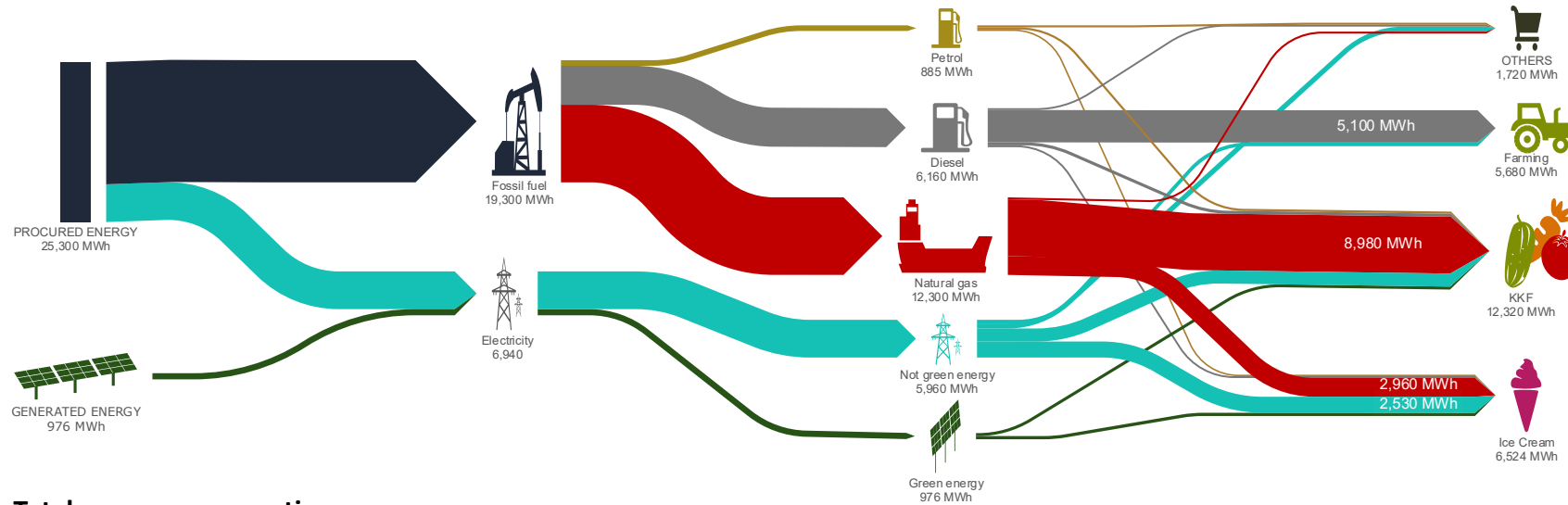
INTERNAL CARBON PRICING

No internal carbon pricing mechanism currently implemented. Investment decisions consider energy efficiency and operational costs but do not apply shadow carbon price. Under consideration as part of future transition plan development.

Category	Scope 3 Category Name (GHG Protocol)	Emissions
Category 1	Purchased goods and services	70,812
Category 3	Fuel- and energy-related activities	1,025
Category 4	Upstream transportation and distribution	1,190
Category 5	Waste generated in operations	5,204
Category 6	Business travel	146
Category 7	Employee commuting	252
Category 9	Downstream transportation and distribution	1,857
Category 10	Processing of sold products	998
Category 12	End-of-life treatment of sold products	277
TOTAL	—	81,762

GHG emissions, 2025, tCO₂e

CLIMATE CHANGE: ENERGY



Total energy consumption

26,471.9 MWh across electricity, thermal energy and fuels used in food processing, crop cultivation, dairy farming, retail, logistics and administration.

FOSSIL DEPENDENCE

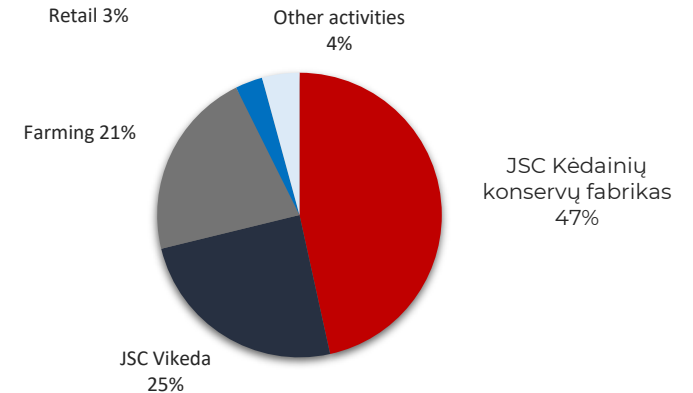
97% fossil fuel dependency — primarily natural gas (46%) and petroleum products (26%).

RENEWABLE ENERGY

977 MWh (3.7% of total use). Nuclear-equivalent electricity in the residual mix is disclosed at 787 MWh (2.95% of total).

RENEWABLE ENERGY

977 MWh (3.7% of total use). Nuclear-equivalent electricity in the residual mix is disclosed at 787 MWh (2.95% of total).



POLLUTION

Air pollution

Water pollution

5 tons
Of hazardous waste generated

Location	CO	NOx
Kėdainiai		1.2

Location	Chds	BDS	SM	N	P	Fat
Kėdainiai	392	228	86	4.8	0.9	2

AIR QUALITY MANAGEMENT

Air emissions are not recorded for JSC Vikeda, as its operations do not generate material direct air pollutants. Air pollution monitoring is therefore limited to JSC Kėdainių konservų fabrikas, where emissions to air are relevant due to the nature of processing activities

WASTE WATER MANAGEMENT

BIOMETHANE PRODUCTION

The grease trap from ice cream wastewater is regularly emptied and the collected waste is transported to biomethane facilities operated by the third party for anaerobic digestion, contributing to renewable energy production.

Target: Strengthen environmental and operational risk management by implementing a comprehensive, measurable, and continuously monitored risk identification and mitigation system across all operations, ensuring systematic control measures, regular performance tracking, accountability, corrective action implementation, and full integration into operational decision-making processes.

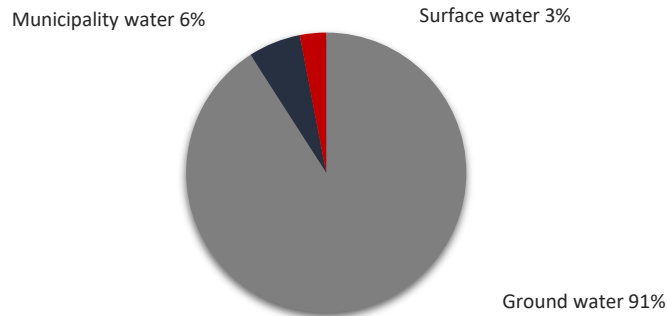
WATER & MARINE RESOURCES

374m l
Water consumption

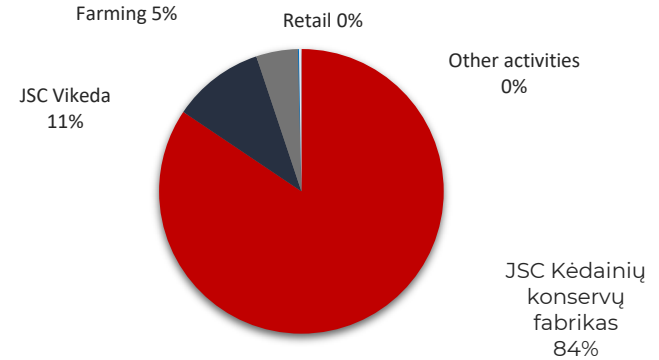
Close loop water system in JSC Kėdainių konservų fabrikas

1,016 m³
waste water directed to biomethane production

WATER SOURCES



WATER CONSUMPTION



WATER CONSERVATION INITIATIVES

JSC Kėdainių konservų fabrikas has the highest water intensity within the Group due to water-intensive vegetable washing, cooling, sterilisation, and hygiene processes. Management is evaluating water-saving initiatives, including cooling optimisation and water recirculation systems, with implementation dependent on financial viability and the identification of the most effective saving opportunities.

WATER STRESS & MARINE IMPACT

WATER STRESS ASSESSMENT

Water stress assessment was conducted for all locations using the WWF Water Risk Filter, a screening tool that evaluates physical, regulatory and reputational water-related risks across river basins and operations, and no water-related risks were identified.

Water Stewardship Targets

Operational water efficiency targets are established at factory level and integrated into operational performance management processes. Water consumption and efficiency indicators are monitored monthly to support continuous improvement, resource optimisation, early identification of inefficiencies, and reduction of water-related environmental impacts across production activities.

BIODIVERSITY & ECOSYSTEMS

6,201 ha
Total arable land

Proximity to
Natura 2000

Eliminated palm oil in
own brand production

100%
assessment

BIODIVERSITY IMPACT ASSESSMENT

Impact drivers

Biodiversity impacts arise from monoculture, fertiliser and PPP use, and nutrient runoff. These are inherent to current agricultural systems.

Ecosystem effects

Impacts affect soil, freshwater, and terrestrial ecosystems. This results in habitat fragmentation and reduced biodiversity.

MITIGATION MEASURES

- Buffer zones along water bodies and protected areas
- Controlled fertiliser and PPP application
- Precision agriculture to optimise input use
- Reduced nutrient runoff and chemical drift

LAND USE IN THE EUROPEAN UNION

Regulatory context

All operations are conducted within the EU under strict environmental and land-use regulation. No deforestation or natural ecosystem conversion occurs.

Operational pressure

Biodiversity pressure is driven by land-use intensity and input-dependent production systems. CAP framework defines operational boundaries.

RESILIENCE OUTLOOK

- Risks managed through compliance and precision agriculture
- No critical dependency on single ecosystem services
- Soil degradation and ecosystem decline remain risks
- Regulatory pressure and sourcing constraints increasing

RESPONSIBLE SOURCING

Certified sourcing is applied where relevant. A structured roadmap ensures compliance with the EU Deforestation Regulation.

REGULATORY EXPOSURE

Biodiversity compliance is mandatory and linked to CAP subsidies and permits. Non-compliance may lead to restrictions or loss of support.

APPROACH TO TARGETS

The Group does not apply voluntary biodiversity targets and focuses exclusively on compliance with legally mandated requirements. This approach avoids unsubstantiated claims and ensures alignment with EU regulatory frameworks.

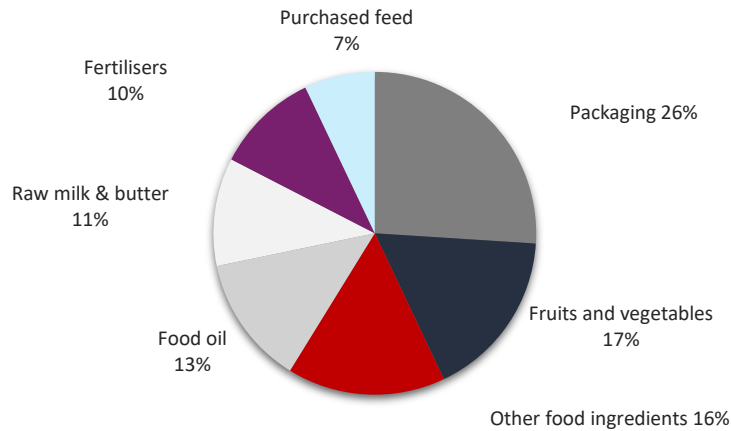
RESOURCE USE & CIRCULAR ECONOMY

7,598t
Glass packaging

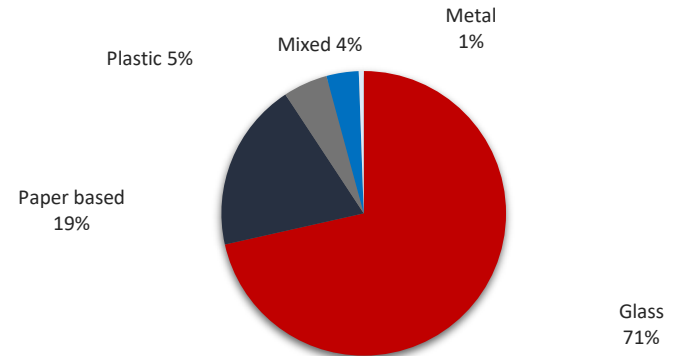
52.3%
recycled material in packaging

0.2%
waste directed to landfill

PRODUCTION INPUTS



PACKAGING COMPOSITION



CIRCULARITY MEASURES

- High share of recyclable packaging materials, with glass as primary circular input
- Waste streams directed to recycling and energy recovery, minimising disposal
- Limited internal circular loops due to food safety and product integrity requirements

PACKAGING REQUIREMENTS

- Packaging designed to ensure product safety, shelf life and compliance with EU food regulations
- Material selection prioritises recyclability and barrier performance over multi-material complexity
- Ongoing evaluation of packaging formats aligned with EU packaging and waste regulatory requirements

RESOURCE USE & CIRCULAR ECONOMY

PRESERVATION OF RESOURCES

Production planning aligned with demand forecasting to minimise surplus generation at source.

Continuous monitoring of material losses across production stages with internal KPIs sets.

MATERIALS IN FARMING

Fertiliser and PPP application managed under **precision agriculture principles**, reducing excess input use.

Soil nutrient balance monitored to avoid **over-application and resource inefficiency**.

Food waste prevention

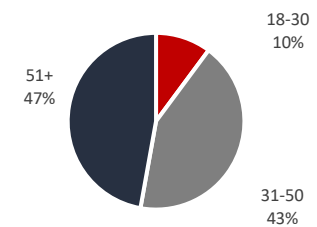
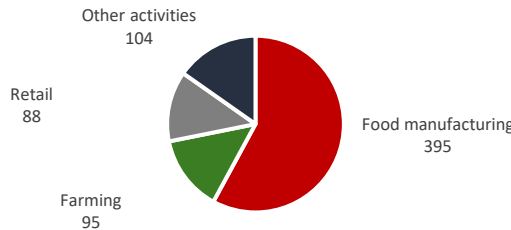
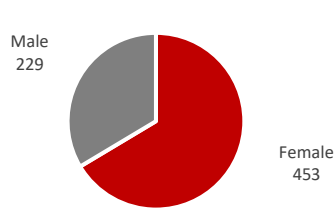
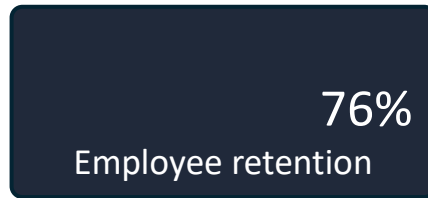
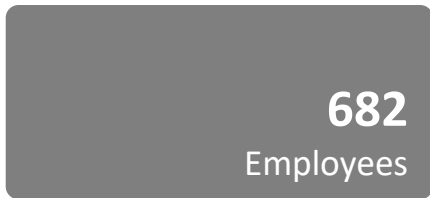
- Extended shelf life achieved through thermal processing and hermetic sealing, reducing spoilage across storage, transport, retail, and household stages
- Preservation of surplus or seasonal raw materials at peak quality, preventing upstream waste
- Use of glass packaging providing an impermeable, non-reactive barrier that maintains product integrity over time
- Reduced product loss due to durable packaging that limits damage during handling and logistics
- Improved inventory management enabled by long shelf life, lowering the risk of expired products at retail and consumer levels



Key target

Strengthen supplier oversight and increase the share of recycled content in packaging materials through enhanced supplier engagement, sustainability requirements, material traceability, and continuous improvement of circular packaging solutions.

OWN WORKFORCE



APPROACH AND POLICIES

Employment conditions, worker rights and social protection are defined by Lithuanian labour law and EU requirements, which set the baseline for all Group operations.

Workforce management follows a hybrid model, combining central HR coordination across companies with decentralised, site-level responsibility.

WORKFORCE CHARACTERISTICS

The workforce is composed predominantly of operational roles, with a mix of manual, technical and administrative positions across the Group.

Employment is predominantly direct, with work organised through a mix of shift-based, fixed-hour and seasonal roles depending on operational requirements.

HEALTH AND SAFETY

Zero Harm Culture
Comprehensive safety training, daily toolbox talks

Safety Performance
TRIR of 1.9 90% below industry average.
Zero fatalities in 2025

Workforce age profile At year-end 2025, 22 employees were aged 65 or reached retirement age during the year (10 men, 12 women), and 105 employees were aged 60 or above (68 women, 37 men) — reflecting our ability to adapt roles and provide meaningful opportunities for employees of all ages.

*TRIR (Total Recordable Injury Rate) – the number of recordable workplace injuries per 200,000 hours worked.

S1-1, S1-5, S1-6, S1-9, S1-11, S1-14, S1-15, S1-16, S1-17

OWN WORKFORCE

WORKFORCE INTERACTION

Employee engagement is based on direct, day-to-day interaction at site level. Internal initiatives and traditions, such as company-wide events, strengthen team cohesion and informal communication across teams.

Additional engagement is created through shared activities, including volunteering initiatives and community-based actions involving employees.

FAIR TREATMENT & EQUALITY


Pay Equity
The gender pay gap of **33%** is continuously monitored and addressed through annual reviews, and is largely influenced by the higher proportion of women in lower-paid production-floor roles.

Diversity & Inclusion
33% women in TOP leadership roles.

SKILLS AND CONTINUITY

Employee skills are developed through continuous, practice-based learning, including leadership programmes and external training. Employees also participate in international conferences and professional forums.

A diverse workforce across agriculture, manufacturing, and retail builds capabilities through experience, long-term employment, and cross-functional exposure within the Group.

 **Key targets:**

- Maintain zero workplace fatalities across all operations.
- Maintain Total Recordable Injury Rate (TRIR) at or below 2.
- Maintain stable workforce turnover levels to support long-term employee retention and operational continuity.
- Monitor employee participation in internal and mandatory training programmes to ensure continuous competence development and compliance with occupational safety requirements.

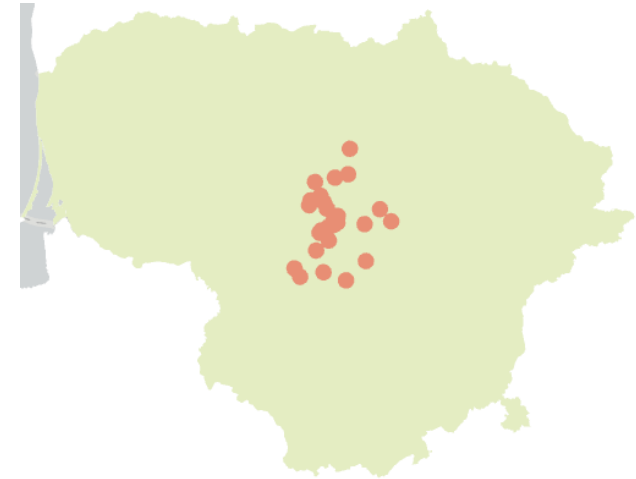
Performance reviews
150 employees received a formal performance review in 2025 — 63% women, 37% men — embedding regular feedback into day-to-day workforce management.

Education profile
Roughly **half of the workforce** (48% of women, 51% of men) holds undergraduate, graduate or college-level qualifications, supporting technical capability across food manufacturing, farming and retail.

LOCAL COMMUNITIES

99%
Employees from local communities

100 thous. People
in 5 km radius



COMMUNITY ENGAGEMENT

Based on the latest census data, approximately 22,000 people reside within a 2 km radius of our production and farming sites. 100,000 people live within a 5 km radius of our production sites, farming operations, and retail outlets across four municipalities.

Forms of Engagement

- Daily contact through retail outlets serving local residents
- Direct interaction between site management and community members
- Ongoing coordination with municipal authorities on local matters
- Employment of local workforce, ensuring constant two-way feedback

Community-Based Initiatives

- Organisation of recurring local events, including annual gatherings for seniors
- Targeted support to community members through distribution of essential goods and seasonal initiatives
- Participation in community life through locally embedded activities

Accessibility and Presence

- Retail locations operating as accessible, everyday contact points.
- Production and farming sites maintaining open, locally integrated presence
- Engagement taking place through regular, informal interaction rather than one-off consultations

IMPACT MANAGEMENT

Production and farming sites organise logistics, working hours, and on-site activities to minimise disruption, including traffic, noise, and waste. Site managers are directly accountable for maintaining orderly surroundings and resolving community issues as they arise.

Retail stores operate as local access points for essential goods, ensuring product availability, stable pricing, and convenient opening hours aligned with daily community needs. Assortment planning reflects local consumption patterns, prioritising staple products and regionally relevant items rather than standardised offerings.

CONSUMERS AND END USERS

All ages
All life stages



0
Confirmed food safety incidents

15 t
production donated to vulnerable groups

PRODUCT SAFETY & QUALITY

QUALITY CONTROL SYSTEMS

Multi-stage quality checks from raw material receipt to finished product. Microbiological testing conducted daily. Comprehensive traceability system tracks all ingredients batch-to-batch.

COLD CHAIN INTEGRITY

Unbroken cold chain monitoring for ice cream products. Temperature-controlled storage and transportation. Real-time monitoring systems alert quality teams to any deviations.

ACCESSABILITY

DIVERSE PRODUCT RANGE

Product variety meets different dietary needs and preferences. Portion size options from single-serve to family-size. Affordable price points across both premium and value segments.

INFORMATION & TRANSPARENCY

PRODUCT LABELING

Fully compliant with EU Food Information Regulation (1169/2011). Clear ingredient lists, nutritional information, allergen warnings, and origin information on all products.

COMPLAINT PROCESS

Formal complaint mechanism tracks all consumer feedback. Quality team investigates product issues within 48 hours. Root cause analysis conducted for all validated complaints.

NUTRITIONAL VALUE

Recipes are developed to maximise nutritional value while preserving authentic taste, delivering ready-to-eat products suitable for daily consumption, baby food based on certified organic ingredients, and discretionary products designed to balance indulgence with ingredient quality.

Product Quality, Transparency and Consumer Safety Targets

- Strengthen transparent product composition and ingredient disclosure practices across product portfolios and private label products.
- Monitor the number of confirmed consumer complaints per million units sold to support continuous product quality improvement.
- Maintain and regularly review lists of restricted or avoidable ingredients in line with food safety, quality, and consumer expectations.
- Strengthen internal quality control systems through regular product testing, compliance monitoring, and operational quality assurance procedures.

BUSINESS CONDUCT

POLITICAL ENGAGEMENT

POLITICAL CONTRIBUTIONS

Lithuanian law prohibits direct political contributions. Employees may participate in political activities in personal capacity only.

LOBBYING ACTIVITIES

Transparent engagement with policymakers on industry issues. All lobbying activities documented and disclosed in accordance with local regulations.

TRADE ASSOCIATIONS

Association of Producers and Importers “Future of Nature”
Lithuanian Confederation of Industrialists, Association of Agricultural, Food Producers association, Exporters Association “LITMEA” .

COMPLIANCE & LEGAL

REGULATORY COMPLIANCE

Comprehensive compliance management system. Regular legal and regulatory updates. Zero regulatory violations in 2025.

TAX TRANSPARENCY

Responsible tax strategy with no aggressive tax planning.

DATA PROTECTION

Full GDPR compliance. Data Protection Officer appointed. Regular privacy impact assessments. No data breaches reported in 2026.

GOVERNANCE STRUCTURE FOR BUSINESS CONDUCT

- The Group operates through a holding company structure with subsidiaries governed by five subsidiary Boards.
- Each subsidiary Board consists of three members, including the Chairperson.
- The Boards of the Food Products and Farming segment companies are chaired by the Group CEO.
- All subsidiary Boards report to the Group Board.
- The Chairwoman of the Group Board represents the Group’s key shareholder.

- Board-level oversight
- Dedicated sustainability officer
- Regular independent audits

BUSINESS CONDUCT

Vikonda Group develops its organisational culture through continuous investment in people, shared experiences and strong community engagement. Leadership development, employee wellbeing programmes and cultural initiatives strengthen a workplace where collaboration, responsibility and long-term commitment are valued.

LEADERSHIP DEVELOPMENT

LEADERSHIP TEAM DEVELOPMENT

International training for management teams at EADA business school in Barcelona, combined with participation in international forums abroad.

CONTINUOUS PROFESSIONAL DEVELOPMENT SYSTEM

Local specialized conferences on negotiation, sales, and scientific innovation topics, as well as international specialized exhibitions for managers and professionals.

COMMUNITY ENGAGEMENT

VOLUNTEERING

Employees participate in volunteering initiatives at „Maisto bankas“ distribution centres in Kaunas and Kėdainiai, supporting food redistribution and helping reduce food waste.

DONATIONS

Each year, we support the „Maisto bankas“ through food donations, provide holiday food parcels to seniors, and contribute food aid to Ukrainian soldiers.

SPORTS

For six consecutive years the Group's team has participated in the Vilnius Half Marathon supporting the Rimantas Kaukenas Foundation and its initiatives for children facing serious illnesses.

EMPLOYEE WELLBEING

ADDITIONAL HEALTH INSURANCE COVERAGE

More than 550 employees who have worked in the Group for over six months are covered by supplementary health insurance providing access to preventive healthcare services, diagnostics and treatment

EVENTS FOR EMPLOYEES' CHILDREN

During the Christmas season the Group organises special events for employees' children, including cinema screenings and holiday activities.

CULTURAL & COMMUNITY ACTIVITIES

COMMUNITY EVENTS

Through the „Viltis–Vikonda“ charity foundation, the Group organises annual Christmas events for seniors in Kėdainiai, bringing together several hundred participants.

For 7 years in a row , the Group's employees have taken part in voluntary work at the historical and sacred site of Paberžė in the Kėdainiai district.

The foundation is also among the organisers of the traditional international music and arts festival in Paberžė.

PUBLIC ANNIVERSARY CELEBRATIONS

The Group marked its 35-year anniversary with public events and ICETOPIA ice-cream festivals organised in several Lithuanian cities, bringing together employees, partners and local communities.

BUSINESS CONDUCT



Quality and Certification

Compliance with recognised food safety certifications and customer-specific requirements is embedded at operational level, supported by trained personnel and defined control procedures. This framework ensures product consistency, limits variability and operational losses, mitigates the risk of recalls or disruptions, and underpins access to private label, retail and export markets.

Food safety certification

IFS Food (JSC Vikeda)

IFS Food Version 8 certification applies to ice cream and frozen dessert production at Vikeda and confirms compliance with food safety and quality management requirements at higher level (~98–99%).

BRCGS Food Safety (JSC Kėdainių konservų fabrikas)

BRCGS Food Safety (Issue 9) certification applies to processed and canned food production, covering sauces, preserved products and ready-to-eat food categories..

Market certification

Halal (JSC Kėdainių konservų fabrikas)

Halal certification applies to canned food production, confirming compliance with Halal standard requirements.

Kosher (JSC Vikeda)

Kosher certification applies to selected ice cream and frozen dessert product lines under Orthodox Union supervision.

Agricultural and sustainability certification

GLOBALG.A.P. (JSC Krekenava)

GLOBALG.A.P. certification applies to beetroot production, including GRASP assessment covering worker health, safety and social practices.

eAgronom (JSC Krekenava)

eAgronom certification confirms implementation of sustainable farming practices, including emissions monitoring, crop rotation and soil management requirements.

EU Organic – Ekoagros (JSC Kėdainių konservų fabrikas)

EU Organic certification applies to organic processing, storage, distribution and export activities in line with Regulation (EU) 2018/848.

Rainforest Alliance (JSC Vikeda)

Rainforest Alliance certification applies to cocoa processing and traceability, ensuring compliance with the Sustainable Agriculture Standard.

ANNEX I: SOIL RISKS

Explanatory Note on Soil Structure and Low Risk Exposure

The overall distribution of physical risk scores across the Group's land portfolio reflects the structural characteristics of the soils in use. Based on harmonised analysis of all managed plots (owned and rented), the following soil quality indicators explain the low-to-moderate exposure levels observed across all nine assessed risks:

Soil Organic Matter (SOM):

- Average: **19.9%**
 - Median: **18.5%**
 - Minimum: **3.3%**
- Strong biological buffering, water retention, and structural resilience. No plot falls below critical thresholds.

Texture Balance:

- Sand avg: **42.2%** (min 31.4%)
 - Clay avg: **23.9%**
 - Silt avg: **39.9%**
- Balanced texture, moderate resistance to cracking, erosion, and compaction. Most fields avoid extreme drainage or drought sensitivity.

Other Quality Indicators:

- CEC avg: **15.7** (min 7.4)
 - pH avg: **7.33** (min 5.8)
 - Bulk density avg: **1.64 g/cm³** (min 1.49)
 - Coarse fragments avg: **7.4%**
- Adequate nutrient buffering, near-neutral pH (no systemic acidification risk), below compaction thresholds, good infiltration.

- **Soil data source:** SoilGrids250m v2.0 (ISRIC, 2020) - 250m resolution spatially matched to plot boundaries.
- **Soil attributes:** Silt Content, Clay Content, SOM, Soil Nitrogen, Soil pH, Coarse Fragments, Bulk Density, Sand Content, CEC.
- **Climate variables:** Seasonal/annual precipitation, evapotranspiration, runoff potential, temperature extremes.
- **Result:** All risks returned **Low or Moderate** scores. **No material risks identified** under any climate scenario.

Conclusion: These values result in Low or Moderate risk scores across all physical risks, even under high-emission scenarios. Most soils exhibit **low sensitivity, high adaptive capacity, and minimal irreversibility**, with no functional indicators suggesting a risk of permanent degradation, yield stranding, or soil system collapse.

DATA POINTS

Standard / DR	Actual disclosure name	Page(s)
ESRS 2 – GENERAL DISCLOSURES		
BP-1	General basis for preparation of the sustainability statement	2, 6
BP-2	Disclosures in relation to specific circumstances	2, 6
SBM-1	Strategy, business model and value chain	2, 3, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16,17
SBM-2	Interests and views of stakeholders	3, 6, 20,21
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	2, 3, 21, 22, 23, 24, 25, 26, 28, 29
GOV-1	Role of the administrative, management and supervisory bodies	2, 5, 6, 18, 41
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	5, 18
GOV-3	Integration of sustainability-related performance in incentive schemes	18, 27
GOV-4	Statement on due diligence	18
GOV-5	Risk management and internal controls over sustainability reporting	18
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	2,6, 21, 28, 44
IRO-2	Content index of ESRS disclosure requirements	6, 45-47
ESRS E1 – CLIMATE CHANGE		
E1-1	Transition plan for climate change mitigation	27
E1-2	Policies related to climate change mitigation and adaptation	27
E1-3	Actions and resources in relation to climate change policies	7, 27
E1-4	Targets related to climate change mitigation and adaptation	7, 27
E1-5	Energy consumption and mix	7, 31
E1-6	Gross Scope 1, 2, 3 and total GHG emissions	30
E1-7	GHG removals and mitigation projects financed through carbon credits	13, 30
E1-8	Internal carbon pricing	27, 30
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	24, 28, 29, 44
ESRS E2 – POLLUTION		
E2-1	Policies related to pollution	Based on legal requirements
E2-2	Actions and resources related to pollution	32
E2-3	Targets related to pollution	32
E2-4	Pollution of air, water and soil	32
E2-5	Substances of concern and substances of very high concern	32
E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	24
ESRS E3 – WATER AND MARINE RESOURCES		
E3-1	Policies related to water and marine resources	33
E3-2	Actions and resources related to water and marine resources	33
E3-3	Targets related to water and marine resources	33
E3-4	Water consumption	7, 33
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	24, 33

DATA POINTS

Standard / DR	Actual disclosure name	Page(s)
ESRS E4 – Biodiversity and ecosystems		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	34
E4-2	Policies related to biodiversity and ecosystems	34
E4-3	Actions and resources related to biodiversity and ecosystems	34
E4-4	Targets related to biodiversity and ecosystems	34
E4-5	Impact metrics related to biodiversity and ecosystems change	13, 34, 44
E4-6	Anticipated financial effects from biodiversity and ecosystem-related impacts, risks and opportunities	24
ESRS E5 – Resource use and circular economy		
E5-1	Policies related to resource use and circular economy	17, 35
E5-2	Actions and resources related to resource use and circular economy	7, 17, 35, 36
E5-3	Targets related to resource use and circular economy	36
E5-4	Resource inflows	9, 11, 17, 35, 36
E5-5	Resource outflows	35, 36
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	24, 25
ESRS S1 – Own workforce		
S1-1	Policies related to own workforce	37
S1-2	Processes for engaging with own workforce and workers’ representatives about impacts	38
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Based on legal requirements
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	24, 25, 38, 42
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	37, 38
S1-6	Characteristics of the undertaking’s employees	7, 8, 13, 15, 16, 37
S1-7	Characteristics of non-employees in the undertaking’s own workforce	No non employees
S1-8	Collective bargaining coverage and social dialogue	n/a
S1-9	Diversity metrics	37, 38
S1-10	Adequate wages	yes
S1-11	Social protection	37, 42
S1-12	Persons with disabilities	1%
S1-13	Training and skills development metrics	7, 38
S1-14	Health and safety metrics	7, 37
S1-15	Work-life balance metrics	37, 38, 42
S1-16	Remuneration metrics (pay gap and total remuneration)	37, 38
S1-17	Incidents, complaints and severe human rights impacts	37
ESRS S3 – Affected communities		
S3-1	Policies related to affected communities	39
S3-2	Processes for engaging with affected communities about impacts	39
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	39
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	7, 15, 16, 24, 25, 39, 42
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	n/a

DATA POINTS

Standard / DR	Actual disclosure name	Page(s)
ESRS S4 – Consumers and end-users		
S4-1	Policies related to consumers and end-users	9, 11, 12, 17, 40
S4-2	Processes for engaging with consumers and end-users about impacts	40
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	40
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	7, 8, 9, 10, 11, 12, 15, 17, 24, 25, 40
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	17, 40
ESRS G1 – Business conduct		
G1-1	Business conduct policies and corporate culture	9, 11, 13, 16, 17, 41, 43
G1-2	Management of relationships with suppliers	17, 43
G1-3	Prevention and detection of corruption or bribery	Based on legal requirements
G1-4	Incidents of corruption or bribery	41
G1-5	Political influence and lobbying activities	41
G1-6	Payment practices	In line with EU regulations and Lithuanian law