



Our Sustainability Journey

2025



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Chapter 1: Our sustainability commitments and our place in industry

Message from our CEO

As CEO of Morliny Foods, I believe our responsibility goes beyond business performance. We are accountable to our people, to the animals in our care, to the environment we share, and to the long-term resilience of our company. As the European arm of WH Group, and one of Europe's leading integrated pork, poultry and processed meat platforms, we know that the way we farm, source, process and deliver food has a real impact on climate, on rural communities, and on the trust of millions of our consumers.

This report presents our first integrated ESG Strategy and Roadmap as Morliny Foods.

It brings together existing efforts across our farms, slaughterhouses, processing plants and brands into one coherent plan. We have defined clear priorities – climate action, animal welfare, resource efficiency, good jobs, food safety and strong governance – and translated them into measurable targets, from reducing our Scope 1 and 2 emissions and progressively reduce greenhouse gas emissions across our value chain (Scope 3), to saving energy and water use, increasing renewables, and moving towards zero waste to landfill.

Sustainability is not a side program; it is how we manage our business, the risks and how we create value from farm to fork. That means yearly investing in modern and efficient facilities, securing responsible feed, strengthening animal welfare and biosecurity, and ensuring that every site operates under robust food safety, quality and environmental systems. It also means committing to safe and fair workplaces, wages that respect local realities, development opportunities for our people, and a strong contribution to the communities where we operate.

This year we are at the beginning of our standalone sustainability reporting journey, by choosing to report on Corporate Sustainability Reporting Directive (CSRD) voluntarily ahead of the 2027 deadline, but we are not at the beginning of our sustainability work.

Over the last years, all our European operations have already taken independently important steps, under the coordination of Smithfield Foods sustainability global program – from energy-saving and heat-recovery projects to upgraded refrigeration and continuously improved our animals housing and feeding.

We have been focused on ensuring fair labor conditions and supporting the communities we work in, through our long-standing projects on supplying food to vulnerable households. The difference now is transparency and accountability: we are putting our ambitions, metrics and governance in front of all stakeholders, which were consulted this year through an extensive Double Materiality Analysis process.

Morliny Foods will continue to be a reliable provider of safe, affordable, and nutritious protein. At the same time, we intend to be part of the solution as Europe transitions to a lower-carbon, more resilient food system. This ESG Strategy is our commitment to keep improving, to match and over time exceed the expectations of our stakeholders, and to create long-term value for our shareholders, our employees and the communities that rely on us.

Luis Cerdan Ibanez

CEO, Morliny Foods



Message from our Chief Sustainability Officer



When I visit our farms and plants, I am reminded that behind every kilogram of food we produce there are people, animals, and communities who depend on us doing things the right way. My role as Chief Sustainability Officer is to make sure that the promises in this report are commitments that guide everyday business decisions – from how we design a new barn or production line, to how we listen to an employee concern or a community request.

Our ESG Strategy starts with a simple idea: care and responsibility must run through the whole operation from farm to fork.

For the environment, that means setting realistic but ambitious targets to reduce greenhouse gas emissions, lower our energy and water footprint, expand renewable electricity and improve circularity of animal by-products and packaging. It means applying science-based solutions – better feed, better manure management, smarter equipment and automation – and tracking our progress transparently.

For people, it means that safety comes first, always. We are working to maintain zero fatalities, reduce incident rates, and ensure that every employee receives mandatory health and safety training. We want Morliny to be a place where entry-level wages are fair, where skills are developed through training programs, and where diversity and inclusion are gradually strengthened.

Through our Community Support and Engagement Policy, each country within the Group defines how we can support local food security, education, health and sports in a structured, measurable way.

We also know that our license to operate is built on trust in our products. That is why we are committed to 100% coverage under recognized food safety schemes, rigorous audits and traceability tests, and responsible communication on nutrition and health. At the same time, our Code of Conduct and Supplier Code of Conduct set clear expectations on ethics, human rights, environmental performance and animal welfare – and our whistleblowing and grievance channels are there to ensure that concerns are heard and addressed without fear of retaliation.

This report is both a snapshot and a starting point. It shows where we are today, but it also sets out where we want to be in the future. We will not get everything right at once, and we will need to adjust as we learn. But we are committed to measuring our performance honestly, to engaging openly with our employees, farmers, customers and communities, and to making steady, tangible progress year after year.

Dana Brindescu Iovanov

Chief Sustainability Officer, Morliny Foods

About this report

As this marks the first year of independent sustainability reporting for Morliny Foods, we drafted the present summary report called **“Our Sustainability Journey”** to reflect both our progress to date and our future direction.

The scope of this report covers Morliny Foods and the companies it owns: Animex Foods, Animex Holding, Agri Plus, Argal Alimentación, Embutidos Monells, Mecom Group, Kaiser Food Kft., Schneider Food S.R.O., Comtim Romania SRL, Elit SRL and Goodies Meat Production SRL.

This report not only presents current ESG performance, but also acknowledges the efforts and initiatives implemented in previous years that have shaped our sustainability approach.

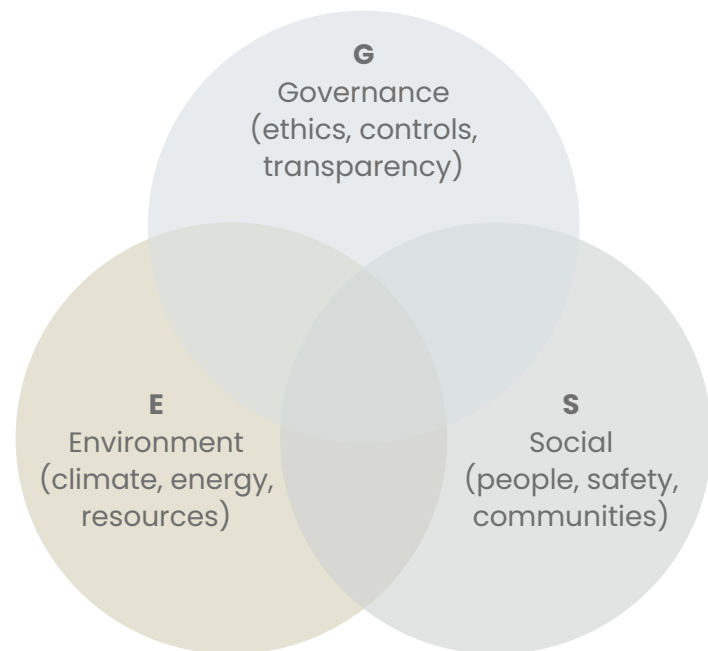
At the same time, this document stands for shorter version of the technical ESG report that is more accessible, and easy to understand for all stakeholders. Therefore, the document focuses on clear explanations, practical examples, and a user-friendly structure, while the complete and detailed report can be downloaded here:

[Download Report](#)



Our main sustainability commitments and our place in industry

Morliny Foods is today one of Europe’s leading integrated pork, poultry and processed meat groups, and the European arm of WH Group. Being present from feed and farming, through slaughtering and processing, to branded products on retail shelves means that sustainability is not a separate agenda for us – it is the way we manage risk, invest, and create value from farm to fork. In a sector that faces intense scrutiny of climate, animal welfare, working conditions and food safety, we want to be recognized as a company that sets clear policies and commitments.



Our mission

is to provide safe, nutritious food while limiting our environmental footprint, protecting animal welfare, and supporting the people and communities who depend on us.

Our Environmental, Social, and Governance (ESG) Strategy

translates this ambition into concrete commitments across topics that we have identified as material through our double materiality assessment. These include climate change, water, biodiversity and circularity; our own workforce and value-chain workers; affected communities and consumers; responsible business conduct, animal welfare and digital security. For each of these areas, we have established group-wide targets and country-level action plans.

Our values

grow directly out of this mission. We are committed to caring for our employees and communities, to producing food that consumers can trust, to managing natural resources prudently, to treating animals with respect, and to acting with integrity in all business relationships.

Our strategy and core pillars

To turn these principles into action, we have defined a group-wide sustainability strategy and climate transition plan built around six pillars:

- **Climate and environmental responsibility** – reducing greenhouse gas emissions per ton of product, improving energy and water efficiency, and advancing circular use of by-products.
- **Responsible sourcing and deforestation-free supply chains** – ensuring traceable, compliant raw materials, with a particular focus on feed ingredients.
- **Animal welfare and ethical farming** – applying high welfare standards in our own operations and with contract farmers, aligned with EU rules and the “five freedoms” of animals.
- **Safe, nutritious, high-quality products** – maintaining robust food safety systems, full traceability and transparent product information.
- **People and communities** – providing safe and fair workplaces and contributing to education, social support and local economic development in our regions.
- **Transparency and compliance** – aligning our reporting with CSRD and ESRS and building a culture where responsibilities are clear and performance is measured and shared.

Each pillar is supported by a set of defined objectives and dedicated programs designed to guide implementation, track progress, and ensure measurable outcomes.

On the environmental side,

we are committing to a decarbonization and resource-efficiency trajectory. Against a 2021 baseline, we have set quantitative targets to reduce Scope 1 and 2 greenhouse gas emissions intensity by 30%, to progressively reduce greenhouse gas emissions across our value chain (Scope 3), with priority on FLAG, in a way that is compatible with a 1.5°C pathway and proportionate to the capacity of our farmers and SME suppliers, and to increase our share of renewable energy consumption to over 30% by 2030. We are expanding our use of renewable electricity through photovoltaic projects and cogeneration, increasing acquisitions of green electricity through CPPA, and deploying automation to optimize refrigeration, steam and compressed air across our plants.

In parallel, we aim to achieve zero waste to landfill by 2030, significantly increase the valorization of animal by-products into feed, fertilizer and biodiesel, ensure that all packaging meets European recyclability requirements, and strengthen water stewardship through advanced metering and a 10% reduction in water consumption versus a 2024 baseline.

Our farmland and feed

commitments include full compliance with the EU Common Agricultural Policy and EUDR (European Deforestation Regulation), zero conversion of owned forested land and zero-related pollution incidents.



Our social commitments reflect our belief that a resilient business is built around safe, fair, and attractive workplaces, and strong communities. We are committed to maintaining zero work-related fatalities, to keep our Total Recordable Incident Rate below the European average for food manufacturing, and to ensure 100% coverage of occupational risk assessments and mandatory health and safety training. We are strengthening our people's agenda by targeting entry-level wages above the national minimum for most core employees, increasing average training hours per employee, expanding internship programs, and systematically monitoring pay equity and diversity.

Beyond our own sites, we are rolling out a unified **Community Support and Engagement** Policy, under which each country prepares an annual community action plan focused on food security, education, health, sports and local initiatives, supported by structured reporting on contributions and beneficiaries.

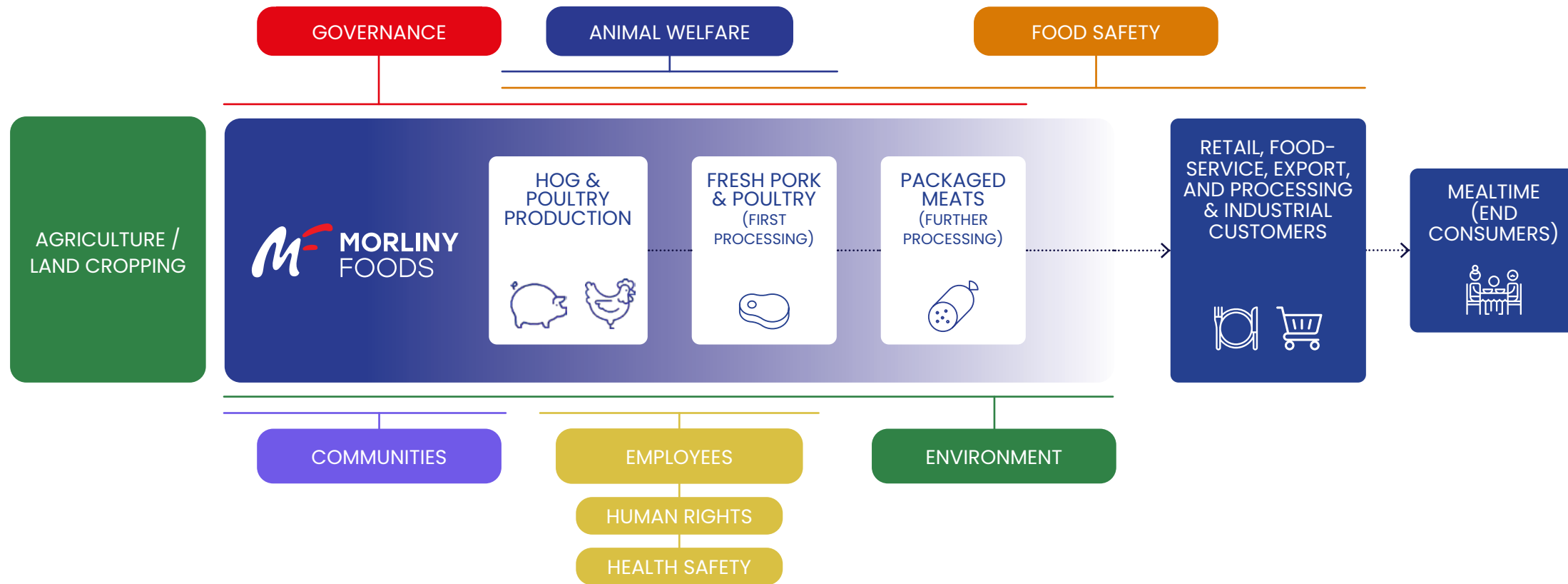
For our **consumers and end-users**, we treat food safety, quality and transparency as our license to operate. Our goal is to maintain 100% certification coverage under recognized food safety schemes for all production sites, to avoid product recalls due to health or safety risks, and to ensure zero non-compliance cases in product labelling. We are investing in a strong food safety and quality culture: regular legal monitoring, internal and third-party audits, annual traceability testing, risk-based product testing, and comprehensive FS&Q training for all relevant employees. At the same time, we are working to increase the share of products with improved nutritional profiles and to ensure that all marketing and health claims are fully compliant with EU and national rules.

Strong governance is the backbone of this strategy. We are formalizing a cross-functional ESG governance framework, including a Steering Committee and board-level oversight, and integrating ESG criteria into strategic decision-making and capital allocation. Our Code of Conduct and Supplier Code of Conduct set clear expectations on ethics, human rights, labor standards, environmental performance and animal welfare for our own operations and our supply chain. We are rolling out regular training on business ethics, anti-bribery and anti-corruption, conflict of interest, whistleblowing, data protection and cybersecurity, with the objective of making all managers and employees understand their responsibilities and feel empowered to speak up. From 2025 onwards, ESG objectives will be embedded in the performance management of top management, ensuring alignment between our ambitions and incentives.

ESG Across Our Business

We have focused this report on the key ESG (Environment – Social – Governance) topics highlighted below.

The diagram illustrates the major components of our business and the stages of our value chain in which key topics arise.



Our Contributions to the United Nations Sustainable Development Goals

Morliny Foods recognizes that long-term business resilience is closely linked to global sustainable development priorities. In line with our vertically integrated model and ESG strategy, we actively

contribute to selected United Nations Sustainable Development Goals (SDGs), focusing on those closely connected to our operations and value chain.

The United Nations Sustainable Development Goals (UNSDGs) represent a global agenda to address the most pressing environmental and social issues facing our world today.

We are committed to addressing these sustainable development challenges in areas where we believe we can make a difference:

2 ZERO HUNGER



Through the production of high-quality, safe and nutritious pork and poultry products, we contribute to food security in European markets. Our responsible farming practices, feed efficiency programs and short supply chain model support stable and sustainable food production systems.

3 GOOD HEALTH AND WELL-BEING



Strict food safety standards, antibiotic reduction programs and rigorous quality control systems ensure that our products meet high health and safety expectations. At the same time, we prioritize employee health and safety through structured occupational risk management and prevention systems.

4 QUALITY EDUCATION



We invest in employee development through structured training programs, leadership development initiatives and cooperation with schools and universities. By supporting professional education and on-the-job learning, we strengthen competencies across our organization and local communities.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Our modern slaughterhouses and processing facilities incorporate advanced technologies, natural refrigerants and energy efficiency solutions. Continuous investment in process optimization and digital monitoring enhances operational resilience and sustainable industrial development.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Our vertically integrated value chain enables full traceability and responsible resource management. We advanced circular economy principles through by-product utilization, waste reduction initiatives, deforestation-free sourcing commitments and continuous improvements in packaging and energy efficiency.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Robust corporate governance, anti-corruption systems, whistleblowing mechanisms and Enterprise Risk Management processes ensure transparency, regulatory compliance and ethical business conduct across the Group.

10 REDUCED INEQUALITIES



We promote diversity, equal opportunities and inclusive workplace practices. Our Code of Conduct and labor policies reinforce fair treatment, non-discrimination and respect for human rights across all operations and within our supply chain.

11 SUSTAINABLE CITIES AND COMMUNITIES



Through local sourcing, short transport distances and structured community engagement programs, we support regional economic development and strengthen relationships with the communities in which we operate.

Chapter 2: Company Overview

Driving Value Through an Integrated Farm-to-Fork Model

Morliny Foods is one of Europe's leading white and red meat groups, operating an integrated farm-to-fork model that covers crop and feed production, animal breeding, processing, distribution and by-product valorization.

Established in 2021 and headquartered in the United Kingdom, the Group operates 29 meat processing facilities, several own and contracted farms and feed mills across seven European countries ensuring efficient service to customers across Europe and globally. Our scale enables us to meet year-round demand with a steady supply of high-quality, nutritious meat products.

As part of WH Group, Morliny Foods combines global expertise with strong local brands and deep regional roots. Our scale, vertically integrated supply chain and diversified farming base enable stable, year-round supply, full traceability and operational resilience, while supporting responsible production and long-term value creation aligned with our ESG commitments.

Our mission is to provide consumers with high-quality meat and meat products that are produced responsibly, with respect to people, animals, and the environment, and in alignment with our ESG commitments.

Our mission is to provide safe, nutritious food while limiting our environmental footprint, protecting animal welfare, and supporting the people and communities who depend on us.

We maintain a robust live animal supply chain through a mix of company-owned and contract farms giving us the flexibility and resilience to adapt to market needs. Our vertically integrated model enables us to control animal welfare standards, manage biosecurity risks such as ASF (African Swine Fever), optimize feed efficiency, reduce supply chain disruptions, and implement climate and water reduction measures at scale. This level of integration strengthens traceability, supports responsible sourcing, and enhances resilience in an increasingly volatile protein market.

Our farm-to-fork structure enables:

Full traceability from feed to finished product

Control over animal welfare and biosecurity

Efficient use of by-products and circular economy practices

Reduced transport distances in key markets

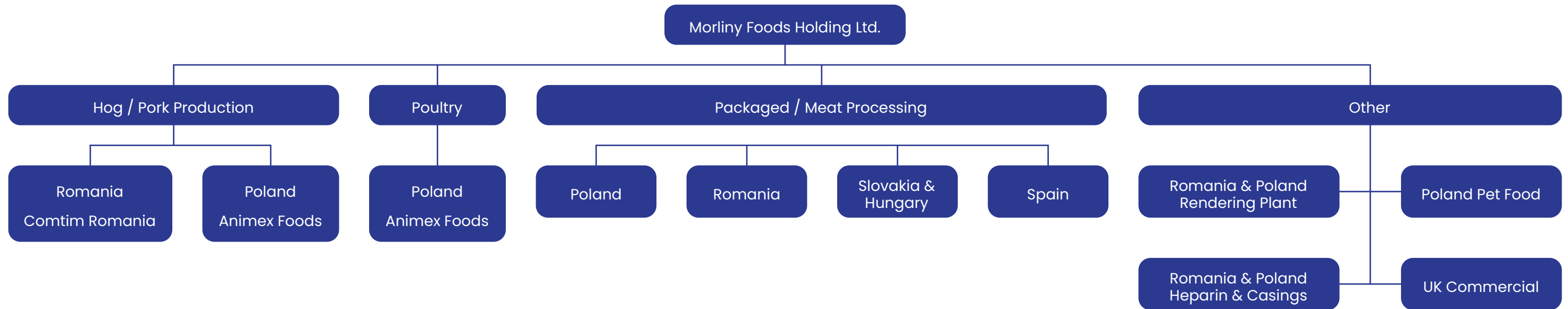
Stable farmer partnerships and rural employment

This model strengthens food safety, reduces supply volatility, and supports long-term resilience.

History and Foundations of the Holding

Established in 2021 and headquartered in the United Kingdom, Morliny Foods Holding oversees a diversified portfolio of food production and processing businesses across Europe. The Group specializes in integrated meat production and food processing, combining farming, processing, and distribution activities across multiple markets. Through operations in Poland, Romania, Spain, Slovakia, Hungary, and the United Kingdom, the Group delivers high-quality food products while advancing responsible production, animal welfare, and sustainable supply chains.

Note: This chart provides an overview of Morliny Foods Holding’s business structure. Our independent operating companies make us a leader in several key categories.



Morliny Foods Holding is part of WH Group, the largest pork company in the world, with leading positions in China, the US and Europe. This gives us access to global experience, know-how, and the highest technological standards. At the same time, we remain strongly rooted in Europe, close to local markets and their needs, which allows us to combine the scale of an international leader with the agility and accountability of a local partner.

The establishment of the holding has strengthened our ability to operate under a shared, long-term strategy, embedding sustainability at every level of the business. It ensures harmonized standards for quality, food safety, and environmental responsibility, while enabling transparent and responsible management of the entire value chain, from crop and feed production to finished products on store shelves.


Today, Morliny Foods Holding manages a portfolio of brands with strong local roots and established reputations, such as Animex Foods (Poland), Elit and Comtim (Romania), Mecom (Slovakia and Hungary), Argal and Embutidos Monells (Spain), Michel Salaison Ogier (France), and Morliny Foods UK (United Kingdom).

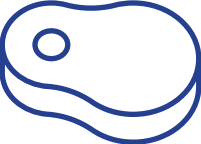
Each of them brings its heritage, experience, and know-how to the company, jointly building a European network of modern plants and sustainable processing.


Ownership Structure


The shareholding structure of our group illustrates a highly integrated multinational corporate group designed to ensure centralized strategic control and efficient governance across multiple jurisdictions.

At the top of the ownership chain stands WH Group Limited, a publicly listed entity.

- 

100,000+
Jobs worldwide
- 

110
Production units
- 

500+
Company-owned farms
- 

3,335
Contract Growers



Within Europe, a pivotal role is played by Morliny Foods Holding Ltd. (UK), which functions as a central hub for the group’s food production and processing activities across the continent.

Through a network of subsidiaries and affiliated entities in the United Kingdom, Poland, Spain, the Czech Republic, Slovakia, Hungary, and Romania, Morliny Foods Holding Ltd. coordinates a broad portfolio of businesses active in meat processing, food manufacturing, and related sectors.

European Presence

Morliny Foods operates in Poland, Romania, Slovakia, Hungary, Spain, France, and the United Kingdom, supplying products under recognized brands to both local consumers and export markets in Asia, North America, and Africa.



18,500+
Employees



29
Production Units



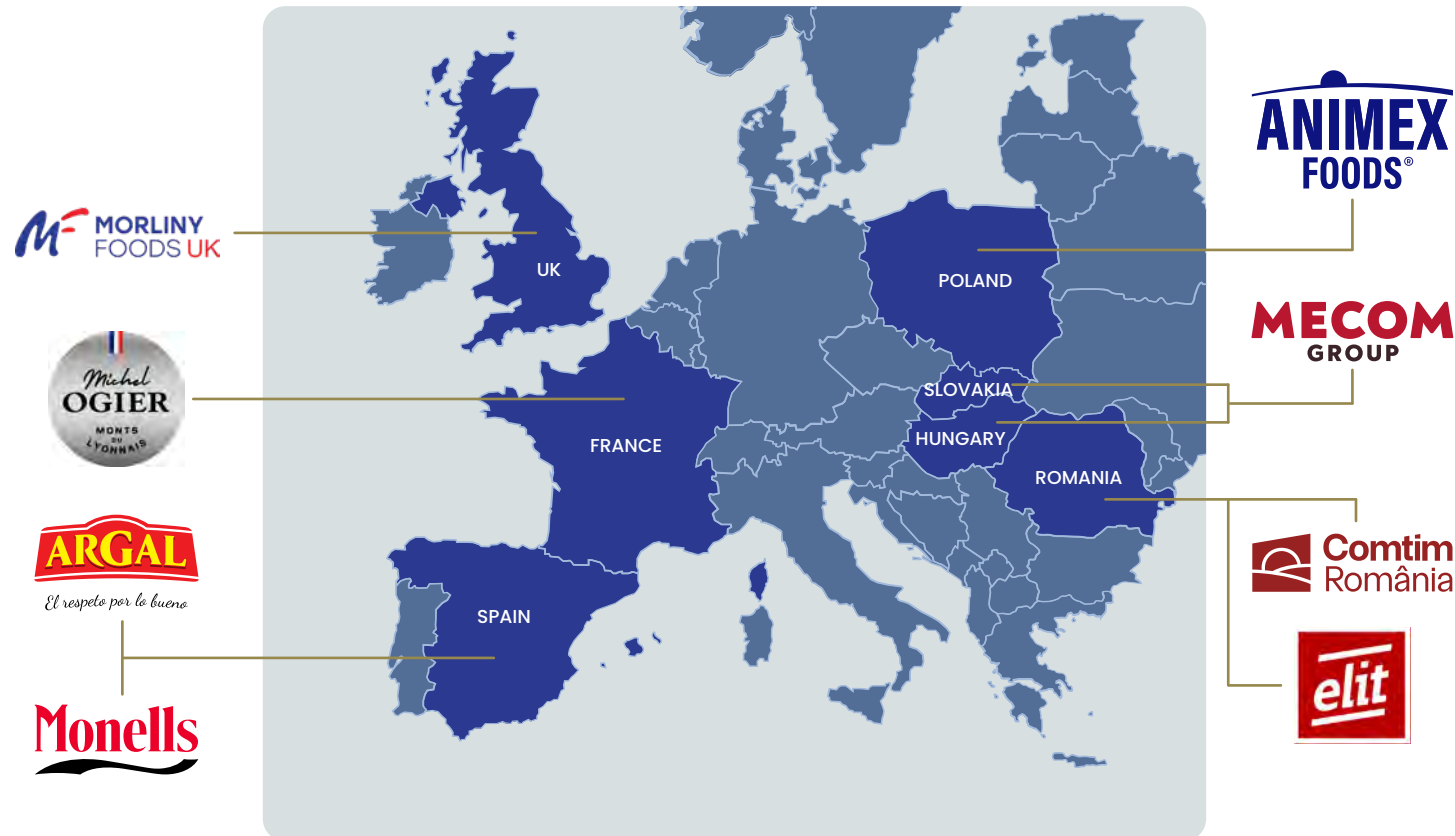
50+
Company-owned Farms



950+
Contract Growers



9
Feed Mills



Poland (Animex Foods): Animex Foods is the largest company operating in the white and red meat sector in Poland. Thanks to strong brands such as Morliny, Krakus, and Berlinki, Animex sets the direction for development in terms of both volume growth and responsible business practices and sustainable development initiatives. The company develops its business in an integrated manner, combining crop and feed production, pig and poultry breeding with further stages of the value chain, including the processing and sale of meat products and ready meals.

Slovakia and Hungary (Mecom): For 50 years, Mecom has been building its reputation as an expert in the production of salami and meat specialties. Today, its products are a symbol of craftsmanship and regional pride, which have won the trust of consumers in Slovakia and Hungary, but also as an export product in the Czech Republic.

Spain (Argal Alimentación, Embutidos Monells): For over a century, Spanish brands Argal and Monells have been developing the art of producing cured hams and chorizo, while setting new trends with innovative snack formats. Their products reach consumers in many markets.

Romania (Comtim Romania, Elit, Goodies Meat Production): Comtim is the largest fresh meat company in Romania, with a strong tradition since 1967, and delivering over 30% of the Romanian fresh meat production. Elit, the processed meat operations, is in top 3 largest packaged meat companies in the country. Romanian companies combine a modern approach to production with full respect for local traditions, creating a model of responsible agriculture and processing, vertically integrated from farm to fork.

United Kingdom (Morliny Foods UK): Supplier of high-quality pork and poultry to the retail, catering, and wholesale sectors, supporting the distribution of the Group's brands on the British market.

This diversity of products and brand history, combined with its broad geographical reach, allows us to combine local traditions and consumer preferences with a European scale of operations.

Disclaimer: Starting in 2025, new operations were added to the Group: Pupil (pet food production) and Deveris (rendering activities). As financial consolidation for these entities is still in progress, their data is not currently included in this report. Relevant information will be incorporated in future reports once the financial and operational consolidation process is completed.

A Culture of Responsibility

Our sustainability journey grows from strong roots, long-standing values, and the responsible choices we make every day.

Morliny Foods is not just production facilities and offices — it is a community of people united by a shared culture of responsibility. This culture permeates all processes and daily decisions, creating a coherent system of values based on transparency, ethics, and open dialogue. In practice, this means that every area of the holding's activity is shaped with long-term value for people, the environment, and the market in mind.

This culture starts with the employees. Talent development programs, training, and initiatives supporting national and cultural diversity build a work environment where everyone can develop their potential.

Our customers and consumers are equally important. The trust they place in our brands obliges us to ensure the highest quality, full transparency, and product safety. We communicate our activities in a clear and accessible manner, showing that sustainable development is not just a declaration, but a practice embedded in daily operations and ESG governance structures.

We also have strong ties with local communities and suppliers. We support local producers, create jobs within the entire supply chain, and engage in social initiatives that respond to the real needs of the community. As a result, our activities are not limited to production but become part of a broader ecosystem of cooperation and development.

An essential element of our operating model is the systematic use of group-wide benchmarks and best practices across countries. This enables consistent governance, continuous improvement of standards, and the structured implementation of innovations that strengthen performance and ESG outcomes.



Key Financial and Operating Figures



Revenues (2025):

\$4.4 billion

In 2025, Morliny Foods holding achieved revenues of \$4.4 billion, making us one of the largest meat groups in Europe. The scale of our operations is unique in Europe.



Production of packaged volumes:

1.3 MM kg

tons of fresh pork and poultry and packaged products

Managing around 6 million pigs and 170 million chickens, and over 420,000 tons of packaged products each year means taking responsibility for one of the largest and most complex protein value chains on the continent, capable of ensuring stable supplies, developing innovative products, and fulfilling ambitious ESG commitments.



Scale of processing:

6 M pigs

170 M chickens a year

The scale of its operations makes Morliny Foods one of the most important players on the European meat products market, capable of ensuring stable supplies, developing innovative products, and fulfilling ambitious ESG commitments.



Employment:

+18.500

people

Behind these results are, first and foremost, people. Approximately 18.500 employees ensure the quality, safety, and innovation of our products every day. They are the foundation of the organization that combines local traditions with an international scale of operations.

Key Financial and Operating Figures

1. Crop & Feed Production

Responsible Sourcing Begins in the Field

- Cultivation of grains and oilseeds used in feed production
- Use of manure and slurry in controlled agricultural nutrient cycles
- Increasing focus on deforestation-free soy and alternative protein sources
- Feed mills operating under certified quality and safety standards

ESG Impact:

Efficient nutrient recycling, reduced supply chain risks, support for local farmers and improved feed traceability.

2. Animal Breeding & Farming

High Welfare, Strong Biosecurity

- Company-owned and contract pig and poultry farms
- Strict animal welfare protocols and Five Freedoms framework
- Veterinary oversight and antibiotic stewardship
- Advanced biosecurity systems to mitigate disease risks (e.g., ASF)

ESG Impact:

Improved animal health, reduced antimicrobial reliance, enhanced disease resilience, and stable livestock supply.

3. Slaughter & Processing

Food Safety and Quality at Scale

- Modern, certified processing facilities across Europe
- Full traceability from farm to finished product
- Advanced food safety systems (IFS, BRCGS, ISO 22000)
- Continuous efficiency improvements in energy and water use

ESG Impact:

Consumer safety, operational efficiency, resource optimization and reduced environmental footprint.

4. By-Product Valorization & Circularity

Maximizing Resource Efficiency

- Rendering and recovery of animal by-products
- Production of pet food and protein components
- Waste reduction and circular economy initiatives

ESG Impact:

Reduced waste, improved material efficiency and enhanced circular resource use.

5. Logistics & Distribution

Efficient, Reliable Supply

- Integrated distribution network serving retail, HoReCa (Hotels, Retail and Catering) and export markets
- Regional sourcing to reduce transport distances where possible
- Ongoing efforts to optimize fleet efficiency and logistics footprint

ESG Impact:

Lower transport emissions, enhanced supply chain resilience, and timely delivery of safe products.

6. Consumers & Communities

Trusted Products, Local Value

- Portfolio of strong regional brands across Europe
- Transparent communication and responsible marketing
- Employment of approximately 22,000 people
- Long-term partnerships with farmers and suppliers

ESG Impact:

Food security, rural economic development, consumer trust and social value creation.

Integrated Oversight Across the Chain



Our farm-to-fork model enables:

- ✓ Full traceability and quality control
- ✓ Strong animal welfare and biosecurity management
- ✓ Direct oversight of environmental performance
- ✓ Rapid response to regulatory and market changes
- ✓ Alignment of ESG standards across all operations

Vertical integration strengthens both operational stability and sustainability performance – ensuring that responsibility, resilience and value creation are embedded at every stage of the value chain.

Our Operational Footprint

Production, farming and commercial activities across Europe

Polish operations

Animex Foods is the largest meat company in Poland, specializing in pork, poultry and processed meat products, and operating across the entire agri-food value chain. Its vertically integrated model covers crop production and feed manufacturing, livestock farming, meat processing, and the export of finished products, ensuring full traceability and control from farm to fork.

The company operates seven feed mills, all certified under the international Good Manufacturing Practice GMP+ standard, producing more than one million tons of feed annually. This production supports both Animex's own farms and external partner farms. The company cooperates with approximately 5,000 farmers under long-term contracts, which provides stability, predictability, and strong partnerships with domestic suppliers. Its production structure includes nearly 1,000 finishing farms with a total capacity of almost 1.2 million animal places, 51 breeding farms with around 100,000 sows, and more than 30 poultry farms offering close to 1.6 million places.

Processing activities are carried out in 121 modern meat plants located across Poland. All facilities operate in line with strict

food safety requirements and hold internationally recognized IFS and BRCGS certifications. Annual production of pork and poultry meat reaches approximately 299,000 tons, positioning Animex among the country's leading meat producers.

Complementary operations include two animal by-product processing facilities and a dedicated pet food production plant, supporting efficient use of raw materials, waste reduction and circular economy principles. Raw materials are sourced through the company's own supply chain or from carefully selected suppliers operating under long-term agreements, enabling consistent control over quality, food safety and animal welfare.

Animex employs more than 11,000 people, many from rural areas surrounding its operations. As a responsible local employer, the company supports community development through social, charitable and educational initiatives. Through strong vertical integration, rigorous quality management and a sustainability-driven approach, Animex Foods aims to create long-term value for communities, business partners and the natural environment.



Romanian operations

As the largest pork producer in Romania, our operations span the entire agri-food value chain. We are the leading consumer of grains in Western Romania for the feed of our livestock, sourcing over 250,000 tons annually directly from local farmers, thereby supporting regional agriculture and strengthening the local economy. These grains are transformed into high-quality feed in our two feed mill plants located in Timiș and Arad, both certified under the ISO 22000 food safety management system.

Our 49 company-owned farms, situated in Timiș and Arad, raise approximately one million pigs each year under strict animal welfare and biosecurity protocols. These animals are then processed in our state-of-the-art slaughterhouse in Timiș, where we ensure full traceability and compliance with the most rigorous food safety standards. The resulting pork is marketed under the Comtim brand and various private labels, reflecting our commitment to responsible production. Our operations account for approximately 33% of all classified pork carcasses in Romania, underscoring our leadership in the sector.

We also operate a state-of-the-art rendering plant and wastewater treatment plant ensuring our environmental footprint is as reduced as possible.

Further along the value chain, our five processed meat factories — located in Alba, Arad, Prahova, and Bucharest — transform premium-quality pork into a wide range of value-added products. These are sold under well-known brands Elit and Plin de carne, as well as through private label partnerships across the country and for export markets.

Our impact extends beyond production. With a team of more than 4,820 employees, most of whom come from rural and semi-urban communities, we play an active role in local economic development by creating stable jobs and fostering social cohesion.

Comtim România exemplifies how vertical integration, responsible practices, and ESG-driven strategies can generate long-term value for communities, partners, and the environment alike.



Slovak and Hungarian operations

As a leading meat and processed meat producer in Slovakia and Hungary, Mecom Group operates across the entire value chain – from cooperation with farmers and sourcing of raw materials, through advanced processing at its production facilities, to the distribution and sale of finished products under the Mecom brand and related labels. The company operates two major production sites in Slovakia – in Humenné and Lučenec – both equipped with state-of-the-art technologies and compliant with the highest food safety standards. These facilities employ approximately 1,400 people.

The Humenné plant specializes in the production of dry and semi-dry salami, sausages, cooked hams, smoked meats and bacon, while the Lučenec plant focuses on a wide range of sausages, seasonal products and pâtés. Individual facilities (such as Humenné) process up to 4,000 tons of raw materials per month. All production sites are certified in line with IFS, underlining the company's commitment to food quality and safety.

As part of its local offering, Mecom has introduced the “Naša slovenská” product line, made exclusively from Slovak meat – highlighting its dedication to domestic raw materials and local sourcing.

Mecom Group also operates beyond Slovakia, including Hungary, where it offers traditional products under well-established brands such as Csabai and Kaiser.

With a strong market presence and deep roots in local communities, Mecom provides stable employment and actively contributes to regional development. By combining value-chain integration, strict quality standards and a responsible approach to environmental stewardship, the company generates long-term value for its customers, business partners, and the natural environment.



Spanish and French operations

In Spain, our operations are represented by the Argal and Monells brands—two widely recognized meat producers with strong regional identities and a long-standing presence in the market. Argal, with more than 100 years of history, successfully combines tradition with innovation and operates four production facilities. Monells, a family-rooted business founded in 1979, manages two modern production plants equipped with advanced technologies.

Argal's facilities are located in traditional Spanish regions such as Extremadura, Navarra, and Catalonia, ensuring access to high-quality raw materials and authentic regional flavors. The company employs more than 1,000 people and distributes its products in over 30 markets worldwide. Monells operates its production sites in the Montseny–Osona region of Catalonia and in Les Masies de Voltregà.

Within the Morliny Foods Group, our Spanish brands combine traditional recipes with modern slicing and packaging technologies that respond to evolving consumer expectations. Argal specializes in naturally cooked and cured meats, including jamón ibérico, chorizo, and other traditional Spanish specialties. Monells focuses on sliced ham, sausages, and bacon products. All Monells products are made from high-quality meat, are gluten-free, and are developed with the well-being and nutritional needs of today's consumers in mind.

Both Argal and Monells operate modern production facilities that ensure strict quality control, full product traceability, and compliance with the highest food safety standards. In terms of environmental and social responsibility, both brands balance tradition with innovation. Key priorities include packaging recycling initiatives, waste reduction, cooperation with local suppliers, and investments in technologies that improve resource efficiency and support more sustainable production processes. The RETRAY certification held by Argal and Monells confirms that circular economy principles and sustainability are embedded within the companies' business strategies.

Our Spanish plants also generate stable employment in regions with strong meat-processing traditions, supporting local economies and social cohesion. Through strong vertical integration, rigorous quality management, and sustainability-driven strategies, Argal and Monells create long-term value for local communities, business partners, and the natural environment.

Since 2019, Argal has also been present in France through the acquisition of a majority stake in Salaison Ogier. The Michel Ogier brand, with more than 80 years of heritage, combines traditional production methods with careful attention to every stage of the process—from meat preparation to several weeks of aging—resulting in distinctive French charcuterie products.



British operations

Morliny Foods Ltd provides market-leading brands and private-label solutions in numerous countries across Europe and brings delicious and nutritious meat products to millions of people in the UK and around the world in a manner that sets industry benchmarks for sustainability.

We work in all sales channels and market segments with a broad portfolio of branded and private-label meat products, providing everything from traditional deli meats to more modern, convenient foods: pork, poultry, cooked meats, canned meats, hotdogs, pizza toppings, meal components and fresh meats.



Our Brands

Morliny Foods Holding combines tradition with modernity, ensuring responsible development at every stage of production. Our primary goal is to provide consumers, through our brands, with meat and meat products of the highest quality.

We ensure that they are produced responsibly, with respect for people, animals, and the environment. Every business decision is made with long-term value and sustainable development in mind, so that all our activities, from farm to fork, reflect the responsibility and care that are the foundation of Morliny Foods Holding.

The history of our holding is a story of mergers between companies that have been building their position for years based on local traditions, quality, and responsibility.

In Poland, Animex Foods has for decades been developing brands known and valued by consumers, such as **Morliny, Krakus, and Berlinki**. Strong relationships with local suppliers and communities are the foundation of our business and development.

In Romania, **Elit and Comtim** have been combining a passion for quality with a responsible approach to production for over 20 years, operating a fully integrated breeding and processing model, continuing the legacy of Comtim brand established in 1967

Our experience in producing high-quality pork products has become one of the pillars of our joint approach to sustainable development in Europe.

For over 50 years, the Slovak brand **Mecom** has been building a tradition of producing meat specialties in a responsible manner, focusing on quality, process efficiency, and responsible resource management. Sustainable development is embedded in its daily decisions: from caring for the environment to building a culture of openness and cooperation inside and outside the company.

Our companies in Western Europe have an equally strong heritage. Argal Alimentación is a Spanish company with more than a century of history, specializing in cured and cooked meat products, such as the **Bon Natur** brand and its range of Iberian products. It is integrated with **Embutidos Monells**, a national leader in bacon, renowned for its natural smoking process and allergen-free range. The group operates under a model that combines tradition, innovation, and excellence in food safety.

By combining local experience with a European scale of operations, Morliny Foods creates a coherent identity for a group of companies in which sustainable development is not a new trend, but a natural consequence of our values and history.



Chapter 3: Sustainability Strategy & Governance

Leading with Integrity: Steering ESG from Board to Business



Environmental, social and governance (ESG) topics are a growing priority for Morliny Foods and our stakeholders. Our approach is guided by a double materiality assessment, ensuring that we focus on the ESG impacts, risks and opportunities that are most relevant to our business and society. Our priorities, actions and progress are transparently presented in this sustainability statement.

Morliny Foods' ESG strategy for 2025–2030 aligns business ethics, environmental responsibility, and stakeholder trust under a unified governance system. This framework establishes clear strategic targets for each area, to ensure continuous improvement, accountability, and transparency across all operations.

In 2025, we took significant steps to advance our ESG strategy, including how we manage sustainability issues across our company. We enhanced our sustainability governance by creating new sustainability committees at board and executive levels, appointing a Chief Sustainability Officer, and defining new goals and performance targets.

While we have been focused on ESG for several years, these latest steps are taking our program to a new level.

Double Materiality Assessment (DMA)

Focusing our sustainability efforts on the topics that matter most

In 2025, Morliny Foods completed a **Double Materiality Assessment (DMA)** to identify the sustainability topics that are most significant for our stakeholders and most relevant to our business impacts, risks, and opportunities across our integrated pork and poultry value chain. The DMA results guide both our reporting priorities and our sustainability strategy, ensuring we focus on the issues where we can create the greatest value and manage the most material risks.

Environmental priorities reflect the footprint and resilience needs of our operations. Climate change (mitigation and adaptation) and energy are material due to their relevance for operational efficiency, emissions reduction, and long-term climate resilience of farms and processing sites. Water is also material, with focus on water consumption, withdrawals and discharges, given the importance of responsible water management in both farming and processing contexts. Resource use and circular economy, including resource inflows and waste, is material due to the scale of by-products and the need to improve efficiency, valorization, and responsible disposal across our operations. Finally, biodiversity and ecosystems are material specifically through direct impact drivers of biodiversity loss, particularly land-use change and freshwater-use change, reflecting the relevance of agricultural supply chains and responsible sourcing.

Social priorities were identified across employees, value chain partners, communities, and consumers. For our own workforce, material topics include working conditions (secure employment, working time, adequate wages), social dialogue and collective bargaining, work-life balance, occupational health and safety, and equal treatment and opportunities, including diversity, inclusion, training and skills development, and preventing harassment and workplace violence. For workers in the value chain, the DMA prioritized health and safety, equal treatment, and preventing violence and harassment, recognizing the importance of supplier and contractor practices in our integrated supply chain. For affected communities, material topics include communities' economic, social and cultural rights—particularly adequate food—and security-related impacts, reflecting the importance of stable operations and responsible conduct in the communities where we operate. For consumers and end-users, material topics focus on information-related impacts such as privacy, freedom of expression, access to quality information, responsible marketing, and product health and safety—reflecting the central role of trust, transparency, and food safety in our business.

Governance priorities remain foundational to how we manage sustainability. Under Business Conduct, material topics include corporate culture, protection of whistle-blowers, management of supplier relationships, and preventing corruption and bribery (including training and incident management). In addition, animal welfare is recognized as a material topic reflecting both stakeholder expectations and its close link to food safety, biosecurity, quality, and responsible sourcing. Finally, the DMA identified digital security as material, acknowledging the growing role of data protection, operational technology, and traceability systems in the modern food business.

Topics assessed as not material—such as pollution (air, water, soil), microplastics, marine resources, and certain biodiversity outcome indicators—were excluded because Morliny Foods' operations do not create significant direct impacts in these areas, or they are addressed more appropriately under other material topics (e.g., climate impacts). This focused approach allows our Sustainability Report to remain clear, decision-useful, while concentrating resources on the topics where we can drive meaningful performance and continuous improvement.

We used the DMA within the development of this narrative report, refining the content in line with the outcomes of the materiality matrix and stakeholder feedback.

ESG management structure

Our ESG management structure, introduced in 2025, builds on a long-standing sustainability journey that began more than a decade ago. Years ago, we started our sustainability journey by focusing on environmental management, implementing and certifying environmental management systems across all our farms and processing facilities. Over time, this structured approach was extended to additional priority areas, including occupational health and safety, animal care and community support programs.

Across all focus areas, our management systems are currently built on common foundations, including clear policies, employee training, defined targets, independent third-party audits and regular executive review.

Leadership Experience, Expertise and ESG Competence

Board of Directors – Morliny Foods

The Board of Directors of Morliny Foods is composed of four executive members who each bring decades of international leadership experience in the food, agriculture, finance, and fast-moving consumer goods (FMCG) sectors. Their expertise spans veterinary science, industrial processing, financial stewardship, commercial strategy, operational transformation, and large-scale supply chain management across Europe.

The Board combines deep knowledge with practical operational experience, ensuring that sustainability, food safety, animal welfare, and risk management are embedded into strategic decision-making.

Luis Cerdan Ibanez, CEO Morliny Foods

Appointed: 13 May 2024

Luis Cerdan Ibanez is an international executive with more than 30 years of leadership experience in the agri-food and FMCG sectors.

Throughout his career, Luis has led complex, multi-country operations, overseeing vertically integrated supply chains from primary production to consumer markets. His veterinary training provides scientific grounding in animal welfare, antibiotic stewardship, and biosecurity risk mitigation—critical components of Morliny Foods’ sustainability strategy.

He has completed advanced leadership programs at Harvard, further strengthening his strategic and governance capabilities. As Chair of the ESG Committee, Luis ensures that sustainability priorities are fully integrated into corporate strategy, risk oversight, and long-term value creation.

Tomasz Jacek Kowalczyk, Chief Financial Officer

Appointed: 13 May 2024

Tomasz Kowalczyk is an accomplished financial and operational leader with more than 30 years of experience across finance, operations, and commercial management roles. He has held multiple CFO and Operations positions in complex FMCG businesses and brings extensive expertise in capital allocation, financial control, enterprise risk management, and performance governance.

As CFO and member of the ESG Committee, Tomasz ensures that ESG priorities are supported by disciplined financial planning, investment analysis, and risk-adjusted decision-making. His oversight strengthens the integration of sustainability metrics into financial reporting, capital expenditure planning, and long-term strategic modelling, including climate transition and energy efficiency investments.

Ian Michael Charles Lindsay, Managing Director

**Appointed: 13 May 2024, end of mandate
16 February 2026**

Ian Lindsay has more than 25 years of senior commercial and strategic leadership experience within the food sector. His expertise includes brand development, route-to-market optimization, international sales strategy, and customer engagement across competitive retail environments.

Gareth Joubert, Financial Director

**Appointed: 13 May 2024, end of mandate
16 February 2026**

Gareth Joubert has over 20 years of financial and management experience across complex operational environments. His expertise includes financial governance, compliance, operational efficiency, and performance monitoring.

Broader Leadership Expertise Across the Group

Beyond the Board, Morliny Foods benefits from strong Country Management teams in Romania, Poland, Slovakia, Hungary, Spain, and the UK. Each country leadership includes a CEO, CFO, and functional directors responsible for operations, supply chain, quality, HR, and compliance.

Collectively, these leaders bring:

- Deep expertise in industrial meat processing and vertically integrated livestock production
- Veterinary and animal health competence embedded in farming operations
- Food safety governance under internationally recognized standards (ISO 22000, BRCGS, IFS)
- Large-scale logistics and cold chain management experience
- Workforce management in unionized and multi-jurisdictional environments

This broad leadership base ensures that ESG considerations are operationalized locally while remaining aligned with group strategy.



ESG Committee

Morliny Foods operates under a dedicated ESG governance structure aligned with WH Group's multi-level model. The ESG Committee reports directly to the Board that is chaired by CEO Luis Cerdan.

It includes CFO Tomasz Kowalczyk, and Chief Sustainability Officer Dana Brindescu Iovanov, Country CEO and Directors—Jacek Dzielak (Poland), Ladislau Cechovic (Slovakia & Hungary), Goran Panici and Cristi Oradan (Romania), Ian Lindsay (UK), and Jose Maria Orteu (Spain)

The Committee oversees key sustainability priorities across the Group. Its responsibilities include monitoring the implementation of the climate transition strategy and progress toward decarbonization targets, as well as ensuring strong governance of animal welfare and biosecurity practices. The Committee also reviews food safety and product quality performance, assesses ESG-related risks within the supply chain, and monitors compliance with human rights and labour standards. In addition, it evaluates governance and ethics performance to ensure alignment with the company's values, policies, and regulatory requirements.

Building CSRD and ESG Reporting Expertise

In response to the evolving European regulatory landscape, Morliny Foods initiated structured sustainability training for senior leadership and ESG pillar heads in 2025, coordinated by the Chief Sustainability Officer.

This capacity-building program strengthens ESG capabilities across leadership by improving regulatory literacy at the executive level and deepening understanding of the double materiality assessment process and its results. It also reinforces ESG data governance and internal control mechanisms, while enabling structured review of ESG reporting progress. Through these initiatives, ESG expertise is no longer confined to a dedicated sustainability function but is embedded across executive leadership and country-level management.

To ensure effective oversight, ESG-related topics are addressed through dedicated training and regular briefings for the Board, focusing on the sustainability matters most material to Morliny Foods. Training modules cover sustainability regulations, EU frameworks, ethical leadership, and evolving stakeholder expectations. Senior leaders and board members also complete annual sessions on anti-corruption, anti-bribery, and conflict of interest management, aligned with OECD and UN Global Compact best practices.

Our governance framework is supported by in-house specialists across key ESG areas, including animal welfare, climate and environmental management,

people, and food safety. This enables our Executive Management to rely on expert knowledge and informed advice when guiding strategy and decisions on the ESG topics most relevant to our business and stakeholders.

The Board of Directors formally reviews sustainability performance at least twice per year. ESG targets and strategic priorities are approved at Board level and integrated into the annual business planning cycle. Sustainability risks are reviewed within the Enterprise Risk Management framework and included in Board-level risk discussions.

The Chief Sustainability Officer reports directly to the CEO and provides quarterly updates to the ESG Committee and Board. Environmental, social and governance performance indicators are monitored at country level and consolidated centrally.

A portion of executive variable remuneration is linked to ESG performance indicators.

Morliny Foods sets specific quantitative and qualitative targets under its ESG policies to ensure progress is measurable and transparent. These targets include commitments related to business ethics & governance, animal welfare, and supply chain management. KPIs, regular measurement and defined timelines ensure accountability and support long-term, sustainable value creation.



We focus on building strong ethical leadership through regular anti-bribery training and broad employee engagement with our Code of Conduct, supported by clear processes for timely investigation of reported incidents.

At operational level, we prioritize high standards of animal welfare and biosecurity across our own and contract farms, reinforced through annual training, audits and continuous monitoring. Key performance indicators, such as transport mortality rates and antibiotic usage, enable us to track progress, identify risks early and drive ongoing improvement.

Beyond our own operations, we work closely with suppliers to strengthen ESG performance, promote responsible sourcing practices and increase transparency, including commitments to deforestation-free soy.

Corporate Governance & Ethical Business Practices

Morliny Foods promotes a strong culture of integrity, transparency and accountability, with corporate governance embedded in daily operations through comprehensive policies, ethical standards and continuous training. Ethical leadership is reinforced through anti-bribery training for management and clear, transparent processes for investigating reported incidents. A unified Employee Code of Conduct sets out expectations on fairness, transparency, human rights and zero tolerance for corruption, discrimination and unfair competition, with employees required to acknowledge their understanding (80% acknowledgment rate in 2025). Our Code of Business Conduct and Ethics applies to all employees, officers and directors and is reviewed on a regular basis. The Code is made available in the national languages of the countries in which we operate and sets clear expectations for responsible behaviour, compliance with applicable legislation and ethical decision-making.

Employees are encouraged to speak up and can report concerns confidentially through an anonymous whistleblowing hotline. All reports are reviewed and followed up in line with our established investigation procedures.

Awareness of the Code and our ethical standards is reinforced through an annual electronic certification process, supporting a strong and consistent culture of integrity across the Group.

The company delivers annual ethics and governance training for all employees, complemented by enhanced programs for board members and management. In 2025, 100% of board and management completed anti-corruption and anti-bribery training in line with OECD and UN Global Compact guidance. Robust whistleblowing and investigation mechanisms, overseen by HR, Compliance, Legal and Internal Audit, support effective oversight. No confirmed corruption or bribery incidents were recorded in 2025.

The company's ethical governance framework includes the following key policies:

1. **Anti-Bribery and Anti-Corruption Policy** – Morliny Foods enforces a zero-tolerance approach toward bribery, extortion, and embezzlement. The Group conducts regular risk assessments and monitors ethical risks.
2. **Conflict of Interest Policy** – Mandatory training for employees and managers strengthens awareness of integrity in decision-making and supports proactive conflict management.
3. **Food Safety and Quality Assurance Policy** – Guarantees compliance with ISO 22000, IFS, and BRCGS standards, focusing on consumer safety, traceability, and continuous improvement in production processes.
4. **Anti-Money Laundering (AML) Policy** – The Group maintains strict compliance with AML regulations, preventing any misuse of its financial systems for unlawful purposes.
5. **Environmental and Climate Change Policy** – Commits to minimizing environmental impact through energy efficiency, emissions reduction, responsible resource use, and climate risk mitigation.
6. **Health and Safety Policy** – Ensures a safe and healthy workplace by implementing preventive risk assessments, employee training, and compliance with EU occupational safety standards.
7. **Labor Rights and Workplace Policy** – Upholds human rights, fair working conditions, diversity, and inclusion, in line with ILO conventions and EU labor legislation.
8. **Responsible and Ethical Governance Policy** – Defines the overarching governance principles guiding integrity, transparency, and ethical leadership across the Group.
9. **Whistleblowing Policy** – Established in accordance with EU Directive 2019/1937, it provides secure and anonymous reporting channels via hotline and online platforms. Whistleblowers may submit a report exclusively through a designated independent channel or arrange a meeting with a representative from the department delegated to this. This department receives and investigates all reports. To protect whistleblowers, measures have been implemented to prevent the disclosure of their identities, and employees were trained on the prohibition of retaliatory actions.
10. **Code of Conduct in business and company ethics** serves as a guiding framework for all Morliny Foods Holding employees, ensuring that we operate responsibly and in accordance with the latest European laws and regulations. It covers topics such as integrity in decision-making, compliance with laws, avoidance of conflicts of interest, and fair treatment of employees and stakeholders. By aligning our practices with corporate governance, sustainability, and ethical business principles, we reinforce our commitment to ethical leadership and strengthen our reputation as an industry leader.
11. Morliny Foods treats **digital security** as a core ESG priority, supported by Group-wide policies on information security, access control, data protection (GDPR) and acceptable IT use. These frameworks safeguard the confidentiality, integrity and availability of corporate data. Cyber risks are assessed annually, with technical controls such as firewalls, network segmentation, endpoint protection and patch management continuously updated. An Incident Response Plan aligned with the EU NIS2 Directive ensures clear escalation, investigation and recovery procedures. In 2025, no cybersecurity incidents were recorded across operations. The Group is developing measurable KPIs to track progress toward full digital resilience by 2030.

To ensure accessibility, all policies are published on the company's web site and intranet and translated into local languages. Simplified visual guides are distributed to operational teams to promote clarity and awareness among non-office employees.

The effectiveness of governance policies is reviewed annually by the ESG Committee, supported by internal audit findings, incident reporting data, and external assurance feedback.

Engagement with Stakeholders & Supply Chain Management

Morliny Foods maintains transparent, responsible, and mutually beneficial relationships with all stakeholders, including employees, suppliers, regulators, customers, and local communities.

The company applies a comprehensive Supplier Code of Conduct, ensuring compliance with human rights, environmental protection, and anti-corruption standards. Suppliers are categorized by risk and strategic importance, with ESG audits conducted accordingly.



Key supplier categories and priorities

- ✓ Animal protein suppliers: Adherence to welfare and biosecurity standards.
- ✓ Soy, feed, packaging: Commitment to deforestation-free sourcing and circularity.
- ✓ Transport and logistics: Low-emission and energy-efficient operations.
- ✓ Utilities: Prioritization of renewable energy suppliers.
- ✓ Service providers and HR partners: Compliance with labor and social standards.



Supplier evaluations are risk-based, covering areas such as human rights, environmental compliance, and certifications (FSC, IFS, BRCGS, ISO 22000). This aligns with our voluntary commitment to zero-deforestation sourcing. Animal suppliers undergo evaluations aligned with the Five Freedoms of animal welfare, monitored through internal compliance reviews.

In 2025, Morliny Foods Group enhanced the capabilities of its procurement teams through targeted training programs. These programs focus on supplier engagement best practices, equipping team members with the skills necessary to foster strong, collaborative relationships with suppliers. Additionally, the training emphasizes ESG risk identification in sourcing, enabling the procurement teams to effectively assess and manage these ESG risks within the supply chain. This training ensures that our procurement efforts align with Morliny Foods' commitment to sustainability and ethical business practices, supporting our overarching goals of resilience and responsible sourcing.

Morliny Foods fosters open dialogue through official communication channels (web site, social media accounts), sustainability reporting, stakeholder consultations, and community engagement.

Training, communication campaigns, and transparent disclosure of ESG results ensure stakeholders are informed and engaged. The company remains committed to maintaining stakeholder trust through compliance with CSRD/ESRS standards and the continuous integration of feedback into policy development.

Cybersecurity and Digital Responsibility

As a modern food producer, Morliny Foods relies on secure and reliable digital systems to manage operations, protect sensitive data, and maintain the trust of customers, employees, and partners. Protecting our digital infrastructure is therefore an essential part of our approach to responsible business and operational resilience.

Across our operations in Europe, we maintain a structured cybersecurity framework designed to safeguard company systems, protect confidential information, and ensure the continuity of critical business processes. This framework is coordinated by our IT leadership and cybersecurity specialists at both local and group levels and is aligned with European regulatory requirements.

Our cybersecurity approach focuses on protecting the confidentiality, integrity, and availability of information systems and data. Group-wide policies define how digital systems are accessed, how information is protected, and how employees use company technology responsibly.

Access to systems is carefully managed based on job responsibilities, with additional safeguards such as multi-factor authentication and monitoring of privileged accounts. Sensitive information is handled according to strict data protection rules aligned with the General Data Protection Regulation (GDPR), ensuring that personal data is processed responsibly and securely.

Technical safeguards further strengthen our protection. These include network segmentation, advanced firewalls, endpoint protection, vulnerability testing, and continuous monitoring of IT systems. Regular backups and disaster recovery procedures ensure that essential systems can be restored quickly in the event of disruptions.

Cybersecurity risks are assessed regularly across the Group through security reviews and IT risk assessments. These processes help identify potential threats such as phishing attacks, ransomware, and system vulnerabilities, allowing teams to take preventive action before incidents occur. In addition to technical controls, employee awareness plays an important role in strengthening digital resilience. Staff members receive regular cybersecurity training and participate in phishing simulations to help identify suspicious activities and prevent potential security breaches. Security incidents are managed through a structured response process aligned with European cybersecurity legislation. This ensures that any potential threat is quickly detected, investigated, and resolved, with clear escalation and communication procedures in place.

Cybersecurity is embedded in our operational management across all countries where Morliny Foods operates. Each region implements procedures tailored to local systems and regulatory requirements while following common group standards.

Examples include:

- **Romania**, where secure network architecture, penetration testing, and multi-factor authentication help protect IT systems and remote access.
- **Spain**, where cybersecurity performance and regulatory compliance are monitored through defined KPIs and reviewed regularly by management.
- **Poland**, where a multi-layered security environment combines strict access controls, continuous monitoring, and disaster recovery testing.
- **The United Kingdom**, where cybersecurity training is integrated into employee onboarding and strict IT access controls protect company systems.
- **Slovakia**, where cybersecurity governance and procedures align with emerging NIS2 requirements.

These coordinated efforts help ensure that cybersecurity practices remain consistent across our operations while allowing each location to address local risks effectively.

Cyber threats evolve rapidly, and we continuously update our cybersecurity systems and procedures to address emerging risks. Morliny Foods is working toward a more unified cybersecurity framework across its European operations, enabling faster incident response, improved coordination, and stronger protection of digital assets.

Future priorities include further strengthening compliance with EU cybersecurity legislation and implementing additional monitoring tools to measure the effectiveness of our security controls.

During the reporting year, Morliny Foods recorded no confirmed cybersecurity incidents across the Group. In Spain, three security alerts related to software vulnerabilities were detected and addressed promptly following vendor recommendations, with no disruption to operations.

Maintaining strong cybersecurity practices remains a key priority as we continue to protect our digital infrastructure and ensure the resilience of our operations.

Alignment with WH Group

Morliny Foods' sustainability and governance system is designed in full alignment with the broader strategic priorities of **WH Group**. These global frameworks guide all subsidiaries toward shared goals of responsible production, ethical conduct, and long-term environmental and social resilience.

The company integrates WH Group's governance principles across all levels of decision-making, ensuring consistency with global best practices in sustainability, corporate responsibility, and transparency. This alignment guarantees that Morliny Foods' local operations in Poland, Romania, Spain, and Slovakia reflect the same values, risk management methodologies, and reporting standards as the parent company.



Governance Enhancement Roadmap 2026–2030

Strengthening Leadership Responsible for the Future

As sustainability expectations continue to evolve, Morliny Foods is committed to continuously improving how we govern, manage risks, and create long-term value. Building on the strong governance framework established in 2025, we have defined a roadmap for 2026–2030 to further strengthen accountability, transparency and responsible decision-making across our Group.

Stronger Board Engagement in Sustainability

Over the coming years, sustainability will become an even more integrated part of Board oversight. ESG performance and key risks – including climate, animal welfare, supply chain resilience and ethics – will be reviewed regularly at Board level. We will also continue to enhance sustainability knowledge among Board members through dedicated training and briefings. Our objective is clear: sustainability must be embedded in strategic discussions and long-term business planning.

Linking Performance to Accountability

Between 2026 and 2030, we will progressively integrate selected ESG indicators into executive performance evaluation frameworks. This will strengthen the link between sustainability results and leadership accountability, ensuring that environmental, social and governance priorities remain central to business success.

Deepening Risk Management and Internal Controls

We will further integrate sustainability risks into our Enterprise Risk Management system, including climate-related risks, supply chain disruptions, biosecurity, human rights considerations and cybersecurity threats.

Internal audit processes will increasingly include ESG-related controls, reinforcing reliability and preparedness under CSRD and evolving European standards.

Advancing Digital Governance and Cybersecurity

As digital systems play a growing role in food safety, traceability and operations, we will continue strengthening cybersecurity resilience. This includes enhanced employee awareness training, system upgrades and alignment with European digital security regulations.

Our goal is to ensure that data protection and operational technology remain secure and robust across all markets.

Strengthening Supply Chain Governance

We will expand ESG risk assessments and dialogue with suppliers, with a particular focus on animal welfare, deforestation-free sourcing and responsible labor practices. By 2030, we aim to further increase ESG transparency and structured monitoring across high-risk supplier categories.

This approach reinforces trust, resilience and responsible sourcing across our value chain.

Promoting Ethical Leadership

We will continue investing in ethical culture and leadership development through anti-corruption training, conflict-of-interest management and strong whistleblowing protections. Maintaining a culture of integrity remains fundamental to our long-term sustainability.

Chapter 4: Environmental Stewardship

Climate and Environmental Impact

Morliny Foods Group recognizes its responsibility to minimize environmental impacts and contribute to a low-carbon, resource-efficient, and circular economy. Across its operations in Poland, Romania, Spain, Slovakia, Hungary, and the United Kingdom, the Group is committed to sustainable growth by addressing climate change, reducing energy and water consumption, preventing pollution, protecting biodiversity, and optimizing resource use.

In 2025, Morliny Foods Group further advanced its environmental governance framework, reinforcing oversight and performance management across key impact areas: water stewardship, waste circularity, energy efficiency and climate resilience. Environmental performance remains closely integrated with regulatory compliance, reflecting the structurally resource-intensive nature of the Group's vertically integrated livestock and food production operations.

Greenhouse gas emissions within the Group's value chain are primarily associated with livestock production, feed, animals and meat sourcing, manure management, and energy consumption in processing facilities. While a significant portion of climate impacts originates upstream in agricultural activities, Morliny Foods continues to focus on reducing operational emissions through improved energy efficiency, increased renewable electricity sourcing, and investments in high-efficiency cogeneration systems. The Group is also strengthening data collection and monitoring its operations to support long-term climate transition planning and alignment with emerging European decarbonization frameworks.

Water consumption is primarily driven by livestock hydration requirements and hygiene-critical processing standards inherent to food safety. While these operational characteristics limit

large-scale water reuse, wastewater is systematically managed through permitted municipal infrastructure or on-site treatment systems to ensure regulatory compliance and environmental protection. None of the Group's operational sites are currently located in water-stressed regions.

The Group maintained a strong circularity profile in waste management. Non-hazardous waste streams were mainly diverted from landfill through manure to fertilizer application, recycling, rendering and energy recovery pathways. Manure continues to be managed as a regulated agricultural nutrient input within established agronomic controls. Rendering operations processed 92.85% of animal by-products, significantly minimizing landfill disposal. Hazardous waste volumes remained limited and subject to strict handling, storage and disposal controls.

Energy performance improved despite continued operational growth. Absolute electricity consumption remained stable, while electricity intensity decreased by 4% year-on-year, reflecting efficiency gains. Increased natural gas consumption was attributable to strategic investment in high-efficiency cogeneration systems, enhancing thermal efficiency and operational resilience. Renewable electricity accounted for 36% of total consumption, supported by on-site solar installations and certified renewable sourcing mechanisms.

Overall, the Group continues to implement a disciplined, efficiency-driven environmental strategy aligned with applicable EU regulatory frameworks and its stated target of achieving 40% renewable electricity by 2030, while strengthening operational resilience and long-term sustainability performance.

Environmental and Climate Change Policy

Morliny Foods' Environmental and Climate Change Policy sets the framework for managing environmental impacts across our operations and value chain. The policy is aligned with ISO 14001 Environmental Management Systems and supports the objectives of the Corporate Sustainability Reporting Directive (CSRD).

The policy commits the Group to full compliance with environmental legislation, proactive climate change mitigation and adaptation, pollution prevention, responsible water management, biodiversity protection, and improved resource efficiency and circularity.

It includes actions to reduce greenhouse gas emissions across Scope 1, 2 and 3, enhance energy efficiency, promote sustainable sourcing and agriculture, prevent air, water and soil pollution, and reduce waste while increasing recycling and circular material use.

Implementation is supported by an ISO 14001-certified Environmental Management System, which ensures systematic monitoring, environmental risk assessment, employee training, and continuous improvement.



Climate Change and Energy

Morliny Foods Group has established medium- and long-term climate targets aimed at reducing greenhouse gas emissions and improving energy efficiency across its operations.

Medium-term targets (2030)

- 30% reduction in Scope 1 and Scope 2 GHG emissions per unit of product, compared to the 2021 baseline, aligned with WH Group targets.
- Doubling photovoltaic (PV) installed capacity across Group operations compared to the 2025 baseline.
- At least 30% renewable energy share in total energy consumption.
- 10% reduction in energy consumption per unit of products compared to the 2021 baseline.

Long-term target (2050)

- Reduction of Scope 3 greenhouse gas emissions intensity across the value chain, including engagement with suppliers in the Forest, Land and Agriculture (FLAG) value chain, in line with a 1.5°C climate pathway and the EU climate neutrality objective for 2050.

All business units operate under the ISO 14001 Environmental Management System, ensuring a continuous improvement cycle through the Plan-Do-Check-Act (PDCA) model.



Water Stewardship

Morliny Foods aims to strengthen water stewardship by improving monitoring, increasing efficiency, and implementing sustainable water management practices across all operations.

Medium-term targets

- Advanced water metering and telemetry systems installed at main sites by 2028.
- 10% reduction in total water consumption by 2030, compared to the 2024 baseline.
- Implementation of sustainable water management practices across 100% of operations by 2030, aimed at optimizing water use efficiency and minimizing overall consumption.



Biodiversity and Ecosystems

The Group aims to reduce impacts on biodiversity and ecosystems by strengthening responsible sourcing practices, protecting natural habitats, and improving agricultural land management.

Targets (2030)

- 100% compliance with the EU Common Agricultural Policy (CAP) for grain suppliers, ensuring that at least 90% of grain used is cultivated under biodiversity conditions defined by the CAP.
- Zero conversion of owned forested land (deforestation) maintained annually.
- Zero manure-related environmental pollution incidents are maintained annually.
- Expansion of vegetative buffer zones on company-owned land from over 70% to more than 90% by 2030 in Romania and Poland.

Resource Use and Circular Economy

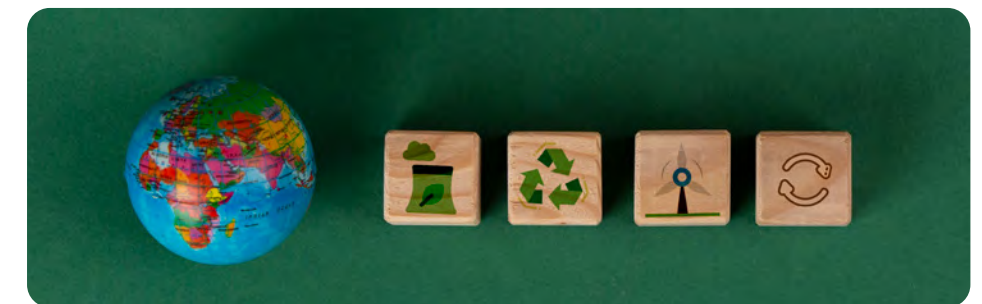
Morliny Foods promotes circular resource use by improving packaging sustainability, minimizing waste generation, and maximizing the recovery and valorization of production by-products.

Medium-term target

- 100% of packaging assessed for recyclability by 2027, incorporating circular design principles and increasing the use of recycled content in packaging materials.

Long-term targets (2030)

- Zero waste to landfill by 2030, achieved through recovery, recycling, or energy recovery pathways.
- 100% of animal by-products valorized through rendering by 2030, converting them into feed, fertilizer, or biodiesel.



Highly Regulated Operating Environment

Our operations are conducted in full compliance with all environmental permitting requirements. All our facilities are fully permitted (environmental, water, protected areas).

Over 80 locations representing more than 75% of our farms and production facilities are operating under Industrial Emissions Directive or IED, the main EU instrument for regulating pollutant emissions from industrial installations and:

- regulate the whole environmental performance of our installations, covering air and water emissions, alongside energy efficiency, water consumption.
- establish emission limit values and monitoring requirements.
- set evolving benchmarks/ Best Available Techniques (BAT) for permit conditions, ensuring ongoing improvement.
- address all potential environmental impacts under normal operating conditions, as well as in the event of incidents or emergencies, by implementing measures to monitor, control, and minimize effects on both people and the environment.

The Industrial Emissions Directive (IED) permits the highest level of environmental protection by requiring industrial facilities to obtain a permit based on an integrated approach, controlling emissions to air, water, and land, while also considering waste minimization and resource efficiency, with the goal of achieving a high level of environmental protection for human health and the environment as a whole.

All our EU sites are governed by strict national and EU-level environmental legislation, including:

- IPPC (Integrated Pollution Prevention and Control) permits
- Water discharge licenses
- Manure management regulations. These are enforced through regular inspections and audits by competent authorities, and our operations have consistently passed such reviews.



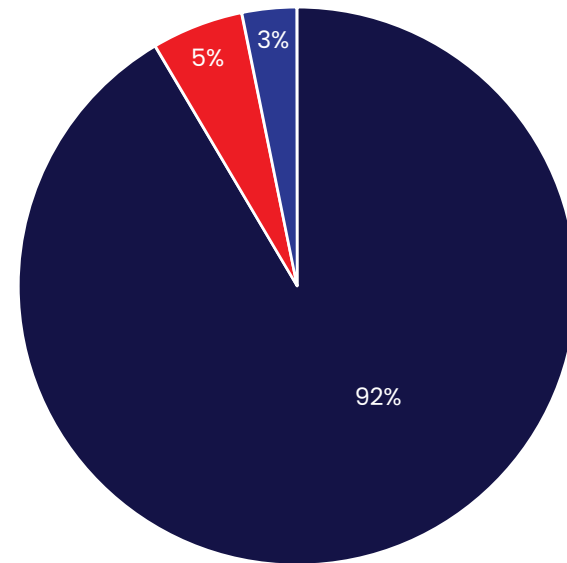
GHG Emissions

Where our footprint comes from

In 2025, Morliny Foods' total greenhouse gas emissions were approximately 6.4 million tCO₂e across all scopes. As in most vertically integrated meat and food businesses, the majority of the Group's climate footprint occurs outside direct operations, within the agricultural and supply chain activities that support production.

The distribution of emissions by scope is as follows:

- **Scope 1 – Direct emissions: ~92%**
(mainly manure management and enteric fermentation from owned farms, together with fuel use in boilers in our manufacturing operations and vehicles)
- **Scope 2 – Purchased energy: ~5%**
(electricity and purchased heat/steam for processing facilities and offices)
- **Scope 3 – Value chain: ~3%**
(agricultural inputs such as feed, livestock and meat purchases, contract farming, transport, packaging and other purchased goods and services)



Compared with 2024, total emissions decreased from approximately 7.27 million tCO₂e to 6.4 million tCO₂e, driven primarily by a reduction in Scope 3 emissions from purchased goods, as our Poland farms and manufacturing plants were merged, and therefore all animals raised in our farms are no longer presented as purchased raw materials.

At the same time, Scope 1 and Scope 2 emissions remained broadly stable, reflecting the structural characteristics of livestock operations where biological emissions from farming remain significant and harder to reduce in the short term.

Emissions by Country

The Group's emissions footprint closely reflects the scale of operations and level of vertical integration in each country.

● Poland ~65–70% of Group emissions

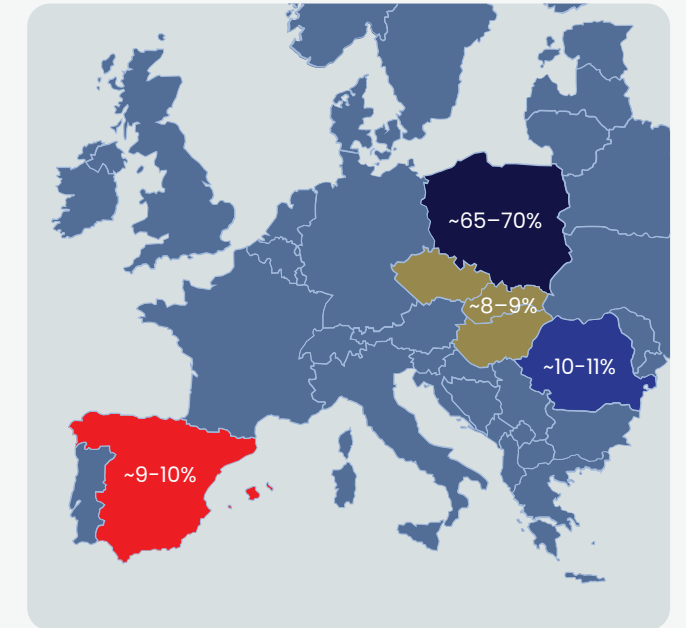
Poland remains the largest contributor due to its extensive farming, feed, slaughtering and processing operations. The country includes most of the agricultural activity through Agri Plus farms as well as the Animex manufacturing network, which together account for most feed purchases and livestock sourcing across the Group.

● Romania ~10–11%

Romania operates a fully integrated farming and processing system. A large share of emissions arises from Comtim farming operations, where manure management and enteric fermentation represent the main emission sources.

● Spain ~9–10%

Spanish operations consist primarily of processing and value-added meat production. Emissions are therefore more strongly linked to purchased goods and services, packaging materials and logistics.

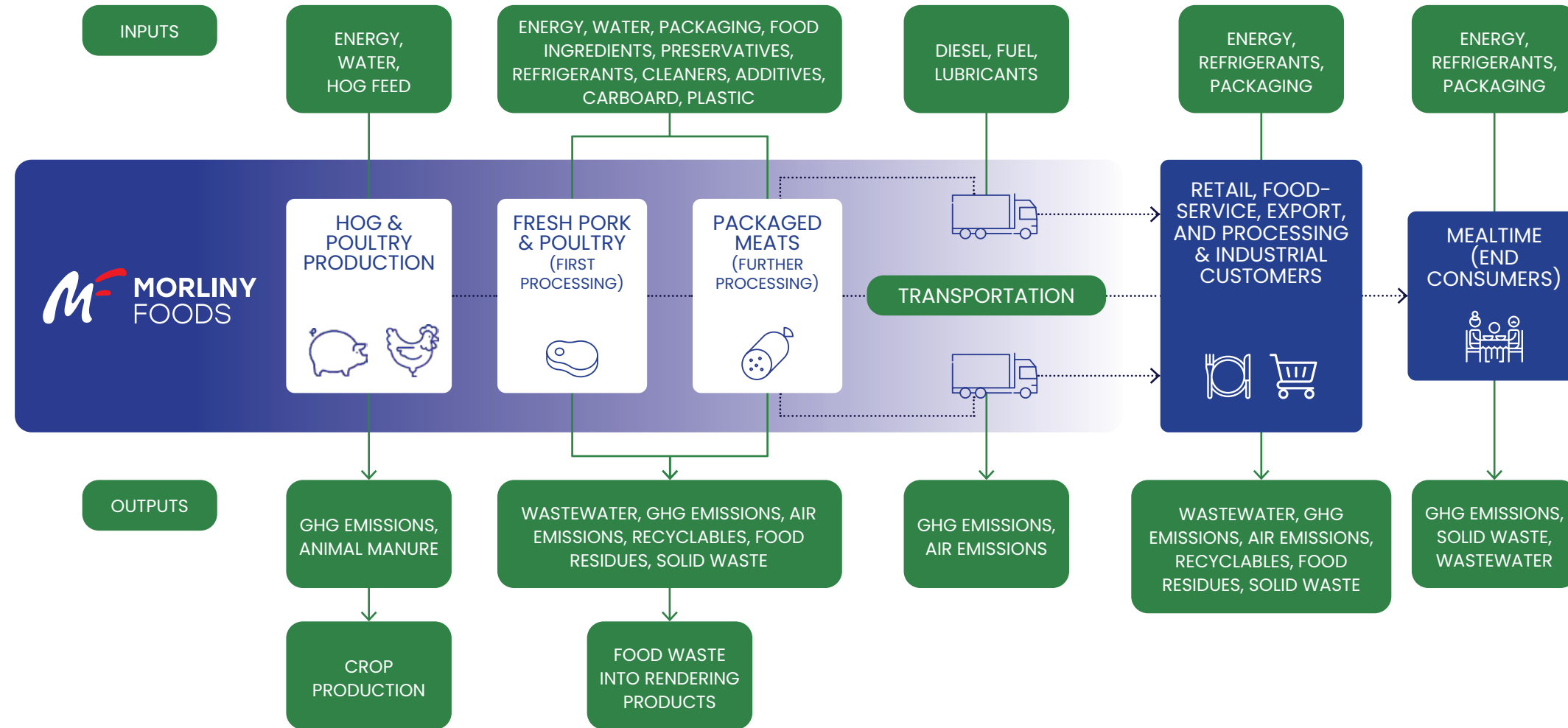


● Mecom operations (Czech Republic, Slovakia, Hungary) ~8–9%

These operations are mainly focused on processing, packaging and distribution of meat products, resulting in a footprint dominated by supply chain emissions rather than farming activities.

Overall, the geographic distribution of emissions reflects the different roles each region plays in the Group's vertically integrated value chain, from agricultural production to processed food manufacturing.

Inputs and Outputs Across our Business



Emissions along our Value Chain

Looking across scopes, the largest share of Morliny Foods' emissions is linked to how animals are fed and raised, rather than the energy used in processing plants. This pattern is typical for livestock-based food systems.

Feed, livestock and meat purchases and own farms ~70–75% of total emissions

This category represents the dominant share of the Group's footprint and includes:

- Production of feed grains and oilseeds
- High-emission feed ingredients such as soy or other proteins
- Upstream livestock farming for purchased animals and meat
- Manure management and enteric fermentation from weaned and contract farms

Packaging, ingredients and other purchased materials ~10–12%

These emissions originate mainly from industrial supply chains supporting food production, including:

- Steel cans, plastics, cartons and other packaging materials
- Functional proteins, spices and other food ingredients
- Non-agricultural purchased goods and services

Processing plants and cold chain energy ~7–8%

This category covers emissions generated during processing and refrigeration operations:

- On-site fuel combustion for steam and heat
- Electricity and purchased heat or steam (Scope 2)
- Refrigerant leaks and energy use in refrigeration and freezing systems
- "Processing of sold products" at customer sites

Transport and logistics ~5–6%

These emissions arise from the movement of animals, raw materials and finished products through the supply chain:

- Fuel for logistics operations
- Upstream road transport of animals, meat, ingredients and packaging
- Distribution of finished products to retailers and customers

Other emissions (waste, commuting, services, end-of-life) ~3–4%

These include smaller but still relevant categories such as:

- Employee commuting
- Waste treatment and disposal
- Business travel and other services
- End-of-life treatment of packaging and products

Morliny Foods' climate footprint is driven primarily by agricultural inputs and livestock production. Improving feed efficiency, increasing the share of locally sourced CAP-compliant grains, reducing reliance on high-emission feed components, and optimizing manure management offer the greatest opportunities to reduce emissions. These actions are complemented by the Group's ongoing transition toward renewable electricity, energy efficiency improvements in processing facilities, and more circular use of by-products across the value chain.

Our GHG Emissions Commitment

Morliny Foods follows WH Group's climate ambition to reduce greenhouse gas emissions from Scope 1 and Scope 2 per unit of product by 30% by 2030 compared with a 2021 baseline. For Morliny Foods, this ambition is implemented through a set of concrete objectives covering Scope 1, Scope 2 and Scope 3 emissions, supported by operational efficiency measures, renewable energy deployment and improvements across the agricultural value chain.

Scope 1 and 2 – intensity improvement and gradual absolute reduction

In 2021 (base year), Morliny Foods' combined Scope 1 and Scope 2 emissions amounted to approximately 612,000 tCO₂e on a location-based basis (389,000 tCO₂e Scope 1 and 223,000 tCO₂e Scope 2).

By 2025, combined Scope 1 and Scope 2 emissions decreased to 556,416 tCO₂e (location-based), representing a reduction of approximately 56,000 tCO₂e, or about 9% compared with the 2021 baseline, despite continued business growth.

Over the same period, production volumes increased from approximately 1.25 million tons of products sold in 2021 to 1.3 million tons

in 2025, while Scope 1+2 emissions intensity declined from 0.50 to 0.41 tCO₂e per ton of product. This represents an improvement of around 18% in emissions intensity, demonstrating tangible progress toward the 2030 target of a 30% reduction per ton of product.

Compared with 2024, absolute Scope 1 and 2 emissions remained broadly stable in 2025, while sales volumes increased by nearly 5%, leading to a further improvement in emissions intensity. This trend confirms that the Group's efficiency and energy transition measures are progressively decoupling emissions from production growth.

Scope 3 – improving value chain efficiency while the business grows

Scope 3 emissions – primarily related to feed production, livestock farming, purchased meat, packaging materials and logistics – represent the vast majority of Morliny Foods' carbon footprint.

In 2025, Scope 3 emissions amounted to approximately 5.85 million tCO₂e, compared with 6.72 million tCO₂e in 2024, representing a reduction of about 13% year-on-year due to the merger of the animal production operations to our processing plants entities in Poland. This improvement reflects both better supply chain data coverage and operational improvements across key categories such as purchased goods, logistics and waste management.

On an intensity basis, Scope 3 emissions declined from 5.38 tCO₂e per ton of product in 2024 to 4.47 tCO₂e per ton in 2025, an improvement of approximately 17%.

Recognizing both the importance of Scope 3 emissions and the structural characteristics of livestock-based food production, Morliny Foods targets improvements across farming, procurement and supply chain management such as:

- improving feed efficiency and animal performance, enabling higher productivity per ton of feed,
- increasing the share of locally sourced, CAP-compliant grains, while ensuring soy is sourced through verified deforestation-free supply chains and remains limited within feed composition,
- expanding circular solutions for animal by-products and waste streams, including energy recovery and valorization.

At the same time, Morliny Foods continues to improve the quality and granularity of its greenhouse gas inventory, progressively moving beyond generic emission factors where possible. This will allow the Group's reported footprint to better reflect the actual environmental performance of its farming practices, supply chains and production technologies.

Progress toward our Climate Ambition

Taken together, Morliny Foods' emissions trends demonstrate that the Group is progressively advancing toward its 2030 climate objectives.

Between 2021 and 2025, the Group has already achieved:

- an 18% reduction in Scope 1 and 2 emissions intensity,
- a 9% reduction in absolute Scope 1 and 2 emissions.

These results confirm that Morliny Foods is moving in the right direction toward the WH Group target of a 30% reduction in Scope 1 and 2 emissions per tonne of product by 2030, while working to stabilise and gradually reduce emissions across the wider value chain.

Even as the business continues to grow, Morliny Foods aims to ensure that operational emissions decline and value chain emissions become progressively more efficient, supporting the long-term transition toward a more sustainable and climate-resilient food system.



Improving Feed Efficiency to Reduce Agricultural Emissions

Within Morliny Foods' greenhouse gas footprint, the largest share of emissions originates from agricultural activities associated with livestock production, particularly feed production and manure management. These emissions fall largely under Scope 3 FLAG (Forest, Land and Agriculture) and Scope 1, biological emissions in our farming operations. As a result, feed composition and feed efficiency represent some of the most important levers for reducing our climate footprint across the value chain.

Our farming teams therefore focus on improving biological efficiency – producing more meat with fewer resources. Small improvements in feed conversion or diet formulation can translate into significant environmental benefits when applied across large livestock populations. By reducing the quantity of feed required per kilogram of live weight, we simultaneously reduce upstream agricultural emissions associated with crop production, fertilizer use, processing and transport, while also lowering nitrogen excretion and related emissions from manure management.

In Romania, where our Comtim farming operations represent a major part of the Group's integrated production system, several operational projects have been launched to address these drivers. These initiatives focus on precision feeding, optimized diet formulation and improved animal performance, demonstrating how day-to-day operational improvements can directly support our climate objectives.

The two case studies below illustrate how targeted interventions in feed formulation and feeding management can reduce both greenhouse gas emissions and nitrogen losses, while maintaining animal health, productivity and economic performance.



Case study 1: Feed4Future Project

In 2025, the Feed4Future project implemented by our Romanian operations demonstrated how operational excellence can directly translate into measurable climate impact. Recognizing that feed represents the main driver of greenhouse gas emissions, the project focused on improving Feed Conversion Ratio (FCR) during the finishing phase (25–114.5 kg live weight). The objective was simple but impactful: produce one kilogram of live weight using less feed than in the previous year.

Through precision segregation by weight and sex, tailored feeding based on actual pig weight, improved health management, and strict feed formulation accuracy exceeding 99%, the team reduced the finishing FCR, which translated into 11.5 kg less feed per pig. Across our one million pigs produced and sold in 2025, this resulted in total feed savings of over 11 million kilograms.

Using a carbon footprint of the feed of 0.93 kg CO₂-eq/kg feed, we estimate the project achieved a reduction of approximately 10,992 metric tons of CO₂e.



Case study 2: N-Smart Feeding

N-Smart Feeding: Reducing Nitrogen and CO₂e. Improving Efficiency and Cost is an operational sustainability project implemented by our Romanian operations between 2023 and 2025, designed to reduce nitrogen emissions from nursery pig production while improving feed efficiency and economic performance. Structured in three phases—Baseline (2023), Optimization (2024), and Refinement & Impact (2025) the program focused on lowering dietary crude protein (CP) levels while maintaining precise digestible amino acid balance to preserve growth and animal health.

Through a combination of improved feed conversion ratio (FCR) and precision reformulation of diets with lower crude protein (CP) levels—balanced with essential amino acids—we reduced crude protein intake per kilogram of live weight gain by 17%.

Because protein is the primary source of nitrogen (N) in animal diets, this reduction translated directly into lower nitrogen intake. While nitrogen retained in animal growth remained stable, nitrogen excreted in manure declined from 25 g to 17 g per kilogram of live weight gain — a 32% reduction in nitrogen excretion intensity.

This reduction is environmentally significant. Nitrogen excreted in manure is the main

precursor of several environmental emissions: Ammonia (NH₃), Nitrous oxide (N₂O), and reactive nitrogen losses to water.

By lowering nitrogen excretion per unit of production, we proportionally reduce the nitrogen available for volatilization and microbial transformation in slurry storage and subsequent manure application. Under IPCC manure management methodologies, this translates into measurable reductions in direct and indirect N₂O emissions from slurry systems.

In addition to manure-related impacts, reducing dietary crude protein also lowers upstream environmental pressures associated with feed production. Protein-rich feed ingredients typically carry higher embedded emissions due to fertilizer use, crop cultivation, processing, and transport. Therefore, reducing crude protein inclusion improves both on-farm nitrogen efficiency and supply chain climate performance.

Overall, the program demonstrates how precision nutrition can simultaneously maintain animal performance, improve biological nitrogen utilization, and reduce greenhouse gas and air-quality impacts per kilogram of live weight gain.

Water Stewardship and Responsible Use in Operations

Our water strategy reflects the realities of a highly regulated food production environment: protecting animal welfare and food safety comes first, while efficiency gains are pursued through loss prevention, system optimization and targeted reuse where safe and permitted. Continued investment in farm drinking systems, on-site treatment reliability and improved monitoring will remain the cornerstone of responsible water management across the Group.

Water use driven by animal welfare and food safety requirements

Water is a critical input across Morliny Foods' operations, with the most material consumption linked to animal drinking water in farms and strict hygiene and sanitation requirements in harvesting and meat processing. These uses are fundamental to animal welfare, food safety, and regulatory compliance, and cannot

be substituted or reduced beyond certain thresholds. As a result, our water strategy focuses on efficiency, control and prevention of losses, rather than unrestricted reuse.

In 2025, total net freshwater consumption across the Group amounted to 3.39 million m³, primarily

concentrated in Romania (2.20 million m³) and Poland (1.07 million m³), reflecting the scale and integration of farming and processing activities in these countries. Compared to 2024, 0.618 million m³ less were used in our operations.



Case study: Reducing Water Use per Hog Slaughtered through Operational Optimization

Efficient water management is a key priority for Morliny Foods, given both its environmental relevance and its importance for operational resilience.

In 2025, within our Romanian meat processing operations, we achieved a significant reduction in water use per hog slaughtered, driven by targeted technical and operational improvements.

With a 15.6% increase in slaughter volumes, total water extracted across all five wells decreased from 617,197 m³ in 2024 to 576,980 m³ in 2025. As a result, water intensity improved materially, with water extracted per hog reduced from 631 liters to 510 liters, and water consumed per hog reduced from 525

liters to 460 liters.

A key driver of this improvement was an in-depth analysis of the site's three water storage reservoirs (each with a capacity of 5,000 m³), which identified water losses caused by historical overflow setpoints leading to overflow during peak periods. By lowering these thresholds, overflow losses were significantly reduced, delivering immediate efficiency gains.

In parallel, a series of process-level initiatives were implemented in late 2025, particularly within the refrigeration plant and semi-processing areas. These included pilot testing and subsequent upgrades of purge valves, the introduction of level transmitters

and centralized control systems, and the installation of water recirculation systems for packaging equipment. One such recirculation project reduced monthly water consumption from an average of 573 m³ to just 11 m³.

Looking ahead, Morliny Foods will build on these results through further automation of reservoir level control, advanced consumption monitoring systems, and continued process optimization in 2026. Together, these actions reinforce our commitment to decoupling production growth from water use, improving water efficiency per unit of output, and strengthening long-term environmental performance.

Regulated withdrawals and controlled water treatment on site

Water withdrawals across the Group are sourced from third-party water supply (municipal or purchased water) and groundwater, with no abstraction from surface waters such as rivers, lakes or wetlands. In 2025, total withdrawals amounted to approximately 10.4 million m³, split between 3.93 million m³ from third-party sources and 6.50 million m³ from groundwater.

Where groundwater or raw water is abstracted, on-site water treatment plants are in place. Treatment processes typically include combinations of filtration, softening, disinfection and quality control, ensuring that water meets the strict parameters required for use in food production, cleaning and sanitation activities.

This controlled treatment allows water to be safely used for:

- equipment and facility cleaning,
- process-related applications,
- hygiene-critical activities in harvesting and processing, while maintaining full compliance with food safety and environmental legislation.



Why is “water reuse” structurally limited in our industry

Although water efficiency remains a priority, the scope for water reuse in meat and food processing is inherently limited. The sector is subject to highly stringent food safety regulations, including hygiene and contamination prevention requirements that significantly restrict the reuse of process water.

In practice, most water is used in carcass washing, equipment sanitation, contact surfaces sanitation, and hygiene-critical zones that must meet potable or near-potable quality standards, and once used, must be discharged and treated rather than reused.

As a result, reused or reclaimed water is currently limited to specific, controlled applications, such as:

- recovery of steam condensate,
- reuse of treated wastewater for non-contact purposes where permitted,
- selected auxiliary uses (e.g. technical cleaning or external applications).

In 2025, the Group reported 141,921 m³ of reused or reclaimed water, mainly in Poland, Slovakia and Spain. While this represents a relatively small share of total water use, it reflects the maximum feasible reuse under current regulatory and food safety constraints. Expanding reuse further requires careful risk assessment and regulatory approval and will only be pursued where food safety and animal health are never compromised.

Managing discharge through permitted systems

After use, wastewater is discharged through controlled and permitted routes, primarily to municipal wastewater treatment systems or site-owned treatment facilities, where applicable. In 2025, total water discharge amounted to 7.03 million m³, with the largest volumes linked to harvesting and processing activities.

Across the Group, reported wastewater treatment capacity totals 30,540 m³ per day, ensuring that wastewater can be treated and discharged in compliance with regulatory limits for physical, chemical and biological parameters. Continuous monitoring, maintenance and reporting are part of standard environmental management procedures at site level.

Farm-level focus: improving drinking systems to reduce losses

Because animal drinking water represents the single largest consumption driver, particularly in breeding operations, efficiency efforts are strongly focused at farm level. Water reduction in farms is not about limiting access, but about preventing unnecessary losses while ensuring unrestricted drinking availability.

Key measures implemented across farms include:

- modern drinker systems (such as nipple drinkers or bowl drinkers with controlled flow rates), which significantly reduce spillage compared to open troughs,
- pressure regulation and flow control, ensuring water is delivered at rates appropriate to animal size and age,
- regular inspection and maintenance of drinkers, valves and pipelines to detect leaks early,

- replacement of worn or damaged drinking equipment, which is a common source of continuous water loss,
- layout optimization, reducing accidental activation or tipping by animals.

Scientific and technical studies in livestock farming consistently show that well-adjusted drinker systems can reduce water losses by 20–30%, without affecting animal intake or welfare, compared to poorly maintained or open systems. Continuous maintenance and adjustment are therefore as important as the technology itself.

In parallel, farms monitor water-to-animal ratios and abnormal consumption patterns, which can indicate leaks, equipment failure or animal health issues. This operational feedback loop allows corrective actions to be taken quickly, reducing both water waste and operational risk.

Low exposure to water scarcity risk

The 2025 Climate Risk and Vulnerability Assessment covers the main types of activities, as Morliny Foods operates a diverse range of facilities, including Headquarters, Commercial Offices, Logistic Centers, Crop Production Sites, Feed Mills, Chicken and Pig Farms, Poultry Hatcheries, Biogas Plants, Meat Processing Plants, Slaughter Facilities, and By-product Plants. The company's vulnerability to climate change has been assessed across these operations, considering both sensitivity to climate hazards and the level of exposure at each site.



Headquarters, Commercial Offices, and Logistic Centers are primarily administrative and coordination hubs. These facilities are typically located in urban / suburban areas, usually with higher levels of protection against natural hazards ensured by the authorities and legislation in place. Moreover, the activity is not climate sensitive, not dependent on water or weather aspects. As a result, both sensitivity and exposure to climate risks are low.



Crop Production and Feed Mills are more directly influenced by climatic conditions due to their reliance on natural resources and seasonal cycles. However, Morliny Foods has implemented adaptive strategies that help reduce the sensitivity of agricultural operations and ensure continuity under variable conditions. For drought and extreme heat, additional responses include selecting sites with multiple water sources, developing emergency plans for water disconnections, and equipping backup water sources. Also, a multi-source procurement network is established to mitigate the impact of drought on crop supply shortages. Nevertheless, in case of extreme heat, investments, as well as energy supply backup plans are in place to ensure animal welfare and operational stability.

Meat Processing Plants, Slaughter Facilities, and By-product Plants require stable environmental conditions and uninterrupted operations. These facilities are equipped with advanced ventilation, refrigeration, and hygiene systems. Emergency preparedness, including backup power systems and disaster response plans, further reduces vulnerability to climate extremes. Multi-source procurement networks are also used to reduce risks of supply chain interruptions during floods.

Based on vulnerability analyses, there are no significant potential risks at individual sites where Morliny Foods performs its activities. No significant hazards have been identified across the Morliny Foods value chain that would critically impact operations.

Nevertheless, the Group maintains a precautionary approach, recognizing that local water availability can change over time due to climate impacts, regulation or competing uses. For this reason, water efficiency, metering and treatment reliability remain strategic priorities across all regions.

Waste and Conservation Strategies – Understanding waste in an integrated food system

Turning By-Products into Value: Our Approach to Waste Management

In a fully integrated livestock and food production system, the concept of “waste” differs significantly from how it is commonly understood by non-technical audiences. Most material classified as waste in our operations is organic, unavoidable by-product generated as part of responsible animal husbandry and food production. Our waste strategy therefore focuses on safe management, regulatory compliance and value recovery, rather than simple disposal.

In 2025, total non-hazardous waste generated across Morliny Foods amounted to approximately 1.9 million tons. This volume is driven primarily by livestock manure from our own farms and non-edible animal by-products from slaughtering and processing. Only a very small fraction of this material represents general operational waste in the traditional sense.

Livestock manure: a regulated nutrient resource, not waste

The single largest waste stream in our operations is animal manure, with 1.6 million tons reported in 2025, mainly in Romania and Poland. Manure generation is an unavoidable and continuous aspect of livestock farming and, when properly managed, represents a valuable source of nutrients rather than a disposal challenge.

Across our farms, manure is managed in strict accordance with EU environmental legislation, including the EU Nitrates Directive, national manure management regulations and local environmental permits. Application to agricultural land is controlled, documented and supervised by competent environmental authorities.

Before land application, multiple controls are applied, including:

- nutrient content analysis (nitrogen, phosphorus and other parameters),
- soil testing to assess existing nutrient levels and absorption capacity,
- compliance with application limits, seasonal restrictions and buffer zones,
- alignment with crop nutrient demand to prevent over-application.

This ensures manure is applied as an agricultural input under controlled conditions, contributing to soil fertility while protecting groundwater and surface water quality. The process is audited and monitored, and records are maintained as required by environmental authorities.



Animal by-products: closing the loop through rendering and valorization

The second major waste category consists of non-edible animal by-products, such as bones, skins, fats and trimmings, generated during slaughtering and fresh meat processing. These materials are not suitable for human consumption, but they retain significant nutritional and energetic value. Rather than treating these streams as waste, Morliny Foods has invested heavily in rendering and downstream valorization:

- In **Romania**, rendering operations from 2007 allow animal by-products to be processed into usable outputs in compliance with EU Animal By-Products Regulation.
- In **Poland**, a state-of-the-art poultry rendering facility was commissioned in 2025 following a capital investment exceeding USD 30 million. This facility applies advanced processing technology to safely transform poultry by-products into valuable ingredients, reducing disposal and improving circularity.

Case study: Unlocking Value from By-Products

As part of our circular economy strategy, we have developed two innovative by-product valorization projects that transform former waste streams into high-value nutritional ingredients.

At our Starachowice facility in Poland, we produce **hydrolyzed animal protein**, a solution unique in Europe. This protein is generated during the manufacture of heparin and was previously classified as Category 3 material sent to biogas plants for disposal. By investing in concentration and pasteurization technology, we convert this raw material into a highly digestible feed ingredient. With digestibility of approximately 90%—compared to around 60% for soybean meals, the product delivers strong nutritional benefits. Economically, it

eliminates disposal costs and generates new revenue streams. Environmentally, it contributes to reduced transport, lower carbon footprint, and potentially less reliance on soy-linked deforestation.

In parallel, in 2025, the Group has **acquired a pet food business in Poland**, creating an additional high-value outlet for selected by-products and further strengthening our circular use of animal resources.

In 2025, 185,730 tons of production-related food loss and inedible material were generated, and virtually all this volume was redirected to alternative uses, such as rendering, animal feed ingredients, industrial uses or energy recovery, depending on regulatory approvals.



Rendering as the Core Circular I for Animal Waste

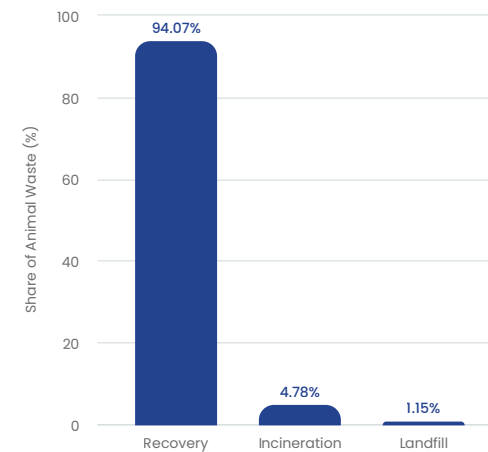
Rendering is the cornerstone of the company’s animal waste management strategy, enabling the transformation of animal by-products into valuable products and significantly reducing the need for disposal.

In 2025, 92.85 % of total animal waste was treated through rendering process. This process allows animal by-products to be safely recovered and transformed in valuable products, reducing food losses. By prioritizing rendering, the company ensures that animal waste is managed as a resource, rather than as waste.

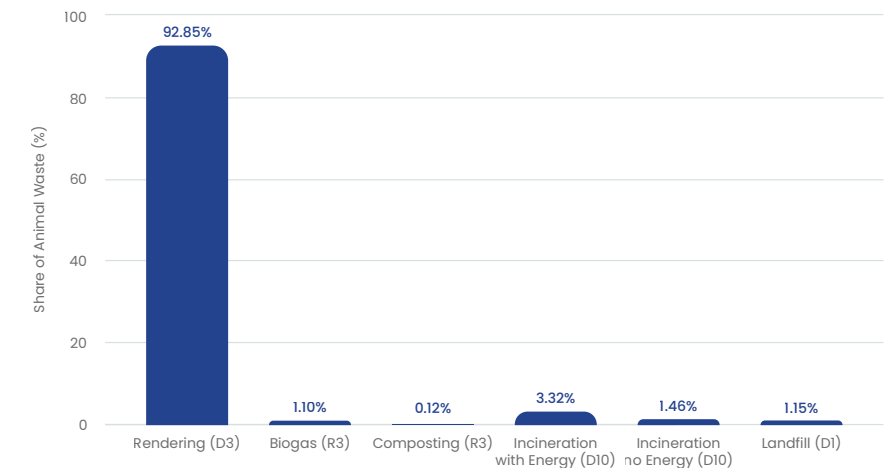
As a result of this recovery-focused approach, landfill disposal was kept to an exceptionally low level. Only 1.15% of animal waste was sent to landfill (D1) in 2025, confirming that disposal is used strictly as a last-resort option and that the waste hierarchy is effectively applied in practice.

In addition to rendering, biogas production further supports circularity by converting 0.28% of animal waste into renewable energy, contributing to energy recovery and emissions reduction. Smaller quantities were also treated through composting, supporting nutrient recycling.

Animal Waste Management Summary (2025)



Animal Waste Management Breakdown (2025)



Overall, more than 94.07 % of animal waste was diverted from landfill, demonstrating a mature and circular waste management system. This performance aligns with ESRS and highlights rendering and biogas as key enablers of sustainable animal waste management.

Non-Hazardous Waste Recycling and Diverted from Disposal Performance

In line with Resource Use and Circular Economy requirements, the company reports a very high level of non-hazardous waste diverted from disposal.

During the reporting period, a total of 1,908,838 tons of non-hazardous waste was generated. Of this amount, 1,813,181.75 tons, corresponding to 94.97%, were diverted from disposal through, manure application, recycling and recovery operations. This indicates that the company applies waste management practices that prioritize recycling, material recovery, and energy recovery, in accordance with the waste hierarchy.

Only 5.01% (95,656.38 tons) of non-hazardous waste was disposed of. Within the disposed fraction, the majority (88.15%) was treated via incineration with energy recovery, while landfilling represented a limited share. Disposal without energy recovery remained minimal.

Overall, the results demonstrate a strong alignment with circular economy principles, reflecting effective waste recycling measures and a continued effort to minimize landfill disposal and maximize resource efficiency.

Non-Hazardous Waste: Diverted vs. Disposed

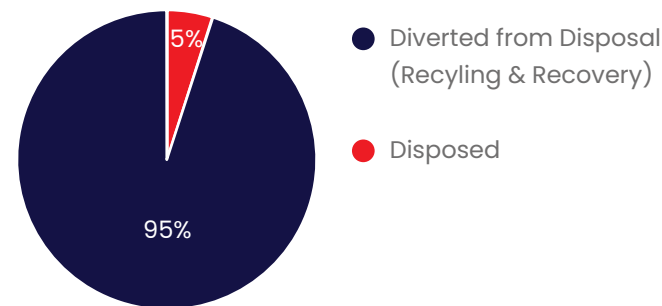


Figure 1. illustrates the distribution of non-hazardous waste between diverted and disposed streams, highlighting a diversion rate of approximately 95%, in line with the waste hierarchy.

Non-Hazardous Waste by Treatment Method

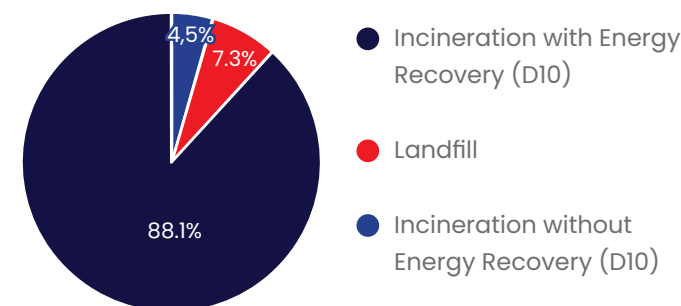


Figure 2. presents the breakdown of non-hazardous waste directed to disposal by treatment method. Most of the disposed waste (88.15%) was treated through incineration with energy recovery (D10), while landfilling (D1) accounted for 7.31% and incineration without energy recovery represented 4.55% of disposed waste.

Mixtures of Concrete/Construction Waste (2025)

In 2025, the company generated a total of 2,277,415 kg of concrete waste.

- 1,845,810 kg (81.05%) was recycled, demonstrating that most of the concrete waste was reintegrated into the material cycle as secondary raw material.
- 331,605 kg (14.56%) was disposed of via landfill, representing a limited share of the total concrete waste generated.

The data confirms a clear preference for recycling over disposal, in line with the waste hierarchy, with landfill used only when recycling was not technically or operationally feasible.

The 81.05% recycling rate highlights the effectiveness of waste segregation and recovery practices for construction-related waste streams. The relatively low proportion of waste sent to landfill supports the company's commitment to reducing disposal, conserving natural resources, and advancing circular economy principles.

Case study: Advancing Circularity in Concrete Waste Management: Romanian Fresh Division

In 2025, the Romanian Fresh Division demonstrated exceptional performance in the management of concrete waste, reinforcing the company's commitment to circular economy principles and responsible resource use.

During the reporting period, the division generated 1,780,520 kg of concrete waste. Through effective waste segregation, strong partnerships with recycling operators, and well-established recovery processes, 1,737,960 kg of this waste – equivalent to 97.61% – was recycled. As a result, concrete waste was largely reintegrated into the

material cycle and reused as secondary raw material, significantly reducing the need for virgin resources particularly in regional road construction.

Only a very limited share of 42,560 kg (2.39%) was directed to landfill. Landfill disposal was applied strictly as a last-resort option, where recycling was not technically or operationally feasible. This minimal reliance on disposal highlights the effectiveness of facility waste management practices and strict compliance with the EU waste hierarchy regulations.

Case study: Valorizing Industrial By-Products: Coal Ash Reuse in Poland

In 2025, the Poland operation demonstrated strong circular economy performance through the full valorization of coal ash and slag generated by its coal-fired thermal power plant. During the reporting period, the operation generated 1,334,320 kg of coal ash and slag. 100% of this material was diverted from disposal and reused in road construction, where it was applied as aggregates for base layers, as a filler in asphalt mixtures, and for soil stabilization purposes.

The use of coal ash in road construction contributes to enhanced pavement strength,

durability, and water resistance, while simultaneously reducing construction costs and environmental impact. By repurposing this industrial by-product, the Poland operation significantly reduced the demand for virgin raw materials and eliminated the need for landfill disposal.

This practice represents a clear example of circular economy implementation, transforming waste into a valuable resource and demonstrates how innovative recovery solutions can deliver tangible sustainability benefits.

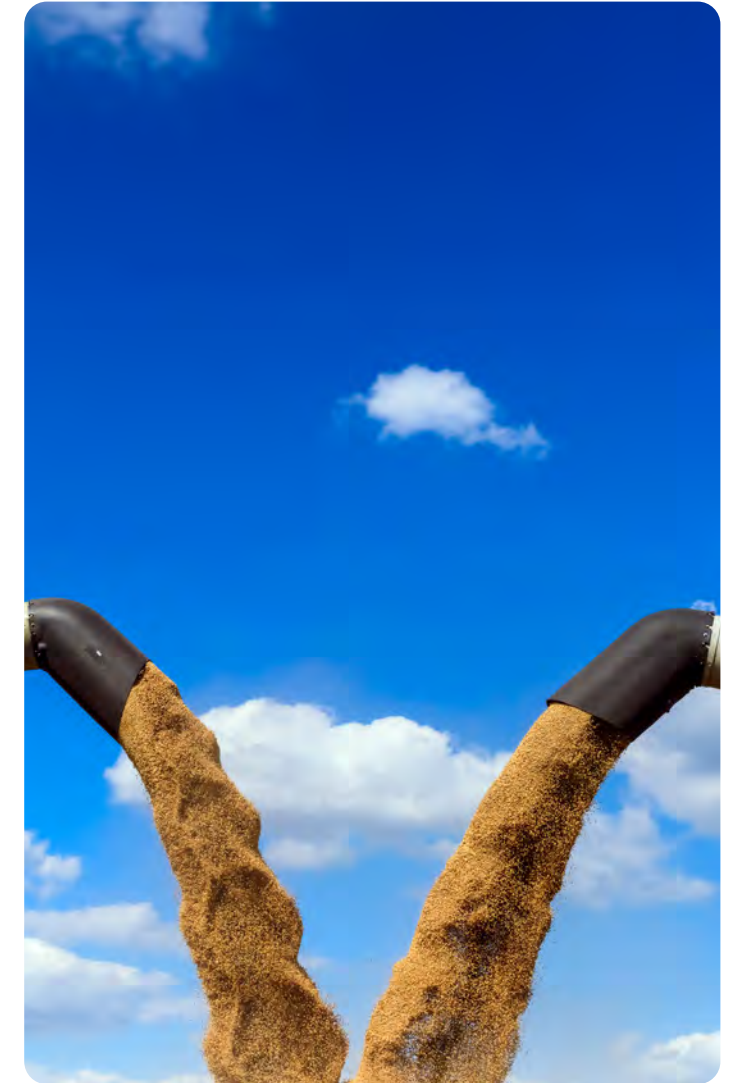


Hazardous Waste: Limited Volumes, Strict Control

Hazardous waste represents a very small proportion of total waste generated. In 2025, hazardous waste amounted to 368 tons, mainly associated with chemicals used for sanitation and food safety testing, and certain regulated maintenance materials.

These streams are handled under strict EU and national hazardous waste legislation, with full traceability, licensed contractors and approved disposal routes, including incineration with or without energy recovery. Given the limited volumes and high level of control, hazardous waste is not a dominant environmental impact driver for the Group.

Hazardous waste represents an extremely small share of total waste flows, with all hazardous waste-related categories remaining at or below 0.02%. This confirms that hazardous waste generation is minimal and well-controlled, reflecting strong operational management and effective waste segregation practices.



From Waste to Value: Our Strategic Direction

Our waste management approach reflects the reality of our business: most waste is biological by-product, and our responsibility is to manage it safely, transparently and intelligently. By prioritising nutrient recovery in agriculture, investing in rendering and downstream valorisation, and minimising landfill through recycling and energy recovery, we continue to move toward a circular, low-waste operating model.



Case study: Continuous Improvement of Selective Waste Collection in Romania

Waste Hierarchy Principle as a Driver for CO₂ Reduction

During the period 2024–2025, the company improved its sorting and separation processes for mixed plastic waste streams. This initiative increased the recovery rate of recyclable plastic waste and reduced the fraction contaminated with organic materials that would otherwise be sent to incineration. This operational improvement resulted in:

- Reduction of emissions associated with waste incineration
- Increased substitution of virgin plastic production using recycled materials
- Decrease in total lifecycle emissions related to waste management activities

The selected plastic waste represents the recyclable fraction, which, once separated from the rest of the plastic waste contaminated with organic matter, can be directed to recycling.

The non-recyclable fraction is managed through energy recovery via incineration, in accordance with authorized waste treatment practices.

To achieve this objective, the Environmental Department implemented the following measures:

- Organized source separation activities covering 100% of operational time across two daily shifts.
- Conducted repeated, practical training sessions for workers involved in waste sorting.
- Established separate waste collection streams and allocated dedicated containers for recyclable plastic waste.
- Ensured daily supervision of waste separation activities by the site Waste Management Manager.
- Refreshed selective waste collection training for all employees and on-site contractors.
- Reflected the net difference between the incineration scenario and the recycling scenario.

Waste Diversion Trends

In 2023, the total amount of plastic waste diverted was 27.35 tons and this is considered the baseline year. In 2024, the annual waste diverted significantly increased to 65.55 tons, representing a 139.66% rise compared to the previous year. In 2025, the waste diversion continued to grow, reaching 72.81 tons, a further increase of 11.07% year-over-year.

Avoided Emissions

Data on avoided emissions became available in 2024, with 24.32 tons of CO₂ equivalent emissions prevented because of plastic waste diversion. By 2025, avoided emissions increased to 27.01 tons of CO₂e, reflecting an 11.06% year-over-year improvement.

Packaging and Circular Materials

Packaging plays a critical role in protecting product quality, ensuring food safety, and maintaining shelf life across Morliny Foods' product portfolio. At the same time, packaging materials represent an important focus area for improving resource efficiency and advancing the Group's circular economy objectives. Morliny Foods is therefore working to improve the recyclability of packaging, increase the use of recycled materials, and strengthen responsible sourcing of fibre-based packaging.

Packaging Targets and Governance

Morliny Foods has established clear medium- and long-term objectives to align its packaging strategy with circular economy principles and emerging EU regulatory requirements.

By 2030, the Group aims to ensure that 100% of packaging used across its operations is recyclable. In parallel, the Group has defined minimum recycled content targets for plastic packaging, including:

- 30% recycled content for food contact-sensitive packaging,
- 10% recycled content for other contact-sensitive plastic packaging,
- 35% recycled content for all other plastic packaging categories.

Packaging Profile in 2025

In 2025, Morliny Foods used approximately 97,293 tons of packaging materials across its European operations. The packaging portfolio reflects the Group's product mix and includes plastics, cardboard, wood, paper and metal packaging.

Across all packaging categories:

- 77% of packaging materials were recyclable, equivalent to approximately 74,761 tons.
- 60% of total packaging materials already contained recycled content, representing about 58,067 tons of recycled materials used in packaging.
- 72% of fibre-based packaging materials were sourced from FSC-certified or equivalent certified sources, demonstrating strong progress toward responsible fiber sourcing targets.

Fibre-Based Packaging

Cardboard represents the largest packaging material category, accounting for approximately 48,371 tons of packaging used in 2025. This category shows strong circular performance:

- 100% of cardboard packaging is recyclable,
- 96% contain recycled material,
- 89% is FSC-certified or sourced from equivalent responsible forestry schemes.

These results reflect long-standing supplier partnerships and established recycling systems for fibre packaging across the Group's markets.

Paper packaging accounts for an additional 4,070 tons, with 96% sourced from FSC-certified material, further supporting responsible forest resource management.



Plastic Packaging

Plastic packaging remains an essential component for food safety and product preservation. In 2025, the Group used approximately 27,993 tons of plastic packaging. Of this, 35% was recyclable, and 13% contained recycled material.

Although these figures remain below the Group's long-term circularity objectives, several initiatives are underway to improve plastic packaging design and recycled content. These include redesigning multilayer packaging structures, increasing compatibility with recycling systems, and expanding the availability of food-grade recycled polymers.

Wood, Metal and Aluminum Packaging

Other packaging materials represent a smaller share of the Group's packaging footprint but also demonstrate strong circular characteristics.

Wood packaging, mainly used for pallets and transport packaging, totaled approximately 12,285 tons in 2025 and is fully recyclable, with 42% already sourced from recycled material.

Metal packaging amounted to 4,512 tons, with 98% recyclable and 57% recycled content, reflecting the strong recycling performance typical of metal packaging systems.

Aluminum packaging represents a small volume (approximately 62 tons) but shows high circularity performance, with 100% recyclability and 86% recycled content.

Case study

Our Spanish operations are developing a cross-cutting circular economy project applied to packaging, mainly at the Argal (Miralcamp) and Embutidos Monells production canters, with the collaboration of the R&D and Purchasing teams.

The project began in 2024 with the decision to implement RETRAY certification, and in March 2025, the RETRAY process and product audit was successfully completed, making the company the first in the sector to approve and certify the percentage of recycled plastic in its packaging.

During 2025, the main actions and results of the project were as follows:

- **Single-material structures:** the portfolio currently has 32 single-material references. In 2025, consumption of these references increased by 20% compared to 2024, from 187 tons to 225 tons, promoting the recyclability of packaging.
- **Reduction in plastic film thickness:** thickness reductions have been implemented in nine main film references, with an average reduction of 20%. This measure has reduced plastic consumption in these references by 18%, from 236 tons in 2024 to 194 tons in 2025.
- **Incorporation of recycled plastic in PET trays:** a minimum percentage of recycled PET has been incorporated into two main sliced deli meat trays, reducing the use of virgin plastic by 31%, which has resulted in a reduction of 19 tons of plastic.
- **Recycled plastic in rigid base films:** the portfolio includes 28 references of rigid base films, with an approximate annual consumption of 1,775 tons of plastic. Of this total, 79% corresponds to recycled plastic (around 1,402 tons), limiting the use of virgin plastic to 21%.



Utilities Optimization and Energy Efficiency Across the Group

Improving Energy Intensity While Supporting Operational Growth

In 2025, the Group continued to strengthen its approach to utilities optimization, focusing not only on absolute consumption but, more importantly, on energy efficiency per ton of production. Across our European operations, this translated into stable total electricity use and improved electricity intensity, alongside a strategic increase in natural gas consumption linked to efficiency-driven technology upgrades.

At Group level, total electricity consumption remained

Electricity: Delivering Efficiency Gains Across Countries

Electricity efficiency improvements were recorded across most operations, driven by a combination of equipment modernization, process optimization, and infrastructure upgrades.

In **Poland**, electricity consumption decreased by 2% year-on-year, while electricity intensity improved by 5%. These gains reflect targeted investments in:

- replacement of legacy transformers with higher-efficiency models,
- optimization of refrigeration systems (including variable-speed compressors and improved control logic),
- modernization of production equipment with lower specific energy demand.

broadly stable year-on-year (+0%), while electricity intensity improved by 4%, decreasing from 318 kWh/MT to 306 kWh/MT.

Natural gas consumption increased at Group level (+13%), primarily reflecting intentional fuel switching and cogeneration investments, while thermal efficiency improvements and better heat recovery helped limit the increase in gas intensity, despite higher internal heat generation.

In **Romania**, electricity use declined by 1%, with a significant 9% reduction in electricity intensity, highlighting the impact of multiple efficiency projects implemented across processing sites and farms. These included upgraded refrigeration technologies, and better energy management practices at site level.

At **Mecom**, electricity consumption remained stable, while intensity improved by 1%, reflecting incremental efficiency gains through preventive maintenance, and gradual replacement of older machinery.

In **Argal**, electricity consumption increased by 12%, reflecting changes in production volumes and operational activity. Importantly, however, electricity intensity still improved by 3%, demonstrating that new or upgraded equipment operates more efficiently, partially offsetting the impact of higher throughput.

Case study: Closing the Loop on Packaging at our Spanish Operations Energy Efficiency at the Morliny Plant in Poland

At the Morliny facility in Poland, we implemented an AI based control system in the refrigeration engine room. The project forms part of our broader strategy to enhance operational efficiency and reduce energy consumption in key production processes. Refrigeration is one of the most energy intensive areas of the plant, which makes its optimization directly relevant both to cost management and to reducing our environmental footprint.

The deployed algorithms analyze, in real time, the operating parameters of compressors, condensers, evaporators and pumping systems. The system dynamically adjusts set points and cooling capacity to current production loads and ambient conditions. As a result, the installation operates in a stable and predictable manner, while energy consumption is reduced, particularly during peak demand periods.

The solution also incorporates machine learning mechanisms. By analyzing equipment performance trends, the system can detect

irregularities, efficiency drops or potential leaks at an early stage. This approach reduces the risk of failures, lowers the consumption of operating materials and improves the continuity of processes that require stable refrigeration conditions.

The project delivers measurable results. Between July and December 2025, compared to the same period in 2024, electricity consumption decreased by 484.8 MWh, generating savings of approximately EUR 89,090. Based on the average electricity emission factor in Poland of 0.618 tons of CO₂ per MWh, this corresponds to an estimated reduction of around 299 tons of CO₂ emissions.

Beyond operational cost optimization, the project supports the achievement of our climate objectives. The solution has been designed with scalability in mind, creating the opportunity to deploy similar systems in other locations. It demonstrates how digitalization and advanced data analytics can effectively support the transition toward more efficient and low emission production.

Natural Gas: Strategic Shift Toward Efficient Thermal Energy

The increase in natural gas consumption in 2025 must be understood in the context of a deliberate energy transition strategy, particularly in Poland.

In **Poland**, natural gas consumption increased by 16%, alongside a 12% increase in gas intensity. This increase is primarily attributable to the commissioning of additional high-efficiency cogeneration (CHP) units, designed to replace electricity sourced from a more fossil-intensive grid mix. By generating electricity and heat simultaneously on-site, these gas-fired cogeneration units significantly improve overall energy conversion efficiency and provide more reliable thermal energy for processing operations.

While this shift resulted in higher reported natural gas consumption, it:

- reduced reliance on grid electricity with higher indirect emissions,
- improved thermal efficiency and heat availability,
- enhanced energy security and operational resilience.

In **Romania**, natural gas use increased by 7%, while gas intensity remained stable (-1%), indicating that additional gas consumption was effectively absorbed by higher production efficiency and improved heat utilization.

At **Mecom**, both natural gas consumption (-5%) and gas intensity (-6%) decreased, reflecting successful optimization of thermal processes and more efficient use of heat across operations.

In **Argal**, natural gas consumption increased by 15%, largely driven by operational demand, while gas intensity remained stable (-1%), suggesting that new or upgraded thermal equipment prevented a proportional increase in energy per tonne.

Enablers of Efficiency Across the Group

Across countries, the efficiency improvements observed were supported by a broad range of operational initiatives, including:

- replacement of aging transformers and electrical infrastructure,
- installation of higher-efficiency production equipment,
- refrigeration upgrades using modern refrigerants and optimized system design,
- improved insulation of farm buildings and processing facilities,
- better heat recovery and distribution systems,
- continuous monitoring and optimization of utilities consumption at site level.



Transitioning the Energy Mix Through Renewables and On-Site Generation

Building a More Renewable and Resilient Electricity Mix

Reducing reliance on fossil-based electricity and increasing the share of renewable energy is a core pillar of the Group's climate and energy strategy. By 2030, the Group has committed to achieving a minimum of 40% renewable energy in its electricity mix, combining renewable grid sourcing with accelerated deployment of on-site generation solutions.

In 2025, total electricity consumption across the Group amounted to 456.4 million kWh, of which 11% was generated internally through photovoltaic installations, cogeneration units and a pilot biogas facility. While most of the electricity

continues to be purchased from the grid, the share of renewable energy within both consumed and purchased electricity increased, reflecting deliberate sourcing decisions and capital investments made over recent years.

At Group level, 36% of total consumed electricity originated from renewable sources, rising to 36.85% when looking exclusively at purchased electricity. This performance places the Group close to its 2030 ambition and provides a strong foundation for further progress through planned capacity expansion.

Renewable Electricity Sourcing: Leveraging National Energy Profiles

The renewable share of electricity consumption varies across countries, reflecting differences in national energy systems, grid availability and local sourcing strategies.

Romania continues to stand out, with 71% of consumed electricity sourced from renewables, supported by long-term contracts with a hydropower-based electricity provider. This strategic partnership allows Romanian operations to access low-carbon electricity at scale while ensuring supply stability and traceability.

In **Spain**, renewable electricity represented 46.71% of total consumption, reflecting a combination of renewable grid sourcing and the Group's largest installed solar photovoltaic capacity.

Mecom operations reached a renewable share of 27%, while Poland, operating within a more fossil-intensive national grid, achieved 23% renewable electricity, supported primarily by on-site generation and high-efficiency cogeneration.

Scaling On-Site Generation: Solar PV as a Strategic Priority

The deployment of on-site solar photovoltaic systems remains the central lever of the Group's renewable energy strategy. By the end of the reporting year, cumulative installed solar PV capacity reached 9.7 MWp, distributed across 17 locations in Poland, Romania, Spain and Mecom operations.

Spain hosts the largest installed capacity at 5.5 MWp, followed by Romania with 3.5 MWp, Poland with 0.4 MWp, and Mecom with 0.3 MWp. Together, these installations generated over 11.3 million kWh of renewable electricity, directly

offsetting grid purchases and reducing exposure to fossil-based electricity.

Looking ahead, the Group has 11.9 MWp of additional solar PV capacity already planned, with major expansions foreseen in Romania (6.4 MWp) and Poland (4.1 MWp), alongside further development at Mecom sites. These projects will significantly increase the share of self-generated renewable electricity over the coming years and are expected to play a key role in achieving – and surpassing – the Group's 2030 renewable energy target.



Cogeneration and Biogas: Complementary Efficiency Solutions

In parallel with solar PV deployment, the Group continues to use high-efficiency cogeneration (CHP) to optimize energy use where thermal demand is high. In 2025, electricity generated from cogeneration amounted to 36.0 million kWh, contributing to overall energy efficiency by producing heat and power simultaneously. The Group operates nine cogeneration installations, predominantly in Poland, with additional units in Spain and Mecom.

To further explore circular energy solutions, the Group has also piloted a small biogas plant in Poland, currently used to assess operational efficiency, reliability and scalability. While biogas currently represents a limited share of total electricity production (0.25% of renewable electricity), the pilot provides valuable insights into the potential role of biogas as part of a diversified renewable energy portfolio, particularly in agricultural and by-product-intensive operations.



Progress Toward 2030

The 2025 energy mix demonstrates clear progress toward the Group's ambition of achieving at least 40% renewable electricity by 2030. With 36% renewables already achieved in total consumption, strong renewable sourcing in Romania, expanding solar PV capacity across multiple countries, and complementary cogeneration and biogas initiatives, the Group is steadily transitioning toward a lower-carbon electricity mix.

Future efforts will continue to focus on:

- accelerating solar PV deployment at suitable sites,
- expanding renewable electricity procurement,
- optimizing on-site efficiency,
- and continuously reassessing emerging technologies that support a resilient and decarbonized energy system.

Improving resource efficiency and reducing operational emissions is an important component of our climate transition strategy. Alongside long-term investments in energy efficiency and renewable energy, we continue to implement targeted operational initiatives that reduce fuel consumption, optimize logistics and encourage more sustainable behaviors across our workforce. The following case studies illustrate practical examples of how operational improvements and employee engagement contribute to lowering emissions while strengthening cost efficiency and operational performance.

Case study: Driver Engagement and Eco-Driving Program

In 2025, Morliny Foods continued the implementation of a targeted fleet optimization and eco-driving initiative within Romanian operations that delivered both cost efficiency and measurable environmental benefits. The scope of the project was the reduction of the fuel consumption across the feed transportation fleet and animal transportation fleet, including inter-farm logistics and transport to processing plants.

Through rigorous fleet management, enhanced cost control, and detailed analysis of GPS data, fuel consumption in 2025 was reduced by 12,000 liters compared to previous year, preventing an estimated 31.8 tons of CO₂ emissions from being released into the atmosphere. This reduction directly supports our climate objectives while strengthening operational efficiency.

Key success factors included the introduction of clear accountability, with a dedicated individual responsible for ongoing KPIs monitoring, as well as a performance-based bonus system rewarding high-performing drivers. Monthly meetings and practical eco-driving discussions were held with drivers, achieving over 98% participation, ensuring consistent engagement and behavioral change across the fleet.

The project was embedded in top management objectives and cascaded through mid-management, reinforcing alignment and ownership at all levels. In 2025, the eco-driving program covered approximately 30% of the fleet and will be expanded in the coming years. This will be supported by a structured investment plan to replace older vehicles with newer, more fuel-efficient trucks, further reducing emissions and strengthening the long-term resilience of our logistics operations.

Case study: Fleet Modernization and Fuel Consumption Reduction

As part of the initial steps of our ESG strategy, Mecom operations renewed its vehicle fleet by purchasing 13 new Toyota vehicles, resulting in reduced fuel consumption and a lower carbon footprint associated with corporate mobility. To further engage employees in this initiative, we launched the Toyota Cup, a competition for the lowest fuel consumption among

drivers. This initiative represents a practical and measurable improvement in resource efficiency and reflects our commitment to responsible environmental practices. The fleet modernization is viewed as the beginning of a broader ESG journey, which we plan to further develop through additional systematic measures.



Biodiversity and Ecosystems

Morliny Foods recognises that agricultural production and food processing depend directly on healthy ecosystems, fertile soils and stable water resources. As an integrated food company operating across farming, feed sourcing and meat processing, we focus on protecting biodiversity and promoting sustainable land stewardship across our operations and supply chain.

Our approach integrates responsible feed sourcing, controlled nutrient management, regenerative agricultural practices and ecosystem protection, ensuring that our activities minimise negative environmental impacts while supporting resilient agricultural landscapes.



Biodiversity Policies and Commitments

Morliny Foods is committed to protecting biodiversity and ecosystems through sustainable practices across its operations and supply chain. Our biodiversity policy framework is integrated with the Group's broader climate and environmental strategy and supports a low-carbon and nature-positive "farm-to-fork" production model.

Key elements of our biodiversity approach include:

- **Assessing climate and environmental risks**, including droughts, floods and other ecosystem pressures, and developing proactive mitigation strategies.
- **Promoting sustainable land-use planning and conservation agriculture** practices that protect soil health and natural habitats.
- **Supporting responsible sourcing of feed and agricultural raw materials**, prioritising suppliers that follow sustainable farming practices.
- **Collaborating with research institutions and agricultural partners** to advance climate-resilient agricultural techniques and sustainable farming technologies.
- **Implementing biodiversity impact assessments** across operational sites and value chains to identify potential risks to ecosystems.
- **Ensuring compliance with the EU Deforestation Regulation (EUDR)** and other environmental regulations governing land use and forest protection.
- **Working closely with farmers and suppliers** to encourage agricultural practices that safeguard biodiversity, reduce deforestation risks and protect soil and water resources.

Operations in Biodiversity-Sensitive Areas

Most Morliny Foods facilities operate outside protected natural areas. However, some facilities are located within or near designated biodiversity zones due to historical development prior to the designation of these protected areas.

- 19 operational sites, covering approximately 120 hectares, are located within or adjacent to biodiversity-sensitive areas such as Natura 2000 sites and wetlands.
- Of the 12,450 hectares of land owned by the Group, approximately 1,660 hectares (13.3%) are located within designated biodiversity areas.
- Approximately 4.9% of our land area is forested or fallow land, providing natural habitat within our operational landscape.

All such facilities operate under environmental permits and biodiversity protection requirements. Any expansion or new construction must undergo environmental impact assessments and regulatory approval, ensuring that sensitive habitats are not disturbed.



Biodiversity Enhancement through Landscape Management

Morliny Foods supports biodiversity enhancement through tree planting, vegetative buffers and landscape management practices around its farming operations.

Between 2017 and 2025, the Group planted more than 54,000 trees across over 60 locations around its farming operations in Romania. These plantings serve multiple ecological functions, including creating natural windbreaks, reducing dust and odor dispersion, improving habitat connectivity, supporting local biodiversity, protecting soils and waterways.

The planted species, primarily Poplar and Leylandii, are selected for their ecological resilience and carbon sequestration potential. Over a 20-year period, these plantings are estimated to capture approximately 13,600–16,300 tons of CO₂. The program continues through annual planting campaigns, with 3,267 trees planted in 2024 and approximately 2,300 additional trees for 2025.

In addition to tree planting, biodiversity protection measures include:

- maintaining vegetative buffer zones along watercourses, which reduce agricultural runoff and protect water quality,
- preserving landscape features such as hedges, ponds, ditches and field margins,
- prohibiting the cutting of hedges and trees during bird breeding seasons.

These measures help preserve habitats for wildlife while maintaining ecological connectivity across agricultural landscapes.

Responsible Feed Sourcing and Biodiversity Protection

Feed sourcing represents one of the most important biodiversity considerations in our agricultural value chain. Morliny Foods works to ensure that feed ingredients are sourced responsibly and produced in accordance with environmental safeguards.



Sustainable Grain Sourcing

More than 90% of grains used in our operations in Romania and Poland are sourced domestically from farmers participating in the EU Common Agricultural Policy (CAP).

Under the CAP Regulation (EU 2021/2115), participating farmers must comply with biodiversity-friendly measures, including:

- maintaining buffer strips along watercourses (GAEC 4),
- implementing crop diversification (GAEC 7),
- dedicating at least 4% of land to ecological focus areas or fallow land (GAEC 8),
- maintaining winter soil cover to prevent erosion (GAEC 6).

These measures support biodiversity protection, soil conservation and responsible pesticide and nutrient management across agricultural landscapes.

Responsible Soy Sourcing

Soy is an important input within the livestock feed supply chain associated with our operations. In 2025, more than 95% of the soy purchased was supplied by two large international agricultural trading companies with publicly disclosed sustainability and responsible sourcing programs.

According to the suppliers' most recent sustainability reports, their soy sourcing systems include farm-level geospatial mapping and satellite-based monitoring across South American sourcing regions. The suppliers report traceability levels close to 100% for directly sourced soy in priority regions and approximately 99% traceability across total sourcing volumes, including indirect suppliers.

Based on the methodologies and reference dates defined in the suppliers' disclosures, the vast majority of soy volumes sourced in key producing countries are estimated by those suppliers to originate from farms classified as deforestation- and conversion-free, typically assessed against land-use change reference dates aligned with international regulatory benchmarks such as the EU Deforestation Regulation (31 December 2020).

As an agricultural processor, the company does not directly control primary production. We therefore rely on supplier sustainability programs, monitoring systems and public disclosures to address deforestation risks in soy supply chains, while continuing to monitor regulatory developments and supplier commitments related to responsible agricultural sourcing.

Pollution Management

Although pollution was not identified as a material topic in Morliny Foods' Double Materiality Assessment, the Group maintains comprehensive policies and operational controls to prevent and manage potential environmental impacts related to air, water, and soil pollution.

Morliny Foods addresses pollution prevention through its Environment and Climate Change Policy, which establishes measures to monitor emissions, prevent contamination, and adopt Best Available Technologies across operations. Environmental risks are systematically assessed through regular impact assessments, monitoring programs, and remediation planning where necessary.

Environmental management is further strengthened through regulatory compliance and certified management systems. All facilities operate under national and EU environmental permits governing emissions, wastewater discharges, and waste management. In addition, 91.5% of operations are certified under ISO 14001, which requires systematic identification and control of environmental impacts, performance monitoring, internal audits, and continuous improvement under the Plan-Do-Check-Act framework.

Many production facilities operate under the EU Industrial Emissions Directive (IED), which sets strict limits for pollutant emissions and requires the application of Best Available Techniques (BAT). These permits regulate the full environmental performance of installations, including air emissions, wastewater discharges, resource efficiency, and incident prevention.

Operational controls address key pollution risks such as soil contamination, wastewater discharges, air emissions, chemical management, and plastic waste. These include wastewater treatment systems, emission monitoring programs, spill prevention procedures, manure management plans, chemical substitution strategies in line with EU REACH regulations, and improved waste management practices to prevent microplastic generation.

The Group also maintains clear environmental targets, including full compliance with permitting requirements, zero regulatory violations, expanded ISO 14001 certification for all IED facilities by 2030, improved water efficiency, recyclable packaging targets, and the transition toward lower-emission refrigeration technologies.



Chapter 5: Sustainable Farming & Animal Welfare

High Welfare, Strong Biosecurity, Trusted Supply

At Morliny Foods, we are committed to the highest sustainable farming practices, animal welfare and biosecurity across our integrated pork and poultry value chain. We view animal welfare not only as a regulatory obligation but as a cornerstone of responsible food production, product quality, and corporate sustainability.

In 2025, Morliny Foods introduced a Group Animal Welfare Policy, establishing a unified framework that guides our approach to responsible animal care across all pork and poultry operations. The policy sets out shared principles and expectations for all business units, supporting regulatory compliance and strengthening governance around welfare management, training, monitoring, and supplier engagement. By creating a common reference point for standards

and decision-making, the policy enhances consistency across countries and species and provides a structured basis for continuous improvement in animal welfare performance.

On-farm practices focus on practical, proven measures such as enriched housing, effective monitoring, disciplined water and feed management, and robust biosecurity to manage ASF and other risks. Responsible feed sourcing and flexible formulations support

sustainability goals. External certification and customer schemes provide additional assurance. A prevention-first approach to animal health, combined with targeted investments in infrastructure, cooling, insulation, handling, and transport, reduces stress and builds climate resilience. Through transparency and accountability, Morliny Foods aims to lead responsibly while strengthening a trusted and resilient value chain.

Life Cycle of a Pig



The following information may be a useful companion to some of the elements discussed in this section of the report.

- From insemination to birth: Approximately 115 days
- From birth to weaning: 6.2 kg / 26-28 days (PigKnows)
- From weaning to feeder pig status: 26-30 kg / 46 days
- From feeder pig to market weight: 113.5 - 125 kg (depending on production sites) / 97 days
- Total age from birth to market: 172 days (WTF+26 days)

Internal Farming Practices

Our integrated hog breeding operations adhere strictly to the principles of sustainable animal husbandry, designed to promote animal health and welfare while reducing our environmental footprint.

Key initiatives include:

- **Animal Welfare Standards:** We comply with EU animal welfare legislation and in most of our own farms we go beyond minimum requirements by implementing enriched housing conditions, ensuring adequate space, natural light, and environmental enrichment to promote natural behaviors and reduce stress.
- **Precision Farming Technologies:** Some of our farms employ data-driven monitoring systems to optimize feed efficiency and microclimate parameters.



Case study: Suliszewice and Żeńsko farms

A modern sow feeding system has been implemented on Suliszewice and Żeńsko farms in 2025. The system is based on the Fetura software and controls the entire feeding system in the late gestation and farrowing sector. The virtual maps were made for each location, detailing each sow located in every building. The system displays the amount of feed consumed for each sow in real time. The system generates alarms if pig activity is not detected and directly informs farm staff. The system feeds all sows independently, ensuring optimal breeding conditions. This allows the farm to monitor the pigs' condition, which directly allows them to improve operational efficiency:

- Increase in PMSY (Pigs Weaned Mated / Sow/ Year)
- Increase in total weaned piglets
- Increase of litter weight, individual piglet weaning weight, and number of piglets in litter
- Increase of uniformity weaned piglets' weight
- Increase of uniformity sow conditions
- Improvement of animal welfare and reduce stress
- **Manure and Waste Management:** Our manure management systems utilize nutrient recycling programs to reduce methane emissions and enhance soil fertility, supporting circular nutrient use and reducing dependency on synthetic fertilizers, while testing how to incorporate anaerobic digesters in a sustainable and economical manner.

Case study: ALGAEA usage for odor reduction

A biological manure treatment process was piloted at the Cenei farm in Romania to reduce odors and gas emissions, improving animal housing conditions. It also enhanced manure decomposition, prevented blockages, and improved cleaning efficiency. Due to successful results, the program expanded to four (Cenei, Parta, Peci si Padureni) additional farms and is currently under laboratory tests evaluations for the impact in GHG emission decrease.

Case study: Biogas utilization in Poland

Beyond current manure-management practices, Poland has operational experience in biogas recovery at the facility located next to the country's largest sow farm in Krqplewice. The biogas plant is equipped with a 250 kW engine that generates approximately 1,900 MWh of renewable energy annually and processes around 55,000 m³ of slurry, sourced mainly from the Krqplewice farm, together with approximately 2,500 tonnes of maize silage supplied by local farmers. The installation produces nutrient-rich digestate, which is returned to nearby agricultural land in cooperation with local farmers, supporting circular nutrient use and reducing reliance on synthetic fertilizers. By capturing methane from slurry and converting it into energy, the biogas plant reduces methane and CO₂ emissions associated with the farm while contributing to more sustainable, low-impact agricultural practices in the region.

- **Water Use Efficiency:** Recognizing water scarcity challenges, we have adopted water-saving working procedures to minimize water use intensity in breeding and processing stages.

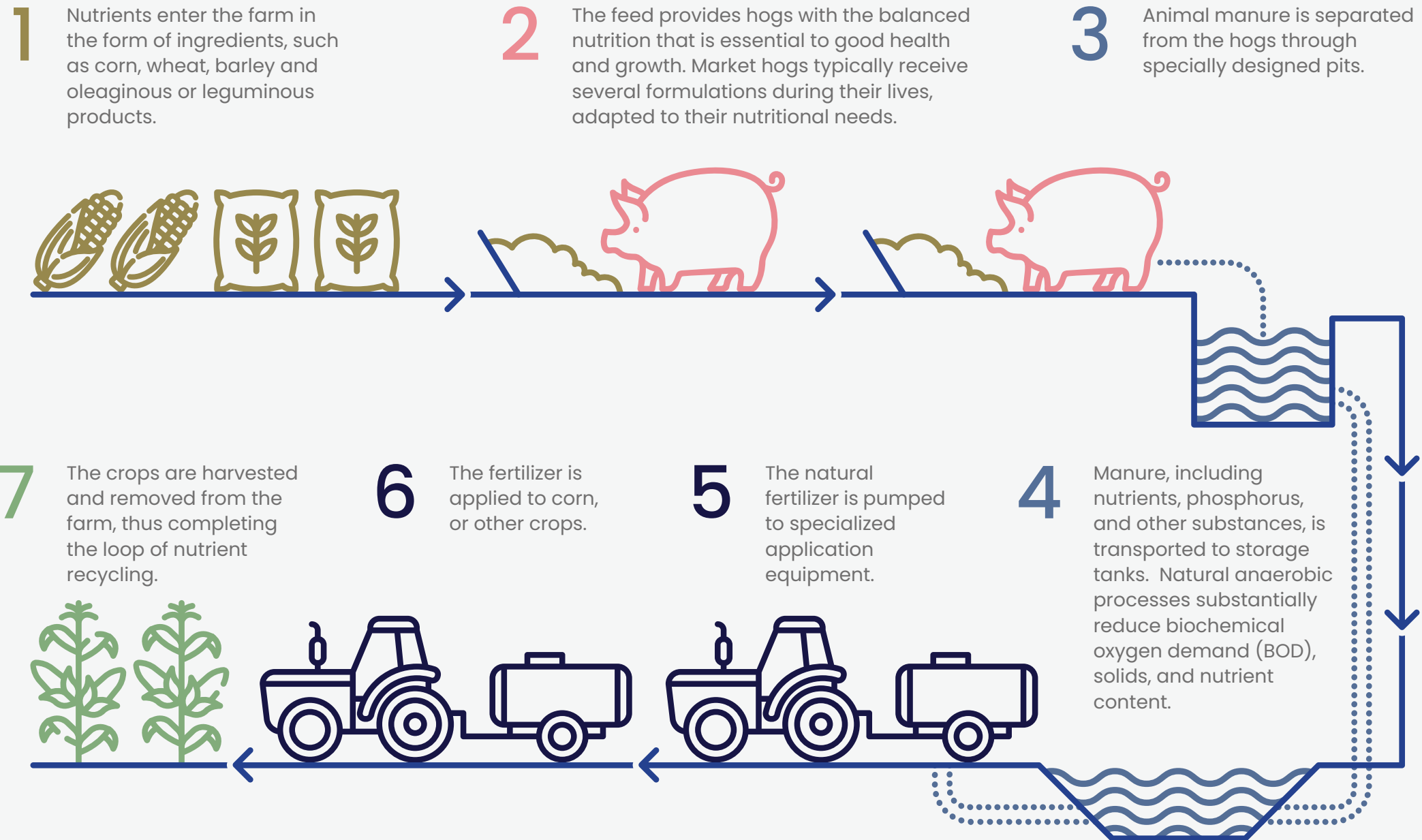
Within our farm, for cleaning purposes, we use high-pressure, low-water-consumption washing pumps to minimize water usage as much as possible. In addition, the animals are provided with drinkers that release water only when pigs activate the nipple mechanism, ensuring water is used efficiently and waste is avoided.



Upgrading water-efficient infrastructure

As part of ongoing renovations at our sow farms in Poland, we are replacing traditional drinkers with low-pressure, water-efficient systems that limit unnecessary water flow while ensuring that animals receive the volume required to meet their behavioral and physiological needs. This upgrade further strengthens our efforts to reduce overall water consumption in primary production.

The Science of Nutrient Management on Modern Farms



Feed Sustainability & Reducing Deforestation Risks

Feed sourcing represents a critical lever in our environmental strategy, particularly concerning deforestation and supply chain sustainability.



Our feed formulations are designed to remain nutritionally optimal while allowing flexibility. To improve our carbon footprint, soybean meals have been mostly replaced with locally available alternative protein sources, including oilseeds, treated animal proteins from our integrated operations, enhancing also circularity. This strategy maintains feed quality, reduces reliance on a single ingredient, and supports resource efficiency, local sourcing, and sustainability.

Our grain sourcing is limited to European suppliers, over 90% of whom are enrolled in EU Common Agricultural Policy (CAP) programs. These programs include robust environmental safeguards, significantly lowering deforestation risks in our upstream grain supply chain. For soy sourcing, recognized globally as a forest-risk commodity—we work with internationally renowned suppliers that are recognized for their leadership in sustainable sourcing and deforestation mitigation.

Our Supplier Code of Conduct explicitly mandates that all partners adhere to applicable environmental laws and regulations, reinforcing our rigorous commitment to regulatory compliance, responsible sourcing, and continuous improvement in line with ESRS standards for governance and sustainability performance.

Animal Welfare & Antibiotic Stewardship

Our group level commitment is simple: the highest standards of animal welfare and biosecurity across our integrated European operations, responsible stewardship of antibiotics, and continuous improvement for a healthier future.

We take pride in keeping our animals healthy, safe, and comfortable. Animal welfare initiatives in Europe date back several decades.

Neglect or abuse of animals in any form is not tolerated and is grounds for contract termination. Offenders may also be subject to criminal prosecution under applicable local laws. Our European hog raising operations are regularly audited to ensure compliance.

At Morliny Foods, we are committed to upholding the highest standards of animal welfare across all our operations, in line with European Union legislation and international best practices. We work closely with all live animal suppliers, transporters, and internal stakeholders to ensure humane treatment throughout every stage — from transport and unloading to handling and stunning.

We treat animals with respect at our processing plants, just as we do when they are growing at our farms. Our plants all have developed animal welfare programs as per legal requirements. These programs help ensure that the animals that come to our plants, from own livestock and contract growers were raised where management systems address health, animal well-being, and proper use of antibiotics.



Key elements of our animal welfare management program at our eight processing plants include the following:

- ✓ **Animal Welfare Procedures:** Each plant maintains a comprehensive, written animal welfare program.
- ✓ **Expert Personnel:** Our animal care professionals must undergo training and periodic certification.
- ✓ **Training:** Training programs are developed and maintained for all employees who work with live animals. Employees understand that we have a zero-tolerance policy for animal abuse or mishandling. Willful neglect or abuse of animals by any employee is ground for immediate inquiry, and offenders may also be subject to prosecution under applicable law.
- ✓ **Auditing:** Our programs are rigorously audited internally by trained personnel and by external third parties to verify, enhance, and update current company practices. Third-party audits at our facilities are also conducted by state authorities.
- ✓ **Supplier Expectations:** All live-animal suppliers are required to comply with animal welfare legislation. Producers and transporters of animals are subject to immediate termination if they fail to take adequate steps to uphold appropriate animal welfare practices.
- ✓ **Regulatory Compliance:** Animals that need to be housed at processing plants before slaughter are cared for in accordance with all regulatory requirements, under accepted standards for animal care and welfare.

2025 Animal Welfare and Biosecurity Priorities

As part of our ongoing commitment to responsible animal care and sustainable livestock production, Morliny Foods has defined clear priorities for 2025 across key areas of animal welfare, biosecurity, and health management. These priorities reflect both regulatory requirements and our internal performance improvement goals.

Priority Area	2025 Focus
Animal Handling at Slaughterhouses & Farms	Retrain staff working in animal care across all owned operations.
Farm-Level Welfare Standardization	Ensure 100% alignment of owned and contract farms to Morliny’s Internal Animal Welfare Protocols; conduct periodic audits.
Biosecurity Implementation	Conduct routine biosecurity audits on 100% of hogs farms (owned farms: internal audits; contract farms: reviewed by production manager).
Animal Welfare in the Supply Chain	Strengthening supplier engagement by enforcing animal welfare and biosecurity clauses in live animal purchase contracts.
Mortality Rate Reduction	Monitor and improve mortality rates across the hog production system to meet or exceed the SIP (Spain) industry benchmark.
Antibiotic Usage Transparency	Maintain regular reporting on antibiotic use on all our own farms and implement oversight mechanisms to support responsible usage and reduction goals.

To address behavioral needs and improve welfare outcomes, hog pens are enriched with occupational materials such as metal chains and wooden blocks.





Case study: Specific animal welfare programs in our Group, exceeding EU or national requirements:

Romania

Compliance and Participation in Enhanced Welfare Programs

All Comtim farms in Romania operate in full alignment with EU and national legislation (notably ANSVSA Order No. 202/2006, transposing Council Directive 91/630/EEC) and are audited regularly by both internal specialists and official veterinary authorities. As of 2025, 87.5% (42 out of 48 farms) are actively participating in Romania's Enhanced Animal Welfare Program, which involves the following commitments:

- **Increased Living Space** – Farms provide an additional 15% space per pig, exceeding minimum legal requirements (e.g., finishing pigs over 110 kg: 1.15 m² vs. 1.00 m²). Each pen is tracked through a digital Excel-based dashboard logging population, density, weight category, and delivery planning. Alarms are embedded to prevent errors and ensure compliance.
- **Air Quality Management** – Farms are required to reduce dust levels by 30% and ammonia concentration by 15%. Daily and monthly measurements are recorded and maintained in registers, with annual validation by independent laboratories.
- **Improved Resting Areas** – Hygroscopic bedding materials are applied for seven consecutive days post-population, followed by twice-weekly applications until delivery. Usage is logged by location and date.

For sow farms, participation includes Increased space per sow/gilt (e.g., 2.25 m² minimum +15%), and Air quality control with the same parameters and documentation as grow-out farms.

Poland

Certification of Finisher Farms of Agri Plus

As of 2025, approximately 8% of Agri Plus finisher farms (69 units) are certified under the GLOBAL SLP (Sustainable Livestock Production) standard, an internationally recognized third-party program. This standard covers critical areas such as Animal welfare and housing conditions, Hygiene and biosecurity, Veterinary treatment and withdrawal periods. Each certified farm undergoes a full external audit annually, complemented by at least one unannounced audit during the certification cycle. All inspections are carried out by independent, accredited third-party auditors, ensuring transparency and compliance beyond legal minimums.

Poultry Welfare Standards

In our Polish poultry operations, 149 farms currently participate in external or customer certification schemes. All certified farms undergo periodic recertification, supported by internal audits conducted to verify implementation and continuous adherence to the certification scheme standard.

Sow Welfare and Enrichment

In full alignment with EU animal welfare directives, all sows in our operations are housed in groups from day 28 post-mating through to 110–112 days of gestation. This standard is consistently applied across 100% of our breeding facilities, ensuring compliance and comparability year over year.

Housing of Pregnant Sows

The European Union's Agriculture Council issued a 2001 directive (Council Directive 2001/88/EC) addressing the health of pregnant sows in gestation stalls. The "EU Pigs Directive" sets minimum standards and aims to achieve the following:

- Ban the use of individual stalls for pregnant sows during most of the gestation period.
- Improve the quality of the flooring surfaces.
- Increase the living space available for sows.
- Allow the sows to have permanent access to materials for foraging.
- Introduce higher levels of training for personnel in charge of the animals.

Training for hog contract farm personnel is delivered by Morliny Group's dedicated service managers, who act as the primary liaison between the company and contract partners.

Personnel Training and Audit Oversight

All animal care staff receive regular internal training in line with national and EU regulations, supported by documented materials and effective assessments.

Compliance is ensured through internal biosecurity and welfare audits with tracked corrective actions, as well as independent veterinary authority audits.

Staff are required to follow animal welfare, handling, hygiene, biosecurity, and emergency response procedures.

For companies in our group that do not have own hog breeding operations, such as our Spanish or Slovakia operations, our commitment to animal welfare has materialized through agreements with our meat suppliers, ensuring that they operate under internationally recognized standards: Certification under the Welfare Quality RP B76.01 standard, ensuring good practices in handling, transport and slaughter of our meat suppliers. Regular audits and verifications to ensure regulatory compliance. Between 2021 and 2024, certification of animal welfare certification of Spanish pork suppliers increased significantly from 25% to 96%, while poultry suppliers reached and maintained full certification from 2022 onwards, reflecting strong progress in responsible sourcing and supply chain compliance. This embeds supply chain due diligence into our procurement practices and contributes to our broader transition plan toward sustainable, resilient value chains.

Contract Growers Farms

Morliny Group also operates an extensive network of contract growers. These include sow farms, boar studs, nurseries, finishing farms, and WTF (wean-to-finish) facilities, which are essential to our integrated supply chain. To ensure alignment with our corporate responsibility commitments, the following training framework is implemented:

- **Contract sow farms:** Annual training sessions for all staff
- **Nursery, finisher, and WTF farms:** Annual training, focused on animal welfare, treatment protocols, and environmental obligations



Animal Welfare and Biosecurity Audit Procedures

The Animal Welfare manager is responsible for designing and coordinating the audit program, with support from Managers who oversee operational compliance and day-to-day adherence to welfare and biosecurity protocols.

We apply a structured and risk-based audit program across all livestock operations to safeguard animal welfare and reinforce biosecurity standards. The program is designed to ensure regular oversight, while adjusting audit intensity based on the type of farm and associated risk level.

This risk-adjusted auditing model enables us to allocate resources efficiently while maintaining robust assurance of compliance across our supply chain. Audits are conducted by internal staff specialized in livestock behavior, veterinary standards, and housing system evaluation.

All our farms (owned and contracted) are subject to routine inspections by local veterinary authorities, in line with national law.

Veterinary Monitoring and Health Checks

Morliny Foods prioritizes animal health as a foundation for food safety and quality.

All our farms are monitored routinely by veterinarians, with antibiotics used only when necessary and under supervision, emphasizing prevention through vaccination, housing, and biosecurity. Animal health and welfare are tracked through regular inspections, immediate reporting of issues, and centralized KPI monitoring.

Both company-owned and contract farms receive consistent veterinary oversight to ensure responsible, high welfare standards.

From the consumer and societal standpoint, this means high-quality meat one can trust, raised with care, responsibility, and respect — today and for the future.

Responsible Antibiotic Use and Antimicrobial Stewardship

At Morliny Foods, we recognize the critical role that antibiotics play in maintaining animal health, while also acknowledging the shared responsibility of safeguarding public health by minimizing the risk of antimicrobial resistance. We are committed to the responsible, judicious, and transparent use of antibiotics across all our operations.



Antibiotics Use In Hogs

Morliny Foods is committed to the highest standards of food safety and animal care including the appropriate administration of antibiotics to treat and control diseases and to ensure good health in our pigs. We strive to limit antibiotics use through enhanced management practices and vaccines intended to improve animal health.

All antibiotic treatments are administered exclusively under the supervision of a licensed veterinarian, based on diagnostic evidence and in accordance with strict treatment and vaccination protocols, only when necessary for the health of the animals.

Contrary to common misconceptions, antibiotics are not routinely administered to our animals. We do not use antibiotics for growth promotion, nor do we use hormones to enhance growth in pigs, and no hormones are approved for this purpose. All decisions regarding the selection and use of antibiotics are made under the guidance and supervision of licensed veterinarians.

We believe that responsible use of antibiotics protects our animals and enhances their quality of life, and we have been a leader in our industry on this issue.

A Highly Regulated Industry

All antibiotics used are subject to regulatory approval, and we strictly comply with the withdrawal periods established by the national veterinary authorities to ensure that antibiotics have fully cleared the animals' systems prior to slaughter.

We aim to reduce reliance on antimicrobials through robust biosecurity, preventive care,

and farm management. The approach focuses on reducing antimicrobial use through strong biosecurity and preventive farm management. This includes regular veterinary monitoring, targeted vaccination programs, improved housing, ventilation and nutrition to lower disease risk, and strict biosecurity measures such as quarantine and disinfection protocols.

Treatment Approach and Administration Practices

We strongly prioritize individual animal treatments over group medication wherever species, production systems, and welfare conditions allow:

- Group treatments in all species are used only when prescribed following a licensed veterinary assessment. Withdrawal time is applied: the regulatory label requirement before animals enters the food chain.
- All treatments are logged in detail, ensuring traceability and full compliance.

Our future strategy is focused on further reducing therapeutic usage through the implementation of targeted vaccination programs, enhancing staff competencies on antimicrobial resistance risks and responsible handling practices, and fostering close collaboration with veterinary experts to drive continuous improvement and ensure the highest standards of animal health and welfare.



Our Position & Commitment on Growth Promoters

At Morliny Foods, we fully comply with European Union legislation that strictly prohibits the use of growth promoters in animal production.

Our commitment is clear: animals are raised naturally, without artificial substances designed to accelerate growth. This approach safeguards animal welfare, supports sustainable farming practices, and ensures that consumers can place their trust in the safety, transparency, and integrity of our products.



Disease Monitoring, Prevention, and Eradication Programs

We maintain a robust disease monitoring and prevention program with the following core elements:

- All incoming pigs are pre-tested for major swine diseases, including ASF, PRRS (Porcine Reproductive and Respiratory Syndrome), *Mycoplasma hyopneumoniae*, Swine Dysentery, and APP (*Actinobacillus pleuropneumoniae*);
- Herd health is monitored through both internal and external diagnostic systems, depending on the country. In Romania, health status is routinely assessed by an in-house veterinary laboratory using serological and molecular diagnostics for key pathogens such as PRRS, *Mycoplasma* and PEDV. In Poland, testing is performed by an external and independent veterinary laboratory, providing verified and objective confirmation of herd health across farms. In Romania, prior to slaughter, all animals are tested for ASF through official veterinary services in accordance with Romanian legislation. In Poland, prior to slaughter, all animals are tested for ASF through passive and active monitoring through official veterinary services in accordance with Polish and EU legislation.

At Morliny Foods, biosecurity is fundamental to safeguarding animal health, ensuring food safety, and protecting our operations from the risk of transboundary animal diseases. Across all farm operations, we apply strict and proactive biosecurity protocols that exceed national legal requirements and align with international best practices intended to lower ASF risk and other infectious diseases like PRRS.

African Swine Fever (ASF) Prevention and Risk Mitigation

African Swine Fever (ASF) remains a significant economic challenge across our operations.

In Romania, where the disease has been present since 2017, ASF has spread nationwide and resulted in the culling of more than 1.84 million domestic pigs and several thousand wild boars. In 2025, two of our contracted farms were affected and are currently undergoing repopulation after completing all required biosecurity, cleaning, disinfection and compensation procedures. In Poland, ASF has been circulating since 2014, gradually spreading from the eastern border toward western regions. In 2025, a total

of 18 domestic pig farm outbreaks were recorded nationwide, including three cases involving our contracted farms, alongside 3,429 confirmed outbreaks in wild boars. To prevent outbreak risks, strict measures are in place, including quarantine, multi-phase testing, regular diagnostics, rapid response protocols, advanced biosecurity infrastructure, and ongoing audits and inspections. Continued vigilance is essential amid ongoing regional ASF risks. Our veterinary services and production leaders are active participants in national and international ASF prevention forums, ensuring our practices remain aligned with the latest science and regulatory frameworks.



Biosecurity Measures and Control

All farms— both company-owned and contracted— are required to comply with national veterinary health regulations. Biosecurity compliance is enforced through contractual agreements and regular audits, including external inspections by competent veterinary authorities.

- Strict hygiene measures govern all entry to animal areas:
- Own farms are equipped with dry shower entry systems, with controlled access and mandatory clothing/footwear changes and standard shower-in/shower-out protocols
- Contract sow farms, and a significant proportion of nursery and finisher farms, also maintain shower-in/shower-out protocols. In Romania all farms are equipped with shower-in/shower-out protocols.
- On farms lacking built-in shower facilities, personnel are required to change into farm-dedicated clothing and boots or use certified disposable protective gear prior to entry.
- All company-owned sow farms are protected by double fencing, including an outer concrete barrier designed to prevent incursions by wild boars and other wildlife vectors.
- Feed is a critical biosecurity vector; our group maintains full control through:
 - Exclusive use of in-house feed mills for all pig farms, including contract growers.
 - Feed logistics adhere to strict internal biosecurity protocols, including vehicle disinfection, route planning, and timing to avoid cross-contamination between farm categories.

Technological Improvements and Capital Investments Supporting Animal Welfare

At Morliny Foods, we continuously invest in infrastructure, equipment, and technology to enhance the welfare and comfort of animals throughout the production cycle — from farm environments to transportation and slaughterhouse reception areas. These investments are not only a strategic component of our animal welfare policy but also a reflection of our long-term operational resilience and commitment to responsible farming.

Investing in animal welfare and responsible farming strengthens consumer trust, safeguards communities against disease risks, and contributes to climate resilience.

Thermal Comfort: Mitigating Heat Stress and Climate-Related Risks

In response to increasing climate variability and temperature extremes, Morliny Group has implemented a targeted investment program to improve thermal comfort in livestock housing, reduce climate-related risks, and enhance animal welfare across its Polish and Romanian operations.

Infrastructure Modernization at our Sow Farms

In Romania, for instance, a multi-year investment program was launched to reduce heat stress in sows by installing cooling systems in farrowing barns, cooling pads, advanced ventilation, and thermally insulated roof replacements have improved sow survivability and heat resilience, especially during summer.

In 2022, a major modernization project was launched at the largest sow farm in Poland to improve thermal insulation and stabilize the indoor microclimate. The project includes replacing old roofing with livestock-specific sandwich panels and insulating external walls, reducing temperature extremes and improving comfort, energy efficiency, and animal welfare.

Evaporative Cooling Systems – Incoming Air Treatment

To reduce summer heat stress in sow housing, evaporative cooling systems with cellulose-based cooling pads were introduced to lower air temperatures and improve animal comfort during peak heat. The system is being expanded across all company-owned sow farms, with further investments planned through 2026.

Targeted Thermal Upgrades – Farrowing & Grower Units

In 2025, thermal modernization projects were implemented to improve insulation and microclimate stability, including upgraded farrowing room walls and roofing at nursery and finisher sites. These upgrades support climate resilience by enhancing animal welfare, reducing dependence on mechanical cooling, and lowering Scope 1 and Scope 2 emissions through improved passive thermal regulation.



Hydration and Water Quality

Adequate hydration is ensured through regular water quality testing and continuous maintenance of drinking systems. Quarterly laboratory analyses and timely replacement of water nipples have reduced dehydration-related health issues and supported stable animal growth and performance.

Feeding Systems: Precision Nutrition and Behavioral Management

To reduce competition and stress associated with feed access—especially in group-housed sows—we are testing automatic sow feeding systems: new automatic sow feeding system is currently under pilot testing in one of our sow farms in Romania and in two farms in Poland.

Structural Upgrades: Flooring, Space, and Infrastructure

During 2024–2025, extensive maintenance and modernization efforts were implemented to enhance animal comfort and welfare, including pen repairs, upgraded handling ramps, and improved absorbent bedding applied in sow and gilt pens. In Poland, for instance, a USD 3.6 million investment upgraded sow farm infrastructure with animal-friendly flooring and safer corridor surfaces.



The continuous improvement projects implemented reflect our belief that animal welfare is inseparable from operational excellence.

Animal Welfare in Transportation

At Morliny Foods, ensuring the humane handling of animals during transportation is a key element of our animal welfare commitment. All transport activities are designed to minimize stress, protect animal health, and comply with national and EU legislation. We systematically monitor and review transport outcomes, including mortality rates.

Morliny Foods uses modern, purpose-built livestock trailers designed to protect animal welfare during

transit. Each trailer features internal pen dividers on every level to prevent injuries from sudden movements, ventilation and climate control systems to maintain optimal conditions, and hydraulic lift platforms that enable smooth, low stress loading and unloading. These technical solutions ensure animals are transported safely, comfortably, and in line with the company's high welfare standards and EU regulatory requirements.

Training and Personnel Competency

All Morliny Foods transport personnel, including drivers and handlers, undergo formal training every five years in compliance with national law and EU Regulation (EC) No 1/2005. Delivered by accredited providers and certified by veterinary authorities, these courses ensure proficiency in humane loading, unloading, and in-transit handling, reinforcing animal welfare, safety, and full regulatory compliance across all transport operations.

Our focus on prevention, training, and equipment quality has led to an exemplary performance record:

- In 2025, one transport-related incident occurred in Romania during the movement of hogs from a farm to a slaughter plant, resulting in 58 animal mortalities, and three similar incidents were recorded in Poland; all involved third-party contractor vehicles.

Ongoing Investment and Fleet Modernization in our operations:

A trailer renewal and modernization program is in place to meet animal welfare and biosecurity standards. Over the past three years, USD 246,000 was invested in next-generation livestock trailers

in Romania, while in Poland, more than USD 810,000 was approved in 2025 for new transport trucks and specialized animal trailers, improving comfort, hygiene, and efficiency.

Animal Welfare Practices at Slaughterhouses of our group

All our slaughterhouses are equipped with systems and trained personnel dedicated to ensuring animal welfare. Compliance is monitored through internal audits, external certification, and continuous improvement programs.

We apply a range of tools and practices to improve pig welfare, including dimmed and uniform lighting, solid-sided raceways to reduce external stimuli, noise-reduction systems, soft guiding tools such as flags and paddles, non-slip flooring, and misting/showering systems in the

lairage. We ensure proper grouping of pigs, avoid mixing unfamiliar animals, and minimizing waiting times. All employees are properly trained in calm animal handling and wear uniforms in neutral colours. Stunning equipment is regularly calibrated and monitored, and a fully functional backup unit is available for immediate use in case of equipment failure. We are using tools for improving animal welfare such as blue light, dark uniforms of employees.



Group-wide Measures

Supplier Collaboration and Animal Welfare Monitoring

We engage directly with all suppliers of live animals to ensure they adhere to our Supplier Code of Conduct, which integrates EU animal welfare legislation and specific customer requirements.

Governance and Responsible Personnel

Each of our slaughterhouses appoints a certified Animal Welfare Officer (AWO) overseeing audits, training, and policy implementation. All personnel involved in animal handling – from unloading through to bleeding – hold valid certificates of competence, issued by national veterinary authorities following approved external training programs.

Training Programs

Animal welfare training is mandatory for all relevant employees. Certification is valid for four years, and refresher sessions are held regularly. AWOs conduct site-specific internal training (minimum twice per year). In Romania, all employees from farms are monthly trained with Animal Welfare requirements.

CCTV Surveillance and Oversight

All slaughterhouses are equipped with CCTV monitoring from animal reception through to bleeding, comprising approximately 40 cameras across the group. A formal internal protocol governs CCTV footage review and reporting frequency.

Slaughterhouse Infrastructure and Animal Comfort

All livestock areas are designed to ensure rest, ventilation, hydration, and low stress unloading. Waiting times are minimized, with most trucks unloaded in under 25 minutes and more than 85% of waiting times under 2 hours.

Stunning Methods and Compliance

Stunning is conducted in full alignment with Council Regulation (EC) No 1099/2009. Carbon dioxide systems are standard for pigs, maintaining concentrations of 80% or higher. Backup electrical systems are available in case of equipment failure. Poultry is stunning using gas and electrical water baths, based on species-specific guidelines and approved exposure times.

Country-Specific Implementation

In Romania, livestock transports are inspected for documentation and welfare compliance, using KPIs such as cleanliness, handling, and stunning performance. About 90% of pigs come from Comtim Ro farms within 150 km, classified as short transport and enhanced animal welfare standards. All staff handling live animals receive monthly internal training and externally certified training every four years, approved by the National Sanitary Veterinary Authority.

Certifications and External Verification

Comtim Romania, through its membership with The Romanian Pork Breeders is part of WelFarmers, a European program funded under Horizon Europe, launched in 2024, aimed at improving pig welfare in European Union farms. The project brings together farmers, veterinarians, advisors, and researchers from several EU Member States to identify, test, and share best farming practices. WelFarmers promotes knowledge exchange, innovation, and the recognition of farmers who apply high animal welfare standards.

All Comtim farms in Romania hold the following certifications, with annual third-party audits:

- ISO 9001:2015 – Quality Management
- ISO 14001:2015 – Environmental Management
- ISO 22000:2018 – Food Safety Management
- ISO 45001:2023 – Occupational Health and Safety

In Poland, audits ensure compliance with EU welfare directives, covering ~80% of pig suppliers (1,475 audits) and ~40% of poultry suppliers (220 audits). Most farms are within 250 km of processing sites. Audits are conducted biennially for pigs and annually for poultry, based on risk assessments. Drivers receive annual training, and in 2025, biosecurity and welfare guidance leaflets will be introduced.

Poland holds the following certifications, verified through independent third-party audits:

- ISO 14001:2015 – Environmental Management: Own farms, feed mills, hatcheries and poultry farms
- GLOBAL S.L.P (Smart Livestock Practices) – 70 finisher farms (including contract farms)
- QS (Qualität & Sicherheit) – 28 broiler farms, 8 breeder farms and 2 hatcheries, including 100% of our own poultry farms and hatcheries.

Importantly, no animal welfare breaches or scandals were reported across the operations covered during the reporting period. Overall, the data reflects a structured approach to animal care, strong oversight of transport safety, transparent antibiotic reporting, and a continued commitment to high animal welfare standards.



Enhanced Hog Handling at the Processing Plants

Our plants continue to make significant investments in animal handling facilities with new barns, improvements to existing barns, and improved unloading areas to ensure that our pigs are safe and comfortable.

In addition, our plants use CO₂ stunning, a method that allows pigs to be handled and moved calmly in small groups, reducing the need for individual restraint and minimizing stress for both animals and staff. CO₂ stunning supports smoother animal flow, lowers the risk of slips and injuries, and helps ensure a more consistent and controlled stunning process, contributing to improved welfare outcomes, safer working conditions and better overall process stability.

In summary, our integrated pork and poultry operations, Morliny Foods treats animal welfare as a practical daily responsibility and a long-term commitment. From enriched housing, health monitoring and responsible antibiotic stewardship to strong biosecurity and continuous investments in thermal comfort, handling and transport, we focus on measures that reduce stress, prevent disease and support resilient farming systems.

Our approach is built on prevention, training and accountability—supported by audits, veterinary oversight, supplier requirements and external certifications where relevant. By embedding high welfare standards into both our own farms and our sourcing model, we strengthen not only animal well-being, but also food safety, product quality and consumer trust. Looking ahead, we will continue to raise consistency across sites, strengthen data-driven monitoring and drive continuous improvement—because responsible animal care is fundamental to a trusted and sustainable supply chain.

Chapter 6: Food Quality & Safety

Consumers and End-Users: Building Trust Through Quality, Safety, and Transparency

Morliny Foods is committed to building consumer trust through the highest standards of food safety, quality and transparency across its operations. Our activity is guided by internationally recognized certifications, rigorous internal and external audits, strong veterinary oversight, and advanced traceability systems. We continuously strengthen label accuracy, complaint management, and recall preparedness to protect consumers and ensure rapid response.

At the same time, we actively reformulate products to support healthier diets, cleaner labels and regulatory foresight, in line with the EU Farm to Fork Strategy and the UN Sustainable Development Goals. Through continuous training, innovation, and robust governance, we reinforce a strong food safety and quality culture and deliver safe, responsible and trustworthy products every day.

Our Commitment: Safety Beyond Compliance

At Morliny Foods, consumer safety and trust are the foundations of our operations. While our supply chain is predominantly B2B, the final consumer remains at the heart of every decision we make—from ingredient sourcing to labeling, traceability, and reformulation.

Every day, we serve millions of consumers through our retail, institutional, and export channels. In doing so, we commit not only to regulatory compliance, but to proactive risk mitigation, quality assurance, and responsible communication that empowers consumer choice.

Producing safe, nutritious, and high-quality food is a complex and business-critical responsibility for our company. We work with industry, veterinarian authorities, and independent experts and we also ensure the continuous development of our staff and internal specialists to create and implement rigorous food safety and quality practices in all our food production facilities. We are confident that our systems are at the forefront of the industry, and we continuously strive to apply the most current, science-based practices and methodologies. All Morliny Foods companies apply a fully integrated, end-to-end approach to food production, covering every stage of the value chain—from farms to fork.

Our quality and food safety management system includes facility, equipment, and process design, as well as operating and sanitation procedures, employee training programs, and regular internal and external audits.

Each operating company is supported by senior-level food safety managers, and all employees receive role-specific training in food safety requirements. In addition, our organization is supported by a team of food safety and quality professionals, including recognized industry specialists, who oversee food safety systems and continuously safeguard product quality across all operations.

Food safety culture is a core element of our governance approach and a formal requirement under Regulation (EU) 2021/382 as well as GFSI-recognized schemes, including IFS Food and BRCGS Food. Across all Morliny Foods sites, we strengthen this culture through leadership engagement, clear behavioral expectations, and daily operational practices.

In 2025, Morliny Foods introduced a unified Food Safety and Quality Policy applicable across all business units. The updated policy consolidates expectations, responsibilities and governance requirements under one Group-wide framework, ensuring consistent implementation of standards and strengthening alignment with international best practice.

Our priorities & targets 2025 status

- **100% of official inspections completed transparently and documented** — ✓ Met (2,497 inspections across Group; strongest contributor being our largest operations of 12 meat processing plants in Poland 1,953)
- **100% of production sites certified under globally recognized food safety schemes** — ✓ Met (certification coverage maintained)
- **Zero major non-conformities in third-party audits** — ✓ Met (no systemic major findings reported)
- **100% of employees received food safety and quality training*** — ↗ Ongoing, realization induced by holidays, as 100% of targeted employees are being trained while at work (~90% overall coverage; ~95–100% production/QC roles; Poland 79% overall, Romania/Slovakia/Hungary 100%, Spain 94%)

**Note: every employee involved in food safety and quality is only allowed to work after receiving training in this area, so*

100% of these employees are trained. The overall training plan completion rate looks a bit different, however, because a single employee can be covered by several different training courses throughout the year, and missing just one of them, due to holidays, for instance is enough to lower the training plan completion rate. This does not change the fact that every employee allowed to work has completed basic training in food safety and quality.

- **Zero product recalls due to health or safety risks (yearly)** — ↗ Ongoing (9 recalls, neither being consumer threatening; 2.2 tons; value ~0.113 mil USD; concentrated in Poland & Romania; immaterial relative to ~1.64millions tons sold; prompt corrective action)
- **100% compliance: testing, labelling, reformulation claims substantiated and compliant** — ✓ Met with isolated improvement area (0 marketing incidents; 1 labelling fine Romania; 1 fine + 3 warnings total regulatory non-compliance)

Medium-term target (2030)

- **Sustainable, inclusive, and health-conscious food systems achieved** — ↗ Ongoing (reformulation and healthier portfolio actions are in progress across markets)

Certification and Oversight: Building a Culture of Confidence

Since the start of our operations, we have implemented certified food safety management systems designed to strengthen our ability to effectively identify and control food safety hazards. Over time, our internal protocols have been continuously reviewed, updated, and strengthened to respond to evolving customer and consumer expectations and to support ongoing improvement.

Food safety responsibilities are embedded across all functions through clear governance structures:

- **Poland:** A central Quality Management Department oversees GMP/GHP, HACCP, QACP, TACCP, VACCP and animal welfare systems. Site QA managers are supported by specialists' teams, including food safety experts and hygiene auditors.
- **Romania:** QA managers hold authority over production line halts, labeling oversight, and traceability tracking. Daily training is provided at line level.
- **Slovakia & Hungary:** A regional QA Director coordinates systems built on a 25-procedure Quality Manual.
- **Spain:** Facility-level QA managers lead HACCP, recall simulations, and microbiological hazard controls.

In addition to local governance structures, Morliny Foods operates through international food safety and quality working groups that bring together experts from all countries. These teams regularly exchange experience, align methodologies and cocreate standards, supporting the harmonization and continuous improvement of our FS&Q systems across the Group.

In 2025, no major non-conformities were reported in third-party audits across the entire group.

Our structured internal audit program provides continuous assurance that our products meet the highest standards of quality and safety, as well as all applicable internal requirements and regulatory obligations.

In 2025, all 29 production sites across six countries retained their GFSI-recognized certifications, including IFS Food, BRCGS Food, as well as ISO 22000 in several sites. These certifications are upheld by rigorous internal audits and annual reviews. In Romania, the meat processing plant has achieved IFS "Higher Level" and BRC "AA" certifications. Similar excellence was recorded in Poland, Spain, and France.



100% GFSI-Certified Facilities

Morliny Foods operates under stringent public veterinary oversight in all countries where it produces and markets meat-origin products. All relevant activities, including animal health controls, slaughter operations, processing, storage, and distribution are subject to regular inspection, verification, and authorization by competent public veterinary authorities. These authorities supervise compliance with applicable animal health, animal welfare, hygiene, and food safety legislation, and perform routine and risk-based controls at our facilities. Public veterinary oversight provides an independent layer of assurance that our operations meet legal requirements, and that meat products placed on the market are produced in accordance with official health, safety, and traceability standards.

Regulatory Compliance and Non-Conformities

Regulatory compliance performance remained strong and stable across the Group. Inspections validated our systems' robustness—no major non-conformities were reported across the group.

During the year, one regulatory fine and three warnings were recorded, primarily in Romania, with no recurring or systemic issues identified.

No incidents of non-compliance with voluntary codes were reported, and no non-compliance related to marketing communications was identified across any market. Slovakia, Hungary and Spain reported no regulatory sanctions, reinforcing their low-risk food safety profiles.

Product Safety and Recalls

At Group level, product recalls remained limited in scope and immaterial in volume and value relative to total production. During the year, nine product recalls were recorded, with a total recalled volume of approx. 2200 kg and a combined financial value of approximately 0.113 mil. USD (113,000 USD) compared to more than 1.3 million tons of products sold across the Group.

In 2025 recalls were concentrated in Poland and Romania, reflecting the scale and complexity of operations in these markets. No recalls were reported in Slovakia, Hungary or Spain, which continued to demonstrate stable food safety performance. Importantly, no recall events resulted in widespread consumer harm, and corrective actions were implemented promptly in all cases, supported by effective traceability and root-cause analysis systems.

Short-term target assessment:

- ✓ 100% of official inspections documented
- ✓ Zero major systemic non-conformities
- ✓ Zero widespread safety-related product recalls

Our labelling is designed to be understandable and accessible to the consumer, offering detailed information on ingredients, allergens and nutritional values in a clear and precise way. We avoid the use of ambiguous claims or misleading messages, always ensuring strict compliance with current regulations on food information.

Transparent, accurate labeling is critical in helping consumers make informed choices. In 2025, we reviewed over 179 million labels prior to product release across the group, achieving 100% label accuracy checks. Though Poland registered 607 external labeling complaints, this represented just 0.0003% of all labels printed, a figure that reflects an exceptionally low error rate in high-volume production. In Spain and France, minor label issues (e.g., misprints or incorrect placements) triggered no recalls or health incidents. As part of our quality protocol, all labels are reviewed against EU Regulation 1169/2011 and validated for claims such as "low fat" or "natural."



Customer Satisfaction, and Continuous Improvement

Morliny Foods prioritizes customer well-being and transparency by systematically measuring satisfaction and using feedback to drive continuous improvement. Customer satisfaction surveys are conducted once per year in our major locations, in line with the expectations typically associated with food safety and quality management systems (e.g., ISO/BRCGS requirements). The survey covers key customer segments, including IKA (modern retail), industrial customers and distribution partners, ensuring a representative view across our commercial channels. Overall results were highly positive, with an average score of 3.6, which falls within the Group's "very good" performance band (3.5–4.0).

To ensure feedback translates into action, Morliny Foods embeds structured review routines into daily and weekly operations. A daily morning meeting brings together production, logistics and quality teams to review performance, discuss issues and address cause-effect links behind complaints or deviations. In addition, weekly quality meetings focus on root-cause analysis of nonconformities identified through routine controls across production and storage areas, and, when required, external customer claims. Weekly labelling

meetings and training courses further strengthen transparency by addressing internal and external labelling errors and ensuring accurate implementation of product updates, technical specifications and new label requirements.

The Group maintained effective consumer complaint handling systems across all markets. A total of 16,090 product and service complaints were received during the year, handled and closed through formal quality and customer care procedures.

Poland accounted for most complaints, reflecting its significantly larger consumer base and market reach rather than elevated product risk. Romania, Slovakia, Hungary and Spain reported substantially lower complaint volumes, consistent with their operational scale. No complaints resulted in regulatory enforcement actions, confirming the effectiveness of complaint resolution and escalation mechanisms.

Each complaint undergoes root cause analysis, ensuring systemic corrections are implemented. This data-driven feedback loop not only supports compliance with IFS and BRCGS requirements but also builds long-term consumer trust.



Nutrition and Health: Reformulating for Well-being

At Morliny Foods, we believe that quality nutrition and product safety are two sides of the same coin.

Recognizing the diversity of consumer preferences and lifestyles, we offer a broad range of products that enable customers to choose options best suited to their individual needs. Over time, we have expanded our portfolio to include leaner cuts of pork and have reformulated many products to reduce fat, salt, and/or sugar content. We remain committed to providing affordable products that represent a valuable source of protein. While the current economic environment has constrained some of our research and development activities, we continue to prioritize product innovation that delivers an enjoyable eating experience while aligning with evolving consumer expectations regarding nutritional quality.

In 2025, we advanced a broad spectrum of product reformulation, clean-label development, and research-driven innovation to ensure that our portfolio supports not just satisfaction, but well-being. These initiatives span across Romania, Poland, Slovakia, Hungary, Spain, and France—each tailored to local dietary habits, legislative trends, and technological capabilities.

Our efforts are aligned with key frameworks such as the European Farm to Fork Strategy, WHO salt reduction targets, and the 2030 Sustainable Development Goals (SDG 3, 12, and 13). We also proactively prepare for evolving EU regulations on nitrites, sodium, and sugar thresholds, ensuring we remain a trusted partner in healthier food systems.

Our reformulation endeavor is guided by the EU's Farm to Fork ambitions and growing consumer demand for healthier diets. Across the group, we developed several projects that directly support SDG 3 (Good Health and Well-being) and SDG 12 (Responsible Consumption and Production).

- **Romania** launched four flexitarian products under the Comtim brand in 2025—featuring pea protein, allergen-free recipes, and clean-label formats.
- **Slovakia** has eliminated E621 (monosodium glutamate) and E120 (carmine) from most products and has introduced potassium chloride to reduce sodium.
- **Spain** is piloting advanced biotechnology projects (e.g., “NITRATES” and “IMPROVE”) to eliminate nitrites and develop functional, plant-based alternatives.
- **Poland** launched two products with reduced fat and simplified ingredient lists.



Sodium Reduction Through Functional Salt Replacement

Sodium is an essential nutrient and plays a critical role in food preservation and food safety, enabling us to deliver the levels of quality, flavor, expected by our customers and consumers. As per consumers expectations, across our operations, we have adopted potassium chloride (KCl) as a partial replacement for sodium chloride (NaCl) in our salt blends, thereby reducing sodium levels without compromising taste. This strategy not only supports sodium intake reduction but also provides potassium, an essential nutrient linked to cardiovascular health. This initiative is aligned with WHO's global sodium benchmarks and addresses the increasing risk of hypertension and stroke associated with excessive salt intake. The KCl-based formulations have been tested for stability, microbial safety, and sensory acceptability, with consumer trials planned in Q4 2025.

Clean-Label Reformulation and Additive Reduction

Over the last years, we continued to reformulate core product lines to comply with stricter EU limits on nitrites, sodium, fat, and sugars. Our Argal Cocina line now leads the market in convenience food, minimally processed, clean-label meats, offering consumers transparency and peace of mind.

In the section below, we present selected case examples of projects implemented across our operations that add value to our production through improved nutritional profiles and enhanced product performance.

Quality Control, Testing and Certification

All production sites across the Group operated under globally recognized food safety certification schemes (e.g., IFS Food, BRCGS, ISO 22000, FSSC 22000) and implemented defined quality control and testing plans. Product batches were tested in line with legal and internal requirements, and traceability systems enabled timely investigation and documentation where deviations occurred.

Poland and Romania, as the largest production hubs, accounted for most testing activities, while Slovakia, Hungary and Spain maintained stable and compliant testing regimes aligned with Group standards.



Case study: Advancing Safer and More Sustainable Food Production in Spain

Our Spanish operations continue to play a pioneering role in strengthening food safety, product innovation and environmental performance through collaborative research and publicly supported innovation programs.

Since 2023, Embutidos Monells has led the **SMOKE UP project**, in collaboration with Angulas Aguinaga and IRTA (Institute of Agrifood Research and Technology). The initiative focuses on developing more sustainable and safer production methods for smoked products such as salmon and bacon. By improving smoking technologies and refining process controls, the project aims to enhance microbiological safety while reducing environmental impact – demonstrating how product safety and sustainability can advance together.

In parallel, our Spanish teams actively participate in innovation programs promoted by the CDTI (Centro para el Desarrollo Tecnológico y la Innovación), strengthening scientific research in safer and more natural meat production:

- **NITRATOS FREE** – Development of microbiological alternatives to nitrites and nitrates traditionally used in meat products, contributing to cleaner-label formulations

while maintaining food safety standards.

- **NITRATES** – A study on the elimination of nitrifying salts and their effects on the microbiological quality of cured products, carried out in collaboration with MANE IBERICA and the University of Lleida (UDL).
- **ALIMENTS** – Development of extruded meat-like snacks based on pea protein enriched with functional ingredients, supporting diversification toward innovative protein solutions.
- **IMPROVE** – Research into new disruptive fermentation processes for plant-based products with enhanced nutritional and sensory characteristics.

These projects reflect our strategic approach: combining food safety science, consumer health expectations and product innovation to future-proof our portfolio.

In 2024, we further strengthened our commitment through two high-impact environmental and technological projects developed at our plants in **Miralcamp** and **Fregenal de la Sierra**, submitted under the **PERTE Agroalimentario II** call:

Optimization and Sustainability in the Production of Iberian Pork Shoulder and Cured Ham

This project focuses on developing innovative methodologies to optimize resources, reduce waste, and minimize energy consumption and emissions. Emphasis is placed on the reuse of secondary raw materials and the design of technologies that enable the production of meat products with a lower carbon footprint.

CARSOS – New Solutions for Sustainability in Meat Products

CARSOS aims to significantly reduce waste in cooked ham production by recovering by-products, developing natural antimicrobial solutions, and implementing advanced technologies such as cold plasma and high hydrostatic pressure (HPP). These innovations strengthen microbiological safety, extend shelf life, and enhance both product quality and environmental sustainability.

Morliny Foods' Spanish operations play a leading role in innovation and applied research, actively developing and participating in collaborative R&D projects that advance food quality, sustainability and future nutrition.

Through projects such as **MAP-FUET** our teams are exploring next-generation processing and alternative protein technologies.

In parallel, we are strengthening sustainable product design and shelf-life performance. The **ECOCUIT** project (launched in 2021) investigates new solutions to improve the conservation and sustainability of ready-to-eat organic meat products, while maintaining safety and quality. With the **OXICOOK** project (launched in 2023 under the European Innovation Partnership – EIP-Agri), our Spanish teams are developing practical strategies to reduce food waste from sliced cooked meat packaged in protective atmospheres during commercial shelf life.

Packaging innovation is another key focus. The **SOFLEX** project (since 2021) studies recyclable mono-material solutions for thermoformed packaging for cured and mature products, and **PERTE Agroalimentario I** (since 2023) advance the development of new PET-based materials to improve recyclability and environmental performance.

Together, these projects demonstrate how our Spanish operations translate innovation into tangible sustainability and circular-economy outcomes.

Case study: Flexitarian Innovation Under the Comtim Brand

In 2025, our Romanian operations launched a new generation of flexitarian products under the Comtim brand, featuring pea protein and designed to meet clean-label, allergen-free, and high-protein criteria. These products address the growing demand for hybrid proteins, combining the sensory and nutritional benefits of meat with the sustainability and health profiles of plant ingredients.

The new range offers lower saturated fat, zero artificial additives, and full compliance with allergen declarations by EU Regulation 1169/2011. R&D and QA teams collaborated to ensure these products also met the highest organoleptic and safety standards

Slovakian and Hungarian operations advanced their clean-label strategy by removing monosodium glutamate (E621) and carmine (E120) from over 95% of products. These changes were driven by consumer expectations for more natural compositions and respond to sensitivities around allergens and animal-derived additives.

- E621 (MSG) was removed from all applicable recipes.
- E120, a red colorant, was replaced with natural alternatives derived from vegetables and microbial cultures.

The final stages of this reformulation will be completed in 2026, with supporting communications campaigns and labeling updates. All products are undergoing heat-stability testing to verify nutrient retention of post-processing.

Recognized Quality Excellence and Continuous Innovation Across Our Operations

We are proud that our commitment to quality and food safety continues to be recognized externally. In Slovakia, we were honored to be named a Superbrand for the 12th time – a remarkable achievement that reflects our unwavering focus on product quality, innovation, and the trust our customers place in us.

Being awarded Superbrand for the twelfth time is more than a distinction; it is a testament to the consistency of our standards, the dedication of our teams, and the strong connection we maintain with consumers and communities. It confirms that excellence in food safety and quality management remains at the heart of our operations.



Case study: Leaner Products and Ingredient Transparency

In Poland, our focus in 2025 was to simplify formulations, remove controversial ingredients, and reduce fat content in high-volume products. Key achievements include:

- Launch of two reduced-fat products targeted at the mass retail segment
- Ingredient transparency measures supporting cleaner labels
- Internal QA systems aligned with R&D to verify microbial and nutritional safety of all reformulated products

While reformulation is driven by our technology and R&D functions, quality teams maintain oversight through risk assessment, labeling control, and compliance verification with EFSA and Codex Alimentarius recommendations.

This initiative directly responds to consumer demand and regulatory movement toward additive-free labeling, without compromising product shelf-life or safety.

Food Safety Training and Workforce Coverage

A robust food safety culture begins with education. Ensuring food safety depends on having well-trained people who understand both what needs to be done and how to carry out their responsibilities effectively. All our employees receive comprehensive training on the policies and procedures designed to protect the safety of our products. Training is provided at the time of hiring and is refreshed on a regular basis—at least annually—according to each employee’s specific role.

Our Food Safety Training Policy defines mandatory and recommended training topics, trainer qualification requirements, and the frequency of training across all subsidiary processing facilities. The policy also requires that all training activities are formally documented and that employees’ knowledge is assessed to verify the effectiveness of the training program.

Food safety and quality training remained a core operational priority across all Group entities. During the year, the Group delivered 93,240 food safety and quality training instances, equivalent to 9,378 training hours. In absolute terms, Poland was the largest contributor to training volumes, reflecting workforce size. At the same time, Romania, Slovakia, Hungary and Spain achieved close to or full coverage of relevant employees. Overall, approximately 90% of employees received food safety training, while coverage among production and quality-critical roles reached approximately 95–100%, ensuring strong operational capability at points of highest risk.

Training sessions across our production plants include: GMP (Good Manufacturing Practices), GHP (Good Hygiene Practices), HACCP (Hazard Analysis and Critical Control Points), and CCP (Critical Control Point) monitoring, Food labeling accuracy, Allergen control, Internal audit preparation, Animal welfare (monthly training), Complaint management and traceability system.



Spain celebrated World Food Safety Day with internal campaigns and award programs, and Slovakia introduced ingredient reformulation training aligned with EU directives. Poland also celebrated World Food Safety Day and launched the Qualitek campaign—an internal awareness initiative with posters and messages from our fictional QA mascot. Through tools like these, we reinforce our “quality-first” mindset across all operational levels.

In 2025, our Polish operations strengthened our competency-building programs through several strategic training and development initiatives. The training initiatives included several targeted programs designed to strengthen expertise and leadership within the Food Safety and Quality (FS&Q) function. In Poland, a Train-the-Trainer program was implemented to develop internal FS&Q trainers and enhance the organization’s capacity to deliver consistent, high-quality training across sites. In parallel, development workshops for quality assurance teams focused on strengthening team collaboration and problem-solving capabilities, supporting more effective management of operational challenges. The company also introduced a leadership development program for future quality leaders, aimed at preparing high-potential professionals for key FS&Q roles and reinforcing long-term succession planning within the quality function. These initiatives reinforce our belief that our strength lies in our people, and that advanced expertise is essential to maintaining safe and high-quality food systems.

Mock Recalls and Traceability Validation

Traceability is a fundamental component of our food safety management system, enabling us to rapidly identify, track, and control products, raw materials, and processes throughout the supply chain. Effective traceability supports timely response to potential food safety incidents, facilitates targeted recalls when necessary, and strengthens overall risk management by ensuring full visibility from raw material sourcing through finished product distribution.

Across the group, 591 traceability tests and 9 product recalls were recorded in 2025. All recalls were handled promptly and transparently.

- **Romania:** Conducted 123 traceability exercises and 5 mock recalls in 2025.
- **Poland:** 346 traceability exercises were logged across 12 plants.
- **Spain/France:** Completed 85 traceability exercises; no label-related recalls recorded.
- **Slovakia/Hungary:** Conducted mock recalls and 22 traceability tests per EU best practice, with average trace speed performance well within regulatory limits.



Supporting the UN Sustainable Development Goals and the EU Farm to Fork Strategy

In relation to food safety and quality, Morliny Foods contributes to global goals through innovation, transparency, and partnerships:

- **UN SDG 3 – Good Health:** Reduced sodium levels, removed additives (e.g., E621, E120), and launched plant-based innovations.
- **UN SDG 12 – Responsible Consumption:** Maintained 100% certified production; enhanced traceability and waste management systems.

In Poland and Romania fresh meat operations, food waste is mitigated through full animal utilization, directing by products towards rendering operations and optimized inventory

planning. In Spain, our PET recycling initiative supports circular economy goals via RETRAY certification.

As part of our commitment to transparency and consumer well-being, our Romanian operations have been signatories of the EU Code of Conduct on Responsible Food Business and Marketing Practices since 2023. This voluntary framework, launched under the EU Farm to Fork Strategy, guides our efforts to promote responsible marketing, sustainable production, and clear communication with end consumers. We report annually on our progress, reinforcing our dedication to building trust and advancing a fair and sustainable food system.



Promoting Safety, Quality and Nutrition Beyond Our Operations

Our commitment to fostering a culture of safety, quality, and nutritional awareness extends beyond our operational boundaries.

In Romania, we partnered with a certified medical nutritionist to launch a social media awareness campaign focused on the role of red meat within a balanced diet, aiming to promote informed and responsible consumption among the public. Additionally, we actively engage with local communities by celebrating the International Food Day each October, collaborating with local schools to raise awareness about sustainable food practices, nutrition, and the importance of mindful eating habits

Also, we developed an awareness project designed by our Romanian operations to healthy consumer habits address food waste combat by shaping everyday habits from an early age. The project focused on primary school children and lower secondary students from both urban and rural communities in Timiș and Arad County, while deliberately extending its impact to their families, recognizing that sustainable change is created at household level. Tim's name was thought to be an abbreviation of our brand name Comtim and all resources are available in print format as well and online.



Conclusion: Transparency as a Promise

At Morliny Foods, food safety is more than a function—it is a promise. A promise backed by rigorous controls, audited systems, traceability chains, scientific reformulation, and continuous dialogue with our partners and consumers. As we look ahead to 2030 and beyond, our vision is to deliver not only safer food, but also sustainable, inclusive,

and health-conscious food systems across Europe.

Our strategy remains guided by the values of responsibility, innovation, and operational excellence. These are not only principles we uphold internally—but the very outcomes we aim to deliver to every consumer, every time.

Forward Look

Overall, Group-level food safety performance demonstrates a high degree of control, consistency and maturity. Poland remains the largest contributor to volumes, complaints and training figures, reflecting its scale of operations, while Romania shows strong engagement in training, compliance and corrective action processes. Slovakia, Hungary and Spain continue to demonstrate stable, low-risk food safety profiles with limited incidents and strong compliance.

Chapter 7: Our People and Workplace

People at the Heart of Our Business

At Morliny Foods, we believe our people are the foundation of everything we do. Whether in the heart of our processing sites in Poland, our farms in Romania, or our commercial teams in Spain and the UK, the 18.500+ individuals across our operations are more than employees—they are the backbone of our entire organization. Ensuring fair, safe, and dignified work is not only a regulatory expectation, but a moral and operational imperative embedded deep within our corporate culture.

We are proud to operate in countries with robust labor regulations and oversight mechanisms. However, our ambition reaches beyond compliance. Our commitment to labor rights is anchored in international standards such as the UN Guiding Principles on Business and Human Rights, the ILO Fundamental Conventions, and the OECD Guidelines for Multinational Enterprises. These are more than references, they shape our daily practices, define our management systems, and inspire our people's policies.

General, Strategy, Governance

Our people's strategy reflects our understanding of the mutual dependencies between business resilience and workforce empowerment. The ESG Steering Committee, reporting to senior management, oversees our labor practices, ensuring that material risks—such as injuries, discrimination, or turnover—are identified and managed, while opportunities for improvement and inclusion are actively pursued.

Policies, Targets, Action Plans and Resources

Morliny Foods applies comprehensive internal policies covering the full employee lifecycle, from recruitment and onboarding to development, compensation, and grievance handling. In Poland, this framework is supported by more than 30 documented procedures, including work rules, remuneration policies, grievance channels, and internal communication standards. Across other Group operations—Romania, Spain, Slovakia, Hungary, and the UK—a common labor rights and workplace policy ensures consistent commitments to equal opportunity, non-discrimination, fair pay, social protection, safe working conditions, and accessible grievance mechanisms. Additional external alignment includes SMETA IV-Pillar certification in Spain and compliance with the UK Modern Slavery Act and Public Interest Disclosure Act.

In Poland, twelve production plants operated by Animex are subject to SEDEX audits under the SMETA II Pillars framework, supporting transparency and compliance in areas such as labor standards and health and safety. In parallel, the Group has initiated the implementation of the SA8000 social accountability certification program in Romania. The program is currently underway and is expected to be finalized in 2026, further strengthening the company's commitment to responsible labor practices and internationally recognized social standards across its operations.

We maintain, across the companies within our group:

- A unified Code of Conduct for employees,
- A Human Rights Policy aligned with the UN Guiding Principles and ILO conventions,
- A Whistleblower Policy with protection against retaliation,
- Policies on Equal Opportunity, Fair Remuneration, and Occupational Health and Safety.

In 2025 our investment deepened in health and safety, professional development, and equitable working conditions. Our structured salary grid continued to ensure pay equity across all operations, and all receive access to public or private health care and social protection.

We recognize that creating lasting value requires not only strong systems but also trust, inclusion, and shared purpose. That's why we have reinforced open social dialogue, increasing our training hours per employee.

Workforce Characteristics

Morliny's workforce consists primarily of permanent, full-time employees representing over 80% of total workforce, with gender representation balanced across job levels. We also engage non-employee workers (e.g., production, sanitation, seasonal help) through third parties who comply with national labor laws. Our own workforce receives equivalent safety training, onboarding, and access to grievance channels.

We offer jobs in rural villages with high unemployment rates. In many regions where we operate, we are one of the largest employers. Moreover, we are often the largest buyer of local feed grain, supporting family farms in the areas where we operate.

As of end of 2025, our own employed workforce spans more than 18,500 individuals across Poland, Romania, Spain, Slovakia, Hungary, and the UK. Most of our own employees, over 99%, are employed under full-time contracts, reflecting the stability and long-term orientation of our operations. Part-time roles are limited and typically aligned with specific operational needs where shorter engagements are appropriate and represent less than 0.5% of the total workforce. Across our Group, gender representation is relatively balanced, 45% of our workforce being women.



In Poland, parity has been a longstanding characteristic, with 50% of employees identifying as women, a ratio consistently maintained over recent years. In Spain, women represent 31% of the workforce, 39% in the UK, 38% in Romania and nearly 44% across Mecom operations. Final verified group-wide gender metrics will be disclosed in the consolidated Sustainability Report.

Engagement, Dialogue and Grievance Mechanisms

We believe that open communication fosters a culture of trust and accountability. Workers have access to multiple grievance channels including an anonymous whistleblower hotline, human resources contact, and designated committees. These systems are reinforced through training and non-retaliation policies. Our grievance records show no unresolved or material cases in the last year.

Morliny Foods Holding places strong emphasis on dialogue and engagement with its workforce as a foundation for a respectful, transparent, and healthy working environment. Across all operations, employees are supported by formal feedback and grievance mechanisms that allow concerns to be raised confidentially and addressed fairly and promptly through HR, management, or dedicated reporting channels.

Employee satisfaction and engagement surveys play a central role in listening to the workforce. These surveys, conducted regularly and often with external support, achieve high participation rates and provide insights into working conditions, leadership, collaboration, and development. Survey results are openly communicated and translated into local and group-level action plans that drive continuous improvement.

Employee engagement and satisfaction are monitored regularly across Morliny Foods' operations through structured surveys designed to capture feedback and identify improvement opportunities. In March 2025, Mecom Group conducted an employee satisfaction survey with a strong participation rate of 79% (1,110 employees). The results showed positive engagement levels, with satisfaction at 66%, commitment at 72%,

and identification with the company at 77%, placing the organization above the average for manufacturing companies. The survey also highlighted areas for further improvement, supporting targeted actions to strengthen the workplace environment.

In Poland, the Employee Opinion Survey is conducted every two years across the organization as an anonymous questionnaire available in multiple languages to ensure broad participation. The survey evaluates key aspects of the work environment, including working conditions, development opportunities, cooperation, leadership, communication, and overall company perception. Results are analyzed by an external research agency, with a minimum satisfaction benchmark of 65%.

The most recent survey, conducted in 2025, gathered responses from 9,107 employees, representing 88% of the workforce. All surveyed categories improved year-on-year by 2–5%, with the strongest progress in internal communication. High scores for statements related to ethical standards, employment stability, animal welfare, and consumer care reflect strong employee alignment with the company's values and sustainability commitments.

Exit interviews further strengthen employee voice by capturing feedback from departing staff, helping identify root causes of turnover and informing retention strategies. Together, these mechanisms ensure employees are actively involved in shaping workplace practices, reinforce trust and transparency, and support Morliny Foods' commitment to employee wellbeing and continuous organizational improvement across all regions.

Our Spanish operations stand out within Morliny Foods through their strong focus on people development, social dialogue and structured workforce practices, embedded in a mature national framework for labor relations and sustainability. The Spanish teams combine the attraction of young professionals with the active retention of senior technical expertise, creating a balanced and resilient workforce structure.

A distinctive feature of the Spanish operations is the depth of their social compliance and employee protection systems. Key sites are certified against SMETA (four-pillar) and ISO 45001, reinforcing high standards in human rights, working conditions, health and safety, and ethical business conduct. Employees are covered by sector collective agreements and benefit from structured mechanisms for worker representation and consultation.

Spain also leads in structured training and employability programs. In 2024 alone, more than 17,600 training hours were delivered, with dedicated learning pathways for production teams, supervisors and managers, supported by public training programs and partnerships with vocational schools and universities.

Inclusion and equality are anchored in a formal Equality Plan, anti-harassment protocols and continuous investments in workplace accessibility, enabling the integration of people with disabilities and diverse backgrounds.

Training and Development

We invest in continuous professional development to strengthen food safety, efficiency, and employee growth.

Training sessions cover operational best practices, food hygiene, safety, and supervisory skills, with some locations reaching as high as 8 training hours per employee per year. Medium term training target is set at 10 hours per year, group average.

The company is actively working on improving its training data collection processes to ensure higher quality, accuracy, and relevance of data. By refining data sources, enhancing validation methods, and implementing more robust collection standards, the organization aims to build more reliable and effective systems. These improvements will support better performance, reduce bias, and enable continuous innovation across products and services.



Agri Plus University

Strengthening Responsible Livestock Farming

Agri Plus University is our flagship educational initiative designed to bridge scientific research and practical livestock production. Organized annually in partnership with veterinary faculties at leading agricultural universities in Poland, the conference has become a recognized platform for knowledge exchange within the pig production sector. As main organizer and sponsor, we bring together over 100 participants each year, including researchers, producers, veterinarians, experts and students from Poland and abroad.

The program addresses key sector challenges, including animal health and welfare, biosecurity, piglet quality, respiratory diseases and responsible antibiotic reduction. Discussions also cover broader risks such as African Swine Fever, climate change and evolving regulatory requirements. Practical, science-based solutions presented during the event support direct implementation at farm level.

An important pillar of the initiative is the active involvement of veterinary students, contributing to the development of future specialists. Agri Plus University represents a long-term investment in knowledge, risk mitigation and higher farming standards across the sector.

Health and Safety

Our operational model faces labor-related risks typical of the food sector, including physical injury, workforce fatigue, and employee turnover. We address these proactively through occupational health management system, training programs, healthcare packages, and structured overtime limits. These measures not only reduce incidents but also support employee loyalty and productivity.

Occupational health and safety are central to Morliny Foods' approach to responsible management and sustainable development. The company combines structured measures—such as risk assessments, training programs, and workplace inspections—with a strong daily culture of care for employees. Across all countries of operation, a consistent framework based on prevention, open dialogue, and employee engagement guides safety practices. Occupational safety is embedded in the overall culture of responsibility rather than treated as a standalone process, uniting all locations regardless of local differences. The overarching objective is to achieve zero accidents while continuously improving safety standards across the Group.



Equal Opportunity and Fair Pay

We have built an inclusive, equitable workplace where roles and pay levels are determined solely by qualifications and responsibilities. Gender pay differences remain under 23% across countries.

It is important to note that pay differentials are not just a reflection of salary structure, but are influenced by several factors, such as:

- Sector - The food industry is characterized by significant differences in remuneration across professional specializations (such as direct labor, maintenance or quality engineers, sales), levels of expertise and managerial positions, which influence the distribution of earnings.
- Influencing factors - the distribution of employees by position, level of experience and working hours. Job classifications are standardized across sites and reviewed by management annually to ensure compliance.

All our employees, regardless of contract type, enjoy equal access to healthcare, training, paid leave, and advancement opportunities. We monitor representation of workers with disabilities and make reasonable accommodation where needed.

Working Conditions and Social Protection

Morliny's working hours policy is fully compliant with EU standards. Paid leave meets statutory minimums, with additional days granted based on tenure through collective bargaining.

All employees participate in national pension, health, and unemployment insurance programs. Moreover, we provide supplementary medical coverage and targeted financial support to promote well-being beyond the workplace.

Freedom of Association and Work-Related Rights

In Romania and Spain, 100% of employees are covered by collective bargaining agreements. These agreements are renegotiated every two years in collaboration with employee representatives and are monitored by the respective National Labor Agencies to ensure alignment with EU labor standards. In Poland, Morliny Foods does not operate under binding collective labour agreements. Instead, employment conditions are governed by two internal documents: the Work Regulation and the Remuneration Regulation, systems that operate on similar principles of negotiated rules between the two groups and are formally consulted with trade unions and/or employee representatives.

Human Rights and Privacy

We maintain zero tolerance for forced labor, child labor, or discrimination. Independent labor inspections and internal reviews have not identified any severe human rights violations within our workforce.

Data privacy is governed by GDPR-compliant systems. Employees' health records, compensation data, and grievance details are protected by strict confidentiality and IT controls.



Key Highlights Across Our Operations

- **Secure and Fair Employment:** All employees across the Group are hired under formal employment contracts or legally recognized alternatives. In Poland, Romania, and Spain, clear procedures govern employment changes, onboarding, probation, and terminations, ensuring transparent, respectful, and secure working conditions.
- **Remuneration and Equal Pay:** The Group operates under unified salary grids and job classification systems that promote fairness and transparency.
- **Onboarding and Internal Communication:** New employees receive structured onboarding training, including orientation on company values, workplace safety, and key policies such as the Code of Conduct. All policies are available via intranet and printed formats, and efforts are made to ensure translation into local languages.
- **Grievance Mechanisms and Whistleblowing:** All employees have access to confidential and accessible grievance channels. In Poland, these include internal and third-party reporting systems compliant with EU Whistleblower Directive (2019/1937). In the UK, local legislation such as the Public Interest Disclosure Act is integrated. Reports are handled by independent teams with protections against retaliation.
- **Anti-Discrimination and Equal Opportunity:** We prohibit all forms of discrimination, harassment, forced labor, or child labor. Our policies promote inclusive hiring, equal treatment in compensation and development, and support for underrepresented groups. Gender pay gap and training KPIs are monitored regularly, and job levels are linked to internal certification systems to ensure fair progression.
- **Training and Development:** All operations offer role-specific training programs, performance evaluations, and skills certification.

Generational Diversity and Retention

Morliny Foods benefits from a generationally diverse workforce, ranging from students and apprentices to experienced technicians and long-serving employees. Our internal promotion and competency development frameworks support long-term career pathways, contributing to high retention rates across most locations, our operations benefiting from about 50% of workforce between 30-50 years.

National and Social Diversity

In response to labor market dynamics, several of our facilities have integrated international workers into their teams. Employees from Ukraine, Belarus, Georgia, the Philippines, Nepal, Uzbekistan and other countries now form an integral part of our operations.

We are also committed to creating inclusive opportunities for individuals with disabilities. 2.5% of our employees are registered with certified disabilities and supported through tailored work arrangements.

Starting with 2025, as per legal requirements, 4% of all open positions in Romania must be open for candidates with disabilities. We collaborate with state approved NGOs to reach candidates with disabilities. The process is monitored by the Romanian state authorities.

While the core of our workforce is employed directly, we also engage non-employee workers—particularly in response to seasonal or technical needs. These individuals, sourced through licensed agencies or contracting arrangements, are integrated into our organizational culture and subject standards of safety, conduct, and legal compliance.





Health, Safety, and Risk Prevention

The agricultural and meat industry involves numerous hazards, including work with animals, manual tasks using knives during meat processing, operating machinery, as well as transportation and storage. In such conditions, effective prevention is crucial to minimizing the risk of accidents, protecting employees, and ensuring the continuity of production processes.

In our locations, designated OHS teams monitor compliance with safety standards, conduct inspections, and support both management and employees in performing their duties safely. These teams have specialized education and experience, enabling them to effectively carry out tasks aimed at improving workplace safety.

Key preventive measures focus on reducing workplace risks through proactive hazard identification, regular monitoring of compliance with occupational health and safety requirements, and effective corrective actions. Ongoing employee training programs strengthen skills and awareness of safe work practices, while active employee engagement encourages hazard reporting, continuous improvement, and participation in initiatives that enhance working conditions.

A key element of occupational safety management is the engagement of top management. They provide necessary resources, monitor the achievement of strategic OHS objectives, and set priorities for safety-related actions.

Risk assessment is the cornerstone of Morliny Foods' occupational health and safety management system, enabling a proactive approach to accident prevention across all operations and countries. The process involves OHS teams, employees, supervisors, and specialized experts, ensuring comprehensive identification and management of workplace risks. Findings are communicated to employees to raise awareness and promote active participation in safety practices. Based on assessment results, targeted action plans and objectives are developed, with implementation closely monitored by management to ensure continuous improvement and adequate resource allocation.

In all countries where we operate, OHS committees provide a platform for collaboration between employee representatives and management. These committees identify training needs, recommend measures to reduce accident risks, and review the current state of workplace safety. Regular meetings facilitate the exchange of experiences and continuous monitoring of safety performance.

Training and Awareness Building on OHS topics

The purpose of training is to provide all employees with the knowledge, skills, and competencies necessary to perform their duties safely, prevent accidents, and comply with legal requirements and the organization's internal standards.

We provide OHS training for both newly hired and long-standing employees. Induction training prepares new employees to begin work safely. It covers the rules applicable in the facility, the nature of hazards specific to the role, correct use of machinery and equipment, procedures in emergency situations, and employees' rights and responsibilities regarding occupational health and safety.

We also offer periodic training, which reinforces and updates knowledge of hazards, safe work practices, and the use of personal protective equipment. These sessions include updates on new legal regulations as well as lessons learned from the analysis of accidents and near-miss incidents. This ensures that employees stay up to date with current standards and are better prepared to respond to hazards in their work environment. The scope of training is tailored to the specific positions and tasks performed.

Depending on the nature of their work, employees also participate in specialized training required for higher-risk activities. This includes, among others, operating forklifts, cranes, and hoists, working at heights, and obtaining qualifications for work on electrical equipment. These training courses are theoretical and practical, incorporating workshops in which participants practice applying the knowledge in controlled conditions. Employees develop real skills, such as proper handling of equipment and procedures for emergency response, which are essential for performing higher-risk tasks safely.

Case study: Technology Ahead of Risk –

BladeStop Implementation at K4

In 2025, the K4 facility in Kutno completed the full implementation of the BladeStop system on ten band saws, reinforcing a proactive approach to occupational safety in high-risk production environments. Initially introduced in five elevated-risk areas, the project has now been fully scaled across the plant.

BladeStop technology fundamentally transforms machine safeguarding by stopping the blade within milliseconds upon contact. With the integrated GloveCheck function, the system can even detect a gloved hand approaching the blade and halt operation before contact occurs. This automation shifts critical accident prevention from reactive human intervention to real-time, technology-driven protection.

Comprehensive training was delivered to operators and maintenance teams to ensure seamless integration into daily operations. The system is continuously monitored to evaluate performance and assess opportunities for further deployment.

Beyond significantly reducing the severity of potential injuries, the system also enhances operational efficiency. Unlike conventional emergency stops that often damage blades and cause extended downtime, BladeStop enables controlled stops without breakage, allowing rapid restart and minimizing production disruption.

This initiative reflects our commitment to embedding advanced safety technologies into our core operations, positioning employee protection as a strategic priority rather than solely a regulatory requirement.



Occupational Health and Safety Performance

In 2025, the rate of recordable work-related accidents across our operations was 9.07 incidents per one million working hours when considering both employees and non-employees working on our sites. For our direct employees alone, the accident rate was 8.24 per one million working hours, calculated in line with ESRS methodology (number of recordable accidents × 1,000,000 / total working hours).

Both indicators remain below the benchmark rate for the European food industry, which stands at 11.53 accidents per one million working hours based on Eurostat data converted to the ESRS calculation methodology. This performance reflects our continued focus on strengthening workplace safety systems, preventive training, and risk management across our operations.

Emergency Response

In all countries where we operate, emergency response procedures have been developed, covering scenarios tailored to local potential hazards. All locations have procedures addressing fire and ammonia leaks, with ammonia being used as a refrigerant in the facilities. Additionally, in Poland, Spain, and Romania, procedures include measures for dealing with severe weather conditions. Each procedure clearly defines the roles and responsibilities of personnel managing evacuations and rescue operations.

To reinforce proper response and test readiness, annual evacuation drills are conducted in every country at least once a year.

Case study: Health & Safety – Ergonomic Improvements and Injury Reduction in Our Spanish Operations

In 2025, targeted health and safety initiatives were implemented across multiple production sites to improve ergonomics and reduce musculoskeletal risks associated with manual handling and repetitive tasks. These projects focused on high-workload sections, aiming to prevent occupational injuries and enhance employee wellbeing.

At the Lumbier (INCANASA) production site, €26,619 was invested in ergonomic equipment, including a tractor for handling, electric scissor-lift pallet trucks, a guillotine, and back and neck exoskeletons. Additionally, a company-supported physiotherapy program was introduced, co-financed at 50%. These measures led to a 45% reduction in sick leave cases (from 20 in 2024 to 11 in 2025) and a 28% decrease in sick leave hours (from 24,439 to 17,496 hours).

At the Miralcamp (ARGAL) site, a new ergonomic tub system was introduced in the bacon section, significantly reducing repetitive strain and improving posture. The accident frequency rate decreased from 147 to 103, while manual handling risk levels improved from an unacceptable 1.85 to a safe 0.87 under the NIOSH method.

These results demonstrate measurable progress in reducing workplace risks through proactive ergonomic investment.

In Romania, Poland, Slovakia, and Hungary, the fire brigade regularly participates in drills to familiarize themselves with the facility layout and premises. In one Spanish plant, silent drill exercises have been implemented, where technical staff are tasked with locating a “simulated fire” detected by a sensor before the acoustic alarm is activated. Additionally, all locations have employees trained in first aid, who are regularly retrained and prepared to respond quickly in emergency situations.

Internal Audits and Continuous Improvement

All Morliny Foods locations conduct regular workplace inspections, aimed, among other things, at verifying compliance with procedures, safety standards, and the correct use of personal protective equipment. Based on the findings of these internal audits, corrective recommendations are issued and implemented.

Training and Development: Investing in Skills, Empowering People

Across all our operating countries, we have developed a multi-tiered training and development ecosystem tailored to local contexts, business needs, and regulatory expectations—while fostering a culture of continuous improvement and opportunity.

Case study Poland: Structured Development for a Resilient Workforce

In Poland, Animex Foods applies a structured, inclusive, and long-term approach to employee training and development. All employees have access to personalized development pathways aligned with their roles and career aspirations, ensuring traceability and targeted upskilling, particularly for operational positions such as butchers, trimmers, machine operators, automation technicians, and refrigeration mechanics. Proprietary internal programs also support the development of production, logistics, and planning leaders across all management levels.

Leadership and talent development are strengthened through dedicated programs, including Leaders of Tomorrow for future directors, the Quality Leader Academy for future quality representatives, and the Leadership Development & Transformation Lab for senior managers. These initiatives are supported by mentoring schemes, individual development plans, and focused managerial capacity-building through the Managerial Espresso series. Selected leaders additionally pursue advanced executive education through INSEAD and MBA programs.

To ensure a sustainable talent pipeline, Animex collaborates closely with vocational schools and universities, offering co-financed internships, scholarships, and dual education programs that combine academic learning with practical experience in company facilities. Since launch, these partnerships have trained hundreds of young professionals, many of whom have transitioned into full-time employment.

Case study Romania: Laying Strong Foundations for Operational Excellence

In Romania, employee training is managed by the Internal Training Department within HR and delivered through a mix of internal trainers and external specialists. All employees complete structured onboarding and regular refresher training covering food safety, hygiene, health and safety, and internal rules. Internal certification programs include forklift operation, project management, hygiene certification for operators, veterinary technician training, and digital skills development.

Training is closely linked to career progression, particularly in production and feed mill operations, where employees advance through a tiered technical skills pathway combining theoretical and practical assessments and mentorship. Progression through these levels results in salary increases aligned with a transparent pay structure.

Romania also leads the Group's internship efforts, with a program launched in 2005. To date, more than 900 students from leading national universities have completed internships across multiple functions. In 2025, partnerships were expanded to technical high schools, strengthening early talent development.

Case study Spain: Scaling Talent Development with Renewed Energy

In Spain, our training programs are undergoing expansion, with a renewed focus starting in 2025. Employees receive training in both technical and soft skills, covering:

- Induction and compliance training (food safety, health & safety, anti-harassment)
- Managerial development programs
- IT and digital competencies

In parallel, the HR team has launched structured partnerships with local vocational training centers and universities, aimed at attracting emerging talent and aligning academic curricula with our operational needs. The new internship strategy, active from 2025, supports future workforce planning and employer brand visibility.

Case study Slovakia & Hungary: Targeted Upskilling in Production and Management

Training in Slovakia and Hungary emphasizes occupational safety, technical proficiency, and employee retention. High-risk job roles are a key focus, with mandatory annual certification and targeted upskilling.

Highlights include:

- Dual education programs and school partnerships in Mecom for machinery, electrical, and food processing disciplines
- Reconditioning stays and health-focused benefits for employees in risk categories
- Internal mentoring and team workshops to support departmental goals

Training needs are identified annually during performance evaluations, which form the basis for both soft and technical skills planning. Customized leadership development initiatives help cultivate a stable middle management pipeline in both markets.

Case study United Kingdom: Structured Professional Development and Industry Alignment

In the UK, professional development is tightly integrated with performance reviews and industry accreditation. Employees undergo regular assessments and receive support for:

- Food safety and quality certifications
- Sales, finance, and supply chain qualifications
- Digital and leadership skills training

We maintain a collaborative apprenticeship program in partnership with a local college, focusing on finance roles. This program has a strong conversion rate to full-time employment, reinforcing our long-term retention strategy.

Training is also embedded into onboarding, with required modules on compliance, health & safety, and the company's quality systems.

Promoting Work–Life Balance and Respecting Legal Safeguards

Morliny Foods promotes employee well-being and long-term performance by supporting a healthy work–life balance across all operations in Romania, Slovakia, Spain, the UK, Hungary, and Poland. Company frameworks go beyond legal requirements and are embedded in internal policies, collective agreements, and national regulations. All employees are entitled to family-related leave, including maternity, paternity, parental, and caregiver leave, with high return-to-work rates after parental leave. Additional paid leave is granted for key life events, with country-specific enhancements such as extended annual leave in the UK and generous family-related leave in Spain.

Further support is provided for family care responsibilities in Slovakia and Hungary, while Poland applies an expanded internal policy framework offering extended parental leave, non-transferable leave entitlements, and protections for parents of young children. Robust social protection is ensured through universal participation in statutory systems, complemented in some operations by private insurance and welfare support. Overtime and work on public holidays are strictly regulated, monitored and capped. Morliny Foods complies with relevant national legislation on work during public holidays, offering additional pay or compensatory leave. At group level, overtime and work during national holidays is below 6% of the total working time.



Fair and Transparent Remuneration

We are committed to ensuring fair remuneration for all employees, beginning with entry-level incomes that are set above national minimums. Across all countries, performance-based bonuses are integrated into the remuneration structure, providing qualifying employees with the opportunity to earn 25% above base pay depending on their contributions.

Our target for 2030 is to set entry-level incomes at least 5% above the national minimum for 90% of core business employees.

Our internal salary grids are gender-neutral and structured around defined competencies and job evaluations. These are reviewed annually and form the basis for transparent remuneration decisions across departments and regions.

To ensure our compensation remains competitive, we conduct salary benchmarking studies using independent market data. These insights inform our salary grid adjustments and support retention and talent development strategies.



Fostering Engagement, Belonging, and Recognition

To enhance employee engagement, we have integrated well-being and recognition initiatives tailored to local needs and continue to invest in employer branding and retention initiatives.

Across countries, we organize annual company events, sports competitions, and employee recognition programs that celebrate teamwork, tenure, and innovation. In the UK, we award employees based on values such as responsibility and operational excellence and offer additional paid leave for service milestones. In Slovakia, we offer loyalty bonuses, support during family hardship, and wellness days with vitamin supplements and spa access.

In Romania, one of our most beloved traditions is the annual football championship, which brings together over 200 participants per edition. On our Summer Fest, we organize company-wide celebrations that unite over 2,400 employees across functions and facilities. These events are more than just a celebration—they are a recognition of shared commitment and the relationships that make our work environment special.

We also promote inclusivity and family engagement. In Romania, Spain, or Poland, employees' children receive gifts for Children's Day, Christmas, and the first day of school, while Christmas events and greeting card contests build a warm, community-driven atmosphere.

Looking Ahead: Strengthening a Responsible Workplace

As Morliny Foods continues to grow across Europe, our commitment to people remain central to our long-term success. The scale and diversity of our operations—from farms and processing facilities to logistics and commercial teams—require not only strong management systems, but a shared culture built on respect, safety, and opportunity.

The progress described throughout this chapter demonstrates that responsible workforce management is deeply embedded in our operations. Stable employment, structured training programs, active social dialogue, and robust occupational health and safety systems provide a strong foundation for a resilient organization. At the same time, we recognize that maintaining a responsible workplace is an ongoing journey that requires constant learning, investment, and collaboration with employees.

Looking ahead, we will continue strengthening our systems for employee development, safety prevention, and workforce engagement. Priorities for the coming years include expanding structured training programs across all locations, further integrating advanced safety technologies and ergonomic solutions in production environments, and enhancing our data systems to monitor workforce well-being, training outcomes, and safety performance more effectively.

Strengthening partnerships with schools, universities, and vocational institutions will remain essential to building the next generation of skilled professionals in the food sector.

Above all, our ambition remains clear: to create workplaces where employees feel safe, respected, and empowered to contribute to the company's success.

Chapter 8: Ethical Supply Chain – Responsible Sourcing

Responsible Sourcing, Trusted Partnerships

At Morliny Foods Group, business resilience and integrity are closely linked to a transparent and responsibly managed supply chain. Guided by the global commitment of WH Group to ethical sourcing and environmental stewardship, we progressively embed sustainability standards into supplier engagement, evaluation, risk management and performance monitoring. Responsible sourcing is treated as a strategic pillar of operational stability, risk mitigation and long-term value creation.

Our responsible sourcing framework applies across Romania, Poland, Slovakia, Spain, the United Kingdom and Hungary. It is designed to build long-term partnerships grounded in compliance, accountability and continuous improvement. The framework supports preparedness for evolving regulatory requirements, including the Corporate Sustainability Reporting Directive and the European Union Deforestation Regulation, while strengthening resilience against supply chain disruptions, reputational risks and environmental exposure.

In 2025, we significantly strengthened governance through the introduction of a unified Group Supplier Code of Conduct and the implementation of a standardized Supplier Selection and Evaluation Procedure. This framework covers critical procurement categories including animal protein, soy and grains, packaging and logistics, utilities, maintenance services and labour-intensive on-site services, establishing the foundations for consistent supplier ESG governance.



2025 Key Achievements

In 2025, we strengthened the governance and structure of procurement processes across the Group.

Key milestones include:

- ✓ Implementation of a unified Supplier Code of Conduct across all entities
- ✓ Launch of a standardized ESG Supplier Evaluation Questionnaire
- ✓ Risk classification of selected suppliers (low / medium / high risk)
- ✓ Initiation of ESG evaluations covering approximately 80% of total 2024 procurement spend
- ✓ Achievement of ≥38% Supplier Code of Conduct sign-off among high- and medium-risk suppliers

The Group has committed to achieving 100 percent Supplier Code of Conduct sign-off among core suppliers by the end of 2027.

Supplier Code of Conduct

The Supplier Code of Conduct establishes mandatory minimum standards for all current and future suppliers. Compliance with these standards is a prerequisite for cooperation with any company within the Group.

The Code covers the following core areas:

- ✓ Human rights and labor standards, including prohibition of forced labour and child labour, non-discrimination, equal treatment, freedom of association, safe and hygienic working conditions, fair remuneration and regulated working time
- ✓ Environmental responsibility, including emissions management, waste reduction, responsible resource use, biodiversity protection, deforestation prevention and implementation of environmental management systems
- ✓ Business ethics, including zero tolerance for corruption, prevention of conflicts of interest, compliance with competition law, confidentiality obligations, sanctions compliance, prevention of money laundering and financing of terrorism, and personal data protection under the General Data Protection Regulation
- ✓ Animal welfare, including documented animal welfare policies, compliance with European Union legislation and supervision by competent food safety authorities

In the event of non-compliance, corrective action plans must be implemented within agreed timelines. Serious or persistent breaches may result in suspension or termination of contractual relationships.



ESG- Environmental, Social and Governance Integration in Procurement

Supplier Selection & Evaluation Procedure

In 2025, we introduced a group-wide ESG Supplier Selection & Evaluation Procedure integrating sustainability criteria into procurement decisions and supplier management. The procedure evaluates suppliers across three dimensions: Social, Environmental, Governance.

Supplier prioritization is based on:

- ✓ Procurement expenditure thresholds and cumulative spending levels
- ✓ Industry risk, including soy production, meat processing, chemicals and labor-intensive services
- ✓ Geographic risk, particularly suppliers located outside the European Union
- ✓ Operational risk factors such as water consumption, emissions intensity and subcontracted labour
- ✓ Strategic importance and criticality for supply continuity
- ✓ Previous signals of non-compliance

Suppliers are assessed through a structured Environmental, Social and Governance questionnaire, documentation review for higher-risk suppliers, formal risk classification and mandatory Supplier Code of Conduct sign-off.

Suppliers are classified as Approved, Pending or Not Approved. Reassessments are conducted at least every three years, or earlier in case of warning signals. All documentation is retained electronically for three years.

Supplier Risk Assessment

Across Group entities, selected suppliers have undergone formal Environmental, Social and Governance risk classification and are categorized as low, medium, or high risk.

Follow-up actions are determined through a risk-based monitoring approach. Suppliers classified as low risk are subject to periodic documentation reviews to ensure continued compliance with the required standards. Medium-risk suppliers undergo annual updates and verification of their Environmental, Social and Governance (ESG) performance to confirm that policies and practices remain aligned with the Group's expectations. For high-risk suppliers, a more rigorous approach is applied, including enhanced documentation requirements, targeted audits, and the implementation of corrective action plans where necessary. This structured monitoring framework allows the company to focus oversight efforts where potential risks are greatest while maintaining consistent accountability across the entire supplier base.

The risk assessment enables targeted engagement and integration of Environmental, Social and Governance risk insights into contract renewal and sourcing decisions.

Where non-compliance is identified, corrective action plans are agreed and monitored. High-risk cases are escalated to management if remediation is not achieved within agreed timelines.

Country-Level Highlights

Implementation is coordinated at Group level while executed locally.

The Supplier Code of Conduct has been integrated into active contracts with core suppliers operating within the European Union, reaching an overall implementation rate of 91% in Romania. Spain achieving full integration (100%), Slovakia and Hungary reached 77%, while our operations in Poland are having in scope a more material number of suppliers achieved a 14% coverage.

Progress is monitored through structured reporting cycles under Group ESG supervision.



Screening and Evaluation of Suppliers' ESG Performance

In 2025, supplier ESG screening and evaluation activities were structured under the Group Supplier Selection & Evaluation Procedure, ensuring consistent assessment criteria across entities.

Supplier evaluations covered the following categories:

- Full Environmental, Social and Governance Assessment including questionnaire, documentation review, risk classification and Code sign-off: 26 suppliers
- Environmental, Social and Governance Questionnaire completed and Code signed: 89 suppliers
- Supplier Code of Conduct signed through contractual integration: 354 suppliers

All material suppliers undergo initial Environmental, Social and Governance screening. Suppliers of soy are assessed based on their publicly stated deforestation-free commitments, traceability and alignment with European Union Deforestation Regulation cut-off requirements.

Animal suppliers are evaluated against European Union animal welfare legislation. To date, no cases of forced labor or child labor have been identified based on complete screenings.

Practices to Minimize Supply Chain Disruptions

To strengthen resilience, Morliny Foods maintains multi-sourcing strategies for critical raw materials, particularly feed and protein inputs.

In Poland and Romania, contingency planning is conducted with key livestock suppliers, including disease outbreak scenarios (e.g., African Swine Fever). Developments in soy supply chains are monitored in light of evolving European Union Deforestation Regulation (EUDR) requirements.

This structured approach enhances supply stability and regulatory preparedness.

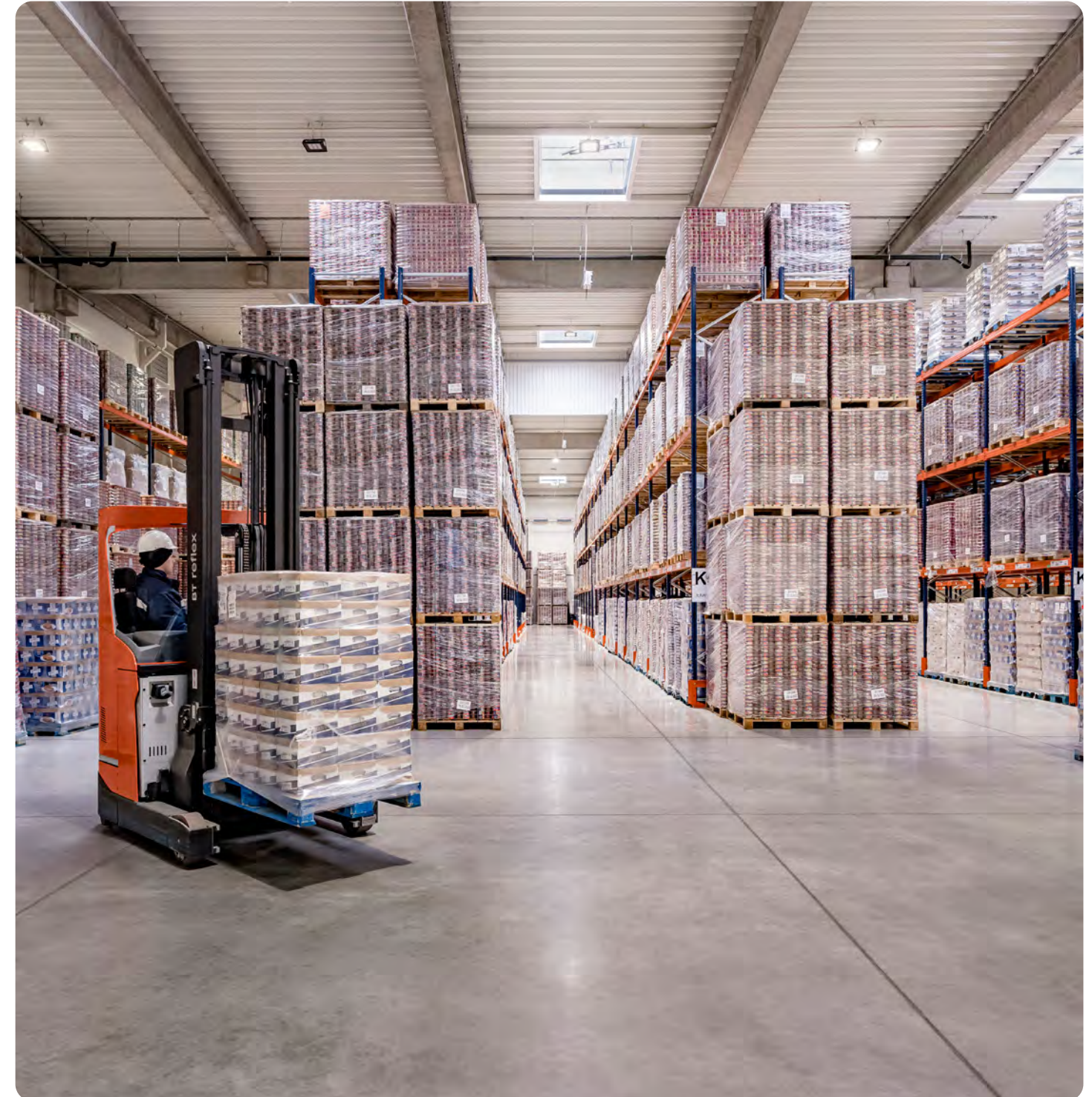
Inclusion of Local and Certified Suppliers

Morliny prioritizes local and European-based suppliers to reduce transport-related emissions and support regional economies. In 2024:

- Romania: 100% European Union-based sourcing
- Spain: 100% European Union-based sourcing
- Poland: 99% European Union-based sourcing
- Slovakia (Mecom): 100% European Union-based sourcing

Packaging suppliers across the Group are required to maintain FSC (Forest Stewardship Council) certification and transparency regarding fibre origin.

Meat suppliers are evaluated against BRCGS (Brand Reputation Compliance Global Standards), IFS (International Featured Standards), ISO 22000 and animal welfare standards where applicable.



Responsible Sourcing of Grains and Soy

Given the environmental relevance of grains, Morliny prioritizes European and national-local grains sourcing aligned with Common Agricultural Policy of the European Union environmental standards.

For imported soy, we collaborate with suppliers that publicly commit to eliminating deforestation and land conversion. Soy is an important input within the livestock feed supply chain associated with our operations. In 2025, more than 90% of the soy purchased was supplied by two large international agricultural trading companies with publicly disclosed sustainability and responsible sourcing programs.

According to the suppliers' most recent sustainability reports, their soy sourcing systems include farm-level geospatial mapping and satellite-based monitoring across South American sourcing regions. These systems are used to monitor land-use change and support traceability of soy supply chains. The suppliers report traceability levels close to 100% for directly sourced soy in priority regions and approximately 99% traceability across total sourcing volumes, including indirect suppliers.

Based on the methodologies and reference dates defined in the suppliers' disclosures, the vast majority of soy volumes sourced in key producing countries are estimated by those suppliers to originate from farms classified as deforestation- and conversion-free, typically assessed against land-use change reference dates aligned with international regulatory benchmarks such as the EU Deforestation Regulation (31 December 2020).

As an agricultural processor, the company does not directly control primary production. We therefore rely on supplier sustainability programs, monitoring systems and public disclosures to address deforestation risks in soy supply chains, while continuing to monitor regulatory developments and supplier commitments related to responsible agricultural sourcing.

Our Supplier Code of Conduct includes a dedicated deforestation-free clause requiring annual reporting and traceability declarations from soy suppliers. For imported soy, suppliers must commit to eliminating deforestation and land conversion, provide annual traceability reporting and demonstrate alignment with the European Union Deforestation Regulation.



Ensuring Fair and Safe Working Conditions

Human rights are central to our responsible sourcing approach. The Supplier Code of Conduct prohibits forced, bonded and child labor and requires safe working conditions, non-discrimination and respect for freedom of association. Supplier ESG screening includes evaluation of labor practices, occupational safety measures and grievance procedures. High-risk suppliers are subject to enhanced due diligence and corrective action monitoring.

SMEs – Small and Medium-Sized Enterprise Payment Policy and Fair Procurement Practices

Morliny is committed to maintaining fair and transparent payment practices across its operations. Standard contractual payment terms are clearly defined and aligned with local regulatory frameworks. In Romania and Slovakia, supplier payments are typically settled within 30 days, while in Poland and Spain payment terms are up to 60 days, in accordance with applicable national regulations. This approach supports responsible supplier relationships, promotes financial stability among partners, and reflects the company's commitment to ethical procurement practices. Payment performance is monitored via an annual dashboard. In 2025, most invoices, 76%, were paid within agreed contractual terms. Where deviations occur, corrective measures are implemented and reviewed by Finance and Procurement leadership.

Partnerships & Certifications

Animal Welfare and Supplier Audits

Animal welfare remains a cornerstone of our responsible sourcing program. Livestock suppliers are engaged through structured audit programs aligned with European Union legislation governing pig and poultry welfare and humane slaughter standards.

Suppliers in higher-risk categories are prioritized for verification activities.

Continuous Improvement and Outlook (2026 and beyond)

Looking ahead, Morliny Foods aims to:

- Achieve 100% Supplier Code of Conduct sign-off among core suppliers by 2027
- Expand Environmental, Social and Governance screening to full coverage of material suppliers
- Integrate Environmental, Social and Governance performance scoring into procurement decision-making
- Continue prioritizing high-risk categories for in-depth assessments and audits

Through strengthened governance, structured supplier engagement and continuous improvement, Morliny Foods aims to enhance supply chain resilience, regulatory preparedness and long-term sustainability performance across all operations.



Chapter 9: Community Engagement and Social Impact

Building Stronger Communities through Responsible Partnerships, Employee Engagement, and Long-term Social Support

At Morliny Foods, we believe our role goes beyond delivering quality food—we are an active part of the communities where we live and work. As a major player in the European food industry, we are committed to using our capabilities and resources to make a positive impact where it counts the most. Our community engagement efforts are concentrated in areas where our production and operational facilities are located, because we know that real, lasting change begins at the local level.

Our companies are an integral part of local communities, employing a significant share of the regional workforce. Generations of employees have built their professional lives with us, passing on skills, trust, and commitment. Their loyalty and long-term dedication strengthen our sense of responsibility – to continue deserving their trust and ensuring their confidence.

Morliny Foods operations are primarily embedded in rural regions where farming and food processing are central to local communities. This creates both opportunities and responsibilities. We can support economic stability, food security, and education – but we also carry the responsibility to manage any social or environmental impacts of our presence. By working closely with farmers, creating stable employment, and investing in local infrastructure,

we help strengthen regional economies and support the vitality of rural communities. Food insecurity, rural depopulation, and community resilience are material issues for us and for the communities where we operate.

Globally, as a large food company, we feel responsible for addressing hunger and food insecurity. Through donations to food banks, schools, and social enterprises, we make our products available where they are needed most. In times of crisis, we step in quickly with food aid and logistical support, reflecting our commitment to social resilience.

We also look forward to the future. By funding scholarships, supporting schools, and partnering on environmental and health education, we help young people build skills and opportunities. Sports and cultural sponsorships further strengthen local identity and wellbeing.

Our approach is to operate as a responsible and engaged partner to society by contributing resources, supporting vulnerable groups, and strengthening the wellbeing of the communities in which we operate. Through these actions, we aim to create shared value, foster social resilience, and build long-term trust with stakeholders.

Our Commitments

Our commitment to local communities is guided by principles such as Do No Harm, Tangible Impact, Mutual Respect and Continuous Dialogue, Transparency, Partnership, Inclusion, and Shared Value – ensuring responsible conduct, open communication, and measurable long-term benefits for the regions where we operate.

Focus areas include:

- ✓ **Local sourcing & rural development:** Support local farmers and rural economies through fair procurement, stable jobs, and investments in infrastructure that strengthen communities.



Case study: The Contract-Grower Program in Romania offers a unique, fully integrated collaboration model supporting local farmers.

Designed for livestock farmers seeking stability and long-term growth, the program ensures guaranteed, predictable earnings and 100% free technical expertise from industry specialists.

Partners benefit from a secure business model in which Comtim Romania supplies high-performance piglets, premium Romanian feed, veterinary support, biosecurity standards, and continuous consultancy throughout the production cycle. The company purchases 100% of the animals raised, protecting farmers from market volatility and ensuring transparent, on-time payments and stable cash flow. With proven success in Romania, the EU, and the USA, this partnership supports the development of modern, family-run farms through know-how transfer, efficient management systems, and high animal welfare standards.

This model strengthens local sourcing and rural development by creating stable jobs, investing in infrastructure, and supporting resilient farming communities.

- **Food donation & social initiatives:** Provide ongoing food donations to food banks, schools, and NGOs; respond quickly with food aid and logistics in times of crisis; and monitor impacts in terms of meals donated and beneficiaries reached.
- **Education & Public Engagement:** Invest in scholarships, schools, and youth sports, while promoting health, nutrition, and environmental education. Strengthening community identity through cultural partnerships.
- **Inclusion & support for vulnerable groups:** Prioritize actions that benefit low-income households, children, and the elderly.

Governance & Accountability

Community engagement at Morliny Foods is coordinated by local operational teams in the countries where we operate — including Poland, Romania, Spain, Hungary, and Slovakia — and overseen by the ESG Committee – Community Pillar. Our efforts aim to support the well-being of local communities, minimize potential negative impacts of our operations, and build trust-based relationships.

We monitor the effectiveness of our initiatives and report our progress in our ESG report. Our approach is grounded in open, two-way communication with stakeholders — supported by accessible and transparent channels — with stakeholder feedback regularly integrated into operational reviews. This ensures adaptability, responsiveness, and continuous improvement.



Strengthening Communities Where We Operate

Contributing to the UN Sustainable Development Goals

Across our markets, we recognize that long-term business success is inseparable from the well-being of the communities around us. Our community engagement strategy focuses on four interconnected pillars: food security, education, health and well-being, and local communities. Through financial support, in-kind food donations, structured partnerships and employee engagement, we aim to deliver meaningful social impact aligned with the United Nations Sustainable Development Goals (SDGs).

In 2025, our Group contributed more than 300,000 kilograms of food products and provided more than USD 3.5 million in financial and in-kind support across our countries of operation. These actions directly contribute to:

- SDG 2 – Zero Hunger
- SDG 3 – Good Health and Well-being
- SDG 4 – Quality Education
- SDG 10 – Reduced Inequalities
- SDG 11 – Sustainable Cities and Communities
- SDG 17 – Partnerships for the Goals



Fighting Food Insecurity

SDG 2 | SDG 10 | SDG 17

As a food producer, addressing food insecurity is both a responsibility and a natural extension of our core activity. Across our markets, we collaborate with food banks, charities, foundations, churches, municipalities and social services to ensure that nutritious protein products reach vulnerable groups.

In **Poland**, Animex Foods donated more than 208,000 kg of food products, valued at approximately USD 848,000, supporting organizations nationwide. In this regard, the company cooperates with over 50 charitable institutions such as Food Banks, Caritas and the Polish Red Cross, at the local, regional and central levels.

In **Romania**, Comtim Romania Group provided over 46,000 kg of food products, valued at approximately USD 341,000, through programs such as “Food for the Soul”, benefiting NGOs, elderly care services and disadvantaged families. In 2025, Comtim Romania donated food products to 14 associations, foundations, and institutions supporting institutionalized children, elderly individuals, single mothers, and other people facing situations of social vulnerability and food insecurity.

In **Spain**, ARGAL and MONELLS donated more than 67,000 kg of food products, reaching over 30 social entities.

During 2025, more than 67,000 kg of high-quality meat products were donated, with a total value of approximately 433,258€, reaching over 30 social entities including food banks, local charities, municipal social services and non-profit organizations supporting families at risk of food insecurity.

As companies deeply rooted in their territories, ARGAL and MONELLS prioritize long-term partnerships with local organizations, ensuring that donations form part of a structured and consistent commitment rather than isolated initiatives. The donated products – primarily protein-rich essential foods – directly contribute to improving nutritional access for vulnerable groups, including low-income households, elderly individuals and people in socially disadvantaged situations.

In **Slovakia** and **Hungary**, Mecom supported children’s homes, retirement facilities and community charities through targeted donations.

By combining product donations with strong local partnerships, we directly contribute to reducing hunger and social vulnerability while reinforcing community resilience.

“In our world, those of us who dedicate ourselves daily to the care and education of children know that every helping hand means more than material support – it is a true sign of humanity and solidarity. Every day, at the ‘St. Hierarch Leontie’ Children’s Settlement, we strive to offer the little ones not only a roof over their heads, but also love, stability, and a dignified childhood. One such partner is Comtim Romania, which has stood by us for many years, consistently providing high-quality meat products prepared with care for our children. This support means more than a donation – it is a gesture of trust, solidarity, and love for others. For us, the products offered by Comtim bring an added sense of security, and for the children – joy and health. We wholeheartedly thank the entire Comtim Romania team for the

generosity and consistency you continually demonstrate. It is a blessing to know that we are not alone, that there are companies which do not forget their social responsibility and choose to invest in the well-being of children. Good deeds are not about grand words and do not need publicity, but they deserve to be acknowledged, because they are heartfelt gestures. And with every product offered, Comtim shows us that goodness is done quietly, yet leaves deep marks in the lives of those who receive it.

With sincere appreciation and gratitude,
Archimandrite Iustin Tănase
Executive Director, on behalf of all the children and the team of the Settlement.”

SDG 4 | SDG 10

Education represents one of our most impactful long-term contributions to sustainable development.

In Poland, the Animex Foundation – active since 2007 – awarded 308 scholarships in 2025, representing more than USD 412,000 in support. For the 2025/2026 academic year, scholarships were granted to 133 high school students and 175 university students, including children of employees and farmers. This long-standing initiative promotes equal access to education and strengthens rural development.

In Romania, the “Back to School” and “Comtim Romania Academics” programs supported more than 60 local communities, partnering with schools and universities to enhance educational access and

research capacity.

Within the 18th consecutive edition of “Back to School” the team of over 65 volunteers involved in the project visited all the schools in the communities where we operate, during the first week of school, providing school supplies to more than 5,500 students.

In Spain, ARGAL invested in 2025 100,000€ across 10 educational projects, including initiatives promoting digital literacy, safe technology use, autism support platforms, and child protection services.

Through these programs, we contribute to reducing inequalities and supporting long-term social mobility.

Supporting Health and Well-being

SDG 3 | SDG 11

Health initiatives complement our commitment to safe, high-quality food production.

In **Romania**, financial support was directed toward healthcare NGOs and emergency assistance initiatives.

In **Spain**, contributions supported biomedical research institutions.

In **Slovakia**, employees regularly participate, on voluntary basis, in blood donation campaigns organized twice a year in partnership with the National Transfusion Service, supporting community health and encouraging voluntary blood donation.

In **Poland**, all employees can participate in a program promoting health awareness and prevention “To your health.” It is supporting an educational platform with dedicated webinars offering a wide range of expert medical knowledge.

We also promote active lifestyles through sports sponsorships and youth engagement. In Poland and Romania, investments in local and national sports initiatives foster teamwork, physical activity and community cohesion. In Slovakia, product donations supported football, hockey, skating and volleyball tournaments.

These initiatives reinforce community health and contribute to sustainable, active local environments.

Since 2018, in **Spain**, Argal Alimentación has been committed to fostering talent, creativity and purpose-driven ideas. Through the Becas Taller Argal, we aim to give a voice and financial support to individuals, freelancers or organizations who dream of transforming society, through social, educational, technological, environmental or creative projects.

Each edition of the grants responds to a social challenge identified through active listening to society, thanks to the Taller Argal Barometer. In 2025, we focused on a crucial topic: the responsible use of technology in childhood. We looked for proposals that promoted a healthy balance between screen time and play, learning beyond the digital world, creativity, cognitive-emotional development, and children’s wellbeing.

For this reason, the call was open to anyone presenting projects aimed at children — whether creative leisure initiatives, responsible for digital education, inclusion-focused proposals, activities away from screens, or emotional support tools. In this edition, Argal awarded € 100,000 in grants.

Since their creation, the Becas Taller Argal have supported dozens of initiatives, distributing more than €325,000 in total. The goal has always been to help those who are passionate about what they do, about innovation, about improving their environment, and about undertaking projects with purpose. Thanks to this program, many initiatives have grown from simple ideas into tangible realities: solidarity initiatives, sustainability programs, technological proposals, artistic projects, and in 2025, initiatives centered on childhood and the conscious use of technology.

Our Spanish operations believe that behind every purpose-driven idea lies a world of possibilities. That is why, through the Becas Taller Argal, we want to be part of the momentum that these ideas need to flourish.

Along these lines, the 2025 edition of the Becas Taller Argal has given rise to the “No Screens at the Table” movement, an initiative that embodies the spirit of the projects submitted, inviting us to reconnect with what truly matters: sharing, talking and enjoying the present moment during meals, while encouraging habits that strengthen family bonds and promote a more mindful, balanced environment. Because we believe that change begins with small gestures, and that every screen-free moment is an opportunity to build more authentic, human relationships.



Preserving Local Culture and Strengthening Communities

SDG 11 | SDG 17

Strong communities are built not only through economic contribution but also through cultural continuity and social participation.

Across Romania, Slovakia, Hungary and Poland, we supported local festivals, rural traditions, graduation events and community celebrations.

In **Romania**, initiatives such as “Be One of Us” promote local heritage and reinforce rural identity. Each year, we support more than 15 cultural and traditional events in the communities where we operate – ranging from harvest festivals to sausage-making competitions – contributing to the preservation of local heritage and community engagement.

In **Poland**, activities supporting local culture focus primarily on supporting the traditional agricultural harvest festival “Dozynki” and Rural Women’s Clubs, which are important to local communities, cultivate folk traditions, support entrepreneurship and represent the interests of rural women.

In **Hungary** and **Slovakia**, traditional festivals and municipal events were supported through direct partnerships and product donations.

By collaborating closely with local authorities, NGOs and civil society organizations, we strengthen sustainable communities and long-term partnerships.



Employee Volunteering: A Culture of Responsible Citizenship

SDG 17

Beyond financial and in-kind contributions, our employees play a direct role in community engagement.

In **Romania**, employees contributed 1,758 volunteering hours in 2025.

In **Slovakia**, 80 employees participated in volunteering initiatives, contributing 600 hours, including structured blood donation campaigns and broader community support activities.

All our operations are preparing to formalize and expand structured volunteering programs in 2026, reinforcing our ambition to include civic responsibility across our colleagues in whole Group.



A Group-Wide Commitment to Sustainable Impact

While our initiatives are tailored to local needs, a consistent philosophy guides our actions across all countries:

- Use our core capabilities to combat food insecurity
- Invest in young generations through structured educational programs
- Promote health and active lifestyles
- Strengthen local culture and social cohesion
- Build long-term partnerships with trusted local organizations

Through these actions, we contribute meaningfully to the **UN Sustainable Development Goals**, particularly SDGs 2, 3, 4, 10, 11 and 17.

Our Societal Role

By sharing resources, fostering local development, and supporting resilience, we create measurable benefits for communities while reinforcing trust in sustainable food systems.

In line with this approach, Morliny Foods Holding actively communicates its initiatives to the affected communities. Our policy includes maintaining regular relations with representatives of local and regional media, opinion leaders, and local authorities. Through these channels, we provide updates on our strategy and business model, publishing relevant information on local portals and our websites. This ensures transparency, encourages stakeholder engagement, and strengthens the impact of our community-focused programs.

Beyond tracking activity-based indicators, we increasingly assess contribution to long-term socio-economic resilience in the regions where we operate. This includes evaluating stakeholder feedback trends, stability of local partnerships, and continuity of educational and food security programmes over time. The objective is not only measurable output, but durable community impact.

Community Involvement Framework

At Morliny Foods Holding, we are committed to transparent, measurable, and impactful community engagement. Our Community Involvement KPIs Framework ensures that all initiatives are aligned with our Group-wide.

The foundation of our framework is the adoption of a unified Community Support and Engagement Policy across all countries where we operate. We track full implementation and the development of annual community action plans in each country to ensure consistency and alignment with our strategic goals.

We measure the value of community investments by focus area—such as food security, education, medical support, sports, and local events—and by geography. This allows us to assess both the scale and distribution of our contributions, ensuring resources are directed to where they are most needed.

To evaluate program outcomes, we monitor key indicators such as the number of meals donated,

students supported, scholarships awarded, and direct beneficiaries of local initiatives. These metrics help us understand the tangible impact of our flagship programs.

Employee volunteering is another developing pillar of our engagement strategy. We track total volunteering hours to assess internal engagement and foster a culture of social responsibility.

Finally, we ensure data consistency and transparency through standardized reporting templates and full integration of KPIs into our ESG disclosures. All countries report annually using harmonized indicators, enabling reliable performance tracking and continuous improvement.

This KPI framework not only supports accountability and transparency but also reinforces our commitment to building resilient, inclusive communities through measurable, long-term impact.



Education and Skills Development

We invest in education to bridge the gap between academic learning and industry needs. Through partnerships with universities, vocational schools, and foundations, we support scholarships, internships, and dual education programs. These initiatives enable students to gain practical experience in fields such as food safety, veterinary science, and engineering, while also supporting employee development.

We actively collaborate with schools, universities, and vocational institutions to bridge the gap between education and industry. Our programs include:

- Internships and dual education schemes in Slovakia, offering hands-on training in mechanics, electronics, chemistry, and food safety.
- Academic scholarships through the Animex Foundation, supporting talented students with strong academic and extracurricular performance.
- Scientific partnerships with leading Polish universities, including SGGW, Wrocław University, and the University of Warmia and Mazury, promoting innovation in food technology and animal welfare.
- Comtim Romania's "Back to School," "Adopt a School," and "Smithfield Academics" programs, which enhance educational infrastructure and support academic research. In 2025, the 20th edition of the Internship Program was successfully carried out within the two divisions of Comtim Romania. Over the course of several months, 65 enthusiastic students, eager to gain first-hand experience in the livestock and food production sectors, had the opportunity to become

familiar with our operational processes, technologies, and organizational culture.

- Agri Plus University Scientific Conference (Poland) – an annual event gathering experts and academic representatives to discuss the latest research and solutions in animal husbandry and food production.
- Industry-related classes organized within local communities (Poland) – dedicated programs designed to prepare students for future occupations in the agri-food sector.
- Dedicated long-term internship programs across operational sites (Poland) – providing students with valuable work experience and professional skill development opportunities.

In Romania, Comtim Romania complements Group-wide programs with locally tailored initiatives reflecting specific regional needs. These programs operate under the same governance standards and policy framework described above, ensuring consistency while allowing contextual responsiveness. Emphasis is placed on structured partnerships with accredited NGOs, public institutions and educational entities to maximize transparency and measurable outcomes.

"A well-designed playground provides children with excellent opportunities for healthy growth and harmonious development. At the same time, children's social interaction in a space that allows them to move and play freely has a direct impact on society as a whole: it strengthens interpersonal relationships, fosters imagination and creativity, and helps children feel safe and unrestricted, supporting their balanced physical and mental development. It also enhances both their practical and communication skills.

This sponsorship from Comtim Romania through 'Adopt a School' came at just the right moment and has proven to be truly invaluable – a blessing and a source of joy for both the students and the teaching staff."

Director Prof. Mariana Faur, Bârsa Secondary School, Arad County



Social Responsibility and Inclusion

Our social engagement focuses on strengthening community well-being, promoting inclusion, and supporting those in need. We work closely with local organizations, NGOs, and institutions to combat food insecurity, improve access to healthcare, and preserve cultural heritage.

Through volunteering, partnerships, and targeted aid programs, we encourage civic participation and foster solidarity across the regions where we operate.

We implement targeted programs to address food insecurity, healthcare access, and cultural inclusion:

- “Food for Souls” and “Solidarity with the Medical System” (Romania) provide aid to vulnerable groups and hospitals.
- “Be One of Us” (Romania) celebrates Banat’s multicultural heritage.
- Volunteer-driven initiatives such as “Comtim Friend,” “Blood Donation Campaign” and “A Kind Thought for the Holidays” (Romania) foster civic engagement.
- To mark World Food Day, Comtim Romania launched a series of open lessons on nutrition and healthy lifestyle promotion, aimed at supporting the balanced development of students in Timiș and Arad counties.
- On Children’s Day, Comtim Romania launched a new internal program dedicated to employees’ children: “Comtim Kids”. Through this initiative, Comtim Romania organizes a wide range of creative and vocational workshops tailored to the world of childhood.
- Partnership with local food banks (Poland) – long-term collaboration with seven regional food banks ensures consistent access to nutritious food for individuals and families facing food insecurity.
- Partnership with the Polish Red Cross (Poland) – annual Christmas Eve food truck initiative for seniors and regular food donations throughout the year to combat loneliness and food shortages among the elderly.
- Caritas Winter Program (Poland) – support for the nutrition of homeless individuals in Warsaw through regular product donations during the winter months.
- Support for Rural Women’s Associations (Poland) – provision of meat products or financial aid for equipment purchases, fostering local entrepreneurship, traditions, and women’s leadership in rural communities.
- Community food truck participation (Poland) – active presence at local events through company-run food trucks, strengthening community connections and promoting social inclusion.
- Sponsorship of sports events (Poland, Slovakia, and Hungary) – support for regional sports clubs, running and cycling events, and health-oriented activities promoting active lifestyles and community well-being.
- Social support programs (Slovakia and Hungary) – assistance for low-income families and children facing serious health challenges.
- Becas Taller Argal (Spain) – since 2018, this initiative rewards people who work for their dreams and generate a positive impact on society. Over €325,000 has been awarded across 68 projects supporting initiatives linked to social commitment, sustainability, and research. In 2024, the program focused on improving the quality of life of the elderly, awarding 10 grants totaling €100,000 to innovative projects in this field.



Case study: Animex Foods partners the “A Little Warmth for the Homeless” campaign

Our partnership with Caritas Polska as part of the “A Little Warmth for the Homeless” campaign is an expression of our responsibility towards the local communities in which we operate. We see it not as one off support, but as a deliberate engagement in a project that addresses real, seasonal social risks, particularly severe during the harshest winter months.

As the main partner of the 11th edition of the campaign, carried out from 25 November 2025 to 28 February 2026, we supplied meat and meat products that constituted a key ingredient of hot meals distributed to people experiencing homelessness in Warsaw. Twice a week, Municipal Police patrols, in cooperation with Caritas and medical partners, reached non-residential locations such as vacant buildings, allotment gardens and areas around railway stations, providing hot soup and basic material assistance.

Our contribution focused on what lies at the core of our business: delivering safe, nutritious food. The products supplied increased the nutritional value of the meals, reinforcing their role not only as immediate relief, but also as tangible support for the health and physical condition of people in homelessness crisis. In this way, we combined our business expertise with a concrete response to social needs.

The project operates within a partnership model that brings together Caritas’ experience in social assistance, the logistical capacity of municipal services, and our company’s product and organizational resources. This synergy enhances the effectiveness of the initiative and enables outreach to individuals who often remain outside the institutional support system. Our cooperation with Caritas is long-term in nature. In previous years, we provided food assistance during the COVID 19 pandemic and in response to the floods in 2024.

Case study: Food Waste Combat, educational program implemented by our Romanian Operations

Launched in 2025, “Jurnalul lui Tim” (Tim’s Journal) was created in response to a growing need to strengthen children’s education on food waste prevention and responsible consumption. As one of the leading food industry companies in Romania, Comtim Romania recognizes its responsibility not only to produce quality food, but also to contribute actively to building a more sustainable food system. We understand that long-term change cannot be achieved solely through operational efficiency or redistribution efforts; it must begin with education. To ensure credibility, expertise, and meaningful community reach, we partnered with the Regional Food Bank Timișoara, a trusted organization with extensive experience in combating food insecurity and waste. This partnership reflects a shared commitment to sustainable impact and community development.

“Tim’s Journal” was therefore designed as an interactive educational program built around an illustrated activity book, practical workshops, family engagement, and digital resources. Through Tim, a curious 9-year-old guide, children explore meal planning, responsible shopping, food storage, and creative reuse of leftovers.

To ensure wide visibility and maximize community impact, a dedicated website and Facebook page were created for the project, serving as platforms to promote our activities, share educational resources, and extend the program’s benefits to as many children, families, and communities as possible.

“Because we know that real change begins with the youngest among us. And if we want a future in which food waste is no longer the norm, it is essential to start with education. That is how Tim’s Journal was born – an activity book specially designed for children, in which our character, Tim, a curious 9-year-old boy, becomes their guide on an adventure about the importance of preventing food waste. We are preparing children today to become the responsible adults of tomorrow. And for us, at the Food Bank, this means more than a mission – it means hope.”

Hana Csaszar

President, Regional Food Bank Timișoara.



Environmental Stewardship

We promote ecological awareness and responsible resource management across our operations and communities.

Our environmental initiatives emphasize education, conservation, and collective action – from employee-driven campaigns to partnerships with schools and local organizations.

These activities aim to build a culture of sustainability and environmental accountability among both employees and community members.

We promote ecological responsibility through:

- In Romania, “Green Campaign” and “Green Day” events focused on resource efficiency and waste reduction.
- “Adopt a River” program, which raises awareness of waterway conservation.

- Water Monitoring Program (Poland) – annual collaboration with local schools to assess and maintain water quality in nearby rivers, supporting environmental education and long-term ecological responsibility.

Together, these programs reflect our commitment to responsible business conduct and contribute to the long-term resilience of our communities. Community engagement is a strategic pillar of our operations, shaping long-term, stable relationships in the markets where we operate. By supporting local initiatives and responding to the needs of vulnerable groups, we strengthen social trust and contribute to sustainable community development – aligning business growth with a meaningful social mission and creating shared value for both the company and society.

“We sincerely thank you for the excellent collaboration and the strong partnership that we, Verde de Banat, are proud of! With your support, we have organized humanitarian campaigns in Ținutul Pădurenilor and the Apuseni Mountains. The food you provided has been invaluable both for elderly people in need living in the mountains and for the Medical Caravan initiative,” said Mr. Iosif Martinescu, President of the Verde de Banat Association. At the end of each month, the Verde de Banat Association runs the “Green for the Soul” campaign, visiting elderly people without pensions who are facing hardship in Ținutul Pădurenilor and the Apuseni Mountains.



Chapter 10: Outlook & Commitments

Awards, Certifications and External Recognition

Across its operations, Morliny Foods is recognized for its commitment to responsible business conduct, product quality, and continuous improvement in environmental, social and governance (ESG) performance. In 2025, this commitment was reflected in a broad range of awards, certifications, audits, formal commitments, and active participation in external initiatives across key markets.

Awards, Charters, and Product Recognition

Poland

In 2025, Animex Foods received a *Special Award* in the “Socially Responsible Company” category during the prestigious Złota Setka Polskiego Rolnictwa Gala. This award recognizes the company’s long-term commitment to social responsibility as a foundation of its operations. The jury highlighted Animex Foods’ investments in sustainable technologies and environmentally efficient facilities, implementation of circular-economy solutions, long-standing support for local communities, and its ability to build a competitive business while remaining focused on people and the planet.

Spain

Argal Alimentación received the 2025 CLARA Award for Best Natural Food for Argal Bonnaturo Roast Cooked Ham, recognizing flavor, quality and preservative-free production, and reinforcing the brand’s leadership in natural and healthier charcuterie.

Embutidos Monells, S.A. was awarded the “Sabor del Año 2025” seal for its Extra Cooked Ham (97% meat), produced under the *Nuestra Alacena* brand for Distribuidora Internacional de Alimentación, S.A. (DIA). The award, based on blind consumer testing, strengthens product positioning, consumer trust, and brand visibility.

Hungary and Slovakia (Mecom Group)

In Hungary, CSABAI received the Excellent Consumer Brand 2025 award, recognizing outstanding consumer awareness and popularity, while Kaiser Food was awarded Excellent Business Brand 2025 for stable financial performance.

In Slovakia, in 2025 Mecom brand received multiple Slovak Superbrands Awards for the 12th time, and Imperial Ham was named New Product of the Year 2025 under the Consumer Choice program.

This is not only an important recognition of our brand strength, but also a testament to the dedication of our people and the strong, enduring relationships we have built with the communities we serve. We remain committed to upholding these standards as we continue our journey of sustainable growth, trust and excellence.

Romania

Both Comtim Romania and Elit ranked first in the industry category of the Top Companies awards organized by the Chamber of Commerce in their respective counties (Timiș and Alba).

ELIT also received the “Gustul Ales” Award 2025 for its Premium High-Protein Ham and was voted Brand of the Year 2025, reflecting strong consumer trust, innovation, and market performance.

Comtim Romania became recently a signatory to the Romanian Diversity Charter, a European initiative promoting diversity, equal opportunities, and social inclusion beyond legal requirements. By joining the Charter, Comtim Romania reaffirmed its commitment to non-discrimination, respectful and accountable workplace culture, and continuous improvement of internal policies supporting a safe and motivating work environment.

Comtim Romania is also a signatory to the EU Code of Conduct for Responsible Business and Marketing Practices in the Food Industry, which Comtim Romania joined in 2023, following

the implementation of its sustainability strategy. In line with the Code and the EU Farm to Fork Strategy, Comtim supports food-waste prevention through diversified product formats, continuous process optimization, and the redistribution of surplus food through its long-standing social program “Food for Souls”, active since 2009.

In 2025, Comtim was awarded the title of Supplier to the Royal House of Romania, a distinction recognizing consistently high standards of quality and professionalism and validating its commitment to responsible food production from farm to fork.

Engagement in ESG Training, Conferences, and Industry Dialogue

In 2025, Animex Foods actively participated in national debates, scientific conferences, and sector congresses addressing responsible investment, climate adaptation, animal welfare, food safety, innovation, and artificial intelligence, including MEAting 2025 and academic conferences on animal welfare and legal frameworks.

In Spain, Argal Alimentación contributed to postgraduate education in strategic food-sector management, while Embutidos Monells presented its decarbonization progress at the “CO2 Balance in the Agri-food Sector” conference. The group also participated in the INNOVAC & ACCIÓ Shared Value Program, using the BCorp BIA tool to assess ESG impacts, define KPIs, and integrate sustainability into strategic planning.

In Romania, Comtim participated in several ESG-relevant industry events. These included the Climate Supplier Event – “Partners for Decarbonization”, organized by Auchan Retail –, where Comtim representatives and senior management shared concrete actions related to carbon footprint reduction, process optimization and supplier engagement.

Comtim also took part in the National AGRI4FUTURE Conference – Objective 2035, contributing to discussions on sustainable agricultural transformation, and participated as sponsor and attendee in the Swine Day 2025 Conference, addressing biosecurity, animal health, farm efficiency, sustainability and market outlook.

Affiliations, Audits and Certifications

Morliny Foods companies are members of industry associations and sustainability platforms supporting collaboration, innovation, and responsible practices.

In Spain, affiliations include [AECOC](#), Ecoembes, Viu Osona, Ecosense Foundation, and ADILAC.

In Romania, Comtim is a member of Romanian Meat Association (ARC), Association of Pork Producers in Romania (APCPR), regional Chambers of Commerce, and the European Fat Processors and Renderers Association (EFPPRA).

In 2025, operations across markets underwent extensive external audits and certifications, including SEDEX (SMETA II and IV Pillars), Ecovadis assessments, ISO 14001, ISO 45001, ISO 50001, ISO 22000, IFS Food, BRC and FSSC 22000 certifications, circular-economy certification through the RETRAY process, and full GHG Protocol carbon footprint certification (Scopes 1, 2, and 3) in Spain. Retailer audits complemented these processes in Romania.

Together, these recognitions, commitments, and certifications demonstrate Morliny Foods’ structured, transparent and continuously evolving approach to sustainability, quality, and responsible growth across its international operations.





Looking Ahead: Our Commitments in Practice

As we close this report, we want to be clear about what comes next.

Our ambition is to continue decarbonizing our business and improving our environmental performance through smart, economically feasible projects – solutions that work both for the climate and for the long-term resilience of Morliny Foods.

On energy, we commit to increasing the share of renewable sources to at least 40% of our total consumption over the coming years. We will do this primarily by investing in on-site photovoltaic systems and efficient cogeneration, and by prioritizing green electricity contracts where available. In parallel, we will continue to reduce our underlying energy demand through better automation and optimization of refrigeration, steam, and compressed air. The goal is not only to buy more green energy, but to need less energy per kilo of product.

On farms, our focus is on best-in-class animal raising efficiencies and more sustainable feed. We will keep improving genetics, animal health, and feed conversion so that each animal produces more meat with fewer emissions. We are committed to sourcing as much of our grain as possible from local, EU Common Agricultural Policy (CAP)-compliant farms, and to aligning with the spirit of the EU Deforestation Regulation (EUDR) by prioritizing verified deforestation-free soy in our supply chain. Over time, we will work to keep soy at no more than around 10% of our feed formulation, without compromising animal welfare or nutritional needs. At the same time, we will deepen our collaboration with neighboring farmers to use natural manure from our farms on local fields, helping to reduce the use of synthetic fertilizers and to close nutrient loops around our operations.

Circularity is another core pillar of our path forward. We already send all animal by-products and waste into rendering, either in our own facilities or through specialist partners, turning what was

once waste into inputs for feed, fertilizer, biodiesel, and other useful products. For the remaining waste streams from our plants and offices, we will continue to shift away from landfills by partnering with companies that can transform residual waste into energy or secondary raw materials. Our long-term ambition is to move as close as possible to zero waste to landfill, while maintaining high standards of hygiene, food safety, and worker protection.

We also recognize that many of the environmental improvements described in this report are not fully reflected in standard greenhouse gas accounting today. Tier 1 emission factors and generic methodologies are essential for comparability, but they often cannot capture our local realities: higher feed efficiency, local sourcing, manure-based fertilization, shorter transport distances, or specific circularity practices. Going forward, we will invest in refining our calculations where appropriate – moving towards more granular data, better activity-based factors and, where feasible, higher-tier methods – so that our footprint reflects both the scale of our operations and the benefits of our best practices.

Finally, we are fully aware that we are pursuing these efforts in a complex environment, with evolving regulations, sometimes public debates that can be tense around environmental issues. We choose to move ahead. Many of the projects described here require upfront investment and are conducted at our own cost. We see them not only as a compliance obligation, but as investments in the future of our farms, our plants, our people, and the communities around us.

Our commitment is to keep improving year after year, to be transparent about our progress and our challenges, and to collaborate with farmers, customers, partners, and regulators to build a more efficient, lower-carbon, and circular food system in Europe.

Our Commitment to People and Food

Above all, Morliny Foods is about people and food. Everything we do – from raising animals and running farms to operating slaughterhouses and making branded products – is about providing safe, affordable, and tasty food that families can trust, while protecting the people and places that make this possible.

As we look ahead, we reaffirm our key commitments to maintain safe, fair, and attractive workplaces, with zero fatalities, lower incident rates, fair entry-level wages, and development opportunities for our people.

None of these ambitions can be achieved by policies and investments alone. They depend on the everyday decisions and efforts of our colleagues across Romania, Poland, Slovakia, Hungary, Spain, the UK, and beyond. We want to thank all our employees for their resilience, professionalism, and commitment to doing things the right way, often under demanding conditions. We are equally grateful to the communities around our farms and plants, who share their land, their labor, and their trust with us, and with whom we aim to build long-term, mutually beneficial relationships.

Finally, we thank our customers and consumers for choosing our products and for challenging us to do better. Their expectations on quality, safety, animal welfare, and sustainability are a powerful driver of our progress.

This report is our promise to all stakeholders: that Morliny Foods will continue to serve, to evolve, to measure and improve our impact, and to keep people and food at the center of our sustainability journey.

