

Vindija

VINDIJA GROUP SUSTAINABILITY REPORT 2024

VARAŽDIN, AUGUST 2025

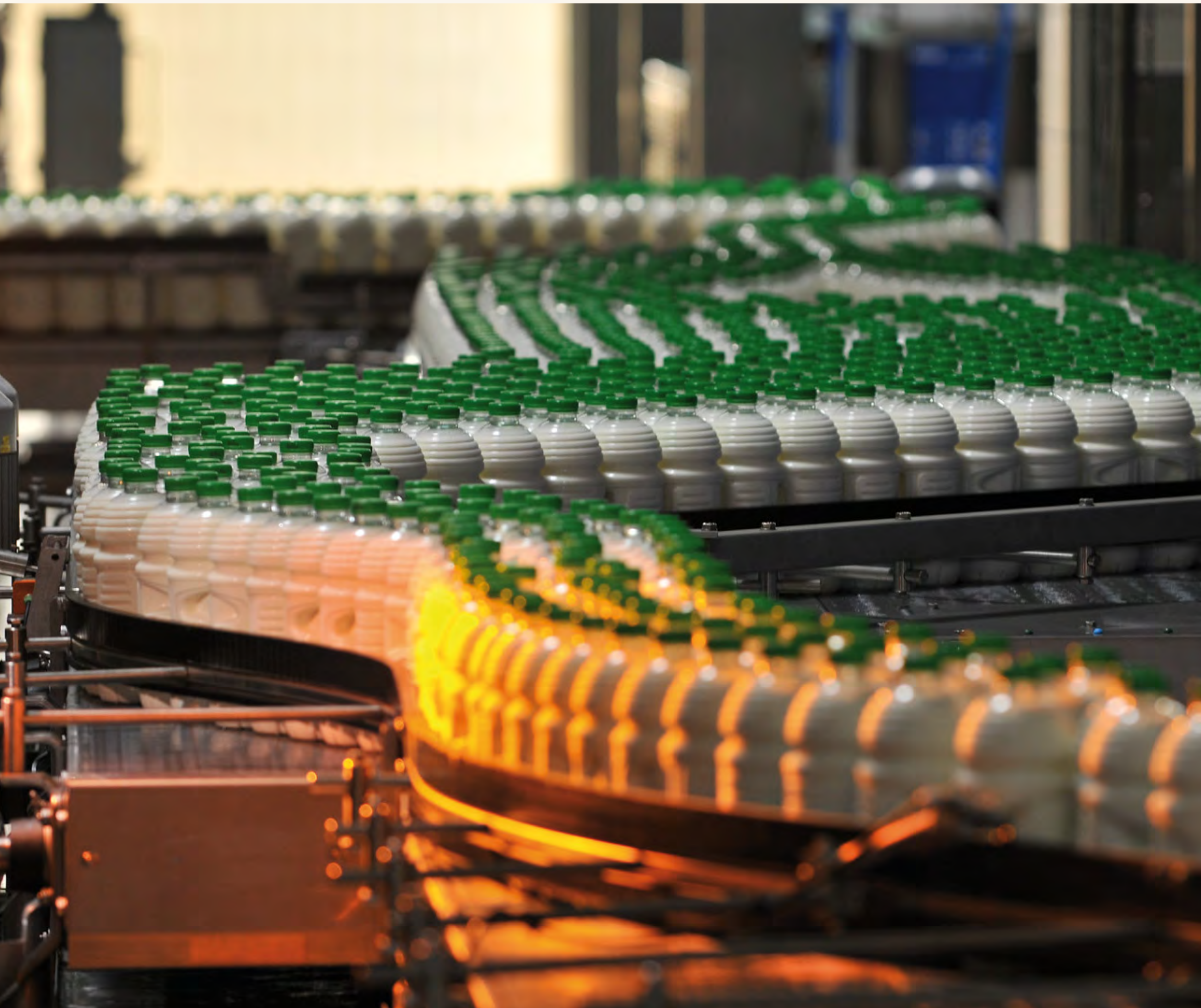
Vindija

Koka
EST. 1961



Vindija
TRGOVINA





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1. Foreword

CEO MESSAGE (GRI 2-22)

Dear stakeholders,

We are presenting a new edition of Vindija Group's Sustainability Report, whereby we continue on our path that started last year when we first unfolded our integral approach to sustainable business. Today, being even more assured, we reaffirm our commitment to sustainable development – not only to reflect our corporate responsibility but as a strategic response to complex challenges emerging in a modern business setting.

Climate uncertainty has increasingly shaped the frameworks for our business operations. We are facing changes that affect the availability of raw materials, stability of supply chains and consumer demands, while at the same time recognising such challenges as an opportunity for innovation and building our resilience. Our business decisions have been increasingly based on risk analysis and adjustments to new conditions, while preserving the fundamental values that have shaped us – quality, reliability and direct engagement with local communities.

In a dynamic regulatory environment, compliance with European and national corporate sustainability requirements has become a necessity. We at the Vindija Group do not see these requirements as an obstacle but rather a tool to enhance our competitiveness and responsible governance. In the past year, we continued to develop our Sustainable Development and ESG Department, which has become a key hub for coordinating our strate-

gic initiatives, monitoring impacts and implementing specific corporate sustainability measures. In particular, we have focused on modernising our processing by investing in energy efficiency, digitalisation and improvement of primary production. These steps are not merely technical upgrades but foundations of the decarbonisation path we follow with a clear vision – preserve our resources for future generations while maintaining product excellence.

This year, we continued to maintain strong links with the local setting – through partnerships with contractors, educational projects and socially responsible activities. We trust our joint efforts will help us build economic and social models that will remain sustainable in the long term.

I thank all employees of the Vindija Group for their commitment and professionalism, our suppliers for placing binding trust in us, and our partners for their ongoing co-operation. Your support is the foundation upon which we build our business adapted to the times ahead of us – times of responsible growth, resilience and sustainability.

Yours truly,

Nenad Klepač
Chairman of the Management Board, Vindija Group



ABOUT THIS REPORT (GRI 2-2,2-3)

This Annual Sustainability Report of Vindija Group was prepared for the period from 1 January to 31 December 2024 and includes Prehrambena industrija Vindija as the Group's parent company and all its member companies. The Report was prepared in reference to GRI Standards and represents one of the crucial activities intended to establish an internal and external system of monitoring progress with regard to the Group's sustainable business aspects.

Our Group-wide Sustainable Development and ESG Department is charged with dealing with corporate sustainability matters. Although the Group is not legally obliged to publish sustainability reports, we hereby voluntarily put forward our achievements and the Group's sustainability vision and strategy for the upcoming period due to increasing interest among the public and stakeholders in sustainable business aspects. This Report also serves as a baseline for future reporting obligations under the Corporate Sustainability Reporting Directive (CSRD).

For all Report-related or Group-related ESG inquiries, please contact the Group's ESG Manager Tomo Hunjak at tomo.hunjak@vindija.hr.



CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS

The UN's Sustainable Development Goals (SDG) were adopted by General Assembly in 2015 as a global action plan for people, the planet and well-being. The achievement of these seventeen inter-related goals contributes to present and future peace and wellbeing of the people and the planet.

Vindija Group, as a manufacturer and business organization, recognizes its moral responsibility and obligation, together with other local and global corporations, to implement the relevant sustainable development goals in our business because it is precisely the corporations that drive trends and changes in modern society. We firmly believe we will be able to make our contribution to the following sustainable development goals by taking a responsible strategic and operational approach.



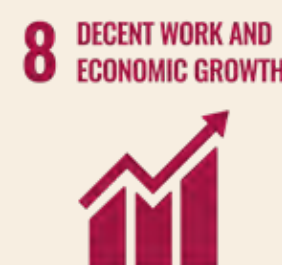
GOAL 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

We ensure continuously that healthy, safe and nutritionally rich food remains available to our consumers through responsible production, innovative recipes for our products and local and global quality certificates. In addition, we have pursued long-term successful cooperation with our contractors, whom we treat responsibly and from whom we receive broad support.



GOAL 3: Ensure healthy lives and promote well-being for all at all ages

A diverse range of our food products makes available a wide choice for daily nutrition, representing a foundation of healthy lives for the broadest reach of consumers, from the youngest ones to our loyal elderly consumers.



GOAL 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

We recognise the value of our employees and assure decent employment, in addition to various financial and nonfinancial benefits, collective bargaining agreements and other privileges and, as a successful food industry, we contribute to local and broader economies through our business activities and cooperation with almost one thousand contractors.



GOAL 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

We ensure that our products remain competitive and that our business remains distinctive in the long term by regularly undertaking investments in our manufacturing sites and using extraordinary innovations in our products.



GOAL 12: Ensure sustainable consumption and production patterns

By optimising our business processes on an ongoing basis, we safeguard resource efficiency and minimise inevitable adverse impacts of our activities by taking a responsible approach to waste management and maintaining a high level of personal and corporate responsibility.



GOAL 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

The Group's engagement with local and broader communities via numerous initiatives and partnerships with local and global institutions supports develop intersectoral partnerships and creates a synergy resulting in general responsible development of society as a whole.



2. About Vindija Group



ORGANISATION (GRI 2-1, 2-28)

Vindija Group comprises the parent company, Prehrambena industrija Vindija d.o.o., and its ten affiliated companies. The Group is privately owned by Vindija Grupa d.o.o. Headquarters of the Group as well as its parent company are located at Međimurska 6, 42000 Varaždin, Republic of Croatia. Group entities operate in the food and beverage production sector and in the wholesale and retail sector. As of 31 December 2024, the Group's assets totaled around EUR 353 million and the Group offered more than 1400 products in 19 EU Member States and CEFTA members

CONTACT

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Tel./Fax: 042/399 999
E-mail: vindija@vindija.hr
www.vindija.hr

MAIN PRODUCT CATEGORIES

- Milk and dairy products
- Soft drinks and juices
- Plant-based beverages and desserts
- Chicken (meat and processed meat production)
- Turkey (meat and processed meat production)
- Red meat products
- Baked goods
- Animal feed

MEMBERSHIPS AND ASSOCIATIONS

For the purpose of improving their business processes, exchanging experience, helping the regional economy and otherwise acting in a mutually beneficial manner, Group entities are involved in the following local and global associations:

- UN Global Compact
- AmCham Croatia
- German-Croatian Chamber of Industry and Commerce
- Croatian Chamber of Economy
- Croatian Employers' Association
- Croatian Dairy Union





GROUP ENTITIES' OWNERSHIP STRUCTURE AND LEGAL FORM (GRI 2-9)

GROUP ENTITIES

1. PARENT COMPANY

VINDIJA D.O.O.
Varaždin



2. AFFILIATES IN CROATIA

KOKA D.O.O.
Varaždin



VIR 1898 D.O.O.
Rijeka



VINDON D.O.O.
Slavonski brod



VINDIJA TRGOVINA D.O.O.
Varaždin



3. AFFILIATES ABROAD

VINDIJA D.O.O.
Sarajevo, BiH



VINDIJA VET D.O.O.
Plandište, Serbia



VINDIJA D.O.O. LAJKOVAC,
Serbia



FSH UNIP + D.O.O.
Valjevo, Serbia



VINDIJA INTERNACIONAL
EKSPORT-IMPORT DOOEL
Skopje, North Macedonia



VINDIJA D.O.O.
Brčko District, BiH
(inactive)



GROUP ENTITIES' BUSINESS ACTIVITIES (GRI 2-6)

MEMBER	MANUFACTURE OF VINDIJA PRODUCT PORTFOLIO	SALES	MISCELLANEOUS
	Milk and dairy products, natural fruit juices, soft drinks and plant-based beverages, frozen baked goods	Sales organisation Sales and distribution of Group's products	Procurement of cow, goat, and sheep milk
	Fresh and frozen chicken meat Processed meats and breaded products		Broiler feeding, production of hatching eggs, production of compound feed
	Fresh and frozen turkey meat Processed meats and breaded products		
	Processed red meat		
		Retail sale of Group's products and other food products	
	Organised production and procurement of cow, goat and sheep milk Milk processing and production of dairy products.	Sales and distribution of Group's products	
			Production of compound feed
			Veterinary activities
		Sales and distribution of Group's products	
		Sales and distribution of Group's products	

GEOGRAPHIC COVERAGE

MANUFACTURING SITES

Croatia

- **VARAŽDIN**
Vindija
Koka
TSH Blagodar
- **RIJEKA**
ViR 1898
- **SLAVONSKI BROD**
Vindon
- **ŽUPANJA**
Vindija

Outside Croatia

- **PLANDIŠTE**
Cekin PLANDIŠTE
- **VALJEVO**
UNIP + VALJEVO

DISTRIBUTION CENTERS

Croatia

- VARAŽDIN
- OSIJEK
- POREČ
- RIJEKA
- ZADAR
- SPLIT
- METKOVIĆ

Outside Croatia

Vindija d.o.o. Sarajevo, BiH

- SARAJEVO
- BIHAĆ
- BANJA LUKA
- TUZLA

Vindija Internacional

Dooel Skopje, Macedonia

- SKOPJE

Vindija d.o.o. Lajkovac, Srbija

- BELGRADE
- NOVI SAD
- LAJKOVAC
- NIŠ



OUR PRODUCTION (GRI 2-6)

Vindija Group combines complex manufacturing processes for a wide range of products. Equipped with state-of-the-art technology, managed and maintained by proficient and experienced coordinators and engineers and supported by our business partners (suppliers of raw materials and production input), our manufacturing sites have successfully responded to dynamic and increasingly demanding market requirements and maintained the distinctive and awarded quality of our products for years.

The Group's manufacturing activities are undertaken at seven sites in Croatia and two sites in Serbia. The dairy product segment includes milk processing and manufacture of dairy products (fermented products, cream, desserts, butter, spreads and cheeses), plant-based drinks, soft drinks and frozen baked goods. As regards the meat segment, our manufacturing sites include primary production and meat industry. Primary production includes parent stock farms, a broiler hatchery, a turkey hatchery, broiler farms, turkey farms, and facilities designed for manufacturing fresh and frozen poultry meat and processed meats and production of compound feed. These production processes also include a range of still and carbonated soft drinks, as well as manual production of authentic regional baked goods such as the pastry dish "štrukli" and "klipići" bread rolls.

This ensures that a comprehensive approach is taken to the prevention and monitoring of pollution and a high level of environmental protection by using the best techniques available and that requirements intended to prevent considerable environmental pollution are defined. All these items are verified as part of coordinated inspections. Although not all manufacturing sites of the Group are required to hold environmental permits, the Group fosters transfer of knowledge with regard to these aspects to ensure that our manufacturing processes maintain their quality and efficiency, while remaining fully responsible to local and broader communities.

PRODUCTION PROCESSES AT FOOD INDUSTRY VINDIJA

Prehrambena industrija Vindija has operated since 1959, when the Varaždin city dairy company started to make cheese and dairy products at its site, which had been present and traditionally made in the region.

The production process in Prehrambena industrija Vindija begins with the intake of milk (for the dairy product range) and the necessary raw materials (for the soft drink and juice range) from our trusted and preapproved suppliers. After such milk is handed over and the rest of the raw materials are checked, their quality and conformity are confirmed and their processing begins.

This is followed by primary heat treatment and distribution into different manufacturing/technological processes in accordance with production schedules. As part of such manufacturing/technological processes, products are packaged in Tetra Brick Aseptic and other multilayer paper-board packaging, as well as PET bottles, plastic containers, cups, bags and foil.

Once the manufacturing process is completed, packaged finished products are stored in controlled temperature or ambient conditions, depending on their characteristics and specifications. After their quality and safety are confirmed, these products are ready to be collected and distributed to our distribution centers and customers. Dedicated commercial offices are in place for certain geographic segments for quicker and more efficient access to customers.





INTEGRATED PRODUCTION SYSTEM OF KOKA FOOD INDUSTRY

Koka has operated since 1961 from more than 30 sites and has been a regional driver of poultry industry development.

Integral poultry production has been a key factor in Koka's longevity and performance and a foundation for future sustainability. This production unit includes laying hen breeding, hatcheries, broiler fattening and feed production, as well as finished poultry meat products, which allows it to exercise a high level of quality control and to minimise any production chain risks.

Such vertically integrated production begins by importing day-old parent chickens, followed by production of broodstock whose eggs are transferred to broiler and chicken hatcheries. After hatchery, broilers and turkeys are transferred to broiler and turkey fattening farms, which are supplied with top-quality feed by its own feed factory BLAGOdar. This process is supported by an internal clinic and laboratory, and the poultry production cycle ends at the Meat Industry which has several production segments - primary carcass treatment, cutting plant and packaging plant including the production of high-quality processed meats and breaded products. The parent stock farms are the first link in the broiler production chain.

The parent stock farm production process begins with the breeding and production phases - eggs are transferred to the hatchery where the next broiler production phase begins. After being hatched in the hatchery, day-old chickens are distributed to Koka's farms and its contractors that produce broilers and supply them to Koka as required under the contract. Broilers are fed on broiler farms and then transferred to the Meat Industry for further treatment. The internal BLAGOdar feed factory plays a crucial role across the broiler production chain, producing feed for our internal parent stock, broiler and turkey farms, fattening by contractors and external sale of feed to final customers. Fresh meat is separated and used to produce fresh products based on the sales structure and is then transferred to the finished product warehouse together with frozen products and processed meats, from where they are distributed to customers. Such integral production arrangements ensure full traceability, ultimately resulting in certified quality and excellence.



SUPPLY CHAIN

In addition to the Group-operated sites, there are several other crucial links in the supply chain. They are our contractors and our Procurement Department which ensure that our raw materials and other inputs are of appropriate quality, as well as the Department of Logistics & Distribution which ensures that our products are distributed to our customers in a timely and reliable manner, thus becoming available to end consumers.

CONTRACTORS

In addition to our Procurement, our contractors are a key factor in the Group's supply chain. The Group works with almost 1000 contractors, notably carriers, milk producers and farmers. All transport services required by our member companies in Croatia are completely outsourced to contractual carriers, whereas contracted milk producers and farmers ensure that the Group receives the most important raw materials for its production processes.

PROCUREMENT

Procurement activities are undertaken in separate organisational units of Group members and the entire range of the required raw materials, inputs and technical segments is divided into strategic purchasing groups accompanied by predefined purchasing schedules and commercial arrangements. Different tools are used to monitor pricing trends for basic raw materials on commodity exchanges, energy prices, as well as other critical items being purchased.

The food and commodity trade is one of the most sensitive markets today, especially with regards to procurement of raw materials, because it is subject to weather impacts with little control (farming on limited agricultural areas with alternating drought and flood periods and plant diseases). These natural factors of uncertainty are accompanied by social and political factors, armed or political conflicts and market disruptions.

The downward trend in raw milk procurement was reversed in 2024 for the first time in the past few years, whereas the total costs of milk purchasing have increased due to higher transport costs. In terms of purchasing of raw materials, the market continued to stabilise gradually, especially the market for grains such as soya meal. However, some prices have increased considerably, for example the price of corn which accounts the major part of the grains used in primary production.

Even in such conditions, our procurement activities are undertaken and intended to establish and maintain good partnerships with suppliers and disperse risk by introducing substitute raw materials and diversification of suppliers. Our partnerships with suppliers have become more prominent in recent years and, thanks to our cooperation with them, all our key purchasing activities are performed in a timely manner, ensuring optimal quantities and required quality levels, without any interference with or deceleration of production flows, in accordance with the prevailing market requirements.

DEPARTMENT OF LOGISTICS & DISTRIBUTION

The logistic function is organised on the level of combined distribution channels used by domestic Group members. Distribution is one of the crucial factors in sales, in particular on the national market where goods are delivered on a daily basis to thousands of sites across the country. Subject to predefined time limits, we aim to make sure that all goods supplied are of guaranteed quality, which includes maintaining the cold chain throughout the entire distribution period. It is because of these requirements that we maintain a high level of equipment in our storage facilities and distribution vehicles in accordance with the applicable good practice requirements and adopted international standards and certificates (HACCP, IFS, ISO 9001).

Our storage facilities are appropriately designed, arranged and maintained to high hygienic standards, including protection against contamination and constant temperature control in storage facilities and distribution vehicles.

GROUPS BRANDS AND PRODUCTS

From the very beginning, the advancement of Vindija and the rest of the manufacturing companies has been based on maintaining and developing distinctive high product quality across brands and development of new products in es-

sential manufacturing segments: milk range, meat range, soft drinks and plant-based drinks. In such a setting, constant innovations in the product range of Vindija and of the other Group companies are required, and such novelties are continuously brought to market.

REASERCH ACTIVITIES

Our research activities include product analyses based on internal factors including optimisation of existing facilities and extensive experience owed to our long-time presence in the food product sector. They also include external factors, for example the relevant market indices, the latest global food trends, and customer preferences on the national and international markets. We constantly strive for innovation and aim to respond to varying market requirements in order to provide products that meet the highest standards.

Our product range development activities include optimising our range based on profitability, target achievement, compatibility with existing technical resources and capacities, market signals and compliance with the Group's development strategy. New products are created, and existing products are discontinued, rebranded or redesigned with a focus on health and functional benefits, abundance of flavour and care for environmental protection and sustainability of production.

KEY PRODUCT RANGE INNOVATIONS IN 2024

Innovative value-added products need to be worked on constantly, whereas constant improvements of the technological segment that boosts competitiveness and financial stability are an essential prerequisite for sustainable production and development, subject to a high level of knowledge.

'Z BREGOV POLLEO WHEY PROTEIN

Guided by an idea to develop a drink enriched with whey protein, Polleo Sport and Vindija designed for the past two years a product whose composition would satisfy the needs of professional athletes, as well as the general public. This resulted in a dairy drink containing whey proteins whose high nutritional values make them the right choice for optimal workout results and speedy recovery after exercising when the body needs extra protein for muscle building and recovery.



BREADED PRODUCT RANGE

The novelties in the Group's meat product range in 2024 notably include new versions of heat & eat breaded chicken breast products: a gluten-free version and an option with protein-enriched panada. The Group uses these innovations to respond to consumers' needs for easy-to-make functional and healthy products and confirms its role as a trend driver on the local market and beyond.



VINDIJA QUALITY

Vindija is a cave near Varaždin, after which the company was given its name that now stands for quality. It is a well-known fact that, over the centuries, the very best cheese makers used to take their cheeses to caves to mature and obtain their flavours, textures and streaks of healthy noble mold which only develops in ideal humidity and airflow conditions. Vindija was the first company in Croatia to start making highly valued cheeses with noble mold and was renamed into Vindija in 1970, thus combining history and future. People have gathered in Vindija Cave since prehistoric times, and this ideal of gathering for gastronomic enjoyment continues to drive our company to date. Making first-class, top-quality food with the highest nutritional values is imperative to us and we aim to remain the leader in creating new products. In 1977, we were the first ones in Croatia to replace glass milk bottles with Tetra Pak packaging and created our 'z bregov brand including a variety of new products. That is when our future started! Growth, new semi-hard cheese factories and expansion to new markets shaped the next decade. During that period, we acquired the company Koka in Varaždin and became the largest producer of fresh chicken and processed chicken meats under the brand Cekin. Vindija became a leader in the Croatian food industry and acquired Latica, the largest bakery company in Varaždin and launched its juice production activities. At that time also the take-over of the company ViR 1898 in Rijeka (an industry for processed red meat) and of a county dairy, Novi Domil, took place.

So far, we have expanded our production activities to regional markets, and our products have become available not only in stores in our neighboring countries but also across Europe. We consider the preferences and needs of each customer, develop new products and connect all generations through flavours. To us, being a leader is the past, present and future – and the philosophy that Vindija has embraced throughout its long history, while maintaining harmonious relationships with its customers. Social responsibility, adoption of the highest environmental standards and ongoing acquisition of new knowledge based on tradition and history is the path on which we have grown for the past 65 years – Vindija would not be what it is without this. The Vindija Quality mark has been a synonym for Croatian products of European quality for years, with an emphasis on functional products with additional health benefits. Our nutritionally valuable product ranges have become part of tradition and are as such found not only on family tables on a daily basis but also on the menus of first-class restaurants, as well as institutions such as hospitals or kindergartens where food suppliers are carefully screened. Our range of products covers an entire ideal daily meal plan: breakfast, lunch, snack and dinner with rich menus featuring dairy products, fermented products, cheese, butter, pudding, plant-based products, fruit juices, refreshing beverages, as well as chicken and turkey meat and processed meats.





MILK

Our journey to becoming a food industry leader started with milk. With milk in particular, we have perfected all the values that we are still proud of – tradition, quality and gastronomic excellence.

‘Z bregov milk has remained our symbol and it is up to you to decide which variant you prefer.

- FRESH MILK
- UHT COW AND GOAT MILK
- UHT FUNCTIONAL MILK

UHT PRODUCTS WITH SUPPLEMENTS

Our ‘z bregov chocolate milk is a classic masterpiece that will never become obsolete, whereas our iced coffee products bursting with arabica and robusta extract flavours offer ideal density and carefully dosed sweetness. They are a convenient solution for refreshment and will boost your energy for all challenges brought by each new day.

- CHOCOLATE MILK
- MILKSHAKE
- ICED COFFEE
- CAFFE LATTE
- CAPPUCCINO

FUNCTIONAL FERMENTS

What sets Kefir apart is the kefir culture comprising lactic-acid good bacteria and kefir yeasts that give it a refreshing taste and bubbliness to which it owes its title as “dairy champagne”! Exactly this, and its distinctive aroma elevate Kefir a legend, as well as an everlasting classic in the Croatian food industry.

- SOUR MILK
- KEFIR & SUPER KEFIR
- ACIDOPHILUS MILK





YOGHURTS

Our yoghurts are loved equally by our grandparents and our youngest and pickiest family members. In its 65 years of existence, Vindija has combined tradition and experience with the cutting-edge technology to create a yoghurt with a distinctive taste, texture and Vindija's top quality.

- PLAIN AND FRUIT YOGHURTS
- FORTIA YOGHURTS & SMOOTHIE
- VILIKIS GREEK YOGHURT
- VINDINO YOGHURTS

CREAM, BUTTER AND SPREADS

Thanks to our line of 'z bregov butter and cream products, you can let your imagination go wild and boldly prepare savoury and sweet delicacies that will leave your folks breathless and make them enjoy each bite, while our 'z bregov spreads are the foundation of each breakfast and an ideal source of energy for a successful start of each day.

- SOUR CREAM
- UHT WHIPPING CREAM
- BUTTER
- CHEESE SPREADS
- DAIRY SPREADS





SMILE (LACTOSE-FREE)

Favourite lactose-free dairy products – those of you with digestion issues can now relax and enjoy your favourite flavours of milk and dairy products.

- UHT MILK
- YOGHURT
- CHOCOLATE MILK
- COOKING CREAM





PROTEIN

'ZBREGOV PROTEIN

Our range of 'z bregov protein dairy products includes drinks enriched with proteins, skyr yoghurts, fresh cheese, puddings and snacks.

- PROTEIN DRINKS
- PROTEIN UHT DRINKS
- PROTEIN SKYR
- PROTEIN DRINK SKYR
- PROTEIN PUDDING
- PROTEIN FRESH CHEESE
- PROTEIN SNACK





DAIRY DESSERTS

Vindija's pudding is an absolute royalty of desserts and a daily indulgence for each true gourmet. Even the most demanding customers will find their favourite in our extensive range of desserts, enjoyed by people of all ages – the „Young & Old“! This ideal between-meals snack is available in practical packaging that will enhance each break you take, whether at home, at work or at school.

- “FINO MI JE” CHOCOLATE DESSERTS
- PUDDING





SOFT DRINKS

Vindi juices – full of juicy details. Our iced tea versions with familiar flavours delight with their harmony. Iso Sport – the most famous Croatian sports drink – has for almost 40 years been the first choice of numerous professional athletes, amateurs and people engaging in enhanced physical activity because it eliminates fatigue and instantly restores lost fluids in a fully natural way.

- VINDI JUICE
- NECTARS
- PULP NECTARS
- ICED TEA
- ISO SPORT SOFT DRINKS
- URAGAN ENERGY DRINKS





PLANT-BASED RANGE

Fermented drinks and desserts as part of our vegan product range.

- PLANT-BASED DRINKS
- PLANT-BASED FERMENTED DRINKS
- PLANT-BASED DESSERTS



Cekin

GASTRONOMSKA MARKA

CHICKEN

With more than sixty years of tradition, Cekin chicken is a symbol of top-quality chicken meat of Croatian origin.

- FRESH CHICKEN
- FROZEN CHICKEN
- MARINATED CHICKEN MEAT
- BREADED PRODUCTS
- PROCESSED CHICKEN MEAT





TURKEY

Naturally obtained turkey meat with a spindly muscle structure, abundant in nutritional value and rich in protein. It has traditionally enriched each holiday table and has been a favourite delicacy on each generation's daily menu.

- FRESH TURKEY
- FROZEN TURKEY
- MARINATED TURKEY MEAT
- BREADED PRODUCTS
- PROCESSED TURKEY MEAT





RED MEAT PROCESSING

Rozeto processed red meats.

- ROZETO PROCESSED MEATS





VINDIJA CHEESES

Vindija cheeses embody the outstanding and top quality of our products. Their excellence has been continuously reaffirmed at major global quality competitions. The most prestigious acknowledgements include those received at the World Cheese Awards and the ones awarded by DLG, a leading European food product quality rating organisation.

- BLUE CHEESE
- SOFT CHEESE
- PROCESSED CHEESE
- SEMI-HARD CHEESE
- HARD CHEESE
- VIVIS FRESH CREAM CHEESE





LATICA

Baked goods, handmade according to a traditional recipe.

- BAKED AND CONFECTIONERY PRODUCTS





CORPORATE FOOD SAFETY CULTURE

Food safety culture is defined as interaction between a food safety environment as perceived by the employees and management on all levels of a corporation and an implemented food safety management system, which are affected by the technology available to the company, as well as its features and policies. The Group's food safety culture is a set of our employees' views with regard to food safety at our manufacturing sites, including their beliefs and conduct when implementing measures designed to maintain food safety. Our employees' views, beliefs and values are referred to as food safety environment and are not part of legislation. Such food safety culture is intended to raise employees' awareness of the importance of food safety across the organisation, continuously making the employees aware of all relevant elements, matters and conduct necessary to ensure that we make safe, high-quality products.

The food quality and safety management system used by Prehrambena industrija Vindija is based on the standards defined in our Integral Quality, Food Safety & Environmental Management System, our internal organisational regulations and subordinated documents (ISO 9001, IFS Food, BRECS, Halal, Kosher).

VOLUNTARY LABELLING SYSTEMS

The work arrangements defined at the Group's manufacturing sites is successfully managed via our own food quality and safety systems and certified by numerous quality system and technological standard certificates awarded by external certifiers. Presented below is a summary of the most important certificates.

IFS FOOD

An international standard for assessing compliance of products and processes with regard to food safety and quality.



BRCGS

A global food safety standard as an operational tool commonly used across the world for supplier due diligence and approval activities.



AOECS GLUTEN FREE

As part of our meat product range, Cekin Gluten free products have received an AOECS gluten free certificate, which confirms their compliance with the relevant European safety standards for persons with celiac disease. This certificate warrants that our "gluten free" labelled products comply with the applicable European regulations and the "gluten free" label in accordance with the applicable European regulations and international food standard guidelines (Codex Alimentarius).



HALAL

The entirety of features of a product or service that is in compliance with the relevant Islamic regulations and satisfies the relevant quality requirements and is therefore permitted to be used by consumers of Islamic teachings.



KOSHER

This label confirms that the ingredients of a product, the manufacturing facilities and the

manufacturing processes have been checked to ensure that such products and production processes are in compliance with the requirements of the Kosher rules, as approved by the Chief Rabbi of the Bet Israel Jewish Religious Community in Croatia.

ISO 9001:2015

Quality Management System.



ISO 14001:2015

Environmental Management System.



CROATIAN QUALITY AND CROATIAN CREATION

The "Croatian Quality" and "Croatian Creation" symbols awarded in 2007 to Vindija's products by the Croatian Chamber of Economy additionally confirm the highest level of quality and adherence to global manufacturing norms and standards. This is an acknowledgement for products of unique

characteristics resulting from years of research and development, innovation and tradition.



MILK FROM CROATIAN FARMS

The extraordinary quality of Vindija's domestically made food products has been confirmed by a license to use the "Milk from Croatian Farms" label featured on 53 dairy products, awarded by the Croatian Agency for Agriculture and Food.



MEAT FROM CROATIAN FARMS

Koka also holds the Meat from Croatian Farms (born and raised in Croatia) label – a guarantee of product freshness, quality and safety for fresh poultry meat and sausages – a total of 128 products (71 fresh poultry meat products and 57 sausage products).



Koka has its own 5 HR label which additionally highlights the controlled origin of products and confirms that all 5 phases of integral poultry production are implemented in Croatia, i.e. that our poultry, starting with parent flocks, are hatched and raised in Croatia, that the feed given to such poultry originates from Croatia, and that the poultry is slaughtered and processed in Croatia. Our own “5 HR” label denotes the critical 5 phases of internal integral production and quality and safety in the domestic poultry industry. This proved to be particularly relevant during the first wave of the COVID-19 pandemic, the lockdown and disrupted supply flows.



HEALTHY LIFESTYLE

Efforts are made to inform the consumers and provide them with an opportunity to select food whose composition is recommendable for proper diet by awarding the “Healthy Lifestyle” guarantee mark. This distinctive “Healthy Lifestyle” quality seal on the packaging assures to the customer that, compared to other products of the same category, the selected product complies with high

quality standards and that experts have analysed this specific product and recommended it as part of a moderate, balanced and diverse diet.



PROVEN QUALITY CROATIA

The national quality system, also known as “Proven Quality”, was created by the Ministry of Agriculture in line with the relevant EU regulations for labeling products with a symbol that guarantees consumers that they are buying a high-quality local product made under strictly controlled production conditions, using exclusively locally sourced raw materials. This is a certificate of quality, environmental friendliness and 100% Croatian origin, awarded on the basis of the following criteria: origin, quality and speed of processing the main ingredients. Vindija received this certificate for its milk and dairy products, whereas Koka received it for its poultry meat.



V-LABEL CERTIFICATE

The V-Label is an internationally recognised certificate for labeling vegan and vegetarian products and services. This certificate is featured on 13 Vindija plant-based drinks and juices.



RAINFOREST ALLIANCE CERTIFICATE

Cocoa from certified sustainable plantations is used as input for “Fino mi je” chocolate milk pudding.



ANTIBIOTIC FREE

In early 2024, Vindija successfully extended its list of “antibiotic free”-certified products based on STP 80 for antibiotic-free farming and launched its

Cekin Kids line to ensure that our range of products intended for children includes healthy options. The Cekin Kids products are the only certified products of the kind available in the market and, in addition to containing no antibiotics, they are made without any preservatives, additives, colorant, or flavour enhancers and contain less salt.



OUR PEOPLE

The distinctive quality of the Group's products would not be possible without our proficient employees. It is our staff that plays a key role in the Group's business processes. Their expertise ensures that all business processes are duly performed and contribute to the strategic focus of our business operations. Our employees' rights are protected by several internal corporate documents and policies (concerning employment, wages, anti-harassment measures, prevention of dignity violation or discrimination and other internal rules). Human resources play a key part in the Group's success story, which is why ongoing activities are undertaken to attract and retain both managers and employees for other positions of responsibility by identifying talent and promoting and retaining experts in various corporate areas. This enriches corporate knowledge, enhances competitiveness and makes certain that a sufficient number of experts are available in all relevant fields of expertise (veterinarians, livestock and food technology engineers, nutritionists, economists and IT professionals). This contributes to innovation, stability and overall performance combined with tradition and experience.

DIVERSITY CHARTER

At the end of the reporting year, Vindija Group created its internal Diversity Policy and soon after

that signed and adopted the Diversity Charter, an EU initiative implemented in all 27 Member States that voluntarily committed to promote workplace diversity and equal opportunities and actively implement diversity and inclusion policies.

The Croatian Business Council for Sustainable Development (HR PSOR), a business association promoting sustainable development of the economy, is responsible for its implementation in Croatia and, in addition to formally signing the Diversity Charter, it is in the process of creating an Action Plan to cover the obligations assumed.

The importance of the Diversity Charters is reflected on several levels. First of all, the Charter defines that, in the light of globalisation and social change, the ability to accept and understand diversity is an essential condition precedent to successful cooperation with customers and business partners. In addition, HR PSOR underlines on its website that diversity in the management of human resources is particularly important in dynamic economies, where businesses respond to challenges and adapt to social expectations on a daily basis.

To Vindija Group, the Diversity Charter and creation of its internal Diversity Policy are among the key present and future success factors. Signing the Diversity Charter in the context of HR

management was a natural step forward and a formal acknowledgement and empowerment of the values that have been embedded in the Group since the very beginning – care for employee rights, zero tolerance for discrimination on any grounds and employment in accordance with the principles of socially responsible business. This allowed us to take a step forward in building the social segment of our sustainable business efforts to confirm our commitment to creating an inclusive and equitable work environment.

WORKING AT VINDIJA GROUP

Our employees play a key role in ensuring that the Group operates successfully, which is why ongoing activities are undertaken to attract, retain and promote managers, operating staff and other professionals. This upscales corporate knowledge, expands competitiveness and makes sure that a sufficient number of experts are available in all relevant fields of expertise (veterinarians, livestock and food technology engineers, nutritionists, economists, IT professionals, etc.). This contributes to innovation, stability and overall performance combined with tradition and experience.

The Group employs 4240 people, with high-level professionals accounting for 12.0% and women accounting for 41.0% of all employees.



EMPLOYEE STRUCTURE

CATEGORY											OVERALL VINDIJA GROUP	PERCENTAGE
December 31, 2024	1322	156	395	38	228	458	39	3	159	30	4240	1,0
Permanent empl.	1166	135	314	33	219	303	38	3	99	16	3542	0,84
Men	737	790	162	14	11	184	33	3	53	11	1998	0,56
Women	429	561	152	19	208	119	5	0	46	5	1544	0,44
Temporary empl.	156	217	81	5	9	155	1	0	60	14	698	0,16
Men	96	161	64	2	0	114	0	0	48	13	498	0,71
Women	60	56	17	3	9	41	1	0	12	1	200	0,29
Average age	40,2	44	45	51,5	48,4	42	42	37	38	45	43,3	
December 31, 2023	1306	153	382	41	229	420	39	3	148	30	4137	
Turnover	16	29	13	-3	-1	38	0	0	11	0	103	0

All employees are provided with an appropriate working environment and all Group companies secure that human rights are protected in accordance with the Constitution and all applicable laws and regulations of the Republic of Croatia and the countries where the foreign entities operate, as well as to all accepted international conventions. Human dignity and cultural and material values are respected. In the current situation, where employee turnover rates are high, we are particularly focused on improving our employees' benefits and working conditions by modernising and automating our manufacturing processes and introducing new variable incentives for our employees for the purpose of mitigating this trend.

Our employees' rights are protected by several internal corporate documents and policies (concerning employment, wages, anti-harassment measures, prevention of dignity violation or discrimination and other internal rules). As one of the fundamental values of modern society, diversity is duly respected in all Group companies. Our male and female employees are valued based on their competences and knowledge and a good diversity policy is the foundation for building each person's potential, irrespective of where they come from.

Our employees are continually educated in specific areas to upscale their proficiency and skills. Our employee benefit program is defined in each Group member's collective bargaining agreement, and we comply with the legally defined employee benefits.

Several internal corporate documents and programs are in place that define health and safety measures intended to protect our employees. Workplace safety training courses are delivered regularly to make our employees aware of the risks they may face in the workplace, and we also train our employees in providing first aid in the workplace, conduct evacuation drills and subject our employees, assigned to jobs with special working conditions, to appropriate medical examinations.

In 2024, more than 500 employees of Vindija d.o.o. took part in some form of education and we delivered our internal education courses for the purpose of refreshing and transferring knowledge within the organisation for more than 25 days.

Our care for our employees is also reflected in raises and increasing performance bonuses, holiday allowances and Christmas bonuses. The overall nominal wage increase rate was 14.2% and such increase is intended to raise our employees' standard of living, whereas the nominal amount of all increased benefits was EUR 11.7 million in 2024.

In addition, we undertake new investments to update our equipment and automate our production processes to relieve our employees and reduce physical labor.

All these items are defined in the collective bargaining agreements entered into between all Vindija and Koka Group entities and the Croatian Union of Workers in Agriculture, Food, Tobacco and Water Management (PPDIV). However, according to the relevant statutory provisions, they apply to all employees of the Group, not only those who are members of the Trade Union with which the Collective Bargaining Agreement was signed. The employees of Vindija and Koka are members of the PPDIV Union, whereas the employees of Vindija trgovina and ViR are members of the Commercial Trade Union of Croatia. In addition, Koka has a Works Council in place, which operates in accordance with the Labor Act.



3. The Path Towards Sustainability



OUR VISION OF SUSTAINABLE DEVELOPMENT

Vindija's Group's vision is based on our own predefined universal principles of conducting business which support sustainable development across the Group.

Group entities are local and regional market leaders in many categories covered by their product ranges, such as chicken and turkey meat, fresh milk, dairy desserts, and other products. We believe we owe this leadership to the Group and will achieve long-term success for it by fostering tradition as the foundation for the distinctiveness of our product portfolio which is, in addition to our employees' top expertise and an innovative approach, being constantly adjusted to market trends but also helps create them. By making available good-quality, tasty and attractive food products, we provide that our youngest consumers adopt healthy eating habits, while retaining our loyal and satisfied customers across a wide range of preferences. It is precisely this combination of tradition and innovation that was recognised as the foundation of sustainable development and support for overcoming future business challenges. Accordingly, a dedicated Sustainable Development and ESG Department is established within the Group, which oversees all current sustainable development and business activities, takes a strategic approach and supplements them in line with the environmental, social and governance standards applied in related industries in EU markets.



GROUP-WIDE UNIVERSAL BUSINESS PRINCIPLES (GRI 2-23)



STAKEHOLDER ENGAGEMENT & MATERIALITY ASSESSMENT (GRI 2-29, 3-1)

In 2024, Vindija Group began to internally align its approach to reporting with the requirements of the new European Sustainability Reporting Standards (ESRS) under CSRD. Our activities were focused on establishing and improving our processes for the assessment of material impacts, risks and opportunities (IRO) and developing a methodology for double materiality assessment in accordance with ESRS 1 and ESRS 2.

Based on the results of prior internal assessments and consultations with the relevant departments, it was decided at this stage to retain GRI as the main reference in the reporting framework and gradually implement ESRS elements and theme-specific requirements where possible. This approach allows for consistence with and comparability to earlier reports and enables us to meet the international expectations of stakeholders, including customers, financial institutions and business partners, as well as prepare on an ongoing basis for future regulatory obligations, which shall require full compliance with ESRS.

Vindija Group remains firmly focused on enhancing its transparent sustainability reporting practices, with a clear strategic path to comply with the EU regulatory framework.



KEY STAKEHOLDERS
AND MATERIAL TOPICS (GRI 3-1, 3-2, 3-3)

In 2024, Vindija Group began to address the identified need to communicate with and directly involve external stakeholders in the process of managing material topics.

As part of the process of updating material topics and preparing to integrate ESRS elements, Vindija Group conducted dialogues with several key external stakeholders. This was intended to align the information priorities and stakeholder expectations with our internal sustainable business strategies.

In the course of such communication, Vindija Group acquainted its stakeholders with the internal sustainable business processes and our short-term and mid-term goals in the field of environmental efficiency, energy transition and value chain management.

Stakeholder feedback focused in particular on the Group’s logistic processes, especially in the context of decarbonisation, as well as the need to report on resource efficiency initiatives. In general, resource efficiency and decarbonisation processes were identified as priorities to be focused on for the purpose of informing external stakeholders.

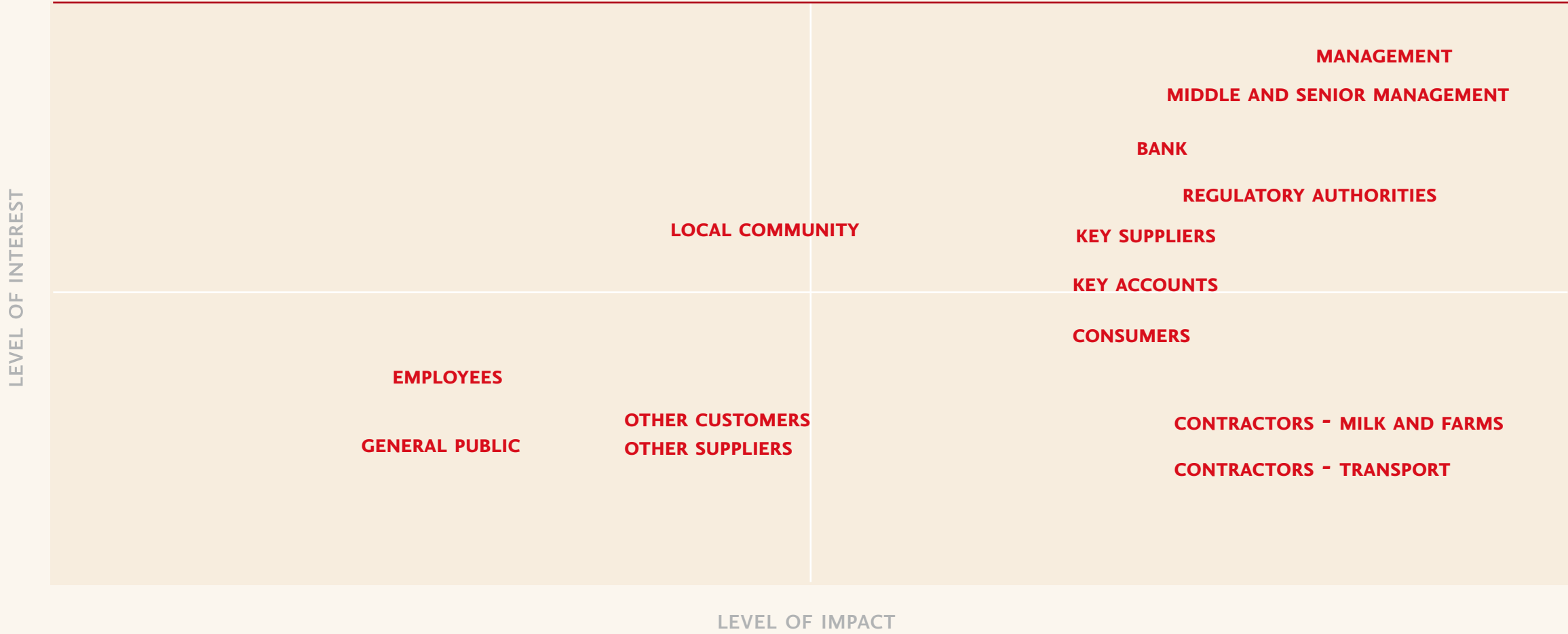
Social and environmental responsibility of the

supply chain and treatment of local and other suppliers were found to be further topics relevant to the stakeholders, including the maintenance of our product range innovativeness to reinforce our ties with consumers, especially younger generations.

This dialogue also allowed us to identify the challenge of collecting ESG-relevant data in the supply chain, especially in the case of small suppliers and business partners that have not yet established or formalised their corporate sustainability processes. By interacting with its external stakeholders in this context, Vindija Group had an opportunity to exchange experience and proposals for initiatives to improve sustainability across supply chains, thus obtaining valuable insights for further development of its sustainability strategy.

This kind of dialogue confirms the usefulness of ongoing open communication with external stakeholders with regard to sustainability and provides a foundation for further improvement of our approach to materiality, inclusion of the value chain and long-term building of the Group’s ESG practices.

KEY STAKEHOLDERS OF VINDIJA GROUP



MATERIALITY MATRIX OF VINDIJA GROUP



SUSTAINABILITY GOALS

During the reporting year, Vindija Group fully achieved all its predefined short-term sustainability goals, thus further reinforcing the operational foundation for further improvements of the ESG aspects of our business. The results achieved include improvements in the formalisation of our internal corporate policies, certifications of our manufacturing facilities in the area of environmental management, energy efficiency and waste management, and raising awareness of the sustainable development priorities within the organisation.

In the upcoming period, we will focus on completing the process of complying with the requirements of the European Sustainability Reporting Standards (ESRS). This will allow us to establish a consistent and comprehensive reporting structure in accordance with the applicable regulatory frameworks of the European Union.

At the same time, Vindija Group will further intensify its activities with regard to supply chain management for the purpose of formalising its system of collecting ESG-relevant data from suppliers and contractors. This is intended to reduce our reliance on estimates with regard to emission calculations and other indicators and increase the reliability and accuracy of reported information. This approach also allows us to exchange knowledge and experience with our value chain partners and helps build long-term business relationships and achieve common sustainability goals.

The implementation of these activities is the foundation for attaining the Group's sustainable development strategic vision, the progress of which will be regularly reported as part of our future Annual Sustainability Reports.

VINDIJA GROUP'S SHORT-TERM SUSTAINABILITY GOALS

In 2024, the Group achieved almost all its short-term corporate sustainability goals. Certain activities were updated as mid-term priorities, primarily due to external regulatory reasons, as well as our internal organisational reasons. Presented below is a summary of the short-term goals achieved.



1. ISO 14001 CERTIFICATION OF MANUFACTURING FACILITIES

The governance systems at the manufacturing sites of Vindija, Koka and Vindon entities were successfully certified to ISO 14001:2015.



2. HIGHER SHARE OF RENEWABLE ENERGY SOURCES IN TOTAL ELECTRICITY CONSUMPTION

During the reporting year, we commissioned solar power plants at the following sites: Vindija's manufacturing site (Međimurska ulica, Varaždin) and three Koka's primary production sites (broiler farms). In addition, 100% renewable-source electricity was agreed to be supplied to Vindija and ViR members.



3. FORMALISATION AND ESTABLISHMENT OF BUSINESS SYSTEMS AND RELATED INTERNAL POLICIES

The following key internal policies of Group members were laid down during the reporting year: Internal Corporate Documents Policy, Environmental Management Policy and Diversity Policy.



4. ESTABLISHMENT OF A SCOPE 3 EMISSION CALCULATION SYSTEM

We defined key categories for calculating Scope 3 emissions, collected the relevant data and performed a calculation. During the reporting period, such calculation was only made for the Group's parent company (Prehrambena industrija Vindija), however, we will focus on extending such calculation to the rest of the Group affiliates in the upcoming period.



5. IMPROVEMENT OF THE INTERNAL COMPLIANCE SYSTEM

An internal auditor function was established at a Group level, thus further enhancing effective implementation of internal procedures and processes, as well as operational risk management.



6. DIGITALISATION OF BUSINESS ACTIVITIES

During the reporting year, we continued to implement digital solutions, thereby setting foundation for further development in this area. Digital transformation will thus be gradually integrated in our daily operations with the aim of creating a more efficient, agile and sustainable operating environment.

VINDIJA GROUP'S MID-TERM SUSTAINABILITY GOALS



1. EXTERNAL STAKEHOLDER ENGAGEMENT AND DOUBLE MATERIALITY ASSESSMENT

In addition to our short-term annual sustainable development goals, we intend to intensify our dialogues with external stakeholders in the upcoming period to involve our strategic partners across the value chain via direct contact and communication about sustainable business. In addition, we undertake activities to intensify our longstanding, deep cooperation with the local community. In addition to continued sponsorship and donation activities, we would like to focus on educational and healthcare institutions by delivering education and providing support to practical courses to provide a valuable experience and transfer knowledge to interested fresh employees while at the same time creating conditions for attracting talent. These goals are covered by our approach to double materiality assessment which will allow us to thoroughly identify, measure and manage Vindija Group's impact on its external stakeholders.



2. ENERGY EFFICIENCY AND RENEWABLE ENERGY INITIATIVES

One of the Group's strategic goals is to continually decarbonise its business operations and optimise its energy usage, as well as to increase the share of renewable energy sources in its production processes. During the upcoming period, we plan to continue to optimising our supply chain and operations of key energy consuming equipment at our manufacturing facilities to attain a higher level of operational and energy efficiency. In addition, we are increasing the share of renewable energy sources by gradually equipping our manufacturing facilities with solar power plants. Further information about the governance energy initiatives undertaken in 2023 is available in Section 4.3 of this Report.



3. OVERCOMING LABOR SHORTAGE CHALLENGES

The entire domestic private sector, and in particular the food industry, are facing a difficult challenge with regard to the macroeconomic and demographic circumstances and a lack of labor. In addition to the manufacturing segment, this labor shortage challenge notably affects the logistics segment which lacks both drivers and warehouse workers. To adapt to this situation and the demographic and macroeconomic trends, we resorted to filling our ranks by employing foreign workers, as did many other companies in our surroundings. In addition, the Group has worked on an ongoing basis on improving the working conditions and the Management Board constantly ensures that our employees' standards are raised, including their wages and many other improvements in terms of benefits.



4. Our environment



EFFICIENT USE OF
MATERIAL RESOURCES (GRI 306)

The Group has continuously optimised its waste management activities and use of material resources. One of the waste management principles followed by our manufacturing sites is to optimise our waste sorting and to monitor and optimise the share of mixed waste in industrial waste generated at our manufacturing sites. The Group has recognised the key role of packaging used for our own food products because it allows us to seamlessly convey the very high quality and safety standards followed by our manufacturing sites to the stores where our customers shop and, ultimately, to our consumers’ households. When selecting and using packaging for our food products, we use our best efforts, optimise on an ongoing basis and adjust to statutory and market requirements. In addition, to protect our environment and human health and to reduce any adverse impacts of waste, Vindija Group selects and uses environmentally friendly materials that are transparently identified on the packaging as part of voluntary labeling.

Adjustments to and compliance with future legislation was an important business activity undertaken by the Group companies in 2024. According to the Packaging, Packaging Waste, Disposable

Plastic Products and Fishing Tools Ordinance, all labels, caps and packaging composition needed to be adjusted as of 1 January 2025.

We successfully implemented tethered bottle caps and conducted trial production runs for rPET packaging. Namely, as of 2025, manufacturers of packaged products and packaging can no longer market bottles made of polyethylene terephthalate (PET) as their main ingredient unless they contain at least 25% of recycled plastic, calculated as an average value for all PET bottles placed on the market. As of 1 January 2025, we have used rPET in our standard production processes, thus satisfying the applicable legal requirements.

WASTE GENERATED AT OUR
MANUFACTURING SITES

TYPE	AMOUNT (t)
Paper and paperboard packaging	777,43
Plastic packaging	220,08
Mixed packaging	1.099,61
Iron and steel	90,16
Wooden packaging	18,75
Composite packaging	202,99
Paper and cardboard	40,64
Animal byproducts	15.870,10





WATER USE MANAGEMENT (GRI 303)

Water is one of the most important resources for our manufacturing sites. Dairy and meat industries use large amounts of water for different purposes. Water is included in almost all production processes and phases. It is used as input, as a washing and sanitation agent, for cleaning and rinsing, as well as for heating (steam, hot water) and cooling (chilled water). The amounts used depend on a host of organisational and process-related aspects. We designed the necessary infrastructure and treatment systems in accordance with the requirements set. Due to the importance of water as a resource, all our manufacturing sites may opt to use water from the public water-supply system or from their own reservoirs. Varkom, a local utility company, supplies water to our sites in sufficient quantities. The amounts received are measured and recorded and the price is calculated per unit of volume and includes an additional municipal wastewater treatment charge.

Water is pumped from our own reservoirs by using submersible pumps and supplied directly under pressure or via accumulation tanks. The water we use in our production processes is of guaranteed quality and compliant with the applicable drinking water requirements. It must be clear, odorless, tasteless and microbiologically flawless. Depending on the application, water treatment includes

many modern techniques such as filtration, ion exchange, sterilisation and reverse osmosis. The water supplied to boilers for the purpose of generating steam and water treated at high temperatures needs to be softened to prevent scaling.

Scale in boilers is undesirable both safety-wise and economically. For both environmental and financial reasons, we are particularly focused on monitoring our water consumption because any loss of water results in loss of energy, which is why the optimisation of its use generates multiple benefits.

WATER USE AT MANUFACTURING SITES

MEMBER	AMOUNT (m³)
Vindija	556.334
Koka	417.830
Vindon	212.157
ViR	15.916
Vindija Lajkovac	226.260

USE OF ENERGY AT OUR
MANUFACTURING SITES

The Group’s manufacturing sites use energy such as gas, electricity or, where necessary, liquefied petroleum gas (LPG) and heating oil. The Group invests in the energy efficiency of its production processes on an ongoing basis. Energy consumption is measured not only for the purpose of monitoring operating expenses but also for the purpose of ensuring that our investments in energy efficiency are cost-efficient. Presented below is a summary of energy consumption at our manufacturing sites and an overview of initiatives and innovations in the area of energy efficiency implemented in 2024.

ENERGY CONSUMPTION						
ENERGY	UNIT	VINDIJA	KOKA	VINDON	VIR	VINDIJA LAJKOVAC
Gas	MWh	79.088,43	67.631,52	9.724,29	42,51	19.531
Electricity	MWh	31.176,14	31.558,20	6.966,78	1.143,01	9.269,11
LPG	MWh		17.703,82	1.163,12		1.388,66
Heating oil	MWh	129,49	9.925,32		1.518,66	12,72



GHG CALCULATION (GRI 305)

The calculation of the Group’s greenhouse gas emissions was carried out in accordance with the Scope 1 & 2 GHG Protocol by taking into account the primary figures collected at measuring devices and amounts appearing in the invoices received from our energy suppliers. Most of the Group’s direct GHG emissions result from the use of energy at our manufacturing sites, retail sites, distribution centers and administration buildings, as well as fuel used for our vehicles. In the process of calculating these emissions for the year 2022, we defined organisational boundaries within the Group in terms of entities, sites and business activities, thus establishing a baseline year benchmark for our calculation and a basis for achieving progress in terms of decarbonising the Group’s business processes.

GHG CALCULATION 2024

VINDIJA GROUP	CO ₂ e (t)
Scope 1	52.625,32
Scope 2 (location-based)	18.153,47
Scope 2 (market-based)	13.868,13

SCOPE 3 EMISSIONS CALCULATION

During the reporting year, we performed for the first time a calculation of our Scope 3 GHG emissions. We identified the key significant categories and collected the relevant data. We selected the parent company (Vindija d.o.o.) as the baseline for our Scope 3 calculation and plan to extend this calculation to the remaining Group entities in the upcoming period. The calculation was based on a combination of financial data and internal information concerning the amounts of materials (Categories 1 and 2), invoiced energy consumption (Category 3), records of distances driven by our contractors (Category 4) and the actual amounts of waste reported in the Environmental Pollution Register (Category 5), with certain estimates where no data was available, such as estimates of distances driven by our employees in relation to their registered addresses and work locations (Category 7). In the upcoming period, we will use our best efforts to obtain relevant data about emissions generated in our supply chain to make our calculation as accurate as possible and to minimise its dependence on indirect data and estimates.

SCOPE 3 - Vindija d.o.o.	CO ₂ e (t)
Purchased goods and services (Category 1)	260.662,38
Capital goods (Category 2)	3.861,21
Fuel- and energy-related activities (Category 3)	3.105,49
Upstream transportation and distribution (Category 4)	6.765,72
Waste generated in operations (Category 5)	530,31
Employee commuting (Category 7)	904,58



5. Innovations and sustainable development

KEY INNOVATIONS IN PRODUCTION PROCESSES (GRI 413)

ISO 14001 CERTIFICATION

Vindija, Koka and Vindon had their environmental management systems successfully certified according to ISO 14001:2015. It is an internationally recognised environmental management standard, which certifies commitment to reducing adverse environmental impacts and ensures compliance with the applicable regulations.

The certified meat industry sites of Koka in Varaždin in Vindon in Slavonski Brod include the production and processing of chicken and turkey meat, covering our range of fresh and frozen meat, meat preparations, sausages, processed chicken and turkey meat and seasoned breaded and baked products. The certified manufacturing sites of Vindija in Varaždin and Županja include a wide range of products such as dairy and plant-based products, fruit juices, soft drinks and quick-frozen baked goods. The certificate awarded confirms the commitment and involvement of different teams and departments of different companies.

Having our environmental management system certified to ISO 14001:2015 results in greater trust among our customers and consumers, encourages our employees to be committed to environmental protection, continuously improves our business system and helps achieve our goals in terms of reducing our adverse environmental impacts.

CONSTRUCTION OF KOKA'S NEW HATCHERY

As a market leader and the largest national producer of chicken meat sold under the popular brand Cekin, Koka launched its project to build a new hatchery. This plant complies with the highest standards and features state-of-the-art equipment as used in Europe and beyond, highly developed digitalised systems and cutting-edge technological solutions.

This capital investment worth around EUR 20 million was financed exclusively by our own funds and represents an important step toward technological and environmental progress of this domestic food company that already adheres to the highest product quality standards, as confirmed by numerous certificates, awards and acknowledgements.



The project to build the hatchery with a maximum annual capacity of 45 million chickens is important for generating our domestic poultry producing capacities, benchmarking and boosting our competitiveness. Its construction began in July of 2024, and we expect the equipment to be fully operational and the production processes to be established no later than September of 2025.

The Croatian food industry and, in particular, its poultry segment, are the key pillars of self-sufficiency and safety in the food supply chain, especially in the light of global disruptions and uncertainties. As a national market leader, Koka makes important contributions to the building of domestic food industry's capacities by using cutting-edge technologies, increasing self-sufficiency in poultry production and raising environmental standards.

HEP ZELEN (GREEN) SUPPLY

Contracts were executed during the reporting period for two Group entities – Vindija and ViR – to supply them with electricity originating from renewable sources as part of the certified ZELEN system of HEP (Croatian Electric Power Company). These contracts guarantee that all electricity supplied to said Group entities originates from renewable sources such as water, sun, wind or biomass. In addition to this advancement, the Group

was also focused on reducing its carbon footprint by further modernising and investing in its own capacities. This integral approach is necessary to allow us to adequately reduce our carbon footprint and is compliant with the sustainable energy use management principles.

OTHER INNOVATIONS AND STRATEGIC FOCUS OF DEVELOPMENT

In 2024, Vindija Group supported its increasingly good performance by further capital investments in all its entities. Planning was focused on the optimisation of the entire investment portfolio to ensure operating efficiency and long-term sustainability. The investments in all Group entities amounted to EUR 27.3 million, most of which pertains to Vindija and Koka, thus tripling the amount invested under the 2023 investment plan.

The key investment made in 2024 on a Group level was the investment in building a new modern and automated hatchery for Koka d.o.o., having a nominal value in excess of EUR 19 million, thus providing a healthy and solid basis for developing the entire vertically integrated production process. Some of the Group's strategic investments were focused on green energy – in 2024, we commissioned a new 700 kW solar power plant at Vindija's manufacturing site at Međimurska ulica in Varaždin. Three new solar power plants were commissioned on Koka's broiler farms,

expected to generate 860,254 kWh per year.

The highlights among other production process innovations in 2024 include a new line for thermal treatment of desserts, which saves us costs and makes our technological production process more efficient, in addition to further improving the products. Organisational innovations allowed us to further optimise our production by upsizing batches. In addition, the laboratory now features a new dairy product analyser for analysing liquid, semisolid and solid products, which allows detailed analysis of chemical quality parameters for dairy products.

In 2024, the Group focused on strategic planning with an emphasis on formulating a long-term operating plan for our production and investment activities. In Q1 2025, we will focus on the final optimisation of the multiyear investment plan, whereas Vindija Group plans to implement an investment cycle worth tens of millions of euros which will include several key investments and focus on our manufacturing facilities, the related equipment and infrastructure, investments in energy and resource efficiency, exploitation of renewable energy potentials, environmental protection and employee wellbeing.



CONTRIBUTION TO THE COMMUNITY (GRI 413)

To Vindija Group, socially responsible business is not merely an obligation but rather an approach to our daily activities. While complying with the rules of sustainable development, we are also committed to business ethics, building good interpersonal relationships and providing support to the local community through cultural, sport and donation activities.

SUPPORT TO CULTURAL AND OTHER EVENTS IN THE LOCAL COMMUNITY

As the general sponsor of Varaždin's Špancirfest festival, Vindija and Koka continued to provide their longstanding support to this major regional street festival. In addition to offering a wide range of their products, the festival is supplemented by our program titled "Vindiland Children's World" intended for the youngest ones, which promotes healthy habits and sustainability.

As its Golden sponsor, Vindija supported the 54th Varaždin Baroque Evenings, a prestigious festival combining music, tradition and education and promoting Varaždin's cultural heritage.

Our commitment to community development is also reflected in our sponsorships of and donations presented to institutions such as the Varaždin Croatian National Theater and Varaždin Music School, as well as our support provided to different events, including: Varaždin Throwdown 2024 (an international cross-fit competition), Varaždin City Trophy (an international dancing tournament), the Charity Race of the City of Angels, the Aquacity Challenge Triathlon Festival 2024, the Vindi Cup 2025 tennis competition and the 45th Varaždin New Year Race.

Vindija has also actively cooperated with University North, the Varaždin Faculty of Organisation and Informatics and the Varaždin School of Commerce, thus supporting education and scientific development.

SUPPORT TO SPORTS AND HEALTHY LIFESTYLES

As longstanding advocates of active and healthy lifestyles, Vindija and the Group entities support the activities of sports clubs and associations and individual athletes on an ongoing basis.

In 2024, we continued to cooperate with the Vindija Gymnastics Club, Vindija Baseball Club, Vindija Wrestling Club, Koka Women's Handball Club, Vindi Dance Studio, Vindija Classical Ballet Association, Armus Kickboxing Club, Viškovci

Moto Club, the track & field athlete Jana Koščak, swimmer Jana Pavelić and kickboxer Antonio Plazibat. We also supported major sport events, Formula Student Alpe Adria in Zagreb, Return to 3x3 Basketball - Powered by Cekin, Zagreb Advent Run, Fight Nation Championship, and the Run for Down charity race.

CARE FOR THE MOST DEPRIVED ONES

Care for the community is not complete without providing support to those who need it the most. Vindija and Group entities regularly donate funds to Varaždin Bishopric Caritas and Vukovar Safe House and continue to participate in Croatian Caritas' "For 1000 Joys" humanitarian campaign.

TECHNICAL SUPPORT AND SPONSORSHIPS OF SCIENTIFIC CONVENTIONS

Vindija has continuously invested in professional conventions and training courses, thus allowing the academic and business communities to exchange knowledge. In 2024, Vindija was a sponsor of and a partner to the 17th Food Safety and Quality Conference (Croatian Chamber of Economy, Opatija), the 4th Day of Agriculture, Fishing and Forestry (Croatian Ministry of Agriculture, Osijek), the 45th Dairy Experts Symposium (Croatian Dairy Association, Rovinj), and the 26th Consultations for Sheep and Goat Breeders (Opatija).





As the largest poultry industry in Croatia, Koka was the main sponsor of the 15th “Days of Poultry Farmers 2025” Scientific & Professional Symposium (Pula) and participated in the 31st Autumn International Bjelovar Trade Show where it was an official sponsor of feed at the 31st National Cattle Exhibition.

Our vision of social responsibility is based on ongoing investments in the community, culture, sports, education and charity projects. We are proudly continuing to build a better future through sustainable business and partnerships with the society in which we operate.

CONTRIBUTION TO THE ECONOMY

As part of its extensive and complex business processes, the Group directly and indirectly affects the community and the environment. In addition to its employees, the Group cooperates with almost 1000 contractors, primarily carriers, milk producers and farmers, including some of the key suppliers of the Group. The share of the Group’s domestic suppliers is almost 75%. As for the two largest entities, such share in Vindija is 72%, and 71% in Koka. Prehrambena industrija Vindija is the only food company in Croatia to purchase three kinds of milk – cow milk, goat milk and sheep milk.

Regarding its share in milk purchasing, Vindija is the largest purchaser of goat and sheep milk in Croatia and the second largest purchaser of cow milk. Each producer is guaranteed security and contractually defined business cooperation. Clear and transparent business relationships create long-term partnerships – the cooperation between the Group and certain milk producing farms spans several generations. In addition to a guarantee of having their milk purchased for a fair price and without any payment delays, milk producers can be supplied with feed produced in our own integrated feed factory and obtain the necessary production materials. In addition, Vindija’s Milk Purchasing Sector (SOM) is available to milk producers on a daily basis via fieldwork, for advisory and educational purposes.

More than 40% of all purchased milk originates from farms that handles their byproducts in an environmentally friendly way by using biogas facilities, thus making a positive environmental impact. In addition, a number of farms use their own solar power plants to obtain electricity, which also constitutes an example of good environmental sustainability practice pursued by Vindija’s business partners. Vindija is a longstanding holder of the “Milk from Croatian Farms” label, its needs and capacities ensuring that no milk purchase arrangement with any Croatian milk producer is cancelled and that no interested producer is

denied an opportunity for cooperation. Vindija was the first dairy food industry to be awarded a “Proven Quality Croatia” certificate in 2023. This also had a positive impact on our contractual milk producers because they were preferred and placed in a more favourable position than other producers of dairy factories that do not hold this mark in terms of applications and scoring for rural development measures.

MEAT CONTRACTORS

Vindija Group’s meat segment includes highly integrated poultry production, which requires a comprehensive organisational/manufacturing flow and certainly includes primary producers and small farmers that are effectively connected in the finalisation of products in the market. Koka thus organises and protects small producers’ activities and connects them including farming, purchasing Croatian grains and individual feeders connected via clearly defined business cooperation agreements, which is of strategic importance for the overall Croatian agricultural and livestock breeding activities, and thus enhances its own production processes.

LOCAL COMMUNITY ENGAGEMENT

The Group also makes valuable contributions by cooperating with local educational institutions. This cooperation relates to various forms of sponsorships, students visiting our manufacturing facilities, external lectures for Group employees at institutions, mentorship programs, etc. However, the potential for cooperation in this respect is vast and needs to be fully exploited. This is precisely why our cooperation with the local community has been identified as a strategic objective for the Group sustainable development for the purpose of achieving ongoing success in this field. We believe that mutual benefits with direct and indirect impacts will result from intensifying this form of cooperation. The Group transfers knowledge and experience to the local community and future workers in Croatia, thereby indirectly contributing to the local and broader economies. In addition, young local people are potential employees of the Group and/or its business partners, which means that, by helping them build their intellectual capacities, the Group indirectly contributes to its own business processes.

ANIMAL WELFARE

With regard to its primary poultry production segment, the Group adheres to high animal welfare standards by implementing the prescribed additional requirements and performing its obligations in terms of raising and keeping animals, which go beyond the general statutory provisions for each kind of animal. Animal welfare includes exceeding standards at farms as to supplying them with water and food and caring for their natural needs and ensuring that they have sufficient space available. Ensuring animal welfare on farms is a prerequisite for the sustainability of animal breeding and food quality and safety, which inevitably results in a need to train different professionals in the "farm to table" food production chain. These high standards, which exceed the general statutory provisions, have been confirmed and certified. Based on our customers' and consumers' needs, we continuously deliver animal welfare awareness training courses to our employees because by raising animal welfare awareness, we also become aware of its impact on meat quality.



6. Corporate governance

GOVERNANCE STRUCTURE

Beyond this reporting period but before disclosing this Report, the parent company Vindija d.o.o. was transformed – according to the relevant Decision of the Commercial Court in Varaždin dated 3 June 2025, it became a limited liability company. Headquartered in Varaždin, Vindija Grupa d.o.o. for Business and Management Consultancy was incorporated in 2024 and holds 97.9% of Vindija d.o.o.'s shares.

A Supervisory Board is in place in each Group entity as a supervisory body supervising the relevant company's business. The Management Board reports financial and operating results, strategy and business plans to the Supervisory Board. This is done in compliance with the applicable regulations concerning the incorporation and operation of companies. In their daily operations and activities, Group affiliates adhere to and comply with the provisions of all applicable anti-corruption regulations. Anti-corruption principles are embedded in various internal corporate documents and procedures. The activities undertaken in this respect may be divided into improvements in compliance with laws, business rules, good business practices and ethical conduct of business, and internal procedures and work instructions. All employees are subject to disci-

plinary action and their employment may be terminated if they engage in any corruptive activities. In 2024, the Group did not record any reports of suspected or actual corruption.

These internal corporate documents notably include the Internal Whistleblowing Process and the Process for the Appointment of a Trusted Person and Their Deputy Policy, with which all employees are acquainted. In this way the Group ensures that all whistleblowers are protected against adverse actions and that all measures necessary to remove their consequences. Regarding our internal procedures, they notably include the procedure for prior legal and financial verification of each contract between the company and its suppliers or customers. In its business processes, the Group does not hire any third parties, including representatives, subcontractors or advisors, for any activities it would otherwise refrain from undertaking. Each Group entity has a job organisation and systematisation manual in place, which describes all jobs and defines all job descriptions, any particularities and the line managers responsible for each job.

SUPERVISORY BOARD

The Supervisory Board operates within the limits of the law, endorses annual financial statements, appoints and deposes Management Board members, helps in implementation of business policies by supervising the company's affairs, and actively cooperates with the external auditor.

The Management Board and the Supervisory Board support business transparency and socially responsible activities with regards to all stakeholder groups of the company. In this context, all employees are required to comply with high ethical and corporate standards. So far, the Group has implemented ethical conduct rules via internal corporate documents such as the Employment Policy, Remuneration Policy, Policy for the Measures and Activities to Prevent Workplace Harassment, Sexual Harassment, Dignity Violation and Discrimination, the Internal Whistleblowing Process and the Process for the Appointment of a Trusted Person and Their Deputy Policy, the Data Protection Policy, etc.



POPIS ČLANOVA UPRAVA I NADZORNIH ODBORA ČLANICA GRUPE



VINDIJA d.o.o. Varaždin

MANAGEMENT BOARD

Nenad Klepač	Chairman of the Management Board
Branimir Bricelj	Management Board member
Biljana Đilas	Management Board member

SUPERVISORY BOARD

Zvonimir Buterin	Chairman of the Supervisory Board
Tamara Drk-Vojnović	Supervisory Board member
Dubravka Drk-Mravlinčić	Supervisory Board member
Saša Vojnović	Supervisory Board member
Alan Mravlinčić	Supervisory Board member

ADDRESS

Međimurska ulica 6, Varaždin

OIB (Tax ID No.)

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KOKA d.o.o. Varaždin

MANAGEMENT BOARD

Stjepan Sabljak	Chairman of the Management Board
Nenad Klepač	Management Board member
Roman Merkaš	Management Board member

SUPERVISORY BOARD

Zvonimir Buterin	Chairman of the Supervisory Board
Borislav Slunjski	Dep. Chairman of the Supervisory Board
Tamara Drk-Vojnović	Supervisory Board member
Dubravka Drk-Mravlinčić	Supervisory Board member
Alan Mravlinčić	Supervisory Board member
Saša Vojnović	Supervisory Board member
Božo Đuras	Sup. Board member, rep. of employees

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VINDON d.o.o.

MANAGEMENT BOARD

Damjan Tomšić	Director
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SUPERVISORY BOARD

Zvonimir Buterin	Chairman of the Supervisory Board
Tamara Drk-Vojnović	Dep. Chairman of the Supervisory Board
Dubravka Drk-Mravlinčić	Supervisory Board member
Alan Mravlinčić	Supervisory Board member
Saša Vojnović	Supervisory Board member

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VIR 1898 d.o.o.

MANAGEMENT BOARD

Igor Vasović	Director
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SUPERVISORY BOARD

Goran Vučetić	Chairman of the Supervisory Board
Alan Mravlinčić	Dep. Chairman of the Supervisory Board
Saša Vojnović	Supervisory Board member

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VINDIJA trgovina d.o.o. Varaždin

MANAGEMENT BOARD

Saša Vojnović	Director
Igor Lukačević	Procurator

SUPERVISORY BOARD

Zvonimir Buterin	Chairman of the Supervisory Board
Dubravka Drk-Mravlinčić	Dep. Chairman of the Supervisory Board
Tamara Drk-Vojnović	Supervisory Board member

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FSH UNIP+

Aksentije Staničević	Director
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ADDRESS
Vladike Nikolaja 60
Valjevo



VINDIJA VET

Dejan Palačković	Director
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ADDRESS
Beogradski put bb
Plandište



VINDIJA SARAJEVO

Elmir Šabanija	Director
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ADDRESS
Rajlovačka bb
Sarajevo



VINDIJA INTERNACIONAL SKOPJE

Gjurgica Sofronijevska	Manager without limitation
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ADDRESS
Ul. Hasan Priština br.47A
Skopje



VINDIJA Brčko

Nenad Klepač	Director
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Brčko distrikt BiH