



## Apetit Group's operating policy

Apetit is a Finnish food group, and its businesses are Food Solutions and Oilseed Products. The Group's parent company is Apetit Plc. This operating policy applies to all Group companies in all operating countries.

Apetit's vision is *Plant-based growth. Pioneer and market leader.*

We create well-being from vegetables by producing diverse options for increasing plant-based and sustainable nutrition as well as high-quality raw ingredients for further processing. The profitability of operations enables growth and continuous improvement.

We operate responsibly and take the needs of our customers, employees, owners and society into account in our responsible operations. We are committed to equal, non-discriminatory and fair treatment of everyone. We continuously develop our operations in accordance with the requirements of the changing operating environment. We comply with the laws and regulations governing our operations as well as the international commitments and recommendations governing responsible operations. Effective internal and external communication is central to our operations.

### **Apetit Group's operational objectives:**

1. We improve our customers' satisfaction every day.
2. We systematically develop our quality and product safety culture throughout the food supply chain. We guarantee the quality, safety, legality, authenticity and origin of our products.
3. We want to be the best place to work for our employees. We listen to our employees and develop our operations in cooperation with them. We support individuals' professional growth and our employees' desire to develop their work community.
4. We actively improve the safety culture, occupational safety and well-being at work in all operations.
5. We promote the implementation of the principles of sustainable development in our operations. We identify social risks and environmental impacts related to our operations and value chain and develop our operations to reduce them. We work to reduce the environmental and climate impacts of our value chain. We reduce our climate impact in accordance with the company's goals.

The company's management is committed to the continuous improvement of operations and directs the company in accordance with this operating policy. The Group's CEO together with the Management Team ensures that the operating policy is up to date in management reviews and monitors compliance with this operating policy.

The Code of Conduct and Disclosure Policy applicable to all employees of Apetit Group and the ethical supplier requirements applicable to all suppliers of the Group supplement this Operating Policy.

Säkylä, 15 December 2025

Apetit Plc  
Esa Mäki  
CEO