



Apetit Group's Code of Conduct

Apetit Group's Code of Conduct guides operations in all of the Group's business operations. Apetit requires all of its employees to be familiar with and comply with this Code of Conduct.

Compliance with laws and regulations

Apetit complies with applicable laws, regulations and rules.

Social responsibility, employees and working conditions

Apetit commits to respecting all internationally recognised human rights, such as the ILO's Fundamental Principles and Rights at Work, the UN Declaration of Human Rights and the UN Conventions on the Rights of Children and Women, the laws of the target country and collective agreements in its own operations and operating chain.

Apetit is committed to equal, non-discriminatory and fair treatment of all of its stakeholders.

Apetit is committed to promoting employees'

- equal treatment and the development of a good working atmosphere
- extensive utilisation and development of personnel competence
- open and engaging interaction to develop the company
- diverse personnel structure development
- occupational safety and well-being
- healthy work-life balance

Apetit respects the dignity, privacy and rights of every employee and does not tolerate any form of discrimination, threats, harassment or insults at the workplace.

In its operations, Apetit complies with the basic international standards of working life to eliminate the use of child labour. Apetit does not tolerate any form of forced labour or other violations of human rights.

Apetit respects the freedom of association and the freedom of employees to organise professionally.

Apetit complies with current labour legislation and collective agreements.

Apetit offers safe working conditions and systematically develops occupational safety.

Environment and climate

Apetit has identified the environmental and climate impacts of its value chain and develops its operations to reduce negative impacts and promote the sustainable use of natural resources in the areas it has identified as material. Apetit aims to promote operating methods that mitigate the impacts on climate and the environment in its own operations and value chain. Apetit commits to reducing its climate impact in its own operations and value chain in accordance with the emission reduction targets set by the company.

Responsibilities

Apetit requires that all of its employees and suppliers comply with the Code of Conduct. Observed shortcomings and violations of the Code of Conduct must always be reported.

Supervisors are responsible for ensuring that the Code is generally known and for ensuring the implementation of it and related guidance in their area of responsibility.



The management is responsible for compliance with the Code of Conduct.

At Apetit, any employee or third party can contact their supervisor, CEO or the anonymous whistleblowing channel to report non-compliance with the Code of Conduct without fear of negative consequences. Instructions for submitting a report can be found on the company's intranet and website.

Violations of this Code of Conduct are investigated appropriately and measures are taken, if necessary.

Corruption and conflicts of interest

Apetit does not tolerate corruption or bribery in any form. We are committed to combatting corruption and bribery in all of our operations.

Apetit's employees are expected to always act in the best interests of the company.

Employees must refrain from any business relationships that could lead to conflicts of interest.

Apetit's employees must also avoid situations that are in conflict or may be construed to be in conflict with the personal interests of the employee and business.

Apetit's employees may not use the information or funds belonging to the employer obtained through their position or due to their position for personal gain.

Gifts and integrity

Apetit and its employees may not make direct or indirect bribes or give other benefits that may be construed as bribes to gain or maintain business, nor will they seek official decisions or services that are beneficial to them through illegal means.

The value of the gift received must not exceed EUR 100. If a person belonging to Apetit is invited on a trip, the trip and accommodation will be paid for by their own employer. Apetit's employees may accept reasonable hospitality related to work. Deviations from the above must be approved by the Group CEO.

Suppliers

Apetit requires all of its suppliers to commit to complying with the ethical supplier requirements set for suppliers based on this Code of Conduct.

Apetit treats its suppliers, partners and all of its stakeholders fairly and equally.

Apetit Plc's Board of Directors confirmed the Code of Conduct on 15 December 2025.