



Apetit Group's operating policy

Apetit is a Finnish food company. Its business segments are Food Solutions and Oilseed Products. The Group's parent company is Apetit Plc. These operating policies apply to all Group companies in all operating countries.

Apetit's vision is to be Growing and profitable market leader in plant-based products. We create well-being with vegetables by creating sustainable food value chain, creating new food and service solutions, and by constantly renewing ourselves. Profitable operations allow continuous improvement and growth. We act responsibly and take into account the needs and expectations of customers, personnel, shareholders and society. We develop our operations continually, as demanded by our changing business environment. We comply with legislation and regulations that apply to our operations and with international commitments and recommendations regulating responsible operations. Effective internal and external communications are central to our operations.

Operational objectives of the Apetit Group:

1. We improve customer satisfaction every day.
2. We systematically improve the quality of our products and food safety culture throughout the food supply chain. We guarantee the quality, product safety, legality, authenticity and origin of our products.
3. We want to be the best place for our employees to work. We listen to our employees and develop our operations in cooperation with them. We support professional growth of our employees and employees' desire to develop their workplace.
4. We actively improve occupational safety and employee well-being in all operations.
5. We take the principles of sustainable development into account as well as we can. We have identified the most notable environmental and climate impacts and risks related to them of our value chain. We work to reduce them and to promote the sustainable use of natural resources in the subject areas identified as material.

Group management is committed to the continuous improvement of our operations and steers the company in accordance with these operating policies. The Group CEO, together with Corporate Management, ensures that the operating policies are current and oversees compliance with these operating policies in management reviews.

These operating policies are supplemented by the Code of Conduct, which all Apetit Group employees must comply with.

Säkylä, 16 June 2025

Apetit Plc
Esa Mäki
CEO