

**Good
Nutrition
starts
with DELTA**



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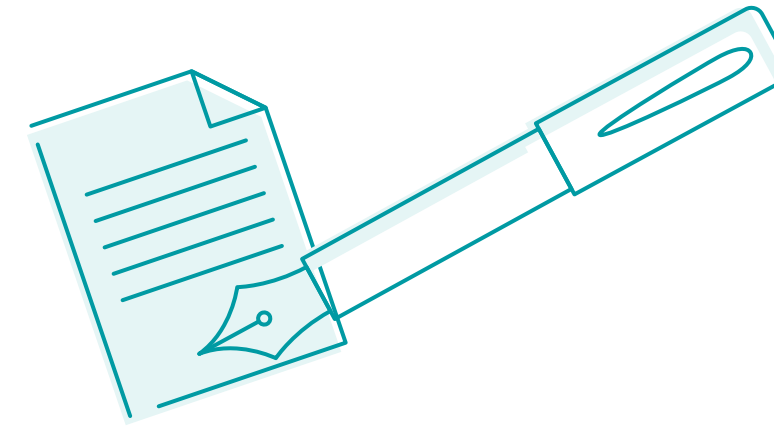
Shaping the Future of Good Nutrition

With a renewed identity, collaborative actions, and a focus on our people

2023 was a milestone year for **DELTA**. After 71 years of standing alongside Greek families, we embarked on a journey to refresh our identity. We are redefining our role as a modern and holistic food company, committed to good nutrition and responding to evolving consumer needs for healthier and more nutritious choices.

Sustainability remains at the heart of everything we do, shaping our daily decisions, while our products reflect our commitment to a healthy and sustainable future. By emphasizing the pivotal role of food and nutrition as a driving force for health and well-being, we aspire to benefit not only consumers but also society as a whole. Through high-quality products, we help foster healthier eating habits, empowering consumers to make choices that enhance their quality of life.

Over the past year, we strengthened the foundations of our strategy through cross-functional and collaborative initiatives, embedding ESG across our value chain. We launched a pioneering project to map our ESG footprint, identifying key areas for improvement and setting meaningful sustainability targets. We developed an innovative supplier assessment framework at the farm level, evaluating dairy suppliers not only on milk quality and quantity but also on animal welfare, biosecurity, and carbon footprint. This approach ensures high-quality production while promoting sustainable practices across our supply chain.



At the same time, we undertook substantial reformulation efforts to enhance the nutritional value of our products, while implementing key initiatives to optimize the rational use of natural resources and reduce our emissions.

A defining moment of the year was our commitment to the **Science Based Targets initiative (SBTi)**, setting company-wide emission reduction targets by 2030, in line with climate science and the efforts to limit the global temperature increase to 1.5°C.

Our success is reflected in our ability to stay true to our vision: making good nutrition accessible and enjoyable for all by delivering products of the highest quality and nutritional value, with respect for the environment and society. We do not walk this path alone. By empowering our people and working closely with our partners, we continue to strengthen the value we create and drive progress together.

By setting ambitious goals, we continue to build a positive legacy that will benefit future generations.



Athanasios Papanikolaou
CEO
VIVARTIA GROUP



Konstantinos Valiadis
CEO
DELTA FOODS

ESG Performance Summary and Priorities

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DRIVING SUSTAINABLE GROWTH

CREATING A POSITIVE IMPACT

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2023 Highlights

<p>19% reduction in water consumption at DELTA and 23% at our subsidiary EUROFEED.</p>	<p>Installation of photovoltaic system at the Agios Stefanos factory, with a capacity of 1.5 MW.</p>
<p>90% reduction in the carbon footprint of our owned truck fleet through the use of an innovative environmental fuel additive (Blue Marble).</p>	<p>>95% of DELTA's waste directed towards recovery and recycling, with only 1.03% sent to landfill.</p>
<p>E 580 tCO₂eq prevention at DELTA.</p>	<p>30% reduction in plastic used in "Tou Topou Mas" dairy products.</p>
<p>8.56% reduction in electricity consumption at DELTA and 8.39% at EUROFEED compared to 2022.</p>	<p>"OK RECYCLED", certification, saving 32 tons of paper and 30 tons of plastic.</p>
<p>Redesign of Milko with a non-detachable cap and 35% recycled plastic.</p>	<p>Commitment to the Science Based Targets initiative (SBTi).</p>

<p>Zero incidents of Human Rights violations.</p>	<p>Zero fatal work-related accidents.</p>
<p>37.5% increase in female hires at DELTA compared to 2022.</p>	<p>396,000 portions of food donated to 92,738 people in need.</p>
<p>S U in the future: A new, innovative cross-functional, cross-company, and cross-industry talent development program.</p>	
<p>Implementation of product reformulation actions for healthy dietary options with high nutritional value.</p>	<p>Creation of innovative Milk Supplier Evaluation Framework (ESG Audit Framework) focusing on animal welfare, biosecurity, and carbon footprint.</p>
<p>6,263 hours of employee training at DELTA.</p>	<p>New Employee Volunteering Program at DELTA.</p>

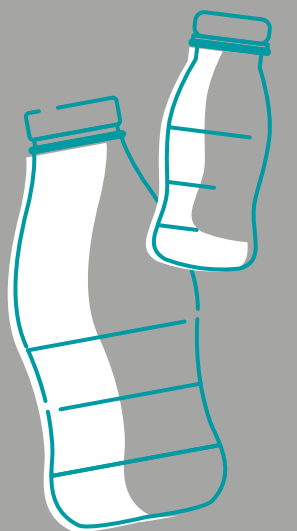
<p>Zero incidents of personal data and privacy breaches.</p>	<p>88% domestic suppliers</p>
<p>In the reporting year, the following were approved:</p> <ul style="list-style-type: none"> DELTA's Code of Conduct Human Rights Policy Diversity, Equity and Inclusion Policy Sustainable Consumption Policy Code of Conduct for Suppliers and Partners 	
<p>G</p>	

Zero tolerance for any form of corruption or bribery across all our activities.

SUSTAINABILITY TOPIC	2023 PERFORMANCE	2024 PRIORITIES
Environment		
<h3>Climate change adaptation and mitigation</h3>	<ul style="list-style-type: none"> ● Commitment to the Science Based Targets initiative (SBTi) through near-term goals to reduce greenhouse gas emissions and preparation of an action plan ● Reduction of carbon footprint of company-owned truck fleet by 90%, using an innovative eco-friendly fuel additive (Blue Marble) ● 26.45% reduction in Scope 1 emissions and 15.07% reduction in Scope 2 emissions for DELTA, compared to 2022 	<ul style="list-style-type: none"> ● Completion of the emissions reduction plan and validation by the SBTi ● Calculation of the carbon footprint across all DELTA activities, including subsidiaries, in collaboration with external partner (Scope 1, 2, 3 & FLAG)
<h3>Energy management</h3>	<ul style="list-style-type: none"> ● Installation and operation of a 1.5 MW photovoltaic system at the Agios Stefanos production facility, covering 10% of energy needs ● Energy upgrade of the company's production facilities ● Installation of new energy consumption monitoring platform at the Agios Stefanos plant, facilitating the daily recording and monitoring of energy usage 	<ul style="list-style-type: none"> ● Enhancement with an additional 0.5 MW photovoltaic unit at the Agios Stefanos production plant. ● Installation of a 1.4 MW photovoltaic system at the Sindos production facility
<h3>Air, water and soil pollution</h3>	<ul style="list-style-type: none"> ● Monitoring and recording emissions of air pollutants and discharge of liquid waste into the environment 	<ul style="list-style-type: none"> ● Ongoing monitoring, control, and proper management of treated liquid waste to ensure ongoing improvement in their quality ● Ongoing monitoring, control and management of air pollutants with the goal of minimizing them
<h3>Water management</h3>	<ul style="list-style-type: none"> ● Reduction of total water consumption by 19% at DELTA and by 23% at EUROFEED, compared to 2022 ● 9% use of recycled water in 2023 	<ul style="list-style-type: none"> ● Implementation of efficient water management actions and monitoring to reduce water usage intensity
<h3>Circular economy and waste management</h3>	<ul style="list-style-type: none"> ● 100% of recyclable waste from DELTA sent to recycling ● Participation in the "In the Loop" program, an initiative by Thrace Plastics Group, for the return and recycling of clean plastic packaging ● >83% of DELTA's returned animal by-products used for animal feed ● >95% of DELTA's waste recovered and recycled, with only 1.03% sent to landfill 	<ul style="list-style-type: none"> ● Employee awareness and training on proper waste management ● Increase in the annual recycling/recovery rate of production waste from DELTA's facilities ● Reduction of waste sent to landfill to below 1%, with a goal of achieving Zero Waste to Landfill certification
<h3>Sustainable packaging</h3>	<ul style="list-style-type: none"> ● "OK Recycled" certification by TÜV Austria Hellas for 29 products using 90% recycled paper and for 8 products using 35% recycled plastic, saving 32 tons of paper and 30 tons of plastic ● 30% reduction in plastic in the "Tou Topou Mas" dairy products ● Redesign of Milko bottle with a non-detachable cap and 35% recycled plastic 	<ul style="list-style-type: none"> ● Exploration of eco-friendly packaging alternatives ● Reduction of primary plastic from non-renewable sources, by introducing certified bio-based plastics in Vitaline yogurt cups



SUSTAINABILITY TOPIC	2023 PERFORMANCE	2024 PRIORITIES
Society		
Employee health and safety	<ul style="list-style-type: none"> ● Organization of seminars on health and stress management for the families of farmers and livestock producers ● Zero incidents of fatal injuries or occupational illnesses ● Implementation of actions to maintain and enhance health and safety measures (Gemba Walks, Suggestion Boxes) 	<ul style="list-style-type: none"> ● Zero work-related fatalities retention ● Ongoing awareness-raising on Health and Safety issues
Diversity, equity, and inclusion	<ul style="list-style-type: none"> ● The percentage of women in management positions reached 30% ● 37.5% increase in female hires compared to 2022 ● Development of a Diversity, Equity and Inclusion Policy 	<ul style="list-style-type: none"> ● Training of all employees on the Diversity, Equity and Inclusion Policy ● Retention of high percentage of women in managerial positions
Employee training and development	<ul style="list-style-type: none"> ● 11% increase in training hours at DELTA ● Seminars conducted on "Quality and Safety Management Systems" 	<ul style="list-style-type: none"> ● Ongoing exploration of new supporting materials and training tools for employees
Human rights	<ul style="list-style-type: none"> ● Zero incidents of human rights violations ● Development of a Human Rights Policy 	<ul style="list-style-type: none"> ● Awareness and education of employees on Human Rights protection matters
Social contribution	<ul style="list-style-type: none"> ● Development of DELTA's employee volunteering program ● Support and relief for residents affected by the Thessaly floods ● Launch of the innovative "U in the Future" graduate program ● Design of new educational activities program for children aged 4-6, in collaboration with The Why Community 	<ul style="list-style-type: none"> ● Increase in volunteer initiatives and enhanced employee participation
Primary sector support	<ul style="list-style-type: none"> ● Continuation of the Contract Farming Program ● Creation of an innovative Milk Supplier Evaluation Framework (ESG Audit Framework) addressing animal welfare, biosecurity and carbon footprint ● Provision of seven (7) scholarships in collaboration with the American Farm School 	<ul style="list-style-type: none"> ● Expansion of the Milk Supplier Evaluation Framework ● Expansion of the carbon calculation process for milk suppliers
Product quality and safety	<ul style="list-style-type: none"> ● No product recalls ● Zero non-compliance incidents related to product health and safety 	<ul style="list-style-type: none"> ● Sustained high performance in product safety and quality
High nutritional value products	<ul style="list-style-type: none"> ● Completion of the study for the Nutritional Profiling Model to guide product design and development Reformulation of Smart children's yogurts, reducing sugar content by 35% ● 40% sugar reduction in the Life Tsai Half & Half and Life tea (no added sugar) from the design stage ● 10% sugar reduction in Milko ● Launch of the new Vitaline Puddings category with no added sugars in the recipes from the design stage 	<ul style="list-style-type: none"> ● Ongoing actions to improve the nutritional value of products ● Design, development, and launch of new high-quality products



SUSTAINABILITY TOPIC

2023 PERFORMANCE

2024 PRIORITIES

Governance

Regulatory compliance

- No incidents of non-compliance in data protection and privacy
- Development and approval of DELTA's Code of Ethics

- Sustained full compliance with relevant legislation
- Awareness of all employees on the values and principles of DELTA's Code of Ethics

Anti-corruption ethics and practices

- No incidents of bribery or corruption

- Retention of zero incidents of bribery and corruption

Animal welfare

- Advisory support from veterinarians, agronomists, livestock experts, and inspectors at DELTA farms
- Training sessions for DELTA producers on animal welfare
- Provision of high-quality animal feed to ensure animal welfare

- Investment in the training and development of DELTA's partners and employees on animal welfare issues

Supply chain management

- 18.4% increase in domestic suppliers compared to 2022
- Development of the Supplier and Partner Code of Conduct, being promoted for signing and acceptance by relevant stakeholders

- Development of ESG criteria for supplier evaluation
- Training of procurement department employees on sustainable sourcing
- Enhancement of supplier awareness through training programs and provision of supporting materials
- Development of Sustainable Sourcing Policy



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71
years

3
DELTA
production
facilities

1
animal feed
facility

1
milk collection
centre

4
subsidiaries

33
countries

600+
products

1,017
employees

More than
26,000
points of sale

Vision and Values

Our vision

“Continue to nurture the future of all Greeks, with high-quality foods. Always with responsibility and sensitivity towards individuals, society, and the environment.”

Since 1952, DELTA has provided consumers with excellent quality and highly nutritional products, holding a leading position in the production and distribution of milk products, yoghurts, juices, ready-made tea, plant-based beverages and desserts, baby and children's food, and the sale and purchase of evaporated milk and cheese products. At the same time, through our business operations, we continue to create value for our employees, and for the livestock farming, society, and economy of Greece.

Over all these years, we have been supporting Greek families, offering every household, from one end of this land to the other, quality products that meet the nutritional needs of consumers of all ages. At the same time, we proudly stand as ambassadors of the Greek diet, through innovative products that promote our well-being internationally.

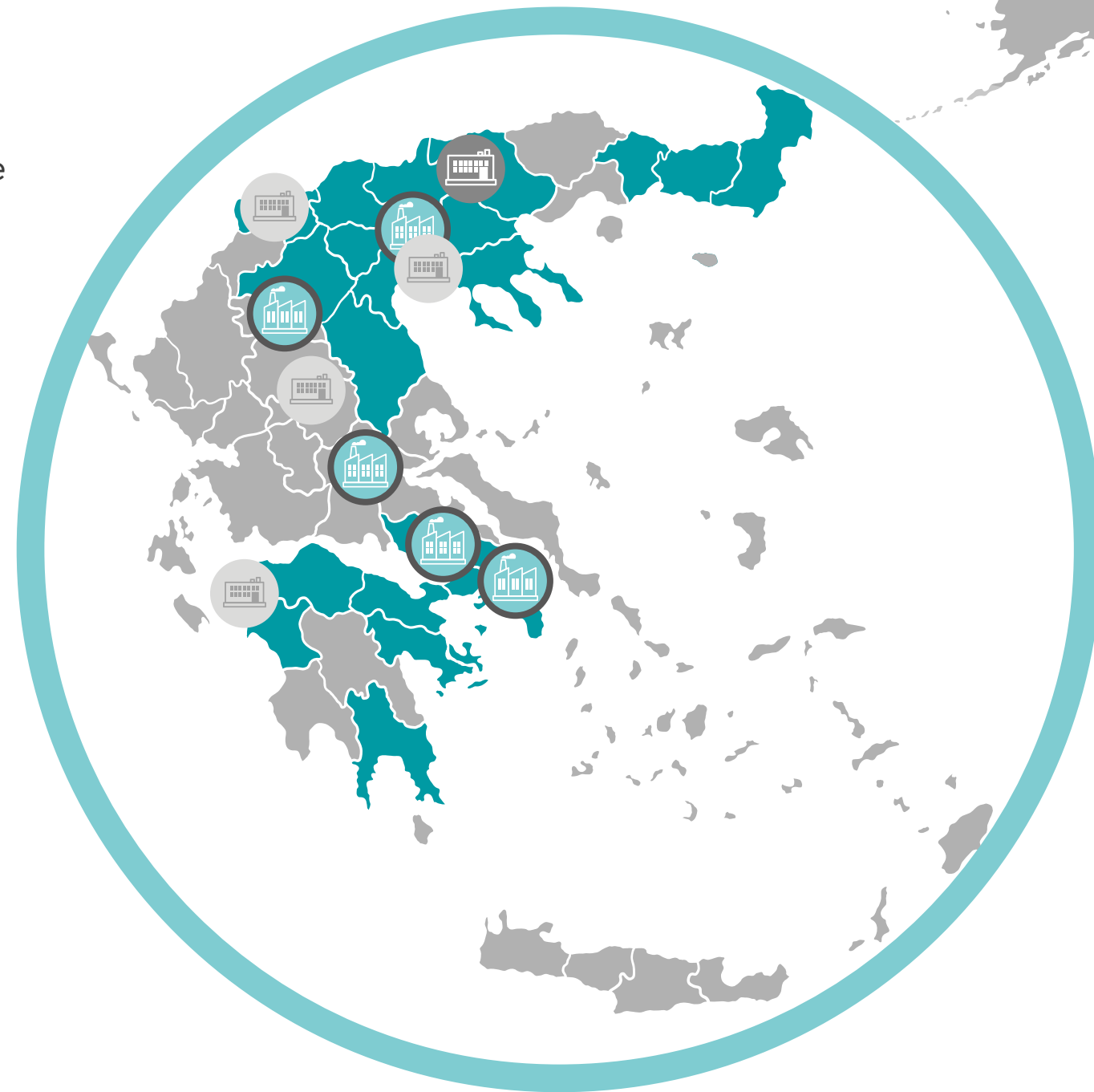
Our values

Every year we aspire to operate and offer our products in alignment with our values, always prioritising people, society, and the planet.



DELTA and its subsidiaries

At DELTA, we actively support the Greek economy and the communities in which we operate.



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Production Facilities

- DELTA Plant, Sindos, Thessaloniki
- DELTA Plant, Agios Stefanos, Attica
- DELTA Plant, Lamia
- Production facility, Kourellas, Grevena
- Animal Feed Factory Kourellas
- Animal Feed Factory, EUROFEED, Viotia



Milk Zone Infrastructure

- Milk Collection Center, Gefyroudi, Serres



Other Facilities

- Zarko, Trikala
- Lechaina, Ilia
- Florina
- Thessaloniki



Milk Producing Prefectures

- | | | |
|------------|----------------|--------------|
| • Argolida | • Thessaloniki | • Pella |
| • Attica | • Kilkis | • Pieria |
| • Achaia | • Kozani | • Rodopi |
| • Viotia | • Corinth | • Serres |
| • Evros | • Laconia | • Florina |
| • Ilia | • Larissa | • Chalkidiki |
| • Imathia | • Xanthi | |



International Presence

- | | | | | |
|------------------|---------------|-----------------|------------------------|-------------|
| • Cyprus | • France | • Netherlands | • United Arab Emirates | • Ukraine |
| • United Kingdom | • Albania | • Belgium | • Canada | • Lithuania |
| • Malta | • Bulgaria | • Ireland | • Saudi Arabia | • Hungary |
| • Germany | • Spain | • Austria | • Kuwait | • Latvia |
| • Singapore | • Hong Kong | • Sweden | • Slovenia | • Poland |
| • Israel | • Switzerland | • Denmark | • Czech Republic | |
| • Italy | • Portugal | • United States | | |

Operating Sectors and Products

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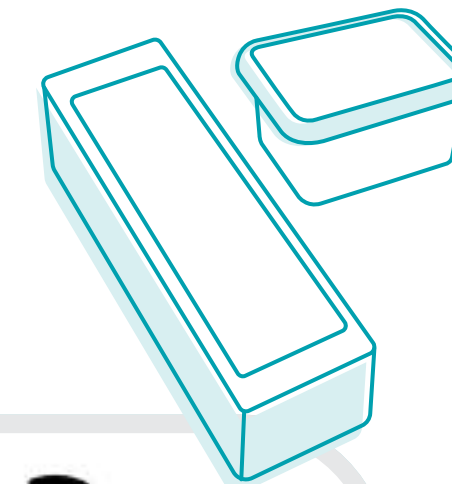
DELTA FOODS SINGLE-MEMBER S.A. (DELTA) is a food company operating in the field of good nutrition, offering high-quality and innovative products that meet the modern dietary needs of the population of Greece and promote the Greek Mediterranean nutrition. The company offers a wide range of products, including milk, yogurt, juices, iced tea, plant-based and cheese products, and maintains a leading presence in many of the sectors in which it operates.

Our subsidiary **EUROFEED SINGLE-MEMBER S.A. (EUROFEED)** primarily focuses on the production of compound, supplementary, livestock feed with high nutritional value. Additionally, it supplies dairy farmers with raw materials and feed additives.

Our subsidiary **KOURELLAS DAIRY INDUSTRY S.A. (KOURELLAS)** is the first company to produce organic dairy products in Greece, implementing innovative and sustainable practices in the production of high-quality food products. In addition to its activities in the dairy sector, KOURELLAS also operates a livestock feed production unit and manages sheep, goat, and cattle farms.

Our subsidiary **D. S. GATTEGNO & SON SINGLE-MEMBER S.A. (GATTEGNO)**, specializes in the import, export, and trade of dairy and cheese products.

Our subsidiary **COLD SIN TRADE AND PRODUCTION OF FOOD AND CONFECTIONERY PRODUCTS SINGLE-MEMBER S.A., (COLD SIN)** specializes in the import, distribution, and sale of ice cream and frozen products. It is the exclusive national distributor of Mars Hellas S.A., General Mills S.A. (Häagen-Dazs), and Sammontana SPA for Greece and Cyprus, operating through a network of 12,000 freezers that cover the entire Greek territory.



- Milk
- Yogurt and yogurt desserts
- Juices and tea
- Chocolate milk and coffee drinks
- Cheese products
- Plant-based products
- Professional dairy products
- Baby and child nutrition products

- Compound pelleted feed for dairy ruminants
- Feed additives
- Vitamins and trace elements
- Farm animal supplies

- Milk
- Yogurt drinks
- Yogurt and yogurt desserts
- Cheese products
- Plant-based products
- Organic products
- Professional dairy products

- Cheese products (hard, semi-hard, soft cheeses, imported and domestic).
- Plant-based beverages
- Milk and milk concentrates
- Cream
- Whey protein

- Ice cream
- Packaged ice cream
 - Ice cream family tubs
 - Ice cream bars
 - Mini ice cream bars
 - Ice cream cakes
- HO.RE.CA ice cream

Business Model for Value Creation

Since 1952, we have set high standards in our business activities, recognizing our significant contribution to the food sector. Our business model represents the ways in which we generate, capture, and deliver value to both stakeholders and society at large.

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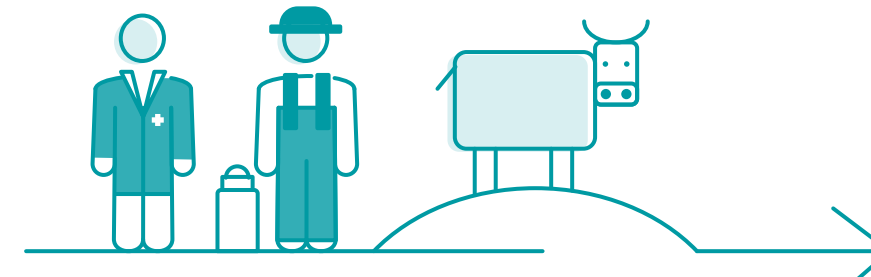
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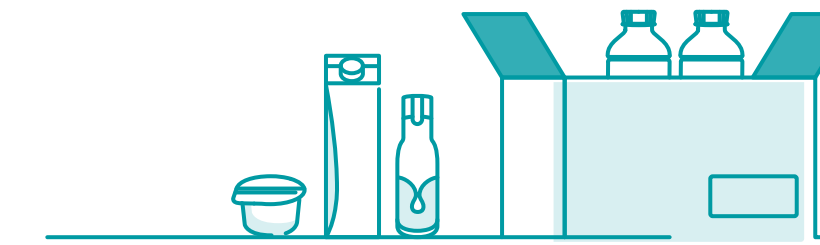
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Critical Partnerships

- Farmers – producers
- External partners – veterinarians
- Scientific community
- Suppliers
- Organized retail
- Small retail
- Distributors



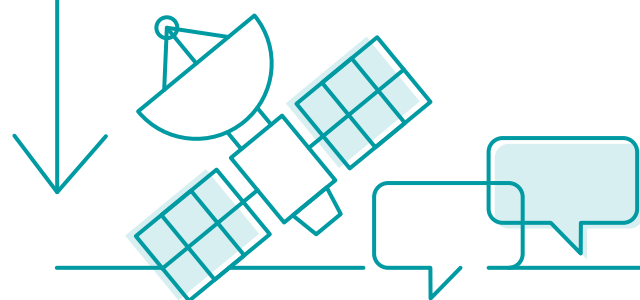
Main Activities

- Production and distribution of dairy products, yoghurts, feta cheese, baby and child nutrition products, juices, ready-to-drink teas, and plant-based beverages
- Trade of cheese products, evaporated milk, condensed milk, fresh milk, and dairy desserts/ beverages based on milk
- Distribution of processed products of high quality
- Production of Greek organic dairy products
- Production of quality animal feed



Key Resources

- Six (6) production facilities (Three (3) DELTA, One (1) EUROFEED, Two (2) KOURELLAS)
- Partnership with selected livestock breeders
- Absorption of a large share of the total Greek production of cow's milk



Communication Channels

- Retail and small retail
- Industry fairs
- Information days/ events
- Partnerships with company stakeholders
- Customer/ consumer satisfaction surveys
- Information and training programs
- Articles and social media
- Ongoing communication through the Commercial Department
- DELTA Information Center



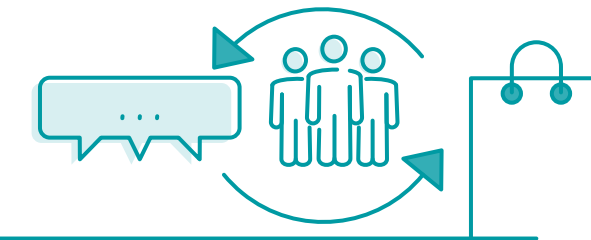
Customer Categories

- Organized retail
- Small retail
- Ho.Re.Ca and catering
- End consumer
- Farmers/ livestock breeders
- Animal feed traders



Competitive Advantages

- Development, implementation, maintenance, updating/ improvement of the Quality and Food Safety Management Systems of our facilities
- Full compliance with the requirements of the most stringent international standards for Quality Management and Food Safety Systems
- DELTA Microlab – Molecular Biology Laboratory
- Research and Development Department for products and packaging, with pilot unit and labs for physical/chemical and organoleptic tests
- Active contribution to the sustainable development of the primary sector through the comprehensive GAIA action plan, in collaboration with research institutions and organizations



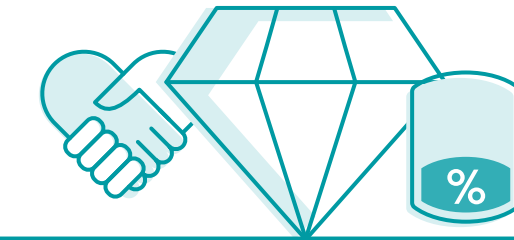
Relationships with Customers and Consumers

- Responding to the needs of customers and consumers
- Immediate handling of customer complaints through the DELTA Information Center and customer satisfaction surveys



Cost Structure

- Raw materials, employee fees and other benefits, transportation costs, partner fees, equipment maintenance



Value Creation and Usefulness

- Design and development of products that meet the needs of consumers
- High quality and safety of products
- High nutritional value and product innovation
- Support for the primary sector
- Social contribution



Revenue Streams

- Company product sales

Our Value Chain

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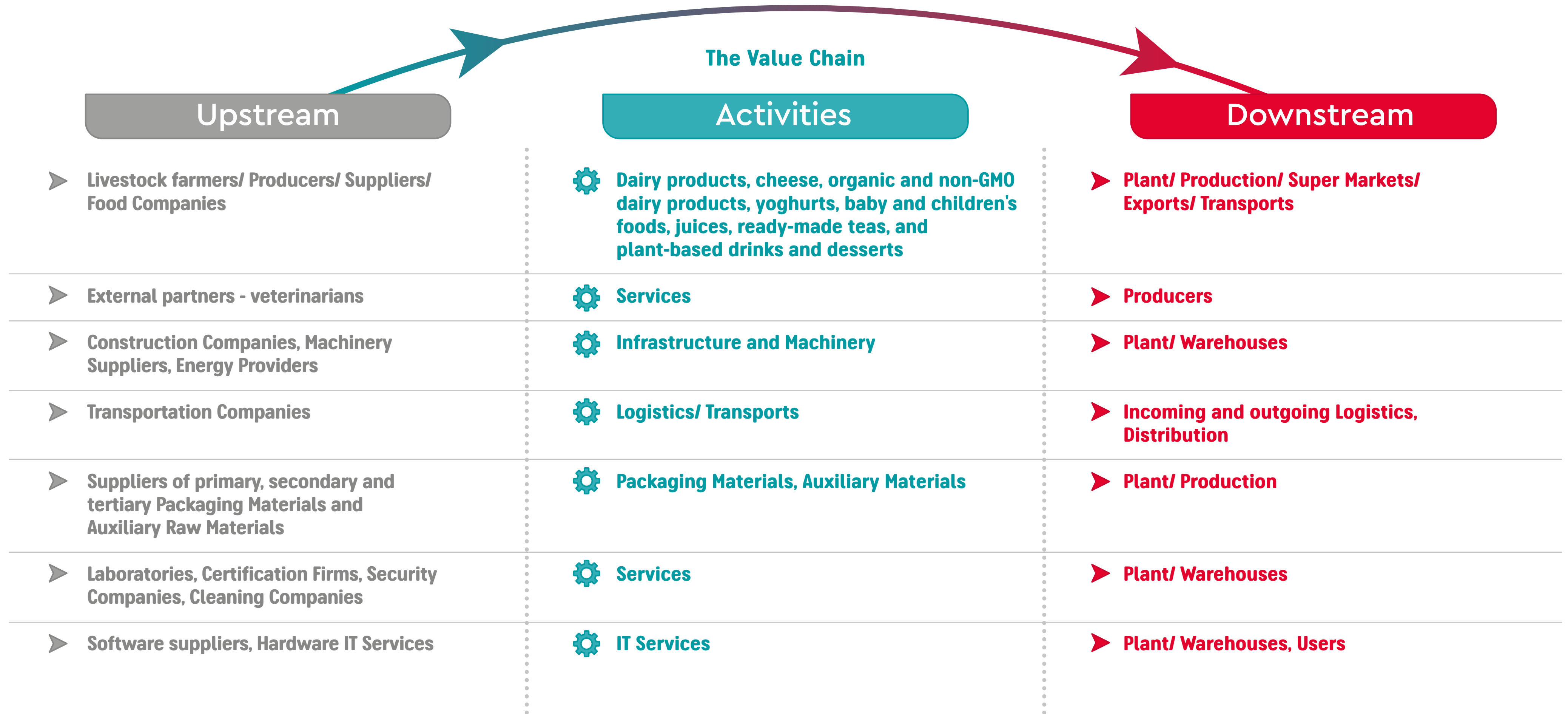
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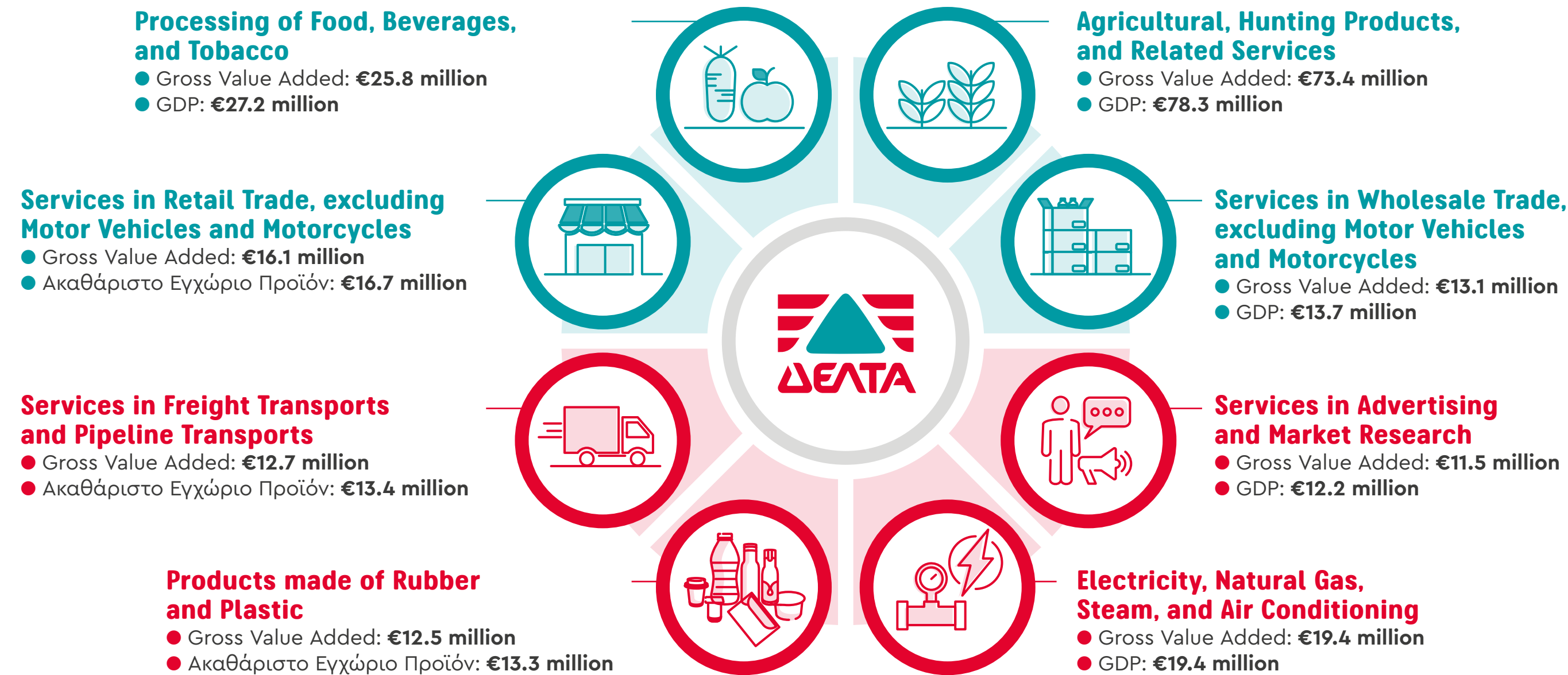
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Creating Value across our entire Ecosystem of Operation

DELTA's business activity relies to a significant extent on its partnerships with local producers and suppliers, who provide high quality ingredients that allow DELTA to enhance the value of the products its offers to consumers. The company has an extensive network of more than 1500 Greek producers it partners with, thus supporting the national economy, while contributing to the creation of new jobs across its value chain.

To determine the value we create for the economy, employment, public revenues, as well as for our customers and suppliers, we conducted a socio-economic impact assessment (SEIA) study for 2022-2023.*



During the 2022-2023 period, DELTA made major investments and launched strategic partnerships, to boost its competitiveness and support its Sustainable Growth. Such investments include the development of new production plants and the upgrade of existing facilities, aiming to streamline their efficiency and improve the quality of the products.

Impact on Employment



We support a total of **3,022**** jobs

For each 1 direct job at DELTA



another 4 jobs are created in the Greek economy

Value to the Economy



€239 million

Total impact on GDP

For each €1 συνεισφοράς of contribution to the GDP by DELTA



€2 of value is created for the Greek economy

Impact on Public Revenues



€12 million

Total contribution to National Public Revenues***

*The study refers to DELTA and its subsidiaries EUROFEED and GATTEGNO.

** The jobs refer to jobs created in a direct, indirect or induced manner, and constitute the average total impact on employment by the activities of DELTA and its partners during the 2022-2023 period

***During the 2022-2023 period, this ratio was calculated based on approximate tax rates for each industry. This allows for capturing the indirect impact on public revenues from transactions with other industries.

Awards and Distinctions

We received the following awards during 2023 for our products and responsible operation:

Gold Awards

- **Gold award** for the VITALINE PUDDING products in the Dairy Dessert category.
- **Gold award** in the Campaign Promotion/ Advertising category for the new "In Your Milko" campaign for Milko.
- **Gold award** in the Innovation in Distribution category for DELTA's modern and pioneering logistics services, that focus on quality and customer service.
- **Gold award** in the Innovative Industrial Plant category.
- **Gold award** for reducing food waste through the application of integrated Sales and Operations Planning systems in the Food Logistics category.

In 2023, we received a **Gold Distinction** in the ESG Transparency Index 2023 by **Forbes**, strengthening our position as one of the leading companies in the food sector in Greece.

We also received the **"OK RECYCLED"** certification from **TÜV AUSTRIA HELLAS** for the use of recycled packaging materials.

Dairy Innovation AWARDS 2023



Our commitment to sustainability is unwavering, and we continue to make environmentally friendly choices for a more sustainable future. In 29 different products, 90% of the packaging uses recycled paper, saving 32 tons of paper. Additionally, 35% of the packaging in eight (8) products is made of recycled plastic, saving 30 tons of virgin plastic.

"Company of the Year" Award 2023

In 2023, we received the **"Company of the Year"** award at this year's Dairy Innovation Awards, as a result of our innovative products, inspired marketing strategies, and cutting-edge sustainable business activities. As our contribution to the industry is recognized more broadly, our commitment to delivering exceptional results, upgrading services, and improving product quality and performance continues to grow.

For over **70 years**, we remain dedicated to offering high-quality nutritional and flavourful products to the full range of our consumers, for all ages and lifestyles and in all locations. At the same time, we serve as a driving force for society and the economy. DELTA is also among the first Greek companies to utilize rPET, tethered and organic materials in its product packaging.





Social Media Awards 2023

At the **Social Media Awards 2023**, DELTA and Milko won the following awards:

- **Gold Award** in the Best in Food & Beverage category for the #stomilkosou campaign with TikTok creators.
- **Silver Award** in the Best Social Media Strategy for Brand Awareness category for the #stomilkosou campaign with TikTok creators.
- **Bronze Award** in the Best Use of Content Creators for a TikTok Campaign category for the #stomilkosou campaign with TikTok creators.

Additionally, DELTA received significant recognition for its performance in the field of innovation at the **Beyond Innovation Awards 2023** by The Economist.



Super Market Awards 2023

At the **Supermarket Awards 2023**, our brand-new plant-based products stood out, winning two awards: **Gold** and **Bronze**, in the following categories:

- **Creation or new entry in a category.**
- **Vegan-vegetarian products/ ranges.**



Plant-Based Category 2022-2023

DELTA's Almond Plant-Based Drink (Unsweetened) in 1L and 1.5L packaging received the highest distinction, winning the **Gold Award** in the Best Plant-Based Milk category at the Vegan Awards 2022-2023.

Additionally, DELTA's Plant-Based Desserts won the **Silver Award** in the Best Plant-Based Yogurt category. Furthermore, Milko Go Vegan secured the **Bronze Award** in the F&B Products non-Certified, Plant-Based Milk category, reinforcing the company's position as a pioneer in the plant-based product sector.



Memberships and Partnerships

DELTA actively participates in a variety of networks, bodies, and organizations

For yet another year, we actively participated in conferences, organizations, and bodies related to our sector. Through our participation in such initiatives and our partnerships with recognized organizations, our goal is to promote our responsible entrepreneurship and our focus on sustainability.

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The bodies and associations in which our Company is a member are as follows:



EIT FOOD
(European Institute for Innovation and Technology)



FEDERATION OF INDUSTRIES OF NORTHERN GREECE

SBBE
(Federation of Industries of Northern Greece)



UNGCN Hellas
(UN Global Compact Network Greece)

UN Global Compact
(UN Global Compact)



SEVA
(Association of Greek Soft Drinks Industries)



CSR Hellas
(Hellenic Network for Corporate Social Responsibility)



ECR Hellas
(Hellenic Committee Efficient Consumer Response)



EIEE
(The Institute of Internal Auditors Greece)



ILME
(Institute of Logistics Management of Greece)



SEVT
(Federation of Hellenic Food Industries)



SEE
(Advertising Self-Regulation Council)



EEDE
(Hellenic Management Association)



SEPTEDE
(Association of Infant and Specialized Nutrition)



GCSLA
(Greek Cold Storage & Logistics Association)



COMPETE GR
(Council on Competitiveness of Greece)



SEVGAP
(Association of Greek Milk and Dairy Products Industries)



SDE
(Hellenic Advertisers Association)

Corporate Governance

Trust, transparency, and corporate responsibility are fundamental pillars for effectively delivering DELTA's value to all stakeholders.

The company has established a strong corporate governance framework, along with an efficient internal control and risk management system, providing it with a competitive edge in both domestic and international markets.

Board of Directors and Committees

Board of Directors



DELTA's Board of Directors (BoD), following the resignation of two (2) members and the election of one (1) new member, was reconstituted as a body with six members on 23.2.2023 with a term until 27.7.2024, which can be extended until the first ordinary General Meeting (GM) after its expiration.

The Board's primary responsibilities include ensuring the completion of the required controls, enforcing the decisions of senior management, and setting the company's strategic goals.

DELTA's Board of Directors consists of a total of six (6) men, one (1) of whom is aged between 30–50 years, and five (5) who are over 51 years old.

The BoD of subsidiary GATTEGNO consists of three (3) members, with a term ending on 8.3.2025.

The Board of GATTEGNO consists of a total of three (3) men, two (2) of whom are aged between 30–50 years, while one (1) is over 51 years old.

The BoD of subsidiary KOURELLAS consists of five (5) members, with a term ending on 14.5.2026.

The BoD of subsidiary COLD SIN consists of three (3) members, with a term ending on 26.1.2029.

The BoD of subsidiary EUROFEED consists of four (4) members, with a term ending on 2.5.2026.

Audit Committee



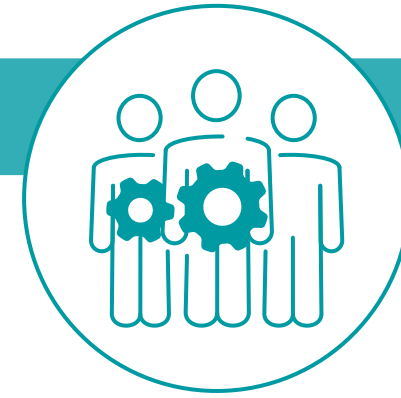
The Audit Committee performs its duties at the Vivartia Group level and consists of selected members of its Board of Directors, who are assisted by the Internal Audit Manager of Vivartia. Members are selected on the basis of their independence, while emphasis is placed on the diversity of the committee's composition, expertise in risk management, and the representation of different stakeholders. The Chairperson of the Audit Committee is elected by its members. The committee members have sufficient knowledge and experience in the sectors in which the Vivartia Group operates, as well as in accounting and auditing matters.

The Audit Committee supports the BoD in matters of financial reporting, internal audit and oversight of external audit. It also reviews the auditing work performed by the Internal Audit Departments of the Vivartia Group and the financial reporting procedure carried out under the external audit's responsibility.

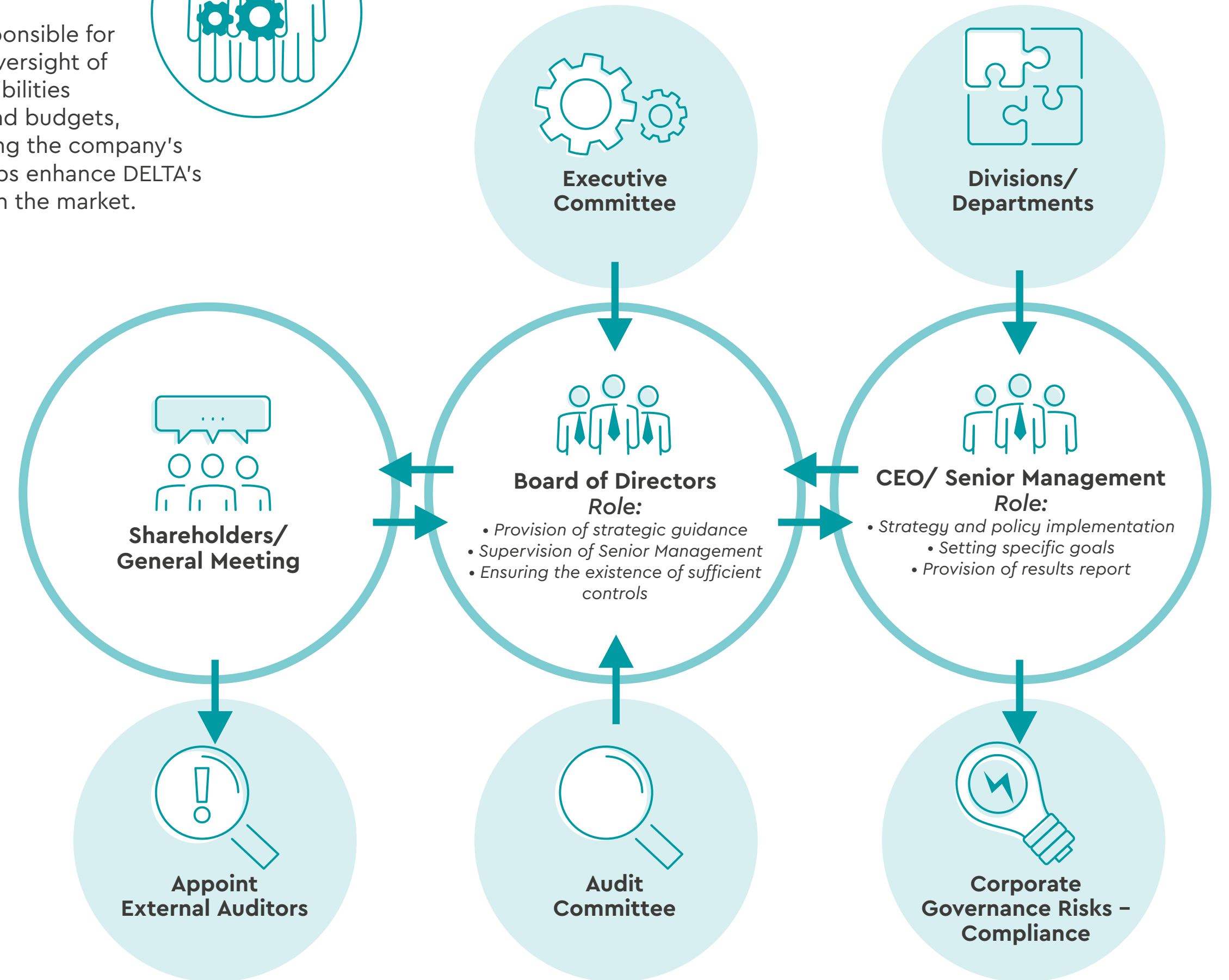
The Audit Committee, in compliance with its Rules of Procedure, monitors, reviews, and assesses the adequacy and effectiveness of the Group's policies, procedures, and safeguards, both in terms of the internal audit system, and the assessment and management of risks as regards financial reporting. It holds regular quarterly meetings, as well as unscheduled ones whenever the need arises, at the initiative of any member of the Committee.

The purpose of the Audit Committee is to improve the quality, adequacy, and effectiveness of the internal control and risk management systems, aiming at preventing, limiting, and mitigating operational risks.

Executive Committee



The Executive Committee is responsible for the integrated and continuous oversight of all DELTA operations. Its responsibilities involve setting strategic goals and budgets, strategic planning, and monitoring the company's financial performance, and it helps enhance DELTA's efficiency and competitiveness in the market.



Organisational Chart



Remuneration policies

For all senior management executives and senior executives, DELTA provides a competitive pay and benefits package, based on the market and the role, which is designed and monitored by the Human Resources Department and approved by the CEO. In addition to the fixed salaries, we provide:

- Medical coverage
- Life insurance
- Pension plan
- Bonus
- Sign-in bonus as hiring incentive
- Tools (mobile telephone, laptop, car, fuel)
- Food coupons
- Hybrid work model – DELTA Flex

- Incapacity & Invalidity Coverage
- Parental leave
- Retirement planning
- Credit card
- Marriage/ birth of child gift
- Preferential prices on products/ services
- Vivartia Group Privilege Card

- Employee Support Program on mental health issues (24-hour psychological support for employees and their families)
- Wellbeing Program (monthly nutrition webinars, dietary tips, nutritionist services for developing and maintaining healthy behaviours and habits)



Regulatory Compliance

Personal Data Protection

DELTA prioritizes the protection of personal data for customers, employees, suppliers, and all those who collaborate with the company. We implement strict measures to ensure that access to personal data is restricted solely to DELTA employees and partners who need it to provide essential services.

At the same time, we ensure that all our employees receive appropriate and regular training on adhering to DELTA's Code of Ethics, focusing on confidentiality, safeguarding privacy, and protecting personal data.

In 2023, no complaints were recorded regarding violations or breaches of personal data.

Our company is fully compliant with the European General Data Protection Regulation (GDPR), with the Data Protection Officer (DPO) and the Information Security Officer (ISO) playing a key role in implementing the related procedures.



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Ethics and Anti-Corruption Practices

Code of Conduct

As a member of the Vivartia Group, DELTA strictly adheres to the "Vivartia Business Code of Conduct," ensuring that all transactions with third parties comply with national and international legislation.

We have developed our own Code of Conduct, which establishes clear rules and principles for the prevention of bribery and financial misconduct by all employees and ensures the integrity of our business practices, including the avoidance of misleading advertising and adherence to legal provisions.

The values and principles of the Code draw on global best practices and form the foundation of the company's Policies and Procedures, which align with the current legislative and regulatory obligations and are binding for all company employees in the fulfilment of their duties.

The Code of Conduct is posted on the internal network (Company Intranet), and all employees have already been informed about it and can consult it whenever needed. Additionally, all new employees are required to read and sign the Code of Conduct Ethics when hired.

The company has established the **Policy for Reporting Violations of the Business Code of Conduct** to facilitate the reporting of violations by employees, associates, or third parties. Such reporting may concern issues of bribery, conflict of interest, fraud, harassment, health and safety at work and breach of personal data protection, and is covered by law 4990/2022 for areas such as public health, food safety and environmental protection.

In 2023, there were no incidents of corruption or legal actions related to anti-competitive behaviour or anti-monopolistic practices.

All members of management, department heads, and employees have accepted the anti-corruption policy.

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Code of Conduct for Suppliers and Partners

The **Code of Conduct for Suppliers and Partners** establishes the fundamental principles that suppliers and partners must follow to ensure high standards of ethics and professionalism. The Code is communicated to all partners and persons involved in the supplier selection process, while training is offered for understanding its application. Adherence to this Code is essential for establishing a sustainable and long-term collaboration with DELTA.



Code of Conduct for Internal Audit Operations

To ensure the integrity of internal procedures and Internal Audit Operations, DELTA adheres to the Code of Conduct for Internal Audit. The code aims to protect and promote the standards set by modern corporate governance and enhance the effectiveness of regulations. **It is based on the following fundamental principles for internal audit operations:**

- Objectivity
- Adequacy
- Integrity
- Confidentiality
- Documentation
- Independence



Internal Complaints Management Policy, including those related to violence and harassment incidents

We promote labour rights and implement measures to prevent and combat workplace violence and harassment in accordance with Law 4808/2021. At the same time, we promote and facilitate communication with management in the event of incidents or reports of complaints, recommendations, suggestions for improvement, etc. The Internal Complaints Management Policy is systematically implemented and aims to create a workplace free of violence, harassment and discrimination and fully respectful of human dignity.

Business Continuity

We have developed a business continuity plan, encompassing our critical operations. This plan is based on the specifications and requirements of the international ISO 22301 standard, ensuring a cohesive and systematic approach to crisis management. Business continuity is defined as the strategic and tactical capability of an organization/company to plan and respond effectively to disruptive events or disasters, ensuring that its operations are restored to a predetermined acceptable level.

DELTA will be taking steps to identify risks that could significantly affect its operations in the event of a disaster. Subsequently, it will implement strategies to ensure the full assessment of the impact of these risks and their mitigation through the application of appropriate and effective measures.





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Our ESG Strategy



At DELTA, Sustainability is a key component of our business strategy and a core value of our Company. Our primary goal is to create long-term and sustainable value for all our stakeholders and society.

In this context, in 2022, we established our ESG Strategy for the environment, society, and corporate governance, which includes a set of initiatives and actions aimed at Sustainable Development, based on international best practices.

The Strategy aligns with the international, European, and global landscape and sustainability frameworks, such as the European net-zero target by 2050, the UN Sustainable Development Goals, the Ten (10) Principles of the UN Global Compact, while also incorporating the expectations of its stakeholders.

Our ESG Vision

We nurture a better and more sustainable future for all, with high-quality, nutritious products.

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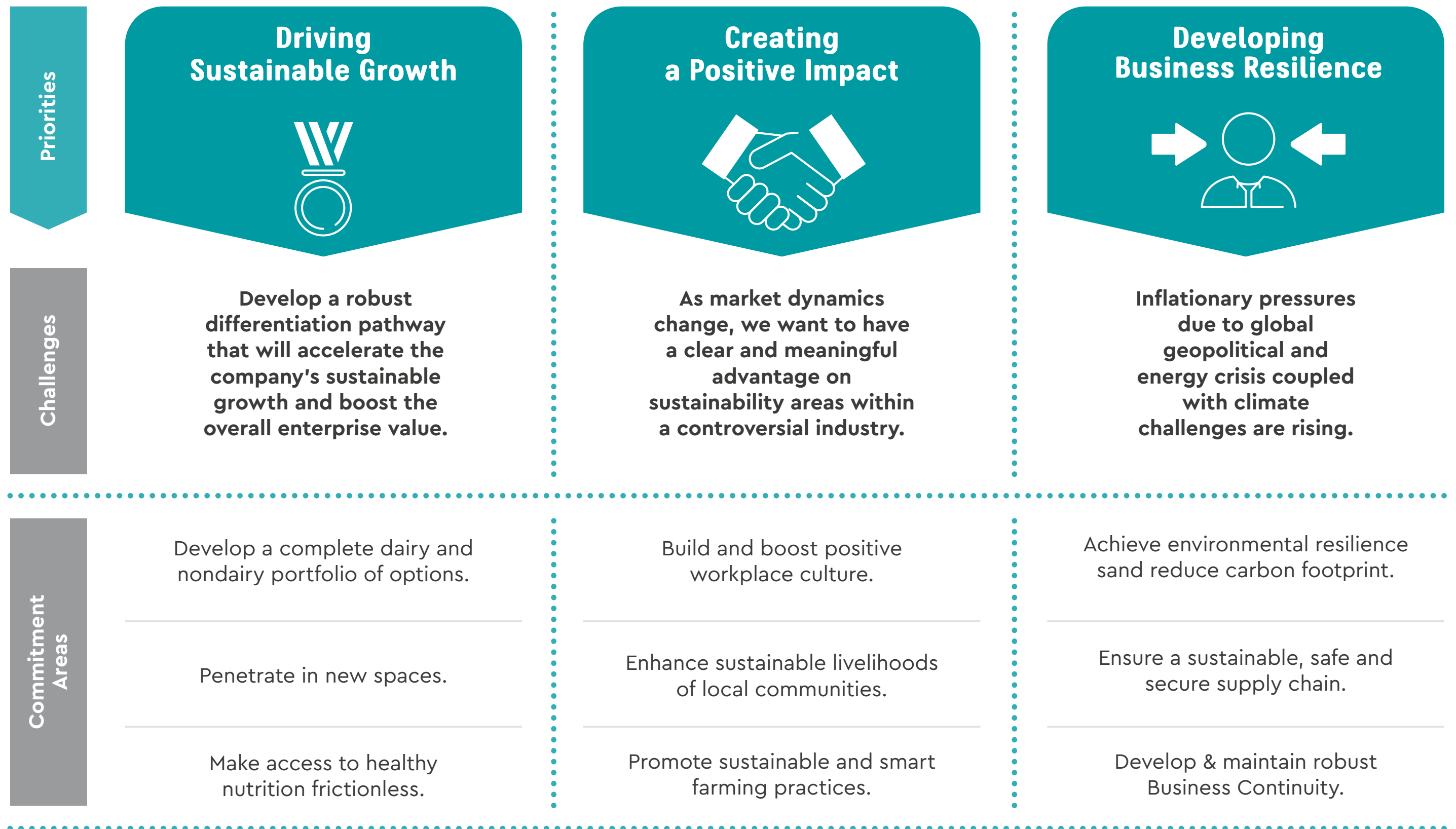
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Our ESG Strategy

We systematically aim to expand our activities in the Greek and international markets, continuously develop our human resources, reduce our environmental footprint, and contribute to the health and well-being of society. Our ESG Strategy is built on three (3) key pillars, which include nine (9) strong commitments.



DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<p>Creating a Positive Impact</p>	<p>We implement actions that focus on the social and economic well-being of both our employees and the broader communities where we operate.</p>	<ul style="list-style-type: none"> ● We attract, retain, and develop a diverse workforce. We create job opportunities by offering equal opportunities for advancement to both current and prospective employees. ● We provide employees with access to health insurance and benefits. ● In addition to our annual programs that support employee and recognise their contribution, we offer a range of other benefits, such as coupons, flexible working hours and gift vouchers for employees whose children are admitted to university. ● We strengthen youth employability through our new two-year #UintheFuture Graduate Program. ● We integrate individuals from vulnerable social groups into our workforce. ● As part of the GAIA Action Plan, we provide scholarships to young milk suppliers and children of suppliers who work in the sector. ● We are committed to reducing food waste while also improving access to affordable food of high quality. In collaboration with Greek supermarket chains, we have launched a program offering products approaching their expiration date at discounted prices.
	<p>Creating a Positive Impact</p>	<p>Our goal is to make good nutrition accessible and enjoyable for everyone by producing top-quality products with a high nutritional value, respecting the environment, and contributing to society. We address consumer needs by offering products that provide energy and wellness, while supporting the immune system.</p>	<ul style="list-style-type: none"> ● For more than seven decades, DELTA has consistently pursued the goal of improving Greek consumers' nutrition through the creation of innovative products with a high nutritional value. In 2023, we prioritized the reformulation of healthier versions of our products. ● As part of our commitment to fighting hunger, we systematically offer our surplus products to vulnerable social groups, in collaboration with the non-profit organization "Boroume". In 2023, we donated 395,912 food portions. ● In 2023, we launched the DELTISTAS Shopping program, offering our employees discounts on our products. ● DELTA's export activities are largely based on partnerships with local producers and supply chains. The export of high-quality products enhances the value DELTA offers to consumers worldwide. ● We collaborate with over 1,500 Greek producers, strengthening our impact on the national economy and contributing to the creation of jobs across our value chain. Once again, in 2023, we conducted a social and economic impact study, the results of which are included in this report. ● We implement practices that reduce food waste across the production chain, ensuring that more food reaches those in need. At the production level, we apply an innovative demand forecasting program to prevent losses while effectively meeting consumer demand for each product. As a result, in 2023, we reduced finished product waste due to inaccurate forecasts by 98%.

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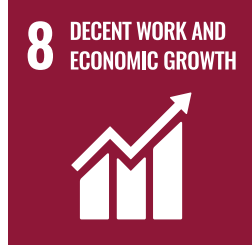

DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<h3 style="color: #008080;">Creating a Positive Impact & Driving Sustainable Growth</h3>	<p>We recognize the pivotal role our products play in nutrition and the health of our consumers. We are committed to offering high-quality, nutritious products that add value to the environment and society.</p>	<ul style="list-style-type: none"> ● We implement a rigorous scientific framework to ensure quality, conducting over 3,000 daily checks, continuous verification across all processes and packaging, ensuring absolute safety and consistent quality. ● We launched a suggestion box to empower consumers to share their ideas for improving the quality and safety of our products. ● To promote balanced and healthy nutrition, in line with the principles of SDG 3, we reformulated our Smart, Life Tsai, Life yogurt, Milko, and Vitaline Puddings lines. ● In 2023, we established our Internal Nutrition Policy, focusing on actively contributing to the achievement of SDG 3, to promote good health and well-being for all. ● There is an open line of communication between employees and the Health & Safety Division, both through in-person meetings, and through the Gemba Walks of the Heads of departments and the Head of the Health and Safety department in the work areas.
	<h3 style="color: #008080;">Creating a Positive Impact</h3>	<p>Our goal is to promote the continuous development and improvement of our employees' skills through a comprehensive approach to education and training. This includes seminars, structured training courses, participation in conferences, acquiring certifications, and learning opportunities provided by both our training and development department and external organizations.</p>	<ul style="list-style-type: none"> ● In 2023, DELTA organized 31 seminars with a total duration of 4,022.83 hours. ● Our initiatives for skills development take a holistic approach, focusing on building employees' capabilities, enhancing leadership and management skills, promoting diversity, ensuring compliance, and cultivating a culture of continuous learning. <p>Specifically:</p> <ol style="list-style-type: none"> 1. New perspectives and opportunities for growth were created through the assignment of new roles, promotions, and the creation of new jobs. 2. We implemented an extensive Leadership program with an external partner for all team leaders. 3. Investments were made in developing skills, such as the Lean Manufacturing methodology for production plant members. 4. We implemented an Executive Coaching program for senior management members, as part of their personal growth plan.

DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<p>Creating a Positive Impact</p>	<p>At DELTA, we recognize and promote the uniqueness of each team member based on the principles and values outlined in our Code of Conduct, highlighting the central role of our people in the company's journey.</p>	<ul style="list-style-type: none"> ● In 2023, we established a new Diversity, Equity, and Inclusion Policy. ● We actively promote female empowerment and leadership, achieving 30% female representation in leadership positions within DELTA. ● We pay special attention to ensuring equal pay between men and women and monitor this on an annual basis. ● We provide training to employees to help identify and manage unconscious bias. ● Our company maintained zero incidents of non-compliance regarding diversity, equity and inclusion. ● In 2023, we hired a total of 114 employees at DELTA, 40 of them women, marking an 80% increase in female hires compared to 2022. ● Through collaborations with NGOs, we successfully attracted a diverse pool of candidates and strengthened the multiculturalism of our workforce.
	<p>Developing Business Resilience</p>	<p>We ensure proper water management through the implementation of strategic savings and reuse practices, as well as the efficient treatment of wastewater at our biological treatment units in our production facilities.</p>	<ul style="list-style-type: none"> ● In 2023, we reduced total water consumption by 19% at DELTA and 23% at EUROFEED, compared to 2022.
	<p>Developing Business Resilience</p>	<p>We invest in the use of renewable energy sources as part of adopting energy-efficient practices to reduce the environmental footprint of our products.</p>	<ul style="list-style-type: none"> ● In 2023, we installed and commissioned a photovoltaic station with a capacity of 1.5 MWp at our plant in Greece, which is one of the 20 largest energy offsetting projects in Greece, covering 10% of our energy needs.



DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<h3 style="color: #008080;">Creating a Positive Impact & Driving Sustainable Growth</h3>	<p>DELTA supports the economic growth of the country by offering a productive work environment that promotes employee well-being. It aims for high productivity through diversification, technological upgrades, and product innovation.</p>	<ul style="list-style-type: none"> ● The company collaborates with more than 1,500 Greek producers, thus contributing to the national economy. ● A socio-economic impact analysis of the company was conducted for 2022–2023. DELTA's total contribution to the country's GDP for this period amounted to €239 million, with an average annual impact on employment corresponding to 3,022 jobs. ● The three (3) core principles and values of the company's Code of Conduct acknowledge the importance of our people: <ol style="list-style-type: none"> 1. <i>Respect for everyone's dignity, following a merit-based approach in the selection and advancement of employees and partners.</i> 2. <i>Supporting initiatives and innovative ideas in a work environment built on trust, flexibility, and collaboration.</i> 3. <i>Maintaining and ensuring a safe and equitable workplace environment.</i> ● Continuous support for the financial well-being of our people, while also fostering a sense of appreciation and care for them. Beyond our annual income support and employee recognition programs, DELTA provides discounts for purchasing its products through the "DELTA Shopping" program, as well as vouchers, discounts on fuel, and holiday gifts with DELTA products. We also offer additional benefits to our employees' children when they are admitted to university. Furthermore, we facilitate flexible work arrangements and remote work, ensuring that our employees can better balance their work and personal life demands. ● Support for youth employment through the new two-year #UintheFuture Graduate Program. ● In 2023, DELTA received the "Company of the Year" award at the Greek Dairy Innovation Awards, recognizing its pioneering innovation in dairy products, which embodies cutting-edge research and sustainable business practices.
	<h3 style="color: #008080;">Driving Sustainable Growth & Creating a Positive Impact & Developing Business Resilience</h3>	<p>We are committed to creating innovative products with high nutritional value, while also improving the dietary value of our existing products. This commitment is always guided by the needs of consumers, with an open communication policy that fosters feedback and understanding, helping us improve both our products and production processes. Our products are certified according to international standards, and we further promote circular economy through responsible waste management practices, supporting our commitment to sustainability.</p>	<ul style="list-style-type: none"> ● Our goal is to design products from the outset to ensure their nutritional value remains high while maximizing their health benefits under the Nutritious by Design framework. In 2023, in collaboration with the academic community, we developed and completed the study for the Nutrient Profile Model, which will serve as the foundation for our product planning and development. ● We invest in proper consumer information and awareness about the value of good nutrition and ways to adopt healthy dietary habits. This is achieved through multiple communication channels, such as the DELTA Information Centre, ongoing communication via marketing activities (e.g., competitions), the corporate website and social media, factory visits, and market research. ● In 2023, we committed to the Science Based Targets Initiative (SBTi) by setting goals to reduce greenhouse gas emissions by 2030. ● We are implementing a pioneering project to evaluate our ESG performance along the value chain, in line with the United Nations Sustainable Development Goals (UN SDGs), ultimately aiming to optimize our product portfolio.



DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<p>Driving Sustainable Growth & Creating a Positive Impact & Developing Business Resilience</p>	<p>We actively contribute to the sustainable development of the primary sector through the comprehensive GAIA Action Plan, in collaboration with research institutions and organizations. In 2023, we developed a monitoring framework for our milk producers to assess their sustainability, focusing on animal welfare, biosecurity, and carbon footprint.</p> <p>At the DELTA Molecular Biology Laboratory, we integrate cutting-edge technology in scientific research into industrial processes. Our efforts focus on improving knowledge and the management of microbial risks across all facilities, while simultaneously incorporating DNA technology into the quality control process of our products.</p>	<ul style="list-style-type: none"> We support the development of recycling infrastructure within the country, actively participating in the Collective Alternative Management System, for the recycling of packaging materials.
	<p>Creating a Positive Impact</p>	<p>Respect and integrity are fundamental elements of our long-term business success. We promote diversity, equity, and inclusion, and act responsibly in this direction. We aim to create equitable opportunities, adopt inclusive policies, and provide educational programs for our employees.</p>	<ul style="list-style-type: none"> We maintain zero tolerance for any violation of human rights, whether it involves direct or indirect participation. This zero-tolerance policy is implemented through: <ol style="list-style-type: none"> The company's complete abstention from any related activity. The avoidance of transactions or partnerships with entities that are either implicated or suspected of engaging in practices or agreements that may lead to such violations. In 2023 we developed and implemented our policies on Human Rights, and Diversity Equity and Inclusion, and we had zero incidents of violation of these policies. We provide a Support Line at all times, and we inform and train our people on issues of human rights, diversity and equality.



DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<p>Creating a Positive Impact</p>	<p>We contribute to the creation of sustainable cities and communities through our own sustainability infrastructure, as well as through the responsible management of our waste. We support areas that have been severely affected by natural disasters, implementing a series of recycling and support actions for people in need.</p>	<ul style="list-style-type: none"> As part of our sustainable infrastructure, we implement a comprehensive set of measures to reduce energy consumption. Moreover, in 2023, a photovoltaic power unit with a capacity of 1.5 MWphv was installed and began operating at our Agios Stefanos facility. We promote circular economy through responsible waste management and recycling practices, with 100% of our hazardous waste being delivered to licensed waste managers. In 2023, we stood by the flood-affected residents of Thessaly and our employees, providing targeted support initiatives. We established an annual Employee Volunteer Program, focusing on environmental contributions. We offered an additional 10% discount on our products at points of sale within the regional units of Larissa, Magnesia, Karditsa, and Trikala.
	<p>Creating a Positive Impact & Developing Business Resilience</p>	<p>We promote responsible consumption and production through sustainable and responsible production practices across the supply chain, focusing on the education of our suppliers and the adoption of eco-friendly materials that align with sustainability goals.</p>	<ul style="list-style-type: none"> As part of the GAIA Action Plan, we promote modern sustainable livestock farming practices by linking applied research with the production process. We implement pilot research programs for high-yield animal feed cultivation in collaboration with the Agricultural University of Athens and ELGO-DIMITRA. We train our farmers in sustainable farming practices to ensure the quality and wellbeing of animals. In 2023, we established a comprehensive framework for farm-level audits on issues of animal welfare, biosecurity, and carbon footprint, and issued a "tool kit" guide to improve farm management practices. Additionally, advisory programs are provided to livestock farmers to address targeted improvements. We select paper packaging materials from suppliers with FSC certification and rPET usage, in compliance with the applicable legislation. Based on technological and regulatory developments, we are committed to the inclusion of innovative materials and practices with a lower environmental footprint. Since 2016, we have adopted practices for the separation, collection, and recycling of materials within our facilities, further strengthening our environmental awareness and actions. We implement practices for waste management, achieving 95% of waste being recycled or utilized by licensed managers, while 100% of our waste is potentially recyclable materials. Additionally, 98% of food waste is diverted for utilization. We promote the circular economy by implementing responsible recycling, waste reduction, and responsible management practices, based on the company's Waste Management Policy. By participating in the "In the Loop" program since 2023, we increased the recycling of plastic packaging materials. We are implementing a pioneering project for evaluating ESG performance across the supply chain, aligned with the United Nations Sustainable Development Goals (SDGs).

DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<h3>Developing Business Resilience</h3>	<p>DELTA, in response to the challenges posed by climate change, records its greenhouse gas emissions, which are released into the atmosphere as a result of its business operations. Despite its activities causing low levels of atmospheric pollution, we regularly monitor the efficiency of our steam boilers and systems, to mitigate any emissions.</p>	<ul style="list-style-type: none"> In 2023, we committed to the SBTi (Science Based Targets initiative) by setting short- and medium-term goals to reduce our carbon footprint. At the same time, we prepared a comprehensive action plan and relevant initiatives. We are implementing a wide range of actions aimed at optimizing facility operations and reducing energy consumption. One such initiative is the replacement of factory lighting with LED systems. Additional actions are detailed in this Report. By using the Blue marble eco-friendly fuel additive, we have reduced carbon soot particles by 97% from the transport and distribution of our products through our fleet, and have also reduced CO2 emissions by 72% and HC emissions by 84%, compared to 2021. Trough targeted energy management actions, we have managed to reduce our Scope 1 & 2 carbon footprint by 25.5% and 8.6% respectively, compared to 2022.
	<h3>Developing Business Resilience</h3>	<p>The protection of natural ecosystems is a key priority for us, achieved through the adoption of relevant actions. The primary sector is directly linked to the environment, and we invest in sustainable methods that contribute to reducing our environmental footprint and enhancing biodiversity.</p>	<ul style="list-style-type: none"> Since 2012, we have been implementing the GAIA Action Plan, investing in a sustainable future for dairy farming and strengthening the knowledge and skills of livestock farmers regarding sustainability in their farms. In 2023 we developed an innovative framework for evaluating milk suppliers, which combines qualitative and quantitative criteria, for the milk, with well-being, biosecurity and carbon footprint, ensuring production of a high quality and adoption of sustainable practices.

DELTA's Contribution to Achieving the Sustainable Development Goals (SDGs)

SDGs	Alignment with DELTA's ESG Pillars	DELTA's contribution	Indicative Actions
	<h3 style="color: #00838f;">Creating a Positive Impact</h3>	<p>We aim to comply with national and international standards and participate in international organizations to ensure the upholding of conditions of justice and respect for human rights within the company.</p>	<ul style="list-style-type: none"> ● For yet another year, no incidents were reported.
	<h3 style="color: #00838f;">Creating a Positive Impact</h3>	<p>We promote value for the entire ecosystem in which we operate.</p>	<ul style="list-style-type: none"> ● Through our activities, we significantly support the dairy industry in Greece, contributing an average of 26% of the sector's total turnover during the 2022-2023 period. ● We achieved a 35% share of Gross Value Added, demonstrating our efficiency in the production stages, which is 15.5% higher than the average of the dairy sector in our country for the 2022-2023 period. <div style="margin-top: 10px;"> <ul style="list-style-type: none"> ● During 2022-2023: <ol style="list-style-type: none"> 1. Our total contribution in the GDP amounts to €239 million. 2. The total impact on national tax revenues is €12 million. 3. The total contribution to national revenues is €76 million. 4. Our average annual impact on employment is 3022 jobs. </div>

ESG Governance Model

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The Board of Directors of DELTA is responsible for approving and monitoring the progress of the ESG Strategy and examines ESG-related issues on a regular basis. A significant aspect of the ESG governance structure is the ESG Committee, which guides the implementation of the ESG Strategy, monitors progress towards achieving ESG goals, approves policies, and enhances the knowledge of Board members on sustainability. It also supervises the management of the company's impacts on sustainability matters. Furthermore, the Corporate Affairs and Sustainability Department has assumed a coordinating role for the implementation of the ESG Strategy across the organization.

Responsibilities for managing impacts have been assigned to senior executives within the organization. These executives are responsible for identifying and implementing measures to mitigate or eliminate any negative impacts arising from the company's business activities across its operations.

It is worth noting that the Company's progress on ESG issues, including effective management of its social and environmental impacts, will be taken into consideration in the Board of Directors' performance evaluations in the coming years.

Value Chain Transformation Project

Our company has initiated the implementation of a pioneering project tailored to the Greek context. The goal is to record and evaluate performance across the three (3) ESG pillars (Environment, Society, Governance) throughout the value chain. The implementation of this project is based on the innovative methodology of the Athens University of Economics and Business, which has helped address two critical problems faced by companies globally:

- 1 **The lack of quantitative frameworks for corporate ESG performance assessment, in line with international best practices.**
- 2 **The lack of methodologies that quantitatively link corporate ESG performance with the achievement of the UN Sustainable Development Goals (SDGs).**

The main objectives of this project are:

- ✓ **Establishing a baseline performance level for the ESG team, leading to continuous improvement within the ESG transformation framework**
- ✓ **Promoting responsible innovation regarding the integration of ESG and SDG concepts into the value chain of dairy products and fostering transparency**
- ✓ **Enhancing the company's brand reputation through the integration of sustainability within the value chain**
- ✓ **Investing in the improvement of the product portfolio**
- ✓ **Identifying areas for improvement at company level**

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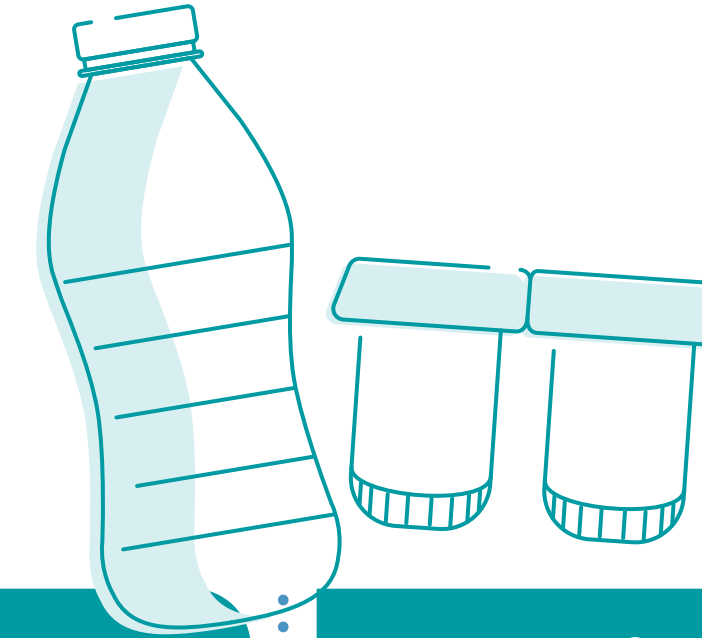
Double Materiality Analysis



Stakeholder Engagement

It is of utmost importance for us to maintain ongoing engagement with stakeholders through organized and targeted communication channels, ensuring that their expectations and perspectives are integrated into our decision-making process.

We engage with stakeholders to gain a comprehensive understanding of the needs and concerns of individuals or groups that may be affected by our actions. This proactive approach allows us to implement preventive measures to mitigate potential negative impacts. Stakeholders include individuals or organizations that may be influenced by or play a role in shaping the execution of DELTA's strategic goals.



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Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Employees</p>	<ul style="list-style-type: none"> Company's intranet Updates via e-mail (internal communications) and staff boards Continuous communication between the Management Team and Human Resources Employee Satisfaction Survey Regular Employee Meetings with Line Managers and the Management Team Group or 1:1 meetings with Human Resources Department members Regular meetings with the representatives of the Trade Union 	<ul style="list-style-type: none"> Daily Monthly Annually 	<ul style="list-style-type: none"> Working conditions and other labour issues Fees & Benefits Equal treatment/ meritocracy Training and development opportunities Health and safety in the workplace Updates on corporate issues (priorities, goals, results, distinctions, scientific actions) 	<ul style="list-style-type: none"> Implementation of the Business Code of Conduct CEO meetings with employees Posting of available jobs internally throughout the organization Free distribution of products and provision of Christmas gift vouchers to all employees Employee attendance at training courses Flexible Work Policy Wellbeing Program, to promote the quality of life, mental health and wellness, with programs such as 24-hour psychological support for employees and their families, and nutrition training and dietary tips by partner nutritionists

Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Shareholders</p>	<ul style="list-style-type: none"> Ongoing communication through Senior Management and Internal Audit (one-to-one meetings) Internal meetings Publication of the Sustainable Development Report 	<ul style="list-style-type: none"> Monthly 	<ul style="list-style-type: none"> Growth and profitability of the Company Sound corporate governance Transparency in Stakeholder relations Sound risk management Rationalisation of spending Expansion into new markets Interest in ESG actions and ESG performance 	<ul style="list-style-type: none"> Communication of decisions, announcements, and financial statements to provide adequate information to the shareholders Publication of Sustainable Development Reports for transparent presentation of the ESG strategy, actions, goals, and performance of DELTA
<p>Customers</p>	<ul style="list-style-type: none"> Inspector visits (Network team) DELTA Information Centre Continuous physical and telephone communication Presentations and training 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Benefits, discounts, and promotions Quality products and raw materials Prompt response and service Publication of regular press releases, announcements, and reports on new Company products or services Updates on the legislative framework and new dietary trends Credit and commercial policy Distribution and service 	<ul style="list-style-type: none"> Implementation of quality assurance and Health & Safety procedures in the Supply Chain Prompt response to customer requests and complaints from the DELTA Information Centre Response to customer requirements through inter-departmental collaboration, aiming at serving them immediately
<p>Consumers</p>	<ul style="list-style-type: none"> DELTA Information Centre Continuous communication through marketing actions (e.g., competitions) DeltaMoms platform www.delta.gr Social Media Consumer visits to production units Market surveys 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Promotions and discounts Quality and Nutritional Value of DELTA products Quality and Safety Management of DELTA products Updates on new products Prompt service and response to any complaints and questions related to products Updates on a healthy and balanced diet Corporate responsibility 	<ul style="list-style-type: none"> Monitoring of dietary trends and designing and developing new products, as well as continuously improving existing product proposals based on modern Nutrition Implementation of quality assurance and Health and Safety procedures in the Supply Chain Assurance of immediate service and response from the DELTA Information Centre- KED Response to consumer demands through direct collaboration with the Sales Department Conducting actions focused on healthy eating in collaboration with the Delta Information Centre - KED
<p>Producers – Livestock farmers</p>	<ul style="list-style-type: none"> Provision of technical support from veterinarians, agronomists, animal husbandry experts, and inspectors at livestock farms QMD (Quality Management Department) inspector visits Organisation of training colloquiums specifically for producers 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Long-term active presence in the Milk Zone Trust and reliability High level of cooperation Terms of partnership and implementation of milk procurement policy Enhancement of livestock farming sustainability Improvement of the competitiveness of Greek farms Provision of technical support, information, and training Pricing and credit policy DELTA's financial robustness Ensuring high-quality feed 	<ul style="list-style-type: none"> Promotion of actions for sustainable development and improvement of the competitiveness of Greek dairy farming Provision of technical support, training, colloquiums, GAIA Action Plan Ensuring contact between producers and the scientific community

Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Suppliers</p>	<ul style="list-style-type: none"> • Visits/ On-site inspections and evaluations at specific intervals, by inspectors of the Quality Management Department, with the participation of executives of the Research and Development Department • Selection of raw and auxiliary materials based on quality criteria during product development/ improvement by the executives of the Research and Development Department 	<ul style="list-style-type: none"> • Daily 	<ul style="list-style-type: none"> • Growth and expansion of the Company • Terms of partnership • Meritocratic and objective supplier evaluation • Pricing and credit policy, and payment methods • Supporting local suppliers • DELTA's financial robustness 	<ul style="list-style-type: none"> • Supplier and Partner Code of Conduct, Procurement Code of Conduct • Health & Safety measures for all stakeholders in the Supply Chain • Preference of local suppliers wherever possible
<p>Sales network partners</p>	<ul style="list-style-type: none"> • Immediate contact the Sales Networks Department • Ordering systems • Daily communication with shipping department • Information platforms (portable invoicing system) • Ongoing communication with the Quality Management Department • Communication with executives of the Research and Development Department on the performance of professional products and their potential improvement 	<ul style="list-style-type: none"> • Daily 	<ul style="list-style-type: none"> • Quality-completeness of delivered products • Delivery times • Compliance with product specifications • Immediacy and flexibility • Technical and technological support (e.g., route optimization) • Development and innovation • Training • DELTA's financial robustness 	<ul style="list-style-type: none"> • Communication with the Sales Network • Health and Safety measures for all stakeholders in the Supply Chain
<p>State and institutional bodies</p>	<ul style="list-style-type: none"> • Participation in shaping policies and decisions (through Industry Associations) • Audit mechanisms of the State and state agencies • Participation in state surveys and opinions • Participation in seminars for training of sector state services • Communication with extroversion bodies 	<ul style="list-style-type: none"> • Monthly 	<ul style="list-style-type: none"> • Compliance with legislation • Financial robustness, to meet tax and insurance requirements • Process improvement initiatives • Development of social actions 	<ul style="list-style-type: none"> • Full compliance with legislation • Participation in professional organizations • Cooperation and consultation with institutional representatives of the state and regulatory authorities • Ongoing initiatives and actions to enhance DELTA's operations and to increase social impact
<p>Scientific Community</p>	<ul style="list-style-type: none"> • Participation in conferences • Preparation of research programs • Knowledge dissemination and information exchange activities 	<ul style="list-style-type: none"> • Monthly 	<ul style="list-style-type: none"> • Linking academic research to applied practices • Enhancement and support of scientific work (e.g., through partnerships for participation in European programs) • Provision of opportunities to students • Guidance and career orientation of students in relevant professional fields 	<ul style="list-style-type: none"> • Participation in conferences and research, as well as European knowhow exchange programs • Provision of internships to students • Support of postgraduate studies • Support for conferences, student events, colloquiums, competitions, and other activities

Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Local community</p>	<ul style="list-style-type: none"> Ongoing communication with local authorities and associations Participation in activities of local authorities and associations Participation of Company representatives in events and forums to exchange views DELTA Information Centre-KED 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Contribution to maintaining employment in areas with structural livestock farming issues Employment growth Direct communication with local government representatives - Sponsorships/ product donations to support social structures and events Participation in joint initiatives 	<ul style="list-style-type: none"> Job creation, provision of support to vulnerable social groups Preference of local suppliers, where possible Ongoing consultation with local community and product donations KED educational programs, including visits to kindergartens, plant tours, and interactive games on nutrition
<p>Non-Governmental Organizations (NGOs) & Non-Profit Organizations</p>	<ul style="list-style-type: none"> Electronic and telephone communication 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Provision of free food Provision of support to actions and sponsorships Direct contact and collaboration on an ongoing basis 	<ul style="list-style-type: none"> Food donations, voluntary actions Strengthening food offerings Contribution to EKAV (National Centre of Direct Assistance) Continuous expansion of our partner framework
<p>Media</p>	<ul style="list-style-type: none"> Company website, www.delta.gr Printed and digital publications Press lunches/conferences One-on-one meetings Sustainable Development Report 	<ul style="list-style-type: none"> Weekly 	<ul style="list-style-type: none"> New products presentation Food industry developments Promotion of the Group's initiatives 	<ul style="list-style-type: none"> Corporate website, press releases and articles/ listings
<p>Banks/ Rating agencies / Investors</p>	<ul style="list-style-type: none"> Meetings with Group representatives Correspondence 	<ul style="list-style-type: none"> Systematic 	<ul style="list-style-type: none"> Sustainability Liquidity Strategic planning Interest in ESG actions and ESG performance 	<ul style="list-style-type: none"> Disclosure of annual consolidated and company financial statements



Double Materiality Analysis

Double Materiality Methodology

The double materiality methodology we follow is fully aligned with the new European regulatory framework of the Corporate Sustainability Reporting Directive (CSRD), as well as the guidelines of the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI: 3 Material Topics 2021). At DELTA, we take into account upcoming regulations and adopt a forward-looking approach to proactively adapt to potential changes that may arise. This approach ensures that we can effectively respond to regulatory developments while also addressing emerging risks and opportunities.

The double materiality analysis is a key tool in understanding the impact of our activities on the environment, society, and the economy, as well as in assessing the risks and opportunities that arise for the company itself.

Four steps were followed in the double materiality exercise:

Step 1: Comprehension

- ▶ Comprehension of DELTA's business model, goals, and priorities, as well as a reassessment of the material issues determined in the 2022 materiality analysis.
- ▶ Review of industry/international guidelines and standards, as well as peer review.
- ▶ Value chain mapping.

Step 2: Identification

Impact Materiality

- ▶ Identification and validation of negative and positive, existing and potential impacts of the Company on the environment, society, and economy, through business activity comprehension, and the review of industry/international standards and similar organisations, as well as through value chain mapping.

Financial Materiality

- ▶ Recognition of financial implications associated with DELTA material issues, following consultation with internal experts.
- ▶ Identification of risks and opportunities that have or may have a material impact on the Company's cash flow, growth, and performance.

Step 3: Evaluation

Materiality of Impacts

- ▶ Conducting workshops and providing questionnaires to relevant stakeholders to rate the identified negative and positive, actual and potential impacts.

Financial Materiality

- ▶ Conducting workshops and providing questionnaires to experts to rate the identified risks and opportunities that are impacting or may impact the Company.

Step 4: Prioritization

- ▶ Prioritizing material issues according to the assessment and rating of validated impacts, risks, and opportunities.
- ▶ Establishing a threshold for the formation of a list including the most material issues.
- ▶ Integration of material issues into the DELTA 2023 Sustainable Development Report.

Impact, Opportunity, and Risk Assessment Criteria

Both impacts, as well as opportunities and risks, are assessed based on specific parameters.

Impact Rating

Criteria for assessing (current and potential) positive impacts:

- Scale
- Scope
- Likelihood, in case of potential positive impacts

Criteria for assessing (current and potential) negative impacts:

- Scale
- Scope
- Irremediable character
- Likelihood, in case of potential negative impacts

Rating Opportunities and Risks

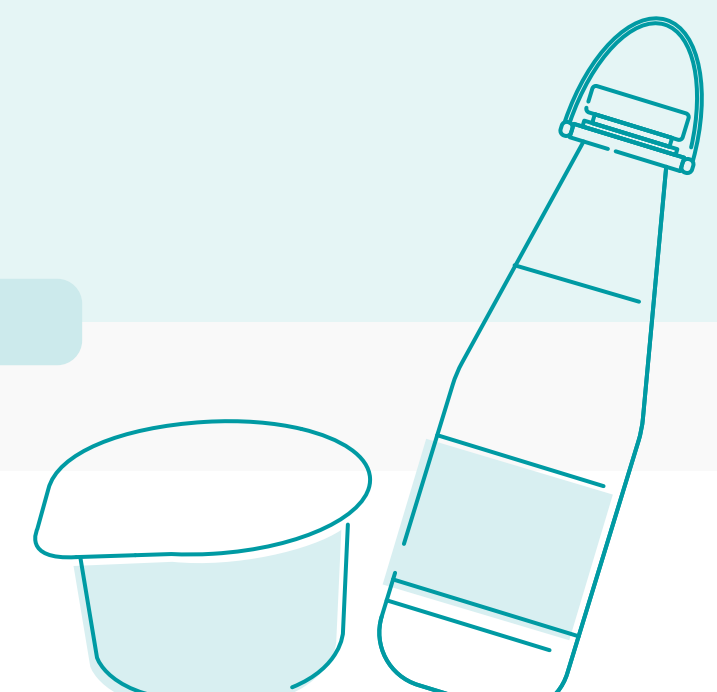
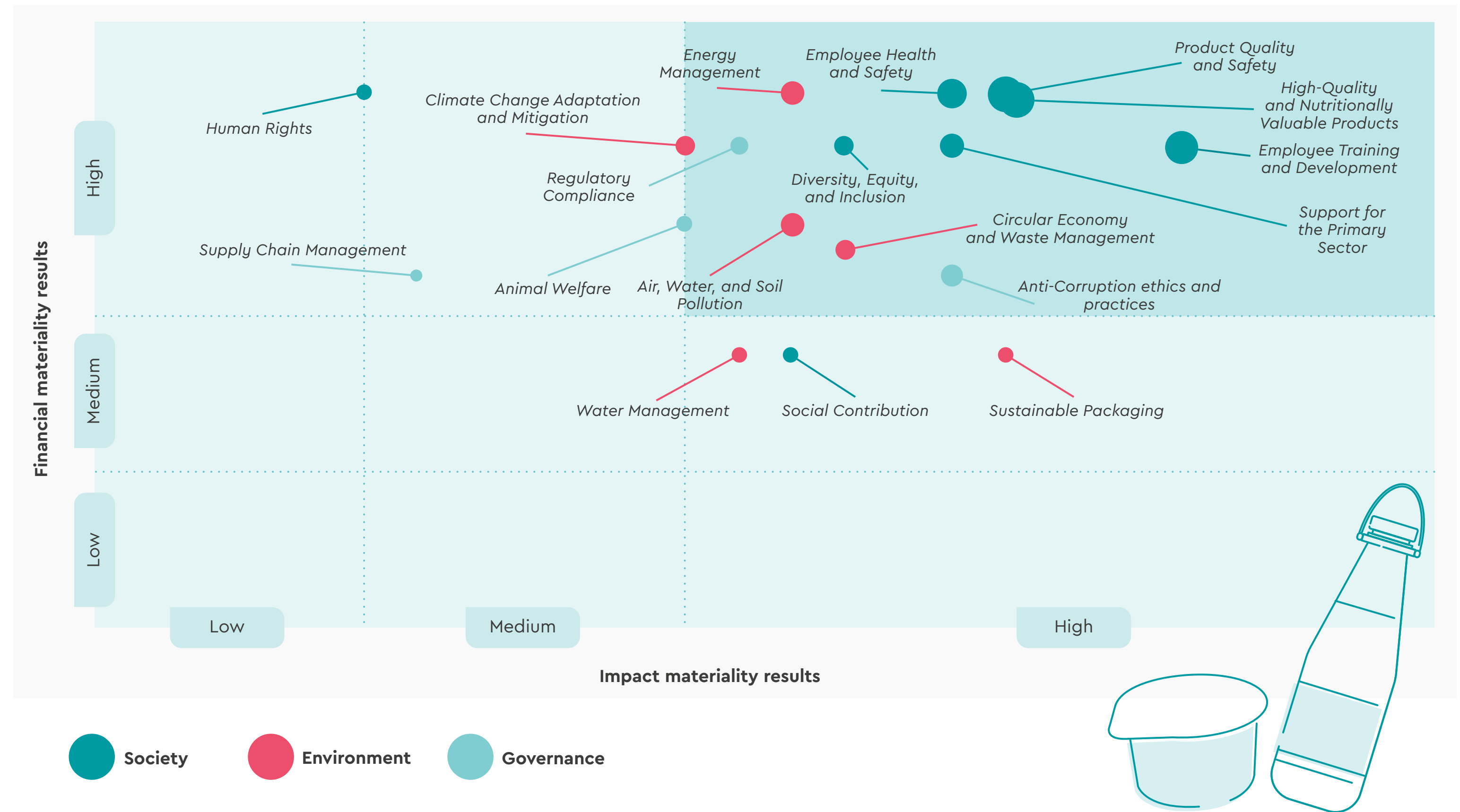
Magnitude of the positive and negative financial impacts

Likelihood of opportunities and risks

Results of the Double Materiality

The double materiality methodology described above was followed to determine material topics for the 2022 reporting period. Regarding the process of defining material topics for 2023, the ESG Committee conducted an internal discussion to evaluate whether the topics identified as material in 2022 remained equally significant for the current reporting period (2023) and aligned with the broader ESG ecosystem and emerging trends.

The assessment took into consideration that there were no significant changes in the business operating model, organizational structure, or major incidents affecting the wider supply chain and human rights. As a result, the ESG Committee concluded that the material topics identified in 2022 would continue to be used for shaping the 2023 Sustainable Development Report.



Classification of Material Topics

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ESG Pillars	Ranking of Sustainability Topics Based on Impact Materiality	ESG Pillars	Ranking of Sustainability Topics Based on Financial Materiality	ESG Pillars	Ranking of Sustainability Topics Based on Double Materiality
	Material Topics		Material Topics		Material Topics
Environment	<ul style="list-style-type: none"> Sustainable packaging 	Environment	<ul style="list-style-type: none"> Energy management Climate change adaptation and mitigation Air, water, and soil pollution Circular economy and waste management 	Environment	<ul style="list-style-type: none"> Energy management Climate change adaptation and mitigation Air, water, and soil pollution Circular economy and waste management
Society	<ul style="list-style-type: none"> Employee training and development High nutritional value products Product quality and safety 	Society	<ul style="list-style-type: none"> High nutritional value products Product quality and safety Employee health and safety Human rights Employee training and development Primary sector support Diversity, equity, and inclusion 	Society	<ul style="list-style-type: none"> Employee training and development High nutritional value products Product quality and safety Employee health and safety Primary sector support Diversity, equity, and inclusion
	Other Topics		Other Topics		Other Topics
Environment	<ul style="list-style-type: none"> Circular economy and waste management Air, water, and soil pollution Energy management Water management Climate change adaptation and mitigation 	Governance	<ul style="list-style-type: none"> Regulatory compliance Animal welfare Anti-corruption ethics and practices Supply chain management 	Governance	<ul style="list-style-type: none"> Regulatory compliance Anti-corruption ethics and practices
Society	<ul style="list-style-type: none"> Employee health and safety Primary sector support Diversity, Equity and Inclusion Social contributions Human rights 		Other Topics		Other Topics
Governance	<ul style="list-style-type: none"> Anti-corruption ethics and practices Regulatory compliance Animal welfare Supply chain management 	Environment	<ul style="list-style-type: none"> Sustainable packaging Water management mitigation 	Environment	<ul style="list-style-type: none"> Sustainable packaging Water management
		Society	<ul style="list-style-type: none"> Social contribution 	Society	<ul style="list-style-type: none"> Human rights Social contribution Animal welfare
				Governance	<ul style="list-style-type: none"> Supply chain management

Driving Sustainable Growth



Product Quality and Safety



Our quality assurance procedures

Our company consistently complies with both European and national regulations, upholding business ethics while systematically adhering to quality standards and recommended best practices set by competent authorities and organizations.

By combining experience, academic knowledge, and technology, we implement a rigorous scientific quality assurance framework. Annually, we conduct more than 3,000 checks, ensuring that DELTA products undergo strict control processes, guaranteeing absolute safety and consistent quality.

In 2023, DELTA recorded zero incidents of non-compliance with regulations that resulted in fines, penalties, or warnings, and zero incidents of non-compliance with voluntary codes related to health and product safety.

Our company is a pioneer in Greece, having established an advanced Molecular Biology Laboratory. In this laboratory, we integrate cutting-edge scientific research technologies into our industrial processes, focusing on enhancing knowledge and understanding of microbiological risks at every facility. At the same time, we incorporate DNA technology into the product quality control process.

Additionally, DELTA ensures its commitment to quality by guaranteeing the absence of GMOs in its products, testing and verifying the absence of pathogens, and implementing all required measures, procedures, and controls. This ensures the elimination of allergenic cross-contamination risks in our products.

The composition of our feed mixtures includes top-quality ingredients, featuring cereals such as corn, wheat, and barley, as well as protein-rich sources derived from high-value protein oilseeds, such as soybeans, rapeseed meal, and sunflower meal.

We apply strict measures in the formulation of the feed we produce:

- Maintaining an optimal balance of energy and protein
- Adding vitamins and trace elements with a stable composition and guaranteed quality
- Using preparations of organic forms of trace elements

In 2023, DELTA renewed its "Rainforest Alliance" certification for Milko, confirming that the cocoa it sources is produced with respect for the environment, biodiversity, people, and local communities.

Since 2001, there has been no recorded product recall.

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EUROFEED



EAOT EN ISO 22000

Our company ensures the safety and high quality of our products by:

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✓ **Implementing employee training programs on food quality and safety, fostering and strengthening a culture of food safety across the entire organization.**

✓ **Monitoring and controlling product transportation temperatures in real-time, with the ability for immediate intervention whenever a temperature deviation is detected, ensuring the integrity of the cold chain.**

✓ **Evaluating and selecting our suppliers, to meet standards of excellent quality, appropriate facilities, certified production conditions, and prompt response to our requests. Predefined checks by suppliers confirm that every raw material, ingredient, and packaging material fully complies with our established specifications.**

✓ **Conducting systematic inspections through partnerships with external bodies for quality management systems.**

✓ **Regular updates on potential regulatory changes and engagement with regulatory authorities and services.**

✓ **Operating a fully equipped and modern analysis laboratory.**

✓ **Daily monitoring of the production process for rapid identification of microorganisms, insects, and plants, creating databases that are continuously enriched and lead to targeted corrective actions. This approach is always guided by our investment in quality, safety, and innovation in our products.**

✓ **Conducting specialized analyses through partnerships with external accredited laboratories.**

✓ **Conducting internal traceability checks.**

✓ **Identifying, assessing, preventing, and managing risks related to animal feed production (applies to the EUROFEED subsidiary).**

Every stage of this process is linked to a comprehensive analysis system, which includes over 1,000 daily checks. These checks are based on both European and national legislation, as well as the high-quality standards we set. This system fully guarantees the safety of the products we bring to market.

Fostering a Food Safety Culture

Recently, the concept of food safety was introduced as a requirement in both certification standards for food safety management systems and in European legislation (EU 2021/382). This development points to the importance of establishing a strong food safety culture within DELTA.

CASE STUDY:

To further strengthen DELTA's culture of responsibility, in 2023, we designed and implemented the "Kan'to APLA" campaign. Through a unified slogan, posters, and visual materials displayed on screens placed at strategic locations within the facilities, the campaign aims to raise awareness and encourage active employee participation.

Additionally, we introduced a suggestion box, to encourage employees to contribute ideas on how to further improve product quality and safety, health and safety at the workplace and the overall workplace practices. This initiative supports our commitment for food safety and continuously enhances our procedures.

In 2023, internal training on food safety culture reached a total of 446 hours.

Responsible Policy for Organic Animal Feed Production

- Over the past five years, EUROFEED has been supplying DELTA's organic milk producers and other livestock farmers with specially formulated certified organic feed. These feeds are certified by the organic product certification body DIO.

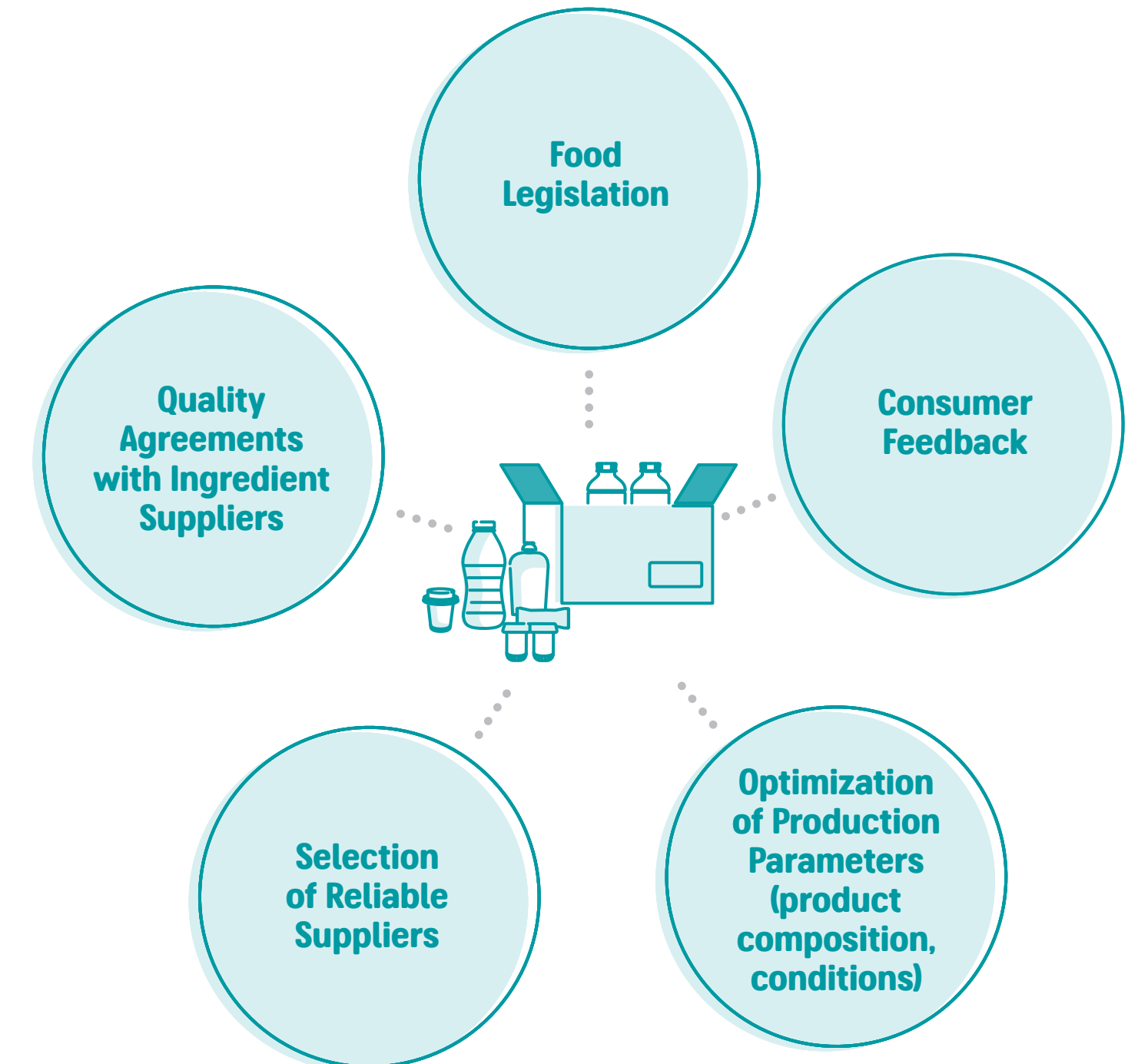
Product Labelling and Marketing

- Proper and clear product labelling is essential for transparent communication with consumers. For this reason, all product labels are designed to be clear and easily legible.

All major product categories are fully covered and evaluated for compliance with the required procedures.

For over four (4) decades, we have been investing in R&D activities for product and packaging development, with specialized personnel and well-equipped facilities. This ensures the highest quality and nutritional value of our products, in direct collaboration with our production facilities.

The quality of our products is based on the principles of product design, development, and improvement:



Final Product Specifications

In 2023, we redefined our Nutritional Policy, focusing on achieving the United Nations Sustainable Development Goal for ensuring good health and well-being for all. This policy promotes a balanced and healthy diet, combined with an active lifestyle that includes systematic physical activity.

According to European and national legislation, the company is required to provide safe usage instructions for its products. All DELTA products display either an expiration date or a "best before" date, depending on whether they are perishable or non-perishable products. Product labels also include detailed storage conditions and recommended consumption instructions for after opening.

Additionally, any expected organoleptic changes during a product's shelf life—which do not pose a safety risk to consumers, such as juice separating—is noted. To further ensure consumer awareness, we use bold labelling for allergens in the ingredients list. Where there is even the slightest possibility of cross-contamination, a precautionary "may contain" statement is included. Labels explicitly list potential allergens, clearly identifying them.

In 2023, DELTA recorded zero incidents of non-compliance with regulations that would have resulted in fines, penalties, or warnings, as well as zero non-compliance cases related to voluntary product labelling standards.

For domestically produced dairy products, the origin of the milk is mandatory and must be indicated near the product name, in accordance with applicable legislation. For imported dairy products, the packaging states the country of the production facility and whether the origin is within the European Union.

Non-dairy products indicate the origin of ingredients in cases of claims of origin, such as 'Frouta tou Topou Mas' (Fruits of our Land) juices or Almond plant products that indicate the origin of the almonds.

In 2023, DELTA recorded zero incidents of non-compliance with regulations that would have resulted in fines, penalties, or warnings, as well as zero non-compliance cases related to voluntary marketing communication codes.



DELTA includes special references on the labels of specific products:

- Dairy products containing cocoa that are Rainforest Alliance (RFA) certified.
- Greek label on milk containing Greek-origin milk.
- Almond origin specified on plant-based beverages with a special mention of Greek almonds.
- Vegan label from an accredited certification body on plant-based products.
- Lactose-free labelling on dairy products that do not contain lactose, and no added sugars labelling on products without additional sugars.
- Labels indicating low fat or low-calorie content and added vitamins and minerals in select products.
- Age suitability labelling, specifying whether a product is formulated for a specific age group, such as baby milk suitable from 6 months.
- Labelling from an accredited organic certification body, for organic dairy products, in accordance with relevant legislation.
- Labelling for composition, nutritional information, health claims, and the identification mark of the production facility on dairy products.
- Weight or volume labelling, depending on the product.

Measures Against Economically Motivated Adulteration

Economically motivated adulteration, particularly in the food sector, poses significant risks to public health and consumer trust. To combat this, our company has developed and adopted specific requirements within our food safety management systems, aimed at detecting and mitigating incidents of food fraud.

The prevention of food fraud follows a comprehensive approach, beginning with the integration of specific requirements into our food safety management systems. These requirements are designed to address the complexities and challenges associated with food fraud.

By establishing clear standards and protocols, our food safety management systems aim to create a robust framework that prevents fraudulent activities and ensures the integrity of our food products.

In 2023, a vulnerability assessment for economically motivated adulteration was conducted across our three (3) production units.



Measures Against Intentional Food Contamination

Preventing intentional food contamination is crucial for ensuring food safety and maintaining consumer trust. Our approach includes developing a series of measures and procedures focused on training, evaluation, and the implementation of preventive and corrective actions.

The key points of this process are as follows:

Training of Food Defense Team Members within the Facilities:

- Η εκπαίδευση των μελών των ομάδων Food Defense σε κάθε εργοστάσιο αποτελεί το πρώτο βήμα στην προληπτική δράση κατά της σκόπιμης επιμόλυνσης. Η εκπαίδευση αυτή στοχεύει στην ενημέρωση, στην αξιολόγηση απειλών και στην ευαισθητοποίηση των εργαζομένων σχετικά με τους κινδύνους και τις μεθόδους προστασίας των τροφίμων από ενδεχόμενες σκόπιμες επιθέσεις.

Comprehensive Development of Vulnerability Assessment Study for Operational Processes in Each Facility:

- 1. Identification and analysis of potential points that could be targets for intentional contamination.
- 2. Development and implementation of strategies to enhance security and reduce risks.
- 3. Documentation of procedures and ensuring compliance with the Food Defense standards (QD-14-P-05).

Evaluation is Continuous and Conducted Annually:

- Includes inspections and security drills to ensure the effectiveness of implemented measures and their adaptation to new conditions or threats.

By adopting these procedures, we guarantee the safety of our food from intentional contamination, while also protecting consumer health and maintaining their trust in the quality of our products.

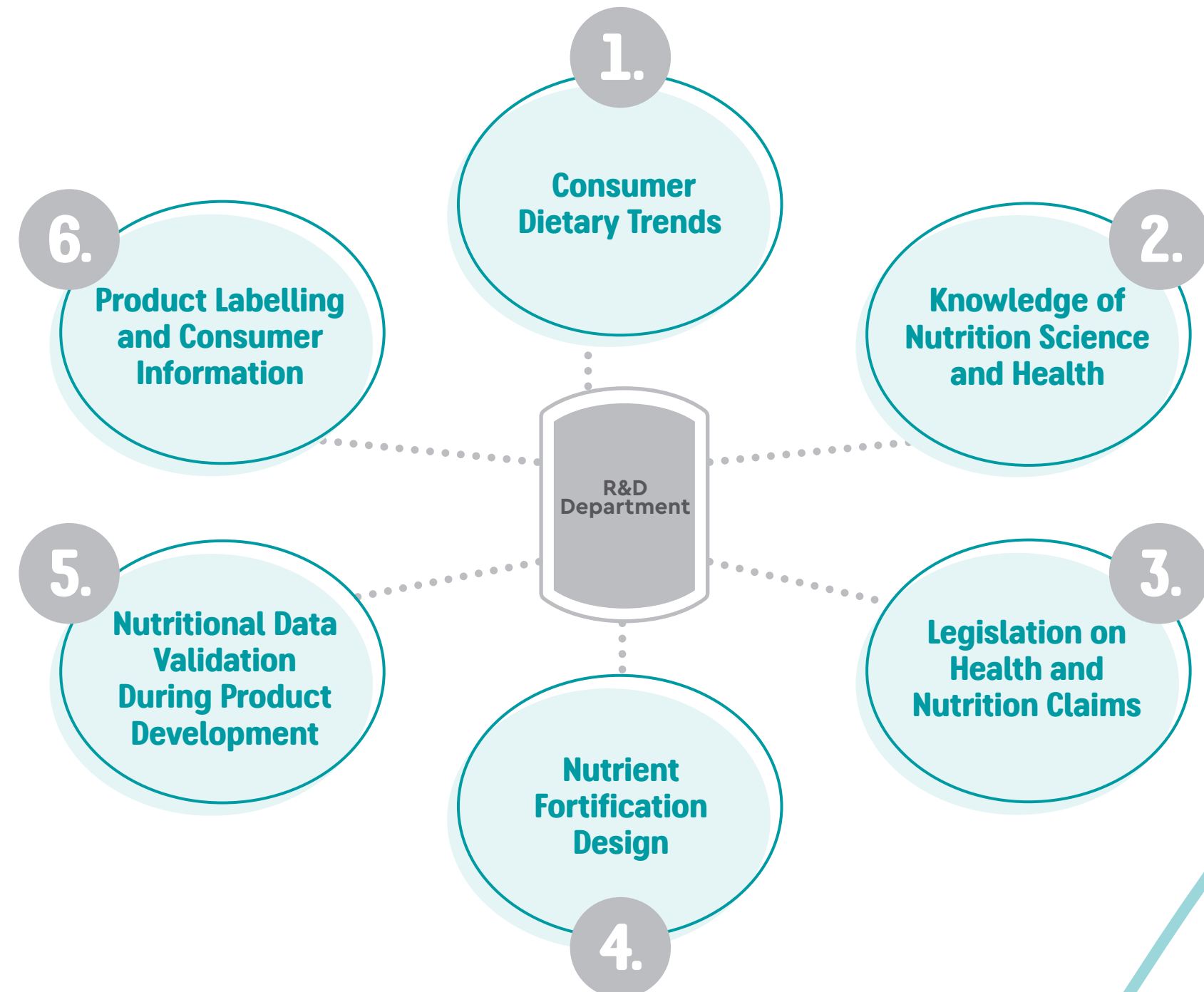
In 2023, a study was conducted on the prevention of intentional food contamination across our three (3) production units.

Nutritional Value of Foods



We are committed to developing innovative products with high nutritional value and to enhancing the nutritional profile of our existing products, always with a deep understanding of consumer needs. The Research and Development (R&D) Department ensures from the product design phase and throughout its development or reformulation that its nutritional composition aligns with the dietary needs of specific target groups. This is verified through specialized analyses conducted both internally and in external certified laboratories, ensuring the nutritional characteristics of our products meet the required standards.

The Research and Development (R&D) Department manages the following key principles during the design, development, or reformulation of products:



In 2023, in collaboration with the academic community, we conducted research, designed, and completed the Nutrient Profile Model, which is set to become our guiding framework for the design and development of our products.

This Model, which we have incorporated into the company's Nutritional Policy, considers the dietary needs of Greek consumers, the characteristics of different food categories, various age groups, portion sizes, and consumption frequency. Our goal is for products to be designed from the outset with a high nutritional value, guaranteeing their nutritional adequacy through the Nutritious by Design approach.



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Ensuring Health Through Nutrition for All Age Groups

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We Support Parents

by helping them provide infants and young children with the best possible nutrition, ensuring a healthy start in life during the first five (5) years of their development.

We Offer Nutritious Foods and Beverages

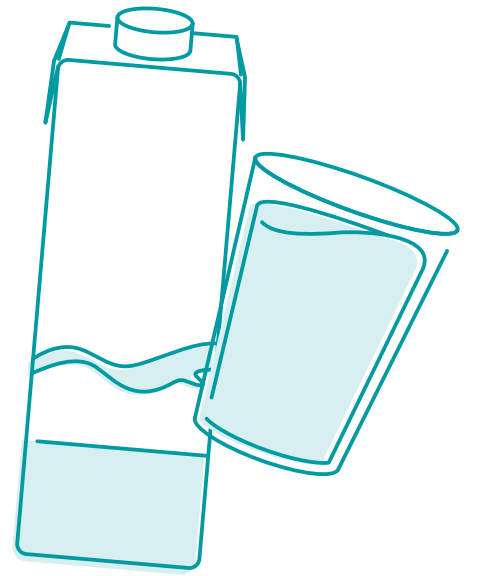
produced with specially selected ingredients, tailored to every life stage, meeting the nutritional needs of each age group accordingly.

- Our Infant & Child Nutrition System includes high nutritional value products, specially formulated to cover part of the daily dietary needs of infants, toddlers, and preschool- and school-age children.
- Vitaline yogurt products for adults are fortified with vitamins that support metabolic functions – they feature a unique composition, free from added sugars, with low energy content and low fat.
- Our plant-based product line includes options fortified with nutritional elements similar to dairy products, ensuring that special dietary groups do not face nutritional deficiencies.

At DELTA, we continuously analyze society and consumer needs, focusing on specific groups due to the diversity of their requirements. Given the fast-paced nature of modern life and the need for multitasking, we provide accessible and nutritious solutions that support daily lifestyle demands.

DELTA identified this need early on, developing products such as Functional Life Energy Boost juices, Immune Plus, and Vitaline protein puddings. These products offer a solution for consumers who wish to eat healthily but may not be fully satisfied with traditional products. Featuring convenient packaging and delicious recipes, they make it easier to adopt and maintain a balanced diet.

Our subsidiary, EUROFEED, is committed to efficient production and the well-being of animals, investing in research and development for innovative dairy feed mixtures and new products. Additionally, we collaborate with dairy producers, identifying the nutritional needs essential for animal health, and developing new feed formulations that enhance animal nutrition and growth.



Reformulation of the Advance Infant Product Line



Establishing healthy eating habits from an early age, particularly during the weaning stage, is crucial for building a strong immune system and supporting long-term well-being. In Greece, childhood obesity presents a significant challenge, calling for collective action and a shared responsibility to safeguard the health of future generations. The government has encouraged the food industry to develop healthier dairy products, limiting added sugars, saturated fats, and salt across all food categories, with a particular focus on infants and young children—the future of our society. We are at the forefront of this initiative, reviewing our entire product range every year to enhance its nutritional value while preserving our outstanding flavour that remains a key factor in consumer preference.

In 2023, we advanced the production of innovative products in the following categories:

Yogurt and Yogurt Desserts

- DELTA Authentic Greek yogurt
- DELTA Complet protein
- DELTA Small Family Farms Strained Yogurt
- DELTA Vitaline Pudding

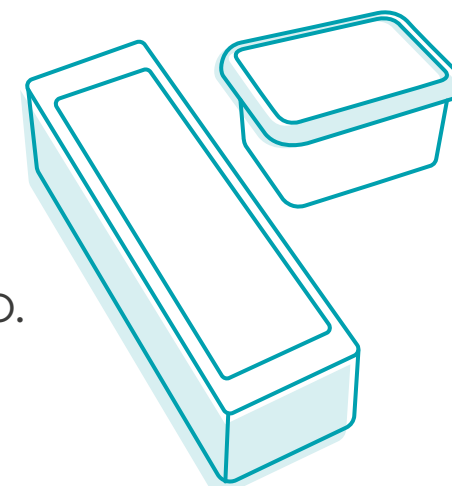


Juices and Teas

- Life Fruit and Spice Juices
- Life Tsai Iced Tea

Dairy Products

- DELTA Authentic Greek Feta Cheese P.D.O.



✓ In 2023, children's Smart yogurts were reformulated with 35% less sugar.

✓ 40% less sugar in the Life Tsai Half & Half & Life teas, with no added sugars in their recipes from the design stage.

✓ 10% less sugar in Milko (new Milko Marvel formulation).

✓ A yogurt-based product with "simply strained" yogurt, containing 7% fat.

✓ New Life juices with no added sugars from the design stage.

✓ A new category of Vitaline Puddings with no added sugars in their recipes from the design stage.



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Creating a Positive Impact

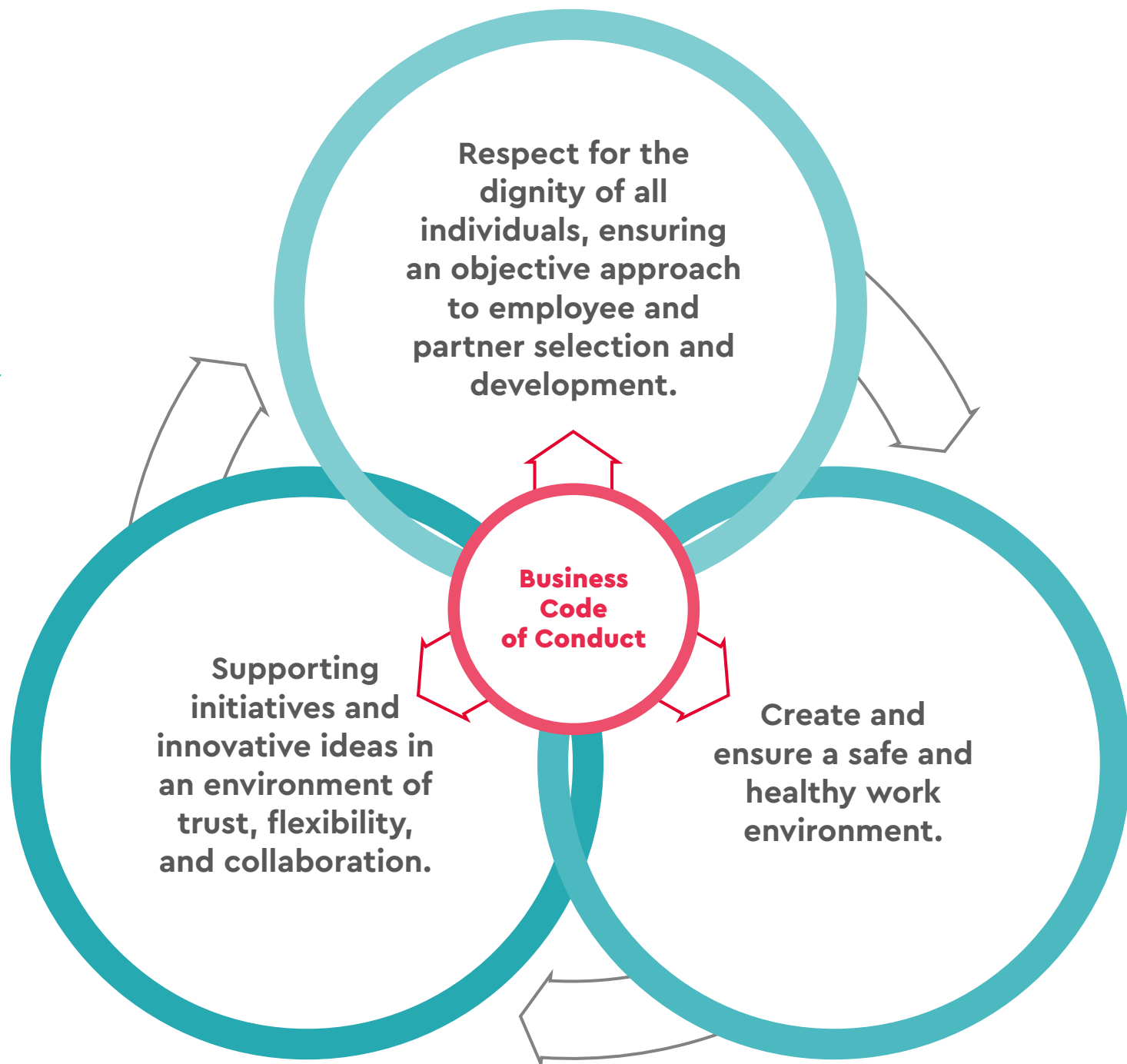


Diversity, Equity and Inclusion



At DELTA, our people are at the heart of our company's sustainable growth. We recognize and promote the uniqueness of each team member, guided by three (3) core principles and values outlined in our Business Code of Conduct. These principles highlight the central role of our people in DELTA's journey.

The three (3) fundamental principles and values of our Business Code of Conduct emphasize the significance of our people:



Our goal is to continuously support and develop our people, creating an environment where they can grow both professionally and personally. We place particular emphasis on upholding and strengthening the values that guide our operations: mutual respect, collaboration, and teamwork.

Additionally, as part of our ongoing commitment to fostering a modern and inclusive work environment, in 2021 we signed the Diversity Charter of the European Commission as part of the Vivartia Group. This initiative reflects our dedication to promoting diversity and inclusion, while reinforcing our equal opportunities policy for all.

It is worth noting that for yet another consecutive year, our company has maintained an outstanding record, with zero incidents of non-compliance related to diversity, equity, and inclusion.

At the same time, we reaffirm our commitment to promoting and strengthening equality and workplace inclusion with the adoption of our dedicated policy in 2023. Our ESG strategy reflects our ongoing effort to cultivate a culture of equal opportunities for all employees, ensuring inclusivity without exceptions. Our goal is to foster a safe and supportive work environment where everyone can thrive professionally and maximize their potential.

This policy is approved by the Management Team and is directly linked to the Corporate Code of Conduct. It applies to all DELTA employees across all facilities and subsidiaries. In 2023, 67% of DELTA's workforce – totaling 608 employees – was based in Attica, while 312 employees were located in other regions of Greece, representing 34% of our total staff. Out of 920 employees, 136 were hired under project-based contracts, and three (3) under service agreements.

100% of our employees are covered, at a minimum, by the National Collective Labor Agreement.

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Employee breakdown (DELTA)

	2022	2023
MEN	777	754
WOMEN	152	166
TOTAL	929	920

Employee breakdown (EUROFEED)

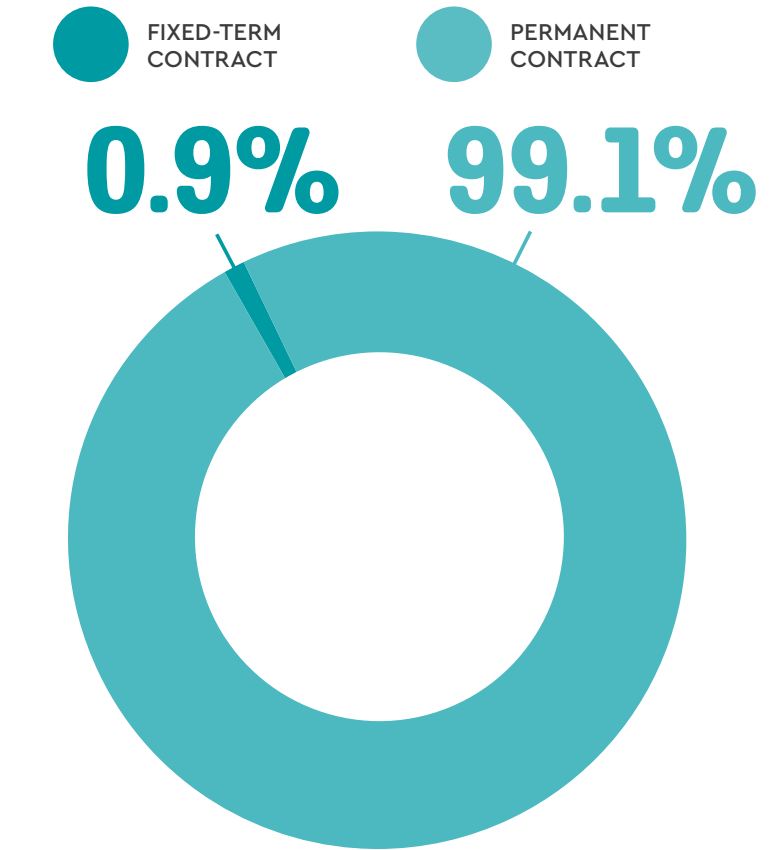
	2022	2023
MEN	15	15
WOMEN	1	1
TOTAL	16	16

Employee breakdown (GATTEGNO)

	2023
MEN	10
WOMEN	12
TOTAL	22

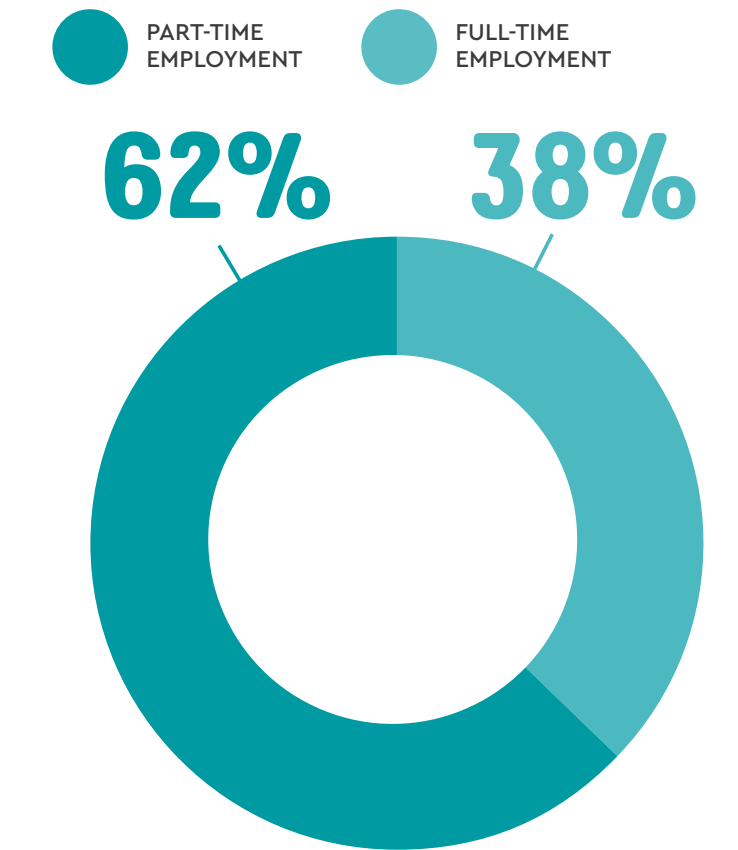
Workforce Distribution by Employment Contract (DELTA)

Employment Type Percentage

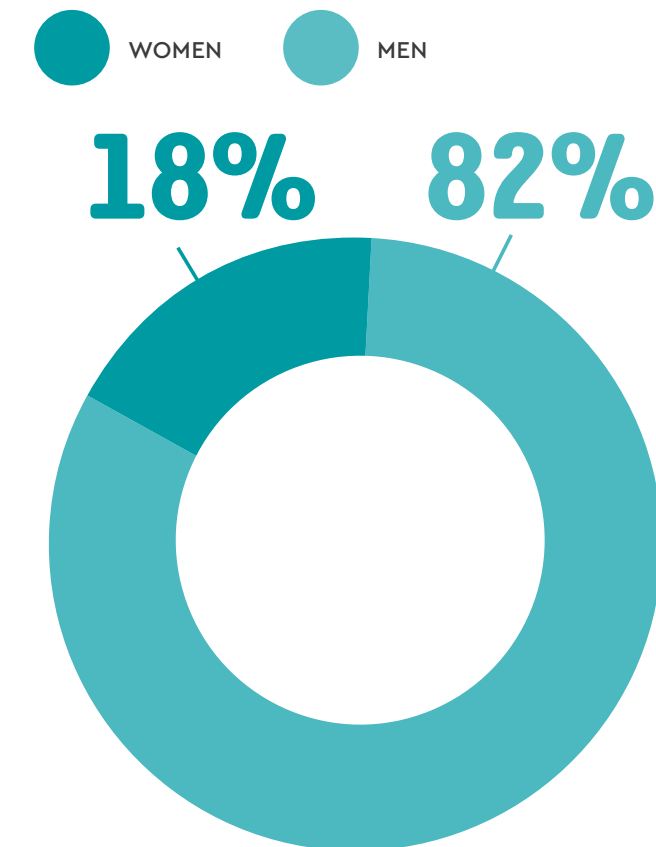


Workforce Distribution by Employment Type (EUROFEED)

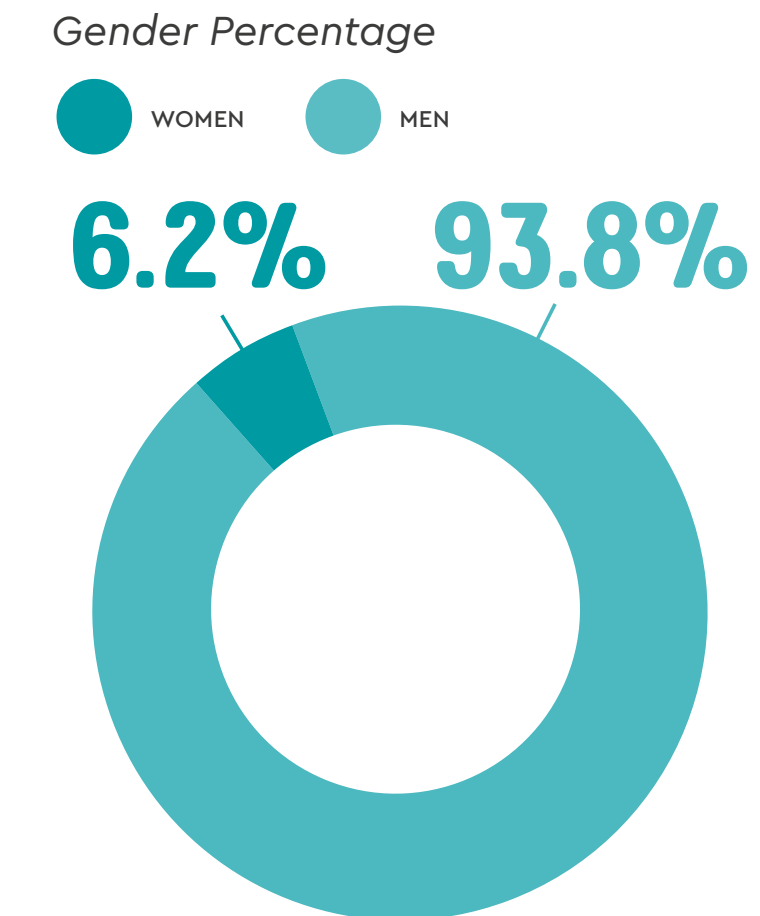
Employment Type Percentage



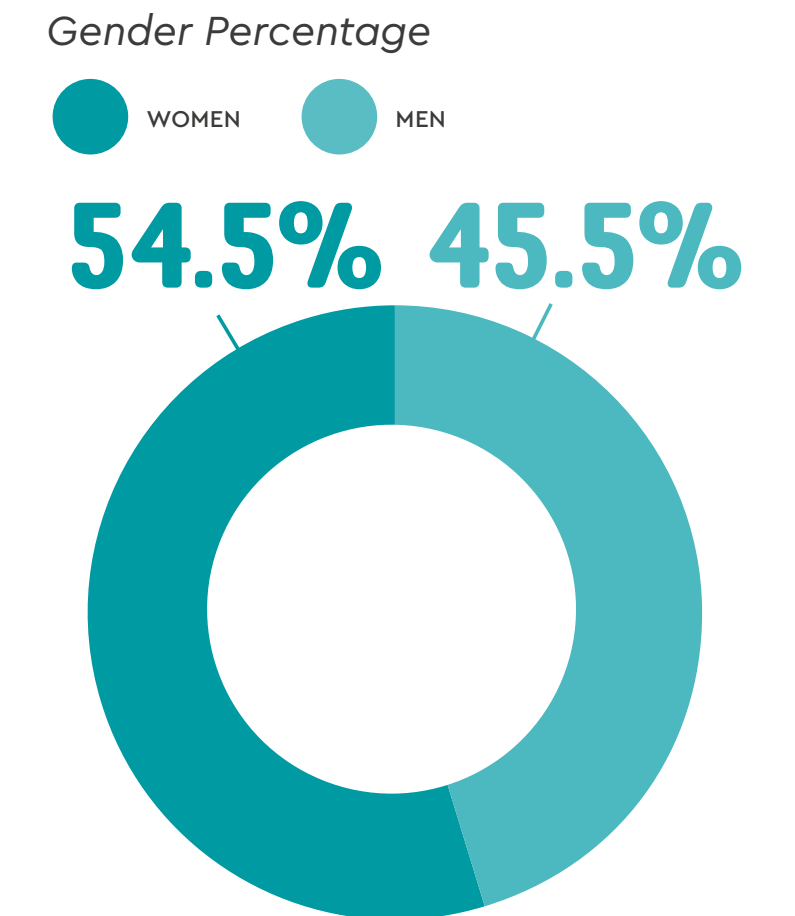
Workforce Distribution by Gender (DELTA)



Workforce Distribution by Gender (EUROFEED)



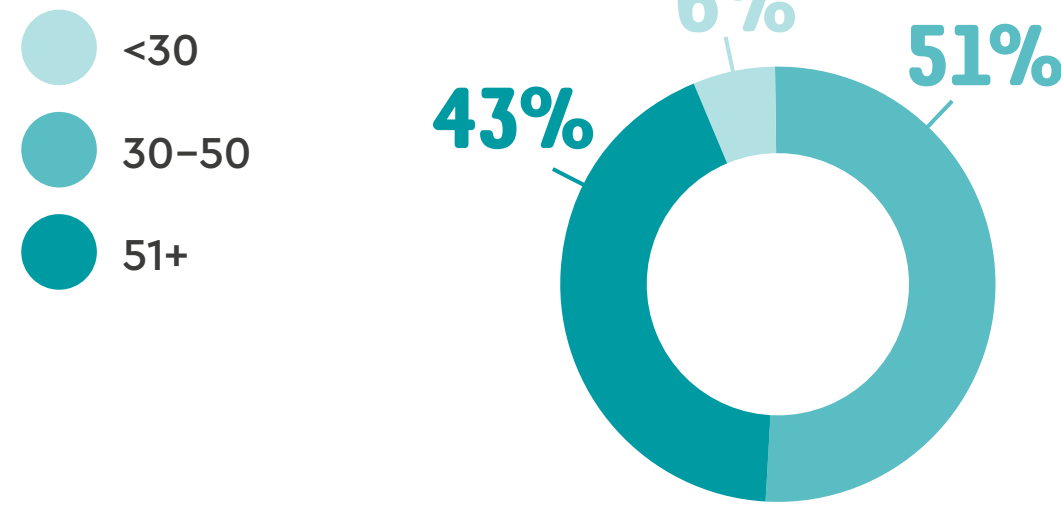
Workforce Distribution by Gender (GATTEGNO)



In 2023, 30% of women held managerial positions.

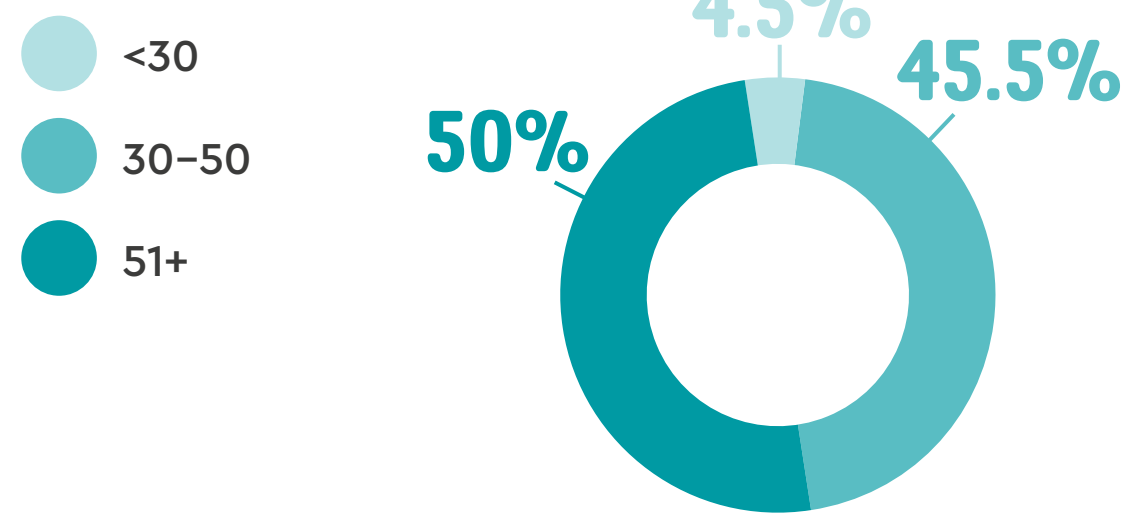
Workforce Distribution by Age (DELTA)

Age Group Percentage



Workforce Distribution by Age (GATTEGNO)

Age Group Percentage



In 2023, we hired a total of 114 people at DELTA, of whom 41 were women, marking an 80% increase in female hires compared to 2022. At the EUROFEED subsidiary, no hires were made, while at the GATTEGNO subsidiary, one (1) hire was made in 2023.

For more information regarding hires and departures by age group and region, please refer to Annex I.

Workforce distribution by position/ Hierarchy and gender, including seasonal staff (DELTA)

	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	6	4	10	6	3	9
SENIOR AND MIDDLE MANAGEMENT	81	38	119	76	47	123
ADMINISTRATIVE PERSONNEL	100	56	156	95	53	148
WORKERS AND FOREMEN	590	54	644	577	63	640
TOTAL	777	152	929	754	166	920

Workforce distribution by position/ Hierarchy and gender (GATTEGNO)

	2023		
	MEN	WOMEN	TOTAL
C-SUITE	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	2	3
ADMINISTRATIVE PERSONNEL	3	9	12
WORKERS AND FOREMEN	6	1	7
TOTAL	10	12	22

Workforce distribution by position/ Hierarchy and gender (EUROFEED)

	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	0	0	0	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	0	1	1	0	1
ADMINISTRATIVE PERSONNEL	1	1	2	1	1	2
WORKERS AND FOREMEN	13	0	13	13	0	13
TOTAL	15	1	16	15	1	16

In 2023, the employee turnover rate was 13% for DELTA, 0% for the subsidiary EUROFEED, and 0% for GATTEGNO.

In 2023, a total of 26 employees from DELTA (16 men and 10 women) exercised their right to parental leave. Of these, 100% of the men and 38.4% of the women returned to work after the end of their leave. Regarding the subsidiaries EUROFEED and GATTEGNO, no employees exercised their right to parental leave.

For more information on employee distribution by gender, age, region, type of employment, and parental leave, please refer to Annex I.

Human Resources Attraction

For our company, attracting, engaging, and retaining a diverse workforce is a critical priority. Our goal is to invest in diverse skills and talents in order to promote innovation and create value within our organization.

We have implemented a series of initiatives, including:

✓ **Creating internal and equal career advancement opportunities: we consistently post all job openings on internal platforms accessible to all employees.**

✓ **Especially in the field of youth employability.**



#Uinthefuture Graduate Program:

As part of our commitment to empowering young professionals, in 2023 our company designed and launched a unique talent development program for the Greek market: #Uinthefuture. This initiative offers a diverse and multifaceted experience building opportunity, enabling graduates to explore different paths and follow the one that suits them best.

The program is targeted at young people aged 21-24, recent or soon-to-be graduates of universities or technical institutions, with limited work experience, who are eager to start off their careers in a dynamic workplace environment.

Spanning 24 months, the program integrates cross-functional, cross-company, and cross-industry experience through 4-month or 6-month placements, offering opportunities in:

- i) Different departments within the company, where participants undertake strategic projects.*
- ii) Various companies within the Vivartia Group, allowing exposure to different work environments and challenges.*
- iii) A different industry, with the possibility of a 6-month placement in a consulting firm.*

- ✓ **Supporting young professionals through internship programs.**
- ✓ **Collaboration with NGOs and Government Agencies to provide employment opportunities and integrate migrants into the workforce.**
- ✓ **Participation in career fairs, hosting academic institutions and schools for visits to our production facilities, and awarding one (1) scholarship in collaboration with the University of Western Macedonia.**

Culture of Continuous Learning and Development

Emphasizing the growth of every team member, in 2023 we redesigned our evaluation process, enhancing interactive assessments, which are fundamental to fostering a high-performance culture and continuous learning. This process applies to all employees, from workers to senior leadership, and consists of three main stages: i) Goal Setting ii) Semi-annual Performance Review iii) Annual Performance Evaluation. Additionally, regular check-ins are conducted throughout the year.

The new evaluation process includes:

- **Defining the Evaluation Framework:** One of the most significant initiatives in performance assessment was the redefinition and update of our corporate behavioural framework, Delta Way of Working, which has been fully integrated into the performance evaluation framework (PD framework).
- **Defining and communicating strategic goals at all levels of the organization:** Clear and specific objectives are set for each employee to track their progress and ensure alignment with the company's strategic goals. Additionally, the Annual Goal Alignment Meeting is held to ensure a shared understanding of strategic priorities and a collective commitment to achieving them.
- **Continuous Feedback** through quarterly check-ins, a mid-year review, and an Annual Performance Review.
- **Conducting Performance Calibration Meetings** by department at the end of the year to ensure that all employees are evaluated based on the same criteria, ensuring a meritocratic, impartial, and fair assessment process.

Growth and Development Opportunities

Our skill development initiatives follow a comprehensive approach aimed at enhancing our people's capabilities, strengthening technical and managerial skills, promoting diversity and inclusion, ensuring equal opportunities, and fostering a culture of continuous learning.

- ✓ New opportunities were provided, and career development prospects were created through new roles, promotions, and the creation of new job positions.
- ✓ We implemented an extensive Leadership Program in collaboration with an external partner, designed for all team leaders, aiming to enhance their leadership skills. The program focused on developing key leadership dimensions, such as People Manager, Impactful Communicator, Performance Coach, and Change Agent.

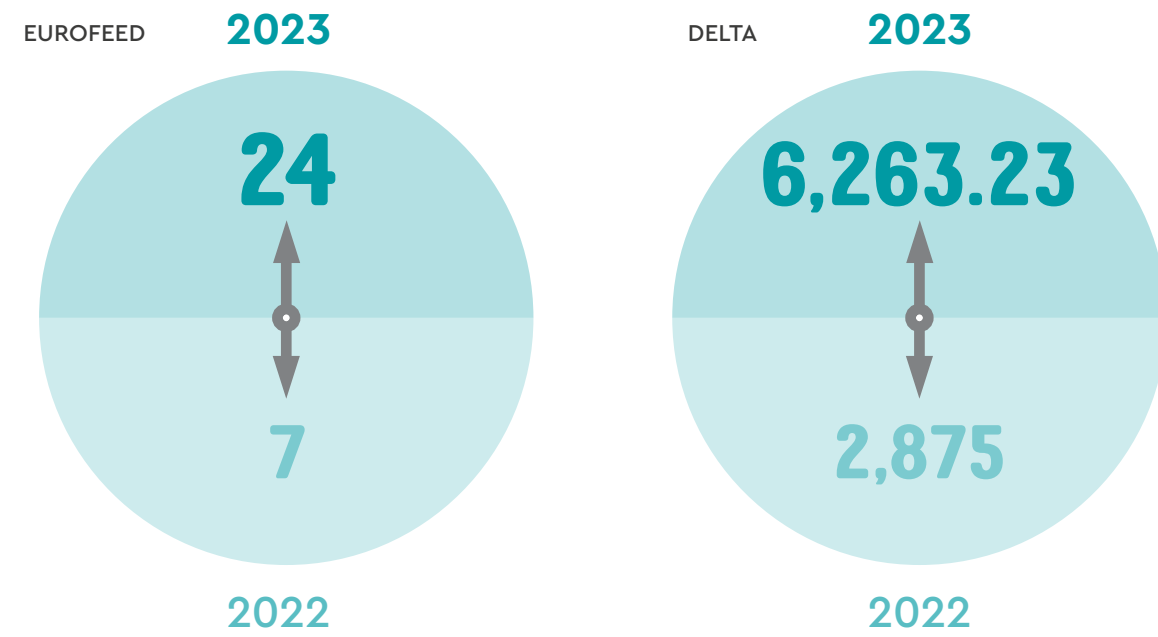
At DELTA, career growth opportunities were created through new roles, promotions, and new job positions.

- ✓ We invested in technical knowledge and skills, such as the principles and methodology of Lean Manufacturing and Lean Management for factory executives, strengthening a management culture that promotes continuous improvement and business excellence.
- ✓ We implemented an Executive Coaching program for senior executives as part of their personal development plan.
- ✓ We conducted awareness sessions on DELTA's Code of Conduct.

Simultaneously, we adopt a comprehensive training approach, including seminars, structured training programs, participation in conferences, and certification acquisition.

In 2023, a total of 6,263.23 hours were dedicated to training at DELTA and 24 hours at EUROFEED, covering a variety of seminar topics.

Total Training Hours



In 2023, among others, 15 seminars were conducted, totalling 633 hours, focusing on "Quality and Safety Management Systems".

In 2023, DELTA doubled the number of training hours compared to the previous year.

Average Training Hours per Employee Category (DELTA)*

	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	2.24	7.25	5.14	4.12	1.86	3.36
SENIOR AND MIDDLE MANAGEMENT	7.75	10.28	11.03	22.3	13.24	18.86
ADMINISTRATIVE PERSONNEL	3.53	1.88	4.20	1.81	0.08	1.19
WORKERS AND FOREMEN	1.26	0.84	1.33	1.93	3.05	2.04
TOTAL	2.97	3.75	3.09	3.99	4.96	4.16

*The average training hours for 2023 per employee category at DELTA and its subsidiaries exclude training related to Health & Safety.

Average Training Hours per Employee Category (EUROFEED)

	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	0	0	0	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1.00	0	1.00	0	0	0
ADMINISTRATIVE PERSONNEL	5.00	1	3.00	0	0	0
WORKERS AND FOREMEN	0	0	0	1.85	0.00	1.85
TOTAL	0.40	1.00	0.44	1.60	0	1.50



Number of Employees Trained by Employee Category (DELTA)*

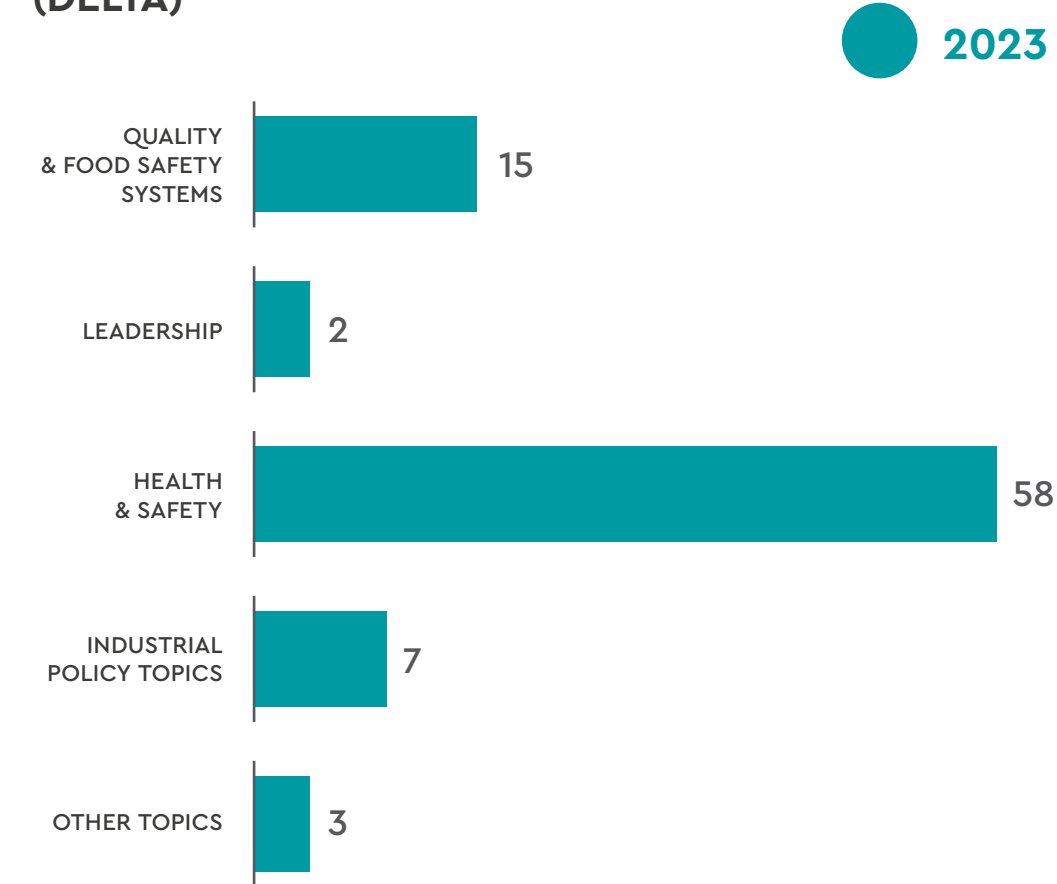
	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	4	3	7	2	2	4
SENIOR AND MIDDLE MANAGEMENT	65	30	95	68	31	99
ADMINISTRATIVE PERSONNEL	41	16	57	13	3	16
WORKERS AND FOREMEN	407	38	445	225	43	268
TOTAL	517	87	604	308	79	387

*The number of employees trained per category in 2023 at DELTA and its subsidiaries excludes Health & Safety training.

Number of Employees Trained by Employee Category (EUROFEED)

	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	0	0	0	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	0	1	0	0	0
ADMINISTRATIVE PERSONNEL	2	1	3	0	0	0
WORKERS AND FOREMEN	0	0	0	8	0	8
TOTAL	3	1	4	8	0	8

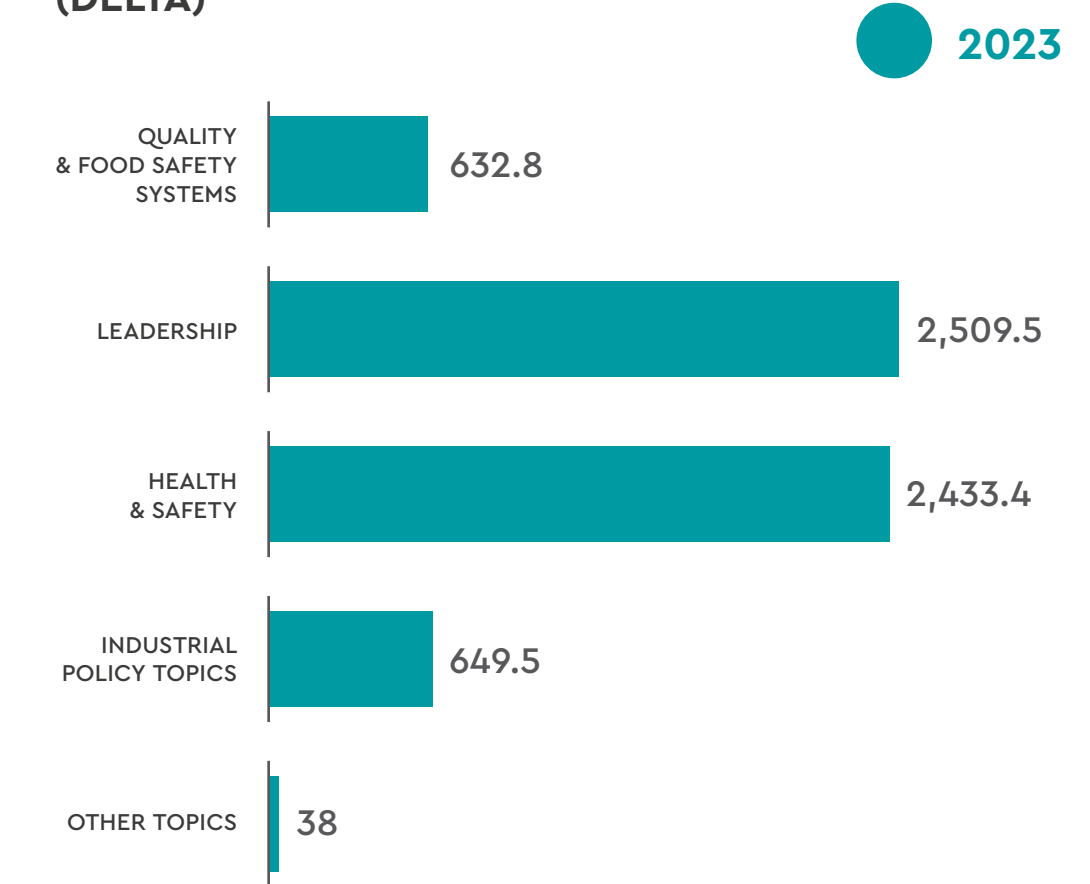
Number of Training Programs by Topic (DELTA)



In 2023, we dedicated the largest share of training hours to seminars on health and safety, leadership, industrial policy, and quality and food safety systems.

In 2023, we conducted a total of 85 training programs for our employees at DELTA and one (1) at EUROFEED.

Total Training Hours by Topic (DELTA)



In 2023, EUROFEED conducted seminars on "Quality and Food Safety Systems."

In 2023, DELTA developed a comprehensive leadership program in collaboration with an external partner, targeting all team leaders to enhance their leadership skills.

Employee Experience

In our effort to enhance the overall employee experience, we focus on improving communication across the organization, supporting well-being, and fostering an inclusive and supportive work environment.

Listening Strategy



- We conduct regular meetings with the HR team, management, and employees to address concerns and work-related issues, fostering open and two-way communication at all levels.
- We designed the framework for the annual Employee Survey and periodic assessments in collaboration with Great Place to Work organisation.

Wellbeing Program



- Recognizing the importance of employee well-being and our commitment to fostering a culture of wellness, we implemented a holistic 360° approach to enhancing our employees' quality of life in collaboration with specialized mental health and nutrition experts. The program includes: i) A 24/7 Employee Support Program for both employees and their families on mental health matters, ii) Online seminars on mental health and well-being, iii) Nutritionist services to promote and maintain healthy behaviors and lifestyle choices.

Employee Volunteering Program



- Our company has developed and launched a comprehensive Employee Volunteering Program, encouraging employees to contribute to the community. Through this initiative, we foster a sense of purpose and corporate social responsibility, aligning with the United Nations Sustainable Development Goals (SDGs) and reinforcing our commitment to a sustainable society. The program focuses on the three key pillars of the Environment, Human Rights and Children.

Compensation & Benefits



- Beyond our annual income support and employee recognition programs, we introduced DELTISTAS Shopping, offering exclusive discounts on our products to support our employees and help them navigate the challenges of the cost of living.

Additionally, we provide a range of non-monetary benefits, including vouchers, flexible working hours, remote work options, fuel allowances, Christmas and Easter gifts and products, as well as gift cards for employees' children upon their admission to university.



Employee Health, Safety & Well-being



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At DELTA, we are committed to fostering a safe working environment, supported by clear procedures, rigorous controls, and comprehensive prevention strategies, which form an integral part of our Health & Safety Policy.

We implement a Health & Safety System that is fully aligned with legal requirements and guidelines. This system is designed to be flexible and dynamic, allowing for adaptation to constantly evolving legal and regulatory requirements. Compliance with applicable legislation is ensured through regular audits and reviews of system procedures and policies.

Furthermore, the health and safety system we implement incorporates industry best practices, taking into account the latest guidelines and regulations. This includes regular training and awareness programs to ensure that all employees are informed and understand their responsibilities regarding workplace health and safety.

We remain committed to continuously improving working conditions at every site through ongoing training and daily health and safety assessments across all workspaces. The initiatives we develop to maintain a safe environment are carefully designed each year, tailored to the specific requirements of each production facility, and based on a thorough analysis of health and safety data, while consistently adhering to legal standards.

Workplace Safety is our concern

We conduct comprehensive workplace risk assessments across all our operations, focusing on prevention, mitigation, and elimination of workplace hazards. We carry out regular internal audits, maintain detailed inspection logs, and ensure employees are equipped with the necessary Personal Protective Equipment (PPE) to safeguard their well-being.



A structured Health and Safety department with highly trained employees and ongoing training.



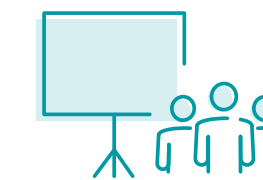
Systematic evaluation of findings, immediate implementation of preventive measures, and adherence to improvement plans for the workplace health and safety management system.



Direct and continuous communication with the Health and Safety department, along with the implementation of Suggestion Boxes to strengthen the health and safety culture among employees.



Frequent workplace inspections, with immediate work stoppage and recommendations to employees, as well as written notification to the relevant department and oversight of corrective actions by the Health and Safety officer.



Ongoing training for all employees on health and safety matters.



Maintenance of checklists, logbooks, and records of findings, along with the implementation of corrective actions following incident investigations.

In 2023, no work-related fatalities or occupational illnesses were recorded at DELTA or any of its subsidiaries.

Health & Safety Indicators

DELTA

2022

2023

EUROFEED

2022

2023

GATTEGNO

2023

	DELTA 2022		DELTA 2023		EUROFEED 2022		EUROFEED 2023		GATTEGNO 2023	
	EMPLOYEES	NON-SALARIED EMPLOYEES WHOSE WORK IS CHECKED BY THE ORGANIZATION	EMPLOYEES	NON-SALARIED EMPLOYEES WHOSE WORK IS CHECKED BY THE ORGANIZATION	EMPLOYEES	NON-SALARIED EMPLOYEES WHOSE WORK IS CHECKED BY THE ORGANIZATION	EMPLOYEES	NON-SALARIED EMPLOYEES WHOSE WORK IS CHECKED BY THE ORGANIZATION	EMPLOYEES	NON-SALARIED EMPLOYEES WHOSE WORK IS CHECKED BY THE ORGANIZATION
NUMBER OF WORK HOURS	1,752,148	30,725	1,691,003	100,970	27,051	-	13,332	288	44,352	-
NUMBER OF DEATHS DUE TO OCCUPATIONAL ACCIDENT	0	0	0	0	0	-	0	0	0	-
FATALITY RATE DUE TO OCCUPATIONAL ACCIDENT (FR)	0	0	0	0	0	-	0	0	0	-
NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING DEATHS)	0	0	0	0	0	-	0	0	0	-
HIGH CONSEQUENCE INJURY RATE (HCIR)	0	0	0	0	0	-	0	0	0	-
NUMBER OF RECORDABLE WORK-RELATED INJURIES**	9	0	16	0	0	-	0	0	0	-
WORK-RELATED TOTAL RECORDABLE INCIDENT RATE (TRIR)	1.03	0	1.89	0	0	-	0	0	0	-
NUMBER OF ACCIDENTS WITH LOST TIME INJURY > 3 DAYS	9	0	5	0	0	-	0	0	0	-
LOST TIME INCIDENT RATE (LTIR)	1.03	0	0.59	0	0	-	0	0	0	-

*All the percentages are calculated based on 200,000 hours of work.

**Restatement of information: the 2021 value has been changed, due to an adjustment in the calculation method

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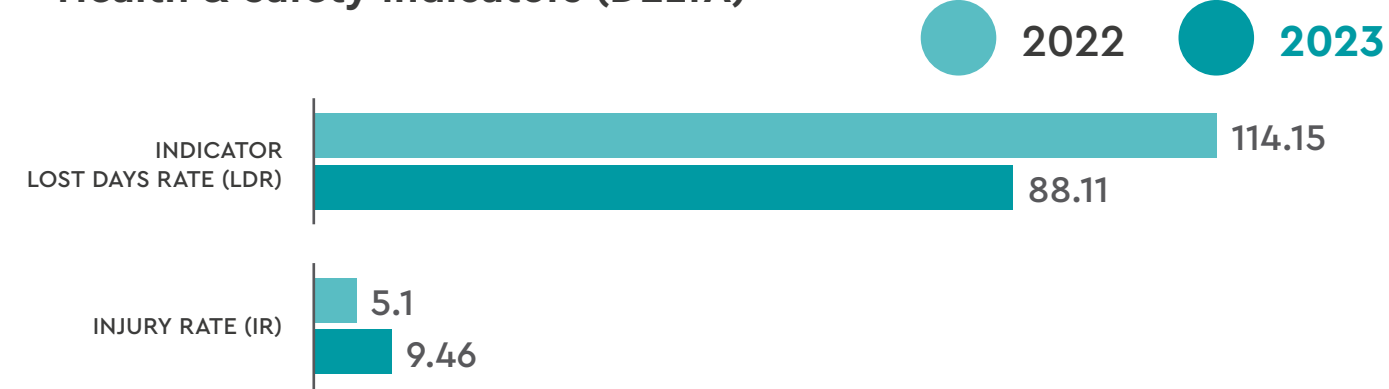
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It is worth noting that the total number of workdays lost due to occupational injury or illness was 149 in 2023, compared to 200 in 2022.

The primary risks stem from chemical and biological factors. To mitigate these, comprehensive guidelines for safe work practices have been implemented, necessary personal protective equipment (PPE) is provided to employees, and regular training sessions are conducted with clarity, frequency, and focus, aiming to reduce and eliminate risks in every workplace role.

Health & Safety Indicators (DELTA)

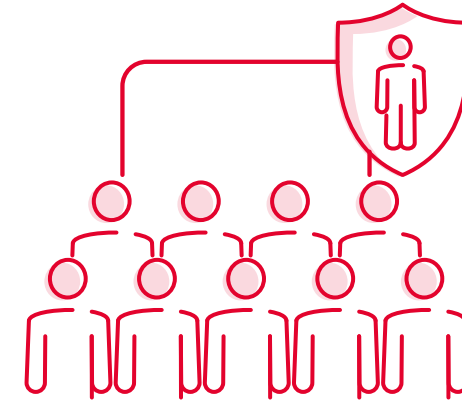


Dialogue and information exchange on workplace health and safety

Active employee participation in health and safety matters is achieved through continuous communication with the department head and internal inspections. Employees are informed about the actions and policies implemented for workplace health and safety through team meetings, email communications, bulletin board postings, and direct updates during work. Additionally, regular meetings are held with employee representatives, and surveys are conducted to gather feedback and suggestions on workplace health and safety. Based on the findings, annual action plans are developed to implement corrective measures.

Training on Health & Safety Topics

In 2023, we conducted training sessions in the field of Workplace Health & Safety covering the following topics:



Chemical Safety

Eye & Face Protection

Signage

Fire Safety Drills

Hearing Protection

First Aid

Electrical Hazards

Heat Stress Management

Portable Ladders Safety

Liquid Nitrogen

Liquids, Pressure, Flow Temperature

The assessment of needs is conducted annually at the beginning of each year by the Health and Safety department head, in close collaboration with department supervisors, based on data and observations from the previous year. Training sessions, which are mandatory for all personnel, are scheduled and carried out during working hours. Following the completion of each training program, employees undergo an evaluation to assess their understanding of the material. The content of the training programs is developed by the Health and Safety department with the support of specialized external partners.

Gemba Walks

At DELTA, we introduced Gemba Walks as a means of strengthening the safety culture with the participation of all employees. Management actively visits our production units, with a primary goal of identifying and implementing improvement or preventive measures to address health and safety issues in the workplace. These visits provide an opportunity for direct interaction with employees, allowing for real-time insights and practical feedback on matters related to workplace health and safety. Through this approach we reinforce the morale of our people, we cultivate a deep-rooted health & safety culture, and Management demonstrates its commitment to these priorities.

We Care for the Health and Well-being of Our People

At DELTA, we provide all our employees with the benefit of private health insurance and organized transportation to medical facilities in case of an emergency, either via a company vehicle or an ambulance. Additionally, we offer flexible working hours to accommodate medical appointments. Within our facilities, we have defibrillators available and conduct regular training sessions to ensure their safe and effective use.

In 2023, we conducted a series of talks focusing on the health of all family members and stress management. The goal was to inform and raise awareness among employees about the importance of health across all age groups, from children to the elderly. Health specialists presented strategies to promote physical and mental well-being, with special focus on healthy lifestyle habits, such as a balanced diet, regular exercise and check-ups.

Employee Benefits at DELTA and Subsidiaries

- ✓ Life insurance
- ✓ Medical coverage
- ✓ Disability & incapacity coverage
- ✓ Hybrid work model – DELTA Flex
- ✓ Retirement planning
- ✓ Parental leave
- ✓ Pension plan (for specific hierarchical levels)
- ✓ Bonus/ Commission scheme (for specific hierarchical levels and roles)
- ✓ Company car & fuel card (for specific hierarchical levels and roles)
- ✓ Corporate credit card (for specific hierarchical levels)
- ✓ Work tools (cell phone, laptop)
- ✓ Food vouchers, Marriage/ birth of child gift
- ✓ Preferential prices on products/ services
- ✓ Vivartia Group Privilege Card
- ✓ Employee Support Program on mental health issues (24-hour psychological support for employees and their families)
- ✓ Wellbeing Program (monthly nutrition webinars, dietary tips, nutritionist services for developing and maintaining healthy behaviours and habits)



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Protection of Human Rights

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Our company is founded on the principle of respect and protection of human rights. Our workforce is at the core of our operations, and we are committed to fostering a fair and inclusive work environment that ensures the well-being, safety, and rights of our employees.

The selection of our partners and suppliers is based on strict criteria, emphasizing their commitment to upholding human dignity and their firm stance against child and forced labor. In alignment with DELTA's Code of Conduct, we have integrated clear, indisputable, and non-negotiable guidelines into our operations to uphold ethical business practices, with a strong focus on human rights protection.

It is worth noting that DELTA has developed and strictly implements a Human Rights Policy, which serves as a cornerstone of our corporate philosophy and practices.

Specifically, DELTA displays zero tolerance for any violation of Human Rights, whether through direct involvement or passive participation.

This commitment is reflected both in the company's strict avoidance of any such violations and in its refusal to engage in transactions or collaborations with parties that have been involved in, or are suspected of contributing to, conditions that may lead to such violations. This pledge is an integral part of our corporate ethics and practices.

For another year, no incidents of discrimination related to human rights violations or unfair treatment of employees were recorded.

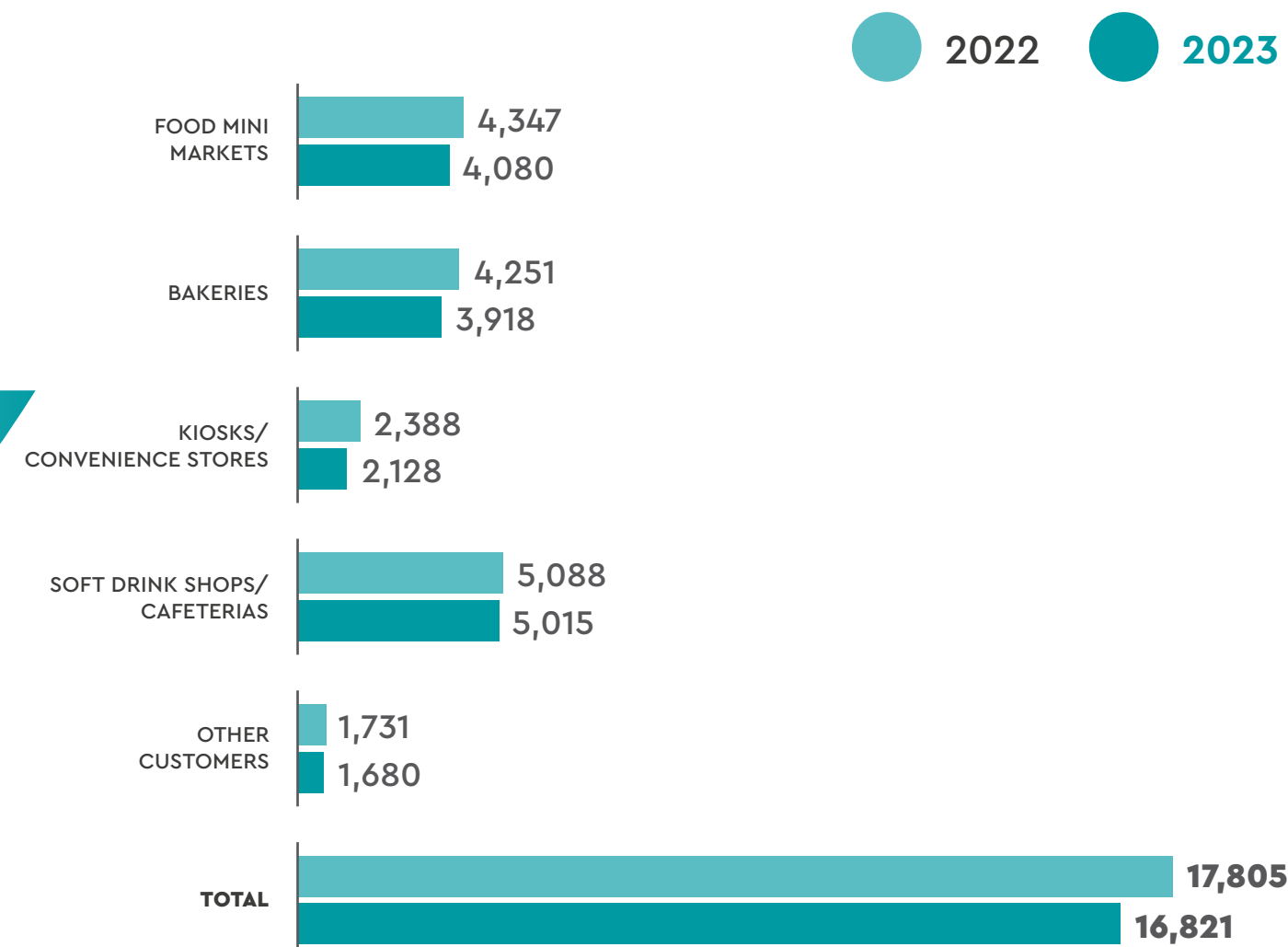


Consumer Satisfaction and Support



Our commitment extends beyond the supply of products. We maintain a close relationship with our customers through long-term partnerships and financial support for smaller retail outlets. In this way, we prioritize local businesses, ensuring that consumers can easily access our products from their neighbourhood stores.

Number of Small Retail Customers (DELTA)



DELTA Information Centre (KED)

At DELTA, through structured communication channels, media, social networks, and targeted educational initiatives, we provide timely and reliable information and training to employees, consumers, and all stakeholders on product quality, safety, and healthy nutrition.

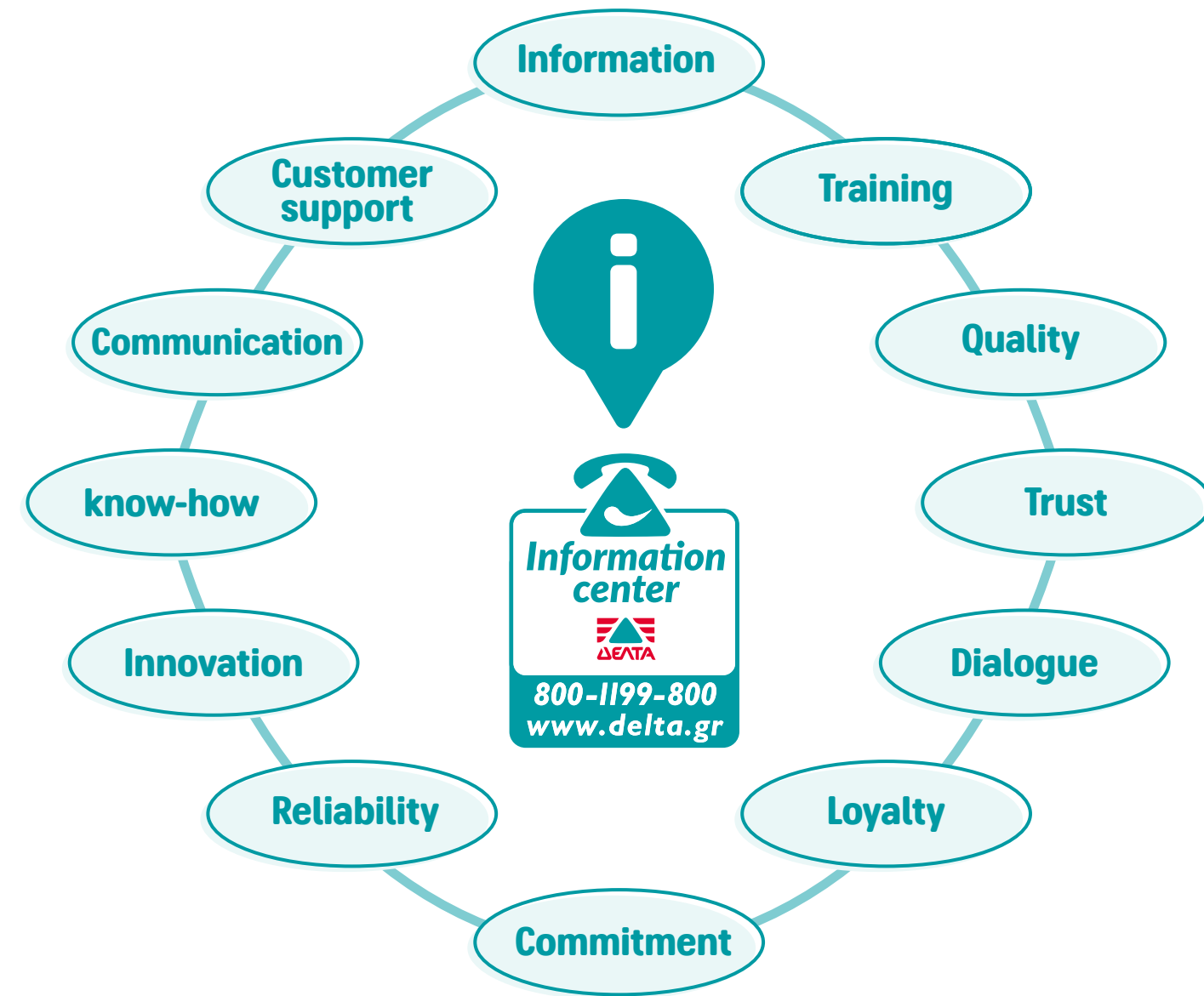
Staying true to our core values—offering safe and nutritious products while meeting consumer needs—we established the DELTA Information Centre (KED) in 2001. The Information Centre consists of a team of specialists, each with expertise in nutrition and quality control, ensuring they can respond promptly to consumer inquiries. Its primary mission is to facilitate open dialogue between consumers, the market, and DELTA, ensuring that consumer voices are heard and that we respond effectively. The center is available to consumers at 8001199800 or via the contact form on our website.

Through the DELTA Information Centre, we provide information on the following topics:

- General topics concerning our products
- Nutritional questions
- Scheduling student tours at our production units and informing them about balanced nutrition and food management at home
- Market research, conducting competitions and awarding gifts to consumers
- Information on our innovative methods and practices, our company's reliability, expertise and commitment to our values

In 2023, no incidents of non-compliance were recorded regarding complaint management. Moreover, the Information Centre (KED) handled 3,478 requests throughout the year.

The DELTA Information Centre provides:



At DELTA, we deeply value the trust our consumers place in us. We ensure the provision of reliable and accurate information regarding production practices, raw materials, and the entire production and distribution cycle of our products.

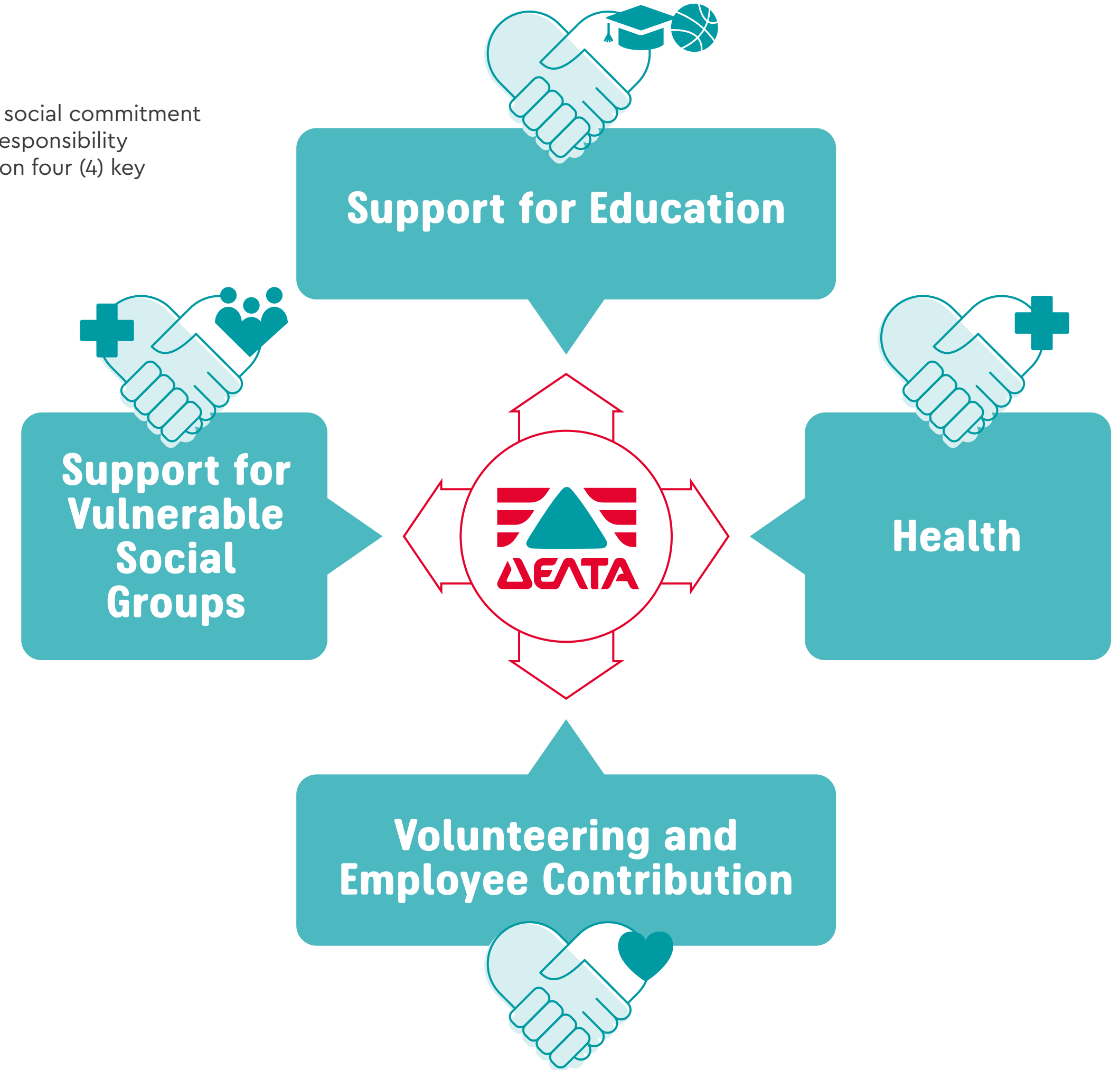
For DELTA, the Information Centre serves as a channel of communication with consumers, playing a crucial role in ensuring product quality.

GRI 413-1

Social Contribution Actions



At DELTA, we demonstrate our social commitment by implementing a corporate responsibility program with actions focused on four (4) key areas:



Actions for 2023



CASE STUDY:



In collaboration with the children's educational platform **The Why Community**, we are implementing an innovative awareness program on **nutrition and food waste prevention**, designed for children aged 4 to 6. Since 2011, through the "Journey to the Land of Breakfast" program, and later, since 2018, with "The Land of Trophomikroulis", we have played a key role in educating and raising awareness among thousands of children about healthy eating and responsible food consumption. In 2023, through our partnership with The Why Community, **we are launching an innovative, hands-on and interactive program**, aiming to spark curiosity, exploration, and self-improvement in every child.

Our specialized consultants from the DELTA Information Center offer engaging sessions to educate children on reducing food waste, proper food storage, healthy eating habits, packaging recycling, and environmental protection. In 2023, we are raising the bar, aiming to highlight the power and numerous benefits of good nutrition for physical, mental, and emotional well-being, and, in turn, for social prosperity and development.



We stood **by the side of the flood-affected residents of Thessaly**, offering targeted support actions, ensuring access to nutritious food, contributing to meeting water supply needs, and providing drinking water and milk. The company offered an additional 10% discount on its products at points of sale within the regions of Larissa, Magnesia, Karditsa, and Trikala.



The Health and Safety team of DELTA organized an informative and awareness-raising session in collaboration with the **Bioiatriki Health Group**, focusing on the prevention and early detection of breast cancer. Raising awareness and spreading reliable scientific information about breast cancer is crucial in the fight against the disease.



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CASE STUDY:



To mark World Milk Day, from 2022 until June 2023, we supported "The Smile of the Child" in collaboration with Sklavenitis stores as part of the "Simple Acts of Great Value" initiative. Specifically, we contributed to covering the fresh milk needs of the children living in "The Smile of the Child" facilities. This meaningful act of giving is part of DELTA's broader initiative, "Care and Smiles," which supports vulnerable members of society within our expanded Corporate Responsibility Program, aiming to promote Sustainable Development.



Following the reformulation of our products with reduced sugars and the removal of fructose from all Vitaline product recipes, in the reporting year, we reduced the sugar content in Smart yogurt-based products, designed for preschool and school-age children.



We renewed our partnership with gold Paralympic champion Nasos Gavelas, committing to supporting him in his pursuit of future achievements. Similarly, we continued to stand by Greek weightlifting champion Theodoros Iakovidis.



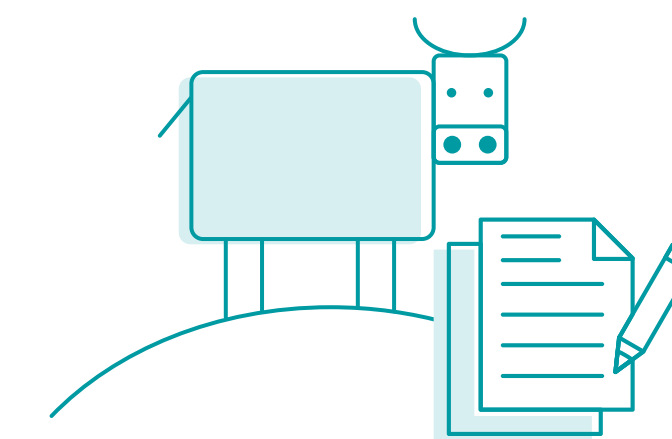
Support for the Primary Sector



With a 70-year legacy in the Greek dairy sector and a pivotal role in advancing livestock farming in Greece, DELTA remains steadfast in its support for Greek producers and the sustainability of milk production.

Our network primarily consists of family-run farms, known for their extensive experience in milk production. Over the years, we have built a relationship of mutual trust and collaboration with Greek livestock farmers. Our team, equipped with specialized scientific and technical expertise, enriched by years of experience in the dairy industry, provides unwavering support and guidance to livestock units. We are committed to offering continuous training to our partner farmers on sustainable practices, effective pasture management, balanced animal nutrition, and high standards of animal welfare, ensuring the production of high-quality milk.

At the forefront of these efforts is the GAIA Action Plan, a testament to our dedication to the sustainable advancement and support of Greece's primary dairy sector. Since its launch in 2012, the program has been systematically implemented, supporting research, educational initiatives, and technical assistance for producers. It also promotes the cultivation of nutrient-rich feed crops, which not only deliver significant environmental benefits but also foster sustainable development.



Through our strategic collaboration with the Agricultural University of Athens and partnerships with other universities, research institutions, and institutes – including the Institute of Animal Science of ELGO-DIMITRA and the American Farm School – the program aims to bridge academic knowledge with its practical application in production. This initiative benefits every part of the milk production chain, ensuring the seamless and gradual integration of theory and practice.

In 2023, we developed a new evaluation framework (ESG Audit Framework) for livestock farming, focusing on animal welfare, biosecurity, and carbon footprint reduction.

In 2023, we continue to implement the Contract Farming Program, providing financial support to producers. This initiative has strengthened Contract Farming while also contributing to the long-term sustainability of dairy farms and the broader agri-food sector.

The Pillars of the GAIA Action Plan:

Pilot programs for applied research on alternative, high-yield crops for the production of nutritionally rich animal feed, in collaboration with universities and research institutions.

Provision of technical support to livestock farming partners through consulting programs, aimed at improving farm management and animal welfare practices.

Educational programs for livestock farmers on best breeding practices, enhancing milk quality, farm efficiency, and animal welfare.

Scholarships for young livestock farmers and children of farmers pursuing careers in animal husbandry.

Evaluation of milk suppliers using a new assessment tool developed by DELTA, which is based on animal welfare, biosecurity, and carbon footprint reduction criteria.

Utilization of natural aromatic substances in livestock feed, contributing to better nutrition, reduced methane emissions from digestion, and ultimately lowering the carbon footprint.

Further promotion of contract farming, supporting social and environmental sustainability in the future of the primary sector.

To date, 64 new scholarship recipients have successfully completed their training, gaining valuable knowledge and experience through intensive educational programs and hands-on seminars at the School's facilities

Key Initiatives Implemented by DELTA's Milk Zone Division under the GAIA ACTION PLAN for 2023.

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CASE STUDY:

Educational Workshop: "The Role of Modern Technology and Other Agro-Livestock Practices in Animal Welfare, Productivity Growth, and Environmental Protection"

On June 27, 2023, we organized a workshop in Aridaia on the application of modern technology and sustainable agri-livestock practices.

The workshop was held as part of the GAIA Action Plan, an initiative by DELTA aimed at sustainable development and supporting the primary sector of Greek dairy farming. The event focused on improving animal welfare, increasing productivity, and protecting the environment, bringing together local producers, veterinarians, agronomists, and agricultural advisors.

Speakers highlighted the importance of new technologies and the utilization of agro-industrial by-products and protein crops in developing an autonomous and sustainable dairy production system aligned with European Union requirements. They also addressed the reduction of the environmental footprint in cattle feed.

Additionally, special emphasis was placed on the efficiency of feed mixtures and their role in reducing the environmental footprint of milk production.



CASE STUDY:

Pilot Cultivation Proposals under the Collaboration Framework of DELTA, ELGO-DIMITRA, and the Agricultural University of Athens



Animal Science, Hellenic Agricultural Organization – Demeter (HAO-DEMETER) of Giannitsa, ELGO-DIMITRA, conducts applied research under the GAIA Action Plan in areas such as pilot alternative crops, which can provide a viable solution for improving the sustainability of livestock farms. The objective is to generate scientific data on cultivation conditions and their optimal use in dairy animal nutrition, while also ensuring the utilization of land during the winter season for the production of high-protein, cost-effective Greek feed crops. Following successful efforts in previous years, the initiative to promote the cultivation of non-GMO soybeans in Greece continued. In May 2023, the crop was replanted to further study cultivation conditions and yields in two different regions.

As part of our collaboration to increase self-sufficiency in protein-rich animal feed, particularly for livestock farms capable of producing their own feed, several alternative solutions have been studied and proposed for protein feed production. These include intercropping legumes and cereals—such as vetch-barley, pea-oat, and faba bean-oat—as well as polyculture farming.

Additionally, research is being conducted on the cultivation of two legume species, sweet lupine (*Lupinus albus*) and faba bean (*Vicia faba*).

Our cultivation proposals, developed in collaboration with the Agricultural University of Athens and the Institute of Animal Science of Giannitsa, ELGO-DIMITRA, provide important alternative solutions for protein feed production in Greece. These initiatives are particularly relevant today, as the dairy livestock sector faces significant challenges, including feed shortages and high costs.

CASE STUDY:

DELTA's Cattle Farmers Training Program

A training program for DELTA dairy farmers was held in Xanthi, in October 2023, on the topics of Reproduction, Animal Welfare, Nutrition, and Hygiene in Dairy Cattle. The program was organized and delivered in collaboration with the Lifelong Learning and Agricultural Applications Center of the American Farm School.

The training brought together young livestock farmers from Xanthi, Komotini, and the border region of Evros, who gathered at a participating dairy farmer's farm in Xanthi. The generous use of this facility allowed for the essential practical training required by the program.

The training curriculum was jointly developed and agreed upon by the American Farm School and DELTA, covering key topics such as cow and staff hygiene, the production of high-quality milk from farm to consumer, balanced and healthy animal nutrition, best practices in reproduction and animal health, the importance of ISO protocols in dairy farming, and biosecurity measures.

Participants were also trained in sustainable livestock management within the context of rational resource use, environmental protection, methane emissions reduction, and targeted waste management. Specific emphasis was placed on waste recycling, utilizing it as soil fertilizer or for bioenergy production.

The young livestock farmers showed great enthusiasm for all aspects of the training, fully engaging with the program. Upon completion, they were awarded a well-earned certificate of successful participation.



We provide scholarships for young people interested in agriculture, with a goal of awarding up to 90 scholarships over the next five years.

It is worth noting that we continuously invest in research and development in animal farming and performance monitoring, aiming to enhance product quality, improve animal health, and increase production efficiency. These investments enable the implementation of best farming practices and the use of advanced technologies for the continuous monitoring and evaluation of livestock performance.

CASE STUDY:

Natural feed enhancement for increased production and sustainability

Livestock industry, as millions of farmers rely on the breeding and sale of these animals for their livelihood. The type of feed animals consume is a key factor in determining the amount of methane they produce. At DELTA, recognizing this issue early on, we have set a goal to further reduce our environmental footprint.

In this context, since June 2023, our animal feed plant has incorporated Agolin, a feed additive, into the production of cattle feed mixtures. Agolin is a blend of natural aromatic compounds (essential oils) with specialized properties that help reduce the carbon footprint at the primary production level.

The use of Agolin in cattle nutrition enhances digestion and metabolism, thereby contributing to the reduction of enteric methane production, which is generated during digestion and has 20 times the environmental impact of carbon dioxide. Specifically, this additive reduces methane emissions by 10% in cattle farms, while also increasing milk production and feed efficiency by 4%.

Animal Welfare and Biodiversity



Animal welfare in the dairy and livestock industry is recognized as a key pillar for the sustainable and ethical operation of the sector. To ensure both the well-being and safety of the animals, extensive and protected outdoor spaces are provided in habitats surrounded by nature, with minimal land disturbance and reduced use of pesticides and synthetic fertilizers.

At DELTA, we are committed to responsible operations, guided by the protection of biodiversity and ecosystems. At the same time, we take the necessary measures in compliance with existing international and national laws and regulations. We also conduct environmental impact assessments for each factory facility, evaluating potential effects on the area's flora and fauna and implementing corrective actions where necessary.

Additional Support for Farmers:

- Advisory support from agronomists – livestock producers and veterinary inspectors at our farms
- Educational seminars for farmers on best practices in animal welfare
- Provision of high-quality animal feed to ensure optimal nutrition and well-being of livestock

We implement action plans for responsible operations, prioritizing biodiversity protection. Specifically, we undertake the following initiatives:

- ✓ Converting manure into organic fertilizers through composting and biodigesters
- ✓ Improving the productivity of dairy cows in Greece
- ✓ Tracing animal feed sources in areas with no risk of deforestation
- ✓ Implementing appropriate measures within this framework, in accordance with existing legislation and relevant regulations at both international and national levels

- ✓ Conducting environmental impact studies for each of the Group's facilities, assessing potential effects on the region's flora and fauna, and taking corrective actions where necessary
- ✓ Monitoring and evaluating livestock farmers regarding animal health and welfare



Food Waste Reduction Program

At DELTA, we implement a comprehensive plan to reduce food waste, focusing on two key areas:

- **Prevention, aimed at avoiding surplus food and food waste generation**
- **Utilization of surplus food that remains suitable for human consumption**

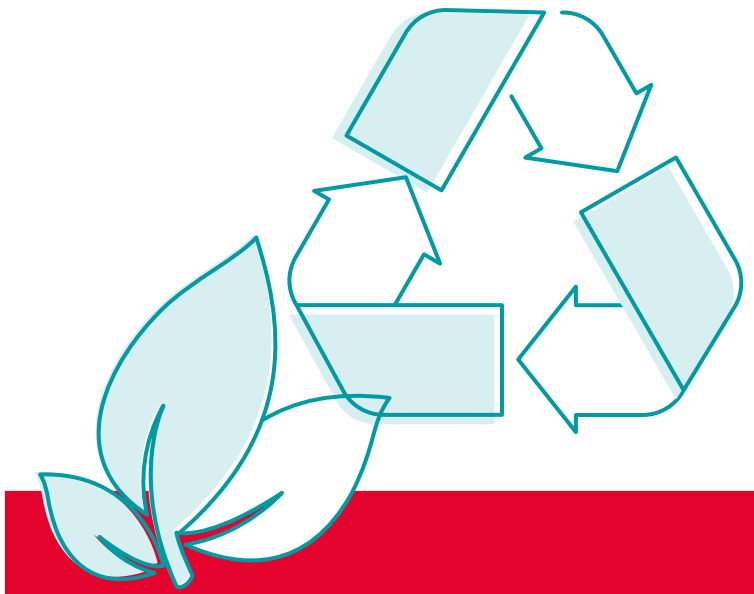
One of the biggest challenges governments face today is food waste. A significant portion of food produced ends up in landfills, even when it is entirely safe for consumption.



For many years, we have been actively responding to the parallel action of the state, the market, and society, and we voluntarily contribute to the **"Alliance for the Reduction of Food Waste"**. The "Alliance" is under the auspices of the Ministry of Environment and Energy, with the ultimate goal of informing and raising consumer awareness about the environmental and social impacts of food waste, as well as promoting best practices and taking actions to reduce food waste throughout Greece..

Food Waste and Utilization

- In 2023, DELTA managed a total of 16,300 tons of food waste through licensed waste management processes. Of this amount, **4,450 tons were animal by-products, while 567.6 tons were plant-based waste, such as juices and teas.**
- Out of the 4,450 tons of animal by-products, **3,570 tons were directed to pig farming units, and 880 tons were used for biogas production.**



**More than 95%
of our food waste is
repurposed and utilized.**



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Food Utilization Program for Animal Feed

Since 2006, DELTA has implemented a food utilization program, repurposing products that are no longer suitable for human consumption into animal feed. Specifically, any animal by-products derived from returns of dairy products past their expiration date are collected, processed, and utilized as livestock feed through specialized partners.

In 2023, over 4,000 tons of food were repurposed as animal feed, accounting for 83% of DELTA's returned animal by-products.

Free Distribution of Surplus Products

At DELTA, our top priority is to minimize surplus products generated during production. In this context, products that are still within their consumption date and safe to eat are donated to socially vulnerable groups through reliable organizations. A key partner in this effort is the non-profit organization "Boroume".

In 2023, we donated 395,912 food portions to charitable institutions and individuals in need.

Educational Program To Raise Children's Awareness On Healthy Nutrition And Food Waste Reduction

Since 2011, through the "Journey to the Land of Breakfast" program, and later, since 2018, with "The Land of Trophomikroulis", we have helped raise awareness among thousands of children about healthy eating and food waste prevention. In 2023, in collaboration with the educational activity platform The Why Community, we launched a new awareness program on nutrition and food waste for children aged 4-6 years.

The program aims to educate young children on balanced nutrition, sustainable consumption, and food waste reduction through creative and engaging methods, encouraging active participation to help them develop healthy habits in their daily lives.

In 2023, a total of 49 storytelling sessions were conducted, reaching 1,013 children.



Collaborative Actions to Prevent Food Waste

The proximity of the expiration date is one of the most common causes of food surpluses, increasing the risk of disposal. To address potential food waste, DELTA, in collaboration with AB Vassilopoulos, My Market, and ANEDIK Kritikos, utilizes a range of strategies for products reaching the retail market. These include progressive price reductions as the expiration date approaches and shared management costs for surplus products.

The goal of this initiative is to rescue as much fresh milk as possible while also reducing the volume of returned products.

As a result of these efforts, in 2023, over 16,000 litres of milk were sold using discount coupons—most of which would have otherwise been returned to DELTA. At the same time, fresh milk waste was reduced by 20,000 litres.

Production Optimization

At the production level, we implement an innovative demand forecasting program that helps us accurately predict and meet consumer demand for each of our products. This ensures that our entire production and supply chain is aligned to prevent losses and waste.

As a result, in 2023, we reduced finished product disposal due to forecasting errors by 98% and minimized the return of expired products from the market, while also preventing the creation of surplus stock.

Additionally, in production, we streamlined our product codes, optimized production planning, and adopted Lean Manufacturing and digital transformation practices, reducing waste by nearly 15% in less than a year.



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Developing Business Resilience





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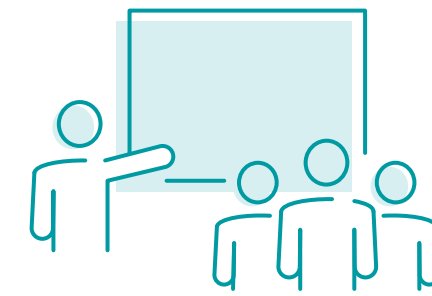
At DELTA, our commitment to environmental sustainability is a core pillar of our identity. Recognizing the growing threat of climate change and the urgent need for action, we have adopted a holistic approach to sustainable development, prioritizing environmental protection.

At the heart of our sustainability strategy lies our Environmental Policy, which incorporates specialized targets and initiatives. This policy is regularly updated and aligned with current regulations and legislative requirements, while continuously reflecting our dedication to the principles of prevention and precaution.

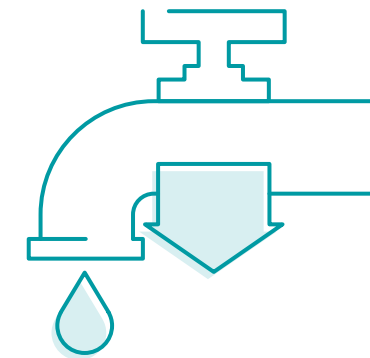
Guided by these principles, we implement a broad range of targeted actions aimed at reducing our environmental impact.



Our key initiatives include:



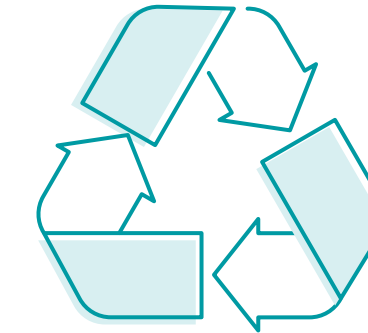
Training, information, and awareness for employees, partners, and stakeholders on environmental issues



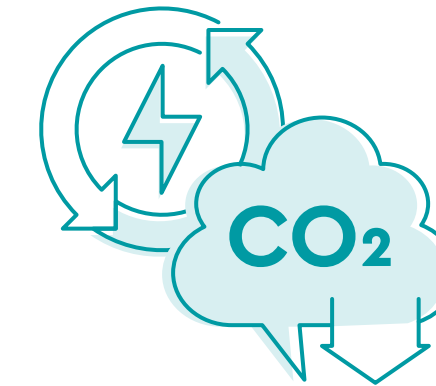
Water and natural resource management



Reduction of air pollution and noise pollution



Waste, material, and chemical management



Energy management and reduction of greenhouse gas emissions



Biodiversity protection



Climate Change and Greenhouse Gas Emissions



At DELTA, the responsible management of our environmental footprint is a key priority, which is why we closely monitor the greenhouse gas (GHG) emissions generated by our business activities.

Due to the nature of our operations, which focus on the production and processing of dairy products, our direct GHG emissions remain low. However, we adopt a proactive approach, maintaining strict control over our energy consumption, optimizing fuel combustion processes, and continuously assessing the efficiency of our energy management systems.

Through ongoing monitoring and the implementation of targeted initiatives, we minimize our environmental impact, while setting strict sustainability standards for ourselves.

DELTA's Commitment to the SBTi

In December 2023, we formally committed to the Science Based Targets initiative (SBTi) by setting short-term emission reduction goals.

Scope 1 & 2

We are committed to reducing absolute Scope 1 & 2 greenhouse gas emissions by 42% by 2030, with 2021 as the base year. This target aligns with the global goal of limiting temperature rise to 1.5°C.

Scope 3

We are committed to reducing absolute Scope 3 greenhouse gas emissions by 25% by 2030, with 2021 as the base year, in alignment with the 1.5°C temperature increase limit.

Flag

We are committed to reducing absolute Scope 3 emissions from land use (FLAG) by 30.3% by 2030, using 2021 as the base year.

No Deforestation

We are committed to preventing any deforestation taking place for our key raw materials, with the goal of full implementation by December 31, 2025.

In 2023, we prepared a detailed action plan with initiatives to reduce greenhouse gas emissions and contribute to a greener planet. Our ultimate goal is to fully participate in and commit to the international Science Based Targets initiative (SBTi).

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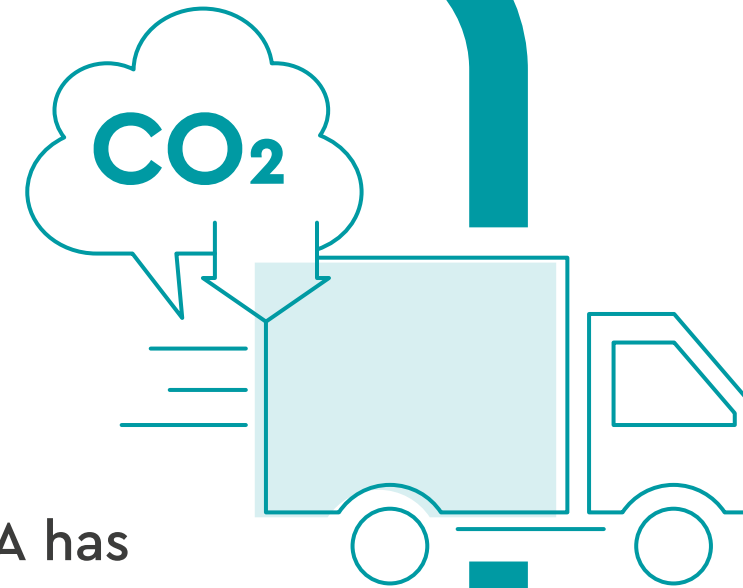
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Blue Marble: An Innovative Environmental Project to Reduce the Carbon Footprint of Our Private Truck Fleet

By utilizing Blue Marble, an Environmental Fuel Additive, DELTA has successfully reduced particulate carbon emissions (soot) from transportation and product distribution by 97%. We have further achieved a 72% reduction in carbon monoxide (CO) emissions and an 84% reduction in hydrocarbon (HC) emissions. The implementation of this project is carried out in collaboration with the PRC – The Management House Group and the specialized team of Blue Marble Disruptive Technologies.

This initiative contributes to the 17 United Nations Sustainable Development Goals (SDGs) and aligns with our commitment to delivering flavourful products every day, while ensuring safety, quality, and a responsible environmental footprint.

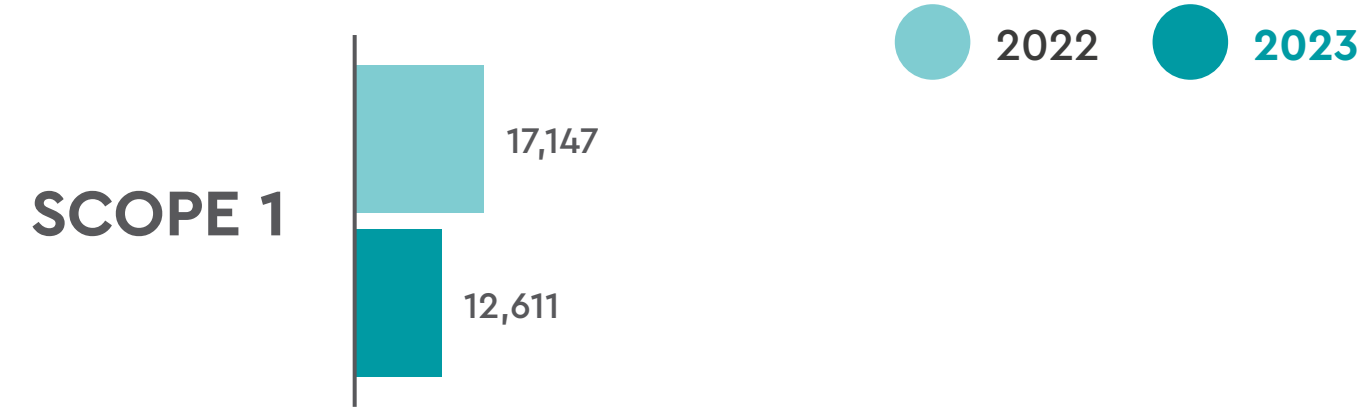


During 2023 there were no fines or/and financial penalties from incidents of non-compliance with environmental legislation and regulations.

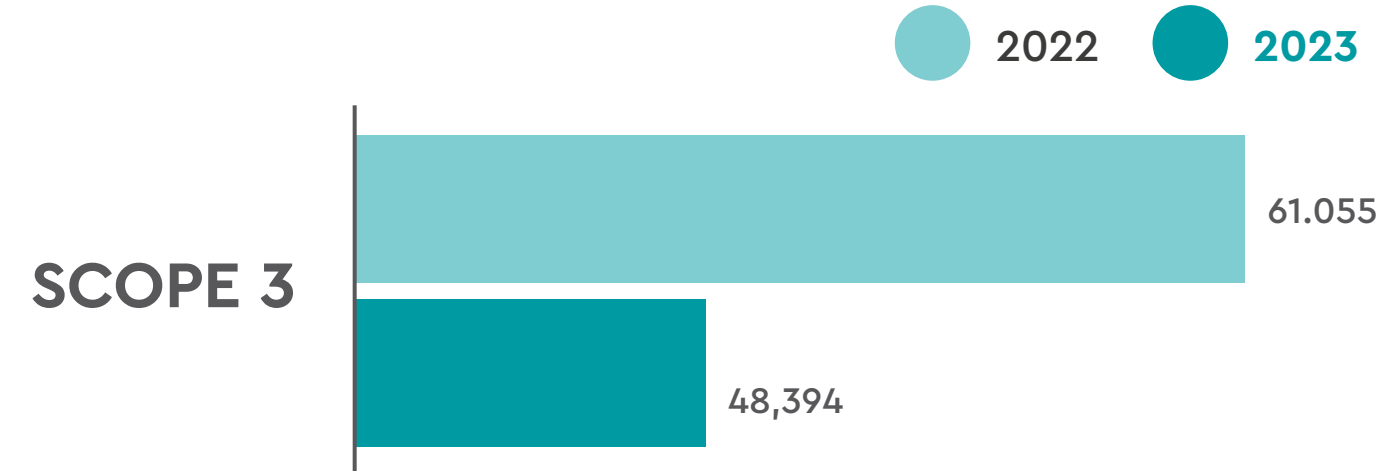
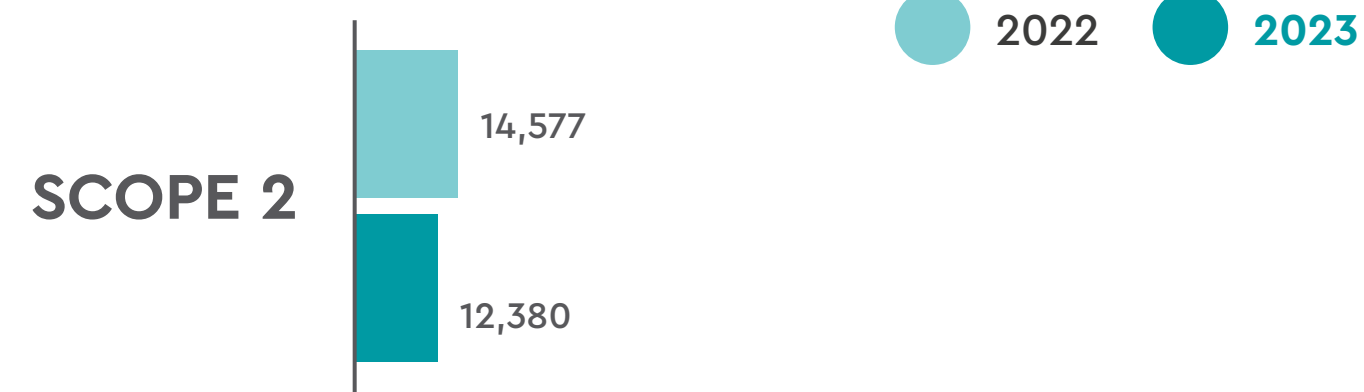
**Against a 2021 base year.*



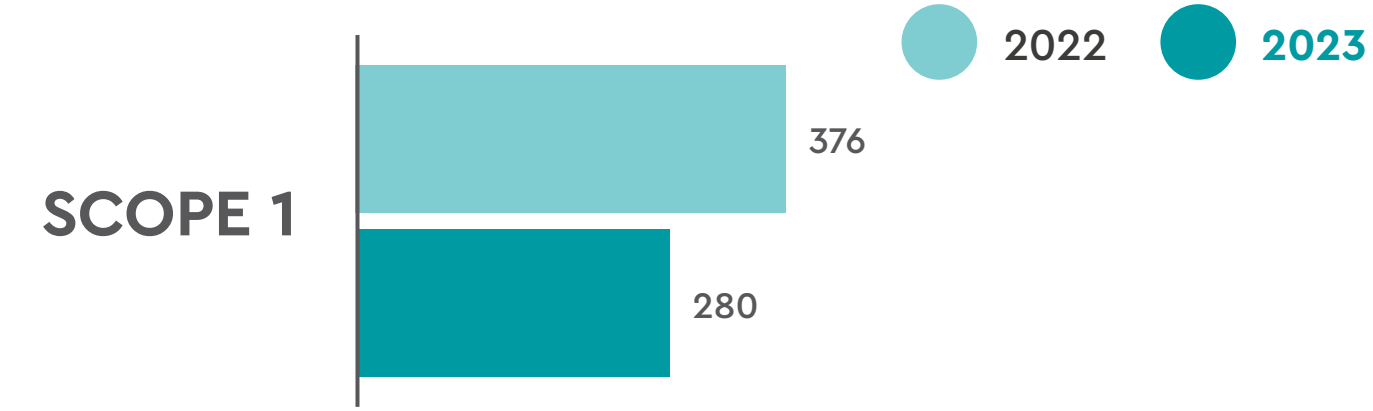
Direct emissions diagram (tCO₂e) for DELTA



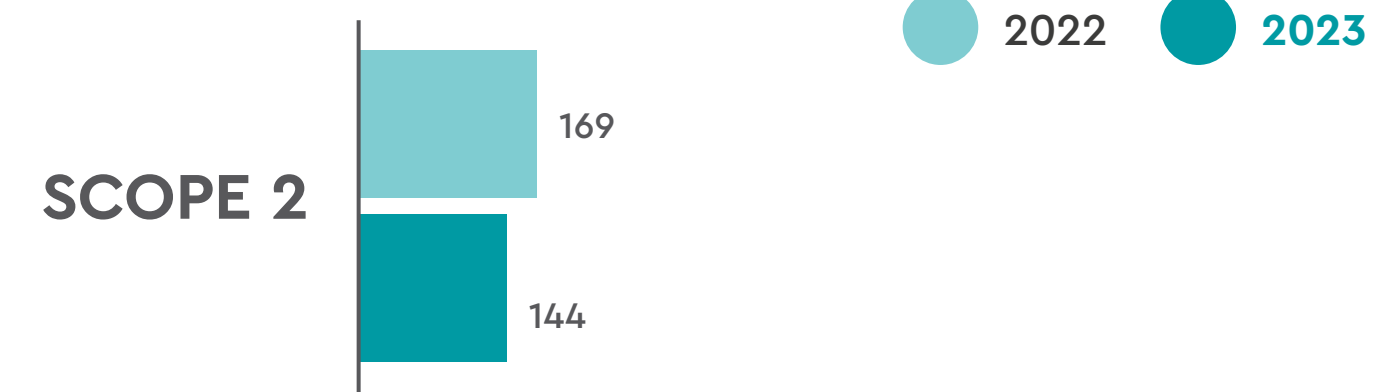
Indirect emissions diagram (tCO₂e) for DELTA



Direct emissions diagram (tCO₂e) for EUROFEED



Indirect emissions diagram (tCO₂e) for EUROFEED

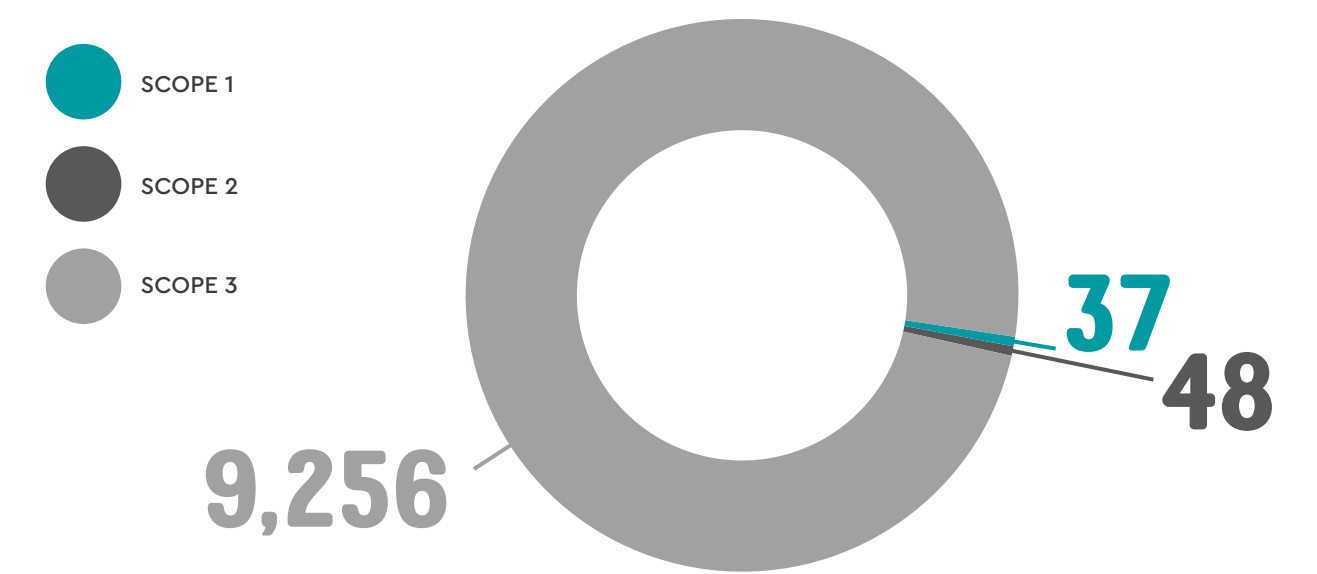


FLAG emissions diagram (tCO₂e) for DELTA and its subsidiaries (tn CO₂eq)



GATTEGNO calculated its carbon footprint for the first time for Scopes 1, 2 and 3.

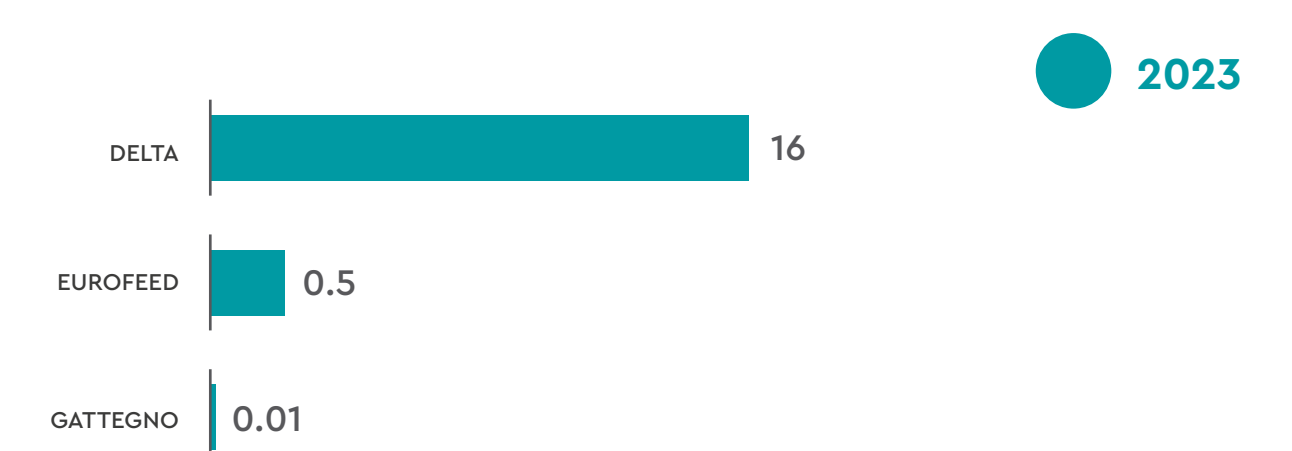
Direct and indirect emissions diagram (tCO₂e) for GATTEGNO



N₂O (tn CO₂) emissions diagram by company

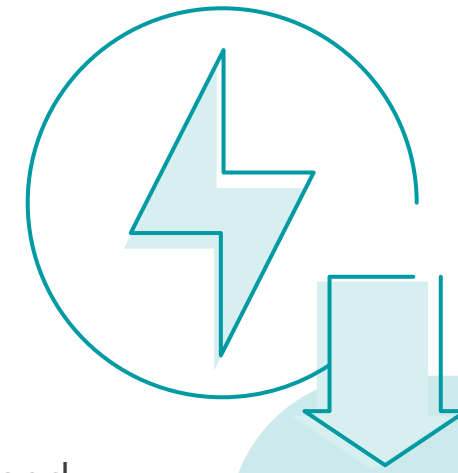


CH₄ (tn CO₂) emissions diagram by company



A recalculation has been conducted for DELTA and EUROFEED regarding Scope 3 emissions for the year 2022.

Energy Management



We regularly monitor energy consumption and implement appropriate measures to improve our energy efficiency.

These include strategies for electricity and thermal energy savings, aiming for more efficient and sustainable energy management. Below are key initiatives applied at our production facilities:



Agios Stefanos Plant

Electricity

- ➔ Installation of a 1.54 MW solar park
- ➔ Energy upgrade of the central pumping station, with Inverter installation and new high-efficiency pump systems
- ➔ Optimization of the power factor (cosφ)
- ➔ Installation of motion and light sensors

- ➔ Installation of new energy recording platform
- ➔ Annual thermal imaging of electrical equipment and immediate remediation of findings.

Boiler Room & Steam

- ➔ Installation of an Economiser to reduce gas consumption
- ➔ Annual shutdown, maintenance, and cleaning of boilers and burners
- ➔ Yearly inspection and maintenance of steam traps
- ➔ Insulation of CIP thermal tanks to minimize heat loss
- ➔ Reevaluation of boiler blowdown operation to reduce superheated water loss
- ➔ Expansion of the condensate recovery network in new machinery and facilities

- ➔ Ongoing program for detecting and repairing steam leaks
- ➔ Modification of the side surfaces of the CIP building to reduce temperature losses
- ➔ Employee training on the importance of minimizing hot idling of equipment

Compressed Air

- ➔ Replacement of 7-barg air compressors with more efficient models
- ➔ Reduction of PET bottle blowing pressure, significantly improving compressor energy consumption
- ➔ Leak detection and repair program for compressed air networks
- ➔ Optimization of old aeration towers (propellers/venturi) in biological treatment, using higher-efficiency technology

Cooling & Air-conditioning

- ➔ Milk reception area redesign to prevent environmental impact (extreme heat/cold)
- ➔ Installation of new high-efficiency air conditioning units
- ➔ Solar shielding of the ammonia receiver, reducing the discharge pressure of ammonia compressors
- ➔ Reevaluation of the refrigeration system to optimize cold storage operation

Centralized Energy Management

- ➔ Integration of the energy section into the plant's weekly Continuous Improvement meetings
- ➔ Activation of a monitoring team for the energy profile, ensuring consumption tracking and identifying new energy-saving opportunities



Sindos Plant

Optimization - Internal Actions

- ➔ Installation of nine (9) power compensation panels
- ➔ Placement of light sensors (day-night and motion detectors) in key areas (pasteurization corridor, restrooms, air station, freon engine room, etc.)
- ➔ Reduction of compressed air system pressure, with further optimization under review
- ➔ Reduction of defrosting time for warehouse cooling networks by adjusting total defrosting duration based on external conditions
- ➔ Leak detection and preventive maintenance for the 40-bar compressed air network (weekly leak-tightness tests)
- ➔ Routine airflow pressure inspections for HVAC units
- ➔ Installation of user-awareness signage to encourage responsible usage
- ➔ Leak detection and preventive maintenance for the 7-bar compressed air network

Automation Systems

- ➔ Installation of a temperature control system for ventilation in the bottling area (climate-controlled space)
- ➔ Installation of electricity meters
- ➔ Integration of various meters and equipment into the SCADA monitoring system, including:
 - Air flowmeters for the compressed air network
 - Electricity meters & Water meters
 - Air and ammonia compressor systems (operating status: on/off)
 - Cooling towers and refrigeration units (operating status: on/off)
 - Biological treatment plant operation (on/off)
 - Infusion system (start/stop and shutdown control)

Equipment Upgrades

- ➔ Installation of inverters in motors that operate at less than rated power
- ➔ Replacement of water pumps with higher-efficiency models
- ➔ Full LED lighting retrofit for the entire facility

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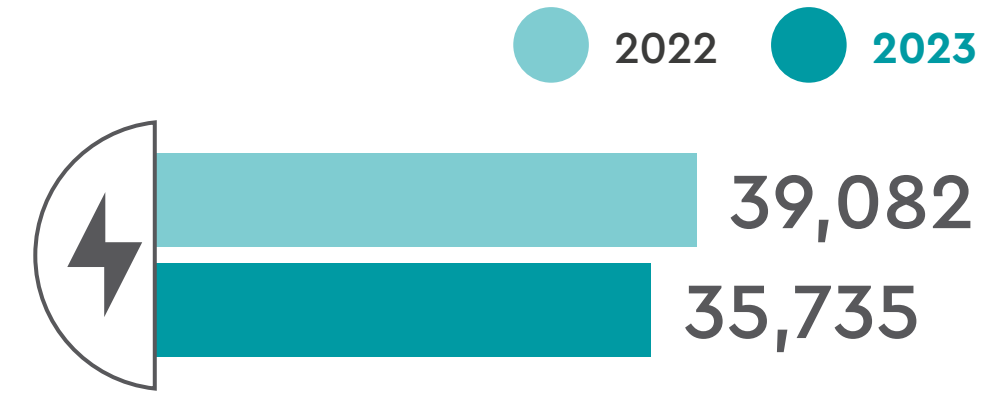
DRIVING SUSTAINABLE GROWTH

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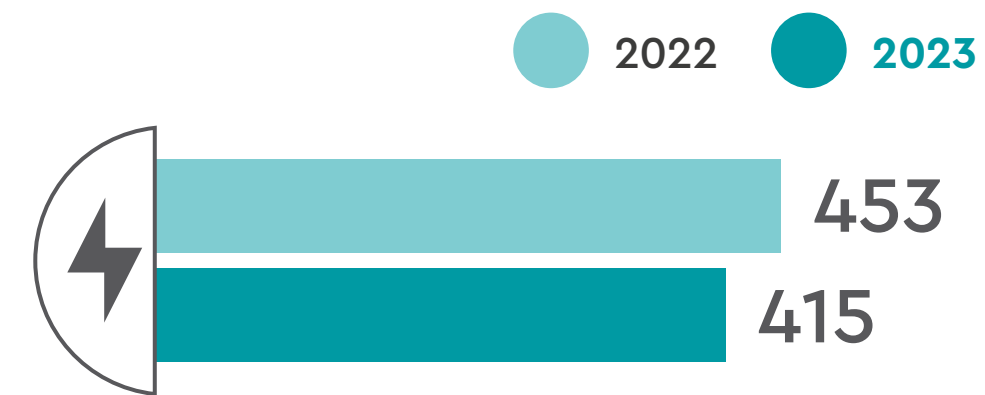
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Consumption of electricity (MWh) DELTA*

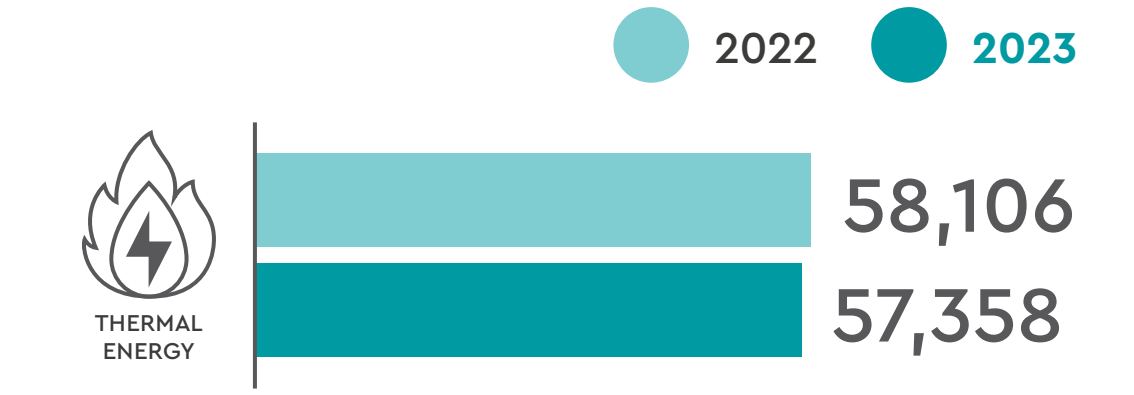


*The diagram above does not include consumption of electricity generated from RES

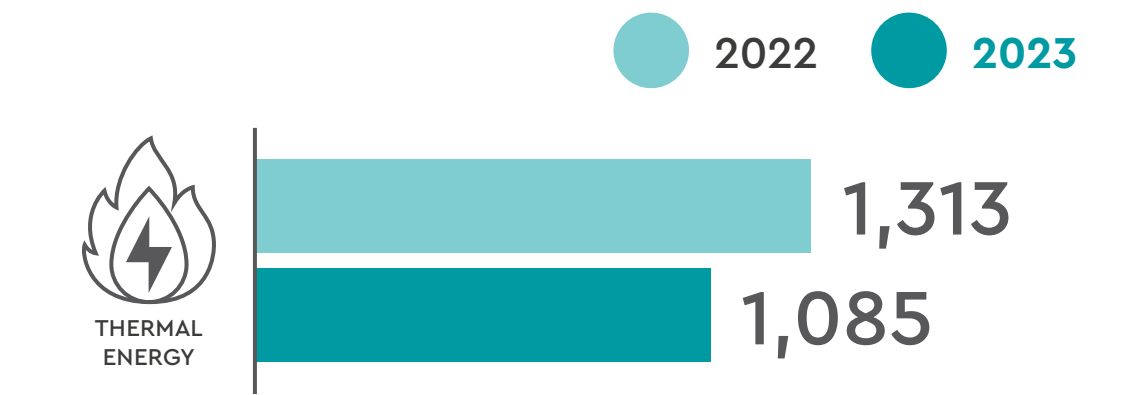
Consumption of electricity (MWh) EUROFEED



Thermal Energy from fuel consumption (MWh) DELTA



Thermal Energy from fuel consumption (MWh) EUROFEED



In 2023, we achieved an 8.59% reduction in electricity consumption at DELTA and 8.39% at EUROFEED, compared to 2022.

GATTEGNO consumed 36.74 MWh of electricity and 146.61 MWh of thermal energy.

Renewable Energy Sources



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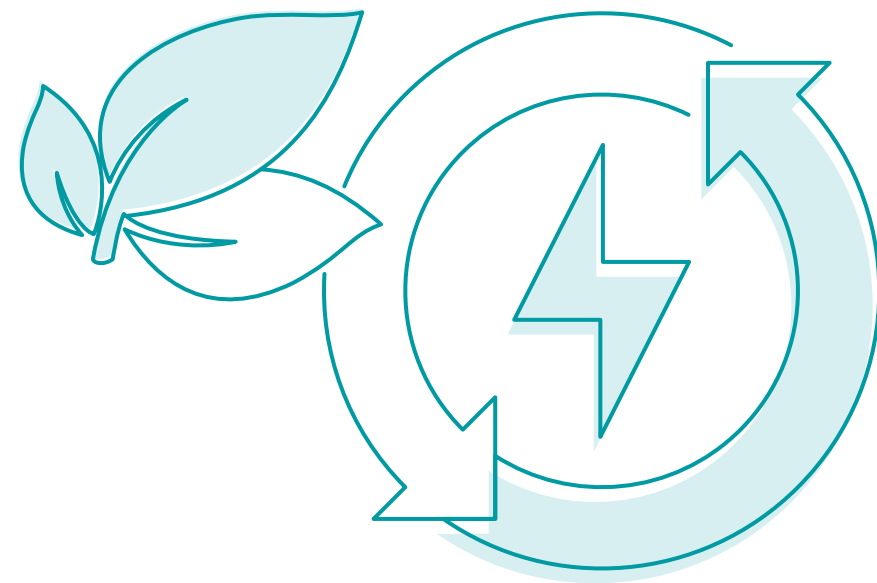
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At DELTA, we continuously implement actions that contribute to combating climate change and reducing our carbon footprint across the entire value chain.

Embracing green energy solutions, we remain committed to producing high-quality, nutritionally valuable food while prioritizing sustainability and minimizing environmental impact.

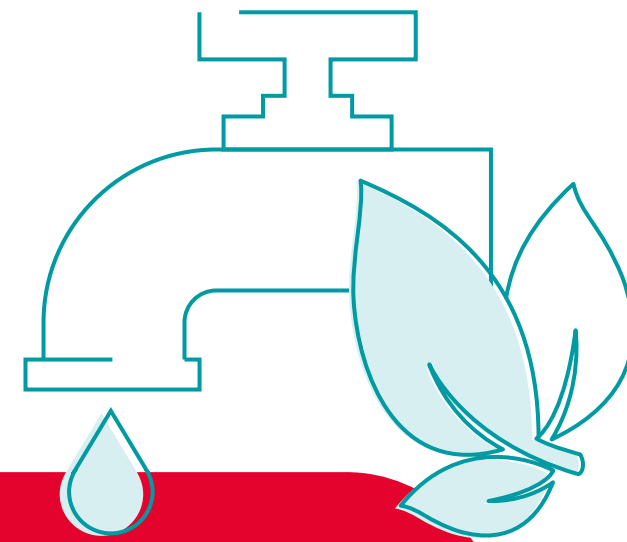
In 2023, we completed one of the 20 largest energy offset projects in Greece, installing a 7,173 m² photovoltaic system at the Agios Stefanos plant with a capacity of 1.8 MW. This system covers 10% of our total energy needs. The project's completion enables DELTA to generate at least 10% of the energy it consumes, while simultaneously reducing purchased electricity by 10-15%.



Water Management



At our Company, we acknowledge the significance of responsible water resource management for Sustainable Development, and we strive for more efficient water use and rational management measures to limit water consumption where possible.



In 2023, the total volume of water extracted and discharged amounted to 1,070,885 m³ and 849,747 m³, respectively, while the percentage of recycled water reached 9%.

Interaction with water resources

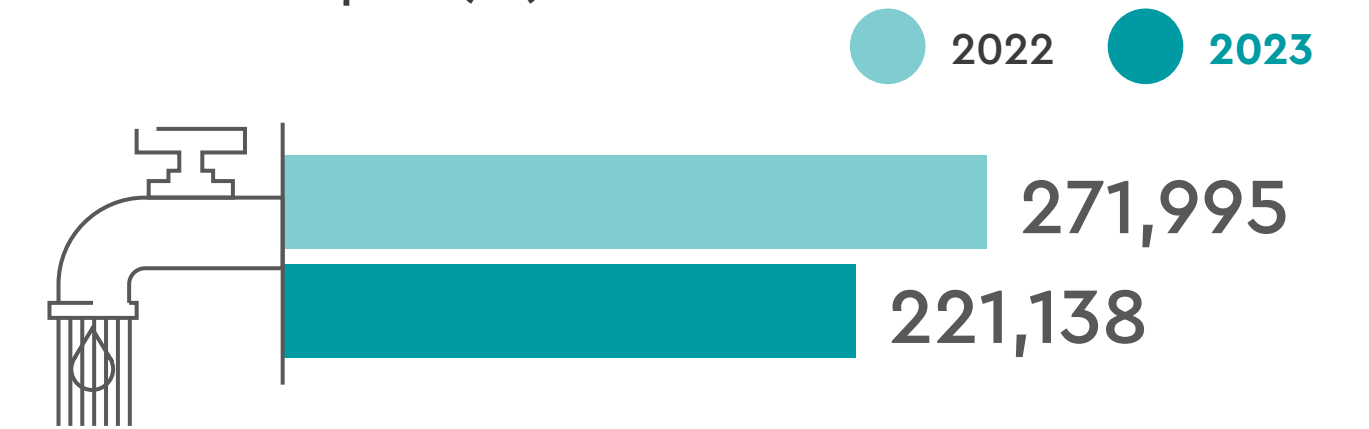
Facility	Origin	Consumption and Uses	Rejection
Agios Stefanos	EYDAP, Bore water	<ul style="list-style-type: none"> Plant production needs Cleaning (CIP) of pipes and equipment Employee needs 	The Wastewater is sent for treatment to the plant's biological wastewater treatment unit
Sindos	Thessaloniki Water Supply and Sewerage Network	<ul style="list-style-type: none"> Plant production needs, such as washing pipes and equipment (CIP) Bottling machine operation Employee needs 	The Wastewater from the production process is directed to the plant's biological wastewater treatment unit, while the wastewater from showers and toilets is directed to the Industrial Area's sewerage network
Lamia	EYA network water (bore water)	<ul style="list-style-type: none"> Plant production needs (processed water) Juice production (chilly water) 	Disposal at the biological wastewater treatment unit and then discharge into the Industrial Area's sewerage network
Gefyroudi Serres	Bore water	<ul style="list-style-type: none"> Equipment and facility cleaning 	Discharge into the environment through a licensed biological wastewater treatment unit

Management of water discharge related impacts

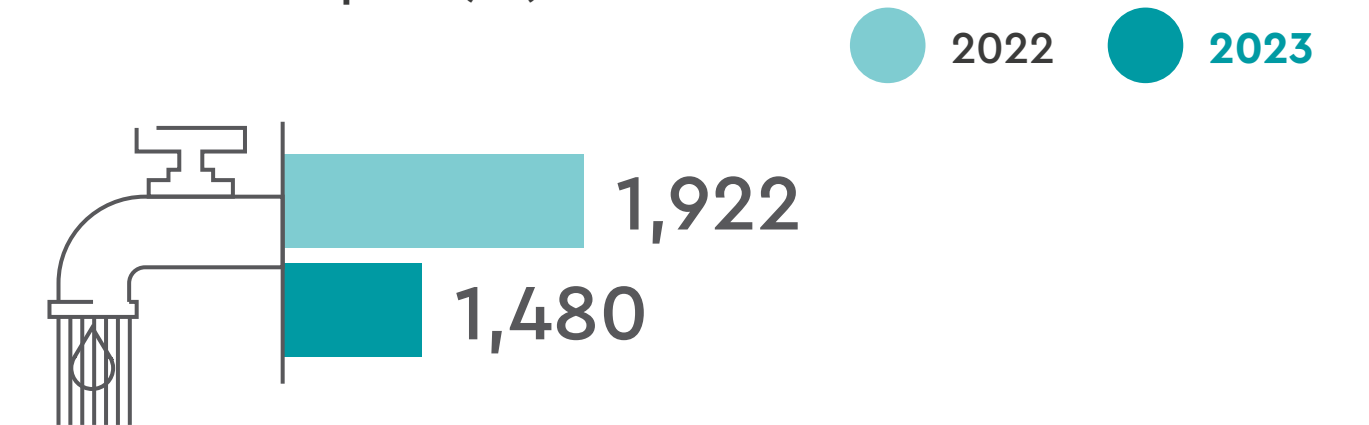
Facility	Minimum Standards	Setting Standards
Agios Stefanos	<ul style="list-style-type: none"> BODS (mg/L) ≤ 40 COD (mg/L) ≤ 120 pH: 6.0 - 9.0 Temperature ≤ 28 oC Dissolved oxygen (mg/L) ≥ 3 Suspended solids (mg/L) ≤ 50 Colour: Clear Fats - oils (mg/L) ≤ 5 	<p>The limits have been set based on the Environmental Terms Approval Decision dated 30/03/2012 with Ref. No 187248 of the Department of EARTH/YPEKA (Air Pollution and Noise Control/Ministry of the Environment, Energy, and Climate Change). ADA: B4ΩK0-XKA</p>
Sindos	<ul style="list-style-type: none"> BODS (mg/L) < 350 COD (mg/L) < 1,000 TSS (mg/L) < 350 pH: 7.0 - 8.0 	<p>The limits were set based on the 'Renewal - Amendment - Codification of the Environmental Terms of operation of the "Milk Processing Industry" activity of the Company trading under the name DELTA FOOD SA', which is in the Municipality of Delta, Regional Unit of Thessaloniki, Region of Central Macedonia' ADA: 6NSG1Y-4PO, and must not exceed the requirements of the operator (ETVA - Industrial and Business Parks) for disposal into the sewerage network of the Industrial Area</p>
Lamia	<ul style="list-style-type: none"> BODS (ppm) < 500 COD (ppm) < 1200 pH: 6.0 - 9.5 	<p>The standards were set based on Approval of the Lamia Industrial Area Operation Regulation No Φ.Λ/Α.5.26/13080/987, in accordance with Article 63(4) of Law 3982/2011 (GG 143/A)</p>
Gefyroudi Serres	<ul style="list-style-type: none"> BODS (mg/L) < 40 NO₃ < 50 PO₄ < 1.5 SS (mg/L) < 50 pH: 6.5 - 8.4 	<p>The standards were set based on the relevant license of DELTA FOOD S.A.'s waste disposal design, approved by the Department of Environmental Health & Health Control of the regional unit of Serres, central Macedonia</p>

In 2023, we reduced total consumption of water by 19% at DELTA and 23% at EUROFEED, compared to 2022.

Water consumption (m³) DELTA



Water consumption (m³) EUROFEED



Waste Management



At DELTA, we promote the circular economy by implementing responsible practices for recycling, minimization, reuse, and responsible waste management, in alignment with the company's Waste Management Policy. More specifically, we support the development of recycling infrastructure nationwide, participating in the Collective Alternative Management System, a national system that promotes packaging recycling and reuse. We especially strive to increase the use of recyclable materials in our packaging, utilizing r-PET and recycled paper from sustainable sources with FSC certification. In line with the technological advancements and regulatory requirements, we systematically assess and incorporate in our operations new packaging materials and production methods with a smaller environment footprint. Since 2016, we have also adopted sorting, collection and recycling practices in our facilities, further strengthening our environmental awareness and actions.

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Generated waste (tn) (DELTA)

2023

	Generated waste	Quantity diverted from disposal	Quantity disposed
Επικίνδυνα απόβλητα			
Non-chlorinated machine oils, gearbox lubricants, and mineral-based greases	6.503	5.53	0.97
Printing toner waste containing hazardous substances	0.09	0.09	-
Packaging that contains residues of hazardous substances or has been contaminated by them	0.1	0.1	-
Absorbent materials, filter materials (including oil filters that are not otherwise classified), sweeping residues, and protective clothing that has been contaminated by hazardous substances	0.13	0.13	-
Laboratory chemical waste that is either classified as hazardous or contains hazardous substances, including mixtures of laboratory chemical waste	0.05	0.05	0
Waste requiring specialized collection and disposal under specific legislative requirements related to the prevention of infections (MEDICAL)	0.09	-	0.09
Fluorescent tubes and other waste containing mercury	0.16	0.16	-
Discarded equipment containing chlorofluorocarbons (CFCs)	0.07	0.07	-
Discarded electrical and electronic equipment	0.26	0.26	-
Lead batteries	1.51	1.51	-
Solvent mixtures	0.12	0.12	-

Non-hazardous Waste

	2022			2023		
	Total quantity	For recovery/recycling	For disposal	Total quantity	For recovery/recycling	For disposal
Sludge from on-site effluent treatment	10,361	10,361	-	7,508.3	7,508.3	-
Materials unsuitable for consumption or processing (milk)	5,993	5,993	-	8,056.5	7,330.7	725.76
Materials unsuitable for consumption or processing (juice and tea)	200	166	34	897.5	897.5	-
Mixed packaging	482	463	19	440.8	440.8	-
Mixed municipal waste	232	-	232	338	206.4	131.6
Bulky waste	-	-	-	-	-	-
Recyclable waste	1,132	1,046	86	2,095.3	2,095.3	-
Hazardous waste	157	157	-	8.8	7.8	1.06



At GATTEGNO, during the trade of liquid dairy products (fresh milk, condensed milk, cream), if deterioration occurs during transportation and the customer is unable to receive the shipment, the product is disposed of at a biogas plant for biogas production.

100% of our hazardous waste is collected by licensed waste management operators.

At the same time, the company is committed to minimizing its generated waste and eliminate the waste taken to landfills by 2030, while increasing the percentage of recyclable materials used in packaging.

Since 2023, we have been participating in the "Into the Loop" program, an initiative by the Thrace Plastics Group, which involves the return and recycling of clean plastic packaging materials.

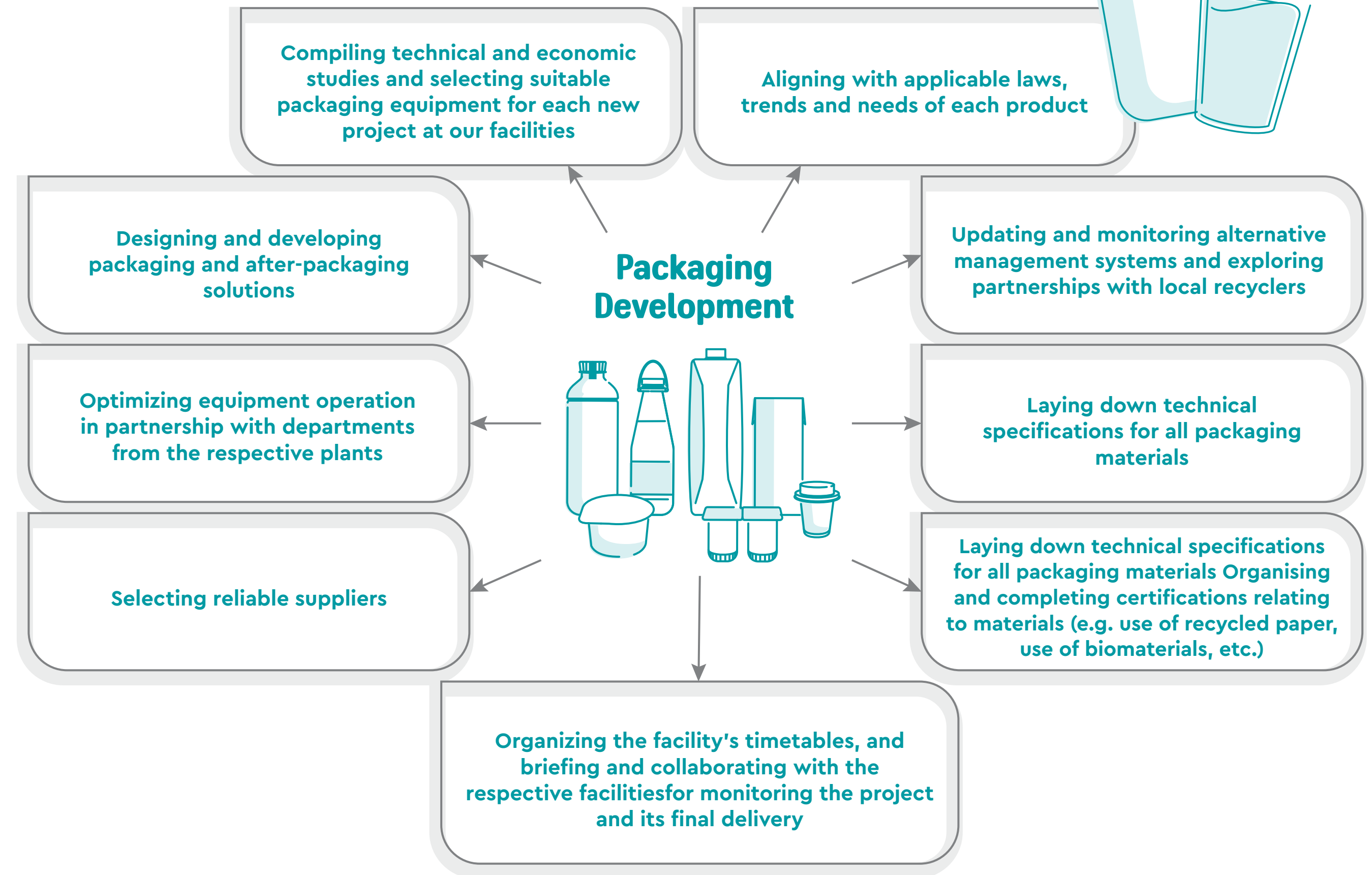
Sustainable Packaging



As a company, we actively participate in the effort for the protection of the environment by selecting eco-friendly materials and developing innovative practices. Packaging plays a crucial role in maintaining the excellent quality and safety of dairy products, as these are among the most perishable foods by nature. At DELTA, we also focus on selecting packaging that, through responsible management, minimizes negative environmental impacts while ensuring both the safety and quality of our products.

In 1995, we established the **Packaging Development Department**, which is responsible for:

In 2023, we obtained the "OK RECYCLED" certification from TÜV Austria Hellas for 29 of our products that use 90% recycled paper, and for 8 products that use 35% recycled plastic, saving 32 tons of virgin paper and 30 tons of virgin plastic.



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Initiatives for the promotion of sustainable packaging

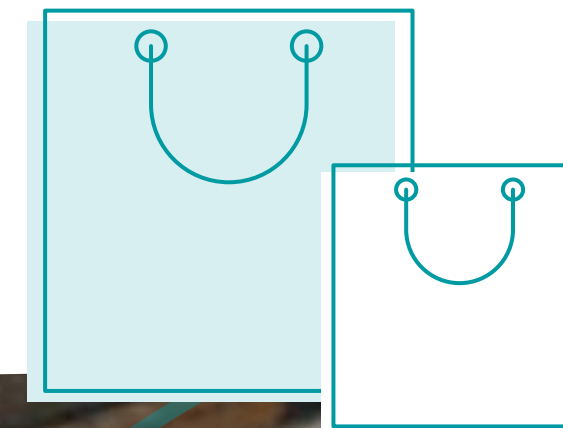
- Continuous increase of paper use from recycled raw materials vs virgin raw materials.
- Use, where possible, of paper packaging from suppliers certified by FSC.
- Commencement of recycled raw material (rPET) use in milk bottles and completion of respective certification by TÜV Austria.
- Gradual phasing out of materials that hinder recycling and transition to materials that are more environmentally friendly.
- Remove certain single-use plastics by switching to alternative materials (e.g. paper straws in life juice, removing spoons from smart line of products).
- Compliance with the applicable provisions of the law and using primarily clear plastic materials that are considered more environmentally friendly and recyclable, providing increased reuse potential.

In 2023, we reduced the plastic used in the “TOU TOPOU MAS” milk products by 30%



- Reduction of the weight of the plastic used in bottled products.
- Continuous updating of new production materials and technologies, organization of certification tests aimed at reducing emissions and promoting the circular economy.
- Implementation of recyclability criteria to all packaging materials, which are revised depending on technological developments and legislative requirements.
- Packaging weight optimization program, ensuring product safety.
- Palletization and handling materials optimization actions.
- Packaging equipment consumption reduction projects, in partnership with the departments of the respective plants.

In 2023 we redesigned the Milk bottled with a non-detachable cap and 35% recycled plastic.



Total packaging material quantities in 2023 (tn) (DELTA)

2023	
NON-RENEWABLE MATERIALS	
PLASTIC	4,222
ALUMINIUM	56
RENEWABLE MATERIALS	
PAPER	2,071
TETRAPAK	1,525
TOTAL	7,874

Total packaging material quantities for 2023 (tn) (EUROFEED)

2023	
NON-RENEWABLE MATERIALS	
PLASTIC	14.3
RENEWABLE MATERIALS	
WOOD	25.9
TOTAL	40.2

Total packaging material quantities for 2023 (tn) (GATTEGNO)

2023	
NON-RENEWABLE MATERIALS	
POLYPROPYLENE PLASTIC	31.091
ALUMINIUM	0.252
COMPOSITE PACKAGING WITH PLASTIC AS MAIN MATERIAL	33.524
RENEWABLE MATERIALS	
PAPER	196.768
TOTAL	261.635



Supply Chain Management



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We attach particular importance on promoting a sustainable supply chain framework, which is fundamental to achieving our corporate objectives. A sustainable supply chain is based on mutual trust and the development of partnerships that will bring value to our Company, prioritizing the local community, sustainability, and the safety and quality of our products

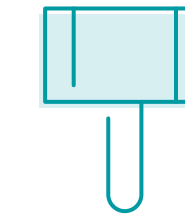
Within 2023, we introduced the new Code of Conduct for Suppliers and Partners, which is included in each new contract to be signed, while all existing suppliers are required to sign it to ensure they all

comply with it. In addition, the Company sends evaluation questionnaires to each supplier at regular intervals to ensure that they are operating responsibly.

The Supplier Code of Conduct sets out the basic standards and rules of our partnership, as well as the criteria that must be met during the process of selecting new partners (suppliers of raw and auxiliary materials) in accordance with our Company's non-negotiable business principles, and any deviation from the above Code shall bring about the end of our partnership with the supplier.

In 2023, despite the difficult and unprecedented conditions in the supply chain for agricultural products, due to the crisis caused by the war in Ukraine, EUROFEED and GATTEGNO ensured that all their customers' needs throughout Greece would be seamlessly met, by maintaining adequate stock.

Our Partners and Suppliers Are Required to:



Fully comply with applicable laws



Implement the Supplier and Partner Code of Conduct regarding legal, regulatory, professional, and business standards



Adhere to DELTA's Human Rights Policy



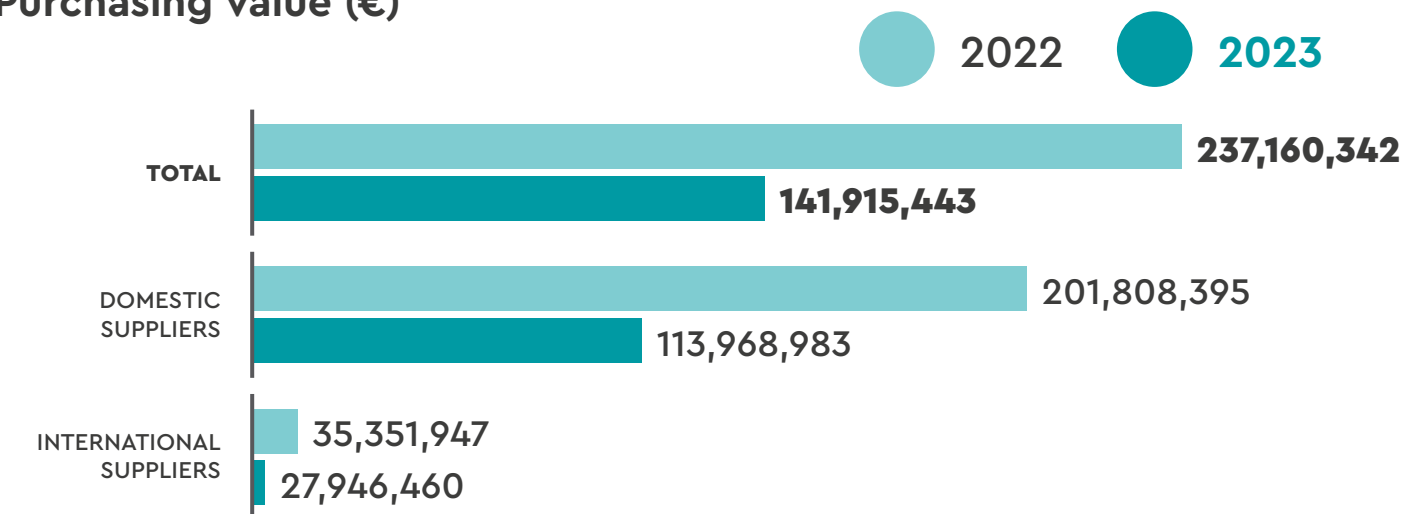
Ensure their activities comply with relevant legislative and regulatory requirements, as well as corporate standards on anti-corruption, bribery, and conflicts of interest



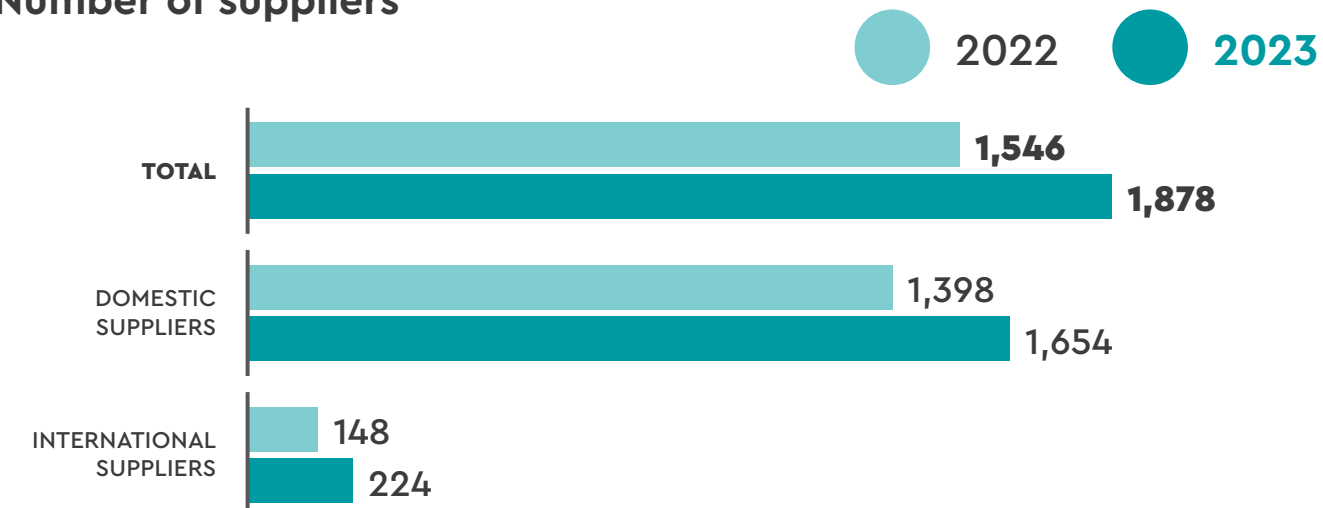
Align their business practices with internationally recognized principles of the United Nations Global Compact (UNGC)

In 2023, our Company took a major step toward enhancing transparency and accountability in the supply chain, by introducing the Supplier Code of conduct. The code sets clear standards and guidelines for the conduct of our suppliers, ensuring that all our business partnerships align with our company's values and principles.

Purchasing value (€)



Number of suppliers



Domestic suppliers accounted for 88% of all suppliers, receiving 80% of total expenditures in 2023.

CASE STUDY:

New Audit Framework at a Farm level

In 2023, we established a new farm-level audit framework to evaluate our milk suppliers based on farm sustainability criteria, with a focus on welfare, biosecurity, and carbon footprint. Additionally, we have developed and offered to our livestock farmers a "Kit Tool" that includes recommendations and guidelines on the best practices for animal management and welfare, based on the pillars of our GAIA Action Plan.



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Annexes



Annex I: Human Resources Data

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EMPLOYEES AND DISTRIBUTION PER GENDER AND AREA

DELTA	2022			2023				2022			2023			2022			2023			
	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Attica							Florina/ Trikala/ Xanthi/ Lechaina						Serres							
Permanent employees	489	105	594	487	117	604	Permanent employees	4	1	5	3	1	4	Permanent employees	9	0	9	9	0	9
Temporary employees	16	2	18	3	1	4	Temporary employees	0	0	0	0	0	0	Temporary employees	0	0	0	0	0	0
Non-guaranteed hours employees	0	0	0	0	0	0	Non-guaranteed hours employees	0	0	0	0	0	0	Non-guaranteed hours employees	0	0	0	0	0	0
Full-time employees	505	107	612	490	118	608	Full-time employees	4	1	5	2	1	3	Full-time employees	9	0	9	9	0	9
Part-time employees	0	0	0	0	0	0	Part-time employees	0	0	0	1	0	1	Part-time employees	0	0	0	0	0	0
Number of employees (total)	505	107	612	490	118	608	Number of employees (total)	4	1	5	3	1	4	Number of employees (total)	9	0	9	9	0	9
Thessaloniki							Lamia						2022			2023				
Permanent employees	201	27	228	202	28	230	Permanent employees	51	15	66	49	16	65	NUMBER OF EMPLOYEES (GRAND TOTAL)	777	152	929			
Temporary employees	7	2	9	1	3	4	Temporary employees	0	0	0	0	0	0	2023	Men	Women	Total			
Non-guaranteed hours employees	0	0	0	0	0	0	Non-guaranteed hours employees	0	0	0	0	0	0	NUMBER OF EMPLOYEES (GRAND TOTAL)	754	166	920			
Full-time employees	208	29	237	203	31	234	Full-time employees	51	15	66	49	16	65							
Part-time employees	0	0	0	0	0	0	Part-time employees	0	0	0	0	0	0							
Number of employees (total)	208	29	237	203	31	234	Number of employees (total)	51	15	66	49	16	65							



EMPLOYEES AND DISTRIBUTION PER GENDER AND AREA

	2022			2023		
	Men	Women	Total	Men	Women	Total
EUROFEED						
Permanent employees	15	1	16	15	1	16
Temporary employees	0	0	0	0	0	0
Non-guaranteed hours employees	0	0	0	0	0	0
Full-time employees	5	1	6	5	1	6
Part-time employees	10	0	10	10	0	10
Number of employees (total)	15	1	16	15	1	16

EMPLOYEES AND DISTRIBUTION PER GENDER AND AREA

	2022			2023		
	Men	Women	Total	Men	Women	Total
GATTEGNO						
Permanent employees	15	1	16	10	12	22
Temporary employees	0	0	0	0	0	0
Non-guaranteed hours employees	0	0	0	0	0	0
Full-time employees	5	1	6	10	10	20
Part-time employees	10	0	10	0	2	2
Number of employees (total)	15	1	16	10	12	22

AGE DISTRIBUTION OF HUMAN RESOURCES

	DELTA			EUROFEED			GATTEGNO		
	<30	30-50	>51	<30	30-50	>51	<30	30-50	>51
Men	32	373	349	0	10	5	0	2	8
Women	21	96	49	0	0	1	1	8	3
TOTAL	53	469	398	0	10	6	1	10	11

EMPLOYEES AND DISTRIBUTION PER RANK AND AGE									
DELTA	2023								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	4	3	7	2	0	2
Senior and Middle Management	3	6	9	33	33	66	40	8	48
Administrative Personnel	3	2	5	49	29	78	43	22	65
Workers and Foremen	26	13	39	287	31	318	264	19	283
TOTAL	32	21	53	373	96	469	349	49	398

EMPLOYEES AND DISTRIBUTION PER RANK AND AGE									
EUROFEED	2023								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0	0	0	0
Senior and Middle Management	0	0	0	1	0	1	0	0	0
Administrative Personnel	0	0	0	1	0	1	0	1	1
Workers and Foremen	0	0	0	8	0	8	5	0	5
TOTAL	0	0	0	10	0	10	5	1	6

EMPLOYEES AND DISTRIBUTION PER RANK AND AGE									
GATTEGNO	2023								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0	0	0	0
Senior and Middle Management	0	0	0	1	0	1	0	2	2
Administrative Personnel	0	1	1	1	7	8	2	1	3
Workers and Foremen	0	0	0	0	1	1	6	0	6
TOTAL	0	1	1	2	8	10	8	3	11

TOTAL HIRES PER REGION, GENDER, AND AGE

Area	2023								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
DELTA									
Attica	15	11	26	31	19	50	4	1	5
Thessaloniki	4	3	7	8	3	11	7	0	7
Imathia	0	0	0	0	0	0	0	0	0
Lamia	1	0	1	2	3	5	1	0	1
Serres	0	0	0	1	0	1	0	0	0
Trikala/ Xanthi/ Lechaina	0	0	0	0	0	0	0	0	0
TOTALS	11	13	24	30	20	50	11	0	11
Recruitment rate %	34%	62%	45%	8%	21%	11%	3%	0%	3%
EUROFEED									
Attica	0	0	0	0	0	0	0	0	0
TOTALS	0	0	0	0	0	0	0	0	0
Recruitment rate %	0%	0%	0%	0%	0%	0%	0%	0%	0%
GATTEGNO									
Attica	0	1	1	0	0	0	0	0	0
TOTALS	0	1	1	0	0	0	0	0	0
Recruitment rate %	0%	100%	100%	0%	0%	0%	0%	0%	0%

TOTAL DEPARTURES PER REGION, GENDER, AND AGE

Area	2023								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
DELTA									
Attica	12	5	17	40	13	53	14	3	17
Thessaloniki	6	2	8	9	1	10	8	0	8
Imathia	0	0	0	0	0	0	0	0	0
Lamia	0	0	0	4	2	6	3	0	3
Serres	0	0	0	0	0	0	1	0	1
Trikala/ Xanthi/ Lechaina	0	0	0	1	0	1	0	0	0
TOTALS	18	7	25	54	16	70	26	3	29
Recruitment rate %	56%	33%	47%	14%	15%	14%	8%	10%	8%
EUROFEED									
Attica	0	0	0	0	0	0	0	0	0
TOTALS	0	0	0	0	0	0	0	0	0
Recruitment rate %	0%	0%	0%	0%	0%	0%	0%	0%	0%
GATTEGNO									
Attica	0	0	0	0	0	0	0	0	0
TOTALS	0	0	0	0	0	0	0	0	0
Recruitment rate %	0%	0%	0%	0%	0%	0%	0%	0%	0%

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PARENTAL LEAVE		
DELTA	Men	Women
Total employees eligible for parental leave	16	10
Total employees who took parental leave	16	10
Total employees who returned to work during the reporting period after parental leave	16	3
Total employees who remained employed 12 months after returning from parental leave	4	0
Return to work rate	100%	30%
Retention rate of employees who took parental leave	25%	0%

PARENTAL LEAVE		
EUROFEED	Men	Women
Total employees eligible for parental leave	0	0
Total employees who took parental leave	0	0
Total employees who returned to work during the reporting period after parental leave	0	0
Total employees who remained employed 12 months after returning from parental leave	0	0
Return to work rate	0%	0%
Retention rate of employees who took parental leave	0%	0%

PARENTAL LEAVE		
GATTEGNO	Men	Women
Total employees eligible for parental leave	0	0
Total employees who took parental leave	0	0
Total employees who returned to work during the reporting period after parental leave	0	0
Total employees who remained employed 12 months after returning from parental leave	0	0
Return to work rate	0%	0%
Retention rate of employees who took parental leave	0%	0%

TOTAL TRAINING HOURS PER RANK*						
DELTA	2022			2023		
	Men	Women	Total	Men	Women	Total
C-Suite	22	29	51	25	6	31
Senior and Middle Management	922	391	1,312	1,697	622	2,319
Administrative Personnel	551	105	656	172	4	176
Workers and Foremen	810	46	856	1,112	192	1,304
TOTAL	2,305	570	2,875	3,006	824	3,830

TOTAL TRAINING HOURS PER RANK*						
EUROFEED	2022			2023		
	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0
Senior and Middle Management	1	0	1	0	0	0
Administrative Personnel	5	1	6	0	0	0
Workers and Foremen	0	0	0	24	0	24
TOTAL	6	1	7	24	0	24

TOTAL TRAINING HOURS PER RANK*			
GATTEGNO	2023		
	Men	Women	Total
C-Suite	0	0	0
Senior and Middle Management	0	0	0
Administrative Personnel	0	0	0
Workers and Foremen	0	0	0
TOTAL	0	0	0

PERCENTAGE OF PERSONS IN THE ORGANISATION'S GOVERNANCE BODIES									
	2023								
	DELTA			EUROFEED			GATTEGNO		
	<30	30-50	>51	<30	30-50	>51	<30	30-50	>51
Men	0	1	5	0	0	3	0	2	1
Women	0	0	0	0	0	1	0	0	0
TOTAL	0	1	5	0	0	4	0	2	1
	0%	0%	0%	0%	0%	25%	0%	0%	0%
	0%	100%	100%	0%	0%	75%	0%	100%	100%

*The total number of training hours for 2023, broken down by employee category at DELTA and its subsidiaries, does not include training on Health and Safety topics.

Annexo II: 2021 GRI Standards Table

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STATEMENT OF USE			DELTA HAS PREPARED THE 2023 ESG REPORT ACCORDING TO THE GRI STANDARDS FOR THE PERIOD FROM 1/1/2023 TO 31/12/2023			
USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
General Disclosures						
GRI 2: General disclosures 2021	2-1 Organizational details	pp. 09-14, 111	The gray cell indicates that reasons for omission are not permitted for this disclosure.			✓
	2-2 Entities included in the organization's sustainability reporting	pp. 03, 111				✓
	2-3 Reporting period, frequency and contact point	p. 111				✓
	2-4 Restatements of Information	pp. 15, 63-66, 80-82, 111				✓
	2-5 External Assurance	p. 111				✓
	2-6 Activities, value chain, other business relationships	pp. 09-15, 93-94				✓
	2-7 Employees	pp. 55-58, 96-97				✓
	2-8 Workers who are not employees	pp. 55-58				✓
	2-9 Governance structure and composition	pp. 19-22				✓
	2-10 Nomination and selection of the highest governance body	pp. 19-22				✓
	2-11 Chair of the highest governance body	pp. 19-22				✓
	2-12 Role of the highest governance body in overseeing management of impacts	pp. 36				✓
	2-13 Delegation of responsibility for managing impacts	pp. 36				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
General Disclosures						
GRI 2: General disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	p. 36				✓
	2-15 Conflicts of interest	pp. 24-25				✓
	2-16 Communication of critical concerns	pp. 24-25				✓
	2-17 Collective knowledge of the highest governance body	p. 36				✓
	2-18 Evaluation of the performance of the highest governance body	p. 36				✓
	2-19 Remuneration policies	pp. 19-22				✓
	2-20 Process to determine remuneration	pp. 19-22				✓
	2-21 Annual total compensation ratio			Yes	Confidentiality restrictions	The organization aims to protect the confidentiality of sensitive information and data, to ensure compliance with applicable legislation, including aspects related to privacy and data protection
2-22 Statement on sustainable development strategy		pp. 03, 27				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
General Disclosures						
GRI 2: General disclosures 2021	2-23 Policy commitments	pp. 24-25, 67-68, 79				✓
	2-24 Embedding policy commitments	pp. 24-25, 67-68				✓
	2-25 Processes to remediate negative impacts	pp. 24-25				✓
	2-26 Mechanisms for seeking advice and raising concerns	pp. 24-25				✓
	2-27 Compliance with Laws and Regulations	p. 23				✓
	2-28 Membership associations	p. 18				✓
	2-29 Stakeholder engagement	pp. 38-41				✓
	2-30 Collective bargaining agreements	pp. 55-58				✓
Material Issues						
GRI 3: Material topics 2021	3-1 Process to determine material topics	pp. 42-44, 111	The gray cell indicates that reasons for omission are not permitted for this disclosure.			✓
	3-2 List of material topics	pp. 42-44, 111				✓
Employee health and safety						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 63-66				
	GRI 403: Health and safety 2018	403-1 Occupational health and safety management system	pp. 63-66			
		403-2 Hazard identification, risk assessment, and incident investigation	pp. 63-66			
	403-3 Occupational health services	pp. 63-66				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Employee health and safety						
GRI 403: Health and safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	pp. 63-66				✓
	403-5 Worker training on occupational health and safety	pp. 63-66				✓
	403-6 Promotion of worker health	pp. 63-66				✓
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 63-66				✓
	403-9 Work-related injuries	pp. 63-66				✓
	403-10 Work-related ill health	pp. 63-66				✓
Product quality and safety						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 46-50				
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	pp. 46-50				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	pp. 46-50				✓
GRI 417: Promotion and labelling 2016	417-1 Requirements for product and service information and labelling	pp. 46-50				
	417-2 Instances of non-compliance concerning product and service information and labelling	pp. 46-50				
	417-3 Incidents of non-compliance concerning marketing communications	pp. 46-50				

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Energy Management						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 83-85				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	pp. 83-85				✓
	302-4 Reduction of energy consumption	pp. 83-85				
Primary sector support						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 71-74				
Internal index	Approach to primary sector support	pp. 71-74				
Climate change adaptation and mitigation						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 80-82				
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	pp. 80-82				✓
	305-2 Energy Indirect (scope 2) GHG emissions*	pp. 80-82				✓
	305-3 Energy Indirect (scope 3) GHG emissions	pp. 80-82				
	305-4 GHG Emissions Intensity	pp. 80-82				
	305-5 Reduction of GHG emissions	pp. 80-82				

*The Greenhouse gasses are calculated by following the guidelines of the GHG Protocol, which was developed by the collaboration of the World Resources Institute and the World Business Council for Sustainable Development.

1. Location-based emissions: The emissions factor used derives from the relevant publication of DAPEEP and pertains to the CO₂ emission factor for Greece's remaining energy mix for 2022.
2. Market-based emissions: The emissions factor corresponds to the Greek energy market and is derived from the International Energy Agency 2022 database

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Diversity, equity and inclusion						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 19-68				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 19, 55-58, 98				✓
	405-2 Ratio of basic salary and remuneration of women to men	pp. 55-58				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	pp. 55-58, 67-68				✓
GRI 401: Labour 2016	401-1 New employee hires and employee turnover	pp. 55-58, 99-101				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	pp. 55-58, 63-66				
	401-3 Parental leave	pp. 55-58				
Air, water, and soil pollution						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 80-82				
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	pp. 80-82				

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Circular economy and waste management						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 88-89				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	pp. 88-89				
	306-2 Management of significant waste-related impacts	pp. 88-89				
	306-3 Waste generated	pp. 88-89				
	306-4 Waste diverted from disposal	pp. 88-89				
	306-5 Waste directed to disposal	pp. 88-89				
Anti-corruption ethics and practices						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 24-25				
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	pp. 24-25				
	205-3 Confirmed incidents of corruption and actions taken	pp. 24-25				✓
Regulatory compliance						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 23-25				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	pp. 23				✓
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive conduct, antitrust and monopoly practices	pp. 24-25				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Employee training and development						
GRI 3: Material topics 2021	3-3 Management of material topic	pp. 59-61				
GRI 404: Training and further education 2016	404-1 Average hours of training per year per employee	pp. 59-61				
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 59-61				✓
High nutritional value products						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 51-53				
FP 7	Balanced diet and products of a high nutritional value	pp. 51-53				
Water management						
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	pp. 86-87				
	303-2 Management of water discharge-related impacts	pp. 86-87				
	303-3 Water withdrawal	pp. 86-87				
	303-4 Water disposal	pp. 86-87				
	303-5 Water consumption	pp. 86-87				

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Social contribution						
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	pp. 69-71				
Supply chain management						
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	pp. 93-94				
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	pp. 93-94				
Animal welfare						
GRI 304: Biodiversity 2016	04-2 Significant impacts of activities, products and services on biodiversity	pp. 75				
Internal index	Approach to animal welfare	pp. 75				
Human rights						
Internal index	Approach to defending human rights	pp. 67-68				
Sustainable packaging						
GRI 301: Materials 2016	301-1 Materials used by weight or volume	pp. 90-92				
	301-2 Recycled input materials used	pp. 90-92				
	301-3 Reclaimed products and their packaging materials	pp. 90-92				

Omission

Annex III: About the 2023 ESG Report

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This report constitutes the 8th DELTA Sustainability Report and is available on the company's website. It presents our strategy, priorities, and the full scope of corporate actions related to sustainable development, highlighting our commitment to continuous progress and the creation of long-term added value for all our stakeholders.

Scope

This Report contains information on DELTA FOODS SINGLE-MEMBER S.A. and its subsidiaries EUROFEED S.A., D. S. GATTEGNO & SON S.A., KOURELLAS S.A., and COLD SIN S.A. More specifically, the 2023 information concern DELTA (company headquarters, Agios Stefanos, Sindos, and Lamia production facilities, and the Serres milk collection centre) and the subsidiaries EUROFEED (livestock feed production facility of Schimatari) and GATTEGNO (offices and warehouses).

Report Details

The aim of this Report is to provide verified and comprehensive information on DELTA's actions, performance, and commitments regarding environmental, social, and governance (ESG) matters, through both qualitative and quantitative data for the period from 01/01/2023 to 31/12/2023. The Report includes qualitative and quantitative information and data on DELTA FOODS SINGLE-MEMBER S.A. Additionally, it contains quantitative and qualitative data for DELTA's subsidiaries, specifically for EUROFEED S.A. and D. S. GATTEGNO & SONS S.A., and includes sector-specific insights regarding their business activities and product categories for two more DELTA subsidiaries, COLD SIN S.A. and KOURELLAS S.A.. However, data concerning potential joint ventures, partners, suppliers, or other third parties is not included in relation to DELTA's actions and objectives.

Content

This Report has been prepared in accordance with the new GRI Universal Standards (GRI 1, GRI 2, GRI 3) and GRI Topic Standards, aiming to align with the expectations and needs of stakeholders while highlighting DELTA's contribution to sustainability issues. Additionally, for defining the content of the Report, we have also considered globally recognized sustainability standards and frameworks, including the Ten (10) Principles of the United Nations Global Compact, the 10000AP (2018) Accountability Principles Standard, while presenting the connection between the company's actions and impact with the UN Sustainable Development Goals (SDGs).

The analysis of material sustainability issues through the Double Materiality process and the assessment of DELTA's impact have played a key role in shaping the content of this report. The report focuses on the most significant issues concerning stakeholders and social partners, as well as those with substantial environmental, social, and economic impacts.

Changes Compared to Previous Years

In this year's ESG Report, the structure of the information follows the new GRI Standards, which have been in effect since 1/1/2023. As a result, additional insights are provided on material topics, compared to the corresponding Report issued in 2021.

Independent Assurance

The Report is subject to external assurance by an independent organization, specifically the Inspection, Certification, and Training Body TÜV HELLAS (TÜV NORD) S.A., to ensure that the Report has been prepared in accordance with the GRI Universal Standards 2021, covering specific disclosure (indicators 0 of the GRI Topic Standards, and aligning with standard 10000AP(2018), which is ensured through AA1000AS v.3. The External Assurance Report is included on page 114 of the present Report.

For any comments, feedback, or suggestions regarding the content of this Report, please contact us using the following details:

DELTA FOODS SINGLE-MEMBER S.A.
23rd km Athens-Lamia National Road,
14565 Agios Stefanos, Attica
Call Center: +30 210 3495000
Email: esg@delta.gr
Contact Form: www.delta.gr/contact



Annex IV: UN Global Compact Table

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UN GLOBAL COMPACT PRINCIPLES	DESCRIPTION OF PRINCIPLES	REPORT CHAPTER
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Creating a Positive Impact
Principle 2	Businesses should make sure they are not complicit in human rights abuses	Creating a Positive Impact
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Creating a Positive Impact
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsive labor	Creating a Positive Impact
Principle 5	Businesses should uphold the effective abolition of child labor	Creating a Positive Impact
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and work	Creating a Positive Impact
Principle 7	Businesses should support a precautionary approach to environmental challenges	Developing Business Resilience
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility	Developing Business Resilience
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	Developing Business Resilience
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Corporate Governance

Annex V: AA1000AP (2018) AccountAbility Principles Table

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	REFERENCE IN REPORT	PAGE
Inclusivity	Communication with Stakeholders	pp. 38–41
Materiality	Double Materiality Analysis	pp. 42–44
Responsiveness	ESG Performance Summary and Priorities	pp. 04–07
	DELTA at a Glance	p. 09
	Operating Sectors and Products	p. 12
	Corporate Governance	p. 19
	Stakeholder Engagement	pp. 38–41
	Product Quality and Safety	pp. 46–50
	Diversity, Equity & Inclusion	pp. 55–57
	Culture of Continuous Learning and Development	pp. 59–61
	Employee Health, Safety and Well-being	pp. 63–66
	Protection of Human Rights	p. 67
	Social Contribution Actions	pp. 69–71
Impact	Developing Business Resilience	pp. 78–94
	Supply Chain Management	pp. 93–94
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Annex VI: Independent External Assurance Report

MESSAGE FROM
THE BOARD
OF DIRECTORS

ESG PERFORMANCE
PRESENTATION AND
PRIORITIES

DELTA

OUR ESG
STRATEGY

DOUBLE
MATERIALITY
ANALYSIS

DRIVING
SUSTAINABLE
GROWTH

CREATING
A POSITIVE
IMPACT

DEVELOPING
BUSINESS
RESILIENCE

ANNEXES

To: Management of DELTA FOODS SINGLE MEMBER S.A

1. Scope of the External Assurance project of the Sustainability Report

DELTA FOODS SINGLE MEMBER S.A. Company (hereinafter referred to as **DELTA**) has assigned **TÜV HELLAS (TÜV NORD) SA** (hereinafter referred to as **TÜV HELLAS**) the limited external assurance of the Sustainable Development Report, which covers the period of 1/1/2023-31/12/2023.

The information in the Sustainability Report concerns the company DELTA FOODS SINGLE MEMBER S.A. and its subsidiaries EVROTROFES SA, GATENIO D. S. & SON SA, KOURELLAS SA. and COLD SIN A.E. More specifically, the figures presented for 2023 concern DELTA (company offices, Agios Stefanos factory, Sindos factory, Thessaloniki factory, Lamia factory, and Serres milk collection center) and the subsidiaries EVROTROFES (Schimatari animal feed factory) and GATENIO (company offices).

The scope of the project consists of the following:

A. The external assurance of the information disclosed to confirm that the Sustainability Report of **DELTA** for 2023 has been prepared **"In Accordance"** with the **GRI Universal Standards 2021**.

B. The provision of external assurance service about the accuracy of the claims mentioned for specific numerical indicators that **DELTA** reported at the Sustainability Report Chapters, based on the **GRI Topic Standards**, as follows: GRI 205-3, GRI 206-1, GRI 302-1, GRI 305-1, GRI 305-2, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9, GRI 403-10, GRI 404-2, GRI 405-1, GRI 406-1, GRI 416-2, GRI 418-1.

C. The control of the adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in **AA1000AP (2018)**.

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of **DELTA** for 2023 and it was conducted based on the corresponding correlation table of **GRI Standards** Indicators stated by DELTA, to confirm that the Sustainability Report has been prepared **"In Accordance"** with the **GRI Universal Standards 2021**, as well as the requirements of **AA1000AP (2018)**.

2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

- A. GRI Universal Standards 2021**
- B. GRI Topic Standards**
- C. AA1000AP (2018)**

For the evaluation of conformity to the requirements of AA1000AP (2018), the provisions of the guide AA1000 Assurance Standard (**AA1000AS v3**) were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within **AA1000AP (2018)**, was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.

3. Project methodology

Based on the conformance criteria of paragraph 2 and to draw conclusions, the external assurance team of **TÜV HELLAS** conducted the following (indicative and not restrictive) methodology:

- Reviewed the coverage of the **"In Accordance"** with the GRI Universal Standards 2021 requirements, as they are described within the **GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021**.
- Reviewed the procedures followed by **DELTA** to identify and determine the material issues to include them within the Sustainability Report.
- Reviewed the analysis of the essential issues of Sustainable Development through the process of **Double Materiality** analysis and the identification of **DELTA** business impact activity on the environment, society and the economy, as well as the risks and opportunities that arise for the company itself.

■ Interviews were conducted with selected executives of **DELTA** having operational role in Sustainability issues to understand the current state of sustainability development activities and progress achieved during the period under reference.

■ Reviewed the **DELTA** consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.

■ Reviewed the claims mentioned to the Reporting Indicators, based on the **GRI Topic Standards** (referred in paragraph 1, point B) in connection with the findings of the above steps.

In addition, the methodologies, and practices for extracting the results were reviewed and crosschecks were performed on the reliability and quality of the indicators reported in the report. These checks (not restrictively) consist of the following:

- Understanding of the quality management and results collection processes related to the indicators under consideration.
- Review of the design of processes, systems, and controls for managing reliability and quality of specified information
- Sampling of management practices and operation control, as well as evidence gathering to sufficiently ensure the completeness and accuracy of the claims.
- Maintain of the appropriate documentation for all the aforementioned controls.

4. Review limitations

The range of the review was exclusively limited to the activities the company DELTA FOODS SINGLE MEMBER S.A. and its subsidiaries EVROTROFES SA, GATENIO D. S. & SON SA, KOURELLAS SA. and COLD SIN A.E, as mentioned in paragraph 1. No visits and interviews in stakeholders of DELTA have been conducted. In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

5. Responsibilities of the Reporting Organization and Assurance Provider

The ESG Strategy Division of DELTA carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein. The external assurance conducted, as it is defined in the project scope (paragraph 1), does not represent TÜV HELLAS' opinion related to the quality of the Sustainability Report and its contents. The responsibility of TÜV HELLAS is to express the independent conclusions on the issues as defined in the project scope and in accordance with the relevant contract. The project was conducted in such a way so that TÜV HELLAS can quote to DELTA administration the issues mentioned in this report and for no other purpose.

6. Conclusions

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by TÜV HELLAS, the conclusions are as follows:

A. External assurance of the information disclosed to confirm that the Sustainability Report of DELTA for 2023 has been prepared "In Accordance" with the GRI Universal Standards 2021.

During the external assurance project carried out, nothing has come to the attention of TÜV HELLAS, which would lead to the conclusion that the Report has not been prepared "In Accordance" with the requirements of the GRI Universal Standards 2021, as reflected on the corresponding correlation GRI content index.

B. Control of accuracy of the claims mentioned for the Reporting Indicators that DELTA reported at the Sustainability Report Chapters, based on the GRI Topic Standards

Nothing has come to the attention of TÜV HELLAS that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the disclosures (indicators) of the GRI Topic Standards, referred in paragraph 1, point B of this report.

C. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

Inclusivity:

Dialogue on Sustainability Issues with the Stakeholders

We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that DELTA has not implemented the principle of Inclusivity in developing its approach to sustainability.

Materiality:

Focus on the material issues related to sustainability

We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by DELTA does not provide a comprehensive and balanced understanding of the material issues.

Responsiveness:

Addressing the needs and expectations of stakeholders

We have not realized any issue, which would lead us to believe that DELTA has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development.

Impact:

Impact of company's activities to the broader ecosystems

We have not realized any issue, which would lead us to believe that the DELTA has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems. TÜV HELLAS did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in AA1000AP (2018).

Additionally, TÜV HELLAS did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

7. Impartiality and independence of the external assurance team

TÜV HELLAS states its impartiality and independence in relation to the project of DELTA's Sustainability Report external assurance. TÜV HELLAS has not undertaken work with DELTA and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions, or recommendations.

TÜV HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of DELTA.

Athens, October 18, 2024
For TÜV HELLAS (TÜV NORD)



Nestor Pappas
Product Manager





DELTA FOODS SINGLE MEMBER SA
23rd km Athens-Lamia National Road
GR-14565 Ag. Stefanos, Attica
Call Centre: +30 210 3495000
www.delta.gr