

ESG KPIs – Q1 2023 Performance

Sample Status Update (1)

HS | ESG: Status Update

RF3 +9 2024

SUSTAINABILITY - ESG		
Target	Status	Commentary
Carbon footprint measurement (scope 1&2) for year 2023	Expected	The Company shall procure an external advisor for its carbon footprint measurement within Q2 2024
Sustainability report publishment for year 2023	Expected	The project is expected to launch within Q2 2024, following required procedures pertaining to Growthfund's Group RFP for Sustainability Reports conclusion
Appoint ESG NED	On Track	
Quarterly ESG progress updates at a BoD level in collaboration with the ESG NED	Expected	Following the appointment of the ESG NED a quarterly update to the BoD is to be established
Environmental Management trainings based on ISO 14001 received in 2023	Expected	
Biodiversity measurements at 3 saltworks (Messolonghi/Kitros/Angeloxori)	On Track	Measurements took place for the first time in 2023.
ESG trainings for HS employees (in collaboration with Growthfund)	Expected	

ESG KPIs – Q1 2023 Performance

Sample Status Update (2)

CMFO | ESG: Status Update

RF3+9 2024

SUSTAINABILITY - ESG		
Target	Status	Commentary
Carbon footprint measurement (scope 1&2) for year 2023	Expected	The Company shall procure an external advisor for its carbon footprint measurement within Q2 2024
Sustainability Report for year 2023	Expected	The project is expected to launch within Q2 2024, following required procedures pertaining to Growthfund’s Group RfP for Sustainability Reports conclusion
Quarterly ESG progress updates at a BoD level in collaboration with the ESG NED	On Track	
Climate Change Risk Assessment based on TCFD Recommendations (in collaboration with Growthfund)	Expected	Expected to launch in collaboration with Growthfund within H2 2024
Health & Safety Audits at Central Markets and Fish Markets + Corrections Roadmap (in collaboration with Growthfund)	Expected	Expected to launch in collaboration with Growthfund within Q2 2024. During Q1 2024 CMFO conducted a bio-safety audit in Central Market of Rentis and Fish Market of Piraeus
Recording of waste management workflow - identification of improvements	On Track	Continuous sorting of waste and separation into organic, garbage and recycling.
Educational Program “Healthy Habits”, 6M progress reports	On Track	The Program is on going and students’ groups visit the CMFO Athens facilities on a weekly basis. The first 6M report will be prepared and presented on the BoD during June 2024.