

SUSTAINABILITY THAT GROWS



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Section 1

Introduction

Letter from the President



Dear stakeholders,

The urgency of addressing climate change has become more apparent — especially for a company like ours, rooted in farming and agriculture. Shifting rainfall patterns, unexpected frosts, and increasing crop losses have impacted our operations and highlighted the need for immediate action to build a more resilient and sustainable future.

Though we are a small company, we know every action counts, and the stakes are high. As an agribusiness, we understand our responsibility to face these challenges by making choices that contribute to a more sustainable world. Whether it's adopting regenerative farming, managing water resources more efficiently, or minimizing energy use and waste, we are committed to making a positive impact wherever possible.

However, sustainability is not a journey we can take alone. It requires collective action and collaboration with all our stakeholders — employees, fellow farmers, suppliers, customers, and communities. Together, we can build a more resilient and sustainable food system that withstands the uncertainties of a changing climate and benefits everyone involved.

Our approach is about striving to improve every day. It involves reducing our environmental footprint, helping those in our value chain adapt to new challenges, and creating value that goes beyond economic gains to include social and environmental benefits. We believe this is the way forward, and we are committed to walking this path together.

Thank you for being part of our journey and for your continued support.

Sincerely, Thomas Braun

About this report

Reporting progress towards a sustainable future

Welcome to Cono Group's first Sustainability Report, covering the period from September 1, 2023, to August 31, 2024. This report marks a significant milestone in our commitment to sustainability, offering a comprehensive overview of the progress we have made and the actions we are taking across our farming, processing, logistics, and export activities.

As a member of the UN Global Compact, this report aligns with its principles and serves as our Communication on Progress (COP). It also aligns with the United Nations' Sustainable Development Goals (SDGs), guiding our efforts to contribute to a more sustainable and equitable future. While the data and indicators presented have been internally verified, they have not undergone external verification. However, we are committed to transparency and accuracy in our reporting, providing stakeholders with an honest and clear view of our sustainability efforts.

Our report is published annually to share insights into key focus areas such as environmental stewardship, climate action, product quality and food safety, employee training and well-being, community engagement, and good corporate governance. We see this report as an evolving document that reflects our ongoing journey towards sustainability and aligns with our commitment to the SDGs.

We welcome your feedback to help us improve. Please feel free to reach out with any inquiries or comments at info@cono-group.com.

Section 2

About our company

OUR COMPANY

OUR MISSION AND VALUES

WHAT OUR LOGO REPRESENTS

OUR VALUE CHAIN

CERTIFICATIONS AND STANDARDS



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Cono Group is dedicated to the cultivation, processing, and export of high-quality, sustainably produced agricultural products. Specializing in crops such as chickpeas, beans, and chia seeds, we manage everything from farmland production to integrated logistics, ensuring excellence in over 50 countries.

Our team upholds the highest standards in food safety, quality, and sustainability. "Sustainability that grows" reflects our mission and commitment to responsible development.

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Our company

Cono Group is a family-owned Swiss-Argentinian agribusiness founded in 1975, dedicated to the cultivation, processing, and export of high-quality, sustainably produced agricultural products. We specialize in pulses, such as chickpeas and beans, as well as chia seeds.

Our operations span from managing extensive farmlands to operating a modern processing facility and providing integrated logistics services — all with the aim of delivering exceptional products to customers in over 50 countries.

With a team of over 100 dedicated employees across Argentina and Switzerland, we are committed to upholding the highest standards of food safety, quality, sustainability, and service in everything we do.





49 years of experience



50+ countries served



100+ buyers worldwide



17'000 ha land owned



1'800 ha land leased



15 crops grown



100+ employees



BRCGS-certified facility



4-Pillar **SMETA audit**

Our mission and values

Our mission is to be a leader in the agribusiness sector by focusing on specialty crops and sustainability. The phrase “Sustainability that grows” captures our approach to daily operations and our broader role in society.

Our core values — **Commitment, Trust, Integrity, Innovation,** and **Excellence** — shape our culture and guide every decision we make.

What our logo represents

Our logo's design and typography embody the fertility of the region where we operate. The figurative element resembles a human hand, symbolising the dedication and aspirations of those who work the land, plant seeds, and await the harvest — always with the belief that their hard work will be rewarded.

The open and receptive hand represents the act of giving, offering the fruits of our labor to the world. It also serves as a gesture of solidarity and support from a company committed to both the environment and the communities in which we operate.

Viewed in silhouette, the hand also evokes the shape of an inverted cone, subtly reflecting the silhouette of South America. Alternatively, the logo can be seen as the profile of a small plant, which must be nurtured and cared for by the farmer, symbolizing the continuous cycle of sustainable growth.

The color palette — shades of chromatic green — signifies excellence in the agricultural sector, while the darker green highlights the shape of the hand, adding depth and emphasis to the design.



Our value chain

Farm operation

Our products are cultivated on 17,000 hectares of fertile farmland that we own in Córdoba and Santiago del Estero, as well as an additional 1,800 hectares that we lease in Salta. These productive plains provide ideal conditions for growing high-quality chickpeas, beans, and chia seeds.

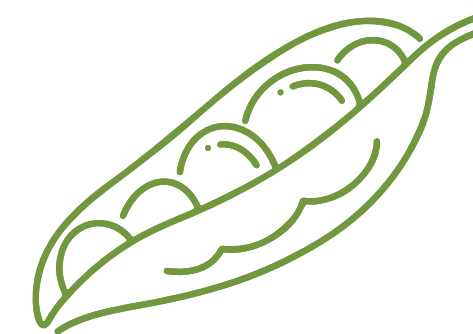
Our team of skilled agronomists focuses on sustainable and efficient farming practices, preserving the health of the land for future generations.

Beyond our own farming operations, we collaborate with local farmers and growers through various growing agreements. These partnerships enable us to scale up production, share risks, and improve overall productivity, fostering a more resilient and sustainable agricultural network.

Processing capabilities

Our modern processing plant in Chalacea, Córdoba, is equipped with two advanced production lines focused on pulses and chia seeds. Utilizing the latest technology for cleaning, sorting, grading, and packaging, we ensure that every product meets the highest standards.

As a BRCGS-certified facility, we adhere to strict quality control processes, consistently delivering products that comply with international food safety and quality standards.






Integrated logistics

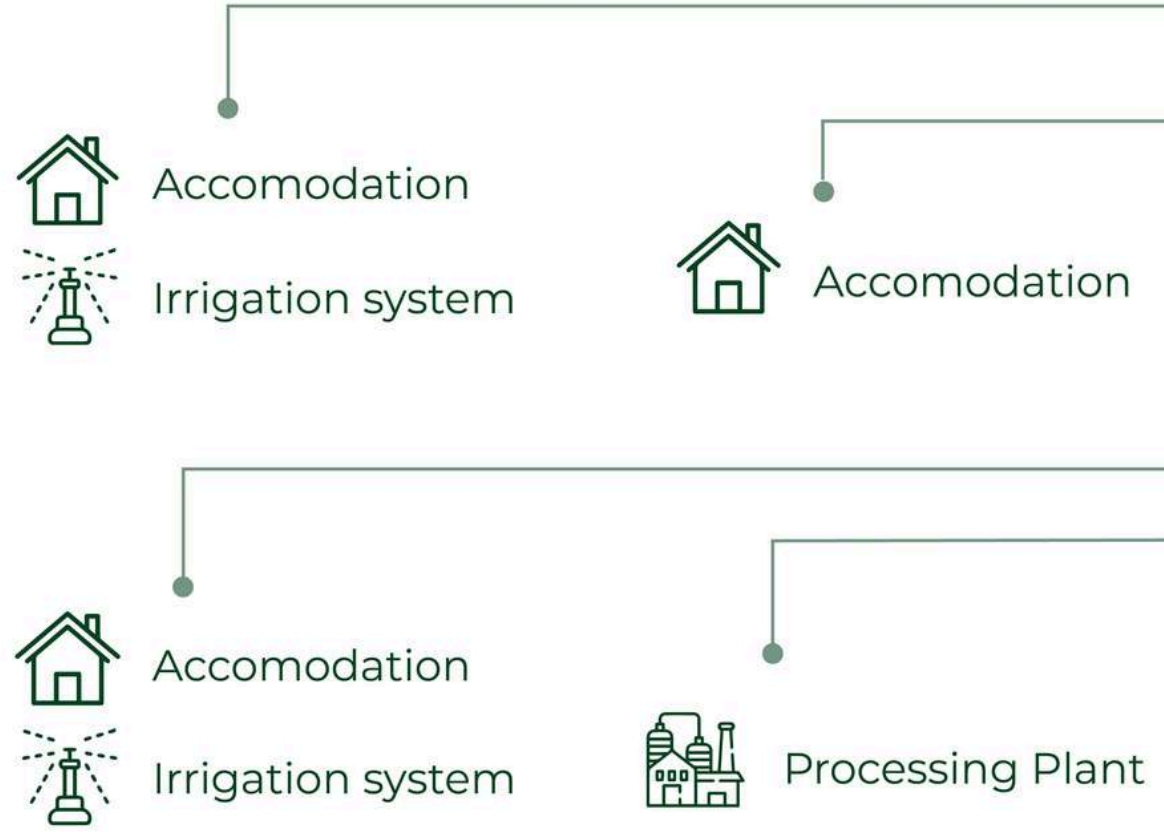
Understanding the importance of efficient logistics, we have developed our own train station and in-house customs services. This infrastructure enables us to maintain a seamless supply chain from our processing plant directly to the port, enhancing the speed and reliability of our exports and ensuring timely delivery to our customers.

A large portion of our products is exported to key markets, including Europe, the United States, and the Middle East, where we have established a strong presence and reputation for quality.

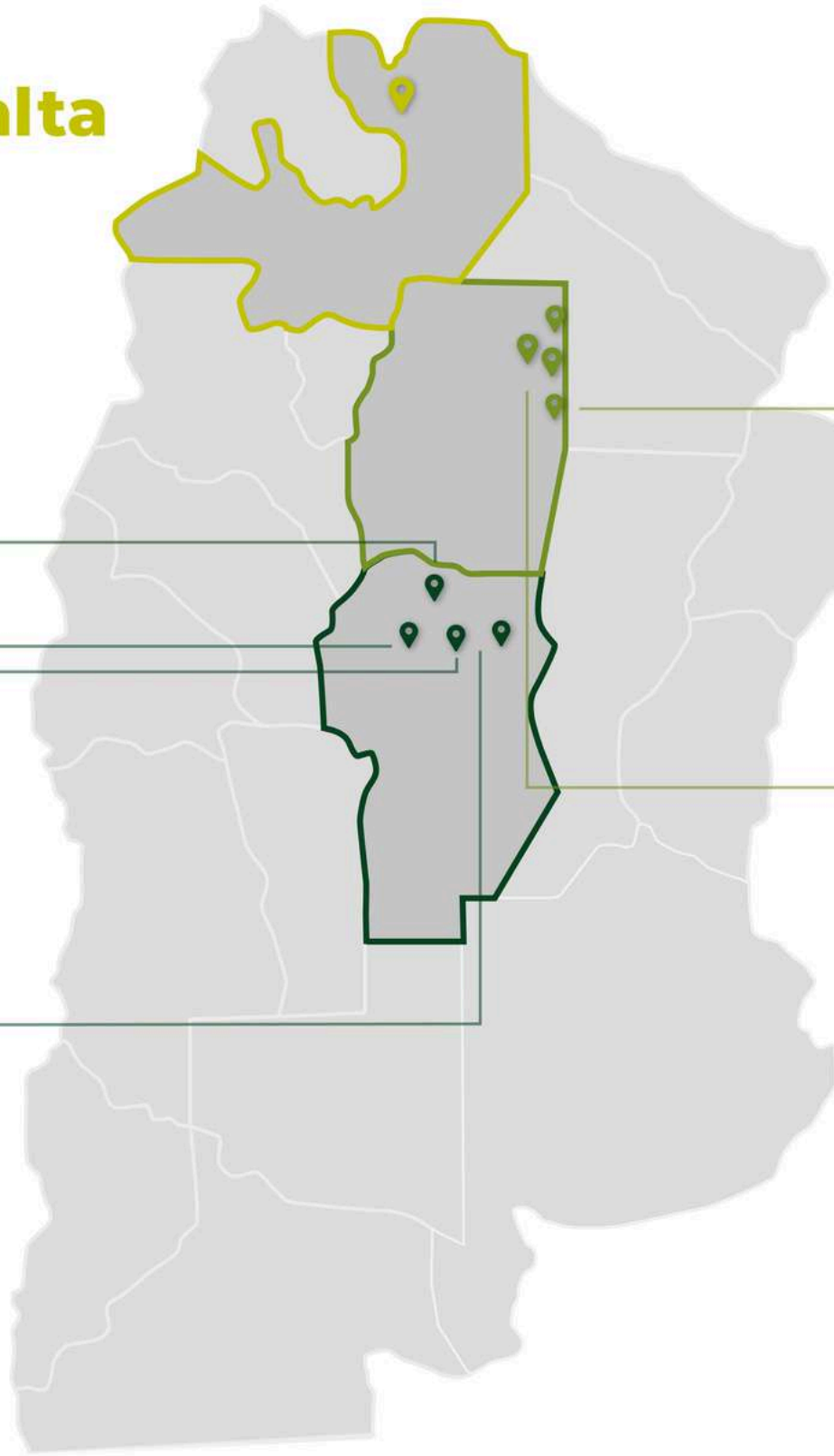
Infrastructure

-  Córdoba
-  Santiago del Estero
-  Salta - Leased land

Córdoba



Salta



Santiago del Estero



Certifications and standards

At Cono Group, we maintain rigorous standards of quality, safety, and ethical practices. Our processing plant is BRCS-certified, ensuring compliance with international food safety standards.

We have also completed the SMETA four-pillar audit, covering labor standards, health and safety, environmental impact, and business ethics. Additionally, our Kosher certification allows us to meet specific dietary needs across various markets.

These certifications underscore our commitment to quality, safety, and responsible business practices.



Pulses for sustainability

Pulses — including lentils, chickpeas, beans, and peas — are a key component of sustainable agriculture due to their notable environmental, nutritional, and economic advantages.

According to the Food and Agriculture Organization (FAO) report, *"Pulses: Nutritious Seeds for a Sustainable Future"*, these crops contribute to sustainability in several important ways.

At Cono Group, we recognize the value of pulses not only for their market demand but also for their role in promoting more sustainable farming practices.



Healthier soil

Pulses naturally fix nitrogen in the soil through a symbiotic relationship with bacteria, reducing the need for synthetic fertilisers and enhancing soil fertility. This also improves soil structure and water retention, creating more resilient farming systems.

Adding pulses to crop rotations helps maintain soil health and lowers dependency on external input.

Efficient water use

Pulses require significantly less water than many other protein sources, making them suitable for sustainable water management, particularly in regions where water resources are limited.

Their deep root systems help improve soil structure and water infiltration, supporting more efficient water use on our farms.

Lower emissions

Pulses have a lower greenhouse gas footprint compared to many other crops and livestock production. Their cultivation helps sequester carbon in the soil, contributing to reduced overall emissions.

Including pulses in our crop mix helps us manage our carbon footprint more effectively and aligns with our goal of reducing environmental impact.

Promoting biodiversity

When used in crop rotation, pulses help break pest and disease cycles, reducing the need for chemical pesticides. This promotes biodiversity and supports healthier ecosystems.

Encouraging pulse cultivation is part of our approach to fostering a more balanced and sustainable agricultural environment.



Nutritious and affordable protein

Pulses are a rich source of plant-based protein, fiber, and essential nutrients. They are also an affordable and versatile food option, providing a sustainable alternative to more resource-intensive protein sources. This makes them an important part of efforts to support food security and sustainable diets.

By incorporating pulses into our sustainability efforts, we support agricultural practices that help maintain environmental health, use resources more efficiently, and contribute to food security.

Section 3

Approach to sustainability

SUSTAINABILITY STRATEGY

CONTRIBUTION TO 17 SDGS

GOALS AND AMBITIONS

ESG GOVERNANCE

STAKEHOLDERS DIALOGUE

MATERIALITY



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In our approach to sustainability, Cono Group integrates responsible practices across all stages of our operations. From sustainable farming methods to processing and logistics, we are committed to reducing environmental impact while delivering high-quality products.

Our focus on innovation, ethical labor standards, and resource efficiency drives our efforts to create lasting value for both society and the environment.

Sustainability strategy

At Cono Group, sustainability is a fundamental part of our mission, guiding our actions to create value for our stakeholders while addressing key environmental, social, and economic challenges.

Our strategy integrates sustainable practices across all aspects of our business, focusing on five key areas:

- 1.Environmental stewardship
- 2.Food safety
- 3.Employee well-being and development
- 4.Community engagement, and
- 5.Good corporate governance.

By leveraging our expertise and engaging stakeholders, we aim to drive meaningful change and build a sustainable future.



Contribution to the 17 **SDGs**

To achieve a sustainable future, we align our strategy with the United Nations' Sustainable Development Goals (SDGs), a global framework guiding sustainability efforts.

As a farming, grain processing, and export business, we integrate these principles into our operations to protect the environment, ensure product safety and quality, support employee well-being, engage with local communities, and uphold strong governance.

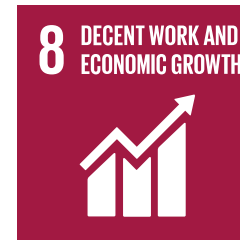
While all 17 SDGs are important, we focus on the following key goals where we can make the greatest impact.



SDG 1 - No Poverty: Reducing poverty by creating fair employment opportunities, ensuring equitable wages, and driving economic development in rural areas.



SDG 2 - Zero Hunger: Promoting sustainable agriculture to improve soil health and productivity, ensuring food safety through BRC-certified processing, and supporting local farmers to enhance resilience and yields.



SDG 8 - Decent Work and Economic Growth: Providing safe, fair, and inclusive employment, fostering skill development, and encouraging economic inclusion and growth.



SDG 12 - Responsible Consumption and Production: Minimizing waste, optimizing resource use, and maintaining transparent and sustainable supply chains.



SDG 13 - Climate Action: Lowering our carbon footprint through energy-efficient practices and sustainable land management to build resilience against climate change.



SDG 15 - Life on Land: Protecting ecosystems by managing land sustainably, combating degradation, and promoting biodiversity.

Goals and ambitions

Environmental stewardship

Cono Group strives to advance regenerative agriculture by improving soil health, reducing environmental impact, and fostering resilient, sustainable food systems through our farming practices.

Goals	Status	Progress / Status as of 31 August 2024
Reduce emissions from transport and logistics	Achieved	Reopened Obispo Trejo train station, now transporting 80% of goods by rail to the port.
Measure key environmental stewardship indicators	In progress	Tracking of waste and soil health data has begun, with plans to expand into measuring emissions, water usage, and broader soil health indicators to enhance sustainability efforts
Reduce waste to landfill across operations	In progress	Significant progress made; 2170.9 kg of plastic and 364 kg of cardboard recycled in the processing plant.
Implemented smart farming technology across key agricultural steps	in progress	Advanced technologies like sensors, GIS, drones, and GPS-equipped machinery are improving irrigation, reducing waste, and optimizing resource use.

Food Safety

We uphold Global Food Safety Standards to ensure safe, high-quality products. Our focus is on rigorous management and fostering a strong culture of food safety throughout all operations.

Goals	Status	Progress / Status as of 31 August 2024
Maintain AA rating under BRCS and audit readiness	Ongoing	Regular internal audits and updates in place
Achieve GLOBALG.A.P. certification by end of 2025	In progress	Preparatory assessments and process adjustments underway
Keep customer complaints below 5% per 1,000 tonnes	Ongoing	Complaints currently at below 1% per 1,000 tonnes

Goals and ambitions

Employees wellbeing and development

We aim to build a safe, inclusive, and respectful workplace where diversity is valued, well-being is supported, and employees can develop and excel. We are committed to creating an environment of fair treatment, competitive compensation, and mutual respect that drives collective growth.

Goals	Status	Progress / Status as of 31 August 2024
Upgrade all farm accommodations by end of 2025	In progress	Puyehue renovations are complete. Work on other farms in Santiago del Estero is underway, with completion expected this year. All renovations are on track for 2025 completion.
Enhance Occupational Health and Safety	In progress	Regular safety training and hazard assessments in place, with a focus on reducing workplace injuries and improving safety standards.
Ensure timely completion of mandatory training	Ongoing	Developed a comprehensive mandatory training programme, tracking completion rates through a Power BI dashboard to ensure we meet the 90% compliance target.

Community engagement

We strive to be a responsible and supportive neighbor by creating economic and social value, strengthening local communities, and promoting sustainable development through meaningful partnerships and initiatives.

Goals	Status	Progress / Status as of 31 August 2024
Donate a minimum of 20 tons of pulses annually to local food banks.	Achieved	Donated 32 tons of chickpeas and beans to Banco de Alimentos in 2023/2024.
Expand apprenticeship programs to include 5 students annually from local schools for hands-on industry experience.	Achieved	In partnership with "I.P.E.A. N° 113 Brig. Gral. Juan Facundo Quiroga," a rural public secondary school in Totoral, Córdoba, focused on Goods and Services with a specialization in Agricultural Production, we incorporated 13 students in one-month internships from Aug 2023 to Aug 2024. In 2023, 9 students participated in 3 groups (Sep-Oct & Nov) across administration, lab, and processing line (3 female/6 male). By Aug 2024, 4 students joined: 2 in lab, and 2 in administration and maintenance (3 female/1 male).
Conduct two collaborative projects annually with universities to link academics with sustainable agriculture practices.	Achieved	Organized plant visits and guest lectures with universities in Córdoba, involving students in practical learning on the pulse value chain and sustainability.

Goals and ambitions

Good corporate governance

The company is committed to strong corporate governance by promoting ethical practices, transparency, and accountability. We aim to build stakeholder trust, protect our reputation, and drive sustainable growth through responsible decision-making and high standards of integrity.

Goals	Status	Progress / Status as of 31 August 2024
Maintain alignment with SMETA standards and continue regular audits.	Ongoing	Passed 4-pillar SMETA audit with no non-conformities in 2023; compliance efforts ongoing.
Establish and implement policies and procedures for all key governance areas by August 31, 2025.	In progress	30 new policies and procedures written last year; improved policy library rolled out.
Achieve 100% training completion on new web-based Code of Conduct by end of 2024.	In progress	New web-based Code of Conduct launched; training ongoing.



ESG governance

At Cono Group, robust corporate governance is key to our mission of sustainable growth and long-term value creation. Our governance framework ensures transparency, accountability, and ethical conduct across all operations, aligning our business strategy with our commitment to environmental, social, and governance (ESG) principles.

The CEO and Board of Directors set the strategic direction and oversee the implementation of ESG objectives. They ensure our sustainability goals are embedded in our business strategy, addressing key ESG risks and opportunities.

The ESG Committee, chaired by the Head of Corporate Governance and Control, includes the Head of Agriculture, Co-Head of Cono Trading, Head of Food Safety and Quality, Head of Legal and Compliance, and other relevant members. This committee meets bi-monthly to review and refine the ESG strategy, set targets, and establish policies. It monitors progress, evaluates challenges, and adapts strategies to ensure effective achievement of ESG goals.

Twice a year, the Board of Directors and ESG Committee conduct comprehensive reviews of the sustainability strategy, assessing progress, regulatory changes, and market expectations. This ensures continuous improvement and alignment with our sustainability commitments.



Stakeholders dialogue

At Cono Group, we regularly engage with key stakeholders to understand their expectations and any developments affecting our business. This ongoing dialogue helps us prioritize their concerns and align our strategies accordingly.

Our stakeholders — identified through a comprehensive materiality assessment — include employees, customers, farmers, suppliers, regulators, shareholders, NGOs, local communities, universities, labor unions, and banks. Responsibility for these relationships is embedded across our business, reinforcing our commitment to collaboration and sustainable growth.

The table on the right summarizes our stakeholders, engagement methods, and key topics discussed with each group.

Direct stakeholders	Engagement methods	Topics
Employees	Daily contact, intranet, team meetings, town halls, committees, Code of Conduct	Health and safety, flexible work, compensation, diversity and inclusion, talent management, communication
Customers	Daily contact, personal visits, website, social media, audits, contracts	Market trends, pricing, delivery, product safety and quality, technical support, sustainability
Farmers and growers	Daily contact, meetings, supplier audits, contracts, Supplier Code of Conduct	Sustainable farming, technical support, food safety & quality, traceability
Key suppliers	Daily contact, face-to-face meetings, audits, contracts, Supplier Code of Conduct	Food safety & quality, human rights, traceability, cost-saving strategies

Indirect stakeholders	Engagement methods	Topics
Regulators	Site visits, certification audits, industry associations	Regulatory compliance, food safety, health and safety, environmental stewardship
Shareholders	Meetings, quarterly reports, annual reports	Return on investment, dividends, company culture, strategy, sustainability, reporting
NGOs	Conferences, ad hoc meetings, sustainability reports, website	Sustainable practices, transparency, environmental initiatives
Local communities	Sponsorships, employee volunteering, events, visits	Food donations, training, development, school support
Labor unions	Regular meetings, negotiations, workshops	Workers' rights, fair wages, health and safety, working conditions, employee benefits, collective bargaining
Universities	Research partnerships, guest lectures, internships, academic conferences, workshops	Innovation and research, sustainable practices, talent development, industry-academia collaboration, technology transfer

Engaging in industry initiatives

Cono Group is actively involved in several external initiatives and associations, both nationally and internationally.

Many of these organizations are dedicated to promoting sustainable practices within our industry, helping us collaborate on shared goals and drive positive change.



A voluntary initiative promoting sustainable and socially responsible policies worldwide, based on ten principles covering human rights, labor, environment, and anti-corruption.



The international body representing the pulse value chain, promoting pulse production and consumption, advocating for sustainable agriculture, and supporting global food security.



An Argentinian association focused on sustainable agriculture, environmental stewardship, and climate resilience through improved farming, water management, and soil conservation.



A collaborative initiative in Argentina that unites stakeholders in the chickpea supply chain to promote sustainable practices, drive research and innovation, and enhance market access.



A global membership organization providing a platform for managing and improving working conditions in supply chains, emphasizing labor standards, transparency, and ethical sourcing.

Materiality

As a smaller business, we have adopted a streamlined approach to determining material topics in terms of our impact on the economy, environment, and people, including human rights, to create a focused sustainability strategy. Our process combined several practical methods to prioritize the most relevant sustainability issues for our operations and stakeholders.

We began by holding internal workshops with key team members from different departments to identify potential material topics. This was supplemented with simple surveys and informal feedback sessions with employees and key stakeholders, including customers and suppliers, to understand their priorities.

Additionally, we conducted desktop research and reviewed industry trends to refine our list of material issues. This approach enabled us to develop a focused materiality matrix that guides our sustainability strategy, ensuring we concentrate our efforts on the areas where we can have the most significant impact.



Section 4

Environmental stewardship



SOIL HEALTH

EMISSIONS AND CLIMATE CHANGE

ACTION TAKEN: RECYCLING INITIATIVE
IN THE PROCESSING PLANT

PESTICIDE USE

WATER AND EFFLUENT

BIODIVERSITY

WASTE

ACTION TAKEN: SMART FARMING TO
ENHANCE YIELDS SUSTAINABLY



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Our commitment to environmental stewardship is at the core of our operations. We prioritize sustainable practices to protect natural resources and promote long-term ecological balance.

Through initiatives focused on soil health, reducing emissions, responsible pesticide use, efficient water management, biodiversity conservation, reforestation and waste reduction, we strive to minimize our environmental impact while contributing to a healthier planet for future generations.

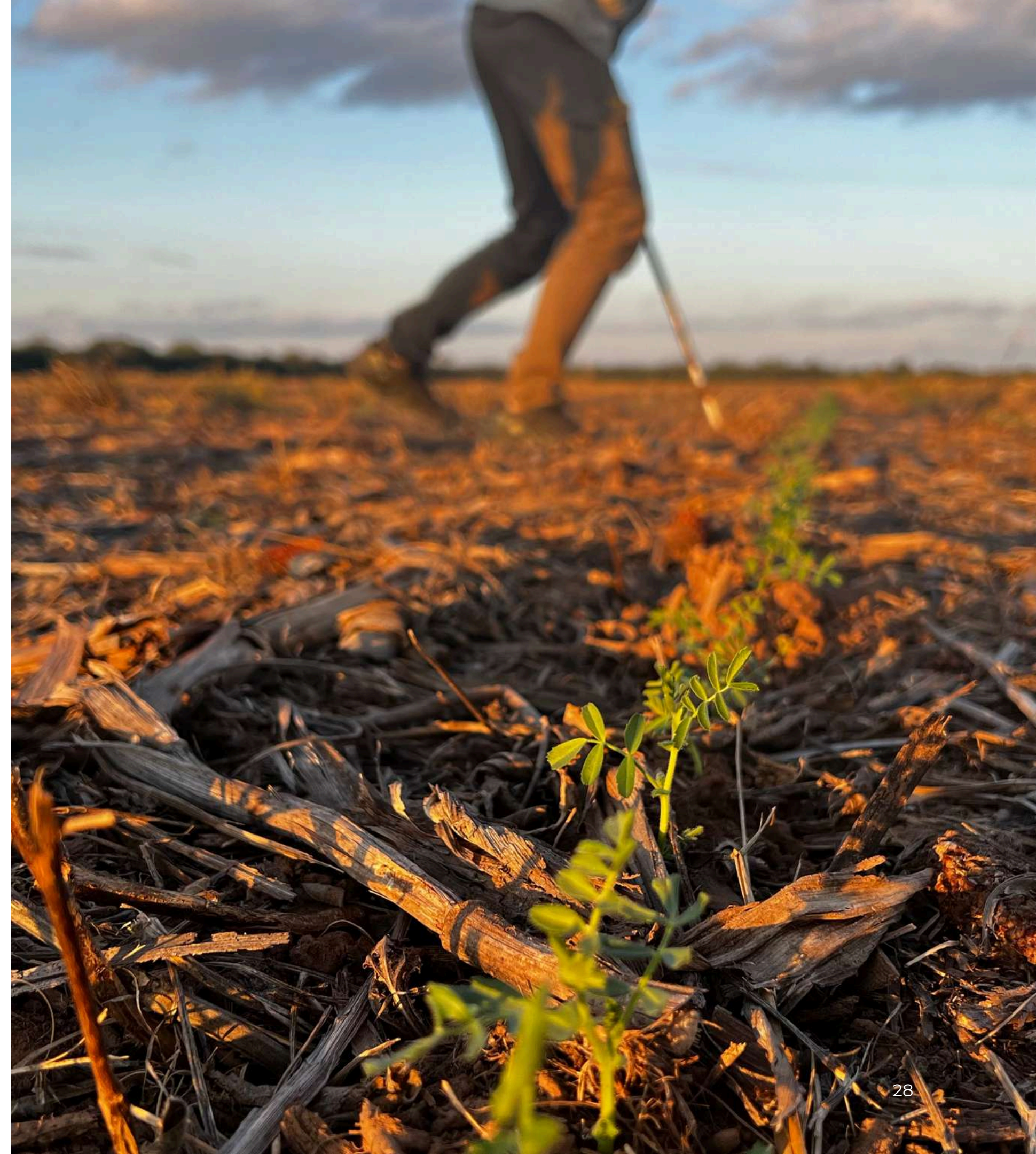
Soil health

Healthy soil is the foundation of our operations. As a non-renewable resource, soil supports plant and animal life, mitigates climate change, ensures clean water supplies, and prevents land degradation. Protecting and restoring soil health is one of our top priorities, achieved through a range of regenerative agricultural practices.

One of our key approaches is non-tillage planting, applied across all our fields. By avoiding soil disturbance, we retain soil structure, reduce erosion, and improve moisture retention. This also promotes the buildup of organic soil carbon, which enhances fertility and microbial life. Healthier soils contribute to stronger ecosystems and more resilient crops.

Crop rotation is another essential practice. By alternating nitrogen-fixing crops like beans and chickpeas with other soil-enhancing plants, we replenish soil nutrients, improve soil structure, and reduce pests and disease pressure. This also increases organic matter, supporting long-term carbon storage and overall soil health.

We aim to keep our fields covered year-round with cover crops. These crops help prevent erosion, improve water infiltration, and enrich the soil with organic matter, boosting fertility and promoting carbon sequestration.



To enhance these core practices, we employ precision agriculture tools such as soil sensors, drones, and GPS mapping. These technologies enable real-time monitoring of soil health and optimize water and resource use, ensuring efficient management and long-term sustainability.

Additionally, we have implemented land terracing across most of our fields and established forest strips to combat erosion. These measures reduce soil loss from wind and water while maximizing rainwater harvesting. We are also focused on restoring degraded lands by rebuilding soil structure, replenishing nutrients, and reducing compaction through minimized use of heavy machinery.

We also continue to expand our monitoring of key soil health indicators and are advancing the development of our soil carbon model. Every two years, we conduct comprehensive soil nutrient analyses, comparing levels to original soil standards. When necessary, fertilization is applied through efficient systems like fertigation. Soil compaction and infiltration assessments have yielded positive results, particularly in fields with cover crops.

Looking ahead, we are committed to refining our regenerative practices and leveraging precision agriculture to further strengthen soil health. By enhancing monitoring and advancing our soil carbon model, we aim to safeguard this critical resource and contribute to a more sustainable future.



ACTION TAKEN

Smart Farming to enhance yields sustainably

At Cono Group, we utilise smart farming technologies to optimise crop yields and minimise environmental impact. By leveraging sensors, automated machinery, Geographic Information Systems (GIS), and drones, we make data-driven decisions that improve efficiency and sustainability in our operations.

Real-time sensor monitoring with sensors: We are testing advanced sensors like Arable Mark 3 Stations and Crop X Soil Sensors to monitor weather and soil moisture in real time. This helps manage irrigation more precisely, conserve water, and maintain soil health, reducing over-irrigation and preventing soil degradation.

Efficient resource use with GIS: We employ GIS technology to analyze field variability and create detailed maps for targeted application of water, seeds, and fertilizers. This approach reduces waste and promotes sustainable resource management.

Drone and satellite monitoring: Drones and satellite imagery provide high-resolution data to monitor crop health, detect pests, and manage water stress. This allows for timely interventions and better planning, ensuring optimal crop health with minimal resource use.

Precision farming with automated machinery: Our GPS and sensor-equipped machinery improves precision in planting, spraying, and harvesting. This allows us to use less seed, minimise chemical use and runoff, and optimize future planting and resource use.



Emissions and climate change

At Cono Group, we are deeply committed to addressing the challenges posed by climate change. We actively work to reduce our carbon footprint through innovative practices and a long-term sustainability strategy that spans every aspect of our operations — from the field to logistics.

Our primary sources of emissions include energy use for field machinery, such as tractors and harvesters, and the energy-intensive process of pumping groundwater for irrigation. Grain processing also consumes significant energy. Additionally, transportation, logistics, and packaging — particularly reliant on fossil fuels — are major contributors. The production and application of agrochemicals, like pesticides, further contribute to our carbon footprint.

To address these challenges, we have implemented a range of measures to manage and reduce emissions across all these sources, as detailed on the next page



Climate change actions

Regenerative Agriculture

One of our most impactful contributions to combating climate change is through regenerative agricultural practices like cover cropping, crop rotation, and no-till farming. These methods improve soil health and increase carbon sequestration, effectively turning our fields into carbon sinks.

Additionally, we use minimal fertilizer, depend largely on rain-fed crops, and have no livestock, all of which further reduce our carbon footprint and enhance the resilience of our crops to climate variability.

Transport and Logistics Optimization

Reducing emissions from transport and logistics is a key priority for us. Since 2019, the re-opening of the Obispo Trejo train station has been central to our logistics strategy. By shifting over 80% of crop transport to rail, we have significantly reduced our carbon footprint compared to road transport, optimizing logistics while cutting emissions.

We are also increasingly using the One-Way container model, which allows containers to be reused locally, eliminating the need for empty returns. This reduces unnecessary movements, optimizing resource use and lowering emissions. To further this, we are developing a container yard in Obispo Trejo to better manage empty containers, cut emissions, and reduce costs.

Additionally, optimized route planning is being implemented to minimize travel distances, reduce fuel consumption, and further lower emissions in both rail and road logistics. These combined efforts enhance efficiency and contribute to a more sustainable transport system.

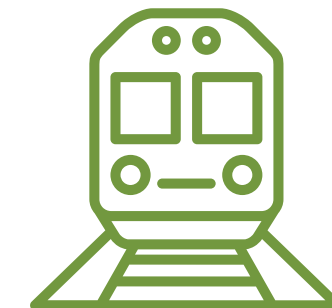
Water and Waste Management

We are committed to optimizing water use and minimizing waste across our operations. With data-driven irrigation and precision technology, we've reduced water waste and energy consumption. We've also made significant progress in recycling waste at our processing plant

Future Outlook

Looking ahead, we will implement more detailed emissions tracking across all operations to better understand our environmental impact. We are also expanding our rail logistics infrastructure and opening it to other farmers and industries to reduce road transport emissions and create shared environmental benefits.

Additionally, we aim to integrate renewable energy in our processing facilities and farm buildings to reduce reliance on fossil fuels and support our sustainability goals.



Pesticide use

Pesticides are essential for achieving high crop yields and supporting food security, but improper use can cause pollution and harm biodiversity. To mitigate these risks, we've implemented an Integrated Pest Management (IPM) system to minimize environmental impact.

Our approach includes preventative measures such as crop rotation, selecting appropriate crops, and effective soil and water management to prevent pest buildup. Regular monitoring allows us to intervene only when necessary. We prioritise non-chemical methods — cultural, mechanical, and biological controls — as our first line of defence.

When pesticides are required, we use targeted formulations to minimize harm to beneficial organisms and the environment. Precision spraying technology ensures chemicals are applied accurately and only where needed, minimizing drift and reducing overall use. All applications are conducted by trained personnel using calibrated equipment for accurate dosage and coverage.

We are committed to the responsible storage and disposal of pesticides. They are stored in secure, well-ventilated areas, with clear labeling to prevent contamination. We follow strict disposal protocols, ensuring containers are triple-rinsed and disposed of in accordance with regulations. We also maintain detailed spray records, documenting the type of pesticide used, quantities, locations, weather conditions, and timing. These records help us track effectiveness, ensure regulatory compliance, and continuously refine our practices.

Finally, we carefully monitor pesticide residues on raw materials and finished products to ensure they meet food safety standards in both domestic and international markets.



Water and effluent

Water is a vital resource in our farming operations, and its significance has grown as climate change intensifies. Unpredictable rainfall, droughts, and rising temperatures make effective water management essential. We are committed to optimising water use to ensure the resilience of our crops, maintain productivity, and minimise environmental impact.

The majority of our land — 15,500 hectares — relies on natural rainfall, with rain-fed agriculture forming the core of our operations. We primarily grow drought-tolerant crops such as chickpeas, beans, and chia seeds, which thrive in these conditions and help us minimize water waste. To improve water retention and reduce runoff, we have implemented terracing in large areas of our fields. This practice enhances water absorption and prevents soil erosion, supporting our broader water and soil management strategy.

In response to changing climate patterns, we have expanded irrigation systems across 1,500 hectares, using modern methods that draw from groundwater. By leveraging data from our weather stations and soil analyses, our engineers have developed precise water balances to determine the optimal timing and quantity of irrigation based on the crop's phenological stage. This approach enhances irrigation efficiency, reduces water waste and minimises energy consumption and emissions.

In our production modules, which provide living accommodations for employees, we prioritize responsible water use.



In our processing plant, we operate a low-moisture product, which means that water is not used in the grain processing itself, as this would encourage bacterial growth. Water is reserved exclusively for cleaning in communal areas, including toilets and kitchens. Wastewater generated from these activities is treated via a septic system to ensure responsible disposal, following the same standards as in our production modules.

In our office, we are committed to responsible water management practices. We encourage staff to adopt water-saving habits in kitchens and restrooms and to report any leaks promptly.

Moving forward, we will enhance our monitoring of water usage across all operations to identify trends and areas for improvement. We will also set specific targets for reducing water consumption and increasing efficiency in farming and processing activities. Additionally, training programs will be developed to raise awareness about water conservation practices among employees, fostering a culture of sustainability throughout our operations.

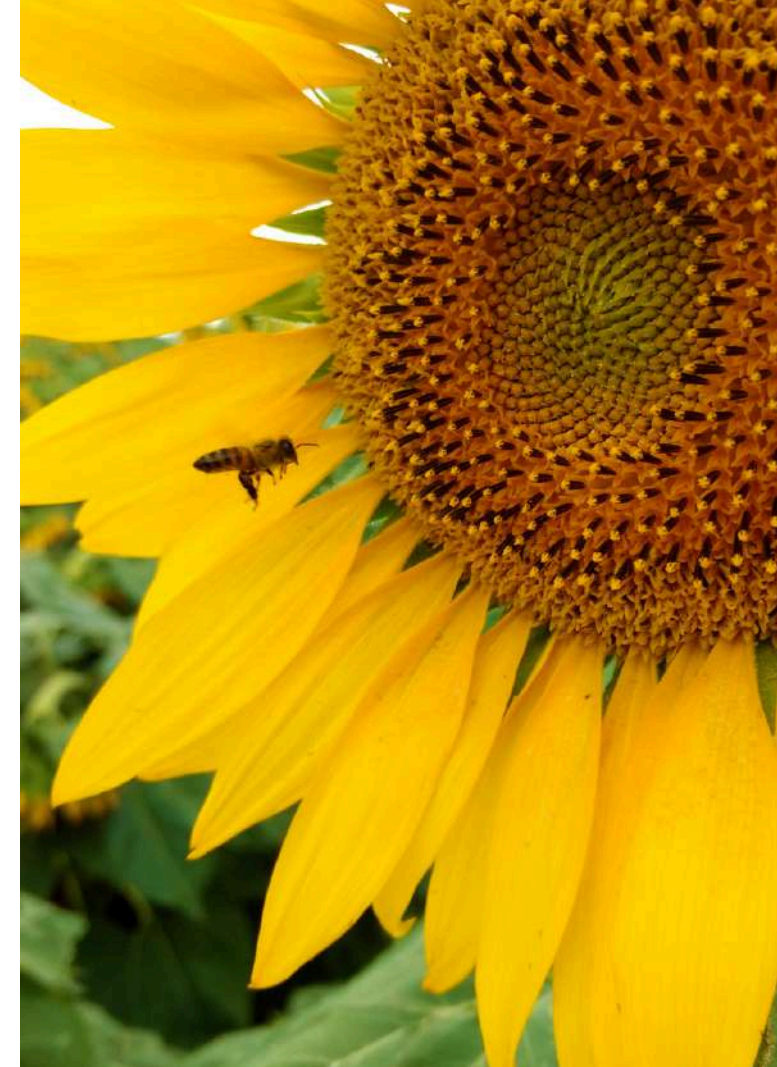


Biodiversity

At Cono Group, we understand that biodiversity is key to maintaining healthy ecosystems and supporting sustainable agricultural practices. We have already taken steps to enhance biodiversity through crop rotation, cover cropping, and Integrated Pest Management (IPM). These practices help improve soil health, reduce erosion, and promote natural pest control by encouraging beneficial species.

However, we recognize that these efforts are just the beginning. As biodiversity becomes a more important focus for us, we are actively working on restoring degraded land through reforestation and enhancing biodiversity within the forests we manage. Additionally, we are planting more trees around our farm accommodations in all production modules, creating green spaces that support native species and important pollinators like bees.

In the coming years, we plan to increase the variety of crops in our crop rotation and explore the creation of wildflower strips, pollinator habitats, and buffer zones to further enhance biodiversity and support ecosystems.



Waste

Sustainable waste management is a key aspect of our commitment to environmental responsibility. In 2023, we conducted a detailed review of our waste management framework, aiming to align more closely with the waste hierarchy principles: reduce, reuse, recycle, and responsibly dispose. (As shown in the table on the right.)

While we are still working toward full implementation, we have already made meaningful progress in embedding sustainable practices across our operations.

We regularly train employees on waste management practices to ensure they adhere to best practices in reducing, segregating, and properly disposing of waste.

Additionally, since August 2024, we have implemented a digital form to track waste streams, providing more accurate, timely data. This tool enables improved monitoring, reporting, and decision-making for continuous improvement in our waste management practices.

Food waste	Grain by-products from the processing plant are repurposed as animal feed, supporting a circular economy.
E-Waste	Discarded electronics, such as computers and printers, are securely recycled or donated through certified partners, with secure data destruction.
Hazardous waste	Hazardous materials, such as industrial oils and degreasers, are safely collected, stored, and disposed of with pickup by a licensed waste management company.
Industrial waste	Silo bags, big bags, pallets and slip sheets from the processing plant and farm modules are recycled to meet sustainability goals.
Household waste	Household waste is divided into recycling and non-recycling parts. Recycling bins are provided at the office and processing plant, while non-recycling waste is sent to landfill. Expansion of recycling to farm modules is planned.
Phytosanitary products	Empty agrochemical containers are managed with strict protocols, including triple washing to prevent contamination. Reinforced storage areas are being constructed across all major modules.
Wastewater	Septic tanks handle greywater and sanitary waste at farm modules and the processing plant, ensuring compliance with regulations.

ACTION TAKEN

Recycling initiative in the processing plant

In November 2023, the company revitalized its waste management efforts at the processing plant. A team from Food Safety and Quality and the Processing Plant led the initiative, focusing on improving waste segregation and recycling. By December 2023, they had partnered with a local recycler in Villa del Totoral, and a proposal was quickly put into action.

In December 2023, employee training sessions ensured that the team was fully equipped to separate different waste streams, including plastic, cardboard, general waste, and glass. Designated bins were installed across the plant, marking the beginning of more effective waste management practices. By June 2024, the plant had already made significant progress, recycling approximately 2,800 kg of plastics and 300 kg of cardboard.

This initiative helped divert substantial waste from landfills and has further strengthened the company's commitment to reducing waste. Moving forward, Cono Group continues to explore new ways to minimize its environmental footprint.



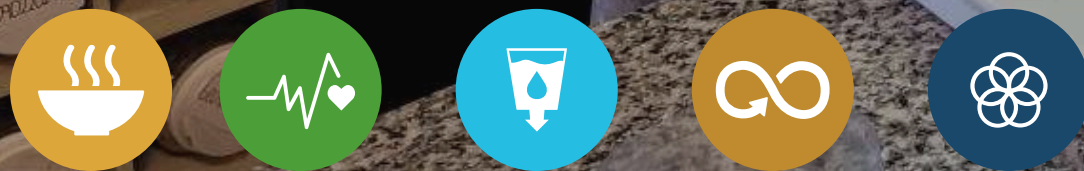
Section 5

Food safety

FOOD SAFETY

COMPLAINT MANAGEMENT

TRACEABILITY





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At Cono Group, food safety is a fundamental priority embedded in every step of our process. We adhere to the highest industry standards to ensure the quality and safety of our products, from cultivation to final delivery.

Our robust complaint management system and advanced traceability practices enable us to maintain transparency and respond quickly to any issues, ensuring the continued trust of our customers and the integrity of our supply chain.

Food safety

At Cono Group, food safety and quality are central to our operations. Our dedicated Food Safety and Quality team ensures that our BRCGS-certified processing plant adheres to strict standards, supported by regular internal and external audits to maintain compliance with safety protocols. To complement our processing standards, we are also working towards GLOBALG.A.P. certification for our farming activities, enhancing food safety practices from the ground up.

We follow a risk-based management approach guided by HACCP principles to identify and control potential hazards. Our facilities are equipped with effective technology to monitor critical control points and minimize contamination risks, ensuring consistent product quality.

We also provide continuous training to our employees to keep them updated on food safety standards and best practices, reinforcing our commitment to delivering safe and high-quality products to our customers.



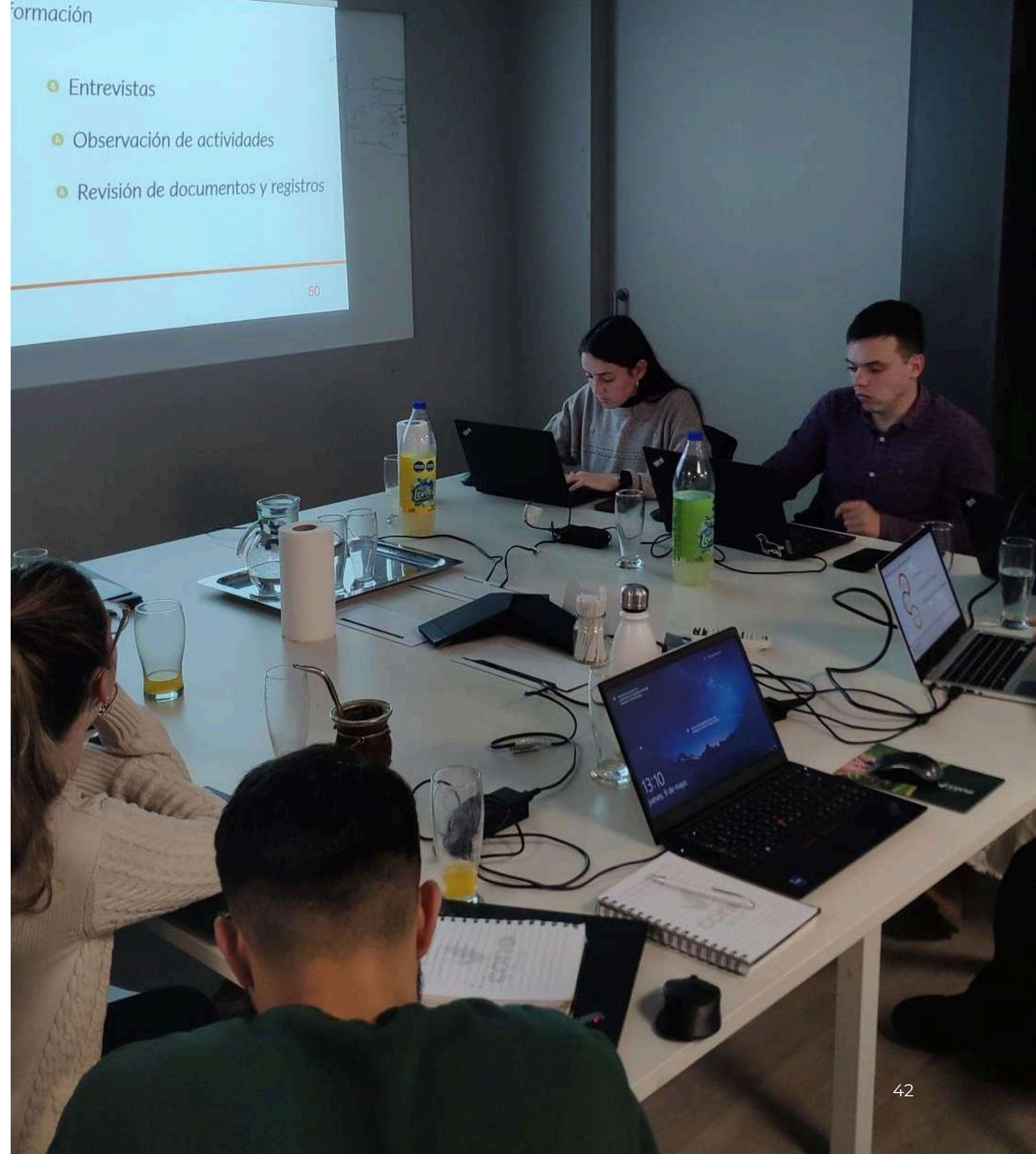
Complaint management

At Cono Group, we closely monitor the number of complaints received per tonne of product to maintain our high standards of quality and ensure customer satisfaction. Complaints primarily relate to product quality and packaging, and our objective is to keep them to a minimum. We have set an internal benchmark of fewer than 5% complaints of all our finished product, underscoring our commitment to consistently delivering products of exceptional quality.

We manage all complaints through a rigorous internal procedure designed to prevent recurrence and drive continuous improvement. This process includes a detailed analysis of each complaint, identifying its root cause, and implementing corrective actions to avoid similar issues in the future.

By focusing on both effective complaint resolution and the enhancement of our processes and products, we aim to foster a culture of quality and responsiveness throughout our organisation.

During the reporting year, Cono Group was not involved in any product recalls, reflecting our robust quality control measures and commitment to safety.

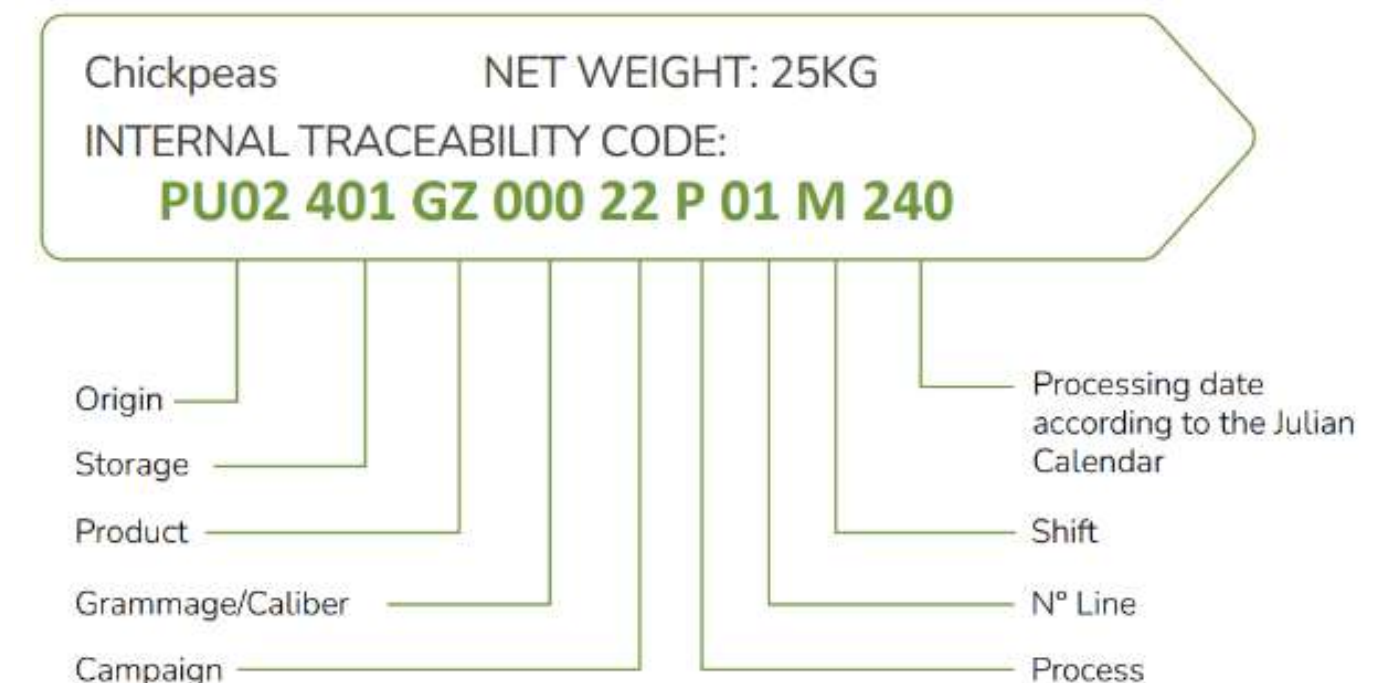
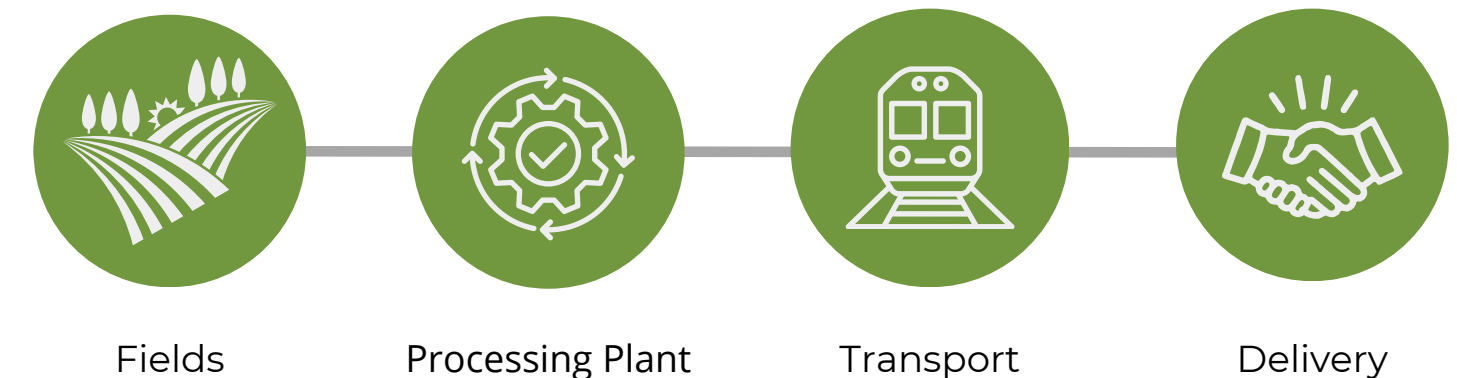


Traceability

Traceability is a core component of our operations, ensuring transparency and accountability from the cultivation of raw materials to the finished products. As a British Retail Consortium (BRCGS) certified facility, we have implemented robust systems to track our products through every stage of their journey, from the farm, through processing and packaging, to the point of export.

Our traceability system is centered around SAP Business One, supported by various tools that help manage and document each stage of the supply chain. This integrated approach allows us to trace any batch back to its specific origin and monitor its progress throughout the process. We can efficiently retrieve traceability information, typically within four hours, as required by BRC standards.

To ensure our systems function effectively and meet quality and safety standards, we regularly conduct traceability tests and recall exercises, along with both internal and external audits. This rigorous approach provides a high level of oversight, supporting our commitment to food safety, quality management, and sustainable practices.



Section 6

Employee well-being and development



OCCUPATIONAL HEALTH AND SAFETY

DIVERSITY AND INCLUSION

EMPLOYEE ENGAGEMENT AND WELL-BEING

TRAINING AND DEVELOPMENT

ACTION TAKEN: UPGRADING EMPLOYEE LIVING CONDITIONS

ACTION TAKEN: FEEL GOOD: INTEGRATED HEALTH AND WELLBEING INITIATIVE



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At Cono Group, our employees are our greatest asset. We are dedicated to creating a work environment that prioritizes safety, embraces diversity, supports well-being, and fosters continuous development.

By investing in our people, we empower them to thrive both personally and professionally, driving innovation and sustainable growth for the company.



Occupational Health and Safety

Ensuring a safe and healthy work environment for all employees and contractors is a cornerstone of Cono Group's operational philosophy. We comply with health and safety regulations and ensure adherence to internal standards, as outlined in our Code of Conduct, Health and Safety Policy, and associated procedures. Our commitment is to cultivate a safety-first environment that actively prevents injuries, occupational diseases, and fatalities, with safety being recognized as a shared responsibility throughout the organization.

Employees are expected to follow all health and safety procedures, taking personal responsibility for their own safety and that of their colleagues. They should only engage in tasks for which they are properly trained and competent and must be fit for duty at all times. Working under the influence of alcohol, illegal drugs, controlled substances, or misused medications is strictly prohibited.

Employees are also encouraged to exercise sound judgment, avoiding tasks that appear unsafe or where hazards seem uncontrollable. Any accidents, near-misses, injuries, illnesses, or unsafe conditions must be reported immediately to a line manager to ensure prompt and effective action.

Managers play a crucial role in fostering a robust safety culture by leading by example. They collaborate closely with our Designated Health and Safety Manager to conduct regular hazard assessments and ensure that employees receive the necessary training and resources to maintain a safe working environment.





Diversity and inclusion

Celebrating diversity and embracing the unique perspectives and experiences of our employees are fundamental to our values at Conoco Group. We believe that a diverse and inclusive workforce is essential for fostering innovation, enhancing problem-solving, and driving overall business success. Our goal is to create an environment where every employee feels valued, respected, and empowered to contribute their best work.

Our approach to diversity and inclusion is rooted in international human rights principles and is clearly defined in our Code of Conduct and Anti-Harassment Policy. We are committed to providing equal opportunities and ensuring fair treatment for all, regardless of race, age, gender, ethnicity, nationality, religion, sexual orientation, disability, or any other protected class. Discrimination, harassment, and any form of unfair treatment are not tolerated.

We encourage employees who have concerns about discrimination, harassment, or other unlawful conduct to report these issues to their line manager, Human Resources, or Legal and Compliance. To further ensure a safe and supportive environment, we also offer anonymous reporting channels for employees to raise their concerns without fear of retaliation.

Employee engagement and well-being

As a responsible employer, Cono Group is committed to ensuring the well-being of our employees by providing competitive compensation and a range of benefits that promote a healthy work-life balance.

We remunerate our employees at competitive rates, aligned with the local labor market, and provide benefits such as medical insurance for employees and eligible dependents. In recognition of significant life events, we offer paid maternity and paternity leave for new parents and other forms of leave to support our employees during critical times.

To support work-life balance and reduce work-related stress, we provide flexible work arrangements, including options for remote work, and part-time positions.

We actively seek employee feedback through various initiatives, such as employee surveys and regular check-ins, and hold quarterly town hall meetings to keep our workforce informed about important company developments. This open communication helps us continuously improve the employee experience and ensures that our employees feel valued and engaged.





Training and development

At Cono Group, we believe that continuous learning and development are vital for personal growth and organizational success. Our talent management approach focuses on equipping our employees—and, when necessary, our suppliers—with the skills, knowledge, and tools needed to achieve our company’s goals, comply with regulatory standards, and foster a culture of continuous improvement.

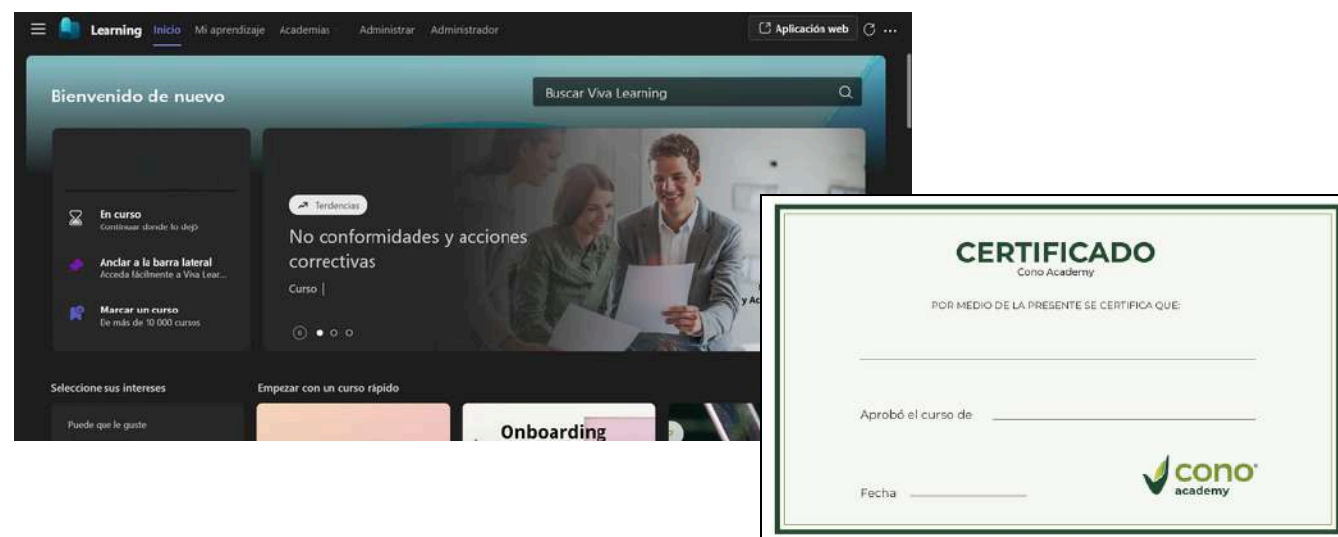
Employee development is a core element of our strategy. We offer a range of training programs tailored to the diverse needs of our workforce, focusing on critical areas such as food safety and quality, occupational health and safety, sustainable agriculture, legal compliance, digital skills and cybersecurity, leadership and management, and innovation. These programs are regularly updated to reflect industry trends and prepare both employees and suppliers for future challenges.

Training and development activities are coordinated through the Cono Academy, which develops an annual training plan aligned with our strategic needs. Supported by Microsoft Viva Learning, our digital learning platform, we provide access to a variety of courses and personalized development plans.

To accommodate different learning styles, we offer diverse training methods, including workshops, e-learning modules, blended learning, and webinars. This approach combines interactive and self-paced learning with on-the-job training and coaching, supporting real-time skill application and personal growth.

New employees join through a comprehensive onboarding program that introduces them to our company's history, culture, values, structure, and functions. This helps new colleagues integrate smoothly, understand their roles, and connect with key stakeholders, ensuring they are ready to contribute from day one.

We regularly assess our training programs to ensure they align with our strategic objectives. The company maintains detailed records of all training activities, securely stored in Microsoft Viva Learning. Feedback and data are reviewed annually to refine programs, ensuring they meet organizational needs and industry standards.



Learning focus areas

	Purpose	Key activities
Food Quality and Safety	Maintain compliance with BRC food safety standards.	Regular training on BRC standards, audits, and assessments.
Occupational Health and Safety	Enhance workplace safety and reduce incidents.	OHS training, emergency drills, equipment safety, hazard awareness.
Good Agricultural Practices & Sustainability	Achieve GLOBAL G.A.P. certification and promote sustainable farming.	Training on GAP, environmental stewardship, and sustainable methods.
Legal & Compliance	Adhere to all legal and policy requirements.	Regular updates and training on legislation, HR laws, and regulations.
Technology, Digital Skills, and Cybersecurity	Enhance digital skills and secure IT infrastructure.	Training on SAP, Microsoft Suite, IT security, and data protection.
Leadership & Management	Strengthen leadership skills at all management levels.	Workshops on leadership, change management, planning, and team-building.
Continuous improvement	Promote learning, innovation, and problem-solving.	Knowledge-sharing sessions, innovation workshops, cross-functional projects.

ACTION TAKEN

Upgrading employee living conditions

At Cono Group, we believe that a safe and comfortable living environment is essential for the well-being and productivity of our employees. To support this, we have initiated a comprehensive renovation project for living accommodations on our farms.

We have completed extensive renovations on the farm engineer’s house, employee quarters, and office building at the first farm module in Santiago del Estero. Upgrades included modernizing kitchens, bathrooms, plumbing, electrical systems, and repainting all buildings to create a safer, more modern environment. Similar renovations are underway at the second farm module and expected to be finished by year-end. Afterward, we will begin upgrades at our Córdoba farm, with all renovations targeted for completion by next summer

Additionally, we have invested in Starlink satellite internet across all our farms to enhance communication, improve safety, and provide better access to digital training and development opportunities.

Looking ahead to next year, we are planning to upgrade the supplier areas to ensure consistent quality and safety across our operations. We will also be replanting trees around all farm buildings to provide shade and create more comfortable outdoor spaces for our employees.

Through these initiatives, Cono Group reaffirms its commitment to continuously improving living and working conditions, reflecting our core values of safety, well-being, and sustainability.



ACTION TAKEN

Integrated health and wellbeing initiative

At Cono Group, we are dedicated to fostering healthy habits and enhancing employee well-being through a range of initiatives led by our Human Resources department.

Our key programs include a vaccination campaign with a focus on dengue fever prevention in Argentina, where we also provide personal protection kits containing repellents to reduce health risks. Additionally, we offer a free annual flu vaccination program to maintain a healthier workplace during flu season.

We promote healthy eating habits in collaboration with OSDE, hosting sessions on conscious eating and offering healthy lunch options at our processing plant. We've also expanded health coverage through Swiss Medical, giving employees the flexibility to choose health plans that best suit their personal and family needs.

To further support our employees, we provide school kits for their families at the start of the academic year and offer discounted access to educational programs through UBP (Blas Pascal University).

These initiatives reflect our commitment to creating a sustainable, supportive, and well-rounded workplace where employees can thrive both personally and professionally."



Section 7

Community engagement



Local partnerships for lasting impact

We recognise the significant impact our operations have on the local communities where we live and work. As a responsible and supportive neighbor, we are committed to generating economic and social value by creating jobs, supporting local businesses, and contributing to the local economy. At the same time, efforts are made to minimize any negative effects of our activities while actively working to protect and enhance the natural environment.

Our community engagement focuses on four key areas: food security, educational support, agricultural partnerships, and academic collaborations. Overseen by our Board of Directors, these initiatives align with our values and strategic priorities.

By partnering with food banks, schools, agricultural groups, and universities, we ensure that these initiatives are impactful and effectively address community needs.

Food security

We partner with local food banks like *Banco de Alimentos de Córdoba* to help combat hunger and reduce food waste. In 2023 and 2024, we donated a total of 40 tons of chickpeas and beans, providing hundreds of thousands of meals to those in need.

We also supported initiatives like *"Rescue Smiles"*, providing holiday hampers to ensure children have access to nutritious meals.

Educational support

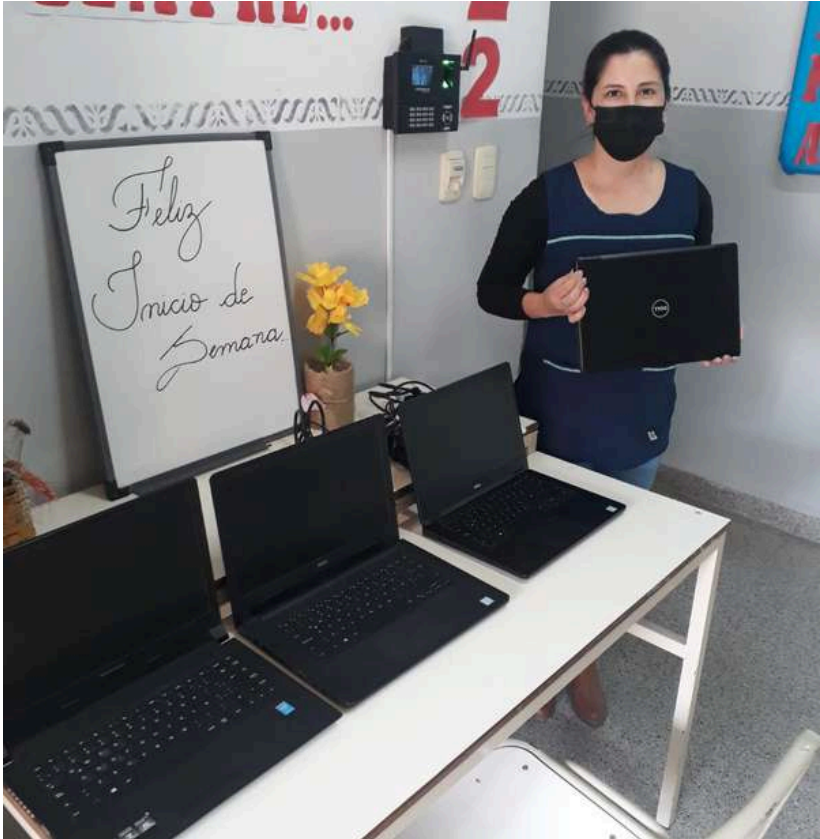
We partner with local schools, such as IPEA 113 Brigadier General Juan Facundo Quiroga, to provide apprenticeship programs that offer hands-on experience in various areas. These programs bridge the gap between education and the workplace, preparing students for future careers.

Additionally, we donate school supplies, such as refurbished computers and other resources, to support students' learning needs.

Academic collaborations

We partner with universities in Córdoba to connect academic learning with practical industry experience.

Through plant visits, guest lectures, and student projects on the pulse value chain and sustainable agriculture, we help students gain real-world insights and contribute to innovation in the sector.



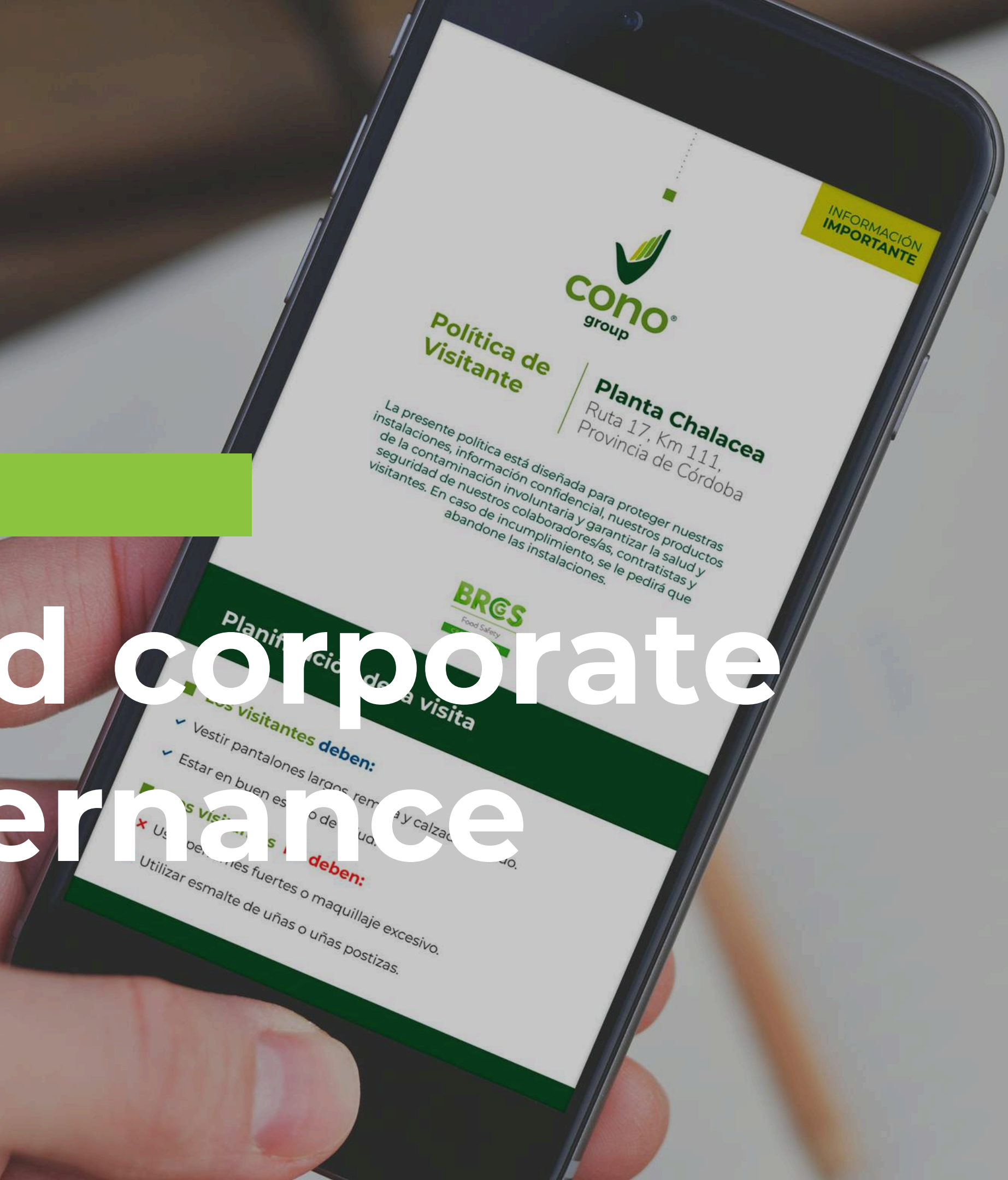
Agricultural partnerships

We work closely with local farming communities and initiatives like the Chickpea Cluster in Córdoba to promote sustainable agricultural practices and support other farmers.

These collaborations help reinforce sustainable farming methods and strengthen the resilience of the local agricultural sector, ensuring a stable and sustainable food supply.

Section 8

Good corporate governance



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- COMPLIANCE
-
- CODE OF CONDUCT
-
- HUMAN RIGHTS
-
- ANTI-CORRUPTION
-



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Cono Group is committed to upholding strong standards of corporate governance by fostering a culture of integrity, transparency, and accountability.

Our governance framework encompasses Compliance, the Code of Conduct, Human Rights, and Anti-Corruption measures, guiding our policies and practices to ensure ethical business conduct, risk management, and regulatory compliance.

The Legal and Compliance department, in collaboration with Human Resources and the Cono Academy, oversees the implementation of these standards, ensuring they are integrated into our operations and aligned with global best practices.

Compliance

The Legal and Compliance department is central to maintaining corporate governance at Cono Group by ensuring adherence to all relevant laws, regulations, and internal policies. Compliance involves not only following external legal requirements but also adhering to internal policies like the Code of Conduct, Anti-Corruption Policy, and Human Rights Policy.

The department operates under a Compliance Management System framework based on three key pillars: Prevent, Discover, Respond:

- 1. Prevent:** We work to prevent violations by advising on regulations, implementing clear policies, and providing targeted training and communication on compliance risks.
- 2. Discover:** The department identifies and manages compliance risks, monitors adherence to policies, and investigates incidents of non-compliance.
- 3. Respond:** We ensure violations are reported to senior management, take corrective actions, and continuously improve compliance measures.

Senior management sets a strong compliance tone from the top, acting as role models for ethical behavior. Regular compliance reports, including risk assessments, incident investigations, and audit outcomes, are submitted to ensure transparency and oversight. This structured approach helps embed compliance into our business activities and supports our commitment to integrity and accountability.

Canales de Consultas y Denuncias

<p>Denuncias Ética y Compliance</p> <p>Si creés de buena fe que se ha producido una violación del Código de Conducta, o alguna normativa vigente, te pedimos que lo comuniques.</p> <p>✉ speakup@cono-group.com</p> <p>TU DENUNCIA ES ANÓNIMA Y CONFIDENCIAL</p>	<p>Denuncias Seguridad Alimentaria</p> <p>Si observas alguna situación que pueda afectar la seguridad, la calidad o la legalidad de nuestros productos, te pedimos que lo comuniques.</p> <p>✉ seguridadalimentaria@cono-group.com 📄 Formulario desde Intranet 📍 Av. R. Nuñez 3931 of. 06 (calidad) 🏷️ Motivo: Seg. Alimentaria.</p> <p>TU DENUNCIA ES ANÓNIMA Y CONFIDENCIAL</p>
<p>No Conformidades y Acciones Correctivas</p> <p>Todos los Colaboradores pueden registrar desvíos de procesos u oportunidades de mejora que luego será evaluado por un equipo capacitado para asignarle un Plan de Acción.</p> <p>📱 ESCANEA EL CÓDIGO QR CON TU CELULAR O HACE CLICK EN EL MISMO</p>	<p>Accidentes Laborales</p> <p>Es responsabilidad de todos los colaboradores reportar todos los accidentes / incidentes, con y sin lesión, ocurridos dentro y fuera de la empresa.</p> <p>📱 ESCANEA EL CÓDIGO QR CON TU CELULAR O HACE CLICK EN EL MISMO</p>
<p>Buzón de Sugerencias</p> <p>Siempre se puede mejorar. Todas las sugerencias son válidas y las que resulten viables serán recompensadas.</p> <p>📱 ESCANEA EL CÓDIGO QR CON TU CELULAR O HACE CLICK EN EL MISMO</p>	<p>A tener en cuenta</p> <p>El canal natural para realizar consultas y/o denuncias es a través de tu Líder, en el caso de no ser posible o si preferís hacerlo de manera anónima, te recomendamos completar el formulario desde intranet, mandar un mail a speakup@cono-group.com o contactarte directamente con el Oficial de Compliance.</p> <p><small>A-CLIM2407 - Póster: Canales de Consultas y Denuncias versión 03</small></p>



Code of Conduct

The Code of Conduct provides clear standards for all employees and Board members, guiding them to maintain a respectful, professional, and compliant work environment. It aligns all actions with our core values of integrity, transparency, and accountability.

The Code covers areas such as conflicts of interest, gifts and hospitality, trade compliance, sanctions, and human rights. Employees must avoid actions that could create the appearance of misconduct and are expected to act with professionalism, respect, and integrity. The Code also sets expectations for maintaining confidentiality, protecting data, and ensuring all business practices are conducted ethically.

The Code of Conduct is communicated to all new employees during the onboarding process and is accessible in multiple languages on the company intranet. All employees must acknowledge their understanding and commitment annually. The Code is also periodically reviewed and updated to ensure it remains aligned with evolving legal standards and industry best practices.

Leaders at Cono Group are expected to set the example by embodying these principles and fostering a culture of ethical behavior. The Code outlines procedures for reporting violations, including through a confidential whistleblowing helpline and a public channel on our webpage for external stakeholders. It specifies consequences for breaches, ranging from corrective actions to termination. Regular training and updates reinforce ongoing compliance and alignment with the Code's standards.





2. Human rights and labour law

Suppliers shall uphold the human rights of workers and treat them with dignity and respect. Specifically, suppliers shall respect the provisions of the UN Universal Declaration of Human Rights and the Conventions of the International Labour Organization in regards to:

- Providing a safe and healthy working environment
- Not using any form of modern slavery, including forced, compulsory, or child labour
- Providing a workplace free of harassment and discrimination
- Respecting the workforce right to freedom of association and collective bargaining
- Offering fair remuneration, working hours and working conditions

3. Environment

We look to reduce our environmental footprint wherever possible and ask our Suppliers to:

- Comply with all applicable environmental regulations
- Seek to improve their efficiency in terms of energy, water and natural resources usage
- To responsibly manage air emissions, water quality and handling of hazardous materials

Report a concern

If you believe in good faith that a violation of the law, regulation or this Code has taken place we ask you to speak up. You may raise a concern or get help by:
 Contacting your Cono representative; otherwise you may use the following communication channels:
 ✉ lineaetica@cono-group.com / speakup@cono-group.com
 ☎ 0800 888 30 85 (Argentina)
 🌐 www.cono-group.com (in a form in our website)

Getting in touch with us quickly helps to prevent problems and correct any that have already occurred. We handle all reports promptly, fairly, and as confidentially as possible.

Non-compliance with the Supplier Code of Conduct:

In case of non-compliance we aim to work with our suppliers to resolve any issues and concerns. However, if an issue cannot be resolved or a Supplier is unwilling to engage with us in a constructive way, we reserve the right to discontinue our relationship.

Human rights

Cono Group is committed to upholding human rights across our operations and in the communities where we operate, aligning with international standards like the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Fundamental Principles and Rights at Work. These principles are embedded in our Code of Conduct, Supplier Code of Conduct, and other key policies.

We ensure safe and healthy working conditions, respect for freedom of association and collective bargaining, and strictly prohibit forced labor, child labor, human trafficking, slavery, and discrimination. Employees are encouraged to report any human rights concerns through secure channels, such as the whistleblowing helpline, or externally through our webpage.

Our Supplier Code of Conduct outlines clear expectations for suppliers to uphold human rights, anti-corruption, and fair working conditions. We expect full compliance with these standards and are progressively including contractual clauses to ensure adherence. Suppliers undergo due diligence, and their commitment to these principles is regularly reviewed.



Anti-corruption

Cono Group maintains a strict policy against bribery and corruption, as outlined in our Anti-Corruption Policy and Code of Conduct. All employees, Board members, contractors, and representatives are prohibited from offering, accepting, or soliciting any bribes, gifts, or favors to influence business decisions. Specific guidelines manage gifts and hospitality to prevent undue influence.

Additional precautions are required when dealing with public officials, with any engagement requiring prior approval from the Legal and Compliance team. Conflicts of interest must be disclosed and managed appropriately. We also conduct due diligence on third parties, including suppliers and partners, to mitigate corruption risks.

Cono Group does not support any political campaigns, parties, candidates, or their affiliates. Employees may participate in political activities personally but must not use company resources or represent Cono Group in these activities without authorization. Employees must also disclose any relationships with politicians or their agents.

Anti-corruption training is part of our compliance program, supported by regular updates and audits. Our Anti-Corruption Policy is regularly reviewed to address new risks, and violations may result in disciplinary action or legal consequences.

During the reporting year, there were no confirmed incidents of corruption at Cono Group. Consequently, no employees were dismissed or disciplined for corruption, and no contracts with business partners were terminated or not renewed due to corruption-related violations.

Section 9

Appendix

THE 17 SUSTAINABLE
DEVELOPMENT GOALS





THE TEN PRINCIPLES OF THE
UN GLOBAL COMPACT

The **17** Sustainable Development Goals



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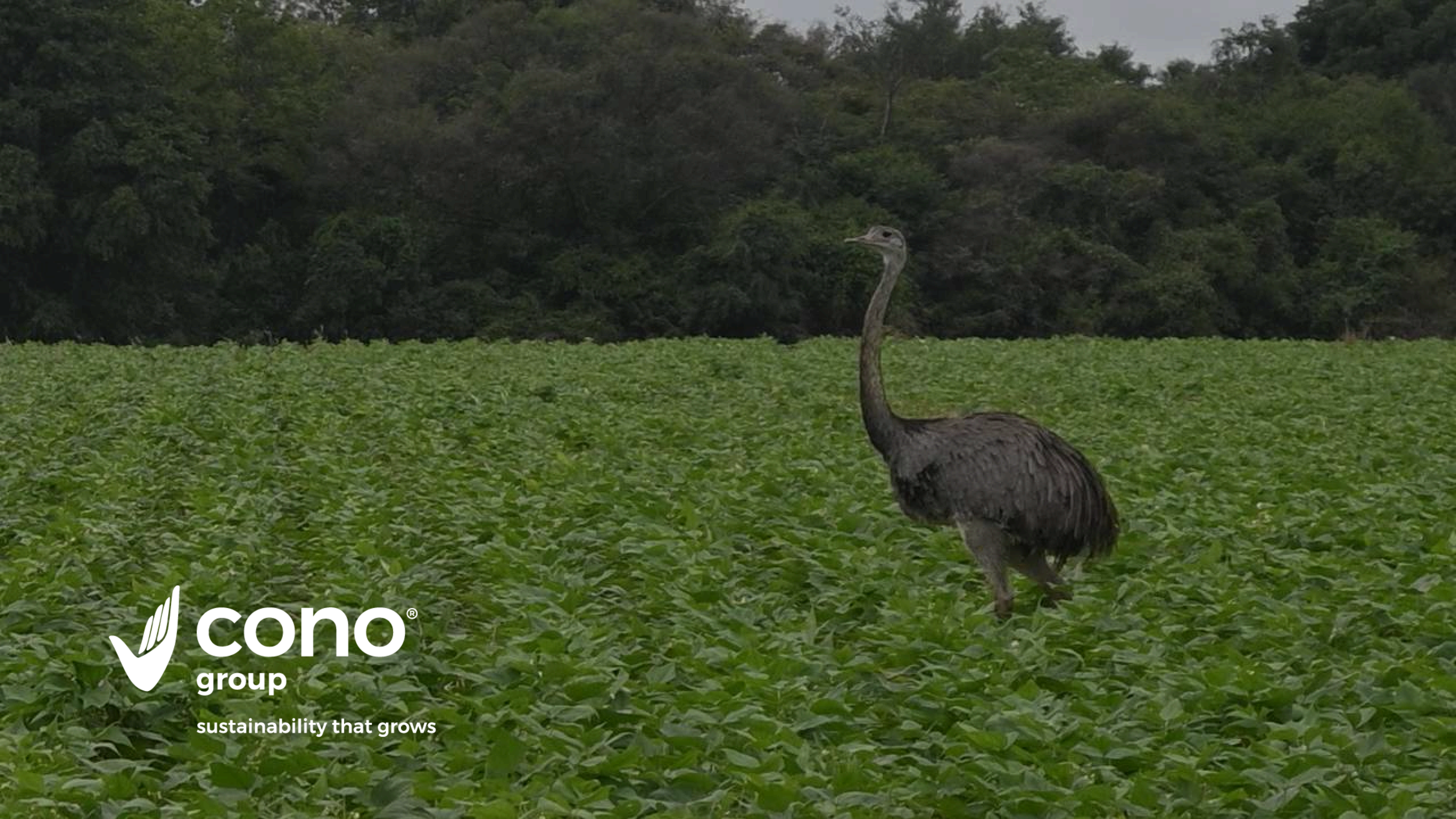
The Ten Principles of the UN Global Compact

 <p>HUMAN RIGHTS</p>	<p>Principle 1</p> <p>Businesses should support and respect the protection of internationally proclaimed</p>	<p>Principle 2</p> <p>Make sure that they are not complicit in human rights abuses.</p>		
 <p>LABOUR</p>	<p>Principle 3</p> <p>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Principle 4</p> <p>The elimination of all forms of forced and compulsory labour.</p>	<p>Principle 5</p> <p>The effective abolition of child labour.</p>	<p>Principle 6</p> <p>The elimination of discrimination in respect of employment and occupation.</p>
 <p>ENVIRONMENT</p>	<p>Principle 7</p> <p>Businesses should support a precautionary approach to environmental challenges.</p>	<p>Principle 8</p> <p>undertake initiatives to promote greater environmental responsibility.</p>	<p>Principle 9</p> <p>Encourage the development and diffusion of environmentally friendly technologies.</p>	
 <p>ANTI-CORRUPTION</p>	<p>Principle 10</p> <p>Businesses should work against corruption in all its forms, including extortion and bribery.</p>			

Note: The terms “we,” “our,” “us,” “Company”, “Cono”, and “Cono Group” as used in this report refer collectively to Cono and its related entities unless the context suggests otherwise. These terms are used for convenience only and are not intended as a precise description of any separate legal entity within Cono.



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cono[®]
group

sustainability that grows