

SUSTAINABILITY THAT GROWS

SUSTAINABILITY REPORT
2025

Table of Contents

01

Introduction

- 04 Letter From the President
- 05 About This Report

05

Food Safety & Quality

- 41 Food Safety
- 42 Complaints Management
- 43 Traceability

09

Appendix

- 63 The 17 Sustainable Development Goals
- 64 The Ten Principles of the UN Global Compact

02

About Our Company

- 08 Our Company
- 09 Our Mission and Values
- 10 What Our Logo Represents
- 11 Our Value Chain
- 12 Infrastructure
- 13 Our Certifications

06

Employee Well-Being and Development

- 46 Occupational Health and Safety
- 47 Action Taken
- 48 Diversity and Inclusion
- 49 Employee Engagement and Well-Being
- 50 Training and Development
- 52 Action Taken

03

Approach to Sustainability

- 17 Sustainability Strategy
- 18 Contribution to the 17 SDGs
- 19 Goals and Ambitions
- 22 ESG Governance
- 23 Stakeholder Dialogue
- 25 Materiality Analysis

07

Community Engagement

- 55 Local partnerships for lasting impact

04

Environmental Stewardship

- 28 Soil Health
- 30 Smart Farming to Enhance Yields Sustainably
- 31 Emissions and Climate Change
- 33 Responsible Pesticide Management
- 34 Water and Effluent
- 36 Biodiversity
- 37 Waste Management
- 38 Action Taken

08

Good Corporate Governance

- 58 Compliance
- 59 Code of Conduct
- 60 Human Rights
- 61 Anti-corruption

Section 1

Introduction

Letter From the President



Dear stakeholders,

In a year shaped by increasingly evident climate challenges and a shifting global economic environment, at Cono Group we chose to stay the course. More than ever, we are guided by sustainability — because when established models are put to the test, purpose helps define direction.

Climate change is no longer a distant concern — it is already affecting our soils, water resources, and production cycles. We respond by reinforcing practices that value the environment and by managing our resources carefully and responsibly.

We recognize that sustainability is a shared effort. This year, we reinforced collaboration with our stakeholders, communities, clients, and partners — knowing that meaningful progress comes from working together.

We set out to evolve: not only by maintaining well-established certifications that reflect our standards, but also by achieving new ones that support access to key markets, strengthen trust, and add value to our global offer.

Our actions are aligned with the United Nations Sustainable Development Goals. When we focus on quality, innovation, or traceability, we are also contributing to soil health, responsible water use, fair labor conditions, and sustainable production practices.

This report reflects our ongoing belief that, even in uncertain times, steady progress is possible — and important. With transparency and commitment, we continue to build sustainability into our approach to long-term growth.

Sincerely, Thomas Braun

About This Report

Reporting Progress Towards a Sustainable Future

Welcome to the fourth Sustainability Report from Cono Group, covering the period from September 1, 2024 to July 31, 2025. This report marks a significant milestone in our journey 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

.....

INFRASTRUCTURE

.....

OUR CERTIFICATIONS

.....



“

Cono Group is dedicated to the cultivation, processing, and export of high-quality agricultural products grown sustainably.

We specialize in legumes such as chickpeas, beans, and chia seeds, managing the entire value chain—from farming to integrated logistics—ensuring excellence in over 50 destinations.

Our team upholds the highest standards in food safety, quality, and sustainability.

Our tagline, “Sustainability that grows”, reflects our mission and our commitment to responsible development.

Our Company

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

Our fully integrated operating model spans from farmland management to processing and logistics, enabling us to ensure quality, traceability, and efficiency at every stage of the value chain. With a state-of-the-art processing facility and comprehensive logistics services, we not only handle our own production but also offer tailored solutions to third parties.

Present in over 50 destinations, we are strongly committed to food safety, sustainability, and continuous improvement. Our team of around 100 employees in Argentina and Switzerland upholds the highest standards of quality and service across all our operations.





50 years of
experience



50+
destinations
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 lead the agri-food sector with a focus on specialty crops and sustainability-based practices.

The tagline “Sustainability that grows” reflects our commitment to responsible management—both in our day-to-day operations and in our broader role in society.

Our core values — **Commitment, Trust, Integrity, Innovation, and Excellence** — underpin our organizational culture and guide our strategic decisions, fostering a positive impact across our entire value chain.

What Our Logo Represents

The design of our logo reflects the values and purpose of Cono Group. The central figure evokes an open human hand—a symbol of work, dedication, and generosity. It represents those who cultivate the land with the hope of a fair harvest, and also the gesture of offering the fruits of that effort to the world.

The hand can also be interpreted as an inverted cone or the outline of a small plant, subtly suggesting the shape of South America and symbolizing the ongoing cycle of sustainable growth we promote.

The color palette reinforces this message: the green tones express our connection to agriculture, while the darker shades add depth and highlight the form of the design, conveying professionalism and commitment.



Our Value Chain

Agricultural Operations

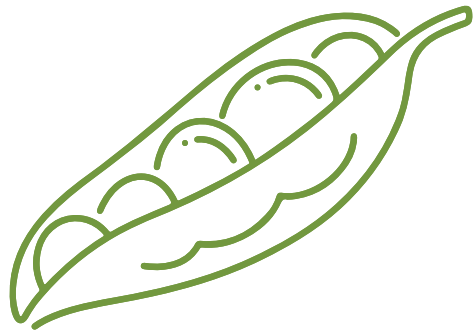
We cultivate our crops on 17,000 hectares of owned farmland in Córdoba and Santiago del Estero, complemented by 4,200 hectares under leasing and crop agreements. These productive plains offer ideal conditions for high-quality chickpeas, beans, and chia. Of our owned land, 1,300 hectares are equipped with irrigation systems, ensuring stable yields even in challenging weather.

Our agronomists apply sustainable and efficient practices that protect soil health and ensure long-term productivity. As part of this commitment, our San Bartolomé farm — within the Córdoba module— is GlobalG.A.P. certified for Red Kidney Beans, reflecting our efforts to promote good agricultural practices and food safety from the start of the value chain.

Processing Capabilities

Our processing plant in Chalacea (Córdoba Province) features two independent production lines for pulses and chia, equipped with cutting-edge technology for cleaning, sorting, grading, and packaging—ensuring consistent quality at every stage.

As a BRCGS-certified facility, we follow strict quality control procedures that guarantee compliance with international food safety and quality standards. In addition to processing our own products, we offer this service to third parties, applying the same high standards of excellence and traceability.



Integrated Logistics

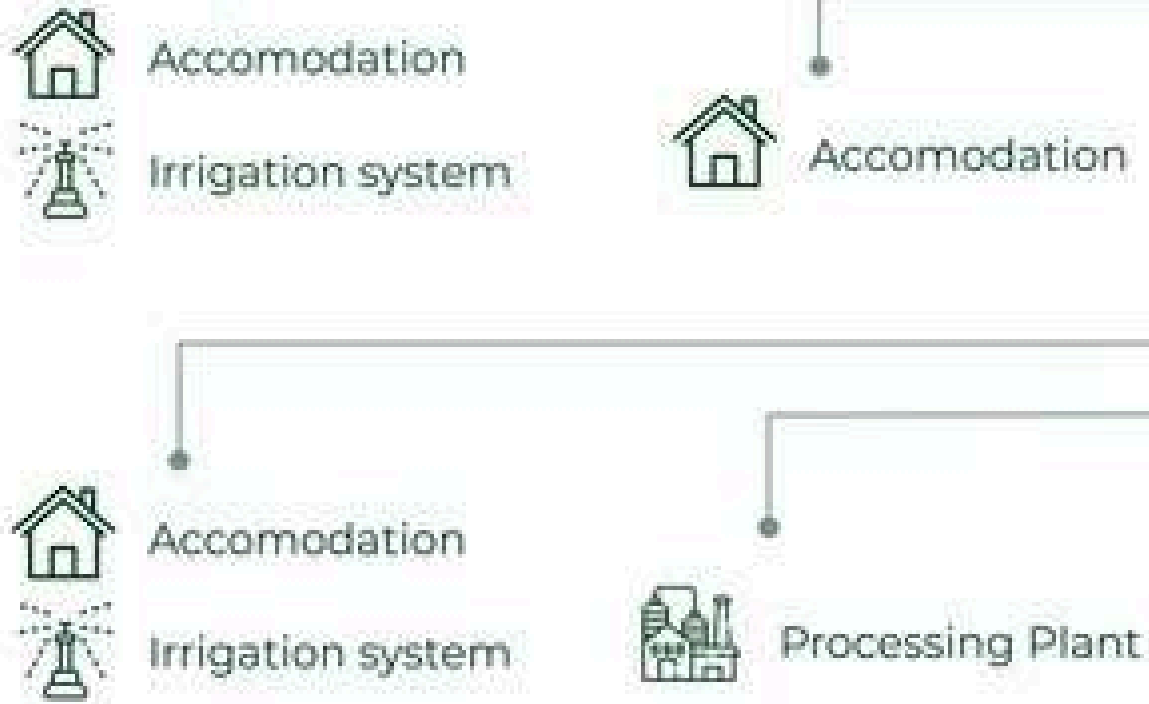
Recognizing the importance of efficient logistics, we have developed our own railway station and customs services. This infrastructure enables a continuous supply chain from our processing plant to the port, optimizing delivery times and traceability.

A large portion of our production is exported to key markets such as Europe, the United States, and the Middle East, where we have built a strong reputation for quality and reliability.

Infrastructure

- Córdoba
- Santiago del Estero
- Salta - Leased land

Córdoba



Salta

Santiago del Estero



Our Certifications

At Cono Group, we uphold high standards of quality, food safety, social responsibility, and sustainable agriculture, backed by internationally recognized certifications.

Our processing plant is certified under **BRCGS**, ensuring compliance with global food safety standards. We have also renewed our **Kosher** certification to meet specific dietary requirements with respect and care.

We successfully passed the **SMETA** four-pillar audit, which evaluates labor standards, health and safety, business ethics, and environmental impact.

In 2025, our San Bartolomé farm achieved **GLOBALG.A.P.** certification for Dark Red Kidney Beans. This standard promotes efficient use of resources, reduced environmental impact, and fair working conditions, while also enhancing market access and client trust.

Together, these certifications reflect our ongoing commitment to quality, sustainability, and responsible business, strengthening both our operations and global reach.



Pulses for Sustainability

At Cono Group, legumes are not just a strategic crop — they are at the core of our agricultural expertise. Chickpeas, beans, and peas are central to our operations, combining performance, quality, and sustainability.

These crops offer significant environmental, nutritional, and economic benefits. According to the FAO, legumes contribute meaningfully to sustainable agriculture. At Cono Group, we actively promote their responsible production, recognizing their key role in food security and environmental stewardship.



Healthier Soil

Soil care is a cornerstone of our agricultural strategy at Cono Group. Legumes naturally fix nitrogen in the soil through their symbiotic relationship with bacteria, reducing the need for synthetic fertilizers and improving soil fertility and structure.

We also implement crop rotation, regular soil analysis, and responsible input management to maintain resilient and sustainable production systems over time.

Efficient Water Use

Legumes require significantly less water than many other high-demand crops, making them ideal for smart water management. At Cono Group, we reinforce this efficiency through automated irrigation systems tailored to each crop and climate condition.

During heavy rain periods, we also implement terracing systems to prevent water from pooling in critical areas, promoting natural infiltration and protecting the soil.

Lower Emissions

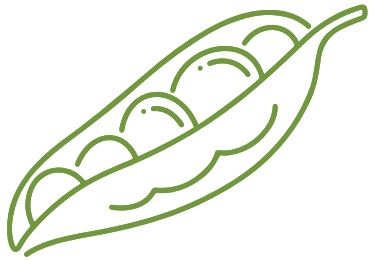
Growing legumes is also part of our strategy to reduce environmental impact. These crops generate lower greenhouse gas emissions compared to other sources of plant and animal protein.

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

Legume cultivation plays a key role in our efforts to preserve biodiversity. We use planned crop rotations that help break pest and disease cycles, reducing the need for chemical pesticides.

We also take concrete actions like reforesting native forests, maintaining windbreak strips, and protecting conservation areas within our fields — all contributing to a healthier agricultural environment.



Nutritious and Affordable Protein

At Cono Group, we promote the production of legumes as a valuable source of plant-based proteins, fiber, and essential nutrients. These specialty crops are also a sustainable, versatile, and affordable alternative to higher-impact protein sources.

By integrating legumes into our production systems, we support agricultural practices that optimize resource use, protect the environment, and contribute to a more responsible food supply.

Section 3

Approach to Sustainability

.....

SUSTAINABILITY STRATEGY

.....

CONTRIBUTION TO THE 17 SDGS

.....

GOALS AND AMBITIONS

.....

ESG GOVERNANCE

.....

STAKEHOLDERS DIALOGUE

.....

MATERIALITY ANALYSIS

.....



“

At Cono Group, we embrace responsible practices at every stage of our value chain.

From sustainable farming to processing and logistics, we are committed to minimizing our environmental impact while delivering products of the highest quality.

Our focus on innovation, ethical labor standards, and efficient resource use drives our long-term vision to create lasting value for society, the environment, and our customers.

.....

Sustainability Strategy

At Cono Group, sustainability is one of the core pillars guiding our mission. We aim to create shared value with our stakeholders while addressing key environmental, social, and economic challenges in an integrated way.

Our strategy incorporates sustainable practices across all areas of the business, with a focus on five key priorities:

1. **Environmental management** – Promoting the responsible use of natural resources, protecting ecosystems, and reducing the environmental impact of our operations.
2. **Food safety** – Ensuring the quality, traceability, and safety of our products, in compliance with the highest international standards.
3. **Employee well-being and development** – Fostering a safe, inclusive work environment that encourages personal and professional growth.
4. **Community engagement** – Driving positive impact through initiatives that strengthen the social and economic fabric of the communities where we operate.
5. **Corporate governance** – Promoting ethics, transparency, and sound decision-making practices with a long-term perspective.

With a strategic mindset and ongoing collaboration with our stakeholders, we strive to drive meaningful change and build a more sustainable future.



Contribution to the 17 SDGs

At Cono Group, we align our strategy with the United Nations Sustainable Development Goals (SDGs)—a global framework that guides efforts toward a more inclusive, fair, and sustainable future.

As an agricultural company dedicated to the cultivation, processing, and export of specialty crops, we integrate these principles across our operations, actively contributing to environmental protection, food safety and quality, employee well-being, and responsible governance.

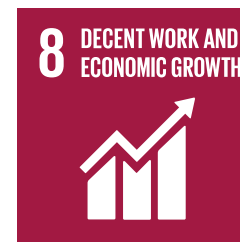
While we recognize the importance of all 17 SDGs, we focus our efforts on those where we can make the greatest impact:



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

At Cono Group, we are committed to advancing regenerative agriculture by improving soil health, reducing environmental impact, and promoting resilient and sustainable food systems through our agricultural practices.

Goals	Status	Progress / Status as of 31 July 2025
Reduce transport and logistics emissions	Achieved	We continue to transport 80% of our goods from the Obispo Trejo train station to the port, significantly reducing road transport emissions.
Measure key environmental management indicators	In progress	We started collecting data on waste and soil health, with plans to expand monitoring to emissions, water use, and other key indicators. In January 2025, we added a hydraulic soil sampler mounted on a pickup truck, used for water availability and soon soil fertility tests. This tool supports our water balance models and helps optimize agronomic planning for more precise and sustainable production.
Reduce waste to landfill across operations	In progress	We continue improving waste separation for recycling and reuse through staff training and new containers in our production modules. So far, we've separated 4,030 kg of plastic, 958 kg of cardboard, and sent 13,300 kg of silo bag nylon and 1,514 big bags for recycling or reuse.
Apply smart agricultural technologies throughout key stages	In progress	We use advanced technologies such as sensors, GIS, drones, and GPS-equipped machinery to enhance irrigation, reduce risks, and optimize resource use.

Food Safety

We comply with Global Food Safety Standards to ensure safe, high-quality products. Our focus lies in rigorous management and building a strong food safety culture throughout all operations.

Goals	Status	Progress / Status as of 31 July 2025
Maintain AA grade in BRCGS and be always prepared for audits	Ongoing	Frequent internal audits and continuous updates are in place.
Achieve GLOBALG.A.P. certification by the end of 2025	Achieved	In June 2025, we successfully completed the GLOBALG.A.P. certification audit for Dark Red Kidney Beans at one of our modules in Córdoba province.
Keep customer complaints below 5% per 1,000 tons	Ongoing	Complaints currently remain below 1% per 1,000 tons.

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 July 2025
Upgrade all staff accommodations at our facilities by the end of 2025	Achieved	We have completed all the renovations across our facilities. The latest upgrades took place in Santiago del Estero, where two offices, four staff residences, and a storage building were modernized.
Improve Occupational Health and Safety	Ongoing	We regularly provide training on Occupational Health and Safety and conduct risk assessments to reduce workplace injuries and strengthen safety standards. Vaccination campaigns are also promoted to support overall health.
Ensure mandatory training is completed on time and in full	Ongoing	We implemented a mandatory training program and monitor completion rates via Power BI to ensure we exceed our 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 July 2025
Donate a minimum of 20 tons of pulses annually to local food banks	In progress	So far in 2025, we have donated 12 tons of chickpeas. We also helped establish a partnership between the Food Bank and one of our clients, who contributed an additional 3 tons. We plan to meet our annual donation target during the remainder of the year.
Expand apprenticeship programs to include at least 5 students per year from local schools	Achieved	In September, October, and November 2024, 13 students (5 male and 8 female) from “I.P.E.A. N° 113 Brig. Gral. Juan Facundo Quiroga” completed internships at our processing plant.
Carry out collaborative projects with local universities	In progress	We are currently conducting a shelf-life analysis project in partnership with the National University of Córdoba.

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 July 2025
Maintain alignment with SMETA standards and continue regular audits	Ongoing	We successfully passed the 4-pillar SMETA audit with no non-conformities in 2023. Compliance efforts remain active.
Establish and implement policies and procedures for all key governance areas by August 31, 2025	Achieved	In 2025, we reviewed and updated all key governance documents and fully digitalized our policy management processes through an internal platform to ensure accessibility and ongoing oversight.
Ensure the Code of Conduct is kept up to date and required in all company contracts and agreements	Achieved	The Code of Conduct was updated in 2025 to align with newly adopted corporate governance policies and published on our website.



ESG Governance

At Cono Group, we believe that strong corporate governance is essential to achieving our mission of sustainable growth and long-term value creation.

Our governance framework promotes transparency, accountability, and ethical conduct across all operations, aligning our business strategy with our commitment to Environmental, Social, and Governance (ESG) principles.

The President and the Board of Directors set the strategic direction and oversee the implementation of ESG goals, ensuring their integration into business planning and the management of risks and opportunities.

The ESG Committee, chaired by the Head of Control and Corporate Governance, is composed of the Head of Agriculture, the Head of Quality and Food Safety, the Legal and Compliance Coordinator, and the Sustainability Coordinator, among other key members. This committee meets every two months to review and refine the ESG strategy, set goals, and establish policies aligned with our commitments.

Twice a year, the Board of Directors and the ESG Committee conduct a comprehensive review of the sustainability strategy, evaluating progress, regulatory changes, and market expectations to ensure continuous improvement and alignment with our long-term goals.



Stakeholders Dialogue

At Cono Group, we maintain ongoing dialogue with our key stakeholders to understand their expectations and keep track of emerging issues that may impact our business. This continuous engagement helps us prioritize concerns and align our strategies accordingly.

Our stakeholders are identified through a comprehensive materiality assessment and include employees, clients, farmers, suppliers, regulatory bodies, partners, NGOs, local communities, universities, trade unions, and financial institutions. The management of these relationships is embedded across our operations, reinforcing our commitment to collaboration and sustainable growth.

The following tables summarize our main stakeholder groups, the methods we use to engage with them, and the key topics addressed in each case.

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
Clients	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
Regulatory bodies	On-site visits, certification audits, industry associations	Regulatory compliance, food safety, health and safety, environmental management
Partners / shareholders	Meetings, quarterly reports, annual reports	Return on investment, dividends, corporate culture, business 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, local development, educational support
Trade 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, university-industry collaboration, technology transfer

Engaging in Industry Initiatives

Cono Group actively engages with national and international organizations that promote sustainable and ethical practices across the agricultural sector.

Through these partnerships, we:

- Collaborate on shared goals that drive innovation and responsible production.
- Contribute to positive change in our communities and in the global value chain.
- Strengthen our commitment to sustainability by adopting and promoting best practices in food safety, labor conditions, and environmental stewardship.

These alliances allow us to stay at the forefront of industry standards, connect with key players across the value chain, and ensure that every step we take reflects our purpose of growing responsibly and sustainably.



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



An international organization representing the global pulse value chain. It promotes the production and responsible consumption of pulses and supports sustainable agriculture and global food security.



A global platform helping companies manage and improve labor conditions in supply chains by promoting transparency, ethical sourcing, and regulatory compliance.



An Argentine association focused on sustainable agriculture, environmental protection, and climate change resilience. It promotes improved water management, soil conservation, and sustainable farming practices.



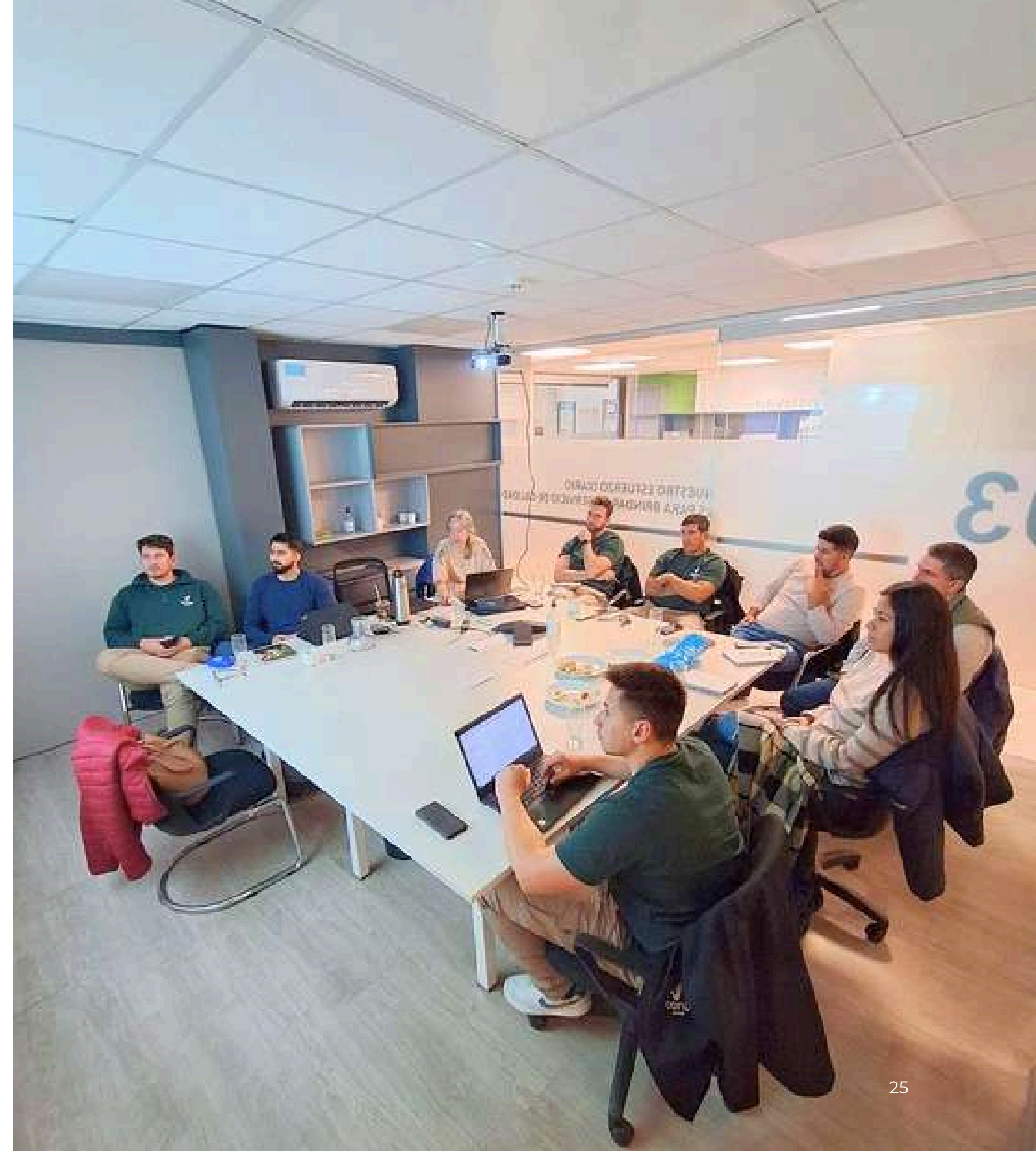
A collaborative initiative that connects key players in Argentina's chickpea supply chain to promote sustainable practices, drive innovation, and improve market access.

Materiality Analysis

At Cono Group, we identify the most relevant material topics for our business and stakeholders to build a sustainability strategy aligned with our economic, environmental, and social impact — including respect for Human Rights.

To achieve this, we conducted a participatory process that combined both internal and external perspectives. We organized workshops with representatives from various departments, created informal dialogue spaces, and carried out short surveys with employees, clients, and suppliers to understand their sustainability priorities.

In addition, we reviewed industry literature and global trends to enrich and validate our internal insights. As a result, we developed a specific materiality matrix that now guides our sustainability strategy and helps us focus efforts where we can generate the most meaningful impact.



Section 4

Environmental Stewardship



SOIL HEALTH

SMART FARMING TO ENHANCE
YIELDS SUSTAINABLY

EMISSIONS AND CLIMATE CHANGE

RESPONSIBLE PESTICIDE
MANAGEMENT

WATER AND EFFLUENT

BIODIVERSITY

WASTE MANAGEMENT

ACTION TAKEN: STRENGTHENING
THE RECYCLING PROGRAM AT THE
PROCESSING PLANT



“

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

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

.....

Soil Health

Healthy soil is the foundation of our operations. It is a non-renewable resource that supports plant and animal life, helps mitigate climate change, ensures access to clean water, and prevents land degradation. At Cono Group, protecting and restoring soil health through regenerative agricultural practices is a strategic priority.

We implement no-tillage planning across all our fields—this practice avoids disturbing the soil, preserves its structure, reduces erosion, and enhances moisture retention. It also promotes the buildup of organic carbon, which increases fertility and supports microbial life. Healthier soils strengthen ecosystems and lead to more resilient crops.

Crop rotation is another key practice. We alternate nitrogen-fixing crops, such as chickpeas and beans, with others that improve soil structure. This helps replenish nutrients, reduce pests and diseases, and increase organic matter, contributing to long-term carbon storage and overall soil health.

Our goal is to maintain year-round ground cover with cover crops. These crops help prevent erosion, improve water infiltration, and enrich the soil with organic matter—boosting fertility and promoting carbon retention.



To improve our agricultural practices, we use precision farming tools such as soil sensors, drones, and GPS mapping. These technologies allow us to monitor soil health in real time and optimize water and resource usage, ensuring long-term sustainability and efficient management.

We implement terraces in most of our fields and establish forested buffer strips to prevent erosion. These actions not only reduce soil loss from wind and water but also help maximize rainwater retention. Additionally, we work on restoring degraded land by rebuilding soil structure, replenishing nutrients, and minimizing compaction through limited use of heavy machinery.

We continue to expand monitoring of key soil health indicators and are making progress on the development of our soil carbon model. Every two years, we conduct comprehensive nutrient analyses, comparing levels against baseline standards. When needed, we apply nutrients using efficient systems such as fertigation. Evaluations of compaction and infiltration have shown positive results, particularly in fields with cover crops.

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



Smart Farming to Enhance Yields Sustainably

At Cono Group, we utilize smart farming technologies to optimize crop yields and minimize 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, minimize chemical use and runoff, and optimize future planting and resource use.



Emissions and Climate Change

We are firmly committed to addressing the challenges of climate change. Through a long-term sustainability strategy, we are actively working to reduce our carbon footprint across the entire value chain—from agricultural practices to logistics and processing.

Our main sources of emissions include the use of agricultural machinery such as tractors and harvesters, the pumping of groundwater for irrigation—an energy-intensive process—and energy consumption in our processing plants. Transportation, logistics, and packaging—primarily dependent on fossil fuels—also contribute significantly to our emissions, as does the production and application of agrochemicals like fertilizers and pesticides.

To address these challenges, we have implemented a series of mitigation measures, including technology upgrades, operational efficiencies, and regenerative strategies. These efforts are outlined below.



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

Since the reopening of the Obispo Trejo railway station in 2019, rail transport has become a cornerstone of our logistics strategy. Today, over 80% of crop shipments are transported by train, significantly reducing emissions compared to road transport. This shift also helps optimize costs and improve operational efficiency.

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

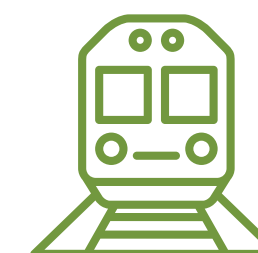
Thanks to data-driven irrigation systems and soil sensors, we've reduced water waste in our fields. In our processing facilities, we've introduced new recycling technologies, increased the number of collection bins, and trained staff in waste separation practices. As a result, we've continuously reduced the volume of waste sent to landfills.

Looking Ahead

In the coming years, we will strengthen our emissions monitoring systems across all operations to gain deeper insights and adjust our strategies accordingly.

We are also expanding our rail logistics infrastructure and opening it to other regional producers and industries to further reduce road transport emissions and generate shared environmental benefits.

Furthermore, we plan to integrate renewable energy sources into our processing facilities and farms to reduce fossil fuel dependency and support our broader sustainability objectives.



Responsible Pesticide Management

Pesticides are essential for high crop yields and contribute to food security, but their misuse can lead to contamination and harm biodiversity. To mitigate these risks, we have implemented an Integrated Pest Management (IPM) system that minimizes environmental impact.

Our approach includes preventive measures such as crop rotation, selecting appropriate varieties, and effective soil and water management to deter pest development. Regular monitoring ensures interventions are made only when necessary, and we prioritize non-chemical methods—cultural, mechanical, and biological controls—as our first line of defense.

When pesticide use is unavoidable, we choose targeted formulations that reduce harm to beneficial organisms and the environment. Precision spraying technologies ensure chemicals are applied only where needed, minimizing drift and overall usage. Applications are carried out by trained personnel using calibrated equipment for accurate dosing and coverage.

Pesticides are stored and disposed of responsibly—in well-ventilated, secure locations, with clear labeling to prevent contamination. We follow strict disposal protocols, including triple rinsing and compliant elimination of containers.

We maintain detailed spraying records, documenting the type, amount, location, weather conditions, and timing of each application. These records help track effectiveness, ensure regulatory compliance, and continually improve our practices.

Lastly, we closely monitor pesticide residues in both raw materials and finished products, ensuring compliance with national and international food safety standards.



Water and Effluent

Water is a vital resource in our agricultural operations, and its management has become increasingly critical in the face of climate change. Irregular rainfall, prolonged droughts, and rising temperatures demand efficient use to ensure crop resilience, maintain productivity, and minimize environmental impact.

Currently, most of our 15,500 hectares are cultivated under rainfed conditions. This approach is at the core of our water management strategy, focused on drought-resistant crops such as chickpeas, beans, and chia seeds, which thrive with minimal water inputs. To enhance water retention and reduce runoff, we implement terracing across large areas, improving infiltration, preventing soil erosion, and supporting long-term soil health.

In parallel, we have expanded irrigation to around 1,400 hectares, incorporating modern systems that draw from groundwater sources. Supported by our own weather stations and regular soil analyses, our engineering team develops accurate water balances to determine the optimal timing and quantity of irrigation based on crop phenological stages. This approach boosts efficiency, minimizes waste, and lowers energy use and emissions.

We also promote responsible water use in our production modules, where employees and their families reside, reinforcing our commitment to holistic well-being and sustainable resource management.



At our processing plant, no water is used for grain treatment, as we work with a low-moisture product. This approach helps prevent bacterial growth and ensures hygienic conditions throughout the process. Water use is strictly limited to cleaning common areas, such as restrooms and kitchens.

The wastewater generated from these activities is managed through a septic system, ensuring responsible disposal in line with the same standards applied in our living modules.

In our offices, we also promote responsible water management. Employees are encouraged to adopt conscious habits in kitchens and restrooms and to promptly report any leaks or malfunctions.

Looking ahead, we are committed to improving water consumption monitoring across all operations to identify patterns, pinpoint areas for improvement, and establish efficiency targets. In addition, we will implement awareness and training programs to strengthen an organizational culture focused on water conservation.



Biodiversity

Biodiversity is essential to maintaining healthy ecosystems and promoting truly sustainable agricultural practices. At Cono Group, we have already implemented measures that support biological diversity, such as crop rotation, cover cropping, and Integrated Pest Management (IPM). These practices not only enhance soil health and reduce erosion, but also promote natural pest control by encouraging the presence of beneficial species.

However, these efforts are just the beginning. Recognizing the growing importance of this issue, we are actively working on the restoration of degraded land through reforestation and by enhancing biodiversity within the forests we manage. Across all our production modules, we are planting trees around our fields and creating green spaces that provide refuge for native species and key pollinators, such as bees.

Looking ahead, we plan to further diversify our crop rotation and explore the implementation of wildflower strips, pollinator habitats, and buffer zones to strengthen local biodiversity and contribute to the ecological balance of our farming environments.



Waste Management

We have implemented a comprehensive waste management framework and promote the principles of the waste hierarchy: reduce, reuse, recycle, and responsible disposal.

In 2023, we conducted a thorough review of our waste management system to better align with these principles across all operations. While the full implementation is still in progress, we have already achieved significant improvements by incorporating sustainable practices throughout the company.

We regularly train our staff on waste management best practices, including reduction, segregation, and appropriate disposal. Since August 2024, we have used a digital form to track waste flows, allowing for more accurate and up-to-date data. This tool enhances traceability, reporting, and decision-making, supporting the continuous improvement of our waste management practices.

Food waste	Grain by-products from the processing plant are repurposed as animal feed, supporting a circular economy.
E-Waste	Outdated equipment, such as computers and printers, is safely recycled or donated to certified partners, ensuring secure data destruction.
Hazardous waste	Collected, stored, and disposed of through an authorized company, ensuring responsible handling of industrial oils and degreasers.
Industrial waste	Silo bags, big bags, pallets, and separator sheets are recycled or reused in line with our sustainability goals.
Household waste	Sorted into recyclable and non-recyclable. We have introduced and reorganized recycling bins in offices, the processing plant, and Córdoba production modules. We plan to expand this to our production sites in Santiago del Estero.
Phytosanitary products	Empty containers are managed under strict protocols, including triple rinsing to prevent contamination. We have improved storage areas in key modules and plan to continue expanding this improvement.
Wastewater	Septic tanks handle greywater and sanitary waste at farm modules and the processing plant, ensuring compliance with regulations.

ACTION TAKEN

Strengthening the Recycling Program at the Processing Plant

In our 2024 COP, we reported on the relaunch of the waste management program at the Processing Plant, which began in November 2023. This initiative, led by the Health & Safety, Food Quality, and Plant teams, aimed to improve waste segregation and recycling practices in collaboration with a local recycler from Villa del Totoral, a town near our Córdoba plant.

Throughout 2025, we continued to strengthen this initiative, achieving significant progress:

- Training sessions were reinforced, reaching 100% of plant personnel.
- Separate recycling bins were installed in the Córdoba module facilities, including the addition of a composter for organic kitchen waste.
- Colored bags were introduced to improve the efficiency of waste collection.
- Office staff in Córdoba were trained on separate collection days, promoting active participation across teams.
- The alliance with the recycler from Villa del Totoral was maintained, ensuring proper disposal of materials.

To date, the program has diverted 4,100 kg of plastic, 960 kg of cardboard, 13,300 kg of silo bags (nylon), and 1,500 big bags from landfills, all recycled or reused. These actions not only reduced landfill waste but also reinforced our commitment to circular economy principles, resource efficiency, and environmental sustainability across our operations.



Section 5

Food Safety & Quality

FOOD SAFETY

COMPLAINT MANAGEMENT

TRACEABILITY





“

At Cono Group, food safety is a core priority embedded in every stage of our process. We comply with the industry's most demanding standards to ensure the quality and safety of our products, from cultivation to final delivery.

Our traceability and claim management systems, combined with a transparent and agile response, allow us to maintain customer trust and reinforce the integrity of our supply chain in high-standard markets.

Food Safety & Quality

Food Safety & Quality are fundamental pillars of our operations. Our Food Safety and Quality team oversees every stage of the process, ensuring full compliance with strict protocols and international standards.

Our processing plant is certified under BRCGS, with regular internal and external audits validating our practices. In parallel, some of our agricultural activities are now GLOBALG.A.P. certified, reinforcing our control from the source and strengthening our preventive approach.

We adopt a risk-based management system, guided by HACCP principles, to identify, control, and prevent hazards. Specialized technology monitors critical control points, minimizing contamination risks and ensuring consistent product quality.

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



Complaint Management

We continuously monitor the number of complaints received per ton of product as a key performance indicator to ensure high quality standards and customer satisfaction.

Most complaints are related to product quality and packaging, and we have set an internal goal of keeping complaints below 5% of the total volume of finished goods. This target reflects our commitment to consistently delivering products of exceptional quality.

We follow a rigorous internal procedure for handling complaints, which includes a thorough root cause analysis, implementation of corrective actions, and follow-up to prevent recurrence. This structured approach allows us to drive continuous improvement and strengthen a culture of quality and responsiveness across the organization.

To date, Cono Group has not been involved in any product recalls, demonstrating the effectiveness of our control measures and our strong commitment to food safety.

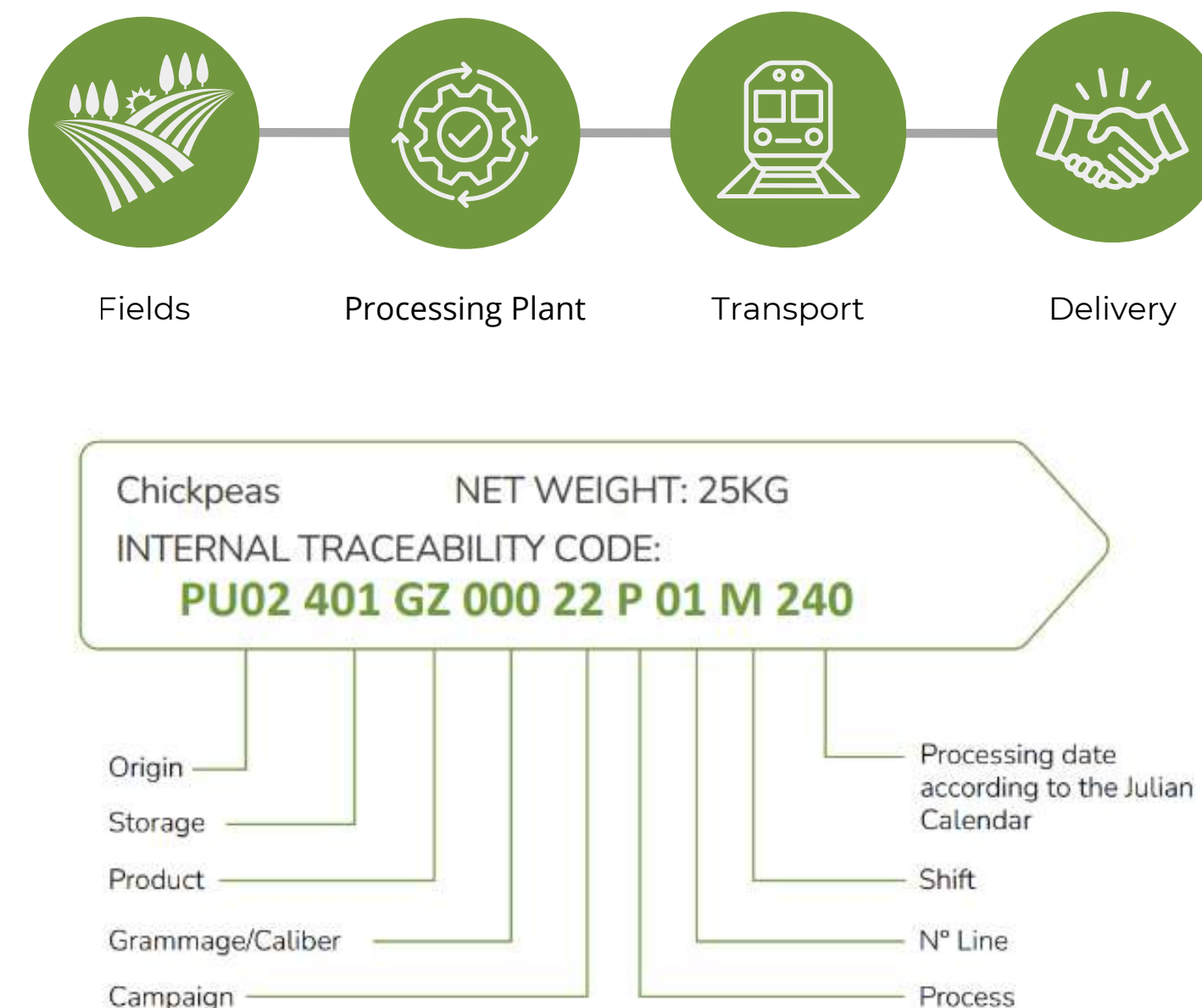


Traceability

Traceability is a core element of our operations, ensuring transparency and accountability from the cultivation of raw materials to the final products. We have robust tracking systems in place to monitor our products along their journey—from the field, through processing and packaging, all the way to export.

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

To ensure our systems operate effectively and comply with quality and safety requirements, we conduct regular traceability tests and recall simulations, along with internal and external audits. This rigorous approach provides a high level of oversight and reinforces our commitment to food safety, quality management, and sustainable practices.



Section 6

Employee Well-Being and Development



OCCUPATIONAL HEALTH AND SAFETY

ACTION TAKEN: OPERATIONAL INNOVATION AT THE PROCESSING PLANT

DIVERSITY AND INCLUSION

EMPLOYEE ENGAGEMENT AND WELL-BEING

TRAINING AND DEVELOPMENT

ACTION TAKEN: IMPROVING LIVING CONDITIONS FOR OUR EMPLOYEES



“

At Cono Group, our people are our most valuable asset. That’s why we strive to create a work environment that prioritizes safety, encourages diversity, supports well-being, and promotes continuous development.

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



Occupational Health and Safety

As part of our philosophy, we are committed to providing a safe and healthy work environment for all employees and contractors. We comply with all occupational health and safety regulations and uphold the standards established in our Code of Conduct, Health and Safety Policy, and related procedures.

Our goal is to cultivate a workplace where safety is paramount, and where injuries, occupational illnesses, and fatalities are actively prevented. We promote the idea that safety is a shared responsibility throughout the organization.

Each employee is expected to:

- Follow all established procedures,
- Take responsibility for their own safety and that of their colleagues,
- Perform only tasks for which they are properly trained and in suitable condition,
- And refrain from working under the influence of alcohol, illegal drugs, controlled substances, or misused medications.

We encourage employees to use sound judgment and to avoid any task they consider unsafe or where hazards appear uncontrolled. Any accident, near miss, injury, illness, or unsafe condition must be immediately reported to ensure a prompt and effective response.

Leaders play a key role in fostering a strong safety culture by leading by example. They work closely with our Health and Safety Officer to conduct regular risk assessments and to ensure all employees receive the necessary training and resources to maintain a safe and compliant workplace.



ACTION TAKEN

Operational Innovation at the Processing Plant

As part of our commitment to continuous improvement, over the past year we incorporated two key tools at our Processing Plant that promote a more efficient, safe, and sustainable operation:

1. Push Pull Hydraulic System

We implemented a Push Pull system that enables the direct loading of slip-sheeted pallets into containers, replacing manual bag-by-bag handling. This innovation significantly improves the ergonomic conditions of the workplace, reduces physical strain on operators, and helps minimize injury risks. Additionally, it helps optimize loading times, contributing to greater operational efficiency. This tool represents tangible progress in both the social (occupational health and safety) and economic (cost reduction and productivity gains) pillars.

2. Palletizing Box on Line 2

A palletizing box was installed on Line 2 to enhance bag compacting and optimize pallet space usage. This upgrade contributes to:

- Improving ergonomics and operator comfort,
- Reducing container loading times,
- Lowering logistics costs,
- Increasing the kilograms per container, improving transport efficiency.

These initiatives reflect our focus on technological innovation with real impact on team well-being, safety, and the competitiveness of our operations.





Diversity and Inclusion

Celebrating diversity and valuing the unique perspectives and experiences of each team member are fundamental pillars at Cono Group. We believe a diverse and inclusive company is essential to fostering innovation, enhancing problem-solving, and driving business success. Our goal is to create a work environment where everyone feels respected and empowered to contribute their best.

Over the past year, we have continued to strengthen our inclusive culture through training, policy reviews, and open dialogue spaces. Our approach to diversity and inclusion is grounded 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 fair treatment to all, regardless of race, age, gender, ethnicity, nationality, religion, sexual orientation, disability, or any other protected category. We do not tolerate discrimination, harassment, or any form of unfair treatment.

Cono Group encourages all employees who have concerns about discrimination, harassment, or inappropriate behavior to speak up—whether to their supervisor, the Human Resources team, or the Legal and Compliance Department. We firmly believe that an environment where everyone can be their authentic selves is key to our collective success.

Employee Engagement and Well-Being

As a responsible employer, Cono Group is committed to supporting the wellbeing of all team members. We offer competitive salaries and a range of benefits to help promote a healthy balance between work and personal life.

In addition to private healthcare coverage for employees and their families, we provide paid maternity and paternity leave, as well as other types of leave to support employees during key life moments. In line with our commitment to continuous improvement, we have continued to adapt our benefits and work modalities to meet the evolving needs of our teams.

To promote work-life balance and reduce stress, we implement flexible work arrangements such as remote and part-time work.

We value employee feedback and regularly conduct initiatives such as internal surveys and team meetings.

This open communication enables us to continuously enhance the employee experience, ensuring our people feel valued, heard, and engaged with our organizational culture. Listening, adapting, and growing together with our people is at the core of building a strong and human-centered company.





Training and Development

At Cono Group, we believe continuous learning is essential for personal growth, compliance, and organizational performance. We provide employees—and when applicable, suppliers—with the tools they need to meet company goals and address current and future challenges.

Our training programs, both mandatory and strategic, cover topics such as food safety, occupational health and safety, sustainable agriculture, compliance, leadership, and digital skills. These programs are reviewed annually to align with the company’s priorities and certification requirements.

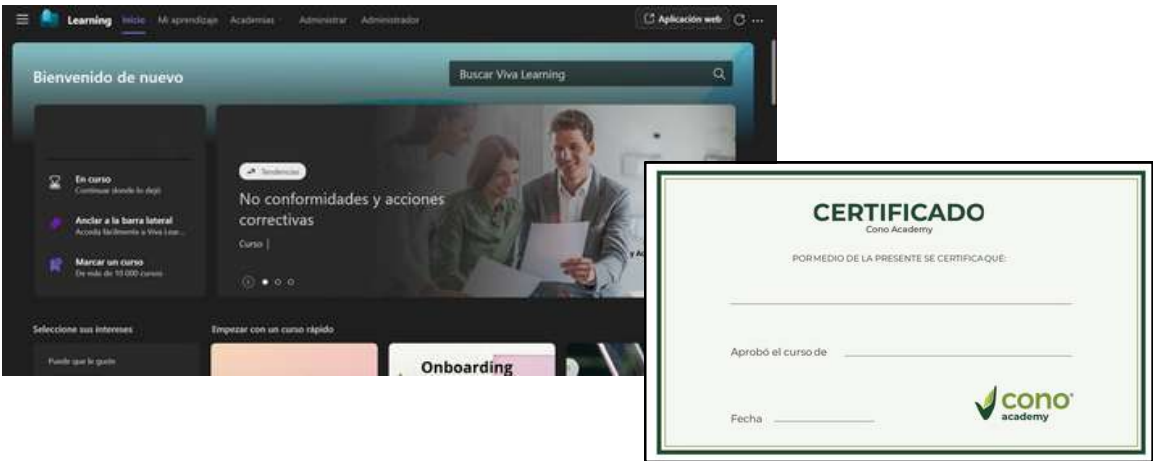
All activities are coordinated through Cono Academy, our internal platform, which manages in-person and virtual sessions and securely stores training records. Supported by Microsoft Viva Learning, employees access personalized content that blends self-directed learning, coaching, and on-the-job training.

New hires undergo a comprehensive onboarding process to ensure integration and a sense of belonging from day one, while program effectiveness is regularly evaluated through data analysis and participant feedback.

To support different learning styles, we offer workshops, online modules, blended learning, and webinars. This approach combines interactive and self-paced learning with on-the-job training and coaching, helping employees apply skills in real time and drive personal growth.

All new employees go through a comprehensive onboarding process that covers both institutional and technical aspects. It includes the company’s history, values, and structure, as well as key information about our crops, marketing approach, compliance framework, organizational structure, and the strategic importance of training. This ensures new hires quickly integrate into the company, understand their responsibilities, and connect with key stakeholders from day one.

We regularly assess our programs to ensure alignment with strategic objectives. Detailed records of all training activities are securely stored in Microsoft Viva Learning, and feedback and performance data are reviewed annually to continually improve and meet organizational 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

Improving Living Conditions for Our Employees

We believe that a safe and pleasant environment is essential for the well-being and productivity of our employees. For this reason, we have launched an extensive project to renovate the housing units located in the main area of our facilities.

Recently, we completed major renovations in Santiago del Estero, specifically in the engineer's residence, as well as in the employees' quarters and the offices of the first module. These upgrades included the modernization of kitchens, bathrooms, plumbing, electrical systems, and the repainting of all facilities to create a safer and more modern environment. Renovations have now been completed in the second module, and maintenance tasks are currently underway in Córdoba.

We also invested in Starlink satellite internet across all our locations to enhance communication, increase safety, and provide better access to digital training and development opportunities.

Looking ahead to next year, we plan to modernize the areas designated for suppliers across all our operations and continue reforestation efforts throughout our sites. These actions aim to improve environmental quality, provide shade, and create more comfortable outdoor spaces for everyone.

At the processing plant, we inaugurated a dedicated space for transport providers, equipped with a shower, bathroom, and waiting room. We also opened a new covered parking area for employees and visitors. In one of the Córdoba modules, we planted trees around the housing units, and plan to continue these actions to enhance thermal comfort and the outdoor environment.



Integrated Health and Well-Being Initiative

At Cono Group, we reaffirm our commitment to the health, prevention, and well-being of all our employees, carrying out various initiatives that support them throughout the year.

In 2025, we successfully conducted the influenza vaccination campaign, aimed especially at all personnel most exposed to contagion due to their daily tasks. In addition, repellents and other preventive supplies were distributed to reinforce safety in the Chalacea Plant and Field operations.

As part of our annual initiatives, we also delivered School Kits to all employees with school-aged children, supporting families at the start of the academic year.

Currently, all our employees are covered by Swiss Medical, which also offers the SMGusta benefits program. This program provides discounts and promotions in physical activity and nutrition, culture and entertainment, relaxation and wellness, and family, contributing to the comprehensive care and well-being of our team.



Section 7

Community Engagement



Local Partnerships for Lasting Impact

Our operations have a significant impact on the communities where we live and work. As a responsible corporate citizen, we are committed to creating economic and social value through job creation, support for local businesses, and contribution to regional development. At the same time, we actively work to minimize the negative impacts of our activities and protect the environment.

Our commitment to the community is structured around four key areas: food security, educational support, agricultural partnerships, and academic collaborations. These initiatives, overseen by our Board of Directors, are aligned with our core values and strategic priorities.

Food Security

We collaborate with local food banks, such as Banco de Alimentos de Córdoba, to help reduce food waste and fight hunger. So far in 2025, we have donated a total of 12 tons of chickpeas and beans, providing hundreds of food portions to people in need. We also support initiatives like Rescate de Sonrisas, which helps deliver holiday food boxes to children, ensuring access to nutritious meals.

Academic Collaborations

We maintain strong relationships with universities in Córdoba to connect academic learning with hands-on experience in the industry. Through plant visits, talks, and student-led projects, we help share knowledge about the legume value chain and sustainable farming. These efforts aim to enrich academic training and promote innovation in the sector.



Educational Support

We work closely with local schools, such as IPEA No. 113 Brigadier General Juan Facundo Quiroga, to offer programs that connect academic learning with real-world experience.

In 2025, we began donating workwear, including shoes, pants, t-shirts, and sweatshirts, for students to use during field activities.



Agricultural Partnerships

We collaborate with local farming communities and initiatives such as the Córdoba Chickpea Cluster to promote sustainable agricultural practices and support other growers. These partnerships strengthen the resilience of the local agricultural sector and contribute to a more stable and sustainable food system.

Section 8

Good Corporate Governance



.....

COMPLIANCE

.....

CODE OF CONDUCT

.....

HUMAN RIGHTS

.....

ANTI-CORRUPTION

.....



“

At Cono Group, we are firmly committed to the highest standards of corporate governance, fostering a culture of integrity, transparency, and accountability across all levels of the organization.

Our governance framework ensures ethical business conduct, effective risk management, and strict regulatory compliance. It encompasses key areas such as regulatory compliance, our Code of Conduct, Human Rights, and anti-corruption measures, which guide our internal policies and practices.


Compliance


The Legal and Compliance Department plays a central role in upholding corporate governance at Cono Group. Its core mission is to ensure compliance with all applicable laws, regulations, and internal policies, reinforcing a corporate culture based on ethics, legality, and responsibility. Our compliance system is built on three core pillars:

- 1. **Prevent:** Legal advisory, implementation of clear policies, and the development of targeted training and communication efforts to raise awareness of compliance risks.
- 2. **Detect:** Risk identification and management, monitoring of policy adherence, and review of potential breaches.
- 3. **Respond:** Reporting to Management, enforcement of corrective actions, and continuous improvement of internal compliance mechanisms.

Senior Management leads by example, fostering a culture of integrity. Regular reports are submitted, including risk assessments, audit findings, and internal investigations. This structured approach allows us to embed compliance into the core of our operations, strengthening our commitment to transparency and sustainable business practices.


Canales de Consultas y Denuncias




**Denuncias Ética y Compliance**

Si crees de buena fe que se ha producido una violación del Código de Conducta, o alguna normativa vigente, te pedimos que lo comuniques.

speakup@cono-group.com




TU DENUNCIA ES ANÓNIMA Y CONFIDENCIAL


**Denuncias Seguridad Alimentaria**

Si observas alguna situación que pueda afectar la seguridad, la calidad o la legalidad de nuestros productos, te pedimos que lo comuniques.


seguridadalimentaria@cono-group.com
Formulario desde Intranet
Av. R. Nuñez 3931 of. 06 (calidad)
Motivo: Seg. Alimentaria.




TU DENUNCIA ES ANÓNIMA Y CONFIDENCIAL

**No Conformidades y Acciones Correctivas**


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.




ESCANEA EL CÓDIGO QR CON TU CELULAR O HACÉ CLICK EN EL MISMO

**Accidentes Laborales**


Es responsabilidad de todos los colaboradores reportar todos los accidentes / incidentes, con y sin lesión, ocurridos dentro y fuera de la empresa.




ESCANEA EL CÓDIGO QR CON TU CELULAR O HACÉ CLICK EN EL MISMO

**Buzón de Sugerencias**

Siempre se puede mejorar. Todas las sugerencias son válidas y las que resulten viables serán recompensadas.



ESCANEA EL CÓDIGO QR CON TU CELULAR O HACÉ CLICK EN EL MISMO

**A tener en cuenta**

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.

A-CLIM-047 - Póliza Canales de Consultas y Denuncias versión 03

SUSTAINABILITY REPORT 2025

58



Code of Conduct

The Code of Conduct sets clear standards for all employees and Board members, guiding them to maintain a respectful, professional, and compliant work environment. This Code reflects our core values: integrity, transparency, and accountability.

It addresses key topics such as conflicts of interest, gifts and hospitality, trade compliance, sanctions, and human rights. All employees are expected to avoid actions that could be perceived as inappropriate and to act professionally and respectfully. It also emphasizes the importance of maintaining confidentiality, protecting data, and conducting ethical business practices.

The Code of Conduct is communicated to all new employees during the onboarding process and is available in multiple languages on the company intranet. All employees must annually confirm their understanding and commitment to these standards. The Code is periodically reviewed and updated to ensure alignment with evolving legal frameworks and industry's best practices.

Leaders at Cono Group are expected to lead by example, upholding these principles and promoting a culture of ethical behavior. The Code outlines the procedures for reporting violations through a QR code or link that directs to a dedicated form, available on our internal channels and corporate website. Reports may be submitted anonymously. Cono Group ensures confidentiality throughout the process and strictly prohibits any form of retaliation against individuals who report concerns in good faith.





Human Rights

Cono Group is committed to upholding Human Rights across all operations and in the communities where we operate, following international standards such as the UN Universal Declaration of Human Rights and the ILO’s Fundamental Principles and Rights at Work. These principles are embedded in our Code of Conduct, Supplier Code of Conduct, and other corporate policies.

We ensure safe, healthy working conditions; respect freedom of association and collective bargaining; and strictly prohibit forced labor, child labor, human trafficking, slavery, and any form of discrimination. Employees can report concerns confidentially through secure channels, including an anonymous form on our website.

Our Supplier Code of Conduct defines clear expectations for respecting Human Rights, preventing corruption, and ensuring fair labor practices. These requirements are reinforced by contractual clauses and regular due diligence processes to assess compliance across our supply chain.

As an additional commitment to ethical practices, Cono Group is certified under the SMETA 4-Pillar audit, a globally recognized standard evaluating labor, health and safety, environmental responsibility, and business ethics.



Anti-Corruption

Cono Group enforces a strict zero-tolerance 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 bribes, gifts, or favors intended to influence business decisions.

We have clear guidelines for managing gifts and social courtesies, particularly when engaging with public officials, where prior approval from the Legal and Compliance team is required. It is also essential to communicate and properly manage conflicts of interest.

To mitigate risks, we conduct due diligence on third parties, including suppliers and strategic partners. In addition, Cono Group does not sponsor political campaigns, parties, candidates, or their affiliates. Employees may participate in political activities on a personal basis but must not do so on behalf of the company, use company resources, or fail to disclose any relationships with political figures or agents.

Anti-corruption training is part of our compliance program, supported by regular updates and audits. The policy is reviewed periodically to address emerging risks. Non-compliance may result in disciplinary action or legal consequences.

Over the past year, no incidents of corruption have been confirmed at Cono Group. As a result, no employees were sanctioned or terminated for corruption, and no contracts with business partners were rescinded 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



[

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 S.A 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 S.A.



Info@cono-group.com | cono-group.com
Av. Rafael Nuñez 3931, Córdoba, Argentina X5009CFG , +54 (351)4814198



cono[®]
group

sustainability that grows