



ENVIRONMENTAL MANAGEMENT STATEMENT

The Management of ION S.A., a cocoa, chocolate and confectionery manufacturing company, recognizing the need for the development and adoption of environmentally sustainable production processes, aims for balanced economic development in harmony with nature. By following a course of sustainable development, the company pursues the continuous and rational use of natural resources, minimizing the impacts of its activities on the environment.

To ensure Environmental Protection, ION S.A., across all its facilities, adopts an Environmental Management System in accordance with the principles of the ISO 14001:2015 Standard.

The Management is committed to:

- Implementing an Environmental Management System across all company activities, aiming at the continuous improvement of both the system itself and the company's environmental performance, in the protection of the environment, including the prevention of pollution.
- Taking measures to protect the environment, managing the environmental aspects concerning each of its industrial facilities, in compliance with applicable legal and other compliance requirements/obligations undertaken by the company and which are related to these environmental aspects.
- Defining and reviewing objectives and goals of environmental interventions.
- Evaluating and improving its overall environmental performance, by preparing and implementing action plans to achieve specific environmental goals and objectives, always within a defined implementation timeframe.
- Adopting specific environmental control rules in its internal production operations.
- Implementing continuous training and awareness programs for its personnel on environmental issues.
- Promoting open dialogue and information for each interested party in a spirit of honesty and mutual respect.
- Consolidating the concept of ecological sensitivity and environmental vision, which inspires the highest level of hierarchy, throughout the pyramid of employees in the company.
- Supporting the Environmental Management Manager of each industrial facility, ensuring that all documented procedures of the Environmental Management System are communicated, with the aim of their full

understanding by all human resources and the implementation and compliance of these at all levels of the organizational structure and at all stages of the production processes.

The Chief Executive Officer, in cooperation with the Plant Managers, the Environmental Management Officer and the company's executives, is committed to continuously and uninterruptedly supporting the full and effective implementation of the Environmental Management System as well as providing all the necessary means for its continuous, smooth and ongoing improvement.

The Chief Executive Officer

Miltiadis Triantafyllou