



Essa Group governance & reporting policy

2024

At ESSA, our sustainability mission is to provide customers with a memorable experience, supported by excellent service and unique products, prepared by passionate teams that reflect our priorities on responsible development from social point of view, risk management and sustainable resource management (human, food and environmental).

GOVERNANCE

Responsibility for overseeing environmental, social and governance issues (ESG) ultimately rests with the ESSA Group Board of Directors. The Board is briefed at least once a year on current issues and areas of interest through its Audit Committee. In this sense it is monitored ESSA's reputation, ESG risks regarding sustainable development being assessed and managed, together with the ESG Council.

At the operational level, the ESG Council, led by the CEO, is composed of senior leaders at the executive level, including:

- Chief Financial Officer
- Chief Operating Officer
- Chief Marketing Officer
- Chief Development Officer
- Chief People Officer / HR Director
- Senior PR and CSR Manager
- Chief Regional Managers

The ESG Council plays a key role in promoting and coordinating the group's overall strategy and priorities regarding sustainable development. ESSA also convenes cross-functional working groups that include employees from within the implementation, human resources, development, communication, and legal



Our strength lies in the people we work with

teams at the corporate level to coordinate the activity with the aim of making progress regarding the plans in priority areas.

REPORTING

Periodic reporting is still the main way we share the progress we make and are transparent about our ESG practices. We will continue to work with stakeholders regarding best practices for information disclosure and reporting on as this landscape continues to evolve.

Date of last revision: January 2024.