



**Governance Policy and ESG Reporting
of
Sphera Franchise Group SA
and its Subsidiaries**

At Sphera, our mission for sustainable development is to provide customers with a memorable experience, backed by excellent services and unique products, prepared by passionate teams reflecting our priorities on socially responsible development, risk management and sustainable resource management (human rights, food, and the environment).

GOVERNANCE

Responsibility for overseeing environmental, social and governance (ESG) issues ultimately rests with the Board of Directors of the Sphera Franchise Group.

The Board is informed at least once a year of the current issues and areas of interest through its Audit Committee. In this regard, Sphera's reputation is monitored, and ESG risks to sustainable development are assessed and managed together with the ESG Council.

At the operational level, the CEO-led ESG Board is comprised of senior executives at the executive level, including:

- Chief Financial Officer
- Chief Operating Officer
- Chief Marketing Officer
- Chief Development Officer
- Chief People Officer / HR Director
- Chief Legal Officer
- Quality and Food Safety Manager
- Senior PR and CSR Manager
- General Managers of the subsidiaries
- Supply Chain Director

The ESG Council plays a key role in promoting and coordinating the group's overall strategy and priorities for sustainable development. Sphera also convenes cross-functional working groups that include employees from the food security, human resources, supply chain, development, communication, and corporate law teams to coordinate work to make progress on the plans from priority areas.

REPORTING

Regular reporting is still the main way in which we share our progress and transparency in our ESG practices. We will continue to work with the stakeholders on best practices for disclosing and reporting information as this landscape continues to evolve.
