Бони Холдинг

ESG progress 2025

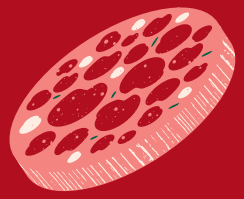




Selected facts about us in 2025

More than 1 400 employees

60% of our employees (with active emails addresses) underwent cybersecurity training



Boni officially became a member of the UNGC network

We have set not only short-term but also long-term (net zero) goals to reduce greenhouse gas emissions from our operations



Nearly a quarter of our employees have worked in Boni for more than 15 years

Over 173 000 tons of production

More than 365 000 animals sold

Our emissions targets were officially validated by the Science Based Targets initiative (SBTi)



652 products



2 111 tCO_2e emissions saved from the use of green electricity from own production



34 hours of annual training per employee on average

6 own brands



Brand history

Our story begins 35 years ago – back in 1991 we registered a sole proprietorship company "Boni Oborot". Over the years we have quickly grown into a holding company and significantly expanded our production activities.

We have become one of the largest companies in the Bulgarian food industry and we now cover all production levels – pig farming and feed production, meat cutting, and meat processing.





Boni Holding today

Today we are the biggest pork producer in Bulgaria.

We are proud of what we have achieved, and we believe that we can give even more. We are working for a future in which meat production is a sustainable and responsible process.

We believe that our role is to feed the Bulgarian people with high-quality pork. And once they have let us be on their table, we are obliged to give them the best we are capable of.

Structure

Meat Processing
Division

"Boni Mesokombinat Lovech" AD
Sausages, Semi-finished products, meats

"Boni Mesokombinat Karlovo" AD
Raw-cured sausages

"Boni Mesokombinat Ruse" AD
Slaughterhouse and cutting

"Boni Mesokombinat Haskovo" AD
Non-operating asset

"Boni Marketing" EOOD
Marketing and trade

Pig farming
Division

"Boni Ferma Brestak" AD
Sow Farm

"Boni Ferma Krumovo Gradishte" AD
Sow Farm

"Boni Ferma Zimen" AD
Fattening Farm

"Boni Ferma Nikola Kozlevo" AD
Fattening Farm

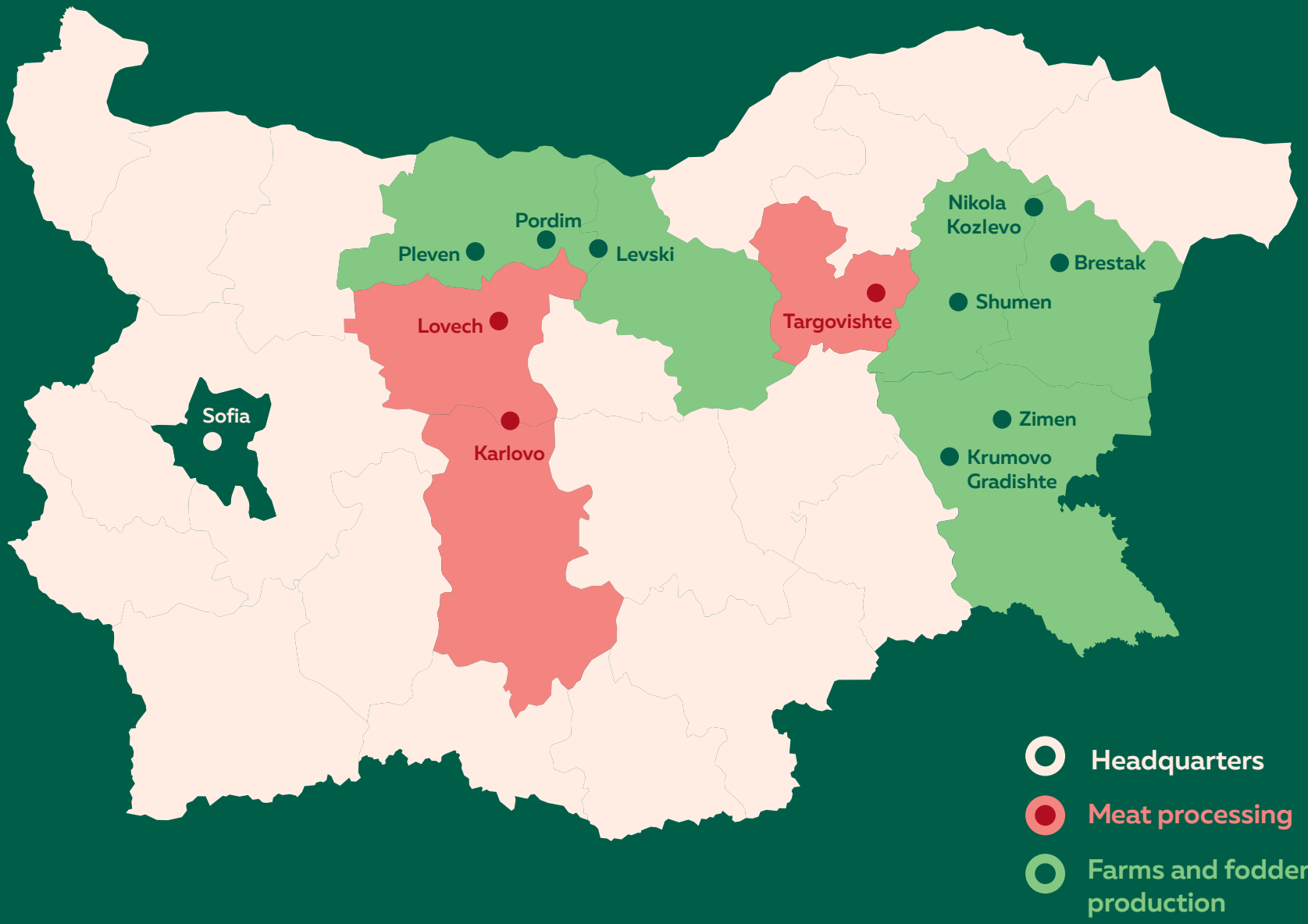
"Boni Ferma Shumen" AD
Full cycle Farm

"Boni Ferma Levski" AD
Full cycle Farm

"Boni Ferma Pleven" AD
Nucleus Farm

"Boni Furazhi Pordim" EOOD
Fodder Mill

"Prista Auto" AD
car leasing


Pordim
Pleven
Levski
Nikola
Kozlevo
Brestak
Shumen
Lovech
Targovishte
Sofia
Karlovo
Zimen
Krumovo
Gradishte
Headquarters
Meat processing
Farms and fodder
production

What makes us the company we are?



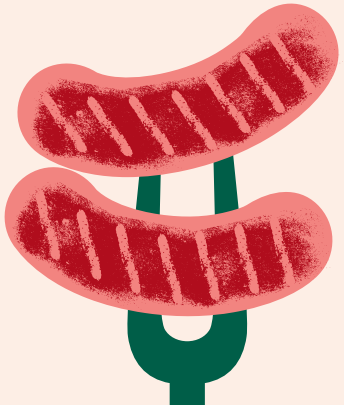
We act responsibly

Boni Holding is the largest pork producer in Bulgaria and undoubtedly one of the most significant companies in the food industry in the country. And as such, we know that willingness is not enough to become a leader.

In our history of 35 years, we haven't stopped putting effort in the development of the company, its products and its people not even for a moment. We know that our animals, employees, customers, partners and even the nature demand this from us. And it is our responsibility to assure them that we can be the good example in the development of a sustainable business, which guarantees an exceptional product quality.

We have built a company that provides nearly 30% of the pork produced in Bulgaria. We realize that in the end Boni Holding's products are on almost every Bulgarian table. But instead of flattering us, this keeps us on our toes.

Because the leader position means above all responsibility.





What is important for us?



Responsibility to the employees

More than 1400 people work for Boni Holding. For us, these are more than 1400 opportunities to become better, and because of that we never stop investing in our employees and their development.

Responsibility to the animals

In fact, it is exactly the animals that we owe our business to, and we treat them with the necessary care and humane treatment according to the highest European standards.

Responsibility to the customers

We offer products from all meat categories, and so the quality of the meat we feed Bulgaria with is of uppermost importance to us.

Responsibility to the nature

No company and its goals are bigger than nature. Recognizing this, we constantly invest in innovations to reduce our negative climate footprint.

Responsibility to the society

The constant expansion of our business creates new jobs in the rural areas in Bulgaria. In this way, we actively support less developed regions.

Responsibility to the partners

We work with some of the largest Bulgarian and European companies in the food industry. This puts us in a position where mistakes are unacceptable.



What is our promise to the people?



Boni Holding gurantees the meat on the table.

Our name is the most important stamp that we put on our products. We can't betray it, we can't betray ourselves.

We also can't betray the people who rely on us. Difficulties have never stopped us from producing meat for the Bulgarian table.

Meat that meets not only our high standards, but yours too. Meat raised in a humane and responsible way. Meat we love.

As leaders, we realize that we are responsible for one of the most important ingredients for a balanced diet, and so we guarantee the meat on the table.



What sets us apart as a company?

1

Full traceability

Our company has a closed production cycle, starting from animal feed to the final product.

2

Sustainable production

Boni Holding constantly invests in technologies which guarantee environmental protection.

3

Years of experience

With 35 years of experience Boni Holding became an absolute leader in the market with an expertise that gives us courage to be innovators.

4

Uncompromising quality

Our meat is always of guaranteed origin and raised according to the highest European standards.

5

Rich portfolio

Boni Holding is distinguished by the fact that we offer products in all product lines or "everything from meat".

6

Company culture

Founded by Borislav Nikolov in 1991, Boni Holding still preserves the traditions of the family company Boni Oborot.

Which are our values?





Care and responsibility

Managing one of the largest enterprises in Bulgaria is more than just business. It is above all care and responsibility. Care for all our clients, employees, partners. Care for nature, society and of course for our animals.



Expertise and leadership

In 35 years, we have grown from a very small business into the largest pork producer. We have accumulated expertise that today helps us not only to work qualitatively and effectively, but also to share what we have learned with all our employees and to develop the Bulgarian industry in the 21st century.



Innovations and progress

We are proud of the story of Boni Holding. But what makes us wake up in the morning is the story that lies ahead.

We regularly rethink and improve the processes needed for the food to get from the farm to the table, in order to make them even more efficient, green and responsible.



What are we like?







Honest

The relationship with our clients, employees and partners is important for us, so we are honest with them and never make promises we cannot keep.

Real

The connection with animals and nature grounds us and allows us to behave naturally and humanly. But never in a way that we wouldn't want the name Boni Holding to stand next to.

Confident

We are aware of who we are and what we can do, where we come from and where we are going. We owe everything we have achieved to years of effort and hard work, which we are proud of.

Which are our material topics?



Materiality analysis

Industry analysis: 24 ESG Topics

Identification of impacts, risks and opportunities

Evaluation by a set of criteria

Stakeholder engagement

Validation of results by top management



Impact assessment criteria:

- Scale
- Scope
- Remediability
- Likelihood



Risks & opportunities assessment criteria:

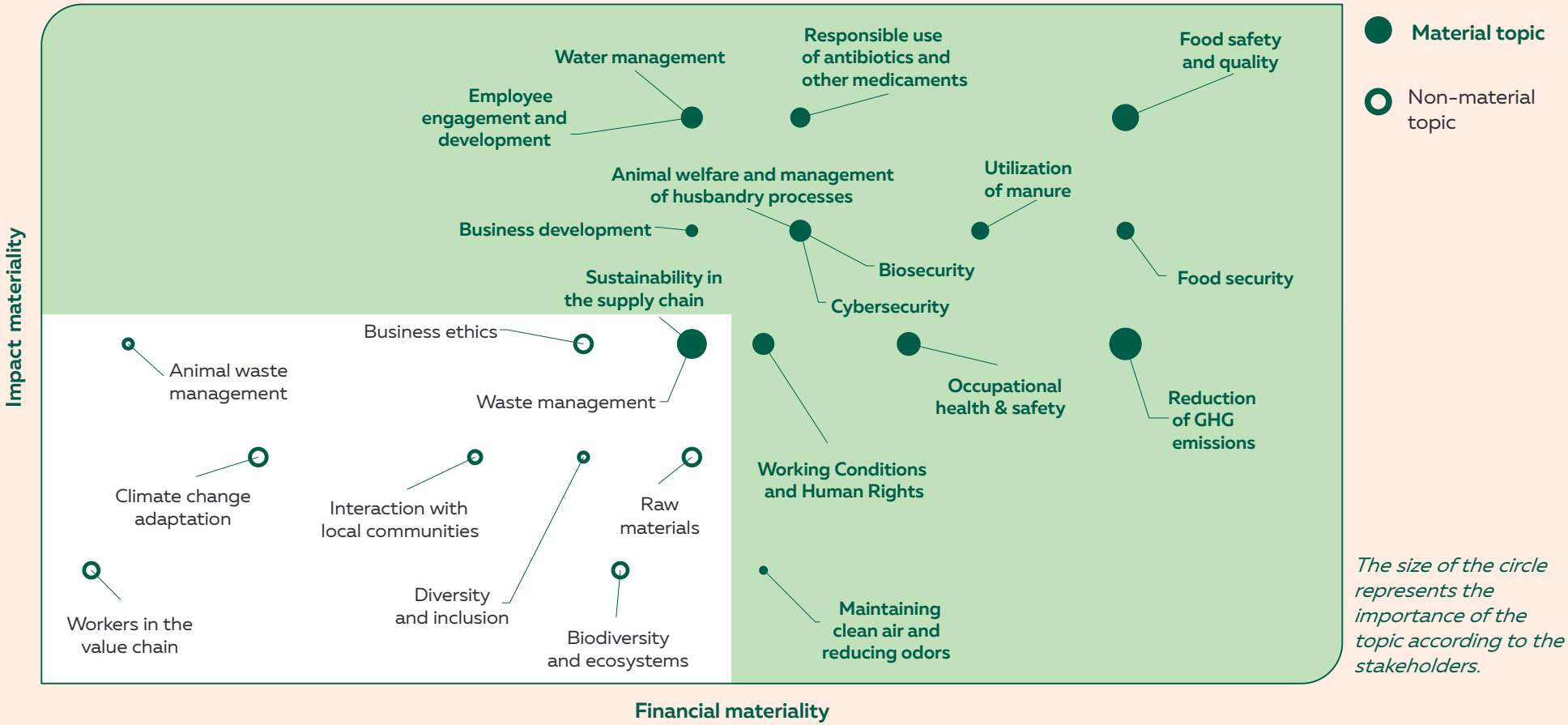
- Severity
- Probability



Stakeholders interviewed:

- Banks
- Clients
- Suppliers of raw materials
- Service providers

Materiality Matrix



The size of the circle represents the importance of the topic according to the stakeholders.

Material topics

GOOD FOOD

- Food safety & quality
- Food security

GOOD RELATIONSHIPS

- Working conditions and human rights
- Occupational health & safety
- Employee engagement and development

GOOD MANAGEMENT

- Sustainability in the supply chain
- Business development
- Cybersecurity

GOOD HUSBANDRY: ANIMALS

- Responsible use of antibiotics and other medicaments
- Animal welfare and management of husbandry processes
- Biosecurity

GOOD HUSBANDRY: ENVIRONMENT

- Reduction of GHG emissions
- Maintaining clean air and reducing odors
- Utilization of manure
- Water management


GOOD
FOOD

Food safety & quality

Our commitment is to provide safe, high-quality products to our customers. We maintain stringent quality controls and continuously oversee our operations to uphold the highest food safety standards.

What do we do?

Regular product testing enables us to consistently offer consumers meat products that meet high standards of safety, quality, and nutritional value.

What's next?

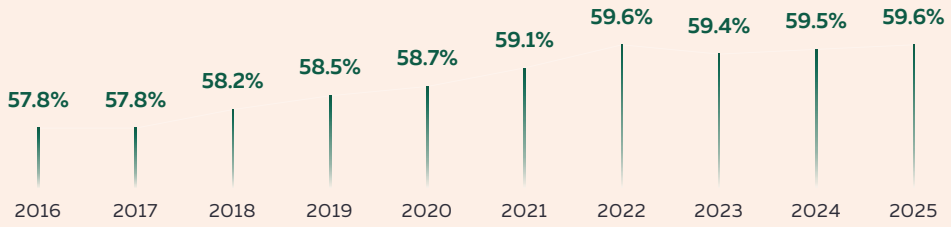
Our long-term goal is to produce meat which is more dietetic (with a lower fat content). Thus, we will continue working together with our suppliers to maintain the share of lean meat of at least 59%.

What did we achieve in 2025?

- Average share of red meat in carcass meat: 59.6%
- All our meat processing plants are IFScertified (higher level, i.e. over 95%)
  - Lovech: 97.93% for semi-finished products
    98.15% for meat products
  - Ruse: 98.44%

IFS International

Measured average lean meat percentage



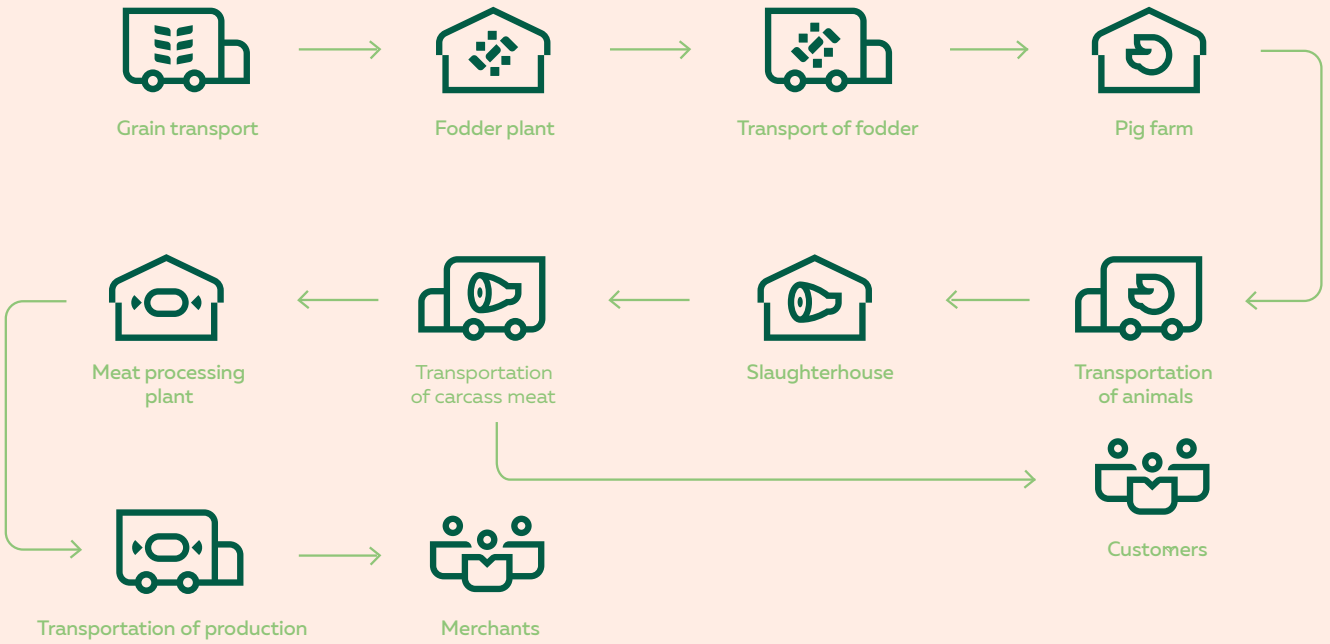
Food security

Boni Holding is the largest pork producer in Bulgaria – we provide 30% of the fresh pork in the country.

What do we do?

- We are committed to sustaining the recognition of meat as an essential component of the human diet.
- We supply meat, a fundamental food product, and manage the entire production cycle within Bulgaria.
- We offer a wide range of high-quality products to the Bulgarian market, helping to decrease reliance on imports.
- We participate in the Sofia University Program for the preparation and support of teachers for teaching the topic of sustainable development in vocational high schools (2026-2030).

Chain of production



Food security

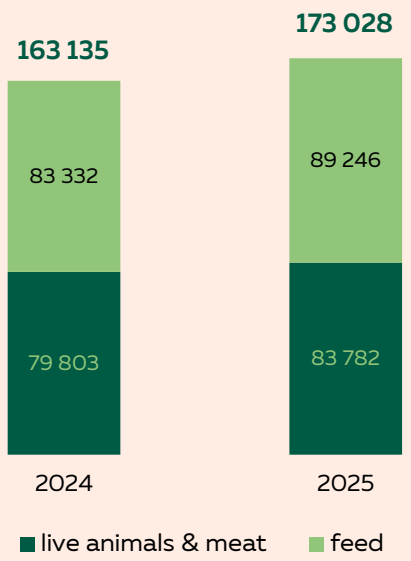
What did we achieve in 2025?

- 652 products
- 6 own brands
- More than 365 000 animals sold in 2025
- More than 173 000 tons of total production (meat, live animals, and feed)

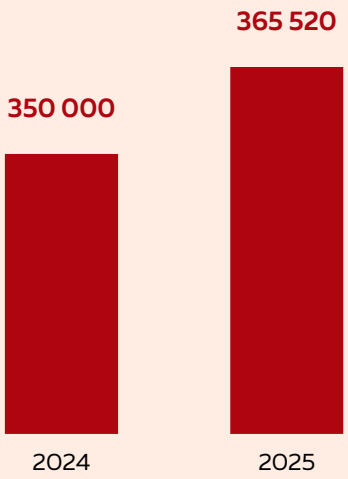
What's next?

To increase our own animal production, we plan to build another farm by 2030.

Total production (t)



Number of sold animals







GOOD RELATIONSHIPS

Working conditions and human rights

While the nature of our operations involves challenging working environments, including exposure to different temperatures and working hours, Boni continues to be a trusted and sought-after employer for local communities.

What do we do?

- To support employee well-being, we provide free meals to all employees in the production farms and transportation services for employees working in remote locations.
- We encourage open communication and enable employees to report any concerns or violations through established grievance mechanisms.
- Continuously improving working conditions through risk assessment, feedback analysis and taking corrective actions.

What did we achieve in 2025?

One of our previous goals was to implement a comprehensive internal campaign to raise awareness and educate all employees about diversity and inclusion in the workplace.

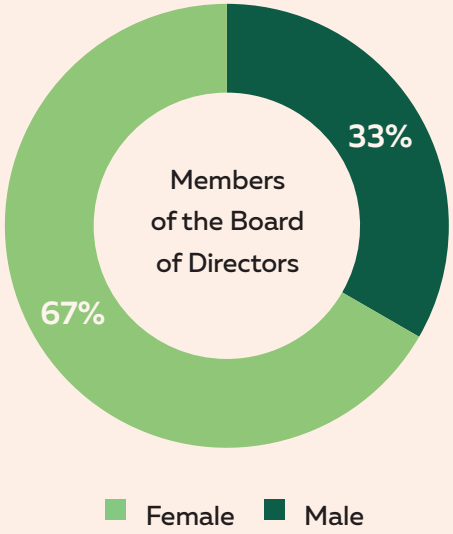
Due to the wide geographical distribution of our production sites and the work processes specifics, we were unable to fully implement the planned internal awareness campaign, as well as part of the planned trainings. When analyzing the implementation, we found that the traditional campaign format was not the most effective approach for an organization with multiple locations and divided teams. Therefore, we focused our efforts on developing digital communication tools that will provide a wider reach, easier access to information and more sustainable communication in the long term.

Working conditions and human rights

What's next?

In 2026 we plan to develop and implement the following:

- Child labor, forced labor and human trafficking training
- Procedure for remediation of child labor, forced labor and harassment cases
- Diversity, equality and inclusion training
- Anti-corruption and anti-bribery training
- Corruption risk assessment
- Whistleblower procedure
- Grievance mechanism
- Age verification procedure
- Procedure for preventing discrimination during personnel selection
- Interview checklist
- Procedure for preventing harassment in the workplace
- Procedure for preventing noisy environments
- Human rights impact assessment report



Occupational health & safety

Health and safety at work are a top priority, especially given the specifics of the production activity. Through systematic management of occupational risks, training and preventive measures, we strive to ensure a safe working environment, prevent accidents and protect the health and well-being of all employees.

What do we do?

- We create safe working conditions through mechanization and automation of machines, provision of personal protective equipment, regular safety briefings and trainings, as well as annual medical tests and specialized examinations of all employees.
- We annually assess the risk to the employee health and safety at each of our sites.

What did we achieve in 2025?

Every employee was covered by an additional health insurance with psychological support, as well as "Accident and Illness" insurance. Although not all employees fall within the scope of the order for determining the Occupational Injury Rate, Boni nevertheless provides insurance for everyone.

What's next?

- Our annual goal is to reduce workplace injuries to zero.
- In 2026, we plan to:
  - Conduct an additional internal campaign to raise awareness about H&S among all employees
  - Develop an Employee Stress Management and Wellbeing procedure
  - Create a repetitive Strain Injury Prevention Brochure

Employee engagement and development

We aim to foster a workplace where employees feel fulfilled in their current positions while having a clear understanding of the opportunities available for their future growth and long-term career progression.

What do we do?

- Introductory trainings for newly hired employees for faster adaptation and familiarization with the company's work processes, policies and values.
- Professional and technical training aimed at increasing the specific knowledge and skills.
- Mandatory OHS training.
- Career development by encouraging internal promotions.
- Exchange of knowledge and good practices between teams and locations through workshops, internal trainings and sharing of expertise.
- Support for acquiring additional qualifications and certificates when they are related to the requirements of the position and business needs.
- Annual review of remuneration and benefits.

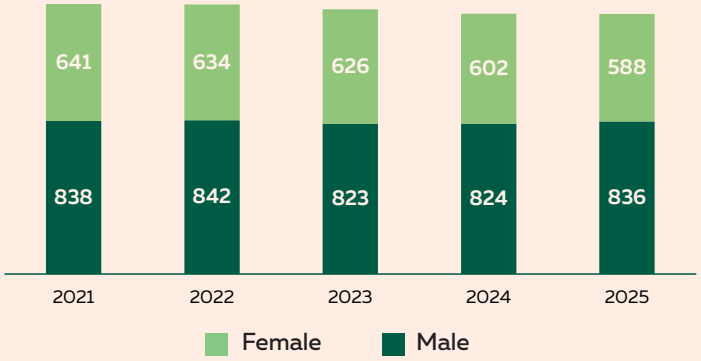


Employee engagement and development

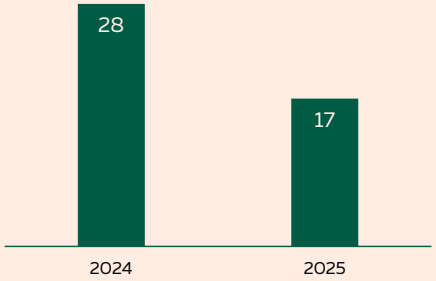
What did we achieve in 2025?

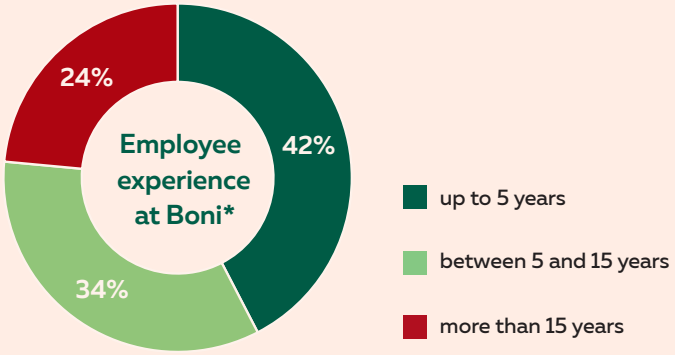
- Nearly a quarter of our employees have been with us for more than 15 years.
- 34 hours of annual training per employee on average.
- We carried out the first employee engagement survey, which is planned to be conducted every year and a half.

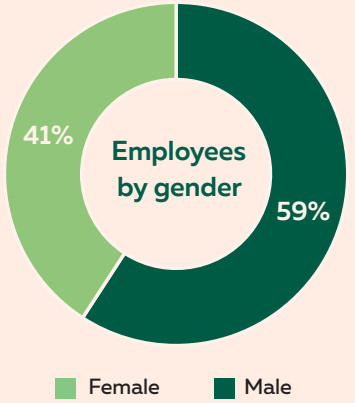
Number of employees
(as of 31 Dec)



Employee turnover rate
(%)







**Data differs from the figures published in our 2024 ESG Progress Report due to an update in the calculation methodology used.*

Employee engagement and development

What's next?

In 2026 we plan to develop and implement the following:

- Job evaluation and grading, salary levels, clear career paths
- Exit interviews
- Individual development plans
- Digital training via online platforms
- Comparing pay levels with market rates
- Long-term trainings, qualifications, development programs
- Carry out our second engagement survey

2027 targets:

- Update of our onboarding program
- Improving internal communication via implementation of an intranet portal
- Specialized trainings for managers (incl. trainings on people management, psychological safety, feedback, building a positive and supportive work environment)

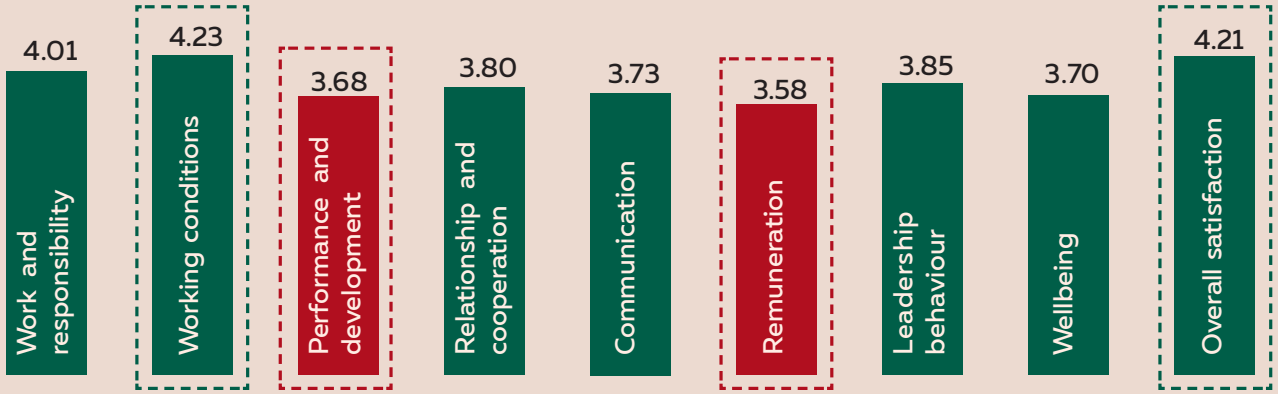


In September 2026, a 3-year Danish training program will be launched, covering our pig farming division. Participants in the program will be our Pig Farm Managers and veterinarians.

Employee engagement and development

2025 Employee engagement survey results:

- The employee engagement survey contained 39 questions and 9 topics.
- The average score among all entities was 4.25.
- The topics with the highest scores were "Working conditions" and "Overall satisfaction".
- The topics identified as having the greatest room for improvement were "Remuneration" and "Performance and development".



*Scoring is made on a scale from 1 to 5.

Employee engagement and development

We provide opportunities for continuous training for our employees to allow them to develop professionally and enhance their skills in various ways, such as:

We regularly seek additional external expertise to help us continuously improve various aspects of our overall farm management. Leading experts often visit us on site to advise us. For example, experienced veterinarians from Denmark visit us at least twice a year to discuss various challenges and share current best practices.

Professional courses for employees whose activities require certification or additional qualifications.

Every year, our employees visit relevant international exhibitions as well as successful European production sites with the goal of studying best practices, trends and technologies in swine farming and meat processing. Employees from our meat processing plants, for example, visit annually the world's leading trade fair IFFA to learn about innovative production technologies for meat and alternative proteins. Another event that our employees regularly attend is EuroTier – the leading international trade fair for professional livestock breeding and management, as well as the European Symposium on Pig Health Management (ESPHM) and the European Congress of Pig Producers.



GOOD MANAGEMENT

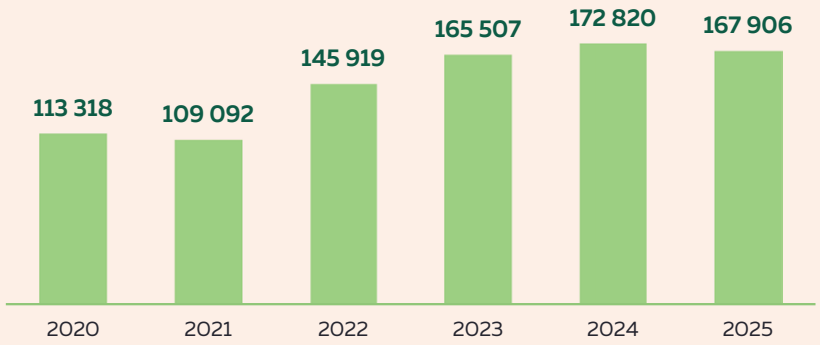
Business development

Innovation and modern technologies play a key role in improving the operational performance of each Boni Holding entity. As we continue to grow and expand our business activities, we support job creation and contribute to the economic development of the regions in which we operate.

What do we do?

We are investing in the modernization and expansion of our production facilities by introducing of innovative technologies, modern equipment and digital solutions.

Operating income
(thousand EUR)



What did we achieve in 2025?

- We applied our Business Ethics and Anti-Corruption Policy.
- We started the construction of a modern facility for the production of raw materials for pet food in Lovech with the aim of utilizing 100% of our residual animal products.
- We progressed with the construction of grain storage silo facilities at the Shumen farm and Pordim feed mill.

What's next?

- Renewal of all cooling systems in the production and transport facilities by 2030.
- Finalization of the facility for the production of raw materials for pet food by 2027.
- Completion of the silo facilities in Shumen and Pordim by 2026.

Business development

Joining the UN Global Compact

In 2025 Boni Holding officially joined the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative, as well as the Bulgarian Network of the Global Compact, which brings together organizations in Bulgaria committed to sustainable and responsible business practices.

By joining, we make a clear commitment to:

- Integrate the Ten Principles of the UN Global Compact into our corporate culture and business practices
- Implement sustainable policies to improve our social and environmental impact
- Publicly report on our progress through an annual Communication on Progress report.

Joining the UN Global Compact represents an important milestone in the development of our company and reaffirms our long-term commitment to sustainable practices and responsible business conduct.


Global Compact Network Bulgaria
THE GLOBAL GOALS

GLOBAL COMPACT NETWORK BULGARIA

awards this

CERTIFICATE

to

BONI HOLDING AD

For Joining the Global Compact Network Bulgaria and committing to promote the Ten principles of the Global Compact in its everyday business practice.

Mr. Dimitar Tsotsorkov
Chairperson
GCLN Bulgaria

Sofia, 2025

Ms. Darinka Georgieva
Executive Director
GCLN Bulgaria



Sustainability in the supply chain

Through our commitment to responsible business practices, we foster legal and ethical practices with our suppliers and stakeholders. Our approach is based on internationally recognized standards covering human and labour rights, health, safety and environmental care. We expect our suppliers to operate in accordance with the same environmental and social standards.

What do we do?

- Whenever feasible, we prioritize sourcing raw materials from local suppliers.
- The location of our farms in Bulgaria is in grain-producing regions, which contributes to an efficient supply of feed with low transportation costs of raw materials. Through our three own feed factories, we produce and supply 10 different types of feed tailored to meet the specific nutritional needs of different animal categories according to their age, physiological condition and feeding method.
- Supplier and contractor selection is based on a range of criteria, including reliability, operational efficiency, compliance, sustainability practices, and improvement commitments.
- Tier 1 and Tier 2 suppliers must adhere to our Supplier Code of Conduct when renewing or entering into contractual relationships with us, as well as to complete our Environmental and Social Performance Assessment Questionnaire.





Sustainability in the supply chain

What did we achieve in 2025?

- 100% of the grains in the animal feed are of Bulgarian origin.
- 38% of our tier 1 suppliers completed our Environmental and Social Performance Assessment Questionnaire.
- We developed a Supplier Code of Conduct and a Supplier Assessment Procedure.
- 100% of the payments that we made to suppliers were in accordance with the standard payment terms in the relevant contract.
- The average number of days for invoice payment to our suppliers varies between 7 and 60 days (depending on the entity, the goods supplied, and the country of the supplier).

What's next?

- Assess suppliers sourcing raw materials from regions with high deforestation risk to meet SBTi and EUDR requirements, but most importantly, to reduce some of our impacts in the supply chain.
- We aim to develop a Sustainable Procurement Policy in 2026.
- Ensure that at least 80% of strategic suppliers comply with the Company's Supplier Code of Conduct by 2028.
- Provide sustainable procurement training to 100% of procurement employees and budget holders by 2027, with refresher training delivered at least every two years.

Cybersecurity

What do we do?

We enhance data security by implementing measures aimed at preventing unauthorized access to our databases and information systems.

What did we achieve in 2025?

- We had zero cybersecurity-related incidents.
- We conducted an internal awareness raising campaign among all employees who have an email address and access to the company's internal network. The campaign includes short monthly trainings and testing. In 2025, 60% of all employees with active email addresses underwent the training. In 2026, we plan to continue the implementation of the training.
- We built a Security Incident and Event Management (SIEM) system to comply with the NIS 2 Directive (network and information systems).

What's next?

We will continue with the training that we started in 2025.





GOOD HUSBANDRY

Animals

Biosecurity

We monitor a range of biodiversity indicators and implement a comprehensive set of measures that cover both our farm infrastructure and day-to-day operations to minimize the risk of disease introduction in the farms.

What do we do?

- We maintain strict hygiene measures for animals, staff and suppliers.
- We maintain an immunoprophylaxis program alongside yearly monitoring and control practices.
- We continuously assess and mitigate risks related to animal disease outbreaks and their potential social, economic, and environmental impacts.
- We maintain strict hygiene standards by fully emptying and thoroughly cleaning facilities, with refilling taking place only after washing, disinfection, and drying.
- We apply water treatment measures aimed at reducing water pH and ensuring effective disinfection.



Biosecurity

What did we achieve in 2025?

- Our farm employees increased their average annual biosecurity training time from 6 hours last year to 7 hours in 2025 (including measures to combat African swine fever).
- No new animal disease outbreaks were recorder during our operations during 2025.

What's next?

We aim to maintain all of our SPF (specific pathogen free) farms (Levski, Pleven, Brestak and Nikola Kozlevo) free of diseases and pathogens.



Responsible use of antibiotics and other medicaments

Our approach to animal care is guided by industry best practices, ensuring high standards of health, safety and animal welfare while meeting stakeholders' expectations.

What do we do?

- We use high-quality medical products to ensure animal health and welfare across our farms.
- Antibiotics are used only when required and after preventive and alternative measures of vaccination have been considered.
- We work to minimize antibiotic resides, helping ensure product quality, food safety and consumer trust.
- Probiotics, prebiotics and essential oils are incorporated into animal disease prevention.
- Our practices comply with applicable EU legislation and national requirements.

What did we achieve in 2025?

- Average cost of medication per animal: 12.3 EUR*.
- We participated in the Ceva Swine Health Symposium in Libourne, France, exchanging knowledge and industry best practices.

** Including costs for disinfection, disinsection, deratization.*

What's next?

Our focus remains on identifying alternative treatments that can reduce reliance on antibiotics.

Responsible use of antibiotics and other medicaments

We consider and adhere to three main factors when using antibiotics:

1

Dosage

Animals receive only the amount of antibiotic that is necessary.

2

Duration of treatment

Treatment is administered only for the period required to ensure effectiveness.

3

Quarantine period

The required interval between the final administration of a veterinary medicine and the slaughter of animals or collection of animal-derived food products. This period ensures that residues of the medication in animal products remain below the maximum levels permitted for active substances under European legislation.

Animal welfare and management of husbandry processes

Maintaining high animal welfare standards benefits both the animals and the business. Healthy animals are generally more productive, produce higher-quality products, require fewer veterinary interventions, and support more efficient farm operations.

What do we do?

Farm care

- We take care of our animals in line with recognized best farming practices, including proper housing, feeding and veterinary care.
- We maintain housing conditions that exceed EU minimum space requirements by at least 10% for every animal.
- Animals receive 11 hours of daylight, surpassing the regulatory minimum of 8 hours.
- Every farm employs at least one qualified veterinarian.

Sows

- As they approach farrowing, sows are transferred to sanitized and fully prepared farrowing facilities on the 110th day of pregnancy.
- Sows are housed individually in pens equipped with comfortable resting areas and heated zones designed to support newborn piglets.

Transportation

- By complying with EU transport regulations and industry guidelines, we help ensure animals are transported in a safe and low-stress environment.

Animal welfare and management of husbandry processes

We are committed to maintaining the highest standards of animal welfare and ensuring that animals are treated responsibly and cared for throughout their lives.

What do we do?

Training of employees

- All employees working with animals receive ongoing training to support responsible animal care.
- On average, farm employees complete 7 hours of animal welfare training per year.

Supply

- All suppliers are required to meet EU animal welfare requirements as well as our internal standards.

Slaughter processes

- Humane slaughter practices are applied in accordance with EU legislation to reduce animal stress and discomfort.

What did we achieve in 2025?

We are actively applying our Animal Welfare Policy.

What's next?

- Our ambition is to go beyond compliance and continuously exceed the minimum standards established by European and national legislation.
- Partnerships with veterinarians and animal welfare experts will continue to support the ongoing improvement of our animal care practices.



GOOD HUSBANDRY

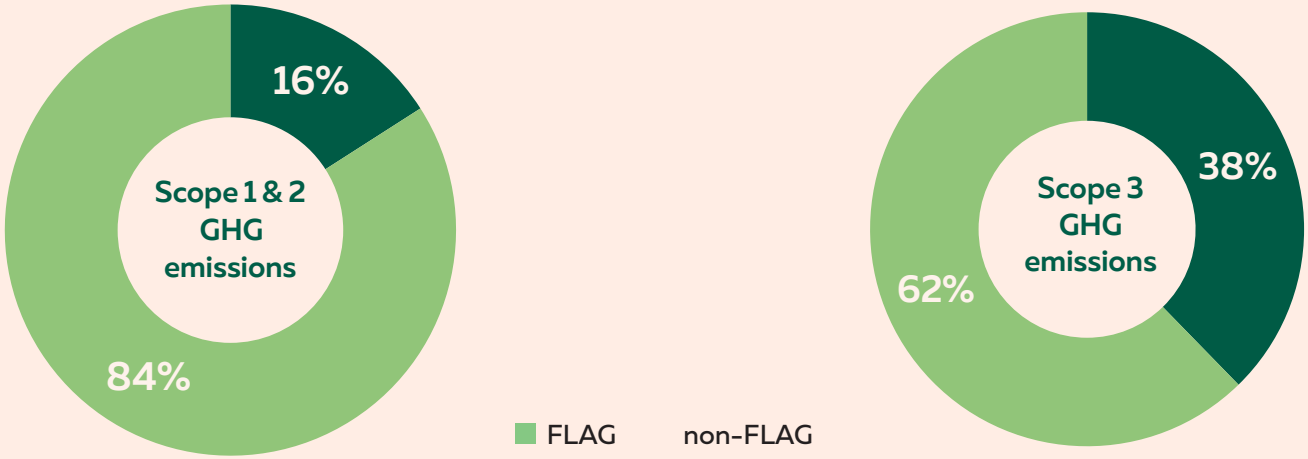
Environment

Reduction of GHG emissions

Over the past year, we have established the groundwork for the company's long-term decarbonization journey. While the growing average livestock population across our farms naturally results in higher Scope 1 and 2 emissions, Scope 3 emissions continue to decline as a greater share of production is sourced internally, reducing the need for purchased goods, which remain our primary source of indirect emissions.

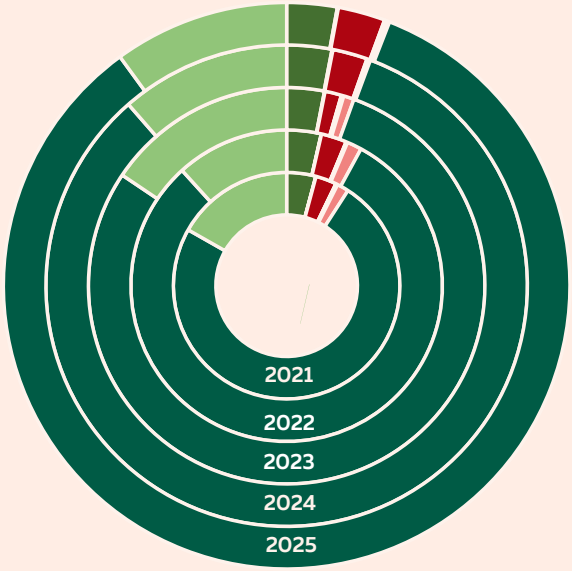
What do we do?

- Every year we improve the approach that we use to calculate emissions from our operations in order to be as accurate as possible. This is in line with the GHG Protocol, which we adhere to in all calculations.
- We developed a supplier engagement strategy to collect qualitative and quantitative data on the production practices of our key suppliers.
- We have established short-term and long-term targets covering both non-FLAG emissions from fuels, refrigerants and electricity, and FLAG emissions related to land use. These targets were successfully validated by the Science Based Targets initiative (SBTi).



Reduction of GHG emissions

Scope 1 and 2 GHG emissions (tCO_2e)



- Livestock
- Diesel
- Gasoline
- Purchased electricity (market-based)
- Natural gas
- Refrigerants
- LPG
- CNG

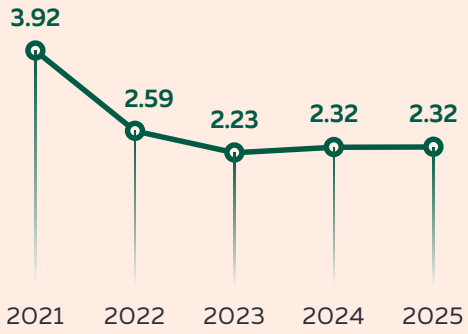


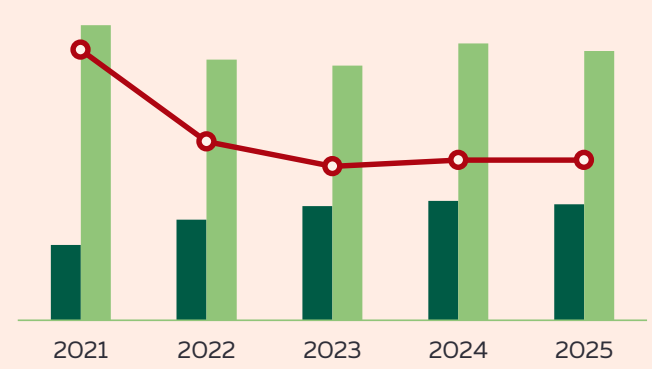
Reduction of GHG emissions

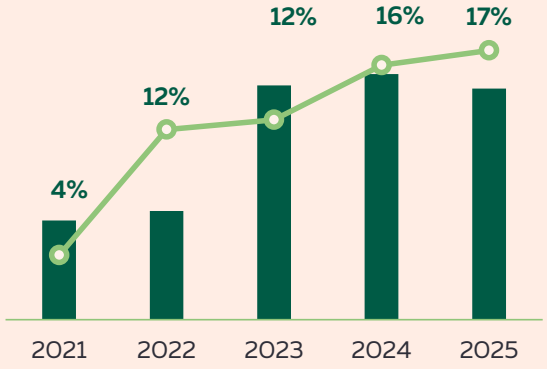
What did we achieve in 2025?

- We continued to increase the share of green energy of our total consumption – 17% of the Holding's energy needs were covered by our own photovoltaic parks, which resulted in savings of 2 111 t CO_2e emissions.
- We identified and assessed key measures to reduce emissions from our most significant sources, with a particular focus on livestock farming emissions (FLAG), supporting the achievement of our climate targets.
- We validated our near-term and net-zero targets under the Science Based Targets initiative (SBTi), reinforcing our commitment to science-based decarbonization.

Emission intensity* (emissions per revenue)
(tCO_2e/thousand EUR)







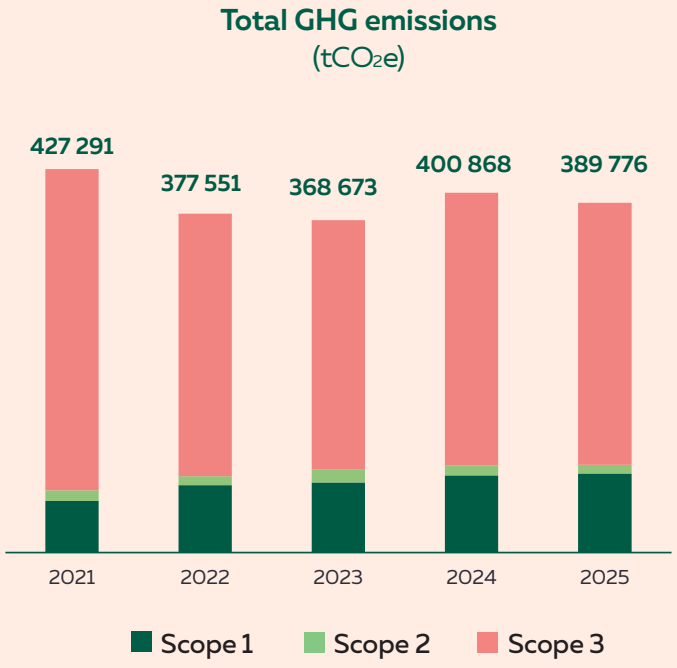
**Every year we improve the methodology for calculating emissions from our operations, in order to be as accurate as possible. Therefore, some of the difference of the emission intensity figures over the years is due to the different methodology.*

Reduction of GHG emissions

What's next?

- We aim to cover 75% of the Holding's energy consumption with energy from our own photovoltaic parks.
- We will begin implementing the identified measures to reduce livestock farming (FLAG) emissions in order to achieve our climate targets.
- Continue collecting regularly primary data from our suppliers.
- Trainings for employees on climate change - 2026
- Trainings for employees on waste reduction and waste separation practices - 2026

Emission source	Period	SBTi target	Progress by end of 2025
Reduction of Scope 1 and 2 non-FLAG emissions	2024-2030	42%	6%
Reduction of Scope 1 FLAG emissions	2024-2030	33%/kg product	-5%
Reduction of Scope 3 non-FLAG emissions	2021-2030	25%	3%
Reduction of Scope 3 FLAG emissions from purchased goods	2021-2030	30.3%	20%
Net zero target for reducing Scope 1 and 2 non-FLAG emissions	2024-2050	90%	6%
Net zero target for reducing Scope 1 FLAG emissions	2024-2050	72%	-2%
Net zero target for reducing Scope 3 non-FLAG emissions	2021-2050	90%	16%
Net zero target for reducing Scope 3 FLAG emissions	2021-2050	72%	20%



Maintaining clean air and reducing odors

Our farms are strategically located to limit potential impacts on air quality and odor dispersion. Adequate distances from residential areas and wind direction analyses conducted during facility development help prevent odor-related disturbances. We also apply regular monitoring and internal odor management measures in line with European standards.

What do we do?

We comply with all regulatory requirements related to ammonia emissions while continuously implementing measures aimed at further reducing emissions generated from manure management.

- Our facilities are equipped with fully slatted floors, preventing manure accumulation within animal pens.
- Manure is collected in dedicated channels beneath the animals using a "water cushion" system, which can reduce emissions by up to 25%.
- At the end of each production cycle, collector channels are emptied using a vacuum system, reducing both emissions and water consumption during cleaning.

What did we achieve in 2025?

No complaints related to air quality or odors were received from residents living near our facilities.

Water management

Water is primarily used for cleaning and maintaining animal housing facilities. Through the implementation of innovative water management solutions over the years, we have reduced water consumption for cleaning operations by more than 50%.

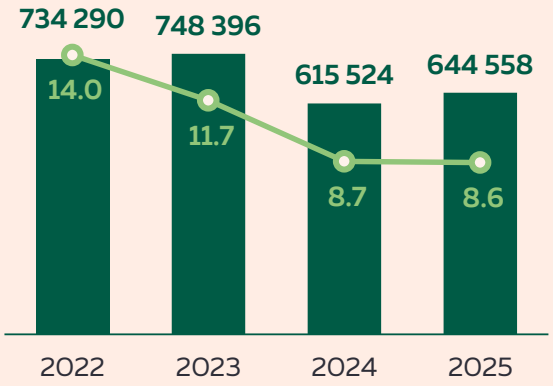
What do we do?

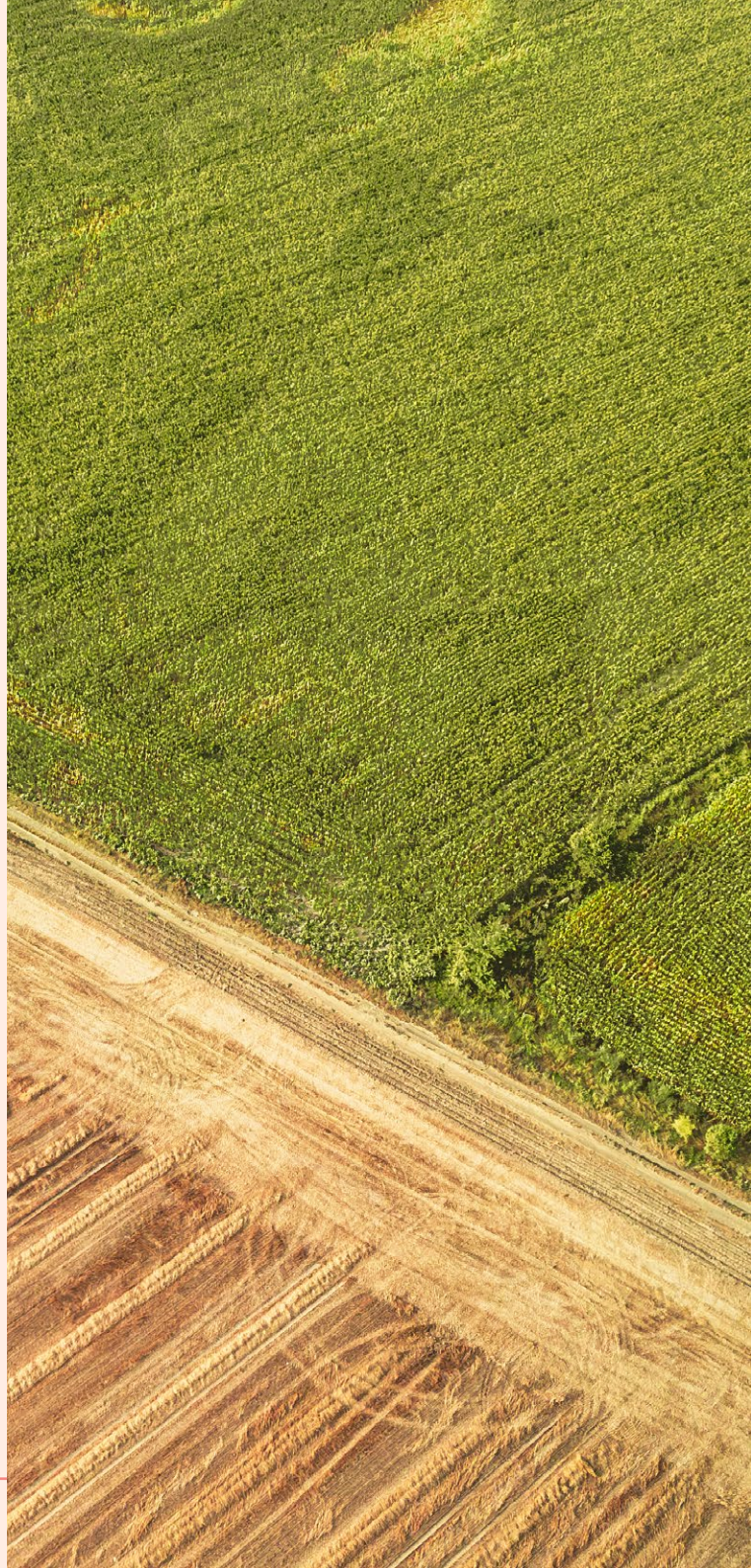
- All of our farms operate their own groundwater extraction facilities under the required permits.
- Advanced animal watering systems help prevent unnecessary water losses, while the gradual replacement of nipple drinkers contributes to a 30% reduction in water waste.
- Wastewater is treated and regularly monitored to ensure effective management.

What did we achieve in 2025?

We continued monitoring and managing water consumption across our operations. Water intensity, measured as the amount of water used to produce a ton of our products, decreased steadily in the last 4 years.

Amount of water used (m^3) and water intensity (m^3/ton production)





Utilization of manure

Manure is the main waste stream generated by our large-scale farming operations. We focus on its efficient management and utilization, taking into account variations in volume depending on season, location, and livestock type. Manure typically consists of both solid and liquid fractions.

What do we do?

- For more efficient management, manure is processed into separate solid and liquid components.
- We promote the use of organic fertilizers as an alternative to synthetic products, with all farms supplying agricultural producers with manure generated from their operations.
- Each year, we assess new approaches and technologies that can enhance manure utilization and treatment processes (e.g. biogas installations).

What did we achieve in 2025?

The direct emissions associated with manure treatment represented approximately 84% from Scope 1 and 2 emissions. We continued the process of exploring alternative approaches to manure utilization with the potential to create value for both contractors and the company.

What's next?

By 2030, we aim to cover 50% of liquid manure lagoons to reduce methane emissions released into the atmosphere.

Content index

All data figures are presented on a consolidated basis. For a detailed breakdown by subsidiaries, please contact us at: *boni@boniholding.com*

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
GENERAL						
company-specific KPI	Total number of board members (administrative/ management/supervisory body)	Number	3	3		58
	Number of executive board members	Number	3	3		58
	Number of non-executive board members	Number	0	0		58
company-specific KPI	Number of female board members	Number	1	1		58
GOV-1 12 a Ecovadis KPI	Percentage of female board members	%	33%	33%		30
company-specific KPI	Number of male board members	Number	2	2		58
GOV-1 12 a	Percentage of male board members	%	67%	67%		30
company-specific KPI	Number of women at top management level	Number		7		58
company-specific KPI	Number of men at top management level	Number		10		58
EcoVadis KPI	Percentage of women at top management level	%		41%		58
company-specific KPI	Percentage of men at top management level	%		59%		58
company-specific KPI	Number of independent members of the administrative, management and supervisory bodies	Number	0	0		58
GOV-1 12 a	Percentage of independent members of the administrative, management and supervisory bodies	%	0%	0%		58
GOV-2 14 c	Proportion of variable remuneration dependent on sustainability-related targets or metrics	%	0%	0%		58
company-specific KPI	Total revenue	EUR	172 820 235	167 906 209		38
FOOD SAFETY & QUALITY						
company-specific KPI	Number of acts/enforcement orders issued	Number	1	1		58

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
company-specific KPI	Average share of red meat content in carcass meat	%	59.5%	59.6%		25
EcoVadis KPI	Number of product recalls	Number	0	0		59
EcoVadis KPI	Number of product safety incidents	Number	0	0		59
EcoVadis KPI	Number of customer complaints received regarding product safety	Number	0	0		59
FOOD SECURITY						
company-specific KPI	Amount of production sold: livestock and meat	kg	79 802 788	83 781 574		27
company-specific KPI	Amount of production sold: animal feed	kg	83 332 241	89 246 311		27
company-specific KPI	Amount of production sold: total	kg	163 135 029	173 027 885		27
company-specific KPI	Number of animals sold	Number	350 000	365 520		27
company-specific KPI	Products	Number	690	652		27
company-specific KPI	Private labels	Number	7	6		27
WORKING CONDITIONS & HUMAN RIGHTS						
S1-5 20 a	Number of employees (headcount) (as of 31 December)	Number	1 426	1 424		33
	Male	Number	824	836		33
	Female	Number	602	588		33
	Other	Number	0	0		33
	Not reported	Number	0	0		33
S1-5 20 a	Average number of employees (FTE) (as of 31 December)	Number	1 422	1 400		59
	Male	Number	813	816		59
	Female	Number	609	584		59
	Other	Number	0	0		59
	Not reported	Number	0	0		59

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
S1-5 20 c i	Permanent employees with a breakdown by gender	Number	1 380	1 405		60
	Male	Number	797	820		60
	Female	Number	583	583		60
	Other	Number	0	0		60
	Not reported	Number	0	0		60
S1-5 20 c ii	Temporary employees with a breakdown by gender	Number	43	16		60
	Male	Number	25	13		60
	Female	Number	18	3		60
	Other	Number	0	0		60
	Not reported	Number	0	0		60
S1-5 20 c iii	Non-guaranteed hours employees	Number	3	3		60
	Male	Number	2	2		60
	Female	Number	1	1		60
	Other	Number	0	0		60
	Not reported	Number	0	0		60
company-specific KPI	Number of employees who left the undertaking during the reporting period	Number	304	251		60
	Male	Number	184	167		60
	Female	Number	120	84		60
	Other	Number	0	0		60
	Not reported	Number	0	0		60
S1-5 20 d	Employee turnover rate during the reporting period	%	28.3%	17.3%		33
	Male	%	26.9%	17.7%		33
	Female	%	28.7%	14.8%		33
	Other	%				33
	Not reported	%				33
Ecovadis KPI	Number of employees covered by collective bargaining agreements	Number	0	0		60

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
S1-7 24 a Ecovadis KPI	Percentage of employees covered by collective bargaining agreements	%	0%	0%		61
Ecovadis KPI	Number of employees covered by workers' representatives	Number	0	0		61
S1-7 25 a Ecovadis KPI	Percentage of employees covered by workers' representatives	%	0%	0%		61
company-specific KPI	Number of employees (if any) paid below the adequate wage for the relevant sector and region	Number	0	0		61
S1-9 29	Percentage of employees paid below the adequate wage for the relevant sector and region	%	0%	0%		61
S1-15 41 b Ecovadis KPI	Annual total remuneration ratio of the highest-paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual)	%	9.6%	9.7%		61
S1-16 43 a Ecovadis KPI	Number of substantiated incidents of discrimination, including harassment	Number	0	0		61
Ecovadis KPI	Number of complaints filed regarding discrimination	Number	0	0		61
S1-16 43 c	Amount of fines, penalties and compensation for damages resulting from the violations and complaints	EUR	0	0		61
S1-16 43 b	Number of severe human rights incidents (incl. child labour, forced labour, human trafficking, etc.)	Number	0	0		61
company-specific KPI	Number of severe human rights incidents that constitute violations of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises	Number	0	0		61
S1-16 43 c	Amount of fines, penalties and compensation for damages resulting from human rights violations and such incidents	EUR	0	0		61
Ecovadis KPI	Number of complaints filed regarding breaches of labour rules	Number	0	2		61
Ecovadis KPI	Number of reported cases of child or forced labour	Number	0	0		61

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
Ecovadis KPI	Percentage of employees who received training on child labour, forced labour and human trafficking	%		67.3%		62
OCCUPATIONAL HEALTH & SAFETY						
S1-13 37 a AR 24	Percentage of people in its own workforce who are covered by the undertaking's occupational safety and health management system based on legal requirements and/or on recognised standards or guidelines	%	100%	100%		62
S1-13 37 b	Number of fatalities from recordable work-related accidents and work-related ill health	Number	0	1		62
company-specific KPI	Number of fatalities of other workers (e.g. workers working on the undertaking's sites) as a result of work-related injuries and work-related ill health	Number	0	0		62
S1-13 37 c Ecovadis KPI	Number of recordable work-related accidents	Number	2	1		62
company-specific KPI	Total number of hours worked by the undertaking's employees	Number	2 449 416	2 422 390		62
S1-13 37 c	Rate of recordable work-related accidents (frequency rate)	%	82%	41%		62
Ecovadis KPI	Share of sites for which an employee health and safety risk assessment has been carried out	%	100%	100%		31
S1-13 37 e Ecovadis KPI	Number of days lost due to injuries	Number	0	0		62
Ecovadis KPI	Number of employees with additional health insurance	Number	107	1 421		31
Ecovadis KPI	Share of employees who have free access to psychotherapy sessions and support for post-traumatic stress	%		100%	Sessions are part of the supplementary health insurance available to all employees.	62
EMPLOYEE ENGAGEMENT & DEVELOPMENT						
company-specific KPI	Employees with up to 5 years of work experience	Number	599	602		33
	Men	Number	413	380		62
Ecovadis KPI	Women	Number	186	222		62

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
company-specific KPI	Employees with 5–15 years of work experience	Number	490	484		33
	Men	Number	273	292		63
	Women	Number	217	192		63
company-specific KPI	Employees with more than 15 years of work experience	Number	343	334		33
	Men	Number	172	167		63
	Women	Number	171	167		63
Ecovadis KPI	Average hours of training (per employee)	Number	40	34		33
	Men	Number	43	31		63
	Women	Number	37	37		63
Ecovadis KPI	Percentage of employees who received skills-related training	%	0%	20%		63
Ecovadis KPI	Percentage of employees who received regular performance and career development reviews	%	0%	0%		63
company-specific KPI	Employee engagement (survey results)			4.25	Such survey was carried out for the first time in 2025. The rating scale is from 1 (lowest) to 5 (highest).	35
Ecovadis KPI	Employee internal mobility cases	Number		2		63
		%		0.14%		63
BUSINESS DEVELOPMENT						
company-specific KPI	CapEx for the year (excl. VAT)	EUR	12 873 727	11 159 423		63
SUSTAINABILITY IN THE SUPPLY CHAIN						
G1-6 18 a	Number of days of standard payment terms applied to all suppliers, from the date the contractual or statutory payment term begins	Number	24	20		41
G1-6 18 b	Percentage of payments to all suppliers aligned with these standard term	%	99.8%	100%		41
G1-6 18 c	Number of legal proceedings currently outstanding for late payments	Number	0	0		63
company-specific KPI	Number of tier 1 suppliers	Number		13		63

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
company-specific KPI	Tier 1 suppliers who completed the Environmental and Social Performance Assessment Questionnaire	Number		5		64
		%		38%		41
EcoVadis KPI	Targeted suppliers that have signed the Supplier Code of Conduct	Number		5		64
		%		38%		64
CYBERSECURITY						
Ecovadis KPI	Number of incidents (e.g. data loss/breaches)	Number	1	0		42
company-specific KPI	Amount of investment in cybersecurity/IT systems (excl. VAT)	EUR	274 445	99 524		64
company-specific KPI	Average number of training hours (per employee)	Number		1		64
company-specific KPI	Percentage of employees (with active email addresses) who have completed training	%		60%		42
BIOSECURITY						
company-specific KPI	Number of training hours	Number	6	7		45
company-specific KPI	Occurrence of new diseases during the past year	yes/no	no	no		45
RESPONSIBLE USE OF ANTIBIOTICS AND OTHER MEDICAMENTS						
company-specific KPI	Cost of medicaments (incl. DDD)/animal	EUR/animal	11.0	12.3	DDD - Disinfection, Desinsection, and Deratization	46
ANIMAL WELFARE AND MANAGEMENT OF HUSBANDRY PROCESSES						
company-specific KPI	Provision of at least 10% more space per animal than the EU minimum requirements	yes/no	yes	yes		48
company-specific KPI	Number of training hours	Number	7	6.7		49
REDUCTION OF GHG EMISSIONS						
E1-7 26	Total energy consumption related to own operations	MWh	57 632	57 632		64
	Total energy consumption from fossil sources	MWh	43 258	43 281		64
E1-7 27 a	Fuel consumption from coal and coal products	MWh	0	0		64

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
E1-7 27 b	Fuel consumption from crude oil and petroleum products	MWh	0	0		65
	Fuel consumption from diesel	MWh	11 895	11 730		65
	Fuel consumption from petrol (gasoline)	MWh	243	259		65
	Fuel consumption from liquefied petroleum gas (LPG)	MWh	234	200		65
	Fuel consumption from other sources	MWh	0	0		65
	Fuel consumption from rom natural gas	MWh	12 635	12 923		65
E1-7 27 d	Fuel consumption from other fossil sources	MWh	1 135	1 451		65
E1-7 27 e	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	17 116	16 718		65
company-specific KPI	Percentage of energy consumption from nuclear sources out of total energy consumption	%	9.3%	9.1%		65
E1-7 26 b	Total energy consumption from nuclear sources	MWh	5 348	5 223		65
company-specific KPI	Share of fossil sources in total energy consumption	%	75%	75%		65
E1-7 26 c	Total energy consumption from renewable sources	MWh	9 027	9 127		65
company-specific KPI	Fuel consumption from renewable sources, including biomass	MWh	0	0		65
company-specific KPI	Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	MWh	3 970	3 878		53
company-specific KPI	Consumption of self-generated non-fuel renewable energy	MWh	5 057	5 249		65
company-specific KPI	Share of renewable sources in total energy consumption	%	16%	17%		53
E1-7 28	Non-renewable energy production	MWh	0	0		65
	Renewable energy production	MWh	7 070	9 384		65
company-specific KPI	Total energy consumption from activities in high climate-impact sectors	MWh	57 632	57 632		65
E1-8 30 a I Ecovadis KPI	Scope 1 emissions	tCO2e	86 048	88 170		51, 52, 54
	Percentage of scope 1 GHG emissions from the EU Emission Trading System (EU ETS)	%	0%	0%		65

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
E1-8 31	Direct biogenic CO2 emissions from the combustion or biodegradation of biomass separately from scope 1 GHG emissions	tCO2e	0	0		66
E1-8 30 a ii Ecovadis KPI	Scope 2 emissions (location-based)	tCO2e	8 682	6 751		51, 52, 54
	Scope 2 emissions (market-based)	tCO2e	11 092	9 814		51, 52, 54
E1-8 30 a iii Ecovadis KPI	Scope 3 emissions	tCO2e	303 728	291 793		51, 52, 54
	Scope 3.1 – Purchased goods and services	tCO2e	269 493	256 830		66
	Scope 3.2 – Capital goods	tCO2e	6 833	7 896		66
	Scope 3.3 – Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO2e	3 759	3 182		66
	Scope 3.4 – Upstream transportation and distribution	tCO2e	4 390	3 151		66
	Scope 3.5 – Waste generated in operations	tCO2e	381	380		66
	Scope 3.6 – Business traveling	tCO2e	10	-	Scope 3.6 and 3.7 were excluded from the calculations in 2025 because they were assessed as not material compared to the total GHG emissions of the company.	66
	Scope 3.7 – Employee commuting	tCO2e	402	-		66
	Scope 3.8 – Upstream leased assets	tCO2e	n/a	n/a	category not applicable for Boni Holding	66
	Scope 3.9 – Downstream transportation	tCO2e	1 526	1 384		66
	Scope 3.10 – Processing of sold products	tCO2e	n/a	n/a	category not applicable for Boni Holding	66

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
E1-8 30 a iii Ecovadis KPI	Scope 3.11 – Use of sold products	tCO2e	16 711	18 348		67
	Scope 3.12 – End-of-life treatment of sold products	tCO2e	222	622		67
	Scope 3.13 – Downstream leased assets	tCO2e	n/a	n/a	category not applicable for Boni Holding	67
	Scope 3.14 – Franchises	tCO2e	n/a	n/a	category not applicable for Boni Holding	67
	Scope 3.15 – Investments	tCO2e	n/a	n/a	category not applicable for Boni Holding	67
company-specific KPI	Percentage of Scope 3 emissions calculated using primary data obtained from suppliers	%	4%	3%		67
company-specific KPI	Total greenhouse gas emissions (Scope 1+2+3) (location-based)	tCO2e	398 458	386 714		67
company-specific KPI	Total greenhouse gas emissions (Scope 1+2+3) (market-based)	tCO2e	400 868	389 776		54
company-specific KPI	Emission intensity (total GHG emissions per net revenue) (location-based)	kgCO2e/ EUR	2.3	2.3		53
company-specific KPI	Emission intensity (total GHG emissions per net revenue) (market-based)	kgCO2e/ EUR	1.2	2.3		67
E1-5 22 b	Achieved GHG emission reduction	tCO2e	0	66 846		67
	Expected GHG emission reduction	tCO2e	0	0		67
company-specific KPI	Absolute value of emissions saved from any decarbonisation measures	tCO2e	1 656	2 111		53
company-specific KPI	Percentage of total GHG emissions reduction (compared to base-year emissions)	%	0%	18%		67
company-specific KPI	Absolute value of Scope 1 emissions reduced	tCO2e	0	2 036		67
company-specific KPI	Percentage of Scope 1 emissions reduced (compared to base-year emissions)	%	0%	2%		67
company-specific KPI	Absolute value of Scope 2 emissions reduced (location-based)	tCO2e	0	1 931		67

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
company-specific KPI	Percentage of Scope 2 emissions reduced (compared to base-year emissions) (location-based)	%	0%	22%		68
company-specific KPI	Absolute value of Scope 2 emissions reduced (market-based)	tCO2e	0	1 278		68
company-specific KPI	Percentage of Scope 2 emissions reduced (compared to base-year emissions) (market-based)	%	0%	12%		68
company-specific KPI	Absolute value of Scope 3 emissions reduced	tCO2e	0	89 465		68
company-specific KPI	Percentage of Scope 3 emissions reduced (compared to base-year emissions)	%	0%	19%		68
E1-6 24 a	Absolute value of GHG emission reduction target related to scope 1	tCO2e	0	36 097		68
	Absolute value of GHG emission reduction target related to scope 2 (location-based)	tCO2e	0	3 647		68
	Absolute value of GHG emission reduction target related to scope 2 (market-based)	tCO2e	0	4 659		68
	Absolute value of GHG emission reduction target related to scope 3	tCO2e	0	89 465		68
E1-6 24 b	Percentage of GHG emission target with diverging scope (entity, gas types, geography) related to overall emission scope 1	tCO2e	0	0		68
	Percentage of GHG emission target with diverging scope (entity, gas types, geography) related to overall emission scope 2 (market-based)	tCO2e	0	0		68
	Percentage of GHG emission target with diverging scope (entity, gas types, geography) related to overall emission scope 2 (location-based)	tCO2e	0	0		68
	Percentage of GHG emission target with diverging scope (entity, gas types, geography) related to overall emission scope 3	tCO2e	0	0		68
E1-9 33 b	Amount of GHG removals and storage resulting from each project	tCO2e	0	0		68

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
E1-9 34 a	Amount of carbon credits that are verified against recognised quality standards for carbon credits and cancelled in the reporting period	tCO2e	0	0		69
E1-9 34 b	Amount of carbon credits purchased in the reporting period and not cancelled yet	tCO2e	0	0		69
E1-9 34 c	Share of carbon credits from reduction projects	%	0%	0%		69
	Share of carbon credits from removal projects	%	0%	0%		69
E1-10 37 b	Average internal carbon price	EUR	0	0		69
MAINTAINING CLEAN AIR AND REDUCING ODORS						
E2-4 15 Ecovadis KPI	Amount of material emissions of pollutants to air	ton	1 570	1 606		69
	Emissions of BC (black carbon)	ton	0	0		69
	Emissions of CH_4	ton	2 699	2 758		69
	Emissions of CO	ton	0	0		69
	Emissions of CO_2	ton	400 795	389 776		69
	Emissions of HAP	ton	0	0		69
	Emissions of HCl	ton	0	0		69
	Emissions of HFCs	ton	0	0		69
	Emissions of N_2O	ton	19	19		69
	Emissions of NH_3	ton	131	151		69
	Emissions of NOx	ton	0	0		69
	Fine particulate matter (PM2.5 and PM10)	ton	37	43		69
	Emissions of PFCs	ton	0	0		69
	Emissions of PM	ton	10	10		69
	Emissions of SF_6	ton	0	0		69
	Emissions of SOx	ton	0	0		69
	Emissions of TOC	ton	0	0		69
	Emissions of VOC	ton	0	0		69
	Nitrogen	ton	0	0		69

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
E2-4 15 Ecovadis KPI	Phosphorus	ton	0	0		70
WATER MANAGEMENT						
E3-4 16 a Ecovadis KPI	Annual water consumption	m3	615 524	644 558		56
E3-4 16 b	Total water consumption in areas with water stress	%	0.13%	0.07%	Boni Mesokombinat Karlovo is the only entity located in an area with water stress according to the Aqueduct Water Risk Atlas.	70
E3-4 16 e Ecovadis KPI	Amount of recycled and reused water	m3	0	0		70
E3-4 16 f	Amount of water stored	m3	3 400	3 400		70
company-specific KPI	Amount of stored water used during the reporting period	m3	400	1 000		70
company-specific KPI	Water intensity	m3/t	8.7	8.6	volume of water used per amount of production	56
UTILIZATION OF MANURE						
company-specific KPI	Number of acts/orders	Number	1	0		70
company-specific KPI	% lagoon coverage	%	0%	0%		70
EcoVadis KPI	Number of accidental pollution events (such as spills, leaks) from the company's operations	Number	0	0		70
OTHER						
EcoVadis KPI	Percentage of operational sites with an environmental certification	%	100%	100%		70
EcoVadis KPI	Percentage of operational sites assessed on specific environmental risks	%	100%	100%		70
EcoVadis KPI	Percentage of employees trained on specific environmental issues	%		69%		70
EcoVadis KPI	Number of confirmed corruption incidents	Number	0	0		70

ESRS (July 2026)	INDICATOR	UNIT	2024	2025	COMMENT	PAGE
EcoVadis KPI	Number of reports related to whistleblower procedure (reported cases of business-ethics violations through an internal or external whistleblower procedure)	Number	0	0		71
EcoVadis KPI	Percentage of employees trained on business ethics	%		91%		71
EcoVadis KPI	Percentage of risky trading partners covered by a due-diligence process on corruption or information security	%	0%	0%		71
EcoVadis KPI	Percentage of all sites assessed or audited internally on a specific business ethics issue	%	0%	0%		71
EcoVadis KPI	Number of employees trained on prevention of discrimination and harassment	Number		110		71
EcoVadis KPI	Percentage of employees trained on prevention of discrimination and harassment	%		69%		71



Decisions, right or wrong, are part of every person's everyday life.

But when thousands of other people depend on them, one must do everything possible to make sure that those decisions are the right ones.

Such is the philosophy of the company Boni Holding – the largest pork producer in Bulgaria.

We see our leader position not as a privilege, but as a responsibility.

Responsibility to production, animals, nature and people.

The people we work with and the people we work for – everyone who serves meat products on their table.

Products that we sign off with our own name.

For 30 years, we have understood that we cannot afford to make a mistake, because we can only rely on ourselves.

And you can rely on us.



Бони Холдинг

35 години

Contacts

Head office:
Serdika offices, fl. 8, office 805,
48, Sitnyakovo blvd., Sofia
(+359 2) 846 23 31
boni@boniholding.com