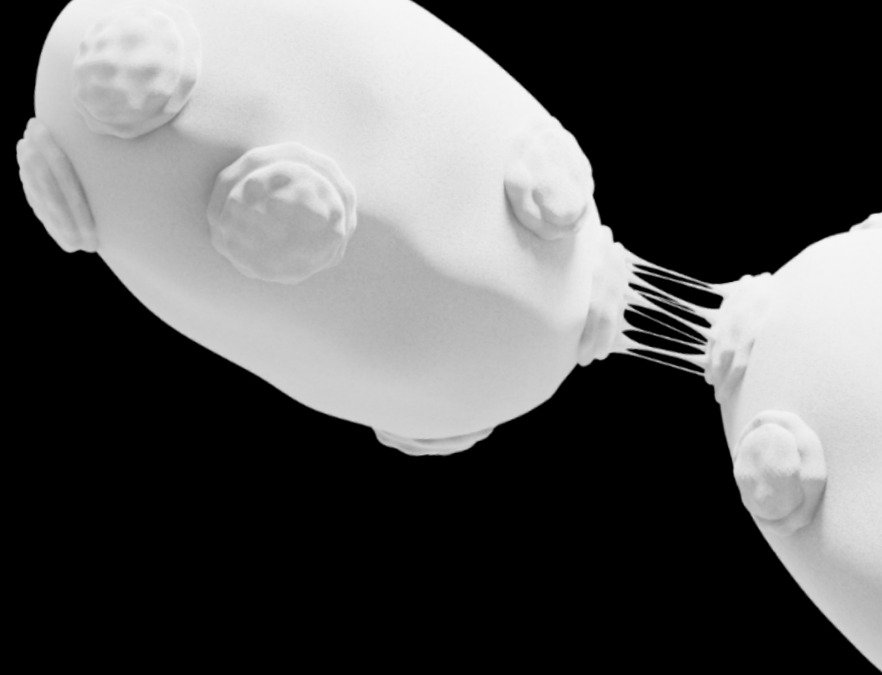


ESG Report 2025

15/01/2026





Andriy Tsehelyk
CEO Enzym Group

This is Enzym Group's first ESG report. **As a family-owned business, we build our company for the long term.** That is why we see ESG as a core foundation for managing a modern biotechnology company operating in international markets, not as a formal reporting exercise.

Enzym Group is a Ukrainian biotechnology company undergoing a profound transformation. We operate across manufacturing, innovation and science, invest in R&D, and work with international partners. This comes with direct responsibility for the impact of our decisions on the environment, people, and the communities where we operate.

For us, ESG is not a standalone project. It is a business management framework integrated into strategy, operational processes, and corporate governance. Even as a company with Ukrainian roots, we deliberately benchmark ourselves against European and global practices, as this approach builds trust, strengthens resilience, and supports long-term development.

In 2024, **we developed a five-year ESG strategy with a clear roadmap.** Today, we are focused on its practical implementation – reviewing processes, investing in sustainable solutions, and strengthening transparency and corporate governance.

This report marks the starting point of that journey. It reflects our approach, early results, and the challenges we are addressing. We speak not only about achievements, but also about areas that require consistent, systematic work.

We believe that responsible business creates value beyond the company itself.

For the company.

For the community.

For the world.

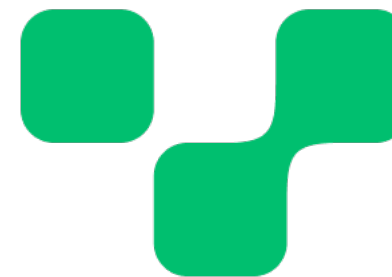
Contents

- [About company](#)
- [Our solutions](#)
- [Our ESG strategy](#)
- [Environmental](#)
- [Social](#)
- [Governance](#)

About company

01.

What is Enzym Group?



**Biotech
company**

**Ukrainian
family business
in its second
generation**

31 years of experience
in yeast cell-based
production

28 export countries
for 4 product
areas

Group

Enzym Company LLC (Lviv, UA)
Linkcell LLC (Lviv, UA)
ExtraCell Ingredients Sp.Z.o.o
(Krakow, Poland)

1 R&D center





Our mission

Improving the quality of life
through biotechnologies



Our vision

Becoming a global biotech
company, that seamlessly
integrates biotechnologies
into everyday life



Production processes

The key process is **fermentation**



Two plants with a production capacity of up to **60 thousand tons** per year



From test **tube to 210 m3** fermenter – up **to 5 days**



Create high-quality products with **world-class equipment** from industry leaders: ALFA-LAVAL, TEFSA



SALES VOLUMES IN MONETARY
TERMS INCREASED BY

+1,2%

We continue to export to 28 countries
in 4 directions:

46 600 TONS
of products were sold in 2025

56%
the company's export
share was



Feed
Solutions



Food
Solutions



Bakery
Solutions



Alcohol
Solutions

the share of new products in the
total volume of products sold is

2,1%

in 2026 we plan to increase to

3,3%

Our solutions

02.



Bakery Solutions

From baker's yeast to expertly formulated mixes, flour enhancers, and extracts, we provide all the essentials for exceptional baking. Our services are complemented by professional consulting support to ensure optimal results.



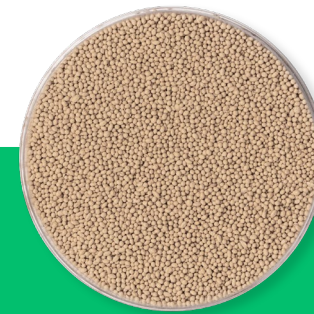
Food Solutions

Yeast extracts and flakes that add umami enhance the depth of flavor in dishes and help reduce salt content in recipes. Yeast-based ingredients are suitable for modern diets — from vegan and plant-based to gluten-free and lactose-free.



Alcohol Solutions

We help create beverages with character — reliable, high-quality, and genuine. Our fermentation expertise ensures precise production and flawless final product.



Feed Solutions

Natural yeast-based feed additives, free from antibiotics, designed to promote healthy livestock farming practices.

ENZYM Food Solutions

Tasty and nourishing innovations
inspired by yeast cell:

A natural alternative to MSG

Yeast extracts are a natural source of glutamic acid, which creates a rich umami flavor — similar to that of monosodium glutamate (MSG).

Rich in nutrients

Our ingredients contain protein, B vitamins, glutathione, and other bioactive compounds that enhance the nutritional value of finished products.

Offer a variety of flavor solutions

Provide deep, natural taste notes — umami, meaty, cheesy, smoky, and more — to create an authentic and well-balanced flavor profile.

Support salt and sugar reduction

Enable a lower salt and sugar content in recipes without compromising on taste.





Compatible with various diets

Our products are certified, free from major allergens, and suitable for vegan, plant-based, gluten-free, and lactose-free diets.



Yeast Extracts

- available as basic, high-nucleotide, and specialized solutions for umami, meaty, cheesy, smoky, and other flavor profiles.

Nutritional Yeast Flakes

- a wide range of products to meet diverse flavor and nutritional needs, rich in protein and B vitamins.

We provide

Inactive Yeasts

- specialized yeast cell-based ingredients used in the food industry, pharmaceuticals, and more

ENZYM Feed Solutions

innovative yeast-based additives that ensure healthy feeding and improve performance indicators

Feed additives **by Enzym Group**



Enhancing growth rates and improving weight gain in livestock



Strengthening the innate immune defense and enriching animal diets



Is a healthy alternative for reducing the use of antibiotics



Help to boost farm productivity, ensuring high-quality of output products such as meat, milk, and eggs

Developing advanced and beneficial solutions based

on yeast cell

Probiotics

Synbiotics

Prebiotics

Postbiotics

ENZYM Bakery Solutions

We are committed to enabling the creation of delicious and nutritious food products for millions of consumers every day

Professional baking ingredients

What we produce:

Baking and Confectionery Enhancers



Baking Yeast



Baking and Confectionery Mixes



Our brands



VITAPAN



**We are not merely a supplier but
a committed partner in your
baking endeavors.**

**Our Innovation Center for bread-
making offers:**

- Expert support and a professional approach around the world
- Comprehensive training for your team
- Practical improvements to baking technology
- Innovative and original recipes from our R&D Center
- Expansion of product variety and optimized cost-efficiency
- Premium-quality additives for both bakery and confectionery production
- Enduring and reliable partnerships

ENZYM Alcohol Solutions

We produce superior-quality alcohol yeast to help you create exceptional beverages. Enzym's yeast streamline the brewing and distillation processes.

Our solutions are suitable for both amateurs and professionals: they ensure fast and stable fermentation, a clean taste, and high product strength. The distillation process becomes easy, efficient, and predictable

Our yeast is for those who value consistent results, quality, and simplicity.

Our brands



*EXTRA
чистота*

Ready solutions for your beverages

Turbo Yeast «Pervak»



Pressed Alcohol Yeast «Pervak»



EXTRA Alcohol Yeast



ESG strategy

03.

For the company. For the community. For the world.

“ Building a responsible business with care for people and the environment: modern production, social responsibility, and transparent management decisions. Starting from 2024, the company operates according to an ESG strategy. Here is our focus for the next 5 years.



Environmental

01

Mitigating environmental impact of our operations through continuous modernization of our purification systems

02

Promoting mindful and responsible use of water and other natural resources

03

Streamlining processes to reduce waste and promote circular resource reutilization

04

Increasing the share of energy derived from renewable sources, replacing 60% to 70% of our energy needs with biogas

Social

01

Prioritizing physical and mental well-being of our employees

02

Enabling access to cutting-edge training programs and opportunities for professional development

03

Ensuring equal rights and supporting a culture of inclusivity

04

Implementing innovative technologies to streamline production processes

Governance

01

Advocating for transparent and ethical governance practices

02

Ensuring rigorous compliance with legal frameworks and preventing corruption

03

Building bridges between communities, businesses, and government

04

Protecting data privacy and ensuring information security

Environmental

Our Projects and Results in 2025

04.

01

Mitigating environmental impact of our operations through continuous modernization of our purification systems

02

Promoting mindful and responsible use of water and other natural resources

03

Streamlining processes to reduce waste and promote circular resource reutilization

04

Increasing the share of energy derived from renewable sources, replacing 60% to 70% of our energy needs with biogas

Environmental | 01. Mitigating environmental impact of our operations through continuous modernization of our purification systems



Since the early 2000s, **we have built wastewater treatment facilities and completed two major modernization phases.** This enables not only effective wastewater treatment, but also the generation of biogas – an energy source used in our own boiler facilities.

In total, we have invested over €10 million in wastewater treatment infrastructure.

+130%

**increase in biogas generation
over the past 10 years**

-14,9% reduction

in wastewater volumes in 2025, measured per tonne of yeast concentrate

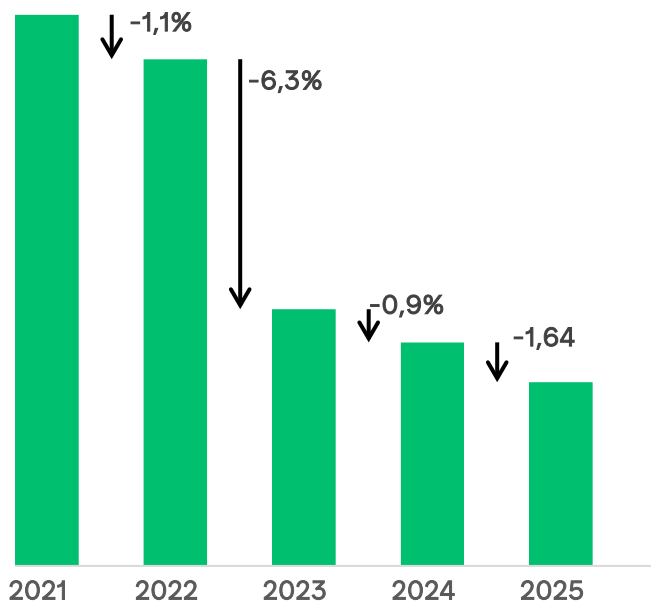
Environmental | 02. Promoting mindful and responsible use of water and other natural resources

Through energy management and the work of focused improvement teams, in 2025 we reduced energy resource consumption per tonne of produced yeast concentrate compared to 2024:



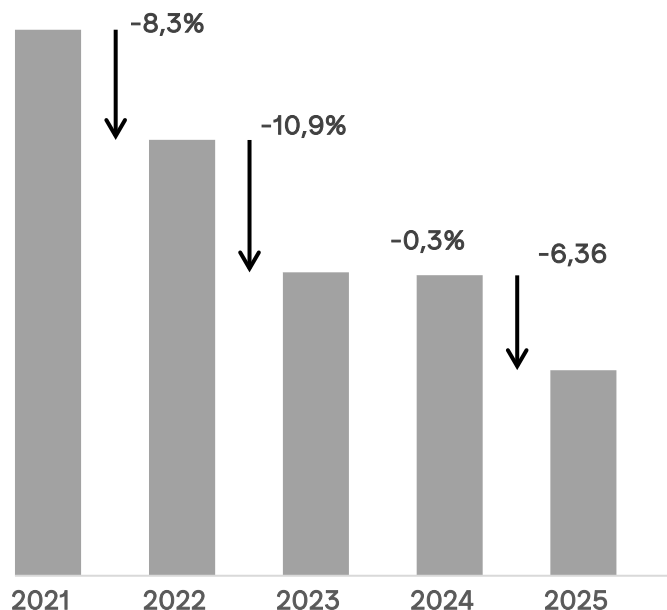
Electricity
-1,64%

Electricity consumption,
kWh/t



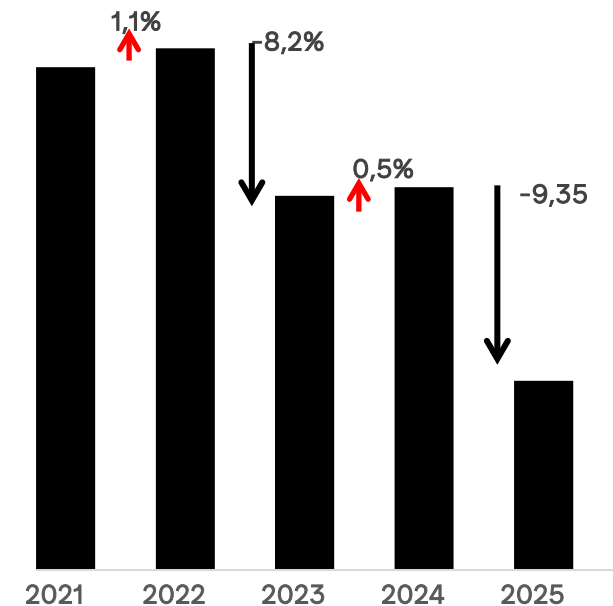
Thermal energy
-6,36%

Thermal energy consumption,
kWh/t



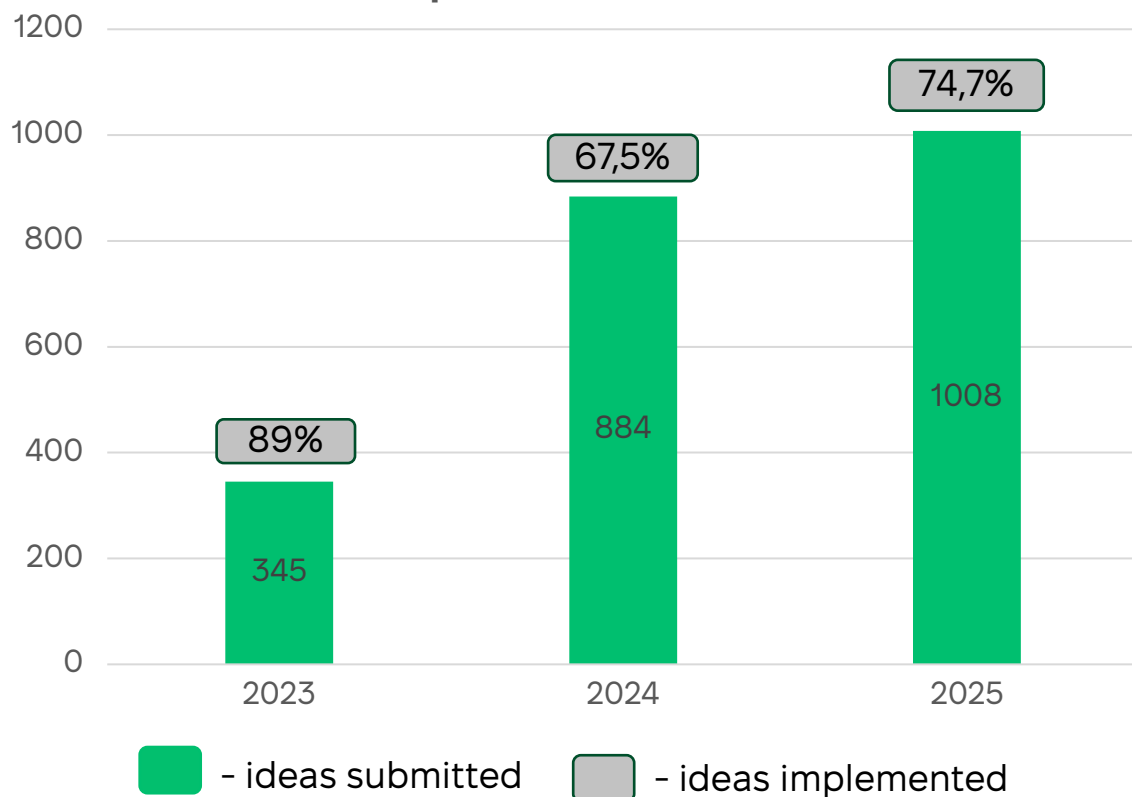
Water
-9,35%

Specific water consumption,
m³/t



Environmental | 03. Streamlining processes to reduce waste and promote circular resource reutilization

Gemba Kaizen: employee proposal submission and implementation statistics



Since 2022, Enzym Group has implemented the Japanese continuous improvement system Lean TPM.

It is an integral part of our management model and directly supports our sustainability objectives.

Key Lean TPM focus areas at Enzym Group:

- reducing product cost, primarily through lowering fixed costs;
- reducing carbon footprint through energy management and more efficient use of resources.

How it works in practice:

- continuous employee training and development of internal expertise;
- implementation of the Gemba Kaizen methodology in production;
- employee involvement in submitting and implementing process improvement proposals;
- the "Key Initiatives" programme – cross-functional teams work annually on improvements in energy efficiency, occupational health and safety, environmental protection, internal service quality, and cost control.

Environmental | 03. Streamlining processes to reduce waste and promote circular resource reutilization



-10,5%

reduction in greenhouse gas emissions compared to 2024

45 tonnes

of waste sent for recycling in 2025

In 2025, Enzym Group expanded its partnership with [GO TO-U](#) to support sustainable mobility and reduce transport-related carbon emissions.

- **6 EV charging stations installed** at company parking facilities with different connector types;
- access provided for both employees (preferential tariffs) and external users;
- **improved access to charging infrastructure for local residents;**
- an additional charging point installed at the exit from Lviv towards the Ternopil–Kyiv route;
- **100+ drivers** used the charging stations in 2025.

17,430 litres

of fuel saved



40 tonnes

of CO₂ emissions reduced

Environmental | 04. Increasing the share of energy derived from renewable sources, replacing 60% to 70% of our energy needs with biogas

64,5%

of natural gas replaced with self-produced biogas in 2025



+7,8%

increase in biogas generation in 2025



75%

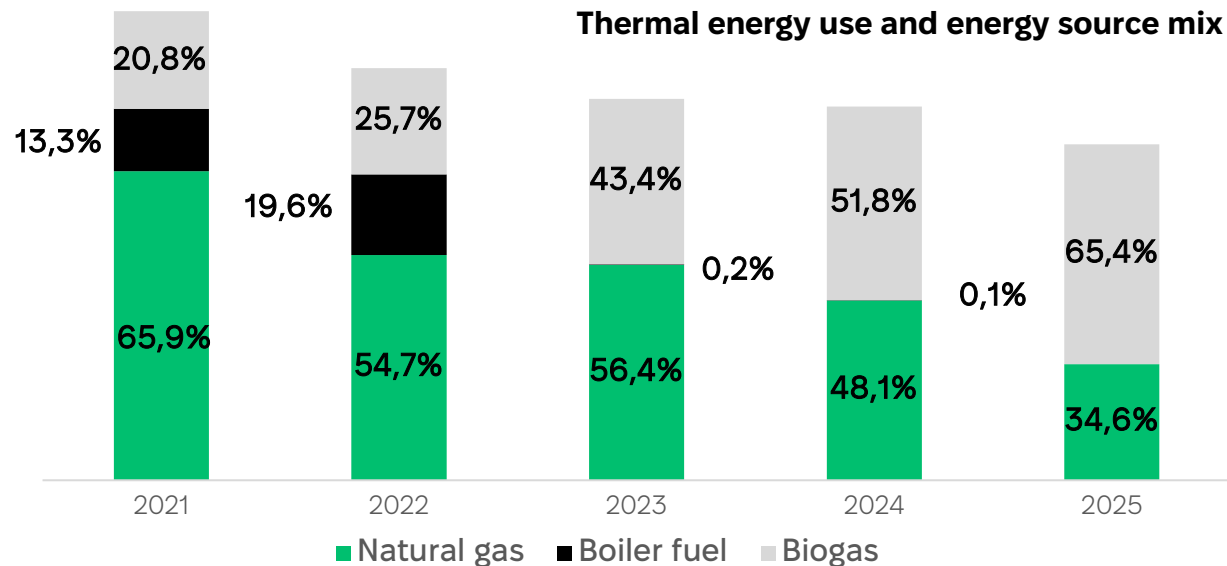
peak substitution rate achieved in June

1,93 mln m³

of natural gas replaced through generated biogas

1440 apartments

can be heated with this volume of biogas during the winter season



Social

Our Projects and Results in 2025

05.

01

Prioritizing physical and mental well-being of our employees

02

Enabling access to cutting-edge training programs and opportunities for professional development

03

Ensuring equal rights and supporting a culture of inclusivity

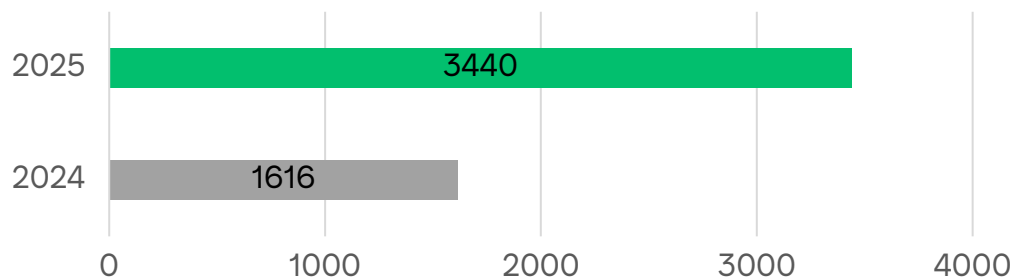
04

Implementing innovative technologies to streamline production processes

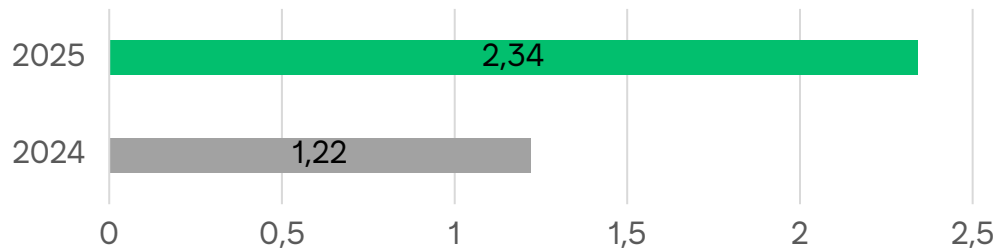
Social | 01. Prioritizing physical and mental well-being of our employees

We ensure employee access to quality healthcare and promote a culture of health and well-being. Since early 2024, we have been implementing a supplementary health insurance programme as part of the employee social benefits package.

Number of insurance claims



Insurance reimbursements, UAH million



UAH 5 million

invested by the company in employee health support under the programme in 2024–2025

How the programme works:

- insurance coverage for doctor consultations, medicines, medical procedures (e.g. therapeutic massage), inpatient care, preventive check-ups, and dental services;
- regular information sessions and consultations on insurance coverage and benefits;
- support from a corporate physician to ensure effective use of the programme.

Results:

- increased employee engagement and more active use of health insurance;
- substantial financial support for employees in covering healthcare-related expenses.

Social | 01. Prioritizing physical and mental well-being of our employees

Enzym Group supports employee recovery, health, and basic financial stability through structured and targeted support mechanisms.

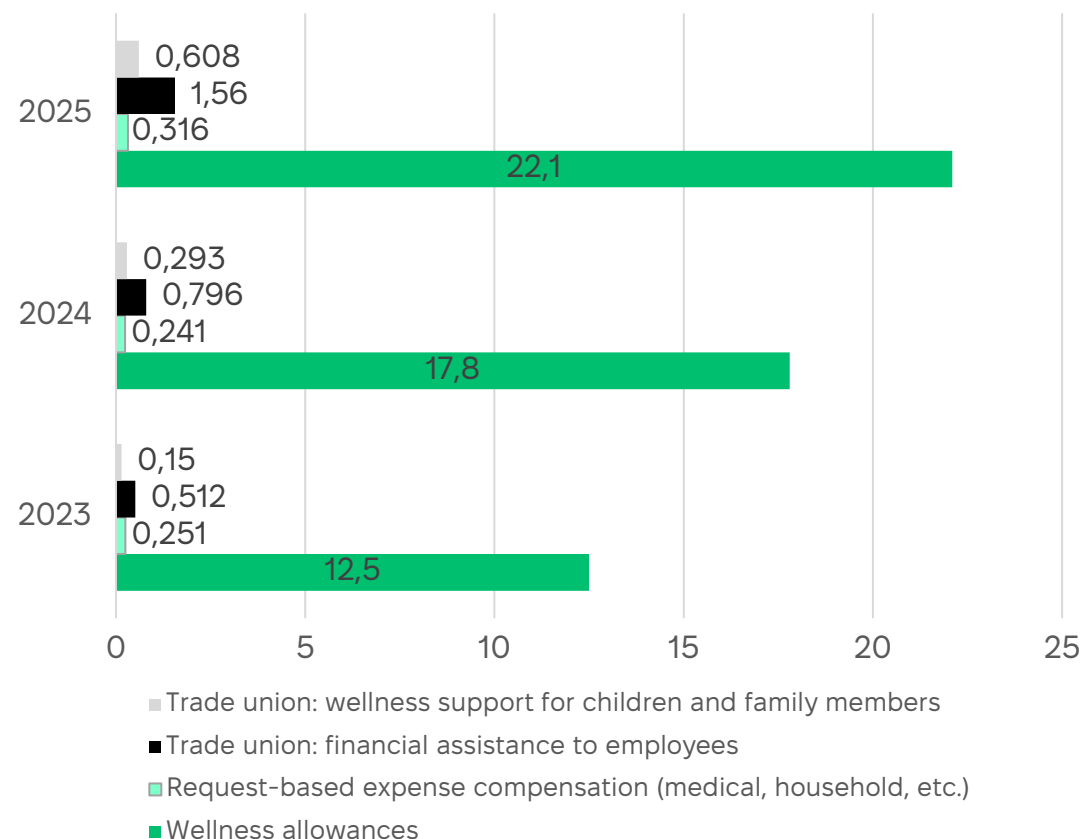
Systemic support:

- annual wellness allowance equal to one monthly salary during a 14-day vacation;
- additional financial assistance upon employee request to cover medical expenses or household needs.

Role of the trade union:

- 80% of employees are members of the trade union;
- additional financial support for medical treatment of employees and their family members;
- support for employee and children's wellness programmes;
- 50% reimbursement of the annual gym membership near the company's facilities.

Employee wellness support payments, UAH million



Social | 01. Prioritizing physical and mental well-being of our employees

We ensure employee access to balanced and nutritious meals

Enzym Group's production facilities are located outside urban infrastructure, with no shops or food outlets within walking distance. Therefore, the company takes responsibility for providing employees with access to full meals during the working day.

Solution:

- a corporate canteen operates on company premises;
- the catering provider is selected through an open process – in 2024–2025, services are provided by the !FEST Holding;
- the **menu offers a varied selection of meals** (daily choice of 3 salads, 2 first courses, 3 side dishes, and 3 meat or fish dishes; the cafeteria also offers fresh bakery items, snacks, and hot and cold beverages).

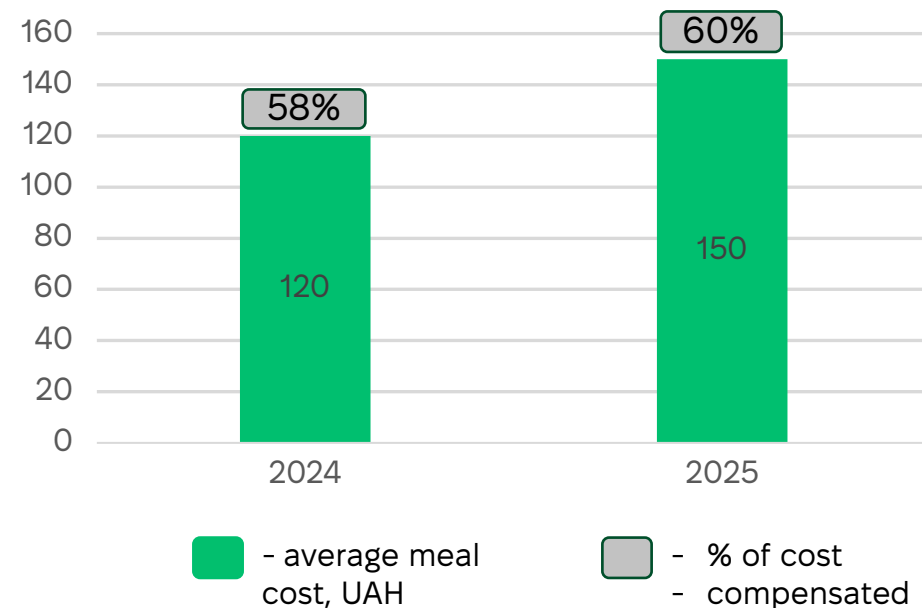
Quality control:

- an annual employee satisfaction survey is conducted;
- based on the results, a list of corrective actions is defined for the catering provider.

Accessibility and fairness:

- the **company partially compensates meal costs** for every employee;
- a full lunch option is always available within the compensation amount, ensuring that employees with the lowest income levels do not incur additional lunch expenses.

Average employee meal cost, UAH



Social | 02. Enabling access to cutting-edge training programs and opportunities for professional development

We invest in employee learning and career development

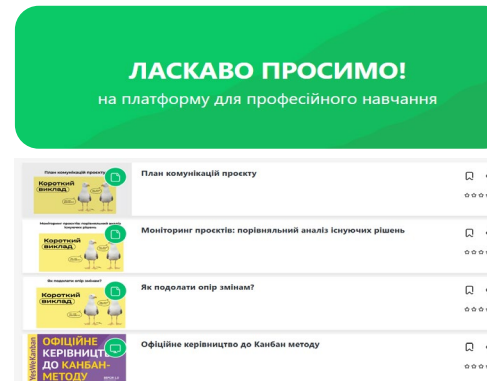
Since 2024, Enzym Group has operated a dedicated Learning & Development unit responsible for competency building, needs assessment, and the systematic development of the team.

Access to learning:

- training can be initiated by either a manager or the employee;
- the company partially or fully reimburses external training programmes that strengthen professional skills.

Key tools in 2025:

- **LMS Enzym Group** – an internal online learning and development platform; access available to 70% of employees with corporate e-mail accounts;
- **T&D pillar within Lean** – on-the-job training to improve qualifications and multi-skilling (20 trainings; 15 employees became internal mentors);
- **Training programmes for women** to enter technical and production roles (7 women trained to operate the Bock & Sohn packaging machine in 2025).



Based on employee survey, the eNPS loyalty score increased from 15% in 2024 to 27% in 2025

Social | 02. Enabling access to cutting-edge training programs and opportunities for professional development

We engage young people in modern education in Ukraine

Biotech Studios for university students – since 2020

- A three-day hands-on intensive hosted at the Enzym Group R&D Centre for students from профильні universities across Ukraine. Based on programme outcomes, participants may receive offers for further internships or employment at Enzym Group.
- Participation over five years: up to 100 students, including 30 in 2025.

Biotech Schools for pupils in grades 8–11

- A year-long modular programme with practical training in microbial, plant, and industrial biotechnology. The programme is designed to foster early interest in natural sciences and support informed career choices.

Cooperation agreements with universities and colleges:

- Students and faculty from 15 educational institutions are eligible for internships at Enzym Group.

UAH 18M

invested in education
programmes in 2022–2025

UAH 2M

allocated to the DeepTech Prototyping Laboratory
(Lviv Polytechnic National University) to expand
student access to hands-on technical education



Social | 03. Ensuring equal rights and supporting a culture of inclusivity

Enzym Group does not tolerate any form of discrimination based on gender, nationality, citizenship, race, age, religious or political beliefs, health status, or disability.

Our actions in 2025:

Code of Ethics implemented as a baseline standard of interaction across the company;



332 employees

completed training, representing 70% of the total workforce

Corporate Culture and Ethics Committee – was launched as a mechanism for reporting discrimination or unethical behaviour.

A dedicated programme to support veterans was developed:

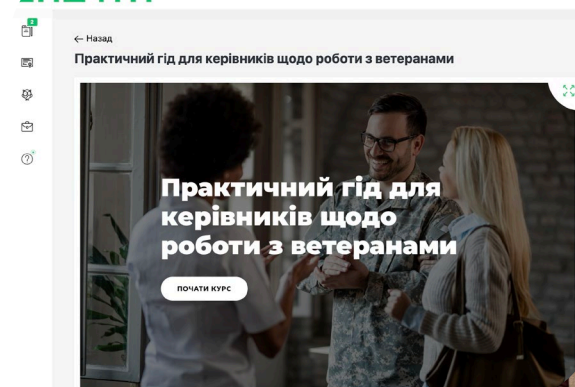
2 training sessions

for employees with the participation of military personnel and psychologists from the Lviv Centre for Services for Combat Veterans

74 line managers

completed the course “A Practical Guide for Managers Working with Veterans” in the Enzym Group LMS (80%+ of all company managers)

ENZYM Group



Social | 03. Ensuring equal rights and supporting a culture of inclusivity

Equal opportunities are an integral part of Enzym Group's corporate culture and are embedded in the Code of Ethics.

We assess professional development and career progression based on competencies and performance, not gender. Over recent years of systematic focus on this approach, we have observed growing interest among women in acquiring skills traditionally viewed as "male", as well as a gradual increase in the share of women in production roles, across the company overall, and in management positions.



35% women across the company in 2025,
45% women in the top management team



Training programmes for women to enter technical and production roles (7 women trained to operate the Bock & Sohn packaging machine in 2025)



Social | 04. Implementing innovative technologies to streamline production processes

Enzym Group develops biotechnologies that work in everyday life. We explore the potential of the yeast cell to replace less beneficial components in human nutrition and animal feed, combining functionality, taste, and responsibility.

R&D centre – operating for **over 10 years**:

- **20+** scientists and an in-house pilot line;
- development of **new** yeast cell-based products;
- **3%** of annual production volume invested in R&D.



In 2023, we launched our innovative LinkCell facility, where we produce new solutions for Enzym Food & Feed Solutions.

Production:

- **90%** process automation;
- **up to 2,100** tonnes of finished products;
- **€26 million** total investment in construction, including **€10 million** provided through cooperation with the EBRD.



Governance

Our Projects and Results in 2025

06.

01
Advocating for
transparent and ethical
governance practices

02
Ensuring rigorous compliance
with legal frameworks and
preventing corruption

03
Building bridges between
communities, businesses, and
government

04
Protecting data privacy and
ensuring information security

Governance | 01. Advocating for transparent and ethical governance practices

International Supervisory Board to support global business expansion

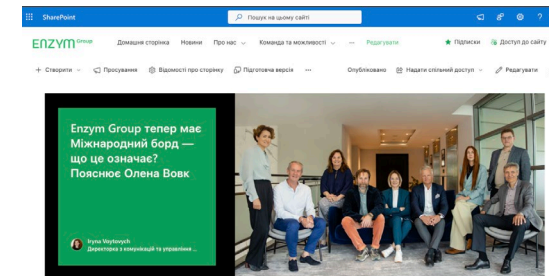
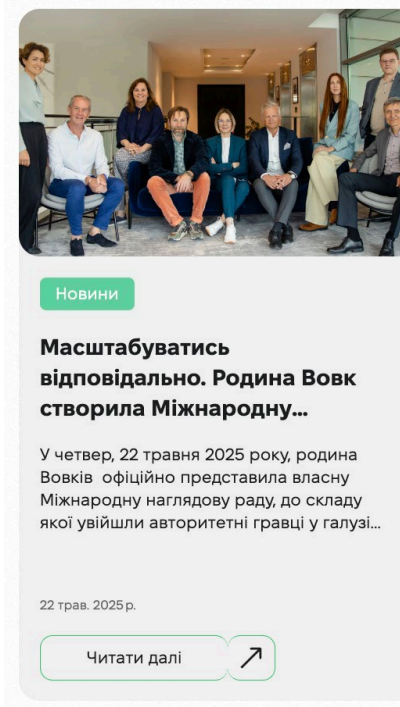
In 2025, Enzym Group and Kormotech, both owned by the Ukrainian Vovk family, entered a new stage of strategic development.

In May 2025, **the Vovk family officially introduced an International Supervisory Board** composed of experts in corporate governance, innovation, logistics, reputation management, and commercial growth.

The role of the Board is to provide strategic oversight for both companies, drawing on global experience, accountability principles, and a long-term vision for sustainable international growth.

Both companies are undergoing large-scale transformation, including expansion into the EU, Asian, US, and African markets, the launch of innovative products, production scale-up, and R&D expansion. The establishment of the Board responds to the need for structured, independent strategic oversight.

The decision was publicly announced on [the company's official website](#), covered by [leading Ukrainian business media](#), and communicated to employees through internal channels.



Цього тижня Enzym Group та Kormotech офіційно представляють спільний (Supervisory Board). Це рада директорів, до складу якої увійшли світові лідери з корпоративного управління, інновацій, лідерства, постачання, репутаційного менеджменту та комерційного зростання. Для нашої компанії це вихід на новий стратегічний рівень.

Коли було створено Міжнародний борд?

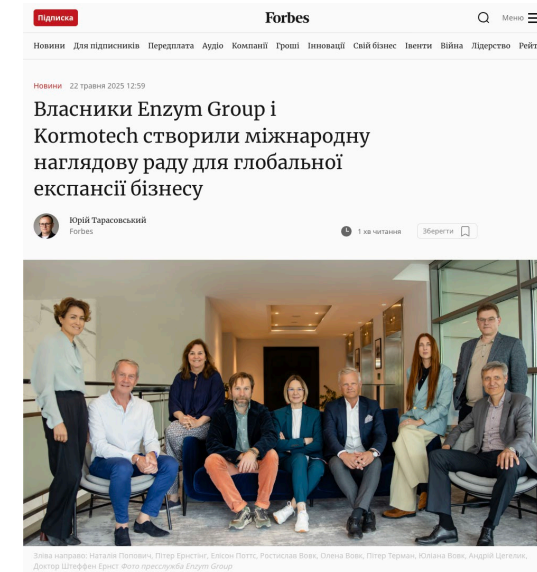
Ми почали планувати створення борду у 2021 році. Навесні 2022-го стартував пошук членів борду. Цей процес тривав півтора роки. Чому так довго? Бо шукали тих, хто не лише є експертом у певній галузі чи напрямку, а поділяє наші цінності і розуміє культуру обох компаній. Підготовча робота також передбачала стратегію для визначення цінностей компанії, ціней та завдань борду.

Міжнародна рада директорів розпочала роботу на початку 2024 року і вже зараз ми представляємо її зовнішньому світу у повному складі.

Що відбуватиметься далі?

Перші 3 роки після запуску, тобто від 2024 до 2027-го, борд працює у дорадчому статусі, тобто де-юре не приймає офіційних рішень, як формальна наглядова рада. Однак де-факто будь-які ухвалені на борді стратегічні рішення ми будемо виконувати. Фокус — на міжнародну експертизу, підзвітність, прозорість і довгострокову візію.

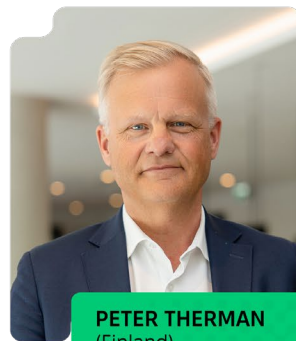
Міжнародна рада не лише братиме участь у перегляді інвестиційних проєктів (нові заводи чи входи на ринки, наприклад), зворотний запит щодо ключових ризиків, пропонує ідеї щодо інновацій, фінансів і талантів, а й



Governance | 01. Advocating for transparent and ethical governance practices

The International Board has been operating since 2024

The Board brings together **five independent experts** who do not hold operational roles in either company and act as strategic advisors



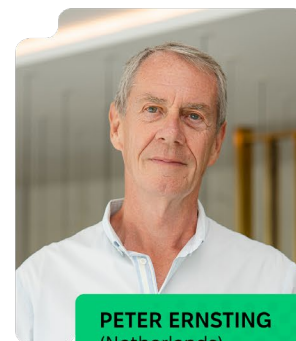
PETER THERMAN
(Finland)

Chair of the International Board
Deputy Chair at Hartwall Capital. Experience in supervisory boards and family business governance. Board member at SecuryCast Oy, Stockmann, and Camfil.



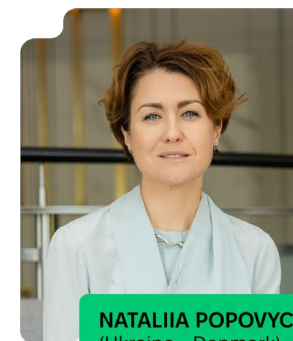
DR. STEFFEN ERNST
(DENMARK)

Biotechnology and innovation expert. Over 20 years in biotechnology and innovation. Former Head of R&D at Novozymes. Co-founder of probiotic projects with Adisseo, Boehringer Ingelheim, Bayer Animal Health, and GreenSage Innovations.



PETER ERNSTING
(Netherlands)

Operations and supply chain expert. Former roles at Unilever, Carlsberg, and Accell Group. Led global supply chains and operational transformations. Head of operations at Carlsberg (18,000 employees, 40 countries).



NATALIIA POPOVYCH
(Ukraine - Denmark)

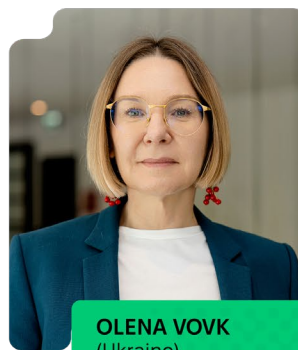
Strategic comms and resilience expert. Founder of One Philosophy, co-founder of Resilient Ukraine. ICCO Hall of Fame member. Advisor to governments, corporations, and NGOs.



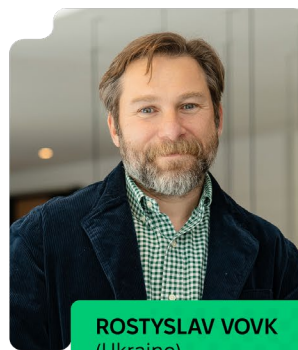
ALISON POTTS
(USA)

Commercial and marketing expert. Joined in April 2025. 35+ years in sales, finance and marketing. Senior roles at Nestlé, Nestlé Health Science, Diageo, Bacardi, Kraft and Stella & Chewy's. MBA, Jack Welch College of Business; Executive Program, London Business School.

as well as four representatives of the Volkov family



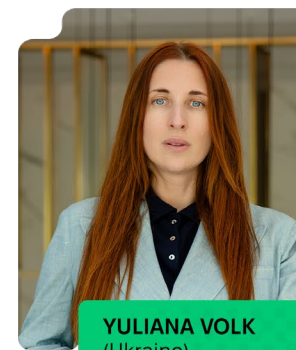
OLENA VOVK
(Ukraine)



ROSTYSLAV VOVK
(Ukraine)



ANDRIY TSEHELYK
(Ukraine)






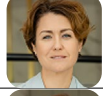

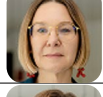



YULIANA VOLK
(Ukraine)

Governance | 01. Advocating for transparent and ethical governance practices

Principles of the International Supervisory Board

- **Terms of appointment:** Family representatives – 4 years; independent members – 3 years; no more than two consecutive terms (subject to review by decision of the Family Council).
- **Meeting frequency:** 3–4 meetings per year, held as two-day strategic sessions.
- **Meeting format:** Each meeting covers Enzym Group and Kormotech separately; a joint working dinner is held to summarise outcomes and set priorities.
- **Decision-making:** A quorum is reached provided no more than two members are absent; decisions are made by simple majority, with the Chair holding the casting vote.
- **Accountability:** Each meeting concludes with a mandatory self-assessment of Board performance.
- **Ongoing interaction:** Between meetings, management provides updates via digital channels or written reports.
- **Independence and integrity:** Early termination of mandate applies in cases of breach of independence requirements or conflicts of interest.

Meetings held and attendance

Date:	08-10/04/2024	01-02/07/2024	08-09/10/2024	04-05/02/2025	20-21/05/2025	09-10/09/2025	09-10/12/2025
Location:	Warsaw, Poland	Warsaw, Poland	Warsaw, Poland	Vilnius, Lithuania	Warsaw, Poland	Lviv, Ukraine	Krakow, Poland
	+	+	+	+	+	+	+
	+	+	+	+	+	+	+
	+	+	+	+	+	+	+
	+	+	+	+	+	+	+
	*joined in April 2025				+	+	+
	+	+	+	+	+	+	+
	+	+	+	+	+	+	+
	+	+	+	+	+	+	+
	+	+	+	+	+	+	+

Governance | 02. Ensuring rigorous compliance with legal frameworks and preventing corruption

Anti-corruption principles at Enzym Group

- **Zero tolerance for corruption** – any form of improper benefit, abuse of authority, or unethical behaviour is prohibited.
- **Ban on facilitation payments** – the company does not allow any payments intended to accelerate procedures or obtain undue advantages.
- **Transparent business relations** – all payments and settlements are carried out strictly in accordance with applicable legislation and contractual terms.
- **Responsible approach to gifts and hospitality** – only lawful, reasonable, and transparent business hospitality is permitted; gifts that may influence decision-making or harm reputation are prohibited.
- **Personal accountability and reporting** – employees are required to refuse unacceptable offers and report violations to the Corporate Culture and Ethics Committee.

The Code of Ethics is implemented as a baseline standard of interaction across the company and includes sections “11. Anti-Corruption” and “12. Gifts and Hospitality.”



332 employees completed training, representing 70% of the total workforce

The Corporate Culture and Ethics Committee operates as a reporting mechanism for cases of discrimination or unethical behaviour.

The Tender Committee operates under an approved regulation and ensures transparent supplier selection, cost control, and prevention of corruption risks in procurement.

Governance | 03. Building bridges between communities, businesses, and government



Data for 2025:



UAH 1.3M – support for employee service members

30 requests from employees processed during the year



UAH 0.1M – support for other military units

Repairs of vehicles previously transferred to military brigades, targeted requests, etc.



UAH 2.0M – Zbroienosti fundraising initiative

A joint city fundraising campaign led by the Lviv City Council to support brigades in the western region



UAH 5.1M – salary payments to employee service members

The company continues to pay full salaries to all mobilised employees on an annual basis



UAH 3.5M – support for community projects

Housing reconstruction for Lviv residents (the “Take a House Under Care” initiative), road repairs in Lychakivskyi district of Lviv, and support for the modernisation of municipal wastewater treatment facilities in Lviv

Governance | 04. Protecting data privacy and ensuring information security

We operate to standards that go beyond the minimum requirements of Ukrainian legislation. **As a company exporting to more than 20 countries, Enzym Group applies data protection approaches aligned with GDPR principles.**

- In spring 2025, we developed internal data processing and storage policies in line with GDPR, taking into account the specifics of our business.
- We conducted an independent audit of all corporate and brand websites and identified a set of technical improvements to strengthen user data security.
- In 2025–2026, we are implementing these recommendations and aligning all websites to a unified standard of secure digital communication.



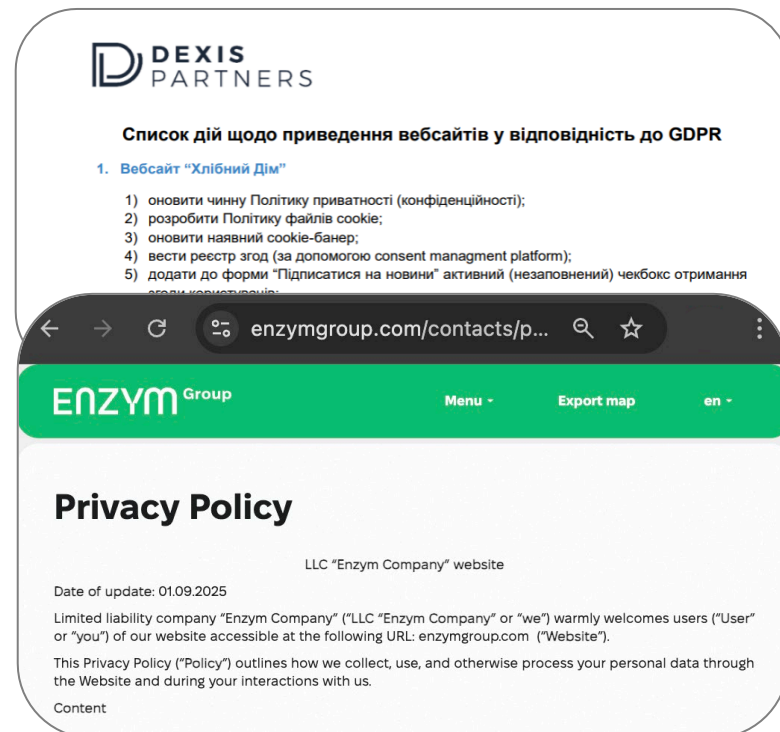
255
employees

Employees completed **“Digital Literacy”** training in the Enzym Group LMS.

This covered 77% of all employees with access to corporate e-mail accounts.



A dedicated **“GDPR Standards and Policies”** training programme has been developed within the Enzym Group LMS.



Next steps in 2026:

- analysis and standardisation of the company’s other digital channels;
- delivery of “GDPR Standards and Policies” training to employees with corporate e-mail accounts (minimum 80% completion rate).

ENZYM Group