



# Sustainability Report

2024



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## Message from the Chief Executive Officer

The year 2024, marked for EURIMAC, yet another year of substantial progress in our transition towards a business model of high environmental and social responsibility. At every level of our operations, we focused on energy efficiency, circular economy, emission reduction, and the strengthening of our human resources.

We made full use of our infrastructure to achieve zero waste, while we succeeded in recycling or recovering 99.98% of our solid waste. This performance placed us in the highest certification level, Platinum Zero Waste to Landfill, reaffirming our commitment to responsible resource management. At the same time, the use of 100% Greek-origin durum wheat, 100% recyclable packaging materials, the use of electricity and thermal energy from 100% renewable sources, as well as sensors for the continuous online monitoring of raw-material quality, constituted stable foundations of our environmental strategy. The company's total carbon footprint was further reduced, with Scope 1 greenhouse gas emissions decreasing by 18.87%, and Scope 2 emissions remaining at zero, through exclusive use of renewable energy sources.

We launched our innovative Low Glycemic Index pasta range to help reduce post-meal blood-glucose spikes. We also deployed a smart-agriculture app to improve the quality and yield of durum wheat grown by EURIMAC's partner farmers. These initiatives reaffirm our commitment to creating social value through ongoing scientific research.

Our progress is also the result of the dedication and contribution of EURIMAC's human capital. In 2024, the number of employees increased by 17.6% compared with 2023, reaching 187. At the same time, we invested dynamically in training, with training hours increasing fivefold. We implemented human-resources monitoring indicators aligned with the principles of equality, diversity, and inclusion, thereby establishing a work culture of empowerment, focus on the wellbeing of our people, and meritocracy. In this context, we signed the Diversity Charter, as a minimum contribution to the creation of a society of equal opportunities.

This year also marked the year in which we at EURIMAC, achieved our best performance in terms

of both sales volume and financial results, even though conditions of uncertainty remained to a large extent for the global food industry. Nevertheless, we succeeded in improving our position overall, both in the local market—mainly by increasing the presence of our brand MAKVEL, which grew at rates many times higher than the total domestic pasta market—and in the global market, producing 50% of total Greek pasta exports, with a presence in 60 countries.

For us, sustainable development is not a static concept. It is a continuous process of integration into every aspect of our activity, as is the creation of excellent working conditions and the strengthening of genuine relationships with suppliers and customers.

In 2024, our collective efforts for sustainable development were recognised at international level, as we were awarded the Gold Medal by EcoVadis, which ranked us in the top 5% of the 150,000 companies evaluated worldwide and in the top 1% of the food-production sector. This distinction is the culmination of our overall commitment to quality, ethics, social responsibility, and environmental excellence. With methodical work, documentation, and faith in our principles, we continue.

Every choice we make reflects our respect for younger generations and our commitment to a sustainable future for all.

### **Odysseas Papadopoulos**

Chief Executive Officer  
EURIMAC S.A.



# EURIMAC at a Glance

## Our Profile

EURIMAC S.A. is one of the most modern, vertically integrated, and established pasta-production industries in Europe. With its head office and production plant in the Industrial Area of Kilkis, we are active exclusively in the pasta sector, using only high-quality Greek wheat. The company was founded in 1996 as the result of a strategic partnership between the Greek company MAKVEL S.A. and the Italian group EURICOM S.p.A., which has many years of experience and a strong international presence in the cereals and pasta sector.





## Timeline

**19  
39** Founding of the pasta company MAKVEL.

**19  
45** Acquisition of the first pasta-production plant in Thessaloniki

**19  
62** Construction of the new pasta-production unit.

**19  
96** Establishment of EURIMAC S.A., through a strategic partnership between MAKVEL S.A. and the Italian EURICOM S.p.A.

**19  
97** Construction of the first pasta-production factory in the Kilkis Industrial Area (VI.PE. Kilkis).

**20  
06** Construction of the durum-wheat processing mill.

**20  
08** Construction of additional durum-wheat storage silos.

**20  
10** Construction of a new warehouse.

**20  
09** Installation of the 3rd fully automated pasta-production line.

**20  
16** Installation of the 5th pasta-production line and robotic palletising.

**20  
18** Increase in the production capacity of durum-wheat semolina at the processing mill.

**20  
13** Construction of the rice-husk combustion boiler complex.

**20  
11** Installation of the 4th fully automated pasta-production line.

**20  
21** Installation of the 6th pasta-production line and construction of additional durum-wheat storage silos.





## Vision & Mission

Our vision is “a future filled with our experience and our passion for innovation” while our mission is clear: “We are committed to producing a wide range of pasta, made from 100% Greek durum wheat, and to distributing it all over the world.”

The strategy of EURIMAC is based on three fundamental pillars:



### High Quality

Full Automation and Vertical Production in the Same Facilities



### Low Cost

Strict selection of raw materials and modern technological infrastructure



### Excellent customer service

Flexible coverage of our customers' needs in Greece and abroad



## Production Capacity and Facilities

EURIMAC's production operations are fully vertically integrated and supported by a set of state-of-the-art facilities:

- **Durum-wheat processing mill:**  
Capacity of 300 tons per day and storage capacity of 40,000 tons.
- **Pasta-production unit:**  
6 fully automated lines (3 for long pasta and 3 for short pasta), with a total capacity of approximately 90,000 tons.
- **Finished-product warehouse:**  
Capacity of 10,000 pallet positions, with electronic FIFO<sup>1</sup> monitoring and 24-hour WMS<sup>2</sup> operation.
- **Rice-husk combustion boiler complex:**  
Produces superheated water for heating needs, with a capacity of 5.2 MW, using biomass from agricultural by-products.

Vertical integration, combined with strict adherence to safety standards and investments in green technologies, ensures high efficiency, energy self-sufficiency, and a low environmental footprint. EURIMAC exports products to 60 countries worldwide, making it the largest pasta exporter in Greece. At the same time, it has developed strong commercial brands such as MAKVEL, La Mediterranea, Famiglia, Terra di Grano and La Grande Pasta.



As a member of the international group EURICOM S.p.A., EURIMAC benefits from commercial and operational synergies, leveraging a broad network of subsidiaries and partner companies. The group includes 18 production plants, 6 commercial companies, and 1 rice and wheat-processing centre.

Exports to

60

countries worldwide

18

production plants

<sup>1</sup> First In, First Out (FIFO): An inventory management method by which products that first enter the warehouse are also the first to exit, ensuring the consumption of older batches prior to newer ones.

<sup>2</sup> Warehouse Management System (WMS): An information system for warehouse management which monitors, controls, and optimizes internal warehouse operations and storage flows in real time.



## Certifications and Distinctions

EURIMAC consistently invests in the continuous improvement of its operations, ensuring quality, safety, transparency, and respect for the environment and society. In this context, it implements integrated Management Systems and holds internationally recognised certifications, which confirm its commitment to responsible business conduct.

### Internationally Recognised ISO Standards



**ISO 22000:2018**

#### Food Safety Management System

Covers the entire life cycle of durum wheat and finished products, ensuring food safety at every stage of production and storage.



**ISO 9001:2015**

#### Quality Management System

Provides the foundation for continuous improvement of product and service quality.



**ISO 50001:2018**

#### Energy Management System

Supports the improvement of energy performance through systematic monitoring and reduction of energy consumption.



**ISO 14001:2015**

#### Environmental Management System

Strengthens the company's sustainable operation through the prevention and reduction of environmental impacts.



**ISO 45001:2018**

#### Occupational Health & Safety Management System

Ensures compliance with high standards of health and safety in the workplace.



**ISO 37001:2019**

#### Anti-Bribery Management System

Establishes the basis for the prevention, detection, and combating of corruption and enhances transparency in corporate governance.

### Specialised Certifications and International Standards



**BRC**

#### Issue 9 (British Retail Consortium)

Certification required by major international food-retail chains, relating to food safety and quality.



**IFS**

#### International Featured Standard (Food Safety)

Applied in the food industry and ensures a high level of safety and control at every stage of production.



#### Zero Waste to Landfill (EUROCERT ZWTL-EU1)

*Certification for 99.98% recovery rate*

Recognises the successful recovery or recycling of nearly all generated waste and confirms achievement of Platinum level.



#### Halal Certification

Ensures that the production process complies with the religious requirements of the Islamic faith.



#### Kosher Certification

Confirms compliance with Jewish dietary laws.

### Certifications Related to the Origin of Raw Materials

#### Certification of pasta production from 100% Greek durum wheat

Confirms company commitment to using exclusively Greek raw material, enhancing nutritional value and supporting the local economy.

#### Certification of organic pasta production from 100% organic durum wheat

Demonstrates the company's ability to produce high-quality products without chemical residues, with certified origin and purity.



## Initiatives and Commitments

### Signing of the Diversity Charter

EURIMAC has signed the Diversity Charter for Greek enterprises, reinforcing its commitment to equal opportunities, inclusion, and combating all forms of discrimination in the workplace.



## International Distinctions

In 2024, EURIMAC was evaluated by the internationally recognized organization EcoVadis, receiving the Gold Medal for its overall performance in Environment, Labor Practices & Human Rights, Ethics, and Sustainable Procurement.

The evaluation covers more than 150,000 companies worldwide, making the distinction even more significant. The company ranked in the top 5% of all evaluated businesses overall, and in the top 1% among companies in the food-production sector — demonstrating the company's sustained commitment to responsible and sustainable operations.

This achievement enhances EURIMAC's global visibility and credibility and serves as recognition of its continuous investments in management systems, best practices, and transparency across all operational levels.



**2x BRONZE**  
BEST SUPPLIERS' PRODUCT PACKAGING  
MAKVEL PASTA & MAKVEL LOW GLYCEMIC INDEX

**SILVER**  
SUPPLIER'S BRAND SOCIAL MEDIA CAMPAIGN

## Participation in Professional Associations

EURIMAC is committed to reinforcing its institutional presence across national and international business, manufacturing, and export networks. Through active participation in leading professional bodies, the company remains at the forefront of industry developments, fosters the exchange of technical expertise, and plays a pivotal role in shaping policies on critical issues such as sustainable development and innovation.

In 2024, EURIMAC maintained active involvement in the following organizations:

- Greek Exporters Association (SEVE)
- Federation of Industries of Northern Greece (SBE)
- Intergrain SRL
- General Administration of Customs of China (GACC)
- SEDEX
- United Nations Global Compact (UNGC)
- Diversity & Inclusion Institute (D&I)
- ECR Hellas
- GS1 (Global Standards 1) Association Greece
- Hellenic-American Chamber of Commerce
- Hellenic-German Chamber of Commerce
- Arab-Hellenic Chamber of Commerce
- Hellenic-Italian Chamber of Commerce
- Panhellenic Exporters Association
- Killis Chamber of Commerce



Through participation in these institutions, EURIMAC succeeds in:

- ✓ Strengthening the international visibility of Greek production,
- ✓ Gaining access to up-to-date information and specialized market analysis,
- ✓ Participating in joint initiatives that support the extroversion and sustainability of the agri-food sector.

EURIMAC views its participation and involvement in such bodies as an opportunity to remain connected to developments and the people who shape the present and future of business.



## Trade Fairs 2024

### Foodex Japan

5–8 March 2024

At Foodex Japan, EURIMAC — represented by Sven van Asperen and Alexis Kipouros — focused on strengthening its long-standing cooperation with our reliable partner in Japan, with whom we have successfully collaborated for the past 18 years. The exhibition offered an excellent opportunity to discuss future plans and reinforce our presence in the Japanese market.

### SIAL Canada

15–17 May 2024

SIAL Canada offered EURIMAC, represented by Sven van Asperen, the opportunity to present our pasta portfolio to buyers from across North America. Our goal was to develop new contacts, gather market insights, and assess opportunities for further expansion in the region.

### Anuga Brazil

9–11 April 2024

Participation in Anuga Brazil, represented by Sven van Asperen, marked an important step toward entering the new Brazilian market. We presented our product range to local distributors and prospective customers, exploring new business opportunities in South America.

### SIAL France

19–23 October 2024

At SIAL Paris — one of the world's largest international food exhibitions — representatives Sven van Asperen and Odysseas Papadopoulos met with global partners and potential customers, strengthening EURIMAC's export presence and discussing new developments and innovative products that meet evolving market needs.

### Foodexpo Athens

9–11 March 2024

At Foodexpo Athens, our team — Giorgos Moutsianos, Panagiotis Vellis, Odysseas Papadopoulos, and Sven van Asperen — actively promoted our leading brand Makvel in the domestic market. Meetings were held with all major retail chains we collaborate with, aiming to strengthen long-term relationships and plan future placements and promotional activities.

### PLMA Amsterdam

28–29 May 2024

Participation in PLMA Amsterdam, represented by Sven van Asperen, provided the opportunity to connect with European retail partners and explore new prospects for private-label products. The focus was on strengthening existing partnerships and expanding our product range through collaborating brands.



## Product Safety & Quality

EURIMAC places strong emphasis on producing high-quality products through processes that ensure food safety and full compliance with applicable standards. The Management System in place covers the entire production and supply chain — from the receipt of raw materials to final consumption — with a focus on risk prevention and continuous improvement.

In 2024, compliance was maintained with major international certifications:

- ISO 22000:2018, Food Safety Management,
- BRC Issue 9 (British Retail Consortium) and IFS v8 (International Featured Standards) for food safety and quality of distributed products,
- Certification under Article 35(1) of Regulation (EU) 2018/848 for organic production and labeling,
- Organic product certification scheme.

The Food Safety Management System is implemented in accordance with HACCP principles (Hazard Analysis and Critical Control Points), which include risk analysis and the establishment of preventive procedures to ensure food safety at every stage of production.

Procedures include sampling at critical production stages, laboratory analysis of physicochemical and microbiological parameters, and regular inspections by accredited external bodies. Supplier evaluation is also conducted based on quality indicators.

In 2024, EURIMAC updated its SWOT analysis (Strengths, Weaknesses, Opportunities, Threats) to identify new requirements, optimize traceability, and strengthen preventive actions relating to safety.

Concurrently, emphasis was placed on protecting the end consumer through:

- ✓ Accurate and transparent product labeling, including origin, nutritional characteristics, and presence of allergens or special ingredients.
- ✓ Prevention of misleading information in accordance with legislation.

Consumer experience is monitored through structured internal assessments based on product quality, taste, texture, accessibility, and safety. The goal is to maintain high satisfaction levels for retail products, using qualitative and quantitative performance indicators.

No product recall incidents were recorded in 2024 — confirming the system's effectiveness and the company's readiness to consistently meet market requirements.





## Technological Innovation

EURIMAC continuously strengthens its ability to design and offer products that combine nutritional value, technological reliability, and environmental responsibility. Innovation is an integral part of daily operations, supported by internal Research and Development teams and collaborations with specialized institutions.

The CECURE software, developed in collaboration with AgroSpeCom and Axios Rice Mills S.A., is used at selected stages of the supply chain. The system supports:

- ✔ Prediction of contamination risks and automatic activation of corrective actions.
- ✔ Digital monitoring of grain quality from storage to production line.
- ✔ Integration of data accessible to multiple business departments.
- ✔ Creation of a documentation mechanism for compliance with safety and quality standards.

In parallel, the company's Research and Development (R&D) team completed the development of new low glycemic index (GI) products. In collaboration with the only accredited organization in Europe capable of determining GI (Oxford Brookes, UK), the new products were certified.

**OXFORD  
BROOKES  
UNIVERSITY**

Innovation also extended to raw-material management through smart-farming applications. Sensor use in grain silos allows monitoring of parameters such as humidity, temperature, and spoilage indicators, improving decision-making accuracy for production.

EURIMAC actively engages in research and co-funded agri-food projects that advance sustainability and foster digital integration. Through innovation, the company strengthens its capacity to consistently deliver high-quality products while adapting to evolving market trends.



# Key ESG Events



## Environmental Awareness & Responsibility

**18.87%**

Reduction in Scope 1 greenhouse gas emissions

**100%**

Electricity from renewable energy sources

**99.98%**

Recycling/recovery of waste

**100%**

Recyclable materials and packaging



## Supporting Our People and Community

**5x**

Increase in training hours

**Zero**

Work-related accidents

**Zero**

Product recalls

**€21,360**

In social initiatives and sponsorships



## Responsible Corporate Governance

**Zero**

Personal-data-breach incidents

**Zero**

Confirmed corruption cases

**€0**

In GDPR-related fines (General Data Protection Regulation)

**90.63%**

Of suppliers from the local community



# Our Approach to Sustainable Development

## Sustainable Development Goals

Recognizing the critical role of businesses in achieving a more just, sustainable, and resilient future, EURIMAC actively supports the United Nations 2030 Agenda and substantially contributes to the advancement of selected Sustainable Development Goals (SDGs). Our business practices, investments, and social initiatives align with goals that reflect our strategy.

Specifically:

<p><b>Goals 1 &amp; 2</b> (No Poverty &amp; Zero Hunger)</p> <p>We support the local economy through collaboration with Greek wheat producers and by ensuring fair and stable income throughout the supply chain.</p>	<p><b>Goals 3 &amp; 4</b> (Good Health &amp; Well-Being &amp; Quality Education)</p> <p>Priority is given to ensuring employee health and safety, providing training, and supporting continuous skill development, as demonstrated by annual training initiatives.</p>	<p><b>Goals 5 &amp; 10</b> (Gender Equality &amp; Reduced Inequalities)</p> <p>We implement equality and inclusion policies and have signed the Diversity Charter, promoting a workplace free of discrimination.</p>
<p><b>Goal 8</b> (Decent Work and Economic Growth)</p> <p>We invest in human capital and support the creation of quality jobs with emphasis on local employment.</p>	<p><b>Goal 9</b> (Industry, Innovation and Infrastructure)</p> <p>We adopt technological solutions that enhance production-unit efficiency, reduce environmental footprint, and support sustainable development in the food sector.</p>	<p><b>Goal 12</b> (Responsible Consumption and Production)</p> <p>We apply circular-economy principles, recycle or recover 99.98% of solid waste, use 100% recyclable packaging materials, and promote responsible use of natural resources.</p>
<p><b>Goal 13</b> (Climate Action)</p> <p>We systematically monitor our carbon footprint, implement an energy-transition strategy, and operate using 100% electricity and thermal energy from renewable sources.</p>	<p><b>Goal 15</b> (Life on Land)</p> <p>Our activities do not affect ecologically sensitive areas, and we strictly follow standards for pollution prevention and waste management.</p>	<p><b>Goal 16</b> (Peace, Justice and Strong Institutions)</p> <p>We implement an Anti-Bribery Management System (ISO 37001:2019) and promote ethics and transparency in all our business operations.</p>



Guided by an **unwavering commitment** to these goals, we continuously refine our practices to make a meaningful contribution toward achieving the shared global vision for sustainable development.





## Double Materiality Analysis

EURIMAC has carried out, for the first time, a Double Materiality Analysis in order to identify and assess the most important sustainability topics, both in terms of the impacts of the company's business activities on the environment and society, and the risks and opportunities arising from external factors that may affect the company's financial performance. This approach is intended to align the company's strategy with sustainable development and to support well-documented decision-making regarding the management of key topics.

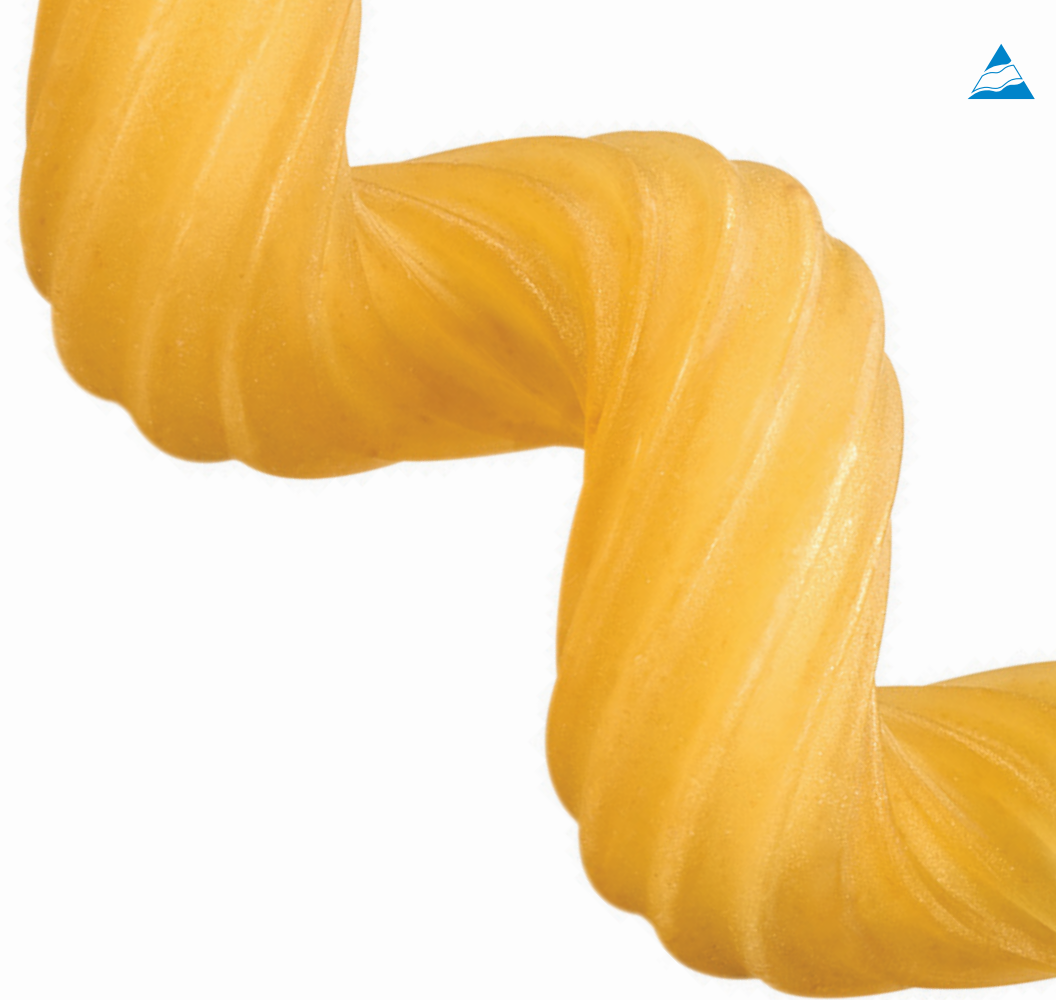
The process was designed on the basis of the GRI Standards (2021 edition) and harmonized with the requirements of the European Sustainability Reporting Standards (ESRS), taking into account both impact materiality and financial materiality. The approach was grounded in a rigorous internal evaluation conducted by specialized company executives and implemented with the objective of delivering evidence-based and substantive identification of the most material topics related to Environment, Social, and Governance (ESG).

### Methodology

The approach includes the following four steps:

#### 1 Understanding

- ✓ Analysis of the company's business model, its main business activities, and its partners.
- ✓ Review of sector-specific and international guidelines and standards, as well as assessment of best practices applied by companies in the food-production sector.
- ✓ Mapping of EURIMAC's value chain.

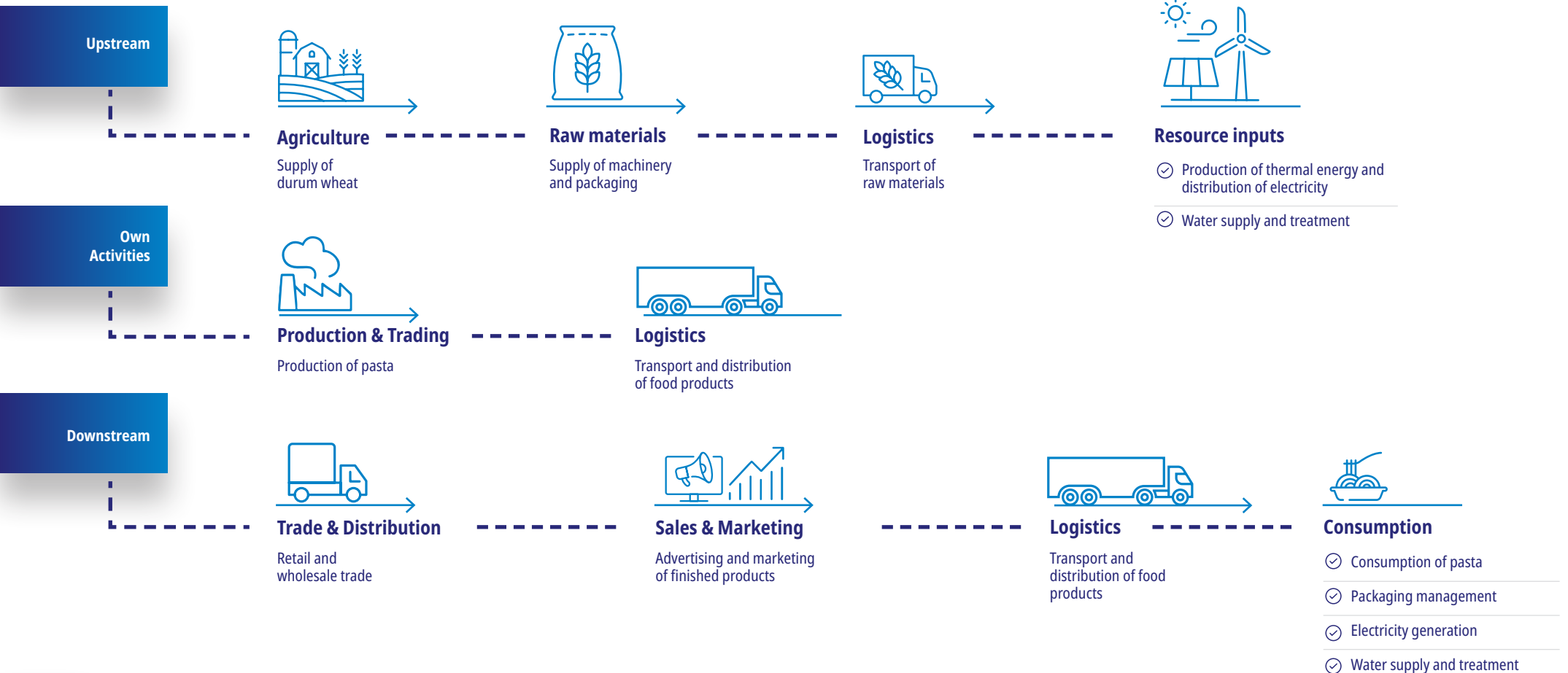




## EURIMAC S.A. Value Chain

As part of the analysis, EURIMAC's value chain was mapped, with the aim of identifying the main activity stages and the business relationships linked to the company's operations. The mapping covers the entire value cycle:

The upstream stage includes activities related to the supply of raw materials, machinery, and energy and natural resources. The company's own activities relate to pasta production and trading. The downstream stage concerns the distribution of products to the market, their use by final consumers, and the management of related energy flows.





The stages that follow the understanding of EURIMAC's business operations and value chain relate to the identification, scoring, and prioritization of the significant impacts, risks, and opportunities associated with the company's activities.

## 2 Identification

### Impact Materiality

- ✔ Identification of (i) negative/positive and (ii) existing/potential impacts on the environment and society.

### Financial Materiality

- ✔ Identification of financial risks and opportunities related to the company's sustainable development topics.
- ✔ Determination of risks and opportunities that have, or may have, a significant effect on the company's cash flows, growth, and performance.

## 3 Evaluation

### Impact Materiality

- ✔ Scoring of the identified impacts by specialized company executives.

### Financial Materiality

- ✔ Scoring of the identified risks and opportunities that affect or may affect the company.
- ✔ Evaluation of the magnitude and likelihood of occurrence of the risks and/or opportunities arising from the interactions of all external factors and linked to the company's financial performance.

## 4 Prioritization

- ✔ Prioritization of material topics based on the evaluation and scoring of impacts, risks, and opportunities identified.
- ✔ Determination of the threshold for compiling the list of material topics.
- ✔ Integration of the material topics into the 2024 Sustainability Report.



After collecting and analyzing input from internal stakeholders, EURIMAC has determined the following material topics:

Material Topic	Impact	Type of Impact
<b>Adaptation to Climate Change</b>	The use of smart-farming tools for crop monitoring supports the timely management of environmental risks and enhances the resilience of the production process.	⊕
	Lack of strategic preparedness for changing weather patterns may undermine the stability of the supply chain.	⊖
<b>Climate Change Mitigation</b>	Operation of a biomass-based thermal-energy unit and the use of green electricity contribute to limiting greenhouse gas emissions.	⊕
	Limited assessment of emissions across the entire production line may hinder the reduction of the overall environmental footprint.	⊖
<b>Energy</b>	Implementation of an energy-management policy and the use of energy-recovery systems help optimize energy consumption across all facilities.	⊕
	Limited integration of efficient technologies may keep the energy footprint of activities at a high level.	⊖
<b>Air Pollution</b>	Use of particle-retention filters in production facilities contributes to reducing atmospheric pollutants during biomass combustion.	⊕
	Neglect of technical maintenance in combustion units may lead to exceeding permissible emission limits.	⊖
<b>Water Pollution</b>	Cooperation with licensed liquid-waste management providers and compliance with ISO standards help prevent the burdening of water bodies.	⊕
	Inadequate monitoring of wastewater flows may cause pollution of water recipients.	⊖



Material Topic	Impact	Type of Impact
Soil Pollution	Responsible management of ash from biomass combustion and its use as a secondary material helps prevent soil pollution.	+
	Uncontrolled management of production residues may degrade soil quality.	-
Water	Implementation of water-saving measures and technologies in production processes supports the sustainable use of water resources.	+
	Intensive water use without offsetting measures may lead to degradation of local water resources.	-
Impacts and Dependencies on Ecosystem Services	Selection of suppliers from domestic agriculture and evaluation of environmental parameters in crops help maintain local ecological balance.	+
	Expansion of cultivated areas without environmental criteria may threaten the functionality of local ecosystems.	-
Resource Inputs, Including Resource Use	Application of energy- and material-efficient processes at all production stages contributes to reducing the consumption of natural resources.	+
	Intensive use of raw materials may burden natural reserves and deplete non-renewable resources, increasing environmental pressure.	-
Waste	Adoption of a circular-management model and the achievement of zero waste to landfill contribute to reducing environmental impacts from solid waste.	+
	Lack of quality assurance in waste-management partners may lead to inappropriate final disposal.	-
Working Conditions (Own Workforce)	Implementation of training programs and health-and-safety management systems supports employee welfare and helps safeguard their physical and mental integrity.	+
	Inadequate recognition of occupational risks may result in incidents affecting employees' health and safety.	-
Equal Treatment and Equal Opportunities for All (Own Workforce)	Integration of equality policies and the provision of opportunities to different social groups enhance social inclusion and help reduce discrimination.	+
	Absence of an inclusion culture and mechanisms to address inequalities may create social-exclusion phenomena in the workplace.	-

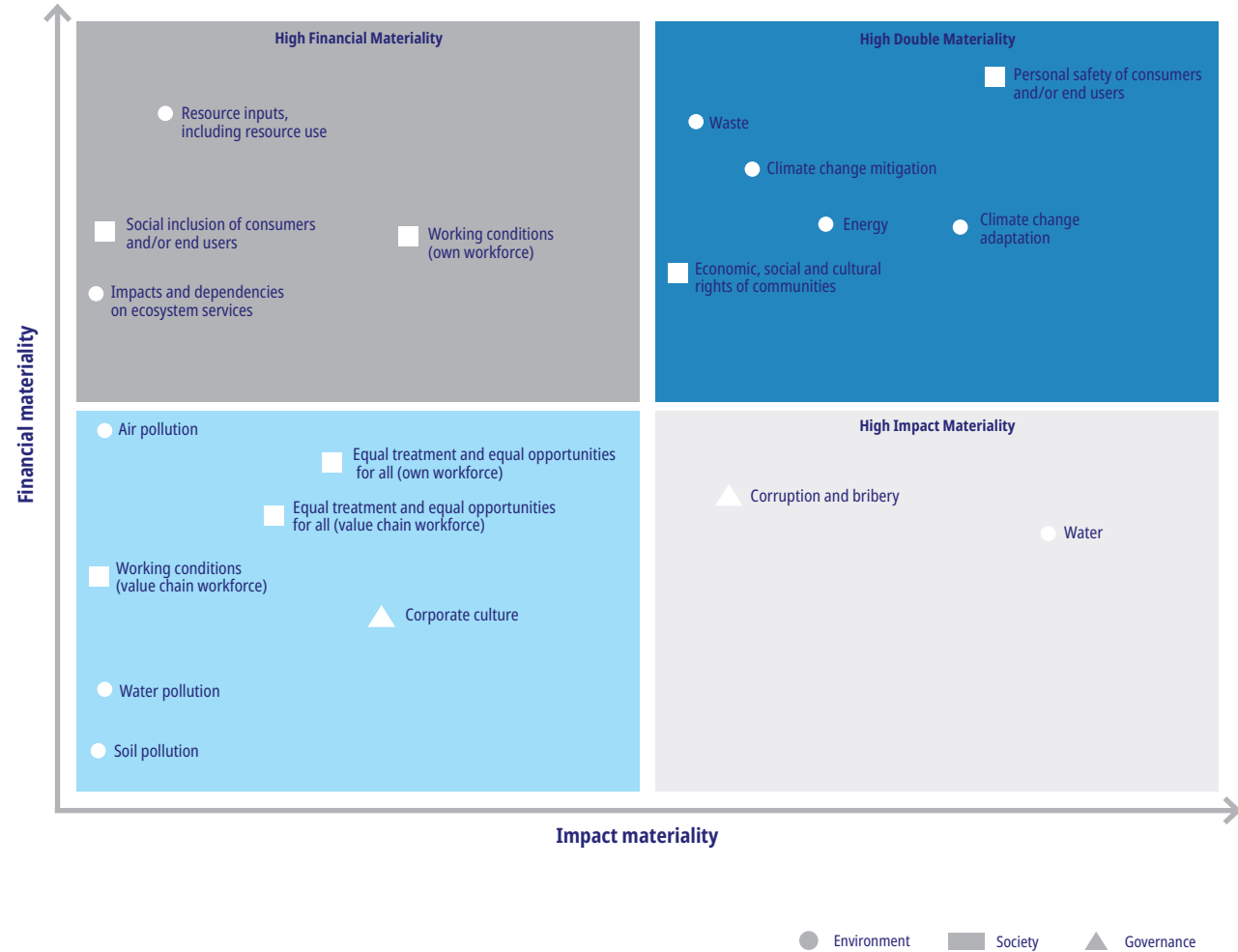
Material Topic	Impact	Type of Impact
<b>Working Conditions (Value Chain Workforce)</b>	Requiring suppliers to comply with labour-welfare standards promotes decent working conditions in the supply chain.	⊕
	Limited control over labour practices in the supply chain may allow precarious or inhumane conditions to persist.	⊖
<b>Equal Treatment and Equal Opportunities for All (Value Chain Workforce)</b>	Inclusion of social criteria in supplier partnerships helps disseminate equality practices throughout the supply chain.	⊕
	Lack of evaluation of partners' equality policies may lead to unequal treatment and social inequalities along the supply chain.	⊖
<b>Economic, Social and Cultural Rights of Communities</b>	Support of social initiatives and maintenance of local partnerships strengthen the company's connection with the local community and may contribute to social cohesion.	⊕
	Failure to engage meaningfully with local communities may lead to resistance and loss of social license to operate.	⊖
<b>Social Inclusion of Consumers and/or End Users</b>	Development of products that address specific nutritional needs improves accessibility and inclusion in the field of nutrition.	⊕
	Failure to adapt products to the needs of different social groups may result in the exclusion of vulnerable consumers.	⊖
<b>Personal Safety of Consumers and/or End Users</b>	Adoption of certified food-quality assurance systems enhances the safety of final consumers and promotes responsible production.	⊕
	Limited application of quality-control procedures may pose risks to consumer health.	⊖
<b>Corporate Culture</b>	Implementation of principles of corporate ethics and the promotion of transparency strengthen public trust in the company's operations.	⊕
	Weakening of internal-control mechanisms may lead to loss of transparency and mistrust among social partners.	⊖
<b>Corruption and Bribery</b>	Existence of an anti-corruption policy and commitment to ethical business practices help ensure fair practices in commercial relationships.	⊕
	Absence of active reporting and monitoring procedures may allow unfair practices to develop.	⊖



## Results of the Double Materiality Analysis

To prioritize EURIMAC's material topics, we took into account the responses gathered from internal sustainability experts. Overall, the materiality of each topic was assessed based on its score in both impact materiality and financial materiality.

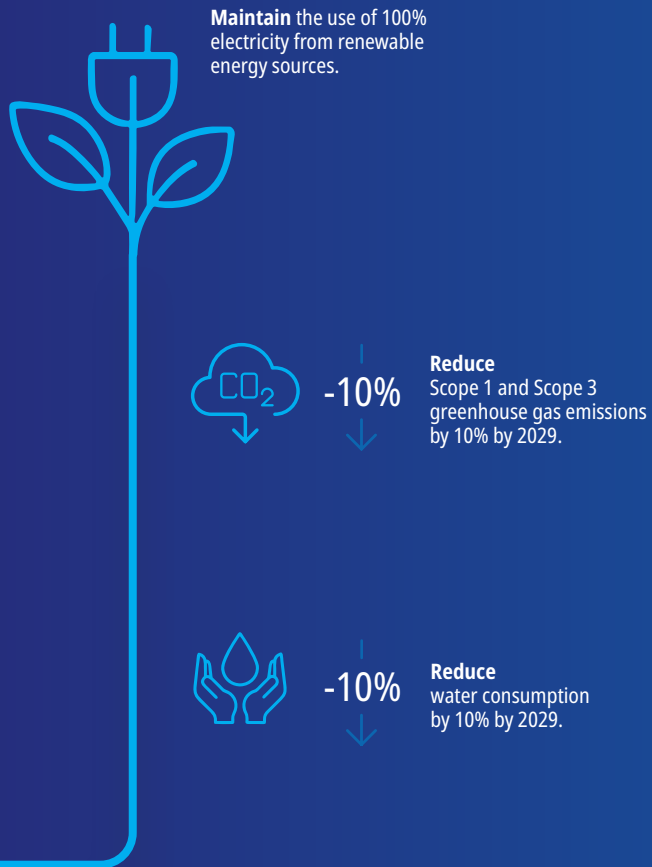
The final prioritization of material topics is presented in the following chart:





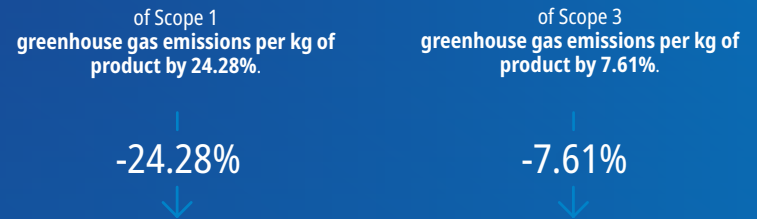
# Environmental Awareness and Responsibility

## ESG Strategic Objectives:



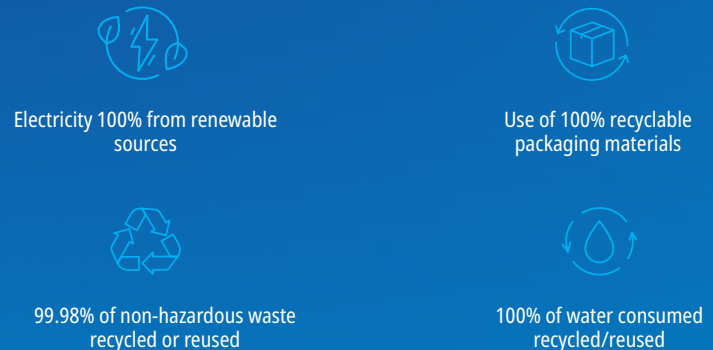
## Key ESG Achievements:

# Reduction



# Zero

Scope 2  
greenhouse gas emissions





## Tackling Climate Change

Climate change is one of the most decisive challenges of our time, directly affecting business operating conditions in all sectors. At EURIMAC, we view the transition to a low-carbon economy as a strategic choice, reflected at all stages of our activity.

We consistently invest in sustainable solutions, energy-saving technologies, and innovative practices, making operational modernization with a low environmental footprint a key priority.

Our approach focuses both on continuous improvement of energy efficiency and on reducing greenhouse gas emissions, thereby reinforcing the resilience of our business model. At the same time, we recognize the importance of transparent recording and documentation, making use of standards and monitoring mechanisms to track our environmental performance systematically.

### Energy Efficiency and Sources of Consumption

At EURIMAC, energy efficiency is a key pillar of our strategy. We are committed to continuously improving our energy performance, aiming to reduce energy and fuel consumption without compromising product quality or facility performance. Our approach is based on monitoring critical consumption indicators, utilizing energy-saving technologies, and continuously upgrading our energy footprint.

The company applies an Environmental Management System certified to ISO 14001:2015 and an Energy Management System certified to ISO 50001:2018, demonstrating a structured and documented approach to reducing environmental impacts and energy consumption. Our energy strategy is aligned with the objectives set out in the company's Sustainable Development Policy, which was updated in 2024 and is renewed every two years.





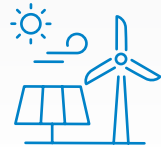
## Electricity

Total electricity consumption for 2024 amounted to 19,912,632.40 kWh, representing approximately 33% of overall energy consumption. 100% of the electricity consumed came from renewable sources through Guarantees of Origin, ensuring zero Scope 2 emissions for the third consecutive year.

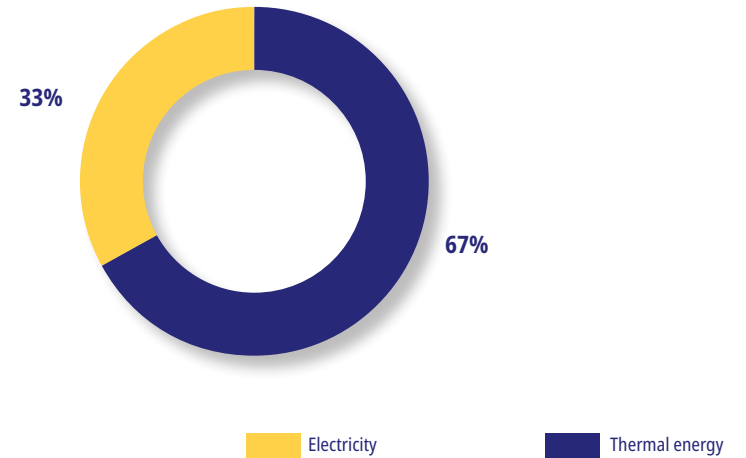
Electricity-intensity levels remained stable compared to 2023, despite increased total production.



**TOTAL ELECTRICITY CONSUMPTION**  
**19,912,632.40 kWh**  
IN 2024



**100%**  
**OF ELECTRICITY CONSUMED**  
**CAME FROM**  
**RENEWABLE SOURCES**



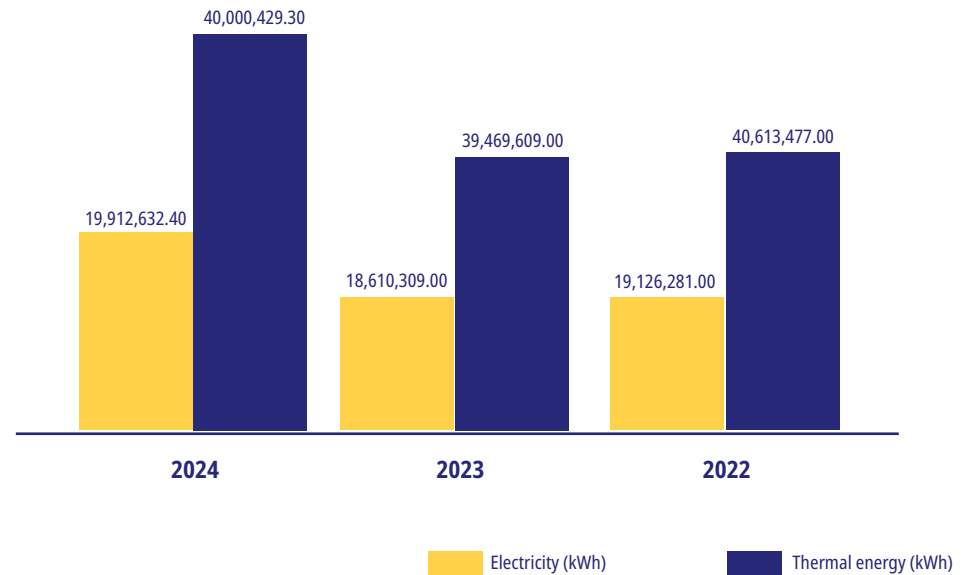
## Thermal Energy

The largest share of our energy consumption is covered by thermal energy, which in 2024 reached 40,000,429.26 kWh and accounted for approximately 67% of our total energy mix. Thermal energy is produced from biomass, specifically rice husk, which has been used at our facilities since 2013. The choice of biomass as a fuel allows us to reduce our dependence on fossil fuels and significantly contributes to reducing greenhouse gas emissions.

Thermal-energy intensity decreased in 2024 compared with the previous year, despite increased production.

Total energy consumption for 2024 amounted to 59,913,061.66 kWh.

Energy Mix 2024





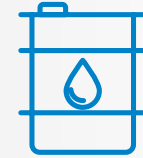
## Fuel for Vehicles and Generators

Fuel consumption includes diesel for vehicle operation, petrol, and diesel for generators, with total consumption of 37,758.8 litres in 2024.

Fuel Consumption Table

Fuel type	2024	2023	Change (%)
Diesel – vehicles (lt)	8,425.40	18,684.42	- 54.90 %
Diesel – generators (lt)	7,900.00	8,900.00	- 11.24 %
Petrol – vehicles (lt)	21,433.40	14,405.29	+ 48.78 %
<b>Total consumption</b>	<b>37,758.80</b>	<b>41,989.71</b>	<b>- 10.08 %</b>

Total fuel consumption decreased by 10.08% compared to 2023, confirming our ongoing effort to reduce dependence on fossil fuels and lower associated emissions.



**TOTAL CONSUMPTION**  
**37,758.80 Liters**

FOR 2024

**TOTAL FUEL CONSUMPTION**

**-10.08%**



IN COMPARISON TO 2023



## Our Carbon Footprint

The company has established robust procedures for the accurate calculation and monitoring of its carbon footprint, ensuring full alignment with internationally recognized standards and relevant regulatory requirements. Assessing the carbon footprint enables the company to identify critical emission points across the value chain, evaluate environmental risks, and set targeted emission-reduction strategies.

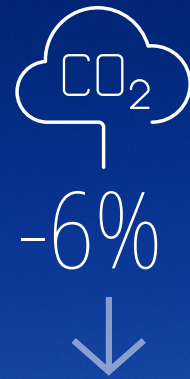
For the calculation of emissions, we use the certified annual Greenhouse Gas Emissions Report in accordance with ISO 14064:2018, which covers Scope 1, Scope 2, and Scope 3 greenhouse gas emissions.

In 2024, total emissions amounted to 89,325.32 tons CO<sub>2</sub>e, representing a 6% reduction compared to 2023 — confirming a stable path of improvement. In more detail:

- Scope 1 emissions are direct and relate to emissions from durum wheat cultivation.
- Scope 2 emissions are indirect and arise from biomass combustion.
- Scope 3 emissions are indirect and relate to the company's upstream and downstream value chain.

Greenhouse Gas Emissions Table (tn CO<sub>2</sub>e)

GHG emission category	2024	2023	2022
Direct emissions – Scope 1	21,502.34	26,502.32	23,949.10
Indirect emissions – Scope 2	0.00	0.00	0.00
Indirect emissions – Scope 3 (transportation)	5,252.08	7,027.60	18,471.20
Indirect emissions – Scope 3 (use of materials)	687.97	389.56	1,252.40
Indirect emissions – Scope 3 (use of products)	60,769.80	61,090.61	48,084.90
Total indirect emissions – Scope 3	67,822.98	68,507.77	67,808.50
Total greenhouse gas emissions	89,325.32	95,010.09	91,757.60



**EMISSIONS REDUCTION**

COMPARED TO 2023



The results of the greenhouse gas emissions assessment indicate a 24.28% reduction in Scope 1 emissions per kg of product compared to 2023, Scope 2 emissions remaining at 0 tons CO<sub>2</sub>e, due to exclusive use of electricity and thermal energy from renewable sources and a 7.61% reduction in Scope 3 emissions per kg of product.

Our approach is reinforced by the following initiatives:

- Systematic recording and evaluation of GHG emissions using specialized tools, in line with ISO 14064 requirements and the Greenhouse Gas Protocol, covering the entire product life cycle — from raw-material cultivation to final packaging disposal.
- Certification of the Environmental Management System to ISO 14001:2015, with the aim of complying with environmental legislation and regulations (at both national and European level) and continuously improving environmental performance.
- Development of forecasting tools and early-detection mechanisms for deviations, to enhance accuracy in monitoring and calculating emissions.
- Investments in zero-carbon technologies, such as the biomass boiler using rice husk and electronically monitored industrial processes, aiming at energy efficiency.
- Training of staff and partners on emissions monitoring, proper management of GHG data, and their active contribution to reducing the company's carbon footprint.



## Pollution Prevention and Control

Maintaining environmental integrity in the areas where we operate is a key priority. We place particular emphasis on preventing air, soil, and water pollution, ensuring ecosystem protection, compliance with environmental legislation, and avoidance of impacts on local communities.

We implement documented pollution-prevention measures as part of our ISO 14001:2015-certified Environmental Management System. The established procedures cover emissions control, waste management, and prevention of soil, water, and air pollution, in accordance with environmental permits and applicable regulations.

### Air Pollution

The main source of atmospheric emissions is the biomass boiler, which uses rice husk. Combustion takes place on-site, in a controlled manner and with particle-retention filters installed. The equipment is maintained preventively, and its operation is periodically inspected to ensure compliance with applicable standards.

### Soil and Water Pollution

Raw and auxiliary materials are stored in sealed and appropriately designed facilities to minimize the risk of leaks or contamination. Liquid-waste management is carried out by a licensed contractor.

In 2024, no incidents of exceeding or violating environmental terms were recorded, as confirmed by internal monitoring under ISO 14001 and by the absence of relevant findings in compliance assessments.



### Hazardous Substances Management

The company does not use hazardous chemical substances as part of its production activities. Small quantities of auxiliary materials (such as lubricants or cleaning agents) are stored in designated areas and are removed in accordance with the supported licensed waste-management procedure.

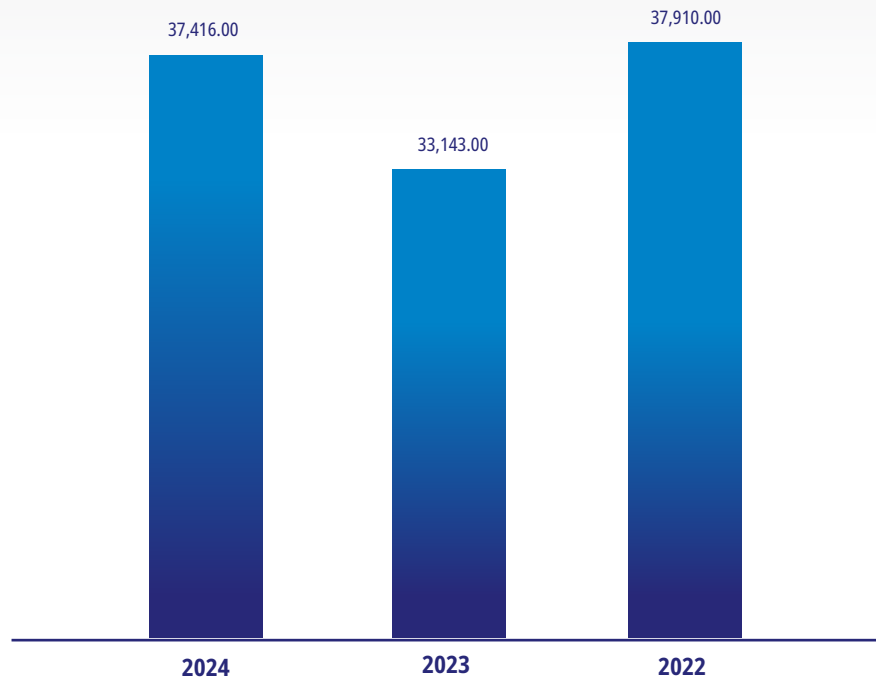


## **Water Resource Management**

Responsible water management is of key importance for our company, as we recognize the environmental and operational significance of water at every stage of the production process. We aim to ensure the optimal use of this natural resource through actions aimed at reducing consumption, increasing reuse, and preventing pollution.

In 2024, EURIMAC's total water consumption amounted to 37,416 m<sup>3</sup>, marking an increase of 12.89% compared with 2023 (33,143 m<sup>3</sup>). The increase in total consumption is directly linked to the corresponding increase in our production activity.

**Water Consumption Table (m<sup>3</sup>)**





In 2024, 100% of the water discharged was recycled and reused for irrigation purposes within the Industrial Area (VI.PE.). This practice strengthens the circular management of water resources.

Water quality is monitored systematically, both in terms of its suitability for industrial use and its environmental impact. An annual wastewater quality assessment is carried out, while water destined for discharge is directed exclusively to licensed operators. The facilities operate under a certified ISO 14001:2015 Environmental Management System, which also incorporates the monitoring of pollution and consumption parameters.

To further improve efficiency, the company makes use of smart-farming software, enabling partner producers to optimize water use and minimize losses.

Finally, we note that for yet another year, no water pollution incidents related to the company's operations were recorded. The company does not operate in areas under severe water stress. In addition, no hazardous substances were detected in wastewater in 2024. The data are documented both by internal monitoring processes and by measurements performed by external waste-management operators.





## Protection of Biodiversity and Ecosystems

Biodiversity is a fundamental parameter of ecological balance and an essential component of sustainable development. EURIMAC is committed to limiting any potential negative impact on the natural environment, ensuring that its production activities do not extend into protected or environmentally sensitive areas.

Our facilities are located within the Industrial Area of Kilkis and outside Natura 2000 zones or other designated protection areas. The location of the facilities does not border areas of high ecological value or areas requiring special management, as documented in hydrogeological studies and in the environmental permit of the plant.

As part of our commitment to minimizing negative impacts, we do not carry out activities involving deforestation, waste dumping, or interventions in wetland ecosystems or sites of high ecological value. Under the ISO 14001:2015 Environmental Management System we implement, regular internal and external audits are conducted to ensure compliance with environmental conditions.

For 2024, no incidents or indications of degradation of local ecosystems or impacts on natural resources were recorded. All activities remained within the approved compliance limits.



## Proper Resource and Waste Management

Resource and waste management at EURIMAC is based on the principles of the circular economy, aiming at the optimal utilization of all generated flows, the reduction of environmental impacts, and the maximization of recycling and reuse. In 2024, we continued to implement documented management practices, further improving our performance in key indicators.

In the context of our operations, we generated a total of 30,277.91 tons of waste, 99.98% of which was either recycled or recovered through appropriate channels. This percentage, which reflects the near-complete utilization of waste, once again earned us, in 2024, the highest distinction of Platinum Zero Waste. It is noted that the company did not generate hazardous waste. All waste streams were managed through appropriately licensed operators, in accordance with permitting terms and with full traceability.

EURIMAC's approach encompasses a wide range of actions throughout the material life cycle—from the selection of renewable raw materials to responsible final disposal. In production, we use exclusively Greek raw materials (100% Greek durum wheat), while all packaging materials are 100% recyclable.





Materials Table (tn)

Material category	Renewable	Non-renewable
Production	117,223.58	0
Packaging	7,122.44	0.05


All recycling and recovery processes are carried out by certified external facilities, which are regularly inspected. Packaging waste is collected separately and sent for recycling through specialized operators, while production by-products, such as bran, are delivered for use as animal feed. Ash generated from biomass combustion is managed by a licensed customer, in full compliance with legislation.

Vehicles that reach the end of their life cycle are decommissioned in accordance with the applicable End-of-Life Vehicle (ELV) procedures, while electronic equipment and batteries are handed over to approved management schemes. Lubricants are stored in sealed containers and sent for further processing or regeneration.

Data collection and monitoring are performed electronically via a waste-management system, and all information is submitted to the Electronic Registry of the Ministry of Environment. Our staff has received adequate training on waste-flow management, applying specific color codes and storage guidelines. Within the framework of the "Risk and Opportunity Assessment" process, all axes of waste management are periodically reviewed in order to identify opportunities for further optimization.

EURIMAC evaluates its suppliers based on environmental-management criteria, recognizing their critical role in the performance of the entire value chain. At the same time, the company applies self-assessment mechanisms and incorporates the principles of sustainable procurement.

## Waste Flows Table 2024

Type of Waste	Generated waste (tn)	Recycling/Reuse rate (%)
 Mixed municipal solid waste	582.06	→ 100 %
 Cardboard and paper	140.53	→ 100 %
 Residues from plastic processing and shaping	99.53	→ 100 %
 Iron and steel	25.87	→ 92.30 %
 Bran by-products	27,365.51	→ 100 %
 Dough by-products	793.94	→ 100 %
 Rice husk	1,266.51	→ 100 %



## Supporting Our People and Community

### ESG Strategic Objectives:

- Maintain **zero work-related accidents**.
- Achieve **zero product recalls** by 2029.

### Key ESG Achievements:

- **17.61% increase** in the workforce.
- **Fivefold** increase in total training hours.
- **Zero** work-related accidents.
- **15%** of total staff from a different nationality.





## Development and Well-being of Our People

At EURIMAC, our people are the driving force behind every success. We consistently invest in their development and well-being, promoting a working environment of equal opportunities, meritocracy, and personal growth. In 2024, we continued to strengthen our human-resources policies with the aim of maintaining high levels of employee engagement and satisfaction.

Total employment at the company increased by 17.61% compared with 2023, reaching 187 employees, including 62 women and 125 men. The vast majority of staff are employed under full-time contracts, at a rate of 98.93%.

Employee Employment-Type Table by Gender

Type of employment	Men	Women	Total of Employees
Indefinite term contract	105	51	156
Fixed-term contract	20	11	31
Full-time	124	61	185
Part-time	1	1	2

Gender Representation Ratio

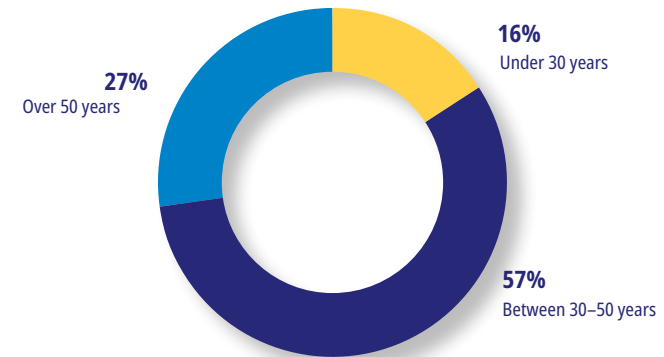




**Distribution of Human Resources by Hierarchical Level and Gender**

Position	Men	Women	Total
Department Directors	8	1	9
Senior executives	16	0	16
General staff	5	8	13
Production-line workers	96	53	149

**Age Distribution of Employees for 2024**



We create a stable and safe working environment where each employee can grow, express themselves, and contribute meaningfully to achieving the company's goals. Our workforce has a balanced age distribution that reflects our commitment to intergenerational cooperation and knowledge transfer.

**Specifically, in 2024:**

- ✔ **16%** of our staff were under 30 years old, reinforcing youthful perspective and innovation,
- ✔ **57%** were employees between 30 and 50 years old, forming the core of experience and operational stability,
- ✔ **27%** were over 50 years old, contributing their long-standing expertise.

In 2024, the number of new employees increased by 14% compared with 2023, while employees over 50 years of age increased by 17%, demonstrating equal treatment across age groups.



Promoting equality, diversity, and inclusion is of paramount importance to the company. We stand firmly against all forms of exclusion, striving to cultivate a workplace where all employees are accepted and treated fairly, regardless of gender, age, religion, nationality, sexual orientation, or political beliefs.



**15% of our workforce comes from a different nationality**, reflecting our tangible commitment to equal inclusion and multiculturalism. **Furthermore, in 2024 we signed the Diversity Charter**, strengthening our commitment to an inclusive environment where every voice is heard and every identity is respected.



## Recruitment and Departures

We continue to grow dynamically, a fact that is also reflected in the strengthening of our human capital. During 2024, there was a significant increase in new hires, reflecting both the expansion of our business activities and the strategic decision to invest in human capital.

The recruitment of new employees was based on criteria of technical competence, professionalism, and alignment with the company's values and culture. At the same time, we consistently monitor turnover indicators, seeking to maintain a balanced and stable working environment with a strong focus on talent retention.

The employee mobility index remained at stable levels, showing a small change from 20.70% in 2023 to 22.99% in 2024. In total, 43 employees left the company, including 34 men and 9 women. Maintaining the indicator within normal limits—despite the significant increase in new hires—is an indication of organizational stability and successful integration of new employees into the company's workforce.

Number of Newly Hired Employees by Gender for 2024



New Hires by Gender and Age Group for 2024

Age group	Men	Women	Total of Employees
Under 30 years	6	5	11
Between 30–50 years	55	23	78
Over 50 years	0	0	0

Departures Table by Gender and Age

Age group	Men	Women	Total of Employees
Under 30 years	8	3	11
Between 30–50 years	26	6	32
Over 50 years	0	0	0



## Employee Training

At EURIMAC, we consider investment in our human capital as a cornerstone of sustainable development and business excellence. Continuous training and skills development not only enhance performance and productivity, but also strengthen employee engagement, contributing to the creation of a working environment that inspires, develops, and retains our talent.



In 2024, a total of 1,733 training hours were delivered, representing almost a fivefold increase compared to the previous year, and training expenses amounted to €9,353.00. Overall, 89.3% of the workforce participated in at least one training program, a percentage that highlights the company's consistent commitment to strengthening the technical and professional competence of its staff.



The programs implemented in 2024 covered a wide range of thematic areas, including:

Training program	Number of seminars per training program
Quality control	20
Health and safety in the workplace	20
Management of hazardous substances	10
Environmental management	3
Energy management	3
Safe load handling	4
Environment, Social and Governance (ESG)	2
Finance	12
Diversity, Equality and Inclusion	1
Total	75

Training was delivered through in-person seminars, internal presentations, and e-learning programs. In parallel, an employee performance evaluation process was implemented, enabling personalized identification of training needs and more effective targeting of future educational initiatives. In total, 88.24% of employees received a performance appraisal.

EURIMAC remains committed to creating development opportunities for all employees, aiming to strengthen their skills, professional growth, and self-confidence, and contributing to the formation of a productive, safe, and inspiring work culture.

Number of employees and training hours by hierarchical level and gender

Hierarchical level	Number of Employees		Hours	
	Men	Women	Men	Women
Department Directors	1	1	20	21
Senior executives	16	-	120	-
General staff	4	6	6	46
Production-line workers	87	52	842	678




## Health and Safety at Work

Safeguarding the health and safety of our people has always been a non-negotiable priority for EURIMAC. We systematically invest in creating a healthy, safe, and well-organized working environment, applying strict standards, internal policies, and procedures aimed at risk prevention, preservation of physical and mental well-being, and strengthening employees' trust.

In 2024, no occupational accidents, no loss of life, and no occupational diseases were recorded, confirming our continuous commitment to the "Zero Accidents" philosophy and the consistent compliance of all employees with health and safety standards and procedures.



### Health & Safety Management System – ISO 45001

EURIMAC implements an Occupational Health and Safety Management System (OHS) certified in accordance with ISO 45001:2018, which covers all company activities and employees. The system is regularly audited by independent accredited bodies and is updated based on audit feedback, findings from the OHS Team, and the evaluation of incidents.

The Health and Safety Policy forms part of the company's broader sustainable-development framework and has been approved by the highest governing body, reinforcing transparency, systematic management, and accountability.

### Hazard Identification, Assessment, and Prevention

The process of hazard identification and risk assessment is carried out annually by the Health and Safety Team, with the participation of the Safety Technician and the Occupational Physician. Within this framework, all potential occupational risks are examined, such as:

- mechanical equipment,
- manual handling of loads,
- exposure to noise or dust,
- slips and falls in the workplace,
- ergonomic issues due to repetitive movements,
- contact with hot surfaces or raw materials.

Based on the risk assessment, preventive measures (technical, organizational, and personal protective) are implemented, while all actions are systematically recorded using approved forms and digital records. The company maintains an emergency management plan and conducts regular drills.

## Training and Awareness

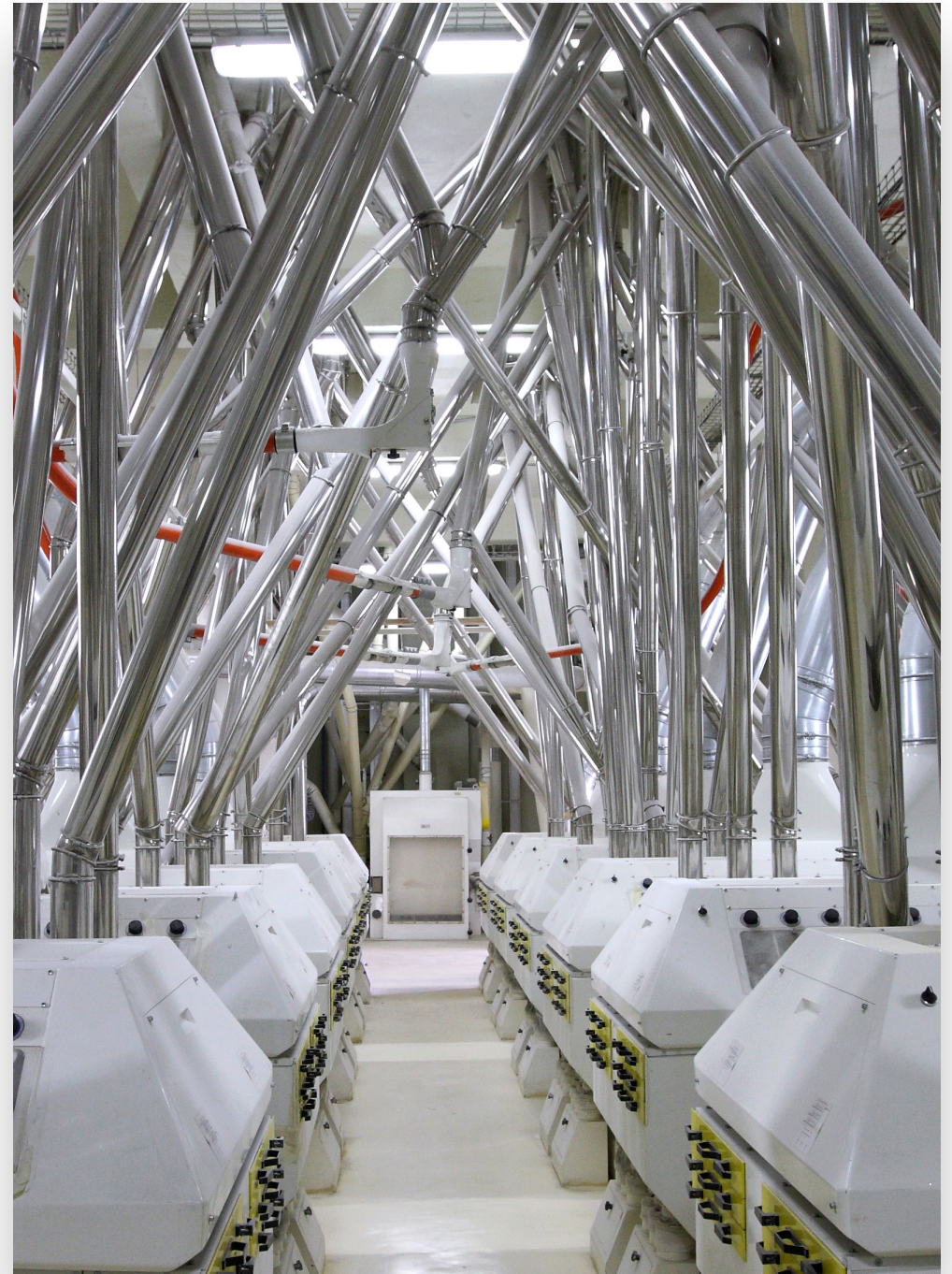
The company implements targeted training and awareness programs for all employees on OHS issues. In 2024, the following were carried out:

- ✓ First Aid seminars,
- ✓ training on accident prevention and proper use of tools and equipment,
- ✓ information sessions on correct use of Personal Protective Equipment (PPE),
- ✓ ergonomics programs for production-line employees.

All new hires undergo introductory OHS training, while refresher training is provided whenever equipment, procedures, or legal requirements change.



Training is mandatory and documented in each employee's personal file.





## Medical Services and Preventive Support

EURIMAC cooperates with an Occupational Physician who periodically conducts:

- ✓ medical examinations and preventive interviews,
- ✓ monitoring of vulnerable groups,
- ✓ counselling and guidance.

Preventive medical checks are carried out based on age, gender, and occupational exposure, reinforcing early identification of potential health burdens. In 2024, no occupational diseases and no related sick leave were recorded.

### Performance Monitoring and Continuous Improvement

EURIMAC's Health and Safety Team analyzes available data on a monthly basis (observations, complaints, inspections, reports), which are used to design improvement actions and update procedures. Accident and illness indicators are officially reported and integrated into the ISO system targets.

The company has established a procedure for reporting work-related near-miss incidents, while the active participation of all employees is encouraged through anonymous questionnaires and open dialogue with the OHS Team.



We proudly state that  
in 2024 we recorded:

**Zero**  
OCCUPATIONAL  
ACCIDENTS

**Zero**  
LOST WORK  
DAY RATE (LWD)

**Zero**  
OCCURENCES  
WHICH LED TO  
LOST WORK DAYS  
(DAYS AWAY/RESTRICTED OR JOB TRANSFER RATE; DART)



## Human Rights & Labour Standards

We recognize that respect for Human Rights is an integral element of responsible and sustainable business conduct. We are committed to the strict protection of the rights of all our employees, as well as of all those affected by our business activities, applying internationally recognized labour standards and fundamental principles such as equality, dignity, non-discrimination, and respect for the human person.

### Human Rights Policy

EURIMAC's Human Rights Policy is shaped in accordance with The Universal Declaration of Human Rights, The Fundamental Principles and Rights at Work of the International Labour Organization (ILO), The UN Global Compact, The UN Guiding Principles on Business and Human Rights, The Charter of Fundamental Rights of the European Union.

The company is committed to preventing and promptly addressing any Human Rights violations or risks of violation, both within the company and along the supply chain. Particular emphasis is placed on prohibiting all forms of discrimination, respecting diversity, and ensuring equal access for all to employment, development, and evaluation opportunities.

### Collective Representation and Labour Relations

EURIMAC recognizes employees' right to representation through collective labour agreements, which ensure fair working conditions, adequate remuneration, protection of health and safety, and respect for their rights.

The company maintains an Employee Handbook that fully regulates labour relations and is periodically updated, and applies merit-based and transparent evaluation and promotion systems. We encourage the empowerment and professional advancement of women, aiming to eliminate stereotypes and ensure equal treatment in career development.





## Working Conditions

EURIMAC fully complies with legal provisions regarding working hours and has a policy for fair compensation in case of overtime. The remuneration level for new hires is in a 1:1 ratio to the statutory minimum wage for both men and women, while the ratio of annual remuneration of the highest-paid employee to the average of the rest of the workforce is 3.51, according to 2024 financial data.

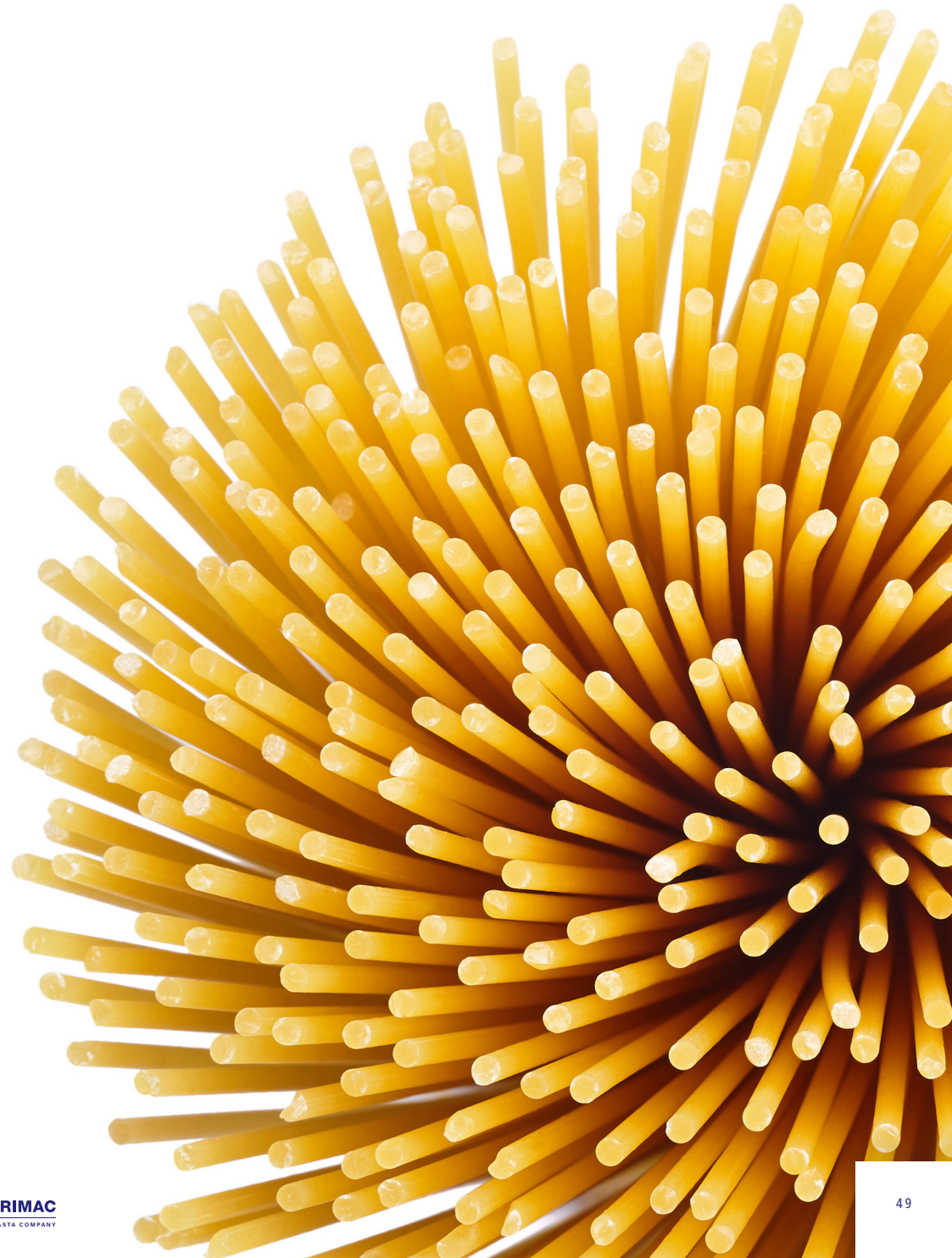
Benefits include comprehensive health and life insurance coverage, along with additional leave entitlements and tailored support based on each employee's family and social circumstances.

## Prevention and Elimination of Violence and Harassment

The company implements a policy for the prevention and elimination of violence and harassment in the workplace, in accordance with Articles 9 & 10 of Greek Law 4808/2021. A robust reporting mechanism and remediation procedures have been established for managing and resolving any issues related to discrimination and harassment.

Examples of harassment that are not tolerated include comments about appearance, inappropriate monitoring or surveillance, unwanted physical contact, insults or degrading behavior.

Awareness-raising, training, and respect-culture strengthening initiatives are also implemented at all hierarchical levels, with the aim of consolidating a working environment free from violence, discrimination, or bullying.



## Forced and Child Labour

We explicitly prohibit all forms of child and forced labour.

### In 2024:

- No cases of child or forced labour were identified
- No employees were found to be under the legal working age
- Age-verification procedures are in place prior to each hiring

Compliance with the requirements of the International Labour Organization (ILO Conventions 138 and 182) is complete, and our suppliers are evaluated on adherence to the same standards.



## Whistleblowing Policy

We apply an internal whistleblowing mechanism for reporting inappropriate behaviors, policy violations, risks, and failures. A specific individual is designated as responsible for receiving and handling reports, with particular emphasis on confidentiality, non-retaliation, and protection of the reporting person.

In 2024, no critical concerns or violation cases **were recorded** through this mechanism.





## Strengthening Social Contribution

As a company, we have a long-standing commitment to maintaining strong ties with the local community and actively enhancing social cohesion through meaningful support and solidarity actions. Our social contribution is an integral part of our corporate identity and expresses our commitment to giving back value to the society in which we operate.

During 2024, the company carried out **28 donations** aimed at supporting vulnerable groups, strengthening the social structure, and promoting non-profit initiatives. The total amount allocated in donations amounted to **€17,360**, while the total resources directed overall to social-contribution activities reached **€4,000**.

Particular emphasis was placed on strengthening local employment, as a significant portion of EURIMAC's workforce comes from the wider Kilkis region. At the same time, cultural and sports initiatives organized by local associations and institutions were supported, with the aim of reinforcing social cohesion.

The company continues to maintain ties with the local community, recognizing its role as a responsible and active partner. Social-contribution actions are designed based on the real needs of stakeholders and are implemented with responsibility, transparency, and consistency, so as to achieve substantial positive impact.

For EURIMAC, social contribution is a consistent choice, not an occasional initiative. In line with the principles of sustainable development and with respect for human needs, we remain actively present at the side of society.

  
**28**  
 donations  
 in 2024

## Key Social Actions, Donations and Sponsorships in 2024:

### Two Voluntary Blood Drives

With responsibility and genuine care for people, EURIMAC organized two voluntary blood donation drives in 2024 with the participation of its employees. The first donation took place in May and marked the launch of the company's Blood Bank, in collaboration with the Hellenic Red Cross – Kilkis branch.

This initiative was warmly embraced by staff and contributed substantially to strengthening blood reserves for the needs of employees and members of the local community. Recognizing the importance of continuous contribution, EURIMAC has now established blood donation as a twice-yearly CSR action.





## Health Walk at the Social Support Center

EURIMAC participated in a Health Walk held in Kilis on 25 September 2024, in collaboration with the Kilis Social Support Center, a care organization for people with disabilities.

Company representatives actively took part in the event, walking and talking with the Center's beneficiaries in a warm and human encounter. This walk was a simple but meaningful act of empathy and social closeness, promoting inclusion, acceptance, and the value of human connection.



## Donation of an Electrocardiograph to the Social Support Center of Kilis

In 2024, we proceeded with the donation of a modern electrocardiograph to the Kilis Social Support Center, a care facility for people with disabilities. This contribution aims to improve medical monitoring for the Center's residents, supporting prevention and early diagnosis of cardiac condition.

## Book Donation to the 1st Junior High School of Kilis

Recognizing the importance of education and access to knowledge, EURIMAC donated books in 2024 to the 1st Junior High School of Kilis. The initiative aimed to enrich the school library and support the educational work, offering students more stimuli for learning and creative reading.





## Donation of Equipment, Toys, and Pasta to the Special Primary School of Kilkis

With respect for the specific needs of the children and with a genuine intention to offer meaningful support, EURIMAC in 2024 donated equipment, toys, and pasta to the Special Primary School of Kilkis. This initiative aimed to support the school's educational work, improve students' daily life, and help cover basic nutritional needs.

EURIMAC has a longstanding presence at the side of the local community, particularly in structures that support children with disabilities, contributing to the creation of a more inclusive and caring educational environment.

## Donation to the 8th Kindergarten of Kilkis

To mark World Pasta Day, EURIMAC visited the 8th Kindergarten of Kilkis, offering the children a special experience. As part of this initiative, toys, books, and pasta were distributed, while company representatives had the opportunity to talk with the young students, discuss nutrition, and explain the importance of food in our lives through a pleasant and educational dialogue.



## Sponsors of the program 'Campaign to the islands Guided by Diabetes'

As part of its social responsibility and its commitment to supporting prevention and public health, EURIMAC participated in 2024 as a sponsor in the program 'Campaign to the Islands for Diabetes', in collaboration with a Non-Profit Civil Company (AMKE).

The campaign was implemented with the aim of informing and preventing diabetes in remote island areas of Greece, through free medical examinations, distribution of educational material, and scientific guidance.

## Sponsor of Alma Zois Thessaloniki in the 'Pink Together' initiative

Driven by a profound sense of responsibility toward breast cancer prevention and committed to supporting women who face this challenge with dignity and strength, EURIMAC served as a sponsor of the "Pink Together" event organized by the Alma Zois Thessaloniki Association.

The event, dedicated to awareness-raising, empowerment, and symbolic unity of all those affected by the disease, attracted a large audience, highlighting the importance of prevention, early diagnosis, and collective support.

Through its presence and support, EURIMAC substantially strengthens the work of the Association and promotes the message that the fight against breast cancer concerns all of us.



## Award by the Hellenic Red Cross – Kilkis for Participation in the Blood Bank and Donations

EURIMAC was honored by the Regional Branch of the Hellenic Red Cross in Kilkis and the World Blood Donor Organization for its significant contribution to the development of the Blood Bank of the Hellenic Red Cross – Kilkis and its overall social contribution.

The award ceremony took place on Thursday 12 September 2024 at the Conference Centre of the Municipality of Kilkis, as part of a high-level event attended by national and international figures. Among the distinguished attendees were Princess Elkhayati Rachida of Morocco and her husband, the Regional Commissioner for Blood Donation in Africa, whose presence was a great honor for the city of Kilkis.

Additionally, EURIMAC was invited to and participated in the welcoming ceremony of the "Flame of Love", in the framework of the 22nd Panhellenic Torch Relay of Volunteer Blood Donors, co-organized by P.O.S.E.A., the National Blood Centre, and the Hellenic Red Cross.



# Responsible Corporate Governance

## ESG Strategic Objectives:

- Train 100% of employees in business ethics annually by 2027.
- Evaluate the 20 largest suppliers on ESG issues by 2029.

## Key ESG Achievements:

- Zero confirmed incidents of corruption.
- Zero information-security breach incidents.
- Zero fines relating to legal requirements or transaction fees for violations of GDPR legislation.
- Zero cases of child or forced labour.
- Zero whistleblowing complaints.
- Zero cases of workplace harassment or violence.
- 90.63% of suppliers are based in the local (Greek) market.



## Effective Governance Structure

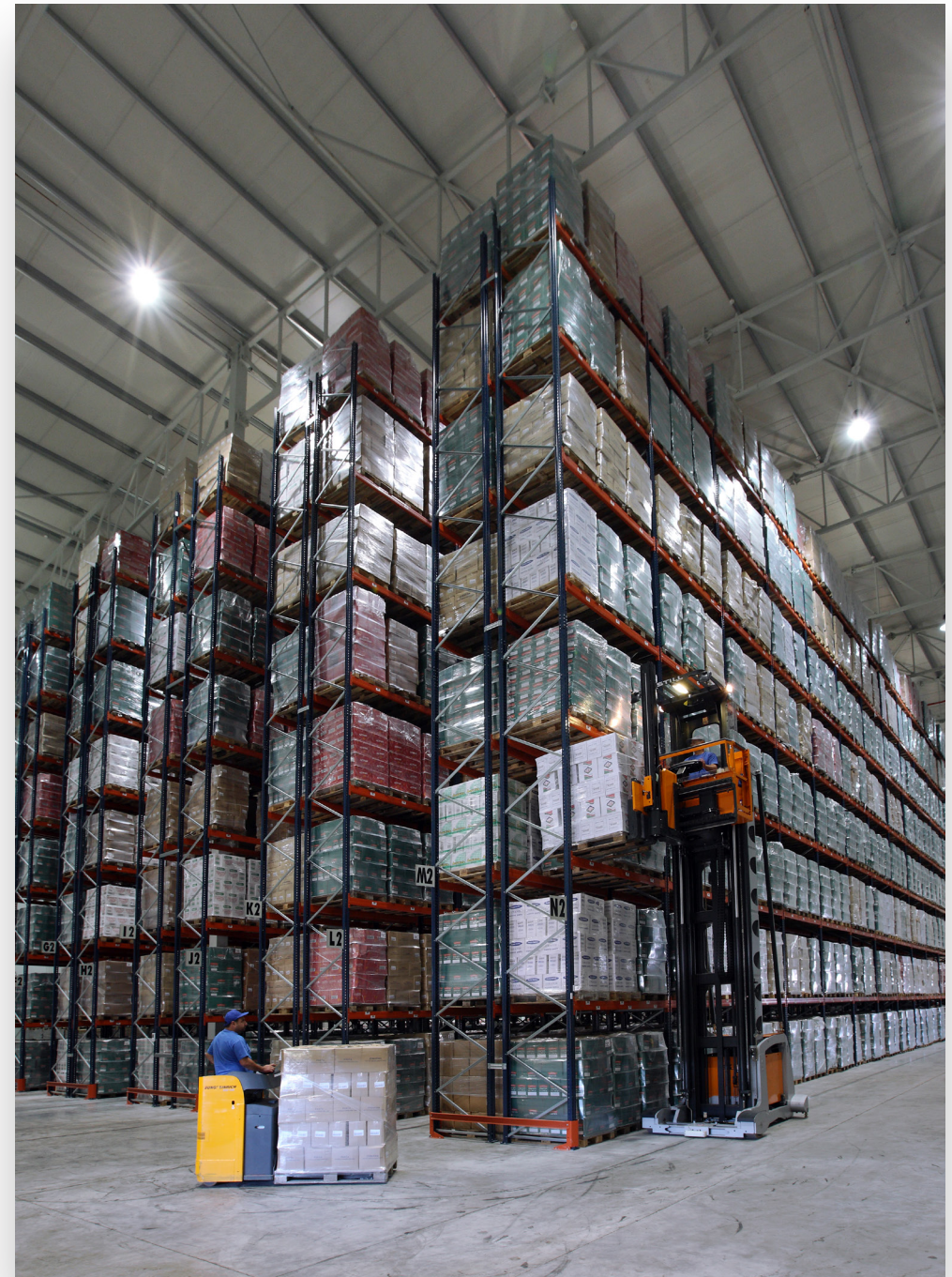
EURIMAC has developed an effective governance structure that ensures responsible management of the company, alignment of decisions with its core operating principles, and proper oversight of sustainability, development, and long-term value topics.

The highest governance body is the General Meeting of Shareholders, which has full authority over matters of strategic importance to the company. It ensures that corporate-management decisions are taken in line with the corporate interest, responsibility, and compliance with the applicable regulatory framework. It has exclusive responsibility for electing the Board of Directors, which represents the company and is responsible for the overall management of its affairs.

The Board of Directors (BoD) of EURIMAC, with a five-year term, is composed of professionals with proven experience and specialized knowledge in food industry, production, and business management. It is responsible for shaping and monitoring the company's business strategy, as well as overseeing policies and performance related to sustainable development.

The composition of the Board of Directors for 2024 is as follows:

- **Konstantinidis Stavros** – Chairman
- **Konstantinidis Panteleimon** – Vice-Chairman
- **Sempio Bruno Daniele** – Vice-Chairman
- **Papadopoulos Odysseas** – Chief Executive Officer
- **Sempio Isidoro Claudio** – Executive Member





The Board of Directors is periodically evaluated for its performance, with emphasis on transparency, independence of judgment, and effectiveness in decision-making. In parallel, the BoD ensures the continuous training of its members in critical areas such as sustainable development, risk management, and regulatory developments.

The Chairman of the Board, who also presides over the General Meeting, acts as a liaison between shareholders and management, ensuring objectivity and balanced representation of interests. Conflicts of interest are assessed institutionally and managed within the framework of corporate governance.

Management has developed internal mechanisms for monitoring and evaluating the company's performance in environmental, social, and economic areas. Under the supervision of the highest governance body, specialized management teams operate, consisting of senior executives and specialized staff.

These teams cover critical areas such as:

- |                                 |                          |
|---------------------------------|--------------------------|
| • Environmental Management Team | • Quality Control Team   |
| • Energy Management Team        | • Crisis Management Team |
| • Internal Audit Team           | • Fire Protection Team   |
| • Plant Safety Team             | • Food Protection Team   |
| • HACCP Team                    |                          |

These teams are responsible for collecting, documenting, and analyzing data, recommending corrective actions, and supporting evidence-based decision-making. They also contribute actively to the Double Materiality process and to the implementation of sustainable-development policies.

The effective functioning of the governance structure is also reflected in the process of drafting and approving the Sustainability Report, which is carried out under the responsibility of the highest governance body. The same body ensures that disclosed information is verifiable, reliable, and aligned with the requirements of international standards and national regulatory obligations.



## Compliance with Regulatory Frameworks

We are firmly committed to full compliance with the applicable regulatory framework, integrating the principles of legality, transparency, and ethical business conduct into every aspect of the company's operations. Compliance is not treated merely as a regulatory obligation but as a foundation of credibility, responsibility, and sustained trust with all stakeholders. In this context, the company systematically monitors legislative developments, reviews internal policies, and strengthens governance mechanisms to ensure alignment with national and international requirements.



In 2024, no cases of non-compliance with labour, tax, environmental, or other applicable legislation were recorded, and no fines or sanctions were imposed by competent authorities.

EURIMAC maintains a fully functioning internal system for compliance-risk control and evaluation, which allows timely identification and prevention of possible irregularities or deviations.





## Code of Ethics

Compliance also extends to the field of ethics. The company has established and applies a comprehensive set of policies and procedures that ensure the integrity of its operations. The core tool is the Code of Ethics, which is binding for all those who work at EURIMAC or are connected with it through business relationships. The Code sets out the basic principles of responsible corporate behavior and guides day-to-day operations based on the following principles.

- Honesty and Legality
- Integrity
- Transparency
- Equality and Impartiality
- Commitment to Rights and Good Faith
- Respect for all individuals
- Quality of Products and Services
- Confidentiality and Data Protection
- Conducting operations with respect for institutions
- Compliance with the rules of Free Competition
- Compliance with internal regulations and the Law
- Freedom of association and collective bargaining

## Conflict of Interest

Concurrently, we recognize that ethical business conduct is a pillar of credibility and social responsibility. For this reason, we have adopted specific provisions for the prevention and management of conflicts of interest, ensuring that individual or private interests do not influence professional decisions. All employees are required to declare potential conflicts, while specific control protocols apply to sensitive positions.

## Anti-Bribery Policy

In addition, in 2024 we were certified according to ISO 37001:2019, adopting a comprehensive Anti-Bribery Management System. Implementation of this system significantly strengthened transparency, the prevention of corruption phenomena, and the cultivation of an integrity-oriented culture. The management system includes dedicated reporting and incident-investigation mechanisms, risk-assessment procedures, and targeted training for specific staff groups.



## Personal Data Protection Policy

Particular emphasis is placed on protecting information and personal data. We fully comply with the General Data Protection Regulation (GDPR), applying a Privacy and Personal Data Protection Policy for employees, customers, suppliers, and other business partners.

## Information Security Policy

In terms of information security, EURIMAC operates under a fully developed Information Security Management System. This approach includes physical and electronic security controls, policies for access to confidential data, mechanisms for monitoring the integrity of IT systems, and recovery plans in the event of a cyberattack.

## Energy Policy

The company is also strongly committed to energy compliance through the implementation of an Energy Policy aligned with sustainable-development requirements. This policy provides for the use of energy-efficient equipment, monitoring of energy indicators, and the continuous evaluation of saving measures. EURIMAC has invested significantly in its energy upgrade and recognizes that compliance with sustainable-energy principles is an integral part of its corporate responsibility.

## Corporate Social Responsibility Policy

Finally, through its Corporate Social Responsibility Policy, EURIMAC formally records its commitment to sustainable and responsible operation. This policy is based on the international principles of the United Nations, the ILO, and the Hellenic Sustainability Code, and guides the company in shaping its social and environmental objectives.



All compliance policies are available on the company's official website, strengthening transparency and ensuring access for all stakeholders.

# Zero

**VIOLATIONS**  
of the Code of Ethics

# Zero

**INCIDENTS**  
related to bribery or  
improper benefits

# Zero

**DATA BREACHES**  
& information losses



## Responsible Supply Chain

At EURIMAC, we recognize that responsible supply-chain management is a critical pillar of our broader sustainable-development strategy. We are committed to implementing responsible, ethical, and socially conscious practices in our relationships with suppliers, ensuring transparency, integrity, and consistency throughout the collaboration.

The company applies a supplier-evaluation and management model based on the principles of the Code of Ethics and the Corporate Responsibility Policy, focusing on:

- adopting practices that create long-term value and enhance the reliability and quality of products and services,
- ensuring full alignment of the supply chain with EURIMAC's values and principles,
- strict adherence to Corporate Procurement Regulations and internal risk-management policies.

Particular emphasis is placed on strengthening relationships with local suppliers, supporting the domestic economy and creating mutually beneficial partnerships. In 2024:

- 90.63% of our suppliers were based in Greece,
- 88.63% of total procurement expenditure was directed to domestic partners.

Choosing local suppliers not only serves operational needs but also strengthens our social footprint by boosting employment and economic development in local communities. At the same time, we use **100% Greek durum wheat**, reinforcing self-sufficiency and the nutritional identity of our production chain.





## Environmental and Social Assessment of Suppliers

We have established mechanisms for evaluating suppliers based on specific social and environmental criteria, with the aim of preventing risks, ensuring sustainable practices, and complying with international guidelines. In 2024:

Key assessment axes included:

- Existence of an environmental policy and measurable improvement targets,
- Compliance with ISO 14001:2015 or equivalent environmental-management systems,
- Recording any visual impacts or social deviations,
- Ongoing evaluation of risk management in the supply chain.

In addition, a target has been set for the 20 main suppliers to undergo Corporate Social Responsibility (CSR) assessment by the end of 2029, while an equal number of suppliers will be evaluated annually in terms of their environmental and social performance, with the results incorporated into contracts and collaboration terms.

We consistently invest in building a responsible and resilient supply chain, aligned with the principles of transparency, social justice, and environmental responsibility. With a view to continuous improvement, we apply monitoring and review mechanisms, assessing the overall performance of our partners and promoting practices that enhance sustainable development at every link of the value chain.

# 100%

**of contracts** signed with our suppliers include clauses related to environmental performance, working conditions, and human rights.

# 100%

**of targeted suppliers** have signed the Code of Ethics.

# 100%

**of transport suppliers** have received training on sustainable procurement.



## Our Economic Performance

The year 2024 was another important year for EURIMAC, as the company continued its dynamic trajectory in the pasta production sector and further strengthened its position as a leading pasta-exporting company in Greece. With a strategic focus on quality, innovation, and optimization of the production process, the company managed to maintain its resilience and successfully respond to market challenges.

During 2024, total pasta production reached 76,682,430 kg, showing an increase compared with the previous year. At the same time, the company’s turnover amounted to €72,556,935, driven by strong demand in both the domestic and international markets. Continuous investment in modern production infrastructure, adoption of best quality practices, and strong export activity further strengthened EURIMAC’s competitive advantage.

The company monitors and discloses the net economic value it generates and distributes, with the aim of enhancing transparency and stakeholder trust. The monitoring framework is based on the Generated and Distributed Economic Value Index (EVG–EVD).

Generated Economic Value (EVG) in 2024: € 73.648.250,16  
 Distributed Economic Value (EVD) in 2024: € 63.029.026,94

*Distributed economic value (EVD) € 63.029.026,94*

Amount (€)	EURIMAC S.A.
Operating costs	€ 56,024,620.45
Employee wages and benefits	€ 5,609,001.45
Payments to providers of capital	€ 86,971.28
Payments to government (taxes, duties, etc.)	€ 1,287,861.76
Community investments	€ 20,572.00

The retained economic value, i.e. the difference between generated and distributed economic value, amounted to €10,619,223.22 reflecting EURIMAC’s ability to strengthen its financial base and support future growth.

EURIMAC remains committed to achieving strong economic performance, while at the same time ensuring responsible and transparent distribution of the value it generates for the benefit of all stakeholders: employees, customers, suppliers, the state, and society. Its economic trajectory supports long-term sustainability and secures the conditions for ongoing development and competitiveness.



# Annex

## About this Report

This document is the third consecutive Sustainability Report of EURIMAC EUROPEAN PASTA COMPANY S.A. (hereinafter “EURIMAC” or “the company”) and is published in electronic form on the company’s official website. It presents EURIMAC’s strategy, priorities, and actions for sustainable development, including information on its performance in the areas of environment, society, and corporate governance.

The Report covers the period from 1 January to 31 December 2024 and relates exclusively to the operations of EURIMAC S.A., headquartered in the Industrial Area of Kilkis, where its production facilities are also located.

The objective of this Report is to provide valid, complete, and reliable information regarding the company’s performance, commitments, and strategy on environmental, social responsibility, and corporate governance matters. The information is based on internally verified quantitative and qualitative data that reflect the company’s actual activities during the reporting period.

This Report has been prepared in accordance with the GRI – Global Reporting Initiative Standards (GRI Standards, 2021 edition) and follows the fundamental reporting principles that accompany them: accuracy, balance, clarity, comparability, reliability, timeliness, and traceability.

The Report is overseen by EURIMAC’s highest governance body, ensuring the validity and reliability of all disclosed information. The content of the Report is documented through internal control processes and has been subject to external assurance by an independent body, with the aim of confirming the accuracy of the statements and indicators included.

The analysis of material sustainability topics was carried out using the Double Materiality Analysis methodology, in line with the ESRS framework, and includes both Impact materiality, which concerns EURIMAC’s impacts on the environment and society, and Financial materiality, which relates to externally driven risks and opportunities that may affect the company’s financial position.

In preparing the Report, the United Nations Sustainable Development Goals (SDGs) were also taken into account, as well as the Hellenic Sustainability Code, in the context of aligning the company’s strategy with the principles of responsible entrepreneurship.

For any questions or comments regarding this Report, interested parties can contact Mr. Thanasis Bletsas, Sustainability Manager of EURIMAC, at: [a.bletsas@eurimac.gr](mailto:a.bletsas@eurimac.gr).



Statement of use	EURIMAC S.A. has prepared the 2024 Sustainability Report in accordance with the GRI Standards for the period 01/01/2024 to 31/12/2024	Interoperability with ESRS Standards <sup>3</sup>
Use of GRI 1	GRI 1: Foundation 2021	
Applicable GRI sector standard	-	

GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
GRI 2: General Disclosures 2021	2-1 Organizational details	4					-
	2-2 Entities included in the organization's sustainability reporting	8					ESRS 1 5.1 ; ESRS 2 BP-1
	2-3 Reporting period, frequency and contact point	64					ESRS 1
	2-4 Restatements of information	64					ESRS 2
	2-5 External assurance	74-77					-
	2-6 Activities, value chain, and other business relationships	20					ESRS 2 SBM- 1
	2-7 Employees	41					ESRS 2 SBM-1 ; ESRS S1
	2-8 Workers who are not employees	41					ESRS S1
	2-9 Governance structure and composition	56					ESRS 2 GOV-1 ; ESRS G1
	2-10 Nomination and selection of the highest governance body	56-57					-
	2-11 Chair of the highest governance body	56					-
	2-12 Role of the highest governance body in overseeing the management of impacts	56					ESRS GOV-1; GOV-2; ESRS G1
	2-13 Delegation of responsibility for managing impacts	56					ESRS 2 GOV-1; GOV-2; ESRS G1 G1-3

<sup>3</sup>Interoperability occurs from the EFRAG document «GRI-ESRS Interoperability Index. It is noted that not all indicators which are required by the ESRS are covered, provided that such constitute a voluntary application of indicators within the context of preparing for the implementation of the CSRD.



GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	56					ESRS 2 GOV-; IRO-1
	2-15 Conflicts of interest	59					-
	2-16 Communication of critical concerns	50					ESRS 2 GOV-2; ESRS G1 G1-1; G1-3
	2-17 Collective knowledge of the highest governance body	57					ESRS 2 GOV-1
	2-18 Evaluation of the performance of the highest governance body	57					-
	2-19 Remuneration policies	49					ESRS 2 GOV-3; ESRS E1
	2-20 Process of remuneration determination	49					ESRS 2 GOV-3
	2-21 Annual total compensation ratio	49					ESRS S1 S1-16
	2-22 Statement on sustainable development strategy	17					ESRS 2 SBM-1
	2-23 Policy commitments	59					ESRS 2 GOV-4; ESRS S1 S1-1; ESRS S2 S2-1; ESRS S3 S3-1; ESRS S4 S4-1; ESRS G1 G1-1
	2-24 Embedding policy commitments	59					ESRS 2 GOV-2 ; ESRS S1 S1-4; ESRS S2 S2-4; ESRS S3 S3-4; ESRS S4 S4-4; ESRS G1 G1-1
	2-25 Processes to remediate negative impacts	17-25					ESRS S1 S1-1 ; S1-3; ESRS S2 S2-1; S2-3; ESRS S3 S3-1; S3-3; ESRS S4 S4-1; S4-3
	2-26 Mechanisms for seeking advice and raising concerns	59-60					ESRS S1 S1-3 ; ESRS S2 ; ESRS S3 S3-; ESRS S4 S4-3 ; ESRS G1 G1-1 ; G1-3
	2-27 Compliance with laws and regulations	58					ESRS 2 SMB-3 ; ESRS E2 E2- 4 ; ESRS S1 S1- ; ESRS G1 G1- 4
	2-28 Membership associations	12					ESRS 1
2-29 Approach to stakeholder engagement	22					ESRS 2 SMB-2 ; ESRS S1 S1-1 ; S1-2 ; ESRS S2 S2-1 ; S2- 2 ; ESRS S3 S3-1 ; S3-2 S21 ; ESRS S4 S4-1 ; S4-2	
2-30 Collective bargaining agreements	48					ESRS S1 S1-8	



GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	19-25					ESRS 2 BP-1; IRO-1
	3-2 List of material topics	25					ESRS 2 SBM-3; BP-2
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	63					
<b>GRI 202: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	63					
	201-2 Financial implications and other risks and opportunities due to climate change	63					
	201-3 Defined benefit plan obligations and other retirement plans	63					
	201-4 Financial assistance received from government	63					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	41, 49					
<b>GRI 202: Market Presence</b>	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	49					
	202-2 Proportion of senior management hired from the local community	41					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	61					
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	61					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	24, 59					
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	24, 59					
	205-3 Confirmed incidents of corruption and actions taken	59					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	36-37					
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	36-37					
	301-2 Recycled input materials used	36-37					
	301-3 Reclaimed products and their packaging materials	36-37					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-29					



GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
<b>GRI 302: Energy 2016</b>	<b>302-1</b> Energy consumption within the organization	28-29					
	<b>302-2</b> Energy consumption outside of the organization	28-29					
	<b>302-3</b> Energy intensity	28-29					
	<b>302-4</b> Reduction of energy consumption	28-29					
	<b>302-5</b> Reductions in energy requirements of products and services	28-29					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	33-34					ESRS E2 ; ESRS E3
<b>GRI 303: Water and Effluents 2018</b>	<b>303-1</b> Interactions with water as a shared resource	33-34					ESRS 2 SBM-3 ; ESRS E3
	<b>303-2</b> Management of water discharge-related impacts	33-34					ESRS E2 E2-3
	<b>303-3</b> Water withdrawal	34					ESRS E3 E3-4
	<b>303-4</b> Water discharge	34					ESRS E3 E3-4
	<b>303-5</b> Water consumption	34					ESRS E3 E3-4
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	35					ESRS E4
<b>GRI 304: Biodiversity 2016</b>	<b>304-1</b> Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	35					ESRS E4 E4-5
	<b>304-2</b> Significant impacts of activities, products, and services on biodiversity	35					ESRS E4 E4-5
	<b>304-3</b> Habitats protected or restored	35					ESRS E4 E4-3
	<b>304-4</b> IUCN Red List species and national conservation list species with habitats in areas affected by operations	35					ESRS E4 E4-5
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	27-31					ESRS E1 ; ESRS E2



GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	30					ESRS E1 E1-4
	305-2 Energy indirect (Scope 2) GHG emissions	30					ESRS E1 E1-4
	305-3 Other indirect (Scope 3) GHG emissions	30					ESRS E1 E1-4
	305-4 GHG emissions intensity	30-31					ESRS E1 E1-6
	305-5 Reduction of GHG emissions	26, 30-31					ESRS E1 E1-3
	305-6 Emissions of ozone-depleting substances (ODS)	32					ESRS E2 E2-5
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	32					ESRS E2 E2-4
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	36-38					ESRS E5
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	36-38					ESRS 2 SBM-3
	306-2 Management of significant waste-related impacts	36-37					ESRS E5 E5-2
	306-3 Waste generated	38					ESRS E5 E5-5
	306-4 Waste diverted from disposal	38					ESRS E5 E5-5
	306-5 Waste directed to disposal	38					ESRS E5 E5-5
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	61-62					
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	61-62					
	308-2 Negative environmental impacts in the supply chain and actions taken	61-62					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	42, 49					



GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	42					
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	49					
	401-3 Parental leave	49					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	45-47					
<b>GRI 403: Occupational Health and Safety 2016</b>	403-1 Occupational health and safety management system	45-47					
	403-2 Hazard identification, risk assessment, and incident investigation	45-47					
	403-3 Occupational health services	45-47					
	403-4 Worker participation, consultation, and communication on occupational health and safety	45-47					
	403-5 Worker training on occupational health and safety	45-47					
	403-6 Promotion of worker health	45-47					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45-47					
	403-8 Workers covered by an occupational health and safety management system	45-47					
	403-9 Work-related injuries	45-47					
	403-10 Work-related ill health	45-47					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	43-44					
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	43-44					
	404-2 Programs for upgrading employee skills and transition assistance programs	43-44					
	404-3 Percentage of employees receiving regular performance and career development reviews	43-44					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	39-49					ESRS S1

GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	40-42					ESRS 2 GOV-1
	405-2 Ratio of basic salary and remuneration of women to men	49					ESRS 2 GOV-1
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	49-50					ESRS S1
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	49-50					ESRS S1
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	44-46					ESRS S3
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	44-46					ESRS S1 S3
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	61-62					ESRS G1
<b>GRI 414: Social Assessment</b>	414-1 New suppliers that were screened using social criteria	61-62					ESRS G1 G1-2
	414-2 Negative social impacts in the supply chain and actions taken	61-62					ESES 2 SBM-3
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	14-15					ESRS S4
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	14-15					ESRS 1 S4
	416-2.2 Incidents of non-compliance concerning the health and safety impacts of products and services	14-15					ESRS S4
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	9-10, 14-15					ESRS S4



GRI Standard	Disclosures	Page	Omission				ESRS topic
			Omitted requirements	Reason	Explanation	External assurance	
<b>GRI 417: Marketing and Labelling 2016</b>	<b>417-1</b> Requirements for product and service information and labelling	9-10, 14-15					ESRS S4
	<b>417-2</b> Incidents of non-compliance concerning product and service information and labelling	14					ESRS S4
	<b>417-3</b> Incidents of non-compliance concerning marketing communications	14					ESRS S4
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	60					ESRS S4
<b>GRI 418: Customer Privacy 2016</b>	<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	60					ESRS S4
<b>GRI 13.10.04</b>	Percentage of production volume from facilities certified according to internationally recognized food safety standards and list of those standards	9-10					-
<b>GRI 13.04.05</b>	Number of recalls issued for reasons of food safety and total volume of products recalled	16					-

# Independent Certified Public Accountant's Limited Assurance Report on the 2024 Sustainability Report

Thessaloniki, 24 November 2025  
Ref No: MagCo/Thess/25082

## Subject Matter

Based on our engagement letter dated 10 November 2025, we have been engaged to perform a limited assurance engagement on the "Sustainability Report 2024" (hereinafter "the Report") of the company "EURIMAC S.A. – EUROPEAN PASTA COMPANY S.A." (hereinafter "the Company") for the year ended 31 December 2024, in accordance with the criteria defined below as the Applicable Criteria.

The selected elements of the Report covered by this limited assurance engagement are the following::

1. The General Disclosures for index GRI 2: General Disclosures 2021, as presented in the GRI Content Index.
2. The Disclosures on Material Topics (GRI 3: Material Topics 2021) relating to the Management Approach for the Material Topics for each of the selected GRI Disclosures listed below.
3. The following specific GRI Disclosures linked to the Company's material topics and presented in the Company's 2024 Report: 201-1, 201-2, 201-3, 201-4, 202-1, 202-2, 204-1, 205-1, 205-3, 301-1, 301-2, 301-3, 302-1, 302-2, 302-3, 302-4, 302-5, 303-1, 303-2, 303-3, 303-4, 303-5, 304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5, 308-1, 308-2, 401-1, 401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 410-1, 414-1, 414-2, 416-1, 416-2, 417-1, 417-2, 417-3, 418-1, 13.10.04, 13.04.05.

## Applicable Criteria

The Report has been prepared in accordance with the following:

- GRI Universal Standards (GRI Standards 2021):GRI 1: Foundation 2021;GRI 2: General Disclosures 2021;GRI 3: Material Topics 2021;and the relevant GRI Topic Standards
- The Hellenic Sustainability Code
- The United Nations Sustainable Development Goals (SDGs)

The above constitute the Applicable Criteria for evaluating the subject matter.



## Management's Responsibility

The Company's Management is responsible for the preparation and presentation of the "Sustainability Report 2024" in accordance with the GRI Universal Standards 2021, the Hellenic Sustainability Code, and the United Nations Sustainable Development Goals (SDGs), as described in the section "About this Report" of the Report, as well as for the information and statements contained therein.

Management is also responsible for identifying stakeholders and material topics, setting targets with respect to the Company's sustainability performance, and establishing and maintaining appropriate monitoring systems and internal controls from which the relevant sustainability performance information and data are derived.

Furthermore, Management is responsible for the prevention and detection of fraud and for identifying and ensuring the Company's compliance with the laws and regulations applicable to its activities.

## Auditor's Responsibility

Our responsibility is to issue this Report concerning the evaluation of the Subject Matter, based on our work performed, as described in the section "Scope of Work" below. Our engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000"), and the terms of engagement described in our agreement dated 10/11/2025. ISAE 3000 requires that we plan and perform our work to obtain limited assurance about whether the subject matter is free from material misstatement, in accordance with the Applicable Criteria.

As part of the procedures performed, we assess the risk of material misstatement in the information relating to the subject matter. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion expressed in this assurance report.

## Professional Ethics and Quality Management

We are independent from the Company throughout the duration of this engagement and have complied with the ethical requirements of the International Ethics Standards Board for Accountants (IESBA) Code of Ethics for Professional Accountants, as well as the ethical and independence requirements of Law 4449/2017 and EU Regulation 537/2014.

Our audit firm applies International Standard on Quality Management 1 (ISQM 1), "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements", and, accordingly, maintains a comprehensive system of quality management that includes documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

## Scope of Work Performed

Within the scope of our engagement, we performed the following procedures relating to the materiality analysis, management approaches, and key data presented in the “Sustainability Report 2024”:

- Review of the entire “Sustainability Report 2024” to verify that the guidelines and international standards referred to in the section “Applicable Criteria” have been followed.
- Interviews with key executives responsible for the preparation of the “Sustainability Report 2024”, who provide information relating to sustainability performance, in order to understand and evaluate the processes, internal controls, and systems associated with the preparation of the information described above.
- Understanding of the Company in relation to its structure and organization in the pillars of Sustainable Development, its methods of communication with stakeholders, and the process of developing related programs.
- Comparison, on a sample basis, of texts and data presented in the “Sustainability Report 2024” with underlying sources, taking into account whether all material topics have been included and whether the texts and data have been accurately drawn from the underlying information.

## Limitations of the Exercise

- For the purposes of our work, we relied solely on the information provided to us by the Company’s responsible executives, which we accepted in good faith as complete, accurate, truthful, and not misleading.
- Accordingly, we did not subject this information to verification procedures, other than those explicitly described in our Report and arising from our mutually agreed methodology.
- Our work relates to the “Sustainability Report 2024” as published in the Greek language. Therefore, in the event of discrepancies between the Greek and English versions of the Report, the Greek version shall prevail for the purposes of our conclusions.
- Our procedures did not include activities of third parties, IT/technology system audits, or participation in stakeholder consultations.
- Our procedures did not include assurance over financial data.
- No work has been performed on data from previous reporting periods, nor on data relating to future forecasts and targets.
- No work has been performed beyond the agreed scope; therefore, our conclusion is limited to this scope of work.



## Conclusion

Based on the scope of our work and its limitations, the procedures performed, and the evidence obtained, nothing has come to our attention that would cause us to believe that there are errors or misstatements that would materially affect the non-financial information (including explanatory notes and related references) presented in the Report for the year ended 31 December 2024, or that the non-financial data presented have not been prepared, in all material respects, in accordance with the criteria set out above in the section “Applicable Criteria”.

## Use of this Assurance Report

This Assurance Report is addressed exclusively to the Company’s Management in accordance with ISAE 3000 and the agreed terms of engagement. Our work was performed so as to inform the Company’s Management of the results of our assurance engagement and for no other purpose.

To the fullest extent permitted by law, we do not accept and do not assume responsibility towards any party other than the Company’s Management, as a body, in respect of our work, this report, or the conclusions we have formed.

Thessaloniki, 24/11/2025  
The Certified Public Accountant

Anastasios K. Moudios  
SOEL Reg. No. 41391

## Magrowth & Co

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# Sustainability Report

2024

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