



Sustainability Report

2024

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Letter to **STAKEHOLDERS**

Dear Stakeholder,

I am pleased to present to you the 2024 Consolidated Sustainability Report, a document that transparently reflects our organisation's commitment to creating economic, social and environmental value.

2024 was a year characterised by a complex and unstable geopolitical context. The continuing conflicts in **Ukraine** and in the **Gaza Strip** have significantly influenced global economic scenarios, the security of trade routes and the performance of international markets. In this complicated environment, the Group showed resilience and adaptability, closing the year with a positive result of about 42.1 million euros. This result confirms the validity of our operating model and the dedication of our staff.

Against this complex backdrop, we have chosen to strengthen our path towards a more responsible, inclusive and resilient development model, guided by our founding values: **integrity, innovation and respect for people and the environment**.

In order to outline our ESG strategy, we set

up an ESG committee consisting of eight of the Group's most important managers with the task of guiding our sustainability strategies, integrating ESG principles into our business processes, and continuously monitoring progress.

We are aware that sustainability is not a finish line but rather a continuous path of improvement, which is why we will continue to improve ourselves with ambitious targets and to fully report on our progress.

We would like to thank all those who, with trust and participation, accompany us on this journey: employees, customers, suppliers, local communities, institutions and partners.

Your collaboration is crucial for building a fairer and more sustainable future.

Gratefully,

The Chairman
EURICOM S.p.A.
Mr Bruno Sempio



Summary DATA¹

BUSINESS MODEL	2024	2023
Revenues - Euro millions	813.0	874.3
ENVIRONMENT		
Climate change		
Total direct energy consumption - MWh	114,855.9	93,251.0
Energy intensity index - MWh/thousands of euros	0.14	0.11
Renewable energy as a percentage of total energy consumed	41.7%	41.8%
Direct Scope 1 + indirect Scope 2 (Location based) GHG emissions - tCO ₂ e	26,758	23,185
Emissions intensity index (Scope 1, Scope 2 Location based) - tCO ₂ e/thousands of euros	0.033	0.026
ISO 14064 - ISO 50001		
Water and marine resources		
Water withdrawals (m3)	11,694,701.30	9,881,296.570
Biodiversity and ecosystems		
Mill Charter Project Regenerative practices for sustainable paddy field management (SRP)		
Circular economy and resource use		
Incidence of biological materials on total purchased materials - %	99.7%	99.7%
Percentage of waste for recovery	85.1%	91.1%

1- The certifications and management systems indicated refer to specific Group companies, as indicated later within the document.

BUSINESS MODEL	2024	2023
SOCIAL		
Own workforce		
Number of employees	893	841
Gender diversity - female gender share (% of total employees)	25.5%	24.9%
Training - Average training hours per employee	8.2	5.1
Health and safety - Accident severity index	0.45	0.81
ISO 45001		
Workers in the value chain		
Sustainable Purchasing Policy Fair Trade Fair for Life ISCC PLUS		
Consumers and end-users		
ISO 9001 - ISO 22000 FSSC 22000 Organic Certification CAECV Skal NOP Vegan Ok SRP Halal Kosher GMP Plus ISCC Plus BRCGS Standard IFS Food Standard		
GOVERNANCE		
Model 231		
Code of Ethics		
Anti-Corruption Policy		
Whistleblowing Procedure		
Anti-Money Laundering Policy		
International Sanctions Policy		
ISO 37001		



CHAPTER 1

GENERAL Disclosures

Basis for preparation
Strategy and business model
Governance
Material topics

BASIS

for preparation

ESRS Standards **BP-1** | **BP-2**

The Sustainability Report of **Euricom S.p.A. and subsidiaries** (hereinafter also referred to as the "Euricom Group", the "Group" or "Euricom") for the financial year ended 31 December 2024 is the first published document reporting of sustainability matters relating to the Euricom Group as a whole.

The Sustainability Report of **Euricom S.p.A. and subsidiaries** (hereinafter also referred to as the "Euricom Group", the "Group" or "Euricom") for the financial year ended 31 December 2024 is the first published document reporting of sustainability matters relating to the Euricom Group as a whole.

Euricom Group publishes the **Sustainability Report** as it acknowledges the strategic significance of sustainability topics as an essential element of its business model. The aim of the Report is to enable stakeholders to understand the undertaking's material impacts on people and environment and the material effects of sustainability matters on the undertaking's development, performance and position.

The 2024 Sustainability Report has been prepared on a voluntary basis, *referring* to the European Sustainability Reporting Standards (ESRS), reporting selected ESRS, or parts of their content, as indicated in the different sections of the document and summarised in the ESRS Contents Index.

The document, as part of the ongoing and gradual process of aligning with current regulations and enhancing accountability towards stakeholders, is not and does not intend to be fully compliant with the ESRS. The decision to refer to the ESRSs as a basis for preparation is, moreover, consistent with and instrumental to the forthcoming sustainability reporting requirements set out in Directive (EU) 2024/2464 Corporate Sustainability Reporting (CSRD), transposed into Italian law by Legislative Decree 125/2024.

Based on the regulatory framework in force at the time of preparation of this document, the obligation to apply the CSRD is expected to fall on Euricom S.p.A., as a large undertaking not listed on regulated markets of the European Union, starting from the corporate reporting period for the 2027 financial year. The European Parliament's approval of Directive EU 2025/794, transposed into Italian law by Decree-Law 95/2025, converted into Law 118/2025 of 08

August 2025, has in fact postponed the implementation date of the CSRD by two financial years, compared to the original deadline of 2025. The requirement to publish Sustainability Reporting entails the use of the European Sustainability Reporting Standards (ESRSs) as basis for

preparation. It should be noted that the scope of application of the CSRD, with particular reference to the size thresholds of undertakings, as well as the contents of the ESRS, are currently being reviewed by the European Parliament and the European Commission.

General basis for preparation

The ESRS specify the information that an undertaking shall disclose about its material impacts, risks and opportunities in relation to material environmental, social and governance sustainability matters. The materiality of sustainability topics, arising from direct and indirect business relationships in the upstream and/or downstream value chain, is assessed on the basis of the application of the principle of "double materiality" (DMA Double Materiality Assessment).

The ESRSs and related indicators reported (Disclosure Requirements) are those considered representative of sustainability topics assessed as material, consistent with the Euricom Group's activities and related impacts, risks and opportunities. The process applied to the analysis, identification, assessment and prioritisation of material topics, as described in the chapter on Material topics, was carried out

as required by the ESRSs. This process is updated and progressively developed over time as part of the sustainability reporting (accountability) process.

Based on the results of the double materiality analysis (DMA), and within the limits of the adopted approach, this document covers the entire upstream and downstream value chain.

The index summarising the information on the different areas covered (**ESRS Content Index**), published as an appendix to the Sustainability Report and an integral part of it, allows for the traceability of the data, indicators and other quantitative and qualitative information presented.

The Euricom Group has not used the option to omit specific information corresponding to intellectual property, know-how or results of innovation or any ongoing negotiations.

The reporting boundary for qualitative and quantitative data and information is represented by the performance of the following companies, for the entire reporting year (for the period from 1 January 2024 to 31 December 2024).

COMPANY	COUNTRY
Euricom S.p.A. [parent company]	Italy
Curti S.r.l.	Italy
Co.Ri.So. S.r.l.	Italy
Società di Macinazione Molini Certosa S.p.A.	Italy
Riseria C. Pigino & F. S.r.l. [Pigino]	Italy
Arroces Y Cereales S.A.U. [ARCESA]	Spain
Société Francaise des Riz de Choix S.A.S. [SFRC]	France
Eurimac S.A.	Greece
Euricom Hellas S.A.	Greece
Sociedade Europeia de Arroz S.A. [SEAR]	Portugal
Euricom Brasil Importação e Exportação Ltda	Brazil
Euricom UK Ltd	United Kingdom
Sharsid Overseas Private Ltd	India
Sociadore SCEA	France
Eysselle SCEA	France
Van Sillevoldt Rijst B.V. [VSRI]	The Netherlands
Przedsiębiorstwo Rol-Ryż sp. z o.o [Rol-Ryż]	Poland
Pasta Mia S.A. de C.V.	Mexico
Ana Dis S.A. de C.V.	Mexico

Certain subsidiaries or investee companies are not included in this document, as they are not relevant to the analysis. Specifically, Remy Italia was not taken into account as it is a minority shareholding, while SFDA (Société Française de Développement Agroalimentaire) and Agroconsultora SRL were inactive.

The Company Sonko sp. z.o.o. will instead be included in the scope of consolidation starting from financial year 2025. There are some partial exclusions referring to specific companies or areas of information. Environmental data on resource flows in and out of the company Sharsid has not been included, because until September 2024 the company was engaged in commercial activities and only rented a rice mill in September. Data on this plant is not yet fully available and consolidated.

These exclusions are not considered to be significant and have no material effect on the completeness, representativeness or understanding of the impacts and information contained in this document.



Disclosure on specific aspects



TIME HORIZONS
Euricom Group defines medium-term time horizons in line with its strategic sustainability objectives, consistent with the provisions of the ESRS (6.4 Definition of short-, medium- and long-term for reporting purposes).



VALUE CHAIN ESTIMATION
Reported metrics do not include estimated value chain data.



SOURCES OF ESTIMATION AND OUTCOME UNCERTAINTY
The process of reporting data on the ESG performance of certain matters requires the use of estimates by the Directors. Estimates are made on the basis of historical experience, primary and authoritative external sources and through the use of external specialists and consultants, as well as other information deemed reasonable under the circumstances. Any use of estimates and the related methodologies adopted are directly referred to in the various paragraphs relating to the reporting of material topics, to which reference is made for further details.

Quantitative metrics that are subject to uncertainty in estimates and results refer in particular to the following topics and areas of reporting:

MAIN REPORTING TOPICS/AREAS SUBJECT TO ESTIMATION (QUANTITATIVE DATA)	DESCRIPTION AND IMPACT
Climate change (ESRS E1-5)	Energy consumption and energy mix - uncertainties inherent in the lack of measurable data regarding biogenic emissions, which was estimated on the basis of the quantities of biomass (in tonnes) used by the Curti, Sharsid and Eurimac plants. Potential impact: Low
Biodiversity and ecosystems (ESRS E4-5)	Metrics related to changes in biodiversity and ecosystems - Uncertainties inherent in the presence of species status estimates in SCI/SPA areas. Potential impact: Low
Resource use and circular economy (ESRS E5-4)	Incoming resource flows - Uncertainties related to the need to convert certain types of materials into units of weight. Potential impact: Low

In order to mitigate the risk of errors in relation to estimated ESG performance data, and specifically those characterised by uncertainty, internal controls and validation processes are in place for reported data and information.

- DISCLOSURES STEMMING FROM OTHER LEGISLATION OR GENERALLY ACCEPTED SUSTAINABILITY REPORTING PRONOUNCEMENTS**
Disclosures in addition to those required by ESRS, stemming from other legislation containing sustainability reporting requirements or sustainability reporting requirements, are reported in the relevant chapters and sections.
- INCORPORATION BY REFERENCE**
There are no incorporations by reference, as this Sustainability Report is prepared as a separate document from the Report on Operations to the Annual Financial Statements. Accordingly, all disclosures are set out in full within this Report, without references to other sections of corporate documents.

STRATEGY

and business model

ESRS Standards **ESRS-2 | SBM-1**

The Euricom Group

The Euricom Group, one of the most important players in the rice sector worldwide, recorded turnover of 813 million euros in 2024, of which 677 million euros in the rice sector (83%) and 135 million euros in the flour and pasta sector (17%).

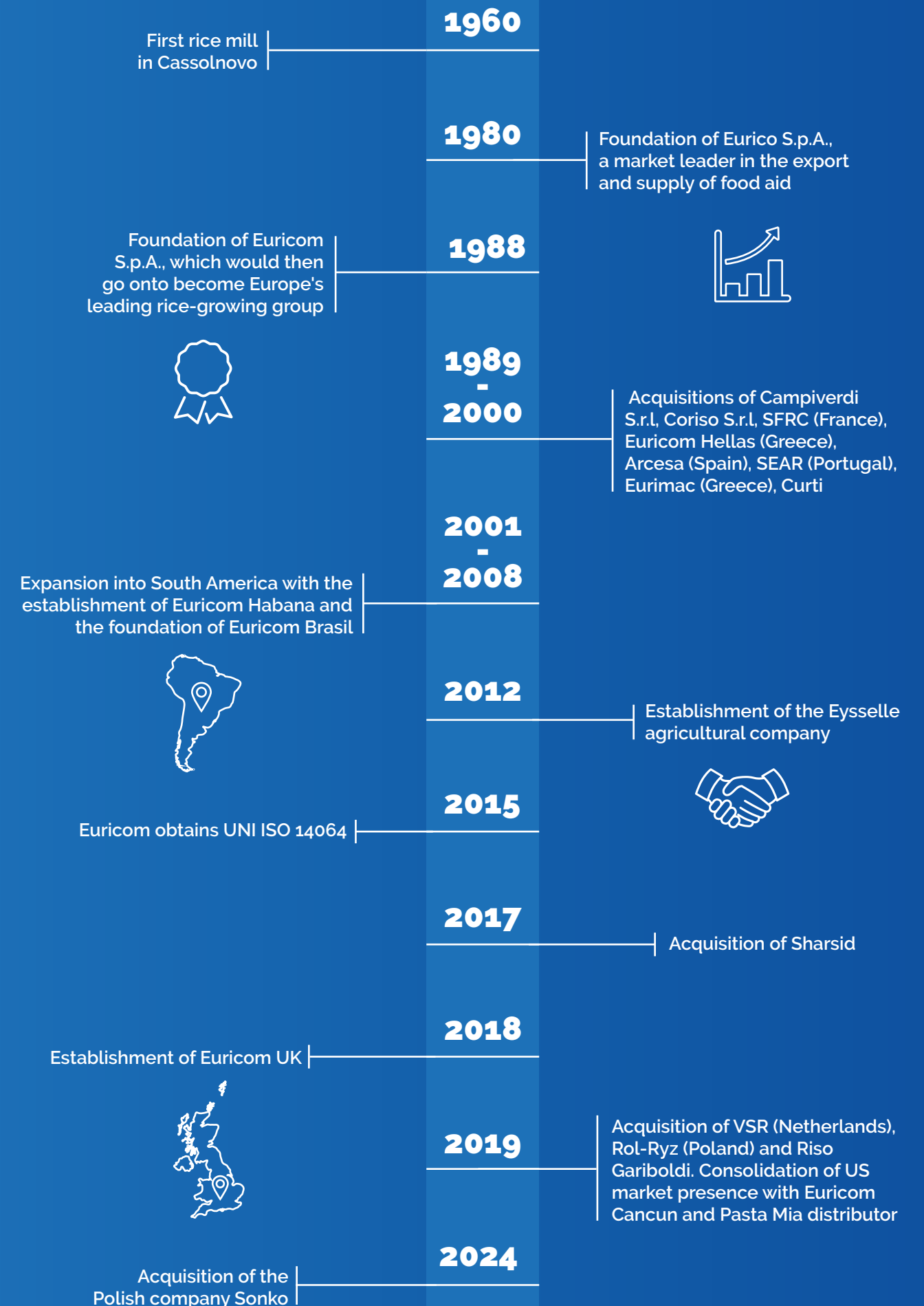
The Group has a significant presence in all segments of the rice market; in the wheat flour sector, it has a historical presence in the domestic market; in the pasta sector, it has a significant presence in Greece and in several EU and non-EU countries.

The Group has made some significant acquisitions in the EU rice sector in recent years. The intention is to continue to grow through acquisitions.

The headquarters are located in Valle Lomellina (Pavia) in the heart of Lomellina, one of the historical rice-growing areas in Italy.

History

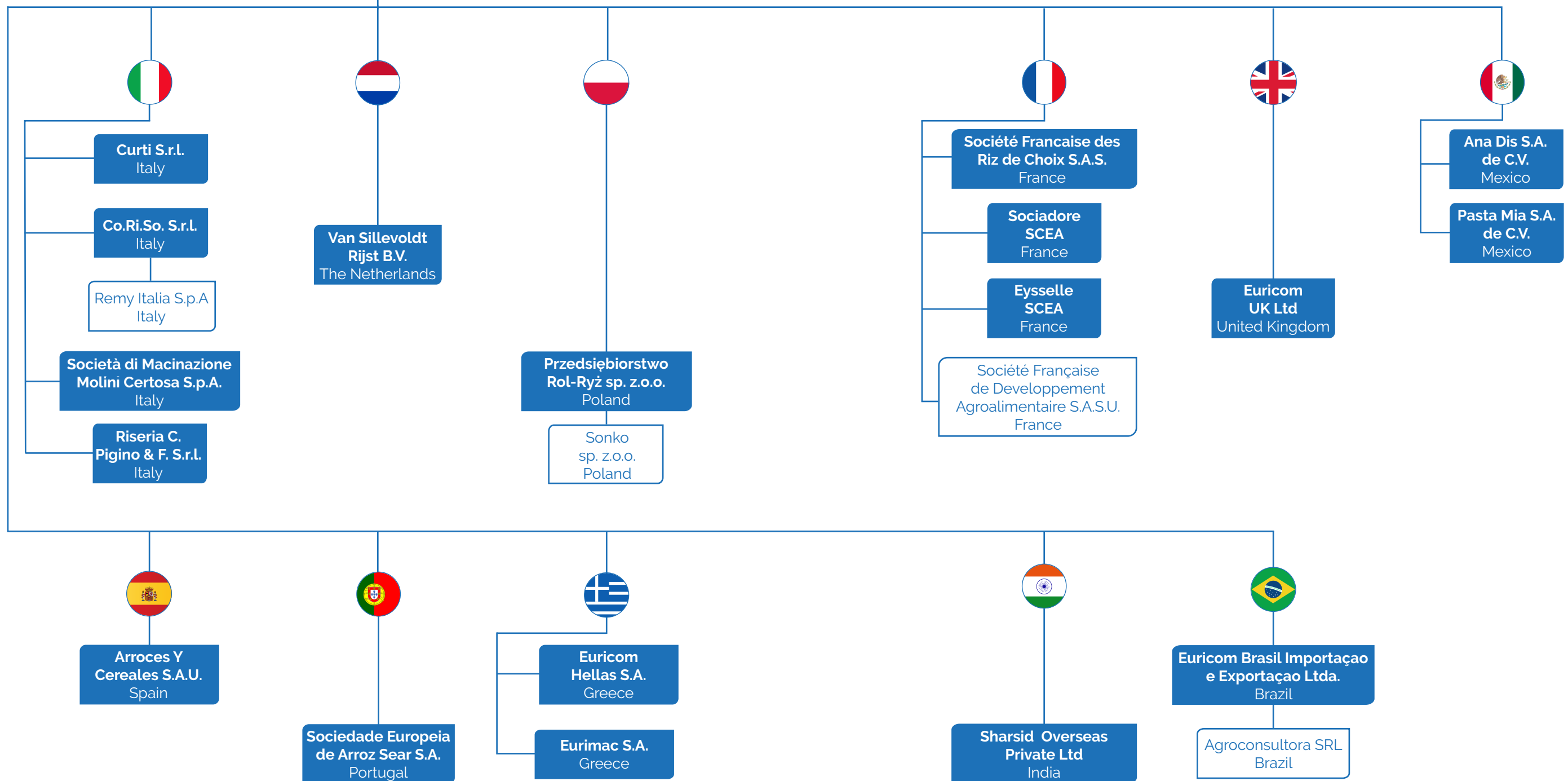
The Euricom Group was **founded in 1988** thanks to the entrepreneurial vision of Francesco Sempio, supported by his partner and friend Giuseppe Nervi, both of whom were experts on **rice**, the **symbolic product of the Lomellina region**. Born out of passion and dedication, the Group has maintained **strong family roots**, evolving over time into an **industrial reality of international significance**.



Euricom

The Euricom Group companies

The scope of the Sustainability Report coincides with that of the Euricom Group's Consolidated Financial Statements, with the exception of Remy Italia S.p.A., Sonko sp. z.o.o., Société Française de Développement Agroalimentaire S.A.S.U, Agroconsultora SRL. Refer to the section on General drafting criteria for the specifics of defining the reporting boundary.



International coverage

The Euricom Group is present with its companies in **more than 10 countries worldwide**. The Group's international coverage is based on a strategically distributed **production network** in the main European countries, where the raw material needed to operate the plants is available.

The **operating sites, located in Spain, France, Portugal, Greece, Poland and the Netherlands**, are situated close to the main port areas, not far from the centres of import-export activity. The logistical choice makes it possible to optimise operations and ensure competitiveness, using maritime transport as the most advantageous solution.

The Euricom Group has consolidated a homogeneous and capillary presence in Europe, with the aim of optimising logistics and distribution processes within the Member States, guaranteeing efficiency and concreteness both in the retail sector and in the Ho.Re.Ca channel, to its product

and service offer. Internationally, the Group has progressively strengthened its global dimension through acquisitions and cooperation agreements, creating a structured network that ensures strategic procurement of raw materials and expanding product distribution worldwide.



Strategies and COMMITMENTS

ESRS Standards **ESRS 2 SBM-1**

THE SECTOR: scenarios and market trends

Scenarios

Today, the agri-food sector faces a complex context marked by macroeconomic, geopolitical and social uncertainties², compounded by major environmental challenges such as loss of biodiversity, deforestation, water pollution and scarcity, global warming and increased risks of non-availability of natural resources.

At the same time, the sector is an active participant in the environmental challenges it faces today: energy consumption, greenhouse gas emissions, and water resource requirements and management are key areas where efficiency and innovation are already underway. Specifically, GHG emissions are mainly determined by agricultural production and changes in land use.

In addition, the carbon footprints of food products are strongly influenced by emissions generated upstream in the supply chain³.

Food systems are considered to be responsible for one third of global greenhouse gas emissions, with methane and nitrous oxide emissions accounting for the largest share⁴.

It is important to recognise that the sector contributes to these dynamics, but that at the same time it is committed to an improvement path to reduce environmental impact, improve water efficiency and optimise agronomic practices.

Market trends

The OECD and FAO report 'Agricultural Outlook 2025-2034' estimates that the value of global agricultural production will grow by 14% by 2034. Contributing to this is the forecast of trends over the next decade in macro-economic factors considered key to the agricultural commodities sector, to which rice and wheat also belong, which are fundamental to the Euricom Group's main businesses.

In particular, the growth of the world's population will slow down significantly, to such an extent that by 2034 the planet will be inhabited by 8.8 billion people, resulting in an average annual growth rate of 0.8%, down from the 1% rate that had characterised the previous decade. This contraction will lead to a slower **growth of food demand globally**, which, however, will be characterised by different trends depending on whether the area in question is strongly developing or marked by population stability or contraction.

Global *per capita* income growth will be mainly driven by the emerging and **developing economies of the Asian continent**, with India expected to grow by 5.4% annually and China by 3.8%. These middle-income countries will continue to consolidate their role as drivers of global demand for agricultural commodities.

Global demand for energy from fossil fuels is predicted to be characterised by a downward trend, peaking by 2030 as a result of efficiency improvements, electrification and increased deployment of energy from renewable sources. This trend will favour the **reduction of energy prices internationally**.

Climate change has placed increased temperatures, variability of rainfall and increased frequency of extreme events as its main consequences: all of this **affects agricultural yields**.

In order to limit the consequences of these conditions, farmers plan to implement **adaptation** practices, such as crop diversification and integrated pest management; however, adaptive capacity is uneven across regions. For this reason, **international trade** plays an essential role in stabilising the agri-food sector, stimulating the transfer of food from surplus to deficit areas and helping to keep supply and prices stable.

OECD and FAO, as a consequence of the above, estimate that world consumption of agricultural products in the next decade will **increase at a slower rate**. In addition, supply and demand forecasts suggest a **drop in real international prices** of agricultural commodities in the long term as a consequence of a likely increase in productivity in the agricultural sector.

Any forecast could, however, be influenced by the evolution of the complex geopolitical, economic, social and environmental framework⁵.

2- ISMEA (2025), The agri-food industry in the first quarter of 2025, Report Agrimercati 2/2025

3- OECD (2025), Measuring Carbon Footprints of Agri-Food Products: Eight Building Blocks, OECD Publishing, Paris, <https://doi.org/10.1787/8eb75706-en>

4- OECD (2025), Environmental Performance of Agriculture in OECD Countries: Key Trends and Insights, OECD Publishing, Paris, <https://doi.org/10.1787/2679ba38-en>

5- OECD/FAO (2025), OECD-FAO Agricultural Outlook 2025-2034, Paris and Rome, <https://doi.org/10.1787/601276cd-en>.

Cereals

The growth of global **consumption of cereals**, including rice and wheat, over the next decade will be moderate and reach 1.28 billion tonnes by 2034, mainly influenced by population growth in Africa and Asia.

Global **production of cereals** will increase by 1.1% per year, reaching 3.2 billion tonnes by the end of the next decade. This growth will be facilitated by increased yields due to technological innovations, improved seed varieties and more advanced and efficient farming practices.

The **international grain trade** will continue to expand in parallel with production, as African and Asian countries, excluding the major rice exporters, are expected to remain or become net importers of grain (i.e. countries that import more than they export).

The main causes are related to differences in the availability of natural resources, population growth and income. By contrast, the strengthening of key global suppliers from the Americas and some European nations is on the horizon. Between 2025 and 2034, **real cereal prices** are expected to decrease due to lower production costs associated with the expected increase in productivity and the resulting efficiency gains. However, **nominal prices**, are expected to rise due to inflation, while **actual food prices** for consumption may follow a different trend from that of agricultural commodities, as additional factors, processing costs and local market conditions, may lead to deviations from the global price trend⁶.



6- Ibidem

Rice

A little over 80% of the rice produced is destined for the **food sector**, followed by the animal feed sector for about 5% and about 4% for industrial purposes; the remaining rice is used for other purposes⁷. Global food consumption is mostly concentrated in Asia (90%), where it accounts for 42% of the total South-East Asian diets; in addition, rice has become a central food in several parts of Sub-Saharan Africa⁸.

In Europe, the average consumption of rice is around 6 kg *per capita* per year; within the continent, significant differences can be observed: in Northern and Western European countries, *per capita* consumption varies between 3 and 6 kg, while in Southern European countries the values are higher, ranging from 6 to over 15 kg. In particular, the Italian market stands out for its relatively large size, with a *per capita* consumption of around 9 kg per year, higher than the European average. This reflects a strong cultural connection to the product and a strategic role of the local rice supply chain, while highlighting the cultural diversity and eating habits present on the continent⁹.

According to the Ente Nazionale Risi, sales in Italy have increased by around 100 thousand tonnes in the last 10 years, and the sector has important growth margins, all the more so since attention to health and well-being and environmental protection are in line with this food choice¹⁰.

Globally, rice consumption is expected to grow by 0.9% per annum between 2024 and 2034, according to data published by the OECD on the Outlook for the Agricultural Sector for 2024-2033, confirming the positive trend of the last decade, which has fostered significant increases in turnover for companies in the sector¹¹.



7- FAO (2024), Global Rice Market. Recent developments and prospects for the 2024/25 season

8- IFPRI, Harmonizing and Reducing Trade Distorting

9- CBI, The European market potential for specialty rice

10- Ente Nazionale Risi, The rice grower

11- OECD-FAO, Agricultural Outlook 2024-2033

Pasta

Due to changes in lifestyles, which are increasingly dynamic and characterised by a reduction in the time spent preparing meals, as well as the process of urbanisation and the evolution of eating habits globally, oriented towards practical and accessible solutions, consumers tend to prefer quick and convenient food options. In this context, pasta is characterised by its versatility, low cost and, for those who need it, ready-to-cook or simply reheat variants are also available.

The share of consumers demanding foods to be integrated into a healthy diet is also growing rapidly, while the increasing global interconnectedness fosters the exchange between cultures with different habits and tastes, prompting consumers to experiment with pasta dishes inspired by different traditions.

In response to these trends, manufacturers are expanding their offerings by introducing innovative formats, ingredients and combinations to satisfy both consumers who are more open to novelty and traditionalists. In addition to low cost, long shelf life and easy storage are also important market drivers¹².

The global pasta market is estimated to be worth 62 billion euros in 2024, which is expected to increase to 94 billion euros by 2032, driven in part by the emerging markets of South America and Asia-

Pacific, where expansion is being driven by rising incomes and eating habits that are increasingly similar to those in the West. Europe holds a 38.6% share of the global market, confirming its leadership, with Italy standing out with the highest *per capita* consumption of 23.2 kilos of pasta per year, followed by Greece with 12.2 kilos *per capita*, whose consumption has grown over the years due to higher income availability and changes in eating habits. Overall, European pasta consumption is expected to increase at an average annual rate of between 7 and 8% over the next four years; in this context, Italy produces 68% of the pasta placed on the European market.

The types of pasta that dominate the market are dry and wheat-based pasta, flanked by emerging variants including gluten-free, organic, pulse-based and high-protein pasta, which are also popular in the European market along with fresh and filled pasta.

The sector faces challenges related to volatile grain prices, rising energy and logistics costs, and disruptions in the global supply chain. At the same time, innovation and sustainability drive market development, through the offer of functional pasta enriched with fibre, vitamins or protein, new packaging technologies and a progressive digitisation of distribution.

Flour

Flour, a product resulting from the milling of wheat grains, is an essential ingredient in the preparation of many recipes, especially in baked goods: it is known for its versatility and for being a nutrient-balanced ingredient.

The wheat flour market, just like the pasta market, is influenced by demographic dynamics and the **evolution of the population's eating habits**: an increasing share, paying more attention to health, prefers organic or whole grain flours. The growth of the flour market is also positively influenced by the development of bakery and pastry-related industries, as well as the spread of fast food chains. A further positive element is the technological advances made in milling and packaging processes, which improve the quality and durability of products.

The flour market is affected by changes in climate and diseases that can affect crops.

In Europe, flour consumption is growing, driven by demand for baked goods such as bread, pastries and pasta. The growing focus on health and nutrition has led to an increased interest in special flours, such as wholemeal, gluten-free, rye, chickpea and spelt, contributing to the development of more diversified offerings¹³. In Italy, flour consumption is also on the rise: purchase frequencies are mostly dominated by B2B channels, which are crucial in this sector, due to the volume and frequency of orders.

In general, the market is expected to grow at a compound annual growth rate of 3.4% over the next decade¹⁴.



12- Imarc, Pasta Market Size, Share, Growth, Trends & Analysis, 2033

13- Global Market Insights, Market Size and Share of Commercial Flour, Growth Trends 2025-2034

14- Imarc, Wheat Flour Market Size, Share, Growth | Trends, 2033

Regulatory framework

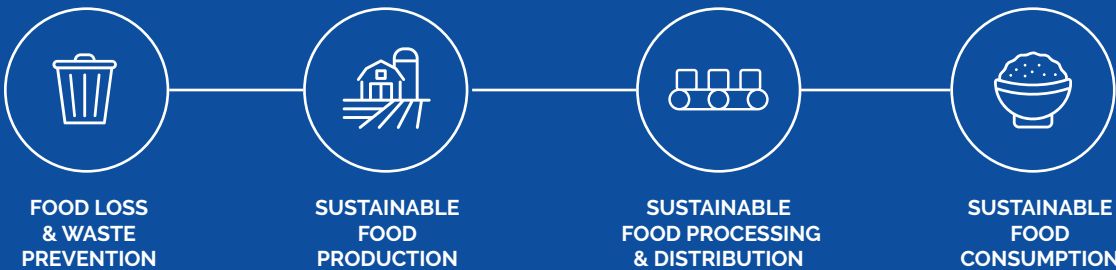
Within the framework of European policies for a sustainable transition, the agri-food sector plays a central role. The European Union has defined strategies and regulatory instruments aimed at promoting a more equitable, resilient and environmentally friendly food system.

THE FARM TO FORK STRATEGY ¹⁵

The agri-food sector is strongly interconnected with environmental topics and is one of the priority areas of European policies developed within the Green Deal. This strategic initiative of the European Union aims to modernise the economy, promoting a more efficient use of resources and ensuring the protection of people's health and well-being, today and for future generations.

- The 'Farm to Fork' strategy aims to accelerate the transition to a sustainable food system that should:
- have a neutral or positive environmental impact
 - help mitigate climate change and adapt to its effects
 - reverse the loss of biodiversity
 - guarantee food security, nutrition and public health, ensuring access to sufficient, safe, nutritious and sustainable food for all
 - preserve the affordability of food while generating a fair economic return, promoting the competitiveness of the EU agri-food sector and encouraging fair trade.

FARM TO FORK



15- Farm to Fork Strategy - European Commission

THE COMMON AGRICULTURAL POLICY (CAP)

Instituted in 1962, the Common Agricultural Policy (CAP) is a shared regulatory framework adopted by the European Union to harmonise the agricultural policies of Member States. Its main objectives are to guarantee the availability of safe, quality and affordable food, to ensure decent living conditions for farmers and to safeguard the environment and natural resources. Over time, the CAP has been progressively reformed to respond to new needs and changes in the socio-economic and environmental context.

The most important challenges faced include protecting food security for European citizens, managing market fluctuations and price volatility, sustainable use of natural resources and contributing to climate change mitigation. Confirming the importance of the agri-food sector and the CAP, around one third of the Union's budget is allocated to support farmers through this policy¹⁶, which also has an impact on the Euricom Group.

WASTE FRAMEWORK DIRECTIVE

Waste Framework Directive - In the food sector, the Waste Framework Directive calls on Member States to adopt specific food waste prevention programmes as part of broader national prevention strategies. These measures aim, first and foremost, to avoid waste production along the entire supply chain, from primary production through processing and manufacturing to retail, catering and households.

The aim is to contribute to the UN goal of **a 50% reduction in global food waste per capita, both in distribution and consumption, and to limit food losses** in production and supply chains by 2030. The directive also encourages virtuous food donation and redistribution practices, prioritising use for human

consumption over other uses, such as animal feed or processing into non-food products, with a view to maximising the value of resources and social responsibility.

For companies in the sector, this implies the need to integrate **waste prevention** measures into their production processes, adopting technological and management solutions to optimise the use of raw materials and reduce surpluses, as well as **structuring effective donation and redistribution systems**. In this context, compliance with the Directive is not only a regulatory obligation, but also an opportunity to reduce disposal costs, consolidate one's reputation and make a concrete contribution to the UN Sustainable Development Goals.

16- Common Agricultural Policy - Consilium.

PACKAGING AND PACKAGING WASTE REGULATION (PPWR)

Packaging and Packaging Waste Regulation (PPWR) - Regulation (EU) 2025/40 establishes sustainability and labelling requirements for packaging throughout its life cycle, including production, use and waste management. This regulation aims to:

- **reduce superfluous packaging** and encourage **reuse and recycling**;
- **harmonise national measures** to avoid trade barriers and distortions of competition;
- **promote the circular economy** and contribute to climate neutrality by 2050.

The regulation applies to all packaging and related waste, regardless of the material or sector of origin (industrial, commercial or domestic), complementing European waste management legislation.

All packaging will have to be **designed to be recyclable**, i.e. suitable for material recycling and collected, sorted and recycled on a large scale once it has become waste - with the large-scale recyclability obligation in force from 2035.



The context of Euricom

The Group's sales are spread over the following geographical areas:

SALES BY GEOGRAPHICAL AREA (%)	2024
Italy	26.1%
European Union	62.9%
Rest of the World	11.0%
Total	100%

In terms of purchases, the geographical areas of origin are:

PURCHASES BY GEOGRAPHICAL AREA (%)	2024
Italy	47%
European Union	18%
Other origins	35%
Total	100%

Purchases from non-EU countries are influenced by market volatility, exchange rate fluctuations and the evolution of international treaties and agreements. The strategic relevance of the European Union as a politically stable area for the Group, both in relation to sales and procurement, is evident.

Being present in the EU market requires the adoption of business strategies that take into account the increasing regulatory demands for legislative compliance, food safety and product quality.

With this in mind, the Group has implemented a food quality and safety management system with a focus on processing and packaging processes.

The Group's business results stem from the high quality of the product, offered at a competitive price.

EURICOM GROUP'S COMMITMENT to sustainable development

Strategy and sustainability

The Euricom Group's strategy is based on a balance between economic growth, environmental responsibility and social development, with the awareness that sustainable development cannot be separated from a focus on people and the environment in which the Group operates.

Sustainability matters are **integrated into strategic decisions**, promoting **innovation and efficiency** as levers to create long-term value.

The Euricom Group's sustainable development path has identified some key **drivers**:



QUALITY



PROCESSES



PRODUCT



MATERIALS



ENVIRONMENT



PEOPLE

SUSTAINABLE DEVELOPMENT GOALS



The United Nations Sustainable Development Goals (SDGs)

In 2015, the United Nations approved the 2030 Agenda, of which the 17 SDGs - Sustainable Development Goals, framed within an action programme with targets to be achieved in the environmental, economic, social and institutional spheres by 2030, are an integral part.

Among the 17 SDGs (Sustainable Development Goals) defined by the United Nations 2030 Agenda, the

following are what are **considered priorities by the Euricom Group in terms of contribution and commitment** to economic development consistent with environmental and social objectives.

The commitments and their areas of focus are associated with the drivers of the Euricom Group's sustainable development path.

EURICOM'S COMMITMENT AND CONTRIBUTION	SDG	EURICOM SUSTAINABILITY DRIVERS
ENVIRONMENT		
Water resource management - consumption optimisation practices, both in production processes and along the supply chain.	SDG 6: Ensure availability and sustainable management of water and sanitation for all	 Quality Processes Product Environment
Energy efficiency interventions and the development of energy-efficient industrial projects. Use of energy from renewable sources to reduce environmental impact and decrease CO ₂ emissions: a) photovoltaic systems installed at production sites; b) purchase of renewable energy certified by contracts with Guarantee of Origin; c) production of electricity from rice production waste.	SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all SDG 13: Take urgent action to combat climate change and its impacts	  Environment Processes
Sustainable Production Model , aimed at reducing waste. The by-products of rice processing are put to alternative use within livestock or industrial supply chains, or used for the production of electricity, promoting resource recovery and circularity of processes.	SDG 12: Ensure sustainable consumption and production patterns	 Environment Materials Product
Increase supply chain contracts, in order to promote production chains that adopt sustainable agricultural practices , protecting soil health and biodiversity, and contributing to the conservation of rural ecosystems. Interest in increasing the supply of rice from organic farming .	SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems	 Quality Environment Product
SOCIAL		
Production of high-quality rice , also enhancing the harvest from local cultivation and traced supply chains. An approach that enhances food security supports the local agricultural economy and promotes sustainable agriculture that respects natural resources.	SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	 Quality Product
The protection of consumer health and well-being is a key aspect of the Euricom Group's strategy: commitment to the quality and food safety of its products, ensuring compliance with the most stringent international standards.	SDG 3: Ensure healthy lives and promote well-being for all at all ages	 People Product Quality

EURICOM'S COMMITMENT AND CONTRIBUTION	SDG	EURICOM SUSTAINABILITY DRIVERS
Adoption of principles on equal opportunities in selection, training and professional development processes . Creating an inclusive, fair and diversity-friendly working environment.	SDG 5: Achieve gender equality and empower all women and girls	 People
Sustainable and inclusive economic growth. Creation of stable and quality jobs, enhancing local skills and contributing to the socio-economic development of territories, while respecting workers' rights . Euricom is committed to creating a safe and healthy working environment.	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	 People
Investment in product and process innovation and research to ensure traceability and quality control throughout the production cycle. Adoption of international management systems and certifications to ensure quality, safety and sustainability , adopting best production practices.	SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	 Quality Processes Product Environment
Inclusion , ensuring equal opportunities and fair treatment for all staff, without discrimination on the basis of gender, age, origin or role. The Code of Ethics promotes a fair and inclusive working environment, supporting diversity and valuing each individual.	SDG 10: Reduce inequality within and among countries	 People
Conducting business responsibly in accordance with ethical principles , promoting a corporate culture that is founded on integrity, transparency and social responsibility.	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	 Quality Processes Product Materials Environment People

Business MODEL

The Euricom Group adopts an **integrated business model** that covers the agri-food chain, from agricultural production to the distribution of the finished product. Euricom, manages all stages of the process - **supply, processing, packaging and marketing** - with a leading position in the rice, durum wheat semolina pasta, flour and semolina sectors, as well as in the production of renewable energy from processing by-products.

The business activity is developed on an **international scale, through an efficient logistics network** and a solid **presence in global commodity trading**. This diversification enables the Group to develop synergies between different sectors and to consolidate a stable presence in the markets in which it operates.

The **international dimension** is an integral part of the business model. Through production facilities, acquisitions and partnerships, Euricom is present in several European and non-European countries, with direct access to major markets and a more effective response capacity to customer needs. One distinctive feature is also the focus on the business and private-label customer market, which enables collaboration with major distribution chains and industry partners globally.

Business areas

The Euricom Group operates in several business areas, which are synergistic and strategically interconnected. Each area contributes specifically to the Group's production and commercial activities, supporting the growth and overall strength of the organisation.



Trading

Euricom is present in the **international trade** with approximately one **million tonnes** of finished products and commodities. The trading strategy is conducted through **triangulations with countries of interest**, following the stages of purchase, transport, storage and sale.

The Euricom Group searches and buys raw materials all over the world - without geographical limitations - travelling to rural areas to examine and select the product, guarantee its quality and ensure the best value for money.

The main commodities and finished products travel by conventional ships and container ships. The Group also owns storage sites in silos and warehouses for better logistical management of trade.

Euricom S.p.A., Pasta Mia, Euricom Brazil, Euricom UK and Euricom Cancun handle the trading activities.





Rice

Over time, Euricom has cultivated its wealth of knowledge, which is expressed in its knowledge and ability to manage each step of the supply chain, from field to distribution. Group companies are able to process both typical European rices and varieties from other continents, in order to satisfy different consumer tastes and adapt production to market demands. Crops and trade reflect the richness and diversity of the gastronomic cultures of the countries in which Euricom operates. The international dimension transcends the boundaries of ethnicity, focusing instead on the ability to satisfy a global demand for excellence: to offer the ideal rice for every culinary preparation, irrespective of the origin of the user. The rice processed by the Euricom Group companies conforms to the highest quality and safety standards, with up-to-date certifications, to guarantee a controlled, high quality product.

Euricom, Curti, Co.Ri.So., Pigino, ARCESA, SFRC, Euricom Hellas, SEAR, Euricom Brasil, Euricom UK, Sharsid, Sociadore, Eysselle, VSR and Rol-Ryz operate in rice production.



Pasta

Euricom, produces and markets dry pasta made from durum wheat semolina, using a talented and experienced workforce, capable of producing pasta - long or short, traditional, bronze-drawn, cereal or wholemeal, special or quick-cooked - that is strictly controlled and certified. Laboratory analyses - performed to ensure the best quality of each product - are conducted either in in-house facilities or outsourced to external laboratories. Euricom specialises in private label production and manufactures high quality pasta for major European supermarket chains and discount stores, as well as for leading food manufacturers, importers and distributors worldwide.

EURIMAC operates in durum wheat milling and pasta production.



Flour and semolina

The activity includes the production of durum wheat and soft wheat flours. The production facilities are organised to ensure high quality standards and are characterised by processes designed to avoid any form of contamination, whether accidental - resulting from contact with personnel - or due to external agents. Production can be adapted to the technical specifications required by customers and is subjected to constant laboratory checks, with the aim of ensuring the highest level of safety and maintaining the most up-to-date certifications.

Molini Certosa operates in the production of flour and semolina.



Legumes

The Group operates in the refining and packaging of pulses for retail and industry. Production is flexible and can be adapted to the technical specifications required by the customer, with constant laboratory checks to ensure the highest safety standards and the most up-to-date certifications. Extensive analyses are regularly carried out by independent, certified laboratories to guarantee the quality and safety of the products.

Rol-Ryz operates in the refining of legumes.



Engineering

The Euricom Group has an engineering department for the design and installation of industrial plants.

The activity is aimed at food and electricity production from renewable sources, offering a turnkey service from feasibility study to system start-up, including the training process of technical staff and post-installation training of employees.

More specifically, the Group provides the following services:

- Small and medium power generation plants (up to approximately 50 MW/h) of different types (hydroelectric, gas turbine, photovoltaic, biomass);
- Industrial facilities for the food sector (rice, flour, pasta, dairy products, oil, ice cream, bread).



Energy

For more than twenty years, the Euricom Group has been promoting a rational and sustainable approach to the use of energy resources. This business area focuses on the development of industrial projects geared towards energy efficiency, the adoption of eco-sustainable practices and integration into the social, economic and production environment of the various communities in which the Group operates.

Revenues by business and geographical area

The Euricom Group's portfolio is divided into four main business areas - **Rice, Pasta, Flour and Energy** - which together represent the Group's industrial and commercial activities.

REVENUES BY BUSINESS AREA (EURO THOUSANDS)	2024
Rice	677,157
Pasta	72,557
Flours	62,093
Energy	1,182
Total	812,988

REVENUES BY GEOGRAPHICAL AREA (EURO THOUSANDS)	2024
Italy	212,240
European Union	510,980
Rest of the World	89,768
Total	812,988

Euricom's products

The range of products offered by the Euricom Group is wide and diversified, testifying to the Group's ability to respond to different market needs. The main references include **cereals, semolina, and pulses**. The main products marketed by Euricom include a complete assortment of raw materials and derivatives destined for both the food industry and organised distribution, in compliance with the highest quality and safety standards.



RISO



PASTA



FARINA
E SEMOLA



LEGUMI

Euricom's products cover different areas of the food sector. The business includes the processing of **rice** along the supply chain, with European and international varieties, the production of **pasta** under its own brand and private label for major European supermarket chains. The Group also supplies **flour and semolina**, from industry to retail, both in bulk and in standard formats. Recently, the business was expanded with the refining and packaging of **dried vegetables**, aimed at the retail, food service and industrial channels.

The products can be sold and distributed in different forms: unpacked, i.e. in large quantities, in **big bags**, i.e. in large flexible bags suitable for transporting large volumes, **packed**, in various formats and with different types of packaging, designed for retail sale, i.e. intended directly for the end consumer.

Rice

Rice is Euricom's core business and the distinctive element around which a wealth of technical and cultural expertise has developed over time. Each and every stage of its processing, from cultivation to distribution, is managed with a high degree of specialisation, the result of years of experience and innovation. Euricom supplies a wide range of rice varieties, both traditional European varieties and cultivars from other continents, selected to meet global consumer preferences and to adapt to the specific needs of international markets. In addition, the Group is also involved in the processing and milling

of rice, resulting in derived products, including risotto preparations, rice cakes and snacks, mainly made by Curti.

Pasta

The production and marketing of dry pasta is based on consolidated experience and the selection of raw materials, using durum wheat semolina. The main types of pasta produced are classic pasta, special pasta, quick-cooking pasta, low glycaemic index pasta, bronze pasta, whole wheat pasta and 5-grain pasta.

Flour and semolina

Molini Certosa, a company part of the Euricom Group, produces durum wheat semolina and soft wheat flours for various sectors: from the large food industry to catering and the artisan baker.

Flour and semolina for domestic use

- Semolina for domestic use comes in 1 kg and 5 kg packages, and differs from each other mainly in grain size, which guides its use. The finer versions are intended for **bread-making** and the preparation of special breads, the uniform ones are mainly used in **fresh or dry pasta**, while the coarser ones, such as semolina, are ideal for the preparation of **small pasta pieces for soups**.
- Household flours, also in 1 kg and 5 kg packets, are generally suitable for the preparation of **bakery products, pasta and everyday recipes**; more specific variants provide more elasticity and dough hold, making them ideal for **pizza**. Stronger flours, such as Manitoba, on the other hand, are suitable for **long leavening** due to their high protein content. Completing the range are blends dedicated to **artisan desserts**, which combine flour and starch for optimum performance in pastry preparations.

Flour and semolina for professional use

- The semolina for professional use comes in 25 kg packs and is designed to guarantee optimal results especially in pasta making;
- Flours for professional use come in 25 kg packs, are versatile and suitable for **all major preparations**. Some variants, due to their high quality and elasticity, make it possible to obtain doughs that are easy to shape according to handicraft requirements.



Production plants

The Euricom Group companies involved in the production, processing and transformation of rice, pasta and flour are summarised below.

COMPANY	OFFICE	ACTIVITY & BUSINESS	CAPACITY (MT/YEAR)
Curti	Valle Lomellina (PV) - Italy	Processing of rough rice; production of rice and maize derivatives; packaged rice for Italy and the European Union, rice cakes, rice milk	Rough rice 150,000
Pigino	Palazzolo Vercellese (VC) - Italy	Rough rice processing; Basmati and aromatic rice, Organic rice, Baby food	Rough rice 60,000
Co.Ri.So.	Confienza (PV) - Italy	Rough rice processing; B2B supplies and industrial processing	Rough rice 90,000
Arcesa - Arroces y Cereales	Oliva (Valencia) - Spain	Rough rice processing; Packaged rice for Spain, B2B for Spain, EU, Non-EU	Rough rice 80,000
Sear	Santiago do Cacem -Portugal	Rough rice processing; Packaged rice for Portugal, B2B for Portugal, EU, Non-EU	Rough rice 50,000
Euricom Hellas	Halastra (Thessaloniki) - Greece	Rough rice processing; Packaged rice for Greece, B2B for EU, Non-EU	Rough rice 100,000
Eurimac	Kilkis - Greece	Production of pasta; Production of wheat flour and pasta	Semolina 90,000 Pasta 90,000
Molini Certosa	Certosa di Pavia (PV) - Italy	Processing of wheat flour	Soft wheat 80,000 Semolina 200,000
Van Sillevoldt	Papendrecht - Netherlands	Rough rice processing; Packaged rice for North Netherlands, B2B for Netherlands, EU, Non-EU	Rough rice 130,000
Rol-Ryz	Gdynia - Poland	Rough rice processing; Packaged rice for Poland, B2B for Poland, EU, Non-EU	Rough rice 100,000

Curti - Italy

Curti S.r.l. joined the Euricom Group in 1994 and is now the largest **rice refinery** in Europe. It owns the historic Curtiriso and Riso Flora brands. The company, located in Valle Lomellina, is also a leader in the private label sector at both national and EU level.

The plant is made up of two communicating production units, located at Via Stazione 110 and Via Stazione 113 in Valle Lomellina (Pavia - Italy), which house production lines specialised in the different phases of processing, transformation and packaging of rice and its derivatives, and a unit for the storage of raw materials in Ferrera Erbognone (Pavia - Italy). In the complex, the processing of rough rice and its derivatives is carried out, including the packaging of finished products. The factory also has a plant dedicated to the processing and packaging of cereal biscuits and a plant for the production of ready-made risottos. Parboiled rice processing is also carried out, as well as a thermoelectric power plant for the production of renewable energy from a short supply chain using rice husks (a by-product of paddy rice processing) for self-consumption (Curti 110 and 113) and partial transfer to the national grid.

Pigino - Italy

Acquired by Euricom in 1989, Pigino has evolved from a small artisan business to a specialised plant for processing the Group's Asian aromatic rice. It is the company where technological innovations and new products are tested.

Co.Ri.So. - Italy

Co.Ri.So. S.r.l., acquired by Euricom in 2000, specialises in the **production** of rice for the processing industry for specific productions (breakfast cereals, sushi, ready meals, etc.).

Molini Certosa - Italy

Molini Certosa, which became part of the Euricom Group in the second half of the 1980s, specialises in the **production** of soft wheat **flour** and durum wheat **semolina**. The plant is capable of milling 600 tonnes of wheat per day and storing up to 2,900 tonnes of finished product. Thanks to constant investment in technology and innovation, all plants are characterised by a completely 'closed' and automated processing cycle, which eliminates any direct contact between personnel and intermediate products in the production process.

Euricom Hellas - Greece

Founded in 1998, Euricom Hellas, located in the industrial area of Chalastra in Greece near Thessaloniki, is engaged in the **processing, packaging and marketing** of **rice**, about 80% of which is destined for the domestic market. Euricom Hellas also has a well-established reception/drying/storage activity in its own transfer centres during the harvest period.

Eurimac - Greece

Founded in 1996, Eurimac is the Group company specialising in the **production** of **dry durum wheat semolina pasta**. Eurimac's plants, located in the Kilkis industrial area in Greece, constitute a modern, vertically integrated production complex. They include a durum wheat mill with a daily capacity of 240 tonnes of semolina and storage of 40,000 tonnes, as well as a pasta production plant with an annual capacity of 90,000 tonnes, equipped with five automated lines for long and short shapes. The site also includes a rice husk combustion plant with a capacity of 11 MW. The combustion process generates water superheated to 150 °C, which is used to meet the thermal needs of the production cycle, while the residual ash, amounting to approximately 1,000 tonnes per year, is packaged, exported and reused by steel companies.

Van Sillevoldt Rijst - Netherlands

Acquired in 2019, Van Sillevoldt Rijst (VSR), given its strategic location, is a plant used by the Group for the **processing** and **packaging** of rice destined for Northern Europe.

Rol-Ryż - Poland

Having joined the Euricom Group in 2019, Rol-Ryż is a reference point for the **rice market** in Poland, the Baltic States, Scandinavia, Central and Eastern Europe. In addition, Rol-Ryż has a plant for the sorting, processing and packaging of pulses and cereals.

Sear - Portugal

Acquired in 1992, Sear allowed Euricom to consolidate its presence in the Portuguese market, becoming one of its main players. Sear deals with the **milling** and **packaging** of rice for the domestic market.

Arcesa - Spain

Arcesa operates in the **production** and **packaging** of mainly Spanish rice and its **marketing**. The company has a rice drying plant located in Sueca, in the heart of the Albufera Natural Park, and a CO₂ treatment plant in Oliva.

Agricultural companies

Sociadore and **Eysselle** are the French agricultural companies that are part of the Euricom Group, both located in the Rhone delta, in the heart of the Camargue, an area renowned for rice cultivation. These companies represent the Group's French **agricultural pole**, mainly dedicated to the production of high quality rough rice for industrial processing. The two companies operate on a total area of around 1,500 hectares, in an area that offers ideal conditions for rice growing. Thanks to these two companies, Euricom consolidates its production presence in France, securing a direct supply of controlled origin rice and contributing to local agricultural development in the Camargue region.

The production process

The Euricom Group's industrial activity focuses on three main production processes: **rice processing**, **flour production** and **pasta production**. Both are managed through an integrated operating model that ensures control of the supply chain, from the selection of raw materials to the packaging of the finished product. Production processes are characterised by a high degree of automation and advanced technologies that guarantee high standards of quality and safety. Operational management is based on principles of efficiency, resource optimisation and sustainability, with a focus on reducing environmental impact and continuously improving production performance.

Rice processing¹⁷



¹⁷ This description represents a general overview of the rice production process. Not all the steps indicated are necessarily present or performed in each of the Group's plants, as activities may vary depending on specific production configurations and available technologies.

PURCHASE

The production cycle begins with the selection and purchase of the best quality rice varieties, an essential element in guaranteeing an excellent end product.

PROCESSING

Once the **rough rice** (paddy rice) has undergone quality control, it is sent to the silos of the processing sites, where it is stored at room temperature and processed within 5 working days of receipt.

The paddy rice is then subjected to **hulling**, a process in which the husk, the outer covering of the grain, is removed using special machines called "hullers". From this stage, brown rice is obtained, which can be marketed as such or undergo further refining to become white rice. During this phase, all the husk produced is used as biomass for the production of electricity.

Then follows the **whitening** phase, during which the rice takes on its typical white colour due to the removal of bran and germ. This is done by whitening machines that use a combined action of friction and abrasion. The **white rice** and the **parboiled rice**, at the end of the processing operation, are transferred to different storage facilities located in the departments for use in packaging and/or bulk loading.

PARBOILING

Parboiled rice is produced using a hydrothermal process, during which the rice undergoes a process that preserves micronutrients and makes it ideal for prolonged cooking. Following the parboiling process, the rice is cooled and then dried to reduce the moisture content.

SELECTION

The rice is then subjected to careful selection using optical machines that detect and discard imperfect grains or residual impurities. It is then sorted by size and quality through sieves and sizers to ensure a uniform product that meets the required quality standards.

DISINFESTATION

Rice is subjected to a preventive biological disinfestation using CO₂ at Curti and Arcesa for between 4 and 6 hours.

PACKAGING

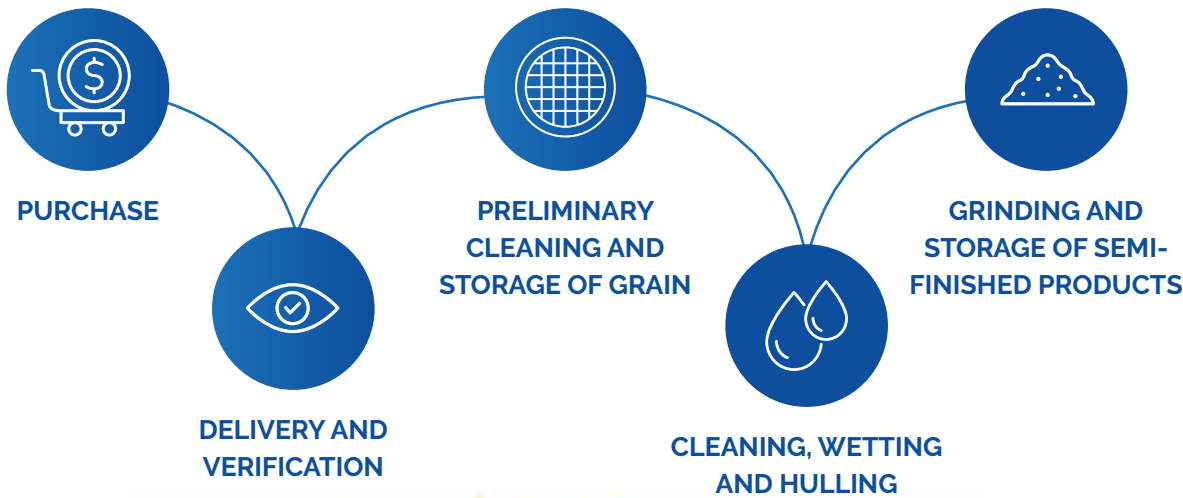
Once selected and graded, the rice is ready for **packaging**. It is bagged in different types of packaging, from small formats for domestic use to large sacks for industry. Packaging takes place in controlled environments to prevent contamination and best preserve the freshness of the product.

DISTRIBUTION

Finally, the packaged rice is distributed through an efficient **logistics network** covering both domestic and international markets. Euricom uses a combination of transport - by land and sea - to ensure that the product reaches the end consumer in optimum condition.

Grain processing

At Eurimac, wheat processing is aimed at obtaining the **semolina**, which is required for the production of pasta, which is why **durum wheat** is used.



PURCHASING THE RAW MATERIAL

The process begins with the procurement of durum wheat (and, where applicable, soft wheat) from qualified suppliers, selected on the basis of quality, food safety and compliance with required specifications.

DELIVERY AND VERIFICATION

Upon arrival, the contents inside the trucks - durum wheat grains - are weighed and checked **on site**. Only if the quality requirements are met can the trucks unload; otherwise, the load is refused. The approved grains are then discharged into the mill's tank and transferred to the processing plant.

PRELIMINARY CLEANING AND GRAIN STORAGE

Inside the plant, thanks to the use of a magnet (which retains metal filings), a separator (which sieves straw, stones and metal objects) and an aspirator (which removes barbs and dust), the **impurities** in the grain are minimised. The durum wheat grains are then transferred and stored in storage silos, kept under appropriate ventilation conditions to preserve their quality, and subsequently, they are transferred to the milling complex to start the processing.

CLEANING, WETTING AND HULLING

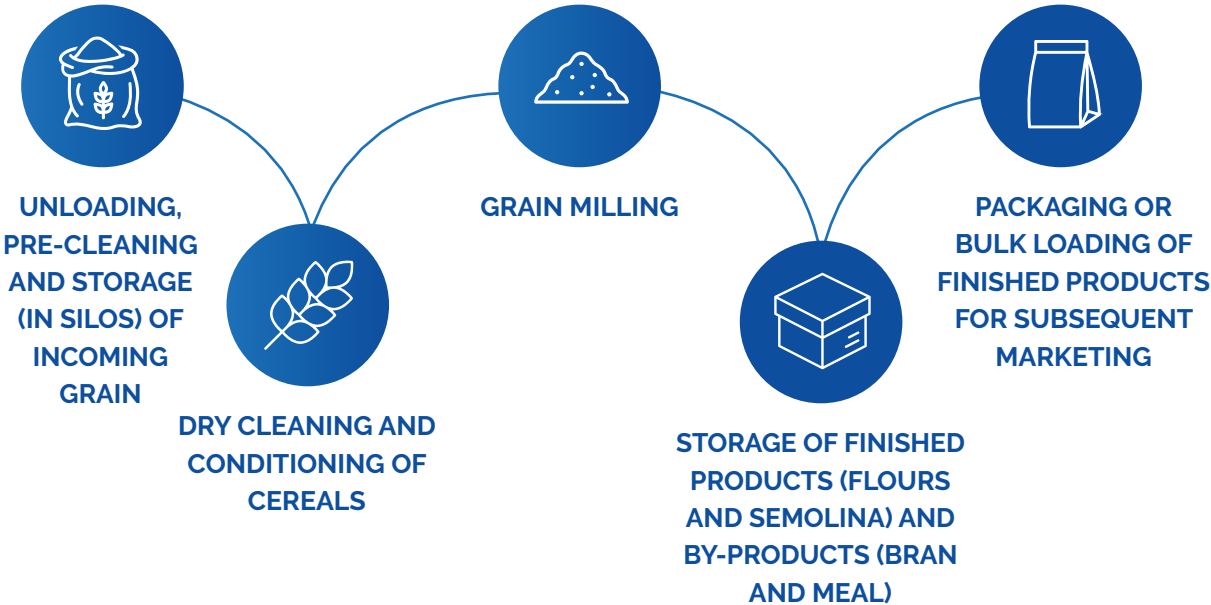
Within the milling plant, in addition to the machinery already mentioned, there are stone separators (to remove residual stones), optical sorters (to remove other grains) and cylindrical sorters (to separate broken durum wheat grains), used to **remove all remaining impurities**. The durum wheat grains are then transferred to the **conditioners**, where they are moistened with a proportionate amount of water to adequately prepare them for the hulling stage. The grains, thus humidified, are sent to the **hulling machines**, which will remove the outer parts and obtain hulled grains, which are weighed before grinding and then transferred to the rolling machines.

GRINDING AND STORAGE OF SEMI-FINISHED PRODUCTS

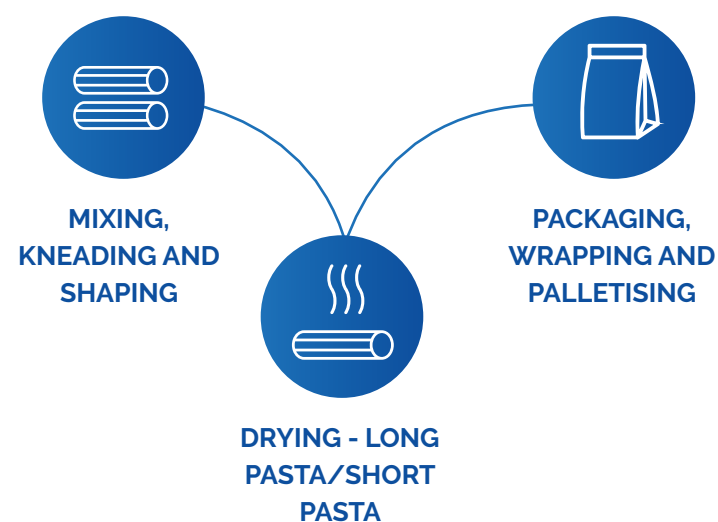
Rolling machines crush the husked durum wheat grains, producing **grains of different sizes**, which are then transferred to sieves and semolina purifiers, where they are sorted according to size and redirected to the respective rolling machines. This process is repeated until **granules of the appropriate size** for pasta production are obtained. This stage produces semolina and bran for milling, used in the production of whole-wheat pasta. The semolina and bran from the milling process are then weighed separately and transferred to their respective intermediate storage silos, where they are stored and from where they are subsequently transferred to the pasta press for the subsequent production stages.

Only one wheat milling activity is carried out at the company's **Molini Certosa** production site, using exclusively mechanical processing. The activity of the complex is therefore to mill durum and soft wheat to produce different types of flour and semolina for food use suitable to meet all market needs.

Following the reception and quality control of the raw material, the transformation of wheat into flour and semolina takes place through a production cycle divided into several stages, each with a specific function:



Pasta production



MIXING, KNEADING AND SHAPING

The semolina is mixed with filtered water in the right proportion in the plant. The mixture is kneaded in a vacuum machine to remove the air from the dough. Then, by means of a compression screw, the dough is pushed through filters and extrusion dies ('pasta-dies') that define its shape.

DRYING - LONG PASTA

The formed pasta is placed on slats and transferred to a pre-dryer, where it remains about 45 minutes at a temperature up to about 70 °C. It is then transferred to the actual dryer, where it remains for 6 to 10 hours at a temperature above 85 °C. Thereafter, the pasta passes to cooling, about 30 minutes to about 25 °C, and is transferred to the work-in-process storage silos. Afterwards, the pasta is removed from the sticks, cut to the final length and transferred to the packaging equipment via the dosing system.

DRYING - SHORT PASTA

After shaping, the short pasta is cut with a disc under the die, resulting in the final form. It is transferred onto a belt and sent to the pre-dryer, where it remains about 5 minutes at a temperature of up to 100 °C. It then goes to the dryer proper, where it remains about 4 hours at a temperature above 85 °C. Finally, it is cooled for about 10 minutes to about 25 °C and transferred to the work-in-process storage silos, awaiting packaging.

PACKAGING, PACKAGING AND PALLETISING

The dosing system sets the desired net weight for each package. The pasta is packaged and sealed in suitable packaging films. The packages pass through a checkweigher (which discards non-compliant packages), a metal detector (which discards packages containing metal traces) and a batch coding machine. The packages are then boxed and the boxes then sealed and stacked on pallets, which are then wrapped and transferred to the warehouse.

The production of products derived from rice, cereals and pulses

In addition to rice processing and pasta production, the Euricom Group also operates in the production of rice by-products. This production area encompasses the **production of rice cakes and cereal biscuits**, which is carried out using a motorised system that mixes the ingredients, which are then

conveyed to presses that perform pressing operations at a controlled temperature. In this way, the cereals subjected to these actions will undergo an expansion and aggregate, resulting in biscuits and bars or other snacks. These are then packaged and any offcuts are vacuum-packed, then ground for animal feed.



The value chain

Suppliers



AGRICULTURAL RAW MATERIAL SUPPLIERS

- Responsible for the supply of raw materials used by Group companies, such as rice, cereals and pulses;
- They are essential to ensure the quality and availability of the raw materials needed for the production of Euricom's finished products.



SUPPLIERS OF FINISHED PRODUCTS

- They supply already processed or semi-processed products that can be used directly or further processed in Euricom's production processes;
- They include suppliers of special ingredients, food additives and other components needed for production.



LOGISTICS SERVICE PROVIDERS

- They manage the transport and logistics of raw materials and finished products;
- They include transport companies, warehouses and supply chain management service providers;
- They are essential to ensure that final products reach customers on time and that internal logistics are managed effectively.



SERVICE PROVIDERS

- They offer various services that support Euricom's operations, such as maintenance services, technology services, consulting and other professional support;
- They ensure that business operations run efficiently and that equipment and systems are always operational.

The Euricom Group's activities are based on solid, well-established relationships with long-standing partners, combined with an open approach to new collaborations, which are indispensable for promoting both product and process

innovation. The Group's suppliers are divided into four main categories: **agricultural raw materials, finished products, logistical services and support services** to the company's operations.

Customers and target markets

The Euricom Group has relationships with different types of customers, which differ according to sales channel and geographical location. The customer categories are mainly divided into:



LARGE-SCALE
RETAIL TRADE



HO.RE.CA.



IMPORTERS AND
INTERNATIONAL
DISTRIBUTORS

The Euricom Group has a strong presence in **Italy**, serving a wide customer base through **large retail channels**, including supermarkets and hypermarkets. Euricom is well established in the domestic market, offering high quality products that meet the needs and tastes of Italian consumers. In addition to the large-scale retail channel, the Group is present in the **Ho.Re.Ca.** sector, offering specific and customised solutions to meet the demands of this professional segment.

The Euricom Group is present in all EU countries and is a leader in the private label, retail and discount segment, with a significant presence in strategic markets such as France, Spain, Germany, the Netherlands, Poland and the UK. In these countries, the Group operates directly and through strong partnerships with **distributors** and **local retailers**, adapting the commercial offer to the peculiarities and preferences of each market.

On a **global scale**, outside the EU, the Euricom Group is present in more than 30 countries. Globalisation is targeted and takes into account the socio-cultural characteristics and eating habits of individual markets, both abroad and at home.

In order to consolidate its presence abroad, the Group participates in the most important **national and international trade fairs**, and supports the distribution of its own Curtiriso and Flora brands with marketing and communication campaigns.

Euricom serves all its customers, both in the B2B (business-to-business) and B2C (business-to-consumer) sectors. In the B2B segment, the Group has established strategic relationships with a wide range of business partners. In the B2C segment, Euricom is committed to clear and transparent communication with end consumers via distributors.

Employees

As at **31 December 2024**, the Euricom Group has a total workforce numbering **893 employees**, of which **30.9% work in Italy**. The headcount (HC) figures refer to the number of employees at the end of the period.

TOTAL EMPLOYEES/ GEOGRAPHICAL AREAS	2024			2023		
	Women	Men	Total	Women	Men	Total
Italy	58	218	276	58	222	280
Greece	69	160	229	57	140	197
Poland	58	89	147	49	86	135
The Netherlands	16	61	77	18	62	80
India	2	56	58	2	41	43
Spain	13	33	46	13	35	48
France	4	19	23	3	19	22
Portugal	5	16	21	6	16	22
Mexico	2	12	14	2	10	12
Brazil	1	1	2	1	1	2
Total	228	665	893	209	632	841

Research and innovation

Research and innovation are the strategic pillars for the Group's growth, enabling it to develop solutions in line with evolving consumer needs. The Group invests in **product innovation** and the **digitisation** of its production and operational processes.

Thanks to the introduction of **advanced technologies**, it is possible to improve the efficiency of industrial processes, reduce waste, increase machining precision and raise the quality level of the entire production.

The joint activities of the contact persons of the various Group companies focus on several strategic areas, including:



PROCESS INNOVATIONS

Process innovation makes it possible to introduce **new technologies** into the production process, with the aim of reducing **production costs** and achieving products characterised by high **quality standards**.



PRODUCT INNOVATION

Product innovation is linked to the **search for products that respond to consumer needs** and, more generally, to market trends, enabling the Group's **offer** to be enriched.



PRODUCT OPTIMISATION

The optimisation of the products offered is focused on research and the study of solutions that increase the quality of the products currently offered by the Group.

The adoption of state-of-the-art systems for **processing, packaging** and **selection of rice** has optimised operational performance, ensuring a superior end product. In a parallel fashion, the use of technologies capable of **real-time monitoring** of the status of equipment and products along the production chain enables predictive maintenance, reducing downtime and improving energy efficiency.

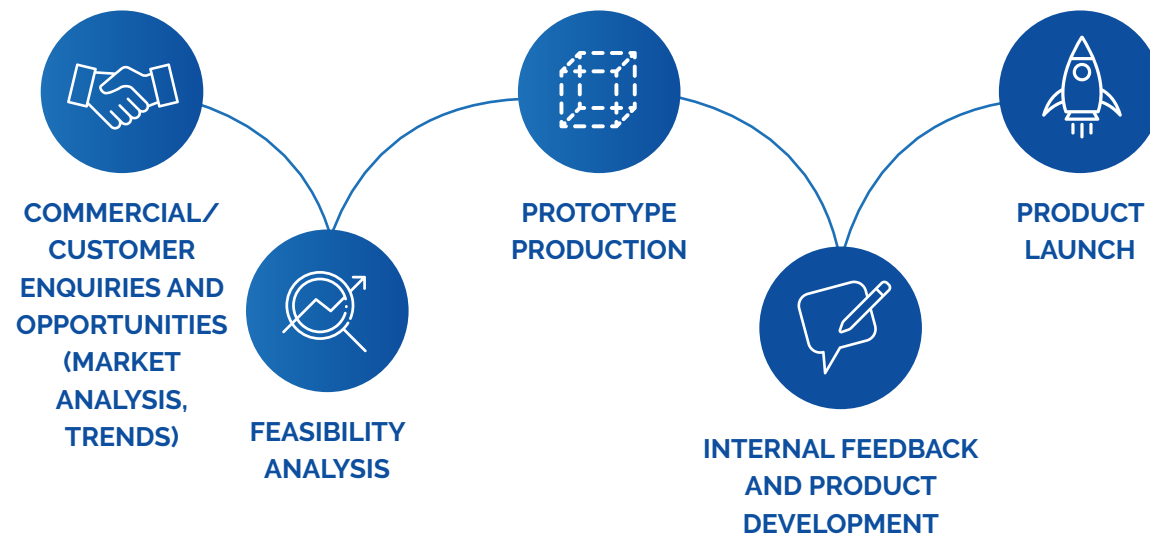
Research and Development is geared towards meeting the end-consumer needs of the proprietary brands, Curtiriso and Flora, as well as specific requests from business partners in the private label segment. In both cases, development strategies are based on analyses of consumer preferences and customer feedback, ensuring targeted and customised solutions.

The commitment to research, combined with obtaining the necessary authorisations, has also enabled the Euricom Group to successfully enter the **organic rice** segment, targeting the main Italian and EU large-scale retail chains.

Product research and development

Euricom pays close attention to consumer needs and market evolution, developing new solutions through structured **Research and Development**. The Group promotes a dynamic and focused process,

which aims at continuous improvement of products and expansion of the offer. In particular, the **development of new products** follows a path according to the following phases:



The process of developing a new product within the Euricom Group begins with the generation of new ideas, which are ideas for introducing innovations or improving existing products. These ideas may come from a variety of sources, including **consumer feedback**, **market analysis** or **internal insights** within the corporate team. At the same time, a **preliminary assessment** of product requirements is carried out, analysing the technical, functional and commercial aspects necessary to guide development effectively.

Next comes the **conceptual development** phase, during which ideas are transformed into concrete project proposals. In this phase, possible solutions are explored and their technical and economic feasibility is assessed, taking into account the available resources. In this phase, the possibility

is also analysed of identifying, in the production context outside the Group's companies, companies that may already be suitable for innovation in the product assumptions identified to be developed and, consequently, evaluating the opportunity of acquisitions and possible investments, thus allowing for a reduction in implementation times.

This is followed by **detailed design**, which involves the complete technical development of the product, defining every aspect related to production, up to the realisation of the **prototype**.

The prototype is then subjected to **testing and validation stages** in order to verify that it fully meets the established requirements and is in line with customer and market expectations.

Once the validation phase has been successfully passed, we proceed with **industrial-scale production** and the subsequent **market launch**, thus completing the entire development cycle.

Throughout all stages of the process, **monitoring** is maintained, accompanied by a continuous feedback system, which allows for corrections and improvements, ensuring that the final product conforms to the Group's quality standards and is fully competitive in the reference context.

Consumer preferences play a major role in product research and development.

Eurimac produces high quality pasta, oriented towards modern nutritional needs, and invests in the development of new products thanks to its own **R&D Department**, which is considered strategic for the company's innovation and competitiveness. On the innovation front, it is working on expanding its range of pastas with a **low glycaemic index**, with the aim of introducing new products.

Process innovation

The **Euricom Group** promotes innovation along the entire production chain, with the aim of optimising industrial efficiency, ensuring food safety and responding rapidly to market needs.

The different companies integrate transversal skills (R&D, QA, Plant, Technical Team) in each project phase, from design to implementation, evaluating plant alternatives during the exploration and development phases and analysing compatibility with existing lines.

This approach makes it possible to introduce new technologies and automation, standardise best practices, reduce waste and improve the environmental impact of processes.



Packaging

The Euricom Group adopts a customer-oriented approach: **size** and **materials** are chosen according to their requirements, while still ensuring compliance with quality standards and market expectations. While operating in this context, the Group recognises the strategic value of **innovation in packaging** and conducts in-house analyses and studies to identify more sustainable and efficient solutions, staying abreast of trends and new technologies in the sector. Consistently with this orientation, each Group company pursues specific initiatives to optimise packaging, experimenting with new materials, technologies and processes to improve production efficiency, sustainability and quality of the packaged product. Below are some examples:

Curti manages packaging changes in a **structured and integrated manner**: hygiene, plant compatibility and palletisation are considered in the technical specifications, ensuring efficiency, safety and high quality standards, it has introduced packaging innovations aimed at optimising the use of materials and post-consumer recycling possibilities, thickness reduction, use of mono-materials, switching from plastic films to paper.

Co.Ri.So. has introduced a **new automated packaging line** for bags from 10 to 50 kilograms, optimising packaging time and ensuring greater accuracy and monitoring.

VSR introduced a major innovation in packaging, replacing previous polyethylene and polypropylene laminates with single-material polypropylene solutions. This change has resulted in a significant reduction in packaging weight, improved material use efficiency and recyclability.

Rol-Ryż has also introduced packaging innovations aimed at optimising the use of materials: by **reducing the thickness of plastic films**, the company achieved more sustainable resource management and more functional packaging.

SEAR is experimenting with the use of **alternative materials to plastic** for rice packaging, modifying existing machinery to adapt to the new material: this initiative was created in response to a specific customer request and is currently **in the testing phase**, before going into full operation.

STAKEHOLDERS: interests and expectations

Stakeholders are defined as individuals or groups with interests in or expectations of a company, who may be subject, directly or indirectly, to positive or negative impacts arising from the company's activities and related interactions along the value chain.

The Euricom Group establishes, develops and maintains relationships with its stakeholders over time, with the aim of consolidating these relationships and, consequently, strengthening its

competitive position and ability to generate and distribute value over the long term. Stakeholder engagement is a structured activity aimed at capturing the interests, expectations and needs of the various categories involved, in order to support a more informed, effective and coherent decision-making process with the organisation's strategic objectives. The Group orients its relations with stakeholders according to principles of good faith, fairness, loyalty and transparency.

Stakeholder engagement

Stakeholders were identified on the basis of the reference sector, the business model adopted, the established system of relations and the geographical distribution of activities.

Stakeholder engagement is part of the due diligence process conducted by the Euricom Group, also for the purpose of identifying and assessing material sustainability topics. This process is in fact also aimed at understanding the mechanisms useful for identifying and assessing actual and potential negative impacts, which guide the sustainability reporting process.

For the Euricom Group, stakeholder engagement is a systematic and integral part of the business model, regardless of this reporting. As part of this process of constant listening and interaction, specific engagement initiatives were promoted, aimed at gathering and analysing stakeholder expectations and ensuring their consideration in corporate decision-making processes.

The system of tools through which the Group manages relations with its stakeholders is illustrated below and differentiated according to the various stakeholder categories. Further details on the activities and organisation of stakeholder engagement initiatives are provided in the specific paragraphs of the ESRS thematic standards.

STAKEHOLDER CATEGORY	ENGAGEMENT ACTIVITIES	ENGAGEMENT TARGETS
Shareholders, banks and lenders	- Shareholders' meetings - Regular meetings - Detailed financial reports - Regular communications	- Provide transparency on company performance - Attract and retain investment
Customers and end-consumers - B2B and retailers (large retail)	- After-sales service - Website - Traditional communication channels (call centre, e-mail, ticket systems) - Project meetings	- Improve the quality and satisfaction of the products offered - Support customer relations and listen to needs
Employees	- Dialogue with the HR Department - Training and professional development courses and programmes	- Inform on company performance - Spread awareness of corporate values - Promote professional growth and productivity
Suppliers of raw materials - farmers - service providers	- Product checks and active dialogue on ESG topics - Business meetings - Qualification procedures	- Build strong, long-term supply relationships - Share principles and values
Public institutions and public supervisory authorities	- Institutional meetings - Production of transparent data and documentation - Inspections and audits	- Ensure timely and accurate compliance with laws and regulations - Establish transparent and cooperative relationships with authorities
Community and territory - institutions and associations	- Regular meetings - Social channels and website	- Collaborate on sustainability goals within the sector - Improve environmental and social practices
Media	- Institutional website - Press releases	- Disseminate accurate information about the Group - Increase market visibility

Partnerships and memberships

In a competitive and constantly changing environment, collaboration with sector organisations and associations not only reinforces the effectiveness of the initiatives promoted, but offers the Euricom Group access to resources, skills and opportunities of great value for its own growth.



FEDERATION OF EUROPEAN RICE MILLERS (FERM)

The **Federation of European Rice Millers (FERM)** is the organisation that brings together rice producers and mills at European level, with the aim of protecting and promoting the interests of the sector, while ensuring high standards of quality and sustainability. For the three-year period 2022-2024, Euricom's CEO, Mario Francese, will serve as Deputy Chairman.

The Federation plays a central role in the **definition and adoption of regulations and quality standards for rice processing in Europe**. Euricom's membership of FERM allows the Group to actively participate in the regulatory processes that affect the entire industry, as well as fostering the exchange of best practices and innovative technological solutions between members, thereby also contributing to continuous improvement and technological upgrading within the Group.



ITALIAN RICE MILLERS ASSOCIATION (AIRI)

The **Associazione delle Industrie Risiere Italiane (Italian Rice Millers Association, AIRI)** represents the national rice companies, protecting the interests of rice producers in Italy and promoting the value of Italian rice, recognised for its quality and distinctive characteristics. Currently, the CEO of Euricom, Mario Francese, holds the position of association Chairman.

AIRI plays an important role for the Group, offering support and **training to companies in the sector**, as well as ensuring **constant updates** on regulations and best practices. Euricom's membership provides access to qualifying resources and strengthens operational excellence, while benefiting from actions to enhance the value of Italian rice in national and international markets, with a positive impact on the product's reputation and the country's positioning at global level.



SYNDICAT DE LA RIZERIE FRANÇAISE (SRF)

The **Syndicat de la Rizerie Française (SRF)** is a professional organisation representing the **upstream part of the rice supply chain** in France. Its missions include rice promotion, communication along the supply chain and defending the interests of rice processing companies. Euricom is a member of the Syndicat de la Rizerie Française (SRF) and actively participates in the initiatives and activities promoted by the union.



SUSTAINABLE RICE PLATFORM

The **Sustainable Rice Platform (SRP)** was established in **2011** as a joint initiative of the **United Nations Environment Programme (UNEP)** and the **International Rice Research Institute (IRRI)**, together with research and private sector partners. It was created with the aim of **promoting sustainable rice-growing practices**, which are **environmentally-friendly and socially responsible**, while improving **productive enterprises** for both commercial and subsistence farmers.

Euricom S.p.A became a **member of the SRP** in **January 2021**. In 2023, it was confirmed that the Euricom Group, as a member, will benefit from membership for all Group companies.

It is important to emphasise that **SRP membership** is not the same as possession of the **"SRP-Verified" certification**, which allows the logo to be used on products. Organisations that are not directly involved in rice production or cultivation but share and support SRP principles in their supply chain, can also be members.



OTHER GROUP COMPANY MEMBERSHIPS AND ASSOCIATIONS

Eurimac and Euricom Hellas are members of the **Greek Exporters Association (SEVE)**, a national association representing Greek exporting companies. It promotes the development of exports and the globalisation of the Greek economy, supporting companies in foreign markets; of the **Hellenic Federation of Enterprises (SEV)** the main association of Greek companies and industries; of the **Panhellenic Exporters Association** which represents Greek exporting companies and promotes the country's exports. Euricom Hellas is an active member of two important bodies representing the rice sector in Greece: the **Association of Greek Rice Growers** (chaired by Giorgia Kostinaki, Chairman and CEO of Euricom Hellas) and the **National Interprofessional Organisation of Greek Rice (EDOREL)**, is the National Interprofessional Organisation of Rice in Greece, representing the entire rice supply chain - from farmers, to cooperatives, to the rice industry.



GOVERNANCE

ESRS Standards **ESRS 2 GOV-1**

GOVERNANCE MODEL and corporate bodies

The corporate governance structure adopted by Euricom is based on the traditional organisational model and consists of the following corporate bodies:

Shareholders' meeting	Body entrusted with decisions on the governing acts of the Company, in accordance with the law and the Articles of Association
Board of Directors	Body entrusted with the management of the Company
Board of Auditors	Body entrusted with the supervisory function
Independent auditing firm	Performs the audit and opinion on the financial statements, in accordance with the law and the Articles of Association

BDO Italia S.p.A., appointed on 29 March 2022, was entrusted with the statutory audit of the accounts. This appointment is made until the approval of the financial statements at 31 December 2024.



The Board of Directors of Euricom S.p.A.

CONSIGLIO D'AMMINISTRAZIONE	
Bruno Daniele Sempio	Chairman of the Board of Directors
Mario Francese	Chief Executive Officer
Massimo Malvisini	Director
Federico Maggio	Director
Antonios Georgalos	Director
Kotaro Saijo	Director
Nazuki Sato	Director
Osamu Kanetake	Director

The Board of Directors guides the Company with the aim of fostering its sustainable growth, directing decisions towards the generation of long-term value, to the benefit of shareholders and all stakeholders. It defines strategic guidelines and verifies their concrete implementation, promoting a corporate governance system consistent with the nature and objectives of the company. In compliance with the legal and statutory framework, it evaluates any organisational and management changes, submitting them to the shareholders' meeting when required by the regulations in force.

The Board of Directors is vested with the broadest powers for the ordinary and extraordinary management of the Company and exercises all powers useful for pursuing the corporate purposes, with the exception of those expressly reserved to the shareholders' meeting. It also plays a decisive role in the development and evolution of corporate values and strategies, with a particular

focus on sustainability topics, contributing to the definition of related policies and objectives and overseeing the processes of identifying and managing their impacts.

The Chairman of the Board of Directors plays a key coordinating role, ensuring that the Board's activities are carried out efficiently and in accordance with the applicable regulations. At his side, the Chief Executive Officer is responsible for day-to-day operational management, implementing the strategies decided by the Board and supervising key corporate functions.

The Group's Board of Directors was renewed on 27 September 2023 and will remain in office until approval of the financial statements as at 31 December 2025.

The Board of Directors, appointed by the Shareholders' Meeting, consists of eight experienced and qualified members representing the different strategic areas of the company.

The composition and diversity of the members of the Board of Directors is shown below:

BOARD OF DIRECTORS - DIVERSITY (GENDER - AGE GROUPS)					
Women		Men		Total	
1	12%	7	88%	8	100%
Under 30 years old		Between 30 and 50 years old		Over 50 years old	
-	-%	1	12.5%	7	87.5%

The Board of Auditors

BOARD OF AUDITORS	
Marco Taglioretti	Chairman of the Board of Auditors
Paolo Gualtiero Targa	Auditor
Marco Trotter	Auditor
Daniele Fossati	Alternate Auditor
Stefano Cernuschi	Alternate Auditor

The management of the Company is supervised by a Board of Auditors, consisting of three regular auditors and two alternate auditors. In addition to supervising the Company's operations, the Board of Auditors is also responsible

for auditing the accounts, in the cases permitted by law and unless the Shareholders' Meeting has resolved otherwise, entrusting the auditing to an independent auditor or an auditing company meeting the legal requirements.

Sustainability GOVERNANCE

The Euricom Group's **Sustainability Governance** is multi-layered, with a structure that ensures coordination between the central management and the various Group companies.

The ESG Group Committee

The ESG Group Committee, consisting of the CEOs of the parent company Euricom S.p.A. and VSR, Eurimac and Arcesa, the Director of Operations, the Director of Sales, a representative from Mitsui, as well as the Group ESG Coordinator and the ESG support and reporting team.

The **ESG Group Committee** is the steering and supervisory body for the Group's sustainability strategies and reports directly to the Board of Directors. The Committee is responsible for allocating resources, removing any obstacles, monitoring objectives and approving ESG strategies, plans and targets, ensuring a common and consistent Group-wide vision, including with respect to international guidelines and Group commitments. The Committee plays an instrumental role in strengthening the integration of ESG principles into decision-making processes.

Local Group Reporting and Local Working Groups

Local Group Reporting and Local Working Groups are in charge of collecting and managing ESG data, meeting reporting deadlines. Local teams also work on specific tasks, such as reducing food waste, optimising energy consumption and reducing CO₂ emissions, ensuring the operational implementation of centrally defined ESG strategies.



Material TOPICS

ESRS Standards **ESRS 2 IRO-1**

THE PROCESS TO IDENTIFY AND ASSESS material impacts, risks and opportunities

The disclosure included in this section aims to provide the information necessary for all stakeholders to understand the process through which the **impacts, risks** and **opportunities** were identified and their materiality assessed and, consequently, the information included in the Sustainability Report.

Material topics under ESRSs

Double Materiality Assessment, in the context of sustainability reporting, is essential to assess and understand the impact of Euricom Group's activities on the environment and society, and the underlying financial risks and opportunities related to environmental, social and governance (ESG) topics.

The approach considers both the impacts, classified as actual or potential, positive or negative, that the Euricom Group may generate on people and the environment in the short, medium or long term (impact materiality), and the influence of environmental, social and governance (ESG) factors on the Group's financial performance and resilience (financial materiality).

The introduction of the European ESRS standard has fostered the identification of material ESG risks and opportunities, which complement the results of the impact analysis and reflect an increased awareness and focus on the potential financial impact of these factors and their consistent and integrated assessment.

The European Sustainability Reporting Standards - ESRS stipulate that material topics (**IRO Impact Risk Opportunities**) are identified and assessed from the perspective of impact materiality, financial materiality or both (environmental, social and governance).



IMPACT MATERIALITY

Material impacts, whether actual or potential, on people and the environment, directly connected to an undertaking's activities, products and services. .

Impacts, risks and opportunities also include those that arise or may arise within direct and indirect business relationships in the value chain (activities/sectors, geographic areas, operations, suppliers, customers, other relationships, where there is a likelihood that material IROs may occur/exist).

Materiality Assessment: process and methodology

The process to identify and assess material impacts, risks and opportunities involves the following steps:

- Understanding the context;
- Identification of actual and potential IROs;
- Identification and assessment of material IROs.

Understanding of the context

The reference context refers to what is described in the previous paragraphs regarding the general disclosures on strategy,

business model and value chain, relationships with stakeholders and underlying trade relations and sustainability context.

Identification of actual and potential IROs

The process of identifying actual and potential IROs (material topics) on individuals and the environment was conducted using a methodology that involved analysing external and internal sources, taking into account stakeholder engagement and consultation, supplemented with a specific analysis of risks and opportunities, as required by the ESRSs.

The analysis took into account the characteristics of the activities and



FINANCIAL MATERIALITY

Sustainability-related risks and opportunities that may affect the undertaking's value (in terms of financial effects).

business model, business relationships, geography or other factors that entail a higher risk of negative impacts. As previously mentioned, impacts generated directly through its own activities or as a result of business relationships were considered, and stakeholder reports and consultations were taken into account to understand how impacts might be incurred. The opinions and assessments of external experts were indirectly considered through the different external sources examined.

External sources

International organisations - Reports, frameworks and guidelines
OECD (Organisation for Economic Co-operation and Development) - Measuring Carbon Footprints of Agri-Food Products; Environmental Performance of Agriculture in OECD Countries; Due diligence guidance for responsible business conduct; Framework for assessment Nature related financial risk
FAO (Food and Agriculture Organization) - Global rice market; Thinking about the future of food safety A foresight report; Biannual report on global food markets_November 2024
OECD-FAO (joint publications) - Agricultural Outlook_2024-2033; Business Handbook on Deforestation and Due Diligence in Agricultural Supply Chains
WEF (World Economic Forum) - Food System Initiative; Global Risk Report 2025; Strategic Intelligence
ILO (International Labour Organization) - Advancing social justice; Transforming enterprises through diversity and inclusion
GBI (Global Business Initiative on Human

Rights) - Integrating human rights into climate action
CBD (Convention on Biological Diversity) - Kunming Montreal global biodiversity framework
Standards, Framework & Risk Management
GRI 13 - Sector Standard for Agriculture, Aquaculture, and Fishing
TNFD - Additional sector guidance – Food and agriculture
COSO - Enterprise Risk Management. Applying enterprise risk management to ESG related risks
European Union - Framework strategies and policies
European Green Deal; Farm to Fork strategy; EU Biodiversity strategy for 2030; CAP – Common Agricultural Policy
European Climate law; Directive EU 2024-825 of the European Parliament; Packaging and packaging waste directive EU
Regulation on deforestation-free products
Benchmark peer - client - suppliers
Benchmarking material topics - policies - risks - SDGs - stakeholders

Internal sources

Policies and Procedures
Organisational and Management Model (Mod 231) - Code of Ethics - Whistleblowing Procedure - Company Regulation - Anti-Corruption Policy - Anti-Money Laundering Policy - Sanctions Policy - Quality Policy - Sustainable Procurement Policy - Environmental Policy
Analyses, reports, evaluations and diagnoses
Euricom context analysis - Risk and opportunity mapping analysis Euricom - Management systems/context analysis - Management review documents - Energy

audit - Environmental footprint assessment - Stress-work-related risk assessment - GHG inventory report
Certifications and Management Systems¹⁸
IFS Certification; ISCCC PLUS Certification; IGP Camarage Certification; BRC Certification; SRP Certification - BIO Certification; Vegan OK Certification; Kosher Certification; Halal Certification; Fairtrade Certification; Fair for Life Certification; Zero Waste Certification; Ecovadis; SEDEX; SMETA; ISO 14001; ISO 22000; ISO 14064; ISO 45001; ISO 50001; ISO 9001; ISO 37001

18- The certifications and management systems indicated refer to specific Group companies and not to all Companies.

Identification and assessment of material Impacts, Risks and Opportunities (IROs)

The assessment of material topics (material IROs) provided, in summary, the following:

ASSESSMENT PHASES	PROCESS AND CONTENT SUMMARY
Qualitative analysis	Identification and in-depth analysis of potential material IROs (Impacts, Risks and Opportunities) concerning the issues emerging from the identification phase of potential material topics.
IRO (Impacts, Risks and Opportunities) characteristics	Characterisation of Impacts, Risks and Opportunities under analysis Characteristics of impacts • Actual/potential • Positive/negative • Short-/medium-/long-term • From own operations/Along the value chain Characteristics of risks/opportunities • Short-/medium-/long-term • From own operations/Along the value chain
Quantitative analysis	Impact materiality assessment: materiality according to criteria of severity and likelihood of occurrence. Severity is based on the scale, scope and irremediable character of the negative impacts. Quantitative and/or qualitative thresholds have been set for this purpose. Risk and opportunity assessment: materiality with respect to the likelihood of occurrence and potential magnitude. In this context, and consistently with the assessment of impacts, predominantly qualitative thresholds have been set for the assessment of financial effects relating to sustainability topics (financial performance, financial position, cash flow and access to finance).

The Double Materiality Analysis process developed for the purposes of the 2024 reporting saw the involvement of several corporate functions, each contributing distinctively to the assessment of impacts, risks and opportunities.

Material TOPICS

Analytical information concerning impacts, risks and opportunities associated with each material topics is provided in the corresponding sections, where the topics are discussed (topical ESRS). A summary of this descriptive information is provided below.

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/ OPPORTUNITIES]
ENVIRONMENTAL TOPICS		
E1 CLIMATE CHANGE		
Energy	Impacts Negative impacts: energy consumption from production activities. Specifically: a) industrial processes of drying, processing and packaging of rice; b) along the entire value chain, from the procurement of raw materials to the transport stages of the products.	Actual Negative Short-/medium-/ long-term From own operations and along the value chain
	Risks Exposure to fluctuating energy costs with effects on production costs and economic and financial results.	Short-/medium-/ long-term From own operations and along the value chain
	Opportunities Opportunities to access incentives and green financing for energy efficiency works, with reputational benefits and potential reduction of energy costs.	Short-/medium-/ long-term From own operations
Climate change mitigation	Impacts Negative impacts: emissions generated by energy consumption from Euricom's production processes and along the value chain (from raw material procurement to logistics and waste production and management).	Actual Negative Short-/medium-/ long-term From own operations and along the value chain
	Risks Transition climate risks (Regulatory and Legal - Technological) for GHG emission reduction and consequent compliance and business continuity costs (investments, interventions on production processes): a) compliance with EU and local regulations; b) adherence to international standards and customer/stakeholder requests regarding GHG emissions; c) interventions/plans for GHG emission reduction in the supply chain Long-term transitional (market) climate risks from rising temperatures/changing climatic conditions for crops, availability of raw materials in the absence of adequate diversification of supply areas (business continuity).	Short-/medium-/ long-term From own operations and along the value chain

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/ OPPORTUNITIES]
Climate change adaptation	Risks Physical climate risks (acute and chronic) arising from climatic events in the geographical areas where Euricom has production facilities or where, in particular, the sources of supply are located (value chain), which may have consequences in terms of business continuity on production processes/interruption of the supply chain, availability of raw materials and related costs.	Short-/medium-/ long-term
	Opportunities The new European regulations on NGTs (New Genomic Techniques) represent for Euricom a market opportunity and competitive strengthening, favouring the adoption of raw materials more resilient to climate change by improving the sustainability of agricultural processes.	Short-/medium-/ long-term From own operations and along the value chain
E2 POLLUTION		
Soil pollution	Impacts Negative impacts: pollution and impoverishment of soil/ farmland resulting from uncontrolled/adequate use of pesticides and herbicides in agricultural practices related to rice cultivation.	Actual Negative Short-/medium-/ long-term From operations along the value chain
	Risks Market risks arising from declining quality and productivity of agricultural land due to pollution from inappropriate farming practices. Regulatory risks/administrative, legal and reputational proceedings arising from non-compliance with regulatory and product-specific requirements (origin and raw material cultivation practices).	Short-/medium-/ long-term From operations along the value chain
	Opportunities Market opportunities and strengthening of competitive position linked to the adoption of a business model that prioritises and demonstrates attention to sustainable agricultural practices and technologies (sustainable use/ management and soil-water pollution).	Short-/medium-/ long-term From own operations and along the value chain

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
Pollution of air Pollution of water	Impacts Negative impacts: emission of pollutants into the air (dust, SOx, NOx, CO, solvents) and release of pollutants into receiving water bodies, during production phases, treatment residues and agricultural practices related to the cultivation of raw materials.	Actual Negative Short-/medium-/long-term From own operations and along the value chain
	Risks Regulatory/administrative, legal and reputational proceedings arising from compliance with regulatory and specific requirements contained in Environmental Authorisations. Market and reputational risks arising from the availability of supply sources (business continuity) following cases of water pollution in cultivation areas and resulting from agricultural practices that do not comply with regulations.	Short-/medium-/long-term From own operations and along the value chain
	Opportunities Market opportunities and strengthening of competitive position linked to the adoption of a business model that prioritises and demonstrates attention to sustainable agricultural practices and technologies (sustainable use/management and soil-water pollution).	Short-/medium-/long-term From own operations and along the value chain

E3 WATER AND MARINE RESOURCES

Water • Water withdrawals • Water consumption • Water discharges		Actual
	Impacts Negative (direct) impacts: water-intensive industrial parboiled rice processing.	Negative Short-/medium-/long-term From own operations
		Actual
	Negative (indirect) impacts: Supply chain/upstream of the supply chain and related to rice cultivation, which requires high water consumption, often in areas already characterised by high water stress.	Negative Short-/medium-/long-term From own operations and along the value chain
	Risks Market (business continuity) and technological (operational) risks determined by the availability of adequate water resources to ensure the cultivation and production/processing of rice.	Long-term From own operations and along the value chain
	Opportunities Market opportunities and strengthening of competitive position linked to the adoption of a business model that prioritises and demonstrates attention to sustainable agricultural practices and technologies (sustainable use/management and soil-water pollution).	Short-/medium-/long-term From own operations and along the value chain

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
E4 BIODIVERSITY AND ECOSYSTEMS		
Direct impact drivers of biodiversity loss • Direct exploitation	Impacts Negative (direct) impacts: the activities of Euricom's factories may have an impact on the biodiversity conditions of the affected areas.	Potential Negative Medium/long-term From own operations
	Risks Regulatory risks/administrative, legal and reputational proceedings originating from habitat modification/alteration and biodiversity conditions of the areas of the production sites caused by Euricom activities.	Medium/long-term From operations along the value chain
	Impacts Negative (indirect) impacts: raw material cultivation/production activities may give rise to land degradation conditions (related to land use and land use change), including through the use of pesticides in rice processing, with consequent impacts on the conditions (loss) of biodiversity.	Potential Negative Medium/long-term From operations along the value chain
	Risks Market risks (availability of cultivation areas/production and quality of agricultural yields) and reputational risks stemming from the change (loss) of biodiversity conditions and over-exploitation and degradation of the land.	Medium/long-term From operations along the value chain
Impacts on the extent and condition of ecosystems • Land degradation	Opportunities Market opportunities and strengthening of competitive position linked to the adoption of a business model that prioritises and demonstrates attention to sustainable agricultural practices and technologies (sustainable land use/management - biodiversity protection actions).	Medium/long-term From operations along the value chain

E5 RESOURCE USE AND CIRCULAR ECONOMY

Resources inflows, including resource use Resource outflows related to products and services		Actual
	Impacts Negative impacts: procurement (withdrawal) of biological raw materials and technical materials used for storage and transport and impacts related to food waste and end-of-life management of packaging.	Negative Short-/medium-/long-term From own operations and along the value chain
	Risks Market and technological regulatory risks (resource availability, business continuity, production processes and operating costs) related to changes in legislation or regulations concerning the use of raw materials and packaging materials. Regulatory and technological risks (production processes and operating costs) related to changes in legislation or regulations on the use and materials of packaging.	Long-term From own operations and along the value chain
	Opportunities Market opportunities: increasing market demand for certified and traceable raw materials represents an opportunity for Euricom to consolidate its position, emphasising quality and supply chain control as economic and competitive levers.	Long-term From own operations and along the value chain

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
Waste	Impacts Negative impacts: management of waste generated during processing (organic waste) and distribution (packaging).	Actual
		Negative
		Short-/medium-/long-term
	From own operations	
	Risks Regulatory risks/administrative, legal and reputational proceedings arising from compliance with waste management regulations, including with regard to increased operating costs for waste treatment and disposal.	Long-term
From own operations		
SOCIAL TOPICS		
S1 OWN WORKFORCE		
Working conditions • Secure employment • Social dialogue • Freedom of association, the existence of works councils and the information, consultation and participation rights of workers • Collective bargaining, including rate of workers covered by collective agreements • Work-life balance	Impacts Positive impacts: creation of an inclusive work environment, offering stable employment and respect for rights such as social dialogue and collective bargaining.	Actual
		Positive
		Short-/medium-/long-term
	From own operations	
	Risks Market, legal and reputational risks: failure to safeguard working conditions may expose the organisation to the risk of sanctions, litigation and reputational risks, as well as a high turnover rate, with repercussions on the loss of strategic skills for the organisation.	Short-/medium-/long-term
		From own operations
	Opportunities Market and reputational opportunities: promoting corporate policies that ensure secure employment and social dialogue fosters the attraction and retention of talent, improves corporate reputation and contributes to higher productivity, strengthening the Group's competitiveness.	Short-/medium-/long-term
From own operations		

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
Working conditions • Health and safety	Impacts Negative impacts: possibility of accidents or other incidents occurring in the workplace.	Potential
		Negative
	Risks Legal and reputational risks stemming from a failure to take effective prevention and monitoring measures, increasing the possibility of accidents, occupational diseases and work-related stress, jeopardising productivity and business continuity, and giving rise to possible litigation.	Short-/medium-/long-term
		From own operations and along the value chain
Equal treatment and opportunities for all • Gender equality and equal pay for work of equal value • Training and skills development • Diversity	Impacts Positive impacts: working environment that ensures respect for workers and equal opportunities, absence of discrimination, continuous training.	Short-/medium-/long-term
		From own operations
	Risks Reputational exposures and market risks due to discriminatory practices or inadequate working conditions, which reduce the company's ability to attract a qualified workforce with appropriate skills.	Short-/medium-/long-term
		From own operations
	Opportunities Market and reputational opportunities arise from offering working conditions that guarantee adequate training and career paths, a discrimination-free working environment and equal opportunity conditions.	Short-/medium-/long-term
		From own operations

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
S2 WORKERS IN THE VALUE CHAIN		
Working conditions • Secure employment • Working time • Freedom of association, including the existence of work councils • Collective bargaining • Work-life balance • Health and safety	Impacts Negative impacts: working conditions related to the supply chain may be characterised by potential negative impacts on human rights and other rights of persons (working hours - inadequate wages - social dialogue - freedom of association - health and safety) with specific regard to the geographical areas of reference of the supply chain.	Potential
		Negative
		Short-/medium-/long-term
	Risks Legal (sanctions, litigation, administrative proceedings), market and reputational risks caused by the absence or inadequacy of due diligence and monitoring activities related to the supply chain, aimed primarily at verifying adequate and compliant working conditions for the workforce.	Along the value chain
Equal treatment and opportunities for all • Gender equality and equal pay for work of equal value • Training and skills development • Measures against violence and harassment in the workplace • Diversity	Impacts Negative impacts: presence of situations where equal treatment and equal opportunities are not guaranteed (impact on human rights).	Potential
		Negative
		Short-/medium-/long-term
	Risks Legal (litigation), market/business continuity and reputational risks due to the occurrence of incidents of discrimination among workers in the value chain, made possible by inadequate measures and protocols for the protection of diversity and equal opportunities.	Along the value chain

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
Other work-related rights • Child labour • Forced labour	Impacts Negative impacts: failure to guarantee the protection of workers' rights and working conditions that exclude all forms of forced and child labour.	Potential
		Negative
		Short-/medium-/long-term
	Risks Legal, market and reputational risks related to potential incidents of child and forced labour along the supply chain.	Along the value chain
S4 CONSUMERS AND END-USERS		
Personal safety of consumers and/or end users • Health and safety	Impacts Negative impacts: non-compliance with the quality standards of products manufactured by Euricom and possible health impacts on end consumers.	Potential
		Negative
		Short-/medium-/long-term
	Risks Legal (sanctions, litigation, administrative proceedings), market and reputational risks arising from non-compliance with regulatory requirements concerning the safety and quality of products sold, including possible customer complaints.	From own operations and along the value chain
Information-related impacts for consumers and/or end users • Access to (quality) information	Impacts Negative impacts: Impacts of non-transparent commercial communication (marketing) and inadequate traceability of raw materials and products.	Potential
		Negative
		Short-/medium-/long-term
	Risks Legal risks (sanctions, litigation, administrative proceedings), market and reputational risks stemming from inadequate information content or from information that does not comply with regulatory standards, leading to risks in terms of consumer confidence, challenges by the market or regulatory authorities, potential reputational damage, with repercussions also at the commercial level.	From own operations and along the value chain

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
Social inclusion of consumers and/or end users • Access to products and services • Responsible marketing practices	Impacts Positive impacts: through the production and distribution of rice and processed cereals for both domestic and international markets, Euricom generates a material impact in terms of access to safe, traceable, quality food products at affordable costs.	Actual
		Positive
		Short-/medium-/long-term
	Risks Market risks arising from the possible emergence of new consumer habits and failure to adapt the product portfolio in a timely manner, with possible loss of ability to respond effectively to the needs of direct customers and end consumers.	From own operations and along the value chain
		Medium/long-term
	Opportunities The change in consumer behaviour is a driver for product portfolio diversification, offering Euricom the opportunity to intercept new areas of demand and strengthen its positioning.	From own operations and along the value chain
GOVERNANCE TOPICS		
G1 BUSINESS CONDUCT		
Corporate culture	Impacts Positive impacts: the promotion and consolidation of a corporate culture, based on ethical business conduct, generates positive impacts on internal and external stakeholders by strengthening the workforce's sense of belonging and sense of responsibility in relations with workers, suppliers, customers and other stakeholders.	Actual
		Positive
		Long-term
	Risks Market and reputational risks related to inadequate dissemination and promotion of corporate culture, as well as failure to apply the principles and values underlying the conduct of business.	From own operations and along the value chain
		Long-term
	Opportunities A corporate culture based on codes, principles and values and on the consistency of business conduct is an opportunity to strengthen a sense of belonging and corporate reputation and to build strong and lasting relationships with stakeholders.	From own operations and along the value chain

MATERIAL TOPICS (IRO)	TOPIC DESCRIPTION [IMPACTS/RISKS/OPPORTUNITIES]	CHARACTERISTICS [IMPACTS/RISKS/OPPORTUNITIES]
Management of relationship with suppliers including payment practices	Impacts Negative impacts: incorrect supply chain management/ failure to select and qualify suppliers in accordance with environmental and social standards, human rights protection and labour practices.	Potential
		Negative
		Short-/medium-/long-term
	Risks Legal, market and reputational risks arising from the heavy reliance on suppliers located in geographic areas prone to environmental and social vulnerabilities, which may lead to interruptions in the supply chain (business continuity), increases in raw material costs, reputational damage and potential legal or contractual penalties.	From own operations and along the value chain
		Short-/medium-/long-term
	Opportunities The adoption of a procurement policy based on supplier management that integrates environmental and social criteria and appropriate economic conditions and payment practices, favours supplier engagement, supplier loyalty/ stability and business continuity, mutual reinforcement of the competitive position and quality of supply to the market.	From own operations and along the value chain
Corruption and bribery • Prevention and detection including training • Incidents	Impacts Negative impacts: possible occurrences of active and passive corruption in relations with stakeholders, with consequent distortions in the conditions of free competition and business conduct.	Potential
		Negative
		Short-/medium-/long-term
	Risks Reputational, legal, market damage as a result of corruption and/or bribery incidents.	From own operations and along the value chain
		Short-/medium-/long-term
		From own operations and along the value chain

MATERIAL TOPICS and ESRS reporting

Attached to the Sustainability Report is an **Index**, to which reference is made, summarising the disclosures outlined in the document (Disclosure Requirements) based on the results of the double materiality analysis. No omissions are reported with respect to the topics covered.

POLICIES ADOPTED FOR THE MANAGEMENT of material sustainability topics

The Euricom Group's desire to adopt business conduct consistent with ethical values is also realised through the adoption of recognised policies and management systems and certification of these systems and products.

POLICY	THEMATIC ESRS	SCOPE OF ADOPTION
Organisation, management and control model pursuant to Italian Legislative Decree 231/2001 (the "Model 231")	G1 Business conduct	Euricom S.p.A. Curti Co.Ri.So. Molini Certosa Pigino
Code of Ethics	E1 Climate Change E2 Pollution E3 Water and marine resources E4 Biodiversity and ecosystems E5 Resource use and circular economy S1 Own workforce S2 Workers in the value chain S4 Consumers and/or end users G1 Business conduct	Euricom Group
Whistleblowing Procedure	S1 Own workforce S2 Workers in the value chain G1 Business conduct	Euricom S.p.A. Curti Co.Ri.So. Molini Certosa Pigino
Privacy Policy	S4 Consumers and end users	Euricom S.p.A.
Anti-Corruption Policy	G1 Business conduct	Euricom Group
Anti-Money Laundering Policy	G1 Business conduct	Euricom Group
International Sanctions Policy	G1 Business conduct	Euricom Group
Sustainable Purchasing Policy	S2 Workers in the value chain G1 Business conduct	Euricom Group
Environmental Policy	E1 Climate Change E3 Water and marine resources E5 Resource use and circular economy	Curti Co.Ri.So. Riseria Pigino Molini Certosa Euricom Hellas Eurimac Rol-Ryż
Quality Policy	S4 Consumers and end users	Euricom Group
Security Policy	S1 Own workforce	Curti Rol-Ryż Eurimac Molini Certosa Co.Ri.So. Euricom Hellas

Organisation, management and control model pursuant to Italian Legislative Decree 231

The Parent Company and the Group's Italian companies have adopted the Model 231 to strengthen the culture of legality and responsibility within the organisation. This model represents a governance tool aimed at preventing unlawful conduct and ensuring compliance with applicable regulations, promoting transparency, fairness and integrity in all corporate activities.

Group Code of Ethics

The Group's Code of Ethics encompasses the set of principles and ethical values to which the Group adheres in the performance of its activities, and demands the strictest observance by all persons within the company and, more generally, by all those who cooperate and collaborate with it in the pursuit of its corporate mission.

Whistleblowing Procedure

Some Group companies have introduced a whistleblowing procedure to promote transparency and integrity by encouraging the reporting of non-compliant or illegal behaviour. The system is a tool for internal protection and accountability, aimed at ensuring that any irregularities are detected and handled promptly, while fully respecting the confidentiality and rights of whistleblowers.

Privacy Policy

The privacy policy of the Group's Italian companies, which has also been transmitted to the foreign companies for their acknowledgement, is aimed at guaranteeing the protection of the personal data of those who access the companies' websites. These policies ensure that personal data is processed in compliance with applicable regulations, providing information on the purpose of processing, the legal basis and the nature of the provision of the data, which is kept for the time strictly necessary to achieve the purposes for which they were collected and may not be disseminated.

Anti-Corruption Policy

Euricom promotes tools and practices aimed at counteracting unlawful conduct and corrupt practices, fostering transparent and accountable corporate governance. These include the Group Anti-Corruption Policy, which guides recipients to recognise, prevent and report possible risk situations, reinforcing the fairness and integrity of day-to-day activities.

Anti-Money Laundering Policy

The Group's Anti-Money Laundering Policy aims to prevent situations involving terrorist financing and money laundering, an illegal practice aimed at turning profits from criminal activities into "clean" money. The policy defines principles and control tools aimed at identifying and promptly managing the risks associated with such situations, promoting responsible and compliant behaviour among all those working on behalf of the Group

International Sanctions Policy

The Euricom Group has adopted an International Sanctions Policy aimed at preventing and impeding the violation of laws and regulations in the markets in which it operates. The policy applies to all persons acting in the name and on behalf of the Group, requiring them to comply with the sanctions regulations issued by international authorities. The policy provides for the definition of a control system that includes: third-party verification activities, specific contractual clauses, reporting tools and training activities. Violations are also subject to a disciplinary system and may result in termination of the contractual relationship or internal sanctions.

Sustainable Purchasing Policy

The Sustainable Purchasing Policy defines the principles and commitments of Euricom S.p.A. and all Euricom Group companies regarding sustainable purchasing. The objective of this policy is to communicate Euricom's principles and expectations regarding responsible business conduct in its supply chains, with reference to human rights, labour rights, environmental protection and good governance principles.

Environmental Policy

Curti, Co.Ri.So., Riseria Pigino, Molini Certosa, Rol-Ryż, Euricom Hellas and Eurimac adopt an environmental policy inspired by the principles of ISO 14001, with the aim of managing their activities in a responsible and sustainable manner. Companies are committed to progressively reducing their environmental impact, pursuing continuous performance improvement and going beyond mere compliance with applicable regulatory requirements.

Management systems

In order to ensure continuous performance improvement, several Group companies have adopted management systems certified by international standards, oriented towards compliance with regulations, improved efficiency of business processes and in some cases, reduction of negative environmental and social impacts.

MANAGEMENT SYSTEM	DESCRIPTION
 ISO 14001:2015	Standard ISO 14001 defines the requirements that an environmental management system must have in order to enable organisations to monitor their environmental performance with a view to improvement, aimed at reducing the negative impacts of production processes and products.
 ISO 45001:2018	Standard ISO 45001 defines the requirements for an occupational health and safety management system, with the aim of preventing occupational accidents and illnesses by continuously improving safety conditions in the workplace.
 ISO 9001:2015	Standard ISO 9001 outlines the criteria necessary to implement a quality management system, increasing the efficiency and effectiveness of processes, improving the quality of products and services offered, with the aim of increasing customer satisfaction.
 ISO 22000:2005	ISO 22000 is the main standard for organisations in the agri-food sector that want to establish a food safety management system. This standard certifies the organisation's ability to manage food risks, ensuring that food is safe for consumption.
 FSSC 22000	FSSC 22000 is a certification scheme based on ISO 22000, which aims to harmonise certification requirements and methods for achieving food safety systems in the supply chain.
 ISO 37001	ISO 37001 provides guidelines and criteria that enable an organisation to prevent, detect and counteract corruption through the implementation and improvement of a dedicated management system.
 ISO 50001:2018	Standard ISO 50001 defines the requirements for an energy management system aimed at improving energy efficiency and reducing consumption.
 ISO 14064 - 1:2012	Standard ISO 14064 provides organisations with guidelines and criteria for the quantification and reporting of greenhouse gas emissions generated by an organisation.

The matrix details the certifications and management systems adopted by the various Group companies:

MANAGEMENT SYSTEMS/ENTITY	ISO 14001	ISO 45001	ISO 9001	ISO 22000	FSSC 22000	ISO 37001	ISO 50001	ISO 14064
Euricom			✓					✓
Curti	✓		✓	✓				✓
Co.Ri.So.	✓	✓	✓	✓				✓
Riseria Pigino	✓		✓					✓
Molini Certosa	✓	✓	✓					
Sear			✓					
Euricom Hellas	✓	✓	✓	✓			✓	✓
Eurimac	✓	✓	✓	✓	✓	✓	✓	✓
Sharsid					✓			

Supply chain and product certifications

The Group's commitment to high standards in safety and quality is embodied in the certifications it has obtained. Obtaining the various certifications testifies to the Group's commitment to comply with the regulatory requirements in force in the various countries in which the companies operate with regard to transformation processes, processing, environmental aspects and corporate responsibility. The table shows the **product and supply chain certifications** obtained by the various companies belonging to the Euricom Group.

CERTIFICATION	DESCRIPTION	COMPANY
	Organic certification Organic certification attests that packaged products contain at least 95% by weight of organically produced ingredients of agricultural origin, in accordance with the provisions of Regulation (EU) 2018/848 and its implementing acts. These ingredients must come from cultivation and processing processes that respect the principles of organic farming, under the control of recognised certification bodies.	Euricom - Curti Co.Ri.So. - Riseria Pigino - Van Sillevoldt Rijst - Rol-Ryz - Arcesa - SFRC - Eurimac - Euricom Hellas Sharsid
	CAECV Certificate guaranteeing the quality and authenticity of agricultural and food products produced in the Valencian Community that assures consumers that the products purchased are truly organic and meet the highest quality standards. Furthermore, this label also promotes local and sustainable agriculture, as it is only granted to producers and processors who comply with strict requirements in terms of production, processing and distribution..	Arcesa
	Skal Skal certification guarantees that organic products meet the legal requirements defined by Dutch legislation on organic production.	Van Sillevoldt Rijst
	Kosher Kosher certification is a service offered to food companies oriented to the national and international market. Obtaining the Kosher certificate means producing food that is fit for consumption and conforms to Jewish food standards.	Curti - Co.Ri.So. Molini Certosa - Van Sillevoldt Rijst - Euricom - Rol-Ryz
	ISCC PLUS ISCC PLUS is an internationally recognised voluntary certification scheme to certify and communicate product sustainability throughout the supply chain to consumers, the public and institutions.	Molini Certosa Curti

CERTIFICATION	DESCRIPTION	COMPANY
	Halal Halal certification guarantees that the products comply with Islamic religious precepts, allowing practitioners to consume them.	Molini Certosa
	Vegan Ok Vegan Ok certification ensures that products are free of animal ingredients and that their production does not involve the exploitation of any species.	Curti Molini Certosa
	Good Manufacturing Practices Good Manufacturing Practice (GMP) certification ensures that products are consistently produced and controlled according to quality standards.	VSR
	Arroz de Valencia The Designation of Origin 'Arroz de Valencia' guarantees the geographical origin and quality of the Valencian rice varieties under the control of the Regulatory Board of the D.O. Arroz de Valencia.	Arcesa
	Fair Trade Fair Trade certification encourages the construction of responsible business models based on fair trade to enable development that is sustainable for farmers, communities, workers and their families.	Van Sillevoldt Rijst
	Fair for Life Fair for Life certification ensures that producers receive a fair price above the market price and a minimum price defined according to production costs, thus offering protection in the event of a crisis. Certification attests to decent working conditions, valuing producers' autonomy and environmentally friendly farming practices.	Sharsid

CERTIFICATION	DESCRIPTION	COMPANY
	National Organic Program The National Organic Program (known by its acronym NOP) is the standard that regulates aspects related to the production and subsequent labelling of organic products in compliance with US regulations. The standard is administered by the USDA, the United States Department of Agriculture. Obtaining NOP certification allows organic produce to be exported, ensuring that it is recognised as such within the United States.	Riseria Pigino
	BRC Global Standard for Food Safety The GFSF standard (better known as the BRC Food standard, from the British Retail Consortium that developed it) was created in 1998 to meet the needs of British retailers to ensure the safety and quality of branded products. Certification is currently required by many retailers to guarantee the reliability of manufacturers and products for which other forms of control would be difficult and costly.	Curti - Co.Ri.So. - Molini Certosa - Van Sillevoldt Rijst - Rol-Ryz - Arcesa Sear - Eurimac - Euricom Hellas
	International Featured Standards The International Food Standard (IFS) is an international standard for assessing the conformity of products and processes in relation to food safety and quality. IFS Food applies when products are processed and where there are dangers of product contamination during primary packaging. The Standard is important for all food industries.	Curti - Co.Ri.So. - Riseria Pigino - Van Sillevoldt Rijst Rol-Ryz - Arcesa - Sfric - Eurimac - Euricom Hellas
	Sustainable Rice Platform e SRP Chain of Custody The Sustainable Rice Platform (SRP) standard is an international sustainability standard developed to promote more environmentally, socially and economically sustainable rice production, processing and marketing. The Sustainable Rice Platform Chain of Custody standard is a traceability scheme designed to ensure the traceability of SRP Verified rice along the rice supply chain in order to guarantee transparency from the farm to the final consumer. In addition, Sharsid holds a specific certification as a Basmati producer, attesting to the conformity and quality of the Basmati rice produced, according to specific standards for this variety.	Euricom - Curti - Riseria Pigino - Van Sillevoldt Rijst Rol-Ryz - Sharsid

ESRS Standards **ESRS 2 MDR-T,**
ESRS 2 MDR-A

MATERIAL TOPICS

Targets and actions

The Euricom Group has defined a series of **targets, related to the various material topics**, which are articulated through commitments and actions. The details of the actions in this plan are elaborated in more detail in the chapters devoted to the thematically material topics.

MATERIAL TOPIC	SUSTAINABILITY DRIVERS	OBJECTIVES	ACTIONS	SDG
ENVIRONMENTAL				
Energy	Environment Processes	Optimisation of energy efficiency and reduction of GHG emissions	AEnergy supply from renewable sources	SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all SDG 13: Take urgent action to combat climate change and its impacts
Climate change mitigation			[Own photovoltaic plants/Guarantee of Origin contracts/Biomass plants for converting rice by-products into energy]	
Climate change adaptation			Energy efficiency initiatives [Plant revamping/efficient heating systems/LED lighting] Initiatives to reduce emissions [Vehicles and ibid - electric vehicles/Guidelines for vehicle use] Carbon management [GHG inventory/carbon offsetting projects/CDP/SBTi commitment].	



MATERIAL TOPIC	SUSTAINABILITY DRIVERS	OBJECTIVES	ACTIONS	SDG	
Pollution of soil Pollution of air Pollution of water	Environment Processes	Pollution prevention and protection of natural resources	Plant management and emission reduction [Introduction of efficient filtering and abatement systems for emissions and dust]. Preventive maintenance and environmental performance monitoring Prevention of soil contamination [SRP certificate audit for Sustainable Rice Cultivation] Water protection through waste water treatment systems	SDG 6: Ensure availability and sustainable management of water and sanitation for all SDG 13: Take urgent action to combat climate change and its impacts SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems	  
Water	Environment Processes Quality Product	Water efficiency and process water utilisation	Promotion of water-saving AWD (Alternate Wetting and Drying) irrigation techniques for farmers, SRI (System of Rice Intensification) principles, laser soil levelling techniques/ smart farming applications for optimising water use Recovery, treatment and reuse of process water [Water treatment through ultrafiltration and reverse osmosis processes/Use of condensers to optimise water use]	SDG 6: Ensure availability and sustainable management of water and sanitation for all	

MATERIAL TOPIC	SUSTAINABILITY DRIVERS	OBJECTIVES	ACTIONS	SDG	
Direct impact drivers of biodiversity loss Impacts on the extent and condition of ecosystems	Environment	Protecting and enhancing biodiversity through regenerative agricultural practices and sustainable partnerships	Promotion of regenerative practices and SRPs for sustainable paddy field management Naturalist reports for the environmental impact assessment of projects in SPA areas Partnerships and collaborations [Carta del Mulino]/ Activities to raise awareness and promote sustainable agricultural practices and biodiversity	SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems	
Resources inflows, including resource use Resource outflows related to products and services Waste	Environment Materials Product	Reducing waste and promoting the circular economy	Exploitation of rice processing by-products [husk as energy biomass/husk ash as fertiliser and as a useful material for the steel and cement industries/husk (also as energy biomass) - bran - broken for the livestock industry/ organic substances from parboiling water for energy recovery] Optimisation, recycling and reuse of packaging materials [Plastic/ Paper and cardboard/Wood] also with a view to post-consumer recovery/recycling	SDG 12: Ensure sustainable consumption and production patterns.	

MATERIAL TOPIC	SUSTAINABILITY DRIVERS	OBJECTIVES	ACTIONS	SDG	
SOCIAL					
Working conditions	People	Promoting the well-being, safety and professional development of employees	Training for employees	SDG 5: Achieve gender equality and empower all women and girls.	
Equal treatment and opportunities for all			Health and safety prevention		
Health and safety			Corporate Welfare [Benefits and Incentives/ Psychological Helpdesk/Flexible Hours/Health Care Funds]	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	
Working conditions	People	Promoting responsible supply chain management	Enhancement of local suppliers [Training activities/ Awareness-raising activities/Promotion of sustainable farming techniques/ Involvement of small farmers]	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	
Equal treatment and opportunities for all			Evaluation of suppliers [Qualification procedures].	SDG 10: Reduce inequality within and among countries	

MATERIAL TOPIC	SUSTAINABILITY DRIVERS	OBJECTIVES	ACTIONS	SDG	
Information-related impacts for consumers and/or end users	People Processes Quality Product	Promoting transparent information and efficient complaint handling	Food quality and safety [Food safety management and control systems/ Validation and verification of shelf life/Labelling and consumer communication/ Traceability and certification - Supply from integrated production]	SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	
				SDG 3: Ensure healthy lives and promote well-being for all at all ages.	
				SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	



CHAPTER 2

ENVIRONMENTAL information

Climate change

Pollution

Water and marine resources

Biodiversity and ecosystems

Resource use and circular economy

CLIMATE

change

TOPIC	SUB-TOPIC	SDGs
E1 Climate Change	Climate Change Adaptation Climate change mitigation Energy	 

ESRS Standards **ESRS 2 SBM-3,**
ESRS 2 IRO-1

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES related to climate change

Direct impacts: energy consumption and greenhouse gas emissions

The Group's activities generate **significant direct impacts** in terms of **energy consumption and greenhouse gas emissions, especially in the drying, processing and packaging of rice**, which are the most energy-intensive stages. The energy used comes both from fossil sources - such as grid electricity, diesel, petrol, LPG, natural gas, coal and propane - necessary to ensure the continuity of production processes, and from renewable sources, such as biomass (rice husks), photovoltaic plants and electricity with Guarantees of Origin. Such energy

consumption also leads to greenhouse gas emissions. For a detailed description of energy consumption and related emissions, refer to Energy consumption and energy mix and GHG emissions.



The impact of climate change on rice cultivation

Rice is one of the world's most important food crops: more than half of the global population depends on it as their main source of calories and nutrition. However,

climate change is significantly altering the environmental conditions necessary for its production, putting global food security at risk¹⁹.

Effects of climate change on rice yield and quality

Rice is a weather-dependent crop, as it needs warm temperatures and abundant water to develop optimally, characteristics that make it sensitive to climate change. The latter can lead to excessively high temperatures, periods of drought, abnormal rainfall, extreme weather events (cyclones, hurricanes, floods) and rising sea levels - resulting in salt water intrusion into rice fields²⁰. Such phenomena can affect crop yields and quality, posing a challenge to the sector. At the same time, both more efficient irrigation techniques and the selection of more resilient rice varieties, characterised by a better ability to adapt to extreme conditions such as those described above, are playing an increasingly important role.



19- How Climate Change Is Shaking Up Global Rice Supply and Prices, June 2025

20- Rice and Climate Change: Impacts and Adaptations, Biology Insights, Jun 2025

Extreme weather events and their consequences on the global rice market

Extreme weather events have over time had tangible impacts on **global rice production and prices**.

The main risks for the global rice and agricultural commodity market, related to the occurrence or possibility of extreme weather events, stem mainly from the geographical concentration of production. In the presence of intense climatic phenomena, often accompanied by geopolitical events, importers are more vulnerable, both because of the

resulting price volatility (which may be due to reduced harvests) and the possible imposition of export bans by producing countries, with possible disruptions in the supply chain. To address these risks and achieve greater stability, different strategies can be pursued, including investments in smart farming innovations, together with geographical diversification of selected suppliers and the creation of partnerships along the supply chain²¹.

The link between rice cultivation and greenhouse gas emissions

Rice cultivation contributes to greenhouse gas (GHG Greenhouse gas) emissions, such as carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O), either through natural mechanisms or due to intensified anthropogenic activities, such as field cultivation.

Flooded rice fields are a source of methane emissions, as this element is naturally produced by methanogenic organisms, which in the aquatic environment produce methane through the decomposition of organic matter²².

More sustainable agricultural practices, such as Alternate Wetting and Drying (AWD), which alternates periods of flooding

and dry periods, instead of keeping fields constantly submerged, can reduce methane emissions by up to 47%, with an estimated water saving of 34%²³.

A further contribution to greenhouse gas emissions from rice cultivation depends on the need to increase soil fertility through the use of nitrogen fertilisers: these ensure the availability of nitrogen in forms that can be assimilated by plants (such as nitrate and ammonium), which are indispensable for their growth and for basic metabolic processes. The use of fertilisers (organic, mineral or biological) also affects nitrous oxide emissions into the atmosphere, a gas responsible for the greenhouse effect.

Adaptation and mitigation strategies

Recent studies highlight how the application of sustainable management practices can improve rice resilience and reduce environmental impact. The large-scale adoption of improved management practices - adapted to future climate conditions - could increase global rice production by 36% while reducing greenhouse gas emissions by 23% and nitrogen pollution by 32%.

The most effective solutions include **alternate irrigation** (AWD) and **more efficient irrigation systems**, to save water and contain emissions; **use of climate-resistant rice varieties**, more tolerant to salinity, drought and heat; **more precise fertiliser management** and **crop rotation** to reduce the release of nitrous oxide (N₂O); **direct seeding of rice** (Direct Seeded Rice, DSR), which reduces the flooding period of fields and labour demands²⁴.

21- Building Resilience in Agrifood Supply Chains, BCG

22-This is how rice is hurting the planet, World Economic Forum, Jun 2019

23- How Climate Change Is Shaking Up Global Rice Supply and Prices

24- Cost-effective adaptations increase rice production while reducing pollution under climate change, Nature Food, Jan 2025;



Climate change risks and opportunities

Physical and transitional risks

In the context of **climate change**, economic, production and financial activities may be affected mainly by two types of risks: **transition risks** and **physical risks**.

Transition risks arise from changes related to the transition to a more sustainable economy, such as new laws and regulations, technological innovations, market developments, environmental litigation or changes in consumer preferences. These factors can have economic, operational and reputational effects on organisations or investors.

The **physical risks** result from the deterioration or alteration of the natural systems on which economic activities depend.

They may be caused by **extreme climatic events** (such as droughts, floods or storms), **geological events** (such as earthquakes) or **changes in ecosystem balances** (e.g. loss of soil fertility or alterations in marine biodiversity).

These risks may be **acute**, if related to sudden and intense events, or **chronic**, if they result from gradual and persistent changes in environmental conditions. Physical risks often vary depending on the **geographical area** and are closely related to **climate risks**, as both reflect how much an organisation depends on the health and stability of the natural systems on which they depend.

Below are the **transition risks** and **physical risks** material to the **Euricom Group** by type.



TRANSITION RISKS

Exposure to fluctuating energy costs with effects on production costs and economic and financial results. Transition climate risks (Regulatory and Legal - Technological) for GHG emission reduction and consequent compliance and business continuity costs (investments, interventions on production processes):

- a) compliance with EU and local regulations;
 - b) adherence to international standards and customer/stakeholder requests regarding GHG emissions;
 - c) interventions/plans for GHG emission reduction in the supply chain
- Long-term transitional (market) climate risks from rising temperatures/changing climatic conditions for crops, availability of raw materials in the absence of adequate diversification of supply areas (business continuity).



PHYSICAL RISKS

Physical climate risks (acute and chronic) arising from climatic events in the geographical areas where Euricom has production facilities or where, in particular, the sources of supply are located (value chain), which may have consequences in terms of business continuity on production processes/ interruption of the supply chain, availability of raw materials and related costs.

Opportunities

The opportunities for the Euricom Group mainly concern two strategic directions of great impact. On the one hand, **access to green incentives and financing** for energy efficiency measures not only allows reducing consumption and operating costs, but is also a powerful tool to strengthen corporate reputation and proactively align with sustainability goals.

On the other, **the new European regulations on NGT (New Genomic Techniques) pave the way for a significant competitive advantage and innovations**, encouraging the use of raw materials that are more resilient to climate change and contributing to more sustainable agricultural and production processes along the supply chain. These strategic levers make it possible to combine economic performance and environmental sustainability.

POLICIES RELATED TO CLIMATE CHANGE

mitigation and adaptation

Aware of the growing attention related to climate change, the Euricom Group is committed to reducing the carbon footprint of its activities and promoting the transition to a more sustainable production model.

The **Group Code of Ethics** promotes a responsible approach to the management of energy resources, providing for a rational and sustainable consumption of energy at all stages of production processes.

In the **Environmental Policies**, Group companies are committed to protecting natural resources and the quality of the environment and ecosystems in which they operate. Group companies in their environmental policies are committed to energy-saving measures based on efficient energy use. In relation to climate change, the priorities identified in the environmental policy include, in particular:



ENERGY

Rational use of energy and maintenance of its own production asset, fuelled mainly by self-produced bioenergy



GHG EMISSIONS

Monitoring and mitigation of GHG emissions under the control of Euricom, through the use of energy from renewable sources



PERFORMANCE

Improving the performance and management of environmental aspects



Curti, Co.Ri.So., Riseria Pigino, Molini Certosa, Eurimac and Euricom Hellas have adopted an **Environmental Management System** compliant with **standard ISO 14001**, which allows them to systematically monitor and manage the environmental impacts of their activities, concretely and effectively addressing the challenges of climate change and promoting efficient use of resources, including energy consumption. The environmental policies part of the management system are based on the principles of continuous improvement, prevention of impacts and compliance with applicable regulations, promoting responsible and transparent management of business processes.

Eurimac and Euricom Hellas have adopted an **Energy Management System** compliant with standard **ISO 50001**, which allows them to systematically monitor, measure and optimise energy consumption within their production facilities. The system provides for the definition of specific, measurable objectives, reviewed annually, with the aim of improving energy performance, reducing waste and promoting more efficient and sustainable use of energy.

Rol-Ryż has adopted a **Climate Change Policy** aimed at improving energy efficiency, optimising internal energy recovery, monitoring its emissions and setting concrete reduction targets, actively contributing to mitigating the effects of climate change.

Actions related to CLIMATE CHANGE

The Euricom Group has launched initiatives to integrate climate management into its operations, with the aim of reducing its environmental impact, particularly energy consumption and greenhouse gas emissions.

Curti participated in the Energy Release 2.0 project, a project finalised after being

awarded by the "Gestore dei Servizi Energetici" (GSE). As an energy company, it benefited from the purchase of energy at a capped price for three years from 2025 to 2027. Curti also joined a consortium for the installation of photovoltaic systems, committing to sell the energy produced to the GSE.

Energy supply from renewable sources

The Group promotes the use of renewable sources as a strategic lever to reduce dependence on fossil fuels and curb its greenhouse gas emissions.

SEAR and Pigino have installed a **photovoltaic system** with the aim of increasing their **energy self-sufficiency**, further reducing dependency on external sources and improving the overall efficiency of their consumption.

SEAR and **Eurimac** procure **electricity certified by Guarantee of Origin (GO)** contracts, which certify that the energy comes from **renewable sources**. In particular, the energy purchased by Eurimac and SEAR comes from **wind farms located in Greece and Portugal**

respectively, and the relevant certificates are issued and registered by competent bodies.

In this context, the **husk**, the outermost layer of the rice grain, is optimised as a renewable energy resource. This by-product is delivered to the biomass plants of the companies **Curti** and **Eurimac**, where, through controlled combustion processes, it is transformed into energy. This solution enables the partial replacement of traditional fossil fuels such as diesel and natural gas, reducing climate-changing emissions and promoting a circular economy model based on the efficient re-use of by-products of rice processing.

Energy efficiency initiatives

Several of the Group's plants have initiated structural measures to improve the performance, efficiency, safety and sustainability of their facilities.

Curti, **Molini Certosa**, **VSR** and **Rol-Ryż** have implemented a major revamping programme of existing plants, through investments in technical modifications to increase production efficiency and optimise electricity consumption. The main interventions concern the replacement of old packaging machines with more efficient models; the optimisation of compressed air systems (eliminating electricity losses due to leakage); and the installation of LED lighting in factories.

At **VSR**, 2024 saw the adoption of an **intelligent heating system** (HeroBalancer), which resulted in energy savings of 30% in the period December 2024 - July 2025, (17,790 m³ of gas saved).

Rol-Ryż recovers the heat generated during rice processing and reuses it for heating the farm buildings, using the hot air from the production process for general heating, the heat from the compressed air system for the warehouse, and the local district heating network for the social rooms

Emission reduction initiatives

Euricom Hellas is gradually replacing its diesel-powered vehicles and forklifts with hybrid and/or electric models in order to reduce GHG emissions. In addition, the company has developed guidelines, rules and good eco-driving practices to further reduce the environmental impact of vehicle use.

The logistical choice of the production sites of **VSR** and **Rol-Ryż** also meet sustainability criteria: their location, close to ports, minimises transport-related emissions. The rice is in fact mainly transported by ship, a mode with a lower CO₂ footprint than road transport, and then transferred by barge to the terminals, which are located in the immediate vicinity of the mills in the case of **Rol-Ryż**.

Carbon management

Inventory of greenhouse gas (GHG) emissions

The adoption of a **greenhouse gas (GHG)** emissions inventory system is a tool to increase an organisation's awareness of its emissions and to identify opportunities to improve environmental performance. Curti, Pigino, Coriso, Molini Certosa, Eurimac and Euricom Hellas developed the GHG emission inventory in accordance with standard **ISO 14064-1**, which defines

the principles and requirements for quantifying and reporting emissions at an organisational level. This standard enables the development of a comprehensive and structured inventory of emissions, forming the basis for the definition of strategies and targets aimed at their reduction and continuous improvement of environmental performance.

Carbon Off-setting

In 2024, Euricom renewed its partnership with Rete Clima to achieve **carbon neutrality** for the 2023 financial year, supporting the **carbon offset VCS 985 - Cordillera Azul National Park REDD+ Project** in Peru. Together with the Climate Network team, Euricom **cancelled 6,000 certified carbon credits** pertaining to the **VCS 1088 - 4.2 MW Wind Power Project** by National Enterprises in Tamil Nadu, India. The project envisages the **production of electricity from wind power for the South Indian grid**, thus helping to reduce greenhouse gas emissions that would otherwise be generated by a national power grid still heavily dependent on fossil fuels.

Thanks to these actions, Curtiriso, a brand owned by Curti S.r.l, has been the first rice in Europe with a **CO₂=ZERO** production process, i.e. carbon neutrality (limited to GHG Scope 1-2 emissions): the CO₂=ZERO assertion, including the relevant qualifications explained both on the website and on the packaging where identified, is technically classifiable as an "environmental self-declaration" and has been drawn up in compliance with ISO 14021, with particular reference to point 7.17.3 concerning "Carbon Neutrality" assertions. In order for carbon neutrality to be achieved, greenhouse gas emissions from direct energy consumption are fully offset through domestic energy production from renewable sources and, for the remainder, through the purchase of certified carbon credits.

CDP Corporate Questionnaire 2024

Euricom S.p.A. and **Arcesa** have joined the CDP initiative (CDP: Turning Transparency to Action) an international organisation that operates an independent environmental disclosure system for companies to manage their environmental impacts. As part of this, the two companies completed the **Corporate Questionnaire 2024**, an international voluntary reporting tool used by companies and investors to monitor and evaluate environmental performance and strategies.

By completing the questionnaire, companies made available structured information on their greenhouse gas emissions, energy management, use of natural resources, environmental risks and opportunities, governance policies and value chain involvement. The activity is part of a path of increasing transparency, with the aim of strengthening the dialogue with stakeholders and consolidating the Group's positioning.

SBTi Commitment

VSR and **Rol-Ryż** are engaged in the process of setting their own emission reduction targets in line with the criteria of the Science Based Targets initiative (SBTi), with the aim of obtaining official approval by November 2026 for Rol-Ryż and December 2026 for VSR.

The **Science Based Targets initiative (SBTi)** [Ambitious corporate climate action - Science Based Targets Initiative] is dedicated to supporting companies and financial institutions in setting and adopting greenhouse gas emission reduction targets in line with the latest scientific knowledge on climate, in particular with the objectives of the Paris Agreement.



TARGETS RELATED TO CLIMATE CHANGE

mitigation and adaptation

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative climate change mitigation and adaptation objectives have been defined. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems and the evolution of the regulatory

environment. Through the set of initiatives already undertaken, described above, the Euricom Group pursues the goal of optimising energy efficiency and reducing GHG emissions.

For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.

ENERGY CONSUMPTION

and mix

Energy sources

Energy from fossil sources

The Group's energy supply includes the use of fossil fuels, which are currently necessary to ensure the operation of production processes and operations.

The main types of energy and fuels used are:

- **Purchased electricity from fossil sources**, mainly used for operating machinery and lighting;
- **Diesel, petrol and LPG**, used for company vehicles, machinery and production;
- **Natural gas** for building heating, water heating and steam generation for production purposes.
- **Purchased heat from fossil sources** - for Rol-Ryż plants.
- **Propane** used at the Arcesa, SEAR and Eysselle production plants as an energy carrier, during the drying process of Rough rice to reduce the moisture content to 14% or less and thus ensure adequate preservation of the product during storage, and for domestic and sanitary purposes, for heating water in boilers for workers using the sanitary facilities.

Energy from renewable sources

The renewable energy used by the Group comes from various sources:

- **Biomass combustion** (husks);
- **Electricity purchased through guarantee of origin contracts** signed by Eurimac and SEAR;
- **Production from photovoltaic system** installed at the SEAR plant.

A biomass plant, a 4.6 MWe power plant that produces energy using organic materials as fuel, was built at the Curti site. The biomass used comes from rice husk, a by-product of processing paddy rice, a raw material for rice production.

The plant uses husk combustion to generate superheated steam, which is then used in a turbo-alternator unit to generate electricity. The electricity produced is used directly by the Curti factory, covering part of its energy needs. Eurimac also makes use of rice husks, with the intention of reducing the use of traditional fossil fuels such as diesel and methane. In particular, Eurimac uses this by-product to feed boilers to produce superheated water needed in the pasta production process.

Energy consumption

Energy consumption is expressed in MWh, showing the breakdown between renewable and fossil sources. In 2024, total energy consumption was **114,856 MWh, of which 41.7% came from renewable sources and 58.3% from fossil sources**. Compared to 2023, total energy consumption for own operations recorded a **23.2%** increase due to an increase in **production volumes**.

In 2024, energy consumption from fossil fuels will increase by a total of 23.3% compared to 2023, an increase mainly attributable to the increased use of natural gas in production processes. By contrast, the purchase of electricity from fossil fuels decreased by 4.9%, which was offset by a 5.8% growth in electricity purchases

through contracts with a guarantee of origin. With regard to diesel, petrol and LPG for motor vehicles, there was an increase of 30.5%, attributable to the increase in the company car fleet and cars assigned to employees.

The significant increase in natural gas consumption in 2024 can be attributed to a structural change in the steam generation system required for Curti's parboiling process. Starting in the second half of the year, in fact, the plant decommissioned the previous biomass-fuelled steam generators, replacing them with natural gas generators to favour the use of the same biomass produced by the plants to produce electricity as an alternative to thermal energy.



ENERGY CONSUMED (MWH)	2024	2023
ENERGY FROM FOSSIL SOURCES		
Fuel consumption from coal and coal products	2.5	-
Coal	2.5	-
Fuel consumption from crude oil and petroleum products	5,009.7	4,666.0
Automotive diesel	1,737.2	1,457.4
Diesel for production	1,727.9	2,136.2
Automotive petrol	707.1	420.3
Automotive LPG	22.2	21.6
Propane	815.3	630.4
Fuel consumption from natural gas	24,068.9	9,819.2
Natural gas for heating	2,319.1	2,545.2
Natural gas for production	21,749.8	7,274.1
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	37,845.3	39,811.5
Electricity purchased or acquired from fossil sources	37,562.6	39,588.0
Heat purchased or acquired from fossil sources	282.7	223.5
Total fossil energy consumption - MWh	66,926.5	54,296.7
ENERGY FROM RENEWABLE SOURCES		
Fuels from renewable sources	26,855.9	19,383.8
Biomass	26,855.9	19,383.8
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	20,697.8	19,570.5
Electricity purchased from renewable sources (Guarantee of Origin contracts)	20,697.8	19,570.5
Consumption of self-generated renewable energy without using fuels	375.8	-
Self-generated energy from photovoltaic system	375.8	-
Total renewable energy consumption- MWh	47,929.4	38,954.3
Total energy consumption - MWh	114,855.9	93,251.0
Incidence of fossil sources	58.3%	58.2%
Incidence of renewables sources	41.7%	41.8%

Sources (MWh conversion factors)

- Fuels, coal for electricity, natural gas, heat, propane - Defra UK - greenhouse gas reporting: conversion factors 2024 - gov.uk (www.gov.uk)
- Biomass - The data for the Curti plant was acquired directly from the meters installed on the biomass power plant and represents the electrical energy actually generated. For the Sharsid and Eurimac thermal plants, in the absence of meter data for the reporting year, the values were estimated on the basis of the calculated yields assuming operation similar to that of the Curti plant.

Energy intensity

In 2024, the Euricom Group recorded a deterioration in energy intensity compared to the previous year. Energy consumption increased from 93,251 MWh in 2023 to 114,856 MWh in 2024 (+23.17%), while net revenue decreased from 874.4 million euros to 813.0 million euros (-7.02%). The energy intensity index thus rose from 0.11 to 0.14 tonnes CO₂ equivalent per thousand euro of revenue, an increase of 32.5%.

This trend signals a reduction in the energy efficiency of the Group, which consumed more energy for every euro of turnover generated.

However, the increase in consumption is not related to production inefficiencies, but rather to the fact that by 2024 **actual production volume has increased**, thus requiring more energy use. The deterioration of the index is therefore mainly due to the drop in revenues caused by the decline in sales in international trading and the reduction of sales prices due to lower inflation, rather than to a less efficient use of energy. To summarise, the increase in energy intensity reflects an environment of **growing production but lower unit revenues**, highlighting an accounting rather than operational effect on energy efficiency.

ENERGY INTENSITY INDEX	UoM	2024	2023
Energy consumption	MWh	114,855.9	93,251.0
Net revenue ²⁵	Euro	812,988,407	874,375,696
Intensity index	MWh/thousands of euros	0.14	0.11
Difference	%	32.5	

25- The net revenue used for the calculation of the energy intensity index correspond to the sum of the revenues of Euricom S.p.A., Curti S.r.l., Co.Ri.So. S.r.l., Società di Macinazione Molini Certosa S.p.A., Riseria C. Pigino & F. S.r.l., Arroces Y Cereales S.A.U., Société Française des Riz de Choix S.A.S., Eurimac S.A., Euricom Hellas S.A., Sociedade Europeia de Arroz S.A., Euricom Brasil Importação e Exportação Ltda., Euricom UK Ltd, Sharsid Overseas Private Ltd, Sociadore SCEA, Eysselle SCEA, Van Sillevoldt Rijst B.V., Przedsiębiorstwo Rol-Ryż sp. z o.o., Pasta Mia S.A. de CV and Ana Dis S.A. de C.V..

ESRS Standards **ESRS 2 MDR-M,**
ESRS E1 E1-6

GHG emissions

The Group's total emissions figure is reported in tonnes of carbon dioxide equivalent (t CO₂e) and refers to direct emissions (GHG Scope 1 - Greenhouse Gas), together with indirect emissions associated with electricity consumption (GHG Scope 2).

Direct emissions (GHG Scope 1) come from the use of natural gas for production and heating. Added to this are those from petroleum fuels (diesel for transport and production, petrol and LPG for vehicles) and, to a lesser extent, coal and propane. Biomass combustion (with CH₄ and N₂O release) and F-gas leakage also contribute, as does the use of CO₂ for rice pest control in factories.

Indirect emissions (GHG Scope 2) arise from the use of electricity, purchased thermal energy. The calculation of indirect emissions from electricity and heat consumption (GHG - Scope 2) was carried out according to both the location-based and market-based approaches:

- The **location-based** method involves accounting for emissions from electricity consumption by applying national average emission factors for electricity production.
- The **market-based** method requires determining the GHG - Scope 2 emissions from electricity purchases by considering specific emission factors reported by suppliers. For purchases of electricity from renewable sources, a zero-emission factor of t CO₂ is attributed. Where no specific contractual agreements have been defined, this approach requires the use of national 'residual mix' emission factors, where technically applicable.



Also reported are **biogenic emissions**, emissions from the combustion of biogenic fuels. These emissions are accounted for separately because the CO₂ released is part of the natural carbon cycle, while other greenhouse gases produced in the biomass combustion process, such as CH₄ and N₂O, have a significant climate-altering impact and are included in the overall count of direct emissions.

EMISSIONS - GHG/CO ₂ - SCOPE 1 + SCOPE 2 LOCATION-BASED t CO ₂ e	2024	2023
Total GHG emissions Scope 1	9,585	6,010
Total GHG emissions Scope 2 Location-based	17,173	17,175
Total Emissions	26,758	23,185
EMISSIONS - GHG/CO ₂ - SCOPE 1 + SCOPE 2 MARKET-BASED t CO ₂ e	2024	2023
Total GHG emissions Scope 1	9,585	6,010
Total GHG emissions Scope 2 Market-based	18,306	19,343
Total Emissions	27,891	25,353
BIOGENIC EMISSIONS - tCO ₂	2024	2023
Combustion of Biomass	69,477	60,627

Sources (emission factors)
• Biogenic emissions: GHG Emission Factors Hub 2024 | US EPA

Biogenic emissions were estimated based on the quantities of biomass (in tonnes) used by the Curti, Sharsid and Eurimac plants. For the Curti plant, the calorific value of the biomass indicated in the technical specifications of the plant was used, while for Sharsid and Eurimac, the reference value adopted was that reported in the **DEFRA 2024** database, in the absence of direct technical data.

In 2024, total GHG emissions (Scope 1 + Scope 2) increase by 15.4% compared to 2023 with a Location based approach and by 10.0% with a Market based approach. The smaller increase with the Market based criterion represents a positive result, made possible by the **increase in the share of energy purchased with Guarantees of Origin and the increase in self-generated renewable energy**.

In the comparison between 2023 and 2024, an increase in biogenic emissions of **+14.6%** is observed, consistent with the increase in the amount of biomass combusted (**+14.2%**). On the other hand, the increase in MWh produced from biomass (**+38.5%** compared to 2023) is strongly influenced by the plant characteristics, energy efficiency and yield rates of individual plants.

Direct emissions - GHG Scope 1

Direct emissions (GHG Scope 1) arise mainly from the use of **natural gas**, used for both production and heating. To these are added the emissions generated by petroleum fuels, in particular diesel for transport and production, as well as petrol and LPG used for motor vehicles. To a lesser extent, emissions from **coal** and **propane** consumption also contribute. Further contributions come from the combustion of **biomass** (releasing CH₄ and N₂O). A significant proportion (33.8% in 2024) is attributable to the use of **CO₂ for preventive biological pest control in rice**, a practice adopted in the production facilities in Curti, Rol-Ryz and ARCESA,

which is useful for eliminating insects and pests that can infest rice during storage, transport or domestic storage. This process has a direct impact in terms of greenhouse gases due to both the energy consumption required to operate the plant and the release of carbon dioxide used in treatment operations.

Overall, Scope 1 emissions rose from 6,010 tCO₂e in 2023 to 9,585 tCO₂e in 2024, an increase of 59.5%. The increase is mainly due to the increase in the use of natural gas for production and CO₂ for rice disinfection.

EMISSIONS - GHG/CO ₂ - SCOPE 1 tCO ₂ e ²⁶	2024	2023
Coal fuels and coal products	1	-
Coal	1	-
Fuels from crude oil and petroleum products	1,272	1,211
Automotive diesel	441	370
Diesel for production	471	591
Automotive petrol	164	98
Automotive LPG	5	5
Propane	190	147
Natural gas fuels	4,880	1,991
Natural gas for heating	470	516
Natural gas for production	4,410	1,475
Fuels from renewable sources	120	105
Biomass (GHG emissions from CH ₄ ,N ₂ O)	120	105
F-gas (coolant gases dispersed in the atmosphere)	75	127
CO₂ for rice pest control	3,237	2,575
Total - Scope 1 emissions	9,585	6,010

26- Emission factor sources:
• Fuels, coal for electricity, natural gas, propane, F-gas, CO₂ - Defra UK - greenhouse gas reporting: conversion factors 2024 - gov.uk (www.gov.uk)

Indirect emissions - GHG Scope 2

In 2024, CO₂ emissions from purchased electricity and heat, calculated according to the **Market-based method**, amount to **18,306 tCO₂e**, a decrease of **5.36%** compared to 2023 (19,343 tCO₂e). The figure highlights the efforts to improve the energy mix and to increase the share of electricity purchased through contracts with a guarantee of origin. Emissions calculated using the **Location-based method** were essentially stable at **17,173 tCO₂e** compared to **17,175 tCO₂e** in 2023 (-0.01%).

EMISSIONS - GHG/CO ₂ - SCOPE 2 tCO ₂ e ²⁷	2024	2023
Purchased electricity and heat - Market-based method	18,306	19,343
Purchased electricity and heat - Location-based method	17,173	17,175

27- Electricity emission factor sources:

- Italy, electricity - ISPRA - Ministry of the Environment - ISPRA Efficiency & decarbonisation indicators ITA Europe 404-2024 Tab 1.14 Emission factors in the power sector (gCO₂/kWh) - location-based method
- Italy - European Residual Mix - AIB (aib-net.org) Tab 2: Residual Mixes - Market-based method
- France, electricity - ISPRA - Ministry of the Environment - ISPRA Efficiency & decarbonisation indicators ITA Europe 404-2024 Tab 2.7 GHG emission factors for total electricity production (g CO₂eq/kWh) - location-based method
- France - European Residual Mix - AIB (aib-net.org) Tab 5: Production Mix 2023 ton/CO₂/kWh - Market-based method
- Spain, electricity - ISPRA - Ministry of the Environment - ISPRA Efficiency & decarbonisation indicators ITA Europe 404-2024 Tab 2.7 GHG emission factors for total electricity production (g CO₂eq/kWh) - location-based method
- Spain - European Residual Mix - AIB (aib-net.org) Tab 5: Production Mix 2023 ton/CO₂/kWh - Market-based method
- Greece, electricity - ISPRA - Ministry of the Environment - Report 366/2022 - Tab A 2.20 GHG emission factors in the electricity sector for electricity production p.184- location-based method
- Greece - European Residual Mix - AIB (aib-net.org) Tab 5: Production Mix 2023 ton/CO₂/kWh - Market-based method
- Portugal, Electricity - ISPRA - Ministry of the Environment - Report 366/2022 - Tab A 2.20 GHG emission factors in the electricity sector for electricity production p.184- location-based method
- Portugal - European Residual Mix - AIB (aib-net.org) Tab 5: Production Mix 2023 ton/CO₂/kWh - Market-based method
- Poland, electricity - ISPRA - Ministry of the Environment - ISPRA Efficiency & decarbonisation indicators ITA Europe 404-2024 Tab 2.7 GHG emission factors for total electricity production (g CO₂eq/kWh) - location-based method
- Poland - European Residual Mix - AIB (aib-net.org) Tab 5: Production Mix 2023 ton/CO₂/kWh - Market-based method

Emissions intensity

Similar to the energy intensity index, the emissions intensity index is also calculated in relation to net revenues. The changes observed follow the same dynamics and reasons that led to the worsening of the energy intensity indices.

EMISSIONS INTENSITY - LOCATION BASED	UoM	2024	2023
Total GHG emissions Scope 1, 2	t CO ₂ e	26,758	23,185
Net revenue ²⁸	Euro	812,988,407	874,375,696
Intensity index	t CO ₂ e/thousands of euros	0.033	0.026
Difference	%	24.1	

EMISSIONS INTENSITY - MARKET BASED	UoM	2024	2023
Total GHG emissions Scope 1, 2	t CO ₂ e	27,891	25,353
Net revenue	Euro	812,988,407	874,375,696
Intensity index	t CO ₂ e/thousands of euros	0.034	0.029
Difference	%	18.3	

28- The net revenue used for the calculation of the energy intensity index correspond to the sum of the revenues of Euricom S.p.A., Curti S.r.l., Co.Ri.So. S.r.l., Società di Macinazione Molini Certosa S.p.A., Riseria C. Pigino & F. S.r.l., Arroces Y Cereales S.A.U., Société Française des Riz de Choix S.A.S., Eurimac S.A., Euricom Hellas S.A., Sociedade Europeia de Arroz S.A., Euricom Brasil Importação e Exportação Ltda., Euricom UK Ltd, Sharsid Overseas Private Ltd, Sociadore SCEA, Eysselle SCEA, Van Sillevoldt Rijst B.V., Przedsiębiorstwo Rol-Ryż sp. z o.o., Pasta Mia S.A. de CV and Ana Dis S.A. de C.V..

Indirect emissions - GHG Scope 3

Within the Group, several companies, including Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Eurimac and Euricom Hellas, include **Scope 3** emissions in their greenhouse gas inventory. These emissions encompass those arising from activities not directly controlled by the organisation but occurring upstream and downstream in its value chain.

Specifically, the mapped categories, according to the GHG Protocol are:

CATEGORY SCOPE 3 (GHG PROTOCOL)	COMPANY
1- Products and services purchased (upstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Eurimac, Euricom Hellas
3- Energy consumption not included in Scope 1 and Scope 2 emissions (upstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Eurimac, Euricom Hellas
4- Transport and distribution of purchased goods (upstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Eurimac, Euricom Hellas
5- Waste generated by process activities (upstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, Eurimac, Euricom Hellas
6- Business travel (upstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Eurimac, Euricom Hellas
7- Employee commuting (upstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Eurimac, Euricom Hellas
9- Transport and distribution of finished product (downstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Eurimac, Euricom Hellas
10- Processes on product sold (downstream)	Curti, Co.Ri.So., Pigino, Molini Certosa
12- End-of-life treatment of product sold (downstream)	Curti, Co.Ri.So., Pigino, Molini Certosa, Eurimac, Euricom Hellas

- Mexico - Carbon Footprint Ltd's GHG Factors for International Grid Electricity (ROW) 2024 - 2022 date
- Brazil - Carbon Footprint Ltd's GHG Factors for International Grid Electricity (ROW) 2024 - 2022 date

Heat emission factors::

- Purchased heat - Defra UK - greenhouse gas reporting: conversion factors 2024 - gov.uk (www.gov.uk)

The Group intends to develop a calculation model for **determining Scope 3 emissions**, with the aim of strengthening its ability to **systematically, comprehensively and consistently** map indirect emissions generated throughout the entire value chain.



POLLUTION

TOPIC	SUB-TOPIC	SDGs
E2 Pollution	Pollution of soil Pollution of air Pollution of water	  

ESRS Standards **ESRS 2 IRO-1**

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES related to pollution

Impacts related to pollution

The **main pollution impact** is **indirect** and occurs upstream in the supply chain, in the **agricultural activities** related to rice cultivation. The use of fertilisers and plant protection products can lead to the dispersion of nutrients and chemicals into the soil and watercourses, contributing to the deterioration of the quality of natural resources and the alteration of local ecosystems.

The direct impacts of the **Euricom Group** concern atmospheric emissions of dust, nitrogen oxides (NOx), sulphur oxides (SOx), carbon monoxide (CO) and volatile organic compounds, as well as the release of contaminants into surface and groundwater during product processing and manufacturing. Such emissions can contribute to air and water pollution, with impacts on environmental quality and potential risks to human health. The **effective management of emissions and effluents** is an essential aspect of mitigating environmental impacts.

Pollutant emissions from rice cultivation

Rice cultivation contributes to greenhouse gas emissions of methane, nitrous oxide and carbon dioxide. The intensive use of fertilisers generates additional forms of pollution from natural biological, chemical and physical processes.

Pollution generated by fertilisers

AIR

The use of nitrogen fertilisers in rice fields can result in the loss of large quantities of nitrogen in the form of gases, with consequences that affect both air pollution and an increase in greenhouse gases that influence the climate. When nitrogen fertilisers are used in rice fields, not all the nitrogen supplied to the plants is actually absorbed by the rice. Some of it turns into gases that are dispersed into the atmosphere, thus contributing to **air pollution**. In particular, a significant proportion of the nitrogen can convert to ammonia (NH₃) and volatilise: under certain conditions, up to 60% of the nitrogen contained in fertilisers can be lost in this form, reducing fertiliser effectiveness and **increasing pollutant emissions**²⁹.

Urea and ammonium fertilisers also promote the formation of nitrogen oxides during nitrogen transformation processes in the soil. In environments where oxygen is

present, i.e. under aerobic conditions, micro organisms convert ammonium into nitrate and, in doing so, produce as a by-product gases such as nitrogen monoxide (NO) and nitrogen dioxide (NO₂), both air pollutants. However, when the environment is devoid of oxygen, as happens in flooded rice fields, anaerobic conditions prevail. In this case, other types of bacteria transform nitrate into nitrous oxide (N₂O) and molecular nitrogen (N₂), which are then released into the atmosphere. **Nitrous oxide** is a greenhouse gas, and therefore **contributes to global warming**³⁰.

Water management in rice fields plays a very important role in this process. **Land**s that remain flooded for long periods promote the activity of anaerobic bacteria responsible for denitrification, thus increasing the production and emission of gases such as N₂O, NO and NO₂ into the atmosphere.

29- Tian, C., Zhou, X., Ding, Z. et al. Controlled-release N fertiliser to mitigate ammonia volatilization from double-cropping rice. *Nutr Cycl Agroecosyst* 119, 123–137 (2021). <https://doi.org/10.1007/s10705-020-10108-3>

30- Hua Xiang, Yiguo Hong, Jiapeng Wu, Yu Wang, Fei Ye, Jiaci Ye, Jing Lu, Aimin Long (2023) *Front. Microbiol.*, 16 June 2023 Sec. Systems Microbiology Volume 14 - 2023 | <https://doi.org/10.3389/fmicb.2023.1218207>

WATER

The most commonly used fertilisers during rice cultivation are nitrogen-based fertilisers (such as urea) or fertilisers that simultaneously provide main nutrients such as nitrogen, phosphorus and potassium. Once applied to the soil, a significant part of these is absorbed directly by the plant, while the remaining part undergoes loss mechanisms by surface run-off, percolation and leaching along the soil profile, contributing to the pollution of groundwater and surrounding waters³¹. Such losses have negative effects not only on soil health, but also on surface and groundwater quality. Water-borne nutrients, such as nitrates, ammonium and phosphorous, can reach rivers, canals or reservoirs, causing **eutrophication**, i.e. an excessive enrichment of nutrients that promotes the uncontrolled growth of algae and other aquatic plants.

Risks and opportunities

The Group's production and agricultural activities, as well as those along the value chain, involve environmental, regulatory, reputational and market risks related to possible soil, water and air pollution. In particular, the use of fertilisers and chemicals, inefficient management of wastewater and insufficient emission control can lead to alterations in soil and water quality, with negative effects on agricultural productivity, on food safety and on enterprise image. The evolution of the European and national regulatory framework on environmental protection and pollution management may also generate

SOIL

Excessive use of fertilisers containing nitrogen and phosphorus can alter the chemical, physical and biological characteristics of the soil³². Nitrogen accumulation intensifies nitrification, producing hydrogen ions (H) that acidify the soil, a frequent phenomenon in submerged rice fields. When too much nitrogen accumulates in soils, the natural process of **nitrification** is intensified, which produces hydrogen ions (H) and causes the **acidification** of the soil. This phenomenon is particularly important in rice fields, which remain submerged for long periods³³. Acidification reduces fertility, causes the loss of nutrients such as calcium, magnesium and potassium, and increases the solubility of metals that are potentially toxic to plants and micro organisms.

new monitoring and intervention obligations, entailing additional costs and potential legal or reputational risks. In addition to risks, opportunities for management and competitive improvement emerge, related to the adoption of more sustainable agricultural practices and technologies, the reduction in the use of pollutants and the implementation of effective environmental management systems. Such approaches make it possible to prevent and mitigate environmental impacts, improve production quality and enhance corporate reputation.

31- Hao, S., Liu, X., Liu, C., & Liu, W. (2024). Nitrogen Loss and Migration in Rice Fields under Different Water and Fertiliser Modes. *Plants*, 13(5), 562. <https://doi.org/10.3390/plants13050562>

32- Tusar, H. M., Uddin, M. K., Mia, S., Suhi, A. A., Wahid, S. B. A., Kasim, S., Sairi, N. A., Alam, Z., & Anwar, F. (2023). Biochar-Acid Soil Interactions—A Review. *Sustainability*, 15(18), 13366. <https://doi.org/10.3390/su151813366>.

33- Donghao Xu, Gerard Ros, Qichao Zhu, Minggang Xu, Shilin Wen, Zejiang Cai, Fusuo Zhang, Wim de Vries (2024) Major drivers of soil acidification over 30 years differ in paddy and upland soils in China, <https://doi.org/10.1016/j.scitotenv.2024.170189>

ESRS Standards **ESRS 2 MDR-P,**
ESRS E2 E2-1

POLICIES related to pollution

The Group's **Code of Ethics** enshrines its commitment to prevent harmful changes to the environment, pursuing the goal of avoiding all forms of water, soil or air pollution resulting from its activities.

All production and agricultural companies

belonging to the Group operate in compliance with current environmental legal requirements and any **authorisations issued by the competent authorities**. In particular, compliance with the limits and conditions set for emissions into water and the atmosphere is ensured.

ESRS Standards **ESRS 2 MDR-A,**
ESRS E2 E2-2

ACTIONS AND RESOURCES related to pollution

Interventions for the containment of emissions and protection of air and water quality

Management of plants to reduce emissions

In 2020, **Co.Ri.So.** introduced **new filtration systems** within its production plants, replacing existing equipment, ensuring a rise in efficiency standards in the containment of emissions. This was designed to allow more flexible management of the air volumes treated.

Curti applies **advanced technological combustion emission abatement systems**, complemented by a Continuous Emission Analysis System (SAE) that ensures constant monitoring of parameters. At the same time, the Company has also implemented solutions aiming to **capture and reduce fugitive dust** generated by production processes, exclusively conveying purified air emissions into the atmosphere through dedicated stacks.

Preventive maintenance and environmental performance monitoring

All Group companies adopt procedures for the periodic monitoring and maintenance of their plants, with timely recording of the activities carried out and any corrective actions in the event of anomalies or exceeding of limits. This integrated

approach, based on containment technologies, certified controls and management protocols, ensures compliance with current regulations and environmental and air quality standards.

Prevention of soil contamination and certification of the supply chain

In order to reduce the risks of soil and water contamination along the supply chain, VSR and Rol-Ryz have SRP certification with Chain of Custody grade Segregation; in addition, Curti and Riseria Pigino will undergo in the first quarter of 2025 the first Audit to obtain the **SRP Certificate** for Basmati rice with Chain of Custody grade Identity Preservation. In particular, the standard encourages **integrated**

fertilisation and pest management, which limits the use of pesticides and chemical fertilisers, favouring organic alternatives and low environmental impact approaches. At the same time, stringent pre-sowing checks are foreseen to detect any risks related to heavy metals or soil salinity, elements that can compromise the viability of agricultural ecosystems.

Water protection

In the rice parboiling process, Curti has introduced wastewater treatment systems aimed at **reducing the polluting impact** of its discharges. The water coming from the process undergoes **filtration, ultrafiltration and reverse osmosis**, which ensure the

removal of the organic substances released by the rice and **limit the pollutant load** in the final effluent. More information on this action can be found in the paragraph entitled Recovery, treatment and reuse of process water.

ESRS Standards **ESRS MDR-T, ESRS E2-3**

TARGETS related to pollution

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative targets for reducing soil, air and water pollution have been defined. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems and the evolution

of the regulatory environment. Through the set of initiatives already undertaken, described above, the Euricom Group pursues the goal of preventing pollution and protecting natural resources.

For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.

ESRS Standards **ESRS MDR-M, ESRS E2-4**

METRICS related to pollution

The **emissions authorised for the production facilities** listed below are monitored in accordance with the provisions of the **environmental**

authorisations in force and in compliance with applicable national and territorial regulations.

GROUP COMPANIES	PRODUCTION UNIT
Curti	Valle Lomellina, PV (Italy)
Co.Ri.So.	Confienza, PV (Italy)
Molini Certosa	Certosa di Pavia, PV (Italy)
Riseria Pigino	Palazzolo Vercellese, VC (Italy)
Rol-Ryż	Gdynia (Poland)
VSR	Papendrecht (Netherlands)
SEAR	Santiago do Cacem (Portugal)
ARCESA	Oliva, Valencia (Spain)
Euricom Hellas	Chalastra, Thessaloniki (Greece)
Eurimac	Kilkis (Greece)
Sociadore	Port Saint Louis du Rhône (France)
Eysselle	Port Saint Louis du Rhône (France)

Air pollution - emissions other than CO₂

The emissions monitored concern air pollutants other than CO₂. In particular, the concentrations of nitrogen oxides (NOx), non-methane volatile organic compounds

(NMVOCs) and sulphur oxides (SOx or SO₂) are within the limits set by current legislation.

Water pollution

The analyses carried out on the water covered various chemical parameters and pollutants. The results show that the concentrations of the monitored substances, including total nitrogen, total phosphorus, arsenic (As), cadmium (Cd),

chromium (Cr), copper (Cu), mercury (Hg), nickel (Ni), lead (Pb), zinc (Zn), total organic carbon (TOC), total chlorides (Cl-) and total phenols, do not exceed the limits set by current legislation.

Water and MARINE RESOURCES

TOPIC	SUB-TOPIC	SDGs
E3 Water and marine resources	Water	

ESRS Standards

ESRS 2 IRO-1

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES related to water use

Impacts related to water use

The impact on the Group's **water resource** manifests in both **agricultural** and **production** activities, with different characteristics and intensity. Agricultural activities generate an indirect **impact**, related to rice cultivation, which requires high water consumption for irrigation and field submergence practices, affecting the withdrawal and availability of surface water resources. Manufacturing activities, on the other hand, determine **direct impacts**

through the use of water in industrial transformation processes, the use of water in processes is limited to the parboiling process and processes of washing, cooling and boiler feeding. In this context, water can be absorbed by the product, dispersed by evaporation or discharged as effluent. The management of withdrawals, consumption and discharges is therefore a crucial element in limiting environmental impacts.

Water in the rice cultivation system

Water is an essential resource and, at the same time, a critical element in rice cultivation. The **rice crop** is among the most **water-intensive** and is particularly vulnerable to variations in both water quantity and quality: factors that are of strategic importance from both a management and environmental perspective.

rice cultivation is highly dependent on the availability and quality of water resources, factors that are conditioned by climate change and anthropogenic pressure on river basins. Indeed, its cultivation requires high volumes of water, such that on average 34-43% of the world's total irrigation water³⁴ is used, with a **requirement of up to 5,000 litres of water to produce one kilo of rice** (five times that of wheat)³⁵. This intensity of use is linked to traditional cultivation practices, which involve the prolonged submergence of fields to ensure weed control and productive stability.

In addition to the impacts that the cultivation of this crop causes **on the availability** of water resources, clearly the **changes in water availability and quality** also represent a **threat to rice production**, with areas subject to increasing drought and others affected by heavy rains and flooding, as well as affected by daily variations in temperature. The high water dependence of the crop amplifies the vulnerability of the sector to the increasing climatic variability. Prolonged drought events, extreme rainfall or flooding can affect productivity.

A further critical aspect is the **contamination of farmland by salt**, due to rising sea levels, which renders part of the rice fields located near the coasts unusable, as rice does not tolerate rising salinity levels³⁶. Saline intrusion and soil salinisation - exacerbated by rising sea levels - reduce the availability of arable land in coastal areas³⁷.

Risks and opportunities

The **Group's** production activities in relation to agricultural activity are significantly dependent on the **availability and quality of water resources**, the management of which is a critical factor for the **continuity of operations** and **competitiveness of the company**. Possible situations of **water scarcity**, due to extreme weather phenomena or inefficiencies in irrigation systems, may lead to **market and operational risks**, negatively affecting production capacity, procurement costs and supply stability. Similarly, unsustainable use of water resources or practices that compromise their quality can generate **significant environmental impacts**, as well

as **regulatory and reputational risks** in a regulatory environment that is increasingly focused on the protection of water as a common good.

In addition to these risks, there are important **opportunities for innovation and competitive strengthening**, related to the adoption of **efficient and sustainable water management technologies and practices**, aimed at optimising the use of the resource, reducing waste and preventing pollution. By adopting solutions aimed at responsible water management, production efficiency can be increased and risk management improved.

34- WEF, How much is a bowl of rice? Why the challenges facing the world's most popular foodstuff are coming to the boil

35- Climate Ai, How Climate Change Is Shaking Up Global Rice Supply and Prices

36- Biology Insights, Rice and Climate Change: Impacts and Adaptations - Biology Insights

37- Climate Ai, How Climate Change Is Shaking Up Global Rice Supply and Prices

POLICIES RELATED TO WATER and marine resources

Protecting water resources is a strategic priority for the Euricom Group, which is committed to ensuring their responsible use by systematically monitoring the volumes withdrawn, adopting technologies and practices aimed at improving water efficiency and progressively reducing consumption.

In its **Code of Ethics**, the Euricom Group promotes the responsible and sustainable use of water resources, avoiding waste and behaviour that may compromise water quality or availability.

The Group's **policies for responsible water management** are based on an approach to ensure the efficient use of the resource and the reduction of environmental impacts related to production activities. The tools adopted include the **environmental management system** compliant with standard **ISO 14001**, adopted by **Curti, Co.Ri.So., Riseria Pigino, Molini Certosa, Eurimac** and **Euricom Hellas**, represents

an important element, together with the attached **Environmental Policies**, to ensure adequate monitoring of environmental performance and improvement in water management.

In relation to **water discharges**, some Group companies - including **Curti, Co.Ri.So., Eurimac** - are subject to the possession of specific environmental authorisations that regulate the methods of procurement and discharge and ensure full compliance with current regulations.

In compliance with these provisions, Group companies carry out periodic checks on the quality of wastewater, in accordance with the frequency and parameters set out in their respective authorisations. Analyses make it possible to monitor the effectiveness of treatment systems and assess the environmental impact associated with production activities, ensuring responsible management of water resources.

ACTIONS AND RESOURCES RELATED TO WATER and marine resources

The Euricom Group has launched initiatives to improve water efficiency, with the aim of

optimising consumption.

Water resources and innovation in the rice supply chain

Sharsid has embarked on a journey to **improve water use efficiency** at its direct suppliers participating in the **Sustainable Rice Platform** project, through the promotion of the adoption of **AWD (Alternate Wetting and Drying)** irrigation techniques and the introduction, on a pilot scale, of **SRI (System of Rice Intensification)** principles.

AWD techniques are an efficient irrigation methodology developed to reduce water consumption in rice cultivation while maintaining agricultural productivity. The method involves alternating periods of flooding and drying of the soil, rather than keeping the field constantly submerged, as in traditional practice. SRI principles, on the other hand, are based on a set of sustainable agronomic practices aimed at improving rice productivity by reducing the use of water, chemical inputs and seeds. The implementation of these methodologies resulted in an estimated **net water saving of 20%**.

In line with the objectives of the Sustainable Rice Platform project, certified producers must fulfil the requirements of

the standard, which include responsible water use along their value chain, through agricultural practices aimed at reducing water consumption and improving the efficiency of irrigation systems. One of the practices promoted is **laser soil levelling**: this technique allows the field to be precisely levelled, ensuring that water is distributed evenly and used only in the amount needed, thus reducing losses and increasing the water efficiency of the soil. In 2023 and 2024, 100% of the water discharged by **Eurimac** was recycled and reused for the irrigation of the Industrial Park.

Eurimac has also adopted the **"Smart Farming Application"**, an application dedicated to recording and monitoring data on different parameters of the farmland from which the raw materials used by the company originate. These parameters include water requirements and weather conditions, the analysis of which allows producers collaborating with Eurimac to **optimise water use**, contributing to more efficient and sustainable water resource management.

Recovery, treatment and reuse of process water

Curti uses water in its production processes, particularly in the **parboiling of rice**, where the water resource plays a key technological function (hydro-thermal process). In 2020 and 2023, a **wastewater treatment plant** from this phase was constructed. During the parboiling process, part of the water is absorbed by the product, while the remainder is treated through **filtration, ultrafiltration and reverse osmosis processes**, so that a **fraction can be recovered** as feed water for the same process and the quality parameters of the waste water can be guaranteed.

The water treated through the filtration systems is then purified of the organic substances released by the rice during the parboiling phase. The **organic residues** collected and concentrated in this way are subsequently destined for biogas plants,

contributing to energy recovery and by-product optimisation. Following these treatments, the non-recoverable portion of the water resource is discharged. The water used in the process is therefore made up of a share of virgin water and a share recovered from the process itself.

A high-pressure boiler, part of the thermoelectric power plant, for the production of superheated steam is installed in Curti. The latter is subsequently re-condensed by means of an **air condenser**, allowing the water resource to return to a liquid state and then be fed back into the system. Such an **integrated cycle** allows the boiler to optimise water use, reducing water withdrawal and ensuring continuous internal reuse, albeit with some losses due to vaporisation and with some water going to drain.

ESRS Standards **ESRS 2 MDR-T, ESRS E3 E3-3**

TARGETS RELATED TO WATER and marine resources

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative water-related targets have been defined. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems and the evolution

of the regulatory environment. Through the set of initiatives already undertaken, described above, the Euricom Group pursues the goal of water efficiency and process water optimisation. For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.

ESRS Standards **ESRS E3 E3-4**

Water CONSUMPTION

The main impact on the Euricom Group's water resource is indirect in nature, as it occurs upstream in the value chain, in the cultivation phase. As for the direct impact, resulting from the Euricom Group's own operations, water withdrawals are mainly related to domestic use, production purposes and the use of surface water from river courses used for rice cultivation by the Group's agricultural companies, including Sociadore and Eysselle.

The Group's use of water is connected to different operational phases:

- **Agriculture** - for agricultural companies, water is used for the **cultivation of rice** by means of **submerging and irrigating the fields**, an indispensable practice for the crop cycle in question. The water comes mainly from **river courses**.
- **Industrial environment** - in processing plants, water is used in various stages of the different production processes (in the **parboiling of rice**, in the **dough preparation phase** for the production of pasta, during the **mixing of the ingredients** required for the production of **cakes and snacks**, during the **wetting of the grain** phase) as well as for the usual **cleaning of the equipment** and **cooling of the machinery**.

- **Energy and technology** - part of the water withdrawal is for the supply of **boilers and combustion plants**, where water is used for the generation of superheated water and **steam** used for thermal purposes.
- **Civil environment** - a smaller proportion of the water withdrawn comes from **waterworks** networks and is used for **sanitary and service uses** within the Group's plants and offices.

For reporting purposes, only **water withdrawal** was considered, since the Group does not currently have a data collection and monitoring system that would allow it to accurately determine the volumes of water actually consumed in the various production processes and, consequently, the discharges conveyed to surface water bodies or third-party sewerage networks.

In the Group's main production processes, water may be partly **absorbed** by the product and partly **dispersed** by evaporation.



RICE PARBOILING

During the steam pre-cooking process, water penetrates the rice grains to gelatinise the starch (absorption) and, at the same time, a significant portion evaporates due to the high temperatures.



WETTING THE GRAIN

The water is largely absorbed by the grain to facilitate milling and is not completely recoverable, as it remains incorporated into the product or evaporates during the subsequent semolina drying phase.



DOUGH FOR PASTA PRODUCTION

Water is a direct component, a part becomes an integral part of the finished product, while another part evaporates during the drying of the dough.



MIXING INGREDIENTS FOR BISCUITS AND CAKES

Part of the water is retained in the dough and part evaporates during baking or expansion of the product.



AGRICULTURAL ACTIVITIES

In cultivated fields, a large proportion of the water used for irrigation is absorbed by the plants, while another evaporates from the soil.

The Group does not currently have complete and reliable data on the volumes of water actually returned or evaporated and, consequently, it is not possible to adequately estimate overall water consumption. However,

the Group is considering the adoption of more comprehensive monitoring and measurement systems, aimed at improving the traceability of water flows and the quality of information reported in the coming years.

Water withdrawals

In 2024, the Group withdrew **11,694,701.30 m³ of water**, recording an increase of 18.4% compared to 2023, mostly attributable to production needs. **Almost all of the withdrawals (98.1%)** are attributable to the Group's **agricultural companies**, Sociadore and Eysselle, which require large volumes of water for rice cultivation. Compared to 2023, there has been an 18.1% increase in surface water withdrawals, which can be attributed to the expansion of cultivated areas and, in part, to weather and production conditions that have necessitated greater use of irrigation. There has been a considerable increase in the amount of water drawn from the wells,

due to an increase in the quantity of paddy rice processed (24 thousand tonnes more paddy rice than in 2023) at the Curti plant where the parboiling plant is located.

This demand configuration results in the prevalence of withdrawals from surface water (rivers) of 11,475,000 m³ in 2024, mainly for irrigating the fields of agricultural companies, which increased compared to 2023. This is followed by groundwater withdrawals (wells), of 127,868 m³, used in production processes, and third-party water resources (aqueducts), of 91,833.30 m³, used mainly for civil consumption and general services.

WATER WITHDRAWALS m ³	2024	2023
Surface water (rivers, lakes, reservoirs)	11,475,000.00	9,716,000.00
Groundwater (wells)	127,868.00	70,221.00
Third-party water resources (aqueduct) ¹	91,833.30	95,075.57
Total water withdrawals	11,694,701.30	9,881,296.570

1- The water withdrawal data of the companies Arcesa, Sfric, Euricom Brasil, Ana Dis, Pasta Mia, Sharsid and Euricom was estimated.



Water risk and water stress

The tables below show the share of water withdrawals from water-prone and water-stressed areas. The World Resources Institute's Aqueduct Water Risk Atlas was used as a tool to assess these areas.

An area is considered to be at **water risk** when it is a catchment area in which various physical aspects related to water resources lead to the presence of one or more water bodies in a bad state or

characterised by deterioration, generating criticality in the availability, quality and quantity of water. Such areas may also lead to water accessibility problems, as well as regulatory or reputational matters for the company's own facilities and those of key suppliers. The data shows that 99.5% of the Group's water withdrawals, almost all of which correspond to withdrawals by agricultural companies, come from areas with medium to low water risk.

WATER WITHDRAWALS AND WATER RISK	2024	2023
<i>Of which</i> in low water risk areas	17,203.00	13,206.00
<i>Of which</i> in medium to low water risk areas	11,633,582.00	9,829,241.00
<i>Of which</i> in medium to high water risk areas	40,407.30	35,806.57
<i>Of which</i> in high water risk areas	2,214.00	1,748.00
<i>Of which</i> in areas of extremely high water risk	1,295.00	1,295.00
Total water withdrawal (m3)	11,694,701.30	9,881,296.57

Water stress refers to the ability or inability to meet the demand for water, both from humans and from ecosystems as a whole. Water stress can refer to the availability, quality or accessibility of water. Within the

Euricom Group, 98.2% of water withdrawals, i.e. withdrawals by agricultural companies from the Rhone River, occur in a high water stress area.

WATER WITHDRAWALS AND WATER STRESS	2024	2023
<i>Of which</i> in low water stress areas	175,715.00	126,377.00
<i>Of which</i> in medium to high water stress areas	40,372.30	35,771.57
<i>Of which</i> in high water stress areas	11,475,105.00	9,716,105.00
<i>Of which</i> in extremely high water stress areas	3,509.00	3,043.00
Total water withdrawal (m3)	11,694,701.30	9,881,296.57

Biodiversity and ECOSYSTEMS

TOPIC	SUB-TOPIC	SDGs
E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss Impacts on the extent and condition of ecosystems Impacts on the state of species	

ESRS Standards **ESRS 2 SBM - 3,**
ESRS 2 IRO-1

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES related to biodiversity and ecosystems

Direct impacts

The **direct impacts** identified mainly concern the **direct exploitation of natural resources** and the **use of pesticides**, which may lead to negative effects on **local species** and natural ecosystems by the Group's agricultural companies, in particular **Eyeselle** and **Sociadore**. The activities of Euricom's production and agricultural facilities may negatively affect **areas of biodiversity interest and sensitivity**, generating **direct negative impacts** on local ecosystem components

and surrounding habitats. In particular, the use of pesticides can compromise wetland habitats, alter ecological balances and threaten **species of community interest**. In the paragraph on Impact metrics relating to changes in biodiversity and ecosystems, a specific analysis was included detailing the activities of the Group's manufacturing or agricultural companies that negatively affect such sensitive areas, located **near or within sites belonging to the Natura 2000 network**.

The indirect impacts and dependencies of rice cultivation on biodiversity and ecosystems

Rice-growing is closely linked to **biodiversity** and the **ecosystems** on which it depends and which, at the same time, it helps to modify. Rice cultivation is based on a **complex balance** of **organisms**, **ecological processes** and **natural resources**. **Rice fields** are agricultural environments but also **wet ecosystems**, in which **plants** coexist, **animals** and **micro-organisms** that play fundamental roles in maintaining **productivity** and **environmental quality**.

Rice production **depends directly on the ecosystem services provided by biodiversity**. Soil micro organisms support nutrient cycling and fertility, while aquatic, amphibian and insect species contribute to biological pest control and maintenance of water quality. The presence of pollinators and natural predators is also essential for the ecological stability of the system. Moreover, rice cultivation requires constant access to water, making paddy fields strictly dependent on well-functioning water ecosystems and the preservation of wetlands.

Rice cultivation, however, can also generate **negative impacts on the extent and condition of ecosystems**. In many countries, the expansion of cultivated areas has led to the loss and fragmentation of natural habitats, particularly wetlands and

areas of high biological diversity. Changes in water regimes, which are necessary for irrigation and drainage, alter water quality and the availability of water resources for other ecosystems.

Nutrient- and pesticide-laden agricultural run-off poses an additional threat, as it causes eutrophication and changes in the composition of microbial and aquatic communities, leading to **impacts on species status**. Added to this is the spread of invasive **species**, such as *Salvinia molesta* and *Pistia stratiotes*, which find the stagnant waters of rice fields a favourable environment for proliferation and can compromise native biodiversity³⁸.

Overall, the effects of rice cultivation on ecosystem services are **mixed**: in some situations, the presence of rice paddies favours the biological regulation of pests and the preservation of useful species; in others, it leads to habitat degradation, the reduction of oxygen in water and the accumulation of toxic substances. This is why it is important to promote sustainable management practices that enhance biodiversity (integrated systems and agro-ecological approaches and also organic farming), practices that reduce negative impacts while maintaining the productivity of rice ecosystems.

The risks and opportunities

The Group's production and agricultural activities, as well as those along the value chain, involve **environmental, regulatory, reputational and market risks** related to the possible **alteration of natural habitats, soil degradation** and **loss of biodiversity**.

In particular, pesticide use, land use and land-use change can lead to impacts that reflect on the **availability of cultivation areas**, on the **quality of agricultural production** and on the **external perception of the enterprise**.

The evolution of the European regulatory framework on biodiversity protection

may also generate **new obligations or operational limitations** for Group companies.

In addition to risks, there are also **opportunities for management and competitive improvement**, related to the adoption of more sustainable agricultural practices, **reduction in chemical use** and **more efficient management of soil and natural resources**.

These approaches can help **limit environmental impacts** and **reduce exposure to regulatory and reputational risks**.

ESRS Standards **ESRS 2 MDR-P, ESRS E4 E4-2**

POLICIES related to biodiversity and ecosystems

The Euricom Group does not currently have a specific policy on biodiversity and ecosystems. However, in line with its **Group Code of Ethics**, it recognises

the importance of protecting natural ecosystems, preventing soil, water and air pollution and promoting responsible use of resources.

38- FAO - The State of the World's Biodiversity for Food and Agriculture



The Sustainable Rice Platform and biodiversity

The Euricom Group has joined the **Sustainable Rice Platform**, sharing its principles and contributing to the spread of more sustainable agricultural practices throughout the rice supply chain.

The **Sustainable Rice Platform (SRP)** defines standards and indicators to make rice production more environmentally, socially and economically sustainable. The practices recommended by the SRP aim to **reduce the use of water, fertilisers and pesticides**, while improving the

productivity and **working conditions** of farmers. Such an approach contributes to the **protection of biodiversity** by safeguarding rice field ecosystems, vital habitats for fish, birds and amphibians. Crop diversification and the enhancement of local rice varieties strengthen resilience to climate change and maintain the genetic richness of crops. Moreover, the lower chemical pressure preserves soil and water quality, supporting the ecological balance of agro ecosystems.

ESRS Standards **ESRS 2 MDR-A**,
ESRS E4-3

ACTIONS AND RESOURCES related to biodiversity and ecosystems

The Euricom Group takes a **proactive approach to the protection of ecosystems** in the areas in which it operates. Protecting biodiversity is not just a regulatory requirement, it is also an essential value for the entire Group, which recognises the importance of preserving the ecological

balance in the areas surrounding its production facilities. In this respect, Euricom has introduced several specific measures, including environmental suitability analyses for species of community interest and a regular monitoring programme.

Practices for the management of rice fields and restoration of surrounding areas

Regenerative practices and SRPs for sustainable paddy field management

Sharsid has embarked on a **transformation of its supply chain** with the aim of promoting agricultural practices that protect biodiversity and reduce environmental impact. By 2024, approximately **4,800 hectares** had been converted to cultivation that conforms to the **Biological** and **SRP** standards, reinforcing the shift towards more responsible and transparent production models, supported by verified data on farmers and their farms.

Rol-Ryž, Curti, Pigino and Van Sillevoldt Rijst (VSR) are SRP-Verified and promote the adoption of rice cultivation practices that comply with the principles of the Sustainable Rice Platform (SRP). Such practices aim to **protect biodiversity**, reducing the use of **chemicals**, optimising **water resource management** and fostering the **creation of balanced ecosystems** in and around rice fields.

Naturalistic reports

Naturalistic report in the Lomellina rice fields

In the Curti facilities, located within the **special protection area** (SPA) 'Lomellina rice fields', an **impact assessment** is always carried out to evaluate the environmental impact of specific projects implemented over time. This assessment study included dedicated inspections to verify the presence of protected species (provisions

of the Birds Directive), including bats, in order to ensure that no colony or single specimen was present before starting installations, as well as not to carry out installation activities during nesting periods.

Other initiatives

Curti has started a project to restore the full integrity of the waterproofing of the plant's asphalt areas, with the aim of reducing the risk of seepage into the subsoil in the event of accidental spills, as well as an activity to modify the drainage system aimed at recovering water in surface water bodies. The plan calls for a census of the outdoor

areas with deteriorated pavement and an estimate of the costs for restoration, so that the necessary investment and work schedule can be defined. In the course of 2024, therefore, the intervention areas were mapped and the change of the water drainage system was engineered.

Partnerships and collaborations

“Carta del Mulino”

Since 2019, Molini Certosa has been a partner in the 'Carta del Mulino' project promoted by Mulino Bianco (Barilla Group). The project aims to protect biodiversity,

improve the quality of raw materials and strengthen the link between agriculture, the environment and local communities. The specification consists of 10 basic rules:



ISCC PLUS
CERTIFICATION

All members must comply with the requirements of the international sustainability and traceability certification ISCC PLUS.



CROP ROTATION

Farms must adopt a rotation plan with at least three different crops in five years, including at least one leguminous crop.



'FIORI DEL MULINO'
AREAS

At least 3% of the wheat-growing fields must be given over to flowers to encourage biodiversity and pollinating insects.



BAN ON GLYPHOSATE

The use of glyphosate or products containing it is not permitted from pre-sowing until harvest.



SEGREGATION AND
TRACEABILITY

Separate and traceable harvesting, delivery and identification of grain batches throughout the supply chain.



GRAIN
STORAGE

Use of physical methods (refrigeration or modified atmosphere) or permitted in organic farming for storage, limiting the use of chemicals.



VARIETAL SELECTION
AND USE OF CERTIFIED
SEED

Use of approved varieties, certified seed, ban on GMOs and seed coated with neonicotinoids.



DIGITAL MANAGEMENT
VIA THE 'BARILLA
FARMING' PLATFORM

Mandatory use of the platform for data entry, traceability and environmental monitoring.



PROHIBITION OF THE USE
OF SEWAGE SLUDGE

The use of sewage sludge on the project's wheat cultivation land is prohibited.



TRANSFER
OF VALUE

Guarantee of fair economic recognition throughout the supply chain, made explicit in the contracts between the parties.

Within this controlled and certified supply chain, Molini Certosa is one of the partner mills of the Carta del Mulino, committed to milling soft wheat from sustainable agriculture and guaranteeing the full traceability of the raw material used in Mulino Bianco products. Through this collaboration, Molini Certosa is making a concrete contribution to protecting agricultural biodiversity, reducing the environmental impact of the wheat supply chain and promoting ecosystem-friendly agriculture.

Responsible cultivation

Promotion of sustainable agricultural practices and biodiversity

Eurimac recognises the importance of protecting biodiversity and promoting sustainable use of terrestrial ecosystems and soil health. The company supports farmers in **diversifying crops** throughout the year, respecting seasonality and climatic conditions, in order to preserve soil

fertility and counteract degradation and loss of biodiversity. In addition, Eurimac performs **quarterly pesticide residue tests** in accredited external laboratories, ensuring safety and sustainability along the entire supply chain.

ESRS Standards **ESRS 2 MDR-T, ESRS E4-4**

TARGETS related to biodiversity and ecosystems

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative targets have been set for the direct impact on biodiversity loss and ecosystems. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems and the evolution

of the regulatory environment. Through the set of initiatives already undertaken, described above, the Euricom Group pursues the objectives of protecting and enhancing biodiversity through regenerative agricultural practices and sustainable partnerships. For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.

ESRS Standards **ESRS E4-5**

IMPACT METRICS related to changes in biodiversity and ecosystems

The Euricom Group monitors and evaluates the impact of its activities on biodiversity and ecosystems. The analysis tools adopted include the **Natura 2000 network**, used to assess whether Group companies are located near or within protected areas and to identify any risks or pressures on natural habitats.

The **Natura 2000 Network** is the European Union's main instrument for the protection of biodiversity. Established through the *Habitats* (92/43/EEC) and *Birds* (2009/147/EC) Directives, it constitutes a coordinated system of areas intended for the conservation of natural habitats and animal and plant species of Community interest, while promoting a balance with human activities such as agriculture, fishing, tourism and forestry. The network is divided into two types of areas:

- **Sites of Community Interest (SCIs)**, established under the Habitats Directive and transformed into **Special Areas of Conservation (SACs)** once their management plans have been approved. These areas have the function of safeguarding habitats and species of particular naturalistic value.
- **Special Protection Areas (SPAs)**,

provided for by the Birds Directive, intended in particular for the protection of bird life, with a focus on migratory routes and nesting areas.

In many cases the two types of sites overlap, resulting in areas that jointly meet the objectives of both directives.

Protected species are classified according to the **International Union for Conservation of Nature (IUCN)** - European Red List system, which is internationally recognised as a reference for assessing extinction risk and defining conservation strategies.

The following table shows the **production and agricultural companies of the Euricom Group** with sites located within or in close proximity to areas belonging to the European *Natura 2000* ecological network, potentially subject to direct impacts on these areas. The table also includes, based on the information available, species classified under the following IUCN threat categories: *Critically Endangered*, *Endangered*, and *Vulnerable*. The mapping was conducted with reference to the direct impacts potentially generated by the Group's activities on the affected areas.

COMPANY	COUNTRY	NEAR NATURA 2000 AREAS (WITHIN A RADIUS OF 10KM)	WITHIN NATURA 2000 AREAS	NATURA 2000 NETWORK AREA NAME	NATURA 2000 NETWORK AREA HECTARES	NUMBER OF PROTECTED HABITATS UNDER THE 92/43/ EEC HABITATS DIRECTIVE	NUMBER OF SPECIES PROTECTED UNDER THE HABITATS DIRECTIVE 92/43/EEC AND THE BIRDS DIRECTIVE 2009/147/EC	SPECIES IN IUCN THREATENED CATEGORIES
Curti	Italy	✓	✓	IT2080501 - Lomellina rice fields	30,941.00	-	141	3
Co.Ri.So.	Italy	✓	-	IT2080501 - Lomellina rice fields	30,941.00	-	141	3
Pigino	Italy	✓	-	IT1180028 - River Po - Vercelli Alessandria section	14,107.00	11	99	6
				IT1120029 - San Genuario and San Silvestro Swamps	1,248.00	5	26	1
Molini Certosa	Italy	✓	-	IT2080301 - Ticino Woods	20,553.00	-	182	3
VSR	The Netherlands	✓	-	NL3000040 - Biesbosch	9,640.00	6	14	1
Rol-Ryż	Poland	✓	-	PLB220005 - Zatoka Pucka	62,430.43	-	26	5
ARCESA	Spain	✓	-	ES0000147 - Marjal de Pego-Oliva	1,255.00	10	2	2
Sear	Portugal	✓	-	PTCON0034 - Comporta / Galé	32,147.77	34	22	-
Euricom Hellas	Greece	✓	-	GR1220002 - Delta Axiou - Loudia - Aliakmona - Evryteri periochi - Axioupoli	41,495.69	13	14	1
Sociadore	France	✓	-	FR9310019 - Camargue	220,574.00	29	18	2
		✓	-	FR9301592 - Camargue	113,448.56	126		12
Eysselle	France	✓	-	R9301596 - Marais de la vallée des Baux et marais d'Arles	11,061.06	12	14	1
		-	-	FR9312001 - Marais entre Crau et Grand Rhône	7,218.00	-	91	6

The rice fields of Lomellina

Curti is located within the Special Protection Area (SPA) **IT2080501 "Lomellina rice fields"**, established in 2005 as part of the European ecological network **Natura 2000**, pursuant to Directives 92/43/EEC 'Habitat' and 2009/147/EC 'Birds'.

The SPA covers a total area of **30,941 hectares** and is home to **142 species of fauna**, mainly birds, that are protected at a European level.

In contrast, the production activity of **Co.Ri.So.** is located in the vicinity of the protected area.

The Lomellina rice fields site stands out in importance for the quantity and size of the heron colonies it contains, the largest in size in the Region of Lombardy, which host a significant percentage of the national contingent of certain species of heron. In addition, several high species of community interest nest or stay at the site. Finally, the rice fields are characterised by the presence of relict hydro-hygrophilous habitats and fountains³⁹.



Source: Natura 2000 Viewer and BISE, Lomellina rice fields, Italy

39-Natura 2000 Viewer | Lomellina rice fields, Italy

Protected species

The **Lomellina rice fields** site is home to **141 species of birds** protected under European Directives **Habitat (92/43/EEC)** and **Birds (2009/147/EC)**.



141 BIRDS

Of these, those with the **highest risk category** fall into the “**Vulnerable**” class according to the **IUCN European Red List**, as shown in the table below.

PROTECTED SPECIES		RISK CATEGORY (IUCN EUROPEAN RED LIST)
	Common kingfisher <i>(Alcedo atthis)</i>	Vulnerable
	European turtle dove <i>(Streptopelia turtur)</i>	Vulnerable
	Northern lapwing <i>(Vanellus vanellus)</i>	Vulnerable

In 2023, Curti commissioned a naturalistic report to verify the possible presence of *chiroptera* (bats) and other species of community interest in the Valle Lomellina facilities, located within the Lomellina rice fields for more information see Naturalistic Reports.

Resource use and
CIRCULAR ECONOMY

TOPIC	SUB-TOPIC	SDGs
E5 Resource use and circular economy	Inflows of resources, including use of resources Outflows of resources related to products and services Waste	

ESRS Standards **ESRS 2 IRO-1**

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES
related to resource use and the circular economy

Impacts related to inflows and outflows of resources

Major negative environmental **impacts** occur at all stages of the production chain.

The **supply of organic raw materials**, even if they come from certified supply chains, still involves **soil and water consumption, greenhouse gas emissions** due to agricultural activities and **pressures on local ecosystems**.

The **use of technical materials** for storage and transport generates **energy consumption, indirect emissions** and **waste**, especially when using materials that cannot be reused or are difficult to recycle.

Product flows and **shelf life management** represent an area to be monitored, as sub-optimal planning can contribute

to **logistical inefficiencies** and **limited quantities of non-optimised product**, resulting in **food waste** and **impacts related to disposal**.

Finally, the **management of waste generated** during processing and distribution constitutes a further area of impact, as it can lead to **increases in environmental loads** and **emissions** if not accompanied by effective recovery and recycling systems.

Taken together, these elements represent the **most significant environmental impacts** of the supply chain, highlighting the need for **preventive actions, process optimisation** and **continuous sustainability improvement**.

Risks and opportunities

In the area of **resource use and the circular economy** the material **risks and opportunities** are linked to the evolving regulatory framework and market dynamics.

The main **risks** include those **regulatory, market and technological risks** related to possible changes in regulations on the use of raw and packaging materials, which could affect the **availability of resources, business continuity** and **operating costs** of production processes. In addition, compliance with the regulations on **waste management** exposes the company to

administrative, legal and reputational risks, as well as potential **increased treatment and disposal costs**.

However, alongside these critical issues emerge significant **market opportunities**: the growing demand for **certified, traceable and sustainable raw materials** allows the Group to **strengthen its competitive positioning**, emphasising **supply chain quality, process transparency** and **circular innovation** as distinctive and economically advantageous elements in the long term.

ESRS Standards **ESRS 2 MDR-P, ESRS E5 E5-1**

POLICIES related to resource use and circular economy

The efficient and responsible use of resources is an element of the Group's strategy. Production activities, which include rice processing, pasta and flour production, and the optimisation of agricultural by-products, require careful management of the main environmental factors: water, soil, energy and raw materials.

Within its **Code of Ethics**, the **Euricom Group** promotes a responsible approach to the **use of natural resources**, committing to continuously reducing consumption and minimising waste production.

Environmental Policies and ISO 14001 Management Systems

The **environmental policies** are based on the principles of **improvement, prevention of impacts** and **compliance with applicable regulations**.

Curti, Co.Ri.So., Riseria Pigino, Molini Certosa, Eurimac and Euricom Hellas have adopted an **Environmental Management System** compliant with standard **UNI EN ISO 14001:2015**, confirming their commitment to controlling and improving their environmental performance. This approach translates into practices aimed at **reduction of consumption, reuse of materials** and **optimisation of waste and by-products**, with the aim of optimising the use of resources and fostering production models based on the principles of the circular economy.

Rol-Ryż has defined an internal **Recycling Policy** that reflects the

Company's commitment to operate in an environmentally friendly manner through concrete practices of waste reduction and efficient use of resources.

The policy envisages actions aimed primarily at improving the recycling rate of the materials used, but also at introducing **recycling systems** in the workplace and **training of personnel** to raise awareness and the adoption of responsible behaviour. Rol-Ryż collaborates with specialised waste treatment operators, ensures regular monitoring of recycling volumes and rates, and promotes continuous improvement of its environmental management practices.

Pasta Mia has defined an **environmental and sustainability policy** oriented towards the principles of the **circular economy** and improving its environmental management practices.



ACTIONS

related to resource use and the circular economy

The optimisation of processing by-products

Optimisation of husk as an energy biomass

The use of husk, a by-product of paddy rice processing, as **fuel for energy production**, is a concrete example of the application of circular economy principles. This practice makes it possible to **transform a processing residue into a useful**

resource while reducing dependence on non-renewable energy sources.

Eurimac, Sharsid and Curti use husk as fuel in their plants to produce energy for self-consumption.

Rice husk ash

The Euricom Group qualifies **rice husk ash**, a residue resulting from the combustion of biomass produced by **Curti and Eurimac**, as a **by-product**, thus enabling its further use in **steel and cement industries**. In addition, part of the ash obtained from

burning husk is **reused in agriculture** by durum wheat growers, as it is a **natural organic fertiliser** that can **improve soil fertility** and **increase its water retention capacity**.

Recovery and destination of by-products

Chaff - bran - broken rice

At the same time, the Group initiated the **marketing of other by-products** of paddy rice and wheat processing - in particular **chaff, bran** and **broken rice** - destined for the **livestock industry**.

This choice makes it possible to **avoid disposal as waste** and to **encourage the reuse** of materials in a productive sector that can benefit from them.

- **Chaff:** a by-product of the **refining process**, i.e. the removal of the surface layers of the grain to obtain white rice.

- **Broken rice:** includes all **grains broken** during the **refining** stage.
- **Rice bran:** forms in the course of **grain milling**.

All the Group's production companies allocate at least one of these by-products to the livestock industry.

Optimisation of broken rice

Following the **refining process**, from which rice is obtained, **VSR** recovers the **broken rice husks**, which are optimised and destined for **marketing as broken rice**, or for **transformation into flour**, used as a **thickener in food preparations**.

Recovery of organic substances from parboiling water

Curti manages water from the **parboiling cycle** in a way that promotes its recovery and optimisation. At the end of the process, the wastewater undergoes an ultra **filtration**, reverse osmosis, concentration treatment process, which **removes the organic substances** released by the rice.

These substances, once separated, are **sent to biogas plants**, contributing to the **energy recovery** and the **optimisation of the by-products** of the production process.

Optimisation, recycling and reuse of packaging materials

Group companies work to optimise the use of raw materials, reduce plastic consumption and encourage the reuse of materials, through initiatives that combine technical innovation and production

efficiency. The main actions undertaken include monitoring and testing projects for plastic packaging, activities to optimise packaging films and actions to reuse wooden pallets.

Monitoring and testing plastic packaging

In 2021, Curti started a project to monitor the use of plastics and packaging, with the aim of analysing its evolution over time and identifying opportunities for reduction or replacement with more sustainable solutions. As part of the project, a reporting system was developed to record the number of packaging made from organic or recycled material, the number of recyclable and compostable packaging tested, the number of recyclable

and compostable packaging found to be suitable for pre-testing and, finally, the number of sustainable packaging actually in use. The census was completed in June 2024, and further trials are currently underway for verification through industrial testing against packaging for which film thicknesses have been reduced, use of monomaterials, paper packaging replacing plastic packaging, in order to proceed with the defined use in production.

Plastic films for packaging

In 2024 **Rol-Ryż** continued its efforts to reduce material consumption by taking action on optimising production processes and decreasing the **thickness of packaging film** from 20+55 µm to 20+35 µm compared to 2017 values.

During the same year, the Company started a technical trial to evaluate the use of thin plastic film in **boil-in-bag** packaging, a technology that uses heat-sealed pouches made of multilayer film that are resistant to high temperatures and suitable for cooking or heating the product in boiling water, maintaining its integrity and food safety. This activity, which is still being analysed,

aims to verify the possibility of further reducing the amount of plastic used per unit of product, without compromising technical performance or safety, in line with the company's broader commitment to improving and optimising packaging materials.

Molini Certosa has embarked on a path of innovation in its packaging systems. Up until 2023, some products were packaged in plastic packaging; subsequently, the company chose to discontinue their use completely, adopting materials made entirely of **paper**. The only exception is the film used for pallet wrapping.

FSC paper and cardboard packaging

Curti, Rol-Ryż, VSR and Eurimac, use packaging made of **FSC® certified paper and cardboard**. This type of material comes from responsibly managed

forests and controlled supply chains that guarantee compliance with strict environmental and social standards.

Reuse of wooden pallets

All manufacturing companies reuse wooden pallets as part of their logistical and production activities, helping to reduce the consumption of new resources, and **limit the production of waste and to promote a more sustainable use of materials**. The Group also uses remanufacturing and repair services for wooden pallets, reducing the need for new purchases and limiting the production

of wood waste. Co.Ri.So., Pigino, Curti, Eurimac, Rol-Ryż, Arcesa, Euricom Hellas and Sear further promote this approach by reusing pallets within their own production and logistical cycles, thus contributing to the reduction of material waste and the extension of the life cycle of wooden supports and **limiting the production of waste**.

Waste monitoring and management

The Group adopts a **systematic approach** to waste management, based on **monitoring** and the **recording of loading and unloading operations** through the use of the loading and unloading register, which allows for timely control of waste material flows. For Italian companies, the **MUD declaration** (Consolidated Environmental Declaration Model) is also submitted

annually, as a fundamental tool to ensure transparency and compliance with current waste management regulations. Foreign companies similarly manage waste in full compliance with the environmental regulations applicable in their countries of operation. All types of waste are entrusted to external companies for collection, recycling or eventual disposal.

Waste management and actions to achieve zero waste

In 2023, Eurimac achieved UROCERT "Zero Waste to Landfill" (ZWTL EU-1) certification at the highest level, **Platinum**, with a recovery rate of **99.96%**. The certification attests the commitment to the **total elimination of production waste going to landfill**.



There are three different levels of certification:
Zero Waste to Landfill Silver 80% - 94%.
Zero Waste to Landfill Gold 95% - 99%
Zero Waste to Landfill Platinum 100%

The result achieved by Eurimac represents the completion of the '**Zero Waste**' objective, thanks to a process that optimises by-products (such as bran and other residues). For more information on Zero Waste certification, refer to the section entitled Waste management and actions to achieve zero waste

Eurimac aims to **optimise and recover** along the entire production chain. All by-products are optimised through sale and reuse, particularly as **animal feed**. Any **sludge produced** is put to various forms of use:

- re-use in agriculture or forestry,
- transfer to compost production plants,
- use for soil and land restoration,
- landfill disposal,
- treatment at specific sludge management plants.

During the reporting period, Eurimac also implemented staff **training** and **clear separation procedures and use of coded containers** to maximise recycling and recovery rates. The **assessment of risks and opportunities** included waste management, allowing areas for improvement and new possibilities for action to be identified. The Company has introduced **circularity measures** aimed at reducing waste production within its facilities and, as of 2024, applies **environmental criteria in the selection of suppliers**, giving preference to partners who adopt sustainable waste management practices.

ESRS Standards **ESRS MDR-T, ESRS E5 E5-3**

TARGETS related to resource use and circular economy

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative targets relating to resource use and the circular economy have been defined. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems

and the evolution of the regulatory environment. Through the set of initiatives already undertaken, described above, the Euricom Group pursues the goals of reducing waste and promoting the circular economy. For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.

ESRS Standards **ESRS E5 E5-4**

RESOURCE inflows

Due to the nature of its business, the Euricom Group uses predominantly organic materials, alongside a limited use of technical materials used for packaging. The following tables present data on the **main incoming materials** purchased by

Group companies. Where available, the figure is expressed in tonnes, with an indication of the totals for each category of material. All those that contain, even in part, components of technical or synthetic origin are classified as **technical materials**.

Manufacturing companies

The following tables show the input flows of materials used in the production processes of the companies **Curti, Co.Ri. So., Pigino, Molini Certosa, VSR, Rol-Ryż, Arcesa, Sear, Euricom Hellas** and **Eurimac**.

In 2024, the Group used a total of 1,221,973.9 tonnes of raw materials, consisting entirely of biological materials. Paddy rice represents the main share with 977,084.1 tonnes, followed by durum wheat and derivatives (174,735.4 tonnes) and soft wheat and derivatives (61,106.7 tonnes). Added to this are other types of

raw material (8,965.8 tonnes) and a limited share of four-grain flour (82.0 tonnes).

The **materials** required for the production process comprise exclusively calcium carbonate, totalling 159.0 tonnes. In rice industries, calcium carbonate (CaCO₃) is mainly used in the **refining stage of some particular types of rice**. Its use is **mechanical and technological**, not chemical: it serves to improve the removal of the outermost parts and the appearance of the grain.

MATERIALS (TONNES)		2024		2023		
Raw materials	Technical materials	Biological materials	Total	Technical materials	Biological materials	Total
Paddy rice/Rice	-	977,084.1	977,084.1	-	885,541.6	885,541.6
Durum wheat and derivatives	-	174,735.4	174,735.4	-	183,681.4	183,681.4
Soft wheat and derivatives	-	61,106.7	61,106.7	-	47,495.4	47,495.4
Other types of raw material ¹	-	8,965.8	8,965.8	-	6,872.8	6,872.8
4-grain flour	-	82.0	82.0	-	69.0	69.0
Total raw materials	-	1,221,973.9	1,221,973.9	-	1,123,660.1	1,123,660.1
Materials needed for the production process						
Calcium carbonate	159.0	-	159.0	113.0	-	113.0
Total materials needed for the production process	159.0	-	159.0	113.0	-	113.0

1- "Other raw materials" includes: dehydrated spinach powder, dehydrated tomato powder, cereals and legumes.

During the year, the Euricom Group **purchased a total of 140,532.9 tonnes of semi-finished products or components**, including rice to be packed, wheat bran, ingredients for cakes, dough, risotto ingredients and cereals to be packed.

These components represent raw materials that have already undergone an initial processing stage and are used in the subsequent production and packaging stages of the Group's finished products.

MATERIALS (TONNES)		2024		2023		
Semi-finished products or components	Technical materials	Biological materials	Total	Technical materials	Biological materials	Total
Rice to be packed	-	110,416.1	110,416.1	-	99,866.4	99,866.4
Wheat bran	-	27,412.5	27,412.5	-	25,357.5	25,357.5
Ingredients for cakes	-	1,824.4	1,824.4	-	1,856.6	1,856.6
Dough	-	793.3	793.3	-	475.4	475.4
Ingredients for risottos	-	52.3	52.3	-	50.6	50.6
Cereals to be packed	-	34.3	34.3	-	31.3	31.3
Total semi-finished products or components	-	140,532.9	140,532.9	-	127,637.7	127,637.7
Finished products						
Soft wheat by-products	-	14,778.8	14,778.8	-	11,507.5	11,507.5
Durum wheat by-products	-	24,409.2	24,409.2	-	22,901.7	22,901.7
Soft wheat derivatives	-	47,081.5	47,081.5	-	36,514.8	36,514.8
Durum wheat derivatives	-	63,861.2	63,861.2	-	56,297.0	56,297.0
Boxes or bags of white and brown rice	-	61.5	61.5	-	259.3	259.3
Gnocchi	-	24.8	24.8	-	39.3	39.3
Dry/fresh/filled pasta	-	3,239.8	3,239.8	-	301.4	301.4
Total finished products	-	153,456.9	153,456.9	-	127,821.0	127,821.0

During the year, the Euricom Group purchased 22,449.1 tonnes of packaging materials, split between technical and biological materials. The main types used include paper and cardboard, wooden pallets and pallets, plastic (including stretch film), pallets in other materials, steel rivets and twisters, and glue. The use of such materials is for the protection, preservation and distribution of products, guaranteeing integrity and quality along the entire logistics chain.

MATERIALS (TONNES)	2024			2023		
Packaging materials²	Technical materials	Biological materials	Total	Technical materials	Biological materials	Total
Paper/Cardboard	-	11,192.7	11,192.7	-	12,135.3	12,135.3
Pallets/Wooden pallets	-	6,965.4	6,965.4	-	9,146.5	9,146.5
Plastic (including stretch film)	3,988.2	-	3,988.2	3,997.5	-	3,997.5
Pallets in other materials	285.4	-	285.4	223.5	-	223.5
Steel rivets and twisters	3.1	-	3.1	2.8	-	2.8
Glue	14.4	-	14.4	9.6	-	9.6
Total packaging materials	4,291.0	18,158.1	22,449.1	4,233.4	21,281.8	25,515.2

2- Curti's packaging figures for 2023 were estimated. Similarly, the weight of the pallets referred to RoL-Ryż was also estimated.

Below are the packaging materials used by Eurimac that could not be converted into tonnes for the year under review.

PACKAGING MATERIALS	UoM	2024			2023		
		Technical materials	Biological materials	Total	Technical materials	Biological materials	Total
Wooden pallets	Pieces	-	89,715	89,715	-	84,112	84,112
Cardboard boxes	Pieces	-	6,844,211	6,844,211	-	6,201,111	6,201,111

Agricultural companies

In 2024, the agricultural companies **Sociadore** and **Eysselle** used different types of materials necessary to carry out their production activities (**rice cultivation and agricultural management**). The **raw materials** consist mainly of **seeds**, purchased to start the annual production cycles.

In 2024, the total amount of seeds and seedlings used was **60.5 tonnes**, compared to **107.8 tonnes** in 2023. This reduction reflects a **improved alignment between production needs and crop planning**, as well as a **rationalisation of resources** through more efficient management of the areas sown and varieties used.

The **materials required for the production process** include **fertilisers** and **phytosanitary products**, which are essential for agronomic management of fields and for maintaining soil fertility and crop health.

Finally, **packaging materials** include big bags used for the **transport and storage of harvested rice**. In 2024, **3.2 tonnes** were used, compared to **6.4 tonnes** in the previous year, confirming an optimisation in the management of packaging materials and greater logistical efficiency.

MATERIALS (TONNES)	2024			2023		
Raw materials	Technical materials	Biological materials	Total	Technical materials	Biological materials	Total
Seeds and seedlings	-	60.5	60.5	-	107.8	107.8
Total raw materials	-	60.5	60.5	-	107.8	107.8
Materials needed for the production process						
Fertilisers¹	244.7	-	244.7	169.6	140.0	309.6
Phytosanitary products	6.8	-	6.8	8.9	-	8.9
Total materials needed for the production process	251.5	-	251.5	178.5	140.0	318.5
Packaging materials						
Big bags	3.20	-	3.20	6.40	-	6.40
Total packaging materials	3.20	-	3.20	6.40	-	6.40
Grand total	254.7	60.5	315.2	184.9	247.8	432.7

1- The fertilisers used for organic farming include compost, chicken manure and nitrogen.

RESOURCE outflows

The shelf-life of Euricom Group products

The shelf-life of a food represents the period of time during which, when stored under the conditions indicated by the manufacturer the product retains its original characteristics both in terms of **food safety** (absence of microbiological or chemical hazards due to the proliferation of micro organisms or the formation of toxins) and in terms of **organoleptic quality** (taste, smell, colour, texture, appearance).

The determination of the shelf-life is done through specific **stability studies** and **storage tests** that allow us to evaluate the evolution of the product over time as a function of variables such as temperature, humidity (water activity), light, type of packaging and packaging material. These

checks allow a realistic and safe durability period to be established, guaranteeing the consumer a product that complies with the quality and regulatory requirements.

In the Group's production context, the shelf-life can also **vary according to specific customer needs and requirements**. Indeed, some trading partners may require different retention periods depending on their logistical needs, target markets or distribution methods.

The Group classifies its products into **projected durability ranges**, differentiated by product type, level of processing and type of packaging:

PRODUCT PLACED ON THE MARKET	EXPECTED SHELF-LIFE
Bulk or packaged rice	18-24 months
Packaged risottos	9-24 months
Durum wheat and soft wheat flour in paper bags	10 months
Bulk durum wheat and soft wheat flour	6 months
Bulk soft wheat and durum wheat by-products	6 months
Rice flour	12 months
Packaged broken rice	12 months
Dry pasta	24-36 months
Fresh/filled pasta and gnocchi	12 months
Legumes	12-24 months

The Group is committed to ensuring that the determination and respect of the shelf-life of its products takes place in full compliance with current regulations and according to the best practices of the food industry.

Waste generated

All waste generated by the Group's production processes is managed and accounted for in accordance with current national legislation and, where possible, sent for recycling. Their classification (including through characterisation analysis) and traceability are based on the

technical documentation issued at the time of sampling, in accordance with the applicable environmental regulations. The waste produced by Group companies is shown below, divided into waste produced by production companies and waste produced by agricultural companies.

Production companies

The following table shows the data on waste produced in 2023-2024 by Curti, Co.Ri.So., Pigino, Molini Certosa, VSR, Rol-Ryż, Arcesa, Sear, Euricom Hellas and Eurimac.

Almost all tonnes of waste generated in 2024 by manufacturing companies are classified as **non-hazardous (98.93%)**, while **hazardous waste accounts for only 1.07%** of the total.

In 2024, the **share of waste destined for recovery** was **85.1%** compared to the figure of 91.1% in 2023. This change is mainly attributable to the **increase in aqueous liquid waste produced by Curti**

and sent for disposal. This waste results from the operation of the **wastewater treatment plant of the parboiling plant** and the **membrane washing solutions**. The increase is related to the plant becoming fully operational in 2024, compared to 2023.

In 2024, paper, cardboard and wood used for packaging accounted for 29.04% of the waste produced. In 2024, a significant amount of waste, amounting to 97.76 tonnes, relates to materials from extraordinary processing and renovation work carried out at the Curti site.

Below is data on waste generation, broken down by category and final destination:

WASTE BY CATEGORY (TONNES)	2024			2023		
	RECOVERY	DISPOSAL	TOTAL	RECOVERY	DISPOSAL	TOTAL
Hazardous waste						
Aqueous washing solutions	-	22.51	22.51	2.52	5.28	7.80
Mineral engine, gear and lubrication oils	11.92	0.46	12.38	12.22	8.13	20.35
Absorbent, filter and insulation materials, oil filters	2.00	-	2.00	4.76	0.13	4.89
Packaging containing residues of hazardous substances	0.41	0.10	0.51	1.75	-	1.75
Discarded equipment, lead batteries, fluorescent tubes	0.42	0.11	0.53	1.91	-	1.91
Other hazardous waste (bituminous mixtures and sludge, printing toner)	0.10	0.96	1.06	1.23	0.45	1.68
Gases in pressurised containers	0.10	-	0.10	-	-	-
Total hazardous waste	14.95	24.14	39.09	24.39	13.99	38.38

WASTE BY CATEGORY (TONNES)	2024			2023		
	RECOVERY	DISPOSAL	TOTAL	RECOVERY	DISPOSAL	TOTAL
Non-hazardous waste						
Paper/paper, cardboard and wood packaging	1,049.21	8.56	1,057.77	889.86	8.57	898.43
Municipal waste	766.96	62.15	829.11	666.25	74.74	740.99
Mixed and composite packaging	401.38	46.34	447.72	376.17	46.66	422.83
Plastic/plastic packaging	428.50	-	428.50	323.59	-	323.59
Aqueous liquid wastes and sludge from washing, cleaning, peeling, centrifuging and component separation operations	3.92	374.22	378.14	-	98.40	98.40
Iron and steel metals and glass	207.90	-	207.90	271.99	-	271.99
Ash from thermal power plants	110.57	-	110.57	50.97	-	50.97
Waste from renovation or extraordinary work and bulky waste	97.76	-	97.76	26.37	-	26.37
Organic waste	0.83	27.72	28.55	-	13.39	13.39
Unusable waste (from grain processing/food preserves)	12.35	-	12.35	25.41	4.06	29.47
Discarded electronic equipment/ components and toner	2.07	-	2.07	2.87	-	2.87
Chemical waste substances	1.37	-	1.37	1.44	-	1.44
Absorbent materials, filter materials, rags and protective clothing	0.97	-	0.97	0.40	-	0.40
Total non-hazardous waste	3,083.79	518.99	3,602.78	2,635.32	245.82	2,881.14
Total amount	3,098.74	543.13	3,641.87	2,659.71	259.81	2,919.52
Percentage of waste sent for recovery	85.1%			91.1%		

The recovery or disposal of the waste produced is set out below. 65.1% of total waste is sent for recycling, while 34.9% goes to preparation for re-use, other recovery operations, landfill or other disposal operations.

DETAIL OF WASTE SENT FOR RECOVERY (TONNES)	2024	2023
Hazardous waste		
Other recovery operations	14.95	24.39
Total hazardous waste	14.95	24.39
Non-hazardous waste		
Recycling	2,370.94	1,994.59
Preparation for re-use	304.00	358.62
Other recovery operations	408.85	282.11
Total non-hazardous waste	3,083.79	2,635.32
Total waste sent for recovery	3,098.74	2,659.71
Recycling incidence on total waste	65.1%	68.3%

DETAIL OF WASTE SENT FOR DISPOSAL (TONNES)	2024	2023
Hazardous waste		
Landfill disposal	1.03	0.43
Other disposal operations	23.11	13.56
Total hazardous waste	24.14	13.99
Non-hazardous waste		
Landfill disposal	144.77	147.42
Other disposal operations	374.22	98.40
Total non-hazardous waste	518.99	245.82
Total landfill disposal	145.80	147.85
Total other disposal operations	397.33	111.96
Total waste sent for disposal	543.13	259.81

Agricultural companies

The following table shows the figures for waste produced in 2023-2024 by Sociadore and Eysselle. In 2024, the entire amount of waste generated by agricultural companies was classified as hazardous. The percentage of waste going to recovery is 91.9%, thereby showing an increase compared with 2023. This increase is mainly

attributable to the growth of agrochemical waste sent for recovery in 2024. In particular, **agrochemical waste containing hazardous substances** accounted for 90.8% of the total waste generated in the same year. Below is data on waste generation, broken down by category and final destination:

WASTE BY CATEGORY (TONNES)	2024			2023		
	RECOVERY	DISPOSAL	TOTAL	RECOVERY	DISPOSAL	TOTAL
Agrochemical wastes containing hazardous substances	14.07	-	14.07	0.58	-	0.58
Pesticides	0.17	-	0.17	2.04	-	2.04
Packaging containing residues of or contaminated by hazardous substances	-	1.26	1.26	-	1.20	1.20
Total hazardous waste	14.24	1.26	15.50	2.63	1.20	3.83
Total amount	14.24	1.26	15.50	2.63	1.20	3.83
Percentage of waste sent for recovery	91.9%			68.6%		

The recovery or disposal of the waste produced is set out below. 91.9% of the total waste goes to other recovery operations and 8.1% to incineration.

DETAIL OF WASTE SENT FOR RECOVERY (TONNES)	2024	2023
Hazardous waste		
Other recovery operations	14.24	2.63
Total hazardous waste	14.24	2.63
Total waste sent for recovery	14.24	2.63

DETAIL OF WASTE SENT FOR DISPOSAL (TONNES)	2024	2023
Hazardous waste		
Incineration	1.26	1.20
Total hazardous waste	1.26	1.20
Total waste sent for disposal	1.26	1.20

A close-up photograph of a rice field with green leaves and yellowish-green rice panicles. A blue rectangular box is positioned in the upper right corner, containing the chapter title.

CHAPTER 3

SOCIAL information

Own workforce

Workers in the value chain

Consumers and end users

Own
WORKFORCE

TOPIC	SUB-TOPIC	SDGs
S1 Own workforce	Working conditions Working conditions - Health and safety Equal treatment and opportunities for all	   

ESRS Standards **ESRS 2 SBM-3**

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES
related to own workforce

Impacts

Impacts related to own workforce are mainly manifested through the quality of working conditions, health and safety protection and the promotion of equal treatment and opportunities for all. With regard to the working conditions of Euricom Group employees, positive impacts stem from the creation of an inclusive and safe working environment characterised by stable employment, adequate wages and respect for social dialogue and collective bargaining.

Negative impacts, on the other hand, refer to the possibility of accidents or other incidents occurring in the workplace, with potential effects on workers' well-being and the organisation's business continuity.

In relation to equal treatment and opportunities for all, there are positive impacts related to building a fair and respectful working environment, in which equal opportunities and non-discrimination are guaranteed, while promoting an inclusive, collaborative and lifelong learning-oriented climate.

Risks and opportunities

The main risks and opportunities related to own workforce concern working conditions, health and safety and equal treatment and opportunities for all.

Market, legal and reputational risks include the failure to protect working conditions, which may expose the Group to the risk of sanctions and litigation. Added to this are the reputational risks associated with a high turnover rate, with possible repercussions on the loss of strategic skills for the organisation.

In the area of health and safety, additional legal and reputational risks arise from the failure to adopt effective prevention and monitoring measures, which can increase the possibility of accidents, occupational diseases and work-related stress, jeopardising productivity and business continuity and giving rise to potential litigation.

With regard to equal treatment and opportunities, there are reputational and market risks associated with discriminatory practices or inadequate working conditions, which reduce the company's ability to attract a qualified workforce with appropriate skills.

Instead, market and reputational opportunities are linked to the promotion of company policies that guarantee secure employment, adequate wages and social dialogue. Such policies foster talent attraction and retention, enhance corporate reputation and contribute to higher productivity, strengthening the Group's competitiveness.

In the area of equal treatment and opportunities, opportunities arise from the possibility of offering professional development and continuous training, in an inclusive and respectful working environment, oriented towards the optimisation of individuals and the creation of a working environment without discrimination.

POLICIES related to own workforce

The Euricom Group recognises that people are a strategic element in achieving the company's goals and creating value over time. This is why the Group is committed to creating and maintaining relationships

based on trust, loyalty and mutual respect, promoting an inclusive, safe working environment geared towards individual and collective well-being.



Code of Ethics

The Group's **Code of Ethics** regulates the main responsibilities Euricom assumes towards its employees, taking on a **central** and fundamental role in defining principles, behaviours and values that all members of the organisation must adhere to, including:



Treating others with respect, courtesy and dignity



Creating an environment that encourages open communication



Respecting the privacy of each individual



Finding the right balance between work demands and private life



Contributing to respect for 'diversity' by offering equal employment rights



Offering career opportunities to all job seekers and workers



Zero tolerance of harassment of any other nature



Protecting the dignity, physical and moral integrity of individuals



Using the communication tools of the companies belonging to the group in a professional and ethical manner



Constant commitment to maintaining a healthy, safe and environmentally sound workplace

Human Resources Management Policy

The Group also adopts a human resources management policy based on **principles of fairness, transparency and respect for the individual**. At the selection stage, candidates are assessed solely on the basis of criteria of merit, competence and professionalism, with **full respect for equal opportunities** and organisational requirements. Employment and collaboration relationships are regulated in accordance with applicable legislation and

collective agreements, guaranteeing fair, safe conditions and respect for individual dignity. In the everyday management of relations, the Group recognises and protects the rights of employees and collaborators, promoting behaviour marked by **integrity, responsibility and mutual respect**. Discriminatory conduct or requests for conduct contrary to the ethical principles and values of the Group are not allowed.

Internal policies and regulations

The principles of the Group's Code of Ethics are also concretely applied in the **policies and internal regulations adopted** by the various companies. Curti, Ana Dis, Eurimac and Rol-Ryż have defined rules and standards of behaviour through formalised internal regulations, while VSR and Pasta Mia have introduced their own Codes of Conduct. These instruments clearly regulate the rights and duties of workers, promoting safe, respectful and inclusive work environments, in line with the values of integrity, fairness and responsibility that inspire the entire Group.

Rol-Ryż and **Eurimac** have adopted a **Human Rights Policy**, which absolutely prohibits any form of exploitation, child labour or modern slavery, and is committed to promoting a sustainable development model based on respect, valuing people and continuous improvement of the organisation. The Human Rights Policy, on the other hand, complies with the Universal Declaration of Human Rights, the ILO's Fundamental Principles and Rights at Work, the UN International Covenant, the UN Guiding Principles on Business and Human Rights and the EU Charter of Fundamental Rights, commits companies to prevent

and promptly address any violation or risk of violation of human rights, both within the company and along the supply chain, with particular attention to the prohibition of all forms of discrimination, respect for diversity and equal access to employment, growth and evaluation opportunities.

Rol-Ryż has adopted, along with the Internal Regulation, a **Employee Training and Development Policy** and an **Employment, Working Conditions Policy**, complementary instruments that aim to ensure the professional growth, motivation and well-being of employees while fully respecting their dignity. The Training and Development Policy uniformly regulates the rules concerning the improvement of professional qualifications and the preparation of new recruits, promoting continuous competence growth, commitment and collaboration. Each year, a training plan is prepared based on an analysis of company and individual needs, and a specific induction programme is planned for new entrants. **Euricom Hellas** has a **Policy for the Prevention and Eradication of Violence and Harassment**, aimed at preventing and effectively dealing with any incidents of violence or harassment in the workplace.

Security Policy and ISO 45001 Management System

The protection of **health and safety** in the workplace is a priority value for all Group companies. To this end, each entity has adopted specific policies, procedures and control tools, in full compliance with the law, while promoting a widespread culture of safety. The aim is to develop awareness in risk management, encourage responsible behaviour and preserve, also through preventive actions, the health and safety of all employees, collaborators and third parties involved in company activities. Knowledge of and compliance with current occupational health and safety regulations is an essential requirement for all persons working within the Group, at every level and in every function, thus helping to ensure a working environment that is protected, sustainable and oriented towards continuous improvement.

Consistent with the principles of responsibility and protection of people enshrined in the Group's Code of Ethics, **Eurimac, Molini Certosa, Co.Ri.So, Euricom Hellas** have adopted an Occupational Health and Safety Management System compliant with **ISO 45001:2018**, as well as specific Occupational Safety Policies. Standard ISO 45001:2018 defines the requirements for managing the health and safety of workers, promoting healthy and safe working environments through the identification, assessment and mitigation of risks that may compromise people's physical integrity or well-being. Rol-Ryż also has its own Health and Safety Policy, aimed at ensuring a safe working environment that complies with current regulations.

ESRS Standards **ESRS S1 S1-3, ESRS 2 MDR-A, ESRS S1 S1-4**

PROCESSES FOR ENGAGING with own workforce and workers' representatives and channels for own workforce to raise concerns

The Group recognises the importance of the active engagement of its workforce as an essential element for sustainable growth and continuous improvement of business performance. Through structured tools of

dialogue, listening and participation, the Group promotes a constructive relationship with its employees and collaborators, fostering a sense of belonging, motivation and sharing of common goals.

Corporate welfare

Within the Euricom Group, people's well-being and satisfaction play a central role. While the Group does not yet have a structured corporate welfare plan, it is strongly committed to ensuring a safe, inclusive and stimulating environment that respects and values the skills of each employee.

In accordance with the provisions of the National Collective Bargaining Agreements (CCNL) and local regulations, employees are granted contractual benefits relating to health and safety at work, holidays and leave, regulated working hours to promote work-life balance, and remuneration in accordance with current regulations. Euricom constantly monitors the needs of employees and the labour market, with the aim of developing increasingly targeted and customised welfare initiatives in the future.

- **Euricom S.p.A.** - Curti provides their employees with a **psychological help desk**, on a monthly basis, to help manage work-related stress.
- **Rol-Ryż** offers **additional benefits and incentives**, including co-financing of sports subscriptions and facilitated access to private medical services. It also promotes communication between employees and management, organises team building activities and recreational moments to strengthen cohesion.
- **Ana Dis** and **Pasta Mía** have implemented wage increases and

introduced **flexible hours** with an early start, allowing the working day to end when the assigned tasks are completed.

- **Curti** - Employees of Curti offices can benefit from the **Fondo Assistenza Sanitaria Alimentaristi**, the provision that extends medical coverage to family members and provides maternity and paternity support measures, as well as a Life Insurance Fund. The health plan covers expenses related to illness or accident, including hospitalisation, day hospital and home hospitalisation. It is open to workers on open-ended contracts or with contracts of nine months or more, enrolled in the Fund and subject to the Food Industry CCNL. The cover extends to spouses or cohabitees and tax-dependent children. In the event of maternity or paternity, the Fund provides a contribution in addition to the INPS allowance. The Life Insurance Fund provides a lump sum to heirs in the event of the employee's death during employment.
- Some Group companies apply second-level company contracts, agreements that supplement national collective bargaining agreements (CCNL) to adapt working conditions to the specific needs of a company or territory. These contracts, concluded between the trade unions and the company, cover aspects such as pay (e.g. performance bonuses), working hours, corporate welfare and safety, allowing for greater flexibility and customisation than standard rules.

Health and safety

The Group is committed to ensuring safe and healthy working conditions in compliance with current regulations. All employees and collaborators are required to actively contribute to maintaining the safety and quality of the working environment by following the prevention systems and internal procedures.

For the **Italian companies**, activities are managed on the basis of the relevant regulatory provisions, mainly regulated by Legislative Decree 81/2008. Specifically, in all companies, a Risk Assessment Document (DVR) is drawn up, through which all risk factors present are identified. The assessment process is carried out by the Employer, with the support of the Prevention and Protection Service Manager (RSPP), the competent doctor and external consultants. Some subsidiaries have defined procedures to be followed in case of accidents, in order to identify possible causes and implement appropriate improvement actions. Furthermore, in

order to make employees aware of the correct use of products that are harmful to health and safety, some companies have introduced a procedure regulating the handling, use and disposal of plant protection products on company premises, which can entail risks to both safety (fires, explosions, chemical burns) and health (intoxications, illnesses, acute and chronic toxic effects, up to carcinogenic or mutagenic risks).

The Group's **foreign companies** also adopt systems equivalent to the DVR envisaged by the relevant national regulations, which guarantee risk assessment and the implementation of preventive measures in line with international standards on occupational health and safety, also envisaging the presence of specialised internal figures or external professionals entrusted with the management of aspects concerning the protection of workers' health and safety.

Training and prevention

All Group companies regularly deliver **training** in occupational health and safety, ensuring that staff are constantly updated and fully compliant with current regulations and internal prevention and protection standards. For those Group Companies that have annual training plans, there is provision for the scheduling, within them, of courses dedicated to safety in the workplace.

The **training** also focused on topics related to **food safety**, in compliance with the relevant mandatory and voluntary regulations, as well as HACCP principles and internal processing procedures and prerequisites. Sanitisation, Pest Control and Pest Management, together with food traceability and retraceability topics were also explored.

Whistleblowing channels

Within the Group, the companies located in Italy, Euricom, Curti, Co.Ri.So, Molini Certosa and Riseria Pigino, have adopted a **whistleblowing procedure** in compliance with Legislative Decree no. 24/2023, on the protection of persons who report breaches of national or European Union law which come to their attention in the course of their work.

The procedure identifies among the persons entitled to submit a report also employees and outlines the modalities through which reports may be made,

including the operational process defined for their handling. The procedure has been designed with the aim of ensuring the full protection of the whistleblower and guaranteeing a safe working environment for the people involved. Eurimac and Rol-Ryż have also adopted a **Whistleblowing procedure**, with a dedicated channel and training activities aimed at all employees, to ensure that they can safely and confidentially report any behaviour that does not comply with the Company's ethical and regulatory principles.

ESRS Standards **ESRS 2 MDR-T,**
ESRS S1 S1-5

TARGETS

related to managing material impacts, advancing positive impacts, as well as to risks and opportunities

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative own workforce-related targets have been defined. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems and the evolution of the regulatory environment.

Through the set of initiatives already undertaken, described above, the Euricom Group pursues the goal of promoting the well-being, safety and professional development of its employees.

For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.

ESRS Standards **ESRS 2 MDR-M,**
ESRS S1 S1-6

EMPLOYEE characteristics

The staff of the Euricom Group

As at 31 December 2024, a total of 893 Group employees were included in the scope. The workforce figures are determined on the basis of the number of actual employees at the end of each period (HC/Head Count).

In 2024, the total number of employees increased compared to the previous year, from 841 to 893 at the end of the reporting period, an **increase of 6.2%**. This increase affected both the female component, which rose from 209 to 228 employees, and the male component, from 632 to 665.

Gender distribution remains stable overall, with women accounting for 25.5% of the company population in 2024.

In 2024, the distribution of the Euricom Group's employees shows further international expansion, with an increase in foreign locations compared to the previous year. Italy remains the main employment centre, while the strengthening of the presence in various European and non-European countries continues.

EMPLOYEES (HC)		2024			2023		
Total number of employees at the end of the period / by gender		Women	Men	Total	Women	Men	Total
Italy		58	218	276	58	222	280
Poland		58	89	147	49	86	135
Greece		69	160	229	57	140	197
Other ¹ (Netherlands, Spain, Portugal, France, Brazil, Mexico, India)		43	198	241	45	184	229
Total		228	665	893	209	632	841

1- The "Other" category includes companies in countries where the Group has 50 or more employees, representing at least 10% of the total number of employees.

The Group's workforce as at 31 December 2024 was predominantly employed through permanent contracts (88.8% of the total), while the remaining 11.2% was employed through fixed-term contracts.

EMPLOYEES (HC)	2024			2023		
	Women	Men	Total	Women	Men	Total
Total number of employees by gender / contract type						
Full-time	196	597	793	186	581	767
Part-time	32	68	100	23	51	74
Total	228	665	893	209	632	841
Total number of full-time employees by gender / geographical area						
Italy	56	215	271	57	221	278
Poland	41	63	104	34	60	94
Greece	58	140	198	55	136	191
Other (Netherlands, Spain, Portugal, France, Brazil, Mexico, India)	41	179	220	40	164	204
Total	196	597	793	186	581	767
Total number of fixed-term employees by gender / geographical area						
Italy	2	3	5	1	1	2
Poland	17	26	43	15	26	41
Greece	11	20	31	2	4	6
Other (Netherlands, Spain, Portugal, France, Brazil, Mexico, India)	-	19	19	5	20	25
Total	32	68	100	23	51	74
Total	228	665	893	209	632	841

Almost all of the Group's employees work full-time (96.1% of the total). Of the total, 3.9% are employed on part-time contracts. The increase in full-time employees in 2024 is a positive sign for Euricom Group. The

growth of this type of contract indicates greater employment stability and increased confidence on the part of the company in the continuity of its activities.

EMPLOYEES (HC)	2024			2023		
	Women	Men	Total	Women	Men	Total
Total number of employees by type of employment / by gender						
Full-time	217	641	858	196	605	801
Part-time	11	24	35	13	27	40
Total	228	665	893	209	632	841
Total number of full-time employees by gender / geographical area						
Italy	57	215	272	57	219	276
Poland	58	88	146	48	85	133
Greece	68	159	227	56	139	195
Other (Netherlands, Spain, Portugal, France, Brazil, Mexico, India)	34	179	213	35	162	197
Total	217	641	858	196	605	801
Total number of part-time employees by gender / geographical area						
Italy	1	3	4	1	3	4
Poland	-	1	1	1	1	2
Greece	1	1	2	1	1	2
Other (Netherlands, Spain, Portugal, France, Brazil, Mexico, India)	9	19	28	10	22	32
Total	11	24	35	13	27	40
Total	228	665	893	209	632	841

As at the date of publication of this document, the Group has not yet defined an internal procedure for communication by employees who do not identify themselves in the male or female gender categories.

Furthermore, no reports were received from employees who expressed a wish not to declare their gender, regardless of their biographical data or biological sex.

Turnover

The year 2024 saw a significant increase in recruitment compared to 2023 (26.1%), with a general increase in all age groups. The prevailing share of new hires (59.1%) involved workers in the 30-50 age

bracket, confirming the trend towards strengthening the segment of staff with greater professional experience. The overall turnover rate in 2024 is 6.2%.

TURNOVER	2024			2023		
	Women	Men	Total	Women	Men	Total
New hires						
Up to 29 years old	15	46	61	13	33	46
30 to 50 years old	26	91	117	18	76	94
Over 50 years old	8	12	20	7	10	17
Total	49	149	198	38	119	157
Terminations						
Up to 29 years old	8	31	39	8	18	26
30 to 50 years old	17	60	77	17	49	66
Over 50 years old	58	25	30	5	20	25
Total	30	116	146	30	87	117
Reason for termination						
Voluntary resignation	19	75	94	21	51	72
Retirement	3	14	17	4	9	13
Dismissal	1	8	9	2	7	9
Other (e.g. end of fixed-term contracts)	7	19	26	3	20	23
Total	30	116	146	30	87	117
Turnover						
Positive turnover – new employees	23,4%	23,6%	23,5%			
Negative turnover - resigned	14,4%	18,4%	17,4%			
Overall turnover	9,1%	5,2%	6,2%			

ESRS Standards **ESRS 2 MDR-M,**
ESRS S1 S1-7

CHARACTERISTICS OF NON-EMPLOYEES
in the undertaking’s own workforce

The figure for 'other workers' (represented by the headcount at the end of the period) refers to personnel who are not employees, but are employed on an ongoing basis by Group companies to perform specific activities.

In 2024, 111 workers were counted in this category, including temporary staff, interns,

coordinated and continuous collaborators, as well as persons with disabilities employed under a secondment agreement by VSR. These are workers formally employed by an external organisation (in the Netherlands usually an agency or a specialised body) and temporarily assigned to another company to carry out their professional activities.

NON-EMPLOYED WORKERS (HC)		2024			2023		
Number of non-employees at the end of the period / by gender	Women	Men	Total	Women	Men	Total	
Agency workers	4	85	89	2	61	63	
Interns	-	1	1	1	1	2	
Coordinated and continuous collaboration (Co.co.co)	3	16	19	2	20	22	
Other (workers employed under a secondment agreement)	-	2	2	-	2	2	
Total	7	104	111	5	84	89	

COLLECTIVE BARGAINING coverage

46.7% of the Euricom Group's employees are covered by collective bargaining, depending on their sector of activity and place of work.

The table below provides a breakdown of coverage by country. The figures for employees subject to collective bargaining are calculated on the basis of the number of employees actually in force 31 December 2024 (Head Count):

COUNTRY	COLLECTIVE AGREEMENT	NO. OF EMPLOYEES
Italy	Food industry	248
	Industry executives	4
	Trade and tertiary sector	24
The Netherlands	Van Sillevoldt Rijst B.V.	52
Spain	Industrias de Elaboración de Arroz	46
Portugal	Indústria de Moagem (Administrativos e Fogueiros)	4
	Indústria de Moagem (Pessoal Fabril – Sul)	10
	Indústria de Moagem e Massas (Apoio e Manutenção)	6
France	Transformation des grains	5
	Production agricole et CUMA	18
Total		417

In **Italy**, national legislation fully protects the **freedom of association** and the **right to collective bargaining**, without any restrictions. All employees of the Italian companies therefore enjoy the freedom to join trade unions, participate in their activities and negotiate collectively with their company, and are fully covered by the National Collective Bargaining Agreements (**CCNL**) applicable to their sector, specifically the **Food industry, Trade and tertiary sector** and **Industry executives**.

Also in the Group companies located in Spain, Portugal and France, all employees are fully covered by Collective Bargaining

Agreements. This coverage guarantees employment conditions in line with national regulations and sectoral reference standards, ensuring homogeneous protections with regard to pay, working hours, safety and trade union rights.

In the remaining countries where the Group is present, not all employees are currently covered by collective bargaining. In these contexts, the companies nevertheless ensure full compliance with national labour laws, guaranteeing fair employment conditions and complying with local provisions on pay, working hours, safety, welfare and workers' rights.

DIVERSITY metrics

The largest occupational category is blue collar workers, who account for **62.6% of the total**, followed by middle management and white collar workers (33.5%) and managers, who make up 3.9% of the workforce. The workforce is predominantly male, accounting for 74.5%.

Below are the figures for the two-year reporting period, taken as at 31 December of each year on the basis of Head Count. The age groups are determined according to the registered age on 31 December.

EMPLOYEE DIVERSITY	2024			2023		
	Women	Men	Total	Women	Men	Total
Employees by category / by gender (HC)						
Managers	5	30	35	4	31	35
Middle managers – White collars	122	177	299	123	172	295
Workers / Blue collars	101	458	559	82	429	511
Total	228	665	893	209	632	841
Employees by category / by gender %						
Managers	0.6%	3.4%	3.9%	0.5%	3.7%	4.2%
Middle managers – White collars	13.7%	19.8%	33.5%	14.6%	20.5%	35.1%
Workers / Blue collars	11.3%	51.3%	62.6%	9.8%	51.0%	60.8%
Total	25.1%	74.5%	100.0%	24.9%	75.1%	100.0%

EMPLOYEE DIVERSITY	2024			2023		
	Women	Men	Total	Women	Men	Total
Employees by age group / by gender (HC)						
Up to 29 years old	30	91	121	27	79	106
30 to 50 years old	120	335	455	114	319	433
Over 50 years old	78	239	317	68	234	302
Total	228	665	893	209	632	841
Employees by age group / by gender %						
Up to 29 years old	3.4%	10.2%	13.5%	3.2%	9.4%	12.6%
30 to 50 years old	13.4%	37.5%	51.0%	13.6%	37.9%	51.5%
Over 50 years old	8.7%	26.8%	35.5%	8.1%	27.8%	35.9%
Total	25.5%	74.5%	100.0%	24.9%	75.1%	100.0%

EMPLOYEE DIVERSITY	2024				2023			
	Up to 29 years old	30 to 50 years old	Over 50 years old	Total	Up to 29 years old	30 to 50 years old	Over 50 years old	Total
Employees by category / age group (HC)								
Managers	-	19	16	35	-	18	17	35
Middle managers – White collars	35	159	105	299	35	161	99	295
Workers / Blue collars	86	277	196	559	71	254	186	511
Total	121	455	317	893	106	433	302	841
Category / age group %								
Managers	0.0%	2.1%	1.8%	3.9%	0.0%	2.1%	2.0%	4.2%
Middle managers – White collars	3.9%	17.8%	11.8%	33.5%	4.2%	19.1%	11.8%	35.1%
Workers / Blue collars	9.6%	31.0%	21.9%	62.6%	8.4%	30.2%	22.1%	60.8%
Total	13.5%	51.0%	35.5%	100.0%	12.6%	51.5%	35.9%	100.0%

ESRS Standards **ESRS 2 MDR-M,**
ESRS S1 S1-12

People with DISABILITIES

In 2024, the total number of employees with disabilities at the end of the period remained stable compared to 2023, thus keeping the presence of this category in the workforce unchanged. In percentage terms, the incidence of employees with disabilities on the total workforce as at 31

December remains substantially constant (2.2% in 2024 compared to 2.4% in 2023), highlighting a **continuity in inclusion policies** and a **stability in the level of employment of people with disabilities** within the organisation.

PEOPLE WITH DISABILITIES	2024			2023		
	Women	Men	Total	Women	Men	Total
Total number of employees at the end of the period / by gender	5	15	20	4	16	20
% Employees with disabilities / Total employees	2.2%	2.3%	2.2%	1.9%	2.5%	2.4%

TRAINING AND SKILLS development

The Euricom Group is committed to ensuring that each employee has the necessary skills to perform their role to the best of their ability. Training starts with a needs analysis and the definition of clear and attainable goals, and is then translated into refresher courses aimed at acquiring new knowledge and perfecting professional skills.

The main training initiatives include:

- **Professional-technical courses**, aimed at providing specific and advanced job-related skills;
- **Health and safety courses**, dedicated to accident prevention and the dissemination of an occupational safety culture;
- **Courses on sustainability**, focusing on raising awareness of ESG principles, reducing environmental impact,

responsible use of resources and promoting sustainable behaviour in daily activities;

- **Courses on HACCP**, a food safety management system used to prevent hygiene and health risks throughout the food production, processing and distribution chain.

In 2024, **7,324 hours of training were provided to employees**, the average number of hours per employee being 8.2 hours, a significant **increase in training** compared to 2023. Total hours rose from 4,274 to 7,324 (+71.4%), with increases in all occupational categories. **Workers** show the strongest growth (+86.9%), followed by **managers** (+71.8%) and **middle managers and office workers** (+34.9%). Average **training hours per capita** increased from 5.1 to 8.2 hours overall.

EMPLOYEE TRAINING	2024			2023		
	Women	Men	Total	Women	Men	Total
Training hours - Total						
Managers	47	250	297	81	92	173
Middle managers – White collars	595	1,060	1,655	431	796	1,227
Workers / Blue collars	1,008	4,364	5,372	297	2,577	2,874
Total	1,650	5,674	7,324	809	3,465	4,274
Average training hours						
Managers	9.4	8.3	8.5	20.3	3.0	4.9
Middle managers – White collars	4.9	6.0	5.5	3.5	4.6	4.2
Workers / Blue collars	10.0	9.5	9.6	3.6	6.0	5.6
Total	7.2	8.5	8.2	3.9	5.5	5.1

HEALTH AND SAFETY metrics

The Euricom Group considers the protection and promotion of people's health, safety and well-being an essential value and a top priority in every area of its activities.

Work-related injuries

In 2024, the Group recorded 15 occupational accidents, of which 13 were minor and 2 serious, i.e. with prognoses and periods of absence of more than six months. The most frequent types involved physical and joint injuries (contusions, sprains, fractures), cutting injuries or impacts with tools and machinery, injuries related to manual or mechanical handling and the use of vehicles, as well as falls, accidents while moving and injuries from burns or external agents.

Compared to 2023, the overall number of

accidents remained broadly stable, while a **significant reduction in their severity** was observed: serious accidents halved and days of absence fell from 1,241 to 725 (-42%). The severity index also improved significantly (from 0.81 to 0.45), confirming that the 2024 events were less severe and with shorter recovery times.

Overall, the results show an **improvement in operational safety** and an **improved effectiveness of the risk prevention and management measures** adopted by the Group.

WORK-RELATED INJURIES - EMPLOYEES	UNIT	2024	2023
Work-related injuries	No.		
Fatalities		-	-
High-consequence work-related injuries		2	4
Other work-related injuries		13	10
Total injuries recorded		15	14
of which: commuting incidents		-	-
Total hours worked¹	h	1,612,187	1,522,722
Days of absence due to injuries	No.	725	1,241
Accident indices			
Injury Frequency Index (No. of accidents/hours worked x 1,000,000)		9.30	9.19
Fatalities		-	-
High-consequence work-related injuries		1.24	2.63
Other incidents		8.06	6.57
Accident Severity rate (days of absence due to accident/hours worked x 1,000)		0.45	0.81

Finally, it should be noted that, during the two-year period, no cases of occupational disease were recorded among the employees of the companies included in the reporting scope.

¹- It should be noted that the hours worked referring to Eurimac have been estimated.

ESRS Standards **ESRS 2 MDR-M,**
ESRS S1 S1-15

WORK-LIFE BALANCE metrics

In 2024, 77.7% of Group employees were entitled to take family leave, in accordance with the regulations in force in the various countries where Group companies operate. In Greece, with the transposition of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the reconciliation of family and work life for parents and carers, new types of leave were introduced. Some of them are conditional on reaching a certain seniority, which is why the Greek companies do not have 100% of employees entitled to family leave, unlike the other group companies.

Seniority-related leave includes:

- **Parental leave:** 4 months for each parent to fulfil minimum childcare obligations. This may be taken continuously on one

occasion or in "instalments" until the child reaches the age of eight. The right accrues after **1 year of employment** (continuous or through consecutive fixed-term contracts with the same employer), unless collective provisions are more favourable.

- **Caregiver's leave:** up to **5 working days per year** to assist or care for a relative or cohabitee suffering from a serious medically certified condition. The right accrues after **6 months of employment** (continuous or through successive fixed-term contracts with the same employer).

The following table shows the data on employees who took this leave: during 2024, a total of 101 employees took it, of whom 36 were women and 65 men.

FAMILY LEAVE	UNITS	2024			2023		
		Women	Men	Total	Women	Men	Total
Number of employees entitled to family leave / by gender	HC	170	524	694	165	511	676
Number of employees who took family leave / by gender		36	65	101	39	50	89
Percentage of employees who took family leave out of eligible employees	%	21.2%	12.4%	14.6%	23.6%	9.8%	13.2%
Percentage of employees who took family leave out of total employees	%	15.8%	9.8%	11.3%	18.7%	7.9%	10.6%

Workers in the VALUE CHAIN

TOPIC	SUB-TOPIC	SDGs
S2 Workers in the value chain	Working conditions Equal treatment and opportunities for all Other work-related rights	4 8 10

ESRS Standards **ESRS 2 SBM-3**

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES related to workers in the value chain

Impacts

Impacts related to workers in the value chain mainly concern working conditions, health and safety, equal treatment and opportunities, and respect for human rights along the supply chain. Working conditions related to workers in the value chain may have potential negative impacts on human rights and labour rights, in particular in relation to inadequate wages, non-compliant working hours, lack of social dialogue, absence of freedom of association and health and safety deficiencies. These critical issues are most relevant in the geographical areas of the supply chain, where levels of protection may vary.

Further negative impacts may arise from situations in which equal treatment and equal opportunities between workers are not ensured, with possible effects on respect for human rights. Failure to ensure the protection of workers' rights and working conditions, which may include the presence of forced or child labour, is also a significant negative impact along the value chain.

Risks and opportunities

In relation to working conditions, there are legal, market and reputational risks arising from the absence or inadequacy of due diligence and monitoring activities related to the supply chain. These risks may result in sanctions, litigation or administrative proceedings, and are related to the failure to verify that working conditions are appropriate and in compliance with applicable employment standards.

With regard to equal treatment and opportunities for all, there are legal, market

and reputational risks associated with the possible occurrence of discrimination among workers in the value chain. Such risks may arise from inadequate measures and protocols to protect diversity and equal opportunities, undermining the organisation's reputation and trust in supply chain partners.

Additional legal, market and reputational risks arise in relation to child labour and forced labour rights.



POLICIES

related to value chain workers

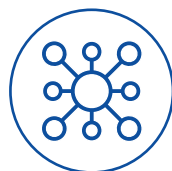
Within the framework of its corporate values and commitment to responsible and transparent conduct, the Euricom Group defines criteria for managing relations with suppliers and business partners.

The Group's **Sustainable Procurement Policy (Sustainable Procurement Policy)**, implemented in 2025, defines the principles and commitments of Euricom S.p.A. and all Group companies regarding sustainable procurement. This policy lays

the foundation for relations with suppliers and business partners, basing them on respect for human and labour rights, environmental protection and principles of responsible governance. It is inspired by the main **international standards** - ETI Base Code, ILO, Universal Declaration of Human Rights, UN Conventions and OECD-FAO guidelines, with the aim of promoting responsible conduct throughout the global supply chain and respecting fundamental principles:



Freedom to choose work



Right of association and collective bargaining



Safe and hygienic working conditions



Absolute ban on child labour



Fair wages in line with legal and industry standards



Not excessive hours



Prohibition of discrimination



Guarantee of regular labour relations and protection against cruel or inhuman treatment

Compliance with applicable laws, prevention of corruption and concrete commitments to environmental protection and animal welfare are also required. More information on the Group's **Sustainable Procurement Policy** can be found in the paragraph on ESG management of the supply chain.

The Euricom Group's **Code of Ethics** also defines the principles governing the **relationships with suppliers** and business partners, based on **efficiency, loyalty, recognition of professionalism and competence**.

Suppliers are **selected and managed** by means of evaluations, which consider cost-effectiveness, technical and economic capabilities and reliability. Furthermore, the Group requires suppliers to adhere to **ethical** and behavioural **standards** aligned with its own, as a condition for initiating and maintaining business relations, formalised through contractual clauses.

The Group also rejects any form of corruption and does not collaborate with companies that employ child labour, ensuring that its products are not made by people deprived of the right to education and a life in accordance with the principles enshrined in the protection of children's rights.

Euricom's **Corporate Policies** attach particular importance to the companies' selection of suppliers, which is carried out according to strict criteria such as **food safety, quality, social ethics and sustainability**, which are essential to ensure the healthiness and quality of food throughout the supply chain.

Rol-Ryż and **Eurimac** have adopted a **Human Rights Policy** in order to prevent and address any violation or risk of violation of human rights.

CERTIFICATIONS



Fair Trade

Van Sillevoldt Rijst has achieved Fair Trade certification, which promotes responsible business models based on fair trade, fostering sustainable development for farmers, communities and workers



Fair for Life

Sharsid is Fair for Life certified, which ensures decent working conditions and the guarantee of a fair price above the market price, protecting producers even in the event of a crisis and emphasising environmentally friendly farming practices.

PROCESSES

to remedy negative impacts and channels for workers in the value chain to raise concerns

The **whistleblowing procedure** adopted is aimed not only at individuals within the organisation, but also at external individuals, including suppliers and workers in the value chain. The procedure clearly defines the methods and channels, both internal and external, through which such persons may report potential unlawful conduct, irregularities or violations of ethical principles, of which they have

become aware in the course of their work activities. If a Group company is affected by a report, it undertakes to protect the identity of the persons involved, the facilitators and the persons mentioned until the conclusion of the proceedings initiated, in compliance with the same guarantees provided for in favour of the reporting person.



ACTIONS

towards workers in the value chain

The Euricom Group recognises the **value of dialogue** with the workers in its value chain, aware that their involvement contributes to strengthening the responsible management of the supply chain and fostering the continuous improvement of business practices. Euricom actively collaborates with its suppliers, supporting them in the implementation of **solutions aimed at achieving food safety certifications**.

Within the Euricom Group, **awareness-raising** and **training** activities are planned for its suppliers, in line with the objectives of sustainable procurement and responsible supply chain management. **Eurimac**, for example, provided specific training to transport service providers on the principles of sustainable procurement.

The dissemination of the Group's Sustainable Procurement Policy, sent to all suppliers for signature, represents a **shared orientation** tool and an opportunity to strengthen awareness of

the required environmental, social and ethical commitments. This approach is complemented, at Group level, by the sending of ESG questionnaires that also allow an indirect assessment of the level of understanding and application of the principles promoted by the Group. In this respect, Euricom requires social **audits**, in line with the SMETA standard, on its suppliers to verify compliance with human rights, health and safety principles and working conditions of workers employed by the Group's suppliers, in order to promote ethical and responsible practices along the supply chain. For more information on supplier evaluation, see Tools to monitor ESG performance along the supply chain.

Euricom, Curti, Riseria Pigino, Van Sillevoldt Rijst, Rol-Ryz and Sharsid market rice produced according to the **SRP standard**, ensuring that the **agricultural techniques used by farmers are sustainable**, and that **social responsibility** criteria are met along the value chain.

Enhancing the value of local suppliers

The Euricom Group attaches great importance to cooperation with local partners, promoting long-term relationships based on trust, transparency and mutual benefit.

In 2024, **EURIMAC** allocated over 90% of its procurement expenditure to suppliers based in Greece, actively contributing to the development of the economy. **Euricom Hellas** also favoured suppliers from northern Greece, allocating 95.6% of the budget for the purchase of raw materials to local actors, particularly in the region of Macedonia. This choice not only improves operational efficiency and flexibility, but also strengthens the link between the company and its socio-economic fabric.

Sharsid favours partnerships with local suppliers, located in rural areas of South-East Asia, thanks to practices

that guarantee timely payments, better purchasing conditions compared to market prices (with additional bonuses), and ensure stable and reliable demand.

Sharsid pays special attention to the involvement of **small farmers**, recognising their central role in the resilience and sustainability of the production system. The initiatives developed have had a positive impact on some **3,500 farming families**, helping to strengthen the economic security of local farming communities and consolidate a relationship of mutual trust, based on transparency and accountability. The data is supported by verified records of farmer groups and evidence provided by supply partners, confirming Sharsid's commitment to concretely supporting the most vulnerable producers in the supply chain.

ESRS Standards **ESRS MDR-P,**
ESRS S2 S2-5

TARGETS

related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative targets have been set for employees in the value chain. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems and the evolution of the regulatory environment.

Through the set of initiatives described above, the Euricom Group pursues the objective of promoting a responsible supply chain.

For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.



Consumers and END-USERS

TOPIC	SUB-TOPIC	SDGs
S4 Consumers and end users	Personal safety of consumers and/or end-users	  
	Information-related impacts for consumers and/or end-users	
	Social inclusion of consumers and/or end-users	

ESRS Standards **ESRS 2 SBM-3**

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES related to consumers and end-users

Impacts

In the area of health and safety, negative impacts may arise from failure to meet the quality standards of the products manufactured by the Group, with possible repercussions on the health and well-being of end consumers. Negative impacts associated with access to quality information may be caused by incorrect or non-transparent activities regarding the availability and communication of product information.

With regard to access to products and services and responsible business practices, the positive impacts generated by the Group relate to the ability to guarantee the community access to safe, traceable, quality and affordable food products. Through the production and distribution of rice and processed cereals for both domestic and international markets, the Group contributes to the dissemination of essential foodstuffs, promoting responsible and sustainable consumption along the entire supply chain.

Risks and opportunities

In the areas of health and safety, security and information quality, the main risks for the Group include legal aspects, such as sanctions, litigation or administrative proceedings, as well as market and reputational risks related to non-compliance with regulatory requirements. These situations can arise either from non-compliance with product safety and quality standards, or from the dissemination of inadequate or substandard information content, undermining consumer confidence, generating challenges from the market or regulatory authorities, and leading to potential reputational damage and commercial fallout.

With regard to risks and opportunities in the area of access to products and services and responsible business practices, the main risks include the market risk related to the possible emergence of new consumer habits and the failure to adapt the product portfolio in a timely manner, which could compromise the Group's ability to respond effectively to the needs of direct customers and end consumers. At the same time, changes in consumer behaviour represent an important opportunity for Euricom, as they are a driver for diversifying the product portfolio and identifying new areas of demand, contributing to strengthening the Group's competitive position in the market.

ESRS Standards **ESRS MDR-P,**
ESRS S4 S4-1

POLICIES related to consumers and end-users

The Euricom Group attaches great importance to a responsible and sustainable agricultural supply chain, recognising it as a prerequisite for ensuring that high product quality standards are maintained. The Group is committed to ensuring that all purchased products -

including raw materials, auxiliary materials, packaging materials, services and market products - meet clearly defined requirements and specifications. This approach ensures control and traceability along the entire supply chain, protecting consumer safety and satisfaction.

Code of Ethics

The Euricom Group's **Code of Ethics** includes among its recipients customers and end consumers, who are one of the main drivers in defining the Euricom Group's strategy.

Customer relations are characterised by **respect, courtesy, helpfulness and professionalism**, excluding all forms of unlawful behaviour. The activities of **production, research and development,**

and marketing are oriented towards **maximum customer satisfaction**, through high quality products accompanied by **transparent, complete and truthful information**.

Euricom also promotes active listening to the needs of the market, with the aim of identifying opportunities for continuous improvement of the products and services offered.

Quality Policy and ISO 9001 Management System

The Group-wide Quality Policy is based on principles of accountability, systematic control and analysis of risks and opportunities. It promotes a corporate culture geared towards transparency, traceability and stakeholder satisfaction, ensuring that each stage of the production process takes place in full compliance with the requirements necessary to guarantee consumer safety and confidence.

Euricom, Curti, Co.Ri.So., Riseria Pigino, Molini Certosa, Arcesa, Sear, Eurimac and Euricom Hellas have adopted a **Quality Management System compliant with standard UNI EN ISO 9001:2015**. Adherence to this standard testifies to the Group's desire to guarantee high quality levels, through an approach based on continuous process improvement; customer centricity; optimisation of business activities; and increased organisational effectiveness and competitiveness.



ISO 22000 Food Safety Management System

Curti, Co.Ri.So., Eurimac and Euricom Hellas have adopted a **Food Safety Management System** compliant with standard **UNI EN ISO 22000:2018**. This system reflects the Group's commitment to guarantee **safe and compliant products** throughout the production chain, ensuring: continuous monitoring of production processes; full product traceability; compliance with current hygiene and health regulations; application of the principles of prevention and continuous improvement. The Food Safety Management System implemented by Eurimac and Sharsid also complies with the **FSSC 22000** certification scheme, in turn based on ISO 22000.

Each company adopts **specific operating policies** to oversee the most critical aspects of food safety. In particular, all companies rigorously manage traceability, raw material control, allergen management, packaging and sanitisation operations, management of non-conformities, complaints and recalls, as well as shelf life validation and production from organic farming. These procedures ensure compliance with regulatory and certification standards, guaranteeing safe and controlled products.

BRC and IFS certifications

The **BRC (British Retail Consortium)** and **IFS (International Featured Standards)** certifications complete the Euricom Group's quality assurance system, confirming its commitment to excellence in food safety.

Curti, Co.Ri.So., Molini Certosa, Van Sillevoldt Rijst, Rol-Ryż, Arcesa, Sear, Eurimac and Euricom Hellas are certified according to the BRC Standard, testifying to the adoption of strict control and monitoring policies throughout the production chain. In addition, Curti, Co.Ri. So., Pigino, Van Sillevoldt Rijst, Rol-Ryż, Arcesa, SFRC, Eurimac and Euricom Hellas

are also certified according to the IFS Standard.

Certifications promote a **structured, documented and proactive** approach to quality management and food safety, based on: risk assessment and prevention; systematic controls; continuous improvement; shared responsibility and quality culture.

Through these safeguards, the Group ensures **safe, compliant and reliable products**, strengthening the confidence of consumers and business partners.

Guiding Principles of Corporate Policies

In their own **Corporate Policies**, Euricom and Curti identify **customer satisfaction** and **healthiness, quality, legality and authenticity of food** the **basic principles** that guide every activity of the Group. These principles are the basis for a

continuous improvement in quality, safety and sustainability performance, consolidating the role of the Euricom Group as a reference point in the European agri-food sector.

Traceability of resources and products

Organic certification

Organic certification, defined by **Regulation (EU) 2018/848**, is the main guarantee instrument to certify that an agricultural product or foodstuff has been obtained in accordance with the principles of organic farming. It is based on a **system of official controls** involving all stages of the supply chain - from primary production to processing and marketing - ensuring the **traceability** and **transparency** of processes. In the Euricom Group, the companies Curti, Co.Ri.So., Riseria Pigino, Van Sillevoldt Rijst (VSR), Rol-Ryz, Arcesa, SFRC, Eurimac, Euricom Hellas and Sharsid adhere to the organic production system and have obtained EU certification for their products.

Organic production is a management system based on **respect for natural systems and cycles**, with the aim of maintaining and improving the **quality of the soil, water and air**, as well as the **health of plants and animals** and the balance between them. It aims to preserve natural landscape elements, such as natural heritage sites, and to ensure responsible use of energy and natural resources, such as water, soil, organic matter and air.

The aim of organic production is to obtain high quality food and other agricultural and aquaculture products, responding to consumer demand for products obtained by processes that **do not harm the environment, human, plant or animal health**. It is also essential to ensure the integrity of organic production at **all stages of food and feed production, processing and distribution**.

Biological processes must be appropriately designed and managed, relying on ecological systems and **natural resources within the management system**, using living organisms and mechanical production methods, practising soil-bound plant cultivation and land-bound animal production or aquaculture with respect to the **sustainable exploitation** of aquatic resources.

The **use of GMOs** and their derivatives is **excluded**, except for veterinary medicines, and processes must be based on risk assessment and precautionary and preventive measures. The use of external inputs is limited to cases where suitable internal practices or methods are not available and must favour inputs from organic production, natural or derived substances and low-solubility mineral fertilisers. Operators adhering to the system are subject to **periodic audits** by **accredited and authorised inspection bodies**.

The certified product may be labelled with the **Community logo of organic farming**, the 'green leaf', accompanied by the **identification code of the inspection body** and an indication of the origin of the agricultural raw materials. In addition to representing a guarantee for the consumer, Organic Certification testifies to the company's commitment to **sustainable management of production processes** and **reduction of environmental impact**.

THE CAECV, SKAL AND NOP CERTIFICATIONS



Arcesa has been awarded the **CAECV Organic Certification**, issued by the *Comité d'Agricultura Ecològica de la Comunitat Valenciana*, the official organic control and certification body in the Valencian Community. This certification guarantees the **quality and authenticity of the agricultural and food products obtained in the area**, assuring consumers that the products marketed by Arcesa are truly organic and comply with the highest quality standards set by European regulations. The CAECV label also promotes local and sustainable agriculture, as it is only granted to producers and processors who comply with strict production, processing and distribution requirements.



Van Sillevoldt Rijst (VSR) has, on the other hand, been awarded the **Skal Biological Certification**, issued by *Skal Biocontrole*, the official body in the Netherlands in charge of inspecting and certifying **organic products**. This certification guarantees that VSR's activities, from processing to marketing of products, fully comply with the requirements set out in the **European legislation** on organic farming and the **Dutch organic-specific legislation**. Through Skal certification, VSR ensures the **conformity of its products to the quality and traceability standards** required by the organic production system.



Riseria Pigino, finally, holds Organic Certification in accordance with the National Organic Program (NOP), the US standard that regulates the production, processing and labelling of organic products according to USDA (United States Department of Agriculture) regulations. This certification attests that the company's organic products meet the requirements and criteria set by the American control system, thus enabling Riseria Pigino to export and market its products as organic in the US market.



OTHER CERTIFICATIONS



Kosher

Curti, Co.Ri.So., Molini Certosa, Van Sillevoldt Rijst, Rol-Ryz and Euricom Hellas have obtained Kosher certification. This ensures that products are fit for consumption according to Jewish food standards, thus allowing access to national and international markets that require this conformity.



ISCC PLUS

Molini Certosa e Curti for husks and ashes has obtained ISCC PLUS certification, an internationally recognised voluntary scheme that certifies product sustainability along the entire supply chain. This certification allows the commitment to sustainable and responsible practices to be communicated in a transparent and credible manner.



Halal

Molini Certosa has also adopted Halal certification, which guarantees that its products comply with Islamic religious precepts, making them suitable for consumption by practitioners of the Islamic faith.



Vegan Ok

Curti and Molini Certosa have achieved Vegan Ok certification, which ensures that products are free of ingredients of animal origin and that their production does not involve any exploitation of animal species, meeting the needs of a growing vegan market.



Good Manufacturing Practices (GMP)

Van Sillevoldt Rijst have implemented Good Manufacturing Practices (GMP) certification, which ensures that products are consistently manufactured and controlled according to high quality standards.



Arroz de Valencia

Arcesa holds the Designation of Origin 'Arroz de Valencia' guarantees the geographical origin and quality of the Valencian rice varieties under the control of the Regulatory Board of the D.O. Arroz de Valencia.

Customer privacy

Euricom considers the protection of personal data and information security a fundamental element of its corporate responsibility and business sustainability. The company takes a structured approach to privacy management, in compliance with Regulation (EU) 2016/679 (GDPR) and applicable national legislation, ensuring transparency, fairness and lawfulness in data processing. Company procedures provide for technical and organisational measures to prevent unauthorised access, loss or misuse of information. Through

its **Privacy & Cookie Policy**, Euricom clearly explains the purposes of data processing, the rights of data subjects and how to exercise them, promoting a culture of data protection as an integral part of its principles of integrity, trust and responsibility towards all stakeholders.

In addition to the Privacy & Cookie Policy, the Group further reiterates the importance of ensuring confidentiality, information protection and privacy also within the **Code of Ethics**.



PROCESSES FOR ENGAGING consumers and end users about negative impacts and channels for consumers and end users to raise concerns

End-customer satisfaction is a priority objective for the Euricom Group, which is committed to ensuring that all consumer **interactions** with its products are **positive, safe and compliant** with international quality and food safety standards.

Euricom maintains a **continuous and structured dialogue with its clients** on sustainability topics, responding transparently and promptly to requests from clients.

Group companies periodically receive various **requests** and communications from their foreign customers regarding sustainability topics, with the aim of ensuring reciprocal exchanges: these include, for example, sharing codes of conduct, participating in environmental questionnaires or assessments, confirming compliance with international standards and adhering to emission reduction initiatives.

To monitor the satisfaction of consumers, particularly those in the retail market, internal **assessments** are carried out, structured with the aim of monitoring the consumer experience, using both quantitative and qualitative performance indicators relating to quality, taste, consistency, accessibility and safety (key elements that determine whether the consumer experience was more or less pleasant). In addition, customers are involved via **social networks**, sharing recipes designed to avoid food waste and providing timely information on cooking times so as to reduce environmental impact even while the product is in use.

The level of customer satisfaction is monitored through **direct communication** and periodic **customer satisfaction questionnaires** in order to collect useful information to evaluate and improve the consumer experience.

Complaint management

The **effective handling of complaints** is central to the Euricom Group's consumer protection and continuous process improvement. Within the processes of the Group companies, every complaint is recorded, analysed and monitored to identify recurring causes and take targeted corrective action.

In addition to the management of reports, the Group adopts procedures for product recalls in case of need, which include a dedicated crisis management team and timely communication to customers, suppliers and relevant authorities. All companies analyse quality and safety risks and opportunities, proactively intervening with corrective actions when necessary.

ACTIONS towards consumers and end users

Food quality and safety

Ensuring the highest standards of quality and food safety is one of the priorities of the Euricom Group, which is committed to offering its customers and consumers excellent products that are recognisable in their markets. To achieve these objectives, all Group

plants have implemented a **structured and complex quality control system**, designed to monitor and manage each stage of the production process, ensuring compliance with current regulations and exceeding customer and consumer expectations.

Food safety management and control systems

Quality Control plays a strategic role for the Group. In all production facilities, structured systems are in place to guarantee **high quality standards** and **food safety along the entire supply chain**.

These systems include **laboratory tests** on raw materials and finished products, **targeted checks** at critical stages of the production process, and **periodic audits** conducted by accredited external bodies.



Controls and checks
on the production process

Laboratory analyses
(incoming and outgoing materials)

The management systems adopted are based on HACCP principles and cover the entire production cycle, from receipt of raw materials to final consumption. The promotion of quality culture is also realised through the definition of **Food Safety Plans**, operational plans that identify potential hazards (biological, chemical and physical) and define preventive and corrective measures to ensure food safety.

Acceptance checks of raw materials

The objective is to ensure that each batch of paddy or semi-milled rice complies with quality, hygiene and regulatory requirements, as well as purchase specifications. Checks include:

- **Documentary, analytical and product control**, to ensure that the data provided corresponds to the product received.
- **Inspection of the means of transport**, to check hygienic conditions and the absence of contamination or foreign bodies.

- **Physical and sensory control of the product** (variety, odours, infestation, presence of foreign materials, moisture, yield and quality parameters).
- **Determination of humidity** by means of a quick test and, if necessary, thorough testing with a thermobalance.
- **Analysis of contaminants and pesticides**, with a focus on mycotoxins (aflatoxins, ochratoxin A) and pesticide residues for conventional and organic batches.

Sampling

Samples are taken according to a standardised **methodology**, differentiated by type of transport (tractor, lorry, container, sack or bulk). Each sample is collected at several points, thoroughly mixed and analysed. All sampling, analysis and control activities are recorded on company forms and digitally archived, ensuring traceability and transparency of the process.

Control and traceability of organically grown products

Organic production takes place in **dedicated or pre-cleaned lines and silos** to avoid contamination with conventional products.

The following rules are observed during processing:

- Cleaning of drainage ditches and silos before receiving organic paddy rice.
- Washing the lines before switching to organic product.
- Allocation of dedicated **organic codes and batches**.
- Pesticide release tests on each batch produced before transfer to packaging.

Checks during machining processes

Before any work is carried out, the state of the plant is checked for infiltration, infestation or risk of contamination. During production, the operator performs checks by verifying:

- the functionality of the equipment,
- hygienic conditions,
- the calibration of magnets and metal detectors,
- the quality parameters of the rice (breakage, defects, colour, moisture).

The data is recorded in the system and in the event of anomalies, production is suspended and the Department Manager is informed for recovery. Upon completion of all these checks, the batch is only released if all parameters comply.

Line controls in rice packaging

The controls to be carried out during all stages of rice packaging in order to ensure the conformity of the finished product to quality, food safety and traceability requirements are as follows:

- **Physical analysis of contents** (weight, moisture, defectiveness).
- **Visual checks** on sales units: net weight, package integrity, absence of foreign bodies and pests, correctness of marking and seals.
- **Metal detector and x-ray functional tests**, with testing of test materials and reporting of any faults.
- **Reference sampling**: taking and storing representative samples of each batch, to be retained for later verification or analysis.

In 2024, the Group's Italian companies received 39 quality audits conducted by third parties, customers and authorities, from which no major non-conformities emerged.



Shelf life validation and verification

Management of product **shelf life** is regulated to ensure that each product retains its safety and quality characteristics throughout its stated shelf life. The validation is conducted on the basis of the **risk assessment** (Hazard Analysis and Risk Assessment) and takes into account the **chemical-physical and microbiological characteristics** of the products, the **packaging and storage conditions**, as well as the **type of consumption**.

Analytical tests are carried out beyond the specified expiry date or minimum shelf life (MSL) to confirm the stability of the product over time. For **rice**, the shelf life is tested up to one month beyond the MSL, while for vacuum packs, the tests can extend up to six months beyond the expiry date. For **derived products** (biscuits, snacks and dehydrated risotto), validation takes place at nominal maturity - one year for biscuits and snacks, and nine months for risotto, respectively.

When necessary, **accelerated ageing tests** are carried out to estimate the shelf life of the product in shorter time periods, later confirmed by tests under standard storage conditions. **Once a year**, a **shelf life confirmation test** is conducted on representative samples of the different product families.

Analyses include comprehensive microbiological checks, mycotoxin detection and chemical-physical parameters, complemented by in-house sensory testing. All results are recorded in special company databases, guaranteeing the **traceability, transparency and reliability of the control process**.

Labelling and consumer communication

Clear, correct and transparent information is a pillar of the Euricom Group's policy. The entire label development and revision process is structured to ensure:

- the **legal and technical accuracy of the information** reported;
- the **traceability** of reviews and approvals;
- constant **collaboration** between the

company departments involved and external stakeholders (customers, graphic agencies, printers, importers).

All products are labelled in full compliance with current regulations and according to **strict internal procedures**. The labels state:



List of ingredients



Indications for the safe use of the product



Disposal methods



Presence of possible allergens

In **2024**, there were no **cases of non-compliance**, nor **sanctions or warnings** related to labelling violations.



Traceability and certification

Euricom S.p.A. obtained the SRP Certificate for Basmati rice. The **obtainment of the SRP (Sustainable Rice Platform)** certification involves the adoption of the **Identity Preservation** model, the most rigorous form of traceability: each batch of rice is uniquely identifiable and directly linked to the source of supply, allowing the use of the **SRP logo** on the packaging.

In 2025, the Curti and Riseria Pigino operating sites will achieve the Chain of Custody - Identity Preservation grade, which will further strengthen the Group's commitment to supporting traceability and promoting smallholder practices. The certification, which is valid for three years and subject to annual audits, allows the use of the 'SRP-Verified' label, a guarantee for consumers that the rice offered meets the sustainability parameters of the SRP standard and that the supply chain is subject to timely checks and compliance audits.

From **2025**, all SRP operators will have to use the digital **RICE-TRACE** platform from the first purchase of certified Sustainable Rice Platform. This platform will centralise documentation, monitor audits, support traceability of production flows and ensure the **transparency of certified transactions**.

The implementation of the SRP standard is not limited to traceability, but also includes aspects of **sustainable agricultural management, protection of biodiversity, responsible use of water and fertilisers, and protection of workers' health, safety**

and rights. These elements combine to create a system that protects the environment and the supply chain, while at the same time strengthening the confidence of the end consumer. Curti guarantees the control and unambiguous identification of the product at every stage of the process, maintaining the necessary records. The link between finished product, raw materials and production, control and shipping documentation is ensured and allows for product recall or withdrawal if necessary. Periodic traceability tests are carried out, at least once a year, to verify the timeliness and effectiveness of the system.

Supply from integrated production

SEAR procures part of its raw material from domestic producers operating under the integrated production model. The **integrated production** is a cultivation method that aims to obtain quality agricultural products **limiting the use of chemicals** and **protecting the environment and consumer health**. It is based on the combined use of agronomic, biological and chemical techniques, but requires that treatments with pesticides or fertilisers be carried out **only when strictly necessary** and with products with **low environmental impact**.

It is, in short, an agricultural model that promotes rational and sustainable crop management, in compliance with **regional and national technical disciplines** and the principles of **integrated pest management** laid down in European legislation.

ESRS Standards **ESRS MDR-P,**
ESRS S2 S2-5

TARGETS

related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

At present, the Euricom Group has not yet set measurable, time-bound and result-oriented targets for the material topics identified; however, qualitative targets have been defined concerning the information provided to consumers and end users. Quantitative targets will be defined in a timely manner in relation to the progressive development of data collection and monitoring systems and the evolution of the regulatory environment.

Through the set of initiatives already undertaken, described above, the Euricom Group pursues the goal of promoting transparent information sharing and ensuring efficiency in the handling of complaints.

For more information, refer to the Plan of Objectives and Actions under material topics - Objectives and Actions.



CHAPTER 4

GOVERNANCE information

Business Conduct



Business CONDUCT

TOPIC	SUB-TOPIC	SDGs
G1 Business conduct	Corporate culture	
	Management of relationships with suppliers including payment practices	
	Corruption and bribery	

ESRS Standards **ESRS 2 IRO-1**

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES related to business conduct

Impacts

Impacts related to business conduct concern corporate culture, supplier relationship management and the prevention of active and passive corruption. The promotion and consolidation of a corporate culture based on ethical business conduct generates positive impacts on internal and external stakeholders, strengthening the workforce's sense of belonging and sense of responsibility in relations with workers, suppliers, customers and other stakeholders.

Negative impacts may, on the other hand, arise from incorrect supply chain management or failure to select and qualify suppliers in line with appropriate environmental and social standards, with possible effects on respect for human rights and employment practices.

Further negative impacts may emerge in relation to potential events of active and passive corruption in relations with stakeholders, with consequent distortions in the conditions of free competition and proper business conduct.

Risks and opportunities

With reference to corporate culture, there are market and reputational risks associated with the inadequate dissemination or promotion of the founding principles and values of corporate conduct, as well as the failure to apply these principles in day-to-day business management. However, corporate culture based on codes, principles and values and on the consistency of business conduct is an important opportunity to strengthen a sense of belonging and corporate reputation, as well as to build strong and lasting relationships with stakeholders.

With regard to the management of relations with suppliers, including payment practices, legal, market and reputational risks arise from the heavy reliance on suppliers located in geographic areas subject to environmental and social vulnerabilities. Such critical issues may lead to disruptions in the supply chain,

increases in raw material costs, reputational damage and potential legal or contractual penalties. On the other hand, the adoption of a procurement policy based on supplier management that integrates environmental and social criteria, together with economic conditions and appropriate payment practices, represents an opportunity to foster supplier engagement, improve supplier loyalty and stability, guarantee business continuity and strengthen the Group's competitive position, while improving the quality of its market offer.

Finally, in the area of active and passive corruption, the risks relate to possible reputational, legal and market damage resulting from the occurrence of episodes of corruption or bribery, which may compromise the credibility and integrity of the organisation and alter the conditions of free competition.

BUSINESS CONDUCT POLICIES and corporate culture

The governance system adopted by the Group defines the set of rules, procedures and policies that guide decision-making processes and the conduct of business, promoting a corporate culture based on legality, business ethics and the creation of shared value for all stakeholders.

Vision and Mission



VISION

Currently, the Group generates 89% of its revenues in the EU. Consequently, special attention is paid to this market in order to provide consumers with high quality products and efficient and competitive services.



MISSION

The Group's mission, handed down from father to son, is to guarantee high quality rice production by enhancing local supply chains. For the future, we intend to meet consumers' needs more and more by controlling the supply chains both in the EU and in the Non-EU origins where we buy the raw material. We will pay more and more attention to the fundamental principles of sustainability - environmental, economic, social - by approaching business with respect to present needs without compromising the ability of the future generation to meet its own.

Euricom Group Code of Ethics

Euricom's corporate culture and business conduct are based on the ethical principles identified in the **Code of Ethics defined at Group level**, which is based on values of integrity, transparency and respect for rules.

The Code of Ethics represents a point of reference for the performance of daily activities and the pursuit of the Group's objectives, promoting behaviour that is consistent with precise **ethical values and principles**:



Honesty and legality



Transparency



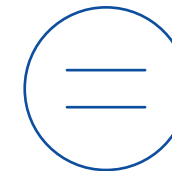
Integrity



Loyalty, fairness and good faith



Clarity



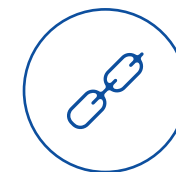
Equality and impartiality



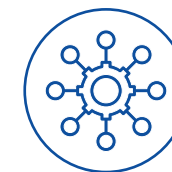
Respect for individuals



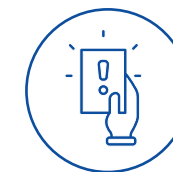
Compliance with supervisory authority rules and the principle of free competition



Repudiation of forced labour



Freedom of association and collective bargaining



Reasonable disciplinary actions in accordance with the law and human rights



Respect for land rights



Environmental protection and safety, including in the workplace



Respect for and protection of resources



Confidentiality, information protection and privacy



Quality of products and services

Relations with public authorities must also be characterised by respect for the principles of fairness, legality and transparency. The Group repudiates any offer in the form of money, advantages or goods to public officials. In addition to implementing the Group Code of Ethics, several Subsidiaries have implemented formalised **internal regulations** and adopted **Codes of Conduct** of their own.

Eurimac and Euricom Hellas have adopted a **Corporate Social Responsibility Policy**. The policy defines a framework aimed at integrating sustainability and social responsibility into business processes, promoting conscious behaviour oriented towards respect for people, the environment and the communities in which the Group operates.

Organisation, Management and Control Model

The Group's Italian companies have adopted the Organisation, Management and Control Model (Model 231) pursuant to Italian Legislative Decree No. 231/2001, in order to prevent the offences identified by the decree through the identification of activities exposed to the risk of offences and their consequent proceduralisation.

Model 231 is composed of two main sections, a General Part, which illustrates

the reference legislation and the rules of operation of the Model and the Supervisory Body (SB), and a Special Part, which focuses on the areas of activity and instrumental processes considered sensitive, the rules of conduct and other control tools considered relevant in relation to the offences to be prevented. By adopting the Model, Italian companies intend to pursue the following purposes:



Promoting ethical values and respect for legality.



Raising awareness among the recipients of the Model about the possible criminal and administrative consequences of violations of the internal provisions.



Reiterating the firm rejection of unlawful conduct, even when it may appear advantageous, as it is contrary to both the law and the ethical principles pursued by the Group.



Enabling companies, by monitoring the areas of activity considered to be at risk, to intervene promptly to prevent or counteract the perpetration of offences.

The Model 231 also requires the establishment of a **Supervisory Body (SB)**, independent and appointed by the Board of Directors, which is responsible for ensuring its effective implementation and updating. Finally, it is accompanied by an internal sanctions system and periodic checks to ensure that the recipients are aware of it and comply with it.

Whistleblowing

The Euricom Group, in compliance with Italian Legislative Decree no. 24/2023, has introduced a **formal whistleblowing procedure** applicable to the companies Euricom Spa, Curti, Molini Certosa, Coriso and Pigino. The system is designed to allow the rapid reporting of any irregular or unlawful conduct, guaranteeing confidentiality and anonymity to the whistleblower, even if the report turns out to be unfounded. Communication can take place via two modes: an internal and an external channel. The internal channel can be accessed through a dedicated platform on the Group's website at Euricom Whistleblowing Platform and allows reports to be made both in writing and verbally, through an interview with the channel manager, in accordance with the principles of impartiality, fairness and discretion. The external channel, which is only provided for in specific circumstances by the legislation, allows you to apply directly to the National Anti-Corruption Authority (ANAC).

Other Group companies have also adopted similar tools to strengthen internal governance and compliance. Rol-Ryž has established a **channel** through which reports can be sent. Euricom Hellas has implemented a secure **mechanism** that allows employees and external stakeholders to report behaviour that does not comply with company principles. All reports are assessed by management, and corrective or disciplinary action is taken if necessary, ensuring transparency and protection of the whistleblower. Finally, Eurimac has also adopted an **internal whistleblowing system** for managing inappropriate behaviour, policy violations or operational risks, with a person specifically appointed to receive and handle reports, ensuring confidentiality, non-repudiation and protection of the whistleblower.

Anti-Money Laundering Policy

The Euricom Group is committed to ensuring that its business is not used to facilitate financial crimes, including money laundering and terrorist financing. To this end, an **Anti-Money Laundering Policy** was adopted to reinforce knowledge of the rules and conduct to be observed, providing a useful framework for identifying, reviewing and achieving the anti-money laundering objectives defined in the Policy. The Policy is accessible to all Group Companies and is also published on their websites, including that of the Parent Company. However, in order to ensure the

effective knowledge of the contents of this Policy, of any local Policies and regulations on anti-money laundering, specific **training and communication activities** are provided for Company employees.

Any **failure to comply** with the Anti-Money Laundering Policy, as well as knowledge or suspicion of money laundering or terrorist financing activities, must be promptly reported through the whistleblowing channel of the parent company or, if absent, using the parent company's whistleblowing channel.

International Sanctions Policy

The Group has introduced an **International Sanctions Policy** to ensure that its business and economic activities comply with relevant international regulations.

The policy therefore promotes responsible behaviour and careful management of risks related to potential legal violations.

ESRS Standards **ESRS G1-2**

Management of RELATIONSHIPS WITH SUPPLIERS

The Group requires its suppliers to respect ethical and behavioural principles consistent with its own, considering it a fundamental requirement for the establishment or continuation of any business relationship, as indicated and required in the Sustainable Procurement Policy. In addition to asking suppliers and business partners to adhere to this policy, they are also informed of the existence of the Code of Ethics and the commitments it provides for; to this end, specific clauses regulating compliance are included in contracts.

As stated in the Code of Ethics, the Euricom

Group bases its relations with suppliers and business partners on the pursuit of maximum efficiency in supply, loyalty in relations and recognition of professionalism and competence. When selecting and managing relations with suppliers, Group companies adopt objective and overall assessment criteria.

The Companies shall ensure that all negotiations and business relations with suppliers and other partners are governed by clear, documented agreements that are consistent with current legislation. These relations must be characterised by utmost fairness, transparency and seriousness.

Qualification procedure for raw material suppliers: imported rice

The Euricom Group adopts a **procedure** for defining the approval and qualification process of suppliers of imported rice. The aim is to ensure that all potential risks associated with the supply - relating to safety, legality, authenticity, product quality

and sustainability - are assessed and managed appropriately, ensuring suppliers' compliance with established requirements. The procedure is based on recognised standards (BRCGS Food Safety, IFS Food, UNI EN ISO 22000, UNI EN ISO 9001) and applicable regulations.

Supplier approval and qualification

A food and feed safety risk analysis is performed for each new supplier, following the steps below:

- Determine whether the supplier is a **intermediary (broker)** or a **manufacturer**. If the raw material is purchased via a trader (broker), additional information is always requested concerning the **country of origin, the identity of producers** and the **producer approval procedure**. If the rice comes from another production company, the relevant **certificates** are requested. If the supplier is a broker and is not **GFSI** certified, a **risk assessment of its suppliers/manufacturers** must be carried out, and it must be able to provide a **traceability test** to its suppliers.
- **Application for GFSI certificate and certificates of conformity.** - If a supplier is not GFSI certified, it must perform a **traceability test**.
- **Submission of raw material questionnaire (RMQ)** - The supplier completes the questionnaire in full to obtain a complete overview of the company. GFSI-certified companies do not have to fill out all the RMQ questions, but only those used for risk assessment.
- **Submission of the contract and technical specification.**
- If the rice variety is new, the raw material must be approved in accordance with the **validation procedure**.
- The new supplier will be added to the Euricom Group **supplier list**.
- If it is the **first delivery** from a new supplier, the consignment must be **assessed and tested**.

Raw material risk assessment

For the supplier's risk assessment, the supplier's overall performance is analysed. Imported rice as raw material is evaluated on the basis of:



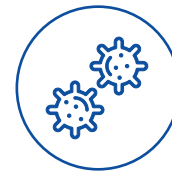
vulnerability (risk of adulteration and substitution, e.g. GMOs, DNA)



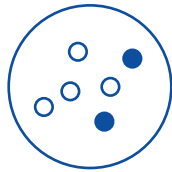
possible presence of pests



chemical risk (mycotoxins, pesticides, heavy metals, radiation)



microbiological risk



physical risk (foreign bodies)



contamination by allergens



product quality (sensory and product aspects)

Supplier risk assessment

Once the information required in the previous steps has been obtained, we proceed with the **Risk Assessment** of the supplier. This assessment is divided into two parts:

- The risk to food safety and legality is estimated, based on the answers given by the supplier in the previously completed questionnaire. The score awarded will depend on the preventive measures the supplier has in place on the topics considered.
- The supplier's performance and reliability over the last three years is assessed, based on laboratory reports, possible complaints and quality problems. The score obtained in this phase is then combined with that of the first part of the risk assessment.

The final result of the Risk Assessment is within a range from 0% to 100%, which determines the **level of risk associated with the supplier**. In the event of high risk, a GFSI certification or a second-party audit will be required, on the contrary, if the risk is low, the questionnaire is sufficient. The assigned risk level may, however, change during the course of the **periodic reassessments**, as the questionnaire sent during the supplier assessment and qualification phase is valid for three years.

The evaluation of supplier performance is a continuous process; any events, such as non-conformities, process changes or significant modifications, must be promptly communicated by the supplier.

ESG supply chain management

Within the **Sustainable Procurement Policy**, mechanisms for **SMETA verification and audits**, processes for **corrective action** in the event of non-compliance and the possibility of **contractual termination** from the supplier in the event of serious violations are regulated: in particular, certain areas of *zero tolerance* do not allow for rectification, such as child and forced labour, violence and abuse, discrimination, serious safety violations, non-payment of wages, corruption and falsification of information.

In addition, the Euricom Group has defined an **ESG qualification procedure for raw material suppliers** aimed at identifying, assessing and mitigating social, environmental and governance risks along its supply chain.

According to this procedure, operational for all Group companies from May 2025, all suppliers of imported rice are put on a list and subjected to an annual evaluation: in particular, suppliers from low-risk countries are automatically qualified by adhering to the Code of Ethics, while those from high-risk countries are subjected to an in-depth evaluation⁴⁰. The overall ESG risk is calculated by combining the Euricom Group's volume of product purchased with the BSCI and Sedex scores, which also consider countries of origin, thus identifying high-risk suppliers that are prioritised for action.

All suppliers must:

- sign the Sustainable Procurement Policy;**
- compile a **questionnaire** to assess food safety and ESG performance.

The questionnaire includes sections on general information, quality, ESG topics and SMETA audit requirements. If not completed or not signed, the procurement process cannot continue.

Based on the answers given to the questionnaire by each of the suppliers, a risk profile is assigned and, if applicable, the supplier is subjected to ethical audits according to recognised standards (Sedex, SMETA, BSCI or SA8000). Where applicable, corrective action plans must also be provided by the Euricom Group in response to non-conformities identified on suppliers. In the event of serious or repeated non-conformities, top management may sanction the termination of collaboration with the supplier.

Suppliers who complete the process obtain **ESG approval valid for up to three years**, subject to annual reviews. All documentation is archived and monitored, while the assessment methodology is periodically updated by the ESG team, also in response to regulatory changes or the emergence of new risks.

All Group companies carry out an evaluation of suppliers consistent with this Policy. In particular, **VSR** also extends its analysis to packaging suppliers, subjecting them to specific questionnaires to assess their suitability. **Rol-Ryż**, on the other hand, adopts a differentiated approach according to product type: it performs a structured evaluation for suppliers of rice, for which it handles significant volumes, while it applies adapted criteria to suppliers of pulses and cereals, for which procurement takes place on a more limited scale.

⁴⁰- The definition of high and low risk follows the Business Social Compliance Initiative (BSCI), a voluntary standard that provides guiding principles and an audit scheme to assess the respect of fundamental workers' rights (such as decent wages, fair hours, no child or forced labour, health and safety, etc.), widely used by European companies to monitor and improve the practices of their suppliers.



Tools to monitor ESG performance along the supply chain

The Euricom Group recognises the importance of internationally recognised tools to monitor, assess and improve social, ethical and environmental performance along its supply chain.

Group companies such as **Rol-Ryż, VSR, Euricom S.p.A. and Eurimac** actively use the **Sedex** platform to share ethical and social information with their suppliers and customers, promoting the adoption of the **BSCI code** and **ETI basic code** standards.

Social audits, carried out by Euricom and authorised third parties in accordance with the **SMETA** standard, one of the most widely used globally, requested by customers and also promoted by the Group among its suppliers, are scheduled with varying frequency, while they are carried out at least every two years in the case of suppliers considered to be high-risk. **Rol-Ryż** requires suppliers from risk countries to complete self-assessment questionnaires

on the **Sedex** platform, as a prerequisite for performing **SMETA** audits. The results of these audits, carried out by independent auditing companies accredited by Sedex, are then monitored: in the event of non-compliance, corrective action plans are requested, the closure of which is verified and documented.

In addition, several Group companies - including Euricom, Arcesa, Rol-Ryż, Curti, Sear, VSR, Euricom Hellas, Eurimac - participate in the annual **EcoVadis** assessment, an international platform that analyses performance in the environmental, social, ethical and responsible procurement fields.

In 2024, **Euricom S.p.A.** and **Rol Ryż** were awarded the **bronze medal**, while **Euricom Hellas** and **VSR** distinguished themselves with the **silver medal**⁴¹, placing them in the **top 15% of globally evaluated companies**.

41- EcoVadis awards medals to companies based on their score in the ESG (environment, labour and human rights, ethics, sustainable procurement) performance assessment. The medals are based on global percentiles and are updated annually. The medal levels are as follows: Bronze - Top 50% of evaluated companies; Silver - Top 25% of evaluated companies; Gold - Top 5% of evaluated companies; Platinum - Top 1% of evaluated companies.

ESRS Standards **ESRS G1 G1-3**

Prevention and detection of **CORRUPTION AND BRIBERY**

The Euricom Group is committed to preventing and combating all forms of corrupt phenomena, whether direct or indirect, in the markets in which it operates, in order to avoid fines, disqualifications and imprisonment for natural and legal persons,

as well as to preserve the internationally recognised reputation and integrity of the brand. The actions implemented by the Group to prevent and detect **active and passive corruption** are:



Drafting of the Anti-Corruption Policy and verification of its effectiveness.



Analysis and management of the risks of corrupt offences being committed by Group companies in relation to local regulatory requirements.



Specific training programmes on corruption addressed to employees.



Implementation of the whistleblowing system.



Constant monitoring of corruption risks.

Anti-Corruption Policy

The Euricom Group promotes a corporate culture based on transparency, integrity and accountability, believing that any form of corruption is unacceptable, as it is contrary to the fundamental values that guide the Group's operations. This Policy integrates into an organic framework all the useful rules on preventing and combating corruption, with the aim of **preventing** any type of corruptive phenomenon envisaged by the different local laws in

force in the countries in which the Euricom Group operates and in those in which its Companies are present. The recipients of the Policy are employees, members of the administrative and control bodies, consultants, professionals and collaborators, i.e. all those individuals who work in the name and on behalf of the Euricom Group, who are required to report any violations of the Policy or actual or alleged cases of corruption through whistleblowing channels.

Corruption prevention management systems - ISO 37001

Among the Group's companies, Eurimac has obtained **ISO 37001** certification, a management system that provides an organisational and procedural framework aimed at preventing, detecting and addressing corruption incidents, promoting

a culture based on integrity, transparency and compliance with applicable laws. Certification is a globally recognised tool to strengthen corporate governance and support commitment to ethical and responsible practices.

ESRS Standards **ESRS 2 MDR-A, ESRS 2 MDR-M, ESRS G1 G1-4**

INCIDENTS OF CORRUPTION or bribery

During the reporting period, as indeed during previous reporting periods, there were no incidents of corruption or bribery. In particular, there were no convictions or penalties for violations of anti-corruption and anti-money laundering regulations. There were no confirmed incidents of corruption, nor were there any disciplinary measures or dismissals related to these topics.

Similarly, there are no reported cases where contracts with business partners have been terminated or not renewed for such violations. Finally, there are no public legal proceedings pending or concluded against any Group company or its employees for corruption-related matters. These results confirm the effectiveness of the prevention measures taken by the Company and its ongoing commitment to promoting a culture of integrity, transparency and regulatory compliance.

ESRS Standards **ESRS 2 MDR-M, ESRS G1 G1-6**

PAYMENT practices

The payment terms adopted by the Euricom Group are established in such a way as to ensure maximum flexibility and adaptability to operational and market conditions. They may vary depending on the different companies in the Group, the reference markets, the countries in which the Company operates and the specific characteristics of individual suppliers. Payment terms are agreed upon as part of contractual agreements and may be

subject to negotiation, with the aim of ensuring a balance between operational needs, financial sustainability and proper business relations. The company constantly monitors compliance with the agreed terms, paying particular attention to the prevention of late payments to small and medium-sized enterprises (SMEs).

The Group has no legal proceedings currently pending due to late payment.



ESRS

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