

Environment, Social, and Governance (ESG)

At Macromex, sustainability is not just a part of our business strategy. It is an essential direction for our evolution as an organization.

We make a clear commitment to reduce the impact of our actions on nature, to create an equitable work-environment, and to support the communities in which we operate.

This vision is structured on three essential pillars: Environment, Social, and Governance, each accompanied by real and measurable objectives that are aligned with the Sustainable Development Goals of the United Nations and the European Sustainability Reporting Standards.



“Sustainability is a strategic pillar that is integrated in all our operational and financial decisions.”

A real example is the Edenia vegetables range, which come from farms that apply renewable agriculture principles – an approach that promotes soil health, biodiversity, and the responsible use of natural resources.

We also consolidated our partnerships around mutual responsibility and performance values, we developed food waste reduction programs and invested in our colleagues' development through personal development initiatives and by making sure they work in a safe space. Our involvement in the community continued with giving warm meals to people in difficult situations.

This report is not just a radiography of the progress we have registered. It is a reaffirming of our long-term commitment: to transform Macromex into a sustainable performance and responsibility benchmark of the food industry.

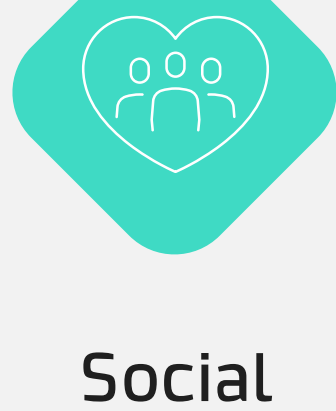
With respect and consideration,

Albert Davidoglu
Chief Executive Officer



Environment

- Carbon emissions (scope 1 and 2)
- Pollution control
- Waste management
- Resource usage



Social

- Impact on employees
- Impact on commercial partners
- Impact on the community
- Labor Law compliance
- Product safety



Governance

- Corporate culture
- Professional conduct policies
- Business ethics
- Digital security
- Supply chain optimization

Environment

Efficiency, clean energy and ecological responsibility

Key Components	Activity	Objectives	Achievements
Fuel Consumption and Mix (Scope 1)	- Improving consumption continuously through fleet renewal - Using more electric/hybrid vehicles	- Reduction of CO2 emissions' intensity by 2% per year (tons of CO2 equivalent per km) by renewing the fleet with electric and hybrid vehicles - Optimization of distribution routes	2023 Consumption: 950.000 liters of fuel 2023 Km traveled: 6.7 million km 2023 CO2 emissions (Scope 1): 1.546 To
Electrical energy Consumption and Mix (Scope 2)	- Improving consumption - Using more energy from renewable sources	2023: Using at least 40% of energy from renewable sources - Starting in 2024: Using over 50% of energy from renewable sources - Projects from improving consumption in warehouses 100% of Macromex buildings lit up by LED lights	- Raw greenhouse gases emissions based on location (Scope 2): 528 To (based on the supplier emission factor published by National Energy Regulatory Authority – NERA) - Raw greenhouse gases emissions based on market (Scope 2): 1.356 To (based on third-party producer emission factor) 2023: 45% consumption of energy from renewable sources (energy labels from suppliers)

Increasing the consumption of electrical energy from renewable sources

In 2023, we managed to reach a level of 45% consumption of energy from renewable sources. Starting in 2024, we wanted to increase this percentage to 50, consolidating our commitment to a sustainable future. All our buildings switched to LED lighting, and we are constantly developing projects for a more efficient consumption of energy. In 2023, we traveled over 6.7 million kilometers, and we emitted 1.546 tons of CO2, but the investment in the logistic fleet and the optimization of routes has pushed us in the direction of reducing the carbon footprint. We aim for a 2% annual decrease in emissions' intensity (tons of CO2 equivalent per km), through fleet renewal and buying of electric and hybrid vehicles.

We focus on decreasing the operational impact on the environment through making resources more efficient, transitioning to green energy, and the decarbonization of the logistic chain. In 2023, we optimized transport routes, we increased the usage of energy from renewable sources, and we implemented efficient lighting and refrigeration systems in all our logistic spaces. Starting in 2025, we introduced the first 100% electric commercial vehicles.



Social

Supported people, balance, community impact

Key Components	Activity	Objectives	Achievements
Human capital development	- Continuous development programs - Personnel policies that support sustainable development	- Professional training programs - Balance between the number of men and women - Decrease in gender pay-gap - Safe working conditions	- Professional training programs: 4 days/person/year 32% women / 68% men 50% women / 50% men in executive positions - Fair remuneration: compared to the average national salary - Personnel safety: 2 minimal accidents; no notable incidents
Community impact	- Making consumption more efficient - Using more energy from renewable sources	- Romanian Olympic and Sports Committee partner (rowing, competitive swimming, volleyball) - Corporate Social Responsibility programs (CSR) - Involvement in support of vulnerable communities programs	- Romanian Olympic and Sports Committee partner - National federations (rowing, volleyball) and athletes' partner - Sponsorships: 20 CSF programs - Over 20 entities/NGOs worth 1.8 million RON

Human capital development

We know that progress starts with people. In 2023, each employee has benefited from at least 4 days of professional development.

We promote diversity and balance. Take the equal distribution of women and men in executive positions as example (50% / 50%).

Overall, our workforce is made up of 32% women and 68% men, and the remuneration policy ensures equity.



Externally, we get actively involved in the community: through partnerships with the Romanian Olympic and Sports Committee, the national federations of rowing and volleyball, and athletes. We encourage an active lifestyle and sports performance.

During this time, we supported over 20 non-profit organizations through social responsibility programs, directing approximately 1.8 million RON toward relevant causes, money sponsorships and food donations, all throughout 2023.

Governance

Ethics, traceability, and sustainable partnerships

Key Component	Description
Corporate culture, professional conduct and business ethics policies	Macromex's values are centered on five main principles: - Entrepreneurship - Respect - Trust - Responsibility - Integrity
Digital security	- Security policy and strategy - CISO – distinct function starting 2023 - NIS2 compliance starting 2025

Partnerships	Description	Objectives	Achievements
Supply chain optimization	- Diversification of secure supply sources - Development of short supply chain	- Increase in local suppliers - Food safety	2023: 42% goods purchases and services from local suppliers - Food safety: no notable incidents in 2023

Supply chain optimization

Sustainability also means the way in which we build partnerships and develop trusty relationships in our supply chain. In 2023, 42% of goods purchases and services came from local suppliers, thereby contributing to the consolidation of a short and responsible chain. We make sure that all sources are compliant to food safety standards – no incidents reported last year.

We focus on transparency, traceability, and ethic innovation in all processes, reflecting a modern, responsible and future-oriented governance model.



Future commitments

- We look forward with the same clarity with which we act in the present.
- We increase the usage of green energy – over 50% consumption starting 2024.
- We strengthen our social and educational partnerships.
- We want to reduce the intensity of CO2 emissions by 2% per year starting 2024.
- We support the development of circular economy through local supply and efficient resources.

We build the future through responsibility and sustainable innovation!

