



K&NE
EARTH MATTERS

SUSTAINABILITY REPORT 2024

K&N EFTHYMIADIS



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MESSAGE FROM THE CEO

We are pleased to present the first Sustainability Report of K&N Efthymiadis. This Report marks a milestone moment, signifying our commitment to continue integrating sustainability into the core of our strategy and everyday operations. Aligned with the international GRI standards, this Report transparently captures how we translate our values into actions for the environment, society, and responsible corporate governance.

Our progress is grounded in the belief that agriculture and technology can coexist harmoniously with nature, serving a common purpose: the well-being of people within a healthy and resilient ecosystem. As a company with a leading presence in the field of agricultural supplies, crop protection products, and fertilizers, we recognize our responsibility to provide solutions that safeguard crops while respecting the environment. We invest in scientific research and innovation, developing products and services that promote efficient and sustainable agriculture, while safeguarding soil, water, and biodiversity—the essential elements of every ecosystem.

At the same time, we invest in continuous learning and in our people, enabling us to evolve and consistently enhance our positive impact. Through educational initiatives and collaborations with producers, universities, and institutions, we cultivate a culture of responsibility in agriculture. Our people are always at the center of our operations; their safety, growth, and active engagement are fundamental values that drive our progress.

At K&N Efthymiadis, we uphold transparency and accountability as core principles of our success, that guide every decision we make and ensure that our growth is rooted in integrity, reliability, and respect for all stakeholders.

This Sustainability Report goes beyond collecting and presenting data, it also conveys our commitment to continuous improvement and competitiveness, reflecting our vision for a business model that respects the land, empowers people, and consistently supports sustainable development.

Nature reminds us that true progress is built on a foundation of care and commitment. With this in mind, we continue our journey toward more sustainable and responsible agriculture, guided by respect, collaboration, and dedication to our shared future¹.

¹ GRI 2-22



AT A GLANCE

The year 2024 marked a milestone in our sustainability journey, guided by our vision and commitment to fostering a more sustainable future.



Environment



15% of total energy consumption was supplied by installed photovoltaic systems



53% reduction in greenhouse gas emissions intensity



Installation of internal energy-consumption monitoring systems in Sindos & Markopoulo (100% coverage, operational >10 years)



Society



100% employee had access to training and development programs



0 fatalities or serious injuries in 2024



0 incidents of non-compliance with legislation related to the safe transport of chemical products



Governance



0 incident of non-compliance with laws and regulations



0 incidents of corruption



100% of employees trained and informed on the integrity principles governing the company's operations



OUR COMPANY

Who we are
Our products
Our presence
Our business model
Research and development
Awards and recognitions



WHO WE ARE

Our history, values, and guiding principles shape the character and identity of K&N Efthimiadis.

Our story began in 1935. Since then, we have been driven by passion for agriculture, innovation, and the people who make it possible. Today, K&N Efthimiadis S.A. stands as the largest company within the REDESTOS Efthimiadis Agrotechnology Group, headquartered in Greece, with a strong presence both domestically and internationally.

From our early involvement in the trade of agricultural supplies, tools, seeds, and ornamental plants, to our current activities in research, development, and specialized services, we remain firmly committed to providing integrated solutions that support farmers and meet the needs of the modern consumer.

In 2024, the allocation of 30% of our shares to the international Certis Belchim Group, marked a new chapter of growth, partnerships, and international outreach, while preserving our commitment to our vision and values.²

Our mission

We have grown and evolved within the agricultural sector, offering solutions that support primary production. Our goal is to contribute to the development, production and marketing of high added-value Greek agricultural products, meeting the needs of the consumer for health and safety, through the use of the most advanced and environmentally friendly methods.

How we work

At K&N Efthimiadis S.A., we invest in innovation, expertise, and close collaboration with farmers, distributors, and the industry, promoting modern technologies and agricultural practices. We provide storage, logistics, and distribution services, with branches and offices in Greece and abroad, strengthening our dynamic presence. Responsibility and transparency guide our operations. From stra-

tegic direction set by top management, to implementation by executives and employees in the field, everyone contributes to achieving our goals. We also collaborate with suppliers and partners who share our values and commitment to responsible environmental, social, and governance practices.

Education and training are key tools for us. We provide onboarding programs, annual updates, and specialized workshops for employees, as well as educational materials for external partners and suppliers. To mitigate any potential negative impacts, we set in place risk management systems, feedback mechanisms, and transparent complaint management procedures, ensuring timely and effective responses to any issues.³

The REDESTOS S.A. Group, committed to transparency and responsible corporate governance, has established a Policy for Reporting Violations of EU Law, in accordance with Directive (EU) 2019/1937 and Law No. 4990/2022 ("Protection of Persons Reporting Violations of EU Law"). This policy ensures that employees, partners, and other stakeholders can safely and confidentially report any potential violations of European law or corporate principles, without fear of retaliation.

Through the application of the above policy, REDESTOS S.A. Group reinforces transparency, accountability, and compliance at all operational levels. The policy guarantees the protection of anonymity and personal data and serves as a key instrument in fostering a culture of integrity and trust, which underpins sustainable development and corporate ethics.

With a focus on sustainable development, we continue to invest in our people, innovate, and operate with integrity, delivering lasting value to Greek agriculture and society as a whole.

Historical milestones

1935	1991	2000	2003	2004	2024
Establishment of K&N EFTHYMIADIS Partnership, focusing on the trade of imported agricultural supplies, tools, seeds, and ornamental plants.	New business ventures and an extensive infrastructure and organizational investment program.	Strategic partnership with the Japanese multinational MITSUI & CO. EUROPE PLC.	Renaming of the Group as REDESTOS Efthimiadis Agrotechnology Group.	Establishment of a new legal entity.	Transfer of 30% of the company's shares to the Certis Belchim Group.

² GRI 2-1, GRI 2-2

³ GRI 2-25



OUR PRODUCTS

We offer a broad range of high-quality solutions designed to support sustainable development in the agricultural sector, with a focus on safety and efficiency.

At K&N Efthimiadis, we offer a broad and specialized product portfolio addressing the full spectrum of agricultural and agrochemical needs. From crop protection products such as herbicides, insecticides, fungicides, and acaricides, to disinfectants and plant growth regulators (PGRs), each product is designed to meet the highest standards of quality and safety.

In addition, we support agricultural production with a rich variety of propagation materials, including cotton varieties, cereal seeds,

corn and sunflower hybrids, as well as specialized seeds for potato, alfalfa, and rapeseed. Our offerings also include fodder crops and other products that enhance overall farm productivity and sustainable farming practices.

We continuously invest in research and innovation to deliver our customers with solutions that improve efficiency, quality, and safety across all stages of production, always aligned with modern agricultural standards .

Herbicides



Insecticides



Acaricides



Fungicides



Oils



Desinfectants/ Nematicides



Plant growth regulators



Specialty nutrients



Various





OUR PRESENCE

Our extensive market presence and continuous growth enable us to serve our customers effectively, wherever they are.

Our operations are rooted in Greece, with modern facilities in the Industrial Area of Sindos, Thessaloniki, where we develop, produce, and package crop protection products, fertilizers, and seeds, adhering to the strictest standards of quality and safety. Every product leaving our production lines reflects decades of expertise, the experience of our people, and our commitment to responsible and innovative agriculture. Our commercial presence spans the entire Greek territory. With a strategic branch in Attica, we respond promptly and efficiently to the needs of our partners and customers across the country.

However, our presence extends beyond national borders. Through our subsidiaries in Bulgaria, Romania, Serbia, North Macedonia, and Albania, as well as through partnerships with distributors in other markets, we bring expertise, innovation, and high-quality products across Southeastern Europe. Each market in which we operate represents an opportunity to build trust-based relationships, promote the development of sustainable practices, and strengthen the competitiveness of local agricultural economies.





OUR BUSINESS MODEL

Our business model integrates knowledge, innovation, and partnerships to create sustainable value at every stage of the production and distribution chain.

At K&N Efthimiadis, we operate with the goal of supporting modern, competitive, and sustainable agriculture, offering solutions that meet the real needs of the agricultural sector. We continuously invest in innovation, expertise, and partnerships, effectively leveraging our resources and strengthening our position in both the Greek and international markets.

With respect for our customers, partners, and the environment, we create added value through each stage of our operations.

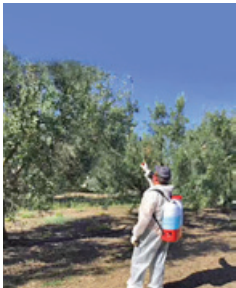
RESOURCES				
Financial resources	Human Capital and expertise	Technology and knowledge	Infrastructure and services	Natural resources
What we do	Research and development • Crop protection and seed research • Development of biological products • Field trials, approval, and registration	Production • Product mixing, standardization, and bottling • Seed production or collaboration with production units • Fertilizers and conditioners production	Commercial division • Sales, marketing • Product management • Digital services for farmers	Support activities • Supporting research, production, commercial, and administrative operations • Enhancing business continuity • Operational efficiency
What we create	Crop protection and nutrition • Fertilizers/conditioners	Seeds • Varieties	Services for producers • Innovative products • Targeted solutions • Digital applications and platforms	
The value we provide	For farmers • High-quality products • Reliable supply chain • Meeting needs in Greece and the Balkans	For partners • Economic value and competitiveness • Reliability and sustainable partnerships	For society • Sustainable use of natural resources • Environmental protection • Digital transformation of the agricultural sector	



RESEARCH AND DEVELOPMENT

Our commitment to innovation, through investments and collaborations, brings new, more sustainable solutions for farmers and the environment.

The company systematically invests in research and innovation, implementing pioneering research programs that contribute to the sustainable development of the agricultural sector. Supported by funding from the General Secretariat for Research and Technology, we participate in projects focusing on feed production with reduced environmental impact, the study and biological characterization of pathogens affecting stone fruits, and the development of plant resistance to viruses transmitted by whiteflies through innovative biotechnological methods. These initiatives aim to optimize crop protection, promote sustainable agricultural practices, and enhance competitiveness and environmental awareness in the sector.



A prime example of this strategy is the MINEFIELD project, titled "Investigation of Action and Development of an Environmentally Friendly Insect Repellent and/or Fungicide Formulation from Low-Cost Mineral Materials". Funded by the "Innovation Operational Plans" of the Central Macedonia Operational Program 2014-2020, it was implemented in

collaboration with two institutes of CERTH: the Institute of Applied Biosciences (INAB) and the Institute of Chemical Process and Energy Resources (ICPER). The project emphasized the use of domestic mineral resources as potential alternatives to conventional chemical formulations. During the project, we developed formulations based on low-cost magnesium materials, which demonstrated both insect-repellent properties and effective pathogen control in crops such as tomato, cotton, and olive trees. The results high-

light the potential to replace conventional chemical formulations with environmentally friendly solutions, supporting sustainable agriculture and leveraging domestic mineral resources.

In parallel with developing such innovative formulations, we invest in digital tools and technologies that support integrated crop management. Our goal is to enhance efficiency, sustainability, and data-driven decision-making in the agricultural production.

In this context, in collaboration with AgroApps, we developed the "CropApp" Digital Advisor, an innovative application that allows remote monitoring and management of crops from sowing to harvest. The app provides personalized recommendations, advice, and alerts for each crop and field, based on real-time data collection and analysis. This process, enables farmers and agronomists to plan irrigation, fertilization, crop protection, and soil management more effectively, while simultaneously monitoring yield, quality, and CO₂ emissions.



The integrated field log enables the recording of all activities with comments, photos, and observations, creating a historical record that can be used to improve practices in future crops. The application aligns with the new CAP requirements and Eco-Schemes, promoting environmentally friendly practices and supporting the use of digital management and monitoring tools, thereby increasing productivity, efficiency, and sustainability in agriculture.

Research, production and standardization of potato propagation material

Our company is engaged in the research, development, and production of potato propagation material, employing both classical genetic methods and advanced biotechnology and molecular biology techniques. Our objective is to create, improve, and standardize high-quality varieties, whether proprietary, open-source, or sourced from other companies and research institutions under appropriate agreements.

We are also actively engaged in the import, export, distribution, and marketing of seed potatoes, offering a variety of evaluation services, crop protection, technical support, and laboratory or field testing.

Furthermore, we develop innovative production methods to enhance the quality, resilience, and productivity of varieties, while providing logistics, storage, and distribution services for third parties. We collaborate with companies and research institutions and implement franchising systems to support these activities.



AWARDS AND RECOGNITIONS

In the agricultural supplies sector, we hold a leading position in Greece. Since July 1, 2020, our company has been certified as an Authorized Economic Operator (AEO) for Customs Simplifications, Security, and Safety by the General Directorate of Customs and Excise Duty. This certification, based on collaboration with customs authorities and recognized internationally, enhances supply chain security, improves planning, and reduces costs, providing added value to all our business partners.

PROBLAD – Innovation in Sustainable crop protection

Alongside continuous improvement in supply chain processes and safety, we focus on the development of innovative products that support sustainable agriculture and responsible use of natural resources. In this context, PROBLAD, our new innovative product for sustainable crop protection, was awarded a Gold Medal in the category “Plant Health-Soil and Crop Support” at the SIVAL 2025 trade fair in Angers, France.

PROBLAD represents a significant step forward in crop protection, combining high efficacy against fungal diseases with respect for the environment. Its natural composition is compatible with Organic Agriculture and Integrated Pest Management (IPM) programs, while the advanced technology it incorporates allows application up to harvest day without residue restrictions.

This recognition by SIVAL, one of Europe's leading agricultural trade fairs, confirms our commitment to innovation and sustainability, positioning PROBLAD as a key tool for promoting environmentally friendly practices. With this product, we strengthen our role as pioneers in sustainable crop protection, combining quality, efficacy, and responsibility for the benefit of farmers and the agriculture of the future.





OUR ESG APPROACH

Sustainable development strategy

Our value chain

Double Materiality Assessment

Stakeholder engagement

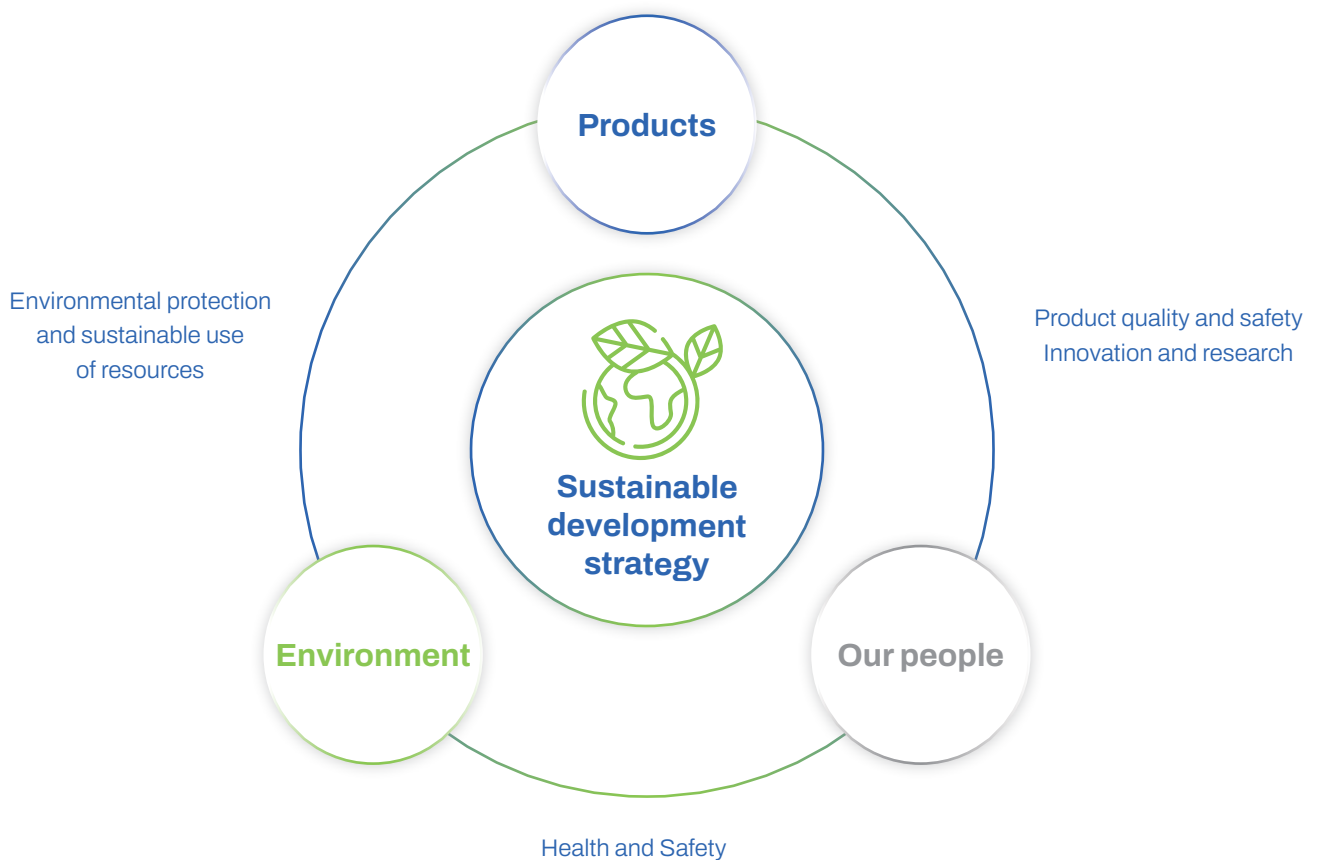
Our contribution to the Sustainable Development Goals



SUSTAINABLE DEVELOPMENT STRATEGY

Our strategy for sustainable development aims to maintain a continuous balance between environmental protection, social well-being, and an emphasis on the quality and safety of our products, creating long-term value for all stakeholders.

At K&N Efthymiadis, we follow a guiding principle of balance between productivity and environmental responsibility, employee well-being, and respect for society. Accordingly, our strategy for sustainable development is built upon three core pillars:



Products: We aim to develop high-quality and safe products for our customers, investing in innovation, research, and development (R&D) to continuously improve the solutions we offer.

Environment: We are committed to preventing and reducing the environmental impacts arising from our activities. Through the efficient use of raw materials and resources and the integration of best practices, we strive to preserve and protect ecosystems.

Our people: We place the highest priority on the health and safety of our employees, fostering a work environment that promotes prevention, protection, and the continuous enhancement of the well-being and safety of our workforce.

We consider prevention to be a fundamental element of responsible operation. Our aim is to prevent and minimize the environmental impacts of our operations while simultaneously reducing risks to employee health and safety, consistently providing high-quality products that are safe and suitable for consumer use.

To achieve these commitments, we maintain Integrated Management Systems certified according to international standards: ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), and ISO 9001 (Quality Management). These systems guarantee consistent, transparent processes and drive continuous improvement.



We regularly review our objectives, programs, and key performance indicators (KPIs) to effectively evaluate our progress and identify new opportunities for improvement.

We place particular emphasis on:

- Delivering high-quality products that comply with international quality and safety standards.
- Developing innovative solutions that meet the evolving needs of farmers, our direct customers, as well as those of the wider supply chain.
- Preventing pollution and efficiently using natural resources and energy by applying best available practices.
- Assessing risks and implementing measures to prevent occupational accidents and illnesses, assuming full responsibility for the design and execution of our processes.
- Informing, engaging, training, and raising awareness among our workforce, encouraging everyone's participation in improving environmental management and health and safety practices.
- Collaborating with local and national authorities responsible for environmental protection.

- Communicating our policy openly and transparently to employees, partners, and the local community.

The Management is responsible for strategic planning and overseeing the company's direction, actively supported by those responsible for implementing and coordinating processes that enhance operational efficiency, as well as by all employees who actively participate in their daily execution. We believe that sustained and meaningful progress can only be achieved through collective effort.

Furthermore, we seek to collaborate with suppliers and partners who apply ESG criteria and embrace principles of responsibility, thereby promoting more sustainable and accountable business relationships.

Our approach is grounded in three core values: the quality and responsibility of our products, respect for nature, and care for our people. These values guide every step we take and every decision we make.⁵



⁵ GRI 2-24



OUR VALUE CHAIN

We view the value chain as the framework through which we advance sustainability fostering responsible relationships with both upstream and downstream partners that enable us to pursue and achieve our objectives.

We invest in every stage of our value chain, from sourcing and innovation to production and distribution, providing agricultural solutions that enhance productivity, sustainability, and support for farmers in Greece and Southeastern Europe.⁶



Upstream

~ 95% of our suppliers have some form of ESG commitment.

We collaborate with multinational companies to procure raw materials, agricultural inputs, and packaging materials that comply with strict international quality and safety standards. Our suppliers selection is carried out responsibly, ensuring reliable and certified products.



Own operations

Certified with an ISO 14001 & ISO 45001, we are committed to environmental protection and the safety of our employees.

Production and packaging are carried out at our modern facilities in Sindos, Thessaloniki. We implement strict quality assurance systems and safety protocols across all stages of manufacturing, packaging, and distribution of high-quality products, including both our own product lines and the commercial brands we handle on behalf of third parties.



Downstream

8+ countries are served through exports and our distribution network.

Our products are distributed through an extensive commercial network in Greece and the Balkans, supported by local subsidiaries and specialized teams. At the same time, we provide advanced agricultural services to farmers, promoting modern and sustainable practices.

⁶ GRI 2-6



STAKEHOLDER ENGAGEMENT

Ongoing communication with customers, suppliers, local communities, and employees forms the basis for understanding their needs and for strengthening partnerships that promote sustainability and trust.

The company recognizes that the successful implementation of its sustainability strategy depends on close collaboration with all stakeholders. These include internal stakeholders, such as employees and the Management, as well as external stakeholders, including customers, suppliers, local communities, public and regulatory authorities, and Non-Governmental Organizations (NGOs). The purpose of engaging with stakeholders is to understand their needs, concerns, and expectations, in order to effectively integrate them into the Group's strategies, policies, and operations. In this context, the Group actively and meaningfully participates in collective bodies and associations, such as the Hellenic Federation of

Enterprises (SEV), contributing to the development of national and international initiatives.⁷

Substantive stakeholder engagement is ensured through transparent and open communication channels, allowing the submission of feedback, questions, and proposals. Participation is also encouraged in collaborations and initiatives, such as local activities, thematic conferences, and social dialogues, with the aim of establishing a reciprocal and productive relationship.⁸



⁷ GRI 2-28

⁸ GRI 2-29



DOUBLE MATERIALITY ASSESSMENT

The Double Materiality Assessment (DMA) is a strategic process through which a company's impacts, opportunities, and risks in sustainability topics are identified and assessed. K&N Efthymiadis S.A. conducted its first Double Materiality Assessment for the fiscal year 2024, following a structured process that included five distinct phases.

Below are the five phases of the process, followed by the key issues that were assessed and the company's value chain.

Double Materiality Assessment Methodology

**Purpose &
Scope of the
DMA**

**Identification
of topics**

**Assessment
of material
issues**

**Prioritization
of topics based
on thresholds**

**Validation
of material
topics**

Phase 1: Definition of Scope

The process began with the definition of the purpose and scope of the DMA, which exclusively covered K&N Efthymiadis S.A. and the activities under its operational control. The value chain was mapped, and the key stakeholder groups were identified in order to pinpoint critical areas of potential impacts, risks, and opportunities.

Phase 2: Identification of Material Topics, Impacts, Risks, and Opportunities (IROs)

An extensive list of sustainability topics was created and assessed in relation to the company's operational activities. For each topic, the relevant impacts, risks, and opportunities across the entire value chain were identified, with analysis of their nature and time horizon.

Phase 3: Assessment of Impact Materiality and Financial Materiality

The IROs were assessed according to ESRS standards criteria, including the severity and likelihood of occurrence of impacts (both negative and positive) as well as the estimated financial impacts on financial performance. The process was aligned with the Enterprise Risk Management framework.

Phase 4: Definition of Materiality Thresholds and Prioritization of IROs

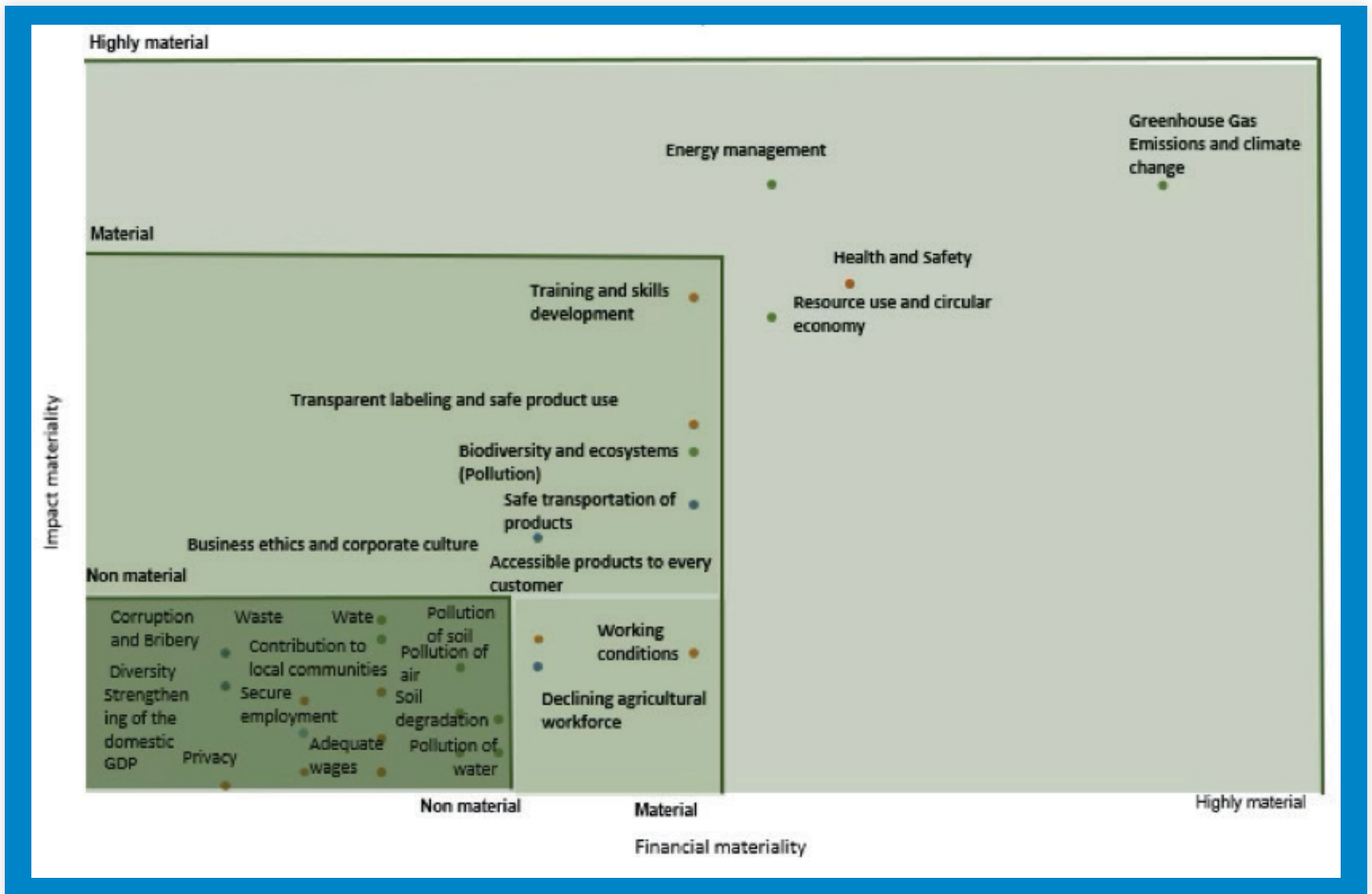
By establishing quantitative thresholds, it was determined which topics are material to the company. The IROs were scored, grouped into thematic categories, and the most critical were identified as material topics for the company.

Phase 5: Validation and Final Determination of Material Issues

The final validation was carried out through internal consultations and presentation to the Board of Directors. The process concluded with 12 material topics that will form the basis of the Sustainability Report and guide the company's future strategic decisions.



Double Materiality Assessment



ESG PILLAR	MATERIAL ISSUE	RELEVANT SUSTAINABLE DEVELOPMENT GOALS
Environment	Greenhouse Gas Emissions & Climate change Energy management Resource use & circular economy Biodiversity & ecosystems (Pollution)	  
Society	Health & safety Training & skills development Product labelling & safe product use Accessible products for all customers Working conditions	  
Governance	Business ethics & corporate culture	
Sector-specific topics	Safe transportation of products Declining agricultural workforce	



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

By integrating responsible practices and maintaining consistent performance across sustainability areas, we actively contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).

The SDGs serve as our compass, guiding our decisions and actions. They represent both an inspiration and a commitment, as we continuously strengthen our efforts today while designing for a responsible, innovative and positively impactful future for society, the environment and the economy.

The table below presents the key ESG Pillars, our priority areas, and the corresponding SDGs and sub-targets to which we contribute.

ESG PILLAR	MATERIAL ISSUE	RELEVANT SUSTAINABLE DEVELOPMENT GOALS
Environment	• Pollution prevention • Efficient use of natural resources (raw materials, energy) • Implementation of ISO 14001 environmental management system • Adoption of best available techniques for sustainability	 7.3 - Double the global rate of improvement in energy efficiency by 2030  12.2 - Achieve sustainable management and efficient use of natural resources by 2030  13.2 - Integrate climate change measures into national policies, strategies and planning  15.5 - Take urgent action to reduce the degradation of natural habitats and protect threatened species
Society	• Employee health and safety (ISO 45001) • Prevention of accidents and occupational diseases • Training, awareness and employee engagement in ESG initiatives • Promotion of wellbeing and decent working conditions	 3.9 - By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination  4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.  8.5 - Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value  9.5 - Strengthening research, technology and innovation, with increased investment and research personnel by 2030  10.3 - Ensuring equal opportunities and reducing inequalities through the elimination of discrimination and the promotion of fair policies and practices
Governance	• Integration of ESG policies into internal processes • Collaboration with suppliers and partners committed to ESG criteria	 12.7 - Promoting sustainable procurement practices  17.17 - Promoting effective public, private, and civil society partnerships



ENVIRONMENTAL RESPONSIBILITY

Our approach to preserving natural heritage

Energy management

Greenhouse gas emissions & climate change

Biodiversity & ecosystems

Resource use & circular economy



OUR APPROACH TO PRESERVING NATURAL HERITAGE

We implement practices that protect and preserve the natural environment, enhancing biodiversity and ensuring the harmonious coexistence of human activity with nature, aiming for a better future for generations to come.

Environmental protection and the preservation of our natural heritage are fundamental pillars of K&N Efthimiadis' philosophy. We recognize that nature is the most valuable asset we leave to future generations. Therefore, environmental considerations are integrated into every aspect of our strategy and operations.

We implement a comprehensive Environmental Management System certified under ISO 14001:2015, which ensures pollution prevention, the rational use of natural resources, and the assessment of environmental risks. We also focus on efficient energy and raw material use, adopting best available practices and investing in modern infrastructure.

With consistency and transparency as guiding principles:

- We set clear environmental targets and work towards continuously improving our performance.
- We cultivate a culture of transparency, responsibility, and respect for the environment at all levels of the company.
- We collaborate with local communities and authorities to promote sustainable practices and environmental responsibility.
- We maintain full adherence to all applicable regulatory and legal obligations and regularly assess our compliance performance.



ENERGY MANAGEMENT

We acknowledge the importance of responsible energy management. As an organization with a significant footprint in the agrotechnology sector, we are committed to practices that enable continuous monitoring, recording, and evaluation of our energy consumption, aiming for ongoing improvement.

At K&N Efthymiadis, we strive to effectively reduce our energy footprint without compromising the quality of the products and services we provide. Energy efficiency is an integral part of our daily operations, both in production facilities and supporting infrastructure.

Monitoring energy consumption constitutes a central component of our environmental strategy. For over a decade, our facilities in Sindos and Markopoulo, have been equipped with internal measurement systems, that deliver detailed consumption data by building and activity. This information allows for targeted evalua-

tion and optimization of energy use, supporting informed decision-making for resource efficiency and reduction of our environmental footprint.

Energy consumption is primarily linked to operational needs such as lighting and HVAC systems, while production processes have relatively low energy requirements. Equipment is regularly maintained, upgraded, and replaced to ensure optimal energy efficiency.

Investments and actions for energy efficiency

Beyond routine maintenance and equipment upgrades, we pursue targeted investments to enhance energy efficiency and accelerate the transition to more sustainable energy sources. For instance, photovoltaic systems have been installed to cover part of our electricity needs from renewable sources, reducing dependency on fossil fuels. We systematically monitor energy consumption through monthly records for electricity and fuels, conducting annual data analysis to identify further improvement opportunities and make decisions based on efficiency and sustainability.





Our performance

The table below presents the company's energy consumption for 2024.⁹

Energy Consumption within the organization	Unit	2022	2023	2024
Fuel oil in boiler	GJ	1.202	1.182	1.012
Fuel oil in generator	GJ	3	7,13	73
Diesel in company vehicles	GJ	3.482	3.514	2.506
Gasoline in company vehicles	GJ	560	756	1.775
Diesel in trucks	GJ	38	40.37	29
Crude oil and petroleum products	GJ	5.285	5.502	5.395
Purchased/acquired electricity, heat, steam, and cooling from fossil fuels	GJ	2.713	2.384	1.461
Total non-renewable energy consumption (fossil fuels)	GJ	7.998	7.886	6.857
Purchased/acquired electricity, heat, steam, and cooling from renewable sources	GJ	0	112,5	1.197
Total renewable energy consumption	GJ	0	112,5	1.197
Total energy consumption	GJ	7.998	7.998	8.053
Total renewable energy production	GJ	0	0	0
Share of non-renewable energy in total consumption	%	100	97,7	85
Share of renewable energy in total consumption	%	0	2,3	15
Share of electricity consumption	%	34	31	33

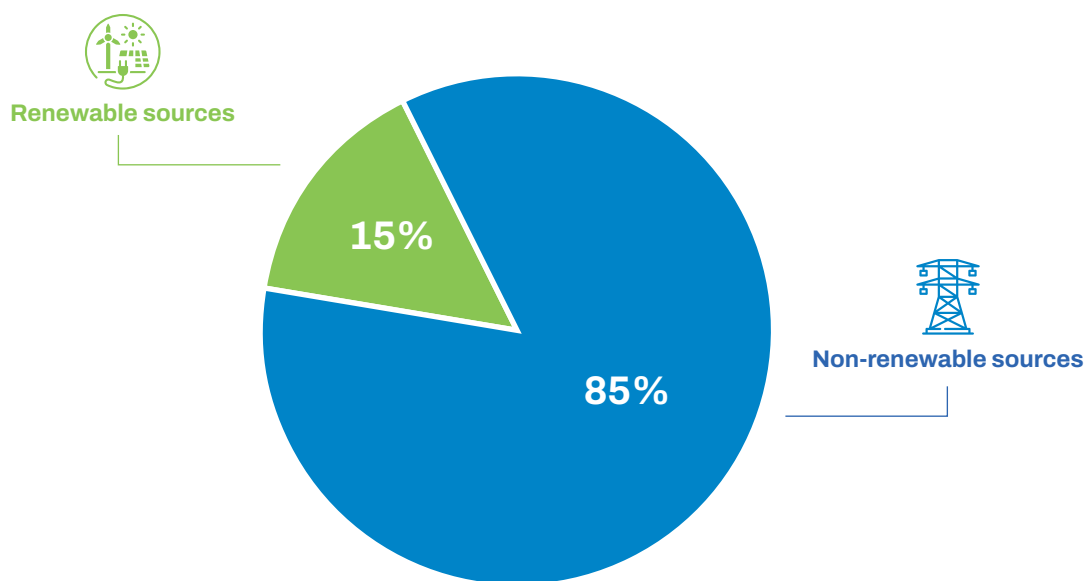
⁹ GRI 302-1



In 2024, the company's total energy consumption amounted to 8.053 GJ, sourced from both non-renewable and renewable sources. 85% of the consumption came from non-renewable sources, primarily fossil fuels used for heating, vehicle operation, and generators, as well as electricity produced from fossil fuels. The remaining 15% corresponds to renewable energy generated by installed photovoltaic systems, which is self-consumed to cover operational needs.

The detailed distribution of energy consumption within the organization is illustrated in the chart below, highlighting the main forms and sources of energy used. This serves as a foundation for planning targeted energy efficiency measures and increasing the share of renewables in the energy mix.

Energy consumption breakdown by source (2024)



To calculate specific energy consumption, the number of employees is used as the denominator to normalize energy data. This approach allows us to capture energy efficiency per employee and enables meaningful year-to-year comparisons as well as benchmarking against other organizations in the sector.¹⁰

Energy intensity	Unit	2022	2023	2024
Total energy consumption	GJ	7.998	7.998	8.053
Number of full-time employees	Number	134	134	133
Energy intensity	GJ/ full time employee	60	60	61

¹⁰ GRI 302-3



GREENHOUSE GAS EMISSIONS AND CLIMATE CHANGE

We take initiatives and implement measures aimed at reducing greenhouse gas (GHG) emissions, strengthening our contribution to combating climate change and shaping a sustainable future.

Climate change represents a critical challenge for the agricultural sector and for businesses involved in the production, trade, and distribution of agricultural products, such as K&N Efthymiadis. Changes in climate, extreme weather events, and stricter environmental regulations create a continuously evolving operating environment, which can significantly impact our business processes and financial sustainability.

In light of the above, we closely monitor environmental developments and new regulatory requirements related to climate change, assessing physical, technological, and regulatory risks. Awareness and education regarding these challenges are central to our corporate culture, aiming to ensure the long-term resilience and sustainability of our operations.

To continuously monitor, evaluate, and reduce our carbon footprint, we quantify greenhouse gas (GHG) emissions for Scope 1 and Scope 2 in accordance with ISO 14064-1. Since the GHG inventory is a dynamic process updated annually, the company has set 2019 as the base year for comparative purposes.

Our performance

Direct emissions (Scope 1) for 2024 amounted to 404 tn CO₂ equivalent, while indirect emissions related to energy consumption (Scope 2) reached 150 tn CO₂ equivalent. Greenhouse gas (GHG) emissions are further broken down by category in the attached table. Additionally, in 2024, we made a first attempt to quantify Scope 3 indirect emissions, focusing on two main categories: Purchased Goods and Employee Commuting. We aim to gradually expand the mapping of the remaining emission categories in the future.

Greenhouse Gas Emissions (tn CO ₂ eq.)		2022	2023	2024
Scope 1	Fuel oil in boiler	89	88	75
	Fuel oil in generator	4,5	0,5	5
	Direct emissions from stationary combustion sources	93,5	88,5	80
	Diesel in company vehicles	259	261	186
	Gasoline in company vehicles	42,6	57	135
	Diesel in trucks	2,8	3	2
	Direct emissions from mobile combustion sources	304	322	323
	Direct process emissions	0	0	0
	Direct fugitive emissions from anthropogenic systems	0	0	0
Scope 2	Indirect emissions from purchased electricity (location-based)	402	354	150
	Indirect emissions from purchased electricity (market-based)	284	241	111



Scope 3	Category 1 - Purchased goods	N/A	N/A	25.982
	Category 7 - Employee commuting	N/A	N/A	121
Total Scope 1 GHG emissions		398	410	404
Total Scope 2 GHG emissions (market-based)		272	241	111
Total Scope 2 GHG emissions (location-based)		402	354	150
Total Scope 3 GHG emissions ⁸		N/A	N/A	26.982
Total emissions (direct and indirect)-location-based		800	764	26.656
Total emissions (direct and indirect)-market-based		679	651	26.618

Notes:

1 No biogenic CO₂ emissions or removals occurred during the reporting period, as biofuels are not used in K&N Efthymiadis operations.

2 Gases included within the operational boundaries of the inventory comprise CO₂, CH₄, N₂O, and HFCs.

3 Conversion factors for Scope 1 and 2 emissions for 2024 were provided by the Ministry of Environment and Energy and the calculation guidelines for the implementation of the National Climate Law (4936/2022).

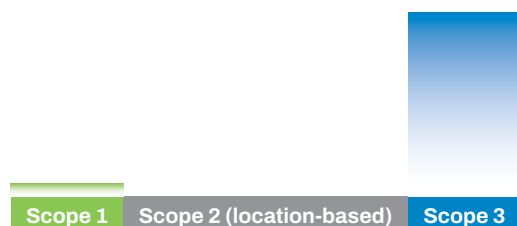
4 Scope 3 Category 1 emissions were calculated using emission factors from available literature, DEFRA, and Environmental Product Declarations (EPDs).

5 Category 7 emissions were quantified based on distances traveled related to the company's two sites, in Sindos and Markopoulo.

6 Where exact employee commuting modes could not be determined, assumptions were made using a typical vehicle.

7 Emission calculations were performed in accordance with ISO 14064-4:2018 and the GHG Protocol guidelines.

8 2024 marked K&N Efthymiadis' first attempt to report Scope 3 emissions.

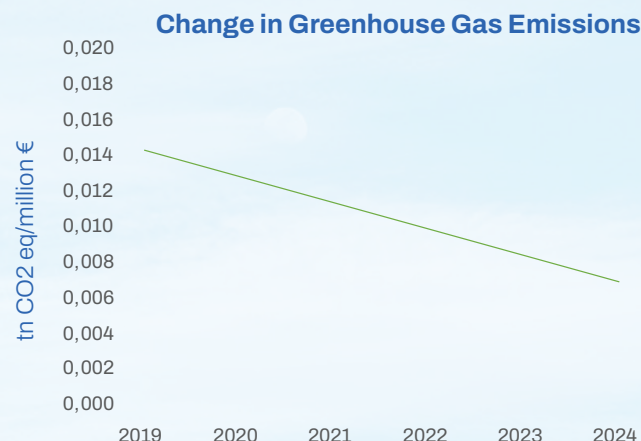


Considering that, in the reference year, the company employed 133 full-time staff and recorded a total turnover of €60 million, the following GHG intensity indicators were calculated. For the calculation of emission intensity, only direct Scope 1 emissions were considered.

Greenhouse Gas (GHG) Emission Intensity	2022	2023	2024
Emission intensity per total number of employees (tn CO ₂ eq./employee)	2.41	3.06	3.04
Emission intensity per turnover (tn CO ₂ eq./€ million)s	0.011	0.007	0.007

Reduction of Greenhouse Gas Emissions

Since 2019, our company has achieved an impressive 53% reduction in greenhouse gas (GHG) emission intensity per unit of turnover. This result is the outcome of our ongoing efforts, which focus on enhancing energy efficiency and increasing the use of clean, renewable energy sources. Our investments in photovoltaic systems and the ongoing transition to a cleaner energy mix, alongside positive developments in the national energy landscape, where the share of renewable energy continues to rise, illustrate that economic growth can coexist harmoniously with environmental protection. We remain committed to a sustainable future, taking steady and meaningful steps forward.





BIODIVERSITY AND ECOSYSTEMS

We are committed to protecting and enhancing biodiversity, recognizing its critical role in the long-term sustainability and effectiveness of our agricultural solutions.

Biodiversity is the invisible ally that supports life around us. From pollinators that bring fruit to trees, to the rich soils that nourish crops, nature generously provides the resources and services that allow us to thrive. However, this valuable web of life is fragile. One of the most significant threats silently undermining it is pollution from pesticides-chemical substances that, while protecting crops, can leave deep and long-lasting impacts on the environment.

In agriculture, the balance between productivity and nature protection is delicate. Where this balance is lost, biodiversity risks degradation, along with the sustainability of the crops themselves.

The general risk framework

At a European and international level, pollution from plant protection products varies significantly depending on the climate, soil, and agricultural conditions of each region.

Specifically, in Europe, the latest data from the [European Food Safety Authority \(EFSA\)](#) shows that pesticide residue levels in food remain generally very low, with a non-compliance rate of just 1–2% among the thousands of analyses conducted annually. Furthermore, the [FAO/WHO](#) Code of Conduct for the Management of Pesticides sets strict principles for approval, labeling, use, and risk assessment, providing a common, reliable framework for ensuring the responsible use of plant protection products worldwide.

Based on available data, the overall risk to biodiversity and the environment in Europe is considered limited, thanks to a strong regulatory framework and monitoring mechanisms applied at all stages of a product's lifecycle.

Why it matters to us

Pesticide pollution can lead to:

- Reduced populations of pollinators and beneficial insects
- Pollution of water and soil with negative impacts on flora and fauna
- Accumulation of toxic substances in the food chain
- Degradation of soil health and productivity

For us, maintaining the balance between production and nature protection is not only an environmental responsibility, it is a foundation for the future of agriculture and society. Mapping these risks provides a reference point for targeting monitoring actions, collaborating with farmers, and adopting best practices to preserve biodiversity.

Our performance

As a next step, we intend to develop an indicator to track the proportion of areas where our products are applied that are classified as high environmental risk zones for pesticide pollution. This indicator will enable us to assess and monitor the environmental context of our products, allowing us to tailor our awareness initiatives and support measures for our customers accordingly.





RESOURCE USE AND CIRCULAR ECONOMY

We aim to adopt innovative practices that reduce resource waste and encourage their reuse, thereby maximizing their value for both the company and society.

Resource use and circular economy practices are at the heart of the agricultural and agrotechnology sector, especially in an era where demand for food, energy, and raw materials is rapidly increasing. Recent reports indicate that over 107 billion tons of raw materials are consumed annually, almost four times the amount in 1970, with growth rates of approximately 2,3% annually.¹¹

Effective stewardship of resource inputs and outputs, such as water, nutrients, and other raw materials, has evolved from a purely environmental imperative to a critical driver of organizational resilience, cost optimization, and innovation.

The increasing extraction of biomass and non-metallic minerals, which are essential raw materials for agriculture and agrochemicals, highlights the direct connection between global resource use trends and the agrotechnology sector.

These developments present significant operational challenges for the industry. Reliance on virgin raw materials, such as natural gas, phosphorite, and petrochemical derivatives, heightens pressure amid rising energy costs and market volatility. At the same time, the progressive phase-out and stricter regulation of agrochemical products within the EU emphasize the need for increased investment in Research & Development and the pursuit of alternative crop protection solutions.¹²

Within this context, K&N Efthymiadis shall navigate a changing environment where these risks coexist with significant opportunities: adopting more efficient and circular solutions, integrating innovations that reduce environmental impact, and diversifying its portfolio to meet evolving market needs.

Our performance

Materials used (tn)	2022	2023	2024
PE Polymer & stretch bags	66,27	82,97	92,25
PET polymer & PET colors & PET preforms +sleeves	6,56	5,17	5,61
Aluminum (caps)	0,44	0,32	0,16
Non-renewable materials	73,27	88,45	98,01
Paper	108,50	108,48	67,45
Renewable materials	108,50	108,48	67,45
Total	181,77	196,93	165,47

*Polyethylene Terephthalate

Monitoring the use of raw materials is a key step in understanding and improving our environmental performance. In 2024, we recorded a total of 165,47 tons of materials used in our operations. A significant portion of this came from renewable materials, mainly paper, while the use of non-renewable materials amounted to 98,01 tons.¹³

These data highlight our efforts to increase transparency regarding material usage and to prioritize solutions with a minimized environmental footprint, alongside the ongoing need to improve and expand alternative packaging options.

¹¹ International Resource Panel (2024), Global Resources Outlook 2024: Implications for Business (Business Brief), UNEP/WBCSD

¹² European Commission, Pesticide reduction targets- Progress, Food Safety: https://food.ec.europa.eu/plants/pesticides/sustainable-use-pesticides/pesticide-reduction-targets-progress_en¹¹

¹³ GRI 301-1



SOCIETAL AND WORKFORCE RELATIONS

Our people

Occupational health and safety

Employee training and skills development

Clear labeling and safe product use

Accessible products for every customer



OUR PEOPLE

We are our people. Every idea, step, and achievement reflects our collective effort and ethos.

At K&N Efthymiadis, responsibility towards our people and society is a cornerstone of our corporate identity. We are guided by the belief that sustainable development requires relationships built on trust, transparency, and continuous contribution, not only to our people, but also to the broader social environment in which we operate.

We systematically invest in creating a supportive, safe, and fair working environment for our employees, while simultaneously promoting initiatives that support the local community, volunteering, education, and social cohesion. The relationships we cultivate are based on respect, empathy, and collective progress principles that we integrate into our strategy and operations. Through our initiatives, we aim to actively contribute to a better future, placing people at the center and creating added value for all our social stakeholders.

Employees' characteristics

Understanding the composition of our workforce provides valuable insights into diversity, experience, and the evolving needs of our people. The following section presents key demographic indicators, including age distribution, gender representation, and employment status.^{14 15 16}

All personnel are employed directly by the company under formal employment agreements, ensuring stable positions and full integration within the organization.¹⁷

The entire workforce (100%) of the Group is covered by collective bargaining agreements.¹⁸

Employee distribution by contract type and gender 31/12/2024			
	 Men	 Woman	 Total
Permanent contract	99	23	122
Fixed-term contrac	16	3	19
Full-time contract	115	26	141

¹⁴ GRI 2-7

¹⁷ GRI 2-8

¹⁵ As of 31/12/2024, there were no zero-hour contracts. ¹⁸ GRI 2-30

¹⁶ As of 31/12/2024, there were no part-time employees.



Workforce: New hires, employee turnover, and parental Leave¹⁹

Throughout the reporting period, employee turnover remained stable, demonstrating organizational resilience and a commitment to maintaining a positive and healthy work environment. Recruitment activities were conducted strategically to address specific operational requirements.

Regarding parental leave, we fully implemented the provisions of labor legislation, ensuring uninterrupted access to these rights. Employees who took advantage of these benefits reintegrated smoothly into the workplace, with high retention rates after their return. Through these practices, we aim to ensure business continuity, strengthen job stability, and promote work-life balance.

New hires						
Age Group / Gender	<30		30-50		50+	
	 Men	 Women	 Men	 Women	 Men	 Women
Total number of new hires	0	0	1	0	0	0
Percentage of new hires	0%	0%	0.71%	0%	0%	0%
Employee turnover						
Age Group / Gender	<30		30-50		50+	
	 Men	 Women	 Men	 Women	 Men	 Women
Total employee turnover	2	0	5	1	11	1
Percentage of employee turnover	1,41%	0%	3,55%	0,71%	7,80%	0,71%

Parental leave		
Category	 Men	 Women
Number of employees that were entitled to paternity/maternity leave	115	26
Number of employees who took paternity/maternity leave	5	1
Number of employees who returned to work after parental leave ended	5	0
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	3	0
Return-to-work rate	100%	0%
Retention rate	60%	0%

Employee Benefits

Our care for our people is expressed not only through daily support and the cultivation of safe working conditions, but also through benefits that enhance their professional and personal security. For example, full-time employees are offered a retirement plan, with the company contributing 50% of the cost for those who choose to participate in the relevant insurance program.²⁰

¹⁹ GRI 401-1, GRI 401-3

²⁰ GRI 401-2



OCCUPATIONAL HEALTH AND SAFETY

Creating and maintaining a healthy and safe working environment for all our employees is a top priority for us.

Protecting the health and safety of our workforce is of utmost importance and an integral part of our daily operations. Our system includes clearly defined objectives, planning, implementation, monitoring, evaluation, and continuous improvement processes, supported by management commitment and the active participation of all employees. The occupational health and safety management system covers all employees at the facility, regardless of department or role (production, warehouses, offices), as well as permanent contractor personnel, such as cleaning and security staff.

For the systematic identification and prevention of occupational hazards, we conduct an Occupational Risk Assessment (ORA), which covers all processes in the workplace. This assessment allows for the identification of all potential risks, the description of the locations and tasks where they occur, the determination of employees who may be exposed, as well as the documentation of existing protective measures. Additionally, the severity of each risk is evaluated, and, where necessary, additional protective measures are implemented. The ORA is a dynamic tool, which is revised in the event of changes or the occurrence of incidents.

Furthermore, to strengthen prevention in specific areas, we have conducted ATEX (Explosive Atmosphere) Studies to assess the risk posed by explosive atmospheres. Within this framework, the likelihood of explosive mixtures forming is determined, appropriate technical and organizational mitigation measures are defined, and the protection of employees potentially exposed to such atmospheres is ensured.²¹

Our approach to occupational health and safety

The company's management system is designed to cover all personnel working on-site, from production and warehouses to offices. This also includes subcontractor personnel who are permanently present on the premises, ensuring that no activity, area, or individual is left unprotected.

A central tool is the ORA, which identifies potential hazards, de-

finer appropriate protective measures, and evaluates the risk level of each activity. This assessment is not static, it is updated whenever conditions, equipment, or work methods change, in the event of new data or incidents, and annually as part of the internal evaluation process.

Special emphasis is placed on employee training. Training is not limited to initial onboarding but is systematically repeated according to the needs of each role. Internal inspections, reviews, and refresher sessions contribute to continuous improvement, while the effectiveness of the process is closely monitored by department managers. When necessary, training is repeated to ensure all employees are fully competent and prepared to meet the demands of their work.

To ensure employee readiness, regular exercises are conducted, such as fire evacuation drills. Assembly points are pre-designated, and records are maintained for each activity. The results are used not only to improve processes and the ORA, but also to develop new measures that further strengthen daily work safety.^{22,23}

Risk reporting & employee protection

At K&N Efthymiadis, the protection of employees and the timely identification of risks are a core commitment and daily practice. Employees have access to multiple secure channels for reporting concerns or hazardous situations, including the Incident Reporting Form, annual Health & Safety Committee (HSC) meetings with the Management, and the whistleblowing policy, all in compliance with European legislation. These meetings are formally documented, and minutes are shared to ensure that all employees are promptly informed of jointly agreed decisions. Ongoing collaboration with the employee union focuses on identifying risks, designing preventive measures, and developing targeted training programs.²⁴

Employee participation is further strengthened through structured training programs, regular information sessions, and direct communication with subcontractors' Safety Officers, ensuring that external partners adhere to the same safety principles. This approach

²¹ GRI 403-1

²² GRI 403-7

²³ GRI 403-5

²⁴ GRI 403-4



enables employees to contribute beyond formal procedures, playing an active role in fostering a safe and healthy work environment. In the event of an accident, near-miss, or hazardous incident, each case is systematically recorded and thoroughly investigated to identify root causes and implement corrective measures. The process includes reviewing the ORA and documenting the incident within the Incident Reporting Procedure, ensuring that all findings are utilized to enhance safety standards and prevent future risks. Through these measures, we create a work environment where safety is always the top priority.²⁵

Healthcare benefits

All employees are covered by private health insurance, which includes:

- Healthcare services for non-occupational health issues
- Compensation for absence due to illness or accident
- Compensation in the event of serious incidents, such as disability or death
- Employee certificate of suitability (Form E1-550), valid for one year

These benefits support health prevention and care, providing easy access to supportive services.^{26 27}

Our performance

In 2024, no incidents of fatalities, serious injuries, or other workplace accidents were recorded among employees or other personnel employed by the company. Maintaining zero incidents underscores our commitment to preventing occupational accidents and implementing strict safety protocols. This achievement reflects the effectiveness of the measures in place and reinforces our commitment to continuously improving our safety culture, aiming to minimize risks and ensure the safest possible working environment.²⁸



²⁵ GRI 403-2

²⁷ GRI 403-3

²⁶ GRI 403-6

²⁸ GRI 403-9



TRAINING AND SKILLS DEVELOPMENT

We actively invest in strengthening the knowledge and growth of our people, enabling them to successfully meet the challenges of today and tomorrow.

Continuous training and development of our workforce is a strategic priority for the company, significantly contributing to employees' professional growth and maintaining high levels of performance.

Onboarding and succession

We deliver an annual training program that combines structured internal sessions with specialized onboarding programs for new hires, ensuring their smooth integration into the organization and its operations. Training is provided by internal experts or external providers, with all costs fully covered by the company. To manage employee transitions due to retirement or the conclusion of collaboration, we implement a dedicated program that actively engages departing employees in mentoring and knowledge transfer to their successors, safeguarding operational continuity and preserving critical expertise.²⁹

Employee training and development

In line with our commitment to continuously empower our people, we systematically invest in training and skills development, providing equal learning opportunities across all hierarchical levels. Training initiatives cover topics such as occupational health and safety, professional skills development, sustainability, digital skills, and strengthening organizational culture. Recording training hours and analyzing them by gender and hierarchical level supports the development of targeted training policies, enhancing inclusion, equality, and skills development throughout the organization.³⁰

Our performance

During 2024, we invested in training programs tailored to the needs of each hierarchical level, promoting both technical skills and leadership capabilities. The average training hours per employee were calculated by gender and hierarchical level to ensure equal access to learning and development opportunities for all employees.

Number of employees by employee category and gender	2022			2023			2024		
									
Directors / senior executives	3	0	3	3	0	3	3	0	3
Middle management	8	1	9	8	1	9	8	1	9
Other employees (salaried / daily-wages employees)	110	25	135	105	23	128	90	19	109
Total	121	26	147	116	24	140	101	20	121
Employee training hours by employee category and gender	2022			2023			2024		
									
Directors / senior executives	0	0	0	32	0	32	7	0	7
Middle management	29	0	29	88	0	88	21	3	24
Other employees (salaried / daily-wages employees)	228	60	288	628	5	633	499	49	548
Total	257	60	317	748	5	753	527	52	579

²⁹ GRI 404-2

³⁰ GRI 404-1



CLEAR LABELING AND SAFE PRODUCT USE

We prioritize accurate and clear product labeling, in full compliance with applicable regulations to ensure that every customer and partner can engage with our products safely and with trust.

The protection of consumers' health and safety is a cornerstone and an integral part of our business strategy for sustainable development.

We exclusively handle products approved by the European Union and implement strict phytopathological and toxicological studies, ensuring compliance with European legislation and the highest safety standards. At the same time, we operate according to the international ISO 9001 and ISO 17025 standards, strengthening our internal quality control and risk prevention mechanisms.

We give particular emphasis to the proper labeling of our products, in accordance with Regulation (EC) No 1272/2008 (CLP) on the classification, labeling, and packaging of substances and mixtures. All our products bear clear and legible labels indicating: product identification details, health and environmental hazards, precautions for safe use, storage, and disposal, hazard pictograms

in line with internationally recognized symbols (Globally Harmonized System of Classification and Labeling of Chemicals, GHS). The exclamation mark in the diamond warns of irritation or harmful effects in case of improper handling, while the environment pictogram indicates a hazard to the aquatic environment, requiring particular care in use and disposal.

Our performance

In this context, during the year 2024, no incidents of non-compliance with applicable legislation or voluntary standards related to the health and safety of our products and services were recorded. There were no reports of violations that led to fines, administrative sanctions, warnings, or any other type of consequences.

We recognize the importance of continuous improvement and aim to further strengthen the processes for monitoring and assessing the impacts of our products and services on health and safety, as part of our broader strategy for responsibility and sustainability.³¹



³¹ GRI 416-1, GRI 416-2



ACCESSIBLE PRODUCTS FOR EVERY CUSTOMER

We recognize the importance of social inclusion for all consumers and end-users, ensuring access to safe, high-quality, and innovative products.

Our commitment to quality, safety, and innovation is a central pillar of our approach. With respect for society, people, and the environment, we strive to offer products and solutions that meet the modern needs of agriculture, while also promoting sustainable development and social progress. The growing demand for more effective production solutions drives our investments in research and development, contributing to the continuous enhancement of quality, safety, and compliance with international standards. We actively monitor social and economic market dynamics and prioritize broader accessibility, ensuring that the benefits of innovation and safety are available to the widest possible range of end users.

Through policies of affordable pricing and flexible solutions, we guarantee safe access for all end users to our wide range of products. Through this balanced approach, we promote social inclusion, strengthen our positive impact on society as an integral part of our strategy for sustainable and responsible development, and ensure that innovation and safety are accessible to as many consumers as possible. Furthermore, by continuously monitoring international developments, adapting to the highest safety standards, and investing in innovative practices, we confirm our role as a responsible and reliable partner in the agri-food sector. In this way, we lay the foundations for more efficient, safer, and sustainable agriculture, benefiting both producers and society as a whole.





CORPORATE GOVERNANCE AND TRANSPARENCY

Business ethics & corporate culture
Implementation of legal requirements for the safe transport of products
Declining agricultural workforce



BUSINESS ETHICS & CORPORATE CULTURE

The values and rules that govern our daily operations define our corporate identity.

Organizational structure

K&N Efthymiadis has a well-organized corporate governance system, designed to combine strategic guidance with responsible oversight. The Board of Directors, which consists of five members, is the highest governing body and is responsible for safeguarding the interests of the shareholders.

The composition of the Board reflects experience, responsibility,

and a commitment to the principles of good governance. Executive and non-executive members form a team with many years of managerial presence, combining specialized skills and knowledge of the business environment with an understanding of social and environmental challenges. In addition, the members actively participate in other Boards of Directors, thereby enriching the experience and perspectives they bring to the company's discussions and decisions.^{32 33}

Member	Position	Executive/ Non-executive	Gender	Tenure	Participation in other Boards
Vassos Efthymiadis	Chairman & CEO	Executive	Male	10/12/24-10/12/29	Yes
Efthymios Efthymiadis	Vice chairman	Executive	Male	10/12/24-10/12/29	Yes
Georgios Vletsos	Member	Executive	Male	10/12/24-10/12/29	Yes
Waltham Mark Charles	Member	Non-executive	Male	10/12/24-10/12/29	Yes
Torres Lacomba Francisco	Member	Non-executive	Male	10/12/24-10/12/29	Yes

Nomination & selection process of the Board of Directors

The process for the nomination and selection of the Board of Directors and its committees is conducted in accordance with the company's Articles of Association. Candidates are evaluated primarily based on their professional qualifications and the requirements set for their respective positions.

The company implements procedures for selecting members, with the main aim of ensuring their optimal contribution to the company's strategic objectives and operational impact, while ensuring that the composition of the Board of Directors and its committees supports effective decision-making and the promotion of long-term growth.³⁴

Role of the Chairman of the Board

The Chairman of the Board also serves as the Chief Executive Officer, which enhances the coherence of strategic direction and

contributes to the effective implementation of the company's operational goals, ensuring consistent leadership and timely decision-making on critical development matters. Corporate governance procedures are designed to support this structure, ensuring transparency and oversight so that the decisions of the Chairman/CEO are made with respect for all shareholders' interests while minimizing potential conflicts of interest.³⁵

Role of management in strategy and sustainability

The members of Management play a decisive role in shaping the company's mission, values, and strategic directions, in accordance with the company's working regulations. They actively participate in the development of sustainability policies and objectives, ensuring that operational activities are aligned with the social and environmental commitments that frame the company's economic activity.

The Board of Directors is responsible for reviewing and approving information regarding the company's performance, as well as for

³² At this stage, the company has not identified any specific disclosures regarding underrepresented social groups, skills related to the company's impacts, or stakeholder representation. These aspects are not currently considered applicable but may be reviewed in future corporate governance assessments as the organization evolves.

³³ GRI 2-9

³⁴ GRI 2-10

³⁵ GRI 2-11



evaluating significant issues. Reports and indicators provided by Management are examined during the Board's regular meetings, ensuring that the information is accurate, reliable, and supports decision-making with a focus on sustainability and transparency.³⁶

Company's Management actively strengthens its expertise in sustainable development by participating in seminars and sustainability-related events. This commitment ensures informed decision-making and the integration of environmental, social, and economic considerations into corporate strategy.³⁷

The performance of the company's Management in responsibly addressing the impacts of its activities is assessed in collaboration with external organizations such as ICAP and CRIF. These evaluations are conducted biennially, providing an objective measure of the effectiveness of our management practices.³⁸

Impact and risk management

Members maintain continuous oversight of sustainability impact assessment processes and incorporate insights from stakeholder consultations, including the Employees' Association and industry-related events. The effectiveness of these processes is evaluated annually through reports, ensuring that the company adjusts its actions to achieve sustainable development and maximize positive impact on people and the natural environment.³⁹

The company assigns responsibility for managing its impacts on the economy, the environment, and people according to the organizational chart, ensuring a clear allocation of responsibilities between senior executives and other employees. Senior executives hold primary responsibility for supervising and coordinating actions related to corporate sustainability, while other employees actively support the implementation of policies and procedures designed to minimize negative impacts and maximize positive outcomes.⁴⁰

Reporting on the management of these impacts is conducted annually, ensuring continuous monitoring and evaluation of the company's actions.

Remuneration of the Board of Directors

Regarding the remuneration of the members of the Board of Directors and considering that the company is not listed on a regulated market, no formal Remuneration Policy has been established to date for the members of the Board, as the company is not subject to the relevant obligations of Law 4548/2018.

With respect to severance pay, this is granted following a decision of the General Meeting, ensuring transparency and proper management. The remuneration policy is designed to strengthen

Management's commitment to achieving strategic objectives and maintaining high standards of corporate governance.⁴¹

The annual total compensation ratio of the Company's highest-paid individual to the median annual total remuneration of all employees, excluding the said executive, is 3,9.⁴²

Management of conflicts of interest

The company implements procedures for the management of potential conflicts of interest within the company's Management. Participation of Management members in other companies is carried out only with the appropriate authorization, while any potential conflict of interest is promptly disclosed to the relevant stakeholders. Areas examined include, among others, participation on other Boards of Directors, joint shareholdings with suppliers or partners, shareholder audits, and relationships or transactions with related parties.

Transparency and communication with stakeholders are a key part of corporate governance, ensuring that decisions are made responsibly and with respect for the interests of the company and its shareholders.⁴³

At K&N Efthymiadis, serious issues can be reported directly to Management, which monitors daily operations, as many members of the Board of Directors are also senior executives.

Anti-corruption

K&N Efthymiadis has ensured that its commitment to transparency and responsible corporate conduct is implemented horizontally across all levels of the organization.

At the highest level, all five members of Management have completed comprehensive training on anti-corruption policies and procedures, achieving full coverage. This commitment extends to the entire workforce: all 141 employees, regardless of role or seniority, have been informed and trained on the principles of integrity that guide the Company's operations. This universal implementation underscores our dedication to fostering a culture of prevention and zero tolerance toward corrupt practices.

This approach is not limited to the internal operations of the Company. K&N Efthymiadis ensures that its partners also comply with the same ethical standards, communicating anti-corruption policies and ensuring that its business relationships are based on principles of transparency and accountability.

³⁶ GRI 2-14 ⁴⁰ GRI 2-13

³⁷ GRI 2-17 ⁴¹ GRI 2-19

³⁸ GRI 2-18 ⁴² GRI 2-21

³⁹ GRI 2-12 ⁴³ GRI 2-15



Our performance

The effectiveness of these mechanisms is clearly reflected by the fact that, during the reporting period, no confirmed incidents of corruption were recorded, nor were any disciplinary actions or dismissals imposed, and there were no cases of termination of collaboration with a business partner due to related violations.^{44 45}

More broadly, the company did not record any significant instances of non-compliance with applicable laws and regulations during the same period. No fines or non-monetary sanctions were imposed, and no incidents arose that required assessment as significant. The company maintains clear and stringent compliance frameworks, which are continuously evaluated to ensure full adherence to legal and regulatory requirements.⁴⁶



⁴⁴ GRI 205

⁴⁶ GRI 2-27

⁴⁵ GRI 2-16



SAFE TRANSPORTATION OF PRODUCTS

Within the framework of compliance with European and national requirements for health, safety, and environmental protection, we place particular emphasis on the proper handling and safe transportation of chemical products, including plant protection formulations.

Compliance with the applicable legislative framework for the safe transportation of chemical products is an absolute priority for our company. In this context, procedures are implemented to ensure transportation safety, protect employees, and safeguard the environment.

Compliance covers a broad range of regulations. The CLP Regulation (EC 1272/2008) sets out the classification, labeling, and packaging of substances and mixtures, aligned with the Globally Harmonized System (GHS). Through CLP, all links in the supply chain are informed about potential hazards and the necessary preventive measures. The Regulation includes obligations for classification based on physical, toxicological, and environmental properties, labeling products with hazard pictograms, signal words, and safety statements, as well as safe packaging for transportation and storage, with systematic notification to the ECHA via the Classification and Labeling Inventory. At the same time, the REACH Regulation (EC 1907/2006) establishes requirements for the preparation of Safety Data Sheets (SDS), with particular emphasis on transportation, including mandatory information such as the UN number, hazard class, and packing group. Furthermore, Ministerial Decision 108477/2025 incorporates Directive 2008/68/EC on the

transport of dangerous goods by road, rail, and inland waterways, while Regulations (EC) 1107/2009 and (EU) 547/2011 define the requirements for placing plant protection products on the market and labeling them, complementing the CLP framework.

In practice, the company implements these standards through specific actions that integrate safety into daily operations. We systematically monitor legislative developments, continuously inform the relevant departments, carry out internal audits, and train personnel, while ensuring the proper labeling, storage, and transportation of products. In this way, regulatory requirements are not merely theoretical but are applied in practice, ensuring the protection of employees, the reliability of the supply chain, and the safeguarding of the environment.

Our performance

Our focus on compliance is also reflected in our performance: during the reporting period, no incidents of non-compliance or imposed sanctions related to the handling and transportation of dangerous goods were recorded, confirming the effectiveness of our measures.⁴⁷



⁴⁷ Regulation - 1272/2008 - EN - CLP regulation - EUR-Lex, European Union



DECLINING AGRICULTURAL WORKFORCE

We recognize that the decline in the agricultural workforce represents one of the major challenges for agriculture, affecting productivity and the continuity of farming activities. We are working to strengthen employment in the sector by promoting education, innovation, and the attractiveness of agricultural professions.

Agriculture, both globally and nationally, is facing one of its greatest challenges: the gradual decline of the agricultural workforce. While in 2000 approximately 40% of the world's labor force was employed in agriculture, today this figure has decreased to around 26%.⁴⁸

In the European Union, the situation is even more pronounced: less than 5% of the total workforce is now employed in the primary sector.⁴⁹

In Greece, this trend is evident: employment in agriculture declined from 17% in 2000 to approximately 11% in 2019. At the same time, the rural workforce is aging, with nearly 40% of agricultural holding heads aged 65 or older, while young farmers under 40 account for only 7,2% of the total.⁵⁰

The reduction in the agricultural workforce has significant implications for productivity, crop maintenance, and the social cohesion of rural communities. While the use of migrant labor in seasonal crop production temporarily addresses workforce shortages, it also introduces challenges related to legal compliance, social integration, and supply chain resilience.

However, this challenge can be transformed into an opportunity. Technological innovation, such as the development of more precise plant protection products with reduced chemical use, smart formulations for optimizing fertilizers, and digital tools for monitoring crops and protection applications, gradually reduces dependence on traditional, intensive labor. At the same time, European and national programs, such as the Common Agricultural Policy subsidies for young farmers, create a framework that can attract a new generation of workers to the primary sector.

At K&N Efthymiadis, we recognize that the decline of the agricultural workforce is not merely a statistical trend, but a critical factor for the sustainability of agricultural production and the assurance of food security.

Our actions aim to:

- enhance the education and training of new farmers through updates on crops and new products provided to agronomists in each region, with the goal of continuously informing and supporting producers. For example, a presentation was held on DELTAPINE's new improved cotton genetic material as part of a research program for evaluating and improving varieties, in collaboration with agronomists from the Efthymiadis Group and international partners, contributing to the promotion of innovation and sustainable agricultural development.
- support the sustainable development of rural communities through information sessions and workshops for agronomists, aimed at disseminating knowledge and enhancing environmental awareness in the primary sector. In parallel, the company actively participates in research and innovation programs, such as the MINEFIELD project, implemented in collaboration with CERTH, which aims to develop environmentally friendly insecticide and fungicide formulations from low-cost mineral materials. This project promotes the use of domestic natural resources and the replacement of conventional chemical formulations with high-efficiency, lower-environmental-impact solutions, contributing substantially to sustainable agricultural development and innovation in Greek agriculture.

Through these initiatives, we seek to address the challenge not only as a risk but also as an opportunity to shape a more resilient, sustainable, and equitable agricultural future.

⁴⁸ Food and Agriculture Organization of the United Nations (FAO), "FAO Statistical Yearbook 2024 reveals critical insights on the sustainability of global agriculture, food security, and the importance of agrifood systems in employment," FAO, November 18, 2024

⁴⁹ Eurostat, "Farms and farmland in the European Union – statistics," European Commission, November 2022

⁵⁰ Dimitra Manifava, "Greece's agricultural sector is suffering," Kathimerini, February 21, 2024,



ANNEX

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ABOUT THIS REPORT

About the Sustainability Report

This is the first Annual Sustainability Report issued by K&N Efthymiadis and was published in December 2025. It consolidates and presents comprehensive information on the Company's activities, offering both qualitative and quantitative data regarding its management approach and performance in sustainability matters.

K&N Efthymiadis aims to inform stakeholders about the impacts that its operations have, or may have, on the environment, people, and the economy, including impacts related to human rights.

The Report is available in electronic format on the Company's website at <https://www.efthymiadis.gr/>. It covers the reporting period from January 1 to December 31, 2024, in alignment with the period of the entity's annual financial statements.

The Report was prepared in accordance with the GRI Standards 2021, which constitute an internationally recognized framework for sustainability reporting. Additionally, to provide a more comprehensive reflection of the Company's contribution to sustainable development, the United Nations Sustainable Development Goals (SDGs) were taken into account, examining the connection between the Company's material topics and each of the 17 Goals.

This Report has not undergone an external assurance process. Nevertheless, K&N Efthymiadis recognizes the importance of this practice and is considering its adoption in future editions, aiming to further enhance the transparency and reliability of the information disclosed.

Contact point

We would be happy to discuss sustainability matters related to our operations.

If you have any questions, please do not hesitate to contact us:

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