SUSTAINABLE DEVELOPMENT REPORT **2021/2022**

BAKING & NUTRITION FOR THE FUTURE

LOULIS
Food Ingredients

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Message from the Chairman of the Board of Directors

Dear readers,

As we watch the developments in the geopolitical field, the energy crisis, the crisis in the grain supply chain and the volatility generated in the global trade once the restraining measures taken to mitigate the spread of COVID-19 were lifted, 2022 was a landmark year and prompted us to redefine our priorities. We realise how urgent it is for the population to have full access to food, without any restrictions, and we should ensure the sustainability of natural resources, while maintaining a strong upward performance with clear goal-setting in light of Sustainable Development. Driven by our commitment to transparency, we published the 7th Sustainable Development Report, providing more information about the policies implemented in our Company and also about our actions to boost social welfare.

Throughout its 241-year-old history, our company has never ceased to evolve. During all these years, development has come in different forms: New products, new production lines, new markets, diversified structure. Looking ahead, it is important that our company should have a corporate identity that embraces and encompasses all our activities and our products. Wishing to mindfully take the steps that will enable us to move forward, in 2022 our company changed name and was renamed into Loulis Food Ingredients, reflecting our ongoing development, growth and commitment to progress.

At the same time, this Report presents our holistic approach for innovative, quality and affordable products that meet the modern needs of green economy and sustainability, as part of our ongoing strategy about Sustainable Development.

GRI 2-22

Confirming our environmental commitment toward our customers, employees, shareholders and society overall, we have made considerable investments in the installation of solar panels and in conducting surveys about the energy upgrade of the machinery used in the production process. All the above resulted in us reducing our carbon footprint and the air pollutants generated which are monitored in our facilities on an ongoing basis. We also remain vigilant to maintain a high-profile workplace that promotes the employees' sense of security and well-being. Part of this is our perseverance with the activities of the Human Resources Department which has intensified its efforts for trainings, benefits beyond the laws and, above all, understanding and respect for diversity, separate needs of each individual and respect for human rights at work and at home.

To make sure that all our social partners embrace the philosophy, principles and values that inspire Loulis Food Ingredients, we have established written policies which ensure all the above and are always available to all employees. Therefore, both the general principles of the Company and the separate practices of sustainability indicators that must be implemented are subject to central management.

I believe it is our duty to continue to take steps to pass on to the next generations a more sustainable environment and a fairer society. I encourage you to read carefully the Sustainable Development Report that follows and to share with us any comments and suggestions regarding our actions and our strategy.

Nikos Loulis

Nikos Loulis

Message from the Corporate Responsibility Manager

Dear readers,

It is with great pleasure that we present you with the 7th Sustainable Development Report for the period 2021-2022 of Loulis Food Ingredients. This report spans across 9 years of regular sustainability reports.
It aims to present in detail our actions to date and our written commitment that we will monitor and further develop the long-standing goals we have set in the sectors of the environment, the society and governance.

Having a 300-year history, we continue to develop the work of Loulis Food Ingredients which does not involve only food security but also reflects our ongoing contribution to society. Thus, feeling the moral obligation to create value for the society by providing financial and social support to our employees, local communities and small and medium sized enterprises operating close to our Company's facilities, we were asked to enhance the positive impacts of our activities and eliminate any negative impacts, whenever identified across the value chain.

Recognising the multifaceted dimension of sustainability matters, we adopted an ambitious plan to gradually reduce our environmental footprint, better control the raw materials we use (including a more sound screening of suppliers) and to increase the social responsibility initiatives we take to boost the well-being of stakeholders and protect human rights.

Finally, it should be noted that all corporate departments and the corporate responsibility team participated in the preparation of this Report.
We decided it was necessary to fully align with GRI 2021 standards (in accordance option), the requirements of Sustainable Development Goals (UN SDGs), while the materiality analysis process was updated to help us identify and include all our impacts on stakeholders, positive or negative, and map their views, needs and advice about the Company's path to higher sustainability.
We strongly encourage our readers to read this Report focusing on the new analysis of material topics, our strategic actions, and our ambitions to mitigate climate change.

Olga Manou

Olga Manou

GRI 2-22

Both companies and citizens can have a sustainable future only if the wider environment and society thrive.

Loulis Food Ingredients at a glance

OUR BACKGROUND

241 years of history, tradition and creation

7 generations of millers

OUR PEOPLE

2021	2022
348	365

employees Loulis Food Ingredients

OUR CUSTOMERS AND OUR SUPPLIERS

2021	2022
3.900	4.146

customers of professional flours

2021	2022
1.173	1.355

suppliers

2021	2022
5.040	5.490

distribution centres of consumer

OUR PRODUCTION FACILITIES

- 3 flour production plants
- 2 privately-owned ports
- 9 production lines
- 1 mix production plant
- 1 pilot organic mil
- 4 distribution centres
- 4 state-of-the-art quality assurance, Quality control and R&D departments
- 3 demonstration rooms for customer training

MILLING

2021	2022
260.375	263.280

tons of wheat

OUR PRODUCTION AND ACTIVITY

1.500 tons per 24 hours milling capacity

25% share in the Greek professional flour market

2021	2022
28,5%	26,3%

share of consumer flour products

2021	2022
44,6%	43,7%

mixes (value share)

EXPORTS

2021	2022
28 countries	34 countries

2021	2022
Egypt	Egypt
Albania	Albania
Austria	Australia
Belgium	Austria
Bosnia	Belgium
Bulgaria	North Macedonia
Germany	Bosnia
United Arab Emirates	Bulgaria
USA	France
Italy	Germany
Kazakhstan	United Arab Emirates
Kosovo	Jordan
Croatia	Italy
Cyprus	Kazakhstan
Montenegro	Kosovo
Great Britain	Kuwait
Bahrain	Croatia
Marshall Islands	Cyprus
South Africa	Lithuania
The Netherlands	Malta
Poland	Montenegro
Romania	Great Britain
Russia	Bahrain
Saudi Arabia	Marshall Islands
Serbia	Nigeria
Sweden	The Netherlands
Türkiye	Oman
Tunisia	Poland
	Romania
	Russia
	Saudi Arabia
	Serbia
	Sweden
	Tunisia

OUR SERVICES

- A country-wide sales network
- An exports department serving all other countries
- Technical advisors providing support to our customers
- Training to customers through specialised seminars & live webinars
- Tailor-made products for each special need of our customers

OUR PRODUCTS

Professional products

types of flour & semolina

2021	2022
285	396

bakery & confectionery mixes

2021	2022
778	837

Consumer products

types of packaged flour

2021	2022
23	25

ready-made consumer mixes

2021	2022
18	18

01
Our company

Loulis Food Ingredients has its registered office at the Municipality of Almyros (Sourpi Municipal District), Prefecture of Magnesia. We operate in Greece and Bulgaria through Loulis Food Ingredients, Kenfood S.A., Loulis Mel Bulgaria EAD and LOULIS INTERNATIONAL FOODS ENTERPRISES BULGARIA LTD.
Thanks to our cutting-edge production facilities and highly specialised human resources, we have become a leader in the production of foodstuff and raw materials. Thus, in 2021 and 2022 the Company's turnover amounted to €119 and €173 million, respectively.

GRI 2-1, 2-2, 2-6, 2-7

Vision, Mission, Values

VISION
To create value for human nutrition

MISSION
To produce and offer qualitative & innovative raw material, as well as to offer high quality services in the food industry.

Respecting our three-century old tradition, we are committed at being pioneers, at growing and at creating value for our customers, our employees, our shareholders and our society.

We aim at being the leading company in our industry in Southeastern Europe and at enhancing our exporting business, while being environmentally and socially responsible.

VALUES
- → Quality
- → Passion
- → Sustainable Development
- → Respect
- → Reliability Improvement

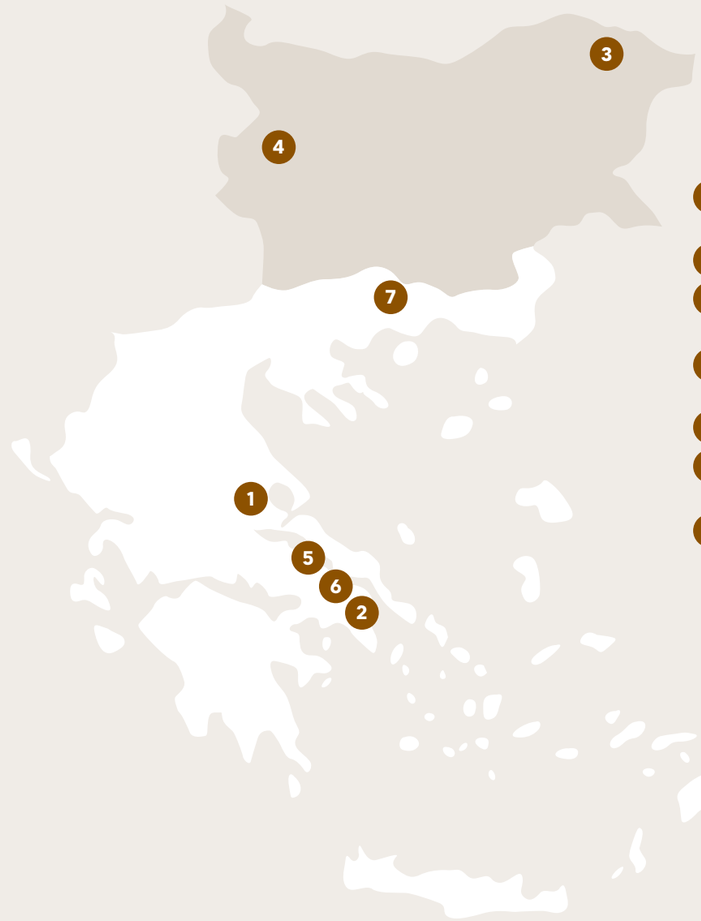
Activities, Value Chain and Other Business Relationships

GRI 2-6, 2-23

Loulis Food Ingredients is engaged in activities in the production of flour mill products, wholesale trade of grains, wholesale trade of bran, bran flour and other products originating from grain treatment, wholesale trade of grain flour and packaged flour. The plants produce 1,500 tons per 24 hours of milling capacity. As regards its market share, the Company has 25% of the Greek commercial flour market, 28.5% (2021) and 26.3% (2022) of consumer flour and 44.6% (2021) and 43.7% (2022) of mixes.

Products
The products we produce consist of types of flour and semolina, bakery and confectionery mixes, types of packaged flour, ready-made consumer mixes and by-products.

Services
The services provided by Loulis Food Ingredients concern the country-wide sales network, an exports department serving all other countries, the technical advisors providing support to our customers, training to customers through specialised seminars and live conferences and tailor-made products to meet all customer needs.



1. Plant & Distribution Centre in Sourpi, Magnesia
2. Plant in Keratsini, Attica
3. Plant & Distribution Centre in Toshevo, Bulgaria
4. Grain warehouse at Sofia, Bulgaria
5. Plant in Thiva Kenfood
6. Distribution Centre in Mandra, Attica
7. Distribution Centre in Podochori, Kavala

OUR FACILITIES

Flour Mill of Sourpi:

The plant consists of 9 production lines with a milling capacity of 1,100 tons/24 hours, a 5,000-ton flour silo and a 55,000-ton grain silo. Moreover, the plant accommodates a 360 ton by-product silo, a 7-ton pellet line, a special milling line for rye, barley, dinkel
and emmer wheat. Moreover, the traditional 20-ton traditional stone mill, the 40-ton pilot organic mill and the 9 packaging machines with a total production capacity of 200 tons for flour packages of up to 5 kilos as well as vacuum packed semolina give the plant a competitive edge thanks to the variety of production. Finally, the plant accommodates Quality Assurance, Quality Control, and Research and Development Departments, flat warehouses with a storage capacity of 3,000 tons and a privately-owned port for simultaneous loading & unloading operations onto and off 4 ships, at a rate of 300 tons/hour.

Flour mill of Keratsini:

The Keratsini-based flour mill has a capacity of 300 tons per 24 hours. It includes a production line and three 3,500-ton flour silos, a grain silo of 20,000 tons and a by-product silo of 300 tons, respectively. Moreover, it includes a 7-ton pellet production line, a mixing production line with a total capacity of 600 tons and a packaging line for 25kg flour bags with a capacity of 500 tons for exports. Finally, the ultra-modern Quality Assurance and Quality Control Departments along with the privately-owned port with a grain loading/unloading capacity of 150 tons/hour make this plant one of our key production facilities.

Flour mill in General Toshevo:

The mill operates in Dobrich and serves the developing markets of Bulgaria and Romania. The plant consists of 1 roller mill line with a milling capacity of 130 tons/24 hours, a grain silo of 18,500 tons, a 100-ton bran silo and a flat warehouse of 2,000 m2.

Raw material and mix production plant in Thebes:

The Company's plant is located in Thiva, Prefecture of Viotia, at privately-owned premises covering a total area of 3,000 m2. It consists of 7 production lines with a capacity of 40 tons/24 hours, a fully fitted out Quality Control Department, 1 packaging machine and a steady-temperature 1,500-m2 warehouse.

Sofia Cereal Storage Facility:

It is a facility that can accommodate a 7,000-ton grain silo at Bozhurishte, Sofia, Bulgaria. The facility of Loulis Mel Bulgaria EAD offers access to the centre of Sofia city and the airport, the railway network and the international motorway connecting Sofia with Greece and the rest of Europe. The facilities consist of 7 silos, a machinery tower, a grain reception funnel with a capacity of 200 tons/hour, bulk wheat loading capacity of 100 t/h, a weighbridge, a chemical laboratory and invoicing and administration offices.

Distribution Centre in Greece:

The company owns 4 distribution centres: in Mandra (Attica), Sourpi (Magnesia), Podochori (Kavala) and Toshevo (Bulgaria). The Company has established product distribution points every 200 km and has an ultra-modern truck fleet. Thus, the Company is able to meet effectively market needs and process fast the orders of its customers around Greece. The distribution centres have obtained all necessary operating certificates (HACCP and ISO) and meet the most rigorous specifications of product storage and distribution.

1

2

3

4

1. Sourpi flour mill
2. Keratsini flour mill
3. Flour mill in General Toshevo
4. Raw material and mix production plant
5. Sofia Cereal Storage Facility

5

VALUE CHAIN

Upstream

The first part of the value chain involves upstream activities, namely the inputs referring to suppliers and their activity so that they provide us with raw materials for our products. This category comprises the activities of suppliers and those of their suppliers. The key factors in this category are the employees in the supply chain, suppliers and raw material carriers.
Those working in the supply chain make sure that raw materials reach the suppliers which, in turn, provide us with raw and other materials, while carriers see that such materials are distributed to our production units. Loulis Food Ingredients recognises the importance of analysing the upstream process so that the Company can evaluate its suppliers and their partners. The primary goal is to defend the rights of the workforce along the entire value chain and to ensure smooth performance of related activities.

Internal supply chain (midstream)

The second part includes all the activities for converting input (upstream) into output (downstream), namely the conversion of raw materials into products for consumers.
The Company produces various products such as types of flour and semolina, bakery and confectionery mixes, types of flour packages, ready-made consumer mixes and by-products. Such products are made available either to professionals producing other products or to end consumers.
Using state-of-the-art technological equipment and product metal detectors, and implementing the laws governing our products and research and development quality controls, we ensure safe production processes and safe end products.

Reuse - Recycling

As regards reuse and recycling in the production process, any waste originating from flour is re-managed along with the remaining waste such as machinery oils and solvents that are recycled by certified partners.

Downstream

The last part of the value chain includes the activities involving the delivery of products to end customers. It concerns the transport of the Company's end products by carriers and business partners to reach consumers, HO.RE.CA customers, international and industrial customers. The Company abides by international standards regarding consumer safety (ISO 90001) and, based on such standards, sets goals regarding food safety. Moreover, Loulis Food Ingredients uses complaint and customer satisfaction rates to measure the percentage of satisfied customers and also manage any complaints. In this direction, the Company has set up a department competent for managing consumer complaints so as to promptly deal with them, since any complaint made is forwarded to the competent complaints department. Thus, remedial actions are specified to ensure they are thoroughly addressed and a complaint log is kept.

Human rights along the value chain

Human rights is another key principle of the Company for its sustainable operation. The Company is committed to protecting its people with dignity and respect as well as to recognise the diversity of its people. To this effect, Loulis Food Ingredients provides its employees with assurances about their privacy and dignity, implements a human rights policy by strictly abiding by international principles and standards, and is committed to excluding violence, harassment and other inappropriate circumstances at the workplace. More specifically, the Company thoroughly investigates into whether there are cases of discrimination at its facilities, with the aim of taking measures and restoring respect for human rights. At the same time, Loulis Food Ingredients does not partner with suppliers who do not implement practices that protect human rights.

Our people

The Company's people play a decisive role in its success and growth. The family culture based on which our employees work is rooted in the Company's values, mutual respect, trust, cooperation and teamwork. Loulis Food Ingredients invests in its people in order to achieve an increase in productivity and employee satisfaction while retaining our human resources and attracting new talent. Upholding workers' rights and providing them with support aims primarily at their advancement. Thus, the Company can create value.

GRI 2-7, 2-8

"It is our priority and our vision to create, care for and develop our pioneering team".

Loulis Food Ingredients respects all its people, supports team decisions, informs its employees about corporate issues, promotes freedom of expression and participation in decision-making, and keeps an open channel of communication. Moreover, the Company invests in the training of its employees to boost their advancement and adheres to health and safety rules to ensure their safety.

Our Company selects its employees by evaluating specific criteria and takes into account curriculum vitae showing past service and training that could meet the needs of open positions. Our goal is to find specialised personnel who would meet job requirements and embrace the Company's culture. Respecting diversity, Loulis Food Ingredients offers equal opportunities to all employees, regardless of religion, age, nationality, gender or temperament. In addition, Loulis Food Ingredients has developed internal guides to evaluate its personnel and retain its human resources.

Our employees are presented in detail below as for the companies included in the report[1]:

365
employees

4,87%
HR increase

18,3%
employees from local communities on average

99%
of the workforce are full-time employees

Loulis Food Ingredients	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	**216**	**48**	**264**	**220**	**39**	**259**	**216**	**41**	**257**
Indefinite-term employees	216	48	**264**	220	39	**259**	210	38	**248**
Fixed-term employees	0	0	**0**	0	0	**0**	6	3	**9**
Employees with zero-hour contracts	0	0	**0**	0	0	**0**	0	0	**0**
Full-time employees	216	46	**262**	220	39	**259**	216	40	**256**
Part-time employees	0	2	**2**	0	0	**0**	0	1	**1**

Kenfood	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	**45**	**4**	**49**	**40**	**3**	**43**	**37**	**3**	**40**
Indefinite-term employees	45	4	**49**	40	3	**43**	37	3	**40**
Fixed-term employees	0	0	**0**	0	0	**0**	0	0	**0**
Employees with zero-hour contracts	0	0	**0**	0	0	**0**	0	0	**0**
Full-time employees	45	4	**49**	40	3	**43**	37	3	**40**
Part-time employees	0	0	**0**	0	0	**0**	0	0	**0**

Loulis Mel Bulgaria	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	**42**	**9**	**51**	**38**	**9**	**47**	**34**	**6**	**40**
Indefinite-term employees	42	9	**51**	38	9	**47**	34	6	**40**
Fixed-term employees	0	0	**0**	0	0	**0**	0	0	**0**
Employees with zero-hour contracts	0	0	**0**	0	0	**0**	0	0	**0**
Full-time employees	40	8	**48**	38	9	**47**	34	6	**40**
Part-time employees	2	1	**3**	0	0	**0**	0	0	**0**

Loulis International Foods Enterprises Bulgaria Ltd	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	**1**	**0**	**1**	**1**	**0**	**1**	**1**	**0**	**1**
Indefinite-term employees	1	0	**1**	1	0	**1**	1	0	**1**
Fixed-term employees	0	0	**0**	0	0	**0**	0	0	**0**
Employees with zero-hour contracts	0	0	**0**	0	0	**0**	0	0	**0**
Full-time employees	1	0	**1**	1	0	**1**	1	0	**1**

Men

Women

[1] *Note that none of our facilities uses third- party workforce whose employment is controlled by us.*

Economic Value Creation

GRI 201-1, 201-4, 203-1, 207-4

		2022	2021
Direct economic value generated	Income (€)	202.884.033	138.216.485
Direct economic value distributed	Operating expenses (€)	186.468.604	125.778.236
	Employee wages and benefits (€)	11.522.350	9.980.450
	Payments to fund providers (€)	3.770.801	2.917.987
	Payments/contributions to the State per country[2]		
	Ελλάδα (€)	676.815	48.296
	Βουλγαρία (€)	0	0
Economic value distributed (€)		445.463	-508.484
Government financial assistance	Investment grants, research and development grants and other types of grants (€)	407.602	117.320
Investments in infrastructure and services	Cost of infrastructure investments (€)	4.912.899	4.023.813
Investments in infrastructures and services	Current or expected impacts on local economies (€)	383.391	220.821
		2022[4]	**2021[5]**
Tax[3]	Main activities of the organisation	Flour mill products (1061)[6]	
	Number of employees	365	348
	Income from third-party sales (€)	197.908.200	134.908.470
	Income from intra-group transactions with other tax jurisdictions (€)	284.495	70.090
	Profit/losses before taxes (€)	2.435.721	807.448
	Tangible assets save cash and cash equivalents (€)	107.662.268	103.575.107
	Corporate income tax paid on a cash basis (€)	676.815	48.296
	Accrued corporate income tax on profits/losses (€)	-910.927	-558.129

[2] Payments to States include tax payments, as required by applicable laws, without including payments of VAT or real estate tax.

[3] The difference between the corporate income tax on profits/losses and the current tax subject to the statutory tax rate on pre- tax profits/losses, is due to temporary differences between accounting and tax base and to non- deductible tax expenses.

[4] It refers to the period 01/01/2022- 31/12/2022.

[5] It refers to the period 01/01/2021- 31/12/2021.

[6] Activity Code.

Affiliations and Awards

GRI 2-28

PARTICIPATION IN NATIONAL AND INTERNATIONAL INITIATIVES OF THE SECTOR

As a result of its responsible operations and business development and as an active member of the Greek business community and the Greek food industry, Loulis Food Ingredients is affiliated with multiple bodies and associations, as part of its efforts towards recognising the challenges of Sustainable Development and implementing its objectives through joint actions and partnerships.

ellenic Federation of Enterprises (SEV)

Greek Flour Millers Association (GFMA)

Federation of Hellenic Food Industries (SEVT)

Association of Industries in Thessaly and Continental Greece (SVTHSE)

Union of Listed Companies (ULC)

CSR Hellas

AWARDS, EXHIBITIONS AND CONFERENCES

Loulis Food Ingredients takes active part in sector events to demonstrate its know-how and reinforce collaboration in its field. The Company participates regularly in conferences, trade fairs and fora to share knowledge about the latest developments and trends in the food sector. Given its commitment to quality and innovation, Loulis Food Ingredients has been conferred many distinctions and awards for its outstanding products and sustainable practices. Our recognition as a leader in the sector reinforces our reputation as a trustworthy partner. By participating in all events, the Company contributes its knowledge and experience while learning from other leaders in the sector so as to prioritise positive changes in its operations and promote sector sustainability practices. 2021 and 2022 were once again important years of recognition and promotion for the Company.

AWARDS

Impact Bite Awards 2021
in the category HR AWARD

CONFERENCES

→ Presentation at the University of Athens, as part of the MSc Marketing programme and full time MBA

→ Participation in the conference "Marketing and Sustainability", University of Patras

→ Participation in the Scientific Meeting of the 2nd International Foodtech 2021 Trade Show

2021

EXHIBITIONS

→ ANUGA 2021
→ GULFood 2021

PARTICIPATION

→ Participation in Food Saving Alliance

→ Participation in the index of the Athens Stock Exchange "Athex ESG"

AWARDS

→ Content Marketing Awards 2022

→ Digital Transformation of Loulis Food Ingredients by BEWISE and Golden Award

→ True Leaders 2022

→ Healthy and Bio Food Awards

CONFERENCES

→ Participation in the conference "Sustainable business models: Best practices for publication of corporate information" organised by CSR Hellas

→ Participation in the 33rd Leadership Conference of the Association of Chief Executive Officers

→ Participation in conference "CSR IN ACTION"

2022

CERTIFICATIONS

→ SMETA – Improvement of performance along the supply chain

EXHIBITIONS

→ Sirha Europain 2022
→ Gulfood 2022
→ 86th Thessaloniki International
→ Fair Food Ingredients Fair 2022

PARTICIPATION

→ Participation in the "Great place to work" survey

02 Corporate Governance

The fundamental principle of our Company is to ensure that all our business activities comply with the relevant laws and regulations of the country in which we operate, and with best international practices.

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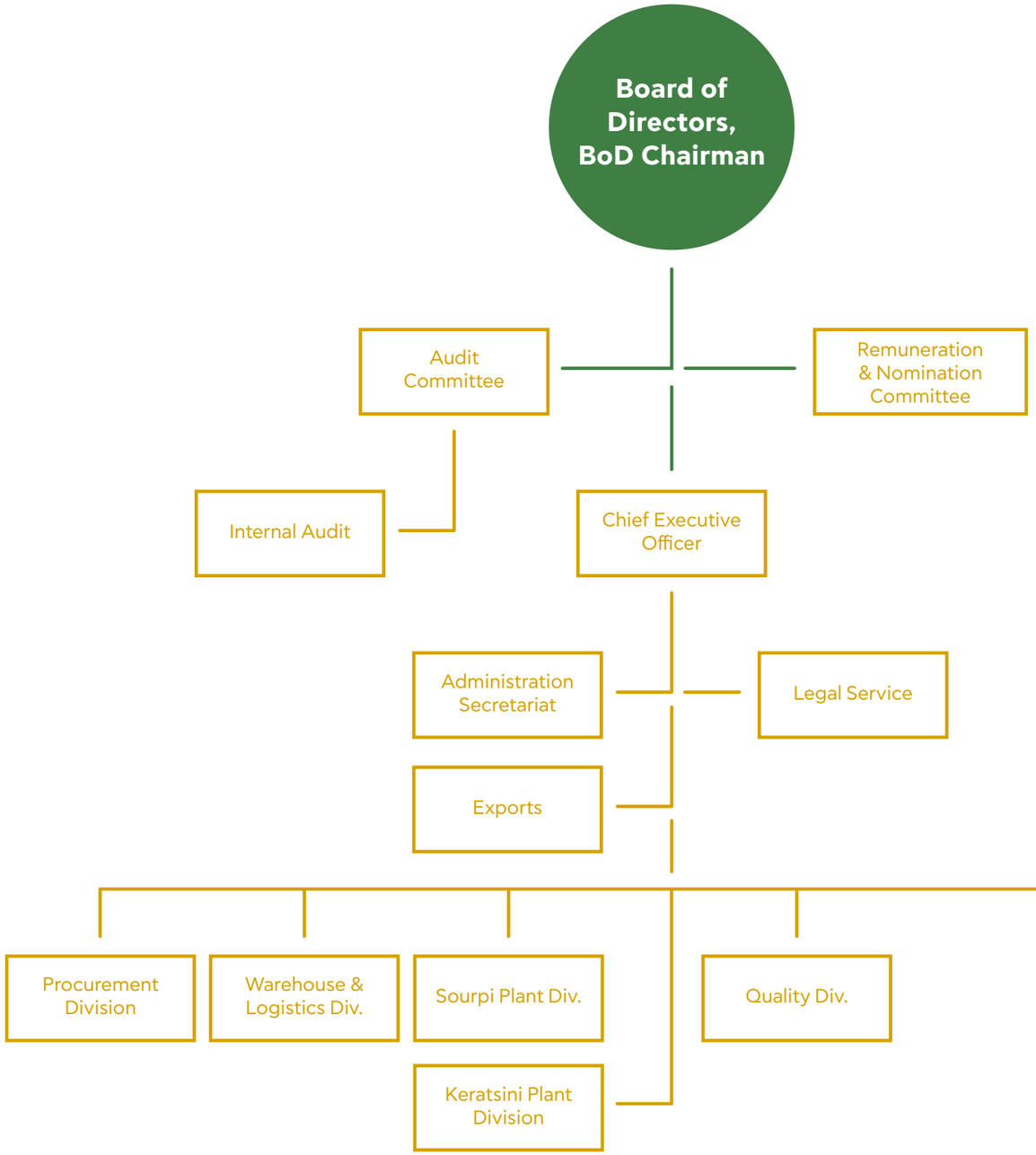
II. Business Ethics 29

Corporate Governance Model



GRI 2-9, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-18, 2-19, 2-20, 2-21, 2-23

Athex A-S4, C-G1, A-G1

The key governance bodies of the Company are the General Meeting of shareholders and the Board of Directors (Board). The General Meeting of shareholders acts as a communication channel between shareholders and Management while the Board consists of seven members with a 4-year term in office.

Board of Directors[7]

The Board of Directors is responsible for decision-making about the management of the Company's administration matters and assets. The Board is competent for majority decision-making on all matters involving the administration, representation of the Company and, in general, its operations, save decisions falling under the competence of shareholders, while taking all appropriate steps to achieve its goals. As a key prerequisite, the Board's decisions must be in line with corporate values and the applicable legislative framework.

The ultimate goal of the Board is to maximise the long-term value of the Company and safeguard the overall corporate interests. The Board is the Company's representative in all its relationships and transactions while monitoring and controlling its activities. This is attained by acting in accordance with the applicable legislative provisions and having regard to its Articles of Association. The Board establishes its Charter which describes decision-making and the procedures implemented in line with the Articles of Association and mandatory legislative provisions.

[7] *The new Board was appointed on 22/06/2022.*

Our Company has appointed a qualified person to ensure that all internal procedures and policies are adhered to, as well as the relevant laws and regulations. This enables us to operate in an effective and efficient manner while ensuring that the members of the Board of Directors are evaluated both individually and collectively in terms of the impacts the Company has on its external environment and the impacts of its external environment on the same (effects to and from the Society, Environment and Economy, as explained below).
Critical concerns are discussed at the level of directors per area (e.g. credit board, research and development of new products, accounting department, quality board) on a weekly or monthly basis, and are forwarded to the Board.
The Board comprises 2 executive and 5 non-executive members, 3 of which are independent. All 7 members are appointed for a 4-year term in office. Finally, the Board consists of 6 men and 1 woman as shown in the table below:

Name-Surname	Title	Role
Nikolaos Loulis	Chairman	Executive Member
Nikolaos Fotopoulos	Chief Executive Officer	Executive Member
Elisavet Kapelanou-Alexandri	Vice Chairwoman	Independent Non-Executive Member
Spyridon Theodoropoulos	Member	Non-Executive Member
Konstantinos Macheras	Member	Independent Non-Executive Member
Gianluca Fabbri	Member	Non-Executive Member
Georgios Taniskidis	Member	Independent Non-Executive Member

Table of Board members

→ *For further information:*

Board of Directors Suitability Policy

The key principles governing this Policy is that it should be clear, substantiated, transparent and aligned with the by-laws and the corporate governance code of the Company. Moreover, to establish this policy, the size, internal organisation, risk appetite, the nature and complexity of the Company's activities are taken into account. Finally, the Suitability Policy is regularly reviewed and updated in the light of important events.

The Policy and any substantial amendments to it are approved by the General Meeting. The updated version of the Suitability Policy is posted on the Company's website.

The criteria applied to evaluate the suitability of the Board members are as follows:

→ Individual Suitability
→ Warranty of morals and good reputation
→ Conflict of interests
→ Independent judgment
→ Commitment of adequate time

Conflict of interests

An actual or potential conflict of interests may arise in case any member of the Board acts with their own personal interests in mind, which may come into conflict with those of the Company. Our goal is to have in place a consistent policy and procedure to prevent and manage any potential conflicts of interests.

All members of the Board should perform their duties with integrity, objectivity and professionalism and dedicate sufficient time to their performance. A policy on conflicts of interests is established through the code of conduct between Board members and the Company. If there are conflicts of interests, these are disclosed to the other members of the Board while all members of the Board and the persons representing the Company should sign and submit a solemn statement of no conflict of interests on an annual basis.

Remuneration and Nomination Committee

The Remuneration and Nomination Committee is an independent and objective body that reports directly to the Board. The competences vested with the Committee concern the remuneration payable to the Board, the Company's executives and employees, while it is also responsible for setting up internal rules and auditing the remuneration policies and drafting the remuneration report, as prescribed by Law 4548/2018.

Remuneration policy

The Company's remuneration policy takes into account the achievement of Sustainable Development Goals as these are an integral part of the Company's strategy. This Policy applies to the Board of Directors and senior management of the Company, including the department managers who are responsible for planning, managing and controlling the Company's activities.

The Remuneration and Nomination Committee is responsible for planning and coordinating the Policy and, when required, external advisors are consulted for their opinion. It should be noted that this particular Policy and the inclusion of Sustainable Development are the result of discussion and voting at the General Meeting, which explores ways to achieve a better allocation of the remuneration payable to the Board, based on the Company's updated strategic goals.

The Company's Remuneration Committee recommends and presents to the Board of Directors the content of the Remuneration Policy and its updates to further submit it to the General Meeting for approval. On an annual basis, the Committee reviews the Remuneration Policy in terms of compliance with the policies and procedures adopted by the Board of Directors and the regulatory requirements. Furthermore, the Committee shall ensure that, when assessing the mechanisms adopted to align the Remuneration Policy with risks, account is taken of all types of risk, liquidity and capital adequacy of the Company and shall recommend corrective actions in the event of failure to implement the Policy. Finally, the Remuneration Committee recommends to the Board of Directors the total amount of all variable fees payable to the senior executives. The Board then decides on their allocation. The variable fees of the Board's Chairman and Chief Executive Officer are suggested to the Remuneration Committee by its Chairman and submitted for approval to the Board of Directors and subsequently to the General Meeting.

← *For further information, please check:*

Annual compensation ratio

As regards the annual total compensation ratio, the table below presents the data on Loulis Food Ingredients and Kenfood:

	2022	
Annual compensation ratio	Annual compensation ratio of the highest-paid individual to the median annual compensation of all other employees.	Ratio of the percentage increase in annual compensation for the highest-paid individual to the percentage increase in annual compensation for all other employees
Kenfood	41,47	0,65
Loulis Food Ingredients	68,89	0,71
Loulis Mel Bulgaria	8,62	0,39

Business Ethics

Material topic

GRI 3-3, 2-23, 2-24, 2-26, 2-27

Athex C-G5

OUR COMMITMENT

Loulis Food Ingredients acknowledges the value of business ethics as a key element of its activities. The Company has set ambitious goals in the field of corporate conduct, having regard to the impact of its business decisions on the environment, society and stakeholders. Business ethics is the cornerstone of the Company as it promotes transparency and reliability in both its internal and external environment, as well as mutual benefits. By means of its policies, the Company ensures its compliance with laws and regulations, with a view to combating bribery and securing legal and ethical competitive conduct.

Indicative ESG goals	Progress	Objective beyond the laws
To update the Code of Conduct	+ In progress	√

OUR IMPACT

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Anti-competitive conduct	During the relevant audits conducted, no incident of unlawful or unethical competitive conduct was observed. This way, the Company boosts healthy competition and smooth functioning of the market.	+ In progress	●●●
	The Company has developed a Policy that applies to ethical trading processes. This way, the Company secures healthy competition and ethical operations.	+ In progress	●●●
Anti-bribery	The Company has developed a policy to combat corruption and bribery, aiming at a prompt response in case of corruption or bribery and at securing its business ethics. The Company has set a maximum monetary transaction (> 500 euros), to ensure that transactions with the Company are audited and transparent.	+ In progress	●●●
	The Company has established a Code of Conduct to inform its people about corruption matters. Thus, the Company manages to prevent and avoid any such incidents.	+ In progress	●●●
	During the relevant audits conducted, no incident of corruption was noted. This proves that the Company is engaged in ethical operations and contributes to the smooth operation of the economy.	+ In progress	●●●
	The Company monitors the transactions of its executives and Board members at regular intervals, thus securing transparency among executives and along its business as a whole.	+ In progress	●●○

OUR APPROACH

Our Company adheres strictly to the regulations and laws of the countries in which it operates. Our compliance with the legal framework is of key importance as it affects the way we treat the environment, the people around us and the economy. Our Company aspires to good and ethical governance, promoting honest practices in all its business transactions. We have put in place strict rules and regulations which are adhered to by all our employees and thus we secure fairness and credibility for which we stand out.

Code of Conduct

The Code of Conduct refers to all standards and rules of conduct the implementation of which ensures the smooth functioning and development of the Company in line with the prescribed standards, the preservation of its good reputation and the protection of all its stakeholders. Also, the Code refers to the way the Company operates and reflects its commitment to complying with the laws and regulations. The Company is committed to the implementation of the Code and expects the same from its partners.
Trust, ethos, honesty and, to a large extent, independence in terms of business decision-making define our relationships with our business partners. The Code of Conduct applies to all employees of the Company and its subsidiaries, as well as to all members of the Board, the Chief Executive Officer and senior management. It also applies to any other persons whose work is functionally equivalent to the work performed by the employees of Loulis Food Ingredients.

← *For further information, please check:*

Anti-corruption and anti-bribery policy

The Company promotes its business activities acting with integrity, transparency and respect to the society and the environment. In this context, the Company has developed policies on sound corporate governance and Sustainable Development, carrying out preventative actions against corruption. This particular Policy concerns all Company employees, regardless of rank, title or education, including senior executives. Thus, the Company implements a policy of zero tolerance for corruption and bribery and has committed to making business professionally, in accordance with the laws and with integrity in all its business dealings.

Our values are always the driving forces in achieving our goals. They guide our everyday conduct and are at the core of the Code of Conduct of Loulis Food Ingredients.

Audit Committee

The Audit Committee is an independent committee and makes recommendations to the Board. Among others, the Committee is competent for monitoring financial reporting at both company and group level, and for ensuring a reliable internal audit system, risk management system and regulatory compliance system while supervising the sound operation of the Company's internal audit unit, the selection and the independence of the Company's certified public accountants. The Company has prepared the rules of procedure of the Audit Committee and submits to the ordinary General Meeting for information purposes the annual management report which describes the actions involving the Sustainable Development Policy implemented by the Company.

Internal audit system

The internal audit system comprises all policies, procedures, tasks, behaviours adopted by the Board, Management and the other human resources of the Company. It aims at the Company's effective operation so as to respond to the risks associated with the achievement of its business goals. Moreover, it aims at ensuring the reliability of the financial reporting provided both within and beyond the Company, and at complying with applicable laws and regulations, including internal company policies and procedures. The effectiveness of the internal audit system is evaluated based on best international practices. The Company evaluates its internal audit system on an annual basis and that of its subsidiaries Kenfood and Loulis Mel Bulgaria every three years.

→ *For further information:*

Whistle-blowing policy and procedure

The policy and procedure for managing named and anonymous reports is a significant part of the operation of an organisation. At our Company, we receive all named and anonymous reports under the Whistle-blowing policy with respect to offences such as theft, fraud, corruption, abuse of power, bribery, with a view to taking swift action in a transparent and confidential manner. Every report is sent to the competent department which is responsible to examine the case and decide on which actions are necessary and must be implemented.

03

Our approach to Sustainable Development

The Company takes concerted action as regards Sustainable Development and corporate responsibility matters. Through corporate governance, Loulis Food Ingredients has developed organisational structures which manage effectively any emerging issues.

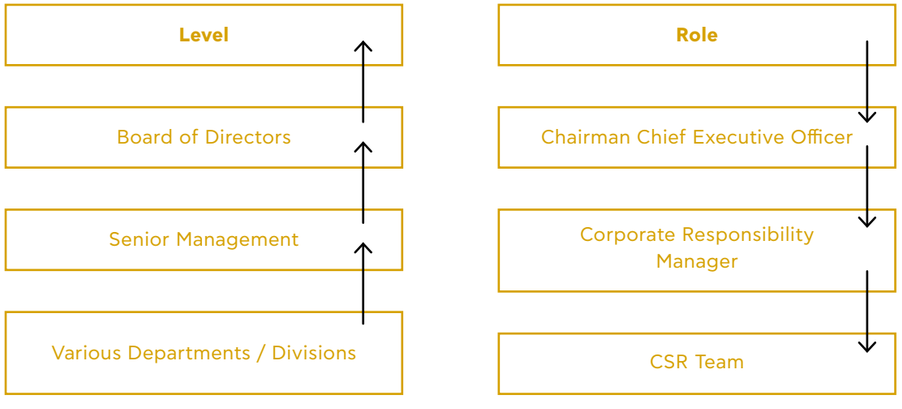
Sustainable Development Governance

The Company has acknowledged the importance of establishing a Corporate Responsibility task force. This task force consists of members from the Company's various departments and sectors, thus ensuring representation and know-how in all aspects of Sustainable Development as well as dealing with the effects at any parts of the value chain that are likely to be affected. These members are responsible for dealing with any emerging issues, preparing strategic plans and for constantly improving the Company's approach to Sustainable Development. Having put in place this collaborative and inclusive structure, the Company is able to address the challenges and promote sustainable practices across all aspects of its operations.

GRI 2-12, 2-13, 2-14, 2-24, 2-25

Athex C-G2

As regards Corporate Responsibility and Sustainable Development matters, the Corporate Communications and Responsibility Manager is responsible for the oversight and management of these critical aspects. Such person has been entrusted with the effective communication across the organisation to ensure that the Company's actions are aligned with its goals and obligations involving sustainability. Ongoing communication is established between the Corporate Communications and Responsibility Manager and the Corporate Responsibility team so that they can respond promptly and effectively to any emerging issues involving Sustainable Development. Moreover, the Corporate Responsibility team is responsible for preparing proposals that include sustainable actions and practices. Such proposals are further presented to the Corporate Communications and Responsibility Manager who examines and evaluates them. Thereafter, those proposals deemed fit for implementation are presented for final approval to the Chairman of the Board of Directors who also assesses their feasibility and impact.



MANAGEMENT OF IMPACTS AND MATERIAL TOPICS

Matters associated with the pillars and all issues of the Company's Sustainable Development are managed through the organisational structures determined by the Company's management. The Corporate Communications Manager is responsible for managing Corporate Responsibility and Sustainable Development matters, with the assistance of the Corporate Responsibility team and the participation of executives from all competent Divisions. The Corporate Responsibility team monitors and records on an annual basis an action plan and goals and submits its proposals so as to create long-term value. The Chairman of the Company, through the Corporate Communications Manager, supervises, manages and is kept up to date with developments in sustainability matters, trends and the Company's impacts, reaffirming the Company's long-standing commitments to sustainable and responsible operation.

→ Development and implementation of the Sustainable Development Strategy

→ Monitoring and reporting to Management about the progress in the achievement of goals and briefing of the Company's stakeholders

→

→ Preparation of Sustainable Development reports, non-financial reporting disclosures and compliance with the regulations and expectations of stakeholders

→ Participation in sector task forces, conferences and collective information initiatives of the sector and contribution to the broader agenda of Sustainable Development

→ Briefing of Company Management about Sustainable Development progress and matters

→ Identification and recording of opportunities for mitigating climate and environmental risks, and for enhancing social footprint

→ Ordinary assessments of the Company's environmental and social effects

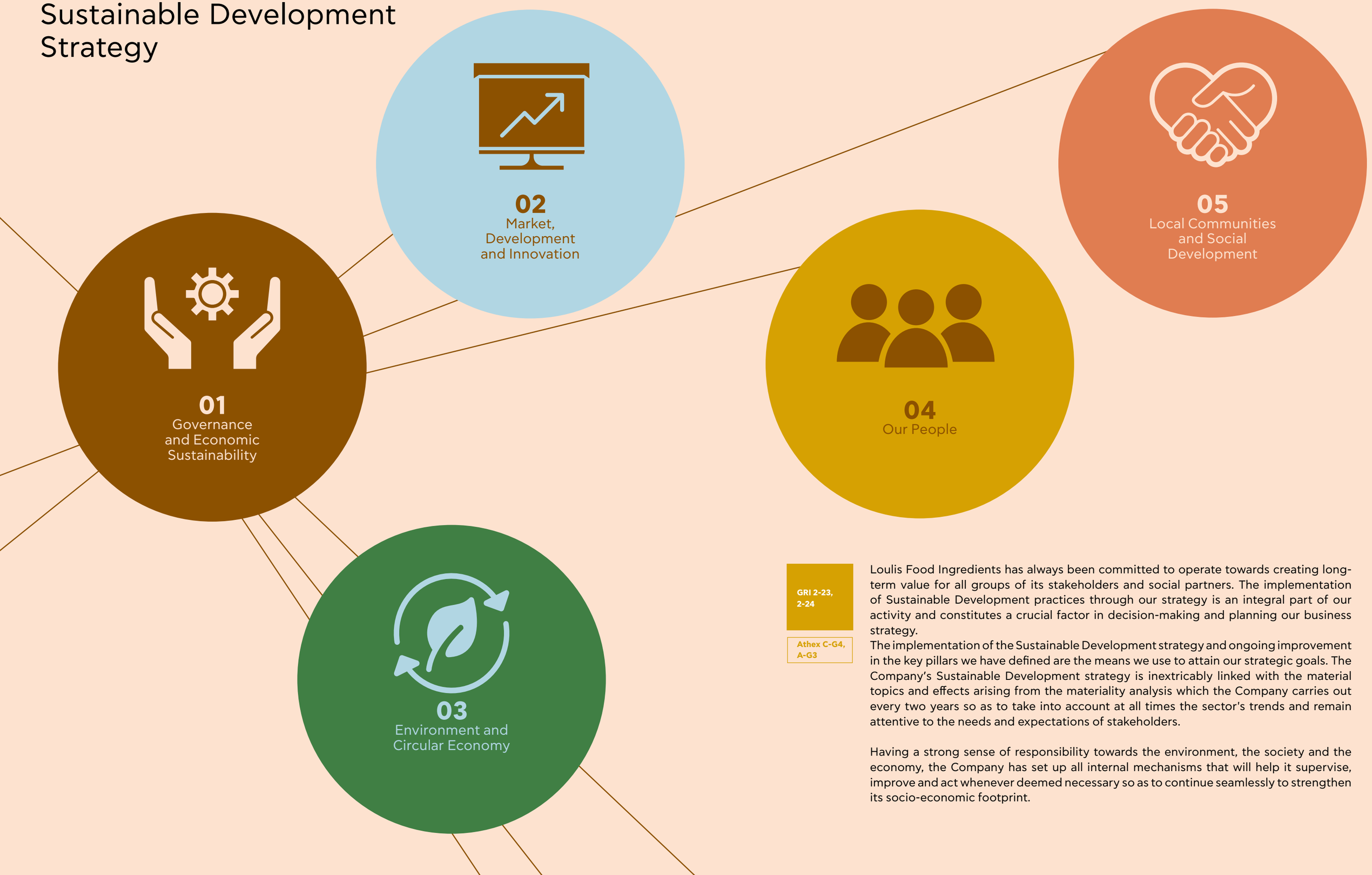
→

→ Research to ensure that the Company is up to date with emerging trends, regulations and best practices so that it stays on the forefront of sustainable initiatives

→ Cooperation with all departments so as to incorporate sustainable practices in all procedures

→ Development and implementation of training courses on the training of employees in sustainability practices and incentives for their participation

Sustainable Development Strategy



GRI 2-23, 2-24

Athex C-G4, A-G3

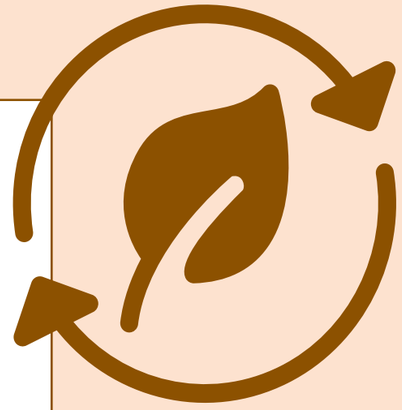
Loulis Food Ingredients has always been committed to operate towards creating long-term value for all groups of its stakeholders and social partners. The implementation of Sustainable Development practices through our strategy is an integral part of our activity and constitutes a crucial factor in decision-making and planning our business strategy.

The implementation of the Sustainable Development strategy and ongoing improvement in the key pillars we have defined are the means we use to attain our strategic goals. The Company's Sustainable Development strategy is inextricably linked with the material topics and effects arising from the materiality analysis which the Company carries out every two years so as to take into account at all times the sector's trends and remain attentive to the needs and expectations of stakeholders.

Having a strong sense of responsibility towards the environment, the society and the economy, the Company has set up all internal mechanisms that will help it supervise, improve and act whenever deemed necessary so as to continue seamlessly to strengthen its socio-economic footprint.

LASTING GOALS

ENVIRONMENT



→ Implement a paper elimination model in Sourpi production departments (paperless plan)

→ Contract farming programme

→ Cooperate with a group of suppliers to identify gas emissions from their operations

→ Reduce pollutant emissions per production facility

→ Reduce energy consumption per production facility

→ Reduce pollutant emissions per ton of processed raw material by 2% per production facility (plants)

→ Increase the number of local suppliers with whom we cooperate by 2% compared to 2020

→ Promote corporate responsibility and sustainability in the supply chain

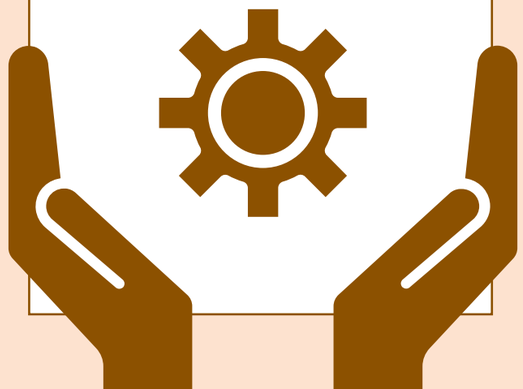
→ Monitor measurements and anti-pollution drills in Sourpi port facility

→ Zero liquid waste during the production process

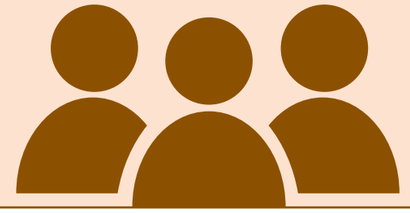
→ Manage and recycle 100% of solid waste

GOVERNANCE

→ To expand to foreign markets
→ To implement more ESG criteria in our strategy and everyday operations
→ To promote corporate responsibility and sustainability in the supply chain
→ To update the Code of Conduct and further communication to the employees
→ To complete the establishment of KPIs in all departments
→ To keep incidents of violation of business ethics principles at zero
→ To inform all employees about the anti-corruption and anti-bribery policy



SOCIETY



→ Develop new products and special - different products
→ Inform a group of suppliers on sustainability aspects
→ Raise awareness of more than 5,000 children on an annual basis about dietary, environmental and food waste issues through the Loulis Museum
→ Provide seminars for bakers, aiming to train 10% of our customers every year
→ Promote a healthy diet and lifestyle through the educational programmes of Loulis Museum
→ Participate in social farming products in partnership with other social actors
→ Create a benefit and bonus scheme
→ Complete St George Mills - Loulis Mills historical archives
→ Keep employee complaints at zero
→ Enrich the evaluation programme with 360°-Degree Feedback process
→ Increase human resources retention rate by 99%
→ Optimise working conditions and new skills for human resources
→ Maintain employee satisfaction rate
→ Increase trainings and drills in matters of health and safety at the workplace
→ Zero accidents and control implementation of procedures applicable to Health & Safety
→ Organise 2 voluntary blood donation events
→ Continue to support those suffering from coeliac disease
→ Provide continuous support through the monthly provisioning of flour to community grocery stores, NGOs and ecclesiastical foundations; annual support to the NGO "Ark of the World' with 8tn of flour and by- products
→ Support bakery and confectionery schools with 15tn of flour per annum for their training needs
→ Promote a healthy diet and lifestyle through the educational programmes of the Loulis Museum
→ Take additional measures concerning customer data security and confidentiality
→ Keep cyber-attack incidents at zero
→ Maintain the customer satisfaction rate based on surveys
→ Keep complaints about product quality at zero

GOALS ACHIEVED

Economy	Kenfood: increased market share	Weighted average increase: 19%
	Create a new silo in Sofia	Conducted
	Food Safety System Certificate for food management for Keratsini plant	Issued
	Supplier Code of Conduct	Issued
Environment	Acquire a hybrid car fleet (to replace existing conventional cars)	6 hybrid cars and 1 electric vehicle were acquired
	Create parking lots for electric cars in Sourpi & Keratsini	Conducted
	Electricity savings project & optimisation of power quality in Keratsini	Conducted
	Install energy meters and monitoring system in Keratsini	Installed
	Measure our environmental footprint	Conducted
Human Resources	Organise corporate events	3 corporate events were organised
	An anti-violence and anti-harassment policy was established	Established
Society	Support by providing 2 tn of flour and by-products to the NGO "Ark of the World"	Provided

Our vision is to develop, achieve our goals and have a significant environmental and social footprint.

SUSTAINABLE DEVELOPMENT POLICY

The Company has developed a Sustainable Development Policy which covers all the activities of both the Company and Group and is binding on the Company and all its subsidiaries. Thus, the Company seeks at all times to create value for those involved with the Company, i.e. shareholders, members of the Board of Directors, executives, employees, customers, suppliers, banks, public agencies, society and other social groups interacting with the Company.

Putting emphasis on the training and development of human resources, health and safety at the workplace, and environmental protection in line with the principles of sustainable operation and development, the Company aims at creating value in a sustainable manner. This policy presents the approach of Loulis Food Ingredients to the matters of Sustainable Development and responsible operation.
We are committed to operating responsibly by carrying out substantial actions, with a view to creating value for all parties involved with the Company.

→ *For further information, please check:*

RISKS AND OPPORTUNITIES MANAGEMENT

Risks

Loulis Food Ingredients also considers the risks that exist or may arise due to climate change. The Board of Directors of the Company is responsible for reviewing the risk identification procedure and the effectiveness of actions taken to avoid such risks. Due to the extreme weather conditions, which are expected to get worse in the upcoming years, there are risks that may affect the Company and its activities. Such weather conditions have an impact on crops and therefore on the raw materials of the Company, thus resulting in destabilised prices for end products. For this reason, the Company tries to hedge such risks by creating stocks of raw materials and insuring them through the commodities stock exchanges. The main risks recognised by the Company are as follows:

→ Credit risk
→ Liquidity risk
→ Interest rate fluctuation
→ Inventory loss
→ Raw materials price fluctuation
→ Climate change

Opportunities

By engaging in operations in international markets, establishing modern production facilities and growing further in the domestic market, the Company creates opportunities for further development, always in line with sustainability principles and in a responsible manner. Finally, the quality of the products and services we provide offers us a competitive advantage and boost for the development of the sector in which we operate.

Materiality analysis

Material topic

GRI 3-1, 3-2

Athex C-G3

Harmonised with the new GRI Standards (GRI Standards 2021), Loulis Food Ingredients identified, evaluated and prioritised the impacts generated by the Company. The term "impacts" is used to indicate all types of effects the Company's activities, whether positive or negative, actual or potential, have on its external environment. The Company's activities are assessed in terms of their effects on the environment, economy, people and society. Special emphasis is given on analysing the entire value chain of the Company for likely impacts and on seeking instances that may harm human rights.
By recognising the impacts, the Company determined the material topics of Sustainable Development, namely those topics that reflect the Company's impacts at economic, environmental and social level, beyond the Company.
The methodology of materiality analysis was based on the following four steps:

Scrutiny of the Company's activities

In this step, the Company conducted a high-level review of its activities, the business relationships it has developed, the Sustainable Development framework in which it operates and applies, and the scrutiny of its stakeholders. During exploration, multiple sources were used to fully cover the Company's internal and external environment:

→ Examination and analysis of in-house literature, procedures and policies
→ Sustainable Development Strategy of Loulis Food Ingredients
→ International recognised standards and initiatives (GRI)
→ Sustainable Development Goals (SDGs) of the United Nations
→ Study of sector-related material topics
→ Significant risks and opportunities for the Company

Identification of impacts

At the second stage, the Company identified and recognised the positive and negative, actual or potential impacts on the environment, society and economy. At this stage, meetings took place with the Company's management teams to identify the entire range of impacts from the activities and value chain of Loulis Food Ingredients. Loulis Food Ingredients' Management is in constant contact with groups of stakeholders so as to identify any negative impacts in good time and intensify its efforts in the direction of positive impacts.

Assessment of impacts

At a third stage, the Company assessed the impacts recognised at the previous stage so as to prioritise them. The materiality of impacts was assessed through internal consultation among Company executives. Impacts were assessed based on the following criteria:

Positive impacts
→ scale,
→ scope
→ likelihood

Negative impacts
→ severity,
  • scale,
  • scope,
→ Reversibility and likelihood

Prioritisation of impacts

As a final step in assessing materiality, the Company cooperated with the groups of its stakeholders to prioritise its material topics. Given that the dialogue with the groups of stakeholders is of strategic importance, we took into account their prioritisation and will seek to understand their concerns regarding our response to negative impacts, the dissemination of positive impacts and our goals for sustainability in the future.
The 12 topics were identified having regard to the Group's sector of activity and the impacts that arise or may arise from its activities, and cover all three ESG pillars (Environment, Society, Governance).

Prioritisation of material topics

As a final step, the material topics were ranked per broader thematic section - strategic pillar, as these are presented in the report's respective chapters. The thematic sections of impacts that occurred in 2021 and 2022 and those that occur at the time this report is drafted are presented next to each strategic pillar and the material topics. Moreover, each material topic is linked with the UN Sustainable Development Goals and with the materiality of each topic for the stakeholders. To prioritise material topics and define them as extremely important, very important and important, a scale was used, based on the responses of stakeholders. It is noted that each table categorising stakeholders' preferences uses a different scale of materiality which reflects the preferences of stakeholders of that categorisation. In other words, the maximum and minimum scoring of material topics by all stakeholders was different from that of a specific group of stakeholders; this proportional determination was used to better reflect the objective prioritisation per category of stakeholders.

Material topics	Thematic sections of impacts	Sustainable Development Goals (UN SDGs)	Materiality for stakeholders
Business Ethics	Anti-competitive conduct Anti-bribery		●●○ Very important
Climate Mitigation and Adaptation	Emissions Energy		●●○ Very important
Responsible Supply Chain	Supplier environmental assessment		●○○ Important
Soil, Water and Air Pollution	Air pollution Water pollution		●●● Extremely important
Circular economy	Circular economy (waste management)		●●○ Very important
Labour Relations and Employment	Diversity and equal opportunity Employment Training Grievance management		●●● Extremely important
Health, safety and quality of life	Well-being Employee Health & Safety		●●● Extremely important
Sustainable Agriculture	Payments to small and medium-sized enterprises		●●○ Very important
Empowerment of local communities	Economic impact Cultural capital Local communities		●○○ Important
Food waste and food security	Product Sustainable Consumption Food security		●●○ Very important
Privacy and Data Security	Consumer Data Security Employee Data Protection	—	●○○ Important
Consumers and Safe Products	Product promotion Health and safety of consumers Extremely Consumer support		●●● Extremely important

Materiality map of material topics for stakeholders

Prioritisation of stakeholders per grouped category

Dialogue with stakeholders

Our priority is to respond to the needs and meet the expectations of our stakeholders. The Company strives to get into regular contact with all groups so as to improve continuously its services, minimise any negative impacts and take advantage, in cooperation with them, of all opportunities that arise to reflect positive impacts on Sustainable Development.
Stakeholders mean all those groups that are affected by our activities and those affecting our activities and decisions. Using international standards as our guide, we have established an integrated process of consultation with all stakeholders. Loulis Food Ingredients is focused on strengthening the dialogue with them and on their engagement in dealing with various issues related to Sustainable Development. The key goals of our consultation are to:
→ Consider and respond to our partners' expectations
→ Prioritise effects and material topics
→ Keep reinforcing transparency; and
→ Identify and resolve issues and create new synergies

GRI 2-29

Athex C-S1

The table below presents the categories of stakeholders identified by Loulis Food Ingredients and the practices implemented so as to maintain a constructive dialogue.

Communication channels	Frequency
Overarching category: Shareholders and investors	
Shareholders/Investors	
Annual General Meeting	Annual
Shareholder Department	Continuous
Annual Financial Report	Annual
Press releases through Athens Exchange	Continuous
Company website	Continuous
Corporate Responsibility Report	Every two years
Overarching category: Human Resources	
mployees and their families	
Intranet	Continuous
Regular meetings, phone and electronic communication	Continuous
HR Department	Continuous
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Open dialogue and frequent events	Two or three times per year

Communication channels	Frequency
Overarching category: Human Resources	
Greek wheat suppliers	
Meetings with suppliers	Continuous
Procurement department	Continuous
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Partners (Contractors, External Attorneys, Consultants)	
Procurement Department	Continuous
Meetings, phone and electronic communication	Continuous
Notices, newsletter	As required
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Social Media	Continuous
Company website	Continuous
Carriers	
Continuous and two-way communication between Transport Department	Continuous
Company website	Continuous
Corporate communications	As required
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Other suppliers	
Meetings with suppliers	Continuous
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Phone and electronic communication	As required
Procurement Department	Continuous
Social Media	Continuous
Imported wheat suppliers	
Phone and electronic communication	As required
Procurement department	Continuous
Corporate Responsibility Report	Every two years
Company website	Continuous
Trade partners	
Meetings with executives and management	As required
Direct communication with Sales Department	Continuous
Communication with Quality Department	Continuous
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Company website	Continuous
Social Media	Continuous
Participation in sectoral exhibitions	Annually

Communication channels	Frequency
Overarching category: Local communities	
Local communities	
Communication with local government authorities	As required
Press releases	Every two months
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Events of local communities	Biannual
Social groups (influencers)	
Participation in Company actions	As required
Company website	Continuous
Social Media	Continuous
Overarching category: Customers and end users	
Industrial Customers (Craft enterprises, Industries, Bakers)	
Annual customer surveys	Annually
Periodic visits by technical assistance advisors	As required
Sales force visits	Weekly
Participation in sectoral exhibitions	Annually
Newsletter	Biannual
Corporate Responsibility Report	Every two years
Social Media	Continuous
Customer forum	As required
International Customers (of all categories)	
Meetings with executives and management	Annually
Customer Service Department	Continuous
Company website	Continuous
Visits of technical assistance advisors & sales force	Annually
Participation in sectoral exhibitions	Annually
Corporate Responsibility Report	Every two years
HORECA customers	
Meetings with executives and management	Annually
Customer Service Department	Continuous
Company website	Continuous
Press releases, notices	Monthly
Customer surveys	Annually
Periodic visits by technical assistance advisors	As required
Sales force visits	Weekly
Participation in sectoral exhibitions	Annually
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Consumer Dept. customers	
Meetings with executives and management	Annually
Customer Service Department	Continuous
Company website	Continuous
Press releases, notices	Monthly
Customer surveys	Annually
Periodic visits by technical assistance advisors	As required
Sales force visits	Weekly
Participation in sectoral exhibitions	Annually
Corporate Responsibility Report	Every two years
Newsletter	Annually

Communication channels	Frequency
Overarching category: Customers and end users	
Consumers	
Organisation of periodic events	Όταν απαιτείται
Through daily visits at the Museum	Continuous
Market surveys	As required
Brochures	Continuous
Product labels	Continuous
Social Media	Continuous
Overarching category: Public domain	
National and regulatory authorities, public agencies, sectoral associations	
Company website	Continuous
Electronic, phone and personal communication (e.g. chambers)	Continuous
Meetings with agencies/authorities/legal and institutional agencies, as required	Continuous
Publication of financial statements according to case law	Continuous
Corporate Responsibility Report	Every two years
One-day meetings	Three times per year
Conferences	Three times per year
Events	Three times per year
Banks, Financial Institutions	
Meetings with executives and management	Regular
Annual Financial Report	Annually
Corporate Responsibility Report	Every two years
Newsletter	Biannual
Non-Governmental Organisations (NGOs)	
Company website	Continuous
Meetings and synergy in joint actions and events	Annually
Newsletter	Biannual
Social Media	Continuous
Corporate Responsibility Report	Every two years
Mass Media	
Meetings with mass media representatives	As required
Corporate Responsibility and Communication Department	Continuous
Press releases	Every two months
Corporate Responsibility Report	Every two years
Company website	Continuous
Newsletter	Biannual
Social Media	Continuous
esearch institutes, academic circles, think tanks	
Company website	Continuous
Electronic communication	As required
Events and meetings aiming at partnership	Annually
Preparation of studies, dissertations in case of on-the-job training (students) or job offer for gaining experience	Annually
Corporate Responsibility Report	Every two years

04

Climate Change and Environment

Our Company aims at its sustainable operation in all activities, especially those related to greenhouse gas emissions, waste management and the creation of an environmentally responsible supply chain.

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II. Responsible Supply Chain 60
III. Soil, water and air pollution 62
IV. Circular economy 64

→ **76%**
of the forklift fleet operates on electricity

→ **New certification as per ISO 14064**

→ **116 tons**
more recycled non-hazardous waste compared

Climate Mitigation and Adaptation

OUR COMMITMENT

Loulis Food Ingredients has set environmental protection as a priority. Thus, by implementing an environmental management system that is compliant with ISO 14001:2015, our Company is committed to planning and operating with a view to achieving high environmental performance. We are committed to adhering to all environmental laws and regulations so as to improve our overall performance in terms of energy consumption, greenhouse gas emissions and the development of effective strategies for climate change.

Material topic

GRI 3-3, 2-23, 302-1, 305-1, 305-2

Athex C-E1, C-E2, C-E3

ESG Goals	Progress	Goal exceeding legal requirements
Acquisition of hybrid car fleet representing 1% of the total number of cars.	In progress	-
Create 6 parking lots for electric cars at Sourpi & Keratsini	In progress	√
Certification as per ISO 14001 on environmental management for Keratsini	Planning	√

OUR IMPACTS

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Emissions	By installing solar cells at the Sourpi and Thiva industrial plants, the Company contributes to the reduction of greenhouse gas emissions and to the mitigation of the negative impacts of climate change.	+ In progress	●●○
	The Company replaced the forklifts with corresponding electric vehicles while the replacement of private-use cars with hybrid and electric vehicles is under way. Thus, the Company contributes to the reduction of greenhouse gas emissions and the mitigation of climate change.	+ In progress	●●○
	The Company analyses the environmental impacts and carbon footprint of its products, based on ISO 14001 Standard. Also, a study is being conducted to have all its facilities certified as per ISO 14064. Thus, the Company contributes to the management of greenhouse gas emissions and mitigation of climate change.	+ In progress	●○○
Energy	The Company records systematically energy consumption by means of meters (at the Sourpi industrial plant) while taking action whenever consumption exceeds the limits set by the Company itself through indicators and analyses. Thus, the Company avoids energy overconsumption.	+ Eventually	●○○
	The Company conducts surveys at its plants so as to upgrade its facilities and production machinery. The aim of the Company is to reduce energy consumption in the production process.	+ Eventually	●○○

OUR APPROACH

Our Company has incorporated an Environmental Policy in its procedures and is committed to its proper implementation. We have set goals for environmentally-friendly operations across all our production departments while our programmes designed for mitigating our environmental impacts are managed through an environmental management system which is certified as per the international standard ISO 14001:2015. As already discussed, we implement the principles of the Sustainable Development Policy and Strategy, which are structured around the mitigation of the Company's negative impacts on the environment and the continuous search for new methods towards better energy efficiency.

The environmental management practices we apply refer to projects for reduced electricity consumption and personnel trainings in environmental matters. As regards the former, we contribute to the reduction in energy consumption by replacing means of transport and lighting fixtures and by upgrading the machinery used in the production process or the vehicles of our employees and suppliers. Finally, the Company invests in the installation of solar panels and measures its environmental footprint, thus improving its performance in relation to greenhouse gas emissions.

ENVIRONMENTAL POLICY

As a responsible and sustainable company, Loulis Food Ingredients has developed an environmental policy that will help us monitor the impacts of our activities on the natural environment on a continuous basis and take preventive measures to reduce such impacts, as well as to plan corrective measures for problems and emergencies that may arise during our operations.
Moreover, the Company sets measurable objectives and corresponding programmes to continuously improve its environmental performance. Finally, the Company aspires to establish regular contacts with all parties involved to communicate environmental issues reaching across the entire range of company operations. Thus, the Company will be able to assess all relevant environmental data and raise awareness about environmental management issues.

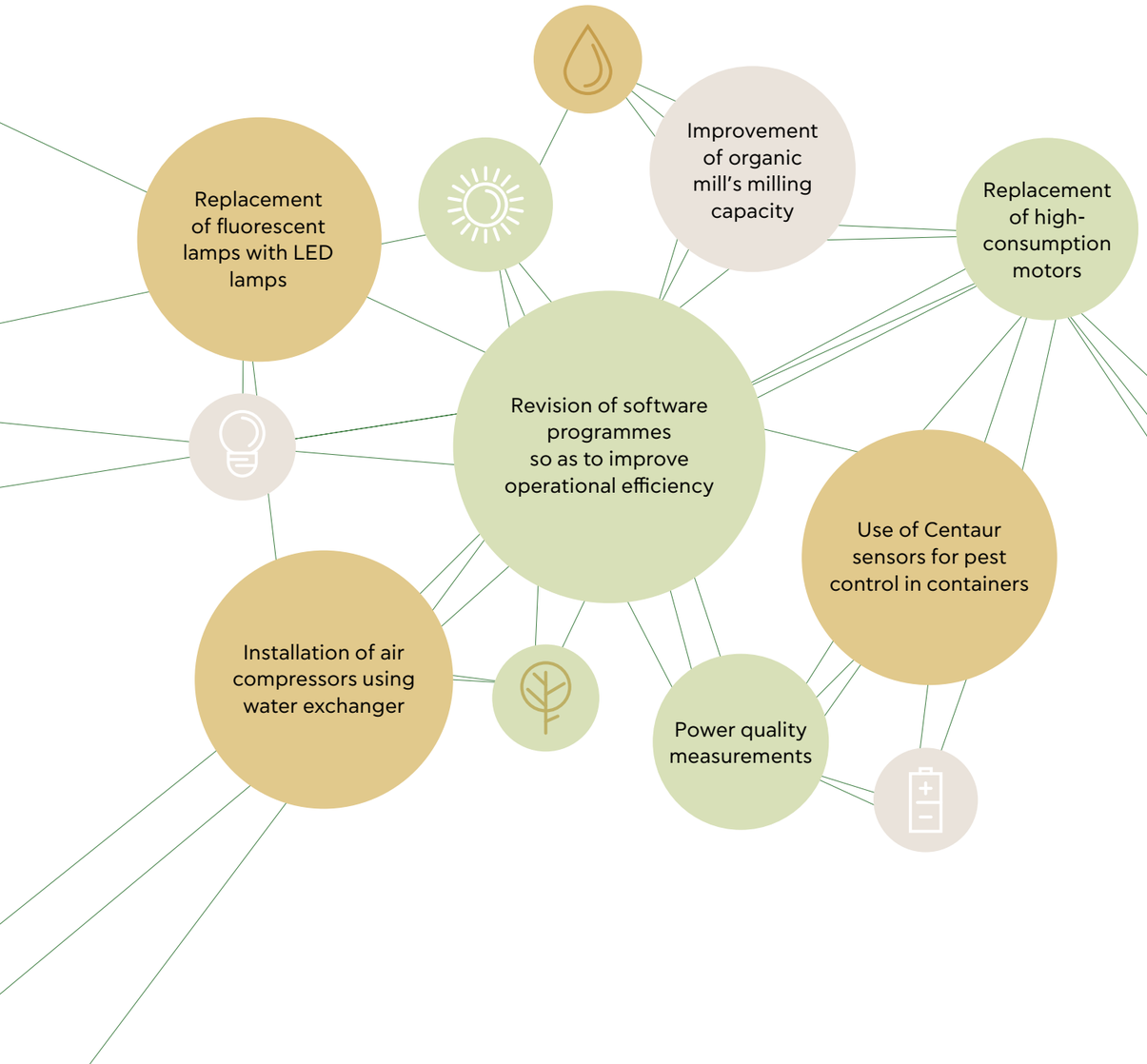
ENERGY

In its efforts to use energy in an effective and sustainable manner, the Company adopts technologies that ensure high energy efficiency, thus reducing overall energy consumption. To meet the energy needs of the production process, the Company's facilities use electricity from the Greek power grid and oil. We have installed ceiling fans to limit the use of air-conditioners and we have replaced conventional light bulbs with LED lamps. The Company provides heating to Sourpi facilities without using oil but hot air produced from a Kaeser air compressor. Hot air functions like oil since it heats water circulating in the radiators.
To monitor energy consumption more effectively, the Company collects such data. This takes place by means of meters and basic indicators, thus measuring energy consumption in the production process. Moreover, 76% of the forklift fleet operates on electricity, which enables us to reduce the use of oil. Further, the Company conducts studies at its plants in order to upgrade the mills and production machinery, with a view to reducing energy consumption in the production process. This will be achieved by replacing motors and equipment with new machinery with improved energy efficiency.

Energy efficiency investments - Keratsini

The Company has made two important investments as regards the replacement of equipment at the Keratsini plant: i) An energy investment of €100,000 for the replacement of IE1 technology motors (rated power 630 kWh) with new IE4 energy class motors, ii) an energy investment of €90,000 for the replacement of three old-technology air pumps used to convey products with new Delta Hybrid pumps, aiming to upgrade our equipment on an ongoing basis and reduce the environmental burden from our operations at the production plants.

Energy efficiency-related actions — Sourpi



EMISSIONS

Employee travels

We are committed to reducing the amount of greenhouse gases we emit and we have taken several steps to achieve this goal. One of the methods used was to put into practice effective transport means and to use video-conference tools to communicate with our partners abroad. These measures resulted in reduced travels of our employees which, in turn, has reduced our overall carbon footprint. Moreover, we encourage our employees to use the Company's buses that are available to them to commute to and from work. More specifically, we have a company bus in our facilities at Magnesia which transports half our employees to our facilities on a daily basis.

Investments in the installation of solar cells

In an effort to reduce its impacts on the environment, the Company has committed and made investments in solar panels at its plants to generate electricity. The installation of solar panels on the roof of the Sourpi and Thiva plants demonstrates our environmental consciousness and dedication to the generation of "clean energy". By producing renewable energy in situ, the Company reduces the greenhouse gases that would otherwise be emitted for the electrification of its facilities.

Methodological framework for calculating emissions

In order to accurately measure our direct and indirect emissions, we have put into practice a pilot methodological framework of calculation. This framework is based on the GHG protocol and allows us to calculate our Company's carbon footprint on an annual basis. It takes into account all three scopes of emissions (Scope 1, 2 and 3). As regards Scope 3, our measurement focuses on packaging materials, transports and supplies, as well as on employees' travels including all business trips. It is worth indicating that as regards Scope 3, our measurements are expected to be better reflected in following reporting periods, considering that they were first recorded at the end of the reporting period 2021-2022.

Acknowledging the importance of maintaining high environmental standards, our Company has also decided to obtain ISO 14064. This standard will be used as a guideline for emission measurement and reporting processes. To secure its successful implementation, we are already offering training courses to our employees so that they familiarise themselves with these standards and acquire the necessary knowledge and skills.

OUR PERFORMANCE[8]

Fuel consumption from non-renewable sources[9]	Measurement unit	2022	2021	Difference compared to reporting year
Consumption of diesel oil at Sourpi facilities	TJ	1,32	1,63	-19%
Consumption of diesel oil at Keratsini facilities	TJ	1,01	1,09	-7%
Consumption of natural gas for heating purposes at the facilities of Loulis Mel Bulgaria	TJ	0,23	0,23	0%
Consumption of diesel oil by vehicles of Loulis Food Ingredients (Sourpi and Keratsini facilities)	TJ	6,90	6,82	1%
Consumption of petrol by vehicles of Loulis Food Ingredients (Sourpi and Keratsini facilities)	TJ	1,19	0,79	51%
Consumption of compressed natural gas by vehicles of Loulis Food Ingredients (Sourpi and Keratsini facilities)	TJ	0,00004	—	—
Consumption of diesel oil by Kenfood vehicles	TJ	1,69	1,58	7%
Consumption of petrol by Kenfood vehicles	TJ	0,20	—	—
Consumption of diesel oil by vehicles of Loulis Mel Bulgaria	TJ	3,72	3,39	10%
Consumption of petrol by vehicles of Loulis Mel Bulgaria	TJ	1,48	—	—
Total fuel consumption[10]	**TJ**	**17,74**	**15,53**	**14%**

[8] *2021 was set as the reporting year as it was considered a year in which key performance indicators were complete. Wherever indicated, a different reporting year has been set.*
[9] *To calculate the energy of each fuel, the UK DEFRA 2022 rates were used (Conversion factors 2022: condensed set).*
[10] *Only refers to fuel consumption for the operation of machinery, not for heating purposes.*

Energy consumption from non-renewable sources	Measurement unit	2022	2021	Difference compared to reporting year
Consumption of electricity at Sourpi facilities	TJ	56,91	59,54	-4%
Consumption of electricity at Keratsini facilities	TJ	23,69	24,32	-3%
Consumption of electricity at Kenfood	TJ	1,34	0,86	56%
Consumption of electricity by Loulis Mel Bulgaria	TJ	10,41	9,19	13%
Total fuel consumption	**TJ**	**92,34**	**93,92**	**-2%**

Energy self-consumption from renewable sources	Measurement unit	2022	2021	Difference compared to reporting year
Self-consumption of electricity from solar panels (TJ)[11]	TJ	0,64	—	—
Total electricity consumption from renewable sources (TJ)	**TJ**	**0,64**	**—**	**—**

Energy consumption	Measurement unit	2022	2021	Difference compared to reporting year
Total fuel consumption	TJ	17,51	15,30	14%
Total fuel consumption for heating	TJ	0,23	0,23	0%
Total electricity consumption	TJ	92,34	93,92	-2%
Total energy consumption	**TJ**	**110,08**	**109,45**	**1%**

[11] *All energy generated by the Company comes from renewable sources. The renewable energy produced accounts for 0.1% of the energy consumed.*

Direct emissions (Scope 1)[12]	Measurement unit	2022	2021	Difference compared to reporting year
Emissions from diesel oil consumption at Sourpi facilities	t CO2e	98,25	121,49	-24%
Emissions from diesel oil consumption at Keratsini facilities	t CO2e	75,01	80,71	-8%
Emissions from natural gas consumption for heating purposes at Loulis Mel Bulgaria facilities	t CO2e	14,51	14,51	0%
Emissions from diesel oil consumption by vehicles of Loulis Food Ingredients (Sourpi and Keratsini facilities)	t CO2e	512,25	506,02	1%
Emissions from petrol consumption by vehicles of Loulis Food Ingredients (Sourpi and Keratsini facilities)	t CO2e	81,83	54,03	34%
Consumption of compressed natural gas by vehicles of Loulis Food Ingredients (Sourpi and Keratsini facilities)	t CO2e	0,002	—	—
Emissions from diesel oil consumption by Kenfood vehicles	t CO2e	125,35	117,58	6%
Emissions from petrol consumption by Kenfood vehicles	t CO2e	13,45	—	—
Emissions from diesel oil consumption by Loulis Mel Bulgaria vehicles	t CO2e	275,95	251,35	9%
Emissions from petrol consumption by vehicles of Loulis Mel Bulgaria	t CO2e	101,77	—	—
Total Scope 1 emissions	**t CO2e**	**1.298,37**	**1.145,69**	**12%**

[12] To calculate direct emissions, the Emission Factors of the GHG Protocol Calculation Tool (Stationary and Transport) were used, according to the World Resources Institute (2015) and 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Pursuant to the above, the following gases are included in the calculation of CO2 equivalent: CO2, CH4, N2O.

Indirect emissions (Scope 2)[13]	Measurement unit	2022	2021	Difference compared to reporting year
Emissions from electricity consumption at Sourpi facilities	t CO2e	5.874,95	6.147,38	-4,43%
Emissions from electricity consumption at Keratsini facilities	t CO2e	2.445,87	2.510,79	-2,59%
Emissions from electricity consumption at Thiva facilities	t CO2e	138,41	89,11	+55,32%
Emissions from electricity consumption by Loulis Mel Bulgaria	t CO2e	1.075,60	950,32	+13,18%
Total Scope 2 emissions	**t CO2e**	**9.534,83**	**9.697,60**	**-1,68%**

Throughout the years we have been in operation we have been applying environmentally-friendly responsible and innovative practices in our production process and we are committed to reducing direct and indirect emissions.

[13] To calculate emissions from electricity, the Emission Factors from the National Inventory Report 2023, Greece, were used. Pursuant to the above, the following gases are included in the calculation of CO2 equivalent: CO2, N2O.

Responsible Supply Chain

OUR COMMITMENT

The Company acknowledges the importance of suppliers in its activities. Thus, we adopt and follow specific criteria to select our suppliers, such as certified raw materials or the use of recyclable packaging materials. Based on the above, we are committed to mitigating the negative impacts that may arise along the supply chain mainly on the environment, society and economy.

Material topic

GRI 3-3

ESG Goals	Progress	Goals exceeding legal requirements
Develop a policy and quantitative criteria applying to the Company's cooperation with suppliers	Planning	√
Cooperate with a group of suppliers to identify gas emissions from their operations	In progress	√

OUR IMPACT

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Supplier environmental assessment	The Company implements a due diligence process which requires suppliers to submit a declaration on each contract signed, providing information on the crop year. In addition, visits are made to fields and markets to test for environmentally harmful fungicides.	+ In progress	●○○

OUR APPROACH

The aim of our Company is to create a more responsible supply chain. Thus, we prepared a Suppliers Code of Conduct, aiming at the optimum selection of suppliers who will contribute to a process of responsible supplies. We aim to create KPIs based on environmental criteria for the selection of suppliers and to develop actions to reduce the environmental footprint of our supply chain. This is why we provide some of our suppliers with financial aid to replace their vehicles with electric ones.

The Company implements integrity standards and requires its suppliers to do so too. Procedures involving the suppliers are strictly implemented with the procurement and logistics department being responsible for compliance therewith. Quality of service, reputation and mainly adherence to the Company's Code of Conduct are key factors for selecting our suppliers to create a responsible supply chain.

Supplier Code of Conduct

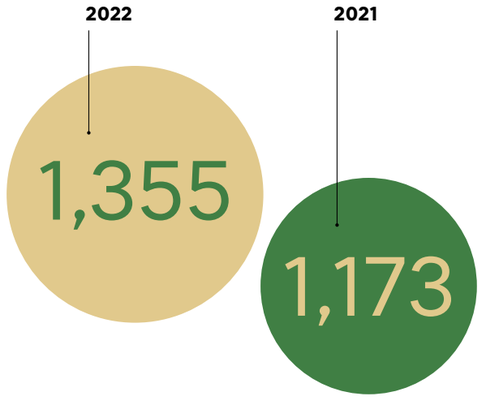
Environment is one of the core axes of the Code. We contribute to the enhancement of sustainability and environmental protection both through our actions and those of our partners. In addition to our suppliers' compliance with all applicable environmental laws, we seek to improve continuously their environmental performance and maintain the necessary environmental permits. Thus, we expect our suppliers to follow green practices aiming at the continuing reduction of their environmental footprint.

Digitisation of the supply chain

Loulis Food Ingredients invests in the upgrade of activities and processes taking place along the supply chain through digitisation. Digitisation and automation of processes can make an effective contribution to transition to a fully sustainable supply chain. Thus, we have developed a route management framework (smart routing) so as to shorten routes and achieve an overall reduction of emissions throughout raw material procurement. We also use SAP software to digitise our data on our suppliers and therefore we are able to draw conclusions on their performance on an ongoing basis.

OUR PERFORMANCE

Suppliers
Number of suppliers at the end of the year



Soil, Water and Air Pollution

OUR COMMITMENT

Our Company has recognised the importance of the planet's resources which are necessary both for people and ecosystems. This is why we undertake regular sea water quality measurements at the corresponding facilities and air particle measurements. Thus, we are committed to the sustainable operation of our facilities so as to eliminate any risk of air, water or soil pollution.

Material topic

GRI 3-3

OUR IMPACTS

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Air pollution	The Company emits a percentage of particles well below the permissible limit, thus ensuring sound levels of air quality and diminishing any negative effects on the ecosystem and people alike.	+ In progress	●●○
	By carrying out measurements for suspended particles (NOx SOx) based on the Decisions on Approval of Environmental Terms for burners and boiler rooms, the Company is able to better manage the emissions of sulfur and nitrogen oxides and contributes, by measuring air pollution, to reducing any harmful impacts on human health.	+ In progress	●○○
Water pollution	Every year, we update the marine anti-pollution plan to prevent sea pollution and thus the Company helps prevent water pollution and protect marine ecosystems.	+ In progress	●●○
Water management	Throughout the production process at the Company's facilities the amount of water discharged into the ecosystem is zero.	+ In progress	●○○

OUR APPROACH

Water management

Water is an important resource for people and the production process of the Company. We take concerted action to minimise the use of water and water pollution. It should be noted that the only discharge is domestic water sewage from the plant's auxiliary areas. To ensure responsible water management, the Company monitors closely key ratios such as the ratio of water consumption to milling operations, annual water consumption, the number of leakage inspections, equipment replacements and water consumption by the steam generator. Moreover, Loulis Food Ingredients takes steps to train and inform its personnel about the importance of water saving and appropriate use. As a result of these measures, we noticed a considerable decrease in water use.

Marine anti-pollution plan

The Company aims to protect marine ecosystems through multiple actions. Given that our facilities are close to the marine ecosystem in Sourpi and the Company's culture is aligned with the principles of Sustainable Development, Loulis Food Ingredients decided to implement a marine anti-pollution approved plan. Thus, the preventative measures taken by the Company in the area of Sourpi help avoid negative impacts of the Company's activities on the marine ecosystem. Moreover, the Company conducts regular sea water quality measurements through a certified partner.

Soil pollution

Given the type of our operations and the end products we produce, we believe it is our duty to operate responsibly in relation to the soil we use. The Company aims to protect the rights of future generations so that they can use soil resources sustainably. To this effect, our Company recently conducted research on the quality of soil at our Sourpi-based facilities and drafted a report detailing the expected condition of the soil once our operations are discontinued.

Air pollution

Aiming to ensure air quality, the Company takes steps so that any emissions of suspended particles are kept below the permissible limit. By carrying out measurements regarding suspended particles (NOx Sox), the Company secures healthy levels of air quality, diminishes negative impacts on the ecosystem

Circular economy

OUR COMMITMENT

For Loulis Food Ingredients, waste management is a process carried out in accordance with applicable laws and guidelines. Our primary objective is to assist the transition from a linear production and consumption model to a circular model and thus promote the development of circular economy. To achieve this goal, we are fully committed to the responsible management of all types of waste generated by our operations, hazardous or not, ensuring that no harm is caused to the environment and that they have no harmful impacts on the ecosystems or the Company's external environment.

Material topic

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

Athex A-E3

ESG Goals	Progress	Goals exceeding legal requirements
Reduce the use of paper products by 5% compared to 2021 and study on replacing them with a digital platform for data recording	Σε εξέλιξη	√
Implement a paper elimination model in Sourpi production departments (paperless plan)	Σε εξέλιξη	√

OUR IMPACTS

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Circular economy (waste management)	The Company manages the hazardous waste it generates through certified partners, thus contributing to the reduction of pollution from such waste and to the promotion of circular economy.	+ In progress	●○○

OUR APPROACH

We generate various types of waste such as packaging materials, batteries, electronic equipment and flour from cleaning machinery. Waste electric and electronic equipment and batteries are handled by certified waste management partners while packaging materials are sorted and separated by material and are also recycled by external partners. Wooden pallets, metals, oils and solvent residues are stored at specific sites to be handled by the corresponding partners and reused pallets are provided to individuals or companies. In our plants in Greece we capture and monitor the volumes and waste management in an electronic record while in Bulgaria we submit a list of waste to the competent government bodies.

For 2021 and 2022, our Company obtained the respective attestations of environmentally sound waste management at our plants in Keratsini and Sourpi. Such attestation certifies the volume of waste in tons and the process of its responsible management.

OUR PERFORMANCE

Loulis Food Ingredients – Facilities Sourpi

Waste list	2022			2021		
Waste generation per category of waste	**Waste generated**	**Waste diverted from incineration and landfilling**	**Waste directed to incineration and landfilling**	**Waste generated**	**Waste diverted from incineration and landfilling**	**Waste directed to incineration and landfilling**
Packaging materials (t)	251	251	0	135	0	135
Oils or solvents (t)	25	25	0	16	16	0
Electric & electronic equipment (t)	1	1	0	3	3	0
Total waste (t)	**277**	**277**	**0**	**154**	**19**	**135**
Hazardous waste diverted from incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**	**In Company sites**	**Outside Company sites**	**Total**
Special treatment of electric & electronic equipment (t)	0	1	1	0	3	3
Special treatment of oils or solvents (t)	0	25	25	0	16	16
Total hazardous waste diverted from incineration and landfilling (t)	**0**	**26**	**26**	**0**	**19**	**19**
Non-hazardous waste diverted from incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**	**In Company sites**	**Outside Company sites**	**Total**
Non-hazardous waste recycled (t)	—	251	251	—	135	135
Total hazardous waste diverted from incineration and landfilling (t)	**—**	**251**	**251**	**—**	**135**	**135**

Loulis Food Ingredients – Keratsini Plant

Waste list	2022			2021		
Waste generation per category of waste	**Waste generated**	**Waste diverted from incineration and landfilling**	**Waste directed to incineration and landfilling**	**Waste generated**	**Waste diverted from incineration and landfilling**	**Waste directed to incineration and landfilling**
Waste from production (t)	60,51	0	60,51	67,24	0	67,24
Paper pulp (t)	6,07	6,07	0	11,35	11,35	0
Iron articles (t)	5,18	5,18	0	0	0	0
Batteries	0	0	0	0,03	0,03	0
Total waste (t)	**71,76**	**11,25**	**60,51**	**78,62**	**11,38**	**67,24**
Hazardous waste diverted from incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**	**In Company sites**	**Outside Company sites**	**Total**
Special treatment of batteries (t)	—	—	—	0	0,03	0,03
Total hazardous waste diverted from incineration and landfilling (t)	**—**	**—**	**—**	**0**	**0,03**	**0,03**
Non-hazardous waste diverted from incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**	**In Company sites**	**Outside Company sites**	**Total**
Non-hazardous waste recycled (t)	0	11,25	11,25	0	11,35	11,35
Total hazardous waste diverted from incineration and landfilling (t)	**0**	**11,25**	**11,25**	**0**	**11,35**	**11,35**
Non-hazardous waste directed to incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**	**In Company sites**	**Outside Company sites**	**Total**
Non-hazardous waste incinerated for energy recovery (t)	0	60,51	60,51	0	67,24	67,24
Total non-hazardous waste directed to incineration and landfilling (t)	**0**	**60,51**	**60,51**	**0**	**67,24**	**67,24**

Kenfood

Waste list[14]	2022		
Waste generation per category of waste	**Waste generated**	**Waste diverted from incineration and landfilling**	**Waste directed to incineration and landfilling**
Batteries (t)	0,197	0,197	0
Products expired or spoiled (t)	210	0	210
Total waste (t)	**210,2**	**0,197**	**210**
Hazardous waste diverted from incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**
Special treatment of batteries (t)	0	0,197	0,197
Total hazardous waste diverted from incineration and landfilling (t)	**0**	**0,197**	**0,197**
Non-hazardous waste diverted from incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**
Non-hazardous waste directed to landfilling (t)	0	210	210
Total non-hazardous waste directed to incineration and landfilling (t)	**0**	**210**	**210**

Loulis Mel Bulgaria

Waste list	2022			2021		
Waste generation per category of waste	**Waste generated**	**Waste diverted from incineration and landfilling**	**Waste directed to incineration and landfilling**	**Waste generated**	**Waste diverted from incineration and landfilling**	**Waste directed to incineration and landfilling**
Non-hazardous domestic waste (t)	0	0	12	0	0	12
Total waste (t)	**0**	**0**	**12**	**0**	**0**	**12**
Non-hazardous waste directed to incineration and landfilling	**In Company sites**	**Outside Company sites**	**Total**	**In Company sites**	**Outside Company sites**	**Total**
Non-hazardous waste directed to landfilling (t)	0	0	12	0	0	12
Total hazardous waste diverted from incineration and landfilling (t)	**0**	**0**	**12**	**0**	**0**	**12**

[14] As regards Kenfood Plant, the record of waste was first submitted in 2022 and therefore no waste- related data are available for 2021.

05 Society

Our goal is to contribute to the development of a sustainable society, giving priority to positive impacts on local suppliers, employees and consumers, thus creating value for the broader value chain and society in general.

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→ 10
Product safety and quality certification systems

→ 100%
Retention of employees granted parental leave

→ 28
Women hired in 2022

→ Support to 243 bodies for vulnerable social groups in 2022

→ 145,900
Food rationed to vulnerable social groups

Labour Relations and Employment

OUR COMMITMENT

Loulis Food Ingredients has established a healthy workplace with appropriate working conditions for its people. We are committed to the application of all legal requirements with regard to labour relations, employment and grievance management. Furthermore, we are committed to dealing promptly with any complaints and ensuring that incidents are dealt with in a transparent and fair manner. We are also committed to providing our employees with proper education and training to help them develop and achieve individual and team goals.

Material topic

GRI 3-3, 2-23, 2-30, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 405-1, 405-2

Athex C-S2, C-S3, C-S4, C-S5, A-S3

ESG Goals	Progress	Goal exceeding legal requirements
Higher diversity rate (gender, age, nationality) among employees by 2% compared to the previous year	In progress	√
Implement 2,500 training hours per annum	In progress	√

OUR IMPACTS

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Diversity and equal opportunities	The Company has established policies and task forces for diversity, exclusion and human rights issues, while also providing the personnel with training courses in the respective matters on an ongoing basis. Furthermore, the Company signed the Diversity Charter promoted by the Cell of Alternative Youth Activities. By all the above measures, the Company seeks to achieve gender equality and to incorporate such principles in the behaviour and working methods of the employees in line with the Company's values and human rights principles.	+ In progress	●●○
Employment	The Company expands and reassesses expectations about labour issues every three years. Thus, the Company improves its work environment.	+ In progress	●●○
	The Company pays extraordinary benefits; in 2022 it paid an extraordinary allowance to improve work-life balance while protecting safety, health and well-being of its employees and, thus, improving working conditions.	+ In progress	●●○
Training	The Company incorporated in its principles the ongoing learning culture through regular seminars, trainings and subsidies to employees for postgraduate programmes. In this way the Company boosts the professional and personal development of its employees.	+ In progress	●○○
Grievance management mechanism	The Company developed an employee evaluation and communication plan in cooperation with their supervisors to achieve effective communication on the Company's intranet and enhance two-way communication.	+ In progress	●●○

OUR APPROACH

EMPLOYMENT

Employee benefits

Wishing to show how much it values its employees, the Company provides them with various benefits and facilities to create a favourable work environment. Therefore, we offer different types of leave including ordinary leave, parental leave, marriage and blood donation leave as well as the right to remote work and reduced working hours. Our goal is to make our employees feel their work-life balance is secured. Overall, the Company promotes a positive and favourable work environment while ensuring that policies are adapted to the employees' individual needs[15]

Recruitment, evaluation and training policy and procedures

Our Company maintains a strict policy as regards recruitment, evaluation and training procedures, ensuring strict adherence to the principles and rules established. The policy also includes the designation of involved parties and reporting procedures, which also applies to management. Training is also provided to all new hires to place the necessary emphasis on the dissemination of the principles and values driving the Company, and on full update of the employees regarding the prerequisites of each post.

Internal communication system

Our Company has established an internal communication system aiming to promptly notify employees of any material or organisational changes that may arise. Such communication takes place at least one week prior to implementation. We have also placed communication boxes which allow our personnel to propose ideas and improvements or file any complaints through a communication form. Such proposals are collected by the human resources department and are funnelled up to the management.

Employee evaluation

We apply a fair evaluation programme aligned with the Company's goals. This particular programme aims at improving our employees' performance through a three-phase evaluation procedure. The first phase commences once goals are set at the beginning of each calendar year. The second phase refers to interim evaluation and update of employees and the third phase concerns the final evaluation at the end of the year and target setting for the following year. By means of this programme, the Company aims at the objective evaluation of its employees as well as at the achievement of high efficiency and effectiveness, so that we have a programme that helps each and every one of us to become better.

[15] *There are no applicable collective bargaining agreements that would cover the specialities of our Company's employees. All our employees are covered by the national collective bargaining agreement.*

TRAINING

Loulis Food Ingredients has developed an integrated set of programmes designed for enhancing the knowledge and skills of its employees. Such programmes are adapted to respond to the individual needs of each employee while training topics cover a wide range of sectors that are crucial for the Company's overall operation and personal development of the employees. These include logistics, human resources management, administration, marketing, finance, sales, and the health and safety of employees.

Programmes for upgrading employee skills	2022	2021
Health and safety	8	2
Human Resources management	5	6
Logistics	3	1
Marketing	4	7
Finance	9	6
Administration	11	8
Technical Section	33	28
Total	**73**	**58**

DIVERSITY AND EQUAL OPPORTUNITIES

Our commitment to promote diversity is driven by our wish to contribute to the achievement of the UN Sustainable Development Goals which focus on ensuring equality between genders, age groups and nationalities. The Company safeguards the dignity and respect of its people, recognising the diversity of each employee. The Company also takes action to identify cases of discrimination in its facilities with a view of addressing them, while respecting the human rights of its employees. It is worth noting that during the reporting period no incident of discrimination was reported and there were no complaints or suspicions about similar situations.

Diversity Charter

The Company signed the Diversity Charter to promote diversity, equality and fair treatment of all employees, irrespective of sex, religion, sexual orientation, all the above being a long-standing part of our corporate culture. This initiative is part of the European Commission's efforts to promote equal opportunities in the workplace and is implemented by the Cell of Alternative Youth Activities.

We believe that the promotion of a culture that embraces diversity and inclusion plays a key role in the creation of a work environment where everyone is given the same opportunities for advancement. Our Company promotes an environment of free will where all employees express their ideas and concerns without fear of discrimination.

Anti-violence and anti-harassment policy

The Company keeps a strict stance against all forms of violence or harassment at the workplace. The anti-violence and anti-harassment policy also refers to the commitment of our employees to refrain from any type of violence, abuse or harassment. All members of the Company are prohibited from getting involved in any dispute that equals violence or harassment in any manner whatsoever.

Management is responsible to actively promote a work environment that is free from any form of violence. The Company's policy includes measures for recognising and identifying the risks related to this matter and on how to take preventative actions to minimise risks. In addition, our Company provides regular training and awareness programmes to our employees to ensure they understand how important it is to preserve a safe work environment.

OUR PERFORMANCE

Hires	2022		2021	
	Number (#)	Ratio[16]	Number (#)	Ratio
Hires by gender				
Men	57	0,16	53	0,15
Women	28	0,08	17	0,05
Hires by age				
Hires of personnel under 30 years old	25	0,07	21	0,06
Hires of personnel between 30-50 years old	52	0,14	43	0,12
Hires of personnel over 50 years old	8	0,02	6	0,02
Hires by age				
Hires by Loulis Food Ingredients	46	0,13	47	0,13
Hires by Kenfood	16	0,04	6	0,02
Hires by Loulis Mel Bulgaria	23	0,06	17	0,05

[16] *Of all employees at the end of the year.*

Employee departures	2022		2021	
	Number (#)	Ratio[17]	Number (#)	Ratio
Departures by gender				
	48	0,13	42	0,12
	17	0,05	16	0,05
Departures by age				
Departures of personnel under 30 years old	12	0,03	13	0,04
Departures of personnel between 30-50 years old	41	0,11	31	0,09
Departures of personnel over 50 years old	12	0,03	14	0,04
Departures by company				
Departures from Loulis Food Ingredients	40	0,11	45	0,13
Departures from Kenfood	9	0,02	3	0,01
Departures from Loulis Mel Bulgaria	16	0,04	10	0,03

Parental leave	2022			2021		
			Total			Total
Employees entitled to parental leave	304	61	**365**	297	51	**348**
Employees granted parental leave	0	2	**2**	0	3	**3**
Employees who returned after parental leave	0	2	**2**	0	3	**3**
% of employees who returned after parental leave	0	100%	**100%**	0	100%	**100%**
Employees still employed 12 months after return	0	2	**2**	0	3	**3**
Retention rate of employees granted parental leave (%)	0	100%	**100%**	0	100%	**100%**

[17] *Of all employees at the end of the year.*

Employees trained	2022		2021	
	Number (#)	Percentage (%)	Number (#)	Percentage (%)
Training by employee category				
Governance bodies personnel trained	11	4%	8	5%
Employees trained	131	46%	92	55%
Labourers or wage-earners trained	144	50%	66	40%
Training by gender				
	254	89%	145	87%
	32	11%	21	13%
Total employees trained	**286**		**166**	

Total training hours by employee category	2022		2021	
	Number (#)	Average training hours[18]	Number (#)	Average training hours
	1.906	7,50	1.977	13,63
	820	25,61	601	28,62
Total employees trained	**2.725**	**9,53**	**2.578**	**15,53**

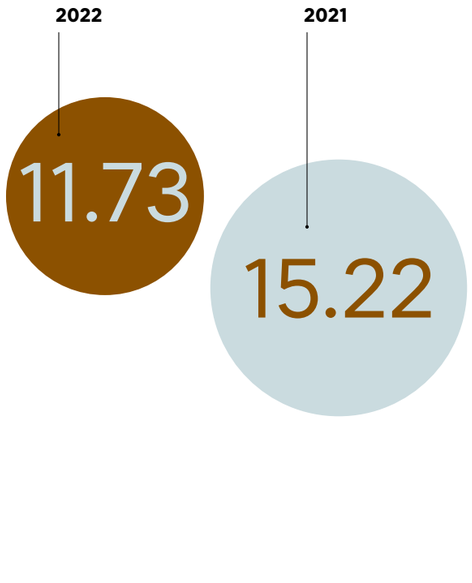
Men

Women

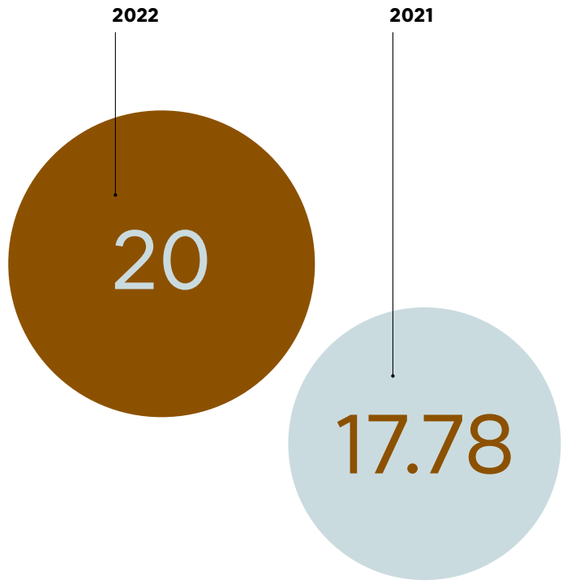
[18] *By gender, namely of the total number of employees trained for each gender.*

Ratio of training hours

Ratio of training hours to 10% highest-paid employees



Ratio of training hours to 90% lowest-paid employees



Diversity in governance bodies	2022	2021
	Percentage[19] (%)	Percentage (%)
Personnel of governance bodies by gender		
	84%	88%
	16%	12%
Personnel of governance bodies by age		
Governance personnel under 30 years old	1%	0%
Governance personnel between 30-50 years old	71%	67%
Governance personnel over 50 years old	27%	33%

Men

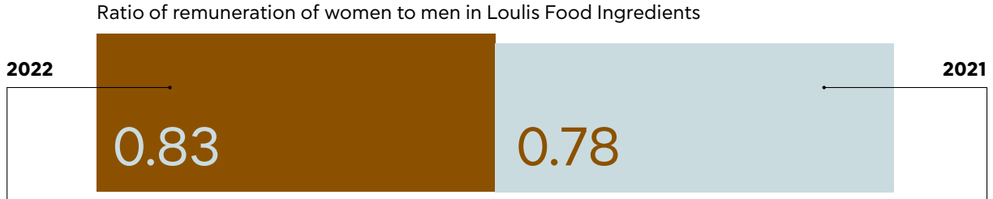
Women

[19] *Percentage of total personnel of governance bodies.*

Employee diversity	2022	2021
	Ποσοστό[20] (%)	Ποσοστό (%)
Employees by gender		
	83%	85%
	17%	15%
Employees by age		
Employees under 30 years old	19%	17%
Employees between 30-50 years old	51%	37%
Employees 50 years old	30%	46%

Ratio of remuneration of women to men[21]

Ratio of remuneration of women to men in Loulis Food Ingredients



Ratio of remuneration of women to men in Kenfood

Ratio of remuneration of women to men in Loulis Mel Bulgaria[22]

[20] *Of all employees*
[21] *The percentage arises from calculating the average annual pay of women employees to the average annual pay of men employees.*
[22] *The facilities in Bulgaria employ a minor number of women and hence the figures presented may not be very helpful.*

Health, safety and quality of life

OUR COMMITMENT

Our priority is to optimise working conditions in terms of health and safety. This is why we strictly follow the international and highest health and safety standards that are included in the Company's Code of Conduct. Our policy for the health, safety and well-being of our employees is illustrated in the regular inspections of the workplace and thus we remain focused on creating positive working relationships with our employees and on securing their well-being.

Material topic

GRI 3-3, 403-1, 403-2, 403-3, 403-5, 403-8, 403-9, 403-10

OUR IMPACTS

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Well-being	The Company improved the customer satisfaction rate in its workplace which rose from 71% to 84%. This demonstrates our Company's dedication to securing optimum satisfaction of employees and reflects our commitment to giving priority to the well-being of its human resources.	+ In progress	●●○
	The Company grants maternal and paternal leave while also offering working pregnant women the option to work remotely. Moreover, the Company provides an extra day of leave for blood donation so as to improve the quality of life of its employees.	+ In progress	●○○
	To ensure the health and safety of its employees, the Company performs annual check-ups.	+ In progress	●○○
Employee health and safety	The Company employs a safety technician who oversees the proper implementation of safety procedures and guidelines and coordinates all safety drills. In this way the Company ensures that accidents are prevented and avoided, as well as optimum safety of its operations.	+ In progress	●●●
	The Company carries out an occupational risk assessment at every plant to establish relevant guidelines, procedures and trainings so as to minimise any occupational risk.	+ In progress	●●○
	The Company is inspected by external bodies in relation to the health and safety of its employees. To date no oversights have been identified in safety issues.	+ In progress	●●○
	The Company provides trainings and seminars on topics involving the health and safety of employees which are also captured in the respective training record. Through trainings, the Company contributes to the career advancement of its employees.	+ In progress	●○○
	The Company carried out spirometry tests and provided each employee with a preventive check-up. Thus, the Company takes increased measures for the health and safety of its employees.	+ In progress	●○○
	The Company maintains a fire-fighting and first aid team and assigns their training to an external partner while also placing signs for the proper movement of employees in the warehouse area. Thus, the Company takes increased measures for the health and safety of its employees.	+ Eventually	●○○
	The Company provides a manual of safety policies which is regularly updated and distributed to the personnel. Given the upcoming update of the manual, it is likely that not all employees are fully up to date.	- In progress	●○○
	The Company carried out fewer training courses on employee health and safety topics at its plant at Keratsini compared to its other plants.	- Eventually	●○○

OUR APPROACH

WELL-BEING

Loulis Food Ingredients has set as a priority to ensure optimum satisfaction of its employees. Thus, the Company improved the satisfaction rate in the work environment by 13%[22], as a result of the actions taken by the Company such as the maternal and paternal leave granted and the flexibility provided to working pregnant women to work from home.

The Company provides a medical care and hospitalisation scheme such as life and accident insurance. In addition, the Company sees to the mental health of its employees by offering them the possibility to get in contact with a group of special psychologists consisting of renowned professionals. This group provided psychological support to the employees and their family members during the pandemic. This was attained through the 24-hour helpline with the anonymity of calls protected. The aim of this particular action was to reduce stress, boost the morale and in general help our people relieve anxiety.

As regards the facilities at Keratsini, Thiva and Sourpi, the Company has refurbished areas intended for the personnel where they can relax and feel comfortable during their breaks. Also, the Company constructed a basketball court within the Keratsini facilities, with the ultimate goal of promoting sports and the well-being of its employees in the facilities, and of helping them adopt such activities in their personal life. Finally, Loulis Food Ingredients provides its human resources with options for other activities such as bowling games, hiking and participation in marathon races.

EMPLOYEE HEALTH AND SAFETY

Loulis Food Ingredients encourages the establishment of a safe work environment. For our Company, it is important to protect not only our employees but also those along our value chain. To this effect, we strive to improve working conditions through daily hygiene checks, by training our employees in the corresponding practices with the ultimate goal of protecting our people.

Risk identification processes - Sourpi Plant

Potential risks at our Sourpi Plant are identified at three stages. First, employees report any potential risks they encounter to their supervisor or the safety technician. Second, the safety technician, who also acts as head of maintenance, proactively looks for and identifies potential hazards. Moreover, the supervisors of departments are responsible for timely reporting to the safety technician any risks they identify. Risk identification and assessment is carried out through the process of Occupational Risk Assessment Study. This is regularly reviewed to ensure that all potential risks are identified and assessed.

Reporting work-related hazards and hazardous conditions involves immediate notification of either the manager or the safety technician through various communication channels, i.e. verbally, on online or messaging platforms. The safety technician also reports any risks identified through emails, internal notices or the safety technician's log. Department heads can report hazards verbally or email them to both the safety technician and the plant director. In addition, there is a communication box where employees can leave written comments about any concerns they may have, including hazards and hazardous conditions, either by name or anonymously.

[22] Based on the analysis conducted when the company participated in the "Great place to work" survey.

Risk assessment

Risk assessment is performed jointly by the safety technician and the plant director, whose cooperation illustrates the severity and likelihood of potential risks. The appropriate decisions are made on the basis of their evaluation. Whenever risks are deemed to be important, an internal memo is released to notify the competent personnel of the risk and the taking of immediate preventive measures. Moreover, if necessary, work instructions are drafted to outline the specific steps and the procedures to be applied to mitigate the identified risks.

In line with the Occupational Risk Assessment Study, we strive to eliminate gradually all health and safety risks. We perform regular health screening, checking lungs and hearing to eliminate any cases in which the concentration of dust or the buzz from the production process may have a negative impact on the employees' health.

To secure current processes and enable the application of a relevant system in the future, it is necessary to perform ongoing, daily, incessant checks that work instructions are complied with, maintain the technical safety systems, identify and improve unsafe behaviours of employees and use personal protective equipment properly. At the Sourpi plant this is secured through ongoing efforts, checks and cooperation among departments, including the designation of scientific partners having certified adequacy for the work they will perform and ultimately measure and verify whether air quality, the condition of machinery or the behaviour of employees at the workplace are as appropriate. More specifically, such experts release findings regarding:

→ Dust particle measurements
(EBETAM - Hellenic Company for Industrial Research, Technological Development and Laboratory testing, certification and quality, Gounaris Labs ENVIROLAB Private Company, certification by the Hellenic Accreditation System (ESYD))
→ Noise measurements
(EBETAM, Gounaris Labs ENVIROLAB Private Company, certification by ESYD)
→ Project machinery suitability certifications (EBETAM)
→ Verification of good condition of fall arrest equipment (STOP)
→ Training in First Aid (Training Centre for Life Support)

Finally, as regards Sourpi facilities and as of 2023 in Thiva, as already indicated, the safety technician is a qualified engineer and thus has the qualifications required for ensuring the quality of the health and safety system. As regards Keratsini Plant, we cooperate with an external health and safety consultant.

Incident management

Incidents are investigated by applying the following procedure: The safety technician fills in a form investigating the circumstances of the incident and assessing the risk, the supervisor of the employee fills in the form suggesting corrective actions, the plant director notes their own comments and finally the safety technician recommends the final corrective actions. The incident is recorded in the accident log if assessed as important and the form is archived once the corrective actions are fully carried out.
Likely injuries include amputation of fingers, amputation of toes, abrasions, cuts, tendon rupture, fracture, rib injury, lower extremity sprain and blunt force trauma.

Timely handling of health and safety situations

The priority of the Company is to deter any conditions that could lead to hazardous situations for health and safety. The Company invests in periodic checks by external bodies (e.g. TUV, EBETAM) to ensure proper functioning of safety technical devices and performs periodic equipment maintenance works. It places great emphasis on employee training in order to foster their critical thinking to be able to identify in good time a hazardous situation and take measures to limit their exposure to risk.

Health and Safety Training

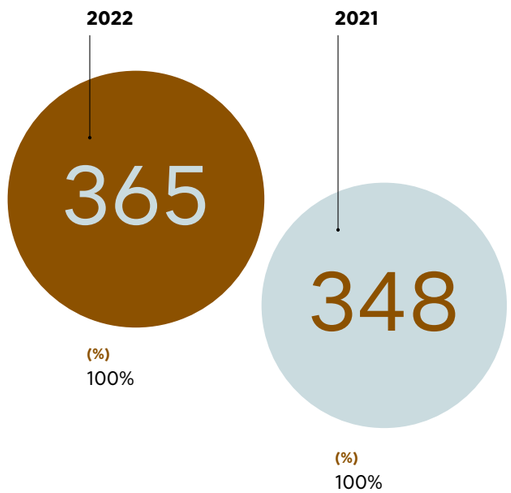
Regardless of the activity of each employee, we consider safety a top priority. The safety policies and procedures of Loulis Food Ingredients are designed with a view to ensuring safe work, either within or outside its facilities. To this effect, training seminars and drills are performed periodically so that all employees are aware of and adhere to the plant's health and safety rules.
Employees receive special training to learn how to remain safe and healthy at work. Trainings are recorded and kept in a file with an electronic record ID specified for each employee. The trainings provided include first aid drills, fire safety, evacuation, use of fall arrest equipment, courses on flour dust cloud explosion, machinery locking, fit validation in relation to respiratory and hearing protection means, as well as training in the safe use of project machinery and the safe functioning of chlorination line.

Measurements of exposure to dust and noise

The Company has taken steps to identify any harmful factors on employee health when working in an industrial environment. When designing the facility, priority was given to restricting dust by investing in central dust removal systems and in devices ensuring their proper functioning. The Company performs regular maintenance of the equipment to secure its effective functioning. Noise generating equipment (air compressors) has been placed in a sound insulated site, away from workstations. New equipment is selected on the basis of low levels of noise generation.
Measurements of employees' exposure to dust and noise are performed every year to monitor any changes in limit values. The Company takes steps to raise employee awareness about how to protect their health from dust and noise by providing them with training in fit test validation and ensures that a full range of hearing and respiratory protection devices is available for employees to be able to use the means fitting best their facial traits.

OUR PERFORMANCE

Employees covered by the health and safety management system



Occupational injuries	2022		2021	
For all employees[23]	**No. (#)**	**Ratio [24]**	**No. (#)**	**(%)**
Working hours	654.807		615.708	
Deaths due to occupational injury	0	0	0	0
High-severity occupational injuries (except for deaths)	0	0	0	0
Occupational injuries	0	0	5	8,12

Work-related ill health [25]		
For all employees[26]	**2022**	**2021**
Deaths due to work-related ill health	0	0
Recorded instances of work-related ill health	0	0

[23] No work is provided by third parties in our facilities, so data is presented only in relation to our employees.
[24] The ratio is calculated by multiplying by 1,000,000 based on GRI 2021 Guidelines.
[25] Risk identification and assessment has been completed through the process of Occupational Risk Assessment Study.
[26] No work is provided by third parties in our facilities, so data are presented only in relation to our employees.

Sustainable Agriculture

Material topic

GRI 3-3, 2-23

OUR COMMITMENT

Loulis Food Ingredients is committed to promote sustainable agriculture as a key component of its operations. The Company recognises it is necessary to adopt an approach combining the increase in agricultural production while preserving natural resources and protecting the environment. We have adopted an integrated approach to sustainable agriculture, setting as our primary goal to support and promote small and medium-sized enterprises, as the Company believes that the cooperation with such enterprises is vital for boosting local economies and ensuring Sustainable Development in the agricultural sector.

ESG Goals	Progress	Goal exceeding legal requirements
Increase in the number of local wheat suppliers by 30%	In progress	√
Development of a contract farming programme with more productive crops of grain varieties.	In progress	√

OUR IMPACT

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Payments to small and medium-sized enterprises	The Company promotes cooperation with local and small-sized supplier companies as an ethical sourcing consideration, which results in strengthening local suppliers and small and medium-sized enterprises.	+ In progress	●●○

OUR APPROACH

The Company seeks to forge long-term relationships with small and medium-sized enterprises involved in agriculture. This includes purchasing their products as well as providing them with technical support and training. Our goal is to establish a mutually beneficial environment where these enterprises will regularly receive orders and support with the ultimate goal of improving their productivity.

Contract Farming Programme

Loulis Food Ingredients is a Company standing out for its active participation in the Contract Farming Programme, helping with its actions to promote and develop sustainable agriculture in the field of grains. In view of its operating segment, the Company recognises the importance of cooperation with farmers, seeking to establish long-term successful relationships which will contribute to the sustainability of agricultural enterprises and the environment in which they operate.
In this context and through our partners, we provide farmers with advice and support in implementing sustainable farming practices based on scientific methods and innovative technologies to reduce the effect that agriculture has not only on soil but also on natural resources. We give priority to securing the financial resources of producers, by providing them with knowledge to improve the quality of their grains while we also provide them with instant liquidity to cover farming expenses. We actively contribute to the preparation and implementation of training programmes for farmers, in order to enrich their knowledge and professional specialisation in the fields of farming and plant preservation. This programme helps farmers be sustainable and competitive in modern markets, without perpetuating non-sustainable farming conditions.

Empowerment of local communities

OUR COMMITMENT

Driven by its high awareness and human-centric culture, Loulis Food Ingredients developed strategic social benefits to improve the quality of life of affected communities. Our Company's commitment lies in strengthening and empowering local communities, protecting and safeguarding the cultural capital and in providing financial assistance. Our Company is always ready to take action and meet social needs, of financial or other nature. Our goal is to maintain and continue this work.

Material topic

GRI 3-3

ESG Goals	Progress	Goal exceeding legal requirements
Increase visitors at Loulis Museum by 10%	In progress	√
Increase financial assistance to local communities by 3%	In progress	–
Increase the percentage of new hires from local communities by 3%	In progress	√
Increase the percentage of local suppliers by 2%	In progress	√
Increase the number of new volunteers by 2% for volunteer activities	In progress	√

OUR IMPACT

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Economic impact	Due to the war in Ukraine, the prices of raw materials and electricity spiked, thus leading to higher end product prices and such increases being passed on to consumers.	- In progress	●●●
Cultural capital	The Loulis Museum has been operating in Greece to showcase the culture of nutrition, the environment, the history of milling industry and tradition, making a lasting contribution to cultural capital and to preserving national cultural heritage.	+ In progress	●●○
	Schools visit regularly the museum which contributes to the education and training of young generations in matters of tradition, food waste etc., thus contributing to the preservation of national cultural heritage.	+ In progress	●●○
Local communities	The Company engaged personnel from local communities in order to enhance and utilise local workforce.	+ In progress	●○○
	The Company provided a sponsorship to local authorities operating in the areas adjacent to its facilities to help them improve their infrastructures.	+ In progress	●○○
	Wishing to support local farming and local small and medium-sized businesses of the sector, the Company promoted contract farming to safeguard the rights of its partners and the farmers with whom it has dealings.	+ In progress	●○○
	As part of its efforts to strengthen local communities and support its local partners, the Company provided funds to help its suppliers replace their fleets with more efficient vehicles.	+ In progress	●○○
	The Company recorded an increase in its exports, thus contributing to a rise in the Gross Domestic Product and creating social value in the local communities in which the Company operates.	+ In progress	●○○

OUR APPROACH

Loulis Food Ingredients adopts an integrated approach to empower local communities, providing a coherent framework of internal management to secure sustainability and the social sensitivity of its activities. In-house decisions are taken following meticulous analysis and assessment of our activities and their likely impacts on local communities, the environment and local economies. In addition, emphasis is laid on the engagement of stakeholders in the assessment of these impacts and on decision making. This is ensured through meetings, dialogue and open communication for exchanges of views and understanding the needs of stakeholders. Moreover, Loulis Food Ingredients cooperates with local bodies, non governmental organisations and other companies to develop cooperative programmes and initiatives aiming at local development and social welfare.

Actions and support to vulnerable social groups

Support to disabled children and persons

Having a strong sense of responsibility toward the support of children and people with disabilities, in 2021 and 2022 Loulis Food Ingredients undertook social actions in order to support and improve the social structures of Greece. Through its actions during the last two years, the Company managed to assist 425 bodies (20 of which support children with special needs) and provided 185 tn of flour as a minimum token of contribution to our fellow citizens.

Support to the NGO "Boroume" (We can)

Our Company is an active member of the programme "No food portion wasted" to convey in practice the message of the NGO "Boroume", which is the collective effort of a group of people seeking to reduce food waste while also increasing offers of food in Greece. We distribute the surplus of products to people in need of support. Our Company considers it its duty to not only produce quality products but also to have a positive social impact. To date the Company has donated 145,900 food portions to those in need. Moreover, all products close to expiry date are distributed to organisations performing social work.

Donation of wheelchair to the Association of Bakers of Thessaloniki

Our Company responded swiftly to the request of the Thessaloniki Association of Bakers for financial assistance in their effort to buy a modern wheelchair for one of their colleagues (Anastasios Grekos) who faces serious mobility problems. The baker presented the association with his problem and a fund-raising campaign was launched to meet this particular need. Our Company, in turn, made a financial contribution to help fulfil this social need.

Humanitarian aid to Ukraine

Being highly sensitive to social issues, our Company provided humanitarian aid to Ukraine, showing its solidarity to the Ukrainian people. In close cooperation with the embassy of Ukraine and through a national humanitarian delegation, we donated 20 tn of all-purpose flour, while employees of our Company volunteered to give various items to the Ukrainian citizens. The distribution took place in March 2022.

Support to the NGO "Smile of the Child"

In 2022 our Company participated in a social initiative aiming to support the NGO "Smile of the Child", responding to the Administration's request for assistance in meeting the annual payroll expenses of the NGO's cook in Melissia, Attica. This particular children's house is a safe haven for 21 children receiving quality care at the organisation's premises. As a supportive social partner, our Company seeks to provide tasty, healthy and home-made food to every child.

Donation to earthquake-struck areas in the Municipalities of Elassona and Tyrnavos

In 2021, Loulis Food Ingredients provided 2 tn of flour to its partners in the Municipalities of Elassona and Tyrnavos, as a donation to support the local communities that had been struck by a devastating earthquake.

Value creation in local communities

Support to bakery schools

We continued to provide support to the bakery and confectionery school students, in the form of raw materials for their workshops. During 2021-2022, more than 27 tn of flour were donated to many schools across Greece. This way, we make a substantial contribution to securing the elementary conditions for students' training in real-life conditions in cooking and baking classes and, therefore, to their smooth integration in the labour market in the catering and tourism industries.

Blood donation

In 2021 and 2022 our Company organised blood donation events in our facilities in Sourpi and Keratsini, while also taking part in the sixth and seventh voluntary blood donation campaigns. As a Company, we managed to collect 89 blood units, focusing on raising awareness about the needs of public health.

Participation in the Athens Classic Marathon

A group of our employees participated in the 38th and 39th Athens Classic Marathon races, in 2021 and 2022, respectively. Many of the team members participated in the 5-km and 10-km races while one of our employees ran the traditional 42km-long Marathon route.

Donation of fire-fighting equipment to the Fire Brigade in the area of Drymona, Almyros

On Wednesday, 20 July 2022, our Company donated fire-fighting equipment to the Fire Brigade in the area of Drymona, Almyros. The purpose of that donation was to support and reinforce the capacity of the area's Fire Brigade and to facilitate the work of this particular brigade, resulting in the effective management of wildfires.

Donation of an SUV to the Central Port Authority of Volos

On 6 October 2022, our Company donated a Dacia Duster SUV to the Central Port Authority of Volos, as part of its corporate social responsibility and support to the local communities in which it operates. During the handover ceremony, the chairman of our Company once again stressed the reasons for which it is necessary to support local communities and reiterated the commitment to continuously support the local communities of Volos and Magnesia. This donation will help substantially the Coast Guard to perform effectively their tasks, including proper policing, patrols, search, rescue, prevention and suppression of criminality.

Donation of equipment to Almyros vocational high school

Our Company made a donation to the Almyros vocational high school, to satisfy the request of the Headmaster and the teaching community who appealed for electronic equipment. Our Company responded swiftly and donated a modern desktop computer running the latest software, and a laser printer.

Donation to Prolepsis Institute

In 2021, our Company provided 200 kg of wholemeal flour to Prolepsis Institute to produce 3,400 wholemeal loaves. The bakery products were distributed to students and schools located in the regions of Attica, Thessaloniki and Imathia.

Donation to earthquake-struck areas in the Municipalities of Elassona and Tyrnavos

In 2021, Loulis Food Ingredients provided 2 tn of flour to its partners in the Municipalities of Elassona and Tyrnavos, to support the local communities that had been struck by a devastating earthquake.

Donation to persons affected by fire in Evia

We stood by the side of our partners in the prefecture of Evia who were affected by the wildfires. We provided more than 7,000 kg of flour, supporting our fellow people who had to face the devastating consequences of the extreme weather conditions that struck Greece in August 2021. More specifically, we donated 280 bags of flour to our affected customers at the prefecture of Evia. Once more, we made good on our commitment to support and reinforce our partners and fellow citizens who are in need and we expressed our deep sorrow for the extensive financial and ecological disaster caused by the wildfires.

Loulis Museum

In 2013, Loulis Food Ingredients set up the Loulis Museum in a historical St. George Mills building in Keratsini, wishing to preserve the cultural heritage of nutrition while also promoting the history and tradition of food culture.

Through its exhibitions, the Museum aims at raising awareness and providing accurate information to the public about the benefits of a balanced diet and the consequences of food waste. Moreover, through its actions the Museum communicates the importance of environmental matters such as recycling, energy generation from renewable sources, and the energy and water footprint of people on the environment.

The Museum's website remains a necessary active medium to disseminate information to the public through the exploration of collections, exhibitions and exhibits that are uploaded in a fully digital form. Also, by means of educational videos, users can learn more about the cultural significance of food, the grain industry and agriculture, as well as about the importance of bread, including even in religious rituals. The main languages of the website www.loulismuseum.gr are Greek and English, ensuring that all visitors can review it and read easily the available information and educational materials.

Overall, the Loulis Museum plays an important role in preserving the cultural heritage of nutrition, promoting education and environmental awareness. Through its programmes, the Museum promotes balanced nutrition, responsible proper use of nutritional resources and the assurance that its visitors acquire an in-depth understanding of the cultural significance of food.

After over two years of challenging circumstances due to the COVID-19 pandemic, the Museum has resumed its standard operation since September 2022 and welcomes visitors mainly consisting of students and teachers. The Museum recorded a considerable increase in the number of visitors during the last months of 2022, exceeding 65 schools and 2,500 visitors.

The Loulis Museum offers a unique experience promoting knowledge and appraisal of the food culture, the environment, food waste, the history of grains and cultural heritage.

LOULIS
MUSEUM

The Museum's vision is to preserve the history and tradition of wheat cultivation and processing, to document the role and importance of bread in various aspects of everyday life over time, and to showcase the importance of the Mediterranean diet as a lifestyle and an element of civilisation.

Food waste and food security

Material topic

GRI 3-3

OUR COMMITMENT

Loulis Food Ingredients is dedicated to fighting food waste and ensuring food security, promoting the rational use of natural resources. The Company acknowledges the importance of preserving the food chain and promoting a fair allocation of resources as a means of achieving food security and promoting social balance.
The Company is also committed to reducing food waste across its activities, from production to distribution. Measures are applied to deter food waste and improve storage, transport and packaging procedures. Moreover, awareness raising and training in issues of waste and food security have been at the core of our past commitment and will continue to be promoted internally with our employees and externally with the training presentations made at the Company's museum.

ESG Goals	Progress	Goal exceeding legal requirements
Decrease of food waste by 5%	In progress	√
Increase in training actions to avoid food waste by 2%	In progress	√
Utilise a higher percentage of undistributed raw material by 10%	In progress	√

OUR IMPACT

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Product Sustainable Consumption	The Company organises one-day events and training courses for schools with respect to sustainable production methods and food consumption and how to avoid food waste. This way, the Company aims to contribute to a reduction in food waste.	+ In progress	●●●
	The Company adopts best practices against food waste in the production model and also keeps up to date its suppliers, customers and employees regarding such practices. Thus, the Company contributes to food waste reduction, both directly and indirectly.	+ In progress	●●○
	The Company converts non-distributed raw material of by-products into pellets for feedstuff. Thus, it contributes to the reduction of food waste.	+ In progress	●○○
Food security	In cases of widespread shortage of raw materials, a production model involving safe distribution of food (flour) is implemented to enhance the sufficiency of, and unhindered access to, safe nutritious food.	+ Eventually	●●○

OUR APPROACH

Loulis Food Ingredients recognises the importance of the effects of food waste and this is why its actions aim to contain such situation. Implementing best practices to the production process and communicating them along its value chain, the Company ensures food waste reduction and contributes to the achievement of the Sustainable Development Goal of zero hunger (Goal 2 of the UN SDGs). Moreover, the Company converts non-distributed raw material of by-products into pellets and carries out training courses at the Loulis Museum on the sustainable method of product consumption.

Monthly provisioning to social bodies

Loulis Food Ingredients has undertaken an important action, offering monthly supplies to social grocery stores, NGOs and institutes. One of these actions is to support with two tons of flour and by-products per annum the NGO "Ark of the World" while also providing twelve tons of flour per annum to the social grocery stores of the municipalities of Volos and Keratsini-Drapetsona.

This is an initiative highlighting the Company's focus on supporting local communities and addressing the needs of the underprivileged. Loulis Food Ingredients is committed to continue this action and extend its social impact, providing high quality food to those in need and supporting organisations that promote social solidarity.

Reduction of food waste

Information programmes are carried out for suppliers, customers and employees of the Company, stressing awareness-raising and the implementation of these practices to avoid food waste. In cooperation with our suppliers, we inform them about the good practices of raw material preservation, storage and management. Through the Loulis Museum, training programmes are provided that raise students' awareness about the importance of food waste. In addition, innovative methods are used to convert any non-distributed raw materials of by-products into pellets which are used as ingredients of feedstuff. These multifarious initiatives help us put forward a more sustainable approach to food production and Loulis Food Ingredients contributes to the protection of environmental resources and to attaining a sustainable food-producing model.

Security and Data Confidentiality

Material topic

GRI 3-3, 2-23

Athex C-G6

OUR COMMITMENT

As part of our corporate responsibility, we understand the importance of our customers' personal data privacy and security. We recognise that privacy is a fundamental human right and we take seriously our responsibility to protect it. We are committed to protect all sensitive information by applying strict protocols and measures that comply with all relevant laws and regulations.

OUR IMPACTS

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Consumer Data Security	The Company applies policies and takes increased steps to protect customers' personal data, thus ensuring transparency and confidentiality in its procedures.	+ In progress	●●●
Employee Data Protection	The Company provided trainings and information to its employees during the reporting period as regards data security issues and policies that must be applied in relation to the codes of Windows and SAP systems. This way, the Company informed its employees about the increased security measures that must be kept in relation to cyber-security.	+ In progress	●●○

OUR APPROACH

We have understood the importance of protecting the personal data of our partners. During the current reporting period, Loulis Food Ingredients adopted further practices and procedures with a view to fortifying our commitment to safeguard the information of our customers. One of the measures we took was to carry out extensive trainings and seminars to provide necessary knowledge and information.
In addition to training, we have taken additional steps to mitigate and eliminate the risk involving cyber-attacks. Such measures include the creation and implementation of additional internal policies and regulations in the Company's Code of Conduct. We have also set up procedures related to cyber-security by installing additional state-of-the-art digital software systems to help us identify the relevant risks. We have also established procedures to maintain, process and delete data so as to retain only necessary data in our records, as prescribed by European and international laws on personal data protection.

Personal Data Protection (GDPR)

The Company acts as a controller of your data. This means that Loulis Food Ingredients is responsible for managing all personal data. The Company complies with the laws on Personal Data Protection. Thus, the personal data we collect are subject to lawful, fair, objective and transparent processing. Moreover, data are collected only for specified, explicit and lawful purposes and are used solely in a manner compatible to such purposes while they are adequate, relevant and absolutely necessary for our internal processes. All data collected are accurate and updated when deemed necessary while they are retained only for the period required and stored in a way that guarantees their appropriate security.

Consumers and Safe Products

Material topic

GRI 3-3, 416-1, 416-2

Athex SS-S1

OUR COMMITMENT

Loulis Food Ingredients focuses on the safety and quality of its products in order to provide its consumers with reliable solutions. The Company implements rigorous practices and procedures as regards the safety of its products, securing its compliance with the regulations and laws governing food safety. Keeping consumer protection in mind, the Company makes investments in research and development to promote innovative practices to improve our products. The Company's commitment to the production of safe products is part of its unwavering efforts to provide value and confidence to consumers.

ESG Goals	Progress	Goal exceeding legal requirements
Create 12 new products through research and development (R&D).	In progress	√
Create 3 new St George Mills products	In progress	√
Create 5 new Easy Bake products	In progress	√
Increase exports by €36,100,000.	In progress	√
15% increase of new special products and specific - diversified products	In progress	√
Create 8 new video recipes for consumer products and 20 new videos for bakery and confectionery professionals.	In progress	√

OUR IMPACTS

Thematic section of impacts	Significant impacts on Sustainable Development	Progress	Materiality of impact
Product promotion	By listing all the necessary information on product labels, as required by law, the Company is able to provide direct support for its products.	+ In progress	●●●
Consumer health and safety	The Company has put in place a food assurance policy and quality certificates while also carrying out risk assessment exercises with respect to food safety. In addition, the Company carries out chemical analyses for heavy metals and GMOs. Thus, the Company obtains certifications regarding the suitability of end products.	+ In progress	●●●
	The Company's facilities in Bulgaria implement rigorous standards of traceability with respect to wheat. Thus, the Company provides the consumers of Bulgaria with detailed information on the origin of grains.	+ In progress	●○○
Consumer support	The Company uses indicators to measure customer complaints and satisfaction while also having a consumer helpline. Thus, the Company promptly takes all necessary corrective steps and verifies food safety.	+ In progress	●○○

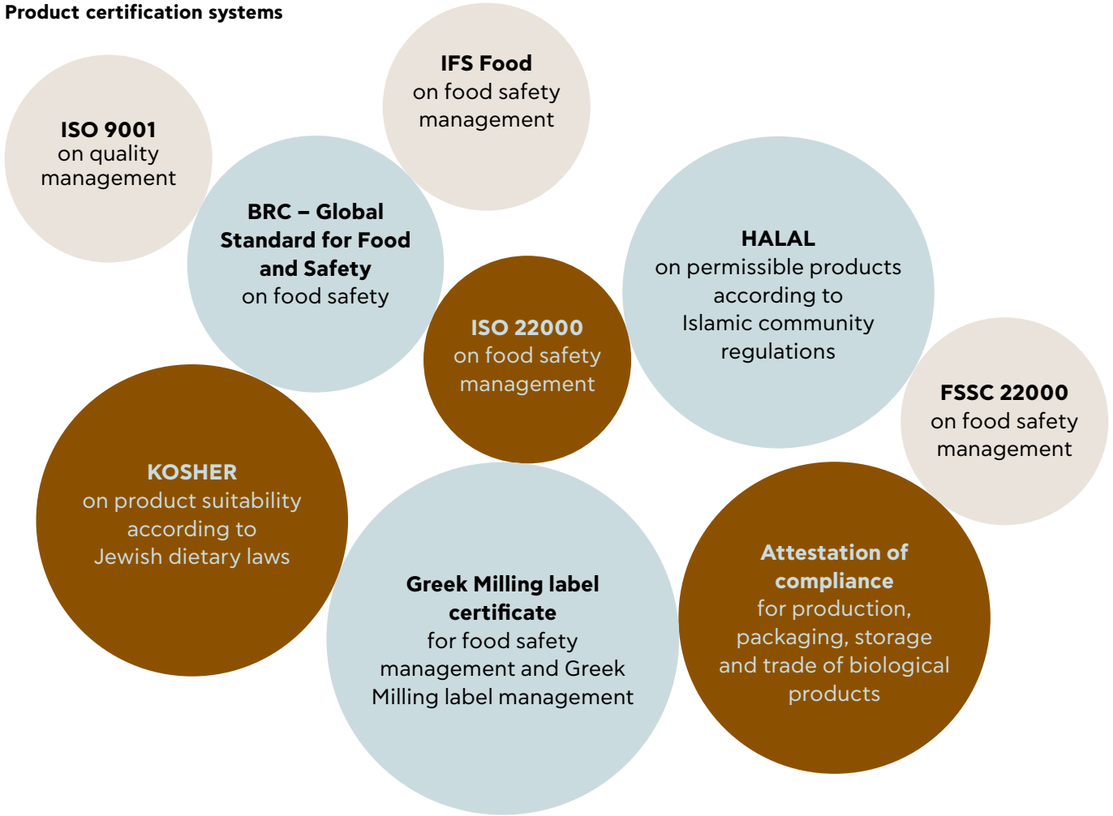
OUR APPROACH

In our Company we have correlated sustainability with the provision of safe and quality products to our consumers. To achieve this goal, our approach involves different methods such as certifications, quality assurance, focus on product labelling and also on research and innovation. We make sure that our products meet the necessary standards by obtaining the necessary ISO certifications and we implement a rigorous quality assurance system to ensure that every product we produce adheres to the standards and quality criteria we have set. Also, laying emphasis on the labels of our products, we provide consumers with key information about ingredients and the necessary instructions for safe consumption. Finally, we make significant investments in research and development to be able to keep up with the latest market trends while improving our products and making available quality products to our customers.

Certification

The certifications of our products are an important issue that secures the Company's compliance with quality standards and regulations. In the catering industry, it is essential to have reliable and independent systems that certify the suitability of products, ensuring the confidence of our customers. It is worth indicating that 100% of our products originate from certified facilities. Thus, ISO certification enhances the reputation of our Company while consolidating our position in the international market.

Product certification systems



QUALITY ASSURANCE

The quality of our products' raw materials is of utmost importance for quality assurance and for providing excellent end products. Through experienced food technologists, the Company carries out strict laboratory tests to take advantage of the chemical properties of flour and secure that production complies with the relevant specifications and standards. However, the cooperation of food technologists with external accredited partners is often required for performing the necessary tests and providing a reliable quality control.

To sum up, maintaining the high quality of flour is crucial in food industry and the cooperation with external partners specialised in laboratory food tests can offer an additional level of assurance.

3
Accredited external analysis partners

13
Laboratory analysis checks when receiving grains

15
Food Technologists

18
Different control procedures during end product milling and production

Product labelling

We believe that the appropriate labelling of our products is another reference point, so as to provide consumers with the information they need about the products they intend to consume. One of the key elements of our products' effective labelling is the clear reference to information about product storage conditions and minimum shelf life. Another important parameter is the indication of a unique code or batch number. This code is necessary in case of recall or any quality control that may be conducted, as it contributes to the monitoring and identification of products included in specific batches. Finally, it is important to include information about traceability, thus informing consumers about the area where the product was grown, its origin and manufacturing method as well as the way they are stored and delivered to the distribution network.

New professional products

Research and development is vital for every Company that wishes to launch new products on the markets. The same holds true for Loulis Food Ingredients as its goal is to create new high-quality products, making research and developing new ideas for products on an ongoing basis. Through research and development, our Company is able to keep abreast of competition, by offering innovative products with better specifications.

New extra flour for confectionery

We presented a new flour product designed for pastry, made of extra-fine soft grain wheat with a low protein content. The properties of this particular product provide bakers with homogeneous texture and stability of finished product. The high absorbency of this particular product makes it ideal for preparing scones, butter cookies, bread sticks, biscuits and petit fours.

New flour - "Aloni"

Our Company launched on the market the latest addition to its product family, the rustic flour "Aloni" (threshing). With its unique yellow colour and high absorbency (>68%), this particular flour is made from select top quality grains, thus providing top results to bakers. The use of this particular product meets a wide range of needs as it is the ideal product for bakers who use the rapid bake method or slow ripening technique.

New consumer products

During 2021 we launched on the market 2 new products that are part of the product range "Healthy Living", "Organic Wholemeal Flour" and "Polikarpo". The organic wholemeal flour originates from certified organic wheat farming, thus ensuring high content in fibre and keeping all natural ingredients. This particular product is an ideal choice for those consumers preferring organic products.
"Polikarpo Flour" is a perfect blend of yellow and white wheat, enriched with five different sources of protein and fibre. It stands out for the unique flavour and taste it gives to end products, making it an ideal choice for pizzas, bread and biscuits.

Kaizen: A new premium range of mixes for professional bakers and confectioners

With many years of expertise in flour, our Company presented the new premium range of mixes designed for professional bakers and confectioners. Inspired by the Japanese Kaizen philosophy which means continuous improvement, our Company tried to provide top quality products to the sector's professionals. The range of products includes 27 confectionery mixes, 18 bakery mixes and 3 special products yielding up to 70 end products. We created these products with the aim of providing our customers with the necessary tools for creating outstanding products.

New flour series for pizza

After 9 months of continuous research and cooperation with experts specialised in the field of pizza, we created three new products named TIPO 001, Stone Mill Rustico and Pizza Spolvero. These products warrant outstanding performance and quality, making them ideal for the preparation of genuine Italian pizza, even through the slow ripening process that may take up to 120 hours, providing the ideal elasticity and making it fit for baking at high temperatures.

Three new products for 2022

In 2022, our Company launched on the market three new products that are part of the "Healthy Living" product line. One of these products is "Farin up with 5 grains" which was created by mixing five different grains (wheat flour, wholemeal dinkel flour, wholemeal ZIN flour, rye flour, oat wholemeal flour and barley). It is a good nutritional option thanks to its high content in edible fibres, making it ideal for those wishing to consume food of high nutritional value.
In October 2022, our Company launched its second product "Madagascar Vanilla Extract". This product is ideal for confectioners who wish to improve the flavour of their pastries. It contains a unique blend of vanilla taste and flavour, adding a touch of sweet and rich flavour to any recipe.
In addition, in December our Company launched its third seasonal product "mix for vasilopita cake". This mix is easy to work with as it requires only water and oil, thus enabling consumers to prepare their own vasilopita cake in just a few minutes.

EXHIBITIONS

Gulfood Trade Show 2021 and 2022

Loulis Food Ingredients took an active part in Gulfood International Trade Show in 2021 and 2022 in Dubai to present the new product range launched by the Company on the market. The key objective of our presence in the largest food and beverage exhibition was to promote the breakthrough solutions and innovations implemented to create our products. During the trade show, visitors had the opportunity to be informed in detail about the production process we applied to our products and the advantages our Company offers in confectionery and bakery. Our technicians made a detailed live demonstration of our products and best ways to use them.

ANUGA 2021

The Chairman of Loulis Food Ingredients, Nikos Loulis accompanied by the Company's senior management and members of the Sales and Marketing Department, visited the world's leading trade food fair ANUGA 2021 which was held in Cologne, Germany, 9-13 October 2021 and heralded the relaunch of trade fairs in the global market.
ANUGA International Trade Fair is the largest trade fair for food and beverage retailers and market supply, as it attracts the largest number of foreign exhibitors and visitors from around the world thus offering the participants the opportunity to find out and taste high-quality and innovative products.

Sirha Europain 2022

The Chairman of Loulis Food Ingredients, Nikos Loulis accompanied by the Company's senior management and members of the Technical Support and Marketing Departments, visited Sirha Europain 2022, a leading exhibition for bakery and pastry professionals in France and other countries. The fair took place in Paris, from 26 to 29 March 2022. Sirha Europain brought together top specialists, institutional and leading businesses, to give their views on major issues of our time such as: alternative ingredients (seeds, raw materials, yeasts), environmental concerns and training.

86th Thessaloniki International Fair

Loulis Food Ingredients participated in the 86th Thessaloniki International Fair that took place from 10 to 18 September 2022, together with Al Dahra Company. At the Fair, visitors of the kiosk had the opportunity to be informed about the relationship between the two companies and see up close samples of their products.
More than 200,000 persons of all ages visited the Fair. The United Arab Emirates, as the honoured country, participated with impressive business representation and a whole host of Arabic culture events across exhibition and conference areas and most interesting presentations on the economy and entrepreneurship while entertaining visitors with special concerts.

Fi (Food Ingredients) Fair 2022

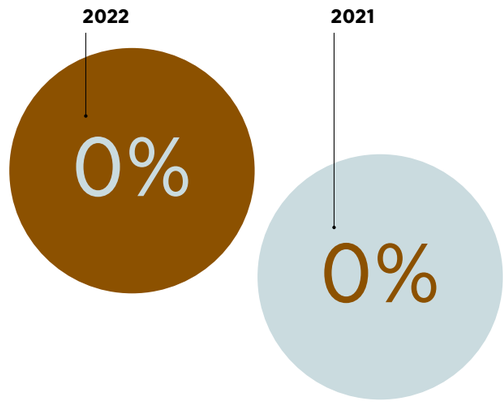
We participated in Fi (Food Ingredients) Fair that took place in Paris, 6-8 December 2022. At the fair, people visiting the stand had the opportunity to get informed about the breakthrough solutions in flours, mixes and raw materials provided by the Company for bakery and pastry.
For us, this fair is the ideal place to promote and showcase our products on an international scale. With its great appeal, the fair attracted a high number of attendees, thus inspiring us even further to make innovations and build a sustainable future for food.

€ 511,980
Expenses for Research and Technology

80
New products prepared during the reporting period

OUR PERFORMANCE

Product safety
Products considered to require improvement to become safer for consumers (%)



Non-compliance with requirements on product safety [27]	2022	2021
Fines involving product safety (#) [28]	0	0
Warnings about product safety (#)	0	0
Incidents of non-compliance with internal corporate codes on product safety (#)	0	0

[27] All production facilities have been certified in accordance with internationally recognised product safety management systems. Therefore, all (100%) products are prepared in facilities certified by an independent body in accordance with internationally recognised systems of product safety management.
[28] The Company has not identified any instance of product non- compliance with regulations and/or voluntary codes during 2022. Inspections by the Hellenic Food Authority (EFET) as well as by certification bodies or customers are included.

About the Report

This Report describes the responsible business practices and performance of the Company in the pillars of Sustainable Development, Environment, Society and Governance for the period from 1.1.2021 to 31.12.2022.

Subject-matter and scope of application
The information included in the report presents the activities and practices of Loulis Food Ingredients, Kenfood S.A., Loulis Mel Bulgaria EAD and Loulis International Foods Enterprises Bulgaria Ltd regarding the supply of flour mill products, wholesale trade of grains, wholesale trade of bran, bran flour and other residues from grain treatment, wholesale trade of grain flour and packaged flour.
The Report presents the material topics that arose from the materiality analysis. These were selected through dialogue and communication of the company with stakeholders.

Use of standards
This Report has been prepared in accordance with the new GRI standards for reporting and the Athex ESG Information Disclosure Guide of the Athens Stock Exchange. Moreover, the Company took into consideration the Sustainable Development Goals of the United Nations, by presenting its impact on each one of these 17 goals through its material topics.
The Report has been reviewed and approved by Company Management and was prepared with the support of the Climate and Sustainability Services department of Deloitte Greece[29].

GRI 2-3, 2-4, 2-5

External assurance
External assurance regarding the data about all material topics of the company was conducted by an external body, which substantiates the accuracy, thoroughness and reliability of the selected performance indicators. The conclusions and recommendations arising from the external audit procedure are used to improve our procedures. The External Assurance Report is set out on pages 104-105 of the Report. TÜV AUSTRIA Hellas has been assigned the external assurance of the 2022 Sustainable Development Report.

Feedback and comments
Please feel free to share your comments regarding the Report as they will help us improve the content and the quality of the information presented herein. If you have any questions or concerns regarding this report, do not hesitate to contact us:

Olga Manou,
Communication and Corporate Responsibility Manager
Tel.: 210 40 90 194
E- mail: csr@loulisgroup.com

[29] Loulis Food Ingredients is responsible for the calculation, collection and consolidation of quantitative data as well as for the accuracy and thoroughness of the quantitative and qualitative data included in the Report. Deloitte shall bear no responsibility or liability toward third parties for the content of this Report.

GRI Disclosures Table

Statement of Use	Loulis Food Ingredients S.A. prepared this Report in accordance with the GRI Standards for the period from 1 January to 31 December for 2021 and 2022. Reports are released biennially. The frequency of a Sustainable Development Report is different than that of the Annual Financial Report as this has been established by the Company's Management.
GRI Standard 1	GRI 1: Foundation 2021
Applicable sector standard	At present there is no applicable food processing sector standard

GRI Standard	Disclosure	Title	Omission			External assurance
			Requirements omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	**2-1** Organizational details	**Our Company** Our Company at a glance	*In accordance with GRI Standards, grey- coloured areas indicate non- use of omissions for the requirements concerned.*			√
	2-2 Entities included in the organization's sustainability reporting	**Our Company** Our Company at a glance				√
	2-3 Reporting period, frequency and contact point	**Annex** About the Report				√
	2-4 Restatements of information	**Annex** About the Report				√
	2-5 External assurance	**Annex** About the Report				√
	2-6 Activities, value chain and other business relationships	**Our Company** Our Company at a glance Activities, value chain and other business relationships				√
	2-7 Employees	**Our Company** Our Company at a glance Our people				√
	2-8 Workers who are not employees	**Our Company** Our people				√
	2-9 Governance structure and c omposition	**Corporate Governance** Corporate Governance Model				√
	2-11 Chair of the highest governance body	**Corporate Governance** Corporate Governance Model				√
	2-12 Role of the highest governance body in overseeing the management of impacts	**Corporate Governance** Corporate Governance Model **Our approach to Sustainable Development** Sustainable Development Governance	b(i)	Unavail- able / Incom- plete informa- tion	The communication methods between senior management and stakeholders is currently being revised, based also on a new materiality survey. Therefore, it will be further detailed in the next report.	√
	2-13 Delegation of responsibility for manag- ing impacts	**Our approach** to Sustainable Development Sustainable Development Governance				√

GRI Standard	Disclosure	Title	Omission			External assurance
			Requirements omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	**2-14** Role of the highest governance body in sustainability reporting	**Corporate Governance** Corporate Governance Model **Our approach to Sustainable Development** Sustainable Development Governance				√
	2-15 Conflicts of interest	**Corporate Governance** Corporate Governance Model				√
	2-16 Communication of critical concerns	**Corporate Governance** Corporate Governance Model	b	Non available / Incomplete information	The number of critical concerns notified to the BoD is not available.	√
	2-17 Collective knowledge of the highest governance body	-	a	Not applicable	Training and development of the Board's knowledge in relation to sustainable development are of an ad hoc nature.	√
	2-18 Evaluation of the performance of the highest governance body	**Corporate Governance** Corporate Governance Model				√
	2-19 Remuneration policies	**Corporate Governance** Corporate Governance Model				√
	2-20 Process to determine remuneration	**Corporate Governance** Corporate Governance Model	b	Confidential information	Publication of voting minutes is confidential information.	√
	2-21 Annual total compensation ratio	**Corporate Governance** Corporate Governance Model				√
	2-22 Management statement on sustainable development strategy	**Message from the Chairman of the Board of Directors**				√
	2-23 Policy commitments	**Our Company** Activities, Value Chain and Other Business Relationships **Corporate Governance** Corporate Governance Model **Corporate Governance** Business Ethics **Our approach to Sustainable** Development Sustainable Development Strategy **Climate Change and Environment** Climate Mitigation and Adaptation **Society** Labour Relations and Employment Security and Data Confidentiality Sustainable Agriculture				√
	2-24 Embedding policy commitments	**Corporate Governance** Business Ethics **Our approach to Sustainable Development** Sustainable Development Strategy Sustainable Development Governance	a(iv	Not applicable	Training on policies and procedures is combined with other training courses and thus there is no distinct training exclusively on policies and procedures.	√
	2-25 Processes to remediate negative impacts	**Our approach to Sustainable Development** Sustainable Development Governance				√
	2-26 Mechanisms for seeking advice and raising concerns	**Corporate Governance** Business Ethics				√
	2-27 Compliance with laws and regulations	The Company has not identified any instance of non-compliance with laws and regulations during 2021-2022				√
	2-28 Membership associations	**Our Company** Affiliations and Awards				√
	2-29 Approach to stakeholder engagement	**Our approach to Sustainable Development** Dialogue with Stakeholders				√
	2-30 Collective bargaining	**Society** Labour Relations and Employment				√
Material topics						
GRI 3: Material topics for 2021	**3-1** Process to determine material topics	**Our approach to Sustainable Development** Materiality analysis				√
	3-2 List of material topics	**Our approach to Sustainable Development** Materiality analysis				√
	3-3 Management of material topics	**Our approach to Sustainable Development** Materiality analysis				√
Business Ethics						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Corporate Governance** Business Ethics				√
Climate Mitigation and Adaptation						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Climate Change and Environment** Climate Mitigation and Adaptation				√
GRI 302: Energy 2016	**302-1** Energy consumption within the organisation	**Climate Change and Environment** Climate Mitigation and Adaptation				√

GRI Standard	Disclosure	Title	Omission			External assurance
			Requirements omitted	Reason	Explanation	
GRI 305: Emissions of air pollutants 2016	**305-1** Direct (Scope 1) GHG emissions	**Climate Change and Environment** Climate Mitigation and Adaptation				√
	305-2 Energy indirect (Scope 2) GHG emissions	**Climate Change and Environment** Climate Mitigation and Adaptation				√
Responsible Supply Chain						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Climate Change and Environment** Responsible Supply Chain				√
Soil, Water and Air Pollution						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Climate Change and Environment** Soil, water and air pollution				√
Circular economy						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Climate Change and Environment** Circular economy				√
GRI 306: Waste 2020	**306-1** Waste generation and significant waste-related impacts	**Climate Change and Environment** Circular economy				√
	306-2 Management of significant waste-related impacts	**Climate Change and Environment** Circular economy				√
	306-3 Waste generated	**Climate Change and Environment** Circular economy				√
	306-4 Waste diverted from disposal	**Climate Change and Environment** Circular economy				√
	306-5 Waste directed to disposal	**Climate Change and Environment** Circular economy				√
Labour Relations and Employment						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Society** Labour Relations and Employment				√
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	**Society** Labour Relations and Employment				√
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	**Society** Labour Relations and Employment				√
	401-3 Parental leave by gender and return to work / retention rates	**Society** Labour Relations and Employment				√
GRI 402: Labour/ management relations 2016	**402-1** Minimum notice periods regarding operational changes and whether the arrangement is specified in collective bargaining agreements	**Society** Labour Relations and Employment				√
GRI 404: Training and education 2016	**404-1** Average hours of training per year per employee	**Society** Labour Relations and Employment				√
	404-2 Programs for upgrading employee skills and transition assistance programs	**Society** Labour Relations and Employment				√
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	**Society** Labour Relations and Employment				√
	405-2 Ratio of basic salary and remuneration of women to men for each employee category by location	**Society** Labour Relations and Employment	a	Non available / Incomplete information	The information concerns solely the employees rather than governance bodies.	√
Health, safety and quality of life						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Society** Health, safety and quality of life				√
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	**Society** Health, safety and quality of life				√
	403-2 Hazard identification, risk assessment, and incident investigation	**Society** Health, safety and quality of life				√
	403-3 Occupational health services	**Society** Health, safety and quality of life				√
	403-5 Worker training on occupational health and safety	**Society** Health, safety and quality of life				√
	403-8 Workers covered by an occupational health and safety management system	**Society** Health, safety and quality of life				√
	403-9 Work-related injuries	**Society** Health, safety and quality of life				√
	403-10 Work-related ill health	**Society** Health, safety and quality of life				√

GRI Standard	Disclosure	Title	Omission			External assurance
			Requirements omitted	Reason	Explanation	
Sustainable Agriculture						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Society** Sustainable Agriculture				√
Sustainable Agriculture						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Society** Empowerment of local communities				√
Food waste and food sufficiency						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Society** Food waste and food sufficiency				√
Food waste and food security						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Society** Security and Data Confidentiality				√
Consumers and Safe Products						
GRI 3: Material topics for 2021	**3-3** Management of material topics	**Society** Consumers and Safe Products				√
GRI 416: Customer health and safety 2016	**416-1** Assessment of the health and safety impacts of product and service categories	**Society** Consumers and Safe Products				√
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	**Society** Consumers and Safe Products				√
Additional indicators — Non-material topics						
Economic Performance						
GRI 201: Economic Performance in 2016	**201-1** Direct economic value generated and distributed	**Our Company** Economic Value Creation				√
	201-4 Significant financial assistance received from government	**Our Company** Economic Value Creation				√
Indirect Economic Impacts						
GRI 203: Indirect Economic Impacts 2016	**203-1** Impact of company's infra-structure invest-ments and services supported	**Our Company** Economic Value Creation				√
Taxation						
GRI 207: Tax 2019	**207-4** Country-by-country reporting	**Our Company** Economic Value Creation				√

Table of Athex ESG Disclosures

	ID	Indicator Name	Reference to Report Section
E	C-E1	Direct emissions (Scope 1)	**Climate Change and Environment** Climate Mitigation and Adaptation
	C-E2	Indirect emissions (Scope 2)	**Climate Change and Environment** Climate Mitigation and Adaptation
	C-E3	Energy consumption and production	**Climate Change and Environment** Climate Mitigation and Adaptation
	A-E3	Waste Management	**Climate Change and Environment** Circular economy
S	C-S1	Stakeholder engagement	**Our approach to Sustainable Development** Dialogue with Stakeholders
	C-S2	Women employees	**Society** Labour Relations and Employment
	C-S3	Female employees in managerial positions	**Society** Labour Relations and Employment
	C-S4	Employee Turnover	**Society** Labour Relations and Employment
	C-S5	Employee training	**Society** Labour Relations and Employment
	A-S4	CEO-to-Employee Pay Ratio	**Corporate Governance** Corporate Governance Model
	SS-S1	Product quality and safety	**Society** Consumers and Safe Products
G	C-G1	Composition of Board of Directors	**Corporate Governance** Corporate Governance Model
	C-G2	Sustainability Oversight	**Our approach to Sustainable Development** Sustainable Development Governance
	C-G3	Material topics	**Our approach to Sustainable Development** Materiality analysis
	C-G4	Sustainability Policy	**Our approach to Sustainable Development** Sustainable Development Strategy
	C-G5	Code of Conduct and Business ethics	**Corporate Governance** Business Ethics
	C-G6	Data Security Policy	**Society** Security and Data Confidentiality
	A-G1	Business Model	**Corporate Governance** Corporate Governance Model
	A-G3	ESG Goals	**Our approach to Sustainable Development** Sustainable Development Strategy

External Assurance

TÜV AUSTRIA HELLAS
INDEPENDENT AUDIT STATEMENT ON THE SUSTAINABLE DEVELOPMENT REPORT OF THE COMPANY FOR 2021 & 2022 LOULIS FOOD INGREDIENTS S.A. (NO. 20000190002173)

Information on the Independent Audit Report

The Bureau of Certification "TÜV AUSTRIA Hellas" (the "Bureau") undertook the independent external audit of the data published in the 2021-2022 Sustainable Development Report (the "Report") of LOULIS FOOD INGREDIENTS (the "Company"). The Company is exclusively responsible for the data and information in the Report. The Bureau carried out sample-based audits of data and information as well as audits of relevant procedures and systems for the purpose of independent audit of the Report.

Please note that the Bureau has not offered any consulting services to the Company.

The data on economic performance that are included in the Report were not verified but were rather considered in relation to the information contained in the 2021 & 2022 annual report and financial statement, which have been audited by other independent third parties.

Scope of work

The Bureau carried out the following assurance works during July/August 2023:

1. The Bureau evaluated and assured that the Report complies with the requirements of GRI STANDARDS 2021.

2. The Bureau assured the figures of all Report chapters.

3. The Bureau made in situ visits to the Company's principal establishment and its plants in Keratsini and Sourpi, Volos, for assurance purposes and to audit files on a sampling basis in order to audit independently:

→ the reliability and accuracy of performance-related figures included in the Report;

→ the reliability of the procedures applied to the collection and reporting of relevant information included therein.

Conclusions

The external audit conducted showed that the quantitative and qualitative information of the Report's chapters is accurate. The accuracy of the Company's statements and assertions included in the Report was found to be within acceptable limits. The Company provided comprehensive and acceptable documentation with respect to performance-related information set out in the Report, and the relevant collection and presentation procedures of the relevant information.

The Report is in accordance with the requirements of GRI STANDARDS.

Recommendations for ongoing improvement

Based on the remarks and conclusions deduced from completion of the external audit procedure, the Bureau's recommendations on how to improve the Company's future Reports consist in the following:

A. GRI-STANDARDS:

→ Inclusion of indicators in the Report's Disclosures Table which are substantiated within the Report.

→ On-site visits to other premises of LOULIS FOOD INGREDIENTS S.A., which are included in the scope of the Report.

Statement of Independence, Impartiality and Skills

Member of TÜV AUSTRIA Group, TÜV AUSTRIA Hellas is an independent consulting company specialising in matters of quality, environment, health, safety and corporate social responsibility. TÜV AUSTRIA Group is a group engaged in international operations that was set up in 1872. TÜV AUSTRIA Hellas was the first subsidiary that was set up outside Austria in 1994 and has conquered a leading place in Greece. Its Assurance Team is highly experienced in conducting independent audits involving information, systems and processes regarding the environment, society, ethics and occupational health and safety.

TÜV AUSTRIA Hellas is an accredited certification body which applies a Quality Management System complying with the requirements of various accreditation standards and, therefore, maintains an integrated quality control system comprising substantiated policies and procedures of compliance with ethical and regulatory requirements.

TÜV AUSTRIA Hellas has established and implements a Statement of Impartiality and Independence and several relevant procedures ensuring that all employees working for the Bureau or on behalf of the Bureau maintain a high level of services in their everyday professional activities. We are very careful in preventing conflicts of interests. TÜV AUSTRIA Hellas has entered into a number of commercial agreements with the Company regarding the activities of management system certification. Our assurance team is not involved in other activities regarding the Company which could cause a conflict of interests and has never provided consulting services to the Company.

For **TÜV AUSTRIA Hellas,**
Athens, 02 August 2023

Ioannis Kallias
General Manager

Zafeirios Zapartas
Lead Supervisor

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