

SPREAD GOOD

Argeta Brand Sustainability Report

2023/2024

ARGETA[®]
The good side of bread

ARGETA®

ARGETA®
Junior

ARGETA®
EXCLUSIVE

ARGETA®
veggie

ARGETA®
meatless

Key facts about the Argeta brand

The N^o. **1**
meat and fish spread in Europe*



Sales markets:
39 countries



7 people
Every second, more than 7 people open a tin of Argeta.



Sales in 2023:
19,114 tonnes
More than 210 million tins



Sales revenue in 2023:
128.004 million €
6% more than in 2022



SBU Savoury Spreads:
Number of employees as of 31 December 2023:
325



Sales in 2024:
20,770 tonnes
More than 210 million tins



Sales revenue in 2024:
140.034 million €
9.4% more than in 2023



Number of employees as of 31 December 2024:
341

*Based on NielsenIQ RMS data for the category of meat and fish spreads (as defined by Atlantic Droga Kolinska)

Key information about Argeta products

FREE FROM:

- PRESERVATIVES
- ARTIFICIAL FLAVOUR ENHANCERS
- ARTIFICIAL COLOURS

Types of spreads



Meat Fish Vegetable/meat-free

Salads



Meat Vegetable

2023



2024



Tradition

dating back to



Certificates



»» **We are guided by the philosophy of the best. We use the finest ingredients and genuine inspiration to create spreads of high quality and exceptional flavours.**

At Atlantic Grupa, we see sustainability as a process through which we create new opportunities for development and build a better tomorrow for future generations. We think strategically and act responsibly on behalf of ourselves, our employees, and the broader public. And by including economic, social and ecological dimensions in our day-to-day activities, we are contributing to the growth and improvement of the community as a whole.

Recognising both the opportunities and risks associated with sustainability, we act strategically at all levels of our operations: product development, technology processes, employee development, communication with customers, investor relations, and supply chain management.

We are passionately committed to developing outstanding brands that we offer to our customers.



A close-up photograph of a rustic, light-colored ceramic bowl filled with a vibrant salad. The salad consists of yellow corn kernels, sliced red tomatoes, green herbs, and small dark seeds. The bowl is set on a green surface, and a portion of another bowl is visible in the upper left corner.

As part of Atlantic Grupa, Argeta has also set itself high standards and targets. Our short and long-term objectives are ambitious, as we are constantly striving to push the envelope. This is what we are committed to. Sustainable development is at the heart of Argeta's dynamic, living ecosystem, and continues to be our guiding principle for the future.

For the fifth year running, we are disclosing the evaluation of our activities in full transparency, in order to maintain high motivation to make new advances, to encourage our partners to achieve higher sustainability targets, and to let our loyal customers know that we care. We encourage our customers to start making changes in their own lives, in their households and homes. Because every one of us is an important part of the mosaic of sustainable behaviour and business.

Argeta's 2030 sustainable development commitments

Our sustainable development vision is linked to a genuine commitment to improving our products, a healthy natural environment and an inspired society. By taking strategic steps, we are ambitiously pursuing our sustainability goals, and thus our 2030 operational guidelines, which we adopted in 2020. By doing so, we are contributing to the United Nations Sustainable Development Goals 2030.

COMMITMENT TO CUSTOMERS



We will help **20 million people** to attain nutritional balance and a healthier diet.

NUTRITIONALLY BALANCED PRODUCTS



- All Argeta meat and fish spreads will bear the "free from additives" label.
- We will improve the nutritional profile of the products.
- We will increase the number of products with the "GMO-free" certificate.

SUSTAINABLE INGREDIENTS AND PRODUCT QUALITY AND SAFETY



- At least 60% of our suppliers will have at least one GFSI or environmental standard.
- We will use 100% sustainably produced meat and fish.

PLANT-ORIENTED AND BALANCED NUTRITION



- We will expand the portfolio suitable for vegans, vegetarians and flexitarians.

COMMITMENT TO THE ENVIRONMENT



We will reduce Argeta's environmental footprint by **20%**.

SUSTAINABLE AND RECYCLABLE PACKAGING



- We will use FSC-labelled packaging.
- We will reduce the use of paper and plastic.
- We will educate consumers about the advantages of aluminium and the correct separation of waste.

REDUCING THE QUANTITY OF FOOD WASTE



- We will educate consumers on the importance of reducing food waste.
- We will provide consumers with solutions for the reduction of the quantities of food waste.

SUSTAINABLE CONSUMPTION OF ENERGY AND WATER AND WASTE MANAGEMENT



- We will reduce the quantity of sludge from our treatment plant by 90%.
- We will seek new waste management solutions.
- We will reduce energy consumption per tonne of product by 8%.
- We will apply green energy solutions.

COMMITMENT TO SOCIETY



Through education, support for better diets and the promotion of sports we will have a positive impact on the quality of life of **20 million people**.

IMPROVING THE QUALITY OF PEOPLE'S EVERYDAY LIVES



- We will improve the quality of educational entertainment content for children.
- We will increase access to high cuisine.

IMPROVING THE QUALITY OF LIFE IN SOCIETY



- We will allocate at least 1% of our annual profits to sponsorships and donations.

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About the Argeta brand

Vision:

To enable the ultimate experience of carefree light meals.

Mission:

To create the best light meals in the most honest way.

Values:

Argeta is forward thinking, honest and inspiring.

Competitive advantages:

- excellent ingredients,
- the “free from” formula,
- recognised and popular flavours,
- good spreadability,
- a wide choice of spreads, including alternative, meat-free options.

Ownership:

Atlantic Grupa d.d., based in Zagreb, Croatia, is the **100% owner of**

Atlantic Droga Kolinska d.o.o., based in Ljubljana, Slovenia,

Atlantic Argeta d.o.o., based in Sarajevo, Bosnia and Herzegovina, and

Atlantic Štark d.o.o. Beograd, ogranak Foodland Igroš, based in Brus, Serbia.

Atlantic Grupa d.d.
Miramarska cesta 23
10000 Zagreb, Croatia
+385 1 2413 900
<https://www.atlanticgrupa.com>



Atlantic Argeta d.o.o., Sarajevo, Bosnia and Herzegovina,
Donji Hadići 138
71000 Sarajevo, Bosnia and Herzegovina
+387 33 476-600
<https://www.argeta.com/ba/>

Atlantic Droga Kolinska d.o.o.
Kolinska ulica 1
1000 Ljubljana, Slovenia
+386 1 472 15 00
<https://www.argeta.com>



Atlantic Štark DOO Beograd, Foodland Igroš branch
Gnjilanska 172
Igroš, Brus, Serbia
+381 11 395-6000
<https://www.argeta.com/rs>



Organisational position of the Argeta brand

The operations of Atlantic Grupa are organised into five strategic business units (SBU) and one business unit (BU):



**SBU
Savoury Spreads**



**SBU
Beverages**



**SBU
Coffee**



**SBU
Snacks**



**SBU
Pharma**



**BU
Donat**

Organisational structure of SBU Savoury Spreads, to which Argeta belongs:

- Group Vice President for SBU Coffee, SBU Snacks, SBU Savoury Spreads and BU Donat.
- Marketing Director,
- Director of Research & Development and Quality Assurance,
- Director of Operations.

The sustainability team is multidisciplinary and has members from various departments.

The team is managed by the Director of Research and Development, under the authority of the Group Vice President for SBU Coffee, SBU Snacks, SBU Savoury Spreads and BU Donat.

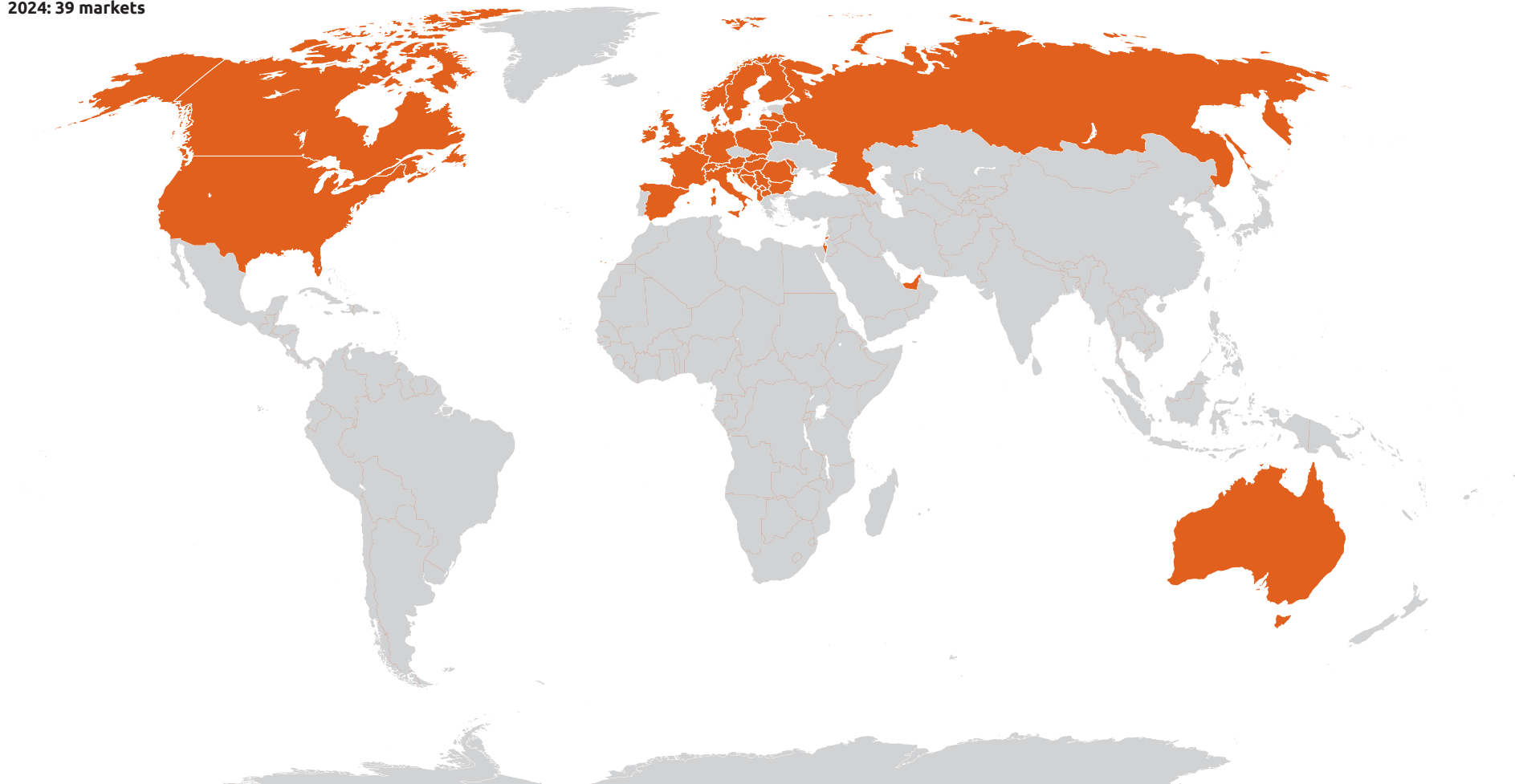
Corporate support functions are organised centrally and ensure the implementation of uniform corporate standards, along with transparent and efficient business operations across the whole of Atlantic Grupa.

The support functions include:

- corporate activities,
- finance department, procurement, investments,
- corporate strategy and development,
- transformation and information technology.

Sales markets:

2024: 39 markets



Slovenia,
Croatia,
Bosnia and
Herzegovina,
Serbia,

Montenegro,
North
Macedonia,
Kosovo,
Bulgaria,

Romania,
Albania,
Russia,
Belarus,
Lithuania,

Latvia,
Moldova,
Austria,
Germany,
Switzerland,

Italy,
Poland,
Slovakia,
Netherlands,
Luxembourg,

Belgium,
France,
Spain,
Sweden,
Norway,

Denmark,
Finland,
United
Kingdom,
Ireland,

Canada,
United
States of
America,
Australia,

Malta,
Israel,
Hungary,
United Arab
Emirates.

Production of Argeta products

Own production:

Atlantic Droga Kolinska d.o.o., BU Izola, Slovenia (hereinafter: ADK Izola)
 Atlantic Argeta d.o.o. Sarajevo, Bosnia and Herzegovina (hereinafter: AA Sarajevo)
 Atlantic Štark DOO Beograd, Foodland Igroš branch, Serbia (hereinafter: AŠ Igroš)

Production under licence: **Harrisburg, PA, USA**

External production: **France**

We are one of the **largest producers of meat and fish spreads in the world.**

Argeta is the **No. 1 meat and fish spread in Europe** and **a favourite in 39 countries around the world.**

Argeta's orange **pantone 159 C** colour is a registered trademark in Slovenia.

Chart: Argeta production in tonnes, 2019–2024

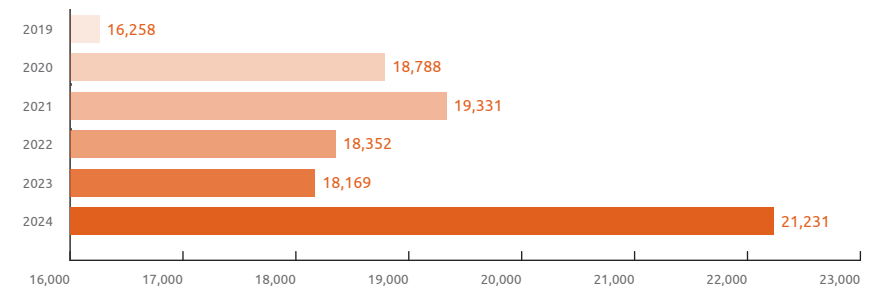


Chart: Sales of Argeta in tonnes, 2019–2024

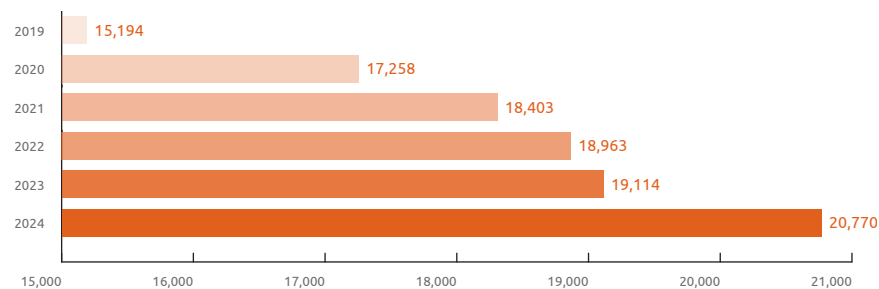
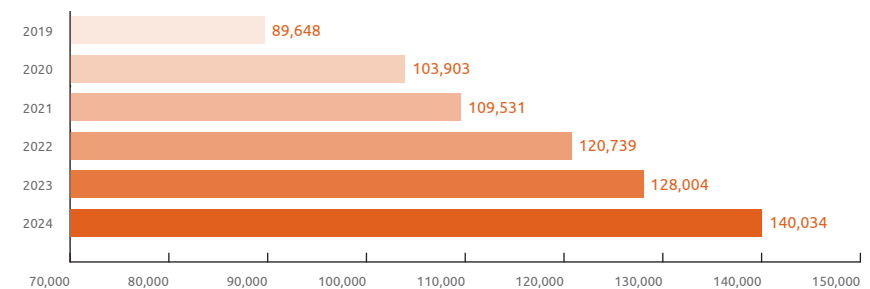


Chart: Argeta sales revenue, 2019–2024, in EUR thousands



Key values and principles

The key values of Atlantic Grupa are *care, openness, growth and passion*.

As a brand within Atlantic Grupa, we adhere to these values by being committed to our stakeholders, open to new ideas, focused on growth, and passionate about our work. We create brands that people love, and Argeta is one of those brands.



With OPENNESS, especially of our minds, we create better products, solutions and partnerships

Whatever we do, we never stop being curious, and we're always fearless (learning from our mistakes!) and hungry for fresh ideas and new experiences. We're committed to a diversity of approaches and opinions, knowing that they will lead us to better solutions to the tasks and challenges we face every day.

- We seek creative and innovative solutions for the continuous improvement of processes.
- We promote best practices by forging partnerships with stakeholders.

We create excitement with our PASSION

It's not only about what we do, but also how we do it. It's the passion with which we improve our work that makes the difference and helps us achieve better results.

Dedication is the secret ingredient that makes our products better and our future brighter.

- Our ambitious goals are focused on the excellence of our brands and services.
- We are building a culture of food safety and a high level of responsibility, which is based on the most exacting global standards.

GROW by creating new value

Always striving for progress, we never lose the drive for steady and stable growth. We're always ready to leave our comfort zone, to take on new challenges, grow our brands, markets and profits, and develop the potential of our employees.

- We grow together while adhering to the relevant legislation, standards, and customer requirements.
- We manage risks continuously and comprehensively.

CARE for creating a better environment

We're an organisation that cares – about each other, about the wellbeing of our colleagues, about nurturing our business relationships, and about the world we leave for future generations.

- Because we are aware of climate change and the threats to biodiversity, we have integrated sustainability objectives into our development strategies.
- Caring for a better environment develops a culture of constant improvement.

Main sustainability challenges and opportunities

Argeta is part of a complex food chain, where numerous challenges can be detected quickly – locally, regionally and globally. The modern values and way of life are reflected in the way the population eats and, as a result, in the level of its health, across all generations. As respecting human rights and ensuring appropriate working conditions throughout the food chain presents a challenge in certain environments, we pay close attention to this in our management of the supply chain. The issues of climate change, the depletion of resources, and non-circular practices in the management of raw materials and waste present many challenges.

All these challenges are recognised in the EU Code of Conduct on Responsible Food and Marketing Practices, one of the first results of the EU's "Farm to Fork" strategy, which supports the transition to sustainable food systems. Research and innovation, technology and knowledge transfer, as well as education (e.g. improving consumer food literacy) also play an important role in the transition towards sustainable food systems.

As a prominent regional player, Argeta is among the leaders in identifying challenges and opportunities, and encouraging good practices in the industry.

Globally, the food chain is searching for answers to the following challenges:

- how to encourage dietary patterns that will help all generations to maintain the highest possible level of health and wellbeing;
- how to increase the nutritional value of food;
- how to establish a relationship with food where we will not waste as much as 40% globally;
- how to reduce the carbon footprint of the entire food chain, which contributes as much as 25% to global greenhouse gases;
- how to optimise natural resources, preserve or even increase biodiversity and establish a circular loop;
- how to promote higher social cohesion and encourage the good in a social environment along with positive economic growth.

We are aware that long-term answers are possible only in cooperation with all stakeholders in the system: legislators, farmers, suppliers, manufacturers in the food industry, traders and distributors, consumers, non-governmental organisations, experts from various professions, waste management organisations and others.



Challenges and opportunities we actively manage

Challenges

Continuous improvement of behavioural dietary patterns.

Continuously increase the nutritional value of our products through product development and innovation.

Lowering our own environmental footprint.

Encouraging sustainable transformation of the supply chain in a rapidly changing economic environment (higher animal welfare standards, more sustainable fishery products).

Establishing circular models of handling raw materials and waste in environments with different public infrastructure.

Opportunities

Increased awareness of the importance of a healthy, high-quality and balanced diet, including the sustainable consumption of food, as part of a healthy and sustainable lifestyle.

Children are included from an early age in obtaining sustainable values, knowledge and skills.

Increasing numbers of consumers are committed to plant alternatives to meat.

More opportunities are emerging for cooperation with local suppliers and other partners in the area of sustainability.

The public expects brands to pursue concrete activities for the good of the planet and its people. That is why sustainable brands are becoming increasingly preferred among consumers.

Creating a food environment that makes it easier to choose healthy and sustainable diets by providing transparent information to consumers (e.g. through digital means) which goes beyond that required by law.





**Commitment
to customers**

Main focus of Argeta

We commit to making it easier for 20 million people to achieve a nutritional balance and a healthier diet.

We are constantly modifying and improving our products in line with food trends and our concern for the welfare of consumers. These products are of good nutritional quality, healthy, safe and affordable for all tastes and generations. We link healthy eating patterns with everyday, relaxed and carefree moments thanks to the convenience and ease of use of our products. In doing so, we are contributing to healthier lifestyles among the population through transparent, responsible and creative communication.



Global challenges:

1. low nutritional value of food, which opens the door to poor health and numerous diseases;
2. unhealthy dietary patterns.





Focus 1:

Nutritionally balanced products

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Products with a "clean label".	<ul style="list-style-type: none"> Number of products free from additives. Number of "GMO-free" certified products (no genetically modified organisms). 	<ul style="list-style-type: none"> 92% of products free from additives. 7.7% of products with the "GMO-free" certificate. 	<ul style="list-style-type: none"> 97% of products free from additives. 10.5% of products with the "GMO-free" certificate. 	<ul style="list-style-type: none"> 100% of products free from additives. 16.3% of products with the "GMO-free" certificate. 	<ul style="list-style-type: none"> 100% of products free from additives. 15.6% of products with the "GMO-free" certificate.
Improving the nutritional profile of the product	<ul style="list-style-type: none"> Nutritional profile of products in line with the dietary traffic light system. 	<ul style="list-style-type: none"> 18% of products with a favourable nutritional profile. 	NUTRISCORE:** A – 2.6% B – 10.5% C – 47.4% D – 39.5% E – 0% 11% of products with a high protein content.	NUTRISCORE:** A – 2% B – 12% C – 51% D – 35% E – 0% 12% of products with a high protein content.	NUTRISCORE:** A – 2% B – 16% C – 47% D – 36% E – 0% 13% of products with a high protein content.
	<ul style="list-style-type: none"> Number of products suitable for people with allergies and intolerances to certain foods. 	<ul style="list-style-type: none"> 2.5% of products without dairy protein.* 	<ul style="list-style-type: none"> 2.6% of products without dairy protein. 	<ul style="list-style-type: none"> 18.6% of products without dairy protein. 	<ul style="list-style-type: none"> 17.8% of products without dairy protein.
Innovations of nutrient-rich products.	<ul style="list-style-type: none"> Number of products with added indicators of nutritional balance. 	<ul style="list-style-type: none"> 15% of products with added indicators of nutritional balance.* 	<ul style="list-style-type: none"> 15.8% of products with added indicators of nutritional balance. 	<ul style="list-style-type: none"> 26% of products with added indicators of nutritional balance. 	<ul style="list-style-type: none"> 33% of products with added indicators of nutritional balance.

All percentages (%) have been calculated on the basis of various flavours (e.g. four flavours out of 40 flavours – 10%).

*Lower percentage because certain products have been withdrawn.

**Transition to the Nutriscore methodology.

The number of recipes increased in 2024 compared to 2023.



Focus 2:

Sustainable ingredients and product quality and safety

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Maintaining the highest standards of compliance with health and safety.	GFSI (Global Food Safety Initiative) and environmental standards in our production.	FSSC 22000, ISO 14001, ISO 50001: ADK Izola, AA Sarajevo.	FSSC 22000, ISO 14001, ISO 50001: ADK Izola, AA Sarajevo.	FSSC 22000, ISO 14001, ISO 50001: ADK Izola, AA Sarajevo.	FSSC 22000, ISO 14001, ISO 50001: ADK Izola, AA Sarajevo.
	Proportion of suppliers meeting the GFSI standards.*	External production: IFS. Production under licence: SQF.	Production under licence: SQF.	Production under licence: SQF. (The Safe Quality Food).	External production: IFS. Production under licence: SQF. (The Safe Quality Food).
	Proportion of suppliers that meet environmental standards.**	<ul style="list-style-type: none"> • 52% of suppliers of ADK Izola and AA Sarajevo meet at least one GFSI standard.* • 26% of suppliers of ADK Izola and AA Sarajevo meet at least one environmental standard.** 	<ul style="list-style-type: none"> • 85% of suppliers of ADK Izola and AA Sarajevo meet at least one GFSI standard.* • 41% of suppliers of ADK Izola and AA Sarajevo meet at least one environmental standard.** 	<ul style="list-style-type: none"> • 65% of suppliers of ADK Izola and 71% of suppliers of AA Sarajevo meet at least one GFSI standard • 45% of suppliers of ADK Izola, 39% of suppliers of AA Sarajevo meet at least one environmental standard.** 	<ul style="list-style-type: none"> • 67% of suppliers of ADK Izola and 65% of suppliers of AA Sarajevo meet at least one GFSI standard • 51% of suppliers of ADK Izola, 35% of suppliers of AA Sarajevo meet at least one environmental standard.**

*FSSC, IFS, BRC.

**ISO 14001, ISO 50001, Emas, FSC.



Focus 2:

Sustainable ingredients and product quality and safety

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Increased use of ingredients from sustainable sources .	Proportion of ingredients from sustainable sources .	<ul style="list-style-type: none"> Chicken meat: Assessment: 31% conventional (battery) farming, 62% barn or ground farming, 6% free range farming, and 1% organic farming. 	<ul style="list-style-type: none"> Chicken meat (Izola): Assessment: 20% conventional (battery) farming, 74% barn or ground farming, 5% free range farming, and 1% organic farming. Chicken meat (Bosnia and Herzegovina): Assessment: 54% conventional (battery) farming, 43% barn or ground farming, 2% free range farming, and 0% organic farming. 	<ul style="list-style-type: none"> Chicken meat (Izola): Assessment: 15.5% conventional (battery) farming, 75% barn or ground farming, 8% free range farming, and 1.5% organic farming. Chicken meat (Bosnia and Herzegovina): Assessment: 77% conventional (battery) farming, 20% barn or ground farming, 3% free range farming, and 0% organic farming. 	<ul style="list-style-type: none"> Chicken meat (Izola): Assessment: 14.68% conventional (battery) farming, 68.7% barn or ground farming, 15.68% free range farming, and 1.28% organic farming. Chicken meat (Bosnia and Herzegovina): Assessment: 68.16% conventional (battery) farming, 16.39% barn or ground farming, 11.29% free range farming, and 4.16% organic farming.
		<ul style="list-style-type: none"> Assessment based on 2022 data provided by WWF Adria: 49% of supplied fish ingredients caught sustainably. MSC: 3.6% quantity share in the fish spread segment. No product has an ASC certificate. 	<ul style="list-style-type: none"> Assessment based on 2022 data provided by WWF Adria: 46% of supplied fish ingredients caught sustainably. MSC: 4.5% quantity share in the fish spread segment. No product has an ASC certificate. 	<ul style="list-style-type: none"> Assessment based on 2022 data provided by WWF Adria: 73.49% of supplied fish ingredients caught sustainably. MSC: 5.6% quantity share in the fish spread segment. No product has an ASC certificate. 	<ul style="list-style-type: none"> Assessment based on 2022 data provided by WWF Adria: 84.06% of supplied fish ingredients caught sustainably. MSC: 4.96% quantity share in the fish spread segment. No product has an ASC certificate.
Increased use of BPA-NI packaging .	Proportion of BPA-NI packaging .	<ul style="list-style-type: none"> All products not made by external producers or producers under licence are packed in BPA-NI packaging. 	<ul style="list-style-type: none"> All products not made by external producers or producers under licence are packed in BPA-NI packaging. 	<ul style="list-style-type: none"> All products not made by external producers or producers under licence are packed in BPA-NI packaging. 	<ul style="list-style-type: none"> All products not made by external producers or producers under licence are packed in BPA-NI packaging.

*FSSC, IFS, BRC.

**ISO 14001, ISO 50001, Emas, FSC.



Focus 3:

Plant-oriented and balanced nutrition

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Increasing alternatives for consumers eating less or no meat .	<ul style="list-style-type: none"> Number of plant-based products. 	<ul style="list-style-type: none"> 3 chickpea-based vegetable spreads. 	<ul style="list-style-type: none"> 4 chickpea-based vegetable spreads. 	<ul style="list-style-type: none"> 7 vegetable spreads. 	<ul style="list-style-type: none"> 7 vegetable spreads and 1 vegetable salad.

In 2023 and 2024, we achieved positive changes with most indicators compared to the previous years.

Products' identity

Argeta products offer the most stress-free experience of a light meal. In essence, Argeta is striving to ensure that individuals, and especially families, can enjoy good food, and life in general, without stress. The product and life dimensions are tied together by the slogan of the sustainability project, **"spread good"**, in which the double meaning covers both the product philosophy and the approach to life.



In everything we do, we have consumers in mind, with specific faces and life stories – children, mothers, business people, grandparents, families and others. We want to offer all of them the best light meal in the most honest way possible. To this end, we keep thinking about what we could improve and how we could integrate global trends into our products while preserving the local spirit. We improve recipes, ingredients and preparation processes, bringing a series of innovations to the area of savoury spreads and raising the reputation of the entire segment.

We take initiative in all areas, knowing that this is the task and responsibility of a brand that is No. 1 in its segment. We come up with solutions and combine characteristics in unique and surprising ways: on the one hand, fast, effortless and immediately available, on the other hand, slow, high-quality and with commitment. Economical and affordable, and yet exclusive.

On international markets, where Argeta has been present for an extended period, we are reaching new target groups and expanding our representation on store shelves. Argeta products bring the novelty of spreads made of high-quality ingredients and without additives to new markets. In terms of our marketing approach, we are building on the message that ***Argeta is the best thing you could possibly spread on bread and a favourite among Europeans.***

Products in the Argeta family

Argeta, meat and fish spreads for the whole family:

meat spreads: chicken, turkey, liver, spicy, extra spicy, tea-time, chicken with spicy salami, chicken with asparagus, oriental, hunter's, Ramadan, chicken with ajvar, chicken with fried onions, chicken with dried meat, chicken with sujuk, chicken with paprika, creamy spicy chicken, chicken liptauer.

fish spreads: tuna, salmon, Adriatic sardine, tuna spread à la Siciliana, fasting spread, spicy tuna, tuna with thyme and lemon, fish spread with vegetables.

Argeta Junior, soft, creamy spreads for the youngest palates: Argeta Junior Original, Argeta Junior SuperTuna, Argeta Junior KokoKrem, Argeta Junior KremTuna, Argeta Junior Grilled Chicken Breast.

Argeta Exclusive, superlative culinary creations for gourmets: the exquisite beef pâté with truffles, and the beef, chicken and porcini mushrooms spread are joined each year by a new limited-edition series, signed by an acclaimed chef.

Argeta Veggie – vegetable spreads for the whole family: peppers, black olives, chilli & lemon, chickpeas, lentil tartare.

Argeta Meatless – meat-free products for those who want to reduce their meat intake but are still fond of the taste of meat:

Like Chicken, Like Chicken Spicy.

Argeta Salads – a colourful and rich meal for a quick snack or dinner:

Chicken & Pasta, Chicken Spicy, Veggie Harmony.



Argeta Veggie spreads – Lentil tartare

We are passionate about creating tasty vegetable delicacies, so we started off with chickpea-based products. And as the number of flexitarians has increased in recent years, our area of opportunity has also expanded, so we introduced our first lentil-based product – a lentil tartare – to our portfolio. This product is especially tempting for gourmets and lovers of tartare: a great, irresistible taste that brings real joy to the plate and the palate. Pure passion. This magic combination of lentils and spices is ideal for a light dinner or an afternoon snack, at home or out and about. We call it our “vegetable with a bold personality”. It transforms every slice of bread into the perfect bite. Like all our products, it carries the “free from” label, so you can enjoy it without guilt, whether you eat meat or not.



Argeta Meatless

With its new range, Argeta has revolutionised the pâtés and spreads category. As an innovative and forward-thinking brand, Argeta is always up to date with changing food trends, which is also what led to the creation of the Argeta Meatless spreads.

We recreated two of the most popular flavours, both of which are entirely plant-based. The first flavours in the range are Like Chicken and Like Chicken Spicy, made from pea protein and chickpeas. This provided the familiar texture, while Argeta's master flavour developers used a unique combination of natural spices and vegetable oils to create a true meat flavour without the meat.

The range was created for all bold culinary explorers and adventurers who dare to try something new and are always on the lookout for fresh alternatives to meat dishes. The fact that we created truly superior flavours is reflected in the prestigious Superior Taste Awards that both spreads have received.



Free from additives for uncompromising quality

Argeta products boast the “**FREE FROM**” label, which ensures that they contain no artificial flavour enhancers, preservatives, artificial colours or gluten. At Argeta we adhere to the highest standards, and prove that even a small meal can offer the highest quality. We are known for our selection of only the best ingredients, high-quality pieces of meat or fish and 100% natural seasonings and vegetable oils.

Argeta’s success is based on outstanding flavour, spreadability, choice and above all quality. We are constantly raising the bar in the area of high-quality and safe food. We wish to democratise high quality foods, using the finest ingredients and the best recipes in a way that makes them accessible to the general public.

FREE FROM

PRESERVATIVES

ARTIFICIAL
FLAVOUR
ENHANCERS

ARTIFICIAL
COLOURS





Argeta Junior Grilled Chicken Breast

Grilled Chicken Breast is a new flavour joining the Argeta Junior family, specially prepared for children who love the mouth-watering taste of grilled chicken. We added the perfect blend of natural spices to choice chicken breast fillets to give a true BBQ flavour to the spread. In addition to the great taste that is already wowing young foodies across the region, this new member of the Junior family is a worry-free treat, made without artificial additives, high in nutrients, and rich in protein. However, this time it was not only Argeta's masters of flavour who worked to create this nutritious spread, but also its most discerning critics – children. After thorough testing, the grilled chicken breast flavour emerged as the kids' absolute winner! Get ready for a real BBQ treat – the new Argeta Junior *Grilled Chicken Breast is winning over young gourmets across the region!*



Argeta salads

Argeta has branched out into the tinned salads category with a new product – chicken salad. Until now, this category has only featured fish flavours, but with the introduction of chicken, Argeta is bringing new freshness to delight meat lovers. Argeta salads are aimed at people who like to try new things, prefer healthy food, and don't always have time to prepare a nutritious meal.

We created three new flavours for our customers. Chicken & Pasta is for those who are looking for a tasty dose of protein. Chicken combined with tomatoes, corn and red peppers, along with pasta, creates a full, rich flavour. Chicken Spicy is for those who enjoy something more piquant. Roast chicken mixed with carrots, corn, red peppers and beans is not only flavourful, but also a great source of dietary fibre. Veggie Harmony is a colourful salad with tomatoes, chickpeas, corn, peppers, lentils and pumpkin seeds, which all come together in a rich symphony of vegetables.



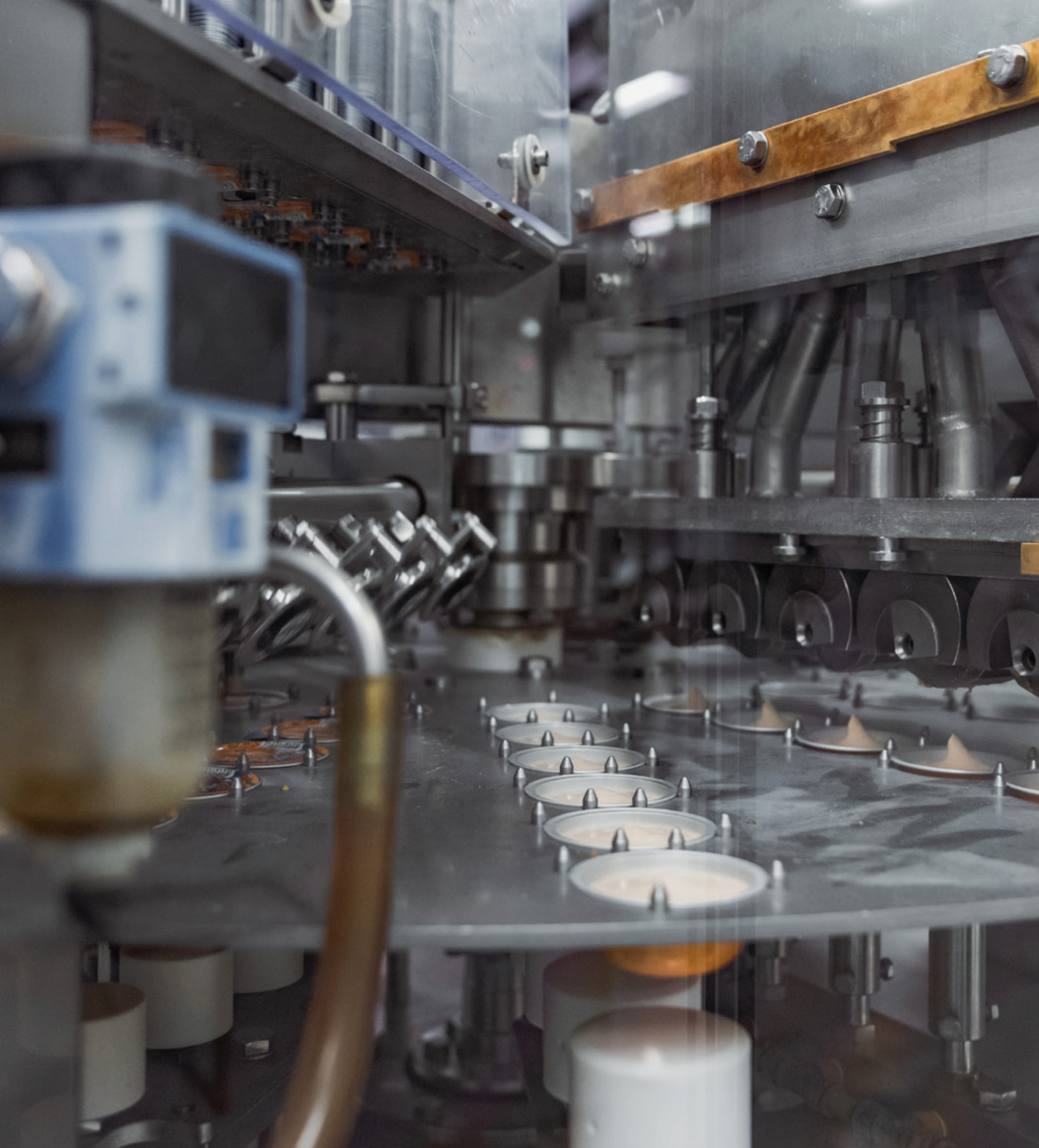
Argeta's state-of-the-art, high-tech production

Our production processes are state-of-the-art and high-tech, ensuring that only the best products are created, subject to strict controls at every step of the way, from raw materials to sealing the packaging.

Before we send products to the shelves, we ensure that they are absolutely safe for the consumer. The exceptional quality of our products is guaranteed by the modern and high-tech production methods used. All Argeta containers are sealed and then sterilised. This involves thermal treatment, a completely fool-proof and carefully controlled technological process that makes sure products last longer without the use of artificial additives.

First, our top experts carefully check the quality of the raw materials and packaging, and then supervise the whole production process until the sealing and sterilisation of spreads with the help of modern control instruments and laboratory research.

Because quality is ensured from the very first steps of production, it is also guaranteed in the long term. Before the product is stocked on the shelves, final evaluations are carried out during a 10-day quarantine period.



Compliance

All our processes, equipment and infrastructure, products and services are compliant with the related legislation and satisfy the high demands of various markets and customers. We are constantly conducting comprehensive risk assessments, along with identifying and implementing all the necessary preventive measures with the aim of reducing operating risk.

Process management standards

Own production takes place at ADK Izola in Slovenia, AA Sarajevo in Bosnia and Herzegovina, and AŠ Igroš in Serbia.

As our aim is to ensure the best products and services, we have incorporated into our operations the highest standards of process management. The ADK Izola and AA Sarajevo facilities hold the following certifications: Halal, FSSC 22000, ISO 9001, 14001 and 50001. In addition to these certifications, ADK Izola also holds the Non-GMO, MSC and V-label certification for certain products.

AŠ Igroš holds Halal, V-label, FSSC 22000 and ISO 9001 certificates.

Certificates



Recyclable and safe packaging

Aluminium is one of the rare materials that can be recycled ad infinitum, which means that no aluminium is lost in recycling; instead, all input raw material returns in the form of new, recycled aluminium.

It provides outstanding protection against light and other external factors, and ensures the contents have a long shelf life. What is more, aluminium is lighter than iron or glass, which results in a lower carbon footprint during transport.



Customer satisfaction

We monitor customer satisfaction using a quality assurance system. Our system has various communication channels, through which we seek to make communication as simple as possible for customers, via **telephone, postal service, email and various social networks**.

All questions, complaints and praise are handled centrally and in the shortest possible time. We periodically measure customer satisfaction with products and the Argeta brand in comparison with competitors. Based on an Ipsos international comparative survey carried out at the end of 2023 among consumers in the savoury spreads category in Slovenia, Croatia and Bosnia and Herzegovina, Argeta leads in the brand management elements that are most important in influencing purchase decisions in this category, i.e. the savoury spreads category. The most important factor influencing the desirability of Argeta is brand trust, which comprises elements such as best taste, best choice for snacks, highest quality, quality ingredients, innovativeness, and variety of choice, among other factors, where Argeta ranks first among the producers of spreads.

Based on the results of consumer surveys, we draw up an annual action plan to further improve key parameters. We also regularly monitor satisfaction with individual products and quickly adapt to market information.

Complaints

The very high standards of quality and attentive monitoring of customer satisfaction are reflected in the small number of complaints relating to Argeta products. We take each complaint seriously, since this serves as an additional incentive to make constant improvements.

Number of justified complaints by production site, 2019–2024

Number of complaints/year	2019	2020	2021	2022	2023	2024
ADK Izola facility	2	4	4	13	7	7
AA Sarajevo facility	4	8	8	9	11	18*
External production	3	4	1	0		2
AŠ Igroš facility	0	0	0	0	2	3
Total	9	16	13	22	20	30

**Due to the introduction of new technology that has been abandoned due to the increase in complaints.*



Complete transparency

In the spirit of complete transparency, *we open up our production facilities to the public under a special protocol, so so that everyone can see for themselves the level of quality behind Argeta products.*

During the pandemic and in similar situations, out of concern for health, such open tours were of course not possible. Under normal circumstances, however, we disinfect visitors, provide them with protective clothing and footwear and

show them the production facilities. We have already hosted numerous schools, institutions, business delegations, journalists, consumer groups and so forth. We hide nothing. Even those who previously had some reservations about trying pâtés confirmed that after touring our facilities they would eat Argeta products without concern.

Our production facilities can also be viewed in a 360-degree video on Argeta's website:



Procurement policy in line with the principles of sustainable development

The supply chain is one of the key components of our business, with a significant impact on achieving sustainability goals and long-term value for the company. We source raw materials and packaging for our products, production and packaging machinery, other equipment and technical devices, and other services that support our business processes from more than 4,500 suppliers of various profiles, sizes, and origins, from major global corporations to small local suppliers. Regardless of their type, we strive to maintain excellent relationships with all our suppliers, enabling us to generate added value for our company and our partners.

The key principles of managing procurement and supplier relationships are defined in the Procurement Guidelines, the cornerstone document of the Atlantic Grupa's procurement organisation, supplemented by procedures, manuals and instructions detailing specific areas of procurement activities in its operating companies. The Guidelines specify that Atlantic Grupa's procurement organisation only implements measures and practices that ensure the sustainable use of resources and procurement through the reduction of waste, improvement of impacts on the environment, and the protection of human and labour rights.

Any raw materials and packaging that are produced locally are primarily sourced from suppliers in local markets, in order to achieve various economic, social and environmental benefits for both Atlantic Grupa and our local suppliers.

The Argeta Brand's meat procurement policy requires that animal welfare is ensured during rearing and production. Therefore, we want to reduce the proportion of conventionally farmed chicken and increase the proportion of ground-farmed, free-range, and organic chicken meat in our products.

Suppliers are assessed once a year, usually based on two main criteria: quality and commercial conditions. The assessment is based on the quality of materials and suppliers, while quality systems are performed within the Quality Assurance Service. Each supplier receives feedback on the assessment of their supply and any necessary improvements.

Local suppliers that offer and satisfy all our needs for certain materials have preferential priority in the final selection of supplier. In Slovenia, 44% of suppliers are local, while in Bosnia and Herzegovina the figure is 49%.

Equally, we support and assist small local producers in realising their or our joint projects. If we see that their business activity has potential, we help them both through mentoring or the transfer of knowledge from our professional staff and through more favourable terms of business.

We consider it important that both the suppliers and the products they supply meet the following criteria:

- adherence to the law, including the prohibition of bribery, receiving bribery or inappropriate payment for concluding transactions and realising cooperation,
- the respect of human and labour rights,
- protection of the employees' health and personal safety,
- prohibition of child labour,
- prohibition of discrimination based on race, religion, sex or any other characteristic, and prohibition of sexual harassment,
- compliance with the applicable laws and standards on the protection and preservation of the natural environment, as well as of animal and plant species.

Commitment to the environment



Main focus of Argeta

We commit to reducing Argeta's environmental footprint by 20%.

We positively impact the environment through the selection of ingredients, materials, technology and services that are **environmentally acceptable**, through the responsible management of environmental risks, rational and circular use of resources and the promotion of a sustainable attitude to the environment among all participants in the value chain.

In this way we contribute to **reducing the carbon footprint** of our entire chain and **preserving ecosystems**.



The photo is symbolic.

Global challenges:

1. impoverishment of ecosystems and sources of raw materials,
2. the major impact of the food supply chain in terms of greenhouse gas emissions and climate change,
3. 40% of food thrown out and large quantities of waste packaging.





Focus 1:

Sustainable and recyclable packaging

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Packaging that replaces the use of virgin natural resources .	• Proportion of FSC paper.	• Packaging for multiple packs (3 x 95 g, 4 x 95 g) with the FSC certificate: 100% .	• Packaging for multiple packs (3 x 95 g, 4 x 95 g) with the FSC certificate: 100% .	• Packaging for multiple packs (3 x 95 g, 4 x 95 g) with the FSC certificate: 100% .	• Packaging for multiple packs (2 x 95 g, 3 x 95 g, 4 x 95 g) with the FSC certificate: 100% . • The outsourced wrapping packaging is also 100% FSC.
	• Proportion of recycled plastic .	• Secondary transport packaging with the FSC certificate: 100% . • Transport packaging from recycled plastic: 0% .	• Secondary transport packaging with the FSC certificate: 100% . • Transport packaging from recycled plastic: 0% .	• Secondary transport packaging with the FSC certificate: 100% . • Transport packaging from recycled plastic: stretch foil at ADK Izola contains 30% recyclates . • Stretch foil at AA Sarajevo and AŠ Igroš is still 0% recycled plastic.	• Secondary transport packaging with the FSC certificate: 100% . • The outsourced transport packaging is also 100% FSC. • Transport packaging from recycled plastic: stretch foil at ADK Izola contains 30% recyclates . • Stretch foil at AA Sarajevo and AŠ Igroš contains 30% recycled plastic.
			• Transportation packaging produced under licence in the USA with the SFI certificate: 100% .	• Transportation packaging produced under licence in the USA with the SFI certificate: 100% .	• Transportation packaging produced under licence in the USA with the SFI certificate: 100% .
Reduction in the use of paper and plastic .	Proportion of reduced paper use . Proportion of reduced plastic use .	• In 2021 , we printed approx. 611,574 stickers , which means 10,946 m² of waste stickers, waste waxed paper and waste ribbon (applies to ADK Izola).	• In 2022 , we printed approx. 118,949 stickers , which means 2,128.95 m² of waste stickers, waste waxed paper and waste ribbon (applies to ADK Izola).*	• In 2023 , we printed approx. 26,000 labels (discontinuation of the production of small spreads in Izola).	• In 2024 , we printed approx. 46,000 stickers.**
Increase in the level of primary packaging waste separation .	Number of projects to raise the awareness and guide the behaviour of consumers.	• There were no projects in 2021 .	• There were no projects in 2022 .	• There were no projects in 2023 .	• There were no projects in 2024 .

*Quantities are lower due to the relocation of the 27 g/45 g line.

**An increase in the number of hand-packed transport cartons for the Netherlands, with labels that we print ourselves.



Focus 2:

Reducing the quantity of food waste

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Encouraging consumers to reduce food waste.	<p>Number of packs with optimal use of product.</p> <ul style="list-style-type: none"> Number of projects or participants in “zero food waste” campaigns. 	<p>Reusable packaging (hummus twist-off cap).</p> <ul style="list-style-type: none"> In 2021, we began raising the awareness of consumers on social media about the ways in which we can reduce food waste (recipes to use up stale bread, etc.). 	<p>There were no activities.</p> <ul style="list-style-type: none"> We continue to raise consumer awareness on social media about how to reduce food waste (recipes to use up stale bread, etc.). 	<p>There were no activities.</p> <ul style="list-style-type: none"> There were no additional activities other than those already in place (recipes to use up stale bread, etc.). 	<p>There were no activities.</p> <ul style="list-style-type: none"> There were no additional activities other than those already in place (recipes to use up stale bread, etc.).



Focus 3:

Sustainable consumption of energy and water and waste management

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Reducing water consumption .	Proportion of reduced water use, ISO 14001 .	Water consumption (2020): <ul style="list-style-type: none"> ADK Izola: 4.55 m³ of water per tonne of product produced. AA Sarajevo: 5.10 m³ of water per tonne of product produced. 	Water consumption (2021): <ul style="list-style-type: none"> ADK Izola: 4.56 m³ of water per tonne of product produced. AA Sarajevo: 4.50 m³ of water per tonne of product produced. 	Water consumption (2022): <ul style="list-style-type: none"> ADK Izola: 4.14 m³ of water per tonne of product produced. AA Sarajevo: 5.7 m³ of water per tonne of product produced. 	Water consumption (2023): <ul style="list-style-type: none"> ADK Izola: 3.45 m³ of water per tonne of product produced. AA Sarajevo: 5.2 m³ of water per tonne of product produced.
Responsible use of chemicals .	Proportion of reduced chemical use .	Consumption of chemicals for cleaning basins: <ul style="list-style-type: none"> ADK Izola: 18,480 kg annually. AA Sarajevo: 9,774 kg annually. 	Consumption of chemicals for cleaning basins: <ul style="list-style-type: none"> ADK Izola: 49,388 kg; 29,112 kg annually. AA Sarajevo: 30,332 kg; 12,220 kg annually. 	Consumption of chemicals for cleaning basins: <ul style="list-style-type: none"> ADK Izola: 33,549 kg; 13,296 kg annually. AA Sarajevo: 38,812 kg; 11,202 kg annually. 	Consumption of chemicals for cleaning basins: <ul style="list-style-type: none"> ADK Izola: 75,833 kg; 23,955 kg AA Sarajevo: 51,787 kg; 14,270 kg annually.
Responsible waste management .	Proportion of sludge from own treatment plant :	Sludge from own treatment plant: <ul style="list-style-type: none"> ADK Izola: 509.5 t. AA Sarajevo: 110.5 t. 	Sludge from own treatment plant: <ul style="list-style-type: none"> ADK Izola: 444.77 t. AA Sarajevo: 120.5 t. 	Sludge from own treatment plant: <ul style="list-style-type: none"> ADK Izola: 501.51 t. AA Sarajevo: 423 t. 	Sludge from own treatment plant: <ul style="list-style-type: none"> ADK Izola: 443,411t AA Sarajevo: 628 t.



Focus 3:

Sustainable consumption of energy and water and waste management

Activities	Indicators	Status 2021	Status 2022	Status 2023	Status 2024
Increase in the level of the circular handling of waste .	<ul style="list-style-type: none"> Proportion of waste or by-products in the circular loop.** 	<ul style="list-style-type: none"> 100% of our organic waste from production is part of the circular loop. 	<ul style="list-style-type: none"> 100% of our organic waste from production is part of the circular loop. 	<ul style="list-style-type: none"> 100% of our organic waste from production is part of the circular loop. 	<ul style="list-style-type: none"> 100% of our organic waste from production is part of the circular loop.
Responsible use of energy .	<ul style="list-style-type: none"> Proportion of reduced energy consumption. Proportion of energy from renewable sources. 	Total energy consumption per unit of production (2021): <ul style="list-style-type: none"> ADK Izola 1,063 kWh/t. AA Sarajevo 954 kWh/t. 	Total energy consumption per unit of production (2022): <ul style="list-style-type: none"> ADK Izola 1,005 kWh/t. AA Sarajevo 1,055 kWh/t. 	Total energy consumption per unit of production (2023): <ul style="list-style-type: none"> ADK Izola 945 kWh/t. AA Sarajevo 1,199 kWh/t. 	Total energy consumption per unit of production (2024): <ul style="list-style-type: none"> ADK Izola 889 kWh/t. AA Sarajevo 1,044 kWh/t.
		Electricity consumption per unit of production: <ul style="list-style-type: none"> ADK Izola 299 kWh/t. AA Sarajevo 313 kWh/t. 	Electricity consumption per unit of production: <ul style="list-style-type: none"> ADK Izola 278 kWh/t. AA Sarajevo 362 kWh/t. 	Electricity consumption per unit of production: <ul style="list-style-type: none"> ADK Izola 243 kWh/t. AA Sarajevo 418 kWh/t. 	Electricity consumption per unit of production: <ul style="list-style-type: none"> ADK Izola 216 kWh/t. AA Sarajevo 370 kWh/t.
		Electricity from renewable sources <ul style="list-style-type: none"> ADK Izola 100%. AA Sarajevo 0%. 	Electricity from renewable sources <ul style="list-style-type: none"> ADK Izola 100% (of which 6.6% from solar panels on the roof of the plant). AA Sarajevo 0%. 	Electricity from renewable sources <ul style="list-style-type: none"> ADK Izola 100% (of which 5.4% from solar panels on the roof of the plant). AA Sarajevo 0%. 	Electricity from renewable sources <ul style="list-style-type: none"> ADK Izola 100% (of which 5.5% from solar panels on the roof of the plant). AA Sarajevo 0%.

*Despite the fact that Argeta products are produced at 3 AG sites, only ADK Izola and AA Sarajevo are included in the results, since the share of Argeta production at AS Igraš is very small and therefore not relevant for reporting.

**Izola location.

Sustainable consumption of energy and water and waste management

At our own locations, where we produce Argeta brand products, we have set up environmental management processes through which we control all the environmental aspects of our activities and risk. We place special emphasis on compliance, on preventing pollution and generating a low carbon footprint, both in terms of efficient energy use and use of renewable energy sources, as well as on the circular economy in terms of all resources.

All our processes are based on the policies we have adopted with regard to quality, environmental management and energy.

To measure the success of our overall process we maintain the following indicators:

- number of environmental complaints,
- number of legislative restrictions exceeded,
- proportion of separately collected waste in production and distribution for further processing,
- quantity of all waste, quantity of waste in landfill, quantity of urban waste,
- effectiveness of waste management,
- quantity of water consumed,
- amount of energy consumed.



Argeta's environmental footprint

Argeta's environmental footprint is based on our management model, which allows us to closely monitor and improve those aspects of the environmental impact where we have the greatest technological and organisational leverage for improvement. We assess and manage eight areas: systems management; investments with significant environmental and energy impacts; water and chemicals management; waste water management (sludge generated in our own treatment plant); energy and emissions management; materials and waste management; environmental management of suppliers; and investments in the natural environment of the wider society.

The model we set up in 2019 quantifies individual areas of environmental indicators, which are measured separately for each production site (Izola and Sarajevo). For quantitative indicators, we set separate baseline values for each production site. The value of the indicator as measured for each

business year can be either positive or negative, relative to the baseline value. A positive value means that we have improved this indicator thanks to our technological and/or management processes; a negative value shows that there has been a negative deviation which warrants further attention.

In this way, we can monitor the year-on-year progress (or potential deterioration) of the environmental footprint of the brand or production sites, while at the same time assessing each site and area separately in a transparent way.

We set ambitious baselines against which to measure indicators each year, in line with our sustainability management strategy. Building on five years of experience of managing Argeta's environmental footprint, we slightly modified the model in 2024, adapting it to the technological processes and the system capacities of our production sites.

Our model assumes that Argeta has a total environmental footprint of 1,000 points. We would therefore need to achieve 1,000 points per year by 2030 to offset our environmental footprint. Argeta has committed to reducing its footprint by 20% by 2030, meaning that by that time it will have achieved 200 points per year through various activities in the areas identified.

The baseline year for the assessment of our environmental footprint was 2019, when we achieved 31.6 points (41.6 in Slovenia and -10.0 in Bosnia and Herzegovina). Just two years later (2021), we had already made significant progress, with a total of 146.6 points (152.3 in Slovenia and -5.7 in Bosnia and Herzegovina). In 2023, we were approaching our target (18%), and in 2024 we had exceeded it by a significant margin, with a 34.6% reduction in our environmental footprint relative to the baseline year.

Table: Estimated environmental footprint in 2023 and 2024

Area		2023	2023	2023	2024	2024	2024
		Slovenia	Bosnia and Herzegovina		Total	Slovenia	
1	System management	13.43	11.08	24.50	11.63	10.48	22.10
2	Investments with major environmental and energy-related effects	7.50	0.50	8.00	85.50	55.00	140.50
3	Management of water, chemicals	6.78	-3.00	3.78	6.00	0.71	6.72
4	Management of waste water (formation of sludge in own treatment plant)	-2.52	0.00	-2.52	-0.59	-1.31	-1.90
5	Management of energy and emissions	115.02	-0.99	114.03	115.24	1.62	116.86
6	Management of effluents and waste	24.07	-16.10	7.97	24.13	-14.29	9.84
7	Environmental management of suppliers	11.00	11.00	22.00	11.80	10.00	21.80
8	Investments in the natural environment of the wider society	1.50	0.00	1.50	0.50	30.00	30.50
TOTAL		176.77	2.49	179.26	254.21	92.20	346.41

As the table shows, the production site in Slovenia accounts for a larger share of the positive environmental footprint. At the production site in Bosnia and Herzegovina, we are rapidly upgrading technologies to reduce negative environmental impacts, although we are also facing systemic challenges that are slowing down the deployment of good practices from Slovenia.

The most significant positive impact on our environmental footprint has been achieved in energy and emissions management (114 points in 2023 and 117 points in 2024). A major contributor to this score is the percentage of green energy in total energy use at the production site in Slovenia. Moreover, a significant percentage of our total energy consumption is also accounted for by green energy in Slovenia. At both production sites, we are gradually improving the indicator for electricity use per tonne of product.

We are making investments at both production sites that have significant environmental and energy impacts. In Slovenia, we have invested in the refurbishment of the air-conditioning system, replacement of lighting with LED, replacement of cooling towers, refurbishment of freezing chambers, and renovation of the central power control system, as well as the installation of additional energy meters.

Investments in Bosnia and Herzegovina include the construction of a 600kW photovoltaic power plant, the renovation of the steam system, and the installation of additional energy meters.

Our long-term environmental management of suppliers has contributed to a positive environmental impact in 2023 and 2024. We also have an environmental management system in place at both production sites, which is reflected in the indicators of the number of environmental certificates obtained and the number of hours of environmental training provided to employees.

Management of drinking water is measured by the indicators of water use per tonne of product (m³/tonne of product) and litres of chemicals used per tonne of product (kg/tonne of product). In the area of water use per tonne of product (m³/tonne of product), we have made significant improvements at both production sites in 2024.

Waste water management is monitored through the sludge generation indicator at our waste water treatment plants (1 kg/tonne of product). This is an area where we are facing a challenge at both sites, to which we are devoting appropriate long-term attention.

We measure material and waste management through four indicators: the percentage of secondary raw materials (bones) re-used out of all waste, the percentage of waste recycled out of all waste, the percentage of heat-treated waste out of all waste (floating layers, waste pâté, etc.), and the percentage of waste sent to landfill out of all waste. In both years, the percentage of re-used secondary raw materials (bones) out of all waste at the Slovenian production site has been encouraging. We have also seen a positive trend at the Bosnia and Herzegovina site, which we expect to continue to increase in the future.

At the Slovenian site we see a positive impact from the percentage of heat-treated waste in relation to all waste (floating layers, waste pâté), while at the Bosnia and Herzegovina site this is not yet possible. At both locations we are facing a challenge with the percentage of waste sent to landfill in relation to all waste, which we aim to systematically reduce in the future.

In terms of Investments in the natural environment of the wider society, the Bosnia and Herzegovina site has made a substantial contribution in 2024 by exporting category 3 by-products for the production of animal feed.



Waste management

We see waste as a raw material, so we want to manage it strategically and in line with the hierarchy of waste management. We collect waste separately at the point of origin in production, warehouses, and offices. At each location we have a waste collection point with containers of various sizes set up, since we wish to separate waste accurately at the source. The forklifts are equipped with scales to weigh the waste. As we

want to recycle as much waste as possible in keeping with the model of the circular economy, we are constantly looking for new solutions to recycle or reuse waste.

One of our priorities is to systematically reduce the volume of mixed municipal waste each year. Waste that cannot be materially recovered and which is suitable as an energy source is

used to obtain energy. At present we have this possibility at ADK Izola. We have contracts with registered waste collection and recycling organisations for these services. Our aim is to send as little urban waste as possible to the landfill.

Waste at the ADK Izola facility, 2019–2024, in kilograms

	Waste	2019	2020	2021	2022	2023	2024
Recycling	Metal packaging	1,710.0	2,330.0	4,500.0	3,724	2,532.0	3,149.0
	Paper	104,644.5	114,226.5	89,430.0	127,863.4	147,603.0	153,511.0
	Plastic packaging	16,787.0	20,353.5	10,660.0	19,838.0	20,410.0	23,742.0
	Metal dust and particles				1,610.0	0.0	27.0
	Waste toner	182.5	175.0	95.5	77.5	113.0	60.0
	Ferrous metal dust and particles				982	324.0	1,677.0
	Mixed packaging	1,878.5	1,859.7	2,014.5	1,579.05	1,234.0	2,595.0
	Fluorescent tubes	30.0	30.0	45.0	42.5	35.0	65.0
	Wooden packaging					0.0	
	Bulky waste		3,020.0	7,340.0	6,202.35	5,215.0	7,781.0
	Discarded electric and electronic equipment other than that specified in 20 01 21	290.0	500.0	630.0	505.0	280.0	580.0
	Glass packaging		450.0		0	237.0	100.0
	Textiles					68.0	40.0
	Plastic fractions/plastic waste	80.0	17.0	800.0	1,260.0	3,080.0	1,940.0
	Iron, steel		370.0	2,460.0	1,740.0		10,250.0
High-quality paper	90.0						

	Waste	2019	2020	2021	2022	2023	2024
Biogas plant – energy	Treatment plant sludge	459,212.0	639,538.0	509,508.0	444,772.0	501,508.0	443,441.0
	Materials unsuitable for use for Koto (02 02 03)	41,580.0	56,210.0	59,105.0	50,320.0	46,105.0	78,520,0*
	Organic waste (16 03 06) other than that mentioned in 16 03 05	42,690.0	16,430.0	61,800.0	24,648	30,105.0	110.0
	Waste vegetable raw materials (flours, spices, pulps, etc.)						8,370.0
Re-use – animal raw materials Feed	Mixture waste (from pâté) – SAPI			637	4,332.0	3,161.0	9,002.0
	Chicken bones	642,970.0	590,028.0	532,823.0	441,808	652,444.0	795,113.0
Composting	Biodegradable waste	389.5	544.5	1,728.0	1,548.0	1,512.0	1,732.0
	Non-chlorinated engine, machining oils		7.5	90.0	0.0		
	Spent waxes and fats					1.0	
	Hazardous substance packaging	249.0	35.0	433.0	368.2	940.0	700.0
	Empty pressure containers					2.0	
	Adsorbents, filter materials	1,150.0	1,292.0	1,010.0	195.0	570.0	225.0
	Discarded inorganic chemicals consisting of or containing dangerous substances	2.5	14.5	2.0	173.0	10.0	
	Adsorbents, filter materials, wiping cloths, etc.			233.5	0.0	370.0	599.0
	Chemicals consisting of or containing hazardous substances				14.0		
	Other solvents (laboratory waste)	70.5	72.5	58.0	111.5	40.0	120.0
	Oil filters		9.5		0.0		
	Chromates	1.0		0.5	1.0		
	Waste paint and varnish containing organic solvents or other hazardous substances (ecol.)			17.5			
	Chlorofluorocarbons			2.5			
Incineration, co-incineration	Grease and oil mixture from oil/water separation containing only edible oil and fats				880.0		
	Wastes containing other hazardous substances (16 07 09)				800.0	380.0	50.0
	Oil-contaminated water				800.0		1,020.0
	Batteries and accumulators not specified elsewhere				20.0		8.0
	Insulation material (Armaflex)						70.0
	Waste adhesives						200.0
Landfill	Mixed municipal waste	15,968.9	16,407.4	20,174.6	21,420.0	16,326.0	28,815.0
Total		1,329,975.9	1,463,940.6	1,305,577.8	1,157,634.5	1,434,605.0	1,537,612.0

*Waste from category 16 03 06 shifted to category 02 02 03, resulting in significant increase in 2024.

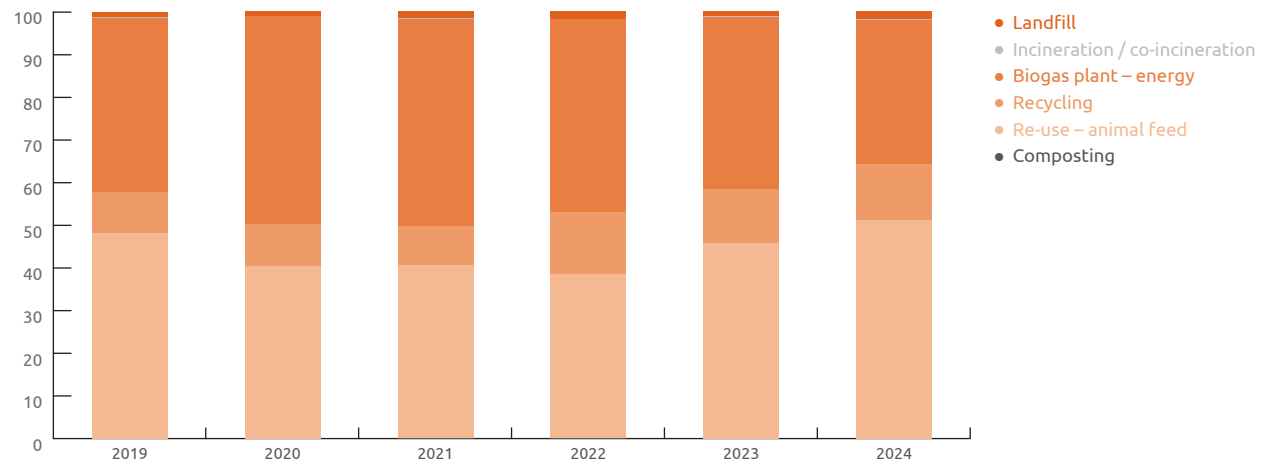
In 2024, the volume of waste at the ADK Izola production site increased by 9% compared to 2023. We produced 19% more product, which also increased the volume of waste, and we also had a few more weeks of work than in 2022. In particular, there was an increase in the quantities of chicken bones (up 19%), plastic waste (14%) and paper (3.9%), aluminium (19.6% – due to design changes on the tins and existing stocks, as well as increased water testing compared to the previous year), and metal waste was also up by more than 100% due to the replacement of large machinery systems. There was approximately 50% more municipal and mixed waste due to a different breakdown of waste (the previous breakdown was 50:50 for coffee and savoury spreads, the new breakdown is 35:65) as instructed by the auditor. There was less sludge from the treatment plant – we assume this is due to the degraded performance of the treatment plant (failure of some parts).

Waste management at the ADK Izola facility, 2019–2024

	Recycling	Biogas plant – energy	Re-use – animal feed	Composting	Incineration / co-incineration	Landfill	Total
2019	125,692.5	543,482.0	642,970.0	389.5	1,473.0	15,968.9	1,329,975.9
2019	9.5%	40.9%	48.3%	0.0%	0.1%	1.2%	100.0%
2020	143,331.7	712,178.0	590,028.0	544.5	1,451.0	16,407.4	1,463,940.6
2020	9.8%	48.6%	40.3%	0.0%	0.1%	1.1%	100.0%
2021	117,975.0	630,413.0	524,460.0	1,728.0	1,737.0	20,174.6	1,296,487.6
2021	9.1%	48.6%	40.5%	0.1%	0.1%	1.6%	100.0%
2022	165,424	519,740	446,140	1,548	4917.0	21,420.0	1,157,634.5
2022	14.3%	44.9%	38.5%	0.1%	0.4%	1.8%	100.0%
2023	181,131.0	577,718.0	655,605.0	1,512.0	2,313.0	16,326.0	1,434,605.0
2023	12.6%	40.3%	45.7%	0.1%	0.2%	1.1%	100%
2024	205,517	530,441	804,115	1,732	2,992	28,815	1,537,612.0
2024	13.1%	33.7%	51.1%	0.1%	0.2%	1.8%	100.0%

The proportion of recycling at the ADK Izola site increased by 11.9% in 2024, while the proportion of waste sent to the biogas plant decreased by almost 9%.

Chart: Proportion of waste by type of processing at the ADK Izola facility, 2019-2024



Waste at the AA Sarajevo facility, 2019–2024, in kilograms

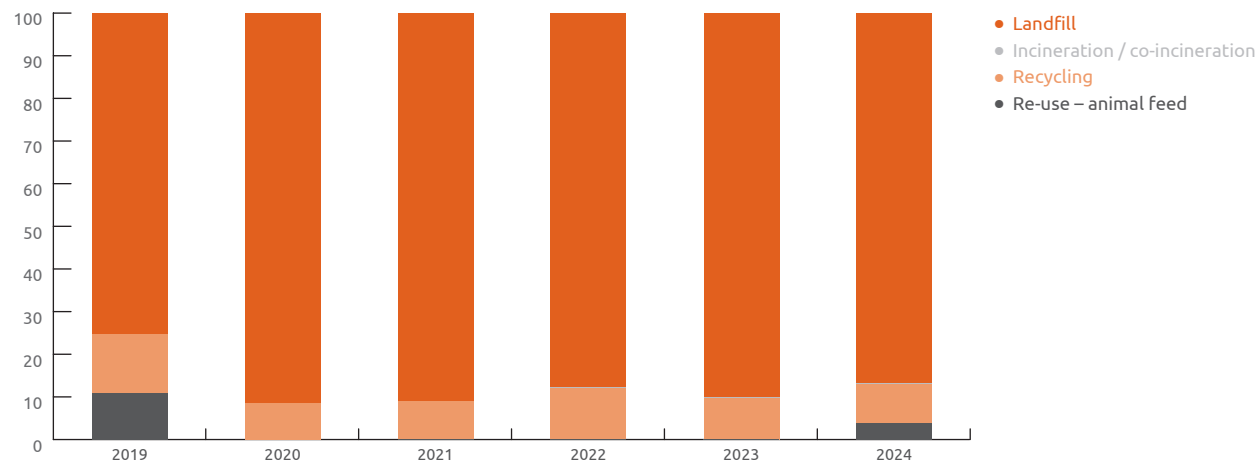
	2019	2020	2021	2022	2023	2024
Cardboard, paper, nylon	128,500.0	84,140.0	104,380.0	124,380.0	113,940	112,720.0
	1,200.0	9,600.0	4,000.0	2,420.0	1,380	12,290.0
Liquid organic waste (floating layers)	173,000.0	128,500.0	110,500.0	120,500.0	423,000	628,000
Mixture waste (pâté)	0.0	1,209.2	2,799.0	1,265.0		8,860.0
Solid organic bone waste – animal feed	457,120.0	796,770.0	912,840.0	723,700	627,700	828.060
	102,300.0	0.0	0.0	/		72,680
Mixed municipal waste	77,845.0	103,355.0	97,570.0	91,910.0	120,665	101,380
Metal waste	/	3,220.0	2,110.0	4,480.0	870	0
Ion-exchange resins	130.0	120.0	/	/	0	
Slag and powder from boilers	2.5	2.8	/	/	0	
Laboratory chemicals	30.0	20.0	18.0	35.0	15	10
Non-chlorinated lubricating oils	230.0	/	120.0	415.0	178	332
Fluorescent tubes	35.0	15.0	80.0	10.0	23	70
Electrical waste	15.0	/	/	100.0	360	35
Absorbents, oily cloths	15.0	/	80.0	10.0	0	
Waste toner	70.0	120.0	5.0	50.0	0	14
Waste printing toner containing dangerous substances	/	/		16.0	10	
Mixed materials					4,340	4,200
Wood					8,480	48,230
Waste pâté					27,786	65,970
Hazardous substance packaging	/	/	30.0	40.0	14	34
Total	940,492.5	1,127,072.0	1,234,532.0	1,069,331.0	1,328,761.0	1,882,885

The dynamics of the total volume of waste at the Sarajevo site has been changing between 2019 and 2024. In 2024, it increased by 29% relative to 2023. The volumes of liquid organic waste increased by 32.6% (increased production, treatment plant was operating constantly – fewer stoppages), the total volume of floating layers was disposed of (previously the volume to be disposed of was limited), likewise solid organic bone waste (30% – of which less than 9% was sent to PETFOOD for processing), and waste pâté (58% – problems in production). Plastic packaging increased by 89% (more raw material came wrapped in plastic foil), while mixed municipal waste decreased.

Waste management at the AA Sarajevo facility, 2019–2024

	Recycling	Re-use – animal feed	Incineration / co-incineration	Landfill	Total
2019	129,820.0	102,300.0	405.0	707,967.5	940,492.5
2019	13.8%	10.9%	0.0%	75.3%	100.0%
2020	97,095.0	0.0	140.0	1,029,837.0	1,127,072.0
2020	8.6%	0.0%	0.0%	91.4%	100.0%
2021	110,575.0		248.0	1,123,709.0	1,234,532.0
2021	9.0%	0.0%	0.0%	91.0%	100.0%
2022	131,440.0		516.0	937,375.0	1,069,331
2022	12.29%	0.0%	0.05%	87.66%	100.0
2023	129,393		217	1,199,151	1,328,761
2023	9.74%	0.0%	0.02%	90.25%	100.0
2024	177,559.0	72,680.0	376.0	1,632,270.0	1,882,885.0
2024	9.43%	3.8%	0.02%	86.69%	100.00%

Chart: Proportion of waste by type of processing at the AA Sarajevo facility, 2019-2023



A special factor in our production process is chicken bones and treatment plant sludge. The formation of waste is closely connected with the scope of production. Through consistent separate waste collection we will reduce the quantities of urban waste and increase the proportion of separately collected waste that is suitable for further processing or recycling.

Separate waste collection is also implemented in Argeta Sarajevo. The large differences in waste separation rates are mainly due to the inadequate waste management infrastructure in the country, which does not allow for further processing of separately collected waste, which is why the proportion of waste going to landfill has increased in 2023. In 2024, this figure decreased as we started to sell poultry bones for the production of animal feed. For waste that is placed in landfill, new solutions are constantly being sought for further processing or solutions that might contribute to improving the environmental impact of our operations.

Energy consumption and carbon footprint

The company's energy policy is set out in internal documents. In 2023, the Environmental Management Process (EMS) and the Energy Management Process (EnMS) were separated. Each process has also been assigned a manager who is responsible for running it and ensuring its continuous development.

In 2023, the energy management policy was revised to adapt to the new European sustainability reporting standards. This includes climate change adaptation and mitigation. We have set company-wide emission reduction targets and a roadmap for how we will achieve this by 2030, committing to a 59% reduction from 2020 levels (Scope 1 and 2). The policy directs all legal entities towards a common approach to Atlantic Grupa's quality management. As part of this policy we have established the environmental management policy, which lays down the basics of the energy management system, with a commitment to the rational use of natural resources.

The rational use of natural resources comprises:

- promoting activities aimed at increasing effective use of all energy sources;
- promoting action in the field of renewable energy sources;
- seeking optimal solutions in designing products in the development stage, which indirectly impacts energy consumption;
- procurement of energy efficient technologies, i.e. best available technologies;
- transfer of best internal practices to improve the energy efficiency among companies within Atlantic Grupa;
- meeting statutory requirements relating to energy consumption.

All these activities are aimed at minimising the environmental impact of energy consumption, in accordance with the ISO 50001 standard.

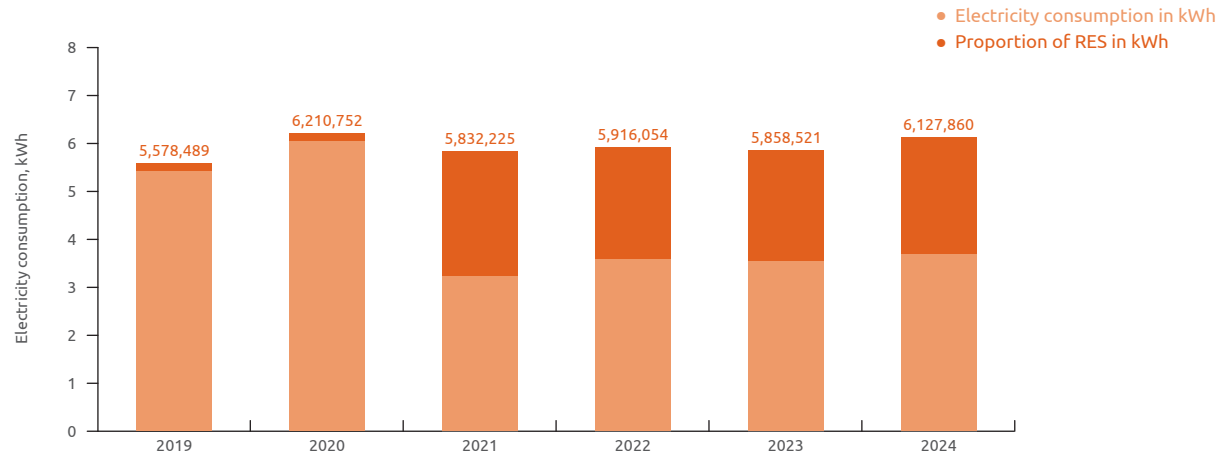
Effective energy management at a production site is one of the key activities of technical services. We carry out a variety of activities through which we can optimally monitor energy consumption. For this purpose, we install additional meters every year in order to precisely determine the target use of energy in specific processes, machines or devices.

In 2023, we made a substantial investment in the energy monitoring system to bring it up to date. This upgrade will allow us to manage our energy installations in a better and more reliable way. As part of this renovation, we installed additional energy meters and overhauled and replaced some of the older ones. In 2024, we invested in energy management software to give us even more control over our energy consumption.

Energy consumption in 2019–2024

Izola		2019	2020	2021	2022	2023	2024
Electricity	kWh	2,755,405	2,784,697	2,603,835	2,336,504	2,305,846	2,440,961
Network	kWh	2,604,213	2,620,315				
RES	kWh	151,192	164,382	2,603,835	2,336,504	2,305,846	2,440,961
Gas	kWh	6,505,070	6,658,715	6,658,715	6,113,798	6,668,670	7,716,327
Sarajevo							
Electricity	kWh	2,823,084	3,426,055	3,228,390	3,579,550	3,552,675	3,686,899
Heating oil	kWh						23,375
Gas	kWh	7,261,646	6,803,043	6,903,818	6,841,560	6,630,250	6,695,957
TOTAL							
Electricity	kWh	5,578,489	6,210,752	5,832,225	5,916,054	5,858,521	6,127,860
Thermal energy	kWh	13,766,716	13,461,758	13,562,533	12,955,358	13,298,920	14,435,659
Total (E + TE)	kWh	19,345,205	19,672,510	19,394,758	18,871,412	19,157,441	20,563,519

Chart: Electricity consumption (and proportion of RES), 2019–2024



Since 2021, all electricity at the Izola site has been generated from renewable energy sources. In this way, we are fulfilling our strategic commitment to reduce our carbon footprint. In 2024, we invested in a photovoltaic power plant (540 kWe) at the Sarajevo site, which will supply 15% of our electricity needs.

Energy consumption per tonne of products in 2019–2024

Izola		2019	2020	2021	2022	2023	2024
Electricity	kWh/t	311	313	299	278	243	216
Gas	MJ/t	2,604	2,765	2,751	2,618	2,529	2,458
Sarajevo		2019	2020	2021	2022	2023	2024
Electricity	kWh/t	381	346	313	362	418	370
Gas	MJ/t	2,718	2,476	2,341	2,480	2,809	2,426

At the Izola site, we are achieving a positive trend in reducing energy consumption per tonne of products. We implemented a number of projects to improve energy efficiency in recent years, and in 2021 the Izola site underwent a major production upgrade, which improved productivity and efficiency. All these measures have contributed to reducing energy consumption per tonne of products.

In 2024, we also achieved a reduction in consumption per tonne at the Sarajevo site. We only started some of the energy efficiency projects at this site in 2024/2025. This is reflected in the reduction in energy consumption per tonne in 2024. The increase in energy consumption per tonne at AA Sarajevo in previous years is due to the wear and tear of the system, which is no longer as efficient, and the loss of one of the tenants of the warehouse, which adds additional emissions per tonne of product. In addition, two major overhauls were carried out in 2023, leaving production lines idle and partly inefficiently used. Aware of these challenges, the AA Sarajevo site has started intensive work to improve all parameters, which is already reflected in the 2024 results.

Calculation of carbon footprint based on energy products consumed for production at the ADK Izola and AA Sarajevo facilities in 2019–2024

ADK Izola	2019	2020	2021	2022	2023	2024
Emissions of CO ₂ , total (t)	2,441	3,016	1,513	1,389	1,515	1,753
Emissions of CO ₂ , scope 1 (t)	1,477	1,552	0	1,389	1,515	1,753
Emissions of CO ₂ , scope 2 (t)	964	1,465	1,513	0	0	0

AA Sarajevo	2019	2020	2021	2022	2023	2024
Emissions of CO ₂ , total (t)	3,757	4,015	3,849	4,106	4,151	3,945
Emissions of CO ₂ , scope 1 (t)	1,445	1,375	1,396	1,386	1,453	1,361
Emissions of CO ₂ , scope 2 (t)	2,311	2,641	2,453	2,720	2,698	2,585

CO₂ emissions depend on the emission factor given for a specific energy product in a specific year, which is why these values fluctuate widely from one year to another. Emissions are roughly in line with energy consumption. Energy consumption has increased in 2024 due to increased production, resulting in higher CO₂ emissions. The same trend can be observed at the Sarajevo site.

Other emissions include those from cooling gases in our cooling devices, for which we regularly carry out mandatory annual check-ups and detection of gas leakages. By doing so, we make sure to minimise the amount of such gases leaking into the environment.

Emissions of CO₂ per tonne of product for production at ADK Izola and AA Sarajevo, 2019–2024

ADK Izola	2019	2020	2021	2022	2023	2024
Production in tonnes	8,856	8,895	8,715	8,406	9,494	11,302
CO ₂ emissions in tonnes	2,441	3,016	1,513	1,389	1,515	1,753
CO ₂ emissions in kg per tonne of product	275.6	339	174	165	160	155

AA Sarajevo	2019	2020	2021	2022	2023	2024
Production in tonnes	7,402	9,892	10,616	9,878	8,492	9,969
CO ₂ emissions in tonnes	3,757	4,015	3,849	4,106	4,151	3,945
CO ₂ emissions in kg per tonne of product	507.5	405	362	416	489	395



Water consumption

The source of water for production at both sites is the public water mains. At ADK Izola, water is pumped from the Rižana water supply system. In 2015, the Ministry of the Environment and Spatial Planning issued us with a permit for direct use of water from facilities and plants for the supply of drinking water for technological purposes in the amount of up to 4 l/s or 180 m³ per day, with a yearly maximum of 35,000 m³. The water permit is valid until 30 July 2041. In 2018, at our request the Ministry of the Environment and Spatial Planning issued us with a decision amending the water permit, thereby allowing us to draw up to 44,000 m³ of drinking water annually, which we needed for the increase in our production capacities.

At Atlantic Argeta Sarajevo, city mains water from the Garovci reservoir is supplied by the utility company Komunalac. The Ministry of the Economy in the Canton of Sarajevo issued a water permit on 1 September 2022 for the supply of water for five years.

For the purposes of efficient water management, our facilities are equipped with a large number of meters, which we use to monitor water consumption. Reducing water consumption, especially for the purposes of washing, is our priority, which is why we are actively seeking new optimisation opportunities.

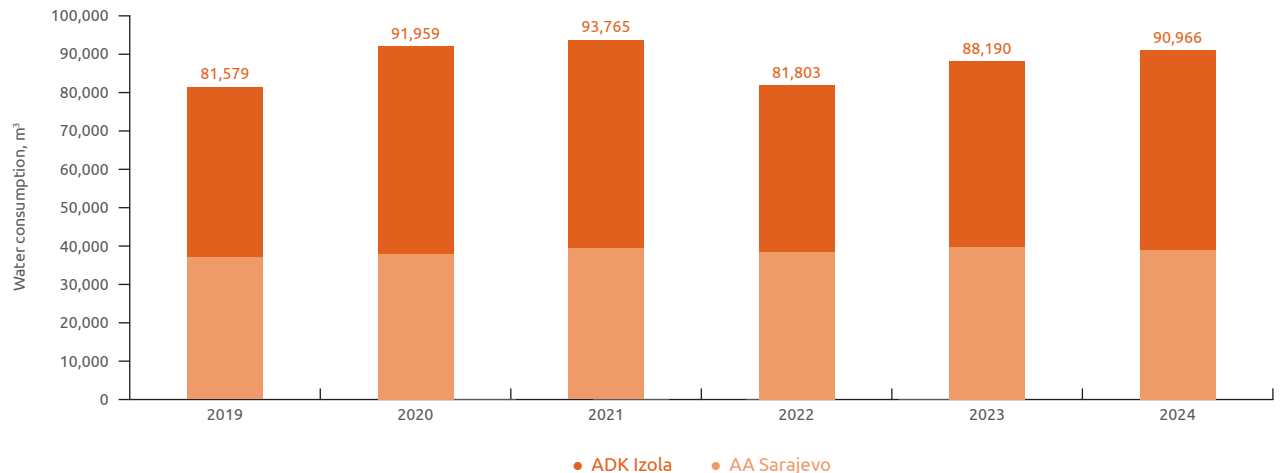
Chart: Water consumption from the mains in 2019–2024

Water consumption from the mains in 2019–2024

Izola		2019	2020	2021	2022	2023	2024
From the mains	m ³	37,253	37,921	39,616	38,364	39,934	39,013
Per tonne of product	m ³ /t	4.21	4.26	4.55	4.56	4.21	3.45
Sarajevo							
From the mains	m ³	44,326	54,038	54,149	43,439	48,256	51,953
Per tonne of product	m ³ /t	5.99	5.46	5.10	4.40	5.68	5.21
Total	m³/t	5.0	4.9	4.9	4.5	4.9	4.3

The quantitative increase in water use is closely linked to the increase in production or the change in technological processes, as is the case for the Sarajevo site, where we doubled the number of daily washing cycles in 2023. Linked to this is the

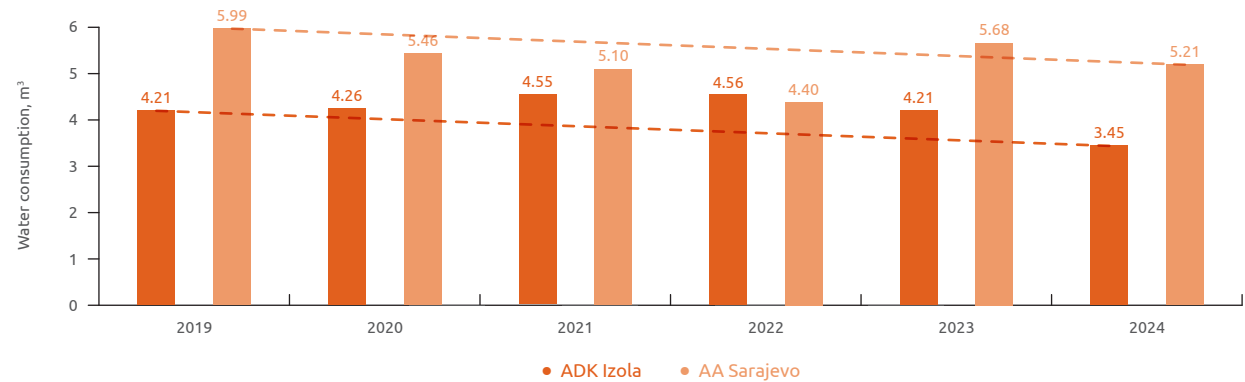
lower water efficiency per tonne of product at the Sarajevo site in 2023, as compared to 2022, while water efficiency at the Izola site is improving.



In 2023, we implemented two major water management projects. At the Izola site, we replaced key components of the borehole and carried out a pumping test. We have data on how much groundwater is available, allowing us to decide whether and for what purpose this water can be used.

Since reducing water consumption is one of our priorities, we made a major investment in the cooling system in 2024, which was our biggest single user of water. We replaced the ageing cooling towers with the energy-efficient free-cooling technology, saving up to 7,500 m³ of water at the site, which represents about 15% of the total water consumption. We thus also reduced water consumption, especially during summer months, when the water supply in Slovenian Istria is under the highest strain.

Chart: Water efficiency – water consumption relative to production (m³/t), 2019–2024



Our overall water efficiency – water consumption relative to both production sites – has been improving between 2019 and 2022. However, in 2023, our water efficiency deteriorated relative to 2022, mainly due to the Sarajevo site. In 2024, water efficiency at both sites improved, primarily due to water efficiency measures.



Waste water treatment

Industrial waste water in the Argeta production facilities is generated as technological water in cooking and separating meat, rinsing tins, cleaning machinery and the production section, as cooling water for cooling the autoclaves, air conditioning and cooling on the production line, and as boiler water. Industrial waste water at the production site is treated in a treatment plant. At the ADK Izola production facility a treatment plant performs mechanical and physical/chemical pre-treatment of industrial waste water before it is discharged into the public sewer system of the town of Izola, and from there to the Koper treatment plant. The capacity for treating industrial waste water is 10 m³/h, which ensures 90–95% removal of fats and 70–80% reduction of the organic burden measured using the parameters of COD and BOD₅.

The Argeta production location in Hadžići has separate sewer systems for sanitary waste water, rainwater containing fats, clean rainwater and industrial waste water. Industrial waste water from the meat processing section is received by a system for pre-treatment of industrial waste water before it is discharged into the public sewer system, and from there to the public treatment plant. Waste generated in the process of pre-treating industrial waste water is collected in containers that are removed by an authorised company. Precipitation water is treated in two oil and fat separators. Treated waste water from the separator is discharged into a test collector for the industrial zone, with outflow into the River Zujevina.

We conduct regular monitoring of both industrial treatment plants and report our findings to the competent institutions.



Waste air

Waste air which is generated in the cooking of meat in boilers and contains steam is collected in a central hood and discharged into the outside air through a single exhaust vent.

Compliance with environmental legislation

Each year we perform monitoring at both locations.



Year	Waste water monitoring (treatment plant outflow)	Oil separators monitoring (administrative building, car park, guard booth)	Monitoring waste water from cooling facilities and steam and hot water generating facilities, from ionic exchangers and after reverse osmosis*
2019	3 times – all in accordance with the legislation	3 times – all in accordance with the legislation	1 time
2020	3 times – all in accordance with the legislation	3 times – all in accordance with the legislation	1 time
2021	3 times – all in accordance with the legislation	3 times – all in accordance with the legislation	1 time
2022	3 times – all in accordance with the legislation	3 times – all in accordance with the legislation	1 time
2023	3 times – all in accordance with the legislation	3 times – all in accordance with the legislation	1 time
2024	4 times – 2 times in accordance with the legislation***	3 times	1 time**

*We conduct monitoring of waste water from cooling facilities and steam and hot water generating facilities, from ion exchangers and after reverse osmosis for our own purposes, and from 2024 onwards for regulatory reasons.

**In 2024, no measurements were carried out at the cooling plant outflow because it no longer exists after the upgrade of the cooling system (it is now an adiabatic system where the water evaporates).

***AOX exceeded – consequently the pump was replaced and the measurements were satisfactory.



**Commitment
to society**

Main focus of Argeta

Through education, support for better diets and the promotion of sports we will have a positively impact on the quality of life of 20 million people.

Through our values, mission, products and social relations *we are committed to the good of society in general*, since we believe in the democratisation of the good and the opportunity for prosperity for everyone. *We are committed to doing business in a transparent and respectful way, building honest and quality partnerships in all areas.*



Global challenges:

1. major economic and social inequality, which leads to poverty;
2. lack of access to opportunities and prosperity for all;
3. stressful lives with a lack of interpersonal values;
4. lack of integrity, transparency and cooperation for the common good.





Focus 1:

Improving the quality of the everyday lives of individuals

Activities	Indicators	Status 2020	Status 2021	Status 2022	Status 2023	Status 2024
Improving the quality of educational entertainment (edutainment) content for children.	<ul style="list-style-type: none"> Number of content items. 	<ul style="list-style-type: none"> 6 edutainment e-books for children. 	<ul style="list-style-type: none"> 9 edutainment e-books for children. 	<ul style="list-style-type: none"> 12 edutainment e-books for children. 	<ul style="list-style-type: none"> 12 edutainment e-books for children. 	<ul style="list-style-type: none"> 12 edutainment e-books for children.
	<ul style="list-style-type: none"> Number of edutainment projects. 				<ul style="list-style-type: none"> Junior Zgodbarček: a platform for creating personalised children's stories. 	<ul style="list-style-type: none"> Junior Zgodbarček: a platform for creating personalised children's stories.
Increasing access to high cuisine.	<ul style="list-style-type: none"> Number of projects. 	<ul style="list-style-type: none"> 3 products that enable greater access to high cuisine. 	<ul style="list-style-type: none"> 3 products that enable greater access to high cuisine. 	<ul style="list-style-type: none"> 3 products that enable greater access to high cuisine. 	<ul style="list-style-type: none"> 3 products that enable greater access to high cuisine. 	<ul style="list-style-type: none"> 3 products that enable greater access to high cuisine. Argeta Exclusive participates as a sponsor in Websi competition with the main prize for young creatives.
	<ul style="list-style-type: none"> Number of participants. 		<ul style="list-style-type: none"> Sponsorship of the European Food Summit & Wine Art. 	<ul style="list-style-type: none"> Sponsorship of Wine Art, sponsorship of the Portorož Business Conference, sponsorship of the Diners Club Golf Tournament, sponsorship of Grajsko martinovanje at Ljubljana Castle. 	<ul style="list-style-type: none"> Sponsorship of Wine Art, sponsorship of the Portorož Business Conference, sponsorship of the Diners Club Golf Tournament. 	<ul style="list-style-type: none"> Sponsorship of Wine Art, sponsorship of the Portorož Business Conference, sponsorship of the Diners Club Golf Tournament.



Focus 2:

Improving the quality of life in society

Activities	Indicators	Status 2020	Status 2021	Status 2022	Status 2023	Status 2024
Financial support for sports, education and culture.	<ul style="list-style-type: none"> Amount of funds for sponsorships and donations – at least 1% of profits in sports, education and culture. 	<ul style="list-style-type: none"> 2.1% of EBIT. 	<ul style="list-style-type: none"> 3% of EBIT, of which 93% for sport, 5% for education, and 2% for culture. 	<ul style="list-style-type: none"> 4.37% of EBIT, of which 89% for sport, 4% for education, and 7% for culture. 	<ul style="list-style-type: none"> 6.88% of EBIT, of which 90% for sport, 4% for education, and 6% for culture. 	<ul style="list-style-type: none"> 7.7% of EBIT, of which 89.6% for sport, 3.8% for education, and 6.6% for culture.

Identifying strategic stakeholders

A brand can only succeed in promoting the good in the wider society when it acts in harmony with its stakeholders. At Argeta, we identified the following strategic stakeholder groups with which we are building long-term partnerships.

Directly affected stakeholders (individuals or groups whose interests are affected by Argeta)

Strategic stakeholders	Communication channels	Objectives in the main areas of common interest
Employees	<ul style="list-style-type: none"> Regular employee satisfaction survey. Corporate interactive intranet. Annual U3 process (setting targets). Training, workshops. Conferences, team building sessions. 	<ul style="list-style-type: none"> Dedicated, satisfied and motivated colleagues. Fair and transparent relations. Good occupational safety and health record. Constant development of employee potential. Successful business operations and consequently long-term job security.
Retail chains, customers	<ul style="list-style-type: none"> Regional contact centre. Brand website. Brand social networks. Product labels. Marketing campaigns, events. Point-of-sale training. Certificates for specific dietary requirements. Direct cooperation. 	<ul style="list-style-type: none"> Understanding the wishes and demands of customers. Fulfilling expectations. High level of customer trust and loyalty. Providing services and goods that are safe, of the highest quality, and competitive. Incentives for sustainable changes in dietary and purchasing habits and post-purchase behaviour. Incentives for a healthy, relaxed lifestyle and family values.
Suppliers and other business partners	<ul style="list-style-type: none"> Supplier portal. Procurement contracts. Agreements on quality and sustainability. Complaints procedures and annual evaluation. Direct cooperation. 	<ul style="list-style-type: none"> Increasing added value in the supply chain. High quality of goods and services. Compliance with all standards and legislation (including in terms of sustainable development). Good procurement conditions. Reliable supply Constant sustainable changes. Consolidation of good business relationships.

Other users of the Sustainability Report

Strategic stakeholders	Communication channels	Objectives in the main areas of common interest
Owners	<ul style="list-style-type: none"> • General meeting. • Atlantic Grupa website. • Conferences and meetings. • Transparent reporting. 	<ul style="list-style-type: none"> • Achieving business objectives, further internationalisation. • Fair relationships. • Long-term development of the company and Argeta brand.
Social environment, local communities, civil initiatives	<ul style="list-style-type: none"> • Regional contact centre. • Donations, sponsorships. • Direct cooperation. • Atlantic Grupa LinkedIn profile. 	<ul style="list-style-type: none"> • Establishing and maintaining good relations, a high-quality natural environment, and development of the social environment.
Sports community	<ul style="list-style-type: none"> • Donations, sponsorships. • Direct cooperation. 	<ul style="list-style-type: none"> • Encouragement and support in achieving top results and promoting a healthy lifestyle.
Community of experts	<ul style="list-style-type: none"> • Conferences and meetings. • Atlantic Grupa website. • Atlantic Grupa LinkedIn profile. 	<ul style="list-style-type: none"> • Advancement and education of experts through the sharing of experiences and best practices, in particular in the business community, marketing, and the food supply chain.
Media	<ul style="list-style-type: none"> • Conferences and meetings. • Website of the brand and Atlantic Grupa. • Atlantic Grupa LinkedIn profile. 	<ul style="list-style-type: none"> • Provision of credible information on the activities and operations of the company and Argeta brand. • Strengthening the reputation of the company and Argeta brand and ensuring uninterrupted and effective communication.

Communications

Argeta achieves transparency and operations in line with the interests of stakeholders by establishing a number of two-way communication channels.

- Communication with employees is conducted using the intranet, internal newspaper, internal communication via special email, notice boards and social networks.
- Customers can approach Argeta via digital media (email and social networks), and also via traditional channels such as telephone and the postal service. Argeta regularly and periodically conducts customer satisfaction surveys and in this way constantly monitors and improves areas where the results identify a need.
- Communication with the owners is open, direct and transparent. Reporting is conducted daily both automatically via internal databases and also informally via electronic and personal communication channels.
- The company cooperates with suppliers as a good partner and together with them builds added value, while pursuing the goals of sustainable development.
- We are involved in the local communities where our production facilities are located.
- The most important among the professional public are nutrition institutes, through which Argeta regularly verifies the quality of its products, and business and marketing groups where Argeta is an active member, focusing on ensuring progress and education in the profession by means of sharing experiences and best practices.
- We communicate with the media through personal interviews, events, press releases, press conferences and so forth.



Employees

Employees at all levels of the Atlantic Grupa organisational structure are vital for the achievement of strategic objectives, including our sustainability commitments. To this end, we make sure that an atmosphere of openness, respect, belonging, trust, honesty and personal responsibility is spread throughout our horizontal and vertical structures, and that creativity is promoted along with preserving our competitive advantage and creating a pleasant working environment.

Rewarding and incentivising activities and people who through their work help create a better future for us all is an integral part of our corporate culture. By monitoring new developments in industry and exchanging best practices among strategic sectors in Atlantic Grupa we are constantly implementing innovations to improve our business processes. Our corporate culture supports and promotes the principles of sustainable development: *business efficiency and environmental, social and ethical responsibility.*

We are growing with great responsibility towards our colleagues, clients, partners, the environment and other interested parties.

At the core of the strategy of human resources management is a simplification of the organisation and processes with the aim of focusing on our customers, with the authentic leadership and personal responsibility of our managers.

Year	Number of employees
2019	294
2020	308
2021	317
2022	318
2023	325
2024	341

In 2023, we hired 37 new employees, of whom 15 were women and 22 men. There are 19 new employees in the 20–29 age group, 8 in the 30–39 age group, 9 in the 40–49 age group, and 1 in the 50+ age group. In 2023, 16% of employees were employed on a permanent basis and 84% on a fixed-term basis. See below.

New employees in 2023 in the SBU Savoury Spreads (Izola and Bosnia and Herzegovina).

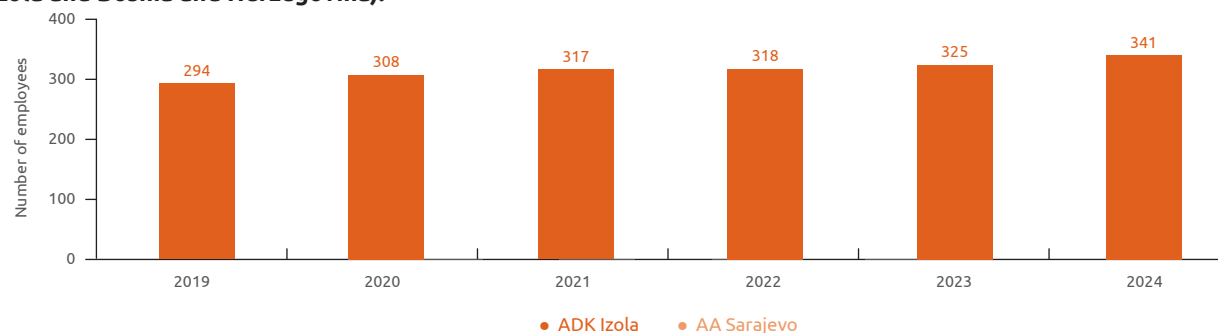
	Fixed-term	Permanent	TOTAL
20–29	18	1	19
Male	10	1	11
Female	8		8
30–39	6	2	8
Male	4	1	5
Female	2	1	3
40–49	7	2	9
Male	3	2	5
Female	4		4
50+		1	1
Male		1	1
TOTAL	31	6	37

In 2024, we hired 44 new employees, of whom 17 were women and 27 men. There are 22 new employees in the 20–29 age group, 11 in the 30–39 age group, 10 in the 40–49 age group, and 1 in the 50+ age group. In 2023, 27% of employees were employed on a permanent basis and 73% on a fixed-term basis.

New employees in 2024 in the SBU Savoury Spreads (Izola and Bosnia and Herzegovina).

	Fixed term	Permanent	TOTAL
20–29	16	6	22
Male	14	4	18
Female	2	2	4
30–39	8	3	11
Male	2	3	5
Female	6		6
40–49	8	2	10
Male	2	1	3
Female	6	1	7
50+		1	1
Male		1	1
TOTAL	32	12	44

Chart: Number of employees in 2019–2024 in Atlantic Grupa in the SBU Savoury Spreads (Izola and Bosnia and Herzegovina).



Employees in Atlantic Grupa in the SBU Savoury Spreads (Slovenia and Bosnia and Herzegovina) by level of education, 2019–2024

	2019	2020	2021	2022	2023	2024
Doctorate	0	0	0	0	0	1
Master's degree VII/2	8	9	11	12	13	12
University and master's degree (Bologna process)	60	59	59	61	65	68
Higher education	8	9	9	7	8	8
Secondary school	185	196	202	202	203	217
Primary school and below	33	35	36	36	36	35
TOTAL	294	308	317	318	325	341

Pay and remuneration policy

The company has a remuneration system that is constantly verified in the market, since we want our employees to be paid appropriately for their work and rewarded for their own achievements and those of the company. ***At the same time we are aware that a uniform system of remuneration has long been inadequate, and employers must adapt to the needs of individual groups within a company.***

For this reason, the wages we pay are enhanced with various benefits, bonuses and scope for employee development. This includes annual bonuses, one-off awards, the rewarding of business performance, sabbaticals, and a selection of flexible benefits that employees can choose from, and thereby select those best suited to their wishes and life needs. Only in this way can we secure our place among the best employers in the labour market, exert an active influence on the turnover of our employees, and attract the best candidates in the market.

Employee development and training

The development of human resources at Atlantic Grupa is based on the Impact and Development Discussions process and the LEARN@Atlantic model. As part of the Impact and Development Discussions process, we evaluate the previous year's goals, set goals for the current year, identify each employee's ambitions and aspirations, reflect on their strengths and areas for development, draw up an individual development plan, and assess the employee's potential. The LEARN@Atlantic model is Atlantic Grupa's training model that supports the development of core competences and skills. The model is divided into four areas:

- Leader Lab, as part of which managers acquire and strengthen management skills;
- Functional Lab, which is intended for obtaining and strengthening functional skills such as marketing, sales, corporate quality management and so forth;
- Talent Lab, which is involved in the development of young talent;
- My Lab, which is focused on the personal development of the individual and is based mainly on the individual's self-initiative.

In 2024, we recorded 16.8 hours of training per employee. Each employee attended at least one training course per year.

In addition to legally required training, our employees are trained in a wide range of areas:

- leadership skills,
- technical skills,
- soft skills,
- functional skills.

We also work with educational institutions to enable secondary school and university students to perform the required internships and visit our production facilities.

Code of ethical conduct

Atlantic Grupa, and within it Argeta, adhere strictly to the law in all areas of operation. The code of ethics, the policy of non-discrimination, prevention of corruption and whistle-blowing, protection of human rights and the Rules on Personal Data Protection are covered by the GRI report published on the company's website:

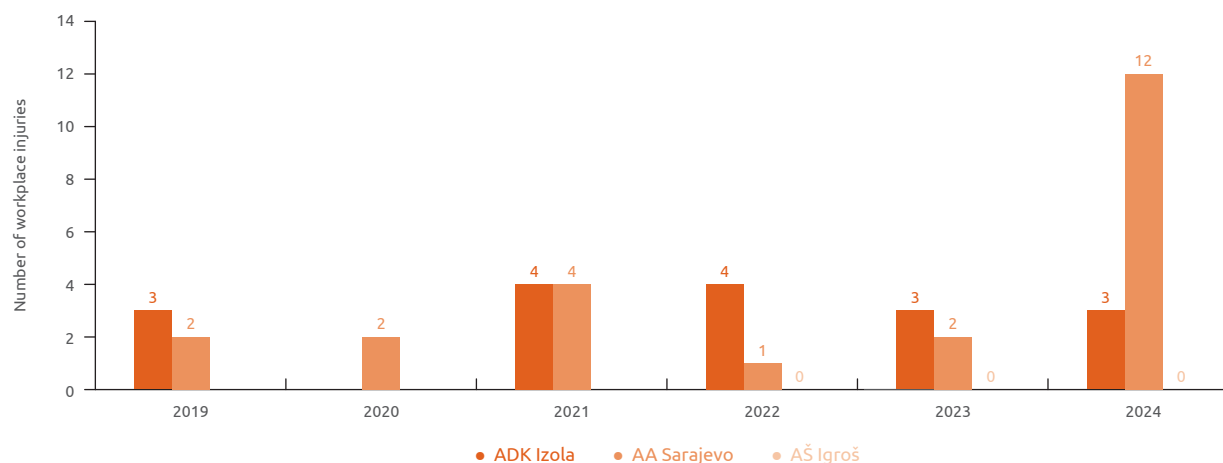
<https://www.atlanticgrupa.com>

We are aware that communication with employees is vital to their wellbeing, their sense of contributing to the company, and their motivation and loyalty.

Right to freedom of association and collective bargaining, and cooperation with trade unions

Each employee has the right to join a trade union. The company regularly cooperates with unions (meetings every month or two months, agreements regarding various payments). A company-level collective agreement has been concluded with trade unions. At least twice a year we also convene meetings on the topic of financial operations.

Chart: Number of workplace injuries



Prevention of mobbing

In accordance with the law the company has a set of rules, established procedures and officers appointed to deal with mobbing.

Communication with employees

We are aware that communication with employees is vital to their wellbeing, their sense of contributing to the company, and their motivation and loyalty. For this reason, we continuously communicate with staff at various levels and through various channels, before, during and even after employment, since we realise that employees can be our best ambassadors.

Occupational health and safety policy

The occupational health and safety policy is adopted by the company's management board, and focuses on ensuring a safe and healthy work environment for all employees, in accordance with regulations governing this area and by adhering to best practices. A risk assessment was adopted for all employment positions and, based on its findings, measures were adopted to manage and mitigate risks in workplaces and work processes.

We also implement various programmes in the area of promoting health: workshops, training for a healthy personal and working life, diet, physical exercise and so forth. We pay a lot of attention to procuring high-quality personal protective equipment for our employees, the appropriate arrangement of the working environment and ensuring optimal conditions for work at work stations.

Employer brand

We are constantly striving to be recognised in the labour market as an outstanding employer that cares for and invests in its employees, recognises them and develops them as individuals, and creates a pleasant and motivating work environment. This effort is also acknowledged by our employees and the public, as we have received several awards for business and project excellence.

Workplace injuries

We are happy that the rate of workplace injuries relative to the number of employees and intensity of the work (number of working hours performed) is relatively low in the savoury spreads sector in Slovenia and Bosnia and Herzegovina. All injuries have been minor and without any lasting consequences for employees (impacts, cuts, falls, puncture wounds, burns). We had one serious injury in Sarajevo in 2024.

Number of injuries at ADK Izola, AA Sarajevo, and AŠ Igroš sites in 2019–2024

	2019	2020	2021	2022	2023	2024
ADK Izola	3	0	4	4	3	3
AA Sarajevo	2	2	4	1	2	12
AŠ Igroš				0	0	0

Preventive measures

We have a wide range of preventive measures in place for the area of occupational safety and health.

The following measures are being implemented for the purposes of preventing workplace injuries:

- supervision of the work performed by employees and managers in terms of adhering to instructions on safe and healthy work;
- training of employees and managers in safe and healthy work;
- performance of periodical employee health check-ups;
- checking the adequacy of work equipment, the working environment and working conditions.

Under the Care programme we implement measures for easier balancing of work and private time (working from home, flexible hours, additional leave from work for the first day of school). Employees have options for recreation in various sports clubs. We provide regular health checkups for all employees every two years, and additional checkups for employees over 40 – mammograms for women and prostate exams for men.

Ergonomics is extremely important at all work stations. For employees in production who need this, we have also eased their work by providing footwear that is especially suited for their positions. We provide employees with adjustments to their protective and work clothes, and we have also provided individual, custom-made earplugs for work stations with greater noise exposure. Within the range of education and training provided we offer topics that address healthy living, exercise, and a healthy diet, as well as range of soft topics (dealing with stress, assertive communication, time management and so forth).

A disability-friendly company

We strive to find appropriate work for all employees who acquire a disability.



Social responsibility

Social responsibility, sponsorship and donations

In line with its strategic orientations in the area of sponsorship and donations, Argeta practices social responsibility in three key areas: sport, culture, and education. All sponsorships and activities are aligned with the brand strategy and values, as well as business objectives, allowing for the consistent and effective delivery of sponsorship activities.

In 2023, we combined our sustainability and brand-building efforts into a single communication platform called “The Good Side of Sport”. With this platform, we aim to raise awareness of the importance of sport, highlighting the values of effort, commitment and perseverance, and encouraging sporting activities in society.

According to surveys on the effectiveness of “The Good Side of Sport” communication campaign, which concluded at the end of March 2024, it was a great success. We achieved a statistically significant impact on the motivational attributes related to people’s sporting activities. Consumers who were aware of the campaign were more motivated to participate in sports than those who were not.

In today’s sports, the focus is on the fastest, the strongest, and the best. Results, medals and records are at the centre of attention, but behind every success there are untold stories.

That is why we launched an extension of the “The Good Side of Sport” project in autumn 2024, in partnership with Val 202 and MMC RTVSLO, which tells the stories of the people working behind the scenes – mechanics, technicians, trainers, physiotherapists. Their stories and values, such as ef-

fort, commitment and perseverance, are key to the success of athletes, but are often overlooked. We believe that every voice and every story will contribute to a society that values effort, courage, and honest sportsmanship.

Support for winter sports and basketball

Argeta’s support of Slovenian winter sports teams (alpine skiing, biathlon, ski jumping, freestyle and telemark skiing) has certainly made it one of the most recognisable brands in this area. However, our support for sports also extends to other markets. Argeta was thus proud to sponsor the Croatian Alpine Ski Team in 2024, as well as two talented young German biathletes, Sophia Schneider and Selina Grotian. Argeta also plays an important role in the development of club level basketball, sponsoring the Cedevita Olimpija Basketball Club and smaller basketball clubs in Slovenia.

Argeta supports the development of top young athletes and post-career athletes

In addition to investing in professional sport, we also encourage participation among the younger generation with programmes and events such as the winter sports Argeta Junior Cup. The Argeta Junior Kolopark Pokal, Cedevita Junior Basketball Camp and Bjelašnica Ski Camp encourage children to take part in sports and spend their free time actively.

In 2024, we also piloted an internship programme aimed at athletes at the end of their sporting careers. The programme helps them to enter the labour market faster and to acquire basic business skills.

Supporting local sporting events and major international winter sports competitions

In addition to promoting its brand, Argeta’s well-designed campaign also contributes to the visibility of the events in international markets, further strengthening the brand’s reputation and profile as a reliable partner in sports sponsorship. In 2024, Argeta supported several high-profile international sporting events: the Audi FIS Alpine Skiing World Cup in Kranjska Gora, the FIS Ski Jumping World Cup Finals in Planica, and the FIS Ski Jumping World Cup in Titisee-Neustadt in Germany.

Culture and education

Argeta has been supporting the Sarajevo Film Festival for many years and invests in culture-related activities. It also supports professional conferences that contribute to the development of the food and marketing industries, such as the Weekend Food Festival, Wine Art, FMCG Conference, Marketing Summit and Woman.Comm Conference, Slovenian Marketing Conference, Effie Slovenia, Sporto and Websi, as well as associations such as AmCham, the Slovenian Marketing Association, the Slovenian Advertising Chamber, and EFFIE.

Caring for vulnerable social groups

Argeta is aware of its social responsibility and the importance of caring for vulnerable groups. Through donations, it supports associations that enable vulnerable groups, especially children, to take part in sports. Argeta is also a proud supporter of the “Šolar na smuči” (Schoolkids on Skis) campaign, organising a yearly free ski day for fourth grade children, introducing them to the wonders of winter sports. Most of the children in the programme take to skis for the first time.



Junior adventures – when learning meets fun

Children deserve the best, whether it be during lunch, learning or browsing the internet. This is something that is especially difficult to ensure online, where there is endless content aimed at children, but it is usually designed to distract rather than educate or improve. Under the Argeta Junior sub-brand, which prepares well-known spreads for children, Argeta has marked the sixth year of a special online platform, Junior Adventure, where children can learn about a lot of things in a fun way and develop their cognitive skills in the process. This completely carefree and safe corner of the internet is intended for both children and their parents and is entirely free. The regional online platform offers numerous games, challenges, tasks and online books developed together with experts from a number of fields and created for children of various age groups. The quality and appropriateness of the content that stimulates the cognitive development of children in a fun way was confirmed by renowned development psychologists who took part in its creation. The content thematically covers five areas that are of the greatest interest to children, including science, environmental protection, and exploration, and it is interactive so as to deepen the children's knowledge and cognitive abilities.

However, we went one step further in 2023 and upgraded the Junior Adventure platform with an AI tool.

The love of storytelling, creating and reading tales is one of the most important values we can pass on to children. But who can think up and write down so many stories? Children enjoy listening to stories and never get bored of them, so parents often have to engage their imagination and make them up. Sometimes they have to do this several times a day, which can be a challenge for many parents. This is why we developed "Junior Zgodbarček", an online story-generating tool powered by ChatGPT. On the website, parents enter information about their child, their characteristics, favourite toys, etc., choose the genre of the story and the lesson they want their child to learn. Based on the information entered, the tool re-creates a unique story with the child in the lead role, helping to turn evening stories into a memorable experience, while contributing to the development of children's and parents' reading habits.



This project demonstrates that modern technology and AI tools are not necessarily destructive and can help us create meaningful projects, focusing on innovation and family values, which are also at the core of the Argeta brand – with this project combining the two. The project is also a milestone for Argeta Junior, as it has become the first FMCG brand in the region to use ChatGPT for content marketing in an innovative way, re-establishing itself as an innovative and forward-thinking brand that aims to assist parents and create edutainment content. This is confirmed by the impressive results, with parents generating an average of 224 personalised stories per day while interacting with the tool, and over 25,000 stories to date!

The local bread story

Increasing globalisation and relentless climate change are leading to the extinction of local plant species that are essential for biodiversity and food diversity. And with climate change accelerating, our cultural heritage is also disappearing, including that masterpiece of the baker's art – bread. Known for 20 years as the “good side of bread”, Argeta has therefore started an exceptional local bread story in late 2023, because bread has been part of its identity since the very beginning and it wants to preserve it for future generations. Joining forces with various retailers and bakeries in the region (Slovenia, Bosnia and Herzegovina, Serbia, Croatia), Argeta has created local breads from local seeds, developed with the help of local ethnologists, milled in local mills, and baked in local bakeries. Argeta and its partners thus pay tribute to cultural heritage and support plant gene banks that protect and preserve the local seeds for generations to come. Thanks to this initiative, as of 2024, some seeds have already been deposited in the **Svalbard Global Seed Vault** deep in the Arctic Circle. There they will wait, in absolute silence and surrounded by ice, for the day when we will need them.

In 2024, Argeta expanded the local bread story to other European countries where it has a presence, specifically Germany and Sweden. We partnered with two organisations working to protect seeds and the local environment, donating funds to help them preserve seeds for their local bread.

In Germany, this was the **Verein zur Erhaltung und Rekultivierung von Nutzpflanzen** (Association for the Conservation and Recultivation of Crops), whose objective is to identify the remaining regional cereal varieties, bring them back into

production and processing, and ensure that seeds are available and the knowledge of their production, cultivation, and processing is kept alive. In the words of the association's spokesperson, Rudolf Vögl: ***“The donation from Argeta is a significant contribution to improving the integration of old varieties into actual chains of use. More specifically, we can better support farmers who act as custodians, as well as regional bakeries, by providing professional coordination within the cereal network. The donation helps us to move from small-scale conservation to a more practical and useful approach to conserving old grain varieties.”***

In Sweden, we partnered with Naturskyddsföreningen, the Swedish Society for Nature Conservation. Their representative Pim Bendt noted that protecting local bread is essential: ***“Bread baked with local heirloom grains is a great example of how food, the environment, and local culture can work together towards a more sustainable food system. The diversity of cultivated plants is declining worldwide. In 2018, when Sweden was hit by a summer-long drought, cereal harvests halved. Heirloom cereals are often better at withstanding extreme weather conditions (Source: Swedish University of Agricultural Sciences).”*** Bendt also added that ***“Argeta's donation will help Naturskyddsföreningen to promote a more diverse, circular, and resilient food production in Sweden.”***

As the “good side of bread”, Argeta continues its mission and follows its philosophy of “spread good” also when it comes to local bread. We are proud that this project has made a tangible contribution to the preservation of local seeds and therefore local bread. For future generations, too.



About the Sustainability Report

Atlantic Grupa

Since 2013, Atlantic Grupa, which includes Atlantic Droga Kolinska d.o.o., has disclosed its progress towards sustainability in a Sustainability Report compiled under the GRI standards.

All the sustainability reports can be found at

<https://www.atlanticgrupa.com/hr/mediji/publikacije/gri-report>

The Argeta brand

The Argeta brand has previously reported on its sustainable development according to GRI standards in 2020, 2021, 2023 and 2024. These reports on the sustainability aspects of our operations were published on our website and as part of the overall Atlantic Grupa Sustainability Report. While the 2022 report has not been carried out according to GRI standards, it does provide an overview and a measurement of progress in that year.

Independent sustainable disclosure at the brand level is part of our comprehensive philosophy of excellence, by means of which we also set high standards for the brand in the area of sustainable development. Through our own example – with achievements and challenges – we address the entire value chain, including consumers.

The process of drawing up this Sustainability Report involved the active participation of all departments of the Argeta brand, including its management. Our reporting is transparent and includes data that is currently available to Atlantic Grupa, while at the same time we are presenting our annual steps towards fulfilling our sustainability commitments up to 2030. When choosing the content, the following elements were of key importance: materiality, stakeholder involvement and the sustainability context. In presenting the content we endeavoured to set out the data in a balanced, comparable, accurate, clear and reliable way. We will continue to carry out annual sustainability reporting in the future.

Authorised by the Group Vice President for SBU Coffee, SBU Snacks, SBU Savoury Spreads and BU Donat, and international expansion at Atlantic Grupa, the person in charge of reporting about sustainable development is Nataša Češnovar Gregorc, Director of Research, Development and Quality Assurance.

Her contact information:

Natasa.CesnovarGregorc@atlanticgrupa.com

ARGETA[®]
The good side of bread

July 2025