

VITAMINKA[®]
GROUP

Sustainability Report

2025

Prepared in accordance with
the VSME Standard
(Voluntary Sustainability Reporting Standard for Non-Listed SMEs)



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Greetings from the CEO

You are reading our first ESG report, a milestone we are truly proud of. It brings together years of effort and commitment, allowing us to clearly present what we have been building over time.

For us, sustainability is a shared journey. Through this process, we have learned to measure and understand activities that were always part of our operations, but had never been viewed through a sustainability lens. We also strengthened our dialogue with stakeholders and built more transparent relationships. Integrating measurable sustainability actions into our daily work was one of the biggest challenges. Guided by our principle of doing things right from the start, and by relying on local resources whenever possible, we approached this with dedication and responsibility. Together with local ESG experts and our team, we assessed our carbon footprint in line with ISO 14064-1, conducted a double materiality analysis, and strengthened our governance practices. We know that sustainability is an ongoing journey. There is still much to improve. We started this path not out of obligation, but from a genuine belief in contributing to a better future. We also understand that this step raises expectations – and we welcome that challenge.

As one of the first companies in the food processing sector in our country to begin this journey, we hope to inspire others to follow.

*Yours,
Sasho Naumoski, CEO*



General Disclosures



Reporting Company: **VITAMINKA® Group**

- **VITAMINKA Prilep**, joint-stock company (hereinafter: “Vitaminka”)
- **BRILLIANT**, single-member limited liability company (hereinafter: “Brilliant”)
- **V-ROUTE**, single-member limited liability company (hereinafter: “V-Route”)

COUNTRY OF INCORPORATION: REPUBLIC OF NORTH MACEDONIA (Non-EU)

CONSOLIDATED LEVEL REPORTING: YES

NACE: **10.82** – MANUFACTURE OF COCOA, CHOCOLATE AND SUGAR CONFECTIONERY

Organisational and Operational Boundaries

For the purpose of this report, the term ‘Vitaminka Group’ refers to Vitaminka and its related entities (including Brilliant and V-Route), which operate under common management and share integrated operational activities. Although the Group does not represent a formal legal entity, the reporting boundary is defined based on operational control.

Vitaminka is a joint-stock company and represents the parent entity within the Vitaminka Group. The Group is a consolidated structure comprising Vitaminka and its related entities, including Brilliant, V-Route and representative offices.

The reporting scope includes entities under operational control for which complete and reliable data are available. Representative offices within the Group are excluded from the reporting scope due to their limited operational significance and the unavailability of consistent data.

The selected scope is considered to provide a representative overview of the Group’s environmental and social performance.

It accounts for 87% of the total Group revenues.



Our sustainability report



This report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for Non-listed SMEs (VSME).

This report has been prepared in line with both VSME Modules, thus including the Basic (B) and Comprehensive (C) reporting modules.

VITAMINKA® GROUP



REPRESENTATIVE
OFFICES IN SERBIA
AND BULGARIA

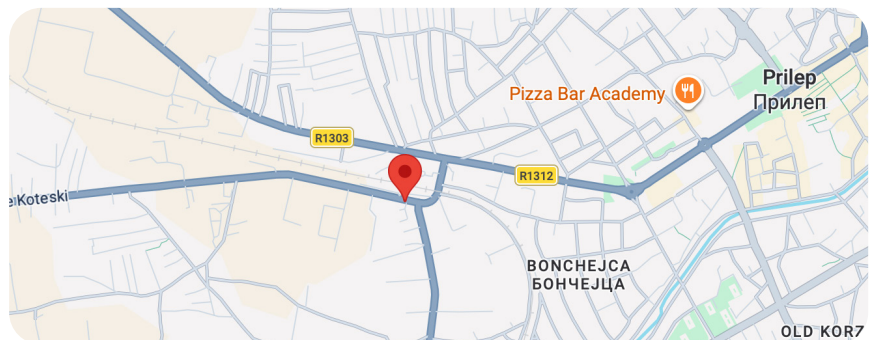
Consolidated Level Key Financials for 2025

| Balance sheet total: | Net turnover: | Number of employees: |
|----------------------|---------------|----------------------|
| €65,180,763 | €78,062,892 | 719 |

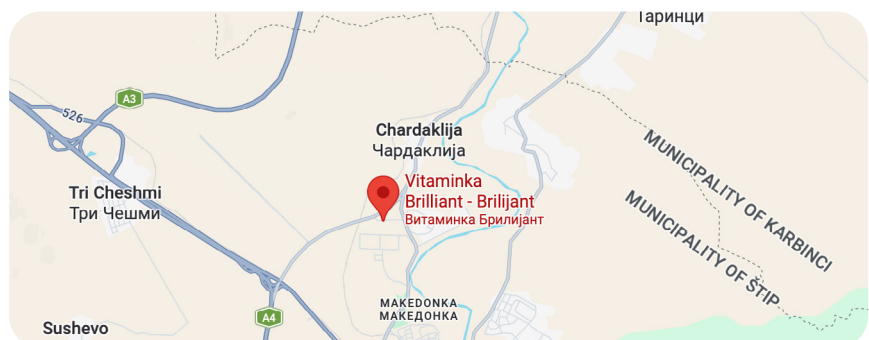
Key Operational Locations: All operational sites are located in Republic of North Macedonia, specified in the following table:



Lece Koteski, 23
7500 Prilep
North Macedonia
41.34337, 21.53986



Bregalnichka, 58
2000 Shtip
North Macedonia
41.77267, 22.17949



Quality, Food Safety & Sustainability Standards

Vitaminka Group operates under strict standards for food quality and safety, as well as sustainability, product responsibility, environmental protection, health and safety, and ethical sourcing.

RINA
CERTIFICATE No. GDO/20/552
 Prehrambena Industrija „Vitaminka“ AD Prilep
 IFS FOOD Version 8, April 2023
 Higher Level: Unannounced audit

RINA
CERTIFICATE No. GDO/21/707
 PREHRAMBENA INDUSTRIJA „VITAMINKA“ AD-PRILEP
 IFS FOOD Version 8, April 2023
 Higher Level: Unannounced audit

RINA
CERTIFICATE No. GDO/24/1087
 FACTORY FOR PRODUCTION OF OIL BRILJANT DOEL SHTIP
 IFS FOOD Version 8, April 2023
 Higher Level: Unannounced audit

TUVNORD
CERTIFICATE
 Management system as per ISO 9001:2015
 VITAMINKA AD Prilep
 7500 Prilep
 Republic of North Macedonia

TUVNORD
Certificate
 Management system as per ISO 14001:2015
 VITAMINKA AD Prilep
 7500 Prilep
 Republic of North Macedonia

TUVNORD
Verification Statement
 ISO 14064-3:2019 Greenhouse Gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements
 P.I. VITAMINKA AD PRILEP
 Str. Leze Koteski No. 23, Building A, 7500 Prilep, Republic of North Macedonia

TUVNORD
CERTIFICATE
 Management system as per ISO 45001:2018
 VITAMINKA AD Prilep
 Str. Leze Koteski No. 23, Building A, 7500 Prilep
 Republic of North Macedonia

TUVNORD
Certificate
 Management system as per ISO 50001:2018
 VITAMINKA AD Prilep
 Str. Leze Koteski No. 23, Building A, 7500 Prilep
 Republic of North Macedonia

HALAL CERTIFIKAT
 شهادة للمنتجات الحلال
 VITAMINKA AD Prilep
 Agency for Halal Standard

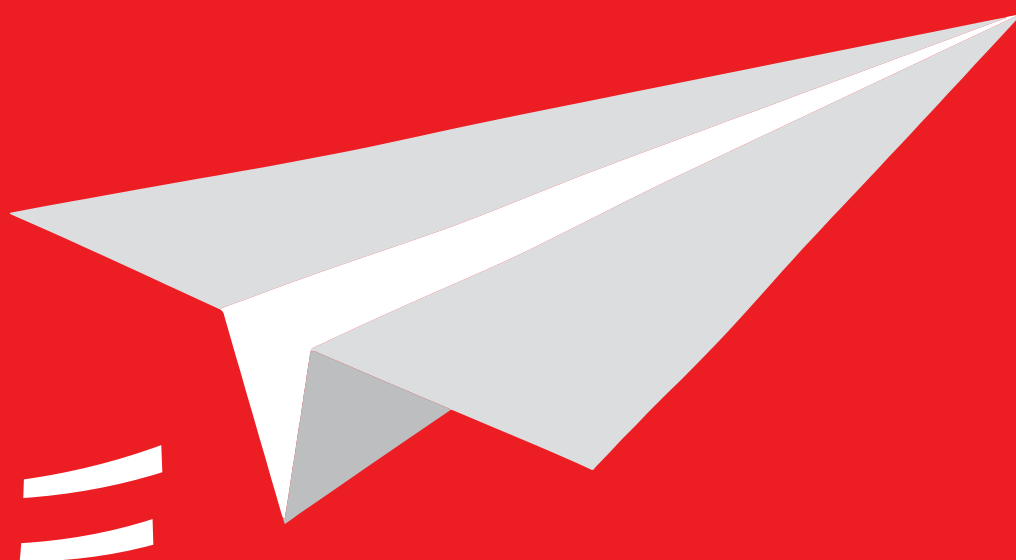
HALAL CERTIFIKAT
 شهادة للمنتجات الحلال
 БРИЛЈАНТ ДОЕЛ ШТИП
 Agency for Halal Standard

LICENCE CERTIFICATE
 Food Industry Vitaminka JSC Prilep, Prilep
 The licence listed below, from this company:

| Article Description | License No. | Issue Date | Expiry Date |
|---------------------------------------------------|--------------|------------|-------------|
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0001 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0002 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0003 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0004 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0005 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0006 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0007 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0008 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0009 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0010 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0011 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0012 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0013 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0014 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0015 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0016 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0017 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0018 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0019 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0020 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0021 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0022 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0023 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0024 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0025 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0026 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0027 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0028 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0029 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0030 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0031 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0032 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0033 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0034 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0035 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0036 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0037 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0038 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0039 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0040 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0041 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0042 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0043 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0044 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0045 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0046 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0047 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0048 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0049 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0050 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0051 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0052 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0053 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0054 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0055 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0056 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0057 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0058 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0059 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0060 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0061 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0062 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0063 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0064 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0065 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0066 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0067 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0068 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0069 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0070 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0071 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0072 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0073 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0074 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0075 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0076 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0077 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0078 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0079 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0080 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0081 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0082 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0083 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0084 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0085 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0086 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0087 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0088 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0089 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0090 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0091 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0092 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0093 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0094 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0095 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0096 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0097 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0098 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0099 | 13/02/2021 | 11/02/2027 |
| Cosmetics - Vitamin instant drink with grapefruit | MI-0023-0100 | 13/02/2021 | 11/02/2027 |

SCSglobal
asi
 Food Industry VITAMINKA JSC Prilep
 RSPQ Supply Chain Certification Standard, version February 2020

Business model & strategy



Vitaminka Group operates an integrated business model focused on the production and distribution of food products, supported by an in-house transport company (V-Route) and upstream edible oil production (Brilliant).

The Group's strategy is based on strengthening its leading position in the domestic market while expanding its presence in regional and international markets through a diversified product portfolio and an established distribution network.

VITAMINKA® Group

Products and Services



Vitaminka as a food processing company, offers a wide range of food products, including:

- confectionery products,
- biscuits and wafers,
- snack products,
- processed food items



is a related entity providing transport and logistics services, ensuring efficient distribution of products across domestic and international markets.



is an edible oil production company contributing to the broader value chain and product diversification through the supply of edible oils.

Markets of **VITAMINKA®** Group

Key Markets in which the Consolidated Group Operates:

Macedonia, Montenegro, Bulgaria, Kosovo, Croatia, Serbia, Slovenia,
Bosnia and Herzegovina (BiH), Switzerland, Germany



Vitaminka
Group revenue:

€78,062,892



Domestic market
sales revenue:

€40,202,797



Foreign market sales
revenue (export):

€23,623,000



V-Route revenues
(transport services revenues):

€3,713,385



Other entities and activities:

€10,523,710

Vitaminka Group holds leading market position overall with its full portfolio in the domestic market, and is holding portfolio segment leading positions in **Kosovo (Stobi Flips, Frutti Soft Cake)**, **Switzerland (Stobi Flips)**, **Croatia (Cevitana)**



Business Relationships of VITAMINKA® Group

VITAMINKA GROUP HAS

224
SUPPLIERS

both local and from EU, during the 2025 calendar year, out of which 21 key suppliers, equally distributed between domestic and foreign suppliers.

Vitaminka Group builds long-term relationships with its suppliers, selecting them carefully through a defined set of criteria.



As outlined in the sustainability supplier code of conduct



which forms part of the Supplier Code of Conduct used in the evaluation process.

Sales and Market Reach

Domestic Market

Vitaminka Group operates through direct distribution channels covering retail outlets nationwide in North Macedonia, supported by established contractual relationships. The terms of cooperation and product portfolio are reviewed on a regular basis, typically once a year.

KEY DOMESTIC BUYERS INCLUDE:



Export Markets

VITAMINKA® Group

exports to the following markets:

Kosovo, Croatia, Serbia, Slovenia, BiH, Switzerland, Germany, Montenegro, Bulgaria, Italy, Greece, Hungary, Sweden, the USA, Canada, Austria, Romania, Australia, Malta, Belgium, the Netherlands, the United Kingdom, the Czech Republic, Slovakia, Poland, France, the Middle East



KEY EXPORT BUYERS INCLUDE:



Export Markets **VITAMINKA®** Group

Potential consumers within
Total Available Markets (TAM) are within a reach of

1,5 billion
across the region and international markets.

Consumers within markets where Vitaminka Group has
brand recognition and distribution, or Serviceable Available
Markets (SAM), are estimated at around

180 million consumers

Vitaminka Group leverages its strong regional brand, well-established presence in former Yugoslav markets, and growing recognition among diaspora consumers to effectively compete in high-volume FMCG segments. With a solid foundation in accessible pricing and consistent product demand, the company is well-positioned to capture a meaningful share of its Serviceable Available Market (SAM). This translates into an estimated Serviceable Obtainable Market (SOM) of approximately

1,2 to 3,5 million

Active consumers, with clear potential for further expansion as
distribution networks strengthen and brand visibility continues
to grow across international markets.



Sustainability strategy & marketing support

Community Engagement



1. DONATIONS & HUMANITARIAN ACTIVITIES

54 DONATIONS

of Vitaminka portfolio products
to schools and kindergartens



2. Sponsorships and Event Promotions

46 SPONSORED

concerts, art galleries,
conferences, and sporting events



3. Partnerships with Local Communities

38 LOCAL

partnership/cooperation
initiatives



4. Support for Local Development and Education

15 EDUCATIONAL

and youth training initiatives

In 2025, €348,040 was allocated to the above-mentioned marketing-related activities, representing a significant share of Vitaminka Group's marketing budget and reflecting the company's continued commitment to supporting society and local communities.









Practices, policies and future initiatives

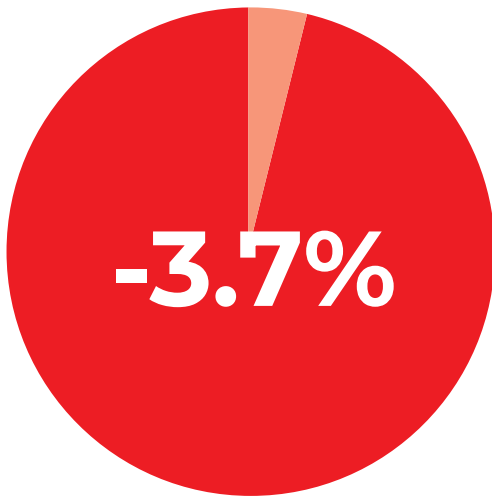
for transitioning towards a more sustainable

economy.

VITAMINKA Group

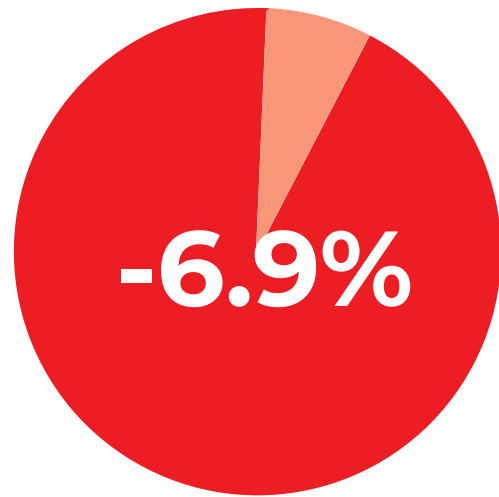
- is committed to adopting more sustainable practices and strengthening business governance every year. In 2025, improved product safety, enhanced working conditions, and the implementation of several standards confirmed the statement.
- has set a practice of GHG reduction targets for 2026 calendar year of 1,821 tCO₂eq as part of its initiative to further decarbonise operational processes.

● REDUCTION ● REMAINING



REDUCTION IN SCOPE 1

of 174 tCO₂eq compared to 2025



REDUCTION IN SCOPE 2

(electricity) emissions of 473 tCO₂eq compared to 2025

The targeted reductions in Scope 1 and Scope 2 emissions are considered achievable within the current operational framework, while providing a foundation for more ambitious actions in future periods. The planned GHG emissions reductions for 2026 reflect a gradual and realistic approach to decarbonisation.

VITAMINKA Group








engaged with its stakeholders to discuss the importance of their role in Vitaminka's sustainability approach.



VITAMINKA Group

engaged with its stakeholders to discuss the importance of their role in the company's sustainability approach. For this purpose, questionnaires were sent to identify the positive and negative impacts on the community and to understand stakeholders' priorities. The analysis of the collected information is reflected and addressed throughout the topics within this report.

Double Materiality Assessment – Positive Impact Areas

| RANK | ESRS TOPIC | POSITIVE IMPACT |
|------|---------------------------------------------------------------------------------------------------------------------|-----------------|
| 01 |  S4 - CONSUMERS AND END-USERS | 9 |
| 02 |  S1 - OWN WORKFORCE | 8.8 |
| 03 |  E3 - WATER AND WASTEWATER | 8.4 |
| 04 |  E1 - CLIMATE AND ENERGY | 8.3 |
| 05 |  E2 - POLLUTION AND PACKAGING | 8.2 |
| 06 |  S2 - WORKERS IN THE VALUE CHAIN | 8.1 |
| 07 |  S3 - LOCAL COMMUNITIES | 7.9 |

Vitaminka Group assessed its key sustainability topics based on their impact on the environment and society. All identified topics are considered highly material, with scores ranging from 7.9 to 9.0.

Consumers and end-users, as well as the Group's own workforce, are identified as the most material areas, reflecting the importance of product quality, safety and employee wellbeing. Environmental topics, including water, energy and pollution, are also highly ranked, indicating significant interaction with natural resources.

Overall, the results show that the Group activities have a broad sustainability impact across both environmental and social dimensions, requiring continuous management and monitoring.

VITAMINKA Group

The scores below represent weighted averages across all stakeholder groups (N = 101).

Double Materiality Assessment – Potential Impact Areas

| RANK | ESRS TOPIC | POSITIVE IMPACT |
|------|----------------------------------------------------------------------------------------------------------------------------|-----------------|
| 01 |  S4 - CONSUMERS AND END-USERS | 7 |
| 02 |  S1 - OWN WORKFORCE | 7 |
| 03 |  E3 - LOCAL COMMUNITIES | 6.9 |
| 04 |  E1 - WORKERS IN THE VALUE CHAIN | 6.3 |
| 05 |  E2 - RESOURCE USE AND CIRCULAR ECONOMY | 6 |
| 06 |  S2 - WATER AND WASTEWATER | 5.7 |
| 07 |  S3 - POLLUTION AND PACKAGING | 5.5 |

The fact that social topics, such as Consumers and end-users and Own work-force rank highly under both negative and positive impacts indicates that these topics represent areas of significant current or potential risk, while simultaneously offering the greatest opportunity for positive impact through effective mitigation, management and preventive measures.



DO YOU HAVE EXISTING SUSTAINABILITY PRACTICES/POLICIES/FUTURE INITIATIVES THAT ADDRESS ANY OF THE FOLLOWING SUSTAINABILITY ISSUES?

ARE THEY PUBLICLY AVAILABLE?

DO THE POLICIES HAVE ANY TARGETS?



| | | | |
|------------------------------------|------------|------------|------------|
| CLIMATE CHANGE | NO | NO | NO |
| POLLUTION | YES | YES | YES |
| WATER AND MARINE RESOURCES | YES | NO | YES |
| BIODIVERSITY AND ECOSYSTEMS | YES | YES | YES |
| CIRCULAR ECONOMY | YES | YES | YES |
| WORKERS IN THE VALUE CHAIN | YES | YES | YES |
| AFFECTED COMMUNITIES | YES | YES | YES |
| CONSUMERS AND END USERS | YES | YES | YES |
| BUSINESS CONDUCT | YES | YES | YES |

Vitaminka Group has established Energy and Environmental Management Plans, alongside occupational Health and Safety management systems, within the reporting entities. In line with the requirements of these frameworks and applicable national legislation, the company systematically monitors and reports deviations from its annually defined targets.

In 2025, no deviations were reported in relation to the set targets.

ENVIRONMENTAL (E)

ENERGY consumption in MWh

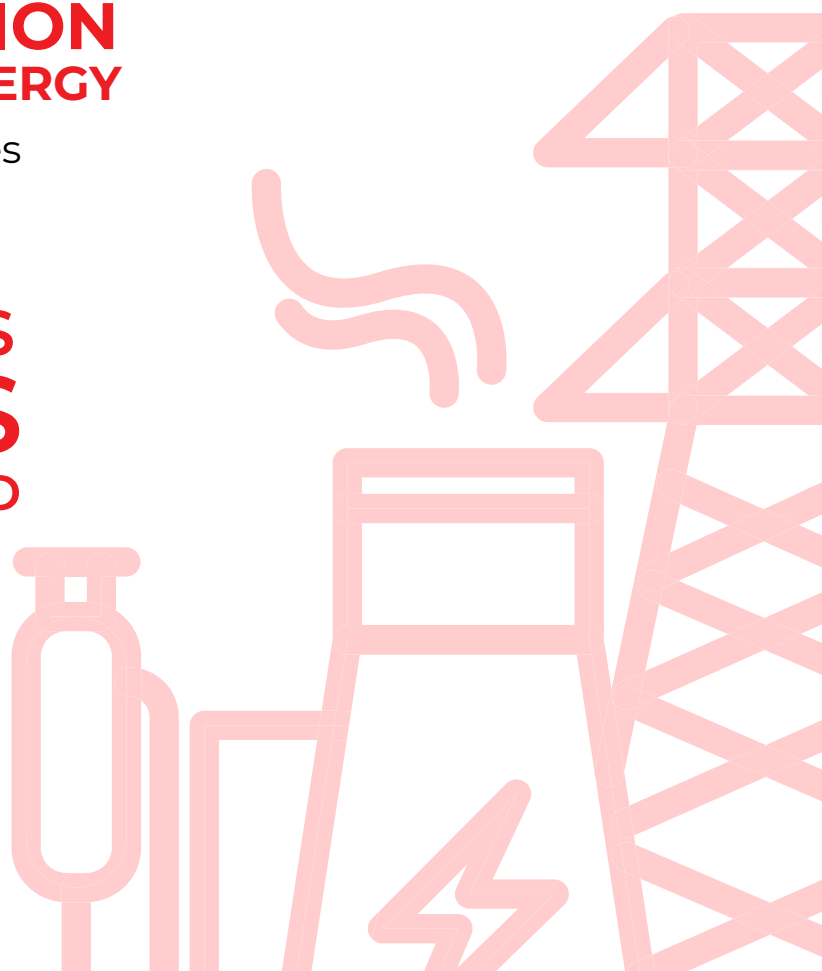
| | RENEWABLE | NON - RENEWABLE | TOTAL |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|
|  ELECTRICITY <small>(AS REFLECTED IN UTILITY BILLINGS)</small> | 2,818.99 MWh | 8,054.74 MWh | 10,873.73 MWh |
|  FUELS | — | 16,994.0 MWh | 16,994.0 MWh |
| TOTAL | 2,818.99 MWh | 25048.74 MWh | 27,867.73 MWh |

FUEL CONSUMPTION IS CONVERTED INTO ENERGY

(MWh) using net calorific values based on IPCC guidelines.

GREENHOUSE GAS EMISSIONS ARE THEN CALCULATED

in accordance with ISO 14064-1 methodology.

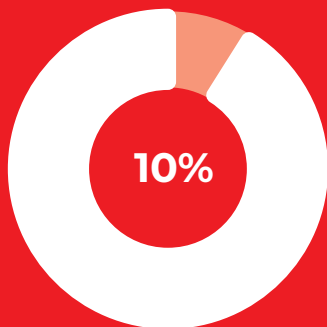


in 2025, the Group recorded
a total energy consumption of

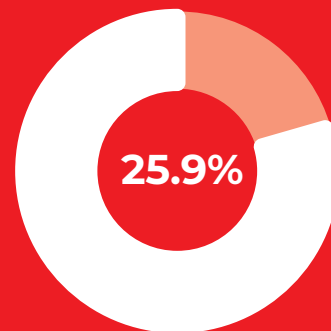
27,867.73 MWh.

Renewable electricity consumption amounted to 2,818.99 MWh out of a total electricity consumption of 10,873 MWh, representing **25.9%**. Within the total energy mix, renewables account for **10%**, while total electricity within total energy consumption is **39%**.

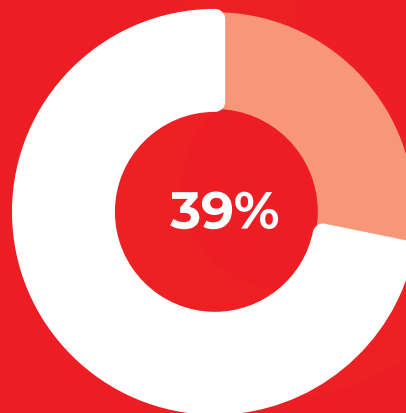
Renewables in Energy Mix



Renewable Electricity



Electricity in Total Energy



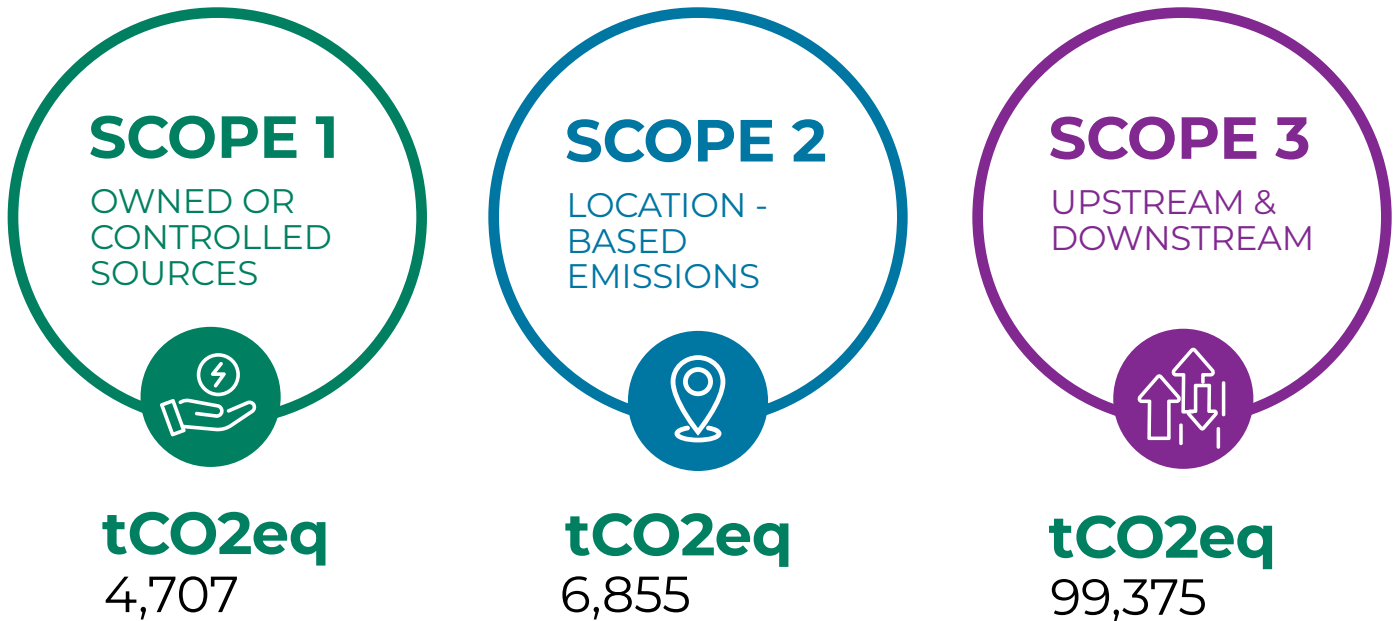
This distribution reflects the operational characteristics of the food processing industry, where thermal energy plays a significant role. However, it also indicates a high reliance on non-electric energy sources.

Vitaminka Group recognises this as a key area for future improvement, particularly through increased energy efficiency, electrification of processes where feasible, and a gradual transition towards lower-carbon energy sources.

Gross GHG Emissions

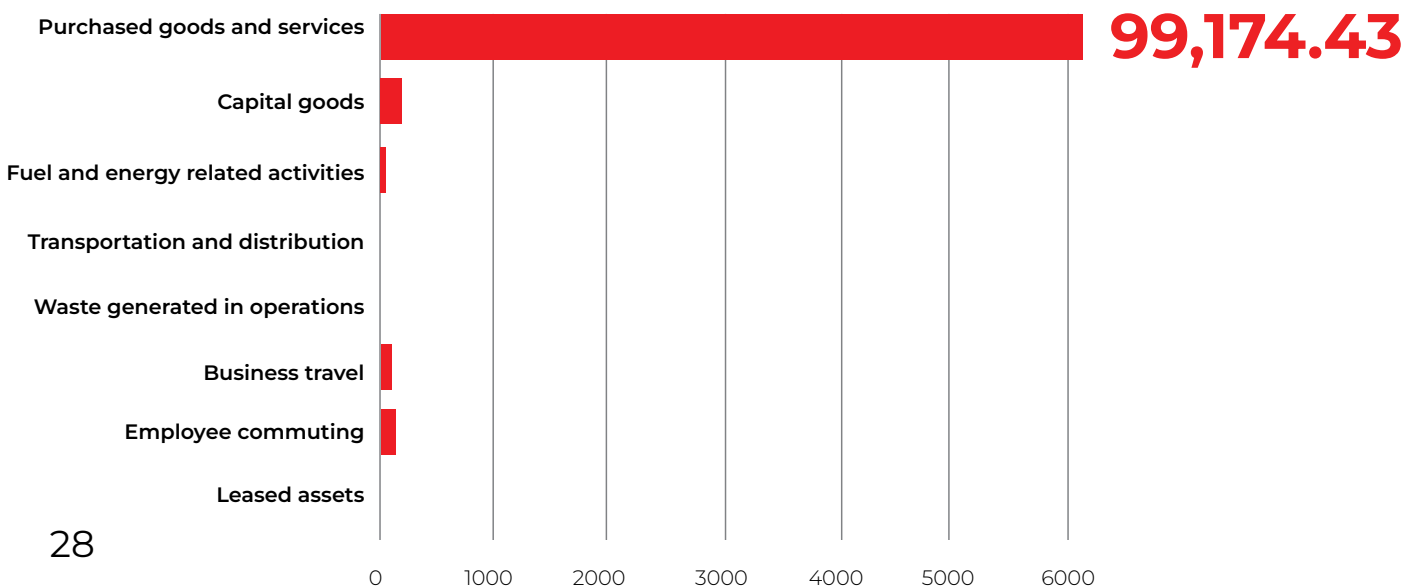
The gross GHG emissions within the Group, across all three scopes (1, 2, and 3) in 2025 amounted to 110,937 tCO₂eq.

Specification of gross GHG emissions by scope, as shown in the table below:

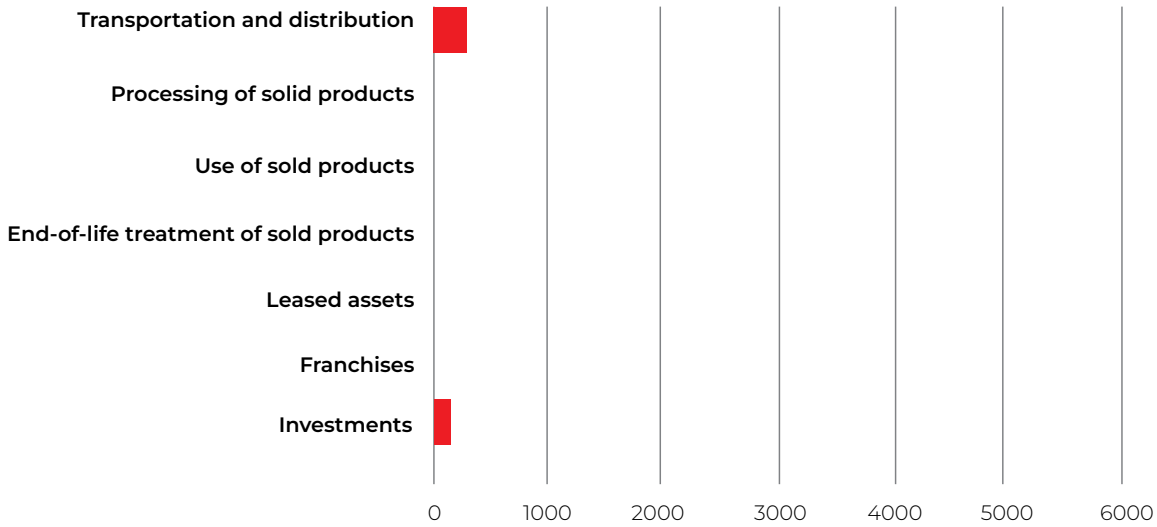


Scope 3 emissions refer to the 15 types of Scope 3 GHG emissions identified by the GHG Protocol Corporate Standard and detailed by the GHG Protocol Corporate Value Chain (Scope3) Accounting and Reporting Standard.

SCOPE 3 UPSTREAM



SCOPE 3 DOWNSTREAM



GHG INTENSITY RATIO

The Group's Scope 1 and 2 emissions intensity amounts to 148.1 tCO₂e per EUR 1 million of revenue, which is within the typical range for the food manufacturing sector in Central and Eastern European food processors (approximately 120–160 tCO₂e / €1M), indicating a moderate level of operational efficiency.



148.1 tCO₂e / million
EUR revenue



1,421.0 tCO₂e / million
EUR revenue

The total emissions intensity (Scope 1, 2, and 3) amounts to 1,421.0 tCO₂e per EUR 1 million of revenue. This is primarily driven by the high share of Scope 3 emissions, which account for approximately 90% of the total footprint, reflecting the upstream impact of raw materials, packaging, and supply chain activities typical of the food industry.

GHG REDUCTION TARGETS AND CLIMATE TRANSITION

EMISSIONS BASE
YEAR 2025
(tCO₂eq)

EMISSIONS TARGET
YEAR 2026
(tCO₂eq)

What activity reduces
the GHG emissions
(Define the activity within scope)

| SCOPE | Activity | EMISSIONS BASE YEAR 2025 (tCO ₂ eq) | EMISSIONS TARGET YEAR 2026 (tCO ₂ eq) | What activity reduces the GHG emissions (Define the activity within scope) |
|---------|-----------------------|------------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------|
| SCOPE 1 | Stationery Combustion | 2,661 | 2,534 | Replacing diesel steam boiler with LPG-fired boiler |
| | Mobile Combustion | 1,931 | 1,900 | Fleet optimization |
| | Fugitive Emissions | 116 | 100 | Refrigerant leak reduction/preventive maintenance |
| SCOPE 2 | Imported Electricity | 6,855 | 6,832 | Increasing installed PV utilization |
| SCOPE 3 | Purchased Goods | 99,174 | 98,000 | Increasing proportion of Lightweight Packaging |



reductions will result from boiler fuel switching, fleet optimization, and improved refrigerant management



will result from increased use of photovoltaic energy



will result from gradual adoption of lightweight packaging.

CLIMATE TRANSITION PLAN FOR OPERATIONS IN HIGH-CLIMATE IMPACT SECTORS

Vitaminka Group belongs to the food manufacturing sector, based under NACE 10.82, and is therefore considered as an industry and company impacting the climate, directly or through its supply chain, and therefore a candidate for the development of a Climate Transition Plan.

For the current reporting year, no formal classification of climate-related risks (high, medium, or low) has been performed. Vitaminka Group intends to assess physical and transition climate risks relevant to the food manufacturing sector, including raw material sourcing and supply chain resilience, in the next reporting cycle.

POLLUTION OF AIR, WATER AND SOIL



The Group has not identified any material incidents or significant sources of air, water, or soil pollution arising from its operations during the reporting period.

As a food manufacturing company, the main environmental aspects relevant to this disclosure relate to production waste, wastewater from processing activities, packaging waste management, and emissions from fuel combustion used in manufacturing processes.

The Group maintains internal controls and monitoring procedures aimed at preventing adverse impacts on air quality, water resources, and soil. Special attention is given to waste segregation, the proper handling of production residues, and compliance with applicable environmental regulations.

IN RELATION TO PACKAGING WASTE,
THE GROUP COOPERATES WITH



and applies the Green Dot system as part of its extended producer responsibility commitments.



For the current reporting period, no material air emissions, water discharges or soil contamination incidents have been identified beyond those normally associated with standard food production operations. This conclusion is based on regulated emissions monitoring conducted in accordance with the Integrated Environmental Permit and the Environmental Management System of Vitaminka Group.

BIODIVERSITY

The location of the entities of Vitaminka Group comprise several sealed sites and nature-oriented on and off sites. The specification is as follows:

TOTAL LAND USE

8.94ha

NATURE-ORIENTED
AREA ON-SITE:

2.75ha

SEALED LAND:

6.19ha

NATURE-ORIENTED
AREA OFF-SITE:

1.50ha

As a group operating in the food manufacturing sector, the most relevant biodiversity-related aspects are linked to the sourcing of agricultural raw materials and ingredients within the supply chain, particularly cocoa and palm oil-based materials.



Trademark license number:
9-4932-23-100-00

IN THIS CONTEXT, EMPHASIS IS PLACED ON RESPONSIBLE SOURCING PRACTICES AND THE USE OF CERTIFIED RAW MATERIALS, INCLUDING ROUNDTABLE ON SUSTAINABLE PALM OIL



RAINFOREST ALLIANCE-CERTIFIED COCOA, WHICH SUPPORT THE PROTECTION OF BIODIVERSITY, FORESTS, AND SUSTAINABLE AGRICULTURAL ECOSYSTEMS.








No production facilities or operational sites are located in protected natural areas, areas of high biodiversity value, or environmentally sensitive ecosystems.

The Group has not identified any incidents related to deforestation, habitat destruction, or biodiversity loss directly caused by its own operations during the reporting period.

WATER








All sites on consolidated level are located in high water-stress areas, according to the World Resources Institute Aqueduct Water Risk Atlas. Baseline Water Stress:

|  | SCORE | WATER STRESS |
|-----------------------------------------------------------------------------------|-------|--------------|
|  | 3-4 | HIGH |
|  | 3-4 | HIGH |
|  | 3-4 | HIGH |



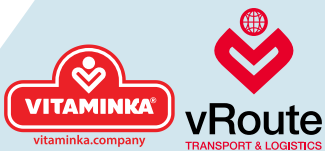
During the reporting period, Vitaminka Group monitored its total water consumption as part of its environmental management practices.

Water is primarily sourced from the municipal water supply used in accordance with applicable hygiene, food safety and operational standards.

| | WATER WITHDRAWAL | WATER DISCHARGE | WATER CONSUMPTION |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|  |  MUNICIPAL WATER SUPPLY (m3) |  WELLS (m3) |  (m3) |
|  | 57,535 | — | 1,640 |
|  | | | |
|  | 85,445 | — | 16 |
| TOTAL | 142,980 | — | 1,656 |

Vitaminka and V-Route sites withdrew **57,535 m³** of water, of which **55,895 m³** were discharged and **1,640 m³** were consumed, representing a consumption rate of approximately **2.9%**.

Brilliant recorded a withdrawal of **85,445 m³**, with **85,429 m³** discharged and **16 m³** consumed, corresponding to a minimal consumption rate of approximately **0.02%**. **These figures indicate that the majority of water** used in operations is returned after use, reflecting efficient water management practices and low net consumption.



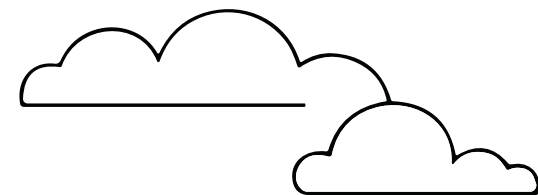
consumed
1,640 m³
of water

Brilliant

consumed
16 m³
of water

2.9%

0.02%



RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

Circular Economy & Waste Management

Wherever possible, Vitaminka Group uses waste disposal options for sustainable waste management.

ANNUAL waste management of Vitaminka GROUP on consolidated level:

| WASTE | HAZARDOUS | NON-HAZARDOUS | TOTAL |
|-----------------------------------------------------------------------------------|-----------|---------------|---------|
|  | tons | tons | tons |
| | 0.460 | 562.827 | 563.287 |

In 2025, Vitaminka Group generated 563.287 tons of waste,

OF WHICH ONLY 0.08% WAS CLASSIFIED AS HAZARDOUS.

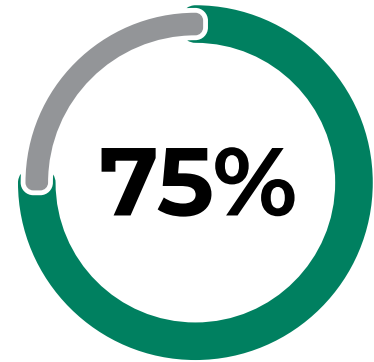
This indicates a very low level of hazardous waste and reflects the nature of the Group's operations as well as effective management of materials and processes.

Total waste: 563.287 tons, with the following specification:

| WASTE | REGENARATED | RECYCLED | COMPOSTED | LANDFILL |
|-------------------------------------------------------------------------------------|-------------|----------|-----------|----------|
|  | tons | tons | tons | tons |
| | 0.460 | 204.140 | 218.077 | 140.610 |

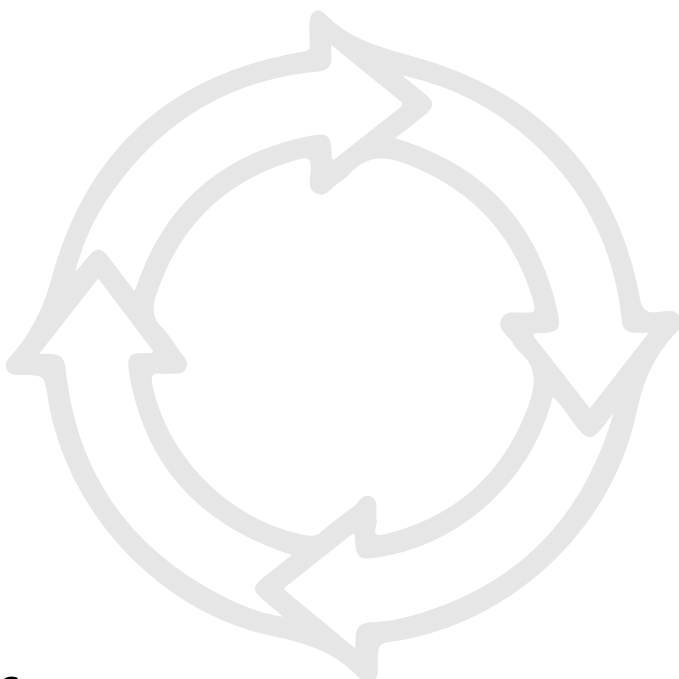
HAZARDOUS WASTE IS FULLY REGENERATED.

A significant share of the total waste, approximately **75%**, was diverted from landfill through recycling, composting, and regeneration activities. In particular, the high proportion of composted waste reflects the organic composition of waste streams and demonstrates alignment with circular economy principles.



WASTE DIVERTED FROM DISPOSAL

The remaining **25%** of waste was disposed of in landfill, indicating potential for further improvement through enhanced waste segregation, increased recycling rates, and expanded recovery solutions. The Group continues to make significant efforts in this area, as many services for collecting and recycling are not available in an organized manner. Therefore, achieving further improvements requires significant individual effort. **Overall, the Group demonstrates a solid waste management performance with low environmental risk from hazardous waste and a strong foundation for advancing resource efficiency and circularity.**



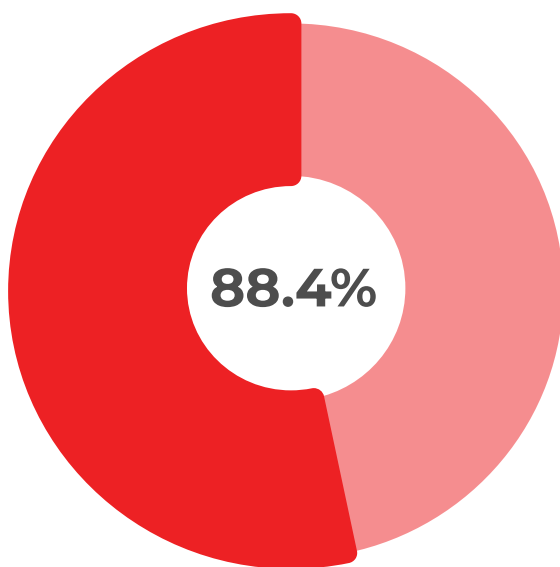
DISPOSED WASTE

RESOURCE USE: MATERIALS

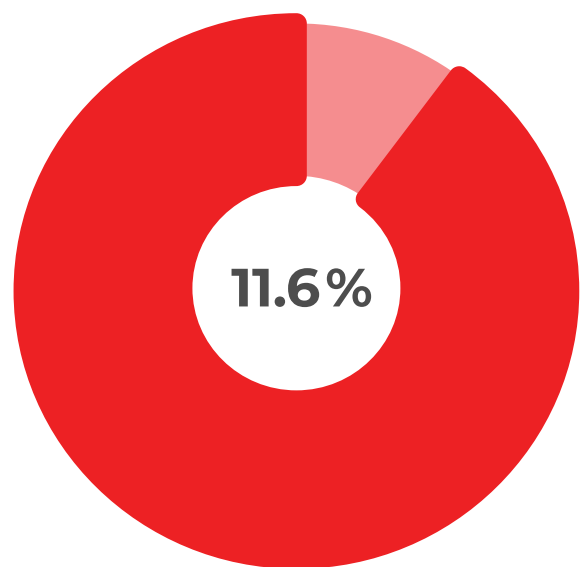
Vitaminka Group has significant upstream material supply requirements, due to the nature of its industry – food and oil production.



Breakdown by type of purchased goods:

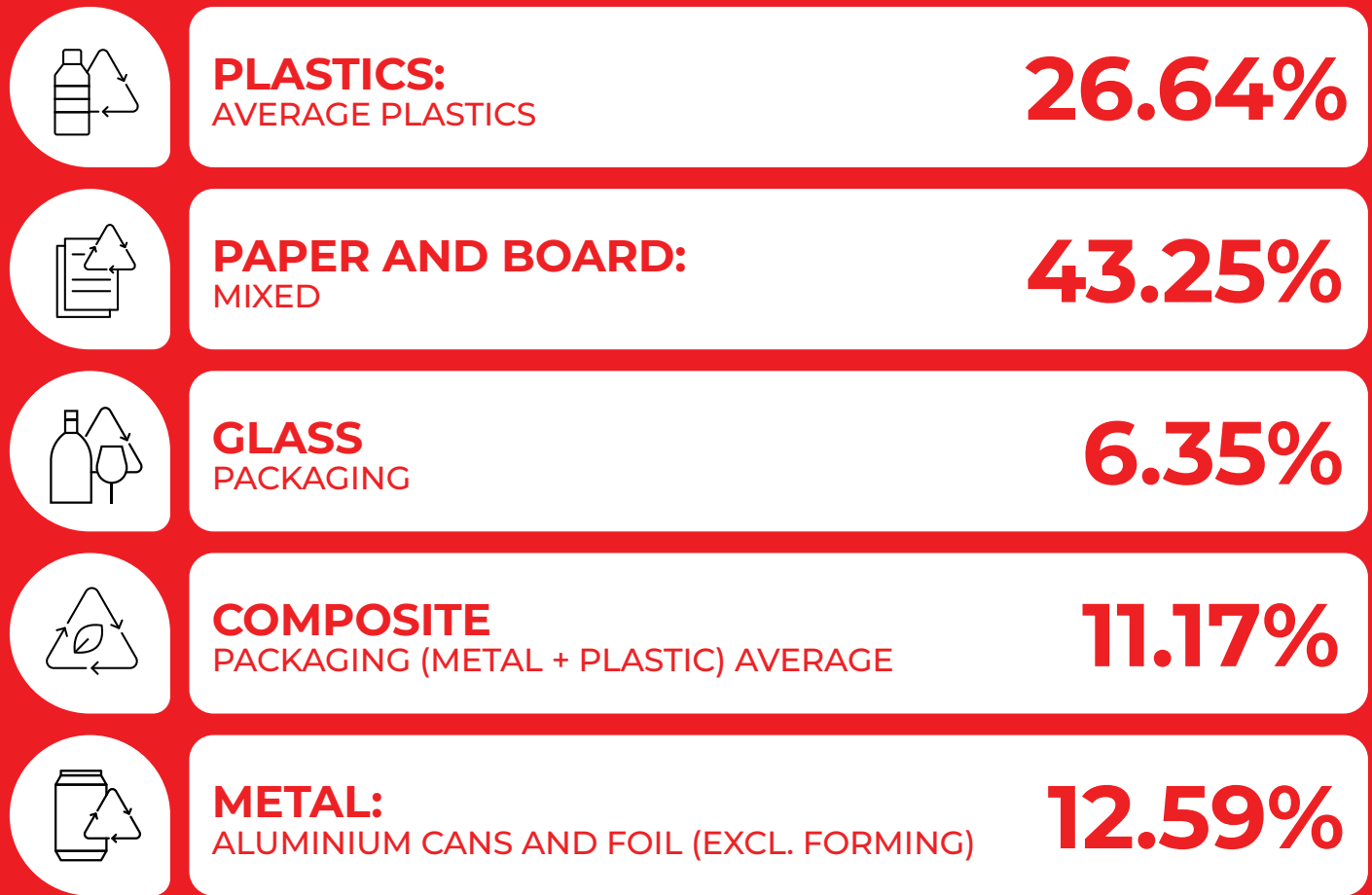


**FOOD RAW
MATERIALS**



**PACKAGING
MATERIALS**

RESOURCE USE: MATERIALS



The Vitaminka Group material use profile is closely linked to its greenhouse gas emissions and broader environmental impact. The high share of food raw materials (88.4%), indicates that a significant portion of the Group's environmental footprint originates within its upstream value chain.

At the same time, packaging materials account for 11.6% of total inputs. The relatively high share of paper-based materials supports recyclability and aligns with the principles of the EU Packaging and Packaging Waste Regulation (PPWR). However, the presence of plastics and composite materials highlights opportunities to further enhance circularity, improve recyclability, and increase the use of more sustainable packaging solutions in line with emerging regulatory requirements.

These interlinkages confirm that the Group's sustainability performance is strongly influenced by its supply chain and material choices. As a result, future sustainability efforts will increasingly focus on strengthening supplier engagement, promoting certified and responsibly sourced raw materials, and advancing packaging optimisation and circular economy practices in alignment with the PPWR.

SOCIAL (S)

WORKFORCE GENERAL CHARACTERISTICS

Full-time equivalents (FTE) of the employees



VITAMINKA® Group has a total of
719 EMPLOYEES

Out of these, **718 employees** have full-time employment contracts (40 hours/week), which is aligned with the length of the working week stated in the applicable law. One employee has a shortened working week of 20 working hours.

$$\text{FTE} = 718 \times (40/40) + 1 \times (20/40) = 718 + 0.5 = 718.5$$

This indicates a stable workforce structure aligned with the operational requirements of Vitaminka Group's production activities.

| TYPE OF CONTRACT | NUMBER OF EMPLOYEES (HEADCOUNT) |
|--------------------|---------------------------------|
| TEMPORARY CONTRACT | 225 |
| PERMANENT CONTRACT | 494 |
| TOTAL | 719 |

GENDER



NUMBER OF
EMPLOYEES

381

FEMALE



NUMBER OF
EMPLOYEES

338

MALE

TOTAL NUMBER **719**

COUNTRY OF
EMPLOYMENT

NORTH MACEDONIA

EMPLOYEE TURNOVER RATE

| CATEGORY | NUMBER OF EMPLOYEES WHO LEFT THE COMPANY |
|--------------------------------|------------------------------------------|
| OLD-AGE RETIREMENT | 8 |
| REDUNDANCY | 10 |
| EXPIRY OF FIXED-TERM CONTRACTS | 4 |
| VOLUNTARY RESIGNATION | 45 |
| DISABILITY/SURVIVORS PENSION | 2 |
| DEATH OF EMPLOYEE | 1 |
| TOTAL | 70 |

TURNOVER RATE = 9.74%

The employee turnover rate of 9.74% in 2025 indicates a relatively stable workforce and remains within a normal range for the food processing industry. The structure of employee outflow shows that the majority of departures relate to voluntary resignations, while the remaining cases are primarily associated with retirement and the expiry of fixed-term contracts.

While overall turnover remains within a healthy range, the Group will continue to assess the drivers of voluntary turnover to further strengthen long-term workforce retention.

ADDITIONAL OWN WORKFORCE INFORMATION



FEMALE
EMPLOYEES AT
MANAGEMENT LEVEL

26



MALE
EMPLOYEES AT
MANAGEMENT LEVEL

25



Gender ratio = 1.04

WORKFORCE – HEALTH AND SAFETY

IN 2025, NO FATALITIES WERE RECORDED WITHIN THE VITAMINKA GROUP AT A CONSOLIDATED LEVEL.

IN 2025, THE NUMBER OF WORK-RELATED ACCIDENTS WAS 8 (EIGHT).

IN 2025, THE GROUP
RECORDED A TOTAL OF

**8 WORK-RELATED
ACCIDENTS**

CORRESPONDING TO A TOTAL
RECORDABLE INCIDENT RATE (TRIR)

**OF 1.07 PER 200,000
WORKING HOURS**

BASED ON
1,495,529

**HOURS
WORKED**

This level of TRIR indicates a controlled and relatively low frequency of occupational accidents, considering the operational characteristics of the food processing industry.

No fatalities were recorded during the reporting period. The Group continues to monitor safety performance through standardised indicators and internal reporting procedures.

Occupational health and safety is managed through preventive measures, including regular risk assessments, employee training, the implementation of safety procedures, and continuous monitoring of workplace conditions. The Group maintains a structured approach to identifying and mitigating operational risks, particularly in production environments.

The Group remains committed to further improving its safety performance by strengthening preventive practices, increasing employee awareness, and maintaining a safe and healthy working environment.

WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

COMPENSATION OF THE WORKFORCE

The gross minimum wage regulated
by national law in 2025 amounted to **€586 or MKD 36,037**

In Vitaminka Group, there are only 9 (nine) employees with an entry-level
gross wage of **€888 per employee or MKD 54,635**.

THE ENTRY-LEVEL GROSS WAGE
AT THE GROUP IS APPROXIMATELY
50% HIGHER



than the legally defined minimum gross wage in North Macedonia, reflecting
The Group's commitment to fair and competitive compensation.

PERCENTAGE GAP BETWEEN FEMALE AND MALE EMPLOYEES



AVERAGE GROSS HOURLY
PAY LEVEL OF FEMALE EMPLOYEES



€6.38



AVERAGE GROSS HOURLY
PAY LEVEL OF MALE EMPLOYEES



€7.99



This difference is primarily influenced by the distribution of employees across different roles and job levels within the Vitaminka Group, rather than differences in pay for equal work. As such, the observed gap reflects structural factors, including the representation of male and female employees in various operational and managerial positions.

Vitaminka Group remains committed to fair and equal pay practices and continues to monitor this indicator, with a focus on improving gender balance across roles and levels over time.

Training

The number of on-site and online training hours completed by employees across the Group amounted to 2,000 hours in 2025, at the Group level.

ADDITIONAL OWN WORKFORCE INFORMATION - HUMAN RIGHTS POLICIES AND PROCESSES

HUMAN RIGHTS DUE DILIGENCE

Yes, Vitaminka Group has established due diligence processes related to human rights. Within the Vitaminka Group, a set of policies and procedures is in place to support the protection of human rights across its operations and supply chain.

THESE INCLUDE:



NON-DISCRIMINATION
POLICY



GRIEVANCE
MECHANISM



HEALTH AND SAFETY
MANAGEMENT SYSTEMS



SUPPLIER CODE
OF CONDUCT

WHICH TOGETHER PROVIDE A STRUCTURED FRAMEWORK FOR IDENTIFYING, PREVENTING, AND ADDRESSING POTENTIAL HUMAN RIGHTS RISKS.

SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS

No severe negative human rights incidents were identified during the reporting period. There were no cases registered or confirmed through any legal or formal process within the Vitaminka Group related to violations of human rights.



GOVERNANCE (G)

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

Anti-corruption and Anti-bribery

Vitaminka Group has established anti-corruption and anti-bribery policies, supported by an independent complaints mechanism. A whistleblower policy is in place to ensure the confidential reporting of concerns and to facilitate the timely flow of relevant information. During 2025, no cases of bribery or corruption were identified or reported. The company remains committed to monitoring compliance and taking appropriate action in response to any reported concerns.

The principles of responsible business conduct, including ethical standards, core values, and expected behaviours of management and employees, are defined in the Group’s Code of Business Conduct.

GENDER DIVERSITY RATIO IN GOVERNANCE BODY

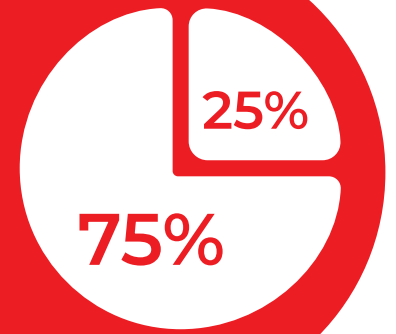
Governance Structure

Within the reporting perimeter referred to as “Vitaminka Group”, governance is primarily exercised through the Board of Directors of Vitaminka (joint-stock company), which consists of five members. Other entities within the reporting perimeter (Brilliant and V-Route), established as DOOELs, do not have Boards of Directors and are managed by appointed directors.



Gender Diversity

The Board of Directors of Vitaminka comprises four men and one woman. In accordance with the VSME methodology, the gender diversity ratio—calculated as the number of female members divided by the number of male members—amounts to 0.25, representing one female member for every four male members.



The Group recognises the importance of gender diversity in governance and aims to support balanced representation in line with good corporate governance practices.



VSME INDEX

This Sustainability Report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME), including both the Basic and Comprehensive Modules. The table below provides a reference to the relevant disclosures contained in this report.

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VITAMINKA[®]

GROUP

