

RESPONSIBILITY REPORT 2024



hatzopoulos
FLEXIBLE PACKAGING EXCELLENCE
SINCE 1931

RESPONSIBILITY REPORT 2024

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Message from Top Management



Dear stakeholders,

At A. Hatzopoulos S.A., sustainability is at the heart of our business strategy and our long-term vision. As one of Europe's leading flexible packaging producers, we recognize our responsibility not only to our customers and partners, but also to society and the environment in which we operate.

2024 has been a year of both challenges and opportunities. Market uncertainty caused by shipping disruptions has had a significant impact on supply chains, leading to extended lead times and increased prices of European flexible packaging materials. These pressures, along with shifting market demands tested our resilience. However, we managed to maintain our leading position and increased our annual revenue by 3.2% compared to 2023.

We have continued to invest in sustainable packaging solutions, advancing our R&D efforts to design products with advanced properties that are recyclable and contribute to a circular economy. We are committed to ensuring consumer safety by following the highest standards of product quality and food safety, implementing certified systems and maintaining optimal conditions throughout our operations. Through collaboration with our customers, suppliers, and research institutions, we are proud to deliver packaging solutions that balance performance and food safety with environmental responsibility. In 2024, we completed the development of our recyclable packaging line X-CYCLE™, continued the development of our X-LOOP™ line, made from post-consumer recycled plastic films (PCR) and bio-circular plastics. Our vision is to drive the packaging industry towards a truly circular economy, and we will continue working towards our target of producing recyclable products for 100% of the structures in our portfolio by 2025.

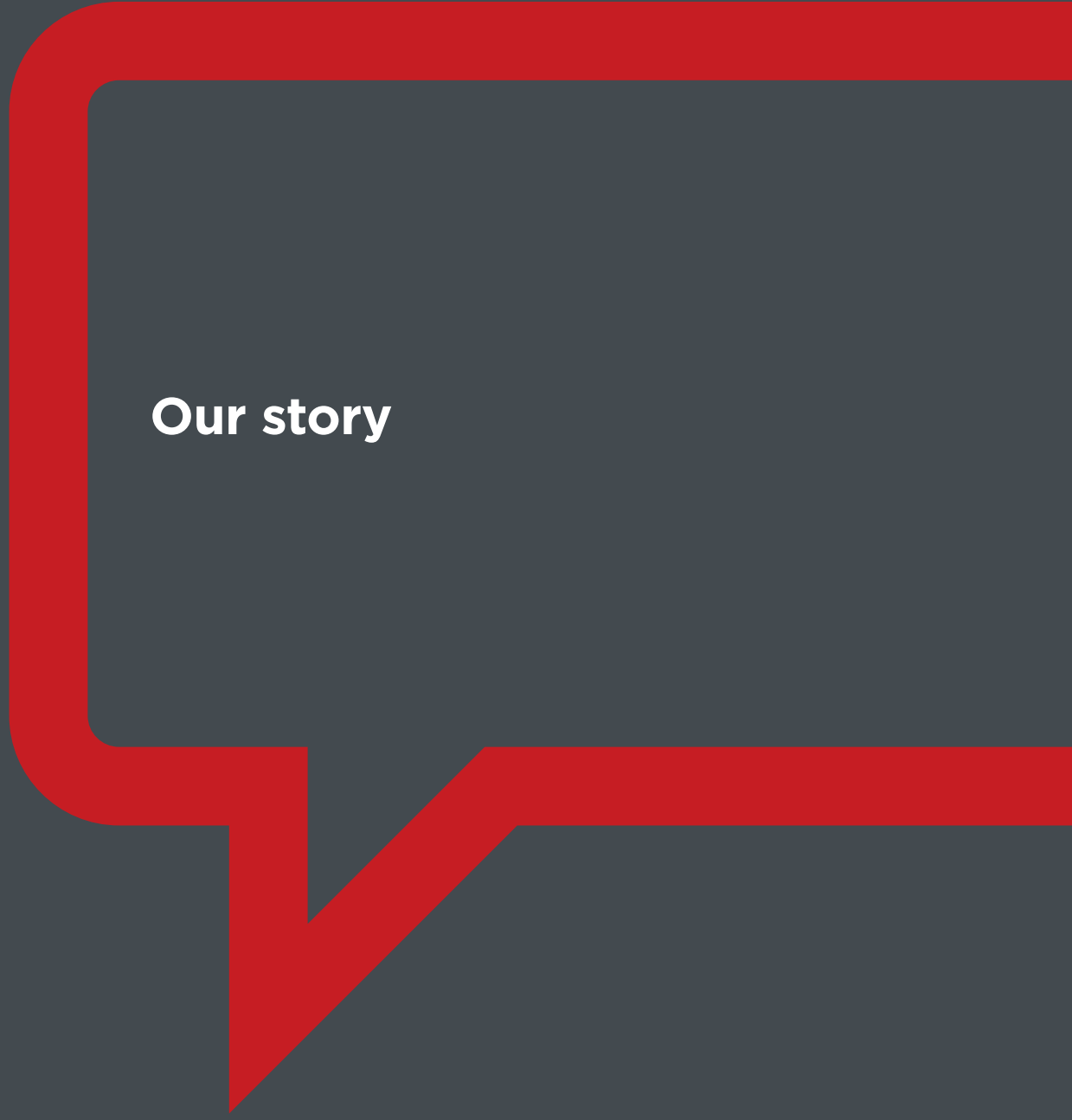
Our sustainable development strategy is embedded in every facet of our operations. We acknowledge the impact our activities have on people and the environment, continuously monitor our progress, and strive to operate responsibly to improve our performance each year. We remain dedicated to advancing in this direction, guided by our commitment to shaping a more sustainable future for the packaging industry. This Responsibility Report provides a clear view of our impact, vision and ESG (Environmental, Social and Governance) actions and objectives.

Acting proactively to address climate change, we have taken meaningful action to reduce our environmental footprint and support a sustainable future through scientifically verified strategies. In 2024, we further invested in renewable energy production and completed the installation of solar panels on our premises. We also continued measuring our total carbon footprint and committed to the SBTi to support our greenhouse gas (GHG) emissions reduction targets.

Equally important is our commitment to our people. In 2024, we invested significantly in the ongoing training of our employees with a strong emphasis on Health and Safety. Our re-certification as a “Great Place to Work®” for the third consecutive year highlights our commitment to providing the best possible work environment, guided by our core values of meritocracy, knowledge, compassion, quality and ethos. In addition, the renewal of our pledge to the Diversity Charter reaffirms our dedication to fostering an inclusive culture and advancing a work environment that supports fairness, respect and equal opportunity.

We welcome your feedback and appreciate your engagement in our sustainability journey.

Argyrios Tsaknis
CEO



Our story

OUR HISTORY

In 1931, Athanasios Hatzopoulos, one of seven children of refugees from Eastern Thrace, decided to stop working at the family bakery and start his own business in downtown Thessaloniki. Athanasios's business idea germinated at the busy area of Commerce Square, when he started observing a small business of four people making handmade paper bags from scrap paper and flour paste. Without hesitation he found a vacant shop in the area and started devising his own bag construction. The innovation that made him stand out was that his paper bags were of high quality, made of clean, pure paper bought from a local mill. This way he managed to succeed in the packaging business, laying the ground for A. Hatzopoulos S.A. to evolve over the decades into the enterprise that it is today.

Our high-end flexible packaging solutions are essential for many sectors, such as food and beverages, personal care, cosmetics, chemicals, and pharmaceuticals. Our clients use our solutions as packaging for their products. We are proud of our long-term successful partnerships, as they include some of the biggest and most known companies globally.

For three decades, A. Hatzopoulos S.A. has been a leader in the domestic market for flexible packaging materials. Today we are one of the fastest growing packaging converters in the European market and a key international player. Our growth is reliant upon investments in cutting-edge technology, research and development, innovation and the continuous training of our employees, who we consider our most important

asset. Driven by our strong values and a passion for packaging excellence, we offer unparalleled packaging products and services, supporting our customers to improve their packaging efficiency across the value chain.

With more than 90 years' experience in the packaging sector, we have become a leading flexible packaging manufacturer with rapid international growth, employing 444 people across two production sites. Thanks to our international network, we serve customers in more than 33 countries, with exports accounting for 80% of our total annual turnover.

The Company is limited by shares and managed by its general meeting of shareholders and the Board of Directors. A. Hatzopoulos S.A. does not own any other companies or subsidiaries, it is not owned by others, is not involved in any form of joint financial controls and it only has production lines in Greece in sites which are 100% owned and operated by the Company.

Our headquarters and production sites are located in Kalohori, a community belonging to the municipality of Delta, outside Thessaloniki, in the region of Central Macedonia, in northern Greece. Our export sales offices are located in 7 countries; France, Germany, Italy, the Netherlands, the UK, Bulgaria and Serbia. Through a well-organized network, we provide support to our international customers, forging long-term partnerships and offering high-quality packaging solutions that exceed expectations.



OUR NET WORK

HQ & Manufacturing sites
Thessaloniki, Greece

Sales Offices

- France
- Germany
- Italy
- Netherlands
- UK
- Bulgaria
- Serbia

COMPANY MILESTONES

1931

Foundation of the Company in Thessaloniki by Athanasios Hatzopoulos

1961

The Company transfers its operations to a factory equipped with automated bag-making machines

1975

Conversion into a Limited Company, under the name A. Hatzopoulos S.A.

1981

New technologies and materials shape a new age for the packaging industry. The Company enters the flexible packaging market leading to its radical reorganization

1992

A. Hatzopoulos S.A. becomes a leader in the Greek market and initiates its export activities, starting with Eastern Europe

1997

The Company's new production plant, equipped with flexo-printing machinery and a triplex-in-line laminator, goes into operation

2008

The Company inaugurates its new 20.000 m² production site in Kalohori with an integrated solvent-recovery unit; a total investment of €25M

2014

The Company installs a new cylinder engraving line. The whole production line is now fully automated through a robotic system, minimizing human involvement

2015

The Company proceeds to continuous investments to further upgrade its equipment and expand its capacity. The two plants now operate independently, equipped with new machinery for every step of the converting process, from printing to slitting

2016

Introduction of full-HD flexo-printing technology, certified by ESKO. The new system provides excellent print quality with sharper images and an expanded tonal range

2018

Launch of X-CYCLE™, the next generation of flexible packaging solutions, designed for recycling

2019

A. Hatzopoulos S.A. inaugurates its new Head Office in Kalohori

2022

Investment in renewable energy with the installation of solar panels in both factories

2024

Operation of newly constructed 3,500 m² state-of-the art warehouse

OUR MISSION

Our mission is to supply our customers and end-consumers with safe, functional, sustainable, high-end and competitive flexible packaging solutions.

OUR VALUES

Our unwavering commitment to the core values of Meritocracy, Knowledge, Compassion, Quality, and Ethos is deeply embedded in our corporate philosophy and culture. These values guide our long-term business strategy, shape our daily operations, and define our relationships with our stakeholders.

Meritocracy

We provide a fair working environment where social justice is at the core. Capable individuals are selected through transparent and fair processes and distinctions based on sex, gender, race etc. do not affect their development opportunities.

Knowledge

Acquired through experience, research, education and learning. By fostering a stimulating environment, we promote the transmission of knowledge, which leads to informed decision-making and with an emphasis on innovation.

Compassion

This is an attitude towards life, an ongoing commitment to caring for others. It is the deep sense of fulfillment we feel when we offer help; the personal pride that drives us forward, and the advancement of the common good.

Quality

For us, quality means honoring our commitments and consistently delivering high-quality products and services that meet the needs of our customers and consumers.

Ethos

Through clear policies that apply to all, we expect our employees and business partners to act with integrity, uphold ethical values, and behave in a socially responsible way.



In Greek, the acronym from these five core values spells AGAPE, meaning LOVE and signifies that, above all, it is the love for what we do that drives our continuous growth and vision for the future.

2024 HIGHLIGHTS

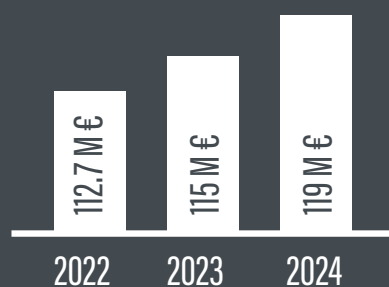
93 YEARS
packaging experience

3rd GENERATION
family-owned

FASTEST GROWING
converter in eastern Europe

4 PRODUCT
categories

119 MILLION €
turnover 2024



+11% ANNUAL EXPORTS GROWTH
2020-2024 average

33 EXPORT COUNTRIES
80% export sales | 76% of exports to NW Europe

1 MILLION €
Annual R&D Investment

444
Employees

OUR PRODUCTS

We develop safe and eco-friendly packaging solutions that ensure sealing and optimal protection, helping extend the shelf life and maintain the freshness of our customers' products. Key attributes that set us apart include:

- ✓ Lamination expertise
- ✓ Wide range of high-barrier options
- ✓ Optional transparency / Clear windows integration
- ✓ Puncture resistance
- ✓ Hermetic sealing properties
- ✓ High-performance packaging films

Awarded printing quality and a wide range of add-on packaging features can help our clients increase their packaging quality and offer an attractive product, as well as increase their sales and achieve improved consumer satisfaction. Key features of our products include:

- ✓ Laser-scoring technology for easy-tearing
- ✓ Easy-open films
- ✓ Adjustable peelability
- ✓ Reclosable packaging solutions
- ✓ Cold-seal, optionally reclosable
- ✓ Retortable applications
- ✓ Films for stand-up pouches



~40%
OF OUR PRODUCTION

MARKETS SERVED



FOOD

- ✓ Baby foods
- ✓ Bakery
- ✓ Confectionery
- ✓ Dehydrated foods
- ✓ Dressing & sauces
- ✓ Dry nuts & fruits
- ✓ Frozen foods
- ✓ Meat & dairy
- ✓ Pet foods
- ✓ Ready meals
- ✓ Salty snacks



NON-FOOD

- ✓ Cosmetics
- ✓ Wet wipes
- ✓ Tobacco
- ✓ Chemicals
- ✓ Detergents
- ✓ Pharmaceuticals
- ✓ Industrial bags



COFFEE

- ✓ Beans
- ✓ Ground coffee
- ✓ Pods
- ✓ Capsules
- ✓ Sticks
- ✓ Sachets
- ✓ Multi-packs



LABELS

- ✓ Reel-fed labels

Features that make our products stand out

FRESHNESS

- ✓ High-barrier solutions
- ✓ Hermetic sealing properties
- ✓ Puncture-resistant films
- ✓ High-performance materials

CONVENIENCE

- ✓ Cold-seal application
- ✓ Easy-open / easy-tear films
- ✓ Laser-scoring
- ✓ Reclosable solutions

SHELF-APPEAL

- ✓ Awarded printing quality
- ✓ Effect lacquers: tactile, soft, paper touch
- ✓ X-CODE | Promotional codes printing
- ✓ Both-sided printing

SUSTAINABILITY

- ✓ Packaging optimization
- ✓ Alu- / metal-free solutions
- ✓ X-CYCLE™ | Recyclable films
- ✓ X-LOOP™ | PCR / Bio-circular materials

PACKAGING DESIGN

FOR A BETTER PLANET



At A. Hatzopoulos S.A., we focus on improving our packaging design and innovating to create more environmentally-friendly packaging solutions that are easier to recycle, for a circular economy.

In response to the European Commission's requirements and the growing global customer demand, we have developed the X-CYCLE™ and X-LOOP™ lines, representing the next generation of flexible packaging designed for circularity.



X-CYCLE™: Recyclable packaging

X-CYCLE™ refers to the recyclable packaging range, developed with the target of converting conventional formulations into their recyclable equivalents, whilst preserving their original protective and functional properties.

Packaging is extremely important to protect food and combat food waste and we can do that by using materials that are both lightweight and can be recycled in a circular way. Incorporating the industry guidelines for flexible packaging design for recycling, we develop mono-material PP / PE and mixed PO solutions. The recyclability of specific basic versions of the X-CYCLE™ recyclable films was assessed and certified by Cyclos-HTP and Interseroh independent Institutes and by the UK-based organization OPRL. By replacing traditional film structures with X-CYCLE™, we aim to help solve our partners' sustainability challenges, adding recyclability to our already high-performance packaging films.

Characteristics and benefits

- ✓ Recycle-ready solutions for all recycling streams, where available
- ✓ Mono-material, all-PE and all-PP solutions
- ✓ High-protective properties
- ✓ High-performance, proven efficiency at high-speed packaging lines
- ✓ Proven efficiency | Compatibility with common degassing valves – zippers – stickers
- ✓ Excellent packaging aesthetics and shelf-appeal
- ✓ Certified Recyclability Optional (Cyclos, Interseroh, OPRL)

X-LOOP™: Closing the loop on flexible packaging

This novel packaging range incorporates circular/post-consumer recycled plastic films (PCR) and bio-circular plastics. It is ISCC-PLUS certified and food contact safe, in compliance with all regulations on plastic materials that come in contact with food. These films exhibit no difference from virgin ones. Their mechanical, physical and chemical properties remain the same, as does their performance on the converting and packaging lines. The X-LOOP™ packaging solutions result in Lower Carbon Footprint relative to virgin / fossil-based plastics, while maintaining the barrier properties, packaging functionality and aesthetics of the original films.

Circular by design

- ✓ Packaging made from recycled plastics (post-consumer recycled)
- ✓ Packaging made from bio-circular plastics (from bio waste and residues)
- ✓ Adjustable rates of recycled / bio-circular content | mass balance approach
- ✓ Both types are suitable for food contact
- ✓ Original barrier properties, packaging functionality and aesthetics are maintained
- ✓ Packaging of Lower Carbon Footprint compared to virgin plastics
- ✓ ISCC certification is required (all parties within the supply chain)



Award - winning X-LOOP™ product

Since 1970, the World Packaging Organization (WPO) has been organizing the WorldStar Awards, recognizing the best in packaging innovations from around the world. Our sustainable X-LOOP™ | PCR pouch packaging solution has received a WordStar 2024 award in the “Packaging Materials and Components” category. The novel pouch packaging solution is a laminate made from PCR films, with adjustable post-consumer recycled content of up to 70% in its formulation. This way, it promotes plastics circularity, while ensuring full performance, maximum convenience, protection and shelf-appeal for a variety of dry and liquid products.



X-LOOP™ | PCR
POUCH PACKAGING SOLUTION

OUR FLEXIBLE PACKAGING COMMITMENTS



PROTECT

We offer secure and high-efficiency packaging solutions designed to guarantee sealing integrity and maximum protection.

- Lamination expertise
- High-barrier options
- Optional transparency
- Puncture resistance
- Hermetic sealing properties
- High-performance packaging films



RESPECT

We share with our customers our vision for a brighter future for our planet through our environmentally friendly packaging solutions.

- Packaging rationalization
- Packaging optimization for resource efficiency
- X-CYCLE™
- PCR-Content films
- Films with Bio-circular content



APPEAL

We incorporate various features and functionalities into packaging solutions in order to provide an enriched customer experience.

- Matt/ Tactile/ Paper/ Soft touch finishing
- Easy-open and reclosable packaging solutions
- Cold-seal; optionally reclosable
- Retortable applications
- Personalized packaging solutions



FLEXIBLE PACKAGING SUSTAINABILITY BENEFITS

Flexible packaging is a fundamental component of the food chain, preserving food and enabling safe delivery to the consumers. Its properties enable it to be resource-efficient and produce less waste.



MINIMIZED FOOD WASTE

The advanced barrier technologies of our flexible packaging, combined with the high product quality we offer, guarantee freshness of the packed foods, extending their shelf-life, therefore reducing food waste.



TRANSPORTATION BENEFITS

Flexible packaging allows a large number of packages to be shipped on a truck (flat or on roll), reducing the number of trucks needed, both from packing supplier to filler and from filler to retailer. The flexibles' additional ability to resist denting or breakage without spilling content makes them also a much safer option.



RESOURCE-EFFICIENCY

Material efficiency is determined by the product-to-package weight ratio. Flexible packaging has a notably higher ratio compared to other packaging formats, indicating more efficient use of resources, as less packing is used to protect and transport the product.



LIFE-CYCLE ANALYSIS

The use of life-cycle assessment tools proves that flexible packaging results in preferable environmental attributes regarding carbon impact, fossil fuel usage, water usage, as well as material to landfill, when compared to other package formats. Thanks to the efficient use of resources enabled by flexible packaging, it uses less energy, generates emissions and contributes less to landfill.

PARTICIPATION IN MEMBERSHIPS AND ASSOCIATIONS

A. Hatzopoulos S.A. actively participates in the following associations and initiatives:

Business Integrity Forum (BIF)

A global coalition of companies that promote ethical business practices, transparency and anti-corruption measures. BIF’s efforts are coordinated by “Transparency International Greece”.

Flexible Packaging Europe Association (FPE)

Ensuring that we are continuously informed about the latest research from the European Food Safety Authority (EFSA) and implement food safety principles certified with BRCGS.

European Rotogravure Association E.R.A.

A leading industry body representing the rotogravure printing sector in Europe.

SEDEX

As part of our effort to continuously improve our performance, we undergo third-party SMETA audits, share the results with our business partners, and ensure that specific standards are upheld along our value chain.

CEFLEX

An initiative of a European consortium of companies focused on creating a circular economy for flexible packaging. It brings together stakeholders from across the entire flexible packaging value chain to collaborate on enhancing recyclability and ensuring that flexible packaging is properly collected and recycled. As a Company committed to improving packaging design and developing more sustainable, recyclable plastic products, we are looking forward to actively contributing to CEFLEX’s goals and help shape the flexible packaging of the future.

ON-PACK RECYCLING LABEL SCHEME

Acknowledged as an international Best Practice by the UN Environment Programme, the UK-based initiative provides clear and standardized recycling instructions on product packaging to help consumers recycle packaging materials correctly.

PARTICIPATION IN EXHIBITIONS AND EVENTS

We aim to be present at all major international packaging industry events, engaging with our customers and other stakeholders. In 2024, we participated in 6 live exhibitions and 2 events held in 6 European countries. These serve as hubs for networking, collaboration and exchange of views, as well as a platform to showcase new products and recent innovations in line with packaging sustainability.

Exhibitions	Date	Country
SIGEP	20-24 January 2024	Italy
Packaging Innovations	21-22 February 2024	United Kingdom
CFIA Rennes	12-14 March 2024	France
Empack	9-11 April 2024	Netherlands
PLMA's World of Private Label	28-29 May 2024	Netherlands
Fachpack	24-26 September 2024	Germany

Events	Date	Country
IAPRI World Packaging Conference	17-21 June 2024	Spain
Sustainable Packaging Summit	12-13 November 2024	Netherlands



CERTIFICATIONS AND AWARDS

Certifications

Great Place to Work® 2023-2024

This certification, our third in a row, highlights our commitment to providing the best possible work environment for our people, driven by the core values that permeate every aspect of our organization. 93% of our employees said that they receive special and unique benefits.

EcoVadis Silver Medal

Our rating in 2024 places us among the top 15% of all companies assessed in our industry sector. This recognition validates our dedication to sustainability and ethical business conduct.



FlexoExpert

Our recertification as a FlexoExpert highlights our commitment to excellence in flexographic printing and reflects our dedication to delivering the highest quality.



ISO 14001:2015

Implementing this standard enables us to systematically reduce our environmental impact, comply with environmental regulations and improve operational efficiency.

ISO 14064:2019

This verifies that we have established a robust and transparent system for quantifying and reporting our greenhouse gas (GHG) emissions.

SEDEX

We are SMETA certified and audited; an audit methodology that assesses ethical and responsible business practices in supply chains.

BRCGS

Verifies that we adhere to the strictest standards and implement the appropriate systems and controls to ensure that our packaging products are high quality and suitable for use with food.

ISO 45001:2018

This certification signifies that we have implemented a robust, internationally aligned system for managing occupational health and safety.

ISO 9001:2015

The adoption of this standard guarantees robust quality management processes across all our operations, leading to increased customer trust and satisfaction.

FSC STD 40 004

This certification ensures that our packaging products are derived from responsibly managed forests, enabling us to meet the rising consumer demand for sustainable packaging solutions.

ISCC Plus

Certifies the sustainability of the circular (recycled) raw materials used in our packaging solutions, ensuring the traceability of the recycled components within the supply chain.

Awards

WorldStar Packaging Awards 2024

Our sustainable X-LOOP™ | PCR pouch packaging solution received a WordStar 2024 award in the “Packaging Materials and Components” category. This award reflects our dedication to circularity and to providing solutions that will define the sustainable future of flexible packaging.



“True Leader” Award 2024 by ICAP CRIF Awards

This respected business accolade recognizes our Company’s overall excellence and continuous, sustainable growth.



SOCIAL RESPONSIBILITY

At A. Hatzopoulos S.A., we believe in giving back to society, as the welfare of our local community is essential. Therefore, we continuously support educational and cultural institutions, such as the Constantinople Zografeion Lyceum and the Museum of the Macedonian Struggle, as well as organizations dedicated to humanitarian causes, including the Thessaloniki Food Bank and “Faros tou Kosmou”, with a focus on the most vulnerable groups in our society. Apart from engaging in meaningful Corporate Social Responsibility (CSR) actions, we actively support and promote employee volunteerism, at both the individual and team level. Our CSR initiatives for 2024 include the following:



TREE PLANTING & WASTE CLEANUP AT KALOHORI, THESSALONIKI

We are committed to environmental sustainability and pay particular attention to the issue of reforestation, recognizing the vital role that trees play in preserving biodiversity and mitigating climate change. On Earth Day 2024, in collaboration with We4All, a nonprofit organization dedicated to the mission of healing our planet, we engaged in a dual initiative that created a positive impact on the local ecosystem. Our first step was a comprehensive cleanup operation in the Kalohori area, aimed at restoring it to its former condition. We then planted a total of forty trees, enhancing the local ecosystem and contributing to our vision of a brighter future for our planet.

SUPPORTING THE HELLENIC RESCUE TEAM

Following the destructive fires of summer 2023, we donated 50 full sets of gear, including protective helmets, boots and uniforms to the Hellenic Rescue Team (HRT), to be used for the protection of its volunteer rescuers operating throughout Greece. This contribution is particularly important as it enables HRT volunteers to continue their life-saving efforts ahead of the next fire-prevention season.



DONATION TO THE HELLENIC FIRE SERVICE

At A. Hatzopoulos S.A., we deeply appreciate the vital work of the Greek Fire Service and the risks they take to safeguard our communities. As part of our efforts to actively support the operational readiness of our local Fire Service, we donated two fully equipped 500-liter 4x4 fire trucks to the Thessaloniki Fire Department. The handover ceremony, held at our Company's Stadiou premises in Kalohori, was attended by key representatives from both our Company and the Hellenic Fire Service.

DONATION TO THE 2ND SPECIAL VOCATIONAL SECONDARY SCHOOL OF EASTERN THESSALONIKI

Knowledge is one of our core values at A. Hatzopoulos S.A. and youth education and development are of particular importance to us. In response to a request from the 2nd Special Vocational Secondary School of Eastern Thessaloniki, our people donated essential supplies and equipment to address the school's current needs. Thanks to the generous contributions of our employees, we were able to support the special education curriculum for the school's 70 students.



VOLUNTARY BLOOD DONATION

We recognize the life-saving importance of blood donation and we take great pride in our employees' unwavering commitment to supporting our blood donation initiatives year after year. In 2024, in collaboration with the Ippokratio Hospital of Thessaloniki, we organized an Employee Voluntary Blood Donation Day at our headquarters in Kalohori, Thessaloniki. Thanks to our employees' impressive participation, a total of 50 units of blood were added to the Company's blood bank, which caters to the needs of both our employees and their first-degree relatives.

RUNNING FOR A GOOD CAUSE

With the aim of promoting a healthy, active lifestyle and raising awareness on the key issues of inclusion and solidarity, we supported the 9th SYZATHLOS Mountain Run, an event that contributes to the work of SYZOI, a non-profit organization that supports children with complex disabilities. In addition, we supported and participated in the 4th Flamingo Run raising awareness about the importance of preserving the local ecosystem's biodiversity.

BUSINESS DAY EVENT

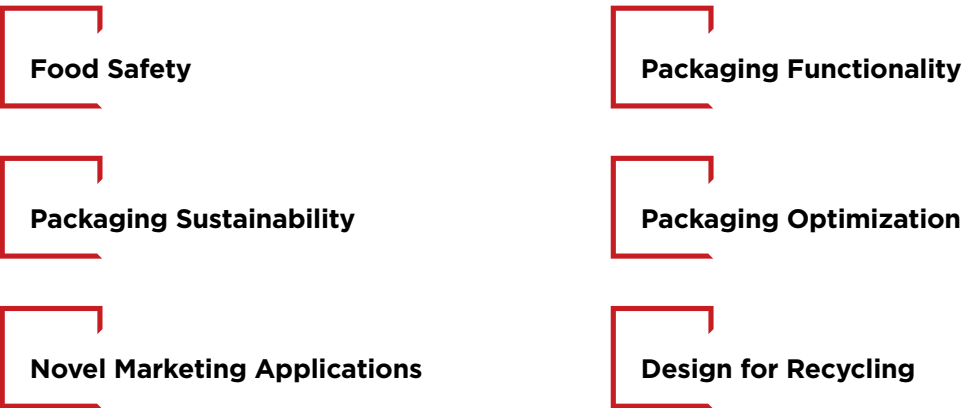
In December 2024, we hosted a Business Day at our premises, welcoming 30 young professionals up to 30 years old. The event demonstrated our Company's social responsibility towards the younger generation and strengthened its reputation as a responsible and attractive employer within the local community. Participants had the opportunity to get to learn about our Company and culture, tour our facilities, and discuss opportunities for professional and personal development within the organization.



Safety, quality and innovation

PRODUCT QUALITY AND SAFETY

Our vision and strategic quality goals:



We prioritize the health and safety of end-users in every product we develop. For all items intended for food packaging or other applications that could indirectly affect end-users' well-being, we issue formal Declarations of Compliance (DoC) aligned with applicable legislation.

In 2024, there were no recorded instances of non-compliance with regulations or voluntary standards regarding:

- product and service information and labeling
- marketing communications, including advertising, promotion, and sponsorship

Beyond regulatory compliance, all materials and structures for these uses are subject to periodic evaluations, including migration analyses, to verify their safety and suitability.

In addition, we regularly monitor our products for potential safety hazards, such as chemical migration from packaging to food or contamination of the packaging. All products are assessed for improvements related to potential health and safety impacts.

Controls are performed in two stages:

- 01

Quarterly chemical migration tests: Every three months, 30 random samples are selected for migration testing to detect any transfer of substances from packaging to food. This results in over 100 samples analyzed annually, including all newly developed materials. All material combinations are assessed comprehensively over a two-year cycle.
- 02

Annual microbiological analysis: Approximately 10 samples are tested each year to ensure microbiological safety.

These measures reflect our commitment to rigorous quality standards and the protection of consumers throughout the product lifecycle.

Our Company's responsibility is limited to health issues of the final consumer that are directly related to the packaging material itself and its correct use during packaging.

In 2024, there were no incidents of non-compliance regarding the health and safety impacts of our products that resulted in a fine or a warning.

In addition, our ongoing commitment to excellence in flexographic printing was once again recognized in 2024 by XSYS, as we have been recertified as a FlexoExpert. This certification validates our high-quality plate-making standards, optimized workflows, and continuous adoption of best practices to deliver superior and consistent results for our customers.

PRIVACY POLICY

We aim to ensure the confidentiality and proper handling of personal data as an integral part of our commitment to product quality, safety, and responsible business practices. By safeguarding customer and supplier information, we reinforce trust in our operations and maintain the integrity of our processes. Our privacy policy complies fully with the European Union's General Data Protection Regulation (GDPR 679/2016), ensuring that personal data is collected only for legitimate purposes, securely maintained, and processed in a transparent and lawful manner.

GDPR requirements are fully observed across all digital touchpoints, including the corporate newsletter, website visits, cookies, CV submissions, newsletter subscriptions, and other instances where personal data is collected.

In 2024, there were no substantiated complaints regarding breaches of customer privacy or losses of customer data. No leaks, thefts, or losses were identified, either internally or through third parties or regulatory bodies.

We process personal data for legal, documented, and transparent purposes, including:

- Use of ERP systems to manage contracts, orders, sales, purchases, commissions, payments, and for accounting and tax compliance.
- Compliance with European and national legal requirements and international regulations, including safety and operational regulations.
- Recording and resolving requests, issues, or customer complaints.
- Internal reporting for monitoring customer accounts and contracts.
- Maintaining contact information to streamline contractual procedures.
- Activities related to product promotion, public relations, and communications.

CUSTOMER SATISFACTION

At A. Hatzopoulos S.A., we believe that it is paramount to achieve customer satisfaction and wellbeing through the products and services we provide.

We believe that customer feedback is invaluable and supports our commitment to continuously improve. By monitoring key customer satisfaction indicators, we gain valuable insights into performance, identify opportunities for enhancement, and set targeted actions and goals to improve our performance.

In 2024, we once again conducted our meticulously designed online annual Customer Satisfaction Survey to receive detailed feedback across various aspects of our service and operations. It was sent out to our top 100 customers of the previous year. 49 customers replied, corresponding to 48% of our annual turnover.

In our annual survey, participants evaluate their experience with our Company during 2023 across 22 different factors. The survey also includes a dedicated question on sustainability, as well as an open-ended section that allows respondents to share additional feedback or comments.

The survey’s annual findings are compiled into a report by the Marketing & Communications Manager, which are presented to the Top Management Team to evaluate and make strategic decisions for improvement.

This year’s findings highlight our continuous high customer satisfaction rates (rating our performance for the previous year).



CUSTOMER CARE

A key factor to our high customer satisfaction rates is the daily collaboration between customers and the departments of Sales and Customer Service.

In addition, our Customer Care App and Partner Portal provide 24/7, real time information, with tools such as:

Order tracking | Documentation | Reel calculator | Barcode scanner | Packing vocabulary



Complaint Management System

We maintain a structured system to manage customer complaints, ensuring all feedback is recorded, investigated, and resolved efficiently. Complaints can be submitted through Customer Service or Quality Assurance and are logged in our ERP system with a unique reference number. Automated notifications confirm receipt to the customer and alert the Quality Assurance Manager, who oversees the investigation and coordinates corrective actions. Final responses are communicated to customers, while internal measures are implemented by the Quality Control team to prevent recurrence. Insights from customer surveys are incorporated to continuously improve product quality and service performance.

INNOVATION FOR A BETTER FUTURE

At A.Hatzopoulos S.A., we design with the purpose to deliver optimal protection for products, ensuring high performance in functionality, but also embedding sustainable design principles into packaging solutions.

Our innovation focus is on:



- Optimization / Rationalization of existing packaging
- Lightweight packaging design
- Novel technologies advancing sustainability
- Packaging functionality
- Barrier coatings technology
- Carbon footprint reduction

Innovation is a key driver of growth and long-term success for A. Hatzopoulos S.A. Each year, we invest approximately 1% of our annual turnover in Research and Development (R&D), with a strong focus on creating products with a lower carbon footprint. Our goal is to design and deliver technologically advanced flexible packaging solutions that align with the latest scientific and market developments, while actively contributing to the transition towards a circular economy.

Our R&D team, composed of experienced polymer engineers and packaging specialists, leads projects in close cooperation with customers, suppliers, research institutes, and academic partners. Supported by a modern, fully equipped analytical laboratory, the team undertakes projects ranging from the optimization of existing packaging systems to the development of entirely new, specialized solutions. In this context, in 2024, our proposal BioPackMan was approved under the Horizon Europe framework, coordinated by the National Technical University of Athens and set to launch in June 2025. This project exemplifies our commitment to advancing sustainable packaging through collaboration with top academic institutions.

Our innovation efforts are directed towards developing eco-friendly packaging solutions.

Our lines of:

- **X-CYCLE™** fully recyclable products from monomaterial polyethylene (PE) or polypropylene (PP)
- **X-LOOP™** circular products, from post-consumer recycled (PCR) and bio-circular plastics

represent our commitment to innovation and sustainable design, always in line with European initiatives, such as CEFLEX and the OPRL guidelines.



In 2024, the design and development of the X-CYCLE™ recyclable packaging solutions was completed, expanding our portfolio in line with the forthcoming EU Packaging and Packaging Waste Regulation (PPWR), expected to come into force in August 2026. These new recyclable solutions were developed according to the requirements of the EU Plastics Strategy in a Circular Economy, as well as the needs of our global customer base. The recyclability of core X-CYCLE™ structures has been verified and certified by leading European institutes and organizations, including Cyclos-HTP, Interseroh, and the UK's OPRL, while their design is aligned with widely recognized guidelines from initiatives and institutions such as RecyClass, KIDV, Cotrep, and the Central Agency Packaging Register (ZSVR).

Our X-LOOP™ innovative PCR pouch packaging has been recognized by the World Packaging Organization's WORLDSTAR Awards in 2024.

We continuously make investments to enhance innovation. In 2024, we launched a major investment in our R&D capabilities. We have initiated the establishment of a dedicated Innovation and Excellence Center, where all scientific personnel and laboratory equipment will be brought together to maximize efficiency and collaboration. Scheduled for completion in 2025, this new facility will become a hub for advancing sustainable packaging solutions and driving continuous improvement across our operations.

To further strengthen our innovation capabilities, we have invested in state-of-the-art flexography printing and cutting technologies. The introduction of the Flexo Plate Imager CDI Crystal 5080 XPS enhances print precision, consistency, and efficiency, while reducing ink consumption and waste. Complementing this, the new KONSBERG X cutter significantly improves accuracy, minimizing the flexography gap to less than 0.3 mm. Together, these advancements enable superior quality, resource efficiency, and a more sustainable production process.

Further investments to support the continuous improvement of our operations have been made, including the acquisition of a new slitter-rewinder to be installed at our Arkadiou plant in 2025, enhancing capacity and efficiency in the slitting department. Once fully operational, it will help reduce delivery times and better serve our customers.



INNOVATION PERFORMANCE
AND FUTURE GOALS

Our commitment to innovation is measured
not only by the quality of our R&D initiatives but also
by our ability to meet ambitious performance targets.

Indicator	2024 performance	2025 target
Success rate in new product design	83%	85%
Project lead time to sample dispatch (days)	40	39
Sample production cost (€)	754,036	500,000
R&D-based sales (€)	2,304,002	2,887,854





**Economic performance
& market presence**

ECONOMIC PERFORMANCE

In 2024, we achieved a revenue of €119 million, representing a 3.2% increase compared to 2023. Our international sales network spans 33 countries, with exports accounting for nearly 80% of our total annual turnover.

Through our targeted investments in a new warehouse facility, a new Innovation and Excellence Center and new equipment, we expect to further increase our market share by enhancing production capacity, efficiency, and the competitiveness of our products through innovation.

2024 Financial data		as of 31/12/2024
Turnover	118,822,355 €	
Operating profit / (loss)	6,161,215 €	
Profit / (loss) before tax	3,951,869 €	
Net profit / (loss) after tax	3,364,639 €	
Equity	36,015,867 €	
Total investments	7,192,748 €	
Total assets	45,480,800 €	
Sponsorships (investments, R&D etc.)	267,905 €	
Operating costs	112,661,140 €	
Payments to providers of capital	2,209,460 €	
Total payments to state authorities (direct + indirect taxes)	4,000,071 €	
Tax reliefs / exemptions	808,477 €	
Grants / subsidies (excluding DYPA)	0 €	
Gross employee remuneration	11,844,600 €	
Employer contributions & private insurance	4,875,389 €	
Other employee benefits	733,781 €	
Compensations (layoffs / pensions)	429,464 €	
Payment to domestic suppliers (incl. VAT)	46,783,301 €	
Payments to foreign suppliers	56,360,456 €	
Employee remuneration and benefits (gross)	12,272,845 €	
Contributions to social security funds	4,436,877 €	
Social investments, CSR expenses, donations and sponsorships	300,000 €	
Investments for company improvement and fixed asset investments	5,393,084 €	
*Numbers have been rounded		

EMPLOYEE COMPENSATION AND RETIREMENT PLANS

At A. Hatzopoulos S.A., we comply with minimum wage regulations and determine salaries based on market trends, competition and individual performance or needs. All our employees are compensated in line with our compensation and benefits policy. This helps us attract and retain skilled, high-performing professionals. All our employees are compensated above the legal minimum wage, while there is no pay differentiation between men and women regarding entry level wage. By ensuring fair pay, we strengthen employee loyalty and foster strong community relations.



We fully cover the financial obligations of our employee benefit plan through the Company's own resources, without relying on external funding. All employees participate in retirement plans, in accordance with the Greek law. We also provide a separate fund for pension liabilities, that allows them to better manage their finances and meet any retirement obligations.

Our pension liabilities are 100% backed by dedicated assets that have been set aside for this purpose, via a separate fund. This fund is fully financed by the Company. In addition, when we meet our annual financial targets, we make an extra voluntary contribution to the employee retirement fund as part of our bonus policy, enabling employees to benefit from the Company's success. Employees may also choose to make additional monthly contributions to their pension funds.

LOCAL COMMUNITY REPRESENTATION IN SENIOR MANAGEMENT

Including members from the local community in senior management can benefit both the Company and the local community, it demonstrates the Company's positive market presence, and enhances its ability to understand local needs.



Senior management refers to the senior executives and managers of the Company's departments, who are responsible for making strategic decisions. We consider all individuals whose origin or primary household is in northern Greece (and who are not expatriates) to be members of the local community.

SIGNIFICANT INVESTMENTS 2024

In 2024, we invested in upgrading our environmental performance. The replacement of the existing

SOLVENT COMBUSTION SYSTEM

at the Arkadiou plant was ordered, with the installation beginning at the end of the year. This upgrade will result in higher efficiency, reduced emissions and reduced carbon footprint. Lower emission levels will protect both employees’ health and the natural environment. Full operation is planned for the first quarter of 2025.

Within the same scope of further improving our environmental footprint, we invested in a

STATE-OF-THE-ART ROTO-CONCENTRATOR

to further reduce the emissions of volatile organic compounds (VOCs) of the rotogravure plant. The investment was approved and installation is planned for the third quarter of 2025.

Another important development was the completion and full operation of our Photovoltaic Panels (PV). Since 2022, the gradual installation of

PHOTOVOLTAIC PANELS (PV)

on the roofs of our two plants has been taking place, with a total capacity of 1600 KW being reached in 2023. These panels covered 9.64% of our Company’s total electricity requirements for the reporting year. With the expansion of PVS by 834 KW, which became fully operational in 2024, a total installed capacity of 2434 KW was achieved and the total energy produced has reached about 14-15% of consumption.

During 2024, the installation of

TWO ROTOGRAVURE TROLLEY WASHERS

was completed. Their operation has contributed to the reduction of the amount of solvents used for washing trolleys and parts, thereby reducing associated emissions. In addition, they have increased both the productivity and the safety of the washing process.

In order to improve logistics and warehousing capabilities, the construction of a

NEW WAREHOUSE

with a capacity of over 10,000 pallets was completed in 2024. The investment has considerably reduced dependence on third-party storage and minimized intra-company transportation of raw and auxiliary materials.

In 2024, we decided to upgrade our R&D operations and initiated the creation of a new dedicated facility, the

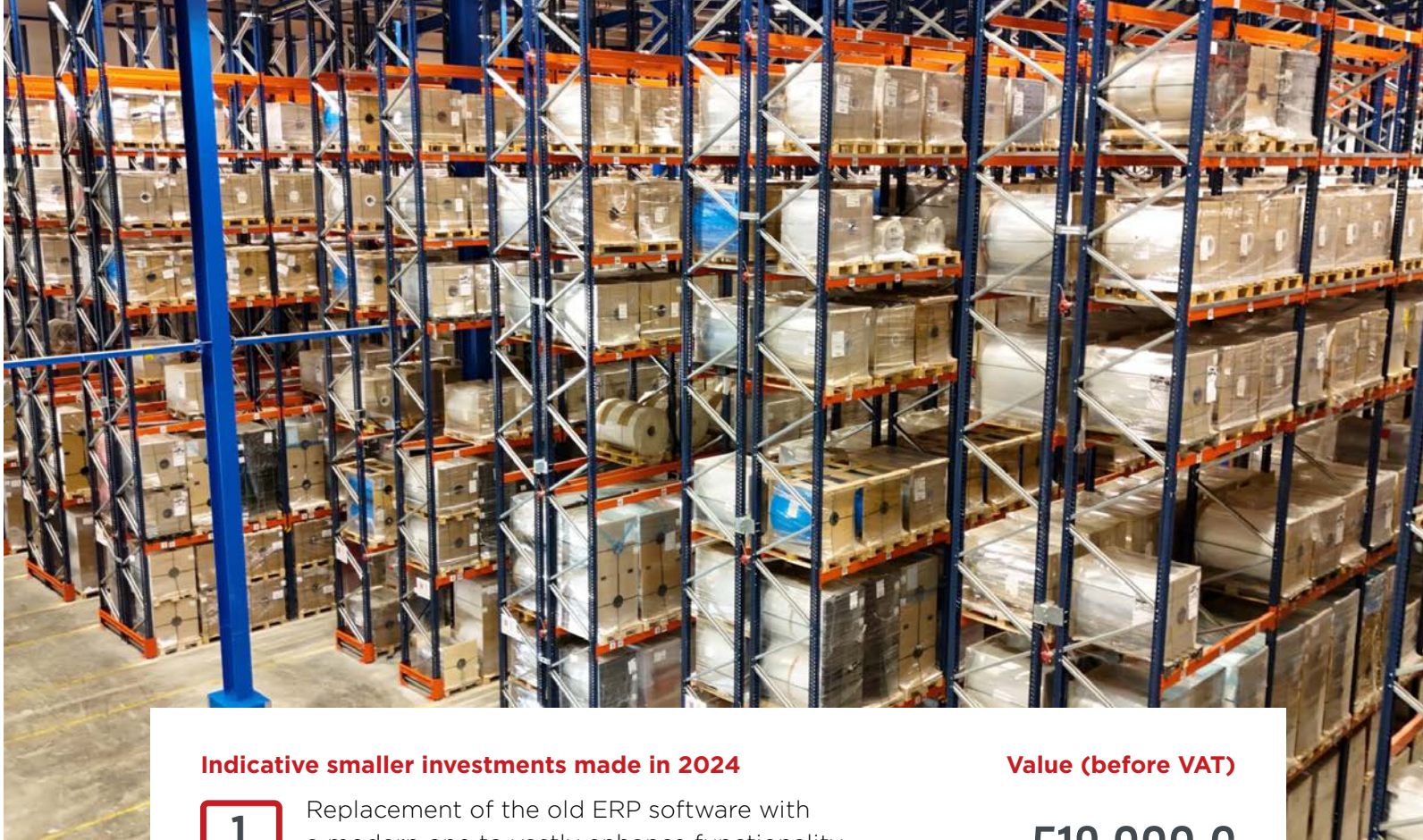
INNOVATION AND EXCELLENCE CENTER.

This center will bring together all scientific personnel and laboratory equipment to enhance efficiency. The project is expected to be completed by the end of the second quarter of 2025.

Finally, in 2024, we invested in the installation of a

NEW SLITTER-REWINDER MACHINE

at our Arkadiou plant to increase the capacity of the slitting department and reduce delivery times of finished products to customers. The machine is scheduled to be installed in June 2025 and is expected to be fully operational at the beginning of the second semester of 2025.



Indicative smaller investments made in 2024

Value (before VAT)

1	Replacement of the old ERP software with a modern one to vastly enhance functionality and efficiency of operation	512,000 €
2	Refurbishment of electronic drives on the rotogravure 43 machine with replacement of obsolete parts to enhance operational performance	128,000 €
3	Enhancement of storage capacity for work-in-progress materials by adding new racking systems and upgrading existing ones	150,000 €
4	Carbon footprint evaluation system (software)	17,000 €

Financial implications due to climate change

At A. Hatzopoulos S.A., we acknowledge the significance of the impact climate change may have on our operations, revenue and expenditures. During the financial materiality part of our double materiality exercise, we assessed the financial risks and opportunities presented by climate change mitigation, adaptation and energy use. Please find more information in the “Our ESG strategy” chapter of this Report.

In the meantime, we actively take steps to mitigate climate change and its impacts. Our initiatives include the use of renewable energy through solar panel installations, investments in green production systems (e.g., solvent recovery), calculating our carbon footprint and committing to the SBTi to support our GHG emissions reduction targets.



Sustainable supply chain

The foundations

to sustainability are laid in collaboration with our supply chain partners.

At A. Hatzopoulos S.A., we believe that sustainability is best achieved through collaboration. Together with our suppliers, partners, and customers, we strive to create long-term value for people, society, and the environment.

By embedding responsible sourcing practices into our operations, we help lay the foundation for a value chain that:



respects human rights



safeguards the natural environment



fosters economic resilience

We recognize that our impacts extend far beyond our own facilities, upstream to the sourcing of raw materials and downstream to the delivery of finished products. For this reason, we actively engage our suppliers in our sustainability goals, ensuring that environmental and social considerations are integrated into procurement decisions. This collaborative approach creates a ripple effect of positive change throughout our value chain.

Our incoming raw materials primarily consist of flexible polymer materials, which are processed into high-quality packaging. In addition to these core inputs, our supply chain includes secondary and auxiliary materials, as well as the transportation of goods, upstream and downstream. There have been no significant changes in our sectors, value chain, or key business relationships compared to the previous reporting year.

By working together

with our suppliers, we:



Distribute products that safeguard consumer health and respect the environment



Continuously reduce the ecological impact of our packaging



Support a circular economy by designing products with end-of-life recycling in mind

We seek suppliers who share our values and commitment to sustainable development. We have established a Responsible Procurement Policy, which integrates environmental, social and ethical criteria into our partnerships. Preference is given to partners who demonstrate environmental stewardship, ethical business practices, and a willingness to contribute to the global sustainability agenda. We also encourage and support our suppliers in adopting responsible business policies that create value for both society and the environment.

In the selection process, the primary criterion is the quality of materials, while the proximity first principle is applied secondarily, in order to ensure fast availability and greater flexibility in the supply chain. Prioritizing local suppliers strengthens the regional economy and minimizes transportation-related emissions. Shorter distances mean smaller carbon footprint and closer, more effective collaboration on sustainability initiatives.

2024 — 37,905,242€ — 37.8 %

of our total procurement budget was spent on local suppliers, located in Greece.

This focus on local sourcing enables us to combine economic value creation with environmental benefits, while building strong, long-term relationships with our partners.

We have implemented a series of initiatives to reduce the social and environmental impacts of our supply chain. These include the deployment of advanced demand-forecasting tools to optimize the alignment between production and procurement, as well as active supplier engagement programs focused on compliance, ethical conduct, and ESG awareness. In parallel, we collaborate closely with our logistics partners to promote the adoption of fuel-monitoring and carbon-tracking systems that enhance transparency in transportation emissions. Our R&D department also partners with key suppliers to jointly develop new, more sustainable materials and packaging solutions.

To identify and mitigate potential risks across our supply chain, we employ an annual supplier scorecard system that consolidates performance data on quality, ESG compliance, and delivery reliability. In addition, we conduct annual supply chain risk mapping to pinpoint critical dependencies and vulnerabilities. These activities are complemented by structured supplier reviews and continuous dialogue, ensuring that improvement opportunities are identified, jointly agreed upon, and effectively implemented through targeted action plans.

Our annual supply chain risk mapping takes into account the following:

- 1

Accumulation Risk: Dependence on a limited number of suppliers or on specific geographic regions that may affect supply continuity.
- 2

Geopolitical and Regulatory Risk: Exposure to potential trade bans, tariffs, or political instability that could impact material availability or cost structures.
- 3

Supplier Financial Risk: Assessment of supplier creditworthiness, financial stability, and long-term viability.
- 4

Availability and Logistics Risk: Evaluation of delivery reliability, lead times, and transportation challenges that may influence service performance.
- 5

ESG Risk: Potential non-compliance with environmental or social standards, particularly regarding emissions, labor practices, and ethical conduct.
- 6

Sustainability and Innovation Risk: The supplier’s ability and willingness to adapt to sustainability requirements and co-develop low-impact materials and processes.

In parallel, we ensure timely and reliable payments to all suppliers, with particular emphasis on supporting small and medium-sized enterprises (SMEs). Our standard payment terms extend beyond 90 days, reflecting our commitment to stable and transparent commercial relationships. There are currently no outstanding legal proceedings related to payment delays or supplier disputes.



SUPPLIER EVALUATION AND SCREENING

We believe that sustainability begins with responsible sourcing. All our suppliers are evaluated using environmental and social criteria to ensure they meet our high standards of ethical conduct, environmental stewardship, and respect for Human Rights. This process is anchored in our Code of Conduct and CSR Policy, which we send to all suppliers to review and sign. In 2024, 94% of our main suppliers, representing more than 87% of our procurement budget, signed these commitments, confirming their alignment with our sustainability principles.

To further ensure the quality and safety of our supply chain, our top-tier raw material suppliers are also required to sign a Quality Assurance Agreement, setting out stringent requirements for product integrity and compliance. In addition, the Agreement stipulates the supplier’s full compliance with environmental legislation, including Regulation (EC) 1907/2006 – REACH.

An extract from the Agreement:

*Employment is freely chosen, and no discrimination is practiced.
Child labor shall not be accepted. Working conditions are safe and hygienic. No harsh or inhumane treatment is allowed.
Suppliers have to agree with our code of conduct.*

To maintain the highest environmental and social standards across our supply chain, we implement a structured, multi-step evaluation process for all suppliers, without exception. Individual departments, under the supervision of their managers, are responsible for assessing suppliers of raw materials, secondary and auxiliary inputs, as well as other external partners providing goods or services.

At the start of each year, department supervisors evaluate all suppliers they have collaborated with, using a dedicated electronic assessment form. If performance concerns or compliance issues are identified, the matter is escalated to the highest governance body, triggering a supplier audit. Following the audit, a re-evaluation determines whether the supplier remains on our list of approved suppliers.

Suppliers and transportation service providers

are evaluated based on the following criteria:

-  **Response time**
-  **Pricing policy**
-  **Quality Index**
-  **Environmental & Social responsibility (including human rights, child and forced labor and other social issues)**
-  **Food safety**
-  **Quality and length of collaboration**
-  **Innovation**

Annual evaluation forms are sent to the top-tier raw and auxiliary material suppliers, including:

- ✓ An environmental performance evaluation (depending on their certifications)
- ✓ A requirement for the revised REACH compliance certificate
- ✓ Questions of environmental nature, such as the recyclability of their products, CO₂ footprint, and other environmental indicators

In 2024, 100% of our new suppliers underwent environmental and social impact screening, and none were found to have significant actual or potential negative impacts. As a result, no corrective action plans were necessary, and no business relationships were terminated on these grounds during the reporting year. This thorough approach ensures that our supply chain is not only efficient but also aligned with our values and commitment to sustainable development.

At A. Hatzopoulos S.A., we are committed to eradicating all forms of inequality, forced or compulsory labor, and child labor, while supporting broader societal well-being. In 2024, no suppliers or internal operations were identified as being at significant risk of forced labor, child labor, human trafficking, or violations of employees' rights to freedom of association and collective bargaining.

A. HATZOPOULOS S.A. AS A RESPONSIBLE SUPPLIER

Our responsibility to sustainability extends beyond procurement, we also aim to act as a trusted supplier to others. We maintain transparent and responsible practices, supported by our AB (Buyer and Supplier) membership in SEDEX (Supplier Ethical Data Exchange). Through the SEDEX platform we can transparently share and access information about Labor, Health and Safety, Business Ethics and the Environment among SEDEX members.



As a SEDEX member we require our partners to participate in third-party SMETA audits, openly share the results with our customers, and continuously monitor and improve our performance. Additional benefits include strengthening our risk management by helping us identify and mitigate potential issues related to labor rights and business ethics. It can also aid with compliance with ethical standards and regulations and promotes collaboration by facilitating open communication between buyers and suppliers. Together, these advantages reinforce our commitment to a responsible and transparent supply chain.



In addition, our commitment to responsible sourcing and sustainable operations is demonstrated through recognized certifications and assessments. The International Sustainability and Carbon Certification (ISCC) ensures that our bio-based and recycled materials meet rigorous sustainability and traceability standards. Forest Stewardship Council (FSC) certification underscores our dedication to responsibly sourced paper and wood-based materials. Furthermore, our Ecovadis assessment reflects strong performance across environmental, social, and ethical dimensions, benchmarking A. Hatzopoulos S.A. among the leading sustainable suppliers in our sector. Together, these credentials highlight our proactive approach to supply chain responsibility and our continuous support for customers seeking verifiable, sustainable packaging solutions.

CARBON FOOTPRINT AND OUR VALUE CHAIN

We engage openly with our supply chain partners and stakeholders to foster transparency, collaboration, and continuous improvement in sustainability. Feedback from stakeholders helps shape our actions, ensuring they meet societal and environmental expectations. We share our performance through our annual Responsibility Report.

We have made the strategic decision to measure and transparently report our carbon footprint, encompassing Scope 1, 2, and 3 emissions across all key activities. This includes emissions from purchased goods and services, transportation, and other upstream and downstream operations, enabling us to identify carbon-intensive hotspots and drive targeted reduction initiatives throughout our value chain. As a manufacturing company, the purchase and transportation of raw materials, products, and goods represent a significant share of our total emissions.

To ensure the robustness and credibility of our climate data, our greenhouse gas inventory has been verified in accordance with ISO 14064. This validated information underpins our corporate climate strategy and provides a reliable foundation for our partners' emissions reduction initiatives.

You can find more information about this topic in the Carbon footprint section of this Report.





Environmental responsibility

We approach environmental stewardship as a core responsibility, striving to minimize our impact, optimize resource use, and advance sustainable practices beyond compliance.

Our vision

We focus on improving packaging design and innovating to make our packaging solutions more environmentally-friendly and easier to recycle for a truly circular economy.

We act to minimize environmental impact

In our environmental management:

- We implement certified environmental policies under ISO 14001
- We implement responsible waste management and efficient resource use and track our progress through specific KPIs
- We undergo an annual EcoVadis assessment to evaluate and enhance our sustainability performance

Through sustainable operations:

- We continuously invest in more environmentally friendly production systems, including solvent recovery and solar energy
- We collaborate with key partners to advance the circular economy, as a member of CEFLEX and OPRL

In our climate commitments:

- We have signed the commitment letter of the Science Based Targets Initiative (SBTi)
- We have set ambitious reductions targets by 2030 and 2050 in Scope 1,2 and 3 emissions (vs. 2019 baseline)

In our product design and materials:

- We design recyclable and sustainable packaging solutions
- We are certified by ISCC and FSC to ensure responsible sourcing

ENVIRONMENTAL CERTIFICATIONS

- Environmental Management System - ISO 14001
- Quantification and reporting of greenhouse gas (GHG) emissions - ISO 14064
- International Sustainability and Carbon Certification - ISCC
- Forest Stewardship Council - FSC
- SEDEX/SMETA (sustainable procurement)
- EcoVadis (since 2017)

EVALUATION OF ENVIRONMENTAL TOPICS

We integrate environmental considerations into our strategic decision-making by regularly assessing how key topics influence our long-term business resilience, societal contribution, and ecological footprint. This evaluation supports risk management, guides resource allocation, and identifies opportunities for improvement. Topics are prioritized based on their significance against the following criteria:

-  Potential to affect employee health, safety, and well-being
-  Short- and long-term environmental impact
-  Legal and regulatory obligations
-  Severity of potential effects on ecosystems
-  Implications for business continuity and sustained growth
-  Opportunities for continuous improvement and innovation

ENVIRONMENTAL POLICY IMPLEMENTATION

The proper execution of our environmental policy is closely tied to how our employees apply it in their daily work. Therefore, we focus on employee engagement through:

- 01

Comprehensive training on emergency procedures and our environmental management system
- 02

Environmental leaflets always available in communal dining areas covering environmental protection, energy & waste management, and water conservation
- 03

A system for employees to submit proposals and feedback
- 04

Dedicated control teams in our production plants
- 05

Audits to identify risks and plan improvements

MATERIALS FOR A CIRCULAR ECONOMY

Packaging plays a critical role in preserving food quality, extending shelf life, and reducing food waste. At our Company, we focus on designing materials that support circular economy, with the aim that our products are both functional and recyclable.

Our target for 2025 is for 100% of our packaging products to be designed to be recyclable.

To achieve our goals, we begin with the incoming raw materials. We use flexible polymer (plastic) materials, mainly polypropylene (PP) and polyethylene (PE). We are increasingly removing ALUFOIL and PET from our product structures. Incoming materials also include packaging, which comprises plastic, paper, and wood pallets. Auxiliary materials include organic solvents, glues and inks.

MATERIALS USED IN 2024 PRODUCTION (KG)		
	Renewable/ Biological	Non-renewable/ Technical
Materials used to produce the organization's products	189,720.00	22,083,987.85
Materials used for the packaging of the organization's primary products	1,639,614.87	4827.53
Total	1,829,334.87	22,088,815.38

Throughout the reporting period, we utilized 23,918,150.25 kg of materials in the production and packaging of our primary products, including 119,759.99 kg (0.5%) of recycled content.



Circular packaging solutions

We also aim to contribute to the circular economy through our products.

Flexible packaging allows for larger shipping volumes, reducing transport distances, fuel consumption, and emissions

High resistance to denting or breakage improves safety and attractiveness, minimizing product loss

Superior product quality preserves food freshness, reducing food waste and contamination risks



In 2024, we sold 19,511.42 t of products and reclaimed 132 t (0.67%) of those products from customer returns, according to our internal monitoring system.

We actively engage in industry initiatives that advance the circular economy and promote responsible recycling practices. As members of CEFLEX, we contribute to the continuous improvement of flexible packaging circularity across Europe. In addition, our participation in the On-Pack Recycling Label (OPRL) scheme ensures that consumers receive clear, consistent guidance on how to recycle our packaging, supporting more effective waste management and higher recycling rates.

We are committed to advancing packaging design for a circular economy through innovative product ranges that combine high performance with environmental responsibility.

X-CYCLE™ offers recyclable film solutions made from monomaterial polyethylene (PE) or polypropylene (PP), specifically designed for recycling across all available streams. These materials deliver high protective properties and maintain full efficiency on high-speed packaging lines. Where required, recyclability can be certified by recognized organizations such as Cyclos, Interseroh, and OPRL.

X-LOOP™ incorporates post-consumer recycled (PCR) and bio-circular plastics, both suitable for food contact applications. These materials retain their original barrier properties, functionality, and visual appeal while delivering a lower carbon footprint than virgin plastics. Produced within an ISCC-certified supply chain, X-LOOP™ solutions are fully recyclable when combined with X-CYCLE™.

Through these solutions, we provide our customers with packaging that supports resource efficiency, reduces environmental impact, and enables recycling at scale, driving the shift towards a truly circular economy.

Goals in relation to materials

Our main goal is that 100% of our packaging products will be designed to be recyclable.

Therefore:

- 01 We are prioritizing polyolefin-based designs to replace materials such as PET and ALUFOIL
- 02 We are expanding the use of post-consumer recycled (PCR) content in PP and PE packaging
- 03 We are expanding the use of bio-circular polyolefins (PP and PE) sourced from renewable feedstocks
- 04 We are developing high-barrier monomaterial solutions (PP or PE) that maintain performance and compatibility with recycling streams

WASTE MANAGEMENT

We recognize that waste, if not properly managed, can have significant environmental and social impacts. In line with our vision of a zero-waste, circular economy, we have developed systems to optimize waste management, minimize the use of unnecessary materials, and maximize material recycling and reuse rates. Both our production sites are fully certified with ISCC PLUS, and we are an active member of Flexible Packaging Europe (FPE) and its Sustainability Committee, aligning our waste reduction efforts with the industry’s common vision and the UN Sustainable Development Goals.

In 2024, we produced 5,340.59 t of waste, none of which was radioactive and only 617.22 t of which was hazardous waste. 68% of all waste was diverted from disposal using a variety of treatment methods including recycling and reuse. 2,886.72 t (54%) of all waste was not recycled.

OUR WASTE MANAGEMENT APPROACH PRIORITIZES PREVENTION, REDUCTION, REUSE, AND RECYCLING,

ensuring that all waste streams, both hazardous and non-hazardous, are handled in compliance with applicable regulations and in line with our commitment to a circular economy.

Non-hazardous waste

The non-hazardous solid waste streams produced at our facilities include waste from cleaning and trimming raw material rolls, copper from engraving rotogravure cylinders, off-spec intermediate and final products, packaging from raw and auxiliary materials, residues of polymerized glue and their containers, scrap from paper core boards, and municipal solid waste. A register of all solid waste data is maintained and updated annually, covering quantity, nature, origin, physical and chemical characteristics, and final management method, i.e. recycling or incineration with energy recovery. This information is submitted annually to the Electronic Waste Register of the Hellenic Ministry of Environment and Energy. Where possible, these materials are reused on-site, returned to suppliers, resold, or recycled through licensed waste management companies. For example, wooden pallets are reused internally or resold.

NON-HAZARDOUS WASTE GENERATED IN 2024 (T)

Waste type	Amount	Diverted from disposal	Directed to disposal
Paper	173.17	100.00%	0.00%
Plastic	330.21	100.00%	0.00%
Metals	1,080.83	100.00%	0.00%
Wood	867.32	100.00%	0.00%
Packaging (mixed)	2,198.43	49.80%	50.20%
Inorganic sludge	67.28	100.00%	0.00%
Electronic waste	0.12	100.00%	0.00%
Cigarette butts	0.08	100.00%	0.00%
Process residue	5.93	100.00%	0.00%
Total	4,723.37	76.60%	23.40%

Cigarette waste recycling

In 2024, our partnership with the nonprofit CigaretCycle under the #gopafree initiative delivered measurable environmental benefits. The 7 dedicated recycling bins in our designated smoking areas enabled the collection of over 350,000 cigarette butts. Through specialized recycling, this waste was converted into almost 20 kg of organic fertilizer and over 60 kg of recycled plastic materials, demonstrating the circular potential of a harmful waste stream.

The process also yielded significant environmental gains, preventing an estimated 575 kg of CO₂ emissions and protecting an estimated 179,520 m³ of water from contamination. The success of #gopafree reflects our commitment to initiatives that combine behavioral change with practical infrastructure, achieving tangible results for the environment.

Hazardous waste

Our hazardous waste is managed through our Environmental Management System (EMS) to ensure safe handling, storage, and disposal. Organic solvents used for washing cylinders and machine parts are recovered and reused via a closed distillation system, with any residues collected in UN-approved drums for reuse or licensed disposal. Residual ink sludge, absorbing materials, used mineral oils, chemicals from cylinder washing, and items such as batteries, fluorescent lamps, and electronic equipment are managed exclusively by licensed companies. Empty ink containers are reused by being refilled with ink or repurposed as containers for hazardous waste. Electronic waste and used mineral oil are recycled, whereas our production waste is directed to incineration with energy recovery. The process is strictly monitored to ensure safety, regulatory adherence, and minimal environmental impact, transforming waste into usable energy while mitigating potential risks.

Strict storage protocols, such as specialized spaces, firefighting systems, clear labeling, and continuous monitoring, ensure safe management. Safety Data Sheets, accident prevention instructions, spill containment measures, and personnel training further safeguard employee health and environmental protection.

HAZARDOUS WASTE GENERATED IN 2024 (T)

Waste type	Amount	Diverted from disposal	Incineration with energy recovery
Hazardous production waste	615.00	0.00%	100.00%
Electronic waste	0.97	100.00%	0.00%
Used mineral oils	1.25	100.00%	0.00%
Total	617.22	0.40%	99.60%

Post-consumer waste

Beyond operational waste, we also address waste generated at the end of our products' life cycle. The packaging industry faces challenges with non-recyclable structures, which can be difficult to treat or recycle and often end up in landfills or incineration. To reduce these downstream impacts, we have made a strategic commitment to significantly increase the share of recyclable products in our portfolio. This includes adopting mono-material designs, using materials compatible with widely available recycling systems, and collaborating with customers to develop packaging solutions that meet both performance and recyclability requirements. By doing so, we reduce environmental burdens, support a circular economy, and help our clients meet their own sustainability targets.

Our holistic waste management approach—covering both in-plant waste and end-of-life considerations—ensures we minimize our environmental footprint, protect natural resources, and contribute to a more sustainable packaging value chain.

WASTE GOALS

» We aim to reduce our reliance on incineration with energy recovery for our production waste.

» Target: 50% of our production waste to be recycled, 50% to be directed to incineration with energy recovery.



BIODIVERSITY

Our facilities continue to operate exclusively within designated industrial zones where local ecosystems have already been altered. As a result, we have a negligible direct impact on biodiversity. The potential impacts of the company’s facilities on biodiversity, in both natural and human-influenced environments, are evaluated through environmental impact assessment studies available on the official state website <https://diavgeia.gov.gr/>.

To maintain our minimal impact on biodiversity we focus on keeping a low ecological footprint for our operations and products.

We implement stringent environmental controls, effective waste management practices, and invest in the use of renewable energy sources.

We prioritize sourcing raw materials from sustainable suppliers, including the procurement of Forest Stewardship Council (FSC) certified materials. This certification ensures that the wood and paper-based inputs we use come from responsibly managed forests that promote biodiversity conservation, protect wildlife habitats, and support sustainable forest management practices.

Caring about local biodiversity

Local tree planting and waste cleanup

On Earth Day 2024, we partnered with the nonprofit We4All, the local group Echedorou Fysis, and volunteers to restore the natural environment in Kalohori, Thessaloniki. The initiative combined a large-scale waste cleanup with targeted reforestation efforts, resulting in the removal of significant amounts of recyclable and general waste and the planting of 40 new trees. These trees will enhance local biodiversity, improve air quality, and protect soil health, contributing to the long-term resilience of the area’s ecosystem.

ENERGY

We acknowledge that energy consumption directly influences climate change through greenhouse gas emissions. To support both climate change mitigation and adaptation, we rigorously measure, monitor, and actively work to reduce our energy use across all operations.

In 2024, over 50% of the electricity consumed by our Company was sourced from renewable energy, underscoring our commitment to sustainable operations and climate action. Our on-site solar panel installations generated 2,454,092 kWh of electricity, directly powering our facilities. Additionally, we contributed to the wider energy grid by making available a further 300,039 kWh of surplus renewable electricity. None of the electricity we used was derived from nuclear sources. All non-renewable energy consumed was derived from fossil sources.



ELECTRICITY USE BREAKDOWN

Non renewable sources

8,304,696 kWh

44%



Renewable sources

10,733,287 kWh

56%

In addition, we used natural gas for heating, gasoline in Company vehicles and diesel in Company vehicles and machinery. No renewable fuels were used in the reporting year.

ENERGY AND FUEL CONSUMPTION IN kWh

Type	2024	2023	Change (%)
Electricity	19,037,983	17,925,919	+6.20%
Natural gas for heating	22,821,072	23,693,945	-3.68%
Fuels for mobile and stationary combustion (diesel and gasoline)	374,625	450,232	-16.79%
Total	42,233,680	42,070,096	+0.39%

The calculations encompass all energy consumed directly within our Company's operations, including the use of fossil fuels, electricity, and natural gas. Compared to our 2023 Responsibility Report, a minor adjustment has been made in the reported energy consumption figures, due to data verification and refinement of our measurement processes. This process supports our commitment to continually improve the accuracy of our reporting.

In 2024, our Company achieved a notable reduction in energy intensity, decreasing from 2.61 kWh per kg of sold product in 2023 to **2.40 kWh per kg of sold product.**

Our absolute energy consumption did not decrease in 2024, but remained at approximately the same levels as in the last reporting year, showing a slight increase of 0.39%, especially due to the increased electricity consumption that accompanied our increase in production output. We saw a significant reduction in the use of fuel from 34,147 l of diesel in 2023 to 21,733 l in 2024, as well as a 3.68% reduction in natural gas use. In addition, the significant reduction of energy intensity reflects the enhanced efficiency of our operations and our commitment to optimizing energy use relative to production output.

A key factor in this achievement was the increased share of renewable energy in our electricity consumption, which reached 56% in 2024. This was further supported by the completion and full operation of our Photovoltaic (PV) system. Since 2022, PV panels have been gradually installed on the roofs of our two plants (Stadiou and Arkadiou), reaching a total installed capacity of 1,600 kW in 2023. In 2024, the capacity was expanded by an additional 834 kW, bringing the total installed capacity to 2,434 kW. This expansion enabled on-site renewable energy generation to supply approximately 14-15% of our total electricity consumption. These actions support our broader climate change adaptation and mitigation strategy by reducing the carbon intensity of our production processes and promoting cleaner energy use across our operations.

At present, we do not measure the energy consumption of our products during their use phase, and therefore cannot quantify reductions in energy requirements over time. We actively pursue product innovations aimed at improving environmental performance, which may also contribute to reduced life-cycle energy impacts. In 2024, we expanded the share of fully recyclable and circular packaging solutions in our portfolio, focusing on responsible material sourcing and ease of recycling. While their exact energy savings potential has yet to be quantified, these initiatives support our broader sustainability strategy and align with our commitment to reducing environmental impacts across the value chain.

Our energy reporting currently covers only consumption within our operational boundaries, and we do not measure energy use occurring outside the organization, due to lack of reliable data. We have made the strategic decision to assess and report Scope 3 greenhouse gas emissions, which include indirect emissions linked to our value chain. This approach allows us to capture and address significant climate impacts beyond our direct operations, providing a natural bridge from energy management to our broader emissions reduction strategy.

ENERGY GOALS

We are committed to continually improve our energy performance; therefore, we have committed to increase active annual sourcing of renewable electricity from 0% in 2019 to 80% by 2030.

From 01/01/2025:

80% of purchased electricity will come
with Guarantees of Origin
from renewable energy sources

all newly purchased vehicles
will be either fully electric or plug-in
hybrid electric vehicles

EMISSIONS

Our environmental responsibility and climate strategy centers on addressing emissions. Greenhouse gases (GHG) are a primary driver of climate change, while air pollutants can have significant impacts on human health and ecosystems. We actively monitor, measure, and manage our emissions across all scopes, in line with international standards, to support global climate goals and adapt to a changing environment. Through science-based targets, renewable energy investments, and continuous operational improvements, we work to decarbonize our activities and reduce air quality impacts, ensuring that our operations contribute to a healthier planet and resilient communities.

CARBON FOOTPRINT

We monitor and track our GHG emissions to better understand our climate impact and inform our mitigation strategy. Emissions are calculated in line with the GHG Protocol and ISO 14064:2019, expressed in CO₂ equivalents (CO₂e), using the 100-year Global Warming Potential (GWP) values from the IPCC Sixth Assessment Report. Our reporting boundaries are defined using the operational control approach. To set precise reduction targets and track progress effectively, we have verified all Scope 1, 2, and 3 emissions for our 2019 baseline year in accordance with ISO 14064, aligning with both the Science Based Targets initiative (SBTi) framework and the requirements of the Greek Climate Law. To support our efforts for accuracy in monitoring and reporting emissions, we also invested in a carbon footprint evaluation software.

Scope 1 emissions include all direct GHG emissions from owned or controlled sources, calculated using purchased quantities of fuels (natural gas, diesel, petrol), fugitive emissions and relevant emission factors (National Inventory Report of Greece for GHG Gases). Scope 2 indirect emissions include all the emissions associated with purchased electricity use. At A. Hatzopoulos S.A., location-based emissions were calculated using our electricity consumption and emission factors for Greece provided by the Greek Renewable Energy Sources & Guarantees of Origin Operator (DAPEEP).

SCOPE 1 AND SCOPE 2 EMISSIONS (t CO₂ e)

	2024	2019 (base year)	Change (%)
Scope 1	5,021.41	4,723.64	+6.30%
Scope 2	5,928.98	10,271.09	-42.28%
Scope 1 and 2	10,950.39	14,994.74	-26.97%

Overall, Scope 1 and 2 GHG emissions were significantly reduced by 26.97% compared to 2019, the base year. Scope 1 emissions related to fuel use were increased by 6.3% with a much more significant reduction of 42.28% in Scope 2 (electricity related) emissions. This significant reduction was a direct result of expanding the on-site renewable energy production (solar panels), as well as reducing energy consumption. This is a significant reduction and is aligned with A. Hatzopoulos S.A.'s reduction targets for 2030.

The GHG emissions intensity for Scope 1 and 2 emissions in 2024 came out to **0.63 t CO₂e per t of sold product**.

We have made the strategic decision to measure selected Scope 3 emissions categories to better assess climate risks and opportunities across our value chain. These measurements enable more informed sustainability planning and target setting.

To determine which Scope 3 activities to include in our inventory, we applied a set of carefully defined criteria in line with the GHG Protocol. We focused on categories that contribute significantly to our total anticipated Scope 3 emissions and those that offer meaningful potential for reductions. We also considered activities that contribute to the Company's overall risk exposure, as well as those identified as critical by our key stakeholders. Finally, we prioritized categories for which data was both available and of sufficient quality to allow for reliable calculations.

Applying this approach led us to identify nine Scope 3 categories as the most significant in terms of emissions and impact. Emissions for these categories were calculated using all available activity data, such as fuel use or waste amounts, complemented by data-driven assumptions and the application of relevant published emission factors.

SCOPE 3 EMISSIONS (2024)

Scope 3 emissions category	t CO ₂ e	% of total Scope 3 emissions
Purchased goods & services	71,311.80	76.83%
Capital goods	1,573.39	1.70%
Fuels- and energy- related activities not included in Scope 1 and 2	2,646.95	2.85%
Upstream transportation & distribution	16,504.65	17.78%
Waste generated in operations	33.89	0.04%
Employee commuting	409.85	0.44%
Downstream transportation & distribution	78.59	0.08%
Business travel	125.10	0.13%
End-of-life treatment of sold products	132.38	0.14%
Total Scope 3 emissions	92,816.59	100%

In 2024, the largest share of our Scope 3 emissions came from purchased goods and services, namely our raw materials, which accounted for 76.83% of the total. The category of upstream transportation and distribution was the second most significant contributor, representing 17.78% of total Scope 3 emissions. Together, these two categories were responsible for more than 94% of our Scope 3 footprint. Based on our 2019 Scope 3 emissions of 80,218.57 t CO₂ e, our 2024 emissions were increased by 15.70% (92,816.59 t CO₂ e) underscoring the importance of supplier engagement and logistics optimization in our emissions reduction strategy.

All carbon footprint results are presented in CO₂ e, with CO₂, CH₄, N₂O, HFCs and PFCs gases included in the calculations. No biogenic CO₂ emissions are included in our reporting. The emissions Global Warming Potential (GWP) was based on the IPCC Sixth Assessment Report. We are in the process of verifying our 2024 GHG emissions with the ISO 14064 standard.

AIR POLLUTION

We mainly use ethyl acetate and a solvent mixture of alcohols and ethyl acetate as solvents in our production; therefore, Volatile Organic Compounds (VOCs) control is a regulatory and operational priority. At Arkadiou, a VOCs combustion unit operates to treat emissions, while the Stadiou plant employs a solvent recovery system. Enclosed production environments prevent uncontrolled releases, and semi-annual air quality measurements confirm compliance with the <20 mgC/m³ legal threshold, in accordance with Greek Law (KYA 36060/1155/E.103).

In 2024, a total of 302.89 t of VOCs were produced during our operations.

To strengthen our efforts to control and reduce air emissions, in 2024, we made targeted investments in advanced VOCs abatement technologies. At the Arkadiou plant, we initiated the replacement of the existing solvent combustion system, a key component in capturing and thermally oxidizing VOCs generated during printing and laminating processes. The upgraded system, scheduled for full operation in the first quarter of 2025, is expected to deliver higher treatment efficiency, lower overall emissions, and reduced energy consumption—ultimately contributing to a smaller carbon footprint, improved air quality, and enhanced protection of employee health and the surrounding environment.

During the same year, we also completed the installation of two rotogravure trolley washers, which have already reduced solvent consumption in cleaning operations, thereby lowering associated VOCs emissions while increasing operational safety and efficiency.

Looking ahead, we have approved the purchase of a state-of-the-art roto-concentrator for the rotogravure plant, planned for installation in the third quarter of 2025, which will further strengthen our ability to capture and reduce VOCs emissions.

Other operational emissions include those from natural gas boilers used in production and heating. Exhaust gases (%O₂, CO, CO₂, NO_x, temperature, heat loss, soot index) are measured 1–2 times per week to ensure optimal performance of equipment and production lines. Exhaust Control Cards (ECCs) are issued annually for Company vehicles, while ECCs for third-party vehicles are checked upon arrival. Data from these checks are analyzed to identify potential issues and plan corrective actions.

Measures are also in place to minimize dust generation within our facilities and surrounding areas, supported by appropriate equipment and staff training in Best Available Techniques for dust control.

OZONE-DEPLETING SUBSTANCES

Ozone emissions occur periodically during the operation of the corona treatment systems used in our printing and laminating machines. Monitoring at height has confirmed that these emissions remain within controlled levels, and no immediate corrective actions or treatment measures are currently required. Nevertheless, to further strengthen our environmental management, we plan to conduct ozone-depleting substances (ODS) measurements and assess the feasibility of installing an ozone neutralization system.

EMISSIONS GOALS

In 2024, A. Hatzopoulos S.A. committed to the Science Based Targets initiative (SBTi), reinforcing our dedication to reducing greenhouse gas emissions through science-based goals. Using 2019 as a baseline, we aim to significantly cut Scope 1, 2, and 3 emissions by 2030 and achieve Net-Zero by 2050. Verification and certification of the targets by SBTi is expected to take place within 2025. This commitment aligns our operations with global climate objectives and demonstrates our resolve to contribute to a sustainable future.

Specifically, in regards to our carbon footprint we commit to:

- reduce absolute Scope 1 GHG emissions 46.20% by 2030 (vs 2019 base year)
- reduce absolute Scope 2 GHG emissions 53.30% by 2030 (vs 2019 base year)
- reduce absolute Scope 3 GHG emissions 27.50% by 2030 (vs 2019 base year)
- reduce absolute Scope 1, 2 and 3 GHG emissions 97.00% by 2050 (vs 2019 base year)

We also aim to better manage air pollution by:

- The full operation of a new, upgraded solvent combustion system to reduce VOC emissions at Arkadiou plant, by the first quarter of 2025
- The installation of a state-of-the-art roto-concentrator for the rotogravure plant, in the third quarter of 2025, to further reduce VOC emissions.



Our governance model

GOVERNANCE STRUCTURE AND PROCESSES

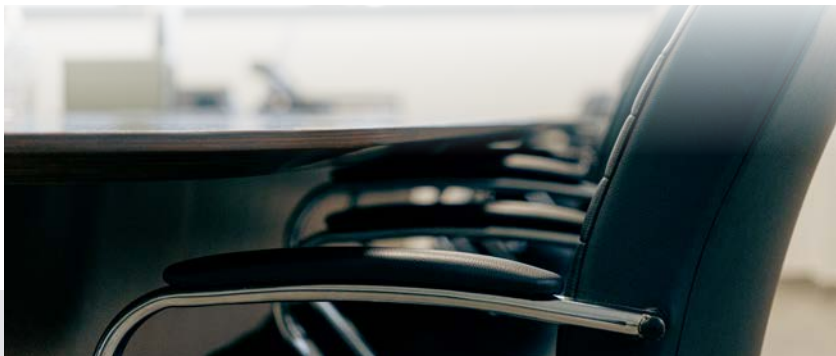
The General Assembly of Shareholders is the highest governance body of A. Hatzopoulos S.A. and has the authority to decide on all aspects concerning the Company. The Company is managed by the Board of Directors (BOD) and, in a secondary capacity, by the Management Team. Both bodies are responsible for decision-making and overseeing the management of the Company's impacts on people, the environment and the economy.

All shareholders have the right to become members of the General Assembly and its committees. The Assembly elects its President and secretary by a simple majority vote. The President oversees the composition of the General Assembly and the accuracy of the practices, directs the process, determines the critical issues and announces any results. Shareholders' opinions are taken into consideration when selecting the members of the highest governance body. Selection is based solely on their performance and potential to add value to the Company. Anyone, regardless of age, race, gender, etc. has equal chances to be nominated. We foster such conditions that allow members of the highest governance body to exercise their judgement freely, without any external influence or conflicts of interest.

The Board of Directors consists of at least three (3) to nine (9) members. Board members may be shareholders or not and are elected every 5 years by the General Assembly, via the voting method of absolute majority. The General Assembly has the right to decide how many members the Board of Directors will consist of, and to elect or revoke them, at any given time, if deemed necessary. The BOD elects its President and Vice President, while the same individual can hold both positions. During 2024, the BOD consisted of three shareholder members and four Company executives.



COMPOSITION OF THE BOARD OF DIRECTORS



Hatzopoulos Eleftherios	Male	President & CEO
Hatzopoulos Athanasios	Male	Vice President & Managing Director
Hatzopoulou Elli	Female	Board Member
Tsaknis Argyris	Male	Board Member
Naziris Christodoulos	Male	Board Member
Karagiannidis Athanasios	Male	Board Member
Prountzou Lefki	Female	Board Member

Executive and non-executive members
There are no non-executive members in the Board of Directors
Independence
There are no conflicts of interest affecting the judgement of the Board of Directors
Tenure of members on the governance body
5 years
Gender
Two female / five male members, Board's gender diversity ratio= 0.4
Under-represented social groups
None
Competencies relevant to the Company's impacts
All Board Members possess extensive knowledge and a thorough understanding of the industry's direct, indirect and potential impacts
Stakeholder representation
None

The Chair of the highest governance body is also a senior executive of the Company, holding the position of the CEO of A. Hatzopoulos S.A. The Chair of the BOD presides over the General Assembly and directs discussions, puts issues to a vote and announces results. They oversee all important decisions, changes and plans. Conflicts of interest are prevented and mitigated by ensuring that the Chair is elected by a simple majority vote. Furthermore, having four directors on the Board ensures adequate employee representation, thereby enabling decisions that reflect the Company's best interests.

Our Company's highest governance body and senior executives are always informed and kept abreast of developments regarding sustainability. They actively participate in developing, approving, and updating the Company's vision, strategies, policies and goals related to sustainable development.

The highest governance body and senior executives oversee the management of the Company's impacts on the economy, environment and people with the assistance of two Committees, the Health and Safety Committee and the Corporate Social Responsibility Committee. The first focuses on occupational Health and Safety, while the other is responsible for decision-making and overseeing the management of our Company's impacts on the environment and people.

The highest governance body is evaluated annually, to ensure its continuous improvement and increasing effectiveness. The remuneration of our senior executives is directly linked to the evaluation process. Their assessment includes their performance in managing the Company's impacts on the economy, environment and people.

REMUNERATION POLICIES

The Compensation and Benefits procedure determines the payment levels based on the responsibilities and duties of each job position in the Company, as well as labor market conditions, aiming to attract and keep talented employees. Remuneration policies are formed based on this procedure. The procedure is overseen by the Human Resources department and applies to all employees.

The Human Resources department submits a monthly report to the Financial Director regarding payroll data, any overtime payments, the payroll calculation methodology, payroll records and payment execution control. The Human Resources Manager reports monthly to the General Manager and is responsible for maintaining compensation levels and benefits, ensuring compliance with the legislation, the regulatory framework, and the Company’s guidelines.

In addition, the Human Resources Director presents issues concerning allowances and loans to the General Manager for approval and performs random checks to ensure compliance with the process. The General Manager establishes the guidelines to ensure that the procedure is properly executed. There are no specialized consultants nor a vote from the stakeholders regarding their views on remuneration policies.

At A. Hatzopoulos S.A., there are no fixed sign-on bonuses or recruitment incentive payments, termination payments, clawbacks, or retirement benefits for members of the highest governance body and senior executives. We plan to develop a bonus program, scheduled to be implemented in the upcoming years.

BUSINESS CONDUCT PRINCIPLES

The adoption of ethical practices constitutes an integral part of our core value system.

We focus on



Our Code of Conduct aims to raise awareness and educate our employees and other stakeholders regarding the framework of responsible and transparent business conduct in which we operate, including issues such as conflicts of interest and anti-corruption.

Our commitment against corruption and our full compliance with all national and international anti-corruption laws, such as the United Nations Convention against Corruption (UNCAC) are clearly stated in our Code of Conduct. Corruption includes not only the trust for personal gain without any legally justified claim, but also the pursuit of personal gain at the expense of the common interest, along with bribery and accepting or making allowances.

This commitment is also demonstrated through our membership in Transparency International Greece and participation in its Business Integrity Forum. Through this partnership we gain access to valuable resources, including research, tools, and publications such as the Due Diligence Checklist.

In 2024, all our operations were assessed for risks related to corruption and no significant risks were identified. In addition, there were no confirmed incidents of corruption, no employees were dismissed or disciplined as a result and no contracts with business partners were terminated due to violations related to corruption. Finally, no legal cases were brought against the organization or its employees during the reporting period.

Prevention of conflicts of interest is a core priority for us. We adopt a proactive approach to avoid such situations, with the Code of Conduct outlining the standards of behavior required to prevent or mitigate them. Conflicts of interest are disclosed to stakeholders when deemed necessary. In 2024, there were no reported cases of conflicts of interest.

REGULATORY COMPLIANCE

We comply with all applicable laws and regulations related to our operations and the business environment in which we operate. We are committed to ensuring responsible business conduct and strict adherence to the principles of integrity, honesty, fairness and reliability.

During 2024, there were no significant instances of non-compliance with laws and regulations and no relevant fines were paid.

We uphold the principle of fair competition, recognizing its role in fostering economic efficiency and sustainable growth. Our Code of Conduct clearly states that all employees and other stakeholders of A. Hatzopoulos S.A. must refrain from any form of illegal agreement between competitors.

In 2024, there were no legal actions pending or completed regarding anti-competitive behavior and anti-trust and monopoly legislation violations in which A. Hatzopoulos S.A. was involved. Subsequently, there were no reported outcomes of such legal actions.

OUR POLICY COMMITMENTS

The adoption of ethical practices is an integral part of our value system. Our commitments towards ethical and transparent management are outlined in our CSR Policy and Code of Conduct. Our CSR Policy is a comprehensive document that defines our commitments regarding corporate governance, ethical business conduct and respect for Human Rights, among others. The Policy governs and traverses the entire chain of Company activities and is reviewed on a regular basis in order to ensure that it is up-to-date.

These commitments are formally reviewed and endorsed by the Board of Directors and apply equally across all operations and business relationships. The general management oversees and approves updates to the Company's policy commitments and responsible business practices.

Management and the Human Resources department ensure that all our employees and business partners are kept informed of our Company's policy commitments. Our CSR Policy is disclosed both to our employees, as well as to our associates and interested social groups, in order to encourage them to endorse the greater social values we advocate. Both our CSR Policy and Code of Conduct are publicly available via our website and displayed at the Company's restaurant facilities. The Code of Conduct is also available to all stakeholders upon request, while the CSR Policy is included in the Employee Handbook, which is provided to every employee and remains accessible at all times.



AN EXTRACT FROM OUR CSR POLICY:
A. Hatzopoulos S.A. commitments:

- Continuously improve its Corporate Social Responsibility strategy.
- Conduct itself in an ethical manner and contribute towards the economic development and, at the same time, the improvement of both the quality of life of its employees, as well as of the local community and society as a whole.
- Recognize that a proper CSR spans all the sectors for sustainable development and the ways by which we affect people, via our business functions.
- Encourage dialogue with local society, take account of its needs and assume initiative to support it, aimed at our mutual interest.
- Operate in a manner safeguarding us from immoral business practices.
- Believe that a responsible approach for the development of the relations between business and the societies they serve, be they local or global, constitutes an important factor for promoting business success.
- Determine and designate necessary environmental, social and economic measures in the context of each and every corporate collaboration.

- The agreed upon terms and the foundations of our relations are precisely established in our contracts.
- All groups and individuals with whom we develop business relations are treated fairly and with due respect.
- We take measures for the appropriate and proper management of data and information relating to issues of transparency or/and the conflict of interests.
- Competition is under just and fair terms, resting on the quality, value and innovation of the offered products and services.
- We encourage our associates to provide us with feedback with respect to our performance and we analyze all responses, so as to take corrective and preventive actions, when deemed necessary.
- We undertake the regular review of our policies and business activities, aimed at rational decision-making and the establishment of long-term collaboration relations resting on trust with businesses at each stage of the value chain.
- We determine, monitor and review the rates and indexes relating to our aims and objectives with respect to:
 - the quality of products & services,
 - food safety,
 - hygiene & safety at the workplace,
 - environmental protection,
 - the safety of information and personal data,
 - Corporate Social Responsibility,

and we oversee their progress by means of internal inspections.

Our Code of Conduct and CSR Policy are publicly available at the following links:





FRAUD RISK ASSESSMENT

Conducting a fraud risk assessment is essential to safeguarding an organization's integrity, financial stability and reputation. We perform this assessment to identify, evaluate, and address potential fraud risks across areas such as governance, compliance, human resources, information systems, business partners and private data. By identifying vulnerabilities and threats, this process helps prevent and detect fraudulent activities.



OUR FRAUD RISK ASSESSMENT steps include:

- Identifying potential fraud risks and their sources
- Evaluating industry risks
- Estimating how probable each identified fraud risk is to occur
- Determining the potential damage if each incident were to happen
- Evaluating current control measures and their effectiveness
- Identifying areas where controls are weak or missing
- Implementing stronger controls
- Setting up systems and processes to detect fraud early
- A Response Plan on how to respond if fraud is detected, including investigation and remediation
- Regularly reviewing and updating the fraud risk assessment
- Conducting audits to ensure the effectiveness of fraud risk management practices
- Reviewing past incidents

GRIEVANCE MECHANISMS

At A. Hatzopoulos S.A., committed to our pledge to transparency and accountability, we encourage both our employees and other stakeholders to raise their concerns about our organization's business conduct. We have established a grievance mechanism based on an incident/complaint reporting system, which enables the communication and management of information, complaints and claims from employees and other interested parties. The Chief Executive Officer is responsible for the proper implementation of the procedure. The Company provides protection to whistleblowers against any form of retaliation.

Concerns can be reported either in person or anonymously to the Reports Reception and Monitoring Officer (RRMO), as well as through a designated Complaint Form, which is available in various areas within the Company's premises and online, on the Company website. The reports must be recorded regardless of whether they were submitted in writing or orally and the reporting party must receive a written confirmation for the reception of the report within a specified deadline. The handling and monitoring of the reports is done by a competent Company official appointed by the Board of Directors. Concerns may be escalated to the highest governance body, if deemed critical. Everyone is encouraged to contact the Human Resources department for guidance on how to best implement the Company's policies and practices for responsible business conduct.

To ensure compliance with the Greek Law N. 4990/2022 we have developed and implemented a supplementary mechanism, which covers the submission, receipt and monitoring of reports related to breaches of EU law. We have appointed a Report Receiving and Monitoring Officer (RRMO), who is responsible for receiving, managing and coordinating the investigation of the reports and reports directly to the CEO regarding this process. Reports can be submitted via hotline, an online platform on our Company's website, by completing the report form or in person. Whistleblowers may submit their reports directly to the National Transparency Authority if they believe it cannot be effectively addressed by the RRMO, or there is a risk of retaliation.

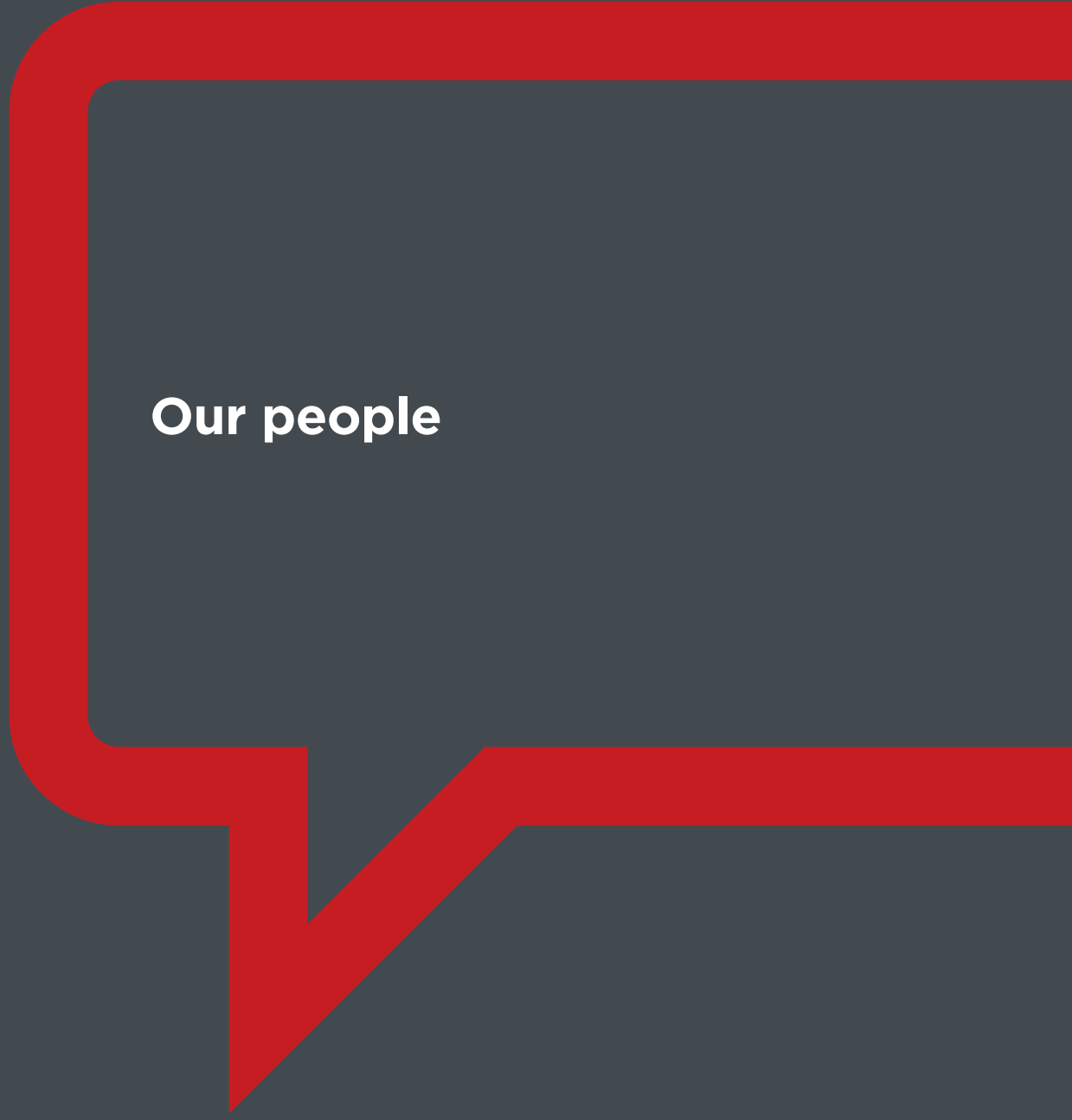
HUMAN RIGHTS

We support and honor the United Nations Universal Declaration of Human Rights and the relevant national and European legislation concerning the fundamental rights of every individual. Our CSR Policy makes specific reference to the respect of Human Rights, including the protection of privacy, non-discrimination, the freedom of association and collective bargaining, the prohibition of forced and child labor, as well as of human trafficking.

We exclusively establish and engage in collaborations with businesses implementing, applying and practicing the international standards for respecting and protecting Human Rights. Furthermore, we guarantee the elimination of any form of discrimination and actively promote equality across our value chain. With regard to privacy, we ensure the protection of the personal information of every individual with whom we communicate and collaborate, upholding the highest standards of confidentiality and respect.

Our commitment to respecting Human Rights in our workplace is further reinforced by the renewal of our pledge to the Diversity Charter in 2024, through which we commit to upholding diversity, equality and inclusion, while eliminating all forms of exclusion. This commitment reaffirms that every employee, regardless of age, gender, or race, is entitled to equal treatment, rights, and opportunities.





Our people

Our people are at the heart of our Company and our most valuable asset, as they are the true driving force behind its continuous growth and development. We are inspired by the principles of personal freedom, dignity and respect, striving to create and maintain a positive work environment that enables our employees to perform their duties in the best way possible and achieve their professional and personal goals, in alignment with our corporate strategy.

As stated in our Employee Handbook, employees are expected to follow these guidelines to help achieve our daily corporate objectives:



Give the best effort and embrace the Company's vision for unified corporate culture, promoting continuous learning and personal development



Promote a sense of teamwork and cooperation



Comply with procedures and policies



Feel comfortable suggesting new, innovative ideas that may improve the work environment or operations



Take initiative for every opportunity that arises for professional growth

We aim to foster a culture of trust between management and employees. Therefore, we ensure timely communication whenever significant operational changes that may substantially impact them arise. The timing of such notifications is flexible and depends on the nature and scope of the changes. In addition, in 2024, we hosted an Open Doors Day event, to promote open communication between employees and management.

With regard to basic salary, all employees are paid equally and there is no pay differentiation between men and women. Wages commensurate with market rates. None of our employees are covered by collective bargaining agreements, nor are their working conditions and terms of employment based on any collective agreement. Each employee is hired with an individual employment contract, in accordance with the national labor law.

CODE OF CONDUCT

Our Code of Conduct aims to communicate the Company's principles, vision and core values, comprising both legal obligations and ethical standards. In addition, the Code establishes a framework that applies to all employees, customers, suppliers, and other business partners or third parties associated with A. Hatzopoulos S.A.. This helps us identify risks within our internal and external business processes and ensures appropriate protection against harm. Topics covered by the Code of Conduct include responsible conduct, health and safety, conflicts of interest, environmental protection and corruption.

At the beginning of their employment, each new employee receives training on the Code of Conduct and Work Regulations, including topics such as fraud and whistleblowing.

Our vision is to set an example of proper and best practices with respect to:



Quality across all sectors



Reliability



Know-how and expertise



Working environment



Active contribution to society

DIVERSITY AND INCLUSION

At A. Hatzopoulos S.A. we promote an inclusive work environment where employees feel respected, valued and empowered to contribute their best. By fostering a culture that recognizes and celebrates individual differences, we build diverse teams that bring fresh perspectives, driving innovation and creativity. Our employees combine their unique strengths, share common corporate values, and work together to drive the Company’s success. The principles of equality and diversity are upheld across all our operations and are integrated into our recruitment, training and compensation practices.

Throughout 2024, no incidents of discrimination were reported



Renewal of the Diversity Charter pledge

In 2024, A. Hatzopoulos S.A. renewed its pledge to the Diversity Charter for Greek Companies, contributing to eliminating any kind of exclusion in the workplace. This reaffirms our long-lasting dedication to fostering a workplace free from any kind of discrimination or stereotyping based on age, gender, race, sexual orientation, disability or other factors. We are proud to be advancing a workplace that promotes fairness, inclusion and equal opportunity.

EMPLOYEE DIVERSITY									
				<30	<30 %	30-50	30-50 %	51+	51+ %
Directors									
8	88.9%	1	11.1%	0	0%	4	44.4%	5	55.6%
Senior executives (department heads & supervisors)									
34	82.9%	7	17.1%	0	0%	28	68.3%	13	31.7%
General staff									
39	40.6%	57	59.4%	25	26%	56	58.3%	15	15.6%
Production workers									
275	94.8%	15	5.2%	32	11%	176	60.7%	82	28.3%
Other									
0	0%	1	100%	0	0%	1	100%	0	0%

BOD members are not included.

Great Place to Work®
2023-2024 certified

For the third year in a row, our Company has been certified as a Great Place to Work®, recognizing our commitment to creating a safe, fair and inclusive workplace. This achievement reflects our ongoing dedication to supporting our people and fostering a culture of collaboration and trust, driven by the core values that pervade every aspect of our organization. The certification process includes confidential employee feedback and ratings. The overall employee experience is assessed through an index measuring five key aspects regarding the work environment:

Credibility

Respect

Pride

Camaraderie

Fairness

Great Place To Work®

Certified
NOV 2021 – NOV 2022
GREECE

Great Place To Work®

Certified
DEC 2022-DEC 2023
GREECE

Great Place To Work®

Certified
DEC 2023-DEC 2024
GREECE

ADDITIONAL EMPLOYEE BENEFITS

We actively acknowledge our employees’ contributions and engagement. Committed to supporting our people, we provide additional benefits beyond legal requirements, which also extend to their families. Additional benefits to employees, include:

Health Care	Annual employee health check-up, hospital treatment, outpatient care, psychological support services, physical wellness services and corporate blood bank
Life Insurance	Private life & health insurance, personal retirement plan
Family Benefits	Wedding, childbirth & birthday gifts, allowance for families with more than two children
Training and Professional Growth	Annual training plan based on each Department’s needs, professional coaching services, Hatzopoulos School, foreign language learning and postgraduate training related to the employee’s field of work
Remuneration	Attractive remuneration based on efficiency, qualifications and experience
Performance Rewards	Excellent performance rewards, Hatzopoulos League
Subsidized Meals	Free lunch at work, monthly gift card for supermarkets and restaurants
Fuel Allowance	Special provision
Summer Allowance	Special provision, weeklong holidays for a small number of employees and their families funded by the Company
School Allowance	School allowance varying by each school grade
School Excellence Awards	Awards of excellence for employees’ children
Special Rewards Upon Retirement	Special allowances unrelated to regular compensation provided upon retirement, aimed at employees with long term contribution to the Company, honorary plaque given to employees with more than 10 years in the Company upon retirement
Corporate Activities & Events	Participation in running and other CSR events, in collaboration with NGOs and local associations, annual two-day excursion for employees with 3 or more years in the Company, other corporate activities

2024 Employee excursions: Strengthening bonds beyond the workplace

In 2024, we once again organized two-day excursions as a complimentary benefit for our employees with at least three years of employment with us, as an opportunity to relax and enjoy themselves away outside the work environment. This year, 332 out of our 442 employees at that point (75.1% of our total workforce) qualified for the benefit. Between February and April, we held eight weekend trips, with up to 50 participants each. The excursions included transportation, overnight accommodation, and meals. We explored various attractions in the Florina and Prespes region and enjoyed Saturday dinners with live music, strengthening interpersonal relationships.

TRAINING AND EDUCATION

At A. Hatzopoulos S.A., we foster a continuous learning culture and invest significantly in our employees’ training to support their professional and personal growth. The Human Resources department is responsible for the organization and coordination of the training process.

As part of our effort to upgrade our employees’ skills and increase our business competitiveness, we have implemented a comprehensive framework of training initiatives. Internally, we offered leadership workshops and professional skills development seminars. Advanced management programs were conducted in collaboration with external organizations, postgraduate studies relevant to job positions were supported and flexible foreign language learning programs were provided. Additionally, our e-learning platform, Hatzopoulos School, was utilized, granting access to specialized online resources. A wide range of internal training programs was also delivered by our own experts, who shared their know-how with colleagues, either through an organized monthly and annual training plan, or via on-the-job training. No transition assistance programs were provided to support ongoing employability or career transition at the end of employment.



During 2024, 95.9% of our employees were trained for a total of 14,037 hours.
The average training hours per employee were 31.66.

Induction training plays a crucial role in ensuring that new employees smoothly integrate into our organizational culture and understand our operational processes. As part of this training, we provide comprehensive guidance on key areas such as health and safety, food safety, environmental management, fraud prevention, anti-corruption, and whistle-blowing. By embedding these topics early on, we help foster a responsible, compliant, and sustainability-minded workforce from the very beginning of employment.

Hatzopoulos School

Since 2020, we have operated Hatzopoulos School, an in-house digital platform facilitating the development, delivery and evaluation of training. The platform offers both live online sessions and on-demand, asynchronous learning. This allows every employee, regardless of their location, to connect with trainers in real time, or access recorded sessions, along with a variety of online learning materials, such as courses, manuals, questionnaires and videos.

TRAINING HOURS BY JOB POSITION

Job position	Number of employees trained by job position			Total training hours			Average training hours per employee		
									
Directors	7	1	8	325.40	27.75	353.15	40.68	27.75	39.24
Senior executives	34	7	41	1446.00	440.78	1886.78	42.53	62.97	46.02
General staff	37	50	87	1156.80	1540.80	2697.60	29.66	27.03	28.10
Production workers	268	15	283	8763.70	134.00	8897.70	31.87	8.93	30.68
Total	346	73	419	11691.90	2143.33	13835.23	32.84	26.46	31.66

BOD members are not included. Hatzopoulos School training hours are included.

TRAINING HOURS PER TOPIC

	Number of seminars per topic	Total training hours	Percentage of hours per topic
Sustainability	8	21.32	0.2%
Processes/policies	2	586.00	4.2%
Interpersonal skills	19	1276.00	9.1%
Quality assurance	5	171.63	1.2%
Human resources management	10	113.95	0.8%
Supply chain management	2	255.00	1.8%
Induction training	2	651.83	4.6%
Foreign languages	4	320.00	2.3%
Visit to customer/supplier	1	16.00	0.1%
Labor & social security	4	58.00	0.4%
Production	33	1631.00	11.6%
Finance/ Tax/ Accounting	7	86.00	0.6%
Certification	2	24.00	0.2%
Prepress	10	289.30	2.1%
First aid	3	407.00	2.9%
Fire safety	5	485.00	3.5%
Sales, customer service	4	319.00	2.3%
Compliance	6	129.73	0.9%
Technical production training	15	505.50	3.6%
Occupational health & safety	30	6271.87	44.7%
Materials, samples, products	8	151.00	1.1%
Digital skills	21	268.07	1.9%
Total	201	14037.20	100%

Hatzopoulos School training hours are included.

PERFORMANCE EVALUATION

Employee performance evaluation is an essential process within our Company. Our performance evaluation system aims to direct all employees’ efforts towards achieving our corporate objectives, ensure the management of employee performance based on objective criteria, support employees in their continuous development and improvement and contribute to the development of a unified corporate culture.

Through the evaluation process, each employee can identify their strengths, recognize areas for improvement, and determine the appropriate actions needed for continuous development. This way, individual performance is directly linked to our Company’s overall performance, goals, vision and mission.

In addition, the system incorporates a bonus scheme linked to both the Company’s goal setting and individual performance evaluations, rewarding the achievement of set goals. It also applies a 180-degree evaluation process, in which an employee leading a team is assessed not only by their managers, but also by their team members.



BOD members are not included.

HATZOPOULOS LEAGUE

At A. Hatzopoulos S.A., we have developed a unified rewards system named “Hatzopoulos League”, aligned with our values, culture and corporate objectives. Through this program, employees can earn additional benefits based on their overall annual performance. Its purpose is to boost performance by motivating employees and recognizing exceptional daily practices. The program features the following award categories, known as “Cups”:



In 2024, our employees
were awarded with 45 cups

Christmas card competition 2024

In 2024, we launched a Christmas card competition, open to all employees, inviting them to submit their designs. The selected design would become our annual Christmas Card. This competition encourages creativity among employees and aims to foster a sense of belonging to the Company’s identity, as well as pride in having one of their own creations represent the Company.

HR TARGETS

Targets achieved in 2024
Meeting the expectations of recently employed staff
Successful completion of training programs with high participation rates
Timely and accurate preparation of work schedules
Successful annual leave planning



2025 targets
Attract, recognize and retain talent
Develop talents and skills
Promote and reward good practices
Maintain and promote a positive work environment
Recognize and reward outstanding contributions
Meet the expectations of recently employed staff
Successful completion of the training cycle with increased participation rates
Timely and accurate annual leave planning
Successful preparation of work schedules and tasks

HR DATA

			
Total number of employees (headcount)	361	83	444
Other personnel (headcount)	4	1	5

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND REGION (HEADCOUNT)

	Thessaloniki	Nearby Towns	Total
Total number of employees	431	13	444
Permanent employees	430	13	443
Temporary employees	1	0	1
Non-guaranteed hours employees	0	0	0
Full-time employees	431	13	444
Part-time employees	0	0	0

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND GENDER (HEADCOUNT)

			
Total number of employees	361	83	444
Permanent employees	361	82	443
Temporary employees	0	1	1
Non-guaranteed hours employees	0	0	0
Full-time employees	361	83	444
Part-time employees	0	0	0

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES

that are not provided to temporary or part time employees

	Full-time employees	Part-time or temporary employees
Life insurance	✓	✓
Health care	✓	✓
Disability and invalidity coverage	✓	✓
Parental leave	✓	✓
Retirement provision	✓	✓

EMPLOYEE AGE DISTRIBUTION BY GENDER

	<30	30-50	51+
	39	225	97
	18	43	22
	57	268	119

EMPLOYEE DISTRIBUTION BY JOB POSITION

			
Directors	8	1	9
Senior executives (department heads & supervisors)	34	7	41
General staff	39	57	96
Production workers	275	15	290
Other	0	1	1
Total	356	81	437

BOD members (7) are not included.

OTHER PERSONNEL (WORKERS WHO ARE NOT EMPLOYEES) BY EMPLOYMENT TYPE

Employment type			
Interns	0	0	0
Apprentices	3	1	4
Agency workers	0	0	0
Self-employed	1	0	1

EMPLOYEE HIRES BY GENDER AND AGE GROUP

	<30	30-50	51+	Rate by gender (new hires/total workforce)
	33	57	6	21.6%
	6	4	1	2.5%
	39	61	7	24.1%
Rate by age group (new hires/total workforce)	8.8%	13.7%	1.6%	

EMPLOYEE HIRES BY REGION AND AGE GROUP

	<30	30-50	51+	Rate by gender (new hires/total workforce)
Thessaloniki	36	58	6	22.5%
Other	3	3	1	1.6%
Total	39	61	7	24.1%



Occupational Health and Safety



H&S MANAGEMENT SYSTEM KEY POINTS

We continuously assess and enhance
workplace safety in cooperation with expert partners

We promote active involvement
in shaping and sustaining a strong safety culture

At A. Hatzopoulos S.A., the Health and Safety (H&S) of our people is our top priority. We strive to ensure a safe environment for everyone, by fostering a culture of awareness and preparedness. We view safety in the workplace not merely as a legal responsibility, but as an integral part of our corporate culture. As required by legislation, we employ an Occupational Doctor.

The Health and Safety Management System (HSMS) we have implemented has been certified according to the international standard ISO 45001:2018. Through our integrated H&S Management System, we adopt a safety-first approach, while continuously working towards eliminating hazards and minimizing risks. The HSMS is certified by an external assurance provider and is periodically audited internally. It includes specifically designed processes that enable us not only to meet regulatory standards, but to also manage H&S matters effectively and integrate targeted actions into our annual planning. It also incorporates best practices aiming to enhance the preventive culture and promote employee well-being.

Our H&S Management System applies to all our business activities, sites, and personnel, including workers who are not employees. It also extends to any third parties present on our premises, such as business associates and visitors. Compliance with the system is mandatory for all employees, regardless of their hierarchical level or employment type.

To prevent and mitigate occupational Health and Safety impacts directly associated with our operations, products, or services through our business relationships, we assess potential risks that may arise from our business relationships and implement strategies to mitigate these risks. This way we ensure that all our products and services meet the applicable Health and Safety requirements, in accordance with the relevant legislation and international standards.

We go beyond compliance by implementing additional safety
measures and policies that exceed regulatory requirements

We deliver training programs
designed to build awareness of H&S matters

We supply employees and visitors
with appropriate, specialized personal protective equipment (PPE)

We adopt safety measures
tailored to the specific requirements of each role

Health and safety Certifications

ISO 45001:2018



SMETA certified and audited



HAZARD IDENTIFICATION AND RISK ASSESSMENT

Occupational risk identification and assessment at A. Hatzopoulos S.A. is carried out through our Occupational Risk Assessment (ORA) procedure, which covers all potential risks in the work environment. The ORA applies to all our main corporate activities, such as production and management, as well as secondary functions (e.g. maintenance) and covers both employees and third parties (contractors, visitors, etc.).

Risks are prioritized and addressed using the Hierarchy of Controls, in accordance with the ISO 45001:2018 standard, prioritizing hazard elimination. Where this is not possible, technical or organizational measures and appropriate collective and personal protective equipment are utilized. Through the ORA we assess risks, sources of risk, actions and measures intended to be taken, objectives to be implemented, as well as their time-scheduling. The ORA is reviewed by the Technical Safety Officer annually, or whenever significant changes that may affect H&S occur.

In addition, we carry out regular internal and external inspections of the HSMS, provide employee training, and encourage staff to report, investigate and actively engage in resolving any occupational H&S incidents. Internal inspections are carried out by qualified and competent personnel: The Health and Safety Specialist, the Technical Safety Officer and the Fire Safety Consultant. Continuous improvement of the system is achieved through the evaluation of ORA results, internal reports, inspection findings, and employee feedback, which inform the revision of measures and H&S targets.



EMPLOYEE PARTICIPATION IN OCCUPATIONAL H&S

Open communication and active employee participation in safety management are key elements of our Company’s occupational H&S culture. Our employees are actively involved in all stages of the Health and Safety Management System, ensuring awareness, participation and engagement in the continuous improvement of the HSMS. Employees participate in the preparation and review of ORAs, share their views and provide feedback through Health and Safety committees, dedicated forms, monthly meetings with employee representatives, participation in internal inspections and emergency drills, as well as active involvement in incident investigations. Obstacles to participation are removed through employee training and protection against reprisals, in line with our Code of Conduct and Health and Safety Policy.

All our employees have the opportunity to participate in Health and Safety committees, with each of our two facilities represented individually. Their operation is based on open participation, encouraging dialogue and strengthening the preventive culture. Every two years, an open call is issued, inviting employees to join, and all who express interest automatically become members. The committees meet monthly to discuss H&S issues, review findings from inspections or incident reports, and propose improvements or corrective actions. Collective decisions are made collaboratively and documented in minutes that are accessible to all personnel.

Employees are encouraged to report any potential safety risks and to temporarily suspend work temporarily if they believe their health or safety is at risk, provided they first inform their supervisor or the Health and Safety Officer. Employees are protected against reprisals according to the Code of Conduct and the Health and Safety Policy.

TRAINING ON OCCUPATIONAL H&S

At A. Hatzopoulos S.A., we adopt a proactive approach to preventing or mitigating negative impacts on occupational Health and Safety, which are directly associated with our operations, products, services and business relationships. This approach involves the continuous training and awareness-raising of our employees on our Company's Health & Safety policies, as well as on best practices for mitigating workplace risks. Training materials include audiovisual content, such as videos and presentations, as well as informative talks and seminars on best practices and contemporary approaches to workplace safety.



H&S TRAININGS Participants



Training programs are aligned with the Occupational Risk Assessment (ORA) results, our Company's specific needs, and our 10 golden rules.

OUR 10 GOLDEN RULES:

- 01

I use **Personal Protective Equipment (PPE)** for my health and safety
- 02

I **keep a safe distance** from moving machinery and equipment
- 03

I **use sharp tools** and equipment safely
- 04

I **limit the use of chemical substances**, in order to prevent an explosive atmosphere
- 05

I **ensure that the equipment is properly stored and labeled** before starting maintenance work
- 06

I **take care of my own and that of my pedestrian colleagues' safety** when loading and unloading
- 07

I **use fall protection equipment** when working at heights
- 08

I **use appropriate manual handling techniques** when lifting loads
- 09

I **follow** safe driving practices
- 10

I **maintain orderliness** in the workplace

FIRST AID TRAINING

In line with our commitment to maintaining a safe and secure workplace, in 2024 we hosted an extensive first-aid training seminar at our facilities, in collaboration with the First Aid Department of the Hellenic Rescue Team (HRT). This eight-hour seminar equipped our employees with essential lifesaving skills and knowledge for managing everyday emergencies. A total of 35 employees participated in this training, which was certified by the European Resuscitation Council.

VOLUNTARY HEALTH PROMOTION SERVICES

Ensuring healthy lives and promoting wellbeing at all ages is the third of the UN Sustainable Development Goals. In this context, we ensure our employees’ access to non-occupational medical and healthcare services in a variety of ways.

We maintain a corporate blood bank that serves both employees and their first-degree relatives, supported by regular voluntary blood donations organized at our facilities. In addition, we implement a private insurance program, which becomes available to everyone, after completing six months of employment. The program covers a wide range of benefits both in Greece and abroad, including medical coverage, hospital and outpatient care, life insurance, coverage for permanent disability or incapacity and financial allowance in the event of prolonged hospitalization. The Human Resources Department continuously informs employees about the rights and benefits of the program. We also provide our employees with psychological support services, as well as programs that promote physical wellbeing with unlimited access.

H&S INCIDENT REPORTS

Following a work-related incident, a structured “Incident report” is completed. Reports are recorded by the Technical Safety Officer and the Health and Safety Specialist. The record shall include, at a minimum, the following:

- 1 A brief summary of the incident
- 2 A timeline: A confirmed sequence of events leading up to the incident
- 3 An introduction: The context of the incident, description of the individuals involved, processes, layout, timings and outcome
- 4 Any findings, based on substantiated information
- 5 An analysis and the causes of the incident
- 6 Conclusions
- 7 Lessons learned, where corrective actions and improvements are proposed
- 8 Attachments: Photos, floor plans, etc.



WORK-RELATED INJURIES

Through our Occupational Risk Assessment study, we gain insights on the work-related hazards that pose a risk of high-consequence injuries. During 2024, these hazards were associated with issues regarding moving parts of machinery and sharp objects. In order to reduce or eliminate these risks, we use the Hierarchy of Controls with the following actions: First, through risk avoidance, we ensure that our machinery and tools meet all safety standards and, where possible, we replace hazardous processes or machinery with safer alternatives. Second, we implement both collective and personal protective measures to ensure that our employees are equipped with the necessary protective equipment, including personal protective equipment (PPE) and provide them with ongoing H&S training. Finally, we carry out regular checks and maintenance of our machinery and facilities to ensure their proper and safe operation.

	Number	Rate
Fatalities as a result of work-related injury	0	0
High-consequence work-related injuries (excluding fatalities)	0	0
Recordable work-related injuries	8	0
Number of hours worked	956,830	1.67
Number of days lost to work-related injuries and fatalities from work-related accidents	64	-

*Data includes all workers
**Rates have been calculated using the 200,000 working hours method

WORK-RELATED ILL HEALTH

In 2024, no cases of work-related ill health were recorded at A. Hatzopoulos S.A. As a Company, we act proactively by developing safety infrastructure, training our employees and reinforcing preventive measures to protect against work-related illnesses.

The main type of work-related hazards that pose a risk of ill health, as identified through the Occupational Risk Assessment (ORA), is the moving parts of the machinery. Exposure to this hazard can cause serious injuries such as fractures, crush injuries and even disabilities. Where feasible, elimination or substitution of hazardous machinery or processes is applied, such as replacing manual operations with automated systems. Other measures to reduce the risks associated with moving parts include the use of CE-certified machinery and safety devices, the certification and regular maintenance of the machinery, the continuous evaluation of work-related risks through the ORA, the use of PPE and ongoing employee training, using the Hierarchy of Controls.

In addition, in 2024, we conducted orthosomic training sessions with a physiotherapist at our facilities, as part of our measures to prevent musculoskeletal disorders.

In 2024, no cases of work-related ill health
were recorded at A. Hatzopoulos S.A.

Fatalities as a result of work-related ill health	0
Cases of recordable work-related ill health	0
Number of days lost to work-related ill health and fatalities from ill health	0

*Data includes all workers

2024 H&S HIGHLIGHTS

- 
- Successful recertification of the H&S Management System according to the ISO 45001:2018 standard
 - Issuance of visitor brochure/leaflet to inform visitors about H&S measures and the revision of policies
 - Installation of equipment to capture images from production and storage areas to optimize response time to incidents and to identify risks at our Stadiou plant
 - Creation of two new equipment charging areas in our Arkadiou plant to enhance safety while charging
 - Completion of four training cycles on working at heights for the safe execution of such tasks
 - Completion of special training for fire safety teams in the use of breathing apparatus, conducted by the 2nd fire station of Thessaloniki, enhancing their ability to respond to emergency situations involving fumes and smoke

2025 H&S TARGETS

- 
- Development of a sign describing the isolation and energy release points for equipment maintenance, to strengthen the LOTO (Lockout/Tagout) procedure and ensure worker safety during maintenance tasks
 - Creation of suitable infrastructure (fixed anchorage lines and certified equipment) to ensure safe work on roofs and prevent accidents when working at heights
 - Minimizing or eliminating work-related accidents, associated illnesses and lost workdays



Our ESG strategy

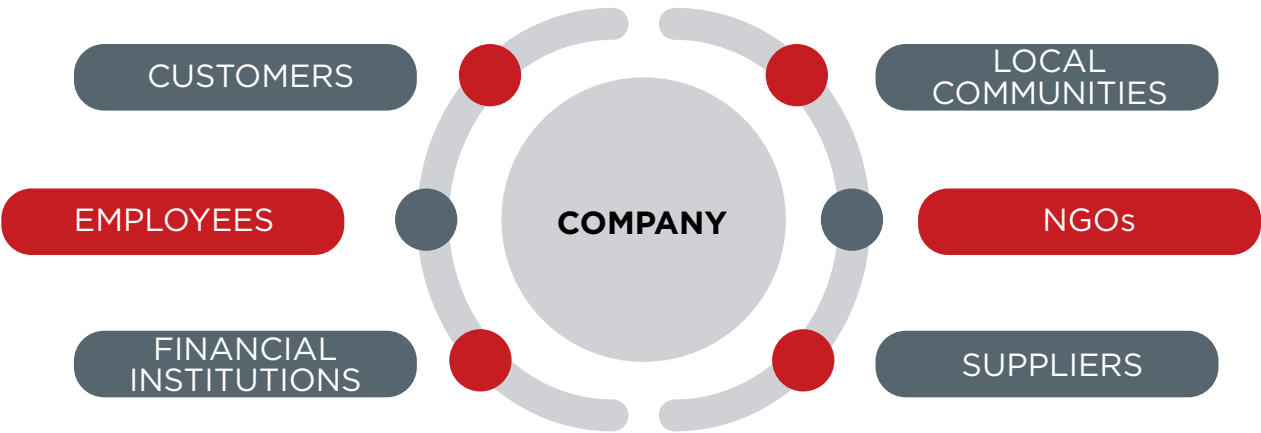
We are guided by the principle of double materiality.

For 2024, at A. Hatzopoulos S.A., we have transitioned from an impact materiality approach to the double materiality perspective, in order to align with the most current and comprehensive methodology for assessing sustainability matters. While impact materiality focuses on how our activities affect the environment and society, double materiality expands this view to also consider how environmental, social, and governance factors influence our business. This dual perspective provides a more comprehensive understanding of our risks and opportunities and strengthens the foundation of our ESG strategy. Our approach is guided by the principles set out in the European Sustainability Reporting Standards (ESRS), which reflect the latest thinking on materiality, in the context of sustainable business performance.

STAKEHOLDER ENGAGEMENT

Our approach is informed by a comprehensive understanding of our value chain partners

Stakeholder engagement plays a critical role in shaping our ESG strategy and informing our double materiality assessment. Through stakeholder mapping, we have been able to precisely identify individuals, groups, institutions, and organizations that are, or could be, affected by our activities, products, services, and business relationships. This analysis enabled a clearer understanding of the nature of our relationships across the value chain and supported the classification of key stakeholder groups. These include:



We view stakeholder engagement as a two-way process built on transparent communication. We are committed to providing information in an accessible and understandable manner, for example, through our Responsibility Report and newsletter. We are also committed to actively receiving feedback from our stakeholders and integrating it into our decision-making processes, ensuring that our ESG strategy remains responsive and aligned with stakeholder expectations.

Stakeholder group	Communication pathways	Timeframe
Customers	• Newsletter • Annual Responsibility Report • Site visits • Audits • Conferences, seminars • Corporate memberships • Face-to-face or online meetings • Telephone / Email • Information requests	Continuously/ongoing, whenever deemed necessary
Employees	• Face-to-face meetings • Open employer meetings • Information boards and meetings • Informative e-mails • Internal grievance mechanism • Employee satisfaction survey • Online idea collection platform • Internal communication events • Announcements • Townhall meetings	Continuously/ongoing
Financial institutions	• Investor conferences • Face-to-face meetings • Teleconferences, (including analyst meetings, senior management meetings)	Whenever deemed necessary
Local communities and NGOs	• Informative material • Newsletter • Annual Responsibility Report • Grievance mechanism • Company website • Telephone / Email • Donations and sponsorships requests	Continuously/ongoing
Suppliers	• Newsletter • Annual Responsibility Report • Site visits • Office visits • Telephone/ Email • Corporate website • Supplier portal (if any) • Audits • Joint projects • Conferences, seminars • Corporate memberships	Continuously/ongoing

Correlation between united nations sustainable development goals and GRI standards

The table below presents the correlation between the individual targets of the 17 Sustainable Development Goals (SDGs) and the corresponding GRI (Global Reporting Initiative) disclosures, the data of which are presented in this Report. The correlation was carried out using the GRI tool “Linking the SDGs and the GRI Standards, 2022”.

SUB-TARGETS TOWARDS WHICH THE COMPANY CONTRIBUTES	
UN GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGs)	1 NO POVERTY • By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions. (GRI 202-1)
	3 GOOD HEALTH AND WELL-BEING • By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being. (GRI 403-10) • Halve the number of global deaths and injuries from road traffic accidents. (GRI 403-9-a, b, c) • Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all. (GRI 403-6-a) • By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination. (GRI 305-1, 305-2, 305-3, 306-1, 306-2-a, b, c, 306-3-a, b, c, 306-4-a, b, c, d, 306-5-a, b, c, d, 403-9-b, c, 403-10)
	4 QUALITY EDUCATION • By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university. (GRI 404-1-a) • By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. (GRI 404-1-a) • By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations. (GRI 404-1-a)
	5 GENDER EQUALITY • End all forms of discrimination against all women and girls everywhere. (GRI 202-1, 401-1, 404-1-a, 404-3-a, 405-1, 406-1) • Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. (GRI 414-1-a, 414-2) • Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate. (GRI 401-2) • Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. (GRI 2-9c, 2-10, 405-1)
	6 CLEAN WATER AND SANITATION • By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. (GRI 306-1, 306-2-a, b, c) • Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes. (GRI 306-1-a, 306-3-a, b, c, 306-5-a)
	7 AFFORDABLE AND CLEAN ENERGY • By 2030, increase substantially the share of renewable energy in the global energy mix. (GRI 302-1, 302-2) • By 2030, double the global rate of improvement in energy efficiency. (GRI 302-1, 302-2-a, 302-3-a, 302-4-a, 302-5-a)

SUB-TARGETS TOWARDS WHICH THE COMPANY CONTRIBUTES	
8 DECENT WORK AND ECONOMIC GROWTH • Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors. (GRI 404-1-a, 404-2) • Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services. (GRI 204-1-a) • Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable consumption and production, with developed countries taking the lead. (GRI 301-1-a, 301-2-a, 301-3, 302-1, 302-2-a, 302-3-a, 302-4-a, 302-5-a, 306-2-a) • By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. (GRI 2-7-a, b, 2-8-a, 202-1, 202-2-a, 401-1, 401-2-a, 401-3, 404-1-a, 404-2, 404-3-a, 405-1) • Substantially reduce the proportion of youth not in employment, education or training. (GRI 401-1) • Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. (GRI 2-30, 402-1, 403-1-a, b, 403-2-a, b, c, d, 403-3-a, 403-4-a, b, 403-5-a, 403-7-a, 403-8, 403-9, 403-10, 406-1, 414-1-a, 414-2)	
10 REDUCED INEQUALITIES • Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. (GRI 2-7-a, b, 401-1, 404-1-a, 404-3-a)	
11 SUSTAINABLE CITIES AND COMMUNITIES • By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management. (GRI 306-1, 306-2-a, b, c, 306-3-a, 306-4-a, b, c, d, 306-5-a, b, c, d)	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION • By 2030, achieve the sustainable management and efficient use of natural resources. (GRI 301-1-a, 301-2-a, 301-3-a, 302-1, 302-2-a, 302-3-a, 302-4-a, 302-5-a) • Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment. (GRI 305-1, 305-2, 305-3, 306-1, 306-2-a, b, c, 306-3-a, b, c, 306-4-a, b, c, d, 306-5-a, b, c, d) • By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. (GRI 301-2-a, 301-3-a, 306-1, 306-2-a, b, c, 306-3-a, 306-4-a, b, c, d, 306-5-a, b, c, d) • By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature. (GRI 417-1)	
13 CLIMATE ACTION • Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. (GRI 302-1, 302-2-a, 302-3-a, 302-4-a, 302-5-a, 305-1, 305-2, 305-3, 305-4-a, 305-5-a)	
15 LIFE ON LAND • Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally. (GRI 305-1, 305-2, 305-3, 305-4-a, 305-5-a)	
16 PEACE, JUSTICE AND STRONG INSTITUTIONS • Significantly reduce all forms of violence and related death rates everywhere. (GRI 403-9-a, b, c, 403-10, 410-1, 414-1-a, 414-2) • Promote the rule of law at the national and international levels and ensure equal access to justice for all. (GRI 2-23-a, b, 2-26, 206-1, 416-2, 417-2, 417-3, 418-1) • Substantially reduce corruption and bribery in all their forms. (GRI 205-1, 205-2, 205-3) • Develop effective, accountable and transparent institutions at all levels. (GRI 2-11, 2-15) • Ensure responsive, inclusive, participatory and representative decision-making at all levels. (GRI 2-9c, 2-10, 2-12, 403-4-a, b) • Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements. (GRI 418-1)	

DOUBLE MATERIALITY ASSESSMENT

Double materiality assessment is a tool that guides our strategy for corporate responsibility, shedding light to the full range of our Company's actual or potential, positive or negative, direct or indirect impacts, as well as financial risks and opportunities. In 2025, we conducted a double materiality assessment to identify impacts, risks and opportunities for the reporting year of 2024. This process is aligned with the European Sustainability Reporting Standards (ESRS) and consists of two interconnected perspectives: impact materiality and financial materiality. A sustainability topic is considered material if it is significant from either an impact standpoint, a financial perspective, or both. In addition, to support consistent and forward-looking analysis across all areas of assessment, we applied a structured time horizon framework to evaluate sustainability-related impacts, risks, and opportunities. This includes a short-term perspective of less than one year, a medium-term range of one to five years, and a long-term view extending beyond five years.

The assessment began with a clear definition of our operational context, including our core activities, business relationships, geographical areas of operation, and key stakeholder groups. Building on this foundation, we identified and evaluated real and potential impacts, risks, and opportunities through a structured process that incorporated both internal expertise, external stakeholder input and the support of sustainability consultants. Direct engagement with stakeholders formed an integral part of the assessment, ensuring that the process remained inclusive and grounded in the perspectives of those most closely linked to, or affected by, our operations.

The outcomes of the double materiality assessment form a critical foundation for our ESG strategy. They ensure that our efforts are focused on the areas of highest relevance and consequence, in terms of societal and environmental impact and business continuity. The prioritized material topics guide the setting of objectives, the allocation of resources, and the design of targeted actions across the organization. By anchoring our strategy in a robust understanding of double materiality, we aim to strengthen our capacity to create long-term value while contributing meaningfully to sustainable development.

Impact materiality assessment

Impact materiality represents one of the dimensions of the double materiality approach. A sustainability topic is considered material from an impact perspective when it is linked to significant actual or potential, positive or negative impacts the Company has on society or the environment. These impacts may result directly from the Company's operations or indirectly through its value chain and business relationships.

To determine the relative importance of sustainability topics, each topic was assessed based on the severity and likelihood of its actual or potential impacts. The assessment was carried out by senior staff from representative departments across the Company, after attending a sustainability and materiality workshop conducted by sustainability consultants. In addition, the same sustainability topics were assessed by our stakeholders (employees, customers, suppliers, financial institutions, local communities and NGOs), using the same criteria through a structured survey, conducted in collaboration with specialized sustainability advisors. We engaged with a broad group of stakeholders. To ensure inclusivity and accessibility, the questionnaire was made available in both English and Greek. This approach enabled broader participation across stakeholder groups, resulting in 155 responses. According to our stakeholder prioritization, each group received a weight, with which each group participated in the final weighted materiality results. The insights gathered provided valuable input for identifying and prioritizing material topics, reflecting the expectations of those most affected by or interested in our activities. To this end, senior management reviewed and validated the results of the impact materiality.

	Material Topics	Positive Impact/Negative Impact	Actual/Potential (A/P)	Company/Value Chain (C/V)		Material Topics	Risk/Opportunity (R/O)	Actual/Potential (A/P)	Company / Value Chain (C/V)
 Environmental	Climate change (energy and emissions)	Positive	A	C		Climate change (mitigation)	Risk	A	C/V
		Negative	A	C			Opportunity	A	C/V
	Air pollution	Negative	A	C		Climate change (energy)	Risk	A	C/V
		Positive	A	C		Air pollution	Risk	A	C
	Circular economy (product outflows and waste)	Positive	A	C		Circular economy (resource inflows)	Risk	P	C/V
		Negative	A	C		Circular economy (resource outflows)	Opportunity	P	C/V
 Social	Employee Health and Safety (job security)	Positive	A	C		Working conditions (own workforce)	Risk	A	C
		Negative	P	C			Opportunity	A	C
	Equal treatment and opportunities	Positive	A	C		Personal safety of consumers and/or end-users	Risk	P	V
		Negative	P	C					
	End-user health and safety	Positive	A	C/V					
 Governance		Negative	P	C/V		Business conduct (corporate culture)	Opportunity	A	C
	Corporate culture	Positive	A	C					
		Negative	P	C		Business conduct (management of supplier relationships)	Opportunity	P	C/V
						Business conduct: (corruption and bribery)	Risk	P	C

Financial materiality assessment

Financial materiality represents the other dimension of the double materiality approach. A sustainability topic is considered material from a financial perspective when it is likely to affect the Company’s financial position, performance, or enterprise value over the short, medium, or long term. These financial effects may arise from sustainability-related risks or opportunities linked to the Company’s own operations, or its value chain.

Following a sustainability training in January 2025, our Company convened a workshop with finance and senior management to identify and prioritize sustainability-related financial risks and opportunities. The evaluation considered the likelihood and magnitude of impacts, as well as our Company’s dependence on critical natural and social resources. After the financial materiality exercise was concluded, senior management reviewed and validated the results.

Sustainability management

Our CSR Committee is responsible for overseeing and managing our Company’s impacts on Human Rights, the environment, and society. Management of these impacts is delegated to the relevant departments, as appropriate. Senior Management regularly participates in sustainability oversight through structured meetings that track progress on material topics. This ensures that those involved in the highest levels of strategic planning remain informed and engaged in sustainability matters. This structure ensures that sustainability considerations are integrated into the Company’s strategic planning, with Senior Management reviewing and approving any changes, commitments, or new policies.

Progress on each material sustainability topic is assessed using specific goals, targets, and performance indicators, detailed in the respective sections of this Report. To support continuous learning, the Company conducts regular reviews of its sustainability performance, evaluates the effectiveness of any actions taken, and identifies areas for improvement. Lessons learned through this process are incorporated into operational policies and procedures. Senior Management approves all significant updates, new policies, and commitments, ensuring that the highest governance body maintains the collective knowledge required to guide sustainability-related decision-making effectively.

Sustainability management of material topics

 Actual and potential impact analysis on the economy, environment, and people, including impacts on their Human Rights

 Actions to i) prevent or mitigate potential negative impacts, ii) address actual negative impacts, and iii) manage actual and potential positive impacts

Environmental material topics

Climate change

We recognize the connection between energy use, emissions, and climate change. We are continually adapting to climate change, in alignment with regulations. There are financial risks, both in the long and short term, in our operations and our value chain, mostly due to energy dependency. On the other hand, climate change can be viewed as an opportunity for new, innovative products that support a transition to a more climate neutral society.
Please find more information in the Energy and Emissions sections of the Environmental responsibility chapter of this Report.

We commit to adapting our sustainability strategy by conducting comprehensive measurement and continuously reducing our energy consumption to contribute effectively to climate change mitigation and enhance our resilience to its impacts. We are consistently adapting our operations and products towards a more climate neutral environmental footprint.
Please find more information in the Energy and Emissions sections of the Environmental responsibility chapter of this Report.

Air pollution

The use of acetic ester and ethanol as solvents in our production processes creates potential environmental and health-related impacts, primarily linked to Volatile Organic Compounds (VOCs) emissions. Compliance with regulatory requirements and continuous monitoring ensure that actual negative impacts remain limited.
Please find more information in the Emissions section of the Environmental responsibility chapter of this Report.

We control VOCs through enclosed production environments, semi-annual air quality monitoring, and dedicated recovery and treatment systems. In 2024, we invested in upgrading the solvent combustion system in one of our facilities. Additional measures to reduce solvent use and lower emissions are the installation of trolley washers and a planned roto-concentrator.
Please find more information in the Emissions section of the Environmental responsibility chapter of this Report.

Circular economy

Our activities across the packaging value chain create impacts related to material inflows, operational processes, product outflows, and post-consumer waste. The choice of raw materials influences both the environmental footprint and recyclability, while operational waste management affects resource efficiency and emissions. The design and performance of our products determine their end-of-life treatment options and contribution to circularity, with implications for waste reduction, resource preservation, and consumer sustainability outcomes.
Please find more information in the Materials for the circular economy and Waste management sections of the Environmental responsibility chapter of this Report.

On the inflows side, we prioritize responsible sourcing and supplier collaboration, selecting materials that support recyclability and lower environmental impact. Our outflows increasingly consist of innovative, fully recyclable packaging solutions, including the X-Cycle™ portfolio, developed in line with the European legislation (PPWR) and international recyclability guidelines. Operationally, we apply the waste management hierarchy, aiming to increase the recycling of industrial waste streams. For post-consumer waste, our products are designed for recyclability, supporting the transition towards a circular packaging economy.
Please find more information in the Materials for the circular economy and Waste management sections of the Environmental responsibility chapter of this Report.

Sustainability management of material topics

 Actual and potential impact analysis on the economy, environment, and people, including impacts on their Human Rights

 Actions to i) prevent or mitigate potential negative impacts, ii) address actual negative impacts, and iii) manage actual and potential positive impacts

Social material topics

Working conditions (own workforce)

Our approach to working conditions directly affects employees’ well-being, safety, and job satisfaction. Positive effects include enhanced occupational Health and Safety, secure employment, and respect for Human Rights, which in turn strengthen workforce motivation and productivity. Potential risks involve workplace accidents, non-compliance with labor rights, or insufficient job security, which could affect employee welfare, operational continuity, and the Company’s reputation.

Please find more information in the Our people and Our governance model and Occupational Health and Safety chapters of this Report.

We safeguard our employees’ health, safety, and rights through a comprehensive H&S Management System. Occupational risks are continuously assessed and addressed with personal protective equipment, and regular training, including first-aid seminars. Our approach goes beyond compliance. We adhere to the ISO 45001:2018 standard guidelines and are SMETA audited. We uphold and promote Human Rights across our operations, and in our Code of Conduct. Our commitment to a safe, fair, and inclusive workplace is reflected by the attainment of the Great Place to Work® certification (2023-2024), based on employee feedback on credibility, respect, pride, camaraderie, and fairness.

Please find more information in the Our people and Our governance model and Occupational Health and Safety chapters of this Report.

Employees’ equal treatment and opportunities

Ensuring equal treatment and opportunities for all employees is fundamental to our culture. Potential mismanagement of this topic could negatively affect employee morale and retention. At the same time, embracing diversity and inclusion creates opportunities for innovation, creativity and stronger collaboration, while enhancing our reputation as a fair and responsible employer.

Please find more information in the Our people chapter of this Report.

To safeguard fairness and inclusivity, we apply equality principles into our recruitment, training, evaluation and compensation practices. Our Code of Conduct sets clear standards for responsible behavior and respect across all operations. In 2024, we renewed our commitment to the Diversity Charter and were recognized for the third consecutive year with the Great Place to Work® certification. In addition, comprehensive employee benefits and continuous training programs support personal and professional growth and strengthen a positive and inclusive work environment.

Please find more information in the Our people chapter of this Report.

Consumer/ end-user health and safety

End-user health and safety have a direct and tangible positive impact on consumers, ensuring well-being and confidence in our products. It also carries potential benefits for clients by reinforcing trust and satisfaction, as well as for the environment through the continuous improvement of our products’ safety and performance throughout the value chain. Potential negative impacts could compromise consumer safety and lead to reputational or regulatory consequences for our Company.

Please find more information in the Safety, quality and innovation chapter of this Report.

We mitigate health and safety risks through regular product testing and monitoring, including chemical migration and microbiological analyses, as well as continuous evaluation of new materials and packaging structures. These measures ensure compliance with regulations, maintain high safety standards, and support ongoing improvements in product performance and consumer protection.

Please find more information in the Safety, quality and innovation chapter of this Report.

Sustainability management of material topics

 Actual and potential impact analysis on the economy, environment, and people, including impacts on their Human Rights

 Actions to i) prevent or mitigate potential negative impacts, ii) address actual negative impacts, and iii) manage actual and potential positive impacts

Governance material topics

Business conduct (ethics and culture)

Our corporate culture is founded on ethical business conduct, transparency, and respect for Human Rights. While the potential for corruption, unethical practices, or anti-competitive behavior remains an inherent risk in global business, our 2024 assessments identified no significant incidents. Failure to uphold ethical standards could result in reputational damage or loss of trust, yet a strong culture of integrity creates opportunities to strengthen stakeholder relationships, attract talent, and reinforce our reputation as a responsible partner.

Please find more information in the Our people and Our governance model chapters of this Report.

Our CSR Policy and Code of Conduct, endorsed by the Board, guide our approach to governance, ethics, and social responsibility across all operations and partnerships. These commitments are reinforced through regular risk assessments, policy reviews, and ongoing dialogue with employees, business partners, and society. Full compliance with laws and fair competition principles ensures transparency and accountability, while recognition, such as our Great Place to Work® certification, highlights the positive impact of embedding integrity and ethical practices into everyday decisions.

Please find more information in the Our people and Our governance model chapters of this Report.

Management of supplier relations

Our supply chain generates impacts that extend beyond our own operations. The processes in our supply chain carry environmental impacts related to resource use and emissions, as well as social impacts linked to labor conditions and Human Rights practices at the supplier level. Risks include potential supply disruptions, cost pressures, and reputational exposure if suppliers fail to meet sustainability standards. At the same time, significant opportunities arise through responsible sourcing, the integration of recycled or bio-based inputs, and closer supplier collaboration, which can drive innovation, enhance resilience, and strengthen our competitive positioning.

Please find more information in the Sustainable supply chain chapter of this Report.

We actively promote sustainability across our value chain by selecting suppliers who align with our principles of environmental responsibility, ethical conduct, and respect for Human Rights. All suppliers undergo a structured evaluation process against social and environmental criteria, ensuring that risks such as forced labor, child labor, or Human Rights violations are absent. To reduce emissions and strengthen regional economies, we prioritize local suppliers, fostering closer collaboration on sustainability initiatives.

Please find more information in the Sustainable supply chain chapter of this Report.





About this Report



This Responsibility Report represents our 13th consecutive annual publication. It covers the activities of A. Hatzopoulos S.A. (also “the Company” in this Report) for the year 2024 from January 1, 2024, through December 31, 2024. It was published in October 2025. It is aligned with our fiscal year and pertains to all entities included in the organization’s financial reporting. It has been prepared in accordance with the GRI Universal Standards and the AA1000 (2018) Accountability Principles Standard. The Report is externally assured by a third party, namely TÜV NORD Hellas. The independent external assurance report can be found at the end of this Report.

The Report also includes data and KPIs that can be found in the United Nations Global Compact Communications on Progress (UNGC-CoP), the United Nations 17 Sustainable Development Goals and the Greek Sustainability Code. In 2024, we integrated the European Sustainability Reporting Standards (ESRS) into our reporting approach to stay ahead of evolving sustainability disclosure practices. We adopted the double materiality approach, included in the ESRS, in a new materiality assessment, which presented us with updated material topics compared to our previous materiality exercise in 2023.

A. Hatzopoulos S.A. is headquartered in Kalohori, Thessaloniki, Greece and its headquarters along with its two production sites, located in the same area are defined as the Company’s significant locations of operation. All data presented in this Report refers to the Company’s significant locations of operation. A. Hatzopoulos S.A. is one entity and does not have any subsidiaries, joint ventures, and/or affiliates. There have not been any significant changes in the organization’s sectors, reporting boundaries, value chain, and/or other business relationships compared to the previous reporting periods.

The 2023 energy consumption figures presented in this Report show a slight variance compared to those published in our previous Report. This difference arises from refinements in data collection and verification methods. We have updated the data to ensure consistency and accuracy.

Technical and scientific guidance to prepare this Report has been provided by Sustainability Business Case, a sustainability and ESG boutique consultancy, located in Thessaloniki, Greece. Oversight of data collection, interpretation, and publication rests with the Board of Directors and senior executives. To safeguard accuracy, internal procedures are implemented by the CSR team, a group of senior executives dedicated to sustainability and corporate responsibility.

Our latest Responsibility Report, as well as previous editions, can be found on the Company website:



Contact Information:

Your feedback matters to us. By sharing your ideas and suggestions, you help us improve and grow. We welcome any questions, comments, or inquiries, which can be submitted online or by post at:

A. Hatzopoulos S.A.

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INDEPENDENT EXTERNAL ASSURANCE REPORT

To: Management of A. HATZOPOULOS S.A.

1. Scope of the External Assurance project of the Sustainability Report

The company A. HATZOPOULOS S.A. (hereinafter referred to as A. HATZOPOULOS) has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV NORD Hellas) the limited external assurance of the Sustainable Development Report, which covers the period of 1/1/2024-31/12/2024.

The information in the Sustainability Report concerns the company A. HATZOPOULOS and more specifically the company's headquarters and the two production sites in Kalochori, Thessaloniki, Greece.

The scope of the project consists of the following:

A. The external assurance of the information disclosed to confirm that the Sustainability Report of A. HATZOPOULOS for 2024 has been prepared “In Accordance” with the GRI Universal Standards 2021.

B. The provision of external assurance service about the accuracy of the claims mentioned for specific numerical indicators that A. HATZOPOULOS reported at the Sustainability Report Chapters, based on the GRI Topic Standards, as follows: GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10, GRI 405-1, GRI 406-1, GRI 416-2, GRI 417-2, GRI 417-3.

C. The control of the adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018).

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of A. HATZOPOULOS for 2024 and it was conducted based on the corresponding correlation table of GRI Standards Indicators stated by A. HATZOPOULOS, to confirm that the Sustainability Report has been prepared “In Accordance” with the GRI Universal Standards 2021, as well as the requirements of AA1000AP (2018).

2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

- A. GRI Universal Standards 2021
- B. GRI Topic Standards

C. AA1000AP (2018)

For the evaluation of conformity to the requirements of AA1000AP (2018), the provisions of the guide AA1000 Assurance Standard (AA1000AS v3) were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within AA1000AP (2018), was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.

3. Project methodology

Based on the conformance criteria of paragraph 2 and to draw conclusions, the external assurance team of TÜV NORD HELLAS conducted the following (indicative and not restrictive) methodology:

- Reviewed the coverage of the “In Accordance” with the GRI Universal Standards 2021 requirements, as they are described within the GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021.
- Reviewed the procedures followed by A. HATZOPOULOS to identify and determine the material issues to include them within the Sustainability Report.
- Reviewed the double materiality analysis of Sustainable Development and the identification of A. HATZOPOULOS' business impact activity on the environment, society, and the economy, as well as the risks and opportunities that arise for the company itself.
- Interviews were conducted with selected executives of A. HATZOPOULOS having operational role in Sustainability issues to understand the current state of sustainability development activities and progress achieved during the period under reference.
- Reviewed the A. HATZOPOULOS consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- Reviewed the claims mentioned to the Reporting Indicators, based on the GRI Topic Standards (referred in paragraph 1, point B) in connection with the findings of the above steps. In addition, the methodologies, and practices for extracting the results were reviewed and crosschecks were performed on the reliability and quality of the indicators reported in the report. These checks (not restrictively) consist of the following:
 - Understanding of the quality management and results collection processes related to the indicators under consideration.
 - Review of the design of processes, systems, and controls for managing reliability and quality of specified information
 - Sampling of management practices and operation control, as well as evidence gathering to sufficiently ensure the completeness and accuracy of the claims.
 - Maintain of the appropriate documentation for all the aforementioned controls.

4. Review limitations

The range of the review was exclusively limited to the activities of **A. HATZOPOULOS** company and more specifically the company's headquarters and the two production sites in Kalochori, Thessaloniki, Greece. No visits and interviews in stakeholders of the **A. HATZOPOULOS** have been conducted.

In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the English version shall prevail.

5. Responsibilities of the Reporting Organization and Assurance Provider

The Corporate Responsibility Division of **A. HATZOPOULOS** carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The external assurance conducted, as it is defined in the project scope (paragraph 1), does not represent **TÜV NORD HELLAS'** opinion related to the quality of the Sustainability Report and its contents.

The responsibility of **TÜV NORD HELLAS** is to express the independent conclusions on the issues as defined in the project scope and in accordance with the relevant contract. The project was conducted in such a way so that **TÜV NORD HELLAS** can quote to **A. HATZOPOULOS** administration the issues mentioned in this report and for no other purpose.

6. Conclusions

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by **TÜV NORD HELLAS**, the conclusions are as follows:

A. External assurance of the information disclosed to confirm that the Sustainability Report of A. HATZOPOULOS for 2024 has been prepared "In Accordance" with the GRI Universal Standards 2021.

- During the external assurance project carried out, nothing has come to the attention of **TÜV NORD HELLAS**, which would lead to the conclusion that the Report has not been prepared "In Accordance" with the requirements of the **GRI Universal Standards 2021**, as reflected on the corresponding correlation GRI content index.

B. Control of accuracy of the claims mentioned for the Reporting Indicators that A. HATZOPOULOS reported at the Sustainability Report Chapters, based on the GRI Topic Standards

- Nothing has come to the attention of **TÜV NORD HELLAS** that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the disclosures (indicators) of the GRI Topic Standards, referred in paragraph 1, point B of this report.

C. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

For each Principle, **TÜV NORD HELLAS** seek information related to the following three lines of auditing:

- **Context**, on the current management thinking, priorities, and resources of the organization
- **Process**, on procedures, processes, and systems
- **Performance**, on how the management context and results affect the performance of the organization

For each of these auditing trails, **TÜV NORD HELLAS** collated evidence from **A. HATZOPOULOS**, such as documents, files, software, or databases used to evidence adherence to each Principle. Depending on the boundary of assurance agreed upon, TÜV NORD HELLAS considered the multiple layers of **A. HATZOPOULOS** as necessary to make its assessment.

Our conclusions concerning the Adherence to the AA1000 AccountAbility Principles are as follows:

Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

- We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that **A. HATZOPOULOS** has not implemented the principle of Inclusivity in developing its approach to sustainability.

A. HATZOPOULOS has processes in place for identifying and engaging with a range of key stakeholders including investors, clients, employees, suppliers, and representatives from industry and sustainability associations as described in the Report. These engagement activities include Newsletters, site visits, audits, conferences, seminars, corporate memberships, face-to-face or online meetings, telephone/emails, information requests, employee satisfaction surveys, online idea collection platforms, internal communication events, announcements, townhall meetings etc. These methods of engagement are embedded in how A. HATZOPOULOS runs its business and delivers products and services to clients. A. HATZOPOULOS has also implemented effective governance processes to engage business segment and functional leadership on sustainability issues, such as the CSR Governance Committee. A. HATZOPOULOS provides additional details regarding these aspects of inclusivity in its 2024 Sustainability Report.

Materiality: Focus on the material issues related to sustainability

- We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by **A. HATZOPOULOS** does not provide a comprehensive and balanced understanding of the material issues.

A. HATZOPOULOS conducts a materiality assessment, referred to as a Double Materiality Assessment (DMA), annually to identify risks and opportunities, shape A. HATZOPOULOS's business strategy, and define the material topics to disclose in its reporting. In 2024, A. HATZOPOULOS updated the DMA methodology to utilize a value chain approach aligned with European Sustainability Reporting Standards (ESRS). This included, but was not limited to, determining sustainability matters pertinent to the

organization, analyzing A. HATZOPOULOS's upstream and downstream activities, reviewing business relationships/partnerships, and identifying actual and potential impacts, risks, and opportunities. The material topics and the assessment processes are described in the Report.

Responsiveness: Addressing the needs and expectations of stakeholders

- We have not realized any issue, which would lead us to believe that **A. HATZOPOULOS** has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development.

A. HATZOPOULOS has demonstrated responsiveness to material issues during 2024 through organizing cross- functional, diverse teams and various other actions described in the 2024 Report. For example, A. HATZOPOULOS has utilized feedback from employees through surveys and town hall meetings to continuously improve upon previous attempts to foster engagement and address areas of improvement for the organization. In 2024, A. HATZOPOULOS implemented action plans to support employees and provide resources in three key areas: learning, development and performance. A. HATZOPOULOS refers to this initiative as Learning & Development and Performance Management. The company remains committed to investigating issues raised through established reporting channels and takes remedial measures as deemed appropriate for material topics including data privacy, occupational health and safety, greenhouse gas emissions, and more. The 2024 Sustainability Report discusses these and other responses by the company to its material issues.

Impact: Impact of company's activities to the broader ecosystems

- We have not realized any issue, which would lead us to believe that the **A. HATZOPOULOS** has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems.

A. HATZOPOULOS has established processes to measure, evaluate and manage the company's impacts related to material topics and other sustainability issues. To organize information and drive additional impact, A. HATZOPOULOS maps topics relevant to their business to the United Nations Sustainable Development Goals (SDGs). In 2024, A. HATZOPOULOS identified thirteen SDGs where the organization can have an impact or influence through its operations. A. HATZOPOULOS also addresses impacts that are identified through the DMA. For example, through the DMA process A. HATZOPOULOS developed an impact, risks and opportunity (IRO) inventory. A. HATZOPOULOS evaluated attributes for each IRO, such as anticipated timeline and location in the value chain, and assigned a score based on its scale, magnitude, scope, irremediability, and likelihood. For the material topic of greenhouse gas emissions, A. HATZOPOULOS has established a system for quantifying and reporting our greenhouse gas (GHG) emissions which has been verified according to ISO 14064:2019. The 2024 Sustainability Report provides additional information regarding A. HATZOPOULOS's commitment to measuring and managing its impacts related to its material issues.

TÜV NORD HELLAS did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in AA1000AP (2018). Additionally, TÜV NORD HELLAS did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

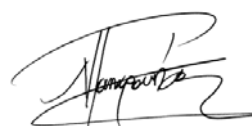
7. Impartiality and independence of the external assurance team

TÜV NORD HELLAS states its impartiality and independence in relation to the project of **A. HATZOPOULOS'** Sustainability Report external assurance. TÜV NORD HELLAS has not undertaken work with **A. HATZOPOULOS** and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions, or recommendations.

TÜV NORD HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of **A. HATZOPOULOS**.

Athens, November 19, 2025

For TÜV NORD HELLAS


Nestor Paparoupas
Product Manager



**AA 1000 2018
Accountability
Principles Index**

Principle applied	Methods	Reference in the Report
Inclusivity	Identification of key stakeholders and dialogue to understand key issues	Stakeholder engagement (pp. 126-127)
Materiality	Identification of issues which are important to the Company and its stakeholders	Double materiality assessment (pp. 130-133)
Responsiveness	Responsiveness is an organization's relevant and timely reaction to stakeholder needs, concerns, and expectations regarding its material sustainability topics and their related impacts	Material sustainability topics chapters throughout the Report (p.p. 38-45, 48-51, 54-61, 64-81, 84-95, 98-109, 112-123)
Impact	Analysis of direct and indirect impact of the Company's action	Material sustainability topics chapters throughout the Report (p.p. 38-45, 48-51, 54-61, 64-81, 84-95, 98-109, 112-123)

**The 10 Principles of the United Nations
Global Compact (UNGC)**

Pillar	Reference in the Report	UNGC Principle
Human Rights	Our people Sustainable supply chain Our governance model	1. Businesses should support and respect the protection of internationally proclaimed Human Rights
		2. Businesses should make sure that they are not complicit in Human Rights abuses
Labor Standards	Our people Sustainable supply chain	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
		4. Businesses should eliminate all forms of forced and compulsory labor
		5. Businesses should abolish child labor
		6. Businesses should eliminate discrimination in respect of employment and occupation
Environment	Environmental responsibility Sustainable supply chain Innovation for a better future	7. Businesses should support a precautionary approach to environmental challenges
		8. Businesses should undertake initiatives to promote greater environmental responsibility
		9. Businesses should encourage the development and diffusion of environmentally friendly technologies
Anti-Corruption	Our governance model	10. Businesses should work against corruption in all its forms, including extortion and bribery

GRI content index

Statement of use	A. Hatzopoulos S.A. has reported <i>in accordance with</i> the GRI Standards for the period from January 1st 2024 to December 31st 2024
GRI 1 used	GRI 1: Foundation 2021
GRI Sector standards	N/A

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			EXTERNAL ASSUR- ANCE
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	

General disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details	Our history				✓
	2-2 Entities included in the organization's sustainability reporting	About this Report				✓
	2-3 Reporting period, frequency and contact point	About this Report				✓
	2-4 Restatements of information	About this Report				✓
	2-5 External assurance	About this Report/ External Assurance Report				✓
	2-6 Activities, value chain and other business relationships	Our history/ Our network/ Our milestones				✓
	2-7 Employees	HR data				✓
	2-8 Workers who are not employees	HR data				✓
	2-9 Governance structure and composition	Governance structure and processes				✓
	2-10 Nomination and selection of the highest governance body	Governance structure and processes				✓
	2-11 Chair of the highest governance body	Governance structure and processes				✓
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance structure and processes/ Sustainability management				✓
	2-13 Delegation of responsibility for managing impacts	Governance structure and processes/ Sustainability management				✓
	2-14 Role of the highest governance body in sustainability reporting	About this Report / Double materiality assessment				✓
	2-15 Conflicts of interest	Business conduct standards				✓
	2-16 Communication of critical concerns	Governance structure and processes/ Grievance mechanisms				✓
	2-17 Collective knowledge of the highest governance body	Governance structure and processes/ Sustainability management				✓
	2-18 Evaluation of the performance of the highest governance body	Governance structure and processes				✓

GRI content index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			EXTERNAL ASSUR- ANCE
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	

GRI 2: General Disclosures 2021	2-19 Remuneration policies	Governance structure and processes/ Remuneration policies				✓
	2-20 Process to determine remuneration	Remuneration policies				✓
	2-21 Annual total compensation ratio			Confidentiality constraints	Sensitive information	✓
	2-22 Statement on sustainable development strategy	Message from Top Management				✓
	2-23 Policy commitments	Our policy commitments/ Human rights				✓
	2-24 Embedding policy commitments	Supplier evaluation and screening/ Throughout the Report				✓
	2-25 Processes to remediate negative impacts	Sustainability management of material topics				✓
	2-26 Mechanisms for seeking advice and raising concerns	Grievance mechanisms				✓
	2-27 Compliance with laws and regulations	Regulatory compliance				✓
	2-28 Membership associations	Participation in memberships and associations				✓
	2-29 Approach to stakeholder engagement	Stakeholder engagement				✓
	2-30 Collective bargaining agreements	Our people				✓
	Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double materiality assessment				✓
	3-2 List of material topics	Sustainability management of material topics				✓
Climate change						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability management of material topics				
Energy						
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy				
	302-2 Energy consumption outside of the organization	Energy				
	302-3 Energy intensity	Energy				
	302-4 Reduction of energy consumption	Energy				
	302-5 Reductions in Energy Requirements of Products and Services	Energy				

GRI content index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			EXTERNAL ASSUR- ANCE
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
Emissions						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions / Carbon foot- print				
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions/ Carbon footprint				
	305-3 Other indirect (Scope 3) GHG emissions	Emissions/ Carbon footprint				
	305-4 GHG emissions intensity	Emissions/ Carbon footprint				
	305-5 Reduction of GHG emissions	Emissions/ Carbon footprint				
Air pollution						
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability management of material topics				
GRI 305: Emissions 2016	305-6 Emissions of ozone-de- pleting substances (ODS)	Emissions/ Ozone-depleting substances		Information unavailable/ incomplete	Data un- available	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions/ Air pollution				
Circular economy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability management of material topics				
Materials						
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Materials for a circular economy				
	301-2 Recycled input materi- als used	Materials for a circular economy				
	301-3 Reclaimed products and their packaging materials	Materials for a circular economy				
Waste						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management				
	306-2 Management of signif- icant waste-related impacts	Waste management				
	306-3 Waste generated	Waste management				
	306-4 Waste diverted from disposal	Waste management				
	306-5 Waste directed to disposal	Waste management				

GRI content index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			EXTERNAL ASSUR- ANCE
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
Working conditions (Own workforce)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability management of material topics				
Employment						
GRI 401: Employ- ment 2016	401-1 New employee hires and employee turnover	HR data				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	HR data				
Labor/management relations						
GRI 402: Labor/ Management Rela- tions 2016	402-1 Minimum notice periods regarding operational changes	Our people				
Occupational health and safety						
GRI 403: Occupa- tional Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety				✓
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard identification and risk assessment/ Employee participation in occupational H&S/ H&S incident reports				✓
	403-3 Occupational health services	Occupational Health and Safety/ Employee participa- tion in occupational H&S				✓
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee participation in occupational H&S				✓
	403-5 Worker training on occupational health and safety	Training on occupational H&S				✓
	403-6 Promotion of worker health	Voluntary health promotion services				✓
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety				✓
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety				✓
	403-9 Work-related injuries	Work-related injuries				✓
	403-10 Work-related ill health	Work-related ill health				✓
Training and education						
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and education				
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and education				
	404-3 Percentage of employees receiving regular performance and career development reviews	Evaluation performance				

GRI content index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			EXTERNAL ASSUR- ANCE
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
Employees equal treatment and opportunities						
Diversity and equal opportunity						
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and inclusion				✓
Non-discrimination						
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Our people				✓
Market presence						
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Employee compensation and retirement plans				
	202-2 Proportion of senior management hired from the local community	Local community representation in senior management				
Consumer/ end-user health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability management of material topics				
Customer health and safety						
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product quality and safety				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product quality and safety				✓
Marketing and labeling						
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product quality and safety				
	417-2 Incidents of non-compliance concerning product and service information and labeling	Product quality and safety				✓
	417-3 Incidents of non-compliance concerning marketing communications	Product quality and safety				✓
Customer privacy						
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy Policy				

GRI content index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			EXTERNAL ASSUR- ANCE
			REQUIRE- MENT(S) OMITTED	REASON	EXPLANA- TION	
Business conduct (ethics and culture)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability management of material topics				
Anti-corruption						
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business conduct standards				
	205-2 Communication and training about anti-corruption policies and procedures	Business conduct standards				
	205-3 Confirmed incidents of corruption and actions taken	Business conduct standards				
Anti-competitive behavior						
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Regulatory compliance				
Management of supplier relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability management of material topics				
Procurement practices						
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable supply chain				
Supplier environmental assessment						
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier evaluation and screening				
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier evaluation and screening				
Supplier social assessment						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier evaluation and screening				
	414-2 Negative social impacts in the supply chain and actions taken	Supplier evaluation and screening				

ESRS metrics content index

Disclosure Requirement	Location
ESRS 2- General information	
Number of executive members	Our governance model
Number of non-executive members	Our governance model
Board's gender diversity ratio	Our governance model
Percentage of independent board members	Our governance model
Percentage of variable remuneration dependent on sustainability-related targets and (or) impacts	Our governance model
Total revenue	Economic performance & market presence
Total number of employees (headcount)	Our people
ESRS E1 - Climate change	
Percentage of Scope 1 greenhouse gas emissions reduction (as of emissions of base year)	Environmental responsibility
Percentage of location-based Scope 2 greenhouse gas emissions reduction (as of emissions of base year)	Environmental responsibility
Percentage of Scope 3 greenhouse gas emissions reduction (as of emissions of base year)	Environmental responsibility
Total energy consumption related to own operations	Environmental responsibility
Total energy consumption from fossil sources	Environmental responsibility
Total energy consumption from nuclear sources	Environmental responsibility
Total energy consumption from renewable sources	Environmental responsibility
Purchased or acquired energy from renewable sources	Environmental responsibility
Fuel consumption from renewable sources	Environmental responsibility
Fuel consumption from crude oil and petroleum products	Environmental responsibility
Fuel consumption from natural gas	Environmental responsibility
Consumption of purchased energy from fossil sources	Environmental responsibility
Renewable energy production	Environmental responsibility
Gross Scope 1 GHG emissions	Environmental responsibility
Gross location-based Scope 2 GHG emissions	Environmental responsibility
Scope 3 GHG emissions	Environmental responsibility
GHG emissions from each significant Scope 3 category	Environmental responsibility
Total GHG emissions location-based	Environmental responsibility
ESRS E2 - Pollution	
Amount of pollutants emitted through own operations	Environmental responsibility
ESRS E5 - Circular economy	
Overall total weight of products and technical and biological materials used during the reporting period	Environmental responsibility
Total amount of waste generated from own operations	Environmental responsibility
Total amount of waste diverted from disposal, and a breakdown by hazardous and non-hazardous waste and by treatment method	Environmental responsibility
Total amount of waste directed to disposal, and a breakdown by hazardous and non-hazardous waste and by waste treatment type	Environmental responsibility
Total amount of non-recycled waste	Environmental responsibility

Disclosure Requirement	Location
Percentage of non-recycled waste	Environmental responsibility
Total amount of hazardous waste generated	Environmental responsibility
Total amount of radioactive waste generated	Environmental responsibility
ESRS S1 - Own workforce	
Total number of employees and breakdown by gender and country	Our people
Total number of permanent employees and breakdown by gender	Our people
Total number of temporary employees and breakdown by gender	Our people
Total number of employees who have left the Company during the reporting period	Our people
Rate of employee turnover	Our people
Total number of non-employees in your own workforce	Our people
Percentage of total employees covered by collective bargaining agreements	Our people
Gender distribution in number and percentage, at top management level	Our people
Distribution of employees by age group: under 30 years old; 30-50 years old; over 50 years old	Our people
Percentage of employees that participated in regular performance and career development reviews, by gender	Our people
Average number of training hours per employee, by gender	Our people
Percentage of employees covered by the Company's health and safety management system	Our people
Number of fatalities (for own workforce and other workers), as a result of work-related injuries	Our people
Number of fatalities (for own workforce and other workers), as a result of work-related ill health	Our people
Number of recordable work-related accidents	Our people
Rate of recordable work-related accidents	Our people
Number of cases of recordable work-related ill health	Our people
Number of days lost to work-related injuries and fatalities from ill health	Our people
Gender pay gap (if any)	Our people
Total number of incidents of discrimination, including harassment, reported in the reporting period	Our people
Number of complaints filed through channels for own workforce to raise concerns (including grievance mechanisms)	Our people
Total amount of fines, penalties, and compensation for damages, as a result of the incidents and complaints	Our people
Number of severe Human Rights incidents (e.g. forced labour, child labour) connected to own workforce in the reporting period	Our people
Total amount of fines, penalties and compensation for damages for the severe Human Rights incidents	Our people
ESRS G1 - Business conduct	
Number of convictions for violation of anti-corruption and anti-bribery laws	Our governance model
Amount of fines for violation of anti-corruption and anti-bribery laws	Our governance model
Total number and nature of confirmed incidents of corruption or bribery	Our governance model
Number of confirmed incidents in which employees were dismissed or disciplined for corruption or bribery-related incidents	Our governance model
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	Our governance model
The Company's standard payment terms in number of days	Our governance model
Number of legal proceedings currently outstanding for late payments	Our governance model

Greek Sustainability Code

Pillar	Criteria	References
Strategy	Strategy analysis and management	Message from Top Management Our ESG strategy
	Materiality	Our ESG strategy
	Objectives	Message from Top Management Our ESG strategy Throughout the Report
	Value chain management	Sustainable supply chain Our ESG strategy
Process Management	Responsibility	Our governance model
	Rules & processes	Our governance model Throughout the Report
	Monitoring	Our governance model Our ESG strategy KPIs in each individual chapter
	Remuneration Policies and incentives for sustainable development	Our governance model Our people
	Stakeholder engagement	Our ESG strategy
	Product responsibility and innovation	Quality, safety and innovation
Environment	Natural resource use	Environmental responsibility
	Resource management	Environmental responsibility
	Air emissions & climate change	Environmental responsibility
Society	Labor rights	Our people
	Equal opportunities	Our people
	Employment	Our people
	Human Rights in the supply chain	Sustainable supply chain
	Support of local communities	Sustainable supply chain Financial performance and market presence Our story
	Participation in initiatives and political influence	Our story
	Prevention and combating of corruption	Our governance model



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