Sustainability Report 2023

Europa®
ALUMINIUM SYSTEMS

Europa® ALUMINIUM SYSTEMS Cares

Sustainability Report 2023

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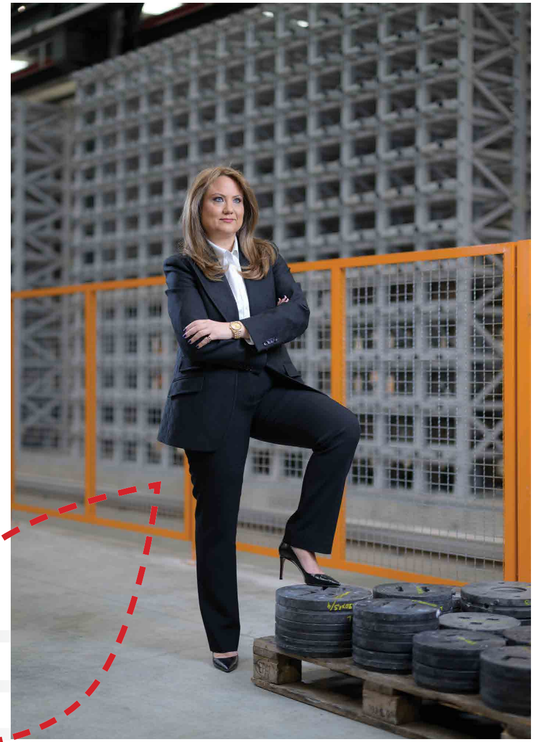


Message from the CEO

Dear Associates,

At Europa, Sustainable Development is at the core of our corporate culture and our activities. We acknowledge our responsibility to the environment, the communities we serve and future generations, and commit to promoting sustainability in all aspects of our business.

In the production sector, we strive to reduce greenhouse gas emissions and use renewable resources, applying modern technologies and procedures that respect the environment. At the same time, we are investing in research and development to create more efficient and environmentally friendly products.

In the area of community relations, we act as a responsible corporate citizen, supporting local programmes and initiatives that contribute to education, health, and social welfare. We also endeavour to ensure transparency and foster constructive communication with local authorities and decision-making bodies in order to enhance mutual understanding and cooperation.

With regard to economic sustainability, we promote responsible and transparent management of financial resources, taking into account the long-term impact of our decisions on the company, its employees and the community.

Through these initiatives and actions, as Vice President and CEO of Europa Profil Aluminium S.A., I am fully committed to our Company's priority to promote sustainability and leadership in achieving Sustainable Development in the aluminium industry. We are proof that success in business can go hand in hand with environmental protection and social responsibility, working towards a more sustainable future for all.

Sincerely,
Anous K. Tzirakian,
Vice President and CEO
Europa Profil Aluminium S.A.

Sustainability Reporting Practices

This Sustainability Report is the third one released by Europa Profil Aluminium S.A., and it presents its strategy and annual activities on Sustainable Development issues for 2023 (reference period 1 January 2023 - 31 December 2023); it includes data from all activities of Europa Profil Aluminium S.A., hereinafter the "Company" or "Europa".

The 2023 Sustainability Report is based on the guidelines of the Global Reporting Initiative (GRI) Standards, which are the most recognised and rigorous international guidelines in this area. The aim of the report is to capture Europa's annual activities on ESG (Environment, Social, Governance) issues.

The purpose of the Sustainability Report is to provide comprehensive information to stakeholders about the Company's responsible operating practices by way of demonstrating its respect towards people, society and the environment.

This Report is part of the Company's annual publications and has been approved and signed by the Vice President and CEO. It is aimed at all stakeholders who want to monitor the Company's Sustainable Development performance.

For clarifications on the Report, please contact the Company at the following address:

Europa Profil Aluminium S.A.
56° km Athens-Lamia National Road
GR-32011, Inofita, Viotia
Telephone: +30 22624 40000

For more information, visit *www.europaprofil.com* or contact us by email at *csr@europaprofil.com*.

“Sustainable Development: The Europa Route”

Europa is committed to promoting Sustainable Development through an ever-evolving path aiming at continuous improvement. Our goal is to properly manage the impacts of our activities on the environment and to support local communities, our employees and all stakeholders.

We strive to invest in environmental management initiatives, new technologies, and research and development with the ultimate aim of increasing the added value we share with stakeholders, while continually improving all operating divisions year by year.

Europa’s fundamental principle is to continue to improve in areas such as:

- Support of local communities and vulnerable areas
- Safety and development of human resources
- Reducing greenhouse gas emissions (CO_2) and addressing the pressing challenges brought on by climate change
- Digital transformation

- Ensuring a healthy financial position
- Environmental protection and adopting the principles of a circular economy
- Designing and developing products marked by quality, safety and functionality, with sustainability always at the forefront

Sustainable Development Goals (SDGs)

Europa has adopted the UN 2030 Agenda, as expressed through the 17 Sustainable Development Goals (SDGs). Europa’s Top Management has decided to actively contribute to achieving these goals by promoting the well-being and safety of the population, protecting the environment, and ensuring the good health and progress of employees.

The Company prioritises the achievement of goals directly related to its activities and the challenges of the sector, focusing on the issues highlighted by this Sustainability Report. In this way, Europa aims to align its practices with global goals, ensuring that its business actions contribute to Sustainable Development and social responsibility.

ABOUT THE COMPANY

Who we are

Europa was founded in 1974 by Lymparet T. Tzirakian[1] and Krikor L. Tzirakian to produce aluminium profiles for construction applications. In the late 1980s, the Company launched the "Europa ALUMINIUM SYSTEMS", which marked an important development in the aluminium extrusion sector.

Europa products stand out for their exceptional design, impeccable fit, excellent finish, unparalleled quality and high functionality, all of which contributed to its rapid establishment in the market. These characteristics have earned the trust of both industry professionals and end consumers.

With more than 49 years of experience in architectural and industrial systems, an average of more than 400 employees and exports to more than 25 countries, Europa has consolidated its lead position in the Greek aluminium extrusion market.

Europa: Flexible and Strong like Aluminium

Strong and reliable

Durable over time and resistant to corrosion

Flexible and multi-faceted

Useful in multiple sectors and applications

Friendly to the environment and to people

Corporate structure

Given that the Company is not listed on the Athens Exchange, its main governance bodies are the Board of Directors and the Annual General Meeting.

The corporate group's structure is presented below:

CONSOLIDATED COMPANIES	REGISTERED OFFICES	PERCENTAGE OWNERSHIP	CONSOLIDATION METHOD
EUROPA PROFIL ALUMINIUM S.A.	GREECE	-	Parent
PROFIL ALUMINIUM VOLOS LTD	GREECE	100%	Full
PROFIL ALUMINIUM TRIPOLI LTD	GREECE	100%	Full
PROFIL ALUMINIUM ARTA LTD	GREECE	100%	Full
PROFIL ALUMINIUM PATRAS LTD	GREECE	100%	Full
PROFIL ALUMINIUM - PROFIL ACCESSORIES SA	GREECE	85%	Full
MENITIOS PC	GREECE	100%	Full

Table 1: Corporate Structure

Europa: purpose and scope of operations

Europa was established in Greece and is registered with the General Commercial Registry (GEMI). The Company's corporate offices are at the 56th km of the Athens-Lamia National Road, in Inofita, Viotia.

Europa Profil Aluminium S.A. is engaged in the production and sale of aluminium products both in Greece and abroad. It is also involved in the installation of power plants with environmentally friendly methods, thus enhancing its ecological approach and Sustainable Development.

The Company specialises in the management and operation of industrial plants producing aluminium products, with particular emphasis on the production of tubes of different types and the shaping of surfaces. These activities are aimed at producing and distributing door and window frames, roller shutters, insect screens and related accessories.

It is also involved in the research and development of aluminium products to investigate new methods and technologies for their development, and investing in environmentally friendly power plants using renewable sources, such as solar thermal parks, wind power and other alternative forms.

Europa actively participates in the study, promotion and support of issues related to the production of electricity from renewable energy sources. It also provides technical and consulting services related to support, maintenance and training in this field, providing specialised services that promote the generation of environmentally friendly electricity.

Europa was the first company in the aluminium extrusion industry to obtain ISO 9001 certification for its quality. These days, it is an industry leader, with state-of-the-art premises and powder coating units that ensure the high quality of its products and its continuous growth.

EUROPA's Mission, Vision and Values

Vision

Europa's vision is to be a reliable partner for everyone involved, providing innovative aluminium systems of premium quality, technology and aesthetics.

Mission

The Company's mission is to invest continuously, thereby increasing the added value it provides to its customers and partners. From research and development to the design and production of innovative aluminium systems for architectural and industrial applications, it builds sustainable long-term relationships of trust.

Values

Europa's values act as a compass, guiding its decisions and shaping its strategy. They provide a solid foundation for the future, ensuring that all actions are in accordance with the principles it stands for.

Integrity

The Company's activities are distinguished by integrity and impartiality. It is bound to maintain honesty and pursue perfection at every step: from the products it produces and the services it provides, to its commitment to ensuring a sustainable future for the people, society and the environment.

Teamwork

Europa builds relationships based on cooperation, team effort and human communication, with the goal of helping to make the world a better place.

Responsibility

The Company always operates responsibly, ensuring a better tomorrow for people and the environment.

Flexibility

Europa effectively adapts to the trends and challenges of the times, leveraging any new need and technological innovation in the most efficient way.

Reliability

The Company nurtures a climate of honesty, establishing long-term relationships of trust with our customers, our employees, our suppliers and society as a whole.

Production Units

The following production units are located at Europa headquarters:

- Automated Extrusion Lines
- Automated Powder Coating Lines

The Company operates four automated extrusion lines with an annual production capacity of 34,000 tonnes of aluminium profiles. The Company currently offers more than 2,000 active profile codes and over 4,400 dies. In addition, three automated powder coating lines with an annual production capacity of 25,000 tonnes currently operate at Europa headquarters.

Two of these are vertical, high-output and continuous flow, while the third is a horizontal, fully automated production line acquired in 2019 as an extension of an existing line.

Wood Surface Decorative Unit

Europa operates a modern wood surface decorative unit with four production lines. The two lines are for profiles and the other two are for aluminium panels.

Robotic Warehouse Management

The Company has an automated robotic warehouse management system that handles 1,800 positions for aluminium profiles.

Machining Department

This includes three cutting lines, six punching lines, two thermal break lines and four CNC machining centres, as well as other machining and tooling operations. Moreover, a CNC laser and a sheet metal bender have been added to the Machining Department to enable the production of specially shaped sheet metal related to the aluminium shading and decorating system, Europa Element.

Special Thermal Treatments

Special thermal treatments of extruded profiles are performed on the premises, ensuring the specified mechanical properties.

Research and Development

The Aluminium Systems Research and Development Department is a crucial factor in the Company's development. Europa strives to design innovative, high-quality products that take the Company into a new era.

The Company's Research and Development Department is in charge of this process, and its key functions are divided into two categories:

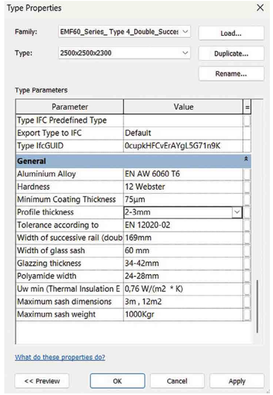
- The design of new products, in keeping with contemporary architectural trends, that incorporate the most recent technological advancements in the sector.
- The upgrade of the Company's existing systems, which is the central design point in the product life cycle

In 2023, Europa created BIM (Building Information Modeling) files, namely Revit Families, for both new and existing aluminium systems

More specifically, BIM files were developed for;

1. **opening** systems - EOS 60 Hybrid, EOS 78 Hybrid, EOS 90 Hybrid
2. **sliding** systems - ESS 34 Hybrid, ESS 47 Hybrid, EMF 60
3. **folding** system - EFD 77 Hybrid
4. **curtain wall system** - ECW 50 Hybrid
5. **pergola system** - EPS 80
6. Europa Shadow **shading system**
7. Europa Element **shading and decorating** system
8. **Glass railing** system - EGR 200 U

On all Europa systems for which BIM files have been produced to date, every Revit user can obtain information through Families concerning, among others, product certifications and maximum permissible construction dimensions, as defined by the Company's Research and Development Department.



The table below presents the Company's product volumes produced for the years 2022 and 2023.

Production volumes

	YEAR	
TYPE	**2022**	**2023**
Gross Production	7,641,763	8,610,752
Net Production	6,868,937	7,794,822

Table 2: Volumes produced for years 2022 and 2023

History

1974

Mr Lymparet T. Tzirakian† and Mr Krikor L. Tzirakian establish Profil Aluminium S.A., specialising in aluminium extrusion.

1979

Just five years after its founding, Profil Aluminium S.A. doubles its production capacity and exports its products to four continents.

1981

As part of a strategy to vertically integrate production, an aluminium anodising line is added at the main facilities, offering exceptional durability, colour stability and aesthetics.

1986

The Company's strategy continues with the addition of a powder coating unit at the main facilities, rendering coated surfaces higher resistance to mechanical stress and offering a flawless aesthetic result.

1988

Profil Aluminium S.A. stands out from domestic competition by designing and producing integrated aluminium systems.

1992

Creates, launches and invests in advertising of the Europa brand, which climbs to the top recognition spots.

1994

As part of linking universities with the job market, Europa for the first time welcomes students embarking on internships and introduces them to the practical application of their studies.

1996

Europa becomes the first company in the industry in Greece to be certified to the ISO 9001 standard.

1998

Europa acquires 40% of Extral S.A. and increases its production capacity.

2000

A third aluminium extrusion line and a new wood surface decorative unit are installed, whereas a new anodising plant is built.

2001

Europa installs a state-of-the-art, fully automated robotic warehouse and a smart inventory management system, aiming at optimum customer service.

2002

The Company's privately owned property is increased to 177,000 m², 35,000 m² of which are manufacturing and administrative buildings.

2004

The Company builds new headquarters. Meanwhile, a new automated powder coating line is added.

2005

Europa exports achieve an all-time record. More than 10,000 tonnes of aluminium profiles are exported to Central and Northern Europe for industrial applications.

2007

Europa marks a record turnover of over €70 million, while its workforce grows to 498 employees.

2008

According to the Ministry of Commerce, the Company is among the strongest and best-managed companies in Greece. At the same time, it invests in environmental protection and introduces technologies that reduce water consumption by up to 98%.

2009

Europa introduces the groundbreaking Hybrid technology, launching the Europa Hybrid aluminium thermal insulation systems for energy saving, thermal insulation and soundproofing.

2010

Europa installs a 1.5 MW photovoltaic solar power unit on the roofs of its building facilities (investment of €4.7 million).

2011

Europa designs and markets the "Europa SUN" Photovoltaic mounting systems, and launches a new product category: the security Europa Doors.

2013

Europa grows its market share in Greece and abroad and receives the Greek Exports Award for its export results.

2018

Ms Anous K. Tzirakian takes over as Vice President and CEO of Europa.

2019

The comprehensive Corporate Responsibility "EUROPA Cares" plan is designed. Investments of over €15.4 million are set in motion for a new production plant, fully automated with new extrusion presses and a significantly lower environmental footprint.

2021

Designs and launches six new architectural systems – new sliding, new opening, and the innovative Minimal Frame. The EOS 90PH.SI Hybrid system is certified by the Passive House Institute (PHI) in 1st place in its category, with the best performance internationally.

2022

The Company's first Sustainability Report 2021 is issued, while Europa proceeds to calculate its corporate carbon footprint. In the same year, the Environmental Production Declarations (EPDs) quantifying the environmental footprint of the products are published, while the Company becomes a member of European Aluminium.

2023

The new automated extrusion unit is inaugurated. With this €15 million investment, Europa aims to increase the Company's production capacity and reduce the environmental footprint of the production process. At the same time, Health Production Declarations (HPDs) are published, with information on product components and potential risks to human health, whereas BIM files are also created.

Exports & Europa

A successful year for Europa in terms of exports, the Company's exports accounted for 15% of the total activity. The Company mainly aims to export to the markets of the Balkans, Central Europe and the USA.

Prestigious major projects

In 2023, Europa's aluminium architectural systems crossed the border and adorned major prestigious projects abroad. The UK, Israel, Algeria, Romania and Albania feature only some of the major projects completed in 2023 that incorporated Europa systems.

Looking to the future, we are expanding new horizons

Upon approval of the application in 2021 for inclusion in the General Entrepreneurship Aid Scheme of Law 4399/2016, valued at €15.4 million, Europa embarked on a programme with huge prospects that opened new horizons and markets for the Company.

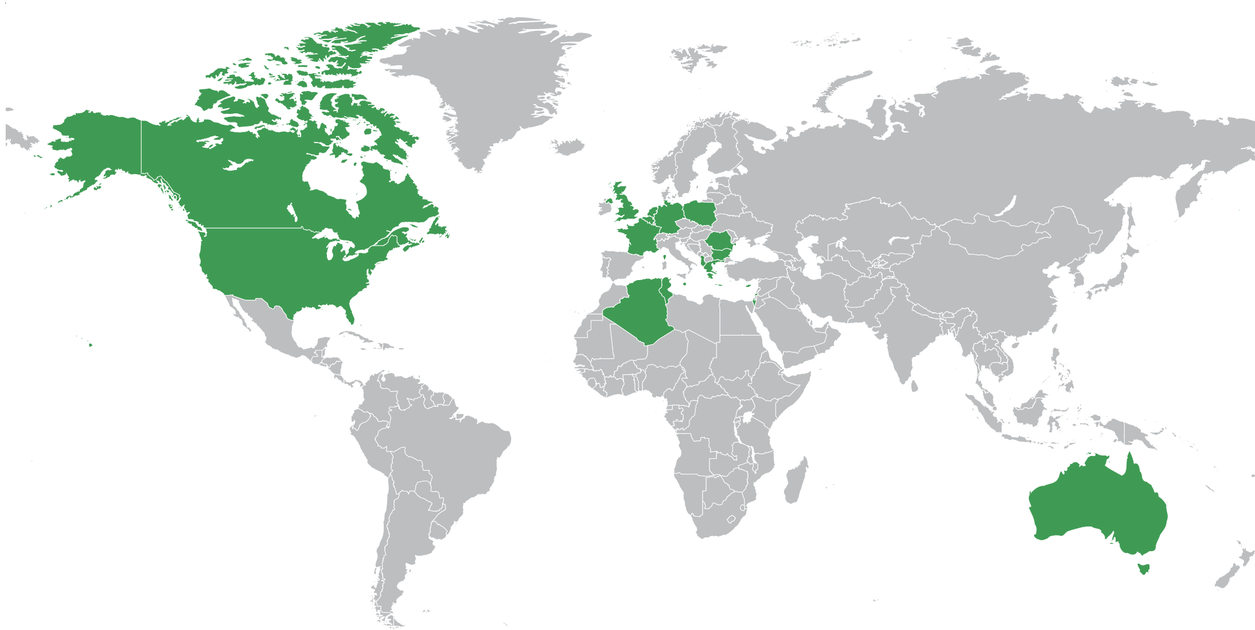
We always aim to conquer an even higher peak

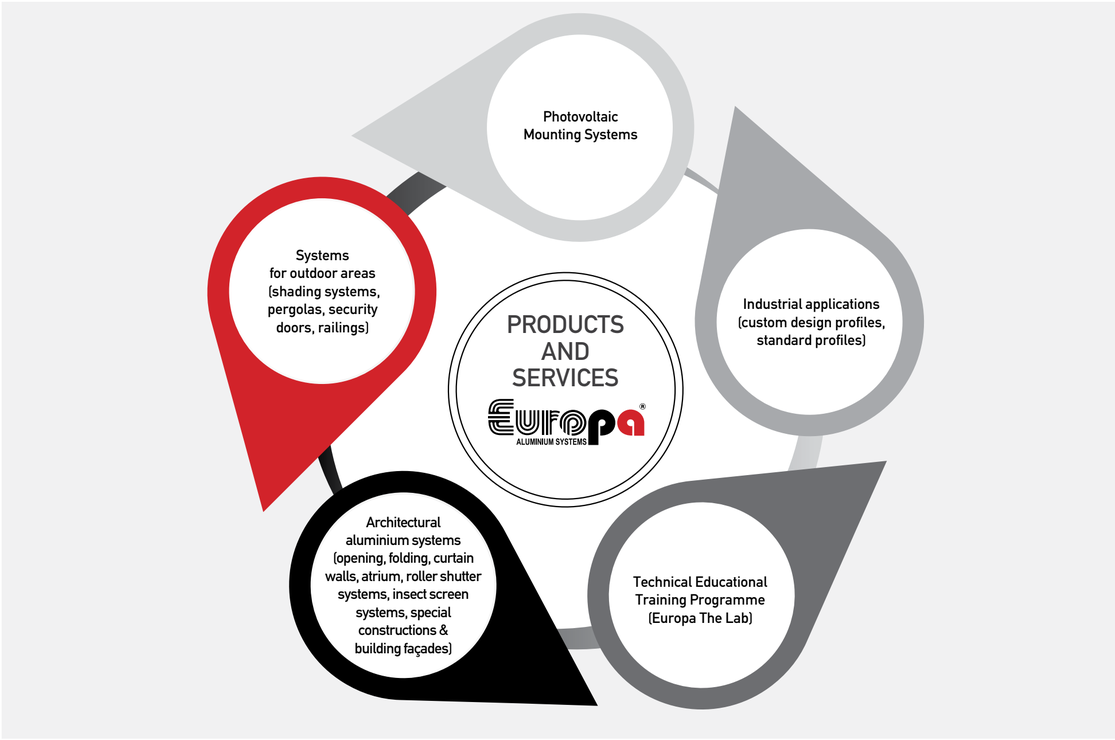
We are looking ahead, innovating and constantly evolving, increasing our positive impact on society, the environment and the economy. Countries where we operate as a Company:

Countries where we operate as a Company:

- ALBANIA
- ALGERIA
- AUSTRALIA
- BELGIUM
- BULGARIA
- CANADA
- CYPRUS
- FRANCE
- GERMANY
- GREECE
- ISRAEL
- MALTA
- NETHERLANDS
- POLAND
- ROMANIA
- TUNISIA
- UNITED KINGDOM
- USA

Countries of Operation





Consistency and Innovation: Overview of Europa Activities, Value Chain and Products

1

Value Chain

Each stage of Europa's manufacturing process generates value, which is initially reflected in the quality, safety, functionality and price of its products. From initial inputs, such as raw materials and electromechanical equipment, continuing with product design by the Research and Development Department, and the support of Marketing, to the distribution of the finished product (aluminium profile), each stage is a link in the chain that creates added value for Europa.

2

Supply Chain

Developing and maintaining a responsible supply chain can create added value for Europa, through economically, environmentally and socially responsible methods and practices. This approach is a critical parameter for the Company's Sustainable Development.

Participation in Associations/Unions/ National and International Bodies

Participation in Networks and Associations

The Company supports and cooperates with national agencies and associations of which it is a member. Through its participation, it contributes to the development of the industry and seeks the continuous improvement of the services it provides to its customers.

Aluminium Association of Greece

Hellenic Federation of Enterprises (SEV)

CSR HELLAS

German-Greek Chamber of Industry and Commerce

Panhellenic Association of Certified Energy Inspectors (PSYPENEP)

Federation of Industries of Central Greece

SBC Greece - Sustainable Building Council Greece

European Aluminium Association

Health Product Declaration Collaborative (HPDC)

Filothei Nirvana - Chainis Development

Promoting our actions / Conferences

Europa participated in the "11th Conference on Corporate Responsibility in Action, CSR in Action, Businesses with a Conscience, Showcasing the new CSR", with a presentation titled "Improving the Daily Lives of Students and Vulnerable Social Groups". At the conference, the Company's support for the regeneration of the Agia Anna area of Evia was presented, and specifically the action for the immediate replacement of all aluminium window frames of the Agia Anna Secondary School building and the Rural Clinic, and some of the frames of the new wing of the Primary School, following the devastating fires of August 2021 which had affected the region. The aim of the action was to immediately restore the smooth operation of the school, with the ultimate purpose of avoiding desertification of the area.

The Company supported the specialised Sustainability Masterclass International seminar co-organised by the National and Kapodistrian University of Athens (NKUA), the Massachusetts Institute of Technology (MIT) and the Rutgers School of Public Health. A talk titled "Sustainability & Europa. Looking into the future" was delivered as part of the seminar and set out Europa's actions in the area of sustainability, providing a clear analysis of the axes the Company uses as foundations upon which to build its corresponding policy.

Europa participated in the panel of the 6th Smart Factory Conference, where it presented the industry's transition to the Industry 4.0 era, and specifically how, through its new major investment, Europa achieves this transition through the use of artificial intelligence and robotic automation technologies, leading to lower consumption of raw materials and energy, more productively efficient results and further safeguarding the health and safety of its employees.

The Company participated in the panel organised by the National Technical University of Athens School of Electrical and Computer Engineering, the Corinth Chamber of Commerce, the Panhellenic Federation of Aluminium and Metal Fabricators (POVAS) and the Athens Chamber of Commerce and Industry (ACCI), titled "Guiding Businesses to Climate Neutrality" in the context of the Audit2Measure project (EU LIFE Programme). Europa officials expressed their views on the matter, highlighting both the actions the Company has undertaken and the commitments it intends to make in this common direction.

Distinctions 2023

Sales Excellence Awards 2023

Following its previously earned distinctions at the Sales Excellence Awards, the Company received a Gold Award in the "B2B Sales in the Trade-Industry" category, for the outstanding results of the past year, with the nomination of "EUROPA PROFIL ALUMINIUM S.A.: Healthy growth means quantitative and qualitative success", as well as a Gold Award in the "Innovative product/service" category for the innovative Europa Minimal Frame system.

8th Annual Sustainability Summit 2023

As part of the 8th Annual Sustainability Summit 2023: Leading the Low Carbon Economy Transition, staged by the Center for Sustainbability & Excellence in collaboration with MBA International at the Athens University of Economics and Business, Europa received a Special Award for its long-standing and ongoing involvement in Sustainable Development.

Election to SVSE

The Federation of Industries of Central Greece (SVSE) elected Europa's Vice President and CEO Anous K. Tzirakian to the Federation's Board of Directors.

Health & Safety Awards 2023

This year, Europa received another award at the Health & Safety Awards 2023, winning the Bronze prize in the "Facilities Upgrade & Modernisation / Work Health and Safety Invention" category, for the nomination titled "Europa: Modernisation of the Extrusion Division facilities."

Manufacturing and Production Manager of the Year 2023

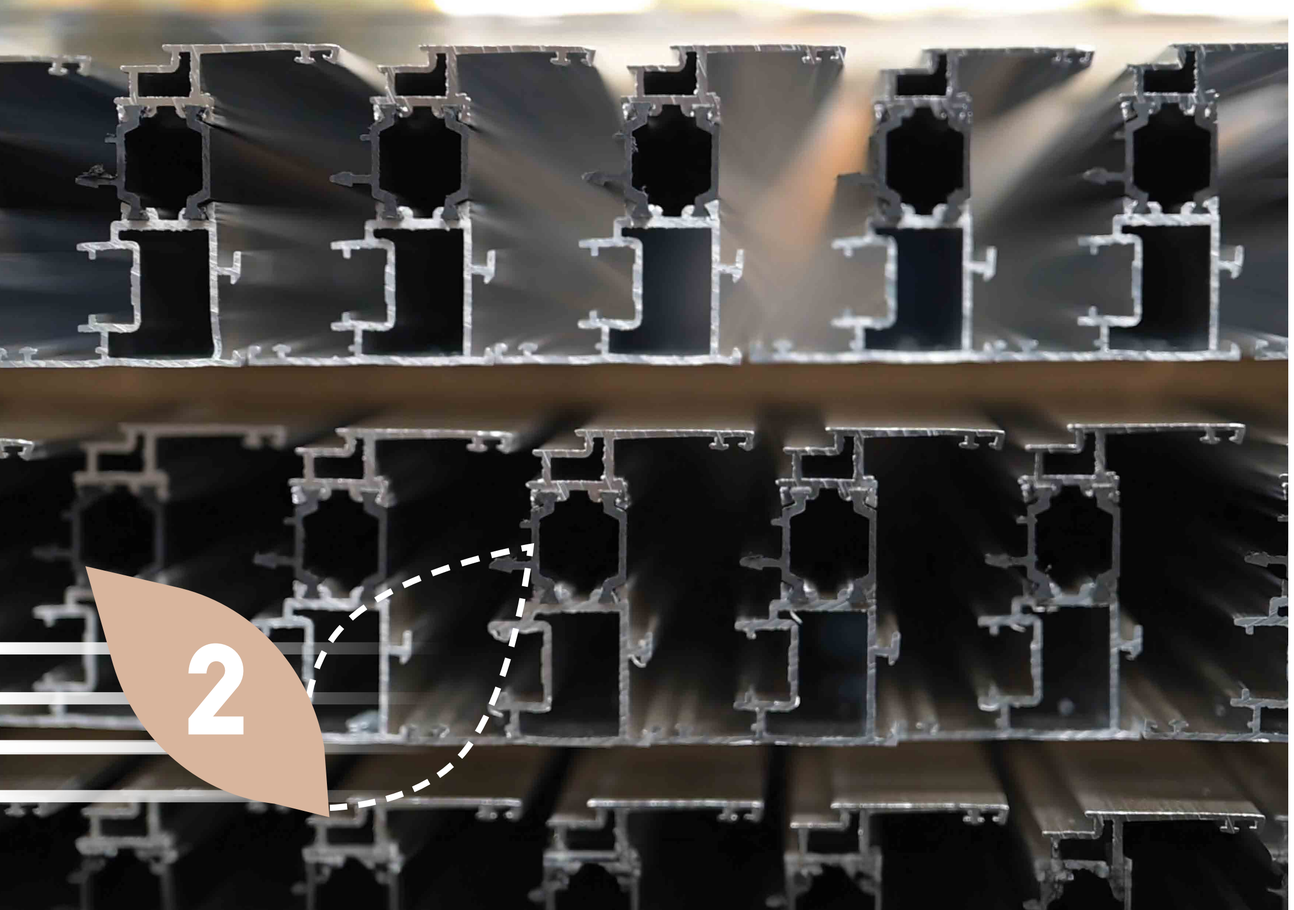
Europa Production Manager Aris Kazanas was named Manufacturing and Production Manager of the Year for 2023, among many prominent executives of Greece's largest enterprises.

Protagonists of the Greek Economy 2023

Europa's financial performance was recognised and singled out at the Protagonists of the Greek Economy Awards as "Greek Business Champion 2023" for the financial results of 2021 based on its published balance sheet.

Diamonds of the Greek Economy 2023

For the fifth consecutive year, the Company distinguished itself among the top "Diamond" enterprises of the Greek Economy. The awards recognise companies that, based on objective financial and social criteria, support the Greek Economy through best business practices. The award was received by Europa Vice President and CEO Anous Tzirakian, whose remarks highlighted the very serious difficulties that the domestic manufacturing sector is facing.



MATERIALITY ASSESSMENT

The identification of material sustainability topics is the key step in the Sustainable Development strategy. In this process, it is not just the Company's perspective that is important; the opinion of stakeholders affected by its operation is also vital.

Europa applies a specific methodology in order to identify and analyse the material sustainability topics that concern it and have the greatest impact on its stakeholders.

Methodology for identifying material topics

STEP 1

Identification and prioritisation of key stakeholders to be included in the identification of sustainability topics

STEP 2

Identification and prioritisation of key Sustainable Development indicators using the Global Reporting Initiative (GRI) guidelines.

STEP 3

Conducting a materiality survey, through a qualitative questionnaire, to identify issues considered important by stakeholders and Management.

STEP 4

Creating a matrix (chart) that identifies material sustainability topics.

Following the collection of the above data, the sustainability issues that emerged as material are as follows:

1. Combating corruption
2. Waste
3. Water consumption
4. Employee education and training
5. Employee health and safety
6. Energy consumption
7. Anti-competitive behaviour
8. Customer health and safety
9. Environmentally friendly products
10. Addressing discrimination
11. Presence in local economy

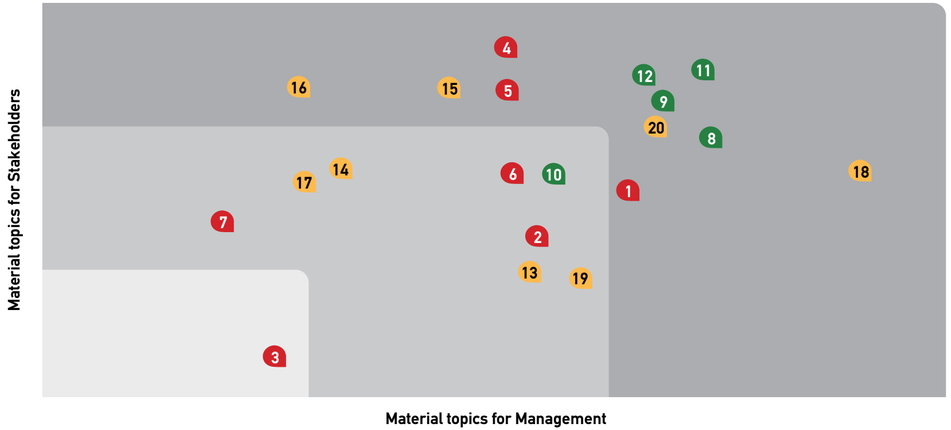
Compared to the 2022 results, the new material topics are:

- Anti-competitive behaviour
- Addressing discrimination

The following topics were not identified as material:

- Greenhouse gas emissions
- Management/employee communication
- Financial performance

Table of Material Topics



Low importance | Medium importance | High importance

1. Presence in local economy
2. Indirect financial contribution
3. Cooperation with local suppliers
4. Combating corruption
5. Anti-competitive behaviour
6. Financial performance
7. Taxation
8. Environmentally friendly products
9. Energy consumption
10. Greenhouse gas emissions
11. Waste
12. Water consumption
13. Employee social benefits
14. Management/employee communication
15. Employee health and safety
16. Employee education and training
17. Diversity and equal opportunities
18. Addressing discrimination
19. Supporting local communities
20. Customer health and safety

Stakeholder Engagement

We recognise that Europa's success depends not only on the quality of its products and services, but also on how it interacts with stakeholders, whom we consider to be vital constituents of a greater whole. Information and open dialogue are fundamental elements in relations with Company stakeholders. We ensure open communication between the Company and stakeholders, and provide opportunities for discussion and exchange of views.

The issues pertaining to each stakeholder group, as well as the methods of engagement, are presented in the table below:

STAKEHOLDERS	MAIN TOPICS OF INTEREST	COMMUNICATION & COMMUNICATION FREQUENCY
EMPLOYEES	• Occupational health and safety • Providing equal opportunities • Equal development and education opportunities • Sense of belonging in the workspace	• Open daily communication of human resources with employees • Annual Sustainability Report • Intranet in-house network • Annual in-house newsletter "A Year of Europa", periodic announcements **Communication frequency:** Daily
CUSTOMERS (Brand partners, Fabricators, End Users, Architects, Engineers)	• Competitive product prices • Providing customer support • Information on the Company's development plans • Europa The Lab in place with the aim of training • Certification • Product safety • Product innovation	• Special website contact form • Press releases • Open days (tour of facilities) • Technical Inspection Service • Europa The Lab • Participation in sector-specific trade fairs • Roadshows • Conferences **Communication frequency:** Whenever deemed necessary
SUPPLIERS	• Ensuring a harmonious partnership framework • Timely payments • Merit-based management • Suppliers selected from local businesses	• Procurement Department • Meetings with suppliers **Communication frequency:** Whenever deemed necessary
LOCAL COMMUNITY	• Local community support • Support of local infrastructure • Support of sports associations • Environmental footprint • Ensuring harmonious collaboration framework and proper operation of the Company's facilities according to current standards • Providing employment opportunities	• Publication of annual magazine • Daily via social networks • Press releases **Communication frequency:** Whenever deemed necessary
SHAREHOLDERS	• New investments • Good social and environmental performance • Dividends • Timely and reliable information on the Company's financial performance • Risk management • Growth and innovation • Transparency	• Annual presentations of financial results • Annual Financial Report • Extraordinary and ordinary shareholders' meetings on an annual basis **Communication frequency:** Whenever deemed necessary
BANKS/ FINANCIAL INSTITUTIONS	• Timely and reliable information regarding the Company's financials	• Periodic meetings with Top Management • Annual Financial Report **Communication frequency:** Whenever deemed necessary
ORGANISATIONS / ASSOCIATIONS	• Exchange of know-how • Timely information • Networking	• Participation in scientific committees & events **Communication frequency:** Whenever deemed necessary
NEWS MEDIA	• Communicating Company's Sustainable Development strategy to the general public	• Press releases • Interviews • Articles **Communication frequency:** Whenever deemed necessary

CORPORATE GOVERNANCE

Board of Directors

Europa's highest governing body is the Board of Directors (BoD) and the Annual General Meeting. The Board of Directors consists of five members and serves a five-year term. The term in office of the current Board of Directors ends on 29 May 2026.

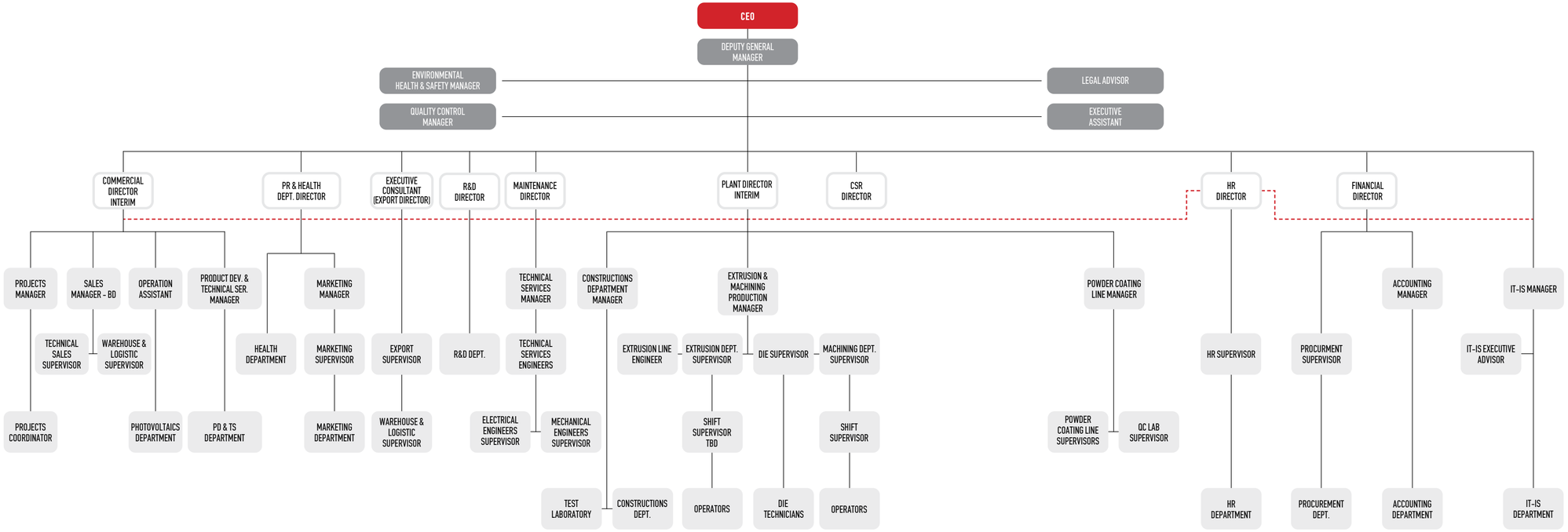
The Board of Directors formulates the Company's development strategy and policy while overseeing and controlling the management of Company assets. Its purpose is to safeguard the Company's general interests and to ensure its effective operation.

The Board of Directors approves the Sustainable Development policies applicable to the entire Company, as well as position papers and important strategic actions, where deemed necessary. Responsibility for overseeing the Sustainable Development strategy and operation has been assigned to the Company's Vice President and CEO. Once the Board of Directors is convened, it unanimously decides, with the consent of the members present, to assign representation, either extra-judicial or judicial, as well as management powers as follows: the unlimited and regardless of amount and procedure of representation, whether extra-judicial and judicial, as well as management powers of the Company, are assigned to the Company's Vice President and Chief Executive Officer. She is empowered to bind the Company with her sole signature on all contractual agreements, transactions, and general acts.

One of the most important functions of the BoD is to safeguard the general interests of the Company, aimed at ensuring its long-term sustainability. At the same time, the BoD is responsible for overseeing the management of the environmental, social and economic impacts of Europa activities.

It seeks to ensure that the Company's decisions are consistent with the principles of responsibility and Sustainable Development, ensuring environmental protection, employee welfare, and a positive contribution to society. This broad oversight allows the BoD to monitor and guide the Company's management in the desired direction, while also ensuring operational efficiency.

Organisational chart



Board of Directors Members

MEMBER OF THE BOARD	MEMBER INDEPENDENCE	GENDER	NATIONALITY
TZIRAKIAN KRIKOR LYMPARET Chairman	Dependent member	MALE	GREEK
TZIRAKIAN ANOUS KRIKOR Vice President & Chief Executive Officer Board member	Dependent member	FEMALE	GREEK
TZIRAKIAN LYMPARET ARIS Board member	Dependent member	MALE	GREEK
ARVANITIS IOANNIS PANAGIOTIS Board member	Dependent member	MALE	GREEK
KADMILOS ENERGY-INVESTMENT S.A. Board member	Dependent member	LEGAL ENTITY	

Table 3: Board Members for 2023

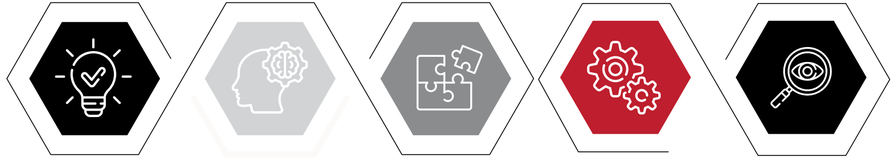
In order to safeguard Europa's interests, the Board of Directors implements risk management policies aimed at identifying and analysing risks that the Company faces. These policies set limits on risk-taking and establish the respective controls to ensure compliance. Risk management policies and systems are reviewed periodically to take account of changes in market conditions and the Company's operations, thus ensuring they remain effective and current.

The highest governance body, together with the Vice President and CEO, are responsible for reviewing and approving the information included in the Sustainability Report. This responsibility includes ensuring the accuracy and completeness of data related to the Company's Sustainable Development practices. Their participation in the Sustainability Report is vital to ensuring that the information published reflects the Company's commitments to maintaining a responsible and transparent business approach.

Collective Knowledge

Enhancing the collective knowledge, skills and experience of the highest governance body on Sustainable Development issues is essential to Europa's success and long-term competitiveness. The Company has taken various initiatives to enhance the understanding and competence of its governance body in the area of Sustainable Development.

Some of these measures include:



Upgrading the collective knowledge, skills and experience of the highest governance body is a process that requires continuous commitment, investment and active participation of all parties involved.

Evaluation

The evaluation of the highest governance body regarding management of the Company's impacts on the economy, environment and society is decisive in ensuring that Europa incorporates the principles of Sustainable Development. In this way, it can reduce its negative impact on the environment and enhance its effect on society.

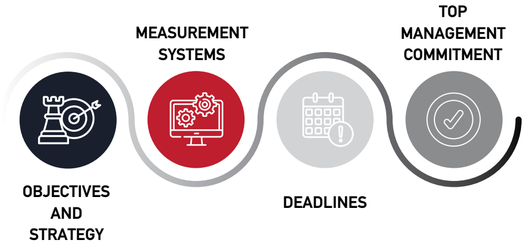
The assessment includes the following procedures:

The aforementioned procedures are only some of the measures that can be taken to evaluate the highest governance body. Continuous monitoring, review and improvement of practices is necessary to ensure the Sustainable Development of Europa.

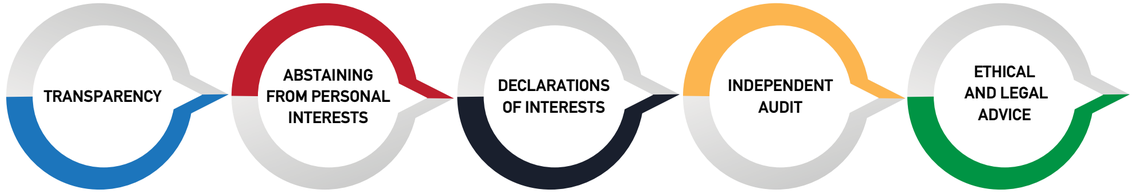
The highest governance body's assessments depend on various factors, such as changes in market conditions or new trends in Sustainable Development. In addition, these assessments are made at a specific frequency, to ensure that practices remain current and effective.

It is vital that all of these factors are taken into account during the evaluation process to ensure that impact management efforts truly promote Sustainable Development and environmental protection. Taking all relevant data into account contributes to the implementation of effective strategies that not only mitigate the negative impact, but also strengthen the Company's commitment to sustainability.

Some of these factors include:



Managing Conflicts of Interest: Challenges and Solutions



- Disclosure of activities and decisions of the highest governance body helps to prevent conflicts of interest. The information must be accessible to the public and all stakeholders.
- Members of the highest governance body withdraw from any discussion or decision that directly or indirectly involves their personal interests.
- Members of the highest governance body file declarations of interests in which they list potential conflicting interests, such as financial involvement, holdings in other companies, or other activities that could influence their decisions.
- The highest governance body responsible for the audit of Company activities ensures that such an audit is independent and that it possesses the necessary resources to effectively carry it out.
- Members of the highest governance body seek guidance in codes of ethics or from legal experts to address potential conflicts of interest.

Avoiding and mitigating conflicts of interest by the highest governance body are important principles for ensuring Europa's transparency, fairness and effectiveness. When the highest governance body must address diverse or conflicting interests, it follows these practices to avoid and to mitigate potential conflicts.

The implementation of these practices helps to effectively avoid and mitigate conflicts of interest by the highest governance body.

Remuneration Policies

Remuneration policies for members of the highest governance body and senior executives vary depending on the Company, the sector of activity, the size and the geographical area where the business operates, as well as the laws and regulations of each country where they are based.

The following remuneration policies routinely applied at Europa are:

- Fixed salary
- Bonus and performance
- Performance and recognition

Remuneration policies at Europa are characterised by fairness, transparency and effectiveness. They are designed to serve the Company's goals and needs while taking into account social and economic realities.

Furthermore, remuneration policies are aligned with Sustainable Development principles, to ensure that salaries are competitive, as well as in line with performance and employee contribution to Europa.

The remuneration policies for members of the highest governance body are closely linked to their performance in managing the Company's impacts on the economy, the environment and society. This ensures that their rewards reflect their responsibility and contribution to the Company's Sustainable Development goals

In particular, the following aspects are related to the remuneration of the senior executives:

- Financial performance
- Sustainable Development
- Environmental goals

Remuneration policies overall are formulated to promote responsible and sustainable management of the Company's impacts on the economy, the environment and society. This encourages managers to focus on sustainability and social awareness.

The formulation and establishment of remuneration policies for members of the highest governance body and senior executives requires a careful approach, transparency and sensitivity towards the specific conditions and needs of the Company. These policies must promote the balance between competitiveness, fairness and responsibility, ensuring that remuneration reflects both performance and commitment to sustainability.

Remuneration policies are formulated and set by the Board of Directors.

The key principles that are taken into account when formulating and establishing remuneration policies include:

- Strategic Objectives
- Transparency and fairness, so that the Company's positions are understandable and available to all interested parties, and remuneration is proportionate to performance
- Competitiveness
- Sustainability and Social Responsibility

Various means are used to determine remuneration, such as:

- Market comparisons
- Social indicators
- Performance
- Complaint mechanisms

There are 3 methods available for end users to submit complaints:

1	**Telephone**	By calling the private customer service line at +30 22620-32100, where the request or problem will be recorded.
2	**By email**	Following the telephone call, it is recommended that an email with the complaint be sent to the address of the private customer service manager.
3	**Contact form**	By filling out the contact form on the Company's official website ***(https://profil.gr/index.php/en/contact-us).***

Stakeholders can communicate their concerns and complaints, as well as request advice from the Company, through the following communication channels:

- Electronically via email and through the Europa website
- By phone via the customer service line
- Through Europa sales technicians' network

No penalty and/or fine has been imposed on the Company for violation or non-compliance with any law or regulation.

Market Objectives 2024

2023 TARGETS	PROGRESS	2024 TARGETS
Europa The Lab programme expansion. The ultimate goal of this programme is coverage of aluminium Fabricators and Installers throughout Greece.	ACHIEVED	Continuing the Europa The Lab programme with the ultimate goal of nationwide coverage of aluminium Fabricators and Installers..
Issue 4 documents providing information on product components and potential risks to human health (Health Product Declaration - HPD).	ACHIEVED	
Completing new training courses on Europa Minimal Frame system.	IN PROGRESS	Conduct of the 3rd training course on the Europa Minimal Frame system, in 5 groups of 8 people, aiming at increasing the number of specialised Fabricators.
New partnerships with Fabricators.	ACHIEVED	Increase of new partnerships with Fabricators.
Collaboration with the Aluminium Association of Greece (EEA) on the examination schedule for certification of aluminium Fabricators and Installers, in order to provide Europa premises for use as an examination centre.	ACHIEVED	Continuation of existing collaboration with the Aluminium Association of Greece (EEA) on the examination schedule for certification of aluminium Fabricators and Installers, to provide Europa premises for use as an examination centre.
		Goal for 2024 is to conduct technical training seminars on specific Europa aluminium systems. The technical trainings are intended for Europa network Fabricators.
		Continuation of cooperation with the National Technical University of Athens (NTUA) and participation in the European Audit2Measure programme (EU LIFE programme) titled "Leading Businesses to Climate Neutrality" as a business/implementation model for energy saving measures in the production process.
		Expansion of the sales network of photovoltaic mounting systems with the addition of new strategic partners on a national scale in Greece.

2023 TARGETS	PROGRESS	2024 TARGETS
		Expansion of the range of systems for photovoltaic panel mounting systems with the development of the Carport system and addition of new systems for rooftop installation.
Network development aimed at launching a new Commercial Store in Metamorfosi, Attica.	ACHIEVED	
Implementation of BIM (Building Information Modeling), which is the most advanced method for planning and managing the construction and deployment of technical works. 30 BIM - Revit Families files created for aluminium systems.	ACHIEVED	Enrichment of the BIM (Building Information Modeling) library.
		Launch roadshows throughout Greece, aiming to inform and support Fabricators and engineers throughout their activities.
		Development of the Company's commercial network, with the addition of new brand partners, deriving from competition.
		Begin collaboration with industrial-profile customers and achieve high tonnage goal.
		Renewal of the corporate fleet with the addition of new trucks, ensuring Europa products are transported quickly and safely across Greece.
		Creation of communication material regarding sustainability on the Europa site.

Flair Deluxe Boutique Hotel, Crete - Emmanouil Segkos

ECONOMY

AMOUNT IN THOUSAND €	2022	2023
Turnover	**€60,147,043.00**	**€61,423,408.86**
Other Income	€368,811.00	€423,760.60
Financial Income	€155,500.00	€180,911.87
Operating Costs	€24,605,678.33	€24,530,350.45
Employee Salaries and Benefits	€9,516,145.64	€10,460,438.13
Loan Payments	€3,523,939.00	€4,574,415.00
Payments to the State	€18,917,213.30	€18,282,213.30
Social Contribution	€11,893.00	€51,922.51

Table 4: Financial performance for the years 2022 and 2023

For more information about Europa's financial performance, see the Company's financial reports on its corporate website.

Economic challenges arising from climate change

Europa addresses the economic impacts of climate change through continuous analysis of prevailing conditions so as to be better prepared and able to respond to challenges effectively. To predict and address climate change-related risks, it relies on the development of risk management plans aimed at mitigating environmental impacts.

As regards the risks arising from climate change, Europa has identified the following:

Increased natural risks: Climate changes can lead to increased frequency and intensity of natural disasters, such as storms, floods and fires. This may cause damage to the Company's buildings, equipment and infrastructure.

Higher energy resource costs: Climate change can lead to increased demand for energy resources such as oil and natural gas. This could increase the Company's energy costs.

Deterioration of Europa's reputation: If the company is perceived as environmentally unfriendly or indifferent to sustainable practices, its reputation may suffer, potentially resulting in the loss of customers and investors.

But every risk can also create opportunities:

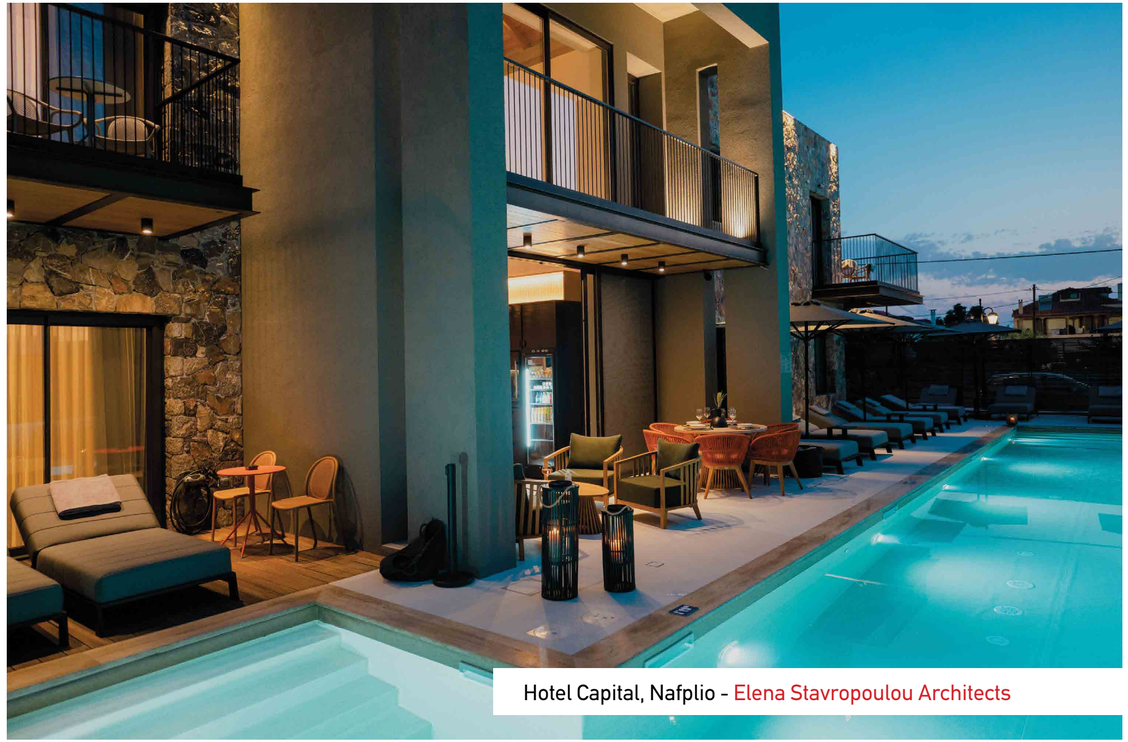
Development of green technologies: The need for sustainable and environmentally friendly technology is increasing as a result of climate change. Europa is investing in research and production of new products and services that positively exploit the need for sustainability, earning the respect of its stakeholders.

Decrease in expenses related to energy consumption: By applying environmental practices and using green technologies, the Company is reducing its energy consumption and operating costs and contributing to the protection of the environment.

Resource recycling and renewal: Climate change raises awareness about the discovery and use of renewable resources. Europa has shifted to recycling and renewing resources, helping to protect the environment and conserve our planet's natural resources. Integrating environmental practices into Europa's operation is the key approach to managing risks related to climate change. By adopting environmental goals and practices, such as reducing energy consumption, using renewable energy sources and recycling waste, the Company evolves and ensures its sustainability.

At the same time, procedures and materials in use are subject to review, and employees undergo training on environmental practices. Despite up-front costs, implementing environmental practices and management methods has long-term benefits. Reducing energy consumption and operating expenses can lead to greater efficiency and reduced operating costs.

Investing in environmental practices and management methods provides nothing but long-term benefits to the Company, not only financially but also in terms of its image and sustainability.



Hotel Capital, Nafplio - Elena Stavropoulou Architects

Corporate Risks

The Company's risk management policies aim to identify and analyse the risks it faces, set limits to risk taking and apply controls to ensure compliance. These risk management policies and systems are subject to regular review so they can be adapted to changing market conditions and Europa's activities. The continuous monitoring and adjustment of policies allows the Company to manage risks effectively, ensuring its business models remain resilient to evolving challenges.

By implementing these policies, the Company aims to protect its interests, maintain the stability of its operations and promote a culture that prioritises security and responsibility.

Factors in financial risk	Europa is mainly active in Greece, but it is expanding internationally, exposing it to external factors, such as economic uncertainty or a possible recession. Its business activities, financial results and financial status may be significantly affected by such factors. In the context of its activities, Europa faces various financial risks, the main ones being credit risk, arising from counterparties' failure to meet their financial obligations, and risk from fluctuating interest rates, which can affect borrowing costs and returns on Europa's investments.
Credit risk	Management has ascertained that there is no significant credit risk which is not covered through provisions or other methods of assurance. The Company does not face credit risk from customer receivables aside from the normal risk associated with current market conditions and the industry in which it operates. In addition, the Company has insured its trade receivables. The financial status of customers, as well as the conditions of provision of credit, are continuously monitored by management and the Credit Controller Department. Moreover, cash equivalents have minimal risk of changes in value as they are liquidated.
Liquidity risk	Liquidity risk lies is the potential inability of the Group and the Company to meet their financial obligations upon maturity. The Group's and Company's approach to liquidity management is to ensure sufficient cash and credit lines with partner banks to meet liabilities upon maturity. It is noted that the Group and the Company continue to maintain excellent financial ratios.
Exchange rate risk	Europa's exposure to exchange rate risks is limited, as transactions are mainly carried out in euro.
Market risk	Market risk refers to the risk arising from changes in raw material prices and interest rates, affecting the Company's results or the value of its financial instruments. To limit this risk, the Procurement Department has concluded long-term contracts with the Group's main suppliers, setting purchase prices for a large number of raw materials. Since early 2023, raw material prices have been stable and gradually improving, while at the same time energy costs have decreased compared to the previous two years.
Risk from changes in interest rate levels	Europa Top Management regularly monitors interest rate fluctuations and takes action as needed to manage the impact these changes may have on its financial liabilities and assets.
Management of capital risk	The Company's objectives in capital management are to ensure its ability to continue to operate in the long term so as to be able to offer returns to shareholders and benefits to all stakeholders.

ANTI-CORRUPTION

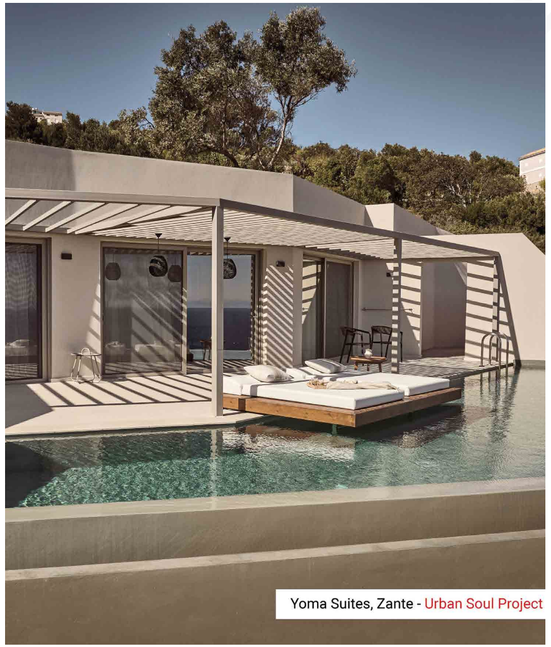
Corruption is a major obstacle to economic growth as it detracts resources from activities that produce healthy financial results. In a business, corruption can cause uncertainty and delays in procedures, while adding costs that burden entrepreneurship and undermine healthy competition.

Europa implements European Parliament Directive (EU) 2019/1937 ("Whistleblower Directive") on the protection of persons reporting breaches of EU law (Law 4990/2022), and fosters a work environment in which respect for human dignity, cooperation and mutual assistance are core values.

To this end, the Company:

- Maintains ongoing communication with all employees, regardless of rank
- Has established a procedure for managing reports and complaints.
- Stages actions to make employees aware of healthy patterns of conduct.
- Has designated a Report Receipt and Follow-up Officer (RFUO).

These initiatives help to create a work environment that promotes transparency and ethical behaviour. It is important to note that during 2023, no incidents of corruption were reported.


Yoma Suites, Zante - Urban Soul Project

ANTI-COMPETITIVE PRACTICES

The Company strictly adheres to the principles of competition to ensure consumer protection. It complies with the laws that govern free competition, implements transparent business practices and fully observes all national and international regulations both in Greece and in the other countries where it operates.

Furthermore, it works with all stakeholders to create a regulatory framework that supports healthy competition and contributes to society's prosperity. Europa aims to develop internal systems and policies that promote employee awareness of codes of ethics and the need to comply with free competition legislation.

Thanks to these practices, no incidents of anti-competitive behaviour were reported during 2023.

RESPONSIBILITY TOWARDS OUR PEOPLE

Consistency, cooperation, and methodicalness are embedded in Europa's core values, serving as the driving force that demonstrates its preparedness during times of crisis. Any business that places people at the centre of its activities must invest in a work environment that provides a sense of psychological security and in which employees feel free to express themselves without trepidation. This fosters a climate of cohesion and solidarity which serves as a solid foundation in periods of crisis that allows employees to remain focused on their shared goal.

In this context, and aware of the importance of the work environment, the Company implemented an investment programme to upgrade its facilities, which is currently under way. The factory grounds were redesigned to create green areas, while at the same time new offices with modern facilities were created for employees. Furthermore, Europa's Human Resources Department (HR) is working intensively to cultivate a new organisational approach, with emphasis on adaptability, flexibility and unity.

Europa's Driving Force

Europa has always believed that its people are the main investment and driving force behind every step towards the future. The selection of Company personnel is based on criteria such as reliability, team spirit, readiness, empathy and sense of personal responsibility.

Human Resources Report

On 31 December 2023, the Company had 329 employees. The following information is a breakdown of Company personnel by gender, position, age group, and includes statistical data regarding new hires and turnover.

Europa employees in total

	2022		2023	
GENDER	**TOTAL**	**PERCENTAGE**	**TOTAL**	**PERCENTAGE**
MEN	278	82%	264	80%
WOMEN	63	18%	65	20%
TOTAL	**341**	**100%**	**329**	**100%**

Table 5: Total employees by gender for years 2022 and 2023

HUMAN RESOURCES PER DEPARTMENT - MANUFACTURING FACILITY

	2022 DATA				2023 DATA			
EMPLOYMENT DEPARTMENT	Percentage of total	Total Number of Employees	MEN	WOMEN	Percentage of total	Total Number of Employees	MEN	WOMEN
Administrative Services	3%	10	4	6	4%	11	3	8
Human Resources (HR)	1%	4	1	3	1%	3	1	2
Exports Warehouse	6%	19	11	8	4%	13	7	6
Domestic Warehouse & Drivers	9%	29	28	1	10%	30	28	2
Photovoltaics Warehouse	1%	2	1	1	1%	3	1	2
Extrusion	10%	32	32	0	10%	28	27	1
Die Correction Workshop	1%	5	5	0	2%	5	5	0
Machining	16%	49	43	6	13%	37	30	7
Powder Coating & Production Control Lab	16%	49	45	4	16%	46	41	5
Wood Effect Line	2%	6	1	5	2%	6	1	5
Marousi Showroom & Large Projects Department	2%	6	4	2	2%	7	4	3
Accounting Department	4%	11	6	5	3%	10	5	5
IT	1%	4	3	1	2%	6	5	1
Legal Department	1%	2	1	1	1%	2	1	1

	2022 DATA				2023 DATA			
EMPLOYMENT DEPARTMENT	Percentage of total	Total Number of Employees	MEN	WOMEN	Percentage of total	Total Number of Employees	MEN	WOMEN
Quality Control	2%	7	7	0	3%	8	8	0
Export Sales Department	1%	2	1	1	1%	4	3	1
Sales Department	3%	10	6	4	3%	9	5	4
Photovoltaics Department	1%	2	1	1	1%	2	2	0
Sales Technicians	2%	6	6	0	2%	6	6	0
Maintenance & Technical Division	6%	19	18	1	7%	20	19	1
Marketing	1%	3	2	1	1%	3	2	1
Cleaning Department	2%	7	0	7	1%	7	0	7
Research and Development - Fabrication - Test Laboratory	6%	18	17	1	6%	19	18	1
Procurement	1%	3	3	0	1%	3	3	0
Security Departments	2%	7	7	0	3%	8	8	0
Total for Industrial Facility	**100%**	**312**	**253**	**59**	**100%**	**296**	**233**	**63**

Table 6: Human resources by department and gender at the Company's industrial facility for years 2022 and 2023

HUMAN RESOURCES BY DEPARTMENT - BRANCHES								
	2022 DATA				2023 DATA			
EMPLOYMENT DEPARTMENT	Percentage	Total Number of Employees	MEN	WOMEN	Percentage of total	Total Number of Employees	MEN	WOMEN
Inofita Branch	2%	6	6	0	2%	5	4	1
Metamorfosi Branch	1%	3	2	1	2%	5	4	1
Alimos Branch	2%	6	6	0	2%	7	7	0
Thessaloniki Branch	2%	8	8	0	3%	9	9	0
Chania Branch	1%	4	4	0	1%	4	4	0
Heraklion Branch Crete	1%	4	4	0	1%	3	3	0
Europa GRAND TOTAL	**100%**	**341**	**282**	**59**	**100%**	**329**	**264**	**65**

Table 7: Human resources by department and gender at the Company's branches for years 2022 and 2023

EMPLOYEE AGE GROUPS				
	2022		2023	
Age Groups	Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees
20-25	14	4%	5	1%
26-38	98	29%	91	28%
39-50	167	49%	149	45%
51-59	53	16%	69	21%
>60	9	3%	15	5%
TOTAL	**341**	**100%**	**329**	**100%**

Table 8: Employee age groups for years 2022 and 2023

AGE OF NEW HIRES				
	2022		2023	
Age Groups	Number of Employees	Percentage of Employees	Number of Employees	Percentage of Employees
19-25	2	2%	6	9%
26-36	24	29%	24	34%
37-49	38	46%	25	36%
50-55	11	13%	11	16%
>56	8	10%	4	6%
TOTAL	**83**	**100%**	**70**	**100%**

Table 9: Age groups of new hires for years 2022 and 2023

COLLECTIVE BARGAINING AGREEMENTS				
	2022	2023	2022	2023
Collective Bargaining Agreements	Number of Employees		Percentage of Total Employees	
National General Collective Labour Agreement (EGSSE)	282	273	83%	83%
Trade Union Bargaining Agreements	59	56	17%	17%

Table 10: Data on collective bargaining agreements for years 2022 and 2023

The Company does not employ any temporary employees, part-time employees or freelance professionals. On the contrary, all employees are permanent and work full-time on a dependent, indefinite basis.

	2022	2023
Max annual compensation €	€77,000	€21,688
Average annual compensation €	€7,874	€6,497
Min annual compensation	€1,609	€1,914
Total Compensation Paid	€155,738	€51,977
% DIFFERENCE	**878%**	**234%**

Table 11: Employee payroll statistics for years 2022 and 2023

Empowering and Supporting Human Resources

Europa adopts a threefold approach - "Physical & Psychological Protection - Education - Motivation".

The Company is committed to the psychological protection and professional development of its employees. By designing and implementing targeted policies, it guarantees protection from mental difficulties and ensures that every employee has the opportunity to exploit their potential to the maximum possible level.

Employee Benefits

In 2023, the Company provided a wide range of benefits to its staff, enhancing employee well-being and social security.

Annual Benefits for Europa Human Resources:

MEDICAL COVERAGE

Group insurance with coverage in case of accident or illness

GIFTS FOR EMPLOYEES' CHILDREN

Gifts during the holiday season

TRANSFER OF EMPLOYEES

Organised transportation to and from the Company's facilities

WOMEN'S DAY

Gifts to women employees on Women's Day

FOOD VOUCHERS

Provision of food vouchers for employees

CHILDBIRTH GIFT

Financial support at the birth of a child

HOLIDAY GIFTS

Contribution to employees' family budget during the holiday season

WEDDING GIFT

Financial support at employee wedding

These initiatives are part of the Company's commitment to providing comprehensive support to its staff, contributing to their prosperity and improving their quality of life.

Parental Leave

	NUMBER OF PERSONS WHO WERE ENTITLED TO USE LEAVE		NUMBER OF PERSONS WHO USED LEAVE	
	2022	**2023**	**2022**	**2023**
MEN	74	95	4	12
WOMEN	15	26	8	8
TOTAL	**89**	**121**	**12**	**20**

Table 12: Parental leave data for years 2022 and 2023

Framework of Fair Work, Equal Opportunities and Anti-Discrimination

Europa's Employment Policy emphasises principles such as respecting human rights, ensuring fair working conditions, eliminating discrimination, promoting gender equality, and combating child and forced labour. These principles are critical to the proper functioning and development of the Organisation. The Company guarantees a work environment that encourages fair and equal opportunities for all, regardless of gender, age, race, religion or sexual orientation. The integration of a corporate culture that is inclusive and non-discriminatory is a fundamental principle for Europa, and all forms of discriminatory behaviour in remuneration policy are prohibited, thus ensuring equal pay for men and women at all administrative levels. During 2023, no instances of discrimination were recorded.

Policy to Combat Violence and Harassment at Work

Europa implements a strategically designed Policy to Combat Violence and Harassment at Work, which prohibits any form of conduct that may contribute to creating an intimidating, hostile, degrading, humiliating or aggressive environment. The purpose of this policy is to create and establish a work environment that respects, promotes and safeguards human dignity and the right of every person to be in a working world free of violence and harassment.

True to these principles, as described below, the Company commits to providing its staff with information on the risks of violence and harassment, as well as on the related prevention and protection measures, on the procedures in place at the Company, as well as on the options provided by law in case of such incidents.

- Reliability - Integrity - Responsibility: Committed to truth, keeping promises, honouring oral and contractual agreements.
- Remedy: Rectifying & correcting negligence and errors.
- Gratitude, recognition, respect, reward.
- Fairness, meritocracy, self-improvement, self-development, motivation, vision.
- Banishment of abuse - harassment, with respect to privacy.
- Legal, human-centred & moral framework, full harmonisation with current legislation.
- Safe work environment, nurturing inspiration & creativity.

Employee Health and Safety

Occupational Health and Safety Management System at Europa

Europa regards as top priority to protect the health and safety of its employees, ensuring high standards are applied across all its activities. The Company has earned ISO 45001 certification, which represents the international standards for Occupational Health and Safety Management Systems, and is applied uniformly to all its operations and employees. Compliance with this standard is verified through external inspections by accredited bodies, such as Bureau Veritas.

The principal procedure for protecting employees is the assessment of risks, a method that aims to identify professional risks and is documents at the beginning of the risk exposure. Furthermore, Europa ensures that its employees are able to communicate any safety issues they encounter during their work. Within the framework of current legislation, specifically Law 3850/2010, an Employee Health and Safety Committee (HSC) has been formed which serves a two-year term in office and meets regularly with management to settle any issues that may arise and are related to other similar issues.

Advisory Role and Responsibilities of the Employee Health and Safety Committee

Europa's Employee HSC assumes an important advisory role, with its responsibilities covering a wide range of activities that contribute to the improvement of working conditions and the protection of employee health and safety.

The responsibilities include:

- Study of working conditions and proposals for improvements, monitoring compliance with health and safety measures
- Study of the conditions of work accidents and proposals for measures to prevent their recurrence.
- Identifying business risk and submitting proposals to address it.
- Management notification of details regarding occupational accidents and illnesses
- Management notification regarding the introduction of new procedures, equipment, etc., insofar as these affect the health and safety of employees.
- Notification of management in case of imminent and serious risk
- Request for expert assistance on health and safety issues.

The Committee provides employees with the opportunity to be informed, to express their views and to propose measures as part of assisting the collective effort to upgrade working conditions and enhance health and insurance protection, with the support of the Safety Technician, the Occupational Physician and management.

Europa's Accident Investigation Procedure and Health Infrastructure

At Europa, the investigation of accidents at work is carried out by a team of experts that includes the Safety Technician, the Technical Manager, the Production Supervisor, the Production Manager and the Occupational Physician. The Company guarantees compliance with the applicable legislation by employing an Occupational Physician and a full-time nurse. The Occupational Physician closely follows the established health protocols, offering the best possible interventions and monitoring, while the nurse maintains constant communication with employees, ensuring immediate response to health issues. The Company also has a surgery equipped with the necessary means for the medical examination and monitoring of employees, thus ensuring excellent health support and prevention of any health incidents.

Europa's Health and Safety Policy

Preventive Practices and Safety Measures

Europa's Health and Safety policy focuses on preventing and responding to accidents through a number of strategic actions. The use of appropriate protective equipment and specific signage in production areas are key elements of the policy. In addition, safety instructions have been issued and are followed for all positions, with regular updates to employees about the risks associated with each position. The Company follows a model of a positive and preventive safety culture. In this context, a roadmap has been developed that includes preventive actions to identify and address risks. During 2023, specific actions were implemented aiming at the prevention and management of work accidents, thus enhancing occupational health and safety. These measures ensure continuous improvement of working conditions and provide a safer environment for all employees.

Health and safety actions at Europa for 2023

During 2023, Europa implemented a number of strategic actions to enhance worker health and safety:

- An occupational risk assessment was prepared, recording all risks for each position.
- A plant risk analysis was prepared
- Existing risks were highlighted for each department.
- Continuous employee information programmes on occupational health and safety (OHS) were implemented in each work area.
- An OHS programme was implemented so that each employee can be safely onboarded before they take up their duties.
- Personal protective equipment (PPE) was delivered through a delivery and pick-up schedule.
- Monthly targets were established, accompanied by financial incentives urging OHS for all employees.
- Accidents and near misses were recorded throughout the year and all employees and management were informed of their causes and related protection measures.
- Written instructions for proper use of the machines and rules of good conduct for workers in the workplace were issued.
- The duties of employees were clearly defined for OHS.
- Steps were taken to replace all old machines, with the aim of reducing existing risks.
- Measures were taken with regard to incoming visitors to workplaces (excluding employees) who are accompanied by factory personnel and who should wear the appropriate PPE.
- A pedestrian walkway was delineated within the production areas.
- The employees responsible for operating machines were trained. No employee undertakes to operate a machine unless they agree.
- Every new hire was given time to adapt with regard to their duties.
- All employees complied with safety measures regardless of rank.
- Employees were examined before taking up their duties by the Occupational Physician and throughout their working life at Europa.
- All employees were insured beyond the insurance provided by the State.
- Safety instructions were issued based on duties related to OHS undertaken by contractors, when performing projects for Europa were updated and defined.
- The car parking spaces, the location of parked cars and their speed when moving, within the facilities, were specified.
- A Safety Directive was issued for special working conditions (heat stress, noise abatement).
- A Safety Directive was issued specifying the medical examinations that employees must undergo at the Company's expense, depending on the risks for each position.
- Management was briefed regularly on the progress of the OHS programmes.
- Annual targets were set for OHS.
- An OHS committee was established which actively contributes to addressing risks and informing employees.
- The OHS System was certified as of 2005, while the Company is now certified to the ISO 45001 standard.

These actions are part of Europa's ongoing commitment to ensuring a safer and healthier work environment.

Accidents at Work	2022	2023
Fatal	0	0
Light injury accidents	2	2
Events without injury	0	0
Calendar days of lost work due to injury	21	65
Hours Worked	560,576	601,960

Table 13: Work Accidents for years 2022 and 2023

Diseases that cause death or severe disability to the Company's employees have not been recorded for the reference year.

Reduction of auditory acuity

This risk exists in workplaces with increased work noise. Actions taken to address it include replacing old machines with more modern ones that produce less noise. In addition, personal protection measures are in place, while employee health is monitored through auditory acuity measurement programmes.

Providing medical examinations

Europa provides private health insurance to all employees, facilitating their access to medical and healthcare services, including blood tests, audiograms, mammograms, and breast ultrasound scans.

Employee education and training

Europa takes responsibility for the continuing training of its employees, making it a pioneer in its sector. It systematically reviews the content of its training programmes, ensuring continued alignment with the requirements of technological and groundbreaking developments. Focusing on achievements, advancing growth, and the high professional ethical standards with consistent management practices form the basis of Europa's corporate culture.

At the same time, the Company fosters the creative capabilities of its employees through innovative knowledge-sharing programmes, where their active participation acts as a driving force for adopting initiatives aimed at customer satisfaction and corporate progress. This contributes significantly to the Company's competitive edge, thus improving its profitability.

The stringent demands of the profession require employees to have specialised knowledge and skills. Europa employees have the know-how and adaptability to respond to emergencies, which makes them valuable to the Company.

The Company implements various training programmes to provide regular and targeted training for its employees in critical areas such as occupational safety and hygiene, as well as environmental issues. In addition, on-boarding training on environmental, and health and safety issues is provided for all new hires.

The Company emphasises the preparation of each newly hired employee before they take up their duties, providing basic training on:

- PERSONNEL SAFETY AND HEALTH
- QUALITY ASSURANCE
- BRIEFING ON THE SIGNIFICANT IMPACTS ON THE ENVIRONMENT AND THEIR MANAGEMENT

After taking up their position, employees undergo more extensive training with regards to their specific area of work. Throughout their career, employees participate in regular trainings to improve and develop their skills or to transition to other employment positions.

Every training is recorded in detail in each employee's training record, both in hard copy and electronic format. Details are presented here by position, gender, type and level of education in the relevant tables.

	TRAINING TOPIC	HOURS OF TRAINING	%	HOURS OF TRAINING	%
		2022		2023	
IN-HOUSE TRAINING	Packaging	224	12%	232	10%
	Crane	176	10%	104	4%
	Use of bridge crane	312	17%	44	2%
	Extrusion Press	-	-	96	4%
	Use of saw	400	22%	336	14%
	Use of stretching machine	624	34%	1,320	57%
	Die forming	88	5%	200	9%
	TOTAL TRAINING HOURS	**1,824**	**100%**	**2,332**	**100%**
OUTSIDE TRAINING	CSR & ESG: Corporate Stakeholder Responsibility & Sustainability	-	-	64	27%
	Criminal Liability Behaviour of the supervising Engineer & Safety Technician	-	-	8	3%
	International Executive Certification Programme in Sustainable Development & ESG	-	-	32	14%
	Whistleblowers-Protection of persons who report violations of EU law	-	-	8	3%

	TRAINING TOPIC	HOURS OF TRAINING	%	HOURS OF TRAINING	%
		2022		2023	
OUTSIDE TRAINING	Conditions of extrusion	-	-	64	27%
	Fortinet SASE Seminar	-	-	16	7%
	Occupational Health & Safety Conference 2023	-	-	16	7%
	Webinar on new labour regulations	-	-	12	5%
	10th Assistant Manager Conference	-	-	16	7%
	Lean Manufacturing	24	4%	-	-
	Autodesk Inventor	40	6%	-	-
	Lean Six Sigma Yellow Belt – IASSC Certified	80	12%	-	-
	CCNA v7.0 / OTE Academy via WebEx 120H	512	78%	-	-
	TOTAL TRAINING HOURS	**656**	**100%**	**236**	**100%**
BASIC TRAINING	Quality Assurance	226	17%	140	16%
	Health & Safety	904	66%	560	67%
	Impact of waste on the environment and waste management	226	17%	140	17%
	TOTAL TRAINING HOURS	**1,356**	**100%**	**840**	**100%**

Table 14: Training topics and hours for 2022 and 2023

TRAINING BY GENDER

	2022		2023	
	MEN	WOMEN	MEN	WOMEN
NUMBER OF PERSONS	98	16	160	28
PERCENTAGE	86%	14%	85%	15%
TOTAL PERSONS	**114**		**188**	

Table 15: Total employees by gender trained in years 2022 and 2023

TRAINING BY TYPE OF EMPLOYMENT CONTRACT

	2022		2023	
	SALARIED	WAGE EARNERS	SALARIED	WAGE EARNERS
NUMBER OF PERSONS	36	78	74	114
PERCENTAGE	32%	68%	39%	61%
TOTAL PERSONS	**114**		**188**	

Table 16: Total employees based on type of employment contract trained in years 2022 and 2023

New Framework for Europa Personnel Evaluation

With a focus on empowering its human resources, Europa has developed an advanced personnel evaluation framework aimed at improving the future performance of its employees by providing an approach to that does not concentrate on judging past performance. The basic philosophy of the framework is to enhance work performance and record needs for additional training, as well as to secure employee commitment to achieving company goals. This framework is combined with the reward policy already in place since July 2021.

The appraisal system incorporates the "180 degree" method and consists of 3 stages:

1	**Planning**	Setting goals and defining expected results
2	**Guidance**	For daily support and feedback
3	**Annual appraisal**	Analysing performance and growth potential

Evaluation forms examine various aspects of work, such as cleanliness, safety conditions, work quality, initiative, cooperation, and professional competence. The evaluation process promotes growth potential and productivity, fostering self-esteem and active participation. The evaluators act as advisors and not judges, while the system emphasises cooperation and continuous improvement.

2023 EMPLOYEE ASSESSMENT*

DEPARTMENT	MEN	WOMEN	SALARIED	WAGE EARNERS	TOTAL
EXTRUSION	27	0	8	19	**27**
DIE CORRECTION WORKSHOP	5	0	4	1	**5**
MACHINING	38	7	2	43	**45**
MACHINING_EXTRUSION_DIE CORRECTION WORKSHOP	4	0	4	0	**4**
POWDER COATING_WOOD EFFECT LINE	3	1	4	0	**4**
EXPORTS WAREHOUSE	8	9	1	16	**17**
DOMESTIC WAREHOUSE	20	0	2	18	**20**
EXPORTS-DOMESTIC WAREHOUSE	2	0	2	0	**2**
DRIVERS	5	0	5	0	**5**
WOOD EFFECT LINE	4	2	1	5	**6**
POWDER COATING	37	3	5	35	**40**
SALES TECHNICIANS	6	0	6	0	**6**
SALES DEPARTMENT	3	2	5	0	**5**
MAINTENANCE	11	0	10	1	**11**
INOFITA BRANCH	6	0	3	3	**6**
ALIMOS BRANCH	6	0	2	4	**6**
CHANIA BRANCH	3	0	2	1	**3**
THESSALONIKI BRANCH	7	1	6	2	**8**
HERAKLION, CRETE BRANCH	3	0	3	0	**3**
RHODES BRANCH	0	1	1	0	**1**
IT DEPARTMENT	2	1	3	0	**3**
R&D	8	0	8	0	**8**
FABRICATION-TEST LABORATORY	8	0	4	4	**8**
QUALITY CONTROL DEPARTMENT	5	0	3	2	**5**
ACCOUNTING DEPARTMENT	5	5	10	0	**10**
HR DEPARTMENT	1	2	3	0	**3**
PROCUREMENT DEPARTMENT	2	0	2	0	**2**
EXPORT SALES DEPARTMENT	0	1	1	0	**1**
MARKETING DEPARTMENT	2	0	2	0	**2**
LARGE PROJECTS DEPARTMENT	1	2	3	0	**3**
MAROUSI SHOWROOM	2	0	2	0	**2**
ADMINISTRATIVE SERVICES	2	6	8	0	**8**
PHOTOVOLTAICS DEPARTMENT	2	1	3	0	**3**
TOTAL	**238**	**44**	**128**	**154**	**282**

Table 17: Personnel evaluation data

**The employee evaluation conducted during 2023 applies to the year 2022.*

Targets for our People 2024

2023 TARGETS	PROGRESS	2024 TARGETS
Drafting of Human Rights Policy by the Human Resources and Legal Departments. Creation of the position of Report Receipt and Follow-up Officer (RFUO).	ACHIEVED	
Staging of seminars to inform personnel on the implementation of a policy to protect those who report (whistleblowers) violations of EU law (transparency and corruption). Directive (EU) 2019/1937 of the European Parliament.	ACHIEVED	
Provision of annual preventive mammogram and ultrasound screening for all female Company employees.	ACHIEVED	Continuation of the programme to provide annual preventive mammogram and ultrasound screening for all female Company employees.
Provision of preventive blood tests every two years for Europa personnel.	ACHIEVED	Continuation of provision of preventive blood tests every two years for Europa personnel.
Expanded routes and coverage areas for company coaches to collect and transport personnel.	ACHIEVED	Expansion of routes and coverage areas for company coaches to collect and transport personnel.
Special auditory acuity examination (audiogram) with visit of a specialised external body, for jobs where it is required for employee safety.	ACHIEVED	Continuation of special auditory acuity examination (audiogram) with visit of a specialised external body, for jobs where it is required for employee safety.
Participation in the men's workplace basketball championships.	ACHIEVED	
		Drafting of Anti-Corruption/Anti-Bribery Policy.
		Staging of First Aid seminars for Company employees.
		In the context of continuous training of employees, the goal for 2024 is to offer a coaching programme for Foremen/Supervisors and for Managers.

RESPONSIBILITY TOWARDS SOCIETY

Europa CARES: Sustainability Initiatives 2023

The recognition of the Europa CARES program is steadily growing in public awareness.

Europa CARES is Europa's multidimensional Corporate Social Responsibility programme, and is part of its Sustainable Development actions. The programme is implemented annually by the Company with the aim of actively contributing to four key areas:

- Support of local communities nationwide
- Protection of the environment
- Assistance and support for Company employees
- Care for vulnerable population groups

Europa CARES:

"Caring is a Choice you make and a Duty you uphold!"

Supporting the local community

Europa places particular emphasis on supporting the local community and strengthening the social fabric, as it recognises the value of social responsibility as an integral part of its identity. The Company's commitment to people's well-being and health is demonstrated through a number of initiatives and actions aimed at improving the quality of life and empowerment of local communities. From offering medical equipment to educational institutions to supporting amateur and professional sport, Europa continues to invest in the progress and development of society, always having people and their needs as its focus.

Europa The Lab

Training programme for aluminium architectural system Fabricators and Installers.

The Europa The Lab model training programme was expanded with additional training materials and broader geographical scope as part of looking to the future and keeping up with constant technical developments for aluminium Fabricators and Installers. This innovative programme took shape in 2021 and links the know-how of the Panhellenic Federation of Aluminium and Metal Fabricators (POVAS) with the deep knowledge and culture of Europa, with the aim of helping Fabricators and Installers rise to every challenge of the sector in the best way.

The programme is implemented at the Company's premises and is an integrated technical educational training programme for architectural aluminium system Fabricators and Installers.

	2022	2023
TRAINING COURSES	5	4
FABRICATORS - INSTALLERS	110	82
PASSED	106	77
HOURS	260	238
DAYS	55	46

Table 18: Europa The Lab training programme data for 2022 and 2023

Objectives of Europa The Lab

- To upgrade the operating model and improve the competitiveness of enterprises in the sector.
- To provide basic training on energy efficiency for aluminium system Fabricators and Installers.
- To provide specialised knowledge and techniques in the assembly and installation of modern and innovative aluminium systems.
- To support acquisition of skills and competencies suitable for Fabricators and Installers to upgrade their professional position and enhance their capability to develop professionally.

The goal for 2024 is to expand the programme to provide purely technical trainings for graduates of Europa The Lab.

These trainings will take place in small groups and will focus on critical points during fabrication. Trainees will be able to address difficulties and resolve problems on a real sample while carrying out their project.

Innovation

The programme's innovativeness lies in the meaningful interaction between the theoretical and practical parts. Students apply the knowledge they receive during the theoretical training directly, in a real-life fabrication setting that is fully equipped with state-of-the-art machines. The teaching process is of a two-way nature, where participants take an active role in their training while comprehensive teaching materials are also provided. Sections concerning energy saving and renewable energy sources (photovoltaic systems) were added to the curriculum for 2023, while the participating Fabricators and Installers took part in a sales role play using communication and sales techniques taught in the theoretical part of the project.

Unparalleled Benefits for Participating Fabricators and Installers

Having completed four new Europa The Lab seminars, the participating Fabricators and Installers acquire specialised training in:

- Energy saving
- Organisation of production process
- Technical sales
- Marketing processes
- Quality control certification
- Calculation of materials with accurate pricing
- Identification of critical control points during fabrication and installation
- Human resources management and safety rules in the production process

Certificate of Completion

At the end of each seminar cycle, participants receive training programme attendance certificates and then, following examinations, they also receive a Certification of Completion. At the same time, they are offered the option for subsequent participation in qualification and skill certification procedures provided by the Aluminium Association of Greece. The process complies with the international standard ISO/IEC 17024 for qualification certification.

CYCLES OF TRAINING	TOTAL PARTICIPATION	SUCCESSFUL COMPLETION OF THE PROGRAMME
8th	24 Fabricators-Installers	23
9th	26 Fabricators-Installers	23
10th	18 Fabricators-Installers	18
11th	14 Fabricators-Installers	13

Table 19: Data on Europa The Lab Training Courses 8, 9, 10 and 11 completed in 2023

Our actions for society

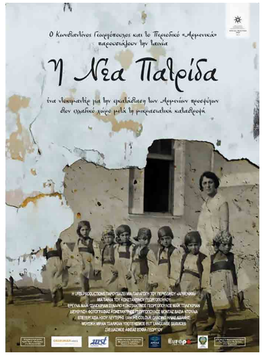
- At the request of the President of the Association of Parents and Guardians of the 3rd Primary School of Melissia, Europa provided a ZOLL AED Plus Automated External Defibrillator, together with the special pads for children and the special AMI metal defibrillator cabinet with alarm. This device has proven vital in the management of cardiac arrest cases. The donation was aimed at supporting the safety and health of students, teachers and the broader area of Melissia.
- As part of its support for the local community over the years at all levels, Europa once again supported the work of Nikos Economou for the development of sports and athletic ideals in its wider area of activity and chose to actively support the "KYDON Special Team" for children who are on the autism spectrum.
- In the context of Corporate Social Responsibility and the promotion of teamwork among our employees, 70 Europa women participated for the 4th consecutive year in the efforts of the Panhellenic Association of Women with Breast Cancer "Alma Zois" through the online "Digital Race for the Cure".
- As part of its priority to support its people and raise women's awareness of the importance of an early diagnosis of breast cancer, the Company provided its female employees with free digital mammograms and breast ultrasound scans at selected diagnostic centres.
- To promote female entrepreneurship, in combination with the promotion of "Mental Health and Art," the Company provided assistance to the Association of Women Entrepreneurs of Crete for its exhibition titled "Mental Health through Art and Business".

- The Company responded to the request from the 2nd General Lyceum of Thiva to cover the costs of vocational guidance sessions for 86 students in years 2 and 3 of the upper secondary school.
- Following the historic catastrophic floods in Thessaly, Europa donated a generator to pump and remove water at the Kryoneri Association of Civil Protection Volunteers so it could assist those affected in the wider region of Trikala. In addition, it provided 15 pallets of bottled water to the hospital in Karditsa, in consultation with the hospital administrator, to support the needs of those affected by the flooding.
- Europa provided materials for the immediate repair and safety upgrade of equipment storage spaces of the Forestry Protection Volunteers of Attica (EDASA).
- At the request of the Neos Voutzas Fire Brigade volunteers, Europa made a sizeable donation of operational items, by way of offering practical support for the firefighters. It responded to the urgent call for special protective uniforms, as specified by the firefighters, to ensure the maximum safety of volunteers during operations.
- For yet another year, the Company donated toys and basic necessities to children and mothers at the Eleonas Detention Facility in Thiva.
- On 8 March, Europa distributed gifts to 70 female employees, expressing its respect for gender equality. The Company actively recognises the significance of gender equality and strives to eliminate inequalities in job opportunities, promoting women's advancement to management positions and helping to ensure work-life balance.

Our actions for society

- At the request of the Scientific Operations Coordinator of the Schimatari Health Centre, the Company decided to donate consumable supplies due to the State's delay in delivering the necessary materials to the hospital.
- Helping to strengthen the sports community and promote physical activity, Europa once again participated in the Athens Marathon: The Authentic! Its participation in the 5 km, 10 km and 42 km routes is indicative of the passion and dedication of the Company's people to sports and a healthy lifestyle.
- The Company assisted the Hellenic Wheelchair Basketball Federation (OSEKA), offering its support for a special event – the "Mini Wheelchair Basketball Championship". In this way, it demonstrates its interest in promoting sport and a humanitarian proclivity by participating in a true celebration of the athletic spirit.
- Europa continued its support for the children of the Elite Academy of OFI Crete Football Club, and specifically the ELITE Academy of the team (K15 - K17 - K19), promoting the values of culture and sport.
- Europa approved the grant request for an external defibrillator for the Drosia-Evia Kindergarten, acknowledging the importance of this equipment, both for the safety of the children at the school and for supporting local residents.
- The Company continued to support the PAS GIANNINA Women's Football Team for another year, with the aim of boosting the participation of more and more girls in the football academy. In this way, it contributes to the growth of women's football and promotes the strengthening and development of the sport among young girls.
- Europa supported the request of the Pefki-Evia Primary School and Kindergarten to replace window frames with particular specifications, with the aim of improving the school's functioning.

- Each year, Europa supports "The Smile of the Child", covering its diverse needs in aluminium systems.
- In response to a request by the YWCA of Greece, the Company undertook to ensure the training of 14 female students aged 18-22 years, aiming at their certification in UCERT's "Standard Office User" programme. The YWCA of Greece created the "Athena" programme to provide free accommodation to female university students coming from areas outside Attica, at the YWCA of Greece building in Ilioupoli. The goal of this programme is to promote and safeguard the right of access of female students to higher education, regardless of social and economic factors.
- Europa supported Konstantinos Georgopoulos' feature film documentary The New Homeland, produced by Armenika magazine and Urbi Productions. The documentary aimed to provide audiences with a historical overview of the early Armenian refugee communities, as they evolved throughout Greece following the Asia Minor catastrophe, through unknown testimonies and narratives by the descendants of the early refugees. The film succeeds in highlighting the unknown historical aspects of modern Greece that have been recorded in the collective memory of Armenians living here by presenting rare archival materials and filming in Kokkinia, Neos Kosmos, Lavrio, Thessaloniki, Xanthi, Komotini, Alexandroupoli, Didymoteicho, Heraklion, Syros, and in Yerevan, the capital of Armenia.
- In response to a request from the Athens Hiking Club (POA), a donation was made for the dismantling and installation of energy-efficient aluminium windows and doors at the mountain hut in Vardousia, situated at an altitude of 2,000 meter.



Customer Health and Safety

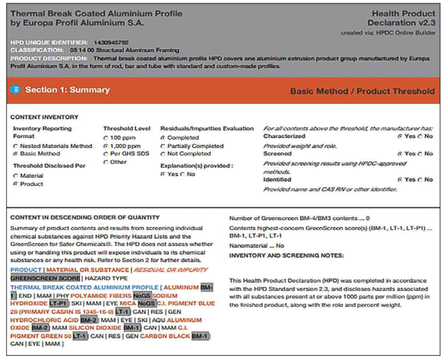
For Europa, the health and safety of customers is a priority and are non-negotiable. With the main objective of producing innovative and quality products that comply with the strictest specifications, the Company is strongly committed to the continuous improvement of its services and products.

In this context, the Company carries out the following activities:

- Selection of raw materials of superior quality.
- Providing regular technical support and consulting
- Testing for wind resistance, air-permeability, and watertightness in privately owned test laboratories certified by the IFT Rosenheim International Institute.
- Receiving certifications for our products from notified laboratories in Greece and abroad.
- Technical inspection service.

In addition, the year 2023 was marked by additional Burglar Resistance (RC) tests resulting in new certifications being obtained from IFT Rosenheim to ensure the safety of our customers.

The year 2023 was also a landmark year for Europa's Sustainable Development endeavours, as the Company published four separate Health Product Declarations (HPDs).


Thermal Break Coated Aluminium Profile
by Europa Profil Aluminium S.A.

Health Product Declaration v2.3
created via: HPDC Online Builder

HPD UNIQUE IDENTIFIER: 1430945792
CLASSIFICATION: 08 14 00 Structural Aluminum Framing
PRODUCT DESCRIPTION: Thermal break coated aluminium profile HPD covers one aluminium extrusion product group manufactured by Europa Profil Aluminium S.A. in the form of rod, bar and tube with standard and custom-made profiles.

Section 1: Summary — Basic Method / Product Threshold

CONTENT INVENTORY

Inventory Reporting Format: Nested Materials Method / Basic Method
Threshold Disclosed Per: Material / Product
Threshold Level: 100 ppm / 1,000 ppm / Per GHS SDS / Other
Residuals/Impurities Evaluation: Completed / Partially Completed / Not Completed
Explanation(s) provided: Yes / No
For all contents above the threshold, the manufacturer has:
Characterized: Yes / No
Provided weight and role.
Screened: Yes / No
Provided screening results using HPDC-approved methods.
Identified: Yes / No
Provided name and CAS RN or other identifier.

CONTENT IN DESCENDING ORDER OF QUANTITY

Summary of product contents and results from screening individual chemical substances against HPD Priority Hazard Lists and the GreenScreen for Safer Chemicals®. The HPD does not assess whether using or handling this product will expose individuals to its chemical substances or any health risk. Refer to Section 2 for further details.

PRODUCT | MATERIAL OR SUBSTANCE | RESIDUAL OR IMPURITY
GREENSCREEN SCORE | HAZARD TYPE
THERMAL BREAK COATED ALUMINIUM PROFILE [ALUMINUM BM-1 END | MAM | PHY POLYAMIDE FIBERS NoGS SODIUM HYDROXIDE LT-P1 SKI | MAM | EYE MICA NoGS C.I. PIGMENT BLUE 29 (PRIMARY CASRN 57455-16-0) LT-1 CAN | RES | GEN HYDROCHLORIC ACID BM-2 MAM | EYE | SKI | AQU ALUMINUM OXIDE BM-3 MAM SILICON DIOXIDE BM-1 CAN | MAM C.I. PIGMENT GREEN 50 LT-1 CAN | RES | GEN CARBON BLACK BM-1 CAN | EYE | MAM]

Number of Greenscreen BM-4/BM3 contents ... 0
Contents highest-concern GreenScreen score(s) (BM-1, LT-1, LT-P1) ... BM-1, LT-P1, LT-1
Nanomaterial ... No
INVENTORY AND SCREENING NOTES:

This Health Product Declaration (HPD) was completed in accordance with the HPD Standard version 2.3, and discloses hazards associated with all substances present at or above 1000 parts per million (ppm) in the finished product, along with the role and percent weight.

Europa is among the few Greek companies to have published such documents. This action was carried out in light of the great value the Company places on human health.

These declarations cover the following product categories:

- Mill finished aluminium profile
- Coated aluminium profile
- Thermal break mill finished aluminium profile
- Thermal break coated aluminium profile

HPDs are documents that provide important information about product components and their relationship to potential risks to human health, enhancing the transparency of Europa's products, while also contributing to the score for various Green Building Rating Systems (e.g. LEED, WELL).

Finally, it is worth noting that the Company has not experienced any incidents of non-compliance with regulations or voluntary rules regarding the health and safety of its customers.

Europa means quality

Quality for Europa starts from its perception of the notion of products, and it then passes through Top Management, to procedures, to ultimately arrive at the final product, which is the output of all the above. Adherence to specifications goes beyond the strict limits of formal rules and becomes an element of the Company's philosophy, further elevating the final product.

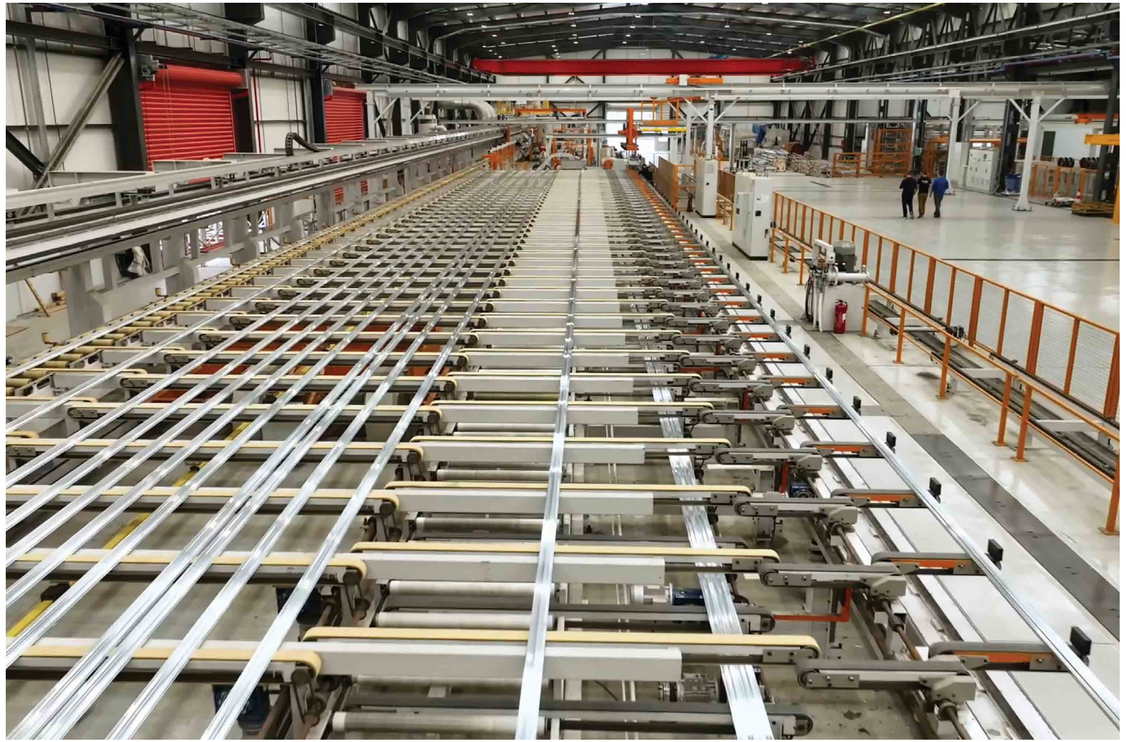
Quality for Europa means extremely strict controls over outputs of the production process and services that are superior and more exacting than the standard specifications; it also means selecting the right people for the right positions, continuous professional development, and technical training of its partners.

Europa maintains a highly specialised Quality Control Department with a fully equipped laboratory and a highly experienced team of professionals, with state-of-the-art measuring equipment. The equipment is calibrated with standard instruments owned by the Company, which are also periodically adjusted by external laboratories to ensure the best possible quality at each step of the production process through correct measurements.

Europa's Quality Control Department is responsible for securing every certification related to the production process and the services provided by the Company, while also monitors the application of respective quality control standards and procedures at each production stage.

Furthermore, the Quality Control Department is in close cooperation with all Company departments and with external bodies to ensure compliance with Europa's 360-degree Quality Assurance Strategy.

The Company applies a unified management system for quality, environment and occupational health & safety which is compliant with the standards ISO 9001:2015 (since 1996), ISO 14001:2015 (since 2005) and ISO 45001:2018 (since 2020), respectively.



2024 Targets for Society

2023 TARGETS	PROGRESS	2024 TARGETS
Actions regarding the provision of materials for the construction or renovation of care centres, medical centres, schools and centres supporting vulnerable groups.	ACHIEVED	Continuation of new actions and funding for the provision of materials for the construction or renovation of care centres, medical centres, schools and centres supporting vulnerable groups.
Funding of materials for research programmes at higher education institutions.	ACHIEVED	Continuation of funding of materials for research programmes at higher education institutions.
Solidifying existing partnerships with associations, organisations.	ACHIEVED	Continuation of existing partnerships with unions, organisations.
Ongoing support for sports clubs.	ACHIEVED	Continued support for sports clubs.
Participation of employees in sports activities (Authentic Athens Marathon, Digital Race for the Cure).	ACHIEVED	Continuation of employee participation in sports activities (Authentic Athens Marathon, Digital Race for the Cure).
Presentations at universities.	ACHIEVED	Continuation of presentations at universities.
		Speeches at conferences on sustainability issues.
		Internal sustainability training for employees and specific Europa actions

RESPONSIBILITY TOWARDS THE ENVIRONMENT

Environmentally friendly products

2023 is an important year for Europa in the area of Sustainable Development, as it reaffirms its commitment to the European Green Deal and the goal of achieving climate neutrality by 2050. The Company has invested significantly in developing innovative products that respect both people and the environment, in line with the UN's 17 Sustainable Development Goals.

For the seventh consecutive year, Europa continues its commitment to the 'Europa CARES' programme, dedicated to initiatives that support the environment, society, and the well-being of its employees. These initiatives contribute to the evolution of corporate culture and the improvement of its environmental footprint.

The cost of these methods and practices depends on factors such as the size and complexity of the Company, the adoption of new technologies and equipment, as well as Europa's level of commitment to environmental practices. Investments also include technology, equipment, infrastructure upgrades, as well as training of employees and development of new products.

Europa has also implemented an integrated Waste Management System aiming at zero disposal, and is committed to water and energy saving. The 2023 investment plan aims at the construction of energy-upgraded buildings and the acquisition of modern mechanical equipment, further contributing to the reduction of the Company's environmental footprint.

In 2023, the four separate Environmental Product Declarations (EPDs) for four categories of aluminium profiles were verified.

Specifically:

- Mill finished aluminium profile
- Coated aluminium profile
- Thermal break mill finished aluminium profile
- Thermal break coated aluminium profile

EPDs are declarations regarding the environmental footprint of products, published on EPD International's website.

It is noteworthy that EPDs are monitored on an annual basis by an external accredited company, which contributes to more effective monitoring of environmental indicators associated with Europa products and better monitoring of its production process.

Materials used by Europa

The key materials Europa uses, are included in the processes performed by the departments of Extrusion, Powder Coating , Machining and the waste evaporation unit.

1	Graphite	7	Sandblasting material	13	Resin (AZ 247-25RTH)
2	Boron nitride	8	Nitrogen	14	Hardener (Isocyanate/ A Iso)
3	Cutting fluid	9	Ammonia	15	Sulfamic acid
4	Sodium hydroxide solution 30%	10	Coating powders	16	Anti-foaming oil
5	Sodium hydroxide solution 50%	11	Aluminium pretreatment chemicals	17	Salt
6	Sodium hydroxide (solid))	12	Hydrochloric acid	18	Hydrogen peroxide (H_2O_2)

Table 20: Use of coating materials for 2023

Europa products are intended for long-term use; therefore it is not possible to calculate numerically the product and packaging material recovery indicator. Nevertheless, aluminium products in general have the ability to be recycled repeatedly, without losing their original properties. Given that, by law, aluminium frames must be recycled at the end of their life cycle, it can be concluded that Company's products are fully recycled. Europa is a member of the non-profit Hellenic Recovery Recycling Corporation (HERRCO), which has undertaken to recycle all the packaging produced by its members throughout Greece.

All the packaging Europa uses consists of paper and plastic, which are recyclable materials. As such, all packaging produced each year is recycled and therefore the percentage of recovered packaging materials for Company's products is equal to 100%.

Materials used for Production and Packaging

		2022	2023
MATERIALS FOR PRODUCTION	Aluminium raw material (Gross weight of primary & secondary / recycled)	7,641,763 kg	8,610,752 kg
	Polyamide	240,024 kg	276,118 kg
	Powder consumption	300,076 kg	323,195 kg
MATERIALS FOR PACKAGING	Paper-cardboard & Plastic	190,603 kg	294,214 kg

Table 21: Use of materials for production and packaging of main products for years 2022 and 2023

Use of Recyclable Materials (Breakdown of aluminium raw material use)

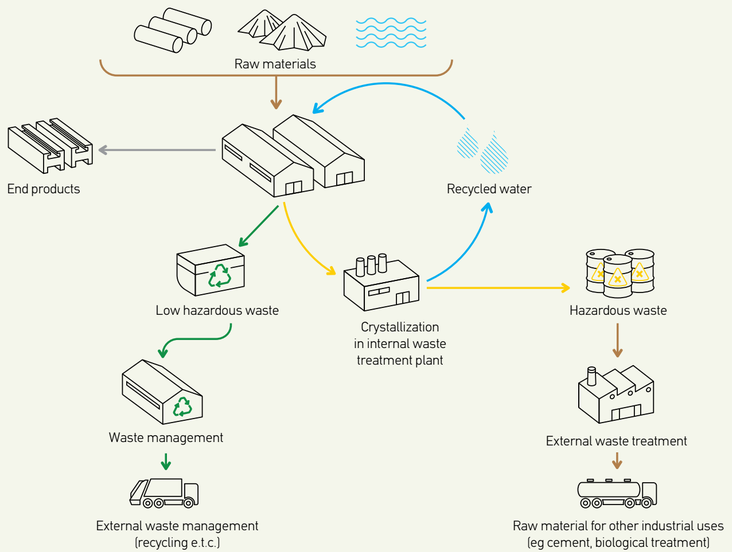
	PRIMARY ALUMINIUM	SECONDARY / RECYCLED ALUMINIUM	TOTAL
	2022		
GROSS (kg)	6,554,140	1,087,623	**7,641,763**
NET (kg)	5,905,624	963,313	**6,868,937**
	2023		
GROSS (kg)	6,554,064	2,056,688	**8,610,752**
NET (kg)	5,951,575	1,843,247	**7,794,822**

Table 22: Use of recyclable materials used to produce main products for 2022 and 2023

Circular Economy and Sustainable Raw Materials

On - site prevention | Re - utilization | Recycling | Recovery | Disposal

Europa manufactures its products by zero discharge of liquid hazardous waste into the environment, through the application of advanced technology (evaporation) as well as full recycling of the residue resulting from the evaporation. This process is certified by the Environmental Management System, implemented by the Company, ISO 14001.



Responsible Energy Management

Sustainability & Energy Savings

The life cycle of Europa products is governed by the principles of sustainability. Starting from the very nature of the material, aluminium is an environmentally friendly metal and at the same time recyclable to over 90%, with a long lifespan, since it offers flexibility in design and non-combustibility, while it has unlimited surface treatment potential. Europa aluminium architectural systems, such as window frames, roller shutters and shading systems, contribute to energy saving, while photovoltaic mounting systems contribute to clean energy production. Europa products are fundamental elements of any modern sustainable construction, boosting added value and reducing the environmental footprint.

Photovoltaic Mounting Systems

Europa demonstrates ongoing innovation in the renewable energy sector, with the production of photovoltaic mounting systems, Europa Sun. These systems support ground-mounted solutions as well as applications for industrial and residential roofs, offering integrated solutions for each application. Major Engineering, Procurement and Construction (EPC) contractors trust Europa systems in supporting the development of sustainable energy solutions.

Responsible Energy Consumption

For 2023, Europa's electricity consumption amounted to 1.29 kWh/product produced, while its natural gas consumption was 1.53 kWh/product produced. Europa continues to invest in upgrading its electromechanical equipment in order to reduce the environmental footprint of its production process. In addition, the Company plans to implement a certified Energy Management system in line with the ISO 50001 standard to further solidify its commitment to Sustainable Development.

	CONSUMPTION OF ELECTRICITY (kWh)	CONSUMPTION OF NATURAL GAS (kWh)
2022	9,883,551	14,009,390
2023	10,047,703*	11,958,239

Table 23: Electricity and natural gas consumption for years 2022 and 2023

* The increase in electricity consumption is due to the increase in Europa's annual production.

ENERGY INTENSITY (TJ per mill. €)

	2022	2023
Electricity	0.72	0.73
Natural gas	1	0.86

Table 24: Energy intensity for years 2022 and 2023

Location: Koropi, Attica | Capacity: 700 kWp | Europa Sun 4400

Europa: Investing in the Future with Renewable Energy Sources

As part of Europa's commitment to improving energy efficiency and reducing its carbon footprint, the Company has made significant investments in renewable energy sources (RES). More specifically, it has installed photovoltaic systems with a total capacity of 2.1 MW in parks and roofs of its facilities in the Attica and Viotia regions, thus preventing emissions of 2,730 tonnes of CO_2 per year.

Europa has now submitted applications for the licensing of two projects with photovoltaic systems with a total capacity of 7.2 MW for its own use at its facilities in Inofita, Viotia, as well as in the area of Tanagra. These systems are to be installed to cover the energy needs of the production process, thus enhancing the Company's energy autonomy.

Europa Energy Efficiency Initiatives

Europa has taken actions to optimise the energy management of its facilities, focusing on reducing energy needs and saving resources. The steps the Company has taken include the use of modern, low-consumption LED light bulbs in the production areas and continuous renewal of the corporate car fleet with new, lower-emission vehicles.

In addition, a Work Directive has been adopted for the proper use of air conditioners and lighting, gas-fired production burners have been upgraded and special translucent panels have been placed on the roofs for maximum use of natural light. The investment in replacing air compressors to increase energy efficiency in Production areas is also significant.

Finally, the Company ensures that the majority of its employees commute to work using company provided coaches, reducing the use of personal vehicles.

Responsible Water Management

Europa conducts chemical analyses of the groundwater annually at each of its drilling sites, as required by its environmental conditions. These analyses are carried out by an external laboratory and sent to the authorities, in accordance with the environmental legislation. Europa uses water for its operations in the extrusion and coating departments, as well as ensuring the preparedness of its fire-fighting network. Water extracted from its lawful boreholes is chemically processed to remove the chromium before being diverted to the fire-fighting tanks.

Saturated aqueous solutions that originate:

- From extrusion, are given to a licensed company that manages them and converts them into raw material for urban wastewater treatment.
- From the coating department's liquid waste, are diverted to an evaporator, where water is separated from waste and returned to the production process. The pollutant in the form of sludge is placed in special containers and delivered to a licensed company which manages it and converts it into additives for the cement industry.

Europa does not violate the terms of extraction of the quantities listed on its permit.

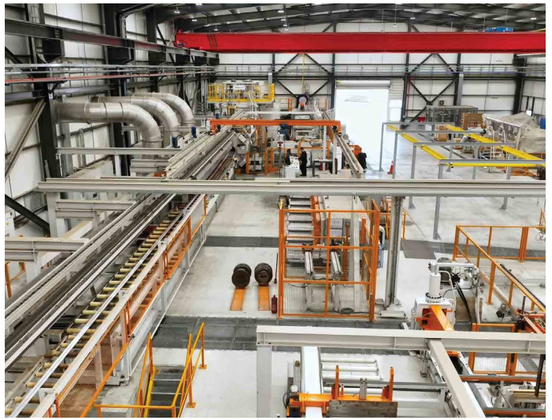
All of the plant's wastewater is diverted to the municipal waste treatment plant in the area, and is fully managed.

For 2023, the quantity of groundwater extracted through boreholes came to 291 m^3. This water contains a concentration of dissolved salts above 1,000 mg/L.

Water Consumption

YEAR	CUBIC METRES (m^3)
2022	14,049
2023	15,086

Table 25: Water consumption for years 2022 and 2023

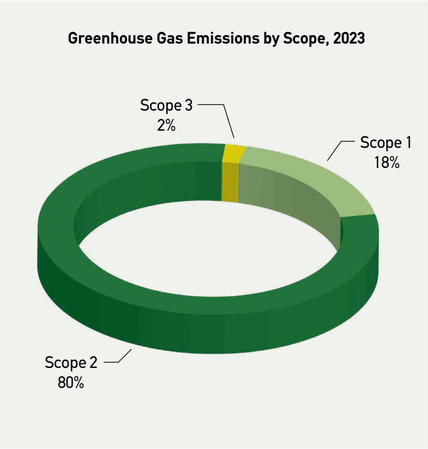


Greenhouse Gas Emissions

In 2023, Europa's total greenhouse gas (GHG) emissions amounted to 5,061.75 tonnes of CO2-eq. Of these, 80% comes from electricity consumption, constituting indirect emissions (Scope 2). Of the total, 18% relates to natural gas consumption and transportation by trucks and cars owned or managed by the Company, constituting direct emissions (Scope 1). Other indirect emissions (Scope 3), such as those related to waste management, contributed a small percentage to total emissions, or about 2%, which is considered negligible. Emissions measurements encompass various sources, including electricity for the operational needs of facilities, natural gas usage, corporate leased vehicles, the Company's trucks, and waste management.

SCOPE	SOURCE	EMISSIONS 2022 (tonnes CO_2 eq)	EMISSIONS 2023 (tonnes CO_2 eq)
Scope 1 (Direct Emissions)	Car Leasing	166.95	203.52
	Trucks	218.05	227.91
	Natural Gas	486.69	415.43
	Coaches	-	77.53
Scope 2 (Indirect Emissions)	Electricity Consumption	3,995.43	4,061.78
Scope 3 (Indirect Emissions)	Waste	44.90	13.69
	Business Travel	-	61.89
TOTAL		**4,912.02**	**5,061.75**

Table 26: Greenhouse Gas Emissions for years 2022-2023



Environmental Compliance and Sustainability at Europa

Europa recognises that a responsible environmental policy, aligned with existing legislation and reflecting its own high standards, is a guiding principle for its production process. The Company invests in best available techniques (BATs) to protect the environment, it closely monitors the changes regarding environmental legislation and takes steps to adopt the required measures early on so as to avoid the risk of untimely compliance with new laws, as they enter into force. It is Europa's deep and unwavering conviction that all necessary efforts must be made to minimise the environmental impacts of both its production process and its operation overall.

Responsible Waste Management

Based on respect for the environment and awareness of the sustainable waste management, the Company implements the Environmental Management System under standard ISO 14001.

A central pillar of successful waste management is Europa's people, who receive continuous training in environmental protection. In addition, the Company has implemented an integrated recycling programme of production materials, while for the other discarded materials, there are special recycling bins at the office and factory facilities. This includes the collection and recycling of batteries and light bulbs, in cooperation with AFIS and Fotokiklosi S.A.

Europa is not limited to recycling, but also promotes the application of technologies that reduce paper and energy consumption through the use of new printers.

The following table gives a detailed picture of waste shipped outside Europa facilities for management by licensed waste management companies during 2022 and 2023:

WASTE TYPE (quantity in tonnes)	2022	2023
Mixed packaging	142.87	134.44
Iron scrap*	8.73	18.56
Iron and steel	26.03	5.16
Waste coming from coatings and varnishes	-	-
Basic cleaning materials	295.33	325.05
Chlorinated hydraulic oils	-	-
Non-chlorinated hydraulic oils	7.78	2.51
Metals	65	33.15
Paper and cardboard packaging	11.82	4.69
Fluorescent tubes	-	0.018
Plastic packaging	0.61	0.22
Electrical and electronic equipment	0.28	-
Mixed municipal waste	-	-
Powder waste	5.17	6.12
Concrete	7.37	-
Wooden packaging	17.72	-
Products of filing and turning of non-ferrous metals (aluminium scrap)	1,469.81	1,413.38
Discarded equipment	0.43	0.712
Sludge processed through physico-chemical treatment	67.61	80.25

Table 27: Waste quantities for years 2022 and 2023

** Iron scrap increased significantly in 2023 due to clean-up operations regarding the metal frames at the production sites and due to receiving a large quantity of new materials, the packaging of which was disposed of as waste.*

Europa recycles (through certified external partners) all the waste (solids, liquids) generated by its production process.

In this context, it is worth noting that 100% of the production process waste (aluminium scrap) is recycled through continuous controls of scrap disposal.

In 2023, the Company produced a total of 2,026.26 tonnes of waste, 1,413.38 tonnes of which was aluminium scrap. The 2,206.26 tonnes of generated waste was sent for complete recycling, reaffirming Europa's commitment to environmental management and sustainability. In addition, the municipal waste resulting from the Company's operations was taken up by the local municipal authority for handling. It is clear from the above that no waste from Europa activities is being disposed of into the environment.

Wastewater Management

Europa implements an advanced liquid waste management method that saves up to 92% water. Liquid waste resulting from powder coating activity is cycled back to meet production needs.

This "zero liquid waste" method achieves a significant reduction in the quantities of water needed for production activity. Through this process, there is no discharge of water. The zero liquid waste approach diverts the liquid waste from the coating unit to an evaporator, where water is separated from waste and fed back into the production process, while the pollutant (in sludge form) is placed in special containers and delivered to a certified company. After proper handling, it is converted into additives for the cement industry. As for the saturated aqueous solutions originating from extrusion, these are given to a licensed company, which processes and converts them into raw material for urban wastewater treatment.

Our environmental actions

- Carrying out basic training in environmental and health & safety issues for all newly hired employees
- Maintaining an olive grove in the privately owned grounds with an area of 135,000 m^2.
- Implementing full recycling of all waste.
- Recycling of lamps, batteries, packaging paper, metal, etc., by placing recycling bins at selected points of the facilities (production area and offices).
- Collection and recycling of paper from the Europa offices, delivered for recycling and reuse in partnership with certified external partners.
- Continuous renewal of the corporate car fleet with new, lower-emission vehicles.
- Generating electricity from renewable energy sources (photovoltaic park) installed on the roofs of the plant's buildings in Inofita

Ongoing Monitoring of Upcoming Sustainability Legislation

Ongoing monitoring of upcoming legislation is critical at Europa, as it is expected to significantly increase companies' compliance actions based on the new sustainability requirements, while also setting increasingly stringent specifications for building materials and their contribution to Green Building Rating Systems (LEED, BREEAM, DGNB, WELL).

In addition, Europa is an active member of SBC Greece (Sustainable Building Council Greece) and participates in its committees with the aim of providing information on policies that pertain to the sustainability of the built environment.

European Aluminium

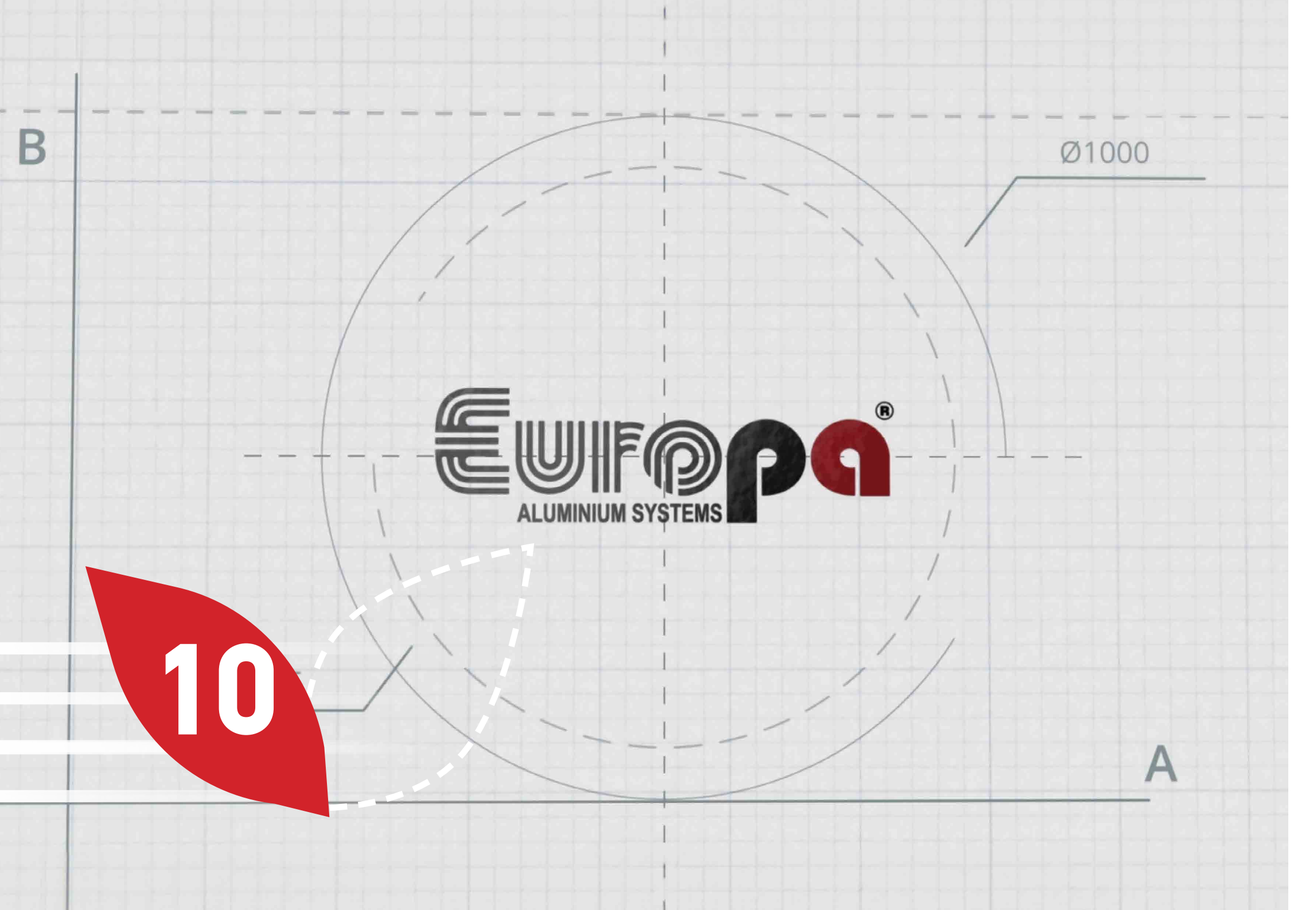
Consequently, the Company participates in several specialised European Aluminium groups, including the Sustainability Committee and the Building Sustainability Experts.

SBC

SBC Greece is an official member of the World Green Building Council (WorldGBC) in Greece.

Environmental Goals 2024

2023 TARGETS	PROGRESS	2024 TARGETS
Updating certifications regarding the sustainability of products (Environmental Product Declarations-EPDs).	ACHIEVED	Continuing annual monitoring and updating of certifications regarding the sustainability of products (Environmental Product Declarations-EPDs).
Modernisation of the extrusion production lines to reduce the environmental footprint and automate the production process.	IN PROGRESS	
Implementing new RES (photovoltaic systems) power generation projects to meet the energy needs of Europa production areas.	IN PROGRESS	Applications have been submitted for the licensing of two new power generation projects with photovoltaic systems and a total capacity of 7.2 MW for its own use at the Europa facilities in Inofita, Viotia, and in the Tanagra area.
Updating of indirect greenhouse gas emissions table	IN PROGRESS	Continuing to calculate corporate carbon footprint on an annual basis and calculating a major part of other indirect GHG emissions (Scope 3).
Obtaining Company certification for the Energy Management System to the ISO 50001 standard.	IN PROGRESS	
Participating in projects to promote sustainability among public and private bodies.	ACHIEVED	Continuing participation in programmes to promote sustainability to public and private bodies.
Participating in training programmes for sustainable and healthy buildings by 2050.	IN PROGRESS	
		Gradually replacing the company fleet with electric and hybrid vehicles
		It is expected that 2024 will see the completion of the raw material conservation programme (sodium hydroxide) to remove aluminium from dies and reduce waste generated by this process.
		Issuing new documents/certifications regarding the sustainability of products.
		Product installation on buildings aiming at certification according to Green Building Rating Systems.



GRI INDEX

Statement of use	Europa has reported in accordance with the GRI Standards for the period from 1st of January 2023 to 31st of December 2023, with an annual frequency.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	There is no applicable sector standard.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-1 Organisation details	p. 7, 23		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	p. 7				
	2-3 Reporting period, frequency and contact point	p. 7				
	2-4 Restatements of information	There is no restatement of information				
	2-5 External assurance	This report has not been externally assured				
	2-6 Activities, value chain and other business relationships	p. 11, 14, 25				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-7 Employees	p. 61-66	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES			
	2-8 Workers who are not employees	p. 66	8 DECENT WORK AND ECONOMIC GROWTH			
	2-9 Governance structure and composition	p. 40-42	5 GENDER EQUALITY 16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	2-10 Nomination and selection of the highest governance body	Europa operates as a family business and sets specific criteria for the members of the highest governing body based on professional experience. The members are evaluated through specific procedures	5 GENDER EQUALITY 16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	2-11 Chair of the highest governance body	p. 39	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	p. 39	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	2-13 Delegation of responsibility for managing impacts	p. 42				
	2-14 Role of the highest governance body in sustainability reporting	p. 44				
	2-15 Conflicts of interest	p. 45-46	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	2-16 Communication of critical concerns	p. 45-47				
	2-17 Collective knowledge of the highest governance body	p. 43				
	2-18 Evaluation of the performance of the highest governance body	p. 44				
	2-19 Remuneration policies	p. 46-47				
	2-20 Process to determine remuneration	p. 46-47				
	2-21 Annual total compensation ratio	p. 66				
	2-22 Statement on sustainable development strategy	p. 5				
	2-23 Policy commitments	p. 8, 45-47, 54-55, 57, 59, 68-69, 72, 79, 106	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	2-24 Embedding policy commitments	p. 46-47, 57, 59, 68-69, 72, 79, 106				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	p. 54-55				
	2-26 Mechanisms for seeking advice and raising concerns	p. 36-37, 54-55	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	2-27 Compliance with laws and regulations	p. 47, 68, 93	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	2-28 Membership associations	p. 26				
	2-29 Approach to stakeholder engagement	p. 36-37				
	2-30 Collective bargaining agreements	p. 66	8 DECENT WORK AND ECONOMIC GROWTH			
Material Topics						
GRI 3: Material topics 2021	3-1 Process to determine material topics	p. 33		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	p. 34-35				
Dialogue with stakeholders						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 36-37		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
Indirect Economic Impacts						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 85				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 88-91	1 NO POVERTY			
	203-2 Significant indirect economic impacts	p. 86-87	3 GOOD HEALTH AND WELL-BEING, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES			
Anti-corruption						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 57				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 57	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	205-2 Communication and training about anti-corruption policies and procedures	p. 57, 77				
	205-3 Confirmed incidents of corruption and actions taken	p. 57				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Anti-competitive Behavior						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 59				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 59	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
Materials						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 97				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	p. 98-99	12 RESPONSIBLE CONSUMPTION AND PRODUCTION			
	301-2 Recycled input materials used	p. 99	8 DECENT WORK AND ECONOMIC GROWTH			
	301-3 Reclaimed products and their packaging materials	p. 99				
Energy						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 101				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 101	7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 13 CLIMATE ACTION			

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization		7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 13 CLIMATE ACTION	a. Energy consumption outside of the organization, in joules or multiples b. Standards, methodologies, assumptions, and/or calculation tools used c. Source of the conversion factors used	Unavailable information	The company does not record energy consumption outside the organism
	302-3 Energy intensity	p. 101				
	302-4 Reduction of energy consumption	There was no reduction in energy consumption in 2023 compared to 2022 due to increasing production				
	302-5 Reductions in energy requirements of products and services	p. 103				
Water and Effluents						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 104				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 104, 107	6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION			
	303-2 Management of water discharge-related impacts	p. 104				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
	303-3 Water withdrawal	p. 104	6 CLEAN WATER AND SANITATION			
GRI 303: Water and Effluents 2018	303-4 Water discharge			a. Total water discharge to all areas in megaliters (freshwater or other water) b. Total water discharge in water-stressed areas in megaliters (freshwater or other water) c. Substances of concern related to discharge that are subject to international standards d. Any relevant information necessary to understand the data collection process e. When gathering information, the company should use publicly available, reliable tools and methodologies for assessing water stress in the area	Not applicable	The company does not discharge water
	303-5 Water consumption	p. 104	6 CLEAN WATER AND SANITATION			

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Waste						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 106				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 106	3 GOOD HEALTH AND WELL-BEING 6 CLEAN WATER AND SANITATION 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 15 LIFE ON LAND			
	306-2 Management of significant waste-related impacts	p. 106				
	306-3 Waste generated	p. 107				
	306-4 Waste diverted from disposal	p. 107				
	306-5 Waste directed to disposal	p. 107				
Occupational Health and Safety						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 70				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 70	8 DECENT WORK AND ECONOMIC GROWTH			
	403-2 Hazard identification, risk assessment, and incident investigation	p. 72				
	403-3 Occupational health services	p. 74				

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 70	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS			
	403-5 Worker training on occupational health and safety	p. 74, 76	8 DECENT WORK AND ECONOMIC GROWTH			
	403-6 Promotion of worker health	p. 74-75	3 GOOD HEALTH AND WELL-BEING			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 72-74	8 DECENT WORK AND ECONOMIC GROWTH			
	403-8 Workers covered by an occupational health and safety management system	p. 70	8 DECENT WORK AND ECONOMIC GROWTH			
	403-9 Work-related injuries	p. 75	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH			
	403-10 Work-related ill health	p. 75	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Training and Education						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 76				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 77-79	4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES			
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 76-78	8 DECENT WORK AND ECONOMIC GROWTH			
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 79-81	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES			

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission		
				Requirement(s) omitted	Reason	Explanation
Non-discrimination						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 68-69				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 68	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH			
Customer Health and Safety						
GRI 3: Material topics 2021	3-3 Management of material topics	p. 92				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	p. 92-93				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p. 93	16 PEACE, JUSTICE AND STRONG INSTITUTIONS			

This Sustainability Report has been conducted with the support of the Center for Sustainability and Excellence.

CENTER for SUSTAINABILITY and EXCELLENCE

ESG Net-Zero Climate Resilience

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