



Sustainability Report **2023**

# Message from the CEO

Corporate profile

Our products' contribution to sustainable development

Environmental responsibility

Responsibility for our people

Health and Safety in the workplace

Our social footprint

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Our Group has a long-standing presence in the plastics industry, yet nowadays we are faced with contemporary challenges. Challenges driven by societal and environmental impacts. Our goal is a well-balanced and sustainable growth. We focus on expanding our activities while maintaining a low environmental footprint and substantially supporting the communities where we operate.

Our strength comes from our people and so we remain committed to a safe, fair and inclusive working environment, prioritizing professional development and equal opportunities. At the same time, we keep an open communication channel with local communities responding to

their needs and expectations. Research and development form the key pillars of our business model. Through innovative solutions, we seek to improve our products while reducing their environmental impact. We invest in technologies that minimize the use of natural resources, we select renewable sources to cover our energy needs, and we promote the recycling of plastic materials, when possible. In this way, we create products that combine quality with sustainability.

Our participation in the "Thales" energy community confirms our efforts for cleaner energy and contributes to social cohesion. We don't just stop at improving our environ-

mental indicators, we work to develop the local economy, we create new jobs and strengthen regional activities.

All our actions are guided by our internal governance structures which ensure transparency, responsibility and respect for the principles of sustainable development. We fully comprehend that our success is closely linked to social and environmental responsibility.

We would like to thank you all for your trust and support. We remain committed, working tirelessly, to always seeking solutions that meet modern requirements, while contributing to the creation of a sustainable future for all.

**Michalis Lempidakis**  
CEO

**Manolis Lempidakis,**  
CEO

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# Corporate profile



# Our Group's performance

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**372mil. €**  
turnover



**62.8mil. €**  
EBITDA



**154,815 tons**  
product production



**83,626 MWh**  
the Group's total energy consumption



**57.6%**  
RES generation corresponds to 115% of the consumed electricity



**1,321 tons CO<sub>2</sub>e**  
reduction of CO<sub>2</sub> emissions thanks to RES generation



**49%**  
water reuse



**1,747 tons**  
plastic waste recycling



**3,129 MWh**  
electricity generation by the "THALES" Energy Community, where Plastika Kritis is a founding member

\* Emissions were estimated on the basis of the country's remaining energy mix for 2023

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**1,194**  
employees (31/12)



**233**  
new recruitments in the Group



**7.9**  
average number of training hours of females



**11,102**  
hours of training



**+81%**  
increase in training hours compared to 2022



**x8**  
increase in training hours on Health and Safety



**24.6%**  
of senior management are women



**Zero**  
reports on human rights and discrimination issues



**Zero**  
reports on corruption or bribery

# Our presence throughout the world

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Environmental responsibility

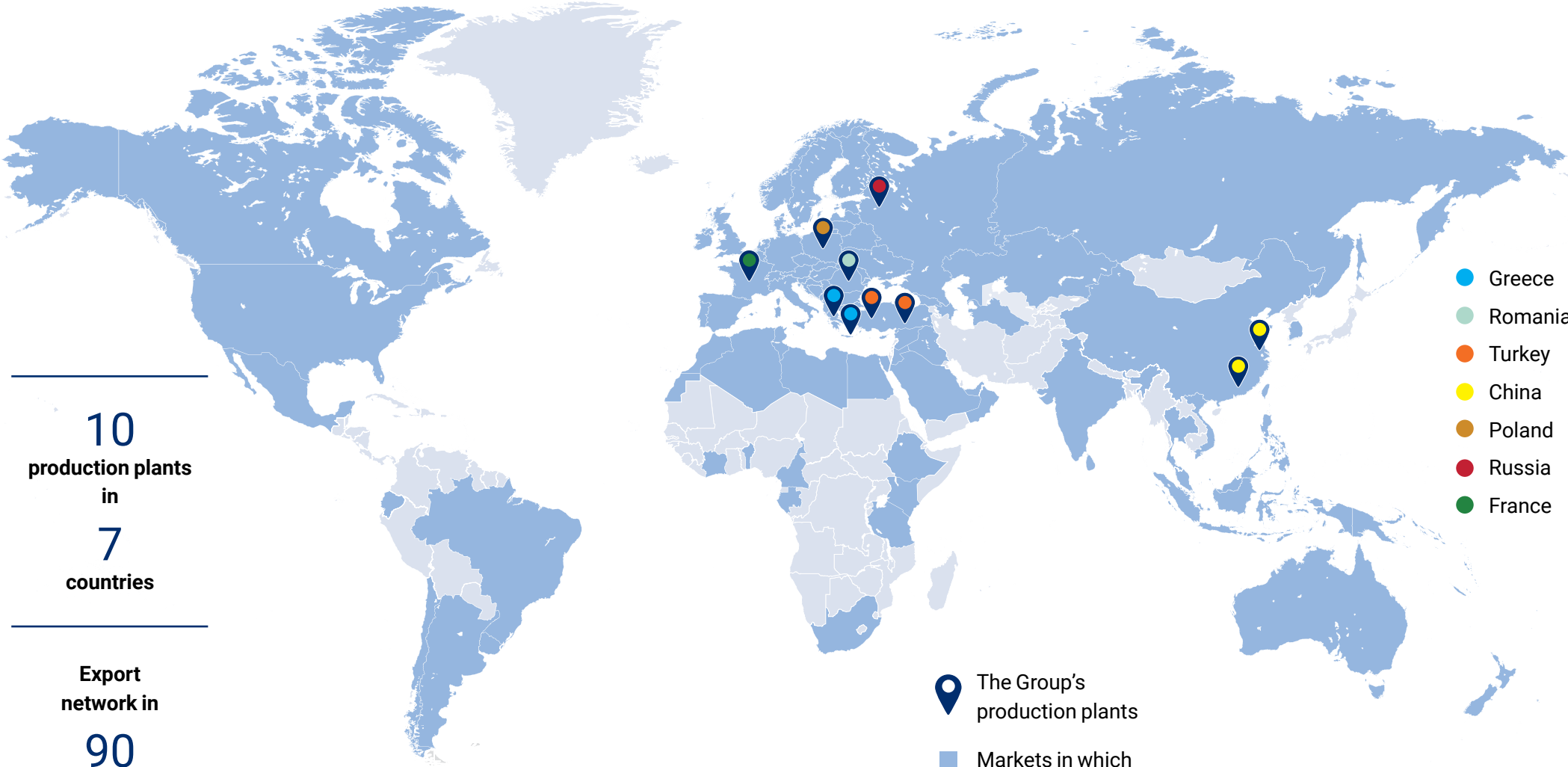
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**10**  
production plants  
in  
**7**  
countries

**Export**  
network in  
**90**  
countries

 The Group's production plants  
 Markets in which the Group operates

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1

**...is based on the following products:**

- Plastic films
- Geomembranes
- Masterbatches
- Polyethylene pipes
- Recycled plastics
- Wind and solar energy

2

**is supported by our vision...**

to be in a leading position in the sectors we are involved in, offering innovative and quality products that actually make a difference.

**...our mission...**

to be a world leader in the manufacture of plastics, offering added-value innovative and quality products.

**...and our values**

- Creativity
- Quality
- Innovation
- Caring for the environment
- Respect for people

3

**...is based on our priorities to drive sustainable development...**

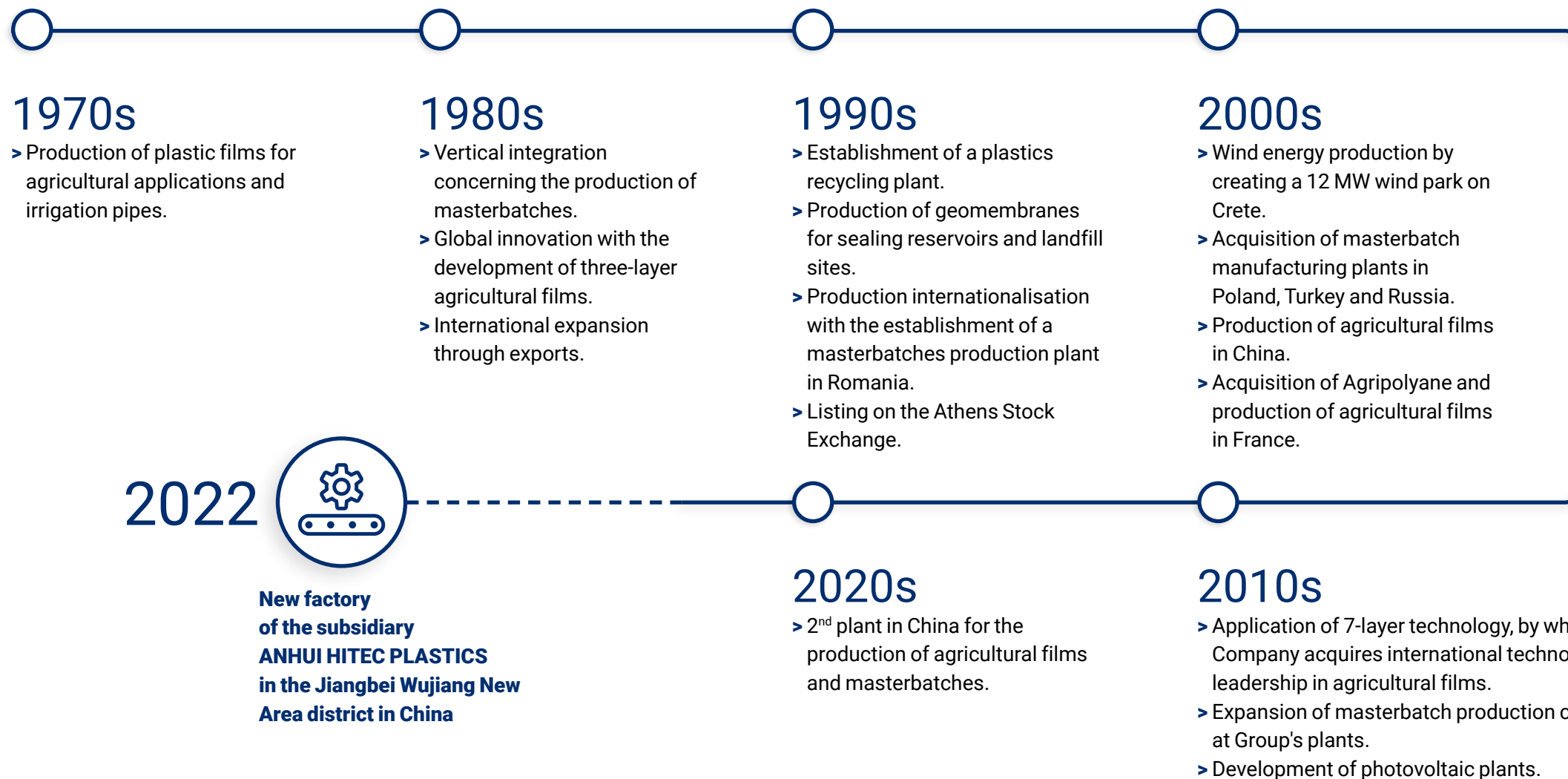
- Compliance with laws and regulations
- Recognising the value and contribution of employees
- Respect for the environment and the community
- Emphasis on innovation and quality
- Respect for customers and partners

4

**...creates added value for stakeholders**

- Shareholders
- Employees
- Customers
- Suppliers
- Local Community
- Local Authorities
- Credit institutions

# Our history



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# The Group's structure

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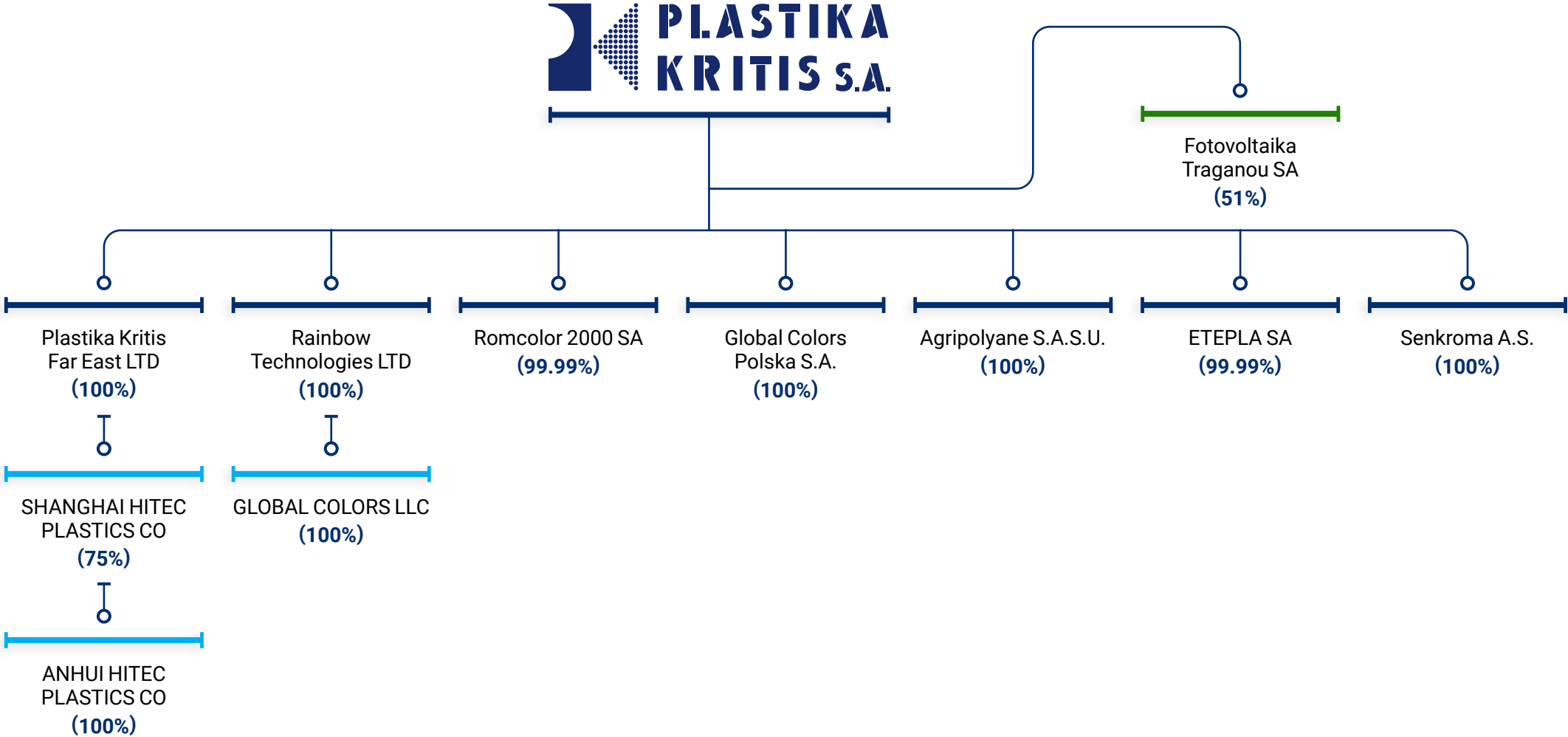
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# The Group's structure



The Group's international activity in the area of masterbatch products bears the name "Global Colors", a brand that has captured a large share of the global market due to the unwavering quality of the masterbatches and our extensive sales and distribution network. Global Colors serves the plastics industry

and ensures competitive solutions and local service via a number of modern strategically-located production plants.

The companies in Plastica Kritis Group participating in the Global Colors network are:



**Plastica Kritis SA,**  
Greece



**Global Colors Polska,**  
Poland



**RomColor 2000,**  
Romania

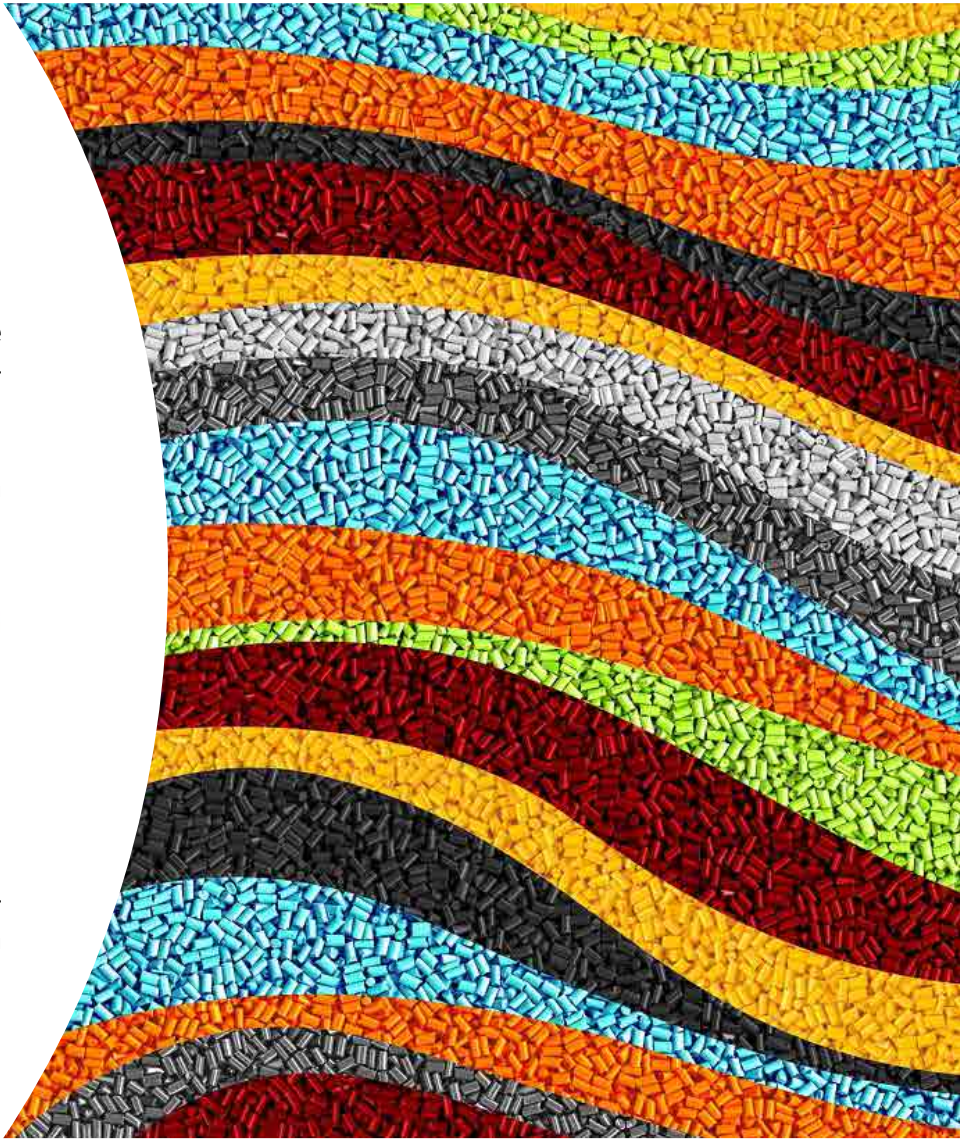


**Global Colors,**  
Russia



**Senkroma,**  
Turkey

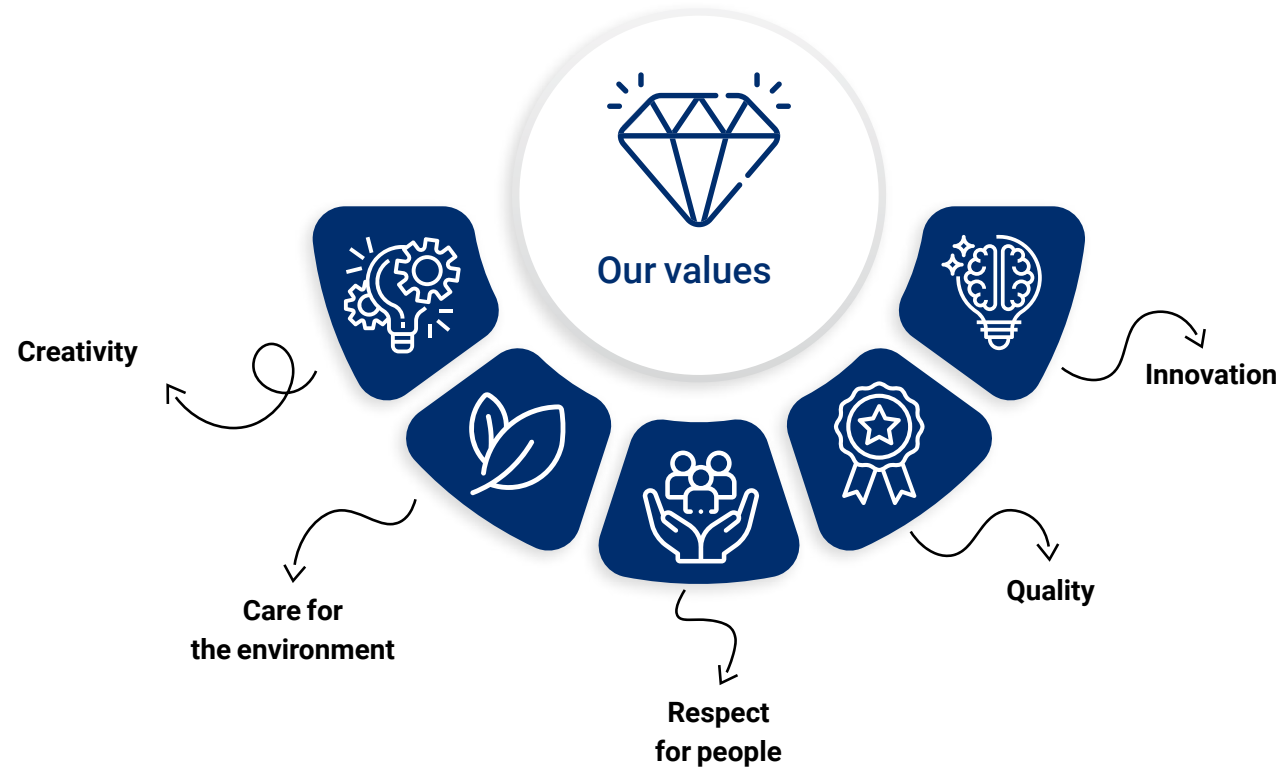
These companies share technology, know-how, high quality standards as well as financial resources, while locally-targeted management and marketing ensure a high level of response to customer requirements, coupled with rapid and flexible decision-making.



# Vision and values

**Our mission is to harness our creativity, our commitment to quality and our innovative spirit to produce value-added products.**

We make all business decisions with deep respect for our social responsibilities and our commitment to environmental management. Our day-to-day operations reflect our dedication to making a positive impact on the lives of the people in the local communities in which we operate.



At Plastika Kritis, we envision a world where our innovative and high quality products substantially enhance productivity and economic growth while minimising environmental impacts. We recognise our contribution to an industry linked to sustainability challenges, but remain realistic: plastics are and will continue to be a key element of modern life. We understand that the need for plastics will not disappear. Yet, we all need to make changes to our business models if we are to maintain a responsible and innovative approach. We are committed to leading this transition, making Plastika Kritis a forerunner in promoting sustainable development, the only path for the future of our industry.

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# Our products

Plastika Kritis Group has a wide portfolio of specialised and innovative products that meet industrial and agricultural needs as well as other critical sectors such as waste management. Our products play a key role in improving the productivity and efficiency of those sectors and contribute to their sustainable development. Offering high quality and durability, they contribute to crop protection and natural resource management, while supporting critical applications in areas which require specialised solutions.

**The Group's products are categorised as follows:**



**KRITIFIL®  
Plastic films**

Greenhouse covering and other agricultural applications



**KRITILEN®  
Masterbatches**

Raw materials for the plastics industry



**KRITIFLEX®  
Geomembranes**

Ideal for water management and environmental projects



**KRITISOL®  
Polyethylene pipes**

Irrigation, water supply, telecommunications



**KRITISAN®  
Recycled plastics**

Raw materials for the plastics industry



**KRITIRES®  
Renewable energy**

Electricity production from renewable sources

**More information about our products in the chapter "Our products' contribution to sustainable development"**

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# Production plants



## Greece, Heraklion Crete and Elatia Fthiotida

Based in Heraklion, Crete, **Plastika Kritis SA** is the parent company of an internationally recognised group in the production of plastic products for agriculture, technical projects and industry.

It has production facilities in **Heraklion, Crete** and **Elatia, Fthiotida**, with over 2/3 of the production being exported.

The Group has a vertically integrated production and distribution network in more than 90 countries, maintaining a significant share of the global market.



**Activity:**

- production of agricultural films
- geomembranes
- masterbatches
- pipes
- recycling



**41,211 MWh**  
energy consumption



**474**  
employees



**75,536**  
tons of production



- Production plant in Heraklion, Crete
- Production plant in Elatia, Fthiotida

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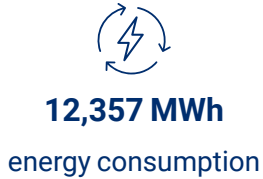


**China, Shanghai**

Shanghai HiTeC Plastics is the largest asset of its kind in China boasting a modern plastic film and geomembrane production plant in Shanghai. HiTeC's "PEP" range of greenhouse films are among the most well-known in China. Plastika Kritis provides the expertise, the design and the quality assurance systems.


 **Activity:**

- production of agricultural films



**China, Anhui**

The production plant in Anhui, which is the second in China and a 100% subsidiary of Shanghai HiTeC Plastics, launched in 2022. The purpose is to meet the growing needs in the provision of agricultural films and geomembranes, while it also produces masterbatches to enhance the Group's operations.

 **Activity:**

- production of agricultural films
- masterbatches



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Holds the patent for **CELLOCLIM®**

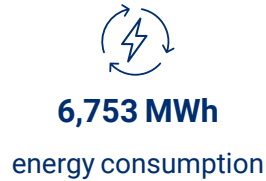


**France, St. Chamond**

Agripolyane has been designing and manufacturing plastic films on demand, since 1954, offering reliable custom-made solutions for each customer. Its plant, in south-eastern France, ensures easy access to European ports and road networks.


 **Activity:**

- production of agricultural films

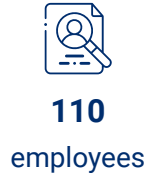
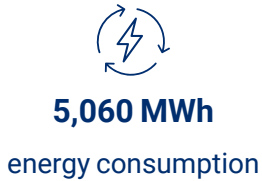


**Romania. Bucharest**

Founded in 1995, ROMCOLOR is the largest masterbatch manufacturer in Romania and one of the most important in Central and Eastern Europe. It stands apart for its speed and accuracy in developing new shades and offering economical solutions. In 2015, it installed a mega-compounder which enhanced its production capacity.

 **Activity:**

- production of masterbatches



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**Poland, Kędzierzyn-Koźle**

GCP's facilities in Kędzierzyn-Koźle, Central Europe, are strategically located between Katowice and Wrocław. With distribution centers in major industrial areas, it is close to the Czech Republic, Slovakia, the Baltic States and only a few hours from Germany and Austria; thus, is perfectly located to serve these markets.

 **Activity:**  
 • production of masterbatches

  
**5,029 MWh**  
 energy consumption


  
**122**  
 employees


  
**10,960**  
 tons of production



**Russia, Saint Petersburg**

GC LCC makes the most of the Global Colors Group extensive market knowledge, executives' experience, advanced technology and expertise. It has a wide range of products, economies of scale and strong financial resources which allow it to quickly develop new shades and special chemical additives for customers.

 **Activity:**  
 • production of masterbatches

  
**4,908 MWh**  
 energy consumption

  
**115**  
 employees

  
**10,392**  
 tons of production



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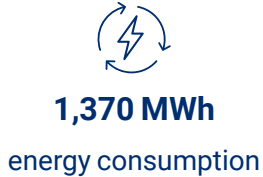
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**Turkey, Istanbul**


SENKROMA was founded in 1997 and specialises in the production of top quality colour and additive masterbatches for synthetic fibres (BCF, CF, spun-bonded). It joined the GLOBAL COLORS Group in 2001. Thanks to its experience and specialised know-how, SENKROMA is the Group's development and production centre for synthetic fibre applications.

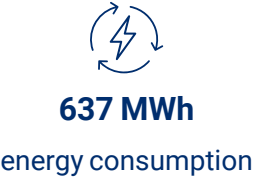
 **Activity:**  
 • production of masterbatches



**Turkey, Gaziantep**

In 2011, SENKROMA commenced work on a second plant in Gaziantep in south-eastern Turkey, which has developed into one of the most important synthetic fibre and carpet production centres in the world. The Gaziantep plant focused on the development - production of masterbatches for fibres to offer immediate and even more specialised services to the region's industry. The Istanbul production plant focused – with new investments – on the production of masterbatches for all other categories of plastic products.

 **Activity:**  
 • production of masterbatches



# Forces that define our industry

We monitor market developments and successfully respond to the ever-changing demands in our areas of operation. Our ability to incorporate these trends into our strategic decisions allows us to constantly remain one step ahead of the challenges of the modern era, such as:

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## Green energy

The Group's commitment to sustainability is reflected in its investments in renewable energy sources, helping to reduce dependence on non-renewable sources and limit carbon dioxide emissions. In addition, its contribution to the maintenance of the well-being of its people and the continuous

contribution and support of local communities are transformed with the creation of the "Thales" energy community in cooperation with employees and local organisation, which not only ensures low energy costs, but also reduces the environmental footprint of all stakeholders.



## Circular economy

The Group's structure and operations reflect the principles of circular economy long before it was a central strategy for the EU and the Green Deal. The Group's focus on recycling since 1992, coupled with efforts to recover and re-use greenhouse films, underscores its commitment to maximising the

use of raw materials. Moreover, vertically integrated production allows for maximum resource efficiency, while RES energy production demonstrates the Group's ability to listen to the industry's emerging needs, since 2003.



## Sustainable Agriculture

With a deep-rooted commitment to sustainability, the Group has been operating and growing for more than 50 years. By offering innovative, more environmentally-friendly plastic products, it meets the requirements of modern, sustainable agriculture and contributes to food security. Through research and

development, the Group develops added-value, innovative greenhouse products, which demonstrate as savings on heating costs, reduction in the need for crop spraying, greater and earlier yield. Moreover, their long lifespan maximises their sustainability since plastic film waste is reduced.

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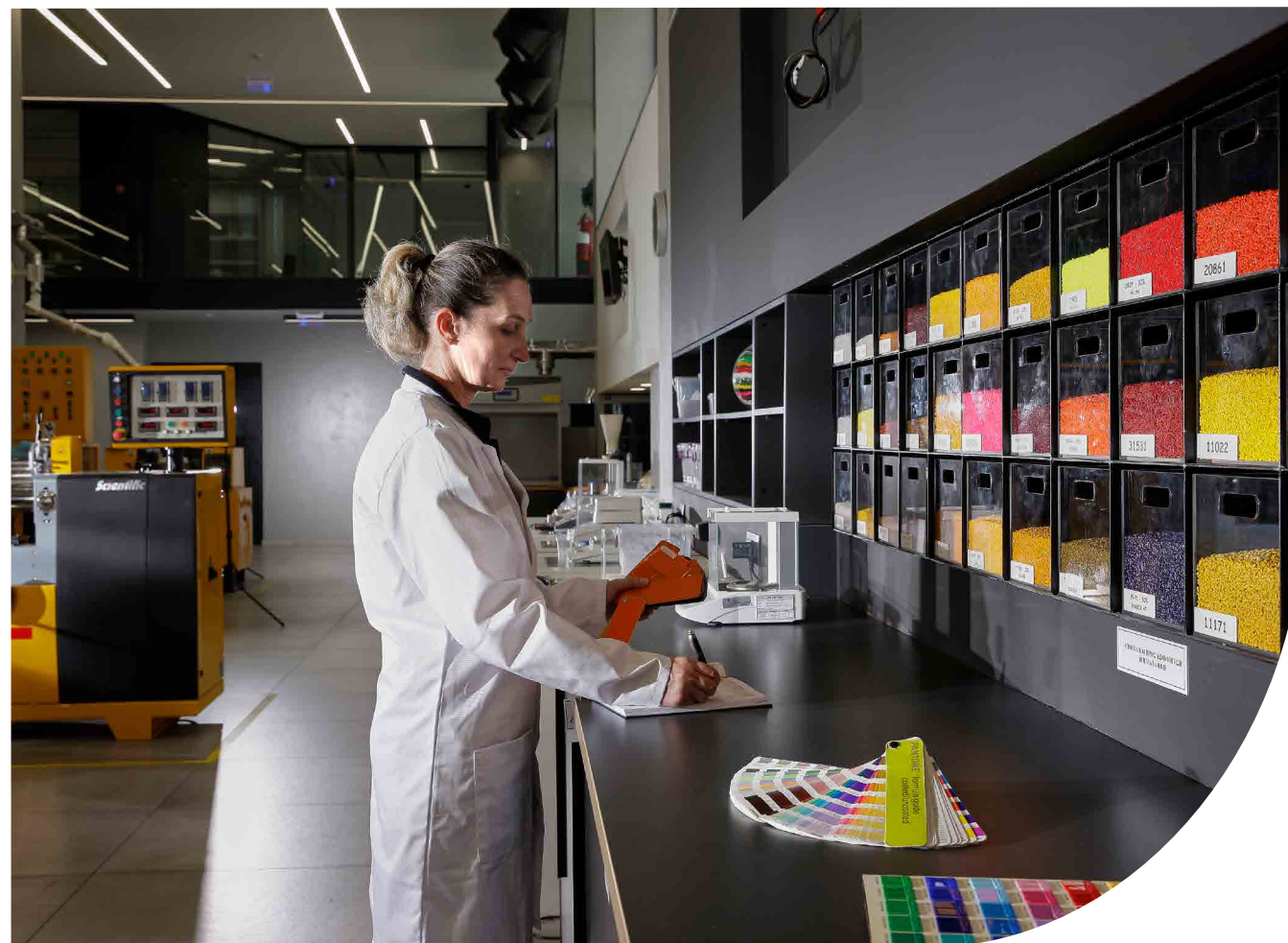
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## How we create value

At Plastika Kritis, creating value for society and all stakeholders constitutes a constant goal. Our ability to listen and analyse market trends allows us to quickly and effectively respond to developments, ensuring sustainable growth and long-term success.

Based on our successful business model, we develop products and services that meet the needs of industries in which we operate. Our ongoing commitment to operate responsibly at all levels – from quality to environmental protection – is enhanced through dialogue with stakeholders, taking their priorities and needs into consideration.

The value we create has a positive impact on our society, the economy, our customers and employees. Through our commitment to innovation and responsibility, we contribute to improving everyday life, strengthening economic growth and promoting sustainable practices. We seek to reduce our negative impacts, while maximizing the positive ones.



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**Inflows**

**Financial capital**

- Share capital
- Undistributed profits
- Borrowing
- € 15,372,000 total investments in 2023

**Industrial capital**

- 10 production plants
- 100 production lines
- 1 wind park
- 6 photovoltaic parks for RES production
- Recycling plant
- Centre for research - development - innovation
- State-of-the-art technological equipment
- Agricultural experiment station

**Human capital**

- 1,194 employees who incorporate know-how and high expertise

**Natural capital**

- The Group utilizes renewable energy sources through wind and photovoltaic parks.

**Social capital and relationships**

- Sales network in 90 countries
- Subsidiaries in 7 countries
- Founding member of the "THALES" Energy Community in Heraklion, Crete
- 1,824 suppliers

**Intangible capital**

- The 7-layer film patent
- Experience and know-how
- Certified systems
- Patent for CELLOCLIM®

**Business Model**

Vision - Mission - Corporate values



**Innovation, people-centred philosophy, responsibility, good governance**

**The value we create**

The Group produces innovative, high-quality and durable products using cutting-edge technologies, which are used in various sectors and industries. By adopting circular economy principles, negative impacts on the environment are minimised. It adopts strict quality control systems, while protecting the environment and contributing to the reduction of CO2 emissions through the recycling plant and energy production from renewable energy sources.

**Areas of operation**

Plastika Kritis Group is one of the major manufacturers of agricultural plastic films worldwide, and one of the largest manufacturers of masterbatches in Europe. In addition, it manufactures polyethylene pipes and geomembranes, while expanding its activity in the areas of plastic recycling and energy production from renewable energy sources through its recycling plant and wind and photovoltaic parks. All 10 of the Group's production plants boast quality, health and safety management systems.

France	Romania	<p>Vertically-integrated production Economies of scale International expansion Diversity</p>
Greece (2)	Russia	
China (2)	Turkey (2)	
Poland		

**Sectors served**

		Agricultural	Energy	Telecommunications
		Construction industry	Industry	
Waste management, Environmental projects and water management				

**Stakeholder groups**

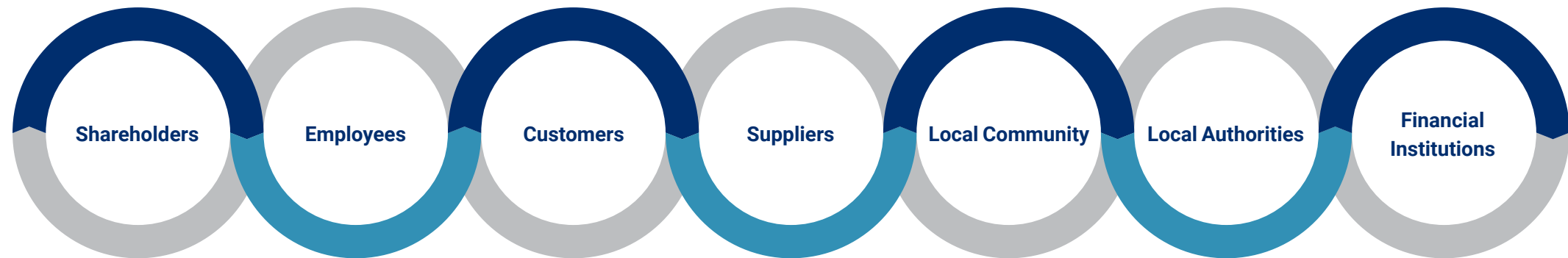
Shareholders, Employees, Customers, Suppliers, Local Community, Local Authorities, Financial Institutions

**Impacts**

<p><b>€ 371,664,000</b> Turnover</p> <p><b>€ 310,212,602</b> in supplier payments</p> <p><b>€ 785,000</b> in R&amp;D investments</p>	<p><b>€ 22,426,000</b> in payments authorities</p> <p><b>€ 12,527.00</b> in dividends and return of capital</p>	<p><b>1</b> NO POVERTY</p> <p><b>3</b> GOOD HEALTH AND WELLBEING</p> <p><b>4</b> QUALITY EDUCATION</p> <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> <p><b>9</b> INDUSTRY INNOVATION AND INFRASTRUCTURE</p> <p><b>10</b> REDUCED INEQUALITIES</p> <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p> <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p><b>13</b> CLIMATE ACTION</p> <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p><b>17</b> PARTNERSHIPS FOR THE GOALS</p>
<p><b>-6.3%</b> in water pumped from the network</p> <p><b>1,747 tons</b> plastics recycled</p> <p><b>43,371,280 kWh</b> energy produced from wind farms</p> <p><b>5,562,685 kWh</b> energy produced from photovoltaic parks</p> <p><b>57.6%</b> of total electricity consumption originated from RES Specifically, the Plastika Kritis Group produced 48,934 MWh of electricity from RES in 2023</p>	<p><b>9.3</b> Average hours of training per employee</p> <p><b>5%</b> of profits distributed to employees</p> <p><b>4,387</b> Hours of training on Health &amp; Safety</p> <p><b>€ 36,360,000</b> in salaries and employee benefits</p>	
	<p><b>€ 552,500</b> in contributions to local communities</p>	

# Communication with stakeholders

A two-way and meaningful communication with stakeholders is a priority for the Group which, from the beginning of its operation, sought to establish mutual trust relations with farmers in order to successfully meet their requirements. This communication was the reason Plastika Kritis created products with special characteristics that add value and which ultimately established its growth path. Through continuous, two-way communication with stakeholders, needs are promptly recognised, requirements are met and competitive advantages are enhanced.



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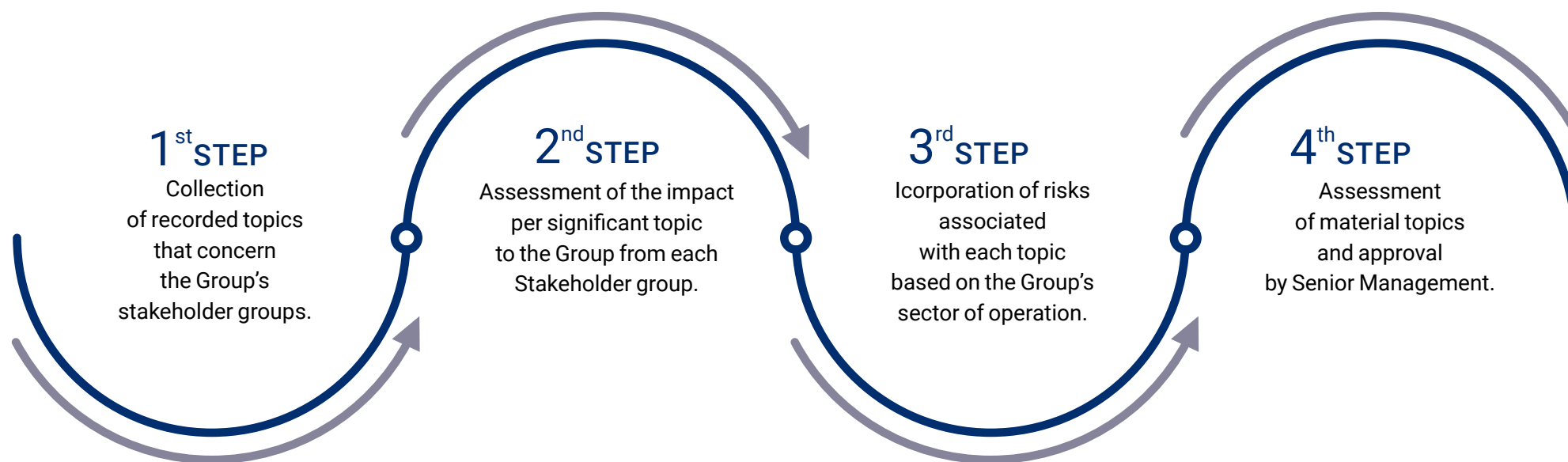
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# Identification of Material Topics

The Group moved forward with a materiality analysis, identifying the most important issues that create positive and negative impacts, both in the environment and society as well as in the economic value it produces. In accordance with the requirements of the new European Corporate Directive (CSRD) and the EFRAG standards, which focus on double materiality, a reassessment of these issues will be carried in 2024. The goal is to identify the Group's impact on the environment and society, as well as the financial risks and opportunities that arise and affect the sustainability and economic value that the Group produces. The materiality analysis process was completed in four stages.



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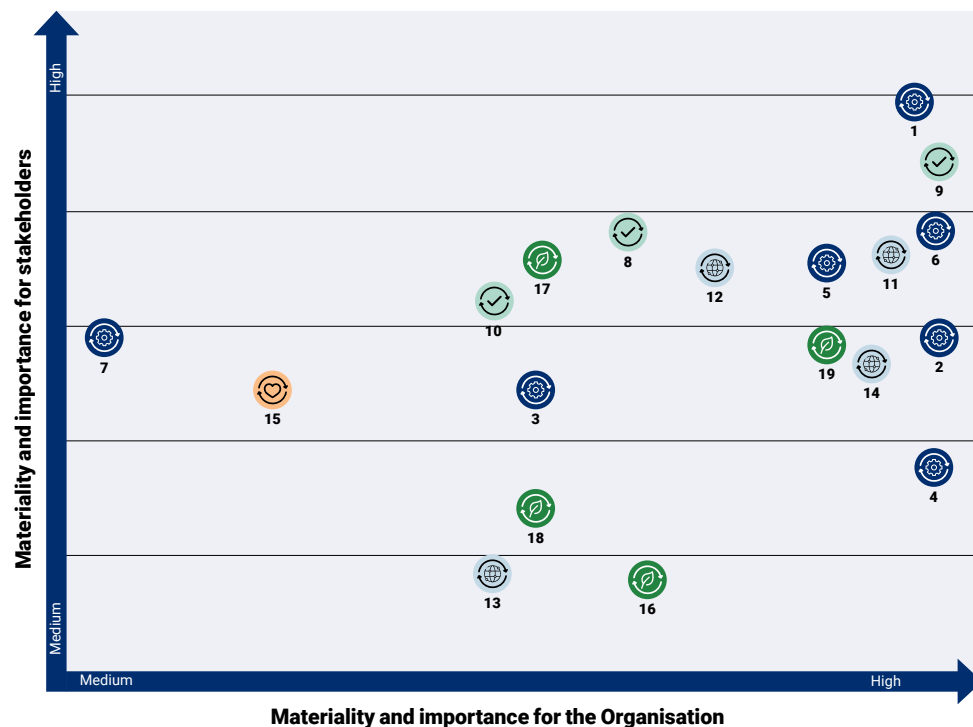
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### Map of Material Topics



- Corporate governance and economic growth**
- Employment practices**
- Products and responsible operations**
- Social contribution**
- Responsible environmental management**

#### Material topics

Corporate Governance & Economic Growth		
1	Corporate governance and business ethics	SDG 12, 16, 17
2	Strategy and investments	SDG 7, 12, 16, 17
3	Digital transformation and security (cyber-risk)	SDG 16, 17
4	International presence	SDG 2, 7, 8, 9, 13, 17
5	Extroversion and continuous growth	SDG 1, 8, 9, 16, 17
6	Profitability and continuous growth	SDG 1, 8, 16, 17
7	Stakeholder dialogue	
Employment Practices		
8	Employment and working conditions	SDG 1, 3, 8, 10
9	Employee health & safety	SDG 3, 8
10	Employee training and evaluation	SDG 1, 5, 10
Products and responsible operations		
11	Design, research and development of innovative products	SDG 2, 7, 8, 9, 12, 13, 17
12	Product quality and certification	SDG 9, 16, 17
13	Responsible supplier evaluation and management	SDG 12, 16, 17
14	Customer-oriented approach	SDG 9, 17
Social contribution		
15	Relations with local communities and social solidarity actions	SDG 1, 2, 3, 4, 7, 8, 9, 10, 11, 12, 17
Responsible environmental management		
16	Effective energy management	SDG 7, 13, 17
17	Waste management	SDG 6, 12, 15, 17
18	Climate change adaptation	SDG 7, 12, 13, 17
19	Circular economy	SDG 12, 17
External factors		
20	Forthcoming legislation to abolish plastics (Directive (EU) 2019/904)*	SDG 11, 12, 15, 17

\* This material topic cannot be included in the materiality table as it concerns an externality, and the Group may be affected but cannot influence it with its actions.

# The Group's strategic priorities

Continuously improving the Group's social, environmental and economic performances includes the adoption of innovative practices that promote circular economy, reduce emissions and responsibly manage resources. With clearly defined goals, we are committed to reinforcing sustainable development in all our operations,

ensuring that our actions are aligned with the UN Sustainable Development Goals (SDGs) and actively contribute to the global effort for a sustainable future.

In compliance with the United Nations Global Compact (UNGC) principles, the group is committed to promoting

responsible entrepreneurship with respect to human rights, work ethics, environmental protection and the fight against corruption. Guided by these values, we set ESG actions and goals recognising the need for collective action and the alignment with global sustainability goals.

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Sustainable Development Priorities	Goal	Year of achievement
<b>Environment</b> 	Environmental Management System certification according to ISO 14001, at Group level	2024
	Design and installation of a new modern waste water treatment plant at the Recycling Department	2024
<b>Society</b> 	Development of a programme to raise awareness among employees and partners on health and safety-related issues in the workplace	2024
	Integration of a Group Corporate Social Responsibility framework	2024
<b>Corporate Governance</b> 	Development of a sustainability strategy	2024
	Double materiality assessment	2024
	Creation of an ESG project team, at Group level	2025
	Development of a training course on ESG issues for Sustainability Committee members	2024
	Upgrade of the ESG data collection system, at Group level	2024
	Development of a supplier appraisal system with ESG criteria	2029



# Our approach

We are strengthening our extroversion and competitiveness through our production plants, our global sales network, our sustainable products and our partnerships with local suppliers. At the same time, are reinforcing our positive social impact with actions that support the communities in which we operate, thereby

substantially contributing to social and economic well-being at national and regional level. Our responsible activity lies in the practices and actions we implement and the measures we take towards society, the environment, our partners, as well as the emphasis we place on maintaining high quality, innovation, value and

our employees contribution, as well as on strict regulatory compliance. Through this approach, we successfully mitigate our impacts, while promoting sustainable development and actively supporting our stakeholders.

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**Strict compliance with legislation and regulations**



**Respect for customers and partners**



**Recognition of employee value and contribution**



**Emphasis on quality and innovation**



**Respect for the environment and the community**

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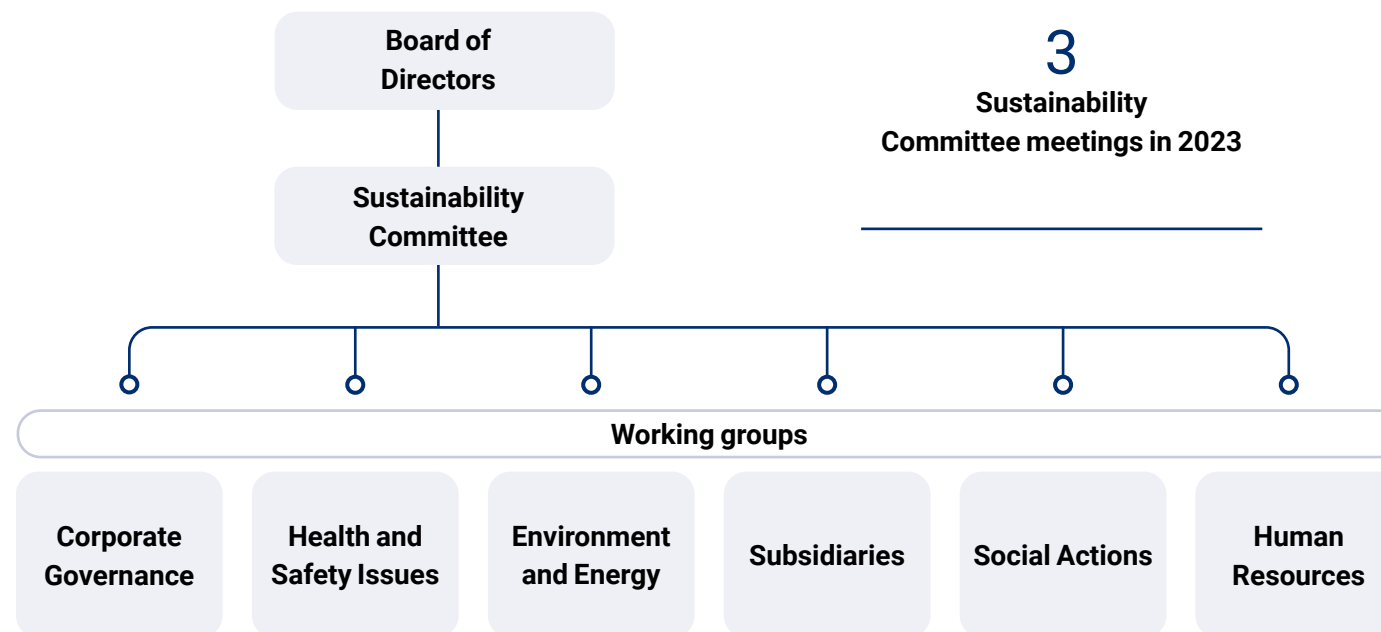
## Strict compliance with legislation and regulations

Through the corporate governance institutions that Plastika Kritis has established, it seeks to ensure transparency, accountability and integrity throughout its operations. Having established policies and mechanisms, it operates in full compliance with applicable international and national legislation, while taking all necessary anti-bribery and anti-corruption measures avoiding conflicts of interest. Through the Risk Management System, the Group is able to identify and successfully manage risks, thereby ensuring its sustainable economic growth.

## Sustainable Development Committee and ESG Governance

To quickly and effectively integrate sustainable development principles, the Group has established the Sustainable Development Committee which is responsible – inter alia – for the creation and implementation of the sustainability strategy, the implementation and evaluation of the Group's actions, Corporate Responsibility and Sustainable Development initiatives. The

Committee consists of seven members of the Board and executives of all the Group's subsidiaries and departments and enhances responsibility and awareness on sustainable development-related issues. In order for the Committee to effectively carry out its work, it has set up the following working groups led by Committee members:



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## Recognition of employee value and contribution

The Group views its people as a key factor of its success and progress toward sustainable development. To provide a fair, meritocratic, equitable and open working environment, it invests in them through training sessions that aim to contribute to employee personal and professional development.

The Group defends internationally-vested human and labour rights; all the while it has established benefits and channels of communication with employees, to strengthen their trust, transparency and commitment. In addition, particular emphasis is placed on health and safety at the workplace aimed at preventing accidents and minimising occupational risks.

## Respect for the environment and the community

The Group harnesses its expertise to develop products which serve customer and market needs, while reducing energy consumption and the generation of waste. Through this expertise, Plastika Kritis has managed to produce quality and innovative products by simultaneously using reduced quantities of raw materials and recycled materials.

At the same time, the Group – which is firmly committed to offering to society – seeks to create added value by implementing actions and supporting institutions and organisations that actively support adults and children in need.

Moreover, through the “Thales” energy community which the Group has created at its facilities in Heraklion, Crete, it supplies RES energy to both its employees and to vulnerable social groups. To date, a total of 412 members – including vulnerable groups – have joined the programme.



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## Respect for the customers and partners

Customer need satisfaction has been on focus since the Group's establishment. Meeting customer needs through the provision of quality and innovative products and enhancing extroversion to immediately respond to the needs of individual markets is the Group's operational cornerstone. To this end, the Group thoroughly examines all and any complaints submitted through the complaints form on the Group's website.

In addition, the Group seeks to maintain relationships of trust with its partners in order to ensure smooth and effective operation. Through the partnerships that it develops, it promotes research and innovation and to promptly and effectively respond to customers' needs through partnerships with local suppliers. In doing so, it manages to produce environmentally-friendly products, while reducing the environmental footprint from transportations and actively supporting the local economy.

### Greenhouse survey Crete 2022

The Plastika Kritis Group conducted a field study to record its position in the agricultural greenhouse film market. The survey was based on a sample of 2,200 questionnaires. The survey showed that the Company is a leader in the Cretan market and that farmers recognise the properties and sustainable attributes of the products.

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**Responsible supply chain**

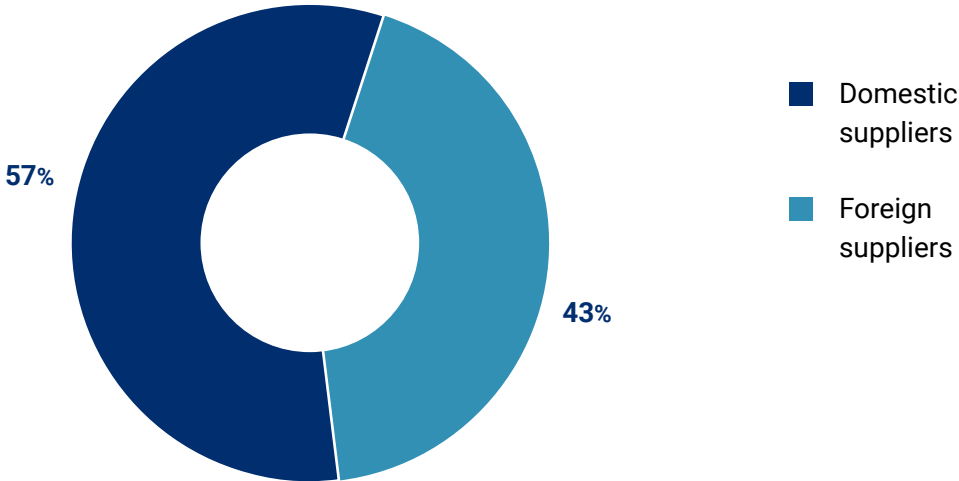
The Group places great emphasis on the selection of its suppliers to ensure high quality raw materials, to maintain long-lasting partnerships, and to support local communities, economy and regional development, by selecting local suppliers.

All suppliers are appraised according to the ISO 9001:2015 quality standard, while risk identification practices are applied throughout the supply chain. Where necessary, additional criteria, such as health and safety, certification and compliance with environmental standards, are set.

Moreover, for safe and timely customer delivery, the Group has developed partnerships for safe product loading and securing (safe cargo), regardless of destination. These practices improve service reliability, while optimising the overall efficiency of our supply chain.

**+48%**  
costs to local suppliers in 2023

**Distribution of supplier costs based on origin**



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## Emphasis on innovation and quality

Innovation and continuous quality improvement are fundamental pillars of Plastika Kritis Group's strategy. With research and development at the forefront, the Group steadily invests in the production of durable, high-performance products that meet modern market needs, while ensuring its long-term growth and success. Focusing on innovative solutions that combine resilience and adaptability in different environments is a key advantage.

Since 2018, the Group has been operating one of the oldest and most specialised laboratories in Heraklion, Crete known as the Centre for Research, Development and Innovation. This Centre is a reference point for the Group's worldwide research activities. Leading scientists and experts contribute to the development of products that are adapted to different geographical and climatic needs in the markets which the Group operates in. The

close cooperation between the research departments and the other production and development departments, universities and other institutions, ensures that new products meet the specific market requirements, incorporating the latest industry trends and developments. This holistic approach not only ensures high quality and durability, but also allows the Group to remain an industry forerunner.

End user in  
more than  
**90** countries

**300+**  
types of agricultural films

### Heraklion Agricultural Experiment Station

The Group conducts experiments under real cultivation conditions at its own experiment stations in Crete. In particular, the station in Heraklion consists of 10 small greenhouses which are used to check crop progress in relation to the attributes of the plastic cover films.

This station allows useful conclusions to be drawn, not only about the quality of the plastic films but also about its effect on plants (early ripening, fruit size, crop yield). It is equipped with a full meteorological station and a sulphur spraying system in order to study

how to increase the durability and lifespan of plastics under unfavourable conditions.

In addition, the Group partners with a number of producers in Greece and abroad in order to further enhance the quality and durability of its products by expanding its partnerships.

Furthermore, in cooperation with the Hellenic Mediterranean University (ELMEPA), the Group has developed a experimental greenhouse unit to optimise products and agricultural applications.



## High quality products

Maintaining high quality products is key for maintaining the Group's long-term leading position in the industry and strengthening its resilience. All of the Group's facilities are certified according to the international ISO 9001:2015 standard, and holds individual product certifications. For Plastica Kritis Group, quality depends on the following factors:



## Collaborations with universities and research bodies

Continuous development is key, and so the Group seeks to maintain and expand its collaborations with educational institutions and research bodies which promote innovation.

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**Agricultural University of Athens**



**University of Thessaly**  
Laboratory of Agricultural  
Constructions and Environmental  
Control



**Hellenic Mediterranean University**



**University of Crete**  
Department of Materials Science and  
Engineering  
&  
Computer Science Department



**Foundation for Research  
& Technology**  
Electronic Structure and Laser



**University of Patras**  
Institute of Chemical Engineering  
Sciences



**Aristotle University of Thessaloniki**  
Department of Chemical Engineering



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## Participation in Fairs and Events

To continuously support partnerships, promote new products and strengthen extroversions, Plastika Kritis Group takes part in fairs held both in Greece and abroad. In particular, the Group participated in the following exhibitions:

- **Fruit Logistica**, the premier international trade fair for the fresh produce industry sector, held in Berlin from the 8th to the 10th of February.
- **HortEx Vietnam** the international horticultural and floricultural fair that attracts industry professionals and presents innovations, was successfully completed on the 6th of March. The event strengthened international trade relations in this sector.
- **GreenTech Americas**, the leading exhibition for the horticulture industry in the Americas, was held in Mexico in March, where industry leaders presented the latest technological innovations.
- **Macfrut 2023** 2023, the international trade fair for the fruit and vegetable sector, was held at the Rimini Expo Centre in Italy in May.
- **5<sup>th</sup> Agricultural Exhibition of Ierapetra**, AgroExpo 2023,

held in May. The exhibition brought together professionals from the agricultural sector, showcasing innovations and developments in the field.

- **14<sup>th</sup> Pancyprian Watermelon Festival**, in which we were sponsors along with "Technochimiki", our exclusive distributor in Cyprus, was successfully completed. Our goal was to support the island's watermelon fruit producers and thank them for their trust in our products.
- **2<sup>nd</sup> Agricultural exhibition of equipment, supplies and products - Filiatra Agrovision 2023**, which took place in Filiatra, Messinia in September. The exhibition was a significant platform for the presentation of our products in the agricultural sector.
- **Fruit Attraction** one of the most significant international trade fairs for the fruit and vegetable sector, is held in Madrid, Spain and has become a hub for professionals across the world.
- **Proflora** the largest and most important cut flower oriented trade show in Bogota, Colombia, focused on the latest developments in the global flower market.
- **Greenhouse Conference** in Ontario, Canada, a lead-

ing greenhouse growers exhibition in Canada, where innovations in the greenhouse crop industry were presented.

- In Crete, over three days from 3-5 November, we entertain a group of producers from Western Peloponnese who cultivate strawberries in multi-tunnels spanning across 20,000 hectares (20,000,000 m<sup>2</sup>). This meeting offered valuable opportunities for an exchange of information and experiences.
- **IFTF**, the leading floral industry trade show in Europe was held in the Netherlands in November. We had the opportunity to present our products and network with industry professionals.
- **Agritechnika**, the world's largest agricultural technology trade fair was held in Germany in November. We had the opportunity to present our innovative solutions and network with industry professionals.
- **Growtech**, the world's premier trade fair for the greenhouse industry was held in Turkey.
- **Morocco Berry Conference**, the most important event for berry producers was held in Morocco.

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# Our products' contribution to sustainable development



**PLASTIKA KRITIS GROUP'S CONTRIBUTION TO GLOBAL SUSTAINABLE DEVELOPMENT GOALS:**



# The activity of Plastika Kritis Group

Plastika Kritis Group is a reference point in the industrial sector with internationally recognised innovations and a continuous commitment to creating value through its products. It offers a wide range of plastic products which are used in primary and other key sectors of the economy. It strategically invests in the research and development, aimed at improving competitiveness and strengthening its presence in international markets; ensuring high quality and sustainability in all aspects of its activities. With the continuous improvement of products and adaptation to market needs, the Group has managed to establish itself in more than 90 countries.

Being fully aware of the environmental responsibility that accompanies the production of plastics, one of our strategy's core priorities is the development of products with sustainable attributes. This commitment is reflected in the adoption of international standards and good practices that promote environmental protection and create value. Through innovation and the continuous improvement of the production processes and the sustainable attributes of our products, **we aim to minimise our inherent environmental impact and provide products that positively contribute to the ecosystem and society.**



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Plastika Kritis Group’s products stand apart for their specific attributes which can have a positive environmental impact, especially in areas where there are no readily available alternative solutions.

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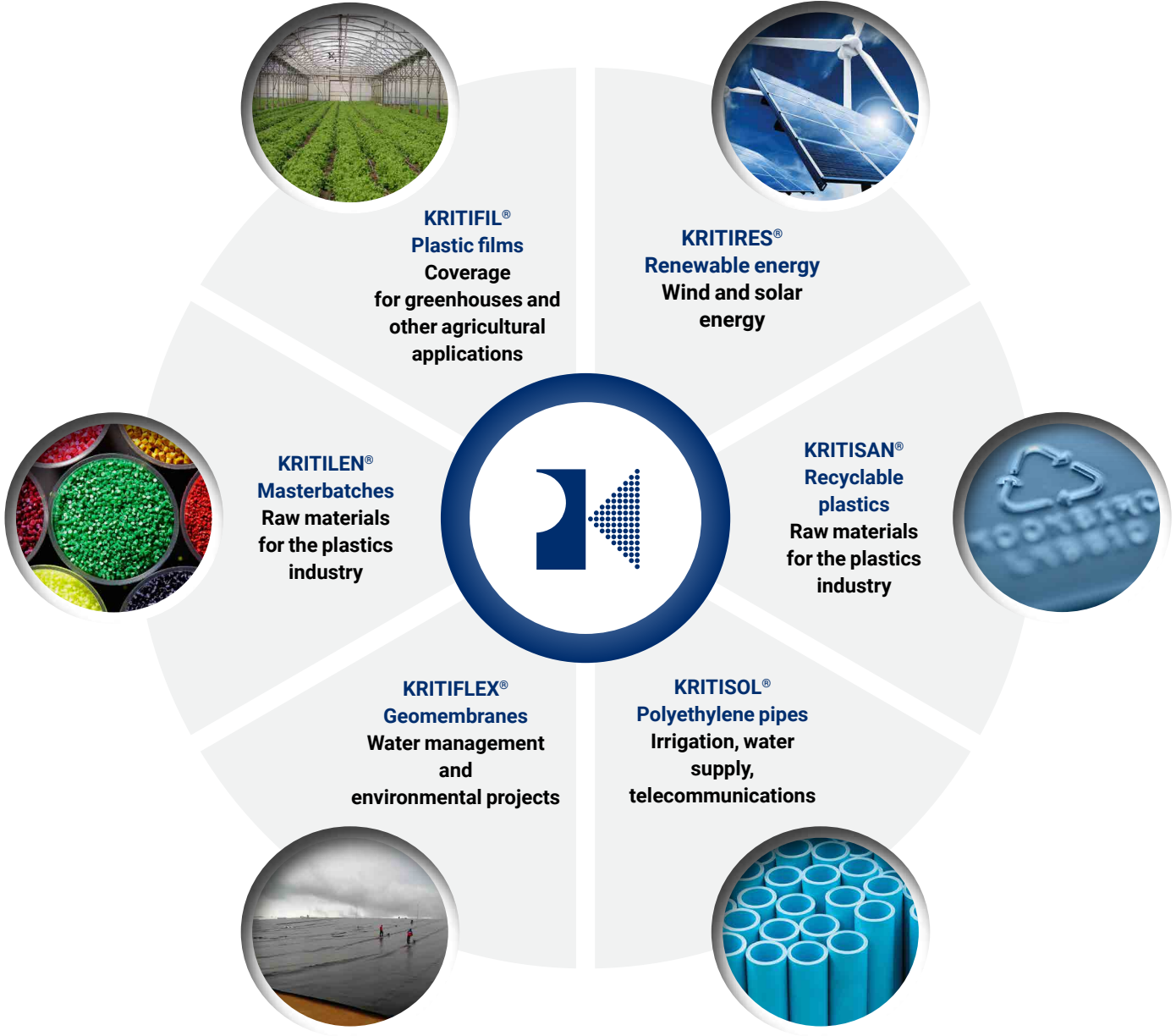
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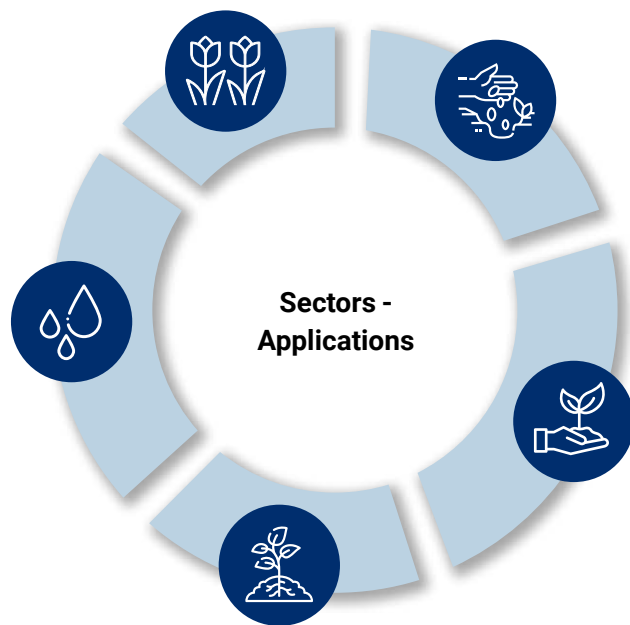
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## KRITIFLEX® Geomembranes

Plastika Kritis manufactures geomembranes for various applications in landfills, mines, oil tanks, water tanks, biological cleaning, etc. Geomembranes are manufactured in three plants in Greece, France and China, allowing the coverage of large geographical areas worldwide.



### Waste management (Landfill)

Prevention of leachate leakage and protection of water resources.



### Mining industry

Sealing of toxic residues to protect soil and water.



### Energy and fossil fuels

Safe storage of liquid and gaseous fuels without the risk of leaks.



### Waste water treatment plants

Effective waste water treatment and management to maintain the purity of water systems.



### Agriculture and irrigation

Improved water management in agricultural areas by preventing water losses and boosting productivity.



### Construction industry

Sealing of building foundations to prevent moisture, protect tunnels and roads from leaks and corrosion, as well as applications on green roofs (roof gardens).

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## Waste management (Landfill)

### In landfills, geomembranes

- ▶ Protect the soil from leachate during waste decomposition
- ▶ Retain gas emissions during anaerobic digestion




**HOW WE CONTRIBUTE:**

- ✓ **Protect the subsoil and aquifer against pollution**
- ✓ **Reduce environmental risk through proper collection and treatment**
- ✓ **Reduce gas emissions**



## Mining industry

Concerns the extraction of gold, silver, copper, nickel, uranium. During mine restoration, the membranes are collected and taken for recycling.



**HOW WE CONTRIBUTE:**

- ✓ **Prevention of toxic waste seeping into the soil - sealing**
- ✓ **Faster mineral processing**
- ✓ **Reduction of energy requirements**
- ✓ **Greater and faster ore production**
- ✓ **Sustainable use of mineral resources with safe waste management**

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## Energy and fossil fuels

In order to prevent leaks, the use of geomembranes is mandatory for large fuel/gas tanks.



### HOW WE CONTRIBUTE:

- ✓ Prevention of dangerous liquid and gas leakage/spills in the environment
- ✓ Waste water treatment and use for biogas production from livestock, olive oil mills, etc.
- ✓ Reduction of waste water odours



## Waste water treatment plants

Membranes are used in the biological cleaning of small settlements or livestock farms to insulate the soil which is then planted with reeds is watered with the settlement's waste water. The roots of the reeds trap organic materials and help with the natural filtration of the waste water. This natural process results in the collection of water, which can be used for irrigation, contributing to sustainable water management.



### HOW WE CONTRIBUTE:

- ✓ Sustainable waste water management
- ✓ Save water for irrigation

### Agriculture and water management

In the case of water reservoirs, where clean water needs to be preserved or evaporation loss needs to be reduced, we offer floating membranes (floating covers).



**HOW WE CONTRIBUTE:**

- ✓ Improve water management
- ✓ Water is saved for use in the agricultural sector
- ✓ Collection of rain water
- ✓ Creation of artificial water reservoirs to counter act drought



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**HOW WE CONTRIBUTE:**

- ✓ Reduction of moisture in buildings
- ✓ Creation of green spaces
- ✓ Reduction of building energy needs
- ✓ Remediation of subsoil for building use
- ✓ Insulation of buildings against harmful gases, mainly methane and radon

**Plastika Kritis is the only manufacturer in Greece that manufactures special membranes to insulate buildings against harmful gases.**



**The General Building Code imposes the use of membranes for the insulation of buildings.**



## Special agricultural films

PLASTIKA KRITIS has been manufacturing agricultural films since its start-up in 1970. With our products, our goal is to effectively meet the needs of the agricultural sector as well as offer individualised and customised solutions for every need. We support primary production, we strengthen the agricultural economy and significantly contribute to food security in the countries we operate in.

PLASTIKA KRITIS has extensive experience and know-how in the development and manufacture of specialised films that are suitable for the following applications:

- > **Greenhouse coverage**
- > **Energy screens**
- > **Low-tunnel films**
- > **Soil disinfection**
- > **Mulching**
- > **Silage & silage bags and grain storage**
- > **Coverage of farm and animal buildings**
- > **Pond lining**



### Value-added solutions for the farmer

Superior functional properties with a low initial investment

Easy to use and maintain

Increased productivity

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## Greenhouse films

### PLASTIKA KRITIS' contribution to modern greenhouse growers

- Production highly reliable, quality greenhouse films that contribute to reducing production cost (long lasting, more light, less spraying, better quality).
- The new 8-layer technology enables the manufacture of greenhouse films that result in lower operating costs and higher crop yields for the producer.
- The design of elaborate methods and selection of polymers & additives that give exceptional properties to plastic, such as:
  - > **Increased durability:** Thinner film with improved mechanical strength and ultra violet (UV) blocking for longer life, resulting in reduced costs for the farmer and a lower environmental burden.
  - > **Chemical Resistance:** Pesticide-resistant films, with longer use without wear or degradation.
  - > **Light transmittance:** More light for higher yields.
  - > **Light diffusion:** Improved light distribution for higher yields.
  - > **Anti-drip properties:** Films that prevent the formation of vapour droplets on the film's surface; they protect plants against diseases and contribute to better crop yield.



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**EVO AC<sup>®</sup>: 8-layer films with long-lasting anti-drip and anti-mist properties with multiple benefits:**

- ✓ **Excellent humidity management**
- ✓ **Less crop diseases due to water drops & humidity**
- ✓ **Reduced need for pesticides**
- ✓ **More light for greater crop yield**
- ✓ **Effective thermal insulation and reduction of heating needs**
- ✓ **Earlier harvest and higher yield**
- ✓ **Reduction of production costs**
- ✓ **Crops with less or no chemicals/pesticides**
- ✓ **Much longer life resulting in less plastic changes**
- ✓ **Reduced waste from less frequent plastic changes**



**Traditional anti-drip film  
after 2 years**



**EVO 7507 AC<sup>®</sup>  
after 4 years**



**Conventional PE film**



**EVO AC<sup>®</sup>**

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### Energy screens

Energy screens are highly transparent, thin films that are applied to the interior of the greenhouse (glass or plastic) between the ceiling and crop to reduce heat loss at the night. Significant energy savings and reduced heating costs are achieved with this method in heated greenhouses. Energy screens also prevent droplets from falling on the crop, thus reducing the use of plant protection products.

- ✓ Greater thermal insulation
- ✓ Dry and healthy plants
- ✓ Fuel savings
- ✓ Earlier and higher yield



### Low-tunnel films

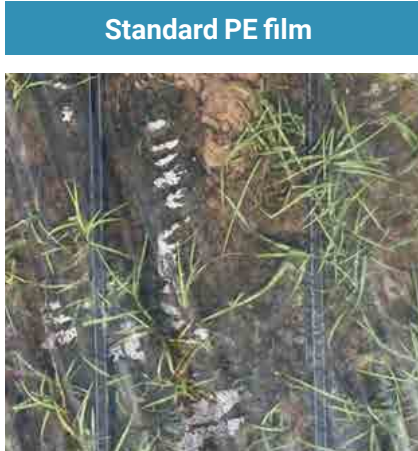
Low-tunnel films are used for crops such as melons, watermelons, strawberries, and so on. They protect against frost and ensure a smoother temperature drop during the night resulting in an earlier & greater yield. Special cooling sheets are also produced that reflect near-infrared radiation (NIR) and prevent tunnel overheating. They create more favourable crop growing conditions on hot days resulting in healthier plants and higher yield.

Perforated films are also available for better ventilation, fewer diseases and healthier crops.

- ✓ Protects against frost
- ✓ Dry and healthy plants
- ✓ Cool environment on hot spring days
- ✓ Protects crop from burns
- ✓ Earlier and higher yield

**Soil disinfection films**

Soil disinfection, either with chemicals fumigants or with sun disinfection, is effectively achieved through coverage with special polyethylene films which, thanks to their special technology, have shown to help shorten the disinfection time. The impermeable disinfection films lead to the reduction or even prevention of chemicals with significant environmental and economic benefits. The Company's disinfection films are fixed to the ground and can remain there, covering the soil during crop cultivation.



**ORGATIF® impermeable films**

The ORGATIF® soil disinfection films are the only impermeable films in the Greek market, which have significant advantages over standard soil disinfection films. **They significantly improve the action of disinfectants even at half of the recommended dose and can be used for effective solarisation in just 4-5 weeks!**

**ORGATIF®**

7-layer film, 30 mm thickness, certified for use with a broad array of chemical fumigants (1,3-D, chloropicrin, MITC, DMDS). It is thinner than traditional films while maintaining the same performance thanks to its excellent mechanical properties.

**200** times greater  
impermeability to gases compared to standard  
polyethylene films

Up to  
**50% less chemical fumigants used;**  
lower environmental impact

**Excellent weed control, water use efficiency  
and better development  
of root systems**

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## Mulching films

Mulching films provide significant soil management and plant growth advantages. They are used to prevent weed growth, to increase soil temperature, to prevent water evaporation and to stabilise the soil. Special mulching films can provide additional benefits such as protection from insects and enhancement of plant growth.

- ✓ **Inhibits weed growth and reduces the need for plant protection products**
- ✓ **Maintains soil temperature**
- ✓ **Reduces water evaporation thereby reducing irrigation needs**
- ✓ **Soil stabilisation**
- ✓ **Earlier and higher yield**
- ✓ **Perforated films are also available for faster and more economic planting**



## Biodegradable mulching films

Biodegradable mulching films are produced from proven biodegradable material which completely biodegrades or breaks down after use. The film gradually loses its mechanical properties and breaks down into smaller fragments; the small particles are absorbed by micro-organisms and are then converted into carbon dioxide, water and biomass.

- ✓ **Easy post-harvest soil degradation**
- ✓ **Residues are fully converted into water, carbon dioxide and biomass thanks to the action of micro-organisms**
- ✓ **No transport and treatment is required after use (removal, storage and transportation to the landfill)**
- ✓ **Much thinner than traditional films while maintaining the same performance thanks to its excellent mechanical properties**
- ✓ **Zero use of weed killers**
- ✓ **Water efficiency**
- ✓ **Reduction of labour costs**
- ✓ **Soil stabilisation**





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## Silage films

Plastika Kritis has developed innovative impermeable silage films that are safer, easier to use and install, ensure better silage quality and higher profit to professional farmers.

Our Group's special silage films offer greater safety during use, higher feed quality **due to the oxygen barrier** which results in better fermentation, less spoilage and better quality. In particular, the SilO2Block® is the newest 7-layer barrier film which limits oxygen permeation. This ensures better fermentation and helps reduce spoilage, thus providing higher feed quality.

- ✓ light-weight product, flexible and easy to install
- ✓ oxygen impermeable, thus prevents degradation of the end product
- ✓ safer to use
- ✓ high mechanical strength, longer lifespan
- ✓ maintains nutritional value



**SilO2Block®**

**50** times less O<sub>2</sub> permeability than conventional silage films



## Silage bags and grain storage

The silage bags and grain storage bags are a new technique for easy, safe and economical seasonal feed and grain storage. Due to the compression and lack of air inside the bags, fermentation is improved and the nutritional value of the silage is maintained for longer.

**Easy, safe and economical  
seasonal storage**



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## KRITILEN® masterbatches

Masterbatches are concentrated mixtures of pigments & chemical additives used to colour and improve the properties of plastic products. The Plastika Kritis Group has been manufacturing masterbatches since 1980 and is one of the 7 largest manufacturers in Europe.

Plastika Kritis masterbatches are produced with PE, PP, PS, PVC, PET, SAN carriers and other polymers including PCR for almost every plastic product production application and method.

The range of KRITILEN masterbatches includes:

- Colour masterbatches
- White masterbatches
- Black masterbatches
- UV stabilisers
- Additive masterbatches
- Filler masterbatches
- Compounds for garden furniture
- Masterbatches for PVC cables
- Masterbatches for synthetic fibres
- Colour & additive combination masterbatches
- Single Pigment Concentrates
- Masterbatches for biodegradable polymers
- Biodegradable compounds



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## Masterbatches and their role in the recycling process

Plastika Kritis produces high technology masterbatches which are used in the recycling sector. These masterbatches solve specific problems that arise in the recycling process, improve the quality of materials and reduce waste, allowing better use of recyclable resources.

### Masterbatch applications and solutions:

- ▶ Moisture problems which are commonly found in recycled materials are dealt with using desiccant masterbatches.
- ▶ Fragrance additives are used for the removal of unwanted odours.
- ▶ Stabilizers are used to improve the interaction between incompatible polymers in recycled materials.
- ▶ Colour masterbatches used with a regenerated carrier allow an increase of recycled polymers in the end product without affecting its appearance.
- ▶ IR reflective black masterbatches facilitate the identification and sorting of polymers with standard IR detection systems, thus allowing better recycling.
- ▶ Anti-oxidant masterbatches help combat the oxidation of recycled polymers by keeping their good characteristics during the recycling process.
- ▶ Nucleating masterbatches accelerate the production cycle by increasing productivity and reducing energy requirements during production.
- ▶ Chain extender masterbatches improve the quality of PET regenerated products thus allowing their use in more applications.



### HOW WE CONTRIBUTE:

- ✓ Enhance recyclability of plastic waste
- ✓ Reduce the amount of non-recyclable waste
- ✓ Improve the quality of recycled material
- ✓ Less production time results in energy efficiency
- ✓ Recycling of black plastic (IR reflective blacks)
- ✓ Indirect reduction of environmental pollutants
- ✓ Reduction of our customers' environmental footprint
- ✓ Increased productivity and reduction of customer costs
- ✓ Raw material conservation

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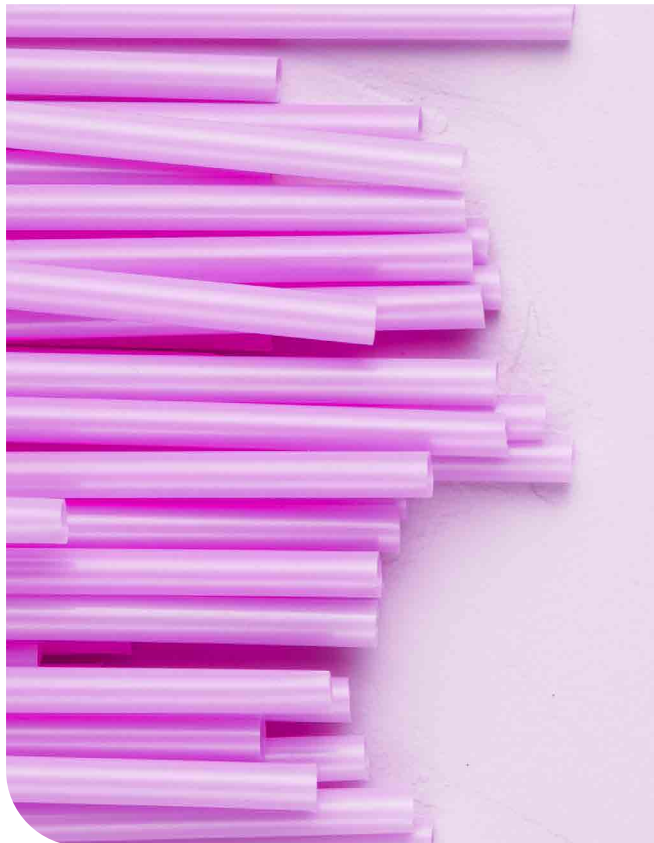
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## Biodegradable masterbatches

Biodegradable masterbatches are used to produce different biodegradable plastic products, such as plastic shopping bags, bin bags, plastic straws, to name few; thus contributing to the reduction of plastic waste and protection of the environment.



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### KRITILEN BROWN PP71984

PP homo based compound, consisting of coffee waste, either 100% or less to be used in PP injection applications, giving a brown effect to the end product.



#### Case Study

##### Collaboration for use of coffee waste

Aiming to protect the environment and reduce waste, Plastica Kritis collaborated with a coffee chain and proceeded to use coffee waste that would otherwise have been discarded. In particular, the Group receives processed coffee waste and produces a compound which is used for the construction of bins. This reduces the amount of resin needed, thus saving raw materials.

In doing so, the Group managed to utilise the coffee waste and reduce the raw materials required to produce the compound.



Up to a **10%** weight reduction of virgin PP homo in the production of the compound



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**KRITILEN BLACK 350R & KRITILEN BLACK 340R**

These are black masterbatches that are produced based on PCR bottle caps.

**Reduction** of virgin polyethylene for the production of masterbatches

**Filler BIO 529**



This is a filler masterbatch for use in biodegradable films. At an addition rate of 5-10%, it reduces the use of “expensive” biodegradable resins thus making the end products more appealing without affecting their biodegradability.



**KRITILEN DEO 588**

Masterbatch with fragrant properties in an PE carrier recommended for use in recycled polymer applications allowing their use which would otherwise not be possible due to odours.



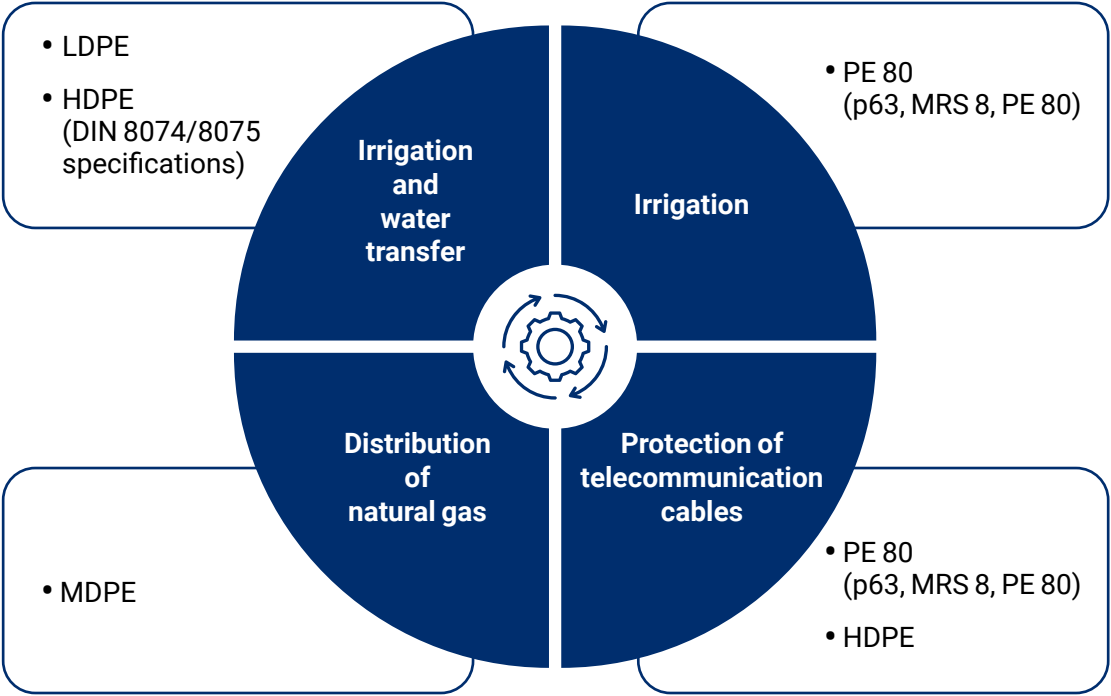
**KRITILEN BLACK 4420P**

Masterbatch for the production of mulching film, which is produced in a PBAT carrier from renewable sources. These films are composted in the field, saving energy and human resources while reducing the amount of waste generated.



# KRITISOL<sup>®</sup> polyethylene pipes

With over 50 years of experience in manufacturing polyethylene pipes with excellent mechanical and UV resistance, Plastika Kritis has one of the most modern polyethylene pipe production plants in the country.



**KRITISOL<sup>®</sup> polyethylene pipes:**  
 ▶ LDPE ▶ HDPE ▶ PE ▶ MDPE

- HOW WE CONTRIBUTE:**
- ✓ Custom-made applications
  - ✓ Meeting the needs of basic irrigation and water supply with reliable and economical water transfer to areas with restricted access
  - ✓ Easy and fast installation
  - ✓ Low cost and economy



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# Plastika Kritis Group's plastics recycling system

The Group has a modern plastic recycling plant with an annual capacity of 6,500 tons. It recycles plastics from greenhouses and agricultural, industrial and plastic waste. Part of the recycled material is used in some of the Company's own products (e.g. films for ordinary and construction use) while the rest is supplied to plastics plants in Greece for various uses (e.g. plastic bags).

**It is worth mentioning that Plastika Kritis has collaborated with local authorities to create an extensive plastic film collection and processing network in**

**Crete to facilitate farmers in the recycling of their used films.**

The Group participates in the recyclable materials collection system that has been set up with communities and municipalities, thereby serving the recycling needs in the local communities in which it operates. In doing so, the Company promotes circular economy, it contributes to proper waste management and saving resources through the use of recycled products, as well as to social well-being.

**6,105 tons**  
of plastics were recycled  
by the Group  
between 2021-2023

**12**  
stations for the collection of used  
greenhouse films and their recycling  
at our plant



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### Plastic Film Recycling

The Group has established a network of private contractors who collect plastic greenhouse films alongside farmers who bring used films directly to collection stations. These films are bundled and transported to the Company's facilities for processing and recycling. The collection stations are fenced to protect materials from wind and other conditions.

For the recycling of used plastic films to be possible, they must first undergo the appropriate processing during which the plastic films are cut into smaller pieces and any foreign materials, such as stones and sand, are removed. Upon completion, they are bundled for easier transportation and taken to the Company's recycling facility.



At the Company's recycling facility, modern equipment transforms used plastics into useful raw materials. In 2023, 802 tons of used agricultural films and 71 tons of used pipes were recycled at the end of their useful life.

The recycled materials are used to produce new products such as cores and membranes; thus reducing the need for virgin materials. Some of the recycled materials are certified post-consumer materials, allowing their use in products with specific environmental requirements.

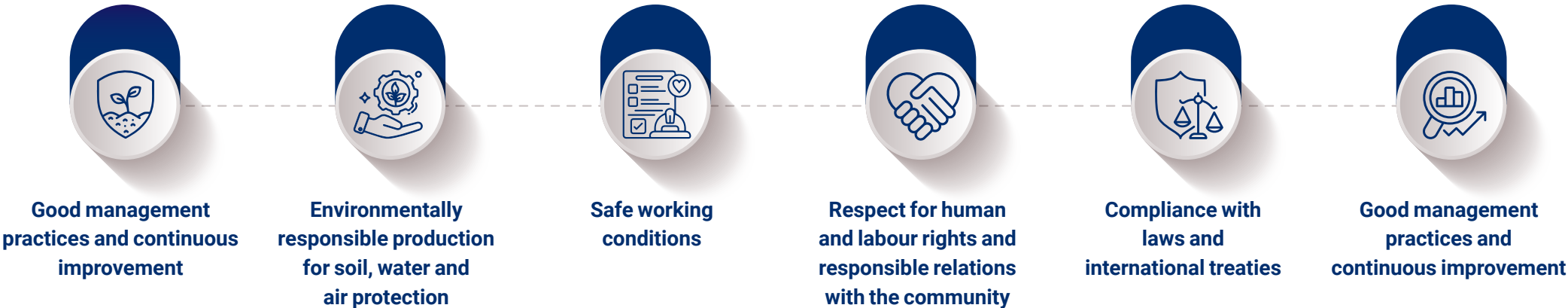




# ISCC & ISCC Plus Certification

At the end of 2022 the Group began the ISCC recyclable materials certification process to contribute to environmentally, socially and economically sustainable production. **International Sustainability and Carbon Certification (ISCC)** is an independent

multi-stakeholder initiative and leading certification system supporting sustainable, fully traceable, deforestation-free and climate-friendly supply chains. When obtaining certification the Group commits to with the following principles:



In 2023, the Group proceeded with its ISCC Plus certification, a voluntary system applied to the bioeconomy and circular economy principles for food, feed, chemicals, plastics, packaging, textiles and renewable raw materials derived from processes using renewable energy sources. ISCC PLUS basically covers the same certification requirements as ISCC EU, adapted to the requirements of different

markets. In particular, the Group certifies specific recyclable materials, raw materials, as PCR (Post-Consumer recycled content) and by extension, specific PCR agricultural films. Specifically, PCR products receiving ISCC plus certification include packaging materials from Plastica Kritis raw materials as well as used materials from third parties.

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# RES Energy Generation

Striving for sustainable development and environmental responsibility, Plastika Kritis Group has invested in the production of electricity from renewable energy sources (RES). For the Group, energy production is now a strategic product which enhances the sustainability of its products. In 2023, the Company's wind and PV parks produced 48,934 MWh of green electricity. Throughout 2023, the Company installed solar panels in its plant under the net metering system, where it

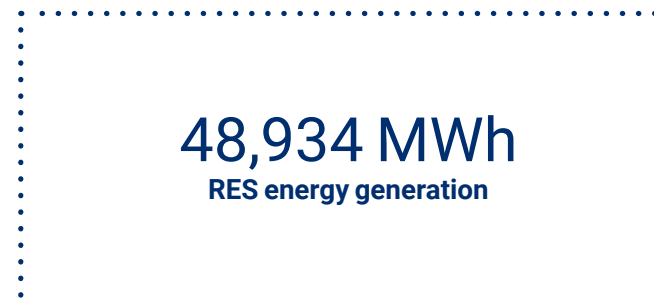
produced and consumed 1.554,178 kWh reducing its carbon footprint by 776.47 tons of CO<sub>2</sub>e.

The total RES generated energy corresponds to 109% of the energy consumed at the Group's facilities in Crete for 2023. For the Group, this not only supports its operational needs, but also contributes to reducing the dependence on fossil fuels, thereby reducing the Company's carbon footprint.

## Best Practices and Energy Community

The Group is not only limited to producing energy for its needs, but is also a forerunner in promoting best practices for sustainable energy management. By applying the best practices in the energy sector, the Group is a founding member of the "THALES" energy community in Heraklion, Crete, together with its employees.

The "THALES" energy community promotes the collaborative production and consumption of RES energy; thus, strengthening the local community and contributing to sustainability at a regional level. In 2023, the Thales energy community produced 3,129 MWh of electricity and avoided the emission of 1,563.1 tons of CO<sub>2</sub>e.



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# Environmental responsibility



**PLASTIKA KRITIS GROUP'S CONTRIBUTION TO GLOBAL SUSTAINABLE DEVELOPMENT GOALS:**

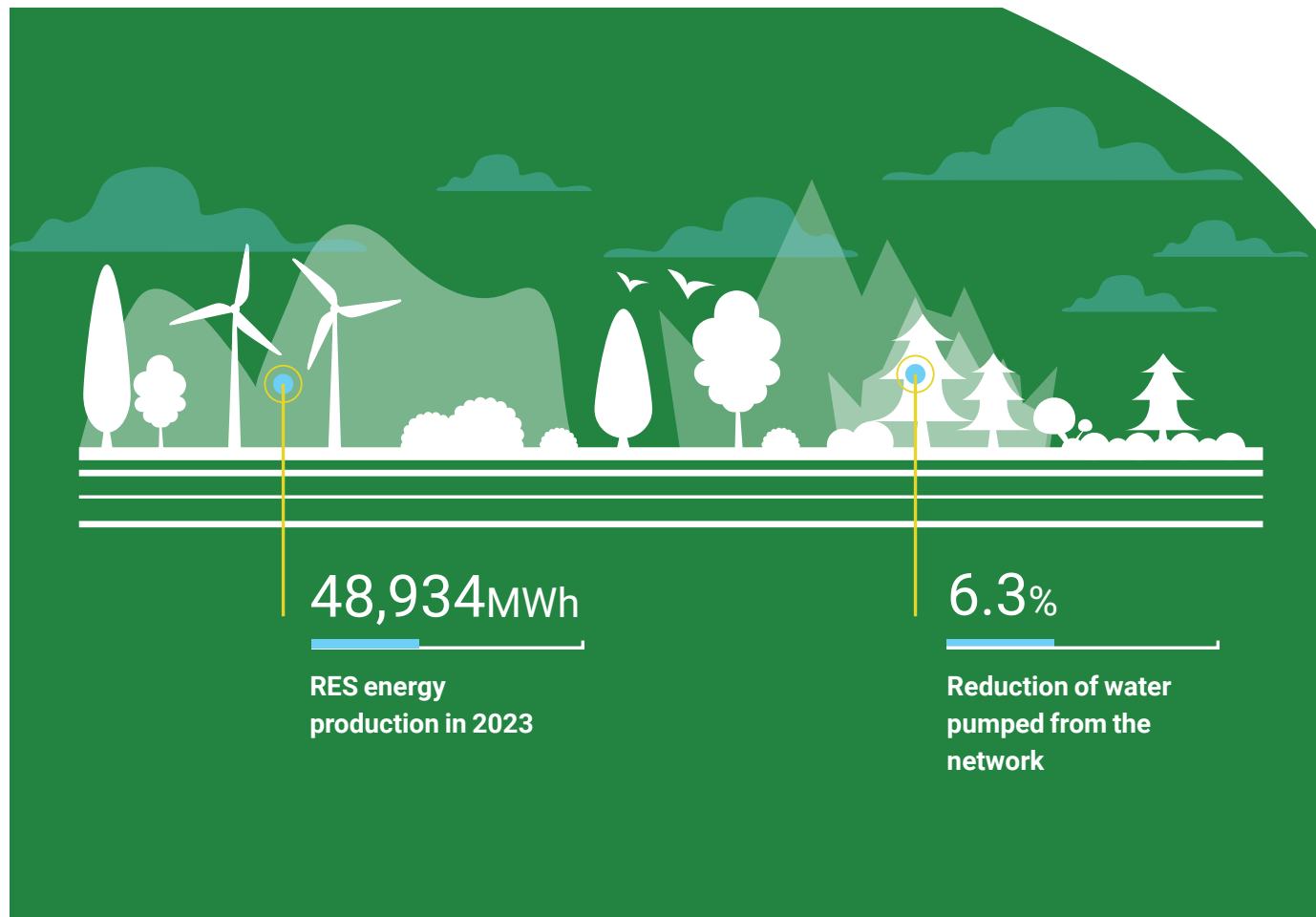


# Environmental Management Framework

Plastika Kritis Group has developed an integrated environmental management framework which promotes sustainability and environmental protection in all its business operations.

Through its active participation in recycling programmes, the Group ensures the proper collection, processing and reuse of plastics, thus reducing its environmental footprint. With innovative actions and initiatives, circular economy principles are promoted, substantially contributing to sustainable development and the protection of natural resources.

The Group also invests in RES technologies that improve energy efficiency and reduce greenhouse gas emissions. Through these actions, Plastika Kritis promotes climate neutrality and sustainable development, demonstrating its commitment to a more sustainable future.



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The Group actively contributes to the European goals for carbon neutrality by continuously investing in RES electricity production.

**Since 2003, it has been operating a 12 MW capacity wind park in Crete; this production is supplemented by photovoltaic stations located in different regions of Greece.**

**In 2024, the Group started expanding its initiatives in the RES energy sector to its subsidiaries with the pilot operation of a 3 MW photovoltaic park in Romania.**



**Plastika Kritis' Photovoltaic facilities**

- Tragano, Municipality of Pinios, Prefecture of Ilea (1998 KWp)
- Heraklion Industrial Area (Crete) (1200 KWp)
- Sindos Industrial Area, Thessaloniki (100 KWp)
- Finikia area of Heraklion (Crete) (80 KWp)
- Heraklion Industrial Area (Crete) (80 KWp)
- Vrouchas Municipality of Ag. Nikolaos, Prefecture of Lasithi (80 KWp)

**Photovoltaic Facilities of the "THALES" Energy Community**

- Kavos - 1 (1,000 KWp)
- Kavos - 2 (500 KWp)
- Heraklion Industrial Area (Crete), P & T Streets (612 KWp)-2023
- Heraklion Industrial Area (Crete), I&K&P Streets (560 KWp)-2023

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Generating energy from RES is a strategic priority for the Group, which systematically invests in this direction. In 2023, Plastika Kritis completed the installation of a 1.2 MW photovoltaic net metering system on the roofs of its industrial buildings in the Heraklion Industrial Area.



The electricity that the Group produces from Renewable Energy Sources (RES) corresponds to 115% of the electricity consumption of its facilities in Greece and 57.6% of the entire Group's consumption.



The Group has set the goal of reducing the carbon footprint and aims to increase energy production from renewable energy sources.



Years	Annual RES energy generation	Annual electricity need at Greek facilities	Percentage difference
2023	48,934 MWh	41,211 MWh	115%
2022	53,989 MWh	44,118 MWh	122%
2021	44,811 MWh	45,252 MWh	99%
2020	44,264 MWh	44,869 MWh	99%



# Plastika Kritis' Key Action Priorities for reducing the Energy Footprint

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### Use of advanced technologies in film production

The Group uses advanced technology to produce thinner, but more durable greenhouse films. These films have improved mechanical and UV resistance, which extend their lifespan and reduce the need for frequent replacement. Thus, reducing the consumption of raw materials and energy.



### Energy savings in the Value Chain through Plastic Film Collection and Recycling

The Group has developed an extensive plastic film collection and recycling network. The recycled materials are used to produce new products, saving raw materials and energy needed to produce new plastics.



### Energy efficiency in buildings

The Group applies energy-efficient practices in buildings, such as the use of high-performance insulation and the installation of energy-efficient lighting. Continuous efforts to monitor and control energy consumption highlight potential opportunities for further improvement.



### Individual measures

The thermal energy that is generated at the Group's facilities during the production processes is reused to heat the premises, resulting in significant energy savings. The installed geothermal systems provide an energy-efficient solution for cooling plastic granules during production.



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# Energy Consumption

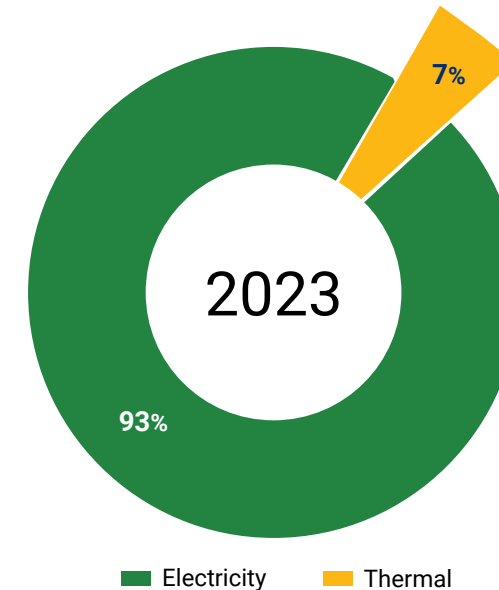
The Company recognises the importance of sustainable development and continuously makes efforts to reduce its environmental footprint. Energy consumption has been recognised as a material topic for the Group, while continuous actions are taken to boost energy efficiency. Electricity accounts for 93% of total energy consumption while thermal energy accounts for 7% which is mainly used for transportation and heating.

Beyond the production and use of renewable energy sources, the Group has adopted a number of initiatives, such as the development of energy efficient processes and the integration of advanced technologies that reduce carbon emissions. Through these actions, the Group emerges as an industry leader, promoting environmental responsibility and strengthening its commitment to sustainable development.



In 2023, the Group's wind parks produced 43,371,280 kWh of energy, while in conjunction with the photovoltaic parks they produced 48,933,965 kWh of energy preventing the emission of 24,447.5 tons of CO<sub>2</sub>e.

Energy consumption at Plastika Kritis



\* Emissions were estimated on the basis of the country's remaining energy mix for 2023

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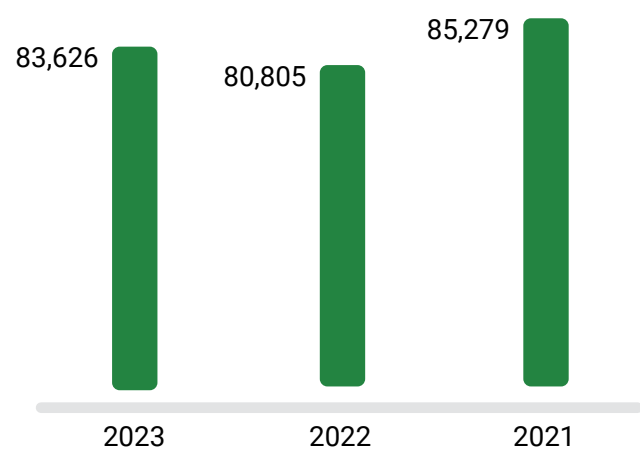
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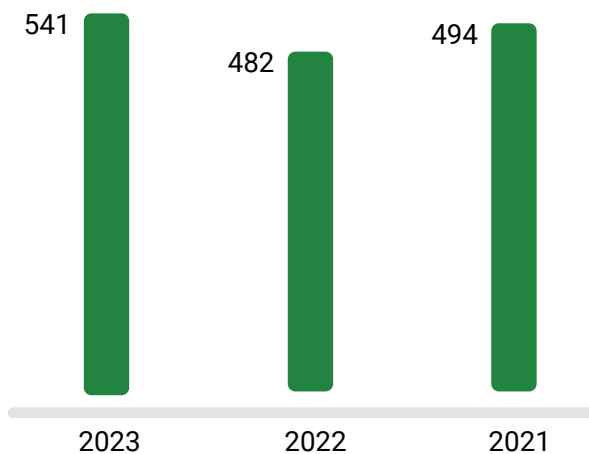
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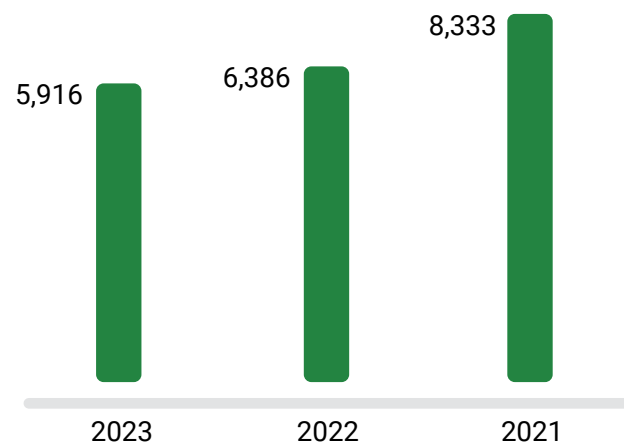
**Electricity consumption (MWh)**



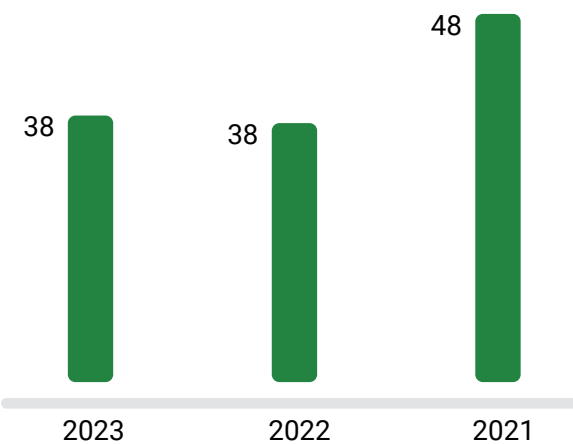
**Specific Electric Energy Consumption (KWh/tn product)**



**Thermal Energy Consumption (MWh)**



**Specific Thermal Energy Consumption (kWh/tn product)**



*The thermal energy data have been recalculated using the fuel masses that have been set in the Greek Climate Law (4936/2022) by the Hellenic Ministry of Environment & Energy*

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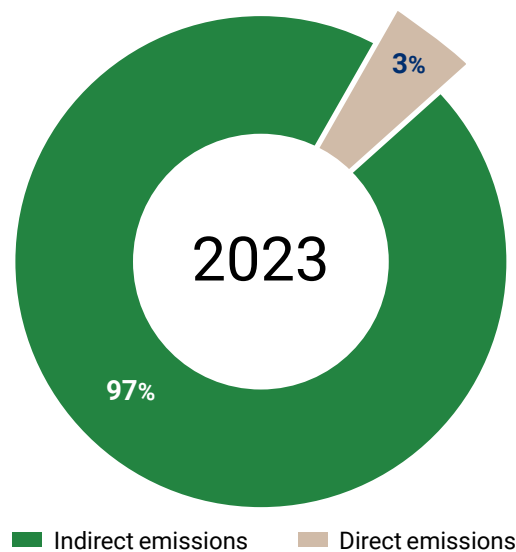
# Greenhouse Gas Emissions

At Plastika Kritis, we systematically monitor greenhouse gas emissions making systematic efforts to reduce them. Direct carbon emissions are calculated based on fossil fuel consumption in road transportation and stationary sources, while indirect carbon emissions are calculated based on the electricity

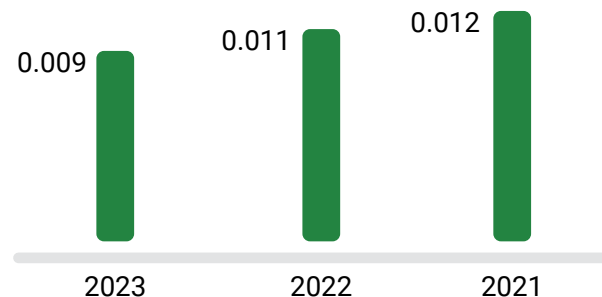
consumption the Group procures from national electricity networks. In 2023, the Group's direct emissions amounted to 1,323.25 tn CO<sub>2</sub>e and indirect emissions calculated by location reached 38,991.5 tn CO<sub>2</sub>e, while market-based emissions amounted to 33,628.9 tn CO<sub>2</sub>e. The installation of the 1.2MW capacity photo-

voltaic park was completed in 2023. It produces a total of 1,554 MWh of electricity which was consumed by the Group's plant in Crete, accounting for 3.7% of this facility's total electricity consumption. The Group's direct and indirect emissions, in absolute and specific values, are presented in the following graphs.

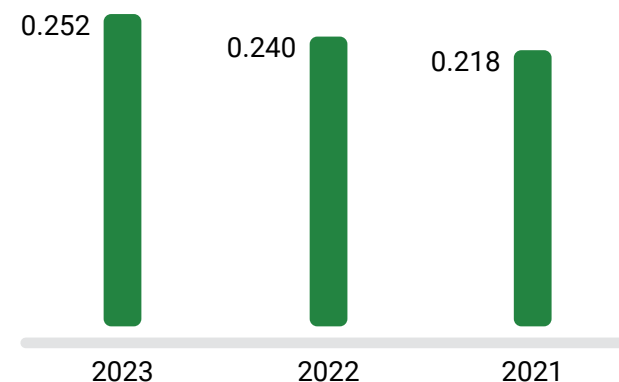
**Total Greenhouse Gas Emissions**



**Specific Direct Emissions (tn of CO<sub>2</sub>e/tn product)**



**Specific Indirect Emissions (tn of CO<sub>2</sub>e/tn product)**



Direct greenhouse gas emissions have been calculated using the WRI GHG Protocol tool for stationary and mobile combustion. Indirect (scope 2) emissions have been recalculated using the coefficients:

- Greece: Country residual mix for location-based calculation and supplier residual mix for market-based calculation. Both coefficients used are available from the Renewable Energy Sources Operator & Guarantees of Origin S.A. (DAPEEP)
- China - Turkey - Russia: <https://ember-climate.org/>
- Remaining EU countries: <https://www.aib-net.org/facts/european-residual-mix>

All indirect emissions presented in the graphs are based on location.

# Recycling of plastics and reduction of the Group's environmental footprint

Plastika Kritis Group pioneers in the recycling of plastic materials, adopting a holistic approach that extends beyond production boundaries. With an extensive collection and processing network, the Group collects used plastic films, and it cleans and processes them in order to create new, high quality products. This process not only contributes to reducing waste, to saving energy and reducing emissions in

the value chain, it also strengthens circular economy, thus reducing dependence on raw materials and limiting the Group's overall environmental footprint.

The Group is committed to reducing its environmental footprint by making the protection of the planet a priority. Particular emphasis is placed on the recycling of agricultural plastics through close cooperation

with local communities and bodies for the collection and reuse of these materials. In doing so, the Group essentially contributes to protecting the rural environment, reducing pollution and enhancing sustainable practices in agriculture. Moreover, the incorporation of recycled plastics in its products enhances their durability and lifespan while reducing their carbon footprint and promoting sustainable development.



### Certified Recycled Materials

The Plastika Kritis Group has products that are manufactured with a significant amount of recycled materials, thereby contributing to the circular economy and reducing their carbon footprint.



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**Recycling of agricultural films and irrigation/water supply pipes over the 2021-2023 period (tn)**

The recycling of old films, as well as industrial, agricultural and urban plastics, is one of the Group's most established activities, playing a key role in promoting the circular economy. Through this process, the Group contributes significantly to the sustainability of its products, reducing waste generation and enhancing the use of recycled materials in production. This approach is a pillar of its strategy for responsible development and environmental management.



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**At Plastika Kritis Group we closely monitor trends and are constantly developing existing structures while strengthening new partnerships.**



**We lead**

the way in setting up a collective alternative management system (CAMS) in the context of "Extended Producer Responsibility", in cooperation with the government, the Hellenic Association of Plastic Industries and fellow producers of agricultural films.



**We run**

information and awareness raising campaigns for the rural populati on the collection - recycling process and its benefits.



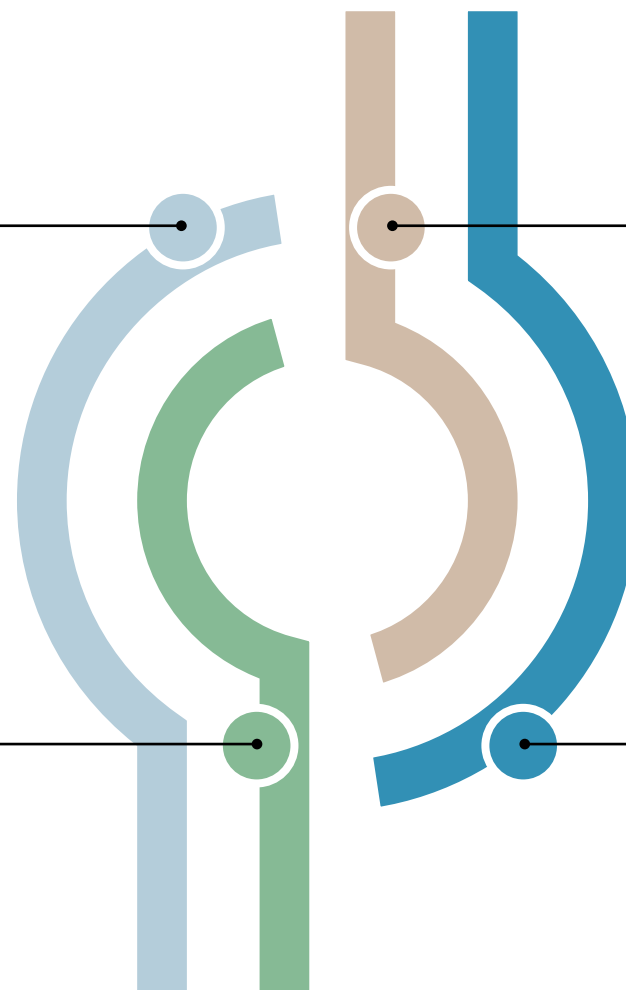
**We continuously support**

the establishment of collection centres for used agricultural plastics in the main rural areas of Greece, especially Crete (Ierapetra, Tymbaki, Antiskari, Arvi, Falaserna, Elafonisi, Paleohora) but also in other locations, such as Rhodes and Preveza, to name a few.



**We participate**

in the Hellenic Recycling Corporation's collective system by paying the amount required to recycle our packaging, while also recycling plastic.



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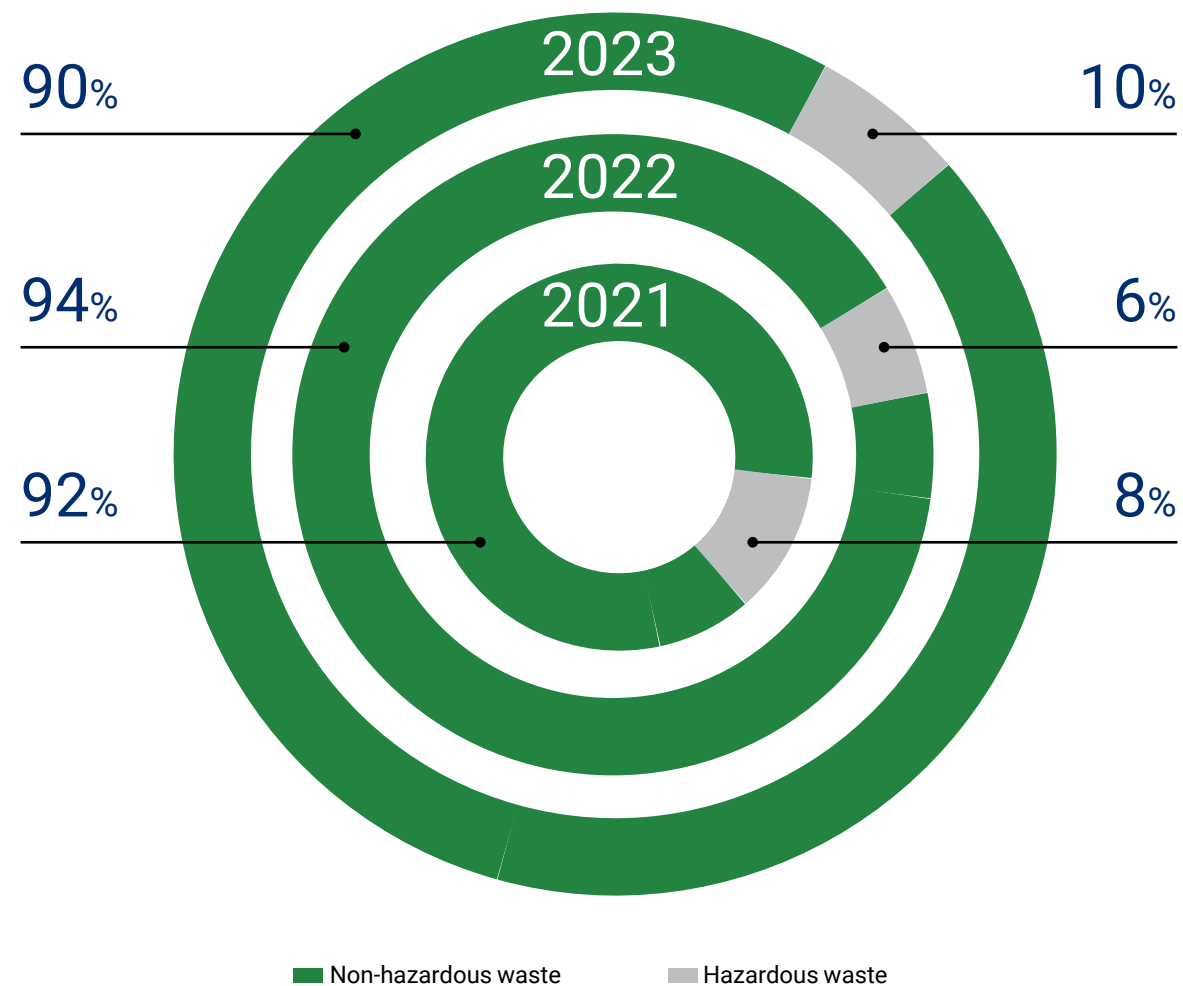
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## Management of waste from our production plants

Recognising that the amount of waste generated, which constitutes a risk to both the environment and human health, is increasing worldwide, we believe that effective waste management is an unequivocal principle and a continuous goal. The waste that is generated from the Group's production processes can be categorized into hazardous (such as mineral oils and batteries) and non-hazardous (such as paper, plastic and metals).





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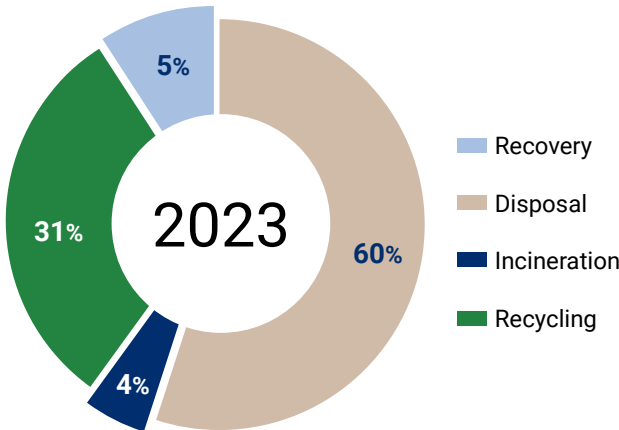
**Total quantities of waste**



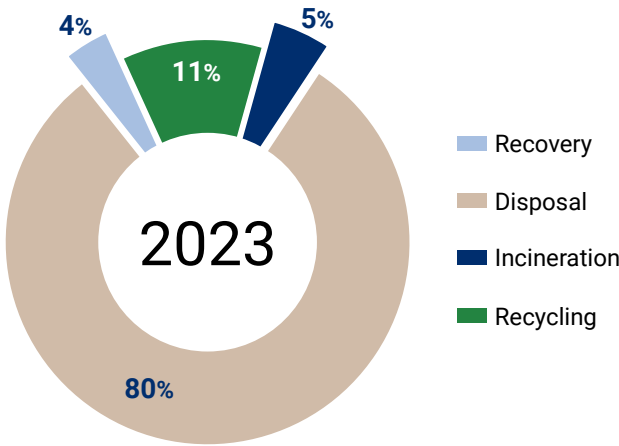
Falling in line with international guidelines, we have set the goal of reducing waste generated. In this respect, we implement a number of targeted waste management optimisation measures in our operations. These include advanced material recycling and reuse systems which

significantly reduce the amount of waste that ends up in landfills. By processing and reusing raw materials, we reduce our environmental impact and promote sustainable use of resources, thus reinforcing our commitment to sustainability.

**Management method - Non-hazardous waste**



**Management method - Hazardous waste**



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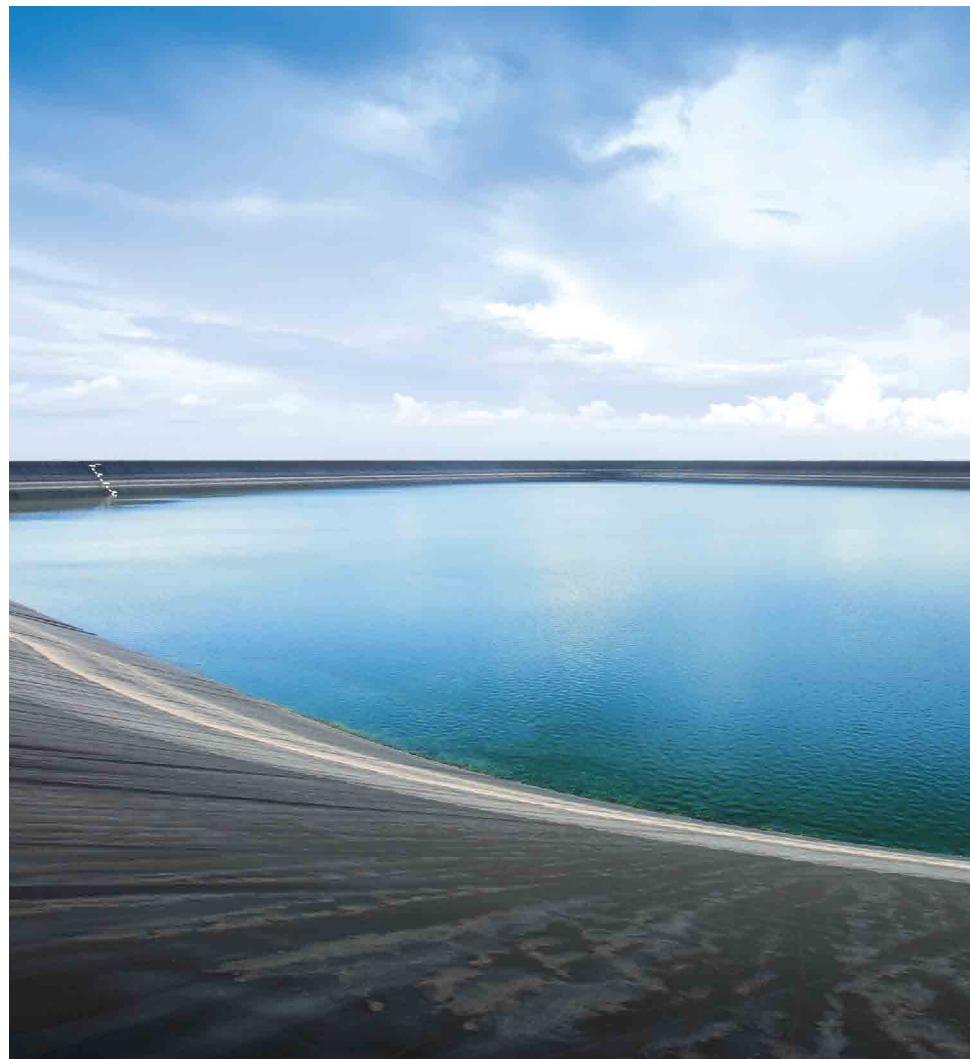
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# Water management

Most of the water used in the Group's facilities comes from the water supply network. The Group has adopted a set of water use optimisation measures including advanced recycling systems that significantly reduce freshwater consumption. Through the treatment and reuse of water in the production processes, we reduce our environmental footprint and promote the sustainable use of water resources.

## Innovation in Product Development

Plastika Kritis Group's commitment to protect water resources is reflected in the development of its products which are designed to contribute to the conservation of water. The use of geomembranes that we manufacture allows farmers to reduce water evaporation and increase irrigation efficiency. In parallel, our geomembranes can be used in water tanks and channels to prevent leaks and ensure the conservation of valuable water resources. Thus, we enhance the sustainability of both our products and the water systems that they serve.



### Efficient use of Water and Fertilisers

**The Plastika Kritis films and technologies help in the precise use of water and fertilisers, thus reducing waste and ensuring that the necessary nutrients are received directly in the plant's root zone. This optimisation system helps in the reduction of water and raw material use during production.**

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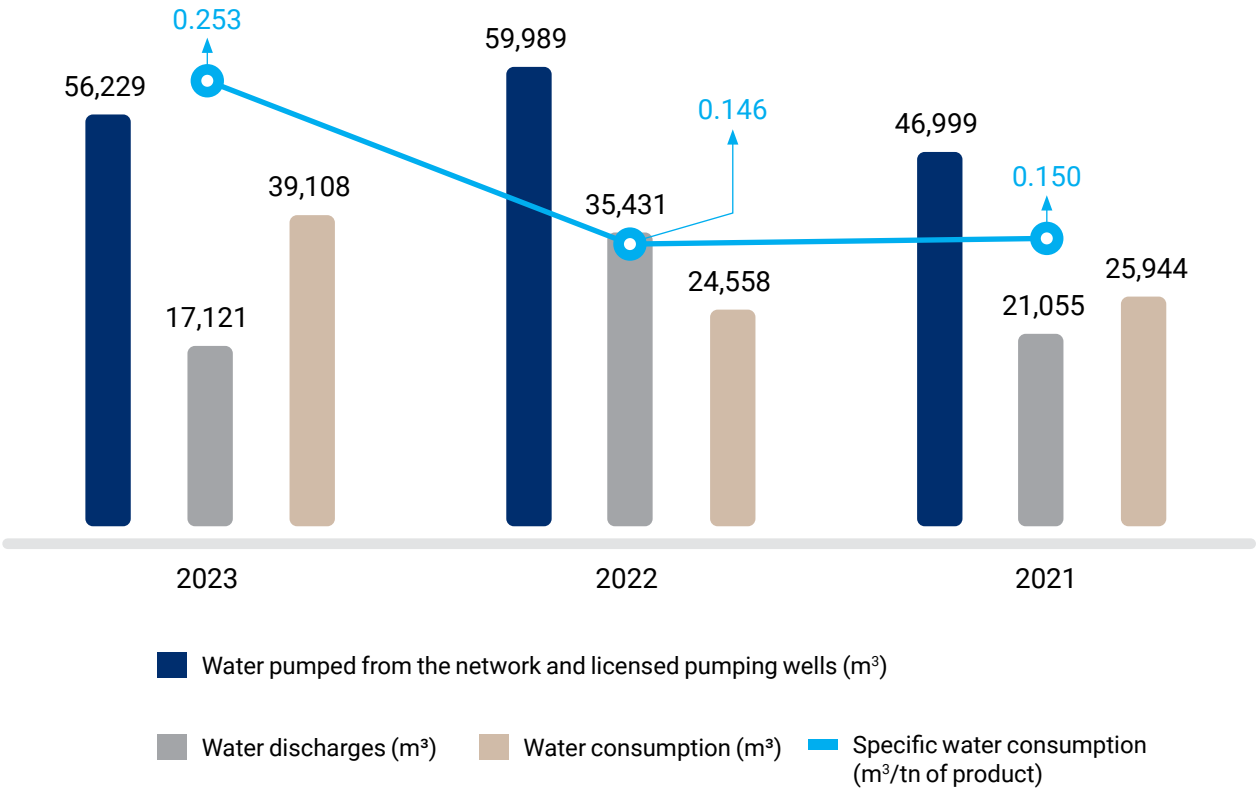
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# Responsibility for our people



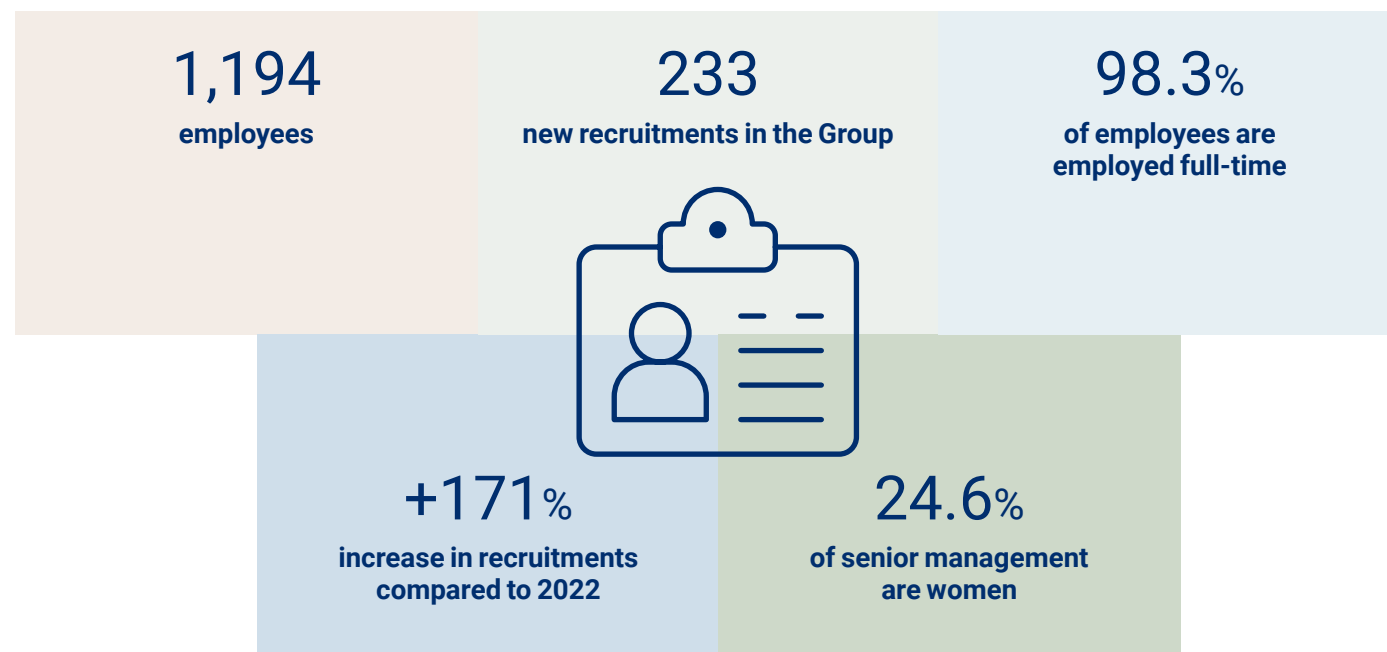
PLASTIKA KRITIS GROUP'S CONTRIBUTION TO GLOBAL SUSTAINABLE DEVELOPMENT GOALS:



# Our people

Recognising that its people play a role in its long-term success and resilience, the Group systematically invests in its employees by offering an open and safe working environment. The key elements of the Group's approach includes creating trust, open communication,

flexibility and strong bonds with its people. Core pillars of the Group's long-term strategy include meritocratic employee recruitment, continuous training and development, open communication, extra benefits and the preservation and strengthening of labour relations.



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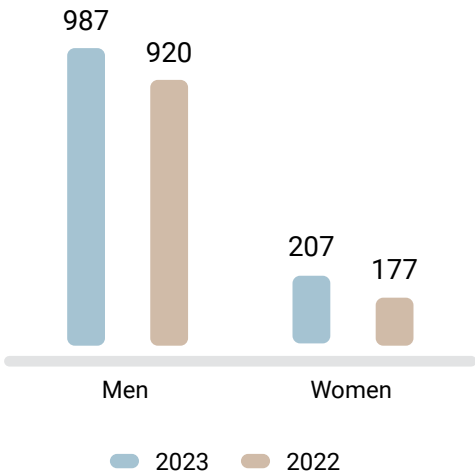
Health and Safety in the workplace

Our social footprint

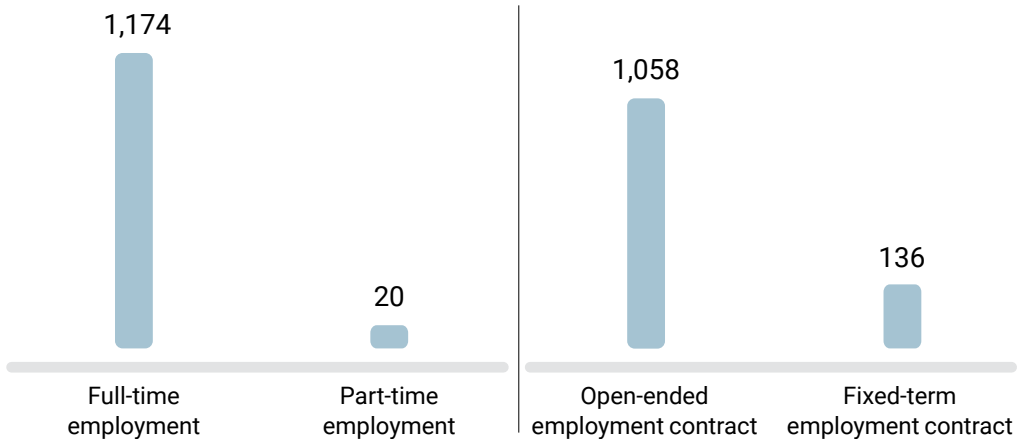
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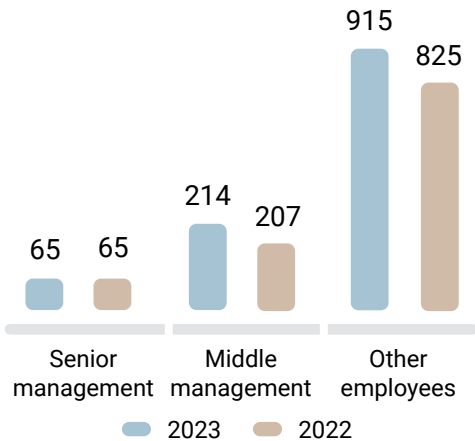
**Distribution of employees by gender**



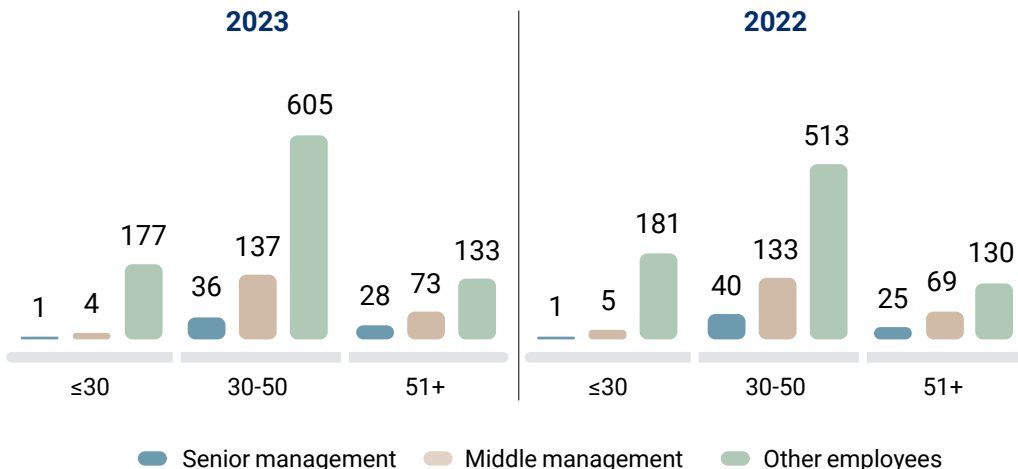
**Distribution of employees by employment contract 2023**



**Distribution of employees by hierarchical rank**



**Distribution of employees by age and hierarchical rank 2023**



**A safe working environment**

To promote safety at work – in full compliance with the applicable legislation – the Group has established a comprehensive framework consisting of the following policies and procedures.

- Policy against violence and harassment in the workplace
- Labour regulation
- Occupational Health and Safety Policy
- Work From Home Policy
- Policy on internal management of complaints concerning incidents of violence and harassment



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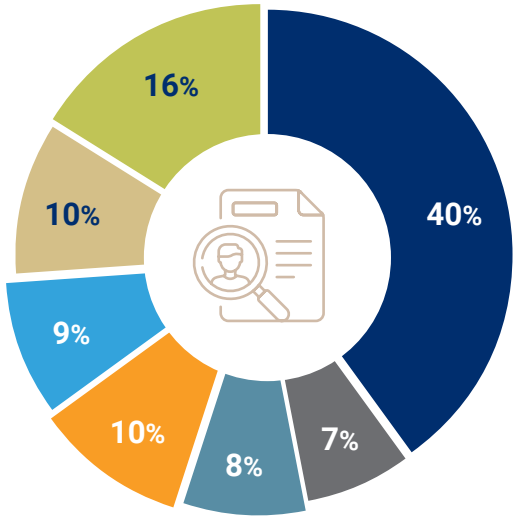
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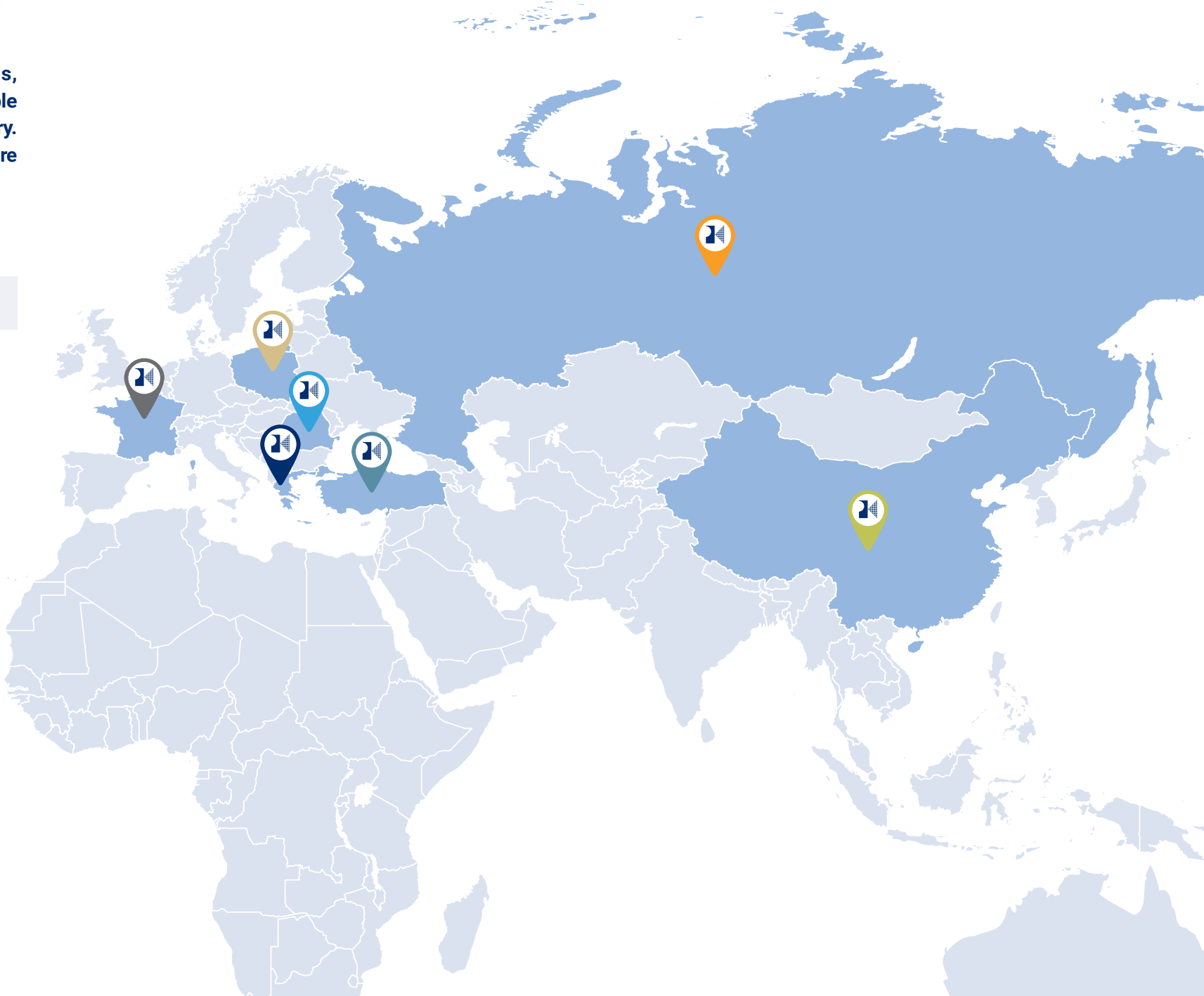
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The Group operates in a total of 7 countries, placing particular emphasis on maintaining suitable working conditions for all employees in each country. The Group's goal is to maintain a unified corporate culture which promotes its values and vision.

**Geographical distribution of human resources in the Group in 2023**



- Greece
- Romania
- Turkey
- Russia
- Poland
- China
- France



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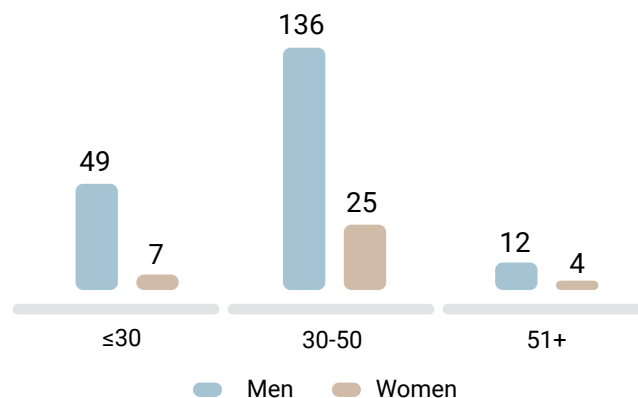
# Attracting and retaining employees

The Group places great emphasis on attracting and retaining responsible and effective talent, which have the necessary qualifications and experience to successfully fulfil their job. Aiming to providing equal opportunities to all candidates, transparency, meritocracy and objectivity are key principles that govern the recruitment system.

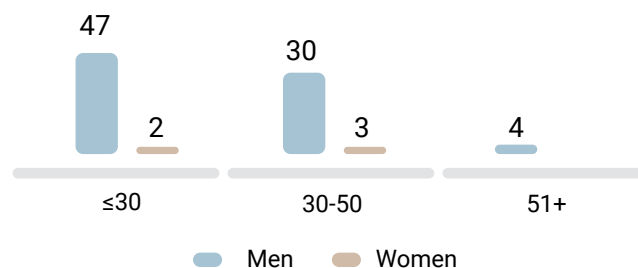
With a view of becoming an employer of choice and recognising the importance of retaining dedicated talent, the Group seeks to provide a safe, flexible and open working environment that combines personal and professional development. Moreover, to further strengthen the local community, the Group recruits talent both from Heraklion and the wider region of Crete.

**24%**  
of recruitments are people under 30 years of age

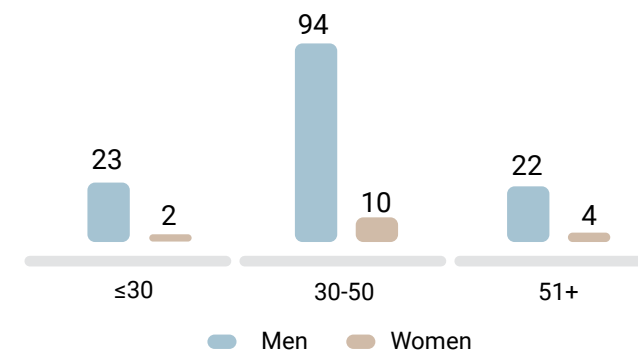
**Recruitments by gender and age in 2023**



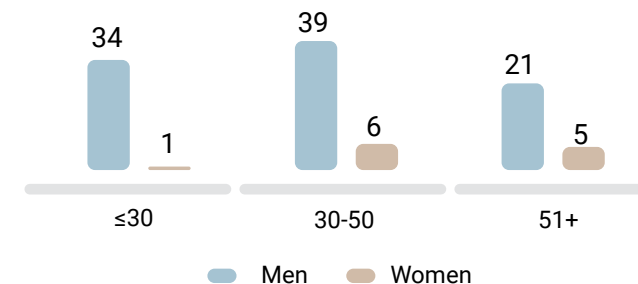
**Recruitments by gender and age in 2022**



**Departures by gender and age in 2023**



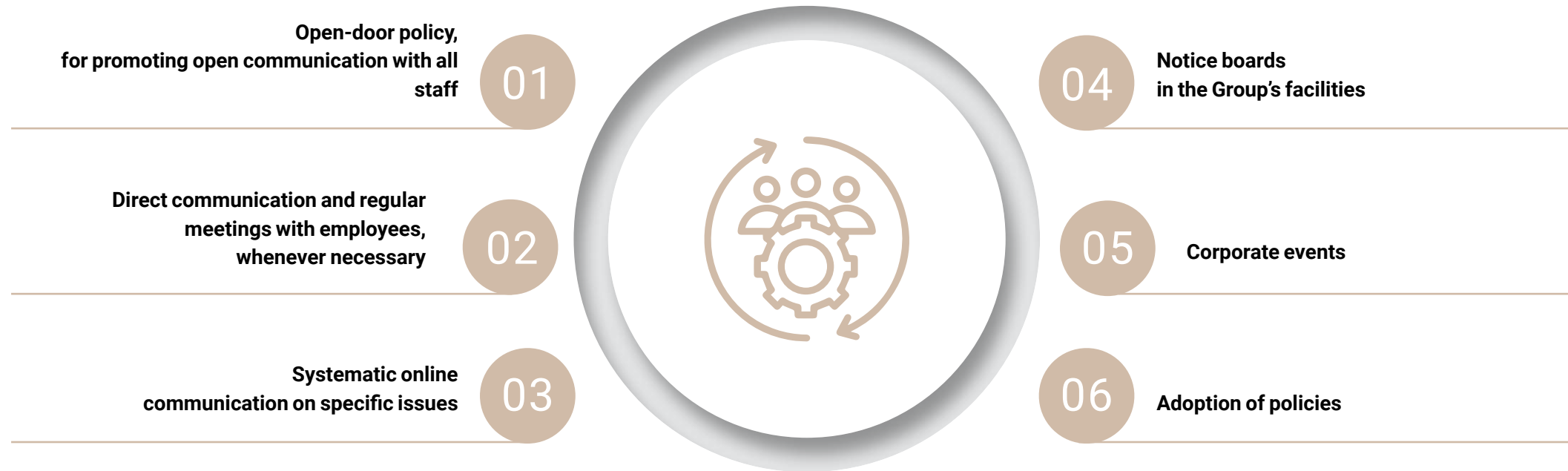
**Departures by gender and age in 2022**





# Communication and improved relations

Internal communication and the strengthening of relations with our employees is key for our smooth operation and the creation of long-term relationships of trust. We have established channels that encourage two-way communication and contribute to the creation of meaningful relationships between employees and management, thus enhancing the creation of a uniform corporate culture. With our open-door policy, we support direct communication with employees and the notification of any concerns they may have.



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# Employee training and development

By systematically investing in the development of its people, the Group carries out internal and external training sessions on a variety of topics. These training sessions aim at effectively covering issues relating to the successful fulfilment of the employees' duties, the maintenance of a safe working environment as well as the improvement of their skills.

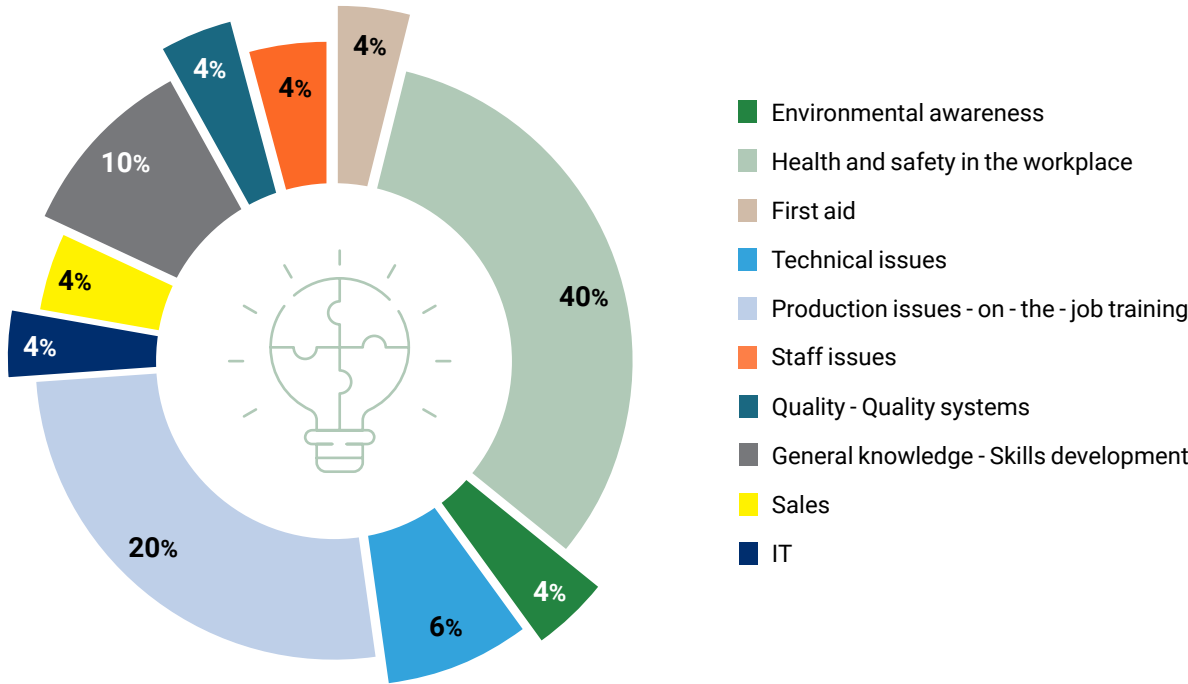


**11,102**  
hours of training



**9.3**  
hours, average hours of training of employees

**Distribution of training sessions by topic in 2023**



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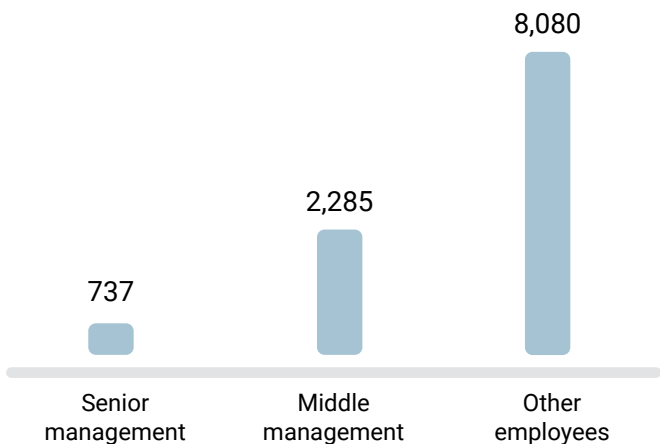
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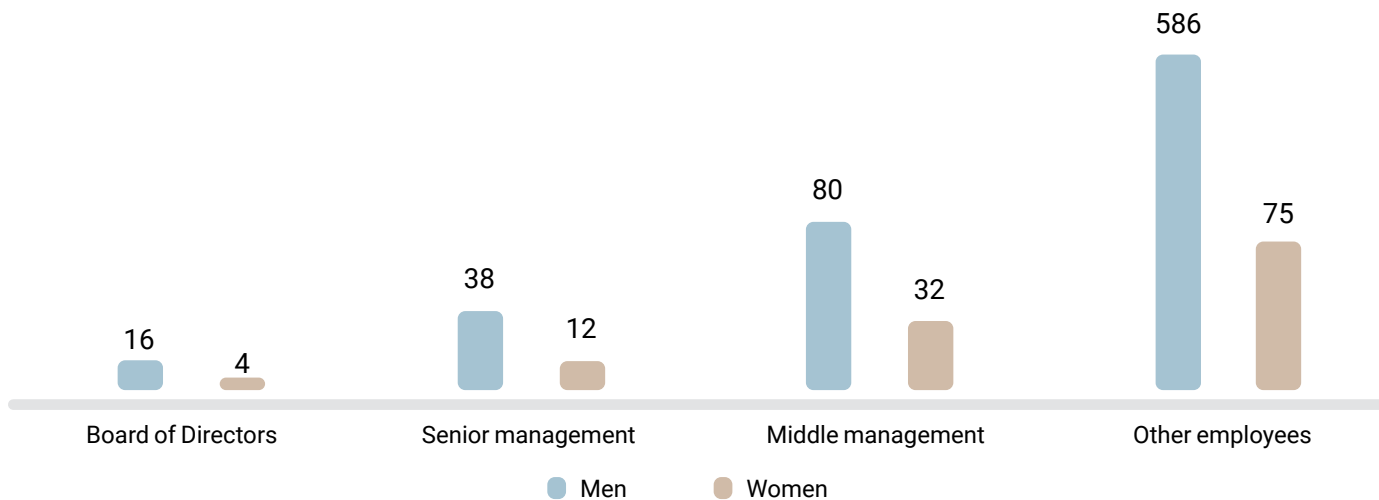
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**Hours of training by hierarchical level in 2023**

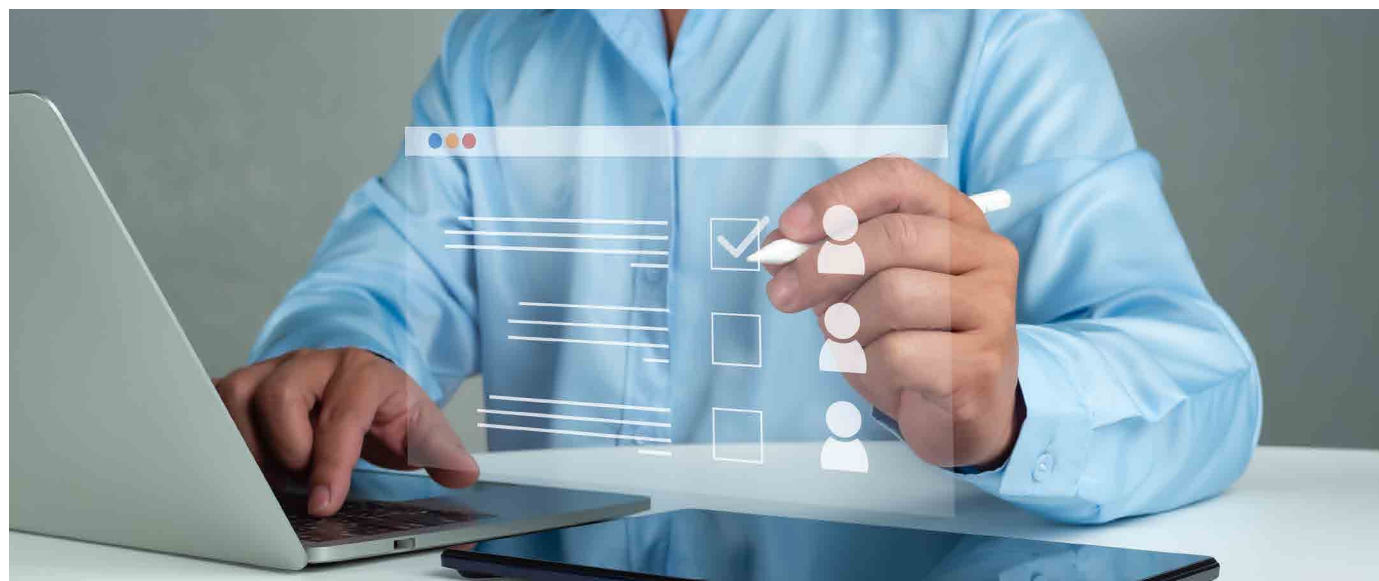


**Number of employees trained by gender and hierarchical level, including the Board of Directors in 2023**



# Appraisal

With the continuous improvement and recognition of the employee's progress in mind, we have established a comprehensive and merit-based performance appraisal system. The appraisal is carried out for all employees on an annual basis and seeks both to identify areas that could be improved and to highlight the strengths of each employee. This process promotes both personal and professional progress and enhances equal treatment of all employees without any discrimination. In 2023, a total of 33% of the Group's employees were appraised.



# Special benefits to the Company's employees

With a true sense of responsibility toward its employees, the Group implements a comprehensive benefits system which aims at supporting their professional and personal well-being. Recognising that its people

are the cornerstone of the enterprise's success and sustainability, the Company adopts programmes that enhance the stability, safety and quality of life of employees and their families.

Through these actions, the Group seeks to strengthen the relationship of mutual trust and promote a working environment that supports the development and well-being of all its members.

## 1. Annual bonus from the company's profits

Each year, the Company distributes 5% of its net profits<sup>1</sup> to employees as a voluntary benefit. This benefit applies to all employees; however, for employees who have worked for the company for less than one year, the bonus is calculated on a pro rata basis (e.g. for 8 months work, the employee receives 8/12).

## 2. Group insurance policy

Employees participate in a group insurance policy which the Company pays and covers the following:

1. Life insurance
2. Permanent total disability insurance caused by illness
3. Accident insurance
4. Temporary disability benefits caused by illness
5. Hospital and outpatient care
6. Hospital and surgical allowance
7. Maternity benefits

This benefit enters into effect after the 1<sup>st</sup> six months of employment, while employees can insure both their spouse and/or children at their own expense.

## 3. Financial assistance for children's education

This financial assistance enters into effect after the 1<sup>st</sup> six months of employment and concerns employees with children in Year 11 or 12 at high school or who are studying at recognised universities, as follows:

Employee's annual net earnings	Study at university	Study at Year 11 or 12 of high school
= < € 18,000	€ 120/month	€ 60/month
€ 18,001-21,000	€ 100/month	€ 50/month
€ 21,001-24,000	€ 80/month	€ 40/month
€ 24,001-27,000	€ 70/month	€ 36/month



**Footnote 1:** With the exception of holdings in subsidiaries and the energy sector. The distributed amount includes the employer's contributions as well as the employees' taxes & contributions.

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**4. Financial assistance for employees with children with disabilities**

Employees who have children with disabilities receive vouchers to the value of 120 euro/month following the proposal made by the occupational doctor. This benefit enters into effect after the 1<sup>st</sup> six months of employment.

**5. Financial assistance of employees with minor children**

All employees who have minor children receive financial assistance of 250 euro/year/child. This benefit enters into effect after the 1<sup>st</sup> six months of employment.

**6. Marriage assistance**

250 euro marriage assistance (for employees with up to 12 months work experience) or 500 euro (for employees with more than 12 months experience). In addition, marriage assistance of 250 euro/child is also provided to the employee for the marriage of their child (for employee with more than 12 months of experience).

**7. Financial assistance at the birth of a child**

Financial assistance of 1,000 euro at the birth of a child. This incentive enters into effect after the 1<sup>st</sup> six months of employment.

**If both spouses work for the Company, incentives 3-7 above are given to one of the two spouses.**

**8. Financial assistance from the Employee Relief Fund**

An Employee Relief Fund has been set up within the Company which the latter finances with donations. The Fund has a Board of Directors elected by the employees themselves. The Relief Fund supports employees with a payment of 100 euro at Christmas and a gift at Easter. In addition, under certain conditions and at its discretion, it supports colleagues with a special need.

**9. Provision of PC to employees' children**

All employee children starting high school are given a PC free of charge as well as the opportunity to participate in the Company's educational robotics team. Employees are entitled to this benefit after the 1<sup>st</sup> six months of employment.

**10. Periodic employee health check ups**

Employees are entitled to free general and specific medical examinations (check-up) in private laboratories according to the protocol set by the Occupational Doctor and depending on the age and history of each employee.

**11. Participation in the "THALES" Energy Community**

Employees who have joined the "THALES" Energy Community (367 individuals by 08/04/2024) receive a significant reduction in electricity costs for 25 years.



\* The above benefits concern the employees of the Group in Greece, namely Plastika Kritis SA, which represent 40% of the employees. The Group applies a similar benefit systems to its remaining subsidiaries.

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# Health and Safety in the workplace



PLASTIKA KRITIS GROUP'S CONTRIBUTION TO GLOBAL SUSTAINABLE DEVELOPMENT GOALS:



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# Our approach

Protecting the Health and Safety (H&S) of employees and partners is a strategic priority for the Plastika Kritis Group. In particular, the Group aims to create a safe and healthy working environment for all its employees and partners by taking measures to reduce the risk of accidents and diseases in the production and working areas. In addition, the Group promotes the employee training and awareness on safety issues, such as the implementa-

tion of standards and procedures and the continuous evaluation and improvement of the implemented systems.

To achieve the goal of eliminating work-related accidents and incidents, the Group depends on three main pillars: early identification and management of risks that could potentially occur, appropriate employee training, and systematic monitoring of their performance.

**At Plastika Kritis Group, the protection of health and safety is not just a duty, but a commitment that is integrated into every aspect of its operations.**



**Early identification and prevention**

Identification and management of risks in the workplace



**Employee training**

Continuous information, training and provision of personal protective equipment to employees



**Systematic monitoring of performance**

Continuous improvement through the investigation of incidents, controls and inspections within the implemented management system

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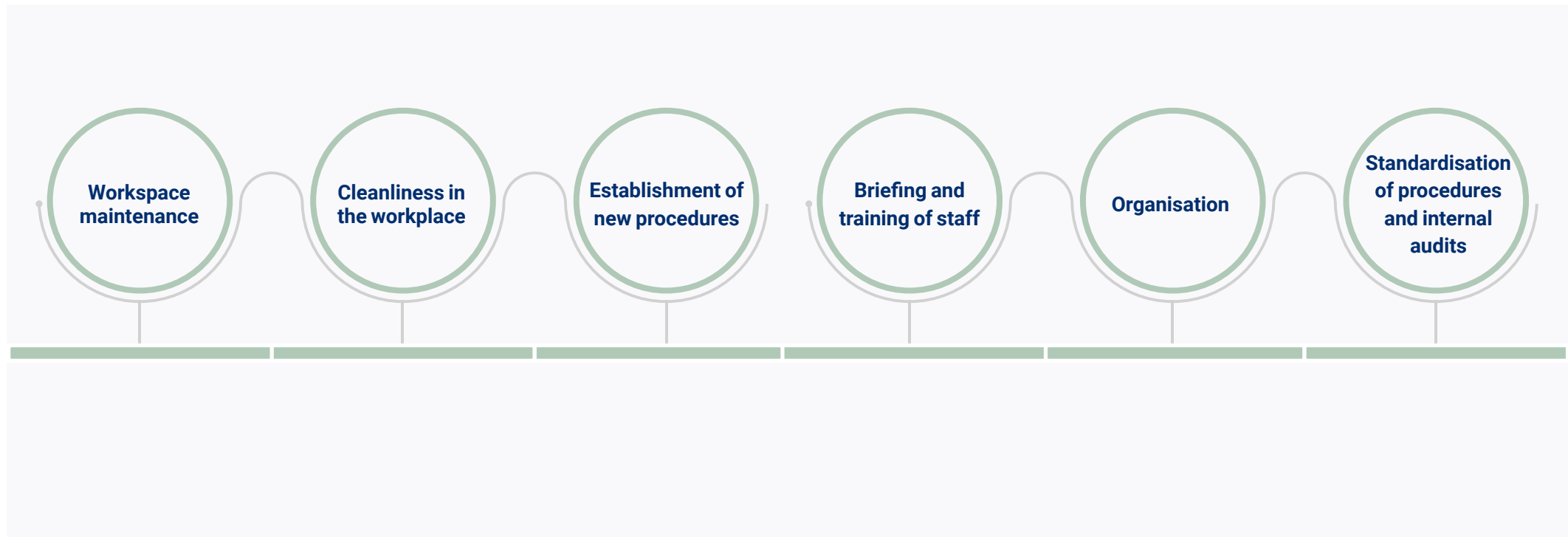
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# Holistic "5S+Safety" approach

The Group implements the 5S organisation and order system, which aims to organise workplaces in order to eliminate waste, improve workflow and reduce unnecessary processes. The 5S system enhances the

productivity and efficiency of the Group's employees. A well-organised and clutter-free workspace reduces the risk of accidents such as slipping and tripping, overturning or falling objects and exposure to hazard-

ous materials. The Group has adopted an expanded methodology, which also incorporates the benefits of workplace safety (5S+Safety). This system places emphasis on the following health and safety topics:



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This holistic approach, which is implemented by the Group, essentially supports the achievement of health and safety goals in the workplace. At the same time, it contributes to orderliness and better organisation, the reduction of errors and incidents, the control and reduction of operating costs, as well as the enhancement of the employee productivity.

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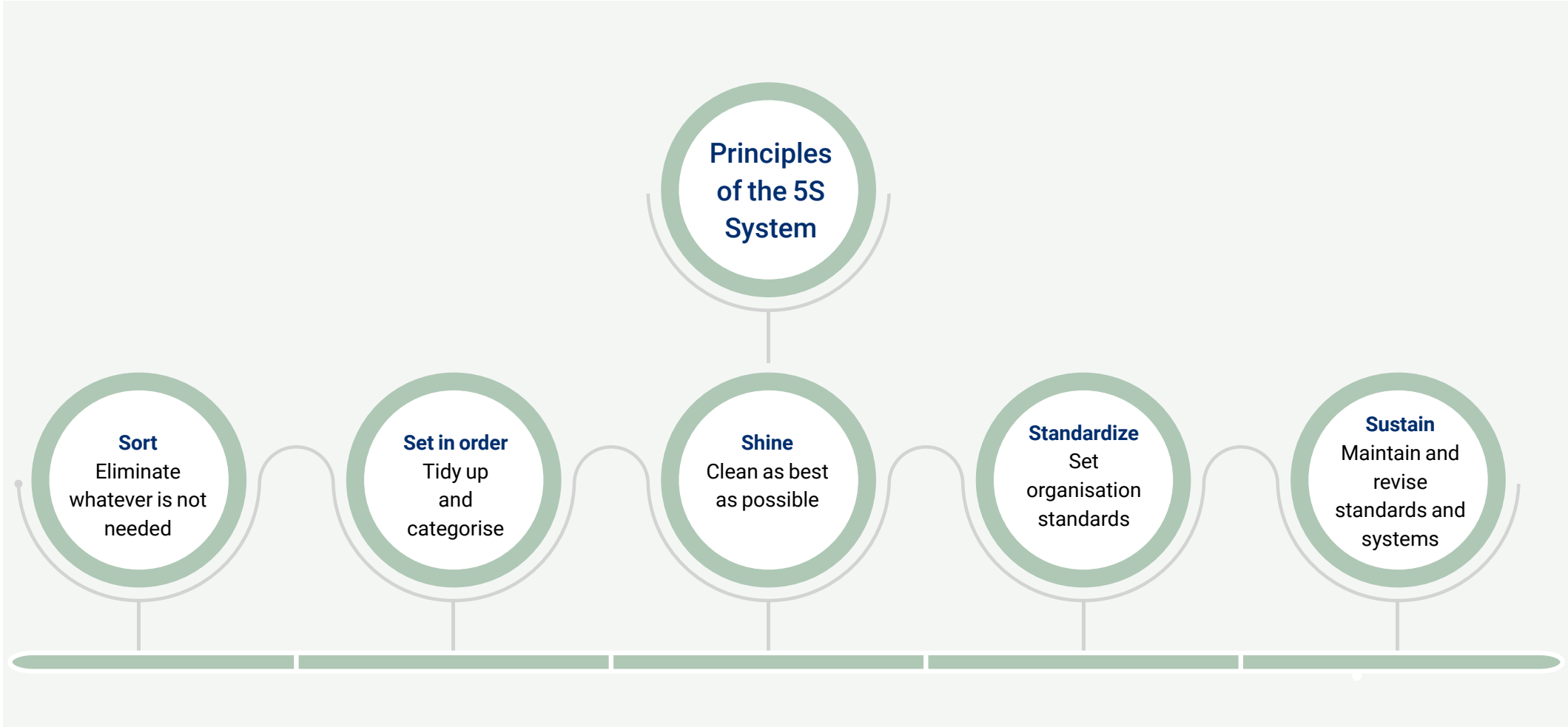
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# Health and Safety Management System



Plastika Kritis Group has established and implemented a comprehensive Occupational Health and Safety Policy in order to protect the safety of its employees and partners.

The Health and Safety Policy implemented by the Group reflects management's commitment to continuously improving health and safety conditions in the workplace, ensuring that employees and partners can work without being exposed to risks that could lead to accidents, injuries, or occupational diseases. This policy, which is applied to 100% of the Group's production plants, forms the basis for the creation of the Health and Safety Management System according to ISO 45001:2018.

For the proper and effective implementation of the Occupational Health and Safety (OH&S) Management System, a manual and complementary procedures have been developed in all production plants. These procedures apply to the following departments:

- »Film-membrane production department
- »Masterbatches production department
- »Plastic pipe production department
- »Recycling department
- »RES energy generation department

In addition, this system allows for the development of an integrated framework that improves working conditions and minimises or manages risks for employees. It also cultivates a safety culture at all levels of the Group's operation and work-related injuries and diseases are reduced, thereby improving employee performance.

In the design of the OH&S Management System, consideration is given to all the risks arising during the Occupational Risk Assessment Study – which the Group prepares for all its facilities within the framework of its legal obligations regarding health and safety.



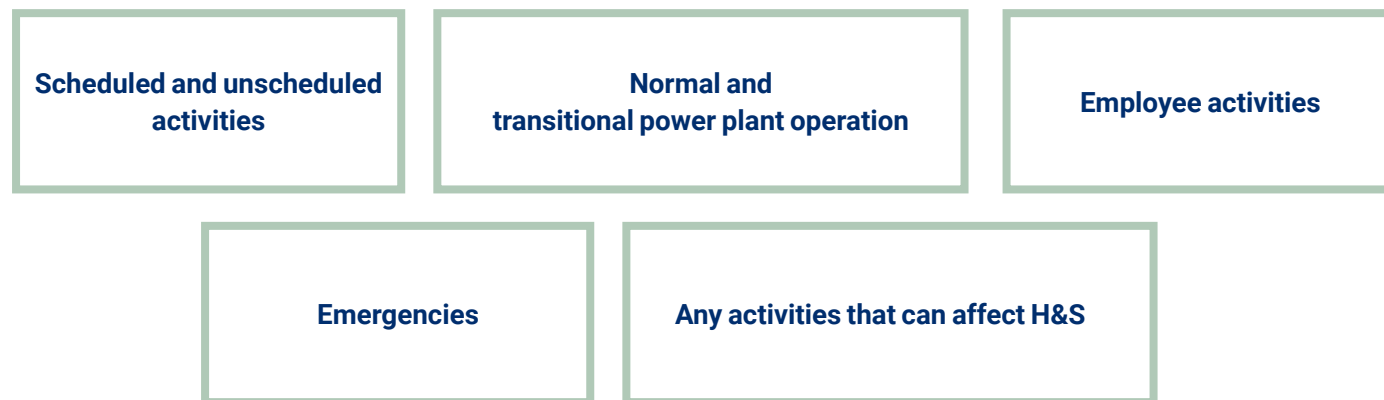
# Risk identification and assessment

The Health and Safety Management System allows for the early identification of employee-related safety risks as well as the implementation of practices for their effective management. Risk prevention and effective management are vital for health and safety at the workplace.

Plastika Kritis Group has developed and implements a specific potential risks identification procedure for each job, which also assesses the degree of risk, so that it can take any necessary measures for their effi-

cient management.

The risk identification and assessment procedure is adopted in all of the Group's areas of operation, such as the production and storage facilities, offices and outdoors areas. It is worth noting that during the risk identification procedure, the employee groups that may be affected by these risks is also taken into consideration, so that additional measures are taken where necessary. Specifically, the following risk sources are analysed:



## Digital H&S management platform

The Group has developed and maintains a digital platform which it uses to easily and reliably record, assess and classify occupational risks as well as record incidents, accidents and near misses for any kind of business-related risk. In addition, it can be used for the development of improved activities and actions, which are recorded on the platform and can be applied across all its business operations.



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# Occupational risk management

The Group has appointed Safety Officers who are responsible for managing occupational risks. Among the Safety Officers' responsibilities is the provision of improvement suggestions and instructions for the effective management of recorded occupational risks. In addition, they are responsible for supporting health and safety issues, the proper implementation of adopted health practices, as well as the investigation into any type of health and safety-related accident and incident concerning both its employees and partners.

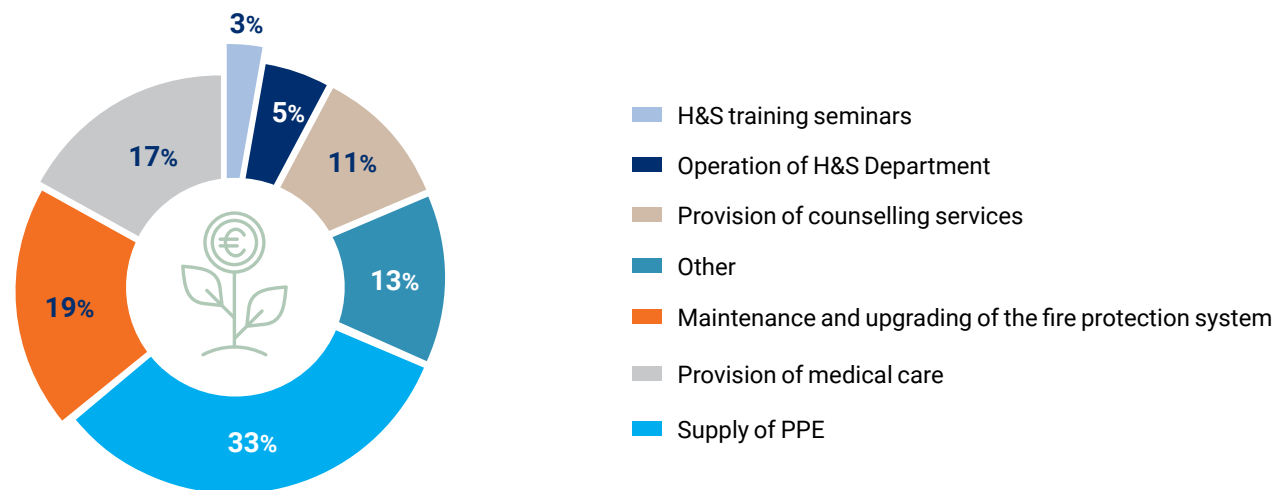
In order to manage the identified Health and Safety risks, Plastika Kritis Group makes specific investments, demonstrating that the Management's commitment to the protection of employees is not only a moral obligation, but also a strategic choice with multifaceted benefits. A working environment that protects the health and safety of the Group's employees and partners, while reducing the likelihood of work accidents and diseases, enhances employee satisfaction. At the same time, their productivity increases as they feel safe performing their job in a working environment that prevents and promptly deals with potential risks.

In this respect, investing in the health and safety of employees is proof that Plastika Kritis Group cares and has a people-centred approach towards its employees.



**In 2023, the Group invested 474,000€ in employee H&S related issues**

## H&S investments



All in all, investing in the employee's health and safety is not just a moral or legal obligation, but a prudent business strategy that promotes growth, productivity and sustainability.

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# Employee awareness and training

The employees' adequate awareness and effective training on H&S at the workplace are key for the prevention of accidents and incidents at the workplace.

In this respect, the Plastika Kritis Group's Safety Technicians conduct Health and Safety training seminars for all employees, enhancing the health and safety culture across its entire operation. In addition, emergency drills are conducted during the year to verify employee readiness, while identifying areas in the production plants' existing emergency management plan that need improvement.

Regarding new recruits, the Group has invested in and implements a pre-set occupational health and safety programme that exclusively concerns safe work behaviour, the prevention of occupational risks and occupational safety.

**100% of new recruits are briefed and receive training on health and safety related risks**

2023	2022
▶ <b>4,387</b> Hours of training	▶ <b>534</b> Hours of training
▶ <b>462</b> employees trained	▶ <b>226</b> employees trained
▶ <b>52</b> H&S seminars	▶ <b>32</b> H&S seminars



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# Monitoring and improvement

Through regular inspections and specific procedures that it has established, which include the continuous recording, monitoring and evaluation of Group issues, the Group aims to continuously improve the Health and Safety Management System that it implements.

In particular, Plastika Kritis Group implements regular inspections which are conducted by qualified personnel. These inspections aim to explore whether its system aligns and complies with legal, regulatory and ISO 45001 requirements as well as the effectiveness of the implemented policy. This allows for the adjustment of the system, where necessary, as well as improvement measures to be taken in order for set targets to be achieved.

In addition, the effectiveness of the procedures is also ensured by defining and measuring qualitative and quantitative indicators which focus on the Group's health and safety targets stated below:

- » Complying with legislative requirements and other relevant occupational health and safety obligations

relating to the Group's operations:

- » Achieving our objectives and targets and implementing the Group's Policy
- » Measuring and monitoring foreseeable exposure limits to harmful agents
- » Ensuring the safety of equipment and workplaces
- » Ensuring employees and third parties comply with procedures

When discrepancies arise, the Group takes immediate action to identify the cause of non-compliance and to ensure the implementation of the necessary corrective actions. This involves both correction of its own non-compliance as well as the dealing with its cause, in order to prevent its recurrence in the future.

## Overview of the methodology that is adopted for monitoring and improving H&S performances

### Systematic checks and inspections

Based on the 5S system that is implemented in all production plants

### Measurements of harmful agents

Annual measurement of physical and chemical harmful agents to ensure that a safe working environment is maintained

### Job rotation

Carried out monthly and annually, so that employees are not constantly over exerted

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# Health and safety rates

	2023	2022
Total hours worked	2,428,162	1,982,329
Number of high-impact events	1	1
Rate of high-impact events	0.4	0.5
Number of all recorded work-related injuries	31	25
Rate of all recorded work-related injuries	12.8	12.6
Injury frequency rate (excluding fatal accidents) - Employees' LTIFR (Lost Time Injury Frequency Rate)	13.2	13.1
Absence frequency rate - Employees' AR (Absenteeism rate) (%)	2.4	3.1
Number of employee deaths	0	0

**\* Rate of high-impact events**=Number of high-impact events/Annual number of man-hours worked \*1,000,000

**LTIFR** = (Number of recorded injuries – number of deaths)/Annual number of man-hours of work \* 1,000,000

**Rate of high-impact events**=umber of high-impact events/Annual number of man-hours worked \*1,000,000

**AR** = Number of days of absence from work/annual number of working days

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# Our social footprint



**PLASTIKA KRITIS GROUP'S CONTRIBUTION TO GLOBAL SUSTAINABLE DEVELOPMENT GOALS:**





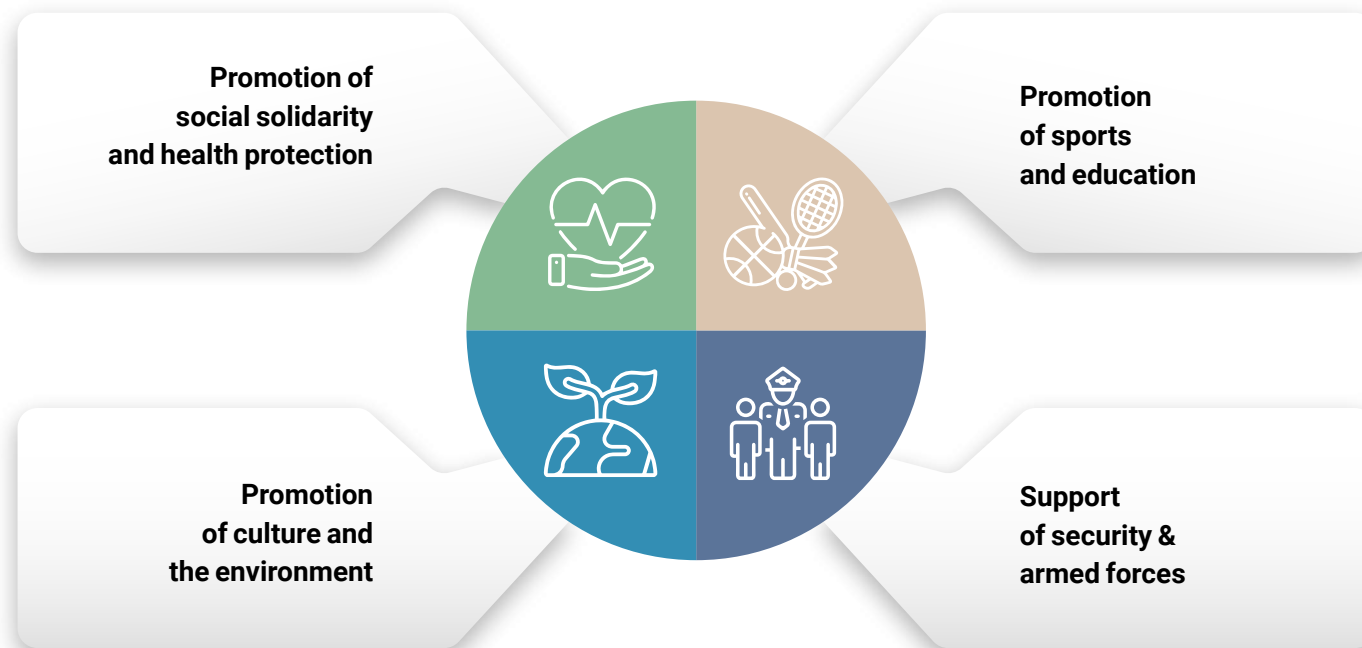
# Contributing to local communities

At Plastika Kritis Group, our actions are driven by a deep commitment to substantially contribute to the communities where we operate. Recognising the importance of promoting meaningful dialogue and maintaining a two-way channel of communication with our stakeholders, we implement actions that contribute to improving the quality of life of local communities.

Our dedication to social responsibility is an integral part of our business operations, striving to create lasting value for our employees, stakeholders and the wider community.

Our social initiatives focus on creating value in society through targeted investments.

We focus on areas that we believe are key factors in sustainable development and social well-being, which are divided into 4 priorities:



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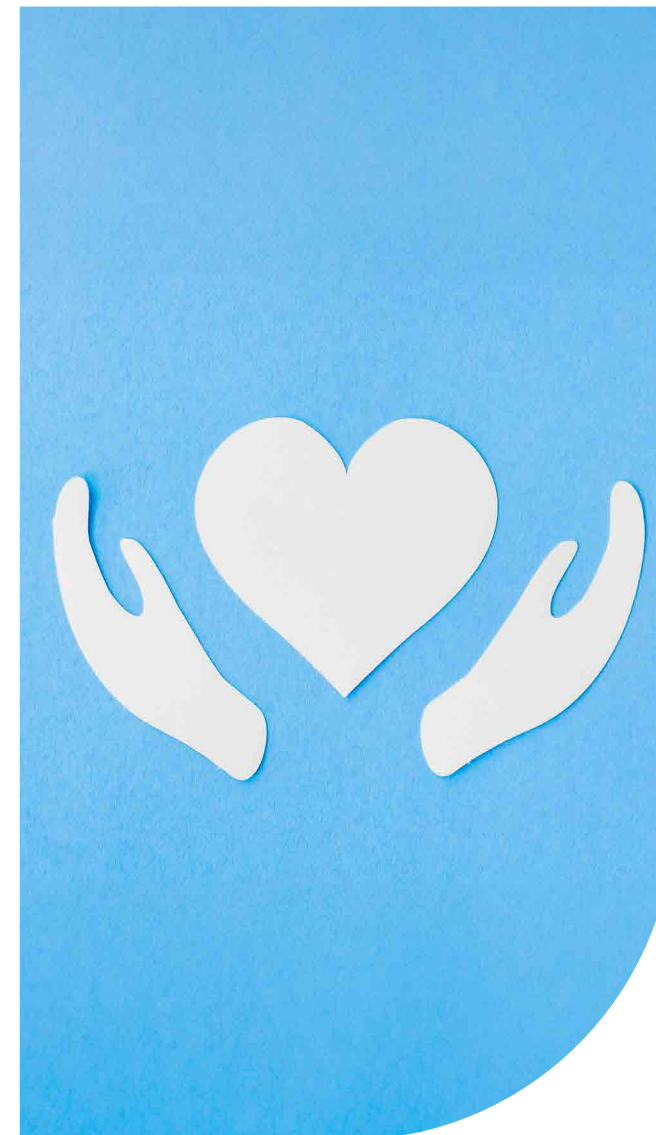
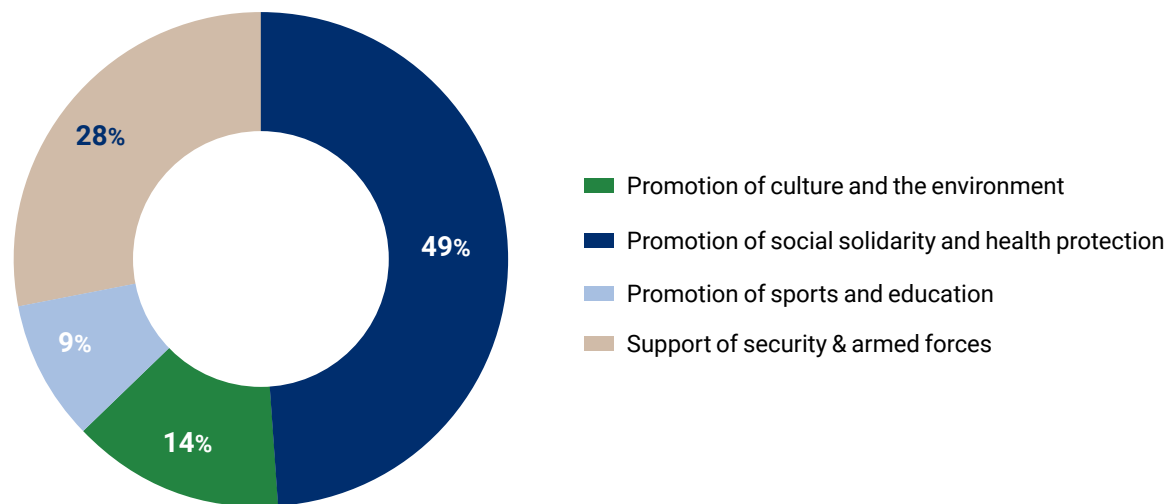
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**Group's donation for 2023**

Social actions priority	Greece (amounts in €)	Subsidiaries (amounts in €)
Promotion of social solidarity and health protection	209,664	60,081
Promotion of culture and the environment	58,126	20,000
Promotion of sports and education	46,926	4,500
Support of security & armed forces	153,203	0
<b>Total</b>	<b>467,919</b>	<b>84,581</b>

**Distribution of donations by pillar and amounts spent**



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## Promotion of social solidarity and health protection

Creating a positive impact on the local communities in which the Group operates is initially achieved with the work it does, but also with a wide range of actions that centre on people and health protection. Since its establishment, Plastika Kritis Group, which embraces a sense of contribution, has actively supported hospitals and institutions in the local community, as well as churches, non-profit organisations and local institutions, which are instrumental in dealing with social problems. For yet another year, we have made every effort to support our fellow people who are facing challenges, by offering systematic support of over 200 sponsorships to 12 soup kitchens and the region's primary, middle and high school canteens.



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In 2023, we helped with sponsorships and donations to:

## Social bodies

- “The Smile of the Child”
- SOS Children's Villages
- Iliachtida Association
- Heraklion Alzheimer's Disease Solidarity Association
- “Living with Cancer” Association
- Thessaly flood victims
- Centre For Persons With Learning Difficulties “Zoodohos Pigi”
- Heraklion Large Families Association
- “Good Samaritan” Retirement Centre
- Association for Disabled People of South Crete “TO MELLON”
- Centre of special children "Agios Spyridon"
- Retirement home for fighters “Spiti tou Agonisti” (Home of the fighter)
- Association of parents, guardians and friends of persons with disabilities “Right to life”

- Association of people with disabilities of the Regional Unit of Agios Nikolaos
- Group of Volunteers Against Cancer "Agaliazo"
- Non-profit organisation "Women Do Business"
- Association of Voluntary Offering and Support “Orizondas”
- “STORGI” Association

## Parishes

- Holy Monastery of Agios Minas
- Agios Fanourios
- Agios Evgenios
- General Poor Fund of the Archdiocese of Crete
- Parish of Agios Nikolaos of Alikarnassos
- Holy Metropolis of Arkalochori of Kastelli and Viannos
- Holy Monastery of Koufi Petra
- Archdiocese of Crete
- Holy Monastery Karkadiotissa

- Shanghai Hitec Plastics, the Plastika Kritis Group's subsidiary in China, took the initiative to cover the annual cost for the daily meal of the elderly, who live without a relative, in the village of Lianming in the Fengxian region of Shanghai. This initiative also included the purchase of 3 small electric vehicles for the distribution of meals to the elderly. This donation reached a total of €12,000.
- Agripolyane SA, the Plastika Kritis Group's subsidiary in France, donated € 3,000 to the country's vulnerable social groups, supporting inclusion and provision of equal opportunities to all.
- Global Colors Polska SA, the Plastika Kritis Group's subsidiary in Poland, donated approximately € 1,000 to non-governmental organisations as well as to humanitarian aid in Ukraine. 10 of the Company's employees volunteered their time outside their working hours.
- Romcolor, the Plastika Kritis Group's subsidiary in Romania, wanting to give value to the local community, provided volunteer work and a donation to an animal shelter.

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### Humanitarian aid to Turkey

The Turkish Embassy in Romania, in cooperation with Turkish Businessmen Association (TIAD), was mobilised to meet the needs of the earthquake victims in southern Turkey in February 2023 by raising funds and gathering first aid items which were immediately given to the Disaster and Emergency Management Authority (AFAD).

Romcolor, the Plastika Kritis Group's subsidiary in Romania, made donations of € 7,000 to earthquake victims. In particular, winter clothing was collected and given to adults and children, as well as everyday items, such as hygiene products, non-perishable food & supplies for their survival.

### "Pro Vita" Association

During 2023, the Group made a donation of €2,000 to the "Pro Vita" Association of Romania. The association addresses vulnerable social groups, such as children in institutions, single-parent families, victims of family violence, the disabled and the elderly, who face issues of equal access to health, education and social services.



### "Save the children" Organisation

"Save the Children" is a non-governmental organisation that has been defending and promoting children's rights in Romania since 1990. Respecting the rights of children, the Group actively supported this organisation by making donations of €5,000.

The Organisation pays particular attention to those in difficult situations. In Romania, thousands of children do not enrol in school or drop out of education every year because of their families lacking the resources. Its programmes primarily address children at risk, children from disadvantaged communities and poor families, children who are victims of violence and those in need, without discrimination.

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## Health

Aimed at protecting health and providing equal access to high-quality health services for to everyone without any discrimination, in 2023 we offered our help through sponsorships and donations. In particular, we supported:

- **PAGNI - University General Hospital of Heraklion**
- **"Women in Oncology" Association**
- **Doctors Without Borders**

Agripolyane SA, the Plastika Kritis Group's subsidiary in France, donated €4,000 for health research.



## "The Give Life" Association

In its efforts to support initiatives aimed at improving the quality of life and health protection, Romcolor, the Plastika Kritis Group's subsidiary in Romania, offered €7,081 to the "The Give Life" Association.

In 2018, the Association began building the first paediatric oncology and radiotherapy hospital in Romania, which was fully financed by private donations and was completed in 2023.

The first Paediatric Oncology and Radiotherapy Hospital in Romania, which was built from scratch in the last 30 years, also has the first paediatric radiotherapy department in a public hospital. Provided therein:

- Multidisciplinary treatment for sick children from across the country
- Cutting edge technologies (BMS system, "Clean hand" access to ICU, state-of-the-art radiotherapy technologies, etc.)
- An environment where children can live their childhood while facing serious diseases (indoor cinema, radio studio, astronomical observatory, etc.)

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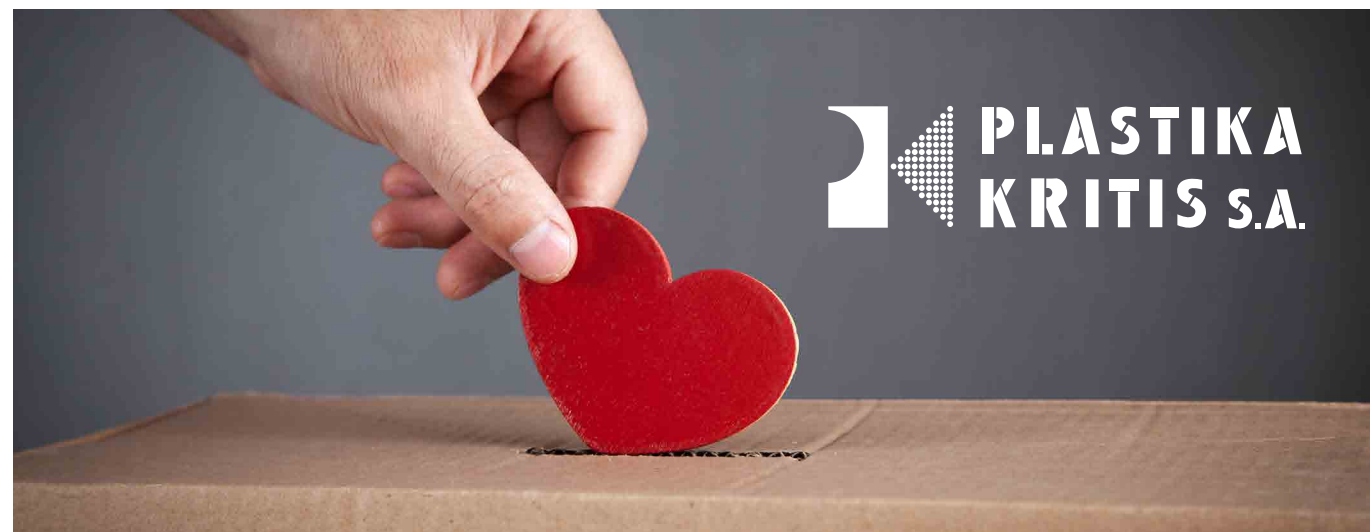


### Additional actions for individuals with serious health problems

In 2023, we attempted to support children and adults through various associations. With donations of €19,000, Romcolor managed to offer people, who could not afford to be hospitalised or have necessary procedures-treatments, the opportunity to be treated and recover in clinics. More specifically, we contributed to treatments abroad for two women with serious forms of cancer and we covered the cost of the lessons which a boy with autism needed to attend.

### The Group's donations in 2023 for the promotion of social solidarity and health protection

Company	Amounts in €
Plastika Kritis SA	209,664
Romcolor, Romania	40,000
Shanghai HiTec Plastics, China	12,000
Agripolyane SA, France	7,081
Global Colors Polska SA, Poland	1,000
<b>Total</b>	<b>269,745</b>



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## Promotion of culture and the environment

The promotion and support of culture and environmental protection, are key areas of activity for the Group, which develops activities that contribute to improving the quality of life in local communities always with respect to the environment. We are proud to be the sponsor of cultural and environmental institutions and actions.





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## Culture

Aiming to enhance culture, especially at the local level, and to support actions that support the local community, we offered sponsorships and donations to the following institutions and organisations in 2023:

- Kalesia Cultural Centre
- Friends of the Museum of Ancient Eleutherna
- Paleochoritiko Carnival Association
- Municipality of Heraklion at the 2023 Tourism Awards
- Heraklion Piano Festival
- Cultural Environmental Association of Kallithea "Prophet Elias"
- Production of the documentary "On the other side of the world"
- SUSTENG 2023 Conference
- Association for the Promotion of Antiquities, History and Culture of Ierapetra "Ierapytna"
- Agia Ekaterini Cultural Association for the EKATERINEIA 2023 event
- Cultural Association of the community of Myrtos "SARANTAPIGOS"
- Frenaros community council for the 14<sup>th</sup> Pancyprian Cultural Watermelon Festival 2023
- Cultural Association of Nea Manolada "Elpizo"
- Cultural Association of Lygia to celebrate "Xebostanismata 2023" (Farmers' Festival).
- Foundation for Economic & Industrial Research (IOBE)
- Cultural Association of Arvi - Banana Festival
- Cultural Association of Tragana "Thrasymidis"
- "OLYMPIA" Conference
- Street Art Festival 2023
- Pancretan Cultural Centre - MALEVIZI FESTIVAL 2023
- Journal of the Association of Friends of the Foundation for Research and Technology-Hellas (FORTH)
- Cultural Association of Kallithea
- Association of Greek Roma
- 5<sup>th</sup> Piano Festival
- Restoration of the Holy Church of Agia Paraskevi in Limenos, Hersonissos
- Cultural Association of Agios Ioannis Ierapetra

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## “Heritage for the Future” Cultural Association

With a view to promoting culture, Romcolor made a donation of €20,000 to the “Heritage for the future” Cultural Association. The Association carries out education and promotion, conservation and restoration activities to the national heritage sector in Romania and beyond, while paving the way for a better understanding of UNESCO World Heritage Sites in Romania. The Association collaborates with various museums and volunteers of Europe’s

Cultural Heritage and utilises architectural monuments, artworks and national customs.

In 2023, the Romanian National Commission for UNESCO announced the premier of the documentary entitled "Marthe Bibesco, La Nymphe Europe" / "Martha Bibescu, Nimfa Europa". This film was produced by the “Heritage for the Future” Cultural Association.

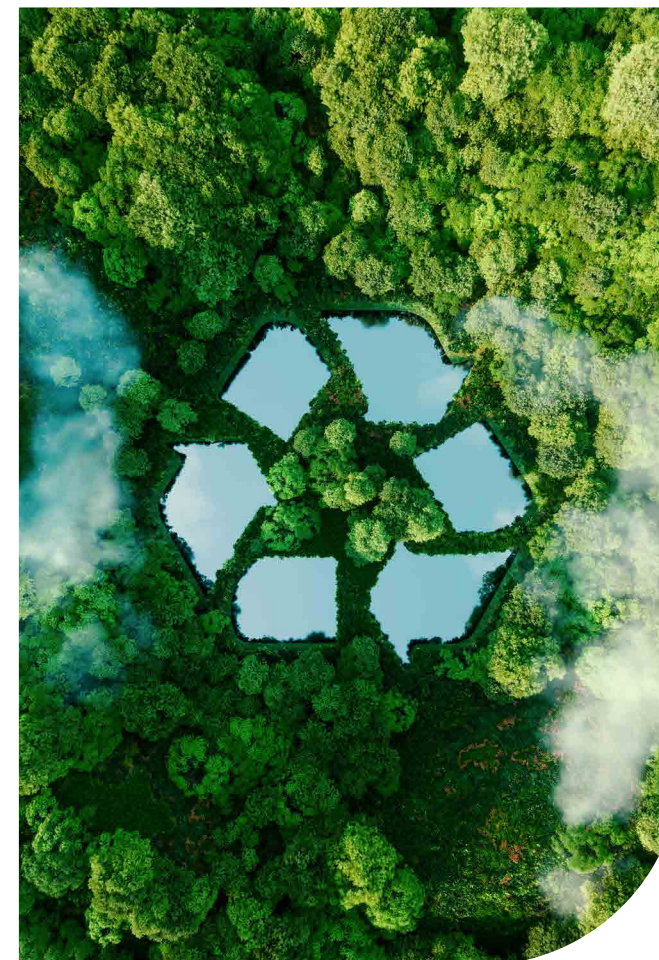
## Environment

Seeking to promote the importance of environmental sustainability through sponsorships and donations, environmental protection extends beyond our business operations. In particular, in 2023 we offered:

- **4<sup>th</sup> Symposium on Circular economy & Sustainability**
- **School Marathon "Let's Go Recycling"**
- **“THALES” Energy Community**

### The Group’s donations in 2023 for the promotion of culture and the environment

Company	Amounts in €
Plastika Kritis SA	58,126
Romcolor, Romania	20,000
<b>Total</b>	<b>78,126</b>





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### **Social contribution through the “THALES” Energy Community**

The “THALES” Energy Community, a Plastika Kritis Group initiative, is an innovative approach that combines sustainable development and social responsibility. Operating as a non-profit urban cooperative, “THALES” actively contributes to reducing energy costs for its members, while promoting environmental awareness and social well-being.

One of the energy community’s objectives is to include vulnerable social groups and social organisations to the virtual energy netting system at no

cost. Through this action, Plastika Kritis Group supports social cohesion and solidarity offering substantial assistance to organisations that support vulnerable social groups. This ensures that our most vulnerable citizens can benefit from renewable energy sources and ultimately reduce their energy costs and improve their living conditions.

This initiative highlights the Group’s commitment to social contribution and the emphasis it places on strengthening the social fabric. The inclusion of

all Plastika Kritis employees to the energy netting programme, during their employment and after their retirement, is evidence that the Group actively supports its people and promotes social well-being and long-term sustainability.

Through “THALES”, Plastika Kritis Group not only promotes environmental protection, but also strengthens its social footprint by supporting our fellow citizens in need and contributing to the well-being of the local community.

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## Promotion of sports and education

In order to enhance the creation of value for the local and wider society, the Group carries out actions that increase the citizens' well-being and promote social values. According to the Group, the promotion of sports and education are significant areas of activity through which it contributes to the development of the new generation and the promotion of values and standards that will help their progress and their smooth integration into society.



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## Education

In view of promoting education and improving educational facilities, in 2023 we supported the following schools and educational institutions with grants and donations in 2023:

- 1<sup>st</sup> Special Kindergarten
- Elounda Primary School
- Laboratory for Special Vocational Education (EEEEK) of Egaleo
- Sports Robotics Festival for Preschoolers
- Robonagers Competition
- Summer School of the Department of Economics, University of Crete
- "Support of the iGEM Unicrete Interdisciplinary" programme
- Institute of Mediterranean Studies Conference to celebrate 40 years of the FORTH.
- Alikarnassos Primary School
- "TEDx UoC 2023"
- HERO - Hellenic Educational Robotics Organisation

## Diakonia - International Aid Association

The Diakonia Educational Centre aims to provide educational support to Romanian children from disadvantaged families. The Group provided a donation of more than €2,000 to this association. The educational centre aims to help these children by providing them with equal opportunities to education. The Association provides a study area and meal and, occasionally, gifts on festive days. In 2023,

## Sport

Recognising the value of sport. In 2023, we offered our help through sponsorships and donations to:

- Paralympian Emmanouil Stefanoudakis
- Omonia Kallithea Sports Club (SC)
- Irodotos Football Club
- CANDIA MARIS Sports Club
- Riding Academy of Crete
- RHYTHMOS-ATHLESIS (IRA) Heraklion Sports Association
- Kalessa Primary School
- Marmarinis Heimarras Football Club
- Cultural Sports Organisation of the Municipality of Agios Nikolaos
- Asites Football Club
- Paleochora Football Club

Global Colors Polska SA, the Plastika Kritis Group's subsidiary in Poland, made donations of approximately €2,500 towards education to the country. In 2023, Agripolyane SA, the Plastika Kritis Group's subsidiary in France, offered 2 people, who had just graduated from their schools, the opportunity to become members and learn about the Company and the overall work of the Group.

- Anagennisi Football Club of Ierapetra
- "Minoas" Pan-Cretan Athletic Association for the hearing-impaired of Crete
- FLL competition

### The Group's donations in 2023 for the promotion of sports and education

Company	Amounts in €
Plastika Kritis SA	46,926
Romcolor, Romania	2,000
Global Colors Polska SA, Poland	2,500
<b>Total</b>	<b>51,426</b>

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# Support for security and armed forces

Seeking to promote security in the local community and recognising the work and importance of the security and armed forces, the Group has been actively supporting the following forces for many years:

- **Police Officer Association of Heraklion**
- **Fire Fighter Association of Heraklion**
- **Daskalogianni Camp**
- **Hellenic Police**
- **Hellenic Fire Service**

## Group's donation for 2023 for the support of security & armed forces

Company	Amounts in €
Plastika Kritis SA	153,203
<b>Total</b>	<b>153,203</b>



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# Responsible Governance at the heart of our operations



PLASTIKA KRITIS GROUP'S CONTRIBUTION TO GLOBAL SUSTAINABLE DEVELOPMENT GOALS:



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## Business model

Corporate responsibility is an integral part of the Plastika Kritis Group's operation and development and determines our business choices and actions. In this respect, the Group seeks to offer innovative, high quality products aiming at customer satisfaction and the promotion of economic, environmental and social sustainability.

The business model clearly reflects the Group's activities and operation, and is based on respect toward its stakeholders and creating value for all guided by its principles and values.





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**KEY PARTNERSHIPS**

- Customers
- Group subsidiaries
- Certification and quality assurance bodies
- Research bodies and institutes
- Suppliers of superior raw materials
- Equipment suppliers



**PRODUCTION VALUE**

The Group produces and offers quality, innovative and technologically sound products that effectively meet the specific customer needs, thus improving their production process. It is constantly expanding, with production plants around the world, contributing to national and regional development in the countries where it operates, but mainly in Greece. It offers a safe working environment where employees are able to grow and are rewarded in a meritocratic and ethical manner. Moreover, thanks to major environmental protection-related investments, such as the recycling plant where old agricultural films are re-used, it transmutes the principles of circular economy and reduces the environmental footprint of these products at the end of their life. It also contributes to combating climate change by operating wind and photovoltaic parks and using RES generated energy and by creating the "Thales" energy community that allows employees and organisations from the local community to consume RES generated energy at a very low cost.

**CUSTOMER RELATIONS**

- Customer-oriented philosophy
- Provision of superior specialised products
- Recording of satisfaction levels and complaints

**MAIN ACTIVITY**

*Production and sale*

- Agricultural films
- Geomembranes
- Masterbatches
- Polyethylene pipes
- RES Energy
- Recycled plastic raw materials

**PRODUCTION RESOURCES**

- 10 production plants in 7 countries
- State-of-the art equipment
- Wind park
- Photovoltaic parks
- Fully trained staff
- Plastics recycling plant

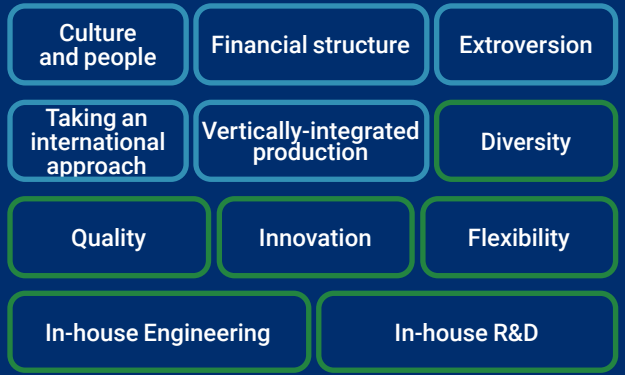
**CUSTOMER CATEGORIES**

- Plastics industry
- Agricultural sector
- Water resource management and environmental protection projects
- Telecommunications companies

**COST STRUCTURE**

- Infrastructure and equipment maintenance
- Raw materials
- Investments in new plants and infrastructure
- Payroll and additional employee benefits
- Investments in local communities

**COMPETITIVE ADVANTAGES**



**COMMUNICATION CHANNELS**

- Annual reports and financial statements
- Participation in research programmes
- Participation in sectoral exhibitions and fora
- International fairs and exhibitions
- Advertising and information initiatives
- Press releases and corporate announcements

**REVENUE STRUCTURE**

- Sales of products and goods
- Plastic recycling

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## Good governance

Plastika Kritis Group maintains strong corporate governance mechanisms which enhance its resilience and foster economic growth. The Group operates in full compliance with international and national legislation, while incorporating international good practices.

The Group's guidelines are based on Greek, European and international legislative requirements, Hellenic Capital Market Commission guidelines and internationally recognised best practices.

The governance system promotes cooperation, responsibility and shared vision and creates a strong

framework for effective organisational management that enables responsible and ethical business practices. In line with the principles of accountability, responsibility, transparency and fairness, corporate governance is instrumental in the creation of a culture of integrity within the Group, promoting its financial sustainability.

Based on these principles, we adopt strict operating protocols to safeguard shareholder rights, ensure transparency and the dissemination of accurate information, promote effective communication with all stakeholders and the management of autonomous functions.



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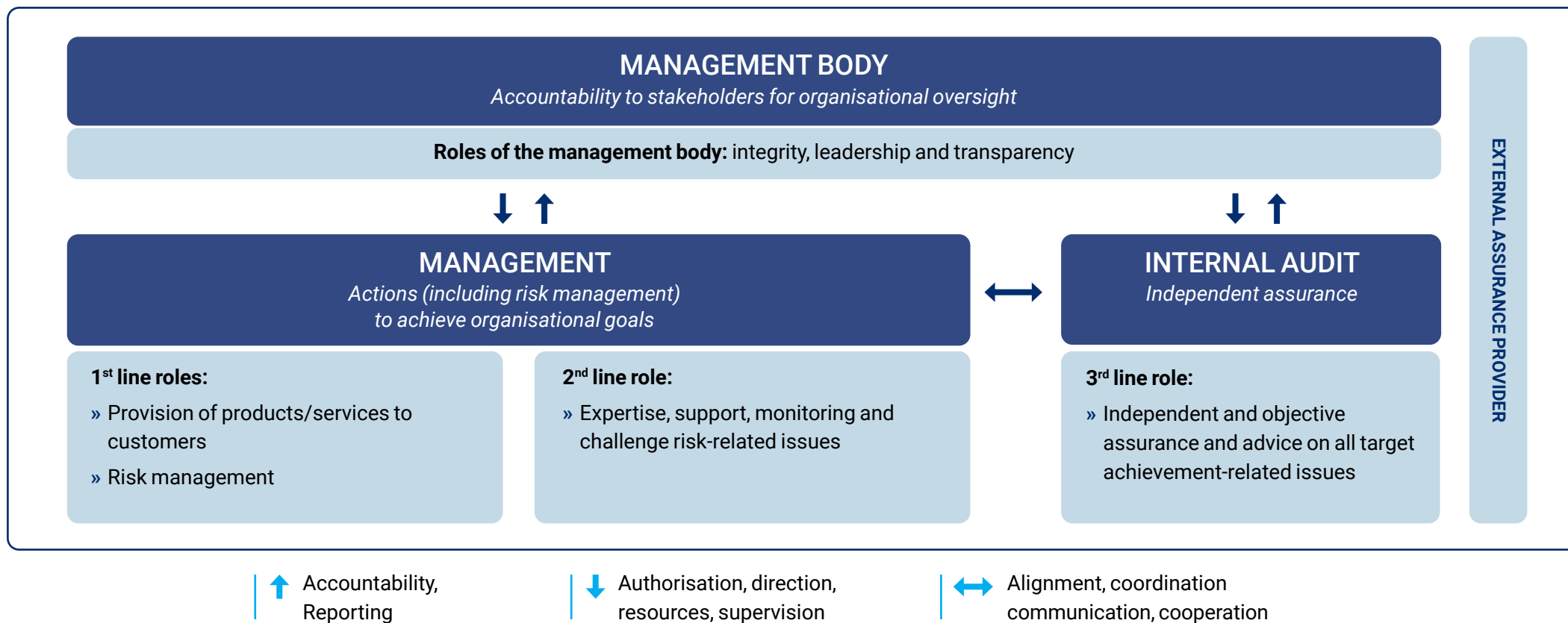
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The Group's operating framework is structured around a comprehensive set of principles, rules and policies which are overseen as part of an internal audit system comprised of three lines of defence:



We comply with corporate governance standards and the principles of the New Greek Corporate Governance Code, revised and in force in accordance with the applicable legislation, to protect company interests and meet stakeholder requirements.

The new Code can be found on the Hellenic Corporate Governance Council website at the following email address: <https://www.esed.org.gr/code-listed>

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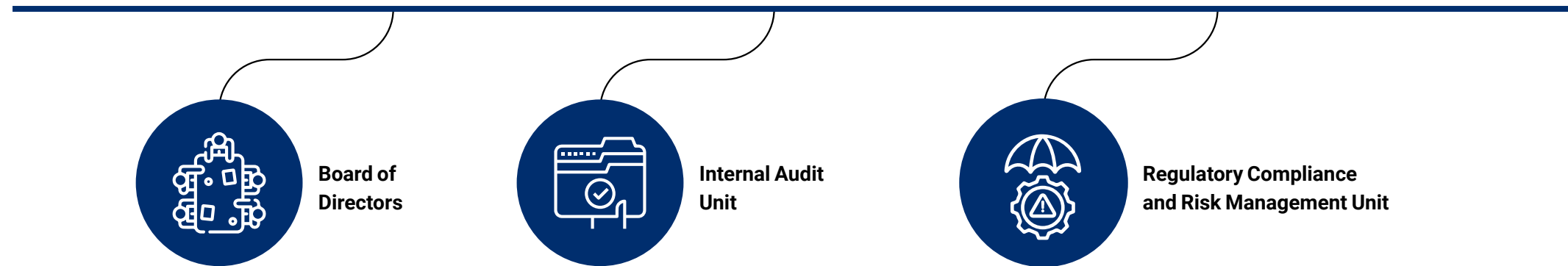
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# Organisational structure

The Company's organisational chart clearly reflects its hierarchical and interdepartmental structure. Through clearly defined responsibilities and roles, which facilitate communication and decision-making, the Company operates effectively, while enhancing

competitiveness and resilience to changes in the external environment. The corporate governance system is further backed up by the Internal Audit System and the Risk Management System, which ensure that Management is constantly briefed on any

development within and outside the Company. The organisational chart reflects the Company's organisational structure and clearly defines the main bodies that play a significant role in its successful governance. These bodies include:



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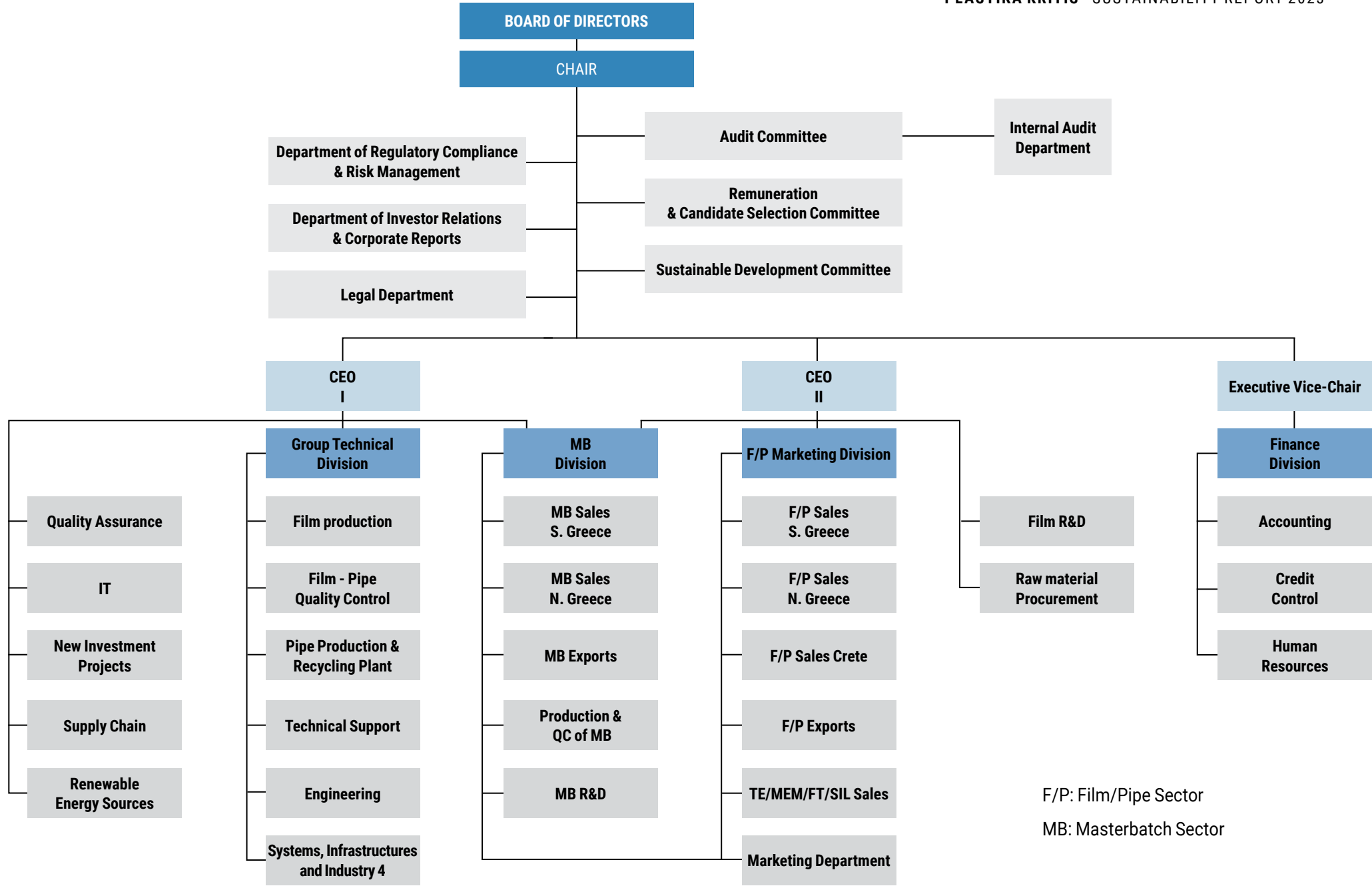
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# Structure of the Committees

The Board of Directors is responsible for preparing the corporate strategy, maximising value and defending shareholders' rights. It also oversees and checks the management and adequate and effective operation of the IAS via the Audit Committee.

The Board of Directors is assisted in its duties by the following Committees:

## Audit Committee

The Audit Committee consists of three members, it is elected by the General Assembly and, among other things, is responsible for overseeing the Internal Audit System, the financial reporting procedure and the auditors who evaluate it. The Committee is in constant contact with the Internal Audit Unit and ensures that all safeguards and conditions for the uninterrupted operation of internal audits are adhered to. In 2023, the Audit Committee met 9 times with all members participating in all meetings.

The Audit Committee members include:

Full name	Capacity
<b>Nikolaos Myrtakis</b>	Chair
<b>Pavlos Baritakis</b>	Member (independent third party, non BoD member)
<b>Michail Perakis</b>	Member



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## Remuneration & Candidate Selection Committee

In accordance with the provisions of the applicable legislation, the Company has a Remuneration and Nominations Committee. Among other things, the Committee is responsible for periodically evaluating the suitability criteria, supporting the Board of Directors in preparing and supervising the implementation of the Remuneration Policy, and checking the completeness of the Board Members' Remuneration Report for the previous year. In cooperation with the Regulatory Compliance Department, the Remuneration & Candidate Selection Committee prepares the material for the

evaluation of suitability criteria by way of specific questionnaire templates, both at an individual and a collective level.

The Committee then proceeds to evaluate the Board of Directors and its Committees and prepares an evaluation report which is presented to the Board of Directors.

In 2023, the Remuneration & Candidate Selection Committee met 3 times with all members participating in all meetings.

### The Committee members include:

Full name	Capacity
<b>Michail Vlatakis</b>	Chair
<b>Ioannis Lempidakis</b>	Member
<b>Nikolaos Myrtakis</b>	Member



## Sustainable Development Committee

The Sustainable Development Committee oversees the implementation of the Corporate Responsibility and Sustainable Development Strategy, within the framework of which the Company seeks to create value for stakeholders and to enhance the well-being of society as a whole.

The Sustainable Development Committee consists of Board members and of Company and Group executives, forming six working groups.

The purpose of the Committee is to strengthen and incorporate social responsibility into the Group's principles and values. This is achieved by adhering to the laws, adopting internationally recognised directives, principles and initiatives for sustainable development and setting priorities such as reinforcing transparency rules, environmental protection, safeguarding the health and safety of employees and partners and social contribution.

### The Committee's main priorities include:

- » The formulation of the Sustainable Development Strategy and Policy and their submission to the Board of Directors for approval.
- » The implementation of the Sustainable Development Strategy.
- » The supervision of the development of the Sustainable Development and Non-Financial Information Reports and their submission to the Board of Directors for approval.
- » The review of the results of the dialogue with stakeholders
- » The evaluation, approval and supervision of the implementation of the Company's actions/initiatives on Corporate Responsibility and Sustainable Development matters.
- » The assessment and submission of proposals regarding financial and non-financial incentives regarding Sustainable Development.
- » Staff training on Sustainable Development topics.

### The Sustainable Development Committee members include:

Full name	Capacity
<b>Ioannis Aspirtakis</b>	Chair
<b>Anna Lempidaki</b>	Member
<b>Emmanouil Lempidakis</b>	Member
<b>Michail Lempidakis</b>	Member
<b>Ioannis Melas</b>	Member
<b>Georgios Korkakas</b>	Member
<b>Emmanouil Kykrilis</b>	Member
<b>Georgios Valergakis</b>	Member
<b>Maria Vogiatzaki</b>	Member

Detailed information on the responsibilities and actions of the Board of Directors and Committees are described in the Corporate Governance Statement which is included in the Plastika Kritis annual consolidated financial statements and both of which are available on the Company's website at: [Financial information 2023 - plastikakritis.com](https://www.plastikakritis.com/financial-information-2023)

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# Composition of the Board of Directors

The Board of Directors of Plastika Kritis consists of 13 members who met a total of 20 times in 2023.

Full name	Title	Executive/Non-Executive Member	Independent Member
<b>Ioannis Lempidakis</b>	<b>BoD Chair</b>	<b>Non-Executive Member</b>	
<b>Anna Lempidaki</b>	<b>Vice Chair</b>	<b>Executive Member</b>	
<b>Michail Lempidakis</b>	<b>CEO</b>	<b>Executive Member</b>	
<b>Emmanouil Lempidakis</b>	<b>CEO</b>	<b>Executive Member</b>	
<b>Michail Perakis</b>	<b>BoD Member</b>	<b>Non-Executive Member</b>	
<b>Ioannis Melas</b>	<b>BoD Member</b>	<b>Executive Member</b>	
<b>Emmanouil Kykrilis</b>	<b>BoD Member</b>	<b>Executive Member</b>	
<b>Georgios Valergakis</b>	<b>BoD Member</b>	<b>Executive Member</b>	
<b>Georgios Korkakas</b>	<b>BoD Member</b>	<b>Executive Member</b>	
<b>Nikolaos Myrtakis</b>	<b>BoD Member</b>	<b>Non-Executive Member</b>	•
<b>Michail Vlatakis</b>	<b>BoD Member</b>	<b>Non-Executive Member</b>	•
<b>Georgia Milaki</b>	<b>BoD Member</b>	<b>Non-Executive Member</b>	•
<b>Christina Chalkiadaki</b>	<b>BoD Member</b>	<b>Non-Executive Member</b>	•

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# Internal Audit System

The Internal Audit System (IAS) is the set of policies, procedures and rules that are implemented with the aim of -inter alia- identifying and managing substantial risks associated with business activities and operation, ensuring the completeness and reliability of the data and information in the financial statements, complying with the regulatory and legislative framework, and so on. The Board of Directors is responsible for ensuring the adequate and effective operation of Internal Audit System through its approved policies and procedures. The Audit Committee is responsible for monitoring the proper operation of the Internal Audit System and is briefed by the Internal Audit, Regulatory Compliance

and Risk Management Services, which control and evaluate the implementation of the aforementioned policies and procedures.

After reviewing the internal control systems, the Board of Directors deemed, inter alia, that the Internal Audit Service operated effectively and adequately, it complied with the regulatory and legislative framework and managed risks. It also deemed that the Group's policies and procedures are satisfactorily implemented and the principles of the Group's Code of Conduct and Ethics are observed by the Company's management, staff, customers, suppliers and the partners.

## Evaluation of the Company's Internal Audit System

In 2023, the Internal Audit Service assessed the adequacy and effectiveness of the Internal Audit System (IAS). The Audit Committee Chairperson provided the members of the BoD with the results of the Internal Audit System Evaluation Report. The report, which was prepared by the Internal Audit Service and submitted to the Audit Committee, concluded that no substantial weaknesses were identified in the Company's Internal Audit System and its major subsidiaries. In addition, the Board of Directors unanimously decided to continue the implementation plan for addressing the evaluation findings.

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# Risk Management System

Timely identification and handling of risks is key for the Company's and the Group's resilience. To that end, with the precautionary principle in mind, Plastika Kritis has developed a Risk Management System (RMS) consisting of policies and procedures to ensure effective risk management and the overall support of the Company's IAS. The Risk Management System which Plastika Kritis and its subsidiaries implement is based on strict safeguards and on overall employee participation.

The Company's Risk Management Unit is a key component of the system. The Unit is primarily responsible for the Company's approach to identifying and addressing potential risks and establishing governance structures for future challenges, by developing policies and procedures and overseeing their proper implementation. This

is achieved, inter alia, by briefing and training employees about risk identification and management issues, and by recommending acceptable levels of risk appetite for each type of recognised risk.

Seeking to enhance business continuity and the overall strengthening of the Corporate Governance framework, Plastika Kritis has established the following:

- » Development and adoption of a risk management policy
- » Development and adoption a risk management procedure
- » Development and adoption of an advanced risk management model

The Risk Management Policy and Procedure initially concern the official codification of the principles governing the operation of the Plant and secondly the addition of measures in line with international best practices and the provisions of the applicable legislation.

Areas considered to be high risk are monitored using suitable control systems. For example, there are by-laws, organisational charts with clearly defined competences, and detailed procedures and approved spending limits. In addition to the auditing mechanisms implemented by each Division, all Company activities are supervised by the Internal Audit Unit and the results of those audits are presented to the Board of Directors via the Audit Committee.

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## Non-financial risks

The Company's smooth operation may be affected by various direct and indirect risks, which could potentially hinder its progress. Health and safety in the workplace, plant safety and climate change are the Company's main categories of non-financial risks.



**Health and safety in the workplace:**

Aiming at continuous monitoring and improvement of all safety parameters relating to the employees' health and safety risks and the elimination of injuries, we implement an integrated management system and accident reduction programme, while investing in newer equipment and continuous staff training.

**Physical security of facilities:**

Seeking to ensure the proper operation of its facilities, the Group takes all the necessary measures to protect its production facilities, equipment, resources and assets, as well as its staff against damage or harm such as natural disasters or fires. In this context, the Group carries out an in-depth inspection with an external associate on the physical safety of the Group's facilities every three years, and based on its conclusions takes additional measures or existing ones are tightened.

**Climate Change:**

We recognise the importance of the global impact of climate change, and, for this reason, we are taking steps to mitigate it. We follow international trends closely and are constantly taking new measures to mitigate risks, such as increasing carbon emissions, by making new investments. Aimed at reducing the use of fossil fuels, the Group already operates a wind park and has plans to further expand similar initiatives.

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## Risk Management Model

The Plastika Kritis Risk Management model incorporates new trends and international best practices in risk identification and management by significantly increasing the effectiveness of the Company's Risk Management mode. Specifically, the improved methodological approach employed allows the Risk Management Unit to design and implement targeted strategies for a wider range of potential risks with greater accuracy and effectiveness.

Using the model, Plastika Kritis carried out a Risk Control Self Assessment (RCSA). During this process, meetings were held with all Division/Department managers aimed at the implemen-

tation of the new corporate Risk Management Procedure for the identification, analysis, evaluation and management of relevant risks. Upon completion of the exercise, the Risk Management Unit prepared and submitted the relevant evaluation report to the Company's Board of Directors. The report in question included the following key points:

- » the Company's main risks by type and category,
- » the assessment of the level of residual risk after implementing control mechanisms,
- » the degree of necessity for taking additional control measures to mitigate or eliminate those risks.

“



## Combating corruption and strengthening transparency

Recognising the need for transparent and ethical operation, the Group conducts all its transactions in accordance with the applicable national and international law and the Code of Conduct and Ethics, in order to contribute to the Company's proper operation (more information on the Group's Code of Conduct and Ethics can be found on our site: (<https://www.plastikakritis.com/gr>)).

In particular, within the framework of the preventive actions that are taken, each executive has a specific

limit of responsibility, while relevant checks are carried out to assess their compliance. Plastika Kritis' objective is to engage with stakeholders honestly and properly, in accordance with its principles and values.

The internal policies, regulations and the relevant procedures we have developed and adopt promote that objective by establishing and setting our executives' limit of responsibility and influence, the development of safeguards to prevent corruption and the performance of relevant audits on the Company overall.

**Zero** reports to the Group associated  
with violence or harassment, corruption, human rights,  
personal data or unethical marketing practices



# Avoiding Conflicts of Interest

Based on the precautionary principle and the need to protect our shareholders' interests, the Company has adopted a specific policy (management framework) for conflicts of interest, regarding the maintenance and implementation of effective administrative procedures and control mechanisms to identify and manage existing and potential conflicts of interest during our operations, in accordance with Article 14(3)(g) of Law 4706/2020.

The conflicts of interest policy was created to provide guidance to Board Members, management executives and employees about how conflicts of interest are defined, how they can be recognised, and what procedures need to be followed when they occur, in order to protect stakeholders and Company interests.

The conflicts of interest policy is reviewed and updated regularly depending on respective needs, and a conflicts of interest-related report is prepared each year.

The objective of the conflicts of interest policy is detailed below, which is to:

- » identify and define situations which constitute or could cause conflicts of interest which could entail a material risk to the stakeholders' and the Company's interests,
- » design and implement procedures and systems to prevent possible conflicts of interest which harm the stakeholders' and the Company's interests,
- » adopt appropriate procedures, mechanisms and systems to manage such conflicts.



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# Safeguarding the privacy of personal data

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Safeguarding the privacy of the personal data of customers, employees and other stakeholders is a top priority for the Group. The Group recognises that overall success and sustainable development depend not only on network information flows and ensuring business ethics and continuity, but also – and above all – on the reliable and safe handling of the stakeholders' personal data. The importance of data protection is highlighted by the Company's zero breaches of stakeholder data, which is evidence of our success in this respect. Our commitment to cyber security is ongoing and we seek to strengthen our defences by integrating state-of-the-art technological developments and best practices to ensure continued protection of our customers', employees', suppliers'

and partners' personal information and data.

This commitment is expressly reflected in the Group's Code of Conduct and Ethics, the cookies policy and the Privacy Statement. In addition, suitable measures have been taken in accordance with the provisions of the EU's General Data Protection Regulation (Reg. (EU) 679/2016) and implementing Law 4624/2019, which evolve depending on the needs of the framework.

Aimed at enhancing the security of all the system's data, Plastika Kritis in partnership with an external associate developed and adopted an IT Systems Policy based on international standards and best practices.

Among other things, the Policy includes the following sections:

- » **Information Security**
- » **Acceptable Use**
- » **Access Control**
- » **Compliance**
- » **Cryptography**
- » **Human Resource Security**
- » **Operations Security**
- » **Information Backup**
- » **Information Classification**
- » **Third Party Security**



# Policies, Procedures and Management Systems

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To enhance its sound operation, in light of sustainable development, Plastika Kritis has established specific policies and procedures, by setting up appropriate management systems and procedures that support responsible operation and define how the Company's objectives are achieved.

The Company's policies and procedures are reviewed and revised, not only to be long-lasting and effective, but also to ensure that they are properly implemented by all employees. These policies are designed by the relevant departments and committees which oversee their implementation and revision, and are approved

by the Company's Board of Directors before they take effect.

In particular, the Company has established and implements the following policies and procedures, among others:

Policies and procedures	Approval/Revision
Disclosure of Transactions Conducted by Persons Discharging Managerial Responsibilities and Persons Closely Associated with Them Framework	2021
Related Party Transaction Management Framework	2021
Conflict of Interest Management Framework	2021
Suitability Policy	2021
Regulatory Compliance Policy	2021
Periodic Assessment of the Adequacy of the Internal Audit System Policy and Procedure	2021
Board of Directors, Senior Management & Other Executives Training Policy	2021
Sustainable Development Policy	2021
Remuneration Policy	2022
Recruitment and Evaluation Procedure for Senior Management Executives	2021
Ensuring Independence and Disclosure of any Dependency Relationship between the Independent non-executive Members of the BoD Procedure	2021
Continuous Compliance with the Applicable Institutional Framework Procedure	2021
Industrialisation Procedure	2022
Sales and Marketing Procedure	2022
Labour regulation	2022
Prevention and Combating of Violence and Harassment Policy	2022
Reporting and Complaint Management Policy and Procedure	2023

Policies and procedures	Approval/Revision
Risk Management Policy and Procedure	2022
IT system policies for information security <sup>1</sup>	2022
Privacy Notice	2023
Data retention and deletion Procedure	2023
Data Breach Management Procedure	2023
Data Subject Requests Procedure	2023
Non-financial Reporting Procedure	2022
Diversity Policy	2021
Occupational Health and Safety Policy	2022
Work-From-Home Policy	2022

*1. The policies are: Information Security Policy, Acceptable Use Policy (AUP), Access Control Policy, Compliance Policy, Cryptography Policy, Human Resources Security Policy, Backup Policy, Information Classification Policy, Information Security Incident Management, Network and Communications Security Policy, Operations Security Policy, Access Control Policy, Physical and Environmental Security Policy, Development and System Acquisition, Development & Maintenance Policy, Third Party Security Policy, Vulnerability and Update of Management Policy Code*

Moreover, with respect to the certified Management Systems that are implemented by the Company, relevant risks are assessed on an annual basis by independent external auditors in accordance with the relevant processes of standardisation. Aimed at reducing the likelihood and importance of the risks that occur in certain areas, the Company takes preventive measures, designs and implements specific plans and actions and monitors their performance through the relevant indicators (quality, health and safety in the workplace) it has set. The Company implements the following management systems:



**ISO 45001:2018**  
**Health and Safety Management System**

By implementing the Occupational Health and Safety Management Systems, which is certified according to ISO 45001:2018, we ensure the adoption and implementation of necessary health and safety measures to protect our employees at all of our facilities.



**ISO 9001:2015**  
**Quality Management System**

We make continuous investments to improve our product manufacturing and control processes, demonstrating high quality as our competitive advantage. In this respect, we implement a certified Quality Management System in accordance with the international ISO 9001:2015 standard.

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# Financial data and social product

By creating added value for all its stakeholders, the Plastika Kritis Group has distributed almost € 343,224,000 for the benefit of all stakeholders. The social product that Plastika Kritis has created in the last three years is presented in detail in the following table:

Social product (amounts in thousands of euro)	2023	2022	2021	Stakeholders
<b>Operating costs</b>	271,358	325,735	296,809	Suppliers
<b>Employee pay and other benefits</b>	36,360	32,474	30,543	Employees
<b>Dividends &amp; capital returns</b>	12,527	12,618	13,812	Shareholders
<b>Payments to the State (taxes paid)</b>	22,426	21,496	20,131	State & local authorities
<b>Actions for local communities</b>	552.5	352	471	Local communities
<b>Total</b>	<b>343,223.5</b>	<b>392,676</b>	<b>361,766</b>	

The Plastika Kritis Group focuses on sustainable economic growth by creating suitable conditions, infrastructure and functions that will ensure a solid foundation for its future growth.

Financial Information (amounts in thousands of euro)	2023	2022	2021
<b>Economic value created</b>	373,029	418,631	377,196
<b>Direct economic value - total income (turnover)</b>	371,664	416,267	374,863
<b>Other operating income</b>	1,365	2,364	2,333
<b>Economic value distributed</b>	343,223.5	392,676	361,766
<b>Undistributed value</b>	29,805.5	25,955	15,396
<b>Total Investments</b>	<b>14,606</b>	<b>20,448</b>	<b>23,594</b>

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- **Report's Methodological Information**
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# Report's Methodological Information

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Plastika Kritis Group's 2023 Sustainable Development Report is the fourth consecutive report and concerns the period 01/01/2023 to 31/12/2023, although it includes comparative data for the years 2021 to 2023. The qualitative and quantitative information included in this issue refer both to the Plastika Kritis SA, the Group's parent company in Greece, and the subsidiaries which operate in six countries, namely in Poland, Romania, Russia, Turkey, China and France. The data presented in this report relate to the Group as a whole, unless otherwise stated in the individual data, diagrams or sections.

In this issue, the Group describes its overall response to modern economic, environmental and social challenges, while contributing to sustainable development.

## Methodology

This Report was prepared in accordance with Global Reporting Initiative (GRI) standards using the core reporting option. Reporting based on the GRI and SASB standards determined the content concerning data completeness, topic materiality, response to stakeholders' needs and the overall framework for the Company's approach to sustainable development, and its quality-related principles.

For the final assessment of the Report's content, the recording and prioritisation of material topics was adopted taking into account the stakeholders' requirements and needs. The results of this process are presented in the "Corporate profile" section.

It is noted that the data of this Report has not been verified by a third independent party. However, as the Group recognises the importance, usefulness and added value that external verification can offer, it will consider the possibility of external audit in a subsequent issue.

## Working group

For the preparation of this Report, as well as the effective management of the relevant topics, a Sustainable Development Committee has been set up which, inter alia, is responsible for gathering relevant information and data.

## Sources of information

The information and data presented in this Report have been collected by Plastika Kritis Group based on internal recording procedures and from databases held with respect to implementing the relevant management systems. Where data are reported after processing, refer-

ence is made to the method or calculation method according to GRI instructions.

## Communication

We encourage stakeholders to make any observation or comments that may contribute to our Group's efforts for the continuous improvement in performance and actions of Corporate Social Responsibility and Sustainable Development. Please send your observations and comments or a completed contact form that can be found at the end of the Report to the following address:



### Attn Mr. Giannis Aspirtakis

Head of Quality Management,  
Environment, Health & Safety and  
Sustainable Development



### Plastika Kritis SA

P.O.Box 1093, 710 01 Heraklion, Crete  
aspirtakis@plastikakritis.com



<https://www.plastikakritis.com/gr>

# Table of Group's Key Performance Indicators (KPIs)

Key Performance Indicators <sup>1</sup>	Unit	2023	2022	2021
<b>ENVIRONMENT</b>				
<b>Energy consumption</b>				
<b>Annual electricity consumption - Group total</b>	<b>MWh</b>	<b>83,626</b>	<b>80,805</b>	<b>85,279</b>
Greece	MWh	41,211	44,118	45,252
Romania	MWh	5,060	5,415	5,525
Turkey	MWh	2,007	2,099	2,311
China	MWh	18,657	13,158	14,553
Poland	MWh	5,029	4,826	5,080
Russia	MWh	4,908	2,996	3,966
France	MWh	6,753	8,192	8,591
<b>Specific electricity consumption - Group total</b>	<b>kWh/tn</b>	<b>541</b>	<b>482</b>	<b>494</b>
<b>Annual thermal energy consumption - Group total</b>	<b>MWh</b>	<b>5,915.74</b>	<b>9,774.00</b>	<b>11,303.00</b>
Greece	MWh	400.62	-	-
Romania	MWh	520.56	-	-
Turkey	MWh	656.64	-	-
China	MWh	368.45	-	-
Poland	MWh	617.97	-	-
Russia	MWh	858.37	-	-
France	MWh	2,493.13	-	-
<b>Specific thermal energy consumption</b>	<b>kWh/tn</b>	<b>38</b>	<b>58</b>	<b>65</b>
<b>Vehicle fuel consumption</b>				
Annual diesel fuel consumption - Group total	Lt	158,638	106,680	174,611
Annual petrol consumption - Group total	Lt	86,286	177,126	161,274
<b>CO<sub>2</sub> Emissions (Scope 1 &amp; 2)</b>				
<b>Specific direct CO<sub>2</sub> emissions, Group total</b>	<b>tn CO<sub>2</sub>/tn</b>	<b>0.0085</b>	<b>0.0110</b>	<b>0.0120</b>
<b>Specific indirect CO<sub>2</sub> emissions, Group total</b>	<b>tn CO<sub>2</sub>/tn</b>	<b>0.252</b>	<b>0.240</b>	<b>0.218</b>
<b>Direct CO<sub>2</sub> emission Total (Group Scope 1)</b>	<b>tn CO<sub>2</sub>e</b>	<b>1,323.25</b>	<b>1,800.00</b>	<b>1,993.00</b>
Greece	tn CO <sub>2</sub> e	109.62	233	301
Romania	tn CO <sub>2</sub> e	165.96	137	135
Turkey	tn CO <sub>2</sub> e	140.37	529.73	142
China	tn CO <sub>2</sub> e	98.95	78	87
Poland	tn CO <sub>2</sub> e	122.64	193	169
Russia	tn CO <sub>2</sub> e	225.93	124	469
France	tn CO <sub>2</sub> e	459.79	503	691

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Key Performance Indicators <sup>1</sup>	Unit	2023	2022	2021	
<b>ENVIRONMENT</b>					
Corporate profile	<b>Indirect Emission Group Total (Scope 2)</b>	<b>tn CO<sub>2</sub>e</b>	<b>38,991.51</b>	<b>40,219.31</b>	<b>37,600.35</b>
	Greece	tn CO <sub>2</sub> e	19,944.60	23,563.29	19,809.33
	Romania	tn CO <sub>2</sub> e	802.59	1,493.20	1,556.12
	Turkey	tn CO <sub>2</sub> e	932.43	963.65	1,088.48
	China	tn CO <sub>2</sub> e	10,888.41	7,719.80	8,717.25
	Poland	tn CO <sub>2</sub> e	3,964.16	4,142.05	4,319.07
	Russia	tn CO <sub>2</sub> e	2,184.16	1,313.68	1,692.81
	France	tn CO <sub>2</sub> e	275.16	1,023.64	417.29
Environmental responsibility	<b>Water pumped from the network</b>				
	<b>Group total</b>	<b>m<sup>3</sup></b>	<b>56,228.91</b>	<b>49,939.00</b>	<b>46,999.00</b>
	Greece	m <sup>3</sup>	23,008	24,142	22,883
	Romania	m <sup>3</sup>	9,121	6,152	8,700
	Turkey	m <sup>3</sup>	2,438	2,290	2,428
	China	m <sup>3</sup>	9,737	6,854	6,979
	Poland	m <sup>3</sup>	4,410	4,668	2,125
	Russia	m <sup>3</sup>	5,090.91	2,853	-
Responsibility for our people	France	m <sup>3</sup>	2,424	2,980	3,884
	<b>Waste production</b>				
	<b>Non-hazardous waste - Group total</b>	<b>tn</b>	<b>2,310.37</b>	<b>3,273</b>	<b>2,125</b>
	Greece	tn	898.53	1,385.06	1,053.15
	Romania	tn	287.52	270.71	281.17
	Turkey	tn	68.36	73.27	62.77
	China	tn	305.79	335.92	N/A
	Poland	tn	299.87	327.03	307.38
Our social footprint	Russia	tn	307.74	342.45	24.51
	France	tn	142.57	173.57	60
	<b>Hazardous waste - Group total</b>	<b>tn</b>	<b>256.95</b>	<b>216.00</b>	<b>178</b>
	Greece	tn	10.61	9.11	10.43
	Romania	tn	186.15	153.49	141.11
	Turkey	tn	39.79	27.39	45.98
	China	tn	1.67	0.82	3.68
	Poland	tn	1.83	3.70	2.91
Responsible governance at the heart of our operations	Russia	tn	13.77	6.65	5.46
	France	tn	3.13	14.34	1.00

Key Performance Indicators <sup>1</sup>	Unit	2023	2022	2021
<b>EMPLOYMENT<sup>2</sup></b>				
<b>Total number of employees, Group</b>	#	1,194	1,097	1,117
Greece	#	474	469	465
Romania	#	110	97	101
Turkey	#	96	94	95
China	#	191	131	138
Poland	#	122	118	119
Russia	#	115	97	105
France	#	86	91	94
<b>Distribution of employees by employment contract, Group</b>				
Full-time employment	#	1,174	1,087	1,108
Part-time employment	#	20	10	9
Open-ended employment contract	#	1,058	1,029	1,041
Fixed-term employment contract	#	136	68	76
<b>Percentage of female employees, Group</b>	%	207	16	17
<b>Distribution of female employees by employment contract, Group</b>				
Full-time employment	#	191	169	177
Part-time employment	#	16	8	8
Open-ended employment contract	#	180	168	170
Fixed-term employment contract	#	27	9	15
<b>Distribution of female employees by age, Group</b>				
≤30	#	23	27	36
30-50	#	149	124	120
>50	#	35	26	29
<b>Distribution of female employees in managerial positions, Group</b>				
Senior management	#	16	14	14
Middle management	#	46	40	42
Other employees	#	145	123	129
<b>Recruitments by age, Group</b>				
≤30	#	233	86	125
30-50	#	56	49	58
>50	#	161	33	60
Recruitment of females. Group	#	16	4	7
<b>Recruitment of females. Group</b>	#	36	5	25
<b>Departures, Group<sup>2</sup></b>				
Departures, Group <sup>2</sup>	#	155	106	116
Greece	#	33	18	18
Romania	#	6	14	9
Turkey	#	25	14	15
China	#	36	8	19
Poland	#	20	13	18
Russia	#	28	27	22
France	#	7	12	15



Key Performance Indicators <sup>1</sup>	Unit	2023	2022	2021	
<b>EMPLOYMENT<sup>2</sup></b>					
Corporate profile	<b>Employees turnover rates, Group</b>	%	<b>13</b>	<b>10</b>	<b>10</b>
	Greece	%	7	4	4
	Romania	%	5	14	9
	Turkey	%	26	15	16
Our products' contribution to sustainable development	China	%	19	6	14
	Poland	%	16	11	15
	Russia	%	24	28	21
	France	%	8	13	16
Environmental responsibility	<b>Voluntary turnover rate, Group</b>	%	<b>11</b>	<b>7</b>	<b>6</b>
	<b>Involuntary turnover rate, Group</b>	%	<b>2</b>	<b>3</b>	<b>4</b>
	<b>Departures by age, Group</b>				
	≤30	#	25	35	21
Responsibility for our people	30-50	#	104	45	77
	>50	#	26	26	17
	<b>Departures of females, Group</b>	#	<b>16</b>	<b>12</b>	<b>18</b>
	<b>Departures of females by age, Group</b>				
Health and Safety in the workplace	≤30	#	2	1	7
	30-50	#	10	6	10
	>50	#	4	5	1
	<b>Total hours of training, Group</b>	#	<b>11,102</b>	<b>6,134</b>	<b>10,610</b>
Our social footprint	Greece	#	4,016	620	2,405
	Romania	#	1,354	440	1,575
	Turkey	#	362	239	127
	China	#	3,246	3,144	3,312
	Poland	#	1,210	867	1,613
	Russia	#	0	432	432
	France	#	914	392	1,146
	<b>Total number of employees that were trained, Group</b>	#	<b>823</b>	<b>423</b>	<b>577</b>
Responsible governance at the heart of our operations	Greece	#	226	70	132
	Romania	#	110	21	101
	Turkey	#	94	72	73
	China	#	190	131	138
	Poland	#	117	80	41
	Russia	#	0	9	9
	France	#	86	40	83
	<b>Total training hours of females, Group</b>	#	<b>1,641</b>	<b>1,323</b>	<b>1,808</b>
<b>Distribution of training hours by hierarchical level, Group</b>					
Senior management	#	737	775	1,014	
Middle management	#	2,285	1,259	2,542	
Other employees	#	8,080	4,101	7,054	

Key Performance Indicators <sup>1</sup>	Unit	2023	2022	2021	
<b>EMPLOYMENT<sup>2</sup></b>					
Corporate profile	<b>Average training hours, Group</b>	#	9	6	10
	Men	#	10	5	9
	Women	#	8	8	11
Our products' contribution to sustainable development	<b>Average training hours by hierarchical level, Group</b>				
	Senior management	#	11	12	16
	Middle management	#	11	6	12
	Other employees	#	9	5	8
Environmental responsibility	<b>Average training hours of females by hierarchical level, Group</b>				
	Senior management	#	12	15	17
	Middle management	#	9	5	11
	Other employees	#	7	8	10
Responsibility for our people	<b>Average training hours of men by hierarchical level, Group</b>				
	Senior management	#	11	11	15
	Middle management	#	11	6	12
	Other employees	#	9	5	8
Health and Safety in the workplace	<b>Average training hours, Group</b>	#	9.30	5.60	9.50
	Greece	#	8.47	1.30	5.20
	Romania	#	12.31	4.50	15.60
	Turkey	#	3.77	2.50	1.30
	China	#	16.99	24	24
	Poland	#	9.92	7.30	13.60
	Russia	#	0.00	4.50	4.10
	France	#	10.63	4.30	12.20
Our social footprint	<b>HEALTH AND SAFETY</b>				
	<b>Total hours worked</b>		2,428,162	1,982,329	2,236,282
	Greece	#	980,644	980,644	973,345
	Romania	#	194,486	184,052	184,052
	Turkey	#	180,636	178,038	178,037
	China	#	410,252	270,144	278,208
	Poland	#	249,286	216,941	199,986
	Russia	#	256,862	256,862	256,862
	France	#	155,996	165,792	165,792
	<b>Number of high-impact events</b>		1	1	1
	Greece	#	0	0	0
	Romania	#	0	0	0
	Turkey	#	0	0	0
China	#	0	0	1	
Poland	#	0	0	0	
Russia	#	0	0	0	
France	#	1	1	0	



Key Performance Indicators <sup>1</sup>	Unit	2023	2022	2021
<b>HEALTH AND SAFETY</b>				
<b>AR index of Group employees<sup>7</sup></b>	%	<b>2.9</b>	<b>3</b>	<b>3</b>
Greece	%	0.9	0.9	0.9
Romania	%	2.2	2.6	3.4
Turkey	%	0.8	1.5	1.5
China	%	1.1	1.1	2.0
Poland	%	7.2	9.5	8.6
Russia	%	3	3.3	3
France	%	9.3	10.2	11.3
<b>Number of employee deaths</b>		<b>0</b>	<b>0</b>	<b>0</b>
Greece	#	0	0	0
Romania	#	0	0	0
Turkey	#	0	0	0
China	#	0	0	0
Poland	#	0	0	0
Russia	#	0	0	0
France	#	0	0	0
<b>CORPORATE GOVERNANCE</b>				
<b>Social product</b>				
Economic value distributed	thousands of €	343,223.5	390,660	361,800
Operating costs	thousands of €	271,358	323,713	296,809
Employee pay and other benefits	thousands of €	36,360	32,474	30,543
Dividends & capital returns	thousands of €	12,527	12,618	13,812
Payments to the State (taxes paid)	thousands of €	22,426	21,503	20,131
Actions for local communities	thousands of €	552.5	352	505

1. Data is not comparable to 2022 and 2021 as the plant in ANHOU, China was added to their consolidation.

2. Departures include fixed-term workers whose contract ended in the year.

3. Rate of high-impact events=Number of high-impact events/Annual number of man-hours worked \*1,000,000

4. Rate of all recorded work-related injuries=Number of all recorded injuries/Annual number of man-hours\*1,000,000

5. LTIFR=(Number of recorded injuries – number of deaths)/Annual number of man-hours\*1,000,000

6. Accident severity rate=Total Lost Workdays/Total Man-Hours Worked \*1,000,000

7. AR=number of days of absence from work/annual number of working days

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Stakeholders	Communication Channels	Main topics
 <p><b>Subsidiaries</b> Frequency of communication: Daily</p>	<ul style="list-style-type: none"> <li>• Target setting</li> <li>• Innovation, research and development</li> <li>• In-house communication channels</li> <li>• Economic, social and environmental performance presentations</li> <li>• Financial Report</li> <li>• Press releases, announcements, annual reports</li> </ul>	<ul style="list-style-type: none"> <li>• Maintaining and cultivating relations within the Group</li> <li>• Consolidated corporate governance</li> <li>• Participation in and contribution to implementing strategy and achieving Group objectives</li> <li>• Transparency and accountability</li> <li>• Participation in corporate responsibility programmes</li> <li>• Profitability and sustainable development</li> </ul>
 <p><b>Shareholders</b> Frequency of communication: Monthly</p>	<ul style="list-style-type: none"> <li>• Press releases, announcements, reports</li> <li>• Financial results presentations</li> <li>• General Assembly of Shareholders</li> <li>• Financial Report</li> </ul>	<ul style="list-style-type: none"> <li>• Profitability and sustainable development</li> <li>• Strengthening competitiveness</li> <li>• Good corporate governance and business ethics</li> <li>• Transparency and accountability</li> <li>• Risk management</li> </ul>
 <p><b>Employees</b> Frequency of communication: Daily</p>	<ul style="list-style-type: none"> <li>• Posts on notice boards at all gathering points</li> <li>• In-house communication channels</li> <li>• Intranet Safety</li> <li>• HR Department Newsletter</li> <li>• Training and evaluation</li> <li>• Open door policy</li> <li>• Volunteering and corporate social responsibility</li> <li>• "THALES" Energy Community</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities for growth and development</li> <li>• Pay and staff evaluation system</li> <li>• Labour and human rights</li> <li>• Health and safety in the workplace</li> <li>• Continuous briefing and effective communication</li> <li>• Employee benefits</li> <li>• Business culture</li> <li>• Responsible business operations</li> </ul>
 <p><b>Customers</b> Frequency of communication: Daily</p>	<ul style="list-style-type: none"> <li>• R&amp;D programmes</li> <li>• Face-to-face meetings</li> <li>• Attendance at exhibitions/fairs, conferences, presentations and events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiary website</li> <li>• Athens Exchange</li> <li>• Networks</li> <li>• Customer satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Clear channels and systematic communication</li> <li>• Product quality and certification</li> <li>• Product and service innovation</li> <li>• Customer-oriented approach</li> <li>• Corporate responsibility</li> <li>• Value-added products and applications</li> <li>• Products with a reduced environmental and social footprint</li> <li>• Research and Development</li> </ul>

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 <p><b>Suppliers</b> Frequency of communication: Daily</p>	<ul style="list-style-type: none"> <li>• Market surveys</li> <li>• Procurement Division communication channels</li> <li>• R&amp;D programmes</li> <li>• Face-to-face meetings</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiary website</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and ethical business practices</li> <li>• Systematic communication</li> <li>• Responsible supplier management</li> <li>• Innovation, research and development</li> <li>• Profitability and sustainability</li> </ul>
 <p><b>Local Community</b> Frequency of communication: Whenever necessary</p>	<ul style="list-style-type: none"> <li>• Corporate social responsibility actions and initiatives</li> <li>• Targeted communication with social partners, whenever necessary</li> <li>• Attendance at exhibitions/fairs, conferences, presentations and events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiary website</li> <li>• "THALES" Energy Community</li> </ul>	<ul style="list-style-type: none"> <li>• Employment opportunities</li> <li>• Purchases from local suppliers</li> <li>• Transparency and ethical business practices</li> <li>• Corporate social responsibility</li> <li>• Reducing the energy footprint</li> <li>• Human rights</li> <li>• Group relations</li> <li>• Environmental protection</li> <li>• Regional development</li> </ul>
 <p><b>Local Authorities</b> Frequency of communication: Whenever necessary</p>	<ul style="list-style-type: none"> <li>• Corporate social responsibility actions and initiatives</li> <li>• Targeted communication, whenever necessary</li> <li>• Participation local events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiary website</li> <li>• "THALES" Energy Community</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and ethical business practices</li> <li>• Compliance with contractual and environmental terms and conditions</li> <li>• Legislative and regulatory compliance</li> <li>• Environmental protection</li> <li>• Corporate social responsibility</li> <li>• Human rights</li> <li>• Regional development</li> </ul>
 <p><b>Financial Institutions</b> Frequency of communication: Monthly</p>	<ul style="list-style-type: none"> <li>• Face-to-face meetings</li> <li>• Attendance at exhibitions/fairs, conferences, presentations and events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiary website</li> <li>• Athens Exchange</li> <li>• Networks</li> </ul>	<ul style="list-style-type: none"> <li>• Profitability and sustainability</li> <li>• Transparent, systematic communication</li> <li>• Transparency and ethical business practices</li> <li>• Compliance with contractual and environmental terms and conditions</li> <li>• Legislative and regulatory compliance</li> <li>• Environmental protection</li> </ul>

# GRI content index

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<b>GRI 1: Organisation statement</b>	The information provided in this report reflects the activities of the Plastika Kritis Group as at 31 <sup>st</sup> December 2023 and presents its economic, environmental and social performance. The report has been prepared in accordance with Global Reporting Initiative (GRI) standards.
<b>Use of GRI 1</b>	GRI 1: Foundation 2021
<b>GRI sector standard applied</b>	There is no GRI sector standard

<b>GRI 2: General Disclosures 2021</b>		
<b>GRI Standards</b>	<b>Disclosure</b>	<b>Report/Reference Page</b>
<b>1. The organisation and its reporting practices</b>		
<b>2-1</b>	Overview of the organisation	<a href="https://plastikakritis.com">Plastika Kritis - plastikakritis.com</a> Plastika Kritis SA P INDUSTRIAL ZONE, HERAKLION CRETE. pp 6-7, 9, 133
<b>2-2</b>	Entities included in its sustainability reporting	p. 9, 133 <a href="https://plastikakritis.com">Plastika Kritis S.A.</a>
<b>2-3</b>	Reporting period, frequency and contact point	p. 133
<b>2-4</b>	Restatements of information	No restatements of information have been made
<b>2-5</b>	External assurance	p. 133
<b>2. Activities and employees</b>		
<b>2-6</b>	Activities, value chain and other business relationships	pp. 6-7, 9-10, 12-17, 20, 29, 34-60, 113
<b>2-7</b>	Human Resources	pp. 76-85, 136-138
<b>2-8</b>	Workers who are not employees	The Group does not employ third-party employees
<b>3. Corporate Governance</b>		
<b>2-9</b>	Governance structure and composition	pp. 112-124

GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Report/Reference Page
	<b>2-10</b> Nomination and selection of the highest governance body	pp 119, 121
	<b>2-11</b> Chair of the highest governance body	p. 121
	<b>2-12</b> Role of the highest governance body in overseeing the management of impacts	<a href="#">Annual Financial Report 2023</a>
	<b>2-13</b> Delegation of responsibility for managing impacts	<a href="#">Annual Financial Report 2023</a>
	<b>2-14</b> Role of the highest governance body in sustainability reporting	pp 118, 120
	<b>2-15</b> Conflicts of interest	pp. 127, 129
	<b>2-16</b> Communication of critical concerns to the BoD	pp. 118, 122, 123, 125
	<b>2-17</b> Collective knowledge of the highest governance body	<a href="#">Annual Financial Report 2023</a>
	<b>2-18</b> Evaluation of the performance of the highest governance body	<a href="#">Annual Financial Report 2023</a>
	<b>2-19</b> Remuneration policies	<a href="#">Annual Financial Report 2023</a>
	<b>2-20</b> Process to determine remuneration	<a href="#">Annual Financial Report 2023</a>
	<b>2-21</b> Median annual total compensation ratio for the organization's highest-paid individual	<a href="#">Annual Financial Report 2023</a>
<b>4. Strategy, policies and practices</b>		
	<b>2-22</b> Statement on sustainable development strategy	p. 2
	<b>2-23</b> Policy commitments	pp. 78, 90, 122, 123, 126, 131
	<b>2-24</b> Embedding policy commitments	pp. 78, 81, 90, 122-123, 126-131
	<b>2-25</b> Processes to remedy negative impacts	pp. 28, 118, 122, 126
	<b>2-26</b> Mechanisms for seeking advice and raising concerns	pp. 26, 78, 81
	<b>2-27</b> Compliance with laws and regulations	pp. 26, 29, 94, 114, 122, 130
	<b>2-28</b> Membership associations	pp. 32-33
<b>5. Stakeholder dialogue</b>		
	<b>2-29</b> Approach to stakeholder engagement	pp. 21, 141-142
	<b>2-30</b> Collective bargaining agreements	100% of employees are covered by collective bargaining agreements

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<b>GRI 3: Material Topics 2021</b>		
<b>GRI Standards</b>	<b>Disclosure</b>	<b>Report/Reference Page</b>
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	pp. 22-24
	3-2 List of material topics	p. 23
<b>Corporate governance and business ethics</b>		
<b>Important for:</b> Shareholders, Customers, Employees, Suppliers and Local Authorities		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 111-131
<b>GRI 205: Anti-corruption 2016</b>	205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption during the reporting period
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive, behaviour, anti-trust, and monopoly practices	No such incident occurred/was reported during the reporting period.
<b>Strategy and Investments</b>		
<b>Important for:</b> Shareholders, Customers, Employees and Financial Institutions		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 24-58
<b>Group Indicator</b>	Amount of total Investments for 2023	p. 20
<b>Digital transformation and security (cyber-risk)</b>		
<b>Important for:</b> Shareholders, Employees and Customers		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 111-131
<b>Group indicator</b>	Implementation of a digital business risk assessment platform	p. 91

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Report/Reference Page
<b>International Presence</b>		
<b>Important for:</b> Shareholders, Employees and Customers		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 4-33
<b>Group indicator</b>	Number of countries in which the Group is present (facilities or sales)	pp. 6, 13-17
<b>Extroversion and continuous growth</b>		
<b>Important for:</b> Shareholders, Employees and Customers		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 4-33
<b>Group Indicator</b>	Amount of total investments in research and development for 2023	p. 20
<b>Profitability and continuous growth</b>		
<b>Important for:</b> Shareholders, Employees, Suppliers, Customers, Local Community, Local Authorities, and Financial Institutions		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 4-33
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value created and distributed	pp. 4-5, 140
<b>Stakeholder dialogue</b>		
<b>Important for:</b> Subsidiaries, Shareholders, Employees, Suppliers, Local Community, Local Authorities, Financial Institutions		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 141-142
<b>Group Indicator</b>	Framework of systematic communication with stakeholders	pp. 141-142

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GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Report/Reference Page
<b>Employment and working conditions</b>		
<b>Important for:</b> Shareholders, Employees and Local Community		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 77-95
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover based on age group, gender and region	p. 80
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	pp. 84-85
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	No incident of discrimination was recorded during the reporting period
<b>Employee Health &amp; Safety</b>		
<b>Important for:</b> Shareholders, Employees, Local Authorities and Local Community		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 87-95
<b>GRI 403: Occupational health and safety 2018</b>	403-1 Occupational health and safety management system	p. 90
	403-2 Hazard identification, risk assessment, and incident investigation	p. 91
	403-3 Occupational health services	pp. 87-95
	403-5 Worker training on occupational health and safety	pp. 93-94
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 87-95
	403-8 Workers covered by an occupational health and safety management system	100%
	403-9 Work-related injuries	p. 95

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GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Report/Reference Page
<b>Employee training and evaluation</b>		
<b>Important for:</b> Shareholders, Employees, Local Authorities and Local Community		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 77-85
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	p. 121
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 82
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 83
<b>Group Indicator</b>	Annual hours of training	p. 5
<b>Design, research and development of innovative products</b>		
<b>Important for:</b> Shareholders, Employees and Customers		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 30-32, 35-60
<b>Group Indicator</b>	Research, development and innovation of new products	pp. 30-32, 35-60
<b>Product quality and certification</b>		
<b>Important for:</b> Shareholders, Employees and Customers		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 30-31
<b>GRI 417: Marketing and Labelling 2016</b>	417-1 Requirements for product and service information and labelling	pp. 35-60

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GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Report/Reference Page
<b>Responsible supplier evaluation and management</b>		
<b>Important for: Customers and Suppliers</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 28-29
<b>GRI 204: Procurement practices 2016</b>	204-1 Proportion of spending on local suppliers	p. 29
<b>Customer-oriented approach</b>		
<b>Important for: Shareholders, Employees and Customers</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 28-29
<b>Group Indicator</b>	Recording of customer satisfaction levels and complaints	pp. 28-29
<b>Relations with local communities and social solidarity actions</b>		
<b>Important for: Employees, Suppliers, Local Community and Local Authorities</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 97-110
<b>Group Indicator</b>	Annual social solidarity actions	pp. 97-110
<b>Effective energy management</b>		
<b>Important for: Shareholders, Employees, Customers, Local Community and Local Authorities</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 62-75
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	p. 67
	302-3 Energy intensity	pp. 66-67

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Report/Reference Page
<b>Waste management</b>		
<b>Important for:</b> Shareholders, Employees, Customers, Local Community and Local Authorities		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 62-75
<b>GRI 306: Waste 2020</b>	306-2 Management of significant waste-related impacts	pp. 72-73
	306-3 Waste generated	pp. 72-73, 135
	306-4 Waste diverted from disposal	pp. 72-73
	306-5 Waste directed to disposal	pp. 72-73
<b>Climate change adaptation</b>		
<b>Important for:</b> Shareholders, Employees, Customers, Local Community and Local Authorities		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	pp. 20-24, 62-75
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	pp. 68, 134-135
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 68, 134-135
	305-4 GHG emissions intensity	pp. 68, 134-135
<b>Circular economy</b>		
<b>Important for:</b> Shareholders, Employees, Customers, Local Community and Local Authorities		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of Material Topics	pp. 4, 20-24, 56-58, 62-75
<b>Group Indicator</b>	Kilos of agricultural films that were recycled in 2023	p. 57

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ESG Pillar	2024 ID	2024 Sub-ID	Metric Title	Value/reference
ENVIRONMENT	C-E1	C-E1-1	Direct emissions (Scope 1)	1,323.25 tons CO <sub>2</sub> e
	C-E1	C-E1-2	Intensity of direct greenhouse gas emissions (Scope 1)	3.56 t Co2e/mil. euro turnover
	C-E2	C-E2-1	Total amount of indirect emissions (scope 2) - location-based	38,991.52 tons CO <sub>2</sub> e
	C-E2	C-E2-2	Intensity of direct greenhouse gas emissions (Scope 2) - location based	104.91 tCO <sub>2</sub> e./mil. euro turnover
	C-E2	C-E2-3	Total amount of indirect emissions (Scope 2) - market-based	33,628.9 tons CO <sub>2</sub> e
	C-E2	C-E2-4	Intensity of direct greenhouse gas emissions (Scope 2) - market based	90.48 tCO <sub>2</sub> e./mil. euro turnover
	C-E3	C-E3-1	Total energy consumed within the organisation	89,611.52 MWh
	C-E3	C-E3-2	Percentage of electricity consumed	93%
	C-E3	C-E3-3	Percentage of RES energy consumed	2.95%
	C-E3	C-E3-4	Total amount of energy produced	49,075.47 MWh
	C-E3	C-E3-5	Annual RES energy generated	99.71%
	A-E2	A-E2-1	Climate change risks and opportunities that can affect business activities	p. 124
	A-E3	A-E3-1	Total amount of hazardous waste	256.95 tons
	A-E3	A-E3-2	Total amount of non-hazardous waste	2,310.37 tons
	A-E3	A-E3-3	Percentage of waste per type of treatment - Recycling	29.50%
	A-E3	A-E3-4	Percentage of waste per treatment type - Composting	0%
	A-E3	A-E3-5	Percentage of waste per treatment type - Incineration	3.77%
	A-E3	A-E3-6	Percentage of waste per type of treatment - Landfill	61.89%
	A-E3	A-E3-7	Waste management-Radioactive waste	0 tons
	A-E4	A-E4-1	Total waste water discharge containing polluting substances	0 cubic meters
A-E5	A-E5-1	Description of the impact on business activities in biodiversity sensitive areas	"The Company does not have facilities within Natura 2000 areas or other biodiversity conservation areas"	
A-E6	A-E6-1	Climate change policy	<a href="#">Sustainable Development Policy, p. 9</a>	
A-E7	A-E7-1	Absorptions and greenhouse gas mitigation projects financed through carbon credits - Absorptions	0 tCO <sub>2</sub> e	
A-E7	A-E7-2	Absorptions and greenhouse gas mitigation projects financed through carbon credits - Carbon credits	0 tCO <sub>2</sub> e	
SS-E1	SS-E1-1	Transition plan for climate change mitigation	p. 62	
SS-E7	SS-E7-1	Description of the management approach in relation to the use of critical raw materials	Critical raw materials are not used	

ESG Pillar	2024 ID	2024 Sub-ID	Metric Title	Value/reference
Corporate profile	C-S1	C-S1-1	Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	pp. 21, 141-142
Our products' contribution to sustainable development	C-S2	C-S2-1	Percentage of female employees	17.33%
	C-S3	C-S3-1	Percentage of women in managerial positions	24.60%
	C-S4	C-S4-1	Percentage of voluntary turnover	10.88%
	C-S4	C-S4-2	Percentage of involuntary turnover	2.09%
	C-S4	C-S4-3	Total turnover	12.98%
Environmental responsibility	C-S5	C-S5-1	Average hours of training of managerial executives	11 hours
	C-S5	C-S5-2	Average hours of training of other categories	9.2 hours
	C-S5	C-S5-3	Average hours of training of females	7.9 hours
Responsibility for our people	C-S5	C-S5-4	Average hours of training of males	9.6 hours
	C-S6	C-S6-1	Description of human rights policy and fundamental principles	<a href="#">Code of Conduct and Ethics</a>
	C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	100%
Health and Safety in the workplace	C-S8	C-S8-1	Value chain - supplier assessment	p. 29
	C-S8	C-S8-2	Value chain - Policies related to value chain employees	pp. 28-29
Our social footprint	A-S1	A-S1-1	Sustainable turnover rate - Alignment	1%
	A-S1	A-S1-2	Sustainable CapEx rate - Alignment	5%
	A-S1	A-S1-3	Sustainable OpEx rate - Alignment	5%
	A-S1	A-S1-4	Sustainable turnover rate - Alignment	44%
	A-S1	A-S1-5	Sustainable CapEx rate - Eligibility	36%
	A-S1	A-S1-6	Sustainable OpEx rate - Eligibility	54%
Responsible governance at the heart of our operations	A-S2	A-S2-1	Total amount of monetary expenditure on employee training	25,270 euro
	A-S3	A-S3-1	Difference between male and female earnings	10.70%
	A-S4	A-S4-1	Ratio of CEO to median employee earnings	234,656.5 euro
	A-S4	A-S4-2	Ratio of CEO to median employee earnings	18.34
Annexes	SS-S1	SS-S1-1	Discussion of product quality and safety approach	pp. 30-31, 34-60
	SS-S6	SS-S6-1	Number of injuries	pp. 138-140
	SS-S6	SS-S6-2	Number of deaths	pp. 138-140
	SS-S6	SS-S6-3	Accident frequency rate	pp. 138-140
	SS-S6	SS-S6-4	Accident severity rate	pp. 138-140



ESG Pillar	2024 ID	2024 Sub-ID	Metric Title	Value/reference
Corporate profile	C-G1	C-G1-1	Board members' qualifications on ESG issues	<a href="#">Financial Report 2023, pp. 32-34</a>
	C-G1	C-G1-2	Capacity of Board of Directors Chairperson	<a href="#">Financial Report 2023, pp. 38</a>
	C-G1	C-G1-3	Percentage of female members of the Board of Directors	23%
Our products' contribution to sustainable development	C-G1	C-G1-4	Percentage of non-executive members of the Board of Directors	46.15%
	C-G1	C-G1-5	Percentage of independent, non-executive Board members	30.77%
	C-G1	C-G1-6	Number of Board members	13
	C-G1	C-G1-7	Average age of Board members	64
	C-G1	C-G1-8	Average term of office of Board members	5
Environmental responsibility	C-G2	C-G2-1	Description of the sustainability oversight approach	p. 26
	C-G3	C-G3-1	Description of the materiality assessment process	pp. 22-23
	C-G3	C-G3-2	Materiality-Approach	pp. 21-24
Responsibility for our people	C-G4	C-G4-1	Description of sustainable development policy and fundamental principles	pp. 25-32
	C-G5	C-G5-1	Description of business ethics policy and fundamental principles	<a href="#">Code of Conduct and Ethics</a>
	C-G6	C-G6-1	Description of data security policy and fundamental principles	pp. 128-130
	C-G7	C-G7-1	General principles for preparing the sustainability report	p. 133
	C-G7	C-G7-2	List of entities included in the sustainability report	pp. 9, 133
Health and Safety in the workplace	C-G8	C-G8-1	Date of publication	24/04/2024
	A-G1	A-G1-1	Description of the strategy, business model and value chain	pp. 19-20
Our social footprint	A-G1	A-G1-2	Strategy, business model and value chain	pp. 19-20
	A-G2	A-G2-1	Total financial losses as a result of business ethics breaches	0
	A-G2	A-G2-2	Number of business ethics breaches	There are no breaches
	A-G3	A-G3-1	ESG goals - Short term	p. 24
	A-G3	A-G3-2	ESG goals - Medium term	p. 24
Responsible governance at the heart of our operations	A-G3	A-G3-3	ESG goals - Long term	p. 24
	A-G4	A-G4-1	Percentage of variable pay of executives' overall remuneration	0%
	A-G5	A-G5-1	Description of the external assurance of the published ESG information - Assurance range	There is no external assurance
	A-G5	A-G5-2	Description of the external assurance of the published ESG information - Assurance level	There is no external assurance
	A-G7	A-G7-1	Integration of sustainability-related performance in incentive schemes	<a href="#">Financial Report 2023, p. 33</a>
Annexes	SS-G1	SS-G1-1	Whistle-blower policy	Reporting and Complaint Management Policy

# Communication and report evaluation form

Corporate profile

Our products' contribution to sustainable development

Environmental responsibility

Responsibility for our people

Health and Safety in the workplace

Our social footprint

Responsible governance at the heart of our operations

Annexes

## Which stakeholder group of the Plastika Kritis Group do you belong to?

- Subsidiaries                       Suppliers                       Shareholders                       Local Community  
 Employees                       Local Authorities                       Customers                       Financial Institutions  
 Other: \_\_\_\_\_ (please specify)

## What is your impression on the 2023 Sustainable Development Report?

Report Sections	Excellent	Satisfactory	Needs improvement
Corporate profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our products' contribution to sustainable development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibility for our people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and Safety in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our social footprint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsible governance at the heart of our operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General-overall view of the report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## How easy was it to find information about the topics that interest you?

- Very easy                       Rather easy                       Fairly easy                       Not at all easy

## How would you rate the visual presentation of the Report?

- Excellent                       Good                       Average                       Poor

Corporate profile

Our products' contribution  
to sustainable development

Environmental  
responsibility

Responsibility  
for our people

Health and Safety  
in the workplace

Our social footprint

Responsible governance at  
the heart of our operations

Annexes

**Did the information included in the Report as well as its presentation contributed to the formation of a complete picture about the Group's operation and activity?**

YES

NO

Needs improvement

**Please indicate issues which, in your opinion, were not adequately covered in this Report:**

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**Aimed at the continuous improvement of the Plastika Kritis Sustainable Development Report, do you have any suggestion to make?**

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**Please send the questionnaire to the following address:**



**Attn Mr. Giannis Aspirtakis**

Head of Quality Management, Environment, Health & Safety and Sustainable Development

**Plastika Kritis SA**

P.O.Box 1093, 710 01 Heraklion, Crete



aspirtakis@plastikakritis.com



<https://www.plastikakritis.com/gr>



P Street, Industrial Zone GR 714 08 Heraklion, Crete  
Tel.: 2810-308500, Fax: 2810-381328

**Athens Branch:**

4 Proodou Street, 122 41 Egaleo  
Tel.: 210-5450120, Fax: 210-5445621

**Thessaloniki Branch:**

3rd Phase, Building Block 33B, 570 22 INDUSTRIAL AREA