



SUSTAINABILITY  
REPORT  
ESG 2021



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## CEO Message

For our Group, environmental protection, societal contribution, and responsibility in corporate governance are priorities which are just as important as development and financial growth. We strive to meet these priorities with vision and methodical actions stated in the Sustainable Development Report that follows.

The year 2021 was undeniably a difficult one for everyone. The Covid-19 pandemic, which swept through the planet, brought adversities and struggles on many levels, both socio-economically and on a sanitary level. During this period, our Group paid particular attention to its people, (its workforce) and placed emphasis on ensuring their health, safety and well-being.

## Our commitment to actively contribute to the formation of a better society for the planet and our fellow human beings.

Among the basic principles of our founder and president, Yiannis Lebidakis, who has led the course of the business for fifty years, is respect; Respect for our customers, our employees, our shareholders, the state, the environment and finally society as a whole.

Respect for our customers is proven through our product quality, innovation, directness, honesty, and post-sale support.

We want our employees worldwide to feel part of a large family who cares about them. As part of the benefits for our staff, a portion of the profits is distributed to our entire personnel annually, rewarding the overall effort of our successful results.

The consolidation of the principles of Corporate Governance reinforces our shareholders' sense of security. The shareholders, from the smallest to the largest, have been enjoying continuous increase in the value of their property and a satisfactory annual dividend for years.

In the seven countries where we operate productively, the state benefits from the added value produced, the job opportunities we create and the taxes we pay with absolute consistency. Society, in general, benefits from the employment opportunities, the

high-quality products and the social support actions that we undertake.

Finally, our participation in the protection of the environment is actively expressed by supporting the collection and use of plastic waste and its recycling at our factory, the use of recycled materials in appropriate applications, and the production of long-life products or multi-purpose or lighter-weight ones, to optimize the use of plastic. Furthermore, we support the production of goods for environmental protection applications as well as the production of renewable energy from the sun and the wind which covers a very large percentage of our energy needs.

We are convinced that healthy entrepreneurship and success are closely related to the respect for the ecosystem in which our organization operates.

We are committed to continuing on the same path of social sensitivity and responsibility with actions that enhance sustainable development and the creation of value for our Group's stakeholders and the societies in which we operate.

**Manolis Lebidakis**  
CEO

**Michalis Lebidakis**  
CEO

# 01

## The Profile of the Plastika Kritis Group



An international group with a vertically  
integrated production in strategic  
locations and a presence in 90 countries.



## The Group at a Glance

The Plastika Kritis Group is one of the most important producers of plastic films for agricultural purposes worldwide as well as one of the largest producers of masterbatches in Europe. It places great importance on the protection of the environment through a standard model for Circular Economy.

### ► International Presence

The Group maintains production facilities in 7 countries: Greece, China, France, Romania, Poland, Turkey, and Russia. Its products are sold in 90 countries and on 5 continents.



Production facilities of the Group

**1,117**

Employees

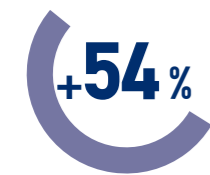


Turnover

**+23% = 375 mil. €**

Earnings before interest, taxes, depreciation and amortization (EBITDA)

**+6.5% = 75 mil. €**



increase in the recruitment of women



**577**

employees trained in the Group in 2021



Coverage of energy needs from renewable energy sources (RES)



Production of renewable energy



Solar stations

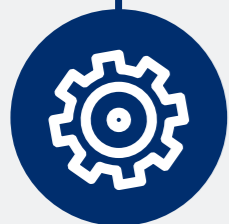


Wind farm capacity



Production of plastic sheets for agricultural applications and irrigation pipes.

**1970**



- Vertical integration of the production of master-batches.
- World leader in the development of 3-layer agricultural films.
- Expansion of exports to international markets.

**1980**



- Creation of a plastic recycling facility.
- Production of geomembranes for waterproofing reservoirs and landfills.
- Internationalization of production with the establishment of a master-batches facility in Romania.
- Listed on the Athens Stock Exchange.

**1990**



- Wind energy production of 12 MW with the creation of a wind farm in Crete.
- Acquisition of masterbatches production facilities in Poland, Turkey, and Russia.
- Production of agricultural films in China.
- Acquisition of Agripolyane and production of agricultural films in France.

**2000**



- Application of 7-layer technology with which the company acquires international technological leadership in agricultural sheets.
- Expansion of master-batches production capacity in the Group's production facilities.
- Creation of solar stations.

**2010**

**2020**



- Completion of 2<sup>nd</sup> factory in China.

## Business Model - Creating Value

The value of the group PLASITKA KRITIS S.A. is the result of its business model which combines available resources, market needs, our strategic partnerships, and our unique knowledge in order to offer our customers products and services that excel in quality and innovation. The responsibility which defines the Group in all its activities ensures that we will offer the best possible result, always with respect to the natural

environment and society whilst contributing to tackling climate change and the promotion of circular economy.

Throughout this process, we are always guided by our vision and values, which determine the way the Group operates, as well as its approach to creating value for all our stakeholders.





## Our Products

With 10 production units in strategic locations and sales in 90 countries, the Plastika Kritis Group maintains a strong position in the international market in its key sectors: agricultural films and masterbatches. Our priority is to manufacture quality products with high added value.

01

The Group specializes in manufacturing purpose-made films for agricultural applications, such as: Greenhouse coverage, Low-tunnel coverage, Mulching, Soil disinfection, Energy screening, Silage, Silage and grain bags, Farm constructions and confinement pens.



**KRITIFIL®** Films for agricultural uses

**KRITILEN®** Masterbatches

03

Production of polyethylene pipes for: Irrigation and water supply in agriculture, Potable water supply, Cable protection in telecommunications, Natural gas distribution.



**KRITISOL®** Polyethylene pipes

**KRITIFLEX®** Geomembranes

05

Raw materials from recycled material (items) from which final products are made, giving plastics a second opportunity for use (e.g. construction films, garbage bags, bobbins, and others). Plastika Kritis operates a state-of-the-art recycling plant with an annual capacity of 8,000 MT and takes part in organized systems to collect used greenhouse films and other plastic waste.

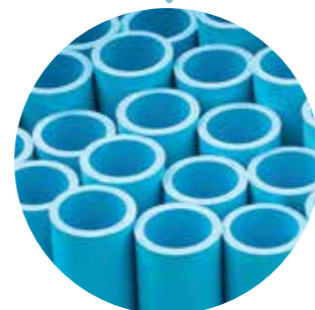


**KRITISAN®** Recycled plastics

**KRITIRES®** Renewable energy

02

The range of KRITILEN masterbatches includes: Color masterbatches, White masterbatches, Black masterbatches, UV stabilizer, Additives, Filler masterbatches, Compounds for garden furniture, Masterbatches for PVC cables, Masterbatches for synthetic fibres, Custom-made masterbatches with combined additional colors, Monomasters (single-pigment), Masterbatches for biodegradable polymers, Biodegradable compound.



04

For lining ponds and landfills. Also to protect buildings from hazardous gases and for sealing special biogas works.



06

The 12 MW wind farm and the 2.4 MW photovoltaic power stations generate more energy than the Company consumes in Greece to manufacture plastics. These works contribute to the significant reduction of fossil fuel consumption and CO<sub>2</sub> emissions.

## Innovation, quality, customer satisfaction

The respect for our customers, the assurance of innovation, and the emphasis on the quality of our products are the indisputable priorities and basic values of the Plastika Kritis Group.




### ► Innovation and Creativity

While aiming to generate value for our customers, we encourage creativity and innovation in all aspects of our operation. We place particular importance on research and development to create innovative products and technologies that are advantageous for our customers. In order to achieve this goal, a Research, Development and Innovation Center has been in operation in Heraklion, Crete since 2018. Specialized executives (supervisors / administrators/directors) of Plastika Kritis S.A., in cooperation with all the sectors of the Group, the producers and suppliers of polymers and chemicals as well as universities and research institutes conduct trials under actual cultivation conditions or research. The ultimate goal is the advancement of the presently available technologies and products so that they can fulfill the most stringent requirements.




## Collaborations with universities and research organizations


The Plastika Kritis Group maintains active collaborations with a wide range of organizations.

- 
▶ AGRICULTURAL UNIVERSITY OF ATHENS


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- 
▶ UNIVERSITY OF THESSALY Laboratory of Farm Structures


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- 
▶ HELLENIC MEDITERRANEAN UNIVERSITY


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- 
▶ UNIVERSITY OF CRETE Department of Materials Science and Technology


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- 
▶ University of Thessaly School of Engineering


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- 
▶ FOUNDATION FOR RESEARCH AND TECHNOLOGY Institute of Electronic Structure and Laser

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- 
▶ UNIVERSITY OF MACEDONIA Department of Chemical Engineering

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- 
▶ UNIVERSITY OF PATRAS INSTITUTE OF CHEMICAL ENGINEERING SCIENCES

### ► Emphasis on quality

At Plastika Kritis S.A. we implement a Quality Management System, fully conforming (complying) with the international standard ISO 9001: 2015 and certified by an independent body for its correct application. As part of the certification we hold, we systematically monitor specially configured measurements of our performance, in relation to the products, as well as the production process. We have adopted a Quality Policy whose implementation we control

through internal inspections and, if deemed necessary, additional certifications are sought, in order to ensure the high quality of our products.



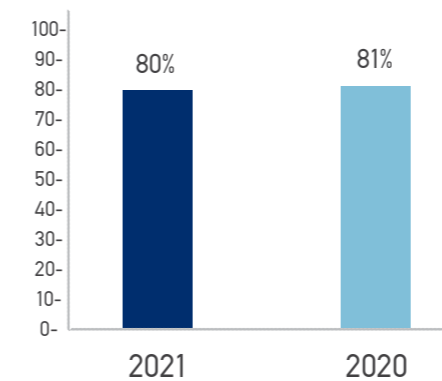
### ▶ Customer satisfaction

Respect for our customers constitutes our main priority and their satisfaction is our constant goal. We encourage immediacy and communication with our customers by systematically collecting information for their satisfaction through surveys and the sales network we maintain. Additionally, we utilize information gathered from other sources, such as the complaints handling process implemented which not only takes into account the complaints but also the suggestions, ideas and requests put forward by our customers.

## Supply Chain

The choice of the partners and suppliers is essential to provide quality products, but also for the sustainable development of the Group as a whole. The Plastika Kritis Group selects its partners with strict criteria for the whole range of their services, which include quality and reliability, technical support, the management of complaints and, where applicable, occupational health and safety issues, alignment with the Group’s environmental criteria, and certifications. In any case, we ensure compliance with the laws and regulations of the European Union (for example, REACH) and we comply with the prescribed procedures and technical specifications of the raw materials we receive.

Percentage of total purchases from Greek suppliers



Total purchases from Greek suppliers (in €)



# 02 Our Strategy for Sustainable Development

## Our approach and the pillars of Sustainable Development

Sustainable entrepreneurship is aligned with the Group's mission and values and is an integral part of its operating model. Our development is implemented by combining the protection of the environment, the maximum satisfaction of our customers' needs and the well-being of our people and society in general. Aiming to continue our responsible course and fulfilling our commitments to our stakeholders, we approach Sustainable Development through five pillars:

### Corporate governance and economic growth

The Group applies the principles of upstanding corporate governance and promotes business ethics, along with its economic prosperity and growth.

### Labor Practices

The Group's top priority is to provide a safe and meritocratic working environment. The Group commits to continuous training and development of its people, offering them opportunities for progress. It places particular emphasis on their health and safety, undertaking the elimination of risks in the workplace.

### Products and responsible operation

The group grows with a commitment to the constant improvement of its product quality, while always guided by responsible operation.

### Responsible environmental management

The Group seeks to minimize the environmental impact, giving priority to responsible environmental management. It implements practices to enhance environmental sustainability as well as raise awareness of environmental protection among stakeholders.

### Social contribution

Contribution to society is inextricably linked to the responsible activity of the Group. It pursues continuous dialogue with local bodies and communities, with the aim of undertaking initiatives that best meet their needs.

### Our contribution to the Sustainable Development Goals



## ESG Committee (Sustainable Development)

In order to effectively manage sustainable development issues, the Group created a Corporate Responsibility Team, where in 2021 its role was strengthened and renamed the Sustainable Development Committee. The committee consists of executives from all departments of the Group and plays a catalytic role in coordinating the actions and programs it carries out within the framework of the five pillars of responsible operation, as well as in communicating the corporate culture it advocates.



The committee consists of six working groups:



## Stakeholder Engagement

### Key stakeholder groups:

In the Group, we have identified these groups as interested parties, which are directly or indirectly affected positively or negatively by our activity.

We aim for systematic, substantial, and two-way communication with all groups, aiming for continuous response to their needs and expectations.

As there are factors such as the scope and nature of the Group's activities that determine the character of these groups, different weight is given to each one of them.



## ► Creating value for all stakeholders

Through our activities, but also through the social actions we implement, we aim to create added value. We contribute to both the wider economic development of the country and the support of stakeholders. Over the last 3 years, the Group has distributed a total of 885,9 million euros to all its stakeholders' benefit.

More specifically, the distribution of the value that was distributed for 2021 is depicted as follows:

Amounts in thousand euros	2021	2020	2019	Stakeholder
Operational costs	296,809	209,538	202,651	Suppliers
Employee salaries and other benefits	30,543	28,625	25,752	Employees
Dividends & capital repayments	13,812	11,398	9,196	Shareholders
Payments to the State (taxes paid)	20,131	17,959	17,641	State/Public authorities
Actions for local communities	471	1,062	325	Local communities
<b>Economic value</b>	<b>361.766</b>	<b>268.583</b>	<b>255.565</b>	

## ► Direct economic value created and distributed

Economic value created and distributed	2021	2020	2019
<b>Economic value created by the Group (in thousand euros)</b>	<b>377,196</b>	<b>306,085</b>	<b>289,450</b>
Direct economic value - total revenue (turnover)	374,863	304,649	288,792
Other operating income	2,333	1,436	658
Distributed economic value	361,766	268,583	255,565
<b>Undistributed value</b>	<b>15,396</b>	<b>37,502</b>	<b>33,885</b>
<b>Total investments</b>	<b>23,594</b>	<b>15,305</b>	<b>21,623</b>
<b>Green investments</b>	<b>16</b>	<b>2,029</b>	<b>20</b>




**885,9 m €**





Total economic value in the last three years the Group distributed to all stakeholders.


## Stakeholder interaction framework

Communication with stakeholder groups includes a broad framework of two-way actions to enhance dialogue, with the aim of documenting in detail the views and observations of these groups, so that we are aware of their needs and concerns. Through documentation, we utilize the most important issues that arise and plan our actions effectively, while we also set goals for continuous improvement.

The table below is a detailed presentation of the main issues pertaining to the stakeholder groups, along with the channels of communication through which these issues are communicated and documented:

Stakeholders	Channels of communication	Main topics
 <p><b>Subsidiary companies</b> <i>Frequency of communication: Daily</i></p> <p><b>How we respond:</b> Details are included in sections: «The Profile of the Plastika Kritis Group» (p. 8) and «Responsible Administration and Financial Development» (p. 83)</p>	<ul style="list-style-type: none"> <li>• Goal setting</li> <li>• Regular communication</li> <li>• Presentations of financial results</li> <li>• Financial Report</li> <li>• Corporate Social Responsibility Report</li> </ul>	<ul style="list-style-type: none"> <li>• Maintaining and cultivating relationships with the Group</li> <li>• Directions regarding corporate goals and practices</li> <li>• Transparent practices and procedures</li> <li>• Participation in corporate responsibility programs</li> </ul>
 <p><b>Shareholders</b> <i>Frequency of communication: Monthly</i></p> <p><b>How we respond:</b> Details are included in sections: «Our Strategy for Sustainable Development» (p. 21), «Environmental Consciousness» (p. 33), «Social Contributions» (p. 70), «Responsible Administration and Financial Development» (p. 83)</p>	<ul style="list-style-type: none"> <li>• Press releases, announcements trade fairs</li> <li>• Presentations of financial results</li> <li>• Annual Meeting of Shareholders</li> <li>• Financial Report</li> <li>• Company website</li> </ul>	<ul style="list-style-type: none"> <li>• Profitability and company growth</li> <li>• Enhanced competitiveness</li> <li>• Sound corporate governance and business ethics</li> <li>• Transparent communication</li> <li>• Sustainable development of Group and companies</li> </ul>
 <p><b>Employees</b> <i>Frequency of communication: Daily</i></p> <p><b>How we respond:</b> Details are included in the section: «Care for our People» (p. 46)</p>	<ul style="list-style-type: none"> <li>• Posting on bulletin boards in appropriate locations</li> <li>• Information via the Group's website</li> <li>• Use of intranet</li> <li>• Emails sent by the HR division on internal operation issues</li> <li>• Onboarding/training for all new employees on company systems and policies</li> <li>• Continuous retraining and staff evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities for growth and advancement</li> <li>• Salaries and evaluation system</li> <li>• Working conditions</li> <li>• Human rights</li> <li>• Occupational health and safety</li> <li>• Ongoing information and communication</li> <li>• Equal opportunities and benefits for employees</li> </ul>

Stakeholders	Channels of communication	Main topics
 <b>Customers</b> <i>Frequency of communication: Daily</i>	<ul style="list-style-type: none"> <li>Regular communication</li> <li>Participation in trade shows, conferences, presentations and organisations</li> <li>Financial Report</li> <li>Corporate Social Responsibility Report</li> <li>Group website</li> </ul>	<ul style="list-style-type: none"> <li>Smooth cooperation with Group</li> <li>Dialogue with Group</li> <li>Clear channels and systematic communication</li> <li>Product quality and certification</li> <li>Product innovation</li> <li>Customer-oriented approach</li> <li>Corporate responsibility</li> </ul>
<p><b>How we respond:</b> Details are included in the sections: «The Profile of the Plastika Kritis Group» (p. 8), «Our Strategy for Sustainable Development» (p. 21), «Responsible Administration and Financial Development» (p. 83)</p>		
 <b>Suppliers</b> <i>Frequency of communication: Daily</i>	<ul style="list-style-type: none"> <li>Market research by Procurement Division</li> <li>Regular communication through Procurement Division</li> </ul>	<ul style="list-style-type: none"> <li>Profitable cooperation with Group</li> <li>Dialogue with Group</li> <li>Regular communication through</li> <li>Responsible supplier management</li> <li>Corporate responsibility</li> </ul>
<p><b>How we respond:</b> Details are included in the sections: «The Profile of the Plastika Kritis Group» (p. 8)</p>		
 <b>Local communities</b> <i>Frequency of communication: When deemed necessary</i>	<ul style="list-style-type: none"> <li>Targeted communication with social organisations</li> <li>Financial Report</li> <li>Corporate Social Responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Job opportunities</li> <li>Sound Corporate Governance and business ethics</li> <li>Corporate social responsibility</li> <li>Social solidarity actions</li> <li>Human rights</li> <li>Relations with the Group</li> <li>Environmental protection</li> </ul>
<p><b>How we respond:</b> Details are included in the sections: «Social Contributions» (p. 71)</p>		
 <b>State/ Public authorities</b> <i>Frequency of communication: When deemed necessary</i>	<ul style="list-style-type: none"> <li>Monitoring and compliance with permitting laws</li> <li>Announcements and correspondence of legislative and non-legislative content</li> </ul>	<ul style="list-style-type: none"> <li>Sound corporate governance and business ethics</li> <li>Compliance with contractual and environmental conditions</li> <li>Legislative and regulatory compliance</li> <li>Environmental protection</li> <li>Responsible communication</li> </ul>
<p><b>How we respond:</b> Details are included in the sections: «The Profile of the Plastika Kritis Group» (p. 8) «Environmental Consciousness» (p. 33), «Responsible Administration and Financial Development» (p. 83)</p>		

Stakeholders	Channels of communication	Main topics
 <b>Credit institutions</b> <i>Frequency of communication: Monthly</i> <b>How we respond:</b> Details are included in the sections: «The Profile of the Plastika Kritis Group» (p. 8) «Environmental Consciousness» (p. 33), «Responsible Administration and Financial Development» (p. 83)	<ul style="list-style-type: none"> <li>Press releases, announcements</li> <li>Financial Report</li> <li>Corporate Social Responsibility</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Timely information</li> <li>Group economic sustainability</li> <li>Transparent and systematic communication</li> </ul>

## The assessment of materiality analysis

In the year 2022, a materiality analysis was conducted to identify the Plastika Kritis Group's material topics per corporate responsibility pillar. The materiality analysis was based on the Global Reporting Initiative Standards (GRI Standards) as well as on industry classification and the assessment of the Sustainability Accounting Standards Board (SASB). The results of the study are presented in the following chart. (or the chart below)

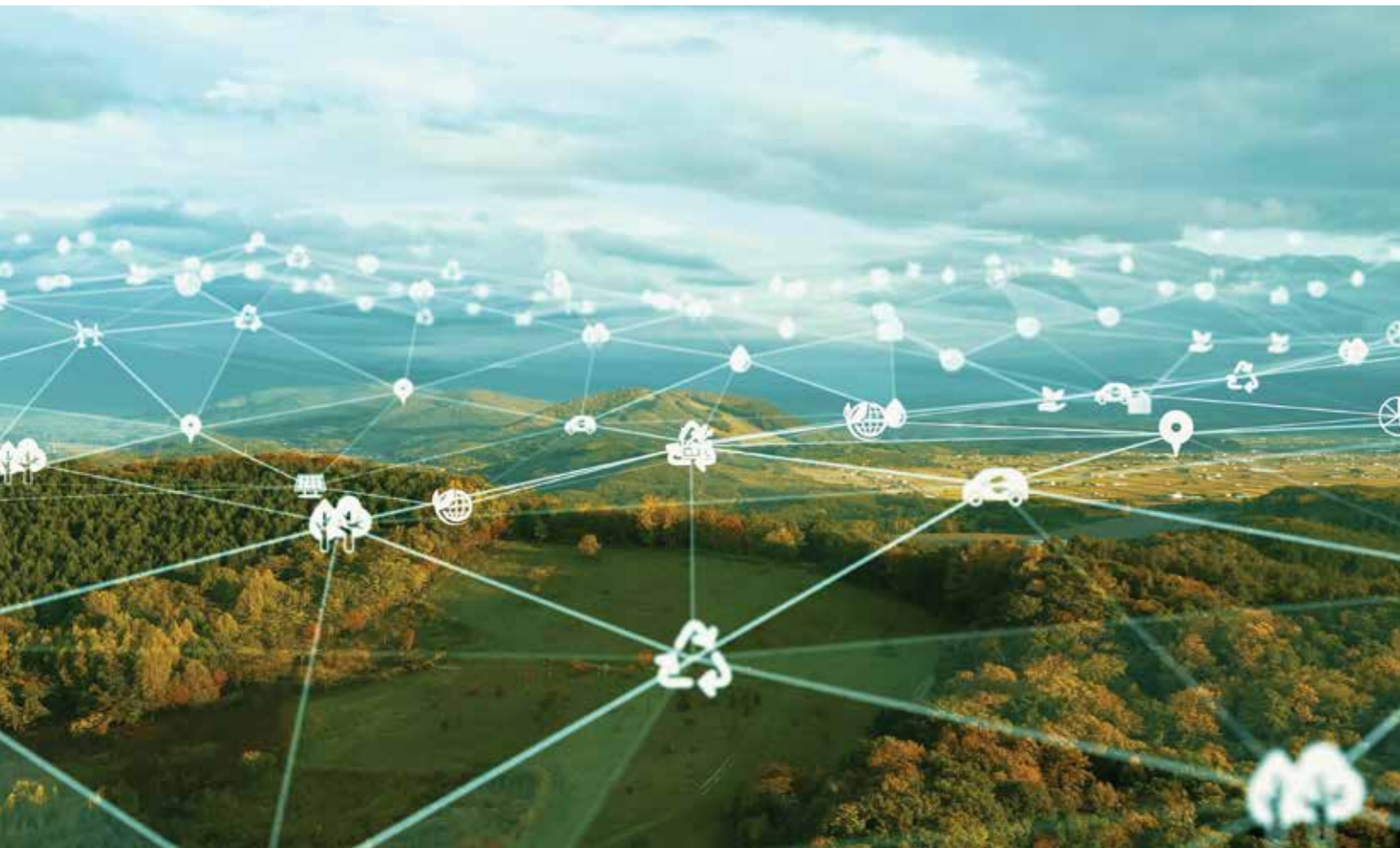
The afore mentioned process ranked the material topics according to their impact on the Group's activity, as well as in relation to the degree of importance assigned by the stakeholders.



### ► The importance of the materiality analysis

For the Plastika Kritis Group the materiality analysis makes an important contribution to:

- Identifying the advantages, weaknesses, and opportunities relative to each area of the Group's responsibility .
- Documenting and assessing potential risks relative to the corporate responsibility pillars.
- Determining those topics which are associated with the Group's long-term strategic goals and aligning them with Sustainable Development as the ultimate objective.
- Evaluating and reassessing the Group's performance on issues of corporate responsibility and sustainable development.



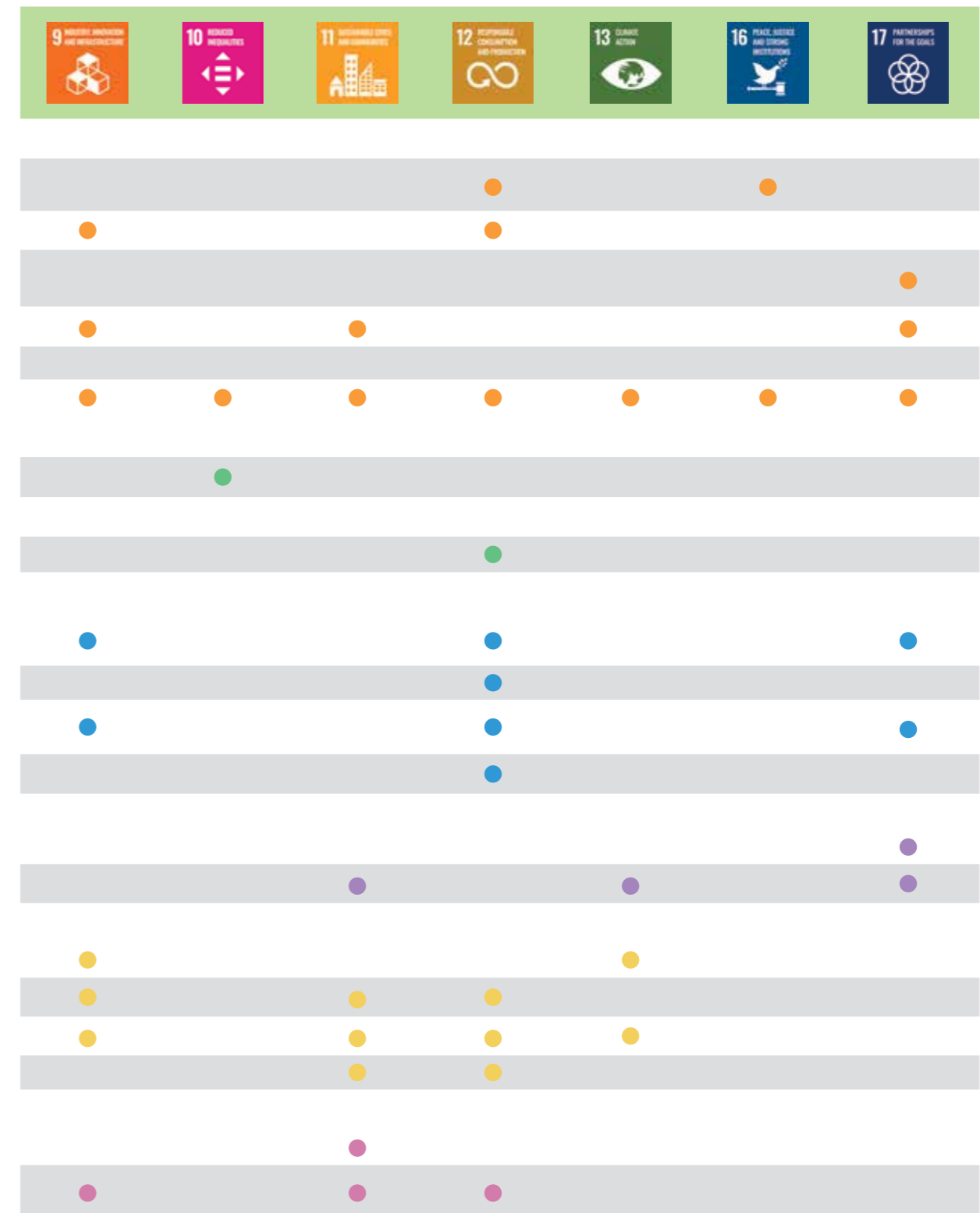
The horizontal axis represents the impact of material topics on the Group's operation, while the vertical axis represents the needs of stakeholders relative to the individual topics.

- |  |   |
|--|---|
| 1. Corporate governance and business ethics                    | 11. Product quality and certifications                                |
| 2. Strategy and investments                                    | 12. Responsible supplier assessment and management                    |
| 3. Digital transformation and security (cyber-risk)            | 13. Customer-oriented approach  |
| 4. International presence                                      | 14. Relations with local communities                                  |
| 5. Profitability and continued growth                          | 15. Social solidarity actions   |
| 6. Stakeholder engagement                                      | 16. Efficient use of energy   |
| 7. Employment and working conditions                           | 17. Waste management  |
| 8. Employee health and safety                                  | 18. Adjustment to climate change                                      |
| 9. Employee training and evaluation                            | 19. Circular economy  |
| 10. Planning, research, and development of innovative products | 20. Covid – 19 pandemic   |
|  | 21. Upcoming law reducing the use of plastics (EU directive 2019/904) |



## Our contribution to the Sustainable Development Goals

At the Plastika Kritis Group, our strategy and operations are aligned with the United Nations 2030 Agenda, as expressed through the Sustainable Development Goals (SDGs).



# 03 Environmental Consciousness

**We actively contribute to the creation of a low-pollution circular economy, by implementing best practices and reducing our environmental footprint**



## Environmental Management

In the Group we are committed to the responsible management of the impact of our activities as well as incorporating environmentally responsible practices based on the principles of sustainable development. At the same time, we ensure full compliance with the requirements of the relevant legislation, and international directives and standards, aiming at a balanced economic development that contributes to tackling climate change and transitioning to a circular economy.

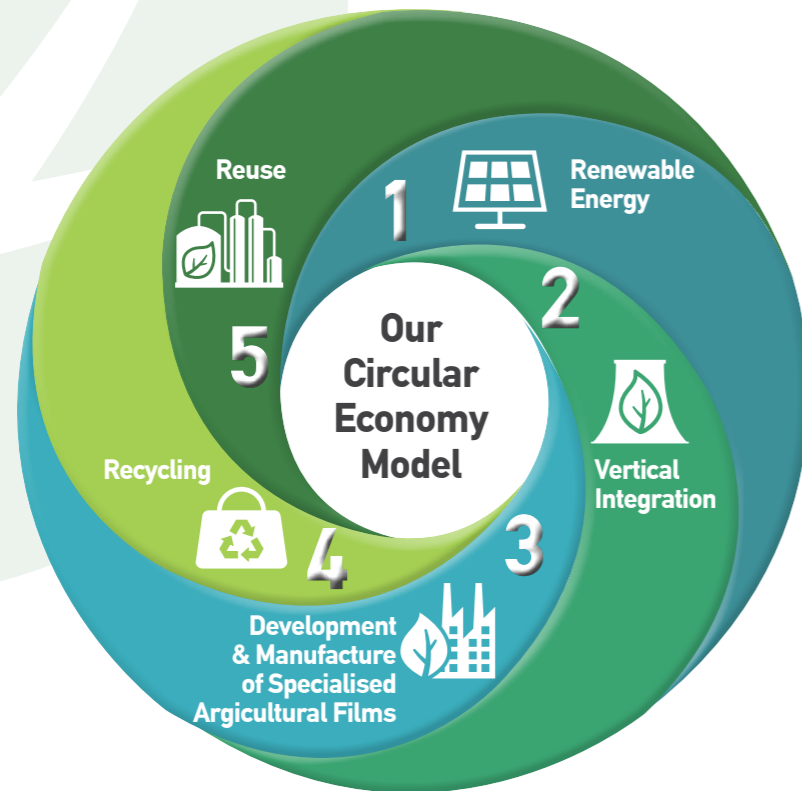
We implement an integrated environmental management system and aim for its certification according to the international standard ISO 1400:2015. In addition, we implement actions and investments that contribute to the protection of the environment and the reinforcement of environmental consciousness of the local communities.

### ► Environmental Management

To ensure continuous improvement of our performance, we implement a series of programs. For example:

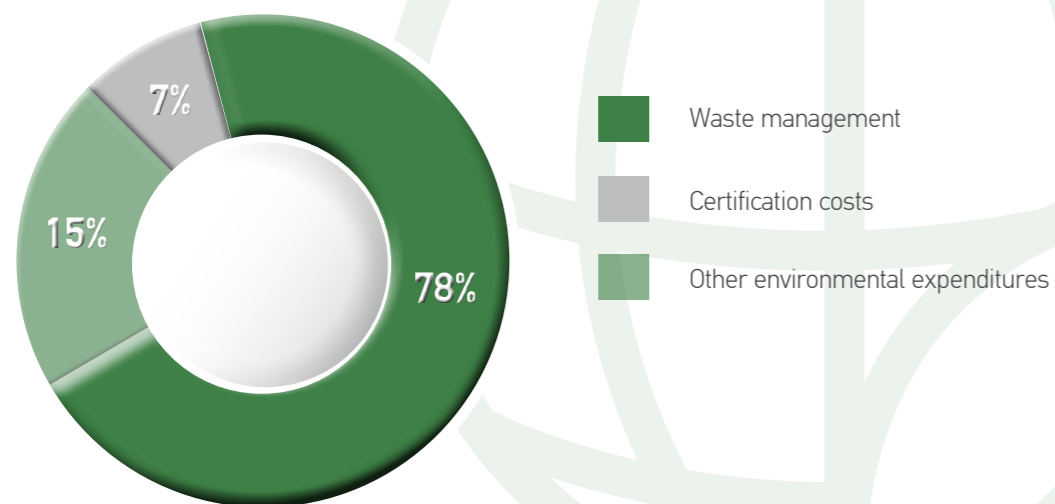


► Environmental management framework



We steadily and progressively invest in practices and systems that are consistent with the Group’s responsible environmental management framework and promote environmental protection. During 2021, the Group invested 324,817 € in actions and projects for the protection of the environment.

► Investments in environmental protection



Management of natural resources and performance

► Electricity production from renewable energy sources (RES)

The Group invests long-term in the production of energy from renewable sources thus actually reducing the footprint of energy use and contributing to tackling climate change. RES production facilities are a cornerstone of the Group’s strategy, aiming at a smooth and successful transition to a low-emission economy. To this end, in 2003 the Wind Farm on Crete began its operation, presently reaching up to 12MW. The operation of the installation is complemented by photovoltaic stations in various locations in Greece:

- Finikia area in Heraklion, Crete (80KWp)
- Industrial Park of Heraklion (VI.PE) (80KWp)
- Vrouhas, Municipality of Agios Nikolaos, prefecture of Lasithi (80KWp)
- Industrial Park of Sindos, Thessaloniki (100KWp)
- Location of Tragano, Municipality of Pinios, prefecture of Ilia (1998KWp)

**The electricity produced by the Plastika Kritis Group from RES corresponds to 99% of the annual requirements at its facilities in Greece.**

Below is a table illustrating the energy output of the Group’s five wind farms and photovoltaic plants relative to the energy requirements of Plastika Kritis in Greece.

Year	Annual energy production from RES	Annual requirement for energy in our facilities in Greece	Percentage comparison
2021	44,811 MWh	45,252 MWh	99%
2020	44,264 MWh	44,869 MWh	99%
2019	44,672 MWh	40,326 MWh	100%

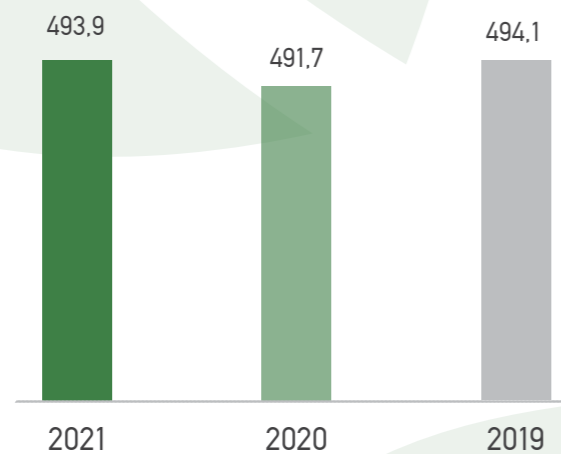
## ► Electric energy consumption



Optimization of energy efficiency of our production units and responsible energy management constitute priorities in our commitment for the protection of the natural environment as well as setting limitations to curb the environmental impact caused by our activities.

Most of the energy consumed by the Group results from the use of electrical energy, amounting to 85,279 MWh (88% of the total energy consumed), marking a small increase of 5% compared to 2020, due to the increase in production volume in comparison to 2020. For the year 2021, the specific electricity consumption corresponds to 494KWh per ton of product with little variation compared to 2020 (+.45%).

Specific electricity consumption (KWh)



## ► Energy-saving actions

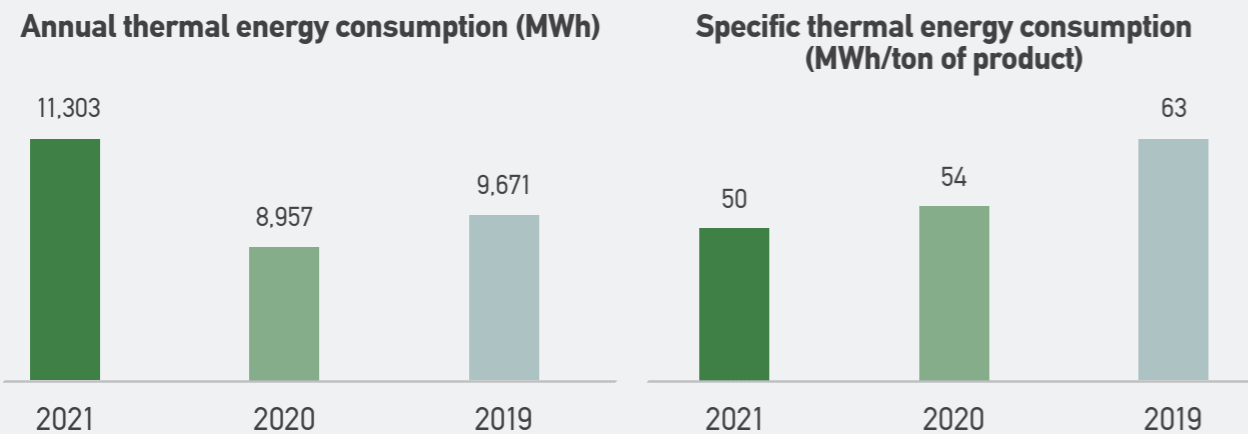
- At Plastika Kritis, in selected buildings of our production unit on Crete, we have installed an automation system whose objective is the constant monitoring of significant energy parameters and whose ultimate goal is the reduction of energy consumption.
- By systematically handling the reduction of losses, we use the quantities of hot water resulting from the production process to fully cover the heating needs of our buildings (indoor spaces) such as the offices, laboratories and staff changing rooms.
- During 2021, at our production unit on Crete, we replaced all of the old, energy-consuming light bulbs with new-technology LED lights.
- The new administration building on Crete incorporates targeted interventions for its performance improvement (insulation, new-technology air conditioners) thus effectively reducing energy consumption.
- Additional energy-saving actions at the facilities in Greece through the use of a geothermal system.



### ► Thermal Energy Consumption



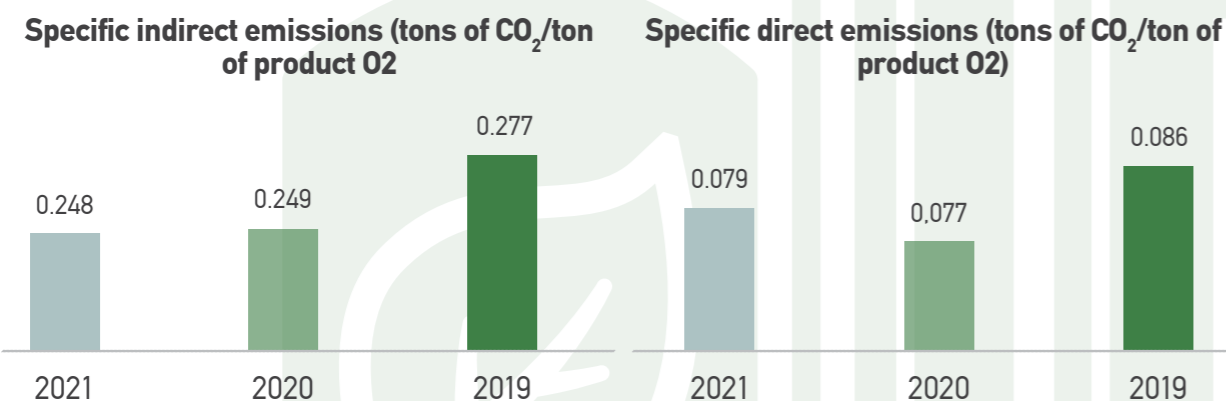
The total amount of thermal energy consumed in 2021, amounted to 11,303 MWh (12% of the total energy for 2021) and came from the use of fuels (natural gas, LPG oil) in the production units, as well as from the use of diesel and gasoline which are used for our vehicular needs. The augmentation in comparison to 2020 is primarily due to the production increase in our units and the consequent increase in the use of truck fuel.



### ► Greenhouse gas emissions



In the Group, we systematically monitor direct and indirect greenhouse emissions (Scope 1&2), with the ultimate goal of limiting them to the maximum extent (degree) possible. Direct carbon emissions are calculated based on the Group's fuel consumption during the production process but also during the movement of vehicles. Indirect carbon emissions are calculated based on the respective electricity consumption that the Group procures from the national electrical grids (electricity network). The total direct and indirect carbon emissions for the Group in 2021 amounted to 56,477 tons of CO<sub>2</sub> with indirect carbon emissions in Greece being 22,192 tons of CO<sub>2</sub> for 2021.



### Proper Waste Management

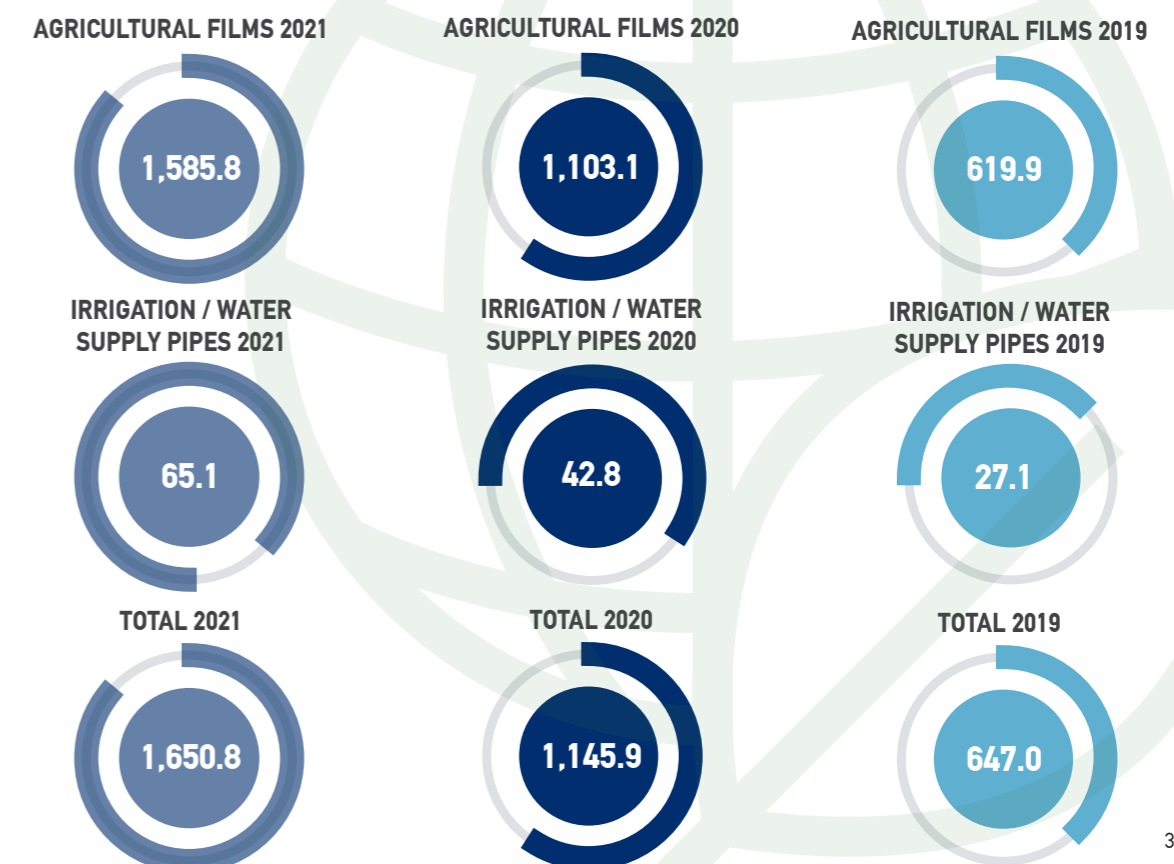


#### ► We contribute to the circular economy

The Plastika Kritis Group, applying the principles of the circular economy, has for years been using, apart from new (primary) plastic, recycled plastic from various sources in its production process.

At Plastika Kritis, one of our oldest and most established activities is the collection of old films, industrial, agricultural, and urban plastics, as well as their subsequent recycling. Since 1992, the Group has been operating a plastics recycling plant on Crete, with its main activity the collection and recycling of used plastics from greenhouses. The specific process of collecting plastics from the fields, which are then transported to the recycling facility, washed, and after processing, turned into a useful raw material, has contributed to the increase of the Group's production as well as to the protection of the environment. In this way, we contribute, in the best way possible, to the recycling and reuse of mainly aged agricultural plastics, reducing the amount of waste. For the last 30 years, we have been supporting the efforts of municipalities, cooperatives, and individuals in collecting agricultural plastic post-use and in transporting it to our factory to be recycled.

#### Amounts of agricultural films and irrigation pipes we recycled in the years 2019-2021 (in tonnes)





We are leading the way, in cooperation with the government, the Association of Hellenic Plastics Industries and fellow agricultural film manufacturers in creating a Collective Alternative Management System as part of the "Extended Producer Responsibility" policy expected to go into effect for our industry starting 1/1/2023.



We endeavour to inform and raise awareness of the rural population about the process and benefits of collection-recycling.



We have supported the establishment of collection centres for used agricultural plastics in the main agricultural areas of Greece, particularly Crete (Ierapetra, Tympaki, Antiskari, Arvi, Falaserna, Elafonisi, Paleochora, Rhodes, Preveza and others).

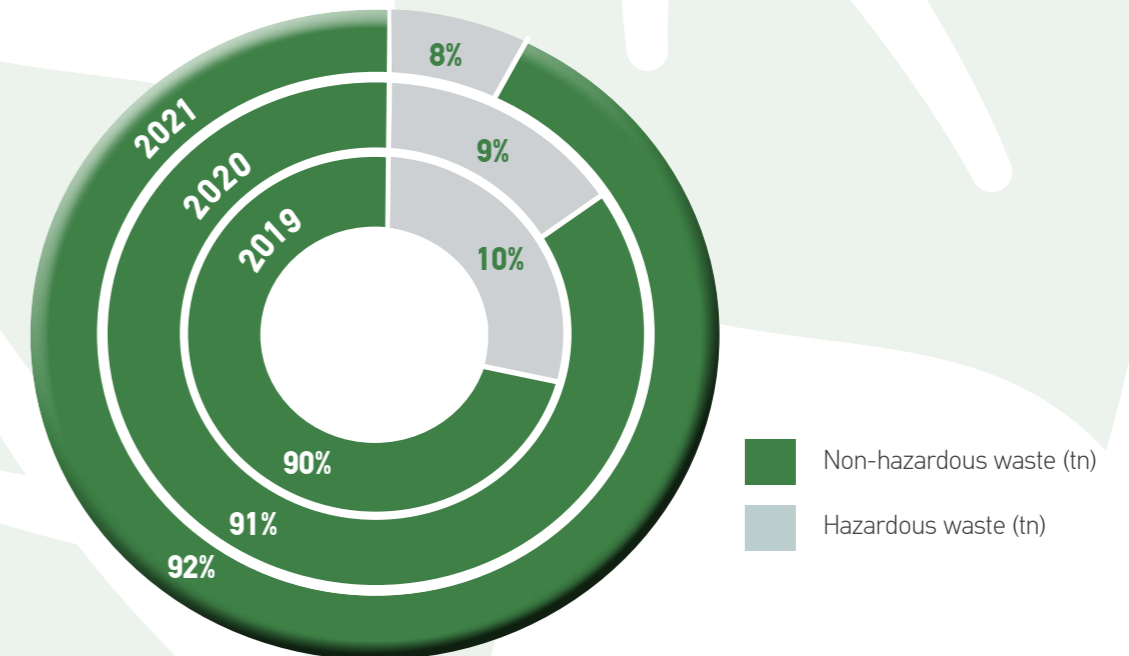


We participate in the Hellenic Recovery Recycling Corporation's scheme and pay the required contribution amount for the recycling of our packaging.

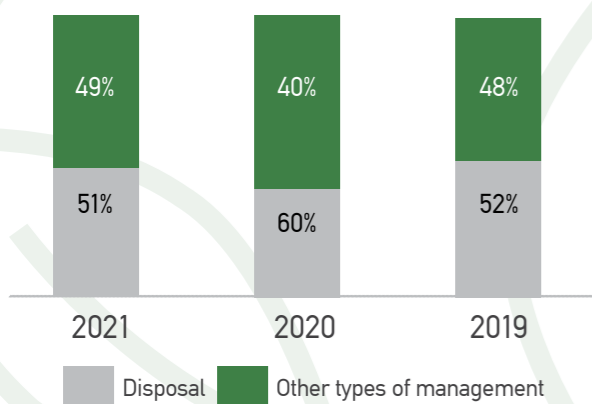
### ► Waste Management of Production Facilities



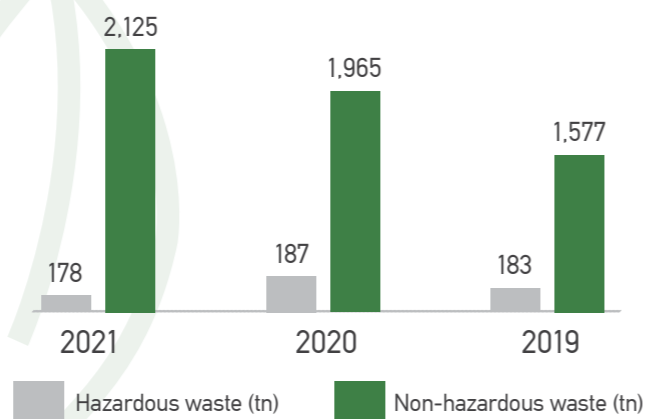
The proper management of waste generated by the Group's production process is of top priority to us. The waste from our production facilities is separated into non-hazardous (e.g. paper, plastic and metal) and hazardous (e.g. mineral oils, batteries, etc.). To ensure proper handling, we cooperate with duly licensed external contractors who undertake the suitable management of all our waste.



### Waste management



### Total amount of generated waste

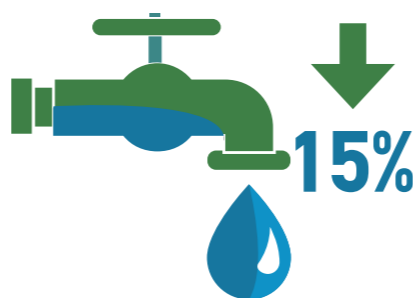


### Water consumption



The Group has realized that water consumption is one of the basic components of sound environmental management. In 2021, water consumption in all of the Group's facilities amounted to 57,049 m<sup>3</sup> recording a 15% decrease compared to the previous year. The specific water consumption amounted to 0.33 m<sup>3</sup> per ton of product.

### Reduction in water consumption 2021



## Environmental indicators

	Unit	2021	2020	2019
<b>EXPENDITURES FOR ENVIRONMENTAL PROTECTION</b>				
Waste management		240,441	257,039	178,839
Certification costs		21,250	15,481	60,984
New environmental projects	€	15,980	2,029,021	20,208
Other expenditures		47,146	122,594	29,680
<b>Total</b>		<b>324,817</b>	<b>2,424,135</b>	<b>289,711</b>
<b>ENERGY CONSUMPTION</b>				
Annual electricity consumption, total	MWh	85,279	81,567	75,714
Specific electricity consumption	KWh/tn	494	492	494
Annual thermal energy consumption, total	MWh	11,303	8,957	9,671
Specific thermal energy consumption	KWh/tn	50	54	63
<b>CONSUMPTION OF VEHICLE FUELS</b>				
Annual diesel consumption, total	Lt	174,611	142,638	155,556
Annual fuel consumption, total		160,773	175,973	193,916
<b>EMISSIONS CO<sub>2</sub> (Scope 1 &amp; 2)</b>				
Direct emissions CO <sub>2</sub>	tCO <sub>2</sub>	13,703	12,853	13,219
Specific direct emissions CO <sub>2</sub>	tn CO <sub>2</sub> /tn	0,079	0,077	0,086
Indirect emissions CO <sub>2</sub>	tCO <sub>2</sub>	42,774	41,277	42,488
Specific indirect emissions CO <sub>2</sub>	tn CO <sub>2</sub> /tn	0,248	0,249	0,277
<b>WATER CONSUMPTION</b>				
Total	m <sup>3</sup>	57,049	67,019	66,049
<b>WASTE MANAGEMENT</b>				
Non-hazardous wast, total	tn	2,125	1,965	1,577
Hazardous wast, total		178	187	183



# 04 Care for our people

Our people are our driving force. We are committed to providing them with a meritocratic working environment that promotes their growth and well-being. Our strategic priorities are to offer equal opportunities for continuous development, respect for human rights, the creation of appropriate working conditions, additional social benefits, open and unhindered communication and the strengthening of labor relations.



**1,117**  
Employees in 7 countries



**22%**  
Women in senior management



**125**  
New hires



**46%**  
New hires <30



**99%**  
Full time employees



**9.5 hours**  
Average training hours per employee








We place our employees at the heart of our business, supporting them throughout career path and their development





## Communication and strengthening of relationships

In our Group we seek to have continuous, reciprocal, and meaningful communication with our people, resulting in the reinforcement of employer-employee relationships. We recognize the importance of informing employees about important corporate issues and base our communication on the principles of transparency, trust, and an open-door policy. In this context, we have established the following communication channels:

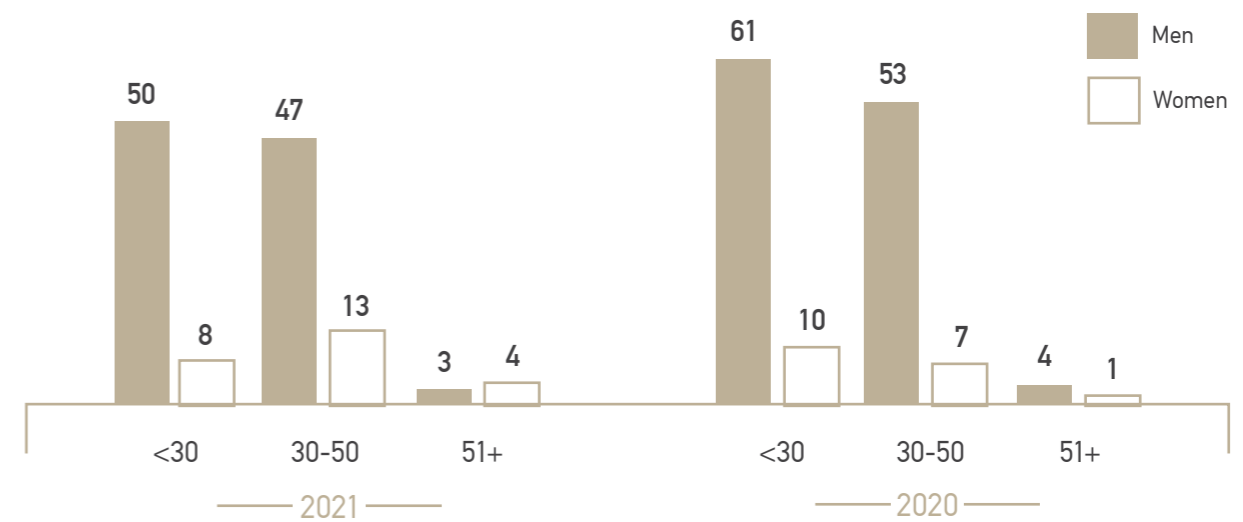
-  Open-door policy to promote open communication with all personnel.
-  Bulletin boards at Group facilities.
-  Direct communication and regular meetings with employees, whenever necessary.
-  Systematic online communication on specific topics.
-  Corporate events and Christmas party.



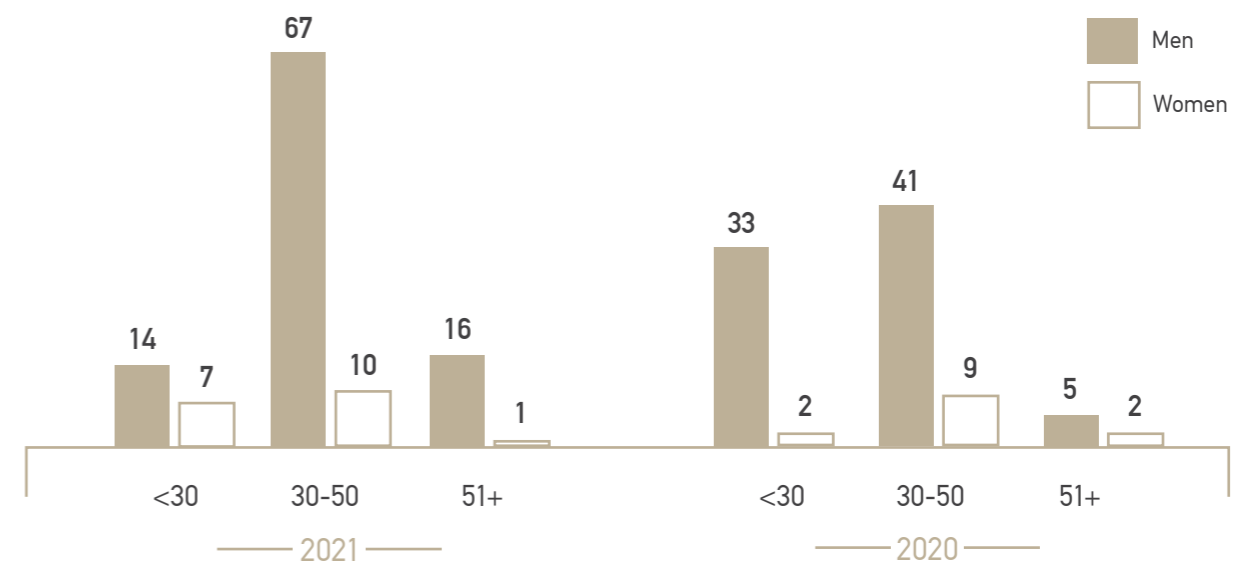
## Recruiting and retaining employees

Recruiting and retaining competent executives is a fundamental prerequisite for the development of the Group, as well as for the formation of a competitive working environment. We adopt responsible practices of recruiting and retaining employees, applying meritocratic and objective criteria, with emphasis on their experience and abilities.

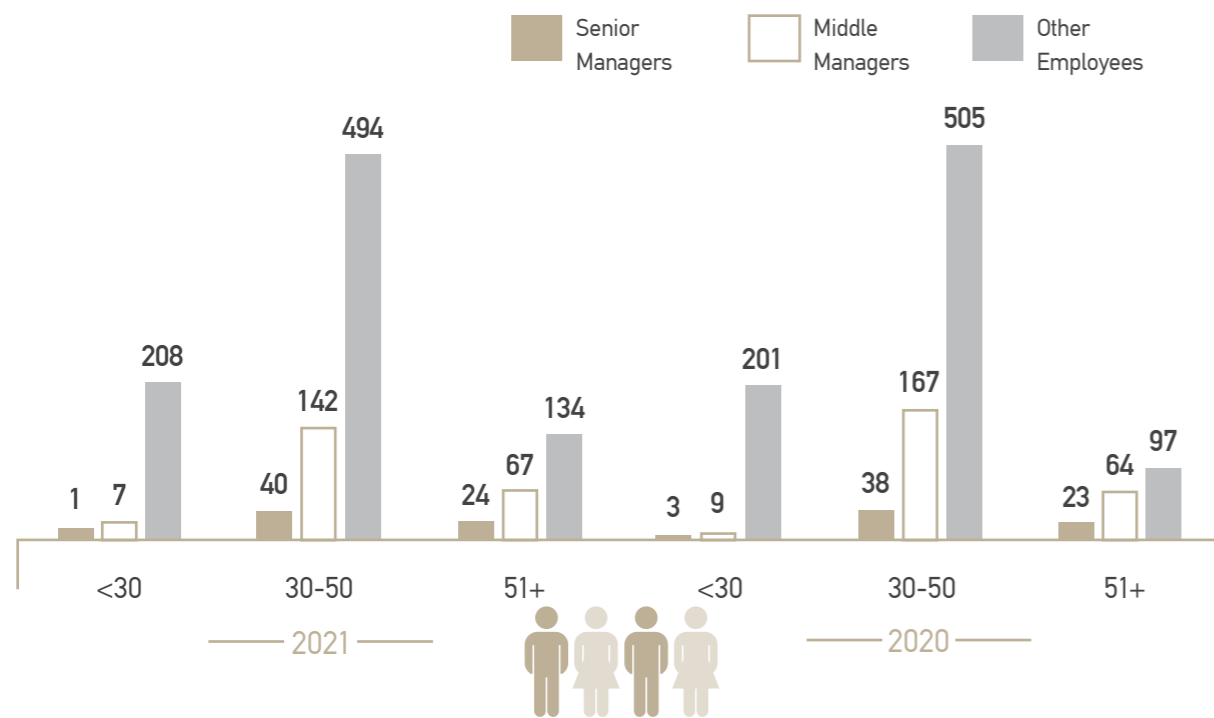
### ► New hires per gender and age



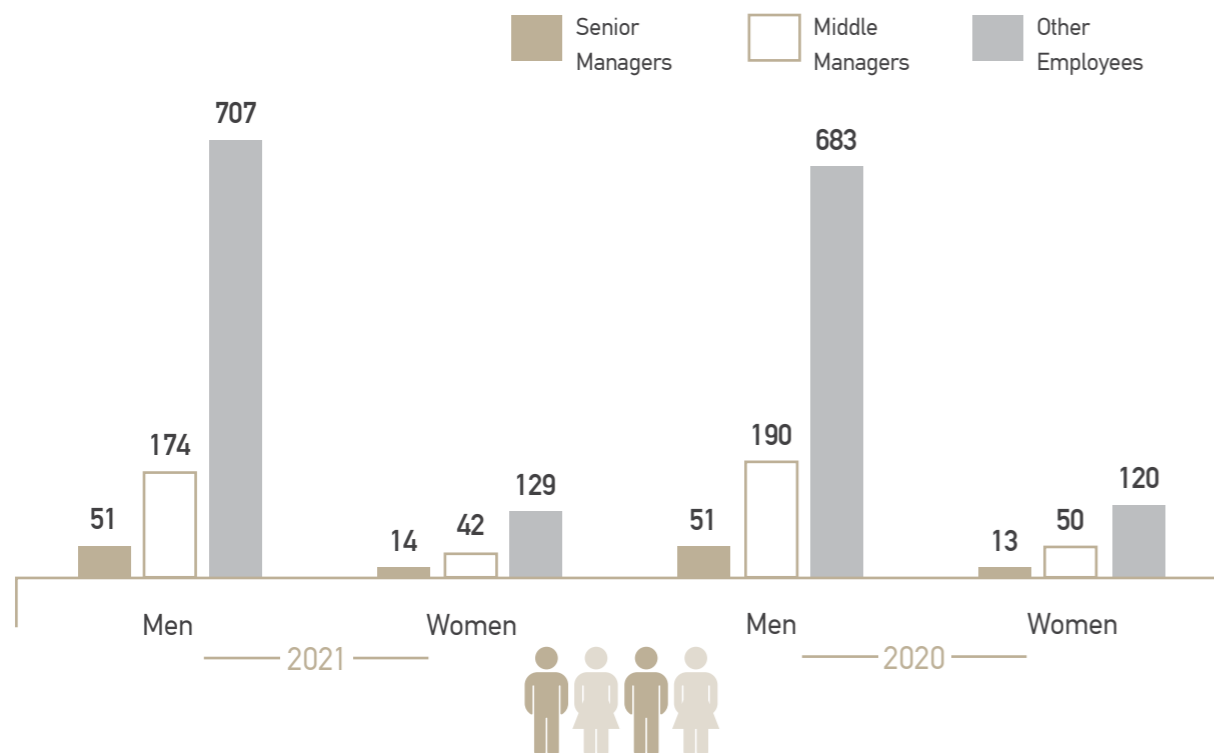
### ► Employee turnover per gender and age



### Employee distribution by hierarchy level and age



### Employee distribution by hierarchy level and gender



### Training, development and evaluation of employees

#### Employee training

Training and education of employees, for the continuous advancement of their knowledge and skills, is a top priority for our Group. We seek, through the constant implementation of educational activities and seminars, to support them in the steady improvement of their skills.

The seminars and training that take place, cover a wide range of operational issues, as well as sustainable development issues. The main topics of training are technical skills, sales development, environmental management, health and safety, first aid, administrative procedures, accounting, tax and legal issues.



10,638

Training hours, Group total



577

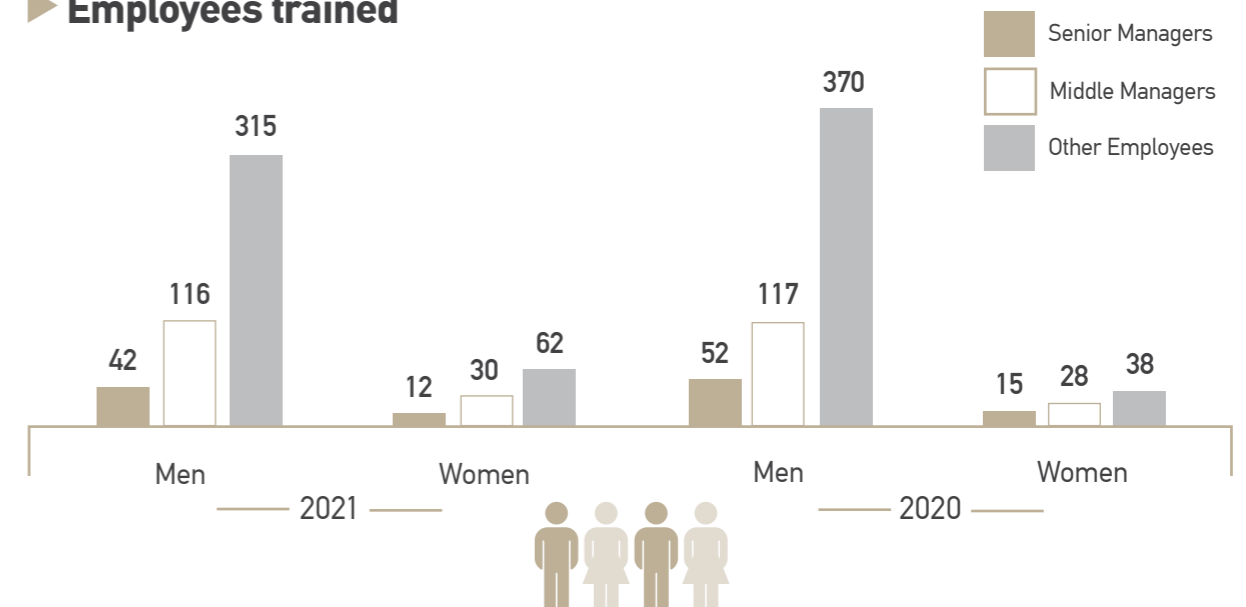
Trained employees, Group total

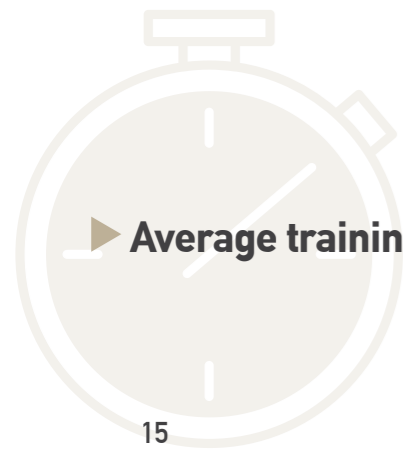


147

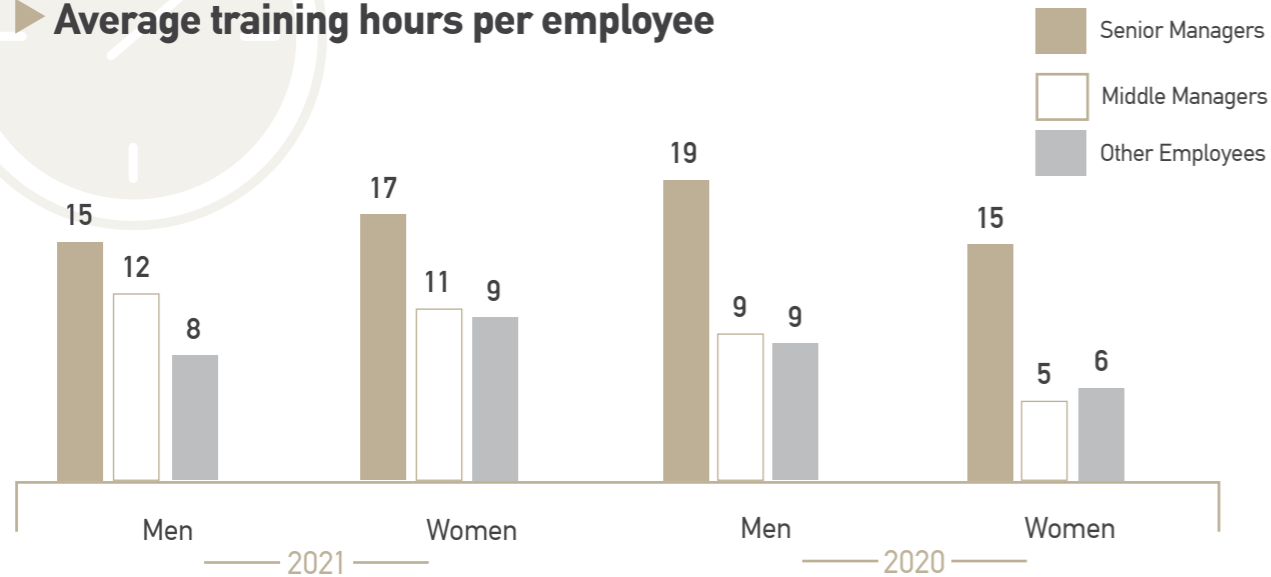
Training seminars

#### Employees trained

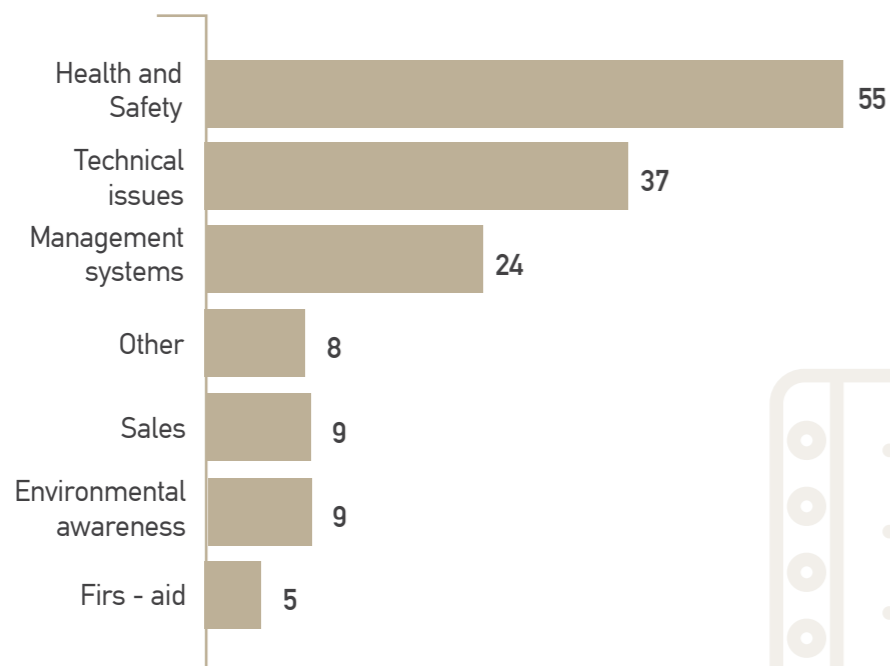




► Average training hours per employee



► Training programs per subject



► Employee evaluation and advancement

Employee performance evaluation is a fundamental function of the Group, whose aim is their continuous growth and development. Therefore, we maintain a structured employee development and evaluation system which applies to all levels of hierarchy and is conducted annually.



The criteria for the given process are transparency, and unhindered employee communication and information whilst ensuring that it is fair, unbiased, and substantiated. The evaluation is conducted based on the qualitative and quantitative performance and the abilities and skills of each employee.






## Employee benefits

At Plastika Kritis, we offer our staff employees a broad range of benefits, well beyond those required by law, as part of our responsible practices towards our human resources:

### ► Private insurance for all employees

-  Pension plan
-  Life insurance
-  Insurance for permanent total disability resulting from illness
-  Insurance for temporary disability resulting from illness
-  Accident insurance
-  Business travel insurance
-  Group insurance policy
-  Hospital and outpatient care
-  Hospital and surgical benefits
-  Maternity benefits






### ► Employee financial assistance

-  We provide financial aid to employees with children in secondary or tertiary education, based on salary-related criteria.
-  We support employees with children suffering from serious illnesses.
-  We provide monthly financial assistance to university students.

### ► Assistance fund

Plastika Kritis has established and operates an employee assistance fund, financially supported by the Company. The fund is managed by the employees themselves and, under conditions, aids colleagues in need.




### ► Employee gifts and benefits

-  We make annual bank deposits for all employees' children under the age of 12.
-  Every child who starts middle school receives a new state-of-the-art computer as a gift.
-  We offer Christmas gifts to employees' children under the age of 12 as part of our annual Christmas party.
-  We give gifts for weddings and for the birth of our employees' children.
-  There is a gym on the company premises.

### ► Financial Incentives

Every year, 5% of the parent company's earnings before taxes is distributed to the employees as a token of appreciation, reward, and encouragement.

### ► Medical Benefits

-  We maintain permanent occupational physicians, on staff, above and beyond statutory requirements.
-  We operate a fully equipped physician's office.
-  We provide annual medical check-ups to all employees as well as additional specialized free examinations depending on their age group and work department.

## Our handling of the Covid-19 pandemic

The Covid-19 pandemic is one of the biggest challenges that the business world has had to face worldwide in recent history. Our response was immediate by employing initiatives aimed at ensuring our staff's health and safety while continuing the operation of our production units. At the Group's facilities, we implemented a comprehensive response framework with the ultimate goal being the efficient fortification against the pandemic effects.



**Informational initiatives for the promotion of vaccinations**

Information and awareness-raising actions to increase the rate of vaccinations among employees, which amounted to 88%.



**Establishment of measures against the virus**

We instituted preventive measures to impede the spread of the virus, acting on two levels – effective prevention and prompt response.



**Occupational health physician**

We cooperated with a specialized occupational health physician to assist us in the prevention and effective management of issues related to the spread of Covid-19. The Group Management encouraged all employees to contact the doctor on any issue related to the pandemic whenever needed.



**Pandemic management team**

We set up a team of experienced senior staff members to undertake the central management of preventive measures and response to emergency situations related to the pandemic.



**Preventive Covid tests**

We introduced weekly preventive Covid testing to promptly identify asymptomatic cases of infection among staff.



**Ongoing communication**

There was ongoing and continual communication with all employees regarding developments in the pandemic as well as the preventive measures against the virus, implemented domestically and internationally.



**Work organization**

We created small, closed work groups to prevent the uncontrollable spread of the virus between employees and associates. We altered the arrival and departure times by department to avoid crowding.



**At-risk groups**

We looked out for our at-risk employees, adopting a special strategy to manage their health and safety, with specific preventive measures and an increased possibility for working remotely.



**Remote work**

We provided our people with the ability to work remotely to further prevent the virus from spreading.



**Disinfection**

We implemented a daily disinfection program for work areas, carried out by specialized companies.



**Air renewal in the air conditioning system**

We adjusted our ventilation and air conditioning systems in the work areas, so the air was renewed more frequently with fresh air.



**At Plastika Kritis, we promote Health, Safety and Well-being in the workplace, committing to the availability of the necessary resources and the continuous improvement of the appropriate systems.**

## Human resources indicators

Key indicators	2021	2020	2019
<b>Employee data</b>			
<b>Number of employees</b>			
<b>Men</b>			
<30	180	185	192
30-50	556	553	528
51+	196	186	170
<b>Women</b>			
<30	36	44	41
30-50	120	118	114
51+	29	21	20
<b>GREECE</b>			
Men	419	404	393
Women	46	43	42
<b>POLAND</b>			
Men	82	88	81
Women	37	34	37
<b>ROMANIA</b>			
Men	88	94	83
Women	13	12	11
<b>RUSSIA</b>			
Men	80	77	77
Women	25	29	27
<b>TURKEY</b>			
Men	78	80	88
Women	17	19	18
<b>CHINA</b>			
Men	108	113	108
Women	30	29	27
<b>FRANCE</b>			
Men	77	68	60
Women	17	17	13

Key indicators	2021	2020	2019
<b>Employee data</b>			
<b>Total new hires by gender and age</b>			
<b>Men</b>			
<30	50	61	79
30-50	47	53	68
51+	3	4	0
<b>Women</b>			
<30	8	10	12
30-50	13	7	20
51+	4	1	1
<b>Employees left by gender and age</b>			
<b>Men</b>			
<30	14	33	55
30-50	67	41	50
51+	16	5	3
<b>Women</b>			
<30	7	2	6
30-50	10	9	10
51+	1	2	0
<b>Distribution of employees by rank and gender</b>			
<b>Senior Managers</b>			
Men	51	51	55
Women	14	13	13
<b>Middle Managers</b>			
Men	174	190	186
Women	42	50	49
<b>Other employees</b>			
Men	707	683	651
Women	129	120	113
<b>Distribution of employees by contract type</b>			
<b>Full time</b>			
Men	931	926	889
Women	177	170	167
<b>Part time</b>			
Men	1	2	1
Women	8	9	8

Key indicators		2021	2020	2019
<b>Employee data</b>				
<b>Training data</b>				
<b>Total number of seminars</b>		147	126	195
<b>Total training hours</b>		10,638	9,974	26,508
<b>Total number of trained employees</b>		577	620	957
<b>Total training hours per employee category</b>				
<b>Training</b>	<b>Board Members</b>			
	Men	28	3	28
	Women	0	0	0
	<b>Senior Managers</b>			
	Men	773	975	2,645
	Women	241	197	221
	<b>Middle Managers</b>			
	Men	2,088	1,773	5,399
	Women	454	252	739
	<b>Other employees</b>			
	Men	5,941	6,066	16,447
	Women	1,113	708	1,029



**At Plastika Kritis, prioritizing the systematic and professional education and training of our employees is of utmost importance.**

# 05 Personnel health and safety



The protection of the health and safety of our employees is a strategic priority for the Group

For the Plastika Kritis Group, the Health and Safety of our employees and associates is of main concern and therefore we make every effort to ensure it.

## Health and Safety Management Framework

Health protection and safety of employees throughout the entire range of activities, as well as eliminating accidents in our production facilities, are long-standing goals of the Group. With emphasis on precaution and prompt management of any kind of work-related risk, we have adopted an Occupational Health and Safety Policy and implement an occupational health and safety management system, certified according to the international standards ISO 45001:2018. In addition, we conduct specialized training sessions for our staff and systematically monitor our performance, ensuring continuous improvement and the provision of a safe workplace.

The health and safety management framework is based on three main axes: the prompt detection and prevention of risks that potentially arise in the workplace, the provision of appropriate information and training to address risks when their elimination is not feasible, and the continuous monitoring of the management system we implement to ensure the constant improvement of our performance.

**100%**  
The production units are certified with ISO 45001:2018










## Safety precaution and management

We implement measures aimed at preventing, eliminating and/or limiting health and safety risks in the workplace, as well as prompt and immediate management of any incidents.

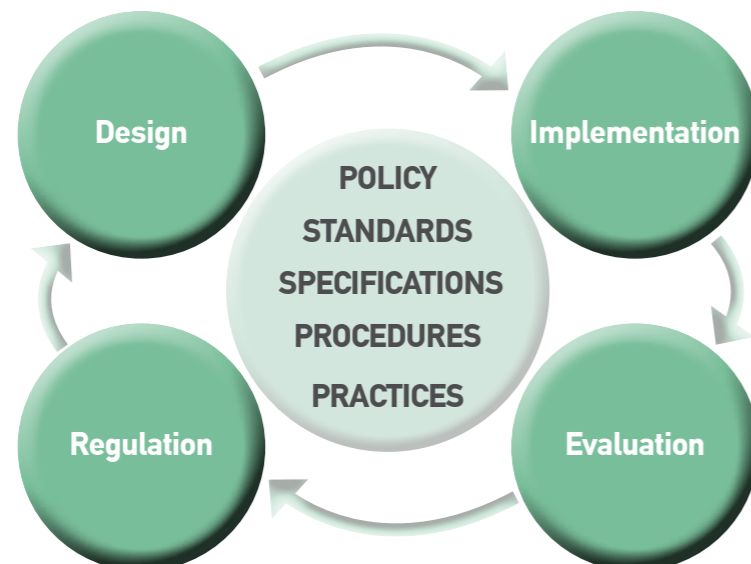
### ► Occupational health and safety system

With a view to ensuring the appropriate mechanism for managing health and safety, we have been implementing the Occupational Health and Safety Management System (OHSMS) since 2003, certified according to the international standard ISO 45001:2018. The proper and effective implementation of the Management System is supported by the relevant Manual, as well as the procedures and work instructions we have adopted in all the production units of the Group:

-  Department of agricultural film production
-  Department of masterbatches production
-  Department of plastic pipe production
-  Recycling department
-  Energy production from RES

The Health and Safety Management System of Plastika Kritis, through the Health and Safety Policy, ensures commitment to continuous improvement and facilitates the implementation of safety measures with the aim of eliminating, minimizing, or managing occupational risks. Furthermore, it recognizes the opportunities to further improve the Group's performance and/or culture. The format takes into consideration all the risks that arise from the Occupation Risks Assessment Study that the Group prepares as part of its obligations, as well as any other requirement (legislative or other) related to OHS performance.

### ► Continuous Improvement Model of OH&S Management System



### ► Safety Officers

We have appointed experienced security officers, who undertake the task of supporting the Group in the appropriate implementation of health and safety practices as well as in the investigation of any type of accident or incident related to the health and safety of workers or third parties.

Security officers provide recommendations for improvement and instructions for the better management of Identified risks.

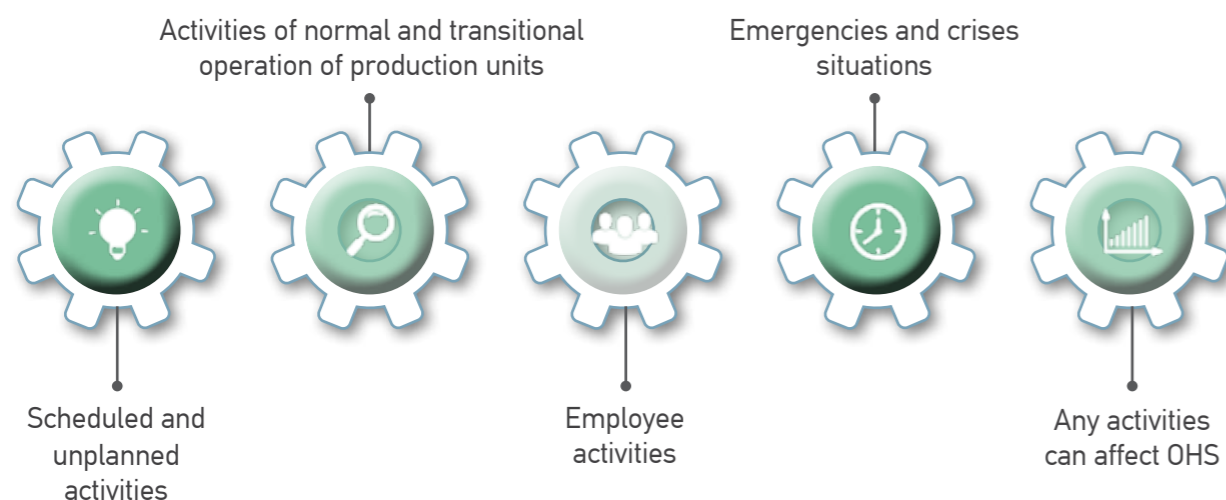


### ► Health and safety risk assessment

At the core of our approach is the assessment/recognition of all occupational risks and the relative risk factor per job. We have established a specific process to identify the sources of risks and assess the degree of danger and then we determine the appropriate control measures for optimal risk management.

Risk factor identification is conducted for work positions, on all the business premises: production, warehouses, offices, outdoor areas, and other facilities.

To identify the sources of risks, the following are analyzed:



During the process of identifying sources of occupational hazards, consideration is also given to which groups of employees may be affected by their appearance, in order to take additional measures if necessary.

### ► Digital OHS management platform

For the effective management of risks, the Plastika Kritis Group has developed, in Greece, a digital tool that contributes to the improvement of information management related to OHS (documentation and assessment of occupational risks and incidents). More specifically, the platform allows the easy and reliable registration and evaluation of occupational risks as well as documenting incidents, accidents or near misses for any kind of risk for every activity of the Group. This efficient tool further facilitates the development of corrective actions, which are registered on the platform.

### ► Incident management

We have established and implemented a process for the management and handling of incidents and accidents, regardless of severity. In the event of an incident we investigate the incident in depth and the circumstances which lead to it, and we take all the necessary measures to eliminate or to minimize the risk so as to prevent its recurrence. Through OHSMS, we monitor the progress of the implementation of corrective measures and their effectiveness, in relation to the intended performance and our commitments based on our Policy.

### Staff briefing

In the Group we ensure the systematic training of employees regarding occupational health and safety, aiming to eliminate incidents and accidents and to raise employee awareness.

### ► Health and safety training

We hold several internal and external training events for employees as part of the Occupational Health and Safety Management System. Additional attention is paid to the newly hired employees who follow a specific training program which exclusively addresses safe work behavior, prevention of occupational hazards and safe work.

**100%**  
of new employees  
are informed about  
the professionals  
health risks and  
security

Furthermore, during the year, we also conduct emergency management drills, during which employee preparedness is assessed and improved while points of improvement are also identified in the already existing emergency management plan of the units.

**512**  
Employees trained  
in 2021



**4,460**  
Total training hours on  
Health and Safety in 2021

## ► Central monitoring of employee health

Every 3 years, a scientific conference of occupational health is held with the participation of all Occupational Physicians of the Group's companies. The aim of the conference is to exchange views on developments in precaution (prevention) issues and to align measures to protect the health of employees throughout the Group.

## Continuous improvement

To ensure continuous improvement of our performance, we have established and maintain relevant procedures to regularly monitor and evaluate our efforts on health and safety issues. Through these procedures we monitor the performance of qualitative and quantitative indicators and, in particular, we check:

- 💡 Compliance with the legislative requirements and other relevant Occupational Health and Safety obligations related to our activities.
- 💡 Achievement of our goals and objectives, as well as the implementation of our Policy
- 💡 Safety of equipment and work areas.
- 💡 Employee compliance with procedures.

In case of deviations from the expected performance, we take steps to promptly identify the causes, whilst ensuring the implementation of necessary corrective measures to eliminate recurrence.



### Systematic audits and inspections

based on the holistic 5S system, applied at our facilities



### Measurements of harmful factors

physical and chemical, on an annual basis, which ensure that the Group operates in a safe working environment



### Circular task allocation

per month and per year, to avoid fixed stress to workers







### ► Systematic Internal Inspections

In the Group, we conduct internal inspections of the Health and Safety Management System, at regular intervals, which are performed by qualified personnel. The aim of these internal inspections is to assess the alignment and compatibility of the system with the requirements of the ISO 45001 international standards, legislation and regulatory provisions, the assessment of its effectiveness in comparison to policy and established objectives, and the degree of compliance with relevant procedures.

In addition, in co-operation with an external, internationally recognized associate, the Group conducts systematic inspections to identify occupational risks and evaluate existing preventive measures. Thus, by implementing an integrated safety management system, we establish a modern control system, aimed at minimizing risks at our facilities.

### ► Holistic 5S+Safety

In recent years, the Group has implemented the Holistic 5S+ Safety System at its facilities in China and Greece. The program focuses on the following operating parameters:

-  Organization
-  Establishment of new procedures and work standards
-  Order
-  Employee briefing (information) and training
-  Cleanliness and maintenance of work areas
-  Standardized procedures and internal audit

Since the beginning of the program implementation, we have achieved high levels of organization, orderliness, limitation in operating costs, reduction in failures and improvement in employee productivity. Also, the program has helped to strengthen the level of safety in work areas.



### Health and safety indicators by country

	2021 Group Total	2021	2020	2019
<b>Lost Time Injury Frequency Rate (LTIFR)</b>				
Greece		3.1	2.2	2.3
Poland		25.0	23.4	16.0
Romania		0.0	0.0	0.0
Russia	9.6	0.0	0.0	0.0
Turkey		0.0	0.0	0.0
China		7.2	0.0	0.0
France		66.3	123.1	111.7
<b>Severity rate (SR*)</b>				
Greece		0.0	2.2	2.3
Poland		0.0	0.0	0.0
Romania		0.0	0.0	0.0
Russia	0.5	0.0	0.0	0.0
Turkey		0.0	0.0	0.0
China		3.6	0.0	0.0
France		0.0	14.5	23.9
<b>Lost Time Injury Severity Rate (LTISR)**</b>				
Greece		20.7	16.3	40.2
Poland		409.8	852.2	218.7
Romania		0.0	0.0	68.6
Russia	483.0	0.0	0.0	0.0
Turkey		38.9	115.2	0.0
China		629.0	0.0	0.0
France		4,669.5	4,648.7	5,384
<b>Absentee rate (AR)</b>				
Greece		0.9%	0.8%	0.7%
Poland		8.6%	11.8%	9.9%
Romania		3.4%	3.7%	2.7%
Russia	3%	3.0%	3.7%	3.2%
Turkey		1.5%	11.5%	1.6%
China		2.0%	1.7%	1.4%
France		11.3%	17.5%	19.3%
<b>Number of occupational diseases</b>				
Greece		0.0	0.0	0.0
Poland		0.0	0.0	0.0
Romania		0.0	0.0	0.0
Russia	0	0.0	0.0	0.0
Turkey		0.0	0.0	0.0
Kiva		0.0	0.0	0.0
France		0.0	0.0	1.0
<b>Number of deaths</b>				
Greece		0.0	0.0	0.0
Poland		0.0	0.0	0.0
Romania		0.0	0.0	0.0
Russia	0	0.0	0.0	0.0
Turkey		0.0	0.0	0.0
China		0.0	0.0	0.0
France		0.0	0.0	0.0

LTISR: (number of workdays lost due to injury/man-hours worked) x10<sup>6</sup>

SR: (number of calendar days absent from work due to accident/man-hours worked) x10<sup>6</sup>

LTISR (Lost Time Incidents Severity Rate) (Number of days absent from work due to accident / man-hours worked) x10<sup>6</sup>

Absenteeism Rate (AR): (Number of days absent from work due to any cause / man-days worked) %

# 06 Social contributions



We promote responsible entrepreneurship, creating value in local communities

Since the beginning of its activity, the Plastika Kritis Group has been operating with an uninterrupted sense of responsibility and contribution to society as a whole. Its main concern is to operate responsibly in relation to the community in which it operates in order to increase its positive impact and return value to it.

## Creating value for local communities

Our responsibility towards society stems from our corporate culture and defines the way we operate. We consistently support both society in general and the local communities and stakeholders, through targeted actions that are formed in collaboration with local bodies and communities, with the ultimate goal of social well-being. In a systematic way, we search for and identify cases in which we can offer financial or other support, thus making maximum contribution towards the creation of social value.

Our actions are developed along four main pillars, covering a wide range of needs:

### Promotion of sports, culture and the natural environment

We focus on promoting sports, culture and the natural environment – all of which are areas of high priority for the Group.



### Safeguarding health

Protecting health is a key priority for us at Plastika Kritis. Under this pillar, we provide economic support for hospitals and health centres to help them improve their services.



## CSR actions on four main axes

### Promoting social solidarity

We provide aid through social solidarity actions aimed at bolstering vulnerable groups and offering relief for our fellow citizens in need.

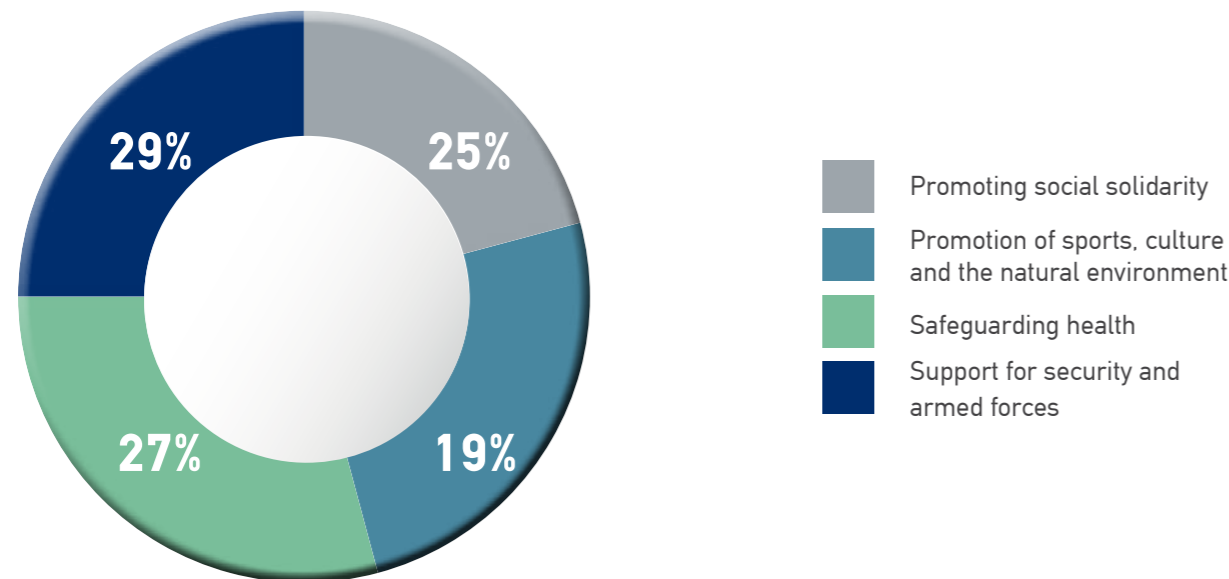


### Support for security and armed forces

A key pillar of the Plastika Kritis Group's corporate responsibility activity is the support it provides to security and armed forces.



### Social initiatives during a 2-year period in the Group (2020 & 2021)


















Sponsorships and Donations	Total during a 2-year period 2020 & 2021 (in €)
Promoting social solidarity	384,710.63
Promotion of sports, culture and the natural environment	292,256.24
Safeguarding health	412,345.64
Support for security and armed forces	444,005.39
<b>Total</b>	<b>1,533,317.91</b>





### Promoting social solidarity

The Group actively supports people in need by providing both material and immaterial support to local organizations, churches, and Non-Governmental Organizations, contributing to the resolution of the economic problems that hinder their work. As an example, in 2021 we supported the following structures, associations, and organizations:

### ► Unions - Foundations - Organizations - NGOs

-  «The Smile of the Child»
-  «Make a Wish Greece»
-  «SOS Children's Villages»
-  «Doctors Without Borders»
-  «Iliachtida»
-  Association of Friends of the Elderly in Ierapetra
-  Alzheimer's Association of Heraklion, Crete, «Solidarity»
-  Association «The Right to Life»
-  Elderly Care Foundation «The House of the Fighter»
-  «Zoophilous Source» Foundation
-  «Agios Spyridon» Children with Special Needs Foundation
-  Association of Parents and Friends of People with Disabilities of Southern Crete «The Future»
-  Association «Women in Oncology»
-  Association «Living Well with Cancer»
-  Association «Agkaliazo Heraklion, Crete»

### ► Churches

-  Holy Metropolis of Arkalochori-Kastelli-Viannos
-  Parish of Agios Nikolaos Alikastron
-  Holy Monastery of Entry of the Theotokos in Rogdia
-  General Philanthropic Fund of the Archbishopric of Crete

A fundamental practice of the Plastika Kritis Group in recent years is to support soup kitchens, providing food portions to fellow citizens in need. In this context, in 2021, we supported the following soup kitchens:

- |   |   |
|---|---|
|  Church of Saint Menas     |  Church of Saint Sophia          |
|  Church of Saint Fanourios |  Church of Saint Constantine     |
|  Church of Saint Eugenios  |  Church of Saint John Chrysostom |
|  Church of Saint George    |  Diakonias                       |

Furthermore, the Plastika Kritis Group stands by our fellow citizens affected by natural disasters. In 2021, it supported the wildfire victims in Evia and the earthquake-stricken municipalities around Arkalochori, Crete, by providing donations and communal meals.

Specifically, it donated 150 refrigerators that were installed in the local communities of the Municipality of Minoa to provide relief to the earthquake victims in the area. Additionally, a team of executives from the Group visited the affected areas and ensured the free distribution of plastic materials for urgent needs such as flooring for tents and protection of earthquake-damaged houses.




“We warmly thank Mr. Lembidakis for his practical support to the earthquake-stricken and to the local community in general. We are confident that the supportive and collaborative relationship that has been developed between us will continue in the future, with the aim of overcoming all problems and allowing our fellow citizens affected by the earthquake to look to the future with even greater optimism.”

**Manolis Frangakis, Mayor of Minoa Pediados**



### ► Aid to non-governmental organizations providing assistance to disadvantaged and vulnerable groups

As part of the social solidarity action in Romania, we have worked with three important bodies to support vulnerable groups, such as families in immediate financial need and orphaned children. Our cooperation included a financial contribution to the following organizations:

-  **Diaconia**, an educational center focused on investing in the education of children from disadvantaged backgrounds. The center provides children with a hot meal and helps them with their schoolwork while also encouraging their participation in programs for skill development.
-  **Give Life Association**, an association that is constructing the first Pediatric Oncology and Radiotherapy Hospital in Romania and is funded entirely by private donations. Construction began in 2018 and is estimated to be operational in July 2022. In addition, the association has modernized (renovated) several oncology departments in the country (Brasov, Timisoara, Cluj, Bucharest) and has offered assistance to cancer patients in cooperation with the authorities.
-  **OvidiuRo**, a non-governmental organization whose mission is to ensure quality education for every child in Romania. It focuses on families with no financial resources, who cannot provide their children with the necessary means for education.



1,2: OvidiuRo  
3: Diaconia



## Promotion of sports, culture, and the natural environment

We proudly endorse, as sponsors, local athletic teams, cultural and environmental organizations, and activities. In 2021 we offered our assistance to:

### ► Culture – Environment

-  Scientific Association "Society of Creta Historical Studies"
-  Association for the Promotion of Antiquities, History, and Culture of Ierapetra
-  Foundation for Economic and Industrial Research
-  Archdiocese of Crete Communication and Educational Institute
-  Ministry of Civil Protection N. Alikarnassos
-  Cultural Center of Kalessa
-  Pan-Cretan Cultural Association of Greek Roma "Elpida"
-  Municipality of Malevizio (Sponsorship for the 200 years since the Greek Revolution of 1821- Edition of the book "The Malevizi in '21"
-  Cultural Association of Lagolio
-  Cultural Association of Kavousi

### ► Sports

- Athletic Club for the Mobility Impaired "TALOS"
- Cultural Athletic Association of Alikarnassos "HERODOTOS"
- Athletic Club of Kalessa "MARATHON"
- Shotokan Karate Academy of Heraklion
- Athletic Club Paleochoras
- Athletic Club "ANAYENNISI IERAPETRAS"
- OFI Polo Club of Heraklion



- Athletic Club of Alikarnassos
- Pan-athletic Club of Ierapetra "Vasilissa tou Notou"
- Athletic Club of Tybaki
- Athletic Club of Heraklion "Okeanos"
- Athletic Club for the Mobility Impaired (ASKA)
- Athletic Club of Kalithea "OMONIA"

In recent years, the Plastika Kritis Group has been sponsoring the champion Vassiliou Irini and the Paralympian Stefanoudakis Manolis, promoting the message that their courage and commitment to their goals are a bright example for everyone.



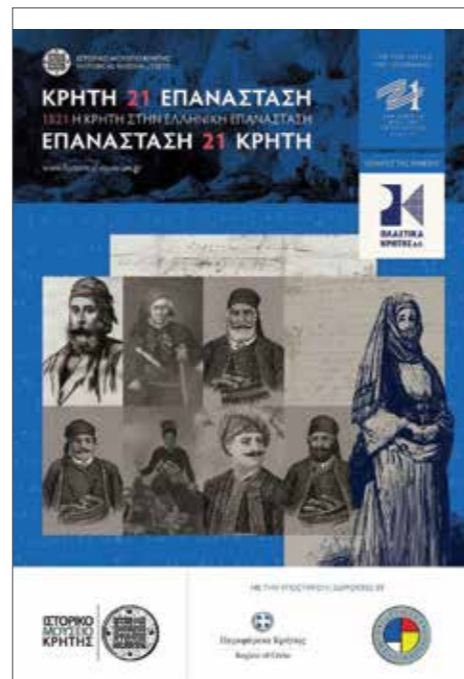


► **Sponsorship for the 200 years since the Greek Revolution**

The Plastika Kritis Group participated in the celebration of the bicentenary of the beginning of the Revolution of 1821. It sponsored the exhibition “CRETE 21 REVOLUTION. 1821 CRETE IN THE GREEK REVOLUTION”, which is part of the National Program of Actions and Events of the “Greece 2021” Committee and is under the auspices of the Committee.

The aim of the exhibition was to highlight the participation of Crete in the Revolution with a focus on its connection with the events taking place in mainland Greece, the impact of developments on both sides, the movements of individuals and groups to and from Crete, and the impact on Europe and the world.

The exhibition was initially held at Liberty’s Square in Heraklion, with free entrance to the public, in 14 covered pavilions, where rich visual and pictorial (illustrative) material from the HMC Collections, archivally documented, was presented inside. The visitor also had the ability, through a QR code application (compatible with smart phones), to get additional information, some in 3D display. With the assistance of the Region of Crete, the exhibition toured other cities of Crete such as Chania, Rethymno, and Agios Nikolaos, before returning to Heraklion for its closure. The exhibition was accompanied by a bilingual edition of the same title, a bilingual website on the HMC website, the creation of an additional exhibition with Faces of Cretan fighters of the Revolution, and a two-day hybrid scientific meeting entitled “An island in the era of Revolutions: Crete 1821-1830), while a version suitable for indoor spaces was created to be used for educational purposes.



Also, the Cretan Federation of Australia and New Zealand and the Region of Crete along with the Historical Museum of Crete honored the Greek Revolution and the 81 years since the Battle of Crete in a ten-day program of commemorative events and visits to Sydney and Melbourne. The events began with the opening of the hybrid exhibition of the Society of Cretan Historical Studies / Historical Museum of Crete “CRETE 21 REVOLUTION 1821 CRETE IN THE GREEK REVOLUTION” at “The Grand”, in the heart of Sydney. The event was attended by a large crowd, with a strong presence of the Greek diaspora of Sydney.



► **Educational program “School of plastics technology”**

As part of the social actions, the Group designs the educational program “School of plastics technology” directed towards children which aims to introduce students to the different types of polymers and the production technologies of plastic products, to show the benefits of their use in the various sectors of the economy, and to present the activities related to the circularity of their use and the protection of the environment (recycling and biodegradable plastics). The educational presentation of plastic was developed and designed in the context of the Sustainable Development and Social Responsibility activities of the Group Platika Kritis to offer participants an introduc-





tion and at the same time general knowledge of plastics. This training seminar takes the form of a dynamic presentation that combines text, animation, images, and videos. It is mainly addressed to high school students, new university students and new employees while its goal is to introduce the trainee to the concepts of circular economy and to present the activities for the protection of the environment related to the production and use of plastics (recycling and biodegradable plastics). The design of the

program began in 2021 and has been operating as a pilot program since the summer of 2022 with organized seminars addressed to high school students.

### ► Educational program “Robotics & Technology”

The Group, in the context of sustainable development educational activities, organizes for yet another year actions for the children of employees on the topic “Robotics & Technology”. The program anticipates a series of creative activities related to educational robotics & Lego, Arduino automation, drones, application creation, Stop Motion Movies and is addressed to students from the first grade of elementary school to the senior year of high school. Educational robotics gives students the opportunity to get to know the world of technology, engineering and explore how computer programming and robot design can solve everyday problems.



With Arduino, children come into first contact with electronic circuits, sensors and motors, design, manufacture, and program automation systems. The MIT app Inventor is a visual programming environment that allows children to create fully functional applications for smart phones and tablets. Finally, by learning Stop Motion Animation, children reproduce a series of fixed images giving the illusion of movement. As part of the same program, the Group donated robotics equipment to a school in Elounda, Lasithi and taught teachers how to use them.



### Health protection

In the Plastika Kritis Group, we support hospitals and health centers, aiming at improving their services and consequently the health and well-being of people. In 2021 we supported the General Hospital – Health Center of Ierapetra through the donation of a KARL STORZ colonoscope machine as well as the Venizeleio-Pananeio Hospital through financial assistance to upgrade the quality of its building infrastructure. We also supported the study of the University of Crete for the development of an innovative, edible vaccine for Covid 19, as well as providing financial support for the costs of the plans of the University Hospital new wing.



### Support for the security forces

In 2021 we continued to support the security forces, offering equipment to meet immediate service needs. Specifically, in 2021 we offered our assistance to the following security forces:

- ▷ General Regional Police Directorate of Crete
- ▷ Union of Police Officers of the Prefecture of Lasithi
- ▷ 4<sup>th</sup> Fire Station of the Industrial Area of Heraklion Equipment
- ▷ Hellenic Police



# 07 Responsible Administration and Financial Development

## Financial performance for 2021

The Plastika Kritis Group remained on a growth trajectory also in 2021, in effect proving the Administration's competent governance results as well as the efficient management of risks. Thus, despite the upheavals caused by the COVID-19 pandemic, turnover of the Group increased by 23% (from €304,7MM to €374,9MM), while the consolidated profits before taxes, financial investment results and total depreciation (EBITDA) increased by 6.4% (from €70,3 to €74,8MM). At the same time, the turnover of the parent company increased by 21.2% (from €158.2 to €191,7MM) with EBITDA increasing by 14.2% (from € 37,4 to €42,7MM).

Another sign that reflects the Group's optimism for the future is the growth of investments by 54% (€ 23,5MM) in 2021 compared to 2020 (€15,3MM). Within this framework the construction of a new storage area covering 4,700 sq.m. in Russia and the building facilities of the subsidiary ANJUI HITEC PLASTICS, in the Industrial Zone of Jiangbei Wujiang New Area in the Hexian Country of the Anhui Province in China were completed. Also, we purchased the property where the production facilities of the subsidiary Agripolyane S.A. are located in France.

Financial performance data (in thousands of euros)	2021	2020*	2019
Total revenue (turnover)	377,196	306,085	289,450
Operating costs	296,809	209,538	202,651
Operating profits	65,683	60,834	46,603
Profit / (loss) before tax	67,689	59,301	48,204
Net profit / (loss) after tax	55,153	49,256	38,352
Taxes paid - indirect (VAT)	6,260	5,158	5,616
Taxes paid - direct	13,871	12,801	12,024
Total payments to government bodies (total direct and indirect taxes paid)	20,131	17,959	17,641
Equity	356,786	315,236	278,890
Total investments	23,594	15,305	21,623
Total assets	420,656	368,935	338,925

\* Due to a change in the Accounting Standards for the preparation of financial statements with retroactive effect, the results for the year 2020 have been restated



We support the achievement of the 17 Sustainable Development Goals

## Responsible Governance

Business activity based on the principles and policies of Corporate Governance, as well as responsible operation, in general, are enduring goals for the Plastika Kritis Group. These principles are dictated by the Greek legislation, the Capital Market Commission, and optimum international practices. In keeping with our objective, we strive to apply proper operating rules and we base the governance system of our organization on the clear definition of shareholder rights, on the transparency and validity of data, communication with all stakeholders, and independence in management.

The Plastika Kritis Group founds its operation on the framework of principles, rules and policies which is supervised by the company's management and shareholders. Within this context, it is committed to adherence to corporate governance standards and application of the principles of the New Greek Code of Corporate Governance for listed companies, as revised and validated by the Hellenic Corporate Governance Council (HCGC / ESED) in June 2021, in accordance with the current legislation for the protection of corporate interests and the requirements of interested parties.

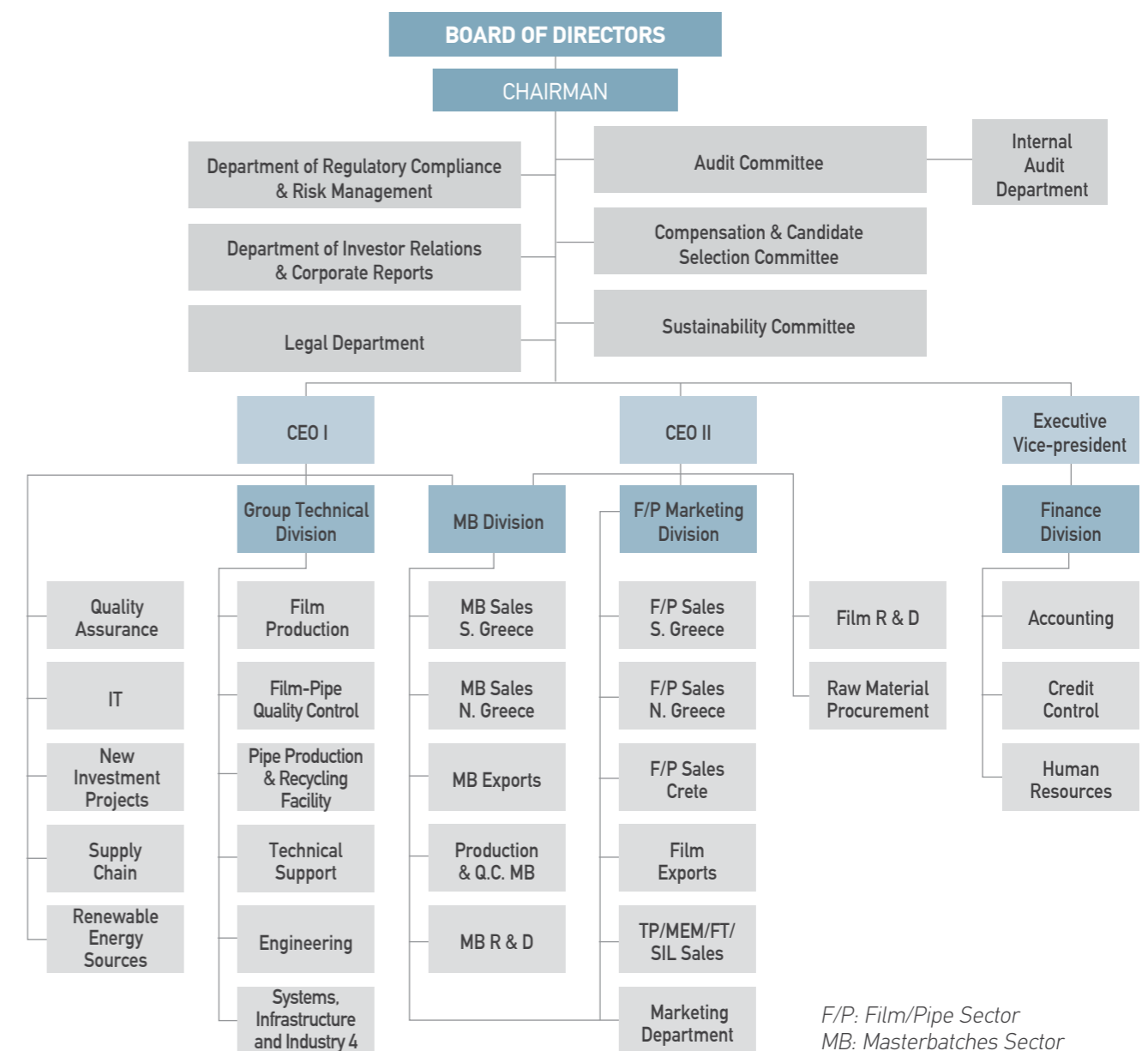
The past year was of decisive importance for the parent Company and subsequently for the Plastika Kritis Group in the areas of Transparency and Responsible Management. In 2021, the Company Administration proceeded in the approval and implementation of a series of policies targeting to reinforce and promote Responsibility and to enhance transparency throughout the Group. The capstone (flagship) of this effort was the adoption of a Code of Conduct and Ethics, which in conjunction with the revised Internal Operating Regulations of the Company, complete the operation framework of the Plastika Kritis Group. In the Code, which is available on our website, the Group's vision, values and mission, financial and non-financial risk management, information protection, environmental protection, and many other Group issues are defined. At the same time, all aspects of the internal operations of Plastika Kritis are defined and documented in detail in our revised Operating Regulations thus achieving an orderly daily operation as well as transparency on all levels. The policies and regulations of Plastika Kritis are usually accompanied by relevant application guidelines. This way, their better understanding and their more efficient implementation by the Company executives is achieved.



This Code can be found on the Hellenic Corporate Governance Council (ESED) website at the following URL: <https://www.esed.org.gr/en/code-listed>

## Organizational Structure

The system of corporate governance plays a substantial role in promoting Plastika Kritis' competitiveness and supports transparency throughout the Group's entire economic activity. The smooth operation is mainly based on the experienced management team, the constant and bilateral communication with all stakeholders, the internal audit system, as well as on the wider context of implemented administrative information mechanisms so the Administration is aware of every development within and outside of the Company.



F/P: Film/Pipe Sector  
MB: Masterbatches Sector

## ► Board of Directors

The Board of Directors manages the Company as a collective body and is essentially responsible for formulating the corporate strategy, maximizing the value of Plastik Kritis and defending the rights of its shareholders. It also supervises and controls the management and reports to the General Assembly of the Company. Among others, the Board of Directors:

- 2/ Defines and supervises the implementation of the Corporate Governance System, while periodically monitoring and evaluating, at least every three (3) financial years, its implementation and effectiveness, taking the appropriate actions to address deficiencies.
- 3/ Ensures the adequate and effective operation of the Company's Internal Audit System, which aims at the following objectives:
  - the consistent implementation of its business strategy, through the effective use of available resources.
  - the identification and management of the material risks related to its business activity and operation.
  - in the effective operation of the Internal Audit Unit,
  - the effective operation of the Internal Audit Unit, ensuring the completeness and validity of the data and information required for the accurate and prompt determination of the Group's financial condition and the drafting of reliable financial statements, as well as its non-financial status.
  - compliance with the regulatory and legislative framework, as well as the internal regulations governing the operation of the Company.
- 4/ Ensuring that the functions which constitute the Internal Audit System are independent of the business sectors they control, and that they have the appropriate financial, human, and operational resources, as well as the powers, for their effective operation, in accordance with their role. Reference lines and division of responsibility are clearly enforceable and duly documented.

The responsibilities of the Board of Directors also include:

- Ensuring the long-term growth and profitability of the Company.
- Enhancing the economic value and profitability of the Company and its shareholders.
- Approving the balance sheet and financial results.
- Approving the reports of the Company's semi-annual and annual financial statements.
- Approving internal procedural regulations and any amendments thereto.
- Deciding on major acquisitions and divestments.



The Board of Directors of Plastika Kritis consists of 13 members and its composition, including its committees at the end of 2021, is presented below:

Composition of the Board of Directors		
Ioannis Lebidakis	Chairman	Non-Executive
Anna Lebidaki	Vice - President	Executive
Michail Lebidakis	CEO	Executive
Emmanouil Lebidakis	CEO	Executive
Ioannis Melas	Board Member	Executive
Emmanouil Kykritis	Board Member	Executive
Georgios Valegrakis	Board Member	Executive
Georgios Korkakas	Board Member	Executive
Michail Perakis	Board Member	Non-Executive
Nikolaos Myrtakis	Board Member	Independent Non-Executive
Michail Vlatakis	Board Member	Independent Non-Executive
Georgia Milaki	Board Member	Independent Non-Executive
Christina Chalkiadaki	Board Member	Independent Non-Executive



## ► Sustainable Development Committee

Sustainable Development is undoubtedly an issue of paramount importance on the agenda of the Plastika Kritis Group. In order to achieve coordinated action in this sector across the ranges of activities, facilities, and entities of the Group, the parent company established the Sustainable Development Committee, which consists of selected executives, as well as the person responsible for Quality, Environment, and Occupational Health and Safety Management. At the same time, the work of the committee is supported by various working groups such as the Corporate Governance group, the Social Actions group, the Environment and Energy group, etc.

The Committee aims at the smooth and effective integration of internationally recognized standards and frameworks for Sustainable Development and corporate responsibility in all aspects of the Group's operation, as well as at highlighting the importance of Sustainability issues in the Group's decision-making processes. The achievement of the Committee's objectives was the basis for the definition of its responsibilities within the framework of which the Sustainable Development Policy of Plastika Kritis was developed and which was approved by the Board of Directors in 2021. Specifically, the main responsibilities of the Sustainable Development Committee are presented below:

-  Submission of proposals and evaluation of financial and non-economic incentives for Sustainable Development.
-  Employees training on Sustainable Development issues.
-  Evaluation, approval, and supervision of the implementation of Corporate Responsibility and Sustainable Development actions and initiatives.
-  Overview of the results of a stakeholder dialogue.
-  Overseeing the development of the Corporate Responsibility report and non-financial reporting.
-  Formulation of a Sustainable Development Policy, a Sustainable Development Strategy and its implementation.



## ► Remuneration and Nomination Committee

During the period 2021, Plastika Kritis proceeded with a decision of the Board of Directors to establish a Remuneration and Nomination Committee in accordance with the provisions of the applicable legislation. The role of the Committee is diverse and includes, among others, the support of the Board of Directors regarding the selection of its members, the periodic evaluation of the eligibility criteria, the definition of the Remuneration Policy etc. The composition of the Remuneration and Nomination Committee at the end of 2021 is depicted in the following table:

Composition of the Remuneration and Nomination Committee		
Michail Vlatakis	Chairman	Independent Non-Executive
Ioannis Lebidakis	Member	Non-Executive
Nikolaos Myrtakis	Member	Independent Non-Executive

The duties of the Committee are largely determined by the current legislation and are described in detail in the Committee’s Rules of Procedure, which are available to the public on our website. These responsibilities are designed to equally cover both sub-divisions of the Committee and include, among others:

- 👤 Support of the Board of Directors in the formulation and supervision of the implementation of the Remuneration Policy.
- 👤 Regular review and potential update of the Remuneration Policy.
- 👤 Examination of the information of the Annual Remuneration Report, in accordance with the applicable provisions of the legislation and provision of an opinion, to the Board of Directors.
- 👤 Formulation and recommendation for approval of the Suitability Policy.
- 👤 Regular review and possible updates of the Suitability Policy.
- 👤 Definition of the Company’s needs regarding the composition of the Board of Directors and the submission of any amending proposals.
- 👤 Supervision of compliance with criteria of individual and collective suitability as well as specific criteria (independence) of members of the Board of Directors and Committees.



## ► Audit Committee

The Company has established an Audit Committee, which is appointed by the General Assembly of shareholders and is in charge, among other things, of monitoring the Internal Audit System. The Committee is in constant contact with the Internal Audit Unit and ensures that all safeguards and conditions for the smooth operation of the internal audit are complied with. The Audit Committee of Plastika Kritis consists of three members:

Composition of the Audit Committee		
Nikolaos Myrtakis	Chairman	Independent Non-Executive
Michail Perakis	Member	Non-Executive
Pavlos Baritakis	Member	Third party, independent from the company with the independence requirements of article 4 of Law 3016/2002 and article 9 of Law 4706/2020

The Committee also monitors the financial reporting process and makes recommendations or proposals for the improvement of its content, while informing the Board of Directors of the process and the outcome of the regular audit. Furthermore, the responsibilities of the Committee also include:

- 👤 Monitoring and assessing the adequacy of the Company’s Internal Audit and Risk Management System, as well as monitoring the proper operation of the Internal Audit Unit.
- 👤 Reviewing the most important issues of the financial reports and the notes of the financial statements.
- 👤 Ensuring the independence and objectivity of certified auditors.
- 👤 Briefing, at least once annually, by the auditors on any matter related to the progress and results of the mandatory audit.
- 👤 Approval of the Annual Audit Plan and submission of proposals for the inclusion of additional areas for audit, if deemed necessary.
- 👤 The submission of an annual activity report to the regular General Assembly in which the Company’s Sustainable Development policy is described.

The main duties and responsibilities of the Audit Committee are adequately specified by its internal rules of operation.

## Internal Audit System

The internal audit system (IAS) includes all policies, procedures, duties and other details implemented by the Board of Directors, Management and other members of the Company staff.

Through the operation of the internal audit system, the Group 's objectives are the following:

- 🎯 Full compliance with legislation and other regulatory framework on a national and international level as well as the policies and procedures of the Group.
- 🎯 Effective and profitable operation.
- 🎯 Supervision of the activities and transactions of the Executives and other associates of the Group.
- 🎯 Safeguarding assets from improper use or loss.
- 🎯 Ensuring the validity and completeness of financial and non-financial data.
- 🎯 Locating and addressing significant risks lurking in the business and non-business environment in which it operates.

Finally, the Company and the Group have developed the appropriate internal and external communication channels to facilitate their function, as well as a set of security mechanisms on procedure and IT systems level. The Company has an Internal Audit Unit which assesses the adequacy and effectiveness of the internal audit system, as well as the quality and validity of the information provided by Management to the Board of Directors regarding the internal audit system. Furthermore, it ensures that the risk identification and management procedures implemented by management are adequate. Some of the key features of the Internal Control System are as follows:



## Risk management

The Plastika Kritis Group conducts its business in an economic and social environment characterized by various financial and non-financial risks. By applying the principle of prevention, we have developed policies and procedures which ensure effective risk management and overall support the Company's internal audit system. The risk management system in place at the Company and its subsidiaries, relies on both a strict security mechanism as well as on the general employee participation. To achieve this, we have adopted an "open door" policy to identify and understand risks, constantly implementing new ideas and ways of managing and effectively handling them.

The most significant financial risks that are related to the Company's operation are:

- 🔧 Market risk (foreign exchange risk, interest rate fluctuation risk, product price fluctuation risk).
- 🔧 Credit risk (banks and customers).
- 🔧 Liquidity risk.
- 🔧 Capital risk.

The areas considered as high-risk are monitored through the appropriate controls systems. These, for example, include the Internal Procedure Regulations, organizational charts with clear descriptions of duties as well as detailed procedures and approval limits. In addition to the control mechanisms in place at each division, all Company activities are overseen by the Internal Audit Department, while the results of these audits are presented by the Audit Committee to the Board of Directors.

## The most significant non-financial risks

The main non-financial risk categories that have been identified at the Group concern health and safety at work, facilities protection, climate change and cyber risks. Risks that could potentially, directly or indirectly, affect the smooth operation of the Company.

**Occupational Health and Safety:** One of the most important risks associated with social and labor-related topics is the health and safety of human resources in all work areas and particularly at the production facilities. With the aim of systematically monitoring and constantly improving all safety parameters related to these risks and eliminating injuries, we implement a comprehensive management system and accident reduction program by investing in updated equipment and providing ongoing training to our workforce.

**Facilities protection:** As the preservation of the physical security of the facilities is also of grave importance to the Group, all the necessary measures are taken to ensure the protection of production facilities, equipment, resources, the Group's property, as well as employees from malfunctions



or damage such as natural disasters or fire. As part of this effort, the Group collaborates with an external associate who conducts a thorough inspection of the physical safety of the Group facilities every three years. Based on the findings, additional measures may be adopted, or the existing ones made stricter.

The Annual Financial Report 2021, which can be found on the company's website at [www.plastikakritis.com](http://www.plastikakritis.com), contains more details regarding its organizational structure, as well as information about the risks related to its management and operations.



**Climate change:** One of the most serious global issues is climate change and its serious impacts, not just on the activities of the companies, but on the natural environment itself and society as a whole. Operating within this new framework, companies are called to respond to transition-related risks resulting mainly from transitioning to an economy with low carbon emissions and associated European and global policies, which require significant measures to improve energy efficiency and transition to green energy. Companies also face natural risks, the most significant of which are natural disasters and extreme weather conditions. These phenomena now appear in Greece with greater frequency, increased severity, and relative seasonality, with wildfires being a norm during the summer months, followed by autumn heavy rains and flash floods that may even force entire communities to relocate. In view of these effects, at Plastika Kritis we closely monitor international trends and we continually adopt new measures to mitigate these risks.

We already have a portfolio of 11,9 MW in wind and 2.4 MW in photovoltaics, thus reducing the use of fossil fuels for our production needs while our objective is their further expansion.

**Cyber risks:** Nowadays, cyber security is more than just a technological risk to be managed by the respective IT department. The more technology progresses the more vulnerable organizations become as a data breach can affect their ability to operate and create other risks and high costs. The Group has assessed technological risks, focusing on those that are related to cyberspace and affect people, capital, and technology. At Plastika Kritis, we have developed a holistic approach to cyber risk management and we apply a set of diagnostic tools to detect and analyze our vulnerabilities across our operations with the goal of minimizing and mitigating exposure to them.



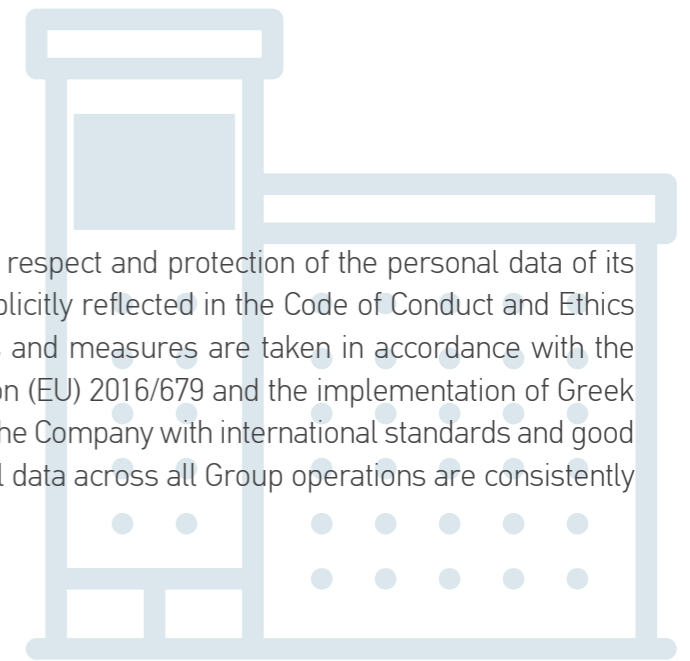
### ► Personal data protection

A basic principle of the Plastika Kritis Group is the respect and protection of the personal data of its customers, employees and associates which is explicitly reflected in the Code of Conduct and Ethics of the Group. To this end all the appropriate steps and measures are taken in accordance with the provisions of the General Data Protection Regulation (EU) 2016/679 and the implementation of Greek Law 4624/2019. Also, in our constant effort to align the Company with international standards and good practices, procedures for the protection of personal data across all Group operations are consistently reinforced.

### ► Transparency and Corruption

At the Plastika Kritis Group, our objective is to respond to the needs and expectations of our stakeholders with transparency, adhering to codes of conduct and ethics both within our organization as well as in our transactions with the supply chain. Thus, we have developed internal policies, regulations, and frameworks for the management of matters associated with the assumption and definition of the limits of responsibility and influence of each executive. Furthermore, we have developed safeguards for the detection, and prevention of corruption throughout the Group. A part of this framework is indicatively presented in the new Code of Conduct and Ethics which is available on our website and includes, among others, topics such as: Conducting Transactions with Integrity, as well as Transparent and Lawful Cooperation with Public Authorities.

While aiming to prevent such risks, we apply these procedures and related safety devices in their entirety, and we also train all employees on related topics. In addition, the Internal Audit Unit is responsible for monitoring this framework as well as the accurate reporting of any relevant deviation or misconduct.



## About the Report

The present Corporate Responsibility Report of the Plastika Kritis Group concerns the period 1/1/2021 to 31/12/2021, while it also includes data for the years 2020 and 2019. The qualitative and quantitative information contained in this issue refers both to the parent company of the Group, Plastika Kritis S.A., as well as to the subsidiaries operating in six countries other than Greece – Poland, Romania, Russia, Turkey, China, and France. The data presented in this report applies to the Group as a whole, unless otherwise stated for individual data, charts, or sections.

Through this publication, the Group describes how it comprehensively responds to contemporary economic, environmental, and social challenges, while contributing to the path to Sustainable Development.

## Methodology

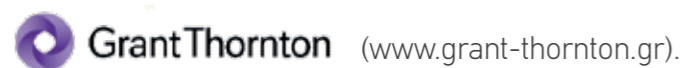
Compilation of this Report was implemented in accordance with the standard GRI Standards - Core option of the international Global Reporting Initiative. The principles of GRI were also applied to define the content regarding data completeness, topic materiality, response to the needs of stakeholders, and the Company's overall approach to Sustainable Development, as well as all principles related to its quality.

When deciding on the final content of the Report, a materiality analysis was conducted including facts and information from the previous Report and having taken into consideration the stakeholders' requirements and needs. The results of this process are presented in the section on sustainable development.

The data of this Report has not been externally verified by an independent third party. However, as the Group recognizes the importance, usefulness and added value that an external verification of the Report data could provide, it will examine the possibility of an external audit, in a subsequent (future) edition.

## The Project team

For the compilation (preparation) of the Report, as well as the effective management of the relevant issues, a Group Corporate Responsibility Team has been established, which, among other things, is responsible for gathering relevant information and data. The Report was prepared with the support and scientific guidance (data collection, evaluation, and writing) of the Grant Thornton Company.



## Sources of information

The information and data communicated in this Report have been collected on the basis of the Plastika Kritis Group existing recordkeeping procedures, as well as from databases maintained as part of applicable management systems. When data which has undergone processing is listed, the manner or method of calculation used is stated, in accordance with the GRI guidelines.

## Communication

We encourage all feedback or comments from stakeholders that may contribute to our Group's efforts to continuously improve performance and actions in the field of Corporate Social Responsibility. Please send us your feedback and comments or the completed contact form at the end of this Report, to the following address:

**Attn. Mr. Yiannis Aspirtakis**

Head of Quality, Environment,  
Health & Safety  
Management Plastika Kritis S.A.

**P.O. Box 1093, 710 01 Heraklion,  
Crete**  
**esg@plastikakritis.com**  
**<https://www.plastikakritis.com/gr>**



## Table correlating indicators with the Athens Stock Exchange ESG Reporting Guide

ESG Classification	ID	Metric title	Reportreference (page number)
<b>Environmental</b>			
	C-E1	Scope 1 emissions	pp. 38, 43
	C-E2	Scope 2 emissions	pp. 38, 43
	C-E3	Energy consumption and production	pp. 35-38, 43
	A-E2	Climate change risks and opportunities	p. 94
	A-E3	Waste management	pp. 39, 43
	SS-E5	Environmental impact of packaging	pp. 31-43
<b>Social</b>			
	C-S1	Stakeholder engagement	pp. 23, 25
	C-S2	Female employees	pp. 45, 48, 56-58
	C-S3	Women in managerial positions	pp. 45, 56-58
	C-S5	Employee training	pp. 49-51
	C-S7	Employees covered by collective bargaining agreements	pp. 56-58
	C-S8	Suppliers assessment	p. 19
	A-S1	Sustainable economic activity	p. 24
	SS-S4	Violations of labor law	There were no monetary damages incurred as a result of legal proceedings related to labor law violations during the year.
	SS-S5	Expenditures on data privacy violations	There were no fines during the year for data security and privacy breaches.
	SS-S6	Health and safety performance	pp. 65, 69
<b>Governance</b>			
	C-G1	Board composition	pp. 86-88
	C-G2	Sustainability oversight	p. 89
	C-G3	Materiality	pp. 27-29
	C-G4	Sustainability policy	pp. 84, 89
	C-G5	Business ethics policy	p. 84
	A-G1	Business model	pp. 12-13

ESG Classification	ID	Metric title	Reportreference (page number)
	A-G2	Monetary losses as a result of business ethics violations	There was no money damages incurred as a result of legal proceedings related to violations of business ethics during the year.
	SS-G2	Critical risk management	pp. 93-95
	SS-G3	Systemic risk management	pp. 93-95

## GRI Content Index

GRI Standards	Disclosure	Reference / Page number
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 («core» option)</b>		
<b>The profile of the Group</b>		
102-1	Name of the organization	Plastika Kritis Group Plastika Kritis S.A. (mother company)
102-2	Activities, brands, products, and services	pp. 8-9, 12, 14, 17, 24
102-3	Location of headquarters	The headquarters of Plastika Kritis is Greece, with its main production unit operating in the Industrial Area of Heraklion Crete: P Street, Industrial Zone, Iraklion 714 08 Contact Plastika Kritis (website) The Group at a Glance (p. 8-9) Production plants: • <b>AGROPOLYANE</b> (BP 188, ZL DU CLOS Marquet, 42408, Saint-Chamond, France) • <b>SHANGHAI HITEC PLASTICS</b> (NO. 309 North Huancheng RD., Fengxian Shanghai China) • <b>ANHUI HITEC INDUSTRIES</b> (Newly established in the Hexian Jiangbei Wujiang New Area of the Anhui Province) • <b>SENKROMA – Εγκατάσταση 1n</b> (Beylikduzu Organize Sanayi Bolgesi, Mermerciler Sanayi Sitesi, 1.Bulvar, No.9, 34900 Beylikduzu – Istanbul, Turkey) • <b>SENKROMA – Εγκατάσταση 2n</b> (Gaziantep, Turkey) • <b>ROMCOLOR</b> (Village Copaceni, Slcamului Str. 1 – Jud.Ilfov) • <b>ZAO GLOBAL COLORS</b> (Village Metallostroy, Ind. Zone "Metallostroy" Bld 5, 196641, St.Petersburg, Russia) • <b>GLOBAL COLORS POLSKA</b> (Ul. Szkolna 15, 47-225 Kedzierzyn-Kozle, Poland)
102-4	Location of operations	
102-5	Ownership and legal form	p. 82
102-6	Markets served	pp. 8-9, 12, 14, 17
102-7	Scale of the organization	pp. 8, 9-10, 45 Annual Report 2021 (website)
102-8	Information on employees and other workers	pp. 45-48, 56
102-9	Supply chain	p. 19
102-10	Significant changes to the organization and its supply chain	There were no significant changes regarding the size, structure, ownership status or supply chain of the Group, during the reporting period.
102-11	Precautionary principle or approach	pp. 53, 61, 62, 65, 68, 33, 93

GRI Standards	Disclosure	Reference / Page number
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 («core» option)</b>		
102-12	External initiatives	UN Sustainable Development Goals GRI Standards ATHEX, ESG Reporting Guide
102-13	Membership of associations	Association of Hellenic Plastics Industries (AHPI), Heraklion Chamber of Commerce and Industry (EBEH), Exporters' Association of Crete
<b>Strategy</b>		
102-14	Statement from senior decision-maker	p. 4
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	Hellenic Code of Corporate Governance, as formulated by the Hellenic Corporate Governance Council (HCGC), Internal audit system (p. 92), Personal data security (p. 95), Internal employee safety regulation (p. 62)
<b>Governance</b>		
102-18	Governance structure	p. 85
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	pp. 23, 25
102-41	Collective bargaining agreements	The workforce is covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	pp. 23, 25
102-43	Approach to stakeholder engagement	pp. 23, 25
102-44	Key topics and concerns raised	pp. 23, 25
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	p. 96
102-46	Defining report content and topic Boundaries	pp. 27, 96
102-47	List of material topics	p. 27
102-48	Restatements of information	p. 96
102-49	Changes in reporting	p. 96

GRI Standards	Disclosure	Reference / Page number
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 («core» option)</b>		
102-50	Reporting period	1/1/2021 – 31/12/2021
102-51	Date of most recent report	August 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions	p. 96
102-54	Claims of reporting in accordance with the GRI Standards	p. 96
102-55	GRI content index	p. 100
102-56	External assurance	p. 96
<b>Corporate governance and business ethics</b> Material issue for: Shareholders, Customers, Employees και State/Public authorities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 12, 16, 21, 25, 27, 92, 98
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were reported during the reporting period (2021)
<b>Strategy and investment</b> Material issue for: Shareholders, Customers και Credit institutions		
103: Management approach	103-1, 103-2, 103-3	pp. 25, 27
Group indicator	Investments per year	pp. 12, 25, 83
<b>Digital transformation and security (cyber-risk)</b> Material issue for: Shareholders, Employees και Customers		
103: Management approach	103-1, 103-2, 103-3	pp. 25, 27, 60, 62
Group indicator	Implementation of a digital platform for occupational risk assessment	pp. 62, 64
<b>International presence</b> Material issue for: Shareholders και Customers		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 8, 12, 25, 27
Group indicator	Number of countries in which the Group has a presence (installations or sales)	pp. 24, 83

GRI Standards	Disclosure	Reference / Page number
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 («core» option)</b>		
<b>Stakeholder engagement</b> Material issue for: Shareholders, Employees, Customers, Suppliers, Local communities, State/Public authorities and Credit institutions		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 27, 25, 46
Group indicator	Stakeholder engagement framework	p. 23
<b>Employment and working conditions</b> Material issue for: Shareholders, Employees και Local communities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 25, 27, 47, 52
	401-1 New employee hires and employee turnover	pp. 47, 56
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 52
<b>Employee health and safety</b> Material issue for: Employees και Local communities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 25, 27, 61, 62
	403-1 Occupational health and safety management system	p. 62
GRI 403 Occupational health and safety	403-5 Worker training on occupational health and safety	p. 65
	403-9 Work-related injuries	p. 69
<b>Employee training and evaluation</b> Material issue for: Employees και Local communities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 25, 27, 49, 46

GRI Standards	Disclosure	Reference / Page number
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 («core» option)</b>		
GRI 404: Training and education	404-1 Average hours of training per year per employee	p. 45
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 50
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 49
Group indicator	Total number of training hours	p. 56
<b>Planning, research and development of innovative products</b> Material issue for: Shareholders, Employees και Customers		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 12, 14, 16, 17, 25, 27
Group indicator	Research, development and innovation of new products	p. 16
<b>Product quality and certifications</b> Material issue for: Shareholders, Employees και Customers		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 12, 25, 27, 14, 16
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	p. 17
<b>Responsible supplier assessment and management</b> Material issue for: Customers και Suppliers		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 12, 25, 27, 19
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	p. 19

GRI Standards	Disclosure	Reference / Page number
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 («core» option)</b>		
<b>Customer-oriented approach</b> Material issue for: Shareholders, Employees και Customers		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 16, 18, 25, 27
Group indicator	Customer satisfaction assessment	p. 18
<b>Relations with local communities</b> Material issue for: Employees, Suppliers, Local communities και State/Public authorities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 24, 25, 27
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	p. 24
<b>Social solidarity actions</b> Material issue for: Employees και Local communities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 24, 25, 27
Group indicator	Annual number of social solidarity actions	p. 71
<b>Energy</b> Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 24, 25, 35, 84
GRI 302: Energy	302-1 Energy consumption within the organization	pp. 36, 38, 43
	302-4 Reduction of energy consumption	p. 35
<b>Hazardous and Non-hazardous waste management</b> Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 24, 25, 39-42
GRI 306: Waste	306-3 Waste generated	pp. 42, 43
<b>Adaptation to climate change</b> Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 24, 25, 35, 84
GRI 305: Emissions	305-1 Energy Direct (Scope 1) GHG emissions	pp. 38, 43
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 38, 43

GRI Standards	Disclosure	Reference / Page number
<b>GRI 101: Foundation 2016</b>		
<b>GRI 102: General Disclosures 2016 («core» option)</b>		
Circular Economy		
Material issue for: Shareholders, Employees, Customers, Local communities και State/Public authorities		
103: Management approach	103-1, 103-2, 103-3	pp. 4, 24, 25, 33, 39
Group indicator	Tons of plastic film recycled annually	p. 39

## Feedback form

Which stakeholder group do you belong to?

- |   |  |
|---|--|
| <input type="checkbox"/> Subsidiary companies | <input type="checkbox"/> Shareholders        |
| <input type="checkbox"/> Employees            | <input type="checkbox"/> Customers           |
| <input type="checkbox"/> Suppliers            | <input type="checkbox"/> Local community     |
| <input type="checkbox"/> Local authorities    | <input type="checkbox"/> Credit institutions |

Other (please explain) .....

What was your impression of the Sustainability Report 2021?

Report sections	Excellent	Satisfactory	Needs improvement
The Profile of the Plastika Kritis Group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our Strategy for Sustainable Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental Consciousness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Care for our People	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personnel Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Contributions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsible Administration and Financial Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall impression of the Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How easy was it to find information on topics of interest to you?

- Very easy       Quite easy       Relatively easy       Not easy

How would you rate the design of the Report?

- Excellent       Good       Moderate       Poor

In your opinion, did the information contained in the Report and the way it was presented help you form a better overall picture of the Group's operation and activities?

- Yes       No       Needs improvement

Please note the topics which, in your opinion, were not adequately covered in this Report:

.....

.....

To help us in our aim to continually improve the Plastika Kritis Group's annual Sustainability Report, is there a recommendation you would like to share?

.....

.....

Please send the form to the address below:

 **Attn. Mr. Yiannis Aspirtakis**  
 Head of Quality, Environment,  
 Health & Safety  
 Management Plastika Kritis S.A.  
 P.O. Box 1093, 710 01 Heraklion, Crete

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