

SUSTAINABILITY REPORT  
**ESG**

2022



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## The Group at a glance



**416.2€ mm**  
turnover



**69.5€ mm**  
EBITDA



**90**  
countries  
of export



**20.4€ mm**  
total  
investments



**22%**  
women  
senior executives



**16%**  
of employees  
are women



**6,134**  
training hours



**86**  
new hires



**+20%**  
energy production  
from RES



**-44%**  
consumption  
of thermal energy



**84%**  
of environmental  
management expenses  
dedicated to proper waste  
management



**352,362€**  
on social initiatives



**Striving for ongoing improvement, we are committed to learning, growing and improving with perpetual respect for society and the environment**



## CEO message

The creation of meaningful relationships based on trust and understanding is the cornerstone of the Group Plastika Kritis and a decisive factor in decision making. Striving for ongoing improvement, we are committed to learning, growing and improving with perpetual respect for society and the environment.

Driven by the economic prosperity of the Group, the mitigation of our environmental footprint, and our contribution to the local community, we take measures and implement actions of our business activities, while ensuring the resilience of our Group. Amidst the turmoil in the global market, we remain committed to our customer-centric philosophy, by offering innovative, value-added products that meet their individual needs.

Our people are our greatest asset and the main element of our successful journey over the years. We are committed to providing a safe and dignified working environment, without discriminations, and with equal opportunities for all. Acknowledging the essential role our employees play, we invest in their growth and development.

We understand the importance of environmental sustainability for our long-term growth, and we take the necessary steps to mitigate the environmental impact of our activities and our products. We invest in research and development, and through the Research, Development, and Innovation Center, we have successfully developed a portfolio of value-added products with minimized environmental impact. At the same time, we invest in renewable energy sources aiming at climate neutrality and we are constantly increasing the quantity of plastic we recycle.

We have strong corporate governance structures in place and implement practices that reflect our commitment to ethical conduct, transparency and accountability. The establishment of the Sustainable Development Committee has further fortified the Group's frameworks, emphasizing the pivotal role of sustainable development in its operations. This Committee, consisting of representatives from all relevant sectors as well as seven

members from the Board of Directors, coordinates and oversees our efforts towards sustainable development, ensuring continuous improvement and achievement of our goals.

We realize that our long-term growth is directly linked to the well-being of the local communities in which we operate. We take into consideration our fellow human beings' needs and we make sure that we respond to them promptly by creating new jobs, enhancing regional development and supporting those in need.

In 2022, we established the "THALIS" Energy Community, that actively contributes to the protection of the environment by saving annually significant amounts of carbon dioxide, while reducing the energy costs for its members. The objective of Plastika Kritis and the Energy Community is to encourage the participation of all its employees in the energy aggregation program, even after their retirement from the Company.

As our operations continue to flourish, our financial, environmental, and social impact also increases. However, guided by our unwavering sense of responsibility and commitment to respecting humanity and safeguarding the environment, we persist in our endeavors to research, create, and lead. Our ultimate goal is to uncover solutions that seamlessly integrate innovation and sustainability.

We are proud to present the 2022 Sustainable Development Report, in order to share with you the activities that we implemented this year, aiming to contribute to the achievement of the 17 Sustainable Development Goals set by the UN and in the promotion of the Principles of the UN Global Compact.

**We thank you for your continued support and trust.**

**Manolis Lebidakis,**  
Managing Director

**Michalis Lebidakis,**  
Managing Director



# 01

## Profile





# Plastika Kritis, a dynamic journey for over 50 years

## 1970s

- > Production of plastic films for agricultural applications and irrigation pipes.

## 1980s

- > Verticalization with the production of masterbatches.
- > Global pioneer with the development of the 3-layer agricultural films.
- > Expansion with exports to international markets.

## 1990s

- > Establishment of a plastic-recycling unit.
- > Production of geomembranes for waterproofing reservoirs and landfills.
- > Internationalization of production with the establishment of masterbatches production unit in Romania.
- > Listing on the Athens Stock Exchange.

## 2000s

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

## 2010s

- > Implementation of the 7-layer technology, giving the Company international technological leadership in agricultural films.
- > Expansion of masterbatch production capacity in the Group's production units.
- > Establishment of photovoltaic stations.

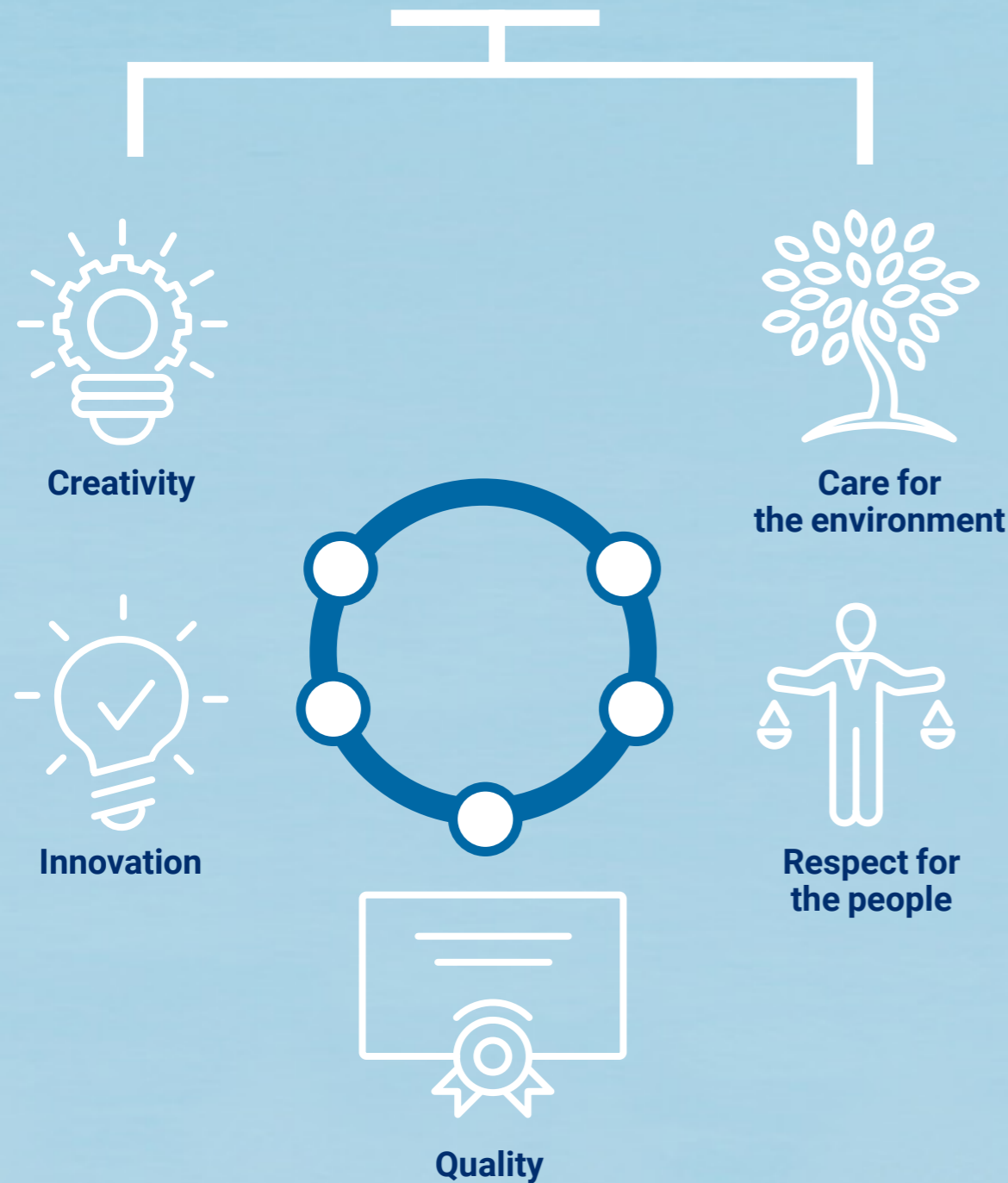
## 2020s

- > 2nd factory in China for the production of agricultural films and masterbatches.



# Vision And Values

## Our Vision



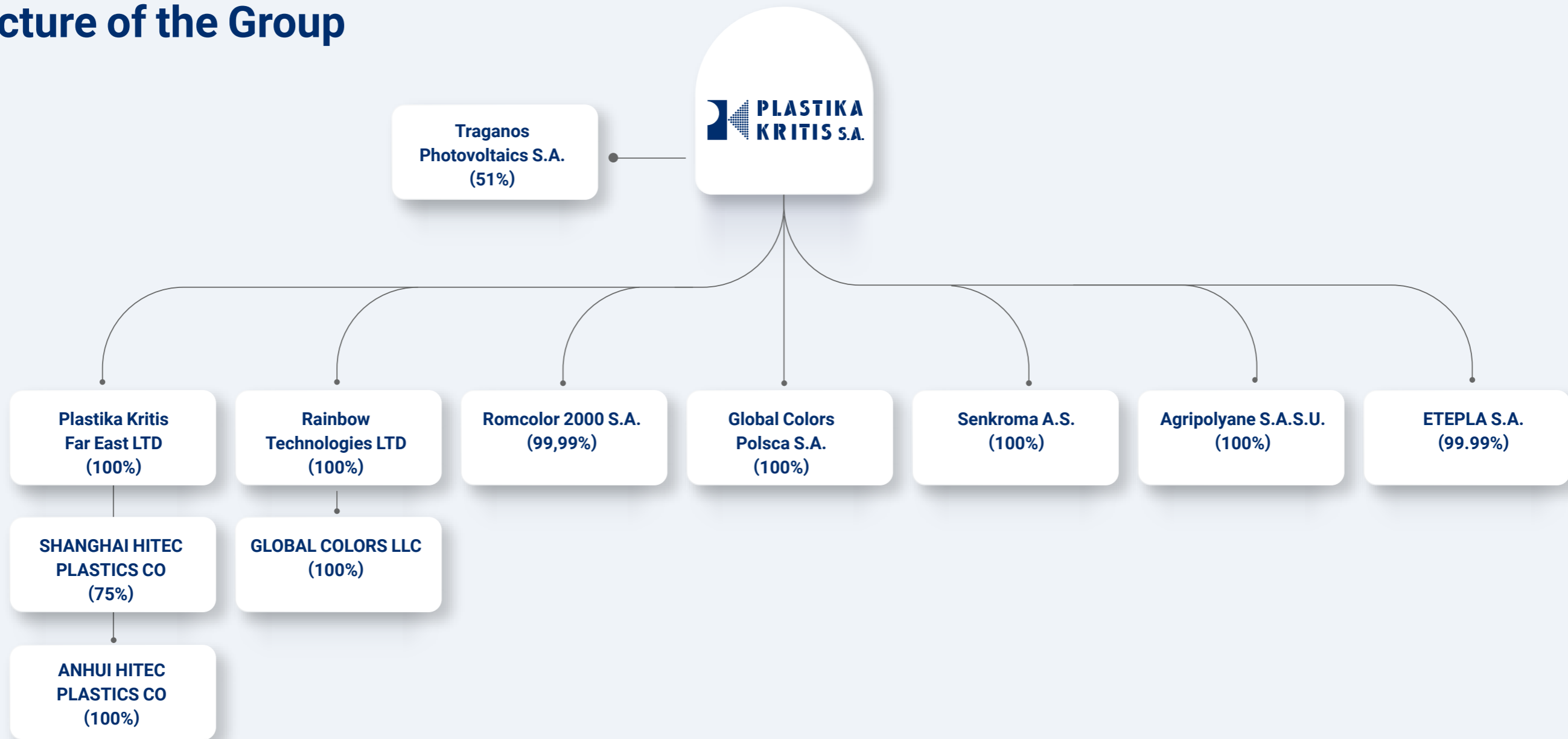
**Our vision** is to be a leader in manufacturing of plastics, offering innovative and high-quality products that make an actual difference. We envision a world where our expertise and quality products significantly enhance productivity, economic growth and minimize environmental impacts.



**Our Mission** is to harness our creativity, our commitment to quality and our innovative spirit to produce products based on the principles of the circular economy.

We make every business decision with deep respect for our social responsibilities and a commitment to environmental management. Our daily operations reflect our dedication to having a positive impact on people's lives, society and the environment.

# Structure of the Group



The international activity of the Group regarding masterbatch products has been named "Global Colors", a brand that has gained a large share of the global market, due to the consistent quality of masterbatches and the extensive sales and distribution network. Global Colors serves the plastic industry and ensures competitive solutions and local service through a range of modern production units in strategic locations.

The companies of the Group Platika Kritis that participate in the Global Colors network are:

 <b>ΠΛΑΣΤΙΚΑ ΚΡΗΤΗΣ Α.Ε.</b> Plastika Kritis S.A., Greece	 <b>global colors</b> MASTERBATCHES Global colors Polska, Poland	 <b>ROMCOLOR</b> <small>A GLOBAL COLORS GROUP COMPANY</small> RomColor 2000, Romania	 <b>global colors</b> MASTERBATCHES Global colors, Russia	 <b>SENKROMA</b> MASTERBATCHES Senkroma, Turkey
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These companies share technology, know-how, high-quality standards, as well as financial resources. Localized management and marketing ensure a high level of responsiveness to customer requirements, combined with quick and flexible decision-making.

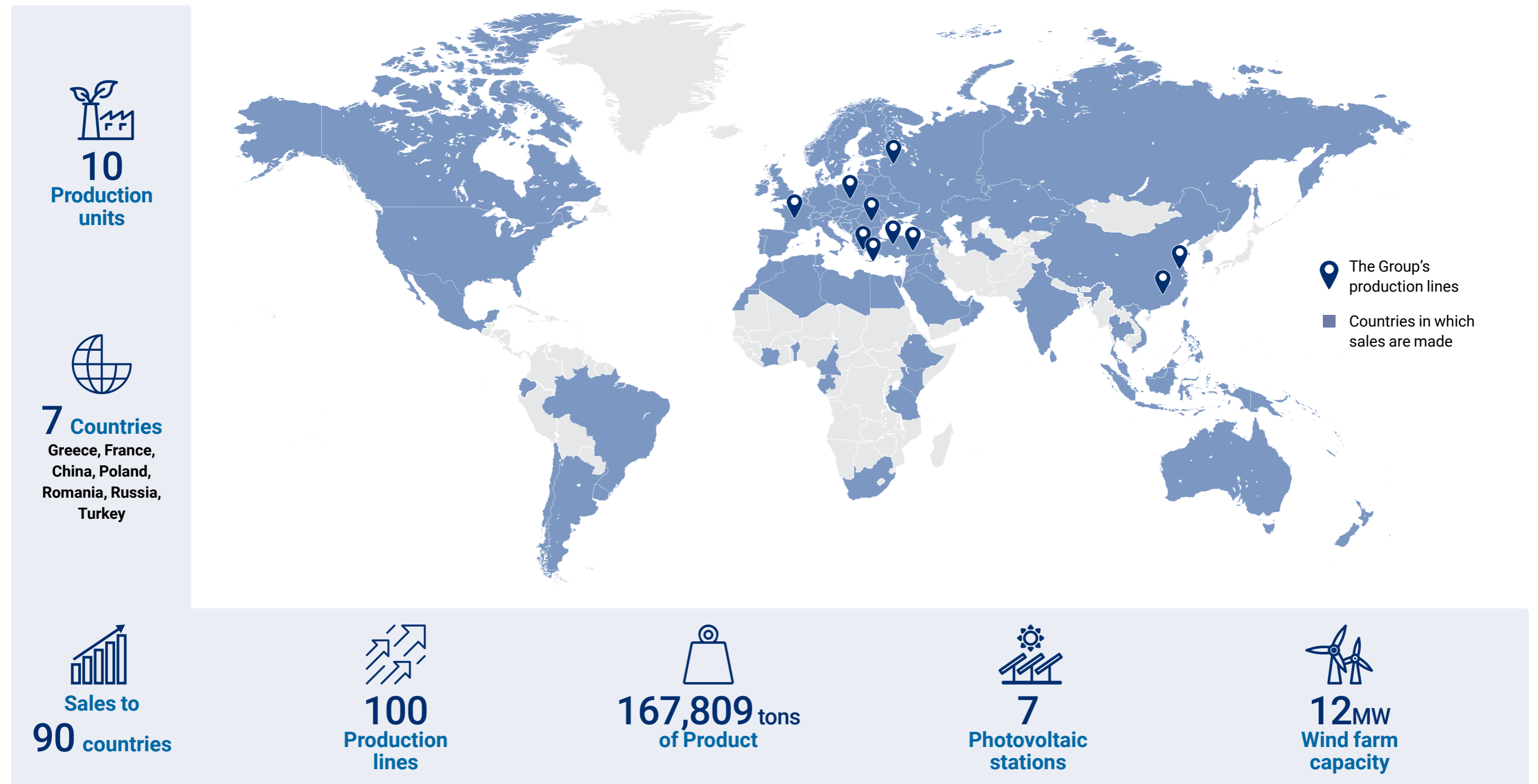




# Our global presence

The Group Plastika Kritis is one of the world's leading manufacturers and suppliers of plastics, based in Heraklion, Crete, Greece. The company operates in 6 major business sectors: greenhouse plastic films, geomembranes, masterbatches, polyethylene pipes, plastic recycling and energy production from RES. Founded in 1970, Plastika Kritis has built a reputation for providing high-quality, innovative products designed to meet the diverse needs of its global customer base.

The Company's global reach spans to more than 90 countries. Despite its international presence, the Group remains steadfastly committed to its Greek roots and has played a crucial role in the regional and national economy.



# Production units

## Heraklion, Crete, Greece



Plastika Kritis S.A. is the parent company of the Group and its headquarters are situated in Heraklion, Crete. In Greece, the Group possesses modern production facilities in the Industrial Park of Heraklion, while it also has a second installation in Elateia of Fthiotida. It is one of the healthiest and most internationally recognized Groups in production and distribution of plastic products used in agriculture, engineering projects and as raw materials in the plastics industry.

The Group has a strong export orientation and internationalization of its activities, with more than 2/3 of its production being exported abroad. Through its subsidiaries and production units worldwide, the Group has established an efficient vertical production system and a supply network at strategic points in order to supply its products to businesses in more than 90 countries, maintaining a significant share of the global market.

## Elateia, Fthiotida, Greece



Total area of facilities

**92,185m<sup>2</sup>**



Total production in tons

**88,295**



Activity

Production of agricultural films, geomembranes, masterbatches, pipes and recycling



Management systems

ISO 9001, ISO 45001, 5S system



Total number of employees

**469**



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





## Shanghai, China



Total area of facilities

**34,417 m<sup>2</sup>**



Activity

**Masterbatch production**



Total number of employees

**131**



Tons of production

**30,179**



Management systems

ISO 9001, ISO 45001,  
5S system



<https://www.hitecfilms.com/en/>

**SHANGHAI  
HITEC  
PLASTICS**  
上海普拉斯克

Shanghai HiTeC Plastics is the largest investment of its kind in China. The Company has established a state-of-the-art factory in Shanghai for the production of plastic films for agricultural applications and geomembranes. The «PEP» greenhouse films by HiTec are the most well-known in China for modern greenhouse technology. The expertise, design, and specifications of the products, quality assurance systems, and all specialized additives are provided by Plastika Kritis, based on the latest technology.

## ANHOU, China



Total area of facilities

**26,000 m<sup>2</sup>**



Activity

**Production of agricultural  
films and geomembranes  
and masterbatch**



Management systems

ISO 9001, ISO 45001



<https://www.hitecfilms.com/en/>



The production unit in ANHOU is an investment that was completed in 2022 and constitutes the second production facility in China. It is a 100% subsidiary of Shanghai Hitec Plastics.

Through this unit the Group aims to meet the growing needs in agricultural films and geomembranes in the local markets. The unit produces additional masterbatches which enhance the activity of the Group.




## St. Chamond, France




  
**Holds a patent diploma for CELLOCLIM®**

  
**Total area of facilities**  
**60,000m<sup>2</sup>**

  
**Activity**  
**Production of agricultural films and geomembranes**

  
**Total number of employees**  
**91**

  
**Tons of production**  
**13,522**

  
**Management systems**  
 ISO 9001, ISO 45001, 5S system

  
<https://agripolyane.com/en/>



Agripolyane has been designing, developing and manufacturing custom plastic membranes for various activities and regions since 1954. Whether through existing product lines, or by creating new custom products, Agripolyane guarantees each customer receives a reliable solution especially designed for the location, usage and specific needs.


The Agripolyane factory is located in southeastern France, in the heart of Europe. Thanks to this location, there is easy access to major European ports, as well as to main road networks.



## Bucharest, Romania




  
**Total area of facilities**  
**38,390m<sup>2</sup>**

  
**Activity**  
**Masterbatch production**

  
**Total number of employees**  
**97**

  
**Tons of production**  
**15,076**

  
**Management systems**  
 ISO 9001, ISO 45001

  
<https://www.romcolor.ro/>



ROMCOLOR was founded in 1995. It is the largest producer of masterbatches in Romania and one of the most important ones in Central and Eastern Europe. It is distinguished by its speed and accuracy in the development of new color shades that satisfy customer specifications with the most economical cost.

In 2015, a mega-compounder was installed in the company, further expanding its production capabilities.





## Kędzierzyn-Koźle, Poland



Total area of facilities

**28,428m<sup>2</sup>**



Activity

**Masterbatch production**



Total number of employees

**118**



Tons of production

**10,846**



Management systems

ISO 9001, ISO 45001



<https://www.globalcolors.pl/en/>



The production facilities of GCP are located in Kędzierzyn-Koźle, in a strategic position in Central Europe, between Katowice and Wrocław. It has distribution centers in the main industrial areas of the country. Additionally, it is in close proximity to the Czech Republic, Slovakia and the Baltic states and is only a few hours away from Germany and Austria. Hence, it is therefore, ideally positioned to serve customers in these regions.



## Saint Petersburg, Russia



Total area of facilities

**20,400m<sup>2</sup>**



Activity

**Masterbatch production**



Total number of employees

**97**



Tons of production

**7,513**



Management systems

ISO 9001, ISO 45001



[www.globalcolors.ru](http://www.globalcolors.ru)



GC LCC leverages its capabilities through extensive market knowledge, the experience of its employees, as well as the technology, technical expertise, wide range of products, economies of scale, and significant financial resources of the Group Global Colors.

GC LCC has the ability to rapidly and accurately develop new shades and specialized formulations of chemical additives to meet the needs of its customers.



## Instabul, Turkey



Total area of facilities  
**4,300m<sup>2</sup>**



Activity  
**Masterbatch production**



Total number of employees  
**51**



Tons of production  
**1,861**



Management systems  
ISO 9001, ISO 45001



<https://senkroma.com.tr/>



SENKROMA was founded in 1997 and specializes in high-quality production of masterbatches for colors and additives for synthetic fibers (BCF, CF, spun-bonded). It became a member of the GLOBAL COLORS Group in 2001.

With its experience and specialized know-how, SENKROMA is the center of development and production of the Group for synthetic fiber applications.

## Gaziantep, Turkey



Total area of facilities  
**5,869m<sup>2</sup>**



Activity  
**Masterbatch production**



Total number of employees  
**43**



Tons of production  
**517**



Management systems  
ISO 9001, ISO 45001



<https://senkroma.com.tr/>



In 2011, SENKROMA initiated a second factory in Gaziantep, in southeastern Turkey, which has evolved into one of the most essential hubs for the production of synthetic fibers and carpets worldwide.

The Gaziantep factory, focused on the development and production of masterbatches through fibers, providing more immediate and specialized services to the industry in the region. Meanwhile, the production unit in Istanbul, with new investments, shifted its focus to the production of masterbatches for all other categories of plastic products.





# Business model

Corporate responsibility is ingrained in the Group's operations and development, influencing its business decisions and actions. To attain its business goals, the Group grounds its operation on fundamental principles which primarily involve respect for its customers, employees, partners and other interested stakeholders. Through responsible operations, the Group emphasizes innovation and high-quality products, while at the same time safeguarding the environment and society.



## CRITICAL PARTNERSHIPS

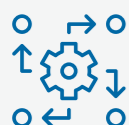
- > Customers
- > Group subsidiaries
- > Certification and quality of assurance bodies
- > Research institutions and institutes
- > High quality raw material suppliers
- > Equipment suppliers



## MAIN ACTIVITIES

### PRODUCTION AND SALE

- > Agricultural films
- > Geomembranes
- > Masterbatches
- > Polyethylene pipes
- > RES Energy
- > Raw materials from plastic recycling



## PRODUCTIVE RESOURCES

- > 10 production units in 7 countries
- > High-level equipment
- > Wind farm
- > Photovoltaic parks
- > Highly qualified employees
- > Plastic recycling unit



## COST STRUCTURE

- > Maintenance of infrastructure and equipment
- > Investments in new units and infrastructure
- > Employee salaries and additional benefits
- > Investments in local communities



## VALUE PRODUCTION

The Group produces and offers high-quality, innovative and technologically advanced products that effectively meet the specialized needs of customers, improving their production process. It is in constant development with production units worldwide contributing to the national and regional development of the countries in which it operates, but primarily in Greece.

It provides a safe work environment where employees evolve and are rewarded in a fair and ethical manner. Additionally, through the important investments related to environmental protection such as the recycling unit where old agricultural films are reused, it embodies the principles of circular economy and reduces the environmental footprint of these products at the end of their use.

Furthermore, It contributes to tackling climate change through the operation of wind and photovoltaic parks, the use of energy from RES, and the establishment of the "THALIS" energy community where employees and local community entities consume low-cost RES energy.



## COMPETITIVE ADVANTAGES

- > Culture and people
- > Financial structure
- > Extroverted culture
- > Internationalization
- > Diversification
- > Vertical production
- > Quality
- > Innovation
- > Flexibility
- > In house
- > Engineering



## COMMUNICATION CHANNELS

- > Annual reports and financial statements
- > Participation in research programs
- > Participation in industry exhibitions and forums
- > International exhibitions
- > Advertising and informational initiatives



## CUSTOMER RELATIONS

- > Customer-centric philosophy
- > Provision of specialized high-quality products
- > Recording of the level of satisfaction and complaints



## CUSTOMER CATEGORIES

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



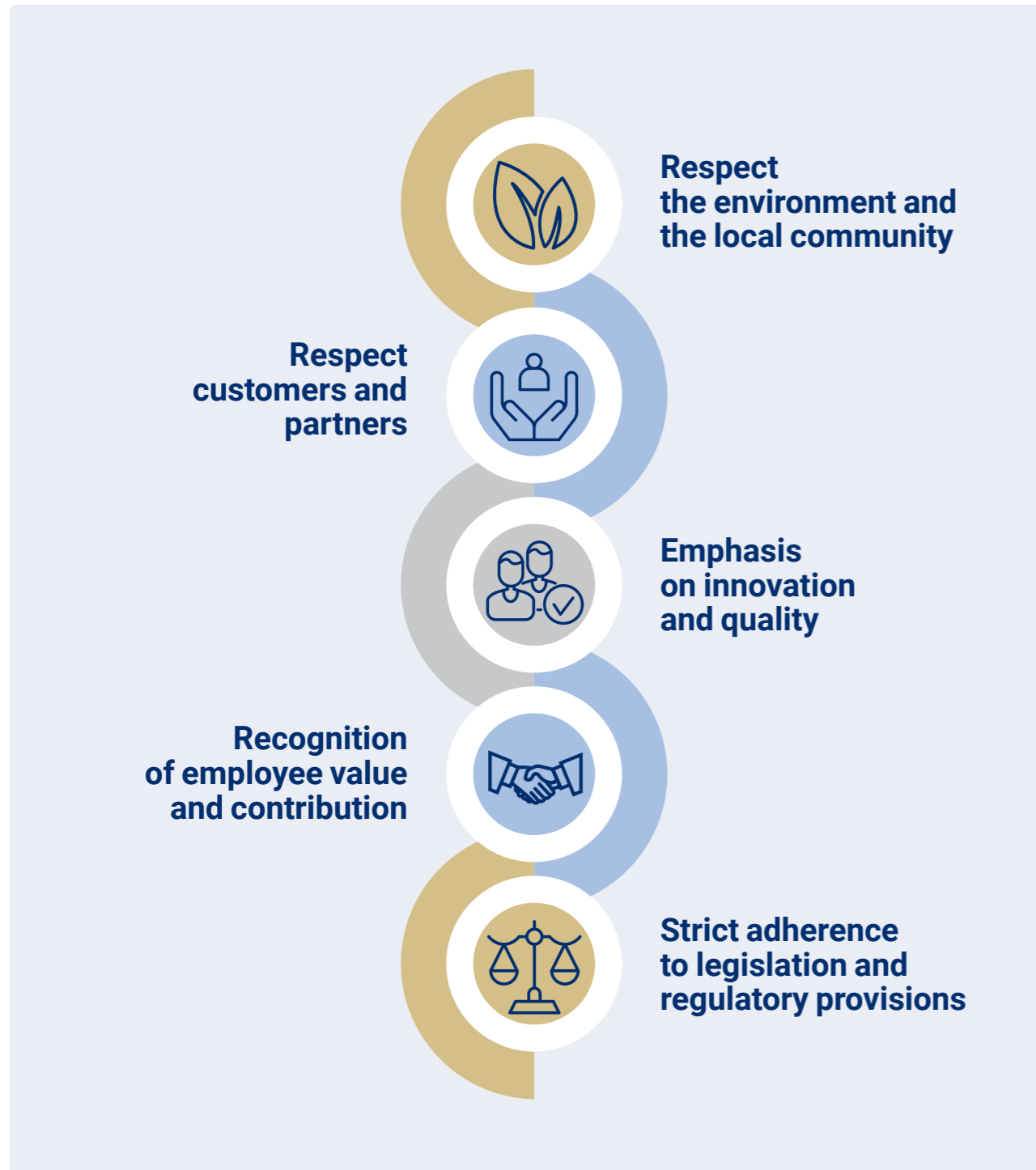
## REVENUE STRUCTURE

- > Product sales
- > Plastic recycling



# Group's guiding principles towards sustainability

Guided by principles of innovation, creativity, and a people-oriented approach, Plastika Kritis produces products of high quality and advanced technology, to meet its customers' needs, ensuring satisfaction and creating added value.







## Commitment to quality

Our Group recognizes the need to provide innovative products, while placing particular emphasis on maintaining a high level of quality. In all facilities of the Group, a certified management system is implemented, based on the international standard ISO 9001:2015, while the performance indicators related to the products and the functions of the Organization are systematically monitored. In addition, the high quality of products is ensured through additional certifications and proper production process.

Overall, ensuring the quality of the Group's products depends on the following factors:



### Human Resources

Experienced and well trained employees



### Agility and reliability

We ensure timely delivery of our certified products



### Quality and customer satisfaction

We maintain continuous communication with our customers



### Monitoring control

We implement constant monitoring processes on a 24-hour basis



### Inventory management

We manage raw material and finished product inventory in the most efficient way



### Production facilities

We ensure the optimal operation of our production facilities and stable production conditions based on strict specifications



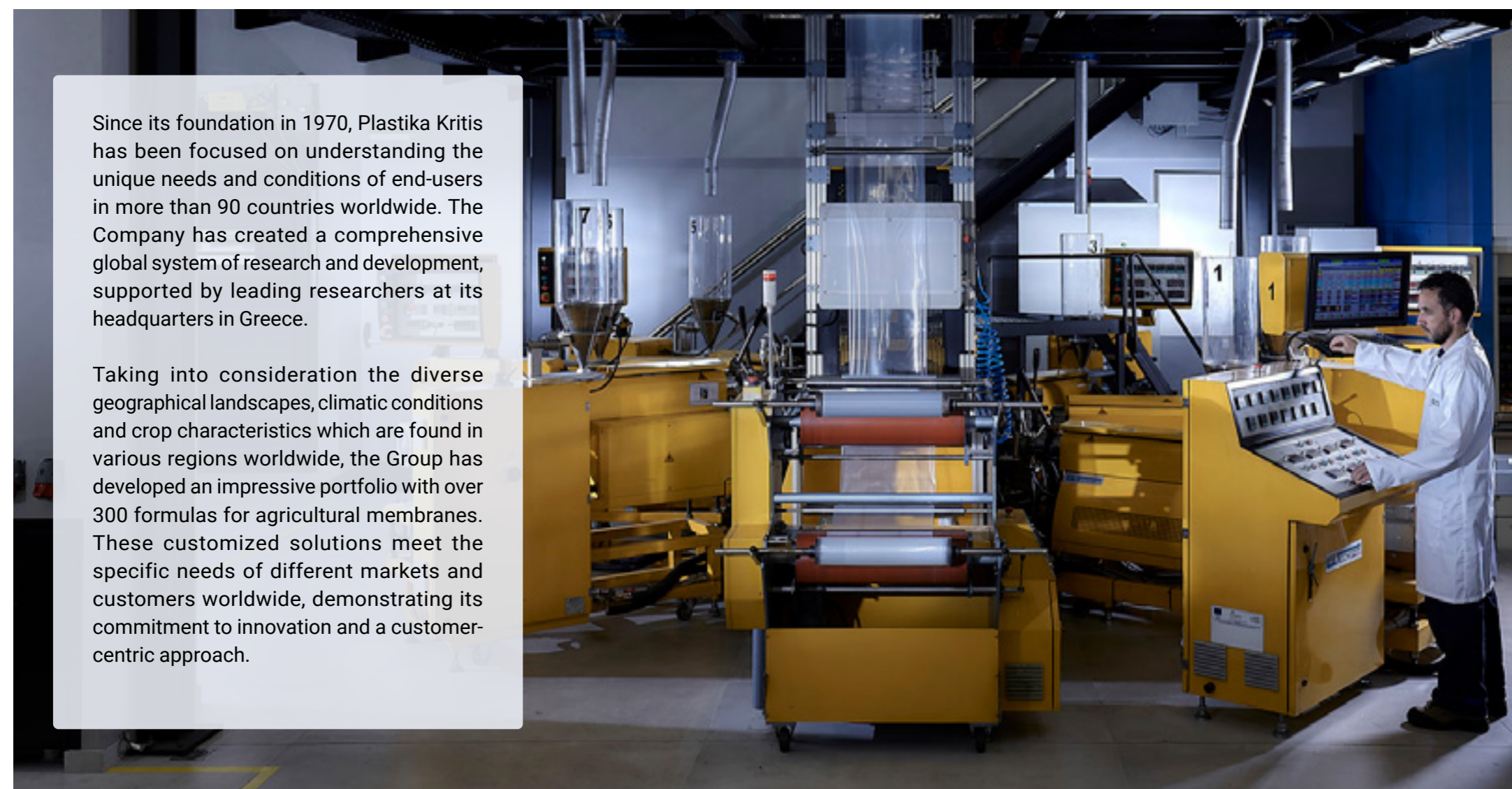
# Research, development, innovation

The Group is characterized by a commitment to creativity and ingenuity, continually striving to offer improved products that align with environmental considerations and meet customer need. Towards this direction, it has developed the Research and Development sector, and since 2018, the Research, Development and Innovation Center of the Group has been operating in Heraklion, Crete. In this center, specialized scientists collaborate with other sectors of the Group to create new products and solutions. This laboratory is one of the most advanced in the plastics industry.

At the same time, an experimental agronomic station has been established in Heraklion, where the characteristics of plastic covering films are monitored in relation to crops and the quality of the film and its impact on plants are studied. The station consists of 10 small greenhouses, where the progress of cultivation is controlled in relation to the characteristics of the plastic covering film.

This station has enabled us to derive valuable insights not only regarding the quality of the plastic film but also its impact on plants (promptness, fruit size, production yield). It is equipped with a complete meteorological station and a sulfur spraying system designed to explore methods for enhancing the resistance and lifespan of plastic in challenging conditions.

In addition, the Group has established partnerships with several universities, promoting research for innovative products and creating strong ties between the academic community and the Industry.



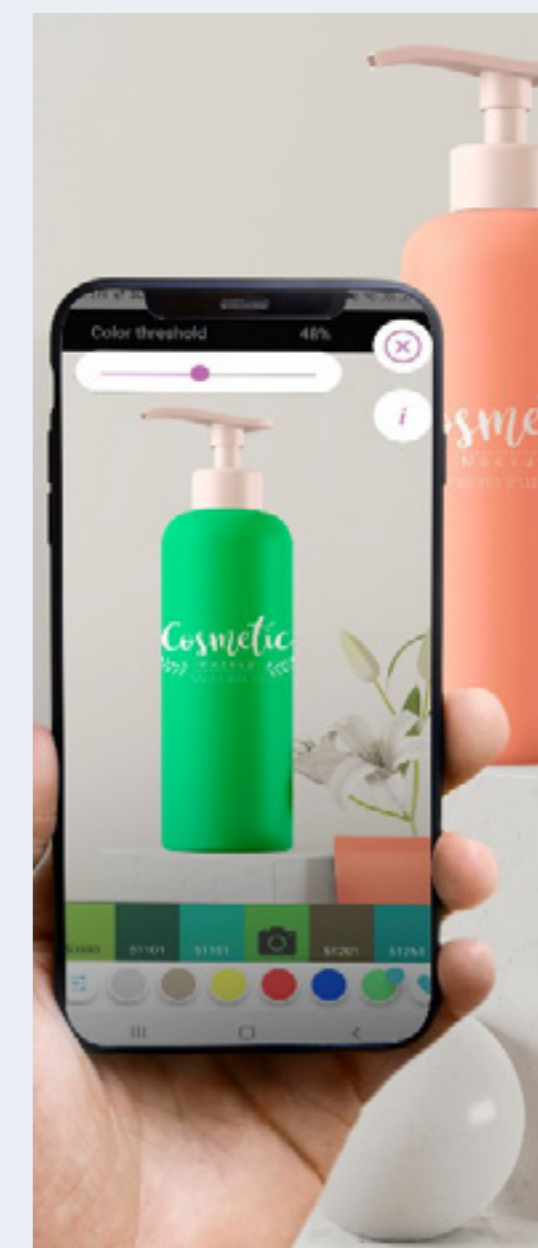
Since its foundation in 1970, Plastika Kritis has been focused on understanding the unique needs and conditions of end-users in more than 90 countries worldwide. The Company has created a comprehensive global system of research and development, supported by leading researchers at its headquarters in Greece.

Taking into consideration the diverse geographical landscapes, climatic conditions and crop characteristics which are found in various regions worldwide, the Group has developed an impressive portfolio with over 300 formulas for agricultural membranes. These customized solutions meet the specific needs of different markets and customers worldwide, demonstrating its commitment to innovation and a customer-centric approach.

## Color it - by Global Colors

It is an application, with which the user can recolor plastic objects using various colors through their cellular phones.

The application is simple to use, as the user can scan the plastic object they desire through the mobile camera, and recolor it by choosing from a variety of colors.





## Collaborations with universities and research organizations

The Group Plastika Kritis maintains active partnerships with many organizations.





## Customer-centric philosophy

Plastika Kritis, operating as an internationally vertically integrated Group, maintains the familial culture of a business, which serves as a competitive advantage due to its adherence to a customer-centric philosophy, principles, values, and vision. Customer satisfaction and addressing their latent needs are at the core of its activities. For this reason, it encourages and seeks cooperation and communication with them, at all stages of product development from the birth of an idea and design to the end of their use.

For the Group, the timely recognition of needs and the optimization of product utility are based on proper and prompt feedback and the management of customer complaints. Complaints are reported via the complaint form and the network of sales representatives. Additionally, the Group encourages the disclosure of ideas, requirements and concerns that customers might have.

Moreover, customer satisfaction surveys or various other surveys that serve the needs of departments such as the Innovation, Research and Development department are carried out at regular intervals.



### Greenhouse survey of Crete 2022

The Group conducted a field study to assess its position in the plastic greenhouse cover market in Crete and its products in 2022. The survey involved collecting questionnaires from the cultivators of the island's greenhouse units. A total of 2,200 questionnaires were gathered. The total area represented by these questionnaires corresponds to 20% of the total greenhouse area of Crete.

According to the results of the survey, the Company holds a dominant position in the market of Crete and maintains the largest number of stable and satisfied customers. Additionally, the survey highlighted the farmers' appreciation for the excellent properties, as well as the sustainability of the Company's products. Due to their long life span, fewer plastic replacements are required to cover the greenhouses, which contributes to a lower annual burden for the producer and the production of less plastic waste in the environment.



# Participation in exhibitions and forums

With the aim of continuous development of collaborations, information and stimulation of its outward orientation, the Group Plastika Kritis participates in exhibitions, both in Greece and abroad. More specifically the Group has participated in the following exhibitions:

» **Fruit Logistica in Berlin**, which is the most important trade fair globally for the fresh produce industry covering the entire spectrum of the value chain from producer to consumer.

» **MACFRUT 2022**, a leading trade fair for professionals in the horticultural sector held in Italy.

» **Greentech Americas 2022**, is an international exhibition held in Mexico that focuses on global developments in controlled environment agriculture in Latin America.

» **Caspian Agro Exhibition 2022**, is an international agricultural exhibition that took place in Azerbaijan, which is considered one of the most interesting emerging markets globally, particularly in the field of covered crops.

» **Hortitec 2022**, is the largest exhibition for vegetables and covered crops in Latin America, held in Brazil.

» **Sommet de l'Elevage 2022**, is a leading international exhibition for sustainable livestock farming held in France.

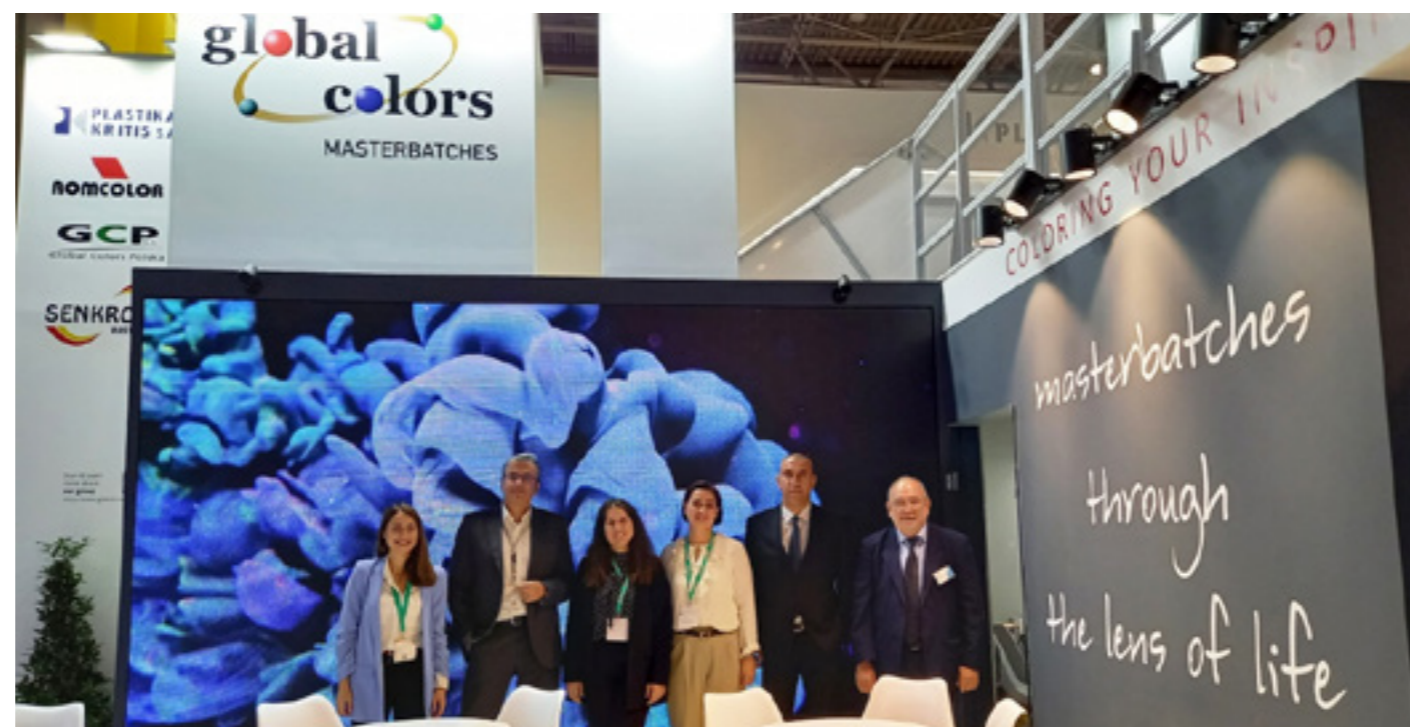
» **IFTEX 2022**, is an exhibition for the floriculture industry in Kenya.

» **IFTF 2022**, is one of the leading international exhibitions for floriculture, held in the Netherlands.

» **K2022**, is the world's leading trade fair for plastics and rubber, held in Germany every three years. The exhibition attracts visitors from 167 countries, providing an opportunity for the group to develop new partnerships and further enhance its international presence.

» **The 18th Agricultural Exhibition of Mesara**, which took place from July 7th to 10th at the Exhibition Center Voroi, aimed at communicating with potential clients and informing visitors about the products and services offered.

» **The 29th International Exhibition of Agricultural Machinery, Equipment, and Supplies, Agrotica 2022**, organized by TIF-Helexpo in October 2022, served as a meeting point for professionals in the field. It facilitated productive scientific dialogue through the Panhellenic Congress and other events that took place.



Finally, executives of the Group also participated in the career days of the Department of Chemical Engineering at the University of Patras, which took place in April at the Conference and Cultural Center of the University of Patras. They had the opportunity to engage in discussions with young scientists interested in the field.





# Responsibility in the supply chain

Through collaboration with local suppliers, the Group ensures the quality of raw materials and the effective management of the risks of its supply chain. Purchasing from local suppliers significantly reduces the environmental impacts of transportation and logistics, thereby reducing costs and the overall carbon footprint of the Group. This strategic approach reflects a deep understanding of the value of a sustainable supply chain, demonstrating its commitment to achieving profitability while creating a positive impact in the environment and society.

Suppliers are evaluated according to the ISO 9001:2015 quality standard and specific criteria set by the Group, including quality, reliability and speed delivery, as well as technical support. Additionally, when deemed necessary, evaluations are conducted on matters related to the management of health and safety at work, the implementation of quality management systems, and alignment with specific environmental criteria. At the same time, the Group has designed and implements safe loading and transportation practices (safe cargo) of the products distributed to all its customers.



**378.6€ mm**  
Purchases from suppliers in 2022



**16%**  
increase in purchases from  
locals suppliers compared to 2021



**84%**  
of the suppliers belong  
to the local communities



Country	Number of local suppliers
Greece	> 1,765
Romania	> 745
Turkey	> 52
China	> 247
Poland	> 684
Russia	> 368
France	> 299





## Sustainable development investments

Since its foundation and up to the present day, the Group Plastika Kritis has been steadily investing in technology, research, environmentally friendly products and raw materials, aiming to reduce costs and gradually expand internationally. These investments have played a pivotal role in the sustainable development of the organization.

One recent investment by the Group is in renewable energy projects, signaling dedication to greener and more sustainable solutions. Owning a wind farm and seven photovoltaic stations, the Company utilizes the renewable energy sources, contributing to the reduction of carbon footprint and mitigating the effects of climate change. Through the creation of the "THALIS" energy community in Heraklion, Crete, the Group emerges as one of the leading supporters of clean energy.

The Group has strategically invested in the vertical integration of its production processes, in order to have control from start to finish. In this way, it can minimize waste, improve raw materials and enhance their efficiency. This production model adopted by Plastika Kritis, is in line with the principles of the circular economy.

Additionally, the Group operates a modern plastic recycling unit, with an annual capacity of 7,000 tons. In the production unit plastics from greenhouses, as well as agricultural, industrial and plastic waste are recycled. A part of the recycled plastics, is used as raw material in the Company's products (e.g. sheets-films for common use, reinforcement sheets and bobbins-stakes), while the remaining portion is supplied to plastic factories in Greece for various uses (plastic bags, irrigation pipes, etc.).

Lastly, the investments of the Group Plastika Kritis in technology, research and development prove its long-term commitment to sustainability. Through research and development, it continuously improves the processes, creates new products and implements innovative applications and solutions for environmental challenges. Its focus on technological investments is also of vital importance for improving efficiency, reducing resource consumption and creating sustainable high-quality products.

In summary, the investments of the Group Plastika Kritis reflect a strategic approach to sustainability that combines business efficiency with environmental management and community involvement.



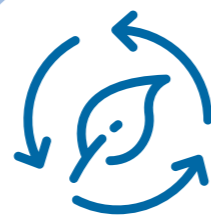
# The international trends shaping the industry

The Group Plastika Kritis S.A. monitors and aligns its activities with international trends and actively contributes to finding solutions and shaping a more sustainable, resource-efficient and digitized future.



## Green Energy

The Group's commitment to sustainability is reflected in its investments in renewable energy sources, contributing to the reduction of dependence on non-renewable sources and to the limitation of carbon dioxide emissions. In addition, its contribution to maintaining the well-being of its people and its continuous provision and support of local communities, are realized through the creation of "THALIS" energy community in collaboration with employees and local bodies. Through this specific initiative, it ensures a low energy cost and the reduction of the environmental footprint of all interested parties.



## Circular Economy

The Group has been dedicated to recycling since 1992, combined with the efforts to recover and reuse greenhouse film, underscores its commitment to maximizing the use of raw materials. Furthermore, the vertical integration of production allows maximum resource efficiency, while the energy production from RES since 2003, proves the Group's ability to respond to emerging industry needs. The structure and operation of the Group have aligned with the principles of circular economy, long before it became a central strategy for the EU and the Green Deal.



## Sustainable Agriculture

The Group has been operating and evolving for over 50 years with a deep-rooted commitment to sustainable development. By offering innovative, environmentally friendly plastic products, it meets the requirements of modern, sustainable agriculture and contributes to food security. Through research and development, the Group brings innovative greenhouse products that add value, such as savings on heating costs, reduction of pesticides in cultivation and greater and earlier production. In addition, their long life span maximizes their sustainability, as less waste occurs from fewer plastic modifications.



## Digitalization

The Group Plastika Kritis seeks to leverage the power of digital transformation in order to initiate comprehensive and systemic changes. From the adoption of production technologies and state-of-the-art automation systems to the management of operations, digital tools and the solutions are an integral part of the Group's activities and a significant advantage throughout its journey. Furthermore, the emphasis on research, growth and innovation demonstrates the integration and development readiness of advanced digital technologies, further enhancing its efficiency and competitiveness in the global market.





# Products and applications

The Group Plastika Kritis offers a wide range of plastic products that cater to various critical sectors. High-quality, specialized plastic films are designed to strengthen productivity and sustainability in the agricultural sector, while geomembranes are vital in the construction industry, providing effective solutions for containment and waterproofing applications of reservoirs, landfills, special bio-aeration projects and the protection of buildings from hazardous gases.

Masterbatches add value to applications in the broader plastics industry by increasing products life span and addressing specialized needs. The polyethylene pipes ensure the safe transportation of water and natural gas or the protection of cables in telecommunications.

In addition, the Group Plastika Kritis operates a modern plastic recycling unit, thus contributing to environmental protection and the circular economy. Furthermore, the company invests in energy production from renewable sources, promoting green development. In the packaging industry, safe, reliable and innovative solutions from recyclable plastics are provided, covering a wide range of needs.



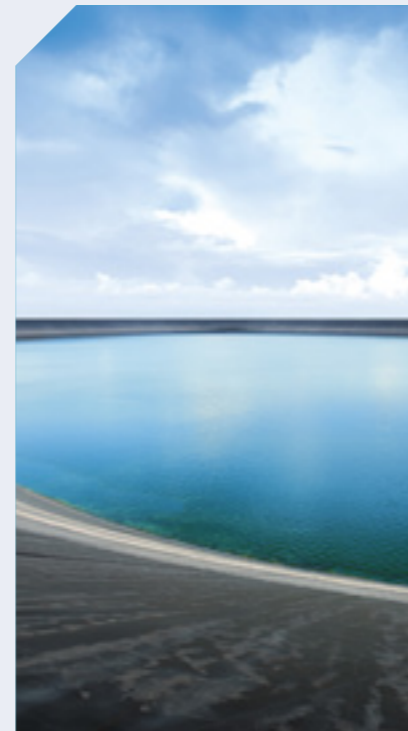
## **KRITIFIL® Plastic films**

Covering of greenhouses and other agricultural applications



## **KRITILEN® Masterbatches**

Raw materials for the plastics industry



## **KRITIFLEX® Geomembranes**

Water management and environmental projects



## **KRITISOL® Polyethylene pipes**

Irrigation, water supply, telecommunications



## **KRITISAN® Recycled plastics**

Raw materials for the plastics industry



## **KRITIRES® Renewable energy**

Wind and solar energy





## Agricultural films and geomembranes

The Group Plastika Kritis utilizes decades of expertise and innovative technologies for the production of high-quality plastic films and geomembranes that serve a variety of industrial needs. Consequently, it has been recognized as one of the top 10 world-leading manufacturers in the industry.

Its global recognition as a «technology leader» further emphasizes its commitment to innovation, quality and finding sustainable solutions that meet specialized needs.

As a pioneer in the development of 7-layer technology, the Group produces multilayers, highly durable plastic films and geomembranes suitable for various demanding applications, including construction, environmental engineering, agriculture and water management.



Production units in Greece, China (2), France

## Competitive advantages





### Technology leader

In 1983, Yiannis Lebidakis works on a new idea, the 3-layer greenhouse films. This innovative production method, is first implemented in the world by Plastika Kritis.

In 2015, the Group with the use of advanced technology succeeded in creating a large production line for 7-layer greenhouse films with a special design and permanent anti-fog properties, impermeable reinforced films and impermeable geomembranes.

These are high-tech, high-quality products with great added value that led the Group to the top of the agricultural film market worldwide.

Today, the innovative KRITIFIL® EVO 7507 AC® greenhouse cover film by Plastika Kritis using the new 8-layer technology. The 8th layer, based on nanotechnology, renders the film anti-fog for numerous years.

The film adds extra value to greenhouse cultivators, such as savings on heating costs, reduced pesticide spraying in cultivation and greater and earlier production. In addition, its long life span maximizes sustainability by reducing plastic waste due to fewer replacements.





## Masterbatches

The production of KRITILEN® masterbatches began in 1980. The strong emphasis on quality and technological innovation, made the Group Plastika Kritis one of the 7 largest producers in the production of masterbatches in Europe.

The production facilities in Heraklion are among the most modern in the industry. The international activity of the Group regarding masterbatches is named «GLOBAL COLORS».

GLOBAL COLORS aims to provide homogeneous solutions combined with excellent local service in the plastics industries in different countries.



**PRODUCTION UNITS** in Greece (2), Romania, Poland, Russia, Turkey (2), China



## Competitive advantages





## Recycled Masterbatches

The Group Plastika Kritis combines innovation with the responsible environmental management, remaining committed to the principles of the circular economy. Recognizing the urgent need for sustainable practices in the plastics industry, it has adopted a multifaceted approach to the production of masterbatches.

The initial initiative involved the use of recycled plastics derived from bottle caps. We collect this waste and turn it into primary raw materials which is an integral part of our production line, thus, giving new life to waste while simultaneously reducing our environmental footprint.

We have also developed a new line of NIR Detectable masterbatches, which are designed to be fully recyclable, ideal for use in plastic food packaging. This initiative provides a solution to a major market need where avoiding plastic packaging is not feasible.

Incorporating recycled materials into the production line, ensures that our products are not only recyclable, but also contribute directly to the circular economy.

The Group Plastika Kritis operates with the objective of balancing economic development and environmental responsibility. By combining waste reduction, innovation and the production of high-quality products, we aim to pave the way for a more sustainable future in the plastics industry.



Production Unit Greece

## Polyethylene pipes

The Group Plastika Kritis has been producing polyethylene pipes since 1973, and currently operates one of the most modern polyethylene pipe production units in our country. These pipes are intended for applications such as irrigation and water transport, water supply, cable protection in telecommunications and natural gas distribution.

Pioneering technologies are applied both in production and in the supply of raw materials with fully automated processes ensuring precision in the composition of the product. The Company produces its own special blends (masterbatch compounds) containing the necessary chemical additives to provide the pipes with high resistance to ultraviolet radiation and heat during both production and end-use. This approach allows Plastika Kritis to maintain complete control over the quality of its products.



Production units in Greece (2)

## Competitive advantages

Experience in selecting the appropriate raw materials with economies of scale

Modern production lines

Production and commercial flexibility





## International Sustainability and Carbon Certification (ISCC)

The International Sustainability and Carbon Certification (ISCC) aims to establish a global, transparent and feasible certification framework for biomass and bioenergy.

It ensures that biomass and other key materials are produced taking into account environmental, social and economic factors. ISCC's main objectives include: promoting zero deforestation, preserving biodiversity-rich areas and carbon reserves, ensuring the protection of soil, water and air, maintaining traceability in all supply chains and integrating of small-scale farmers into the global supply chain.

At the end of 2022, the Group initiated the certification process for recyclable materials it manages under ISCC, in order to contribute to environmentally, socially and economically sustainable production.

International Sustainability and Carbon Certification (ISCC) is a leading certification system that supports sustainable, fully traceable, deforestation-free and climate-friendly supply chains.

The Group upon receiving this certification will declare that it conforms to the fundamental principles of the system:





# 02

## Our approach to Sustainable Development

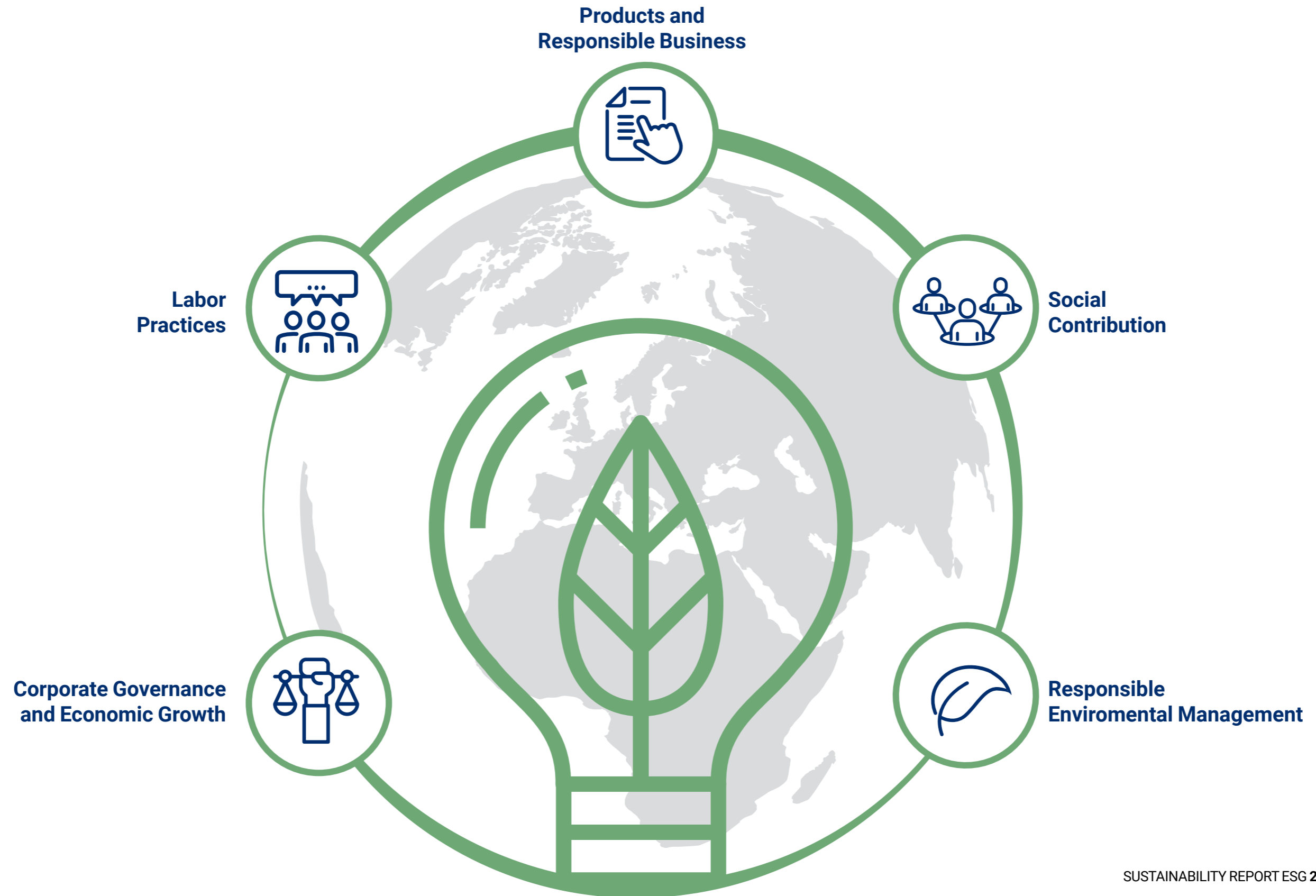
Our contribution to Sustainable Development Goals:





# Pillars of Sustainable Development

The operational framework of the Plastika Kritis Group is underpinned by the principles of sustainability, acting as the guiding force for decision-making and action implementation. These principles are designed to ensure not only economic development but also environmental protection and social well-being. The Group is committed to meeting the needs of its employees, customers, and partners, while concurrently creating added value for the local communities it operates within. Consistent with this philosophy, the Group has established five pillars of Sustainable Development as priority areas. These pillars serve as the foundation for guiding the Group's responsible operations and decision-making practices.







### Corporate Governance and Economic Growth

Plastika Kritis highly values strong corporate governance, considering it a foundational element in its strategy for sustainable development and aiming to promote transparency, accountability, and fairness in all business activities. The focus is on continual development with the aim of generating economic value not only for the Group and its subsidiaries but also for customers, employees, local communities, and all stakeholders. To this end, the Group proceeds with continuous investments in research and development, as well as in the creation of job positions. The Sustainable Development Committee, consisting of seven members from the Board of Directors, ensures that decisions are deliberated with consideration to their environmental, social and economic impacts.



### Labor Practices

The Group fosters a diverse and inclusive working environment, prioritizing the health, safety, well-being and prosperity of its employees. It protects labor and human rights, provides fair wages and invests in employee development realizing that a diverse workforce can lead to innovation and excellence. Employees are in the epicenter of the Group's culture and their contribution is acknowledged. For this reason, 5% of the Group's pre-tax profits, are distributed to the employees.



### Products and Responsible Enterprise

The Group operates responsibly, ensuring that its business activities are conducted ethically and sustainably, while putting an emphasis on minimizing waste, reducing energy use and promoting recycling. In addition, it invests in research and development to offer products which align with the principles of circular economy. The Group's structure is designed to establish a network for the production and distribution of products, with the aim of minimizing both environmental and economic costs, while ensuring the fulfillment of our customers' specific needs.



### Responsible Environmental Management

The minimization of the Group's environmental footprint and its products is a firm commitment. In this context, the Group incorporates environmentally responsible practices based on the principle of sustainable development, while at the same time, ensuring full compliance with the requirements of relevant legislation, as well as the international guidelines and standards. Aiming for a balanced economic growth that contributes to addressing the issue of climate change and the transition towards a circular economy, an integrated environmental management system is implemented. Furthermore, the Group continuously invests in the production of electrical energy from renewable sources (RES), effectively reducing its energy footprint and helping to tackle climate change.



### Social Contribution

Plastika Kritis recognizes its role in society and strives to be a responsible member that contributes to the well-being of the communities where it operates and creates a positive social impact. This includes investing in local communities, supporting social initiatives and contributing to projects that align with the values and goals of the Group. The Group's impact extends beyond financial contributions, as it aims to enrich local communities through the implementation of sustainable practices and initiatives. Furthermore, innovative projects like the «THALIS» energy community exemplify the commitment to providing employees at the Heraklion facilities with electricity sourced from renewable energy.

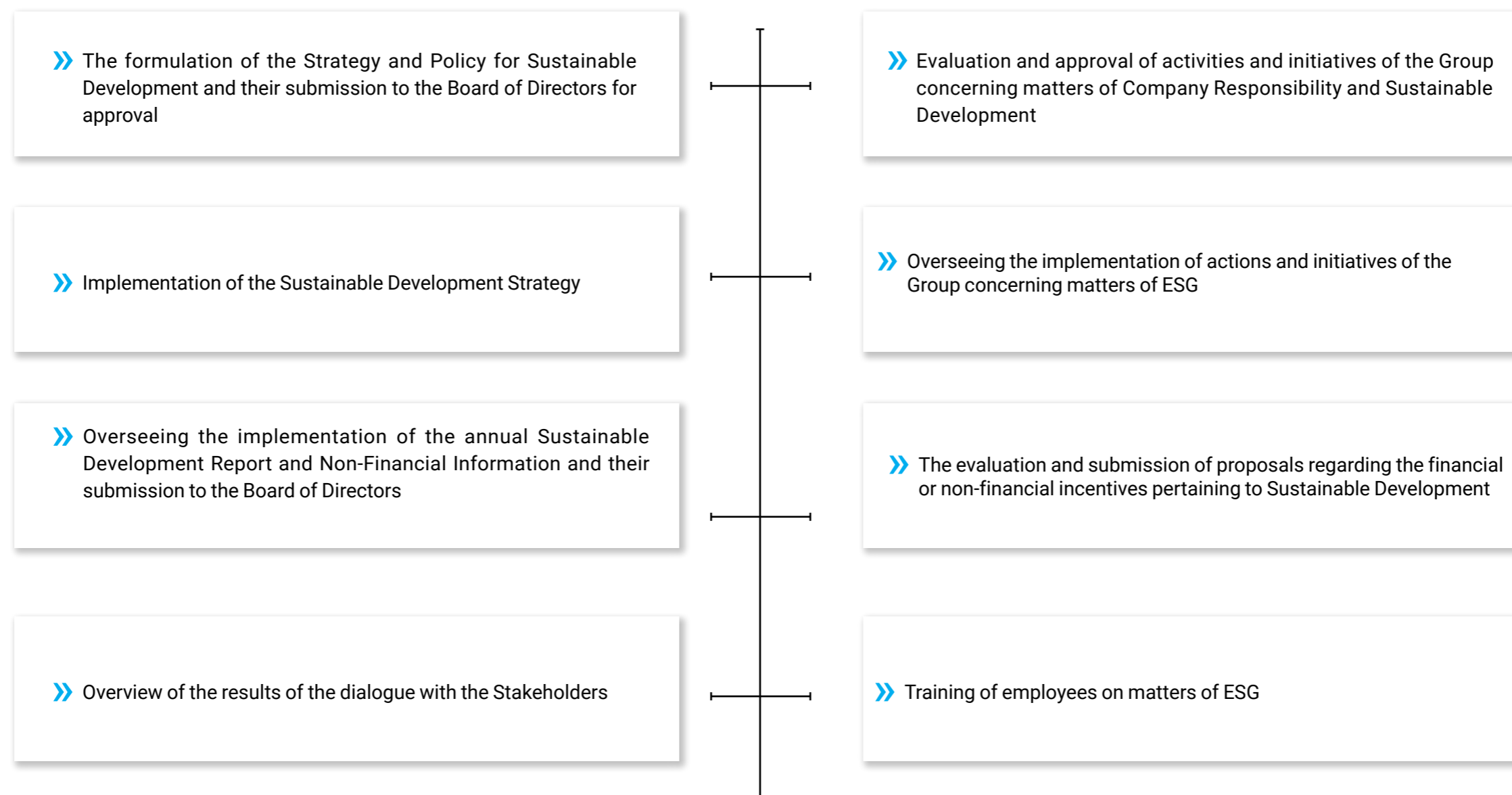




# Sustainable Development Committee

The establishment of the Sustainable Development Committee is a strategic decision that underlines the Group's commitment to the integration of sustainability matters into its activities. The Committee plays a critical role in promoting a state of accountability within the organization, in raising awareness and understanding of sustainable development issues among employees and in the implementation of initiatives and actions. The Committee consists of seven (7) members of the Board of Directors, and executives from all the departments, overseeing the coordination of activities and the implementation of programs within the framework of the five pillars of corporate responsibility and sustainable development.

**In order to fulfill its duties, the Committee has undertaken the following responsibilities:**



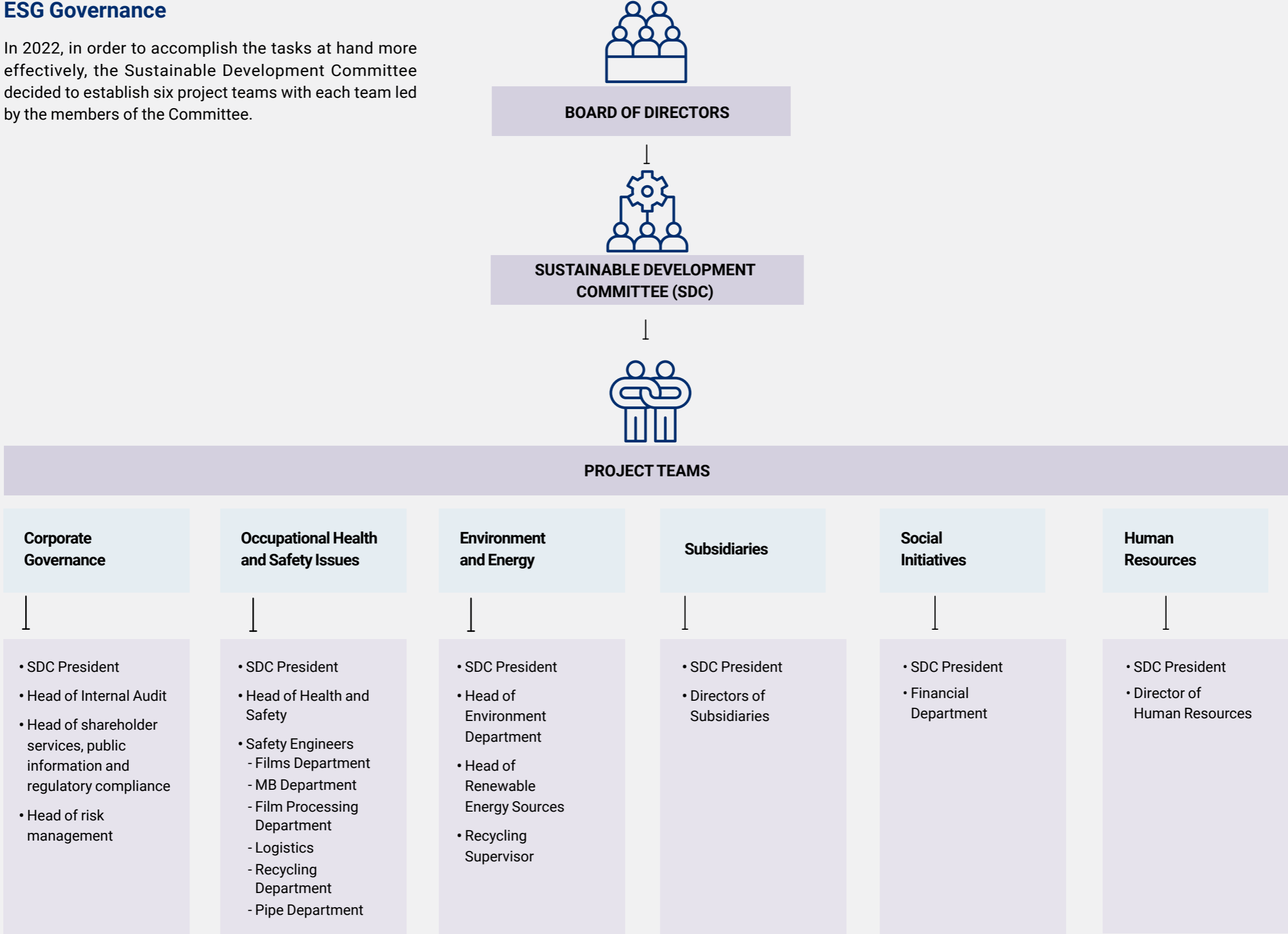
**In 2022, 4 meetings were held by the Committee**





### ESG Governance

In 2022, in order to accomplish the tasks at hand more effectively, the Sustainable Development Committee decided to establish six project teams with each team led by the members of the Committee.





# Creating Value

Plastika Kritis successfully creates value for all its stakeholders by meeting their needs and requirements. Guided by a strong vision and core values, the company fosters innovation by developing high-tech, top-quality products, all while maintaining a commitment to environmental protection and local community support. Over the last three years, the Group has invested over 1 billion euros towards the well-being of its stakeholders, as indicated in the provided table.



Amounts in thousands of Euros	2022	2021	2020	Stakeholders
Operating Costs	325,735	296,809	209,538	Suppliers
Salaries and other employee benefits	32,474	30,543	28,625	Employees
Dividends and capital returns	12,618	13,812	11,398	Shareholders
Payments to the State (paid taxes)	21,496	20,131	17,959	State & Local Authorities
Actions for Local Communities	352	471	1,062	Local Communities
<b>TOTAL</b>	<b>392,676</b>	<b>361,766</b>	<b>268,583</b>	

## Immediate Economic Value generated and distributed



Generated and Distributed Economic Value	2022	2021	2020
Economic Value created by the Group (in thousands of euros)	418,631	377,196	306,085
Immediate Economic Value - total revenue	416,267	374,863	304,649
Other Operating Income	2,364	2,333	1,436
Economic Value distributed (the total from the previous table)	392,676	361,766	268,583
Undistributed Value	25,955	15,396	37,502
Total Investments	20,448	23,594	15,305
Green Investments	5	16	2,029



# Communication with Stakeholders

The concept of responsible entrepreneurship is closely linked to continuous, two-way, and transparent communication with stakeholders, which are the groups that positively or negatively affect or are affected by the Group's operation.

Effective and meaningful communication has played a pivotal role in the success and expansion of Plastika Kritis since its establishment. During its early days, direct engagement with farmers served as the catalyst for developing the first innovative products tailored to the agricultural sector's needs, positioning the Group as an industry pioneer. Today, Plastika Kritis remains committed to fostering and enhancing communication with all stakeholders. The company proactively listens to and comprehends the issues, concerns, and needs of its stakeholders, taking prompt and appropriate actions to create value and sustain trusted relationships.

Engagement with stakeholders takes place through multiple communication channels, playing a pivotal role in reshaping processes, products, and services. This active involvement facilitates the Group in realizing its enduring sustainability goals over the long term.







	Subsidiaries	Shareholders	Employees	Customers	Suppliers	Local Community	Local Authorities	Financial Institutions
<b>Key Issues</b>	<ul style="list-style-type: none"> <li>• Maintaining and preserving relationships with the Group</li> <li>• Integrated Corporate Governance</li> <li>• Participation and contribution to the implementation of the Group's strategy and the achievement of its goals</li> <li>• Transparency and accountability</li> <li>• Participation in corporate responsibility programs</li> <li>• Profitability and sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>• Profitability and sustainable development</li> <li>• Enhancing competitiveness</li> <li>• Sound corporate governance and business ethics</li> <li>• Transparency and accountability</li> <li>• Risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Development and advancement opportunities</li> <li>• Compensation and performance evaluation system</li> <li>• Labor and Human Rights</li> <li>• Health and Safety at work</li> <li>• Continuous information and effective communication</li> <li>• Employee benefits</li> <li>• Corporate Culture</li> <li>• Responsible business operation</li> </ul>	<ul style="list-style-type: none"> <li>• Clear and systematic communication</li> <li>• Product quality and certification</li> <li>• Product and service innovation</li> <li>• Customer-centric approach</li> <li>• Corporate responsibility</li> <li>• Value-added products and applications</li> <li>• Products with reduced environmental and social footprint</li> <li>• Research and development</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and ethical business conduct</li> <li>• Systematic communication</li> <li>• Responsible management of suppliers</li> <li>• Innovation, research and development</li> <li>• Profitability and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Providing employment opportunities</li> <li>• Purchasing from local suppliers</li> <li>• Transparency and ethical business conduct</li> <li>• Corporate social responsibility</li> <li>• Reducing the energy footprint</li> <li>• Human Rights</li> <li>• Relations with the Group</li> <li>• Environmental protection</li> <li>• Regional development</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and ethical business conduct</li> <li>• Compliance with contractual and environmental terms</li> <li>• Legislative and regulatory compliance</li> <li>• Environmental protection</li> <li>• Corporate social responsibility</li> <li>• Human Rights</li> <li>• Regional development</li> </ul>	<ul style="list-style-type: none"> <li>• Profitability and sustainability</li> <li>• Transparent and systematic communication</li> <li>• Transparency and ethical business conduct</li> <li>• Compliance with contractual and environmental terms</li> <li>• Legislative and regulatory compliance</li> <li>• Environmental protection</li> </ul>
<b>Frequency of Communication</b>	<b>Daily</b>	<b>When Deemed Necessary</b>	<b>Daily</b>	<b>Daily</b>	<b>Daily</b>	<b>When Deemed Necessary</b>	<b>When Deemed Necessary</b>	<b>When Deemed Necessary</b>
<b>Communication Channels</b>	<ul style="list-style-type: none"> <li>• Defining Objectives</li> <li>• Innovation, research, and development</li> <li>• Internal communication channels</li> <li>• Presentations of financial, social and environmental performance</li> <li>• Financial Statements</li> <li>• Press releases, announcements, annual reports</li> </ul>	<ul style="list-style-type: none"> <li>• Press releases, announcements, reports</li> <li>• Presentation of financial results</li> <li>• General Shareholders' Meeting</li> <li>• Financial Statements</li> </ul>	<ul style="list-style-type: none"> <li>• Announcements on notice boards at all gathering points</li> <li>• Internal communication channels</li> <li>• Intranet Safety</li> <li>• Human Resources Department Newsletter</li> <li>• Training and Evaluation</li> <li>• Open-door policy</li> <li>• Volunteer activities and corporate social responsibility</li> <li>• "THALIS" Energy Community</li> </ul>	<ul style="list-style-type: none"> <li>• Research and development programs</li> <li>• In-person meetings</li> <li>• Participation in exhibitions, conferences, presentations and events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiaries' website</li> <li>• Athens Stock Exchange</li> <li>• Networks</li> <li>• Customer satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Market research</li> <li>• Communication channels for supply management</li> <li>• Research and development programs</li> <li>• In-person meetings</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiaries' website</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate social responsibility actions and initiatives</li> <li>• Targeted communication with social organizations whenever deemed necessary</li> <li>• Participation in exhibitions, conferences, presentations and events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiaries' website</li> <li>• "THALIS" Energy Community</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate social responsibility actions and initiatives</li> <li>• Targeted communication whenever deemed necessary</li> <li>• Participation in local events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiaries' website</li> <li>• "THALIS" Energy Community</li> </ul>	<ul style="list-style-type: none"> <li>• In-person meetings</li> <li>• Participation in exhibitions, conferences, presentations and events</li> <li>• Press releases, announcements, annual reports</li> <li>• Group and Subsidiaries' website</li> <li>• Athens Stock Exchange</li> <li>• Networks</li> </ul>







### Communication with stakeholders is the driving force for implementing innovation

In the late 1960s, Giannis Lebidakis, a young entrepreneur from Heraklion with a passion for production and technology, envisions the creation of a factory for greenhouse covering films. This coincides with the time when early vegetable cultivation is starting in Crete, leading to the need for materials that can withstand intense sunlight, high temperatures and strong winds.

The farmers of Crete, and subsequently all of Greece, embrace the young entrepreneur who passionately strives to develop and offer innovative, long-lasting plastic covering films. He engages in discussions with the farmers, since his daily trips in his “Beetle” throughout the countryside and rural areas bring him in constant contact with them, and he realizes that in the steep terrains of Crete, where irrigation is needed for agricultural production, polyethylene pipes are advantageous and offer exceptional prospects.

Thus, in 1973, he invests in these activities, which remained a significant part of the Company’s production for many years, and which became the foundation of the internationally prominent Greek Group Plastika Kritis S.A.

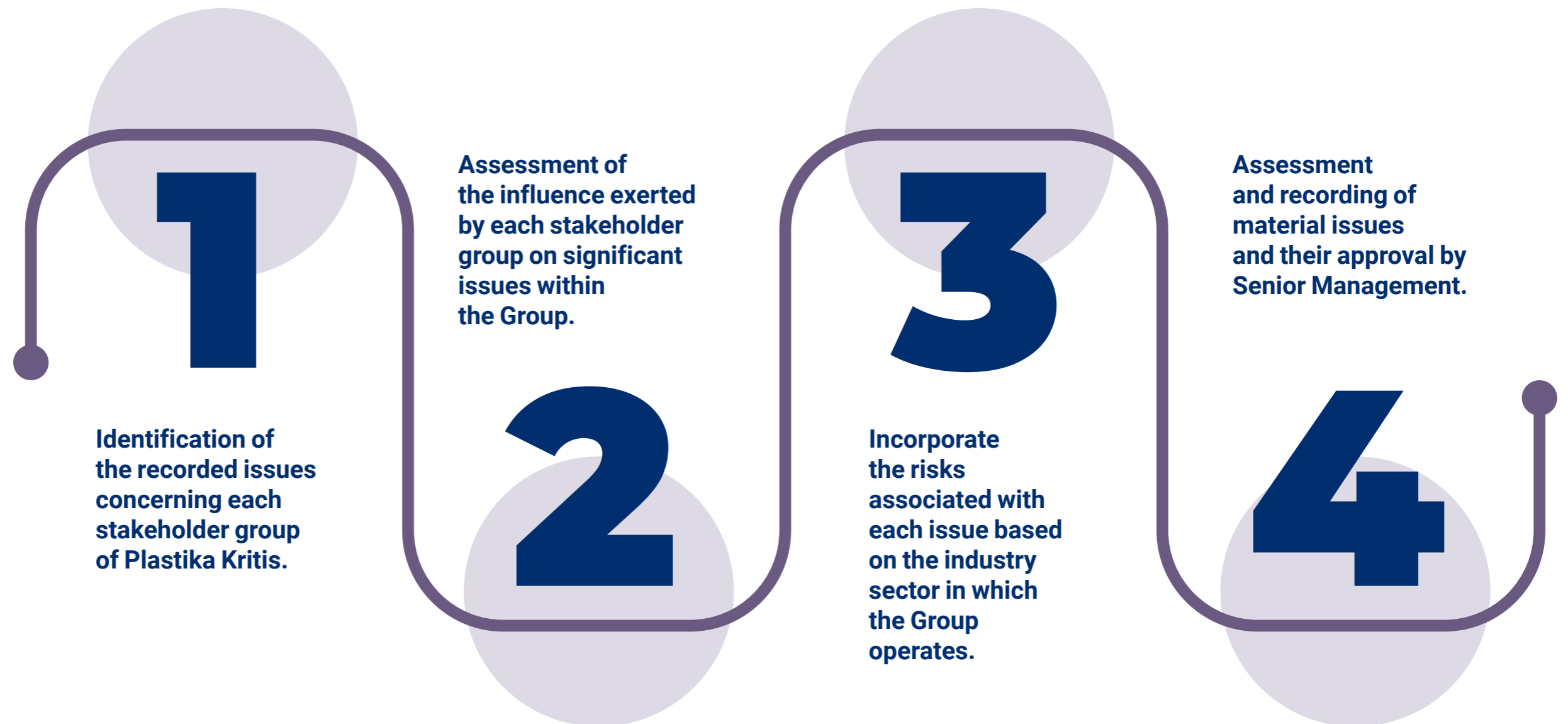




## Evaluation of Material Issues

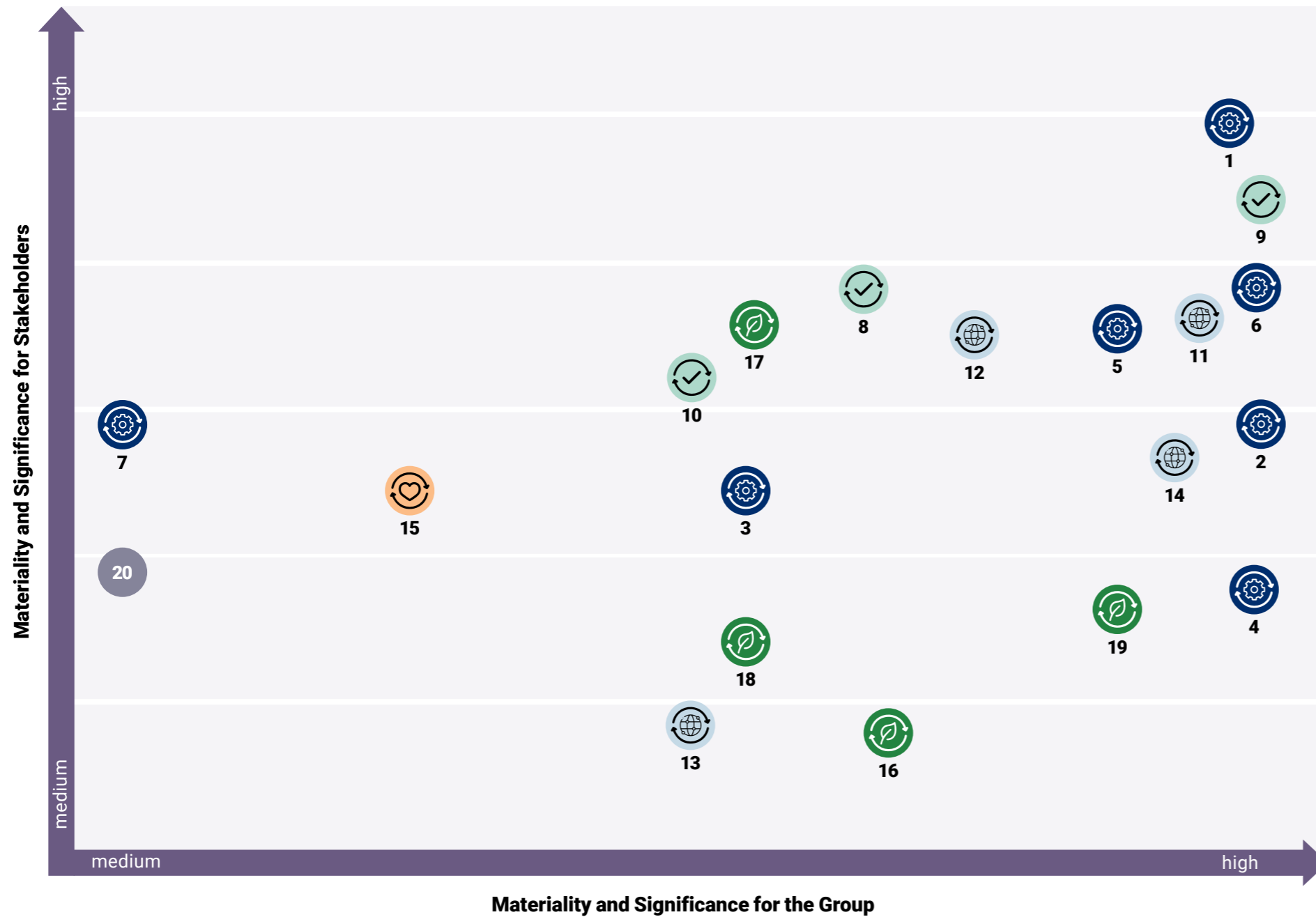
The Group conducted a materiality analysis to identify the material issues within each pillar of sustainable development. The objective was to identify and evaluate the opportunities, risks, weaknesses, and strengths related to its activities and to recognize the issues that affect long-term strategic goals.

Through the analysis of material issues, the Group can reassess its performance in terms of sustainable development and take appropriate measures to satisfy stakeholders. The assessment and prioritization process was based on the standards of the Global Reporting Initiative (GRI Standards) and the industry categorization and assessment of the Sustainability Accounting Standards Board (SASB). The process consists of the following four stages and is conducted at regular intervals, with an annual reassessment by Senior Management.





# Map of Material Issues



-  **Corporate Governance and Economic Development**
-  **Responsible Environmental Management**
-  **Products and Responsible Operation**
-  **Labor Practices**
-  **Social Contribution**

## Material Issues

1. Corporate Governance and Business Ethics
2. Strategy and Investments
3. Digital Transformation and Security (Cyber-risk)
4. International Presence
5. Extroversion and Continuous Growth
6. Profitability and Continuous Growth
7. Stakeholder engagement
8. Employment and Working Conditions
9. Occupational Health and Safety
10. Employee Training and Evaluation
11. Design, Research and Development of Innovative Products
12. Product Quality and Certification
13. Responsible Suppliers Management and Evaluation
14. Customer-Centric Approach
15. Community Engagement and Social Initiatives
16. Effective Energy Management
17. Waste Management
18. Adaptation to Climate Change
19. Circular Economy
20. Emerging Legislation on Plastic Elimination (Directive (EU) 2019/904) \*

\* External factor that impacts the value of Plastika Kritis while the Company cannot influence it through its actions.



# Our Contribution to Sustainable Development Goals

The Group Plastika Kritis takes measures to protect the environment and support local communities while ensuring its own development through the provision of innovative, high-tech, and quality products that adequately meet the needs of its customers. Through its operations and initiatives, the Group contributes to the achievement of the United Nations 2030 Development Goals (SDGs).

Material Issues	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
<b>Corporate Governance and Economic Development</b>													
Corporate Governance and Business Ethics										•		•	
Strategy and Investments						•	•			•			
Digital Transformation and Security (Cyber-risk)						•							•
International Presence						•	•						•
Extroversion and Continuous Growth						•	•						•
Profitability and Continuous Growth						•							
Stakeholder engagement												•	•
<b>Labor practices</b>													
Employment and Working Conditions						•		•					
Occupational Health and Safety						•							
Employee Training and Evaluation				•		•				•			
<b>Products and Responsible Operation</b>													
Design, research, and development of innovative products						•	•			•			•
Product Quality and Certifications										•			
Responsible Suppliers Management and Evaluation							•			•			•
Customer-Centric Approach										•			
<b>Social Contribution</b>													
Community Engagement and Social Initiatives	•	•	•	•	•	•			•		•		•
<b>Responsible Environmental Management</b>													
Effective Energy Management					•						•		
Waste Management									•	•			
Adaptation to Climate Change					•				•	•	•		
Circular Economy									•	•			
<b>External Factors</b>													
Emerging Legislation on Plastic Elimination (Directive (EU) 2019/904)							•		•	•			



## Our Objectives for the Future

Pillars of Sustainable Development	Objectives	Target Year
<b>Corporate Governance and Economic Development</b>	<ol style="list-style-type: none"> <li>1. Development of Sustainability Strategy</li> <li>2. Double Materiality Assessment</li> <li>3. Formation of an ESG Task Force at the Group level</li> <li>4. Development of an educational program for the members of the Sustainable Development Committee on ESG matters</li> <li>5. Upgrade of the ESG data collection system at the Group level</li> </ol>	<p><b>2024</b></p> <p><b>2024</b></p> <p><b>2024</b></p> <p><b>2024</b></p> <p><b>2024</b></p>
<b>Labor Practices</b>	Development of an awareness program for employees and collaborators regarding Health and Safety Issues in the workplace	<b>2024</b>
<b>Products and Responsible Operation</b>	Incorporation of ESG criteria in the selection and evaluation of suppliers	<b>2024</b>
<b>Responsible Environmental Management</b>	<ol style="list-style-type: none"> <li>1. Certification based on the Environmental Management System according to ISO 14001 at the Group level</li> <li>2. Design and installation of a new, modern liquid waste processing unit in the Recycling Department</li> </ol>	<p><b>2023</b></p> <p><b>2024</b></p>
<b>Social Contribution</b>	Incorporation of a Corporate Social Responsibility framework into the Group	<b>2024</b>



# 03

## Environmental Responsibility



Our contribution to Sustainable Development Goals:





In 2022

## Environmental Management Framework

At Plastika Kritis, we operate with respect and responsibility towards the environment. We implement an environmental management system, and our objective is to complete its certification according to the international standard ISO 14001:2015 within the next year.

We rely on the principle of prevention, recognize the environmental impacts of our activities, and take measures to mitigate our environmental footprint.

Furthermore, we implement actions and investments which contribute to the environmental awareness of our employees, while simultaneously collaborating with local communities on environmental protection issues.

**-5%**  
Electric  
Energy  
Consumption

**+20%**  
Energy  
production  
from RES

**44%**  
Thermal  
Energy  
Consumption

**331,177€**  
Expenditures  
for Environmental  
Management  
Matters

**84%**  
of expenses  
for environmental  
management  
concern proper  
waste management






# Contributing to Climate Neutrality

## Energy Production from RES

The Group contributes to achieving European carbon neutrality goals by consistently investing in the production of electricity from Renewable Energy Sources (RES).

Since 2003, a wind farm with a capacity of 12 MW has been operational on Crete, and its production is complemented by photovoltaic stations located at various points across Greece.

- › Area of Phinikia, Heraklion Crete (80 KWp)
- › Industrial Park of Heraklion Crete, R Street (80 KWp)
- › Vrouhas Municipality of Agios Nikolaos, Lasithi Prefecture (80 KWp)
- › Industrial Park Sindou, Thessaloniki (100KWp)
- › Area of Tragano, Municipality of Pinios, Ilia Prefecture (1998 KWp)
- › Industrial Park of Heraklion, P&T Street (612 KWp)
- › Industrial Park of Heraklion, I & K & P Street (560 KWp)

 We decrease our carbon footprint from energy use, aiming for an economy of low emissions.

The electricity produced by the Group Plastika Kritis from RES accounts for 67% of the Group’s annual electricity needs, exceeding the annual electricity demand at its facilities in Greece.

The production of energy from RES is a strategic priority for the Group, which consistently invests in this direction. In 2023, following the completion of the energy study at the Group’s facilities, Plastika Kritis is proceeding with the installation of a photovoltaic energy aggregation system, with a capacity of 1.2MW, on the roofs of the industrial buildings it owns at the Industrial Park of Heraklion.

The table below presents the energy generated by the wind farm and the five photovoltaic stations of the Group, in comparison to the electricity consumed for the operation of the Group in Greece.

Years	Annual Energy generated from RES	Annual Electricity Demand of the facilities in Greece	Percentage Comparison
2022	53,989 MWh	44,118 MWh	122%
2021	44,811 MWh	45,252 MWh	99%
2020	44,264 MWh	44,869 MWh	99%
2019	45,672 MWh	40,326 MWh	113%





## Energy Consumption

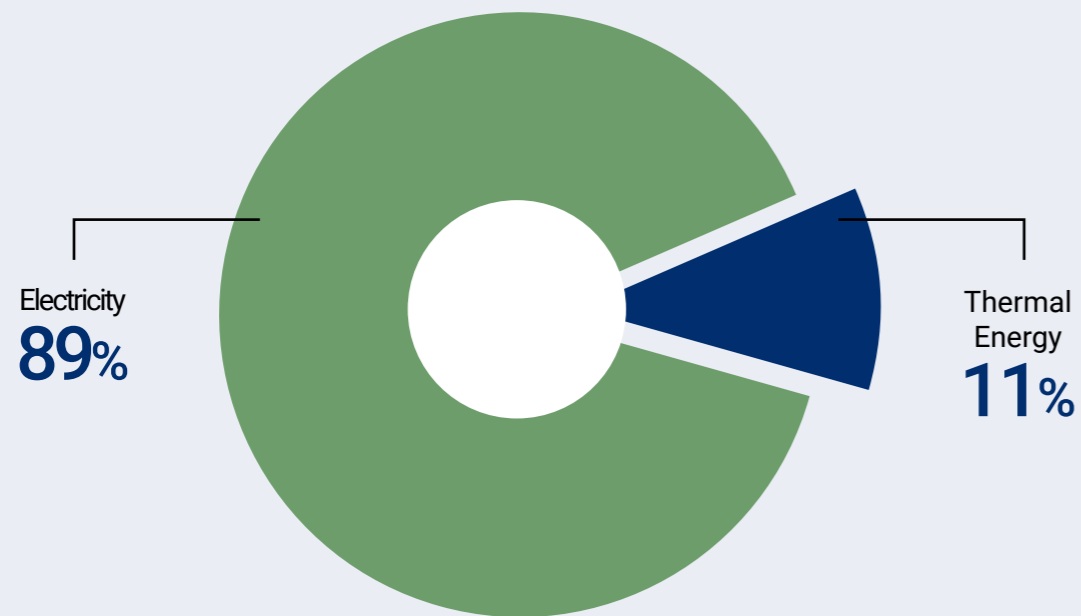
The operation of the Group mainly requires electricity, which constitutes 89% of the total energy consumption. The remaining 11% corresponds to thermal energy and comes from the use of fuels (natural gas, oil, LPG) in the production units, as well as from the use of motor oil and gasoline for the operation of company vehicles.

The Group monitors energy consumption across all its operation and consistently explores ways to save energy. This is primarily accomplished through the energy upgrading of production units and the optimization of operational efficiency.

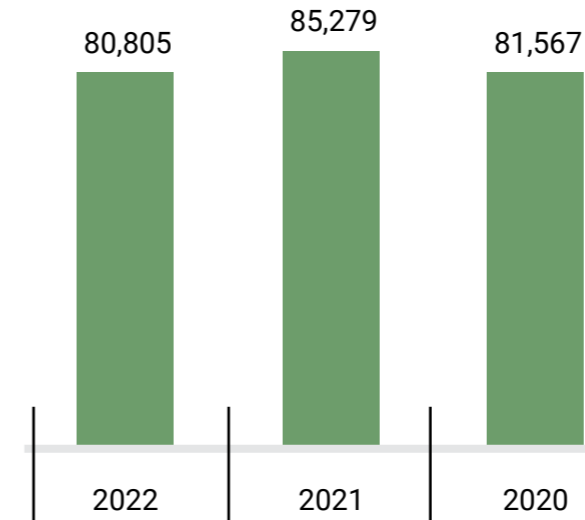


The Group achieved a 6% reduction in its total energy consumption, decreasing from 96,582MWh in 2021 to 90,579MWh in 2022. More specifically, electrical energy decreased by 5% and thermal energy decreased by 14%.

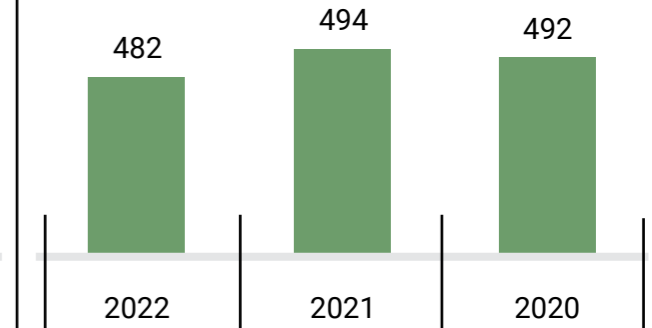
Energy Consumption 2022



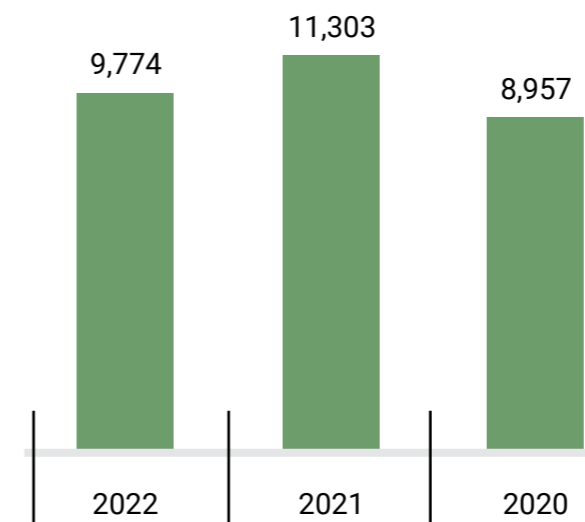
Electricity Consumption (MWh)



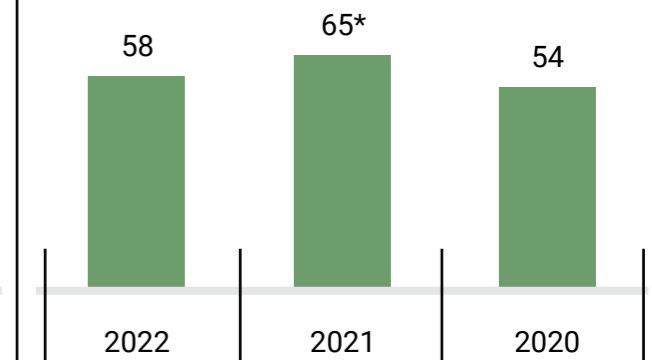
Electricity Intensity (MWh/ton of product)



Consumption of Thermal Energy (MWh)



Thermal energy intensity (MWh/ton of product)



\* The specific thermal energy consumption for the year 2021 has been revised.

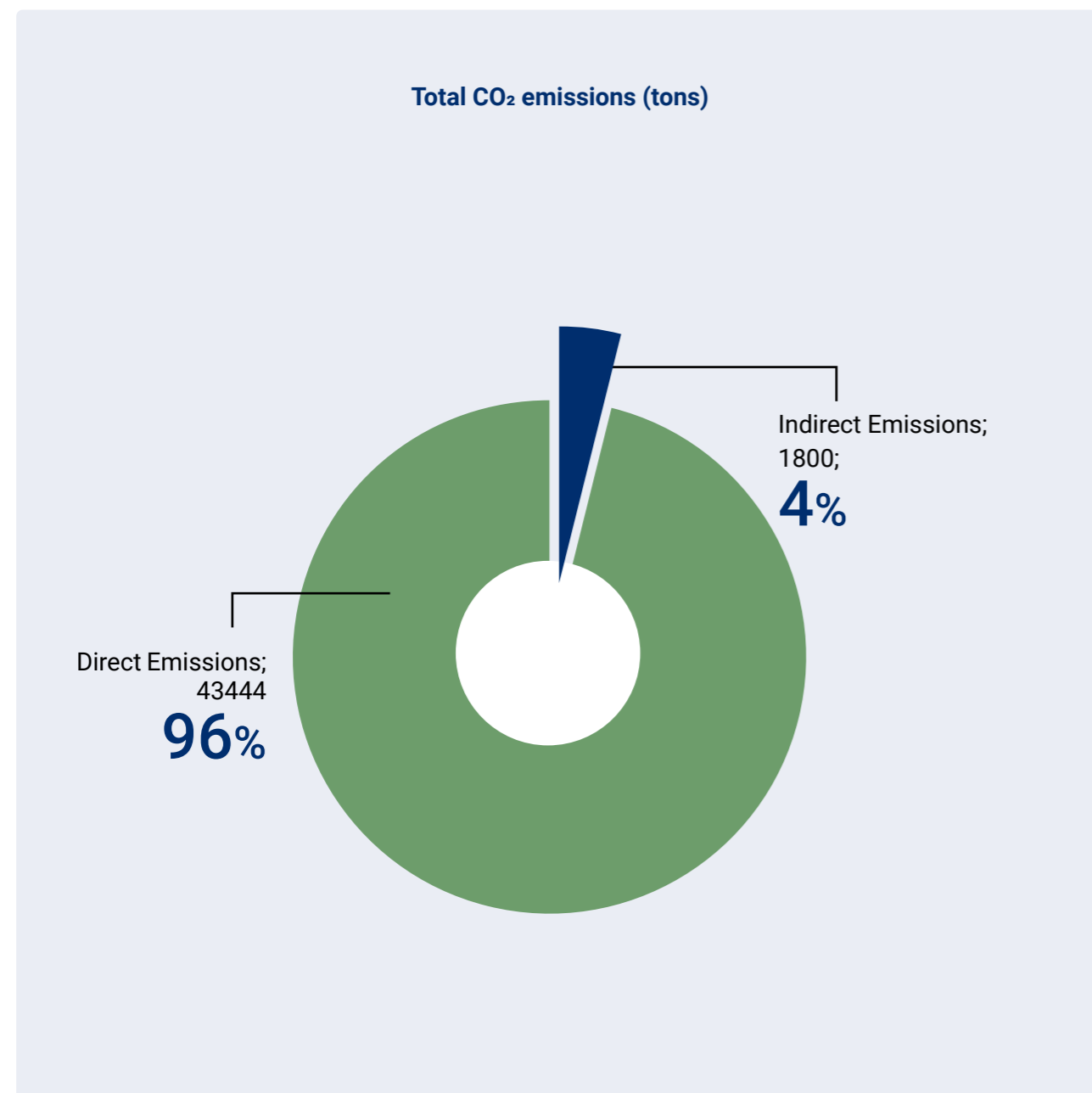


## Greenhouse gas emissions

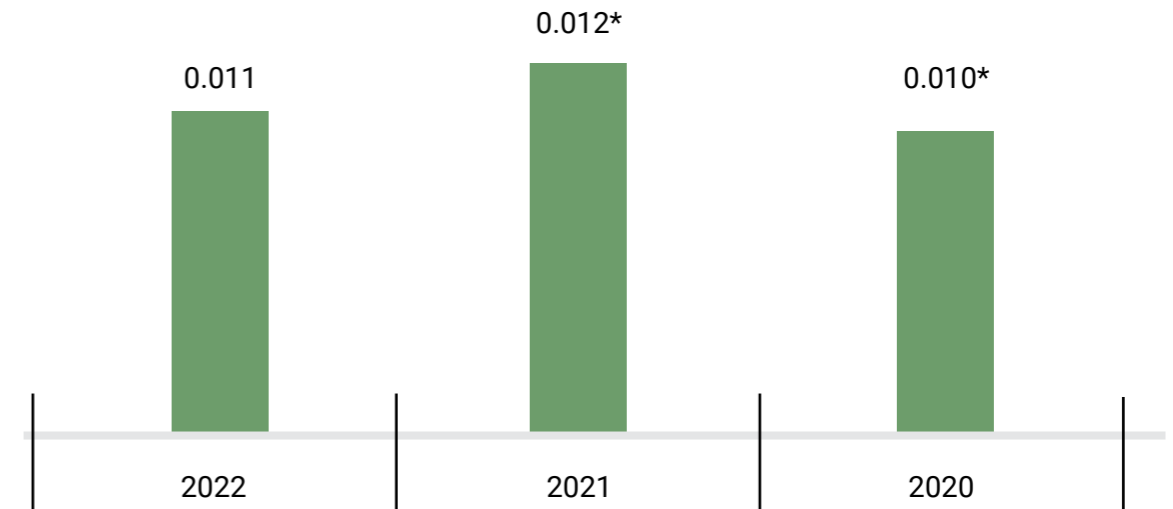
Within the Group, we systematically monitor both direct and indirect greenhouse gas emissions, making every effort to mitigate them.

Carbon dioxide direct emissions are calculated based on fuel consumption, while indirect carbon dioxide emissions are calculated based on the electricity consumption that the Group is provided with from national power grids.

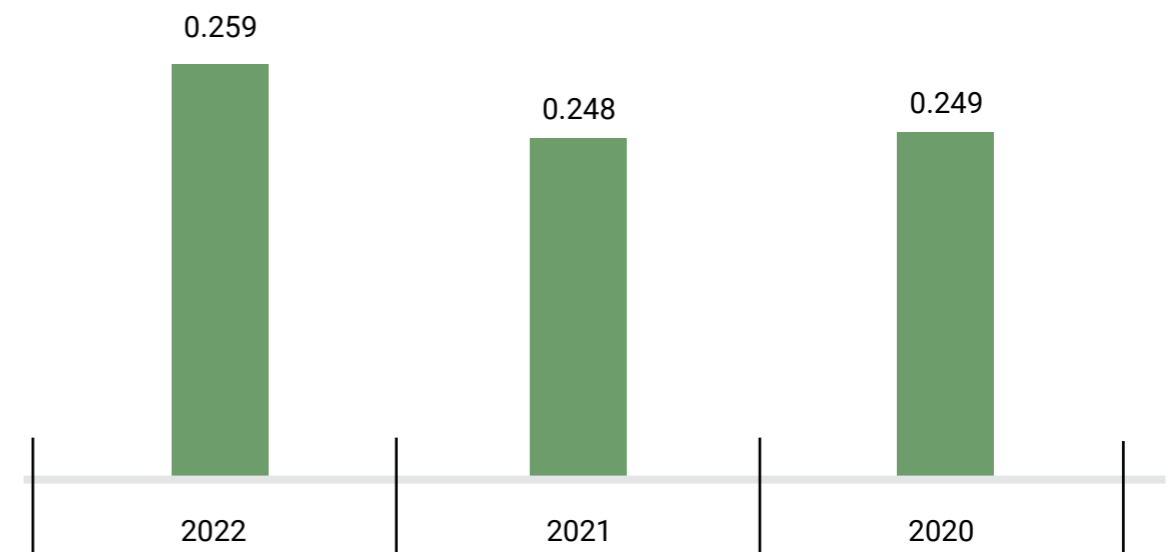
The total direct and indirect carbon emissions for the Group in 2022 amounted to 45,244 tons of CO<sub>2</sub>.



**Direct Emission Intensity (tons of CO<sub>2</sub> / ton of product)**



**Indirect Emission Intensity (tons of CO<sub>2</sub> / ton of product)**



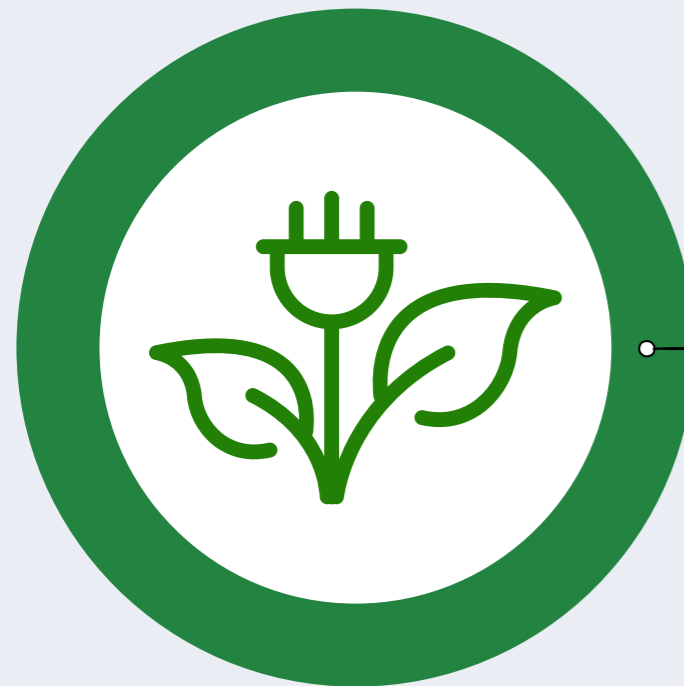
For the calculation of direct emissions, the World Resources Institute Greenhouse Gas Protocol tool for stationary combustion Version 4.1 (2015) has been used. For the calculation of indirect emissions, emission factors from AIB (2020) for European countries and relevant reports from carbon footprint and EBRD have been used for other regions.

\* The quantity of specific direct emissions for the year 2021 has been revised.





# Key actions for reducing the energy footprint of Plastika Kritis



## Continuous Monitoring

At the production unit in Heraklion, a specialized platform, which is connected to various types of meters, is used. These include energy meters that continuously measure the energy consumption of production lines and facilities, water meters, as well as temperature meters for power transformers. In total, there are 109 of these meters, and the integration of more devices along with the use of smart meters, is already in the planning stages.



## Reuse

We conserve natural resources by utilizing the quantities of warm water generated from the production process to fully meet the heating needs of building spaces such as offices, laboratories, and employee changing rooms.



## Use of Renewable and Alternative Energy Sources

We strategically invest in energy production from renewable sources and systematically increase our production capacity.



## Vertical Integration of Production

Through careful planning of the production process, we achieve the utilization of raw materials produced within our facilities, thus avoiding the environmental footprint of their transportation.



# Contributing to Circular Economy

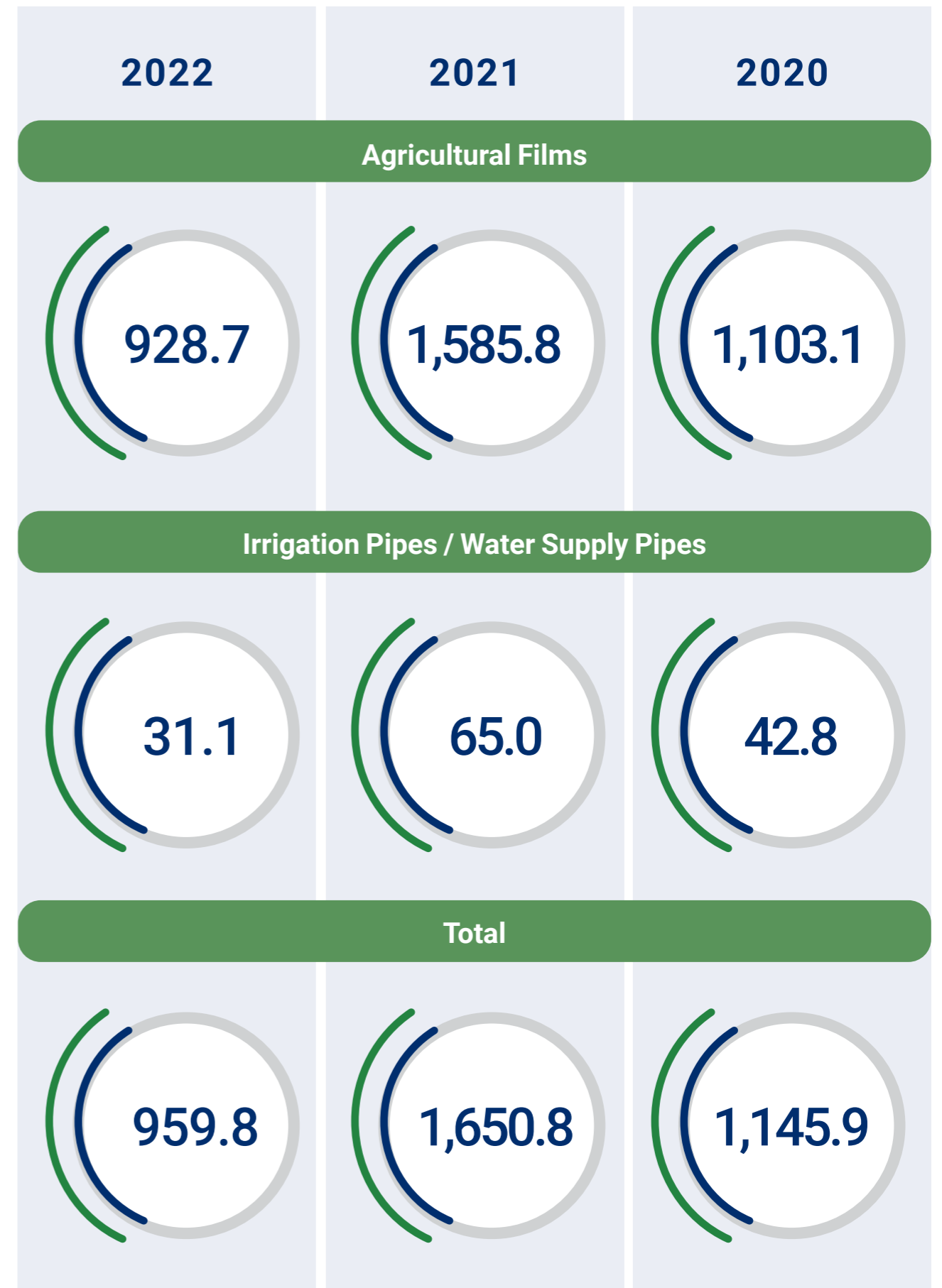
## Plastic Recycling

The Group Plastika Kritis has incorporated the principles of circular economy into its production process, utilizing recycled plastic from various sources for many years. Since 1992, the Group has operated a plastic recycling unit on Crete, focusing on the collection and recycling of used plastics from greenhouses.

The plastics are collected from the fields, transported to the recycling unit, washed, and then, after processing, transformed into valuable raw materials. This process contributes significantly to environmental protection, achieving an increase in the Group's production while simultaneously reducing the demand for raw materials.

Through this practice, the recycling and reuse of mainly discarded agricultural plastics are effectively promoted, thus reducing waste quantities. Over the last 30 years, within the framework of environmental awareness, we have supported the efforts of municipalities, cooperatives, and individuals in collecting post-use agricultural plastics and transporting them to our production unit to be recycled.

Recycling of agricultural films and irrigation pipes for the three-year period 2020-2022 (tons)



Note: In 2021, additional quantities, which had been stored from previous years, were recycled.



One of our long-standing and well-established practices is the collection of old films, industrial, agricultural and urban plastics for their recycling.





The Group Plastika Kritis closely monitors trends and continually evolves, fostering new collaborations while simultaneously strengthening existing structures.

**We take the lead in establishing**  
a Collective Alternative Management System (CAMS) within the framework of "Extended Producer Responsibility", in collaboration with the government, the Association of Plastic Industries of Greece, and fellow producers of agricultural films.

**We continuously strengthen**  
the establishment of collection centers for used agricultural plastics in the major rural areas of the country, particularly in Crete (Ierapetra, Tymbaki, Antiskari, Arvi, Falasarna, Elafonissi, Paleochora, Rhodes, Preveza etc).

**We conduct**  
awareness campaigns for the rural population, providing information about the process and benefits of collection-recycling.

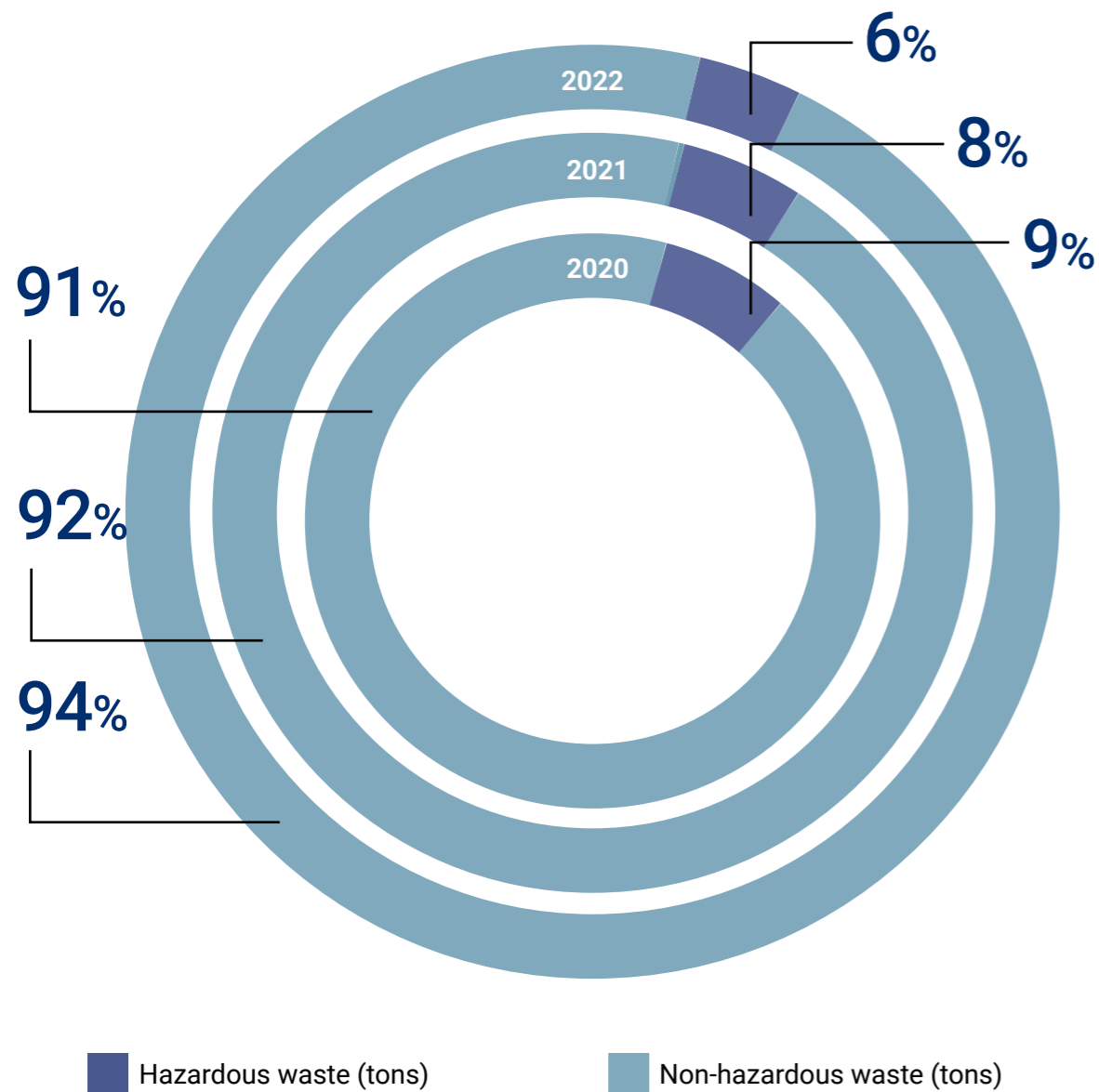
**We participate**  
in the Collective System of the Hellenic Recycling Company, contributing to the required amount for the recycling of our packaging, while also recycling plastic.



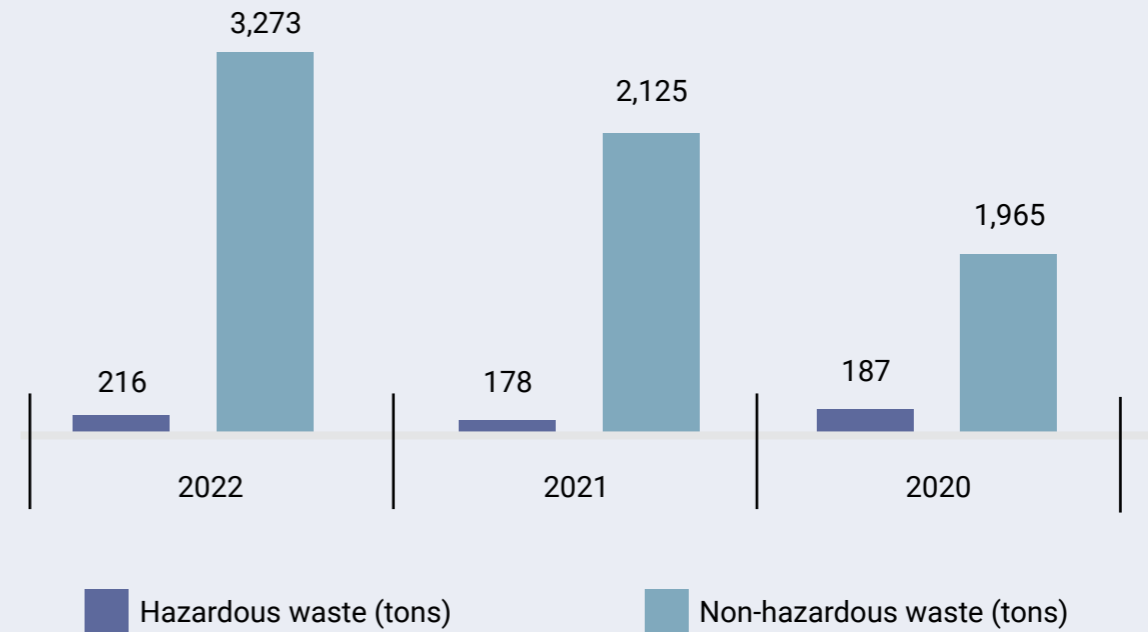
## Waste Management of Production Units

The Group's production process generates non-hazardous waste (such as paper, plastic and metals) as well as hazardous waste (such as mineral oils, batteries, etc.)

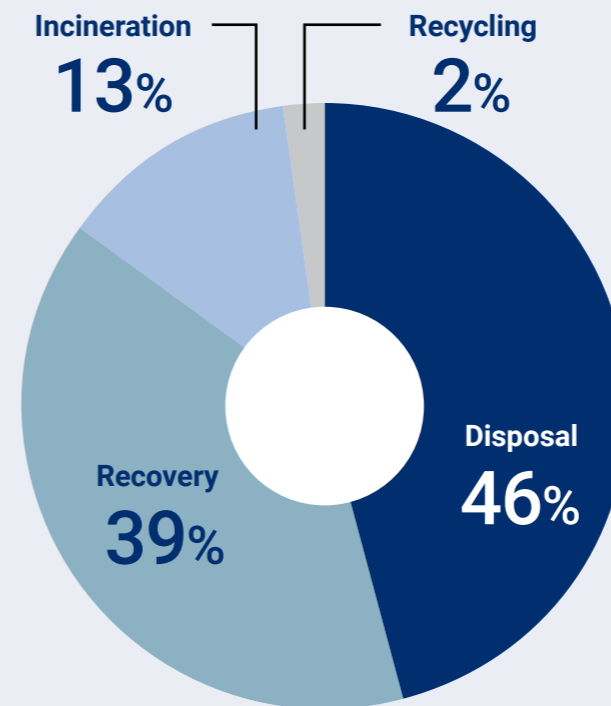
Proper management of these types of waste in a non-negotiable principle and a continuous goal for us. To achieve this, we follow specific procedures for waste collection and separation, collaborating with licensed entities for their further transportation and processing.



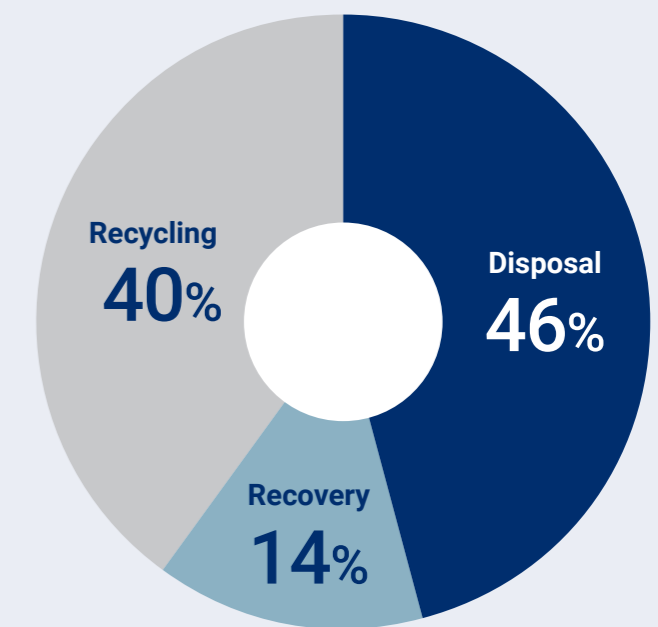
Total Amount of Waste



Method of Management Hazardous waste (2022)



Method of Management Non-hazardous waste (2022)

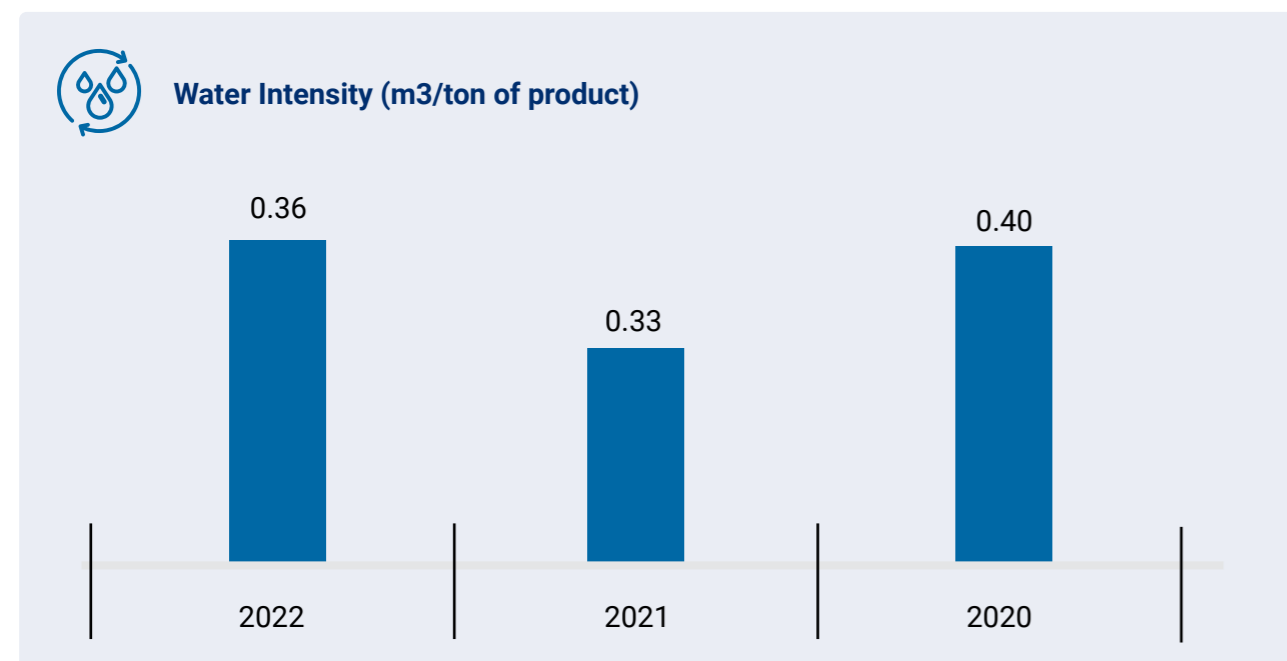
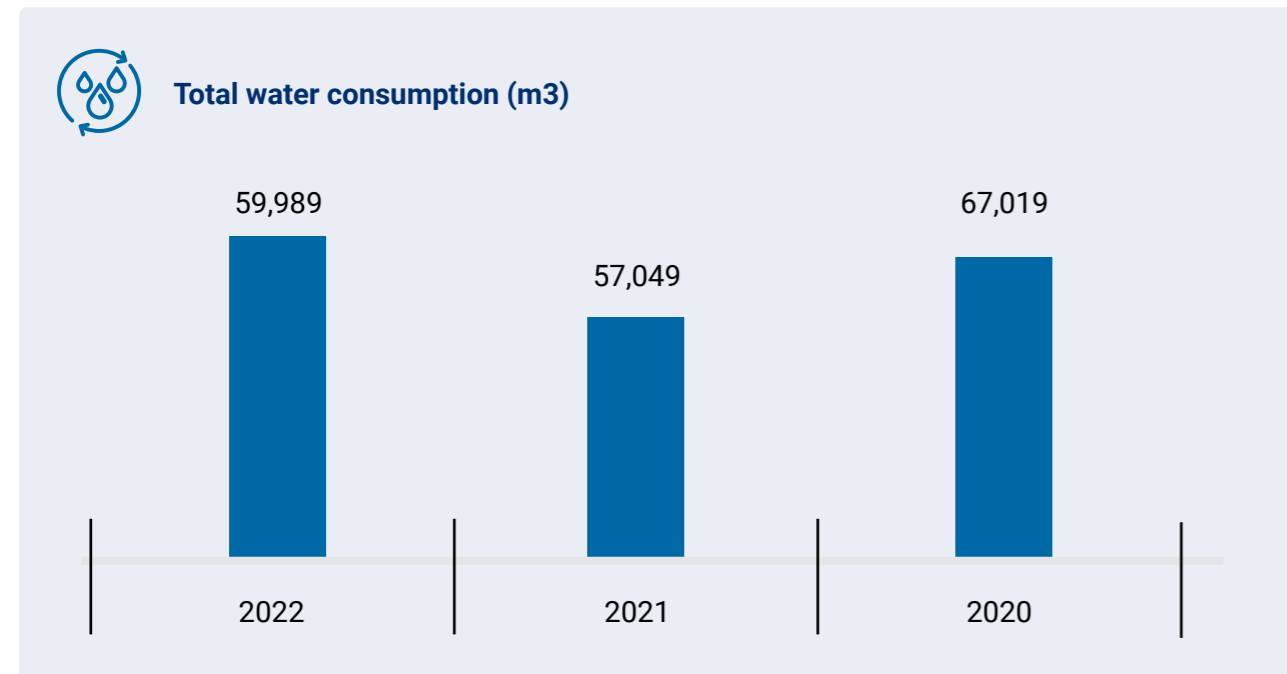




## Water Consumption

Water is regarded as one of the most important natural resources that we must preserve, and the Group makes every effort towards that goal.

As previously mentioned, our facilities operate a reuse system of hot water, derived from the production process, to fully cover the heating needs of building spaces, such as offices, laboratories, and employee changing rooms. Additionally, for 2023, the Group plans to upgrade the wastewater treatment system, resulting in significant water conservation.







# 04

## Focus on Our People

Our contribution to Sustainable Development Goals:







## Our People

The Group places emphasis in its employees, recognizing their pivotal role to its successful journey and the achievement of its business goals.

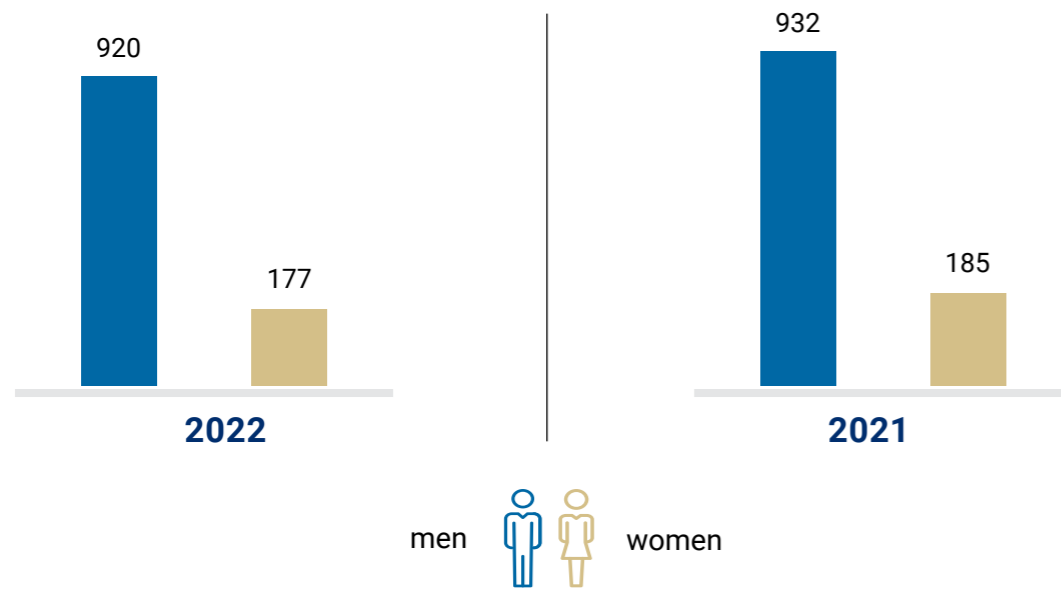
Flexibility, dedication and responsibility characterize our employees, enabling them to successfully meet the challenges of their work. The fundamental pillars of the Group's long-term strategy include the merit-based recruitment of employees, ongoing training and growth, open communication, additional benefits, as well as preservation and strengthening of work relationships.



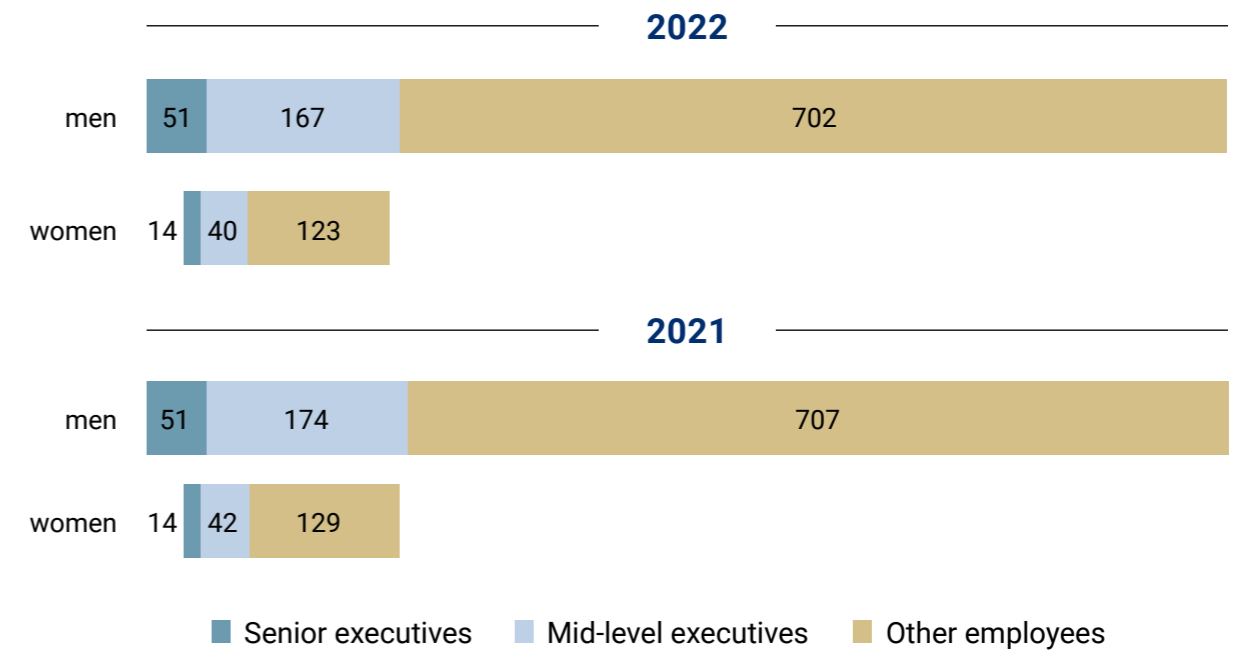
At Plastika Kritis, we monitor human resources metrics, guided by industry standards and best practices, consistently documenting our performance in alignment with these measures. A core strategic goal of the Group involves retaining and advancing our existing workforce, alongside recruiting new talents, with a particular emphasis on individuals from the local community.



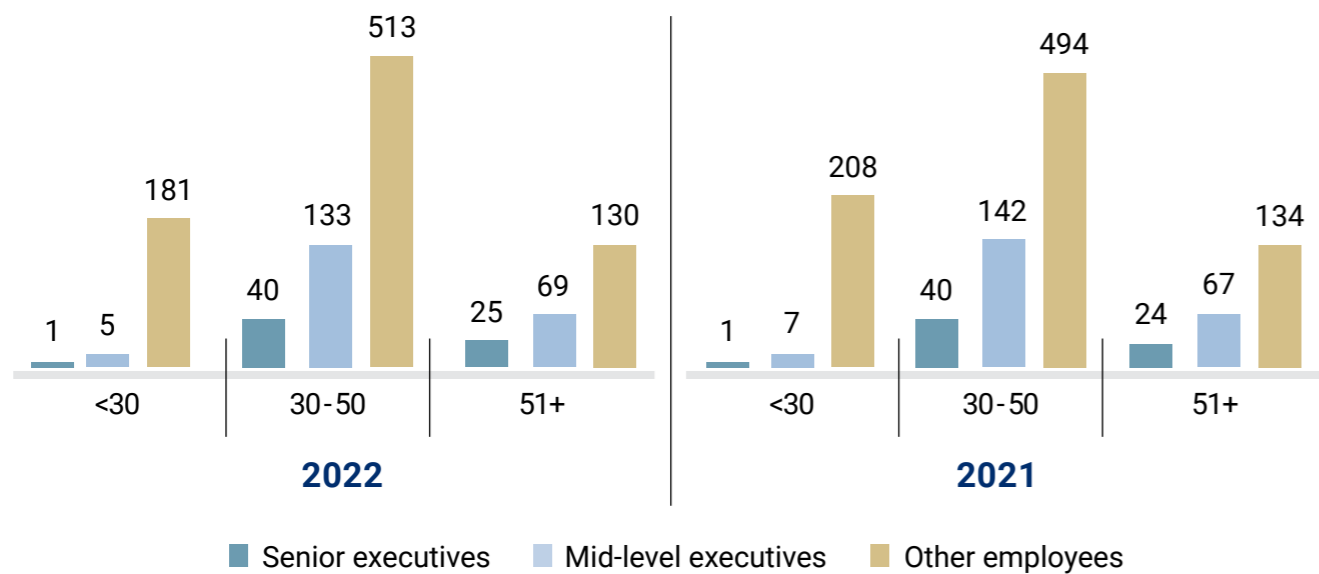
Employee distribution by gender



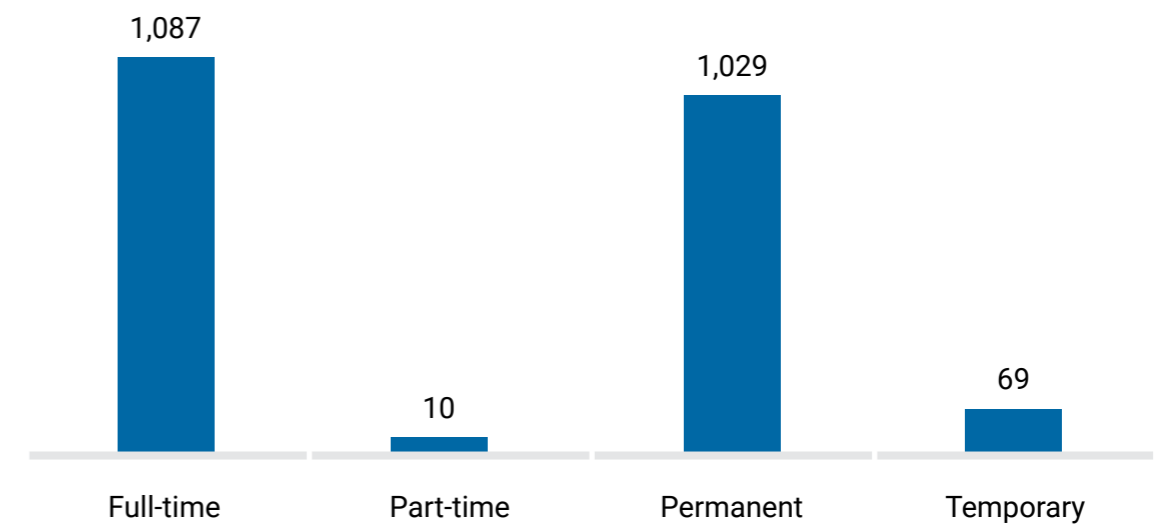
Employee distribution by hierarchical level and gender



Employee distribution by hierarchical level and age



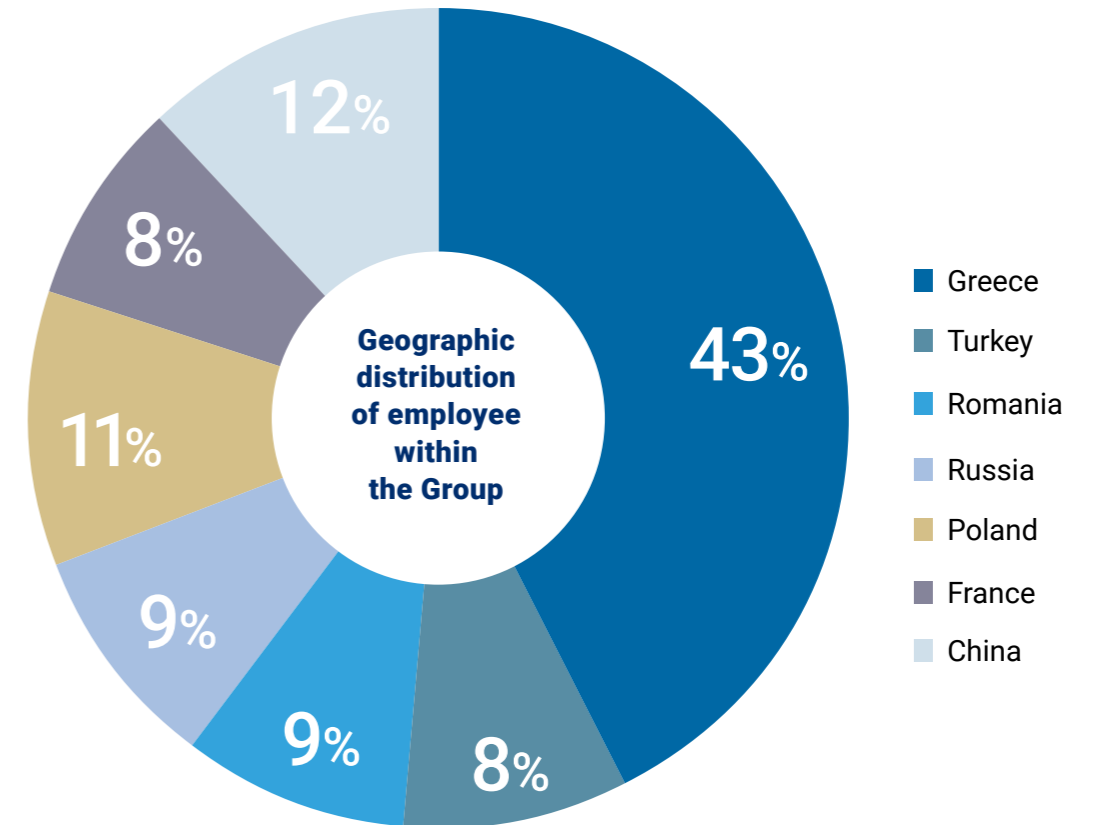
Employee distribution by contracts







Operating across 7 countries, the Group's workforce is dispersed throughout each, emphasizing its international orientation. In every operational region, the Group is committed to providing a work environment that encourages open communication and personal development within a contemporary corporate culture, guided by its core values.

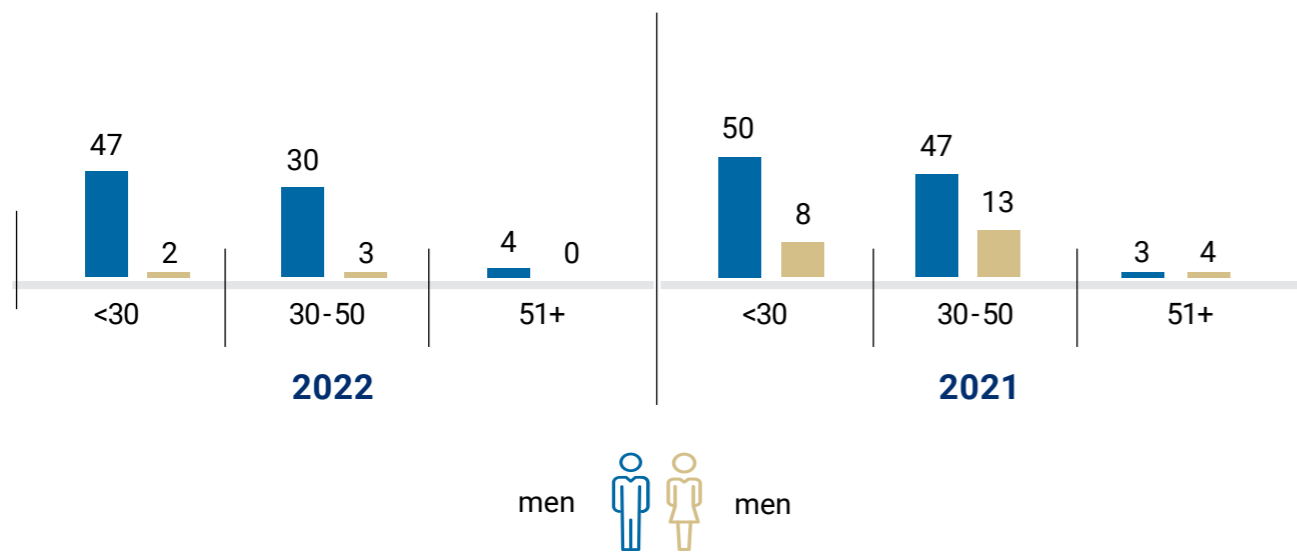


# Recruiting and Retaining Employees

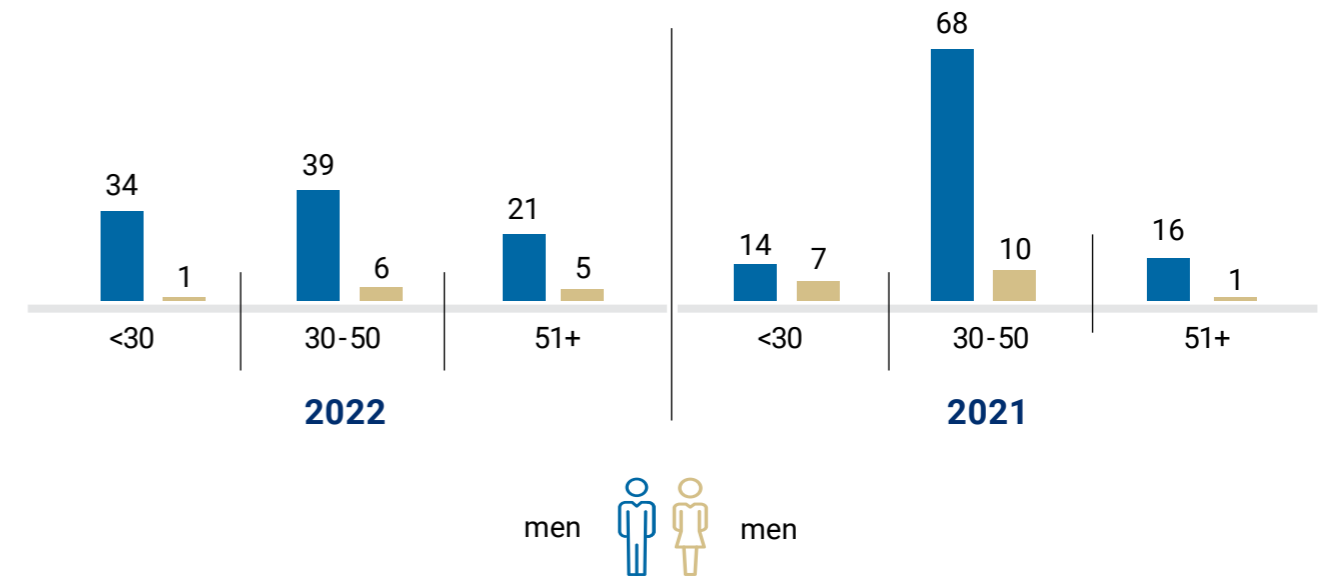
Recruiting and retaining suitable employees is a priority for the Group and is fundamental for its successful journey. We implement a merit-based hiring system, taking into consideration experience, skills and formal qualifications to provide equal opportunities for advancement to all.

At the same time, we strive to create an attractive work environment that provides significant benefits to employees, positioning the Group as an employer of choice.

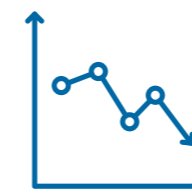
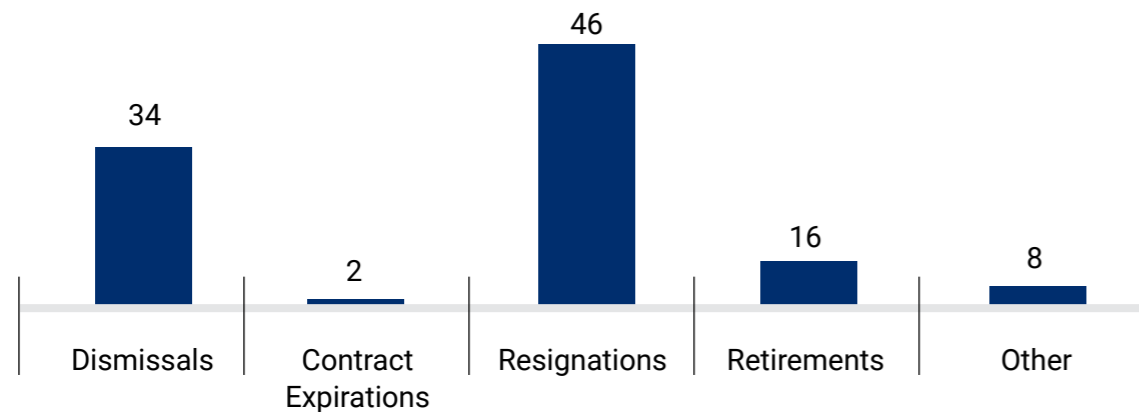
Employee distribution by gender and age



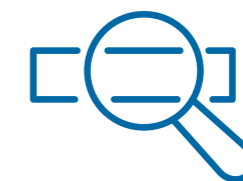
Employee leaves by gender



Employee leaves by type



**9%**  
decrease in employee  
turnover within  
the Group compared  
to 2021.



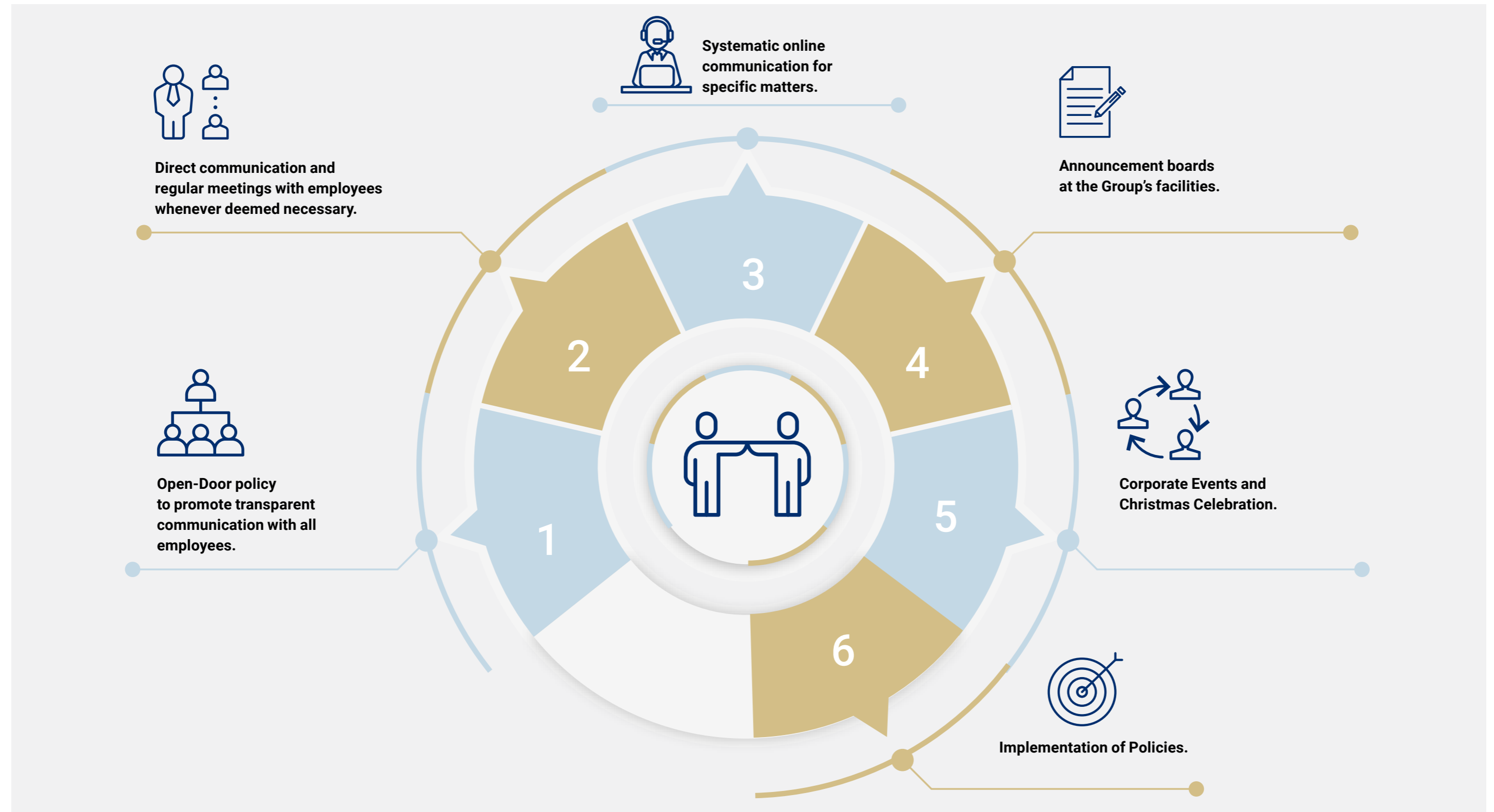
We place particular emphasis on supporting and developing the local community, by incorporating individuals from both Heraklion and other regions of Crete into our workforce.





# Communication and Strengthening of Relationships

As internal communication is a priority at Plastika Kritis, we implement an “Open-Door” policy along with an organized internal communication system. Through the communication channels we have established, we encourage bidirectional communication between employees and management, fostering dialogue and collaboration among departments/units, while, at the same time, employees are kept informed about corporate matters. Systematic communication at Plastika Kritis is established through various channels including:



Communication with employees is strengthened through the implementation of targeted policies, which contribute to the creation of a strong corporate culture of consistency and ensure the smooth operation of the organization.

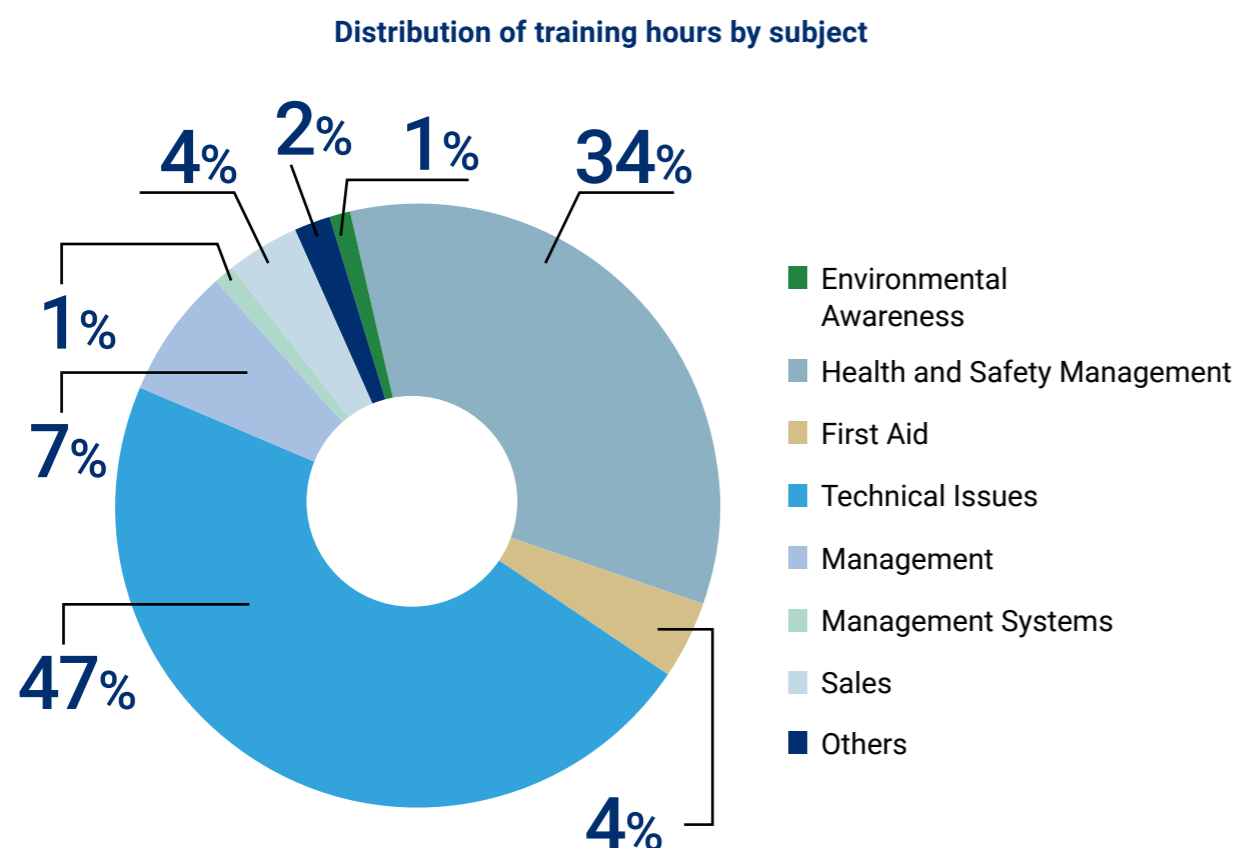
The Group has established and enforces a Policy against violence and harassment in the workplace based on Law 4808/2021. In order to adhere to all the requirements of the relevant legislation, additional policies and regulations have been introduced.



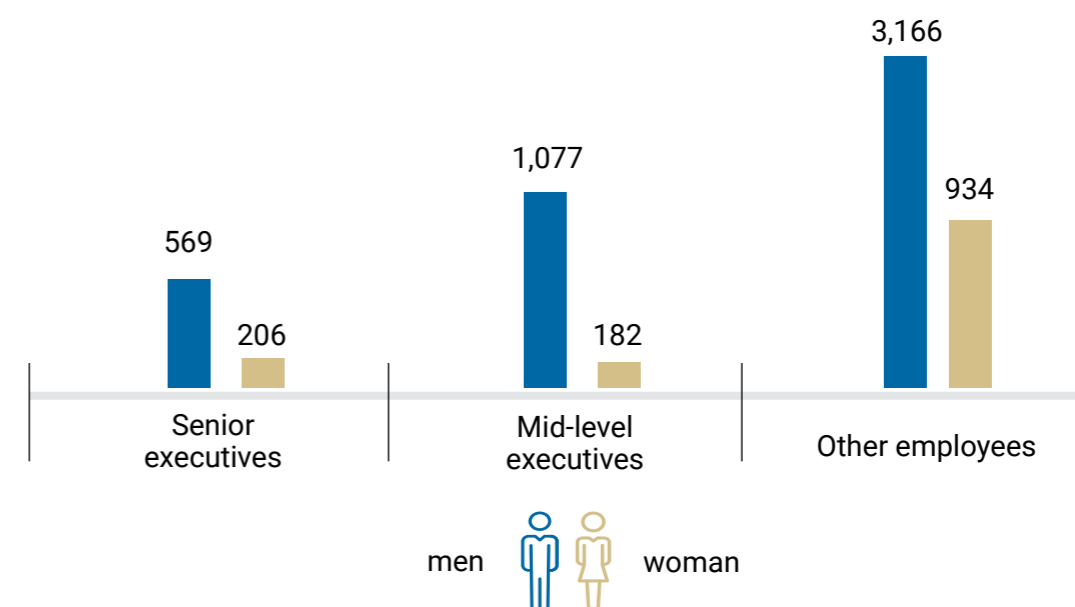
- >> New Employment Regulations
- >> Policy for Occupational Health and Safety
- >> Telecommuting Policy
- >> Policy for Management of Internal Complaints regarding incidents of violence and harassment.

## Employee training and development

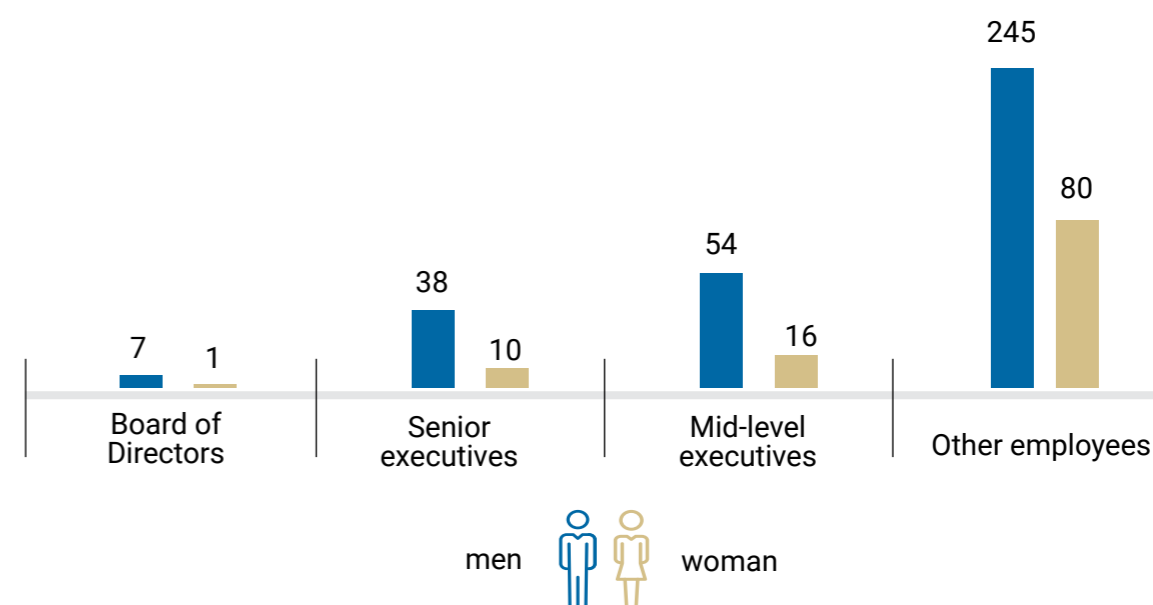
Continuous training and development of our employees are fundamental elements of our culture. The Group promotes the systematic improvement of its employees' skills through specific educational programs and initiatives. Annual internal and external training sessions cover a diverse array of subjects, encompassing operational issues, workplace safety, management systems, and sales.



**Distribution of training hours by employee category**



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



### Evaluation

Performance evaluation is a necessary process to ensure the personal and professional development of employees, regardless of their hierarchical level. The evaluation takes place annually through a structured system that applies to all employees and assesses their performance, skills, and abilities.





# Additional Employee Benefits

In addition to the salaries mandated by law in each country of operation, the Group offers its employees a range of additional benefits based on equal opportunities for all employee categories, such as:



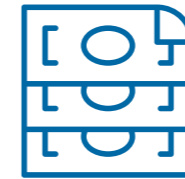
## Gifts and Benefits for Employees:

- » Provides annual deposits as gifts for all employee children under the age of 12.
- » Every child entering the first year of secondary school (junior high school) receives a state-of-the-art personal computer (PC) as a gift.
- » Offers annual Christmas gifts for employee children under the age of 12 as part of the annual Christmas Party.
- » Provides wedding and childbirth presents to each employee.
- » On-site gym within the Company's facilities



## Private Insurance for all employees:

- » Pension program
- » Life insurance
- » Insurance for permanent total disability due to illness
- » Insurance for temporary disability due to illness
- » Accident Insurance
- » Group Insurance
- » Insurance during business trips
- » Hospital and outpatient care
- » Hospital and surgical benefits
- » Maternity benefits



## Financial support for employees:

- » Provides financial support to employees with children attending secondary school and tertiary education based on criteria
- » Supports employees with children suffering from serious illnesses
- » Provides monthly financial support to university students



## Employee Assistance Fund:

- » At Plastika Kritis, an Employee Assistance Fund has been established and is financially supported by the Group. The fund is managed by the employees themselves and is designed to provide assistance, under certain conditions, to colleagues in need.
- » Participation of employees in the "THALIS" Energy Community



## Financial Incentives:

- » Every year, 5% corporate profits before taxes are distributed to the employees as a gesture of recognition and encouragement.



## Medical Benefits:

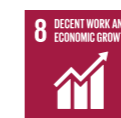
- » Maintains occupational physicians on a permanent basis, exceeding legislative requirements.
- » Operates a fully equipped Medical Center
- » Provides annual medical check-ups as well as additional specialized free examinations for all employees, based on their age category and department.



# 05

## Occupational Health and Safety

Our contribution to Sustainable Development Goals:





# Occupational Health and Safety Framework



The protection of the health and safety of employees and collaborators is a strategic priority and a primary concern for us in every decision we make.

The protection of the health and safety of our employees is closely linked to both our strategy and our actions to further strengthen our competitive advantage. By paying special attention to issues of recognition and risk management in the Group's operations, we have adopted a Health and Safety Policy. This policy is framed by the corresponding Management System developed, taking into account operational needs and priorities, and is certified according to the international standard ISO 45001:2018.

Furthermore, we organize special seminars and training sessions for our staff, in order to inform them and raise awareness on health and safety issues in the workplace. At the same time, we have established and systematically monitor corporate indicators with the goal of eliminating risks in the work environment.

The management framework for health and safety is based on three axes:

- 1 **Early Prevention and Detection:**  
Identification of risks in the workplace and effective management.
- 2 **Continuous Improvement:**  
Thorough investigation of incidents and continuous inspections within the entire framework of the health and safety management system.
- 3 **Employee Training:**  
Essential and adequate information and provision of corresponding personal protective equipment.

# Management and Prevention of Risks for Health and Safety in the Workplace

At Plastika Kritis, our goal is to prevent, address, and, to the extent possible, eliminate the risks associated with health and safety in the workplace. Furthermore, we are committed to the immediate and effective handling of any incidents that concern our operational function.

## Health and Safety Management System



The Health and Safety Management System, through its corresponding Policy, ensures a commitment to continuous improvement and facilitates the implementation of measures taken by the Group, aiming to minimize occupational risks, identifying opportunities for improving corporate performance, and enhancing the Group's culture. In this context, Plastika Kritis has been implementing and certifying a Health and Safety Management System based on the international standard ISO 45001:2018 since 2003. The Group's commitment is further validated by the certification of all our production units.

The implemented Management System is supported by relevant guidelines and corporate procedures, as outlined in the Group's Health and Safety Manual. These apply to all of our production units:



- > Recycling Department
- > Energy Production from RES
- > Film-Membrane Production Department
- > Masterbatches Production Department
- > Plastic Pipes Production Department

In addition, our goal is the continuous improvement of the implemented system. In this direction, we have developed and maintain a continuous improvement model based on the principles of the ISO 45001:2018 standard.





## » Safety Officers

In the framework of the Health and Safety Management System at Plastika Kritis, Safety Engineers play a pivotal role in supporting the Group's proper implementation of best health and safety practices. Additionally, these officers investigate all incidents related to the health and safety of employees as well as third parties. For this reason, Safety Officers collaborate with the Health and Safety Committee, providing improvement proposals and guidance for the better management of recognized risks and the effective handling of incidents. They also contribute to the implementation of preventive measures to mitigate risks.

## » Handling Incidents

At Plastika Kritis, we have implemented specific procedures aimed at managing and addressing incidents and accidents, regardless of their severity. In all incidents, a thorough investigation is conducted into both the incident itself and the conditions that led to it. Upon completion of this process, immediate measures are taken to eliminate the risk and reduce the likelihood of recurrence. Through the Health and Safety Management System, we monitor the implementation progress of corrective measures and assess their effectiveness in alignment with performance expectations and our commitments based on the current policy.

## » Assessment of Health and Safety Risks

The foundation of the system we implement is the valid and timely assessment and recognition of all work-related risks as well as the corresponding hazard evaluation per job position. Highlighting this commitment, we have established a procedure for identifying hazard sources followed by an assessment of the associated risk levels. Simultaneously, control measures are concurrently determined to significantly contribute to the effective risk management in the workplace.

Striving for a holistic approach to risk management, the identification, prioritization, and addressing of risks encompass all job positions as well as all areas of our activities, from production and storage to offices and outdoor spaces or other facilities.

**During the process of identifying sources related to risk management, the following are taken into consideration and analyzed:**

- **Emergency situations**
- **Employee activities**
- **Planned and unplanned activities**
- **Activities during normal and transitional operation of production units**
- **Any activities that may affect health and safety**

In addition, aiming at occupational health and safety, during the process of identifying relevant risks, an investigation is conducted to determine which groups of employees could be affected, ensuring that all required specific measures are implemented to mitigate or eliminate these risks.

## » Digital Health and Safety Management Platform for Employees

In line with its commitment to effective risk management in health and safety, the Group Plastika Kritis has developed an electronic platform aimed at quick and efficient recording, assessment, and prioritization of occupational risks. The platform also captures relevant incidents, accidents, and near-misses for every type of risk associated with the Company's activities. The implementation of this digital tool has significantly improved the handling of information related to health and safety in the workplace. Concurrently, it has streamlined the development of effective actions and measures, which, once integrated into the platform, are applied across the entire operational spectrum.





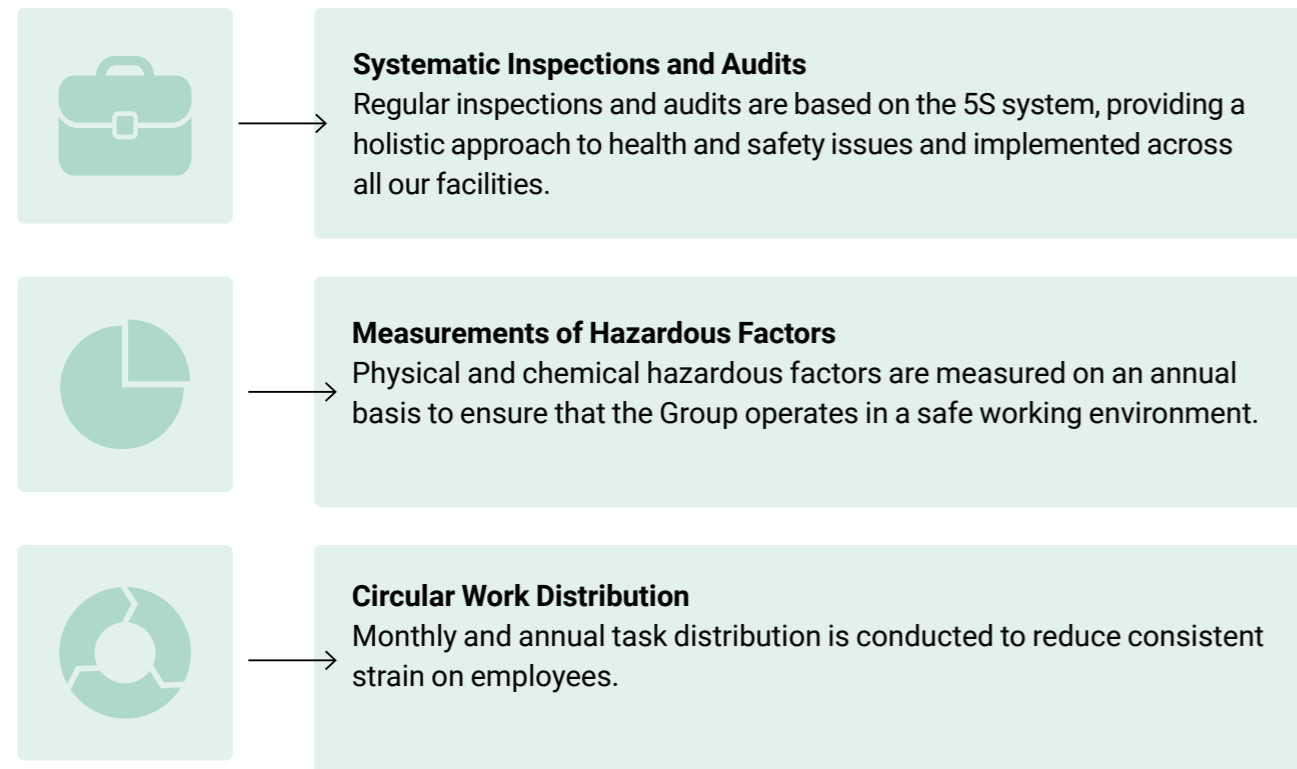
# Continuous improvement of performance

Our commitment to continuous improvement of performance in health and safety is based on the processes we have established, involving constant recording, measurement, and evaluation of the Group in these areas.

**The performance of our processes is ensured through the definition and measurement of qualitative and quantitative indicators, which are focused on the following goals for health and safety within the Group:**

- Compliance with legislative requirements and other relevant Health and Safety obligations related to our operational activities.
- Achievement of objectives and goals, as well as the implementation of our Policy.
- Measurement and monitoring of prescribed exposure limits to harmful factors.
- Safety of equipment and workplaces.
- Adherence to procedures by employees and third parties.

In cases of deviations, we promptly proceed to identify the cause of non-compliance, ensuring the implementation of necessary corrective actions addressing both the non-compliance itself and the root cause to eliminate the possibility of recurrence in the future.



# 5S+Safety: Our Holistic Approach to Health and Safety

The Group implements and executes the 5S organization and tidiness system, that organizes workspaces with the goal of eliminating waste, improving workflow, and reducing the number of processes wherever possible. Additionally, the 5S system leads to increased productivity and efficiency in the Group's production processes. More specifically, we embrace an expanded version of the methodology, incorporating safety benefits into the workspace (5S+safety), as it contributes to the establishment of a well-organized workspace, free from clutter, which diminishes the risk of accidents, including slips and trips, overturning or falling objects, and exposure to hazardous materials.

**This system focuses on the following sections regarding health and safety:**

- Implementation of new procedures and work standards
- Information and training of employees
- Standardization of procedures and internal audits
- Organization
- Order
- Cleanliness in workspaces
- Maintenance of work areas

This program has significantly contributed to attaining the goals and objectives for health and safety in the workplace, that are additionally related to the levels of tidiness and organization, the reduction of errors and related incidents, the control and limitation of operational costs, and the enhancement of the productivity of the company's human resources.



## System Inspections

Within the Group, we conduct internal inspections of the Occupational Health and Safety Management System at regular intervals by specialized employees. The goal of these internal inspections is to assess the alignment and compliance of the system with the requirements of international standards ISO 45001, legislation, and regulatory provisions. It involves evaluating its effectiveness concerning the policy and stated objectives and the degree of adherence to relevant procedures.

Additionally, the Group conducts systematic external inspections in collaboration with an internationally renowned external partner focusing on identifying occupational hazards and evaluating existing preventive measures. By implementing a comprehensive safety management system, we lay the foundation for an efficient and modern control system that identifies, defines, and eliminates risks to the extent possible within the Group's facilities.



## Employee training and awareness

At Plastika Kritis, our main concern is the systematic training of employees on health and safety issues in the workplace. The primary goal of this effort is to provide accurate information to the employees and raise their awareness to eliminate related incidents or accidents in the workplace.

### Health and Safety Training

In the context of implementing the Occupational Health and Safety Management System, we invest in conducting numerous internal and external training sessions for our employees. Significant emphasis is given to the training of new employees, who undergo a specialized educational program focused on promoting safe work behavior, preventing occupational hazards, and ensuring a secure working environment.

Additionally, throughout the year, emergency preparedness exercises are conducted to evaluate the readiness of the system and employees, and identify areas for improvement in the existing emergency management plan, as well as new risks.

**100%**

of newly hired employees are informed about occupational health and safety risks

**3.7**  
The average  
training hours in health  
and safety in the Group



**4,113**  
Total of health and  
safety training hours  
for 2022

### Central monitoring of employees' health

Aiming for a comprehensive and holistic approach to health and safety issues, as well as for timely information and measures, a scientific conference on occupational health is held with the participation of all Occupational Doctors from the Group's companies. The frequency of the conference is every 3 years, and its goal is to exchange ideas regarding developments in prevention and align measures to protect the health and safety of all employees within the Group.







# 06

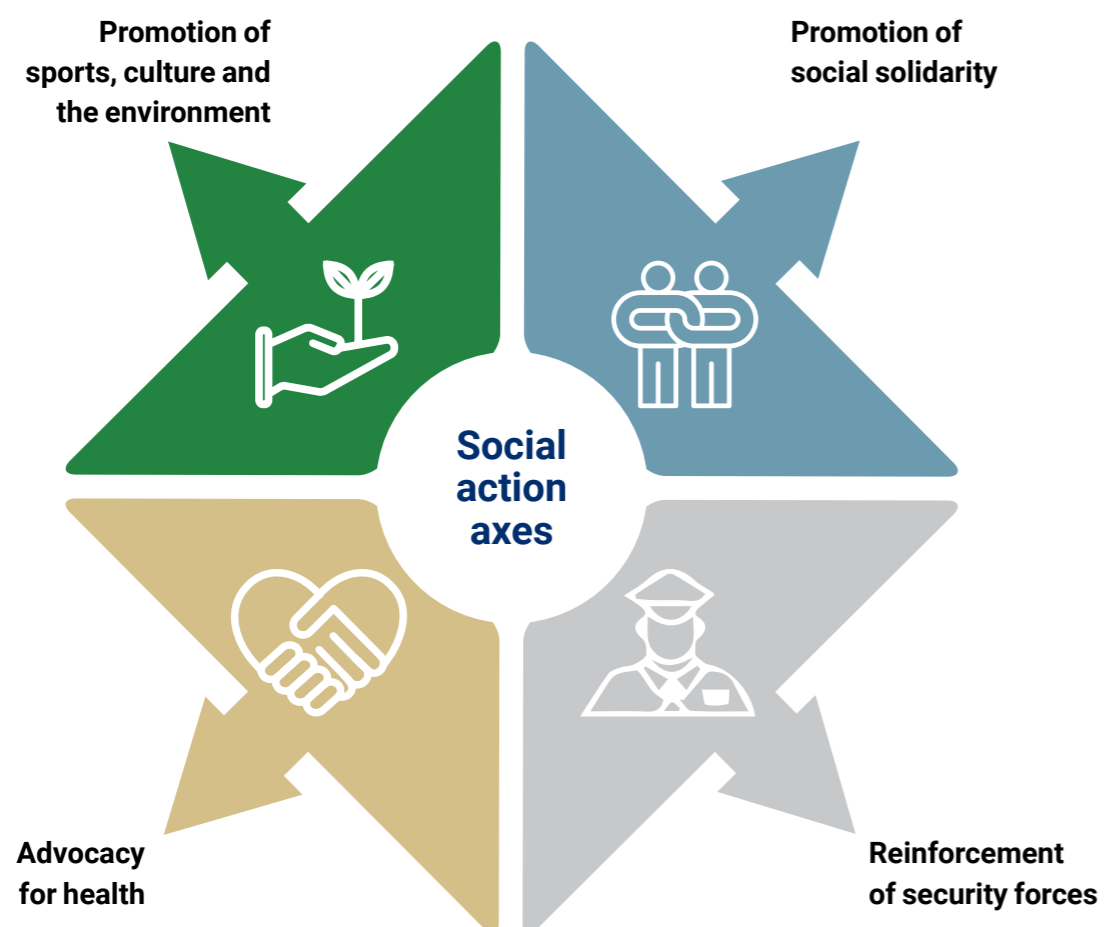
## Our contribution to Society

**Our contribution to Sustainable Development Goals:**



# Supporting local communities

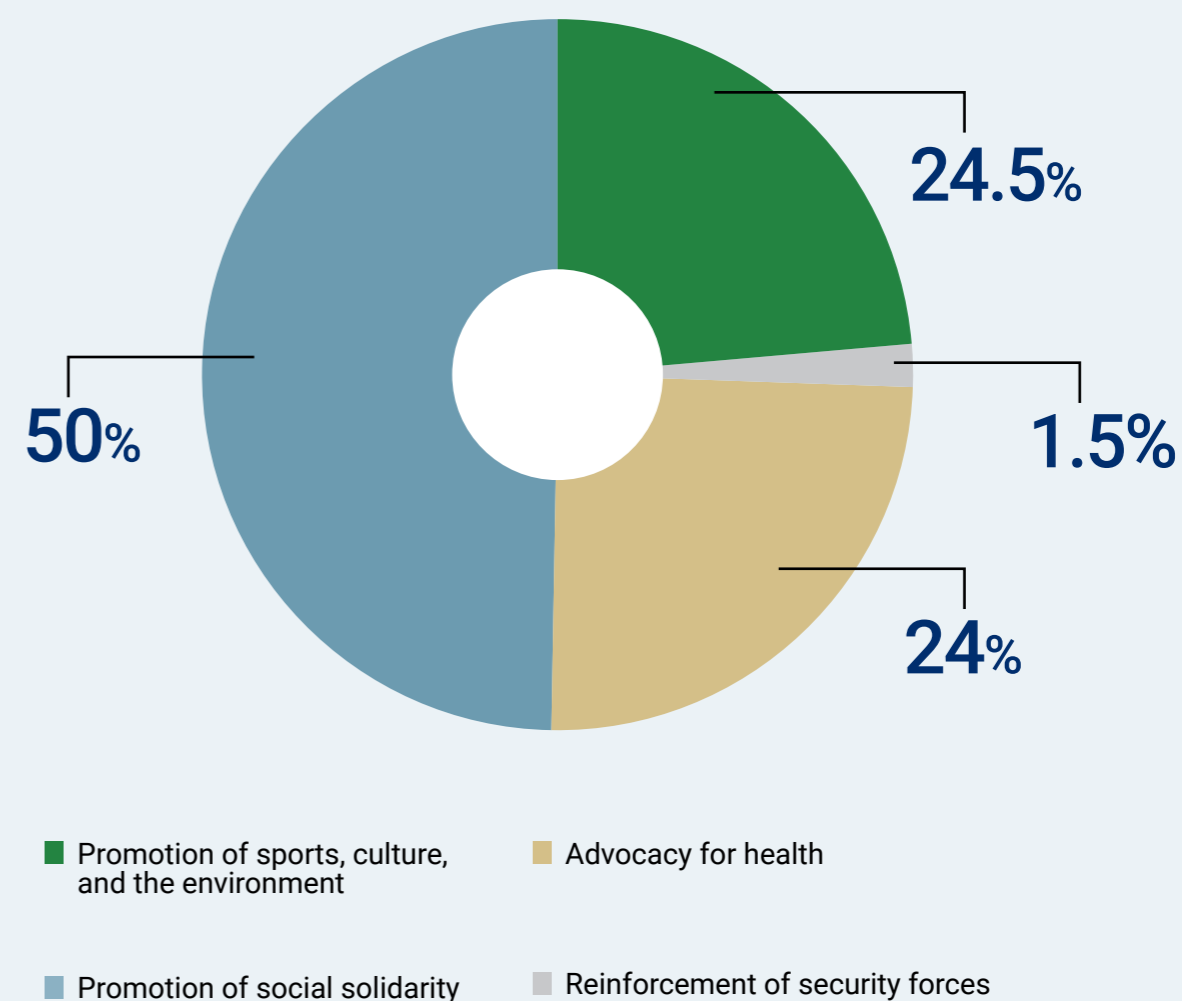
With a sense of responsibility towards the society, our primary goal is the continuous communication with local authorities and communities, to effectively respond to their needs. Our social commitment is part of our responsible operation, and we make every effort to create added value for all our stakeholders, by implementing ongoing corporate social responsibility actions that focus on the following axes.



Axes	Amounts in euros
Promotion of sports, culture, and the environment	86,696.31
Promotion of social solidarity	176,152.36
Advocacy for health	84,089.49
Reinforcement of security forces	5,423.24
<b>TOTAL</b>	<b>352,361.40</b>

Plastika Kritis aims to create added value for the society in which it operates, recognizing the importance of dialogue and active, two-way communication with its members. In this direction, the Group has taken active measures for timely and effective contribution to addressing the issues that concern the local and broader community.

Distribution of social actions by axis





# Promotion of culture, sports, and the environment

Plastika Kritis implements actions aimed at creating added value for the local and broader community, contributing to the well-being of citizens. The promotion and support of culture, education, the promotion of sports, and the protection of the environment are important areas of our activity and development. Through these initiatives we seek to improve the quality of life in local communities. In 2022, we supported associations, sports clubs, and strengthened various organizations such as:



## Culture

- › Cultural Association of Kalesa
- › Federation of Roma Greeks "Ellan"
- › Cultural Center of Kalesa
- › Cultural Association of Manolada "Hope"
- › Cultural Association of Agia Aikaterini
- › Association "Friends of the Museum of Agia Eleftherna"
- › Association "Theatrical Company of Heraklion"
- › Company of Cretan Historical Studies
- › Agricultural Association of Tympaki
- › Municipality of Heraklion

## Education

- › IGEM CRETE Team of the University of Crete
- › Sponsorship for three organizations organizing STEM educational competitions
- › Association of Physicists of Crete
- › Greek Organization of Educational Robotics
- › Schools and parents' associations
- › Technical Schools of chamber of commerce of Heraklion
- › Foundation for Economic and Industrial Research
- › Friends Association of ITE - Nanotechnology Magazine



## Sports

- › Marathon Runners Club of Crete (20th Minoan Marathon)
- › Sports Clubs of Heraklion and Ierapetra
- › Sports Football Club Doxa Neas Manoladas
- › 1st Nana World Tennis Tournament
- › KANTIA Football Academy
- › Sports Club HERA
- › Paralympian Stefanoudakis
- › Sports Clubs (9)
- › Hellenic Weightlifting Federation
- › Heraklion Swimming Club



## Environment

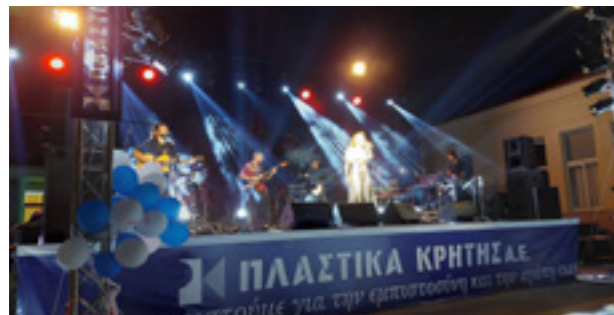
- › "Thalis" Energy Community
- › Hellenic Phytopathological Society for the organization of the 20th Panhellenic Phytopathological Congress
- › Animal-friendly Culture - Environment - Love for animals





### Festival of Street Art, Municipality of Heraklion

Plastika Kritis participated in the annual festival of the Municipality of Heraklion, "Art on the Street", during which cultural events, theatrical performances, and concerts are held every year, aiming to improve people's daily lives. In this action, marked by the phrase 'The whole municipality, a celebration,' the Group takes a leading role through sponsorships, promoting social well-being and the cultural development of the Municipality.



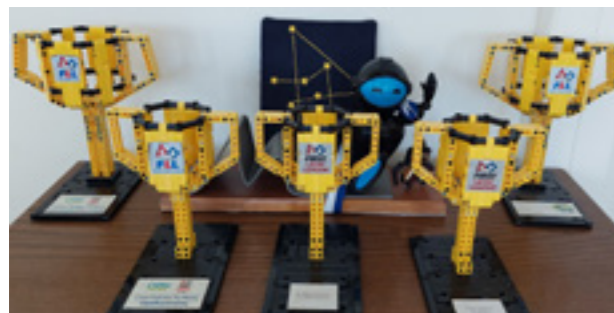
### Organization of musical events

Three major concerts, featuring renowned artists, took place during the summer in the large greenhouse areas of the island. These events were undertaken and organized by Plastika Kritis as a way to express gratitude to the local producers who have shown trust in their products for over 50 years.



### Educational program "Sustainable Development and Circular Economy:"

This is an educational program with the primary goal of promoting the concepts of Sustainable Development and Circular Economy and raising awareness among the younger generation about these issues. The educational seminar provides information through teaching about different types of polymers and circular economy, while engaging young people to participate in sustainability actions. The scientific team of Plastika Kritis visits educational institutions in Crete to help young students understand the value of plastics and the concept of circularity in their use.



### Educational Program "Robotics & Technology"

As part of sustainable development educational initiatives, the Group organizes, for yet another year, activities on the theme of «Robotics & Technology» for the children of employees attending primary and secondary school. The focus of this program is on educating the new generation and introducing children to technology. The program includes a series of creative activities related to educational robotics and Lego, Arduino automation, drones, application development, and Stop Motion Movies.





## Energy Community "THALIS"

The Group, committed to maintaining a cutting-edge position, while consistently promoting sustainable development and creating value for its stakeholders, took the initiative in establishing the «THALIS» Energy Community. The "THALIS" Energy Community is a non-profit urban cooperative governed by the provisions of Law 4513/2018 on energy communities. The establishment and operation processes of the energy community began in January 2022 and were completed within a period of three months. The primary purpose of our energy community "THALIS" is to create renewable energy production units to cover the current and future electricity consumption needs primarily for the members of the cooperative using the virtual net metering system. The active participation of "THALIS" in environmental protection and its contribution, cumulatively with the other renewable energy projects of Plastika Kritis, contribute to achieving sustainable development goals.

As of July 2023, the energy community boasts 367 registered members, and the enrollment of new members remains ongoing, with daily submissions of new registration applications. It's important to highlight that there is a provision for the free inclusion of vulnerable groups and social entities in the energy offset system.

The Energy Community operates under a 5-member Board of Directors, each serving a four-year term. Additionally, one representative from Plastika Kritis and another one from the Employees' Assistance Fund participate in the Board with the right to speak. All community members have one vote in the General Assembly, and their participation in the capital cannot exceed 20% of the total capital. With

these provisions of the Statute, equal treatment of members is ensured.

The Energy Community actively contributes to reducing the electricity costs of its members, protecting the environment, enhancing environmental awareness, and supporting social entities and groups. In addition, "Thalis" actively contributes to environmental protection by saving 2,027 tons of carbon dioxide annually. When combined with the RES projects of Plastika Kritis, the cumulative carbon dioxide savings amount to 24,426 tons annually.

The aim of Plastika Kritis and the Energy Community is to include all employees of Plastika Kritis in the energy offsetting program. Additionally, there is a provision for extending the offsetting of household consumption for employees even after their retirement from the company until the Company, of each photovoltaic station program. The "Thalis" energy community serves as an example of the high degree of integration of Sustainable Development principles into the Company's culture. Employees and the local community actively participate, benefiting from the use of RES, while actively contributing to addressing climate change.

The new corporate philosophy of the Group continues to focus on actions with a strong social impact, contributing to strengthening the work of organizations assisting vulnerable social groups. By actively supporting their social work, we have included them for free in the "Thalis" Energy Community to continue supporting our fellow citizens in need.





# Promotion of social solidarity

The Group actively supports, through donations, churches, non-profit organizations, and local entities that actively contribute to addressing social issues to continue their work. In 2022, we made every possible effort to support our fellow citizens facing challenges and systematically provided support through more than 200 sponsorships to 12 community kitchens. Additionally, we supported social organizations, non-profit entities, and parishes.

## Social solidarity

- › Hellenic Red Cross
- › "The Smile of the Child"
- › "Make a Wish Greece"
- › "Ef Zo me ton Karkino-Living with Cancer" Association
- › "Women in Oncology" Association
- › "Iliachtida" Association
- › "To Mellon" Association of People with Disabilities
- › Philanthropic Association "Fiogkos Agapis"
- › "Zoodochos Pigi" Foundation
- › Multiple children Families of Heraklion Association
- › "Solidarity for Alzheimer's Disease" Association
- › "I Skitali" Association
- › Give-Volunteer Team of Heraklion
- › SOS Children's Villages
- › "The House of the Fighter» Foundation for the Care of the Elderly
- › "Agios Spyridonas" Center for Children with Special Needs
- › "The Right to Life" Association
- › "Doctors without borders"

## Churches

- › Church of Saint Minas
- › Church of Saint Nicholas
- › Church of Saint Fanourios
- › Holy Monastery of Arkalochori, Kastellion, and Viannos
- › Church of Saint Paraskevi
- › Holy Church of the Nativity of the Virgin Mary
- › Holy Monastery of the Exaltation of the Holy Cross in Thebes
- › Church of Saint Eugenius
- › Holy Metropolis of Arkalochori
- › General Philanthropic Fund of the Archdiocese of Crete
- › General Philanthropic Fund
- › Diaconate of the Archdiocese of Crete
- › Church of the Holy Trinity
- › Church of Saint Constantine
- › Church of Saint Sophia
- › Church of Saint George





During 2022, the Group's subsidiary, Romcolor, continued its efforts to provide assistance to Romanian society and the neighboring country, Ukraine. The company implemented donations to support citizens and those affected by the war. In coordination with the local municipality, the company also sponsored and provided protective masks against the pandemic for students and teachers at the Copaceni school.



## Sera Romania Foundation and International Children's Organisations

The global federation CARE has provided humanitarian support to the affected Ukrainian cities and countries hosting a large number of refugees since the escalation of the situation in Ukraine. In Romania, one of the main support initiatives for Ukrainian refugees, CARE intervened through two partners - the SERA Romania Foundation and FONPC (Federation of Non-Governmental Organizations for Children), with the «CARE FOR UKRAINE» program, which assisted almost 150,000 people affected by the conflict. The Group made a donation of 15,000 euros for the purchase of medical supplies, food, and clothing for Ukrainian citizens in need.

### Diaconia - International Aid Association

With the aim of promoting social solidarity and supporting vulnerable social groups, the Group made a donation of 2,500 euros to the Diaconia Educational Center. This center supports children from impoverished families in Romania, enabling them to pursue equal educational opportunities. Specifically, it provides space and teachers to support their studies. Additionally, warm meals are provided, and occasional gift distributions take place, especially during festive periods such as Christmas, for underprivileged children.



### «Heritage for the Future» Cultural Association

The Group, aiming to promote and highlight culture, donated approximately 20,000 euros to the Cultural Association «Heritage for the Future.» The Association engages in activities related to the education, promotion, conservation, and restoration of national heritage and UNESCO World Heritage sites in Romania. The association collaborates with various museums and European Cultural Heritage Volunteers, with the goal of utilizing architectural monuments, national works of art, and showcasing traditions to preserve them for future generations.

### «Pro Vita» Association

In 2022, we donated 2,500 euros to the «Pro Vita» Association in Saint Brancovan, Romania. The association focuses on vulnerable social groups, such as children in institutions, single-parent families, victims of domestic violence, people with disabilities, and the elderly. These groups face challenges in accessing healthcare, education, and social services, and «Pro Vita» works to address these issues.

## Global Colors Polska SA Kędzierzyn-Koźle, Poland

Our subsidiary in Poland (GCP), recognizing the needs for supporting society and vulnerable fellow citizens, implemented actions to respond to these needs. Specifically, GCP provided a truck for Ukraine, assisting GCP employees from Ukraine in bringing their families to Poland. They offered housing, Polish language lessons, and assistance in finding employment.

Additionally, GCP carried out the Noble Gift initiative, during which funds were collected, as well as grocery and hygiene items or essential products for a family in need in Kędzierzyn-Koźle. Moreover, they helped Kindergarten No. 24 by installing additional blinds in the children's room.



## Advocacy for health

The Group recognizes the value of equal access for all people to healthcare services; therefore, it actively supports hospitals and other institutions. Specifically, in 2022, it supported the Psari Forada Clinic and the University General Hospital of Heraklion, while also making donations for additional medical equipment.

### "The Give Life" Association

The Group, aiming to support initiatives for improving people's quality of life and promoting good health, donated 4,500 euros to the Give Life Association. The Association began in 2018 to build the first pediatric oncology and radiotherapy hospital in Romania, funded entirely by private donations and expected to be completed in 2023. The hospital will provide interdisciplinary treatment and will be the first public hospital with a pediatric radiotherapy department, offering the best technologies in this category (BMS system, 'clean hands' access to the ICU, state-of-the-art technologies in radiotherapy, etc.). Additionally, the Association modernized several oncology departments in the country (Braşov, Timișoara, Cluj, Bucharest) and provided support to cancer patients.

### Additional actions for children with serious health problems

During the past year, we donated 17,000 euros to associations to support children facing health problems and in need of nursing care and specialized medical treatment.



## Supporting Security Forces

The Group acknowledges the demanding work and daily challenges faced by the Security Forces. Therefore, in 2022, it actively supported the following bodies:

- › The Union of Police Officers of Lasithi
- › The Hellenic Police
- › The Fire Department







# 07

## Responsible and Transparent Operation

Our contribution to Sustainable Development Goals:





# In 2022



15

Meetings of the Board of Directors (BoD)



99%

Participation Rate in Board of Directors Meetings



Successful evaluation of the Internal Control System (ICS) of the Company and its significant subsidiaries: "Shanghai HiTeC Plastics Co. Ltd.", "AGRIPOLYANE SASU" and "ROMCOLOR 2000 S.A." by an independent assessor.



Review of Policies



Adoption of new Policies and Procedures



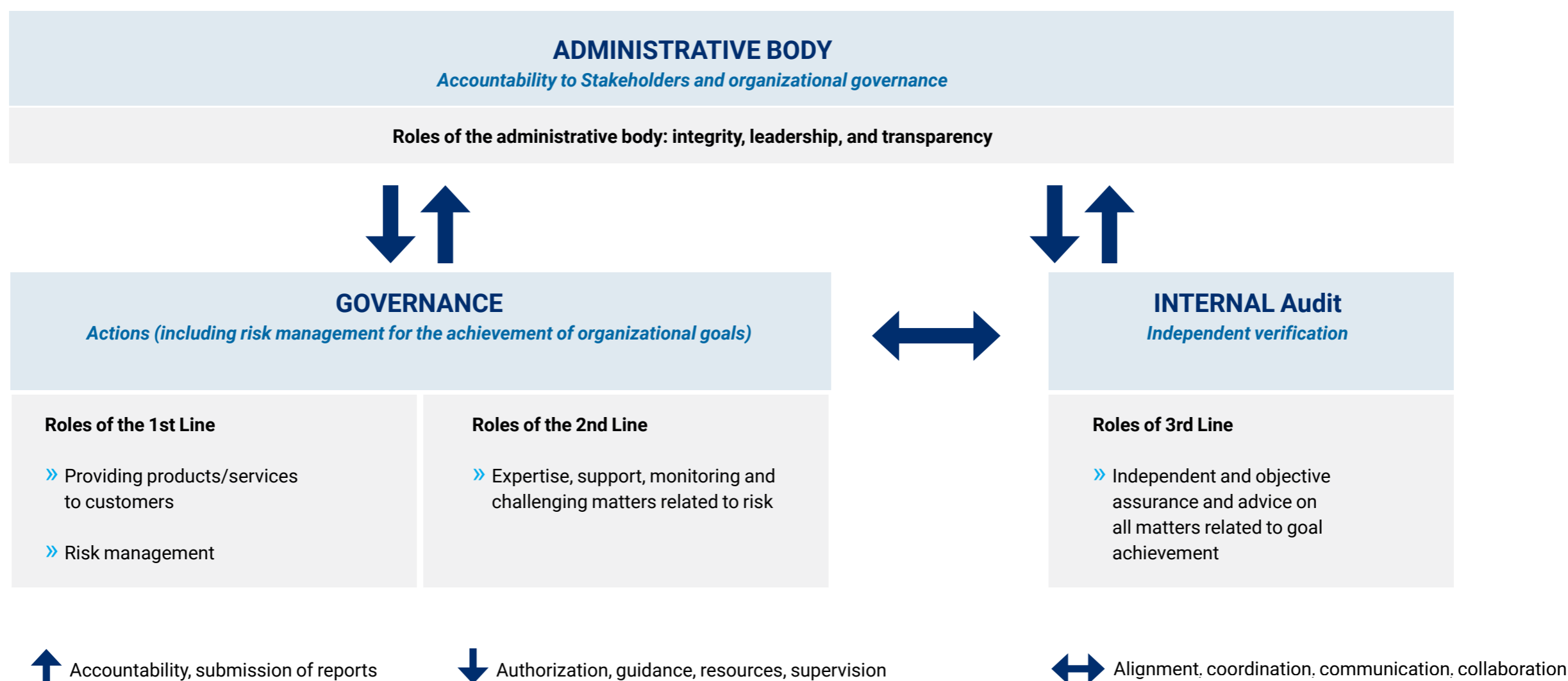


# Responsible Governance

In 2022, the need for responsible governance and resilience by businesses was further emphasized, as the global economy has not yet fully recovered from instability and uncertainty. The repercussions of the ongoing conflict in Ukraine, which emerged as a continuation of those arising from the pandemic, underscore the necessity for taking additional measures.

The management of the Group adheres to the principles of Corporate Governance and responsible business conduct, considering them as foundational pillars of its operations. Our guiding principles align with the stipulations of Greek legislative standards, the directives of the Hellenic Capital Market Commission, and internationally recognized sound business practices.

Based in these principles, we diligently implement operational protocols crafted to safeguard shareholder rights, uphold transparency, maintain accuracy in information dissemination, and facilitate effective communication with all stakeholders, while ensuring the autonomy of management functions. The operational structure of the Group is organized around a comprehensive framework of principles, rules, and policies, overseen by an internal control system with three layers of oversight.



Our governance model emphasizes solid structures and preventive mechanisms, aligned with the principles of proper Corporate Governance as dictated by Greek legislation and global sound practices. We adhere to corporate governance standards and the principles of the New Greek Corporate Governance Code (HCGC), revised and in effect, in accordance with current legislation, to protect corporate interests and fulfill the requirements of stakeholders.

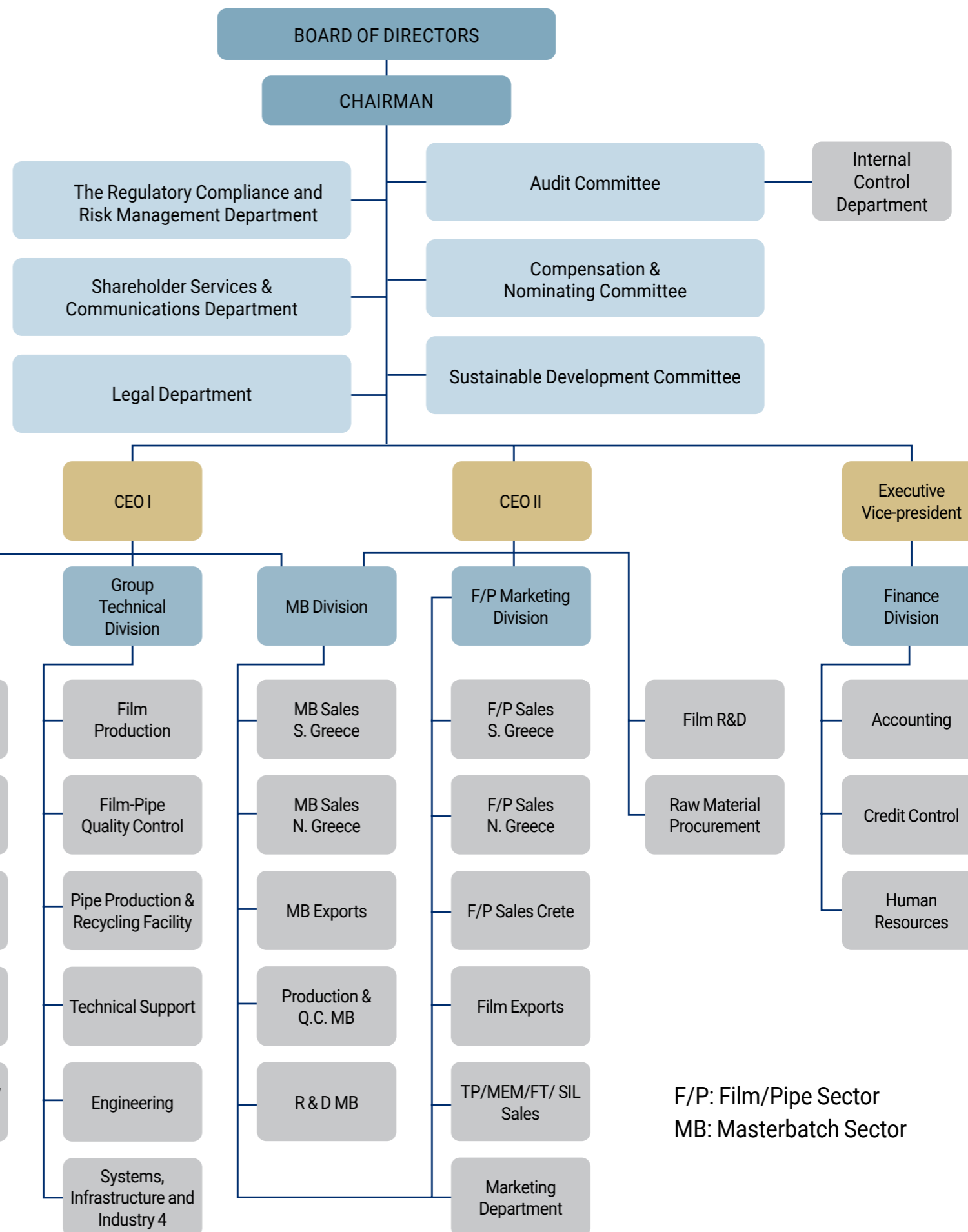
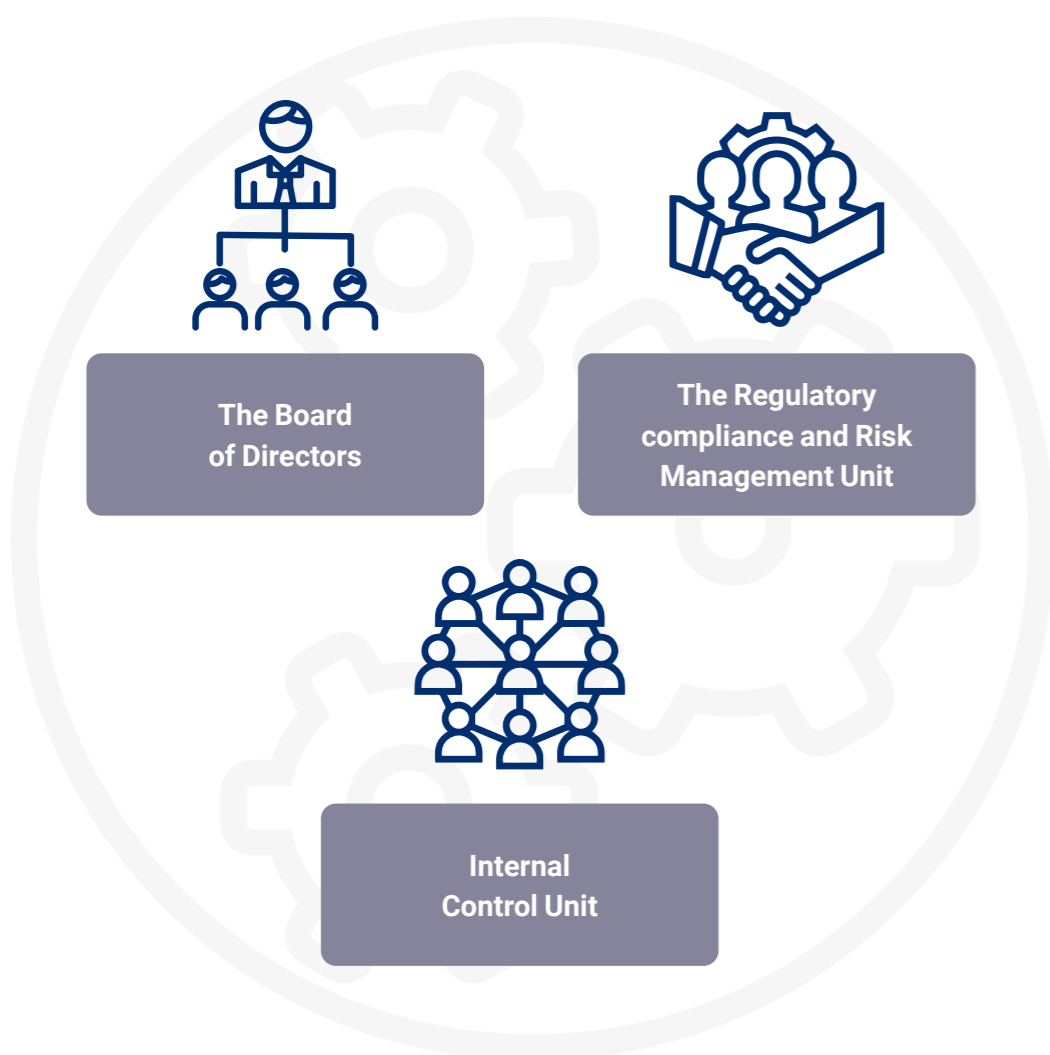
The new Hellenic Corporate Governance Code (HCGC) can be found at the following electronic address: <https://www.esed.org.gr/code-listed>



# Organizational Structure

The Company's operational efficiency is underpinned by an experienced management team, continual and meaningful engagement with stakeholders, and an extensive framework of information mechanisms. This corporate ecosystem is bolstered by the Internal Control System and the Risk Management System, ensuring that the Management stays well-informed about every development, both internal and external, within and outside the Company.

The corporate governance system plays a pivotal role in promoting competitiveness and improving transparency across the sum of the economic activities of the Group. The follow table illustrates the organizational structure of the Company and presents the relationships among key entities contributing to its successful governance, which are:





# Board of Directors

The Board of Directors manages the Company as a collective body and is responsible, among other things, for shaping the corporate strategy, maximizing value, and defending the rights of its shareholders. Additionally, it oversees and audits the management and the adequate and efficient operation of its Internal Control System through the Audit Committee. The Board of Directors of Plastika Kritis consists of 13 members and convened a total of 15 times in 2022. Its composition, as well as the composition of the Committees at the end of 2022, are presented in the table on the following page.

## Audit Committee

The Audit Committee is elected by the General Assembly and is responsible, among other things, for overseeing the Internal Control System, the financial reporting process, and the auditors who evaluate it. The Committee is in continuous communication with the Internal Audit Unit and ensures that all security measures and prerequisites for the smooth operation of internal control are observed. The Committee consists of three members, and as of 2022, its composition is as presented in the table on the following page.

## Compensation and Nomination Committee

The Company has a Compensation and Nomination Committee in accordance with the provisions of current legislation. The role of the Committee, among other things, includes the periodic assessment of suitability criteria, supporting the Board of Directors in shaping and overseeing the implementation of the Compensation Policy, and verifying the completeness of the Compensation Report for the members of the Board of Directors for the previous year, etc.

## Sustainable Development Committee

The Sustainable Development Committee is dedicated to implementing the Corporate Social Responsibility and Sustainable Development Strategy, within which the Company aims to create value for its stakeholders and contribute to the development of society. The committee is composed of seven (7) members of the Board of Directors, as well as specialists in sustainable development, such as the Quality, Environment, Occupational Health and Safety Manager and the manager of Social Initiatives. For its efficient operation, the Committee collaborates with specific work teams such as: the Corporate Governance team, the Social Actions (Initiatives) team, the Environmental and Energy team, etc.



Detailed information regarding the responsibilities and activities of the Board of Directors and the Committees is presented in the Corporate Governance Statement included Plastika Kritis' annual consolidated financial statements. This information is accessible on the Company's website at the following address: <https://www.plastikakritis.com/gr/financial-information>



## Composition of the Board of Directors and Committees

Full Name	Title	Non/Executive Member	Independent Member	Audit Committee	Compensation & Nomination Committee	Sustainable Development Committee
Ioannis Lebidakis	President of the BOD	Non-Executive Member			●	
Anna Lebidaki	Vice-President	Executive Member				●
Michail Lebidakis	CEO	Executive Member				●
Emmanouil Lebidakis	CEO	Executive Member				●
Ioannis Melas	Member of BOD	Executive Member				●
Emmanouil Kykrilis	Member of BOD	Executive Member				●
Georgios Valergakis	Member of BOD	Executive Member				●
Georgios Korkakas	Member of BOD	Executive Member				●
Michail Perakis	Member of BOD	Non-Executive Member		●		
Nikolaos Myrtakis	Member of BOD	Non-Executive Member	●	●	●	
Michail Vlatakis	Member of BOD	Non-Executive Member	●		●	
Georgia Milaki	Member of BOD	Non-Executive Member	●			
Christina Chalkiadaki	Member of BOD	Non-Executive Member	●			
Pavlos Baritakis				●		



## Internal Control System

The Company operates an Internal Control System (ICS), which encompasses a set of policies, procedures, responsibilities, and other components executed by the Board of Directors, Management, and the remaining Company staff. Plastika Kritis has established suitable channels for both internal and external communication, as well as security mechanisms necessary for the operation of processes and information systems.

Through the Internal Control System (ICS), the Company works towards achieving operational continuity, fortifying itself against challenges, which due to global economic and geopolitical instability, are arising with increasing frequency. This is achieved through the following means:

- **Consistent implementation of the operational strategy through effective utilization of available sources**
- **Efficient operation of the internal control unit**
- **Identification and management of substantial risks**
- **Full compliance with existing legislation and regulatory framework, as well as policies and procedures of the Group**
- **Ensuring the reliability and completeness of the components of financial and non-financial information**

Furthermore, the Company maintains an Internal Control Unit, ensuring that the risk identification and management processes implemented by the Management are adequate, while simultaneously assessing the sufficiency and effectiveness of the Internal Control System.

## Assessment of the Company's Internal Control System

In 2022, Plastika Kritis commissioned an assessment of the adequacy and effectiveness of its Internal Control System (ICS), as well as those of its significant subsidiaries: "Shanghai HiTeC Plastics Co. Ltd", "AGRIPOLYANE SASU", and "ROMCOLOR 2000 S.A." The assessment was conducted by an independent external assessor and encompassed the components of the Internal Control System. These components included Control Environment, Risk Management, Audit Mechanisms and Security Measures, Information and Communication System, Regulatory Compliance, as well as Monitoring of the Internal Control System for both the Company and its significant subsidiaries.

The conclusion of the assessment was that the Internal Control System (ICS) is well organized and operates effectively, ensuring compliance with current legislative and regulatory frameworks. More importantly, it ensures transparency in activities and the sound organization and operation of the Group (Plastika Kritis and its significant subsidiaries).



# Risk Management System

The timely identification and management of risks constitute a fundamental pillar of the resilience of the Company, as well as of the Group. In line with this approach, Plastika Kritis, consistently guided by the Principle of Prevention, has established a Risk Management System (RMS) comprised of policies and procedures. This system is designed to ensure the efficient management of risks and to bolster the overall Internal Control System (ICS) of the Company. The Risk Management System implemented throughout Plastika Kritis and its subsidiaries relies on stringent security measures and active employee participation.

An integral component of the system is the Company's Risk Management Unit. This unit is primarily responsible for the Company's approach in identifying and addressing potential risks and in preparing governance structures for future challenges, through the development of policies and procedures and overseeing their proper implementation. This is accomplished, among other things, by informing and training employees on risk identification and management, as well as proposing acceptable risk-taking limits for each recognized type of risk.

**In 2022, Plastika Kritis took decisive actions to strengthen operational continuity, as well as overall reinforce the Corporate Governance framework:**





The Policy and the Risk Management Procedure primarily involve the formal codification of principles governing the unit's operation and secondly, they encompass the integration of measures aligned with international best practices and compliance with prevailing legislation provisions.

Monitoring high-risk areas involves the use of appropriate control systems, including the implementation of Internal Operation Regulations, organizational charts with clearly defined responsibilities, and detailed procedures with specified approval limits. In addition to departmental auditing mechanisms, the Internal Audit Department oversees all company activities, and the results are presented to the Board of Directors by the Audit Committee.

## Non-financial Risks

The main categories of non-financial risks identified in the Company relate to health and safety in the workplace, physical security of facilities, environmental concerns, and the fight against corruption. These risks could potentially impact, directly or indirectly, the Company's efficient operation.



**Health and Safety at work:** One of the most significant risks associated with social and labor issues is the health and safety of employees in all workplaces, especially in production facilities. Our objective is the systematic monitoring and continuous improvement of all safety parameters related to these risks and the elimination of injuries. Thus, we implement a comprehensive management system and accident reduction program, while simultaneously investing in modern equipment and the ongoing training of the workforce.



**Physical Facility Security:** As the maintenance of the physical security of facilities is also a significant concern for the Group, all necessary measures are taken to protect the production facilities, equipment, resources, and assets of the Group, as well as its employees, from damages or harm such as natural disasters or fires. In this context, the Group conducts a thorough external inspection of the physical security of its facilities every three years through an external inspection collaborator. The conclusions drawn from this inspection lead to additional measures or the engagement of existing ones.



**Climate Change:** One of the most serious global issues is climate change and its profound impacts, not only on the operations of companies but also on the natural environment and society in general. Operating in this new context, companies are called upon to address transition risks, primarily arising from the shift to a low-carbon economy and related European and global policies that demand significant measures to improve energy efficiency and transition to green energy. Companies also face natural risks, with the most significant being natural disasters and extreme weather conditions. At Plastika Kritis we closely monitor international trends and continuously implement new measures to mitigate these risks, undertaking new investments and preventive measures. Moreover, we operate the Renewable Energy Sources Park, reducing the use of fossil fuels for our production needs, while aiming for further expansion of investments in Renewable Energy Sources projects.

## Development of a New Model for Risk Management

The new Risk Management model of Plastika Kritis incorporates emerging trends and international leading practices in risk identification and management, significantly enhancing the effectiveness of the Company's Risk Management objective. Specifically, the upgraded methodology employed allows the Risk Management Unit to design and implement targeted strategies covering a broader range of potential risks with greater precision and efficiency.

Using this new model, Plastika Kritis conducted a standard self-assessment of the Company's risk management (Risk Control Self-Assessment – RCSA). Throughout this process, meetings were held with all department heads to implement the new corporate Risk Management Procedure for the identification, analysis, assessment, and management of relevant risks.





## Combating Corruption and Transparency Issues

At Plastika Kritis, our objective is to meet the needs and expectations of our stakeholders with transparency, adhering to ethical and moral codes both within the organization and in our transactions within the value chain.

Our internal policies, regulations, and corresponding procedures that we have formulated and adhere to actively promote this goal. They solidify the assumption and definition of the limits of responsibility and influence of our executives, foster the development of security mechanisms to prevent corruption, and implement relevant checks across the entirety of the Company.

The Code of Ethics and Conduct of the Group, available on our website, plays an essential role in this endeavor. It addresses various subjects, including among others: the Conduct of Transactions with Integrity, and Transparent and Legal Collaboration with Public Authorities.

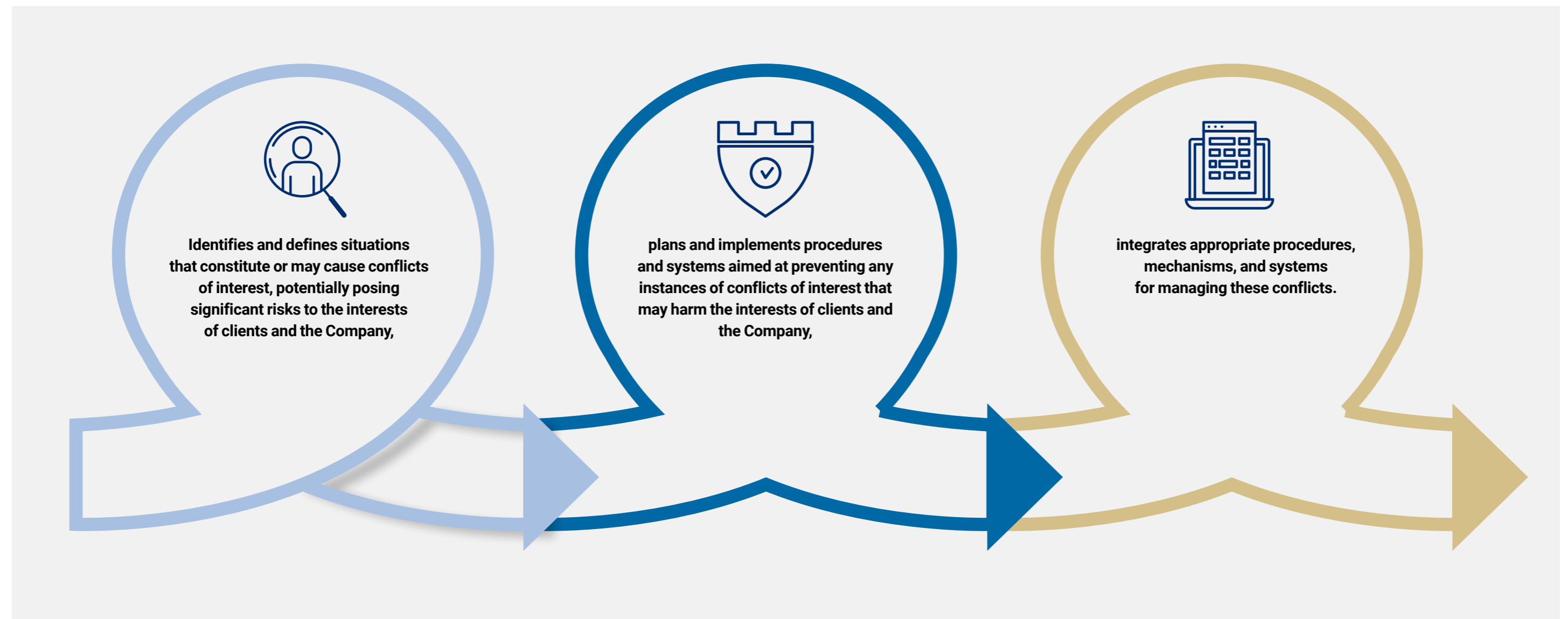


# Avoidance of Conflicts of Interest

Guided by the Principle of Prevention and the protection of the interests of our stakeholders, we have implemented a specific policy (management framework) for addressing conflicts of interest. This includes establishing and enforcing effective administrative procedures and control mechanisms to detect and manage both existing and potential conflict of interest situations throughout our operation, in accordance with par.3(ž) of Article 14 of Law 4706/2020.

The aim of the conflict-of-interest policy is to guide members of the Board of Directors, Management Executives, and employees in understanding the definition of conflicts of interest, recognizing them, and adhering to proper procedures when they arise. The ultimate goal is to safeguard the interests of both the clients and the Company.

**In more detail, the objective of the conflict-of-interest policy is to:**



The conflict of interest policy is regularly reviewed and updated to align with emerging needs. Additionally, an annual report is drafted pertaining to situations of conflicts of interest.



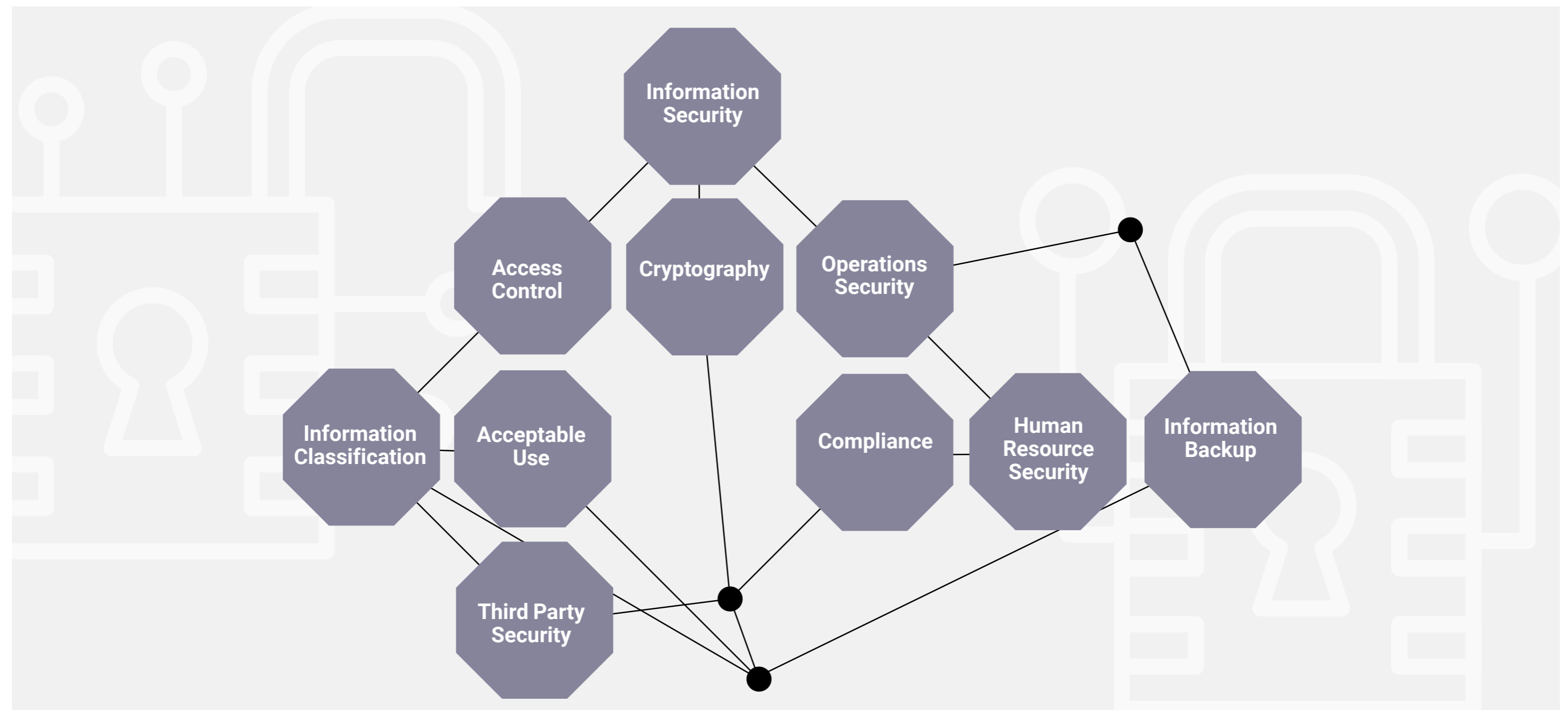


# Protection of Personal Data

The management and protection of personal data are now integral parts of the systems and processes of modern businesses particularly within the European Union, where regulatory framework is among the most stringent globally. Plastika Kritis, with a fundamental principle of respecting and protecting the personal data of clients, employees, suppliers, and partners, operates proactively to ensure compliance with this framework. This commitment is explicitly reflected in the Group's Code of Ethics and Code of Conduct, the policy for the use of cookies, and the Data Protection Declaration. Additionally, appropriate measures have been taken in accordance with the provisions of the General Data Protection Regulation 679/2016 of the EU and the applicable internal law 4624/2019, adapting to the evolving needs of the framework. Finally, processes for the protection of personal data across all Group activities are consistently fortified based on international standards and relevant sound practices.

Aiming to enhance the security of all its data and systems, Plastika Kritis, in collaboration with an external partner, developed and adopted the Information Systems Policy in 2022, based on international standards and sound practices.

The policy includes, among other things, the following sections:



# Our Policies

Guided by the principles of Transparency and Integrity, Plastika Kritis has established and continuously develops policies, which are integral to the corporate governance framework that the company implements, supporting the efficient operation of both the Company and the entire Group. These policies are formulated by the respective departments and committees who also oversee their implementation and revision. Approval is granted by the Board of Directors before they come into effect.

The policies of Plastika Kritis, as adopted and currently in effect, are presented below:



<b>Policies and procedures</b>	
	<b>Framework of Disclosure of Transactions by Persons with Managerial Responsibilities and Persons with Close Ties to Them</b>
	<b>Framework of Managing Transactions with Related Parties</b>
	<b>Conflict of Interest Management Framework</b>
	<b>Suitability Policy</b>
	<b>Regulatory Compliance Policy</b>
	<b>Policy of Periodic Assessment of the Adequacy of the Internal Control System</b>
	<b>Policy for the Training of Members of the Board of Directors, Executive Management and Other Executives.</b>
	<b>Sustainable Development Policy</b>
	<b>Remuneration Policy</b>
	<b>Process of Hiring and Evaluating Top Management Executives</b>
	<b>Process of Ensuring Independence and Disclosure of Dependency Relationships of Independent Non-Executive Board Members</b>
	<b>Continuous Compliance Process with the Current Regulatory Framework</b>
	<b>Process of Periodic Assessment of the Adequacy of the Internal Control System</b>
	<b>Policy and Process of Risk Management</b>
	<b>Personal Data Protection Policy</b>
	<b>Information Systems Policies for Information Security</b>
	<b>Non-Financial Information Disclosure Process</b>





# Management Systems

The ongoing enhancement of operational efficiency remains a top priority for the Group's Management, commanding considerable attention and time. In order to ensure optimal organization and operational effectiveness, Plastika Kritis has implemented management systems in various areas. These systems undergo annual evaluations conducted by independent external auditors in accordance with relevant standardization criteria. The certifications obtained not only signify the Company's efficient operation but also serve as an operational/legal requirement for certain activities in specific jurisdictions or collaborations.

The management systems of Plastika Kritis are presenting below:



# 08

## Appendices





# 1. Methodological Report Information

The Sustainable Development Report 2022 of the Group Plastika Kritis is the third consecutive report covering the period from January 1, 2022, to December 31, 2022 and it includes comparative data for the years 2021 and 2022. The qualitative and quantitative information contained in this issue refers to both the parent company of the Group, Plastika Kritis S.A., and the subsidiary companies operating in six countries outside Greece - Poland, Romania, Russia, Turkey, China, and France. The data presented in this report pertain to the entire Group, unless specified otherwise in individual details, charts, or sections.

Through this publication, the Group describes how it responds to contemporary economic, environmental, and social challenges, simultaneously contributing to the journey toward Sustainable Development.

## Methodology

The Report was carried out in accordance with the GRI Standards of the international organization GRI, at the Core-level of compliance. The principles of GRI were also applied to determine the content, including the completeness of the elements, the materiality of the issues, responsiveness to the needs of stakeholders, and the overall framework for the approach to Sustainable Development by the Company, as well as the set of principles for its quality. For the final determination of the content of the Report, the recording and prioritization of significant issues were followed, taking into account the requirements and needs of stakeholders. The results of this process are presented in the chapter "Our Approach to Sustainable Development".

It is noted that the data in this Report has not undergone external verification by a third-party independent entity. However, as the Group recognizes the importance, utility, and added value that external verification of the Report's data can provide, it will consider the possibility of external auditing in a future edition.

## Project Team

For the drafting of this Report and the effective management of related issues, a Sustainable Development Committee has been established. Among its responsibilities, the committee is tasked with gathering relevant information and data. The development of the Report was complied with the support and scientific guidance (data collection, assessment, and writing) of Grant Thornton.



([www.grant-thornton.gr](http://www.grant-thornton.gr)).

## Information Sources

The information and data communicated in this Report have been collected from the Group Plastika Kritis, based on internal recording procedures, as well as from databases maintained within the framework of the relevant management systems. In cases where data are presented after processing, the method or calculation approach is mentioned in accordance with GRI guidelines.

## Communication

We encourage any comments or feedback from stakeholders that can contribute to our Group's efforts for continuous improvement in the field of Corporate Social Responsibility and Sustainable Development. Please send us your observations and comments or complete the attached contact form at the end of the report at the following address:



**Attention Mr. Giannis Aspirtakis**  
Quality, Environment, Health & Safety, and Sustainable Development Manager  
Plastika Kritis S.A.  
P.O. Box 1093, 710 01 Heraklion, Crete



[aspirtakis@plastikakritis.com](mailto:aspirtakis@plastikakritis.com)



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



## 2. Key ESG Performance Indicators

### Environment

	Unit	2022	2021*	2020
<b>Expenses for environmental protection</b>				
Waste management	€	279,591	240,441	257,039
Environmental restoration projects or new environmental project	€	4,870	15,979	2,029,021
Expenses for energy upgrading of buildings	€	0	0	90,135
Other types of expenses	€	46,717	47,146	32,459
<b>Total</b>	€	<b>331,177</b>	<b>324,817</b>	<b>2,424,135</b>
<b>Energy Consumption</b>				
Annual electricity consumption - Total	MWh	80,805	85,279	81,567
Specific electricity consumption	kWh/tn	482	494	492
Annual thermal energy consumption - Total	MWh	9,774	11,303	8,957
Specific thermal energy consumption	kWh/tn	58	65	54
<b>Vehicle Fuel Consumption</b>				
Annual diesel consumption - Total	Lt	106,680	174,611	142,638
Annual gasoline consumption - Total	Lt	177,126	161,274	175,973
<b>CO<sub>2</sub> Emissions (Scope 1 &amp; 2):</b>				
Direct CO <sub>2</sub> emissions	tCO <sub>2</sub>	1,800	1,994	1,597
Specific direct CO <sub>2</sub> emissions	tn CO <sub>2</sub> / tn	0.011	0.012	0.010
Indirect CO <sub>2</sub> emissions	tCO <sub>2</sub>	43,444	42,774	41,277
Specific indirect CO <sub>2</sub> emissions	tn CO <sub>2</sub> / tn	0.259	0.248	0.249
<b>Water Consumption</b>				
<b>Total</b>	m <sup>3</sup>	<b>59,989</b>	<b>57,049</b>	<b>67,019</b>
<b>Waste Generation</b>				
Non-hazardous waste - Total	tn	3,273	2,125	1,965
Hazardous waste - Total	tn	216	178	187



## Human Resources

	Unit	2022	2021	2020
<b>Total number of employees, Group</b>	#	<b>1,097</b>	<b>1,117</b>	<b>1,107</b>
Greece	#	469	465	447
Romania	#	97	101	106
Turkey	#	94	95	99
China	#	131	138	142
Poland	#	118	119	122
Russia	#	97	105	106
France	#	91	94	85
<b>Employee distribution by employment contract, Group</b>				
Full-time	#	1,087	1,108	1,096
Part-time	#	10	9	11
Permanent	#	1,029	1,041	1,038
Temporary	#	68	76	69
<b>Employee distribution by age, Group</b>				
<30	#	187	216	213
30-50	#	686	676	710
>50	#	224	225	184
<b>Total number of female employees, Group</b>	#	<b>177</b>	<b>185</b>	<b>183</b>
Greece	#	46	46	43
Romania	#	13	13	12
Turkey	#	16	17	19
China	#	27	30	29
Poland	#	33	37	34
Russia	#	25	25	29
France	#	17	17	17
<b>Percentage of female employees, Group</b>	%	<b>16</b>	<b>17</b>	<b>17</b>
<b>Distribution of female employees by employment contract, Group</b>				
Full-time employment	#	169	177	170
Part-time employment	#	8	8	9
Open-ended employment	#	168	170	180
Fixed-term employment	#	9	15	3

## Human Resources

	Unit	2022	2021	2020
<b>Distribution of female employees by age group, Group</b>				
<30	#	27	36	44
30-50	#	124	120	118
>50	#	26	29	21
<b>Distribution of female employees by hierarchical level, Group</b>				
Senior executives	#	14	14	13
Mid-level executives	#	40	42	50
Other employees	#	123	129	120
<b>Employment by age category, Group</b>	<b>#</b>	<b>86</b>	<b>125</b>	<b>136</b>
<30	#	49	58	71
30-50	#	33	60	60
>50	#	4	7	5
<b>Employment of women, Group</b>	<b>#</b>	<b>5</b>	<b>25</b>	<b>18</b>
<b>Employee turnover, Group</b>	<b>#</b>	<b>106</b>	<b>116</b>	<b>92</b>
Greece	#	18	18	5
Romania	#	14	9	5
Turkey	#	14	15	16
China	#	8	19	6
Poland	#	13	18	24
Russia	#	27	22	29
France	#	12	15	7
<b>Employee Mobility, Group</b>	<b>%</b>	<b>10</b>	<b>10</b>	<b>8</b>
Greece	%	4	4	1
Romania	%	14	9	5
Turkey	%	15	16	16
China	%	6	14	4
Poland	%	11	15	20
Russia	%	28	21	27
France	%	13	16	8
<b>Employee turnover by Age Group, Group</b>				
<30	#	35	21	35
30-50	#	45	77	50
>50	#	26	17	7





## Human Resources

	Unit	2022	2021	2020
<b>Women's turnover, Group</b>	#	12	18	13
<b>Women's turnover by Age Group, Group</b>				
<30	#	1	7	2
30-50	#	6	10	9
>50	#	5	1	2
<b>Total Training Hours, Group</b>	#	<b>6,134</b>	<b>10,610</b>	<b>9,971</b>
Greece	#	620	2,405	2,052
Romania	#	440	1,575	2,682
Turkey	#	239	127	73
China	#	3,144	3,312	3,408
Poland	#	867	1,613	726
Russia	#	432	432	432
France	#	392	1,146	598
<b>Total Employees Trained, Group</b>	#	<b>423</b>	<b>577</b>	<b>620</b>
Greece	#	70	132	157
Romania	#	21	101	106
Turkey	#	72	73	73
China	#	131	138	142
Poland	#	80	41	91
Russia	#	9	9	9
France	#	40	83	42
<b>Total Training Hours for Women, Group</b>	#	<b>1,323</b>	<b>1,808</b>	<b>1,157</b>
<b>Total Training Hours by hierarchical level, Group</b>				
Senior Executives	#	775	1,014	1,172
Mid-level Executives	#	1,259	2,542	2,025
Other Employees	#	4,101	7,054	6,774
<b>Average Training Hours, Group</b>	#	<b>5.6</b>	<b>9.5</b>	<b>9.0</b>
Greece	#	1.3	5.2	4.6
Romania	#	4.5	15.6	25.3
Turkey	#	2.5	1.3	0.7
China	#	24.0	24.0	24.0
Poland	#	7.3	13.6	6.0
Russia	#	4.5	4.1	4.1
France	#	4.3	12.2	7.0



## Health and Safety

Country	Unit	2022	2021	2020
<b>Number of accidents leading to absence from work</b>		<b>14</b>	<b>21</b>	<b>24</b>
Greece	#	2	2	2
Romania	#	0	0	0
Turkey	#	0	0	0
China	#	0	2	0
Poland	#	5	5	5
Russia	#	0	0	0
France	#	7	11	17
<b>Number of days of absence from work due to accident</b>		<b>526.0</b>	<b>1055.0</b>	<b>858.0</b>
Greece	#	82	20	15
Romania	#	0	0	0
Turkey	#	2	3	19
China	#	0	1175	0
Poland	#	91	82	182
Russia	#	0	0	0
France	#	351	775	642
<b>Number of days of absence from work due to accident</b>		<b>6.3</b>	<b>9.6</b>	<b>11.4</b>
Greece	#	2.1	2.1	2.2
Romania	#	0.0	0.0	0.0
Turkey	#	0.0	0.0	0.0
China	#	0.0	7.2	0.0
Poland	#	25.0	25.0	23.4
Russia	#	0.0	0.0	0.0
France	#	42.2	66.3	123.1



## Health and Safety

Country	Unit	2022	2021	2020
<b>Lost Time Incidents Severity Rate (LTISR) of the Group</b>		<b>236</b>	<b>484</b>	<b>408</b>
Greece	%	84	21	16
Romania	%	0	0	0
Turkey	%	11	16	115
China	%	0	629	0
Poland	%	455	410	852
Russia	%	0	0	0
France	%	2,117	4,670	4,649
<b>The number of work-related illnesses of the Group</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
Greece	#	0.0	0.0	0.0
Romania	#	0.0	0.0	0.0
Turkey	#	0.0	0.0	0.0
China	#	0.0	0.0	0.0
Poland	#	0.0	0.0	0.0
Russia	#	0.0	0.0	0.0
France	#	0.0	0.0	0.0
<b>Absenteeism Rate index of employees of the Group</b>		<b>2.9</b>	<b>3.0</b>	<b>4.5</b>
Greece	%	1.3	0.9	0.8
Romania	%	2.6	3.4	3.7
Turkey	%	1.5	1.5	11.3
China	%	1.2	2.0	1.7
Poland	%	7.6	8.6	11.8
Russia	%	3.3	3.0	3.7
France	%	10.2	11.3	17.5

LTIFR (Lost Time Injury Frequency Rate):  $(\text{number of incidents} / \text{man-hours worked}) \times 10^6$

LTISR (Lost Time Incidents Severity Rate):  $(\text{Number of days lost due to work-related accidents} / \text{man-hours worked}) \times 10^6$

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



### 3. Table mapping indicators to the ESG Disclosure Guide of the Athens Stock Exchange

ESG Category	2022 ID	2022 Sub - ID	Indicator Name	Reference	ESG Category	2022 ID	2022 Sub - ID	Indicator Name	Reference	
Environment	C-E1	C-E1-1	Direct emissions (Scope 1)	1,800 CO <sup>2</sup>	Society	C-S1	C-S1-1	Participation of Stakeholders	p. 77	
		C-E1-2	Intensity of direct emissions (Scope 1)	0.011 tn CO <sup>2</sup> / tn product		C-S2	C-S2-1	Women employees	16%	
	C-E2	C-E2-1	Indirect emissions (Scope 2)	43,444 CO <sup>2</sup>		C-S3	C-S3-1	Women in managerial positions	8%	
		C-E2-2	Intensity of indirect emissions (Scope 2)	0.259 tn CO <sup>2</sup> / tn product		C-S4	C-S4-1	Percentage of voluntary resignations	7%	
	C-E3	C-E3-1	Energy consumption within the organization	90,579 MWh			C-S4-2	C-S4-2	Percentage of involuntary resignations	2%
		C-E3-2	Percentage of electricity consumption	89%		C-S5	C-S5-1	Average training hours per employee in the top 10% of employees based on total compensation	6.3 hours	
		C-E3-3	Percentage of energy from Renewable Energy Sources (RES)	23.41%			C-S5-2	C-S5-2	Average training hours per employee in the bottom 90% of employees based on total compensation	2.6 hours
		C-E3-4	Total energy generated	53,989 MWh		C-S7	C-S7-1	Collective labor agreements	100 %	
		C-E3-5	Percentage of energy generated from RES	100%		C-S8	C-S8-1	Collective labor agreements Supplier assessment - Examination of supplier control using ESG criteria	p. 58-59	
	A-E2	A-E2-1	Risks and opportunities from climate change	p. 165-169		A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable business cycle	1%	
	A-E3	A-E3-1	Quantity of hazardous waste	216 tn			A-S1-2	A-S1-2	Sustainable economic activity - Percentage of sustainable capital expenditures (CapEx)	0%
		A-E3-2	Quantity of non-hazardous waste	3,273 tn			A-S1-3	A-S1-3	Sustainable economic activity - Percentage of sustainable operational expenditures (OpEx)	4%
		A-E3-3	Percentage of waste sent for recycling	38%			A-S2	A-S2-1	Employee training expenses	11,130€
		A-E3-4	Percentage of waste sent for composting	0%			A-S3	A-S3-1	Gender pay gap	10.7
		A-E3-5	Percentage of waste sent for incineration	1%			A-S4	A-S4-1	CEO Pay Ratio - CEO Pay	Remuneration Report 2022
		A-E3-6	Percentage of waste sent to landfill	46%		A-S4-2		A-S4-2	CEO-to-Employee Pay Ratio	8.8
	A-E4	A-E4-1	Disposal of wastewater containing pollutant substances	0 m <sup>3</sup>		SS-S1	SS-S1-1	Product quality and safety	p. 34-45, 52-53, 76-77	
	A-E5	A-E5-1	Sensitive Biodiversity Areas	The Company does not own or lease facilities located in or adjacent to protected areas or places of sensitive biodiversity.			SS-S1-2	SS-S1-2	Number of products recalled	0
	SS-E1	SS-E1-1	Strategic Emissions	p. 96-99		SS-S6	SS-S6-1	Health and safety performance - Number of injuries	14	
	SS-E7	SS-E7-1	Critical Raw Materials	The Company is not engaged in the manufacturing sector, does not require critical raw materials for its operation, and does not rely on or depend on critical raw materials.			SS-S6-2	SS-S6-2	Health and safety performance - Number of fatalities	0





ESG Category	2022 ID	2022 Sub - ID	Indicator Name	Reference
Society	SS-S6	SS-S6-3	Health and Safety Performance - Frequency of Accidents Index	6.3
		SS-S6-4	Health and Safety Performance - Severity of Accidents Index	236
Corporate Governance	C-G1	C-G1-1	Qualifications of the members of the Board of Directors	Annual Financial Report, Statements 2022. p. 26-28
		C-G1-2	Composition of the Board of Directors - Ranking of Board Chairman	Non-Executive Member
		C-G1-3	Composition of the Board of Directors - Percentage of Women members of the Board of Directors	23%
		C-G1-4	Composition of the Board of Directors - Percentage of Non-Executive members of the Board of Directors	46%
		C-G1-5	Board Composition - Percentage of Non-Executive and Independent members of the Board of Directors	31%
	C-G2	C-G2-1	Sustainable Development Supervision	p. 159
	C-G3	C-G3-1	Material Issues	p. 80-83
	C-G4	C-G4-1	Sustainability Policy	p. 176-177
	C-G5	C-G5-1	Business Ethics Policy	p. 176-177
	C-G6	C-G6-1	Data Security Policy	p. 176-177
	A-G1	A-G1-1	Business Model	p. 22-23
	A-G2	A-G2-1	Violation of Business Ethics	No breaches related to business ethics issues, and no financial losses incurred as a result of breaches of business ethics.
	A-G3	A-G3-1	ESG Goals - Short-term goals aligned with strategic ESG objectives	p. 86 -87
	A-G3	A-G3-2	ESG Goals - Medium-term goals aligned with strategic ESG objectives	p. 86 -87
	A-G4	A-G4-1	Variable fees	Compensation Report 2022
A-G5	A-G5-1	External Assurance	The information in this report has not been externally verified by a third-party independent entity.	

## 4. Table of Contents GRI

### GRI 1: Foundation

<b>GRI 1: Foundation statement of use</b>	The information provided in this report reflects the activities of the Group Plastika Kritis as of December 31, 2022, and presents the financial, environmental, and social performance of the Company. The Annual Report has been prepared in accordance with the Standards of the Global Reporting Initiative (GRI).
<b>Use of GRI 1</b>	GRI 1: Organization 2022
<b>Applicable GRI Sector Standard(s)</b>	No specific GRI sector standard applied

### GRI 2: General Disclosures 2021

GRI Standards	Disclosure	Page/Reference
<b>1. The organization and its reporting practices</b>		
2-1	Organizational details	p. 182-183, 206-207
2-2	Entities included in the organization's sustainability reporting	p. 14-15, 182-183
2-3	Reporting period, frequency and contact point	p. 182-183, 206-207
2-4	Restatements of information	p. 182-183
2-5	External assurance	No external assurance of the report has been conducted
<b>2. Activities and workers</b>		
2-6	Activities, supply chain, and other business relationships of the Organization	p. 4-5, 28-29, 52-55, 58-59, 60-61
2-7	Employees	p. 4-5, 6-7, 108-123, 124-133, 142, 186-195
2-8	Workers who are not employees	The Group does not employ third-party workers
<b>3. Governance</b>		
2-9	Governance structure and composition	p. 150-179
2-10	Nomination and selection process of the highest governance body	p. 156-159
2-11	Chair of the highest governance body	p. 156-161



GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Page/Reference
2-12	Role of the highest governance body in overseeing the management of impacts	p. 6-7
2-13	Delegation of responsibility for managing impacts	p. 4-5, 68-74, 129, 164-169
2-14	Role of the highest governance body in sustainability reporting	p. 68-71, 156-157
2-15	Conflict of interests	p. 172-173
2-16	Communication of critical concerns	p. 68-71, 74-79, 150-179
2-17	Collective knowledge of the highest governance body	p. 150-179
2-18	Evaluation of the performance of the highest governance body	p. 150-179
2-19	Remuneration policies	p. 176-177
2-20	Process to determine remuneration	p. 150-179
2-21	Annual total compensation ratio	
<b>4. Strategy, Policies, and Practices</b>		
2-22	Statement on sustainable development strategy	p. 6-7
2-23	Policy commitments	p. 6-7, 30-31, 48-49, 50-55, 58-59, 64-67, 86-87, 90-91, 126-129, 142, 176-179
2-24	Embedding policy commitments	p. 6-7, 48-49, 68-71, 86-87, 90-91, 126-129, 176-179
2-25	Processes to remediate negative impacts	p. 50-51, 80-83, 90-91, 126-129, 162-175
2-26	Mechanisms for seeking advice and raising concerns	p. 74-79, 118-119
2-27	Compliance with Laws and Regulations	p. 80-85, 150-179
2-28	Membership associations	p. 18-19, 60-61
<b>5. Dialogue with Stakeholders</b>		
2-29	Approach to stakeholder engagement	p. 74-79
2-30	Collective bargaining agreements	p. 110-111

GRI 2: Material Issues		
GRI Standards	Disclosure	Page/Reference
GRI 3: Material Issues 2021	3-1 Process to determine material topics	p. 80-81
	3-2 List of all material issues identified during the process for determining the content of the report	p. 82-83
<b>Corporate governance and business ethics</b>		
<b>Significant for:</b> Shareholders, Customers, Employees, and Local Authorities		
GRI 3: Material Issues 2021	3-3 Management of material issues	p. 6-7, 12-13, 68-71, 150-179
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption during the reported period
<b>Strategy and Investments</b>		
<b>Significant for:</b> Shareholders, Customers, and Financial Institutions		
GRI 3: Material Issues 2021	3-3 Management of material issues	p. 4-5, 6-7, 8-61, 62-87, 98-99, 100-105, 164-169
Group Indicator	Investments per year	p. 4-5, 46-47, 72-73, 122-123, 134-148
<b>Digital transformation and cyber-risk</b>		
<b>Significant for:</b> Shareholders, Employees, and Customers		
GRI 3: Material Issues 2021	3-3 Management of material issue	p. 164-169
Group Indicator	Implementation of a digital platform for professional risk assessment	p. 164-169
<b>International Presence</b>		
<b>Significant for:</b> Shareholders, Employees, and Customers		
GRI 3: Material Issues 2021	3-3 Management of material issue	p. 4-5, 6-7, 8-61
Group Indicator	Number of countries where the Group has a presence (facilities or sales)	p. 16-17, 24-33





GRI 2: Material Issues		
GRI Standards	Disclosure	Page/Reference
<b>Extroversion and Continuous Growth</b>		
<b>Significant for:</b> Shareholders, Employees, and Customers		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 8-61, 72-73
<b>Group Indicator</b>	Investments in research and development	p. 52-55, 72-73
<b>Profitability and Continual Growth</b>		
<b>Significant for:</b> Shareholders, Employees, Suppliers, Customers, Local Community, Local Authorities, and Financial Institutions		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 10-11, 46-47
<b>GRI 201: Economic Performance 2016</b>	<b>201-1</b> Direct economic value generated and distributed	p. 4-5, 6-7, 72-73
<b>Stakeholder engagement</b>		
<b>Significant for:</b> Subsidiaries, Shareholders, Employees, Suppliers, Local Community, Local Authorities, and Financial Institutions		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 56-57, 58-59, 74-79, 118-119
<b>Group Indicator</b>	Framework for systematic communication with stakeholders	p. 74-79
<b>Employment and Working Conditions</b>		
<b>Significant for:</b> Shareholders, Employees, and Local Community		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 64-67, 72-73, 108-123, 124-133
<b>GRI 401: Employment 2016</b>	<b>401-1</b> Employment and turnover of employees by age group, gender, and region	p. 110-111, 116-117, 186-195
	<b>401-2</b> Benefits provided to full-time employees not provided to temporary or part-time employees	p. 122-123, 142

GRI 2: Material Issues		
GRI Standards	Disclosure	Page/Reference
<b>Occupational Health and Safety</b>		
<b>Significant for:</b> Employees and Local Community		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 12-13, 64-67, 68-71, 82-83, 124-132, 164-169, 194-195
<b>GRI 403: Occupational health and safety 2018</b>	<b>403-1</b> Occupational health and safety management system	p. 126-132, 129, 132
	<b>403-5</b> Worker training on occupational health and safety	p. 120-121, 133
	<b>403-9</b> Work-related injuries	p. 194-195
<b>Employee Training and Evaluation</b>		
<b>Significant for:</b> Employees and Local Community		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 64-67, 80-81, 108-123, 133, 186-195
<b>GRI 404: Training and Education 2016</b>	<b>404-1</b> Average hours of training per year per employee	p. 110-111, 120-121, 190-191
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	p. 120-121
	<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	p. 121
<b>Group Indicator</b>	Annual number of training hours	p. 4-5, 109-110, 186-195
<b>Design, Research, and Development of Innovative Products</b>		
<b>Significant for:</b> Shareholders, Employees, and Customers		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 6-7, 12-13, 22-23, 48-51, 52-55
<b>Group Indicator</b>	Research, development, and innovation of new products	p. 38-39, 42-43, 52-55

GRI 2: Material Issues		
GRI Standards	Disclosure	Page/Reference
<b>Product Quality and Certifications</b>		
<b>Significant for:</b> Shareholders, Employees, and Customers		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 6-7, 14-15, 22-23, 48-51, 52-55
<b>GRI 417: Marketing and Labeling 2016</b>	<b>417-1</b> Requirements for product and service information and labeling	p. 38-39, 42-43, 52-55
<b>Suppliers Management and Evaluation</b>		
<b>Significant for:</b> Customers and Suppliers		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 12-13, 58-59
<b>GRI 204: Supply Practices 2016</b>	<b>204-1</b> Proportion of spending on local suppliers	p. 58-59
<b>Customer-Centric Approach</b>		
<b>Significant for:</b> Shareholders, Employees, and Customers		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 6-7, 12-13, 22-23, 48-51, 56-57
<b>Group Indicator</b>	Evaluation of customer satisfaction	p. 56-57
<b>Community Engagement and Social initiatives</b>		
<b>Significant for:</b> Employees, Suppliers, Local Community and Local Authorities		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 12-13, 64-67, 72-73, 135-149
<b>GRI 203: Indirect Economic Impacts 2016</b>	<b>203-1</b> Development and impact of investments in infrastructure and services for the common good	p. 135-149
<b>Group Indicator</b>	Annual number of social solidarity initiatives	p. 135-136

GRI 2: Material Issues		
GRI Standards	Disclosure	Page/Reference
<b>Effective Energy Management</b>		
<b>Significant for:</b> Shareholders, Employees, Customers, Local Community and Local Authorities		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 46-47, 64-57, 80-81, 83-107
<b>GRI 302: Energy 2016</b>	<b>302-1</b> Energy consumption within the organization	p. 90-91, 98-99, 184-185
	<b>302-4</b> Reduction of energy consumption	p. 90-91, 98-99, 184-185
<b>Waste Management</b>		
<b>Significant for:</b> Shareholders, Employees, Customers, Local Community and Local Authorities		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 4-5, 6-7, 46-47, 64-57, 80-81, 100-107
<b>GRI 306: Waste 2020</b>	<b>306-3</b> Waste generated	p. 104-105, 84-85
<b>Adaptation to Climate Change</b>		
<b>Significant for:</b> Shareholders, Employees, Customers, Local Community and Local Authorities		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 6-7, 46-47, 64-67, 80-81, 88-107
<b>GRI 305: Emissions 2016</b>	<b>305-1</b> Direct (Scope 1) GHG emissions	p. 96-97, 184-185
	<b>305-2</b> Indirect (Scope 2) GHG emissions	p. 96-97, 184-185
<b>Circular Economy</b>		
<b>Significant for:</b> Shareholders, Employees, Customers, Local Community and Local Authorities		
<b>GRI 3: Material Issues 2021</b>	<b>3-3</b> Management of material issue	p. 6-7, 46-47, 64-67, 80-81, 100-107
<b>Group Indicator</b>	Tons of plastic film recycled annually	p. 100-101, 184-185





# 5. Communication and Evaluation Form

To which stakeholder group of the Group Plastika Kritis do you belong?

- Subsidiaries
- Shareholders
- Employees
- Customers
- Suppliers
- Local community
- Local authorities
- Financial Institutions
- Other: ..... (please describe)

What is your impression of the Sustainable Development Report 2022?

Sections of the Report	Excellent	Satisfactory	Needs improvement
Profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our Approach to Sustainable Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental Responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Focus on Our People	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Health and Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our Contribution to Society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsible and Transparent Operation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Overall Impression of the Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How easily did you find the information on the topics that interests you?

- Very easy       Quite easy       Relatively easy       Not easy at all

How would you rate the visual presentation of the Report?

- Excellent       Good       Average       Poor

Please indicate any issues that, in your opinion, were not adequately covered in this Report:

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With the aim of continuously improving the annual Sustainable Development Report of the Group Plastika Kritis, is there any suggestion you would like to communicate to us?


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Please send the questionnaire to the following address:

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