



Sustainability Report

2023 & 2024

At a Glance

ATHEX A-G1

30 Years of
Experience

100% Recyclable
Products

Innovative,
Sustainable
Stretch Films

Presence in Greece,
Europe, the USA &
the United Kingdom

35% Recycled
Content in
Sustainable Series

13 Patent Diplomas

Responsible Practices for
Corporate Governance





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CEO Statement

Harris Kavvadias

GRI 2-22, ATHEX C-G4, A-G3



As we navigate the challenges of a rapidly changing world, it becomes increasingly important for us to embrace sustainability as a cornerstone, propelling us toward creative solutions and transformative approaches that redefine our ability to thrive in this dynamic environment. In a world where sustainability is no longer a choice but a necessity, our commitment to sustainability is exemplified through the circularity of our products. Today, I'm excited to share how our innovative spirit has not only enabled us to develop solutions that surpass the competition but also empowers us and our customers towards a secure, sustainable future.

At MEGAPLAST, our solutions are designed to deliver superior financial and environmental value, outperforming the competition—particularly in challenging applications. This commitment to innovation and sustainability positions us as a leader in driving impactful change. The fiber reinforcement elements in our Fiber Film products create a robust barrier that prevents tears from escalating into breakages. This key feature allows us to stretch the film to its minimum thickness, even in demanding applications where competitors cannot achieve similar results with low-thickness films. This innovation enables our customers to use significantly less plastic for applications in which there is no competition, resulting in unprecedented, reduced plastic waste and lower CO₂ emissions per meter of film and thus, pallet wrapped.

Meanwhile our AirOFilm product range continues to be the most sustainable solution in the market as it does not only reinforce our sustainability commitments towards lower thickness films but also protects our customers' workforce through higher holding forces and reduces the environmental impact by having a lower weight per pallet.

While we already provide circular solutions today, our goal is to lead the way in shaping the market of the future. We strive to empower our customers with eco-conscious alternative products to all of our product portfolio, while proactively engaging with the evolving political landscape - viewing it as a source of both challenges and opportunities. With the recently passed Packaging and Packaging Waste Regulation (PPWR), specifically targeting plastic packaging, there's a clear pathway toward embracing alternatives within the industry. MEGAPLAST is committed to spearheading this transition, positioning ourselves as innovators. The major challenge of this and the next year's Research and Development efforts will be to examine innovative solutions to replace plastic packaging. By fostering a sustainable culture within our organization, we are driving impactful change that resonates across our entire ecosystem.

Concurrently, we're dedicated to enhancing the sustainability of our existing product portfolio. By actively offsetting our carbon footprint and implementing the ORO™ application for less inefficiencies that lead to less wasted resources, we're not only meeting regulatory mandates but also fostering a greener future by exceeding legislative and customer requirements. The future of MEGAPLAST is centered on our commitment to become a more sustainable enterprise.



1 | Business Overview

- 1.1 MEGAPLAST at a Glance
- 1.2 Our Vision
- 1.3 Our Approach to Circular Economy
- 1.4 Our Strategy





1.1. MEGAPLAST at a Glance

GRI 2-1, 2-2, 2-6

MEGAPLAST S.A. (hereinafter: "Company" or "MEGAPLAST") was founded in 1995 in Greece and has been actively engaged to this day in the production, export, and marketing of innovative and sustainable reinforced and perforated stretch films for the industrial and agricultural markets. The company's facilities are located in Heraklion, Crete, and Thebes, Research & Development hubs are based in Heraklion, Crete and Marousi, Attica, while the headquarters are located in Marousi, Attica. MEGAPLAST maintains a strong presence in the in-

ternational market through its effective collaboration with suppliers and partners, offering a wide range of packaging film products to various destinations around the globe.

The distribution of the products is supported by the company's subsidiaries based in Spain, Italy, Germany and the United Kingdom.

MEGAPLAST's culture is guided by a spirit of excellence. Our nature as a growing business edifies our values and makes our group a legacy to be preserved in the long term.

That is why we give Real Value to our customers through:

► Innovation

► Sustainability

► Extroversion

► Market Culture

► Focus on long term Strategies

► Adaptability & Flexibility

► Entrepreneurship





1.1. MEGAPLAST at a Glance

GRI 2-1, 2-6

Products

MEGAPLAST is a manufacturer of Innovative Packaging Solutions.

We have innovation in our core. We deeply understand the requirements of the application in our markets so that we can provide effective products & solutions to our Partners providing long-term value with minimized operational costs.

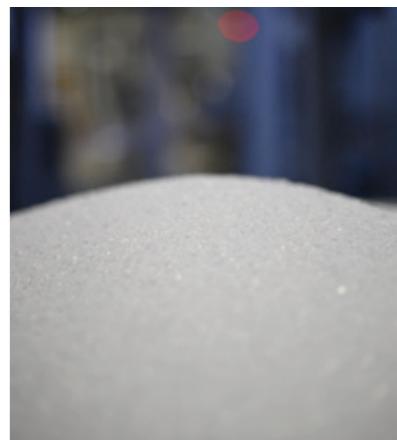
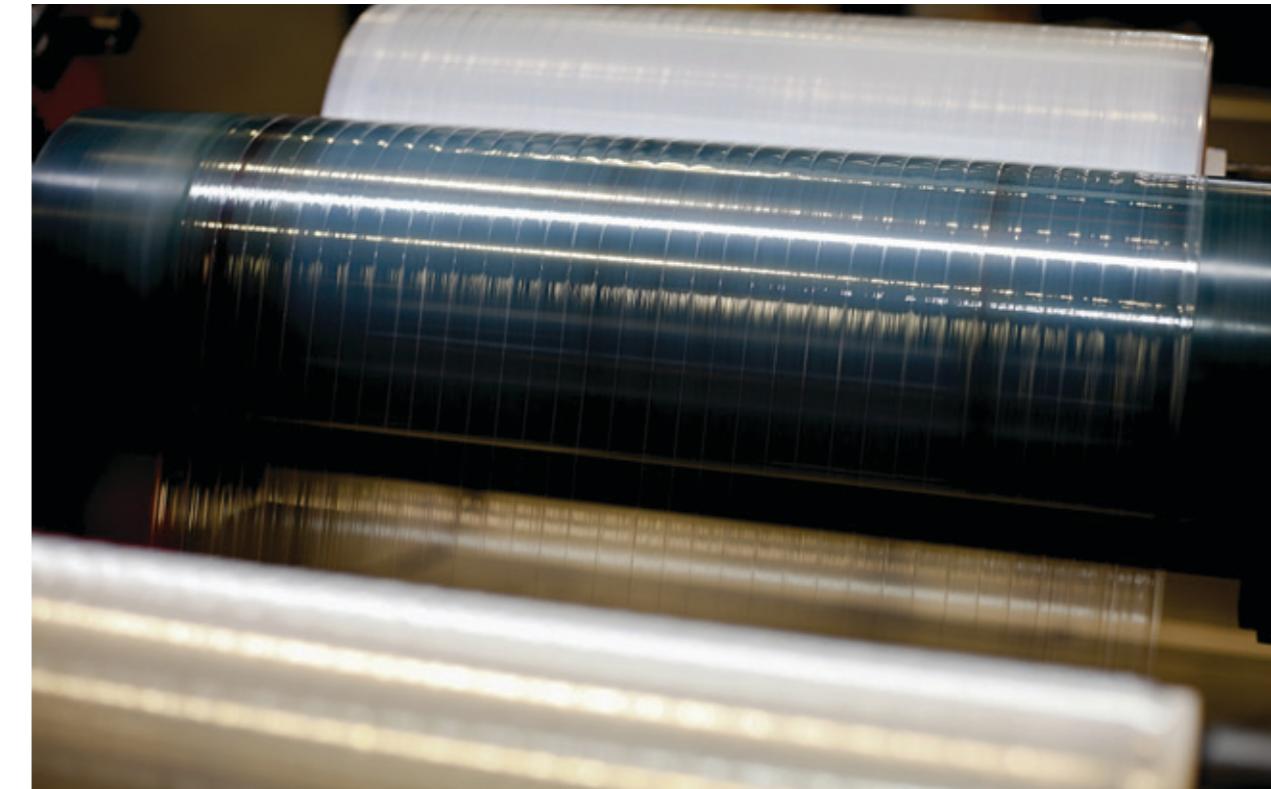
We fully commit in the development of more sustainable products through their weight minimisation, the extensive use of recycled materials, and the application of environmentally conscious processes, thus achieving less emissions, less plastic usage and 100% recyclability.

In recognition of our efforts, our product lines Eco Fiber Film, Reborn Fiber Film, AirOFilm Stretch and Stretch Lite have been certified regarding the recycled content level by the internationally renowned organization SCS Global Services, further validating our dedication to quality, performance, and environmental responsibility.



AirOFilm is the pioneering, high performance, high quality, perforated stretch film, offering superior product reliability with excellent load ventilation. It offers solutions to issues related to condensation, or lack of air-circulation due to its specially designed openings which allow even-distributed aeration. The AirOFilm Stretch series is a sustainable version of our products containing 40% post-industrial recycled material (PIR) and is designed to effectively replace 100% of our existing AirOFilm product range, reducing reliance on primary resources and decreasing waste that winds up in landfills. Simultaneously, it reduces the risk of moisture-related packing damage. The product was built with a minimalist philosophy in mind, ensuring that resources are used efficiently while maintaining quality and performance. With AirOFilm Stretch, we

continue to be a leader in sustainable packaging solutions, reaffirming our commitment to a greener, more sustainable future.

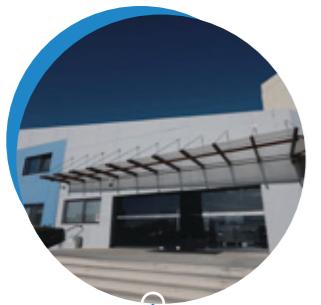


MEGAPLAST's product line is developed to meet the highest quality standards, leveraging the substantial expertise of the company's scientific staff in the Research and Development Department. It uses 35% post-consumer material (PCR), resulting in 50% lower CO₂ emissions than the average stretch film. The Reborn35 Fiber Film series is 100% recyclable, contributing to waste reduction efforts.

This revolutionary stretch film contains 35% post-industrial recycled material (PIR). Furthermore, it results in 50% lower CO₂ emissions than the average market and cuts waste output by 50%. The Eco Fiber Film is completely recyclable.



Our Story



» Acquisition of a patent for the production process of AirOFilm products.



» Acquisition of a patent for the production process of AirOFilm Agri/Maxx and the establishment of MEGAPLAST USA Corp in the United States.



» Establishment of MEGAPLAST Italia S.L. in Italy.



» Acquisition of a patent for the Fiber Film product in Europe, and the establishment of MEGAPLAST Verpackungsinnovationen GmbH in Germany.

» 1995

» 1996

» 2001

» 2011

» 2012

» 2014

» 2015

» 2016

» 2017

» The founding of the company by Mr. Charilaos Kavvadias in Heraklion, Crete.

» Establishment of MEGAPLAST UK Ltd in the United Kingdom.



» In recognition of its sustainability efforts, MEGAPLAST was honored with the EcoVadis Silver Medal in 2023.
» New Sustainable Series: Reborn Fiber Film



» Acquisition of a patent for the Stretch AirOFilm in Europe.

» Establishment of MEGAPLAST S.R.L. in Spain and acquisition of a patent for the Fiber Film product in Russia and Australia.



» Acquisition of a patent for the Fiber Film product in Israel.

» The EcoVadis Silver Medal was awarded to MEGAPLAST in 2021, highlighting its achievements in environmental and social governance.



» In 2019, MEGAPLAST was proudly awarded the Silver Medal by EcoVadis for its commitment to sustainability and corporate social responsibility.

» 2021

» 2020

» 2019

» Installation of photovoltaics at Helaklion production facility.



» MEGAPLAST's commitment to responsible business practices was recognized in 2022 with the EcoVadis Silver Medal.



» Integration of the Principles of Sustainable Development into the company's business model and strategy, and monitoring of progress towards contributing to the United Nations Sustainable Development Goals.
» New Sustainable Series: Eco Fiber Film





GRI 2-1, 2-6

With its offices at Paradisou 16, Marousi, Attica, and production facilities in the industrial area of Heraklion and at the 9th km of the National Road Thebes, the company maintains a strong presence in Greece, as well as in Europe, the USA, and the United Kingdom through its subsidiaries.

ROLE	COMPANY
Parent company	MEGAPLAST Industrial - Exporting S.A.
Subsidiary	MEGAPLAST (UK) Ltd UK
Subsidiary	MEGAPLAST ITALIA SRL
Subsidiary	MEGAPLAST SPAIN SL
Subsidiary	MEGAPLAST Verpackungsinnovationen GmbH Germany & Central Europe
Subsidiary	MEGAPLAST USA, Inc.





1.2. Vision

ATHEX A-G1

MEGAPLAST'S COMMITMENT TO INNOVATION IS AT THE FOREFRONT OF OUR ACTIVITIES, CONSISTENTLY DRIVING US TO EXPLORE PIONEERING SOLUTIONS IN THE PACKAGING SECTOR. OUR PRIMARY VALUES ARE TRUST, RESPECT, TEAMWORK, AND INTEGRITY, WHICH FORM THE PILLARS OF OUR COMPANY'S CULTURE AND DRIVE US TOWARDS INNOVATION AND SUSTAINABLE DEVELOPMENT.



RESPECT

We respect the environment, social welfare, as well as government policies aimed at maintaining stable value for all our stakeholders.



TEAM SPIRIT

We maintain close collaboration with our customers, offering training programs, upgrading existing equipment, and adapting our actions to meet their needs for a healthy and successful coexistence.

We collaborate with local producers, strengthening the domestic industry and guiding the local community towards sustainable development.

We maintain our extroversion and close collaboration with our stakeholders.



INTEGRITY

We aim for a detailed and clear depiction of key performance indicators (KPIs), while simultaneously prioritizing the immediate service of our ORO app which provides to customers reliable, sustainable KPIs.

Combining our meritocratic system with sustainability goals, we aim to cultivate a culture where individuals are not only recognized for their achievements but are also encouraged to actively contribute to the primary objectives of creating a more sustainable and responsible future.



TRUST

We aim to provide our customers with trustworthy packaging film products.

Through our reinforcement technology, we guarantee the absolute safety of the load wrapping, nullifying accidents and offering security to our customers' employees.

Furthermore, we are committed to offering trustworthy alternative solutions with certified recycled content in our portfolio.

1.3. Our approach to Circular Economy

The circular economy is expected to transform our industry in the coming decades, and MEGAPLAST is at the forefront of this change. Our range of products is designed to enhance circularity for our customers, leveraging our flexible and efficient production processes to reduce their reliance on inefficient

and bulky plastics. With an emphasis on smart and more sustainable alternative, we contribute to reducing both the environmental impact and material waste. Our commitment to sustainability goes beyond product design. The innovative spirit of MEGAPLAST

drives us to promote reuse, supported by our new, reorganized structure that focuses on developing pioneering solutions for the market. We are committed to developing reusable alternatives products as a sustainable replacement to our current pallet stabilization solutions.



Products that don't pass the quality control and can't be re-purposed to products for less demanding applications, are fully recycled. Additionally, we have invested in state-of-the-art recycling technology, in-

cluding a dedicated line for producing high-quality recycled pellets materials. Our products, such as Reborn35, Eco Fiber Film, AirO-Film Stretch and Stretch Lite, incorporate recycled content from

both consumers (PCR) and industrial waste (PIR), not only meeting but also exceeding regulatory requirements.

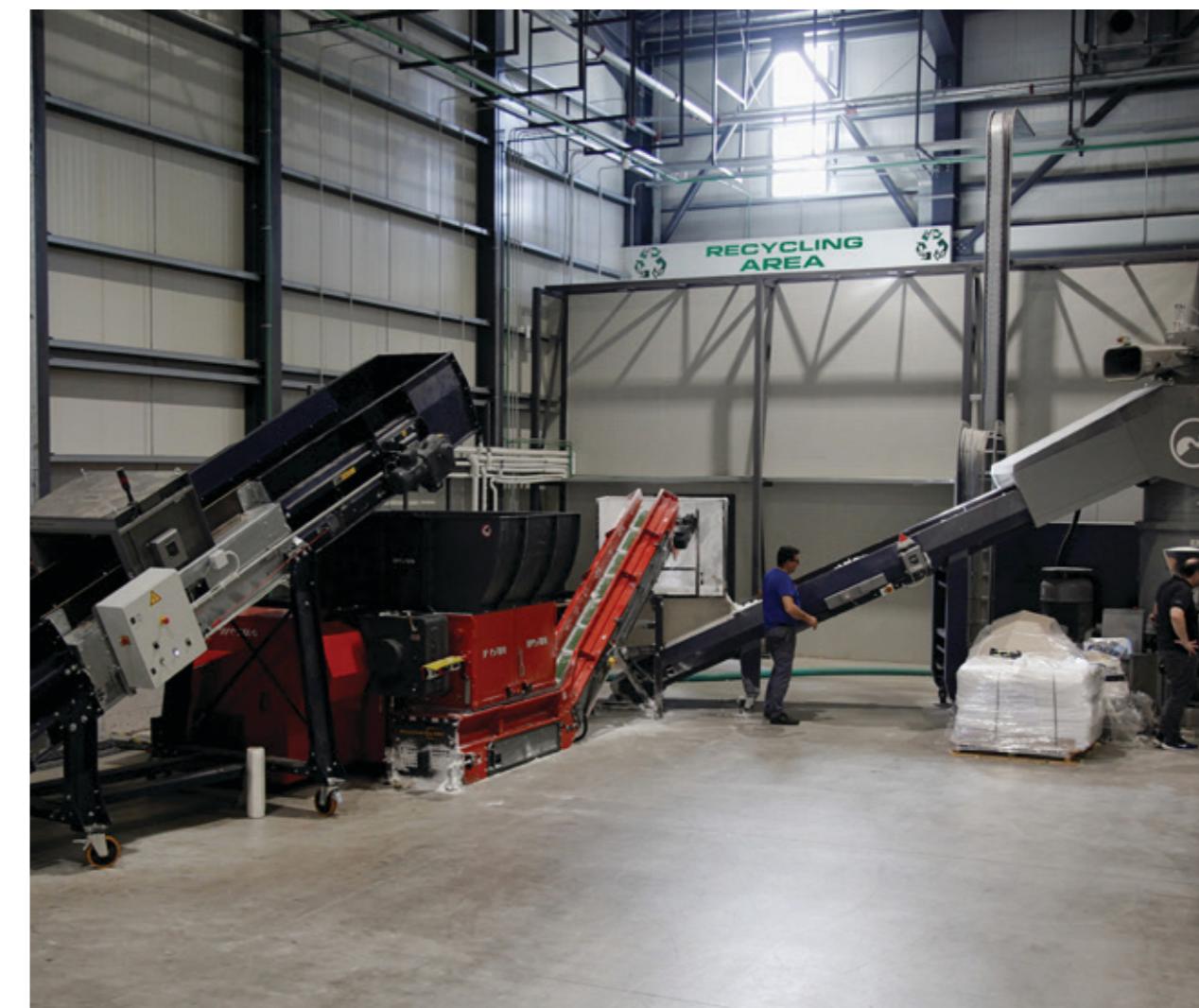
1.4. Our Strategy

GRI 2-1, 2-6

Sustainability for MEGAPLAST is a fundamental aspect, which is deeply embedded in our corporate DNA. Recognizing the importance of a sustainability strategy is crucial for our long-term success and for our business model. We be-

lieve that the adoption of sustainable principles in our strategy is a commitment that shapes a resilient and thriving legacy for future generations. The guiding principles we follow are fundamental pillars that help us, among other things,

ensure strict compliance with applicable regulations, proactively engage with stakeholders based on our ESG principles, and innovate by anticipating legislative developments, particularly within the European Union.



RESPONSIBLE GROWTH

We firmly believe that as we expand our company, it is imperative to evolve collectively as significant contributors to sustainability in the packaging sector, adopting sustainable practices in the supply chain and responding to the increasing demands for sustainability.

SUSTAINABLE PRODUCTS

We are committed to developing sustainable products and expanding our product range to include offerings that not only benefit the environment but also contribute positively to the well-being of our people and the global community.

CORPORATE ADAPTABILITY

The plastic packaging industry is subject to continuous change, influenced by evolving regulatory frameworks, shifting customer preferences, and the increasing competitiveness of sustainable products. We strive to remain flexible and prepared to reassess and adapt our business model accordingly.



1.4. Our Strategy

Reduce

At the core of our circular economy strategy lies our commitment to lean solutions, prioritizing the reduction of unnecessary raw material consumption. This approach goes beyond product development and includes training our sales team, as well as our distributors, in sustainable practices such as optimizing weight reduction and pallet stability. Our Research and Development team actively integrates sustainable materials into the production line, enhancing the ecological characteristics of our products and aligning with evolving

environmental requirements. Through our Overall Resource Optimization (ORO™) application, we ensure transparency by sharing these improvements with our customers, promoting collaboration to achieve common sustainability goals. With the ORO™ application we achieve 50% less plastic waste and up to 50% lower CO₂ emissions. We minimize operational costs & maximize total savings and we lead to eco-innovation and sustainable management of resource allocation for materials, energy and labor force.

With our lean products, we help our customers reduce plastic usage by at least 50%, significantly decreasing raw material consumption and CO₂ emissions. This weight reduction contributes to environmental, social, and economic sustainability, with benefits such as accident prevention, zero product damage, and overall cost savings.

To reinforce our commitment to environmental responsibility, we provide data comparing the weight per pallet of common films with our products, highlighting our dedication to transparency and the continuous reduction of our environmental footprint.



Performance evaluation by ESG entities

MEGAPLAST places Sustainable Development at the core of its activities, committing to reducing its carbon footprint along its value chain and promoting circular economy practices. The corporate culture of MEGAPLAST is rooted in sustainable initiatives, enhancing responsible business practices in every aspect of its operations.

In this context, the company addresses the concerns of stakeholders, both internal and external, regarding

environmental impacts and human rights, through its evaluation by the internationally recognized organization EcoVadis.

In 2023, MEGAPLAST was awarded the Silver Medal (67/100) by EcoVadis for its performance in critical areas such as Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. This distinction ranks the company in the top 8% of businesses evaluated according to EcoVadis standards.

Recycle

Circularity and especially recycling is one of the major challenges within our sustainable strategic goals and our industry as a whole. Addressing the environmental impact of plastics necessitates a collaborative effort involving multiple stakeholders. Our strategy of providing the market with sustainable products containing recycled material is very closely related to the circular vision of our company.

We are committed to offering 100% alternative solutions for our products through Eco Fiber Film, Reborn Fiber Film, AirOFilm Stretch and Stretch Lite, which include PIR (Post-Industrial Recyclate) and PCR (Post-Consumer Recyclate) plastic. We have been certified for our recycled content in our products by SCS Global Services.

- ▶ **Reborn35 Fiber Film** with 35% Post-Consumer Recyclate (PCR),
- ▶ **Eco Fiber Film** with 35% Post Industrial Recyclate (PIR),
- ▶ **AirOFilm Stretch and Stretch Lite** with 40% Post Industrial Recyclate (PIR)

Focusing on design for recycling, we have developed mono-material products that ensure high recyclability. This approach has been certified with RecyClass Class A, based on RecyClass's design guidelines and recyclability methodology.

For full transparency, the audit report and evaluation registration code is: 215-MEG-SZ.

With continuous innovation, collaboration, and leadership, we are committed to being at the forefront of the circular economy, setting the standards for a sustainable future.

Reuse

In the forthcoming years, stretch film producers are confronted with a major challenge: the passed legislation set to prohibit single-use plastics within the EU, excluded stretch film at the last minute, showing a clear indication that when the correct reusable solutions appear in the market a shift in public policy will take place.

At MEGAPLAST, we acknowledge this pivotal shift and are committed to transforming this challenge into an opportunity by embracing innovation towards potentially replacing some of our products with reusable solutions.

Recognizing the profound impact on our business model, we are proactively strategizing to align with evolving market dynamics through restructuring our organization towards new exciting goals. With a firm dedication to sustainability, we aim to discover new, reusable packaging solutions.

Our understanding of the market and our dedication to innovation provides us with multiple opportunities in the form of product offerings which will be developed in the coming years. These product offerings will play a major role in securing the future of MEGAPLAST while at the same time strengthening our commitment towards sustainability.

At the present stage, we have established a strategic partnership focused on repurposing our products that would otherwise be discarded to align with more sustainable, less resource-intensive alternatives. These initiatives aim to reduce our environmental footprint while contributing to a circular economy.

2 Materiality Assessment

- ⊖ 2.1 Stakeholder Identification
- ⊖ 2.2 Materiality Assessment
- ⊖ 2.3 Sustainable Development Goals (SDGs)
- ⊖ 2.4 Membership Associations



2.1. Stakeholder Identification

GRI 2-29, ATHEX C-S1

Collaboration and active communication with all of our stakeholders, as well as receiving their feedback, are crucial factors for MEGAPLAST in the decision-making process, shaping our strategy, and setting our short-term and long-term goals.

The company recognizes as stakeholders any external or internal entity that meets the following criteria:

RISK

The level of risk that may arise from the stakeholder for the organization, either through the exercise of influence, compliance with regulatory frameworks, or through other means.

IMPACT

The potential positive or negative impacts that the interested party may have on the activities, reputation, and financial performance of MEGAPLAST.

INFLUENCE

The degree to which the interested party can influence the decision-making and strategic direction of MEGAPLAST.

DEPENDENCY

The level to which the interested party relies on the products and services provided by the organization.

URGENCY

The urgency of the stakeholder's requests or needs and the necessity for immediate response.



GRI 2-29, ATHEX C-S1

An initial qualitative categorization of the stakeholders included the distinction between both internal and external stakeholders based on their level of influence - either towards or from MEGAPLAST's ac-

tivities - as well as their degree of interest in the sustainability issues examined and implemented. Additionally, regarding the approach to engaging different stakeholders and considering the objective

challenges related to accessibility and the time required to reach each of them, a common and direct method of engagement was chosen: conducting a survey through a suitably designed questionnaire.

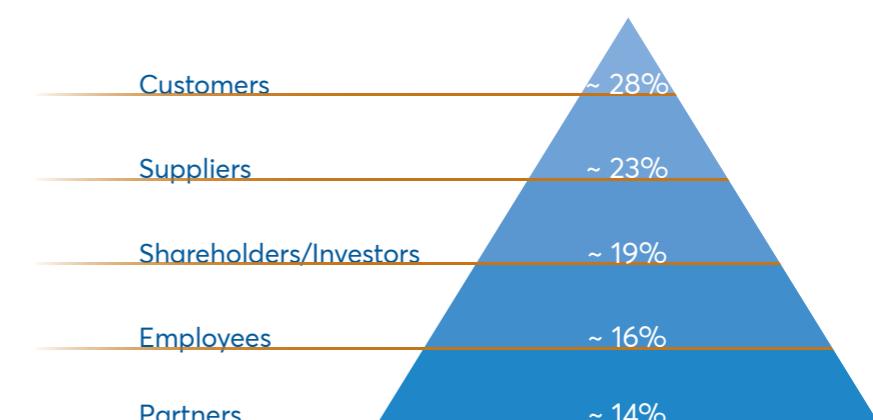
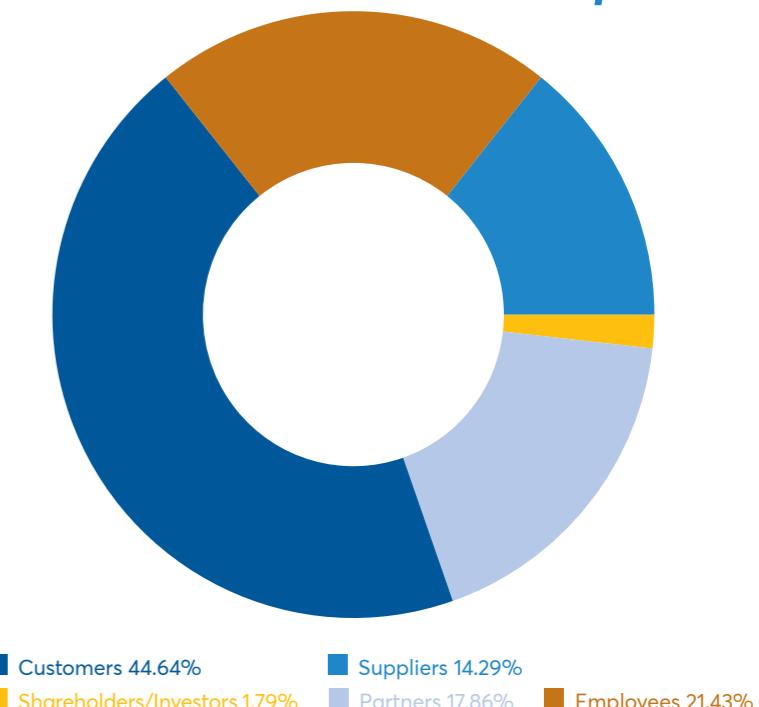
UNIFIED QUALITATIVE ASSESSMENT OF STAKEHOLDERS

Stakeholders	Level of Influence to and from MEGAPLAST's activities	Level of Interest in Sustainability Issues	Qualitative Assessment of Stakeholders
Shareholders/Investors	High	High	Strategic Partners
Customers	Very High	Medium	Strategic Partners
Suppliers	High	High	Strategic Partners
Employees	Medium	Medium	Concerned Stakeholders
Partners	Low	Low	Marginal Stakeholders

For the determination of the final weighted scores of the stakeholders, a methodology was applied that included the systematic assessment of stakeholders based on specific criteria. These criteria included the degree of influence, dependence, impact, urgency, and risk. Each criterion was assigned specific percentage weights that reflect its relative importance in achieving the organization's strategic objectives.

The analysis revealed that impact and influence are the most critical dimensions, with weighted scores of 35% and

Stakeholder Contribution to MEGAPLAST's Material topics



20%, respectively. These weights were allocated in a way that accurately represents their significance within the organization's overall strategic framework. Based on the above criteria, the stakeholder groups, including shareholders, customers, suppliers, employees, and partners, were evaluated accordingly. Each criterion is scored on a scale from 1 to 5, where higher scores indicate greater influence, impact, dependence, urgency, and risk. The weighted scores for each stakeholder are

derived from multiplying the score by the corresponding percentage weight. This step integrates qualitative assessments with quantitative measurements to accurately reflect the relative importance of each stakeholder.

2.2. Materiality Assessment

GRI 3-1, 3-2, 3-3, ATHEX C-G3

For MEGAPLAST, creating value for all stakeholders is a top priority. This is achieved through the recognition, monitoring, and management of key areas related to sustainability issues. As a part of this specific goal, the company conducted a Materiality Assessment for the fiscal years of 2023 and 2024, following the guidance outlined by the International GRI Standards.

The analysis process followed an inductive reasoning approach, where specific sustainability topics for MEGAPLAST's activities were identified and recognized. This was followed by the formulation of the final Material Topics for the company, through the evaluation and scaling of responses from stakeholders, which were collected via a shared questionnaire distributed to them.



ENVIRONMENT	1 Scope 1 & Scope 2 Greenhouse Gas (GHG) Emissions	Reduction of Greenhouse Gas Emissions and Adaptation to Climate Change
	2 Reduction of Greenhouse Gas (GHG) Emissions	
	3 Compliance with European & National regulations	
	4 Transition to Renewable Energy Sources (RES)	
	5 Commitment to carbon neutrality by 2050	
	6 Identification and assessment of risks and opportunities related to climate change	
	7 Waste Management	
	8 Waste recycling to avoid landfill disposal	
	9 Increase in product recyclability and waste reduction	
	10 Operation Clean Sweep (OCS) Certification	
	11 Optimization of water use in industrial cooling	

ENVIRONMENT	12 Reduction of packaging materials and repackaging practices	Redesign of materials and packaging methods, ensuring compliance with regulatory frameworks
	13 Increase of recycled material and reduction of resin	
	14 Environmental Characteristics	
	15 Leaner products	
	16 Evaluation and selection of suppliers based on ESG criteria	
	17 Accurate environmental information to avoid greenwashing	
	18 Compliance with regulatory frameworks for packaging (PPWR)	

SOCIETY	19 Identification and assessment of occupational Health & Safety risks	Safeguarding the health and safety of employees and consumers
	20 Ensuring compliance with measures and provision of resources for Occupational Health & Safety	
	21 Protection of consumer health & safety	
	22 Respect for human rights	
	23 Fair wages and elimination of the racial pay gap	
	24 Employee well-being benefits	
	25 Diversity, Equality, Inclusion	
	26 Evaluation and selection of suppliers that adopt social standards	
	27 Practices for strengthening the local community	
	28 New talents with expertise	

GOVERNANCE	29 Training and development of employees in Health & Safety issues	Training and professional development
	30 Implementation of a code of conduct	
	31 Code of conduct for suppliers	
	33 Identification of bribery-related risks	
	34 Fair competition practices	
	35 Compliance with national and European laws	
	36 Communication of company progress and impact	
	38 Risk identification for business continuity	
	39 High performance in globally recognized standards (Ecovadis)	
	41 Financial performance	

2.2. Materiality Assessment

GRI 3-1, 3-2, 3-3, ATHEX C-G3

After gathering the results from the questionnaires, we proceeded to prioritize the issues concerning the economic, social, and environmental impacts of our activities along the value chain, in accordance with the principles of Comparability, Accuracy, Timeliness, Transparency, Reliability, and Conclusion Drawing, as defined by the GRI standards.

ENVIRONMENT

- Reduction of Greenhouse Gas Emissions and Adaptation to Climate Change
- Implementation of rational waste management practices and diversion from landfilling
- Implementation of rational water usage management practices

- Redesign of materials and packaging methods, ensuring compliance with regulatory frameworks
- Procurement of products with information on design and carbon footprint, certified with ecological labels



SOCIETY

- Safeguarding the health and safety of employees and consumers
- Elimination of discrimination incidents and promotion of well-being at work
- Training and professional development

GOVERNANCE

- Code of conduct for the company and its suppliers
- Avoidance of risks and compliance with regulatory frameworks to ensure business continuity
- Financial Performance

2.3. Sustainable Development Goals (SDGs)

GRI 3-1, 3-2, 3-3, ATHEX C-G3

MEGAPLAST actively contributes to the Sustainable Development Goals (SDGs) as outlined by the United Nations in 2015, with the aim of identifying those that are directly aligned with the scope of its activities.

The following diagram illustrates the 11 Goals that

emerged from the investigation, as well as through the process of identifying and pinpointing material issues. At the same time, it reflects MEGAPLAST's contribution to the stated Goals, including actions and successes in the areas of environment, society, and governance.

SUSTAINABILITY SECTOR	SDGS	MATERIALITY TOPIC	RISKS AND OPPORTUNITIES ACCORDING TO MATERIALITY TOPICS	MEGAPLAST'S CONTRIBUTION
		Reduction of greenhouse gas emissions and adaptation to climate change.	Greenhouse gas emissions during product manufacturing Comply with climate related european regulations Transitions to renewable energy use Commitment to achieve carbon neutrality by 2050 Identification and assessment of risks and opportunities related to climate change	<ul style="list-style-type: none"> • CO₂ neutral products • 50% less CO₂ emissions during manufacturing than market average • 8% electricity from renewable energy sources since 2020 • 30% reduction of Scope 1 and 2 emissions by 2030 compared to 2019
ENVIRONMENT		Implementation of rational practices in waste management and a shift away from landfill disposal.	Waste management increased product recyclability and decreased generated waste Waste recycling to avoid landfill	<ul style="list-style-type: none"> • Overall Resource Optimization (ORO_{TM}) application for less plastic waste generation • RecyClass certification for class A recyclable products
		Implementation of rational practices for protection of the aquatic environment	Operation Clean Sweep (OCS) certification Optimization of water use in industrial cooling operations	<ul style="list-style-type: none"> • Operation Clean Sweep (OCS) on minimizing the mismanagement of resin in our production facilities by creating procedures that are constantly monitored and improved
		Redesign of materials and packaging methods in compliance with stricter regulatory frameworks	Increased recycled content Environmental characteristics Production of leaner products	<ul style="list-style-type: none"> • 50% less use of plastic raw materials leads to leaner final products • 35% post-consumer recyclate (PCR) • 30-50% post industrial recyclate (PIR)
		Procurement of specialized products featuring information on their design and carbon footprint, certified with eco-labels	Supplier assessment according to ESG standards Realistic environmental information for greenwashing purposes Comply with regulations for packaging (PPWR)	<ul style="list-style-type: none"> • Compliance with PPWR • Selection of suppliers that set the protection of the environment as top priority through MEGAPLAST's code of conduct • CO₂ free eco-labels



SUSTAINABILITY SECTOR	SDGS	MATERIALITY TOPIC	RISKS AND OPPORTUNITIES ACCORDING TO MATERIALITY TOPICS	MEGAPLAST'S CONTRIBUTION
		Health & Safety of employees and customers	<p>Identification and assessment of risks regarding Health & Safety at work</p> <p>Ensuring compliance with measures and provision of resources for Health & Safety in the workplace</p> <p>Health & Safety of customers</p>	<ul style="list-style-type: none"> 0 LTAR for customers 0 LTAR at workplace (2023) 0 Fatal Occupational Accidents 0 confirmed illnesses
SOCIAL		Elimination of discrimination incidents and promotion of well-being in the workplace	<p>Human rights respect</p> <p>Fair compensation and elimination of the racial wage gap</p> <p>Employee benefits</p> <p>Diversity, Equality, Inclusion</p> <p>Evaluation and selection of suppliers that adopt social standards</p> <p>Practices for strengthening the local community</p>	<ul style="list-style-type: none"> 0 incidents regarding assault and discrimination Wages paid per month for a normal work exceed the legal or industry minimum standards 0% of direct employees paid below living wage 100% direct employees insurance covered 45,000 euros for CSR initiatives in 2024
		Employee professional training	<p>New talent acquisition</p> <p>Employee professional training on Health & Safety matters</p>	<ul style="list-style-type: none"> Approximately 4 hours of training per employee in 2024

SUSTAINABILITY SECTOR	SDGS	MATERIALITY TOPIC	RISKS AND OPPORTUNITIES ACCORDING TO MATERIALITY TOPICS	MEGAPLAST'S CONTRIBUTION
		Code of conduct for company and suppliers	<p>Application of the company's code of conduct</p> <p>Code of conduct for suppliers</p> <p>Comply with ethics regulations</p>	<ul style="list-style-type: none"> Policies against discrimination, forced and child labor
GOVERNANCE		Risk avoidance and compliance with regulatory frameworks to ensure business continuity	<p>Bribery risks identification</p> <p>Fair competition practices</p> <p>Investing in innovative technologies</p> <p>Comply with national and European regulations</p> <p>Communication of the company's progress and impact</p> <p>Identification of risks aimed at ensuring business continuity</p> <p>High performance in globally recognized standards (EcoVadis)</p> <p>Protection of personal data</p>	<ul style="list-style-type: none"> High performance in voluntary environmental schemes: EcoVadis (67/100) 0 bribery incidents
		Financial performance	Company's financial performance	<ul style="list-style-type: none"> Adding value to the economy and building a resilient business model





2.4. Membership Associations

GRI 2-28

Enabling a Resilient Future for People & the Planet

SOCIAL SPONSORSHIPS

Our commitment to corporate social responsibility is reflected in a diverse range of initiatives that foster education, food security, and ethical sustainability across communities. We are proud to support a Greek expatriate in Africa who is leading the construction of a new school in Kenya, expanding access to quality education for children in underserved regions. In alignment with our environmental goals, we finance the operation of a vegan farm that exemplifies the most sustainable approach to ethics and environmental activism. Scientific studies consistently show that vegan diets have the lowest environmental impact, producing up to 70% fewer greenhouse gas emissions, requiring far less land and water, and causing significantly less biodiversity loss compared to meat-based diets.



Donation and sponsorships to various institutes, that are listed below:

- "Olympic Educational Weeks": An international educational event that brings together students from Greece and abroad. MEGAPLAST fully sponsored the participation of students from Lubumbashi, Democratic Republic of Congo, enabling them to travel to Olympia and take part in the 4th Olympic Week.
- "African Dreamers": A visionary organization working towards better access to education across Africa. MEGAPLAST supports its efforts to establish new schools and improve educational infrastructure for underserved communities.
- "Vegan Life": A movement dedicated to defending animal rights, promoting plant-based living, and raising awareness about social justice and environmental sustainability. MEGAPLAST contributes to initiatives that align with this mission.
- "Hearing Voices Hellas": The local branch of the International Hearing Voices Movement, which fosters understanding, connection, and support for individuals experiencing auditory phenomena, as well as the broader mental health community.
- "ISKCON Hellas": An organization committed to social welfare and compassion, actively supporting the nutrition of homeless individuals, particularly from the Indian community, through food distribution programs.



Our Ongoing Commitment

These initiatives are part of a broader, long-term CSR strategy focused on environmental protection, employee engagement, and sustainable development. We are proud of the impact achieved so far and are committed to expanding our efforts in partnership with stakeholders, aiming for a cleaner, greener future for all.



ENVIRONMENTAL VOLUNTEERING

As part of our ongoing commitment to environmental stewardship and community engagement, our company has actively participated in and organized a series of clean-up initiatives targeting coastal and forest ecosystems. These actions reflect our core values of sustainability, responsibility, and collective impact.



- In collaboration with the environmental organization iSea and our own employee volunteers, we launched a beach clean-up campaign, aimed at removing plastic waste, fishing debris, and other pollutants from popular and remote beach areas in Crete. Our efforts resulted in the collection of several tons of waste from targeted coastlines, contributing to the preservation of marine biodiversity and cleaner, safer recreational environments for local residents and tourists alike.
- Recognizing the ecological significance of forests such as carbon sinks and biodiversity hotspots, we extended our environmental program to include forest clean-up initiative in Thebes, carried out in collaboration with the environmental organization We4all. Key actions included organized volunteer missions to remove litter, abandoned materials, and fire hazards from protected and suburban forest areas. These activities not only improved the health and aesthetics of natural habitats but also strengthened community bonds and environmental awareness across generations.

Our Commitment to Net Zero & Carbon Offsetting

CARBON OFFSETTING PROGRAM

As part of our commitment to achieving Net Zero, we collaborate with Carbon Footprint Ltd (www.carbonfootprint.com) to actively participate in certified carbon offsetting programs. Through these initiatives, we work alongside our customers to address climate change by supporting impactful projects that reduce emissions and foster a more sustainable future. These carbon offset programs enable us to seamlessly compensate for unavoidable emissions; contribute to verified climate solutions; promote global and local sustainability efforts.

We are proud to support and participate in the following programs:

1. Wind Power Project in Maharashtra, India
2. Wind Power Project In Tamil Nadu, India

Recommended High Quality Carbon Offset Projects

Wind Power Project In Tamil Nadu By Green Infra Renewable Energy Limited

Type: Wind Power
Country: India
Reference: VCS1904



The main purpose of this project activity is to generate clean form of electricity through renewable wind energy source. The project involves installation of 250 MW wind power project in Tamil Nadu state of India through SPV.

Over the 10 years of first crediting period, the project will replace anthropogenic emissions of greenhouse gases (GHG's) estimated to be approximately 7,07,799 tCO2e per year, thereby displacing 755,550 MWh/year amount of electricity from the generation-mix of power plants connected to the Indian grid, which is mainly dominated by thermal/fossil fuel based power plant.

3 Environment

- ⊕ 3.1 Environmental Responsibility
- ⊕ 3.2 Climate Change
- ⊕ 3.3 Materials and Waste
- ⊕ 3.4 Product Development
- ⊕ 3.5 Efficient Practices in Water Management





AT A GLANCE

8%

of our electricity needs are met with renewable energy production (photovoltaics)

100%

all of our products can be fully replaced with sustainable alternatives, ensuring a complete transition to environmentally friendly solutions

1,970

tons of our products were purchased as CO₂ neutral

50%

waste savings due to the lean nature of our films

GOALS

▼ Reduce customers environmental impact using lean and circular products

▲ Increase our CO₂ neutral product volume sold

► Give a product counterpart with recycled content to all our products

► Produce monomer products to maximize recyclability





3.1. Environmental Responsibility

GRI 3-3, 2-22, 2-27



REGULATORY COMPLIANCE

Our Company operates in full compliance with all applicable European and national environmental regulations, ensuring that its activities consistently adhere to the strict emission limits established in its environmental permit (AEP). We are committed to upholding the highest environmental standards, continuously monitoring and managing our emissions to minimize our ecological impact and promote sustainable practices.

TRANSPARENCY

Transparency is a core principle of our Company, guiding our commitment to ethical business practices and accountability. Our policies and decision-making processes are designed to uphold integrity, foster trust, and promote responsible corporate governance.

EFFICIENT COLLABORATIONS

Undertaking pioneer measures requires robust support and close collaboration within the supply chain, ultimately delivering added value to our customers. Because of the high complexity of material science needed to create sustainable products we have collaborated with many recycled material producers in order to identify the correct recycled raw material that will be used in our new eco-friendly product lines.

CONTINUOUS IMPROVEMENT

We are committed to continuously improving the efficiency of our products and our operations, aiming to minimize waste and enhancing the sustainability KPI's of our customers as we grow. Our products contribute to a greener world by reducing plastic waste and lowering CO₂ emissions for demanding applications, ensuring that our growth directly supports environmental sustainability.

3.2. Climate Change

GRI 3-3, 305-1, 305-2, ATHEX C-E1, ATHEX C-E2, ATHEX SS-E1



Our primary focus is to adapt our business to the risks posed by climate change, viewing it not only as a threat to our operations but also as an opportunity to strengthen our business model.

By offering CO₂-neutral products, we ensure that our business model is both sustainable and flexible, able to adapt to evolving environmental and market demands.

To achieve this, we conducted a comprehensive life cycle analysis of our products and calculated our Scope 1 and Scope 2 greenhouse gas (GHG) emis-

sions. Using these insights, we developed clear guidelines to enhance our business's resilience to climate change while simultaneously prioritizing CO₂ neutrality of our products. As a result, since 2021, MEGAPLAST has committed to offering a significant volume of our products as CO₂ neutral. Our journey towards a more sustainable product range began with a comprehensive Life Cycle Analysis (LCA). LCA adheres to the standards of PAS 2050:2011, ISO 14067, ISO 14040, and ISO 14044.

To reduce our carbon footprint, we have transitioned to adopt sustainable electricity procurement practices by producing electricity through photovoltaics for 8% of our total consumption, significantly cutting the CO₂ emissions associated with our production activities. This shift, combined with verified carbon credits, allows us to offer a service of CO₂ neutral products for our customers. Additionally, it has led to a valuable reduction of overall scope 2 emissions for the reporting time period.

GREENHOUSE GAS EMISSIONS (SCOPE 1&2)

	2022	2023
Direct Greenhouse Gas Emissions (Scope 1) [tn CO ₂ eq.]	257.543	235.272
Indirect Greenhouse Gas Emissions (Scope 2 - location based) [tn CO ₂ eq.]	9,900.882	8,812.598
Total Greenhouse Gas Emissions (Scope 1 & 2) [tn CO ₂ eq.]	10,158	9,047.87

8.65%

▼ decrease of 2023 Scope 1, since 2022

10.99%

▼ decrease of 2023 Scope 2, since 2022



TARGET

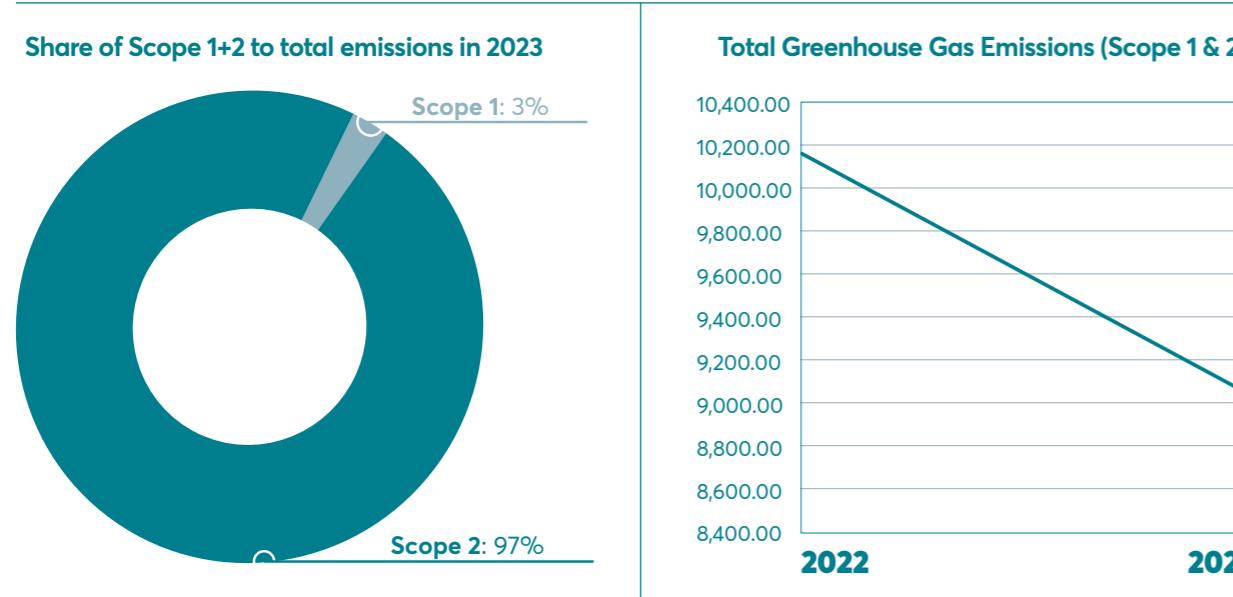
▼ reduction of Scope 1 & 2 emissions by 2030 compared to 2019



3.2. Climate Change

GRI 3-3, 305-1, 305-2, ATHEX C-E1, ATHEX C-E2, ATHEX SS-E1

TOTAL SCOPE 1 & 2 GREENHOUSE GAS EMISSIONS		
	2022	2023
Total Greenhouse Gas Emissions (Scope 1 & 2) [tn CO ₂ eq.]	10,158	9,047.87



Energy

GRI 302-1, ATHEX C-E3

We continuously aim to strengthen our pillar of sustainable growth by improving our production practices and reducing wasted resources, such as energy. At the same time, we are aligning our current production needs with sustainability, one of our key achievements being the production of 8% of our output using renewable energy. We aim to build on this achievement by continuously enhancing and increasing the share of renewable energy in our electricity procurement in the future. During 2023, renewable energy accounts for approximately 31.34% of total consumption for the due to the newly installed PV panels in our manufacturing facility and the purchases of clean energy through GOs. The remaining electricity consumption originating from the national electricity grid, which every year consists of even more renewable energy.

We continually strive to reduce the environmental impact of our products by leveraging economies of scale, for example our electricity consumption needs have

been aligned with our production practices through a deep cooperation between multiple departments with the goal of growing responsibly. Through this cooperation we managed to significantly reduce our electricity needs.

Meanwhile we have built our new factory with the company's sustainability goals embedded in every stage of its creation, aiming to achieve our targets while growing responsibly. Some of the key benefits include our dry cooling systems, which are designed to reduce electricity consumption during winter months when temperatures drop below 12°C, contributing to our energy efficiency goals.

ENERGY INTENSITY			
	2022	2023	2024
Energy consumption for the production of plastic packaging films	1,399.93 kWh/ ton of product	1,354.69 kWh/ ton of product	1,372.65 kWh/ ton of product





3.3. Materials & Waste



GRI 3-3, ATHEX SS-E5

We recognize the importance of providing forward-thinking customers with the opportunity to be early adopters of sustainable products. By embracing new sustainable products, they can capitalize on the benefits of sustainable offerings, including compliance with upcoming legislation, marketing efforts and economic advantages, all without compromising significantly on performance or profitability.

We are devoted to creating sustainable products and expanding our product offerings to assist the environment and the global society. The pioneer product line Fiber Film Reborn35 is dedicated to minimizing plastic waste, combating climate change, and reducing the use of virgin raw materials. By incorporating 35% post-consumer materials, Reborn stands as the most eco-conscious product line in our company. Our sustainable product line is designed to provide our customers a variety of product options that include a large amount of recycled content and facilitate the transition towards slimmer products.

AirOFilm Ultra, is our latest innovation designed with sustainability at its core. It will be crafted in 2025, with 25% with 25% post-industrial (PIR) content, is reinforcing content, reinforcing our commitment to environmental responsibility in our whole current product range. It maintains the high sustainability standards of our AirOFilm product line, while also contributing to a circular economy. Additionally, it will be engineered to be lean, ensuring resource efficiency without compromising on quality or performance. With AirOFilm Ultra, we continue to push the boundaries of sustainable packaging solutions, aligning with our mission to create a greener future.



Total recycled plastic content in relation to the total mass of plastic raw materials

► 2022
8.78%

► 2023
13.88%

► 2024
15.71%

78.85%

▲ Increase in total neutral CO₂ production from 2022

We recognize the critical importance of reducing deforestation as part of a sustainable strategy to combat climate change. To support this effort, we source our tertiary packaging, including paper cores and boxes, from certified suppliers who provide recyclable materials.

CO₂ Neutral Products

CO₂ neutral products are available upon request, with a 1% premium on the sale price to cover part of the costs associated with the LCA analysis, carbon credit purchase, and related overheads. We have adapted to change by fully neutralizing the CO₂ emissions from both our production processes and those of our suppliers.

GRI 301-1

Our carbon credits are carefully selected to benefit local ecosystems and address global climate change issues. We ensure responsible procurement by verifying our suppliers through rigorous standards and certifications. This practice aligns with our Sustainable Development Goals (SDGs) and reinforces the credibility of our carbon credits. In support of these efforts, we have partnered with Wind Power Projects through Carbon Footprint Ltd., which aligns with multiple SDGs and ensures the integrity of our carbon credits.





3.3. Materials & Waste

Waste

Our Company is committed to limiting and reducing its environmental footprint, fully complying with the applicable legislation regarding the management, storage, transportation, recycling, and disposal of waste. All our waste is managed in full compliance with local regulations, ensuring that we uphold environmental responsibility in every aspect of our operations and making sure future waste will be managed responsibly.

SOLID

Our solid waste primarily consists of plastics waste. The majority of materials are recycled and reintegrated to our production process. Plastic waste that does not meet our quality standards for in-house recycled pallet production is responsibly managed by outsourcing to specialized partners, who recycle this materials for use in less demanding plastic applications, ensuring that all plastic waste is diverted from landfill and contributes to a circular economy. Additionally all other waste stream, such as paper and cardboard generated from our packaging operations are collected and sent to external recycling Partners. MEGAPLAST has established formal collaborations to ensure the effective and responsible management of all waste streams.

LIQUID

There is no liquid waste generated during the production process; just wastewater, consisting of water used for cleaning of spaces and equipment. The aforementioned wastewater quantity is channeled into the sewage network and, eventually, into the biological treatment plant, according to the ETBA Industrial Park's credentials. The maintenance and repair of machinery generates small amounts of waste lubricating mineral oils. The company collects waste lubricating oils (WLO) in adequately prepared places (barrels), which are then collected by a licensed company.

GRI 306-2

The protection of the environment and the minimization of our company's ecological impact are critical components of our sustainable development strategy. At the same time, we are totally committed to complying with all applicable environmental legislation, notably regarding waste management, storage, transportation, recycling, and disposal.

Recognizing the possible negative effects on the environment and public health caused by poor solid waste management in our operations, MEGAPLAST has created a structured waste separation system at the source, both in office areas and during the production process.

For waste management, we exclusively collaborate with licensed and specialized partners who are responsible for waste collection, transportation, recovery, and/or final disposal in compliance with legal requirements and environmental principles. Our partners adopt best practices and adhere to all applicable licensing and regulatory frameworks, ensuring proper and safe waste handling.

GRI 306-3, 306-4, ATHEX A-E3

WASTE PRODUCTION (tn)

Waste Type	Non-Hazardous	Hazardous
Municipal Mixed Waste (MSW)	186.33	0.00
Hazardous Substances	0.00	2.16
Paper and Cardboard	109.12	0.00
Plastic	95.68	0.00
Iron and steel	1.01	0.00
Copper	0.03	0.00
Aluminum	0.03	0.00

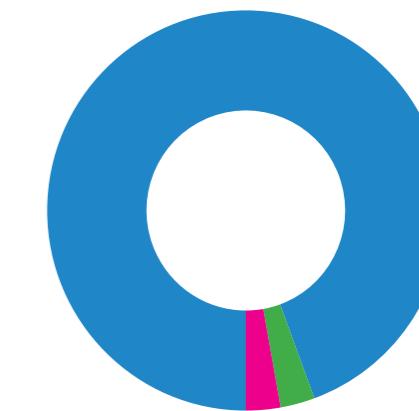
QUANTITIES OF WASTE DIVERTED FROM LANDFILL (tn)

Waste Type	Non-Hazardous	Hazardous
Municipal Mixed Waste (MSW)	0.00	0.00
Hazardous Substances	0.00	2.16
Paper and Cardboard	109.12	0.00
Plastic	95.68	0.00
Iron and steel	1.01	0.00
Copper	0.03	0.00
Aluminum	0.03	0.00



QUANTITIES OF WASTE DESTINED FOR LANDFILL (tn)

Waste Type	Non-Hazardous	Hazardous
Municipal Mixed Waste (MSW)	186.33	0.00
Hazardous Substances	0.00	0.00
Paper and Cardboard	0.00	0.00
Plastic	0.00	0.00
Iron and steel	0.00	0.00
Copper	0.00	0.00
Aluminum	0.00	0.00



Iron & Steel 94.39% Copper 2,80%
Municipal Mixed Waste (MSW) 2.80%



3.4. Product Development

GRI 3-3, 301-2

Primary Materials



The primary raw material used by the unit is polyethylene granules. Auxiliary materials used in production include paper rolls, paper cylinders (madren), cardboard boxes, cardboard sheets, cells, pallets, film, corners, and labels.

MEAPLAST has led the way in incorporating a considerable quantity of recycled material into primary material sources to promote sustainable solutions. SCS Global Services certified such incentives for a minimum of 35% pre-consumer and pre-industrial recycled materials



Our primary focus in Research and Development (R&D) beyond providing lean products has been to create products that are as recyclable as possible. As a result, we are proud to have achieved RecyClass certification for Class A recyclable products, verified by Suez Cirpack. The certification was based on a thorough analysis using the RecyClass Recyclability Methodology (version 2.0) and the Design for Recycling Guidelines (June 2021).

To achieve the prestigious Class A certification, we adopted a proactive approach in our R&D by focusing exclusively on the development of mono-materials. In addition, we ensured that all laminated components, such as the fibers in the Fiber Film range and the strips in the AirOFilm range, are fully recyclable. This forward-thinking strategy has allowed us to enhance the recyclability of our products while maintaining our commitment to sustainability.

This holistic approach to product design not only meets industry standards but also aligns with our sustainability goals of reducing waste and promoting circularity.



3.5. Efficient Practices in Water Management

GRI 3-3, 303-1, ATHEX SS-E3

GRI 303-5

The water supply network of the Heraklion Industrial Area meets the unit's water needs. The plants yearly water usage was 1,480 m³ in 2022, however, such data can be subjected to relative changes due to modifications on the mechanical equipment and capacity increase. It is worth mentioning that all our machines run on closed circuits. In addition, the machines are cooled with about 2.5 tons of deionized water every year.

Due to economies of scale and better water management in the new factory we have managed to reduce our impact on water consumption, approximately 9.45%, from 2022 to 2024.

Our facility implements an integrated water reuse system aimed at reducing freshwater withdrawal for non-potable uses. Rainwater and surface runoff - collected from the building rooftops and surrounding operational areas via a system of drains - are directed into a dedicated storage tank (irrigation reservoir). The captured water is reused exclusively for landscape irrigation, supporting vegetation across the industrial site.



WATER USE	
Total water consumption (m ³)	
2022	1,480.9
2023	1,342.25
2024	1,340.89



While the plastics industry maintains strict environmental, safety, and quality management measures, unintentional pellet loss can occur at several stages along the value chain. Spills that occur in isolated locations with no potential path into the environment will be contained. However, when spills occur outside of a controlled environment, pellets may be flushed down drains and into waterways before eventually spilling into the ocean.

In order to prevent such incidents, we stay committed to achieving zero pellet loss at our new facility through sustainability initiatives, such as the **Operation Clean Sweep (OCS)**. To implement this, we have installed raw material collectors throughout the plant to prevent pellet loss, safeguarding waterways and protecting wildlife from the environmental impacts of plastic production.

4 Social

- 4.1 Health & Safety Commitment
- 4.2 Promoting Workplace Equality & Well-being
- 4.3 Education and Professional Training



AT A GLANCE

0%

incidents of non-compliance with health and safety impacts of products/services

100%

of direct employees are covered by a living wage

0%

incidents of discrimination

0%

confirmed work-related injuries for 2023

4

confirmed work-related injuries for 2024

2

categories of training for development Training techniques for 2023

3

categories of training for development Training techniques for 2024

10

hours of total average training were provided in 2023 to new employees, focusing on topics related to general work practices and operations within the factory

3.72

hours of total average training were provided in 2024 to new employees, focusing on topics related to general work practices and operations within the factory

3

categories of skills development training for 2023

4

categories of skills development training for 2024

GOALS

► Ensure that all products and services meet strict health and safety standards, with zero incidents of non-compliance.

► Foster local and international philanthropy through charitable programs aligned with the United Nations Sustainable Development Goals (UNSDGs)

► Ensure all direct employees receive a fair and living wage, in line with company values and sustainability goals.

► We guarantee the absolute security of loads wrapping, minimizing accidents and offering safety to our customers' employees.

► To maintain zero incidents of discrimination by promoting a culture of inclusivity and respect.

► Expand training and development opportunities.





4.1. Health & Safety Commitment



GRI 3-3, 2-24, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

At MEGAPLAST, we are committed to fostering a work environment that prioritizes the health, safety, and well-being of all our employees. We ensure a culture of safety where individuals are supported both physically and mentally, providing the necessary resources, training, and practices to minimize risks and promote overall wellness. By maintaining a safe and inclusive workplace, we empower our employees to thrive, develop their skills, and reach their full potential. We believe that our focus on health and safety is integral to the success and growth of both our employees and the organization as a whole.

We assign responsibility for the implementation of health and safety commitments at all levels, ensuring accountability from top management to production staff. Senior leadership provides strategic direction and oversight, while department heads and managers are responsible for integrating these commitments into their specific areas. We integrate health and safety commitments into the organization's strategies, operational policies, and procedures, ensuring that these principles are embedded in daily practices and decision-making processes.



GRI 2-24, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

At MEGAPLAST, ensuring excellent health and safety conditions in the workplace is a primary goal and commitment. We recognize that our employees are our most valuable asset, and as such, we are dedicated to providing a safe and healthy working environment. To achieve this, we have developed and implemented an **Occupational Health and Safety Policy** tailored to the specific risks associated with our business activities. This policy includes the development of practices and systems that aim to address and mitigate these risks effectively.

The successful implementation of this policy is a shared responsibility for all employees, regardless of their role or position within the company.

The Company's Occupational Health and Safety Policy is built around several key areas that ensure a safe, supportive, and legally compliant working environment. These areas cover everything from workplace conditions and employee well-being to training, regulatory compliance, and continuous improvement in health and safety practices.

RISK PREVENTION & SAFETY MEASURES

To take all the necessary measures to prevent, reduce, and eliminate risks and threats to health and safety in the company's workplaces, both physical and mental wellbeing.

To monitor and enforce regulatory and legislative requirements related to employee's health and safety.

To provide the resources to ensure a safe working environment.

COMMITMENT TO HEALTH & SAFETY

To provide the appropriate working environment and safe working conditions in order to avoid and prevent injuries and occupational diseases.

To respect, support, and protect the employee's human rights.

To provide the framework for setting goals and objectives about employees' health and safety.

TRAINING & AWARENESS

To implement a continuing staff training program on H&S and good practices.

To encourage employees' consultation and involvement in issues related to health and safety at work

GRI 2-24, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

For the implementation of the Policy and the achievement of the company's objectives in MEGAPLAST S.A. we:

- Have implemented an Occupational Health & Safety Management System (OHSMS) based on the ISO 45001 standard, covering all activities affecting employee health and safety. The system is regularly monitored and improved through inspections, evaluations, and reviews.
- Identify, assess, and minimize risks that may cause physical or mental harm to employees.
- Encourage employee involvement in identifying, evaluating, and reducing workplace hazards.
- Provide health and safety training, including safe work practices and emergency procedures, to help employees understand occupational risks.
- Ensure all employees, visitors, and associates understand and follow the health and safety policies of "MEAPLAST."
- Allocate financial resources to support and improve the Health & Safety System.
- Analyze and evaluate all accidents and incidents related to workplace safety as part of our comprehensive management program.



The Company's Management is committed to the continuous improvement of both operational efficiency and the Health & Safety Management System, in compliance with relevant regulatory and requirements for Occupational Health & Safety (OHS).

From 2022 to 2024, (3) three annual training sessions are conducted specifically focusing on health and safety. These trainings cover safe work practices and emergency procedures to ensure employees understand occupational hazards.



4.1. Health & Safety Commitment

GRI 403-8

Disclosure 403-8: Workers covered by an occupational health and safety management system

NUMBER OF EMPLOYEES COVERED BY A WORKPLACE HEALTH AND SAFETY MANAGEMENT SYSTEM		
Type of Employee	2023	2024
Employees and non-employees whose work and/or workplace is controlled by the Company.	0	0
Both employees and non-employees, whose work and/or workplace is under the control of the Company, and who are covered by a system that has undergone internal audit.	0	0
Both employees and non-employees, whose work and/or workplace is under the control of the Company, and who are covered by a system that has been verified and certified by an external body.	0	0
The reasons for employee exclusions from this notification on a case-by-case basis, including the categories of employees excluded.	0	0

GRI 416-2, ATHEX SS-S1



For the reporting period, no incidents of non-compliance related to the health and safety impacts of our products and services were recorded. We remain committed to maintaining the highest safety standards securing the health and safety of our customers through the usage of our products.

INCIDENTS OF NON-COMPLIANCE REGARDING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES (2023-2024)

Total number of incidents of non-compliance with regulations and/or voluntary codes regarding the Health and Safety impacts of products and services within the reporting period

Incidents of non-compliance with regulations resulting in a fine or penalty 0

Incidents of non-compliance with regulations resulting in a warning 0

Incidents of non-compliance with voluntary schemes 0

GRI 403-9, 403-10, ATHEX SS-S6

Disclosure 403-9: Work-related injuries

OCCUPATIONAL INJURIES		
Indicators	2023	2024
Total Working Hours for the Period Under Review*	291995	300303
Number of Fatalities Due to Work-Related Injuries	0	0
Number of High-Consequence Occupational Injuries (Excluding Fatalities)	0	4
Number of Confirmed Work-Related Injuries	0	4
Injury Type	0	minor injury
Number of Occupational Disease-Related Fatalities	0	0
Number of Work-Related Injuries Due to Occupational Illness	0	0
Category of Occupational Illness	0	0

*The total number of working hours is calculated based on the estimated number of hours worked by 131 full-time employees (as of 31/12/2023), multiplied by the daily working hours, multiplied by 22 working days, and then multiplied by 12 months of employment. It should be noted that the total number of employees does not include workers who are not employees of MEGAPLAST (e.g., interns, self-employed individuals, and external collaborators). The total number of working hours does not include vacation days.

GRI 3-3, 2-23, ATHEX C-S6, ATHEX C-G5

Our company is committed to upholding the principles of equality and human rights, recognizing diversity as a fundamental right for all. Recruitment and partnership decisions are based solely on the skills and professional suitability of candidates, without any form of discrimination. We ensure that there is no bias related to gender, religion, race, sexual orientation, or any other personal characteristics that may affect our professional evaluations.

As part of our commitment to creating a respectful and inclusive workplace, we have implemented a **Policy on Harassment, Bullying, and Equal Opportunities**. This policy enforces a zero-tolerance stance toward all forms of harassment, including sexual harassment, bullying, and discrimination. We are dedicated to providing a safe and supportive environment for all employees, where their rights and responsibilities are clearly defined in their contracts.

We choose suppliers who share our values of equality, respect, and sustainability, and promote responsible business practices throughout their operations. Collaborating with responsible suppliers is a key element for us to strengthen sustainability and ensure a positive social and environmental impact.

We condemn forced labor and fully comply with labor laws regarding minimum wage, working hours, and overtime. As part of our **Child, Forced, and Compulsory Labor Policy**, we do not engage in or support any form of child labor, forced labor, or compulsory labor. Furthermore, we support the right of employees to participate in trade unions without fear of retaliation or intimidation. Through these actions, we aim to foster a responsible and sustainable work environment that respects fundamental human rights at every level.



GRI 2-23, 2-24, ATHEX C-S6

In MEGAPLAST, integrity and respect are fundamental values that guide all our business activities. We promote a work environment that encourages collaboration, equality, and transparency, while fostering relationships of trust and respect between employees and management. Our company is committed to treating every employee with dignity, enhancing openness and accountability in all processes. MEGAPLAST integrates commitments to responsible business conduct into all its activities. Responsibility is allocated at all levels of the organization, with clearly defined roles and duties. Our policies on equality, hu-

man rights, and sustainability are embedded in our strategies and daily procedures.

We are committed to fostering an open dialogue at all levels of the organization. We encourage employees to share their thoughts, concerns, and feedback freely, ensuring that their voices are heard and valued. By promoting transparency and trust, we create an environment where communication is open and issues can be addressed proactively. This approach helps to build stronger relationships, resolve challenges efficiently, and continuously improve the way we work together.

4.2. Promoting Workplace Equality & Well-being

GRI 405-1, ATHEX C-S2



2024

Diversity Dimensions	<30		30-50		>50	
	Women	Men	Women	Men	Women	Men
Governance Bodies						
Representation Rate by Category	-	100%	-	-	-	-
Workforce Level						
Senior Management Executives	-	-	-	-	-	100%
Middle Management	-	-	-	100%	-	100%
Employees	8%	92%	14%	86%	3%	97%
Category of Employees						
Total Senior Employees - Executive Staff	-	100%	-	100%	-	100%
Total Employees	8%	92%	14%	86%	3%	97%

GRI 2-21, GRI 405-2

Our living wage analysis is based on a thorough assessment of regional cost-of-living, industry standards, and current economic conditions. The goal is to ensure that our compensation structure not only meets but exceeds the basic requirements for a decent standard of living.



“

Our living wage structure is applied equally to both male and female employees, ensuring gender pay equity within our workforce. This commitment reflects our dedication to fairness, equality, and sustainable development.

”

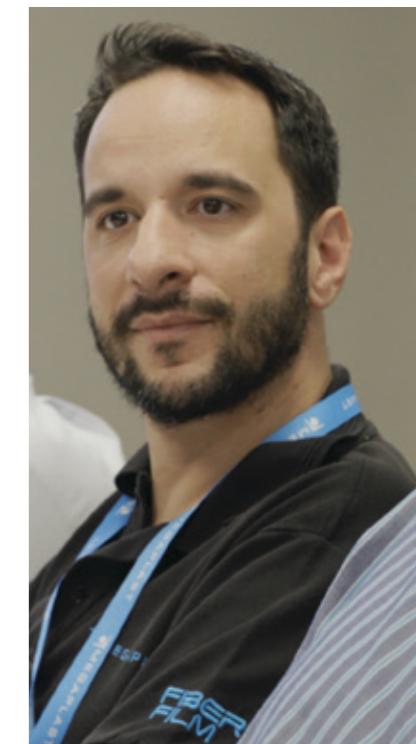
100%

of our direct employees, both male and female, are included in the living wage benchmarking analysis, ensuring their compensation aligns with the established standards for financial security and well-being.

GRI 406-1

DOCUMENTATION AND STATUS OF DISCRIMINATION INCIDENTS & CORRECTIVE MEASURES

	2023	2024
Number of Recorded Discrimination Incidents for the Reporting Year	0	0
Discrimination Incidents Evaluated by the Company	0	0
Restoration Plans Have Been Implemented	0	0
Restoration Plans Have Been Implemented, with Results Being Reviewed Through Standard Internal Management Control Procedures.	0	0
Incident No Longer Under Action	0	0





4.3. Education and Professional Training

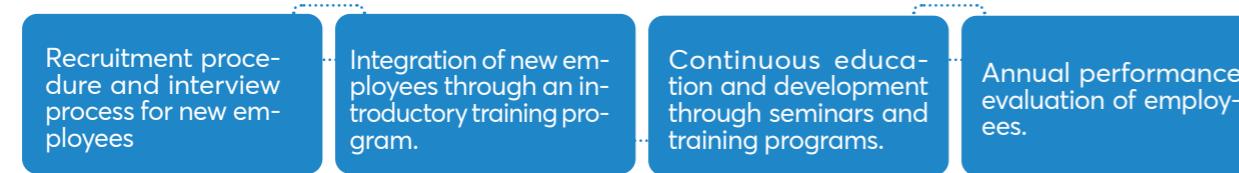
GRI 3-3, 404-1, 404-2, 404-3

At MEGAPLAST, we firmly believe that our people are the cornerstone of our success. We are committed to fostering a workplace culture that values respect, inclusion, and continuous professional development for all employees. Our human resources strategy is rooted in the belief that the development of our workforce is key to our long-term sustainability and growth. Our approach to human resources development is firmly grounded in a strong Code of Ethics, which ensures that everyone is treated with dignity and respect. We focus on building an environment where every individual has the chance to grow, not just in their current role but through ongoing training, skills development, and opportunities for career advancement. This commitment to professional growth is a key pillar of our sustainability strategy, as we understand that a motivated and skilled workforce is essential for driving innovation and operational excellence.

We also take a firm stand on the protection of **human rights**. We are dedicated to respecting the rights of all individuals, within our company and throughout our supply chain. Our recruitment process is designed to ensure fairness, equal opportunity, and zero tolerance for discrimination. Everyone has a fair shot, regardless of background, and we work hard to create a workforce that reflects diversity and inclusion. Furthermore, protecting human rights goes beyond our workforce; it extends throughout our entire supply chain. We make sure to comply with global standards and practices, ensuring that our working environment is free from exploitation, child labor, forced labor, or any form of discrimination. We believe that sustainable development goes beyond environmental responsibility. It's about creating a fair and just society where every individual has the opportunity to thrive.



GRI 404-1, 404-2, 404-3



Attraction and Recruitment of Employees

GRI 404-1, 404-2, 404-3

The qualifications and skills required for the specific role.

JOB CRITERIA

DOU DILIGENCE ON ETHICS

Data gathered through due diligence processes concerning the candidate's alignment with the company's business ethics.

Candidates can submit their applications for available positions through our website, which is seamlessly integrated with the Human Resources Department's recruitment management system. Additionally, job vacancies are advertised across multiple job boards, social media channels, and recruitment networks.

Resumes are carefully reviewed and organized into candidate groups, ensuring they are readily accessible when a relevant position becomes available. For each job vacancy, we assess the corresponding pool of candidates. After the initial screening, the interview process is initiated.

Overall, our recruitment and interview process is designed to fairly and comprehensively assess candidates, ensuring a mutually beneficial match between the selected individual and the position in question.

The area of expertise relevant to the position.

THE SUBJECT OF THEIR SPECIALIZATION

ETHICS AND WILLINGNESS TO CONTRIBUTE

The candidate's ethical standards and their motivation to actively participate in achieving the company's objectives.

The experience that the candidate brings to the role.

PREVIOUS EXPERIENCE

JOB INTERVIEW PERFORMANCE

The results and assessment from the interview process.



Confidentiality

Upon recruitment, each new employee is required to sign a Confidentiality Agreement based on the position they will be filling, in order to protect sensitive technical and commercial information. The HR Manager explains the purpose of the Confidentiality Agreement and the responsibilities that come with signing it. A copy of the signed contract is then provided to the employee for their records.

4.3. Education and Professional Training

GRI 402-1, GRI 404-2, ATHEX C-S5

Empowering Our Workforce for a Sustainable Future

At MEGAPLAST we provide transparent and fair employment conditions, with clear employment contracts and respect for applicable laws. We ensure that every employee is informed at least (1) one week in advance about any changes or meetings that may affect them. This includes discussions or announcements that could impact their roles. We closely monitor employee turnover and retention rates, promoting a positive and fair work environment. This approach reflects our commitment to open communication and a supportive workplace, offering employees the necessary time to prepare and adapt to any changes, fostering collaboration and well-being in the workplace.

At the core of our sustainability vision is a strong commitment to our people. We believe that empowering employees through continuous learning is essential for both individual growth and organizational success. This year, we reinforced that belief by investing in a diverse range of training programs aimed at enhancing technical skills, leadership capabilities, and personal development. By fostering a culture of lifelong learning, we not only support our employees in reaching their full potential but also strengthen our company's ability to innovate, adapt, and thrive in a rapidly changing world.

We offer training programs to develop employees' skills, enhancing their professional growth and performance.

Our training initiatives focus on continuous professional development across key areas such as technology, packaging, supply chain management, digital tools, workplace safety, and soft skills. While employees receive brief training on ethical issues and responsible business conduct, significant emphasis is placed on Health and Safety, reflecting the company's strong production orientation and large number of employees involved in manufacturing processes. Specialized training is provided to production staff, focusing on accident prevention, proper use of protective equipment, and adherence to safety protocols. The effectiveness of these programs is regularly reviewed to ensure continuous improvement and a safe working environment.



2023		
A/A	TOPICS	PARTICIPANTS
1	Robopac Training	5
2	AMI Conference - Stretch & Shrink Film	8
3	Sustainable packaging Summit	3
4	EUMOS Conference - Pallet stability	1
5	Exports & Customer Service - Supply chain topics	3
6	Microsoft Analyzing Data with Power BI	4
7	Microsoft Azure Administrator	1
8	Languages	1
9	Fire safety & Safe workplace evacuation	43
Budget 39,045€		Participants 25

2024		
A/A	TOPICS	PARTICIPANTS
1	AMI Conference- Agricultural	1
2	AMI Conference -Stretch & Shrink Film	8
3	Training in the operation of forklifts	62
4	Labor Law Seminar	1
5	Supply chain and Operation	4
6	Microsoft Power apps seminar	2
7	Microsoft Power Platform and fundamentals	1
8	Sales training on CRM	6
9	Languages	1
Budget 29,884€		Participants 86

GRI 402-1, GRI 404-1, GRI 404-2, ATHEX C-S5

TRAINING TECHNIQUES	SKILLS DEVELOPMENT TRAINING	
2023		
AMI: Stretch & Shrink Film	Exports & Customer Service	
Robopac Training	Microsoft Analyzing Data with Power BI	
	Microsoft Azure Administrator	
2024		
AMI: Stretch & Shrink Film	Supply Chain & Operation / Film	
AMI: Agricultural Film	Network and application management (Microsoft)	
CRM Training	Labour law training	
	Microsoft Power BI	
AVERAGE TRAINING TIME (HOURS)		
GENDER	2023	2024
Men	5	3.22
Women	5	0.5

The training is tailored to meet the specific needs of each department and role, ensuring that all employees understand the importance of sustainability and apply sustainable practices in their daily tasks. Through this ongoing training, we empower everyone to actively contribute to the company's environmental and social objectives, supporting the overall goal of achieving sustainable and responsible business growth.

Department heads identify training needs and communicate them to HR. During the annual review, if no immediate needs are found, suggestions are sent to the General Manager for evaluation and decision-making. The training design process includes the training topics, training schedule (start date, duration), trainers. Training is provided by internal or external trainers, and the evaluation method may include written exams, practical tests, or other methods.

After training trainees receive a certificate, or they are evaluated by the trainer or department head. Training records are maintained for each employee, including their name, specialty, and position in the company.

Onboarding Process for New Hires

The onboarding process for new employees is designed to ensure a smooth transition into their roles and the company culture. Upon joining, new hires are thoroughly introduced to their job responsibilities and expectations by the Head of their respective department. This is followed by an orientation session, where they are provided with detailed information about the company's values, policies, and procedures. Additionally, the HR Manager provides an overview of

This introductory training includes key information on:

- 1 The company's organizational structure and core activities
- 2 Internal systems and operational procedures
- 3 Detailed training on the specific duties of the job
- 4 Machinery operation (if required)
- 5 Use of necessary computer tools (if required)
- 6 Identifying and addressing potential issues

Upon completion of the initial training, the new employee undergoes an evaluation during their work hours, conducted by the Head of the department. Based on this evaluation, the Management will decide whether to continue the employment relationship with the new hire. This process is carried out to ensure that, as a company, we confirm that new employees are fully suitable for the job position, enabling them to meet its demands, remain safe during their work, and be productive.



4.3. Education and Professional Training

GRI 404-3

Employee Evaluation

At MEGAPLAST we implement a comprehensive Performance Evaluation System aimed at the effective and objective assessment of the skills and competencies required for employees to successfully meet the demands of their roles, as well as to enhance their performance and professional development. The evaluation process takes place on an annual basis or within other mutually agreed time periods and aims to strengthen transparency and mutual understanding between evaluators and employees.

Evaluators include the CEO, General Directors, Department Heads, and Supervisors, who assess their direct reports, while the employee actively participates in the process by providing their self-assessment. To ensure objectivity, a representative from the Human Resources Department attends all evaluations, except those involving Directors, to observe the process without intervening. Each employee who is going to be evaluated is informed about the evaluation at least (1) one week in advance and is made aware of the purpose of the meeting.

The evaluation criteria encompass the primary responsibilities and duties, objectives, KPIs, and the essential skills required for each position. The weighting of these criteria is assigned based on their relevance to the role's requirements, with 70% allocated to Responsibilities – Accountabilities / KPIs / Projects, and 30% to Skills. The evaluation is conducted using a defined scale that reflects the performance outcomes accordingly.

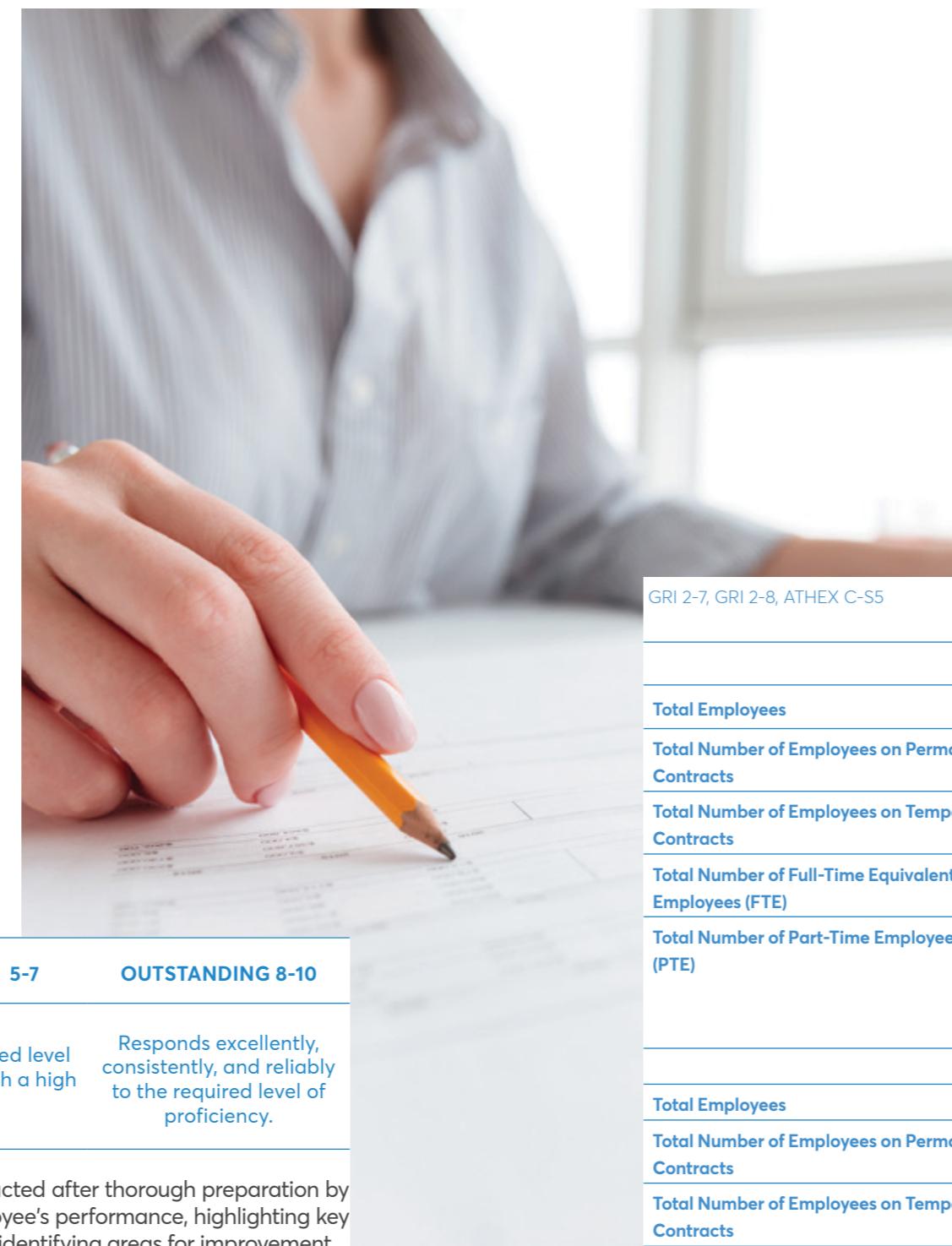
This evaluation system, which promotes ongoing communication and continuous development, helps identify areas for improvement and enables the design of targeted training programs and development initiatives for employees, fostering a positive and supportive work environment.

The evaluation is conducted based on the scale

UNSUITABLE 1-2	INSUFFICIENT 3-4	SUFFICIENT 5-7	OUTSTANDING 8-10
Does not meet the required level of proficiency at all. Re-evaluation in 3 months.	Responds with an extremely low level of proficiency to the required standards. Monitoring is needed.	Meets the required level of proficiency with a high degree.	Responds excellently, consistently, and reliably to the required level of proficiency.

The evaluation process involves a performance review interview, conducted after thorough preparation by both the evaluator and the employee. The evaluator reviews the employee's performance, highlighting key areas of achievement, while the employee prepares a self-assessment, identifying areas for improvement.

Following the interview, the evaluator provides detailed feedback and outlines actions for enhancing performance, including identifying training needs and setting future goals. This evaluation system is transparent, objective, and fosters continuous development and improvement. It strengthens collaboration and encourages ongoing communication within the company, contributing to a culture of growth and mutual support.



GRI 404-3

New employees working in the production units undergo specific training tailored to their roles, focusing on operational procedures, safety protocols, and the proper use of machinery and equipment. This training ensures that all personnel are fully aware of the potential risks associated with their tasks and are equipped to respond appropriately. Regular refresher sessions are also conducted to reinforce safety awareness and promote a culture of continuous improvement in workplace health and safety.

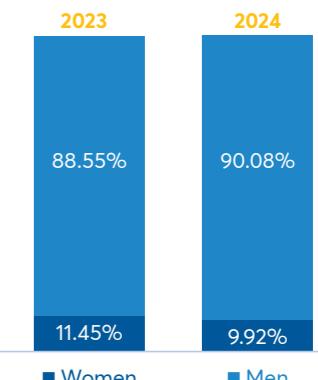
NUMBER OF EMPLOYEES IN PRODUCTION WHO HAVE BEEN PROVIDED WITH A PERSONALIZED TRAINING PLAN FOCUSED ON OPERATIONAL PROCEDURES, EQUIPMENT HANDLING, AND WORKPLACE SAFETY

	Women	Men	Total
Total number of employees			
2023			
2	14	16	
2024			
2	8	10	

GRI 2-7, GRI 2-8, ATHEX C-55

	2023	2024	
	Women	Men	Total
Total Employees	15	116	131
Total Number of Employees on Permanent Contracts	15	116	131
Total Number of Employees on Temporary Contracts	0	0	0
Total Number of Full-Time Equivalent Employees (FTE)	15	116	131
Total Number of Part-Time Employees (PTE)	0	0	0

	2023	2024	
	Women	Men	Total
Total Employees	13	118	131
Total Number of Employees on Permanent Contracts	13	118	131
Total Number of Employees on Temporary Contracts	0	0	0
Total Number of Full-Time Equivalent Employees (FTE)	13	118	131
Total Number of Part-Time Employees (PTE)	0	0	0



4.3. Education and Professional Training

GRI 401-1

NEW EMPLOYEE HIRES

Age Group	Gender					
	2023			2024		
	Women	Men	Total	Women	Men	Total
<30	2	8	10	0	8	8
30-50	3	22	25	1	17	18
>50	0	4	4	0	5	5
% of Total New Hires Relative to the Total Number of Employees	Women	Men	Total	Women	Men	Total
<30	2%	6%	8%	0%	6%	6%
30-50	2%	17%	19%	1%	13%	14%
>50	0%	3%	3%	0%	4%	4%
% of New Hires Relative to the Total Number of Hires	Women	Men	Total	Women	Men	Total
<30	5%	21%	26%	0%	26%	26%
30-50	8%	56%	64%	3%	55%	58%
>50	0%	10%	10%	0%	16%	16%



GRI 2-30, ATHEX C-S7

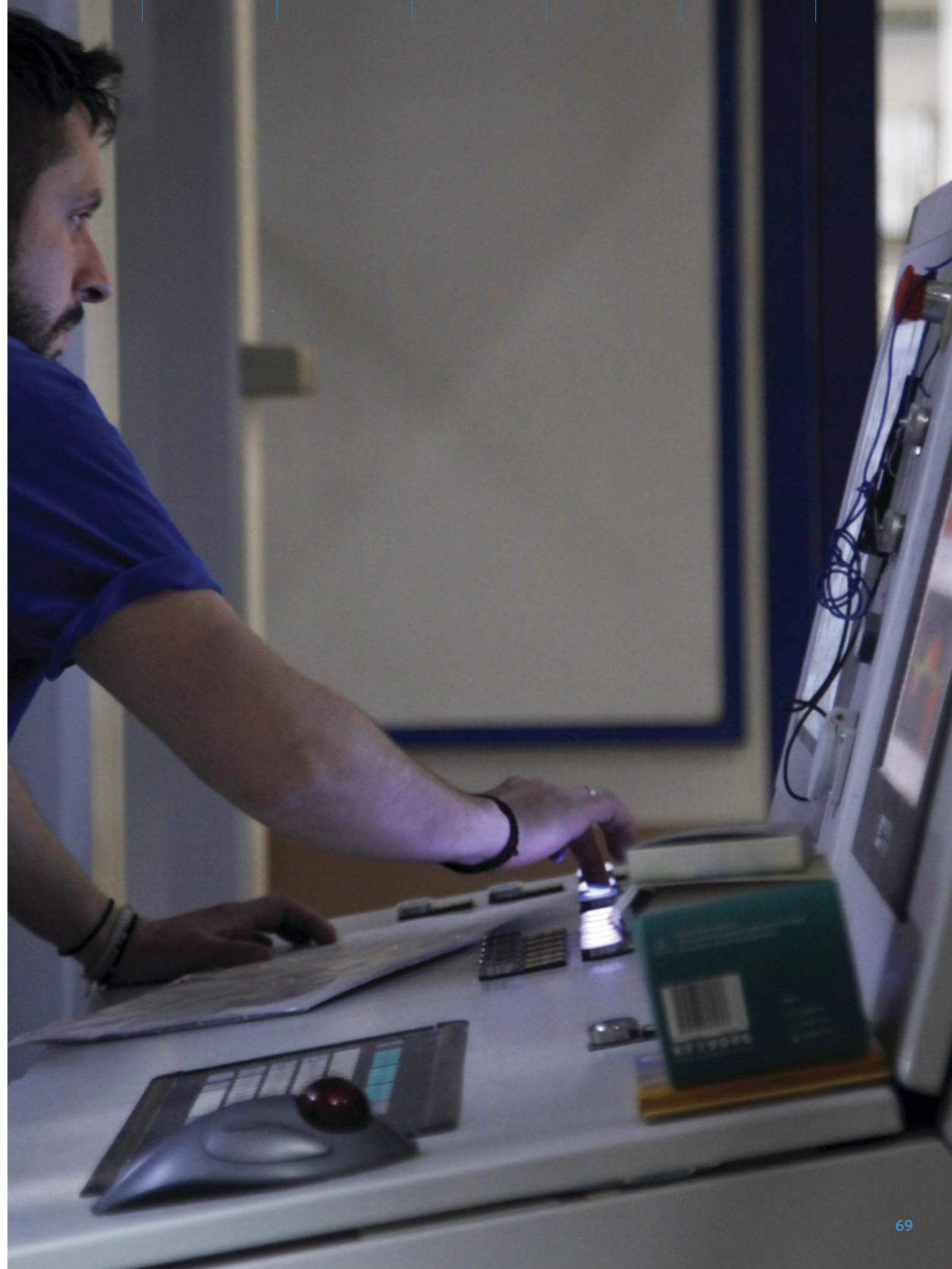
We fully recognize the importance of trade unions and respects employees' right to be represented through them. We are committed to adhering to collective labor agreements and continuously collaborating with trade unions to improve working conditions and create a fairer and more productive work environment. Through open communication and systematic cooperation, we aim to promote transparency and mutual understanding, with the goal of strengthening employer-employee relations and addressing any issues that may arise.

2023 2024

EMPLOYEES COVERED BY COLLECTIVE LABOR AGREEMENTS (%)

Gender	Women	Men	Women	Men
Number of Employees Covered by Collective Labor Agreements	15	116	13	118
Total number of employees	15	116	13	118
Percentage of Employees Covered by Collective Labor Agreements** (%)	100%	100%	100%	100%

**The percentage of employees covered by collective labor agreements was calculated by dividing the total number of employees employed by the Company in 2023 by the number of employees covered by collective labor agreements during the same year. The result was then multiplied by 100 to determine the percentage.



5 Governance

- [5.1 Organizational Structure](#)
- [5.2 Ethics & Compliance](#)
- [5.3 Corporate Governance](#)
- [5.4 Sustainable Financial Performance](#)





AT A GLANCE

0 confirmed cases of:

- Bribery
- Human Rights Violations
- Non-regulatory Compliance
- Personal Data Breaches

► **28,860**

Euros used for CSR activities engaging 17/17 SDG's in 2023

► **45,000**

Euros used for CSR activities engaging 17/17 SDG's in 2024

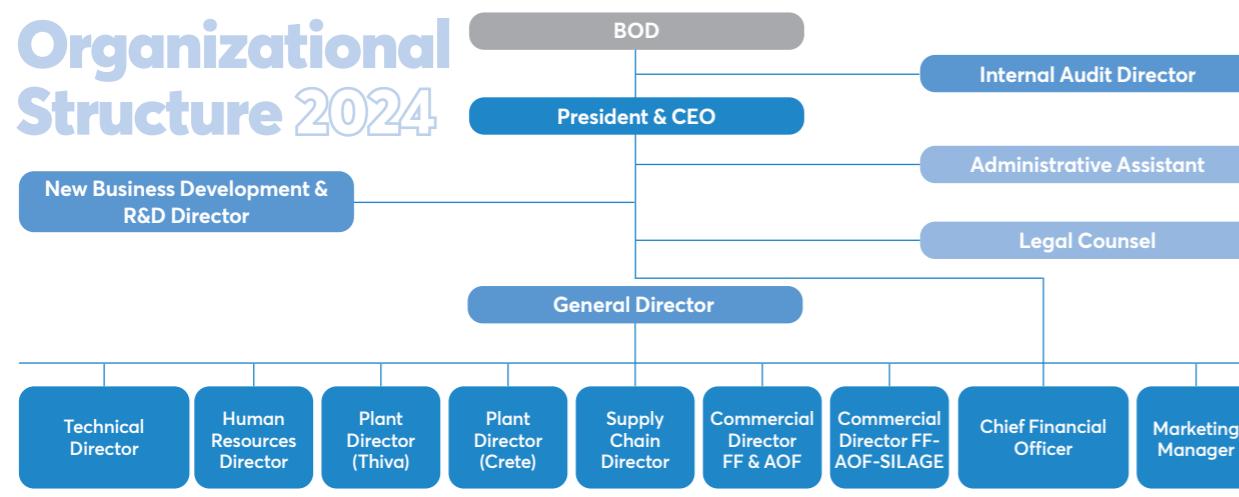
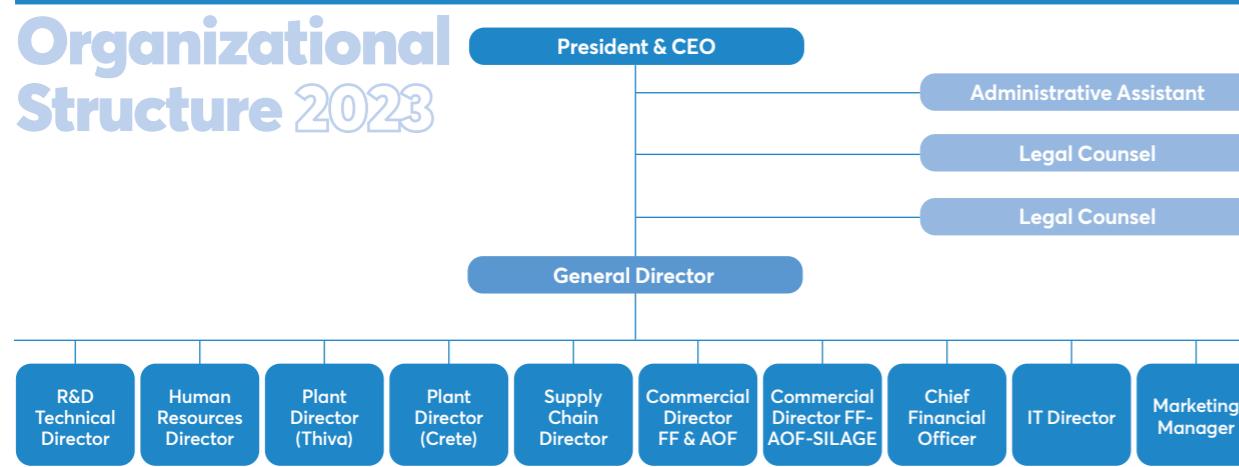
GOALS

► 100% of suppliers that have signed the Code of Conduct



5.1. Organizational Structure

GRI 3-3, 2-9, 2-10, 2-11



GRI 2-9, 2-10, 2-12, 2-14, 2-17

To strengthen our focus on innovative, sustainable solutions, our management structure was redesigned between 2023 and 2024. The R&D department now reports directly to the CEO, with enhanced responsibilities particularly centered on advanced reusable packaging projects.

At MEGAPLAST S.A., our ambition is to lead the way in sustainability within our industry. Achieving this goal requires strong corporate governance and ethical business practices that keep us focused on driving meaningful progress.

To make decisions that deliver value for both MEGAPLAST and our customers; while advancing sus-

tainable development, we prioritize a corporate culture rooted in environmental stewardship, social responsibility, and sound business principles. This ensures the efficient and sustainable use of economic, natural, and human resources, while fostering the creation of innovative products that support circular development.

MEGAPLAST S.A. is managed by the General Manager below the President and CEO. Each division, under the leadership of the President and CEO, is responsible for applying the sustainability strategies in alignment with local laws and regulations.

Strategic sustainability guidance,

including opportunities and risks is assessed and reviewed by the Sustainability Manager. These insights are presented to the President and CEO for further evaluation. The Sustainability Manager plays a key role in this process, reviewing ESG-related risks and opportunities, including legislative developments, and measuring them against the company's sustainability targets and performance. Additionally, the Sustainability Manager monitors key KPIs to ensure progress, accountability, and alignment with MEGAPLAST's sustainability objectives.

GRI 2-10, 2-17, 2-18

The CEO is MEGAPLAST's highest governing authority, with ultimate responsibility for determining the strategic direction and ensuring its effective implementation. His role is crucial in guaranteeing that the company operates with integrity, accountability, and in accordance with the principles of sustainability.

The Board's key responsibilities include the following:

STRATEGIC LEADERSHIP:

Defining long-term goals and guiding the company towards responsible growth and added value creation.

OVERSIGHT AND RISK MANAGEMENT:

Monitoring operational performance, financial integrity, and risk exposure to safeguard stakeholder interests.

CORPORATE GOVERNANCE:

Upholding transparency, ethical conduct, and compliance with regulatory frameworks.

SUSTAINABILITY INTEGRATION:

Ensuring environmental, social, and governance (ESG) considerations are embedded into business decisions and practices.

The Board is responsible for integrating the company's mission and operations with the broader aims of sustainable development, while balancing the interests of shareholders, employees, consumers, and the larger community.

GRI 2-10, 2-17, 2-18

Although MEGAPLAST currently operates without sub-committees, all governance and oversight responsibilities are managed collectively by the company's CEO. This approach reinforces a unified perspective in decision-making and supports direct accountability across all areas of the company's operations.

► CHAIR:

CHARILAOS KAVVADIAS

► MEMBER:

VASILEIOS BILLIS

► MEMBER:

IOANNIS TSELOS





5.2. Ethics and Compliance

GRI 3-3, 2-15, 2-16, 2-26, ATHEX C-G6

The MEGAPLAST Code of Conduct defines the fundamental principles that should govern the behavior and actions of the company's employees. Additionally, it applies to its business partners, including suppliers, covering all transactions and relationships with the company. At the same time, it establishes the way the company must interact with its employees and partners, promoting values such as respect, trust, dignity, compliance with applicable laws in Greece and abroad, and the protection of corporate interests. The Code of Conduct includes policies related to business ethics, anti-corruption, conflict of interest prevention, and data security, requiring every employee to perform their duties with integrity, comply with all legal requirements, and ensure that personal objectives do not interfere with professional responsibilities. The General Manager is regularly informed about issues related to the Code of Conduct, takes initiatives to address them, and implements actions to prevent potential negative consequences. In line with this commitment, we ensure that we do not engage in any conflicts of interest. To achieve this, we have established clear procedures to prevent and mitigate conflicts at all levels of our operations. This includes



avoiding participation in other boards, cross-shareholding with suppliers and other stakeholders, the presence of controlling shareholders, and transactions with related parties. By prioritizing transparency and integrity in all our decision-making processes, we ensure that any potential conflicts are disclosed and managed appropriately, maintaining trust and ethical conduct throughout the organization. As part of recognizing and addressing critical concerns, the Company, through the Code of Conduct, encourages employees to immediately report any knowledge or reasonable suspicion of violations of the Code or other Company regulations to the Chairman of the Board or the Chief Executive Officer. We ensure that no retaliation will be taken against any individual who reports potential violations in good faith or who participates in any investigation or process conducted by the Company or relevant authorities, unless it is proven that the provided information was knowingly false. We also take all necessary measures to protect the confidentiality of the identity of the individual and the information submitted, disclosing it only when such disclosure is required for the investigation or as mandated by law.



Our Code of Conduct covers:

1 Gifts & Donations	2 Human Rights	3 Health & Safety	4 Environmental Protection
5 Corruption & Bribery	6 Personal Data Security	7 Climate Change & Energy Efficiency	8 Remuneration Policy
9 Responsible Water Use	10 Business Travel	11 Potential Violation Reporting	12 Collective Bargaining

GRI 414-1, ATHEX C-G6

Code of conduct for our suppliers

At MEGAPLAST, we recognize that our value chain plays a crucial role in our sustainability commitments, particularly due to the significant reliance on suppliers for primary materials. This dependency can lead to environmental and social impacts, making it imperative to establish strict compliance standards to uphold ethical and sustainable business practices.

To address these challenges, we have implemented a Supplier Code of Conduct, which sets clear expectations regarding anti-corruption measures, the prohibition of child labor, environmental responsibility, and confidentiality protections. This framework ensures that our suppliers operate in alignment with international ethical and sustainability standards, fostering a responsible and transparent supply chain.

Our suppliers demonstrate a strong willingness to adhere to our Code of Conduct, reinforcing a shared commitment to sustainability. Furthermore, we have established supplier evaluation mechanisms to monitor and assess their compliance with sustainable practices. Additionally, we request frequent updates and information on various performance indicators related to our policies. These evaluations and updates enable us to identify areas for improvement, ensure continuous alignment with our values, and drive positive environmental and social impact throughout our supply chain. By incorporating sustainability into our procurement and supplier relationships, we strengthen our long-term business resilience, mitigate risks, and contribute to a

more sustainable and ethical global economy. **A key goal for us moving forward is to ensure that all our suppliers formally commit to our Code of Conduct**, which covers essential areas such as labor practices, environmental responsibility, ethical business conduct, and compliance with applicable regulations. Through securing their acknowledgment and adherence, we aim to enhance our ability to effectively monitor supplier practices and ensure alignment with the standards and values outlined in the Code.



To maintain continuous commitment to responsible practices, **we have set the goal for all (100%) of suppliers to sign the Code of Conduct annually**. This will ensure they remain aligned with our expectations and continue contributing to a sustainable and ethical supply chain. In doing so, we aim to foster long-term partnerships grounded in mutual respect, trust, and shared values.

Our Governance Values

STREAMLINED HIERARCHY FOR EFFECTIVE SUSTAINABILITY

Our company's organizational structure ensures that sustainable growth remains at the core of all our operations. By minimizing management layers, we facilitate swift decision-making while fostering a culture of agility and innovation.

FOCUSED NEW BUSINESS DEVELOPMENT FOR SUSTAINABLE INNOVATION

To further advance our mission for sustainability, the New Business Development Department plays a crucial role in exploring and creating sustainable products and services arising from PPWR (Packaging and Packaging Waste Regulation) and other environmentally focused legislation. This team is dedicated to identifying and developing new market opportunities aligned with sustainability goals, such as reusable packaging.

DIRECT REPORTING FOR ENHANCED ACCOUNTABILITY

A key element of our structure is the direct reporting line between the Sustainability Officer and the CEO. This direct connection underscores our commitment to sustainability as a strategic priority and ensures that sustainability factors are embedded at the highest level of decision-making. The close collaboration between the Sustainability Officer and the CEO enables the immediate response to sustainability challenges and the leveraging of opportunities for sustainable growth.



5.2. Ethics and Compliance

GRI 205-1, 205-3



GRI 206-1

KEY PERFORMANCE INDICATORS (KPIs) RELATED TO CORRUPTION

2024	
Percentage of activities assessed for corruption-related risks	100%
Significant corruption-related risks identified through Risk Assessment	0
Total number of confirmed corruption-related risks	0
Total number of confirmed corruption incidents leading to employee dismissal or disciplinary action	0
Total number of confirmed corruption incidents leading to termination or non-renewal of contracts with business partners	0
Number of legal cases related to corruption against MEGAPLAST or its employees	0

ATHEX C-G5, ATHEX A-G2

MEGAPLAST S.A. has established a Business Ethics Policy that is fully aligned with both national and international regulations on business ethics. In 2023 and 2024, no breaches of this policy were reported, and as a result, the Company incurred no financial damages related to business ethics violations.

During the reporting period, our company was not involved in any pending or concluded legal proceedings related to anti-competitive practices or violations of antitrust laws. As a result, there were no significant legal outcomes, including court decisions, regulatory rulings, or settlements, associated with such matters.

Our commitment to fair competition and regulatory compliance remains a cornerstone of our business operations. We continuously ensure that our practices align with applicable antitrust laws and competition regulations, fostering a market environment that promotes transparency, ethical conduct, and fair business dealings.

Additionally, we proactively implement internal compliance programs and training initiatives to educate employees on competition law requirements, mitigating risks and reinforcing our dedication to responsible corporate governance.

GRI 2-27

Looking ahead, our goal continues to be zero non-compliance cases, reinforcing our dedication to operating with integrity and in full alignment with legal and regulatory frameworks.

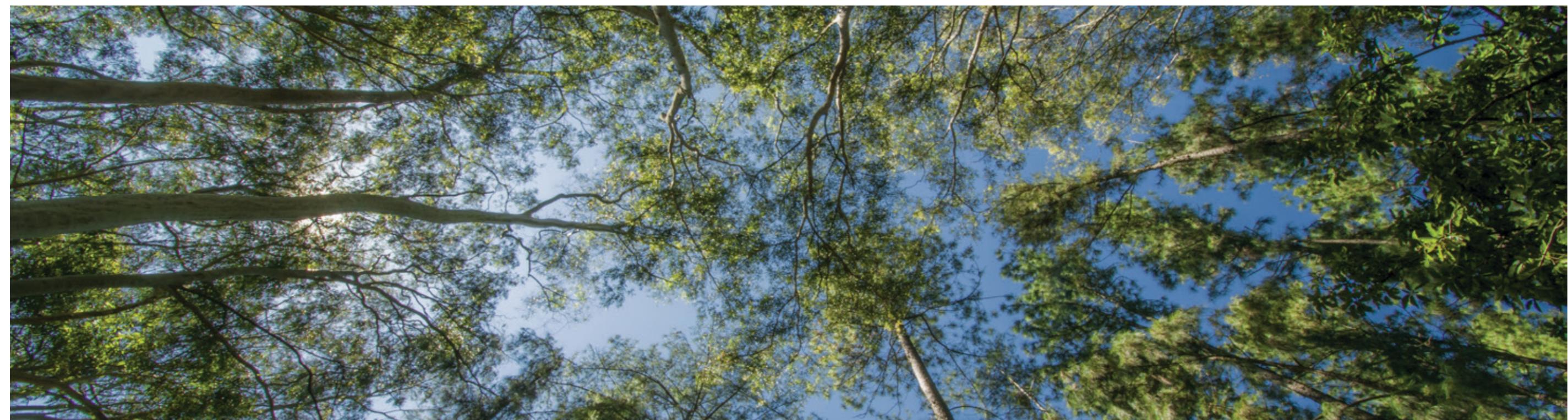
At MEGAPLAST, we understand the importance of effective corporate governance in developing a sustainable and resilient organization. It provides the framework for our organization to set goals, assess performance, and assure long-term accountability to all stakeholders, including shareholders, workers, customers, partners, and the broader community. Our governance approach is based on the values of transparency, integrity, ethical leadership, and responsible decision-making. These principles direct our activities and reinforce our dedication to sustainability, regulatory compliance, and corporate ethics. In accordance with international best practices and regulatory standards, we maintain clear rules, codes of conduct, and internal controls to encourage ethical behavior and avoid wrongdoing. We also promote open communication, stakeholder participation, and continual development by conducting frequent assessments of our governance processes.

As we look ahead, we are dedicated to adapting our governance procedures to meet growing challenges, enable sustainable growth, and connect with our long-term strategy. Good governance is more than just a basis for our company's success; it fosters trust, resilience, and good influence in all we do.

Our ESG policies

As part of our commitment to responsible and sustainable business practices, MEGAPLAST has established a set of policies that guide our actions and ensure alignment with our Environmental, Social, and Governance (ESG) principles. These policies serve as the foundation for how we operate, make decisions, and engage with our stakeholders.

- Policy for Child Labor
- Policy for Forced and Compulsory Labor
- Policy for Working Hours
- Policy for Discrimination in the working environment
- Policy for the Health & Safety of all employees
- Policy for the Freedom of Association and the Right of the employees to Collective Bargaining
- Policy for Disciplinary Practices by the company
- Policy for Remuneration Process
- Policy for Business Travel in and out of Greece





5.3. Corporate Governance

GRI 2-19, 2-20

Renumeration Policy

At MEGAPLAST S.A., we steadfastly uphold our commitment to ethical employment practices, placing the well-being of our workforce at the forefront of our corporate mission. As part of our ongoing efforts to ensure fair and dignified compensation for our employees, we recently conducted a comprehensive living wage benchmarking analysis. The results underscore our dedication to providing equitable remuneration, with 100% of our direct employees covered by this meticulous assessment. Our living wage benchmarking analysis encompasses a meticulous examination of regional cost-of-living indices, industry standards, and prevailing economic conditions. The

goal is to establish a compensation structure that not only meets but exceeds the necessities required for a decent standard of living. Every single one of our direct employees is covered by the living wage benchmarking analysis. This means that each member of our workforce can be assured that their compensation aligns with the standards we have set to ensure financial well-being and security. We are thrilled to report that the percentage of direct employees paid below the living wage is absolute zero. This accomplishment reflects our unwavering commitment to eradicating income disparities within our workforce, creating an environment where every

employee is valued and remunerated fairly. We prioritize continuous development by reassessing our payroll systems to align with changing economic landscapes and societal expectations.

The company offers a private insurance plan to its employees as part of its commitment to supporting their well-being. In addition, it provides performance-based bonuses, which are awarded in accordance with the company's annual financial results, reinforcing a culture of recognition and aligning employee incentives with organizational success.



GRI 2-25

At MEGAPLAST, we adhere to the highest standards of ethics, openness, and ethical business practices. We understand that corruption is a huge risk to organizations, economies, and societies, and we are committed to proactively avoiding unethical behavior in all parts of our operations. As part of this commitment, we undertook a thorough anti-corruption risk as-

essment to detect, mitigate, and avoid possible issues within our business. This review is consistent with our corporate integrity strategy and global best practices, ensuring that we address weaknesses and increase compliance processes. We reaffirm our commitment to ethical business practices and regulatory compliance by assessing critical risk areas, improv-

ing internal controls, and cultivating a transparent culture.

The main principles that are followed in order to perform the analysis are: Risk identification, Risk Framework Analysis, Determination of the probability of an event occurrence, Hierarchy of Risks as well as the final decisions from the company's management.

CODE	SOURCE OF RISK	DEGREE OF RISK (C*E)			LEVEL OF RISK
		CHANGE	EFFECT	BD	
R_1	Non-compliance with Company Policies	3	4	12	M
R_2	Non-compliance with legislation	3	4	112	M
R_3	Transactions with Government Services	3	5	15	H
R_4	Conflicts of interests	2	5	10	M
R_5	Procurement-Transactions with Suppliers	2	5	10	M
R_6	Providing and Receiving gifts and benefits of staff and external partners	1	5	5	L
R_7	Cooperation with a person or company related to a political person or person in a position of power that may influence a favorable decision	3	5	15	H
R_8	Delegation of Responsibilities	2	5	10	M
R_9	Passive bribery of the Company of the Company Executives	1	5	5	L
R_10	Staffing of administrative position	3	4	12	M
R_11	Evaluation of new executives	2	5	10	M

H = High, M = Medium, L = Low

RISK TREATMENT MEASURES	REMAINING RISK			LEVEL OF RISK
	CHANCE	EFFECT	BD	
Information and training in the regulations and policies of companies for Societal Responsibility and Business Ethics	1	4	4	L
Information and training on legislation	1	4	4	L
* Encourage reporting confidentiality without fear of retaliation, * Inform staff about the consequences of non-compliance with the anti-corruption policy	1	5	5	L
Due Diligence on Ethics Issues	1	5	5	L
* Rules for approval of procurement & conclusion of contracts (approval limits, authorizations, assignment jurisdictions), * Notification of suppliers for termination of cooperation in case of bribery, * Supplier evaluation	1	5	5	L
Application of the procedure SA-50 "Expenses & Gifts"	1	5	5	L
* Informing all stakeholders about anti-corruption policy, * Evaluation Partners & Suppliers Financial & Non-Financial audits, * Encourage reporting confidentiality without fear of retaliation	1	5	5	L
Checking the criminal record of the executives who are assigned responsibilities	1	5	5	L
				X
* Implementation of SA-47 "Due Diligence" process, * Training and information on issues of legislation, * Updating the company's policies for Business Ethics, * Continuous control and monitoring of the works, * Encouragement for the reporting of a corruption incident and assurance of confidentiality	1	4	4	L
* Implementation of the procedure SA-47 "Due Diligence" process, * Training and information on issues of legislation, * Updating the company's policies for Business Ethics, * Continuous control and monitoring of the works, * Encouragement for the reporting of a corruption incident and assurance of confidentiality	1	5	5	L



5.4. Sustainable Financial Performance

GRI 3-3, 201-1, 201-3

MEGAPLAST S.A. contributes to the economic and social well-being of the communities where it operates through adding value to the economy and building a resilient business model:

Economic Value Permeation

FOSTERING INCLUSIVE COMMUNITY GROWTH:

Engaging with communities affected by operations to address their specific needs, ensuring shared value creation.

Supporting educational programs, vocational training, and social initiatives to uplift underserved communities.

PROMOTING SUSTAINABLE DEVELOPMENT:

Investing in projects that benefit both the environment and society, such as renewable energy initiatives and recycling facilities.

By ensuring long-term resource efficiency and reducing waste.

ENHANCING INNOVATION AND PRODUCTIVITY:

Developing innovative products that add value to customers and promote environmental sustainability.

STRENGTHENING LOCAL AND INTER-NATIONAL ECONOMIES:

Facilitating financial flows through tax contributions, supplier payments, employee wages, shareholder dividends, and investments in infrastructure and community initiatives.

Supporting local businesses by prioritizing partnerships with regional suppliers and contractors.

GRI 3-3, 201-1, 201-3

We recognize that environmental factors represent an increasingly significant source of risk, particularly for companies operating in our sector. In response, we are actively monitoring relevant regulatory developments and are committed to integrating comprehensive environmental strategies into our operations. Turnover serves as a key indicator of our economic performance and provides a basis for evaluating the potential financial implications of evolving environmental conditions.

In line with our commitment to corporate social responsibility (CSR), we invested €28,860 in related activities during 2023, and we have allocated €45,000 for CSR initiatives in 2024.

Some of the aforementioned initiatives consist supporting the building of a school in Africa, supporting a vegan farm that rescues animals, and providing



Operational Resilience

SUPPLY CHAIN RESILIENCE:

Diversification of suppliers and development of contingency plans to minimize risks from supply chain disruptions.

Collaboration with suppliers to ensure transparency, ethical practices, and long-term stability.

TECHNOLOGICAL INFRASTRUCTURE:

Investment in advanced digital tools and technologies to enhance operational agility and ensure data security. Regular audits and upgrades to IT systems

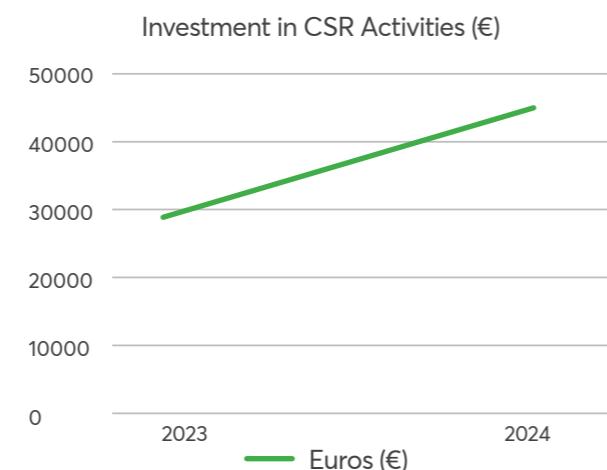
FINANCIAL PREPAREDNESS:

Maintenance of financial reserves and access to credit facilities to manage liquidity during disruptions.

Supporting local businesses by prioritizing partnerships with regional suppliers and contractors.



ing meals to homeless individuals in the cities where we operate.



About the Sustainability Report

GRI 2-2, 2-3, ATHEX C-G7

This document represents the 1st Annual Sustainability Report of MEGAPLAST and aims to inform the company's stakeholders about its approach to managing environmental, social, and economic challenges, as well as its sustainability performance. Additionally, it reflects the company's commitment to transparency and responsible operations within the framework of sustainable development.

MEGAPLAST reports sustainability information "in compliance" with the GRI Standards for the period from 01/01/2023 to 31/12/2024. This report includes details on the company's responsible business practices, policies, initiatives, performance indicators, and

objectives, while also highlighting its economic, environmental, and social impacts across all operational activities.

The Sustainability Report covers exclusively the activities of the parent company, without incorporating data from subsidiaries, partners, suppliers, or other third parties. Both the financial and sustainability-related data refer solely to the operations of the parent company.

Updates and additional information regarding the company's policies and practices are available on the official website: www.MEGAPLAST.gr. This report was published on August 7, 2025.

GRI 2-4

LIMITATIONS AND SIGNIFICANT DIFFERENCES WITH PREVIOUS REPORTS

There are no specific limitations regarding the scope and boundary of the 2023-2024 Report that would affect the comparability of the data presented on an annual basis. However, changes have been implemented in certain calculation/ estimation methods for the disclosure indicators presented in the 2023-2024 Sustainability Report, due to the revision of the GRI standards. Where revisions have been made, a specific reference is provided within the relevant sections, tables, or charts, and the reasons for the revisions are clearly identified in the respective points.

GRI 2-5

EXTERNAL ASSURANCE

The company has not pursued external assurance for the content of this report. We recognize the importance of this process for our stakeholders and are considering the possibility of obtaining external assurance for our future reports, especially as it will become mandatory under the Corporate Sustainability Reporting Directive.

GRI 2-3

EXTERNAL ASSURANCE

The main objective of this report is to provide meaningful and comprehensive information to all stakeholders of MEGAPLAST. If you have any comments or suggestions that can assist us in our ongoing improvement efforts, or if you have any questions regarding this report, please feel free to contact us via the email address: k.kavvadias@megaplast.gr.



6 Appendices

- ⊕ [6.1 Annex I – GRI Content Index Table](#)
- ⊕ [6.2 Annex II – Content Index Table of the Athens Stock Exchange ESG Disclosure Guide 2024 \(ATHEX ESG Reporting Guide\)](#)





Annex I – GRI Content Index Table

GRI 1: FOUNDATION 2021	
Statement of use	The information provided in this Report reflects the activities of MEGAPLAST and presents the company's economic, environmental, and social performance. The Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards for the period from January 1, 2023, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI 2: GENERAL DISCLOSURES 2021				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
2-10	Nomination and selection of the highest governance body	5.1. Organizational Structure	74	-
2-11	Chair of the highest governance body	5.1. Organizational Structure	74	-
2-12	Role of the highest governance body in overseeing the management of impacts	5.1. Organizational Structure	74	-
2-13	Delegation of responsibility for managing impacts	5.1. Organizational Structure	74	--
2-14	Role of the highest governance body in sustainability reporting	5.1. Organizational Structure	74	
2-15	Conflicts of interest	5.2. Ethics and Compliance	76	-
2-16	Communication of critical concerns	5.2. Ethics and Compliance	76	-
2-17	Collective knowledge of the highest governance body	5.1. Organizational Structure	74	-
2-18	Evaluation of the performance of the highest governance body	5.1. Organizational Structure	74	-
2-19	Remuneration policies	5.3. Corporate Governance	80	-
2-20	Process to determine remuneration	5.3. Corporate Governance	80	-

GRI 2: GENERAL DISCLOSURES 2021				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
1. Organization and Reporting Practices				
2-1	Organizational details	1.1. MEGAPLAST at a Glance 1.4. Our Strategy	12 23	-
2-2	Entities included in the organization's sustainability reporting	1.1. MEGAPLAST at a Glance	12	-
2-3	Reporting period, frequency and contact point	About the Sustainability Report	83	-
2-4	Restatements of information	About the Sustainability Report	83	-
2-5	External assurance	About the Sustainability Report	83	
2. Activities and Workers				
2-6	Activities, value chain and other business relationships	1.1. MEGAPLAST at a Glance 1.4. Our Strategy	12 23	-
2-7	Employees	4.3. Education and Professional Training	62	-
2-8	Workers who are not employees	4.3. Education and Professional Training	62	-
3. Governance				
2-9	Governance structure and composition	5.1. Organizational Structure	74	-

GRI 2: GENERAL DISCLOSURES 2021				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
2-21	Annual total compensation ratio	4.2. Promoting Workplace Equality & Well-being	60	-
4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy	CEO Statement 3.1. Environmental Responsibility	8 42	-
2-23	Policy commitments	4.1. Health & Safety Commitment 5.3. Corporate Governance	56 80	-
2-24	Embedding policy commitments	4.1. Health & Safety Commitment 5.3. Corporate Governance	56 80	-
2-25	Processes to remediate negative impacts	5.3. Corporate Governance	80	
2-26	Mechanisms for seeking advice and raising concerns	5.3. Corporate Governance	80	
2-27	Compliance with laws and regulations	5.2. Ethics and Compliance 3.1. Environmental Responsibility	76 42	-
2-28	Membership associations	2.4. Membership Associations	36	-
5. Stakeholder engagement				
2-29	Governance structure and composition	2.1. Stakeholder Identification	28	-
2-30	Collective bargaining agreements	4.3. Education and Professional Training	62	-



GRI 2: GENERAL DISCLOSURES 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2. Materiality Assessment	30	-
	3-2 List of material topics	2.2. Materiality Assessment	30	-
	3-3 Management of material topics	2.2. Materiality Assessment	30	-
		3.1. Environmental Responsibility	42	
		3.2. Climate Change	43	
		3.3. Materials and Waste	46	
		3.4. Product Development	50	
		3.5. Efficient Practices in Water Management	51	
		4.1. Health & Safety Commitment	56	
		4.2. Promoting Workplace Equality & Well-being	60	
		4.3. Education and Professional Training	62	
		5.1. Organizational Structure	74	
		5.2. Ethics and Compliance	76	
		5.3. Corporate Governance	80	
		5.4 Sustainable Financial Performance	82	

GRI: MATERIAL TOPICS 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
ENVIRONMENT				
Energy	302-1: Energy consumption within the organization	3.2. Climate change	43	-
Climate Change	305-1: Direct (Scope 1) GHG emissions	3.2. Climate change	43	-
	305-2: Energy indirect (Scope 2) GHG emissions			
	305-4: GHG emissions intensity			
Raw Materials	301-1: Materials used by weight or volume	3.3. Materials and waste	46	-
	301-2: Recycled input materials used	3.3. Materials and waste 3.4. Product Development		

GRI 3: MATERIAL TOPICS 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
ENVIRONMENT				
Water Usage	303-1: Interactions with water as a shared resource	3.5. Efficient Practices in Water Management	51	-
	303-5: Water consumption	3.5. Efficient Practices in Water Management		
Waste Management	305-1: Direct (Scope 1) GHG emissions	3.3. Materials and Waste	46	-
	305-2: Energy indirect (Scope 2) GHG emissions			
	305-4: GHG emissions intensity			

GRI 2: GENERAL DISCLOSURES 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
SOCIAL				
Comprehensive Occupational Health & Safety	403-1: Occupational health and safety management system	4.1. Health & Safety Commitment	56	-
	403-2: Hazard identification, risk assessment, and incident investigation	4.1. Health & Safety Commitment	56	-
	403-3: Occupational health services	4.1. Health & Safety Commitment	56	-
	403-4: Worker participation, consultation, and communication on occupational health and safety	4.1. Health & Safety Commitment	56	-
	403-5: Worker training on occupational health and safety	4.1. Health & Safety Commitment	56	-
	403-6: Promotion of worker health	4.1. Health & Safety Commitment	56	-
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1. Health & Safety Commitment	56	-
	403-8: Workers covered by an occupational health and safety management system	4.1. Health & Safety Commitment	56	-
	403-9: Work-related injuries	4.1. Health & Safety Commitment	56	-
	403-10: Work-related ill health	4.1. Health & Safety Commitment	56	-

GRI 3: MATERIAL TOPICS 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
SOCIAL				
Product Quality and Safety	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	4.1. Health & Safety Commitment	56	-
	405-1: Diversity of governance bodies and employees	4.2. Promoting Workplace Equality & Well-being	60	-
Diversity, Equality & Discrimination	405-2: Ratio of basic salary and remuneration of women to men	4.2. Promoting Workplace Equality & Well-being	60	-
	406-1: Incidents of discrimination and corrective actions taken	4.2. Promoting Workplace Equality & Well-being	60	-
	404-1: Average hours of training per year per employee	4.3. Education and Professional Training	62	-
Employee Training & Development	404-2: Programs for upgrading employee skills and transition assistance programs	4.3. Education and Professional Training	62	-
	404-3: Percentage of employees receiving regular performance and career development reviews	4.3. Education and Professional Training	62	-
	402-1: Minimum notice periods regarding operational changes	4.3. Education and Professional Training	62	-
Employee Hiring & Notifications	401-1: New employee hires and employee turnover	4.3. Education and Professional Training	62	-



GRI 3: MATERIAL TOPICS 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	PAGE	EXTERNAL VERIFICATION
GOVERNANCE				
Business Ethics	205-1: Operations assessed for risks related to corruption	5.2. Ethics and Compliance	76	-
	205-3: Confirmed incidents of corruption and actions taken	5.2. Ethics and Compliance	76	-
	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	5.2. Ethics and Compliance	76	-
Supplier Screening Criteria	414-1: New suppliers that were screened using social criteria	5.2. Ethics and Compliance	76	-
Economic Value	201-1: Direct economic value generated and distributed	5.4 Sustainable Financial Performance	82	-
	201-3: Defined benefit plan obligations and other retirement plans	5.4 Sustainable Financial Performance	82	-

ATHEX

ESG CLASSIFICATION	ID	METRIC TITLE	LOCATION	PAGE	EXTERNAL VERIFICATION
SOCIAL	SS-S1	Product Quality & Safety	4.1. Health & Safety Commitment	56	-
	SS-S6	Health & Safety Performance	4.1. Health & Safety Commitment	56	-
	C-S1	Stakeholder Engagement	2.1. Stakeholder Identification	28	-
	C-S2	Female Employees	4.2. Promoting Workplace Equality & Well-being	60	-
	C-S5	Employee Training	4.3. Education and Professional Training	62	-
	C-S6	Human Rights Policy	4.1. Health & Safety Commitment	56	-
	C-S7	Collective Bargaining Agreements	4.3. Education and Professional Training	62	-

Annex II – ATHEX Content Index Table

ATHEX

ESG CLASSIFICATION	ID	METRIC TITLE	LOCATION	PAGE	EXTERNAL VERIFICATION
ENVIRONMENTAL	C-E1	Scope 1 emissions	3.2. Climate change	43	-
	C-E2	Scope 2 emissions	3.2. Climate change	43	-
	C-E3	Energy consumption and production	3.2. Climate change	43	-
	A-E3	Waste management	3.3. Materials and waste	46	-
	SS-E1	Transition plan	3.2. Climate change	43	-
	SS-E3	Water consumption	3.5. Efficient Practices in Water Management	51	-
	SS-E5	Environmental impact of packaging	3.3. Materials and waste	46	-

ATHEX

ESG CLASSIFICATION	ID	METRIC TITLE	LOCATION	PAGE	EXTERNAL VERIFICATION
SOCIAL	C-G3	Materiality	2.2. Materiality Assessment 2.3. Sustainable Development Goals (SDGs)	30 33	-
	C-G4	Sustainability Policy	CEO Statement	8	-
	C-G5	Business Ethics Policy	4.1. Health & Safety Commitment 5.2. Ethics and Compliance	56 76	-
	C-G6	Data Security Policy	5.2. Ethics and Compliance	74	-
	C-G7	Sustainability Reporting	About the Sustainability Report	83	-
	A-G1	Strategy, Business Model and Value Chain	MEGAPLAST at a Glance 1.2. Our Vision	4 20	-
	A-G2	Business Ethics Violations	5.2. Ethics and Compliance	76	-
	A-G3	ESG Targets	CEO Statement	8	-



Driven by Innovation,

Guided by Sustainability