



Annual Financial Report 2025

For the period from January 1
2025 until December 31, 2025

According to article 4 of Law 3556 / 2007



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Introductory Note

This Annual Financial Report is prepared in accordance with article 4 of Law 3556/2007 as well as the provisions of articles 150 to 154 of Law 4548/2018 and includes the following sections:

- a. Statements by the Members of the Board of Directors, b. Annual Report of the Board of Directors,
- c. Explanatory Report of article 4 par. 7 and 8 of Law 3556/2007,
- d. Corporate Governance Statement,
- e. Sustainability Report,
- f. Certified Public Accountant's Limited Assurance Report on the Sustainability Report, g. Report of the Independent Certified Public Accountant,
- h. Annual Financial Statements for the period 01.01.2025 - 31.12.2025,
- i. Website for the posting of the annual financial report.

The present **Annual Financial Report for the period 01.01.2025 – 31.12.2025** was approved by the Board of Directors of the Société Anonyme under the name "**PLASTICS OF CRETE INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME**", during the meeting of April 22nd, 2026.

This **Annual Financial Report for the period 01.01.2025 – 31.12.2025** is posted on the internet, at www.plastikakritis.com, where it will remain available to the investing public for a period of at least ten (10) years from the date of its compilation and publication.

The annual financial statements and audit reports of the statutory auditor which are consolidated within the Group and are not listed and which cumulatively represent more than 3% of the consolidated turnover or consolidated assets or consolidated results, after deduction of the proportion of the minority shares, (in accordance with article 1c of Decision 8/754/14.4.2016) are posted at the email address www.plastikakritis.com.

This Annual Financial Report presents the financial information for the fiscal year 2025, the significant events that took place in the period in question and their impact on the financial statements, describes the main risks and uncertainties faced by the Group's companies and the significant transactions between the issuer and its affiliates. The Annual Financial Report also contains the Corporate Governance Statement, the Sustainability Report as well as additional information, as required by law and relevant regulatory provisions.



Statements by the Members of the Board of Directors

The following undersigned and members of the Board of Directors of the Société Anonyme under the name "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME":

Yannis M. Lempidakis, Chairman of the Board of Directors,
Michael Ioan. Lempidakis, Chief Executive Officer,
Emmanuel Ioann. Lempidakis, Managing Director,

In our above capacity, **we declare and certify**, in accordance with article 4 of Law 3556/2007 and specifically designated for this purpose by the decision of the Board of Directors of the Société Anonyme dated 22.04.2026 under the name "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME", (hereinafter referred to as the "Company" or "Group" or "PLASTIKA KRITIS"), that, to the best of our knowledge:

- a. The attached annual corporate and consolidated financial statements for the period 01.01.2025 – 31.12.2025, which were prepared in accordance with the applicable International Financial Reporting Standards, present honestly and accurately the assets and liabilities, the net position and the profit and loss of the Company, as well as of the companies included in the consolidation, considered as a whole, in accordance with the provisions of paragraph 2 of Article 4 of Law 3556/2007.
- b. The attached annual report of the Board of Directors correctly reflects the development and performance and position of the Company as well as of the companies included in the consolidation considered as a whole, together with the description of the main risks and uncertainties they face and that it has been prepared in accordance with the sustainability reporting standards referred to in article 154A of Law 4548/2018 (A' 104) and with the specifications approved pursuant to par. 4 of article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 establishing a framework to facilitate sustainable investments and amending Regulation (EU) 2019/2088 (L 198).
- c. The attached Annual Corporate and Consolidated Financial Statements and the Annual Report of the Board of Directors are those approved by the Board of Directors of the Company at its meeting on April 22, 2026.

Heraklion, Crete, April 22nd, 2026

The declarants

The President of the Board of Directors	The Chief Executive Officer	The Chief Executive Officer
Yannis M. Lempidakis	Michael Ioan. Lempidakis	Emmanuel Ioann. Lempidakis
ID Card A00297089	ID number A01165557	ID number A00382862



Annual Report of the Board of Directors

This Annual Management Report of the Board of Directors, hereinafter referred to as the "Report", is for the fiscal year 2025 (01.01.2025-31.12.2025).

The report was prepared in accordance with the relevant provisions of Law 4548/2018 as currently in force and Law 3556/2007 (Government Gazette 91A/30.4.2007), as in force after its amendment by Law 4374/2016 (Government Gazette 50A / 1.4.2016) and Law 5164/2024 as well as the implementing decisions issued by the Hellenic Capital Market Commission on it.

The report was also prepared on the basis of the electronic reporting format specified in Article 3 of Regulation (EU) 2019/815 by labelling the relevant sustainability report, including the disclosures provided for in Article 8 of Regulation (EU) 2020/852, in accordance with the electronic reporting format specified in that Delegated Regulation.

This report contains the report of the significant events during the year, the analysis of the prospects and risks, the report of the financial results and changes of the period, as well as the listing of transactions with related parties. This information concerns both the Group and the Company.



The course of the Group and the Company in the year 2025

The following table presents the Group's performance for the fiscal year 2025:

Turnover

(Amounts in thousands of euros)

Company	Country	Sales	Sales	D%
		31.12.2025	31.12.2024	
PLASTIKA KRITIS SA	Greece	187.853	185.920	1,0%
SHANGHAI HITEC PLASTICS CO	China	57.785	61.073	-5,4%
ANHUI HITEC PLASTICS CO LTD	China	26.890	10.848	147,9%
ROMCOLOR 2000 S.A.	Romania	36.071	37.882	-4,8%
AGRIPLYANE S.A.S.U.	France	36.777	38.033	-3,3%
GLOBAL COLORS POLSCA S.A.	Poland	34.659	33.652	3,0%
GLOBAL COLORS KIMYA A.S. ²	Turkey	17.668	18.903	-6,5%
GLOBAL COLORS LLC	Russia	29.633	27.007	9,7%
FOTOVOLTAIKA TRAGANOU AE	Greece	890	862	3,2%
RAINBOW TECHNOLOGIES LTD	Cyprus	609	652	-6,6%
GROUP ¹		392.707	385.067	2,0%

¹ after consolidation records.

² within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. from Senkroma A.S.

The turnover of the parent company increased by 1.0% (from € 185.9 million to € 187.9 million) while that of the Group increased by 2.0% (from € 385.1 million to € 392.7 million). This increase is mainly due to the increase in sales volume as well as the increase in income from the sale of energy.

Regarding the Group's subsidiary in France, the decrease recorded during the period is mainly due to a problem that arose in June 2025 in mechanical equipment, which was immediately restored by returning to normal operation in July 2025. For Shanghai Hitec Plastics CO Ltd, the decrease is due to the transfer of part of the sales to production to the other plant, in Anhui. For the Group company in Romania, the decrease is entirely due to a decrease in sales volume. Finally, for the subsidiary in Turkey, the change has been affected by the significant reduction in inflationary adjustments as in pre-inflation adjustment data, an increase in sales of 5.9% is observed.



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

(Amounts in thousands of euros)

Company	Country	EBITDA	EBITDA	D%
		31.12.2025	31.12.2024	
PLASTIKA KRITIS SA	Greece	26.642	34.743	-23,3%
SHANGHAI HITEC PLASTICS CO	China	12.834	10.049	27,7%
ANHUI HITEC PLASTICS CO LTD	China	4.850	2.122	128,6%
ROMCOLOR 2000 S.A.	Romania	4.489	4.473	0,4%
AGRIPOLYANE S.A.S.U.	France	2.236	2.503	-10,6%
GLOBAL COLORS POLSCA S.A.	Poland	4.049	4.099	-1,2%
GLOBAL COLORS KIMYA A.S. ²	Turkey	2.492	2.773	-10,1%
GLOBAL COLORS LLC	Russia	4.777	4.518	5,7%
FOTOVOLTAIKA TRAGANOU AE	Greece	840	802	4,8%
RAINBOW TECHNOLOGIES LTD	Cyprus	554	528	4,9%
GROUP ¹		64.014	66.750	-4,1%

¹ after consolidation records.

² within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. from Senkroma A.S.

The parent company's earnings before interest, taxes, depreciation and amortization (EBITDA) decreased by 23.3% (from € 34.7 million to € 26.6 million) while the consolidated earnings before interest, taxes, depreciation and amortization of the Group decreased by 4.1% (from € 66.8 million to € 64.0 million).

The decrease observed in all Group companies, with the exception of the Group's subsidiaries in China, Russia and Traganou Photovoltaics, is due to the increase in operating costs, including the increased prices of raw materials and energy prices. With regard to the parent company, the decrease is mainly due to the allocation of the extraordinary special bonus to executive members of the Board of Directors as well as to senior and senior executives. Finally, for the subsidiary in Turkey, the change has been affected by the significant reduction in inflationary adjustments, as an increase in EBITDA is observed in pre-inflation adjustments.

The Company's EBITDA margin (EBITDA/turnover) decreased from 18.7% in the previous period to 14.2% for the current period, while the Group's decreased on a smaller scale from 17.3% in the previous period to 16.3% for the current period, mainly due to the increase in profitability in the Group's subsidiaries in China.



Earnings before interest, taxes, financial and investment results (EBIT)

(Amounts in thousands of euros)

Company	Country	EBIT	EBIT	D%
		31.12.2025	31.12.2024	
PLASTIKA KRITIS SA	Greece	21.990	30.465	-27,8%
SHANGHAI HITEC PLASTICS CO	China	11.563	8.767	31,9%
ANHUI HITEC PLASTICS CO LTD	China	3.905	1.186	229,3%
ROMCOLOR 2000 S.A.	Romania	3.763	3.843	-2,1%
AGRIPOLYANE S.A.S.U.	France	812	1.107	-26,6%
GLOBAL COLORS POLSCA S.A.	Poland	3.444	3.510	-1,9%
GLOBAL COLORS KIMYA A.S. ²	Turkey	1.591	2.575	-38,2%
GLOBAL COLORS LLC	Russia	4.389	4.211	4,2%
FOTOVOLTAIKA TRAGANOU AE	Greece	487	461	5,5%
RAINBOW TECHNOLOGIES LTD	Cyprus	554	528	4,9%
GROUP ¹		52.878	56.922	-7,1%

¹ after consolidation records.

² within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. from Senkroma A.S.

Earnings before interest, taxes, financing and investment results of the parent Company decreased by 27.8% (from € 30.5 million to € 22.0 million) while the Group's decreased by 7.1% (from € 30.5 million to € 22.0 million) (€ 56.9 million. to € 52.9 million).

The decrease observed in all Group companies, with the exception of the Group's subsidiaries in China, Russia and Traganou Photovoltaics, is due to the increase in operating costs, including the increased prices of raw materials and energy prices. With regard to the parent company, the decrease is mainly due to the allocation of the extraordinary special bonus to executive members of the Board of Directors as well as to senior and senior executives. Finally, for the subsidiary in Turkey, the change has been affected by the significant reduction in inflationary adjustments, as an increase in EBIT is observed in pre-inflation adjustments.

The Company's EBIT margin (EBIT/turnover) decreased from 16.4% in the previous period to 11.7% for the current period, while the Group's decreased on a smaller scale from 14.8% in the previous period to 13.5% for the current period, mainly due to the increase in profitability in the Group's subsidiaries in China.



Net Profit for the Year

(Amounts in thousands of euros)

Company	Country	Net Profit	Net Profit	D%
		31.12.2025	31.12.2024	
PLASTIKA KRITIS SA	Greece	23.259	31.668	-26,6%
SHANGHAI HITEC PLASTICS CO	China	8.386	6.754	24,2%
ANHUI HITEC PLASTICS CO LTD	China	2.893	873	231,2%
ROMCOLOR 2000 S.A.	Romania	3.880	3.607	7,6%
AGRIPOLYANE S.A.S.U.	France	318	411	-22,4%
GLOBAL COLORS POLSCA S.A.	Poland	3.114	2.673	16,5%
GLOBAL COLORS KIMYA A.S. ²	Turkey	-860	-1.107	22,3%
GLOBAL COLORS LLC	Russia	3.524	3.414	3,2%
FOTOVOLTAIKA TRAGANOU AE	Greece	374	146	155,6%
RAINBOW TECHNOLOGIES LTD	Cyprus	627	194	224,1%
GROUP ¹		38.810	43.584	-11,0%

¹ after consolidation records.

² within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. from Senkroma A.S.

As far as profit after tax is concerned, for the Company they decreased by 26.6% (from € 31.7 million to € 23.3 million) while for the Group they decreased by 11.0% (from € 43.6 million to € 38.8 million).

The decrease observed in the parent company and the Group company in France is due to the increase in operating costs, including the increased prices of raw materials and energy prices, as well as to the significant foreign exchange loss of the period due to the depreciation of the dollar. With regard to the parent company, the decrease is mainly due to the allocation of the extraordinary special bonus to executive members of the Board of Directors as well as to senior and senior executives.

The Company's margin (net profit/turnover) decreased from 17.0% in the previous period to 12.4% for the current period, while the Group's margin decreased from 11.3% in the previous period to 9.9% for the current period.

The net profit for the year of the Group's subsidiary in Turkey has been affected by the loss on the net cash position under IAS 29 requirements by € - 5th. (2024: € - 4.2 mil.) which decreased significantly during the year. This significant reduction in the loss is mainly due to the decrease in the speed of inflation increase. Specifically, for the first time since 2021, annual inflation in Turkey decreased to levels of around 30% with the economy still considered hyperinflationary by the International Accounting Standards Board. At the local level, in December 2025, the Government of Turkey decided by passing a law to suspend inflationary adjustments for tax purposes only for the years 2025 to 2027 with the possibility of further suspension for another three years. Also, the net profits of the Group's subsidiary in Turkey have been affected by the increase in deferred tax expense due to the correction of the deferred tax liability of this subsidiary. The amount of the correction was not considered significant in order to reformulate the previous year.



Working capital

(Amounts in thousands of euros)

Company	Country	Working capital	Working capital	D%
		31.12.2025	31.12.2024	
PLASTIKA KRITIS SA	Greece	187.298	185.211	1,1%
SHANGHAI HITEC PLASTICS CO	China	36.806	35.188	4,6%
ANHUI HITEC PLASTICS CO LTD	China	7.324	4.350	68,4%
ROMCOLOR 2000 S.A.	Romania	22.170	23.479	-5,6%
AGRIPLYANE S.A.S.U.	France	3.101	3.134	-1,0%
GLOBAL COLORS POLSCA S.A.	Poland	14.908	14.922	-0,1%
GLOBAL COLORS KIMYA A.S. ²	Turkey	9.673	8.927	8,4%
GLOBAL COLORS LLC	Russia	18.705	14.125	32,4%
FOTOVOLTAIKA TRAGANOU AE	Greece	336	166	102,7%
RAINBOW TECHNOLOGIES LTD	Cyprus	-1.429	180	-895,0%
GROUP ¹		305.802	294.692	3,8%

¹ after consolidation records.

² within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. from Senkroma A.S.

The working capital of the parent company increased by 1.1% (from € 185.2 million to € 187.3 million) while that of the Group increased by 3.8% (from € 294.7 million to € 305.8 million).

The subsidiaries PLASTIKA KRITIS FAR EAST LTD and ETEPLA S.A. did not show any significant change and due to their small size for the Group, they are not presented in the above analysis.

Liquidity ratios

Numerical Indicators		Group		Company	
		31.12.2025	31.12.2024	31.12.2025	31.12.2024
Liquidity					
General Liquidity	Current assets/Short	7,94	7,37	9,31	8,12
	Institutional obligations Released Assets (excluding reserves)/Short maturities	5,60	5,11	7,51	6,31
Special Liquidity	Obligations				



Activity Indicators

Activity Ratios		Group		Company	
		31.12.2025	31.12.2024	31.12.2025	31.12.2024
Speed of Collection of Receivables (days)	(Customer Receivables/Turnover) x 365	75	79	92	105
Speed of Payment (days)	(Suppliers/Cost of Sales) x 365	30	36	35	45
Supplier Circulation (days)	(Inventory/Cost of Sales) x 365	128	131	106	125

Efficiency Ratios

Numerical Indicators Efficiency		Group		Company	
		31.12.2025	31.12.2024	31.12.2025	31.12.2024
Asset Efficiency	Net Results before tax/Total Assets Elements	10,15%	10,84%	9,04%	12,35%
Own Capital (before taxes)	Net earnings before tax/Total Own funds	11,45%	12,37%	9,92%	13,73%

Capital structure ratios

Structure Ratios Funds		Group		Company	
		31.12.2025	31.12.2024	31.12.2025	31.12.2024
Equity to total	Equity/Total Equity and obligations	88,64%	87,65%	91,18%	89,91%



Definitions and agreement of Alternative Performance Measurement Indicators

In the context of making decisions regarding financial, operational and strategic planning, as well as for the evaluation of its performance, the Group uses Alternative Performance Measures ("Alternative Performance Measures"). These indicators contribute to a better understanding of the Group's financial and operating results, its financial position, as well as the cash flow statement. The Group applied for the first time in the fiscal year 2016 Alternative Performance Measures (EDMAs) derived from the financial statements. Alternative Performance Indicators (EDMAs) should always be considered in conjunction with the financial statements prepared in accordance with IFRS and in no way replace them.

When describing the Group's developments and performance, the following indicators are used:

Index	Definition
Turnover	Gross inflow of economic benefits during the period derived from normal activities_entity.
Earnings before taxes, financing, investment profit and loss and amortization (EBITDA)	Turnover plus other operating income minus the cost of inventories corresponding to the cost of sales less the total operating expenses before depreciation of fixed assets, depreciation of grants and impairments and before financial activities, investment activities from sale_financial and fixed assets and taxes.
Earnings before taxes, financing and investment results (EBIT)	Turnover plus other operating income less the cost of inventories corresponding to the cost of sales less total operating expenses, before financial activities, investment activities from the sale of financial and fixed assets_data and taxes.
Net Profit for the Year	Turnover plus other operating income minus the cost of inventories corresponding to the cost of goods sold less the total operating expenses plus/minus the net financial cost plus/minus the Gains/(losses) on foreign exchange differences plus/minus profits/(losses) on financial assets plus/minus gains/(losses) on valuation of fixed assets plus income participations plus/minus profits/(losses) in net income cash position minus income tax.
Working capital	Current assets minus Short-term obligations.



General liquidity	This indicator depicts the adequacy or otherwise of cash in the company in relation to its current operating needs. It is calculated as the ratio of current assets to short-term obligations.
Special liquidity	The numerator provides an indication of the current ability of the company to meet the payment of its day-to-day obligations. It is calculated as the ratio of current assets (excluding stocks) to the short-term liabilities.
Speed of debt collection (days)	This indicator shows how many days are required for the company to convert receivables from its customers into available ones. It is calculated as the ratio of 365 days to customer turnover/receivables.
Payout speed suppliers (days)	This indicator shows how many days are required for the company to pay its obligations in suppliers. It is calculated as the ratio of 365 days to the sales costs/suppliers.
Inventory Circulation Speed (days)	This indicator shows how many days it takes for the company to sell its stocks. It is calculated as the ratio of 365 days to cost of sales/inventory.
Asset Efficiency	This indicator measures the performance of total assets of the company and allows the assessment of the efficiency of its operation. It is calculated as the ratio of the net results before taxes on all assets.
Return on equity	This indicator depicts the company's capacity for profitability. It is calculated as the ratio of net results before tax to total own funds.
Capital structure ratio	This ratio is used to determine whether there is over-borrowing in a company. It is calculated as the ratio of equity



Significant events that took place during the year 2025

Appointment of a new Head of Internal Audit

On 31.12.2024, the head of the Internal Audit department, Nikolaos Mastorakis, retired. By decision of the Board of Directors dated 09.01.2025 and following the recommendation of the Audit Committee, Myron Oikonomakis was appointed as the new head, after the relevant process of publicizing the interest in finding an executive for the position, collecting and evaluating the applications of the interested parties.

Start of robotic warehouse implementation

The Group, aiming at the continuous improvement of its production process, has started the creation of a new fully automated warehouse with robotic systems for the sheet production unit at the central plant in the Industrial Area. Heraklion. The start of operation is expected within the first half of 2026.

Receipt of dividend from subsidiary Romcolor 2000 SA

Continuing the strong growth and profitability, the Group's subsidiary in Romania, in which the Company holds a 99.99% stake, distributed a dividend of € 2 million. from the profits of the fiscal year 2024 following a relevant decision of the Annual General Meeting which was received during the period.

Resolutions of the General Meeting

On July 16, 2025, the Annual General Meeting of the company took place, where the 94.772% of the shareholders and the following were decided:

- The submission and approval of the Annual Financial Statements (Separate and Consolidated) for the fiscal year 2024, the relevant reports of the Board of Directors and the Certified Auditor of the Company.
- The amendment of the Remuneration Policy, in accordance with articles 110 and 111 of Law 4548/2018.
- The dividend distribution of € 14,237,184 (€0.52 per share) commenced on September 1st, 2025.
- The allocation of net profit of € 1,015,700 from the net profit of the year 2024 which, in accordance with the principles and rules of the International Accounting Standards, was taken into account for the formation of the profit of the year 2024, for payment to members of the Board of Directors, who contributed substantially to the achievement of the Company's strategic objectives in the fiscal year 2024.
- The allocation of net profits of € 5,750,000 from the net profit of the fiscal year 2024, to executive members of the Board of Directors as well as to senior and senior executives, for their long-term contribution to the development, profitability and viability of the Company, taking into account their responsibilities and responsibilities, the efforts they have made and their dedication to the planning and implementation of the Company's strategy, long-term and uninterrupted, but also the level of corresponding remuneration over time to other similar companies in combination with the situation, performance and prospects of the company, as presented in detail, which is largely due to the above. The General Meeting approved that part of this amount be distributed to the Company's Chief Executive Officers, while authorizing the Board of Directors to distribute the



remaining amount to other executive members of the Board of Directors as well as to senior and senior executives of the Company.

- The approval of the overall management of the Company and the discharge of the Certified Auditors-Accountants from any liability for compensation for the fiscal year 2024.
- The election of KPMG Certified Public Accountants S.A. for the regular and tax audit of the fiscal year 2025 and of Grant Thornton Business Solutions S.A. for the provision of a Assurance Report on the Sustainability Report for the fiscal year 2025.
- The granting of permission, in accordance with article 98 par. 1 of Law 4548/2018, to the members of the Board of Directors and the Company's managers, to participate in the Boards of Directors or in the management of the Group's companies.
- The approval of the remuneration of the Board of Directors paid for the fiscal year 2024 as well as the pre-approval of the payment of remuneration for the fiscal year 2025 to the members of the Board of Directors and the Committees.
- The amendment of the Suitability Policy of the members of the Board of Directors as provided by article 3 of Law 4706/2020 and in accordance with the updated Circular 60 of the Hellenic Capital Market Commission, in the context of the Company's adaptation to the new Law 5178/2025 on gender balance and to the best practices of the corporate governance framework.

Receipt of additional dividend from subsidiary Romcolor 2000 SA

By decision of the Extraordinary General Meeting dated 28.07.2025, the Group's subsidiary in Romania, in which the Company holds a 99.99% shareholding, distributed an additional dividend of € 1 million. from the profits of the fiscal year 2024 and which has been collected.

Receiving a dividend from the subsidiary Plastika Kritis Far East

By decision of the Extraordinary General Meeting dated 17.09.2025, the subsidiary of the Plastika Group Kritis Far East, in which the Company participates by 100%, distributed a dividend of € 3.2 million. from the profits of the fiscal year 2024 following the receipt of a dividend by its subsidiary in China Shanghai Hitec Plastics CO. This amount was received by both companies in its majority in dollars. This distribution is the result of the high profitability shown by the subsidiary in China during the previous year.

Opening of a new PV station in Romania

The new 3 MW photovoltaic station was put into operation within the third quarter of 2025 on a plot adjacent to the factory of the company ROMCOLOR 2000 SA in Romania.

New investment in the production of masterbatches and inclusion in Law 4887/2022

The Extraordinary General Meeting of the Company dated 19.09.2025 approved the submission of a request for the inclusion of the investment in the production of colored masterbatches, in the tax exemption regime of Law 4887/2022 with coverage of the same participation from retained earnings.



Issuance of tax certificate for the fiscal year 2024 in accordance with article 65A of Law 4174/2013

On November 28, 2025, the tax audit of the Company for the year 2024 carried out by the Statutory Auditors in accordance with article 65A of Law 4174/2013 as in force was completed and the corresponding tax certificate was issued with an unqualified conclusion.

Establishment of a company with the participation of Plastika Kritis

On December 1, 2025, the company "ALTERNATIVE AGRICULTURAL SHEET MANAGEMENT SYSTEM S.A." was established, in which the Company participates, as well as other industries producing plastic sheets for agricultural uses, with the aim of organizing and operating, on a collective basis, a nationwide alternative management system (collection, transport, transshipment, storage, processing and recycling) of agricultural sheet waste, within the meaning of articles 3 and 12 of Law 4819/2021 (Government Gazette A' 129/23.7.2021)

"Integrated Framework for Waste Management Incorporation of Directives 2018/851 and 2018/852 of the European Parliament and of the Council of 30 May 2018 amending Directive 2008/98/EC on waste and Directive 94/62/EC on packaging and packaging waste, framework for the organization of the Hellenic Recycling Agency, provisions for plastic products and the protection of the natural environment, spatial planning, energy and related urgent regulations.", as amended and in force and of the Joint Ministerial Decision YPEN/DDDA/138814/1934 (1) (Government Gazette B' 7070/23-12-2024) "Extended Producer Responsibility Program for Agricultural Plastics". The share capital of the new company is 100,000 euros and the participation of the Company is 40%. The payment of the capital as well as the certification of its payment took place in February 2026. The new company has no activity to date.



Outlook for 2026

The demand for the Group's products is at satisfactory levels, while at the same time the Group is working to develop new markets and applications, strengthening its sales force and R&D actions with the aim of diversifying and gaining competitive advantages based on our technology.

The catalytic developments following the attack of Israel and the USA on Iran and the de facto closure of the Strait of Hormuz that followed, combined with the attacks by Iran on oil, gas and petrochemical plants in the Persian Gulf have a very significant impact on the plastics industry and by extension on our Company.

- The supply of polymers from the Gulf countries, which corresponds to about 14% of world production, has almost zero.
- Petrochemical plants in Asia are facing shortages and very high costs for oil and gas. Some of them are forced to reduce their production.
- Fares and navigation times are significantly increased, so not only are transport costs rising, but there are delays in deliveries.
- The production of petrochemicals and polymers in Europe has been declining for a long time due to reduced competitiveness, so it cannot meet demand. The main supplier of the global market is now the USA.

As a consequence of the above factors, the cost of plastic raw materials has increased by 100% within a month of the outbreak of the war and is further increasing. At the same time, there is a limitation in the quantities available and uncertainty in the market as to the existence of sufficient materials to fully meet the production needs of the industry if the war lasts for a long time. Concern is created which pushes prices to even greater heights.

At this stage, the Group's factories have stocks of raw materials for a period of 2-4 months and the Management is making an effort to complete the necessary quantities for the next period. The increased costs are estimated to be passed on to the sales prices with any impact on the Group's profit margins being considered manageable, so the main concern is to ensure quantities and timely arrivals as the demand for our products remains high.

The Management constantly monitors geopolitical developments, assesses any impact on pricing policy, supply chain and production costs and immediately takes the most appropriate decisions in the interest of the Group.

Finally, regarding the sale of the energy production from the company's wind farm, as based on the existing framework, after the expiration of the 20-year sales contract in October 2025 and until the full commercial interconnection of Crete with the mainland, which is expected in October 2026, the ability to sell energy may be limited to 26.8 GWH per year, which is significantly lower than the production capacity of the station (40-45 GWH), which will lead to a loss of revenue of 1.5 to 2 million. €..

Based on the above and taking into account the current conditions, the Management estimates that the Group's pre-tax profit for 2026 will be at a level of +/- 10% compared to those of 2025.



Main risks and uncertainties

Risk management framework

On a daily basis, the Group's business activities are affected by risks, which may affect its activities, its financial performance as well as the achievement of its strategic objectives. The methodical implementation of the risk management system helps to limit their negative impact on the Group's activities but also to maximize the benefits and opportunities through the risk appetite that the Group is willing to undertake.

In accordance with the legislative and regulatory framework, the Board of Directors is responsible for the effective monitoring of the company's exposure to business risks and the proper functioning of the risk management system, with a view to maintaining the stability, business continuity and development of the company in accordance with its business strategy.

The heads of the Divisions/Departments, in collaboration with the Risk Management Unit, in accordance with the risk management procedure approved by the Board of Directors, are responsible for reviewing the risks related to their operation as well as the mechanisms for controlling these risks on a regular basis. Through this process, the risks that affect business activities are systematically identified and evaluated, while the effectiveness of the mechanisms for dealing with them is evaluated, with the aim of timely adjustment of these mechanisms and the adoption of appropriate decisions tailored to the needs and strategy of the company.

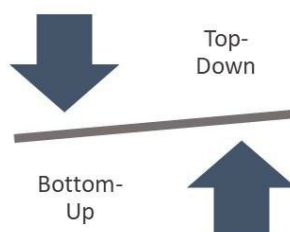




Risk Management Model Risk

Identification

Business risk identification includes two dimensions (Top-Down and Bottom-Up) that aim to identify key business risks as well as identify inherent risk factors. Top-Down & Bottom-Up can be carried out through various alternative methods such as a) sessions, b) interviews and c) questionnaires.



ESG (Environmental, Social, Governance) factors, as identified during the study and documentation of the Sustainability Report, were also taken into account in order to determine the risks.

Risk Analysis

The Group's risks are presented in four categories, as described below:

Business Risks	Risks related to the Group's strategy and the industry, such as geopolitical uncertainties and events affecting the sustainability and reputation of the Group, but also issues such as the technological innovation.
Operational Risks	Risks in relation to the operation of the Group, arising from factors such as errors, inadequacies, failures, etc., which may result in affect the organization's information system and the communications, security, customer service, human resources and supply chain (procurement, production, distribution) but also risks associated with climate change and natural disasters.
Financial Risks	Risks arising from the economic environment and factors affecting financial variables such as exchange rate risk, interest rate risk, credit risk and liquidity risk.
Legal Risks and Compliance	Risks related to compliance with the legal and regulatory framework for the operation of the Group and its activities.

The purpose of the risk analysis is to assess the impact and probability of each risk occurring, to calculate the level of inherent risk, to evaluate the Company's control environment as well as to calculate the residual risk.

The risk is divided into:



- Inherent Risk: Inherent risk is the risk faced by the Company without taking into account any actions implemented by Management to reduce the severity of the risk.
- Residual Risk: Residual Risk is the risk that remains after the Company takes steps to reduce the severity of the risk.

Risk Assessment & Mapping

The materiality of each risk is assessed on the basis of the following two dimensions:

- Impact: The impact indicates the extent to which the occurrence of a risk will affect the Company in terms of achieving its objectives. In order to determine the impact, the Risk Management Officer is responsible for observing and updating the criteria (scale), which are agreed with the Heads of Departments/Departments and on the basis of which, participants in the identification of risks, should assess the potential impact of risks on the objectives and operations of the Company.
- Probability (Likelihood): Represents the probability of the occurrence of the risk. In particular, the probability is the assessment and evaluation of the frequency of occurrence of a risk, within a defined period of time. For the assessment of probability, the Risk Management Officer is responsible for observing and updating the criteria (scale), which are agreed with the Heads of the Directorates/Departments and based on which, the participants in the identification of risks, should evaluate the estimated frequency that may lead to the occurrence of the risk.

Dealing with Risks

Risk management aims to develop and implement rational risk response methods. At this stage, the Group coordinates the necessary actions and actions for the management of identified and assessed risks.

Upon completion of the risk assessment, the risk management strategy is determined by the risk manager. The risk response is carried out in the following ways:

- Risk Acceptance
- Risk mitigation/reduction
- Transfer of risk
- Risk avoidance

Main Risks for the Group

Risk 1: Geopolitical uncertainties

Risk: The Group's overall results and equity as well as the recoverability of the Company's investments in its subsidiaries depend on the prevailing economic and geopolitical conditions in the markets in which it operates, such as the level of GDP growth, unemployment rates, interest rates, inflation, tax rates, as well as other conditions affecting the industrial sector in particular. It is also affected by various risks and uncertainties of a geopolitical nature.



A significant part of the Group's international activities are carried out in Russia and Turkey, which are characterized by strong shocks and uncertainties in their economies and in their political and regulatory environment.

In particular, the Group has Masterbatches production plants in these countries, whose turnover over time constitutes approximately 11% - 12% of the Group's turnover.

Consequences of the Russian invasion of Ukraine:

The Russia-Ukraine war and the European Union's sanctions against Russia initially led to difficulty in supplying the subsidiary with some raw materials imported from Europe. These problems have been solved by imports from third countries, and strong demand in the local market combined with the restriction of imports of finished products have helped to increase the company's sales and profitability.

It should be mentioned that the restrictions in place by the Russian government on the payment of dividends abroad have significantly limited the possibility of repatriating the subsidiary's profits.

Developments in America:

The re-election of Donald Trump as President of the United States poses challenges for Europe in trade, defense and climate policy. The introduction of horizontal tariffs on all imports from Europe and China poses a strong risk to the economic growth of companies exposed to the United States, while creating a strong uncertainty about a global recession. The products we export to the United States have not been subject to a tariff and the European Union has postponed the imposition of additional tariffs on the raw materials we import from the United States, but if such tariffs apply in the future, they will deal a blow to our competitiveness and profitability. At the same time, the collateral effects of a global recession or trade war may be significant for the Group, but they cannot be determined at this point in time.

Developments in the Middle East:

On February 28, 2026, there was an escalation of geopolitical developments in the Middle East, with the start of military operations in the region. The potential impact on the Group includes the increase in the cost of raw materials and energy costs due to the increase in the price of oil, but also the increase in sea freight rates and the transport time of raw materials to and from Asia. As a consequence of the above factors, the cost of plastic raw materials has increased by 100% within a month of the outbreak of the war and is further increasing. At the same time, there is a limitation in the quantities available and uncertainty in the market as to the existence of sufficient materials to fully meet the production needs of the industry if the war lasts for a long time. Concern is created which pushes prices to even greater heights.

Despite announcements of a temporary ceasefire between the US and Iran and the gradual opening of the Strait of Hormuz in early April 2026, the situation has not improved.

With regard to the Group's relations from/to the countries of the Middle East that have been affected by these wars, these are limited only to transactions with



suppliers and customers, whose purchases and sales, respectively, are not significant for the Group of less than 5% of the corresponding total.

At this stage, the Group's factories have stocks of raw materials for a period of 2-4 months and the management is making an effort to complete the necessary quantities for the next period. The increased costs are estimated to be passed on to the sales prices with any impact on the Group's profit margins being considered manageable, so the main concern is to ensure quantities and timely arrivals. Based on the above and taking into account the current conditions, the Management estimates that the Group's profit before taxes for 2026 will be +/- 10% compared to those of 2025.

Management: The Group constantly monitors geopolitical developments, assesses any impact on pricing policy, supply chain and production costs and immediately makes the most appropriate decisions in its interest. Also through its activities in other countries, the Group has managed to effectively manage the restrictions placed on foreign exchange transfers to and from Russia.

Assessment: The Group's exposure to geopolitical risks and uncertainties is quite high. The risk has increased compared to the previous year, mainly due to recent developments in the Middle East.

Risk 2: Fluctuation in raw material prices

Risk: The Group is exposed to the risk of changes in the price of polyethylene (PE) and polypropylene (PP) as basic raw materials. These are petroleum derivatives whose price depends both on oil prices and on the supply and demand for the product that is formed internationally.

Developments in the Middle East, as described above, have resulted in a rapid increase in the price of crude oil to levels above \$100/barrel from around \$59/barrel on December 31, 2025, an increase of approximately 70%.

Management: In order to address the risk, the Group systematically monitors the price of polyethylene and polypropylene and is in constant negotiations with suppliers in order to limit the fluctuation of the price of raw material. This is achieved through rational management of raw material stocks in relation to customer orders. In addition, in agreements with important customers, it has taken care to include the volatility of the price of basic raw materials in the determination of the price of products.

Evaluation: The Group's exposure to the risk of fluctuation in the price of raw materials is high. However, the measures taken by the Management to limit the risk are manageable. The risk has increased compared to the previous year, mainly due to the strong price increases in the first quarter of 2026 resulting from the increase in the price of oil.

Risk 3: Risk of Environmental Commitments and Eco-Friendly Product Development Trends

Risk: States' climate change commitments and technological progress create new data and expectations and bring about changes in structures, systems and



procedures. The aim is to adapt to the new conditions and achieve sustainable development. Failure to adapt to the new data may jeopardize the Group's development in the future.

Management: In order to address the risk, the Group, through the Sustainable Development Strategy it has established, has implemented actions related to the reduction of greenhouse gas emissions and the improvement of the environmental impact of products. At the same time, the foundations have been laid for the development of an Environmental Management system in order to more efficiently monitor and manage the Group's environmental footprint.

Assessment: The Group's exposure to this risk is high. However, the measures taken by the Management in the context of the Sustainable Development Strategy and the continuous monitoring of the relevant regulations result in the risk being manageable. There is no significant change compared to the previous year in the risk assessment.

Risk 4: Credit risk

Risk: Credit risk is the risk of potential loss to the Group in the event that a customer fails to fulfill its contractual obligations. The maximum exposure to credit risk is the book value of their financial assets that appears on the balance sheet, namely the customers, advances and other receivables and the financial items at amortized cost, as well as off-balance sheet items which include guarantees granted by the Company to banking institutions and suppliers for the financing or provision of credits for the purchase of raw materials from its subsidiaries.

Management: The Company insures part of its credits to domestic and foreign customers, while maintaining an internal monitoring and control system of credit limits per customer, which are grouped based on qualitative characteristics, the adulthood of their claims, historical and future data. In addition, the Company, in order to secure any arrears, receives letters of guarantee.

Assessment: The Group's exposure to credit risk is medium. The measures taken by the Management to limit it result in the risk being manageable. The Group's exposure, and therefore the risk, has been significantly reduced compared to the previous year due to the reduction of overdue balances over 180 days.

The following table shows the Group's and the Company's exposure to credit risk and provides an analysis of the maturity of customers and other receivables on 31.12.2025 and 31.12.2024:

(Amounts in thousands of euros)

Breakdown of outstanding receivables in Delay	Group		Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Timely Requirements	86.246	94.474	50.038	57.666
Overdue Claims:				
01-30 days	5.047	6.033	2.668	4.252
31-90 days	1.965	3.374	1.043	1.527
91-180 days	801	1.094	401	774
180 and over	5.223	6.229	3.934	4.671
Partial total	99.282	111.204	58.084	68.890



Provisions for bad debts customers	-4.998	-4.660	-3.859	-3.859
Total	94.284	106.544	54.225	65.030

The following table shows the analysis of the formed forecast for the Group and the Company on 31.12.2025 and 31.12.2024:

(Amounts in thousands of euros)

Forecast Analysis of doubtful debts by category	Group		Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Timely Requirements	-	-	-	-
Overdue Claims:				
01-30 days	-	-	-	-
31-90 days	42	45	42	45
91-180 days	24	76	24	76
180 and over	4.932	4.539	3.794	3.739
Total	4.998	4.660	3.859	3.859

Risk 5: Exchange Rate Risk

Risk: The Company and the Group are exposed to foreign exchange risk, since a significant part of the consolidated sales are in US dollars, Romanian leu, Polish zloty, Turkish lira, Chinese renminbi and Russian ruble, whose exchange rates with the euro change significantly. Also, the Group is exposed to foreign exchange risk from investments in countries that do not belong to the euro area during the consolidation of its companies and more specifically from changes in the net worth of subsidiaries due to the change in the exchange rate of the local currency in relation to the euro.

Specifically, the RUB/EUR (Russia) exchange rate in 2025 showed the first signs of improvement as it changed from 106,103 on 31.12.2024 to 92,094 on 31.12.2025 (ruble appreciation). Subsequently, the exchange rate stabilized at the same levels. Also, the TRY/EUR (Turkey) exchange rate changed by more than 10 points from 36,737 on 31.12.2024 to 50,484 on 31.12.2025, continuing the upward trend in the first quarter of 2026 due to internal political developments in the country. Finally, the CNY/EUR (China) exchange rate changed significantly from 7.583 on 31.12.2024 to 8.226 on 31.12.2025, an increase due to changes in that country's monetary policy.

Also, influenced by the current developments in America and the tariffs imposed, the dollar-to-euro exchange rate followed a significant increase, leading to a depreciation of the value of the dollar. Specifically, the USD/EUR exchange rate on 31.12.2024 was 1.039 while on 31.12.2025 it stood at 1.175. Within the first quarter of 2026, it followed an upward trend, reaching 1.197 points in January 2026, stabilizing since then at the same levels as on 31.12.2025. The Group is exposed to these fluctuations mainly due to the holding of high dollar reserves.

Management: When this is deemed advantageous and on a case-by-case basis, the Company makes use of hedging instruments such as the conclusion of loans in the respective currency or the pre-purchase / pre-sale of foreign exchange, the purchase of goods in cash at a discount or the use of derivative products.



Assessment: The risk is considered high due to the Group's significant investments in Russia, Turkey and China, countries where the exchange rate of the local currency in relation to the euro changes significantly. In the other countries where the Group operates, the risk is lower and does not change significantly. This risk has also increased compared to the previous year.

The exposure of the Group and the Company to the exchange rate risk for each base currency is set out in the table below:

(Amounts in thousands of euros)

Net assets	Group		Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
CNY	95.825	102.848	-231	-630
TRY	5.010	4.588	-	-
RON	31.470	26.250	-	-
PLN	25.391	22.599	-	-
RUB	26.879	19.760	-	-
USD	33.321	21.995	16.621	10.058
GBP	354	424	353	415

The sensitivity analysis from the effect of foreign exchange changes on the Group and the Company is presented in the following tables:

(Amounts in thousands of euros)

Possible change of foreign currency against Euro	Impact on Group Net Profit			
	2025		2024	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY	-345	381	-278	307
TRY	-60	66	-40	45
RON	-138	152	-103	114
PLN	-140	155	-119	132
RUB	-159	176	-147	163
USD	-442	489	-244	270
GBP	-2	2	-3	4

(Amounts in thousands of euros)

Possible change of foreign currency against Euro	Impact on Group Equity			
	2025		2024	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY	-4.563	5.043	-4.865	5.377
TRY	-239	264	-218	241
RON	-1.499	1.656	-1.250	1.382
PLN	-1.209	1.336	-1.076	1.189
RUB	-1.280	1.415	-941	1.040
USD	-1.530	1.691	-986	1.089
GBP	-17	19	-20	22



(Amounts in thousands of euros)

Possible change of foreign currency against Euro	Impact on Company Net Profit			
	2025		2024	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
USD	-98	109	-81	90
GBP	-2	2	-3	4
CNY	1	-2	5	-6

(Amounts in thousands of euros)

Possible change of foreign currency against Euro	Impact on Company Equity			
	2025		2024	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
USD	-791	875	-479	529
GBP	-17	19	-20	22
CNY	11	-12	30	-33

Risk 6: Liquidity risk

Risk: Liquidity risk consists of the risk that the Group will not be able to meet its financial obligations when they mature. Similarly, cash flow risk refers to the risk of their deterioration and is directly correlated with liquidity risk.

Management: The Group's approach to liquidity and cash flow management is to ensure, through adequate credit lines from partner banks, that it will always have enough liquidity to meet its obligations and maintain a healthy relationship of operational, investment and financing flows.

Assessment: Given the excellent financial situation and profitability of the Group, the Management considers that the risk is low. Due to the increase in working capital at Group level, this risk has decreased.

The following table shows the obligations of the Group and the Company according to their due dates:



(Amounts in thousands of euros)

Group 31.12.2025	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	235	235	473	1.987	518	3.447
Lease obligations	142	153	203	1.098	786	2.381
Other long-term Obligations	50	-	-	-	270	320
Suppliers	20.119	1.270	2.430	77	-	23.897
Short-term loans	3.199	-	2	-	-	3.201
Current tax income	2.669	-	834	-	-	3.503
Other obligations & Transitional accounts	8.479	248	1.365	0	443	10.536
Total	34.892	1.906	5.308	3.163	2.017	47.285

(Amounts in thousands of euros)

Group 31.12.2024	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	232	232	467	2.671	776	4.379
Lease obligations	98	76	147	1.171	1.232	2.724
Other long-term Obligations	84	-	-	-	266	350
Suppliers	27.632	356	396	52	0	28.435
Short-term loans	2.863	-	-	-	-	2.863
Current Income Tax	2.421	-	1.709	-	-	4.130
Other obligations & Transitional accounts	5.971	568	1.944	1	58	8.543
Total	39.301	1.232	4.663	3.896	2.333	51.424



(Amounts in thousands of euros)

Company 31.12.2025	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	-	-	-	-	-	-
Lease obligations	111	112	104	509	-	837
Other long-term Obligations	-	-	-	-	270	270
Suppliers	13.237	162	234	-	-	13.632
Short-term loans	-	-	-	-	-	-
Current Income Tax	1.816	-	619	-	-	2.435
Other obligations & Transitional accounts	3.500	157	1.360	-	443	5.460
Total	18.664	432	2.317	509	713	22.635

(Amounts in thousands of euros)

Company 31.12.2024	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	-	-	-	-	-	-
Lease obligations	48	49	98	720	-	915
Other long-term liabilities	-	-	-	-	266	266
Suppliers	16.517	132	357	-	-	17.006
Short-term loans	-	-	-	-	-	-
Current Income Tax	1.756	-	1.541	-	-	3.297
Other obligations & Transitional accounts	3.079	519	1.268	-	58	4.924
Total	21.400	700	3.264	720	325	26.409

Risk 7: Interest rate risk

Risk: The Group finances its investments as well as any working capital needs through bank lending, thus burdening its results with debit interest. However, the Group has a significantly higher percentage of time deposit assets than its exposure to bank lending and therefore the negative impact on results from any upward trends in interest rates are offset.

Management: It is the Group's policy to constantly monitor interest rate trends as well as the duration of financing needs. Therefore, decisions on the duration and the relationship between the fixed and variable costs of a new loan are made on a case-by-case basis. Due to the Group's high time deposits, a natural hedge of interest rate risk is achieved in the case of bank lending.

Evaluation: Given that the Group has not received significant working capital through bank lending and instead has time deposits, the risk is considered low.



There is also a significant change from the previous use in the risk assessment.

Risk 8: Investment portfolio return risk

Risk: The Group holds investments in corporate bonds, mutual funds and other investments of equity interest whose values are directly affected by market conditions.

Management: The Group monitors market developments through a custodian/portfolio manager in order to manage its investments more efficiently.

Assessment: The effects of the change in the value of investments may lead to losses that are not considered significant and therefore this risk is low. There is also no significant change compared to the previous year in the risk assessment.

Risk 9: Capital risk

Risk: The Group aims to ensure its uninterrupted operational capacity in order to provide satisfactory returns to shareholders and other parties and at the same time to maintain the optimal allocation of capital in order to achieve a low cost of capital.

Management: The Group constantly monitors working capital in order to achieve a low cost of capital.

Rating: Due to the Group's low external financing and high working capital, this risk is low. There is also no significant change compared to the previous year in the risk assessment.

(Amounts in thousands of euros)

Capital Risk	Group December 31st		Company December 31st	
	2025	2024	2025	2024
Long-term borrowing	4.389	5.851	509	720
Short-term Borrowing	4.641	4.115	328	195
Total Borrowing	9.030	9.965	837	915
Total Equity	473.685	455.128	299.605	290.562
Loan Leverage Ratio Customized	1,91%	2,19%	0,28%	0,32%

Risk 10: Legal, Regulatory & Regulatory Risk

Risk: The Group is exposed to risks arising from its activity in the state-supervised energy market (production from RES) as well as to risks related to the Group's compliance with tax and corporate legislation.

Management: The Group constantly monitors the requirements of the relevant legislation and relevant government decisions in order to comply with them.



Assessment: This risk is considered low. There is also no significant change from the previous use in the risk assessment.

Risk 11: Systems Security Risks

Risk: The Group is exposed to risks such as cyberattacks, data breaches and supply chain attacks.

Management: To protect against this risk, the Group implements multi-layered security solutions, such as continuous staff training, regular monitoring of systems and immediate incident response plans. Risk management also includes regular software updates and system backups. The Infrastructure Systems and Industry 4.0 team has been established, which is responsible for the security of the entire Group's IT and OT from cyberattacks. The study of deviations from the European NIS2 Directive has been completed by prioritizing the findings and the works for the Group's compliance with this directive have begun. In addition to the governance of IT cybersecurity for the Group, an external consultant with the role of vCISO also assists.

Assessment: This risk is considered high due to the Group's significant dependence on IT systems. However, it has become manageable taking into account the Group's actions. There is also no significant change in the risk assessment compared to the previous year.

Risk 12: Risks related to Climate Change and natural disasters

Risk: The Group is exposed to risks such as fire, earthquake, flood and other natural disasters and to risks arising from climate change.

Management: In order to protect against this risk, the Group has designed preventive measures which include the installation of relevant mechanisms in the Group's factories, the regular maintenance of equipment, checks on compliance with safety measures as well as an insurance program for its facilities.

Assessment: This risk is considered high due to the nature of the Group's activities, with the Management taking protective measures against it. All information on the climate change risks of concern to the Group is disclosed in detail in the Group's Sustainability Report.

This section should be considered in conjunction with the "**4. Financial Risk Management**" section of the notes to the financial statements below, for a better understanding.



Transactions with related parties

The transactions and balances of the Parent Company with its subsidiaries for the following dates and periods are presented in the following tables.

The amounts of these transactions for the period 01.01 – 31.12.2025 and the remaining amounts of the 31.12.2025 are analyzed as follows:

<i>(Amounts in EUR)</i>		1.1-31.12.2025					
Subsidiary Company	Stock Sales	Stock Purchases	Interest income	Other revenue	Other costs	Fixed Asset Sales	Fixed Asset Markets
ROMCOLOR 2000 S.A.	4.118.731	182.458	-	3.065.288	-	18.421	-
GLOBAL COLORS POLSCA S.A.	2.193.718	19.699	-	167.166	2.439	63.581	10.900
GLOBAL COLORS KIMYA A.S.*	3.503.503	55.817	13.402	67.355	68.274	18.400	-
SHANGHAI HITEC PLASTICS CO	733.729	270.601	-	80.562	-	330.600	-
ANHUI HITEC PLASTICS CO	343.137	2.546.113	-	446.779	-	9.500	-
GLOBAL COLORS LLC	558.016	-	-	18.510	-	-	-
AGRIPOLYANE S.A.S.U.	7.979.452	280.166	167.497	59.491	18.290	-	-
PHOTOVOLTAICS TRAGANOU AE	-	-	-	246.600	-	-	-
ETEPLA	-	-	-	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	-	-	-	3.168.124	-	-	-
TOTAL	19.430.285	3.354.855	180.899	7.319.876	89.003	440.502	10.900

<i>(Amounts in EUR)</i>		31.12.2025			
Subsidiary Company	Trade Requirements	Other Short-Term Receivables	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	616.485	-	50.152	-	-
GLOBAL COLORS POLSCA S.A.	572.644	-	6.131	-	-
GLOBAL COLORS KIMYA A.S.*	1.306.130	-	68.183	-	-
SHANGHAI HITEC PLASTICS CO	135.131	-	2.404	-	-
ANHUI HITEC PLASTICS CO	225.129	-	-	-	-
GLOBAL COLORS LLC	109.715	-	-	-	-
AGRIPOLYANE S.A.S.U.	2.329.764	38.065	5.512	-	6.000.000
PHOTOVOLTAICS TRAGANOU AE	4.176	-	-	-	-
ETEPLA	-	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	25.287	-	-	-	-
TOTAL	5.324.460	38.065	132.382	-	6.000.000



The amounts of these transactions for the period 01.01 – 31.12.2024 and the remaining amounts of the 31.12.2024 are analyzed below:

(Amounts in EUR)		1.1-31.12.2024					
Subsidiary Company	Stock Sales	Stock Purchases	Interest income	Other revenue	Other costs	Fixed Asset Sales	Fixed Asset Markets
ROMCOLOR 2000 S.A.	2.800.488	260.150	-	3.048.247	-	-	51.700
GLOBAL COLORS POLSCA S.A.	1.465.288	65.482	-	111.439	-	64.254	8.000
GLOBAL COLORS KIMYA A.S.*	3.113.448	185.319	10.379	56.760	51.061	3.145	-
SHANGHAI HITEC PLASTICS CO	952.964	465.666	-	236.687	-	196.500	25.955
ANHUI HITEC PLASTICS CO	32.138	966.909	-	537.356	-	32.440	-
GLOBAL COLORS LLC	305.009	-	-	50.224	-	-	-
AGRIPOLYANE S.A.S.U.	8.309.098	187.870	251.855	14.458	8.312	165.580	-
PHOTOVOLTAICS TRAGANOU AE	-	-	-	221.100	-	-	-
ETEPLA	-	-	-	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	-	-	-	1.917.752	-	-	-
TOTAL	16.978.433	2.131.396	262.234	6.194.022	59.373	461.919	85.655

(Amounts in EUR)		31.12.2024			
Subsidiary Company	Trade Requirements	Other Short-Term Receivables	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	867.972	-	101.542	-	-
GLOBAL COLORS POLSCA S.A.	407.602	-	0	-	-
GLOBAL COLORS KIMYA A.S.*	2.109.577	-	26.377	-	-
SHANGHAI HITEC PLASTICS CO	338.664	-	68.155	-	-
ANHUI HITEC PLASTICS CO	358.074	284.730	141.036	-	-
GLOBAL COLORS LLC	50.224	-	-	-	-
AGRIPOLYANE S.A.S.U.	2.698.746	56.743	3.714	-	6.000.000
PHOTOVOLTAICS TRAGANOU AE	600	-	-	-	-
ETEPLA	24.167	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	-	-	-	-	-
TOTAL	6.855.626	341.473	340.824	-	6.000.000

* within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. by Senkroma A.S..

The above transactions mainly concern commercial transactions between the Company and its subsidiaries which either concern the sale of raw materials or semi-finished products or the provision of production support services. The other long-term receivables from the subsidiary Agripolyane concern a loan with an interest rate and a repayment horizon beyond 2026.



The Group's transactions with other related parties relate to transactions with affiliated Companies outside the Group, transactions with a Company controlled by a related party of the Parent Company's Management, as well as transactions (fees) of members of the Management, as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	December 31st		December 31st	
	2025	2024	2025	2024
Sales of goods and services	285	305	285	305
Purchases of goods and services	320	384	320	384
Fixed asset sales	6	-	6	-
Fixed asset purchases	15	-	15	-
Other revenue	8	-	8	-
Other costs	763	961	763	961
Transactions and Fees senior management and members of the administration	7.883	2.698	6.770	1.666

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Claims from other related parties	1.667	2.027	1.666	2.027
Other liabilities Related Parties	117	153	117	153
Requirements from managers and members of the management	1	2	1	1
Liabilities to management Executives and members of the management	1.507	1.455	1.507	1.455

The claims from other related parties mainly concern the claim for the sale of mechanical equipment to the Thales Energy Community, which was made in market terms.

Information on employment issues

The Group at 31.12.2025 employed 1,274 people and the Company 504 people, compared to 1,236 and 499 on 31.12.2024 respectively.

A basic principle that governs the operation of the Group is the continuous training of staff and the strengthening of the Corporate Consciousness at all levels of the Group's operations and activities. A series of relevant trainings was also carried out in 2025.

Research and development

Commitment to creativity and innovation characterizes the Group, which constantly seeks to offer improved products that respect the environment and meet the needs of customers. In this direction, it has particularly developed the Research and Development sector and since 2018 the Group's Research, Development and Innovation Center has been operating in Heraklion, Crete, where specialized scientists collaborate with other areas of the Group and create new products and solutions. This laboratory is one of the most complete available in the plastics industry.



At the same time, the experimental agronomic station has been created in Heraklion, in which the characteristics of the plastic cover sheet in relation to crops are checked and the quality of the sheet and its effect on plants are studied. The station consists of 10 small greenhouses, in which the progress of the cultivation is checked in relation to the characteristics of the plastic cover sheet. This station has allowed us to draw useful conclusions not only about the quality of the plastic sheet but also about its effect on plants (earliness, fruit size, production yield). It is equipped with a complete meteorological station and a sulfur spraying system to study ways to increase the durability and lifespan of plastic under adverse conditions.

In addition, the Group has developed partnerships with many universities, promoting research for innovative products and creating strong links between academia and industry.

Finally, the Group maintains active partnerships with many organizations and educational institutions in the context of the development of its activities in the field of Research and Development.

Basic intangible resources

The main intangible resources on which the Group's business model is based are the following:

- Technological resources, which include the patents and trade name of the Group's products;
- Innovation resources, which include the R&D sector and specially trained staff,
- Human resources, which include the training and dedication of the Group's staff, and
- Reputation of the Group, which is the result of the above resources.

Further information is disclosed in the Sustainability Report.

Branches

The Company has the following branches:

- Athens Branch, in leased premises (Egaleo), for marketing and storage,
- Thessaloniki branch, in privately owned facilities, (Thessaloniki Industrial Area), for marketing and storage,
- Branch of Elatia Boeotia, in leased and privately owned facilities, for production.

Own Shares

As of 31.12.2025, the Company does not hold any own shares.

Sustainable Development

The Group recognizes the need for continuous improvement of environmental performance based on the principles of sustainable development and in compliance with legislation and international standards aims to



balanced economic development in harmony with the natural environment.

Following the above principles, the Group carries out its activities in a way that ensures the protection of the environment, the health and safety of its employees and the implementation of a single Corporate Social Responsibility framework at Group level.

Many of the Group's activities contribute to the protection of the environment and demonstrate the company's social sensitivity and awareness that industry has a responsibility towards society as a whole:

- The collection mechanism that has been created in Greece for used greenhouse leaves.
- The state-of-the-art plastic recycling plant operating at the Company's plant in Heraklion, with a capacity of 8 thousand tons per year. The unit recycles agricultural, industrial and urban plastic waste, but great emphasis is placed on used greenhouse plastics, which are collected in special collection centers set up by the Company in the main greenhouse areas of Greece, in collaboration with local bodies. Part of the recycled materials are used in some of the Company's products (e.g. sheets for common uses, silage sheets), while the rest are supplied by plastic factories in Greece for various uses (plastic bags, irrigation pipes, etc.).
- The use of recycled materials in some of the products it produces (e.g. building use sheet).
- The green energy it produces with the wind farm and photovoltaic stations in Greece. The company annually produces 53,878 MWh from renewable energy sources, while it consumes 45,354 MWh in its factories in Greece for the production of its products, contributing substantially to the protection of the environment.
- The production of geomembranes, which are used in environmental projects (e.g. landfills) and in water management projects (reservoirs).

The main risks and their management, performance and commitments under the UN Sustainable Development Goals are described in detail in the annual ESG Sustainability Report which are posted online, at www.plastikakritis.com email address and in the Sustainability Report for the year 2025 which is presented in a next section.

Further information is disclosed in the Sustainability Report.

Events after the Balance Sheet date

SAP Environment Modernization

In February 2026, the Company entered into an agreement for a new upgrade project to SAP S/4HANA and transition to SAP Cloud ERP Private (RISE with SAP), with the aim of modernizing and simplifying the Group's SAP environment. The new cloud architecture will support the Group's multinational activities through a scalable and future-ready platform, tailored to local and regional business needs. At the same time,



The new RISE environment sets the stage for the adoption of SAP Business AI, enabling the gradual integration of AI-driven business flows at Group level.

Developments in the Middle East

On February 28, 2026, there was an escalation of geopolitical developments in the Middle East, with the start of military operations in the region. The potential impact on the Group includes the increase in the cost of raw materials and energy costs due to the increase in the price of oil, but also the increase in sea freight rates and the transport time of raw materials to and from Asia. As a consequence of the above factors, the cost of plastic raw materials has increased by 100% within a month of the outbreak of the war and is further increasing. At the same time, there is a limitation in the quantities available and uncertainty in the market as to the existence of sufficient materials to fully meet the production needs of the industry if the war lasts for a long time. Concern is created which pushes prices to even greater heights.

Despite announcements of a temporary ceasefire between the US and Iran and the gradual opening of the Strait of Hormuz in early April 2026, the situation has not improved.

With regard to the Group's relations from/to the countries of the Middle East that have been affected by these wars, these are limited only to transactions with suppliers and customers, whose purchases and sales, respectively, are not significant for the Group of less than 5% of the corresponding total.

At this stage, the Group's factories have stocks of raw materials for a period of 2-4 months and the management is making an effort to complete the necessary quantities for the next period. The increased costs are estimated to be passed on to the sales prices with any impact on the Group's profit margins being considered manageable, so the main concern is to ensure quantities and timely arrivals. Based on the above and taking into account the current conditions, the Management estimates that the Group's profit before taxes for 2026 will be +/- 10% compared to those of 2025.

The Management constantly monitors geopolitical developments, assesses any impact on pricing policy, supply chain and production costs and immediately takes the most appropriate decisions in the interest of the Group.

There are no other events subsequent to the Balance Sheet date which have a material effect on the Group's financial statements.



Explanatory Report of article 4 par. 7 and 8 of Law 3556/2007

1. Structure of the company's share capital

The Company's share capital equals Euro 26,831,616 divided into 27,379,200 common registered shares, with a nominal value of €0.98 per share. All shares are listed for trading on the Athens Stock Exchange Stock Exchange, in the Medium and Small Cap category. The Company's shares are common registered with voting rights.

2. Restrictions on the transfer of company shares

There are no restrictions on the transfer of the Company's shares.

3. Significant direct or indirect holdings

As of 31.12.2025, the following shareholders hold more than 5% of the share capital:

Surname	Name	Own shares	KEM Shares	Total Shares	Voting rights
Lempidakis	Emmanuel	-	26,000%	26,000%	26,000%
Lempidakis	Michael	0,325%	23,888%	24,213%	24,213%
Feretzaki	Maria	-	7,301%	7,301%	7,301%
Feretzaki	Christina Maria	4,853%	5,475%	10,328%	4,853%
Feretzaki	Anna	4,853%	5,475%	10,328%	4,853%
Trikouli	Eleni	3,467%	2,008%	5,475%	3,467%
Trikouli	Christina	3,467%	2,008%	5,475%	3,467%
Lempidakis	Ioannis Emm.	0,730%	27,640%	28,370%	0,730%
Lempidakis	Anastasios	0,691%	8,509%	9,200%	0,691%
Lempidakis	Ioannis Mich.	0,685%	8,499%	9,184%	0,685%
Lempidakis	Apostle	0,679%	8,509%	9,188%	0,679%

4. Shares conferring special control rights

There are no shares of the Company that grant their holders special control rights.

5. Restrictions on the right to vote

The Company's Articles of Association do not provide for restrictions on the right to vote.

6. Company shareholder agreements

The Company is not aware of, nor is it provided in its Articles of Association the possibility of shareholder agreements that entail restrictions on the transfer of shares or restrictions on the exercise of voting rights.

7. Rules for the appointment and replacement of members of the Board of Directors and amendment of the Articles of Association that differ from those provided for in Law 4548/2018

The rules provided by the Company's Articles of Association for the appointment and replacement of the members of its Board of Directors and the amendment of the provisions of its Articles of Association do not differ from those provided for in Law 4548/2018.



8. Competence of the Board of Directors or certain members of the Board of Directors for the issuance of new shares or the purchase of own shares of the company in accordance with the provisions of Law 4548/2018

The G.A. is responsible for the increase of the share capital through the issuance of new shares as well as for the purchase of own shares in accordance with article 49 of Law 4548/2018, and the proof of shareholder status is based on the data of the Company's electronic file.

9. Significant agreements that enter into force, are amended or expire in the event of a change in control of the company following a public offer

There is no significant agreement entered into by the Company, which enters into force, is amended or expires in the event of a change in the control of the Company following a public offer.

10. Important agreements with members of the Board of Directors or the company's staff

There are no agreements of the Company with members of its Board of Directors or with its staff, which provide for the payment of compensation, especially in case of resignation or dismissal without a valid reason or termination of their term or employment due to a public offer.



Corporate Governance Statement

This statement is prepared in accordance with the provisions of article 152 of Law 4548/2018 as well as the other relevant legislative and regulatory framework and is part of the Annual Report of the Company's Board of Directors.

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Introduction

The term "corporate governance" describes the way in which companies are managed and controlled. Corporate governance is articulated as a system of relations between the Company's Management, the Board of Directors, its shareholders and other stakeholders, the means of achieving corporate objectives are identified and it is possible to monitor the performance of the Management during the process of implementing the above. Effective corporate governance plays an essential and primary role in promoting the competitiveness of businesses, while the transparency it promotes results in its recognition as a lever for the development of healthy and sustainable businesses, in all economic activity.

1. Corporate Governance Code

1.1. Notification of the Company's compliance with the Code

The Company, in compliance with the provisions of the current legislative framework on the Corporate Governance of Sociétés Anonymes, as defined by the provisions of Article 17 of Law 4706/2020, declares that at this stage it adopts and implements as a Corporate Governance Code (CCC) the revised Greek Corporate Governance Code of the Hellenic Corporate Governance Council (HCGC), as published in June 2021.

This Code constitutes the Greek Corporate Governance Code for Companies with securities listed on a regulated market operating in Greece and complies with the provisions of article 17 of Law 4706/2020 and Decision 2/905/3.3.2021 of the Board of Directors of the Hellenic Capital Market Commission for the implementation of the provisions of this law. It replaces the Hellenic Corporate Governance Code for Listed Companies issued in 2013 by the HCGC.

The Hellenic Corporate Governance Code of the HCGC is posted on the website of the Hellenic Corporate Governance Council at the following email address: <https://www.esed.org.gr/web/guest/code-listed>.

1.2. Deviations from the Corporate Governance Code and justification thereof. Special provisions of the Code that the Company does not apply and explanation of the reasons for non-application. Recommendations of the Code that the Company applies voluntarily.

The Company first confirms with this statement that it faithfully and strictly applies the mandatory rules, as they arise from the legislative and regulatory provisions, which are characterized in the Code as "Mandatory Provisions" or "Directions" and are marked with "N" or "K" and form the minimum requirements that the adoption must meet and



application of the Greek Corporate Governance Code by a company, the shares of which are traded on a regulated market.

The Code also mentions, in addition to the minimum requirements, practices and principles which are characterized as "Special Practices" and are marked with "S/S" in which compliance or explanation is required. In relation to these additional practices and principles, the Company declares that it complies, but at this point in time there are certain deviations (including in the case of non-implementation), for which deviations are analyzed and the reasons justifying them are explained.

The Code also mentions additional recommendations for voluntary compliance, without the obligation to justify in case of non-compliance, which are marked with an "S". For those of them where there is compliance, special reference is made to this statement.

For the "Special Practices" which are incorporated into the Corporate Governance Code in addition to the minimum requirements, in which there is a deviation, a partial explanation of the reasons for non-compliance for each of them is provided below:

Part A – Board of Directors

1.2.1. Role and responsibilities of the Board of Directors (Section 1 CSR/HCGC)

A. There is no Regulation of Operation of the Board of Directors. (O.P. 1.15 EKED/HCGC) Justification: The requirements of such a regulation, especially for the Board of Directors, are covered by:

- The Company's Articles of Association (articles 20 to 27) which include issues related to the formation, composition, term of office, impediments, responsibilities and compensation of the members of the Board of Directors.
- The Company's Regulation of Operation.
- The responsibilities provided for in the Policies and Procedures which have been approved by the Company's Board of Directors.

The Management has assessed that the risk related to this deviation is low, taking into account the above. At this stage, there is no relevant plan for adjusting the deviation.

The Company voluntarily implements the following practices which are Recommendations of the Corporate Governance Code:

A. The Board of Directors utilizes technological tools with the necessary security specifications for real-time information and to facilitate the connection and updating of members. (P. 1.18 CRP/HCGC)

B. The members of the Board of Directors receive the Agenda of the next meeting and the supporting documents in a timely manner, i.e. before the expiration of the mandatory deadlines of the Law, so that they can be studied, taking into account each time the complexity of the issues to be discussed. (P. 1.20 HCR/ECHR)

1.2.2. Size and composition of the Board of Directors (Section 2 CSR/HCGC)

1.2.2.1. Composition of the Board of Directors (Section 2.2. CSR/HCGC)



A. The Company ensures that the diversity criteria apply beyond the members of the Board of Directors to the top and/or senior managers, but no specific gender representation targets or timetables are set for their achievement. (O.P. 2.2.15 ED/HCGC)

Reasons:

The Company has an approved Suitability Policy which describes the diversity criteria as well as a Policy for the recruitment and evaluation of senior and senior executives that has been included in the Operating Regulation, which provides for modern techniques and methods of evaluation as well as the required quantitative, qualitative characteristics and targets. The deviation from the above special practice is found in the fact that no gender representation targets have been set nor a timetable for achieving them for senior and senior managers.

The methodology followed is objective and meritocratic and meets the needs of the Company and the Group's Code of Ethical Conduct and Ethics regarding the prevention of any discrimination.

The Management has assessed that the risk related to this deviation is low, taking into account the above. At this stage, there is no relevant plan for adjusting the deviation.

Law 5178/2025 introduced amendments to the representation of both sexes in the Board of Directors, the most basic of which concerns the increase of the percentage of the underrepresented sex from 25% to 33%. This change requires a change in the composition of the Board of Directors with effect until 30.06.2026. For this purpose, the following actions have been taken:

- The Board of Directors was immediately informed about the amendment of the Law and adopted its implementation
- It was proposed by the Board of Directors to include a provision in the Suitability Policy that includes:
 - a) the increase of the minimum percentage of the underrepresented gender in the Board of Directors from 25% to 33%, with effect from 30.06.2026, and
 - b) the extension of the possibility of applying diversity criteria to the selection and placement process of senior and senior executives of the Company.

The Annual General Meeting of the company on 16.07.2025 unanimously approved the above proposals that were included in the Suitability Policy of the members of the Board of Directors. It is noted that the Suitability Policy provides that the Board of Directors must ensure equal treatment and equal opportunities between the sexes. In this context, the Policy is reviewed by the Remuneration and Nomination Committee annually and appropriate measures are taken to ensure equal treatment and equal opportunities between the sexes, extending this aspect beyond the selection of members of the Board of Directors and the provision of training to the members of the Board of Directors.

Therefore, the Company fully complies with the requirements of Law 4706/2020 as amended by Law 5178/2025. The existing Suitability Policy provides for a female representation rate of 33% on the Board of Directors, while at the same time ensuring the participation of women in executive roles.

The company recognizes that gender balance is not only a legal



an obligation but also a development priority, linked to the strengthening of transparency, innovation and sustainable entrepreneurship.

B. The Chairman is not chosen by the independent non-executive members, nor does the provision of the Code apply that in case the Chairman is chosen by the non-executive members, one of the independent non-executive members is appointed, either as Vice-Chairman or as Senior Independent Director. (O.P. 2.2.21 EKED/HCGC)

Reasons:

The procedure followed for the election of the Chairman by the members of the Board of Directors with objective and meritocratic criteria as well as the composition of the Board of Directors have been accepted over time successfully, therefore it is not considered appropriate to change it.

The Management has assessed that the risk related to this deviation is low, taking into account the above. At this stage, there is no relevant plan for adjusting the deviation.

C. No independent non-executive Vice-Chairman or Senior Independent Director shall be appointed with responsibilities to support the Chairman, act as a liaison between the Chairman and the members of the Board of Directors, coordinate the independent non-executive members and lead the Chairman's evaluation. (O.P. 2.2.22 CSR/HCGC)

Reasons:

The Board of Directors does not appoint an independent Vice-Chairman from among its independent members, but an executive Vice-Chairman, as the assistance of the Vice-Chairman, the Chairman of the Board of Directors, who is a non-executive member, in the exercise of his duties is assessed as paramount.

The Management has assessed that the risk related to this deviation is low, taking into account the above. At this stage, there is no relevant plan for adjusting the deviation.

The Company voluntarily implements the following practices which are Recommendations of the Corporate Governance Code:

A. The size and composition of the Board of Directors reflect the size, scope and complexity of the Company's activities and shareholder structure. (P. 2.1.2 CSR/HCGC)

1.2.2.2. Remuneration of members of the Board of Directors (Section 2.4 of the HCGC/HCGC)

A. The contracts of the executive members of the Board of Directors do not provide that the Board of Directors may demand the return of all or part of the bonus that has been awarded, due to breach of contractual terms or inaccurate financial statements of previous years or generally on the basis of incorrect financial data used for the calculation of this bonus. (O.P. 2.4.14 EKED/HCGC)

Reasons:

The granting of bonuses to the executive members of the Board of Directors is a provision of the remuneration policy and is granted after the approval of the audited financial statements by the Board of Directors and the General Meeting.

The Management has assessed that the risk related to this deviation is low, taking into account the above. At this stage, there is no relevant plan for adjusting the deviation.



Without prejudice to the applicable regulatory framework and contractual provisions, the company does not make any payment of variable remuneration subject to the regime of deferral or recovery of their payment (malus & claw back).

The possibility of claiming reimbursement for the above-mentioned reasons remains the right of the Board of Directors.

1.2.3. Operation of the Board of Directors (Section 3 of the HCGC)

1.2.3.1. Company Secretary (Section 3.2 of the HCGC/HCGC)

A. The Board of Directors is not supported by a qualified and experienced corporate secretary in the sense given in the Corporate Governance Code. (O.P. 3.2.1 HCC/HCGC)

Reasons:

The prescribed responsibilities and procedures are currently observed by a graduate employee who performs the duties of company secretary, in cooperation with the President and with the support of the appropriate organizational and service structures as well as Directorates.

The Management has assessed that the risk related to this deviation is low, taking into account the above. At this stage, there is no relevant plan for adjusting the deviation.

B. The Corporate Secretary is not solely responsible, in consultation with the Chairman, to ensure the immediate, clear and complete information of the Board of Directors, the inclusion of new members, the organization of General Meetings, the facilitation of communication between shareholders and the Board of Directors and the facilitation of communication between the Board of Directors and the senior executives. (O.P. 3.2.2 EDS/HCGC)

Reasons:

The above argument is valid.

The Management has assessed that the risk related to this deviation is low, taking into account the above. At this stage, there is no relevant plan for adjusting the deviation.

Part B – Corporate interest

1.2.4. Duty of Faith and Diligence (Section 4 of the ECR/HCGC)

A. In the meetings whose agenda includes items for the approval of which a decision is provided for by the General Assembly with an increased quorum and majority, in accordance with Law 4548/2018, all the members of the Board of Directors do not participate in person or are always represented. (O.P. 4.3 EKED/HCSO)

Reasons:

The Company has fully complied with the amendments of Law 4706/20 article 5 par. 3 on the issues of increased quorum and majority which it has also included in its Operating Regulations.

The proposal of the HCGC for the representation or representation of all the members of the Board of Directors does not serve the proper functioning of the Board of Directors.

Management has assessed that the risk associated with this deviation is low by taking into account the



take into account the above. At this stage there is no relevant plan for adjusting the deviation.

Part C – Internal Control System

With regard to the basic features of the Internal Audit System, the Company voluntarily implements the following practices which are Recommendations of the Corporate Governance Code:

- Code of Ethical Conduct and Ethics and procedures for monitoring its implementation.
- Approved organization chart in full development, for all levels of hierarchy, and with a distinction of functions into main and secondary, in which the area of responsibility per sector/department is clearly defined.
- Composition and operation of the Audit Committee.
- Organizational structure and operation of the Internal Audit.
- Description of the strategic planning, process of its development and implementation.
- Long-term and short-term action planning per important activity, with a corresponding report and identification of deviations on a periodic basis, as well as justification for them.
- Complete and up-to-date articles of association where the object of exploitation, work and the main purposes of the economic operator are clearly identified and reflected.
- Job description of directorates, departments and job descriptions.
- Recording policies and procedures of important functions of the Company and identifying safeguards or significant omissions.
- Procedures for compliance with the applicable legal and regulatory framework (Regulatory Compliance).
- Risk assessment and management processes.
- Procedures for the completeness and reliability of financial information.
- Procedures for recruitment, training, assignment of responsibilities, goal setting and evaluation of the performance of executives.
- Procedures for the security, adequacy and reliability of information systems.
- Procedures for safeguarding personnel and assets.
- Description of reference lines and communication channels within and outside the organization.
- A mechanism for monitoring and evaluating the efficiency and effectiveness of the processes.
- A process of periodic evaluation of the adequacy and effectiveness of the EES by an independent evaluator, communication of results and preparation of a weakness treatment plan.
- Policies for the environmental management system and other environmental, social and governance issues (ESG factors).



In the context of the implementation of the above, the Company has recorded policies and procedures for the operation of the organizational units as well as a guide for the implementation of these procedures. The procedures include a clear reference to the safeguards they have put in place to deal with the risks faced by the person in charge of each process and are also evaluated in the context of the evaluation of the corporate governance system.

1.3. Corporate Governance Practices implemented by the Company in addition to the provisions of the Law.

The Company faithfully and unswervingly applies the provisions of the above Code regarding Corporate Governance. There are currently no practices applied in addition to the above provisions.

2. Board of Directors

2.1. Composition and mode of operation of the Board of Directors.

The size and composition of the Board of Directors allow for the effective exercise of its responsibilities and reflect the size, activity and ownership of the company. The Board of Directors is characterized by a high level of integrity and has a diversity of knowledge, qualifications, experience as well as in terms of gender, which meet the Company's objectives. Thus, the members of the Board of Directors have the required knowledge, skills and experience to perform their duties according to the role, position and prerequisite competencies required by the Company, in accordance with the Company's Suitability Policy, which is posted on its official website: <https://www.plastikakritis.com/gr/press-releases-2025>.

The Board of Directors consists of thirteen (13) members.

The members of the Board of Directors are elected by the shareholders for a maximum term of five (5) years, but their re-election is not excluded. The replacement of all members in a single General Meeting is not allowed, and the succession of the members of the Board of Directors takes place gradually.

The names of the members of the Board of Directors submitted for election or re-election are accompanied by sufficient biographical information, a proposal of the Remuneration and Nomination Committee as well as the opinion of the Board of Directors regarding the independence of the proposed independent members, in accordance with the independence criteria provided for in article 9 of Law 4706/2020, as well as any other relevant information that will help the shareholders to make a decision based on a detailed opinion.

At least one-third of the Board of Directors consists of non-executive members and 4 of the members are independent, free from conflicts of interest with the Company, and from close ties with the Management, the main shareholders or the Company.

During their term of office, independent non-executive members may not hold more than 0.5% of the Company's share capital or have a relationship of dependency with the Company or with persons associated with the Company, and must be free from financial, business, family or other dependency relationships, which may influence their decisions and their independent and objective judgment. Independent members are appointed by the General Meeting of shareholders. The Board of Directors determines whether a member of the Board of Directors



the candidate meets the conditions of independence, before his election is proposed by the General Meeting of shareholders.

In addition, in the context of determining the independence of both candidates and its active members, the Board considers that there is a relationship of dependency:

a) When the member receives any significant remuneration or benefit from the Company, or from an affiliated Company, or participates in an option scheme for the purchase of shares or in any other scheme of remuneration or performance-related benefits, other than remuneration for his participation in the Board of Directors or its committees, as well as in the collection of fixed benefits under a pension scheme, including deferred benefits, for previous services to the Company.

b) When the member or person, who has close ties with the member, maintains or has maintained a business relationship during the last three (3) financial years prior to his/her appointment by:

ba) the Company or

bb) a person associated with the Company or

bc) a shareholder who directly or indirectly holds a percentage equal to or greater than ten percent (10%) of the share capital of the Company during the last three (3) financial years prior to his appointment, or of a related Company, provided that this relationship affects or may affect the business activity of either the Company or the person referred to in par. 1 or the person who has close ties with it. Such a relationship exists in particular when the person is a significant supplier or a significant customer of the Company.

(c) Where a member or a person who has close ties with the member:

ca) has been a member of the Board of Directors of the Company or its affiliated Company for more than nine (9) financial years cumulatively at the time of his election,

cb) has been a manager or maintained an employment or project or service relationship or a salaried mandate with the Company or with a related company during the period of the last three (3) financial years prior to its appointment,

cc) is related up to the second degree by blood or marriage, or is a spouse or partner who is assimilated to a spouse, a member of the Board of Directors or a senior executive or shareholder, with a participation percentage equal to or greater than ten percent (10%) of the share capital of the Company or a related Company,

cc) has been appointed by a certain shareholder of the Company, in accordance with the Articles of Association, as provided for in article 79 of Law 4548/2018,

c) represents shareholders who directly or indirectly hold a percentage equal to or greater than five percent (5%) of the voting rights at the general meeting of the Company's shareholders during its term of office, without written instructions;

(cf) has carried out a statutory audit of the Company or of a company affiliated with it, either through a business or by himself or a relative up to the second degree by blood or marriage or his spouse, during the last three (3) financial years prior to his appointment,

(cag) is an executive member of another company, in the Board of Directors of which he or she participates;



executive member of the Company as a non-executive member.

The Board of Directors takes the necessary measures to ensure compliance with the above and in this context reviews on an annual basis the fulfillment of the conditions herein by its independent members. With the meeting of the Remuneration and Nomination Committee of the Board of Directors on 19.02.2026, the fulfillment of the independence requirements for independent members was reviewed and no deviation from the above criteria was identified.

Information on the composition and operation of the Board of Directors is also mentioned in the Articles of Association and the Rules of Operation which are posted on the official website of the Company.

2.2. Information for the members of the Board of Directors

The existing Board of Directors was formed into a body following its election by the Annual General Meeting of June 28, 2024, as follows:

1. Ioannis Lempidakis, Chairman of the Board of Directors of the Company (non-executive member)
2. Katina - Anna Lempidaki, Vice Chairman of the Board of Directors of the Company (executive member)
3. Michael Lempidakis, Chief Executive Officer of the Company (executive member)
4. Emmanuel Lempidakis, Chief Executive Officer of the Company (executive member)
5. Michael Perakis, Member of the Board of Directors of the Company (non-executive)
6. Ioannis Melas, Member of the Board of Directors of the Company (executive)
7. Emmanuel Kykrilis, Member of the Board of Directors of the Company (executive)
8. George Valergakis, Member of the Board of Directors of the Company (executive)
9. Georgios Korkakas, Member of the Board of Directors of the Company (executive)
10. Nikolaos Myrtakis, Member of the Board of Directors of the Company (independent non-executive)
11. Michael Vlatakis, Member of the Board of Directors of the Company (independent non-executive)
12. Georgia Milaki, Member of the Board of Directors of the Company (independent non-executive)
13. Christina Chalkiadaki, Member of the Board of Directors of the Company (independent non-executive)

His term is five years, according to article 20 of the articles of association, i.e. until June 28, 2029, and is extended until the Ordinary General Meeting whenever it takes place within 2029.

Short CVs of the members of the Board of Directors follow.

1. Ioannis Lempidakis, son of Michael: He was born in 1937. He is the founder of the Company and Chairman of the Board of Directors. He was a Municipal Councilor of Heraklion (1974-1994), a member of the Board of Directors of E.T.B.A. S.A. (1982-1989), President of the Chamber of Heraklion (1991-1993) and President of the "Pancretan Cooperative Bank" (1993-2017).



2. Katina-Anna Lempidaki of Michael: She was born in 1942. She is Executive Vice President of the Board of Directors, with responsibility for the Company's Financial Department since 1981.
3. Michael Lempidakis, son of Ioannis: He was born in 1964. He studied chemical engineering at the Technical University of Patras (1981-1986) and obtained a Master of Business Administration (MBA) from INSEAD in 1989. He started his professional career in 1985 as an Export Manager of PLASTIKA KRITIS and since 1992 he has been the Managing Director of the Company with responsibility for Marketing & Sales, Raw Material Procurement and R&D.
4. Emmanouil Lempidakis, son of Ioannis: He was born in 1965. He studied electrical engineering at the Technical University of Patras (1982-1987). He has been the CEO of the Company since 1992 with areas of responsibility for plant management, group investments, IT and renewable energy sources.
5. Michael Perakis, son of Konstantinos: He was born in 1977. He is an entrepreneur/investor in real estate and renewable energy sources (PV), real estate investment consultant, owner of a real estate agency, certified broker and member of the Association of Real Estate Agents of Eastern Crete (SYMAK).
6. Ioannis Melas, son of Dimitrios: He was born in 1957. He holds a Diploma in Mechanical and Electrical Engineering from the National Technical University of Athens with a master's degree in the USA (MS). He has been working in our Company since 1984. He is currently the Group's Technical Director and an executive member of the Board of Directors.
7. Emmanuel Kykrilis, son of Vasilios: He was born in 1948. He is an agronomist, a graduate of the Agricultural School of Athens and has worked at Dupont and since 1992 in our Company. Today he is the Marketing and Sales Director of the Sheets and Tubes sector and an executive member of the Board of Directors.
8. Georgios Valergakis, son of Myronas: He was born in 1962. He is an economist with many years of experience in accounting-tax-labor issues. He has been working for the Company since 1985 and is currently Chief Financial Officer and executive member of the Board of Directors.
9. Georgios Korkakas, son of Ioannis: He was born in 1967. He is a graduate of the Department of Chemical Engineering of the National Technical University of Athens and holds an MSc in the field of Polymer Engineering. He has been working for the Company since 1994 and is currently the General Manager of the Masterbatches sector and an executive member of the Board of Directors.
10. Nikolaos Myrtakis, son of Emmanuel: He was born in 1952, is an economist and lives in Heraklion. He has served as Director of the Union of Agricultural Cooperatives of Heraklion, Chairman of the Board of Directors and CEO of Pancreta Bank, Chairman of the Union of Cooperative Banks of Greece, Vice Chairman of the Board of Directors of Cooperative Insurance S.A. and Member of the Board of Directors and Chairman of the Audit Committee of Panhellenic Bank.
11. Michael Vlatakis of Georgios: He was born in 1959 and lives in Heraklion. He is a well-known businessman in the field of tourism and the organization of conferences and events. Since 2012 he has been the President of the Association of Tourist and Travel Agencies of Crete.
12. Georgia Milaki, son of Dimitrios: He was born in 1973 and lives in Heraklion. He is a pathologist - Oncologist with rich research and academic work as well as a member of scientific societies. Since 2019 he has been elected a member of the Regional Council of Crete.



13. Christina Chalkiadaki of Minas-Stylianos: She was born in 1976 and lives in Heraklion. She holds a master's degree from the University of Reading in International Business and Finance. She is a well-known businesswoman in the field of retail.

The Company does not have any senior executives other than those who participate in the Board of Directors. The detailed CVs of the members are posted on the Company's website (<https://www.plastikakritis.com/gr/press-releases-2026>).

2.3. Number of meetings and frequency of participation of members in the meetings of the Board of Directors The Board of Directors of the Company met 21 (twenty-one) times during the year.

- a. The members of the Board of Directors Ioannis Lempidakis, Katina-Anna Lempidaki, Emmanuel Lempidakis, Michael Lempidakis, Michael Perakis, Ioannis Melas, Georgios Valergakis, Nikolaos Myrtakis, Georgios Korkakas, Emmanuel Kykrilis and Michael Vlatakis, participated in all the meetings.
- b. Ms. Christina Chalkiadaki participated in the meetings except for two, due to professional obligations.
- c. Ms. Georgia Milaki participated in the meetings except for one, due to professional obligations.

TABLE OF MEETINGS OF THE BOARD OF DIRECTORS (1/2)										
2025										
MEMBERS OF THE BOARD OF DIRECTORS	09/01/2025	20/01/2025 *	30/01/2025	24/02/2025 *	20/03/2025	29/04/2025	09/05/2025 *	19/05/2025 *	23/06/2025	30/6/2025*
LEMPIDAKIS IOANNIS	+	+	+	+	+	+	+	+	+	+
LEMPIDAKI KATINA-ANNA	+	+	+	+	+	+	+	+	+	+
LEMPIDAKIS EMMANOUIL	+	+	+	+	+	+	+	+	+	+
LEMPIDAKIS MICHAEL	+	+	+	+	+	+	+	+	+	+
MELAS IOANNIS	+	+	+	+	+	+	+	+	+	+
KYKRILIS EMMANOUIL	+	+	+	+	+	+	+	+	+	+
KORKAKAS GEORGIOS	+	+	+	+	+	+	+	+	+	+
VALERGAKIS GEORGIOS	+	+	+	+	+	+	+	+	+	+
MYRTAKIS NIKOLAOS	+	+	+	+	+	+	+	+	+	+
VLATAKIS MICHAIL	+	+	+	+	+	+	+	+	+	+
PERAKIS MICHAEL	+	+	+	+	+	+	+	+	+	+
CHALKIADAKI CHRISTINA	+	+	+	+	+	+	+	+	+	+
MILAKI GEORGI A	+	+	+	+	+	+	+	+	due to professional obligations	+



TABLE OF MEETINGS OF THE BOARD OF DIRECTORS (2/2)											
2025											
MEMBERS OF THE BOARD OF DIRECTORS	02/07/2025*	14/07/2025*	25/08/2025*	29/09/2025	31/10/2025*	06/11/2025*	14/11/2025*	20/11/2025	01/12/2025*	16/12/2025*	17/12/2025*
LEMPIDAKIS IOANNIS	+	+	+	+	+	+	+	+	+	+	+
LEMPIDAKI KATINA-ANNA	+	+	+	+	+	+	+	+	+	+	+
LEMPIDAKIS EMMANOUIL	+	+	+	+	+	+	+	+	+	+	+
LEMPIDAKIS MICHAEL	+	+	+	+	+	+	+	+	+	+	+
MELAS IOANNIS	+	+	+	+	+	+	+	+	+	+	+
KYKRILIS EMMANOUIL	+	+	+	+	+	+	+	+	+	+	+
KORKAKAS GEORGIOS	+	+	+	+	+	+	+	+	+	+	+
VALERGAKIS GEORGIOS	+	+	+	+	+	+	+	+	+	+	+
MYRTAKIS NIKOLAOS	+	+	+	+	+	+	+	+	+	+	+
VLATAKIS MICHAEL	+	+	+	+	+	+	+	+	+	+	+
PERAKIS MICHAEL	+	+	+	+	+	+	+	+	+	+	+
CHALKIADAKI CHRISTINA	+	+	+	due to professional obligations	+	+	+	due to professional obligations	+	+	+
MILAKI GEORGI A	+	+	+	+	+	+	+	+	+	+	+

* Rotating meetings

2.4. Remuneration Report of the members of the Board of Directors

The Company has established and implements a Remuneration Policy for the Members of the Board of Directors and its Committees, with the aim of ensuring that the Members are remunerated based on its short-term and long-term business planning, in order to achieve its profitable growth.

The objective of the Remuneration Policy is to support the business strategy and ensure the long-term interests and viability of the Company, while the members of the Board of Directors are fairly remunerated for their services.

The current Remuneration Policy of the Company was approved by the Annual Ordinary General Meeting of July 16, 2025 and its validity period was set for four (4) years, and is posted on the Company's website.

The payment of the total remuneration of the members of the Board of Directors and its Committees for the year 2025 was made in accordance with the Company's Remuneration Policy. The Remuneration Report, which reflects, in accordance with the provisions of article 112 of Law 4548/2018, the remuneration paid to the members of the Board of Directors and the Committees during the fiscal year 2025 (01.01.2025-31.12.2025) and explains the implementation of the approved remuneration policy, will be an item on the agenda of the Annual General Meeting and for this purpose will be posted on the Company's website in a timely manner.

2.5. Information on the number of shares held by each member of the Board of Directors and each chief executive in the Company



The table below shows the number of shares held by each member of the Board of Directors and its Committees as of 31.12.2025. Some members of the Board of Directors also hold the status of Executives.

Members of the Board of Directors	Number of shares directly held with voting rights	Participation Percentage
Ioannis Lempidakis	478 647	1,748%
Katina-Anna Lempidaki	416 301	1,521%
Michael Lempidakis	6 629 249	24,213%
Emmanuel Lempidakis	7 118 592	26,000%
Ioannis Melas	4 768	0,017%
Emmanuel Kykrilis	400	0,001%
Georgios Valergakis	15 097	0,055%
Georgios Korkakas	1 269	0,005%
Michael Perakis	720 000	2,630%
Nikolaos Myrtakis	-	0,000%
Michael Vlatakis	109 580	0,400%
Christina Chalkiadaki	1 000	0,004%
Georgia Milaki	-	0,000%

Member of the Audit Committee	Number of shares directly holds with the right to voting	Participation Percentage
Pavlos Baritakis	-	0,00%

2.6. Audit Committee

2.6.1 Appointment of EU members

Following the decision of the General Meeting of June 28, 2024, the Audit Committee was formed into a body with a five-year term as follows:

1. Nikolaos Myrtakis (independent non-executive member of the Board of Directors), Chairman
2. Pavlos Baritakis (non-member of the Board of Directors, independent person), member.
3. Michael Perakis (non-executive member of the Board of Directors), member.

The member of the E.C., Mr. Pavlos Baritakis, has sufficient knowledge and experience in auditing or accounting and together with the President of the E.C., Mr. Nikolaos Myrtakis, they are obliged to attend the meetings of the Audit Committee related to the approval of the financial statements.

The term of office of the members of the Audit Committee is five years and expires on June 28, 2029, and is extended until the Ordinary General Meeting whenever it takes place within 2029.

The following is a curriculum vitae of the member of the Audit Committee who is not a member of the Board of Directors:



Pavlos Baritakis, son of Emmanuel: He was born in 1966 and lives in Heraklion. He is a graduate of the School of Management and Economics and an Accountant Tax Consultant Class A since 1990 and maintains an organized Accounting-Tax Office. He is a Representative of the Union of Freelance Tax Consultants of Heraklion and currently serves as Chairman of its Audit Committee. He is also a Regional Councilor of Crete and President of the Regional Council of Crete and a member of the Board of Directors of the Union of Mayors of Crete. He served as Mayor of Viannos from 01/01/2011 to 31/08/2019 and is re-elected in the last municipal elections.

2.6.2 Terms of operation of the Audit Committee:

The Audit Committee has been established and operates in accordance with the provisions of article 44 of Law 4449/2017 as in force after its amendment by Law 4706/2020 and Law 5164/2024, the current legislative and regulatory framework as well as the Company's Regulation of Operation and the corporate governance code of the HCGC adopted by the company.

The Committee has a quorum when the majority of its members are present, one of whom must be the President. Decisions are taken by a simple majority of all its members and not just of those present.

The Committee may, by decision of its President, meet by electronic means of communication. The participation of a member in the meetings using these means is valid.

The committee's rules of operation are posted on the Company's website.

2.6.3 The responsibilities and obligations of the Audit Committee consist of the following:

- Monitors and evaluates the adequacy of the Company's internal control and risk management system, as well as the monitoring of the proper operation of the Internal Audit Unit.
- Monitors the audit findings of the Supervisory and Tax Authorities, including the responses of the Company's Management.
- Examines the Adequacy of the Company's Internal Regulation of Operation at least every two years.
- Monitors the process of financial reporting.
- Monitors the process of the statutory audit of the Company's semi-annual and annual individual and consolidated financial statements, which are prepared on the basis of the International Financial Auditing Standards (IFRS) and recommends their approval or not to the Company's Board of Directors.
- It reviews the most important topics of financial reporting and notes to financial statements, focusing on areas and methods with room for subjective interpretation used to value assets and liabilities.
- It monitors the process of preparing sustainability reports and the process carried out by the company to determine the information submitted in accordance with the sustainability reporting standards as well as making recommendations or suggestions to ensure its integrity.
- It monitors the review and issuance of a report to ensure the submission of the annual and consolidated sustainability reports and informs the Board of Directors of the Company about the results of this review.



- It reviews any tax or legal issue that may have a significant impact on financial statements.
- Examines with the Company's Management, external and internal Auditors the adequacy of the Company's information systems, including significant risks and established controls to minimize them.
- Recommends the statutory auditor or the audit firm (the Auditor) to the Board of Directors, in order for the latter to submit its proposal for the appointment of a statutory auditor or audit firm to the General Assembly.
- It ensures the independence and objectivity of the Auditor, in particular by examining the compliance of the respective office with regard to the rotation of auditors, the amount of remuneration paid by the Company and the provision of other services (e.g. consultancy) by the statutory auditor or the audit firm.
- It is informed by the Auditor or the Audit Office of any matter relating to the progress and results of the statutory audit. In the context of this briefing, it receives a report on the weaknesses of the internal control system, in particular on the weaknesses of the procedures relating to financial reporting and the preparation of financial statements.
- It ensures free access to the Board of Directors of the internal and external auditors by acting as their main liaison.
- He meets with the auditor (with or without the presence of the Management) to discuss all the above issues, any disagreements that may arise between him and the Company's Management, as well as any significant changes that may occur in his audit plan.
- It ensures the independent operation of the Internal Audit Service.
- It proposes to the Board of Directors the appointment, replacement and dismissal of the Internal Auditor while it is responsible for the periodic evaluation of his performance.
- Approves the rules of operation of the Internal Audit Service as well as any amendments thereto.
- Approves the Annual Control Plan and proposes that additional control areas be included in it, if deemed necessary. At the same time, it is informed of any assigned special project as well as of any deviation from the annual Control Plan
- Approves the budget of the Annual Audit Plan, already agreed with the Company's Management.
- It examines issues of staffing of the Internal Audit Service, its funding, the training of its members and their general professional progress.
- Receives and examines the periodic internal audit reports and supervises the progress of the implementation of the recommendations of the internal auditor adopted by the Management, as set out in the respective reports.
- It reviews the management of the Group's main risks and uncertainties. In this context, it assesses the effectiveness of the policies, procedures and methods used by the Group to identify and monitor risks with a focus on financial reporting, addressing the main ones through the internal control system and the Compliance, Risk Management and Internal Control Services, as well as their proper disclosure to disclosed financial information.



- Receives and evaluates the submitted reports on risk management at company and Group level. It also outsources the preparation of a risk management study, if deemed appropriate.
- Monitors the effectiveness of the regulatory compliance system, which includes the establishment and implementation of appropriate and updated procedures, in order to achieve in a timely manner the full and continuous compliance of the Company with the applicable legal and regulatory framework.
- Proposes to the Board of Directors the appointment and/or revocation of the heads of the Regulatory Affairs and Risk Management Division and the Shareholder Relations and Corporate Announcements Division. Consults with the Remuneration Committee before the latter approves the compensation/remuneration of the heads of the Regulatory Affairs and Risk Management and Shareholder Service and Corporate Announcements Departments.

The duties and responsibilities of the above committee are described in detail in its internal regulation of operation (<https://www.plastikakritis.com/gr/press-releases-2025>).

2.6.4 Activities of the Audit Committee

In the context of its work, the Committee met within the year on the following issues of its competence concerning external and internal audit and the general observance of transparency and legality in the operation of the Company and the Group:

- the appointment of a new head of the Internal Audit Department due to the departure of the previous head.
- the planning of the annual plan of regular audits, the quarterly reports and the annual report of the audits of the Internal Audit Service.
- the assessment of the adequacy and effectiveness of the Internal Control System for the period from 17.07.2021 to 31.12.2024 which was carried out internally.
- the amendment of the rules of procedure of the Audit Committee.
- the Report of the Remuneration and Nomination Committee for the evaluation of the Board of Directors and the Committees of the Board of Directors.
- the Activity Report of the Audit Committee for the year ended December 31st 2024.
- the Report of the independent non-executive members of the Board of Directors for the fiscal year 2024.
- the Sustainable Development Report for the year 2024 and the targets for 2025.
- the semi-annual as well as the annual report and the work plan of the Regulatory Compliance and Risk Management Unit.
- the assessment of the independence of the Company's statutory auditors
- the approval of the permitted non-audit services under article 44 of Law 4449/2017.
- the briefing of the Committee by the Independent Certified Auditor on the planning, the course, the results and the supplementary report of the audit of the annual Financial Statements of the Company and the Group of Plastics of Crete for the year ended December 31, 2024.



- the Audit Report of the Head of the Internal Audit Department on the annual financial statements for the fiscal year 2024.
- the proposal for the election of a regular and alternate Certified Auditor for the audit of the fiscal year 2025 and the determination of their remuneration.
- recommending the selection of Certified Auditors for the Group's subsidiaries for the audit of the fiscal year 2025.
- recommending the selection of Statutory Auditors for the assurance report on the sustainability report.
- the Independent Certified Auditor informs the Committee of the review report of the Company's and the Group's half-yearly Financial Statements and the results of the review for the period ended June 30, 2025.
- informing the Committee by the Independent Certified Auditor on the design of the audit strategy of the annual Financial Statements of the Company and the Group of Plastics of Crete for the year ended December 31, 2025.
- the implementation of the framework of the Corporate Governance System.
- the proposal for the determination of the scope and scope of the project of the evaluation of the implementation and effectiveness of the Corporate Governance System by an external auditor and its selection with reference date 31.12.2025.
- the proposal for the determination of the scope and scope of the work of the three-year evaluation of the adequacy and effectiveness of the Internal Control System for the period from 01.01.2023 – 31.12.2025 by an external auditor and its selection.
- the gender balance report to the Board of Directors based on the requirements of Law 5178/2025.

2.6.5 Number of meetings and frequency of participation of members in the meetings of the Audit Committee

The Audit Committee met 8 (eight) times during the year. The members of the Committee participated in all its meetings.

2.7. Remuneration and Nomination Committee

2.7.1. Establishment and appointment of members

In the context of the Company's compliance with the requirements of Law 4706/2020, by the decision of the Board of Directors dated 04/02/2021, the above Committee of the Board of Directors has been established, which is a single committee and which was formed into a body as follows:

1. Michael Vlatakis (independent non-executive member of the Board of Directors), Chairman
2. Ioannis Lempidakis (Chairman and non-executive member of the Board of Directors), member.
3. Nikolaos Myrtakis (independent, non-executive member of the Board of Directors), member.

The members of the Remuneration and Nomination Committee were re-elected as they were by the decision of the Board of Directors of the Company dated June 28, 2024 for a five-year term which expires on June 28, 2029, and is extended until the Annual General Meeting whenever



this will take place within 2029.

2.7.2. Terms of operation:

The Remuneration and Nomination Committee operates in accordance with the provisions of Law 4706/2020, the Corporate Governance Code of the HCGC and the Company's Operating Regulation.

The Committee has a quorum when a majority of its members are present, one of whom must be the President. Decisions are taken by a simple majority of all its members and not just of those present.

The Committee may, by decision of its Chairman, meet legally by electronic means. The Committee's rules of operation are posted on the Company's website.

2.7.3. The responsibilities of this committee regarding remuneration are:

- To make proposals to the Board of Directors regarding the remuneration policy submitted for approval to the General Meeting, in accordance with par. 2 of article 110 of Law 4548/2018.
- To make proposals to the Board of Directors regarding the remuneration of persons falling within the scope of the remuneration policy, in accordance with article 110 of Law 4548/2018, and regarding the remuneration of the Company's managerial executives, in particular the Head of the Internal Audit Unit.
- To examine the information included in the final draft of the annual remuneration report, providing its opinion to the Board of Directors, prior to the submission of the report to the general meeting, in accordance with article 112 of Law 4548/2018.

2.7.4. About the nominations:

- The committee identifies and proposes to the Board of Directors persons suitable for the acquisition of the status of member of the Board of Directors, based on a procedure provided for in its rules of procedure.
- For the selection of candidates, the committee takes into account the factors and criteria set by the Company, in accordance with the suitability policy it has adopted and implements.

2.7.5. Activities of the Remuneration and Nomination Committee:

As part of its work, the Committee met within the year on the following issues of its competence:

- the drafting of the summary evaluation report of the Board of Directors and Committees for the year 2024.
- the remuneration of the members of the Board of Directors and the completeness check of the Remuneration Report for the year 2024.
- The amendment of the remuneration policy of the members of the Board of Directors
- The modification of the suitability policy of the members of the Board of Directors
- the prescribed procedure for the election and individual and collective suitability of the members



of the Board of Directors and the Committees for the year 2025.

2.7.6. Number of meetings and frequency of participation of members in the meetings of the Committee:

The Remuneration and Nomination Committee met 3 (three) times during the year.

The members of the Committee participated in all its meetings.

2.8. Professional commitments of the members of the Board of Directors

The professional commitments of the candidate members of the Board of Directors are included in the curriculum vitae submitted by the candidates and are evaluated by the Remuneration and Nomination Committee on the basis of the procedure provided by the suitability policy.

Candidates and current members of the Board of Directors must have the time required for the performance of their duties based on the description of the position, their role and their duties. In determining the adequacy of the time, the capacity and responsibilities assigned to the member of the Board of Directors, the number of positions he may hold in other Boards of Directors and the resulting capacities held by the member in question at the same time, as well as his other professional or personal commitments and conditions, are taken into account.

Reference to external professional commitments of the members of the Board of Directors:

Ms. Georgia Milaki, an independent non-executive member of the Board of Directors, works in a private clinic.

Ms. Christina Chalkiadaki, independent non-executive member of the Board of Directors, is a member of the Board of Directors of Chalkiadakis S.A. and Nikolaos Syntihakis S.A. and Chairman and CEO of Gefseis Kritis Ch. Chalkiadaki S.A.

Mr. Michael Vlatakis, an independent non-executive member of the Board of Directors, maintains a tourist office.

Mr. Nikolaos Myrtakis, an independent non-executive member of the Board of Directors, is the Chairman of the Board of Directors of the Thales Energy Community.

Mr. Michael Perakis, non-executive member of the Board of Directors, maintains a real estate agency, is a co-manager in the Real Estate Rights Company of 62 Martyr Avenue and a general partner in Notiko S.A.

The following members of the Board of Directors of Plastika Kritis S.A. are members of the Board of Directors of other companies of the Group as well as companies outside the Group, in particular:

Mr. Ioannis Lempidakis, president of Plastika Kritis.

Mrs. Katina - Anna Lempidaki, vice president of Plastika Kritis and Etepla SA.

Mr. Michael Lempidakis, CEO of Plastika Kritis S.A., is also Chairman of the Board of Directors of Agripolyane S.A., Global Colors Polska S.A., Romcolor S.A., Global Colors LLC, Global Colors Kimya A.S., member of the Board of Directors of Etepla SA, Chairman and CEO of S.E.D.A.F.A.E. and co-manager of the Real Estate Rights Society L. 62 Witnesses.

Mr. Emmanuel Lempidakis, CEO of Crete Plastics SA, is also



Vice Chairman of the Board of Directors of Global Colors Kimya A.S. and member of the Board of Directors of Global Colors Polska S.A., Romcolor S.A., Global Colors LLC, Photovoltaics Traganou SA, Etepla SA.

Mr. Georgios Valergis, executive member of Plastika Kritis SA, is also a member of the Board of Directors of Global Colors Kimya A.S., Global Colors Polska S.A., Romcolor S.A., Global Colors LLC, Vice President and CEO of Sun Partners SA, Chairman of the Board of Directors of Etepla S.A., Chairman and CEO of Photovoltaics Traganou SA and member of the Board of Directors of the Thales Energy Community.

Mr. Ioannis Melas, executive member of Plastika Kritis SA, is also a member of the Board of Directors of Global Colors Kimya A.S., Romcolor S.A., Photovoltaics Traganou SA and Vice Chairman of the Board of Directors of the Thales Energy Community.

Mr. Georgios Korkakas, executive member of Plastika Kritis SA, is also a member of the Board of Directors of Global Colors Polska S.A.

Mr. Emmanuel Kykrilis, executive member of Plastika Kritis S.A. and former Director of Rainbow Technologies Ltd and Plastika Kritis Far East Ltd.

2.9. Evaluation of the Board of Directors and its Committees at collective and individual level

Based on the Suitability Policy and its Implementation Guide, a procedure has been established for the evaluation of the suitability of the members of the Board of Directors and its Committees at a collective and individual level. This evaluation is carried out on an annual basis.

The Remuneration and Nomination Committee, in collaboration with the Regulatory Compliance Department, prepares the evaluation material by creating special questionnaires concerning the evaluation of the fulfilment or not of the criteria of collective and individual suitability, as templates.

For the collective evaluation, the Chairman of the Board of Directors and the Chairmen of the Committees, after processing the relevant material, prepare a relevant report to the Remuneration and Nomination Committee.

The Remuneration and Nomination Committee, after also taking into account the relevant recommendation of the Regulatory Compliance Department for the evaluation of specific criteria of individual and collective suitability of a declaratory nature, completes the processing of the evaluation material of the criteria of collective and individual suitability, as described in the Company's Suitability Policy. The criteria of individual suitability primarily include the guarantee of ethics and reputation, the adequacy of knowledge, skills and experience, the evaluation for any cases of conflict of interest, the fulfilment of the independence criteria for independent members and the allocation of sufficient time.

The Remuneration and Nomination Committee then prepares an Evaluation Report with the results of the evaluation of collective and individual suitability, which is presented and discussed to the Board of Directors.

The Board of Directors, taking into account the reports of the Remuneration and Nomination Committee, decides to address the identified weaknesses. The above decision may include compliance or dismissal and replacement of a member



of the Board of Directors (within 3 months) which was found not to meet the suitability criteria in terms of the Company's Suitability Policy.

Law 5178/2025 introduced amendments to the representation of both genders in the Board of Directors, the most basic of which concerns the increase of the percentage of the underrepresented gender from 25% to 33%. This change requires the representation of the Board of Directors valid until 30.06.2026. For this purpose, the following actions have been taken:

- The Board of Directors was immediately informed about the amendment of the Law and adopted its implementation
- It was proposed by the Board of Directors to include a provision in the Suitability Policy that includes:
 - a) the increase of the minimum percentage of the underrepresented gender in the Board of Directors from 25% to 33%, with effect from 30.06.2026, and
 - b) the extension of the possibility of applying diversity criteria to the selection and placement process of senior executives of the Company.

The Annual General Meeting of the company on 16.07.2025 unanimously approved the above proposals that were included in the Suitability Policy of the members of the Board of Directors. It is noted that the Suitability Policy provides that the Board of Directors must ensure equal treatment and equal opportunities between the sexes. In this context, the Policy is reviewed by the Remuneration and Nomination Committee annually and appropriate measures are taken to ensure equal treatment and equal opportunities between the sexes, extending this aspect beyond the selection of members of the Board of Directors and the provision of training to the members of the Board of Directors.

Therefore, the Company fully complies with the requirements of Law 4706/2020 as amended by Law 5178/2025. The existing Suitability Policy provides for a female representation rate of 33%, while at the same time ensuring the participation of women in executive roles.

The company recognizes that gender balance is not only a legal obligation but also a development priority, linked to enhancing transparency, innovation, and sustainable entrepreneurship.

During the last evaluation carried out during the first quarter of 2026, which was facilitated by an external consultant, it concerned the year 2025 and based on the meeting of the Remuneration and Nomination Committee on 19.02.2026, no inherent weaknesses were identified. The absence of conflicts of interest for the members of the Board of Directors was confirmed, while the independence criteria of the independent non-executive members of the Board of Directors and the independent members of its Committees continue to be met, in accordance with article 9 of Law 4706/2020. It was also found that the other individual and collective suitability criteria were met in accordance with the same law and Circular 60/2020 "Guidelines for the Suitability Policy".

2.10. Manage transactions with related parties

The Company has a Transaction Management Framework with Related Parties in order to comply in particular with articles 99 – 101 of Law 4548/2018, which includes the general policy that



also governs the procedure that regulates its Transactions with Related Parties and which it has adopted by decision of the Board of Directors. In this Framework, the following are described:

- The responsibilities of the Company as well as the Company's involved units in the management of Transactions with Related Parties;
- The process of managing and approving the conclusion of Transactions;
- The disclosure obligations of entering into Transactions with Related Parties.

2.11. Sustainable Development Policy (ESG)

The Company has adopted and implements a Sustainable Development Policy aiming at the responsible management of environmental, social and governance (ESG) issues, which has been approved by the Board of Directors and is posted on its Corporate website.

The purpose of the Policy is to establish and reflect the factors and criteria that contribute to the protection of the environment, the positive impact on society and good governance, in order to adopt an integrated framework of principles and responsible practices.

The Policy defines the scope and stakeholders and sets out the commitment of the Company and the Group to the issues of Corporate Governance, the fight against corruption and bribery, respect for human rights, social responsibility and social contribution, environmental responsibility, the circular economy and the adoption of environmentally and economically sustainable investments.

The Annual Sustainable Development Report provides a full depiction of the above issues, which is in line with international and national standards and indicators with the aim of providing them with reliable and transparent information.

For the disclosure of non-financial information, the Company follows the revised Financial Reporting Disclosure Guide of the Athens Stock Exchange.

More specifically, for the actions of Sustainable Development, the publication of an Annual Report is planned, based on the European Sustainability Reporting Standards (ESRS), which will be posted on the official website of the Company when completed.

Further information on these issues is disclosed in the Sustainability Report.

2.11.1. Committee on Sustainable Development

The Sustainability Committee has been established and operates with the aim of implementing the Company's Corporate Responsibility and Sustainable Development Strategy as well as creating value for stakeholders and promoting social well-being.

The Sustainable Development Committee consists of members of the Board of Directors and executives of the Company and the Group. Specifically, its composition is as follows:

1. Ioannis Aspirtakis, Quality Manager, OHS, Environment & ESG (Chairman)
2. Anna Lempidaki, Vice President of the Board of Directors (Member)
3. Emmanuel Lempidakis, Chief Executive Officer (Member)
4. Michael Lempidakis, Chief Executive Officer (Member)
5. Ioannis Melas, Group Technical Director (Member)



6. Georgios Korkakas, MB Sector Manager (Member)
7. Emmanuel Kykrilis, Marketing Director, Sheet & Tubes department (Member)
8. Georgios Valergakis, Chief Financial Officer (Member)
9. Maria Vogiatzaki, Head of Social Actions (Member)

The following working groups are reported to the

Committee: a. Corporate Governance

b. Health and Safety

c. Environment and Energy d.

Human Resources

e. Social Actions f.

Subsidiaries

The purpose of the Committee is to strengthen and optimally integrate social responsibility into the principles and values of the Group by implementing the laws, following internationally recognized guidelines, principles and initiatives for sustainable development and setting priorities such as, among others, strengthening transparency rules, protecting the environment, safeguarding the health and safety of employees and partners, and social contribution.

2.11.1.1. The main responsibilities of the Commission are the following:

- The formulation of the Sustainable Development Strategy and Policy and their submission to the Board of Directors for approval.
- The implementation of the Sustainable Development Strategy.
- The Supervision of Development of Report Sustainable Development and of Non-Financial Reporting and their submission to the Board of Directors for approval.
- An overview of the results of the stakeholder dialogue.
- The evaluation, approval and supervision of the implementation of the Company's actions/initiatives in matters of Corporate Responsibility and Sustainable Development.
- The evaluation and submission of proposals regarding the financial or non-financial incentives related to Sustainable Development.
- The training of the Staff on issues related to Sustainable Development.

2.12. A description of the diversity policy in relation to the Company's administrative, management and supervisory bodies.

In the context of fulfilling the fundamental purpose of the Board of Directors' operation, which is none other than the defense of the general corporate interest and the pursuit of sustainable development of the Company, the main concern of the Management has been the appropriate diverse composition of the Board of Directors and its Committees by persons adequately trained, experienced, with integrity of character and with the appropriate administrative and organizational skills who act on the basis of the principles and vision of the Company.

The above-mentioned bodies are composed of people covering a wide age range, most of them graduates and with long professional experience.

In particular, the Company implements a diversity policy in order to promote an appropriate level of differentiation in the Board of Directors and a diverse group of members that aims to promote diverse views and experiences, in order to ensure the existence of an independent



judgment and constructive criticism during the discussion and decision-making processes within the Board of Directors, with the aim of making sound decisions for the Company. In this context, the Company also ensures adequate representation by gender. In accordance with the Suitability Policy, the Board of Directors must at all times ensure equal treatment and equal opportunities between the sexes in general. It is noted that this aspect extends beyond the selection of the members of the Board of Directors. In addition to the adequate representation by gender as provided above, during the selection of candidates for members of the Board of Directors of the Company, exclusion due to discrimination based on sex, race, color, national or social origin, religion or belief, property, birth, disability, age or sexual orientation, etc. is prohibited.

Further information on these issues is disclosed in the Sustainability Report.

3. General Meeting of Shareholders

3.1. Mode of operation of the General Assembly and its basic powers.

The General Meeting is the supreme body of the Company, convened by the Board of Directors and entitled to decide on any case concerning the Company, in which the shareholders are entitled to participate, either in person or through a legally authorized representative, in accordance with the legal procedure provided for from time to time.

The General Meeting of the Company's shareholders is the only one competent to decide in relation to the matters specified in article 117 of Law 4548/2018.

In conjunction with the provisions of article 122 of Law 4548/2018, the Company shall post on its website at least twenty (20) days prior to the General Meeting information regarding:

- the date, time and place of the General Meeting of shareholders,
- the basic rules and practices for participation, including the right to put items on the agenda and to ask questions, as well as the time limits within which these rights can be exercised;
- the voting procedures, the conditions of proxy representation and the forms used for proxy voting;
- the proposed agenda of the meeting, including draft resolutions to be discussed and voted on, as well as any accompanying documents;
- the proposed list of candidate members of the Board of Directors and their CVs (if there is a question of electing members), and
- the total number of shares and voting rights on the date of the meeting.

A summary of the minutes with the decisions of the General Meeting of shareholders is available on the Company's website within the next working day from the date of the General Meeting.

The procedure for the conduct of the General Meeting of shareholders is determined by the Company's Articles of Association and is in line with the provisions of Law 4548/2018.

3.2. Shareholders' rights and how they are exercised

3.2.1. Shareholder rights

Without prejudice to the provisions on society, pledge and usufruct, titles are issued and transferred only with all the rights they contain. Rights and rights



obligations of each share follow its legal owner, and the ownership of its title automatically implies the acceptance of the Articles of Association and the decisions of the General Meeting of Shareholders and the Board of Directors, which are taken within the limits of their jurisdiction and the law.

Every shareholder, wherever he resides, is considered, in terms of his relations with the Company, to have his legal residence at the registered office of the Company and is subject to the jurisdiction of the courts of the registered office of the Company, unless otherwise specified by law.

The shareholder's liability is limited to the nominal value of his share. Each share gives a right to any dividend distributed under the present Articles of Association and, in the event of the dissolution of the Company, a claim on the part of the proceeds of the liquidation of the company's property, which corresponds to it as well as any other right provided by the Law and the present Articles of Association. Each share gives the right to one vote at the General Meeting. All the rights of the shareholders from the share, subject to the provisions of article 38 of Law 4548/2018 as in force from time to time, are compulsorily proportional to the percentage of the capital represented by the share.

3.2.2. Minority rights

At the request of shareholders representing one twentieth (1/20) of the paid-up share capital, the Board of Directors is obliged to convene an extraordinary general meeting of shareholders, setting a date for its meeting, which must not be more than forty-five (45) days from the date of service of the application to the Chairman of the Board of Directors. The request contains the subject of the agenda. If a General Meeting is not convened by the Board of Directors within twenty (20) days from the service of the relevant application, the convocation is carried out by the applicant shareholders at the Company's expense, by decision of the court, issued in the course of the interim measures. This decision sets the place and time of the meeting, as well as the agenda. The decision is not subject to appeal. The Board of Directors convenes the General Meeting in accordance with the general provisions.

At the request of shareholders representing one twentieth (1/20) of the paid-up share capital, the Board of Directors is obliged to include additional items on the agenda of a meeting that has already been convened, if the relevant request is received by the Board of Directors at least fifteen (15) days before the general meeting. Additional items must be published or notified, under the responsibility of the Board of Directors, at least seven (7) days before the general meeting. The request for the inclusion of additional items on the agenda shall be accompanied by a justification or a draft resolution for approval at the general meeting and the revised agenda shall be published in the same manner as the previous agenda, thirteen (13) days prior to the date of the general meeting and shall at the same time be made available to the shareholders on the Company's website, together with the justification or draft resolution submitted by the shareholders in accordance with the provisions of article 123 paragraph 4 of Law 4548/2018. If these items are not published, the requesting shareholders shall be entitled to request the postponement of the General Meeting, in accordance with paragraph 5 and to proceed with the publication themselves, in accordance with the provisions of the second subparagraph of this paragraph, at the expense of the Company.

Shareholders representing one twentieth (1/20) of the paid-up share capital have



the right to submit draft resolutions on items included in the initial or any revised agenda of the General Meeting. The relevant request must be received by the Board of Directors at least seven (7) days prior to the date of the General Meeting, and the draft resolutions are made available to the shareholders in accordance with the provisions of paragraph 3 of article 123 of Law 4548/2018, at least six (6) days before the date of the General Meeting.

The Board of Directors is not obliged to include items on the agenda, nor to publish or disclose them together with justifications and draft decisions submitted by the shareholders, in accordance with paragraphs 2 and 3, respectively, if their content is obviously contrary to the law or good morals.

At the request of a shareholder or shareholders representing one twentieth (1/20) of the paid-up share capital, the Chairman of the Shareholders' Meeting is obliged to postpone only once the decision-making by the General Meeting, ordinary or extraordinary, on all or certain issues, setting a date for the continuation of the meeting, the one specified in the shareholders' request, which, however, cannot be more than twenty (20) days from the date of the postponement.

The postponed general meeting is a continuation of the previous one and the repetition of the formalities for the publication of the shareholders' invitation is not required, new shareholders can also participate in it, in compliance with the relevant participation formalities according to article 124 par. 6 of Law 4548/2018.

Following a request by any shareholder submitted to the Company, at least five (5) full days prior to the general meeting, the Board of Directors is obliged to provide the General Meeting with the requested specific information on the Company's affairs, to the extent that it is relevant to the items on the agenda.

The Board of Directors may respond uniformly to shareholder requests with the same content. There is no obligation to provide information when the relevant information is already available on the Company's website, in particular in the form of questions and answers.

In addition, at the request of shareholders representing one (1/20) of the paid-up share capital, the Board of Directors is obliged to announce to the General Meeting, if it is regular, the amounts paid to each member of the Board of Directors or the Company's directors during the last two years, as well as to a benefit to these persons for any reason or contract between the Company and them.

In all the above cases, the Board of Directors may refuse to provide the information for a sufficient substantial reason, which shall be recorded in the minutes.

At the request of shareholders representing one tenth (1/10) of the paid-up share capital, which is submitted to the Company within the deadline of the previous paragraph, the Board of Directors is obliged to provide the General Meeting with information on the course of the Company's corporate affairs and the state of the Company's assets. The Board of Directors may refuse to provide the information for a sufficient substantial reason, which is stated in the minutes.

In the cases referred to in paragraphs 6 and 7 hereof, any dispute as to the validity or otherwise of the grounds for refusal by the Board of Directors to provide the information,



is resolved by the court by a decision issued in the interim proceedings. With the same decision, the court also obliges the Company to provide the information it refused. The decision is not appealed.

At the request of shareholders representing 1/20 of the paid-up share capital, the vote on an item or items on the agenda is carried out by open vote.

In all cases hereof, the applicant shareholders must prove their shareholder status and the number of shares they hold during the exercise of the relevant right. Such proof may be made by any legal means and in any case on the basis of information received by the Company from the central securities depository, provided that it provides registry services, or through the participating and registered intermediaries in the central securities depository in any other case.

4. Internal Control and Risk Management Systems

4.1 Principles and main features of the internal control system

The Internal Control System is defined as the set of internal control mechanisms and procedures, including risk management, internal control and regulatory compliance, which covers on an ongoing basis every activity of the Company and contributes to its safe and effective operation. The Internal Control System aims at the following, in particular, objectives:

- The consistent implementation of the business strategy, with the efficient use of available resources,
- In identifying and managing material risks associated with its business activity and operation, this objective also includes safeguarding the Company's and the Group's assets from misuse or loss, including the prevention and detection of potential fraud;
- The effective operation of the internal audit service,
- Ensuring the completeness and reliability of the data and information required for the accurate and timely determination of the financial position and the preparation of reliable financial statements, as well as the non-financial statement, in accordance with article 151 of Law 4548/2018,
- Compliance with the regulatory and legislative framework, as well as the regulations governing the operation of the Company,
- To supervise the activity of the Company's Managers,
- The control of transactions carried out by the Company's executives and associates on the Company's shares;
- The control of the movement of the Company's information;
- Ensuring the proper and effective organization and operation of the Company, in accordance with the present Regulation of Operation, the decisions of the Management and the needs of the Company.

The Board of Directors ensures the adequate and effective operation of the Internal Control System, which is supervised by the Audit Committee on behalf of the Board of Directors, while its efficiency is evaluated by the Board of Directors, the Audit Committee and the Internal Audit, Regulatory Compliance and Risk Management units of the Company.



In addition, the Company and the Group have developed the appropriate internal and external communication channels for their better operation, as well as the necessary safeguards, at the level of procedures and at the level of information systems.

The Company has the following key features of the Internal Control System:

- Corporate Governance Principles and procedures for monitoring their implementation.
- Regulation of operation of the Audit Committee.
- Ensuring the organizational structure and independent operation of the Internal Control, Regulatory Compliance and Risk Management units in accordance with the regulatory framework.
- Description of the strategic planning, process of its development and implementation.
- Annual action planning per significant activity, with a corresponding report and identification of deviations on a periodic basis, as well as justification for them.
- Complete and up-to-date articles of association where the object of exploitation, work and the main purposes of the economic operator are clearly identified and reflected.
- Approved organization chart in full development, for all levels of hierarchy, and with a distinction of functions into main and secondary, in which the area of responsibility per sector/department is clearly defined.
- Description of responsibilities and duties of directorates, departments and job descriptions.
- Recording policies and procedures of important functions of the Company.
- Procedures for compliance with the applicable legal and regulatory framework (Regulatory Compliance).
- Risk identification, assessment, management and monitoring procedures by applying the operation of the three lines of defense model.
- Procedures for the completeness and reliability of financial information.
- Procedures for recruitment, training, assignment of responsibilities, goal setting and evaluation of the performance of executives.
- Procedures for the security, adequacy and reliability of information systems.
- Procedures for safeguarding personnel and assets.
- Conflict of interest management framework.
- Framework for disclosure of transactions of persons with managerial functions and persons with close links with them.
- Framework for managing transactions with related parties.
- Framework for the management of privileged information and correct public information.
- Description of reference lines and communication channels within and outside the organization.
- A process of periodic evaluation of the adequacy and effectiveness of the EES by an independent evaluator, communication of results and preparation of a weakness treatment plan.
- Policies for the protection of personal data.
- Policies for the environmental management system and other environmental, social and governance issues (ESG factors).

4.2 Main Features of the Risk Management System

A key component and condition for the adequacy and effectiveness of the System



Internal Audit is the proper functioning of the Risk Management System.

Plastika Kritis Group operates in an economic and social environment characterized by various financial and non-financial risks. The most important categories of financial risks related to the operation of the Company are:

- Geopolitical uncertainties
- Fluctuation of raw material prices
- Credit risk (banks and customers)
- Exchange Rate Risk
- Liquidity risk and cash flow risk
- Interest rate risk
- Investment portfolio return risk
- Capital risk
- Legal, regulatory and regulatory risk

The main categories of non-financial risks identified to the Company relate to occupational health and safety, the safety of facilities and systems, natural disasters and climate change and environmental commitments and trends in the development of environmentally friendly products, risks that could potentially directly or indirectly affect the smooth operation of the Company.

Areas that are considered high risk are monitored through the appropriate control systems. Indicatively, the existence of the Operating Regulations, organizational charts with a clear definition of responsibilities, as well as procedures and approval limits are mentioned.

The Directorates, in the context of their operation, implement procedures and control mechanisms to effectively address risks and take corrective actions in cases of identified weaknesses, while they are supervised and supported in this work by the units of Regulatory Compliance, Risk Management, Quality Assurance and Health and Safety.

All the Company's activities, including the effectiveness of the operation of the support units, are supervised by the Internal Audit Service. The Audit Committee receives and evaluates the submitted reports on risk management and informs the Company's Board of Directors about the overall effectiveness of the operation of this system.

The Board of Directors of Crete Plastics S.A. declares that within the fiscal year 2025 it has reviewed the corporate strategy, the main business risks and the internal control systems.

4.2.1 Main responsibilities of the Risk Management Unit

The main responsibilities of the Risk Management Unit in the performance of its role are:

- The identification, mapping, evaluation, effective management and monitoring of the risks to which the Company is or may be exposed, with a view to



maintaining stability, business continuity, operational efficiency and the achievement of its operational objectives.

- To develop and implement appropriate policies, procedures, and measures for the identification, assessment and management of risks arising from the Company's activities.
- The continuous monitoring of the Company's activities in order to ensure their compliance with the Company's risk appetite.
- The provision of information and the submission of reports to the Audit Committee and the Board of Directors of the Company regarding the evolution of the risks undertaken.
- The proposal of risk tolerances for each type of risk.
- To assist, in an advisory role, in the design and implementation of new policies, processes, products, services and investments.
- Informing/training staff on risk identification and management issues.

The Risk Management Policy includes the purpose and framework of its implementation, the basic principles of risk management, the objectives, the required culture, the governance and the responsibilities of the risk managers, while the Risk Management Process includes the definition and categorization of the main risks and the development of the risk management function according to the following stages:

- a. Identification of risks
- b. Risk analysis and description
- c. Risk assessment
- d. Dealing with risks
- e. Risk monitoring and reporting

4.2.2 Activities of the Risk Management Unit

The work of the Risk Management Unit during the reference year consisted of the following actions:

- The identification of existing and potential risks by recording the main risks of the Company and its subsidiaries per their activity
- The development of the assessment methodology and the risk assessment (risk assessment)
- The definition of risk response procedures with the implementation of safeguards
- The implementation of risk monitoring procedures

For the development of the above, the Risk Management Unit used special tools. In particular, for the analysis and processing of the data, an appropriate RCSA (Risk Control Self Assessment) model was applied with risk management tables in matrix format through which the importance of the identified risks was assessed before and after the implementation of the control mechanisms per activity, while the actions that have already been taken, are being done or are planned/planned to be taken to optimize the management and the



reducing the residual level of materiality of these risks, by setting a specific timetable for their implementation.

At the beginning of the reporting year, the Risk Management Unit submitted to the Audit Committee an annual risk management report for the previous year, as well as an annual risk management plan for 2025, while it also submitted two semi-annual reports of its activities for the reference year.

4.2.3 Main responsibilities of the Compliance Unit

The main responsibilities of the Compliance Unit in the performance of its role are:

- Controlling, supervising and ensuring the Company's compliance with the institutional and supervisory framework to which it is subject, in order to achieve its full and continuous compliance in a timely manner,
- Dealing with the effects of possible failure to comply with the applicable legal and regulatory framework, internal regulations, policies and procedures related to the Unit's responsibilities,
- To support the Board of Directors and its committees in the exercise of their work and in the supervision of the Internal Control and Corporate Governance System

4.2.4 Activities of the Regulatory Compliance Unit

The work of the Compliance Unit during the reference year consisted of the following actions:

- Systematic monitoring of legislation and regulatory developments.
- Informing the Management, Committees, Directorates and Units of the Company regarding the changes in the current legislative and regulatory framework.
- Provision instructions, directions as well as advice to the Company's Directorates, Units, Committees for their compliance with the regulatory framework.
- Participation of Regulatory Compliance in project teams, where required, for harmonization with the applicable legislative and regulatory framework.
- Provision of Advisory Support by Regulatory Compliance for:
 - The design of the Company's Policies and Procedures for its compliance with the applicable legislative and regulatory framework
 - Designing appropriate management procedures
 - The development of educational programs
- Carrying out checks to confirm compliance with the legislative and regulatory framework.
- Collection of data, preparation and submission of reports and/or reports to the Management of the Company, including the Annual Report of the Unit's activities.

In order to develop the above, the Compliance Unit attended relevant seminars in order to inform about recent legislative and regulatory requirements. Also, during the year, the Unit adapted the Compliance framework to the new legislative and regulatory regulations, such as the European Union Sustainability Reporting Directive 2022_2464 (CSRD Directive), Law 5164/2024, Law 5160/2024 as well as relevant instructions and letters from ESMA and the Hellenic Capital Market Commission.



4.3 Operation of internal control and risk management systems in relation to the preparation of financial statements.

The reliability of financial information is fundamental for the operational planning and wide range of tasks of the Management.

The operation of the internal control and risk management systems, the main characteristics of which are described in detail in this section, ensure that the safeguards of the financial reporting process in the preparation of financial reports and the preparation of financial statements are strictly observed.

The Statutory Auditor of the Company, who conducts the audit of the annual and interim financial statements, does not provide any other type of prohibited services to the Company nor is he connected to any other relationship with the Company, in order to ensure in this way his objectivity, impartiality and independence.

On 31.12.2024, the head of the Internal Audit department, Nikolaos Mastorakis, left and following the recommendation of the Audit Committee, Myron Oikonomakis was appointed as the new head.

Below is a brief CV of the new head of the Internal Audit department.

He was born in 1989, grew up in Heraklion, Crete and is married. He studied at the National and Kapodistrian University of Athens and holds a degree in Economics with a specialization in Finance, Business Economics and Informatics. He also holds a Master's Degree (MSc) in "Internal Audit, Risk Management and Compliance" from the National and Kapodistrian University of Athens and is a member of the official register of Internal Auditors (Private Sector) kept by the Economic Chamber of Greece. He has been working for the Company since 2025 as head of the Internal Audit Department.

In the previous years of his professional career, he has worked as a Financial Management executive in a Nationwide Tourism Group (Internal Audit Department), while at the same time he performed the duties of Head of Accounting of one of the Group's companies. He has also worked as a Financial Management executive in a multinational Tourism Group and as an accounting employee. Finally, he was a Financial Auditor and an Executive for the Evaluation and Implementation of NSRF Business Plans.

He has served as President and Secretary General of the Regional Department of Eastern Crete of the Economic Chamber of Greece, while he is a member of the Assembly of Representatives (CoA) of the Economic Chamber of Greece.

He has participated as a representative of the O.E.E.-T.A.K. in the Consultation Committee of the Region of Crete, in the Consultation Committee for the New Kastelli Airport, in the Monitoring Committee of the ROP of Crete, in the Advisory Committee of the Development Law 4887/2022 etc.

4.4 Policy for the Periodic Assessment of the Adequacy of the Internal Control System

The Company implements a Policy for the Periodic Evaluation of the Adequacy of the Internal Control System, which is approved by the Board of Directors.

The Internal Audit System Evaluation Policy includes principles regarding:

- The object and periodicity of the audit,



- The scope of the assessment, and
- The assignment and monitoring of the results of the evaluation.

The Policy describes, among other things, the objects of the evaluation of the Internal Control System, which include the following:

- Control Environment, which consists of the set of structures, policies and procedures that provide the basis for the development of an effective Internal Control System as it provides the framework and structure to achieve the fundamental objectives of the Internal Control System.
- Risk Management which includes the overview of the risk assessment process, the Company's risk response management and response procedures and risk monitoring.
- Control mechanisms and safeguards which includes an overview of the control mechanisms of critical safeguards, with emphasis on safeguards related to conflict of interest issues, segregation of duties and governance and security of Information Systems.
- Information and communication system which includes an overview of relevant financial and non-information procedures as well as relevant critical internal and external communication procedures.
- Monitoring of the Internal Control System which includes the overview of structures and mechanisms such as, indicatively:
 - The Audit Committee and the Internal Audit Unit as well as the relevant audit reports.
 - The arrangements regarding the Compliance Function.

The evaluation of the Internal Control System is part of the overall assessment of the Company's corporate governance system, in accordance with article 4 par. 1 of Law 4706/2020 (as presented in the next section).

5. Statement by the Board of Directors regarding the implementation of a process for the evaluation of the implementation and effectiveness of the Corporate Governance System and the adequacy and effectiveness of the Internal Control System.

The Board of Directors of the Company, in accordance with the provisions of Law 4706/2020, the Corporate Governance Code and the Company's Rules of Procedure, is responsible for ensuring the adequate and effective operation of the Internal Audit System to achieve the following objectives:

- the consistent implementation of the operational strategy, with the efficient use of available resources;
- the identification and management of material risks associated with its business activity and operation;
- the effective operation of the internal control unit;
- ensure the completeness and reliability of the data and information provided by the



are required for the accurate and timely determination of the Company's financial position and the preparation of reliable financial statements, as well as its non-financial statement, in accordance with article 151 of Law 4548/2018,

- compliance with the regulatory and legislative framework, as well as the internal regulations governing the operation of the Company.

Ensuring the adequate and effective operation of the Internal Audit System is done through the implementation of appropriate Policies and Procedures which have been approved by the Board of Directors and are included in the Company's Operating Regulations. The Internal Audit, Regulatory Compliance and Risk Management Services control and evaluate the implementation of the above mentioned Policies and Procedures through which the adequacy and effectiveness of the operation of the Internal Audit System is ensured and inform on a systematic basis the Audit Committee, which is responsible for monitoring the proper operation of the Internal Audit System.

5.1 Assessment of the adequacy and effectiveness of the Internal Control System

The Company, in accordance with Decision 1/891/30.09.2020 of the Hellenic Capital Market Commission and the specifications of article 14 (par. 3 and 4) of Law 4706/2020 as in force, as well as the Internal Audit System Evaluation Policy, proceeded with an evaluation process of audit firms in order to assign the task of evaluating the Internal Audit System. Based on this, the Board of Directors assigned to SOL S.A. the task of evaluating the SEE for the period 01.01.2023 to 31.12.2025 with reference date 31.12.2025. The thesis was based on the audit procedures described in the updated Program issued by decision 278/16.01.2026 of the Accounting and Auditing Standards Committee (E.L.T.E.), with the aim of evaluating the adequacy and effectiveness of the Internal Control System (S.E.E.), the requirements of Law 4706/2020 and the specifications of article 14 (par. 3 and 4) and the decision 1/891/30.09.2020 of the Board of Directors of the Hellenic Capital Market Commission.

According to the conclusion of the Internal Audit System Adequacy and Effectiveness Assessment Report dated March 30, 2026 of the independent evaluator for the period from 01.01.2023 to 31.12.2025 and with reference date of December 31, 2025, it has not become aware of anything that could be considered as a material weakness of the Internal Control System of the Company and its significant subsidiaries, in accordance with the Regulatory Framework. The work was conducted in accordance with the International Assurance Work Standard 3000 (Revised) "Assurance Projects Beyond the Audit or Review of Historical Financial Information".

5.2 Evaluation of the implementation and effectiveness of the Corporate Governance System

The Board of Directors, in the context of its obligations arising from par. 1 of article 4 of Law 4706/2020, evaluated the implementation and effectiveness of the Company's Corporate Governance System for the year 2025 with reference date 31 December 2025.

In order for the evaluations of the two systems to be carried out with the same reference date and the same period and for their results to be reported in the Corporate Governance Statement, a recommendation was issued by the Hellenic Capital Market Commission that the next evaluation of the Corporate Governance System be carried out with a reference date of 31.12.2025.



In the context of the above evaluation, the Board of Directors of the Company assigned the relevant assessment to the auditing firm SOL S.A. This work exclusively covers the limited assurance procedures provided for in the decision of the Supervisory Board of the Institute of Certified Public Accountants, as formulated for the purpose of evaluating the implementation and effectiveness of the Company's Corporate Governance System in accordance with Law 4706/2020.

According to the conclusion of the Evaluation Report of the implementation and effectiveness of the Corporate Governance System dated 30 March 2026 of the independent evaluator with reference date of 31.12.2025, he has not become aware of anything that could be considered as a material weakness of the Corporate Governance System in accordance with the obligations arising from Law 4706/2020. The work was carried out in accordance with the International Standard of Assurance Operations 3000 (Revised) "Assurance Projects beyond the Audit or Review of Historical Financial Information".

SOL S.A. confirmed its independence in accordance with the Code of Conduct for Professional Auditors of the Council of International Standards of Conduct for Auditors as incorporated into Greek Legislation, as well as the requirements of Regulation EU 537/2014 and Law 4449/2017. Ms. Adamantia Latifi, Certified Public Accountant with SOEL Reg. No. 33191, was appointed as an independent Evaluator.



Sustainability Report

Contents of the Sustainability Report under Law 5164/2024

1. General Disclosures

2. Taxonomy Report

3. Responsible Environmental Management



4. The Group's workforce



5. Creating a positive social impact



6. Responsible Corporate Governance





General Disclosures

Preparation of the Sustainability Report

The second Sustainability Statement for the reference year 2025 of Crete Plastics Group (hereinafter the "Group" or "PLASTIKA KRITIS") is prepared in accordance with the requirements of the European Sustainability Reporting Standards (ESRS), in the context of compliance with the European Corporate Sustainability Reporting Directive (EU) 2022/2464 (CSRD) as well as with the EU Commission's Regulation 2021/2139 on the Taxonomy.

The basis of the Statement is the methodological framework of the Double Significance Assessment, which was implemented for the first time in 2024, highlighting the Group's commitment to transparency and responsible management of Environmental, Social and Corporate Governance issues.

In this report, the approach includes a comprehensive reassessment and update of the important issues. This process incorporated broader stakeholder engagement to assess impacts, risks and opportunities. The results of the update confirmed the existing important issues, confirming that the Group has a comprehensive and evidence-based understanding of the industry and the expectations of stakeholders. The important issues are presented and analyzed in the Statement, along with key performance, objectives and initiatives, offering an overall picture of the Group's actions and strategy.

Scope of the Sustainability Statement and value chain assessment Scope of

the Sustainability Statement

The consolidation of sustainability information in this Report follows the same as the consolidated financial statements of the Group for the year 2025, covering all the Group's activities in Greece and abroad, in the fields of plastic materials production, circular economy and Renewable Energy Sources. **(ESRS 2: BP-1 5a, BP-1 5bi)**

Following an assessment carried out for the Crete Plastics Group for all its companies, the scope of the Sustainability Statement for the financial year 2025 was determined, which is presented in the figure below.





Value Chain Estimation

The Statement includes information related to the value chain in various sections. The information concerns the description of the Group's upstream and downstream value chain as well as the greenhouse gas (GHG) emissions of Scope 3. The assessment carried out includes an analysis of the impacts, risks and opportunities and how they extend to the Group's value chain. Particular emphasis is placed on the Group's dependencies, as they relate to the procurement of raw materials, the cooperation with suppliers, the production process and the use of products by end users.

The boundaries of the value chain are determined after an overall analysis of the markets and sectors in which the Group operates, covering the sectors of agriculture, infrastructure, water resources management, industry and energy production, while at the same time, the geographical and operational specificities of the Group's subsidiaries in Europe and Asia are taken into account. **(ESRS 2: BP-1 5c, AR 1).**

Omit information

Plastika Kritis Group did not make use of the possibility of omitting information regarding intellectual property, know-how or innovation **results (ESRS 2: BP-1 5d)**, nor did it apply the exemption from disclosure regarding upcoming developments or matters under negotiation **(ESRS 2: BP-1 5e)**.

Disclosures of definitions, hypotheses, measurement accuracy and sources of uncertainty

Defining a Time Horizon **(ESRS 2: BP-2-9 a)**

The Crete Plastics Group has set time horizons fully aligned with the ESRS definitions, ensuring the preparation of the Report with transparency, consistency and accuracy. The definitions used are as follows:

- Short-term horizon: period of less than one year
- Medium-term horizon: between one and five years and
- Long-term horizon: a period of more than five years

Value Chain Data **(ESRS 2: BP-2-10 a, b, c, d)**

The Sustainability Statement includes data mainly related to the Group's activities, as recorded and monitored since 2020, when the Group consistently monitors and manages ESG indicators and data, publishing this information in accordance with the Global Reporting Initiative (GRI) standard.

Given that 2024 is the first year of implementation of the CSRD Directive, which was incorporated into the Greek legal order by Law 5164/2024, the data presented refer exclusively to indicators for which there is already a developed and operational monitoring, collection and reporting system.

Where applicable, data from third-party providers are also incorporated, in particular where their services affect the Group's environmental and operational performance, such as contractors



waste management partners, logistics providers and suppliers.

This approach is fully consistent with the Group's commitments and methodology, as set out in the previous Sustainability Statements,

Sources of Uncertainty of Estimation and Results

(ESRS 2: BP-2 11 a, bi, bii)

The quantitative indicators of the Statement are based on direct, primary and verifiable data. In some environmental measurements related to CO2 eq emissions Scope 3, documented assumptions are applied, when direct data are not available. Plastika Kritis Group currently calculates selected emission categories, utilizing either operational data, such as estimates of quantities of plastics supplied and transport distances based on the production activity of the subsidiaries, or financial data and standardized emission factors published by the Organization for Economic Co-operation and Development. These approaches provide moderately accurate estimates, sufficient to identify key impact areas and support strategic planning, while the Group is gradually strengthening the collection of data in the value chain with the aim of improving accuracy (see Chapter Environment - Climate Change Section).

Integration of Information through References (ESRS 2: BP-2-16)

Specific information has been incorporated through references to address certain requirements. The table below describes the relevant ESRS elements covered through this approach.

ESRS Notification Requirement	Description	Document Source
General Assembly, Audit Committee, Integrating sustainability-related performance into incentive schemes	GOV-3	Financial Statements
EU Taxonomy Report		Financial Statements
Administrative, Management and Supervisory Bodies, Board of Directors	(G1. GOV-1 5a,5b) (GOV-1 21a,21c,21d,21e,23a,23b)	Corporate Governance Statement
Governance [ESRS 2.GOV] Integrating sustainability-related performance into incentive schemes	GOV-3	Corporate Governance Code



SBM-1 - Strategy, Business Model and Value Chain - Revenue by Sectors	ESRS 2: SBM-1 40 b	Financial Statements
S1-6 Characteristics of the Company's employees	S1:S1 6 50f	Financial Statements

Strategic and Sustainable Development (ESRS 2: SBM-1 40 a, 40 e, 40 f, 40 g)

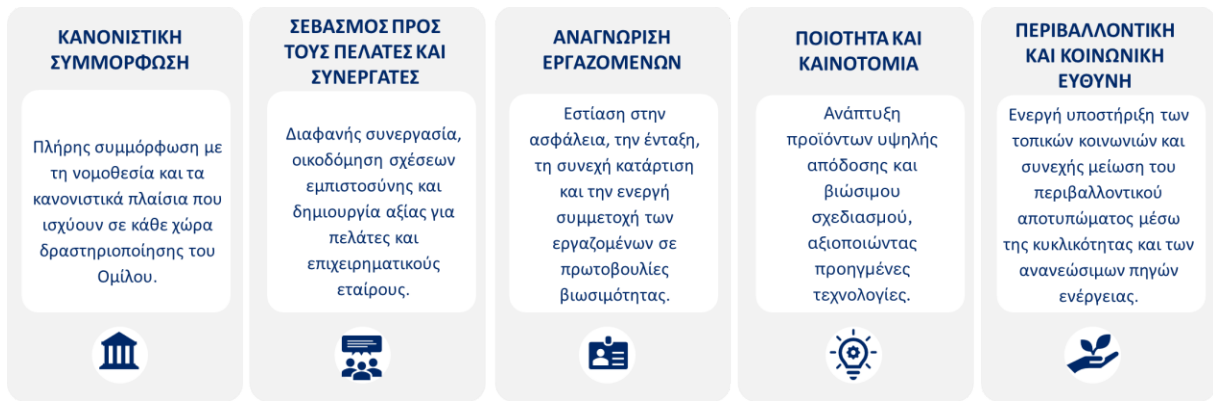
The Plastics Group of Crete is an internationally active organization in the field of plastics, with a long-standing presence and a strong export orientation. It develops and produces specialized solutions that support key sectors of the economy, such as agriculture, industry and energy, with an emphasis on functionality and long-term performance.

During the reporting period, the Group's total human resources amounted to 1274 employees, which reflects its operational scale and international activity. The geographical distribution of employees is presented in section S1- The Group's workforce. In 2025, the Group recorded revenues of € 392,707 thousand, confirming its stable presence and competitiveness in international markets. The breakdown by company is given in Note number 28 to the Annual Financial Statements **(ESRS 2: SBM-1 40 b)**.

The Group's strategy for the continuous improvement of its social, environmental and economic performance focuses on the adoption of innovative practices that promote the circular economy, reduce emissions and ensure responsible resource management. With clearly defined objectives and committed to its Vision and Mission and guided by its Values, the Group is committed to promoting sustainable development in all its activities, promoting responsible entrepreneurship, respect for human rights and environmental protection. This approach is reflected in five strategic pillars that guide the design and implementation of its actions.

Industry Strengths and Challenges

The plastics industry is going through a period of intense change, where international trends for sustainability, circularity, innovation and digitalization affect both consumer demands and companies' strategies. The increase in ESG indicators, the pressure to reduce the carbon footprint, the shift towards recyclable products and the need for sustainable agriculture are shaping an environment where sustainability strategy is a key factor of competitiveness.



Environmental Regulations and ESG

Compliance with regulations is mandatory for every plastic producer. Crete Plastics Group focuses on reducing dependence on non-renewable energy sources and investing in clean technologies, aiming for zero carbon emissions by 2050. Its activities comply with the European Green Deal, EPR (Extended Producer Responsibility) regulations, Regulation (EU) 2025/351 on plastic food contact products, as well as ESG reporting requirements.

Circular Economy and Recycling

The circular economy is a central strategic priority. The Group uses recyclable and reusable materials, while investing in mechanical recycling infrastructure, reducing plastic waste throughout the life cycle of products. These practices are supported by the EU Plastics Strategy 2025, Directive 2019/904/EU on single-use plastics and EPR regulations.

Research & Development and Innovation

In the plastics industry, increasing regulatory pressure on waste management and reducing the environmental footprint reinforces the need for R&D and innovation. Policies such as Extended Producer Responsibility (EPR) and restrictions on single-use plastics are driving increased demand for more sustainable and recyclable products.

In this environment, Group of Crete Plastics S.A. plays an active role in shaping the industry, systematically investing in the development of innovative products and advanced technologies. Through its strong focus on Research & Development, the Group develops specialized formulations and high-performance solutions, such as advanced agricultural sheets and masterbatch products, that meet the growing sustainability demands. This approach allows the Group to effectively meet evolving market demands, offering innovative and high-performance products that combine durability with enhanced sustainability features. By doing so, the Group strengthens its competitive position and actively contributes to the formulation of more sustainable solutions in the plastics industry.



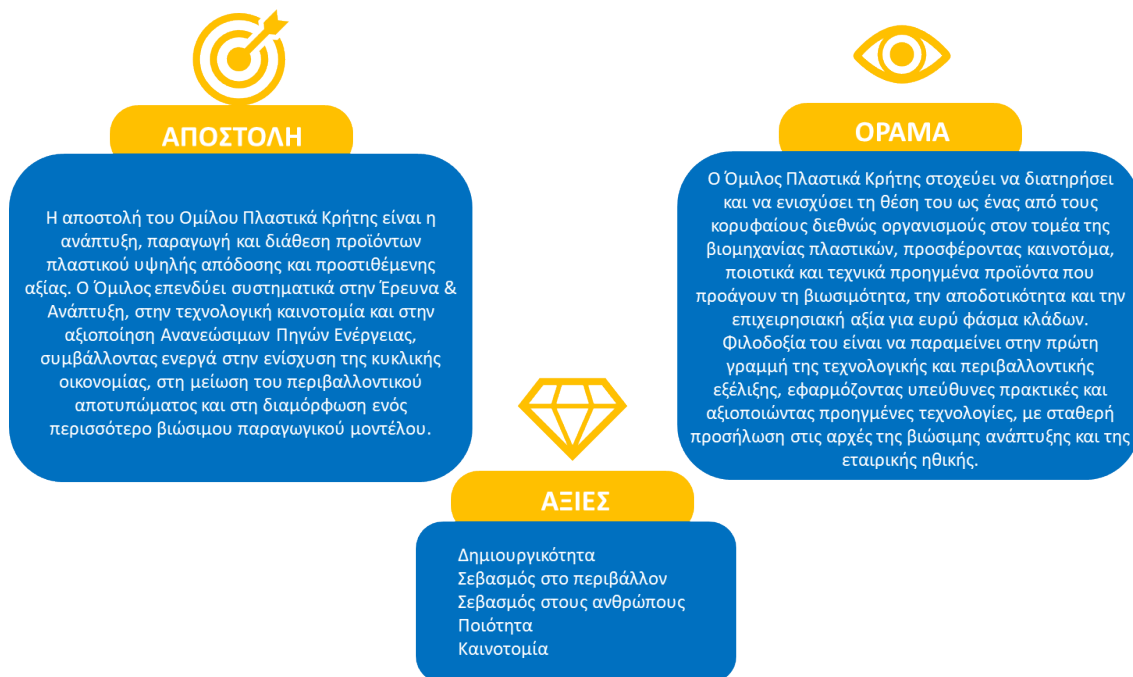
Sustainable Agriculture and Agricultural Leaves

In the field of agricultural plastic sheets, the Group develops durable, lighter and more sustainable products that protect crops and enhance productivity, contributing to sustainable agriculture and tackling climate change. These practices comply with the European directives on agricultural plastics and environmental protection.

Economic and Geopolitical Conditions

Raw material management, energy price volatility, and geopolitical disruptions require flexibility. The Group adapts production locally and regionally, ensuring resilience, maintaining competitiveness, and reducing reliance on international supply chains.

Vision - Mission - Values



Crete Plastics Group fully understands the environmental responsibility it has through the production of plastics and thus aims to develop products with sustainable characteristics.

The strategic development of Crete Plastics Group is based on minimizing environmental impact and providing products that contribute positively to the ecosystem and society.

A sustainable and resilient growth model is a key factor in maintaining the Group's success and competitive presence at an international level.



The Group's Strategic Priorities for Sustainable Development

Sustainable development is a cornerstone of Crete Plastics Group's strategy, with a strong focus on integrating ESG principles into all stages of its business activities. The key directions of the Group's sustainability strategy include:



In order to implement these guidelines, the Group systematically monitors the composition and environmental performance of its products, constantly monitors market trends and developments in the sectors in which it operates (agriculture, industry, energy) and complies with the applicable regulatory frameworks, such as the REACH regulation and the Circular Plastics initiatives.

In this context, the Group addresses the key challenges of the plastics industry, which include:

- Enhancing energy and water efficiency in all production facilities
- Responsible management of hazardous and non-hazardous waste
- Extending the product lifecycle through innovation
- Reducing dependence on petrochemical raw materials
- Promoting R&D for the development of fully biodegradable solutions with commercial value
- Development of recycling and waste recovery systems in all areas of operation

The Group's strategic priorities and individual objectives in the field of sustainable development are presented in detail in the following table.

(ESRS 2: SBM-1 40g)

Sustainability Pillar	Objective	Initial Objective	Progress
Environment	System Certification Environmental Management according to ISO 14001 at Group level	2024	The development of the procedures has been completed, while certification is expected within 2026.
	Design and installation of a new modern unit	2024	Completed



Sustainability Pillar	Objective	Initial Objective	Progress
	wastewater treatment at the Recycling Department		
Society	Development of an awareness program for employees and partners on health issues and safety in the workplace.	2024	Completed for employees
	Adoption of a single Corporate Social Responsibility framework at Group level	2024	Ongoing
Corporate Governance	Developing a sustainability strategy	2024	Completed
	Conducting a Double Significance Analysis	2024	Completed
	Creation of an ESG project team at Group level	2025	Completed
	Development of an educational program on topics ESG for Sustainability Committee members	2024	Ongoing Redefinition of Target for 2026
	Upgrade the system collection of ESG data at Group level	2024	Ongoing Redefinition of Target for 2026
	Development of an evaluation system suppliers with ESG criteria	2029	Ongoing
	Effective Operation of CSAM within the framework of the Extended Producer Responsibility Program	2027	Ongoing



Products of Strategic Importance for Sustainable Development and Served Markets (ESRS 2: SBM-1 40 aii)

Crete Plastics Group, with many years of experience in the plastics industry and internationally recognized innovations and practices, has created sustainable high-quality products, which are used in primary and other key sectors of the economy. Due to the composition of the products and their high standards, the Group has an internationally distributed clientele. It produces products that enhance crop protection and natural resource management, while serving specialized applications in sectors that require advanced solutions.

The main customers served by the Group in Greece and internationally are divided into various categories based on their field of activity and are the following:

- **Georgia & Livestock:** Provision specialized products which enhance productivity and protect crops.
- **Construction & Environmental Projects:** Through geomembranes and pipes that protect soil and water resources.
- **Water & Telecommunications:** Providing technically advanced piping for energy, water and telecommunications projects.
- **Plastic Recycling:** Production first materials by recycled content, reducing reliance on primary raw materials.
- **Public & Private Sector:** Participation in technical projects.

The products are shown below:



KRITIFLEX® Geomembranes

Geomembranes for applications in waste management, mining, water conservation and civil engineering projects. Through this technology, the Group contributes to the prevention of leaks, the reduction of gas emissions and the maintenance of clean water and healthy soil. Their production areas are Greece, France and China and serve their international clientele. The Group has already developed biodegradable geomembrane solutions,



responding to increasing environmental demands and enhancing the sustainability footprint of the projects in which it participates. However, the Group constantly invests in Research and Development (R&D) aiming at greater durability and sustainability of its products.

Geomembranes meet the needs of the market for applications in:

- Waste Management (Landfill): Preventing Leachate Leakage and Protecting Water Resources
- Mining industry: Waterproofing to protect the subsoil and aquifer from toxic residues
- Energy and Fossil Fuels: Provide safe storage of liquid and gaseous fuels without the risk of leaks
- Wastewater Treatment Plants: Enable efficient wastewater treatment and management to maintain the cleanliness of water systems
- Agriculture and irrigation: Improving water management in agricultural areas by preventing water losses and increasing productivity
- Construction Industry: Waterproofing of building foundations to prevent moisture, protect tunnels and roads from leaks and erosion, as well as applications in green roofs (roof gardens).

KRITIFIL Plastic Film

Specialized films for agricultural applications, such as greenhouses, mulching, silage bags and low tunnel films. The 8-layer technology enables higher yields with a lower environmental footprint, reducing the need for chemicals and enhancing productivity while developing biodegradable solutions that support the transition to circular economy agriculture. For about six decades, the Group has been meeting the needs of the agricultural and livestock markets by contributing to food security through branded products such as EVO AC:® 8-layer sheets, 7-layer SilO2Block® barrier sheets and biodegradable ground cover sheets.

The sheets cover the needs of the market for:

- Greenhouse Cover
- Thermal curtains
- Linear Coverage
- Soil disinfection
- Ground cover
- Silage & silage bags and grain storage
- Coverage of agricultural structures and sheepfolds
- Sealing of reservoirs

CRITICAL® Masterbatches

The Group is one of the largest manufacturers of masterbatches at European level. Masterbatches are pigments and technological additives that enhance the quality of finished products and support the transition towards more environmentally friendly production models. They are produced using a variety of polymers, including PE, PP, PS, PVC,



PET, SAN, and support almost all production and application methods of plastic products. Masterbatches consist of high-tech compounds that improve, among other things, the use of recycled materials, the quality of final products and support the transition to more environmentally sustainable production processes. The range includes solutions for biodegradable polymers, recovered plastic waste and masterbatches that facilitate the recycling of black plastics. They are available in a wide range of options, color, white, black, UV stabilizers, additional filler masterbatches, as well as compounds for garden furniture and PVC cables. In addition, the series includes masterbatches for biodegradable polymers and biodegradable compounds, used to produce biodegradable plastic products, such as plastic shopping bags, garbage bags, straws, etc. KRITILEN® Masterbatches meet the needs of almost every plastics production and recycling market.

KRITISOL® Polyethylene Pipes

With at least five decades of experience, the Group manufactures polyethylene pipes for irrigation, water, gas and telecommunications applications. With a focus on reliability and energy efficiency, these products ensure critical infrastructure, such as the protection of telecommunication cables, and are associated with improving access to water and energy.

KRITISAN® Recycled Plastics

KRITISAN® are high-quality recycled plastics, either as a raw material for use in proprietary products or available to other industries. The integrated system for collecting and processing agricultural films and pipes reflects the Group's commitment to promoting the circular economy and reducing waste. During the reporting period, no product recalls were recorded. The Group expanded the use of ISCC+ certified recyclable materials and biodegradable solutions, further strengthening its strategy of reducing its environmental footprint.

KRITIRES® Renewable Energy Sources

The Group's activity extends to the production and distribution of green energy, specifically from wind and photovoltaic systems. The "green" energy produced in 2025 exceeded the total annual energy needs of the Group's facilities in Crete, confirming energy self-sufficiency as a key strategic pillar. The "THALES" energy community contributes to the promotion of energy autonomy and sustainability, both for the Group and for society as a whole.

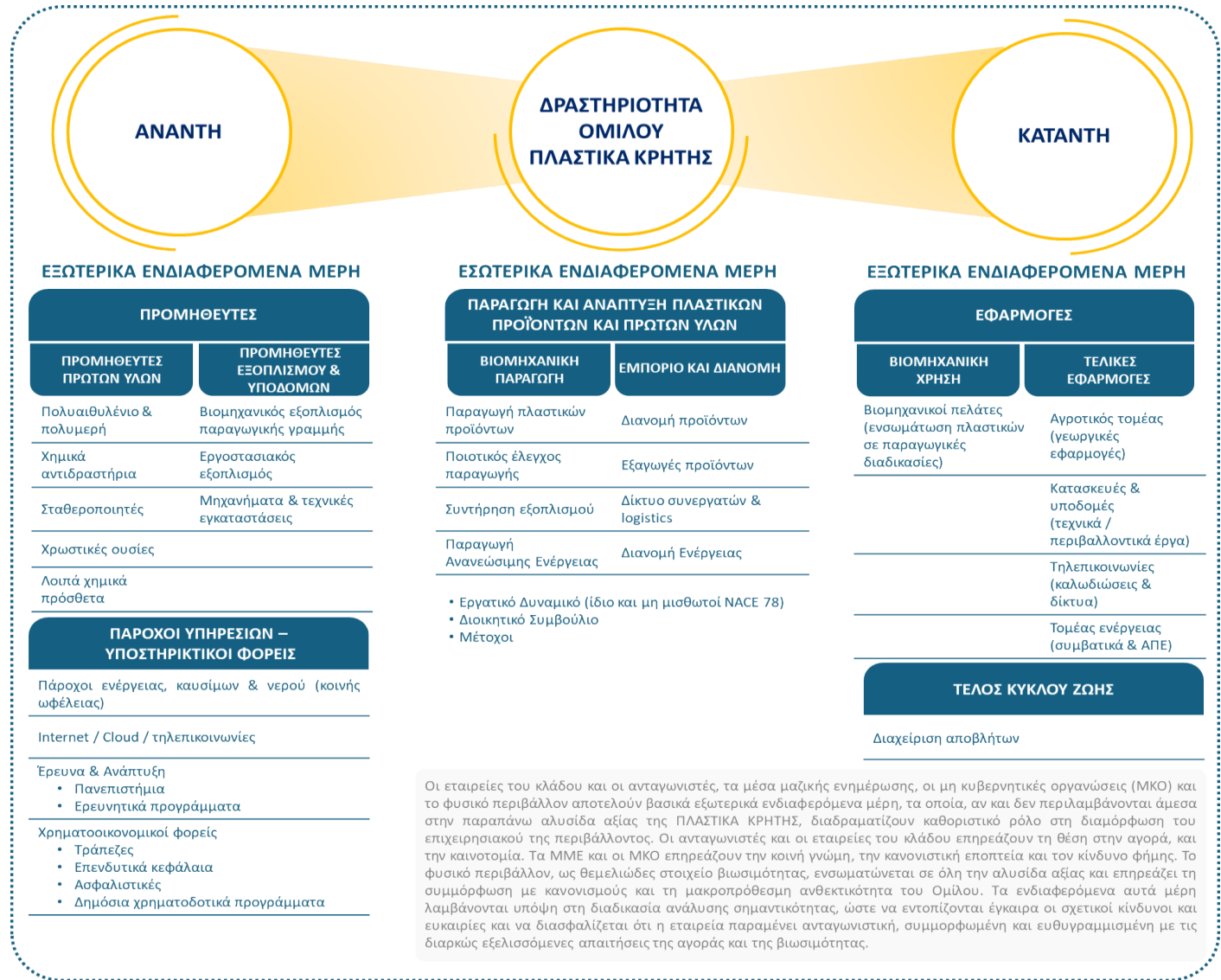


Business Model and Value Chain

(ESRS 2: SBM-1 42, 42a, b, c)

A clear understanding of the business environment of Crete Plastics S.A. and the key stakeholders at each stage was achieved through a systematic mapping of the value chain. This approach allowed the identification of the main stakeholder groups involved in the Group's upstream and downstream activities, as well as the understanding of the ways in which they interact with its production, commercial and support functions, impacting its overall performance and sustainable growth.

The value chain covers three main stages:





- **Upstream (upstream):** Cooperation with suppliers of raw materials and technical services, with control and responsible sourcing procedures.
- **Own operations:** Production activity in advanced technology factories in Greece and abroad, with quality, health & safety and environmental management systems and integrated resource saving and recycling practices.
- **Downstream:** Making products and solutions available to public and private customers in more than 80 countries, supporting critical sectors of the economy.

Value Creation Model

Crete Plastics Group presents how it implements its strategy and creates long-term value for customers, society, the environment and stakeholders as a whole. This approach is directly linked to the transformation towards sustainable development and is embedded in its business model.

The model is based on an integrated production system that utilizes raw materials, recycled materials, skilled human resources and advanced technologies at all stages of the value chain. This structure allows for continuous improvement of efficiency, reduction of environmental footprint and strengthening of responsible operation.

ΕΙΣΡΟΕΣ ΚΕΦΑΛΑΙΟΥ

ΑΝΘΡΩΠΙΝΟ ΚΕΦΑΛΑΙΟ

Ο Όμιλος επενδύει και νοιάζεται για τους ανθρώπους του, παρέχοντας ένα ευνοϊκό περιβάλλον για την ανάπτυξη τους και διασφαλίζοντας την ευημερία και την ικανοποίηση που λαμβάνουν από την εργασία τους.

ΚΟΙΝΩΝΙΚΟ ΚΕΦΑΛΑΙΟ

Η επιτυχία του Ομίλου οφείλεται μεταξύ άλλων στην στενή επικοινωνία με τους πελάτες και η κατανόηση των αναγκών τους. Στενές σχέσεις έχουν δημιουργηθεί με τις τοπικές κοινωνίες μέλη των οποίων είναι οι εργαζόμενοι του, χρηματοδοτώντας δράσεις, εκδηλώσεις, αθλητές και συλλόγους δημόσιους φορείς, ΜΚΟ κ.α. Επιπλέον διατηρεί σχέσεις συνεργασίας με την ακαδημαϊκή κοινότητα. Ενώ μέσω της ενεργειακής κοινότητας και της προμηθευτικής αλυσίδας έχει δημιουργήσει συνεργασίες με πολίτες, εργαζόμενους, συλλόγους, επαγγελματίες και δημόσιους φορείς.

ΦΥΣΙΚΟ ΚΕΦΑΛΑΙΟ

Ο Όμιλος παρακολουθεί και στοχεύει στην μείωση των περιβαλλοντικών επιπτώσεων των δραστηριοτήτων και των προϊόντων του και έχει υιοθετήσει τις αρχές της κυκλικής οικονομίας. Ιδιαίτερη έμφαση δίνεται στην ανακύκλωση πλαστικού και την παραγωγή ΑΠΕ από τα πάρκα και την ενεργειακή κοινότητα στην οποία είναι και ιδρυτικό μέλος.

ΥΠΟΔΟΜΕΣ & ΕΓΚΑΤΑΣΤΑΣΕΙΣ

Ο Όμιλος διαθέτει 10 παραγωγικές μονάδες σε 7 χώρες και 100 γραμμές παραγωγής, 1 αιολικό και 7 φωτοβολταϊκά πάρκα παραγωγής ΑΠΕ, εργοστάσιο ανακύκλωσης, κέντρο έρευνας – ανάπτυξης - καινοτομίας, τεχνολογικό εφοπλισμό τελευταίας γενιάς και πειραματικός αγρονομικός σταθμός.

ΧΡΗΜΑΤΟΟΙΚΟΝΟΜΙΚΟ ΚΕΦΑΛΑΙΟ

Οι οικονομικοί πόροι από τους μετόχους, τα αδιανέμητα κέρδη και ο δανεισμός χρησιμοποιούνται για τη χρηματοδότηση την ανάπτυξη του Ομίλου, της έρευνας και των μεγάλων επενδύσεων που πραγματοποιεί, όπως η δημιουργία νέων μονάδων, πάρκων παραγωγής ΑΠΕ και η ενεργειακή κοινότητα.

ΔΙΑΝΟΗΤΙΚΟ ΚΕΦΑΛΑΙΟ

Έμφαση δίνεται στην ανάπτυξη πρωτότυπων τεχνολογιών και πρωτοπόρων προϊόντων που προσφέρουν μοναδικές λύσεις. Η μοναδική πατέντα των φύλλων 7-Layers, κατέστησε τον Όμιλο μοναδικό κατασκευαστή παγκοσμίως για πολλά χρόνια. Η εμπειρία, η τεχνολογία, τα πιστοποιημένα συστήματα διαχείρισης και η πρωτοποριακή σκέψη και κουλτούρα τον έχουν οδηγήσει στην κορυφή της παγκόσμιας αγοράς. Ο Όμιλος επίσης διαθέτει δίπλωμα ευρεσιτεχνίας για το CELLOCLIM®.

ΕΠΙΧΕΙΡΗΜΑΤΙΚΟ ΜΟΝΤΕΛΟ

ΑΠΟΣΤΟΛΗ

Η αποστολή του Ομίλου Πλαστικά Κρήτης είναι η ανάπτυξη, παραγωγή και διάθεση προϊόντων πλαστικού υψηλής απόδοσης και προστιθέμενης αξίας, με στόχο την κάλυψη των σύγχρονων και εξελισσόμενων αναγκών της βιομηχανίας και της κοινωνίας. Ο Όμιλος επενδύει συστηματικά στην Έρευνα & Ανάπτυξη, στην τεχνολογική καινοτομία και στην αξιοποίηση Ανανεώσιμων Πηγών Ενέργειας, συμβάλλοντας ενεργά στην ενίσχυση της κυκλικής οικονομίας, στη μείωση του περιβαλλοντικού αποτυπώματος και στη διαμόρφωση ενός περισσότερο βιώσιμου παραγωγικού μοντέλου.

ΟΡΑΜΑ

Ο Όμιλος Πλαστικά Κρήτης στοχεύει να διατηρήσει και να ενισχύσει τη θέση του ως ένας από τους κορυφαίους διεθνώς οργανισμούς στον τομέα της βιομηχανίας πλαστικών, προσφέροντας καινοτομία, ποιοτικά και τεχνικά προηγμένα προϊόντα που προάγουν τη βιωσιμότητα, την αποδοτικότητα και την επιχειρηματική αξία για ευρύ φάσμα κλάδων. Φιλοδοξία του είναι να παραμείνει στην πρώτη γραμμή της τεχνολογικής και περιβαλλοντικής εξέλιξης, εφαρμόζοντας υπεύθυνες πρακτικές και αξιοποιώντας προηγμένες τεχνολογίες, με σταθερή προήγηση στις αρχές της βιώσιμης ανάπτυξης και της εταιρικής ηθικής.

ΑΞΙΕΣ

- Δημιουργικότητα
- Σεβασμός στο περιβάλλον
- Σεβασμός στους ανθρώπους
- Ποιότητα
- Καινοτομία

Κύριες Δραστηριότητες

- **KRITIFIL®** – Πλαστικά Φιλμ Επικάλυψη θερμοκηπίων και άλλες αγροτικές εφαρμογές
- **KRITILEN®** – Masterbatches
- **KRITIFLEX®** – Γεωμεμβράνες Διαχείριση υδάτων και περιβαλλοντικά έργα
- **KRITISOL®** – Πολυαιθυλενίου Σωλήνες Άρδευση, ύδρευση και τηλεπικοινωνίες
- **KRITISAN®** – Ανακυκλωμένα Πλαστικά
- **KRITITRES®** – Ανανεώσιμες Πηγές Ενέργειας

Κρίσιμες Συνεργασίες

- Αγροτικές & κτηνοτροφικές επιχειρήσεις
- Κατασκευαστικές & τεχνικές εταιρείες
- Εταιρείες περιβαλλοντικών έργων
- Πάροχοι ενέργειας & φυσικού αερίου
- Οργανισμοί ύδρευσης
- Τηλεπικοινωνιακοί πάροχοι
- Εταιρείες ανακύκλωσης & βιομηχανίες πλαστικών
- Δημόσιοι οργανισμοί

Σχέσεις με πελάτες

- Προσαρμοσμένες τεχνικές λύσεις ανά εφαρμογή
- Συνεχής τεχνική υποστήριξη πριν και μετά την πώληση
- Στενή συνεργασία για ανάπτυξη νέων προϊόντων
- Έμφαση στην ποιότητα και αξιοπιστία παραδόσεων
- Εκπαίδευση και καθοδήγηση στη σωστή χρήση υλικών
- Διεθνές δίκτυο εξυπηρέτησης και logistics

Κανάλια επικοινωνίας

- Εμπορικές εκθέσεις/συνεδρία
- Ημερίδες εκδηλώσεις
- Παρουσιάσεις
- Δελτία Τύπου/ Διαφημιστικές καμπάνιες
- Ετήσιες εκθέσεις
- Εταιρική ιστοσελίδα και μέσα κοινωνικής δικτύωσης
- Έρευνες ικανοποίησης
- Μέσω προγραμμάτων E&A

ΕΚΡΟΣΣ ΚΕΦΑΛΑΙΟΥ

Ο ΑΝΤΙΚΤΥΠΟΣ ΜΑΣ

- 392.706.734 € Κύκλος εργασιών
- EBITDA 64.014.000€
- 2.065.000€ για Έρευνα & Ανάπτυξη
- 21.700.000€ επενδύσεις σε πάγιο εξοπλισμό & υποδομές

Στο επίκεντρο του στρατηγικού σχεδιασμού βρίσκονται η διαφοροποίηση προϊόντων υψηλής τεχνολογίας, η έντονη εξαγωγική δραστηριότητα και η αξιοποίηση της εσωτερικής τεχνολογικής καινοτομίας, στοιχεία που οδηγούν σε συνεχή ροή εσόδων και ενίσχυση του EBITDA. Ο όμιλος επανεπενδύει ένα σημαντικό μέρος των κερδών του στην καινοτομία, τη βιώσιμη παραγωγή και το ανθρώπινο δυναμικό, διαμορφώντας ένα αυτοτροφοδοτούμενο σχήμα ανάπτυξης.



- 28.053,8 ώρες εκπαίδευσης εργαζομένων
- 23,08% γυναίκες στο ΔΣ
- Έως 1.440€ / έτος για Φοιτητές
- 444.740€ δωρεές σε επίπεδο Ομίλου

Ο Όμιλος Πλαστικά Κρήτης αντιλαμβάνεται ότι η ανθρώπινη δυναμική είναι το θεμέλιο της επιχειρησιακής του επιτυχίας. Ενδυναμώνει την αξιοκρατία, την ισότητα, την επαγγελματική εξέλιξη και την προσωπική ευημερία. Οι 22.147 ώρες εκπαίδευσης, τα προγράμματα εσωτερικής ανέλιξης και οι πολιτικές προσέλκυσης ταλέντων στην Έρευνα & Ανάπτυξη είναι η βάση της στρατηγικής που στηρίζεται στη γνώση και την εμπιστοσύνη.



- Παραγωγή Ενέργειας:
- 6.538 kWp από φωτοβολταϊκά
- 12.000 kWp ισχύς από αιολικά πάρκα
- 8.000 τόνοι/έτος ετήσια δυναμικότητα ανακύκλωσης πλαστικών

Ο Όμιλος ενσωματώνει στον πυρήνα της επιχειρησιακής στρατηγικής την περιβαλλοντική ευθύνη ως μοχλό δημιουργίας διατηρήσιμης αξίας. Η λειτουργία του αναδεικνύει έναν ολοκληρωμένο οικολογικό μετασχηματισμό, όπου η τεχνολογία, η καινοτομία και η κυκλικότητα δεν είναι συμπληρωματικά στοιχεία, αλλά οργανικά συστατικά της παραγωγικής οικονομίας.





Integration of Stakeholder Engagement into the Group's Strategy and Business Model (ESRS 2: SBM-2 45 a-d)

Crete Plastics Group, with a presence in more than 90 markets, recognizes that creating value for all stakeholders requires continuous and substantial commitment to its stakeholders (ESRS 2: SBM-2 45 a, 45 ai, 45 a ii). The main stakeholder groups include shareholders, employees, customers, suppliers, local communities, local authorities and financial institutions.

Communication takes place on a regular or periodic basis depending on the stakeholder group and through specialized channels, such as face-to-face meetings, the websites of the Group and its subsidiaries, official announcements, satisfaction surveys, presentations of financial results and through the Energy Community "THALES" (ESRS 2: SBM-2 45 aiii). The aim of the communication is to understand the needs and expectations of stakeholders, to ensure transparency and to enhance sustainability and accountability at all levels of the Group's operation (ESRS 2: SBM-2 45 aiv).

In 2025, a survey was conducted aimed at key stakeholder groups with the aim of evaluating important issues and compiling the significance ranking. The results of the survey were used to identify priorities and improve the Group's sustainability practices. Examples of actions include collaborating with local producers, using recycled raw materials, and promoting energy communities, enhancing environmental responsibility and connecting with the local community (ESRS 2: SBM-2 45 av, 45 b).

The expectations and opinions of stakeholders are also exploited at the level of the administrative function. The Sustainable Development Committee, with members of the Board of Directors and executives of the subsidiaries, is responsible for evaluating the issues raised by the stakeholders and linking them to the Group's strategic direction (ESRS 2: SBM-2 45d). During 2025, three meetings of the Committee were held, strengthening the institutional approach to integrating sustainability issues into key business decisions.

The stakeholder engagement framework is presented in the table below:



INTERESTED PARTIES	FREQUENCY AND COMMUNICATION CHANNELS	MAIN ISSUES	IMPACT ON OPERATIONS, BUSINESS MODEL AND STRATEGY
Subsidiaries	<ul style="list-style-type: none"> • Regularly through goal setting/control • Innovation, Research & Development • Internal communication channels • Performance presentations (financial & ESG) • Financial Reports • Press Releases • Annual reports 	<ul style="list-style-type: none"> • Intra-group cooperation • Unified governance • Implementation of a strategy • Transparency & accountability • Participation in CSR projects • Profitability & sustainable growth 	<ul style="list-style-type: none"> • Strategy alignment • Achieving Goals • Strong governance
Shareholders	<ul style="list-style-type: none"> • Monthly Press Releases • Announcements • Presentations of financial results • General Meeting of Shareholders • Financial Reports • Financial Calendar 	<ul style="list-style-type: none"> • Profitability & long-term growth • Competitiveness • Corporate governance & business ethics • Transparency • Risk management 	<ul style="list-style-type: none"> • Investor confidence • Accessibility to Funds • Shareholder Stability
Employees	<ul style="list-style-type: none"> • Regular internal announcements • H&S Intranet • HR Newsletter • Training & Assessment • Open door policy • CSR initiatives • Energy Community "THALES" 	<ul style="list-style-type: none"> • Career development • Remuneration & evaluation systems • Labor rights & safety at work • Continuous information & communication • Company Culture • Responsible practices 	<ul style="list-style-type: none"> • Human Capital Development • Innovation • Productivity • Work environment
Customers	<ul style="list-style-type: none"> • Regularly through R&D programs • Meetings • Trade shows/conferences • Presentations • Press Releases • Annual reports • Sites • Athens Stock Exchange • Satisfaction surveys 	<ul style="list-style-type: none"> • Open communication • Product Quality & Certification • Innovation • Customer-Centric Services • Corporate responsibility • Reduced environmental & social footprint 	<ul style="list-style-type: none"> • Product Development • Market competitiveness • Reputation Management
Suppliers	<ul style="list-style-type: none"> • Regularly through market research • Procurement Channels • R&D Partnerships • Meetings • Press Releases • Annual reports • Sites 	<ul style="list-style-type: none"> • Transparency & Business Ethics • Constant communication • Sustainable sourcing • Innovation & profitability 	<ul style="list-style-type: none"> • Responsible Supply Chain • ESG Compliance • Risk reduction
Local Community	<ul style="list-style-type: none"> • Whenever required – CSR Actions • Targeted communication • Participation in events Press releases • Annual reports • Sites • Energy Community "THALES" 	<ul style="list-style-type: none"> • Job Opportunities • Buying from local suppliers • Transparency & Business Ethics • Corporate Social Responsibility • Environmental protection • Regional development 	<ul style="list-style-type: none"> • Enhancing social acceptance • Cultivating relationships of trust • Creating social value
Local Authorities	<ul style="list-style-type: none"> • Whenever required through CSR initiatives • Targeted communication • Participation in local events • Press Releases • Annual reports 	<ul style="list-style-type: none"> • Legal & regulatory compliance • Environmental Responsibility • Transparency 	<ul style="list-style-type: none"> • Legal Compliance • Sustainable development • Avoiding penalties



	<ul style="list-style-type: none"> • Sites • Energy Community "THALES" 	<ul style="list-style-type: none"> • Business ethics • Human rights • Regional development 	
Financial Institutions	<ul style="list-style-type: none"> • Monthly via meetings • Participation in exhibitions/conferences • Press Releases • Annual reports • Sites • Athens Stock Exchange • Networks 	<ul style="list-style-type: none"> • Profitability & Sustainability • Ethical behavior • Transparent communication • Regulatory compliance • Environmental protection 	<ul style="list-style-type: none"> • Access to green finance • ESG Rating Improvement • Market competitiveness

A detailed description of the key elements in stakeholder communication can be found in the Report, as set out in the table below. (S1: SBM-2 12, S3: SBM-2 7)

Key Elements in Stakeholder Communication	Chapter and Unity in the Report
S1. SBM-2 12	The Group's workforce-Communication Channels, Communication with employees
S3. SBM-2 7	By creating a social impact with a positive sign, Interact with the communities affected by the activities

Dual Significance Assessment (ESRS 2: IRO-1 53)

Plastika Kritis Group prioritizes transparency and disclosure of important issues that reflect both the environmental and social impacts of its activities, as well as the effects of external factors on its financial position. In 2024, the Group implemented the Double Materiality Assessment (DMA) process for the first time, in full compliance with the European Sustainability Reporting Standards (ESRS), while in 2025 it proceeded to update the important issues. The iterative assessment included updating data, reviewing stakeholder involvement, and improving monitoring mechanisms, ensuring accurate recording and management of material issues.

The DMA was implemented and updated using a structured methodology combined with the participation of Group executives, experts and stakeholders, through surveys and meetings. This process allowed the identification and prioritization of the important issues affecting the Group's operation and its stakeholders, while strengthening its strategic approach to sustainable development. The results of the process were integrated into the central risk management system, ensuring that the financial impact was linked to the social and environmental dimensions of the Group's activities.

Through this approach, the Group can accurately identify the important issues, formulate targeted ESG actions and meet the expectations of stakeholders, while enhancing sustainable growth and long-term value for both the Group and society.



Dual Significance Assessment Steps

(ESRS2: IRO-1-53 a, b)



Dual Significance Assessment Methodology (ESRS 2: IRO-1 53 a)

The Group implements a comprehensive and transparent Double Materiality Assessment (DMA) process, in accordance with the requirements and principles set out by CSRD. The Double Materiality Process identifies and assesses both the impact materiality caused by the Group on the environment and society, as well as the risks and opportunities arising from sustainability issues and affecting its financial materiality.

The DMA process of Plastika Kritis was implemented in four main stages:

1. Understanding the Business Model and Value Chain:

The Crete Plastics Group carried out a detailed analysis of the internal and external environment, as well as its entire value chain, in order to identify the key important issues. Internal data, such as stakeholder survey results, existing due diligence procedures and risk management system, as well as public information of the Group from published reports, were used to support this evaluation process. This data, combined with stakeholder feedback and contributions from external experts, was used to identify the main topics of the evaluation.

This phase was completed during 2024. During the 2025 reporting cycle, there were no significant changes to the Group's operations or strategy, resulting in an update of the process.

2. Identifying Impacts, Risks, and Opportunities (IROs):

To identify potential impacts, risks, and opportunities, he started with an overview of internationally recognized sustainability frameworks, such as the SASB, ISSB, and MSCI, as well as a study of industry trends. These conclusions, combined with regulatory requirements and sustainability guidelines, led to an initial register of important issues.



The list was reviewed and adjusted through consultations with internal and external stakeholders, workshops, and interviews, ensuring that it reflected the Group's true impacts, risks, and opportunities. Based on this, a preliminary IRO registry was compiled, which was validated and updated in 2025 to reflect the current sustainability landscape of the sector.

3. Detailed Assessment and Prioritization of Impacts, Risks, and Opportunities:

To identify potential impacts, risks, and opportunities, Crete Plastics Group began with an overview of internationally recognized sustainability frameworks, such as SASB, ISSB, and MSCI, as well as a study of industry trends and practices of similar businesses. These conclusions, combined with regulatory requirements and sustainability guidelines, led to an initial list of important issues.

The list was reviewed and refined through consultations with internal and external stakeholders, workshops and interviews, ensuring that it reflected the Group's true impacts, risks and opportunities. Based on this, a preliminary IRO register was compiled, which was validated and updated in 2025 to reflect the current sustainability landscape of the sector.

Impact assessment - Significance of impacts (ESRS 2: IRO-1 53 bi, ii, iii, iv)

The evaluation of each issue was carried out with quantitative and qualitative criteria, taking into account the scope, severity and frequency of impact, through workshops and meetings with internal stakeholders. At the same time, operational data, expert analyses and best practices in the sector were used. The categorization and prioritization of the important issues was done based on the scale of the impact on the environment and society, in order to identify the most important areas of intervention.

The reduction of energy consumption, the responsible use of raw materials and the strengthening of the circular economy through recycling, were some of the issues that were assessed as very important for the Group. The results of this evaluation were taken into account in the definition of the Group's sustainability goals and in the selection of strategic projects and initiatives, enhancing the Group's ability to effectively address the identified challenges and meet the expectations of stakeholders.

Financial Significance (ESRS 2: IRO-1 53 c)

The evaluation process began by identifying financial risks and opportunities associated with the Group's activities, taking into account the plastics industry environment and the value chain, from raw material sourcing to the end of product life. Emphasis was placed on areas where sustainability variables such as regulatory developments, environmental requirements, and stakeholder expectations can impact financial performance, operating costs, or strategic location.

The significance of risks and opportunities was assessed based on the likelihood of occurrence and the magnitude of the economic impact. The likelihood was assessed based on industry experience, market trends, and historical data, and a standardized scale was used to prioritize and integrate risk management.



The magnitude of the impact was examined in terms of their potential impact on key financial and operational indicators, such as revenues, production and energy costs, supply chain efficiency, Group reputation, customer and partner confidence, attractiveness to investors and compliance with regulatory requirements related to materials, the environment and product safety.

The nature of the impacts was categorized and assessed on the basis of the following criteria:

- Direct or indirect impact, such as increased operating costs due to environmental regulations or changing demand for sustainable products
- Short or long-term horizon, such as compliance investments that enhance future access to markets or financing
- Economic or non-financial impacts, such as disruptions in the supply of raw materials, reputational impacts due to environmental issues, or loss of trust due to product quality or safety issues

This approach ensures that sustainability-related risks and opportunities are systematically integrated into the Group's strategy and decision-making, supporting its long-term resilience and competitiveness.

Integrating sustainability risks into risk management and strategy (ESRS 2: IRO-1_53ci)

The Double Significance Analysis process of Crete Plastics Group has been integrated into the strategy and risk management system, so that material impacts, risks, opportunities and dependencies are identified in a timely manner and taken into account in business planning. In this way, the systematic monitoring of sustainability parameters that affect the Group's business continuity, compliance and competitiveness is ensured, enhancing its overall resilience over time.

During the significance assessment, particular emphasis was placed on linking significant impacts, positive and negative, with potential financial risks and opportunities. At the same time, key dependencies of the Group were identified, such as the availability and cost of energy, the adequacy of raw materials (especially of petrochemical origin), the availability of specialized human resources, the regulatory compliance of B2B customers and the trust of local communities and other stakeholders.

The disruption of any of these dependencies may affect the Group's business continuity, performance and long-term value. For this reason, these factors are integrated into the risk monitoring system and actively exploited in strategic decision-making.



Dependence Category	Description	Relationship with Impacts, Risks, and Opportunities
Energy	Dependence on the continuous and affordable supply of electricity and natural gas, mainly for the production processes.	It is associated with the risk of "Energy Dependency", with GHG (E1) emissions, as well as with the opportunity for a transition to Renewable Energy Sources and energy self-sufficiency.
Raw Materials	High dependence on petrochemical raw materials for polymer production.	It is associated with the risk of destabilization of the supply chain and increased costs, but also with the opportunity to diversify into bio-based or recycled (E1) raw materials.
Human Resources	Dependence on skilled and qualified personnel for production, R&D, quality and mechanical maintenance operations.	It is associated with risks such as loss of know-how, talent shortage (S1), but also with opportunities to strengthen R&D, attract talent and enhance diversity.
Water	Use of water mainly in cooling and purification systems during the production process.	It is linked to pressures on the environment and the need for water resources management (E3), but also to opportunities for more efficient water use and recycling technologies.
Social Trust	Operating in a sensitive industry (plastics, GHG, waste) requires a high level of trust from the public, investors and authorities.	It is associated with the risk of reputational loss, but also with the opportunity to take the lead in the sustainable transformation of the industry and strengthen its "social operating license".
B2B Customers	Dependence on customers in the agricultural, construction and energy sectors, affected by regulatory and market changes.	It is linked to the risk of "Disruptions from new regulations" (G1), but also to opportunities to develop innovative products.
Investment & Financing	Dependence on access to finance for R&D, investment in equipment, energy and the circular economy.	It is linked to the opportunity to access green finance, subsidies and tenders, through ESG compliance and a responsible value chain (G1).
Regulatory Environment	Dependence on rational and timely adaptation to new requirements (EPR, single-use plastics, Eco-design, CBAM).	It is linked to the risk of fines, lost revenue or exclusion from markets, but also to the opportunity for differentiation and leadership in the field of sustainability.

Sustainability risks are assessed and prioritized within the Group's overall risk management framework, using the same methodology applied to operational and financial risks. Particular attention is paid to significant ESG risks with long-term implications and high relevance for stakeholders. These main risks are integrated into the central risk register and monitored by the Board of Directors, ensuring a comprehensive response and strengthening of their strategic priority in relation to other risk categories. [\(ESRS 2: IRO-1 53 ciii\)](#)



4. Selection of Important Topics

The outcome of the evaluation determined the final selection and prioritization of the significant impacts, risks and opportunities presented in the Sustainability Statement of the Group of Crete Plastics. The evaluation criteria were based on clear and documented methodologies, with the aim of ensuring that the issues identified as significant reflect material impacts on the Group's business model, as well as on the environment and society.

Upon completion of the process, the impacts, risks and opportunities were identified by comparing their score with predefined materiality thresholds. This approach was based on the use of specific criteria and thresholds, allowing a systematic assessment of the range of scores and the clear distinction of topics that exceed the thresholds and are therefore classified as significant.

The Group identified as important issues that may affect the environment and society, operating costs or revenues, as well as issues that may have a negative impact on its reputation or compliance with regulatory requirements. In addition, issues related to the Group's strategic direction and its ability to respond effectively to sustainability challenges are evaluated. **(ESRS-2: IRO-1 59)**

Decision-Making and Related Internal Audit Procedures (ESRS 2: IRO-1 53d)

The Double Significance assessment process of the Group of Crete, which took place for the first time in 2024, was integrated into the strategy and risk management system. Through this process, important issues are identified and evaluated with the active participation of executives from all levels of the Group, ensuring their integration into business planning and daily business practices. For more information, please refer to the discussion in *the section "Risk management and internal controls on sustainability reporting"*

Integrating Opportunity Management into the General Administrative Process (ESRS 2: IRO-1 53f)

At Crete Plastics Group, the recognition and exploitation of sustainability-related opportunities is a fundamental element of strategy and administrative operation. These opportunities include, among others, achieving energy autonomy through investments in Renewable Energy Sources, promoting the circular economy using recyclable and bio-based raw materials, enhancing in-house expertise, and integrating innovative solutions into production processes.

These opportunities are integrated into the design of new products, the diversification of activities and the selection of strategic investments throughout the value chain. In addition, they are monitored through established ESG mechanisms and key performance indicators (KPIs), ensuring the continuous alignment of the Group's actions with sustainability objectives and enhancing its competitiveness. For more information, please refer to the discussion in the section *"Risk management and internal controls on sustainability reporting"*



Input Parameters for the Impact Assessment, Risk and Opportunity Assessment Process (ESRS 2: IRO-1 53g)

The DMA process of the Group of Plastics of Crete was based on a combination of quantitative and qualitative input parameters. The Group's business units contributed by providing the necessary data and relevant information. The collection, processing and analysis of the data were carried out in accordance with internationally recognized standards, scientifically documented methodologies and applicable reference frameworks.

The main input parameters include:

- Value chain analysis (upstream, same operations, downstream)
- Operational performance indicators (energy consumption, use of raw materials, waste generation)
- Legislative requirements and institutional frameworks (CSRD, EU Green Deal, CBAM)
- Industry developments and benchmarking with like-minded businesses
- Stakeholder views, collected through consultations, questionnaires and operational contacts with workers, suppliers and customers

The above parameters provide information both for the selection of significant issues and for the mapping of impacts, risks and opportunities, based on the probability, intensity and depth of their impacts, including financially significant elements.

Changes in the Impact, Risk and Opportunity Assessment Process (ESRS 2: IRO-1 53h)

In the second year of implementation of the Important Issues Assessment methodology, the topics were fully re-evaluated and updated, with a focus on further enhancing stakeholder engagement through questionnaires and incorporating their views into the DMA process. These actions ensured the clarity, consistency and completeness of the results, enhancing the Group's ability to identify and manage significant impacts, risks and opportunities. At the same time, the Group is in the process of evaluating digital tools for the collection and processing of ESG data, with the aim of further improving the accuracy, efficiency and effectiveness of the process.

Information on impact, risk and opportunity management can be found in the Report, as set out in the table below. **(E1. IRO-1, E5. IRO-1, G1. IRO-1)**

Key Elements in Risk Impact Management and opportunities	Chapter and Unity in the Report
E1. IRO-1	Responsible Environmental Management - Our Environmental Performance
E5. IRO-1	Responsible Environmental Management - Waste Management



G1. IRO-1	Responsible Corporate Governance – Assessment of the material impacts, risks and opportunities related to Business Conduct
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Important Issues and their Interaction with the Group's Strategy and Business Model (ESRS 2: SBM 3 48 a, b, ci, ii, iii, iv, d, h)

Significant impact on people and the environment

The table below shows the significant impacts, as identified in the context of the Double Significance Assessment, with reference to their type and the relevant stages of the value chain where they occur or may have an impact.

ESRS	Impact	Description	Impact Type
E1	Consumption Energy & Greenhouse Gas Emissions	The production and processing of plastics requires and causes significant CO ₂ emissions, mainly due to energy consumption, transport and waste disposal.	True Negative ←●→ >5 years
E5	Plastic waste	The production and use of plastic materials leads to large amounts of waste, with significant environmental impacts on ecosystems and human health.	True Negative ←●→ >5 years
S1	Balance professional and personal life & Well-being	Work-life balance is a key pillar of the Group's human resources strategy. Through fair wages, flexible forms of work and strengthening of mental and physical health.	Potentially Positive ● <5 years
S1	Health & Safety at Work	Health and safety management is an important part of the a critical factor for the smooth operation of the Group and the protection of employees. Possible shortages or accidents may lead to injuries, low satisfaction, and downtime.	Potentially negative ● <5 years
S3	Humane Rights for all	The recognition and defense of human rights rights is a strategic priority of the Group. Rights at work, health, equality and safety are strengthened through DEI policies, harassment protection and confidential reporting mechanisms, empowering accountability at all levels.	Potentially positive ←●→ >5 years
S3	Creating value for society	The Group contributes to social well-being through products that support food security, waste management and access to water. It invests in recyclable materials and energy communities such as "THALES", strengthening the circular economy, energy self-sufficiency and the creation of value for society.	Real Positive ←●→ >5 years



S3	Environmental impact due to development and expansion	The expansion of production activities and operations in multiple geographical areas comes with increased environmental pressures, requiring continuous monitoring, robust due diligence processes, and responsible environmental management.	True Negative ←●→ >5 years
S3	Business Development and internationalization	The Group's continuous economic growth and international expansion create significant social and environmental impacts. Enhanced profitability supports job creation and promotes local economic growth, while enabling strategic investments in innovation, renewable energy sources and solutions that promote water conservation and food security.	Real positive ←●→ >5 years
G1	Innovation & Research & Development (R&D)	Innovation and R&D enhance the Group's transition to a sustainable model, through biodegradable products, circular solutions and technologies with a low environmental footprint, maintaining its competitiveness and providing social value.	Potentially positive ←●→ >5 years
G1	Responsible value chain management	Responsible management enhances compliance with ESG standards, reduces risks, and promotes positive social and environmental impacts throughout the value chain.	Potentially positive ←●→ >5 years
G1	Trust of stakeholders	Fostering trust with investors, customers, employees and authorities strengthens the stability of the value chain, reduces risks and enhances the cooperation, innovation and resilience of the Group.	Real Positive ←●→ <5 years

← Upstream, ● Own Activities, → Downstream

Risks and opportunities identified through the Double Materiality Analysis

The table below reflects the significant risks (P) and opportunities (E) identified during the Group's Double Significance Assessment, as well as their descriptions and the specific points in the value chain where they arise (upstream, our own operations, downstream).

ESRS	Danger /Opportunity	Description	K/E
E1	Energy dependence (Systemic risk)	Energy dependence is a systemic risk with implications for costs and competitiveness. Although it is partially mitigated in Greece through the production of energy as a whole from photovoltaics and the wind farm and through the "THALES" community, it remains significant risk for international subsidiaries.	Danger >5 years ←●→



E1	Risks transition due to climate change change	Emissions regulations (EU ETS, CBAM) increase compliance costs. Delays in aligning with new requirements pose risks of loss of competitiveness and access to capital.	Danger >5 years <•>
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E1	Jump to Renewable Energy Sources	The use of RES reduces dependency, emissions and costs, while enhancing resilience and the creation of shared value, through energy community and photovoltaic installations.	Opportunity >5 years ●→
	Integrating Principles Circular Economy in waste management	Recycling and circular solutions reduce waste, improve environmental performance and enhance sustainable sourcing and the Group's competitiveness.	Opportunity <5 years ←●→
S1	Attracting talent for	Enhancing in-house expertise through attracting and training R&D talent is critical to maintaining a competitive edge. By investing in human resources, innovation, performance, and long-term profitability are enhanced.	Opportunity >5 years ●
S1	strengthening R&D Enhancing Diversity and Inclusion	Promoting diversity and inclusion enhances organizational resilience and leads to better decisions and business performance. Integrating diverse perspectives contributes to innovation, social justice, and long-term sustainability of the organization.	Opportunity >5 years ●
S1	Investing in Training and Skills development	Investing in training and upskilling enhances the capabilities of human resources, creating a competitive advantage. Internal competency development enhances the organization's performance and resilience in the long run.	Opportunity >5 years ●
S3	Tensions and Social Disorders Leadership initiatives that	Tariffs and international tensions may increase costs, reduce demand and cause disruptions in the value chain; requiring strategic adjustment.	Danger <5 years ←●→
S3	make the industry plastics more sustainable	The further development of initiatives that make it possible to the plastics industry more sustainable, with the Group taking a leading role.	Opportunity >5 years ←●→
G1	Disorders due to youth and Upcoming Regulations (PPWR)	The tightening of European plastics legislation (such as EPR, recycled content, Single Use Plastics, Eco-Design) increases the requirements for compliance. The risk is focused on pressures on B2B customers and revenue losses due to regulatory burdens on the value chain.	Danger >5 years ←●→
G1	The extensive business Activities may be	Numerous subsidiaries in different countries can make it difficult to control, supervise, and ensure homogeneous application of corporate principles and procedures.	Danger >5 years ←●→



	weaken governance		
G1	Achieving sustainable supply chain	Enhancing sustainability in the value chain leads to better energy efficiency, waste reduction, compliance with ESG legislation and stronger business relationships. At the same time, it reduces the risk of disruptions and enhances access to green finance, subsidies and public tenders.	Opportunity >5 years ←●
G1	Participate in or create initiatives and strategies partnerships that help the manufacturing industry plastics to become more sustainable	Active participation in strategic partnerships for the circular economy enhances the Group's reputation, resilience and compliance with regulatory developments.	Opportunity >5 years ←●→

← *Upstream*, ● *Own Activities*, → *Downstream*

Information on the interaction of impacts, risks and opportunities with the Group's strategy and business model can be found in the Report, as set out in the table below. [\(Q1. SBM-3, S1. SBM-3, S3. SBM-3\)](#)

Significant Impacts, Risks and Opportunities and their Interaction with the Strategy and the Group Business Model	Chapter and Section in the Report
Q1. SBM-3	Assessment of Natural Climate Risks, Assessment of Climate-related Risks and Transition Opportunities, Responsible Environmental Management - Our Environmental Performance
S1. SBM-3	The Group's workforce - The Group's approach, Work-life balance, Health and safety employees
S3. SBM-3	Creating a social impact with a positive sign- The Group's approach, Interaction with the communities that are affected by the activities

Assessment of Natural Climate Risks

The Crete Plastics Group, recognizing the importance of climate change and its impact on its business activities, has proceeded with a resilience analysis of the business model by assessing climate risks and opportunities. The analysis concerns the installation of the subsidiary of Plastika Crete based in Heraklion, Crete. The Heraklion facility is an integrated industrial and administrative unit, as it operates both as a production unit and as a strategically important business asset. [\(E1. SBM-3_19a, E1. IRO-1_20b\)](#)



The assessment of climate risks and opportunities is carried out focusing on the greenhouse gas (GHG) emissions resulting from the company's activities, including direct emissions (Scope 1), indirect emissions from energy consumption (Scope 2). It is noted that while indirect emissions arising along the upstream and downstream value chain (Scope 3) are part of the Sustainability Report, the supply chain and downstream impacts are excluded from the scope of this assessment. [\(E1. IRO-1_20a AR9\)](#). The calculation of GHG emissions is carried out according to the table below:

Scope of Application	Description	Methodology	Sources of Emission Factors
Scope 1	Direct emissions (fuels, coolants)	Conversion to tCO ₂ eq based on GHG Protocol	Ministry of the Environment, IPCC
Scope 2	Indirect emissions from electricity consumption	Conversion of consumption electricity in tCO ₂ eq	DAPEEP, AIB

The assessment combines externally modelled risk exposure data, as well as estimates of expected and extreme potential material damage (impact data), with a qualitative assessment of the characteristics of the installation. The physical climate hazard and impact data used in this assessment is derived from the delta-climate™ platform of CLIMADA Technologies. The platform assesses various risks by considering different possible scenarios for the frequency and intensity of risks. It takes into account the location of the installation, its exposure, as well as the potential vulnerability and damage. It also includes indicators for extreme events to identify rare but important scenarios with large impacts.

Scenario Selection

During the evaluation, two main scenarios were used as the core of analysis¹:

- **Low-emission transition scenario (SSP1 type)**

It outlines a future where climate policy is implemented in a timely and coordinated manner, leading to rapid emissions reductions, a stricter regulatory framework, and a significant market shift towards circular economy solutions.

- **High heating/delayed transition scenario (SSP5 type)**

It describes a future with continued dependence on fossil fuels, delayed policy implementation and increasing physical impacts of climate change, as well as the risk of abrupt changes in the regulatory framework and markets at a later stage. [\(E1. SBM-3_19b, E1. IRO-1_AR_11d\)](#)

Breakdown by time horizon

¹ While there are other SSP scenarios (e.g. SSP2-4.5 and SSP3-7.0), the assessment focuses on two contrasting scenarios (SSP1 and SSP5), to ensure a clear and easily controllable analysis, without covering all possible scenarios. with the aim of ensuring analytical clarity and a reliable basis for disclosure, rather than exhaustively covering all scenarios at this stage.



Risk data is provided for the reference years 2030, 2050 and 2080. These years are used as reference points for the analysis and not as exact counterparts of the company's time horizons used in climate scenario analysis.

The matching is applied as follows:

- **2030:** indicator for short- to medium-term climate conditions
- **2050:** main indicator for long-term climate conditions
- **2080:** indicative indication for very long-term trend, used only to assess direction beyond the baseline time horizon

This approach ensures consistency with the time horizons used in the overall climate scenario analysis. [\(E1. SBM-3_AR7b, E1. IRO-1_11b, E1. IRO-1_21\)](#)

Natural Hazard Assessment and Prioritization

A comprehensive multi-hazard analysis was performed using the results of CLIMADA, covering risk categories aligned with the EU Taxonomy and CSRD, for both chronic and acute risks.

A central methodological distinction is made between:

- **Model-based natural disaster risks** (recorded in the CLIMADA results)
- **Operational climate risks** (qualitatively assessed)

The model mainly records direct damage to assets. However, many associated risks, such as high temperature and drought, mainly affect operations rather than the assets themselves. These risks are therefore assessed through qualitative exposure and vulnerability analysis.

In addition, direct damage to assets and disruptions in the upstream and downstream value chains, as well as related infrastructure, can also cause downtime, but these are outside the scope of this analysis.

Risk Prioritization

Risks are prioritized based on:

- Distress signal
- Geographic probability of occurrence
- Functional Relevance
- Estimated vulnerability
- Presence of tail-risk indicators

Risks that do not show signals in either the normal or the extreme estimates are considered to be of low importance under the current model. Specifically:



Main risks	Secondary risks	Low priority risks
combine meaningful signals with clear functional relevance	that may become important	do not display important signals on current models
<ul style="list-style-type: none"> - Temperature-Related Hazards - Water stress and drought - Gusty winds (stable signal with low probability of extreme damage) 	<ul style="list-style-type: none"> - Forest fires - Sea level rise / coastal impacts 	<ul style="list-style-type: none"> - Flood-related risks - Heavy rainfall - Other hazards (unrelated to the geography of the site)

Risk Assessment

The risk assessment is based on the relationship: **Risk = Risk Signal × Exposure × Vulnerability** and is applied qualitatively. For each risk, the risk signal, exposure and vulnerability, as well as the possible ways of affecting the business, are examined. The main impact categories include disruptions to business operations, cost increases, damage to assets, supply chain disruptions and impacts on personnel.

The results of the Physical Risk Assessment² are summarized in the table below, which presents the risk signals by scenario and time horizon, with an indication of the direction of change and a basic interpretation. It is noted

Danger	Base Year 2000	SSP1-2.6 (2030-2050)	SSP5-8.5 (2030-2050)	Direction	Significance
Heat Stress		→	→	↑	Gradual increase ; important for procedures and staff health
Heatwaves		→	→	↔ / ↑	High baseline exposure; continuous operational and health importance
Change air temperature		→	→	↑↑	Significant structural increase; long-term relevance for Process stability
Water Stress		→	→	↔	Persistently high; potential operational risk depending on the region

² It is noted that the following risks were also evaluated which, based on the available models and the current quality framework of the site, are not considered a priority: Floods (river & coastal), Heavy rainfall, Temperature variation, Cold & frost waves, Tropical cyclones, Blizzards, Changes in wind patterns, Torrential flow, Avalanches, Landslides, Change in precipitation patterns / precipitation variation, Ocean acidification, Coastal erosion



Drought	●	● → ●	● → ●	↑	Ascending water scarcity; important for water availability
Storms / Wind Storms	●	● → ●	● → ●	↔	Stable; limited recorded damage, but there is a risk queue
Sea level rise	●	● → ●	● → ●	↑	Long-term increase; indirect importance depending on coastal exposure
Fires	●	● → ●	● → ●	↑	Ascending labelling; depends on neighboring land use and indirect disruptive effects

● Very low ● Low ● Medium ● High ● Very high

(E1. SBM-3_19c, E1. IRO-1_AR11a, E1. IRO-1_AR11c)

For each identified climate risk, the exposure of the installation, the key factors affecting sensitivity and vulnerability, as well as the key ways in which operational impacts may occur were examined. The assessment is qualitative and based on the general characteristics of the installation in Heraklion, its operational profile and the available external risk data, providing an indicative but structured picture of the relative importance of each risk. The results are presented in the table below.

Exposure and Vulnerability Assessment

For each identified climate risk, the exposure of the installation, the key factors affecting sensitivity and vulnerability as well as the key ways in which operational impacts may occur were examined. The assessment is qualitative and based on the general characteristics of the installation in Heraklion, its operational profile and the available external risk data, providing an indicative but structured picture of the relative importance of each risk. The results are presented in the table below.

Physical Hazard	Exhibition	Sensitivity / Vulnerability	Main Impacts	Overall Risk Significance
Heat / Heat waves	High (already present & growing)	High (energy-intensive processes, need for cooling, human factor)	Cooling costs, productivity reduction, process instability, electricity dependence	High (Primary risk)



Water Shortage / Drought	High (Structural Feature of Area)	Medium–High (water dependency, but data uncertainty)	Functional restrictions, increased costs, interruptions processes	Medium–High (Conditional)
Winds / Storms	Medium	Moderate (infrastructure, logistics, exposed surfaces)	Damage to buildings, downtime, logistics disruptions	Medium (Tail risk)
Fire	Growing (long-term)	Low–Medium (depends on local environment)	Indirect disturbances (smoke, access, infrastructure)	Low–Medium (Secondary risk)
Sea level rise	Low (gradual increase)	Low (lack of direct exposure data)	Long-term impact on infrastructure and logistics	Low (Long-term)

(Q1. IRO-1_AR11d)

The Heraklion facility mainly faces operational risks due to climatic factors, while recurrent damage to infrastructure is limited. The dominant and most directly critical climate risk for the operation of the facility is heat. This risk is linked to the stability of processes, increased cooling demand and dependence on electricity, as well as to the conditions of the workforce and the continuity of production. Water scarcity and drought are also important strategic risks, with their exact significance depending on further technical confirmation of the facility's dependence on water resources.

Winds and storms are characterized by low probability but real impacts, mainly in terms of infrastructure and operational continuity. In contrast, risks from fires and sea level rise are assessed as secondary, indirect and mainly long-term. In relation to floods, the available data do not indicate a significant immediate risk, although this should be interpreted as a limited relative importance in the current context and not as an absolute exclusion.

The evolution of risks in high and low heating scenarios shows that heat and water risks become more structurally significant over time, particularly under the high heating and delayed transition (SSP5) scenario. In contrast, wind risk remains associated with extreme events and does not show a significant increase in different scenarios.

Overall, the Heraklion facility is a strategically important industrial site with moderate to high exposure to selected operational climate hazards, mainly heat and water scarcity, while exposure to extreme natural events remains limited but



existing. The assessment remains qualitative and indicative, offering guidance for further analysis and risk management strategy. [\(E1. SBM-3_18\)](#)

Assessing Climate-Related Transition Risks and Opportunities

The analysis provides a structured qualitative assessment of how the Plastics Group may be impacted by climate risks and transition opportunities under multiple possible future climate scenarios. The analysis takes the existing set of significant IROs as a primary starting point and applies a structured scenario-based mapping logic to assess how these IROs are expected to evolve in future climate scenarios and what this means for the business model and value chain at Group and country level. [\(E1 IRO-1_20c\)](#)

Scenario Selection and Distribution by Time Horizon

The selection of scenarios was carried out in the same way as in the natural risk assessment, two distinct climate scenarios are taken into account, representing opposite transition risk paths [\(E1. IRO-1_AR12c\)](#):

- **Low-carbon transition scenario (SSP1-type pathway):** Strong and coordinated climate action leads to rapid decarbonization, stricter regulations, and increased demand for low-carbon solutions. Physical impacts are limited, while the risks and opportunities of the transition emerge early and gradually.
- **High heating/delayed transition scenario (SSP5 path):** Delayed and fragmented climate action, prolonged reliance on fossil fuels, and increasing physical impacts. Transition risks emerge slowly but can occur abruptly due to sudden tightening of regulations, market and supply chain turmoil.

The analysis covers short-term (1-5 years), medium-term (5-15 years) and long-term (15-30 years) horizons to capture both short-term transition dynamics and long-term physical and systemic risks. At this stage, the scenario analysis is qualitative and does not include site-level risk modelling or quantified economic impacts. [\(E1. IRO-1_21\)](#)

Impact Categories

For each scenario, the analysis focuses on three main categories through which climate change may affect the Group. At the regulatory and regulatory level, developments in climate and energy legislation and regulations are examined, such as carbon pricing and energy efficiency strategies, tightening regulations for products and waste, with a particular focus on plastics, as well as increasing compliance and reporting requirements. Under market and technology trends, changes in consumer preferences, particularly in climate-sensitive markets, competitive pressures associated with low-carbon, circular economy and bio-based solutions, as well as changes in energy, raw materials and innovation-related costs are assessed. Finally, natural climate factors include the increase in the frequency and intensity of climate risks at the country level, the indirect impacts on the



operations through the exposure of infrastructure, logistics and supply chains, as well as the long-term structural consequences in climate-sensitive downstream sectors. These factors are qualitatively assessed and form the core for the mapping and evaluation of IROs.

Exposure to transitional risks and opportunities

The company applies analysis of transitional climate risks and opportunities to its operations and value chain. The analysis is based on CMIP6 SSP scenarios and IROs identified through the DMA, covering short, medium, and long-term milestones.

The assessment focuses on the transitional risks and opportunities related to:

- Emissions and energy efficiency: risk from strict policies and carbon pricing, opportunities for emission reduction and energy efficiency.
- Energy dependency: risk from non-renewable sources and outages, opportunities through the adoption of renewable sources.
- Transitory risks: potential policy changes, regulatory pressures, and investment requirements.
- Transition to renewables and circular economy: opportunities for innovation, reuse, recycling and circular economy product development.

The severity of risks and opportunities varies by scenario and time horizon

(E1. SBM-3_19c):

- SSP1-1.9 (1.5°C, Fast Transition & circular economy): Opportunities for renewable energy and innovation emerge earlier and with high predictability. Compliance and transitional adjustment cost risks remain moderate and decrease in the medium and long term.
- SSP5-8.5 (Delayed Transition, High Dependence on Minerals): Risks from delayed policies and abrupt changes increase significantly, while opportunities remain moderate, primarily through strategic investments in circular economy, renewables, and R&D. Preparation and strategic adaptation are critical to mitigate negative impacts.

Geographical diversification affects the early or late emergence of risks and opportunities:

- EU countries (Greece, Romania, Bulgaria, France) show earlier and more predictable signals of transitional risks and opportunities.
- Non-EU countries, such as China and Turkey, have more heterogeneous exposures, mainly through customer requirements and value chains.
- Russia mainly acts as a lever of risks due to geopolitical uncertainty.



The analysis provides a qualitative basis for identifying transitory risks and opportunities, and preparing for strategic decisions in the short, medium and long term.

Risk Description / Opportunity	Impact Category	Related IRO	SSP1-1.9 Brief	SSP1-1.9 Instrument	SSP1-1.9 Macro	SSP5-8.5 Shortness	SSP5-8.5 Instrument	SSP5-8.5 Macro
Risk of increased emissions and compliance costs	Slider / Regulatory framework	Greenhouse Gas Emissions						
Opportunity to improve energy efficiency & innovation	Market & Technology Trends							
Danger and cost of holidays due to energy dependency	Market & Technology Trends	Energy Dependence						
Opportunity through renewable and energy efficiency	Market & Technology Trends							
Risk of political change and regulations	Slider / Regulatory framework	Transition Risk						
Opportunity for early Customization & Competitive Advantage	Strategic factors							
Danger Delayed Adoption of Technologies and CE	Market & Technology Trends	Renewable Energy / Transition in the Circular Economy						
Market Leadership Opportunity, Reduction of cost & innovation	Strategic factors							



● Low ● Medium ● High ● Very high

[\(E1. SBM-3_18, E1. IRO-1_12a\)](#)

In assessing the significant climate-related impacts, risks and opportunities, including transitional risks and opportunities, the Group's recognized IROs were taken into account.

Impact on People and the Environment (ESRS2: SBM-3 48ci)

Environmental, social and corporate governance issues substantially affect the business model and value chain of Crete Plastics Group, requiring continuous strategy adjustment and targeted investments. Climate change, resource consumption, greenhouse gas emissions and social expectations are key factors shaping the Group's operating environment. These issues affect the entire value chain from the procurement of raw materials to the production, use and final disposal of products.

The Group recognizes that its activities create both positive and negative impacts on the environment. The production process is associated with significant energy consumption and greenhouse gas emissions, due to the use of petrochemical raw materials and energy-intensive processes. At the same time, the production of plastic materials entails the creation of waste, which, if not properly managed, can contribute to pollution and the loss of natural resources. At the same time, through research and development, the Group promotes solutions that enhance the circular economy, improve resource efficiency and develop materials with a reduced environmental footprint. [\(ESRS 2: SMB-3 48b\)](#)

On a social level, Crete Plastics is actively committed to creating lasting and substantial positive value for its employees, its partners and the local communities in which it operates, enhancing prosperity, cooperation and sustainable development. In addition, its activity creates value for society through products that support critical sectors, such as agriculture, water management and industrial applications. At the same time, the Group monitors potential negative social impacts especially on upstream supply chain relationships and implements prevention and compliance policies that enhance respect for human rights and responsible business conduct.

On a social level, Plastika Kritis seeks to create lasting positive value for its employees, partners and the local communities where it operates. The Group systematically invests in health and safety, skills development, as well as in the promotion of a work environment that enhances inclusion, work-life balance and mutual respect. At the same time, recognizing its broader social role, it extends its sustainability strategy beyond the boundaries of its immediate operation. Participation in energy communities, such as the THALES Energy Community, enhances energy self-sufficiency, contributes to the reduction of the carbon footprint and creates shared value for local communities and partners throughout the value chain. Media



from such initiatives, the Group promotes a growth model that links business resilience with collective social progress. **(ESRS 2: SMB-3 48ci)**

The figure below briefly captures the main points where the activities of the Crete Plastics Group create an impact on the environment and society along the value chain, from raw materials (upstream) to the use and final disposal of products (downstream), while highlighting how business relationships with suppliers, partners and customers can



enhance or mitigate these impacts depending on the level of collaboration and implementation of ESG practices. For this reason, the Group integrates sustainability criteria into its evaluation and third-party collaboration processes, enhancing transparency, compliance and continuous improvement, with the aim of actively managing impacts as a key element of strategic planning and creating long-term value, resilience and sustainable growth. **(ESRS 2: SBM-3 48civ)**

Impacts from Activities and Business Relationships

The significant risks and opportunities identified under the dual materiality process and updated in 2025 have specific economic implications, mainly on operating costs, revenue stability and the strategic position of Crete Plastics Group. **(ESRS 2: SBM-3 48 ci, 48 civ)**

In the environmental field, rising energy costs and fluctuations in raw material prices, influenced by geopolitical developments and regulatory requirements, are weighing on operating costs. At the same time, investments in renewable energy sources, such as wind and photovoltaic parks, as well as participation in the "THALES" energy community, reduce dependence on conventional sources, enhance energy self-sufficiency and contribute to the long-term stability of energy costs and the reduction of the carbon footprint. **(ESRS 2: SBM-3 48 ci)**

At the societal level, the need to attract and retain skilled personnel can temporarily increase operating costs, while investments in education, skills development and research and development (R&D) enhance long-term efficiency and innovation. Designing sustainable products is associated with capital expenditure, but



At the same time, it creates a competitive advantage and expands the possibilities of access to green-oriented financial tools, such as green finance. **(ESRS 2: SBM-3 48 civ)**

The implementation of sustainable practices and the integration of ESG criteria in all business relationships, with suppliers, partners and customers, reduces potential risks, enhances the value of investments and promotes innovation opportunities. These strategic actions support the stability of the Group's operation, enhance competitiveness and create long-term value for all stakeholders. **(ESRS 2: SBM-3 48 ci)**

Resilience of the Strategy and Business Model (ESRS2: SBM-3 – 48f)

Crete Plastics Group recognizes that the resilience of its strategic and business model is fundamental to the Group's long-term sustainability and competitiveness. Factors such as energy dependency, climate change impacts, regulatory developments, and challenges in attracting and retaining skilled personnel can impact the Group's continued and efficient operations.

The Group's strategy includes mechanisms for monitoring and managing sustainability issues, aiming at both risk prevention and seizing opportunities in an ever-changing environment. Investments in renewable energy sources and energy efficiency practices contribute to reducing the carbon footprint, enhancing the stability of operating costs, and adding value to the Group and society.

At the same time, risk management is a key decision-making tool and, in combination with strategy and management, supports the strengthening of organizational resilience beyond traditional crisis management. In this context, the Group plans to implement a resilience analysis in 2026, with the aim of assessing its ability to manage significant risks, face challenges and take advantage of new opportunities. The results will guide the improvement of the strategy and strengthen the Group's overall resilience for the coming periods.

Disclosure requirements to the ESRS covered by the undertaking's sustainability statement (ESRS 2: IRO 2 55)

The Annex presents a table with an overview of the data points derived from the ESRS and linked to other European legislative requirements, as well as relevant information to identify them.

Governance (ESRS 2.GOV)

Adherence to the principles of good governance and the integration of corporate responsibility into business operations are fundamental values for the Group of Plastics of Crete. In this context, the Group has adopted and fully implements the revised Corporate Governance Code (CCC) of the Hellenic Corporate Governance Council (HCGC), as published in June 2021 for companies with transferable securities listed on a regulated market. The implementation of this Code ensures compliance with the requirements of article 17 of Law 4706/2020, as well as with Decision 2/905/3.3.2021 of the Board of Directors of the Hellenic Capital Market Commission. The Group's management is committed to the faithful and non-negotiable compliance with the mandatory rules of the Code, while with regard to the provided "Special Practices", the principle of "compliance or explanation" is followed, providing detailed documentation for any deviations that may exist.

Administrative, Management and Supervisory Bodies (G1. GOV-1 5a,5b)

The governance framework of Plastika Kritis Group is based on the principles of corporate responsibility and good administration, which are fundamental pillars for ensuring transparency,



accountability and ethical business practices. The existing structure supports the strategic direction and oversight of the Group, ensuring full alignment with regulatory requirements and stakeholder expectations. A central role in overseeing business conduct is played by the Board of Directors, whose members have the necessary expertise to manage these matters. Detailed information on the operation and responsibilities of the Board of Directors is set out in the Corporate Governance Statement of this consolidated report.

General Meeting

The General Meeting of shareholders is the sovereign and supreme governing body of the Company, retaining the exclusive authority to take decisions on strategic and key issues. Its duties include the approval of the annual financial statements, which now incorporate the Sustainability Statement in accordance with regulatory requirements, the adoption of decisions on the distribution of dividends, as well as the election of the members of the Board of Directors. The decisions taken by the General Meeting are binding on all shareholders.

Board of Directors (GOV-1 21a,21c,21d,21e,23a,23b)

The Board of Directors is responsible for the administration and management of corporate affairs, is competent to decide and act on any act related to the administration of the Company, the management of its assets and the pursuit of its purpose.

In the year 2025, the Board of Directors of Plastika Kritis Group consists of thirteen (13) members, of which seven (7) members are executive and six (6) are non-executive. Of the six (6) non-executive members of the Board of Directors, four (4) are independent³. In this case, 30.77% of the Board of Directors consists of independent non-executive members who are free from conflicts of interest with the Company, and from close ties with the Management, the main shareholders or the Company.

Full Name	Membership of the Board of Directors	Participation in the Committee on Sustainable Development
Ioannis Lempidakis, son of Michael	President (non-executive member)	

³All independent non-executive members of the Board of Directors meet the independence criteria provided for in article 9 of Law 4706/2020.



Katina-Anna Lempidaki of Michael	Vice-President (Executive Member)	
Michael Lempidakis, son of Ioannis	Chief Executive Officer (Executive Member)	
Emmanuel Lempidakis, son of Ioannis	Chief Executive Officer (Executive Member)	
Ioannis Melas, son of Dimitrios	Executive member	
Emmanuel Kykrilis of Vasilios	Executive member	
Georgios Valergakis, son of Myron	Executive member	
Georgios Korkakas, son of Ioannis	Executive member	
Michael Perakis, son of Konstantinos	Non-executive member	
Nikolaos Myrtakis of Emmanuel	Independent non-executive member	
Michael Vlatakis, son of Georgios	Independent non-executive member	
Georgia Milaki, son of Dimitrios	Independent non-executive member	
Christina Chalkiadaki, son of Minas-Stylios	Independent non-executive member	

For the year 2025, the representation of women in the Board of Directors of the Group amounts to 23.08%, i.e. three (3) women out of a total of thirteen (13) members.⁴ According to the published Gender Balance Report, a target has been set to increase the minimum percentage of underrepresented gender to 33%, with effect from 30 June 2026. At the same time, the Diversity Policy aims to establish a diverse Board of Directors that incorporates a wide range of views and experiences. This approach ensures the independence of members' judgment and enhances constructive criticism, shielding the objectivity of the body's decision-making process.

⁴ The number of women on the Board of Directors meets the criteria of adequate gender representation, as defined in article 3 par. 1b of Law 4706/2020.



Composition and Diversity of the Board of Directors		
Index	Unit of Measurement	2025
Number of executive members	#	7
Number of non-executive members	#	6
Percentage of women on the Board of Directors	%	23,08
Percentage of men on the Board of Directors	%	76,92
Percentage of independent members of the Board of Directors	%	30,77

It is noted that at this time there is no representation of employees on the Group's Board of Directors. The members of the Group's Board of Directors have the necessary knowledge, skills and professional experience to effectively perform their duties, in full alignment with the requirements of their positions. Their suitability is documented through the combination of their theoretical training and their career, taking into account the nature of their previous employment and their overall professional development. Detailed information and the CVs of the members are available in the "Corporate Governance Statement" section, which is included in the consolidated financial statements.



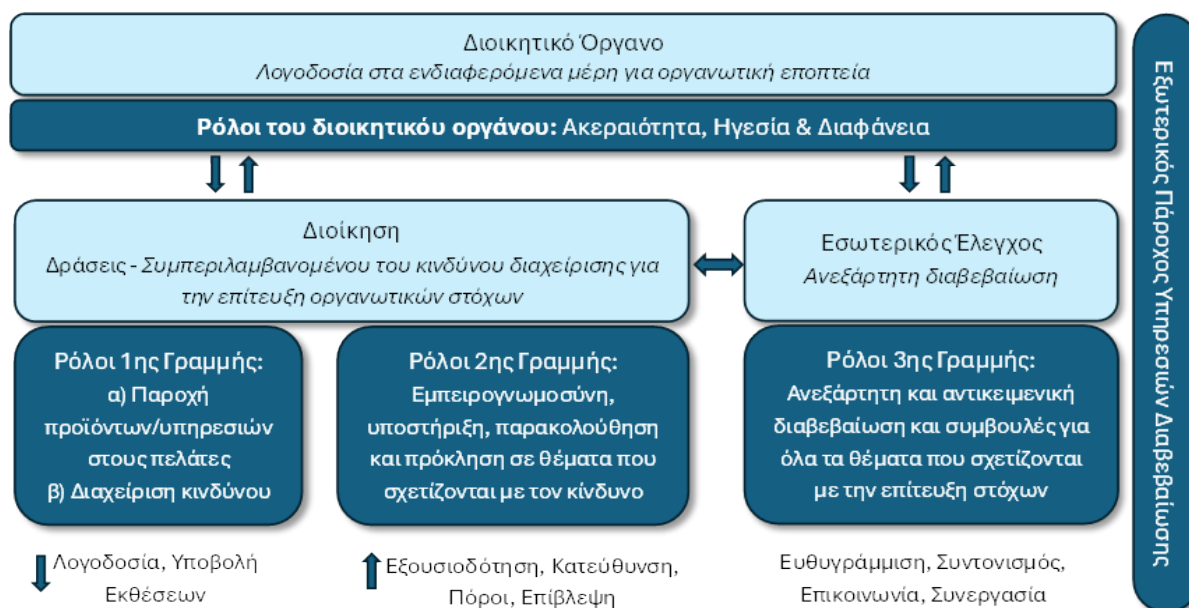
8 hours of training of the Board of Directors on issues related to Sustainable Development issues

For the detailed presentation of the process and the results of this analysis, reference is made to the ESRS 2 disclosures (IRO tables). In addition, with the aim of continuously strengthening the supervision on sustainability issues, the Board of Directors of the Group of Plastics of Crete attended a specialized training program (Sustainability ESG Training Program) in 2025 with the support of an external consultant.

Committees

Audit Committee

The Group follows specific rules and policies to ensure its transparent operation. To control their implementation, it uses a robust system based on three lines of defense, as illustrated below.



The Audit Committee operates in accordance with the provisions of Law 4449/2017, as in force after the amendments of Law 4706/2020 and Law 5164/2024. It is an independent body, the composition of which includes at least three (3) members. The majority of these members are independent, based on the criteria of article 9 of Law 4706/2020, and can be either non-executive members of the Board of Directors or third parties. The appointment of the members, their term of office, as well as their number and capacities, are ratified by the General Meeting of shareholders. Collectively, the members of the Committee have the necessary know-how for the Group's sector of activity. At the same time, at least one independent member has specialized knowledge and experience in accounting or auditing, participating in the meetings for the approval of the financial statements. Finally, the Chairman of the Committee is elected by its members and must be either an independent non-executive member or a third party who meets the requirements for independence from the Company.

The Audit Committee ensures the implementation of its responsibilities under article 44 of Law 4449/2017, supporting the Board of Directors in the exercise of its supervisory responsibility. It supervises the quality and effectiveness of the risk management and internal control systems for the Company and the Group. At the same time, it ensures compliance with the institutional framework governing financial and non-financial (sustainability) information, while closely monitoring the cooperation and independence of the External Auditors.

Composition of the Audit Committee	
Full Name	Membership
Nikolaos Myrtakis	Chairman (independent non-executive member of the Board of Directors)
Pavlos Baritakis	Member (Third independent person, non-member of the Board of Directors)
Michael Perakis	Member (non-executive member of the Board of Directors)



It is noted that the Audit Committee met a total of 8 times in 2025 and 3 times the meetings concerned, among other things, sustainability issues.

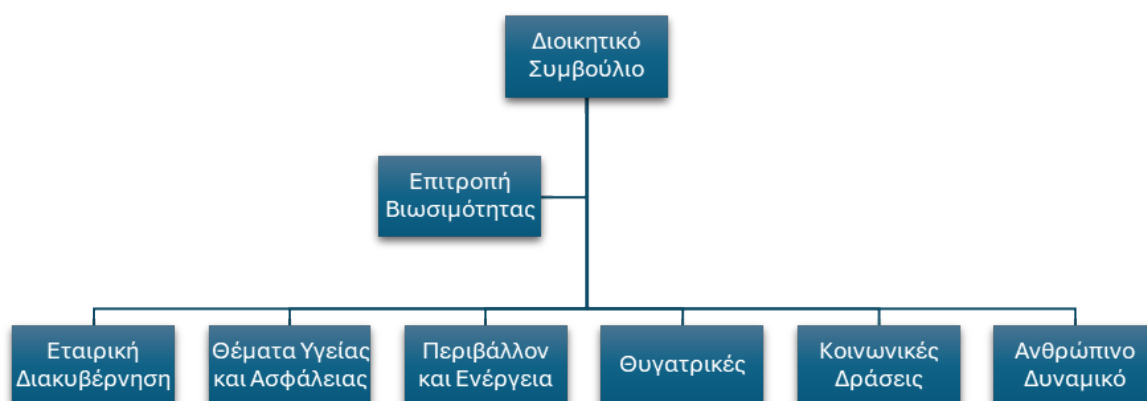
Remuneration and Nomination Committee

The composition of the Committee includes three non-executive members of the Board of Directors, the majority of whom meet the prescribed independence criteria. The Committee operates with the main purpose of ensuring compliance with the requirements of articles 10-12 of Law 4706/2020 and articles 109-112 of Law 4548/2018, while at the same time providing specialized support to the Board of Directors regarding the procedures for nominating candidates, the assessment of individual and collective suitability, as well as the formulation of the remuneration policy. In particular, the Committee ensures the design and proper implementation of the procedures for the selection of members of the Board of Directors in line with the Suitability Policy, by periodically reviewing the adequacy criteria and making documented recommendations regarding the remuneration system and the Company's human resources management strategy.

Composition of the Remuneration and Nomination Committee	
Full Name	Membership
Michael Vlatakis	Chairman (independent non-executive member of the Board of Directors)
Ioannis Lempidakis	Member (Chairman and non-executive member of the Board of Directors)
Nikolaos Myrtakis	Member (independent, non-executive member of the Board of Directors)

Committee on Sustainable Development (GOV-1 22a , b, ci, d)

Sustainable Development is a structural pillar of the Group's strategy, with a commitment to corporate governance, responsible entrepreneurship, social responsibility and environmental care. In this context, the Board of Directors proceeded to establish the Sustainable Development Committee, being the body responsible for its establishment and staffing.





The Committee assists the Board of Directors in the formulation and consistent implementation of the Sustainable Development Strategy, undertaking the evaluation and updating of the relevant Policy. At the same time, it supervises the Company's environmental and social actions to ensure the achievement of the sustainability goals. For the implementation of the Policy and the coordination of initiatives, a Sustainable Development Officer has been appointed. In addition, the Committee has the authority to identify individual targets, monitor the progress of their implementation and set up supporting working groups when required.

The main responsibilities of the Sustainable Development Committee are listed below:

- Design of the Sustainable Development Strategy and Policy and their recommendation for approval by the Board of Directors.
- Ensuring the effective implementation of the Sustainable Development Strategy.
- Supervision of the process of preparation of the Sustainable Development Report and Non-Financial Reporting, as well as their submission to the Board of Directors for approval.
- Evaluation of the conclusions drawn from the stakeholder consultation.
- Approval and monitoring of the implementation of the Company's actions and initiatives in matters of Corporate Responsibility and Sustainability.
- Examination and formulation of suggestions for the establishment of financial or non-financial incentives linked to the achievement of Sustainable Development Goals.
- Preparation and implementation of Staff training programs on Sustainability issues.

Composition of the Sustainable Development Committee	
Full Name	Membership
Ioannis Aspirtakis, Quality Manager, OHS, Environment & ESG	President
Anna Lempidaki, Vice President of the Board of Directors	Member
Emmanuel Lempidakis, Chief Executive Officer	Member
Michael Lempidakis, Chief Executive Officer	Member
Ioannis Melas, Group Technical Director	Member
Georgios Korkakas, MB Sector Manager	Member
Emmanuel Kykrilis, Marketing Director, Sheet & Tubes department	Member
Georgios Valergakis, Chief Financial Officer	Member
Maria Vogiatzaki, Head of Social Actions	Member



3 meetings of the Group's Sustainable Development Committee in 2025

Integrating sustainability-related performance into incentive schemes (GOV-3)

At Plastika Kritis Group, the remuneration framework of the members of the Board of Directors is determined by the approved Remuneration Policy, which has been developed in accordance with Directive (EU) 2017/828, the provisions of Laws 4548/2018 and 4706/2020, the Company's Rules of Procedure, the Articles of Association and the Corporate Governance Code of the HCGC. The Policy describes the components of remuneration, both fixed and variable, as well as the additional benefits that may be granted to executive and non-executive members of the Board of Directors, ensuring their fair and fair remuneration in compliance with the applicable institutional framework. The scope of the Policy covers all members of the Board of Directors and the Committees, in accordance with article 110 of Law 4548/2018, without providing for additional exceptions, while it clearly defines the rights and obligations governing the provision of remuneration during its period of validity.

The preparation, review and supervision of the implementation of the Remuneration Policy are carried out by the Board of Directors, with the support of the Remuneration and Nomination Committee, which recommends the Policy for approval, monitors its implementation and evaluates the Annual Remuneration Report. In formulating the Policy, market conditions, salary and working conditions of the Group's employees, competitive remuneration and the need to attract and retain highly qualified executives are taken into account, as well as the strategic direction and sustainable development of the Company.

The Policy provides for the possibility of granting variable remuneration to executive members, which depend on the performance in the performance of their duties and on the performance of the Company in relation to its strategic and operational planning. In addition, extraordinary remuneration may be granted for their contribution to the development, profitability and viability of the Company, as well as stock option or free share distribution programs, subject to the approval of the General Meeting.

At this time, the Policy does not explicitly include sustainability indicators or specific ESG targets as criteria for determining variable remuneration and does not provide for specific percentages of variable remuneration associated with sustainability performance, therefore in the year 2025 they are zero. The amount of remuneration of the members of the Board of Directors, including variable benefits, is approved by the General Meeting of Shareholders following a relevant recommendation by the Board of Directors. The Remuneration Policy and the Rules of the Remuneration and Nomination Committee are published on the Company's website, while the Annual Remuneration Report is examined for completeness by the Internal Audit Department and the Certified Auditor before being submitted for discussion and voting at the General Meeting.



Sustainability Due Diligence Statement (GOV-2, GOV-4)

The following Table maps the sections of this Sustainability Statement where overall information related to the Group's due diligence practices is disclosed. The Table is a useful tool for a clear and systematic depiction of how information on due diligence practices is disseminated in the full text of the Statement. This Disclosure does not introduce additional due diligence obligations or change the role of administrative, management or supervisory bodies.

Basics of Due Diligence	Paragraphs in the Sustainability Statement
(a) Integrating due diligence into governance, strategy and business Model	Governance [ESRS 2 GOV]
(b) Engaging with affected stakeholders at all key stages of due diligence	Integrating Stakeholder Engagement into the Group's Strategy and Business Model
(c) Identification and assessment of adverse effects	Double Significance Assessment
d) Taking measures to address these adverse effects	The Group's Strategic Priorities for Sustainable Development
(e) Monitoring and communicating the effectiveness of these efforts	Integrating sustainability risks into risk management and strategy

Risk management and internal controls on sustainability reporting (GOV-1 22 cij, iii, GOV-5)

Plastika Kritis Group implements a comprehensive and documented risk management and internal control framework, which supports the reliable, consistent and timely submission of sustainability reports, in accordance with the applicable regulatory framework, the Operating Regulations, the Audit Committee Regulation and the requirements of Law 4706/2020. The Board of Directors has the ultimate responsibility for monitoring the Group's exposure to business risks and ensuring the effective operation of the Risk Management System, with a view to stability, business continuity and business strategy support.

The Audit Committee supervises, on behalf of the Board of Directors, the quality, adequacy and effectiveness of the internal control and risk management systems, monitors the financial reporting process and, where appropriate, the preparation and submission of sustainability reports, and makes recommendations to ensure the integrity and reliability of the disclosed information.

The Regulatory Compliance and Risk Management Unit contributes to ensuring compliance with the regulatory framework, monitoring the effectiveness of the risk management framework and systematically informing competent bodies about business and ESG risks, as well as issues related to the quality and reliability of sustainability data.



The Internal Audit Unit conducts regular and extraordinary audits, assesses safeguards, identifies weaknesses and monitors the implementation of corrective actions, submitting quarterly reports to the Audit Committee, which further informs the Board of Directors. A periodic independent evaluation of the operation of the Internal Audit System is also carried out, the findings of which are used for the continuous improvement of the framework.

The risk identification, assessment and prioritization process is based on the RCSA methodology and is implemented in combination through Top-Down and Bottom-Up approaches, with the participation of all Divisions and Departments. At the same time, a PESTLE (Political, Economic, Social, Technological, Legal, Environmental) analysis is applied to identify external factors that may affect the Group's operation, strategy and sustainable development issues. This analysis enhances the identification of strategic and operational risks related to geopolitical developments, commodity price volatility, technological developments and information systems security, social and market trends and ESG regulatory compliance requirements.

The results of the Double Materiality exercise are integrated into the overall impact, risk and opportunity mapping and support the assessment of significant ESG risks.

The risk management framework covers critical ESG risks, such as climate change impacts, natural disasters, occupational health and safety risks, facility security, cybersecurity and data protection risks, as well as compliance risks with the sustainability regulatory framework and the commitments stemming from the Sustainable Development Strategy. In addition, supply chain risks are examined, which arise from the fluctuation of raw material prices and the identification of critical functions. Particular emphasis is placed on the risks associated with the quality, completeness, availability and integrity of the data used for the preparation of sustainability reports, in accordance with the requirements of the regulatory framework and the responsibilities of the Audit Committee.

The principal business, operational, financial, regulatory and ESG risks identified as part of the risk identification and assessment process are detailed in section ESRS 2 IRO-1 of this Sustainability Statement, while mitigation strategies and related controls are described in all sub-sections of this Statement, depending on the subject area and the disclosure template applied. The results of the RCSA exercises, internal audits and ESG risk assessment are integrated into the processes for collecting, processing and documenting the sustainability data used for the preparation of the Sustainability Statement, while the regular reporting by the Risk Management Unit, the Compliance Unit and the Internal Audit Unit to the Audit Committee and the Board of Directors ensures that the administrative and supervisory bodies are adequately and continuously informed about the effectiveness of the framework supporting the reporting of sustainability.



EU Taxonomy

Introduction

As part of the European Green Deal, in 2019, the European Union set as a strategic priority the transition to a climate-neutral economy by 2050. The achievement of this goal is based on the systematic redirection of funds towards investments characterized by environmental and economic sustainability. In this direction, the Taxonomy Regulation (EU) 2020/852 of the European Union entered into force, which introduces a harmonized classification system to determine the economic activities that can be considered environmentally sustainable.

The Taxonomy Regulation sets out specific disclosure requirements with Delegated Regulations (EU) 2021/2178, (EU) 2021/2139 and (EU) 2023/2486, which are further specified by the six environmental objectives, which are listed below:

1. Climate Change Mitigation (CCM)
2. Climate Change Adaptation (CCA)
3. Sustainable use and protection of water and marine resources (WTR)
4. Transition to a Circular Economy (CE)
5. Pollution Prevention and Control (PPC)
6. Protection and restoration of biodiversity and ecosystems (BIO)

The Taxonomy Regulation, and in particular its Delegated Regulations, are the basis for various current and future initiatives of the European Union to facilitate sustainable financial reporting. The Group of Plastics of Crete is obliged, in accordance with Article 8 of the Regulation, to include in the sustainability statement of the annual financial statements information on how and to what extent its activities are related to the economic activities described in the Delegated Regulations. The above obligations apply to all of the Group's activities both inside and outside Europe, where the Group has a presence.

Companies are invited to assess the alignment of their activities with the Taxonomy framework in order to ascertain the degree of sustainability of these activities. 2022 was the first and mainly recognition year for non-financial corporations in the context of Taxonomy Article 8 disclosures in which only eligibility percentages for the three key performance indicators (Turnover, Capital Expenditure, Operating Expenses) were published.

This report presents in detail the amounts included in the Group's disclosures as well as accompanying information regarding the calculation of these amounts. According to the current legal framework, the obligation of companies concerns the evaluation of their activities based on the technical control criteria that concern them.

Alignment with these criteria is not an obligation for undertakings under the EU Taxonomy framework. However, to check alignment, once an economic activity is deemed eligible for the Taxonomy, it is first checked whether the entity meets the technical screening criteria (TSC). Then, the specific activity is not ensured



harms other environmental objectives and finally that it respects human rights and labour standards.

The Group has assessed its alignment with the technical screening criteria applicable to its activities in the light of the current interpretation resulting from the legislation as well as the guidelines and relevant clarifications issued by the European Commission up to the time of publication of this report.

However, the relevant Directives leave room for interpretation and are constantly evolving to adapt to the needs of the process and the Union's climate objectives. In this context, the adoption of Delegated Regulation (EU) 2026/73, which introduces simplification measures for the relevant disclosures, is recognized. For the current financial year, the Group has decided not to apply these simplifications, with a view to their full integration and adoption from the next financial year. The EU's intention to gradually tighten the criteria in order to keep them in line with its environmental objectives is part of the framework. Therefore, a possible alignment of the economic activities of businesses with the Taxonomy based on the current criteria does not ensure their future alignment. The Group monitors developments and will adjust its approach accordingly in terms of assumptions and the methodology applied in order to present the required information more clearly and correctly.

Environmentally Sustainable Activities

In order for an activity to be defined as environmentally sustainable according to the Taxonomy Regulation (art.3, K.2020/852/EU), the following criteria must be cumulatively met for each of the eligible activities:

1. To contribute substantially to one or more of the environmental objectives set out in the Regulation.
2. Not to significantly burden any of the environmental objectives set out in the Regulation.
3. To be carried out in accordance with the minimum safeguards set out in the Regulation.
4. Meet the technical screening criteria related to the activity

Activities that contribute to the Transition to a climate-neutral economy

In the context of the Taxonomy's 1st environmental objective, to achieve climate change mitigation, the legislation distinguishes certain subcategories of activities, including activities "supporting the transition" or otherwise "transitional activities" according to the provisions of Article 10, paragraph 2 of the EU Taxonomy Regulation (2020/852). In particular, the Taxonomy framework provides that it is possible that some activities may not be practically feasible (for economic and/or technological reasons) to currently operate with zero greenhouse gas emissions. However, as not all criteria in all activities are linked to gas emissions, activities that meet certain criteria and are therefore classified as 'aligned', despite their potentially significant emissions, belong to the sub-category 'transitional activities'. This category includes three possible cases of activities as shown below:



1. Those with GHG emission levels that correspond to the best performance in the sector or industry
2. Those that do not hinder the development and development of low-carbon alternatives and finally,
3. Activities that do not lead to the lock-in of carbon-intensive assets, taking into account the economic life of these assets.

In the financial year 2025, Plastika Kritis chose to apply the notification requirements of the European Taxonomy as they were in force until 31 December 2025 and did not make use of the transitional possibility of applying the simplifications and amendments introduced by Delegated Regulation (EU) 2026/73. Regulation (EU) 2026/73, which entered into force on 8 January 2026 and applies from 1 January 2026, provides for the optional application of the relevant simplifications for the financial year 2025. The relevant simplifications will be applied from the next financial year, in accordance with the provisions of the current legislative framework.

The alignment with the criteria is continuously monitored, the relevant data are published on an annual basis and included in the non-financial part of the annual financial statements. As part of this process, the Group publishes in the following section the key performance indicators related to its Taxonomy-eligible activities for the financial year 2025. The detailed presentation of these ratios (KPIs) can be found in the respective tables at the end of this section.

Activities of the Group

The Group holds a leading position in Greece in the production of plastic products, the recycling of plastics as well as the production of energy from renewable sources. In the field of plastics, Plastika Kritis already has a wide portfolio of products which, combined with the continuous research and development activities in its laboratories, is constantly growing with innovative products that give value to customers and the Group itself. The production of the Group's specialized products includes masterbatches, which serve as raw materials for the plastics industry, plastic sheets for agricultural applications, geomembranes, polyethylene pipes, recycled plastics as well as energy production from renewable energy sources.

With regard to the financial year 2025, the Group assessed its performance under the Taxonomy on the basis of the technical screening criteria for the following economic activities, as defined in the Climate Act (2021/2139/EU) and the Environment Act (2023/2486/EU):

- 3.17 – Production of plastics in primary forms
- 4.1 – Electricity production using solar PV technology
- 4.3 – Generation of electricity from wind energy
- 5.9 – Recovery of materials from non-hazardous waste

3.17 – Production of plastics in primary forms

Description of activity according to the Taxonomy:

The activity includes the manufacture of resins, plastics and non-vulcanized thermoplastic elastomers, the mixing and blending of custom-made resins, as well as the manufacture of non-customized synthetic resins. An economic activity of this



category is an activity that contributes to the transition as referred to in Article 10(2) of Regulation (EU) 2020/852, provided that it fulfils the technical screening criteria set out in the Climate Delegated Act (2021/2139/EU).

Description of eligible activity of Plastika Kritis:

The Group's main activity concerns the production of masterbatches. Masterbatches are concentrated mixtures of pigments and/or additives used for coloring (color masterbatches) or to provide other properties (additive masterbatches) to plastics. The Group's masterbatches are used in the production of final plastic products of customers as well as for the internal supply of the Group's production. The international activity of Plastika Kritis in the field of masterbatches, known as GLOBAL COLORS GROUP, includes production plants in 6 countries in and outside Europe, with a total production capacity exceeding 85,000 MT/year. The amounts related to the Group's internal consumption have been excluded from the calculations of the indicators.

4.1 – Production of electricity using solar photovoltaic technology Description of activity according to the Taxonomy:

The activity involves the construction or operation of power plants that generate electricity using photovoltaic solar (PV) technology.

Description of eligible activity of Plastika Kritis:

The production of energy from renewable sources is a key component of the identity of Plastika Kritis. The Group has 7 photovoltaic power plants in Greece and Romania, with a total maximum capacity of 6.5 MW.

4.3 – Production of electricity from wind energy Description of activity according to the Taxonomy:

The activity includes the construction or operation of power generation facilities that generate electricity from wind energy.

Description of eligible activity of Plastika Kritis:

By far the largest energy production unit of the Group is the wind farm it owns and operates in Crete. The park with a total maximum capacity of 12 MW has been in operation since 2003. The energy it produces, combined with the energy of the PV stations, is enough to cover all the energy needs of the facilities in Greece every year.

5.9 – Recovery of materials from non-hazardous waste

Description of activity according to the Taxonomy:

The activity includes the construction and operation of facilities for the sorting and treatment of separately collected streams of non-hazardous waste into secondary raw materials by mechanical reprocessing, except for backfilling purposes.

Description of eligible activity of Plastika Kritis:

The Group operates a plastic recycling unit at its factory in Heraklion, with a capacity of 8,000 tons per year, which is mainly active in the collection and recycling of agricultural, industrial and urban plastic waste. However, great emphasis is placed on



used greenhouse plastics, which are collected in special collection centers set up by the company in the main greenhouse areas of Greece in collaboration with local bodies. Furthermore, part of the recycled materials are used in some of the company's products (e.g. sheets for common uses, silage sheets), while the rest are supplied by plastic factories in Greece for various uses (plastic bags, irrigation pipes, etc.).

Assessment of compliance with the Taxonomy Regulation (2020/852/EU) and the technical screening criteria

The Group assessed the above activities in accordance with the technical criteria described in the Climate Act (2021/2139/EU) and the Environment Act (2023/2486/EU) in order to determine its degree of alignment. The process of this assessment follows 3 consecutive stages.

Initially, compliance with the minimum social safeguards is examined at Group level. As described in the next section, the Group examined the implementation of the principles of responsible entrepreneurship and good governance throughout its activities as well as the implementation of the principles and vision of Plastika Kritis.

In the second stage, the eligible activities examined their significant contribution to the environmental objectives of both Climate Change Mitigation and Adaptation in order to determine the distribution of indicators to the objectives set through the Taxonomy framework. Based on the clarifications, relevant documents and reports issued by the European Union and the Platform for Sustainable Finance, among others, Plastika Kritis considered that its eligible activities have a greater contribution to the objective of Climate Change Mitigation. For the purpose of avoiding cases of double counting, the total capital related to eligible activities as well as the total turnover from these activities has been attributed to the objective of Climate Change Mitigation. In the context of the significant contribution to Climate Change Mitigation of the Group's economic activities, the corresponding criteria of significant contribution per activity were analyzed.

In the third and final stage, the non-significant harm to the remaining 5 environmental objectives of the Taxonomy, where there were relevant criteria for the activities, was examined. In particular, the Group has ensured the existence of an environmental impact study for all its facilities within Europe as it is a legal obligation for the environmental licensing of projects under EU legislation. At the same time, it was confirmed that none of these facilities or activities of the Group approaches or is located within the boundaries of sensitive areas in terms of biodiversity. However, it is stated that as the Group has a strong international presence and maintains facilities and activities outside Europe, the equalization of the criteria set by EU legislation with the activities carried out in third countries, which is an exercise of increased complexity and difficulty, has not been completed by the date of publication of the annual financial statements. Finally, with regard to the assessment of natural climate risks and sensitivity, Plastika Kritis is examining at Group level the climate risks in all its activities and is in the process of finalizing the relevant study in the context of the Taxonomy, which will be completed after the publication of the financial statements.



Minimum safeguards

The minimum social safeguards aim to confirm the compliance of entities carrying out environmentally sustainable activities, with certain minimum governance standards and social norms, including human rights and labour rights. In order for an economic activity to be considered sustainable, the criteria of minimum safeguards must also be met.

At Crete Plastics Group, we are committed to providing our people with a meritocratic work environment that promotes their growth and well-being. Our strategic priorities are to offer equal opportunities for continuous development, respect for human rights, the creation of appropriate working conditions, additional social benefits, open and unhindered communication and the strengthening of labor relations. The Group places special emphasis on their health and safety, ensuring the elimination of workplace hazards.

At the same time, Plastika Kritis Group follows a transparent and responsible tax policy, ensuring compliance with national and international tax legislation, an issue that it considers to be of high importance. The Group does not engage in aggressive tax planning or artificial structures that may lead to tax avoidance. The Group's tax strategy is aligned with local regulatory requirements and tax disclosures are presented in the financial statements in accordance with the applicable accounting standards.

As a listed entity, the Group is committed to full compliance with competition law, helping to maintain a fair and open business environment. Employees receive regular training on compliance with competition law, while the Group promotes fair and ethical business practices in all markets where it operates.

With regard to transparency and corruption issues, there are specific rules and principles for the receipt of business gifts and the avoidance of bribery and bribery by and to the employees of Plastika Kritis. In particular, in the context of the preventive actions taken, areas of responsibility have been defined for each executive of the Group and relevant controls are carried out to assess their compliance. In this process, the Code of Ethical Conduct and Ethics of the Group plays a decisive role, which is in line with the applicable national and international legislation in order to ensure the responsible operation of the Group, the application of the principles of good governance in its management and the respect and protection of human and labor rights in all its activities.



Activities related to nuclear energy and fossil gases

Template 1		
Line	Activities related to nuclear energy	
1.	The undertaking conducts, finances or has openings in the research, development, demonstration and exploitation of innovative power generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking undertakes, finances or has openings in the construction and safe operation of new nuclear installations for the production of electricity or industrial heat, including for district heating purposes or for industrial processes, such as hydrogen production, as well as their safety upgrades, using the best available technologies.	NO
3.	The undertaking undertakes, finances or has openings to the safe operation of existing nuclear installations producing electricity or industrial heat, including for district heating purposes or for industrial processes, such as the production of hydrogen from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas-related activities	
4.	The undertaking undertakes, finances or has exposures to the construction or operation of power plants that produce electricity using fossil gaseous fuels.	NO
5.	The company undertakes, finances or has openings in the construction, renovation and operation of combined production facilities heating/cooling and electricity using fossil gaseous fuels.	NO
6.	The company undertakes, finances or has openings in the construction, renovation and operation of heat production facilities, the that generate heat/cooling using fossil gaseous fuels.	NO

The Group is not involved in any of the activities mentioned in the table above and, therefore, does not present any of the tables of KPIs in templates 2-5 of Annex XII to Regulation 2021/2178 (EU).

Qualitative information

Accounting policy

The figures in this report have been calculated and presented in accordance with the International Financial Reporting Standards (IFRS) as issued by the International Financial Reporting Committee.



Accounting Standards (IASB), as well as their interpretations. Their determination may require the use of accounting estimates and management judgment in the application of the Group's accounting principles.

Important assumptions by management regarding the application of the Group's accounting methods have been identified where appropriate. The accounting principles related to the preparation of this report are presented in Note 3.

The publication obligations relate to the Key Performance Indicators (KPIs) of turnover, capital expenditure and operating expenses as well as the accompanying information on their interpretation and calculation.

I. **Turnover KPI.** The percentage of Taxonomy-eligible economic activities out of total turnover has been calculated as the part of the turnover from goods and services related to Taxonomy-eligible economic activities (numerator), divided by total turnover (denominator). In particular, the Group's total turnover is presented in Note 28.

II. **Capital expenditure** KPIs.

The CapEx KPI is defined as the CapEx for fixed assets linked to Taxonomy-eligible economic activities (numerator) divided by the total CapEx (denominator). The total CapEx consists of additions to owner-occupied tangible and intangible fixed assets as well as to usable assets during the period, before depreciation and any measurements and impairments, including those resulting from revaluation and write-downs, including CapEx as part of CapEx plans by various Group companies (Category B CapE) as shown below.

Category B capital expenditure (CapEx Plan part).

The Crete Plastics Group, in the context of the continuous development of its activities, invests in facilities and specialized equipment around the world. Due to the nature of these assets, some investments take longer to complete. For these investments, the Group, through its local administrative bodies, designs and implements capital expenditure plans. In this case, for the purposes of the EU Taxonomy disclosures, in accordance with Regulation 2020/852/EU and Delegated Regulations 2021/2178/EU and 2023/2486/EU, capitalized expenses paid within the reference period for assets under construction which are expected to be completed after the end of the year and are constructed to expand the eligible activities of the Group have been included in the capital expenditure ratio.

III. **KPIs of operating costs.**

The operating costs KPI is defined as the operating costs related to eligible economic activities (numerator) respectively to the total operating costs (denominator). The Taxonomy's definition of related operating costs includes costs for research and development, building renovation, short-term leases, maintenance and repair, as well as any other direct costs related to the day-to-day maintenance of tangible assets. The total operating costs consist of direct non-capitalized repair and maintenance costs (denominator). Costs related to the day-to-day operation of tangible assets such as e.g. raw materials, are not included.



Cost of employees for the operation of machinery, electricity or liquids necessary for the operation of tangible assets, etc.

	Turnover rate/ Total turnover		Percentage of Capital Expenditure / Total Capital expenditure		Percentage of Operating Expenses / Total Operating Expenses	
	Taxonomy-aligned Target	Taxonomy-eligible by objective	Taxonomy-aligned Target	Taxonomy-eligible by objective	Aligned with the Taxonomy per Target	Taxonomy-eligible by objective
CCM	0%	48%	0%	45%	0%	50%
CCA	0%	0%	0%	0%	0%	0%
WTR	0%	0%	0%	0%	0%	0%
CE	0%	0%	0%	0%	0%	0%
PPC	0%	0%	0%	0%	0%	0%
BIO	0%	0%	0%	0%	0%	0%



KPI of Turnover

Fiscal year 2025	Year		Criteria for significant contribution							Criteria for not causing significant harm						Minimum Safeguards (17)	Percentage of turnover aligned with (A.1.) or eligible (A.2.) for Taxonomy 2024 (18)	Category – favorable activity (19)	Category – transition activity (20)
	Economic activities (1)	Code (2)	Turnover (3)	Percentage of turnover 2025 (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)				
		€ 000	%	N, O, MEP	N, O, MEP	N, O, MEP	N, O, MEP	N, O, MEP	N, O, MEP	NO	NO	NO	NO	NO	NO	NO	%	Q	M
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-			
Of which favorable activities		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-		Q	M
Of which transition activities		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-			
A.2 Taxonomy-eligible but non-environmentally sustainable activities (non-Taxonomy-aligned activities)																			
				OP, M/OP	OP, M/OP	OP, M/OP	OP, M/OP	OP, M/OP	OP, M/OP										
Electricity generation using Solar Photovoltaic Technology	CCM 4.1 / CCA 4.1	1.094	0%	OP	OP	MEP	MEP	MEP	MEP								0%		
Electricity production from wind energy	CCM 4.3 / CCA 4.3	4.021	1%	OP	OP	MEP	MEP	MEP	MEP								1%		
Production of plastics in primary Formats (masterbatches)	CCM 3.17 / CCA 3.17	181.037	46%	OP	OP	MEP	MEP	MEP	MEP								47%		
Recovery of materials from non-hazardous Waste	CCM 5.9 / CCA 5.9	993	0%	OP	OP	MEP	MEP	MEP	MEP								0%		
Turnover of Taxonomy-eligible but non-environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		187.145	48%	48%	0%	0%	0%	0%	0%								47%		
A. Turnover of activities eligible for the Taxonomy (A.1+A.2)		187.145	48%	48%	0%	0%	0%	0%	0%								47%		
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
Turnover of activities not eligible for the Taxonomy		205.562	52%																
TOTAL		392.707	100%																



Capital Expenditure CRI

Fiscal year 2025	Year		Criteria for significant contribution							Criteria for not causing significant harm							Percentage of CapEx aligned with (A.1) or eligible (A.2) for Taxonomy 2024 (18)	Category – favorable activity (19)	Category – transition activity (20)
	Economic activities (1)	Code (2)	Capital expenditure (3)	Capital expenditure ratio 2025 (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)			
		€ 000	%	N, O, MEP	N, O, MEP	N, O, MEP	N, O, MEP	N, O, MEP	N, O, MEP	NO	NO	NO	NO	NO	NO	NO	%	Q	M
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Capital expenditure of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-			
Of which favorable activities		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-		Q	
Of which transition activities		0	0%	0%						-	-	-	-	-	-	-			M
A.2 Taxonomy-eligible but non-environmentally sustainable activities (non-Taxonomy-aligned activities)																			
				OP, M/OP	OP, M/OP	OP, M/OP	OP, M/OP	OP, M/OP	OP, M/OP										
Electricity generation using Solar Photovoltaic Technology	CCM 4.1 / CCA 4.1	1	0%	OP	OP	MEP	MEP	MEP	MEP								11%		
Electricity production from wind energy	CCM 4.3 / CCA 4.3	133	1%	OP	OP	MEP	MEP	MEP	MEP								0%		
Production of plastics in primary Formats (masterbatches)	CCM 3.17 / CCA 3.17	8.851	42%	OP	OP	MEP	MEP	MEP	MEP								52%		
Recovery of materials from non-hazardous Waste	CCM 5.9 / CCA 5.9	542	3%	OP	OP	MEP	MEP	MEP	MEP								3%		
Capital expenditure of Taxonomy-eligible but non-environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		9.527	45%	45%	0%	0%	0%	0%	0%								66%		
A. Capital expenditure of Taxonomy-eligible activities (A.1+A.2)		9.527	45%	45%	0%	0%	0%	0%	0%								66%		
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
Capital expenditure of activities not eligible for the Taxonomy		11.785	56%																
TOTAL		21.312	100%																



Responsible environmental

Our Environmental Performance

Environmental responsibility is a solid foundation of the operation of Crete Plastics Group, taking into account its diversified business model and the range of its activities in sectors with different environmental characteristics. Following the first Sustainability Report under the CSRD (2024), the Group further strengthened its environmental governance and matured processes for identifying and assessing impacts, risks and opportunities, with the aim of continuously improving environmental performance and enhancing climate resilience. **(IRO-1 53 a)**

In 2025, the Double Significance Analysis was updated in accordance with Directive (EU) 2022/2464 (CSRD) and the ESRS, incorporating recent regulatory requirements and enhanced European obligations. Based on the results, the Group identified the most important environmental issues and incorporated the corresponding actions into its annual environmental plan. **(IRO-1 53 a, b)**

As a result of this process, the Group identified the most significant environmental impacts, risks and opportunities and incorporated the relevant actions into the annual environmental plan. **(SBM-3 48 b, MDR-A)**

Real negative effect
Energy consumption and greenhouse gas emissions Plastic waste
Risks
Energy dependence Risks of transition due to climate change
Opportunities
Diversification of raw materials (biodegradable products) Transition to renewable energy sources

(SBM-3 48 a, IRO-1 53 a)



Climate Change

The Group continues to monitor issues related to climate change and has recognized since last year as important as the impacts from the Group's activity or the financial risks / opportunities for its activity itself, are significant. More specifically, in the context of the Double Significance Analysis carried out for 2025, no significant differentiation was identified in the already identified significant issues related to climate change mitigation and adaptation.

The Group's strategy for climate change mitigation is inextricably linked to the adoption of targeted measures and the gradual adaptation of its business model towards more sustainable practices. In this context, the development and utilization of renewable energy sources (RES) projects is a key pillar of the Group's energy transition, contributing both to reducing dependence on fossil fuels and ensuring long-term economic sustainability. **(E1-1 a, b, c)**

The Group systematically invests in renewable energy production facilities, enhancing the participation of clean energy in its energy mix and reducing its carbon footprint. The following table presents the key renewable energy production facilities, including photovoltaic plants and wind farms, operating as part of the Group's activities or in collaboration with energy communities. **(E1-3 a, b)**

Photovoltaic Installations of Plastika Kritis
Photovoltaic in Romania (3 MWp)
Location: Tragano, Municipality of Pinios, Prefecture of Ilia (1998 KWp)
Industrial Area of Heraklion, Crete (1200 KWp)
Industrial Area of Sindos, Thessaloniki (100 KWp)
Finikia Area Heraklion Crete (80 KWp)
Industrial Area of Heraklion, Crete (80 KWp)
Vrouchas, Municipality of Ag. Nikolaos, Prefecture of Lasithi (80 KWp)
Photovoltaic Installations of the Energy Community "THALES"
Kavos (1000 kWp)
Kavos (500 kWp)
Industrial Area of Heraklion, Crete, P&T Street (612 KWp)
Industrial Area of Heraklion, Crete, I&K&P street (560 KWp)
Wind Farms of Plastika Kritis
Crete (12 MWp)



Policies related to climate change

Sustainable Development Policy
<p>Crete Plastics S.A. and the Group in general, recognize sustainable development as a fundamental factor for its long-term business success and value creation for all stakeholders. In this context, a Sustainable Development Policy has been developed and implemented to integrate ESG issues into the strategy and operation, taking into account the environmental, social and intergovernmental impacts of the Group's activities.</p>
<p>The Policy is aligned with the applicable national and European regulatory framework and takes into account international reference principles and standards, including the 2030 Agenda (SDGs), the ESRS under the CSRD, the OECD Guidelines and the UNGPs.</p>
<p>The purpose of the Sustainable Development Policy is to define the Group's key principles and commitments on ESG issues, to support the integration of sustainability into its business activities and to form the basis for the preparation of the Annual Sustainability Report. The Policy applies to all of the Group's subsidiaries, covers all activities in Greece and abroad and binds, in addition to staff, third parties who provide services or act on its behalf (value chain).</p>
<p>In the context of climate change, the Policy recognizes the relevant risks for business activity and sets as a key axis the rational management of energy, with the aim of reducing the carbon footprint and energy consumption, through compliance with environmental legislation and the implementation of energy efficiency practices.</p>
<p>The monitoring of the implementation of the Policy is the responsibility of the Board of Directors, with the support of the Sustainable Development Committee, which monitors ESG indicators and reviews on an annual basis the degree of its implementation. The Policy is reviewed on an annual basis and revised every three (3) years or earlier, if required.</p>
<p>The Sustainable Development Policy is available on the corporate website of Crete Plastics S.A.⁵</p>

(E1-2 a, b, c, d, e, MDR-P, MDR-P_65_a, b, d, f)

⁵https://www.plastikakritis.com/assets/uploads/files/%CE%A0%CE%9F%CE%9B%CE%99%CE%A4%CE%99%CE%9A%CE%97%CE%92%CE%99%CE%A9%CE%A3%CE%99%CE%9C%CE%97%CE%A3%CE%91%CE%9D%CE%91%CE%A0%CE%A4%CE%A5%CE%9E%CE%97%CE%A3_2025.pdf



Actions and Objectives

In 2025, one of the Group's subsidiaries, more specifically Romcolor, took substantial steps to improve its energy efficiency and reduce its environmental footprint. The central focus was the commissioning of a 3 MW photovoltaic power plant, an investment that enhances the transition to cleaner forms of energy. The grid connection certificate was obtained in June 2025 and the injection of electricity started in November of the same year. The production of electricity from renewable sources contributes to the reduction of greenhouse gas and air pollutant emissions, reduces dependence on fossil fuels and requires reduced use of water resources compared to conventional power plants. **(E1-3 a, b, MDR-A)**

At the same time, in 2025, an energy audit was carried out by an accredited auditor, in accordance with the requirements of Romanian legislation. The audit resulted in specific recommendations to improve energy efficiency, which are planned to be gradually implemented within the next three years. **(E1-3 a, MDR-A)**

For 2026, Romcolor aims to further enhance its energy efficiency through technological modernization and implementation of the proposed energy control measures. In this context, it is planned to install a new Coperion STS 75 production line, which is characterized by lower energy consumption. The new technology is expected to contribute to the reduction of specific energy consumption per kilogram of product produced, by optimizing the production process, utilizing the heat generated by mechanical friction within the extruder and through the implementation of temperature control and power management systems during the start-up and warm-up phases. At the same time, the improvement of energy efficiency is expected to support increased productivity, with better utilization of the energy consumed and reduction of energy losses, contributing to the reduction of the carbon footprint of the production unit and the maintenance of high quality finished products. **(E1-4 a, b, MDR-T 81)**

Energy Monitoring and Management

Energy consumption remains an important issue for the Group's activity, while all sources of energy consumption are monitored in all facilities and activities related to the Group's operational control. The energy mix reflects that the largest share comes from electricity consumption, while the consumption of fossil fuels concerns the coverage of the energy needs of the Group's facilities during the production process. **E1-5 a**

Energy Consumption and Mix	Unit of measurement	2025	2024
(1) Consumption of coal fuel and coal products	MWh	9,92	7,50
(2) Fuel consumption from crude oil and petroleum products	MWh	2.936,17	3.410,33



(3) Gas fuel consumption	MWh	4.504,46	3.647,04
(4) Fuel consumption from other fossil sources	MWh	0,00	0
(5) Consumption of electricity, heat, steam and cooling purchased or obtained from fossil sources	MWh	60.175,92	47.970,19
(6) Total energy consumption from fossil sources	MWh	67.626,47	55.035,05
Share of fossil sources in total energy consumption	%	63,43%	55,50%
(7) Consumption from nuclear sources	MWh	8.767,58	10.070,07
Share of consumption from nuclear sources in total energy consumption	%	8,22%	10,15%
(8) Consumption of renewable fuels, including biomass (which also includes bio-based industrial and municipal waste, biogas, renewable hydrogen, etc.)	MWh	0	0
(9) Consumption of electricity, heat, steam and cooling purchased or obtained from renewable sources	MWh	24.943,26	29.851,11
(10) Consumption of self-generated energy from renewable sources other than as fuel	MWh	5.271,65	4.210,39
(11) Total energy consumption from renewable sources	MWh	30.214,92	34.061,50
Share renewables sources in total energy consumption	%	28%	34,35%
Total energy consumption	MWh	106.608,96	99.166,62
Specific Energy Consumption	MWh/cm. €	271.47	257,53



Percentage of Electricity	%	93%	92,9%
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(E1-5 b, c, MDR-M)

For the conversion of fuels into energy, the coefficients presented in Directive 2012/27/EU are used, while for fuel density, the coefficients proposed by the Ministry of Environment and Energy in the context of the climate law are used. For the collection of data on electricity consumption, documents from the accounts of the providers of each installation were used. Furthermore, for the calculation of the RES electricity consumed by the grid, the percentages of participation of renewable energy sources in the energy mix of each Provider were used. The turnover used to calculate the energy intensity is the same as that reported in the financial statements for the entire Group, as the entire activity of the Group belongs to high-impact climate sectors. More specifically, NACE sectors H, C and D belong to high climate impact sectors according to the ESRS.

Energy production from the installed photovoltaic and wind farm units was also significant for 2025. More specifically, total energy production amounted to 54,968 MWh and covers 55% of the Group's total energy consumption. Part of the energy produced is used to meet the Group's own needs.

Years	Annual Production from RES (MWh)	Annual Electricity Requirement of the Group's facilities	Percentage Comparison
2025	54.968	99.158	55%
2024	58.088	92.102	63%
2023	48.934	83.695	58%

The largest percentage of the Group's energy production, apart from the grid, comes from the Wind Farm installed in Crete and from Photovoltaic Parks.

Total Greenhouse Gas Emissions of the Group

The Group of Plastics of Crete considers that the systematic recording and gradual reduction of greenhouse gas (GHG) emissions is a key tool for climate change mitigation and the management of the carbon footprint of its activities. For the calculation of the emissions of Scope 1 and 2, the same organizational boundaries were maintained as in 2024, including the Group's facilities in Greece, France, Poland, Romania, Russia, Turkey and China. Scope 1 emissions refer to direct emissions from fuel consumption to fixed and mobile sources, while Scope 2 emissions refer to indirect emissions from the consumption of electricity supplied by the grid. Scope 1 and 2 emissions continue to be calculated on an annual basis, while for installations in Greece they are verified in accordance with the requirements of the National Climate Law. **(E1-6 a)**

In 2025, the Group proceeded with a further analysis of the indirect emissions related to its value chain, with the aim of identifying the most important Emission Classes



of Scope 3. In this context, emissions associated with Categories 2, 6, 8 and 12 of Scope 3 were included. In addition to Category 1 of Scope 3, which concerns raw material inputs and constitutes the largest part of total emissions, the Group also assesses other stages of the value chain where emission reduction opportunities may arise in the coming years.

In 2025, the Group proceeded with the calculation of additional Scope 3 Categories, seeking to identify indirect emissions related to its value chain. The table below lists the Scope 3 GHG Emission Categories that have been calculated for the current year.

Greenhouse gas emissions	Unit of measurement	2025	2024
Greenhouse Gas Emissions Scope 1			
Mixed emissions of Scope 1 greenhouse	tCO _{2eq}	1.565,78	1.587,42
Share of greenhouse gas emissions scope 1 greenhouse by regulated marketing systems emissions	%	0.00%	0.00%
Distribution of greenhouse gas emissions Scope 1			
Direct Emissions from Constant Combustion	tCO _{2eq}	844,74	670,26
Direct emissions from mobile combustion	tCO _{2eq}	721,04	900,92
Direct diffuse emissions resulting from the release of ATHs into man-made systems ⁶	tCO _{2eq}	0,00	16,24
Greenhouse gas emissions Scope 2			
Mixed emissions of Location-based Scope 2 greenhouse	tCO _{2eq}	37.964,48	41.323,41
Mixed emissions of Market-based Scope 2 greenhouse	tCO _{2eq}	34.324,67	35.776,37
Percentage of emissions of the Scope 2 <i>Market-based</i> greenhouse that Covered by guarantees of origin	%	0.0%	0.0%

⁶ There was no record for 2025.



Significant Greenhouse Gas Emissions Scope 3			
Total gross indirect greenhouse gas emissions (GHGs) (3)	tCO _{2eq}	434.917,72	377.721,87
1 Purchases of goods and services	tCO _{2eq}	391.746,27	363.734,05
2 Capital goods	tCO _{2eq}	2.161,80	
3 Activities related to fuel and energy (non-included in the Field Application 1 or in Scope 2)	tCO _{2eq}	11.227,71	9.725,58
4 Upstream Transportation and Distribution	tCO _{2eq}	4.335,36	3.706,79
5 Waste generated by activities	tCO _{2eq}	765,87	555,46
6 Business travel	tCO _{2eq}	724,82	
7 Employee Movements	tCO _{2eq}	This category is not considered non-material for the Group, as the emissions from the movements of employees is estimated to be negligible.	
8 Upstream leased assets	tCO _{2eq}	This category is not considered non-material for the activity of the Group.	
9 Downstream transport	tCO _{2eq}	22.620,67	
10 Processing of products sold	tCO _{2eq}	This category is not considered non-material for the Group, as the relevant activity is not significant part of its functions and its contribution in total emissions is estimated to be negligible.	
11 Use of Sold Products	tCO _{2eq}	This category is not considered non-material for the	



		activity of the Group.	
12 Edit Sold end-of-life products	tCO _{2eq}	1.335,20	
13 Downstream leased assets	tCO _{2eq}	This category is not considered non-material for the activity of the Group.	
14 Franchise	tCO _{2eq}	This category is not considered non-material for the activity of the Group.	
15 Investments	tCO _{2eq}	This category is not considered non-material for the activity of the Group.	
Total GHG emissions			
Total GHG emissions (location-based)	tCO _{2eq}	474.447,98	420.632,70
Total GHG emissions (by market)	tCO _{2eq}	470.808,17	415.085,66
Specific greenhouse gas emissions			
Specific Emissions of Gases Greenhouse Scope 1	tCO _{2eq} /cm. €	3,99	4,12
Specific Emissions of Gases Greenhouse Scope 2 Based on Location	tCO _{2eq} /cm. €	96,67	107,31
Specific Emissions of Gases Greenhouse Scope 2 by Market	tCO _{2eq} /cm. €	87,41	92,91
Specific Emissions of Gases Greenhouse Scope 3	tCO _{2eq} /cm. €	1.107,49	980,93
Specific Emissions of Gases Location-Based Greenhouse	tCO _{2eq} /cm. €	1.208,15	1.092,36
Specific Greenhouse Gas Emissions by Market	tCO _{2eq} /cm. €	1.198,88	1.077,96

(E1-6 b, c, d, MDR-M)



Calculation methodology for Application Fields 1 and 2 (E1-6 a)

The calculation of Scope 1 and Scope 2 emissions was based on the methodology of the GHG Protocol for the conversion of fuels related to stationary and mobile combustion, coolants and electricity into GHG emissions (tCO₂eq). For the calculation of the Scope 1 emissions, the most recent fuel conversion factors as given by the Ministry of Environment of the Republic of Lithuania are used. Greece in the context of the National Climate Law, while for the conversion of the quantities of refrigerants consumed into GHG emissions, the most up-to-date IPCC coefficients were used. In Scope 2 and for the calculation of indirect GHG emissions in relation to electricity consumption, the corresponding GHG conversion coefficients were used as they are given for Greece by DAPEEP, AIB for installations within the E.E. E, as well as the ember-climate for the rest of the countries (China, Turkey and Russia).

Calculation methodology for Scope 3 (E1-6 a)

For Categories 2. Capital goods, 6. Business travel and 9. Downstream transport are calculated using the spend-based method, utilizing procurement data and emission factors from bases such as EXIOBASE, BEIS and CEDA.

Respectively, Categories 3. Activities related to fuel and energy, 5. Waste generated by activities and 12. Processing of products sold at the end of the life cycle, based on primary data of the Group's activity) and are derived from emission factors from international databases such as IEA and DEFRA.

Emissions for Categories 1. Purchases of goods and services and 4. Upstream transport and distribution were calculated with primary data for raw materials and on the basis of the spend-based method for the rest of the markets of goods, services and their upstream transport where the coefficients are derived from the above databases.

Waste management

For 2025, Crete Plastics Group assessed the impacts, risks and opportunities related to the use of resources and the circular economy and identified waste management as an important issue related to actual or potential impacts, risks and opportunities related to the operation of the group. The assessment of the issues related to the use of resources, the circular economy and waste management was carried out during the Double Significance Analysis during which the results of the consultations with all stakeholders were included. Waste outputs continue to be monitored in all of the Group's facilities as their optimal management remains an important environmental indicator for the reduction of the Group's environmental footprint. **(E5 IRO-1 a, E5-2 a, MDR-A)**

In all the Group's facilities, procedures are applied for the prioritization, separation and appropriate preparation of waste before its final management by licensed partners, with the aim of limiting the disposal to landfills. At the same time, through an organized network of collection of used plastic sheets and their processing and cleaning, the Group reintegrates them into the production process,



creating new products. This practice supports the circular management of materials and helps to optimize the use of resources in the supply chain. (E5-2 a)

In addition, in collaboration with local communities and competent bodies, the Group organizes the collection of agricultural plastics for the purpose of their reuse or recycling, extending the life cycle of the materials. The Group of Plastics of Crete participates in a Collective Alternative Management System (CSAM), in collaboration with the State and the competent sectoral bodies, while investing in the creation of new collection points in key rural areas and implementing information and awareness actions for the proper management of plastic waste.

Recycling of Agricultural Leaves	2019	2020	2021	2022	2023	2024	2025
	525,56	916,77	1,329,93	821,60	762,93	849,17	895,83

Waste Monitoring

The main waste categories resulting from the Group's operation and production activity include hazardous waste, such as contaminated packaging, sludge and lamps, as well as quantities of non-hazardous waste mainly related to the transport and packaging of raw materials or finished products, such as wooden pallets and plastic packaging materials.

The Group's hazardous waste outputs remain limited and result from the chemical treatment of specific products, as well as from the management of activated carbon filters and other consumables, such as contaminated gloves, masks, protective suits and clothing, as well as waste electrical and electronic equipment (WEEE) and light bulbs. For the most complete and rational recording and monitoring of waste, it is initially categorized into hazardous and non-hazardous and then classified based on its management method.⁷

For the recording of the total quantities of waste, documents from the licensed entities that collect waste from the Group's facilities were used. In 2025, the total quantities of waste of the Crete Plastics Group amounted to 3,086.68 tons. Compared to the data of 2024, we observe a 28% decrease in the production of Hazardous Waste, while the large increase observed in the production of Non-Hazardous Waste comes from general clearances made in the Group's warehouses, which, however, do not take place every year. Below is a table with the separation of waste based on its management method.

Hazardous waste	2025	2024
Recovery work	64,16	69,68
Preparing for reuse	-	-
Recycling	54,55	-
Other recovery tasks	9,61	69,68

⁷ The Group does not produce radioactive waste.



Disposal work	185,57	277,01
Combustion	5,15	-
Landfill	-	97,21
Other disposal work	180,42	179,80
Total Hazardous Waste	249,72	346,69
Non-hazardous waste	2025	2024
Recovery work	1.252,82	1.256,37
Preparing for reuse	-	-
Recycling	730,02	532,90
Other recovery tasks	522,80	723,47
Disposal work	1.584,14	838,59
Combustion	3,26	5,19
Landfill	994,84	833,40
Other disposal work	586,04	-
Total Non-Hazardous Waste	2.836,96	2.094,96
Total Group Waste	3.086,68	2.441,65
Amount of waste not recycled	2.302,11	1.908,76
Percentage of waste not recycled	74,58%	78,17%

(E5-5 a, MDR-M)

Natural Resources - Water

The Group systematically monitors water consumption in all its facilities and is constantly evaluating possibilities to improve efficiency and limit its use, where technically and functionally feasible. In 2025, a new water treatment plant was put into operation at the Group's facilities in Crete, which allows the reuse of water from the production process, following the removal of solid particles (e.g. sand) and pH adjustment. The facility has a design capacity of 50–60 m³/h and the ability to continuously remove solids up to

6,000 mg/L, enhancing the efficient management of water resources. As a result, the Group's needs in these facilities for pumping water from the Public Grid were reduced by 9%, contributing to the sustainable use of natural resources. (E3-1 a, E3-2 a, MDR-A, MDR-M)

At the same time, some of the Group's products, such as agricultural films and geomembranes used in water tanks and irrigation canals, indirectly contribute to the



optimizing water resource management. In particular, the use of agricultural films in crops facilitates soil moisture retention and improved water and fertilizer utilization, supporting a more efficient use of inputs in agricultural production.

Water Usage (m3)	2025	2024
Water Pumped from the Grid (m3)	52.481,28	57.381,05
Water Discharges (m ³)	10.096,67	24.984,03
Water Consumption (m ³)	42.384,60	32.397,01

(E3-4 a, MDR-M)



The Group's workforce

The Group's approach

The Group of Crete Plastics invests in the development of its employees and seeks to provide a working environment that is based on mutual trust, respect for diversity and the protection of human rights. The Group invests in the training and development of its employees, through systematic trainings, an evaluation system and continuous investment in health and safety.

Human Resources Characteristics

Gender	Number of employees ⁸ (calculated as total employees at the end of financial year 2024)	Number of employees ⁹ (calculated as a total employed at the end of the financial year 2025)
Men	1.064	1.031
Women	210	205
Total Employees	1.274	1.236

(S1-6 50 a, S1-6 50a, AR 57, S1-6 50 d)

Country	Number of employees (calculated as total employees at the end of financial year 2024)	Number of employees (calculated as a total employed at the end of the financial year 2025)
Greece	504	499
Poland	128	129
Romania	113	112
France	98	86
Russia	109	112
Turkey	117	101
China	205	197

(S1-6 50 a, S1-6 50a, AR 57, S1-6 50 d)

⁸ Financial Statements Section Information on Employment Issues

⁹ Financial Statements Section Information on Employment Matters



	2024*			2025*		
	Male	Woman	Total	Male	Woman	Total
Number of employees	1064	210	1274	1.031	205	1.236
Number of permanent employees	966	201	1167	939	195	1.134
Number of temporary workers	97	9	106	91	6	97
Number of employees with non-guaranteed working hours	1	0	1	1	4	5
Number of full-time employees	1059	198	1257	1.027	190	1.217
Number of part-time workers	5	12	17	3	11	14
*(calculated as total employees at the end of the financial year 2024, 2025)						

(S1-6_50 b, S1-6_50 d, S1-6_52)

2024						
Greece	Poland	Romania	France	Russia	Turkey	China
Number of employees (calculated as total employees at the end of financial year 2024)						
499	129	112	86	112	101	197
Number of permanent employees (calculated as total employees at the end of the 2024 financial year)						
431	95	112	86	112	101	197
Number of temporary workers (calculated as total employees at the end of the 2024 financial year)						
68	29	0	0	0	0	0
Number of employees with non-guaranteed working hours (calculated as total employees at the end of the 2024 financial year)						
0	5	0	0	0	0	0
Number of full-time employees (calculated as total employees at the end of the financial year 2024)						
496	124	111	84	104	101	197
Number of part-time employees (calculated as total employees at the end of the 2024 financial year)						
3	0	1	2	8	0	0



2025						
Greece	Poland	Romania	France	Russia	Turkey	China
Number of employees (calculated as total employees at the end of financial year 2025)						
504	128	113	98	109	117	205
Number of permanent employees (calculated as total employees at the end of the financial year 2025)						
444	97	113	82	109	117	205
Number of temporary employees (calculated as total employees at the end of the 2025 financial year)						
60	30	0	16	0	0	0
Number of employees with non-guaranteed working hours (calculated as total employees at the end of the 2025 financial year)						
0	1	0	0	0	0	0
Number of full-time employees (calculated as total employees at the end of the financial year 2025)						
501	128	112	96	102	113	205
Number of part-time employees (calculated as total employees at the end of the 2025 financial year)						
3	0	1	2	7	4	0

(S1-6 50 b, S1-6 50 d, S1-6 51, S1-6 52)

	2024	2025
Total number of employees who left the company (refers to voluntary departures and departures due to dismissal, retirement or death at work)	166	183
Staff turnover rate*	13,03	14,8
* For the calculation of the staff turnover ratio of its own employees, the total number of departures due to voluntary departure, dismissal, retirement or death at work was used as the numerator, while the total number of employees during the reference period was used as the denominator. The resulting quotient was multiplied by 100 to determine the percentage.		

(S1-6 50 c, S1-6 50 c, AR 59)

Important issues for the workforce concerned

From the Double Significance Analysis carried out by the Group, it identified the risks, opportunities and significant impacts related to its human resources. Specifically, the Group recognized:



Potential positive effects
Work-life balance and employee well-being
Education and skills development
Diversity, equality and inclusion
Actual negative effect¹⁰
Health and safety at work
Risks to human capital
Loss of talent and expertise
Human capital opportunities
Attracting talent to boost research and development
Diversity and inclusion

In addition, the Group emphasizes the establishment of Policies and Mechanisms that enhance the smooth operation and support the protection of employees.

Human Rights Policy

The Crete Plastics Group has established a Human Rights Policy with the aim of defining the framework of principles, values and commitments regarding respect for human rights, the promotion of fair and safe working conditions, as well as its responsible and sustainable operation at all levels of activity. The Policy contains provisions regarding workers' rights, fundamental commitments, health and safety and supply chain. The policy applies to all employees, executives, partners and suppliers of the company, in all countries of operation. It is a point of reference for decision-making and guides our daily operation. The top management supervises compliance with the principles of the policy and ensures its integration into the overall corporate strategy. Information at the highest level ensures that the policy is implemented consistently, transparently and committed to the principles of responsible business conduct. The Policy is available to all interested parties through the [Group's](#) website.

Code of Ethical Conduct and Ethics

The Code of Ethical Conduct and Ethics sets out the standards of conduct and practices required of the staff of the Group's companies and applicable in each country in which it operates, as well as the conditions and procedures concerning the company's customers, suppliers and other partners. In particular, the Code sets out basic operating principles, including respect for Human Rights, committing to zero tolerance for any form of discrimination based on race, religion, gender, nationality, age,



disability, sexual orientation, etc., as well as in workplace and child harassment phenomena both in the Parent Company and in the Subsidiaries and the supply chain. To this end, it has adopted relevant policies to avoid the risk of human rights violations and is committed to the continuous improvement of human rights actions and controls in its interactions with its suppliers or partners. At the same time, it promotes health, safety and environmental protection, clearly prioritizing the protection of both the health and safety of the Group's employees.

The Code is available to all employees, who must be informed and accept it. The Code and the related procedures and measures apply to all employees, employees, executives and the top management of Plastika Kritis and its subsidiaries. The Code is available to all interested parties on [the Group's](#) website.

Report-Complaint Management Policy

The Group's Report-Complaint Management Policy aims to establish a specific framework for reporting possible violations of European and national law. The aim of the Policy is to establish the appropriate communication channels that will allow the reporting of possible incidents, while ensuring the protection of whistleblowers. The Policy has been drafted on the basis of Law 4990/2022 on the Protection of Persons who Report Violations of EU Law – Incorporation of Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 (L 305), Law 4808/2021 on the Protection of Labour – Ratification of Convention 190 of the International Labour Organization on the Elimination of Violence and Harassment in the Workplace, Law 4624/2021 2019 - Personal Data Protection Authority, measures for the implementation of Regulation (EU) 2016/679, Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), as well as the OECD Directives on the Protection of Whistleblowers. In this context, this Policy also includes the provisions concerning the protection of employees from any incident of violence and harassment at work.

The Policy applies to:

- To all employees of the Company with an employment contract (full-time or part-time, indefinite or fixed-term).
- Shareholders and persons belonging to the administrative, management or supervisory a body of the Company, including non-executive members of the Board of Directors, as well as volunteers and paid or unpaid interns.
- To those employed under a work contract, independent services, salaried mandate.
- Any persons working under the supervision and instructions of the Company's contractors, subcontractors and suppliers.
- Persons who report information about violations obtained under an employment contract that has expired for any reason;



including retirement, as well as to petitioners whose

An employment contract has not yet been initiated, in cases where information about violations has been obtained during the recruitment process or at another stage of negotiation before the conclusion of a contract.

Responsible for the implementation of the Policy is the Reporting Receipt and Monitoring Officer. The Policy is available to all employees through internal communication channels.

Work Regulations

The Company has a Labor Regulation drawn up in accordance with L.D. 3789 of 25.9/12.10.1957, the Royal Decree of 24.6/8.7.1958 and Law 1767 of 5/6.4.1988, as in force. The main purpose of the Regulation is to set the rules governing the relationship of the staff with the Company, operating in addition to the individual contract of each one. This Regulation applies to all personnel who are linked to the Group by a contract or employment relationship of any form (indefinite or fixed-term, full-time or part-time, etc.) and regardless of the time of employment. Persons of management and trust, by law and/or case law, are subject to these Regulations, with the exception of those provisions that are incompatible with their position as managing employees, within the meaning of the Washington International Convention on the Determination of Working Hours in Industrial Enterprises, which was ratified by Law 2269/1920. Independent professionals, consultants and associates of the Group who are not connected to it by an employment relationship are not subject to these Regulations. The Human Resources Department is responsible for the implementation of this Policy. The Work Regulations are available to all the Company's staff.

Policy for the Prevention and Combating of Violence and Harassment & Policy for the Management of Internal Complaints for Incidents of Violence and Harassment

The Group has established a Policy for combating Violence and Harassment, in accordance with the provisions of Law 4808/2021, which is incorporated into the Labor Regulation. The Policy aims to form a network for the prevention, treatment and combating of violence and sexual harassment at work and the creation and consolidation of a working environment that respects, promotes and ensures human dignity and the right of every person to a world of work free of violence and harassment. This policy also sets the framework for the management of internal complaints about incidents of violence and harassment. The Human Resources Department is responsible for the management of possible incidents in cooperation with the immediate supervisor, while there are provisions for the protection of the complainant from retaliation.



Work-life balance

2025		
Worker leaves related to family reasons*	Men	Women
Percentage of employees entitled to take family leave	100%	100%
Percentage of eligible employees who took leave for family reasons	9,30%	13,81%
* Family leave includes maternity leave, paternity leave, parental leave and carer's leave provided for by national law or collective agreements.		

(S1-15 93 a, S1-15 93 b)

The Group seeks to provide a working environment that supports employees and rewards their efforts. In this context, the Group has established a framework of additional benefits, which support employees at different stages of their lives. These benefits vary from country to country, while some of them depend on the years of service in the Group.

Specifically, the Group offers the following benefits as far as **Greece is concerned**:

Annual bonus from winnings

The Group distributes as a voluntary benefit every year up to 5% of its net profits to its employees. This benefit applies to all employees, while for those with less than one year's experience, the bonus is calculated proportionally.

Private Security

Employees participate in a group insurance policy, which includes the following coverages:

1. Life insurance
2. Insurance of permanent total disability due to illness
3. Accident insurance
4. Compensation for temporary disability due to illness
5. Broad inpatient and outpatient care
6. Hospital and surgical allowance
7. Maternity benefits

Financial support for children's education

Financial support to employees who have children in B, C Lyceum or study at recognized universities. The incentive is applied after the first semester of recruitment, as follows:



Employee's net annual earnings	Studying at universities	Attendance in B and C Lyceum
=< 18.000 €	120 €/month	60 €/month
18.001-21.000 €	100 €/month	50 €/month
21.001-24.000 €	80 €/month	40 €/month
24.001-27.000 €	70 €/month	36 €/month

Support for employees with children with special needs

Employees who have children with special needs are supported with vouchers of 120 euros/month, following a proposal by the Occupational Doctor. The incentive is applied after the first six months of recruitment.

Support for employees with minor children

Support for all employees who have minor children, with 250 euros per year per child. The incentive is applied after the first semester of recruitment.

Aid for marriage

Aid for marriage with 250 euros (for an employee with up to 12 months' experience) or with 500 euros (for an employee with more than 12 months' experience). Also, support for the marriage of an employee's child with 250 euros per child (for an employee with more than 12 months' experience).

Child Birth Aid

Support for the birth of a child with 1,000 euros. The incentive is applied after the 1st semester of recruitment. In case both parents work in the Group, the above incentives (3 to 7) are granted to one of them.

Support from the workers' relief fund

The Group has set up a Relief Fund by the employees, which it finances with donations. The Fund has a Board of Directors elected by the employees themselves. The Relief Fund supports employees with a cash gift of dynamic value at Christmas and Easter respectively. Also, under conditions and at its discretion, it supports colleagues who have a special need.

Supply of computers to children of employees

Every child of employees who starts attending the first grade of high school is given a computer as a gift and has the opportunity to participate in the Group's educational robotics team. The incentive is applied after the 1st semester of recruitment.

Monitoring the health of employees with periodic medical examinations

There is monitoring of the health of employees through free general and special medical examinations (check up) in private laboratories according to the protocol set by the Occupational Physician depending on the age and history of each employee.



Participation in Thales Energy Community

Employees who have joined the THALES Energy Community enjoy a significant reduction in electricity costs for 25 years.

As far as employees in **Poland** are concerned, the Group offers the following benefits:

- Private Medical Care (MEDICOVER): Providing complete medical care, including outpatient clinics, diagnostic laboratory tests, and imaging tests.
- MULTISPORT Card: Access to gyms, swimming pools, team sports, climbing parks, dance, etc., with a 60% subsidy from the company.
- SMART LUNCH: Meal subsidy for employees through an ordering platform.
- Corporate Social Fund (ZFŚS): Compulsory fund for social benefits to employees.
- Compensation for the use of a private car: Employees who use their private vehicle for business purposes receive compensation, which is taxed as income from employment.
- Corporate Events: Corporate events to enhance collaboration and teamwork.
- Bonus Provision: Additional remuneration based on annual corporate profit, attendance and other factors.

399
employees of the Group have been members of the THALES energy community for 25 years (registered until 31/12/25)

In **Russia**, the Group offers the following benefits to its employees:

- Bonus from annual earnings for all employees
- Work lunches
- Shopping card (one-time gift for the New Year)
- Mobile phone allowance
- Employee Travel Expenses
- Car compensation: Accordingly, the Group covers fuel, tolls, car insurance, parking, company cars, as well as technical support

In **Romania**, employees receive the following benefits:

- Bonus from annual profits at the end of the year for all employees (up to 5% EBITDA).
- Corporate events for all employees.



- Health expenses and medical check-ups (MEDLIFE cards).
- Meal vouchers of RON 40/working day (gross amount) for all employees.
- Mobile phone allowance (for some employees).
- Employee Travel Expenses: For some employees, public transportation costs and the company car to transport employees from the meeting point to the company's premises and back are covered.
- Fuel and maintenance coverage for specific contract workers.
- Gift vouchers for Easter and Christmas for all employees.
- Productivity bonus and additional bonus for the Production Department, which is decided by the Factory Manager.
- Attendance bonus for non-administrative employees (as long as they do not have lost hours), which is decided by the managers.

In **France**, employees receive the following benefits:

- Health Expenses: Coverage of 65% of the cost of mutual insurance, i.e. 15% more than what is legally required. These expenses are added to the net taxable income of employees.
- Employee Travel Expenses
- Work meals: They are provided either as meal baskets or meal vouchers, depending on the employee's position. In the case of vouchers, part of the cost is covered by the employee.
- Bonus from annual profits: When financial results are positive, employees receive bonuses on profits.
- Additional days of leave due to previous service
- Holiday allowance
- Bonus or extra day off for many years of service
- Sports area (sports hall)

The Group in **China**, gives the following benefits:

- Health expenses and medical check-ups
- Work lunches
- Festive shopping card
- Mobile phone allowance
- Possibility of financing educational programs, postgraduate studies, etc.
- Transportation of employees



- Private insurance
- Retirement gifts for employees
- Gifts for the Mid-Autumn Festival

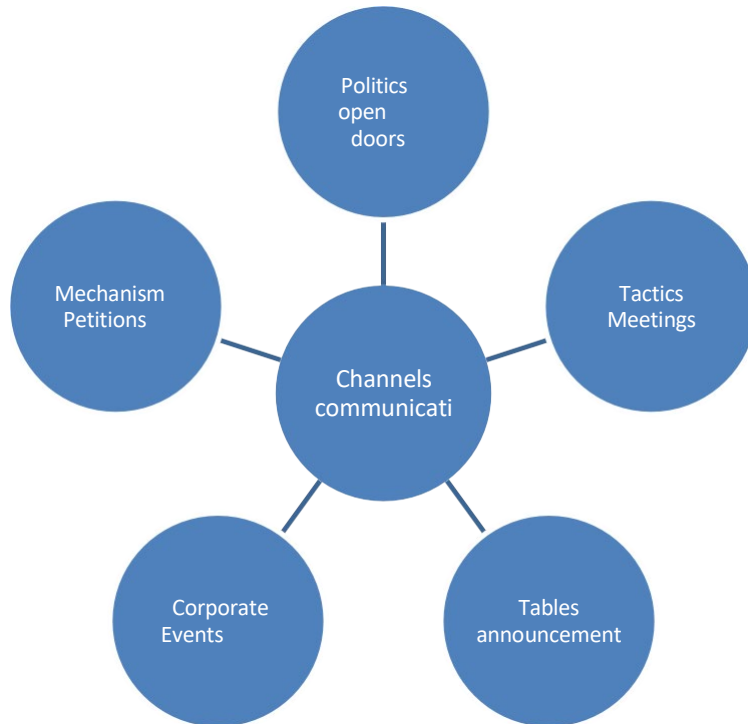
In **Turkey**, the Group offers the following benefits:

- New Year's Eve Celebration Dinner
- Coverage of health expenses and medical check-ups
- Work lunches
- Bonus for Ramadan and Eid al-Adha
- Company line and mobile phone allowance
- Employee Travel Allowance
- Employee Transportation Service
- Company car (for specific roles)
- Supplementary health insurance
- Providing a Bonus from Annual Profits
- Providing a Performance Bonus based on evaluation

In addition, 100% of the Group's employees are paid a salary higher than the basic salary set by the legislation of the country concerned, and are fully covered by social protection, as well as by collective labour agreements, as defined by the respective national legislative framework. [\(S1-10_69\)](#) In addition, all employees who qualify for parental leave received it, in accordance with the legislation and internal procedures of the Group

Communication channels

The Group seeks open and unhindered communication with all employees in order to be immediately aware of issues that concern them and to be able to take appropriate measures to respond to their needs. In this context, the Group has established communication channels that enhance direct and transparent communication with employees:



Through the reporting mechanism, the Group enhances confidentiality and encourages its employees to report incidents of violation, violence and harassment, health and safety with complete anonymity. This system is connected to the risk management unit, while twice a year the Management and the Audit Committee are informed in order to implement the necessary corrective actions where necessary. The Group manages such incidents with absolute confidentiality and confidentiality. The Human Resources Department is responsible for communicating with employees.

Education and skills development

The Group recognizes the necessity of training for the development of employees and the improvement of their skills. The aim is for employees to be able to acquire the necessary knowledge regarding their job, as well as to be trained in issues related to the work environment and proper professional behavior.

The aim is to empower employees to successfully cope with their duties, while at the same time developing on a personal and professional level. In this context, the Group conducts trainings in a variety of thematic areas, with the aim of the continuous development of its employees.



Employee Training 2025			
Gender	Number of employees	Total hours	Average hours
Men	1.064	23.769,4	0,044
Women	210	4.284,4	0,049
Total	1.274	28.053,8	0,093

(S1-13)

In addition, from the first day of the integration of the new employees, the Group informs the employees about important issues related to their work and in particular about health and safety. From the first day, the Group informs the new employees of the Group's Safety Regulation in order to be aware of the basic health and safety principles that must be followed.

Employee evaluation is an important tool for employee development and the charting of an upward career path within the organization. In this context, the Group conducts an annual employee evaluation based on objective and impartial criteria, which are related to both formal qualifications and interpersonal skills.

Through this approach, the Group seeks to retain talent and enhance the specialization of human resources, in order to be able to meet the ever-changing needs of the market.

Performance and professional development evaluation 2025		
Gender	Number of employees	Percentage of employees
Men	731	69%
Women	109	52%
Total	840	66%

(S1-13)

Diversity, Equality and Inclusion

The Group, through the Policies it has established and the procedures it implements, seeks to provide an environment of equal opportunities for all employees without discrimination based on personal characteristics. More specifically, the Group shows zero tolerance for any discrimination based on race, religion, gender, nationality, age, disability, sexual orientation as well as to harassment in the workplace and forced and child labor both in the Parent Company and in the Subsidiaries and the supply chain.



The composition of employees in the top management includes women and men, as shown in the table below.

Top Management Executives ¹¹ 2025		
Gender	Number of executives	Percentage of executives
Men	47	82%
Women	10	18%

(S1-9)

Distribution of Group employees by age level 2025			
Age Bracket	Gender		Total
	Men	Women	
Under 30 years old	149	27	176
Between 30 and 50 years old	648	141	789
Over 50 years old	267	42	309

In 2025, the Group employed 11 people with disabilities, corresponding to 0.86% of the employees.

(S1-12) At the same time, the Group records and monitors its performance in terms of the wage gap.

(S1-16)

Description	2025
<p>Pay gap between female and male workers</p> <p><i>The wage gap between men and women is calculated on the basis of the average gross hourly earnings of all employees. Specifically, the average gross hourly earnings of women are subtracted from those of men. This difference is divided by the average gross hourly earnings of men and the result is multiplied by 100 to obtain the percentage of the wage gap.)</i></p>	17%

All the Group's processes are free of any kind of discrimination with the aim of attracting a diverse workforce.

Number of Discrimination Incidents 2025	
Number of discriminatory incidents, including harassment	0

¹¹ As Senior Executives, the Group appoints the Division Managers and the Factory Managers in the countries in which it operates.



Number of complaints submitted through channels to raise concerns among the company's own workforce (including complaint mechanisms) and, where applicable, the OECD National Contact Points for Multinational Enterprises	14
Total amount of fines, penalties and damages as a result of the incidents and complaints disclosed above	0
Number of human rights incidents 2025	
Number of serious human rights incidents, including an indication of the number of incidents involving non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines on Labour multinational enterprises.	0
Total amount of fines, penalties and damages for the incidents described in point above	0

(S1-17)

Workers' health and safety

The health and safety of employees is a priority for the Group of Plastics of Crete. The Group implements a certified Health and Safety Management System based on ISO 45001:2018 for all Group companies, which contributes to the identification and effective management of occupational risks. At the same time, through training on health and safety issues and the systems it implements, the Group strengthens the culture of prevention.

Quality, occupational health, safety and environment policy

The Policy on Quality, Occupational Health, Safety and the Environment is fully aligned with the requirements of the ISO 9001 and ISO 45001 standards. The aim is to mitigate risks related to health and safety in the workplace and to avoid accidents at work. The objectives of the Policy are to develop effective procedures for the control and elimination of occupational risks to the Health and Safety of all parties involved, to maintain monitoring and evaluation systems for health and safety performance and to ensure continuous improvement in these matters through the elaboration and monitoring of programs and related actions. Its scope covers all the Group's human resources, while the Management is responsible for its implementation.

For the effective implementation of the system, manuals and procedures have been developed that cover all production departments, including the production of sheet-films, masterbatches, plastic pipes, recycling and energy from RES. In this way, the Group contributes to the mitigation of risks, accidents and occupational diseases, while supporting the continuous improvement of working conditions. In addition, through the Occupational Risk Assessment Study, it contributes to the identification of risks, in compliance with the legislation.



Communication with employees

In order to provide timely information and address work-related risks, the Group seeks open communication with employees on these issues. In this context, in Greece there is a Health and Safety Committee through which employees inform about the issues that concern them.

Actions

With the aim of enhancing health and safety in the workplace, the Group has established a procedure for assessing the risks in each workplace in order to take appropriate measures to manage them. This procedure is applied to all areas of its activity, such as production facilities, storage, offices and outdoor areas, while during the identification of risks, it is also examined which groups of employees may be affected, so that additional measures can be taken if necessary.

In addition, the Group has developed a digital platform for the management of Health and Safety issues, with the aim of more systematic and effective recording, evaluation and prioritization of incidents, accidents and near misses, for any kind of risk related to its activity. The platform is used for the design and implementation of improvement actions and actions, which are recorded in it and can be applied across the entire range of business operations.

At the same time, the Group implements the 5S organization and order system, a method for organizing workplaces, which aims to reduce waste, optimize workflow and reduce unnecessary processes. Through the implementation of 5S, employee productivity and efficiency are enhanced, while at the same time reducing the risks of accidents, such as slips, trips, falling objects and exposure to hazardous substances. In addition, the Group has expanded the framework of 5S, incorporating the dimension of safety (5S+Safety), emphasizing the creation of a safer and more organized working environment, with the aim of continuously improving the health and protection of employees. The system focuses on the following topics related to Health and Safety:



With the aim of reviewing the methodology followed for monitoring and continuous improvement of performance in health and safety issues, the Group takes the following actions:

- Systematic inspections and audits in cooperation with specialized partners to ensure full compliance with health and safety legislation.



safety, as well as with the requirements of ISO 45001 and the 5S system. Audits and inspections are carried out at all the Group's production facilities. In the event that discrepancies occur, the Group takes all necessary measures to identify the cause of non-compliance and ensure that all necessary corrective actions are taken.

- Measurements of harmful factors, which concern the measurement of physical and chemical harmful factors on an annual basis, in order to ensure the maintenance of a safe working environment.
- Cyclical distribution of tasks, carried out monthly and annually, so that employees are not constantly overworked.

In addition, the Group conducts trainings on an annual basis regarding the health and safety of employees, with the aim of adequately training them and better and more effective response to emergency situations.

Group Health and Safety Indicators 2025	
Percentage of employees covered by the certified health and safety management system	99,9%
Number of deaths due to work-related injuries and health problems for the workforce concerned	0
Number of deaths due to work-related injuries and health problems for other employees employed at the Group's premises, such as employees in the value chain, if employed at its premises	0
Number of recorded accidents at work	18
Percentage of recorded accidents at work ¹²	7,67%
Number of recorded cases of work-related health problems	5
Number of Losses in Working Days Due to Injuries and Deaths from Work Accidents, Work-Related Health Problems, and Deaths Due to Health Problems	744

(S1-14)

¹² The percentage of work-related injuries is calculated by dividing the corresponding number of incidents by the number of total working hours of people in the same labor force and multiplying by 1,000,000.



Creating a positive social impact

The Group's approach

The activity of the Group of Plastics of Crete extends to a wide social environment, which is a fundamental factor for its sustainable and responsible development. The people and local communities directly or indirectly connected to the operation of the Group, either through the production facilities or through the logistics process and the distribution of products, are essential partners in its social ecosystem. With a presence in seven countries and production units outside Greece in France, Poland, Romania, Russia, Turkey and China, as well as exports reaching more than 90 markets internationally, the Group influences a diverse set of communities. These range from rural areas of Crete to industrial zones and developing markets, where there is an active use of its products.

Considering the impact associated with the character of its products, Crete Plastics Group takes an active role in promoting responsible practices. It focuses on implementing circular economy principles, promoting innovation, enhancing recycling and creating more sustainable materials, seeking to reduce the environmental footprint of its activities and strengthen its positive contribution to both society as a whole and the natural environment. The quality of life of the societies in which the Group operates is a fundamental prerequisite for enhancing the sustainable development of the Group. .

Among the groups most affected are residents of rural areas with intense productive activity, cooperating producers and small and medium-sized enterprises that rely on the Group's products, citizens living near industrial facilities, as well as organizations and organizations that carry out important social work.

The identification and involvement of these communities is carried out through the dual significance process, which determines the significant impacts per category. Through this process, the following impacts, risks and opportunities have been identified regarding the affected communities:

Real positive impact
Creating value for society
Business growth and international presence
Potential Positive Effect
Human Rights for All
Real negative effect
Environmental impact due to growth
Danger
Disruptions due to geopolitical tensions and social distractions

The main negative consequences are mainly related to the Group's industrial operation, as the production process may burden the natural environment or indirectly affect the



daily life of local communities, especially through the consumption of natural resources. For this reason, as mentioned above, the Group systematically invests in modern technological solutions and practices that reduce its environmental footprint, while evaluating their performance according to internationally recognized standards.

At the same time, the Group's presence creates significant benefits. It contributes to the stimulation of local economies through jobs, the transfer of specialized knowledge and the support of social and environmental initiatives. In addition, it strengthens the implementation of the circular economy through organized systems for the collection and recycling of plastics, as well as through their utilization as raw materials. Initiatives such as the Energy Community "THALES", agricultural film recycling programs - and other actions to strengthen local communities contribute substantially to improving the quality of life.

For the empowerment and sustainable development of local communities and the promotion of social cohesion and in the context of its social responsibility, the Group recognizes that certain groups of people, such as farmers, elderly residents near production units, small producers or communities in remote areas, may be more vulnerable or have limited access to information and communication networks. In this context, a targeted and tailored approach to stakeholder engagement is applied, through cooperation with institutionally recognized local bodies, such as municipal authorities, professional associations and unions. This practice ensures equal information, transparency and the possibility of meaningful participation of these groups in the consultation processes.

Systematic engagement with local communities entails both challenges and significant opportunities for the Group. Factors such as ensuring social acceptance, safeguarding and enhancing corporate reputation, as well as organizational resilience in times of crisis, are critical dimensions of responsible business operation.

At the same time, in the context of the Corporate Social Responsibility strategy, meaningful interaction with stakeholders and a systematic understanding of society's needs create conditions for the emergence of new business opportunities. Through this process, the Group is able to develop innovative products and solutions with a positive social footprint, while contributing to sustainable development and long-term value creation.

Direction Policies and Management Procedures

With the aim of ensuring that the Group's business activities are conducted responsibly and respectfully, the Group has established and implements a series of procedures and policies.

The governance system that has been developed actively supports the implementation of these policies, through a clear division of responsibilities, the integration of the social and environmental dimensions into decisions, and oversight at the highest administrative level. The Sustainable Development Committee, in cooperation with the individual management groups, oversees the implementation and review of the relevant policies (see ESRS 2 - GOV).

The success and effectiveness of the policy framework depends to a large extent on active, two-way and meaningful communication with all stakeholders.



Through institutionalized channels and open dialogue, the Group listens to the expectations of communities, identifies risks and opportunities, and adapts its policies so that they are always relevant, timely and reliable.

Sustainable Development Policy

- It defines responsible business operation and includes principles for managing environmental and social impacts.
- It is the key document for the integration of Strategy ¹³Approach to Communities.

Risk Management Policy and Procedure

- Identification of risks related to local communities and their management with the aim of minimizing them.

Reporting and Complaint Management Policy and Procedure

- All interested parties are given the opportunity to submit reports or complaints on various issues, such as human and labor rights, environmental issues, or requests for information and clarification. Where negative impacts are identified, an effort is made for immediate management and remediation, with the involvement of the relevant directorates and the Sustainable Development Committee. *

Human Rights Policy

The policy sets the framework for safeguarding the human rights of all stakeholders throughout the organization's value chain. It is the basis on which the organization's governance framework is based and ensuring the ethical and fair management of all relationships developed by the Group.

The Group's Human Rights policy is aligned with:

- the United Nations Guiding Principles on Business and Human Rights (UNGPs);
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and
- the OECD Guidelines for Multinational Enterprises,

with the aim of creating an operating environment that promotes dignity, equality and social inclusion.

The Group's general approach to respecting the rights of communities includes:

- avoid causing or contributing to violations through the operation or through the value chain,
- the ongoing assessment of potential impacts and

* For the above policies and procedures, detailed reference is made to Chapter G1 of this report.



- integrating respect for human rights into governance processes, involving senior management.

The Sustainable Development Policy, as well as other related policies of the Group (such as the Compliance Policy and the Complaint Management Policy), approach human rights issues indirectly. Their revision is being planned to explicitly incorporate the above international principles.

In the reporting year, there were no cases of non-compliance with the UN principles, the ILO or the OECD in relation to affected communities.

There is no specific provision for indigenous peoples, as the Group is not active in areas where such communities exist. However, the Group is committed to establishing the corresponding welfare policy in the event that in the future its activity expands to new geographically or culturally different areas.

Human Rights for All

The fundamental principle of human rights requires that every person be treated with respect and dignity. Businesses worldwide, either directly or indirectly, have a significant impact on the human rights of their employees, partners and suppliers, as well as the local communities where they operate and the end users of their products or services, thereby affecting all stages of their operations and supply chain.

This responsibility now also acquires an institutional character, as due diligence on human rights issues is a mandatory requirement of the European ESRS standards. The issue of human rights directly affects a wide range of issues, such as:

- Labour rights and employment rights
- Health and safety at work
- Rights to diversity and equality
- Well-being and mental health
- Right of access to a healthy ecosystem for communities (social dimension)
- Right to live in a healthy environment (environmental dimension)
- Right to information

Plastika Kritis has already taken important steps in this direction.

Human rights are recognized by the Group as a substantial impact for employees and partner entities along the value chain.

In addition, there are important human rights-related issues elsewhere in the value chain, in particular due to:

- the use of petrochemical raw materials, which may be associated with environmental and health risks;
- exposure to climate and natural hazards affecting communities close to production plants;



- and the need for continuous monitoring of suppliers' practices, especially in non-EU countries, with regard to working conditions and child labour.

For 2025, no official reports documenting human rights violations were identified

Interact with the communities affected by the activities

The participation of the affected communities in defining the strategy of the Crete Plastics Group, as well as the communication channels that the Group has developed with them, are described in detail in ESRS Chapter 2. Through the questionnaires sent to the stakeholders on an annual basis as well as through the liaison with institutional representatives of the local communities, they act as the main means for understanding and integrating the views of the communities into the planning of the actions.

Communication with communities takes place either directly (e.g. through meetings with municipal councils or representatives of local associations) or through trusted stakeholders acting as intermediaries. In international subsidiaries, local management teams maintain open communication with representatives of the communities or employees. Community involvement starts both during the operational phase and proactively, when planning new projects or reviewing environmental actions. The frequency depends on the region and the type of installation: annual dialogue on general issues, and more frequent contacts in cases of emergencies or changes.

The Sustainable Development Committee is responsible for conducting and monitoring the dialogue with the communities, in cooperation with the management teams of the facilities and the Directorates of Environment and Human Resources. The decisions resulting from the dialogue are integrated into the operational planning.

The effectiveness of the dialogue actions is assessed through:

- the comparison of the issues raised with the materiality indicators,
- the participation of communities in actions (e.g. recycling, energy community);
- the follow-up of requests received through the reporting channels.

In terms of understanding the views and needs of vulnerable social groups, special care is taken by the Group. For example, in rural areas affected by film collection and recycling activities, an effort is made to reach out to smallholders, migrants or the elderly through local partners or rural associations.

Report Management

The ability of affected communities to express concerns, submit requests or seek redress is a crucial element in ensuring human rights. In the reporting year, no relevant human rights reports have been received from institutions, citizens or representatives of local communities. In this context, Plastics Group



Crete implements mechanisms that enhance transparency, accountability and trust. The responsibility for managing such matters lies with the Board of Directors.

Communities have specific communication and reporting channels at their disposal, for which detailed information can be found in the ESRS G1 Business Conduct section.

To enhance trust and participation, the Group promotes the use of reporting channels in communities through information actions or contacts with institutional local bodies. The results of this mechanism and the existence or absence of incidents and reports are published in its annual financial statements and sustainability reports, aiming at full transparency and strengthening the responsibility and trust of stakeholders.

The Group has adopted a generalized approach to the management of requests from communities, but it is gradually being enriched and specified. The complaint management system is not fully automated or centrally integrated, but is evolving, with the aim of standardizing procedures and further strengthening accountability at all levels.

Creating value for society

Crete Plastics Group recognizes the potential it can have in shaping positive change and sustainable local development in the communities where it operates. Recognizing its role in the wider society, the Group integrates its social responsibility into the core of its business strategy.

The feedback that the Group receives from residents and local stakeholders is crucial, it takes it seriously and turns it into targeted actions that create a positive social and environmental impact.

Energy Community "THALES"

The Group is not limited to the production of energy for its needs, but is also a pioneer in promoting best practices for sustainable energy management. Applying best practices in the energy sector, it is a founding member of the "THALES" energy community in Heraklion, Crete. The "THALES" energy community promotes the cooperative production and consumption of energy from RES, offering the local community economic benefits, while contributing to sustainability at the regional level. This initiative further strengthens the Group's bond with the local community, involving not only the group's employees but also other social organizations and churches in the area.

This energy community expresses the Group's vision to be a living and applicable example of a new, participatory model of sustainable development.

For the reference year, 403 households have joined the Energy Community.

The inclusion of all employees of Plastika Kritis in the virtual net metering scheme concerns the period from the date of their inclusion and for the entire contractual period signed between the Energy Community and HEDNO, enhancing the financial and energy security of their families.



The "THALES" community strengthens the Group's commitment to a just energy transition and actively contributes to the reduction of the energy footprint, the fight against energy poverty and the long-term prosperity of local communities.

Creating Social and Environmental Value through Plastic Recycling

The Group collects and recycles agricultural plastics throughout Crete, promoting environmental awareness, supporting the circular economy and enhancing the social well-being of local communities.

This network is also used by local municipalities and social actors, offering access to recycling facilities and communities that would otherwise lack such services. In this way, it contributes substantially to strengthening local capacities for responsible waste management and integrates principles of cooperation with public administration and civil society into its work.

This system, with collection stations designed for the safe management of materials, offers farmers an easy and efficient solution for recycling. In combination with the Group's state-of-the-art pre-processing facility in Crete, the materials are shredded, cleaned of foreign materials and baled, in order to be promoted to the final stage of recycling. At the same time, the reuse of materials is supported, as some of the recycled products are certified as post-consumer and are reused in applications with environmental requirements.

In 2025, over 900 tons of agricultural films and pipes were recycled

Support for vulnerable groups

The Group's firm commitment to social responsibility is an integral part of its business activities, maintaining active relationships in the communities in which it operates, contributing to local development and meeting the needs of each affected community.

Every year, the Group undertakes support initiatives for individuals and social groups in need, supporting local charities, hospitals and cultural associations. At the same time, it organizes soup kitchens, collects and offers basic necessities to vulnerable fellow citizens, as well as provides financial support to associations and churches.

For 2025, it participated and financially supported:

- More than 300 soup kitchens
- more than 10 Cultural Centers of Crete
- over 10 Sports Clubs and Clubs

Corporate social responsibility for the promotion of these initiatives and sustainable development consists of the following 4 pillars:



The Group recognizes the importance of social contribution in each country of activity and encourages all its subsidiaries to develop corresponding initiatives, based on the local needs and priorities of each society. The Group's goal is to further enhance the dissemination of good practices and build a common culture of social responsibility throughout its international presence.

As far as Greece is concerned, it creates a substantial social footprint in the local community and by extension in the country, supporting a variety of social organizations, churches, schools, NGOs, sports clubs, cultural centers, and security forces, proving in practice the social sensitivity of the Group as well as its firm commitment to supporting the young generation. Indicatively, some actions are the following:

- Student visits to the Group's facilities, where through direct contact with a modern professional context, they gain valuable knowledge and experiences that enhance their educational path.
- Visit of students and teaching staff of the Norwegian Higher Education Institution *Fogskolen Inland* to the wind and photovoltaic park of the Group in Vrouchas, Lasithi.
- Financial support of the student virtual business EcoRun, which participated in the Student Fair in Thessaloniki, winning the award for best product/service promotion in the youth entrepreneurship competition organized by JA Greece.
- Financial support of the student Educational Robotics competition FIRST® Tech Challenge, the largest STEM program in the world, involving students aged 12-18 in the world of industrial robotics and cultivating early professional skills. The team of Cretan Plastics RoboNagers won first place in the Control Award and finished in 6th place in the overall ranking. Also,



actively supported for another year the Robonagers competition, the 4th M.R.C. Global Olympiad Robotics Olympiad.

- Participation and support in the Panhellenic Innovation and Entrepreneurship Competition organized by the Region of Crete in the context of MRC (minoan) where the 1st place was won, where students designed an AI program that was connected to a drone and recognized downy mildew from the vines with machine vision.
- Promoting security in the local community by recognizing the work and importance of the security forces and the armed forces, actively supporting bodies such as the 3rd Special Forest Operations Unit, the Firefighters' Union of Heraklion, the Hellenic Police as well as the Coast Guard.
- Donations to Sports Clubs such as - A.P.O Doxa Nea Manolada, A.O. Marathon Kaleses, Herodotus Association, Kindergarten of Kaleses, Athletic Union of Asites, FLL Competition, A.O. Anagennisi Ierapetra, Academy of Palliani etc.
- Support of actions through sponsorships and donations to cultural institutions such as the Cultural Center of Kaleses, Cultural Association of Kallithea, Business Association of the Industrial Area of Heraklion, TEDxSitia, Cultural Association of Platanos "Unity", Cultural Association of Nea Manolada "Elxolive", Cultural Association of Voutes, Cultural Association of Ag. Aikaterini "Ekaterinia", Cultural Association of Gra Lygia, Cultural Association of Tzermiades, Event Sponsorship Matala Beach Festival 2025, Municipality of Agios Nikolaos, Cultural Association of Tragana "Thrasymides", Non-Profit Association PRAKSIS for the Anyfantou Festival and many more.

In total, the Crete Plastics Group allocated, for 2025, amounts of more than 400,000 euros, supporting targeted social actions, culture, education, health and safety. The following breakdown reflects the financial dimension of social donations per main pillar:

Group's donations for 2025			
Axis of social actions	Greece (€)	Affiliates (€)	Totals
Promoting social solidarity and protecting health	234.241,49	32.393	266.634,49
Promoting culture and the environment	90.219,55	18.152	108.371,55
Promotion of sport and education	37.630,81	5.162	42.792,81
Strengthening security forces	26.891,40	50.00	26.941,40
Total	388.983,25	55.757	444.740,25

Business Development and Environmental Responsibility

The business course of the Crete Plastics Group in recent years stands out in the field of plastic materials, as it combines stable economic development, strong international activity and substantial social contribution.



Through its subsidiaries, regional development is strengthened while at the same time generating substantial benefit and enhancing value for the societies in which it operates. Through its subsidiaries, the Group strengthens its international competitiveness, while also contributing to the strengthening of employment and vocational training, local economic activity and stability, the transfer of know-how and innovation as well as the support of critical sectors, such as agricultural production and natural resource management.

Despite its positive aspects, industrial development also entails significant negative impacts, mainly in the environmental sector. Increased energy consumption, waste generation, the utilization of raw materials of petrochemical origin and pollutant emissions are long-standing challenges. The Group recognizes these burdens and does not overlook them; on the contrary, it approaches them systematically and with a sense of responsibility, adopting targeted practices for their management and reduction.

With the aim of reducing its environmental footprint and promoting the circular economy, the following actions remain in focus:

- Participation in energy communities such as the energy community "Thales", with the aim of meeting energy needs through RES
- Operation of modern recycling units, with reuse of agricultural and industrial plastic waste
- Promoting the use of post-consumer materials in selected products
- Investments in energy-saving and emission reduction technologies (water reuse actions, water treatment plant, use of geothermal energy, use of machinery with reduced energy consumption, etc.)
- Cooperation with licensed entities for the management of production waste

Crete Plastics Group recognizes that dynamic business development must go hand in hand with a correspondingly high level of environmental and social responsibility. His strategy strikes a balance between the pursuit of economic success with the need to limit negative impacts and create timeless value for people, communities, and the environment.

Disruptions due to geopolitical tensions and social distractions

The geographical spread of the Plastics Group of Crete also implies its exposure to geopolitical and social risks that may affect the local communities in which it operates. Tensions at the local or international level, social unrest, or even changes in the regulatory environment, can lead to safety problems, restrictions on movement, and difficulties in accessing raw materials, services or human resources.

This risk is considered medium to high probability in certain geographical areas and may have a short- or medium-term horizon depending on the nature of developments. The effects on local communities may include the interruption of employment, the weakening of the local economy and the reduction of access to social investments or programmes offered by the Group. Accordingly, the ability of communities to participate in social dialogue may be limited and trust in the Group may be reduced.



In this context, the Group uses tools for continuous monitoring of geopolitical developments in its areas of activity, strengthening the resilience of its supply chain and maintaining open channels of communication with local communities, even in times of crisis. At the same time, it is ensured that each subsidiary implements a business continuity plan, while in cooperation with the management of the units, the local social dynamics are monitored for the timely adaptation of strategic or support actions where necessary.

This risk is systematically assessed in the context of the Group's broader Risk Management System and is directly linked to its strategic goal of a permanent presence with a positive footprint in the societies where it operates.

For more information on IROs' monitoring targets and indicators, will be found in ESRS Chapter 2 of this Sustainability Statement.



Responsible Corporate Governance

Our Approach

The Group incorporates corporate responsibility at the core of its operation and development, shaping its business choices and actions. In this context, it seeks to create innovative, high-quality products that meet the needs of its customers, while contributing to economic and social sustainability. The Group's business model clearly reflects its activities and the way it operates, which is based on respect for all stakeholders and the formation of long-term value, in full alignment with its principles and values. A detailed presentation of the Group's administrative structure, including the Board of Directors and all its Committees, is included in the "Corporate Governance Statement" section of the Annual Financial Statements, in accordance with the provisions of the applicable legislation as well as in the ESRS 2 GOV section.

Assessment of the material impacts, risks and opportunities associated with Business Conduct

The impacts, risks and opportunities that arose from the Double Materiality Analysis process regarding the business conduct of Crete Plastics Group are the following:

Real positive impact
Stakeholder trust
Potential positive impact
Responsible value chain management
Innovation & Research & Development (R&D)
Risks related to business conduct
Disruptions due to new and upcoming regulations (PPWR)
Extensive business activities may weaken governance
Opportunities related to business behavior
Engaging in or creating initiatives and strategic partnerships that help the plastics industry become more sustainable
Achieving a sustainable supply chain

Each of the above topics (impacts, risks and opportunities) is further analyzed in the relevant subsection of this ESRS disclosure requirement through the prism of business conduct and corporate culture. The relevant description and strategy



An analysis of all IROs of the Plastika Kritis Group is available in the relevant section of ESRS 2 of this report.

Governance of International Activities

Extensive business activities may weaken governance. The existence of extensive activities in different geographical areas, as in the case of Crete Plastics Group, can pose challenges in maintaining the coherence and effectiveness of the corporate governance framework. Different regulatory requirements, cultural specificities, labor laws and local market dynamics require a robust internal control and guidance system to ensure compliance without deviating from the Group's fundamental values. Governance, in this context, acts as a single alignment and credibility mechanism, ensuring that local operations implement common policies, maintain high ethical standards, and operate on the basis of a shared strategic vision. Strengthening corporate governance through clear decision-making lines, risk management mechanisms, transparent performance monitoring and structured communication between subsidiaries is a critical factor for the Group's long-term sustainability and resilience.

Relationship of Trust with Stakeholders

The Double Significance Analysis process has shown that having a strong compliance framework and ethical leadership are important considerations for Crete Plastics Group and ensuring the trust of its stakeholders. Responsible and ethical governance, as well as compliance with the international, European and national legislative and regulatory framework, are critical factors in achieving this goal.

The Group has established a comprehensive corporate governance framework, which ensures transparency, accountability and integrity throughout its activities. In this context, it operates in full compliance with applicable international and national legislation, having adopted clear policies and mechanisms to combat bribery and corruption, as well as to avoid conflicts of interest. In addition, it has reporting mechanisms for all stakeholders and a certified Quality Assurance System according to ISO 9001 that is applied at all stages of operation as well as ISO 45001 for the management of occupational health and safety.

In the context of the Group's certified Management Systems, the relevant risks are assessed on an annual basis by independent external auditors in accordance with the relevant certification standards. In order to reduce the likelihood and significance of risks that occur in certain sectors, such as health and safety, the Group takes preventive measures, designs and implements specific plans and actions and monitors their performance through the relevant indicators (quality, health and safety at work) that it has set.

The Group's commitment to responsible business operation is reflected in the cultivation of a strong business culture, based on effective governance mechanisms. This framework includes a set of Policies and Procedures, designed to protect the Group from actual or potential risks associated with its business activity.



Code of Ethical Conduct and Ethics (G1-1 9, G1-3 20)

The Code of Ethics and Ethical Conduct of Plastika Kritis Group identifies the fundamental values that govern its operation, sealing the commitment to responsible and ethical business practices. The Group fully embraces the principles of business ethics and respect for human rights, striving for continuous compliance with the legal and ethical framework. Ensuring product quality, adhering to the rules of healthy competition and preventing conflicts. At the same time, an integrated risk management system is implemented and the reliability of financial information is guaranteed. The protection of corporate resources, honesty in transactions and transparent cooperation with public authorities enhance the Group's credibility. In addition, priority is given to information security, the creation of a fair working environment and the protection of the health and safety of employees. The Code of Ethics and Ethical Conduct is the foundation of the Group's corporate operation, promoting trust and sustainable development. This framework binds all the human resources and top management of the Group and its subsidiaries, while the alignment of suppliers and partners with the same principles is encouraged. The Board of Directors is responsible for the proper implementation of the Code of Conduct and Ethical Conduct. Finally, through the Double Materiality Analysis, the Group assesses and incorporates the expectations of stakeholders, adjusting its strategy where necessary. The Code of Conduct is publicly accessible on the corporate website of Group¹⁴.

Suitability Policy of the Members of the Board of Directors

The Suitability Policy of the Members of the Board of Directors aims to ensure the effective operation and proper staffing of the body, guaranteeing the successful fulfillment of its supervisory and strategic duties. The Policy is fully aligned with the long-term business strategy of the Parent Company, with a view to the continuous defense of the corporate interest. Through it, clear and transparent rules are set for the assessment of the credibility and competence of the members (at the individual and collective level, including diversity criteria), both during the selection process and periodically during their term of office.

The scope of the Policy covers all members of the Board of Directors (executive, non-executive and independent), as well as third parties participating in the Committees of the Board of Directors. The preparation and approval of the Policy is carried out by the Board of Directors and ratified by the General Meeting of Shareholders. The proper implementation of the prescribed procedures is systematically monitored by the Internal Audit Department and the Board of Directors. The framework of the Policy has been formulated in accordance with the provisions of Law 4706/2020 and the guidelines of the Hellenic Capital Market Commission. The Group regularly reviews the planning and implementation of the

¹⁴ [Code of Ethical Conduct and Ethics](#)



implementation, incorporating recommendations from the Remuneration and Nomination Committee, the Internal Audit Committee or external consultants, where required. The full text of the Policy remains available on the Group's website.

Remuneration Policy

The Remuneration Policy concerns the remuneration of the Members of the Board of Directors and aims to ensure that the Group remunerates these Members based on its business planning, in order to ensure the profitable development of the Group. The Policy defines, on the one hand, the existing rights of the members of the Board of Directors and the obligations of the Group towards them and, on the other hand, the terms under which remuneration will be provided, in the future, to existing and/or new members by It applies to all members of the Board of Directors, including executive, non-executive and independent non-executive members and members of the Committees of the Board of Directors. The Remuneration Policy, if agreed by the Board of Directors, is submitted for approval to the Annual General Meeting of the Group's Shareholders. The Policy is in line with the provisions of Law 4548/2018. S. regularly reviews whether the Policy is still aligned with the Group's strategy or whether it should propose amendments. The full text of the Policy is available at email 15.

Privacy Framework

The Group's Personal Data Protection Policy sets out the strict framework of principles for the secure collection, processing and storage of personal data concerning customers, suppliers and external partners. The scope of the Policy covers horizontally all business activities of the Parent Company and its subsidiaries in France, Romania, Poland, Russia, Turkey and China. The supervision and assurance of regulatory compliance are under the direct responsibility of the Board of Directors, which ensures compliance with the framework in the absence of a designated Data Protection Officer (DPO).

The content of the Policy is fully harmonized with the requirements of the General Data Protection Regulation (GDPR - EU 2016/679), as well as with the applicable national legislative framework (Law 4624/2019 and Law 2472/1997). With a view to transparency and accountability, the full text of the Policy is published on the corporate website, acting as a channel of communication and information for all interested parties¹⁵. MDR-P_65_f.

Sustainable Development Policy

Through the Sustainable Development Policy, the Group strategically integrates the pillars of the environment, society and good governance (ESG) into its day-to-day operations. The Policy binds the Parent Company and all its subsidiaries, while it applies horizontally to the members of the Board of Directors, the managers, the staff and any partner of the Group, regardless of the form of the employment relationship. Its validity extends to third parties acting on behalf of the Group, such as suppliers and external parties

¹⁵ [Remuneration Framework for the members of the Board of Directors](#)

¹⁶ [Privacy Statement](#)



partners, ensuring compliance throughout the value chain, both in Greece and internationally.

The Board of Directors has the central responsibility for the supervision and implementation of the Policy, which is in full compliance with the applicable legislative framework (Law 4403/2016, Law 4548/2018 and Law 4706/2020) and the relevant instructions of the competent ministries on non-financial reporting. At the same time, the Policy is aligned with international standards, such as the UN "2030 Agenda" and the 17 Sustainable Development Goals (SDGs), as well as with the ESG Disclosure Guide of the Athens Stock Exchange. Through the Double Materiality Analysis process, the Group takes into account and integrates the expectations of key stakeholders. The full text of the Policy is publicly available on the Group's corporate website.

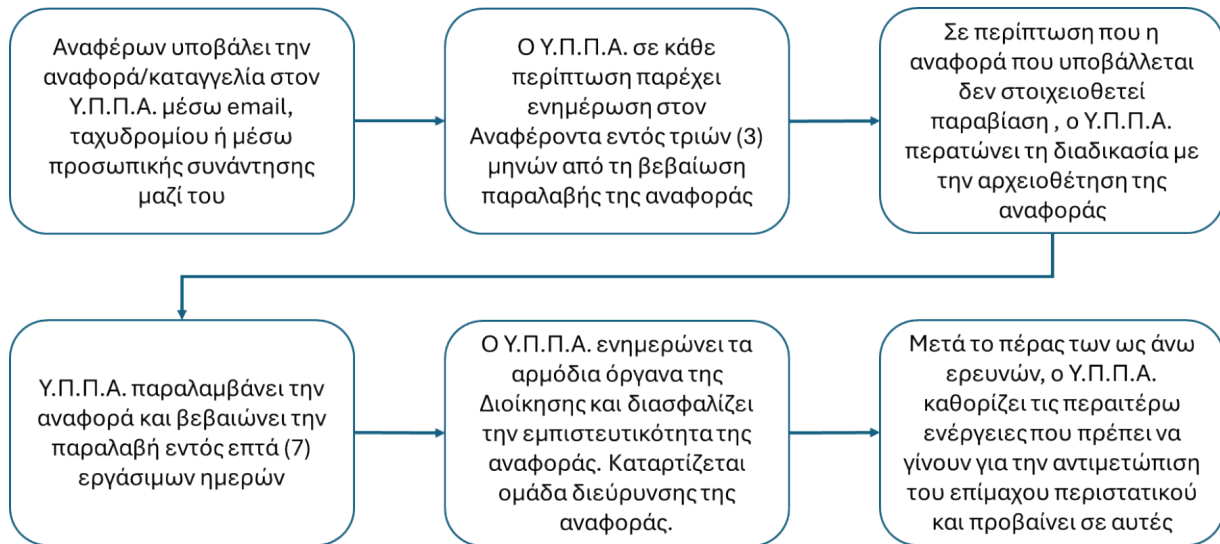
Whistleblowing Framework (G1-1 10a,10c,10e,10g, G1-3 18b,18c, G1-3 19)

In full compliance with the provisions of Law 4990/2022, the Group implements a specific Policy and Procedure for the Protection of Whistleblowers, which is part of the "Relevant Policies" mentioned above. This Policy governs the management of reports and complaints related to corruption, bribery/bribery, incidents of possible fraud, as well as cases of conflict of interest.

The reporting process to the Group ensures the possibility of branded or anonymous communication, which takes place through the following channels:

- In writing,
 - through electronic Post Office or Postal letter, by on Indication "Confidential".
 - through the Report Box in an unattended area of the Group's facilities.
- Orally,
 - through a personal meeting with the Report Receipt and Monitoring Officer (Y.P.P.A.).

In cases of oral reporting through a personal meeting with the Reporting Officer (YPPA), complete and accurate minutes are kept in a stable form, which the petitioner can verify, correct and sign. The procedure provides for the acknowledgement of receipt of the report within seven (7) working days and the provision of information on the actions taken within three (3) months. Anonymous reports are taken into account and lead to an audit, provided that they include the necessary information for the investigation, such as a description of the incident, the persons involved and any witnesses.



The duties of the AUA are performed by the Group's legal advisor, who is responsible for providing information on the possibility of submitting a report through internal channels (email, mail, report box) or external authorities, such as the National Transparency Authority (NTA) and the Labor Inspectorate. At the same time, the RAA is responsible for planning and coordinating training actions around ethics and internal policies, ensuring the information of all staff and partners that fall within the scope.

The Policy guarantees the absolute protection of whistleblowers from retaliation, discrimination or any adverse professional treatment, in full compliance with Law 4990/2022. In addition, specific support measures are provided, including the free provision of legal advice and psychological support.

It is noted that in 2025 no evaluation of the Group's positions that present the highest risk in matters of corruption and bribery was carried out.

This Policy is a central mechanism of corporate ethics and is available on the official website of the Company.

Anti-Money Laundering (AML)

The policy for the prevention and suppression of money laundering and terrorist financing aims to align with the legal and regulatory framework to ensure transparency in the transactions of both subsidiaries and the Parent company. In this way, the overall image of the Group is shielded, protecting its reputation and giving it credibility. The Group has a zero-tolerance policy against money laundering and criminal activities, with the main goal of eliminating the existence of such incidents. This Policy applies to all partners, employees, agents and third parties associated with the Group. At the same time, the principles and obligations set out in the policy apply to all the Group's personnel, partners and business partners, such as contractors, customers and suppliers. The Policy applies to all activities, services and transactions that take place during the commercial transactions and the general operation of the Group's companies, both nationally and internationally



level. All employees must have read the Policy and act on it. The same regime also includes the liability of third parties acting on behalf of companies of the Plastika Kritis Group, or who transact with them and who are obliged to fully comply with the upcoming legislation. The Compliance Department becomes responsible for the implementation of the Policy.

The Policy has been drafted in line with the provisions of Law 4557/2018 on the prevention and suppression of money laundering and terrorist financing. At the same time, through the Double Significance Analysis, the necessary attention is paid to the interests of the interested parties regarding the aforementioned Policy. The Policy is available to the Group's staff.

Shareholder Communication Policy and Procedure

The Communication Policy with the Shareholders of Plastika Kritis Group aims to promote constructive dialogue, transparency and mutual trust, ensuring timely and valid information on the Group's strategy and financial course. The Policy is applied horizontally to all shareholders, regardless of participation percentage, covering every level of communication, from General Meetings to information on administrative decisions, which take into account The Shareholder Services and Corporate Announcements Unit is responsible for the implementation and observance of the Policy in close cooperation with the Management, while the interests of the shareholders are systematically evaluated through the Double Materiality Analysis process. In compliance with the requirements for companies listed on the Athens Stock Exchange, the Group strictly follows the Greek Corporate Governance Code, which is available at the following link¹⁷.

Corruption, Bribery and Transparency of Transactions (G1-3 18a, G1-4 24a,24b, G1-4, G1-5)

The Group of Plastics of Crete remains committed to the principles of transparency and responsible entrepreneurship, ensuring that its operation is governed by the applicable national and international legal framework. The Code of Ethical Conduct and Ethics is the cornerstone of the corporate culture, requiring all staff to perform their duties with integrity and professionalism. In this context, a strict anti-corruption policy is implemented, explicitly prohibiting the offering or acceptance of benefits that could be perceived as a means of exercising undue influence or conflict of interest. This commitment is passed on to the entire supply chain, obliging contractors, consultants and other third parties acting on behalf of the Group to fully align with the established ethical standards.

As part of its preventive mechanisms, the Group has established clear levels of jurisdiction and accountability, compliance with which is assessed through systematic internal controls. A firm pursuit is to conduct transactions with all stakeholders in a state of absolute transparency and professional ethics, in full alignment with the corporate values. The network of internal policies and regulatory procedures strengthens the Group's governance, establishing strong safeguards.

¹⁷[Greek Corporate Governance Code](#)



The Group adopts a zero-tolerance policy against all forms of corruption and bribery, ensuring strict compliance with the applicable legislative and regulatory framework. Through continuous risk assessment and systematic supervision of operational structures and procedures, the Group strengthens its control and prevention mechanisms, shielding its business integrity and compliance at all levels of activity.

At the same time, the Group implements a strict prohibition on any form of bribery towards public officials or government officials. This commitment adopts a broad interpretation, covering employees of the central government and local government internationally, executives of state-controlled bodies, as well as political parties or candidates. Therefore, the Group completely refrains from political influence or lobbying activities and does not have representatives in administrative or supervisory bodies to control such actions. As part of this policy, the Group does not make monetary or in-kind political contributions and donations, ensuring the absolute independence and transparency of its operations.

In addition, the Group does not engage in lobbying activities and, therefore, does not formulate or promote positions on specific legislative or regulatory issues. In this context, there is no registration in the Transparency Register of the European Union or in the corresponding national registers of member states. At the same time, the Group adheres to strict criteria regarding the staffing of its administrative, management and supervisory bodies, ensuring that no member held positions in the public administration during the two years preceding his appointment, thus preventing any conflicts of interest.

For the 2025 reporting period, there were no convictions or financial penalties related to violations of the anti-corruption and anti-bribery legislative framework. The absence of such incidents reflects Crete Plastics Group's continued commitment to the principles of good governance and business ethics, validating the effectiveness of its existing controls and integrity strategy.

Responsible management of the Group's value chain (G1-2 15a)

The Double Significance assessment highlighted the resilience of the supply chain and the alignment with ESG criteria as key issues for the Group's operation. To this end, a structured supplier management framework is implemented that combines business stability with sustainable development. The partner selection strategy is based on strict quality and reliability standards, while ensuring that the entire supply chain is governed by the principles of business ethics, transparency and responsible operation.

In this context, the evaluation and selection of partners is based on their ability to meet strict quality standards, ensuring the continuous provision of high-quality services. At the same time, the Group guarantees the compliance of its supplies with the European Regulation REACH¹⁸, ensuring that the raw materials are free of hazardous substances and fully meet the technical requirements.

¹⁸ [REACH Regulation](#)



systematic controls concerning both the quality of materials and the alignment of suppliers with the Group's regulatory commitments and standards.

In the same context, evaluation mechanisms and audits are adopted that focus on the effective application of ethical and ethical principles throughout the supply chain. The Group's Sustainable Development Policy is a binding framework for all third parties – including suppliers, intermediaries and partners through outsourcing contracts – ensuring global alignment with the standards of responsible business conduct established by the Group.

Strengthening the local economy and shielding supply resilience are central pillars of the Group's procurement strategy. The selection of local partners drastically reduces the environmental footprint of transport and operating costs, contributing directly to the Group's overall decarbonization strategy. The supplier evaluation framework is based on the ISO 9001:2015 standard, while incorporating strict criteria for quality, reliability and technical support. Where necessary, the Group conducts specialized due diligence checks on the management of Health and Safety at work, as well as the compliance of partners with specific environmental and social (ESG) standards.

In addition, the Group implements strict Safe Cargo protocols, ensuring product integrity and safety during transport to final recipients. In the context of the Dual Significance Analysis, the development of a sustainable supply chain is recognized as a key strategic opportunity for the Group. The integration of ESG criteria into the value chain allows for the implementation of comprehensive due diligence processes, focusing on the protection of human rights and the reduction of environmental impact. Through targeted initiatives, such as enhancing energy efficiency, reducing waste and optimizing logistics, the Group upgrades its operational performance and ensures its full alignment with the principles of sustainable development.

Consolidating sustainability in the supply chain strengthens business relationships and drastically reduces the risks of operational disruptions. At the same time, it creates new strategic opportunities, such as access to green finance tools and participation in tenders with strict ESG criteria.

Finally, this approach shields the Group against the changing regulatory framework, ensuring timely readiness for the implementation of the European Corporate Sustainability Due Diligence Directive (CSDDD).

Packaging and Waste Regulation (Group Specific)

With the official publication of Regulation (EU) 2025/40, the Group prioritizes the evaluation of its activities to identify any discrepancies in its existing practices.

Recycled content in plastic packaging



According to Regulation (EU) 2025/40, Article 7, as of January 1, 2030, plastic parts of packaging placed on the EU market should include minimum percentages of recycled content, ranging from 10% to 35%, depending on their type and use. The requirements are tightened by 2040, reaching 65% for certain categories. This development requires the Group to enhance the use of recycled materials in its production and to invest in innovative design solutions, ensuring compliance with the strict requirements of the circular economy and maintaining its competitiveness.

The Group's adjustment

The Group enhances the use of recycled raw materials in its production processes, adopting technologies that ensure quality and safety, while developing new products based on the principles of eco-design. The aim is to fully harmonize with the quantitative limits of recycled content and to enhance the recyclability of final products.

Extended Producer Responsibility

In accordance with Regulation (EU) 2025/40, Crete Plastics Group is subject to the Extended Producer Responsibility regime, assuming the full cost of managing the packaging waste it markets in the market. Crete Plastics Group is called upon to actively contribute to recycling systems, ensuring sufficient resources for the management of packaging waste and the promotion of circular practices in its production.

How does the Group respond?

Through the Double Significance Analysis process, alignment with the principles of Extended Producer Responsibility (EPR) has been identified as an issue of utmost importance for corporate governance. This framework, which is governed by Law 4819/2021, transfers to producers full responsibility for managing the life cycle of their products – from design and production to final recycling or disposal – entailing both strategic risks and significant prospects.

For Crete Plastics Group, the full integration of EPR into its operation is a strategic priority that transforms regulatory requirements into a business advantage. Leveraging its high technical expertise in agricultural sheets, geomembranes, and masterbatches, the Group invests in the development of innovative solutions (recyclable or biodegradable). In this way, it achieves substantial market differentiation, effectively responding to the growing demand for sustainable products.

At the same time, convergence with the objectives of the EU Green Deal acts as a strategic lever to enhance extroversions and attract investment capital that aligns with ESG criteria. The integration of circular economy and eco-design principles, combined with the increased use of recycled raw materials, goes beyond mere regulatory compliance and penalty avoidance. This approach contributes to the optimization of operating costs,



while at the same time consolidating the Group's leading role as a pioneer in the adoption of responsible and sustainable business practices.

However, full alignment with EPR requirements entails increased operating costs, which are linked to both waste management processes and continuous adaptation to changing regulations. Price fluctuations and limited availability of secondary (recycled) raw materials may weigh on production costs, while the needs for strict certifications and supply chain complexity create additional operational challenges. In conclusion, the Group's strategic choice of compliance entails temporary financial burdens, which may cause a temporary competitive disadvantage over companies that have not yet adopted corresponding sustainability standards.

By adopting a leading role in the institutional shielding of the circular economy, the Group is leading the way in the creation of a Collective Alternative Management System (CSAM). This initiative is implemented through strategic partnerships with the State, the Federation of Plastics Industries of Greece and other producers in the sector. At the same time, systematic investments are being launched for the development of local infrastructure for the collection of used agricultural plastics in geographical zones of high production intensity. Particular emphasis is placed on Crete - with a focus on areas such as Ierapetra, Tymbaki, Antiskari, Arvi, Falassarna, Elafonisi and Paleochora - as well as on key points in Rhodes and Preveza, ensuring the effective recovery of materials and the further strengthening of the sustainable supply chain in the primary sector.

In addition, the Group is actively integrated into the national waste management framework through its participation in the Collective System of the Hellenic Recycling Corporation, ensuring the full coverage of the required contributions for the recycling of its packaging materials. At the same time, it is leading the establishment and operation of the specialized Collective Alternative Management System (CSAM) of Agricultural Plastics (SEDAF S.A.), aiming to address the challenges of the sector holistically and sustainably. In this context, the adoption of innovative digital tools for the full traceability of waste streams through an electronic registry is underway, as well as the development of standard collection infrastructures in strategic regions, with a particular emphasis on the region of Crete. At the same time, through a strategic communication and awareness-raising plan, the Group promotes best practices to the rural population, highlighting the environmental benefits of alternative management and achieving the optimization of the quality of recovered materials. With these investments, the Group exceeds the contractual regulatory obligations, ensuring the effective closure of the life cycle of the products it markets on the market.

Development and Integration of Compostable Packaging

The Regulation incorporates organic recycling as a method to achieve recycling targets, setting specific specifications, based on Article 9, for compostable packaging. This approach creates new prospects for the Crete Plastics Group, which is called upon to evaluate the adoption of materials of biological origin that meet the EN 13432:2000 standard.



As part of its business ethics, the Group focuses on developing innovative solutions for applications where compostability is deemed necessary or mandatory by the regulatory framework, while ensuring that the import of these materials does not burden the mechanical recycling flows of conventional plastics.

How does the Group respond?

Crete Plastics Group has already developed and distributes compostable products, specially designed for the agricultural sector, such as ground cover sheets, which offer environmentally friendly solutions without the need for removal after use. At the same time, it continues to explore new possibilities for the use of bio-based materials, with the aim of further enhancing the number of products with an environmentally friendly profile, while maintaining high standards of performance and safety.

Withholding systems for reimbursement

Regulation (EU) 2025/40, Article 50, provides for the mandatory operation of guarantee and return schemes (DRS) for single-use plastic bottles and metal beverage containers, with the aim of separate collection of 90% of these packaging by 2029. Achieving high collection rates as early as 2026 (at the level of 80%) is a critical milestone for Member States, as it is linked to the possibility of exemption from the obligation to implement a guarantee scheme, reinforcing the need for efficient recycling infrastructure.

How does the Group respond?

The goal of achieving 80% separate collection by 2026, as a prerequisite for the formation of the national management framework, requires organizational adaptation and technical readiness. The Group is closely monitoring developments and is ready to contribute to the design and support of Deposit Return Schemes, incorporating the necessary data and product characteristics to facilitate their return, sorting and recycling.

Research & Development (R&D)

The Group's management recognizes that effectively addressing the current challenges arising from plastic pollution and the stricter regulatory framework requires the strategic mobilization of all stakeholders. In this context, investing in Research and Development (R&D) is not just a business choice for the Group, but a fundamental strategic priority. The industry operates in a coordinated manner to design and implement innovative solutions that meet current sustainability requirements.

Through the strengthening of the R&D sector, the Group aims to transform its business model and value proposition, while supporting the transition of its customers and the wider progress of the industry. Innovation, under the supervision of management, emerges as a key tool for multidimensional value creation.

- Environmental Value: Optimizing resource management through circular systems and efficient production processes, as well as reducing the impact of landfilling.



- Social Value: Supporting the primary sector and protecting crops, actively contributing to global food security.
- Economic Value: Development of new masterbatches based on biodegradable and biodegradable materials, enhancing competitiveness, diversification, and revenue streams.
- Employee Value: Creating quality jobs, continuously developing skills, and fostering a corporate culture that prioritizes well-being and learning.
- Strategic Value: Shielding the company's resilience and adaptability against regulatory changes and sectoral upheavals.

Adopting a proactive R&D strategy allows for the timely commercialization of efficient solutions and the assurance of a sustainable competitive advantage. This approach runs across the entire value chain – from upstream and own operations to downstream product use – making innovation a differentiator.

To ensure the long-term success of this effort, the Group emphasizes the establishment of strategic partnerships with leading scientific and commercial bodies. At the same time, the management ensures the utilization of European financial mechanisms, securing the necessary resources for the continuous promotion of innovation. This strategy consolidates the leading position of Crete Plastics, ensuring its positive contribution to sustainable development and social progress.

How does the Group respond?

With a broad product portfolio supporting critical sectors of the international economy, the Group has established a strong footprint in more than 90 countries. This strategic positioning is based on the provision of solutions that combine high technical excellence with advanced sustainability features (detailed information on the product mix is provided in section ESRS 2).

The development of sustainable products is a central pillar of corporate governance and a strategic priority of the Group. The Management, recognizing the environmental responsibility associated with the production of plastics, ensures the implementation of international standards and best practices for the preservation of natural capital. Through continuous investment in innovation and optimization of production methods, the Group seeks to systematically reduce its environmental footprint, generating added value for the primary sector, circular waste management and society as a whole. Commitment to the principles of sustainable development is the fundamental value that guides the entire business operation and strategic decisions.

A representative example of this strategy is the development of specialized products for the primary sector, which achieve the optimal balance between operational resilience and environmental responsibility. Through the provision of highly flexible solutions, the Group shields its international competitiveness, successfully responding to modern market and ecological challenges.



Since 2018, the Center for Research, Development and Innovation (R&D) in Heraklion, Crete, has been operating as the institutional core for the implementation of the Group's research strategy. Being one of the most well-equipped laboratories in the world, the Center is a point of reference for the international activity of Crete Plastics. The organic interconnection of the R&D departments with the production units, combined with the strategic partnerships with the academic community, ensure the full alignment of the development of new products with cutting-edge technological trends and evolving market demands.

Experimental Agronomic Station of Heraklion

The Group systematically invests in applied research through privately owned experimental stations in Crete, ensuring the accurate simulation of real cultivation conditions. In the model facilities in Heraklion, which include 10 experimental greenhouses, the yield of crop production is evaluated in direct relation to the technical specifications of the agricultural cover sheets. This specialized infrastructure allows the extraction of in-depth data, not only on the durability and quality of the materials, but also on their effect on the optimization of critical agronomic parameters, such as the earliest production, the quality characteristics of the fruits and the total yield per hectare.

The experimental station is equipped with advanced meteorological instruments and systems for controlled application of sulfur in crops, allowing for an in-depth study of the durability and useful life of plastics under adverse environmental conditions.

At the same time, the Group is strategically expanding its network of collaborations with producers at national and international level, enhancing the quality superiority of its products. In addition, the institutional cooperation with the Hellenic Mediterranean University (HMU) has led to the development of a specialized experimental greenhouse unit, which acts as a catalyst for the continuous optimization of agricultural applications and the provision of technologically advanced solutions.

Collaborations with universities and research institutions

With a focus on sustained growth, the Group consistently seeks to maintain and expand its partnerships with the academic and research community, recognizing their contribution to fostering innovation. Actively engaging or taking initiatives for strategic partnerships is a key pillar in transforming the plastics industry towards a more sustainable operating model.



In particular, participation in sectoral actions that focus on strengthening the circular economy and environmental responsibility is recognized by the Group as an important strategic opportunity. Given the developments in the European regulatory framework (such as the new PPWR regulation), attention is focused on aligning production processes with the principles of recyclability, full traceability of raw materials and drastic reduction of plastic waste.

The Group's systematic presence in such initiatives places it at the core of consultations on the green transition. At the same time, it creates favorable conditions for access to sustainable financing tools, the acquisition of specialized know-how and the entry into new markets, while strengthening its profile as a responsible and pioneering producer. In addition, this action allows for the timely anticipation of future regulatory changes, ensuring the Group's high preparedness and compliance in an ever-changing legislative environment.

Annex 1: Disclosure requirements to ESRS covered by the undertaking's viability statement

General disclosure		
ESRS Disclosure Requirements		Section of the Report
BP-1	General basis for the preparation of the sustainability statement	General Disclosures
BP-2	Notifications in relation to special circumstances	Disclosures of definitions, hypotheses, measurement accuracy and sources of uncertainty
GOV-1	The role of administrative, management and supervisory bodies	Board of Directors, Sustainable Development Committee, Risk management and internal Audits on sustainability reporting
GOV-2	Information received and sustainability issues examined by the company's administrative, management and supervisory bodies	Sustainability due diligence statement
GOV-3	Integrating sustainability-related performance into incentive schemes	Integrating sustainability-related performance into incentive schemes
GOV-4	Due diligence statement	Sustainability due diligence statement
GOV-5	Risk management and internal controls for sustainability reporting	Risk management and internal Audits on sustainability reporting
SBM-1	Strategy, business model and value chain	Strategy and Sustainable Development
SBM-2	Interests and views of interested parties	Incorporating the Commitment of Stakeholders in its Strategy and Business Model Group
SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and the Business model	Important Issues and their Interaction with the Strategy and the Group Business Model
IRO-1	Description of the process for identifying and assessing significant impacts, risks and opportunities	Double Significance Assessment
IRO-2	Notification requirements to the ESRS covered by the undertaking's sustainability statement	Disclosure requirements to ESRS covered by the statement viability of the business



Environment		
ESRS Disclosure Requirements		Section of the Report
Climate Change		
E1. GOV-3	Integrating sustainability-related performance into incentive schemes	Integrating performance-related sustainability in incentive schemes
E1-1	Transition Plan for Climate Change Mitigation	Climate Change
E1. SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and the Business model	Climate Change
E1. IRO-1	A description of the procedures for identifying and assessing significant impacts; climate-related risks and opportunities	Climate Change
E1-2	Policies related to climate change mitigation and adaptation	Climate Change-Related Policies – Sustainability Policy Development
E1-3	Actions and resources related to climate change policies	Actions and Objectives
E1-4	Climate change mitigation and adaptation targets	Actions and Objectives
E1-5	Energy Consumption and Mix	Energy Monitoring and Management
E1-6	Mixed emissions of scope 1, 2, 3 and total greenhouse gas emissions	Total Greenhouse Gas Emissions Group / Calculation methodology for Application Fields 1 and 2 / Calculation methodology for Scope 3
Resource use and circular economy		
E5. IRO-1	Description of the procedures for identifying and assessing the use of material resources and the	Waste Management



	impacts, risks and opportunities related to the circular economy	
E5-1	Policies related to resource use and the circular economy	Management Waste/Sustainable Development Policy
E5-2	Actions and resources related to resource use and the circular economy	Waste Management
E5-5	Resource outflows	Waste Monitoring / Natural Resources - Water

Society		
ESRS Disclosure Requirements		Section of the Report
The Group's workforce		
S1. SBM-2	Interests and views of interested parties	The Group's workforce – Communication channels, Communication with employees
S1. SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and the Business model	The Group's workforce - The Group's approach, Balance between professional and Personal life, Workers' health and safety
S1-1	Policies regarding the workforce concerned	Important issues for the workforce
S1-2	Procedures for cooperation with the relevant labour force and workers' representatives on the impact of the	The Group's workforce – Communication channels, Communication with employees
S1-3	Procedures for the restoration of negative impact and channels for concerns from the workforce concerned	The Group's workforce – Communication channels, Communication with employees
S1-4	Take action on the significant impacts and approaches to mitigate significant risks and seize significant opportunities in relation to the workforce concerned and the effectiveness of these actions and approaches	Health and safety of workers-Actions



S1-6	Characteristics of the company's employees	Human Resources Characteristics
S1-9	Diversity measurement indicators	Diversity, Equity, and Inclusion
S1-10	Adequate wages	Work-life balance
S1-12	People with disabilities	Diversity, Equity, and Inclusion
S1-13	Training and skills development metrics	Education and skills development
S1-14	Health and safety metrics	Health and safety of workers-Actions
S1-15	Indicators for measuring work-life balance	Work-life balance
S1-16	Compensation measurement indicators (pay gap and total compensation)	Diversity, Equity, and Inclusion
S1-17	Incidents, complaints and serious human rights repercussions	Diversity, Equity, and Inclusion
Affected communities		
S3. SBM-2	Interests and views of interested parties	Stakeholder involvement
S3. SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and the Business model	The Group's approach
S3-1	Policies Regarding Affected Communities	Direction Policies and Management Procedures
S3-2	Procedures for working with affected communities in relation to impacts	Interact with the communities affected by the activities
S3-3	Procedures for the restoration of negative and channels for the submission of concerns by affected communities	Interact with the communities affected by the activities
S3-4	Action on the significant impact on the affected communities and approaches to manage the significant risks and exploit the	Creating value for society



	significant opportunities in relation to the affected communities and the effectiveness of these actions	
S3-5	Objectives related to the management of significant negative impacts, the promotion of positive and the management of significant risks and opportunities	Creating value for society

General disclosure		
ESRS Disclosure Requirements		Section of the Report
G1. GOV-1	The role of administrative, supervisory and management bodies	Administrative, Management and Supervisory Bodies
G1. IRO-1	Description of the procedures for identifying and assessing significant impacts, risks and opportunities	Responsible Corporate Governance
G1-1	Business conduct policies and corporate culture	Code of Ethical Conduct and Ethics, Whistleblowing Framework
G1-2	Managing Supplier Relationships	Responsible management of the Group's value chain
G1-3	Prevention and detection of corruption and bribery	Code of Ethical Conduct and Ethics, Whistleblowing Framework, Corruption, Bribery and Transparency of Transactions
G1-4	Confirmed cases of corruption or bribery	Corruption, Bribery and Transparency of Transactions
G1-5	Political influence and lobbying activities	Corruption, Bribery and Transparency of Transactions



Annex 2: Mandatory disclosures of the European Sustainability Reporting Standards (ESRS) that are aligned with other EU legislation

Disclosure requirement and relevant point data	SFDR Reference(1)	Pillar 3(2) reference	Reference to the Benchmarks Regulation(3)	Reference to the EU Climate Law(4)	It is important that	Unity
ESRS 2 GOV-1 Gender diversity in the Council paragraph 21(d)	Indicator No. 13 Table 1 of Annex I		By Commission Delegation Regulation (EU) 2020/1816(5), Annex II		YES	Governance
ESRS 2 GOV-1 Percentage of members of the Board of Directors board members who are executive members		–	By Delegated Regulation (EU) 2020/1816, Annex II	–	YES	Governance
ESRS 2 GOV-4 Due diligence statement	Indicator No. 10, Table 3 of Annex I	–	–	–	YES	Declaration on due diligence Sustainability Curation
ESRS 2 SBM-1 Participation in activities related to the fossil fuel sector paragraph 40, point (d)(i)	Indicator No. 4, Table 1 of Annex I	Article 449a Delegation of Regulation (EU) No 575/2013 – Commission Implementing Regulation (EU) 2022/2453: Table 1 – Quantitative information for environmental risk, Table 2 – Quantitative information on social risk	By Delegated Regulation (EU) 2020/1816, Annex II	–	NO	
ESRS 2 SBM-1 Participation in activities related to the production of chemical products	Indicator No. 9, Table 2 of Annex I	–	By Delegated Regulation (EU) 2020/1816, Annex II	–	OXI	
ESRS 2 SBM-1 Participation in activities related to Controversial weapons	Indicator No. 14 Table 1 of Annex I		By Delegated Regulation (EU) 2020/1818(7), Article 12		NO	



paragraph 40(d)(iii)			paragraph 1, Delegated Regulation (EU) 2020/1816, Annex II			
ESRS 2 SBM-1 Participation in activities related to the cultivation and production of tobacco products paragraph 40(d)(iv)		–	By Delegated Regulation (EU) 2020/1818, Article 12 paragraph 1, Delegated Regulation (EU) 2020/1816, Annex II	–	NO	
ESRS E1-1 Transition Plan to achieve climate neutrality by 2050	–	–	–	Regulation (EU) 2021/1119, Article 2, paragraph 1	NO	
ESRS E1-1 Undertakings excluded from the Paris-aligned benchmarks paragraph 16(g)	–	Article 449a Delegation of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, template 1: Banking portfolio – Risk of transition due to Credit quality of exposures by sector, emissions and remaining maturity	By Delegated Regulation (EU) 2020/1818 (Article 12(1)(d) and Article 12 par. 2	–	NO	
ESRS E1-4 Greenhouse gas (GHG) emission reduction targets	Indicator No. 4, Table 2 of Annex I	Article 449a, Delegation of Regulation (EU) No 575/2013 – Implementing Regulation (EU) 2022/2453, Table 3: Banking portfolio –	By Delegated Regulation (EU) 2020/1818, Article 6	–	YES	Climate Change - Actions and Goals



		Risk of transition due to Climate Change – Measuring Emissions				
ESRS E1-5 Consumption energy from fossil sources with a breakdown by source (climate sectors only Impact) paragraph 38	Indicator No. 5, Table 1 and Table 2 of Annex I	–	–	–	YES	Climate Change-Energy Monitoring and Management
ESRS E1-5 Energy consumption and mix, paragraph 37	Indicator No. 5, Table 1 of Annex I	–	–	–	YES	Climate Change-Energy Monitoring and Management
ESRS E1-5 Energy intensity associated with activities in high-impact climate sectors paragraphs 40 to 43	Indicator No. 6, Table 1 of Annex I	–	–	–	YES	Climate Change-Energy Monitoring and Management
ESRS E1-6 Scope 1, 2, 3 of Gross Greenhouse Gas Emissions (GHG), paragraphs 44	Indicators No. 1 and 2 Table 1 of Annex I	Article 449a Delegation of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, template 1: Banking portfolio – Risk of transition due to Credit quality of exposures by sector, emissions and remaining maturity	By Delegated Regulation (EU) 2020/1818, Article 5 paragraph 1, Article 6 and Article 8 paragraph 1	–	YES	Climate Change-Total Group Greenhouse Gas Emissions
ESRS E1-6 Intensity of mixed GHG emissions	Indicator No. 3, Table 1 of Annex I	Article 449a, Warranty Regulation (EU)	By Delegated Regulation (EU) 2020/1818,	–	YES	Climate Change-Total Emissions



paragraphs 53 to 55		No. 575/2013 – Implementing Regulation (EU) 2022/2453, Table 1 – Bank portfolio – Transition risk due to Climate Change: Measurement Indicators carbonization	Article 8 paragraph 1			of the Group's Greenhouse
ESRS E1-7 GHG removals and carbon credits paragraph 56	–	–	–	Regulation (EU) 2021/1119, Article 2, paragraph 1	NO	
ESRS E1-9 Reporting portfolio exposure to climate-related material risks paragraph 66	–	–	By Delegated Regulation (EU) 2020/1818, Annex II and Annex II Delegated Regulation (EU) 2020/1816, Annex II	–	YES	Physics Evaluation Climate Risks
ESRS E1-9 Breakdown of financial rates by type and time of risk material, paragraph 66(a) ESRS E1-9 Location of significant assets with exposure to significant material risk, paragraph 66(c)		Article 449a, Delegation of Regulation (EU) No 575/2013 – Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47 – Banking Portfolio – Typical Change concentrations : Analysis by time of risk material			NO	
ESRS E1-9 Analysis of the book value of the real estate of the energy sector by energy class performance		Article 449a Delegated Regulation (EU) No 575/2013 Executive			NO	



paragraph 67, point (c)		Commission Regulation (EU) 2022/2453, paragraph 34; Template 2: Banking portfolio — Risk of transition due to climate change: Loans secured by real estate Property — Energy efficiency of collateral.				
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			By Delegated Regulation (EU) 2020/1818, Annex II		YES	Assessing Climate-Related Transition Risks and Opportunities
ESRS E5-5 Non recycled waste, paragraph 37, point (d)	Indicator No. 13, Table 2 of Annex I	–	–	–	YES	Waste Monitoring
ESRS E5-5 Hazardous Waste and Radioactive Waste, paragraph 39	Indicator No. 9, Table 1 of Annex I	–	–	–	YES	Waste Monitoring
ESRS 2 – SBM-3 – S1 Risk of child labour incidents, paragraph 14, point (f)	Indicator No. 13, Table 3 of Annex I	–	–	–	NO	
ESRS 2 – SBM-3 – S1 Risk of child labour incidents, paragraph 14(g)	Indicator No. 12, Table 1 of Annex I	–	–	–	NO	
ESRS S1-1 Human Rights Policy Commitments, paragraph 20	Indicator No. 9, Table 3 and Index No. 11, Table 1 of Annex I	–	–	–	TO	The Group's workforce - Human Rights Policy



ESRS S1-1 Due Diligence Policies Related to Issues Affecting the International Conventions of the International Organization Work 1 to 8, Paragraph 21	–	–	By Delegated Regulation (EU) 2020/1816, Annex II	–	YES	Work Regulations
ESRS S1-1 Procedures and measures to prevent trafficking in human beings, paragraph 22	Indicator No. 3, Table 1 of Annex I	–	–	–	NO	
ESRS S1-1 Workplace accident prevention policy or system Management, paragraph 23	Indicator No. 1, Table 3 of Annex I	–	–	–	YES	Quality, Quality, Sustainability Policy occupational health, safety and the Environment
ESRS S1-3 Complaint/complaint mechanisms paragraph 32(c)	Indicator No. 5, Table 3 of Annex I	–	–	–	YES	Communication with employees
ESRS S1-14 Number of deaths and number and percentage accidents at work, paragraph 88(b) and (c)	Indicator No. 2, Table 3 of Annex I	–	By Delegated Regulation (EU) 2020/1816, Annex II	–	YES	Health and safety employees -Actions
ESRS S1-14 Number of Losses in Working Days Due to Injuries, accidents, deaths or illnesses paragraph 88, point (e)	Indicator No. 3, Table 3 of Annex I	–	–	–	YES	Health and safety employees -Actions
ESRS S1-16 Non Corrected gender pay gap paragraph 97(a)(a)	Indicator No. 12, Table 1 of Annex I	–	By Delegated Regulation (EU) 2020/1816, Annex II	–	YES	Diversity , Equality and inclusion



ESRS S1-16 Excessively high director's remuneration ratio Advisor paragraph 97(b)	Indicator No. 8, Table 3 of Annex I	–	–	–	NO	
ESRS S1-17 Incidents of discrimination, paragraph 103(a)	Indicator No. 7, Table 3 of Annex I	–	–	–	NO	
ESRS S1-17 Non observing the guiding principles of the United Nations on Business and Human Rights and the OECD, paragraph 104(a)	Indicator No. 10, Table 1 and Index No. 14, Table 3 of Annex I	–	By Delegated Regulation (EU) 2020/1816, Annex II, pursuant to Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1	–	NO	
ESRS S3-1 Human Rights Policy Commitments, paragraph 16	Indicator No. 9, Table 3 of Annex I and indicator No 11. 11, Table 1 of Annex I	–	–	–	YES	Creating a social impact with a positive sign- Human Rights Policy Rights
ESRS S3-1 Non-compliance with the Guiding Principles of the United Nations Human Rights and/or OECD Guidelines, paragraph 17	Indicator No. 10, Table 1 of Annex I	–	By Delegated Regulation (EU) 2020/1816, Annex II, pursuant to Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1	–	NO	
ESRS S3-4 Human Issues and Incidents rights, paragraph 36	Indicator No. 14, Table 3 of Annex I	–	–	–	NO	
ESRS G1-1 United Nations Convention against Corruption, paragraph 10(b)	Indicator No. 15, Table 3 of Annex I	–	–	–	NO	



ESRS G1-1 Whistleblower Protection, paragraph 10(b)	Indicator No. 6, Table 3 of Annex I	–	–	–	NO	
ESRS G1-4 Standards for Anti-Corruption and Anti-Bribery Offences, paragraph 24(a)	Indicator No. 17, Table 3 of Annex I	–	By Delegated Regulation (EU) 2020/1816, Annex II	–	YES	Corruption, Bribery and Transparency of Transactions
ESRS G1-4 Anti-Corruption and Anti-Bribery Standards, paragraph 24, point (b)	Indicator No. 16, Table 3 of Annex I	–	–	–	YES	Corruption, Bribery and Transparency of Transactions

Heraklion, Crete, April 22nd, 2026

For the Board of Directors
The President
of the Board of Directors

Giannis M. Lempidakis ID
number A00297089

Certified Public Accountant's Limited Assurance Report on the Sustainability Statement of PLASTIKA KRITIS S.A. INDUSTRIAL AND COMMERCIAL COMPANY

To the shareholders of "PLASTIKA KRITIS S.A."

We have conducted limited assurance work with respect to the consolidated Sustainability Statement of PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME (hereinafter the "Company" and/or the "Company" "Group"), which is included in the "Sustainability Statement 2025" section of the consolidated Management Statement (hereinafter the "Statement" or the "Sustainability Statement"), for the period from 01.01.2025 to 31.12.2025.

Limited assurance conclusion

Based on our work carried out, as described below in the paragraph "Scope of Work Performed", as well as the evidence obtained, we have not come to our attention anything that would lead us to believe that:

- the Sustainability Statement was not prepared in any material respect, in accordance with article 154 of Law 4548/2018, as amended by Law 5164/2024 and in force, which incorporated Article 29(a) of EU Directive 2013/34 into Greek legislation,
- the Sustainability Statement does not comply with the European Sustainability Reporting Standards (hereinafter referred to as "EPYEB"), in accordance with Commission Regulation (EU) 2023/2772 of 31 July 2023 and Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022;
- the procedure followed by the Company for the identification and assessment of significant risks and opportunities (hereinafter the "Procedure"), as set forth in the Note "Methodology for the Validation of the Double Materiality Assessment" of the Sustainability Statement, does not comply with the "Requirement IRO-1 - Description of the procedures for the identification and assessment of material impacts, risks and opportunities" of EPYEB 2 "General Disclosures",
- the disclosures in the "EU Taxonomy Disclosures" section of the Sustainability Statement do not comply with Article 8 of EU Regulation 2020/852.

Basis for conclusion

The limited assurance work was conducted in accordance with the International Assurance Assignment Standard 3000 (Revised), "Assurance Projects Beyond Auditing or Reviewing Historical Financial Information" (hereinafter "ICDP 3000").

In the context of a limited assurance assignment, the procedures carried out differ in their nature and timing and are less extensive than in a reasonable assurance assignment. Consequently, the level of assurance obtained from such an assignment is significantly lower than the assurance level that would have been obtained if a reasonable assurance assignment had been made.

Our responsibilities are further described in the section "Responsibilities of the Auditor".

Professional Ethics and Quality Management

We are independent of the Company, throughout this work and have complied with the requirements of the Code of Conduct for Professional Auditors of the Council of International Standards of Conduct for Auditors (Code of Conduct for Auditors), the ethics and independence requirements of Law 4449/2017 and EU Regulation 537/2014.

Our auditing firm implements the International Quality Management Standard 1 (IFRS1) "Quality Management for audit firms that conduct audits or reviews of financial statements, as well as other assurance or related service assignments" and consequently maintains a comprehensive quality management system that includes evidence-based policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of the Company's Management for the Sustainability Statement

The Management of the Company is responsible for the design and implementation of an appropriate Procedure for the determination of the required information included in the Sustainability Statement in accordance with the EPYEB, as well as for the disclosure of the Procedure in the "Governance" section of the Sustainability Report.

More specifically, this responsibility includes:

- understanding the context in which the Company's and the Group's activities and business relationships take place, as well as understanding their affected stakeholders;
- identify the actual and potential impacts (both negative and positive) related to sustainability issues, as well as the risks and opportunities that affect or are reasonably expected to affect the financial position, financial performance, cash flow, access to finance or cost of capital of the Company and the Group in the short, medium or long term;
- assess the significance of identified impacts, risks and opportunities related to sustainability issues, through the selection and application of appropriate thresholds, and
- making assumptions that are reasonable in the circumstances.

The Management of the Company and the Group is also responsible for the preparation of the Sustainability Statement, in accordance with article 154 of Law 4548/2018, as amended by Law 5164/2024 and in force, which incorporated article 29(a) of EU Directive 2013/34 into Greek legislation.

In this context, the Management of the Company and the Group is responsible for:

- the compliance of the Sustainability Statement with the EPYEB,
- the preparation of the disclosures in the "EU Taxonomy Disclosures" section of the Sustainability Statement, in compliance with the provisions of Article 8 of EU Regulation 2020/852;
- the design and implementation of the appropriate internal control controls that Management deems necessary to ensure that the Sustainability Statement is free from material error, due to either fraud or error, and
- the selection and application of appropriate reporting methods, including assumptions and estimates regarding individual disclosures in the Sustainability Statement, which have been assessed as reasonable in the circumstances.

The Audit Committee of the Company is responsible for supervising the process of drafting the Sustainability Statement of the Company and the Group.

Inherent limitations in the preparation of the Sustainability Statement

When disclosing future information in accordance with the EPYEB, the Management of the Company is obliged to prepare future information based on disclosed assumptions regarding events that may occur in the future and possible future actions of the Company and the Group. The actual outcome of these actions may be different, as the expected events often do not occur as expected.

As stated in the Note "[ESRS 2: BP-2 11 a, bi, bii, Sources of Uncertainty of Assessment and Results]Measurement of Uncertainty, Assumptions and Estimates" in the Sustainability Report, qualitative and quantitative disclosures include judgments, estimates and assumptions critical to the reported data. The Group provides clear documentation of the assumptions and approaches used to support stakeholder understanding.

Information such as goals, ambitions and targets are recognized as inherently uncertain and are subject to change as conditions evolve. This approach is applied to carbon footprint calculations and Taxonomy indicators, where actual results may differ from estimates despite the Group's effort to ensure data accuracy.

Also as stated in the Note "[ESRS 2: BP-2-10 a, b, c, d, Value Chain Data]" in the Sustainability Report, the Group uses both cost-based and activity-based methodologies to calculate indirect greenhouse gas emissions (Scope 3) where supplier data is not available. This approach addresses the inherent data availability and quality constraints associated with value chain emissions reporting.

As stated in the Note "[E1. SBM-3_18, E1. SBM-3_19b, E1. SBM-3_AR7b, E1. SBM-3_19c, E1. IRO-1_21, E1. IRO-1_AR11a, E1. IRO-1_11b, E1. IRO-1_AR11c, E1. IRO-1_AR_11d, E1. IRO-1_12a, E1. IRO-1_AR12c], **Assessment of Natural Climate Risks, Assessment of Climate-Related Risks and Transition Opportunities]**" in the Sustainability Statement, the information incorporated in the relevant disclosures is based, inter alia, on climate-related scenarios (SSPC Transition Scenarios based on the IPCC Assessment Report), analysis using CLIMADA Technologies' delta-climate™ platform which are subject to inherent uncertainty regarding the probability, timing or effect of possible future climate-related physical and transitional impacts.

Our work covered the items specified in [ESRS 2: BP-1 5a, BP-1 5bi Scope of the Sustainability Statement] to obtain limited assurance based on the procedures included in the Program referred to in that section. Our work does not constitute an audit or review of historical financial information in accordance with applicable International Auditing Standards or the International Review Assignment Standards and therefore we do not express any assurance other than that set forth in [ESRS 2: BP-1 5a, BP-1 5bi Scope of the Sustainability Statement].

Responsibilities of the Auditor

This limited assurance report has been prepared in accordance with the provisions of Article 154C of Law 4548/2018 and Article 32A of Law 4449/2017.

It is our responsibility to design and conduct the assignment of limited assurance in order to obtain limited assurance as to whether the Sustainability Statement is free from material error, due to either fraud or error, and to issue a limited assurance report that includes our conclusion. An error may result from fraud or error and is considered material when, individually or cumulatively, it could reasonably be expected to affect users' financial decisions made on the basis of the Sustainability Statement as a whole.

In the context of a limited assurance assignment in accordance with ICTY 3000 (Revised), we exercise professional judgment and maintain our professional skepticism throughout the assignment.

Our responsibilities in relation to the Sustainability Statement, in relation to the Process, include:

- conduct risk assessment procedures, including an understanding of the relevant internal control controls, to identify risks related to whether the Process followed by the Company to determine the information referred to in the Sustainability Statement does not meet the applicable requirements of the EPYEB, but not for the purpose of providing a conclusion on the effectiveness of the internal controls on the Process, and
- designing and conducting procedures to assess whether the Process for identifying the information referred to in the Sustainability Statement is consistent with the description of the Process as disclosed in the Note "Description of the Procedures for the Identification and Assessment of Significant Impacts, Risks and Opportunities [ESRS 2 IRO-1] and [ESRS 2 SBM-3] "Material Impacts, Risks and Opportunities and Their Interaction with the Strategy and Business Model" of that Statement.

Furthermore, we are responsible for:

- carrying out risk assessment processes, including an understanding of the relevant internal control controls, to identify those disclosures that are likely to result in material error, whether due to fraud or error, but not for the purpose of providing an inference on the effectiveness of the internal control controls of the Company and the Group, and

- the design and execution of procedures related to those disclosures of the consolidated Sustainability Statement in which a material error is likely to occur. The risk of not detecting a material error resulting from fraud is higher than that resulting from an error, as fraud may include collusion, forgery, deliberate omissions, misrepresentation or circumvention of internal control controls.

Scope of Work Carried Out

Our work includes the conduct of procedures and the acquisition of audit presumptions in order to draw a limited assurance conclusion and covers exclusively the procedures provided for in the limited assurance program issued by no. 262/22.01.2025 decision of the Board of Directors of HAASAR (hereinafter the "Program"), as it was formulated for the purpose of issuing a limited assurance report on the Sustainability Statement of the Company and the Group.

Our procedures were designed to obtain a limited level of assurance on which to rely to draw our conclusion, and they do not provide all the evidence that would be required to provide a reasonable level of assurance.

Heraklion, Crete, 22 April 2026 The
Certified Public Accountant

Christina Tsironi
N.M. S.O.E.L. 36671



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Report of the Independent Certified Auditor

To its Shareholders

PLASTIKA KRITIS S.A. INDUSTRIAL AND COMMERCIAL COMPANY

Audit Report on the Separate and Consolidated Financial Statements

Opinion

We have audited the Corporate and Consolidated Financial Statements of PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME (the "Company"), which consist of the Corporate and Consolidated Balance Sheet as of December 31, 2025, the Separate and Consolidated Statements of Income and Results, Other Comprehensive Income, Changes in Equity and Cash Flow for the year ended on that date, as well as the Notes containing material accounting policy information and other explanatory information.

In our opinion, the attached Corporate and Consolidated Financial Statements present reasonably, in all material respects, the corporate and consolidated financial position of PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME and its subsidiaries (the "Group") as of December 31, 2025, their corporate and consolidated financial performance and their corporate and consolidated cash flow for the year ended on that date in accordance with the International Financial Reporting Standards (IFRS), as adopted by the European Union.

Opinion Base

We have conducted our audit in accordance with the International Standards on Auditing (IAS), as incorporated into Greek Law. Our responsibilities, in accordance with these standards, are further described in the section of our report "Auditor Responsibilities for the Audit of Corporate and Consolidated Financial Statements". We are independent of the Company and the Group in accordance with the International Code of Conduct for Professional Accountants of the Council of International Standards of Accountant Ethics, such as



applies to audits of financial statements of public-interest entities, and the ethical requirements related to the audit of corporate and consolidated financial statements in Greece and we have fulfilled our other ethical obligations in accordance with the requirements of applicable law and the aforementioned Code of Conduct. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Major Control Issues

The most important audit matters are those matters that, in our professional judgment, were of paramount importance in our audit of the Separate and Consolidated Financial Statements of the audited financial year. These issues and the associated risks of material misstatements were addressed in the context of the audit of the Separate and Consolidated Financial Statements as a whole, in order to form our opinion on them and we do not express a separate opinion on these matters.



Stock valuation	
Reference to Notes 3.7, 3.26 and 12 to the Separate and Consolidated Financial Statements	
Important Control Issue	How the important audit issue was addressed in our audit
<p>The Company's and the Group's inventories as of December 31, 2025 amount to EURO 40.7 million. and EURO 102.9 million, respectively.</p> <p>Stocks are valued at the lowest price between their acquisition value and their net realizable value.</p> <p>Given the importance of the value of end-of-year inventories in the Corporate and Consolidated Balance Sheet and the large number of different items they include, as well as the significant estimates and judgments of management in determining their net realizable value, we believe that the correct valuation of the end-of-use of inventories is one of the important issues of the audit.</p>	<p>Our audit procedures in this regard included, but were not limited to, the following:</p> <ol style="list-style-type: none"> 1. We evaluated the accounting policies and methodology adopted by the Group regarding the valuation of stocks against IFRS requirements. We assessed whether the methodology used has been applied appropriately and consistently for all end-of-year inventories. 2. We assessed the design and implementation of internal controls related to inventory valuation. 3. Based on post-LAP sales prices, we calculated the net realizable value, per code or item of inventory, which we compared with the end-of-use cost for all end-of-year inventory. As part of this process, we examined the arithmetic accuracy of the calculation of the end-of-use cost of inventory. 4. For inventory codes where the net realizable value is less than the cost of acquisition, we confirmed the correct calculation of the impairment provision and its appropriate presentation in the Financial Statements. 5. We assessed the appropriateness and adequacy of the disclosures



	<p>contained in the Separate and Consolidated Financial Statements with respect to the above matter.</p>
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Estimation of impairment of shareholdings in subsidiaries and goodwill

Reference to Notes 3.1, 3.5, 3.26, 8 and 9 to the Separate and Consolidated Financial Statements

Important Control Issue	How the important audit issue was addressed in our audit
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<p>As of December 31, 2025, the Company has recognized in the Corporate Financial Statements "Participations in Subsidiaries" before impairment amounting to EURO 32.3 mil. and accumulated impairments on these participations amounting to Euro 2.3 mil.</p> <p>Also, as of December 31, 2025, the Group has recognized goodwill in the Consolidated Financial Statements of EUR 0.3 mil.</p> <p>Investments in subsidiaries are measured at cost minus accumulated impairment losses.</p> <p>In accordance with the requirements of IFRSs, Management conducts an impairment audit of holdings in subsidiaries when there are indications that the carrying amount of cash flow generating units ("MDTRs") (individual subsidiaries) is greater than their recoverable value, while with regard to goodwill, it performs an impairment test annually or more frequently when there are indications that the carrying amount of cash flow generating units (MDRs) (individual subsidiaries) to which the goodwill has been allocated,</p>	<p>Our audit procedures in this regard included, but were not limited to, the following:</p> <ol style="list-style-type: none"> 1. We examined the evaluation criteria and the Management's analysis of whether there are indications of impairment for investments in subsidiaries. 2. We assessed the design and implementation of internal controls related to the assessment of impairment of shareholdings in subsidiaries and goodwill. 3. For investments in subsidiaries for which indications of impairment were identified or for MTTR to which goodwill had been allocated, we carried out, inter alia, with the support of our specialized executives in valuations, the following audit procedures: <ol style="list-style-type: none"> (a) we have assessed the appropriateness of the methods used to determine the recoverable value of the MDTRs; (b) we assessed the reasonableness of the underlying assumptions and estimates of future cash flows.
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recoverable value. This assessment requires a significant degree of judgment.

The Company estimates the recoverable value of the MDTR/subsidiaries based on their value in use. The calculation of the value for use requires Management's estimates of variables such as changes in sales and profit margins, changes in working capital, investments in fixed assets, the discount rate as well as current and future market and industry conditions.

The above estimates require significant judgment from the Management and involve a degree of uncertainty. Therefore, we consider the assessment of impairment of shareholdings in subsidiaries and goodwill to be an important audit issue.

The disclosures on the assumptions and the method used to calculate recoverable value are important for transparency on the Separate and Consolidated Financial Statements.

The key assumptions assessed included the income trends of the MTFs, the profit margins before financial expenses, taxes and depreciation, the growth rate of the industry, changes in working capital, fixed asset investments as well as the discount rates of future cash flows.

- c) we carried out a sensitivity analysis on the basic assumptions adopted,
- d) we compared the key assumptions used in the Management's valuation models, with external data and market trends, our knowledge of the Company and the industry,
- (e) we verified the mathematical accuracy of the calculations carried out in the use value determination models of the MDTR.
- f) We assessed the reliability of the Management's forecasts in the preparation of the business plans by comparing previous estimates and forecasts in relation to the actual performance of the MDTR. Among other things, we assessed the reasons for any deviations and their potential impact on future performance.
- g) Finally, we evaluated the appropriateness and adequacy of the disclosures contained in the Separate and Consolidated Financial Statements with respect to the above matters.



Other Topic

The Corporate and Consolidated Financial Statements of PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME for the previous fiscal year ended December 31, 2024 have been audited by another Auditing Firm. For the fiscal year in question, the Certified Auditor issued an audit report on April 29, 2025 with concurrence.

Other Information

The Board of Directors is responsible for the other information. Other information is included in the Report of the Board of Directors, which is referred to in the "Report on Other Legal and Regulatory Requirements" and the Statements of the Members of the Board of Directors but does not include the Separate and Consolidated Financial Statements and the Audit Report thereon.

Our opinion on the Separate and Consolidated Financial Statements does not cover the other information and we do not express with this opinion any form of assurance conclusion on them.

In connection with our audit of the Separate and Consolidated Financial Statements, it is our responsibility to read the other information and thereby examine whether the other information is materially inconsistent with the Separate and Consolidated Financial Statements or the knowledge gained during our audit, or otherwise appears to be materially incorrect. If, based on the work we have performed, we conclude that there is a material error in that other information, we are obliged to report that fact. We have nothing to report on this matter.

Responsibilities of the Board of Directors and Those Responsible for Governance on Corporate and Consolidated Financial Statements

The Board of Directors is responsible for the preparation and fair presentation of the Separate and Consolidated Financial Statements in accordance with IFRS, as adopted by the European Union, as well as for those internal controls that the Board of Directors determines as necessary to enable the preparation of separate and consolidated financial statements, free from material error, due to either fraud or error.

In preparing the separate and consolidated financial statements, the Board of Directors is responsible for assessing the ability of the Company and the Group to continue their business, disclosing where appropriate



case, the matters relating to the going concern and the use of the accounting principle of going concern, unless the Board of Directors either intends to liquidate the Company and the Group or to cease their activity or has no other realistic alternative than to take such actions.

The Audit Committee of the Company is responsible for supervising the financial reporting process of the Company and the Group.

Auditor's Responsibilities for the Audit of Corporate and Consolidated Financial Statements

Our objectives are to obtain reasonable assurance as to whether the Separate and Consolidated Financial Statements as a whole are free from material error, whether due to fraud or error, and to issue an auditor's report, which includes our opinion. Reasonable assurance is a high level assurance, but it is not a guarantee that an audit carried out in accordance with the Notices, as incorporated into Greek Law, will always detect a material error, where it exists. Errors may result from fraud or error and are considered material when, individually or cumulatively, they could reasonably be expected to affect users' financial decisions made on the basis of these Separate and Consolidated Financial Statements.

In the context of the audit, in accordance with the IAS, as they have been incorporated into the Greek Legislation, we exercise professional judgment and maintain professional skepticism throughout the audit. Also:

- We identify and assess the risks of material error in the corporate and consolidated financial statements, whether due to fraud or error, by designing and conducting audit procedures that respond to these risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material error due to fraud is higher than that due to error, as fraud may involve collusion, forgery, deliberate omissions, false assurances or circumvention of internal controls.
- We understand the internal control controls related to auditing, for the purpose of designing audit procedures appropriate to the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control controls of the Company and the Group.
- We assess the appropriateness of the accounting policies used and the reasonableness of the accounting estimates and related disclosures made by the Board of Directors.
- We decide on the appropriateness of the Board's use of the accounting principle of going concern and on the basis of the audit evidence obtained as to whether there is material uncertainty regarding events or



circumstances that may indicate material uncertainty as to the ability of the Company and the Group to continue their business. If we conclude that material uncertainty exists, we are obliged in the auditor's report to draw attention to the relevant disclosures on the Separate and Consolidated Financial Statements or, if such disclosures are insufficient, to diversify our opinion. Our conclusions are based on audit evidence obtained up to the date of the auditor's report. However, future events or circumstances may result in the Company and the Group ceasing to operate as a going concern.

- We evaluate the overall presentation, structure and content of the Separate and Consolidated Financial Statements, including disclosures, and whether the Separate and Consolidated Financial Statements reflect the underlying transactions and events in a manner that is fair to say.
- We design and conduct an audit of the Group in order to obtain adequate and appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group's Financial Statements. We are responsible for guiding, supervising and reviewing the audit work carried out for the purposes of auditing the Group. We remain solely responsible for our audit opinion.

Among other matters, we share with those responsible for governance, the planned scope and timing of the audit, as well as important audit findings, including any significant deficiencies in the internal control controls we identify during our audit.

In addition, we declare to those responsible for governance that we have complied with the relevant ethical requirements on independence and disclose to them all relationships and other matters that may reasonably be considered to affect our independence, and the relevant safeguards, where applicable.

From the matters disclosed to the Governance Officers, we identify those matters that were of paramount importance to the audit of the Separate and Consolidated Financial Statements of the audited fiscal year and are therefore the most important audit matters. We describe these matters in the auditor's report, unless a law or regulation precludes the disclosure of a matter or when, in extremely rare cases, we determine that an item should not be disclosed in our report because by doing so it would reasonably be expected that the negative effects would outweigh the public interest benefits of such disclosure.



Report on other Legal and Regulatory Requirements

1 Board of Directors Report

The Board of Directors is responsible for preparing the Board of Directors' Report and the Sustainability Report and the Corporate Governance Statement contained in this report. Our opinion on the Financial Statements does not cover the Board of Directors' Report and we do not express an audit opinion on it. It is our responsibility to read the Report of the Board of Directors and, in doing so, to examine whether, based on our audit of the Financial Statements, the information contained therein is materially incorrect or inconsistent with the Financial Statements or the knowledge gained during our audit. Based exclusively on this work in accordance with the requirements of paragraph 1, cases aa' and b' of article 154C of Law 4548/2018 and case ab', which does not include the sustainability report and for which a relevant limited assurance report has been issued dated April 22, 2026 in accordance with the International Assurance Assignment Standard 3000 (Revised), we note that:

- (a) The Report of the Board of Directors includes a Corporate Governance Statement, which provides the information set out in article 152 of Law 4548/2018.
- (b) In our opinion, the Report of the Board of Directors has been prepared in accordance with the applicable legal requirements of Articles 150 and 153 and Law 4548/2018, with the exception of the requirement to submit a sustainability report of paragraph 5A of article 150 of the same law, and its content corresponds to the attached Corporate and Consolidated Financial Statements for the year ended December 31, 2025.
- (c) Based on the knowledge we gained during our audit, about PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME and its environment, we have not identified any material inaccuracies in the Report of the Board of Directors.

2 Additional Report to the Audit Committee

Our opinion on the Separate and Consolidated Financial Statements is consistent with our Supplementary Report to the Audit Committee of the Company dated April 20, 2026, provided for in article 11 of the Regulation No. 537/2014 of the European Union (EU).



3 Provision of Non-Audit Services

We did not provide the Company and its subsidiaries with non-auditing services which are prohibited under Article 5 of Regulation No. 537/2014 of the European Union (EU).

The permitted non-audit services that we have provided to the Company and its subsidiaries during the fiscal year ended December 31, 2025 are disclosed on Note 34 of the attached Separate and Consolidated Financial Statements.

4 Appointment of an Auditor

We were appointed for the first time as Certified Auditors of the Company by the decision of the Annual Ordinary General Meeting of Shareholders dated July 16, 2025.

5 Regulation of Operation

The Company has a Regulation of Operation in accordance with the content provided by the provisions of article 14 of Law 4706/2020.

6 Assurance Report on the European Single Electronic Reporting Format

Underlying Theme

We undertook the assignment of reasonable assurance in order to examine the digital files of the company PLASTIKA KRITIS S.A. INDUSTRIAL AND COMMERCIAL COMPANY (hereinafter referred to as the Company and/or Group), which have been prepared in accordance with the European Single Electronic Format (ESEF) and which include the Company's and the Group's corporate and consolidated financial statements for the fiscal year ended December 31, 2025, in XHTML format, as well as the appropriately marked XBRL file (21380024BQ2ILRDQFI71-2025-12-31-el.zip), on the aforementioned consolidated financial statements, including other explanatory information (Notes to the Financial Statements) (hereinafter the "Underlying Subject"), in order to determine that it has been prepared in accordance with the requirements set out in the Applicable Criteria section.



Applicable criteria

The Applicable Criteria for the European Single Electronic Format (ESEF) are defined by the European Commission Delegated Regulation (EU) 2019/815, as in force (hereinafter the ESEF Regulation) and the 2020/C 379/01 Interpretative Communication of the European Commission of 10^{November} 2020, as provided by Law 3556/2007 and the relevant announcements of the Hellenic Capital Market Commission and the Athens Stock Exchange.

In summary, these criteria provide, inter alia, that:

- All annual financial reports should be prepared in XHTML format.
- With respect to consolidated financial statements based on International Financial Reporting Standards, financial information included in the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity and the Cash Flow Statement as well as in the Notes to the Consolidated Financial Statements should be marked with XBRL tags (XBRL 'tags' and "block tag"), in accordance with the ESEF Taxonomy, as applicable. The technical specifications for ESEF, including the relevant taxonomy, are set out in the ESEF Regulatory Technical Standards.

Responsibilities of the Board of Directors and those responsible for governance

The Board of Directors is responsible for the preparation and submission of the Company's and Group's separate and consolidated financial statements, for the fiscal year ended December 31, 2025, in accordance with the Applicable Criteria, as well as for those internal control controls that the Board of Directors determines as necessary to enable the preparation of digital records free from material error, due to either fraud or error.

Responsibilities of the Auditor

It is our responsibility to issue this Report regarding the evaluation of the Underlying Issue, based on our work carried out, which is described below in the section "Scope of Work Performed".

Our work has been conducted in accordance with the International Standard for Assurance Assignments 3000 (Revised) "Assurance Assignments Beyond Audit or Review of Historical Financial Information" (hereinafter "IUD 3000").

ICTY 3000 requires that we plan and conduct our work so that we can obtain reasonable assurance that the Underlying Subject will be evaluated in accordance with the Applicable Criteria. As part of the procedures carried out, we assess the risk of material error of the information related to the Underlying Subject.

We consider that the evidence we have gathered is sufficient and relevant and supports the conclusion set out in this assurance report.

Professional ethics and quality management

We are independent of the Company and the Group, throughout the duration of this



and we have complied with the requirements of the International Code of Conduct for Professional Accountants of the Council of International Standards of Accountant Ethics, the ethics and independence requirements of Law 4449/2017 as well as Regulation (EU) 537/2014.

Our auditing firm implements the International Standard for Quality Management (ISQM) 1 "Quality Management for companies that conduct audits or reviews of financial statements or other assurance or related service assignments" and consequently maintains an integrated quality management system that includes evidence-based policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Scope of work carried out

The assurance work we carried out restrictively covers the items included in no. 214/4/11-02-2022 Decision of the Board of Directors of the Accounting Standardization and Auditing Committee (HAS) and the "Guidelines in relation to the work and assurance report of the Certified Public Accountants on the European Single Electronic Reporting Format (ESEF) of issuers with transferable securities listed on a regulated market in Greece", as issued by the Institute of Certified Auditors on 14/02/2022, in order to obtain reasonable assurance that the financial statements of the Company prepared by the Board of Directors comply in all material respects with the Applicable Criteria.

Conclusion

Based on the work carried out and the evidence obtained, we conclude that the Company's and the Group's corporate and consolidated financial statements for the fiscal year ended December 31, 2025, in XHTML format, as well as the envisaged XBRL file (21380024BQ2ILRDQFI71-2025-12-31-el.zip) with appropriate marking, on the aforementioned consolidated financial statements, including other explanatory information (Notes to the Financial Statements), have been prepared, in all material respects, in accordance with the provisions of the Applicable Criteria.

Athens, 22 April 2026

KPMG Certified Public
Accountants S.A. AM SOEL 186

Alexandros - Petros Veldekis, Certified
Public Accountant
SOEL 26141

Nikolaos Diamantoulakis, Certified
Public Accountant
SOEL NUMBER 62171



Corporate and Consolidated Income Statement

(Amounts in thousands of euros)

	Company	The Group		The	
		1.1 - 31.12.2025	1.1 - 31.12.2024	1.1 - 31.12.2025	1.1 - 31.12.2024
Turnover (Sales)		392.707	385.067	187.853	185.920
Cost of Sales		-294.458	-290.959	-140.664	-136.938
Gross Profit		98.249	94.108	47.189	48.982
Other operating income	31	1.561	2.756	1.646	2.956
Disposal costs		-24.631	-23.809	-14.302	-13.987
Administration costs		-18.649	-12.626	-11.207	-5.861
Research & Development (R&D) expenses		-2.065	-1.950	-984	-922
Other operating costs	32	-1.535	-1.860	-229	-555
Operating profits		52.930	56.619	22.111	30.612
Financial Income	33	3.681	4.686	2.692	4.003
Financial expense	33	-741	-1.023	-162	-179
Profit / (Loss) from exchange differences		-1.674	898	-1.363	699
Profit / (Loss) from financial assets	10				
Profit / (Loss) from valuation of fixed assets	6.2	3	-269	-1	-268
Participation income		-	-467	-	-118
Profit / (Loss) on net cash position	5.2	24	22	6.435	5.159
Earnings before taxes		-5	-4.178	-	-
Income taxes	21	54.217	56.287	29.712	39.907
		-15.407	-12.703	-6.453	-8.239
Net Profit for the Period		38.810	43.584	23.259	31.668
The Net Profits of the period are allocated to:					
- Owners of the Parent Company		35.804	41.593		
- Non-controlling holdings	18	3.006	1.991		
Net Profit for the Year		38.810	43.584		
Earnings per share attributable to the owners of the Parent Company:					
- Basic and impaired, in euro	35	1,31	1,52		
Earnings before interest, taxes, and investment results (EBIT)	39	52.878	56.922	21.990	30.465
Depreciation built into the					
Operating costs	30	11.136	9.828	4.652	4.278
Earnings before taxes, financing, investment results and total depreciation and amortization (EBITDA)	39	64.014	66.750	26.642	34.743



Corporate and Consolidated Statement of Other Total Income

(Amounts in thousands of euros)

	Note.	The Group		The Company	
		1.1 - 31.12.2025	1.1 - 31.12.2024	1.1 - 31.12.2025	1.1 - 31.12.2024
Net results (profit) for the period, after tax (a)		38.810	43.584	23.259	31.668
Monetary adjustments for the conversion of balance sheets into foreign currency		-4.761	6.595	-	-
Changes in financial at fair value	10	51	-466	51	-451
Other total income (losses)/profits, carried over to the results in subsequent periods (b)					
Adjustment of tangible assets in the reasonable value, after income tax	6.5	-4.710	6.129	51	-451
Changes in deferred tax liability due to a change in the tax rate		0	4.913	-	2.744
(Losses) from revaluation of defined benefit schemes to staff, after tax income	22	-	-69	-	-
Other total income (loss)/profit, not carried forward to profit or loss (c)					
Aggregate Total Income for the period (a) + (b) + (c)		-64	-112	-29	-69
<i>The Aggregate Total Income for the year is divided into:</i>					
- Owners of the Parent Company		-64	4.732	-29	2.675
- Non-controlling holdings	18				
Aggregate Total Income for the period (a) + (b) + (c)		34.036	54.445	23.281	33.892
		33.272	51.495		
		764	2.950		
		34.036	54.445		



Consolidated Statement of Changes in Equity

(Amounts in thousands of euros)	Attributable to the owners of the Parent Company						Results in renewal	Do not Controls Participations	Total Own Funds
	Share Capital	Over par	Own shares	Reserves Reasonable Value	Other Reserves	Reserves of bills of exchange Disputes			
Balance as at 01.01.2025	26.832	456	-	28.053	139.790	-2.739	240.739	21.998	455.121
Net results period, after tax	-	-	-	-	-	-	35.804	3.006	38.810
Other total income period, after tax	-	-	-	50	-29	-2.518	-34	-2.242	-4.774
Aggregated Total Period incomes	-	-	-	50	-29	-2.518	35.770	764	34.036
Transfer of profits to Reserves	-	-	-	-	9.265	-	-9.265	-	-
Distributed profits (dividends)	-	-	-	-	-	-	-14.238	-1.241	-15.479
Distributed profits (dividends) of subsidiaries	-	-	-	-	-	-	-	0	0
Balance at 31.12.2025	26.832	456	-	28.103	149.025	-5.257	253.006	21.520	473.681



<i>(Amounts in thousands of euros)</i>	Attributable to the owners of the Parent Company							Do not Controls Participations	Total Own Funds
	Share Capital	Over par	Own shares	Reserves Reasonable Value	Other Reserves	Reserves CURRENCY disputes	Results in renewal		
Balance as at 01.01.2024	26.832	456	-20	23.221	134.094	-8.390	219.137	19.645	414.974
Net results period, after tax	-	-	-	-	-	-	41.593	1.991	43.584
Other total income period, after tax	-	-	-	4.514	-69	5.651	-195	959	10.861
Aggregated Total Period incomes	-	-	-	4.514	-69	5.651	41.398	2.950	54.445
Purchase of own shares	-	-	-80	-	-	-	-	-	-80
Disposal of own shares	-	-	100	-	-	-	-	-	100
Reversal of fair value due to the sale of financial assets data	-	-	-	318	-	-	-318	-	-
Transfer of profits to Reserves	-	-	-	-	5.765	-	-5.765	-	-
Distributed profits (dividends)	-	-	-	-	-	-	-13.714	-	-13.714
Distributed profits (dividends)	-	-	-	-	-	-	-	-597	-597



Statement of Changes in Equity

(Amounts in thousands of euros)

	Share Capital	Difference from Issuance of shares Over par	Own shares	Fair Value Reserves	Other Reserves	Results in renewal	Total Equity
Balance as at 01.01.2025	26.832	456	-	19.702	115.107	128.465	290.562
Net results for the period, after tax	-	-	-	-	-	23.259	23.259
Other total income for the period, After tax	-	-	-	51	-29	-	22
Aggregate Total Income period	-	-	-	51	-29	23.259	23.281
Transfer of profits to reserves	-	-	-	-	6.413	-6.413	-
<u>Distributed profits (dividends)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-14.237</u>	<u>-14.237</u>
Balance at 31.12.2025	26.832	456	-	19.752	121.491	131.075	299.605

(Amounts in thousands of euros)

	Share Capital	Difference from Issuance of shares Over par	Own shares	Fair Value Reserves	Other Reserves	Results in renewal	Total Equity
Balance as at 01.01.2024	26.832	456	-20	17.091	110.040	115.941	270.339
Net results for the period, after tax	-	-	-	-	-	31.668	31.668
Other total income for the period, After tax	-	-	-	2.293	-69	-	2.224
Aggregate Total Income period	-	-	-	2.293	-69	31.668	33.892
Purchase of own shares	-	-	-80	-	-	-	-80
Disposal of own shares	-	-	100	-	-	-	100
Reversal of fair value due to sale of financial assets	-	-	-	318	-	-318	-
Transfer of profits to reserves	-	-	-	-	5.137	-5.137	-
<u>Distributed profits (dividends)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-13.690</u>	<u>-13.690</u>



Balance as at 31.12.2024	26.832	456	-	19.702	115.107	128.465	290.562
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Consolidated Cash Flow Statement

(Amounts in thousands of euros)

	The Group	
	1.1 - 31.12.2025	1.1 - 31.12.2024
Operational activities		
Earnings before taxes	54.217	56.287
Plus/minus adjustments for:		
Depreciation	11.136	9.828
Predictions	1.390	-126
Loss on net money	5	4.178
Results of investment activity	-78	1.017
Financial cost (net)	-2.869	-3.536
Other non-cash results	-	100
Plus/minus adjustments for changes in capital accounts related to the operational activities:		
Stocks	81	-17.650
Customers	2.248	-543
Advances and other claims	6.948	-7.137
Suppliers	-2.137	6.163
Other liabilities & interim accounts	1.940	-1.337
Cons:		
Interest and related expenses paid	-479	-699
Taxes paid	-13.242	-10.406
Total inputs/(outputs) from operating activities (a)	59.161	36.139
Investment activities		
Acquisition of other investments (financial assets)	-122.903	-78.205
Purchase of tangible and intangible fixed assets	-21.722	-11.116
Receipts from sales of tangible and intangible fixed assets	32	178
Receipts from maturities	86.100	66.367
Dividends received	24	22
Interest received	2.907	3.030
Loans granted	-	-63
Fixed Asset Grants	-	128
Total inflows / (outflows) from investment activities (b)	-55.562	-19.659
Financing activities		
Purchase / Disposal of own shares	-	-80
Loan receipts / (repayments)	-593	99
Receipts / (repayments) of obligations from leases	-1.139	-569
Dividends paid	-15.502	-14.279
Total inflows/(outflows) from financing operations (c)	-17.234	-14.828
Net increase / (decrease) in cash and cash equivalents period (a) + (b) + (c)	-13.636	1.651
Cash and cash equivalents carried over	-	69
Cash and cash equivalents	86.519	83.378
Inflation Effect	-310	901
Effect of exchange differences	-1.235	520
Cash and period equivalents	71.338	86.519



Corporate Cash Flow Statement

(Amounts in thousands of euros)

	The Company	
	1.1 - 31.12.2025	1.1 - 31.12.2024
Operational activities		
Earnings before taxes	29.712	39.907
Plus/minus adjustments for:		
Depreciation	4.652	4.278
Predictions	284	-410
Results of investment activity	-6.555	-4.919
Exchange differences	81	-130
Financial cost (net)	-2.530	-3.824
Other non-cash results	-	100
Plus/minus adjustments for changes in capital accounts related to the operational activities:		
Stocks	6.124	-9.610
Customers	6.197	386
Advances and other claims	3.537	-2.655
Suppliers	-3.344	3.565
Other liabilities & interim accounts	621	-1.180
Cons:		
Interest and related expenses paid	-80	-97
Taxes paid	-6.881	-6.072
Total inputs/(outputs) from operating activities (a)	31.817	19.340
Investment activities		
Acquisition of other investments	-122.903	-78.205
Purchase of tangible and intangible fixed assets	-11.777	-3.688
Receipts from maturities	86.100	66.367
Receipts from sales of tangible and intangible fixed assets	461	489
Interest received	2.035	2.307
Loans granted	-	-63
Dividends received	6.435	5.159
Total inflows / (outflows) from investment activities (b)	-39.649	-7.635
Financing activities		
Acquisition of own shares	-	-80
Receipts / (repayments) of obligations from leases	-453	-223
Dividends paid	-14.232	-13.683
Total inflows/(outflows) from financing operations (c)	-14.686	-13.986
Net increase / (decrease) in cash and cash equivalents for period (a) + (b) + (c)	-22.517	-2.281
Cash and cash equivalents	56.151	58.431
Cash and period equivalents	33.633	56.151

The selected explanatory notes set out on the following pages (228-308) form an integral part of the Annual Financial Statements as at 31 December 2025.



Notes to the Annual Financial Statements

1. General Information

The table below lists the general information concerning the Company.

General company information	
Brand Name	Crete Plastics Societe Anonyme Industrial and Commercial
Company Registration Number of Sociétés Anonymes	11326/06/B/86/21
No. GEMI	077082927000
VAT number	094046978
TAX OFFICE	Heraklion Crete
Company Headquarters Address	R Street, Industrial Area of Heraklion, Heraklion, Crete, PC 71601
Telephone	2810-308500
Internet address	www.plastikakritis.com
E-mail address	info@plastikakritis.com
Company Object	Production of plastic products
Year of establishment	1970
Company Duration	Indefinite
Share code on the ATHEX	PLAKR
Date of first listing on the Athens Stock Exchange	1999
Trading category	Main Market
Participation in indicators	ATHEX ESG, GD, IOM, SADD
Supervisory authorities	Ministry of National Economy and Finance, Hellenic Capital Market Commission
Production units	10 production and marketing units in Greece, China, France, Russia, Romania, Poland and Turkey
Branches	
Athens Branch Address	Proodou 4, 122 41, Egaleo
Telephone	210-5450120
Thessaloniki Branch Address	Phase C, Oik. Quadr. 33B, 570 22, Industrial
Area. Sindos Telephone	2310-751611
Composition of the Board of Directors	
President (non-executive)	Ioannis Lempidakis
Vice-President (Executive Member)	Katina - Anna Lempidaki
Chief Executive Officer (Executive Member)	Michael Lempidakis
Chief Executive Officer (executive member)	Emmanuel Lempidakis
Member (executive)	Ioannis Melas
Member (executive)	Emmanuel Kykrilis
Member (executive)	Georgios Valergakis
Member (executive)	Georgios Korkakas
Member (non-executive)	Michael Perakis
Member (independent non-executive)	Nikolaos Myrtakis
Member (independent non-executive)	Michael Vlatakis
Member (independent non-executive)	Georgia Milaki
Member (independent non-executive)	Christina Chalkiadaki
Areas of activity	
-	Plastic Sheets for Agricultural Applications
-	Polyethylene pipes
-	Geomembranes
-	Masterbatches (raw materials for the plastics industry)
-	Recycled plastics
-	Wind and Photovoltaic Energy



The Group's products have international patent protection and for which the Company has emerged as a "technology leader".



KRITIFIL® Plastic Sheets	KRITIFLEX® Geomembranes	KRITILEN® Masterbatches	KRITISOL® Polyethylene pipes	KRITISAN® Recycled plastics	KRITIRES® Renewable energy
Greenhouse Cover & Other Agricultural Applications	Management Water & Environmental Works	Raw materials for the plastics industry Factories in Greece (2), Romania, Poland, Russia,	Irrigation, water supply, telecommunications	Raw materials for the plastics industry Factories in Greece	Wind & Solar Energy Production in Greece
Factories in Greece, China (2), France	Factories in Greece, China (2), France		Factories in Greece		
			Turkey (2), China		

2. Framework for the preparation of the Annual Financial Statements

2.1 Presentation Base

The annual corporate and consolidated financial statements of "PLASTIKA KRITIS - INDUSTRIAL & COMMERCIAL SOCIETE ANONYME" have been prepared in accordance with the International Financial Reporting Standards (including interpretations issued by the Interpretation Committee), as issued by the International Accounting Standards Board and adopted by the European Union by December 31, 2025.

Any differences between the items in the financial statements and the corresponding items in the notes are due to rounding.

The annual separate and consolidated financial statements have been prepared in accordance with the historical cost principle, except for assets and liabilities which are shown at fair value.

The annual corporate and consolidated financial statements are available at the Company's web address www.plastikakritis.com and have been approved by the Company's Board of Directors on April 22, 2026.

Business continuity principle

The annual corporate and consolidated financial statements presented have been prepared in accordance with the going concern principle. The Management, in evaluating this principle, took into account the Group's significant profitability, high cash and strong working capital, as well as other available information relating to the immediate future, which covers a period of at least twelve months from the date of approval of the financial statements.



The Group is active in the production and marketing of plastic products and, therefore, is exposed to risks related, among others, to:

- fluctuations in the prices of raw materials, polyethylene and polypropylene, as petroleum by-products,
- energy costs,
- supply chain conditions and
- general macroeconomic and geopolitical developments.

In particular, the current geopolitical conflicts in the Middle East have led to increased uncertainty in the international energy and raw materials markets, as well as to potential disruptions in global supply chains. Management has assessed the impact of these developments on the Group's financial position, results and cash flow, which are limited to the following:

- the increase in the price of crude oil to levels above \$100/barrel from approximately \$59/barrel on December 31, 2025, an increase of approximately 70%, results in an increase in the price of polyethylene and polypropylene, the Group's key raw materials, as well as the cost of energy
- the increase in sea freight rates
- the increase in the transport time of raw materials to and from Asia due to the closure of the Strait of Hormuz and the redefinition of ship routes
- the limitation of the available quantities of raw materials to fully cover the productive needs if the war lasts for a long time

With regard to the Group's relations from/to the countries of the Middle East that have been affected by these wars, these are limited only to transactions with suppliers and customers, whose purchases and sales, respectively, are not significant for the Group of less than 5% of the corresponding total.

At this stage, the Group's factories have stocks of raw materials for a period of 2-4 months and the management is making an effort to supplement the necessary quantities for the next period. The increased costs are estimated to be passed on to the sales prices with any impact on the Group's profit margins being considered manageable, so the main concern is to ensure quantities and timely arrivals, while the already incorporation of relevant provisions in agreements with important customers of the Group for the adjustment of sales prices due to the volatility of raw material prices, significantly limit the effects of the current developments in the Middle East.

Taking into account the Group's high cash reserves, its immediately liquid investments and the Group's strong working capital, combined with the above mitigation actions from the current conflicts in the Middle East, the Group has the necessary resources to continue operating for at least twelve months from the date of approval of the financial statements.

Therefore, the annual corporate and consolidated financial statements presented have been prepared in accordance with the going concern principle.



2.2 Adoption of New and Revised International Standards

Unless otherwise stated, amendments and interpretations that apply for the first time in fiscal year 2025 have no effect on the Group's corporate and consolidated financial statements.

The Group did not adopt any premature standards, interpretations or amendments issued by IAS and adopted by the European Union but they are not mandatory for the fiscal year 2025.

New Standards, Interpretations, Revisions and Amendments of existing Standards which have entered into force and have been adopted by the European Union

As of 1 January 2025, the Group has adopted all changes to IFRS as adopted by the European Union related to its operations. This adoption has not had a material impact on the Group's financial statements.

IAS 21 (Amendment) "The effects of exchange rate changes: Lack of Fungibility" (applicable to annual accounting periods starting on or after 1 January 2025)

In August 2023, the International Accounting Standards Board (IASB) issued amendments to IAS 21 'The effects of exchange rate changes' requiring entities to provide more useful information in their financial statements when a currency cannot be exchanged for another currency. The amendments include the introduction of the definition of the exchangeability of a currency and provide guidance on how the entity should calculate the exchange rate (spot rate) in cases where the currency is not fungible. In addition, they require additional disclosures in cases where an entity has calculated an exchange rate due to a lack of exchangeability.

New Standards, Interpretations, Revisions and Amendments of existing Standards that have not yet entered into force or have not been adopted by the European Union

The following New IFRSs, IFRS Revisions and Interpretations have been issued by the International Accounting Standards Board ("IASB") but have not become effective for annual periods beginning on 1 January 2025. Those related to the Group's operations are presented below. The Group does not intend to adopt the following New IFRSs, IFRS Revisions and Interpretations prior to their effective date.

IFRS 18 "Presentation and Disclosures in Financial Statements" (effective for annual periods beginning on or after January 1, 2027)

In April 2024, the International Accounting Standards Board (IASB) adopted a new Standard, IFRS 18, which replaces IAS 1 "Presentation of Financial Statements".

The new accounting standard introduces the following key new requirements:

- Entities are required to classify all income and expenses into five categories in the income statement, namely: operational, investment, financing, discontinued operations and income taxes. Entities are required to



also present a new, defined subset of operating profit. The net profit of the entity will not change.

- Management-Defined Performance Measures (MPMs) are disclosed in aggregate in a single note in the financial statements.
- Specific instructions are provided on how to group information in the financial statements.

In addition, all entities are required to use the operating profit subset as a starting point for the cash flow statement when presenting operating cash flows by the indirect method.

The Standard enters into force for annual reference periods beginning on or after 1 January 2027 and earlier application is permitted. The Group does not intend to adopt the standard before its effective date. The impact of the new standard is expected to be significant.

Amendments to the Classification and Measurement of Financial Instruments (IFRS 9 and IFRS 7 Amendments) (applicable to annual accounting periods beginning on or after 1 January 2026)

The amendments clarify that a financial liability ceases to be recognized on the 'settlement date' and introduce as an accounting policy option the cessation of recognition of financial liabilities settled using an electronic payment system before the settlement date. Additional clarifications include the classification of financial assets with ESG characteristics through additional guidance on the assessment of contingent characteristics. Furthermore, clarifications have been added with regard to non-recourse loans and contractually linked instruments, as regards the key characteristics of these contractually linked instruments and how they are differentiated from financial assets with non-recourse characteristics. In addition, factors have been incorporated that a company must take into account when evaluating the cash flows that support a financial asset with non-reducible characteristics (the "look-through" test). The amendments require additional disclosures for investments in equity instruments measured at fair value with gains or losses presented in other comprehensive income (FVOCI). The Group does not intend to adopt the amendments before their effective date. The effect of the new amendments is not expected to be material.

IFRS Annual Improvements Amendments to IFRS 1, IFRS 7, IFRS 9, IFRS 10 and IAS 7 (applicable to annual years beginning on or after January 1, 2026)

The "Annual Improvements to IAS and IFRS - Volume 11" issued on 18 July 2024 by the International Accounting Standards Board published amendments that include clarifications, simplifications, corrections and changes to the following Standards:

- IFRS 1 First Application of International Financial Reporting Standards - Compensation Accounting at First Application
- IFRS 7 Financial Instruments: Disclosures:
 - Profit or loss on derecognition



- Disclosures of differences between fair value and transaction price
- Credit risk disclosures
- IFRS 9 Financial Instruments,
 - Derecognition of lease obligations
 - Transaction price
- IFRS 10 Consolidated Financial Statements – Identification of a "de facto trustee"
- IAS 7 Cash Flow Statement-Cost Method The

amendments to IFRS 9 clarify:

- the discrepancies between IFRS 9 and IFRS 15 Revenue from Contracts with Customers in relation to the initial measurement of trade receivables
- the question of how a lessee accounts for the derecognition of a lease obligation in respect of IFRS 9.

The amendment on the write-off of lease obligations applies only to lease obligations that have been written off on or after the start of the annual reference period in which the amendment is first applied. The amendments apply to accounting periods starting on or after 1 January 2026 and earlier application is allowed. These amendments have not yet been adopted by the European Union. The Group does not intend to adopt the amendments before their effective date. The effect of the new amendments is not expected to be significant.

Amendments to IFRS 9 and IFRS 7 "Renewable Electricity Contracts" (applicable to annual years beginning on or after 1 January 2026)

On 18 December 2024, the International Accounting Standards Board published amendments to IFRS 9 and IFRS 7 on contracts for electricity produced from natural sources. The purpose of these amendments is to better reflect the impact of physical and fictitious electricity contracts on the financial statements. More specifically, the amendments include:

- clarifications on the application of the 'own use' requirements
- hedge accounting is allowed when these contracts are used as hedging instruments
- Adding new disclosure requirements to enable investors to understand the impact of these contracts on the company's financial performance and cash flow.

The Amendments should be applied for annual periods beginning on or after 1 January 2026 and earlier application is permitted. These Amendments have not yet been adopted by the European Union. The Group does not intend to adopt the amendments before their effective date. The impact of the new amendments is not expected to be significant.



3. Basic accounting principles and accounting estimates

3.1 Consolidation

Subsidiaries

Control is achieved where the Company has the authority to determine the financial and operational decisions of an entity with a view to obtaining a benefit from its activities.

During the acquisition of a company, its assets, liabilities and contingent liabilities on the date of acquisition are valued at their fair value. The cost of the acquisition, by the amount exceeding the fair value of the acquired net assets (assets – liabilities – contingent liabilities), is recorded as goodwill in the year in which the acquisition took place. In the event that the acquisition cost is less than the above fair value, this difference is recorded in the profit and loss of the year in which the acquisition took place.

The goodwill resulting from the acquisition of new subsidiaries of Companies or relatives is reflected in the intangible assets and is examined on an annual basis for any impairment.

Minority rights are recorded in proportion to fair value. In subsequent years, any losses are allocated to the minority on a pro rata basis, in addition to the minority rights.

The financial statements of the subsidiaries are adjusted accordingly to be prepared in accordance with the Group's accounting principles.

During consolidation, intra-group transactions, intra-group balances, income and expenses and profit from the sale of stocks are eliminated.

In the financial statements of the Parent Company, investments in subsidiaries are valued at their acquisition cost and are considered for impairment.

Investments in related businesses

A related entity is an entity over which the Group has the ability to exercise material influence, but not control or joint control. Material influence is exercised through participation in the financial and operational decisions of the entity.

Investments in relatives are reflected in the balance sheet at cost, adjusted for subsequent changes in the Group's share in the net assets of the relative and taking into account any impairments in the value of individual investments. Losses of associates in addition to the Group's rights in them are not recorded.

In cases where the Group conducts transactions with an associate, the relevant profits and losses are eliminated according to the percentage of the Group's participation in the specific relative.

Any losses on transactions provide evidence of impairment of the asset transferred, in which case a relevant impairment provision is made.

3.2 Currency conversions

(a) Functional currency and presentation currency



The data of the financial statements of the Group Companies are valued using the currency of the economic environment in which each Company operates (operating currency). The consolidated financial statements are presented in Euro, which is the operating currency of the Parent Company and the reference currency.

(b) Transactions and account balances

Transactions in foreign currencies are converted into the operational currency on the basis of the exchange rates existing on the date of the transactions.

Gains and losses arising from the conversion of currency items denominated into foreign currency during the period and at the balance sheet date at existing exchange rates are recorded in the Income Statement.

(c) Group Companies

The conversion of the financial statements of the Group Companies which have a different operating currency from the Parent Company is carried out as follows:

- Assets and liabilities are converted at the exchange rates existing at the balance sheet date.
- Equity is converted at the exchange rates that existed on the date it occurred.
- Income and expenses are converted at average period rates, unless exchange rates fluctuate significantly.

The resulting exchange differences are recorded in a special reserve of the Equity Position, through the Statement of Total Income and are carried forward to the results with the sale of these businesses.

Goodwill and fair value adjustments arising from the acquisition of foreign economic units are converted at the balance sheet date rates.

3.3 Tangible fixed assets

Owner-occupied properties are valued at their fair value, which is determined by independent appraisers, minus subsequent accumulated depreciation and any impairment losses.

Increases in the book value of productive real estate resulting from the readjustment to fair value are recorded in the reserve of Equity, unless it concerns a reversal of a decreasing revaluation (depreciation) that was recorded in expenses. In this case, an equal part of the revaluation is recorded in income.

Reductions in the carrying amount, resulting from the revaluation, are recorded in the expenses after any formed revaluation reserve for the specific asset is written off.

The remaining tangible fixed assets (machinery, furniture, means of transport and other equipment) are valued at the acquisition cost minus accumulated depreciation and any impairment losses.



At the time of the sale of tangible assets, the differences between the price received and their book value are recorded as gains or losses in profit or loss.

For owner-occupied properties valued at fair values, any revaluation reserve present in equity at the time of sale is transferred to retained earnings.

Depreciation of tangible assets is calculated using the fixed method over their useful life, which is subject to review at regular intervals. Residual values are not recognized.

The useful life of tangible assets is as follows:

Asset class	Useful life in years
Buildings and technical works	From 20 to 50 years
Machinery, mechanical equipment	From 10 to 25
years Means of transport	From 6 to 12
years	
Office furniture and other equipment	From 5 to 10 years

The additions to the books are recorded in the acquisition cost, which includes all the directly chargeable expenses for the acquisition of the data. Subsequent expenses are recorded in an increase in the book value of tangible assets only if it is probable that future financial benefits will flow to the Company and their cost can be reliably assessed. Repairs and maintenance are recorded at the expense of the profit and loss.

Productive fixed assets or those for which their use has not been determined and are in the construction stage, are reflected in the cost reduced by any impairment losses. The depreciation of these fixed assets, as well as of the Group's balances, begins when they are ready for use.

3.4 Intangible assets

Intangible assets are recorded: (a) If it is probable that the expected future economic benefits attributed to them will flow to the business and (b) If the cost of the asset can be reliably assessed.

Computer Software

They are valued at cost, minus depreciation and any impairment losses. Depreciation is carried out using the fixed method over the useful life of these items, which ranges from 4 to 5 years.

Other intangible assets (licenses)

When an intangible asset is acquired through a business combination, the cost of that intangible asset is its fair value at the date of acquisition (acquisition).



The fair value of an intangible asset reflects market expectations of the likelihood that the anticipated future financial benefits embodied in the asset will flow into the business.

Intangible assets with a limited lifetime are depreciated by the fixed method over their useful life and are assessed for impairment.

Goodwill

Goodwill represents the additional consideration paid by the Group for the acquisition of new subsidiaries. It results from a comparison of the consideration paid for the acquisition in relation to the fair value of the assets and liabilities attributable to the Group on the date of acquisition. The resulting goodwill is shown in intangible assets. Any negative goodwill on the date of acquisition of a Company is recorded as income in the income statement of the group.

Goodwill is allocated to cash-generating units. The cash flow unit is the smallest identifiable group of assets that generates independent cash flows.

Goodwill is not subject to depreciation and at the end of each year an audit is carried out for any impairment. The impairment test is carried out by determining the recoverable amount from the cash flow units to which the goodwill is linked. The recoverable amount is the larger amount between the value for use and the fair value (minus the cost of the sale).

Any impairment losses on goodwill are not reversed in future periods.

3.5 Impairment of non-financial assets

Management examines at the end of each reporting period whether and to what extent there is any indication that an asset may be impaired. If any such indication exists, the Management estimates the recoverable amount of that asset. Capital gains are examined for impairment every year.

Recoverable value is the greater of the fair value minus the cost required for the sale and the use value of the asset. If the recoverable value is less than the amortized value, then the recoverable value is reduced to the amount of the recoverable.

For the estimation of the use value, estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market estimates of the time value of money and the risks associated with these assets. For an asset that does not generate independent cash flow, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

Furthermore, assumptions prevailing in the market and reflecting the Management's forecasts are used. The period examined does not exceed five years.

Impairment losses are recorded as an expense in the profit and loss of the year in which they arise, unless the asset has been revalued, in which case the impairment loss reduces the corresponding revaluation reserve.



Where the impairment loss has to be reversed in a subsequent financial year, the amortized value of the asset increases up to the amount of the revised estimate of recoverable value, to the extent that the new amortized value does not exceed the amortized value that would have been determined if the impairment loss had not been recorded in previous years.

The reversal of the impairment loss is recorded in income unless the asset has been readjusted, in which case a reversal of the impairment loss increases the corresponding revaluation reserve.

3.6 Financial assets

A. Classification and Measurement of Financial Assets:

The Company classifies its financial assets into the following categories:

- a. Financial assets that are then measured at fair value (either in other total income or in the profit and loss accounts) and
- b. Financial assets measured in depreciable cost.

The classification depends on the Company's business model for managing financial assets and contractual terms of cash flows.

Initial measurement

The Company measures financial assets initially at fair value, adding transaction costs, in the event that a financial asset is not measured at fair value through profit or loss. The transaction costs of financial assets measured at fair value through profit and loss are recorded in expense.

Financial assets with embedded derivatives are considered as a whole when investigating whether their cash flows are only a principal and interest payment.

Subsequent assessment

Debt securities are then measured at amortized cost or fair value through other total income or fair value through profit or loss. The classification is based on two criteria: (a) the business model for managing the financial assets and (b) the instrument's conventional cash flows, if they represent 'only principal and interest payments' (SPPI criterion) on the outstanding balance.

The classification and measurement of the Company's securities is done as follows:

I. Debt securities at depreciable cost, for financial assets that meet the SPPI criterion and that are acquired in the context of a business model that aims to preserve them and collect conventional cash flows.

Interest income on these items is included in financial income and is recognized using the effective interest rate. Any gain or loss arising from the write-off is recognized immediately in the income statement.

II. Debt securities at fair value through other total income, for financial assets that meet the SPPI criterion and that are held in the context of a cash flow collection and sale business model.



Changes in their carrying amount are recognized in the statement of total income, except for the recognition of impairment gains or losses, interest income and foreign exchange gains or losses, which are recognized in the income statement. Interest income from these items is included in financial income and is recognized by the effective interest rate method.

III. Financial assets at fair value through profit or loss, which include derivatives as well as equity securities, which the Company has not irrevocably elected to classify in the statement of total income at the time of their initial recognition or transfer. This category also includes debt instruments whose cash flows do not meet the SPPI criterion or the Company does not hold them under a business model for the purpose of collecting conventional cash flow, or collecting conventional cash flows and selling them.

Profit or loss on financial assets at fair value through profit or loss are recognized in the income statement.

Other financial assets are classified and measured below, as follows:

IV. Equity securities at fair value through the statement of total income, without carrying forward profits or losses to the income statement at the time of their derecognition, which the Company intends to hold in the foreseeable future and has irrevocably decided to classify them as such in their initial recognition or transfer to IFRS 9.

V. Financial assets that are classified in fair value by profit or loss at the time of their initial recognition and that could otherwise be measured at a later date at depreciable cost or fair value through the statement of comprehensive income. Such a classification can only be made if it eliminates or significantly reduces an "accounting mismatch" that would otherwise arise.

B. Impairment

Impairment is defined in IFRS 9 as expected credit loss (ECL), which is the difference between the contractual cash flows due to the holder of a particular financial asset and the cash flows expected to be collected, i.e. the cash deficits resulting from default events, discounted approximately at the original effective interest rate of the asset.

The Group and the Company recognize impairment provisions for expected credit losses for all financial assets, except those measured at fair value through earnings. The objective of IFRS 9 impairment requirements is to identify expected credit losses over the entire life of a financial instrument whose credit risk has increased since initial recognition, regardless of whether the assessment is made on a collective or individual basis, using all information that can be collected, based on both historical and present data, as well as data relating to reasonable future assessments of the financial condition of clients and the economic environment.



In order to apply the above approach, a distinction is made between:

- financial assets whose credit risk has not deteriorated significantly since initial recognition or which have low credit risk at the reference date (Stage 1) and for which the expected credit loss for the next 12 months is recognized;
- financial assets whose credit risk has deteriorated significantly since initial recognition and which do not have low credit risk (Stage 2). For these financial assets, the expected credit loss to maturity is recognized.
- financial items for which objective evidence of impairment exists at the reference date (Stage 3) and for which the expected credit loss is recognized until maturity.

Commercial and other requirements

The Group and the Company apply IFRS 9's simplified approach to trade and other receivables by calculating the expected credit losses over the life of the above items. In this case, the expected credit losses constitute the expected shortfalls in contractual cash flows, taking into account the potential default at any point during the life of the financial instrument and any collateral taken. In calculating the expected credit losses, the Group groups the above financial instruments based on the nature and adulthood of the balances, also taking into account available historical data in relation to debtors, adjusted for future factors in relation to debtors and the economic environment.

C. Derivative financial instruments

In the context of risk management, the Group uses foreign exchange derivative financial instruments to hedge the risks associated with future exchange rate fluctuations. These derivative financial instruments are initially recognized at fair value on the contract date and subsequently measured at fair value. Changes in the fair value of derivative financial instruments are recognized at each reference date in the results.

3.7 Stocks

Inventories are valued at the lowest value between acquisition cost and net realizable value.

The acquisition cost is determined using the weighted average method, which is always followed.

The cost of finished products and semi-finished inventories includes the cost of direct materials, direct labor costs, and overhead industrial expenses.

Borrowing costs are not included in the cost of acquiring stocks.

The net realizable value is estimated on the basis of the current selling prices of inventories in the ordinary course of business, less any selling expenses, where applicable.



3.8 Commercial and other requirements

Trading requirements are initially measured at the transaction price, as defined by IFRS 15 "Revenue from contracts with customers". Following the adoption of IFRS 9 on 1.1.2018, the Group and the Company apply the simplified method of IFRS 9 for the calculation of expected credit losses, which uses the forecast of expected credit loss over the life of commercial and other receivables. For the calculation of the provision, according to the above method, budget percentages are also used, which are based on days of late payment for groups of customers with similar characteristics. The calculation reflects a probability-weighted outcome as well as information available at the balance sheet date on past events, current conditions, forecasts for future economic conditions, specific information on certain claims, the economic environment and any collateral received.

3.9 Cash & cash equivalents

The available funds represent cash in the Group's coffers as well as demand bank deposits and short-term, up to three months, highly liquid and low-risk investments.

3.10 Determination of fair value of financial instruments

Fair value is defined as the price at which an asset (financial or non-financial) will be sold or the price paid for the transfer of a liability (financial or non-financial) in a normal transaction between market participants on the measurement date. In fair value measurement we assume that the transaction to sell the asset or transfer the liability takes place either: (i) in the primary market for the asset or liability, or (ii) in the absence of a master market, in the most advantageous market for the asset or liability. A financial instrument is considered to be tradable on a master market if the trading prices are readily and regularly available from an exchange, broker, business sector, pricing agency or regulatory body, and these prices express current and regularly conducted market transactions on a purely commercial basis. An entity does not need to carry out an exhaustive investigation of all possible markets to identify the main market or, in the absence of a main market, the most advantageous market, but takes into account all reasonably available information. In the absence of evidence to the contrary, the market on which an entity would normally carry out a transaction to sell the asset or transfer the liability is considered to be the main market or, in the absence of a main market, the most advantageous market.

If there is a primary market for the asset or liability, the fair value measurement represents the price in that market (whether that price is directly observable or estimated using another valuation technique), even if the price in a different market may be more advantageous at the measurement date. IFRS 13 sets out the hierarchy of valuation models on the objectivity of the elements used in these models (observable or non-observable data). Observable data are based on market data and are derived from independent sources, unobservable data refers to management's assumptions.



The Company calculates the fair value of financial instruments based on a relevant framework that ranks financial assets in a three-tier hierarchy based on the data used to measure them, as described below:

Level 1: Investments measured at fair value based on negotiable (unadjusted) prices in active markets for similar assets or liabilities.

Level 2: Investments measured at fair value based on valuation models in which all elements that materially affect fair value are based (either directly or indirectly) on observable market data.

Level 3: Investments measured at fair value based on valuation models in which the elements that significantly affect fair value are not based on observable market data.

3.11 Share Capital

Ordinary shares are classified as equity. There is no part of the subscribed capital that has not yet been paid-up, nor is there a number or total nominal value and type of shares that have not been paid up in full.

3.12 Reserves for own shares

The Company has made successive purchases of own shares. The total value of these purchases is shown in the reserves as a deductible of Equity.

3.13 Development law reserve and other tax-free reserves

These reserves relate to profits that have not been taxed at the applicable tax rate in accordance with the applicable tax framework in Greece and include reserves derived from taxed profits and relating to own participation in development laws. These reserves will be taxable at the tax rate that will be in force at the time of their distribution to shareholders or their conversion into share capital, under specific circumstances.

3.14 Current and Deferred Income Tax

The current income tax is calculated based on the financial statements of each of the companies included in the consolidation, in accordance with the applicable tax legislation of their country of establishment, applying the applicable tax rates.

Deferred income tax is determined using the liability method arising from the temporary differences between the book value and the tax base of the assets and liabilities. It is calculated using the tax rates in force at the balance sheet date that will be applied at the time the temporary differences are recovered.

Deferred tax assets are recorded to the extent that it is estimated that there will be a future taxable profit on the use of the temporary difference that creates the deferred tax claim.

Deferred taxes are calculated on the basis of tax rates that are expected to apply at the time the asset is recognized or the liability is settled;



and are based on the tax rates (and tax laws) that are in force or have been enacted on the date of preparation of financial statements.

3.15 Employee benefits

Short-term benefits

Short-term benefits to staff in cash and in kind are recorded as an expense when they become employed.

Benefits after leaving the service

Post-service benefits include both defined contribution and defined benefit plans.

The accrued costs of defined contribution programs are recorded as an expense in the period concerned.

Defined benefit liabilities to staff are calculated on the discounted value of future staff benefits accrued at the balance sheet date. The defined benefit commitment is calculated annually using the Projected Unit Credit Method.

Actuarial gains and losses arising from empirical adjustments and from changes in actuarial assumptions are recognized in other total income in the period in which they arise.

Length of service costs are recognized directly in the results. **Benefits**

that depend on the value of the shares

A company recognizes goods and services received or acquired in a transaction involving benefits contingent on the value of the shares when it acquires the goods or as the services are received. A company recognizes a corresponding increase in equity if the goods or services were received in the context of a transaction involving benefits contingent on the value of the shares settled by equity securities or an obligation if the goods or services were acquired in the context of a transaction involving benefits contingent on the value of the shares settled in cash.

Where goods or services received or acquired in the course of a transaction involving benefits contingent on the value of the shares do not qualify for recognition as assets, they are recognized as expenses.

For transactions involving share-based benefits settled by equity instruments, the company measures the goods or services received and the corresponding increase in equity, directly, at fair value of the goods or services received, unless this fair value cannot be reliably measured. If the company cannot reliably estimate the fair value of the goods or services received, it is required to measure their value, and the corresponding increase in equity, indirectly, with reference to the fair value of the equity securities granted.

3.16 Leases (IFRS 16)



a) When the Group is a lessee

The Group recognizes a right to use an asset and a lease obligation at the commencement of the lease.

The right to use an asset is initially valued at cost, which includes the amount of the initial recognition of the lease obligation, any rent payments made at or before the start of the lease minus any lease incentives received, any initial direct costs, and the estimate of the liability for any costs of restoring the right to use the asset.

After the initial recognition, the right of use is valued at the acquisition cost minus any accumulated depreciation and impairment losses and adjusted when the liability from the lease is revalued.

The right of use is depreciated by the method of fixed depreciation until the end of the useful life of the right of use asset or until the end of the lease term (whichever is the lesser), unless the contract provides for the transfer of ownership of the underlying asset to the Group at the end of the lease period. In this case, the right of use is extinguished during the useful life of the underlying asset. In addition, the right of use is checked for impairment losses, if any, and is adjusted in cases where there is an adjustment of the lease obligation.

The lease obligation at the initial recognition consists of the present value of future remaining rent payments. The Group, in order to discount the remaining future rents, uses the imputed interest rate of the lease and, where this cannot be determined, uses the marginal lending rate (IBR).

The rent payments included in the valuation of the lease obligation include fixed payments, variable payments that depend on an index or an interest rate, amounts expected to be paid under the residual value guarantees, the exercise price of the right to buy that the Company estimates it will exercise and penalties for terminating a lease, if the exercise of the right of termination by the Company has been taken into account in determining the duration of the lease.

After the start date of the lease period, the liability from the lease decreases with the payments of the rents, increases with the financial expense and is revalued for any revaluation or modification of the lease.

A revaluation is made when there is a change in future rent payments that may result from a change in an index or if there is a change in the Group's estimate of the amount expected to be paid for a residual value guarantee, a change in the duration of the lease agreement and a change in the valuation of the exercise of the right to buy the underlying asset, if any. When the lease obligation is adjusted, a corresponding adjustment is made to the carrying amount of the right of use or it is recorded in the profit and loss or loss when the carrying amount of the right of use is reduced to zero.

In accordance with the policy chosen to be implemented by the Group, the right of use is recognized in a separate line in the Balance Sheet entitled "Rights of use of assets" and the



lease obligation separate from the other obligations under the headings "Long-term lease obligations" and "Short-term lease obligations". In cases where the Group operates as a sublessor with an operating lease, the right of use related to the main contract is included in the category "Investments in real estate".

The Group has chosen to make use of the exemption provided by IFRS 16 and not to recognize a right of use and lease obligation for leases that do not exceed 12 months or for leases in which the underlying asset is of low value when new.

b) When the Group is a lessor

Operating leases: In the case of operating leases, the Group classifies the leased fixed asset as an asset item, depreciating on the basis of its useful life. The amounts of rents corresponding to the use of the leased fixed asset are recognized as revenue, in the category of other income, using the accrual method. When the Group is an intermediate lessor, it evaluates the classification of the sublease by referring to the right to use the main lease, i.e. it compares the terms of the main lease with those of the sublease. On the contrary, if the main lease is a short-term lease to which the Group applies the exception described above, then it classifies the sublease as an operating lease. In this case, the Group recognizes the amounts of rents, corresponding to the sublease of the leased fixed asset as income, in the category of other income, using the accrual method.

3.17 Contingent liabilities and provisions

Provisions are recognized when the Group has current legal or documented liabilities as a result of past events, they are likely to be cleared through resource outflows and the exact amount of the liability can be estimated reliably. Provisions are reviewed at each reference date and adjusted to reflect the present value of the expenditure expected to be required to settle the liability. Contingent liabilities are not recognized in the financial statements but are disclosed, unless the likelihood of resource outflows incorporating economic benefits is minimal. Contingent receivables are not recognized in the financial statements but are disclosed if the inflow of economic benefits is likely.

3.18 Natural landscape restoration forecasts

In its natural landscape restoration projections, the Group recognizes the forecasts made by the Group's energy sector entities for the dismantling of wind turbines from Wind Farms and the restoration of the surrounding area. The dismantling and restoration projections reflect the present value, at the reference date, of the estimated restoration costs. The projections are reviewed at each reference date of the Balance Sheet and adjusted to reflect the present value of the expenditure expected to be disbursed for the settlement of the dismantling and restoration obligation.

The relevant provision is recognized as an increase in the acquisition cost of wind turbines and is amortized based on the fixed method within the 40-year duration of the energy production contract. The depreciation - expense of the capitalized costs of dismantling and restoration



is included in the Income Statement along with the depreciation of the Wind Farms. Any changes in the estimates regarding the estimated cost or the discount rate are added or deducted respectively to the cost of the fixed asset. The effect of discounting the estimated cost is recorded in the results as an interest expense.

3.19 Government Grants

Government grants are recorded at fair value when it is expected with certainty that the grant will be received and the Group will comply with all relevant conditions. Government grants related to the subsidy of tangible fixed assets are recognized when there is reasonable assurance that the grant will be received and all relevant conditions will be met. These grants are recorded in a deferred income account and carried forward to profit or loss during the period based on the expected useful life of the subsidized asset.

Government grants relating to expenditure are recorded in interim accounts and recognized in the results during the period required so that they are matched to the costs intended to reimburse.

3.20 Dividend distribution

The distribution of dividends to the shareholders of the Parent Company is recorded as an obligation in the financial statements when the distribution is approved by the General Meeting of shareholders.

3.21 Revenue recognition

In accordance with IFRS 15, a five-step model is established for determining revenue from contracts with customers, unless such contracts fall within the scope of other standards.

Revenue is defined as the amount that an entity expects to be entitled to in return for the goods or services it has transferred to a customer, other than amounts collected on behalf of third parties (value added tax, other sales taxes).

An entity recognizes revenue when (or as) it satisfies the obligation to perform a contract by transferring the goods or services it has promised to the customer. The customer acquires control of the good or service if it has the ability to direct the use and derive substantially all economic benefits from that good or service. Control is transferred over a period or at a specific point in time.

The Group recognizes the proceeds from the sale of goods when control of the good is transferred to the customer, based on the terms of delivery (incoterms), and there is no unfulfilled obligation that could affect the acceptance of the good by the customer.

The Parent Company provides administrative and IT services to the Group's subsidiaries. Revenues from the provision of services are recognized in the accounting period in which the services are provided and are measured according to the nature of the services provided, using either output or input methods.

A claim from the customer is recognized when there is an unconditional right for the entity to receive the price for the performed obligations of the contract to the customer.



A contractual asset is recognized when the Company has fulfilled its obligations to the customer, before the customer pays or before payment becomes due, for example when the goods or services are transferred to the customer before the Company's right to issue an invoice.

A contractual obligation is recognized when the Company receives a price from the customer (prepayment) or when it retains a right to a price which is unconditional (deferred income) before the performance of the obligations of the contract and the transportation of the goods or services. The contractual obligation is de-recognized when the obligations of the contract are fulfilled and the income is recorded in the income statement.

Income from operating leases is recognized in the results with the fixed method, during the lease.

Interest income is recognized using the effective interest rate.

Dividend income is recognized in the income statement when the right to receive dividends has been established.

3.22 Earnings per share

Basic earnings per share are calculated by dividing the net earnings attributable to the shareholders of the parent company by the weighted average number of shares outstanding in the period, excluding any own shares.

3.23 Financial Guarantee Contracts

Financial guarantees are contracts under which the Company (or the Group) undertakes to pay the beneficiary of the guarantee specific amounts, in order to compensate the beneficiary for damage suffered in the event of the inability of the primary debtor to pay a debt, in accordance with the original or modified terms of a debt financial instrument.

At initial recognition, financial guarantees are measured at fair value under IFRS 9.

Where guarantees are provided for no consideration or less than fair value, the difference between fair value and consideration is recognized according to the nature of the transaction (e.g. as an investment in a subsidiary or as an expense).

After initial recognition, financial guarantees are valued at the highest of:

- the amount of the loss provision, as determined in accordance with IFRS 9's Expected Credit Loss (ECL) model, and
- of the amount initially recognized, less the cumulative depreciation recognized in accordance with IFRS 15, if relevant income exists.

A financial guarantee ceases to be recognized when:

- the Company's obligation is fulfilled, cancelled or expired, or
- the Company is relieved of the main liability arising from the contract.



3.24 Functional areas of activity

The operating segments are defined based on the structure of the Group Companies, since the financial decision-makers monitor the financial information separately, as presented by the Company and its Subsidiaries. Management evaluates the performance of the business segments mainly based on operating profit before depreciation.

3.25 Factoring

The Group enters into factoring agreements on a case-by-case basis in the context of credit risk management and liquidity enhancement. These contracts concern the transfer of commercial receivables to financial institutions or specialized factoring companies.

Trade receivables are written off from the Financial Position Statement only when substantially all risks and rewards arising from their ownership are transferred.

In cases of factoring without recourse (factoring without recourse), where the credit risk is materially transferred to the agent and the Company does not maintain substantial involvement in the claims, the relevant claims are completely written off on the date of the transfer.

In cases of factoring of receivables with the right of recourse, or when the Company maintains material risk (mainly credit risk) or continued involvement in receivables, the transferred receivables are not written off. The collected amounts are recognized as loan obligations, which are measured in the amortized cost.

When the Company maintains continued involvement in the transferred receivables, it recognizes:

- the asset to the extent of continued involvement, and
- the relevant financial obligation;
- in accordance with IFRS 9 requirements.

Commissions, interest and other expenses related to factoring contracts are recognized in profit and loss as financial expenses, in accordance with the accrual principle.

3.26 Important accounting estimates and management assumptions

The preparation of financial statements requires the performance of estimates and the adoption of assumptions on the part of the Management, which affect the disclosures included in the financial statements.

The Management's assessments and judgments are based on existing experience, historical data and assumptions about the development of future events – which are considered reasonable in accordance with current law – and are constantly reviewed.

The resulting accounting estimates will rarely be completely identical to actual results. The cases where there is a possibility of changes in the amounts of assets and liabilities within the next year are listed below:

Fair values and useful lives of fixed assets



The Group periodically makes assessments of the fair value of real estate that contain significant assumptions, especially when based on unobservable inputs. The Group also makes assessments regarding the useful life of depreciable assets, which is re-evaluated at regular intervals. The Group's climate change plan does not intend to affect the useful lives of the affected production facilities. These facilities will not be replaced before the end of their current useful life.

Impairment of non-financial assets

Non-financial assets are screened for impairment whenever events or changes in statements indicate that their book value may not be recoverable. Recoverable amounts are determined according to value in use calculations. The above calculations contain estimates related to future earnings and discount rates as well as assumptions related to the Group's transition risks with respect to climate change to which it is exposed.

Estimation of the realizable value of stocks

Management estimates the net realizable value of stocks based on historical sales data and the assessment of stock quality, to the extent that stocks at the balance sheet date will be sold below cost. It is noted that, based on the current European and national Legislation, there are no product categories for which marketing restrictions apply due to their impact on the environment immediately or in the future, so that their reduction becomes necessary.

Provisions for doubtful debts

The Group's Management reassesses the adequacy of the provision for doubtful debts based on criteria such as its credit policy, information from legal advisors and its assessment/judgment on the impact of other factors on the collectability of receivables. More information regarding credit risk is provided in Note. 4.

Income tax

The Group Companies are subject to different tax legislation and during the normal operation of the companies many transactions and calculations take place for which the exact tax is uncertain and is finally judged at the time of the tax audit.

Final taxes resulting from tax audits may be different from the amounts originally recorded, and in these cases the differences affect the income tax and deferred income tax amounts.

4. Financial Risk Management

The Group and the Company are exposed to financial risks such as market risk (commodity market price risk, exchange rate risk, fluctuations in interest rates and investment portfolio returns), credit risk and liquidity risk.



The Group's and the Company's risk management program aims to minimize the negative impact on results, resulting from the inability to predict financial markets and the fluctuation in cost and sales variables.

The risk management policy is implemented by the Management with actions such as the assessment of the risks related to the Group's activities and operations, the design of a methodology and the selection of appropriate financial products to reduce risks and the implementation of risk management procedures, with approval by the Management.

The financial instruments of the Group and the Company consist mainly of commercial debtors and creditors, bank deposits and liabilities.

This section should be taken into account in conjunction with the "**Main risks for the Group**" section of the Board report for a better understanding.

Market risk

Market risk is defined as the risk on the basis of which the fair value or future cash flows of the Group's financial instruments may fluctuate due to changes in market prices. This risk focuses on the risk of raw material market prices, exchange rate risk, fluctuations in interest rates and returns of the investment portfolio.

Risk of Raw Material Price Fluctuation

The raw materials for the production activity used by the Group are derivatives of oil (polyethylene) and therefore the purchase prices of the raw materials are affected by the evolution of its price in the international financial markets. In periods of price increase, the Group is able to pass on the increased costs to the selling prices of the products.

Developments in the Middle East, as described above, have resulted in a rapid increase in the price of crude oil to levels above \$100/barrel from around \$59/barrel on December 31, 2025, an increase of approximately 70%.

Exchange Rate Risk

The Group operates internationally, conducting commercial transactions (imports – exports) in foreign currency, therefore it is exposed to exchange rate risks, mainly in relation to the US dollar (USD) but also the Romanian Leu, the Turkish Lira (TRY), the Russian Ruble (RUB) and the Chinese Renminbi Yuan (CNY).

In order to limit the exchange rate risk of trading in a currency other than the euro, a transaction currency shall be chosen on a case-by-case basis such that the resulting claim or liability offsets as far as possible previous claims or liabilities in the same currency.

When this is deemed advantageous, the Company makes use of hedging instruments such as the conclusion of loans in the respective currency or the pre-purchase / pre-sale of foreign exchange.

The Group's Equity is affected by foreign exchange differences in the financial statements of its subsidiaries for the purposes of consolidation.

The main exchange rates of the Balance Sheet and Total Income are as follows:



Balance sheet rates

Country	Currency	per 1 €			Genre change in from 1 €
		31.12.2025	31.12.2024	Change 31.12.2025 vs 31.12.2024	
ROMANIA	RON	5,0968	4,9743	2,46%	Depreciation
POLAND	PLN	4,2210	4,2750	-1,26%	Appreciation
TURKEY	TRY	50,4838	36,7372	37,42%	Depreciation
CHINA	CNY	8,2262	7,5833	8,48%	Depreciation
RUSSIA	RUB	92,0938	106,1028	-13,20%	Appreciation
U.S.A.	USD	1,1750	1,0389	13,10%	Depreciation
ENGLAND	GBP	0,8726	0,8292	5,24%	Depreciation

Result parities

Country	Currency	per 1 €			Genre change in from 1 €
		Average price for the year 2025	Average price for the year 2024	Change in M.T. for the year 2025 vs M.T. for the year 2024	
ROMANIA	RON	5,0424	4,9746	1,36%	Depreciation
POLAND	PLN	4,2397	4,3058	-1,54%	Appreciation
TURKEY	TRY	44,8161	35,5734	25,98%	Depreciation
CHINA	CNY	8,1185	7,7875	4,25%	Depreciation
RUSSIA	RUB	94,0522	100,2801	-6,21%	Appreciation
U.S.A.	USD	1,1300	1,0827	4,37%	Depreciation
ENGLAND	GBP	0,8568	0,8466	1,20%	Depreciation

The Group's exposure to foreign exchange risk for each base currency is set out in the table below:

(Amounts in thousands of euros)

Net assets	Group		Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
CNY	95.825	102.848	-231	-630
TRY	5.010	4.588	-	-
RON	31.470	26.250	-	-
PLN	25.391	22.599	-	-
RUB	26.879	19.760	-	-
USD	33.321	21.995	16.621	10.058
GBP	354	424	353	415

In the tables below, a sensitivity analysis of exchange rate changes of 5% is presented for the Group (assuming that the exchange position remains unchanged):



(Amounts in thousands of euros)

Possible change of currency Euro	change against foreign Euro	Impact on Group Net Profit			
		2025		2024	
		Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY		-345	381	-278	307
TRY		-60	66	-40	45
RON		-138	152	-103	114
PLN		-140	155	-119	132
RUB		-159	176	-147	163
USD		-442	489	-244	270
GBP		-2	2	-3	4

(Amounts in thousands of euros)

Possible change of currency Euro	change against foreign Euro	Impact on Group Equity			
		2025		2024	
		Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY		-4.563	5.043	-4.865	5.377
TRY		-239	264	-218	241
RON		-1.499	1.656	-1.250	1.382
PLN		-1.209	1.336	-1.076	1.189
RUB		-1.280	1.415	-941	1.040
USD		-1.530	1.691	-986	1.089
GBP		-17	19	-20	22

The following is a sensitivity analysis for the Company to exchange rate changes by 5% (assuming that the exchange position remains unchanged):

(Amounts in thousands of euros)

Possible change of currency Euro	change against foreign Euro	Impact on Company Net Profit			
		2025		2024	
		Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
USD		-98	109	-81	90
GBP		-2	2	-3	4
CNY		1	-2	5	-6

(Amounts in thousands of euros)

Possible change of currency Euro	change against foreign Euro	Impact on Company Equity			
		2025		2024	
		Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%



Euro

	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
USD	-791	875	-479	529
GBP	-17	19	-20	22
CNY	11	-12	30	-33



Interest rate risk

The Group finances its investments and working capital needs through bank lending, as a result of which it burdens its results with debit interest. Upward trends in interest rates will have a negative impact on results, as the Group will incur additional borrowing costs.

The Group's policy is to constantly monitor interest rate trends as well as the duration of financing needs. The ratio of fixed to variable interest rates on the Group's net debt is determined in accordance with the market conditions, the strategy and the financing needs of the Group.

The impact of interest rate fluctuations on the profit and cash flow of the Group's operating activities is very limited, as the net financial result of the Group and the Company is credit (income) and the net debt of the Group and the Company is negative.

Investment portfolio return risk

The Group holds investments in corporate bonds, mutual funds and other investments of equity interest, the values of which are directly affected by market conditions.

The Group monitors market developments through a custodian/portfolio manager in order to manage its investments more efficiently.

The effects of the change in the value of investments may lead to losses that are not considered significant and therefore this risk is low.

Credit risk

Credit risk consists of the possibility that a counterparty may cause the Group and the Company financial loss due to the breach of its contractual obligations.

The maximum credit risk to which the Group and the Company are exposed, at the date of preparation of the financial statements, is the book value of their financial assets, namely customers, advances and other receivables and financial assets at amortized cost.

The maximum exposure to credit risk of items outside the Balance Sheet refers to guarantees given by the Parent Company to secure the loan obligations of the subsidiaries and is analyzed in Note 37 "Commitments and Contingent Liabilities".

The Group does not face a credit risk greater than that corresponding to the current market conditions and the industry in which it operates.

However, the customer dispersion is wide, and therefore relatively low concentration of credit risk, as no Group customer has a turnover of more than 2.5% of consolidated sales.

The financial situation of the customers as well as the conditions of the provision of credits (amount of benefits, credit limits, etc.) is constantly monitored by the Management, through internal



credit management system. The Company insures with the ECIO and COFACE part of its credits to domestic and foreign customers, while maintaining an internal monitoring and control system of credit limits per customer, which are grouped based on qualitative characteristics, the age of maturity of their claims, historical and future data. In addition, the Company, in order to secure any arrears, receives letters of guarantee. There were no changes in the quality of the collateral during the financial year.

In order to monitor credit risk and when it has increased significantly since initial recognition, customers are grouped according to the category they belong to, their credit risk characteristics, the adult nature of their claims and any previous collectability problems they have caused, taking into account in addition future factors in relation to customers, any collateral and have been taken out and the economic environment.

At the end of the year, the Management, after taking into account any collateral for the defaulting balances, assessed that there is no additional credit risk which is not covered by a provision or other collateral and which could materially affect the financial statements.

The Group assesses at each reference date whether the credit risk of its financial instruments has increased significantly compared to the initial recognition, using a combination of quantitative and qualitative criteria.

The low credit risk assumption in accordance with paragraph 5.5.10 of IFRS 9 applies to the following classes of financial instruments:

- Commercial receivables from clients, with wide spread, limited arrears and low historical experience of bad debts.
- Other receivables, which concern counterparties with proven creditworthiness and without indications of deterioration of their credit profile.
- Financial items measured at amortized cost for which no material increase in the probability of default has been observed since initial recognition.
- Cash and cash equivalents, held in financial institutions with a high credit rating.

For the above financial instruments, Management estimates that there has been no significant increase in credit risk since initial recognition and, where the general IFRS 9 impairment model applies, expected credit losses are measured at a 12-month level.

The Group does not apply the IFRS 9 presumption that financial assets that are more than 30 days past due are presumed to have experienced a significant increase in credit risk when it has reasonable and reasonable information that demonstrates that the credit risk has not increased significantly since initial recognition, even though contractual payments are more than 30 days late.

The Group considers that a default has occurred when a financial claim is more than 365 days past due from its due date and/or when there are



qualitative evidence that the debtor is in significant financial distress and is unlikely to pay its obligations in full without enforcement action.

This definition has been chosen on the basis of historical collection experience and reflects the timing of a material increase in the probability of non-recovery, while being consistent with internal credit management procedures.

The Group writes off financial claims when there is no reasonable expectation of recovery, which is presumed, inter alia, when the receivables are more than 365 days past due from the time they became due, all available collection actions have been exhausted and the debtors have demonstrably been aware of the write-off of their debt. The write-off of a claim does not necessarily imply a waiver of the Company's legal rights. For claims that have been written off but are still subject to enforcement or claim proceedings, the Company continues collection actions where appropriate.

Check for impairment

At the date of preparation of the financial statements, a reassessment of the provision for impairment of customers and other receivables was carried out, based on the above. The Management, as part of the process of re-evaluating the provision, took into account the significant percentage of insurance against the credit risk of its receivables and their coverage by collateral on customer assets.

The table below shows the majority of customers and other claims of the Group and the Company on 31.12.2025 and 31.12.2024:

(Amounts in thousands of euros)

Breakdown of balances overdue claims	Group		Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Timely Requirements	86.246	94.474	50.038	57.666
Overdue Claims:				
01-30 days	5.047	6.033	2.668	4.252
31-90 days	1.965	3.374	1.043	1.527
91-180 days	801	1.094	401	774
180 and over	5.223	6.229	3.934	4.671
Partial total	99.282	111.204	58.084	68.890
Provisions for bad debts customers	-4.998	-4.660	-3.859	-3.859
Total	94.284	106.544	54.225	65.030

The following table shows the analysis of the formed forecast for the Group and the Company on 31.12.2025 and 31.12.2024:



(Amounts in thousands of euros)

Forecast Analysis bad debts by category	Group		Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Timely Requirements	-	-	-	-
Overdue Claims:				
01-30 days	-	-	-	-
31-90 days	42	45	42	45
91-180 days	24	76	24	76
180 and over	4.932	4.539	3.794	3.739
Total	4.998	4.660	3.859	3.859

As of December 31, 2025, the Group's cash and cash equivalents were in time deposits and current accounts with high-credit rating financial institutions (Ba1 – A3 ratings).

With regard to the financial assets at amortized cost, the Company, taking into account the investment grade of the Greek debt (BBB stable outlook), the fact that there has not been a significant increase in credit risk since the initial recognition of these securities as well as the holding period of the assets at amortized cost, has not recognized a relevant credit loss provision based on the requirements of IFRS 9.

Liquidity Risk

Liquidity risk consists of the risk that the Group will not be able to meet its financial obligations when they mature. Given the excellent financial situation and profitability of the Company and the Group, the Group's Management believes that there is no such risk in the foreseeable future. The approach adopted by the Group for liquidity management is to ensure sufficient credit limits from the cooperating banks to meet its financial obligations.

The following tables summarize the contractual maturity of the Group's and the Company's financial obligations that will be settled in cash:

Analysis of the contractual maturity of the Group's financial obligations:

(Amounts in thousands of euros)

Group 31.12.2025	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	235	235	473	1.987	518	3.447
Lease obligations	142	153	203	1.098	786	2.381
Other long-term Obligations	50	-	-	-	270	320
Suppliers	20.119	1.270	2.430	77	-	23.897
Short-term loans	3.199	-	2	-	-	3.201
Current tax income	2.669	-	834	-	-	3.503
Other obligations & Transitional accounts	8.479	248	1.365	0	443	10.536
Total	34.892	1.906	5.308	3.163	2.017	47.285



(Amounts in thousands of euros)

Group 31.12.2024	1-3 months	3-6 months	6 months-1 year	2-5 years	Top from 5 years	Total
Long-term loan obligations	232	232	467	2.671	776	4.379
Lease obligations	98	76	147	1.171	1.232	2.724
Other long-term Obligations	84	-	-	-	266	350
Suppliers	27.632	356	396	52	0	28.435
Short-term loans	2.863	-	-	-	-	2.863
Current tax income	2.421	-	1.709	-	-	4.130
Other obligations & Transitional accounts	5.971	568	1.944	1	58	8.543
Total	39.301	1.232	4.663	3.896	2.333	51.424



Analysis of contractual maturity of the Company's financial obligations:

(Amounts in thousands of euros)

Company 31.12.2025	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	-	-	-	-	-	-
Lease obligations	111	112	104	509	-	837
Other long-term Obligations	-	-	-	-	270	270
Suppliers	13.237	162	234	-	-	13.632
Short-term loans	-	-	-	-	-	-
Current tax income	1.816	-	619	-	-	2.435
Other obligations & Transitional accounts	3.500	157	1.360	-	443	5.460
Total	18.664	432	2.317	509	713	22.635

(Amounts in thousands of euros)

Company 31.12.2024	1-3 months	3-6 months	6 months-1 year	2-5 years	Top from 5 years	Total
Long-term loan obligations	-	-	-	-	-	-
Lease obligations	48	49	98	720	-	915
Other long-term Obligations	-	-	-	-	266	266
Suppliers	16.517	132	357	-	-	17.006
Short-term loans	-	-	-	-	-	-
Current tax income	1.756	-	1.541	-	-	3.297
Other obligations & Transitional accounts	3.079	519	1.268	-	58	4.924
Total	21.400	700	3.264	720	325	26.409

Fair value assessment

The fair value of the Group's financial assets approximates their book value.

With respect to financial instruments, the Group uses the following hierarchy to determine and disclose the fair value of financial instruments by valuation technique:

Level 1: Negotiable (unadjusted) prices in active markets for identical assets or liabilities;

Level 2: Other techniques for which all inputs that have a material effect on the recorded fair value are observable, either directly or indirectly, and



Level 3: Techniques using inputs that have a material effect on recorded fair value and are not based on observable market data.

There were no reclassifications in fair value levels during the fiscal year.

Fund Management Policies

The Group and the Company with capital management aims to ensure uninterrupted activity in the future, in order to have satisfactory returns for shareholders and to maintain an ideal capital structure, in order to reduce the cost of capital.

The Group and the Company control occupational risk based on the leverage ratio.

The leverage ratio is maintained at very low levels, which confirms the healthy position of the Company and the Group.

The leverage ratio is calculated by dividing the net borrowing by the total capital employed. It is noted that the cash reserves of the Group and the Company are greater than their borrowing and the leverage is zero.

The table below calculates the leverage ratio without the effect of cash on borrowing:

(Amounts in thousands of euros)

Capital Risk	Group December 31st		Company December 31st	
	2025	2024	2025	2024
Long-term borrowing	4.389	5.851	509	720
Short-term borrowing	4.641	4.115	328	195
Total Borrowing	9.030	9.965	837	915
Total Equity	473.685	455.128	299.605	290.562
Adjusted Loan Leverage Ratio	1,91%	2,19%	0,28%	0,32%

5. Consolidation

The consolidated financial statements comprise the financial statements of the Parent Company and the entities directly or indirectly controlled by the Company as of December 31, 2025.

The consolidated Financial Statements of "PLASTIKA KRITIS S.A." and its subsidiaries ("The Group") include the following Companies:



Company Name	Activity	Headquarters	Participation Percentage		Integration Method
			Direct	Indirect	
ROMCOLOR 2000 S.A.	Plastics	Romania	99,987%		FULL INTEGRATION
GLOBAL COLORS POLSCA S.A.	Plastics	Poland	100,000%		FULL INTEGRATION
GLOBAL COLORS KIMYA A.S.*	Plastics	Turkey	100,000%		TOTAL INTEGRATION
AGRIPOLYANE S.A.S.U.	Plastics	France	100,000%		FULL INTEGRATION
PLASTIKA KRITIS FAR EAST LTD	Holding	Cyprus	100,000%		FULL INTEGRATION
RAINBOW TECHNOLOGIES LTD	Provision of services	Cyprus	100,000%		FULL INTEGRATION
PHOTOVOLTAICS OF TRAGANOU S.A.	Production energy from RES	Greece	51,000%		FULL INTEGRATION
ETEPLA S.A.	Commercial	Greece	99,995%		FULL INTEGRATION
SHANGHAI HITEC PLASTICS CO (through PLASTIKA KRITIS FAR EAST LTD)	Plastics	China		75%	FULL INTEGRATION
ANHUI HITEC PLASTICS CO (through SHANGHAI HITEC PLASTICS CO & PLASTIKA KRITIS FAR EAST LTD)	Plastics	China		75%	FULL INTEGRATION
GLOBAL COLORS LLC (via RAINBOW TECHNOLOGIES LTD)	Plastics	Russia		100%	FULL INTEGRATION

* within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. by Senkroma A.S.

There was no change in the consolidating companies within 2025.

On December 1, 2025, the company "SYSTEM OF ALTERNATIVE MANAGEMENT OF AGRICULTURAL LEAVES S.A." was established, in which the Company participates by 40%. The payment of the capital as well as the certification of its payment was made in February 2026 and therefore has not yet been recognized on 31.12.2025. The new company has no activity to date. The Management of the Company, after examining the audit criteria under IFRS 10 and the relevant requirements of IFRS 11, considered that it does not exercise control over the newly established company, and therefore it is not consolidated, but also that it does not constitute a joint control scheme. Participation is monitored in investments in associates due to the substantial influence exercised by the Company.

In December 2025, the Company's Management took the decision to sell the 24% stake it holds in the company "SUNPARTNERS Energy S.A.". The value of the participation of € 14 thousand. is monitored in investments in related companies and has been fully reduced.

5.1 IAS 21 Lack of Exchangeability of EURO/RUB

Following the start of war with Russia's invasion of Ukraine in 2022, sanctions were imposed by the West, including the blockade of Russian banks



from the interbank market and the cessation of trading of the ruble by the European Central Bank. The Russian Central Bank, in its effort to support its currency, placed restrictions on the amount of payments in foreign currency to third "unfriendly" countries with a maximum monthly transaction limit of 10 million rubles. In March 2022, the Russian Government also placed restrictions on the distribution of dividends to foreign investors with a maximum amount of 50% of the profits of the previous year, which in December 2023 were significantly reduced, removing the aforementioned limit and introducing a new maximum limit of dividends to foreign investors that of investments made. As of 31.12.2025, the equity of the subsidiary in Russia, Global Colors LLC, is € 27.9 million. (31.12.2024: € 21.1 million). Further information regarding the financial figures of the subsidiary is provided in note. 28 "Information of functional domains".

Taking into account the definition of non-fungible currency, as referred to in IAS 21, and the restrictions in force regarding the distribution of dividends, it is concluded that there is a lack of fungibility with regard to the purpose of dividend distribution or divestment between the Euro and the Ruble.

The Company estimated that the current conversion exchange rate of the financial statements of the subsidiary in Russia, which reflects the rate at which a normal swap transaction (dividend distribution or divestment) would take place on the measurement date between market participants under prevailing economic conditions, is that published by the Central Bank of Russia as the only freely floating observable and official exchange rate between these two currencies. No method of estimating the observable exchange rate was used.

Based on the exchange rate bulletin of the Central Bank of Russia, the RUB/EUR exchange rate on 31.12.2025 came up to 92,094 while the average exchange rate for the period 1.1 – 31.12.2025 came up to 94,052.

5.2 Implementation of IAS 29 "Presentation of Financial Statements in Hyperinflationary Economies"

As of the first half of 2022, the cumulative 3-year inflation rate in Turkey exceeded 100% and the country is now considered as a hyperinflationary economy for accounting purposes under IAS 29. The Group, applying IAS 29 for the first time in the first half of 2022, restated to the current purchasing power the financial statements (transactions and non-cash balances) of its subsidiary Global Colors Kimya A.S., which has TRY as its operating currency and presents its financial statements at historical cost. For the inflationary reformulation, the indices published by TURKSTAT, the Turkish statistical service, were used.

The change in the index over the latest reference dates is reported below:

	Dec-25	Dec-24	Dec-23	Dec-22	Dec-21
Consumer Price Index	3.513,87	2.684,55	1.859,38	1.128,45	686,95
Rate of change	1,309	1,444	1,648	1,643	1,361



The conversion of the restated data of 31.12.2025 from the operating currency to the currency of presentation of the financial statements was made at the exchange rate of 31.12.2025 based on the requirements of IAS 21. The implications of the restatement of the non-cash items of the balance sheet and the profit and loss of money under the requirements of IAS 29 are presented in the table below.

<i>(Amounts in thousands of euros)</i>	IAS 29 Effect	
	31/12/2025	31/12/2024
Balance sheet items		
Tangible assets	1.423	1.565
Intangible assets	69	84
Tangible assets with right of use	1.118	1.250
Stocks	3.416	2.697
Equity	5.818	7.561
Deferred tax claim	-209	1.965

<i>(Amounts in thousands of euros)</i>	IAS 29 Effect	
	31/12/2025	31/12/2024
Results data		
Turnover (Sales)	1.662	2.285
Cost of sales	-1.879	-1.400
Gross profit	-217	885
Net profit/loss before tax	-745	-3.593
Net profit / loss for the period	-2.899	-2.904
Profit / (Loss) from inflationary Adjustments	-5	-4.178

As the Group's presentation currency is non-hyperinflationary, then the conversion of the financial data of the subsidiary in Turkey includes both the effect of the hyperinflation adjustment under IAS 29 and the effect of the conversion of these financial data into the Group's presentation currency.

Based on the decision of the Interpretation Committee, the Company has chosen to present both of the above effects on equity (foreign exchange reserve) through other total income, considering that the combination of these two effects meets the definition of exchange difference under IAS 21. The combination of these effects continues to accumulate in the foreign exchange reserve in equity.

The loss on net monetary position (gain or loss on net monetary position) of € 5 thousand. for the year 2025 (€ 4,178 thousand for the year 2024) was recognized in the profit and loss of the year in accordance with IAS 29 (par. 27) as the difference between the inflation adjustment of the non-monetary items of the balance sheet and the adjustment of the profit and loss of the subsidiary and reflects the decrease in its purchasing power due to the holding of a surplus of monetary assets in relation to monetary liabilities.

The significant loss reduction is mainly due to the decrease in the rate of inflation increase, as shown in the table above. Specifically, for the first time since 2021, the



annual inflation in Turkey fell to levels around 30%, but the economy is still considered hyperinflationary by the International Accounting Standards Board. At the local level, in December 2025, the government of Turkey decided by passing a law to suspend inflationary adjustments only for tax purposes for the years 2025 to 2027 with the possibility of further suspension for another three years.

6. Tangible Fixed Assets

6.1 Significant investments made in the current financial year - Commitments for investments:

The Group's investments, taking into account its environmental strategy, are examined in terms of their green footprint and their contribution to tackling climate change. Part of its investments is the continuous upgrading of the mechanical equipment to leading and modern technologies of the sector and at the same time the further automation of its production processes.

Group Investment Program	
Group Company Country	Lining
Greece	<ul style="list-style-type: none">- A new investment in a large machine for masterbatch production is in the trial phase.- The new automatic warehouse for the management of stocks in the field of agricultural leaves is in the trial stage.- The upgrade and migration of the SAP system to the new SAP Rise environment for the entire group is in progress.
China	<ul style="list-style-type: none">- A new investment in a small laminating machine for agricultural sheets is under study at the Shanghai Hitec Plastics CO factory.
Romania	<ul style="list-style-type: none">- New investment of a large production machine is in progress masterbatch with simultaneous expansion of the factory's building facilities.
Poland	<ul style="list-style-type: none">- The construction of a new warehouse for ready-made masterbatches has been completed.- An investment plan is underway that includes the installation of a new large masterbatch production line with simultaneous construction of a new production building.



Investment proposal in Development

Our company submitted a proposal for inclusion in the development law 4887/2022. According to the final ranking list, of the investment plans submitted for inclusion in the "Manufacturing-Supply Chain" aid scheme of the development law 4887/2022, to the General Directorate of Development Laws and Foreign Direct Investments of the Ministry of Development, in the context of the Ministerial Decision number 49558/25-06-2025, our company's proposal was approved with 1st place in the ranking. The total approved aided cost amounts to € 9,925,646 with the incentive of tax exemption. As the relevant audits of the completion of the investment have not yet been completed, the use of the tax incentive is expected to take place from the year 2026 onwards.

6.2 Encumbrances:

There are no real or other encumbrances on the Company's tangible assets.

On tangible fixed assets (real estate, machinery) and stocks of the Group's subsidiary in France, there are encumbrances of a total value of € 3,447 thousand on 31.12.2025. (31.12.2024: € 4,763 thousand), to secure bank loans totaling € 3,447 thousand. on 31.12.2025 (31.12.2024: € 4,763 thousand).

6.3 Wind Farm & Environmental Restoration Forecast:

The Group, for the wind farm with a capacity of 11.9 MW and with a license expiring in the year 2054, is obliged under article 26 of the Special Spatial Planning Framework for RES (JMD 49828/2008) to restore the relevant areas at its own expense and generally restore the site to its previous state. Based on the requirements of IAS 37 and IFRIC 1, a provision for the restoration of the environment has been formed on 31.12.2025 amounting to € 132 thousand. (31.12.2024: € 128 thousand) in recognition of a corresponding fixed asset ("Machinery/Installations & Other Mechanical Equipment") and is depreciated during the duration of the license. This provision includes all those costs that are necessary to restore the environment to its natural state, discounted in the present at the risk-free rate.

Regarding the sale of the energy production from the Company's wind farm, as based on the existing framework, after the expiration of the 20-year sales contract in October 2025 and until the full commercial interconnection of Crete with the mainland, which is expected in October 2026, the ability to sell energy may be limited to 26.8 GWH per year, which is significantly lower than the production capacity of the plant (40-45 GWH), which will lead to a minimal loss of revenue of 1.5 to 2 million. €..

6.4 Changes in tangible fixed assets:

The evolution of the value of the tangible fixed assets of the Group and the Company in the current and the comparative period is presented in the tables below.



Table of Changes in Tangible Fixed Assets of the Group (current period)

(Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Building Installations / Other Technical Projects	Machinery / Facilities & Other Mechanical Equipment	Means of Transport	Furniture & Other Equipment	Fixed assets under execution	Total
Depreciable Value							
Cost or estimate 0 1 . 0 1 . 2 0 2 5	27.452	79.450	153.824	5.818	8.419	6.669	281.631
Currency Diversification	54	-1.309	-2.630	-20	-20	44	-3.880
Period Additions	131	981	2.563	411	403	16.118	20.607
Period reductions	-	-5	-5	-224	-72	-827	-1.133
Transfers between categories	-	996	4.443	44	76	-5.560	-
T o t a l 3 1 . 1 2 . 2 0 2 5	27.638	80.113	158.195	6.028	8.806	16.444	297.225
Depreciation							
Accumulated Depreciation 0 1 . 0 1 . 2 0 2 5	-	20.617	89.214	3.322	7.002	-	120.154
Currency Diversification	-	-268	-1.290	-16	-33	-	-1.607
Period Additions	-	2.752	5.477	547	426	-	9.204
Period reductions	-	-4	-806	-220	-71	-	-1.101
Accumulated Depreciation 3 1 . 1 2 . 2 0 2 5	-	23.097	92.595	3.634	7.324	-	126.650
Unamortized Value 3 1 . 1 2 . 2 0 2 5	27.638	57.015	65.601	2.394	1.483	16.444	170.575



Table of Changes in Tangible Assets of the Group (previous period)

(Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Building Installations / Other Technical Projects	Machinery /Facilities & Other Mechanical Equipment	Means of Transport	Furniture & Other Equipment	Fixed assets under execution	Total
Depreciable Value							
Cost or estimate 0 1 . 0 1 . 2 0 2 4	25.873	72.626	147.695	5.354	8.454	4.095	264.097
Currency Diversification	-31	595	2.320	122	-276	-11	2.719
Adjustment of fixed assets in the fair value	1.424	4.408	-	-	-	-	5.832
Period Additions	186	1.302	2.945	593	404	5.275	10.704
Period reductions	-	-13	-1.281	-224	-70	-166	-1.753
Transfers between categories	-	532	2.146	-28	-93	-2.525	33
T o t a l 3 1 . 1 2 . 2 0 2 4	27.452	79.450	153.824	5.818	8.419	6.669	281.631
Depreciation							
Accumulated Depreciation 0 1 . 0 1 . 2 0 2 4	-	17.885	83.634	2.952	6.571	-	111.042
Currency Diversification	-	117	1.547	104	55	-	1.823
Period Additions	-	2.486	5.158	474	437	-	8.555
Period reductions	-	-8	-999	-209	-61	-	-1.277
Transfers between categories	-	137	-126	-	-	-	11
Accumulated Depreciation 3 1 . 1 2 . 2 0 2 4	-	20.617	89.214	3.322	7.002	-	120.154



Unamortized Value 3 1 . 1 2 . 2 0 2 4	27.452	58.833	64.610	2.496	1.418	6.669	161.477
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Table of Changes in Tangible Fixed Assets of the Company (current period)

(Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Building Installations / Other Technical Projects	Machinery /Facilities & Other Mechanical Equipment	Means of Transport	Furniture & Other Equipment	Fixed assets under execution	Total
Depreciable Value							
Cost or estimate 0 1 . 0 1 . 2 0 2 5	23.728	33.599	82.587	2.791	5.211	1.320	149.236
Period Additions	131	42	758	118	154	10.269	11.472
Period reductions	-	-	-288	-52	-	-215	-555
Reshuffling of funds	-	-	267	-	-	-267	-
T o t a l 3 1 . 1 2 . 2 0 2 5	23.859	33.641	83.325	2.857	5.365	11.106	160.153
Depreciation							
Accumulated Depreciation 0 1 . 0 1 . 2 0 2 5	-	12.407	56.752	1.585	4.604	-	75.348
Period Additions	-	1.209	2.391	219	206	-	4.025
Period reductions	-	-	-163	-52	-	-	-215
Accumulated Depreciation 3 1 . 1 2 . 2 0 2 5	-	13.616	58.980	1.752	4.810	-	79.158
Unamortized Value 3 1 . 1 2 . 2 0 2 5	23.859	20.026	24.344	1.105	555	11.106	80.995



Table of Changes in Tangible Assets of the Company (previous period)

(Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Building Installations / Other Technical Projects	Machinery /Facilities & Other Mechanical Equipment	Means of Transport	Furniture & Other Equipment	Fixed assets under execution	Total
Depreciable Value							
Cost or estimate 0 1 . 0 1 . 2 0 2 4	22.569	30.539	81.619	2.587	4.960	878	143.152
Adjustment to fair value	973	2.427	-	-	-	-	3.400
Period Additions	186	470	990	371	251	1.231	3.500
Period reductions	-	-	-331	-167	-	-288	-786
Reshuffling of funds	-	163	309	-	-	-502	-30
Total 3 1 . 1 2 . 2 0 2 4	23.728	33.599	82.587	2.791	5.211	1.320	149.236
Depreciation							
Accumulated Depreciation 0 1 . 0 1 . 2 0 2 4	-	11.392	54.582	1.534	4.394	-	71.901
Period Additions	-	1.004	2.446	218	210	-	3.879
Period reductions	-	-	-277	-167	-	-	-443
Reshuffling of funds	-	11	-	-	-	-	11
Accumulated Depreciation 3 1 . 1 2 . 2 0 2 4	-	12.407	56.752	1.585	4.604	-	75.348
Unamortized Value							
3 1 . 1 2 . 2 0 2 4	23.728	21.192	25.835	1.206	607	1.320	73.887



6.5 Fair value adjustment:

Based on the Group's accounting policy, owner-occupied real estate (land/land and buildings/building facilities) are valued at fair value. The most recent revaluation of their value was on 31.12.2024. They were valued by independent appraisers and the methods used and weighted are the method of comparable market prices, the method of capitalization of income, the method of utilization and the method of residual replacement costs. The Management, taking into account the current market data, does not consider that on 31.12.2025 there has been a significant change in fair value since the last revaluation.

The fair value hierarchy levels at 31.12.2025 based on IFRS 13 as well as the significant inputs on which the valuations of land and buildings were based are presented below in total for the Group:

<i>(Amounts in EUR)</i>	Method of comparable market prices	Income capitalization method	Cost method replacement	Significant valuation inputs
				Property Location Town Planning Status Time of comparison Market performance Physical/technical characteristics of the property
Level 3	50.232.693	15.459.887	18.960.539	Physical Wear & Damping Material and labor costs Other ancillary costs Contractor's profit Discount rate

The fair value measurement contains important assumptions, especially when it is based on unobservable inputs and is therefore sensitive to changes in these inputs. A change in fair value of +1%/-1% would result in a change in the Group's equity of € 804/-€ 804 thousand. and of the Company of € 449 / -€ 449 thousand.

There was no transfer between the fair value hierarchy levels of the above properties in the year 2025. There was no change in the valuation technique of the above properties.

6.6 Other information:

At the time of writing the Annual Report, there are no laws or regulations at European or global level that require the limitation or cessation of any production process based on the technologies used, either immediately or in the future. Therefore, as of 31.12.2025, there are no indications of possible impairments or negative impacts in the review of the useful lives of the Group's main categories of tangible fixed assets.



The book value of tangible assets in temporary inactivity on 31.12.2025 amounted to € 255.857 (31.12.2024: € 268.752).

7. Assets with right of use

Table of Changes in Tangible Assets with Right of Use of the Group (current period)

<i>(Amounts in thousands of euros)</i>	Stadiums - Plots	Buildin gs / Facilities Buildings	Shipping Media	Total
Depreciable Value				
Cost 01.01.2025	8.995	6.769	11	15.776
Currency Diversification	-684	-250	0	-934
Period Additions	-	683	-	683
Period reductions	-	-279	-	-279
Total 31.12.2025	8.311	6.924	10	15.246
Depreciation				
Accumulated Depreciation 01.01.2025	1.959	2.963	10	4.933
Currency Diversification	-151	-112	0	-264
Period Additions	225	1.111	-	1.337
Period reductions	-	-279	-	-279
Accumulated Depreciation 31.12.2025	2.034	3.683	9	5.726
Unamortized Value 31.12.2025	6.278	3.241	1	9.520



**Table of Changes in Tangible Assets with the Group's Right of Use
(previous period)**

<i>(Amounts in thousands of euros)</i>	Stadiums - Plots	Buildings / Facilities Buildings	Shipping Media	Total
Depreciable Value				
Cost 01.01.2024	8.390	4.695	104	13.189
Currency Diversification	296	374	1	670
Transfers between categories	8	30	-95	-57
Period Additions	261	1.723	-	1.983
Other changes	41	-52	-	-10
Total 31.12.2024	8.995	6.769	11	15.776
Depreciation				
Accumulated Depreciation 01.01.2024	1.665	2.314	32	4.011
Currency Diversification	63	187	2	251
Transfers between categories	-	-11	-24	-35
Period Additions	232	474	-	706
Accumulated Depreciation 31.12.2024	1.959	2.963	10	4.933
Unamortized Value 31.12.2024	7.036	3.806	1	10.843



Table of Changes in Tangible Assets with the Right of Use of the Company (current period)

(Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Facilities Buildings	Total
Depreciable Value			
Cost 01.01.2025	13	2.618	2.631
Period Additions	-	346	346
Total 31.12.2025	13	2.964	2.977
Depreciation			
Cumulative Depreciation 01.01.2025	6	1.562	1.567
Period Additions	2	481	483
Accumulated Depreciation 31.12.2025	7	2.043	2.050
Unamortized Value 31.12.2025	6	921	927

Table of Changes in Tangible Assets with Right of Use of the Company (previous period)

(Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Building Facilities	Total
Depreciable Value			
Cost 01.01.2024	13	2.544	2.557
Period Additions	-	96	96
Reshuffling of funds	-	30	30
Other Changes	-	-52	-52
Total 31.12.2024	13	2.618	2.631
Depreciation			
Accumulated Depreciation 01.01.2024	4	1.320	1.324
Period Additions	2	253	255
Other Changes	-	-11	-11
Accumulated Depreciation and Amortization 31.12.2024	6	1.562	1.567
Amortized Value 31.12.2024	7	1.056	1.063



8. Intangible assets

Table of Changes in Intangible Assets of the Group

(Amounts in thousands of euros)

	Goodwill	Software Computer Programs	Permits Photovoltaic Stations	Other Intangibles Assets	Total
Acquisition value 01.01.2024	263	3.334	3.310	667	7.574
Currency exchange					
Differentiation	-	117	-	171	287
Period Additions	-	168	-	29	197
Period reductions	-	-87	-	-1	-88
Total 31.12.2024 (a)	263	3.531	3.310	865	7.970
Depreciation 01.01.2024	-	2.267	1.412	536	4.215
Currency exchange					
Differentiation	-	99	-	189	288
Period Additions	-	312	237	17	567
Period reductions	-	-83	-	-1	-84
Accumulated Depreciation 31.12.2024 (b)	-	2.595	1.649	742	4.986
Unamortized Value 31.12.2024 (a) -	263	936	1.661	124	2.984
Acquisition value 01.01.2025	263	3.531	3.310	865	7.970
Currency exchange					
Differentiation	-	-58	-	-24	-81
Period Additions	-	15	-	7	23
Period reductions	-	-1	-	-	-1
Total 31.12.2025 (a)	263	3.487	3.310	849	7.910
Depreciation 01.01.2025	-	2.595	1.649	742	4.986
Currency exchange					
Differentiation	-	-31	-	-20	-51
Period Additions	-	329	237	29	596
Period reductions	-	-1	-	-	-1
Accumulated Depreciation 31.12.2025 (b)	-	2.892	1.887	751	5.530
Unamortized Value 31.12.2025	263	596	1.423	98	2.380



Table of Changes in the Company's Intangible Assets

(Amounts in thousands of euros)

	Computer Software
Acquisition value 01.01.2024	1.062
Period Additions	9
Total 31.12.2024 (a)	1.071
Accumulated Depreciation 01.01.2024	495
Period Additions	144
Cumulative Depreciation 31.12.2024 (b)	639
Amortized Value 31.12.2024 (a)-(b)	432
Acquisition value 01.01.2025	1.071
Period Additions	15
Total 31.12.2025 (a)	1.086
Cumulative Depreciation 01.01.2025	639
Period Additions	145
Cumulative Depreciation 31.12.2025 (b)	784
Unamortized Value 31.12.2025 (a)-(b)	302

"PHOTOVOLTAICS TRAGANOU S.A. ELECTRICITY PRODUCTION COMPANY" has in its ownership a photovoltaic park with a nominal capacity of 1.98 MW, located in the prefecture of Ilia and has twenty-year duration, which expires in the year 2031.

The acquisition of photovoltaic stations were recognised to the Group at fair value at the time of the licenses of 51% of the Company "PHOTOVOLTAICS TRAGANOU PRODUCTION S.A. ELECTRICITY" in the year 2018 and are subject to depreciation until the end of their duration, in the year 2031.

The 3 MW photovoltaic plant on a plot adjacent to the ROMCOLOR 2000 SA plant in Romania was also completed within the year.

The goodwill of € 263 thousand. concerns the Group's subsidiary in Russia Global Colors LLC and has arisen during its acquisition by the Group company Rainbow Technologies Ltd. Regarding the control of its impairment, see note. 9.3.



9. Holdings in subsidiaries and associates

9.1 Participations in Subsidiaries

The participations of the Parent Company in Subsidiaries on 31.12.2025 and 31.12.2024 are analyzed as follows:

<i>(Amounts in thousands of euros)</i>	Country Activity	The Company			
		%	Cost of Acquisition	Impairments	Net Worth
ROMCOLOR 2000 S.A.	ROMANIA	99,99%	3.421	-	3.421
GLOBAL COLORS POLSCA S.A.	POLAND	100,00%	1.080	-	1.080
GLOBAL COLORS KIMYA A.S*	TURKEY	100,00%	9.751	-2.270	7.481
AGRIPOLYANE S.A.S.U.	FRANCE	100,00%	5.500	-	5.500
ETEPLA S.A.	GREECE	100,00%	64	-64	-
RAINBOW TECHNOLOGIES LTD	CYPRUS	100,00%	684	-	684
PLASTIKA KRITIS FAR EAST LTD	CYPRUS	100,00%	10.676	-	10.676
PHOTOVOLTAICS TRAGANOU S.A.	GREECE	51,00%	1.070	-	1.070
Total			32.246	-2.334	29.912

<i>(Amounts in thousands of euros)</i>	Country Activity	The Company			
		%	Cost of Acquisition	Impairments	Net Worth
ROMCOLOR 2000 S.A.	ROMANIA	99,99%	3.421	-	3.421
GLOBAL COLORS POLSCA S.A.	POLAND	100,00%	1.080	-	1.080
GLOBAL COLORS KIMYA A.S*	TURKEY	100,00%	9.751	-2.270	7.481
AGRIPOLYANE S.A.S.U.	FRANCE	100,00%	5.500	-	5.500
ETEPLA S.A.	GREECE	100,00%	64	-64	-
RAINBOW TECHNOLOGIES LTD	CYPRUS	100,00%	684	-	684
PLASTIKA KRITIS FAR EAST LTD	CYPRUS	100,00%	10.676	-	10.676
PHOTOVOLTAICS TRAGANOU S.A.	GREECE	51,00%	1.070	-	1.070
Total			32.246	-2.334	29.912



9.2 Participations in Related Businesses

Sunpartners Energy S.A.

It concerns a 24% participation of the Parent Company in the company "SUNPARTNERS Energy S.A." which aims to construct and operate a photovoltaic power plant in the Prefecture of Kilkis. The value of the participation of € 14 thousand has been completely reduced. The implementation of the investment will be delayed due to the lack of sufficient electrical space in the network of the prefecture of Kilkis. For its implementation, an MTT substation (high medium voltage) is required. Therefore, to date, the related company has not started its activity and for this reason the value of the participation has been completely reduced in previous use).

In December 2025, the Management of the Company took the decision to sell this participation.

Alternative Management System for Agricultural Leaf S.A.

On December 1, 2025, the company "ALTERNATIVE AGRICULTURAL SHEET MANAGEMENT SYSTEM S.A." was established, in which the Company participates as well as other industries producing plastic sheets for agricultural uses, with the aim of organizing and operating, on a collective basis, a nationwide alternative management system (collection, transport, transshipment, storage, processing and recycling) of agricultural sheet waste, within the meaning of articles 3 and 12 of Law 4819/2021 (Government Gazette A' 129/23.7.2021)

"Integrated Framework for Waste Management Incorporation of Directives 2018/851 and 2018/852 of the European Parliament and of the Council of 30 May 2018 amending Directive 2008/98/EC on waste and Directive 94/62/EC on packaging and packaging waste, framework for the organization of the Hellenic Recycling Agency, provisions for plastic products and the protection of the natural environment, spatial planning, energy and related urgent regulations.", as amended and in force and of the Joint Ministerial Decision YPEN/DDDA/138814/1934 (1) (Government Gazette B' 7070/23-12-2024) "Extended Producer Responsibility Program for Agricultural Plastics". The share capital of the new company is 100,000 euros and the participation of the Company is 40%. The payment of the capital as the certification of its payment was made in February 2026 and therefore has not yet been recognized on 31.12.2025. The new company has no activity to date.

The Management of the Company, after examining the audit criteria under IFRS 10 and the relevant requirements of IFRS 11, considered that it does not exercise control over the newly established company, and therefore it is not consolidated, but also that it does not constitute a common control scheme.

9.3 Control of impairment of participations and capital gains

Indications of impairment

In accordance with the accounting policies followed and the requirements of IAS 36, the Company conducts a relevant impairment audit on its holdings at the end of each annual reference period if there are relevant indications of impairment. The relevant audit may also be carried out earlier, when indications of a possible impairment loss arise. The impairment audit of goodwill is mandatory to be carried out every year. The valuation carried out focuses on both exogenous and endogenous factors.



From the audit carried out on 31.12.2025, indications of impairment of the value of the participation in the subsidiary Global Colors Kimya A.S., which is based in Turkey, and the value of participation and goodwill in the subsidiary Global Colors LLC (through the Company's participation in the company Rainbow Technologies Ltd.), which is based in Russia, indications related to the unstable environment in which these subsidiaries operate despite the profitability they display. The goodwill of € 263 thousand. (note 8) concerns the Group's subsidiary in Russia Global Colors LLC and has arisen during its acquisition by the Group company Rainbow Technologies Ltd.

Assumptions used to determine value in use

For the impairment audit carried out, each subsidiary of the Company constitutes a Cash Flow Generating Unit (MTTR). The recoverable amounts of the above MTTR were determined based on the value in use method. The value for use was calculated using the discounted cash flow model, i.e. cash flow forecasts based on Management's budgets for the next 5 years. As the value of the disinvestment, the discounted value of the last year in perpetuity was taken into account according to the annual growth rate of the sector.

The main assumptions applied by the Management are related to the determination of the present value of the estimated future cash flows, as expected to be generated by each MDTR (discounted cash flow method) and are the following:

- Projected sales: They include assumptions and estimates of the Management for which historical performance, projected quantities and sales prices have been taken into account, competition, increases in production costs, transport costs and raw material costs, inflation estimates for the hyperinflationary economies in which the Group is present and the expected growth of the sector in the coming years by 2% to 5%.
- Budget EBITDA Margins: Budget EBITDA margins are calculated based on the outturn data of the last few years.
- Investments (capex): These include assumptions and estimates by the Management for future investments in mechanical equipment (maintenance capex).
- Discount rate per country where the subsidiary is established (for Turkey 30.8% (31.12.2024: 31.4%) and for Russia 21.7% (31.12.2024: 20.0%)). Interest rates represent the current market estimates of the individual risks of each subsidiary and their calculation takes into account the prevailing conditions at the end of the year in the countries in which the subsidiaries operate. They are derived from the weighted average cost of capital (WACC), which also incorporates the specific risks of the country in which each subsidiary operates, based on published market data.

It is noted that the climate change transition risks to which the above subsidiaries are exposed were taken into account for the calculation of the value due to their use, although they did not have a material impact on the relevant calculations.

Impairment control results



Based on the results of the impairment audit as at 31.12.2025, from the comparison of the recoverable value of the Company's participation and the goodwill in the subsidiary Global Colors LLC (Russia) (through the Company's participation in the company Rainbow Technologies Ltd.) with their book value, there was no need to impair the participation and the goodwill due to the high profitability it displays, while indicating the existence of a significant margin and therefore any material change in basic assumptions would not result in the impairment of goodwill.

With regard to the subsidiary of the Global Colors Company Kimya A.S. (Turkey), based on the results of the impairment audit on 31.12.2025 from the comparison of the recoverable value of the participation with its book value, there was no need for a further impairment of the participation, with the already formed provision of € 2.27 million. being considered sufficient.

10. Financial data at fair value through other total income & depreciable expense

Financial data at fair value through other total income are broken down into:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Long Term Short-Term	35	131	26	126
Total	10.680	6.589	10.680	6.589
	10.716	6.720	10.706	6.715

The change in financial data to fair value through other total income was as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Opening balance	6.720	31.319	6.715	31.298
Acquisitions	4.095	2.192	4.095	2.192
Moods	-100	-26.367	-100	-26.367
Profit / (loss) on disposals	-	174	-	174
Profit / (loss) from valuation	-	-	-	-
Exchange differences	69	-597	65	-582
Total	-69	-	-69	-
	10.716	6.720	10.706	6.715



Financial assets at fair value through other total income consist of:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Foreign bonds listed on ATHEX	875	-	875	-
Domestic bonds listed on ATHEX	9.197	5.984	9.197	5.984
Non-domestic bonds listed on ASE	-	100	-	100
Domestic stocks listed on ATHEX	0	0	0	0
Mutual Funds foreign listed on ATHEX	609	605	609	605
Domestic non-domestic shares listed on ATHEX	35	31	26	26
Bonds and Treasury bills Hellinikon promissory notes Public Sector	-	-	-	-
Total	10.716	6.720	10.706	6.715

The fair value hierarchy is broken down below:

Fair Value Prioritization	The Group		The Company	
	2025	2024	2025	2024
Foreign bonds listed on ATHEX	Level 1	Level 1	Level 1	Level 1
Domestic bonds listed on ATHEX	Level 1	Level 1	Level 1	Level 1
Non-domestic bonds listed on ATHEX	Level 3	Level 3	Level 3	Level 3
Mutual funds foreign listed on ATHEX	Level 1	Level 1	Level 1	Level 1
Shares domestic non-listed in Golden Dawn	Level 3	Level 3	Level 3	Level 3
Bonds and Treasury bills Public Sector	-	Level 1	-	Level 1
Domestic stocks listed on ATHEX	Level 1	-	Level 1	-

On 03.09.2024 the Company held 428,277 shares in Pancreta Bank S.A. with an investment value of € 535,347.13 as well as 3 convertible bonds of the value of 03.09.2024

€ 340.909,09. Given the merger agreement (by absorption of Pancreta Bank S.A.) with Attica Bank, which was ratified by the Boards of Directors of the two banks and received all the required approvals on 03.09.2024, and the agreed exchange relationship,



on the basis of which for each common registered share of Pancreta Bank corresponds to the 0.0292156343836978 new common registered shares of Attica Bank, a loss of € 453 th. after taking into account the stock market price of the share of Attica Bank on the above date. This loss, based on the requirements of IFRS 9, has been recognized through the other total income of the fiscal year 2024.

In September 2024, the Company proceeded with the sale of all the ordinary shares it held in Attica Bank through the Athens Stock Exchange, recognizing a loss of € 40 thousand.

Finally, based on the letter of Attica Bank dated 09.12.2024, the convertible bonds were converted into common registered voting shares. As a result, the 3 convertible notes held by the Company were converted into a total of 339 new, common registered voting shares of the Bank, recognizing a loss of € 300 thousand. This loss, based on the requirements of IFRS 9, has been recognized through the results of the fiscal year 2024.

The change in financial data in depreciable cost was as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Starting balance	36.498	-	36.498	-
Acquisitions	118.807	76.014	118.807	76.014
Expirations	-86.000	-40.000	-86.000	-40.000
Difference amortization (for)/below par	1.317	485	1.317	485
Total	70.623	36.498	70.623	36.498

The Company, taking into account the investment grade of the Greek creditworthiness, the fact that there has not been a significant increase in credit risk since the initial recognition of these securities and the duration of the assets held at amortized cost, has not recognized a relevant credit loss provision based on IFRS 9 requirements. For further information on credit loss forecasting and credit risk management, see note 4 "Credit risk".

The financial elements in depreciable cost consist of:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Bonds and Treasury bills				
Public Sector	70.623	36.498	70.623	36.498
Total	70.623	36.498	70.623	36.498



11. Advances and other receivables (non-current assets)

<i>(Amounts in thousands of euros)</i>	The Group		The	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Company Guarantees given	452	369	242	111
Advance payments for non-Other long-term data	1.539	446	355	411
Requirements	15	15	6.000	6.000
Total	2.006	830	6.597	6.522

Advances for non-current items refer to advances from suppliers for the future acquisition of fixed assets.

12. Stocks

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Commodities	5.666	4.192	904	332
Finished & Unfinished Products	28.347	26.847	10.464	10.869
Raw Materials & Auxiliary, Materials & Packaging Items.	70.767	74.806	29.719	36.009
Other				
Consumables	-1.839	-1.049	-417	-253
Impairment provisions	102.941	104.796	40.669	46.957
Total				

The cost of inventory consumption is presented in the table below:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Inventory Cost embedded in the Cost of Sales	230.922	228.774	111.100	107.851

Book value reserve at 31.12.2025 € 4.995 thousand. (31.12.2024: € 5.818 thousand) of the Group's subsidiary in France has been pledged to secure liabilities.

It is noted that, based on the current European and national Legislation, there are no categories of products for which marketing restrictions apply due to their impact on the environment immediately or in the future, so that their reduction becomes necessary.



13. Customers

The fair value of commercial asset receivables approximates their carrying amount, mainly due to their short-term maturity.

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Customers (trade receivables)	83.483	86.133	43.810	48.256
Receivables from related parties	1.431	1.762	6.756	8.617
Anticipation of precarious customers	-4.520	-4.316	-3.381	-3.516
Total	80.395	83.578	47.185	53.358

Part of the receivables from customers relate to claims for which factoring agreements have been drawn up. The amount of these receivables on 31.12.2025 was € 3.8 million. (31.12.2024: € 4.5 million).

The evolution of the provision for risky customers is as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Starting balance	4.316	5.500	3.516	4.772
Exchange Rate Diversification	-76	-33	-	-
Revenue from provision Previous Years	-301	-1.311	-134	-1.257
Forecast in the results of the p e r i o d	581	159	-	-
Maturity balance	4.520	4.316	3.381	3.516

For further information on the provision for bad customers and the management of credit risk, see note 4 "Credit risk". 4 "Credit risk".



14. Advances and other receivables (current assets)

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Other taxes receivable	6.122	8.882	3.086	5.165
Advance payments to suppliers	3.927	7.714	691	867
Purchases on receipt	2.031	3.014	1.871	3.014
Other debtors other	167	792	49	119
Expenses for subsequent years	1.024	1.032	689	639
Revenue receivable for the year	371	1.035	369	1.029
Discounts on purchases under settlement	490	575	490	575
Requests from related parties	236	266	274	607
Provisions for non-performing stocks requirements	-478	-344	-478	-344
Total	13.890	22.966	7.041	11.673

The reduction in Other taxes receivable concerns the VAT refund of € 6.2 million. due to exports, which in its majority was collected by the Company, with a small amount being offset against taxes payable.

15. Cash and cash equivalents

The fair value of cash and cash equivalents approximates their book value, mainly due to their short-term maturity.

(Amounts in thousands of euros)

	The Group		The Company	
	31st Dec	November	31st Dec	November
Checkout	2025	2024	2025	2024
Demand and term bank deposits	13	8	7	4
Total	71.325	86.511	33.627	56.147



16. Share Capital and Premium

(Amounts in EUR)

	Number of Common Shares	Nominal Value of Shares	Share Capital	Over par
December 31, 2023	27.379.200	0,98	26.831.616,00	455.830,80
December 31, 2024	27.379.200	0,98	26.831.616,00	455.830,80
December 31, 2025	27.379.200	0,98	26.831.616,00	455.830,80

The Company, as of 31.12.2025, does not hold any own shares.

17. Other Reserves

In accordance with the relevant local national legislation, the Company and its Subsidiaries form a regular reserve on their annual profits, after deduction of income tax, which cannot be further distributed.

In addition, the other reserves of the Equity Fund include special reserves as well as tax-free reserves of special provisions of laws, which are exempt from income tax unless they are distributed to shareholders or capitalized. The Company and the Group do not intend at this stage to distribute or capitalize these reserves or part of them, therefore it has not proceeded with the calculation and deduction of the tax that would arise in the event of their distribution.

The actuarial differences reserve reflects the revaluation of profits and losses (actuarial gains / losses) resulting from the actuarial study carried out by the Group of the provision of employee benefits.

The remaining reserves of Equity are broken down as follows:

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2025	2024	2025	2024
Tax-free and special Taxed reserves of special provisions of laws	55.000	46.164	48.317	41.904
Other taxed Reserves from profits	94.139	93.711	73.288	73.288
Actuarial reserve Disputes	-114	-85	-114	-85
Total	149.025	139.790	121.491	115.107



18. Non-controlling holdings

The following tables show the amounts of net assets, net profit and other income allocated to the Group's non-controlling interests for 2025 and 2024:

(Amounts in thousands of euros)

Subsidiaries with a non-controlling interest	% non-controlling participation	31.12.2025		
		Attributable to non-controlling holdings		
		Net Assets	Net Profit	Other income
ROMCOLOR 2000 S.A.	0,013%	5	1	-
PHOTOVOLTAICS OF TRAGANOU S.A.	49%	988	183	-
ETEPLA S.A.	0,005%	-	-	-
SHANGHAI HITEC PLASTICS CO	25%	20.358	2.096	-
ANHUI HITEC PLASTICS CO	25%	7.234	723	-
Consolidation Records		-7.065	2	-2.242
Total		21.520	3.006	-2.242

(Amounts in thousands of euros)

Subsidiaries with a non-controlling interest	% non-controlling participation	31.12.2024		
		Attributable to non-controlling holdings		
		Net Assets	Net Profit	Other income
ROMCOLOR 2000 S.A.	0,013%	5	0	0
PHOTOVOLTAICS OF TRAGANOU S.A.	49%	1.040	72	-
ETEPLA S.A.	0,005%	-	-	0
SHANGHAI HITEC PLASTICS CO	25%	20.947	1.688	16
ANHUI HITEC PLASTICS CO	25%	7.073	218	-
Consolidation Records		-7.067	12	943
Total		21.998	1.991	959

19. Borrowing

The fair value of the borrowing is close to that shown in the Financial Statements.

19.1 Lending analysis

The following long-term lending mainly concerns the borrowing of the Group's subsidiary in France (Agripolyane) for the purpose of implementing its investment plan. This loan bears an interest rate, with the Company having provided a letter of guarantee ensuring the fulfillment of the relevant contractual obligations. The collateral is presented in notes. 6 and 12. The maturity date of the long-term loan is 2035. This loan does not contain any contractual default clauses.



Short-term lending concerns the short-term part of long-term borrowing, borrowing by the Group's subsidiary in France in the form of an open mutual account and brokering obligations of commercial receivables with the right of recourse of the Group's subsidiary in France amounting to €3.2 million as at 31.12.2025. (31.12.2024: €2.9 million).

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Short-term loans in euro	3.187	2.853	-	-
Short-term loans in TRY Total (a)	14	10	-	-
	3.201	2.863	-	-
Long-term loans in euros	3.447	4.379	-	-
Total (b)	3.447	4.379	-	-
Total Borrowing (a) + (b)	6.649	7.241	-	-

The table below presents the movement of loans for the Group and the Company:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Starting balance	7.241	7.120	-	-
Repayments	-599	-954	-	-
Disbursements	6	1.054	-	-
Financial Cash Flow	-593	99	-	-
Other changes	-	22	-	-
Maturity balance	6.648	7.241	-	-

19.2 Long-term borrowing

The maturity of long-term borrowing is broken down in the following table:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Up to one (1) year	942	931	-	-
From two (2) to five (5) years	1.987	2.671	-	-
More than five (5) years Total	518	776	-	-
	3.447	4.379	-	-



19.3 Short-term borrowing

The breakdown of short-term borrowing by foreign currency (transaction currency different from the reference currency, i.e. different from the Euro):

(Amounts in foreign currency)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
TRY/Turkish Lira	718	379	-	-

20. Lease liabilities

The present value of lease liabilities recognized in the Balance Sheet as well as the rents payable are broken down as follows:

(Amounts in thousands of euros)

31.12.2025	The Group		
	Present value of rental liability	Financial cost	Rents payable
Up to one year	497	48	545
From 2 to 5 years	1.098	54	1.152
Over 5 years old	786	31	818
Total	2.381	133	2.514

(Amounts in thousands of euros)

31.12.2024	The Group		
	Present value of rental liability	Financial cost	Rents payable
Up to one year	321	50	371
From 2 to 5 years	1.171	73	1.244
Over 5 years old	1.232	42	1.274
Total	2.724	164	2.888

(Amounts in thousands of euros)

31.12.2025	The Company		
	Present value of rental liability	Financial cost	Rents payable
Up to one year	328	22	350
From 2 to 5 years	509	19	528
Over 5 years old	-	-	-
Total	837	41	878



(Amounts in thousands of euros)

31.12.2024	The Company		
	Present value of rental liability	Financial cost	Rents payable
Up to one year	195	28	223
From 2 to 5 years	720	40	760
Over 5 years old	-	-	-
Total	915	68	984

The discount rate applied for the discounting of the lease rights to the Parent Company was 3.46% and to the Group an average interest rate of 7.8%.

The table below shows the movement of lease liabilities for the Group and the Company:

(Amounts in thousands of euros)	The Group		The Company	
Starting balance	2.724	1.932	915	1.155
Financial Cash Flow	-1.139	-569	-453	-223
Additions	683	1.983	346	96
Other changes	113	-623	29	-112
Maturity balance	2.381	2.724	837	915

21. Current and deferred tax

21.1 Income tax in profit and loss account

The current income tax is calculated based on the applicable income tax rates, based on the current tax legislation of each country. The applicable tax rates for the current and previous years are as follows:

Company	Country	2025	2024
PLASTIKA KRITIS S.A.	Greece	22,00%	22,00%
ROMCOLOR 2000 S.A.	Romania	16,00%	16,00%
GLOBAL COLORS POLSKA S.A.	Russia	19,00%	19,00%
GLOBAL COLORS KIMYA A.S*	Turkey	25,00%	25,00%
SHANGHAI HITEC PLASTICS CO	China	25,00%	25,00%
ANHUI HITEC PLASTICS CO	China	25,00%	25,00%
GLOBAL COLOR LLC	Russia	25,00%	20,00%
AGRIPOLYANE S.A.S.U.	France	25,00%	25,00%
ETEPLA S.A.	Greece	22,00%	22,00%
PHOTOVOLTAICS OF TRAGANOU S.A.	Greece	22,00%	22,00%
RAINBOW TECHNOLOGIES LTD	Cyprus	12,50%	12,50%
PLASTIKA KRITIS FAR EAST LTD	Cyprus	12,50%	12,50%



The breakdown of the income tax is as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Current Tax	13.159	12.253	6.548	7.355
Differences	-54	636	-64	581
Previous Years				
Deferred tax	2.302	-186	-31	303
Tax on results				
p e r i o d	15.407	12.703	6.453	8.239

The increase in the deferred tax on profit and loss is due to a certain extent to a correction of the deferred tax liability of the Group's subsidiary in Turkey. The amount of the correction was not considered significant in order to reformulate the previous financial year.

The reconciliation between the tax corresponding to the pre-tax profit and loss results – based on the current tax rate of each country and the tax that ultimately charged the results of the period is as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Profit / (Loss) before tax	54.217	56.287	29.712	39.907
Proportional tax				
Company's income based on current tax Rate	11.928	12.383	6.537	8.780
Effects on the tax income from:				
Expenditure that is not are recognized for deduction Tax-free income tax	1.909	272	1.761	34
differences from previous years	-2.471	-1.689	-1.750	-1.352
Deletion of a previously recognized deferred tax claim	-54	636	-64	581
Impact of inflationary adjustments	1.775	291	-	-
Effect of offsetting tax losses from previous years with Current taxable profits	418	-119	-	-
Impact of tax coefficient of other countries of the Group	-16	-320	-	-
O t h e r				
Total effects on the corresponding tax	1.996	1.077	-	-
Tax on results				
o f u s e	-77	171	-31	197
	3.480	320	-84	-541
	15.407	12.703	6.453	8.239



In the above agreement, the amount of Expenses not recognized for deduction mainly concerns the distribution of the extraordinary bonus from the net profits of the year 2024 to members of the Board of Directors and to executives of the Company amounting to € 5.8 million, an expense which was borne by the fiscal year 2025 and is not tax deductible as it concerns previous years.

The application of the minimum effective tax rate of fifteen percent (15%), in accordance with Council Directive (EU) 2022/2523 of 14 December 2022, which was introduced into Greek law by Law 5100/05.04.2024, has no impact on the Group as the consolidated turnover is not estimated to exceed the aforementioned limit.

21.2 Deferred income tax

The movement of the net deferred tax accounts in the Balance Sheet, after offsets, is as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Starting balance	7.149	5.721	4.240	3.225
Effect of currency conversion	-40	216	-	-
Change in tax				
Changes in other	2.302	-101	-31	388
Total Incomes				
Maturity balance	-5	1.313	6	627
	9.407	7.149	4.216	4.240

The analysis of the balances of deferred tax assets and liabilities, before their offsetting, is as follows:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Deferred tax obligations (before the offsetting)				
Tangible assets	10.651	10.381	5.530	5.504
Intangible assets	439	540	-	-
Obligations from Leases	243	-	-	-
Other information	1.130	230	-	-
Balance Sheet				
Total deferred tax liability	12.463	11.150	5.530	5.504



(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Deferred tax assets (before the offsetting)				
Wind Farm Restoration Forecast	21	20	21	20
Intangible Assets Requirements	-	26	29	25
Provisions for benefits to employees	619	743	732	729
Lease liabilities Tax losses to offsetting	465	482	311	291
Other Balance Sheet items	30	66	25	25
	12	191	-	-
Total deferred tax claim	1.910	2.474	196	174
Deferred tax Obligation - Deferred Tax claim	3.057	4.001	1.314	1.263
	9.407	7.149	4.216	4.240

The deferred tax assets and liabilities in the table above are presented per item of the Balance Sheet items. In the corporate and consolidated balance sheets, they are presented offset to the extent that they relate to the same tax authority. Amount € 2,041 th. which appears as a deferred tax asset in the consolidated balance sheet as of 31.12.2024 concerns only the Group's subsidiary in Turkey and cannot be offset against the deferred tax liabilities of the other Group companies based on the requirements of IAS 12.

In Russia, Federal Law 176-FZ of July 12, 2024 made a number of changes to tax provisions, one of which is the change in the tax rate from 20% to 25%. The recount of deferred tax assets and liabilities at the new rate has been recognized through the other total income of the period 01.01-31.12.2024.

22. Provisions for employee benefits

The Group's and the Company's programs are non-funded defined benefit programs.



(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Provision for employee benefits under IAS 19:				
Obligation recognized in the Balance Sheet	2.095	2.010	1.456	1.365
T o t a l	2.095	2.010	1.456	1.365

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Changes in the present commitment value of specified benefits:				
Present value of the obligation at the beginning of the period	2.009	1.870	1.365	1.259
Exchange Rate Diversification	-30	-4	-	-
Cost of current employment	195	152	115	98
Interest costs	48	51	42	45
Terminal Supplies / Impact Cut / Settlement	5	2	5	2
Less: Paid				
Compensations	-211	-198	-108	-127
Actuarial (profit) / loss period	78	138	37	88
Present value of the obligation at the end of the period	2.095	2.009	1.456	1.365

Changes in Liability on the Balance Sheet:

Net liability on the balance sheet at the beginning of the year	2.009	1.870	1.365	1.259
Exchange Rate Diversification	-30	-4	-	-
Benefits paid within the current year	-211	-198	-108	-127
Total Output Recognized in the profit and loss	248	205	162	145
Total (profit) / loss Recognized in other				
I n c o m e s	78	138	37	88
Net Liability to Balance sheet at the end of the U s e	2.095	2.009	1.456	1.365



(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Amounts recognized in the Results of Use:				
Interest Expense	48	51	42	45
Cost of Current Service	195	152	115	98
Cost (result) settlements	5	2	5	2
Total expense recognized in Results of use	248	205	162	145

The basic actuarial assumptions used to determine the defined benefit program are as follows:

Actuarial Assumptions	The Group		The Company	
	2025	2024	2025	2024
Discount Rate	3,40%	3,10%	3,40%	3,10%
Inflation	2,00%	2,00%	2,00%	2,00%
Weighted average duration	6,58	6,57	6,58	6,57

The table below presents the sensitivity analysis to reasonable potential changes in the key actuarial assumptions:

Sensitivity analysis	The Group		The Company	
	2025	2024	2025	2024
Present value of defined benefit commitment:	2.095	2.009	1.456	1.365
- calculation with discount Interest rate + 0.5%	2.068	1.984	1.429	1.339
- calculation with discount Interest rate - 0.5%	2.123	2.036	1.484	1.392
Cost of Current Employment	195	152	115	98
- calculation with discount Interest rate + 0.5%	192	149	111	95
- calculation with discount Interest rate - 0.5%	199	155	119	101



23. Asset Grants

The total amount of the Group's grants on 31.12.2025 and 31.12.2024 is detailed below. The Company has not received any asset grants.

(Amounts in thousands of euros)

Asset Grant	The Group	
	31.12.2025	31.12.2024
Use grant	550	550
Amortized grants	-82	-45
Depreciation of grants	-46	-37
End-of-period grants	422	468

24. Other long-term liabilities

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Warranties received from Property Lease	1	1	1	1
Other provisions	319	349	269	265
T o t a l	320	350	270	266

Ambient Remediation Prediction

The Group, for the wind farm with a capacity of 11.9 MW and with a license expiring in the year 2054, is obliged under article 26 of the Special Spatial Planning Framework for RES (JMD 49828/2008) to restore the relevant areas at its own expense and generally restore the site to its previous state. Based on the requirements of both IFRS 6 and IFRIC 1, a provision for the restoration of the environment has been formed on 31.12.2025 amounting to € 132 thousand. (31.12.2024: € 128 thousand) in recognition of a corresponding fixed asset ("Machinery/Installations & Other Mechanical Equipment") and is amortized during the duration of the license. This provision includes all those costs that are necessary to restore the environment to its natural state, discounted at the present at the risk-free rate. The movement of the provision concerns exclusively its change due to discounting.

Disputed cases

The remaining amount of the other provisions concerns a provision for court cases against third parties amounting to € 187 thousand on 31.12.2025. (31.12.2024: € 222 thousand). The movement of the provision concerns exclusively its use due to the closure of the relevant cases.

25. Suppliers

The fair value of commercial liabilities of liabilities approximates their carrying amount, mainly due to their short-term maturity.



(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Suppliers	23.771	28.252	13.374	16.482
Checks	10	29	10	29
Total	23.780	28.281	13.383	16.510
Liabilities to related parties	117	155	249	496
Period Expiration Balance	23.897	28.435	13.632	17.006

26. Other liabilities & interim accounts

The fair value of the other liabilities of liabilities approximates their carrying amount, mainly due to their short-term maturity.

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Tax & Fee Obligations (excluding income tax)	1.466	758	567	420
Insurance Organizations	1.931	1.862	791	818
Customer Advances	1.489	1.033	677	592
Various creditors	3.030	2.138	1.081	965
Accrued expenses	1.761	2.118	820	1.056
Revenue for subsequent years	121	14	-	14
Dividends payable	46	41	46	41
Markets under settlement	491	-	491	-
Other provisions	182	157	157	157
Total	10.517	8.123	4.630	4.063
Liabilities to related parties	1.507	1.453	1.507	1.453
Period Expiration Balance	12.024	9.575	6.137	5.516

The formed provision of € 157 thousand. concerns a provision for fines and surcharges from future tax audits for the years from 2020 onwards.



27. Transactions with related parties

27.1 Transactions and Balances of the Parent Company with its Subsidiaries

The amounts of these transactions for the period 01.01 – 31.12.2025 and the remaining amounts of the 31.12.2025 are analyzed as follows:

(Amounts in EUR)

Subsidiary Company	1.1-31.12.2025						
	Stock Sales	Stock Purchases	Interest income	Other revenue	Other costs	Fixed Asset Sales	Fixed Asset Markets
ROMCOLOR 2000 S.A.	4.118.731	182.458	-	3.065.288	-	18.421	-
GLOBAL COLORS POLSCA S.A.	2.193.718	19.699	-	167.166	2.439	63.581	10.900
GLOBAL COLORS KIMYA A.S*	3.503.503	55.817	13.402	67.355	68.274	18.400	-
SHANGHAI HITEC PLASTICS CO	733.729	270.601	-	80.562	-	330.600	-
ANHUI HITEC PLASTICS CO	343.137	2.546.113	-	446.779	-	9.500	-
GLOBAL COLORS LLC	558.016	-	-	18.510	-	-	-
AGRIPOLYANE S.A.S.U.	7.979.452	280.166	167.497	59.491	18.290	-	-
PHOTOVOLTAICS TRAGANOU AE	-	-	-	246.600	-	-	-
ETEPLA	-	-	-	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	-	-	-	3.168.124	-	-	-
TOTAL	19.430.285	3.354.855	180.899	7.319.876	89.003	440.502	10.900

(Amounts in EUR)

Subsidiary Company	31.12.2025				
	Trade Requirements	Other Short-Term Receivables	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	616.485	-	50.152	-	-
GLOBAL COLORS POLSCA S.A.	572.644	-	6.131	-	-
GLOBAL COLORS KIMYA A.S*	1.306.130	-	68.183	-	-
SHANGHAI HITEC PLASTICS CO	135.131	-	2.404	-	-
ANHUI HITEC PLASTICS CO	225.129	-	-	-	-
GLOBAL COLORS LLC	109.715	-	-	-	-
AGRIPOLYANE S.A.S.U.	2.329.764	38.065	5.512	-	6.000.000
PHOTOVOLTAICS TRAGANOU AE	4.176	-	-	-	-
ETEPLA	-	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	25.287	-	-	-	-
TOTAL	5.324.460	38.065	132.382	-	6.000.000

The amounts of these transactions for the period 01.01 – 31.12.2024 and the remaining amounts of the 31.12.2024 are analyzed below:



(Amounts in EUR)

1.1-31.12.2024

Subsidiary Company	Stock Sales	Stock Purchases	Interest income	Other revenue	Other costs	Fixed Asset Sales	Fixed Asset Markets
ROMCOLOR 2000 S.A.	2.800.488	260.150	-	3.048.247	-	-	51.700
GLOBAL COLORS POLSCA S.A.	1.465.288	65.482	-	111.439	-	64.254	8.000
GLOBAL COLORS KIMYA A.S.*	3.113.448	185.319	10.379	56.760	51.061	3.145	-
SHANGHAI HITEC PLASTICS CO	952.964	465.666	-	236.687	-	196.500	25.955
ANHUI HITEC PLASTICS CO	32.138	966.909	-	537.356	-	32.440	-
GLOBAL COLORS LLC	305.009	-	-	50.224	-	-	-
AGRIPOLYANE S.A.S.U.	8.309.098	187.870	251.855	14.458	8.312	165.580	-
PHOTOVOLTAICS TRAGANOU AE	-	-	-	221.100	-	-	-
ETEPLA	-	-	-	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	-	-	-	1.917.752	-	-	-
TOTAL	16.978.433	2.131.396	262.234	6.194.022	59.373	461.919	85.655

(Amounts in EUR)

31.12.2024

Subsidiary Company	Trade Requirements	Other Short-Term Receivables	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	867.972	-	101.542	-	-
GLOBAL COLORS POLSCA S.A.	407.602	-	0	-	-
GLOBAL COLORS KIMYA A.S.*	2.109.577	-	26.377	-	-
SHANGHAI HITEC PLASTICS CO	338.664	-	68.155	-	-
ANHUI HITEC PLASTICS CO	358.074	284.730	141.036	-	-
GLOBAL COLORS LLC	50.224	-	-	-	-
AGRIPOLYANE S.A.S.U.	2.698.746	56.743	3.714	-	6.000.000
PHOTOVOLTAICS TRAGANOU AE	600	-	-	-	-
ETEPLA	24.167	-	-	-	-
PLASTIKA KRITIS FAR EAST LTD	-	-	-	-	-
TOTAL	6.855.626	341.473	340.824	-	6.000.000

The above transactions mainly concern commercial transactions between the Company and its subsidiaries which either concern the sale of raw materials or semi-finished products or the provision of production support services. The other long-term receivables from the subsidiary Agripolyane concern a loan with an interest rate and a repayment horizon beyond 2026.

* within fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. by Senkroma A.S..



27.2 Transactions and Balances of the Company and the Group with other related parties

The transactions and balances of the Company and the Group with other related parties, within the meaning of IAS 24, for the current and comparative periods, are broken down in the following table:

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	December 31st		December 31st	
	2025	2024	2025	2024
Sales of goods and services	285	305	285	305
Purchases of goods and services	320	384	320	384
Fixed asset sales	6	-	6	-
Fixed asset purchases	15	-	15	-
Other revenue	8	-	8	-
Other costs	763	961	763	961
Transactions and Fees senior management and members of the administration	7.883	2.698	6.770	1.666

<i>(Amounts in thousands of euros)</i>	The Group		The Company	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Claims from other related parties	1.667	2.027	1.666	2.027
Other liabilities Related Parties	117	153	117	153
Requirements from managers and members of the management	1	2	1	1
Liabilities to management Executives and members of the management	1.507	1.455	1.507	1.455

The claims from other related parties mainly concern the claim for the sale of mechanical equipment to the Thales Energy Community, which was made in market terms.

Regarding the guarantees given between the Group Companies, see. hereinafter Note. 37 "Commitments & Contingent Liabilities".



28. Functional Domain Information

The Segments of activity are determined based on the structure of the Group per subsidiary Company with significant operating activity. Information that does not constitute separate sectors has been compiled and is displayed in the category "Other Group companies".

The following information refers to the Sectors that are reviewed by the Group's managers and examined by the Management for financial decision-making. The types of products for each sector of activity/subsidiary are presented in note. 1.

There is no significant reliance on individual Group customers. Information by geographical region has not been provided as the business segments reflect the country of origin of revenues and non-current assets.

** within the fiscal year 2025, the Group's subsidiary in Turkey was renamed Global Colors Kimya A.S. by Senkroma A.S.*



Transactions for the period 01.01-31.12.2025 and balances on 31.12.2025:

<i>(Amounts in thousands of euros)</i>	SUBSIDIARIES											TOTAL
	PLASTIKA KRITIS	SHANGHAI HITEC PLASTICS	ANHUI HITEC PLASTICS	ROMCOLOR 2000	AGRIPOLYANE	GLOBAL COLORS POLSCA	GLOBAL COLORS KIMYA A.S*	GLOBAL COLORS LLC	PHOTO BY MS. TRAGANOU	OTHER GROUP COMPANIES	INTRA-GROUP TRANSACTIONS & BALANCES	
1.1.2025 - 31.12.2025												
Turnover (Sales)	187.853	57.785	26.890	36.071	36.777	34.659	17.668	29.633	890	609	-36.127	392.707
Cost of sales	-140.664	-41.308	-21.889	-28.826	-34.275	-27.647	-13.259	-22.560	-388	-	36.359	-294.458
Gross profit	47.189	16.476	5.001	7.245	2.502	7.011	4.409	7.072	502	609	232	98.249
Earnings before taxes, financial and investment results and depreciation	26.642	12.834	4.850	4.489	2.236	4.049	2.492	4.777	840	545	258	64.014
Earnings before taxes, financial and investment results	21.990	11.563	3.905	3.763	812	3.444	1.591	4.389	487	545	388	52.878
Profit / (Loss) before tax	29.712	11.262	3.853	4.032	384	3.605	1.793	4.746	481	3.533	-9.183	54.217
Net Profit / (Loss) for the period	23.259	8.386	2.893	3.880	318	3.114	-860	3.524	374	3.155	-9.234	38.810
31.12.2025												
Non-current assets	118.759	46.912	22.210	15.298	15.730	12.544	4.393	9.839	2.140	15.003	-78.312	184.516
Circulating Assets	209.830	39.544	11.808	26.391	19.300	19.036	13.201	20.122	637	1.815	-11.817	349.867
Long-term liabilities	6.451	2.288	599	685	3.984	1.466	1.325	649	459	-	-1.274	16.633
Short-term liabilities	22.533	2.737	4.483	4.221	16.199	4.129	3.528	1.417	301	1.687	-17.170	44.065



Transactions for the period 01.01-31.12.2024 and balances on 31.12.2024:

<i>(Amounts in thousands of euros)</i>	SUBSIDIARIES											TOTAL
	PLASTIKA KRITIS	SHANGHAI HITEC PLASTICS	ANHUI HITEC PLASTICS	ROMCOLOR 2000	AGRIPOLYANE	GLOBAL COLORS POLSCA	GLOBAL COLORS KIMYA A.S*	GLOBAL COLORS LLC	PHOTO BY MS. TRAGANOOU	OTHER GROUP COMPANIES	INTRA-GROUP TRANSACTIONS & BALANCES	
1.1.2024 - 31.12.2024												
Turnover (Sales)	185.920	61.073	10.848	37.882	38.033	33.652	18.903	27.007	862	652	-29.765	385.067
Cost of sales	-136.938	-47.471	-8.671	-30.837	-35.351	-26.939	-13.836	-20.352	-375	-	29.811	-290.959
Gross profit	48.982	13.602	2.177	7.045	2.682	6.713	5.067	6.656	487	652	46	94.108
Earnings before taxes, financial and investment results and depreciation	34.743	10.049	2.122	4.473	2.503	4.099	2.773	4.518	802	519	150	66.750
Earnings before taxes, financial and investment results	30.465	8.767	1.186	3.843	1.107	3.510	2.575	4.211	461	519	276	56.922
Profit / (Loss) before tax	39.907	9.130	1.165	4.234	473	3.130	-1.594	4.319	189	1.684	-6.348	56.287
Net Profit / (Loss) for the period	31.668	6.754	873	3.607	411	2.673	-1.107	3.414	146	1.495	-6.349	43.584
31.12.2024												
Non-current assets	111.943	50.934	24.197	14.080	16.321	9.142	7.119	7.504	2.493	14.999	-80.425	178.306
Circulating Assets	211.225	39.463	9.114	26.078	19.499	18.470	12.755	16.287	418	2.492	-14.853	340.947
Long-term liabilities	6.592	2.334	256	782	4.925	1.495	1.732	541	535	-	-1.323	17.870
Short-term liabilities	26.014	4.275	4.764	2.599	16.365	3.548	3.828	2.162	253	2.332	-19.884	46.255



29. Staff Benefits

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2025	2024	2025	2024
Personnel costs (including the termination costs)	51.962	44.762	25.861	20.772
Average employee Staff People:	1.244	1.197	489	475
Number of staff at the end of the Use People:	1.274	1.236	504	499

Breakdown of staff benefits by function:

(Amounts in thousands of euros)

	The Group		The Company	
	31st Dec	November	31st Dec	November
	2025	2024	2025	2024
Personnel costs in Cost of Sales				
Personnel Costs in Administration Expenses	30.757	29.569	13.611	13.838
Personnel costs in Disposal Expenses	12.910	7.142	8.582	3.334
Personnel Costs in R&D Expenses	6.904	6.653	2.991	2.928
Personnel costs in Results	1.392	1.398	677	672

30. Depreciation

(Amounts in thousands of euros)

	The Group		The Company	
	31st Dec	March	31st Dec	November
	2025	2024	2025	2024
Depreciation of Cost of Goods Sold	9.343	8.388		
Depreciation of Administrative Expenses	972	837	3.999	3.647
Depreciation of Disposal Expenses	603	476	294	278
Depreciation of R&D Expenses	219	128	319	317
Depreciation of R&D Expenses	11.136	9.828	40	36
Net depreciation in Results				



31. Other operating income

(Amounts in thousands of euros)

	The Group		The Company	
	31st Dec November		31st De March	
	2025	2024	2025	2024
Rental income	24	20	24	20
Profits from the sale of tangible assets	84	49	125	156
Government subsidies for tangible assets (depreciation)	46	37	-	-
Income from provisions for doubtful debts	184	1.311	-	1.257
Revenue grants	7	70	7	70
Other operating income	1.217	1.269	1.490	1.453
Total other revenue	1.561	2.756	1.646	2.956

32. Other operating costs

(Amounts in thousands of euros)

	The Group		The Company	
	31st Dec November		31st De March	
	2025	2024	2025	2024
Provisions for doubtful debts	547	530	-	344
Losses from sale of tangible assets	32	352	4	9
Surcharges and other tax charges	427	431	8	50
Customer compensations	-	-	-	-
Other operating costs	528	547	217	153
Total other expenses	1.535	1.860	229	555

33. Financial income & expense

Financial income concerns interest, income from financial assets in depreciable costs as well as interest from time deposits and other deposits.

The financial expense mainly relates to the cost of interest on recognized leases under IFRS 16, borrowing interest and other bank charges.

34. Auditors' fees

The agreed fees for the regular audit and review of auditors for the fiscal year 2025 amounted to € 78 thousand. (2024 € 78 thousand). The agreed fees for assurance services, which include the issuance of the tax certificate and the assurance report on the remuneration report, for the fiscal year 2025 amounted to € 22 thousand. (2024 € 22 thousand). The agreed permitted non-audit services amounted to € 1.8 thousand. (2024: € 1.5 thousand).



The 2025 fees relate to services provided by KPMG Certified Public Accountants S.A. as the statutory auditor of the Company. In addition to the above, the KPMG network received fees for the audit of the financial statements of subsidiaries in the amount of € 70 thousand.

35. Earnings per share

Earnings per share are obtained by dividing the earnings after taxes attributable to the owners of the Parent Company, by the weighted average number of common shares during the financial year, excluding the own shares purchased by the Parent Company:

(Amounts in EUR)

	The Group	
	December 31st	
	2025	2024
Net Profit for the Period	35.803.9	41.593.7
	12	45
Weighted number of shares outstanding *	27.379.2	27.379.2
	00	00
Earnings per share, mainly in Euro	1,3077	1,5192

* excluding own shares

36. Main balance sheet and profit and loss rates for the period

Country	Currency	of		Change 31.12.2025 vs 31.12.2024	Type of change in relation to 1 €
		per 1 €			
		31.12.2025	31.12.2024		
ROMANIA	RON	5,0968	4,9743	2,46%	Depreciation
POLAND	PLN	4,2210	4,2750	-1,26%	Appreciation
TURKEY	TRY	50,4838	36,7372	37,42%	Depreciation
CHINA	CNY	8,2262	7,5833	8,48%	Depreciation
RUSSIA	RUB	92,0938	106,1028	-13,20%	Appreciation
U.S.A.	USD	1,1750	1,0389	13,10%	Depreciation
ENGLAND	GBP	0,8726	0,8292	5,24%	Depreciation

Country	Currency	of		Change in M.T. for the year 2025 vs M.T. year 2024	Type of change in relation to 1 €
		per 1 €			
		Average price for the year 2025	Average price for the year 2024		
ROMANIA	RON	5,0424	4,9746	1,36%	Depreciation
POLAND	PLN	4,2397	4,3058	-1,54%	Appreciation
TURKEY	TRY	44,8161	35,5734	25,98%	Depreciation
CHINA	CNY	8,1185	7,7875	4,25%	Depreciation
RUSSIA	RUB	94,0522	100,2801	-6,21%	Appreciation



U.S.A.	USD	1,1300	1,0827	4,37%	Depreciation
ENGLAND	GBP	0,8568	0,8466	1,20%	Depreciation



The income statement, total income and cash flow for the year 2025 and 2024 of the Group's subsidiary in Turkey was converted at the closing rate of 31.12.2025 and 31.12.2024 respectively based on IAS 21 requirements.

37. Commitments and contingent liabilities

36.1 Other warranties

The Company has granted other guarantees (letters of guarantee for the sale of stocks, etc.) amounting to € 78 thousand. on 31.12.2025 (€ 665 thousand on 31.12.2024) in the context of its normal commercial activity.

36.2 Disputed cases

The Group and the Company do not have disputes or disputes under arbitration, as well as decisions of judicial or arbitration bodies, which have or may have a significant impact on their financial situation or operation.

38. Unaudited fiscal years

Greek tax legislation and related provisions are subject to interpretation by the tax authorities and administrative courts. Income tax returns are filed on an annual basis. Profits or losses declared for tax purposes remain temporary until the tax authorities examine the taxpayer's tax returns and books, at which point the relevant tax liabilities are also cleared.

According to the current tax legislation (Article 36, Law 4174/2013), the Greek tax authorities can impose additional taxes and fines following an audit, within the prescribed limitation period, which, in principle, is five years from the end of the year following which the deadline for submitting the income tax return expires.

In the figure below, the unaudited tax years for all the companies of the Group are presented:

Company Name	Headquarters	Uncontrolled by the Tax Authorities Fiscal Years	Number Uses
PLASTIKA KRITIS S.A.	GREECE	2020-2025	6
ETEPLA S.A.	GREECE	2020-2025	6
PHOTOVOLTAICS OF TRAGANOU S.A.	GREECE	2020-2025	6
ROMCOLOR 2000 S.A.	ROMANIA	2020-2025	6
GLOBAL COLORS POLSKA S.A.	POLAND	2020-2025	6
GLOBAL COLORS KIMYA A.S.	TURKEY	2020-2025	6
SHANGHAI HITEC PLASTICS CO	CHINA	2020-2025	6
AGRIPOLYANE S.A.S.U.	FRANCE	2020-2025	6
GLOBAL COLOR LLC	RUSSIA	2016-2025	10
PLASTIKA KRITIS FAR EAST LTD	CYPRUS	2016-2025	10
RAINBOW TECHNOLOGIES LTD	CYPRUS	2016-2025	10
ANHUI HITEC PLASTICS CO	CHINA	2020-2025	6



Based on the above, the fiscal years up to and including 2019 are considered, in principle and based on the general rule, to be time-barred.

It is noted that, according to the current legislation (POL 1006/2016), businesses that have received a Tax Compliance Report without notices of violations of tax legislation are not exempt from an audit by the tax authorities. Consequently, the tax authorities reserve the right to carry out an audit within the prescribed limitation period, as mentioned above.

For the fiscal years 2016 to 2024, the Company has been subject to the tax audit of the Certified Public Accountants, in accordance with the provisions of article 65A of Law 4174/2013 (fiscal years 2018 and onwards) as in force and Tax Compliance Reports were issued without reservation.

For the fiscal year 2025, the Company has also been subject to the tax audit of the OEL, as provided for by the provisions of article 65a of Law 4174/2013. This audit is in progress and the relevant tax certificate is expected to be issued after the publication of the financial statements of the first half of 2026. If additional tax liabilities arise by the completion of the tax audit, they are estimated not to have a material effect on the financial statements.

For the years 2018 and 2019, the Company was audited for tax purposes by the competent tax authority and tax differences and surcharges amounting to € 400 thousand were imputed. which were paid by the Company and covered by the already formed provision and therefore did not affect the profits of the period.

The Company, by filing an administrative appeal dated 24.09.2024, requested the annulment of the above tax disputes. By decision of the Dispute Resolution Directorate of the Independent Authority for Public Revenue dated 18.12.2024, the Company's appeal was accepted and offsetting acts of the imputed differences amounting to € 322,687 were issued in the formation of a corresponding claim ("Advances and other claims").

Following the above and taking into account the results of the tax audit and the administrative appeal, the Company recognized a relevant provision for fines and surcharges from future tax audits for the years from 2020 onwards, amounting to € 157 th. (note 26).

39. Calculation of EBIT and EBITDA

Management discloses the EBIT and EBITDA performance ratios as it monitors their evolution at the corporate and consolidated level. The definition of these two indicators is provided in the Annual Report of the Board of Directors. As these two indicators do not constitute a defined measure of performance based on IFRS, their detailed calculation is set out below.



(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2025	2024	2025	2024
Net Profit for the Period	38.810	43.584	23.259	31.668
Income taxes	15.407	12.703	6.453	8.239
Earnings before taxes	54.217	56.287	29.712	39.907
Adjustments for:				
- Financial Income	-3.681	-4.686	-2.692	-4.003
+ Financial Outlay	741	1.023	162	179
+ Losses from exchange differences	1.674	-898	1.363	-699
+ Losses on financial assets	-3	269	1	268
+ Losses from valuation of fixed assets	-	467	-	118
- Participation income	-24	-22	-6.435	-5.159
+ Losses on net cash position	5	4.178	-	-
- Profits / + Losses from the sale of fixed assets	-52	303	-121	-147
Earnings before taxes, financial and Investment Results (EBIT)	52.878	56.922	21.990	30.465
Adjustments for:				
+ Depreciation built into the Operating costs	11.136	9.828	4.652	4.278
Earnings before interest, taxes, investment results and total depreciation (EBITDA)	64.014	66.750	26.642	34.743

40. Later events

SAP Environment Modernization

In February 2026, the Company entered into an agreement for a new upgrade project to SAP S/4HANA and transition to SAP Cloud ERP Private (RISE with SAP), with the aim of modernizing and simplifying the Group's SAP environment. The new cloud architecture will support the Group's multinational operations through a scalable and future-ready platform, tailored to local and regional business needs. At the same time, the new RISE environment lays the foundations for the adoption of SAP Business AI, enabling the gradual integration of AI-driven business flows at the Group level.

Developments in the Middle East

On February 28, 2026, there was an escalation of geopolitical developments in the Middle East, with the start of military operations in the region. The potential impact on the Group includes the increase in the cost of raw materials and energy costs due to the increase in the price of oil, as well as the increase in sea freight rates and the transport time of raw materials to and from Asia. As a consequence of the above factors, the cost of plastic raw materials increased by 100% within a month of the outbreak of the war and is further increasing. At the same time, there is a limitation in the quantities available and uncertainty in the market as to the existence of sufficient materials to fully meet its production needs.



industry if the war lasts for a long time. Concern is created which pushes prices to even greater heights. Despite announcements of a temporary ceasefire between the US and Iran and the gradual opening of the Strait of Hormuz in early April 2026, the situation has not improved.

With regard to the Group's relations from/to the countries of the Middle East that have been affected by these wars, these are limited only to transactions with suppliers and customers, whose purchases and sales, respectively, are not significant for the Group of less than 5% of the corresponding total.

At this stage, the Group's factories have stocks of raw materials for a period of 2-4 months and the management is making an effort to complete the necessary quantities for the next period. The increased costs are estimated to be passed on to the sales prices with any impact on the Group's profit margins being considered manageable, so the main concern is to ensure quantities and timely arrivals. Based on the above and taking into account the current conditions, the Management estimates that the Group's profit before taxes for 2026 will be +/- 10% compared to those of 2025.

The Management constantly monitors geopolitical developments, assesses any impact on pricing policy, supply chain and production costs and immediately takes the most appropriate decisions in the interest of the Group.

There are no other events subsequent to the Balance Sheet date which have a material effect on the Group's financial statements.

Heraklion, Crete, April 22nd, 2026

For Crete Plastics S.A.

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of the Board of
Directors

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**PLASTIKA
KRITIS S.A.**