



Annual Financial Report 2024

For the period from January 1,
2024 to December 31, 2024

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 01.01.2024 - 31.12.2024,
- i. Website for the posting of the annual financial report.

The present **Annual Financial Report for the period 01.01.2024 – 31.12.2024** 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 29, 2025.

This **Annual Financial Report for the period 01.01.2024 – 31.12.2024** is posted on the internet, at the email [address www.plastikakritis.com](mailto:address@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 in 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 2024, 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

(in accordance with Article 4. Par. 2 (c) of Law 3556/2007)

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, Chief Executive Officer,

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 29.04.2025 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 01.01.2024 – 31.12.2024, which were prepared in accordance with the applicable International Financial Reporting Standards, present truthfully the assets and liabilities, the net position and the profit and loss of the Group and 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 presents in a true manner the information required by paragraph 2 of Article 4 of Law 3556/2007.
- c. The attached Sustainability Report has been prepared in accordance with the Sustainability Report Standards and in accordance with the Taxonomy Regulation (EU) 2020/852 and the delegated acts.
- d. 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 29th, 2025.

Heraklion, Crete, April 29th, 2025

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 number 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 2024 (01.01.2024-31.12.2024).

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 an account of the significant events during the year, an analysis of the prospects and risks, an account of the financial results and changes for the period, as well as a list 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 2024

The following table presents the Group's performance for the fiscal year 2024:

Turnover

(Amounts in thousands of euros)

Company	Country	Sales 31.12.2024	Sales 31.12.2023	D%
PLASTIKA KRITIS SA	Greece	185.920	184.381	0,8%
SHANGHAI HITEC PLASTICS CO	China	61.073	63.770	-4,2%
ANHUI HITEC PLASTICS CO LTD	China	10.848	6.307	72,0%
ROMCOLOR 2000 S.A.	Romania	37.882	37.071	2,2%
AGRIPOLYANE S.A.S.U.	France	38.033	33.658	13,0%
GLOBAL COLORS POLSCA S.A.	Poland	33.652	32.240	4,4%
SENKROMA A.S.	Turkey	18.903	13.366	41,4%
GLOBAL COLORS LLC	Russia	27.007	28.139	-4,0%
FOTOVOLTAIKA TRAGANOU AE	Greece	862	701	23,0%
RAINBOW TECHNOLOGIES LTD	Cyprus	652	667	-2,3%
GROUP		385.067	371.664	3,6%

The turnover of the parent company increased by 0.8% (from € 184.4 million to € 185.9 million) while that of the Group increased by 3.6% (from € 371.7 million to € 385.1 million).

The increase in turnover is mainly driven by the subsidiaries of the Anhui Hitec Group, Agripolyane and Senkroma. For Anhui Hitec and Agripolyane, the increase is mainly due to an increase in sales volume, while for Senkroma a combination of an increase in sales volume and selling prices, due to inflation.

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

(Amounts in thousands of euros)

Company	Country	EBITDA 31.12.2024	EBITDA 31.12.2023	D%
PLASTIKA KRITIS SA	Greece	34.743	33.967	2,3%
SHANGHAI HITEC PLASTICS CO	China	10.049	9.577	4,9%
ANHUI HITEC PLASTICS CO LTD	China	2.122	2.578	-17,7%
ROMCOLOR 2000 S.A.	Romania	4.473	4.786	-6,6%
AGRIPOLYANE S.A.S.U.	France	2.503	115	2074,8%
GLOBAL COLORS POLSCA S.A.	Poland	4.099	3.270	25,3%
SENKROMA A.S.	Turkey	2.773	2.281	21,6%
GLOBAL COLORS LLC	Russia	4.518	5.199	-13,1%
FOTOVOLTAIKA TRAGANOU AE	Greece	802	655	22,4%
RAINBOW TECHNOLOGIES LTD	Cyprus	528	583	-9,5%
GROUP		66.750	62.828	6,2%

The parent company's earnings before interest, taxes, depreciation and amortization (EBITDA) increased by 2.3% (from € 34.0 million to € 34.7 million) while the consolidated earnings before interest, taxes, depreciation and amortization of the Group increased by 6.2% (from € 62.8 million to € 66.8 million).



This increase is due to the increase in turnover, with the EBITDA margin of the Group and the Company (EBITDA/turnover) amounting to 17.3% and 18.7% respectively compared to 16.9% and 18.4% in the corresponding period of 2023.

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

(Amounts in thousands of euros)

Company	Country	EBIT		D%
		31.12.2024	31.12.2023	
PLASTIKA KRITIS SA	Greece	30.465	29.112	4,6%
SHANGHAI HITEC PLASTICS CO	China	8.767	8.468	3,5%
ANHUI HITEC PLASTICS CO LTD	China	1.186	1.791	-33,8%
ROMCOLOR 2000 S.A.	Romania	3.843	4.165	-7,7%
AGRIPOLYANE S.A.S.U.	France	1.107	-694	259,7%
GLOBAL COLORS POLSCA S.A.	Poland	3.510	2.710	29,5%
SENKROMA A.S.	Turkey	2.575	2.139	20,4%
GLOBAL COLORS LLC	Russia	4.211	4.911	-14,2%
FOTOVOLTAIKA TRAGANOU AE	Greece	461	340	35,4%
RAINBOW TECHNOLOGIES LTD	Cyprus	528	583	-9,5%
GROUP		56.922	53.466	6,5%

Earnings before interest, taxes, financing and investment results of the parent company increased by 4.6% (from € 29.1 million to € 30.5 million) while the Group's increased by 6.5% (from € 53.5 million to € 56.9 million).

This increase for the Group is mainly due to the increase in turnover, with the EBIT margin of the Group and the Company (EBIT/turnover) amounting to 14.8% and 16.4% respectively compared to 14.4% and 15.8% in the corresponding period of 2023.

Net Profit for the Year

(Amounts in thousands of euros)

Company	Country	Net Profit		D%
		31.12.2024	31.12.2023	
PLASTIKA KRITIS SA	Greece	31.668	28.971	9,3%
SHANGHAI HITEC PLASTICS CO	China	6.754	6.819	-1,0%
ANHUI HITEC PLASTICS CO LTD	China	873	1.173	-25,6%
ROMCOLOR 2000 S.A.	Romania	3.607	3.872	-6,9%
AGRIPOLYANE S.A.S.U.	France	411	-876	146,9%
GLOBAL COLORS POLSCA S.A.	Poland	2.673	2.324	15,0%
SENKROMA A.S.	Turkey	-1.107	-351	-215,5%
GLOBAL COLORS LLC	Russia	3.414	3.813	-10,5%
FOTOVOLTAIKA TRAGANOU AE	Greece	146	255	-42,6%
RAINBOW TECHNOLOGIES LTD	Cyprus	194	453	-57,2%
GROUP		43.584	42.484	2,6%

In terms of profit after taxes, for the Company they increased by 9.3% (from € 29.0 million to € 31.7 million) while the Group's increased by 2.6% (from € 42.5 million to € 43.6 million).

The increase in profit after tax for the Company is primarily due to the increase in income from financial investments and income from participations.



The net profit of the year of the Group's subsidiary in Turkey has been affected by the loss to the net cash position under IAS 29 requirements by € - 4.2 mil. (2023: € - 2.9 million) Excluding this effect, the subsidiary's net profit for the year 2024 amounted to € 2,026 thousand. (2023: € 1,789) showing an increase of 13.3%.

Working capital

(Amounts in thousands of euros)

Company	Country	Working capital		D%
		31.12.2024	31.12.2023	
PLASTIKA KRITIS SA	Greece	185.211	165.656	11,8%
SHANGHAI HITEC PLASTICS CO	China	35.188	28.462	23,6%
ANHUI HITEC PLASTICS CO LTD	China	4.350	2.542	71,2%
ROMCOLOR 2000 S.A.	Romania	23.479	24.019	-2,2%
AGRIPOLYANE S.A.S.U.	France	3.134	3.052	2,7%
GLOBAL COLORS POLSCA S.A.	Poland	14.922	12.809	16,5%
SENKROMA A.S.	Turkey	8.927	6.454	38,3%
GLOBAL COLORS LLC	Russia	14.125	12.504	13,0%
FOTOVOLTAIKA TRAGANOU AE	Greece	166	546	-69,6%
RAINBOW TECHNOLOGIES LTD	Cyprus	180	461	-61,0%
GROUP		294.692	261.645	12,6%

The working capital of the parent company increased by 11.8% (from € 165.7 million to € 185.2 million) while that of the Group increased by 12.6% (from € 261.6 million to € 294.7 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

Liquidity Ratios		Group		Company	
		31.12.2024	31.12.2023	31.12.2024	31.12.2023
General Liquidity	Released	7,37	7,78	8,12	8,35
	Assets/Current liabilities				
Liquidity)	Current assets (excluding Special stocks)/Short-term Obligations	5,11	5,50	6,31	6,68

Activity Indicators

Numerical Indicators		Group		Company	
		31.12.2024	31.12.2023	31.12.2024	31.12.2023
Speed of collection	(Receivables from customers/Turnover)	79	80	105	103
Receivables (days)	x 365				
Payout Speed	(Suppliers/Cost of Sales) x 365	36	29	45	36
Suppliers (days)		131	113	125	100
Traffic Speed	(Inventory/Cost of Sales) x 365				
Stock (days)					



Efficiency Ratios

Numerical Indicators	Group		Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Return on Assets	10,84%	11,37%	12,35%	11,80%
Own Efficiency	12,37%	12,86%	13,73%	13,03%

Capital structure ratios

Capital Structure Ratios	Group		Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Equity to Overall	87,65%	88,43%	89,91%	90,54%

Definitions and agreement of Alternative Performance Measurement Indicators

In the context of decision-making regarding financial, operational and strategic planning, as well as for the evaluation of its performance, the Group uses Alternative Performance Measurement Indicators ("EDMA"). 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 Indicators (EDMA) derived from the financial statements. Alternative Performance Indicators (EDMA) should always be taken into account 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 the entity's normal activities.
Earnings before interest, taxes, depreciation and amortization (EBITDA)	Turnover plus other operating income less the cost of inventories corresponding to the cost of goods sold less total operating expenses before depreciation of fixed assets, depreciation of grants and impairments and before financial and investment activities and taxes.
Earnings before interest, taxes, financial and investment results (EBIT)	Turnover plus other operating income minus the cost of inventories corresponding to the cost of sales minus total operating expenses, before financial and investment activities and taxes.
Net Profit for the Year	Turnover plus other operating income minus cost of inventories corresponding to cost of goods sold less total operating expenses plus/less net financial cost plus/minus foreign exchange gains/(losses) plus/minus profit/(loss) from financial assets plus/minus gain/(loss) from valuation of fixed assets plus participation income plus/minus gain/(loss) on net cash position less income tax.
Working capital	Outstanding assets minus Short-term liabilities.
General liquidity	This indicator depicts the adequacy or not of cash in the company in relation to its current operating needs. It is calculated as the ratio of current assets to short-term liabilities.
Special liquidity	The index provides an indication of the company's current ability to meet the payment of its daily obligations. It is calculated as the ratio of current assets (excluding stocks) to short-term liabilities.
Speed of debt collection (days)	This indicator shows how many days it takes 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.
Supplier Payout Speed (Days)	This indicator shows how many days are required for the company to pay off its obligations to suppliers. It is calculated as the ratio of 365 days to the cost of sales/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 the cost of sales/inventory.
Asset Efficiency	This indicator measures the performance of the company's total assets and allows for the assessment of the efficiency of its operation. It is calculated as the ratio of net profit before tax to total assets.
Return on equity	This indicator illustrates the company's potential for profitability. It is calculated as the ratio of net profit before tax to total equity.
Capital structure ratio	This indicator is used to determine whether there is over-borrowing in a company. It is calculated as the ratio of equity to total funds and liabilities.



Significant events that took place during the year 2024

Installation of a new PV station in Romania

The 3 MW photovoltaic plant was completed within the year on a plot adjacent to the factory of the company ROMCOLOR 2000 SA in Romania.

Implementation of SAP Information System in China

The transition to the SAP information system at ANHUI HITEC PLASTICS in China has been completed.

Resolutions of the General Meeting

On June 28, 2024, the Annual General Meeting of the company took place, where the 94.005% of the shareholders and the following were decided:

- The submission and approval of the Annual Financial Statements (Separate and Consolidated) for the fiscal year 2023, the relevant reports of the Board of Directors and the Certified Auditor of the Company.
- The disposal of net profits. The total amount of the dividend was set at € 13,689,600 (0.50 euros per share) and the commencement of payment commenced on August 8th, 2024. The allocation of net profits of € 1,033,600 which, in accordance with the principles and rules of the International Accounting Standards, had been taken into account for the formation of the profits of the fiscal year 2023, for payment to members of the Board of Directors, who contributed substantially to the achievement of the Company's strategic objectives for the fiscal year 2023, as well as the distribution of net profits of € 1,100,000 from the net profits of the fiscal year 2023 to the company's personnel, was also approved. An amount that will be taken into account in the formation of the profits of the year 2024.
- 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 2023.
- The election of Grant Thornton Certified Public Accountants and Business Consultants S.A. for the regular and tax audit of the fiscal year 2024 and the determination of their remuneration.
- 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 2023 as well as the pre-approval of the payment of remuneration for the fiscal year 2024 to the members of the Board of Directors and the Committees who are not paid a monthly salary nor are they paid remuneration from the profits.
- The amendment of article 4 of the Company's Articles of Association by adding to the Company's objectives its activity in the IT sector due to the constantly evolving and increasing requirements and needs in this field.
- The election of a new Board of Directors of the Company and the appointment of its independent non-executive members. The term of office of the new Board of Directors is five years, in accordance with 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.



- The election of new members of the Audit Committee in accordance with article 44 of Law 4449/2017. The term of office of the Audit Committee is five years, i.e. until June 28, 2029, and is extended until the Ordinary General Meeting whenever it takes place within 2029.

Formation of a new Board of Directors

Following the decision of the Annual General Meeting of the Shareholders of the company on June 28, 2024 for the election of a new Board of Directors and the appointment of its independent members, the Board of Directors at its meeting on June 28, 2024, was formed as follows:

- Ioannis Lempidakis, Chairman (non-executive member)
- Katina-Anna Lempidaki, Vice President (Executive Member)
- Michael Lempidakis, Chief Executive Officer (executive member)
- Emmanuel Lempidakis, Chief Executive Officer (executive member)
- Ioannis Melas, Member (executive)
- Emmanuel Kykrilis, Member (executive)
- Georgios Valergakis, Member (executive)
- Georgios Korkakas, Member (executive)
- Michael Perakis, Member (non-executive)
- Nikolaos Myrtakis, Member (independent non-executive)
- Michael Vlatakis, Member (independent non-executive)
- Georgia Milaki, Member (independent non-executive)
- Christina Chalkiadaki, Member (independent non-executive)

Issuance of tax certificate for the fiscal year 2023 in accordance with article 65A of Law 4174/2013

On November 29, 2024, the tax audit of the Company for the year 2023 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.

Disposal of own shares

Following the decision of the General Meeting, by which it was decided, inter alia, to acquire own shares of the Company in accordance with article 49 of Law 4548/2018 in order to make them available to executives and employees of the company, the Company with the meeting of the Board of Directors on 04.10.2024 decided the distribution of all treasury shares on this date to the employees of the company in the form of a donation due to the completion of 50 years of its operation in accordance with the provisions of article 114 of Law 4548/18.

Therefore, on 17.10.2024 they were made available free of charge by the Company through an over-the-counter transfer

1,320 own common registered shares, to members of the Board of Directors and its staff with the total value of the allotted shares amounting to € 18,612 taking into account the closing price of € 14.1 of the previous business day. Also, on 11.12.2024, the remaining 5,015 own common registered shares were distributed free of charge by the Company through an over-the-counter transfer to members of the Board of Directors and its staff, with the total value of the shares disposed of amounting to € 72,216, taking into account the transfer price of € 14.4.



Following the above distributions, the Company, as of 31.12.2024, does not hold any treasury shares nor has it made any new purchases.

Outlook for 2025

The demand for our products is increased compared to last year in terms of plastic sheets and slightly reduced for the masterbatches sector. We work to develop new markets and applications by strengthening our sales strength and R&D actions to differentiate and gain competitive advantages based on our technology.

Sea freight rates are reduced, which reduces transport costs and enhances our competitiveness in distant markets.

The imposition of an anti-dumping duty on imports of titanium dioxide originating in China and the ban on the import of soot from Russia imposed by the European Union, reduces the competitiveness of European masterbatches industries. Our company is already forced to import white masterbatch from our factory in China as a substitute for products we produced in Europe.

There has been no tariff on the products we export to the US and the European Union has postponed the imposition of additional tariffs on the raw materials we import from the US - but if such tariffs apply in the future, they will deal a blow to our competitiveness and profitability.

Based on today's data, the Management's estimates are that for 2025 the level of sales and profitability will be at the levels of 2024.



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 and 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 Directorates/Departments in cooperation 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 to deal 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.

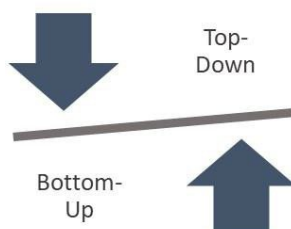




Risk Management Model Risk

Identification

The identification of business risks includes two dimensions (Top-Down and Bottom-Up) that aim to identify key business risks as well as to identify inherent risk factors associated with them. The identification of business risks (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:

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

The purpose of the business risk analysis is to assess the impact and probability of each risk occurring, to calculate the level of inherent risk, to assess 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 the Directorates/Departments and based on which, the participants in the identification of risks, should assess the potential impact of the risks on the objectives and operations of the Company.
- **Likelihood:** Represents the probability of risk occurring. In particular, probability is the assessment and evaluation of the frequency of occurrence of a risk within a specified period of time. In order to assess the 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 assess 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 to manage the identified and assessed risks.

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

- Risk Tolerance
- Risk Response
- Transfer of risk
- Risk Termination

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 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 the 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 placed by the Russian government on the payment of dividends abroad have limited the possibility for the repatriation of the subsidiary's profits.

Developments in the Middle East:

Despite the ceasefire between Israel and Hamas, the situation in the Middle East region remains tense, but without affecting the Group's activities beyond the increase in sea freight rates and the transport time of raw materials from Asia.

Developments in America:

Donald Trump's re-election as US President raises challenges for Europe in trade, defence 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 US, while creating a strong uncertainty about a global recession. There has been no tariff on the products we export to the USA and the European Union has postponed the imposition of additional tariffs on the raw materials we import from the USA, 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 cannot be determined at this point in time.

Management: The Group constantly monitors the developments in these countries and immediately takes 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 transport to and from Russia.

Rating: The Group's exposure to geopolitical risks and uncertainties is quite high and has increased compared to the past.

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.

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 agreements with important customers the determination of the price of the products.



Assessment: 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. There is also no significant change in the risk assessment compared to the previous year.

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

Risk: The commitments of states regarding climate change and technological progress create new data and expectations and bring about changes in structures, systems and processes. The aim is to adapt to new conditions and sustainable development. Failure to adapt to the new data may jeopardize the Group's growth 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. This risk has increased compared to the previous year due to the new regulations and requirements (Adoption of the European CSRD Directive & Scope 3 GHG emissions).

Risk 4: Credit risk

Risk: Credit risk is the risk of potential loss to the Group in the event that a customer fails to meet its contractual obligations. The maximum exposure to credit risk is the carrying amount of their financial assets that appear on the balance sheet as well as off-balance sheet items which include guarantees granted by the Company to banking institutions and suppliers for financing or providing credit for the purchase 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 high. However, the measures taken by the Management to limit the risk and the adequate provisions that have been formed to cover the risk based on the requirements of IFRS 9, result in the risk being manageable. The Group's exposure has decreased compared to the previous year due to the reduction of overdue balances of more than 180 days.

The following table shows the Group's and the Company's exposure to credit risk and an analysis of the customers' coming of age on 31.12.2024 and 31.12.2023 is made:



(Amounts in thousands of euros)

Breakdown of customer balances in	Group		Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Delay				
Timely Requirements	71.508	60.129	45.993	37.849
Overdue Claims:				
01-30 days	6.033	8.500	4.252	6.408
31-90 days	3.374	10.396	1.527	6.090
91-180 days	1.094	1.857	774	1.146
180 and over	5.885	6.406	4.328	5.538
Partial total	87.895	87.288	56.873	57.032
Predictions of risky customers	-4.316	-5.500	-3.516	-4.772
Total	83.578	81.787	53.358	52.260

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 zlotys, Turkish lira, Chinese renminbi and Russian ruble, whose exchange rates with the euro change significantly. In addition, the Group is exposed to foreign exchange risk from investments in non-euro area countries 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 exchange rate (Russia) in 2024 showed the first signs of improvement as it changed from 99.192 on 31.12.2023 to 92.418 on 30.06.2024 (appreciation of the ruble). Subsequently, the exchange rate showed an upward trend, exceeding 101 points, affected by the latest developments, with the exchange rate on 31.12.2024 being at 106,103 points, while in 2025 it shows a drop (appreciation of the ruble) below 95 points against the euro. Also, the TRY/EUR (Turkey) exchange rate changed by 4,084 points from 32,653 on 31.12.2023 to 36,737 on 31.12.2024, continuing the upward trend in 2025, exceeding 40 points against the euro for the first time due to internal developments in the country. As a result, the value of the Group's investments in these countries is impaired.

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 and Turkey, countries where the exchange rate of the local currency in relation to the euro changes significantly. This risk has also increased compared to the previous year. In the other countries in which the Group operates, the risk is lower and does not show significant changes.

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 foreign currency change vs. Euro	Impact on Net Profit Group			
	2024		2023	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY	-278	307	-329	364
TRY	-40	45	-67	74
RON	-103	114	-145	160
PLN	-119	132	-101	112
RUB	-147	163	-177	196
USD	-244	270	-128	142
GBP	-3	4	-4	5

(Amounts in thousands of euros)

Possible foreign currency change vs. Euro	Impact on Equity Group			
	2024		2023	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY	-4.865	5.377	-4.652	5.142
TRY	-218	241	-349	386
RON	-1.250	1.382	-1.394	1.541
PLN	-1.076	1.189	-923	1.020
RUB	-941	1.040	-867	959
USD	-986	1.089	-533	589
GBP	-20	22	-26	29

(Amounts in thousands of euros)

Possible foreign currency change vs. Euro	Impact on Net Profit Company			
	2024		2023	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
USD	-81	90	-44	49
GBP	-3	4	-4	5
CNY	5	-6	6	-7

(Amounts in thousands of euros)

Possible change of foreign currency against Euro	Impact on Company Equity			
	2024		2023	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
USD	-479	529	-254	281
GBP	-20	22	-26	28
CNY	30	-33	34	-37

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. There is also no significant change compared to the previous year in the risk assessment.

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

(Amounts in thousands of euros)

Group 31.12.2024	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 liabilities	84	-	-	-	266	350
Suppliers	27.632	356	396	52	-	28.435
Short-term loans	2.863	-	-	-	-	2.863
Current Income Tax	2.421	-	1.709	-	-	4.130
Other liabilities & interim 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)

Group 31.12.2023	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	229	230	461	3.028	1.350	5.298
Lease obligations	110	91	188	1.079	465	1.932
Other long-term liabilities	77	-	-	-	263	340
Suppliers	20.694	1.348	76	30	2	22.151
Short-term loans	1.821	-	-	-	-	1.821
Current Income Tax	1.772	-	932	-	-	2.704
Other liabilities & interim accounts	5.883	1.012	1.123	36	218	8.273
Total	30.587	2.681	2.781	4.174	2.298	42.520

(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 liabilities & interim accounts	3.079	519	1.268	-	58	4.924
Total	21.400	700	3.264	720	325	26.409

(Amounts in thousands of euros)

Company 31.12.2023	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	-	-	-	-	-	-
Lease obligations	48	48	98	906	55	1.155
Other long-term liabilities	-	-	-	-	263	263
Suppliers	13.336	77	-	-	2	13.415
Short-term loans	-	-	-	-	-	-
Current Income Tax	1.623	-	743	-	-	2.366
Other liabilities & interim accounts	2.885	406	1.000	-	218	4.509
Total	17.891	531	1.841	906	538	21.708

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 no significant change compared to the previous year 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)

	Group December 31st		Company December 31st	
	2024	2023	2024	2023
Capital Risk				
Long-term borrowing	5.851	5.933	720	961
Short-term borrowing	4.115	3.118	195	193
Total Borrowing	9.965	9.052	915	1.155
Total Equity	455.128	414.974	290.562	270.339
Loan Leverage Ratio				
Customized	2,19%	2,18%	0,32%	0,43%



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.

This section should be taken into account in conjunction with the section "**4. Management financial risk**" notes to the following financial statements, for a better understanding.



Transactions with related parties

The transactions of the Parent Company with its Subsidiaries for the fiscal year 2024 and 2023 are presented in the table below:

For the year 2024:

(Amounts in EUR)

Subsidiary Company	1.1-31.12.2024						
	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
SENKROMA 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)

Subsidiary Company	31.12.2024				
	Trade Requirements	Other Short-Term Requirements	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	867.972	-	101.542	-	-
GLOBAL COLORS POLSCA S.A.	407.602	-	0	-	-
SENKROMA 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

For the year 2023:

(Amounts in EUR)

Subsidiary Company	1.1-31.12.2023						
	Stock Sales	Stock Purchases	Interest income	Other revenue	Other costs	Fixed Asset Sales	Fixed Asset Markets
ROMCOLOR 2000 S.A.	2.573.456	176.188	-	4.012.977	7.625	-	-
GLOBAL COLORS POLSCA S.A.	1.910.802	884	-	36.011	-	-	-
SENKROMA A.S.	2.697.483	66.482	304	23.739	51.419	-	3.056
SHANGHAI HITEC PLASTICS CO	2.091.997	193.618	-	51.352	-	-	58.097
ANHUI HITEC PLASTICS CO	409.467	1.150.722	-	515.442	-	-	25.392
GLOBAL COLORS LLC	641.287	-	-	10.945	-	-	-
AGRIPOLYANE S.A.S.U.	6.769.569	342.481	212.057	11.918	2.503	-	-
PHOTOVOLTAICS TRAGANOU AE	-	-	-	221.700	-	-	-
ETEPLA	-	-	-	-	-	-	-
TOTAL	17.094.061	1.930.375	212.361	4.884.084	61.547	-	86.544



(Amounts in EUR)

Subsidiary Company	31.12.2023				
	Commercial	Other Short-Term Requirements	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	572.882	-	-	-	-
GLOBAL COLORS POLSCA S.A.	659.078	-	-	-	-
SENKROMA A.S.	1.221.926	-	8.208	-	-
SHANGHAI HITEC PLASTICS CO	124.322	-	7.399	-	-
ANHUI HITEC PLASTICS CO		-	83.051	-	-
GLOBAL COLORS LLC	3.859	-	-	207.203	-
AGRIPOLYANE S.A.S.U.	2.338.710	67.450	300	-	6.000.000
PHOTOVOLTAICS TRAGANOU AE	2.088	-	-	-	-
ETEPLA	23.017	-	-	-	-
TOTAL	4.945.882	67.450	98.957	207.203	6.000.000

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:

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Sales of goods and services	305	306	305	287
Purchases of goods and services	384	351	384	351
Other income	-	1.006	-	1.006
Other expenses	-	22	-	22
Transactions and remuneration of senior managers and members of the management	961	476	961	476
	2.698	2.722	1.666	1.527
	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023

(Amounts in thousands of euros)

Claims from other related parties	2.027	1.982	2.027	1.982
Obligations to other related parties	153	266	153	168
Requirements from managers and members of the management	2	2	1	0
Obligations to managers and members of the management	1.455	1.415	1.455	1.415

Information on employment issues

The Group on 31.12.2024 employed 1,236 people and the Company 499 people, compared to 1,201 people and 477 on 31.12.2023 respectively.

A basic principle that governs the operation of the Group is the continuous training of the 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 held in 2024.

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, in which specialized scientists collaborate with other areas of the Group and create new products and solutions. This laboratory is one of the most complete in the plastics industry.



At the same time, the experimental agronomic station in Heraklion has been created, 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 according to the characteristics of the plastic cover sheet. This station has allowed us to draw useful conclusions not only about the quality of plastic sheet but also about its effect on plants (earliness, fruit size, production yield). It is equipped with a complete weather 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

The General Meeting of the Company's shareholders of June 30, 2023 decided, inter alia, the acquisition of up to 100,000 own shares of the Company in accordance with article 49 of Law 4548/2018 for the purpose of their distribution to executives and employees of the Company. The price range of the shares that are



to be acquired and disposed of will range from €10 to €20 per share, and their acquisition time will not exceed 24 months. The shares acquired will be distributed to the company's executives and employees either in the form of an option in accordance with article 113 of Law 4548/2018, or in the form of a donation in accordance with article 114 of Law 4548/2018.

Following the decision of the General Meeting, by which it was decided, inter alia, to acquire own shares of the Company in accordance with article 49 of Law 4548/2018 in order to make them available to executives and employees of the company, the Company with the meeting of the Board of Directors on 04.10.2024 decided the distribution of all treasury shares on this date to the employees of the company in the form of a donation due to the completion of 50 years of its operation in accordance with the provisions of article 114 of Law 4548/18.

Therefore, on 17.10.2024 they were made available free of charge by the Company through an over-the-counter transfer

1,320 own common registered shares, to members of the Board of Directors and its staff with the total value of the allotted shares amounting to € 18,612 taking into account the closing price of € 14.1 of the previous business day. Also, on 11.12.2024, the remaining 5,015 own common registered shares were distributed free of charge by the Company through an over-the-counter transfer to members of the Board of Directors and its staff, with the total value of the shares disposed of amounting to € 72,216, taking into account the transfer price of € 14.4.

Following the above distributions, the Company, as of 31.12.2024, does not hold any treasury shares nor has it made any new purchases.

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 at a 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 and the health and safety of its employees on the other.

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 factory in Heraklion, with a capacity of 8,000 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 plastics factories in Greece for various uses



(plastic bags, irrigation hoses, 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 in its factories in Greece for the production of its products 45,354 MWh, 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 2024 which is presented in a next section.

Further information is disclosed in the Sustainability Report.

Events after the Balance Sheet date

On 31.12.2024, the head of the Internal Audit department, Nikolaos Mastorakis, retired. By the 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.

On 26.02.2025, the European Commission published the first 'Omnibus' package aimed at simplifying the European Union's sustainability reporting rules on the EU Green Deal. The proposals cover the Corporate Sustainability Reporting Directive (CSRD), the Classification Regulation and other relevant regulations. The Company is monitoring the relevant developments with a view to adapting its Sustainability Report to the new regulations in the future, if they are approved by both the European Commission and the national authorities.

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 Euro 0.98 per share. All shares are listed for trading on the Athens Stock Exchange Securities Market, in the Medium and Small Cap category. The Company's shares are common registered shares 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 31.12.2024, the following shareholders hold more than 5% of the share capital:

Surname	Name	Own shares	KEM Shares	Shares	voting
Lempidakis	Emmanuel		27,608%	27,608%	26,000%
Lempidakis	Michael	0,325%	24,934%	25,259%	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%	27,608%	28,339%	0,730%
Lempidakis	Anastasios	0,691%	8,499%	9,190%	0,691%
Lempidakis	Apostle	0,679%	8,499%	9,178%	0,679%
Lempidakis	Ioannis Mich.	0,675%	8,499%	9,174%	0,675%

Emmanuel Lempidakis and Ioannis Emm. Lempidakis, in their capacity as co-beneficiaries of a Joint Investment Share (K.E.M.) which includes titles issued by "PLASTIKA KRITIS S.A. COMMERCIAL AND INDUSTRIAL SOCIETE ANONYME", regulated by the contracts of 31/7/2024 and 12/8/2024 that the orders regarding the above securities, which are included in the above K.E.M., will be transmitted only if they are granted by a document of a certain date and with confirmation of the authenticity of the signature of both.

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 the 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 (CCAC) the revised Corporate Governance Code of the Hellenic Corporate Governance Council (HCGC), as published in June 2021, to which the Code declares that it belongs.

This Code constitutes the Hellenic Corporate Governance Code for Companies with transferable securities listed on a regulated market operating in Greece and meets 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 Greek Corporate Governance Code for Listed Companies issued in 2013 by the HCGC.

The 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 voluntarily implements.

The Company first confirms with this statement that it faithfully and unswervingly 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 must be met by the adoption and implementation 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 discrepancies (including the case of non-application), 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 "S". For those of which 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

A. There is no Regulation of Operation of the Board of Directors. Justification: The requirements of such a regulation specifically 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 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 information of the members.

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.

1.2.2. Size and composition of the Board of Directors

1.2.2.1. Composition of the Board of Directors

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.

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 who



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 objectives.

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 based on gender.

Law 5178/2025 introduced amendments to the representation of both sexes on the Board of Directors, the most basic of which concerns the increase in the percentage of the underrepresented gender from 25% to 33%. This change requires the representation on the Board of Directors of 4 women instead of 3 women, which applies until now for the Company with its validity starting from 30.06.2026. The company will take the required actions in a timely manner in order to meet the new requirements and the preparation of the special annual report.

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 a Senior Independent Director.

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.

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 independent non-executive members and lead the Chairman's evaluation.

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 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.

1.2.2.2. Remuneration of members of the Board of Directors

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 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.

Reasons:

The granting of bonuses to the executive members of the Board of Directors is a provision of the



remuneration policy and is attributed after the approval of the audited financial statements by the Board of Directors and the General Meeting.

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

1.2.3.1. Corporate Secretary

A. The Board of Directors is not supported by a qualified and experienced corporate secretary in the sense given in the Corporate Governance Code.

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.

B. The Corporate Secretary is not himself exclusively responsible, in consultation with the Chairman, to ensure the immediate, clear and complete information of the Board of Directors, the integration 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.

Reasons:

The above argument is valid.

Part B – Corporate interest

1.2.4. Duty of Faith and Diligence

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.

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 Rules of Procedure.

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.

Part C – Internal Control 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.
- An approved organizational chart in full development, for all levels of the 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 they face and the person in charge of each process and are also evaluated in the context of an 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 implements the provisions of the above applicable legislative framework regarding Corporate Governance. They do not exist at this point in time



practices 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 staff, which meet the Corporate objectives. Thus, the members of the Board of Directors have the required knowledge, skills and experience to perform their duties in accordance with 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>.

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 the members in a single General Assembly 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 types of dependency relationships, which may influence their decisions and their independent and objective judgment. The independent members are appointed by the General Meeting of shareholders. The Board of Directors determines whether a 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 system of remuneration or benefits related to performance, 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 holding 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/her appointment, or of a related Company, provided that such 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 to it. Such a relationship exists in particular when the person is an important supplier or an important 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,

cg) is an executive member of another company, in the Board of Directors of which an executive member of the Company participates as a non-executive member.

The Board of Directors shall take the necessary measures to ensure compliance with the above and in this context shall review on an annual basis the fulfilment of the conditions herein by its independent members.

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 General Meeting of July 26, 2019, elected the Board of Directors of the Company, which consists of the following members:

1. Ioannis Lempidakis, Chairman of the Board of Directors of the Company (non-executive member)
2. 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 (non-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. Emmanuel Andreadakis, Member of the Board of Directors of the Company (independent non-executive)
11. Dimitrios Armao, Member of the Board of Directors of the Company (independent non-executive)

The Board of Directors of the Company, by its decision at the meeting of August 21, 2020, appointed Mr. Emmanuel Kykrilis as an executive from a non-executive member. On November 12th, 2020, the Extraordinary General Meeting of the Shareholders of the Company was held, where 89.239% of the shares were represented and it was decided to approve the election of replacements of the resigned members of the Board of Directors, the election of new members, the appointment of its independent members and the determination of the number of members of the Board of Directors.

Following the above, the Board of Directors was reconstituted into a body for the remainder of its term of office, which ended on 28.06.2024, as follows:

1. Ioannis Lempidakis, Chairman of the Board of Directors of the Company (non-executive member)
2. 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)

The members of the Board of Directors were re-elected as they are by the Annual General Meeting of June 28th, 2024. 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 Heraklion Chamber of Commerce (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 Chairman of the Board of Directors, with responsibility for the Company's Financial Management 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 the Export Manager of PLASTIKA KRITIS and since 1992 he has been the CEO of the Company with responsibility for Marketing & Sales, Raw Material Procurement and R&D.
4. Emmanuel 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), a real estate investment consultant, a real estate agency owner, a certified broker and a member of the Association of Realtors 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 for our Company since 1984. He is currently the Technical Director of the Group 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 Higher School of Agriculture of Athens and has worked at Dupont and since 1992 in our Company. Today he is the Director of Marketing and Sales of the Sheets and Tubes sector and an executive member of the Board of Directors.
8. Georgios Valergakis, son of Myron: He was born in 1962. He is an economist with many years of experience in accounting-tax-labor issues. He has been with 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 with the Company since 1994 and is currently General Manager of the Masterbatches sector and 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 well-known



Entrepreneur 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: She 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, son of Minas-Stylianos: She was born in 1976 and lives in Heraklion. He 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 detailed CVs of the members are posted on the Society's website.

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 19 (nineteen) times during the year.

- The members of the Board of Directors Ioannis Lempidakis, Katina-Anna Lempidaki, Emmanuel Lempidakis, Michael Lempidakis, Michael Perakis, Ioannis Melas, Georgios Valergakis, Nikolaos Myrtakis and Christina Chalkiadaki, participated in all the meetings.
- Mr. Georgios Korkakas participated in the meetings except for one, due to an extraordinary business trip.
- Mr. Emmanuel Kykrilis participated in the meetings except for one, due to a business trip.
- Mr. Michael Vlatakis participated in the meetings except for one, due to professional obligations.
- Ms. Georgia Milaki participated in the meetings except for two, due to professional obligations, in one of which she was represented by Mr. Ioannis Lempidakis.

TABLE OF MEETINGS OF THE BOARD OF DIRECTORS (1/2)										
2024										
MEMBERS OF THE BOARD OF DIRECTORS	MEETING 19/01/2024 *	MEETING 15/02/2024	MEETING 03/04/2024 *	MEETING 04/04/2024 *	MEETING 24/04/2024	CONNECTION 29/05/2024	MEETING 06/06/2024 *	MEETING 28/06/2024	MEETING 17/07/2024 *	MEETING 19/07/2024 *
LEMPIDAKIS IOANNIS	+	+	+	+	+	+	+	+	+	+
LEMPIDAKI KATINA-ANNA	+	+	+	+	+	+	+	+	+	+
LEMPIDAKIS EMMANOUIL	+	+	+	+	+	+	+	+	+	+
LEMPIDAKIS MICHAEL	+	+	+	+	+	+	+	+	+	+
MELAS IOANNIS	+	+	+	+	+	+	+	+	+	+
KYKRILIS EMMANOUIL	+	+	+	+	+	+	+	+	+	+
KORKAKAS GEORGIOS	+	due to professional travel	+	+	+	+	+	+	+	+
VALERGAKIS GEORGIOS	+	+	+	+	+	+	+	+	+	+
MYRTAKIS NIKOLAOS	+	+	+	+	+	+	+	+	+	+
VLATAKIS MICHAIL	+	+	+	+	+	due to professional obligations	+	+	+	+
PERAKIS MICHAEL	+	+	+	+	+	+	+	+	+	+
CHALKIADAKIS CHRISTINA	+	+	+	+	+	+	+	+	+	+
MILAKI GEORGIA	+	+	+	+	+	due to professional obligations	+	+	+	+



TABLE OF MEETINGS OF THE BOARD OF DIRECTORS (2/2)									
2024									
MEMBERS OF THE BOARD OF DIRECTORS	MEETING 06/08/2024 *	MEETING 03/09/2024 *	MEETING 05/09/2024 *	MEETING 16/09/2024 *	MEETING 24/09/2024	MEETING 02/10/2024 *	MEETING 04/10/2024 *	MEETING 31/10/2024	MEETING 07/11/2024 *
LEMPIDAKIS IOANNIS	+	+	+	+	+	+	+	+	+
LEMPIDAKI KATINA-ANNA	+	+	+	+	+	+	+	+	+
LEMPIDAKIS EMMANOUIL	+	+	+	+	+	+	+	+	+
LEMPIDAKIS MICHAEL	+	+	+	+	+	+	+	+	+
MELAS IOANNIS	+	+	+	+	+	+	+	+	+
KYKRILIS EMMANOUIL	+	+	+	+	+	+	+	due to business trip	+
KORKAKAS GEORGIOS	+	+	+	+	+	+	+	+	+
VALERGAKIS GEORGIOS	+	+	+	+	+	+	+	+	+
MYRTAKIS NIKOLAOS	+	+	+	+	+	+	+	+	+
VLATAKIS MICHAIL	+	+	+	+	+	+	+	+	+
PERAKIS MICHAEL	+	+	+	+	+	+	+	+	+
CHALKIADAKIS CHRISTINA	+	+	+	+	+	+	+	+	+
MILAKI GEORGIA	+	+	+	+	due to professional obligations (warranty)	+	+	+	+

* 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 15th, 2022 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 2024 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 2024 (01.01.2024-31.12.2024) and explains the implementation of the approved remuneration policy, will be the subject of the agenda of the Ordinary 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 31.12.2024. Some members of the Board of Directors also hold the status of Executives.



Members	Number of shares directly hold with the right to	Percentage
	voting	Participation
Ioannis Lempidakis	803.784	2,94%
Katina-Anna Lempidaki	93.998	0,34%
Michael Lempidakis	6.629.249	24,21%
Emmanuel Lempidakis	7.118.592	26,00%
Ioannis Melas	4.768	0,02%
Emmanuel Kykrilis	400	0,00%
Georgios Valergakis	12.925	0,05%
Georgios Korkakas	1.269	0,01%
Michael Perakis	720.000	2,63%
Nikolaos Myrtakis	-	0,00%
Michael Vlatakis	109.580	0,40%
Christina Chalkiadaki	1.000	0,00%
Georgia Milaki	-	0,00%

Member of the Audit	Number of shares held	Percentage
Pavlos Baritakis	-	0,00%

2.6. Audit Committee

2.6.1 Appointment of EU members

The General Meeting of July 26, 2019 elected the Audit Committee, as provided for by article 44 of Law 4449/2017, as an independent Committee of the Board of Directors which consists of two (2) members of the Board of Directors, of which at least one is an independent non-executive member, and the third member is not a member of the Board of Directors and is independent of the Company within the meaning of the provisions of article 4 of Law 3016/2002 and appointed as members of the Audit Committee, for their five-year term:

1. Maria Kapetanaki, who is not a member of the Board of Directors and has the conditions of independence of article 4 of Law 3016/2002, as President.
2. Emmanuel Andreadakis (independent non-executive member of the Board of Directors), as a member.
3. Emmanuel Kykrilis (non-executive member of the Board of Directors), as a member.

By decision of the Board of Directors of August 21st, 2020, the member of the E.C., Mr. Emmanuel Kykrilis, was replaced by the independent non-executive member of the Board of Directors, Mr. Dimitrios Armaos.

By decision of the General Assembly of November 12, 2020, the replacement of the resigned members of the E.C. Mr. Emmanuel Andreadakis and Mr. Dimitrios Armaou by Nikolaos Myrtakis and Michael Perakis was approved and the E.C. was reconstituted as a body as follows:

1. Nikolaos Myrtakis (independent non-executive member of the Board of Directors), Chairman.
2. Maria Kapetanaki, who is not a member of the Board of Directors and has the conditions of independence of article 4 of Law 3016/2002, member.
3. Michael Perakis (non-executive member of the Board of Directors), member.



By decision of the Board of Directors of June 8, 2021, the member of the E.C., Mrs. Maria Kapetanaki, who was a third person, independent of the Company, not a member of the Board of Directors, was replaced by Mr. Pavlos Baritakis, also a third person, independent of the Company, not a member of the Board of Directors.

By decision of the General Assembly of June 30, 2021, the replacement of the resigned member of the E.C., Mr. Maria Kapetanaki, by Mr. Pavlos Baritakis, was approved and the E.C. was reconstituted into a body 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, third 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 members of the Audit Committee were re-elected as they were by the decision of the Annual Ordinary General Meeting of June 28, 2024 for a five-year term.

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. It maintains an organized Accounting-Tax office. He is the Representative of the Union of Freelance Tax Consultants of Heraklion, of which he served as President from 1999 to 2018, in the Panhellenic Federation of Tax Consultants of Greece and now serves as Chairman of its Audit Committee. He is also a Regional Councilor of Crete from 01/09/2019 and President of the Regional Council of Crete from 09/09/2019 until today. He is also a member of the Board of Directors of the Union of Mayors of Crete from 01/03/2018 until today. He was a member of the Board of Directors of the P.E.D. of Crete from 10/12/2014 to 31/08/2019, member of the Board of Directors of the Organization of the Prefecture of Heraklion ODEJO from 01/01/2007 to 31/12/2010, member of the Committee of Mountainous Municipalities of K.E.D.E. from 01/09/2014 to 31/08/2019, mayor of Viannos from 01/01/2011 to 31/08/2019 and his re-election in the last municipal elections, member of the Board of Directors of the Federation of Professionals, Craftsmen and Merchants for the three-year period 2008-2010 and Deputy Governor at the Venizelio Pananio General Hospital of Heraklion in 2010.

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 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 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 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.
- Is informed by the Auditor or the Audit Office of any matter related to the



and the results of the statutory audit. In the context of this briefing, it will report on the weaknesses of the internal control system, in particular 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 necessary. At the same time, it is informed about any assigned special project but also about 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 oversees the management of the Group's main risks and uncertainties. In this context, it evaluates the effectiveness of the policies, procedures and methods used by the Group to identify and monitor risks with an emphasis on financial reporting, addressing the main ones through the internal control system and the Regulatory Compliance, Risk Management and Internal Control Services, as well as their disclosure to disclosed financial information in an appropriate manner.
- Receives and evaluates the submitted reports on risk management at the corporate and Group level. It also outsources a risk management study, if 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 or revocation of the heads of the Regulatory Affairs and Risk Management Department and the Shareholder Services and Corporate Announcements Department. Consults with the Remuneration Committee before the latter approves the compensation/remuneration of the heads of the Regulatory Affairs and Risk Management and Shareholder Services Departments and



Corporate Announcements.

The duties and responsibilities of the above committee are described in detail in its internal regulation of operation.

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 planning of the annual plan of regular audits, the quarterly reports and the annual report of the audits of the Internal Audit Service
- 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 2023
- the Report of the independent non-executive members of the Board of Directors for the fiscal year 2023
- the Sustainable Development Report for the fiscal year 2023 and the targets for 2024
- the semi-annual as well as the annual report and the work plan of the Regulatory Compliance and Risk Management Unit
- 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, 2023
- the Audit Report of the Head of the Internal Audit Department on the annual financial statements for the fiscal year 2023
- the proposal for the election of a regular and alternate Certified Auditor for the audit of the fiscal year 2024 and the determination of their remuneration
- recommending the selection of Certified Auditors for the Group's subsidiaries for the audit of the fiscal year 2024
- informing the Committee by the Independent Certified Auditor of the review report of the half-yearly Financial Statements of the Company and the Group and the results of the review for the period ended 30.06.2024
- the briefing of 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, 2024
- the implementation of the framework of the Corporate Governance System
- the proposal for the determination of the scope and scope of the work of the three-year assessment of the adequacy of the Corporate Governance System
- the examination of the report of the Legal Advisor on the Company's disputed cases



- the evaluation of the offer for the study of deviations of the Corporate Governance System for the period 17.07.2021 – 31.12.2024.
- the evaluation of the bid for the assurance report on the sustainability report.
- the amendment of the Rules of Procedure of the Audit Committee

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

The Audit Committee met 6 (six) 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 Company's Board of Directors of June 28, 2024 for a five-year term.

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 is in quorum when a majority of its members are present, one of whom is necessarily the President. Decisions are taken by a simple majority of all its members and not just those present.

The Committee may, by decision of its President, meet lawfully 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 contained in the final draft of the annual remuneration report, providing its opinion to the Board of Directors, prior to its submission



report to the General Assembly, 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 2023
- the remuneration of the members of the Board of Directors and the completeness check of the Remuneration Report for the year 2023.
- the planned procedure for the election and individual and collective suitability of the members of the Board of Directors and the Committees for the year 2024

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

The Remuneration and Nomination Committee met 4 (four) 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 allocate the time required for the performance of their duties based on the job description, their role and their duties. In determining the adequacy of time, the capacity and responsibilities assigned to the member of the Board of Directors, the number of positions he/she may hold in other Boards of Directors and the resulting capacities held by this member at the same time, as well as his/her 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, an independent non-executive member of the Board of Directors, works in a managerial position in the retail sector.

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



Mr. Michael Perakis, non-executive member of the Board of Directors, maintains a real estate agency and is a co-manager of the Real Estate Rights Company L. 62 Witnesses.

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 Crete Plastics and former president of Etepla SA.

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

Mr. Michael Lempidakis, CEO of Plastika Kritis S.A., is also the Chairman of the Board of Directors of Agripolyane S.A., Global Colors Polska S.A., Romcolor S.A., Global Colors LLC, Senkroma A.S., former member of the Board of Directors of Shanghai Hitec Plastics CO Ltd, former Managing Director and current member of the Board of Directors of Etepla SA and co-manager of the Real Estate Rights Society L. 62 Witnesses.

Mr. Emmanuel Lempidakis, CEO of Crete Plastics S.A., is also Vice Chairman of the Board of Directors of Senkroma A.S. and a member of the Board of Directors of Global Colors Polska S.A., Romcolor S.A., Global Colors LLC, Photovoltaics Traganou S.A., Etepla S.A. and former member of the Board of Directors of Shanghai Hitec Plastics CO Ltd.

Mr. Georgios Valergakis, executive member of Plastika Kritis S.A., is also a member of the Board of Directors of Senkroma A.S., Global Colors Polska S.A., Romcolor S.A., Global Colors LLC, Vice President and CEO of Sun Partners SA, current 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 S.A., is also a member of the Board of Directors of Senkroma A.S., Romcolor S.A., Photovoltaics Traganou SA, former member of the Board of Directors of Shanghai Hitec Plastics CO Ltd. and Vice Chairman of the Board of Directors of 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., is also a 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 was established for the assessment of the suitability of the members of the Board of Directors and its Committees at a collective and individual level. This assessment 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 material for the evaluation of the criteria of collective and individual suitability, as described in the Company's Suitability Policy. The criteria for individual suitability shall primarily include the guarantee of morality and reputation, the adequacy of knowledge, skills and experience, the assessment of 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) who was found not to meet the eligibility criteria in terms of the Company's Suitability Policy.

During the last evaluation carried out during the first quarter of this year and related to the year 2024, no inherent weaknesses were found and 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 criteria of individual and collective suitability 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 in order to comply in particular with articles 99 – 101 of Law 4548/2018, which includes the general policy that governs and 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. The following working groups report to the Commission:

- 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 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 gender representation. According to 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;
- voting procedures, the conditions for 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. The rights and 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 for by the Law and the present Articles of Association.

Each share confers 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 procedure of interim measures. This decision shall determine 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 disclosed, 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 at the same time shall be made available to the shareholders on the Company's website. together with the justification or draft decision 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 applicant shareholders are 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 paragraph 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 recorded 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 shall be resolved by the court by a decision issued in the course of the interim measures. With the same decision, the court also obliges the Company to provide the information it refused. The decision is not subject to appeal.

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 when exercising the relevant right. Such proof may be provided 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

Internal Control System is defined as all 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 efficient operation. The Internal Control System aims in particular at the following 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 provided by the



are 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 prerequisite for the adequacy and effectiveness of the Internal Control System is the proper functioning of the Risk Management System.

Crete Plastics 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
- Contractual and regulatory risk

The main categories of non-financial risks identified to the Company relate to occupational health and safety, facility safety, climate change, risks that could potentially directly or indirectly affect the smooth operation of the Company.

Areas considered to be at high risk are monitored through appropriate control systems. Indicatively, the existence of the Operating Regulation, 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



from the units of Regulatory Compliance, Risk Management, Quality Assurance and Health and Safety.

All activities of the Company, including the efficiency 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.

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 business 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 by implementing



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 form through which the importance of the identified risks was assessed before and after the implementation of the control mechanisms per activity, while the actions already taken, are being done or planned/planned to be taken to optimize management and reduce the residual level are described significance of these risks, with 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 2024, while it also submitted two semi-annual reports of its activities for the reporting 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;
- 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.
- Providing 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 the recent legislative and regulatory requirements. Also, within 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.

4.2 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, retired. By the 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.

4.3 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 an annual process for the evaluation of the implementation and effectiveness of the Corporate Governance System and the Internal Control Systems.

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;
- ensuring the completeness and reliability of the data and information 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 statements, 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 part of 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 Control System is ensured and inform on a systematic basis the Audit Committee, which is responsible for monitoring the proper operation of the Internal Control System.



The Board of Directors evaluated the implementation and effectiveness of the Company's Corporate Governance System ("Corporate Governance System"), based on the requirements of article 4 of Law 4706/2020, as in force, with a reference period extending from 17.07.2021 to 31.12.2024.

The project mainly concerned the evaluation:

- the existence of an adequate and effective Internal Control System ("EES"), including risk management and regulatory compliance systems;
- the existence of adequate and effective procedures to prevent, detect and suppress situations of conflict of interest;
- the existence of adequate and effective communication mechanisms with shareholders to facilitate the exercise of their rights and active dialogue with them (shareholder engagement);
- remuneration policy, which contributes to the Company's business strategy, long-term interests and viability.

Based on the work carried out to assess the implementation and effectiveness of the CCA, no findings constituting material weaknesses were identified.



Sustainability Report

Contents of the Sustainability Report under Law 5164/2024

1. Sustainability Statement

2. Environmental responsibility



3. EU Taxonomy Report

4. Our People



5. Creating value for society



6. Business Culture





1. Sustainability Statement [ESRS 2]

Σχετικά με την Δήλωση Βιωσιμότητας [BP-1]

This Sustainability Statement is the first comprehensive presentation of information related to the Sustainable Development issues of Plastika Kritis Group, in full alignment with the requirements of the European Sustainability Reporting Standards (ESRS), in the context of compliance with the requirements of the European Corporate Sustainability Reporting Directive (EU) 2022/2464 (CSRD). With this publication, the Group confirms its ongoing commitment to transparency, responsibility and continuous progress in the fields of Environment, Society and Corporate Governance.

The Sustainability Statement presents the Group's key performance, impacts, targets and initiatives, offering stakeholders an in-depth view of its actions. Data collection and analysis were carried out based on international standards and scientifically documented methods, ensuring the validity and reliability of the data. This Sustainability Statement has been drafted on a consolidated basis, the scope of consolidation is the same as that of the financial statements and covers all the Group's activities in Greece and abroad, in the fields of plastic production, circular economy and Renewable Energy Sources.

Following an evaluation carried out for the Crete Plastics Group for all companies, the perimeter of the Sustainability Statement for the financial year 2024 was determined, which is presented below:



This Statement analyses both the impact of the Group's activities on the environment and society, as well as the relevant risks and opportunities that arise for its business model. Particular emphasis is placed on the Group's dependencies, as they relate to the supply of raw materials, the cooperation with suppliers, the production process and the use of products by end users.



The definition of the boundaries of the value chain is based on the overall analysis of the Group's operating markets, covering the sectors of agriculture, infrastructure, water resources management, industry and energy production. At the same time, the geographical and operational specificities of the Group's subsidiaries in Europe and Asia are taken into account.

General Disclosures of definitions, assumptions, measurement accuracy and sources of uncertainty

Data presentation and comparison of indicators [ESRS2 BP-2]

In this Statement, the Group has chosen to follow the time horizons as derived from the ESRS standards, without limiting itself to the minimum disclosures and has included quantitative and qualitative information from previous reporting periods, in order to subsequently maintain and ensure their alignment. In addition, he distinguishes the goals he has set into short, medium and long-term. This approach ensures consistency, transparency, and facilitates the comparison of the Group's performance against international standards.

The Group has long-term experience in the systematic monitoring and management of ESG indicators and data. For the past four consecutive years, the Group has been voluntarily publishing sustainability information in accordance with the internationally recognized Global Reporting Initiative (GRI) standard, conducting annual significance assessments, identifying impacts, setting targets and formulating relevant ESG indicators and actions.

In 2024, a comprehensive Double Materiality Assessment was implemented for the first time, fully aligned with the requirements of the Corporate Sustainable Development Directive (CSRD) and guided by the European Sustainability Reference Standards (ESRS). This analysis confirmed, updated and strengthened the findings of the Group's previous significance exercises. At the same time, it was possible to identify trends in selected thematic areas that have been systematically monitored and recorded since 2020.

Given that 2024 is the first year of implementation of the CSRD Directive, it is important to note that the data presented refer exclusively to indicators for which there is already a developed and operational monitoring, collection and reporting system. 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

A number of quantitative indicators, in particular Scope 3 emissions associated with the supply of plastics and transport, have been calculated on the basis of documented assumptions. In particular, assumptions were made regarding the quantities of plastics purchased as well as the kilometers traveled for their transport, based on the production activity of the Group's individual subsidiaries. While these assumptions are based on reliable operational data and averages, they may be subject to a degree of uncertainty. The relevant assumptions are described in detail in the individual chapters where they were applied, ensuring transparency and documentation.

The Group implements practices and invests in technologies that enhance efficiency, reduce the environmental footprint and promote innovation. Indicative examples



include the use of recycled raw materials, the production of "green" energy from Renewable Energy Sources (RES), the development of biodegradable materials and the circular management of plastics.

Strategy, Sustainable Development Goals and Evaluation of the Business Model and Value Chain

Crete Plastics Group is one of the leading international bodies in the field of plastics production, with a presence of more than five decades and significant activity in markets worldwide. It specializes in the manufacture of advanced high-tech products, such as agricultural films (KRITIFIL),[®] geomembranes (KRITIFLEX),[®] masterbatches and composites (KRITILEN),[®] polyethylene pipes (KRITISOL),[®] recycled plastics (KRITISAN),[®] as well as in the production and distribution of energy from Renewable Sources (KRITIRES).[®]

The Group offers value-added solutions that support critical sectors of the economy, such as agriculture, infrastructure, water resources management and clean energy. Its diversified portfolio meets the needs of the sustainable economy, offering products of high durability, functionality and environmental responsibility.

Since its establishment, Crete Plastics Group has integrated innovation, quality and environmental protection at the core of its strategy. Through continuous investments in Research & Development and the utilization of advanced production technologies, the Group strengthens its international competitiveness and produces products that promote the principles of the circular economy, reducing the use of primary raw materials and at the same time enhancing responsible consumption.

Through its strategic commitment to sustainable development, the Group contributes substantially to the efficient use of natural resources and to the promotion of a more circular and low-carbon economy.

Vision

The vision of Crete Plastics Group is to be a leading global force in the plastics manufacturing industry, offering innovative, high-quality solutions that enhance sustainability and efficiency in multiple sectors. The Group aspires to remain at the forefront of innovation, leveraging cutting-edge technologies to create environmentally responsible solutions while maintaining the highest ethical and operational standards.

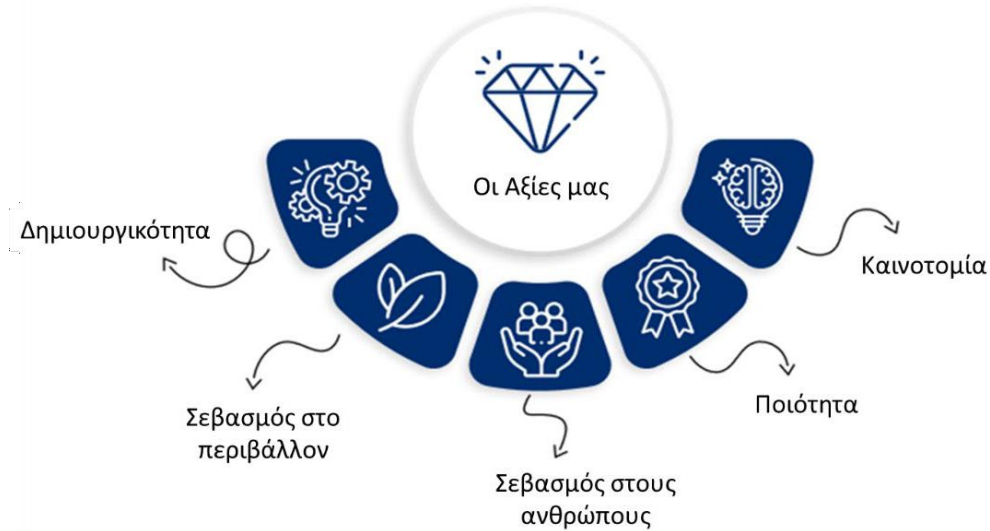
Mission

The mission of Crete Plastics Group is to develop, produce and distribute sustainable plastic products of high performance and added value, with the aim of meeting the modern and evolving needs of the primary sector and industry. The Group systematically invests in Research & Development, technological innovation and the exploitation of



Renewable Energy Sources, actively contributing to the strengthening of the circular economy, the reduction of the environmental footprint and the formation of a more sustainable production model.

Values



The Crete Plastics Group places at the heart of its strategy the development of innovative, high-quality products, which enhance productivity and economic progress, without burdening the environment. The Challenges of Sustainability in the Manufacturing Industry plastics is recognized as crucial, and is addressed with responsibility and a commitment to continuous adaptation.

Plastics remain a critical material for modern society and economy. However, their production, use and management must evolve. The demand for plastics is not receding, but business models need to be transformed to meet the environmental demands and expectations of society.

The Group is committed to leading this transformation – placing Crete Plastics at the forefront of sustainable development, which is a one-way street for the future of the industry.



The Group's performance

€ 385 million Turnover	2,6% Increase in net profits	3,6% Increase sales
1.236 Employees of the Group (31/12/2024)	22.147 Training hours in 2024	18 Average hours Employee training
22,7% Senior Executives are women	451 Employees participated in health and safety seminars	34,35% share of RES in total energy consumption
58.088 MWh Production of energy from RES	-5% Waste generated	63% Electricity consumption of the Group's energy corresponds to the Energy produced from RES
0 Reporting on GDPR issues	0 Human rights petitions and Discrimination issues	0 Reports of corruption and bribery



The Forces That Define the Industry

The plastics industry today is shaped by a complex set of forces spanning global trends, economic factors, regulatory environments, technological advancements, and consumer behavior. Especially for the masterbatch and agricultural leaf production sectors, the Group is influenced by international trends that have greatly influenced the formulation of the Group's strategy.

Environmental Regulations and Sustainability

Global policy change, through the EU Green Deal, the UK's plastics deal, India's and EU's EPR regulations, collectively promotes the sector's transition towards more sustainable practices.

The requirements for the existence of ESG indicators are increasing internationally and compliance with these criteria is the bare minimum. Plastics producers must now communicate their sustainability performance and are increasingly pushed towards decarbonizing their production and offering low-carbon products. In modern times, therefore, the setting of carbon reduction targets becomes mandatory.

Decarbonization

In the effort to achieve zero carbon emissions by 2050, reducing dependence on non-renewable energy sources is a key global goal.

Circular economy

Circularity has evolved from a trend to an expectation, impacting a wide range of industries. The plastics sector is under increasing pressure, as society, regulators, and investors increasingly prioritize reducing plastic waste. The shift from linear to circular models is global and emphasizes the reuse, recycling and redesign of plastic materials. Significant investments are being directed to both mechanical and chemical recycling infrastructure, while requirements for recycling are becoming increasingly prevalent across markets.

Pressures on waste management boost R&D

In the plastics industry, the increasing pressure from waste management policies is leading to significant research and development efforts. The demand for biodegradable mulch sheets is on the rise, particularly in Europe and parts of Asia, as governments implement stricter plastic waste management policies, single-use plastic bans, and extended producer responsibility (EPR) programs. Producers are facing increasing pressure to ensure the recovery and recyclability of leaves at the end of their life cycle. At the same time, dependence on petrochemical raw materials remains, to a large extent, with fluctuations in crude oil prices directly affecting the cost of resin.

In addition, there is a growing interest in bio-based alternatives, such as bioplastics. Scalability and price competitiveness continue to present challenges



that require innovative solutions, and manufacturers focus on producing thinner sheets that offer the same performance, thereby achieving light weight without compromising on durability.

Sustainable agriculture

Regarding the global growth of the agricultural sector, three key factors are crucial. The rapid growth of the world's population leads to an increasing demand for food, while at the same time the adoption of modern cultivation techniques enhances their efficiency. At the same time, the increasing frequency of extreme weather events intensifies the need for effective crop protection. Regions such as Southeast Asia, Africa, and Central and South America offer vast markets for agricultural leaves, driven by demographic growth and the need for improved agricultural solutions. Sustainable agriculture offers an important solution to address these challenges, ensuring that food production can meet future demands while mitigating the effects of climate change.

Innovation and technological progress

Innovation and technological advancement are transforming the sector, including manufacturing, recycling, and agriculture. The integration of automation and the Internet of Things (IoT) in plastics factories, recycling plants, and agricultural infrastructure makes operations smarter, enhancing quality control, improving energy efficiency, and enabling preventive maintenance. These technological advancements are crucial for addressing the challenges posed by climate change and ensuring food security, as they help optimize production processes and reduce waste, supporting sustainable and resilient systems.

Global Trade Dynamics and Geopolitics

Regional shifts in production position China, India and the Middle East as dominant producers, while supply chain disruptions due to geopolitical conflicts, possible refinery shutdowns and geopolitical shipping issues affecting the supply chain are putting pressure on businesses. Trade policies and impending tariffs, particularly between the US, EU, and China, are impacting pricing and the flow of materials and products. In response, many companies are adopting adaptation strategies at the local and regional levels by shifting the production process to geographically closer countries to reduce reliance on global supply chains and improve resilience.

The Group is fully aware of the changing and emerging trends shaping global markets and is constantly updating its strategic objectives to maintain a leading position.

Strategic Approach of the Group

Extroversion and competitiveness are key drivers of the Group's strategic approach. Currently, the Group operates production plants in seven countries,



supported by a global sales network. Its product portfolio includes products and solutions with sustainable features, complemented by a network of strong partnerships with local suppliers in each region.

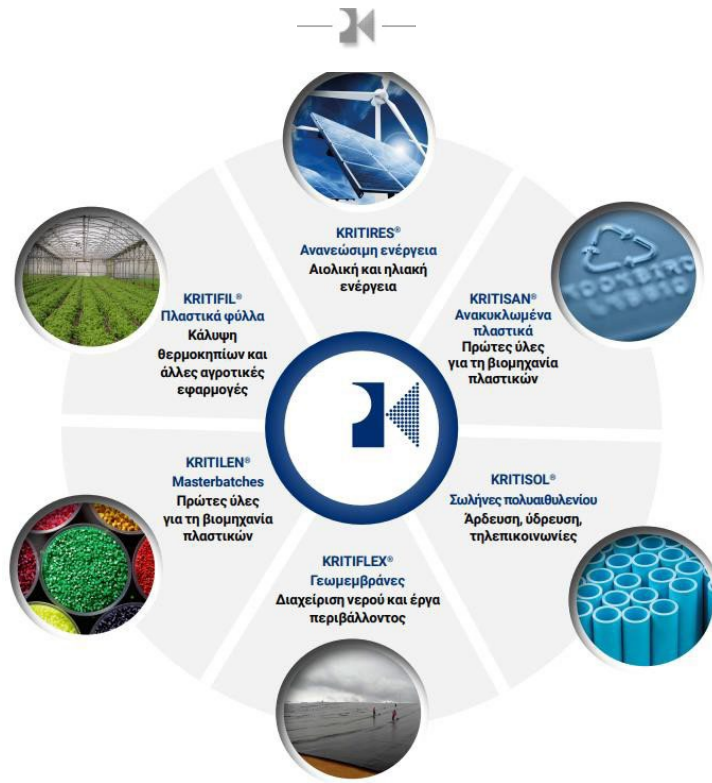
At the same time, the positive social impact is enhanced through actions that support the communities in which the Group operates, contributing substantially to social and economic well-being both at national and regional level. Responsible activity is demonstrated through the practices and actions implemented, together with the measures taken for society, the environment and partners. The emphasis is on maintaining high standards of quality, innovation, value, and employee contribution while ensuring strict regulatory compliance. Impacts are successfully mitigated, sustainable development is promoted, and active support is provided to stakeholders.

The Group's approach consists of five strategic pillars.

Strategic Pillar	Description
Regulatory Compliance	Full compliance with the legislation and regulatory frameworks in force in each country where the Group operates.
Respect for Customers and Partners	Transparent cooperation, Trust and value creation for customers and business partners.
Employee Recognition	Emphasis on health and safety, inclusion, continuous training, and active employee participation in sustainability initiatives.
Quality and Innovation	Development of high-performance and sustainable design products, leveraging advanced technologies.
Environmental and Social Responsibility	Active support for local communities and continuous reduction of the environmental footprint through the circular economy and renewable energy sources.

Products, Applications, and Served Markets

Crete Plastics Group has an extensive portfolio of specialized and innovative products and solutions that meet critical needs of industry, agriculture and waste management. Products play a crucial role in improving efficiency and productivity in various sectors of the industry while contributing to sustainable development. Thanks to their high quality and durability, they enhance crop protection and natural resource management, while serving specialized applications in sectors that require advanced solutions.



The Group operates in a wide and diversified range of markets and serves customers in Greece and internationally. Key customer categories include the following areas:

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

KRITIFLEX® Geomembranes

Geomembranes for a wide range of applications, including landfills, mining, oil tanks, water tanks, and biological treatment systems. They are produced in three facilities located in Greece, France and China serving the needs of a wide geographical area worldwide. 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. At the same time, it invests in continuous research and development (R&D) to further enhance its environmentally friendly solutions.

Geomembranes meet the needs of the market for:



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, protection of tunnels and roads from leaks and erosion, as well as applications in green roofs (roof gardens).

KRITIFIL® Plastic sheets and other special agricultural sheets

Crete Plastics Group has been meeting the needs of the agricultural and livestock market since the 70s, strengthening the rural economy and contributing to food security through branded products such as EVO AC:® 8-layer sheets, 7-layer **ORGATIF®** barrier sheets, SilO2Block® 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

Masterbatches are concentrated mixtures of pigments and chemical additives that are used to color and enhance the properties of plastic products. The Group has been manufacturing masterbatches since 1980 and is one of the seven largest producers in Europe. 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, colored, white, black, UV stabilizers, additional filler masterbatches, as well as compounds for garden furniture and PVC cables. In addition, the range 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

The Group has over 50 years of experience in the manufacture of polyethylene pipes with excellent mechanical strength and UV resistance. KRITISOL® pipes are reliable and energy efficient, ensuring critical infrastructure in key sectors of the economy, as long as they are used for irrigation, water supply, natural gas supply and telecommunication cable protection, serving the needs of the relevant markets.

KRITISAN® Recycled Plastics

KRITISAN® is a high-quality recycled plastic material, either embedded in products or available as a raw material for other industries, serving the needs of almost every market that requires recycled material for the production of plastic products.

No product recalls were recorded during the reporting period. The Group expanded its ISCC+ certified recyclable materials and biodegradable solutions, enhancing its low-impact strategy.

KRITIRES® Renewable energy sources

The Group has expanded its activities in the production and distribution of electricity from renewable sources, more specifically wind and photovoltaic parks. In 2024, the renewable energy produced exceeded the annual energy needs of Crete's operating facilities, confirming energy self-sufficiency as a central strategic axis. Through the "THALES" energy community, sustainability extends to the local community.

Strategy and stakeholder relations

The Group's strategy focuses on strengthening relationships with key stakeholder groups, aligning objectives with their specific needs:



1. Farmers are supported through the provision of advanced agricultural sheets and technical assistance.
2. Customers benefit from solutions that enhance product recyclability, reduce the environmental footprint, and improve the overall lifecycle performance of products.
3. Local communities are supported through job creation, the development of recycling infrastructure, the coordination of extended producer responsibility schemes and initiatives that increase regional recycling capacity, and through the creation, expansion and promotion of energy communities.
4. Suppliers are supported through the Group's growth and expansion, as well as through the utilization of their ESG performance through clearly defined selection criteria for responsible operation.
5. Employees are offered stable employment, secure working conditions, continuous education, and opportunities to participate in sustainability initiatives.
6. Shareholder and management relationships are strengthened through the growth and expansion of the Group, as well as through the development of strategic objectives.

Human Resources Overview

The Group employs staff in its production facilities and subsidiaries in Greece, Romania, Poland, Russia, Turkey, China and France. The total number of human resources on 31/12/2024 was 1,236 employees (1,197 average employees), with the distribution of staff by country and facility ensuring operational continuity, production efficiency and the strengthening of the Group's international presence. The pivotal role of the Group's headquarters in Heraklion, coupled with facilities in strategic locations in Europe and Asia, underscores its dedication to a resilient and flexible supply chain.

Country	Locations	Number Employees 31.12.2024
Greece	Heraklion (Headquarters), Elatia, Athens, Thessaloniki	499
Romania	Bucharest	112
Turkey	Istanbul, Gaziantep	101
China	Shanghai, Anhui	197
Poland	Kędzierzyn-Koźle	129
Russia	St. Petersburg	112
France	Saint-Chamon	86
Total		1.236



The Group's Approach to Sustainable Development

The Group systematically evaluates the composition and environmental performance of its core products (KRITIFIL, KRITILEN, KRITIFLEX, KRITISOL, KRITISAN, KRITIRES), in order to ensure their alignment with the principles of sustainable production. Product characteristics related to key markets (e.g. agriculture, industry, energy) are monitored in terms of durability, recyclability and regulatory compliance requirements (REACH, Circular Plastics, etc.).

As the Group transitions towards a more sustainable model of production and value creation, the key challenges that need to be addressed are several:

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

These challenges are already being addressed to the extent possible, and strategic objectives are being set and continuously updated in terms of the annual allocation of resources and funds to support progress.

Group's sustainable development strategy and long-term priorities:

- Designing and promoting innovative products with a lower environmental footprint and higher added value, especially in areas where sustainable alternatives are limited
- Gradual increase in the use of recycled materials in key product lines to reduce dependence on primary raw materials and strengthen the Group's circular economy model
- Offering circular economy-driven solutions that prioritize recycled plastics over primary ones, supported by extensive waste collection and treatment infrastructure
- Development of new products with strict environmental criteria, with an emphasis on minimizing environmental impact throughout their life cycle
- Reduction of the Group's carbon footprint by covering 100% of its energy needs through renewable sources, including active participation in the "THALES" energy community.

The Group's strategic objectives focusing on sustainability are described in the following table:



Sustainability Pillar	ESRS	Objective	Year Achievement
Environment	Q1	<p>Increase in RES production</p> <p>Reduction of Scope 2 emissions through the increase of RES in the Group's Energy Mix</p>	2030
	Q5	<p>Increase in plastic recycling</p> <p>Increase in the recycling rate of waste generated by the Group's activity</p>	2030
	S1	<p>Employee Survey</p> <p>The Group aims to conduct an annual survey to collect opinions and suggestions from all employees, in order to assess their satisfaction and identify opportunities to improve the working environment.</p>	2026
	S1	<p>Human Rights Education and Human Rights Assessment in the Value Chain</p> <p>The Group's goal is to train 100% of employees on human rights issues by the end of 2026, in order to enhance awareness, risk prevention and compliance with international standards and principles. In addition, the Group will gradually develop a framework for assessing human rights issues along its value chain, seeking to strengthen prevention, due diligence and accountability against potential violations.</p>	2026
	S3	<p>Analyzing and Improving Social Value Creation</p> <p>The Group aims to systematically record, measure and optimize its social performance through actions related to innovation, research, social initiatives and environmental awareness.</p>	2027
	S3	<p>Participation in Industry Initiatives</p> <p>The Group seeks to participate in collective initiatives or partnerships aimed at promoting sustainable practices and reducing the negative impact on the industry</p>	2027



Corporate Governance	G1	Review and Review of Policies and Procedures <p>The Group aims to fully review and revise its existing policies and procedures by 2026, with a view to aligning them with internationally recognized standards and best practices in governance and sustainability.</p>	2027
	G1	Supplier Evaluation System with ESG criteria <p>The Group has already taken initial steps to integrate ESG criteria into the assessment of its critical suppliers, aiming to strengthen responsible supply chain management. By the end of 2025, it is planned to further develop and implement a comprehensive ESG rating system in order to ensure compliance with sustainable development standards and minimize the associated environmental and social risks.</p>	2027
	G1	Corruption and Bribery Education <p>The Group is committed to educating all senior management and employees on corruption and bribery prevention issues, in the context of strengthening transparent operation and business ethics.</p>	2026
	G1	Communication Channels with Stakeholders <p>The Group's goal is to develop additional channels for consultation with stakeholder groups as well as to annually evaluate their effectiveness, enhancing transparency and inclusivity in the decision-making process.</p>	2026
	G1	Investing in Research and Innovation <p>The Group is committed to investing in Research and Innovation with the aim of enhancing competitiveness and developing sustainable, innovative solutions.</p>	2030



Description of the Business Model and Value Chain

The business model of Crete Plastics Group is based on the creation of added value through the circular economy, innovation and international expansion. The Group's integrated production system utilizes raw materials, recycled materials, skilled human resources and advanced technologies in all phases of its value chain.

- Upstream: The Group collaborates with an extensive network of raw material suppliers and technical services, emphasizing transparency, local partnerships, and responsible sourcing.
- Own operations: The production activity is based on state-of-the-art factories in Greece and abroad, with certified quality, environmental and energy management systems (ISO 9001, 14001, 50001), while actions for resource saving, recycling and the use of renewable energy sources are incorporated.
- Downstream: The Group's products and solutions are aimed at public and private sector customers in more than 90 countries, serving critical sectors such as agricultural production, waste management, water supply, energy and telecommunications.

The plastics industry is under strict scrutiny due to the environmental and recently recognized health effects of microplastics. Regardless of the fact that the Group's business model creates long-term value for stakeholders, the transition towards a more sustainable operating model is essential, as well as the replacement of plastic where practically and commercially feasible.

The required transition has already been launched through investments in circular practices, production and recycling, as well as through the allocation of funds to Research and Development. The Group focuses on:

- production of innovative products with a reduced environmental footprint
- empowering employees and fostering a strong ESG culture across all subsidiaries
- building strong governance and transparency.



Value Creation Model of Crete Plastics Group

Εισροές

Χρηματοοικονομικό κεφάλαιο

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.

Βιομηχανικό κεφάλαιο

Ο Όμιλος διαθέτει 10 παραγωγικές μονάδες σε 7 χώρες και 100 γραμμές παραγωγής, 1 αιολικό και 5 φωτοβολταϊκά πάρκα παραγωγής ΑΠΕ, εργοστάσιο ανακύκλωσης, κέντρο έρευνας – ανάπτυξης - καινοτομίας, τεχνολογικό εξοπλισμό τελευταίας γενιάς και πειραματικούς αγρονομικούς σταθμούς.

Ανθρώπινο κεφάλαιο

Αφορά τους 1236 εργαζόμενους που ενσωματώνουν τεχνογνωσία και υψηλή εξειδίκευση. Ο Όμιλος επενδύει και νοιάζεται για τους ανθρώπους του, παρέχοντας ένα ευνοϊκό περιβάλλον για την ανάπτυξή τους και διασφαλίζοντας την ευημερία και την ικανοποίηση που λαμβάνουν από την εργασία τους.

Φυσικό κεφάλαιο

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.

Κοινωνικό κεφάλαιο και σχέσεις

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

Αυτο κεφάλαιο

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

Επιχειρηματικό Μοντέλο

Όραμα – Αποστολή – Εταιρικές αξίες



Καινοτομία, ανθρωποκεντρική φιλοσοφία, υπευθυνότητα, χρηστή διακυβέρνηση

Πως δημιουργούμε αξία

Ο Όμιλος παράγει καινοτόμα, υψηλής ποιότητας και αντοχής προϊόντα χρησιμοποιώντας τεχνολογίες αιχμής, τα οποία χρησιμοποιούνται σε διάφορους κλάδους και στην θιομηχανία. Με την υιοθέτηση των αρχών της κυκλικής οικονομίας διασφαλίζει την ελαχιστοποίηση των αρνητικών επιπτώσεων τους στο περιβάλλον. Υιοθετεί αυστηρά συστήματα ποιότητας και ελέγχου, ενώ παράλληλα προστατεύει το περιβάλλον και συμβάλλει στην μείωση των εκπομπών CO₂ μέσω του εργοστασίου ανακύκλωσης, της παραγωγής ενέργειας από ΑΠΕ.

Τομείς δραστηριότητας

Ο Όμιλος Πλαστικά Κρήτης αποτελεί έναν από τους σημαντικότερους παραγωγούς πλαστικών φύλλων για αγροτικές χρήσεις σε παγκόσμιο επίπεδο, κι έναν από τους μεγαλύτερους παραγωγούς masterbatches στην Ευρώπη. Επιπλέον παράγει σωλήνες πολυαιθυλενίου και γεωμεμβράνες, ενώ μέσω του εργοστασίου ανακύκλωσης και του αιολικού και φωτοβολταϊκών πάρκων έχει επεκτείνει τη δραστηριότητά του και στους τομείς της ανακύκλωσης πλαστικών και της παραγωγής ενέργειας από ανανεώσιμες πηγές. Και οι 10 παραγωγικές μονάδες του Ομίλου διαθέτουν συστήματα διαχείρισης ποιότητας και υγείας και ασφάλειας.

Τουρκία (2)
Ελλάδα (2)
Κίνα (2)
Γαλλία (1)

Ρουμανία (1)
Ρωσία (1)
Πολωνία (1)



**Καθετοποιημένη παραγωγή
Οικονομίες κλίμακας
Διεθνοποίηση
Διαφοροποίηση**

Κλάδοι που εξυπηρετούνται

Αγροτικός	Ενέργεια	Τηλεπικοινωνίες
Κατασκευαστικός κλάδος		Βιομηχανία
Περιβαλλοντικά έργα και διαχείριση υδάτων		

Ομάδες ενδιαφερομένων μερών

Θυγατρικές εταιρείες, Μέτοχοι, Εργαζόμενοι, Πελάτες, Προμηθευτές, Τοπική Κοινωνία, Τοπικές Αρχές, Πιστωτικά Ιδρύματα, Κράτος

Εκροές

Επιδράσεις

Για την οικονομία

+3,6%
Κύκλος εργασιών
+6,5%
EBIT
+12,6%
Κεφάλαια Κίνησης

Στο επίκεντρο του στρατηγικού σχεδιασμού βρίσκονται η διαφοροποίηση προϊόντων υψηλής τεχνογνωσίας, η εντονη 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, διαμορφώνοντας ένα αυτοτροφοδοτούμενο σχήμα ανάπτυξης.

Για τους ανθρώπους

+99,5%
Ώρες εκπαίδευσης
206
Προσλήψεις
22,7%
Γυναίκες σε θέσεις ευθύνης

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

Για το περιβάλλον

372
Εργαζόμενοι είναι μέλη της Εν. Κοιν. «ΘΑΛΗΣ»
63%
Της κατανάλωσης ηλεκτρικής ενέργειας του Ομίλου αναστοιχεί στην Ενέργεια που παράγεται από ΑΠΕ
971,5 τόνοι
Πλαστικών ανακυκλώθηκαν

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. Ως ιδρυτικό μέλος της ενεργειακής κοινότητας «ΘΑΛΗΣ» συμβάλλει ενεργά στην μείωση του περιβαλλοντικού αποτυπώματος τόσο των εργαζομένων στην Ελλάδα όσο και αλόκληρης της ευρύτερης κοινότητας.





Identification of stakeholders in the mapping of the Group's value chain

Downstream value chain (εξωτερικά ενδιαφερόμενα μέρη)	Δραστηριότητες Ομίλου ΠΛΑΣΤΙΚΑ ΚΡΗΤΗΣ (εσωτερικά ενδιαφερόμενα μέρη)	Upstream value chain (εξωτερικά ενδιαφερόμενα μέρη)
<p>Προμηθευτές πρώτων υλών (πολυαιθυλενίου, πολυμερή) Χημική Βιομηχανία</p> <p>Προμηθευτές πρώτων υλών (χημικών αντιδραστηρίων, σταθεροποιητές, χρωστικές ουσίες κλπ) Χημική Βιομηχανία</p> <p>Προμηθευτές βιομηχανικού εξοπλισμού παραγωγικής γραμμής Βιομηχανίες εργοστασιακού εξοπλισμού</p> <p>Προμηθευτές βιομηχανικού εξοπλισμού παραγωγικής γραμμής Χημική Βιομηχανία</p> <p>Πάροχοι κοινής οφελείας Προμηθευτές ενέργειας, καυσίμων και νερού</p> <p>Πάροχοι υπηρεσιών Πάροχοι διαδικτύου (ISPs), Cloud hosting και τηλεπικοινωνιών.</p> <p>Έρευνα και Ανάπτυξη Πανεπιστήμια και ερευνητικοί φορείς, Δημόσια ερευνητικά προγράμματα (επιχορηγήσεις καινοτομίας)</p> <p>Χρηματοοικονομικά Ιδρύματα Χρηματοδότηση, τράπεζες και επενδυτικά κεφάλαια. Πάροχοι ασφάλισης και δημόσια χρηματοδοτικά προγράμματα</p>	<p>Ίδιο εργατικό δυναμικό Μη μισθωτοί εργαζόμενοι Διοικητικό Συμβούλιο Μέτοχοι</p> <div data-bbox="1126 443 1339 515"><p>ΠΛΑΣΤΙΚΑ ΚΡΗΤΗΣ Α.Ε.</p></div> <p>Κύριες δραστηριότητες KRITIFIL® – Πλαστικά Φιλμ Επικάλυψη θερμοκηπίων και άλλες αγροτικές εφαρμογές KRITILEN® – Masterbatches Πρώτες ύλες για τη βιομηχανία πλαστικών KRITIFLEX® – Γεωμεμβράνες Διαχείριση υδάτων και περιβαλλοντικά έργα KRITISOL® – Πολυαιθυλενιοί Σωλήνες Άρδευση, ύδρευση και τηλεπικοινωνίες KRITISAN® – Ανακυκλωμένα Πλαστικά Πρώτες ύλες για τη βιομηχανία πλαστικών KRITIRES® – Ανανεώσιμες Πηγές Ενέργειας Αιολική και ηλιακή ενέργεια</p> <p>Υποστηρικτικές δραστηριότητες Οι βασικές διοικητικές, τεχνολογικές λειτουργίες και λειτουργίες υποδομής που επιτρέπουν την αποτελεσματική λειτουργία των πρωτογενών δραστηριοτήτων</p> <div data-bbox="835 1066 1339 1121"><p>ROMCOLOR global colors SENKROMA</p></div>	<p>Αγροτικός Τομέας (γεωργικές εφαρμογές)</p> <p>Τομέας Κατασκευών και Υποδομών (κατασκευαστικά & περιβαλλοντικά έργα)</p> <p>Τομέας Τηλεπικοινωνιών (καλωδιώσεις, δίκτυα και υποδομές τηλεπικοινωνιών)</p> <p>Βιομηχανικοί Πελάτες (τελικοί χρήστες στη βιομηχανική παραγωγή)</p> <p>Τομέας Ενέργειας (παραγωγή και διαχείριση ενέργειας, συμβατικής και ανανεώσιμης)</p> <p>Διαχείριση αποβλήτων (καύση, απόρριψη, ανακύκλωση)</p>
<p>Οι εταιρείες του κλάδου και οι ανταγωνιστές, τα μέσα μαζικής ενημέρωσης, οι μη κυβερνητικές οργανώσεις (ΜΚΟ) και το φυσικό περιβάλλον αποτελούν βασικά εξωτερικά ενδιαφερόμενα μέρη, τα οποία, αν και δεν περιλαμβάνονται άμεσα στην παραπάνω αλυσίδα αξίας της ΠΛΑΣΤΙΚΑ ΚΡΗΤΗΣ, διαδραματίζουν καθοριστικό ρόλο στη διαμόρφωση του επιχειρησιακού της περιβάλλοντος. Οι ανταγωνιστές και οι εταιρείες του κλάδου επηρεάζουν τη θέση στην αγορά, και την καινοτομία. Τα ΜΜΕ και οι ΜΚΟ επηρεάζουν την κοινή γνώμη, την κανονιστική εποπτεία και τον κίνδυνο φήμης. Το φυσικό περιβάλλον, ως θεμελιώδες στοιχείο βιωσιμότητας, ενσωματώνεται σε όλη την αλυσίδα αξίας και επηρεάζει τη συμμόρφωση με κανονισμούς και τη μακροπρόθεσμη ανθεκτικότητα του Ομίλου. Τα ενδιαφερόμενα αυτά μέρη λαμβάνονται υπόψη στη διαδικασία ανάλυσης σημαντικότητας, ώστε να εντοπίζονται έγκαιρα οι σχετικοί κίνδυνοι και ευκαιρίες και να διασφαλίζεται ότι η εταιρεία παραμένει ανταγωνιστική, συμμορφωμένη και ευθυγραμμισμένη με τις διαρκώς εξελισσόμενες απαιτήσεις της αγοράς και της βιωσιμότητας.</p>		



Stakeholder Engagement in the Strategic and Business Model

Plastika Kritis Group systematically recognizes and integrates the interests and views of stakeholders into its strategic planning and business model. Through the dual materiality analysis and value chain mapping, all relevant stakeholders and their views were identified and assessed. In addition to the stakeholder engagement mechanisms in place, the above evaluations allow for the identification of impacts, risks and opportunities and ensure timely action and management. Evaluations, combined with established stakeholder engagement mechanisms, enable the Group to identify impacts, risks, and opportunities, ensuring a timely and effective response.

Stakeholder engagement is facilitated through a variety of channels, as described in the table below. The approach is tailored to each group of stakeholders based on the nature of their relationship with the Group. Methods of participation include surveys, direct consultations, meetings, complaint mechanisms and participation in dialogue forums.

Interest One Parts	Frequency & Communication Channels	Main Topics	Impact on Operations, the Business Model & Strategy
Subsidiaries	<ul style="list-style-type: none"> – Daily through the setting/control of goals – 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 – Strategy implementation – 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"> – Daily 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"> – Daily 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"> – Daily 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 	<ul style="list-style-type: none"> – Job Opportunities – Buying from local suppliers 	<ul style="list-style-type: none"> – Enhancing social acceptance – Cultivation – relationships of trust



	<ul style="list-style-type: none"> – Press Releases – Annual reports – Sites – Energy Community "THALES" 	<ul style="list-style-type: none"> – Transparency & Business Ethics – Corporate Social Responsibility – Environmental protection – Regional development 	<ul style="list-style-type: none"> – 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 – Sites – Energy Community "THALES" 	<ul style="list-style-type: none"> – Legal & regulatory compliance – Environmental Responsibility – Transparency – Business ethics – Human rights – Regional development 	<ul style="list-style-type: none"> – Legal Compliance – Sustainable development – Avoiding penalties
Financial Instruments 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



The main objective of communication with stakeholders is to identify expectations, assess the impact of the Group's activities, address potential concerns and gain information and additional knowledge. These in turn enable the organization's leadership to make informed decisions and integrate the relevant issues into the Group's business strategy and risk management framework. This objective applies to all stakeholders and all business units of the Group.

The process helps to cultivate trust, improve the quality of products and services, ensure the resilience of the business, and facilitate collaboration. The information gathered through stakeholder engagement is integrated into the Group's goal-setting processes, with key findings leading to improvements in business model, risk assessments, and strategic planning. Stakeholder feedback, which always depends on how to communicate and collaborate, also plays a vital role in the continuous review and strengthening of the Group's sustainability-related policies, business practices, and initiatives.

Stakeholder interests and expectations are analyzed through due diligence processes and significance assessments, ensuring that they align with the Group's strategy and long-term goals. Key topics highlighted in 2024 include the circular economy, energy efficiency, the use of recycled raw materials, value chain transparency, and social contribution to local communities. These issues are addressed through targeted initiatives, investment projects, and governance improvements. For more information, see table with the objectives.

All objectives and planned actions, as described in the relevant table, are informed by various mechanisms, including stakeholder involvement. For example, goals are often formulated through feedback and input from stakeholders. In order to improve the process, the following steps need to be taken in the next reporting period:

- Expand stakeholder engagement initiatives through structured consultations.
- Improve accessibility and digital communication to enhance transparency.
- Incorporating feedback mechanisms into operational risk assessment to proactively address potential concerns.

In the long term, such actions contribute to strengthening the trust and cooperation of stakeholders, improving the operational efficiency, sustainability, performance and competitiveness of the Group. Managing Directors oversee stakeholder involvement and approve the relevant integration into the strategic and risk assessment processes.



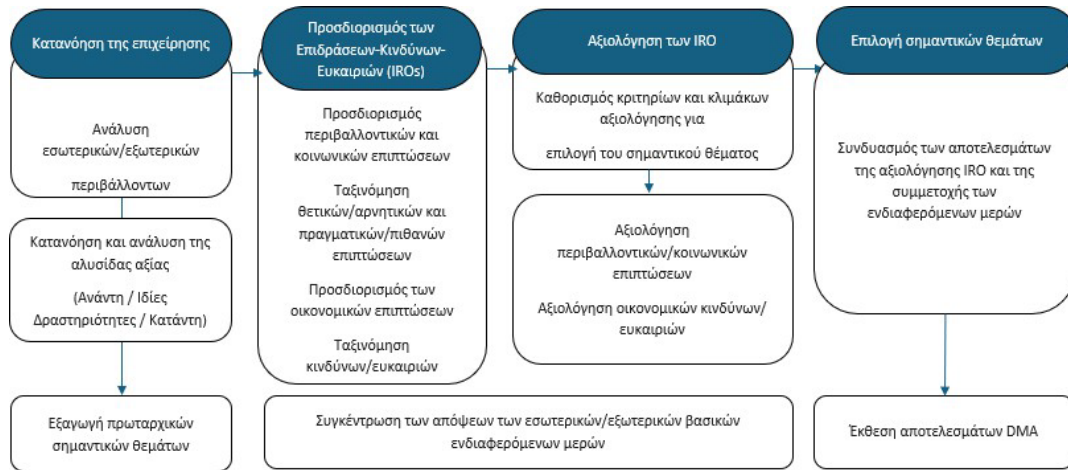
Social action initiatives are approved by the Board of Directors (BoD), ensuring alignment with sustainability goals and corporate responsibility commitments. In addition, the Board is regularly informed about issues and views of stakeholders, as well as sustainability-related impacts, through structured reporting mechanisms, risk assessments, in order to approve any updates to strategic objectives.

Dual Significance Assessment [ESRS 2: IRO-1]

In 2024, Crete Plastics Group conducted a Double Significance Assessment, in accordance with the European Sustainability Reporting Standards (ESRS), in order to enhance transparency and provide an honest assessment of the issues affecting both the environment and society, as well as their subsequent impact on the Group's financial position. The evaluation allowed the identification and prioritization of the significant impacts, risks and opportunities that affect the Group's operations, the environment and society, thus strengthening the Group's strategic approach to sustainable development.

The Double Significance Assessment was completed through two consecutive workshops, in which selected executives, consultants and stakeholders participated. Following the methodology described by the European Sustainability Reporting Standards (ESRS), the process facilitated the identification of impact materiality, risks and opportunities (financial materiality). Upon completion of the assessment, which included the identification, scoring and prioritization of the above factors, the results were integrated into the Group's risk management process. This allowed the organization to fully integrate the potential economic impacts arising from the environmental and social dimensions of its business activities, operations, and partnerships.

The approach facilitates the precise identification of the important issues and the formulation of the respective aims, actions and objectives, as required by the European Sustainability Reporting Standards. By integrating the process into the Group's core business framework, its strategic position is strengthened, the identification and management of emerging challenges is improved, and long-term value is created for both the Group and its stakeholders.



The Double Materiality Assessment (DMA) identifies and evaluates both the Group's impact on the environment and society (impact materiality), as well as the risks and opportunities arising from sustainability issues that affect its financial performance.

The DMA process was implemented in four stages as shown below:

1. *Understanding the Business Model and Value Chain*

The Group analyzed its internal and external environment, focusing on its activities, products, services, value chain (upstream-downstream), markets and customer groups. Stakeholder opinions, expert analyses, as well as data from the Group's business units were taken into account, thus forming a comprehensive picture of the potential impacts, risks and opportunities.

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

Through workshops and structured interviews with executives and experts, a detailed list of impacts, risks and opportunities related to sustainable development was created. The process was based on the principle of double significance, first examining the impact caused by the Group on the environment and society through its activities (impact materiality). The second stage was completed with the financial materiality where the impact of the above effects on the Group's financial performance (financial materiality) was identified.

3. *Analytical Assessment and Prioritization of Impacts, Risks and Opportunities*

The impacts, risks and opportunities were assessed qualitatively and quantitatively, taking into account the likelihood of their occurrence, the severity of the impact and the extent of the impact on society and the environment, as well as the actual and/or potential economic consequences. Workshops with company executives, external experts and stakeholder representatives were completed for the assessment, in order to achieve a comprehensive and transparent process.



4. *Selection of important topics.*

The results of the above evaluations were used for the final selection and prioritization of the important issues included in the Sustainability Statement. The parameters of the assessment were based on clear and documented methods to ensure that the issues identified as "important" have a truly significant impact on the company's business model and on the environment and society.

Significance of Impact

Each issue was evaluated quantitatively and qualitatively in terms of the scope, severity and frequency of its impact. The process used data from operational activities, analyses from the literature, as well as best practices from other organizations in the industry. The topics were categorized and prioritized according to the scale of the impact on the environment and society, in order to identify the most important areas of intervention.

The evaluation revealed clear priorities, such as reducing energy consumption, using raw materials responsibly and strengthening the circular economy through recycling. The results of the 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 company's ability to effectively address the identified challenges and meet the expectations of stakeholders.

Financial Evaluation

The process begins with the identification of risks and opportunities through an analysis of activities, the value chain, and the external environment, emphasizing areas of increased risk or significant opportunities. Risks and opportunities were assessed based on the likelihood of their occurrence, the severity of the impacts, and their impact on economic figures such as revenues, costs, operating performance and reputation, using forecasts from market executives and experts. Risks and opportunities are then prioritized according to their relative importance in relation to other types of risks, ensuring that sustainability factors are fully integrated into the company's risk management system.

For the above analysis, a financial evaluation tool was used with parameters such as the impact on profitability, costs, revenues, operating performance and reputation of the Group, while forecasts from executives and market experts were used. The company, through this process, has the ability to identify potential financial implications in a timely manner, manage the associated risks and seize opportunities to the benefit of its long-term value.

Significant Implications, Risks, and Opportunities

Through the Double Materiality Analysis, the Group has identified significant impacts, risks and opportunities that affect its business model, operations and value chain. These factors apply to all stages of the value chain: upstream, own operations and downstream



(downstream) activities of the Group, and are linked to all three pillars of ESG, environment, society and governance.

Significant Implications

The table summarizes the significant impacts as they have emerged from the Double Significance Assessment. It shall also indicate the type of impact, as well as the stages of the value chain at which they occur or are likely to be affected.

Impact Matrix

ESRS	Impact	Description	Press Impact
E1	Energy Consumption & Emissions Greenhouse	The production and processing of plastics requires significant amounts of energy 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 axis of the Group's human resources strategy. Through fair wages, flexible forms of work and strengthening mental and physical health.	Potentially Positive ● <5 years
S1	Health & Safety at Work	The management of health and safety issues is a critical factor for the smooth operation of the Group and the protection of employees. Potential shortages or accidents may result in injuries, low satisfaction, and downtime.	Potentially negative ● <5 years
S3	Human rights for all	The recognition and protection of human rights is a strategic priority of the Group. Labor rights, 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.	Real Positive



		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.	←●→ >5 years
S3	Environmental impacts due to development and Extension	The expansion of manufacturing activities and operations across multiple geographic regions comes with increased environmental pressures, necessitating continuous monitoring, robust due diligence processes, and responsible environmental stewardship.	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 allowing for strategic investments in innovation, renewable energy 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	Strengthening trust with investors, customers, employees and authorities strengthens the stability of the value chain, reduces risks and strengthens the Group's collaboration, innovation and resilience.	Real Positive ←●→ <5 years

← Upstream, ● Own Activities, → Downstream

Significant Risks and Opportunities

The table below summarizes the significant risks (P) and opportunities (E) identified in the Group's Materiality Assessment, along with their descriptions as well as the specific points in the value chain (upstream, same operations, downstream) where they arise.

Table of risks and opportunities



ESRS	Risk/Opportunity	Description	P/E
E1	<i>Dependence on energy (Systemic risk)</i>	<i>Energy dependency 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 community "THALES", remains a significant risk for international subsidiaries</i>	<i>Risk >5 years ←●→</i>
E1	<i>Risks of transition due to climate change</i>	<i>Emissions regulations (EU ETS, CBAM) increase compliance costs. Delays in aligning with new requirements entail risks of loss of competitiveness and access to capital.</i>	<i>Risk >5 years ←●→</i>
E1	<i>Jump to Renewable Energy Sources</i>	<i>The use of RES reduces dependency, emissions and costs, while enhancing resilience and the creation of shared value, through energy community and photovoltaic installations.</i>	<i>Opportunity >5 years ●→</i>
E5	<i>Integrating Circular Economy Principles into Management waste</i>	<i>Recycling and circular solutions reduce waste, improve environmental performance and enhance sustainable sourcing and the Group's competitiveness.</i>	<i>Opportunity <5 years ←●→</i>
S1	<i>Attracting talent to strengthen the Research and Development</i>	<i>Enhancing in-house expertise through talent attraction and training, particularly in Research & Development, is critical to maintaining the Group's competitive advantage. Strategic investments in human resources enhance innovation, performance, and long-term profitability</i>	<i>Opportunity >5 years ●</i>
S1	<i>Enhancing Diversity and Inclusion</i>	<i>Promoting diversity and inclusion enhances organizational resilience and leads to better decisions and business performance. Integrating different perspectives contributes to innovation, social justice, and long-term sustainability of the organization.</i>	<i>Opportunity >5 years ●</i>
S1	<i>Training and Skills development</i>	<i>Investing in training and upskilling strengthens the capacities of human resources, Creating competitive advantage. Building internal capabilities enhances the organization's performance and resilience in the long run.</i>	<i>Opportunity >5 years ●</i>



S3	<i>Turmoil due to Geopolitics Tensions and Social Disorders</i>	<i>Tariffs and international tensions may increase costs, reduce demand, and cause disruptions in the value chain, necessitating strategic adjustment.</i>	<i>Risk</i> <i>>5 years</i> <i>←●→</i>
S3	<i>Leading initiatives that make the plastics industry more sustainable</i>	<i>The further development of initiatives that make the plastics industry more sustainable, with the Group taking a leading role.</i>	<i>Opportunity</i> <i>>5 years</i> <i>←●→</i>
G1	<i>Disturbances due to new and upcoming Regulations (PPWR)</i>	<i>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.</i>	<i>Risk</i> <i>>5 years</i> <i>←●→</i>
G1	<i>Extensive business activities may result in weaken governance</i>	<i>Numerous subsidiaries in different countries can make it difficult to control, supervise, and ensure homogeneous application of corporate principles and procedures.</i>	<i>Risk</i> <i>>5 years</i> <i>←●→</i>
G1	<i>Achieving sustainable sourcing chain</i>	<i>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.</i>	<i>Opportunity</i> <i>>5 years</i> <i>←●</i>
G1	<i>Participate in or create initiatives and strategies partnerships that help the plastics industry become more sustainable</i>	<i>Active participation in strategic partnerships for the circular economy enhances the Group's reputation, resilience and compliance with regulatory developments.</i>	<i>Opportunity</i> <i>>5 years</i> <i>←●→</i>

← Upstream, ● Own Activities, → Downstream



Impact on People and the Environment

Crete Plastics Group recognizes that its operation has a significant impact on the environment and people, both actual and potential, positive and negative, which extend across the entire value chain, from the supply of raw materials (upstream), to the same operations and the use and final disposal of products (downstream).

On an environmental level, the Group's production activity is associated with high energy consumption and greenhouse gas emissions, as a result of energy-intensive chemical processes and the use of petrochemical raw materials. The contribution to carbon dioxide emissions is a significant negative impact that affects the path towards climate neutrality. At the same time, the production of plastic materials creates large amounts of waste, which, if not properly managed, burdens ecosystems through pollution, breakdown into microplastics and loss of natural resources.

On a social level, the Group has a positive impact on the well-being of its employees, through actions to enhance work-life balance, ensure health and safety at work and continuous skills development. Simultaneously, it promotes diversity and inclusion, recognizing the importance of inclusion as a catalyst for innovation and resilience. The Group's activity is also linked to positive impacts for society, through products that support agriculture, waste management and access to clean water.

However, the Group also closely monitors potential negative social impacts related to human rights issues, especially on its upstream supply chain relationships, and implements prevention, whistleblowing and compliance policies and mechanisms, focusing on ethical business conduct.

Understanding and actively managing these impacts are embedded in the Group's strategic planning and contribute substantially to the creation of value for all stakeholders, promoting the resilience and sustainable growth of the organization as a whole.

The nature of the activities or business relationships through which the Group is involved in significant impacts

The significant impacts in which Plastika Kritis Group is involved mainly stem from its production activities, the raw materials it uses, as well as its business relationships along the value chain. In the upstream part of the chain, the impacts are linked to the dependence on petrochemical raw materials and the corresponding GHG emissions resulting from the extraction, transport and supply of these materials.

In the same operations (own operations), the environmental impacts are related to the energy required to produce plastic sheets, geomembranes, pipes and masterbatches, as well as to the generation of waste, the release of emissions, and the potential risks to the health and safety of workers. In addition, the research and development (R&D) implemented by the Group is positively involved in impacts related to the circular economy and the development of biodegradable solutions.



In the downstream part of the value chain, the Group influences the impacts arising from the use and final disposal of its products, as well as through its cooperation with B2B customers (e.g. agricultural and industrial enterprises), who may further influence the direction of impacts through the burning or disposal of plastic products.

Business relationships (e.g. with energy suppliers, carriers, customers and distributors) amplify or limit these impacts depending on the level of cooperation, the implementation of ESG practices, and compliance with environmental and social principles. The Group is actively involved through evaluation mechanisms, training and partnerships with third parties to address critical issues such as human rights, raw material sustainability, safety and energy efficiency.

Economic Implications of Significant Risks and Opportunities

During the current reporting period, the significant risks and opportunities identified in the context of dual materiality have specific financial implications, mainly on operating costs, revenue stability and strategic positioning of Plastika Kritis Group.

In particular, rising energy costs and fluctuations in raw material prices, due to geopolitical developments and regulatory requirements (such as the transition to a low-carbon economy), are weighing on operating costs. At the same time, investments in renewable energy sources (wind farm and photovoltaic parks, energy community in Crete) have reduced energy dependence and enhance the stability of energy costs over time.

On the societal side, the need to attract and retain talent requires additional resources for human resource development, impacting costs but enhancing long-term efficiency and innovation. Investing in R&D to create sustainable products is also a strategic priority, which implies an increase in capital expenditure, but enhances competitiveness and access to new financial tools such as green finance.

Integration into Risk Management and Strategy

The Double Significance Analysis process of Crete Plastics Group has been fully integrated into the strategy and risk management system, ensuring that material impacts, risks, opportunities and dependencies are identified in a timely manner and taken into account in business planning. This approach allows for targeted monitoring of sustainability parameters that affect the Group's business continuity, compliance and competitiveness, thus contributing to strengthening resilience over time.

During the materiality assessment, particular emphasis was placed on linking material impacts (positive and negative) to potential financial risks and opportunities. At the same time, the Group's main dependencies were identified, such as:



- The availability and cost of energy
- the sufficiency of raw materials, especially of petrochemical origin
- the availability of specialized human resources
- the regulatory compliance needs of large B2B customers
- and the trust of local communities and other stakeholders

The disruption of any of the above 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 used for strategic decision-making

Dependency Category	Description	Relationship with Impacts, Risks, and Opportunities
Energy	Dependence on the continuous and affordable supply of electricity and natural gas, mainly for production processes.	Linked to risk "Energy Dependence", with GHG (E1) emissions, as well as with the opportunity for the transition to Renewable Energy Sources and energy self-sufficiency.
Raw Materials	High Dependency from petrochemical raw materials for the production of polymers.	It is associated with the risk of destabilization supply chain and increased costs, but also with the opportunity to diversify into first Materials bio-based or recycled (E1).
Human Resources	Dependence on skilled and qualified personnel for production, R&D, mechanical operations, quality and maintenance	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	Water use mainly in systems Cooling v production and cleaning 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 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.	Linked to risk "Disturbances from new regulations" (G1), but also with opportunities to develop innovative products (e.g. greenhouse films, geofilms).
Investments & Funding	Dependence on access to finance for R&D, investment in equipment, energy and the circular economy.	Linked to the opportunity to access in green finance, subsidies and tenders, through ESG compliance and 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.

Resilience of the Strategy and Business Model

Crete Plastics Group recognizes that the resilience of its strategic and business model is crucial for its long-term viability and competitiveness. Issues such as energy dependency, climate change-related risks, regulatory developments and challenges in attracting talent may impact the Group's business continuity.

In this context, the Group's strategy gradually incorporates mechanisms for monitoring and managing sustainability issues, with the aim of both preventing risks and seizing opportunities that arise in an ever-changing environment. This approach enhances the Group's ability to adapt effectively, innovate and maintain high levels of resilience against future challenges.



Integrating Opportunity Management into the General Administrative Process

At Crete Plastics Group, the identification and exploitation of sustainability-related opportunities is a key part of the strategy and administrative operation. These opportunities include, among others, energy autonomy through investments in Renewable Energy Sources, the promotion of the circular economy using recyclable and bio-based raw materials, the enhancement of in-house know-how and the integration of innovative solutions into the production process.

These opportunities are taken into account in the design of new products, the diversification of activities, as well as the selection of strategic investments throughout the value chain. In addition, they are included in the key monitoring indicators (KPIs) and monitored through established ESG mechanisms, ensuring the continuous alignment of the Group's actions with sustainability goals and the enhancement of its competitiveness.

Entry Parameters in the Impact Assessment, Risks and Opportunities Process

The process was based on quantitative and qualitative data, including:

- Analysis of the value chain (upstream, same functions, downstream);
- Operational performance indicators (energy consumption, use of raw materials, waste generation),
- Legislative requirements (e.g. CSRD, EU Green Deal, CBAM),
- Developments in the plastics industry and benchmarking,
- Stakeholder views through consultations, questionnaires and operational contacts.

These parameters were used to select issues of importance, map impacts, and identify financially significant risks and opportunities.

Changes in the Impact Assessment, Risk and Opportunity Process

During the first application of the methodology, the following were used in combination:

- internal analysis and quantification of impacts;
- focused interviews and meetings with executives and partners,
- benchmarking at industry level and study of regulatory developments.

The Group has identified room for improvement for the next period and has set as targets:

- enhancing stakeholder engagement through more systematic feedback methods;
- the use of digital ESG data collection tools,
- broadening the topics assessed and aligning with the new requirements of the CSRD.

The above adjustments aim to improve the accuracy, consistency and usability of the materiality assessment results, as part of the Group's broader sustainability strategy.



Governance [ESRS 2 GOV]

Corporate responsibility and good governance are fundamental values for Crete Plastics Group. The Group adopts and implements as a Corporate Governance Code (CCC) the revised Corporate Governance Code of the Hellenic Corporate Governance Council (HCGC), as published in June 2021 for companies with transferable securities, listed on a regulated market and meets 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. In this case, the Group faithfully and unswervingly applies the mandatory rules of the Code, while with regard to the "Special Practices" provided within it, complies with or explains the deviations that may exist in detail.

The Role of Administrative, Management and Supervisory Bodies

The governance framework of Crete Plastics Group reflects its commitment to the principles of corporate responsibility and good governance, which are fundamental values for the Group. Overall, they ensure transparency, accountability, and ethical business practices. This framework supports the Group's strategic direction and oversight, creating effective governance structures that are aligned with the expectations of all stakeholders and the regulatory requirements of applicable legislation.

Relevant information on the role of the Board of Directors in shaping and overseeing business conduct, as well as the expertise of its members in managing these issues, is provided in the Corporate Governance Statement of this consolidated report.

General Meeting

The General Meeting of shareholders is the supreme governing body and is responsible for taking decisions on key issues, such as the approval of financial statements, the distribution of dividends, the election of the members of the Board of Directors, as well as the approval of matters related to the Company's sustainable development strategy, when required. Its decisions are binding on all shareholders.

Board of Directors

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. For the year 2024, 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 independent. 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	Member of the Committee on Sustainable Development
Ioannis Lempidakis	Chairman - Non-Executive Member	
Katina – Anna Lempidaki	Vice President - Executive Member	
Michael Lempidakis	Chief Executive Officer - Executive Member	
Emmanuel Lempidakis	Chief Executive Officer - Executive Member	
Ioannis Melas	Executive member	
Emmanuel Kykrilis	Executive member	
Georgios Valergakis	Executive member	
Georgios Korkakas	Executive member	
Michael Perakis	Non-executive member	
Nikolaos Myrtakis	Independent, Non-Executive Member	
Michael Vlatakis	Independent, Non-Executive Member	
Georgia Milaki	Independent, Non-Executive Member	
Christina Chalkiadaki	Independent, Non-Executive Member	

For the year 2024, 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. In addition, a Diversity Policy is implemented, which aims to create a diversified and inclusive Board of Directors, through the promotion of diverse views and experiences, in order to ensure independent judgment and constructive criticism in its decision-making.



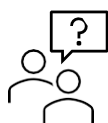
¹ In this way, the members of the Board of Directors who make up the ESG Committee of the Group of Plastics of Crete are depicted.



Composition and Diversity of the Board of Directors		
Index	Unit	2024
Number of executive members of the Board of Directors	#	7
Number of non-executive members of the Board of Directors	#	6
Representation of workers and other workers	#	There is no employee representation on the Board of Directors. ²
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 the present time there is no representation of the employees in the Board of Directors of the Group.

The members of the Group's Board of Directors have the necessary knowledge, skills and experience to perform their duties, in accordance with the role and requirements of their position. Their experience includes both the professional career and the theoretical knowledge they have acquired over time. In assessing their suitability, the previous positions they have held are taken into account. the type of their employment and their overall professional development. The CVs of the members of the Board of Directors are available within the consolidated financial statements in the "*Corporate Governance Statement*" section.



8

hours of training of the Board of Directors on Sustainable Development issues

Factors such as the complexity and scale of the business activity in which the members of the Board of Directors participated, the responsibilities they had undertaken, their ability to achieve corporate goals, their entrepreneurial thinking, their understanding of risks and opportunities



² There is representation of employees only for Health and Safety issues through the Workers' Health and Safety Committee (EYAE).



development, as well as their specialization in areas and functions of the Company are important factors in their selection.

It is noted that the expertise of the Management and its competent Committees, as presented below, enhances the Group's ability to identify, assess and manage the impacts, risks and opportunities arising from Environmental, Social and Intergovernmental (ESG) factors as they emerged from the first double significance analysis carried out by the Group. For more extensive information on the dual significance process and its outcomes, please refer to ESRS 2 in the Impact, Risk and Opportunity Tables.

In addition, for the year 2024, the Board of Directors of the Group of Plastics of Crete attended a specialized training on Sustainability (ESG) Training Program with the help of a specialized consultant.

Board of Directors Committees

Audit Committee

The Group operates on the basis of a comprehensive framework of principles, rules and policies, which ensure transparency and accountability. Their effective implementation is supported by a robust internal control system, which is based on the model of three lines of defense:



The Audit Committee has been established and operates in accordance with Law 4449/2017, as amended by Law 4706/2020 and Law 5164/2024. The audit committee consists of at least three (3) members, who, in their majority, are independent non-executive within the meaning of the provisions of article 9 of Law 4706/2020, as in force. The Audit Committee is an independent committee, composed of non-executive members of the Board of Directors and third parties. The type of audit committee, the term of office, the number and the capacities of its members are decided by the General Assembly. The members of the audit committee are appointed by the General Meeting of the company's shareholders. The members of the audit committee, as a whole, have sufficient knowledge of the field in which the Group operates. At least one member of the audit committee, who is independent, has sufficient knowledge and experience in auditing or accounting to be present at the



at the meetings of the Audit Committee concerning the approval of the financial statements. The Chairman of the Audit Committee is appointed by its members and is either an independent non-executive member or a third party independent of the Company.

The main purpose of the Audit Committee is the fulfillment of its responsibilities, as provided for in article 44 of Law 4449/2017 and its Rules of Operation, while at the same time supporting the Board of Directors in the exercise of its supervisory responsibility. In particular, it oversees the quality, adequacy and effectiveness of risk management and internal control systems in both the Company and the Group. At the same time, it monitors compliance with the legal and regulatory framework governing the Group's financial and non-financial reporting, as well as its relationship with the External Auditors.

Members of the Audit Committee - Plastika Kritis	
Full Name	Property
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 6 times in total, and more specifically regarding the issues related to the issues of sustainable development it met 3 times.

Remuneration and Nomination Committee

The Committee is composed of three non-executive members of the Board of Directors, with the majority of them being independent, while it is chaired by an independent non-executive member.

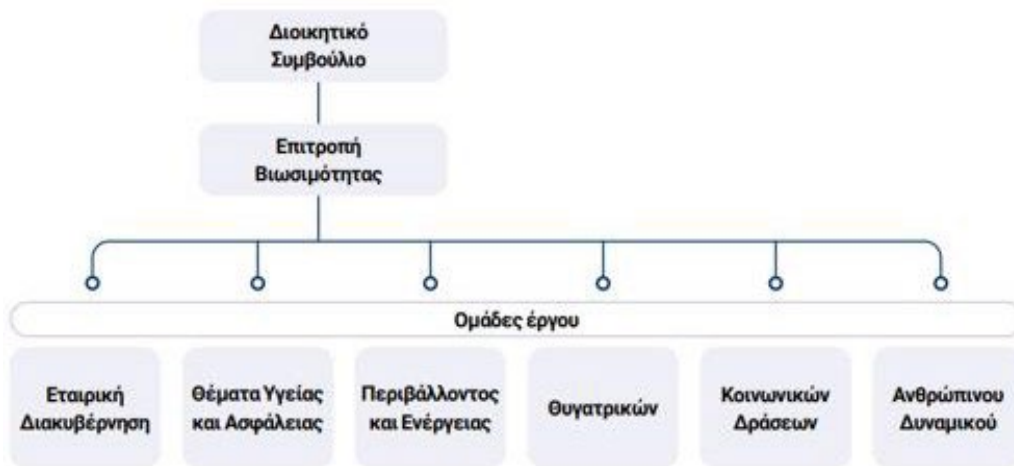
The purpose of the Committee is to fulfill its duties, as provided for in articles 10-12 of Law 4706/2020 and articles 109-112 of Law 4548/2018, as well as to provide assistance to the Board of Directors on issues related to the selection process of its members, the evaluation of their suitability and the formulation of the remuneration policy. In particular, the Committee is responsible for determining and maintaining the selection process of the members of the Board of Directors in accordance with the Suitability Policy, periodically evaluating the suitability criteria and ensuring their assistance to the members of the Board of Directors, as well as formulating proposals for the determination of the remuneration policy and the management of the Company's human resources.



Members of the Remuneration and Nomination Committee - Plastika Kritis	
Full Name	Property
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

The Group recognizes Sustainable Development as an essential element of its strategy, focusing on pillars such as corporate governance, responsible entrepreneurship, social contribution and environmental stewardship. In this context, the Board of Directors decided to establish the Sustainable Development Committee as it is the competent body for determining its members.



The Committee supports the Board of Directors in the formulation and consistent implementation of the Sustainable Development Strategy, in the evaluation and revision of the Sustainable Development Policy, whenever necessary, and in the supervision of the Company's environmental and social initiatives and actions to achieve the Sustainable Development Goals. It has also appointed a Sustainable Development Officer who implements the Sustainable Development Policy and organizes, monitors and/or implements social and environmental actions and initiatives.

It is noted that the Commission is empowered to define the individual objectives of the sustainable development strategy, to monitor their implementation and to set up support groups where necessary.

The main responsibilities for which the Sustainable Development Committee is responsible 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.
- To oversee the development of the Sustainable Development Report and 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.
-

Members of the Sustainable Development Committee Plastics - Crete	
Full Name	Property
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
Sustainable Development
Committee of the Group in 2024



Integrating sustainability-related performance into incentive schemes

At Plastika Kritis Group, the remuneration framework for the members of the Board of Directors is defined within the Remuneration Policy of the Members of the Board of Directors, which has been drawn up in accordance with the Directive of the European Union on Shareholders' Rights, as incorporated into Greek law by Law 4548/2018 (Government Gazette A' 104/2018). With regard to the variable benefits of the members of the Board of Directors, special incentives may be added concerning specific business objectives set by the Managing Directors, which will not exceed 10% of the basic gross remuneration. In addition, the Board of Directors examines the remuneration of its executive members, with indicators related to Environmental, Social and Corporate Governance (ESG) issues and sustainable development as a whole, which could add long-term value to the Group. In this case, the Governing Council shall ensure that these indicators are relevant and reliable and promote the sound and effective management of ESG and sustainable development issues.

To this end, the Group will consider incorporating ESG criteria into the variable remuneration of its members with a time horizon of achievement in 2028.

More information about the remuneration policy of Plastika Kritis can be found on the Group's website.

Every year, the Remuneration Report is published on the website of the Plastics Group of Crete, which is prepared by the Remuneration and Nomination Committee of the Company and is examined in terms of its completeness by the Internal Audit Department and the appointed Certified Auditor. The Remuneration Report of the members of the Board of Directors is brought to the attention of the General Meeting of the shareholders of Plastika Kritis SA for discussion and voting and is then posted as a separate document on the company's website.

Sustainability due diligence statement

The table below presents a brief mapping of the due diligence process of the Plastika Kritis Group with reference to the individual chapters:

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	- Strategy and stakeholder relations - Recognition interested parties of the parties the mapping of the Group's value chain
(c) Specification and Assessment adverse effects	Double Significance Assessment



d) Taking measures to address these adverse effects	The Group's Approach to Sustainable Development
(e) Monitoring and communicating the effectiveness of these efforts	Integration into Risk Management and Strategy

Risk management and internal control

Crete Plastics Group implements an integrated risk management and internal control system, which serves the processes of identification, assessment and mitigation of risks regarding issues related to sustainable development.

More specifically, the Group has an Internal Control System which aims, among other things, to identify and manage the material risks associated with its business activity and operation.

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

Regarding the identification of risks, this is achieved through two main approaches, the Top-Down dimension and the Bottom-Up dimension which aim to identify the key business risks as well as the identification of inherent risk factors associated with them. The identification of business risks (Top-Down & Bottom-Up) can be carried out through alternative methods such as a) sessions, b) interviews and c) questionnaires. In order to determine the risks, Environmental, Social and Corporate Governance (ESG) factors are taken into account as they emerged from the Double Significance process conducted for the first time for the year 2024.

The main risks identified include strategic, operational, financial, and legal and compliance risks. Regarding the main categories of non-financial risks identified in the Company, these are identified in Occupational Health and Safety, plant safety and climate change.

Risk assessment is carried out through the dimensions of Impact and Likelihood. Impact determines the extent to which the occurrence of a risk affects the achievement of the Company's objectives, while probability estimates the frequency of risk occurrence over a specified period of time. Heads of Departments and Departments



work with the Risk Manager to define the assessment criteria and priorities risks based on the estimated impact and probability.

The way in which identified risks, financial and non-financial, are addressed, follows the application of rational response methods. In this case, the Group coordinates the necessary actions and actions for the management of the identified and assessed risks and upon completion of their assessment, the strategy for dealing with them is determined by the risk officer. The response to risk is done in the following ways:

- Risk Tolerance
- Risk Response
- Transfer of risk
- Risk Termination

For example, regarding health and safety risk in the workplace, an integrated management system and accident reduction program is implemented, with simultaneous investment in newer equipment and continuous training of the workforce. In terms of addressing the risk of climate change, the Group closely monitors international trends and is constantly taking new measures to mitigate the risks posed by climate change, such as the increase in carbon dioxide emissions, having made new investments. The Group already operates a Wind Farm and PV with the aim of reducing the use of fossil fuels while aiming to further expand similar initiatives. For a more comprehensive analysis of the significant impacts, risks and opportunities that have been identified through the dual materiality analysis, a detailed presentation is provided in the tables of impacts, risks and opportunities in ESRS2.

The Audit Committee receives and evaluates the reports of the Risk Management Unit on risk management. This Unit is responsible for the submission of the semi-annual and annual reports and the risk management plan. The Commission then informs the Governing Council of the effectiveness of the overall risk management system.



2. Environmentally Responsible



The Group's Approach

Crete Plastics Group has recognized the interactions of its activity with the environment as an important factor for the sustainability of its business model. In 2024, the Group mapped its value chain and conducted a double-materiality analysis, in line with the requirements of the European Sustainability Reporting Standards (ESRS). Through the process and the consultation with stakeholders, it identified the issues of waste, energy and climate change adaptation and mitigation as important for its activities. The relevant impacts, risks and opportunities identified are presented in the table below.

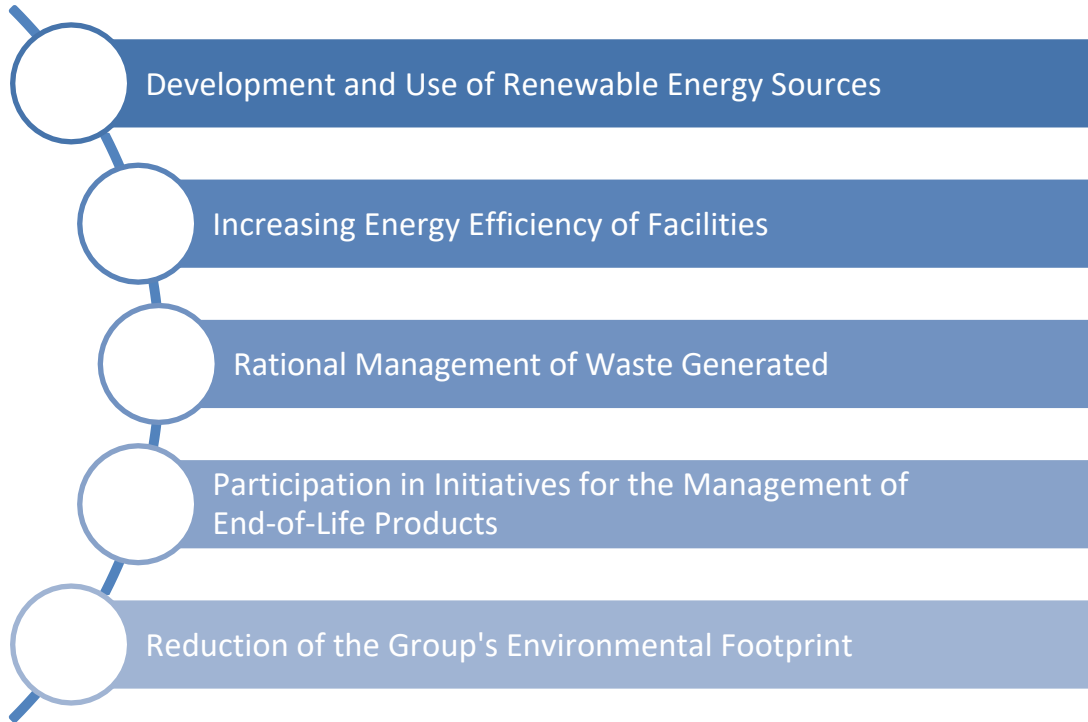
Real negative effect
Energy consumption and greenhouse gas emissions
Plastic waste
Risks
Energy dependence
Risks of transition due to climate change
Opportunities
Diversification of raw materials (biodegradable products)
Transition to renewable energy sources

Guided by environmental responsibility, the Group has adopted a Sustainable Development Policy that summarizes its approach to the environment. The main environmental commitments concern:

- climate change mitigation;
- the rational management of energy and the reduction of the Group's carbon footprint,
- the rational management of waste resulting from its production processes.

The policy is approved, monitored and implemented by the Sustainable Development Committee and its scope includes all subsidiaries of the Group. The policy is available to all interested parties on the Group's website.

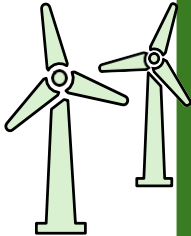
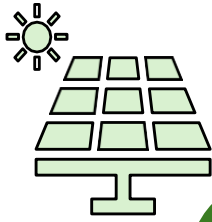
Furthermore, for the management of environmental issues, Crete Plastics Group has developed an environmental management framework that includes procedures for energy and waste management. The main focal points of the environmental management framework implemented by the Group are:



Climate Change

Crete Plastics Group recognizes the significant challenge of climate change and, through its actions, aims to adapt its activities to it and mitigate the related impacts.

Considering the development and use of renewable energy sources as an important decarbonization mechanism, the Group continuously invests in the installation of photovoltaic and wind farms, actively contributing to the emission reduction targets set at the European level. In future financial years, it will examine the possibility of establishing a transition plan to limit global warming to 1.5°C, in line with ESRS requirements. Specifically, since 2003, it has been operating a wind farm in Crete with a capacity of 12 MW, while it is constantly developing photovoltaics in the various areas where it operates.



Facilities

Photovoltaics of Crete Plastics

- Photovoltaic in Romania (3 MWp)
- Location: Tragano, Municipality of Pinios, Prefecture of Ilia (1998 KWp)
- Industrial Area of Heraklion, Crete (1200 km 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.

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)-

Plastic Wind Farms Crete

- Crete (12 MWp)

Furthermore, Crete Plastics Group in 2024 started assessing climate risks using reliable climate scenario data provided by ECMWF and NGFS. The assessment considers high and low emission scenarios in the short, medium and long term. The analysis includes chronic and acute natural hazards as well as transitory risks and opportunities related to technology, the market, the Group's reputation, as well as political and legal issues. The analysis is expected to be completed in 2025 and will be presented in the next consolidated financial statements.

Climate Change Actions & Targets

In the context of the continuous development and use of RES followed by the Crete Plastics Group, in
Annual Financial Report 01.01.2024 – 31.12.2024



2024 it deployed 1,206 kWp of photovoltaics at its facilities in the Industrial Area of Crete and 3,000 kWp in Romania with net metering systems. For the implementation of the actions, the Group



spent 2,584,460 euros in capital expenditure³. These investments are expected to supply the Group's facilities with 3,451,297 KWh of zero-emission electricity, reducing the Scope 2 emissions based on the location of the Group's facilities in Greece by 1,258 tn CO₂e⁴.

In addition to the new installation of photovoltaics, the Crete Plastics Group focuses on the following main axes of action to reduce its energy and carbon footprint:

Mechanism Decarbonization	Action Title	Description
Development and Use of RES	Installation of Photovoltaic and Wind Farms	Continuous development of RES in order to increase energy production. The Group also aims to further use the energy produced from RES in its facilities, if this efficient.
Change Products	Use of Advanced Technologies in Film Production	The Group uses advanced technology to produce thinner but more durable greenhouse films. These films boast improved mechanical strength and resistance to ultraviolet (UV) radiation, extending their lifespan and reducing the need for frequent replacement. In this way, the consumption of raw materials and energy is reduced.
Decarbonization of the Value Chain	Energy Saving in the Value Chain through Collection and Recycling Plastic Sheets	The Group has developed an extensive network for the collection and recycling of plastic sheets. Recycled materials are used to produce new products, saving raw materials and energy needed to produce new plastics.
Energy Efficiency	Energy Efficiency in Buildings	The Group implements energy-efficient practices in buildings, such as the use of high-performance insulation materials and the installation of energy-efficient lighting. The continuous efforts to monitor and improve the

³ In 2024, €1,423 million in capital expenditure was included in the Company's expenses and in the Taxonomy KPI tables. The remaining amounts have been included in the expenses of previous years. The photovoltaics in Crete were put into operation in 2024 while in Romania they are due to be fully operational in 2025 as in 2024 they operated only for trial purposes.

⁴ The calculations have been made based on the most recent residual energy mix of Greece published by DAPEEP in 2023 and with the latest data on Romania's residual energy mix from the AIB.



Mechanism Decarbonization	Action Title	Description
		control of energy consumption highlight the potential opportunities for further improvement.
	Utilization geothermal energy	At the Group's facilities, the thermal energy produced during production Procedures Reusable for the heating of the premises, saving significant quantities of energy. Geothermal systems that are have installed, provide A Energy-efficient solution for cooling the plastics grains v the Duration of production.

Taking into account the key points of its environmental management framework, the Group monitors the identified impacts, risks and opportunities and intends to consider the establishment of quantified targets in future financial years.

Measurement Indicators

Energy

Energy consumption has been identified as an important issue for the Group, with electricity consumption from the grid being the main point of interest, as it accounts for the largest part of the Group's energy footprint. The energy consumption, according to the requirements of the ESRS, is indicated in the table below.

Energy Consumption and Mix	Unit of measurement	2023	2024
(1) Consumption of coal fuel and coal products	MWh	0,00	7,50
(2) Fuel consumption from crude oil and petroleum products	MWh	2.334,75	3.410,33
(3) Gas fuel consumption	MWh	3.580,99	3.647,04
(4) Fuel consumption from other fossil sources	MWh		



Energy Consumption and Mix	Unit of measurement	2023	2024
(5) Consumption of electricity, heat, steam and cooling purchased or obtained from fossil sources	MWh	45.304,96	47.970,19
(6) Total energy consumption from fossil sources	MWh	51.220,70	55.035,05
Share minerals sources in Total energy consumption	%	57,16%	55,50%
(7) Consumption from nuclear sources	MWh	8.790,71	10.070,07
Share of consumption from nuclear sources in total energy consumption	%	9,81%	10,15%
(8) Consumption of renewable fuels, including biomass (which also includes bio-based industrial and municipal waste, biogas, renewable hydrogen, etc.)	MWh	0,00	0,00
(9) Consumption of electricity, heat, steam and cooling purchased or obtained from renewable sources	MWh	26.955,43	29.851,11
(10) Consumption of self-generated energy from renewable sources other than as fuel	MWh	2.644,00	4.210,39
(11) Total Consumption energy from renewable sources	MWh	29.599,43	34.061,50
Share of renewables in total energy consumption	%	33,03%	34,35%
Total energy consumption	MWh	89.610,84	99.166,62
Energy Intensity	MWh/cm. €	241,11	257,53
Percentage of Electricity	%	93,4%	92,9%

For the conversion of fuels into energy, the coefficients given by Directive 2012/27/EU are used, while for fuel density, the coefficients given by the Ministry of Environment and Energy in the context of the climate law are used. Electricity consumption is divided into electricity from nuclear, renewable and fossil sources, according to the energy mix



used to calculate market-based emissions. The entire activity of the Crete Plastics Group is included in the NACE sectors H, C and D that are considered high climate impact according to the ESRS. The turnover used to calculate the intensity of energy consumption is the same as that of the financial statements.

Energy production from the Group's RES facilities in 2024 corresponds to 140% of the electricity consumption of its facilities in Greece and 63% of the consumption of the entire Group. The Group's energy production from RES in recent years is presented in the table below:

Years	Annual Production by RES	Annual Electricity Requirement of the Group's facilities	Percentage Comparison
2024	58.088 Mwh	92.102 MWh	63%
2023	48.934 MWh	83.695 MWh	58%
2022	53.989 MWh	80.805 MWh	67%

The Group's energy production comes from Wind Farms and PV Parks except for non-substantial quantities produced by backup generators.

Greenhouse Gas Emissions

The Crete Plastics Group systematically monitors the greenhouse gas emissions resulting from its activities and makes continuous efforts to reduce them. In addition, in full compliance with the requirements of the National Climate Law, it calculates and verifies scope 1 and 2 emissions at its facilities in Greece through an external verification body. Direct greenhouse gas emissions are calculated based on the consumption of fossil fuels in mobile and fixed media, while indirect emissions are calculated on the basis of the consumption of electricity supplied by the Group from the national electricity grid.

In 2024, the Group calculated some categories of scope 3 that were considered significant, based on industry research and the availability of the required activity data for the calculation. The Crete Plastics Group plans to complete the assessment and calculate the total significant scope 3 emissions in the next financial year.

The Group's emissions for all its subsidiaries are presented in the table below:

Greenhouse gas emissions	Unit of measurement	2023	2024
Scope 1 greenhouse gas emissions			



Greenhouse gas emissions	Unit of measurement	2023	2024
Gross greenhouse gas emissions scope 1	tCO ₂ eq	1.323,25	1.587,42
Percentage of scope 1 greenhouse gas emissions from regulated emissions trading schemes	%	0	0
Scope 1 GHG emission distribution			
Direct Emissions from Constant Combustion	tCO ₂ eq	692,67	670,26
Direct emissions from mobile combustion	tCO ₂ eq	581,86	900,92
Direct diffuse emissions from the release of ATH into man-made systems	tCO ₂ eq	48,73	16,24
Scope 2 greenhouse gas emissions			
Location-based Scope 2 Gross Greenhouse Gas Emissions	tCO ₂ eq	38.991,52	41.323,41
Market-based gross greenhouse gas emissions of scope 2	tCO ₂ eq	33.628,90	35.776,37
Significant greenhouse gas emissions scope 3			
Total gross indirect greenhouse gas emissions (scope 3)	tCO ₂ eq	0,00	377.721,87
1 Purchases of goods and services	tCO ₂ eq	N/A	363.734,05
2 Capital goods	tCO ₂ eq		
3 Activities related to fuel and Energy (non- including in Field application 1 or in scope 2)	tCO ₂ eq	N/A	9.725,58
4 Upstream Transportation and Distribution	tCO ₂ eq	N/A	3.706,79
5 Waste generated by activities	tCO ₂ eq	N/A	555,46
6 Business travel	tCO ₂ eq		
7 Employee Movements	tCO ₂ eq		



Greenhouse gas emissions	Unit of measurement	2023	2024
8 Upstream leased assets	tCO ₂ eq		
9 Downstream transport	tCO ₂ eq		
10 Processing of products sold	tCO ₂ eq	-	-
11 Use of Sold Products	tCO ₂ eq	-	-
12 Processing End-of-Life Selling Products	tCO ₂ eq	-	-
13 Downstream leased assets	tCO ₂ eq	-	-
14 Franchise	tCO ₂ eq	-	-
15 Investments	tCO ₂ eq	-	-
Total GHG emissions			
Total GHG emissions (location-based)	tCO ₂ eq	40.314,77	420.632,70
Total GHG emissions (by market)	tCO ₂ eq	34.952,15	415.085,66
Specific greenhouse gas emissions			
Location-Based Greenhouse Gas Emission Intensity	tCO ₂ eq/ cm. €	108,47	1.092,36
Greenhouse Gas Emission Intensity by Market	tCO ₂ eq/ cm. €	94,04	1.077,96

Direct scope 1 emissions have been calculated based on the WRI GHG Protocol tool and coefficients for stationary and mobile combustion. Indirect scope 2 emissions have been calculated using the coefficients:

1. Greece: Country's Residual Energy Mix for location-based calculation and Provider's Residual Energy Mix for market-based calculation. Both coefficients that have been used are available from DAPEEP.
2. China, Turkey & Russia: <https://ember-climate.org/> for both calculations.
3. Other EU countries: <https://www.aib-net.org/facts/european-residual-mix> for both calculations.



Guarantees of origin or other similar contractual tools have not been used and the Group does not use internal carbon pricing nor does it participate in projects or initiatives to remove or store GHG emissions.

For the calculation of scope 3 emissions, the most recent rates from DEFRA have been used, without the use of primary data from suppliers or other partners in the value chain. The primary data used for categories 3 and 5 refer to energy and waste data reported in the energy and waste tables respectively. The primary data of category 1 refer to plastics purchased from the Group's factories while For Category 4, the distance traveled on land and sea was calculated based on the location of origin and destination of the plastics for each plant. As no biomass is used by the Group or in its value chain, biogenic emissions are considered as non-essential for emissions of all scopes. Finally, the turnover that has been used to calculate the greenhouse gas emission intensity is the same as the turnover. The specific emissions of Scope 1, Scope 2 by location, Scope 2 by market and Scope 3 are 4.12, 107.31, 92.91 and 980.93 tn CO₂e/million € respectively.

Waste management

The Crete Plastics Group, following the process of double significance analysis described in the relevant chapter, as well as after consultation with stakeholders, identified waste as an important issue for its activity. More specifically, the quantities of waste resulting from the Group's production processes in the countries in which it operates, as well as its management methods, constitute the main impact recognized by the Group.

Actions and Goals for the Circular Economy

In order to ensure the rational management of all waste resulting from its production process, Crete Plastics Group has entered into partnerships with external licensed bodies for the collection and management of waste in all countries where it operates. The Group's individual facilities implement waste separation practices in the categories defined by the current legislation and then hand it over to partners for their management. Through this process, the continuous monitoring and management of the impacts, risks and opportunities of the Crete Plastics Group regarding waste is ensured. For the management of waste in 2024, the Group allocated €275,048 in related operating expenses.

The Group also makes efforts to manage the waste generated by its products, although this issue has not been recognized as important. Having developed an extensive collection and processing network, the Group collects used plastic sheets, cleans and processes them in order to create new, high-quality products. This process not only helps to reduce waste, save energy and reduce emissions in the value chain, but actively enhances and



circular economy, reducing dependence on raw materials and reducing the Group's overall environmental footprint.

Particular emphasis is placed on the recycling of agricultural plastics, through close cooperation with local communities and institutions in order to collect and reuse these materials. In this way, the Group makes a substantial contribution to reducing pollution and promoting sustainable practices in agriculture. Additionally, incorporating recycled plastics into the Group's products enhances their durability and lifespan while reducing their carbon footprint.

Recycling of agricultural sheets and irrigation/water pipes in the three-year period 2022-2024 (tn)

Year	Agricultural Leaves	Pipes Irrigation/Water Supply	Total
2024	875,6	95,9	971,5
2023	802,2	71,1	873,3
2022	928,7	31,1	959,8

At the same time, the Group has recognized the importance of partnerships for waste management and actively participates in initiatives and actions to inform the public about this issue. Indicatively, the Group:

- **It is leading** the creation of a Collective Alternative Management System (CSAM) in the context of the "Extended Producer Responsibility", in collaboration with the government, the Federation of Plastics Industries of Greece and peer producers of agricultural sheets.
- **It implements** information and awareness campaigns for the rural population about the process and benefits of collection and recycling.
- **It continuously supports** the creation of collection centers for used agricultural plastics in the main rural areas of the country and especially in Crete (Ierapetra, Tymbaki, Antiskari, Arvi, Falasairna, Elafonisi, Paleochora, Rhodes, Preveza, etc.).
- **It participates** in the Collective System of the Hellenic Recycling Corporation by paying the prescribed amount for the recycling of its packaging, while at the same time it recycles plastic.

The Crete Plastics Group, through its continuous actions and rational management framework, evaluates and monitors the impacts, risks and opportunities related to waste. In future financial years, the Crete Plastics Group will consider setting quantitative targets in accordance with the requirements of the ESRS for the waste it produces.



Measurement Indicators

Most of the waste generated at the Group's facilities is related to the production processes of plastic products, as the Group's RES plants produce very little waste, which is mostly recycled. The main waste generated by the Group concerns non-hazardous waste, and more specifically plastic by-products and mixed municipal waste. The remaining quantities of non-hazardous waste are related to waste from factory maintenance (e.g. metals, filters) and packaging waste from the raw materials used in the production process, which mainly consists of wooden pallets and plastic packaging. The smaller quantities of hazardous waste concern waste resulting from the chemical treatment of some of the Group's products, small quantities of activated carbon filters and other consumable waste that is classified as hazardous, such as WEEE and light bulbs. The Group's total waste and its management method are shown in the table below.

Hazardous waste	2023	2024
Recovery work	39,68	69,68
Preparing for reuse		
Recycling	29,07	
Other recovery tasks	10,61	69,68
Disposal work	217,07	277,01
Combustion	12,35	
Landfill	204,72	97,21
Other disposal work		179,80
Non-hazardous waste	2023	2024
Recovery work	841,64	1.256,38
Preparing for reuse		
Recycling	113,03	532,90
Other recovery tasks	728,61	723,47
Disposal work	1.468,73	838,60
Combustion	84,55	5,19
Landfill	1.384,18	833,40
Other disposal work	0	0
Total waste	2.567,12	2.441,67

All data have been collected based on the documents of the Group's partners. The Group does not produce radioactive waste. The total waste that has not been recycled is 1,908.76 tons corresponding to 78.17% of the total, of which 793.16 tons were managed through other recovery processes.

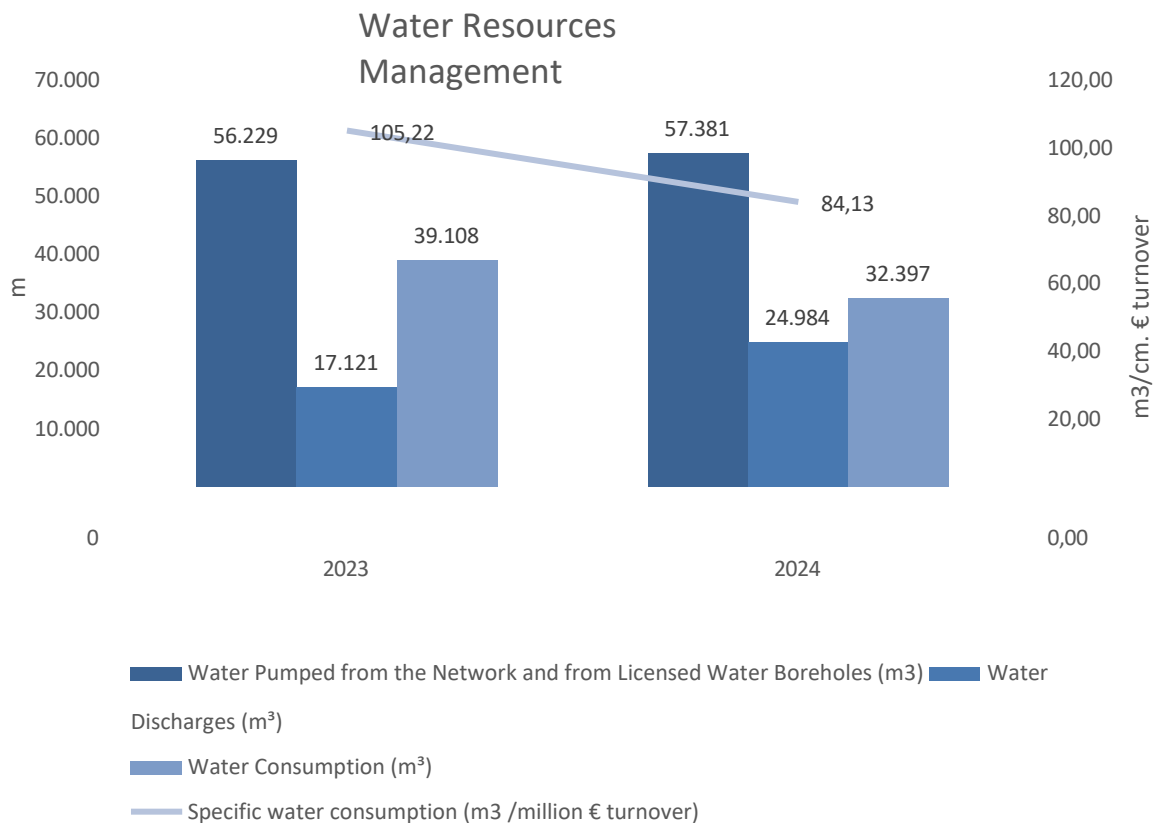
Water Resources

Most of the water used in the Group's facilities comes from the water supply network. The Group has adopted a set of measures to optimize the use of



water, while through the treatment and reuse of water in its production processes, the Group promotes the sustainable use of water resources.

In 2024, the Group began the installation of a water treatment plant, designed for water treatment and recycling, ensuring the removal of contaminants and the adaptation of its physicochemical characteristics to the required specifications. Specifically, during the treatment process, sand and other smaller solid particles are collected before the water undergoes a pH correction process. After the residual particles settle, the water becomes suitable for reuse in plastic washing. The plant is expected to be fully operational in 2025, reducing water pumping needs at the Group's facilities in Crete. The Group's water usage is illustrated in the diagram below.



This facility has a design capacity of 50-60 m³/h and a continuous solids removal capability of 6,000 mg/L, allowing the Group to reduce water abstraction and use, thus contributing to the sustainable management of natural resources.

Innovative products for water management

Crete Plastics Group's commitment to the protection of water resources is also reflected in the development of its products, which are designed to contribute to water conservation. The Group's agricultural membranes allow farmers to reduce water evaporation and increase irrigation efficiency. Additionally, geomembranes are used in water reservoirs and canals, preventing leaks and ensuring the preservation of valuable water resources.

In particular, the films and technologies of Crete Plastics Group help in the precise application of water and fertilizers, reducing waste and ensuring that plants receive the



necessary nutrients directly to the root zone; Through this optimization system, the use of water and raw materials during production is reduced.

3. EU Taxonomy Report

Introduction

With the adoption of the European Green Deal in 2019, the EU set itself the goal of achieving a climate-neutral economy in the EU by 2050, by increasing the uptake by companies of environmentally and economically sustainable investments. To this end, the Taxonomy Regulation (EU) 2020/852 of the European Union entered into force, which establishes the definitions and criteria on the basis of which an economic activity can be classified as environmentally sustainable. In order to determine the extent to which an investment is environmentally sustainable, the Taxonomy sets out specific disclosure requirements by obliged companies in accordance with Delegated Regulations (EU) 2021/2178, (EU) 2021/2139 and (EU) 2023/2486. To achieve the sustainability of the European Economy, the Taxonomy has set 6 environmental objectives on which the disclosure framework is based, namely:

1. Climate change mitigation
2. Adapting to climate change
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protecting and restoring biodiversity and ecosystems

The Taxonomy Regulation, and in particular its delegated regulations, form the basis for several current and future European Union initiatives to facilitate sustainable financial reporting. The Crete Plastics Group is obliged, in accordance with article 8 of the Regulation, to include in the sustainability statement of the annual financial statements information on the manner and extent to which its activities are related to the financial activities described in the delegated regulations. The above obligations concern all the Group's activities both inside and outside Europe, where the Group has a presence.

As we are in the third year of implementation of the Taxonomy, 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 disclosures under Article 8 of the Taxonomy, during which only eligibility percentages for the three main performance indicators (turnover, capital expenditure, operating expenses) were published.

In this report, the amounts included in the Group's notifications are presented in detail as well as accompanying information regarding the calculation of these amounts. According to the current legislative framework, the obligation of businesses 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 framework of the



EU Taxonomy. 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. 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 enterprises 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:

- To contribute significantly to the achievement of one or more of the environmental objectives set out in the Taxonomy;
- Not to significantly burden any of the other environmental objectives
- To be exercised in accordance with minimum safeguards
- 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 "transition activities" in accordance with 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 operate at the moment with zero greenhouse gas emissions. However, as not all criteria in all activities are linked to emissions, activities that meet certain criteria and are therefore classified as 'aligned' despite their potentially significant emissions belong to the subcategory 'transitional activities'. This category includes three possible cases of activities as shown below:

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



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 2024. The detailed presentation of the ratios (CIs) 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, Crete Plastics already has a wide portfolio of products which, combined with the continuous research and development activities in our laboratories, is constantly growing with innovative products that give value to our customers and the Group itself. The main product categories of Plastika Kritis include the production of specialized plastic sheets for agricultural applications, polyethylene pipes for agricultural and other applications, geomembranes for various waterproofing uses as well as masterbatches, which are used as raw material in a wide range of applications and products in the plastics industry. At present, some of these products are not included in the economic activities of the EU Taxonomy. With regard to the financial year 2024, the Group evaluated 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 in Taxonomy:

The activity includes the manufacture of resins, plastics and non-vulcanized thermoplastic elastomers, the mixing and mixing 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, as long as 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 finished plastic products



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 inside and outside Europe, with a total production capacity exceeding 85,000 MT/year. The amounts relating to the Group's internal consumption have been excluded from the calculations of the indicators.

4.1 – Electricity production using solar PV technology

Description of activity in 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 – Generation of electricity from wind energy

Description of activity in 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 in 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:

Since 1992, the Group has been operating a plastic recycling plant in Crete, which is mainly active in the collection and recycling of used plastics from greenhouses, industries and urban sources. The process of collecting plastics from the fields, which are transported to the recycling plant, where they are cleaned and processed to turn them into useful raw material, contributes both to increasing production and to protecting the environment. This system has been created in cooperation with municipalities,



cooperatives and individuals to collect agricultural plastics after their use and transport them to the Group's unit for recycling.

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 outlined 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 evaluation follows 3 successive 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 across the range of its activities as well as the implementation of the principles and vision of Crete Plastics.

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 goal 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 allocated 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 of the remaining 5 environmental objectives of the Taxonomy, where relevant criteria for the activities were in place, 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/activities of the Group approach or are 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. Based on the above, it was considered that all activities of the Group during the financial year 2024 are eligible and not aligned with the Taxonomy framework.



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 viable, 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. We place special emphasis on their health and safety, ensuring that workplace hazards are eliminated.

Regarding 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 audits are being carried out to assess their compliance. In this process, the Group's Code of Ethical Conduct and Ethics 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 facilities for the combined production of heat/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, which produce 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 Accounting Standards Committee (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.

Significant assumptions by management regarding the application of the Group's accounting methods have been identified where appropriate. The accounting principles relevant to the preparation of this report are presented in Note 3.

It is noted that compared to the previous reporting period, the method of calculating the KPIs has not changed, but RES activities have been categorized as eligible and non-aligned and the corresponding percentages are reflected within the KPI tables. Also for the data of the year 2023, an adjustment was made to the allocation of capital expenditure related to the Group's activities in Romania, with part of the capital expenditure initially attributed to activity "3.17 – Production of plastics in primary forms" being transferred to activity "4.1 – Production of electricity using solar photovoltaic technology", according to the actual nature of the investments. This reallocation changes the rates of capital expenditure for the financial year 2023, from 28% to 23% for activity 3.17 and from 5% to 12% for activity 4.1.

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** KPIs. 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). Specifically, the Group's total turnover is presented in Note "28. Information of functional domains".
- II. **Capital expenditure** KPIs. The CapEx KPI is defined as the fixed capital expenditure linked to Taxonomy-eligible economic activities (numerator) divided by total CapEx (denominator). The total capital expenditure consists of additions to owner-occupied tangible and intangible fixed assets as well as to rights of use assets during the period, before depreciation and any measurements and impairments, including those resulting from revaluation and impairment, including capital expenditure as part of capital expenditure plans by various Group companies (capital expenditures). category B) costs as shown below. The Group's total capital expenditures are presented under the line "Period additions" for the current period in Notes "6. tangible fixed assets", "7. Assets with a right of use", "8. Intangible assets".



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 all over 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. The total cost of this category in 2024 amounted to approximately €2.8m. and concerns machinery and masterbatches production units in various countries where the Group has a presence as well as in the company's recycling unit in Crete, while their completion is expected within the year 2025.

III. KPIs of operating costs. The operating costs KPI is defined as the operating costs related to eligible economic activities (numerator) corresponding 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. Total operating expenses consist of direct uncapitalized repair and maintenance costs (denominator). Expenses related to the daily operation of tangible assets such as e.g. raw materials, cost of employees for the operation of machinery, electricity or liquids necessary for the operation of tangible assets, etc. are not included.

	Turnover rate/ Total turnover		Percentage of Capital Expenditure / Total Capital expenditure		Percentage of Operating Expenses/ Total Operating costs	
	In line with the Taxonomy by Target	Eligible for the Taxonomy by Target	In line with the Taxonomy by Target	Eligible for the Taxonomy by Target	In line with the Taxonomy by Target	Eligible for the Taxonomy by Target
CCM	0%	48%	0%	66%	0%	52%
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 2024	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 2023 (18)	Category – favorable activity (19)	Category – transition activity (20)
	Economic activities (1)	Code (2)	Turnover (3)	Percentage of turnover 2024 (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	
Of which transition activities		0	0%	0%	0%	0%	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	0	0%	OP	OP	MEP	MEP	MEP	MEP								1%		
Electricity production from wind energy	CCM 4.3 / CCA 4.3	4.438	1%	OP	OP	MEP	MEP	MEP	MEP								0%		
Production of plastics in primary Formats (masterbatches)	CCM 3.17 / CCA 3.17	179.688	47%	OP	OP	MEP	MEP	MEP	MEP								43%		
Recovery of materials from non-hazardous Waste	CCM 5.9 / CCA 5.9	1.055	0%	OP	OP	MEP	MEP	MEP	MEP								0%		
Turnover of Taxonomy-eligible but non-environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		185.182	48%	48%	0%	0%	0%	0%	0%								43%		
A. Turnover of activities eligible for the Taxonomy (A.1+A.2)		185.182	48%	48%	0%	0%	0%	0%	0%								43%		
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
Turnover of activities not eligible for the Taxonomy		199.885	52%																
TOTAL		385.067	100%																



Capital Expenditure KPI

Fiscal Year 2024	Year		Criteria for significant contribution							Criteria for not causing significant harm						Minimum Safeguards (17)	Percentage of capital expenditure aligned with (A.1.) or eligible (A.2.) for Taxonomy 2023 (18)	Category – favorable activity (19)	Category – transition activity (20)
	Economic activities (1)	Code (2)	Capital expenditure (3)	Percentage of capital expenditure in 2024 (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)																			
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%	0%	0%	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	1,423	11%	OP	OP	MEP	MEP	MEP	MEP								12%		
Electricity production from wind energy	CCM 4.3 / CCA 4.3	0	0%	OP	OP	MEP	MEP	MEP	MEP								0%		
Production of plastics in primary Formats (masterbatches)	CCM 3.17 / CCA 3.17	6,756	52%	OP	OP	MEP	MEP	MEP	MEP								23%		
Recovery of materials from non-hazardous Waste	CCM 5.9 / CCA 5.9	381	3%	OP	OP	MEP	MEP	MEP	MEP								2%		
Capital expenditure of Taxonomy-eligible but non-environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		8,559	66%	66%	0%	0%	0%	0%	0%								37%		
A. Capital expenditure of Taxonomy-eligible activities (A.1+A.2)		8,559	66%	66%	0%	0%	0%	0%	0%								37%		
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																			
Capital expenditure of activities not eligible for the Taxonomy		4,325	34%																
TOTAL		12,884	100%																



Operating Expenses KPIs

Fiscal Year 2024	Year		Criteria for significant contribution							Criteria for not causing significant harm						Minimum Safeguards (17)	Percentage of operating expenses aligned with (A.1.) or eligible (A.2.) for Taxonomy 2023 (18)	Category – favorable activity (19)	Category – transition activity (20)	
	Economic activities (1)	Code (2)	Operating costs (3)	Operating Expense Rate 2024 (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)																				
Operating costs 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	26	0%	OP	OP	MEP	MEP	MEP	MEP	MEP								0%		
Electricity production from wind energy	CCM 4.3 / CCA 4.3	611	6%	OP	OP	MEP	MEP	MEP	MEP	MEP								5%		
Production of plastics in primary Formats (masterbatches)	CCM 3.17 / CCA 3.17	4.519	42%	OP	OP	MEP	MEP	MEP	MEP	MEP								45%		
Recovery of materials from non-hazardous Waste	CCM 5.9 / CCA 5.9	374	3%	OP	OP	MEP	MEP	MEP	MEP	MEP								5%		
Operating costs of Taxonomy-eligible but non-environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		5.530	52%	52%	0%	0%	0%	0%	0%	0%								55%		
A. Operating costs of Taxonomy-eligible activities (A.1+A.2)		5.530	52%	52%	0%	0%	0%	0%	0%	0%								55%		
B. ACTIVITIES NOT ELIGIBLE FOR TAXONOMY																				
Operating costs of activities not eligible for the Taxonomy		5.202	48%																	
TOTAL		10.732	100%																	



4. Our People [ESRS S1]



The Group's Approach

At Crete Plastics Group, employees are a cornerstone in its successful course. The Group, seeking to remain stable in its family values, while strengthening and expanding its professional activity, invests in the creation of stable relationships of mutual trust with its people.

The Group's workforce consists of employees and self-employed persons, who work at the Group's facilities in Greece, Romania, Russia, China, Turkey, Poland and France. At the end of the reporting period, the total number of employees of the Group amounted to 1,236 persons using the method of counting the total number of employees on 31/12/2024.



In 2024, the Group conducted a double materiality analysis based on ESRS standards and identified the potential and actual impacts related to its human resources, as well as risks and opportunities as reflected below:

Potential positive effects
Work-life balance and employee well-being
Education and skills development
Diversity, equality and inclusion
Real Negative Effect⁵
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

⁵ No negative effects on the Group's human resources resulting from transitional plans for the environmental transition and the path towards greener and climate-neutral activities have been identified.



We utilize an integrated system of policies and governance mechanisms at Group level, as mechanisms to reduce and, where possible, eliminate negative impacts, maximize positive ones, as well as to manage risks and opportunities related to human capital. Through this framework, we actively promote the well-being and equal treatment of all our employees, ensuring stability, ongoing support, and meaningful opportunities for personal and professional growth.

Rules of procedure



The Group has a Work Regulation that aims to create and maintain a positive, human-centered working environment, which favors and enhances the development of long-term bonds between the staff and the Group. This Regulation applies to all personnel associated with the Group by contract or employment relationship of any form (indefinite or fixed-term, full-time or part-time, etc.) and regardless of the time of employment. Lawyers affiliated to the Group with a salaried mandate contract are subject to these Regulations only for those provisions that are not contrary to the provisions of the Lawyers' Code (Law 4194/2013). Persons of management and trust, according to law and/or case law, are subject to these Regulations, with the exception of those provisions which 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, 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 this Regulation. The Human Resources Department is responsible for the implementation of this Policy. The Labor Regulation has been 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. Through the Double Significance analysis process, attention is paid to the interests of key stakeholders regarding the Policy. The Policy is available to the Group's staff.

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 that apply to its customers, suppliers and other partners. Among the basic principles of the Code of Ethical Conduct and Ethics include:

- Respect for Human Rights



- Safety, Health and Environmental Protection
- Labor relations

The Code of Ethical Conduct and Conduct is available for all interested parties on the Group's [corporate website](#) (more information in ESRS chapter 2, G1).

Policy to combat violence and harassment at work



The Group implements, in accordance with Law 4808/2021, a Policy for the Prevention and Combating of Violence and Harassment and a Policy for the Management of Internal Complaints for Incidents of Violence and Harassment at Work, with the aim of ensuring transparency and creating an open and inclusive working environment for all. The aim of the Policy is to protect employees from any kind of behavior that constitutes violence and harassment and to protect all those who report such an incident, defending human rights and human dignity. The Policy applies to all Partners, regardless of their contractual status. Specifically, it applies:

- to all employees with an employment contract (full-time or part-time, indefinite or fixed-term),
- to those employed under a work contract, independent services, salaried mandate,
- third-party service providers, as well as trainees, including trainees and apprentices;
- to employees whose employment relationship has ended, as well as to people applying for work.

The Group's Human Resources Department is responsible for the implementation of the Policy.

The Group's Anti-Violence and Harassment Policy is in line with the requirements of Law 4808/2021. Through the dual significance process, the views and interests of all stakeholders are recorded and assessed. This process allows the Group to review the needs and expectations of its stakeholders and adapt accordingly. The Policy for Combating Violence and Harassment and for the Management of Internal Complaints is available to all employees of the Group.

Report-Complaint Management Policy



The Group implements a Report-Complaint Management Policy in order to ensure timely notification of any incident of violation of national and European legislation. The Policy aims to:



- The Group's commitment that all reports-complaints will be treated with absolute confidentiality to the extent permitted by law.
- To encourage whistleblowers to feel safe when they report the commission of illegal acts.
- Providing appropriate channels to whistleblowers to report any violations they have been informed of in the context of their work and to be informed about the progress of their report and any relevant action.
- Ensuring the protection of whistleblowers from retaliation, if they disclose information under this Policy.
- To contribute to the promotion and development of a culture of accountability, regulatory compliance, respect and integrity.

This Policy applies to and is addressed to any person who provides services, works or collaborates in any way with the Group, as well as to any third party related to its activity. Specifically, it applies:

- To all employees with an employment contract (full-time or part-time, indefinite or fixed-term).
- Shareholders and persons belonging to the administrative, management or supervisory body, including non-executive members of the Board of Directors, as well as volunteers and paid or unpaid trainees.
- To those employed under a work contract, independent services, salaried mandate.
- To any persons working under the supervision and instructions of its contractors, subcontractors and suppliers.
- Persons reporting information on breaches obtained under an employment contract that has expired for any reason, including retirement, as well as reporters whose employment contract has not yet begun, in cases where information on breaches has been obtained during the recruitment process or at another stage of negotiation prior to the conclusion of a contract.

The YPA is responsible for the implementation of the Policy. The Process is accessible to all employees. Through the process of Double Materiality analysis, attention is paid to the interests of key stakeholders regarding the Policy.

Quality, occupational health, safety and environment policy



This Policy focuses on the management of Quality, Occupational Health & Safety (EH&S) and the Environment, in accordance with the requirements of ISO standards. Its main objectives include the promotion of innovation and quality, the Safety Officer of all



stakeholders (employees, subcontractors, visitors), the effective control and elimination of occupational risks, the monitoring and evaluation of performance in the fields of Quality, R&D and Environment, as well as the continuous improvement through programs and actions. The Policy recognizes the risks associated with occupational accidents and environmental impacts and is committed to continuous evaluation and improvement through internal monitoring procedures. Its scope covers all the Group's human resources, while the Board of Directors is responsible for its implementation. The Policy is fully aligned with the requirements of the International Certification Systems ISO 9001 and ISO 45001. In addition, through the Double Materiality analysis process, the interests of key stakeholders are taken into account. It is available to the Group's staff.

Staff Safety Regulations



The Group implements an Internal Regulation for the safety of its Personnel, recognizing the Health and Safety of its employees as a priority. Through the Regulation, the Group seeks to create a unified health and safety culture with the aim of mitigating risks and reducing accidents at work. The Regulation applies to all employees of the Group, while the Security Officers of the Parent Company and the Group's subsidiaries are responsible for the implementation of the Regulation. The Regulation is available to the staff of the Group.

Human rights

The Group recognizes the risks associated with the violation of human rights in the workplace. For this reason, it is in regular communication with individual factories and has established appropriate reporting mechanisms to protect workers' rights. As part of its own operations, the Group does not present any types of activities or geographical areas that are considered to pose a significant risk of forced or compulsory labour incidents. Similarly, no activity types or geographical areas considered to pose a significant risk of child labour incidents have been identified.

However, it recognizes the obligation to investigate and assess the risks of human rights and labour rights violations in the value chain as well. To this end, it has committed to proceed with the development of a relevant Human Rights Risk Assessment in order to identify potential risks associated with human rights violations in the value chain and to take the necessary preventive actions.

Understanding the possibility of the existence of vulnerable groups of employees, due to their characteristics or their employment context, is a priority of the Group and is part of the next phases of the Human Rights Self-Assessment. The goal is to fully understand and prevent potential risks associated with discrimination or other forms of harm.

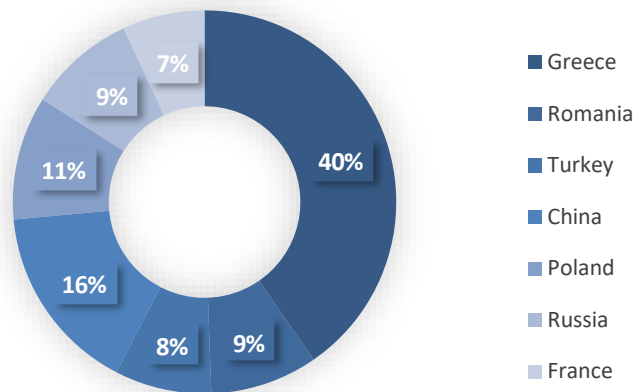


Human Resources Profile

The Crete Plastics Group seeks to create a working environment based on respect for diversity, as well as the creation of long-term stable relationships of trust with its employees.

Total number of employees by country and gender 2024						
	2024			2023		
	Men	Women	Total	Men	Women	Total
Greece	447	52	499	426	51	477
Romania	98	14	112	95	15	110
Turkey	85	16	101	87	15	102
China	158	39	197	154	39	193
Poland	94	35	129	90	32	122
Russia	79	33	112	77	33	110
France	70	16	86	71	16	87
Totals	1.031	205	1.236	1.000	201	1.201

Distribution of employees by country



Out of the Group's total human resources, 21 employees are classified as self-employed (based on the method of calculation in Full-Time Equivalents – FTEs). Of these, 12 are employed in Poland, 3 in China and 6 in France.



Human Resources Indicators by Gender and Country 2024			
	2024		
	Men	Women	Total
Total permanent employees, Group	939	195	1.134
Percentage of permanent employees, Group	91%	95,1%	91,7%
Greece	382	49	431
Romania	98	14	112
Turkey	85	16	101
China	158	39	197
Poland	67	28	95
Russia	79	33	112
France	70	16	86
Total fixed-term employees, Group	91	6	97
Percentage of fixed-term employees, Group	8,9%	3%	7,9%
Greece	65	3	68
Romania	0	0	0
Turkey	0	0	0
China	0	0	0
Poland	26	3	29
Russia	0	0	0
France	0	0	0
Total employees with non-guaranteed working hours, Group	1	4	5
Percentage of employees with non-guaranteed hours, Group	0,1%	1,9%	0,4%
Poland	1	4	5

Employee satisfaction and retention

Maintaining satisfied employees is a strategic priority for the Group, as it is directly linked to product quality and operational excellence. Through a meritocratic recruitment process, the Group seeks to attract the right people for each job, applying objective criteria for the evaluation of technical and interpersonal skills, without discrimination based on personal characteristics. Attracting talent, specifically in the field of Research and Development, is a critical opportunity for Crete Plastics Group to enhance innovation, know-how and long-term competitiveness.

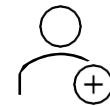
At the same time, the loss of skilled workers and valuable know-how is a substantial business risk, especially in a technologically demanding industry such as the production of plastic materials with specialized applications. Managing this risk is achieved through meeting the needs of employees, offering competitive benefits, investing in their well-being, and continuously developing skills. Work-life balance, creating an inclusive and equitable environment (DEI), providing educational opportunities, and fostering a culture of safety, are all



pillars of a strategic approach that enhances talent retention and a positive employee experience.

It is worth mentioning that the selection process for Managerial positions follows a special protocol, with the aim of filling the positions with executives who have the appropriate profile, while priority is given to internal development, enhancing staff retention and cultivating a culture of continuous development and recognition.

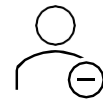
Employee Recruitment by Country [GRI 401-1]	
	2024
Greece	58
Romania	19
Turkey	48
China	15
Poland	29
Russia	27
France	10
Total	206



16,7%

Hiring Index 2024

Departures of workers by country]	
	2024
Greece	27
Romania	18
Turkey	46
China	23
Poland	25
Russia	33
France	11
Total	183



14,8%

Exit Index 2024

Well-being and work-life balance

The operation of every business, regardless of sector, must support work-life balance and ensure the well-being of all employees. At Crete Plastics Group, we recognize that employee satisfaction is a key factor in maintaining the high quality of our products and the efficient operation of production.

Our commitment to the well-being and development of our people reinforces the company's sustainable growth trajectory and long-term success. We seek to create a fair and supportive work environment, enhancing well-being and work-life balance through competitive remuneration that exceeds



Minimum legislative limits, flexible employment schemes and an integrated benefit system, which covers a wide range of needs and aims to reward them for their contribution to its successful course. The Group offers specific benefits to the employees of each country with the aim of serving the special needs of its people.

Specifically, the Group offers the following benefits as far as **Greece** is concerned:

1. 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.

2. 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

3. Financial support for children's education

Financial support to employees who have children in B, C Lyceum or study in recognized universities. The incentive is applied after the first semester of recruitment, as follows:

Net annual Employee's remuneration	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

4. 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 Physician. The incentive is applied after the first semester of recruitment.



5. 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.

6. Aid for marriage

Support for marriage with 250 euros (for an employee with up to 12 months of service) or with 500 euros (for an employee with more than 12 months of service). Also, aid for the marriage of an employee's child with 250 euros per child (for an employee with more than 12 months of service).

7. 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.

8. 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 his discretion, he supports colleagues who have a special need.

9. 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.

10. 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.

11. Participation in the THALES Energy Community

Employees who have joined the THALES Energy Community enjoy a significant reduction in electricity costs for 25 years.

372

employees of the Group have been members of the THALES energy community for 25 years (registered until 31/12/24)

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. The subsidy is PLN 7/day for 8-hour work.



- Corporate Social Fund (ZFSS): 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.

In **Russia**, the Group offers the following benefits to its employees:

- Funeral expenses (partial coverage)
- Work lunches
- Shopping card (one-time gift for the New Year)
- Mobile phone allowance
- Employee Travel Expenses
- Bonus from annual earnings for all employees
- 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:

- 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.
- Bonus from annual profits at the end of the year for all employees (up to 5% EBITDA).
- 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 employees' net taxable income.
- Employee Travel Expenses
- Work Meals: Provided as either meal baskets or meal vouchers, depending on the employee's position. In the case of vouchers, part of the cost is borne 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

Safeguarding labour rights

The well-being of workers cannot be achieved without institutional consolidation and respect for their labour rights. At the Group, the promotion of a healthy, safe and fair working environment is a foundation for enhancing the satisfaction, trust and performance of its people. Ensuring their rights, combined with targeted initiatives to support their professional and personal lives, contributes substantially to the creation of a sustainable and humane work model.

99.8% of the Group's employees are covered by social protection benefits, which include:

- Health care coverage in case of illness
- Unemployment benefits from the start of employment
- Compensation due to accident at work or acquired disability
- Right to parental leave
- Insurance coverage for retirement

Employees not covered by benefits social protection by country ⁶	
	2024
China	3
Total	3

In addition, 100% of the Group's employees are paid a salary higher than the basic salary set by the legislation of the respective country, and are fully covered by social protection, as well as by collective labor agreements, as defined by the respective national legislative framework. In addition, the total number of workers meeting the

⁶ The 3 employees in China are Greeks who are not covered by social protection benefits due to the special regime of the legislation and are covered by private insurance under the Group's special benefits.



conditions for parental leave, in accordance with the legislation and internal procedures of the Group.

Employee leaves related to family reasons	
	Total
Percentage of employees entitled to take family leave	82%
Percentage of workers entitled to and on maternity leave	18%
Percentage of eligible employees have received paternity leave	13%
Percentage of employees entitled to and have taken parental leave	11,2%
Percentage of employees who are entitled to and have taken care leave	14,2%

Specific collective agreements and employee representation	2024
Percentage of workers covered by collective agreements	58%

Coverage by Collective Conventions and Social Dialogue	Collective Agreements		Social Dialogue
	Employees – EEA	Employees – Outside the EEA	Representation in the workplace (EEA only)
0 -19 %	Poland, Romania	Turkey, Russia	Poland
20 -39 %			
40 -59 %			
60 -79 %		China	
80 -100 %	Greece, France		

In 2024, the Group employed 7 employees with disabilities, i.e. 0.56%, 4 men and 3 women, enhancing equal access to work for all people.

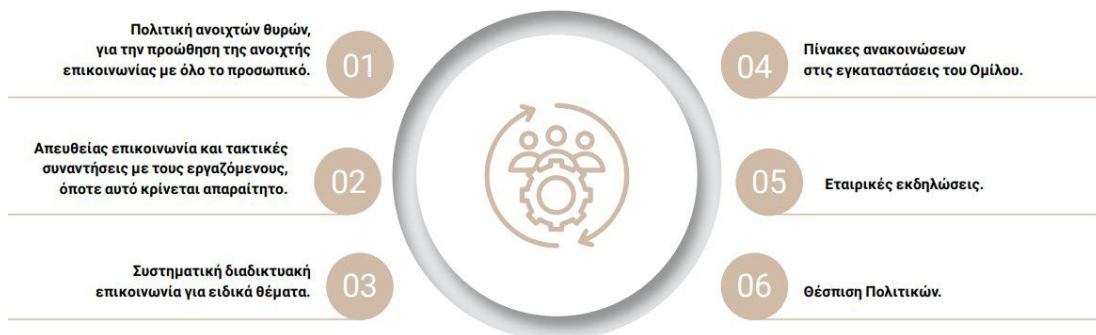
In addition, the Crete Plastics Group, in the context of promoting equality, seeks to reduce the gender pay gap, which in 2024 stood at 3.23% for the Group. Regarding the annual total remuneration of the highest paid person in proportion to the average salary of employees, in the Parent Company, it amounted to 4.07 for the year 2024.



Number of Discrimination Incidents 2024	0
Number of complaints submitted through channels to raise concerns among the company's own workforce	0
Amount of fines, penalties and damages for damages as a result of incidents of discrimination, including harassment and complaints made	0€
Number of serious human rights incidents linked to the workforce	0
Number of serious human rights incidents involving the workforce concerned that constitute non-compliance with the UN Guiding Principles and the OECD Guidelines for Multinational Enterprises	0
Amount of fines, penalties and compensation for serious human rights issues and incidents related to their own workforce	0€

Communication with employees

Crete Plastics Group seeks to create a working environment in which employees can express themselves freely, convey any concerns they may have, but also communicate directly and effectively any issues related to their work. In this direction, the Group has established channels that promote open and two-way communication and contribute to the strengthening of relations with employees:



Through communication channels, the Group receives feedback on issues that concern its human resources, which it seeks to use for the continuous improvement of the working environment. The Group's Human Resources Department is responsible for enhancing communication and recording employee requests.

In addition, Crete Plastics Group has established a transparent and reliable complaint system, with the aim of ensuring the dignity, safety and rights of all employees. This system allows employees to report, securely and confidentially, incidents of violation of labor laws, cases of harassment or



discrimination, health and safety concerns, and any other issue that affects their working conditions or personal well-being.

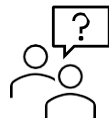
All complaints are immediately evaluated by competent officials, with respect to the principle of non-retaliation and with absolute confidentiality. The reporting system is linked to the risk management unit through which the Management and the Audit Committee are informed twice a year in order to take the necessary corrective measures where necessary.

The Group encourages a culture of open communication and trust, considering the existence and proper operation of such mechanisms essential to promote a fair and safe working environment. At the same time, this system supports the broader compliance and sustainable governance framework that applies to the entire range of the Group's activities.

The Group's commitment to respect for human rights and the principle of inclusion is demonstrated in practice by the Group's zero incidents of discrimination:

Training and Development

The training and upskilling of employees is a substantial investment in the Group's human capital and know-how. Through the continuous enhancement of their skills, employees acquire the skills they need to meet the evolving demands of the market, contributing to the enhancement of the competitiveness and performance of the Organization.



22.147

the total number of hours
training of employees in the Group

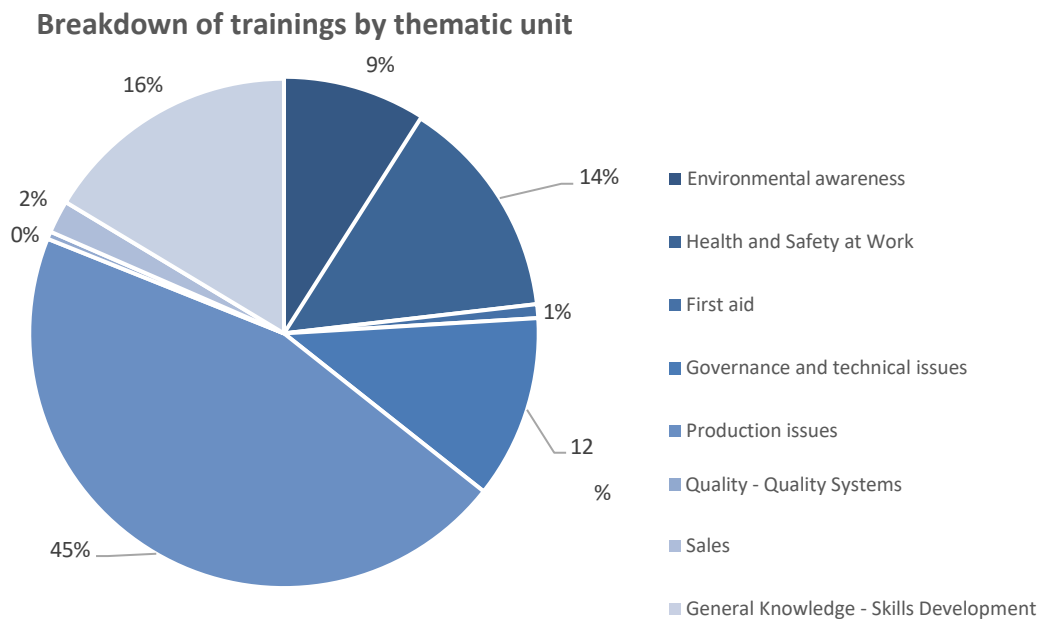
Average Training Hours		
	2024	2023
Men	19,3	9,6
Women	11	7,9
Total	18	9,3

The development of our people is not just a learning process, but a strategic choice with multiple benefits both for themselves and for the sustainable development of the Group. We implement training programs, on a variety of topics, with the aim of ensuring the safety of



employees, their efficiency and the satisfaction of their professional and personal goals.

In 2024, the Group conducted trainings on the following topics:



Employee Evaluation

The Plastics Group of Crete has established an evaluation process, which is based on meritocratic criteria and aims at the advancement of employees within the organization and their continuous development. The assessment is carried out on an annual basis, taking into account both objective criteria related to the job and interpersonal skills.

Percentage of employees evaluated		
	2024	2023
Men	43%	32,3%
Women	46%	34,8%
Total	43,3%	32,7%

Diversity, Equity, and Inclusion

Diversity is a powerful driver of operational efficiency. Businesses whose leaders embrace diversity and incorporate multiple perspectives into decision-making are more resilient and able to deal more effectively with any crisis. A number of research findings confirm that companies with gender and ethnicity diversity outperform their competitors, showing higher shareholder returns and less volatility. Integration



different opinions and experiences enhances the quality of decisions and leads to improved performance at all levels.

The Crete Plastics Group, with employees in seven countries, focuses and emphasizes the promotion of equality and inclusion and the respect of diversity. The Anti-Violence and Harassment Policy and the Code of Ethics and Ethics are the operating framework of the Crete Plastics Group. The Group's goal is to create a working environment that will provide equal opportunities for recruitment, development and training for all employees without any 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 harassment in the workplace and forced and child labor both in the Parent Company and in the Subsidiaries and the supply chain.

Distribution of employees by gender in top management			
	2024		
	Men	Women	Total
Number	58	17	75
Percentage	77,3%	22,7%	100%

As Senior Executives, the Group appoints the Division Managers and the Factory Managers in the countries in which it operates.

The age distribution of the Group's employees reflects our commitment to creating an inclusive and equal work environment, where different generations are represented. The coexistence of employees under the age of 30 with experienced professionals enhances intergenerational collaboration and encourages the transfer of knowledge and experience.

This diversity is a key element of our work culture and is recognized as a source of innovation, resilience and continuous development. In this context, we give equal opportunities for growth and development to all age profiles, enhancing representation at all hierarchical levels.

Distribution of Group employees by age level 2024			
	2024		
	Men	Women	Total
Under 30 years old	157	26	183
From 30 to 50 years old	621	142	763
Older than 50 years old	253	37	290



Health and Safety at Work

At Crete Plastics Group, the protection of health and safety is not just a duty, but a commitment that is embodied in every aspect of its activity. In this context, it applies the principle of prevention to reduce potential risks and consequently mitigate the potential negative effects on the health and safety of its people. For this reason, it implements an ISO 45001 certified Occupational Health and Safety Management System, as well as a series of additional measures.



Through its Occupational Health and Safety Policy, the Group is committed to the continuous improvement of working conditions and the protection of its employees and partners. This Policy is the basis for the Health and Safety Management System and is applied to all its production units.

To implement the system effectively, manuals and procedures have been developed covering all production segments, including the production of foil-films, masterbatches, plastic pipes, recycling, and renewable energy. This system helps to improve working conditions, reduce risks, accidents and occupational diseases, while at the same time strengthening the safety culture. Additionally, its design is based on the Occupational Risk Assessment Study, ensuring compliance with legislative requirements.



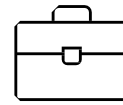
0

serious accidents at work



790

Safety Technician Working Hours



451

participants in H&S seminars



1.732

Training Hours



1.200

Occupational Physician Hours



100%

of employees
are covered by a H&S
system

The Group's Health and Safety Management System contributes to the identification of risks related to employee safety and to the implementation of practices for their effective management. In this context, the Crete Plastics Group has established a procedure for the identification and assessment of risks in each workplace, in order to take appropriate measures for their management. This procedure applies to all



areas of activity, such as production facilities, storage, offices and outdoor spaces, while identifying risks, it is also considered which groups of workers may be affected, so that additional measures can be taken if necessary. In addition, an analysis of potential hazards is carried out to prevent and improve safety in the workplace. Specifically, the following sources of risk are analyzed:

- Planned and unplanned activities
- Normal and transitional operation activities of production units
- Employee Activities
- Emergencies
- Any activities that may affect health and safety

Special emphasis is placed on the proper training of young employees and in particular on health and safety issues. From the first day, the Group notifies 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.

Additional actions

The Crete Plastics Group implements a series of additional actions, which aim to further enhance the health and safety of employees at work. In particular, in order to achieve the goal of eliminating accidents and incidents at work, the Group relies on three main axes: the early identification and management of risks that may potentially arise, the provision of appropriate training to employees and the systematic monitoring of their performance. In addition, the Group has developed a digital Health and Safety management platform, with the aim of better and more effective recording, assessment and prioritization of incidents, accidents and near misses for any form of risk related to its activity. The Platform can be used to develop improvement actions and actions, which are registered on the platform and can be implemented across the entire range of business operation.

Also, the Group implements the 5S organization and orderliness system, a method of organizing workplaces that aims to eliminate waste, improve workflow and reduce unnecessary processes. Through this practice, employee productivity and efficiency are enhanced while also reducing the risks of accidents, such as slips, tripping, falling objects, and exposure to hazardous materials. In addition, it has expanded the 5S system, incorporating the safety dimension (5S+Safety), emphasizing the creation of a safer and more organized working environment, with the aim of improving the health and protection of employees. This system emphasizes the following health and safety themes:





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 collaboration with specialized partners in order to ensure full compliance with health and safety legislation, as well as with the requirements of ISO 45001 and the 5S system. 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.

Education and investment in health and safety

The Crete Plastics Group, remaining firmly committed to maintaining a working environment that promotes health and safety, makes investments and trainings. The Group's goal is the appropriate training of all employees in these issues and the proper use of equipment and personal protective measures, in order to achieve the reduction of accidents and incidents at work.

Monitoring Health and Safety Performance

Crete Plastics Group monitors specific indicators in order to record, monitor and evaluate its performance in health and safety issues.

Group Health and Safety Indicators	2024
Percentage of employees covered by the certified health and safety management system	100%
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 facilities, such as employees value chain, if they are employed in the premises of the	0
Number of recorded accidents at work	18
Percentage of recorded accidents at work	8,3
Number of recorded cases of work-related health problems, subject to legal restrictions on data collection	0
Number of Losses in Working Days Due to Injuries and Deaths from Work Accidents, Work-Related Health Problems, and Deaths Due to Health Problems	647



1. Creating value for society [ESRS S3]



The Group's approach

Crete Plastics Group approaches affected communities as an organic and critical part of its strategy for sustainable development. Communities located in the geographical areas of operation of production facilities, as well as those that may be affected by the supply chain or the circulation of products, are key social partners. The Group has a presence in 7 countries through the Parent Company in Greece and production subsidiaries in France, Poland, Romania, Russia, Turkey and China, with export activity in more than 90 countries. This means that the communities affected by its activities are diverse: from local populations in rural areas of Crete, to residents of industrial areas or communities in emerging markets where the Group's products have an active application. The business development of the Group is not conceivable independently of the prosperity and sustainability of the societies that host it, and this is a basic principle of its philosophy.

The plastics industry is associated with sustainability challenges, such as pollution and waste management problems. However, plastics – as a material – remain essential for modern life, as they offer high-performance solutions with a reduced environmental footprint when designed and used correctly. Crete Plastics Group recognizes the responsibility that derives from the nature of its products and invests in circular economy strategies, innovation, recycling and the development of sustainable materials, in order to minimize negative impacts and enhance its positive social and environmental impact.

All communities that may be materially affected are included in the Group's notification scope. The identification and involvement of these communities is carried out through the dual significance process, whereby the material impacts are determined 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 impact
Human Rights for All
Real negative effect
Environmental impact due to growth
Danger
Disruptions due to geopolitical tensions and social distractions



Communities subject to significant impacts include local populations living in areas with intense agricultural activity, cooperating producers and small and medium-sized enterprises dependent on Group products, residents near industrial units, as well as wider social actors with significant social work. Impacts can come either from the Group's own operations or through its value chain.

The substantial negative impacts are mainly related to productive activity, which may burden the environment or indirectly affect the daily life of communities through resource consumption. The company constantly invests in technologies and mechanisms to reduce the environmental footprint and monitors the results based on international standards.

Positive impacts include supporting local economies through employment, imparting know-how, supporting environmental and social projects, and strengthening the circular economy through networks for collecting, recycling plastics and producing raw materials from it. The Energy Community "THALES", the actions for the recycling of agricultural films, as well as the support programs for local communities positively enhance the daily life of the communities.

The risks and opportunities arising from interaction with communities concern, among others, social acceptance, reputation retention, resilience to crises, but also the possibility of developing innovative products with a social impact.

The Group recognizes that certain social profiles – such as farmers, elderly residents of areas close to facilities, small producers or communities in remote areas – may be more exposed or have reduced access to information and networking. For this reason, they are approached in a targeted manner through institutional representatives (municipalities, associations, unions, etc.).

The risks and opportunities identified are categorized by community profile. For example, in agricultural areas there is an opportunity to develop green products with greater added value for producers, while in industrial zones the need for continuous environmental monitoring and active involvement of local authorities is recognized.

Plastika Kritis' approach is based on the principle that business development cannot be separated from the sustainability of the communities that host it.

Policies and Governance System

The protection and strengthening of affected communities is not a fragmentary pursuit, but a component of the policy and governance system of Crete Plastics Group. The Group recognizes that clear, evidence-based and sustainable policies are the foundation for responsible business operation and proactive impact management. They ensure consistency, compliance with international standards and enhance stakeholder trust.

The governance system that has been developed actively supports the implementation of these policies, through a clear division of responsibilities, integration of the social and environmental dimension into decisions, and oversight at the highest administrative level. The ESG Committee, in a



cooperation with individual management teams, oversees the implementation and review of relevant policies (see ESRS 2 -Gov).

Direct, two-way and meaningful communication with stakeholders plays a key role in the effectiveness of the policy framework. Through institutionalized channels and open dialogue (see ESRS2), 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. Such policies are:

- *Sustainable Development Policy (see ESRS 2 G1)*
 - It defines responsible business operation and likely includes principles for environmental and social impact management.
 - It is expected to be the key document for integrating the strategic approach to communities.
- *Risk Management Policy and Procedure (see ESRS 2 G1)*
 - Identification of risks related to local communities and their management with the aim of minimizing them.
- *Policy and Procedure for handling complaints (see ESRS 2 G1)*
 - All interested parties are given the opportunity to petition and complain on a variety of issues related to human and labor rights, with petitions related to the environment, search for information, etc.

Human Rights Policy



This 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 governance framework of the organization is based and the assurance of the ethical and fair management of all the relationships developed by the Group.

The Group's Human Rights Policy aligns 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.



[S3-1_03] The Group's general approach to respecting the rights of communities includes:

- avoiding causing or contributing to breaches through the operation or value chain;
- the ongoing assessment of potential impacts and
- integrating respect for 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 under planning to explicitly incorporate the above international principles.

The Group maintains open channels of communication with the communities through institutional dialogue (see ESRS2), the annual materiality analysis and the reporting mechanisms. These processes aim to understand the real challenges and expectations of communities.

Despite the absence of a standardized redress mechanism, the Group provides the possibility of submitting complaints or requests through its website or direct communication. Where negative impacts are identified, an effort is made for immediate management and remediation, with the involvement of the relevant departments and the ESG Committee.

In 2024, no cases of non-compliance with UN, ILO or OECD principles were recorded in relation to affected communities. However, the Group recognizes that the absence of incidents does not mean the absence of risk and for this reason it is constantly strengthening its monitoring and prevention mechanisms.

There is no special provision for indigenous peoples, as the Group does not operate in areas where such communities exist. However, it is committed to developing relevant political foresight if in the future its activity is extended to relevant geographical or cultural contexts.

Zero incidents or violation issues were reported in 2024 in terms of the human rights of local communities

Human Rights for All

The principle of human rights for all presupposes that everyone has the right to be treated with dignity. Businesses around the world – both directly and indirectly – have a significant impact on the human rights of their workers, their partners, their suppliers, the local communities in which they operate, and the end users of their products or services.

Therefore, companies have both the responsibility and the opportunity to promote human rights at all levels of their operational and supply chain. This responsibility



now 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, including:

- 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 material impact for employees and cooperating entities along the value chain, and are highlighted as a material topic in the context of the double significance analysis.

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.

The Group is committed to further strengthening the framework for managing and evaluating these impacts, with transparency, responsibility and commitment. Ensuring human rights for all is not only a basic ethical principle for Crete Plastics Group, but also a strategic priority for maintaining its social licensing and strengthening its sustainable presence in communities. The Group's approach incorporates proactive and deterrent practices, ensuring that no basic rights are violated and that no community is excluded from dialogue or access to fair treatment. The recognition of potential impacts, the connection with international standards and the strengthening of redress and redress procedures highlight the Group's intention to develop relationships of trust and respect with all stakeholders, building bridges instead of obstacles in the societies in which it operates.

Dialogue and Engagement with Affected Communities

The meaningful participation of affected communities in the way Crete Plastics Group manages its social impact is a critical parameter of its sustainable development strategy (for communication channels with affected communities, see Sustainable Development Strategy). ESRS 2). The Group approaches dialogue with communities not as an obligation, but as a prerequisite for the



understanding the real needs, expectations, and risks associated with its operation.

The views and priorities of communities are taken into account in decisions related to social and environmental actions, local employment, management of natural resources and the operation of facilities. Annual substantiality analyses, contacts with institutional local representatives are key tools for understanding and integrating the views of communities into planning.

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 community or employee representatives.

Community involvement begins both during the operation phase and preventively, when planning new projects or reviewing environmental actions. The frequency depends on the area and the type of installation: annual dialogue on general issues, and more frequent contacts in cases of emergencies or changes.

The main responsibility for the implementation and monitoring of the dialogue with the communities lies with the Group's ESG Committee, in collaboration with the management teams of the facilities and the Environment and Human Resources Directorates. 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.

Particular care is taken to understand the views and needs of vulnerable social groups. For example, in rural areas affected by film collection and recycling activities, an effort is made to reach out to smallholder farmers, migrants, the poor and other socially vulnerable groups, through local partners or rural associations.

Although the Group does not operate in areas where indigenous peoples live, it recognizes the importance of cultural sensitivity and respect for rights in environments with a distinct local identity. The approach of *Plastika Kritis* is based on the principle of equal respect and non-discrimination.

The Group has adopted a general process of engagement with communities through its sustainable development policy, annual materiality analysis, communication channels and local presence of subsidiaries.

Report Management and Access to Remediation

The ability of affected communities to raise concerns, make requests, or seek redress is crucial for safeguarding human rights. In 2024, no relevant reports of remedial actions have been received from institutions, citizens or representatives of local communities. The Group receives requests and proposals in the context of the



social actions. In this context, Crete Plastics Group implements mechanisms that enhance transparency, accountability and trust.

The Group's approach to redress is based on the precautionary principle, but also on the availability of appropriate mechanisms in cases where there is a substantial link with negative impacts. The responsibility for the management of such matters lies with the Board of Directors.

Communities have specific communication and reporting channels at their disposal, which include:

- an online contact form on the Group's website,
- direct communication with the premises by telephone or physical presence,
- Possibility of submitting issues to local representatives or collective bodies (e.g. associations, municipal authorities).

The Group supports the maintenance of the availability of these channels at all levels, while its subsidiaries operate under the same code of conduct. The relevant Complaint Management Procedure establishes basic requirements for the management of each request with objectivity, confidentiality and timely response.

The issues that arise through the reporting mechanisms are recorded and monitored in an internal file, while the effectiveness and management response in each case are evaluated annually. The ESG Committee examines any trends or recurring issues and recommends corrective actions and submits relevant proposals to the Board of Directors.

To enhance trust and participation, the Group promotes the use of reference channels in communities through information actions or contacts with institutional local bodies. In addition, the Group discloses the relevant data in its Annual Financial Statements and Sustainability Reports. The aim is for these channels to be recognizable and accessible to people with different social and educational characteristics.

The general philosophy of the Group's compliance and ethics policies includes an explicit reference to zero tolerance for retaliation against those who make requests or complaints in good faith.

The Group has adopted a generalized approach to the management of requests from communities, which, however, is gradually being enriched and specialized. The complaint management system is not fully automated or centrally integrated, but is evolving, with the aim of standardizing procedures and further enhancing accountability at all levels.

Creating value for society

Crete Plastics recognizes the key role it can play as a positive driver of change and prosperity in the local communities where it operates. Recognizing its potential to deliver value beyond economic activity, the Group integrates its social responsibility into the core of its business strategy. Cooperation with communities, fostering relationships of trust and actively contributing to social cohesion and solidarity are timeless priorities. The feedback of local communities and their stakeholders is of crucial importance for the Group, which takes it seriously and



translates it into meaningful initiatives with a positive social and environmental footprint.

Social Contribution through the Energy Community "THALES"

The "THALES" Energy Community, founded by the Crete Plastics Group in 2022 in Heraklion, Crete, is an innovative and substantial initiative with a dual social and environmental character. Its operation is based on the model of the non-profit urban cooperative, promoting energy democracy, social cohesion and solidarity.

In addition to the tangible benefits it offers to workers and local social actors, "THALES" expresses the Group's vision to be a living and applicable example of a new, participatory model of sustainable development. A model that can inspire other business actors, organizations and communities to move in the same direction – where clean energy, social contribution and collaboration coexist as drivers of real change.

Through the community, the Group covers the energy needs of both its employees and selected social organizations that support vulnerable groups of the local population – without any financial burden for the beneficiaries in terms of energy consumption. Currently, 409 connections are included in the Energy Net Metering System (the vast majority of them are employees and partners of the Parent Company), while a capacity of 4 photovoltaic stations has already been installed, with a total installed capacity of 2,670.57 Kwp and a gross energy produced of 4,406,447 kWh.

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. This initiative further strengthens the Group's bond with the local community, recognizing that employees are not only members of the company, but also citizens and active cells of the communities in which they live and raise 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.

Recognizing the positive social and environmental impact of the initiative, Crete Plastics Group is considering exploring the expansion of the Energy Community model to all countries where it operates, starting on a pilot basis in Romania, with the aim of implementing this initiative by 2027.

Creating Social and Environmental Value through Plastic Recycling

Crete Plastics has developed an integrated network for the collection and recycling of agricultural plastics, which covers almost the entire island of Crete and other areas of Greece (Ierapetra, Tymbaki, Antiskari, Arvi, Falasairna, Elafonisi, Paleochora, Rhodes, Preveza, etc.) and serves the needs of the local community and producers on a daily basis. With a view to



raising awareness among the agricultural community, the Group facilitates the responsible management of used greenhouse films and field pipes, contributing substantially to cultivating environmental awareness, promoting the circular economy, and enhancing social welfare.



12

σταθμοί συγκέντρωσης πλαστικών
για ανακύκλωση Ηράκλειο, Χανιά,
Ιεράπετρα, Τυμπάκι

This network is also used by local municipalities and social actors, offering access to recycling facilities and communities that would otherwise lack similar services. In this way, Crete Plastics contributes substantially to the strengthening of local capacities for responsible waste management and incorporates principles of cooperation with public administration and civil society into its work.

This extensive system, with collection stations suitably configured to protect materials, offers farmers an accessible and efficient solution for recycling. In combination with the Group's state-of-the-art pre-treatment plant in Crete, the materials are shredded, cleaned of foreign matter and baled, preparing them for final recycling.

In 2024, over 971.4 tons of agricultural field films and pipes were recycled, an increase of 11.2% compared to the previous year.

Through this effort, ecological responsibility in local communities is strengthened and the environmental burden of plastic waste is reduced. 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.

The recycling network of Plastika Kritis, as a practical tool to support local communities, incorporates principles of cooperation, sustainability and responsibility, turning a challenge — the management of agricultural waste — into an opportunity for social and environmental progress.

Social Contribution and Support for Vulnerable Groups

One of the main objectives of the Group's sustainable business strategy is to maintain active relationships in the communities in which it operates, contributing to local development and meeting the needs of each community in which it operates.

The Group is committed, every year, to provide relief to people in need, to support local charities, hospitals, cultural associations, to hold soup kitchens, to collect basic necessities and donate them to vulnerable social groups and to financially support associations and churches. For 2024, it participated and financially supported:

- ❖ 85 soup kitchens
- ❖ more than 15 Cultural Centers of Crete
- ❖ over 15 Sports Clubs and Associations



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. Romania's positive experience is already a good example in this direction, proving that even small actions can have a substantial social footprint. 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.

The Group's subsidiary in Romania, Romcolor, was a special example of social contribution for 2024 as well, offering donations totaling approximately €59,000 to local bodies and organizations.

Among other things, it strengthened:

- The organization "Daruieste Viata" for the construction of the first pediatric radiotherapy hospital in Romania,
- Diaconia and other organizations for the provision of food and assistance to vulnerable groups,
- Cultural initiatives to promote cultural heritage, such as the "Heritage for the Future" programme;
- Organizations for the protection of children's rights, such as "Save the Children",
- Educational programs and scholarships for young people in rural areas through BookLand,
- As well as actions to support vulnerable children and people with disabilities.

These actions are part of the main pillars of the Group's social strategy, strengthening solidarity and social cohesion.



As part of its strategy for sustainable development and the practical support of local communities, the Crete Plastics Group allocated, for 2024, a total amount of more than **500,000 euros** in Greece and Romania, supporting targeted actions of social cohesion, culture, education, health and safety. The following breakdown reflects the economic dimension of social interventions by key pillar:

Group's donations for 2024			
Axis of social actions	Greece (€)	Affiliates (€)	Totals
Promoting social solidarity and protecting health	292.899	34.250	327.149
Promoting culture and the environment	86.636	8.500	95.136
Promotion of sport and education	40.764	-	40.764
Strengthening security forces	32.318	16.250	48.568
Total	452.618	59.000	511.617

Business Development and Environmental Responsibility

The business development of the Plastics Group of Crete in recent years has been a point of reference in the plastic materials industry, combining financial stability, international presence and social contribution. In 2024, the Group recorded a 2.6% increase in its net profitability from 2023, reflecting efficient cost management and a focus on high value-added products — even in an environment of reduced demand.

With subsidiaries in Romania, Poland, Turkey, Russia, China and France, the Group substantially enhances regional development and creates added value in the societies where it operates. Its presence in markets with different needs and challenges not only strengthens its international competitiveness, but also contributes to:

- Strengthening employment and vocational training
- Local economic activity and stability
- The transfer of know-how and innovation
- Supporting critical sectors such as agricultural production and natural resource management



However, industrial development is also accompanied by real negative effects, mainly environmental. Energy consumption, waste generation, the use of raw materials of petrochemical origin and air pollution are timeless challenges, which the Group does not ignore — on the contrary, it tackles them methodically and responsibly.

In this context, the Group has formulated a set of actions and mechanisms aimed at reducing the environmental footprint and strengthening the circular economy:

- Operation of photovoltaic and wind power plants as well as participation in 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-reducing technologies
- Cooperation with licensed entities for the management of production waste

The Group's strategy is based on the coexistence of growth with responsibility, creating strong financial foundations, but at the same time investing in the environment and society. The challenge is not to grow without impact—but to evolve with awareness, planning, and transparency, ensuring that progress is accompanied by corresponding commitments to a sustainable world.

In conclusion, Crete Plastics Group recognizes that strong business growth must be accompanied by strong environmental and social responsibility. Its strategy balances 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 Crete Plastics Group 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 security problems, travel restrictions, and difficulties in accessing raw materials, services, or human resources.

This risk is considered medium to high probability in some geographical areas and may have a short- or medium-term horizon depending on the nature of developments. Impacts on local communities may include employment disruption, weakening of the local economy, and reduced access to social investments or programs 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 has incorporated procedures 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



Business continuity plan, while in cooperation with the Unit Administrations, the local social dynamics are monitored for the timely adaptation of strategic or support actions where required.

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.

Actions, Responses, and Resources to Support Affected Communities

Crete Plastics Group adopts a dynamic and evolving approach to managing the impact on affected communities. Actions to prevent, mitigate, restore or enhance positive impacts are based on the principle of double importance, a strategic commitment to sustainable development and the building of lasting trust with stakeholders. More information on their targets and monitoring indicators can be found in ESRS2 in this Sustainability Statement.

2. Business Culture [ESRS G1]



Our Approach

The Group integrates 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 section ESRS 2 GOV⁷.

Assessment of the material impacts, risks and opportunities associated with Business Conduct

The impacts, risks and opportunities that arose from the Double Significance analysis process regarding the business conduct of Crete Plastics Group are the following:

⁷ See. ESRS 2



Real positive impact	
Stakeholder Trust	
Potential positive impact	
Responsible management of the Group's value chain	
Innovation, research and development	
Risks related to business conduct	
Disruptions due to newly introduced and upcoming regulations (e.g., PPWR)	
Extensive business activities may weaken the Governance	
Opportunities related to business behavior	
Engaging in or creating initiatives and strategic partnerships that help the plastics industry to 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 strategic analysis of all IROs of the Plastika Kritis Group is available in the relevant section of ESRS 2 of this report⁸.

Extensive business activities may weaken governance

The existence of extensive activities in different geographical areas, as in the case of the 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.

⁸ See. ESRS 2



Stakeholder trust

The Dual Significance Analysis process has shown that having a strong compliance framework and ethical leadership are essential issues for Crete Plastics Group and ensuring the trust of its stakeholders. Responsible and ethical governance, as well as compliance with international, European and national legislative and regulatory frameworks, are crucial 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 certified management systems such as ISO 9001 which is applied at all stages of its operation as well as ISO 45001 with which it ensures the health and safety of its people.

In the context of the certified Management Systems implemented by the Company, the relevant risks are assessed on an annual basis by independent external auditors in accordance with the relevant certification standards. With the aim of reducing the likelihood and importance of risks that occur in certain sectors, such as health and safety, the Company 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



The Code of Ethical Conduct and Ethics of Crete Group defines the fundamental principles that govern its operation, ensuring a commitment to ethical and responsible business practices. The Group follows the principles of business ethics, respect for human rights and absolute compliance with legal and ethical rules. Product quality is a priority, while compliance with competition rules and avoiding conflicts of interest are key elements of the corporate strategy. At the same time, an integrated risk management framework is implemented and the accuracy of financial information is ensured. The protection of corporate assets, honesty in transactions and responsible cooperation with public authorities enhance the Group's transparency and credibility. In addition, special emphasis is placed on information protection, creating a healthy working environment and ensuring health



The Group is committed to promoting the circular economy and tackling climate change, while enhancing its positive impact on society through social contribution actions. The Code is a key pillar of corporate operation, enhancing trust, transparency and sustainable development. The Code applies to all employees, employees, executives and the top management of Plastika Kritis, as well as its subsidiaries. Subcontractors, suppliers, partners, consultants and other business partners of the Company are also encouraged to adopt the principles of the Code of Conduct. All employees of the Group must be aware of and have accepted the content of the Code of Ethical Conduct and Ethics. In addition, each major partner of the Group must receive the text of the Code electronically and declare its receipt. The Group's Board of Directors is responsible for the implementation of the Code of Ethical Conduct and Ethics. Through the dual materiality process, the views and interests of all stakeholders are recorded and assessed. This process allows the Group to review the needs and expectations of its stakeholders and adapt accordingly. The Code of Conduct is available for all interested parties on the Group's corporate website at www.e.gr⁹.

Board Member Suitability Policy (Integrated Diversity Policy)



The Suitability Policy of the Members of the Board of Directors aims to ensure quality staffing, effective operation and fulfillment of the role of the Board of Directors, based on the general strategy and the medium-long term business objectives of the Parent Company with the aim of promoting the corporate interest. Furthermore, it aims to establish transparent rules and procedures for the assessment of the suitability (individual, collective, diversity criteria) and credibility of these persons, both before they take up the specific position ("placement") and on a periodic basis ("evaluation"), as well as the effective functioning of the Board of Directors and the fulfilment of its role as the body responsible for the formulation of the strategy, supervision of the administration and adequate control. The scope of the Policy includes the executive, non-executive and independent non-executive members of the Board of Directors of the Company as well as the members-third parties of the Committees of the Board of Directors, while it is prepared and approved by the Board of Directors of the Company and then submitted for approval to the General Meeting of its shareholders. The implementation of the Policy is reviewed on a regular basis by the Internal Audit Department and the Board of Directors. The Suitability Policy was prepared based on the provisions of article 3 of Law 4706/2020 and the guidelines of the Hellenic Capital Market Commission. The Group reviews the design and implementation of the Policy, where appropriate, taking into account, inter alia, the recommendations of the Remuneration and Nomination Committee and the

⁹ [Link](#)



Internal Audit Department and any other external bodies. The full text of the Policy is accessible at the email address¹⁰

Remuneration Policy



The Remuneration Policy concerns the remuneration of the Members of the Board of Directors and aims to ensure that the Company remunerates these Members based on its business planning, in order to ensure the profitable development of the Company. The Policy defines, on the one hand, the existing rights of the members of the Board of Directors and the obligations of the Company towards them and on the other hand the terms, remuneration will be provided, in the future, to existing and/or new members during its period of validity. 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 Company's Shareholders. The Policy is in line with the provisions of Law 4548/2018. The Board of Directors regularly reviews whether the Policy is still aligned with the Company's strategy or whether it should recommend amendments. The full text of the Policy is accessible at the email address¹¹.

Privacy Framework



The Privacy Policy sets out the framework for the collection, use, processing and protection of the personal data of customers, suppliers, external partners and third parties. The Policy covers all activities of the Group related to the collection and processing of personal data, both within the Parent Company and in its subsidiaries in France, Romania, Poland, Russia, Turkey and China. The Group has not appointed a Data Protection Officer. The Board of Directors is responsible for the implementation of the framework. The policy complies with the provisions of the General Data Protection Regulation (EU) 2016/679 (GDPR), Law 4624/2019 and Law 2472/1997, as in force

The Policy is posted on the corporate website and is available for comments to all interested parties. The full text of the Policy is available on the corporate website of Group¹². **MDR-P_65_f]**.

¹⁰ [Link](#)

¹¹ [Link](#)

¹² [Link](#)



Sustainable Development Policy



With this Sustainable Development Policy, the Group incorporates the factors related to the protection of the environment, the positive impact on society and good governance, which are key pillars, which it manages strategically, as they are a guide for the full integration of sustainability into its daily operation. The Policy binds both the Parent Company and all its subsidiaries, applies to all members of the Board of Directors, senior management, employees and any person employed by the Company or its subsidiaries, regardless of the form of cooperation. In addition, it applies to all third parties who provide services on behalf of the Company, including partners, suppliers and external partners. The Policy covers all of the Company's activities, both in Greece and abroad, ensuring compliance throughout the value chain. The Group's Board of Directors is responsible for the implementation of the Sustainable Development Policy. This Policy complies with the existing legislative and regulatory framework, in particular Law 4403/2016, Section 7 "Report (Status) of Non-Financial Information" of Circular 62784/2017 of the Ministry of Economy and Development, Law 4548/2018 on the reform of the law of Sociétés Anonymes and Law 4706/2020 on the Corporate Governance of Sociétés Anonymes. At the same time, it complies with international standards and principles such as the "Agenda 2030" of the United Nations (UN) with the 17 Sustainable Development Goals and the 2019 ESG Disclosure Guide of the Athens Stock Exchange. Through the Double Materiality analysis process, attention is paid to the interests of key stakeholders regarding the Policy. The Policy is available on the Group's corporate website for all interested parties on the Group¹³ website.

Whistleblowing Policy



The Report-Complaint Management Policy aims to create a reliable framework for the detection and management of criminal acts and irregularities, ensuring the absolute confidentiality of reports, to the extent permitted by law. It provides for the protection of whistleblowers from retaliation and encourages the safe reporting of illegal acts, offering the appropriate channels for submitting complaints and informing whistleblowers about their progress cases. The Policy enhances the creation of a culture of accountability, regulatory compliance and integrity. This Policy applies to all persons who provide services or cooperate with the Group, as well as to third parties related to its activity. In particular, it covers employees with an employment contract (full-time or part-time, indefinite or fixed-term), shareholders and members of the Board of Directors, as well as volunteers and interns. It also includes employees with a work contract or independent services, as well as

¹³[Link](#)



and persons working under the supervision of contractors, subcontractors or suppliers of the Group. In addition, it covers former employees or candidates for a position in the Group, in case they report violations that have been disclosed in the context of the employment contract or recruitment process. The Board of Directors becomes responsible for the implementation of the Policy. The Policy was prepared based on the following legislative framework: Law 4990/2022, Law 4808/2021, Law 4624/2019, Directive (EU) 2019/1937, Regulation (EU) 2016/679 and the OECD Principles for the Protection of Whistleblowers. Through the Double Materiality analysis process, attention is paid to the interests of key stakeholders in relation to this Policy. The Policy, under the responsibility of the Reporting Officer (HCRA), is available to the Group's staff.

Policy on the prevention and suppression of money laundering and terrorist financing



The purpose of this Policy is to comply with the legal and regulatory framework and to ensure transparency in the transactions of the Parent Company and its subsidiaries as well as to protect the reputation and credibility of the Crete Plastics Group as a whole. The Group implements 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 employees, partners, representatives and third parties associated with the Plastika Kritis Group. It applies to all activities, services and transactions that take place during commercial transactions and the general operation of the Group's companies, both nationally and internationally. 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. All employees must have read and understood the policy and act in accordance with it. It also includes the liability of third parties, who act on behalf of the Group companies or transact with them, and who are obliged to fully comply with the applicable legislation. The Compliance Department becomes responsible for the implementation of the Policy. This Policy has been prepared in accordance with the provisions of Law 4557/2018 on the prevention and suppression of money laundering and terrorist financing. Through the Double Materiality analysis process, attention is paid to the interests of key stakeholders in relation to this Policy. The Policy is available to Group staff.

Shareholder Communication Policy and Procedure



This Policy aims to encourage dialogue between the Parent Company and shareholders, transparency and trust. This includes timely and accurate information to shareholders about the Group's financial situation and strategy, and the



The Policy applies to all shareholders of the Company, regardless of the percentage of participation and all levels of communication, such as information on the course of the Company, the decisions of the management and the General Meetings. The Shareholder and Corporate Announcements Unit is responsible for the implementation, management and observance of the Policy; in cooperation with the Chief Executive Officers and the Board of Directors. Through the Double Materiality analysis process, attention is paid to the interests of shareholders in relation to this Policy. The Communication Policy with the Shareholders is available to them, so that they can be informed about their procedures and rights through the Group's official communication channels.

Finally, Crete Plastics Group, as required for all companies listed on the Athens Stock Exchange, follows the Greek Corporate Governance Code, which is available at the following links¹⁴.

Report Protection Framework

The Group has incorporated the requirements of Law 4990/2022 and has in this case, a Policy and Procedure for the protection of whistleblowers as listed above in "Relevant Policies" of the Group. The Policy covers the reporting/reporting of issues related to bribery/bribery, acts involving suspected fraud or corruption and acts related to conflict of interest, among others.

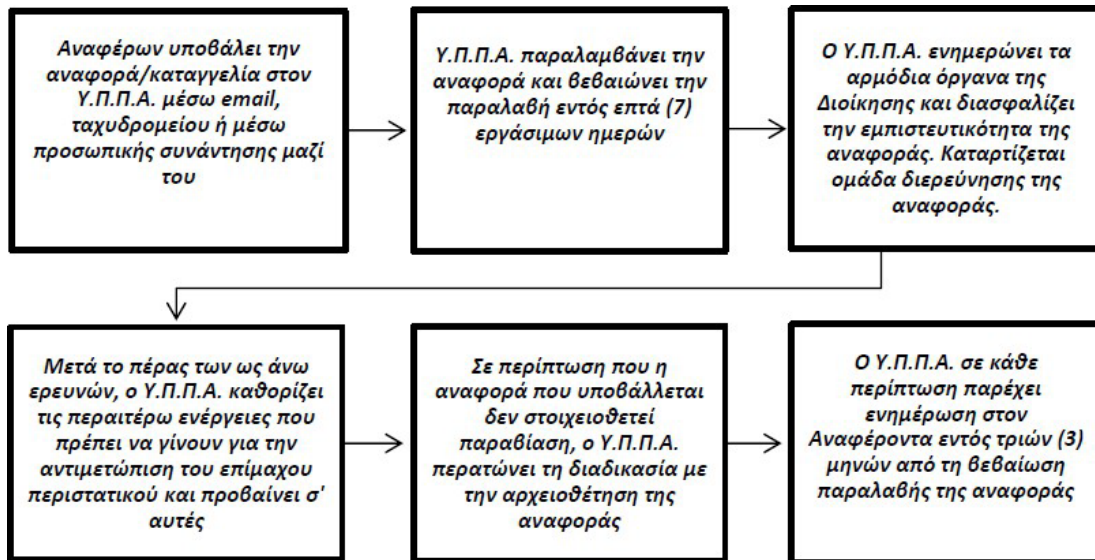
The reporting process to the Group is carried out either by name or anonymously, through the following ways:

- **In writing**, by e-mail or postal letter, indicating "Confidential".
- **In writing**, through the Report Box, which will be placed in an unsupervised area of the company's facilities.
- **Orally**, through a personal meeting with the competent Protection Officer.

In the event of a personal meeting, complete and accurate minutes are kept, which the Petitioner has the ability to verify, correct and approve.

Anonymous reports are taken into account and investigated. Each report must include sufficient information, such as a description of the incident, the persons involved and any witnesses, to facilitate the screening process.

¹⁴ [Link to the ATHEX website](#)



It is noted that in the body of the Policy it is explicitly stated that the YPA is responsible for providing appropriate information regarding the possibility of submitting a report. The report can be made either through the internal channel of the Parent Company or, as the case may be, through external channels, such as the National Transparency Authority, European Union institutions, the Labour Inspectorate or other competent public authority. At the same time, the Ministry of Environment and Climate Change is responsible for the design and coordination of training activities related to ethics and the formulation of internal policies, which informs those who fall within the scope of this Policy and Procedure.

In addition, it is expressly provided in the Policy that any acts of retaliation in relation to their present and future professional treatment or from any relevant discrimination or from any relevant adverse personal treatment of the Whistleblower of the complaint/report are prohibited.

In the Group for the year 2024, 102 people received training on business conduct issues on the following topics:

- Company Culture, History, and Regulations
- European Compliance for Plastic Packaging - EU Food Contact Legislation (EU10/2011)
- Food Contact Compliance and Recyclability
- Skillful Negotiations
- Introduction to Artificial Intelligence
- The implementation of the new CSRD Directive by businesses

Regarding the Group's positions that are at greatest risk in relation to corruption and bribery issues, no evaluation has been carried out in 2024.



Corruption, Bribery and Transparency of Transactions

The Crete Plastics Group recognizes the importance of transparency and ethical operation and ensures that all its transactions are carried out in accordance with the applicable national and international legislation, as well as its Code of Ethical Conduct and Ethics, which explicitly states that all the Group's staff are obliged to treat with honesty and integrity the individuals and organizations with which it deals, avoiding the provision or receipt of any kind of gifts or facilities that may give the impression of exerting influence. The prohibition of bribery also applies to third parties acting on behalf of the Group, including contractors and consultants working with the Group.

As part of the preventive actions it implements, the Group has defined clear limits of responsibility for each executive, while regular audits are carried out to assess compliance with these responsibilities. The Group's objective is to conduct transactions with all interested parties in an honest, transparent and correct manner, in accordance with its values and principles. The internal policies, regulations and procedures followed support this objective by establishing transparency, accountability and the establishment of safeguards to prevent corruption.

The Group demonstrates zero tolerance for any phenomenon of corruption and bribery. For this reason, it implements the legislative and regulatory framework, continuously assesses regulatory compliance risks and monitors operational structures, policies and procedures related to the fight against corruption and bribery.

In addition, the Group strictly prohibits any kind of bribery to public or government officials. The term "public and government officials" includes employees in any government or local government worldwide, even low-ranking employees or employees of state-controlled entities. In addition, it includes political parties, politicians or candidates in elections. Therefore, the Group is not involved in political influence or lobbying activities and does not have representatives in administrative, management or supervisory bodies to supervise such actions. In addition, it does not make any financial or in-kind political contributions and has not made any political donations or in-kind contributions and there is no procedure for assessing their monetary value.

At the same time, the Group does not engage in lobbying activities and therefore does not cover specific topics or maintain positions in them and is not registered in the EU Transparency Register or in a corresponding register of a Member State. Finally, it has not appointed members of its administrative, management or supervisory bodies who held a corresponding position in the public administration in the two years preceding their appointment.

During the reference year 2024, no convictions were recorded or fines were imposed for violating the anti-corruption and bribery legislative framework on the Crete Plastics Group, confirming once again the Group's commitment to good and ethical corporate governance.



Responsible management of the Group's value chain

From the Double Significance analysis process, the issue of Supply Chain Resilience and the consequent compliance with Environmental, Social and Governance (ESG) criteria has emerged as an essential issue.

The Group has developed a robust supply chain management framework, focusing on both resilience and compliance with ESG criteria. Its strategy is based on the selection of partners and suppliers who meet strict criteria of quality, reliability and sustainability, while incorporating ethical and transparency principles into their operations.

In this context, the Group selects its partners based on their ability to provide high quality services, ensuring the continuous adherence to high standards. At the same time, it is committed to supplying products that comply with the European Regulation REACH¹⁵, ensuring that the raw materials used do not contain hazardous substances and meet the required technical specifications. regular checks are carried out, both in terms of the quality of raw materials and in terms of suppliers' compliance with the Group's commitments.

At the same time, evaluation procedures and audits are in place aimed at recognizing the degree to which the principles of ethics and ethics are integrated into the supply chain. The Group's Sustainable Development Policy binds all third parties who provide services for the Company or cooperate with it through outsourcing contracts and other agreements. This includes suppliers, intermediaries and other business partners, ensuring their alignment with the Group's principles of responsible business conduct.

Cooperation with local suppliers is a key axis of the Group's strategy, as it ensures the quality of raw materials, reduces supply chain risks and contributes to the strengthening of local economies. In addition, the shift to local markets significantly reduces the environmental impact of transportation and supply, reducing both the cost and the overall carbon footprint of the Group.

Suppliers are evaluated based on the ISO 9001:2015 quality standard, as well as on the basis of specific criteria set by the Group. These include the quality of the products and services, the reliability and speed of delivery, and the level of technical support they provide. In cases where necessary, an additional assessment is carried out on occupational health and safety management issues, the adoption of quality management systems and compliance with specific environmental and social criteria.

Furthermore, the Group applies safe loading and transport practices for all products traded to its customers, ensuring their correct and safe transport.

Through the process of double materiality analysis, achieving a sustainable supply chain has been recognized as an opportunity for the Group. Efficient ESG-based value chain management ensures that due diligence procedures are in place for both human rights and environmental impacts. Through actions such as the

¹⁵ https://environment.ec.europa.eu/topics/chemicals/reach-regulation_en



energy efficiency, waste reduction, logistics optimization and improvement of overall supply chain efficiency, alignment with the principles of sustainable development is achieved.

Once sustainability in the supply chain is achieved, business relationships between all parties involved are strengthened and the risk of disruptions or malfunctions is significantly reduced. Additionally, business opportunities arise such as access to green finance, government incentives, financial tools, and project tenders/tenders. At the same time, the company's preparedness for upcoming regulatory requirements is strengthened, including the new European Directive on Business Sustainability Due Diligence.

Upcoming Plastics Elimination Legislation (PPWR) (Group Specific)

The European Regulation (EU) 2025/40 on packaging and packaging waste, which is expected to be fully implemented in 2025, brings significant regulatory changes for the packaging and recycling value chains, reinforcing the European Union's commitment to the circular economy. This Regulation is going to bring changes for the Crete Plastics Group, especially in four important points, which directly affect the sustainability strategies and the value chain of its products.

Mandatory recycling and reuse schemes

From 2030, all packaging in the EU will have to include at least 30% recycled material, with the aim of increasing these rates by 2040. Especially for plastic packaging, this change will require Crete Plastics Group to enhance the use of recycled materials in the production of its products and to develop new solutions that meet the strict demands of the market.

How does the group respond?

The Group is already strengthening 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 (EPR)

According to the Regulation, packaging producers should take greater responsibility for the management of their waste. Crete Plastics Group is called upon to actively contribute to recycling systems, ensuring adequate resources for the management of packaging waste and the promotion of circular practices in its production.

How does the Group respond?

In the context of the dual materiality process, compliance with the Extended Producer Responsibility (EPR) has been identified as a matter of strategic importance, which is both an opportunity and a risk with a direct link to corporate governance. The Extended Producer Responsibility imposes on producers the responsibility for the



management of the life cycle of their products, from production to disposal or recycling in accordance with Law 4819/2021.

For Crete Plastics Group, which is active in the production of agricultural sheets, geomembranes, masterbatches, polyethylene pipes and plastic recycling, compliance with the Extended Producer Responsibility framework entails significant challenges and opportunities. The development of recyclable or biodegradable products and the integration of circular economy practices can lead to market diversification, attracting customers seeking responsible and sustainable solutions. At the same time, alignment with international regulatory requirements, such as those stemming from the EU Green Deal, can facilitate access to new markets and enhance the Group's attractiveness for investors who emphasize ESG criteria. Adopting sustainable practices can also enhance corporate reputation and establish the Group as a leader in the industry, while reducing the risk of legal penalties and fines. In addition, the application of eco-design principles and the utilization of recycled materials can contribute to the optimization of the production process and the reduction of raw material costs.

However, compliance with Extended Producer Responsibility can result in increased costs, both for waste management and recycling and for adapting to ever-evolving regulatory requirements. At the same time, price volatility and the availability of recycled raw materials can impact production costs, while the complexity of the supply chain and the need to certify sustainable materials pose additional operational challenges. Finally, compliance entails temporary financial burdens, unlike competitors who have not yet adapted to the new data.

In this context, the Group, following international and domestic trends and guided by continuous development, has taken a leading role in the creation of a Collective Alternative Management System (CSAM) in collaboration with the government, the Federation of Plastics Industries of Greece and other producers of agricultural sheets. At the same time, it supports the creation of collection centers for used agricultural plastics in the main rural areas of the country, with particular emphasis on Crete (Ierapetra, Tymbaki, Antiskari, Arvi, Falasarna, Elafonisi, Paleochora), as well as in other geographical areas such as Rhodes and Preveza.

In addition, the Group participates in the Collective System of the Hellenic Recycling Corporation, paying the prescribed amount for the recycling of its packaging, while at the same time investing in the recycling of its own plastic products. As part of its broader strategy for sustainable development, it implements targeted campaigns to inform and raise awareness among the rural population about the process and benefits of collective recycling.

Development and Integration of Biodegradable Materials

The Regulation incorporates the possibility of using biodegradable plastics to achieve recycling targets. This innovative approach creates new prospects for Crete Plastics Group, which will have to consider the adoption of bio-based materials and develop strategies for the production of eco-friendly plastics.



How does the Group respond?

Plastika Kritis Group has already developed and distributes biodegradable products, specially designed for the agricultural sector, such as mulch sheets, which offer environmentally friendly solutions without the need for post-use removal. At the same time, it continues to explore new possibilities for the use of bio-based materials, with the aim of further enhancing the range of products with an environmentally friendly profile, while maintaining high standards of performance and safety.

Return and Sorting Systems (DRS)

The regulation provides for the implementation of Deposit Return Schemes and the achievement of 80% discrete collection of packaging by 2026. This will require Crete Plastics Group to adapt its processes, working with agencies and organizations to create appropriate infrastructure and integrate new waste management systems.

How does the Group respond?

The mandatory achievement of 80% discrete collection by 2026 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.

Innovation & Research & Development (R&D)

Addressing the modern challenges related to plastic pollution and the changing regulatory framework requires the collective mobilization of all stakeholders in the industry. Progress in Research and Development (R&D) is no longer an option, but a necessity. The industry must move in a coordinated manner and with intersectoral cooperation, in order to design and implement innovative solutions that meet the demands of the times.

In this context, Crete Plastics Group, as the guardian of the industry and a leading body of know-how, has the ability and responsibility to leverage the dynamics of Research and Development, not only for the development of its own business model and value proposition, but also for the support of its customers and the wider progress of the industry.

Innovation, even in an environment of intense regulatory pressure, is a tool for multidimensional value creation:

- **Economic value** through the development of new, bio-based and biodegradable products and raw materials masterbatches, enhancing competitiveness, diversification and revenue growth.
- **Social value** by supporting the agricultural sector, protecting crops and promoting food security.
- **Environmental value** through the optimization of the use of resources (circular systems, efficient production processes), the production of biodegradable solutions and the reduction of the impact of landfilling.



- **Strategic value** by enhancing the company's resilience and adaptability to industry upheavals and new regulatory requirements.
- **Workforce value** through the creation of new jobs, the development of skills and the promotion of a culture of well-being, continuous learning and innovation.

Adopting a proactive R&D strategy allows for the early development and commercialization of efficient solutions, the accumulation of know-how, and the building of a sustainable competitive advantage. At all stages of the value chain — from upstream, to the company's own operations, to downstream — innovation acts as a driver of differentiation and resilience.

To ensure the continuation and strengthening of this effort, the Group recognizes the need for collaborations with leading scientific and commercial bodies, as well as the importance of utilizing available European funding mechanisms, in order to secure the necessary capital for the continuous promotion of innovation.

This strategy strengthens not only the leading position of Crete Plastics in the market, but also their positive contribution to the sustainability of the industry and the wider social and environmental progress.

How does the Group respond?

With a wide range of products used in key sectors of the economy, such as the primary sector, the Group has managed to establish itself in more than 90 countries, offering products that combine durability, high performance and sustainable characteristics. (more information on the Group's products can be found in chapter ESRS 2).

The development of sustainable products is one of the main objectives of the Group's strategy, as it recognizes the environmental responsibility involved in the production of plastics and implements international standards and good practices that promote environmental protection. Through continuous innovation and improvement of production processes, since its inception, the Group has sought to minimize environmental impact and offer products that benefit both specific sectors such as agriculture and waste management, as well as the ecosystem and society. Its commitment to the principles of sustainable development is a core value that defines all its activities.

A typical example is the innovative products for the agricultural sector, offering excellent performance with a smaller environmental footprint. By focusing on innovative solutions that combine durability and flexibility, the Group remains competitive internationally.

Since 2018, the Group has been operating the Research, Development and Innovation Center in Heraklion, Crete, which is one of the most specialized laboratories in the plastics industry. This center is an important point of reference for the Group's research activities at a global level and collaborates with leading scientists and experts. The collaboration of the research departments with the production and development departments, as well as universities and other bodies, ensures that the new products meet the needs of each market and incorporate the latest industry trends.



Experimental Agronomic Station of Heraklion

The Group conducts experiments under real cultivation conditions at its privately owned experimental stations in Crete. Specifically, the station in Heraklion consists of 10 small greenhouses, in which the progress of the crops is monitored in relation to the characteristics of the plastic cover sheet. This station allows 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 weather station and sulfur spraying system in order to study increasing the durability and service life of plastic under adverse conditions. In addition, the Group collaborates with a number of producers in Greece and abroad to enhance the quality and durability of its products, expanding its partnerships. Also, the Company has developed, in collaboration with the Hellenic Mediterranean University (HMU), an experimental greenhouse unit for the optimization of products and agricultural applications.

Collaborations with universities and research institutions

With the aim of continuous development, the Group seeks to maintain and expand its collaborations with educational institutions and research institutions, which contribute to the promotion of innovation.



Engaging in or creating initiatives and strategic partnerships that help the plastics industry become more sustainable

The Group recognizes that its participation in sectoral initiatives, strategic partnerships and institutional forums that focus on strengthening the circular economy and environmental responsibility is a strategic opportunity. Developments in European legislation (e.g. new PPWR regulation, CSRD directive) are turning the interest towards adapting production processes and materials in the direction of recycling, traceability of raw materials and reduction of plastic waste.

The Group's active participation in such initiatives places the company at the center of the dialogue on the sustainable transition, while at the same time creating opportunities for access to green finance, new markets, know-how, but also to strengthen its reputation as a responsible and innovative producer. Additionally, it helps anticipate future regulatory requirements, enhancing the Group's preparedness and compliance in a changing legislative environment.



Annex 1: General Disclosures Table

General disclosure		
ESRS Disclosure Requirements		Statement Section
BP-1	General basis for the preparation of the sustainability statement	About the Report Sustainability Statement
BP-2	Notifications in relation to special circumstances	Presentation of data and comparison of indicators
GOV-1	The role of administrative, management and supervisory bodies	The Role of Administrative, Management and Supervisory Bodies
GOV-2	Information received and sustainability issues examined by the company's administrative, management and supervisory bodies	The Role of Administrative, Management and Supervisory Bodies Risk Management and Internal Control
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 control
SBM-1	Strategy, business model and value chain	Strategy, Sustainable Development Goals and Evaluation of the Business Model and Value Chain
SBM-2	Interests and views of interested parties	Stakeholder Engagement in the Strategic and Business Model
SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and business model	Significant Implications, Risks, and Opportunities
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	General Disclosures Table



Environment		
ESRS Disclosure Requirements		Statement Section
Climate Change		
E1. GOV-3	Integrating sustainability-related performance into incentive schemes	Integrating sustainability-related performance into 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 business model	Climate Change
E1. IRO-1	A description of the procedures for identifying and assessing the significant climate-related impacts, risks and opportunities	Climate Change
E1-2	Policies related to climate change mitigation and adaptation	Environmentally Responsible
E1-3	Actions and resources related to climate change policies	Climate Change Actions & Targets
E1-4	Climate change mitigation and adaptation targets	Climate Change Actions & Targets
E1-5	Energy Consumption and Mix	Measurement Indicators
E1-6	Mixed emissions of scope 1, 2, 3 and total greenhouse gas emissions	Measurement Indicators
Resource use and circular economy		
E5. IRO-1	A description of the processes for identifying and assessing the use of material resources and the impacts, risks and opportunities related to the circular economy Economy	Waste management
E5-1	Policies related to resource use and the circular economy	Environmentally Responsible
E5-2	Actions and resources related to resource use and the circular economy	Actions and Goals for the Circular Economy
E5-5	Resource outflows	Measurement Indicators



Society		
ESRS Disclosure Requirements		Statement Section
The Company's workforce		
S1. SBM-2	Interests and views of interested parties	Stakeholder involvement
S1. SBM-3	Significant impacts, risks and opportunities and their interaction with the strategy and business model	The Group's Approach
S1-1	Policies regarding the workforce concerned	Policy to combat violence and harassment at work
S1-2	Procedures for engaging with the workforce concerned and workers' representatives on impacts	Human rights Support from the workers' relief fund Communication with employees
S1-3	Procedures for remedying negative impacts and channels for concerns from the workforce concerned	Policy to combat violence and harassment at work Complaint Management Policy Human Rights
S1-4	Taking 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	Human rights Employee satisfaction and retention Health and Safety at work Additional actions
S1-5	Objectives related to the management of significant negative impacts, the promoting positive impacts and managing significant risks and opportunities	The Group's sustainable development strategy and long-term Priorities
S1-6	Characteristics of the company's employees	Human Resources Profile
S1-7	Characteristics of non-salaried workers in the workforce of the enterprise itself	Human Resources Profile
S1-8	Coverage of collective bargaining and social dialogue	Safeguarding labour rights
S1-9	Diversity measurement indicators	Diversity, Equity, and Inclusion
S1-10	Adequate wages	Safeguarding labour rights
S1-11	Social protection	Safeguarding labour rights
S1-12	People with disabilities	Safeguarding labour rights
S1-13	Training and skills development metrics	Monitoring Health and Safety Performance
S1-14	Health and safety metrics	Health and Safety at Work
S1-15	Indicators for measuring work-life balance	Safeguarding labour rights
S1-16	Compensation measurement indicators (pay gap and total compensation)	Safeguarding labour rights



S1-17	Incidents, complaints and serious human rights repercussions	Safeguarding labour rights
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 business model	Creating value for society
S3-1	Policies Regarding Affected Communities	Policies and Governance System
S3-2	Procedures for working with affected communities in relation to impacts	Dialogue and Engagement with Affected Communities
S3-3	Procedures for remedying negative impacts and channels for concerns from affected communities	Report Management and Access to Remediation
S3-4	Take action on the significant impacts on affected communities and approaches to manage the significant risks and seize significant opportunities in relation to the affected communities, and effectiveness of these actions	Creating value for society
S3-5	Objectives related to the management of significant negative impacts, the promotion of positive impacts and the management of significant risks and opportunities	Group's sustainable development strategy and long-term priorities

General disclosure		
Governance		Statement Section
G1. GOV-1	The role of administrative, supervisory and management bodies	Business Culture [ESRS G1]
G1. IRO-1	Description of the procedures for identifying and assessing significant impacts, risks and opportunities	Business Culture [ESRS G1]
G1-1	Business conduct policies and corporate culture	Business Culture [ESRS G1]
G1-2	Managing Supplier Relationships	Responsible management of the Group's value chain
G1-3	Prevention and detection of corruption and bribery	Corruption, Bribery and Transparency of Transactions
G1-4	Confirmed cases of corruption or bribery	Corruption, Bribery and Transparency of Transactions



Annex 2: Mandatory ESRS disclosures aligned with other EU legislation

Disclosure requirement and relevant data point	SFDR Reference(1)	Pillar 3(2) reference	Reference to the Benchmarks Regulation(3)	Reference to the legislation of EU for the Climate(4)	Important	Unity
ESRS 2 GOV-1 Gender diversity in the Council paragraph 21 point (d)	Indicator No. 13 Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1816(5), Annex II		YES	The Role of Administrative, Management and Supervisory Bodies
ESRS 2 GOV-1 Percentage of Board Members Who Are Executive Members		–	Delegated Regulation (EU) 2020/1816, Annex II	–	YES	The Role of Administrative, Managerial and Supervisory Organs
ESRS 2 GOV-4 Due Diligence Statement	Indicator No. 10, Table 3 of the Annex I	–	–	–	YES	Statement on due diligence for the Sustainability
ESRS 2 SBM-1 Participation in activities related to the fossil fuels sector, paragraph 40(d)(i)	Indicator No. 4, Table 1 of the Annex I	Article 449a of Delegated Regulation (EU) 575/2013 – Commission Implementing Regulation (EU) 2022/2453: Table 1 – Quantitative information for Environmental risk, Table 2 – Quantitative information for social risk	Delegated Regulation (EU) 2020/1816, Annex II	–	NO	
ESRS 2 SBM-1 Participation in activities related to the production of chemicals products	Indicator No. 9, Table 2 of the Annex I	–	Delegated Regulation (EU) 2020/1816, Annex II	–	NO	
ESRS 2 SBM-1 Participation in activities related to controversial weapons paragraph 40(d)(iii)	Indicator No. 14 Table 1 of the Annex I		Delegated Regulation (EU) 2020/1818(7), Article 12 paragraph 1, Delegated Regulation (EU) 2020/1816, Annex II		NO	
ESRS 2 SBM-1 Participation in activities related to the cultivation and production of tobacco products paragraph 40 point (d)(iv)		–	Delegated Regulation (EU) 2020/1818, Article 12(1), Delegated Regulation (EU) 2020/1816, Annex II	–	NO	
ESRS E1-1 Transition Plan for achieving climate neutrality by 2050	–	–	–	Regulation (EU) 2021/1119, Article 2, paragraph 1	YES	Climate Change
ESRS E1-1 Excluded businesses by the	–	Article 449a	Delegated Regulation (EU)	–	NO	



Paris-aligned benchmarks paragraph 16(g)		Delegated Regulation (EU) No 575/2013: Commission Implementing Regulation (EU) 2022/2453, template 1: Banking portfolio — Climate change transition risk: Credit quality of the exposures per sector, emissions and residual Maturity	2020/1818 (Article 12(1)(a) d) and article 12 par. 2			
ESRS E1-4 Emission Reduction Targets greenhouse gas (GHG)	Indicator No. 4, Table 2 of the Annex I	Article 449a, Delegated Regulation (EU) No 575/2013 – Implementing Regulation (EU) 2022/2453, Table 3: Bank portfolio – Climate Change Transition Risk – Measurement emissions	Delegated Regulation (EU) 2020/1818, Article 6	–	YES	Climate Change
ESRS E1-5 Energy consumption from fossil sources with Breakdown by source (high-impact climate sectors only) paragraph 38	Indicator No. 5, Table 1 and Table 2 of the Annex I	–	–	–	YES	Climate Change
ESRS E1-5 Energy Consumption and Mix, paragraph 37	Indicator No. 5, Table 1 of the Annex I	–	–	–	YES	Climate Change
ESRS E1-5 Energy intensity associated with activities in high-impact climate sectors paragraphs 40 to 43	Indicator No. 6, Table 1 of the Annex I	–	–	–	YES	Climate Change
ESRS E1-6 Scope 1, 2, 3 of mixed emissions Greenhouse Gas (GHG), paragraphs 44	Indicators No. 1 and 2 table 1 of the Annex I	Article 449a of Delegated Regulation (EU) 575/2013; Commission Implementing Regulation (EU) 2022/2453, template 1: Banking portfolio — Climate change transition risk: Credit quality of the exposures per sector, emissions and residual Maturity	Delegated Regulation (EU) 2020/1818, Article 5 paragraph 1, Article 6 and Article 8 paragraph 1	–	YES	Greenhouse Gas Emissions
ESRS E1-6	Indicator No. 3, Table 1 of the Annex I	Article 449a, delegated procedure Regulation (EU)	Delegated Regulation (EU)	–	YES	Greenhouse Gas Emissions



Gross GHG intensity paragraphs 53 to 55		No. 575/2013 – Implementing Regulation (EU) 2022/2453, Table 1 – Banking portfolio – Climate Change Transition Risk: Indicators measurement carbonization	2020/1818, Article 8 paragraph 1			
ESRS E1-7 Absorption of ATH and credits carbon paragraph 56				Regulation (EU) 2021/1119, Article 2, paragraph 1	NO	
ESRS E1-9 Exposure of the reporting portfolio to material risks arising from climate-related paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II and Delegated Regulation (EU) 2020/1816, Annex II		NO	
ESRS E1-9 Breakdown of financial rates by type and time of risk material, paragraph 66(a) ESRS E1-9 Location of Major assets with exposure to significant material risk, paragraph 66(c)		Article 449a, Delegated Regulation (EU) No 575/2013 – Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47 – Banking portfolio – Typical Change concentrations: Analysis by time of material risk			NO	
ESRS E1-9 Analysis of the book value of the real estate by energy efficiency class, paragraph 67(c)		Article 449a of Delegated Regulation (EU) 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraph 34; Template 2: Banking portfolio – Climate Change Transition Risk: Loans secured by real estate – Energy efficiency of the security.			NO	
ESRS E1-9 Degree of exposure of the portfolio to opportunities related to the Climate paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		NO	
ESRS E2-4 Quantity of each pollutant listed in the Annex II of the	Indicator No. 8 Table 1 of the Annex I Indicator No. 2				NO	



Regulation on the European PRTR (European Pollutant Release and Transfer Register) emitted by the in the air, in the water and on the ground, paragraph 28	Table 2 of the Annex I Indicator No 1 Table 2 of the Annex I Indicator No 3 Table 2 of the Annex I					
ESRS E3-1 Water and Marine Resources, Paragraph 9	Indicator No. 7, Table 2 of the Annex I					NO
ESRS E3-1 Special Policy, paragraph 13	Indicator No. 8, Table 2 of the Annex I					NO
ESRS E3-1 Sustainable Oceans and Seas, paragraph 14	Indicator No. 12, Table 2 of the Annex I					NO
ESRS E3-4 Total Water Recovered, recycled and/or reused, paragraph 28, point (c)	Indicator No. 6.2, Table 2 of the Annex I					NO
ESRS E3-4 Total water consumption in m ³ per net revenue from related activities, paragraph 29	Indicator No. 6.1, Table 2 of the Annex I					NO
ESRS 2 – IRO 1 – E4, paragraph 16, point (a) Point (i)	Indicator No. 7, Table 1 of the Annex I					NO
ESRS 2 – IRO 1 – E4, paragraph 16, point (a) Point II	Indicator No. 8, Table 1 of the Annex I					NO
ESRS 2 – IRO 1 – E4, paragraph 16, point (c)	Indicator No. 10, Table 2 of the Annex I					NO
ESRS E4-2 Sustainable land-use/agricultural practices or policies; paragraph 24, point (b)	Indicator No. 11, Table 2 of the Annex I					NO
ESRS E4-2 Sustainable practices or policies related to the seas, paragraph 24(c)	Indicator No. 12, Table 2 of the Annex I					NO
ESRS E4-2 Policies to address forest loss, paragraph 24, point (d)	Indicator No. 15, Table 2 of the Annex I					NO
ESRS E3-1 Water and Marine Resources, Paragraph 9	Indicator No. 7, Table 2 of the Annex I					NO
ESRS E3-1 Special Policy, paragraph 13	Indicator No. 8, Table 2 of the Annex I					NO
ESRS E3-1 Sustainable Oceans and Seas, paragraph 14	Indicator No. 12, Table 2 of the Annex I					NO
ESRS E3-4 Total Water Recovered, recycled and/or reused, paragraph 28, point (c)	Indicator No. 6.2, Table 2 of the Annex I					NO
ESRS E3-4 Total Water Consumption in m ³ per net income from	Indicator No. 6.1, Table 2 of the Annex I					NO



related activities, paragraph 29						
ESRS 2 – IRO 1 – E4, paragraph 16, point (a) Point (i)	Indicator No. 7, Table 1 of the Annex I				NO	
ESRS 2 – IRO 1 – E4, paragraph 16, point (a) Point II	Indicator No. 8, Table 1 of the Annex I				NO	
ESRS 2 – IRO 1 – E4, paragraph 16, point (c)	Indicator No. 10, Table 2 of the Annex I				NO	
ESRS E4-2 Sustainable land-use/agricultural practices or policies; paragraph 24, point (b)	Indicator No. 11, Table 2 of the Annex I				NO	
ESRS E4-2 Sustainable practices or policies related to the seas, paragraph 24(c)	Indicator No. 12, Table 2 of the Annex I				NO	
ESRS E4-2 Policies to address forest loss, paragraph 24, point (d)	Indicator No. 15, Table 2 of the Annex I				NO	
ESRS E5-5 Non recycled waste, paragraph 37(d)	Indicator No. 13, Table 2 of the Annex I	-	-	-	NO	
ESRS E5-5 Hazardous Waste and radioactive waste, paragraph 39	Indicator No. 9, Table 1 of the Annex I	-	-	-	NO	
ESRS 2 – SBM-3 – S1 Risk of child labour incidents, paragraph 14, point (f)	Indicator No. 13, Table 3 of the Annex I	-	-	-	NO	
ESRS 2 – SBM-3 – S1 Risk of child labour incidents, paragraph 14, point (g)	Indicator No. 12, Table 1 of the Annex I	-	-	-	NO	
ESRS S1-1 Policy Commitments for Human Rights, paragraph 20	Indicator No. 9, Table 3 and Index No. 11, Table 1 of the Annex I	-	-	-	YES	The Group's Approach ,Contact the employees,
ESRS S1-1 Due Diligence Policies on issues affected by the International Labour Organisation International Conventions 1 to 8, paragraph 21		-	Delegated Regulation (EU) 2020/1816, Annex II	-	YES	Policy to combat violence and violence harassment at work, Well-being and work-life balance life, Communication with the employees
ESRS S1-1 Procedures and measures for the prevention of trafficking in human beings, paragraph 22	Indicator No. 3, Table 1 of the Annex I	-	-	-	NO	
ESRS S1-1 Prevention policy accidents in the field or system	Indicator No. 1, Table 3 of the Annex I	-	-	-	YES	Health and Safety at Work



management, Paragraph 23						
ESRS S1-3 Complaint/Grievance Mechanisms paragraph 32(c)	Indicator No. 5, Table 3 of the Annex I	-	-	-	YES	Report Management Policy-complaints
ESRS S1-14 Number of deaths and number and percentage of labour accidents, paragraph 88, point b) and c)	Indicator No. 2, Table 3 of the Annex I	-	Delegated Regulation (EU) 2020/1816, Annex II	-	YES	Monitoring Health and Safety Performance
ESRS S1-14 Number of Losses in Days Worked Due to injuries, accidents, deaths or illnesses paragraph 88(e)	Indicator No. 3, Table 3 of the Annex I	-	-	-	YES	Monitoring Health and Safety Performance
ESRS S1-16 Non gender pay gap corrected paragraph 97(1) (a) (a)	Indicator No. 12, Table 1 of the Annex I	-	Delegated Regulation (EU) 2020/1816, Annex II	-	YES	Safeguarding labour rights
ESRS S1-16 Excessively High Director's Remuneration Ratio paragraph 97(b)	Indicator No. 8, Table 3 of the Annex I	-	-	-	YES	Safeguarding labour rights
ESRS S1-17 Incidents of Discrimination, paragraph 103, point (a)	Indicator No. 7, Table 3 of the Annex I	-	-	-	YES	Safeguarding labour rights
ESRS S1-17 Non-compliance with the United Nations Guiding Principles on enterprises and Human Rights and the OECD, paragraph 104, point (a)	Indicator No. 10, Table 1 and Index No. 14, Table 3 of the Annex I	-	Delegated Regulation (EU) 2020/1816, Annex II, Delegated Regulation (EU) 2020/1818, Article 12(1)	-	YES	Safeguarding labour rights
ESRS 2 – SBM-3 – S2 Significant risk of child or forced labour in the value chain, paragraph 11, point (b)	Indicators No. Amendments Nos 12 and 13, table 3 of the Annex I	-	-	-	NO	
ESRS S2-1 Policy Commitments for human rights in the value chain; paragraph 17	Indicator No. 9, Table 3 and Index No. 11, Table 1 of the Annex I	-	-	-	NO	
ESRS S2-1 Employee Value Chain Policies Paragraph 18	Indicators No. 11 and 4 table 3 of the Annex I	-	-	-	NO	
ESRS S2-1 Failure to comply with the United Nations Guiding Principles on enterprises and human rights and OECD guidelines, Paragraph 19	Indicator No. 10, Table 1 of the Annex I	-	Delegated Regulation (EU) 2020/1816, Annex II, Delegated Regulation (EU) 2020/1818, Article 12(1)	-	NO	
ESRS S2-1 Due Diligence Policies on issues that	-	-	Delegated Regulation (EU)	-	NO	



the fundamental conventions of the International Labour Organisation 1 to 8, paragraph 20			2020/1816, Annex II			
ESRS S2-4 Human Rights Issues and Incidents Related to Detection and Detection chain complaint, paragraph 36	Indicator No. 14, Table 3 of the Annex I				NO	
ESRS S3-1 Commitments to a policy on Human Rights, paragraph 16	Indicator No. 9, Table 3 of the Annex I and Index No. 11, Table 1 of the Annex I				YES	Policies and System Governance
ESRS S3-1 Non-compliance with the United Nations Guiding Principles on Human Rights and/or the Guidelines OECD lines, paragraph 17	Indicator No. 10, Table 1 of the Annex I		Delegated Regulation (EU) 2020/1816, Annex II, Delegated Regulation (EU) 2020/1818, Article 12, paragraph 1		NO	
ESRS S3-4 Topics and human rights incidents, paragraph 36	Indicator No. 14, Table 3 of the Annex I				NO	
ESRS S4-1 Consumer and End-User Policies; paragraph 16	Indicator No. 9, Table 3 and Index No. 11, Table 1 of the Annex I				NO	
ESRS S4-1 Non-compliance with the United Nations Guiding Principles on enterprises and human rights and OECD guidelines, paragraph 17	Indicator No. 10, Table 1 of the Annex I		Delegated Regulation (EU) 2020/1816, Annex II, Delegated Regulation (EU) 2020/1818, Article 12(1)		NO	
ESRS S4-4 Topics and human rights incidents, paragraph 35	Indicator No. 14, Table 3 of the Annex I				NO	
ESRS G1-1 United Nations Convention against Corruption, paragraph 10, point (b)	Indicator No. 15, Table 3 of the Annex I				NO	
ESRS G1-1 Whistleblower Protection, paragraph 10(b)	Indicator No. 6, Table 3 of the Annex I				YES	Report-Complaint Management Policy (Whistleblowing)
ESRS G1-4 Standards for Anti-Corruption and Anti-Bribery Offences, paragraph 24() (a)	Indicator No. 17, Table 3 of the Annex I		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 the Annex I				YES	Corruption, Bribery and Transparency of Transactions



Heraklion, Crete, April 29th, 2025

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

To the shareholders of the Company "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME"

Limited Assurance Report of the Certified Public Accountant on the Sustainability Report of the Company "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME"

We have carried out limited assurance work regarding the consolidated Sustainability Report of "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME" (hereinafter the "Group"), which is included in the "Sustainability Report" section of the consolidated Management Report (the "Sustainability Report"), for the period from 01.01.2024 to 31.12.2024.

Limited assurance conclusion

Based on our work carried out, as described below in paragraph "Scope of Work Performed", as well as the evidence obtained, nothing has come to our attention that leads us to believe that:

- the Sustainability Report was not prepared in any material aspect, in accordance with article 154 of Law 4548/2018 as amended and in force by Law 5164/2024 which incorporated Article 29(a) of EU Directive 2013/34 into Greek legislation,
- the Sustainability Report 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 process followed by the Company for the identification and assessment of significant risks and opportunities (the "Process"), as set out in the "Double Materiality Assessment" section of the Sustainability Report, does not comply with the "IRO-1 Requirement - Description of the procedures for the identification and assessment of significant impacts, risks and opportunities" of the EPYEB 2 "General Disclosures",
- the disclosures of the 'EU Taxonomy Report' section of the Sustainability Report do not comply with Article 8 of EU Regulation 2020/852.

This assurance report does not extend to information on previous periods.

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 and the Group, 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 (ICMS1) "Quality Management for auditing 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 documented 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 Report

The Management of the Company and the Group is responsible for the design and implementation of an appropriate procedure for the determination of the required information included in the Sustainability Report in accordance with the EPYEB, as well as for the disclosure of the Procedure in the "Governance [ESRS 2 GOV]" section of the Sustainability Report.

More specifically, this responsibility includes:

- Understand the context in which the activities and business relationships of the Company and the Group take place, as well as understand its 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 term; medium or long-term horizon.
- Assess the significance of identified impacts, risks and opportunities related to sustainability issues, through the selection and implementation of appropriate thresholds and
- The formulation of assumptions that are reasonable under the current circumstances.

The Management of the Company and the Group is also responsible for the preparation of the Sustainability Report, in accordance with article 154 of Law 4548/2018, as amended and in force by Law 5164/2024 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:

- Compliance of the Sustainability Report with the EPYEB.
- Preparation of the disclosures in the "EU Taxonomy Report" section of the Sustainability Report, in compliance with the provisions of Article 8 of EU Regulation 2020/852.
- Design and implement the appropriate internal control controls that management deems necessary to ensure that the Sustainability Report is free from material error, due to either fraud or error, and
- Select and apply appropriate reporting methods, including assumptions and estimates about individual disclosures in the Sustainability Report, which have been assessed as reasonable under the circumstances.

The Company's Audit Committee is responsible for overseeing the process of drafting the Company's Sustainability Report.

Inherent Limitations in Sustainability Report Preparation

As stated in the section of the Sustainability Report "Sources of Uncertainty of Assessment and Results", the information incorporated in the relevant disclosures is based on estimates and assumptions, in particular for Scope 3 emissions, which were calculated on the basis of assumptions regarding the quantities of plastics purchased and their transport kilometers, according to the production activity of the subsidiaries.

When disclosing forward-looking information in accordance with the TCS, the Management of the Company is obliged to prepare the forward-looking 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 happen as expected.

As set out in the 'Climate Change' section of the Sustainability Report, the information incorporated in the relevant disclosures is based, inter alia, on climate-related scenarios that are subject to inherent uncertainty as to the probability, timing or impact of possible future climate-related physical and transitional impacts.

Our work covered the items listed in the "Scope of Work Performed" section to obtain limited assurance based on the procedures included in the Program. Our work does not constitute an audit or review of historical financial information, in accordance with applicable International Auditing Standards

or the International Standards for Assignment of Work Review, and for this reason we do not express any assurance other than that set out in the "Scope of Work Performed" section.

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 Report 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 influence users' financial decisions made on the basis of the Sustainability Report 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 Report, 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 Procedure followed by the Company and the Group for the determination of the information referred to in the Sustainability Report 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
- Design and conduct procedures to assess whether the Process for identifying the information reported in the Sustainability Report is consistent with the description of the Process as disclosed in section 'Governance [ESRS 2 GOV]' of this Report.

Furthermore, we are responsible for:

- Carrying out risk assessment procedures, including an understanding of the relevant internal control controls, to identify those disclosures that are likely to result in material error, either due to fraud or error, but not for the purpose of providing an inference on the effectiveness of the Company's and the Group's internal control controls.
- The design and implementation of procedures related to those disclosures of the Sustainability Report in which material error is likely to occur. The risk of not detecting a material error resulting from fraud is



higher than that resulting from error, as fraud may involve collusion, forgery, deliberate omissions, misleading or circumventing 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 exclusively covers the limited assurance procedures provided for in the limited assurance program issued by the 22.01.2025 decision of HAASCO (hereinafter the "Program"), as it was formulated for the purpose of issuing a limited assurance report on the Sustainability Report 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.

Athens, 29 April 2025

The Certified Public Accountant

Athena Moustaki

S.O.E.L. Reg. No. 28 871



Report of the Independent Certified Public Accountant

To the shareholders of the Company "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME"

Audit report on the separate and consolidated financial statements

Opinion

We have audited the attached corporate and consolidated financial statements of the company "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME" (the Company), consisting of the Corporate and Consolidated Balance Sheet as at 31 December 2024, the Separate and Consolidated Income Statements and Other Comprehensive Income, Changes in Equity and Cash Flow for the year ended on that date, as well as the notes to the Corporate and Consolidated Financial Statements, which include material accounting policy information.

In our opinion, the attached corporate and consolidated financial statements present reasonably in all material respects the financial position of the Company and its subsidiaries (the Group) as at 31 December 2024, their financial performance and cash flow for the year ended on that date, in accordance with the International Financial Reporting Standards; as they have been adopted by the European Union.

Opinion Base

We carried out our audit in accordance with the International Auditing Standards (IAS) as they have been incorporated into the Greek Legislation. Our responsibilities under 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 its consolidated subsidiaries, throughout our appointment, in accordance with the Code of Conduct for Professional Auditors of the International Standards of Auditors Council, as incorporated into Greek Law, and the ethical requirements related to the audit of corporate and consolidated financial statements in Greece and we have fulfilled our ethical obligations in accordance with the requirements of the applicable legislation and the aforementioned Code of Conduct. We believe that the audit evidence we have acquired is sufficient and appropriate to provide a basis for our opinion.

Major audit issues

The most important audit issues are those that, in our professional judgment, were of paramount importance in our audit of the corporate and consolidated financial statements of the audited year. These issues and the associated risks of material inaccuracy have been 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 issues.

Major audit issues

How the most important audit issue in our audit was addressed

Stock valuation

As of December 31st, 2024, the Group and the Company hold reserves amounting to € 104.8 mil. and € 47 million. respectively, as reflected in note 12 to the attached Separate and Consolidated Financial Statements.

Inventories are valued at the lowest price between acquisition cost and net realizable value.

The provision for impairment of stocks is made on the basis of management's assessments of the actual situation and the ability to use the stocks if necessary.

We believe that the evaluation of the valuation of the Group's stocks is one of the most important audit issues as inventories are on the one hand one of the main assets of the Company and the Group and on the other hand due to the significant estimates and judgments of the management to determine the of net realizable value.

The disclosures of the Company and the Group regarding their accounting policy as well as the estimates and assumptions used in the valuation of inventories are included in notes 3.7 and 3.24 of the attached financial statements.

Our audit approach included, among others, the following procedures:

- Evaluation of the overall impairment control process carried out by the Management and its consistency with the applicable accounting standards (IFRS).
- Recording and evaluation of the inventory management procedures and controls designed by the Group's management regarding inventories.
- Examination of a sample of stocks in order to confirm the correct calculation of their acquisition or production costs.
- Assessment of the correctness of the valuation by comparing the net realizable value we estimated using data analysis software on total sales after the reference date, with the cost of acquisition of inventories.
- Examination of the warehouse balance using data analysis software to identify immovable and slow-moving inventory.
- Assessment of the adequacy and appropriateness of the disclosures to the Notes on financial statements.

Major audit issues**How the most important audit issue in our audit was addressed****Estimation of impairment of holdings in subsidiaries****(Corporate Financial Statements)**

As of December 31, 2024, the Company held participations before impairment of € 32.2 million. in subsidiaries and the accumulated impairments on these participations amounted to € 2.3 million, as reflected in note 9 of the attached corporate and consolidated financial statements

To determine a potential impairment, Management compares the book value of each subsidiary (Cash Flow Generating Unit) with its recoverable value. Recoverable value was determined as the value due to use, the determination of which is supported by projections of future operating flows, which are by nature subjective and depend on various factors, such as expectations for future sales and production costs.

Given the significance of the balance of investments in subsidiaries in the company's financial statements, of degree of subjectivity in the assumptions in the on which the impairment analysis is based, and of the significant judgments and assessments required by the Management, we assessed the impairment estimate of investments in subsidiaries as one of the most important audit issues.

The Company's disclosures regarding accounting policy, as well as judgments

Our audit approach included, among others, the following procedures:

- Assessment of the Management's assessment of whether there are indications of impairment of these holdings.
- An assessment of the policies, methodology and internal control controls adopted by the Company in relation to the assessment of the impairment of such holdings.
- Assessment of the suitability of the models for determining either fair value or value due to use.
- Evaluation of the credibility of the business plans prepared by the Management, taking into account, among other things, the comparison of the basic budget figures with the realized financial figures.
- Assessment of key assumptions by comparison with external market information, including analysts' reports as well as internal information. The key assumptions assessed included revenue and profit margin trends, estimated investments in assets related to equipment and discount rates.
- Examination of the mathematical accuracy of model calculations.
- Use of special software and database to evaluate the

and estimates used in the estimation of impairment are included in notes 3.5 and 3.24 respectively of the corporate and consolidated financial statements.

reasonable discount rates used.

- Assessment of the sensitivity analysis on the underlying assumptions and the potential impact on the recoverable value of investments.
- Assessment of the adequacy and appropriateness of the disclosures in the attached financial statements in relation to this matter.

Other information

Management is responsible for other information. Other information is included in the Management Report of the Board of Directors, which is referred to in the "Report on Other Legal and Regulatory Requirements", in the Statements of the Members of the Board of Directors, but does not include the financial statements and the audit report on them.

Our opinion on the separate and consolidated financial statements does not cover the other information and we do not express in 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 in doing so, to examine whether the other information is materially inconsistent with the separate and consolidated financial statements or the knowledge gained during the 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 this other information, we are obliged to report this fact. We have nothing to say about this.

Responsibilities of management and those responsible for governance on the corporate and consolidated financial statements

Management is responsible for the preparation and reasonable presentation of the corporate and consolidated financial statements in accordance with IFRS, as adopted by the European Union, as well as for those internal controls that management determines as necessary to enable the preparation of the separate and consolidated financial statements free from material error; due to either fraud or mistake.

In preparing the separate and consolidated financial statements, management is responsible for assessing the ability of the Company and the Group to continue their business, disclosing where applicable, issues related to the going concern and the use of the accounting principle of going concern, unless management either intends to liquidate the company's financial statements.

Company and the Group either cease their activity, or has no other realistic alternative but to take these actions.

The Audit Committee (art. 44 of Law 4449/2017) of the Company is responsible for supervising the financial reporting process of the Company and the Group.

Auditor responsibilities for auditing the corporate and consolidated financial statements

Our objectives are to obtain reasonable assurance that the corporate 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 of assurance, but it is not a guarantee that the audit carried out in accordance with the IAS, 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 influence the financial decisions of users; obtained on the basis of these separate and consolidated financial statements.

As an audit duty, in accordance with the IAS as incorporated into the Greek Legislation, we exercise professional judgement 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 meet 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 control 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 principles and methods used and the reasonableness of the accounting estimates and related disclosures made by management.
- We decide on the appropriateness of management's use of the accounting principle of going concern and based on the audit evidence obtained as to whether there is material uncertainty about 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 of the corporate and consolidated financial statements or if such disclosures are insufficient to differentiate 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 achieves a reasonable presentation.
- We design and conduct the audit of the Group in order to obtain sufficient 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 Group's audit purposes. 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 related safeguards, where applicable.

From the items disclosed to those responsible for governance, we identify those items that were of paramount importance for the audit of the corporate and consolidated financial statements of the audited year and are therefore the most important audit issues.

Report on Other Legal and Regulatory Requirements

1. Board Management Report

Taking into account that the management is responsible for the preparation of the Management Report of the Board of Directors and the Corporate Governance Statement included in this report, in accordance with the requirements of paragraph 1, cases aa', ab' and b', of article 154C of Law 4548/2018, which do not include the sustainability report and for which a relevant limited assurance report has been issued dated 29.04.2025 in accordance with the International Standard Assurance Assignments 3000 (Revised), we note that:

- a. The Management Report of the Board of Directors includes a corporate governance statement, which provides the information specified in article 152 of Law 4548/2018.
- b. In our opinion, the Management Report of the Board of Directors has been prepared in accordance with the applicable legal requirements of articles 150 and 153 of 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 31.12.2024.
- c. Based on the knowledge we acquired during our audit, about the Company "PLASTIKA KRITIS INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME" and its environment, we have not identified material inaccuracies in the Management Report of its Board of Directors.

2. Additional Report to the Audit Committee

Our opinion on the attached corporate and consolidated financial statements is consistent with our Supplementary Report to the Audit Committee of the Company, provided for in Article 11 of European Union Regulation (EU) No. 537/2014.

3. Provision of Non-Audit Services

We have not provided the Company and its subsidiaries with non-audit services prohibited under Article 5 of European Union (EU) Regulation No. 537/2014 or other permitted non-audit services.

4. Appointment of an Auditor

We were appointed for the first time as Certified Public Accountants of the Company by the decision of the Annual Ordinary General Meeting of Shareholders dated 30.06.2023. Since then, our appointment has been continuously renewed for a total period of one year on the basis of the annual resolutions of the Annual General Meeting.

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 "PLASTICS OF CRETE INDUSTRIAL AND COMMERCIAL SOCIETE ANONYME" (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 corporate and consolidated financial statements of the Company and the Group for the fiscal year ended December 31, 2024, in XHTML format (21380024BQ2ILRDQFI71-2024-12-31-el.xhtml), as well as the envisaged XBRL file (21380024BQ2ILRDQFI71-2024-12-31-el.zip) with the appropriate marking, on the aforementioned consolidated financial statements including other explanatory information (Notes to Financial Statements) (hereinafter referred to as the "Underlying Item") 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 amended by Regulation (EU) 2020/1989 (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 Income Statement, the Statement of Other Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity and the Cash Flow Statement, as well as the financial information included in the other explanatory information, should be marked with XBRL 'tags' and "'block tag'"), according to the ESEF Taxonomy, as applicable. The technical specifications for ESEF, including the relevant taxonomy, are set out in the Regulatory Technical Standards of ESEF.

Responsibilities of the administration and those responsible for governance

Management is responsible for the preparation and submission of the Company's and Group's corporate and consolidated financial statements, for the fiscal year ended December 31, 2024, in accordance with the Applicable Criteria, as well as for those internal control controls that management determines as necessary to enable the preparation of digital records free from material error, due to either fraud or mistake.

Responsibilities of the Auditor

It is our responsibility to issue this Report regarding the evaluation of the

Subject, based on our work performed, which is described below in the section "Scope of Work Performed".

Our work was carried out in accordance with the International Standard for Assurance Assignments 3000 (Revised) "Assurance Projects Beyond Auditing or Reviewing Historical Financial Information" (hereinafter "IUD 3000").

IHL 3000 requires that we plan and conduct our work so that we obtain reasonable assurance to evaluate the Underlying Subject in accordance with the Applicable Criteria. As part of the ongoing proceedings, 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 assignment 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 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 the no. 214/4/11-02-2022 Decision of the Board of Directors of the Accounting and Auditing Standardization Committee (HAASAR) and in 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 securities listed on a regulated market in Greece", as issued by the Institute of Statutory Auditors on 14.02.2022, in order to obtain reasonable assurance that the Company's financial statements prepared by management comply in all material respects with the Applicable Criteria

Inherent Limitations

Our work covered the items mentioned in the "Scope of Work Performed " section to obtain reasonable assurance based on the procedures described. In this context, the work we carried out could not fully ensure that all issues that could be considered as material weaknesses would be revealed.

Conclusion

Based on the work carried out and the evidence obtained, we conclude that the corporate and consolidated financial statements of the Company and the Group, for the fiscal year ended December 31, 2024, in XHTML file format (21380024BQ2ILRDQFI71-2024-12-31-el.xhtml), as well as the envisaged XBRL file (21380024BQ2ILRDQFI71-2024-12-31-el.zip) with the appropriate marking, on the aforementioned consolidated financial statements, including other explanatory information, have been prepared, in all material respects, in accordance with the provisions of the Applicable Criteria.

Heraklion, Crete, 29 April 2025

The Certified Public Accountant

Emmanuel N. Diamantoulakis

A.M. S.O.E.L. 13 101

**Grant Thornton**

Ορκωτοί Ελεγκτές Σύμβουλοι Επιχειρήσεων
Λ. Κατεχάκη 58, 115 25 Αθήνα
Α.Μ. ΣΟΕΛ 127



Corporate and Consolidated Balance Sheet

(Amounts in thousands of euros)

	Note.	The Group		The Company	
		31.12.2024	31.12.2023	31.12.2024	31.12.2023
ASSETS					
Non-current assets					
Tangible assets	6	161.477	153.055	73.888	71.250
Intangible assets	8	2.984	3.359	432	567
Assets with right of use	7	10.843	9.178	1.063	1.233
Investments in Affiliated Enterprises	9	-	-	29.912	29.912
Financial Assets at Fair Value by DT	10	131	1.023	126	1.002
Deferred tax assets	21	2.041	1.466	-	-
Advances and other claims	11	830	955	6.522	6.427
Total non-current assets		178.306	169.037	111.943	110.391
Current assets					
Stocks	12	104.796	87.931	46.957	37.600
Customers	13	83.578	81.787	53.358	52.260
Advances and other claims	14	22.966	16.861	11.673	9.610
Financial Assets at Fair Value by DT	10	6.589	30.296	6.589	30.296
Financial data in depreciable costs	10	36.498	-	36.498	-
Cash and cash equivalents	15	86.519	83.378	56.151	58.431
Total current assets		340.947	300.253	211.225	188.197
Total assets		519.253	469.290	323.168	298.588
EQUITY AND LIABILITIES EQUITY					
Share Capital					
Share Capital	16	26.832	26.832	26.832	26.832
Difference from a premium issue	16	456	456	456	456
Own shares	16	-	-20	-	-20
Fair value reserves		28.053	23.221	19.702	17.091
Other reserves	17	139.790	134.094	115.107	110.040
Foreign exchange reserves		-2.738	-8.389	-	-
Retained income					
Total equity attributable to shareholders of the parent Company		240.739	219.137	128.465	115.941
Non-controlling holdings					
	18	433.130	395.329	290.562	270.339
		21.998	19.645	-	-
Total equity		455.128	414.974	290.562	270.339
OBLIGATIONS					
Long-term liabilities and provisions					
Long-term loan obligations	19	3.447	4.379	-	-
Lease obligations	20	2.403	1.555	720	961
Deferred tax liabilities	21	9.190	7.187	4.240	3.225
Provisions for employee benefits	22	2.010	1.870	1.365	1.259
Asset Grants	23	468	378	-	-
Other long-term liabilities	24	350	340	266	263
Total long-term liabilities and provisions		17.870	15.708	6.592	5.708
Short-term liabilities					
Suppliers	25	28.435	22.151	17.006	13.415
Short-term loans	19	2.863	1.821	-	-
Short-term instalments of long-term loans	19	931	920	-	-
Short-term lease installments	20	321	377	195	193
Current Income Tax	21	4.130	2.704	3.297	2.366
Other liabilities & transitional accounts	26	9.575	10.634	5.516	6.566
short-term liabilities		46.255	38.608	26.014	22.540
Total liabilities		64.125	54.315	32.606	28.248
Total Equity and Liabilities		519.253	469.290	323.168	298.588



Corporate and Consolidated Income Statement

(Amounts in thousands of euros)

	Note	The Group		The Company	
		1.1 - 31.12.2024	1.1 - 31.12.2023	1.1 - 31.12.2024	1.1 - 31.12.2023
Turnover (Sales) Cost of Sales	.	385.067	371.664	185.920	184.381
Gross Profit		-290.959	-282.917	-136.938	-136.723
Other operating income	31	94.108	88.746	48.982	47.658
Disposal costs		2.756	1.365	2.956	1.177
Administration costs		-23.809	-21.698	-13.987	-13.327
Research & Development (R&D) expenses		-12.626	-12.058	-5.861	-5.443
Research & Development (R&D) expenses		-1.950	-1.723	-922	-824
Other operating costs	32	-1.860	-1.134	-555	-133
Operating profits		56.619	53.498	30.612	29.107
Financial cost (net)	33	3.663	1.645	3.824	2.090
Profit / (Loss) from exchange differences		898	1.083	699	-190
Profit / (Loss) from financial assets	10	-269	-19	-268	-19
Profit / (Loss) from valuation of fixed assets	6.5	-467	-	-118	-
Participation income		22	16	5.159	4.236
Profit / (Loss) on net cash position	5.2	-4.178	-2.853	-	-
Earnings before taxes		56.287	53.369	39.907	35.223
Income taxes	21	-12.703	-10.885	-8.239	-6.251
Net Profit for the Period		43.584	42.484	31.668	28.971
The Net Profits of the period are allocated to:					
- Owners of the Parent Company		41.594	40.369	31.668	28.971
- Non-controlling holdings		1.991	2.115	-	-
Net Profit for the Year		43.584	42.484	31.668	28.971
Earnings per share attributable to the owners of the Parent Company:					
- Basically, in euros	34	1,52	1,47	1,16	1,06
Earnings before interest, taxes, and investment results		56.922	53.466	30.465	29.112
Depreciation integrated into operating costs	30				
Earnings before interest, taxes, depreciation and amortization (EBITDA)		9.828	9.362	4.278	4.855
		66.750	62.828	34.743	33.967



Corporate and Consolidated Statement of Other Total Income

(Amounts in thousands of euros)

	Note	The Group		The Company	
		1.1 - 31.12.2024	1.1 - 31.12.2023	1.1 - 31.12.2024	1.1 - 31.12.2023
Net results (profit) for the period, after tax (a)		43.584	42.484	31.668	28.971
Monetary adjustments for the conversion of balance sheets into foreign currency		6.595	-6.904	-	-
Changes in financial assets at fair value	10	-466	343	-451	340
Other total income (losses)/profits, carried over to the results in subsequent periods (b)					
Conversion of tangible assets to fair value, after income tax	6.5	6.129	-6.561	-451	340
Changes in deferred tax liability due to a change in the tax rate (Losses) from the revaluation of programmes defined benefits to staff, after income tax	22	4.913	-	2.744	-
Other total income (loss)/profit, not carried forward to profit or loss (c)		-69	-	-	-
Aggregate Total Income for the period (a) + (b) + (c)		-112	3	-69	-27
<i>The Aggregate Total Income for the year is divided into:</i>					
- Owners of the Parent Company		4.731	3	2.675	-27
- Non-controlling holdings		54.445	35.926	33.892	29.284
Aggregate Total Income for the period (a) + (b) + (c)					
		51.495	35.439	33.892	29.284
		2.950	487	-	-
		54.445	35.926	33.892	29.284



Consolidated Statement of Changes in Equity

(Amounts in thousands of euros)

	Attributable to the owners of the Parent Company								Do not Controls Participations	Total Own Funds
	Share Fund Capital	Over par	Own shares	Reserves Fair Value	Other Reserves	Reserves of bills of exchange Disputes	Results in renewal			
Balance as at 01.01.2024	26.832	456	-20	23.221	134.094	-8.389	219.137	19.645	414.974	
Net results for the period, after tax	-	-	-	-	-	-	41.594	1.991	43.584	
Other total income for the period, after tax	-	-	-	4.514	-69	5.651	-195	959	10.861	
Aggregate Total Income for the period	-	-	-	4.514	-69	5.651	41.399	2.950	54.445	
Purchase of own shares	-	-	-80	-	-	-	-	-	-80	
Disposal of own shares	-	-	100	-	-	-	-	-	100	
Reversal of fair value due to sale of financial assets data	-	-	-	318	-	-	-318	-	-	
Transfer of profits to reserves	-	-	-	-	5.765	-	-5.765	-	-	
Distributed profits (dividends)	-	-	-	-	-	-	-13.714	-597	-14.311	
Balance as at 31.12.2024	26.832	456	0	28.053	139.790	-2.738	240.739	21.998	455.128	

(Amounts in thousands of euros)

	Attributable to the owners of the Parent Company								Non- controlling holdings	Total Equity
	Share Capital	Over par	Own shares	Reserves exchange Fair Value	Other Reserves	Reserve of bills of Disputes	Results in renewal			
Balance on 01.01.2023	26.832	456	-	22.919	125.675	-3.112	199.498	19.371	391.636	
Net results for the period, after tax	-	-	-	-	-	-	40.369	2.115	42.484	
Other total income for the period, after tax	-	-	-	343	-27	-5.276	30	-1.628	-6.558	
Aggregate Total Income for the period	-	-	-	343	-27	-5.276	40.399	487	35.926	
Purchase of own shares	-	-	-20	-	-	-	-	-	-20	
Reversal of fair value due to the sale of fixed assets	-	-	-	-41	-	-	-	-	-41	
Transfer of profits to reserves	-	-	-	-	8.446	-	-8.446	-	-	
Distributed profits (dividends)	-	-	-	-	-	-	-12.314	-	-12.314	
Distributed profits (dividends) of subsidiaries	-	-	-	-	-	-	-	-213	-213	
Balance at 31.12.2023	26.832	456	-20	23.221	134.094	-8.389	219.137	19.645	414.974	



Statement of Changes in Equity

(Amounts in thousands of euros)

	Share Capital	Difference from the issue of shares at 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 Other total income for the period, after tax	-	-	-	-	-	31.668	31.668
Aggregate Total Income for the period	-	-	-	2.293	-69	-	2.224
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	-
Distributed profits (dividends)	-	-	-	-	-	-13.690	-13.690
Balance as at 31.12.2024	26.832	456	-	19.702	115.107	128.465	290.562

(Amounts in thousands of euros)

	Share Capital	Difference from the issue of shares at par	Own shares	Fair Value Reserves	Other Reserves	Results in renewal	Total Equity
Balance on 01.01.2023	26.832	456	-	16.791	105.848	103.509	253.436
Net results for the period, after tax Other total income for the period, after tax	-	-	-	-	-	28.971	28.971
Aggregate Total Income for the period	-	-	-	340	-27	-	313
Purchase of own shares	-	-	-20	-	-	-	-20
Reversal of fair value due to the sale of fixed assets	-	-	-	-40	-	-	-40
Transfer of profits to reserves	-	-	-	-	4.219	-4.219	-
Distributed profits (dividends)	-	-	-	-	-	-12.321	-12.321
Balance at 31.12.2023	26.832	456	-20	17.091	110.040	115.941	270.339



Consolidated Cash Flow Statement

(Amounts in thousands of euros)

	The Group	
	1.1 - 31.12.2024	1.1 - 31.12.2023
Operational activities		
Earnings before taxes	56.287	53.369
Plus/minus adjustments for:		
Depreciation	9.828	9.362
Predictions	-126	398
Loss on net money	4.178	2.853
Results of investment activity	1.017	3
Financial cost (net)	-3.536	-2.727
Other non-cash results	100	-
Plus/minus adjustments for changes in capital accounts or related to operational activities: Stocks	-17.650	6.550
Customers	-543	-3.952
Advances and other claims	-7.137	315
Suppliers	6.163	-6.890
Other liabilities & interim accounts	-1.337	1.427
Cons:		
Interest and related expenses paid	-699	-1.251
Taxes paid	-10.406	-12.247
Total inputs/(outputs) from operating activities (a)	36.139	47.210
Investment activities		
Acquisition of other investments	-78.205	-31.758
Purchase of tangible and intangible fixed assets	-11.116	-14.606
Receipts from sales of tangible and intangible fixed assets	178	2.083
Receipts from sales of other investments	66.367	11.883
Dividends received	22	17
Interest received	3.030	2.647
Fixed Asset Grants	128	120
Total inflows / (outflows) from investment activities (b)	-19.596	-29.614
Financing activities		
Purchase / Disposal of own shares	-80	-20
Loan receipts / (repayments)	99	-6.005
Loans granted	-63	-
Receipts / (repayments) of obligations from leases	-569	-470
Dividends paid	-14.279	-12.527
Total inflows/(outflows) from financing operations (c)	-14.892	-19.023
Net increase / (decrease) in cash and cash equivalents for period (a) + (b) + (c)	1.651	-1.427
Cash and carry-over equivalents	69	33
Cash reserves and cash equivalents	83.378	85.172
Impact of inflation	901	876
Effect of exchange differences	520	-1.277
Cash and period equivalents	86.519	83.378



Corporate Cash Flow Statement

(Amounts in thousands of euros)

The Company

	1.1 - 31.12.2024	1.1 - 31.12.2023
Operational activities		
Earnings before taxes	39.907	35.223
Plus/minus adjustments for: Depreciation	4.278	4.855
Predictions	-410	280
Results of investment activity	-4.919	-4.166
Exchange differences	-130	190
Financial cost (net)	-3.824	-2.090
Other non-cash results	100	-
Plus/minus adjustments for changes in working capital accounts or related to operating activities:		
Stocks	-9.610	5.272
Customers	386	-3.866
Advances and other claims	-2.655	-1.719
Suppliers	3.565	-2.309
Other liabilities & interim accounts Less:	-1.180	384
Interest and related expenses paid	-97	-93
Taxes paid	-6.072	-6.648
Total inputs/(outputs) from operating activities (a)	19.340	25.313
Investment activities		
Acquisition of other investments	-78.205	-31.758
Purchase of tangible and intangible fixed assets	-3.688	-3.478
Receipts from sales of financial assets	66.367	11.883
Receipts from sales of tangible and intangible fixed assets	489	1.810
Interest received	2.307	1.914
Dividends received	5.159	4.236
Total inflows / (outflows) from investment activities (b)	-7.572	-15.393
Financing activities		
Acquisition of own shares	-80	-20
Receipts / (repayments) of liabilities from leases Loans granted	-223	-224
Dividends paid	-63	-
	-13.683	-12.315
Total inflows/(outflows) from financing operations (c)	-14.049	-12.559
Net increase / (decrease) in cash and cash equivalents for period (a) + (b) + (c)		-2.639
Cash and cash equivalents	-2.281	
Cash and period equivalents	58.431	61.070
	56.151	58.431

The selected explanatory notes set out on the following pages (217-281) form an integral part of the Annual Financial Statements as at 31 December 2024.



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. Sq. 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® Geomembrane s	KRITILEN® Masterbatches	KRITISOL® Polyethylen e pipes	KRITISAN® Recycled plastics	KRITIRES® Renewable energy
Greenhouse Cover & Other Agricultural Applications	Management Water & Environmental Works	Raw materials for the plastics industry	Irrigation, water supply, telecommunicat ions	Raw materials for the plastics industry	Wind & Solar Energy
Factories in Greece, China (2), France	Factories in Greece, China (2), France	Factories in Greece (2), Romania, Poland, Russia,	Factories in Greece	Factories in Greece	Production 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, 2024.

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 presented have been prepared in accordance with the going concern principle, taking into account significant profitability and strong working capital.

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 29, 2025.

2.2 Adoption of New and Revised International Standards

Unless otherwise stated, amendments and interpretations that apply for the first time in fiscal year 2024 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 not mandatory for the fiscal year 2024.

New Standards, Interpretations, Revisions and Amendments of existing Standards which have entered into force and have been adopted by the European Union

The following new Standards, Interpretations and Standards amendments have been issued by the International Accounting Standards Board (IASB), have been adopted by the European Union and their implementation is mandatory from 01.01.2024 or later.

Amendments to IFRS 16 "Leases: Lease Obligation in a Sale and Leaseback" (applicable for annual periods beginning on or after 01.01.2024)

In September 2022, the IASB issued limited-purpose amendments to IFRS 16 "Leases" that add requirements for how a company accounts for a sale and leaseback after the date of the transaction. A sale and leaseback is a transaction in which, a company sells an asset and leases the same asset back for a period of time from the new owner. IFRS 16 includes requirements regarding the accounting treatment of a sale and lease on the date the transaction occurs. However, the Standard did not specify how the transaction would be measured after that date, in particular when some or all of the payments are variable payments that are not dependent on an index or interest rate. The amendments issued are in addition to IFRS 16's requirements on sale and leaseback, thereby supporting the consistent application of the accounting standard. These amendments will not change the accounting treatment for leases other than those resulting from a sale and leaseback transaction. The amendments have no effect on the consolidated and corporate Financial Statements. The above have been adopted by the European Union with a date of entry into force on 01.01.2024.

Amendments to IAS 1 "Classification of Liabilities as Short-Term or Long-Term" (applicable for annual periods starting on or after 01.01.2024)

The amendments provide guidance on the requirements of IAS 1 to classify liabilities as short-term or long-term. The amendments clarify the concept of the right to defer settlement of an obligation, it should exist at the reference date. The intention of the Management or the right of the counterparty to settle the obligation through the transfer of equity securities does not affect the short-term or long-term classification. In addition, it is clarified that only clauses with which an entity must comply on or before the reference date affect the classification of a liability. Amendments to the standard require that information about these clauses be disclosed in the notes to the financial statements. The amendments apply to annual accounting periods starting on or after 1 January 2024, with their early adoption being allowed. The amendments have no effect on the consolidated and corporate Financial Statements. The above have been adopted by the European Union with a date of entry into force on 01.01.2024.



Amendments to IAS 7 "Statement of Cash Flow" and IFRS 7 "Financial Instruments: Disclosures": Supplier Financing Arrangements (applicable for annual periods beginning on or after 01.01.2024)

In May 2023, the IASB issued amendments ("Supplier Finance Arrangements"), which amended IAS 7 "Cash Flow Statement" and IFRS 7 "Financial Instruments: Disclosures". The new amendments require an entity to provide additional disclosures about vendor financing arrangements. These disclosures are intended to help users of the financial statements (a) assess how supplier funding arrangements affect an entity's liabilities and cash flow, and (b) understand the impact of supplier funding arrangements on liquidity risks and how the entity could be affected if those financial instruments are no longer available. Amendments to IAS 7 and IFRS 7 apply to the accounting period on or after 1 January 2024. The amendments have no effect on the consolidated and corporate Financial Statements. The above have been adopted by the European Union with a date of entry into force on 01.01.2024.

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 Standards, Interpretations and Standards amendments have been issued by the International Accounting Standards Board (IASB), but have either not yet entered into force or have not been adopted by the European Union.

Amendments to IAS 21 "The effects of exchange rate changes": Lack of Fungibility (applicable for annual periods starting on or after 01.01.2025)

In August 2023, the 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 fungibility of a currency, as well as the process by which an entity should assess this fungibility. In addition, the amendments provide guidance on how an entity should calculate the spot rate in cases where the currency is non-fungible and require additional disclosures in cases where an entity has calculated an exchange rate due to non-fungibility. Amendments to IAS 21 apply to the accounting period on or after 1 January 2025. The Group will examine the impact of all of the above on its Financial Statements. The above have been adopted by the European Union with a date of entry into force on 01.01.2025.

IFRS 9 & IFRS 7 "Amendments to the Classification and Measurement of Financial Instruments" (applicable for annual periods beginning on or after 01.01.2026)

In May 2024, the IASB issued amendments to its classification and measurement requirements IFRS 9 "Finance Inside" and corresponding Disclosures of IFRS 7 'Financial Instruments: Disclosures'. In particular, the new amendments clarify when a financial liability must be derecognized when it is repaid



through electronic payment. Additional guidance is also provided for the assessment of conventional cash flow characteristics for financial assets linked to ESG (environmental, social and corporate governance) criteria. In addition, the disclosure requirements for investments in equity instruments measured at fair value through other comprehensive income have been amended and disclosure requirements have been added for financial instruments with potential characteristics that are not directly related to underlying risks and borrowing costs. The amendments apply to accounting periods starting on or after 1 January 2026. The Group will examine the impact of all of the above on its Financial Statements. The above have not been adopted by the European Union.

IFRS Annual Improvements-Volume 11 (applicable for annual periods beginning on or after 01.01.2026)

In July 2024, the IASB issued "Annual Improvements to IFRS, including minor amendments to the following Accounting Standards: IFRS 1 "First Application of International Financial Reporting Standards", IFRS 7 "Financial Instruments: Disclosures", IFRS 9 "Financial Instruments", IFRS 10 "Consolidated Financial Statements" and IASB 7 "Cash Flow Statement". The amendments apply to accounting periods on or after 1 January 2026. The Group will examine the impact of all of the above on its Financial Statements. The above have not been adopted by the European Union.

Amendments to IFRS 9 and IFRS 7 – "Nature-dependent Electricity Reference Contracts" (applicable for annual periods starting on or after 01.01.2026)

On 18 December 2024, the International Accounting Standards Board (IASB) issued amendments to IFRS 9 'Financial Instruments' and IFRS 7 'Financial Instruments: Disclosures' to help companies better report the financial impact of nature-dependent electricity benchmark contracts, also known as Power Purchase Agreements (PPAs). These contracts are used by companies to secure the supply of electricity from renewable sources, such as wind and solar energy. However, the amount of energy generated can vary due to exogenous factors, such as weather conditions. The amendments aim to best reflect these contracts in the financial statements by: (a) clarifying the requirements for the application of the concept of 'own-use', (b) allowing hedge accounting where these contracts are used as hedging instruments, and (c) adding new disclosure requirements in order for investors to better understand the impact of these contracts on finances results and cash flow of companies. The amendments apply to accounting periods starting from 1 January 2026, with their early adoption allowed. The Group will examine the impact of all of the above on its Financial Statements. The above have not been adopted by the European Union.

IFRS 18 "Presentation and Disclosure in Financial Statements" (applicable for annual periods beginning on or after 01.01.2027)



In April 2024, the IASB adopted a new Standard, IFRS 18, which replaces IAS 1 "Presentation of Financial Statements". The purpose of the Standard is to improve the way information is presented in an entity's financial statements, particularly in the statement of profit and loss and disclosures on financial statements. In particular, the Standard will improve the quality of financial reporting due to: a) the requirement of defined subsets in the income statement, b) the requirement to disclose in a separate note to the financial statements the performance indicators defined by the company's management (Management-defined Performance Measures) c) the new principles for aggregation – disaggregation. The Group will examine the impact of all of the above on its Financial Statements. The above have not been adopted by the European Union.

IFRS 19 "Non-Liability Subsidiaries: Disclosures" (applicable for annual periods beginning on or after 01.01.2027)

In May 2024, the IASB issued a new Standard, IFRS 19 "Subsidiaries Without Public Liability: Disclosures". The new standard allows eligible entities that qualify for the IFRS 19 to choose to apply the reduced disclosure requirements of IFRS 19 instead of the disclosure requirements set out in the other IFRSs. IFRS 19 operates in parallel with the other IFRS, as subsidiaries will have to apply the measurement, identification and presentation requirements set out in the other IFRS and the reduced disclosure requirements described in IFRS 19. This simplifies the preparation of financial statements for subsidiaries that meet the requirements for the application of this standard, while at the same time maintaining their usefulness for users. IFRS 19 applies to accounting periods starting on or after 1 January 2027, with early adoption permitting. The Group will examine the impact of all of the above on its Financial Statements. The above have not been adopted by the European Union.

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.

In the acquisition of a business, its assets, liabilities and contingent liabilities on the date of acquisition are valued at 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 economic unit 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 of the relative's net assets and taking into account any impairments in the value of individual investments. Losses of related companies in addition to the Group's rights to 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 Equity reserve, unless it concerns a reversal of a decreasing revaluation (depreciation) that was recorded in expenses. In this case, an equal part of the adjustment is recorded in revenue.

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 entry of additions to the books is made at the acquisition cost, which includes all the directly chargeable costs 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 results of use.

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 the rest of the Group, 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 during the useful life of these elements, 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. Intangible assets with an unlimited useful life are not depreciated but are examined for impairment at regular intervals.

Goodwill

Goodwill represents the additional price paid by the Group for the acquisition of new subsidiaries. It follows from a comparison of the price paid for the



acquisition in relation to the fair value of the assets and liabilities attributable to the Group at the date of the acquisition. The resulting goodwill appears 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 distributed in cash flow generating units. The cash flow unit is the smallest identifiable group of assets that generates independent cash flow.

The capital gain 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 amount recoverable from the cash flow units to which the goodwill is linked. The recoverable amount is the greater amount between the use value and 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

With the exception of goodwill, assets are examined for impairment when there are indications that their book value will not be recovered. Goodwill is 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 recoverable value, then the recoverable value is reduced to the amount of the recoverable.

For the purpose of estimating the value for use, 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 under consideration shall 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 as 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

The 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 'principal and interest payments only' (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 profit or loss resulting from the write-off is immediately recognized in the income statement.

II. Securities at fair value through other total income, for financial assets that meet the SPPI criterion and that are held under 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 and equity securities, which the Company has not irrevocably chosen to classify in the statement of total income at the time of their initial recognition or transfer. This category also includes debt securities whose cash flow does not meet the SPPI criterion or the Company does not hold them under a



business model for the purpose of collecting conventional cash flows, 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:

I. 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.

II. Financial assets that qualify 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 have arisen.

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 profit or loss. The objective of IFRS 9 impairment claims is to recognize 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 at a collective or individual level, using all information that can be collected, based on both historical and present data, but also data related to reasonable future assessments of the financial situation of customers 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 until 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 expected credit losses over the lifetime of the above items. In this case, expected credit losses constitute the expected shortfalls in conventional cash flow, taking into account the possibility of 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 are applying 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. To calculate the forecast, according to the above method, budgeted 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 that



They are available at the balance sheet date for 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 at the measurement date. In fair value measurement, we assume that the transaction for the sale of the asset or the transfer of the liability takes place either: (i) in the primary market for the asset or liability, or (ii) in the absence of a primary market, in the most advantageous market for the asset or liability. A financial instrument is considered to be tradable on a primary market if the trading prices are readily and regularly available from an exchange, broker, business sector, pricing service 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 survey 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 to transfer the obligation 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 on the measurement date. IFRS 13 sets out the hierarchy of valuation models regarding the objectivity of the elements used in these models (observable or non-observable data). Observable data are based on market data and are drawn from independent sources, non-observable data refer to assumptions made by the Management.

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

Common shares are classified as equity. There is no part of the subscribed capital that has not yet been paid up, nor the 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 element 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 by the liability method arising from temporary differences between the book value and the tax base of the assets and liabilities. It is calculated using the tax rates in force on the balance sheet date and which will be applied at the time when 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 based on 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.

Obligations arising from defined benefit programs to staff are calculated at the discounted value of future benefits to staff accrued at the balance sheet date. The commitment of the specified benefit 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.

The cost of work experience is directly recognized in the results.

Benefits that depend on the value of the shares

The company recognizes the goods and services received or acquired in a transaction involving benefits that depend 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 share-worth-based benefits settled in equity instruments, or an obligation if the goods or services were acquired in the context of a share-value-based benefit transaction 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 securities, the company measures the goods or services received and the corresponding increase in equity, directly, to the fair value of the goods or services received, unless such fair value cannot be reliably estimated. 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 extinguished by the method of fixed depreciation until the end of the lease period, unless the agreement 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 occurs 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 option to buy the underlying asset; if it exists. When the lease obligation is adjusted, a corresponding adjustment is made to the book value of the right of use or it is recorded in the profit and loss when the book value of the right of use is reduced to zero.

In accordance with the policy chosen by the Group, the right of use is recognized in a separate line in the Balance Sheet entitled "Rights to use assets" and the lease obligation separately 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



i. Financial leases: In the case of leasing agreements, in which the Group acts as a lessor, the total amount of rents, provided for in the lease agreement, is recorded in the category loans and receivables against customers. The difference between the present value (net investment) of the rents and the total amount of the rents is recognized as unearned interest and is shown deducting the claims. Rent receipts reduce the total rent claim, while financial income is recognized using the accrual method. Leasing claims are considered for impairment in accordance with IFRS 9.

ii. Operating leases: In the case of operating leases, the Group classifies the leased fixed asset as an asset, depreciating based on its useful life. The amounts of rents corresponding to the use of the leased fixed asset are recognized as income, in the category of other income, by the method of accrual. 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. Conversely, 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 present legal or documented liabilities as a result of past events, they are likely to be cleared through resource outflows and the estimation of the exact amount of the liability can be carried out reliably. The 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 financial benefits is likely.

3.18 Natural landscape restoration forecasts

In its natural landscape restoration forecasts, the Group acknowledges 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 costs, minus the estimated residual value of the recoverable materials. The provisions 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 clearance of the dismantling and restoration liability.

The relevant provision is recognized in 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 together with the depreciation of the Wind Farms. Any



Changes in the estimates regarding the estimated cost or the discount rate are added or subtracted respectively to the cost of the fixed asset. The effect of discounting estimated costs 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 subsidy will be received and all relevant conditions will be met. These grants are recorded in a deferred income account and carried forward to the profit or loss over 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 gains control of the good or service if he has the ability to direct the use and derive substantially all the economic benefits from that good or service. Control is transferred during a period or at a specific point in time.

Proceeds from the sale of goods are recognized when control of the good is transferred to the customer, usually upon delivery, and there is no unfulfilled obligation that could affect the customer's acceptance of the good.

Revenue from the provision of services is recognized in the accounting period in which the services are provided and is 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 satisfied its obligations to the customer, before the customer pays or before the 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 reserves a right to a price which is unconditional (deferred income) before the performance of the obligations of the contract and the transport 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 Functional areas of activity

The operating areas of activity 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 based mainly on operating profit before depreciation.

3.24 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 the actual results. The cases where there is a possibility of changes in the amounts of assets and liabilities within the next financial year are listed below:

Fair values and useful lives of fixed assets

The Group periodically makes fair value estimates of real estate that contain significant assumptions, especially when based on unobservable inputs. The Group also makes assessments regarding the useful life of the depreciable fixed assets, which is re-evaluated at regular intervals.

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 require the use of estimates related to future earnings and discount rates.

Estimation of the realizable value of stocks

Management estimates the net realizable value of inventories based on historical sales data and an estimate of inventory quality, to the extent that inventories at the balance sheet date will be sold below cost.

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.

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 commodity market price risk, exchange rate risk, fluctuations in interest rates and investment portfolio returns.

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.

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			
		per 1 €			
COUNTRY	CURRENCY	31.12.2024	31.12.2023	Change 31.12.2024 vs 31.12.2023	Type of change in relation to 1 €
ROMANIA	RON	4,9743	4,9756	-0,03%	Appreciation
POLAND	PLN	4,2750	4,3395	-1,49%	Appreciation
TURKEY	TRY	36,7372	32,6531	12,51%	Depreciation
CHINA	CNY	7,5833	7,8509	-3,41%	Appreciation
RUSSI	RUB	106,1028	99,1919	6,97%	Appreciation
A	USD	1,0389	1,1050	-5,98%	Depreciation Ap
U.S.A.	GBP	0,8292	0,8699	-4,68%	

		Result parities			
		per 1 €			
COUNTRY	CURRENCY	Average price for the year	Average price for the year 2024 vs M.T. of the year 2023	Change	Type of change compared to 1 €
ROMANIA	RON	4,9746	4,9467	0,56%	Depreciation
POLAND	PLN	4,3058	4,5420	-5,20%	Appreciation
TURKEY	TRY	35,5734	25,7597	38,10%	Depreciation
CHINA	CNY	7,7875	7,6600	1,66%	Depreciation
RUSSIA	RUB	100,2801	92,8741	7,97%	Appreciation
U.S.A.	USD	1,0827	1,0813	0,13%	Depreciation
ENGLAND	GBP	0,8466	0,8698	-2,66%	Depreciation



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 foreign currency against Euro	Impact on Group Net Profit			
	2024		2023	
	Increase 5% 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY	-278	307	-329	364
TRY	-40	45	-67	74
RON	-103	114	-145	160
PLN	-119	132	-101	112
RUB	-147	163	-177	196
USD	-244	270	-128	141
GBP	-3	4	-4	5

(Amounts in thousands of euros)

Possible foreign currency change vs. Euro	Impact on Equity Group			
	2024		2023	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
CNY	-4.865	5.377	-4.652	5.142
TRY	-218	241	-349	386
RON	-1.250	1.382	-1.394	1.541
PLN	-1.076	1.189	-923	1.020
RUB	-941	1.040	-867	959
USD	-986	1.089	-533	589
GBP	-20	22	-26	29

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 foreign currency against Euro	Impact on Company Net Profit			
	2024		2023	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%
USD	-81	90	-44	49
GBP	-3	4	-4	5
CNY	5	-6	6	-7

(Amounts in thousands of euros)

Possible change of foreign currency against Euro	Impact on Company Equity			
	2024		2023	
	Increase 5%	Reduction of 5%	Increase 5%	Reduction of 5%



	5%				
USD	-479	529	-254	281	
GBP	-20	22	-26	28	
CNY	30	-33	34	-37	



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 be burdened with additional borrowing costs.

The Group's policy is to constantly monitor interest rate trends as well as the duration of financing needs. The fixed to variable interest rate ratio of the Group's net borrowing 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.

The maximum exposure to credit risk of items outside the Balance Sheet refers to guarantees given by the Parent Company to secure the debt obligations of the subsidiaries and is analyzed in Note 36 "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 an 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 system of



monitoring and control of credit limits per customer, which are grouped based on qualitative characteristics, the adulthood of their claims, historical and future data. Also, the Company, in order to secure any arrears, receives letters of guarantee to secure it. There were no changes in the quality of 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.

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 claims and their coverage by collateral on customer assets.

The table below shows the maturity of the Group's and the Company's claims on 31.12.2024 and 31.12.2023:

(Amounts in thousands of euros)

Breakdown of customer balances in	Group		Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Delay				
Timely Requirements	71.508	60.129	45.993	37.849
Overdue Claims:				
01-30 days	6.033	8.500	4.252	6.408
31-90 days	3.374	10.396	1.527	6.090
91-180 days	1.094	1.857	774	1.146
180 and over	5.885	6.406	4.328	5.538
Partial total	87.895	87.288	56.873	57.032
Predictions of risky customers	-4.316	-5.500	-3.516	-4.772
Total	83.578	81.787	53.358	52.260

As of December 31, 2024, the Group's cash and cash equivalents were in time deposits and current accounts with highly rated financial institutions.

Liquidity Risk

Liquidity risk consists of the risk that the Group will not be able to meet its financial obligations when they expire. Given the excellent financial situation and profitability of the Company and the Group, the Management of the



Group considers that there is no such risk in the foreseeable future. The Group's approach to liquidity management is to ensure sufficient credit lines from partner 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 31.12.2024	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 liabilities	84	-	-	-	266	350
Suppliers	27.632	356	396	52	-	28.435
Short-term loans	2.863	-	-	-	-	2.863
Current Income Tax	2.421	-	1.709	-	-	4.130
Other liabilities & interim 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)

Group 31.12.2023	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	229	230	461	3.028	1.350	5.298
Lease obligations	110	91	188	1.079	465	1.932
Other long-term liabilities	77	-	-	-	263	340
Suppliers	20.694	1.348	76	30	2	22.151
Short-term loans	1.821	-	-	-	-	1.821
Current Income Tax	1.772	-	932	-	-	2.704
Other liabilities & interim accounts	5.883	1.012	1.123	36	218	8.273
Total	30.587	2.681	2.781	4.174	2.298	42.520

Analysis of contractual maturity of the Company's financial obligations:

(Amounts in thousands of euros)

Company 31.12.2024 year	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	-	-	-	-	-	-
Total	21.400	700	3.264	720	325	26.409
Other liabilities & interim accounts	3.079	519	1.268	-	58	4.924

(Amounts in thousands of euros)

Company 31.12.2023	1-3 months	3-6 months	6 months-1 year	2-5 years	Over 5 years	Total
Long-term loan obligations	-	-	-	-	-	-
Lease obligations	48	48	98	906	55	1.155
Other long-term liabilities	-	-	-	-	263	263
Suppliers	13.336	77	-	-	2	13.415
Short-term loans	-	-	-	-	-	-
Current Income Tax	1.623	-	743	-	-	2.366
Other liabilities & interim accounts	2.885	406	1.000	-	218	4.509
Total	17.891	531	1.841	906	538	21.708

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)

	Group	Company
	December 31st	December 31st
Capital Risk		



	2024	2023	2024	2023
Long-term borrowing	5.851	5.933	720	961
Short-term borrowing	4.115	3.118	195	193
Total Borrowing	9.965	9.052	915	1.155
Total Equity	455.128	414.974	290.562	270.339
Loan Leverage Ratio				
Customized	2,19%	2,18%	0,32%	0,43%

5. Consolidation

The consolidated financial statements comprise the financial statements of the Parent Company and the economic units directly or indirectly controlled by the Company as of December 31, 2024.

The consolidated Financial Statements of "PLASTIKA KRITIS S.A." and its subsidiaries ("The Group") include the following Companies:

Company Name	Activity	Headquarters	Percentage		Method Integration
			Direct	Indirect	
ROMCOLOR 2000 S.A.	Plastics	Romania	99,987%		FULL INTEGRATION
GLOBAL COLORS POLSCA S.A.	Plastics	Poland	100%		FULL INTEGRATION
SENKROMA A.S.	Plastics	Turkey	100%		FULL INTEGRATION
AGRIPOLYANE S.A.S.U.	Plastics	France	100%		FULL INTEGRATION
PLASTIKA KRITIS FAR EAST LTD	Holding	Cyprus	100%		FULL INTEGRATION
RAINBOW TECHNOLOGIES LTD	Provision of services	Cyprus	100%		FULL INTEGRATION
PHOTOVOLTAICS OF TRAGANOU S.A.	Production of energy from RES	Greece	51%		FULL INTEGRATION
ETEPLA S.A.	Commercial	Greece	99,995%		FULL INTEGRATION
SHANGHAI HITEC PLASTICS CO (via PLASTIKA KRITIS FAR EAST LTD)	Plastics	China		75,00%	FULL INTEGRATION
ANHUI HITEC PLASTICS CO (through SHANGHAI HITEC PLASTICS CO & PLASTIKA KRITIS FAR EAST LTD)	Plastics	China		75,00%	FULL INTEGRATION
GLOBAL COLORS LLC (through RAINBOW TECHNOLOGIES LTD)	Plastics	Russia		100%	FULL INTEGRATION

There was no change in the Group within 2024.

5.1 Impact on the balance sheet items of the Russian subsidiary from the exchange rate change EURO / RUB

Following the start of the war with Russia's invasion of Ukraine in 2022, sanctions were imposed by the West, including the exclusion of Russian banks from the interbank market. The ruble has now begun to trade in a parallel system, with Russia simultaneously imposing measures to support it. Under these extremely special circumstances, the ruble followed an unnatural fluctuation in its price, which continued in 2023, with the exchange rate having again crossed the threshold of 100 RUB/EUR on 31.12.2024, levels that prevailed during the first months of the war.

Specifically, the RUB/EUR exchange rate on 31.12.2024 amounted to 106.1028, while on 31.12.2023 it was 99.1919 and on 31.12.2022 it was 75.6553. This development had an impact on the balance sheet items of the Russian subsidiary during their conversion from the operating currency to the presentation currency of the financial statements. Given that the change in the price of this currency in 2024 occurred under circumstances that are not considered normal, for information purposes only, the deviations of the consolidated subsidiary data from those that would have resulted at the exchange rate 31.12.2022:



75.6553 which is considered more representative in times of normality are presented below. The table below shows that this significant downgrade of the ruble has a negative impact on the Group's equity of € 8,487 thousand.

(Amounts in thousands of euros)

Financial statement items	Published data with IAS 21 exchange rates	Conversion to euro with	Difference
Total assets	23.792	33.366	-9.575
Total liabilities Equity	2.704	3.792	-1.088
	21.088	29.575	-8.487



5.2 Implementation of IAS 29 "Presentation of Financial Statements in Hyperinflationary Economies"

Since the first half of 2022, the cumulative 3-year inflation rate in Turkey has 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 SENKROMA BOYAR MADDE SAN. VE TIC. A.S., which has TRY as its operating currency and presents its financial statements at historical cost. For the inflationary reformulation, the indicators published by TURKSTAT, the Turkish statistical office, were used.

The change in the index over the latest reference dates is reported below:

	Dec-24	Dec-23	Dec-22	Dec-21	Dec-20
Consumer Price Index Rate of Change	2.684,55	1.859,38	1.128,45	686,95	504,81
	1,444	1,648	1,643	1,361	-

The conversion of the restated data of 31.12.2024 from the operating currency to the currency of presentation of the financial statements was made at the exchange rate of 31.12.2024 based on the requirements of IAS 21. The implications of a restatement of non-cash balance sheet items and profit and loss items in accordance with IAS 29 requirements are presented in the table below.

<i>(Amounts in thousands of euros)</i>	IAS 29 Effect	
	31/12/2024	31/12/2023
Balance sheet items		
Tangible assets	1.565	1.589
Intangible assets	84	80
Tangible assets with right of use	1.250	612
Stocks	2.697	1.299
Equity	7.561	3.875
Deferred income tax	1.965	-296

<i>(Amounts in thousands of euros)</i>	IAS 29 Effect	
	31/12/2024	31/12/2023
Results data		
Turnover (Sales)	2.285	2.663
Cost of sales	-1.400	-2.118
Gross profit	885	545
Net profit/loss before tax	-3.593	-2.552
Net profit / loss for the period	-2.904	-2.115
Profit / (Loss) from inflationary adjustments	-4.178	-2.853

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 corresponds to 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) amounting to € 4,178 thousand. for the year 2024 (€ 2,853 thousand for the year 2023) was recognized in the profit and loss of the financial year in accordance with IAS 29 (par. 27) as the difference between the inflation adjustment of the non-cash assets 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 cash liabilities.

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.

In the parent company:

- A new large machine liner for masterbatch production is in progress.
- The creation of an automatic warehouse for the management of stocks in the field of agricultural leaves is under construction.

In the Subsidiaries:

In China:

- The SAP information system is in production operation at ANHUI HITEC PLASTICS.
- A new investment in a small laminate machine for agricultural sheets is under study at the SHANGHAI HITEC PLASTICS factory.

In Romania:

- A 3 MW photovoltaic station on an adjacent plot with the factory of the company ROMCOLOR 2000 SA has been completed and put into productive operation.
- A new investment of a large masterbatch production machine is in progress with the simultaneous expansion of the factory's building facilities.



In Poland:

- An investment plan is in progress that includes the installation of a new large masterbatch production line with the simultaneous construction of a new production building as well as a new warehouse for ready mb.
- Investment is underway in two new color masterbatch production machines that will replace older ones that will be transferred to other factories of the group.

6.2 Encumbrances:

There are no real or other encumbrances on the Company's tangible assets.

On tangible fixed assets (real estate, machinery) of the Group's subsidiary in France, there are encumbrances of a total value of € 4,763 thousand on 31.12.2024. (31.12.2023: € 5,298 thousand), to secure bank loans totaling € 4,763 thousand. on 31.12.2024 (31.12.2023: € 5.298 thousand).

6.3 Ambient Remediation Prediction:

The Group, for the wind farm with a capacity of 11.9 MW and with a license expiring in the year 2046, is obliged under article 26 of the Special Spatial Framework for RES (Joint Ministerial Decision 49828/2008) to restore the relevant areas at its own expense and generally restore the area to its previous state. Based on both the requirements of IFRS 6 and IFRIC 1, a provision for environmental restoration has been formed on 31.12.2024 amounting to € 128 th. (31.12.2023: € 124 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.

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	Buildin Facilities Building / Other Technical	Machinery / Facilities & Other Mechanical Equipment	Other Means of Transport	Furniture & Equipment	Fixed assets under Implementation	Total
Depreciable Value							
Cost or estimate 01.01.2024	25.873	72.626	147.695	5.354	8.454	4.095	264.097
Currency Diversification	-31	595	496	-42	-63	-11	944
Hyperinflation Adjustment	-	-	1.824	164	-213	-	1.775
Adjustment of fixed assets to 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
Total 31.12.2024	27.452	79.450	153.824	5.818	8.419	6.669	281.631
Depreciation							
Accumulated Depreciation 01.01.2024	-	17.885	83.634	2.952	6.571	0	111.042
Currency Diversification	-	117	-93	-32	-21	0	-29
Hyperinflation Adjustment	-	-	1.640	136	76	-	1.852
Period Additions	-	2.486	5.158	474	437	0	8.555
Period reductions	-	-8	-999	-209	-61	-	-1.277
Transfers between categories	-	137	-126	-	-	-	11
Accumulated Depreciation and Amortization 31.12.2024	-	20.617	89.214	3.322	7.002	0	120.154
Amortized Value 31.12.2024	27.452	58.833	64.610	2.496	1.418	6.669	161.477



Table of Changes in Tangible Assets of the Group (previous period)

(Amounts in thousands of euros)

	Stadiums - Plots	Buildin facilities Building / Other Technical works	Machinery /Facilities & Other Mechanical Equipment	Means of Transport Other	furniture &	Fixed assets under Implementation	Total
Depreciable Value							
Cost or estimate 01.01.2023	25.737	72.162	129.935	4.955	6.072	17.416	256.277
Currency Diversification	-116	-2.466	-4.915	-299	-490	-363	-8.649
Inflationary Adjustments	-	-	3.172	189	815	-	4.176
Period Additions	1	215	985	705	436	11.614	13.957
Period reductions	-	-256	-1.066	-298	-42	-1.672	-3.335
Transfers between categories	84	2.174	17.989	24	71	-20.414	-72
Other changes	167	797	1.596	79	1.592	-2.486	1.744
Total 31.12.2023	25.873	72.626	147.694	5.354	8.454	4.095	264.097
Depreciation							
Accumulated Depreciation 01.01.2023	-	16.282	79.840	2.727	4.574	-	103.424
Currency Diversification	-	-245	-3.118	-150	-182	-	-3.696
Inflationary Adjustments	-	-	2.331	133	217	-	2.682
Period Additions	-	1.950	5.435	448	423	-	8.256
Period reductions	-	-104	-946	-284	-36	-	-1.371
Reversal of Fair Value due to sale fixed assets	-	40	-	-	-	-	40
Transfers between categories	-	-37	-	-	-	-	-37
Other changes	-	-	91	79	1.574	-	1.744
Cumulative Depreciation 31.12.2023	-	17.885	83.634	2.952	6.571	-	111.042
Amortized Value 31.12.2023	25.873	54.741	64.061	2.402	1.884	4.095	153.055



Table of Changes in Tangible Fixed Assets of the Company (current period)

(Amounts in thousands of euros)

	Stadiums	Buildings / Building Facilities / Other Technical	Machinery /Installations & Other Mechanical Equipment	Shipping Media	Furniture & Other Equipment	Immobilizations Under	Total
Depreciable Value							
Cost or estimate 01.01.2024	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 31.12.2024	23.728	33.599	82.587	2.791	5.211	1.320	149.236
Depreciation							
Accumulated Depreciation 01.01.2024	-	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 and Amortization 31.12.2024	-	12.407	56.752	1.585	4.604	-	75.348
Amortized Value 31.12.2024	23.728	21.192	25.835	1.206	607	1.320	73.888



Table of Changes in Tangible Assets of the Company (previous period)

(Amounts in thousands of euros)

	Stadiums	Buildings / Building Facilities / Other Technical	Machinery /Installations & Other Mechanical Equipment	Shipping Media	Furniture & Other Equipment	Immobilizations Under	Total
Depreciable Value							
Cost or estimate 01.01.2023	22.484	30.541	79.613	2.359	3.227	2.074	140.299
Period Additions	1	83	303	304	159	2.422	3.271
Period reductions Reshuffling of funds Other changes	-	-138	-179	-155	-	-1.673	-2.145
	84	54	1.790	-	-	-1.944	-17
	-	-	92	79	1.574	-	1.744
Total 31.12.2023	22.569	30.539	81.619	2.587	4.960	878	143.152
Accumulated Depreciation 01.01.2023							
Additions for the period	-	10.427	51.499	1.415	2.609	-	65.950
Period reductions	-	966	3.135	196	212	-	4.509
Reversal of valuation profit Other changes	-	-42	-173	-155	-	-	370
	-	40	-	-	-	-	40
Cumulative Depreciation	-	0	120	79	1.574	-	1.773
31.12.2023	-	11.392	54.582	1.534	4.394	-	71.901
Amortized Value 31.12.2023	22.569	19.148	27.037	1.053	566	878	71.250



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. At the end of the current financial year, the Group proceeded with a reassessment of the fair value of the owner-occupied real estate (land and building facilities), with a reference date of December 31, 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 and the method of replacement costs.

The effect of the above adjustment on the results and other income of the year of the Group and the Company is set out in the table below:

Effect of revaluation on fair value - S&P Group (Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Building Installations / Other Technical Projects	Total
Positive adjustments			
Revaluation reserve (other total income)	1.475	4.900	6.374
Reversal of previous impairment in profit and loss	15	8	23
Total positive adjustments	1.489	4.908	6.397
Negative adjustments			
Impairment of revaluation reserve (other total income)	-	-33	-33
Impairment in profit and loss	-24	-466	-490
Total negative adjustments	-24	-499	-523
Impact on revaluation reserves	1.475	4.867	6.341
Deferred tax (other total income)	-346	-1.082	-1.428
Final impact on revaluation reserves (other total incomes)	1.128	3.785	4.913
Effect on profit and loss results before tax	-9	-458	-467

Effect of revaluation on fair value - Company (Amounts in thousands of euros)

	Stadiums - Plots	Buildings / Building Installations / Other Technical Projects	Total
Positive adjustments			
Revaluation reserve (other total income)	997	2.555	3.551
Reversal of previous impairment in profit and loss	-	-	-
Total positive adjustments	997	2.555	3.551
Negative adjustments			
Impairment of revaluation reserve (other total income)	-	-33	-33
Impairment in profit and loss	-24	-94	-118
Total negative adjustments	-24	-127	-151
Impact on revaluation reserves	997	2.521	3.518
Deferred tax (other total income)	-219	-555	-774
Final impact on revaluation reserves (other total incomes)	777	1.967	2.744
Effect on profit and loss results before tax	-24	-94	-118

The fair value hierarchy levels at 31.12.2024 based on IFRS 13 as well as the significant inputs on which the valuations were based are presented below in total for the Group:

(Amounts in EUR)	Method of comparable values Market	Method capitalization income	Cost method replacement	Significant valuation inputs
Level 1	-	-	-	-



Other ancillary expenses
Contractor's profit
Discount rate

The measurement of fair value contains important assumptions, especially when it is based on unobservable inputs and is therefore sensitive to changes in those inputs. A change in fair value of +1%/-1% would result in a change in the Group's equity of € 804/-€ 804 thousand. and the Company amounting to € 449 / -€ 449 thousand.

There was no transfer between the fair value hierarchy levels of the above properties in the year 2024. There was no change in the valuation technique of the above properties.

1.1 Other information:

At the time of writing the annual report, there are no laws or regulations at European or global level that require the restriction or cessation of any production process based on the technologies used, immediately or in the future. Therefore, as of 31.12.2024, there are no indications of possible impairments or adverse effects during the review of the useful lives of the main categories of the Group's tangible fixed assets.

The book value of tangible assets in temporary inactivity on 31.12.2024 amounted to € 268,752 (31.12.2023: € 208,394).



2. Assets with right of use

Table of Changes in Tangible Assets with Right of Use of the Group (current period)

(Amounts in thousands of euros)

	Stadiums -	Buildings / Facilities Buildings	Shipping Media	Total
Depreciable Value				
Cost 01.01.2024	8.390	4.695	104	13.189
Currency Diversification	296	-143	-2	151
Inflationary Adjustments	-	516	3	520
Transfers between categories	8	30	-95	-57
Adjustment to fair value	41	-	-	41
Period Additions	261	1.723	-	1.983
Other changes	-	-52	-	-52
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	-2	-1	59
Inflationary Adjustments	-	189	3	192
Transfers between categories	-	-11	-24	-35
Period Additions	232	474	-	706
Accumulated Depreciation and Amortization 31.12.2024	1.959	2.963	10	4.933
Amortized Value 31.12.2024	7.036	3.806	1	10.843

Table of Changes in Tangible Assets with Right of Use of the Group (previous period)

(Amounts in thousands of euros)

	Stadiums -	Buildings / Building Facilities	Shipping Media	Total
Depreciable Value				
Cost 01.01.2023	8.935	4.334	107	13.376
Currency Diversification	-545	-811	-30	-1.386
Inflationary Adjustments	-	748	5	753
Transfers between categories	-	-	-24	-24
Period Additions	-	421	46	467
Other changes	-	3	0	3
Total 31.12.2023	8.390	4.695	104	13.189
Depreciation				
Accumulated Depreciation 01.01.2023	1.531	1.943	26	3.500
Currency Diversification	-84	-161	-10	-255
Inflationary Adjustments	-	146	6	152
Period Additions	218	378	10	606
Other changes	-	8	-	8
Cumulative Depreciation 31.12.2023	1.665	2.314	32	4.011
Amortized Value 31.12.2023	6.725	2.381	72	9.178



Table of Changes in Tangible Assets with the Right of Use of the Company (current period)

(Amounts in thousands of euros)

	Stadiums	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
Reshuffling of funds	-	-11	-11
Accumulated Depreciation and Amortization 31.12.2024	6	1.562	1.567
Amortized Value 31.12.2024	7	1.056	1.063

Table of Changes in Tangible Assets with Right of Use of the Company (previous period)

(Amounts in thousands of euros)

	Stadiums	Buildings / Building Facilities	Total
Depreciable Value			
Cost 01.01.2023	13	2.415	2.428
Period Additions	-	126	126
Other Changes	-	3	3
Total 31.12.2023	13	2.544	2.557
Depreciation			
Accumulated Depreciation 01.01.2023	2	1.079	1.081
Period Additions	2	233	234
Other Changes	-	8	8
Cumulative Depreciation 31.12.2023	4	1.320	1.324
Amortized Value 31.12.2023	9	1.223	1.233



3. Intangible assets

Table of Changes in Intangible Assets of the Group

(Amounts in thousands of euros)

	Goodwill	Electronics Software Programs Computers	Photovoltaic Station Licenses	Other Intangible Assets	Total
Acquisition value 01.01.2023	263	3.364	3.310	643	7.580
Currency Diversification	-	-291	-	-373	-664
Inflationary Adjustments	-	217	-	377	594
Period Additions	-	373	-	21	394
Period reductions	-	-13	-	-1	-14
Other changes	-	-316	-	-	-316
Total 31.12.2023 (a)	263	3.334	3.310	667	7.574
Depreciation 01.01.2023	-	2.376	1.174	476	4.026
Currency Diversification	-	-232	-	-320	-552
Inflationary Adjustments	-	191	-	365	556
Period Additions	-	262	237	16	516
Period reductions	-	-13	-	0	-14
Other changes	-	-316	-	-	-316
Cumulative Depreciation 31.12.2023 (b)	-	2.267	1.412	536	4.215
Depreciated Value 31.12.2023 (a)-(b)	263	1.067	1.898	130	3.359
Acquisition value 01.01.2024	263	3.334	3.310	667	7.574
Currency Diversification	-	-34	-	-96	-130
Inflationary Adjustments	-	151	-	267	418
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 Diversification	-	-38	-	-88	-126
Inflationary Adjustments	-	137	-	277	414
Period Additions	-	312	237	17	567
Period reductions	-	-83	-	-1	-84
Cumulative Depreciation 31.12.2024 (b)	-	2.595	1.649	742	4.986
Amortized Value 31.12.2024 (a)-(b)	263	936	1.661	124	2.984

Table of Changes in the Company's Intangible Assets
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(Amounts in thousands of euros)

	Computer Software
Acquisition value 01.01.2023	1.099
Period Additions	279
Other changes	-316
Total 31.12.2023 (a)	1.062
Accumulated Depreciation 01.01.2023	699
Period Additions	112
Other changes	-316
Cumulative Depreciation 31.12.2023 (b)	495
Depreciated Value 31.12.2023 (a)-(b)	567
Acquisition value 01.01.2024	1.062
Period Additions	9
Total 31.12.2024 (a)	1.071
Cumulative Depreciation 01.01.2024	495
Period Additions	144
Cumulative Depreciation 31.12.2024 (b)	639
Amortized Value 31.12.2024 (a)-(b)	432



The Group has a total of 11.9 MW forty-year wind farm in productive operation duration, the license of which expires in the year 2046, and photovoltaic parks with a total capacity of 6.5 MW.

"PHOTOVOLTAICS TRAGANOU S.A. ELECTRICITY PRODUCTION COMPANY" has in its owns 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 photovoltaic stations were recognized to the Group at fair value at the time of the acquisition of 51% of the Company "PHOTOVOLTAICS TRAGANOU PRODUCTION S.A. licenses

ELECTRICITY" in the year 2018 and are subject to depreciation until the end of their duration, in the year

The 3 MW photovoltaic plant on a plot adjacent to the ROMCOLOR 2000 SA plant in Romania was also completed within the year.

The capital gain of € 263 thousand. concerns the Group's subsidiary in Russia Global Colors LLC and has arisen during its acquisition by the Group's company Rainbow Technologies Ltd. Regarding the control of its impairment, see note. 9.3.



4. Holdings in subsidiaries and associates

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
A) Participations in Subsidiaries	-	-	29.912	29.912
B) Participations in Associates	-	-	-	-
Total	-	-	29.912	29.912

4.1 Participations in Subsidiaries

The Parent Company's participations in Subsidiaries on 31.12.2024 (and 31.12.2023) are analyzed as follows:

(Amounts in thousands of euros)

	Country of Activity	December 31, 2024			
		%	Cost 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
SENKROMA A.S.	TURKEY	100,00%	9.751	-2.270	7.481
AGRIPLYANE 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

(Amounts in thousands of euros)

	Country of Activity	December 31, 2023			
		%	Cost 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
SENKROMA A.S.	TURKEY	100,00%	9.751	-2.270	7.481
AGRIPLYANE 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

4.2 Participations in Related Businesses

They concern the participation of the Parent Company by a percentage of 24% in the Company "SUNPARTNERS Energy S.A." which aims to build and operate a photovoltaic power plant in the Prefecture of Kilikis. The implementation of the investment will be delayed due to the lack of sufficient electrical space in the network of the prefecture of Kilikis. For its implementation, an HVT (high medium voltage) substation is required. Therefore, to date, the associate company has not started its activity and for this reason the value of the holding has been completely reduced to a previous fiscal year).

4.3 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 control on its holdings at the end of each annual period

where there are relevant indications of impairment. The relevant check may also be carried out earlier, when indications of a possible impairment loss arise. The impairment audit of goodwill is compulsorily carried out every year. The evaluation carried out focuses on both exogenous and endogenous factors.

From the audit carried out on 31.12.2024, indications of impairment of the stake in the subsidiary Senkroma 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, were identified, indications linked to the unstable environment in which these subsidiaries operate despite the profitability they display. The capital gain 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 carried out impairment control, each subsidiary of the Company constitutes a Cash Flow Generating Unit (MTTR). The recoverable amounts of the above FRMs were determined on the basis of the value in use method. The value for use was calculated using the discounted cash flow model, i.e. cash flow projections based on Management's budgets for the next 5 years. As a disinvestment value, the discounted value of the last year in perpetuity, discounted with the annual growth rate of the industry, was taken into account.

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, competition, increases in production costs, transport costs and raw material costs have been taken into account, inflation estimates for the hyperinflationary economies in which the Group is present and the expected growth of the sector in the coming years.
- Budgeted EBITDA: The budgeted operating profit margins and EBITDA are calculated based on the outturn data of recent years.

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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 31.4% (31.12.2023: 38.6%) and for Russia 20.0% (31.12.2023: 20.5%)). Interest rates represent current market estimates of the individual risks of each subsidiary and their calculation takes into account the prevailing conditions of the countries in which the subsidiaries operate. They are derived from the weighted average cost of capital (WACC) in which the specific risks of the country in which each subsidiary operates are incorporated based on published market data.

Impairment control results

Based on the results of the impairment test as at 31.12.2024, from the comparison of the recoverable value of the Company's holdings and any goodwill in the



aforementioned subsidiaries with their book value, there was no need for a further write-down of the participation in the subsidiary company Senkroma A.S. (Turkey), with the already formed provision of € 2.27 million. to be considered sufficient, while for the subsidiary Global Colors LLC (Russia) (through the Company's participation in the company Rainbow Technologies Ltd.), there was no need to impair the participation and the goodwill of acquisition 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.

5. Financial data at fair value through other total income & depreciable expense

Financial data at fair value through other total income are broken down into:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Long term	131	1.023	126	1.002
Short term	6.589	30.296	6.589	30.296
Total	6.720	31.319	6.715	31.298

The change in financial data to fair value through other total income was as follows:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Starting balance	31.319	11.005	31.298	10.987
Acquisitions	2.192	31.758	2.192	31.758
Moods	-26.367	-11.883	-26.367	-11.883
Profit / (loss) on disposals	174	-	174	-
Profit / (loss) from valuation	-597	440	-582	436
Total	6.720	31.319	6.715	31.298

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Financial assets at fair value through other total income consist of:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Foreign bonds listed on ATHEX	0	290	0	290
Domestic bonds listed on ATHEX	5.984	4.580	5.984	4.580
Domestic bonds not listed on ATHEX	100	441	100	441
Domestic shares listed on the Athens Stock Exchange	0	-	0	-
Foreign Mutual Funds listed on the Athens Stock Exchange	605	600	605	600
Domestic shares not listed on ATHEX	31	582	26	561
Greek government bonds and Treasury bills	-	24.826	-	24.826
Total	6.720	31.319	6.715	31.298



The fair value hierarchy is broken down below:

Fair Value Prioritization	The Group		The Company	
	2024 Level 1	2023 Level 1	2024 Level 1	2023 Level 1
Foreign bonds listed on ATHEX	Level 1	Level 1	Level 1	Level 1
Domestic bonds listed on ATHEX	Level 3	Level 3	Level 3	Level 3
Domestic bonds not listed on ATHEX	Level 3	Level 3	Level 3	Level 3
Foreign mutual funds listed on the Athens Stock Exchange	Level 1	Level 1	Level 1	Level 1
Shares - Domestic units not listed on ATHEX	Level 3	Level 3	Level 3	Level 3
Bonds and Treasury bills of the Greek Government	-	Level 1	-	Level 1
Domestic shares listed on the Athens Stock Exchange	Level 1	-	Level 1	-

The financial elements in depreciable cost consist of:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Greek government bonds and Treasury bills	36.498	-	36.498	-
Total	36.498	-	36.498	-

The change in financial data in depreciable cost was as follows:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Starting balance	-	-	-	-
Acquisitions	76.014	-	76.014	-
Moods	-40.000	-	-40.000	-
Profit / (loss) on disposals	485	-	485	-
Total	36.498	-	36.498	-

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 ratio, according to which for each common registered share of Pancreta Bank, 0.0292156343836978 new common registered shares of Attica Bank correspond, A loss of

€ 453 thousand. after taking into account the stock market price of the share of Attica Bank on the above date. This loss, based on IFRS 9 requirements, has been recognized through other total income.

In September 2024, the Company proceeded with the sale of all ordinary shares held in Attica Bank through the Athens Stock Exchange.

Finally, based on the letter of the Bank of Attica dated 09.12.2024, the convertible bonds were compulsorily converted into common registered shares after the change. 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 IFRS 9 requirements, has been recognized through the period effects.



6. Other long-term requirements

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Guarantees given	369	281	111	100
Advance payments for non-current items	446	650	411	327
Other long-term requirements	15	24	6.000	6.000
Total	830	955	6.522	6.427

7. Stocks

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Commodities	4.192	2.444	332	162
Finished & Unfinished Products	26.847	24.168	10.869	11.618
Raw Materials & Auxiliary, Materials & Items	74.806	61.864	36.009	25.821
Packaging, Other consumables				
Impairment provisions	-1.049	-545	-253	-
Total	104.796	87.931	46.957	37.600

The cost of inventory consumption is presented in the table below:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Inventory costs built into Cost of Sold	228.774	228.910	107.851	108.736

Book value stock at 31.12.2024 € 5.818 th. (31.12.2023: € 4.845 thousand) of the Group's subsidiary in **Annual Financial Report 01.01.2024 – 31.12.2024** **265** 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.

8. Customers

The fair value of commercial and other asset receivables approximates their carrying amount, mainly due to their short-term maturity.

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Customers (trade receivables) Anticipation	86.133	85.512	48.256	50.307
of unsafe customers Receivables from	-4.316	-5.500	-3.516	-4.772
related parties	1.762	1.776	8.617	6.725
Total	83.578	81.787	53.358	52.260



The evolution of the provision for risky customers is as follows:

(Amounts in thousands of euros)

The Group

The Company

	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Starting balance	5.500	5.591	4.772	4.772
Exchange Rate Diversification	-33	-52	-	-
Revenue from previous years forecast	-1.311	-62	-1.257	-
Forecast in the results of the period	159	23	-	-
Maturity balance	4.316	5.500	3.516	4.772

For further information on the provision for bad customers and the management of credit risk, see note. 4 "Credit risk".

9. Advances and other claims

(Amounts in thousands of euros)

The Group

The Company

	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Other taxes receivable	8.882	6.953	5.165	4.528
Advance payments to suppliers	7.714	5.120	867	1.427
Purchases on receipt	3.014	1.950	3.014	1.950
Other debtors other	792	384	119	16
Expenses for subsequent years	1.032	1.333	639	497
Revenue receivable for the year	1.035	366	1.029	366
Discounts on purchases under settlement	575	555	575	555
Provisions for doubtful other debts	-344	-	-344	-
Total	22.700	16.661	11.066	9.339
Requests from related parties	266	200	607	271
Total	22.966	16.861	11.673	9.610

Part of the purchases under receipt concerns an order of raw materials which in April 2024 was confiscated after the ship was attacked. The Company is in constant communication with the supplier and his insurance company in order to immediately settle the above incident. The above order has not been recognized as an inventory as the definition of stock based on the requirements of IAS 2 is not met. The relevant obligation, which is not expected to be repaid before the finalization of the issue, appears in the short-term liabilities. As the Company has not suffered any loss from this order, it was not deemed appropriate to make a relevant impairment provision for this claim as no payment has been made to the supplier nor have its equity been affected. Within March 2025, there was a release of the seized cargoes.



10. 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	
	December 31st		December 31st	
	2024	2023	2024	2023
Checkout	8	17	4	6
Demand and term bank deposits	86.511	83.361	56.147	58.425
Total	86.519	83.378	56.151	58.431

11. Share Capital and Premium

(Amounts in EUR)

	Number of Shares	Face Value Shares	Common Shares	Share Capital	Over par
December 31, 2022	27.379.200	0,98	27.379.200	26.831.616,00	455.830,80
December 31, 2023	27.379.200	0,98	27.379.200	26.831.616,00	455.830,80
December 31, 2024	27.379.200	0,98	27.379.200	26.831.616,00	455.830,80

Share buyback program

The General Meeting of the Company's shareholders of June 30, 2023 decided, inter alia, the acquisition of up to 100,000 own shares of the Company in accordance with article 49 of Law 4548/2018 for the purpose of their distribution to executives and employees of the Company. The price range of the shares to be acquired and disposed of will range from €10 to €20 per share, and their acquisition time will not exceed 24 months. The shares acquired will be distributed to the company's executives and employees either in the form of an option in accordance with article 113 of Law 4548/2018, or in the form of a donation in accordance with article 114 of Law 4548/2018.

Following the decision of the General Meeting, by which it was decided, inter alia, to acquire own shares of the Company in accordance with article 49 of Law 4548/2018 in order to make them available to executives and employees of the company, the Company with the meeting of the Board of Directors on 04.10.2024 decided the distribution of all treasury shares on this date to the employees of the company in the form of a donation due to the completion of 50 years of its operation in accordance with the provisions of article 114 of Law 4548/18.

Therefore, on 17.10.2024 they were made available free of charge by the Company through an over-the-counter transfer

1,320 own common registered shares, to members of the Board of Directors and its staff with the total value of the allotted shares amounting to € 18,612 taking into account the closing price of € 14.1 of the previous business day. Also, on 11.12.2024, the remaining 5,015 own common registered shares were distributed free of charge by the Company through an over-the-counter transfer to members of the Board of Directors and its staff, with the total value of the shares disposed of amounting to € 72,216, taking into account the transfer price of € 14.4.



Based on the requirements of IFRS 2, the above transaction falls within the transactions involving benefits that depend on the value of the shares and is settled by equity instruments. As the services received by the Company's staff in the context of the above transaction do not meet the requirements for recognition as assets, they have been recognized as expenses, burdening the results of the year by € 90,831. The fair value of the services received has been determined by reference to the fair value of the equity instruments granted, as mentioned above, because it was not possible to reliably estimate the fair value of the services received. The fair value of the equity instruments granted has been measured at the date of the grant. Based on the terms of the share distribution program, there was no condition for the registration of the equity shares, with the completion of the 50 years of operation of the Company being a condition which is not a prerequisite for registration.

Following the above distributions, the Company, as of 31.12.2024, does not hold any treasury shares nor has it made any new purchases.

12. 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 Position 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 case 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:

<i>(Amounts in thousands of euros)</i> Annual Financial Report 01.01.2024 – 31.12.2024	The Group		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Tax-free and specially taxed	46.164	40.430	41.904	36.768
Reserves of special provisions of laws				
Other taxable reserves from profits	93.711	93.679	73.288	73.288
Actuarial differences reserve	-85	-16	-85	-16
Total	139.790	134.094	115.107	110.040



13. 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 2024 and 2023:

(Amounts in thousands of euros)

31.12.2024
Attributable to non-controlling holdings

Subsidiaries with a non-controlling interest	% non-controlling participation	Net property Elements	Net Profit	Other Incomes
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

(Amounts in thousands of euros)

31.12.2023
Attributable to non-controlling holdings

Subsidiaries with a non-controlling interest	% non-controlling participation	Net property Elements	Net Profit	Other Incomes
ROMCOLOR 2000 S.A.	0,013%	5	1	-
PHOTOVOLTAICS OF TRAGANOU S.A.	49%	1.179	125	-
ETEPLA S.A.	0,005%	-	-	-
SHANGHAI HITEC PLASTICS CO	25%	18.925	1.705	-
ANHUI HITEC PLASTICS CO	25%	6.615	293	-
Consolidation Records		-7.079	-8	-1.628
Total		19.645	2.115	-1.628

14. Borrowing

The fair value of the borrowing is close to that shown in the Financial Statements.

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14.1 Lending analysis

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Short-term loans denominated in euro	2.853	1.821	-	-
Short-term loans in TRY	10	-	-	-
Total (a)	2.863	1.821	-	-
Long-term loans denominated in euro	4.379	5.298	-	-
Total (b)	4.379	5.298	-	-
Total Borrowing (a) + (b)	7.241	7.120	-	-

14.2 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	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Up to one (1) year	931	920	-	-
From two (2) to five (5) years	2.671	3.028	-	-
More than five (5) years	776	1.350	-	-
Total	4.379	5.298	-	-

14.3 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	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
TRY/Turkish Lira	379	-	-	-

15. 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)

31.12.2024	The Group		
	Present value rent obligation	Financial cost	Payable Rents
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

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(Amounts in thousands of euros)

31.12.2023	The Group		
	Present value rent obligation	Financial cost	Payable Rents
Up to one year	377	127	504
From 2 to 5 years	1.090	335	1.426
Over 5 years old	465	242	707
Total	1.932	704	2.637

(Amounts in thousands of euros)

31.12.2024	The Company		
	Present value rent obligation	Financial cost	Payable Rents
Up to one year	195	28	223
From 2 to 5 years	720	40	760
Over 5 years old	-	-	-
Total	915	68	984



(Amounts in thousands of euros)

31.12.2023	The Company		
	Present value rent obligation	Financial cost	Payable Rents
Up to one year	193	36	230
From 2 to 5 years	906	71	977
Over 5 years old	55	0	55
Total	1.155	108	1.262

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%.

16. Current and deferred tax

16.1 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 laws of each country. The applicable tax rates for the current and previous fiscal year are as follows:

Company	Country	2024	2023
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%
SENKROMA 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	20,00%	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:

(Annual Financial Report 01.01.2024 – 31.12.2024
euros)

The Group

The Company **271**

	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Current Tax	12.253	11.609	7.355	6.592
Previous Years Tax Differences	636	-127	581	-131
Deferred tax	-186	-596	303	-210
Tax on Profit and Loss	12.703	10.885	8.239	6.251

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:



(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Profit / (Loss) before tax	56.288	53.374	39.907	35.223
Corresponding income tax based on current tax rate	13.461	12.400	8.780	7.749
Effects on income tax from:				
Expenses not recognized for deduction Tax-free income	272	161	34	42
Tax-free reserves	-1.689	-1.014	-1.352	-928
	-	-30	-	-
Income tax differences from previous years Write-off of a previous recognized deferred tax claim	636	-120	581	-131
Effect of offsetting tax losses from previous years with current taxable profits	-291	-	-	-
Effect of a change in the tax rate	263	-	-	-
Other				
Total effects on the corresponding tax	-	15	-	-
Tax on profit and loss				
	52	-527	197	-481
	-758	-1.515	-541	-1.498
	12.703	10.885	8.239	6.251

Article 2 of Law No. 5100/05.04.2024 establishes a system of minimum effective taxation rules, under which subsidiaries established in Greece, members of multinational groups of companies or large-scale domestic groups, with a worldwide consolidated turnover of more than € 750,000,000 for at least two of the last four financial years, preceding the financial year in question (reference year), are subject to taxation of their corporate profits generated in each country in which they operate, inside and outside the European Union, following the application of a minimum effective tax rate of fifteen percent (15%), through the transposition of Council Directive (EU) 2022/2523 of 14 December 2022 on ensuring a global minimum level of taxation of multinational enterprise groups and large-scale domestic groups in the Union (Safe Harbours and Penalty Relief: Global Anti-Base Erosion Rules (Pillar Two)). The above provisions have no impact on the Group as until 31.12.2024 the consolidated turnover is below the aforementioned limit.

16.2 Deferred income tax

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The movement of the net deferred tax accounts in the Balance Sheet, after offsets, is as follows:

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Starting balance	5.721	5.852	3.225	3.347
Effect of currency conversion	216	366	-	-
Change in the profit and loss tax for the period	-101	-596	388	-210
Change in other total income	1.313	99	627	88
Maturity balance	7.149	5.721	4.240	3.225

The analysis of the balances of deferred tax assets and liabilities, before their offsetting, is as follows:



(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Deferred tax liabilities (before from their offsetting)				
Tangible assets	10.381	8.887	5.504	4.539
Intangible assets Lease liabilities	540	266	-	-
Other Balance Sheet items	-	115	-	-
Total deferred tax liability	230	654	-	-
Deferred tax assets (before their set-off)	11.150	9.922	5.504	4.539
Wind Farm Restoration Forecast Intangible Assets Requirements	20	18	20	18
Provisions for employee benefits Lease obligations	26	172	25	22
Tax losses to be offset	743	943	729	930
Other Balance Sheet items	482	445	291	268
Total deferred tax liability Deferred tax liability - Deferred tax claim	66	-	25	23
	191	331	-	-
	2.474	2.291	174	52
	4.001	4.201	1.263	1.313
	7.149	5.721	4.240	3.225

The deferred tax receivables and liabilities in the table above are presented by 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 thousand. which appears as a deferred tax asset in the consolidated balance sheet relates only to the Group's subsidiary in Turkey and cannot be offset against the deferred tax liabilities of the other Group companies under IAS 12 requirements.

In Russia, Federal Law 176-FZ of July 12, 2024 brought about 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 other total income.

17. Provisions for employee benefits

The Group's financial reporting policy 2024 - 31.12.2024 non-funded defined benefit programs.

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(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Provision for employee benefits under IAS 19:				
Liability recognized in the Balance Sheet	2.010	1.870	1.365	1.259
Total	2.010	1.870	1.365	1.259



(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Changes in the present value of the commitment of defined benefits:				
Present value of the obligation at the beginning of the period	1.870	1.893	1.259	1.209
Exchange Rate Diversification	-4	-43	-	-
Cost of current employment	152	111	98	92
Interest costs	51	61	45	53
Terminal Supplies / Curtailment / Settlement Effect	2	-25	2	-
Less: Compensation paid	-198	-130	-127	-130
Actuarial (profit) / losses for the period	138	3	88	35
Present value of the obligation at the end of the period	2.009	1.870	1.365	1.259
Changes in Liability on the Balance Sheet:				
Net liability on the balance sheet at the beginning of the year	1.870	1.893	1.259	1.209
Exchange Rate Diversification	-4	-43	-	-
Benefits paid within the current year	-198	-130	-127	-130
Total expense recognized in the profit and loss account	205	147	145	145
Total (profit) / loss recognized in other income	138	3	88	35
Net Liability on the Balance Sheet at the end of the year	2.009	1.870	1.365	1.259

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Amounts recognized in the profit and loss account:				
Interest Expense	51	61	45	53
Cost of Current Service	152	111	98	92
Cost (outcome) of settlements	2	-25	2	-
Total expense recognized in the profit and loss account	205	147	145	145

The basic actuarial assumptions used to determine the defined benefit program are as follows:

	The Group		The Company	
Actuarial Assumptions	2024	2023	2024	2023
Discount rate	3,10%	3,56%	3,10%	3,56%
Inflation	2,00%	2,10%	2,00%	2,10%
Weighted average duration	6,57	6,68	6,57	6,68

18. Asset Grants

The total amount of the Group's grants on 31.12.2024 and 31.12.2023 is analyzed below. The Company has not received any asset grants.

(Amounts in thousands of euros)

	The Group	
Asset Grant	31.12.2024	31.12.2023
Use grant	550	422
Amortized grants	-45	-35
Depreciation of subsidy	-37	-10
End-of-period grants	468	378



19. Other long-term liabilities

(Amounts in thousands of euros)

	The Group		The Company	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Guarantees received from a property lease	1	1	1	1
Other provisions	349	339	265	262
Total	350	340	266	263

Ambient Remediation Prediction

The Group, for the wind farm with a capacity of 11.9 MW and with a license expiring in the year 2046, is obliged under article 26 of the Special Spatial Framework for RES (Joint Ministerial Decision 49828/2008) to restore the relevant areas at its own expense and generally restore the area to its previous state. Based on both the requirements of IFRS 6 and IFRIC 1, a provision for environmental restoration has been formed on 31.12.2024 amounting to € 128 th. (31.12.2023: € 124 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.

Disputed cases

The remaining amount of the other provisions concerns a provision for court cases against Group companies.

20. 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	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Suppliers	28.252	21.977	16.482	13.146
Checks	29	10	29	275
Total	28.281	21.986	16.510	13.156
Liabilities to related parties	155	164	496	259
Period Expiration Balance	28.435	22.151		13.415
			17.006	

21. 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

	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Liabilities from taxes & fees (excluding income tax)	758	976	420	402
Insurance Organizations	1.862	1.727	818	743
Customer Advances	1.033	2.361	592	1.849
Various creditors	2.138	1.837	965	744
Accrued expenses	2.118	1.892	1.056	757
Revenue for subsequent years	14	-	14	-
Dividends payable	41	34	41	34
Other provisions	157	406	157	406
Total	8.123	9.233	4.063	4.936
Liabilities to related parties	1.453	1.401	1.453	1.630
Period Expiration Balance	9.575	10.634	5.516	6.566

22. Transactions with related parties

22.1 Transactions and Balances of the Parent Company with its Subsidiaries

The amounts of these transactions and the balances on 31.12.2024 are broken down as follows:

(Amounts in EUR)

Subsidiary Company	1.1-31.12.2024						
	Sales Stocks	Interest Income		Other revenue	Other expenses	Sales Fixed	Shopping
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
SENKROMA 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)

Subsidiary Company	31.12.2024				
	Trade Requirements	Other Short-Term Requirements	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	867.972	-	101.542	-	-
GLOBAL COLORS POLSCA S.A.	407.602	-	0	-	-
SENKROMA 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 amounts of these transactions and the balances on 31.12.2023 are analyzed in the table below:



(Amounts in EUR)

Subsidiary Company	1.1-31.12.2023						
	Sales Stock	Stocks	Interest income	Other income	Other expenses	Sales Fixed Assets	Shopping
ROMCOLOR 2000 S.A.	2.573.456	176.188	-	4.012.977	7.625	-	-
GLOBAL COLORS POLSCA S.A.	1.910.802	884	-	36.011	-	-	-
SENKROMA A.S.	2.697.483	66.482	304	23.739	51.419	-	3.056
SHANGHAI HITEC PLASTICS CO	2.091.997	193.618	-	51.352	-	-	58.097
ANHUI HITEC PLASTICS CO	409.467	1.150.722	-	515.442	-	-	25.392
GLOBAL COLORS LLC	641.287	-	-	10.945	-	-	-
AGRIPOLYANE S.A.S.U.	6.769.569	342.481	212.057	11.918	2.503	-	-
PHOTOVOLTAICS TRAGANOU AE	-	-	-	221.700	-	-	-
ETEPLA	-	-	-	-	-	-	-
TOTAL	17.094.061	1.930.375	212.361	4.884.084	61.547	-	86.544

(Amounts in EUR)

Subsidiary Company	31.12.2023				
	Trade Requirements	Other Short-Term Requirements	Commercial Obligations	Other Obligations	Other Long-Term Requirements
ROMCOLOR 2000 S.A.	572.882	-	-	-	-
GLOBAL COLORS POLSCA S.A.	659.078	-	-	-	-
SENKROMA A.S.	1.221.926	-	8.208	-	-
SHANGHAI HITEC PLASTICS CO	124.322	-	7.399	-	-
ANHUI HITEC PLASTICS CO	-	-	83.051	-	-
GLOBAL COLORS LLC	3.859	-	-	207.203	-
AGRIPOLYANE S.A.S.U.	2.338.710	67.450	300	-	6.000.000
PHOTOVOLTAICS TRAGANOU AE	2.088	-	-	-	-
ETEPLA	23.017	-	-	-	-
TOTAL	4.945.882	67.450	98.957	207.203	6.000.000

22.2 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:

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(Amounts in thousands of euros)

	The Group		The Company	
	December 31st	December 31st	December 31st	December 31st
	2024	2023	2024	2023
Sales of goods and services	305	306	305	287
Purchases of goods and services	384	351	384	351
Sales of fixed assets	-	1.006	-	1.006
Other income	-	22	-	22
Other expenses	961	476	961	476
Transactions and remuneration of senior managers and members of the management	2.698	2.722	1.666	1.527
	The Group	The Company	The Group	The Company
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Claims from other related parties	2.027	1.982	2.027	1.982
Obligations to other related parties	153	266	153	168
Requirements from managers and members of the management	2	2	1	0
Obligations to managers and members of the management	1.455	1.415	1.455	1.415



Regarding the guarantees given between the Group Companies, see. hereinafter Note. 36 "Commitments & Contingent Liabilities".



23. Functional Domain Information

The areas of activity are determined based on the structure of the Group per subsidiary Company with significant operating activity. Information that does not constitute separate domains has been compiled and is displayed under the category "Other Group companies".

The following information refers to the Areas that are reviewed by the Group managers and examined by the Management for financial decision-making.

December 31, 2024:

(Amounts in thousands of euros)

1.1.2024 - 31.12.2024	SUBSIDIARIES											TOTAL
	PLASTIKA KRITIS	SHANGHAI HITEC PLASTICS	ANHUI HITEC PLASTICS	ROMCOLOR 2000	AGRIPLYANE	GLOBAL COLORS POLSCA	SENKROMA	GLOBAL COLORS LLC	PHOTOVOLTAICS OF TRAGANOU	OTHER COMPANIES GROUP	INTRA-GROUP TRANSACTIONS & OTHER	
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 interest, taxes, 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
Current 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



December 31, 2023:

(Amounts in thousands of euros)

1.1.2023 - 31.12.2023	SUBSIDIARIES											TOTAL
	PLASTIKA KRITIS	SHANGHAI HITEC PLASTICS	ANHUI HITEC PLASTICS	ROMCOLOR 2000	AGRIPOLYANE	GLOBAL COLORS POLSCA	SENKROMA	GLOBAL COLORS LLC	PHOTOVOLTAICS OF TRAGANOU	OTHER GROUP COMPANIES	INTRA GROUP TRANSACTIONS & BALANCES	
Turnover (Sales)	184.381	63.770	6.307	37.071	33.658	32.240	13.366	28.139	701	667	-28.636	371.664
Cost of sales	-136.723	-50.719	-3.544	-30.081	-32.433	-26.633	-9.581	-20.809	-339	-	27.944	-282.917
Gross profit	47.658	13.051	2.763	6.990	1.225	5.607	3.786	7.330	361	667	-692	88.746
Earnings before taxes, financial and investment results and depreciation	33.967	9.577	2.578	4.786	115	3.270	2.281	5.199	655	575	-177	62.828
Earnings before interest, taxes, and investment results	29.112	8.468	1.791	4.165	-694	2.710	2.139	4.911	340	575	-52	53.466
Profit / (Loss) before tax	35.223	9.056	1.612	4.442	-1.159	2.700	-292	4.829	336	559	-3.936	53.369
Net Profit / (Loss) for the period	28.971	6.819	1.173	3.872	-876	2.324	-351	3.813	255	480	-3.996	42.484
31.12.2023												
Non-current assets	110.391	49.487	23.919	12.161	15.833	8.216	4.646	6.223	2.536	15.014	-79.391	169.037
Current assets	188.197	31.299	2.905	26.881	17.916	16.308	9.153	13.806	812	3.437	-10.462	300.253
Long-term liabilities	5.708	2.251	-	646	5.491	1.514	513	236	675	-	-1.327	15.708
Short-term liabilities	22.540	2.838	364	2.862	14.864	3.499	2.699	1.301	266	2.857	-15.483	38.608

There is no significant dependence on individual customers of the Group.



24. Staff Benefits

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Personnel costs (including costs termination of employment)	44.762	39.437	20.772	17.895
Average staff employed				
People:	1.197	1.165	475	464
Number of staff at the end of the year				
People:	1.236	1.201	499	477

25. Depreciation

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Depreciation in Cost of Goods Sold	8.388	8.002	3.647	4.199
Depreciation of Administration Expenses	837	787	278	273
Depreciation of Disposal Expenses	476	471	317	355
Depreciation of R&D Expenses	128	102	36	28
Net depreciation in earnings	9.828	9.362	4.278	4.855

26. Other operating income

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Rental income	20	30	20	30
Profits from the sale of tangible assets	49	212	156	25
Government subsidies for tangible assets (depreciation)	37	10	-	-
Income from provisions for doubtful debts	1.311	63	1.257	-
Revenue grants	70	113	70	113
Other operating income	1.269	937	1.453	1.009
Total other revenue	2.756	1.365	2.956	1.177

27. Other operating costs

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Provisions for doubtful debts	530	24	344	-
Losses from sale of tangible assets	352	179	9	29
Surcharges and other tax charges	431	263	50	20



Customer Reimbursements	-	-	-	-
Other operating costs	547	668	153	84
Total other expenses	1.860	1.134	555	133



28. Financial costs

(Amounts in thousands of euros)

	The Group		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Interest and related expenses	-1.023	-947	-179	-190
Interest and related income	4.686	2.591	4.003	2.280
Financial cost (net)	3.663	1.645	3.824	2.090

29. 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		The Company	
	December 31st		December 31st	
	2024	2023	2024	2023
Net Profit for the Period	-	-	-	-
Weighted number of shares outstanding *	41.593.745	40.368.754	31.668.208	28.971.356
Earnings per share, mainly in Euro	45	27.377.928	208	6
	27.379.200	1,4745	27.379.200	27.377.928
	1,5192		1,1567	1,0582

*after deduction of own shares

30. Main balance sheet and profit and loss rates for the period

		Balance sheet rates			Type of change in relation to 1 €
		per 1 €			
COUNTRY	CURRENCY	31.12.2024	31.12.2023	Change 31.12.2024 vs 31.12.2023	
ROMANIA	RON	4,9743	4,9756	-0,03%	Appreciation
POLAND	PLN	4,2750	4,3395	-1,49%	Appreciation
TURKEY	TRY	36,7372	32,6531	12,51%	Depreciation
CHINA	CNY	7,5833	7,8509	-3,41%	Appreciation
RUSSI	RUB	106,1028	99,1919	6,97%	Appreciation
A	USD	1,0389	1,1050	-5,98%	Depreciation Ap
U.S.A.	GBP	0,8292	0,8699	-4,68%	

		Result parities			Type of change compared to 1 €
		per 1 €			
COUNTRY	CURRENCY	Average price for the year	Average price for the year 2024 vs M.T. of the year 2023	Change	
ROMANIA	RON	4,9746	4,9467	0,56%	Depreciation
POLAND	PLN	4,3058	4,5420	-5,20%	Appreciation
TURKEY	TRY	35,5734	25,7597	38,10%	Depreciation
CHINA	CNY	7,7875	7,6600	1,66%	Depreciation
RUSSIA	RUB	100,2801	92,8741	7,97%	Depreciation
U.S.A.	USD	1,0827	1,0813	0,13%	Depreciation
ENGLAND	GBP	0,8466	0,8698	-2,66%	Appreciation

The income statement, total income and cash flow for the year 2024 and 2023 of the Group's subsidiary
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in Turkey was converted at the closing rate of 31.12.2024 and 31.12.2023 respectively based on IAS 21 requirements.



31. Commitments and contingent liabilities

31.1 Other warranties

The Company has granted other guarantees (letters of guarantee for the sale of stocks, etc.) amounting to € 665 thousand. on 31.12.2024 (€ 686 thousand on 31.12.2023) in the context of normal commercial activity.

31.2 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.

32. Unaudited fiscal years

Greek tax legislation and related provisions are subject to interpretation by 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.

Based on the above, the fiscal years up to and including 2018 are considered, in principle and based on the general rule, to have been time-barred for the Company.

In the figure below, the unaudited tax years for all the companies of the Group are presented:

Company Name	Headquarters	Unaudited by the tax authorities Principles of Uses	Number Uses
PLASTIKA KRITIS S.A.	GREECE	2020-2024	5
ETEPLA S.A.	GREECE	2019-2024	6
PHOTOVOLTAICS OF TRAGANOU S.A.	GREECE	2019-2024	6
ROMCOLOR 2000 S.A.	ROMANIA	2019-2024	6
GLOBAL COLORS POLSKA S.A.	POLAND	2019-2024	6
SENKROMA A.S.	TURKEY	2019-2024	6
SHANGHAI HITEC PLASTICS CO	CHINA	2019-2024	6
AGRIPOLYANE S.A.S.U.	FRANCE	2019-2024	6
GLOBAL COLOR LLC	RUSSIA	2016-2024	9
PLASTIKA KRITIS FAR EAST LTD	CYPRUS	2015-2024	10
RAINBOW TECHNOLOGIES LTD	CYPRUS	2015-2024	10
ANHUI HITEC PLASTICS CO	CHINA	2019-2024	6



It is noted that, according to the current legislation (POL 1006/2016), businesses that have received a Tax Compliance Report without remarks for violations of tax legislation are not exempt from the audit by the tax authorities. Consequently, the tax authorities retain the right to carry out an audit within the prescribed limitation period, as mentioned above.

For the fiscal years 2016 to 2023, 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 2024, the Company has also been subject to the tax audit of OEL, as provided by the provisions of article 65a of Law 4174/2013. This audit is ongoing and the relevant tax certificate is expected to be issued after the publication of the financial statements of the first half of 2025. If, by the end of the tax audit, additional tax liabilities arise, they are estimated not to have a material effect on the financial statements.

For the years 2018 and 2019, the Company was audited 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 attributed disputes 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 future tax audits amounting to € 150 thousand. (note 26).

33. Later events

On 31.12.2024, the head of the Internal Audit department, Nikolaos Mastorakis, retired. By the 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.

On 26.02.2025, the European Commission published the first 'Omnibus' package aimed at simplifying the European Union's sustainability reporting rules on the EU Green Deal. The proposals cover the Corporate Sustainability Reporting Directive (CSRD), the Classification Regulation and other relevant regulations. The Company is monitoring the relevant developments with a view to adapting its Sustainability Report to the new regulations, if they are approved by both the European Commission and the national authorities.



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 29th, 2025

For Crete Plastics S.A.

The President
of the Board of
Directors

Yannis M.
Lempidakis

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The Chief
Executive
Officer

Michael Ioan.
Lempidakis

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**PLASTIKA
KRITIS S.A.**