

# ESG 2023 REPORT

BIOKARPET GROUP OF COMPANIES



## ABOUT THE REPORT

The purpose of the Sustainable Development Report is to provide a comprehensive and integrated overview and update to the stakeholders of the BIOKARPET S.A. Group regarding the Group's performance on ESG issues and sustainable development in 2022. It also aims to communicate the Group's strategy on these matters and the related objectives set forth.

The present Sustainable Development Report represents the second report of the BIOKARPET S.A. Group based on international non-financial reporting standards, covering the reporting period from January 1, 2023, to December 31, 2023. It also includes information for the year 2022 for the purpose of data comparability.

The term "Group" refers to the company "BIOKARPET S.A. Industrial and Commercial

Enterprises" and its subsidiaries. The term "Companies" refers to the companies of the Group described in the section "Corporate Profile and History." The qualitative and quantitative information presented in the Report covers the operational activities of the Group in Greece.

The present Sustainable Development Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The Group has implemented the eight core principles of the GRI Standards (Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability). In the compilation of the Report, the Guide for the Disclosure of Non-Financial Information of the Athens Stock Exchange (ESG Information Disclosure Guide 2022) and the 17 United Nations

Sustainable Development Goals (SDGs) have been additionally considered.

To identify the material topics for the sustainable development of the Group, the results of the materiality analysis process conducted in 2023 have been utilized.

BIOKARPET S.A. Group is entirely responsible for the accuracy and completeness of the quantitative and qualitative information included in the Report. The Group received advisory guidance and support from Mazars Consulting in preparing this Report. Mazars Consulting bears no responsibility towards any third party for the content of this Report. The Report has not undergone external assurance by an independent third party. Recognizing the importance and added value of the process for stakeholders, the Group will enhance the provided information and is

exploring the possibility of obtaining external assurance for future annual Reports.

We seek open and continuous communication with the stakeholders of the Group and encourage any observations or suggestions for improvement that may contribute to enhancing our performance and actions on ESG and sustainable development issues.

For any clarifications regarding this Sustainable Development Report, you can contact:

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John Ast. Kantonias  
President & CEO of Biokarpet Group

## FOREWORD BY THE CHAIRMAN

In 2023, we experienced a profitable year despite facing increased financial costs. Our strong cash flows were a significant contributor to this success. Additionally, we completed the restructuring of our subsidiary company, «EXALCO S.A. ALUMINUM INDUSTRY.» The Group's strategic investments continued throughout 2023, successfully completing all projects planned in the metallurgy sector and all projects in the energy sector to reduce the Group's carbon footprint. As part of our energy-saving measures and efforts to enhance operations in line with circular economy principles, the new extrusion line at Exalco S.A. was completed and put into operation in 2023. Additionally, the new horizontal painting line, which has already been received, is expected to start operations in 2024.

The Group's electricity needs from renewable sources reached 98% due to the full operation of photovoltaic parks and owned substations, and it is expected to reach 100% by 2025. In 2024, construction will begin on two new photovoltaic stations, one for BIOKARPET S.A. and the other for the subsidiary EXALCO, each with a capacity of

12MW, resulting in 100% self-sufficiency in electricity at a lower cost.

In 2023, the percentage of recycled aluminum used reached 51%, thus achieving the target of 50%. Also, in 2023 the Group undertook 21 initiatives and social actions to support the local community and economy, aiding non-profit institutions and organizations. Additionally, in May 2023, the internal work regulations were updated.

At BIOKARPET S.A. Group, we recognize our responsibility to adopt modern practices to promote sustainable development. These principles are integrated into our strategic planning and form the basis for making strategic decisions. We understand the significant role we play in shaping modern society and our impact on the environment. We have established programs aimed at reducing emissions, recycling, and improving resource efficiency, recognizing that this effort must be continuous.

We continuously invest in generating energy from renewable sources, recycling aluminum scrap, and solid waste recycling. We place

particular emphasis on certifying the quality of our products and energy management according to international ISO standards. We treat our employees as our most valuable resource and commit to protecting their rights, promoting a healthy, safe, and fair work environment.

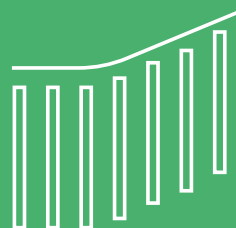
We will continue to collaborate with the communities where we operate to strengthen the local economy and provide social benefits. We believe in the importance of transparency and cooperation. We will continue to work closely with all our partners to address common problems, prioritizing compliance principles and proper governance.

In our Group's second Sustainability Report, you can find detailed information about our progress to date and the goals we have set for the future. Our commitment to sustainable practices aims to continue investing for substantial and enduring value creation for all stakeholders to contribute to creating a world that will be sustainable for future generations.

# 2023 AT A GLANCE



**60,000** (t)  
EXTRUSION  
PRODUCTION



**15,000** (t)  
PRODUCTION OF  
TINTED ALUMINUM



**3.5** (MEUR)  
ENVIROMENTAL  
EXPENDITURE



**210** (MEUR)  
TURNOVER  
2023



**20.04** (MEUR)  
EBITDA  
2023



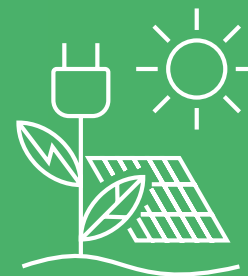
**59,621** (MW)  
TOTAL ENERGY  
CONSUMPTION



**98** (%)  
ELECTRIC POWER  
FROM PHOTOVOLTAIC  
PARKS



**19,263** (MWh)  
ELECTRIC POWER PRODUCTION  
FROM PHOTOVOLTAIC PARKS



**19** (MW)  
ELECTRIC POWER  
FROM RENEWABLE  
ENERGY SOURCES



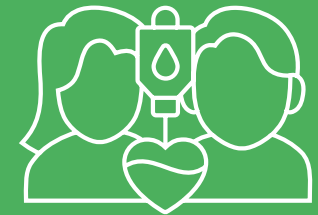
**-4** (%)  
TOTAL WATER  
PUMPING



**656**  
TOTAL NUMBER  
OF EMPLOYEES



**84 %**  
PERCENTAGE  
OF MALE EMPLOYEES



**2X** (/YEAR)  
VOLUNTARY BLOOD  
DONATION BY EMPLOYEES



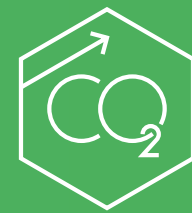
**21**  
NUMBER OF  
COMMUNITY  
ACTIONS



**8,088.24** (tCO<sub>2</sub>e)  
DIRECT EMISSIONS  
SCOPE 1



**138.52** (tCO<sub>2</sub>e)  
INDIRECT EMISSIONS  
SCOPE 2



**-29** (%)  
TOTAL  
EMISSIONS



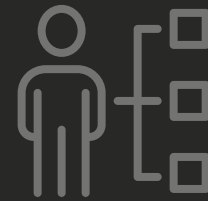
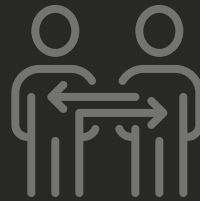
**51** (%)  
PERCENTAGE OF RECYCLED  
RAW MATERIALS



**100** (%)  
RECYCLING OF SOLID WASTE  
& ALUMINUM SCRAP



**10,622.80** (t)  
NON-HAZARDOUS  
WASTE MANAGEMENT





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# THE BIOKARPET GROUP

## The Group

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- 16 Vision, philosophy and values
- 16 Important companies of the Group
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## COMPANY'S PROFILE AND HISTORY

BIOKARPET S.A. Group active in the textile and the metallurgy industries, in which it constantly implements ideas and creates products, with the goal of improving the quality of personal and professional space and of creating an ideal environment for the people's livelihood.

BIOKARPET S.A. Group consists of the parent company BIOKARPET S.A. and its subsidiaries, which are consolidated using the full consolidation method:

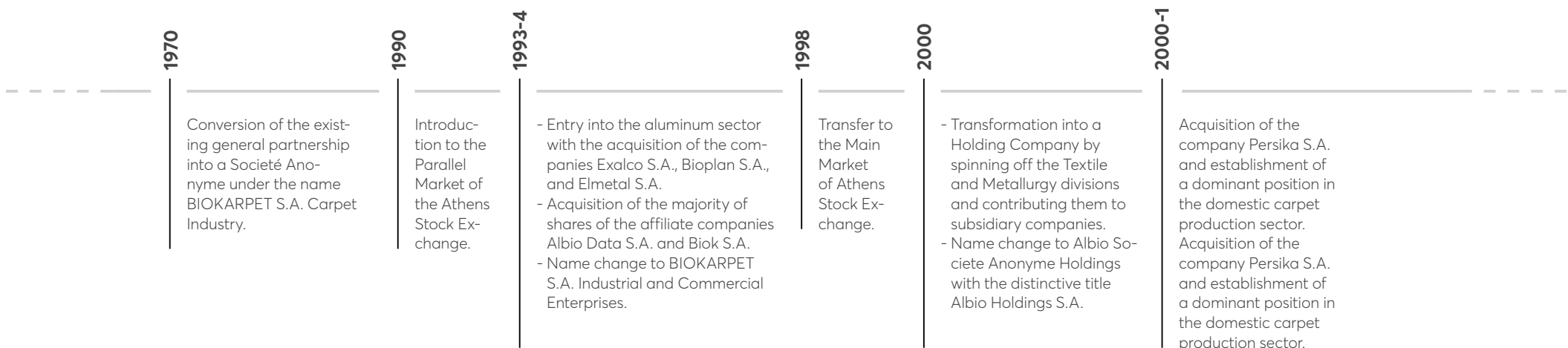
Industry		Distinctive title	Full Name	Country	Participation	Activity	Prioritization
Textiles & Information Technology	Parent	<b>BIOKARPET S.A.</b>	BIOKARPET S.A. SOCIETY ANONYMOUS INDUSTRIAL AND COMMERCIAL ENTERPRISES	Greece		<ol style="list-style-type: none"> <li>1. Manufacture and trade of ready-made textile goods, wholesale and retail trade of textile products</li> <li>2. Management of the controlled companies</li> <li>3. Production and distribution of electricity through the Group's photovoltaic parks</li> <li>4. The production and marketing of mechanical equipment (HARDWARE) and software (SOFTWARE) and consumables, the provision of support services for the above equipment, the provision of design, organisation, training and supervision services for companies and organisations</li> </ol>	
Metallurgy	Subsidiary	<b>EXALCO S.A.</b>	EXALCO S.A. ALUMINUM COMPANY	Greece	Direct 98,39%	<ol style="list-style-type: none"> <li>1. Production and trade of aluminum extrusion products</li> <li>2. Production and sale of electricity through the Group's photovoltaic parks</li> </ol>	
	Subsidiary	<b>EXALCO ROMANIA S.R.L.</b>		Romania	Indirect 98,39%	Trade of extruded aluminum products	Not Important
	Subsidiary	<b>EXALCO BULGARIA A.D .</b>		Bulgaria	Indirect through EXALCO S.A. 90,52% & direct 8,00%	Trade of extruded aluminum products	Not Important
Energy	Subsidiary	<b>HYBRID SYSTEMS KO Private Capital Company</b>		Greece	Direct 60,00%	Production and distribution of electrical "green" energy through the Group's photovoltaic parks	Negligible activity
	Subsidiary	<b>PARAPOTAMOS ENERGY COMPANY Private Capital Company</b>		Greece	Indirect 98,39%.		Negligible activity

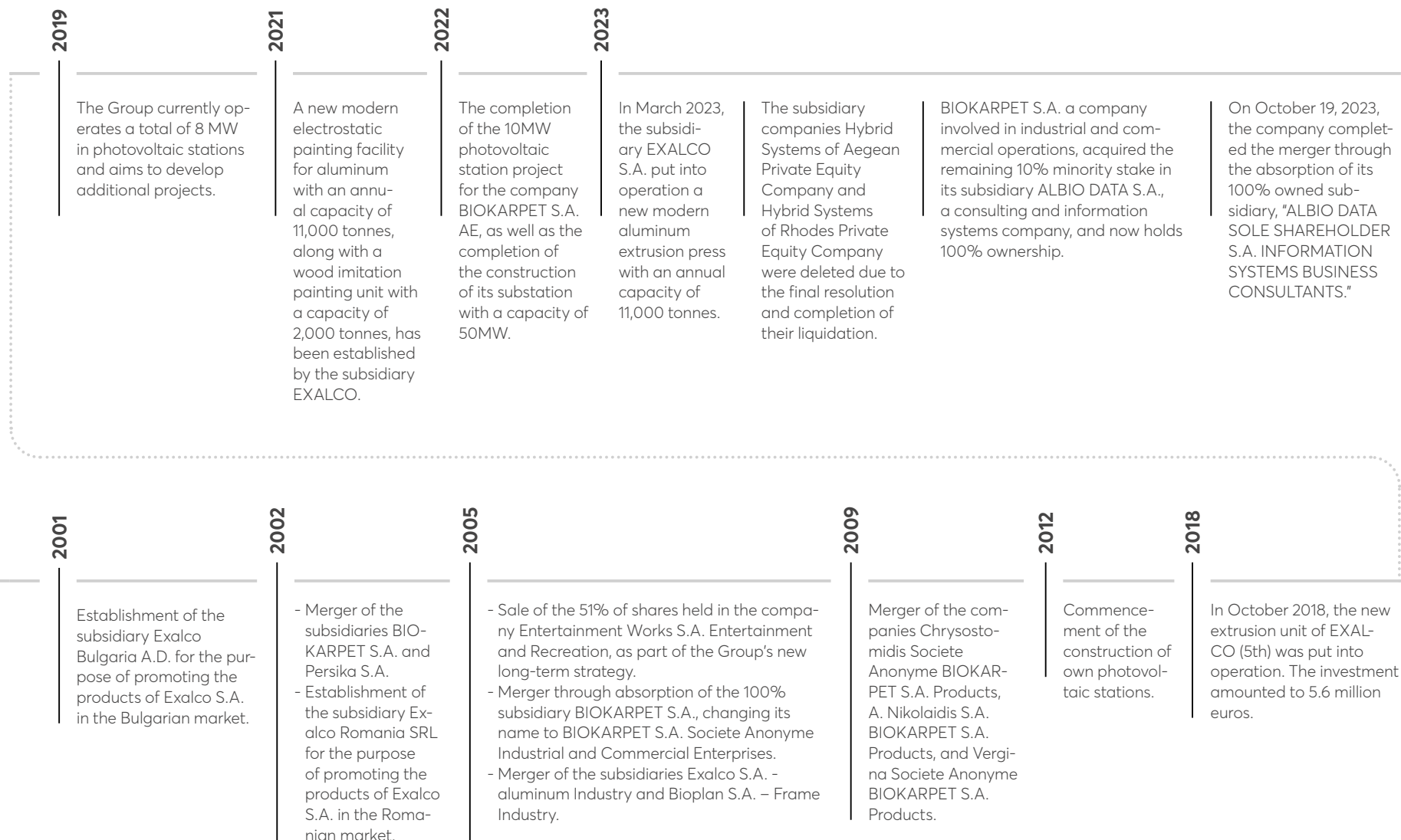
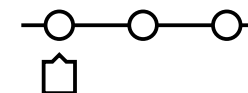
The parent company BIODKARPET S.A. was established in 1970 in the form of a Societé Anonyme and is located at the 5th Km of the Old National Road Larissa – Athens in Larissa. The company is listed on the Athens Stock Exchange in the mid and small capitalization category and participates in the ESG index of the Athens Stock Exchange.

The Group’s most significant subsidiary, Exalco S.A., is one of the largest aluminum industrial companies in Greece, founded in 1973 and based in Larissa. Marking a long and successful journey in the history of Greek aluminum, the company has become synonymous with deep knowledge, evolution, and development.

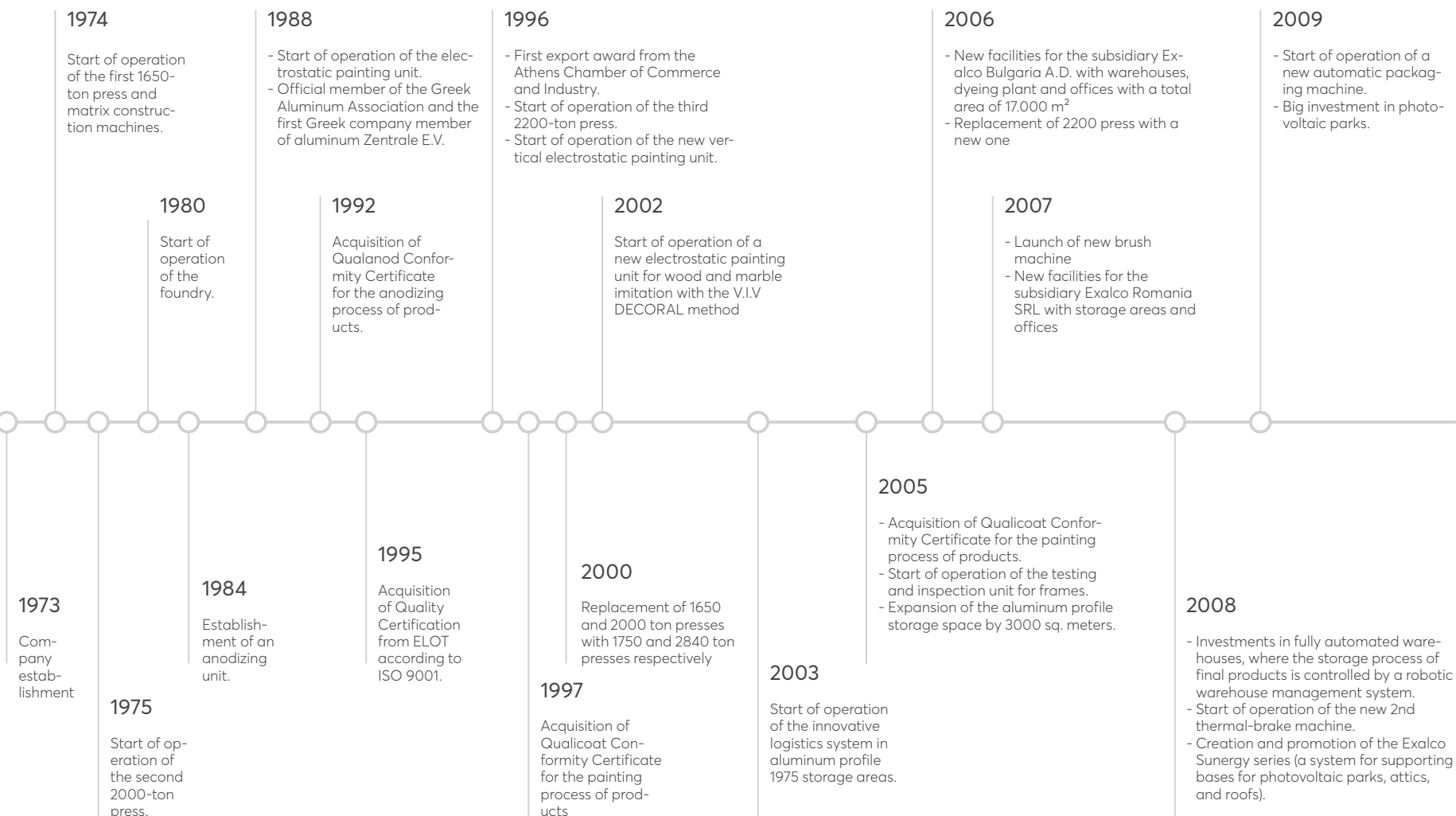
The Sustainable Development Report focuses on the Group’s activity in Greece, specifically on the activities of BIODKARPET S.A. and Exalco S.A., as after analyzing the significance of the activities of the other subsidiaries, it was deemed that the other companies do not have a significant impact on sustainability issues. The analysis was conducted both from the perspective of the percentage of turnover and assets of the other subsidiaries in the total Group, and from the perspective of the significance of the impacts of their activities on sustainability issues.

## MILESTONES | The most important milestones that shaped the Group:





**The most important events in the development of Exalco S.A.:**



### 2010

- Certification of the Company by the Organization TUV Austria Hellas according to ISO 9001, ISO 14001, OHSAS 18001 and CE products
- Start of operation of a new automatic thermal-brake machine 2011.

### 2012

- Exalco Sunergy photovoltaic support bases are certified by the TUV Austria Hellas Organization
- Installation of photovoltaic projects for more than 600 MW and 3 MW in private projects.

### 2016

New 1.5MW photovoltaic station in Koulouri, Larissa

### 2020

Award for export activity and international presence with ACCL award.

### 2023

New modern aluminum extrusion press with a capacity of 11,000 tonnes per year of the subsidiary EXALCO S.A. was put into operation in March 2023

### 2011

- ASCONA: Purchase and installation of an aluminum profile geometry dimensioning measuring instrument
- TEST: Purchase and installation of an instrument for measuring tensile, elongation and elasticity of aluminum profiles.

### 2013

- Start of operation of a robotic aluminum profile stitching machine
- EXALCO COMPLETE: Purchase and installation of a machine for incorporating rubber into aluminum profiles.

### 2018

- Start of operation of a new state-of-the-art 1,600 ton dynamic extrusion press.
- Addition of a 5th production line with a total production capacity of 45,000 tonnes per year.
- Certification of the Company by the Organization TUV Austria Hellas according to ISO 50001.

### 2021

- Start of operation of a new vertical electrostatic painting unit. Addition of a 3rd production line with a capacity of 12,000 tonnes per year.
- Certification of the Company by the Organization TUV Austria Hellas according to ISO 45001.

The Group states its active presence in unions and operators, to monitor and contribute to constant evolution of the industries it is active.

Thus, it participates in:



ΕΝΕΙΣΕΤ  
Ένωση Εισηγμένων Εταιρειών



ΕΛΛΗΝΙΚΗ ΕΝΩΣΗ ΑΛΟΥΜΙΝΙΟΥ  
ΕΕΔΑΜΚΕ

## VISION, CULTURE AND VALUES

The Group envisions to create a better quality of life for people, both qualitatively & aesthetically

**Our mission** is the continuous realization of ideas, the creation of products that benefit people, aiming to improve the quality of their personal and professional spaces, and Creation of an ideal living environment where aesthetics, safety, quality, and ergonomics prevail.

**The Group's core philosophy** is the production and trade of a variety of products that reliably meet the contemporary needs of customers and enhance:

- ▷ Development, while maintaining a distinct and leading position in the market.
- ▷ Economic efficiency and robustness.
- ▷ Operation with respect and sensitivity to the natural and social environment.
- ▷ Preservation of a professional space for the creative development of our people.

**Our principles** are:

- ▷ To be faithful to our traditional values.
- ▷ To care for our customers.
- ▷ To rely on and support our people.
- ▷ To have long-term collaborations with our suppliers and partners.
- ▷ To pursue the economic outcome of our efforts.
- ▷ To feel our social responsibility.

The goals and prospects of each company in the Group may differ, but they all align with the Group's broader philosophy and principles.

## MOST VALUABLE COMPANIES OF GROUP

### BIOKARPET S.A.

Weaving together heritage and classic values with modern trends, BIOKARPET S.A. today is:

- ▷ The largest Greek company in the trade of handmade and machine-made carpets, rugs, blankets, flokatis, and other floor and home decoration products.
- ▷ The largest importer of handmade carpets in Greece from Asian countries such as India, Persia, and Afghanistan.

Each collection and product range is created with inspiration from natural materials, art and architecture, culture, and tradition, to bring to a space high and contemporary aesthetics accompanied by exceptional quality.

The company offers:

- ▷ Premium carpet series signed by renowned international houses.
- ▷ Active involvement in the home textiles sector, with extensive ranges of home goods BIOKARPET S.A. Home and Naf Naf, including bedding, throws, upholstery fabrics, and curtains available in selected network stores and cooperating home goods stores.
- ▷ The Bonmat product line in the sleep sector, offering top-quality anatomical mattresses in three of the network's physical stores.
- ▷ Business cohabitation with the company Entos in the Kifisia store, providing an upgraded shopping experience with innovative ideas, ergonomic solutions, and high-aesthetic products for every space and housing style, for comprehensive and immediate service in one visit.
- ▷ Services of cleaning, disinfection, storage, care, and repair of carpets.

The company's B2B activity, known in the professional sector as BIOKARPET S.A. Contract, is also significant. BIOKARPET S.A. offers the best results and ideal solutions for hotels, casinos, conference centers, churches, banks, offices, ships, restaurants, and professional spaces with high demands.

The distribution network is among the largest in the industry globally, including 7 owned stores and 38 points of sale, of which 41 are in Greece and 4 abroad – one each in Romania, Bulgaria, Albania, and Cyprus. Over 98% of the revenues come from sales of products and services in Greece.

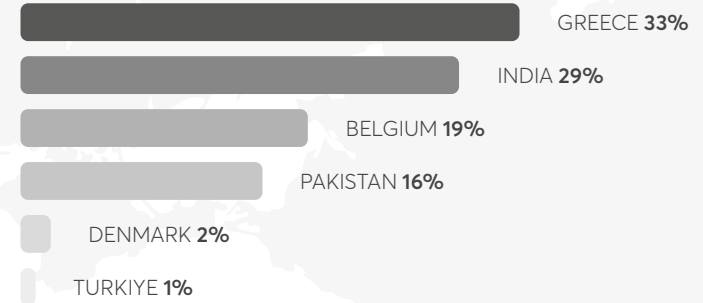


The product purchases are made both domestically and internationally.

The analysis of the countries of origin of the imported goods by significant product category is as follows:



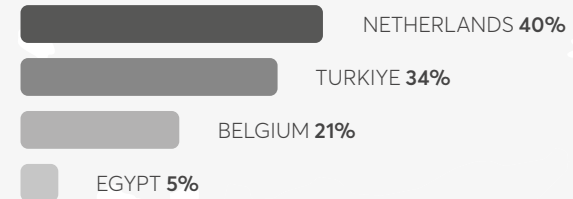
**HANDMADE CARPET MARKET**  
Quantity:



**MACHINE-MADE CARPET MARKET**  
Quantity:



**WALL TO WALL MARKET**  
Quantity:



## MOST VALUABLE COMPANIES OF GROUP

### EXALCO S.A.

Marking a long and successful course in the history of Greek Aluminum, Exalco S.A. is today one of the largest aluminum industries in Greece and the Balkans and has been recognized for the quality of its products and services, that are produced with respect to the environment and society.

Exalco S.A. constitutes a complete and dynamic industrial complex of aluminum profile production, possessing endless capabilities to cover all modern construction, architectural, and customized needs. The company strives for continuous development and progress of the services provided, with a dominant focus on the creation of environmentally friendly and quality-enhanced products. It has an extensive and established sales network both in the domestic and international market and has been recognized as one of the strongest companies in Greece based on the results of ICAP.

#### Production Capacity

The company's building and industrial facilities in Larissa total over 70,000m<sup>2</sup>, on own total land of 210,000m<sup>2</sup>.





## Products and Services

Exalco S.A. designs and produces its products always in accordance with International, European, and domestic Technical and Environmental Specifications.

### Products

- aluminum profiles for general construction and industrial uses
- Architectural aluminum systems (ALBIO), with or without thermal break, for doors, windows, and building facades, showcases, atriums, and many other architectural structures.
- External Building Shading Systems (Albio Solar)
- aluminum railing system for interior and exterior use (Exrail System)
- aluminum system for support bases of photovoltaic arrays (Exalco Sunergy)
- Composite aluminum Panels (EXALCO-BOND) for creating modern building facades
- Accessories and other auxiliary products

### Services

- Vertical and horizontal electrostatic painting in a wide range of colors
- Sublimation system for imitation of wood and other patterns
- Anodizing services with a unit for stainless steel anodizing





Beyond the design and production of architectural aluminum systems, Exalco S.A. collaborates with a multitude of clients producing applications and products for industry, construction, transportation, architecture, and decoration.

With a dynamic presence over the last decade, Exalco S.A., as a supplier to its internationally recognized construction company clients, has participated in significant construction projects around the world such as the Eqho project (Paris, France), Tadawul Tower (Riyadh, Saudi Arabia), Tour Incity (Lyon, France), Atrio North Tower (Bogotá, Colombia), Infinity Complex (Luxembourg), Mobius Twin Towers (Brussels, Belgium), Cargo Terminal (Doha airport, Qatar), ING (Sofia, Bulgaria), and many others.



## CERTIFICATIONS

The quality of Exalco S.A.'s products has been certified with:

- **EN 15088:2005 (CE Marking – R305/2011)**
- **QUALICOAT** (Architecture Seaside Class)
- **QUALANOD** (Architecture & Industrial Class)
- **QUALIDECO** (Sublimation)

With a steadfast commitment to sustainable development, the circular economy, and the enduring commitment to continuous improvement of its environmental footprint, Exalco S.A. has obtained Environmental Product Declarations (EPDs) for its products, aluminum profiles, a) unpainted without surface treatment, b) painted with electrostatic paint, and c) anodized. (Reg.: S-P-08991, S-P-08992, S-P-08993). The EPDs were issued following the requirements of the International Standard ISO 14025:2006 and the specific rules for construction materials according to the European Standard EN 15804:A2+2019.

### The Environmental Product Declarations (EPDs) demonstrate the company's commitment to environmental responsibility and transparency.

They are an independently verified and registered document that conveys transparent and comparable information about the environmental impacts of products over their lifecycle. EPDs provide documented scientific information aimed at optimizing the company's communication with customers and stakeholders. These declarations provide all the necessary information about the environmental footprint of products and services based on lifecycle assessment (LCA), especially for meeting the requirements of building projects with bioclimatic design specifications such as LEED and BREEAM.

Sales of Exalco S.A. are conducted either through the company's own branches or through official partners-distributors. In cases of significant and large architectural projects, the company can participate directly in the agreement with the construction companies. The distribution network consists of 3.000 points of sale and is constantly developing. The company has 12 owned branches in Greece.

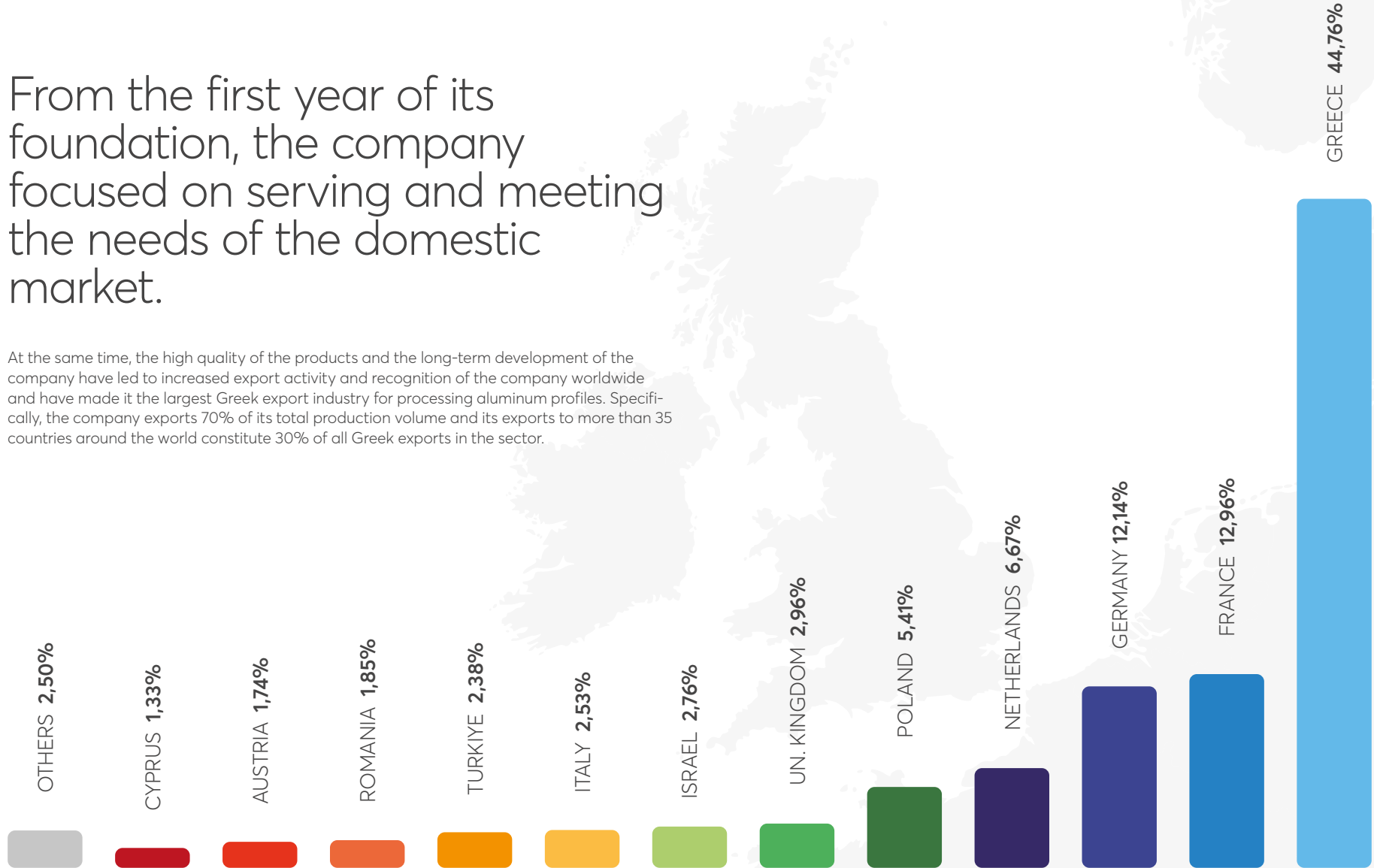


● Factories  
● Branches

## % SALES VALUE BY COUNTRY

From the first year of its foundation, the company focused on serving and meeting the needs of the domestic market.

At the same time, the high quality of the products and the long-term development of the company have led to increased export activity and recognition of the company worldwide and have made it the largest Greek export industry for processing aluminum profiles. Specifically, the company exports 70% of its total production volume and its exports to more than 35 countries around the world constitute 30% of all Greek exports in the sector.



The procurements of Exalco S.A. are carried out both internally and externally.

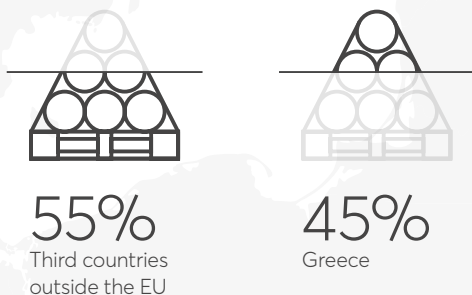
In particular, 45% of raw material purchases come from Greece and 55% from third countries outside the EU.

The dies and molds are mainly procured from countries within the EU.

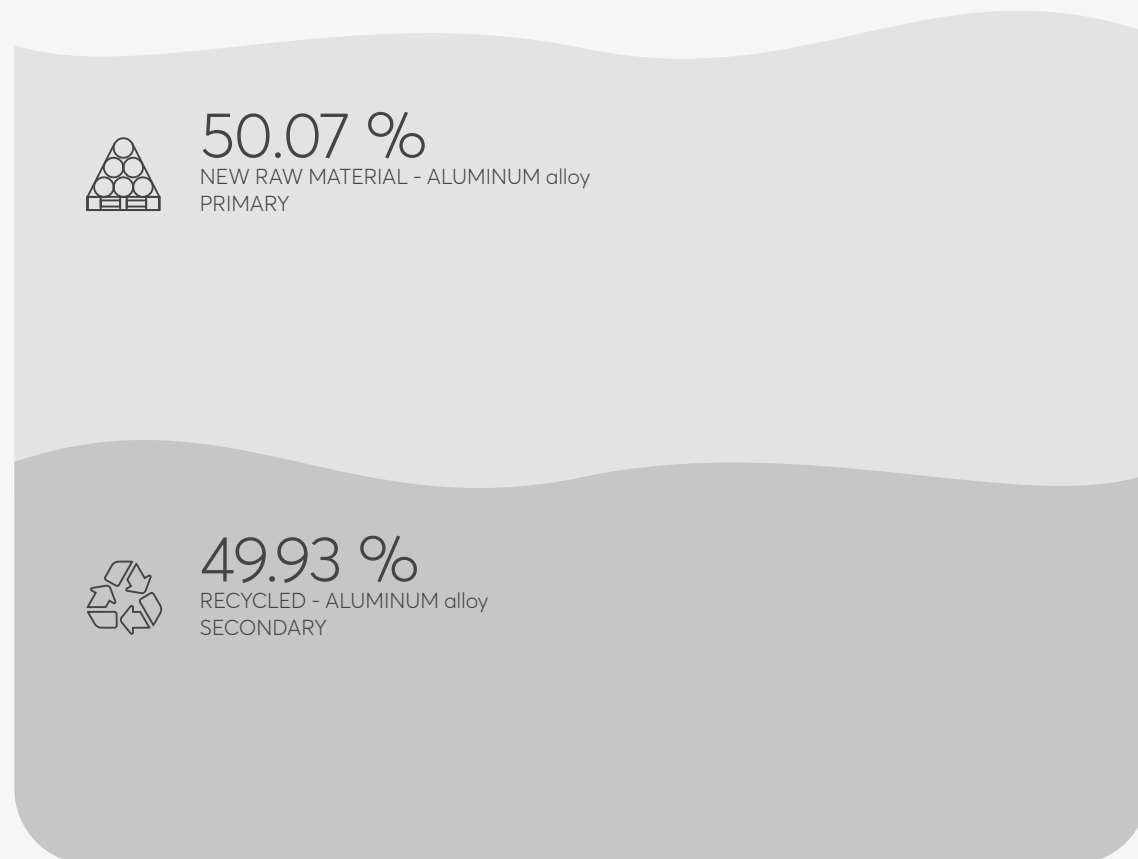
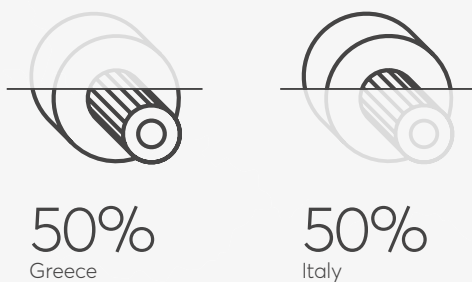
Exalco S.A. has an important collaboration with EP.AL.ME. S.A., a company of the Mytilineos Group, which is active in the industrial production, processing and trade of aluminum alloys and their products and is the largest independent producer of recycled (recast) aluminum in Greece, having an aluminum recycling unit in which a circular economy is fully implemented. As part of the cooperation, Exalco SA. procures most of the secondary cast aluminum from EP.AL.ME. S.A. and funnels to it most of the aluminum scrap resulting from the production process.

The most important part of the procurement consists of the purchase of aluminum alloys columns - raw material, which is analyzed as stated:

### RAW MATERIAL MARKET



### DIES & MOULDS MARKET





## CERTIFICATIONS

The companies of the Group have been certified by the accredited certification body TÜV Austria Hellas for management systems according to international standards:

### EXALCO S.A. & BIOKARPET S.A.

EN ISO 9001:2015  
Quality Management System



EN ISO 9001:2015

### EXALCO S.A.

EN ISO 14001:2015  
Environmental Management System  
EN ISO 45001:2018  
Workplace Health and Safety Management System  
EN ISO 50001:2018  
Energy Management System



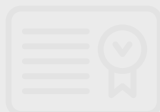
EN ISO 14001:2015



EN ISO 45001:2018



EN ISO 50001:2018



## FINANCIAL PERFORMANCE

The year 2023 was a profitable one, despite increased financial costs. We saw strong cash flows and successfully completed the restructuring of the loan for our subsidiary company, EXALCO S.A. aluminum Industry. On February 21, 2023, EXALCO signed an agreement for a new common bond loan amounting to €65,000,000. This new loan was used to pay off the old common bond loan and settle working capital, securing more favorable terms. The Group's net sales for 2023 amounted to €209.99 million compared to €231.22 million in the corresponding period of 2022, a decrease of 9%. The Group's exports for 2023 amounted to €108.31 million compared to €135.68 million in the corresponding period of 2022, a decrease of 20.17%. Exports account for 51.58% of total turnover. Domestic sales for 2023 amounted to €101.68 million compared to €95.55 million in 2022, an increase of 6.43%. Consolidated earnings before interest, taxes, depreciation, and amortization (EBITDA) for 2023 amounted to €20.04 million compared to €21.88 million in the corresponding period of 2022, a decrease of 8%. Finally, in 2023, Net Operating Cash Flows increased by 163% to €12 million.

The BIOKARPET S.A. Group made new investments amounting to €12.66 million in 2023. These investments included: **a)** €0.59 million for BIOKARPET S.A., for additional works at the 50 MW substation of BIOKARPET S.A. and the construction of a rooftop photovoltaic system at the privately-owned BIOKARPET S.A. branch in Pylaia, Thessaloniki, 50 KW; and **b)** €12.07 million for the subsidiary EXALCO S.A. for mechanical and building investments in the production process, as well as for the expansion of the capacity of the net metering photovoltaic stations.

The most important elements of the Group's financial performance are:

### Selected Group income statement features

AMOUNTS IN €	2023	2022
Turnover	209.994.804	231.224.111
Cost of Goods Sold	-174.480.066	-189.596.203
Gross profit	35.514.738	41.627.908
Operating expenses	-22.624.832	-26.784.734
Operating Profits	12.889.906	14.843.174
Financial cost (net)	-6.613.901	-4.008.005
Profit before tax	6.276.006	10.835.169
Income tax	-691.738	-1.704.453
Earnings after tax	5.584.268	9.130.717
EBITDA margin	9,54%	9,46%



### Salaries & other employee benefits

AMOUNTS IN €	2023	2022
Cost of Goods Sold	6.181.671	5.543.233
Administrative expenses	1.899.616	1.893.604
Research & development expenses	291.399	260.751
Marketing expenses	6.333.219	5.993.491
Total	14.705.905	13.691.079

### Selected Balance Sheet features

AMOUNTS IN €	2023	2022
Owned property, plant and equipment	77.486.027	70.779.546
Inventories	37.673.479	48.458.638
Trade receivables	45.474.809	48.381.740
Cash and cash equivalents	7.510.355	3.678.309
Total assets	196.989.370	190.236.101
Τραπεζικές Υποχρεώσεις	95.196.392	94.778.517
Trade payables	33.357.621	35.240.501
Total liabilities	147.243.192	144.967.911
Total equity	49.746.177	45.268.190

The Group's activity by business sector is briefly analyzed as follows:

Business Sector	12/31/2023				12/31/2022			
	Metallurgy	Textile	Other	Total	Metallurgy	Textile	Other	Total
AMOUNTS IN €								
Turnover	200.708.335	6.812.922	2.473.548	209.994.804	221.330.845	7.557.535	2.335.731	231.224.111
Profits (Loss) after taxes	5.590.162	-376.463	370.569	5.584.268	8.880.575	-424.504	674.646	9.130.717
Total assets	156.452.494	28.202.122	12.334.754	196.989.370	148.061.519	30.436.562	11.738.020	190.236.101

The activity of production and distribution of energy through renewable sources of BIOKARPET S.A. companies, and EXALCO S.A. is included in the category "Other".

The Group Sales for each Geographical sector, are analyzed as follows:

Geographical Sectors	12/31/2023		12/31/2022	
AMOUNTS IN €				
Greece	101.685.392	48%	95.545.528	41%
EU	95.508.402	45%	116.718.163	51%
Other Countries	12.801.011	6%	18.960.421	8%
Total	209.994.804	100%	231.224.111	100%

EXALCO S.A. has implemented the following investment projects, which have been subject to Law 4399/16 under the "General Entrepreneurship" status.

- Expansion of the capacity of the existing production unit and renovation of building facilities to produce new products.
- Expansion of the capacity of aluminum paint shops.

Based on the provisions of Law 4399/16, EXALCO S.A. received:

AMOUNTS IN €	2023	2022
Grant received in cash	116.781	67.318
Tax exemption	1.086.322	1.086.322

## EU TAXONOMY

The EU Taxonomy (EE 2020/852) is a classification system establishing a list of economic activities which are considered environmentally sustainable and which is used as a basis for the Action Plan on Financing Sustainable Development, which supports the European Green Deal. By developing a common language for sustainable activities, the EU Taxonomy establishes the first single and reliable standard that enables financial institutions to align with the transition to a resilient and sustainable low-carbon future.

The EU Taxation Regulation requires companies subject to the obligation to publish non-financial information to disclose in their Non-Financial Disclosures (NFD) the proportion of their turnover, capital expenditure and operating expenditure related to "taxonomically eligible and taxonomically aligned activities".

According to the Regulation, to establish eligibility, the contribution of every company activity to the achievement of one or more of the following six environmental objectives is evaluated:

- ▷ Climate change mitigation
- ▷ Climate change adaptation
- ▷ Sustainable use and protection of water and marine resources
- ▷ Transition to a circular economy
- ▷ Pollution prevention and control
- ▷ Protection and restoration of biodiversity and ecosystems

The Group applied the guidelines of the Regulation and assessed the business activities against the eligibility criteria of the EU Climate Change Mitigation and Adaptation Taxonomy and identified eligible activities, as presented below:

Eligible financial activity	Functional description	Codes NACE	Climate change mitigation	Climate change adaptation
4.1 Electricity production using solar photovoltaic technology	Construction or operation of power generation facilities that generate electricity using solar photovoltaic (PV) technology	D35.11, F42.22	☑	☑

No part of the metallurgy sector's activities was deemed eligible, as no production of secondary aluminum takes place.

## The Group particularly focuses on the goal of climate change mitigation.

The reporting requirements include key performance indicators (KPIs), i.e., the eligibility percentage of turnover, Capex, and Opex. Non-financial enterprises disclose "the percentage of eligible and non-eligible according to the Taxonomy economic activities contained in the total turnover, their capital, and operational expenses."

**KPI of turnover:** The percentage of turnover that is eligible according to the Taxonomy, calculated as the part of the turnover that comes from the economic activities presented above (numerator) over the total turnover (denominator).

**KPI of capital expenditures (Capex):** The percentage of capital expenditures that are eligible according to the Taxonomy, calculated as the part of the denominator's capital expenditures related to the economic activities presented above (numerator) over the total additions to tangible and intangible assets during the financial year before depreciation and any revaluations, including those arising from adjustments and impairments, for the relevant financial year, excluding changes in fair value (denominator).

**KPI of operational expenditures (Opex):** The percentage of operational expenditures that are eligible according to the Taxonomy, calculated as the part of the denominator's operational expenditures related to the economic activities presented above (numerator) over the total of direct non-capitalized expenses related to research and development, building renovation measures, short-term leasing, maintenance and repair, as well as any other direct expenses related to the daily maintenance of tangible fixed assets by the enterprise or a third party to whom the activities which are necessary to ensure the continuous and effective operation of these assets are outsourced (denominator).

Turnover, capital expenditures, and operational expenditures are calculated according to the Group's accounting principles, as detailed in the Group's Annual Financial Report.

**Taxonomy alignment KPI:** Based on the assessment of the technical screening criteria regarding the eligible activities in the Annex for climate change mitigation, a 0% alignment rate emerged for the activity **"4.1 Production of electric power using solar photovoltaic technology"** for the year 2023.

2023	Environmentally sustainable eligible activities – GROUP						
		Turnover	%	CAPEX	%	OPEX	%
	Parent	1.357.892	0,65%	521.373	3,23%	635.381	8,07%
	Subsidiaries	639.218	0,30%	2.325.769	14,42%	14.279	0,18%
	4.1 Electricity production using solar photovoltaic technology	1.997.110	0,95%	2.847.142	17,65%	649.660	8,25%
	<b>Activities eligible for taxonomy (A)</b>	<b>1.997.110</b>	<b>0,95%</b>	<b>2.847.142</b>	<b>17,65%</b>	<b>649.660</b>	<b>8,25%</b>
	<b>Activities Not Eligible for Taxonomy (B)</b>	<b>208.122.788</b>	<b>99,05%</b>	<b>13.279.770</b>	<b>82,35%</b>	<b>7.223.873</b>	<b>91,75%</b>
<b>Total activities (A+B)</b>	<b>210.119.899</b>	<b>100,00%</b>	<b>16.126.912</b>	<b>100,0%</b>	<b>7.873.533</b>	<b>100,00%</b>	
Environmentally sustainable eligible activities – PARENT							
	Turnover	%	CAPEX	%	OPEX	%	
4.1 Electricity production using solar photovoltaic technology	1.357.892	14,37%	521.373	87,52%	635.381	77,07%	
<b>Activities eligible for taxonomy (A)</b>	<b>1.357.892</b>	<b>14,37%</b>	<b>521.373</b>	<b>87,52%</b>	<b>635.381</b>	<b>77,07%</b>	
<b>Activities Not Eligible for Taxonomy (B)</b>	<b>8.089.266</b>	<b>85,63%</b>	<b>74.325</b>	<b>12,48%</b>	<b>189.058</b>	<b>22,93%</b>	
<b>Total activities (A+B)</b>	<b>9.447.158</b>	<b>100,00%</b>	<b>595.698</b>	<b>100,0%</b>	<b>824.439</b>	<b>100,00%</b>	
2022	Environmentally sustainable eligible activities – GROUP						
		Turnover	%	CAPEX	%	OPEX	%
	Parent	1.295.805	0,56%	1.701.329	12,43%	929.373	3,80%
	Subsidiaries	863.002	0,37%	0	0,00%	316.469	1,29%
	4.1 Electricity production using solar photovoltaic technology	2.158.807	0,93%	1.701.329	12,43%	1.245.842	5,09%
	<b>Activities eligible for taxonomy (A)</b>	<b>2.158.807</b>	<b>0,93%</b>	<b>1.701.329</b>	<b>12,43%</b>	<b>1.245.842</b>	<b>5,09%</b>
	<b>Activities Not Eligible for Taxonomy (B)</b>	<b>229.065.304</b>	<b>99,07%</b>	<b>11.983.990</b>	<b>87,57%</b>	<b>23.224.935</b>	<b>94,91%</b>
<b>Total activities (A+B)</b>	<b>231.224.111</b>	<b>100,00%</b>	<b>13.685.319</b>	<b>100,0%</b>	<b>24.470.777</b>	<b>100,00%</b>	
Environmentally sustainable eligible activities – PARENT							
	Turnover	%	CAPEX	%	OPEX	%	
4.1 Electricity production using solar photovoltaic technology	1.295.805	13,28%	1.701.329	91,55%	929.373	99,96%	
<b>Activities eligible for taxonomy (A)</b>	<b>1.295.805</b>	<b>13,28%</b>	<b>1.701.329</b>	<b>91,55%</b>	<b>929.373</b>	<b>99,96%</b>	
<b>Activities Not Eligible for Taxonomy (B)</b>	<b>8.463.153</b>	<b>86,72%</b>	<b>157.017</b>	<b>8,45%</b>	<b>345</b>	<b>0,04%</b>	
<b>Total activities (A+B)</b>	<b>9.758.958</b>	<b>100,00%</b>	<b>1.858.345</b>	<b>100,0%</b>	<b>929.718</b>	<b>100,00%</b>	

At the BOKARPET S.A. Group, we follow the modern principles of corporate governance in accordance with the current Greek legislation as well as the best international practices. Detailed information is available in the "Corporate Governance Statement" of the 2023 Annual Financial Report.

The Group has adopted and follows the principles of corporate governance as incorporated in the Greek Corporate Governance Code of the Hellenic Corporate Governance Council, with the aim of transparency and responsible operation in all areas of its activity.

# CORPORATE GOVERNANCE

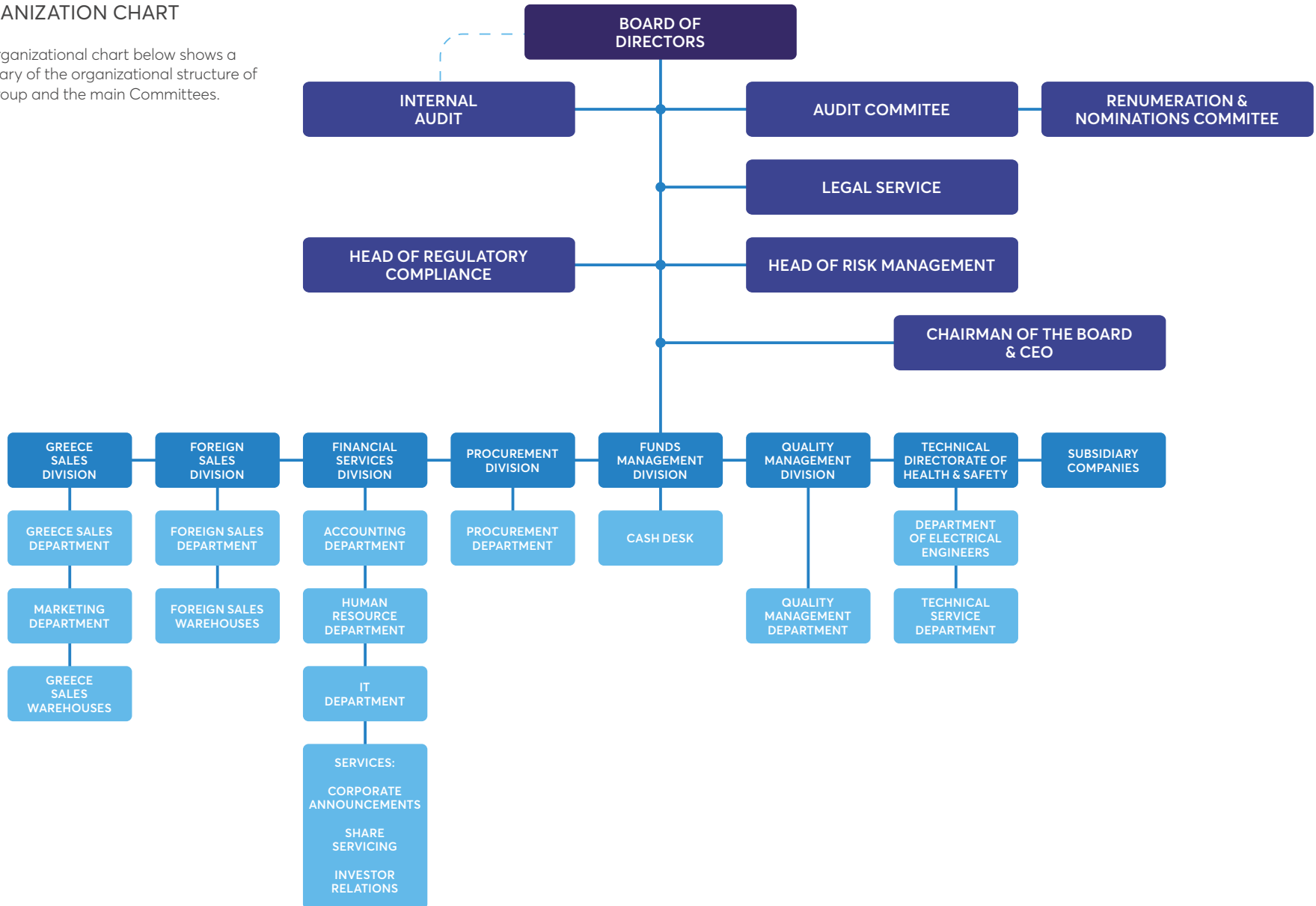
## Corporate Governance

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## ORGANIZATION CHART

The organizational chart below shows a summary of the organizational structure of the Group and the main Committees.



## OPERATION PRINCIPLES & POLICIES

The Board of Directors is the highest managing body of the Group and has a six-year term. The members of the Board of Directors number from 8 to 10 and are elected by the General Meeting of Shareholders with the absolute majority of the votes represented at the Meeting.

The present board of directors consists of nine (9) members.

The Board of Directors consists of 4 (44%) executive members and 5 (56%) non executive members, of which 3 members are independent.

The Board of Directors consists of 75% men and 25% women. 78% of the board members are older than 50 years and 22% belong to the 30-50 age group.

FULL NAME	TITLE	EXECUTIVE / NON-EXECUTIVE	AREA OF RESPONSIBILITY	PARTICIPATION IN COMMITTEES
<b>Ioannis Asteriou Kantonias</b>	Chairman of the Board & CEO	Executive	General coordination, mergers & acquisitions, raw materials management	
<b>Vasileios Athanasiou Tsiaras</b>	Vice president of the Board	Non-Executive	Support for President, liaison between the President and the members of the Board, coordination of independent non-executive members. Does not replace the President in his executive duties	
<b>Georgios Antoniou Kantonias</b>	BoD Member & CEO	Executive	Production coordination and product promotion	
<b>Athanasios Vasileiou Tsiaras</b>	Board Member & CEO	Executive	Domestic sales	
<b>Panagiotis Antoniou Mavrommatis</b>	Board Member	Executive		
<b>Athanasios Ioannis Koukoulitsios</b>	Independent Board member	Non-Executive		Audit Committee & Remuneration and Nomination Committee
<b>Nikoletta Nikolaou Basdeki</b>	Independent Board member	Non-Executive		Audit Committee & Remuneration and Nomination Committee
<b>Panagioula Spiridonos Georgiadi</b>	Independent Board member	Non-Executive		Audit Committee & Remuneration and Nomination Committee
<b>Ioannis Georgiou Hatziefthimiou</b>	Board Member	Non-Executive		

## The Board is supported by 2 Committees, the Audit Committee and the Remuneration & Nomination Committee.

The **Audit Committee** handles all the serious audit issues raised both by the Management and by the internal and external auditors and submits its findings to the Board of Directors. For all identified weaknesses of the internal control system, the Audit Committee ensures that the Management will take all necessary corrective measures.

The **Remuneration and Nomination Committee** has an advisory role in defining the Group's personnel benefits policy and in evaluating and identifying the people it considers suitable for attainment of the position of a Board of Directors. For the selection of candidates, it considers the factors and criteria determined by the Group, in accordance with the eligibility policy it adopts. More specifically, the Remuneration and Nomination Committee shall recommends to the Board of Directors any kind of benefits paid to executive members of the BoD, managers and senior executives, and at the same time regulates matters concerning the company's general remuneration policy.

## SUSTAINABLE DEVELOPMENT GOVERNANCE

The Group's sustainable development policy aims to ensure its sustainable operation and development, while satisfying the requirements of all stakeholders, as well as to meet the needs of the present generation, without jeopardizing the ability of future generations to satisfy their own needs.

Within the framework of the policy in force, the consumption of energy, the use of water and the methods of managing the waste produced by the Group are studied. The protection of the environment, by reducing the emissions of carbon dioxide, nitrogen, and radioactivity emissions, are important criteria, while the specific measures taken for the operation of the business in an environmentally friendly way are evaluated. Policies that ensure energy saving are implemented and actions to limit the adverse effects of the Group's activity on climate change are evaluated. The goal of sustainable processes is to achieve more production with less input of raw material, which is why sustainability is mentioned together with recycling, renewable energy and bioclimatic design.

The protection of Health and Safety in the workplace is a basic principle that is integrated into every operational activity of the Group. Responsibility towards society and especially towards the local community is deeply rooted in the Group's culture. The Board of Directors, within

the framework of its functions and responsibilities, ensures the sustainability of the Group by exercising management and full and effective control of its activities.

Specifically:

- ▶ It develops, approves and updates the purpose, the vision, the philosophy and values as well as strategy, policies and objectives related to Sustainable Development.
- ▶ It oversees the process of identification and evaluation of the significant impacts of the Group's activity on the environment, society and the economy, taking into account the participation of all stakeholders.
- ▶ It assesses the achievement of the objectives goals related to Sustainable Development.
- ▶ It approves the information included in the Sustainable Development Reports, placing particular emphasis on the evaluation and approval of material topics.

The Audit Committee monitors the Group's activities in the field of health and safety and in the field of environment, regarding waste management and CO2 emissions. It also monitors the investments made by the Group in the field of energy saving through Renewable Energy Sources and in specifically, in 2023, the new investments with a total value of € 2.85 million realized for additional projects in the 50 MW substation of BOKARPET S.A., the construction of a photovoltaic roof at the privately owned branch of BOKARPET S.A. in Pilea Thessaloniki 50 kW and expansion of power in photovoltaic stations net metering of EXALCO. For the implementation of the above project, the Audit Committee of EXALCO met a total of 14 times in the year 2023, always in full quorum.

The Chairman of the Board and CEO acts as responsible for ESG issues as he coordinates all ESG-related activities/issues at the senior management level. The Group aims to further develop and formalize the processes related to sustainable development governance, explicitly defining the responsibilities of the Chairman of the Board and CEO, who will oversee the integration of sustainable development policies and procedures into the basic processes and operations decisions of the Group and its subsidiaries and will support the Board of Directors in strengthening the Group's commitment to creating value in all three pillars of Sustainable Development (economy, environment, and society). Also, the Director of Financial Services will be appointed responsible for the coordination for all ESG actions that must be implemented by the Group and their reporting to the Board.



## ELIGIBILITY POLICY FOR BOARD MEMBERS

The Eligibility Policy of the members of the Board of Directors contains all the principles and criteria that are applied during the selection, replacement, and renewal of the term of office of the members of the Board of Directors, taking into consideration the size, internal organization, risk assessment, nature, scale, and complexity of the Group's activities. In addition, it defines the criteria for evaluating the individual and collective suitability of the members of the Board of Directors, in terms of moral integrity, reputation, adequacy of knowledge, skills, independence of judgment and experience for the performance of the tasks assigned to them.

The Eligibility Policy aims to ensure the quality executive selection, efficient operation, and fulfillment of the role of the Board of Directors based on the general strategy and the medium and long-term business goals of the Group with the aim of promoting the corporate interest. The application of the Eligibility Policy guarantees the adequate representation by gender and the diversity of the Board and ensures that its composition reflects the knowledge, skills and experience required for the Board to exercise its responsibilities in accordance with the business model and the Company's strategy.

The Eligibility Policy is directly accessible on the company website, specifically at the link: : [Πολιτική καταλληλότητας > Εταιρική διακυβέρνηση | Biokarpet](#)

## EDUCATION POLICY

The Education Policy for members of the Board of Directors & managers has the goal of:

- obtaining full knowledge of the operation of the Group and/or its subsidiaries and a clear understanding of the organizational structure, business model, risk profile, financial and regulatory developments.
- the continuous improvement of skills and institutional knowledge for the effective exercise of duties in the context of good corporate governance.

The establishment and implementation of the training of the Board members on ESG issues, as well as the regular evaluation of the Board of Directors for its performance in overseeing the management of ESG issues, is among the future goals of the Group.



## CONFLICT OF INTEREST POLICY

The Conflict-of-Interest Policy includes procedures for the prevention of conflicts of interest, measures to disclose and manage conflicts of interest and any circumstances in which it is acceptable for a member of the Board of Directors or an Executive to have conflicting interests, which are reviewed on a case-by-case basis by the Board of Directors.

The Conflict-of-Interest Policy aims to comply with:

- The applicable regulatory framework for conflicts of interest.
- The internal policies and procedures

The Conflict-of-Interest Policy is formulated in four stages:

1. Recognition of the conflict-of-interest situation
2. Taking appropriate measures to prevent, or, if not prevented, to effectively manage the conflict.
3. Disclosure of conflict of interest
4. Continuous control of the appropriateness and effectiveness of the measures for conflict of interests and adjusting them if necessary.

All members of the Board of Directors and Executives must confirm the absence of a conflict of interest or, otherwise, notify the Board of any conflict of interest as soon as it arises. No incident of potential conflict of interest has been identified or declared.

## REGULATORY COMPLIANCE POLICY

The purpose of the Regulatory Compliance Policy is to establish principles and rules to achieve the effective management of all kinds of risks from any failure of the company to comply with the applicable legislative and regulatory framework.

The Regulatory Compliance Policy is implemented in the context of a corporate culture that emphasizes honesty and integrity. The Regulatory Compliance Policy is directly accessible on the company website, specifically at the link:

[\*Πολιτική κανονιστικής συμμόρφωσης > Εταιρική διακυβέρνηση | Biokarpet\*](#)

During the reporting period, there have been no incidents of non-compliance with legislation or other regulations, and no financial penalty has been incurred due to non-compliance.

## CODE OF CONDUCT

The Code of Conduct includes the fundamental principles, rules and values that shape the operating framework of the Group's companies, and its purpose is to promote a common corporate culture in the Group and its subsidiaries and to encourage behaviors based on the best principles of business ethics and conduct. The Group's Code of Conduct is the basis for developing trust, which plays a key role in our sustainable business success.

The Code of Conduct and the related procedures and measures apply to all employees, executives, and the Group's senior management. We also encourage our customers, suppliers, partners, consultants, and other business partners to respect the principles of the UN Global Compact and adopt the principles contained in our Group's Code of Conduct. The Code of Conduct is directly accessible on the corporate website, specifically at the link: [Κώδικας δεοντολογίας > Εταιρική διακυβέρνηση | Biokarpet](#)

The Code of Conduct is communicated to all personnel and the Compliance Department monitors the personnel's compliance with it. In the reporting period, no monetary damage was caused as a result of violations of business ethics.

During the reporting period, there were no complaints about incidents of corruption, no contracts with business partners were terminated or not renewed, due to violations related to corruption, and there were no legal cases related to corruption against the companies of the Group.

## REMUNERATION POLICY

The Remuneration Policy was approved by the General Assembly for purposes of compliance with the legislative and regulatory framework. The Board of Directors is obliged to submit the remuneration policy for approval to the General Assembly whenever there is a significant change in the circumstances under which the approved remuneration policy was drawn up and, in any case, every four (4) years from its approval. When defining the Remuneration Policy, remuneration and working conditions of all employees were considered, which, based on what is reasonable and fair to the employees, are chosen as the most appropriate and with the best performance, considering the needs and nature of their operational role and the corporate interest. The Remuneration Policy reflects the strategic goals and objectives of the Group and its subsidiaries.

The Board of Directors is obliged to annually prepare a clear and comprehensible remuneration report, which contains a complete overview of all remuneration regulated by the policy.

The remuneration of the members of the Board of Directors is included in the annual report of the Board of Directors which is an integral part of the financial statements. The approved remuneration policy together with the date and results of the vote is submitted to publicity requirements and remains available on the corporate website, specifically at the link: [Πολιτική αποδοχών > Εταιρική διακυβέρνηση | Biokarpet](#).

For the reporting period, the Remuneration Policy did not provide for variable remuneration and the Board of Directors did not link the remuneration of executive members to indicators related to ESG issues.

## POLICY TO PREVENT AND COMBAT VIOLENCE AND HARASSMENT AT WORK

The purpose of this policy is to create and establish a work environment that respects, promotes, and ensures human dignity and the right of every person to a work world free of violence and harassment.

The Group recognizes and respects the right of every employee to a work environment free of violence and harassment and does not tolerate any such behavior of any kind by any person.

This policy includes:

1. assessment of the risks of violence and harassment at work,
2. measures to prevent, control, limit, and deal with these risks, as well as to monitor such incidents or forms of behavior,
3. actions to inform and raise awareness among personnel,
4. information on the rights and obligations of the employees and the employer, as well as the rights and obligations of the persons exercising a managerial right or representing the employer to the extent of their own responsibility, in the event of occurrence or reporting or denunciation of such incidents, as well as for the related process,
5. designation of a person as a point of reference ("liaison") at company level, responsible for guiding and informing employees about the prevention and treatment of violence and harassment at work,
6. the protection of employment and the support of employees who are victims of domestic violence, if possible, by any appropriate means or reasonable adjustment.

## REPORT AND COMPLAINT MANAGEMENT POLICY

The Report and Complaint Management Policy sets out the principles and operating framework under which the Group receives, processes, and investigates named and anonymous reports and complaints about irregularities, embezzlement or other criminal acts that have come to the attention of employees, customers, suppliers or other third parties. To serve the above fundamental purpose, the Policy aims to create a reliable mechanism to support and protect against malicious reports and complaints of employees, customers, suppliers or other third parties and to effectively manage such reports and complaints.

Reports and complaints may include but are not limited to:

- ▷ Actions that may endanger the health or safety of people.
- ▷ Actions that may endanger the environment.
- ▷ Breach of legal obligations
- ▷ Criminally punishable activity
- ▷ Misappropriation of Company assets
- ▷ Financial misconduct, irregularities, or fraud
- ▷ Active or passive bribery
- ▷ Conflict of interests
- ▷ Improper or indecent behavior
- ▷ Concealment of any of the above

In the reporting period, there were no registered reports or complaints.

## PERSONAL DATA PROTECTION POLICY

The Personal Data Protection Policy was drawn up considering the General Data Protection Regulation EU 2016/679 and Law 4624/2019 (Government Gazette 137/A/2019) (GDPR). In the context of compliance it is committed to the protection of personal data processed for purposes of carrying out activities on the commercial website.

In the reporting period there were no recorded cases of clients' personal data breach or loss of clients' personal data.





# STAKEHOLDERS

The Group has recognized as stakeholders all the groups, individuals and legal entities, whose interests are directly or indirectly affected by or affect its activities, and/or are connected to its operation.

We strive for systematic and meaningful two-way communication and collaboration with all the stakeholders, aiming to enhance the transparency, reliability, and trust relationships. We prioritize an open dialogue with the stakeholders to be able to identify and continuously meet their needs and expectations, with the goal of improving our performance..

The following table presents in detail the main topics that interest each group, our response to these topics, as well as the ways and frequency of communication.

Stakeholder	Material issues	Communication	Frequency of communication	Our approach
<b>Clients</b>	<ul style="list-style-type: none"> <li>• Products' quality and safety</li> <li>• High-quality customer service</li> <li>• Appropriate product certificates</li> <li>• Constant direct communication, updates, support</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings, telephone and e-communication by the Group's responsible departments and executives</li> <li>• Information via the corporate website and social media</li> <li>• Participation in exhibitions</li> <li>• Questionnaires for customer service and customer satisfaction</li> </ul>	Continuous	<b>Part 1</b> The Group
<b>Authorized Partners - Distributors</b>	<ul style="list-style-type: none"> <li>• Products' quality and safety</li> <li>• Adaptation to consumer trends</li> <li>• Information on technical issues and certificates</li> <li>• High-level mediation between producers, manufacturers, and consumers</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings, telephone and e-communication by the Group's responsible departments and executives</li> <li>• Information via the corporate website and social media</li> <li>• Participation in exhibitions</li> </ul>	Continuous	<b>Part 1</b> The Group
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Creative, meritocratic, and rewarding work environment</li> <li>• Protection of employees' health and safety</li> <li>• Provision of training and development</li> <li>• Prevention of discrimination</li> </ul>	<ul style="list-style-type: none"> <li>• Communication between the management and the personnel</li> <li>• Dialogue and participation in discussions</li> <li>• Communication and notifications through the internal e-network</li> </ul>	Continuous	<b>Part 6</b> People



Stakeholder	Material issues	Communication	Frequency of communication	Our approach
<b>Executives</b>	<ul style="list-style-type: none"> <li>• Achievement of financial targets and profit</li> <li>• Establishment of appropriate policies and procedures</li> <li>• Management of sustainability topics</li> <li>• Compliance with laws and regulations</li> <li>• Efficient risk management</li> <li>• Integrity of internal and external</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings with organizations and stakeholders</li> <li>• On-going monitoring of the operations</li> <li>• Dialogue and participation in discussions</li> </ul>	Continuous	<b>Part 2</b> Corporate Governance
<b>Local communities</b>	<ul style="list-style-type: none"> <li>• Support of common values and principles</li> <li>• Responses of the Group to the issues of the local community</li> <li>• Hiring personnel from the local community</li> <li>• Empowerment of the local entrepreneurs by supporting local suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Communication with local organizations and associations</li> <li>• Empowerment, support and participation in actions of the local organizations and associations</li> <li>• Public discussions, publications</li> </ul>	Without defined frequency (whenever deemed necessary)	<b>Part 7</b> Society & market
<b>Associations / Non-Profit organisations / Environmental organisations</b>	<ul style="list-style-type: none"> <li>• Protection of the environment</li> <li>• Preservation of suitable working conditions, health, and safety of employees</li> <li>• Support of the actions of associations and organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in industry and business organizations</li> <li>• Events / Conferences</li> </ul>	Without defined frequency (whenever deemed necessary)	<b>Part 7</b> Society & market
<b>State, Public and Local Authorities</b>	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations</li> <li>• Prevention of corruption, transparency and accountability</li> <li>• Support for state actions and programs, including the protection of human rights</li> <li>• New investments</li> <li>• Creation and preservation of employment</li> <li>• Protection of the environment</li> </ul>	<ul style="list-style-type: none"> <li>• Discussions with representatives of the state and institutional authorities</li> <li>• Publication of information on the corporate websites</li> </ul>	Without defined frequency (whenever deemed necessary)	<b>Part 2</b> Corporate Governance

Stakeholder	Material issues	Communication	Frequency of communication	Our approach
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Long-term mutually beneficial relations</li> <li>• Upholding the agreements</li> <li>• Effective collaboration</li> <li>• Support of local suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings, telephone and e-communication by the Group's responsible departments and executives</li> <li>• Attendance of suppliers' exhibitions</li> </ul>	Periodic	<b>Part 1</b> The Group
<b>Shareholders / Investors</b>	<ul style="list-style-type: none"> <li>• Enhancement of competitiveness</li> <li>• Profit and rational cost management</li> <li>• Responsible corporate behaviour and attitude</li> <li>• Good corporate governance</li> <li>• Compliance with laws and regulations</li> <li>• Prevention of occurrences discrediting the Group.</li> <li>• Mitigation of assumed risks</li> </ul>	<ul style="list-style-type: none"> <li>• Shareholders' General Assembly</li> <li>• Shareholder update by the Board of Directors on developments within the Group</li> <li>• Issuance of press releases, announcements, and report</li> </ul>	Periodic	<b>Part 1</b> The Group  <b>Part 2</b> Corporate Governance
<b>Banks</b>	<ul style="list-style-type: none"> <li>• Complete, reliable and accurate information on financial performance</li> <li>• Complete, reliable and accurate information on sustainability topics</li> <li>• Compliance with obligations undertaken by the Group under existing contracts</li> </ul>	<ul style="list-style-type: none"> <li>• Publication of information on the corporate websites</li> <li>• Meetings, telephone and e-communication by the Group responsible departments and executives</li> </ul>	Periodic	<b>Part 1</b> The Group



# MATERIAL TOPICS



The Group analysed and identified the material topics that derive from the most significant impacts of the Group activities on the economy, environment and people.

The procedure of determination, prioritization and evaluation of the material topics (materiality analysis) was based on the guidelines of the GRI Standards. This procedure is essential for determining the issues that correspond with the long-term strategic goals and their alignment with the sustainable development goals, as well as for the development of an action plan. The analysis incorporated the expectations of all the stakeholders regarding the Group’s performance in sustainable development topics, and it significantly contributes to the monitoring of the Group’s performance in those topics.



## STAGE 1 Identification of sustainable development topics

Existing and potential sustainable development topics related to the Group activities and stakeholders were identified, which came up by reviewing the following among other things:

- Analysis of the Group’s policies regulations and procedures
- Assessment of Group’s internal and external environment
- Benchmarking, industry publications and analysis of the sustainable development topics in the industry
- Assessment of the UN Sustainable Development Goals
- GRI publications
- International standards, national and European legislation



## STAGE 2 Specification of the prioritization criteria

The criteria for the prioritization of the topics identified were specified, which were:

- The degree to which these topics significantly affect the assessments and decisions of the stakeholders in relation to the Group.
- The degree to which these topics reflect the broader impact of the operation of the Group on the economy, society and the environment.



## STAGE 3 Prioritisation of the sustainable development topics

In order to prioritize the topics identified materiality research was conducted with the use of qualitative questionnaires that incorporated both the views of the Group's executives and Management and the views of external stakeholders.

## STAGE 4 Validation of the results

The results were validated by the Group's Management and the following material topics per sustainable development aspect were determined:

### **ENVIRONMENT (E)**

1. Energy consumption
2. GHG Emissions
3. Use of sustainable materials
4. Waste management
5. Water consumption

### **EMPLOYEES & SOCIETY (S)**

6. Occupational health and safety
7. Training and education
8. Non-discrimination
9. Diversity and equal opportunity
10. Local communities

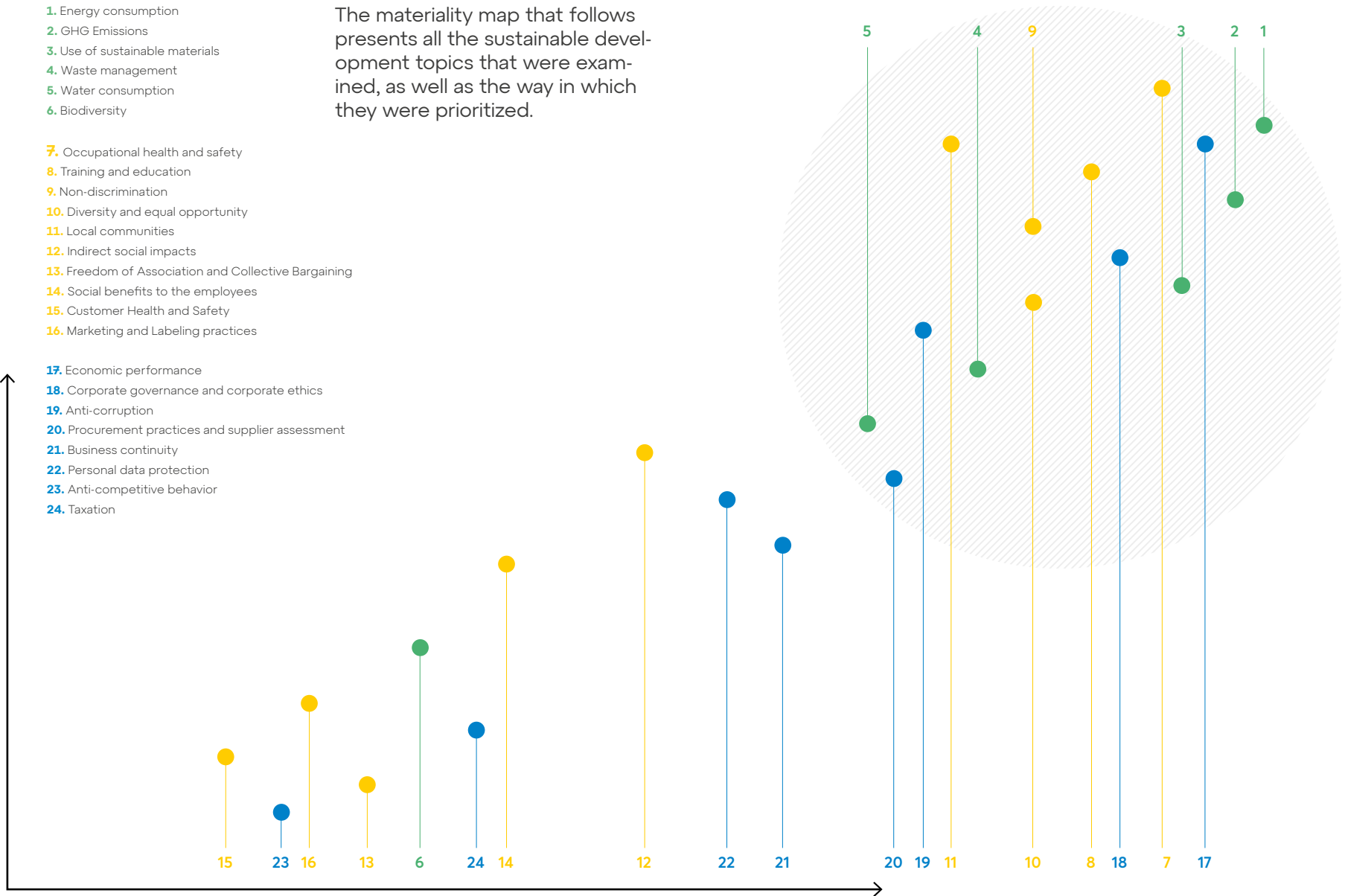
### **ECONOMY & GOVERNANCE (G)**

11. Economic performance
12. Corporate governance and corporate ethics
13. Anti-corruption
14. Procurement practices and supplier assessment

- 1. Energy consumption
- 2. GHG Emissions
- 3. Use of sustainable materials
- 4. Waste management
- 5. Water consumption
- 6. Biodiversity
  
- 7. Occupational health and safety
- 8. Training and education
- 9. Non-discrimination
- 10. Diversity and equal opportunity
- 11. Local communities
- 12. Indirect social impacts
- 13. Freedom of Association and Collective Bargaining
- 14. Social benefits to the employees
- 15. Customer Health and Safety
- 16. Marketing and Labeling practices
  
- 17. Economic performance
- 18. Corporate governance and corporate ethics
- 19. Anti-corruption
- 20. Procurement practices and supplier assessment
- 21. Business continuity
- 22. Personal data protection
- 23. Anti-competitive behavior
- 24. Taxation

The materiality map that follows presents all the sustainable development topics that were examined, as well as the way in which they were prioritized.

Significance of the topic for the stakeholders



Significance of the topics' impacts on the economy, the society and the environment



# ENVIRONMENT

## Environment

- 45 Our approach
- 48 Climate change and circular economy
- 50 Energy efficiency
- 52 Waste management
- 53 Water management

## OUR APPROACH

The protection of the environment is a priority for the BOKARPET S.A. Group and an integral part of our business operations and culture. Our goal is the continuous improvement of the environmental footprint of the Group's companies and the achievement of continuous sustainable growth with a focus on environmental responsibility.

The main objectives set by the Group are the reduction of energy consumption and greenhouse gas emissions, the use of recycled materials, and the proper waste management.

We implement practices, processes, and management systems for:

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**The implementation of environmental management actions** for energy conservation and consumption reduction

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**Promotion of aluminum recycling** (pre & post-consumed)

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**Promotion of secondary materials recycling**

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Promotion of **electrical and electronic devices recycling**

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**Continuous monitoring of best practices and technological innovations** and upgrading facilities and infrastructure

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Continuous **education**

---

The Group fully complies with all national and European legislation and the requirements of authorities and organisations (Electronic Waste Registry, Hellenic Recycling Agency, EU Registry, EPRT). Our environmental responsibility is reflected in the preventive measures we take to protect the environment and minimize the negative environmental impacts arising from our activities.

The Management and the executives of the Group put great emphasis on:

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The **incorporation of environmental thinking** into their daily decisions

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More **rational use of natural resources and energy**

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The **development of environmental programs** for implementation and the determination of performance indicators to monitor, compare, and evaluate objectives and goals

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The **prevention and handling of emergency incidents** that could have environmental impacts

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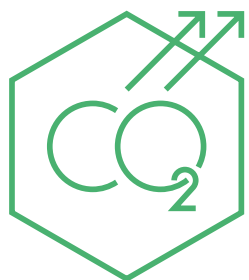
The **environmental awareness** of employees, customers, and suppliers

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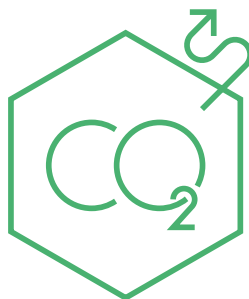
**Open communication** with all stakeholders

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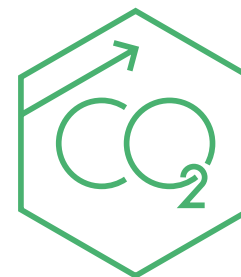
The Group's commitment to its environmental goals is reflected in its continuous investments that aim to implement initiatives for the reduction of its environmental footprint. For 2023, the total related expenditure amounted to €3.5 million. Most of the actions undertaken by the Group for the environment relate to the metallurgy sector, specifically the company Exalco S.A., as this company has the most significant industrial production and, consequently, the most significant impact on the environment.



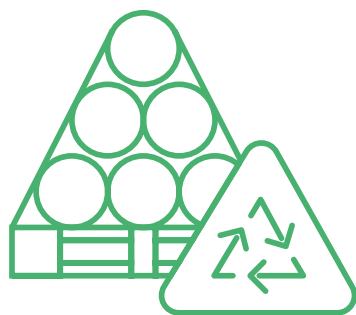
**8088.24** (tCO<sub>2</sub>e)  
DIRECT EMISSIONS  
SCOPE 1



**138.52** (tCO<sub>2</sub>e)  
INDIRECT EMISSIONS  
SCOPE 2



**-29** (%)  
TOTAL  
EMISSIONS



**51** (%)  
PERCENTAGE OF RECYCLED  
RAW MATERIALS

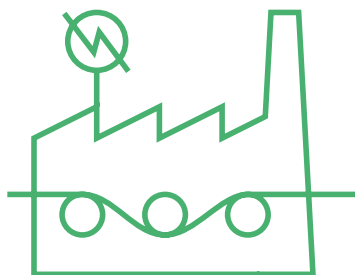


**100** (%)  
RECYCLING OF SOLID WASTE  
& ALUMINUM SCRAP



**10,622.80** (t)  
NON-HAZARDOUS  
WASTE MANAGEMENT





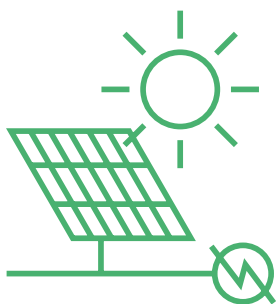
**59,621** (MW)  
TOTAL ENERGY  
CONSUMPTION



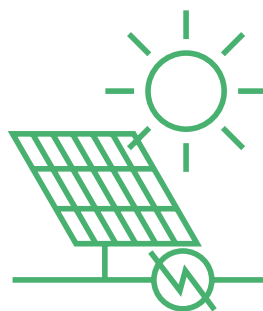
**3.5** (MEUR)  
ENVIRONMENTAL  
SPENDING

**H<sub>2</sub>O**

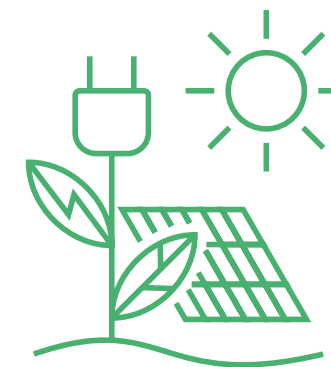
**-4** (%)  
TOTAL WATER  
WITHDRAWAL



**98** (%)  
ELECTRIC POWER FROM  
PHOTOVOLTAIC PARKS



**19,263** (MWh)  
TOTAL ENERGY PRODUCTION  
FROM RENEWABLE ENERGY  
SOURCES



**19** (MW)  
ELECTRIC POWER  
FROM RENEWABLE ENERGY  
SOURCES

## Climate change and circular economy

The Group has aligned its environmental and sustainable development strategy with the European commitment to reduce carbon footprint and mitigate climate change. Europe’s targets for significant reductions in carbon emissions by 2030 and climate neutrality by 2050 pose the greatest challenge for the industry.

Aluminum is a very environmentally friendly material, as it is abundant in nature and can be recycled repeatedly without losing its quality. It is a crucial material for transitioning to a zero-emission economy due to its properties, since it serves as a raw material for a wide range of applications in the modern economy. Europe will need large and increasing quantities of sustainably produced aluminum to achieve its broader climate and energy ambitions. For these reasons, aluminum is at the core of issues related to sustainable development, given its critical role in energy transition, carbon footprint reduction, and resource conservation, with significant applications in recyclable packaging, renewable energy, and sustainable construction. Consequently, the development of the Group’s metallurgy sector is closely linked to European sustainable development goals and influences the entire value chain.

Exalco S.A. adopts an Environmental Management System according to the International Standard **ELOT EN ISO 14001:2015**. The Environmental Management System provides a framework for defining environmental objectives and is suitable for the purpose and scope of the company’s operations and the environmental impacts of its activities. The Environmental Management System applies to all activities taking place in the company’s factory, specifically in the manufacturing and processing of aluminum profile products, and includes a commitment to environmental protection and pollution prevention.

# Fulfilling its commitments to ensure environmental protection, the company, as part of its policy:

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**Complies with current environmental legislation** and mandatory environmental conditions for operations

---

**Identifies and evaluates all elements of its activities, products, and services** that can interact with the environment

---

**Establishes, documents, and reviews environmental objectives and goals**, taking into account the requirements for continuous improvement of its environmental performance, technological developments, and economic and operational requirements

---

**Evaluates and improves its overall environmental performance**, developing and implementing action plans to achieve specific environmental objectives and goals, always with a defined implementation timeframe

---

**Applies specific rules of environmental control** in its internal operations

---

**Acts with a focus on the continuous improvement and prevention** of environmental pollution

---

**Provides the necessary resources to achieve its goals**, train its personnel, upgrade its equipment, and continually address arising needs

---

**Implements lifelong education and training for its personnel** on environmental protection matters

---

**Promotes open dialogue and information sharing among employees**, the public, and Public Authorities in a spirit of sincere and mutual respect

---

**Establishes the concept of ecological sensitivity and environmental vision**, which inspires the highest level of hierarchy, throughout the company’s workforce

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**Conducts regular exercises and tests emergency plans**, such as handling fire, handling chemical spill from tanks, exposure of individuals to chemicals, flood response, and building evacuation

---

The Group aims to create a system for the calculation and verification of greenhouse gas emissions in accordance with the international **ISO 14064-1** standard, in order to be in compliance with the new **Climate Law 4936/2022** and on the other hand to gain greater transparency and detailed documentation to contribute to environmental goal setting and assessment. The Group has intensified its efforts to integrate Scope 3 greenhouse gas emissions measurements as soon as possible.



We perform periodic measurement of greenhouse gas emissions that is organized into two levels: measurements related to Scope 1, i.e., direct emissions arising from sources owned or controlled by the Company, and measurements related to Scope 2, i.e. indirect emissions that result from the generation of purchased or acquired electricity, consumed during the year.

Performance index*	2023	2022	change %
Direct emissions - scope 1 (tCO <sub>2</sub> e)	8.088,24	7.899,09	2%
Indirect emissions - scope 2 (tCO <sub>2</sub> e)	138,52	3.639,25	-96%
<b>Total emissions (tCO<sub>2</sub>e)</b>	<b>8.226,76</b>	<b>11.538,34</b>	<b>-29%</b>

Performance index*	2023	2022
Direct emissions intensity - scope 1 (tCO <sub>2</sub> e/turnover mil €)	38,49	34,16
Indirect emissions intensity - scope 2 (tCO <sub>2</sub> e/turnover mil €)	0,66	15,74

Performance index*	2023	2022
Direct emissions intensity - scope 1 (tCO <sub>2</sub> e/t extruded product)	0,179	0,188
Indirect emissions intensity - scope 2 (tCO <sub>2</sub> e/t extruded product)	0,003	0,087

In the last years, there has been a reduction in greenhouse gas emissions in proportion to annual product output, attributed to the optimization of production scheduling through ERP (Enterprise Resource Planning) software and Big Data Analytics. Furthermore, a significant decrease in the Carbon Footprint has been achieved due to the substantial use of electricity from Renewable Energy Sources as a big percentage of the total electricity consumption. In the future, the investment in the installation of photovoltaic stations, which is part of the overall strategy of the Group towards Renewable Energy Sources, will result in avoiding a substantial amount of carbon emissions. Additionally, the measures taken systematically by the metallurgy sector for managing pollution emissions throughout the production process include:

- Measurement of combustion gases and adjustment of burners
- Regular cleaning, replacement of filters in the ventilation system of chambers, and routine maintenance of the paint booth
- Systematic monitoring of combustion gases from vehicle use
- Continuous training of personnel

Exalco S.A., as part of the process of acquiring EPDs (Environmental Product Declarations) for its products: a) unpainted without surface treatment, b) painted with electrostatic paint, and c) anodized (Reg.: S-P-08991, S-P-08992, S-P-08993), conducted a Life Cycle Assessment (LCA) analysis and evaluations for its most significant aluminum profile products.

Exalco S.A., aiming for the minimal possible negative environmental impact, conducts detailed recording and proper management of materials used in the production process. By applying circular economy principles as much as possible, it seeks to increase the percentage of recycled aluminum in the total amount of the raw materials used. The table below provides a detailed breakdown of the quantities of recycled and non-recycled materials used.

Performance index**	2023	2022	change %
Raw materials	51.250,94	48.982,50	5%
Other materials (not incorporated in the final product)	539,91	557,07	-3%
Packaging materials	309,32	289,68	7%
<b>Total weight of materials used (TN)</b>	<b>52.100,17</b>	<b>49.829,25</b>	<b>5%</b>
Recycled raw materials (TN)	26.618,61	21.139,05	26%
<b>Percentage of recycled raw materials (%)</b>	<b>51%</b>	<b>42%</b>	<b>20%</b>

Additionally, the measures systematically taken by the metallurgy sector for the management of materials throughout the production process, with the aim of minimizing negative environmental impacts, include:

- Optimal scheduling of materials needs through the use of technology, ERP software, and Big Data Analytics.
- Collaboration with suppliers who are environmentally conscious and comply with Environmental Legislation.
- Procurement of materials that are fully recyclable and/or environmentally friendly

\* Note: The data refers to the metallurgy sector and the textile sector

\*\* Note: The data refers to the metallurgy sector

## Energy efficiency

The Group is committed to reducing energy consumption by seeking ways to enhance the energy efficiency of its operations. The Group purchases electricity from domestic energy suppliers and has also installed photovoltaic systems to generate electricity for self-use..

Our goal is to strengthen energy efficiency and gradually replace non-renewable energy sources with Renewable Energy Sources. Continuous investments in Renewable Energy Sources, particularly in Photovoltaic Rooftop Installations and Photovoltaic Parks, are being made for the production of “green” energy.

Up until the year 2023, the total installed capacity in Renewable Energy Sources for the Group equals 19 MW in photovoltaic parks and 50 MW in a privately-owned sub-station.

In 2023, **new investments totalling € 2.85 million** were made in additional projects for the privately owned substation of BIOKARPET S.A., the construction of a photovoltaic 50 kW roof power at the privately owned branch of BIOKARPET S.A. in Pylaia Thessaloniki and in the expansion of the power of the photovoltaic net metering stations of EXALCO. With the completion of the above, the total installed capacity in Renewable Energy Sources of the Group will equal 21.5MW.

**Our goal is to cover 100% of our electricity needs from Renewable Energy Sources by 2025.**

The overall performance of the Group in energy efficiency is reflected in the table below:

Performance index*	2023	2022	change %
Consumption of non-renewable fuel (natural gas)	40.041	39.105	2%
Electricity purchased for consumption	19.580	19.351	1%
Electricity from renewable sources produced	19.263	11.004	75%
Electricity from renewable sources sold	19.263	11.004	75%
<b>Total energy consumption (MWh)</b>	<b>59.621</b>	<b>58.456</b>	<b>2%</b>
<b>Percentage of the electricity consumed in total consumption (%)</b>	<b>33%</b>	<b>33%</b>	<b>-1%</b>
<b>Percentage of energy from renewable sources in total energy consumption (%)</b>	<b>32%</b>	<b>19%</b>	<b>72%</b>
<b>Percentage of energy from renewable sources in consumption of electricity (%)</b>	<b>98%</b>	<b>57%</b>	<b>73%</b>
Non renewable electricity	0	0	0%
Renewable electricity from photovoltaic systems	19.263	11.004	75%
<b>Total energy production (MWh)</b>	<b>19.263</b>	<b>11.004</b>	<b>75%</b>
<b>Percentage of energy produced from renewable sources (%)</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>
Energy intensity (MWh/turnover mil €)	284	253	12%

\* Note: The data refers to the metallurgy sector and the textile sector.

Exalco S.A. monitors its energy performance through the implementation of an Energy Management System in accordance with the International Standard ISO 50001:2018. The Energy Management System of Exalco S.A. is applied to all activities taking place in the company’s factory, specifically in the manufacturing and processing of aluminum profile products.

**The company’s management is committed to:**

---

**Continuous efforts to reduce the energy consumption** of the company’s facilities and ongoing improvement of its energy performance

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**Establishment of energy objectives and goals**, ensuring the availability of information and resources for their achievement. These established objectives and goals are constantly reviewed and redefined in line with the energy performance and the company’s needs, as part of the continuous effort to procure energy-efficient products and services

---

**Compliance with applicable legal, regulatory, or other requirements** related to its energy use, consumption, and performance

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**Selection of partners and suppliers** with the aim of achieving energy objectives and goals and continuously improving them

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Elimination of negative environmental impacts from the unreasonable use of energy

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Provision of necessary resources to achieve goals, train employees and upgrade equipment

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Promotion of the involvement of relevant personnel and open dialogue, aiming to formulate proposals for improving energy efficiency

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**The implementation and certification of the Energy Management System achieves:**

- Reduction of energy costs
- Identification, assessment, and management of all risks and opportunities related to energy management
- Continuous improvement of energy performance
- Systematic monitoring and compliance with legislation concerning energy consumption and management

The measures taken systematically by the metallurgy sector throughout the production process for improving energy performance include:

- Use of “internal” energy consumption meters and monitoring with corresponding Key Performance Indicators (KPIs), as well as the use of ERP and Big Data Analytics software to assess the performance in terms of electricity and natural gas usage per unit of produced product.
- Procurement of equipment and materials after the evaluation of their energy efficiency class.
- Evaluation and preference for products that are evidently recyclable, energy-efficient, and environmentally friendly, and preference for suppliers implementing energy management systems (criteria in supplier evaluation process include the existence of recognized international and European markings for environmentally friendly products, such as Eco Labels, Recycling, Energy Ratings).
- Upgrade of lighting fixtures to be less energy consuming.
- Continuous training of personnel.

Actions completed by the metallurgy sector in 2023 to improve energy performance include:

- The Company decided to add a new horizontal paint line to Unit 2, which is expected to increase production by 3.500 tonnes per year. The new line is estimated to be 15 % more efficient therefore will contribute positively to the Energy Index related to production.



## Waste management

The Group is committed to upholding a comprehensive waste management process, from the first to the last stage of the production process, aiming to minimize the generation of solid waste through proper material management. The goal is to recycle or utilize the materials. As a result, most of the generated waste is directed towards recycling or energy recovery.

The significant environmental impact in terms of waste management comes from the metallurgy sector, specifically from the company Exalco S.A., since the most substantial portion of the Group's generated waste originates from the aluminum production process.

Performance index*	2023	2022	change %
Non-hazardous waste generated	10.622,80	8.811,34	21%
Hazardous waste generated	682,59	747,74	-9%
<b>Total weight of waste generated (TN)</b>	<b>11.305,39</b>	<b>9.559,08</b>	<b>18%</b>
Performance index*	2023	2022	change %
Recycling or energy recovery	10.529,80	8.763,29	20%
Landfilling	93,00	48,04	94%
<b>Non-hazardous waste management (TN)</b>	<b>10.622,80</b>	<b>8.811,33</b>	<b>21%</b>
Recycling	682,59	747,74	-9%
Landfilling	0,00	0,00	0%
<b>Hazardous waste management (TN)</b>	<b>682,59</b>	<b>747,74</b>	<b>-9%</b>

\* Note: The data refers to the metallurgy sector.

## Exalco S.A.

- o Collaborates only with licensed waste disposal entities for hazardous and non-hazardous waste.
- o Recycles 100% of aluminum scrap generated from the aluminum extrusion production process and directs it to an authorized external production unit for remelting.
- o Recycles 100% of non-hazardous solid waste materials (mainly packaging materials such as paper, plastic, wood, and metal) through recycling entities.
- o Recycles 100% of consumable electronic and electrical materials, such as lamps, batteries, computers, printers, etc., through recycling entities.
- o Provides recycling bins for recyclable materials to maintain the production and surrounding areas clean and functional, facilitating the recycling process.



## Water management

The Group is committed to the efficient use of water in its facilities, focusing on developing actions to reduce consumption and increase water reuse.

The significant environmental impact regarding water management comes from the metallurgy sector, specifically from Exalco S.A., as water usage is particularly crucial for the aluminum production process. Exalco S.A. monitors the water consumption index of its production units and achieves savings in water usage by implementing technical projects, such as converting water-cooled systems to air-cooled ones. Over the last decade, water usage has been reduced by 30%. The increase in water withdrawal from third-party sources (from the water supply network) observed in 2023 compared to 2022 is attributed to water loss due to a network malfunction, which was promptly repaired upon detection.

Performance index*	2023	2022	change %
Total water withdrawal (m <sup>3</sup> )	135.850,00	141.717,00	-4%
Total water withdrawal from areas with water stress (m <sup>3</sup> )	0,00	0,00	0%
Total third-party water withdrawal (m <sup>3</sup> )	21.777,00	5.109,00	326%
Freshwater withdrawal (m <sup>3</sup> ) (from all areas)	157.627,00	146.826,00	7%

For the improvement of water management, the company systematically applies water purification processes throughout the entire duration of production. This involves the use of a pair of deionizers (one deionizes the water, and the other performs regeneration), enabling the reuse and recycling of water for the electrostatic paint baths and anodizing baths.

The company monitors the quality characteristics of the effluents from the biological treatment unit, and over the past decade, there has been no deviation from the environmental legislation requirements. Regular measurements of the effluents chemical composition are conducted both by external laboratories and the unit's laboratory for effluents control purposes.

\* The indicator data relate to the activity of the metallurgy sector.

With the goal of zero underground disposal of effluents, the process of forced evaporation is employed. The product of this process consists of 95% pure water, which is recycled and reused in production, and 5% of a concentrate, which is temporarily stored and then disposed of by delivering it to a licensed hazardous waste management entity.

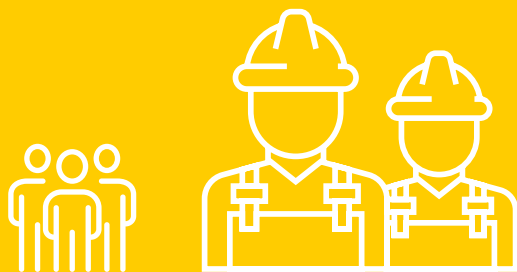
# 100% of used lubricants is directed to recycling through a licensed recycling entity.

Performance index*	2023	2022	change %
Total effluents discharge (m <sup>3</sup> )	100.160,00	102.740,00	-3%
Total effluents discharge in areas with water stress (m <sup>3</sup> )	0,00	0,00	0%
Total effluents discharge that contains pollutant substances (m <sup>3</sup> )	0,00	0,00	0%



656

TOTAL NUMBER  
OF EMPLOYEES



84 (%)

PERCENTAGE  
OF MALE  
EMPLOYEES



16 (%)

PERCENTAGE  
OF FEMALE  
EMPLOYEES



2X (/year)

VOLUNTARY BLOOD  
DONATION BY  
EMPLOYEES



# HUMAN RESOURCES

## Human resources

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## GENERAL INFORMATION

One of our Group’s strategic pillars is focused on ensuring that our people are competent, healthy, and prosperous both professionally and personally, while at the same time maintaining balance with the environment and society.

Our strategy includes three different areas:

**> Skill development and training:** We provide training opportunities to enhance our people’s skills in the professional field so that they are constantly adapting to new requirements and technological changes.

**> Health and safety:** Taking care of the health and safety of our employees is critical and important to us. We have established an Occupational Health & Safety Management System (OHSMS) which is a collection of practices, procedures and policies designed to ensure the health, safety, and well-being of individuals in the workplace. The system aims to prevent injury, illness, or other occupational hazards and to create a safe and healthy working environment.

**> Diversity and equality:** Promoting diversity and eliminating discrimination helps create an environment where all people have equal opportunities and are recognized for their contributions regardless of gender, nationality, religion, etc

The well-being of human resources is a critical part of the long-term success of our Group. The balance between the needs of people, the environment and the economy are key to creating a sustainable future and is an integral part of our strategy. We are committed to the correct behavior of our Group towards its employees and society, with the aim of improving the quality of life and the well-being of the local society in which we operate. Our policy aims to create relationships of mutual trust and long-term cooperation and to achieve common goals and expectations. Next, we actively participate in initiatives that contribute to the promotion of education and training and support actions aimed at upgrading the quality of life of the local community. All our employees come from the local community of the prefecture of Thessaly.

Quantitative figures for human resources are listed in the tables below. All figures are reported at the end of the year.

DETAILS OF SALARIED EMPLOYEES	2023					2022				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	498	85%	87	15%	585	436	86%	70	14%	506
Branch of textile	55	77%	16	23%	71	53	76%	17	24%	70
<b>Total if salaried employees</b>	<b>553</b>	<b>84%</b>	<b>103</b>	<b>16%</b>	<b>656</b>	<b>489</b>	<b>85%</b>	<b>87</b>	<b>15%</b>	<b>576</b>

Note: salaried workers include all workers who are paid a monthly salary or a daily wage. All employees work full-time. All contracts of salaried employees are covered by the General Collective Labor Agreement.



**DETAILS OF FREELANCE EMPLOYEES**

	2023					2022				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	4	100%	0	0%	4	4	100%	0	0%	4
Branch of textile	3	100%	0	0%	3	3	100%	0	0%	3
<b>Total of freelance employees</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>7</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>7</b>

Note: Self-employed persons include lawyers, salespersons, security technicians and occupational physicians paid on an IPA basis

**AGE DISTRIBUTION**

	2023				2022			
	< 30 years	30-50 years	> 50 years	Total	< 30 years	30-50 years	> 50 years	Total
Number of Employees	81	331	244	656	89	293	194	576
% Total	12.35%	50.46%	37.20%	100%	15.45%	50.87%	33.68%	100%

**DISTRIBUTION BY CATEGORY**

	2023					2022				
	Male	%	Female	%	Total	Male	%	Female	%	Total
10% of employees with the highest total earnings	25	86%	4	14%	29	14	82%	3	18%	17
Production Operations	421	87%	62	13%	483	316	89%	41	11%	357
Administrative Functions	107	74%	37	26%	144	159	79%	43	21%	202

**SALARY DIFFERENCE BETWEEN GENDERS**

	2023			2022		
	Average male pay(a)	Average female pay (b)	Pay Gap [(a)-(b)]/(a)	Average male pay(a)	Average female pay (b)	Pay Gap [(a)-(b)]/(a)
Production Operations	12.984,96	14.121,66	-9%	14.117,20	14.363,78	-2%
Administrative Functions	23.881,80	15.560,24	35%	21.773,20	16.826,20	23%
<b>Total</b>	<b>15.193,22</b>	<b>14.659,31</b>	<b>4%</b>	<b>16.679,94</b>	<b>15.624,31</b>	<b>6%</b>



	2023	2022	Change %
CEO remuneration ratio	4.80	5.04	-4.88%

### Actions for employees:

- › Free covid-test for safe return after holiday leave
- › Voluntary Blood Donation every 6 months
- › Voluntary actions of employees towards Make-a-wish (buying bracelets, buying cookies)
- › First-aid training from the Red Cross
- › Reinforcement with an extra bonus to facilitate the household expenses of all employees.

### Education and training of employees

The Group has an employee training policy aimed at educating and training the staff, so that the employees can perform their work in the best way and participate in the improvement of the processes.

#### Training for New Workers

Great importance is given to introductory training, the initial training that every new employee receives in order to gain a complete picture of the way the company operates and its culture. The subject of training, the method of training, the trainer as well as the evaluator who is usually the Head or Director of the department are defined in detail.

#### The training includes:

- › Informative presentation of the workplace and neighboring and collaborating spaces.
- › Acquaintance of the trainee with his internal customers and suppliers as well as his partners.
- › Highlighting the special importance of satisfying customers and informing his suppliers of his requirements, in order to do his job comfortably, correctly and without loss of time.
- › The instructor:
  - Informs the trainee about the company's Quality Management System and

the obligations arising from it for the employees, emphasizing in particular the concepts of the internal customer and the internal supplier.

- Trains the person always based on the applicable procedures. The training method used is "on-the-job training"
- Supervises the employee during the hours he is working on the work he is going to undertake, so as to provide him with the required guidance, but also to ensure that the result of the work is in accordance with the company's specifications.
- At the end of the training, he informs the Head or Director of the department, in order to assess whether the trainee is ready to undertake responsible work. Usually the assumption of responsibilities by the employee is done gradually.

Finally, the evaluator notes the opinions and explains in detail to the Human Resources Manager any recommendations (additional training, change of instructor, change of job, non-recruitment).

# The continuous development of skills is essential both for individual development and for the progress and competitiveness of our Group as a whole.

### Continuous education

We have set up a training process where at the beginning of each year training is planned for the following year based on the following principles:

- › Determination of training needs, where the needs of employees are determined in terms of their knowledge on the subject they work on and the deficiencies they have in it. Supervisors and managers send these needs to the Human Resources Department.
- › Training program design, where based on needs, a training program is created that includes the topics, content and teaching methods.
- › Implementation, where during training, different methods are used to transfer knowledge, such as courses, seminars, online courses, practical training, etc.
- › Evaluation, where after the end of the program, an evaluation is done to determine if the training objectives were achieved and if the trainees acquired the expected skills and knowledge. The continuous development of skills is essential both for individual development and for the progress and competitiveness of our Group as a whole

## Employee health and safety

Taking care of the Health & Safety of all the human resources employed by the Group is a key part of its wider business policy and philosophy, as one of the most important factors to ensure its development course.

In this context and guided by the broader philosophy of the Group, the Management through the Health & Safety Policy, is committed to complying with the applicable national and European legislation and all other requirements, providing optimal Health & Safety conditions in the workplaces and the continuous compliance and improvement of the Occupational Health & Safety Management System to eliminate risks and reduce risks in Health & Safety at work.

In addition, the Management is committed to:

- › Taking appropriate measures to prevent, reduce and eliminate risks and threats to Health and Safety at Work.
- › Applying specific institutionalized Rules for the prevention of occupational accidents and occupational diseases for employees and contractors.
- › Providing the necessary resources for the achievement of the Objective Goals and Objectives, for the Training of the staff, for the Maintenance and Upgrading of its equipment.
- › Ensuring the consultation and participation of employees and their representatives through continuous dialogue and two-way communication on issues related to

Health and Safety.

- › Identifying, assessing and evaluating all elements of the processes that affect Health and Safety at Work and improving the overall performance of the system with Programs and Actions to achieve the Objective Goals and Objectives.
- › Planning actions and implementing lifelong training programs for the company's staff in matters of Health and Safety at Work.
- › Establishing, documenting and regularly reviewing Objective Goals and Objectives, taking into account requirements for Continuous Improvement of Occupational Health and Safety Performance and based on technological developments, financial requirements and operational needs.

The Group offers group private health insurance to all employees

The Group aims to minimize and eliminate accidents in all areas where it operates, through the prevention and assessment of occupational risks, the adoption of appropriate measures and the implementation of new Health & Safety tools at work. In 2023 there were 2 occupational accidents and there was 1 accident in 2022.

### **The 2 important companies of the Group have been designated:**

#### → Safety Technicians,

whose duties include the annual training of staff in safety matters, as well as conducting exercises in cooperation with local fire stations, first-aid services and other public interest services.

#### → Occupational Doctors,

who monitor and supervise the hygiene conditions of the employees at the Group's Occupational Clinic, where a personal medical file is kept for each employee.

For all dangerous machines and materials, written safety instructions and training are requested from the suppliers before their use.

## Branch of Metallurgy

In the context of creating a stable, healthy, and safe working environment, the company Exalco AE implements a certified Occupational Health & Safety Management System (OHSMS), based on the international standard **ISO 45001:2018**.

Our employees' Occupational Health & Safety Management System (OHSMS) is a collection of practices, procedures and policies designed to ensure the health, safety, and well-being of individuals in the workplace and concerns all of the company's employees

### OHSMS includes:

#### Risk and Opportunity Analysis:

Detection and assessment of potential risks in the workplace, such as accidents, exposed health hazards, occupational stress, potential injuries at work, potential occupational diseases, emergencies (COVID-19 pandemic, fire, earthquake, floods, chemical gas leaks, etc.) as well as identifying opportunities to improve health and safety practices.

#### Prevention and Protection:

Development of measures to prevent accidents and protect workers' health. This may include training, use of protective equipment, implementation of preventive measures, etc.

#### Legislation and compliance:

Compliance with health and safety laws and regulations

#### Emergency management:

Preparation and response to emergency situations such as fires, floods, etc.

#### Continuous improvement:

Development and improvement of OHSMS through evaluation, analysis of results and implementation of improvements

Within the framework of the OHSMS, a series of measures have been adopted which are analyzed below:

- › A Health and Safety at Work Committee has been established which meets quarterly on Health and Safety matters. The Committee is responsible for the design and implementation of the Health and Safety Policy and promotes the development of a health and safety framework, including employee training and information as well as the supervision of all Group actions related to OHSMS issues.
- › An Occupational Health & Safety Management Officer has been appointed, who

coordinates and supervises all actions related to Health & Safety matters.

- › A manual of risk identification procedures has been developed with the aim of defining how to identify all risks (direct and indirect) related to the company's processes, products and services. Also, the subject of the process is the evaluation of risks for Health & Safety at Work, in order to identify those that have the most significant impact on the health and safety of employees.

### The process is implemented by:

- Occupational Health & Safety System Management Manager for the identification of risks of a managerial nature, i.e. those that have a direct or impact on the operation of the business
- Security Technician for the identification of risks of a legislative nature for all of the company's activities.
- › An opportunity recognition procedures manual has been developed which aims to define how to recognize all opportunities (direct and indirect), related to the company's processes, products and services. Also the subject of the process is the assessment of Health & Safety opportunities, in order to identify those that have the most significant opportunity. The procedure is applied by the Health & Safety System Manager for all of the company's activities.
- › A manual of procedures for OHSMS purposes has been developed which sets out how to set, monitor and review the aims and objectives for OHSMS, as well as the creation and monitoring of programs to achieve the aims / objectives. The company collects and maintains in written or electronic form for a certain period of time information on the quality of production and distribution of its products as well as on the operation of the quality management system.
- › Communication and consultation on Health & Safety issues is achieved through tools such as incident investigation meetings and systematic meetings of Health & Safety Officers with the company's Security Technicians.
- › A procedures manual has been developed for the consultation of employees on OHSMS and environmental issues, in the context of which the possibility of participation of employees in the Health & Safety Committee is given.



## Textile industry

In the BOKARPET S.A. company, no Health & Safety Management systems have been developed for the textile industry, based on the **ISO 45001:2018** standard.

However, Health & Safety issues are monitored within the Quality Management System based on the ISO 9001:2015 standard.

Specifically, the audit mainly focuses on:

- › Use of personal protective measures
- › certificates of suitability of lifting machines (cranes), gantry cranes, elevators, and pressure vessels (airports) – checks/inspections by an external accredited body according to the Legislation and depending on the expiry date of the certificate
- › fire extinguisher refill expiration date check and supplier certificates/responsible declarations upon receipt
- › active protection control book check
- › maintenance control of mechanical installations
- › check of the Safety Technician's instructions book (the Occupational Physician's instructions are also recorded in the same book)

## Diversity and equal opportunities

The Management of the Company does not discriminate in recruitment, selection, remuneration, training, renewal of work duties, promotion, dismissal or in any other work activities based on race, religion, nationality, gender, age, marital status, sexual preferences, or other characteristics.

Our priority is trust and respect in our relationships with our people, ensuring that decisions on matters such as recruitment, remuneration and career development are not linked to any form of discrimination. We seek to continuously inform our people on issues of discrimination and build a working environment where every person is treated with respect and dignity.

In the event of incidents of discrimination, the Human Resources Department is responsible for taking all the necessary measures to deal with them confidentially, discreetly, and directly. For 2023 and 2022, no incident of discrimination has been reported.





# SOCIETY & MARKET

The Group undertakes several initiatives in the local society and economy that enhance the improvement of the social and economic environment, is aware of the volunteering of businesses and contributes to the goals of sustainable development by demonstrating work in the following areas:

- › encourages and financially supports the participation of its employees in educational programs (seminars, conferences, workshops, etc.) to strengthen their skills, personal development, and satisfaction, as well as to improve their daily transactions with the consumer,
- › encourages the participation of staff in voluntary actions (collection of food or items for the needy, road movements with a social symbol, etc.),
- › organizes events and distributes gifts to the employees' children, while financially rewarding those who excel in the nationwide exams every academic year,
- › supports sports and artistic events in the city of Larissa promoting the idea of good life and culture and supports the work of organizations with recognized social action,
- › provides the opportunity for internships to university students, in order to gain valuable work experience in a dignified working environment,
- › actively contributes to the production of electricity from Renewable Energy Sources (RES) and invests in this sector, expanding the relevant infrastructure in the prefecture of Thessaly.

<b>EVENT SPONSORSHIPS</b>	S.E.M.A.S (GREEN ASSOCIATION OF Aluminum & IRON PROCESSORS)
	ENKAS- Aluminum and Iron manufacturers' association Piraeus
	Aluminum manufacturers' association , IFAISTOS, Chania
	Aluminum manufacturers' association , IFAISTOS, Irakleio
	STHEV - annual event
	BUILDING SHOW
	DIPA - Careerday
	Makeawish - Greece, The evening for Thank you
	Opera Fidelio
Dromenon Estia	
Innovent Forum 2023	
<b>SPORTS SPONSORSHIPS</b>	N.O.A. POLO
	1st Cycling tour of Thessaly
	SAVE ENERGY Educational Robotics Olympiad (World Robot Olympiad)
<b>DONATIONS TO THE COMMUNITY AND TO CHARITIES</b>	Make a wish - Greece (participation to wishes with Group's products)
	Association of Parents of Children with Neoplastic Disease "Floga"
	Replanting the Delphic olive groves
<b>ACTIONS WITH EMPLOYEES</b>	Voluntary blood donation every 6 months
	Voluntary actions of employees towards Make a wish (purchase of wish star, brachelets)
	PREDICT, technological program that checks the medical data of the employee at work
<b>OTHER</b>	Creation of EXALCO EDUCATIONAL institute for manufacturer training in aluminum



The strategic objective of the Group is to create value through sustainable development for all stakeholders, the environment, and the society.

Special emphasis is placed on producing sustainable products within the framework of the circular economy, investing in renewable energy sources, and increasing the use of recycled raw materials. At the same time, our priority is to ensure the health and safety of employees and to adopt a comprehensive set of principles that ensure transparency and responsible operation.

# FUTURE GOALS



In line with our strategy and corporate social responsibility, we are committed to achieving the following goals within the three-year period 2023 – 2025

ASPECT	PRINCIPLE	GENERAL GOALS	SPECIFICATION OF GOALS
ENVIRONMENT (E)	<b>Reduction of GHG emissions</b>	<ul style="list-style-type: none"> <li>› Reduce direct and indirect emissions</li> <li>› Reduce energy consumption</li> </ul>	<ul style="list-style-type: none"> <li>› Reduction of total emissions by 15% in comparison with 2022</li> <li>› Reduction of total energy consumption by 10% in comparison with 2022 *</li> </ul> <p><b>Assuming that production will remain at the same levels as in 2022</b></p>
	<b>Operation that follows the principles of circular economy</b>	<ul style="list-style-type: none"> <li>› Increase the percentage of energy consumption from renewable sources</li> <li>› Increase in the use of recycled raw materials</li> </ul>	<ul style="list-style-type: none"> <li>› Coverage of 100% of electricity needs from renewable sources</li> <li>› Increase of the percentage of recycled aluminum used to 50%</li> </ul>
EMPLOYEES & SOCIETY (S)	<b>Creation of value for employees</b>	<ul style="list-style-type: none"> <li>› Ensure the health and safety of employees</li> <li>› Ensure continuous development and training of employees</li> </ul>	<ul style="list-style-type: none"> <li>› No work accidents</li> <li>› Creation of training programs</li> <li>› improvement of internal organization in monitoring data for employee training and employees hires and turnover</li> </ul>
	<b>Contribution to society</b>	<ul style="list-style-type: none"> <li>› Establish a framework for collaboration with suppliers based on environmental and social criteria</li> <li>› Support the local communities</li> </ul>	<ul style="list-style-type: none"> <li>› Development and implementation of a detailed supplier’s evaluation and acceptance process based on environmental and social criteria</li> <li>› Support for public benefit organizations and institutions and financial support of social actions</li> </ul>
ECONOMY & GOVERNANCE & (G)	<b>Operation with integrity and an effective governance framework</b>	<ul style="list-style-type: none"> <li>› Ensure the appropriate implementation of corporate governance legislation requirements and the integration of best practices within the governance framework</li> </ul>	<ul style="list-style-type: none"> <li>› Strengthening governance by documenting and enriching policies, and by clearly defining the roles and responsibilities for ESG matters</li> <li>› Continuous training of BoD members for ESG matters</li> <li>› Application of BoD members evaluation procedures for ESG matters</li> </ul>

**\*NOTE:** Specifically, regarding reduction of energy consumption for the company Exalco S.A.

1. The goals for energy consumption based on production goals for 2024 are:

Energy consumption	Goal 2024	Actual 2023	Reduction from 2022	Variation of target 2024 compared to 2022
Electricity (Mwh)	16.287	14.737	11%	3%
Natural gas (Mwh)	33.205	38.937	-15%	-13%
Annual production (tn extrusion)	42.543	45.120	-6%	1%

2. The projects that are in progress and aim at energy-saving and operations enhancement according to the principles of circular economy: Installation of a new extrusion line:



## Installation of a new extrusion line.

A decision was made to add a new extrusion line, in Unit 2 that is expected to increase production by 3500 tones yearly. The new line is estimated to be 15% more efficient, thus contributing positively to the Energy Index related to production.

**Estimated completion year: 2024**

## TRANSFER OF AN EXTRUSION LINE.

A decision was made to transfer an extrusion line from Unit 1 to Unit 2, thus achieving economies of scale in the company operations.

**Estimated completion year: 2024**

**REPORT 2023**

# The Group has taken substantial action to achieve the targets set in 2022 for the three year period 2023-2025.

More specifically in 2023 in the environmental sector:

- › a 29% reduction in total emissions has been achieved, which exceeds the 15% reduction target.
- › In terms of total energy consumption, it has remained almost unchanged, with a marginal increase of 2%.

More specifically for Exalco S.A., the report in relation to the targets set for 2023 was as follows:

Energy consumption	Actual 2023	Goal 2023	Comparison actual-goal 2023	Change realized 2023 compared to 2022
Electricity (Mwh)	14.737	17.265	-15%	-7%
Natural gas (Mwh)	38.937	32.994	18%	2%
Annual production (tn extrusion)	45.120	42.990	5%	7%

In conclusion, the marginal increase in energy consumption, as well as the increased consumption of natural gas compared to the target, is due to the increase in production.

As part of the actions to save energy and strengthen operations in line with the principles of the circular economy, in 2023 the project of the new extrusion line of Exalco was completed and put into production, which is expected to contribute positively to the energy indicator related to production

- › The coverage of the Group’s needs in electricity from renewable energy has reached 98%, due to the start of full operation of photovoltaic parks and privately owned substations, and is expected to reach 100% by 2025.
- › The percentage of recycled aluminum used has reached 51%, thus conquering the 50% target.

**In the field of workers and society, in the year 2023, there were 2 occupational accidents**

**The Group undertook 21 initiatives and social actions to strengthen the local society and economy, supporting institutions and foundations of public benefit.**

**In the area of governance, the internal rules of procedure were updated and approved by the Board in May 2023.**



# APPENDICIES

## APPENDICIES

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## UN Global Compact







In BLOKARPET S.A. Group we support the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment and anti-corruption and we apply these principles to our strategy and to our day-to-day operations.

Principle	Material topic	GRI
<b>HUMAN RIGHTS</b>		
<b>Principle 1</b> Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> <li>Corporate governance and corporate ethics</li> <li>Procurement practices and supplier assessment</li> </ul>	2-23 2-24
<b>Principle 2</b> Businesses should make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> <li>Corporate governance and corporate ethics</li> <li>Procurement practices and supplier assessment</li> </ul>	2-23 2-24
<b>LABOUR</b>		
<b>Principle 3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> <li>Corporate governance and corporate ethics</li> </ul>	2-30
<b>Principle 4</b> Businesses should uphold the elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none"> <li>Corporate governance and corporate ethics</li> </ul>	2-23 2-24
<b>Principle 5</b> Businesses should uphold the effective abolition of child labor	<ul style="list-style-type: none"> <li>Corporate governance and corporate ethics</li> </ul>	2-23 2-24
<b>Principle 6</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> <li>Non-discrimination</li> <li>Diversity and equal opportunity</li> </ul>	405-1, 405-2 406-1
<b>ENVIRONMENT</b>		
<b>Principle 7</b> Businesses should support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> <li>Corporate governance and corporate ethics</li> <li>Energy consumption</li> <li>Use of sustainable materials</li> </ul>	2-23, 302-1, 302-3, 302-4, 301-1, 301-2
<b>Principle 8</b> Businesses should undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> <li>Energy consumption</li> <li>GHG Emissions</li> </ul>	302-1, 302-3, 302-4
<b>Principle 9</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> <li>Use of sustainable materials</li> <li>Waste management</li> <li>Water consumption</li> </ul>	306-1, 306-3, 306-4, 306-5, 301-1, 301-2 303-1, 303-2
<b>ANTI- CORRUPTION</b>		
<b>Principle 10</b> Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"> <li>Anti-corruption</li> </ul>	205-1, 205-2, 205-3

### UN Sustainable Development Goals

At Biokarpet Group we have adopted the United Nations 2030 agenda as expressed through the Sustainable Development Goals (SDGs). Our priority is to actively contribute to the achievement of the goals that are directly linked to our industry’s activities and challenges, as well as to the issues we have identified as essential. Below is a detailed breakdown of how our substantive issues are linked to the Sustainable Development Goals (SDGs).

Axis of Sustainable Development	Objectives of sustainable development	Company Goal	Material topic	GRI	Stakeholders directly or indirectly affected
ENVIRONMENT (E)	   	Investment in Renewable Energy sources to reduce the Group environmental footprint	Energy consumption	302	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Authorized partners - Distributors</li> <li>• Executives</li> <li>• State, Public and local authorities</li> <li>• Shareholders / investors</li> <li>• Banks</li> </ul>
	   	Reduction of the GHG emissions from the Group activities	Greenhouse gas emissions	305	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Authorized partners - Distributors</li> <li>• Executives</li> <li>• State, Public and local authorities</li> <li>• Shareholders / investors</li> <li>• Banks</li> </ul>
	 	Use of recycled aluminum for the product production	Use of sustainable materials	301	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Authorized partners - Distributors</li> <li>• Executives</li> <li>• Shareholders / investors</li> </ul>
	    	Responsible waste management through recycling.	Waste management	306	<ul style="list-style-type: none"> <li>• Executives</li> <li>• Local communities</li> <li>• Associations / Nonprofit Organizations / Environmental Organizations</li> <li>• Shareholders / investors</li> </ul>
	 	Reduction of water consumption	Water consumption	303	<ul style="list-style-type: none"> <li>• Executives</li> <li>• Local communities</li> </ul>

Axis of Sustainable Development	Objectives of sustainable development	Company Goal	Material topic	GRI	Stakeholders directly or indirectly affected
EMPLOYEES & SOCIETY (S)	  	Reduction of accidents and protection of the employees' health and safety	<b>Occupational health and safety</b>	<b>403</b>	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Employees</li> <li>• Executives</li> <li>• Associations / Nonprofit Organizations / Environmental Organizations</li> </ul>
	 	Employees training, including the topics of environmental protection and human rights	<b>Training and education</b>	<b>404</b>	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Employees</li> </ul>
	  	Equality in remuneration and employment opportunities	<b>Non-discrimination</b>	<b>405</b>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Executives</li> <li>• Local communities</li> <li>• Associations / Nonprofit Organizations / Environmental Organizations</li> </ul>
	 	Equal opportunities to employees	<b>Diversity and equal opportunity</b>	<b>406</b>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Executives</li> <li>• Local communities</li> <li>• Associations / Nonprofit Organizations / Environmental Organizations</li> </ul>
		Maximization of social value through actions in the local community	<b>Local communities</b>	<b>413</b>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Executives</li> <li>• Local communities</li> <li>• Suppliers</li> <li>• Associations / Nonprofit Organizations / Environmental Organizations</li> <li>• Shareholders / investors</li> </ul>



Axis of Sustainable Development	Objectives of sustainable development	Company Goal	Material topic	GRI	Stakeholders directly or indirectly affected
OECONOMY & GOVERNANCE (G)	  	Creation of economic value for all stakeholders	<b>Economic performance</b>	<b>201</b>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Executives</li> <li>• Local communities</li> <li>• State, Public and local authorities</li> <li>• Shareholders / investors</li> <li>• Banks</li> </ul>
		Implementation of Corporate Governance commitments by enhancing transparency	<b>Corporate governance and business ethics</b>	<b>404</b>	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Authorized partners - Distributors</li> <li>• Executives</li> <li>• Local communities</li> <li>• Associations / Nonprofit Organizations / Environmental Organizations</li> <li>• State, Public and local authorities</li> <li>• Suppliers</li> <li>• Shareholders / investors</li> <li>• Banks</li> </ul>
		Prevention of corruption	<b>Anti-corruption</b>	<b>2-23</b>	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Authorized partners - Distributors</li> <li>• Executives</li> <li>• Local communities</li> <li>• State, Public and local authorities</li> <li>• Suppliers</li> <li>• Shareholders / investors</li> </ul>
	  	Assessment of suppliers with sustainability criteria	<b>Procurement practices and supplier assessment</b>	<b>308, 414</b>	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Authorized partners - Distributors</li> <li>• Executives</li> <li>• Suppliers</li> </ul>

# SUSTAINABLE DEVELOPMENT GOALS



**Tables of key ESG indicators**

DIRECT AND INDIRECT EMISSIONS	2023	2022	change %
Direct emissions - scope 1 (tCO <sub>2</sub> e)	8.088,24	7.899,09	2%
Indirect emissions - scope 2 (tCO <sub>2</sub> e)	138,52	3.639,25	-96%
<b>Total emissions (tCO<sub>2</sub>e)</b>	<b>8.226,76</b>	<b>11.538,34</b>	<b>-29%</b>

DIRECT AND INDIRECT EMISSIONS	2023	2022
Direct emissions intensity - scope 1 (tCO <sub>2</sub> e/turnover mil €)	38,49	34,16
Indirect emissions intensity - scope 2 (tCO <sub>2</sub> e/turnover mil €)	0,66	15,74

DIRECT AND INDIRECT EMISSIONS	2023	2022
Direct emissions intensity - scope 1 (tCO <sub>2</sub> e/t extruded product)	0,179	0,188
Indirect emissions intensity - scope 2 (tCO <sub>2</sub> e/t extruded product)	0,003	0,087

MATERIALS USED	2023	2022	change %
Raw materials	51.250,94	48.982,50	5%
Other materials (not incorporated in the final product)	539,91	557,07	-3%
Packaging materials	309,32	289,68	7%
<b>Total weight of materials used (TN)</b>	<b>52.100,17</b>	<b>49.829,25</b>	<b>5%</b>
Recycled raw materials (TN)	26.618,61	21.139,05	26%
<b>Percentage of recycled raw materials (%)</b>	<b>51%</b>	<b>42%</b>	<b>20%</b>

ENERGY PERFORMANCE	2023	2022	change %
Consumption of non-renewable fuel (natural gas)	40.041	39.105	2%
Electricity purchased for consumption	19.580	19.351	1%
Electricity from renewable sources produced	19.263	11.004	75%
Electricity from renewable sources sold	19.263	11.004	75%
<b>Total energy consumption (MWh)</b>	<b>59.621</b>	<b>58.456</b>	<b>2%</b>
<b>Percentage of the electricity consumed in total consumption (%)</b>	<b>33%</b>	<b>33%</b>	<b>-1%</b>
<b>Percentage of energy from renewable sources in total energy consumption (%)</b>	<b>32%</b>	<b>19%</b>	<b>72%</b>
<b>Percentage of energy from renewable sources in consumption of electricity (%)</b>	<b>98%</b>	<b>57%</b>	<b>73%</b>
Non renewable electricity	0	0	0%
Renewable electricity from photovoltaic systems	19.263	11.004	75%
<b>Total energy production (MWh)</b>	<b>19.263</b>	<b>11.004</b>	<b>75%</b>
<b>Percentage of energy produced from renewable sources (%)</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>
<b>Energy intensity (MWh/turnover mil €)</b>	<b>284</b>	<b>253</b>	<b>12%</b>

\* Note: Data refers to the activity of the metallurgy and textile industry

\*\* Note: Data refers to the activity of the metallurgy sector

Performance index*	2023	2022	change %
Non-hazardous waste generated	10.622,80	8.811,34	21%
Hazardous waste generated	682,59	747,74	-9%
<b>Total weight of waste generated (TN)</b>	<b>11.305,39</b>	<b>9.559,08</b>	<b>18%</b>

Performance index*	2023	2022	change %
Recycling or energy recovery	10.529,80	8.763,29	20%
Landfilling	93,00	48,04	94%
<b>Non-hazardous waste management (TN)</b>	<b>10.622,80</b>	<b>8.811,33</b>	<b>21%</b>
Recycling	682,59	747,74	-9%
Landfilling	0,00	0,00	0%
<b>Hazardous waste management (TN)</b>	<b>682,59</b>	<b>747,74</b>	<b>-9%</b>

	2023	2022	Μεταβολή %
CEO remuneration ratio	4,80	5,04	-4,88%

WATER MANAGEMENT	2023	2022	change %
Total water withdrawal (m³)	135.850,00	141.717,00	-4%
Total water withdrawal from areas with water stress (m³)	0,00	0,00	0%
Total third-party water withdrawal (m³)	21.777,00	5.109,00	326%
Freshwater withdrawal (m³) (from all areas)	157.627,00	146.826,00	7%

WATER MANAGEMENT	2023	2022	change %
Total effluents discharge (m³)	100.160,00	102.740,00	-3%
Total effluents discharge in areas with water stress (m³)	0,00	0,00	0%
Total effluents discharge that contains pollutant substances (m³)	0,00	0,00	0%

DETAILS OF SALARIED EMPLOYEES	2023					2022				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	498	85%	87	15%	585	436	86%	70	14%	506
Branch of textile	55	77%	16	23%	71	53	76%	17	24%	70
<b>Total if salaried employees</b>	<b>553</b>	<b>84%</b>	<b>103</b>	<b>16%</b>	<b>656</b>	<b>489</b>	<b>85%</b>	<b>87</b>	<b>15%</b>	<b>576</b>

Note: salaried workers include all workers who are paid a monthly salary or a daily wage. All employees work full-time. All contracts of salaried employees are covered by the General Collective Labor Agreement.

**DETAILS OF FREELANCE EMPLOYEES**

	2023					2022				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	4	100%	0	0%	4	4	100%	0	0%	4
Branch of textile	3	100%	0	0%	3	3	100%	0	0%	3
<b>Total of freelance employees</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>7</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>7</b>

Note: Self-employed persons include lawyers, salespersons, security technicians and occupational physicians paid on an IPA basis

**AGE DISTRIBUTION**

	2023				2022			
	< 30 years	30-50 years	> 50 years	Total	< 30 years	30-50 years	> 50 years	Total
Number of Employees	81	331	244	656	89	293	194	576
% Total	12.35%	50.46%	37.20%	100%	15.45%	50.87%	33.68%	100%

**DISTRIBUTION BY CATEGORY**

	2023					2022				
	Male	%	Female	%	Total	Male	%	Female	%	Total
10% of employees with the highest total earnings	25	86%	4	14%	29	14	82%	3	18%	17
Production Operations	421	87%	62	13%	483	316	89%	41	11%	357
Administrative Functions	107	74%	37	26%	144	159	79%	43	21%	202

**SALARY DIFFERENCE BETWEEN GENDERS**

	2023			2022		
	Average male pay(a)	Average female pay (b)	Pay Gap [(a)-(b)]/(a)	Average male pay(a)	Average female pay (b)	Pay Gap [(a)-(b)]/(a)
Production Operations	12.984,96	14.121,66	-9%	14.117,20	14.363,78	-2%
Administrative Functions	23.881,80	15.560,24	35%	21.773,20	16.826,20	23%
<b>Total</b>	<b>15.193,22</b>	<b>14.659,31</b>	<b>4%</b>	<b>16.679,94</b>	<b>15.624,31</b>	<b>6%</b>

The most important elements of the Group's financial performance are:

<b>Selected Group income statement features</b>		
AMOUNTS IN €	2023	2022
Turnover	<b>209.994.804</b>	<b>231.224.111</b>
Cost of Goods Sold	<b>-174.480.066</b>	<b>-189.596.203</b>
Gross profit	<b>35.514.738</b>	<b>41.627.908</b>
Operating expenses	<b>-22.624.832</b>	<b>-26.784.734</b>
Operating Profits	<b>12.889.906</b>	<b>14.843.174</b>
Financial cost (net)	<b>-6.613.901</b>	<b>-4.008.005</b>
Profit before tax	<b>6.276.006</b>	<b>10.835.169</b>
Income tax	<b>-691.738</b>	<b>-1.704.453</b>
Earnings after tax	<b>5.584.268</b>	<b>9.130.717</b>
EBITDA margin	<b>9,54%</b>	<b>9,46%</b>

<b>Geographical Sectors</b>	<b>12/31/2023</b>		<b>12/31/2022</b>	
<b>AMOUNTS IN €</b>				
Greece	<b>101.685.392</b>	48%	<b>95.545.528</b>	41%
EU	<b>95.508.402</b>	45%	<b>116.718.163</b>	51%
Other Countries	<b>12.801.011</b>	6%	<b>18.960.421</b>	8%
Total	<b>209.994.804</b>	100%	<b>231.224.111</b>	100%

AMOUNTS IN €	2023	2022
Grant received in cash	<b>116.781</b>	<b>67.318</b>
Tax exemption	<b>1.086.322</b>	<b>1.086.322</b>

### Salaries & other employee benefits

AMOUNTS IN €	2023	2022
Cost of Goods Sold	<b>6.181.671</b>	<b>5.543.233</b>
Administrative expenses	<b>1.899.616</b>	<b>1.893.604</b>
Research & development expenses	<b>291.399</b>	<b>260.751</b>
Marketing expenses	<b>6.333.219</b>	<b>5.993.491</b>
Total	<b>14.705.905</b>	<b>13.691.079</b>

### Selected Balance Sheet features

AMOUNTS IN €	2023	2022
Owned property, plant and equipment	<b>77.486.027</b>	<b>70.779.546</b>
Inventories	<b>37.673.479</b>	<b>48.458.638</b>
Trade receivables	<b>45.474.809</b>	<b>48.381.740</b>
Cash and cash equivalents	<b>7.510.355</b>	<b>3.678.309</b>
Total assets	<b>196.989.370</b>	<b>190.236.101</b>
Τραπεζικές Ύποχρεώσεις	<b>95.196.392</b>	<b>94.778.517</b>
Trade payables	<b>33.357.621</b>	<b>35.240.501</b>
Total liabilities	<b>147.243.192</b>	<b>144.967.911</b>
Total equity	49.746.177	45.268.190

Business Sector	12/31/2023				12/31/2022			
	Metallurgy	Textile	Other	Total	Metallurgy	Textile	Other	Total
AMOUNTS IN €								
Turnover	200.708.335	6.812.922	2.473.548	209.994.804	221.330.845	7.557.535	2.335.731	231.224.111
Profits (Loss) after taxes	5.590.162	-376.463	370.569	5.584.268	8.880.575	-424.504	674.646	9.130.717
Total assets	156.452.494	28.202.122	12.334.754	196.989.370	148.061.519	30.436.562	11.738.020	190.236.101

The activity of production and distribution of energy through renewable sources of BLOKARPET S.A. companies, and Exalco SA, is included in the category "Other".

2023

Environmentally sustainable eligible activities – GROUP	Turnover	%	CAPEX	%	OPEX	%
Parent	1.357.892	0,65%	521.373	3,23%	635.381	8,07%
Subsidiaries	639.218	0,30%	2.325.769	14,42%	14.279	0,18%
4.1 Electricity production using solar photovoltaic technology	1.997.110	0,95%	2.847.142	17,65%	649.660	8,25%
<b>Activities eligible for taxonomy (A)</b>	<b>1.997.110</b>	<b>0,95%</b>	<b>2.847.142</b>	<b>17,65%</b>	<b>649.660</b>	<b>8,25%</b>
<b>Activities Not Eligible for Taxonomy (B)</b>	<b>208.122.788</b>	<b>99,05%</b>	<b>13.279.770</b>	<b>82,35%</b>	<b>7.223.873</b>	<b>91,75%</b>
<b>Total activities (A+B)</b>	<b>210.119.899</b>	<b>100,00%</b>	<b>16.126.912</b>	<b>100,0%</b>	<b>7.873.533</b>	<b>100,00%</b>

Environmentally sustainable eligible activities – PARENT	Turnover	%	CAPEX	%	OPEX	%
4.1 Electricity production using solar photovoltaic technology	1.357.892	14,37%	521.373	87,52%	635.381	77,07%
<b>Activities eligible for taxonomy (A)</b>	<b>1.357.892</b>	<b>14,37%</b>	<b>521.373</b>	<b>87,52%</b>	<b>635.381</b>	<b>77,07%</b>
<b>Activities Not Eligible for Taxonomy (B)</b>	<b>8.089.266</b>	<b>85,63%</b>	<b>74.325</b>	<b>12,48%</b>	<b>189.058</b>	<b>22,93%</b>
<b>Total activities (A+B)</b>	<b>9.447.158</b>	<b>100,00%</b>	<b>595.698</b>	<b>100,0%</b>	<b>824.439</b>	<b>100,00%</b>

2022

Environmentally sustainable eligible activities – GROUP	Turnover	%	CAPEX	%	OPEX	%
Parent	1.295.805	0,56%	1.701.329	12,43%	929.373	3,80%
Subsidiaries	863.002	0,37%	0	0,00%	316.469	1,29%
4.1 Electricity production using solar photovoltaic technology	2.158.807	0,93%	1.701.329	12,43%	1.245.842	5,09%
<b>Activities eligible for taxonomy (A)</b>	<b>2.158.807</b>	<b>0,93%</b>	<b>1.701.329</b>	<b>12,43%</b>	<b>1.245.842</b>	<b>5,09%</b>
<b>Activities Not Eligible for Taxonomy (B)</b>	<b>229.065.304</b>	<b>99,07%</b>	<b>11.983.990</b>	<b>87,57%</b>	<b>23.224.935</b>	<b>94,91%</b>
<b>Total activities (A+B)</b>	<b>231.224.111</b>	<b>100,00%</b>	<b>13.685.319</b>	<b>100,0%</b>	<b>24.470.777</b>	<b>100,00%</b>

Environmentally sustainable eligible activities – PARENT	Turnover	%	CAPEX	%	OPEX	%
4.1 Electricity production using solar photovoltaic technology	1.295.805	13,28%	1.701.329	91,55%	929.373	99,96%
<b>Activities eligible for taxonomy (A)</b>	<b>1.295.805</b>	<b>13,28%</b>	<b>1.701.329</b>	<b>91,55%</b>	<b>929.373</b>	<b>99,96%</b>
<b>Activities Not Eligible for Taxonomy (B)</b>	<b>8.463.153</b>	<b>86,72%</b>	<b>157.017</b>	<b>8,45%</b>	<b>345</b>	<b>0,04%</b>
<b>Total activities (A+B)</b>	<b>9.758.958</b>	<b>100,00%</b>	<b>1.858.345</b>	<b>100,0%</b>	<b>929.718</b>	<b>100,00%</b>



**ESG information disclosure table of the CSE ESG disclosure guide**

ESG CLASSIFICATION	ID	METRIC TITLE	MATERIAL TOPIC	REFERENCES pp in Sustainable Development Report 2023
<b>Environment</b>	<b>C-E1</b>	Directemissions (Scope 1)	GHG Emissions	49
	<b>C-E2</b>	Indirectemissions (Scope 2)	GHG Emissions	49
	<b>C-E3</b>	Energy consumption and production	Energy consumption	50 - 51
	<b>A-E3</b>	Waste management	Waste management	52
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<b>Society</b>	<b>C-S1</b>	Stakeholder engagement	Corporate governance and corporate ethics	37 - 39
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	<b>C-S6</b>	Human right spolicy	Corporate governance and corporate ethics	34
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	<b>A-S1</b>	Sustainable Economic Activity	Economic performance	26 - 27
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<b>Governance</b>	<b>C-G1</b>	Board composition	Corporate governance and corporate ethics	30
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	<b>C-G3</b>	Material Topics	Corporate governance and corporate ethics	41 - 43
	<b>C-G4</b>	Sustainability Policy	Corporate governance and corporate ethics	31
	<b>C-G5</b>	Business ethics policy	Corporate governance and corporate ethics	34
	<b>C-G6</b>	Data security policy	Corporate governance and corporate ethics	35
	<b>A-G2</b>	Business Ethics violation	Corporate governance and corporate ethics	34
	<b>A-G3</b>	ESG Targets	Corporate governance and corporate ethics	65

**Table of standards GRI**

**Statement of use**

BIOKARPET SA Group has reported in accordance with the GRI Standards for the period from **1/1/2023** to **12/31/2023**.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None apply

<b>GRI STANDARD/ OTHER SOURCE</b>	<b>DISCLOSURE</b>	<b>LOCATION page</b>	<b>REQUIREMENT(S) OMITTED</b>	<b>REASON</b>	<b>EXPLANA- TION</b>
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<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	11 - 12			
	2-2 Entities included in the organization's sustainability reporting	11 - 12			
	2-3 Reporting period, frequency and contact point	3		Cells with a strikethrough indicate that omissions are not permitted under the GRI standards.	
	2-4 Restatements of information	3			
	2-5 External assurance	3			
	2-6 Activities, value chain and other business relationships	16 - 23			
	2-7 Employees	55 - 56			
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	2-10 Nomination and selection of the highest governance body	33			
	2-11 Chair of the highest governance body	30			
	2-12 Role of the highest governance body in overseeing the management of impacts	31			
	2-13 Delegation of responsibility for managing impacts	31			
	2-14 Role of the highest governance body in sustainability reporting	31			
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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION page	REQUIREMENT(S) OMITTED	REASON	EXPLANA- TION
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	<b>3-2</b> List of material topics	41 - 43			
<b>Economic performance</b>					
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<b>GRI 201:</b> Economic Performance 2016	<b>201-1</b> Direct economic value generated and distributed	24 - 27			
	<b>201-4</b> Financial assistance received from government	25			
<b>GRI 203:</b> Indirect Economic Impacts 2016	<b>203-1</b> Infrastructure investments and services supported	24 - 27			
<b>Anti-corruption</b>					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	34			
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	<b>205-2</b> Communication and training about anti-corruption policies and procedures	34			
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<b>Energy consumption</b>					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	50 - 51			
<b>GRI 302:</b> Energy 2016	<b>302-1</b> Energy consumption within the organization	50 - 51			
	<b>302-3</b> Energy intensity	50 - 51			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION page	REQUIREMENT(S) OMITTED	REASON	EXPLANA- TION
<b>Water consumption</b>					
GRI 3: Material Topics 2021  GRI 303: Water and Effluents 2018	3-3 Management of material topics	53			
	303-1 Interactions with water as a shared resource	53			
	303-3 Water withdrawal	53			
	303-4 Water discharge	53			
<b>GHG Emissions</b>					
GRI 3: Material Topics 2021  GRI 305: Emissions 2016	3-3 Management of material topics	48 - 49			
	305-1 Direct (Scope 1) GHG emissions	48 - 49			
	305-2 Energy indirect (Scope 2) GHG emissions	48 - 49			
	305-4 GHG emissions intensity	48 - 49			
<b>Waste management</b>					
GRI 3: Material Topics 2021  GRI 306: Waste 2020	3-3 Management of material topics	52			
	306-1 Waste generation and significant waste-related impacts	52			
	306-3 Waste generated	52			
	306-5 Waste directed to disposal	52			
<b>Occupational health and safety</b>					
GRI 3: Material Topics 2021  GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	58 - 60			
	403-1 Occupational health and safety management system	58 - 60			
	403-2 Hazard identification, risk assessment, and incident investigation	58 - 60			
	403-3 Occupational health services	58 - 60			
	403-4 Worker participation, consultation, and communication on occupational health and safety	58 - 60			
	403-5 Worker training on occupational health and safety	58 - 60			
	403-6 Promotion of worker health	58 - 60			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58 - 60			
	403-9 Work-related injuries	58 - 60			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION page	REQUIREMENT(S) OMITTED	REASON	EXPLANA- TION
<b>MATERIAL TOPICS</b>					
<b>Training and education</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	57			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	57			
<b>Diversity and equal opportunity</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	55 - 56			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30, 55 - 56			
	405-2 Ratio of basic salary and remuneration of women to men	55 - 56			
<b>Non-discrimination</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	61			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	61			
<b>Local communities</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	63			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	63			
<b>Procurement practices and supplier assessment</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	45 - 51			
<b>Corporate governance and corporate ethics</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	35			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	35			







