



PAPADOPOULOS

A wonderful world of taste since 1922



SUSTAINABILITY REPORT 2022

1922-2022

100
YEARS

CONTENTS

A MESSAGE FROM THE TOP MANAGEMENT	3
OVERVIEW	5
100 YEARS OF E.J. PAPADOPOULOS S.A.	6
2022 AT A GLANCE	12

ABOUT THE COMPANY 14

1.1 Profile and Activities	15
1.2 E.J. Papadopoulos S.A. Business Plan	20
1.3 Collaborations, Distinctions and Participation in Research Programs	22
1.4 Our presence in the global market	23

APPROACH TO SUSTAINABILITY 26

2.1 Sustainability Strategy – ESG Pillars	27
2.2 Sustainable Development Policy	29
2.3 Materiality Analysis	30
2.4 Communication with the Stakeholders	34
2.5 Our progress on sustainable development goals and commitments in 2022.	37

ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE 38

3.1 Climate Change	39
3.2 Circular Economy and the use of Resources	44
3.3 Safeguarding Water Resources	47
3.4 Biodiversity and Ecosystems	49

OUR PEOPLE AND OUR SOCIAL CONTRIBUTION 53

4.1 Human Resources – Working Conditions and Contribution to Employment	54
4.2 Equal Treatment and Opportunities for all	59
4.3 Ensuring Physical and Mental Well-being of all Employees	65
4.4 Employee Development and Training	73
4.5 Quality and Food Safety	79
4.6 Balanced Nutrition and Products of High Nutritional Value	82

CORPORATE GOVERNANCE AND BUSINESS ETHICS 88

5.1 Corporate Governance	89
5.2 Promotion of a Transparent Corporate Culture	92
5.3 Financial Performance and Growth	97
5.4 Growth Strategy and Contribution to the Greek Economy	99
5.5 Sustainable Supply Chain	101

APPENDIX 106



A MESSAGE FROM THE TOP MANAGEMENT

[GRI 2-22]

Dear Stakeholders,

Having celebrated a century of history, our Company remains one of the leading food companies in Greece. While 2022 marked a milestone year for us, we continued to face several economic, social, and environmental challenges. The pandemic remained a concern, even though it had a smaller impact, compared to 2021. Additionally, the war in Ukraine led to an energy crisis and caused difficulties in sourcing raw materials for food companies, including ours. Nevertheless, we successfully overcame these challenges once again this year, while staying true, as we always do, to our philosophy: innovation, quality, respect to our consumers, ethos and excellence.

Looking back over the years, I am immensely proud of our Company's successful journey and decades of operation. The dedication to our work, the unwavering commitment of our 1500 employees, and the meaningful, lifelong relationship we have built with our consumers, give us the strength to look the future with responsibility and optimism. Our top priority remains the production of products of high nutritional value, which meet every consumer need, while continuously researching market trends and evolving consumer preferences. At the same time, we will continue to contribute to the economic development of our country, not only by creating new job opportunities and fostering innovation, but also by investing in the Sustainable Development of our Company.

We are pleased to present you our Company's Sustainability Report, thereby reaffirming our commitment to society, the environment, and the economy. This report aims to share our performance in terms of Sustainable Development, our greatest achievements, as well as the challenges we we were faced with in 2022. This report provides a detailed account of the impact our business operations have had or may have in the future on the key pillars of sustainable development.

Ioanna Papadopoulou

President and Managing Director



A MESSAGE FROM THE TOP MANAGEMENT

[GRI 2-22]

Dear readers,

We are pleased to present our Company's Sustainability Report for the year 2022. This report provides insights into our Company's strategy and practices in 2022, along with our performance and commitments across the three key pillars of sustainable development: Environment, Society, and Governance.

In 2022, in spite of the challenges in the broader economic environment due to the energy crisis and the geopolitical uncertainty caused by the war in Ukraine, we managed to have an increase in our sales. While staying true to our vision, we continued to promote the practices and policies that foster sustainable development by producing and offering a wide range of high-quality food products, with the utmost respect to the needs and demands of our consumers.

We are committed to invest not only in the production of quality products, but also in our people, the environment, and the future. Guided by the belief that the well-being of our employees is closely linked to our Company's success, we prioritize their training and development to ensure a working environment that respects individuality, diversity, and inclusion.

Furthermore, protecting nature across our entire value chain remains a strategic priority for us. For this reason, we actively monitor our environmental performance and focus on the most critical topics with the greatest impact, such as climate change, energy consumption, waste management, and food waste.

With over 100 years of success, we continue to innovate and promote sustainable development in every aspect of our business activities. This commitment drives our strategic investments, positioning our Company as one of the most profitable and modern companies in the food industry. We remain passionate and determined to create a better tomorrow for everyone.

Evangelos Argyropoulos – Papadopoulos

Vice President and Deputy Managing Director



OVERVIEW

ABOUT THIS SUSTAINABILITY REPORT

Reference field and Principles of drafting this Report

[GRI 2-2, GRI 2-3, GRI 2-5]

This Report constitutes the E.J. PAPADOPOULOS S.A. Company's Sustainability Report for the year 2022 (01.01.2022–31.12.2022), using the new Global Reporting Initiative standards, GRI Standards 2021.

Through the publication of this Report, the Company aims to comprehensively inform its stakeholders about its strategy, practices, and performance across the sustainable development pillars during the reporting year.

At the same time, goals and commitments for the following year are established through the analysis and identification of the issues that matter most to its stakeholders, ensuring the Company responds consistently to their needs and expectations.

The data presented in the Report, refer to the activity of E.J. PAPADOPOULOS S.A., both in Greece and internationally. The Company is committed to monitoring its financial, environmental, and social performance on an annual basis. To determine the content of the Report, the Company has followed the GRI Standards ("This report has been prepared in accordance with the GRI Standards: Core option"), without conducting external assurance of the data.

More information regarding the aforementioned standards and coverage of the requirements of the GRI guidelines is presented in the GRI table and in the Table of Contents of the GRI Standards, in the Appendix section.

To clearly outline the Company's limits and impacts on sustainable development, E.J. PAPADOPOULOS S.A. considered the Sustainable Development Goals (SDGs) of the United Nations, examining the impact of its material topics on each of the 17 SDGs.

Changes and restatements of information compared to previous reporting versions [GRI 2-4]

Unlike previous years' Reports, this Report was prepared in accordance with the updated GRI 2021 standards. As a result, it was deemed necessary to conduct a new materiality assessment in accordance with the revised standards. According to the 2022 materiality assessment, the key material issues are summarized as follows: Climate Change including Greenhouse Gas emissions, Biodiversity & Ecosystems, Sustainable Value Chain as well as Water and Water Resources. The topics that were deemed less important in 2022 compared to 2020 were Balanced Nutrition and Products of High Nutrition Value, Trust between Customers and Partners, Responsible Communication and Marketing and Development Strategy and Investments.

Contact [GRI 2-3]

The Company's Headquarters are located in 26 P. Ralli Avenue, Tavros, Attica, 11810.

For observations, comments or suggestions about the content of the Report, please send an email to the following email address: info@papadopoulos.gr



100 YEARS OF E.J. PAPADOPOULOS S.A.

It has been 100 years since our family arrived in Piraeus from Constantinople.

Packed in their luggage was not just their belongings, but the foundations of what would become their legacy: biscuits.

And if they ever dreamed of tomorrow during that journey, that dream truly came to life.

A century later, history has been made – the story story of a family that holds a special place in the hearts of every Greek family.

Over these 100 years, our Company has evolved into one of the most recognizable and beloved brands in the international food industry.

For all the 100-years-worth of moments we've shared together,

THANK YOU



1922-2022
100
YEARS



OUR HISTORY

«The birth of an idea»

In the year of the Asia Minor catastrophe, the Papadopoulos family boarded the ship bound for the port of Marseille, leaving behind Constantinople and taking with them an especially important possession – the Petit-Beurre recipe that had been loved in their homeland. During their stop at the port of Piraeus, they realized that biscuits were an unfamiliar concept in Greece. Thus, the history of biscuits in Greece began with the family's settlement in Athens.

In the years that followed, the family's small-scale production gradually spread across the country, with Athens in particular becoming familiar with the art of biscuit-making. The mother and the children of the family purchased a small oven and began producing and distributing the Petit-Beurre biscuits. They

later expanded their production to include new products. As the family's success grew, they opened their first small factory in 1938.

The 1940s were a challenging period for the Papadopoulos family, who was struggling to recover – as all other businesses and families did as well, after the country's liberation. Following the war, in 1948, Nikolaos Papadopoulos left for Western Europe in order to carry out a "study trip" and visit the great biscuit factories of the continent. During his travels, he continuously kept his brother, Evangelos Papadopoulos, updated on the latest trends in the international market.

The Papadopoulos family arrives in Athens from Constantinople to spread their great love for the art of biscuit-making in Greece

1922



Cream Crackers

1930

The family purchases their first small oven. Their small workshop on Patroklou Street is one of the workshops that produces biscuits in Athens.

The Company is launched for the first time the much-loved Miranda biscuits, Sandwich biscuits and Cream Crackers

1930-1935



1938

The Company opens its first small factory in Petralona, thus entering its industrial phase.

Recovery after the turmoil of World War II.

1948

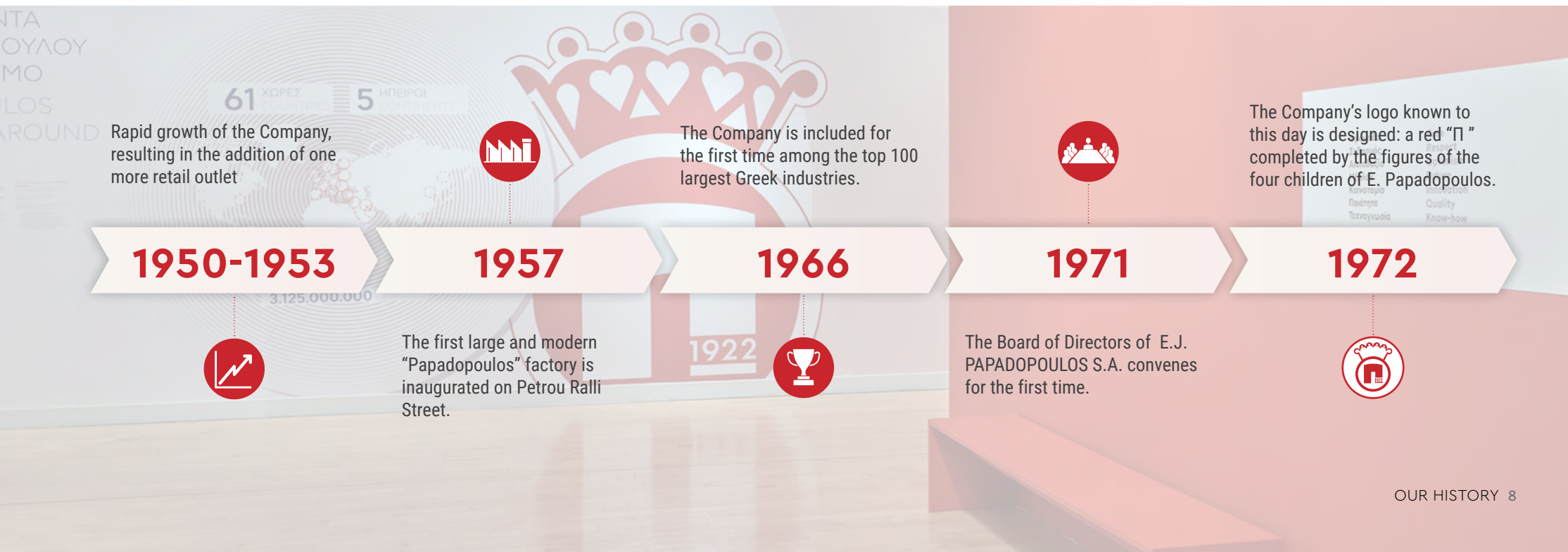




«Les Rois de Biscuits»

In the following years, the company experienced steady and continuous growth. By 1953, the Company had fully recovered to its pre-war levels and continued to flourish day by day. In 1957, the growing demand for the "Papadopoulou" biscuits led the family to open the Company's first large and modern factory on Petrou Ralli Street, which still operates to this day. This was a major achievement, as the efforts of many years had finally come to fruition.

During the 1960s, the Company continued to flourish. The increase in sales was accompanied by continuously improving levels of efficiency, a growing need for additional staff and the commitment to maintain the highest product quality at the same time. It had been continuously awarded at Greek and European exhibitions, and in 1966 it joined the top 100 largest Greek industries.





"A new era"

The period that followed marked an era of milestone events for the Company, such as the opening of its second factory in Thessaloniki, as well as the launch of the beloved Caprice, which would become the Company's export flagship.

In the 1980s and 1990s, the Company continued to expand into new markets, entering the bread substitutes category with Krispies and the production of the first Papadopoulos rusks. To meet the demands of these new products, the company opened two factories: one in Volos in 1979 and one in Oinofyta in 1996.

These factories contributed to the local economy by providing jobs to hundreds of workers.

In 1995, Ioanna Papadopoulou, daughter of Evangelos Papadopoulos, took over the leadership of the Company. Ioanna Papadopoulou is still holding the position of the President and Managing Director, while in 2007 Konstantinos Argyropoulos and Evangelos Argyropoulos joined the Board of Directors.

ΜΠΙΣΚΟΤΑ

The Company's second large factory opens in Thessaloniki.



1973



1979

The Company launches Caprice.

Company opens its third factory in Volos and introduces the highly successful Krispies.



1979



1996

Company opens its fourth factory in Oinofyta, housing the production of the first PAPADOPOULOU rusks. At the same time, the Digestive wholegrain biscuits are launched.

2002



The founder of the Company, Evangelos Papadopoulos, passes away.



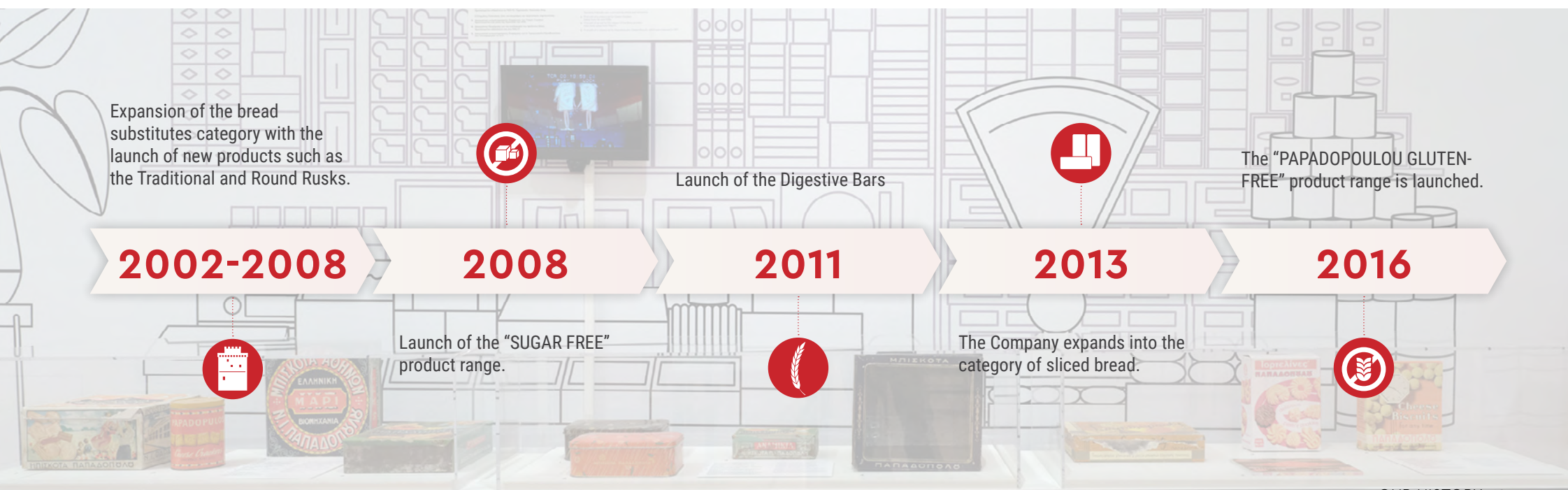
"Consistently at the top, 100 years later on"

Although the Greek economic crisis was an extremely difficult period for most of the Greek businesses, E.J. PAPADOPOULOS S.A. was one of the few employers that did not reduce its workforce. On the contrary, thanks to its effective internal financial management and constant innovation, the Company successfully expands its scale, including an increase in its workforce, which currently stands at 1488 employees.

By continuously and carefully researching market trends and consumer needs, the Company continues to launch new products that meet every need. In 2008, the Company was the first one in the Greek market to introduce sugar-free or less sugar packaged products.

Between 2010 and 2020, the Company launched products of high nutritional value, such as the Digestive Bars, MultiCereal biscuits, while it also expanded into the categories of packaged bread and GLUTEN-FREE products.

Today, with 100 years of history, 4 factories, 1 Warehouse & Distribution Centre, a presence in 67 countries, and numerous awards at both Greek and international exhibitions, the Company maintains its leadership in the Greek Food Industry. It continues to stay at the forefront of modern nutritional trends. The launch of new products continues into this decade, with the introduction of new products to the market and the expansion of existing product ranges.





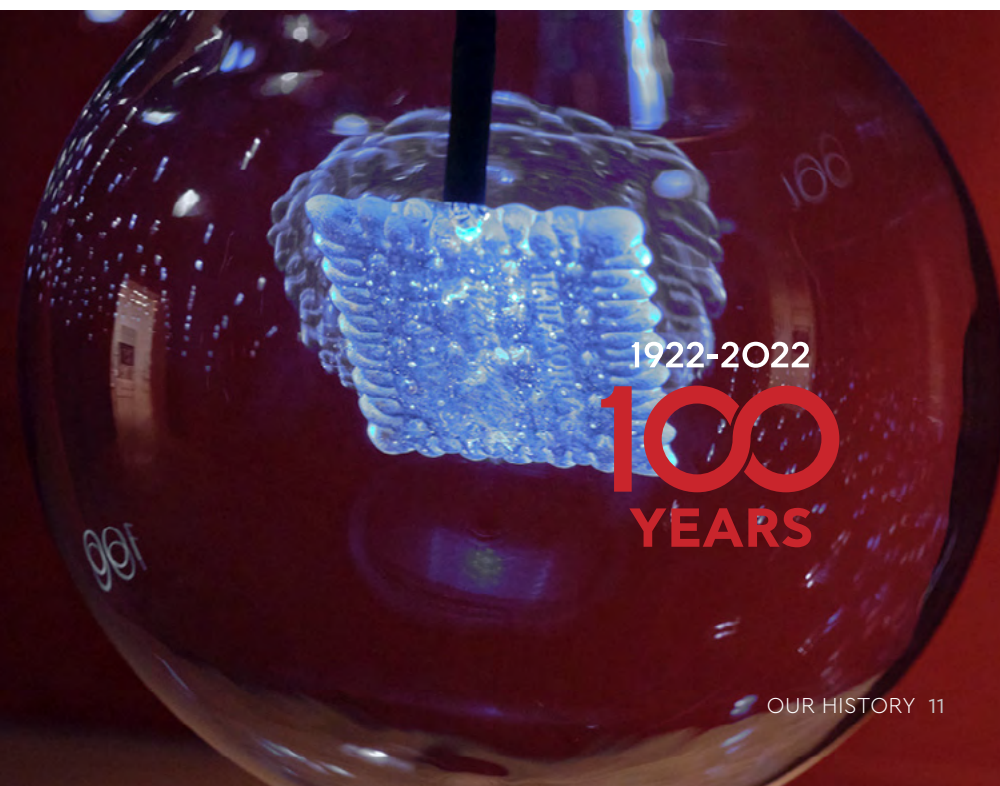
2022 was a celebratory year, as the Company marked a century of continuous success and launched an exhibition for the first time, which showcased its sweet history. The "Papadopoulou 100" exhibition was hosted at the Benaki Museum- one of the country's most historic museums – where the Company's historical archive was presented to the public for the first time. Through a unique visual narrative, the public had the opportunity to explore the history of a Greek family business that evolved alongside the country's development. Additionally, the commercial campaign "which had the same concept, successfully evoked nostalgic memories, touching the hearts of people across the country in just three minutes.

Last but not least through a series of initiatives, the Company sought to express its gratitude to all those who contributed to its success particularly its consumers, whose trust in the quality of its products has been unwavering over the years, making them the cornerstone of its continued growth. Customers enjoyed numerous promotions, especially in the first quarter of the year, which received an enthusiastic response.

The information mentioned above is based on the book titled "Και το όνομα αυτού ΠΤΙ-ΜΠΕΡ". We would like to sincerely thank Mr. Kostas Kostis for his contribution to the writing of this book, which took us on a journey through the Company's history.

TODAY

With 4 plants, approximately 1,500 employees and presence in 67 countries, the Company today holds a special place in the hearts of consumers!





2022 AT A GLANCE

ECONOMIC DEVELOPMENT



Economic value
distributed

€ 207.650.846



Turnover

€216.163.977

ENVIRONMENT



59,43%

Percentage of products
with recycled content
material to total units
of products



83,64%

Percentage of
recyclable plastic
packaging materials
to total units of
packaging materials



100%

Electricity from
Renewable Source
of Energy

THE MARKET



International presence in
67 Countries

INVESTMENTS



Increase in sales

16,8%

FACILITIES



4 factories

1 Warehouse &
Distribution Centre



2022 AT A GLANCE

HUMAN RESOURCES



1488

Employees



€ 4.760.197

Wages,
insurance contribution,
retirement benefits



7.690,35

Training hours

SOCIETY



1565

Local suppliers



19 tons of food

Donation

The background image shows a bright, modern office space. At the top, a large window with black frames looks out onto green trees. Three large, black, circular pendant lights hang from the ceiling. Below the window, a long, light-colored wooden shelf is mounted on the wall, illuminated from below. The shelf is filled with various packaged snacks, including boxes of cookies, bags of chips, and boxes of cereal. To the left of the shelf, there is a green exit sign with a white arrow pointing right. To the right, there is a red fire alarm pull station and a white fire extinguisher. In the foreground, the back of four office chairs are visible, arranged around a white table. The chairs are black, beige, red, and beige. The overall atmosphere is clean, bright, and professional.

About the Company

Profile and activities

E.J. PAPADOPOULOS S.A. Business Plan

Collaborations, Distinctions and Participations in Research Programs

Our presence in the global market

1.1 PROFILE AND ACTIVITIES

[GRI 2-1]

E.J. PAPADOPOULOS S.A. is a modern food company, with an over a century-long-presence, steadily advancing on the path of growth. The Company continues to be an entirely Greek Company that stands out over time in the biscuit industry, offering a wide range of tasty products of high nutritional value under greatly recognizable brands. Since its founding, the Company has remained committed to the principles of its founders—summarized as responsible economic growth with respect for people and the market—continuing its work with reliability and consistency.

Today, the Company operates four factories and one warehouse and distribution center, employing 1488 people. It exports its products to more than 67 countries around the world and has received significant international recognition for many of its brands.



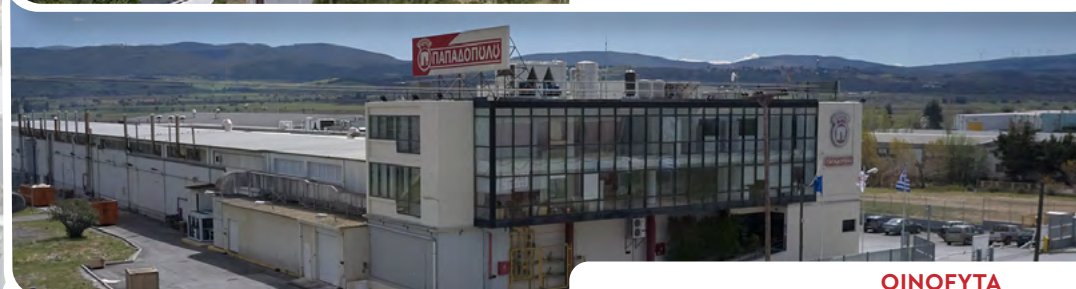
ATHENS



THESSALONIKI



VOLOS



OINOFTYA



ASPROPYRGOS



Our tasty products

[GRI 2-6]

The production process for nearly all of the Company's products follows a common structure and is divided into six main stages: kneading, shaping, baking, filling or coating (where required), sorting and packaging, followed by storage. Depending on the product category, i.e., whether hard or soft dough for biscuits or crackers is being formed, or producing bread, toast, cereal bars or Caprice, the production line is specialized accordingly.

E.J. PAPADOPOULOS S.A. continues to work relentlessly to produce a wide variety of tasty products that earn a place in the consumer's nutritional journey. A prime example is the Company's strong position in the bread substitutes category with products such as Krispies and the Traditional Rusks. Additionally, it has been awarded the 2nd place in the Greek market in terms of value in the packaged

Sliced Bread category and, of course, leads the categories of biscuits and bars. Recently, the Company launched its new product range of Granola Bars.

Innovation is always a key driver of the company's growth. E.J. PAPADOPOULOS S.A. constantly researches market trends and consumer needs, creating functional products that meet their requirements. Thus, the consumer can find options such as Whole Grain, Sugar-Free, Vegan, and Gluten-Free products in the company's product range.





OUR TASTY PRODUCTS

BREAD & TORTILLAS

Toast Gefsi²
Choriano
Dicoccum
German style
Toast Plus
Tortillas
Club Sandwich
Gluten Free

BISCUITS

Petit-Beurre
Miranda
Caprice
Cookies
Sandwich Biscuits
Sandwich Biscuits
with Double Filling
Rondo
Choco

Digestive
Oat cookies
Multicereal
Gluten-free
Marie
Mascot
Cinnamon &
Speculoos
Biscuits
Glykokerasmata

BREAD SUBSTITUTES

Krispies
Thins
Rusks
Breadsticks
Mesogeios Gefsi
Gluten-free

SALTY SNACKS & CRACKERS

Cream Crackers
Mini Pick Crackers
Pick
Krakerakia

CEREAL BARS

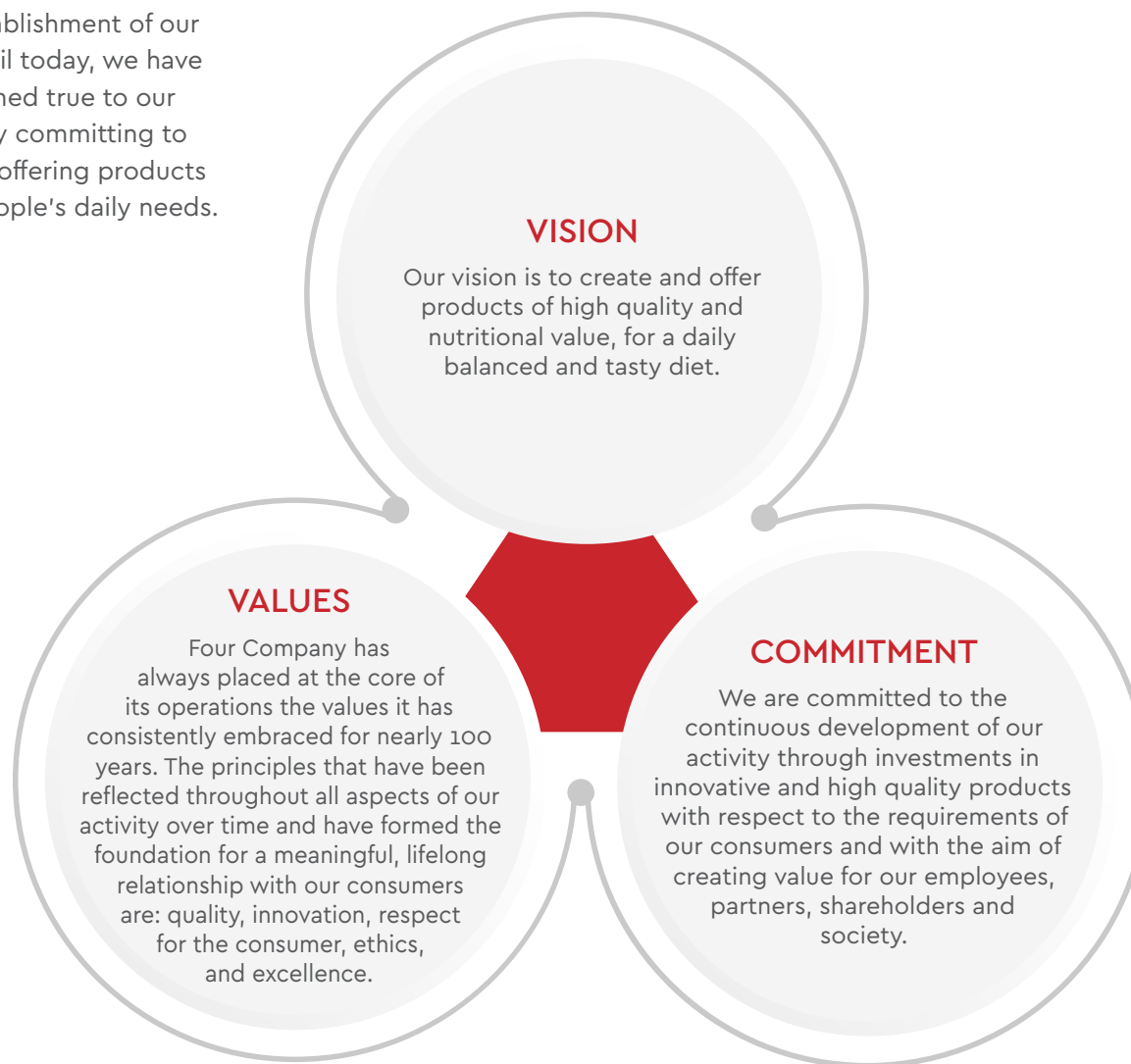
Digestive Bars
Granola Bars



Our Vision, Mission and Values

[GRI 2-18]

From the establishment of our Company until today, we have always remained true to our philosophy by committing to creating and offering products that meet people's daily needs.



Our Values





Our Activities and Facilities

[GRI 2-6]

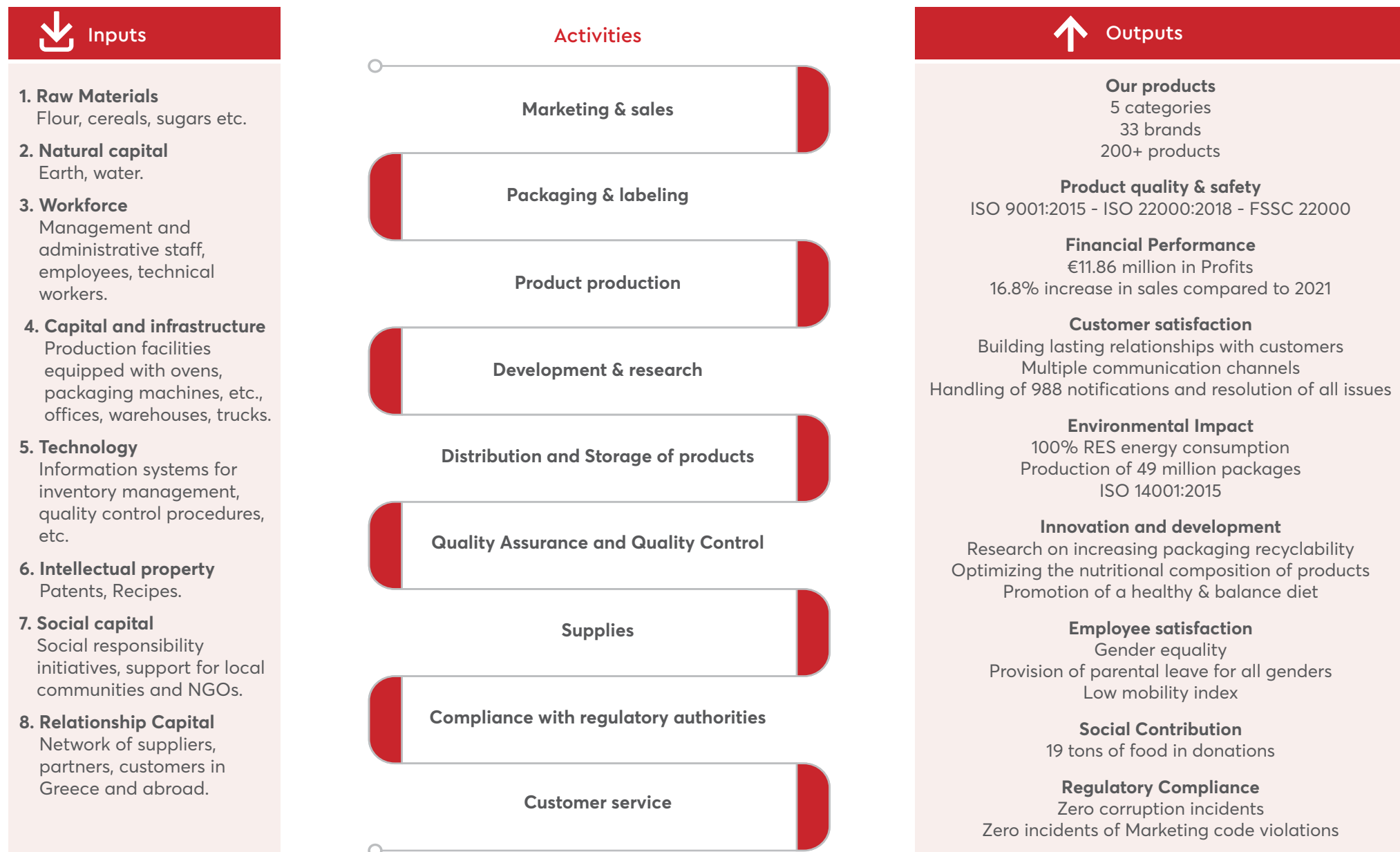
E.J. PAPADOPOULOS S.A. is a company based in Greece, at 26 Petrou Ralli Street, in Tavros Attica, where the Headquarters are. Our 4 factories as well as the Warehouse & Distribution Center are certified and operate according to the international Quality Management Standards ISO 9001:2015, Food Safety ISO 22000:2018 & FSSC22000, and Environmental Management ISO 14001:2015. The HACCP (Hazard Analysis and Critical Control Points) study has also been carried out. The aforementioned Quality Management, Food Safety & Environmental Management systems cover all the Company's activities (Administrative – Production – Commercial).





1.2 E.J. PAPADOPOULOS S.A. BUSINESS PLAN

[GRI 2-6]



Results



ENVIRONMENT

Reduction of the impact on climate change.
Waste Reduction.
Integrating the principles of circular economy into our production and offices.



SOCIETY

Ensuring the health and safety of employees throughout the value chain.
Creating an equitable and merit-based work environment.
Ensuring consumer protection.
Providing high-quality products to the market.



GOVERNANCE

Full compliance with regulatory authorities and ensuring business ethics.
Creation and distribution of direct and indirect economic value.
Efficient supply chain.



1.3 COLLABORATIONS, DISTINCTIONS AND PARTICIPATION IN RESEARCH PROGRAMS

[GRI 2-28]

As a member of key organizations, the Company functions as a responsible and active participant in the country's business community and the sector in which it operates. This has led to strong partnerships based on mutual trust with national associations and organizations.

Since the beginning of our Company's operations, we take pride in the numerous distinctions and awards which we have received regarding our activities and products from recognized and esteemed organizations.

Participation in conferences and exhibitions



ISM 2022



Gulfood 2022

Distinctions:

- **Business of the year** at the Awards Ceremony of the leading institution of the **LEADERS OF THE GREEK ECONOMY 2022** of the **Direction Business Network**
- Winning the 5th place in the **Top 10 of the most attractive employers in Greece** for 2022, based on the **Randstad Employer Brand survey**
- **Female Entrepreneurship Award** to the Company's CEO, Ioanna Papadopoulou at the **"Made in Greece Awards 2022"** by the **Greek Academy of Marketing (GAM)** in collaboration with the **Direction Business Network**
- **Business Unusual Award** to the Company's CEO, Ioanna Papadopoulou, for her continuous contribution to the Greek business community and her social contribution to the **6o Alba Business Unusual Award** organized by **Alba Graduate Business School**

 Σύγχρονες Επιχειρήσεις, Σύγχρονη Ελλάδα	HELLENIC FEDERATION OF ENTERPRISES
	FEDERATION OF HELLENIC FOOD INDUSTRIES
 ΕΥΝΑΞΕΙΟΣ ΒΙΟΜΗΧΑΝΙΩΝ ΣΤΕΡΕΑΣ ΕΛΛΑΔΑΣ	INDUSTRY ASSOCIATION OF SOLID GREECE
	OINOFYTA, ASOPOS BUSINESS PARK MANAGEMENT COMPANY (EDEP)
 Σύνδεσμος Βιομηχανιών Θεσσαλίας & Στερεάς Ελλάδας	ASSOCIATION OF INDUSTRIES OF THESSALY AND CENTRAL GREECE (SBTSE)
 ΣΥΝΔΕΣΜΟΣ ΒΙΟΜΗΧΑΝΙΩΝ ΕΛΛΑΔΟΣ	SBE- FEDERATION OF INDUSTRIES OF GREECE
	HELLENIC RECOVERY RECYCLING CORPORATION
 4-0869-17-100-00	RSPO
	EIT FOOD



1.4 OUR PRESENCE IN THE GLOBAL MARKET

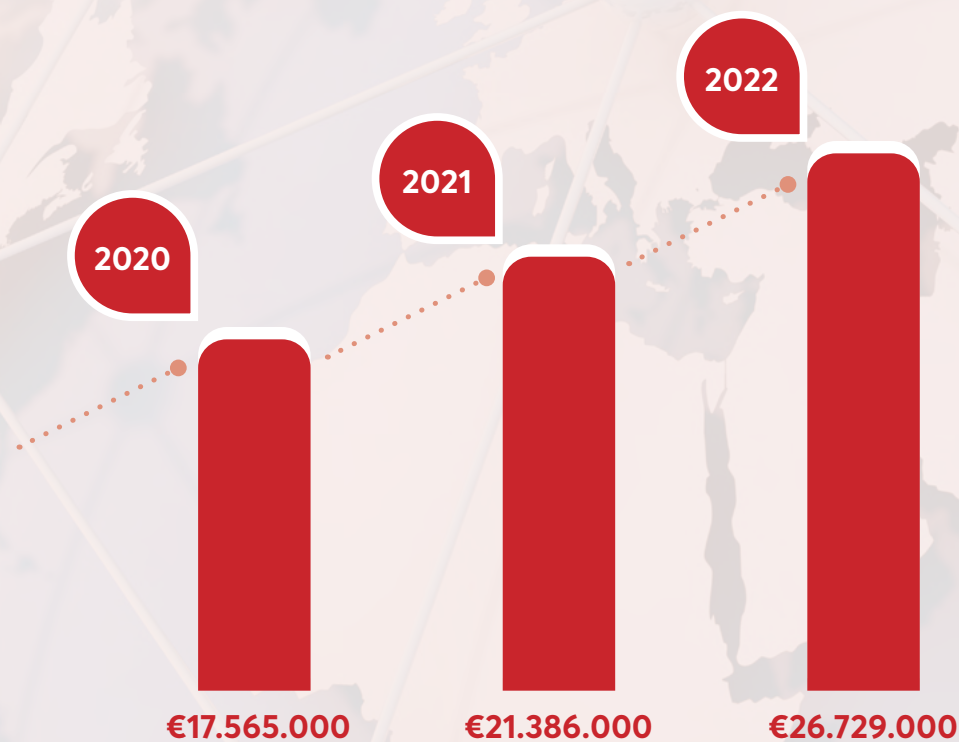
[GRI 2-6]





With a sweet history of over **100 years**, E.J. PAPADOPOULOS S.A. makes its products available in more than **67 countries** around the world, **through its specialized network of commercial partners**. By the end of 2023, this number is expected to reach 70 countries and, according to the three-year strategic plan, the Company aims to export its products to 75 countries in all 5 continents.

The value of our exports





Our export strategy

The International Markets Department is strategically developing through a network of partners who share our values and vision for the future and follow the Company's agreed strategy.

This network of partners is expanding following a thorough evaluation of specific criteria, which ensure the connection and development of knowledge within the market, the optimal operation and distribution of products and, overall, all those elements that provide the guarantees for systematic and medium-to-long-term organic growth of branded products.

Our wide range of products is available to our partners across the world. We are consistently working towards strengthening our global presence, both with Caprice, the most widely known and internationally awarded product, and gradually with other products such as Digestive Bars, Biscotello, Petit – Beurre Biscuits, Bisco Cookies, Digestive Biscuits, Mini Pick Crackers, Goldies Rusks, Cream Crackers, Krispies etc.





Approach to Sustainability

Sustainability Strategy - ESG Pillars

Sustainability Policy

Materiality Assessment

Communication with Stakeholders

Our progress on sustainable development goals and commitments in 2022



2.1 SUSTAINABILITY STRATEGY – ESG PILLARS

[GRI 2-22, GRI 2-23]

Our Company's Sustainability Strategy is reflected throughout its business activities, emphasizing on the 3 Key Pillars: Governance, Society, Environment. The basis of our approach is the United Nations' Sustainable Development Goals, as well as our sector's leading global trends and good practices in our sector. Additionally, we have outlined the opportunities for reducing environmental impacts, improving the natural environment, increasing level of preparedness and business continuity, and enhance social cohesion. As a result, in recent years, the Company has focused on achieving specific goals related to the recyclability of its packaging and reducing its carbon footprint, and the developing new products of high nutritional value.

“ E.J. PAPADOPOULOS S.A. is committed to following the principles of sustainability and ethical business practices outlined in its strategy, which is based, structured, and advancing upon the three main pillars that we have developed. These pillars are based on the fundamental criteria of Sustainable Development: Governance, Society, and Environment. ”

Particular attention is given to the responsible production and operation of our facilities:

- We provide products and services to all stakeholders.
- We fully comply with all legislative requirements related to the safety of our products.
- We respect the environment and the local communities where our facilities operate.
- We develop and produce innovative products which are based on a balanced nutrition and contemporary dietary trends.
- We apply procedures which are based on the rules of ethical business operations.



ESG Pillars



Protection of the environment
and mitigation of the impacts
of climate change



Respect for the consumer
and our people



Responsible governance and
growth strategy



2.2 SUSTAINABLE DEVELOPMENT POLICY

[GRI 2-23]

The Sustainable Development Policy of E.J. PAPADOPOULOS S.A. not only reflects our vision, values and commitment, but also aims at creating value for both the environment and society.

The Company's Sustainable Development Policy encompasses the entire scope of our operations, from production and processing to packaging, distribution and delivery, until the final product reaches every corner of the globe. Through the policies that we develop, we commit to ensuring the Company's resilience in order to consistently support the economy and society, to protect the environment through responsible production practices, to maintain a safe working environment with strict adherence to health and safety regulations and to enhance our social impact by creating maximum value for the local and wider community.





2.3 MATERIALITY ASSESSMENT

[GRI 2-14, GRI 2-29, GRI 2-30, GRI 3-1, GRI 3-2, GRI 3-3]

IDENTIFICATION OF MATERIAL TOPICS

[GRI 3-1a, GRI 3-1b]

In line with our commitment to maintaining an accurate, updated and comparable record of our impacts on the environment, society, economy and governance, this year we conducted an updated materiality assessment with our stakeholders. This assessment aims at providing a detailed evaluation of both our positive and negative impacts across the three pillars of our sustainable development. The Materiality Assessment is a dynamic process that evolves through evaluations per business unit and continuous dialogue with stakeholders. The impact assessment cycle and the relevant material topics shall be applied every two years, with a mid-term review. Other sources of information to identify sustainability topics include ESG criteria used by

institutional investors, ESG requirements from specialized indicators and ESG requirements expressed by customers.

In 2022, the Company ranked its sustainability topics based on their impact on business objectives and Sustainable Development, in accordance with the updated GRI Standards and ESRS requirements, as outlined by the EU Corporate Sustainability Reporting Directive (CSRD). The findings were combined with field research involving stakeholders to assess their significance.

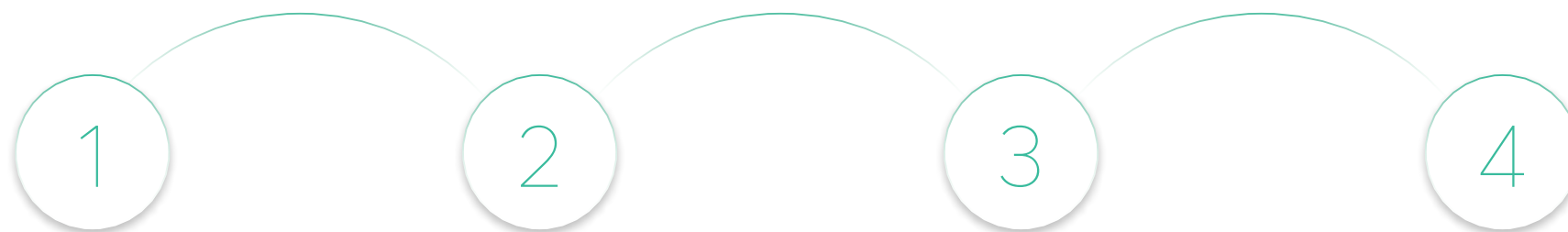




MATERIALITY ASSESSMENT – MATERIAL TOPICS

[GRI 2-14, GRI 3-1, GRI 3-2]

Having as its main priority the management of issues related to the value chain and the impact they have on all stakeholders, our Company carried out the materiality analysis in four phases.



Understanding the organizational structure

- Understanding of the business model and business relationships within the value chain to identify important issues and their impact.
- Understanding of the relevant ESG topics through the respective criteria used.
- Identification of key stakeholders where an impact is observed between the Company's business activities.

Identification of impacts

- Identification and understanding of the Company's most material positive or negative impacts- both actual and potential- on the Environment, Society and Governance.

Assessment of impacts

- Online survey of the Company's stakeholders to assess the identified impacts.
- Type of impact (positive or negative)
- Scale
- Scope
- Likelihood (potential impacts)
- Ability to resolve the impact (for negative effects).

Prioritization of impacts

- Collection and analysis of responses to determine the evaluation of the impacts.
- Company's management determines the topics that are considered to be material.
- Validation of the list of material topics by the Company's management.



PAPADOPOULOS 2022 MATERIAL TOPICS MAP

Significance for E.J. PAPADOPOULOS S.A.

- Ensuring regulatory compliance and business ethics
- ◆ Working conditions and contribution to employment enhancement
- Support of local producers
- Evaluation of suppliers

- Supply chain planning and risk prevention/mitigation
- Indirect economic value
- ◆ Equal treatment and equal opportunities for all employees in the value chain
- ◆ Ensuring the health and safety of consumers
- Promotion of a transparent business culture
- Production and fleet upgrade

- ◆ Information provided to consumers
- ◆ Communication management of consumers suggestions and complaints
- Water discharge into water bodies and oceans
- Direct economic value
- Actions against corruption and bribery
- Use of resources
- Biodiversity
- Pollution of the air/water/soil
- ◆ Protection of the economic, social & cultural rights of local communities

- Waste generation and management
- Sustainable use of energy
- Greenhouse gas emissions
- Protection of ecosystems
- Rational use and consumption of water
- ◆ Ensuring the physical and mental well-being of employees in the value chain
- ◆ Employee training and evaluation plan

Significance for stakeholders

■ Governance

◆ Society

● Environment



The materiality survey highlighted 27 positive and negative impacts on the Environment, Society and Governance. The table below shows the impacts each material topic has on Sustainability as well as the impacts the broader environment has on the company's operations. Additionally, the table links each theme to the UN Sustainable Development Goals and the GRI indicators used to measure and assess impacts over time.

Categories of topics	Pillar	Material Topics	SDGs
1. Circular economy and resource management	Environment	• Waste generation and management	 
2. Equality and diversity	Society	• Equal treatment and equal opportunities for all workers in the value chain	 
3. Climate Change	Environment	• Greenhouse gas emissions • Sustainable use of energy	 
4. Biodiversity and ecosystems	Environment	• Protection of ecosystems	 
5. Sustainable value chain	Governance	• Supply chain planning and risk prevention/mitigation • Upgrading of production and fleet	 
6. Training of employees	Society	• Training plan and employee evaluation	 
7. Health and safety of employees	Society	• Ensuring the physical and mental well-being of all employees in the value chain	 
8. Water and water resources	Environment	• Rational use and consumption of water • Discharge of water into water bodies and oceans	 
9. Quality and food safety	Society	• Ensuring the health and safety of consumers	
10. Corporate governance	Governance	• Promotion of a transparent business culture	
11. Creating economic value	Governance	• Indirect economic value	 

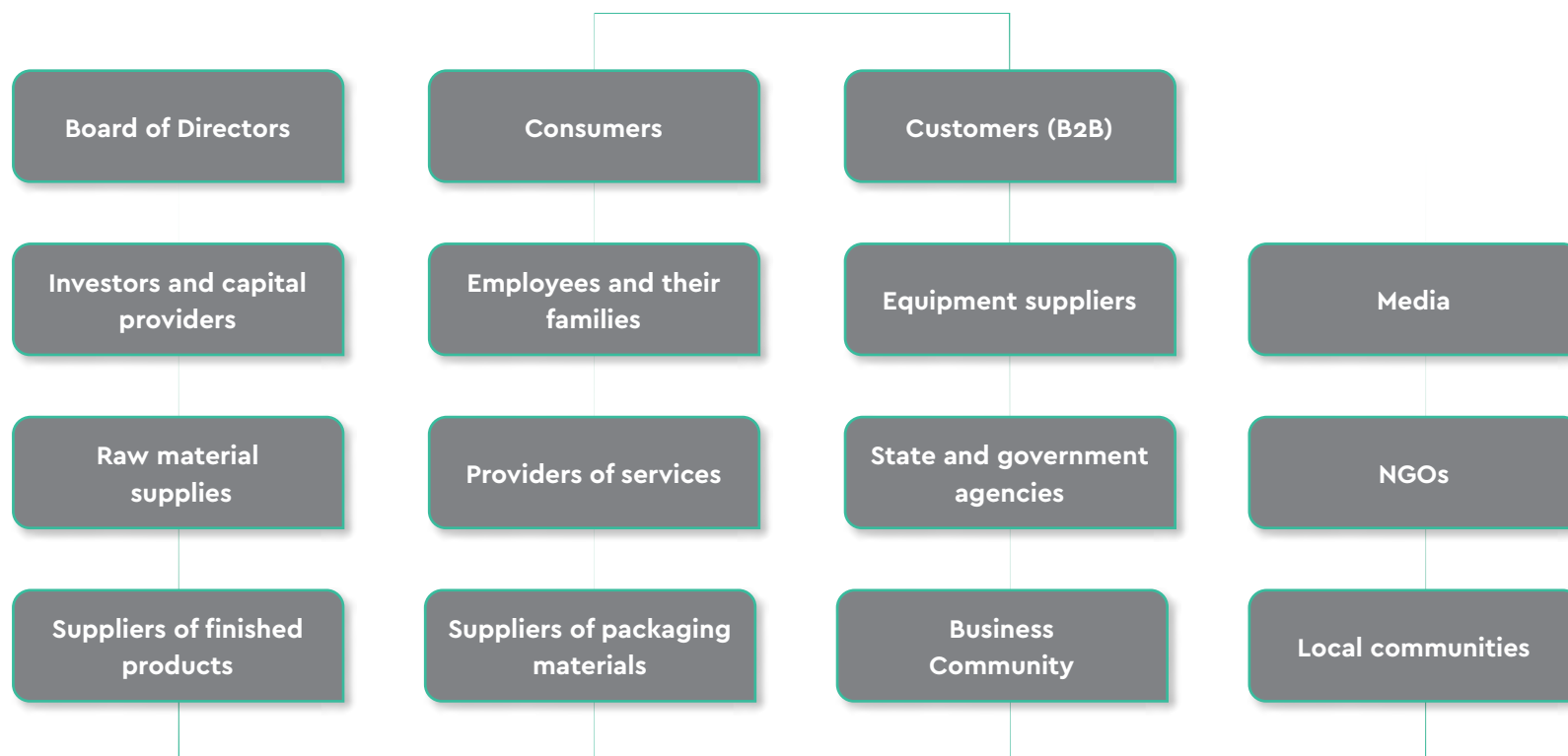


2.4 COMMUNICATION WITH THE STAKEHOLDERS

[GRI 2-29]

At E.J. PAPADOPOULOS S.A., we have identified our key stakeholder groups, as well as the direct or indirect impacts of our business activities. The Company is committed to maintaining direct contact with its stakeholders by using communication channels to identify the important topics that affect all activities between the Company and them. This reciprocal communication is the basis for evaluating and planning the necessary actions and practices that the Company will adopt for the next day of its operations.

The shaping of relationships, the strengthening of dialogue with our stakeholders, and collaboration with them form the foundation for enhancing the Company's Sustainable Development strategy, fostering a sustainable and responsible business environment with a greater contribution to the economy and society. Consultation is carried out in accordance with the principles and objectives set by E.J. PAPADOPOULOS S.A. to address the material topics that arise.





Communication with Stakeholders

Key stakeholder groups	Reason of involvement of stakeholders	Means and frequency of communication
Board of Directors	• Integration of sustainability pillars and practices of Sustainable Development into the Company's strategy • Sustainability Report	• Annual General Meeting • Annual Financial Report • Corporate Website
Investors and capital suppliers	• Continuing to respond to our commitments • Sustainability Report	• Frequent Meetings with top Management • Annual Financial Report • Corporate website • Telephone and online communication
Suppliers, business partners/associates and service providers	• Investing in research and innovation while creating new opportunities for cooperation • Training programme • Analysis, categorization and training of growing suppliers • Communication and relevance to the Company's Sustainability policies and principles • Active participation in conferences and exhibitions • Plans and project scheduling with a longer-term horizon	• Regular meetings with suppliers • Department of Procurement • Meetings, telephone and online communication • Periodic assessments and audits of suppliers • Corporate website • Marketing and R&D Department
Customers (retail and specialised channels)	• Creation of a marketing plan aimed at developing the turnover of the category • Proposals for partnerships based on consumer needs • Strengthening of surveys to ensure satisfaction and a high level of cooperation • Sustainability report	• Sales and Strategic Purchasing Department • Customer Service Department • Regular meetings between executives and top Management • Daily visits to stores • Orders and supply of stores
End consumers	• Expansion of the portfolio of products of high nutritional value • Investing in research and product development • Sustainability Report	• Corporate Affairs and Communications Department • Informative print materials • Product labeling • Corporate website • Corporate social media
Employees and their families	• Implementing policies for the health and safety of employees and investing in upgrading facilities and equipment • Strengthening of the training programmes • Encourage participation in corporate initiatives	• Meetings, telephone and online communication on a regular basis • Human Resources Department • Open communication and events



Communication with Stakeholders

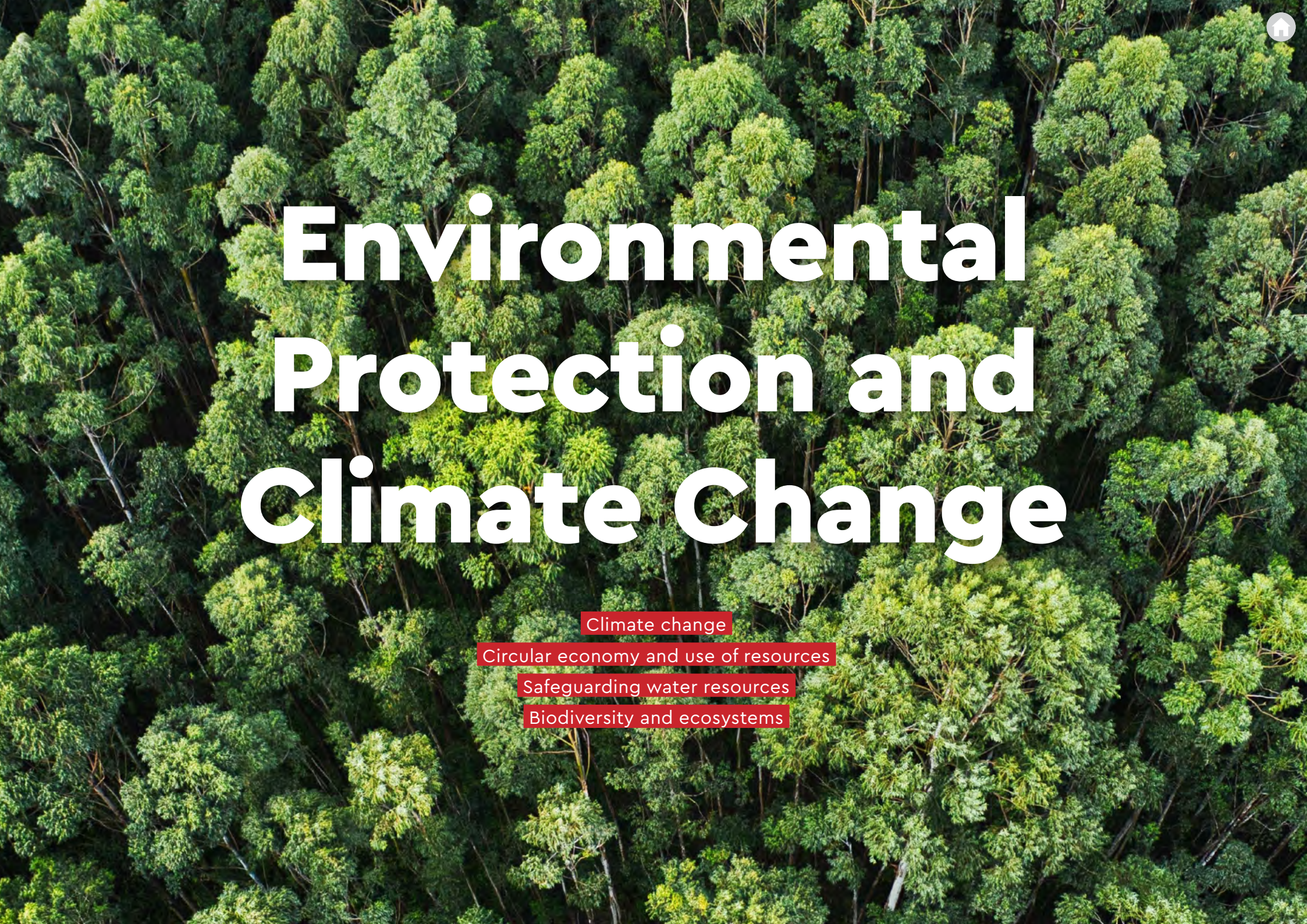
Key stakeholder groups	Causes of involvement of stakeholders	Means and frequency of communication
State & Governmental Organizations	• Continuing to fulfill the Company's obligations to Corporate Bodies and Authorities • Active participation in events of institutional bodies • Sustainability Report	• Corporate website • Regular online, telephone and personal communication • Meetings with organizations/authorities/legislative and institutional bodies • Workshops, Conferences • Events • Publication of financial statements in accordance with case law • Participation in committees
Business community	• Sustainability Report • Strengthening networks	• Administrative Team • Meetings with executives and top Management • Visits to our facilities
Media (traditional and non-traditional)	• Sustainability Report • Informing the new generation about the nutrition of the future	• Communication with media representatives • Press releases and announcements • Company Website • Corporate social media
Society and Non-Profit Organizations	• Organizing a partnerships program • Expanding the food waste program • Sustainability Report	• Corporate website • Corporate social media
Trade Partners	• Sustainability Report • Creation of commercial area plans • Development of a training and systematization plan • Strengthening networks	• Commercial Department • Meetings with executives and top Management • Presentations of commercial plans and priorities • Visits to our facilities



2.5 OUR PROGRESS ON SUSTAINABLE DEVELOPMENT GOALS AND COMMITMENTS IN 2022

In 2020 we developed a series of commitments and sustainable development goals with 2025 as a milestone year. These goals aim to communicate to all our stakeholders the steps we are taking towards sustainable development while measuring our performance at the same time.

	Goal Year	Commitments – Goals	Our progress in 2022
 Packaging	2025	Redesign of packaging and replacement of all flexible multilayer plastic packaging materials with recyclable single-layer materials.	In progress
	2025	Revision of our packaging materials to establish a program to reduce or replace plastic packaging materials.	In progress
	2025	Commitment to incorporating a specific percentage of recycled material content in the secondary and tertiary packaging of our products.	In progress
	2025	Monitoring developments and trends regarding the feasibility of using recycled materials in food-contacting materials (primary packaging).	In progress
 Nutrition	2025	Development of new products, optimization of the nutritional composition of specific products, and revision of portions of consumption. Promotion of consumer awareness in relation to a healthy and balanced nutrition.	In progress
 Environment	2023	Certification of the environmental management system according to ISO 14001:2015, applicable to all our facilities.	Completed
 Health and Safety	2025	Certification of occupational health and safety management systems according to ISO 45001:2018 at all our facilities.	In progress
 Supply chain	2022	Development of a Suppliers Code of Conduct.	Completed
 Governance	2022	Updating of our Code of Conduct by our Board of Directors.	Completed
 Employees	2022-2025	Employee training and raising awareness on sustainability issues.	In progress
	2022-2025	Creation of talent development programs, focused on our corporate needs.	Completed

An aerial photograph of a dense, lush green forest with many tall trees and thick foliage. The image serves as the background for the entire page.

Environmental Protection and Climate Change

Climate change

Circular economy and use of resources

Safeguarding water resources

Biodiversity and ecosystems



3.1 CLIMATE CHANGE

[GRI 3-3, GRI 302-1, 302-3, GRI 305-1, GRI 305-2, GRI 305-4]



Material Topics: Sustainable Energy Management, Greenhouse Gas Emissions

OUR APPROACH

[GRI 3-3 a.b.]

Climate change and its escalating impacts will continue to pose significant challenges in the following years, affecting not only our business operations but also the financial performance of the entire food industry. The raw materials we depend on, such as cereals, cocoa, dairy products and sugar, originate from agriculture and livestock sectors that are highly vulnerable to the adverse impacts of climate change and global warming. Severe weather conditions increasingly threaten the production of these materials, compromising their adequacy, availability and quality. Such disruptions could potentially undermine the financial viability of the Company.

Therefore, one of the biggest commitments of our Company is not only to take measures to reduce and prevent greenhouse gas emissions, but also the preparation against existing and possible impacts of climate change. Through our Materiality Assessment, we have identified the impacts of our business activities and we are actively pursuing actions to address existing challenges while enhancing positive impacts.

3.1.1 SUSTAINABLE ENERGY MANAGEMENT

[GRI 3-3 d.e.]

E.J. PAPADOPOULOS S.A. recognizes the importance of sustainable energy management, as it ensures the efficient and responsible use of natural resources. The Company seeks the minimum possible energy consumption at every stage of production by applying innovative techniques and using

technologies that ensure high energy efficiency and reduction of energy consumption.

At all sites of E.J. PAPADOPOULOS S.A. electricity, natural gas and oil are consumed to facilitate the energy needs of our activities.

The electricity we consume comes from 100% Renewable Energy Sources (RES), without the use of conventional fuels. We therefore indirectly contribute to the reduction of gas emissions and other pollutants and to the reduction of the dependence of energy production on conventional fuels.

It is worth mentioning that, in order to further reduce the negative impacts resulting from the operation of its factories, the Company is researching innovative and more environmentally friendly methods and practices. More specifically, the potential application of additional energy-efficient practices to optimize existing techniques at all stages of the production process is considered.



OUR PERFORMANCE

[GRI 302-1, GRI 302-3]

The total energy consumption within the organization showed a decrease in 2022 by 7.781,19 GJ.

GRI 302-1: Energy Consumption (GJ) ¹			
	2020	2021	2022
Fuel consumption within the organization from non-renewable energy sources²	158.350,99	168.086,03	160.528,98
Diesel	20.370,03	24.236,91	13.777,40
Natural gas	137.980,96	143.849,12	139.784,61
Diesel (Passenger Vehicle Fleet)	N/A ³	N/A ³	5.668,79
Gas (Passenger Vehicle Fleet)	N/A ³	N/A ³	1.298,18
Fuel consumption within the organization from renewable energy sources	0	0	0
Purchase and electricity consumption	60.131,86	63.941,86	63.717,73
Non-renewable resources	0	0	0
Renewable sources⁴	60.131,35	63.941,86	63.717,73
Total energy consumption within the organisation	218.482,85	232.027,89	224.246,70

¹ Assumptions: 1MWh=3,6GJ, Energy Content of Diesel oil: 9,5 kWh/Lt=34,2 MJ/Lt=0,0342GJ/Lt,

² Fuel consumption within the organization from non-renewable energy sources includes Diesel oil and natural gas, which are used in all the facilities (Athens factory, Oinofyta factory Volos factory, Thessaloniki factory, Aspropyrgos distribution center) of the Company for production, as well as diesel and gasoline for the operation of the passenger car fleet

³ N/A indicates that the information is not available.

⁴ The specific quantity came from guarantees of origin of the electricity supplier of E.J. PAPADOPOULOS S.A.



OUR PERFORMANCE

[GRI 2-4, GRI 302-1, GRI 302-3]

The energy intensity of production showed a decrease in 2022 by 0,1 GJ/t.

GRI 302-3: Energy Intensity¹



Total energy consumption

2021 → 232.027,89 GJ
2022 → 224.246,70 GJ



Overall production volumes

2021 → 51.031,00 t
2022 → 50.346,98 t



Energy intensity

2021² → 4,55 GJ/t Produced
2022 → 4,45 GJ/t Produced

¹ For the calculation of energy intensity ratio as a denominator, the whole of the production for 2022 was considered.

² The present restatement is due to the fact that the Company proceeded to recalculate the energy intensity index for 2021 taking into account the total energy consumption within the organization for all five facilities (Athens factory, Oinofyta factory, Volos factory, Thessaloniki factory, Aspropyrgos distribution center), in relation to the calculation of the energy intensity presented in the Sustainable Development Report 2021 where the total energy consumption for the four facilities was taken into account (Athens factory, Oinofyta factory, Volos factory, Thessaloniki factory).



3.1.2 Greenhouse Gas Emissions Reduction

Systems and Practices

[GRI 3-3 d.e.]

The EU Green Deal underscores the need to develop a strategic plan that is consistent with the objective of limiting the increase of the average global temperature to 1.5 degrees above pre-industrial levels. This plan aligns with the ambitious medium- and long-term goals of the European Union and by extension of Greece to achieve climate neutrality by 2050.

At E.J. PAPADOPOULOS S.A., one of our key commitments is to implement measures aimed at reducing and preventing greenhouse gas emissions, as well as preparing for the existing and potential effects of climate change. These efforts are a top priority globally.

The Company recognizes that carbon dioxide emissions result not only from its production but also throughout the entire supply chain. To address this, the company has implemented systems and practices focused on reducing emissions, examples of which include:

- Operating a feedback system in warehouses with electric forklifts to reduce fuel consumption and therefore reduce greenhouse gas emissions.
- Monitoring and recording of energy consumption resulting from the Company's activities, on a monthly basis.
- Reducing energy consumption through the Company's facility upgrades, such as replacing traditional lighting with LED lamps.
- Maintaining air conditioning and refrigeration units to minimize leaks and using the latest generation refrigerants, with the least possible impact on the greenhouse effect.

Addressing climate change risks

[GRI 3-3 d.e.]

To mitigate risks associated with climate change, our Company closely monitors developments, through timely communication and information from suppliers. Additionally, our Company carries out timely planning of demand requirements, production and distribution of orders, secures different suppliers for critical raw materials and proceeds with the stocking of specific products, when necessary to maintain uninterrupted business operations during potential crises.

The Company is also exploring investments in green technologies, such as installing photovoltaic panels in its factories and upgrading the energy efficiency of the office buildings. Additionally, despite the relatively low use of oil, a significant reduction in oil consumption at the Athens factory is planned in the near future.



OUR PERFORMANCE

[GRI 305-1, GRI 305-2, GRI 305-4]

The Company conducted its first carbon footprint measurement in 2022. This assessment of greenhouse gas emissions covered the direct emissions (Scope 1), resulting from the consumption of diesel and natural gas in our factories and the petrol and diesel consumption of the passenger vehicle fleet, and indirect emissions (Scope 2), resulting from the organization's total electricity consumption.

Measuring the carbon footprint will enable the Company implement targeted measures and practices aimed at gradually reducing emissions in the coming years and, thereby contributing to the country's transition to climate neutrality by 2050.

GRI 305-4: Greenhouse Gas Emissions Intensity⁴



2022

Direct greenhouse gas emissions (Scope 1)	Total energy produced	Energy Intensity
9.374,07 tCO ₂ e	50.346,98 t	0,19 GJ/t Produced

⁴ For the calculation of the greenhouse gas emission intensity ratio as a denominator, the total of the produced for 2022 was taken into account.



GRI 305-1 & GRI 305-2: Direct and indirect greenhouse gas emissions (Scope 1 and Scope 2)¹

2022

Direct greenhouse gas emissions (Scope 1)	→	9.374,07 tCO ₂ eq
Indirect greenhouse gas emissions (Scope 2 – location based)	→	9.438,00 tCO ₂ eq
Indirect greenhouse gas emissions (Scope 2 – market based) ²	→	-
Total greenhouse gas emissions (Scope 1 and Scope 2 – location based) ³	→	18.812,07 tCO ₂ eq
Total greenhouse gas emissions (Scope 1 and Scope 2 – market based) ³	→	9.374,07 tCO ₂ eq

¹ The methodology for calculating Scope 1 and Scope 2 emissions (location-based and market based) for the year 2022 was carried out in accordance with the GHG protocol "A Corporate Accounting and Reporting Standard". The operational control approach was used to calculate the Scope 1 and 2 emission categories CO₂, N₂O and CH₄. 2022 has been used as the base year for the calculations, due to data availability and completeness.

² Scope 2 – market based emissions are very close to zero as the Company has purchased certificates of origin from the electricity provider and therefore, 100% of the electricity it consumed came from renewable energy sources.

³ The following emission factors were used to calculate greenhouse gas emissions:

CO₂:

- Oil, natural gas, electricity (location – based): Greece, National Inventory Report, April 2023
- Electric energy (market – based): Department of Guarantees of Origin and Energy Mix (DAPEEP S.A.) – Energy Mix 2022

N₂O/CH₄:

- Oil, natural gas: Greece, National Inventory Report, April 2023
- Electric energy (location – based, market – based): Greece, National Inventory Report, April 2023



3.2 CIRCULAR ECONOMY AND THE USE OF RESOURCES [GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4]



Material Topic: Waste generation and management

OUR APPROACH

[GRI 3-3 a.b.]

The excessive use of resources in recent decades has led to severe pollution, environmental degradation and the depletion of natural resources. As a result, more prudent and sustainable waste management as well as responsible use of natural resources has become a necessity at both national and global levels. The Roadmap for a Resource Efficient Europe and the Circular Economy Package aim to make the EU economy sustainable by 2050.

At E.J. PAPADOPOULOS S.A. we support the European and national initiatives to achieve circular economy, and adopt a unified course of action, which supports the transition to a zero-waste society. We play a crucial role in this transition by aligning our policies and strategies with sustainable development goals, integrating them in our business strategy. We place emphasis on pollution prevention and environmental protection in our facilities; this includes gradually replacing plastic non-recyclable packaging materials with recyclable alternatives and focusing on recycling and reuse of materials.

Through the Materiality Assessment process, we have identified how our business activities positively contribute to circular economy, and the conservation of natural reserves. At the same time, we have identified the negative impacts caused by our activities and are committed to implementing practices and initiatives to mitigate or even eliminate them.

Food Loss

[GRI 3-3 d.e., GRI 306-1]

Food loss is a critical global issue with significant environmental and social implications. One of our corporate priorities is the rational management of waste, including production residues of defective products. To address this, the company has implemented an integrated Quality Management System across all our facilities. This system is in accordance with European and National legislation and ensures effective management at every stage of production; from the receipt of raw materials to the distribution to the final consumer. As part of this effort, by-products from the production process which retain high nutritional value are repurposed as raw materials for animal feed.



Waste management

[GRI 3-3 d.e., GRI 306-1, GRI 306-2]

A key priority for us is the rational management of waste. Reducing our Company's environmental footprint, as well as fully complying with existing legislation for the management, storage, transport, recycling, and disposal of waste, are central to our commitments.

Our Company consistently undertakes initiatives and follows established procedures aimed at reducing its environmental footprint. It participates in the recycling and rational management of all metal, plastic, paper and wood materials, accumulators, old machinery, broken pallets, machine, and vehicle lubricants as well as laboratory reagents.

A number of recycling bins is in place for the collection of metal, paper, plastic, iron as scrap, and lubricants, in collaboration with accredited partners. Each site also has a system for collecting used batteries, which are managed through the collective system for portable batteries and accumulators

operated by AFIS. Additionally, electrical appliances are recycled in partnership with Appliances Recycling S.A. Furthermore, a recycling program is in place for vehicle batteries, mechanical equipment, lamps, and waste from the Company's laboratories.

Waste management is handled in collaboration with recycling and waste management companies, which transport the waste to approved treatment and recycling facilities. Any remaining waste is disposed of in a legal landfill.

To further reduce its environmental footprint and preserve resources, our Company is exploring the implementation of additional circular solid waste management systems to achieve zero waste in all its industrial operations.





OUR PERFORMANCE

[GRI 306-3, GRI 306-4]

The total waste production across the organization decreased in 2022 by 332.44tn in the non-hazardous waste category while hazardous waste increased by 1.43tn.



GRI 306-3: Total waste (t)

	2021		2022	
	Non-hazardous	Hazardous	Non-hazardous	Hazardous
Lubricants	N/A	0,53	N/A	2,43
Vehicle Batteries	N/A	1,33	N/A	0,82
Small batteries	N/A	0,1	N/A	0,07
Light bulbs	N/A	0,3	N/A	0,37
Trash	2.514,00	N/A	2.887,06	N/A
Paper	425	N/A	409,08	N/A
Plastic	103	N/A	90,40	N/A
Metal boxes	40	N/A	47,31	N/A
Iron (scrap)	91	N/A	31,17	N/A
Production waste – pet food	3.265,00	N/A	2.640,54	N/A
Total waste	6.438,00	2,26	6.105,56	3,69



GRI 306-4: Wasted diverted from disposal (t)

	2021	2022
	Non-hazardous	
Waste	113,44	128,92
Paper	4,44	11,45
Plastic	2,98	3,46
Total waste	120,86	143,83
	Onsite/Offsite	Onsite/Offsite
Recycling/Total	0/120,86	0/143,83



3.3 SAFEGUARDING WATER RESOURCES

[GRI 3-3, GRI 303-1, GRI 303-5]

Material Topic: Rational use and consumption of water

OUR APPROACH

[GRI 3-3 a.b.]

Water is essential for human, animal and plant life, as well as for the economy. Its protection and management transcend national borders, with EU water policy playing a key role in safeguarding the environment within the EU. Water is not just a commodity; it is finite resource and common good that must be protected and used sustainably, both in terms of quality and quantity.

At E.J. PAPADOPOULOS S.A. water is an integral part of the production process, used in addition to production, and for cleaning mechanical equipment and building infrastructure. In this context, our Company is committed to the implementation of practices and initiatives which aim at optimal water use and consumption. We adopt policies and practices that align with our strategy, and continuously seek new methods to protect this invaluable resource.

Through the Materiality Assessment, we have identified both the positive and negative impacts of our business activities concerning water consumption and use. More specifically, our Company recognizes the ways in which its factories and each production process can affect water consumption.

Ensuring water quality and consumption

[GRI 3-3 d.e., GRI 303-1]

To ensure water quality, the Company systemically conducts water checks in our factories. Water quality is monitored through daily testing of physicochemical parameters by the Quality Control (QC) department.

In addition, water samples are periodically sent to accredited external laboratories for comprehensive microbiological and physicochemical analysis.

It is worth mentioning that the Company is considering potential measures aiming at reducing water consumption (e.g., water saving systems in toilets, use of low volume cleaning systems), as well as encouraging employees, customers, and local communities to improve their behaviour in terms of responsible water consumption, through collective and educational activities.

Furthermore, the company is exploring the provision of information, regular training, and capacity building process to internal and external stakeholders for the protection of water resources (e.g., provision of state-of-the-art tools for measuring water quality parameters, demonstration of best practices for proper water consumption, etc.). Within the framework of ISO 14001, training of the Company's employees on leakage management is carried out.



On-site effluent and leakages management

[GRI 3-3 d.e., GRI 303-1]

In continuation of our effective management practices aimed at reducing water consumption in our factories, the Company recognizes the importance of managing the liquid waste generated in our facilities. Specifically, we collaborate with specialized agencies for the collection and treatment of water waste resulting from the activities of our factories.

Our performance

[GRI 303-5]

The total water consumption increased in 2022 by 0,67 ML compared to the total consumption in 2021.

As part of the ongoing performance monitoring aimed at improving water management and consumption, the following are recorded:



GRI 303-5: Total water consumption (ML)¹

	2020	2021	2022
ATHENS FACTORY	10,74	11,72	12,08
OINOFYTA FACTORY	18,73	17,76	16,96
VOLOS FACTORY	11,52	13,09	14,50
THESSALONIKI FACTORY	9,83	10,13	9,81
D.C. ASPROPYRGOS	2,26	1,25	1,27
Total	53,08	53,95	54,62

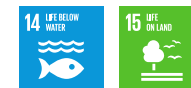
¹ b and c requirements of the GRI 303-5 indicator have not been fulfilled due to the fact that no areas under increased pressure have been identified, which is verified by the Environmental Conditions Approval Requirements of the factories, where there is no relevant reference.





3.4 BIODIVERSITY AND ECOSYSTEMS

[GRI 3-3, GRI 301-1, GRI 301-2, GRI 301-3, GRI 304-1]



Material Topic: Protection of ecosystems

OUR APPROACH

[GRI 3-3 a.b.]

Biodiversity and ecosystems are vital to people's physical and mental health as well as the well-being of the wildlife. Balanced ecosystems enhance life by producing oxygen, allowing pollination, ensuring drinking water, and maintaining fertile soils. They are also more resilient and easily adaptable to the impacts of climate change and improve connectivity with other ecosystems, thus increasing the population of the species that inhabit them. At E.J. PAPADOPOULOS S.A. we recognized, through the materiality assessment, the impacts that our business activities may have on ecosystems. Specifically, our Company uses land for its industrial activity and waste disposal through third parties (Sanitary Landfills (S.L.)). However, we do not operate in or near protected areas and high diversity value areas nor do we operate in areas included in the IUCN Red List of Threatened Species. By establishing waste reduction targets and increasing the recyclability index of packaging materials, we are working towards a zero-waste society aimed at protecting the environment and ecosystems. In this context, the Company has implemented measures to protect the ecosystems through targeted corporate initiatives.

Recyclable packaging

[GRI 3-3 d.e.]

Our product packaging is designed to maintain product quality while minimizing our footprint on the environment and ecosystems. We focus on increasing the use of recyclable plastic packaging, without compromising the safety and quality of our products. These actions help reduce the amount of waste disposed in landfills and conserve natural resources.



By recognizing the importance of preserving ecosystems and considering the consumers behavioral change towards more sustainable products, the Company aims to reduce its environmental footprint even more. This includes exploring further increases in the percentage of recycled material in packaging and setting targets for increasing packaging recyclability, in relation to total sales.

Other actions and initiatives

[GRI 3-3 d.e.]

At E.J. PAPADOPOULOS S.A., factories are actively monitored to ensure compliance with the relevant standards and legislation for the recycling and rational management of all plastic and paper packaging, accumulators, machine and vehicle lubricants, as well as laboratory reagents. Waste collection and processing is carried out in partnership with trained and certified recycling or waste management companies, thus ensuring their correct treatment and disposal. A similar process takes place for wastewater, which is collected by specialized partners, as mentioned in section 4.2. These practices are also reflected in the corresponding environmental studies conducted during the licensing, construction, and operation of each of the Company's factories. The purpose these initiatives is to protect the ecosystems and their functions from the potential negative impacts of our company's operations.

Finally, E.J. PAPADOPOULOS S.A. encourages its suppliers to apply principles and practices of sustainable development in their operations. It doesn't enter in any partnerships if the respective supplier does not agree with the Company's Code of Ethics or fails to meet all the requirements. We are continuously seeking to incorporate the best practices and initiatives (e.g., establishment of goals for the reduction of production process waste and end-use-waste, organization of voluntary actions such as tree planting, beach cleaning, etc.) in our strategy in order to further reduce our environmental footprint and support healthy ecosystems.





OUR PERFORMANCE

[GRI 301-1, GRI 301-2, GRI 301-3]

GRI 301-1: Total weight of raw materials and packaging materials (t)¹

Non-renewable materials ²	Renewable materials ³	Total
2020 → -	2020 → 53.900	2020 → 53.900
2021 → 3.226	2021 → 57.476	2021 → 60.703
2022 → 3.471	2022 → 56.925	2022 → 60.396

¹ Non-renewable materials data for the year 2020 was not available. The total for 2020 is for renewable materials only.

² The total non-renewable materials include the non-renewable materials (metal, plastic) used for production packaging. For these materials, the Company has the quantity used in all its factories, while the quantity per facility is not available.

³ The total renewable materials include the renewable raw materials, and the renewable materials (paper) used for product packaging. For paper, the Company has the quantity used in all its factories, while the quantity per facility is not available.

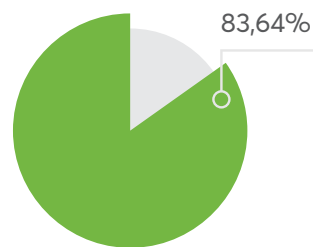
GRI 301-1: Total weight of renewable raw materials (t)

	2020	2021	2022
ATHENS FACTORY	7.010	7.930	7.901
OINOFYTA FACTORY	20.602	21.111	21.039
VOLOS FACTORY	5.241	6.270	6.933
THESSALONIKI FACTORY	21.047	21.011	19.892
Total	53.900	56.321	55.765

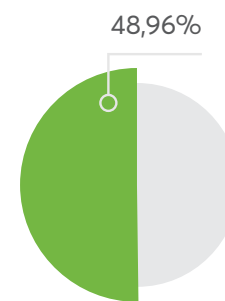
GRI 301-2: Recycled input material

2021 - 2022

Recyclable packaging materials to
all packaging materials



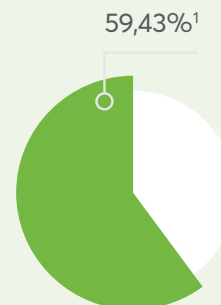
Recyclable plastic packaging materials
to all plastic packaging materials



GRI 301-3: Reclaimed products and their packaging materials

2021 - 2022

Percentage of reclaimed products
and their packaging materials



¹ Represents the
percentage of
packaging materials
used that contained
recycled materials.



Our people and our social contribution

Working Conditions and Contribution to Employment

Equal Treatment and Opportunities for All

Ensuring Physical and Mental Well-being of All Employees

Employee Development and Training

Quality and Food Safety

Balanced Nutrition and Products of High Nutritional Value



4.1 HUMAN RESOURCES – WORKING CONDITIONS AND CONTRIBUTION TO EMPLOYMENT

[GRI 2-7, GRI 2-30, GRI 401-2, GRI 401-3]

Human resources and employment

[GRI 2-7, GRI 2-30, GRI 401-2, GRI 401-3]

Human resources represent an essential pillar for the overall operation and success of our Company. In 2022, E.J. PAPADOPOULOS S.A. employed 1,488 people (31/12/2022), across both operational and administrative roles. Our Company is committed to fostering a respectful and supportive working environment, guided by principles of ethical and equal treatment of human resources. We ensure that our workplace complies with legal standards, promotes fairness, and strictly opposes any form of illegal labour practices, forced labour, child exploitation and discrimination.

The Human Resources department is responsible for recruiting personnel for all the departments of the Company, with full transparency, and in accordance with Company's established internal procedures. The Company prioritizes existing employees to fill vacancies, as management is aware of their skills and can assign them to the appropriate departments, thereby promoting goodwill within the Company. Furthermore, offering internship opportunities to recent graduates and recruiting people from the local community are key pillars of the Company's recruitment efforts.

To promote an inclusive working environment, the Company monitors and records its workforce annually, categorizing employees by gender (female, male) and by type of contract (permanent or fixed term). It is worth noting that 100% of employees across all facilities are covered by collective agreements in force at any given time.

Our people in numbers [GRI 2-7]

GRI 2-7: Employees

Number of employees 31/12

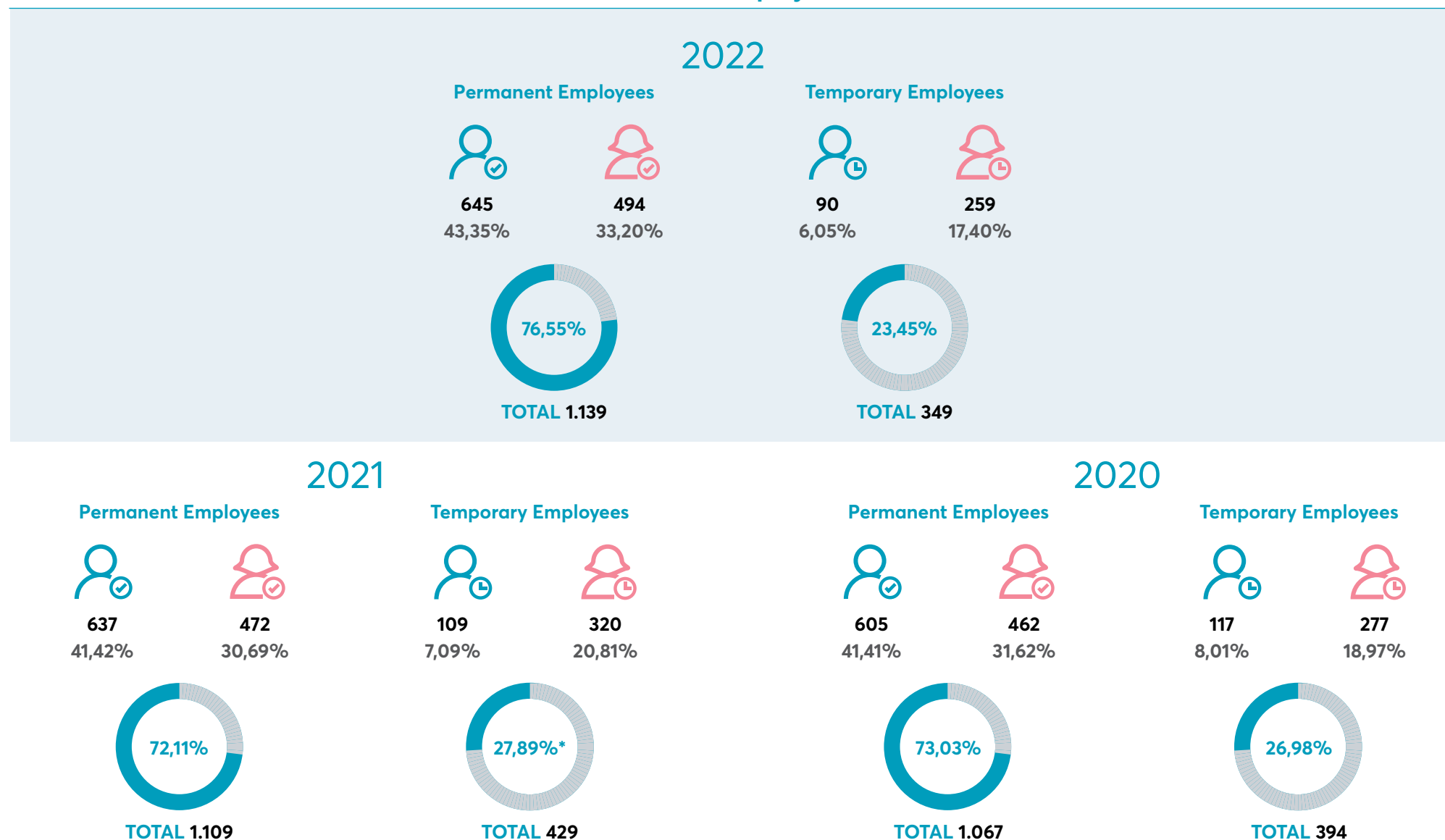
	2022	2021	2020
 Total	1.488	1.538	1.461
 Male	735 49,40%	746 48,50%	722 49,42%
 Female	753 50,60%	792 51,50%	739 50,58%



Human resources by labour contract and gender

[GRI 2-7]

GRI 2-7: Employees



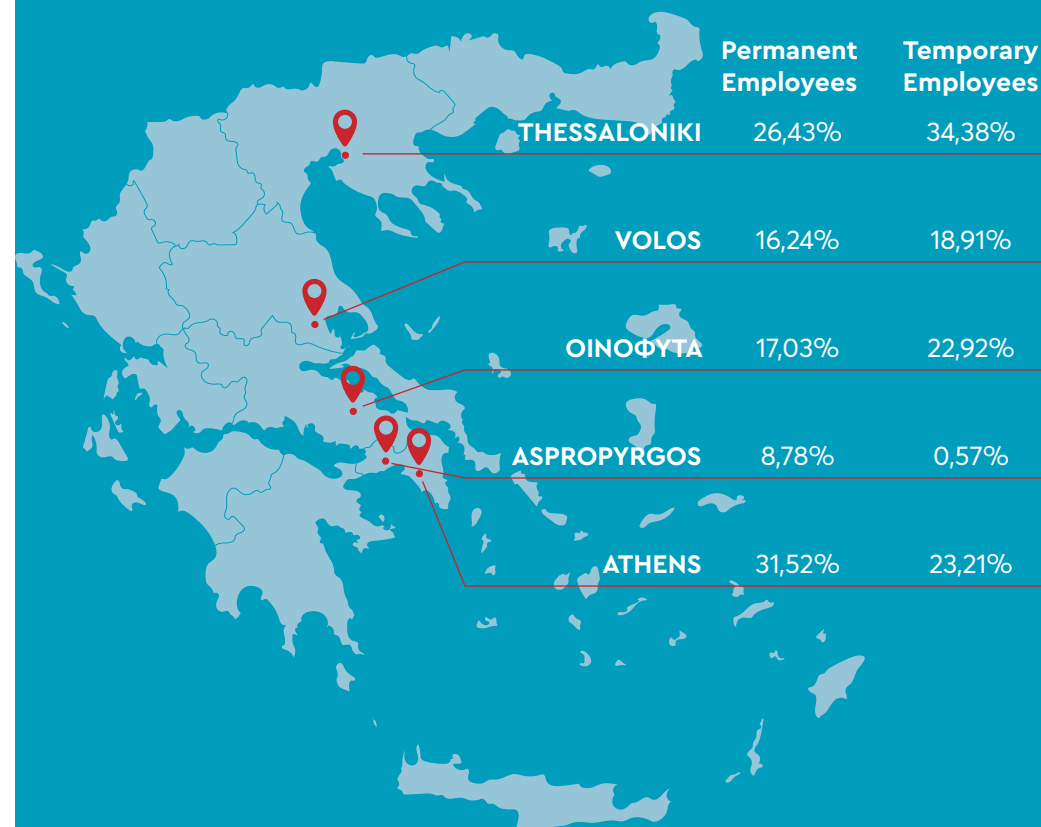
* The number adds up to 27.89% due to rounding.
The reference data is based on headcount 31/12 of each year.

Breakdown of total employees by division

Division	2022	2021	2020
Industrial Division	74,60%	76,01%	74,40%
Sales Division	8,80%	8,71%	8,83%
Division of Planning & Logistics	8,80%	8,06%	8,76%
Finance Division	1,81%	1,69%	1,85%
Marketing Division	1,34%	1,24%	1,30%
Human Resources Division	1,14%	1,04%	1,23%
General Management Division	0,87%	1,04%	1,16%
R&D Division	0,94%	0,78%	0,82%
International Markets Division	0,74%	0,65%	0,68%
Information Technology Division	0,34%	0,33%	0,48%
Purchasing Division	0,34%	0,26%	0,27%
Quality and Food Safety Division	0,27%	0,20%	0,21%

Breakdown by geographical area [GRI 2-7]

Tracking employees by geographic area enables the Company to monitor the number of employees at each facility. In 2022, Athens has the highest percentage of permanent employees at 31,52%, while Aspropyrgos has the lowest percentage of both permanent and temporary employees, at 8,78% and 0,57% respectively. Regarding temporary employees, Thessaloniki records the highest percentage at 34,38%.





Employee Benefits and Work Tools [GRI 401-2]

Our Company offers a range of benefits to the organization's full-time employees which include:

- Health and life insurance plan
- Pension Scheme (in accordance with applicable state law)
- Restaurant / Food allowances
- Bonus
- Leasing cars, mobile phones and other electronic equipment, depending on the position





Parental Leave [GRI 401-3]



Our Company actively respects the right to parental leave of all employees, regardless of gender.

735 Men	25 Men	24 Men	17 Men	1 Men	0 Men
753 Women	14 Women	6 Women	11 Women	8 Women	7 Women
Other: N/A Not disclosed: N/A	Other: N/A Not disclosed: N/A	Other: N/A Not disclosed: N/A	Other: N/A Not disclosed: N/A	Other: N/A Not disclosed: N/A	Other: N/A Not disclosed: N/A
1.488 Total	39 Total	30 Total	28 Total	9 Total	7 Total
Total number of employees who were entitled to parental leave	Total number of employees who received parental leave	Total number of employees who returned to work after parental leave ended	Total number of employees who returned to work after parental leave ended and were still employed 12 months after returning to work	Total number of employees due to return to work after parental leave	Total number of employees returning from parental leave in the previous year (2021)



4.2 EQUAL TREATMENT AND EQUAL OPPORTUNITIES FOR ALL

[GRI 3-3, GRI 405-1, GRI 405-2, 406-1]



Material Topic: Equal treatment and equal opportunities for all in the value chain

OUR APPROACH [GRI 3-3 a.b.]

Equal opportunities reflect the belief that a sustainable world can only be achieved by creating conditions that support and safeguard diversity, promoting dignity and inclusion, both in the workplace and in society. Our Company's goal is to ensure that every individual has equal opportunities for development regardless of gender, nationality, age and other forms of discrimination.

Through the Materiality Assessment process, E.J. PAPADOPOULOS S.A. recognizes the positive impact of ensuring equal treatment and equal opportunities for all its employees. Below is an analysis of the positive impacts generated by the Company and the initiatives that can improve their management.

Equal treatment and opportunity policy & remuneration policy [GRI 3-3 d.iii.]

E. J. PAPADOPOULOS S.A. implements a policy of equal treatment and opportunities for all its personnel, irrespective of gender, age, race or nationality, with zero tolerance to any form of discrimination. All employees receive equal remuneration, regardless of gender, and the Company's remuneration policy is designed to consider various factors, including job position, educational and technical qualifications, years of employment and the qualitative attributes (soft skills) of each employee.

For us, respect for human rights and their integration into all aspects of the Company's operations is at the core of our strategy.

Our Company respects and promotes diversity of employees regardless of gender, age, origin, religion, nationality, marital status, or physical disabilities and personal beliefs. Employees are assessed solely based on their performance, qualifications and aspirations.

Enhancement of benefits [GRI 3-3 d.iii.]

Recognizing the importance of providing equal opportunities to its employees, the Company develops training programs that are integrated into the annual plan, offering everyone the opportunity to acquire new skills and knowledge. In this way we aim to create an environment of continuous learning aligned with the philosophy of lifelong learning.

In addition, the Company is exploring the possibility of granting scholarships to employees who wish to deepen their knowledge, potentially benefiting not only themselves, but also their family members, thereby creating new opportunities for our people. Furthermore, allowing employees to participate in innovative projects and programs, encourages creativity and active participation in initiatives that will contribute to the development of our corporate culture.



OUR PERFORMANCE [GRI 405-1, GRI 405-2, 406-1]

The following table shows the representation percentages by age and gender of the Company's governance bodies and employees.

GRI 405-1: Percentage of employees by level, age group and gender

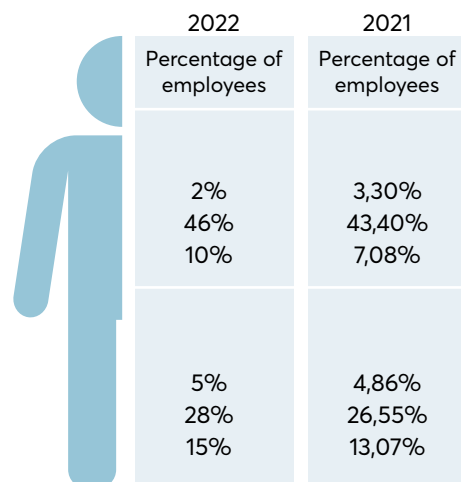
Diversity of governing bodies and employees

MEN	2022	2021		2022	2021	WOMEN
	Representation percentage	Representation percentage		Representation percentage	Representation percentage	
	0%	0%	Board of Directors	0%	0%	
	28,57%	28,57%	<30 years old	0%	0%	
	42,86%	42,86%	30-50 years old	28,57%	28,57%	
			>50 years old			
	0%	5%	Senior Executive Officers	0%	0%	
	33%	68,33%	<30 years old	8%	5%	
	42%	18,33%	30-50 years old	17%	3,33%	
			>50 years old			
	0%	0%	Middle Management	0%	0%	
	52%	44,93%	<30 years old	33%	31,88%	
	12%	18,84%	30-50 years old	3%	4,35%	
			>50 years old			
	5%	4,86%	Employees	2%	2,51%	
	30%	26,55%	<30 years old	27%	29,82%	
	14%	13,07%	30-50 years old	22%	23,20%	
			>50 years old			



By employee category

MEN



Administrative Staff

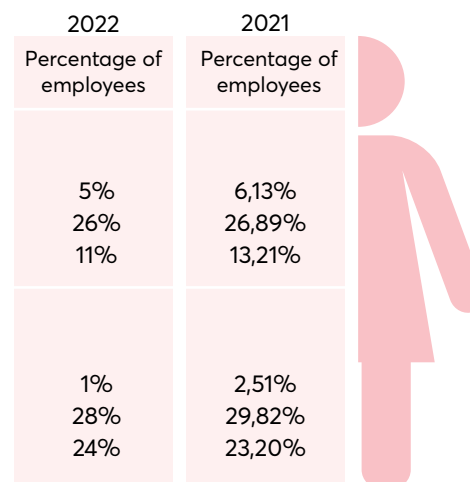
<30 years old
30-50 years old
>50 years old

Production

<30 years old
30-50 years old
>50 years old

ATHENS	OINOFYTA	ASPROPYRGOS	VOLOS	THESSALONIKI
8	27	0	15	16
141	92	59	72	100
59	42	38	32	34
13	23	2	15	15
152	104	51	67	109
58	33	37	33	34

WOMEN



Per plant 2022

<30 years old
30-50 years old
>50 years old

2021

<30 years old
30-50 years old
>50 years old

ATHENS	OINOFYTA	ASPROPYRGOS	VOLOS	THESSALONIKI
8	7	0	8	8
124	69	3	77	135
100	37	2	47	128
10	6	0	9	18
137	66	3	70	162
98	35	2	40	136



Educational level of human resources (%)



Primary education

2022	2021	2020
13,24%	14,04 %	14,78%

Secondary education

2022	2021	2020
58,00%	56,76%	54,48%

Post-secondary education

2022	2021	2020
7,86%	9,04%	10,81%

Higher education

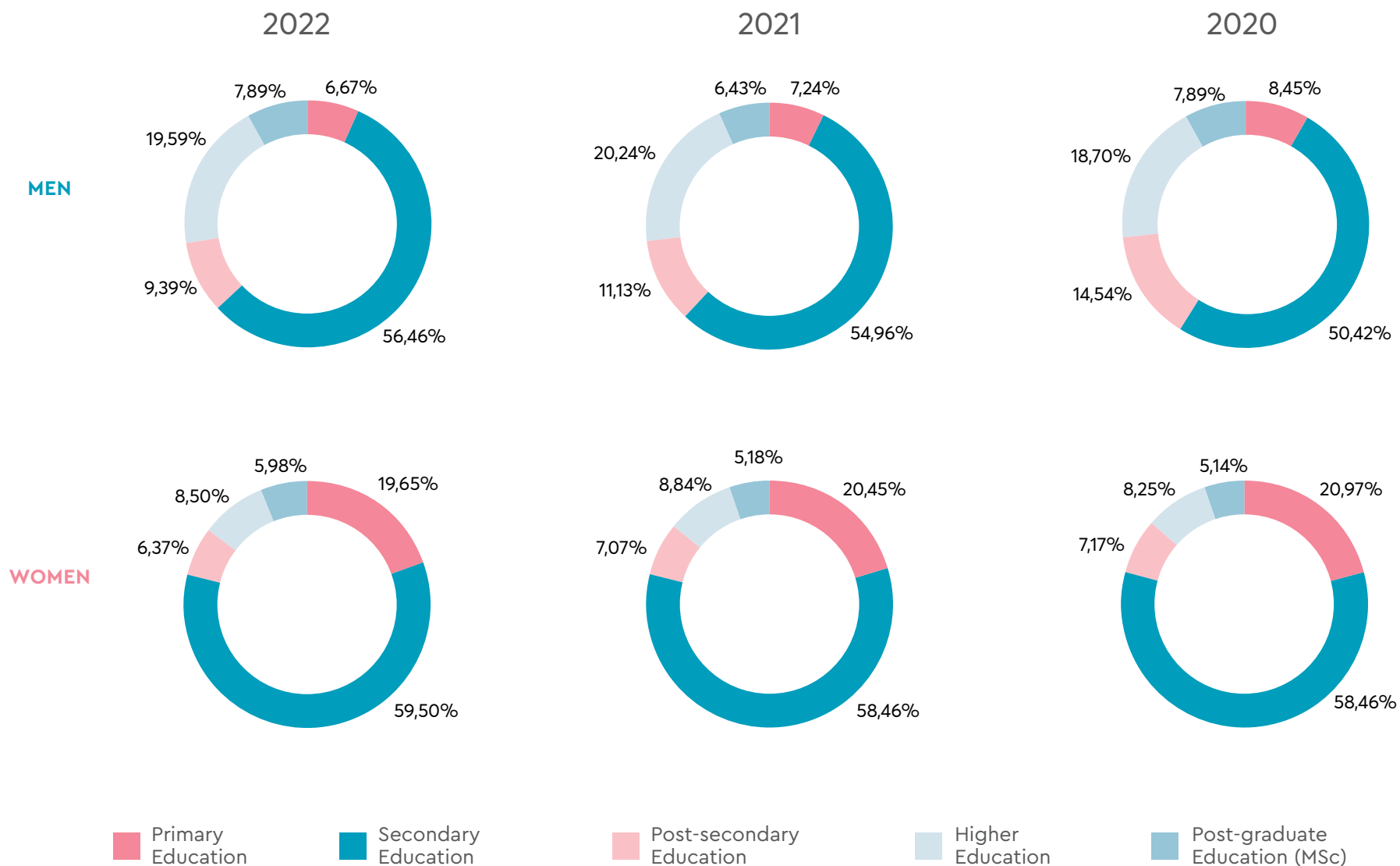
2022	2021	2020
13,98%	14,37%	13,42%

Postgraduate education

2022	2021	2020
6,92%	5,97%	6,50%

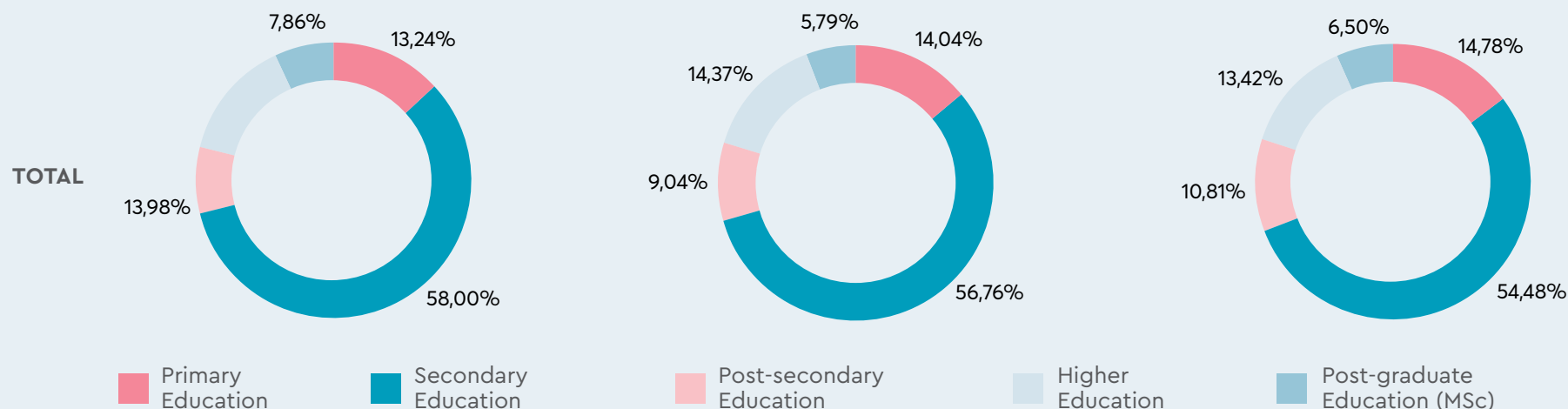


Human Resources by gender and educational level (MEN-WOMEN)





Human Resources by gender and education level (TOTAL)



Differentiation of remuneration [GRI 405-2]

Our Company, with the utmost respect for the principles of equality and fairness, does not apply any pay disparities between women and men across any employee.

Incidents of discrimination or harassment and corrective actions [GRI 406-1]

Our Company strives to provide a positive working environment, free from discrimination, harassment, offensive and obscene behaviour. To this end, we explicitly prohibit the use of any kind of offensive and derogatory language, and any kind of intimidating or threatening behaviour or violence in general, at all levels, as well as by any associate. In support of this commitment, we have adopted a Whistleblowing Policy that allows any interested party to report

any illegal or unacceptable behaviour. The Company assures that reporting parties are protected from any retaliation and that the personal data of all parties involved is protected. Our goal is to cultivate a work environment characterized by full transparency, open communication, integrity and accountability.

For the year 2022, no incidents of discrimination or harassment were recorded, whether involving employees or other stakeholders, across all the Company's activities, as monitored through our Whistleblowing Policy.



4.3 ENSURING THE PHYSICAL AND MENTAL WEL-BEING OF ALL EMPLOYEES

[GRI 3-3, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10]



Material Topic: Ensuring the physical, mental and social well-being of all employees

OUR APPROACH [GRI 3-3 a.b.]

Our Company places people at the heart of its operations, prioritizing the Health and Safety of its employees. Ensuring the physical, mental, and social well-being of our workforce is a top priority, supported by necessary safety measures, risk management protocols, and health promotion initiatives. At the same time, the recording and assessment of accidents or near-missed incidents by our Health and Safety Officers, enable the development of a robust action plan to monitor and avoid as much as possible the recurrence of such unfortunate incidents. The importance of health and safety for both employees and partners is also reflected in the Company's Code of Conduct.

The Code underlines our commitment to comply with all health and safety legislation, while implementing all necessary procedures to ensure a healthy and safe working environment for everyone.

Through the Materiality Assessment, E.J. PAPADOPOULOS S.A. identified the positive effects for ensuring the physical, mental and social well-being of its employees. It is evident that potential positive impacts could be generated across organisation's value chain. Taking this into account, our Company has considered similar cases and is proactively working to address them. In the following paragraphs the specific actions taken by the Company to enhance existing and potential positive impacts, along with the strategic actions, are outlined.

Health and Safety Policy

[GRI 3-3 c., GRI 3-3 d., GRI 3-3 e.]

«The safety of our employees is our primary and most important concern. Employees are always at the forefront and interventions (physical and mental health care, work adjustments, first aid, information and educational actions, etc.) are systematically organized and monitored through clearly defined processes and systems.»

On a regular basis, our Company takes corrective, technical and organisational measures to limit and prevent any potential risk and places significant emphasis on both the repetition of the necessary training on the proposed safety measures and on ensuring employee commitment to their implementation.

Employee training focuses on safe working practices, awareness of the potential risks they face and, more generally, on promoting the philosophy of occupational safety and health.

Training is initially provided upon recruitment and is then renewed at regular intervals, differentiated and upgraded to cover changes and modifications in the working process and to avoid loosening of safety measures.

The training plan is annually scheduled and includes regular and repeated training, as well as additional training if the working conditions have changed, through forms, procedures and safety instructions. All employees are informed of the risks involved and their severity, as well as the means and ways available to limit or eliminate them.



Emphasis is placed on raising awareness to prevent exposure to common occupational health risks (e.g. noise, high temperatures, load handling and ergonomics) and its potential impacts. Occupational health and safety training programs include, but are not limited to:

- **Training for new employees**
- **Customized and specialized trainings for employees in production, laboratory, maintenance and warehouses, with a wide range of topics**
- **Fire safety and emergency response team training**
- **First aid training**
- **Training and guidance on protection and prevention measures against viral infections and the new coronavirus SARS-CoV-2**

Moreover, the creation of training programs on employee health promotion and well-being (exercise, nutrition, sleep, stress management) is in progress.

The **Occupational Health Services** (or the **Occupational Health Clinic**) are staffed by Occupational Health Specialists and Health Visitors who, in daily collaboration with the Human Resources Department, the Plant Management Team, the Health and Safety Officer and any relevant department, evaluate, prioritize and implement the appropriate occupational health and safety prevention measures.

The Company has a detailed **occupational risk assessment**, in which the potential work-related risks have been identified and calibrated through a corresponding risk scale.

In relation to the elimination of work-related hazards, an accurate count of near misses and their causes is carried out, either to identify evidence of non-compliance with the safety measures for a given hazard constituting risk, or to identify new sources of risk.

In addition, **Technical Instructions** are distributed, which serve as a corrective measure to address dangerous behaviors. At the same time, corrective, technical or organizational risk mitigation and risk prevention measures are taken, as well as recurring training on the proposed safety

measures on a case-by-case basis and with the commitment of the employees to implement them.

Finally, the Company's executives and the **Health and Safety Officer** perform systematic checks to identify deviations from the measures adopted on a case-by-case basis and dangerous behaviors that may increase the risk.

Risk identification and management [GRI 403-2, GRI 403-4]

With a sense of respect and protection for our employees, the Company has taken preventive and protective measures to maintain and improve working conditions. The list of protective measures, in priority, includes the following:

- **Elimination of risk**
- **Replacement of hazardous processes, operations, materials or equipment with less hazardous ones**
- **Control of risk at source, through the use of organisational measures**
- **Minimising risk by designing safe working systems, which include management control measures**

For the effective management of Health and Safety, the Company carries out an Occupational Risk Assessment Study (ORA), recording all the information, documentation and recording of working conditions.

In addition, there are plans for dealing with emergency situations, which help in the timely response to relevant issues that may arise.

The Health and Safety Officer contributes to the evaluation of the process of risk identification and management by conducting regular internal audits to identify potential risks and to immediately intervene with the proper action plan. On a daily basis, employees have a direct communication channel with their supervisors in order to report potential risks related to safety at work. Furthermore, there is a direct communication with the Health and Safety Officer, where the reporting of relevant issues is encouraged, in order to evaluate and promote improved actions, if required. In order to ensure employees' physical integrity at work and help ensure high-quality of the

produced products, special protective equipment is provided to all staff members.

In order to ensure a smooth business operation and robust risk management practices, several policies and procedures have been implemented. Initially, the Health and Safety Policy aims to meet regulatory requirements and to strive towards continuous improvement of a Health and Safety environment. Furthermore, the Code of Conduct, the policy, and the reporting process represent our commitment to Health and Safety. The Human Resources Department supports this approach with systematic training, while at the same time the Health and Safety Officer trains and informs staff on issues related to workplace safety, compliance with health and safety measures, accident prevention and recognition of potential hazards. This approach is a key element in Company's actions and in promoting the well-being of our staff.

Occupational Health and Safety Services [GRI 403-3]

E.J. PAPADOPOULOS S.A. offers organized Occupational Health Services with personnel specialized in occupational medicine, organized teams and equipped first aid stations to provide medical advice/help to employees. There are also insurance provisions for the safe operation of all mechanical equipment of the factories. The Company provides training to all employees on Health and Safety, and through the implementation of the Health and Safety Policy, which includes the Occupational Risk Assessment Study, contributes positively to employees' awareness on Health and Safety matters.

Occupational Health and Safety Training [GRI 403-3, GRI 403-5]

Upon recruitment, and in accordance with the Company's procedure, E.J. PAPADOPOULOS S.A.'s employees are required to complete a Health and Safety training program, which includes:





- Training on Health and Safety at Work based on their position and department
- On-the-Job Training: Includes the "Buddy Scheme" where the health and safety rules and procedures are further elaborated on
- Annual training modules for all employees
- Ad hoc trainings in case of role change, promotion, etc.
- Training and briefings are provided to the employees of the Company's contractors, based on the underlying project and task needs

Promoting Employees' health [GRI 403-6]

The Company provides a range of health services to its employees, including private insurance with options for family member coverage, additional medical support from workplace clinics and prescription when necessary. In addition, agreements with recognized diagnostic centers and medical networks ensure full coverage for employees' periodic health examinations, which go beyond just occupational health and safety concerns.

In the context of initiatives that promote the health of employees, the Company has been recognized for conducting research on wellness issues. The collection and utilization of data on factors such as stress, exercise, sleep, obesity, diet, and other daily habits such as smoking and alcohol, are part of its actions.

Furthermore, the Company undertakes out personalized initiative for employees, which include:

- Collaboration with the Agricultural University of Athens to create a nutrition program for obesity
- Prescription of preventive tests for lipid control, diabetes, etc.
- Counseling for employees and the referral for additional checks when deemed necessary

The Company also encourages employee participation in exercise, sports and road races. Finally, the management of infections (covid-19, flu) as well as the promotion of flu vaccines, are part of the framework of health promotion, further demonstrating our consistent effort to promote health and well-being of our employees.

Prevention and mitigation [GRI 403-7]

For the prevention and mitigation of incidents related to the Health and Safety of its employees, the Company has adopted a series of actions which include:

- Organized Occupational Health Clinic in each facility staffed by an occupational health doctor and full-time health visitors, in line with institutional obligations
- Regular medical checks for employees based on their position
- Assessment of fitness for work for each employee and notification of the corresponding certificate to the employer
- Regular inspection of workplaces for accident prevention
- Investigation of the causes of illnesses that may be work-related, proposing measures for their prevention
- Providing first aid in case of an accident or sudden illness
- Maintaining confidentiality on medical record and personal data
- Referring employees to other medical specialists or specific supplementary checks, if necessary
- Creating and maintaining a file for each employee
- Prescribing and evaluating medical examinations
- Temporary or permanent change of position, for health reasons, as well as the integration or re-integration of disadvantaged individuals in the production process, even if reform of occupational is needed



Enrichment of Standards [GRI 3-3 d.iii.]

During 2024, the Company aims to implement ISO 45001, reinforcing our commitment for high standards of health and safety in the workplace.

Programs, trainings, and provisions [GRI 3-3 d.iii]

As part of our educational health and safety training program, the Company plans to finalize, in the near future, programs focusing on employees' health promotion and well-being. These programs will cover a wide range of topics, including exercise, balanced diet, healthy sleep, stress management, smoking cessation, discounts on local gym subscriptions, as well as proactive approaches to improving overall well-being. These initiatives aim to enhance a healthy, active lifestyle, and a sense of well-being balance within the workplace.

Our Company implements a health and safety policy, across all its facilities and employees. Meanwhile, it is developing and applying a system of health and safety management at work, according to national requirements and stipulated regulations.



OUR PERFORMANCE [GRI 403-8, GRI 403-9, GRI 403-10]

Accidents in the workplace [GRI 403-8, GRI 403-9]

In 2022, **13** injuries were recorded, down from **19** in the previous year, representing a **decrease of 31,58%**. The injuries were minor, including rupturing wounds, bruises, and contusions, and there were no deaths or severe injuries related to the workplace. At the same time, no deaths were observed due to workplace-related diseases, nor were any illnesses observed.

Days lost due to workplace injuries accounted for just 0,03778% of total workdays, while no injury was severe.

Our Company has foreseen the identification of high-consequence occupational hazards and has taken appropriate measures to prevent them. These risks have been identified through the Occupational Risk Assessment Study (ORAS), regularly reviewed by the Health and Safety Officer and managed with existing safety measures, which have successfully prevented severe injuries. To eliminate and minimize risks, the actions that are being implemented or are ongoing include:

- Taking collective protection measures, such as placing elements to prevent workers' body parts from approaching high risk points, e.g., bumpers
- Employee training on risk management and required safety measures
- Distribution of Personal Protective Equipment (PPE) and surveillance of their continuous application

Further actions to reduce and minimize occupational risks, are the following ongoing actions:

- Review of existing Occupational Risk Assessment Study to account for more hazards and relevant safety measures and procedures
- Regular employee training on identified risks and required safety measures
- Ongoing interventions to update equipment and production machinery for risk minimization according to the Occupational Risk Assessment Study

No employees have been denied access to occupational hazard training and the relevant safety measures.

For data collection purposes regarding occupational hazards, a specific process is followed including the following actions:

- **Data collection via:**
 - The Occupational Risk Assessment Study,
 - Checks carried out in occupational health clinics or in collaborating primary health care centres,
 - Obtaining employees' medical history,
 - Our clinical and laboratory assessment,
 - Questionnaires,
- **Consultation with superiors and managers**
- **Recording of accidents and medical incidents (doctor's office visits)**
- **Recording of absences (sick leave)**
- **Recording of a file for managing infectious diseases e.g., digital recording of Covid-19 cases and tracing of contacts and connection between production management and human resources**



GRI 403-9 Work-related injuries in 2022



Frequency Index of Deaths (FR) / 200.000 work hours

0.00

Frequency Index of High-Consequences Dangers
(except for cases of death) (HCIR) / 200.000 work hours

0.00

Frequency Index of Workplace Related Injuries*
(TRIR) / 200.000 work hours

1.00

** Accidents with minor injuries, specifically contusions, bruises and abrasions*





Illness in the workplace [403-10]

To manage work-related risks that pose hazards to employees' health, these risks have been identified in the Occupational Risk Assessment Study and are regularly monitored by the Health and Safety Officer and Occupational Doctor. To mitigate these risks, systematic audits of procedures and work methodologies are conducted by the Health and Safety Officer and the Company personnel. These audits aim to identify practices that exacerbate health issues or to reduce imminent health risks through targeted interventions.

In order to identify potential risks and the corresponding measures and safety procedures, regular updates to the Occupational Risk Assessment Study are implemented. During training sessions, employees are educated on safe practices in the workplace and are informed about the possible risks they may face. These training programs are provided upon recruitment and are periodically renewed and upgraded to account for changes in workplace processes. The training process includes annual scheduled, regular, and recurrent training, emergency training when working conditions have changed, delivered through documents, procedures, and safety guidelines. Furthermore, emphasis is given to preventing exposure to common occupational health hazards (e.g. noise, high temperatures, load handling and ergonomics) and potential impacts.

In our Company, all employees have access to information and training related to occupational hazards and safety practices.

For the collection of data and their validation, the following actions are taken:

- Environmental measurements in the workplace (sound, temperature)
- Collection of questionnaires regarding stress, diet, smoking, daily habits, employees' medical record of workers (Editing and archiving)
- Collection of employees' medical examinations based on their position and referral for further examinations, if deemed necessary
- Maintaining a medical record for each employee – archiving while retaining medical confidentiality
- Evaluation of people suitability for work and adjustment of job position, either permanent or temporary, following the evaluation of medical data and clinical examination
- Maintaining a record of illnesses – accidents – audits – health checks and appointments
- Conducting voluntary blood donation twice a year

In 2022, no incident related to death due to occupational disease or injury was recorded.



4.4 EMPLOYEE DEVELOPMENT AND TRAINING

[GRI 3-3, GRI 404-1, 404-2, 404-3]



Material Topic: Employee training and evaluation plan

OUR APPROACH [GRI 3-3 a.b.]

Staying true to the principle of continuous improvement, we focus on targeted and substantial training, organizing educational and training programs in order to develop the knowledge and skills of our employees, always considering the specific needs of each role. In order for training to become a real asset, our priority is to integrate it into the culture of continuous learning and development.

Through the materiality analysis process, we identified the impacts of how our Company implements its training and evaluation plan, recognizing areas for improvement. The implementation of a comprehensive training plan will serve as a driving force for the continuous improvement of staff performance and the effective achievement of business goals. Actions to mitigate and address existing impacts that require improvement are detailed below.

Employee Development Policy [GRI 3-3 c, GRI 3-3 d.iii., GRI 3-3 e]

E. J. PAPADOPOULOS S.A. recognizes the significant value of education as the key to unlock the potential and skills of its employees allowing them to progress on a personal as well as professional level. For this reason, through its Employee Development Policy, the Company strives to showcase the talents and skills of its employees, by actively offering and supporting opportunities for participation in training, education, and skill improvement programs, aimed at their professional advancement.

Since our employees are the most important asset in order to secure and achieve our strategic goals their training is conducted during onboarding. Throughout the year, this training is regularly updated and upgraded to address any changes in the production process and to mitigate potential risks. Specifically, production and management employees undergo a series of training sessions, which each employee completes within the first week

of joining. The induction training program is tailored to each individual, helping them fully and promptly integrate into their job responsibilities. The smooth induction of new employees is a priority for our Human Resources Management. Through the "Buddy Scheme" program, a colleague is designated as a point of contact for the newcomer. The "buddy" is responsible for providing support and guidance to the new colleague during his first steps in the Company. This carefully designed program facilitates integration, helping the new employee to adapt quickly and effectively to their new professional environment.

We already have 7691 recorded training hours in 2022 and our next goal is the further development of training programs, which will concern all the Company's employees and will focus on talents development, as well as on the use and implementation of new technologies at work.

Finally, guided by the values of Excellence and Quality, we constantly follow the new scientific trends in the field of nutrition, aiming at modern programs related to food technology and science, which contribute substantially to the further development of the Company and its products.

Targeted Training Plan

The Company implements modern performance management systems for its employees, creating pathways for knowledge and development opportunities through educational programs that align the corporate strategy with the personal ambitions and abilities of each individual. Furthermore, the evaluation process for the training programs is systematically expanded, and the incorporation of ESG (Environmental, Social, and Governance) themes into the training plan is expected. At the same time, actions are taken to document the training programs in an



annual plan by department, ensuring coherence and unified scheduling of the educational process.

Educational Programs and Scholarships

[GRI 3-3 d.iii.]

Our commitment to education and development is reflected in the provision of training and educational seminars, as well as programs which concern not only our employees but also our suppliers. With careful planning, we strive to create an environment which promotes continuous learning and knowledge exchange, enhancing the skills and competencies of all of our Company's stakeholders.

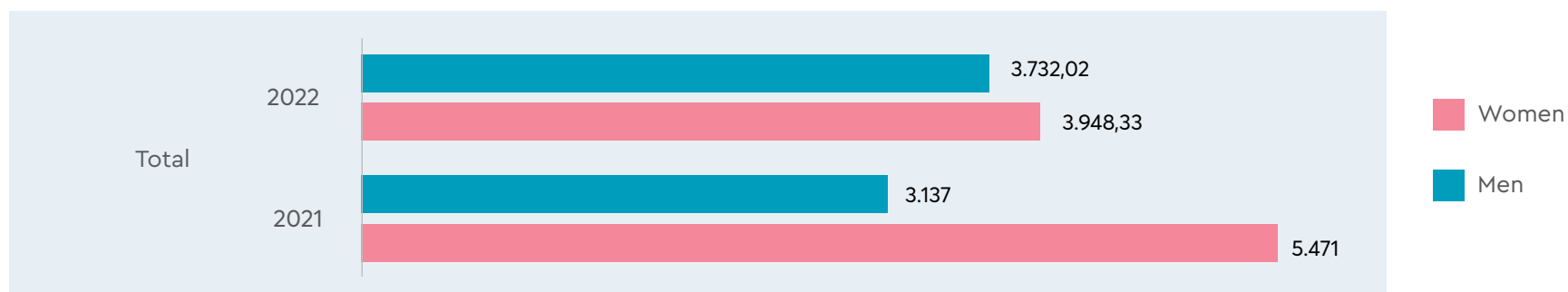
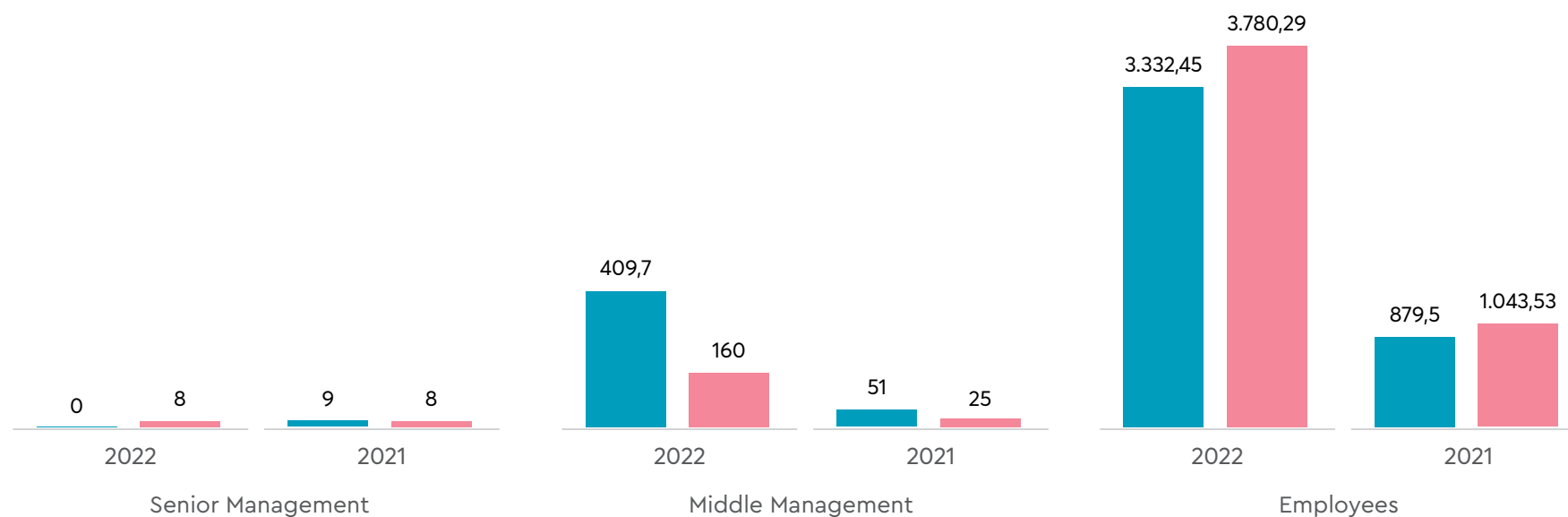
Meanwhile, we are committed to supporting the educational journey of the new generations, providing scholarships to school graduates and university students. Through such initiatives, we invest in developing a workforce that will lead the challenges of the future.



OUR PERFORMANCE [GRI 404-1, GRI 404-2, GRI 404-3]

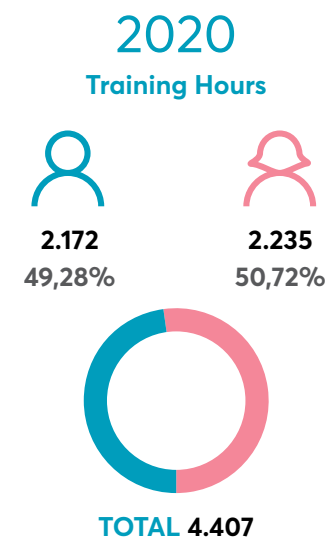
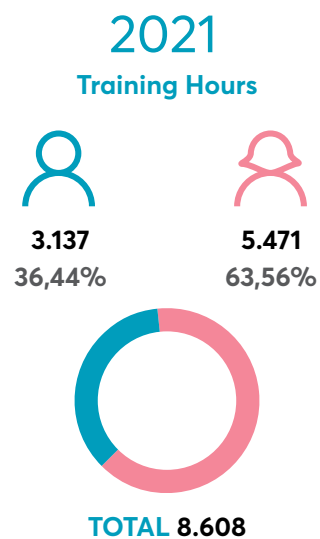
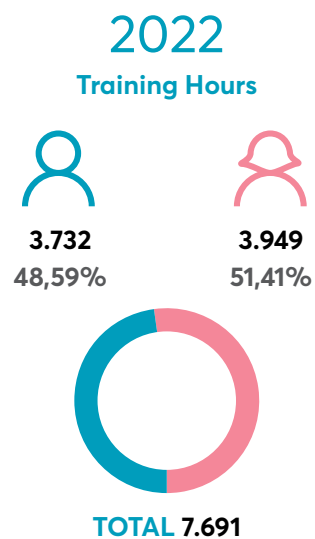
Employee training and education [GRI 404-1]

GRI 404-1 Breakdown of average hours of training per year per employee

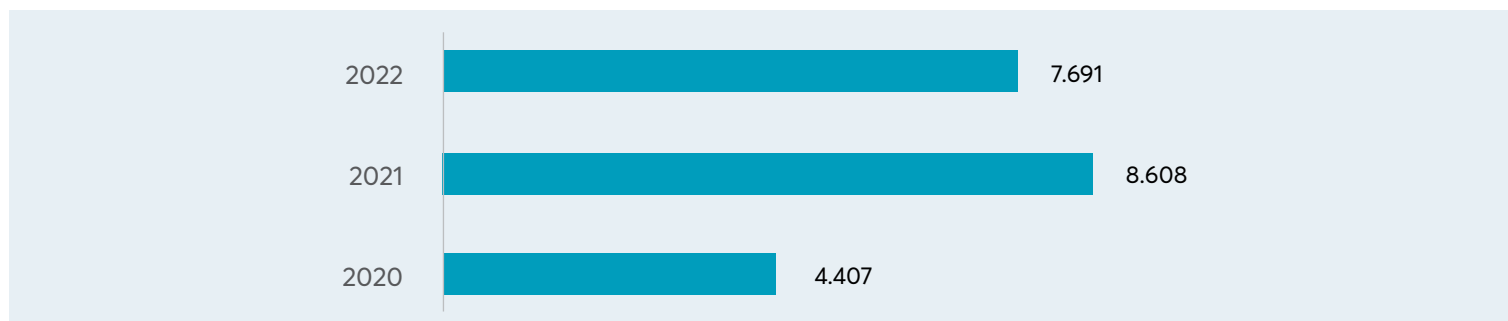




GRI 404-1 Breakdown of training hours per gender



GRI 404-1 Total training hours





Thematic areas of trainings [GRI 404-2]

The Company systematically invests in training through educational programs and seminars which aim in the development of knowledge and skills of employees, according to the specialized needs of each role. Furthermore, education plays an important role in the empowerment of the Health & Safety culture, which is implemented from the first day of employment. Throughout the year, this training is updated and enhanced to address any potential changes in the production process and to avoid any possible risks.

In the table below some of the thematic areas of trainings that took place for our Company's employees in 2022 are illustrated:



**Rules for Food
Hygiene and Safety**



**Health and Safety in
the workplace within
the production process**



**Corporate
Responsibility in
action**



**Methodology for space
improvement 5S**



**e-Commerce Category
Management**



**Food Defense
Awareness**



**Biscuit Technology
Course**



**Price & Promotion
Category Management**



AIB courses

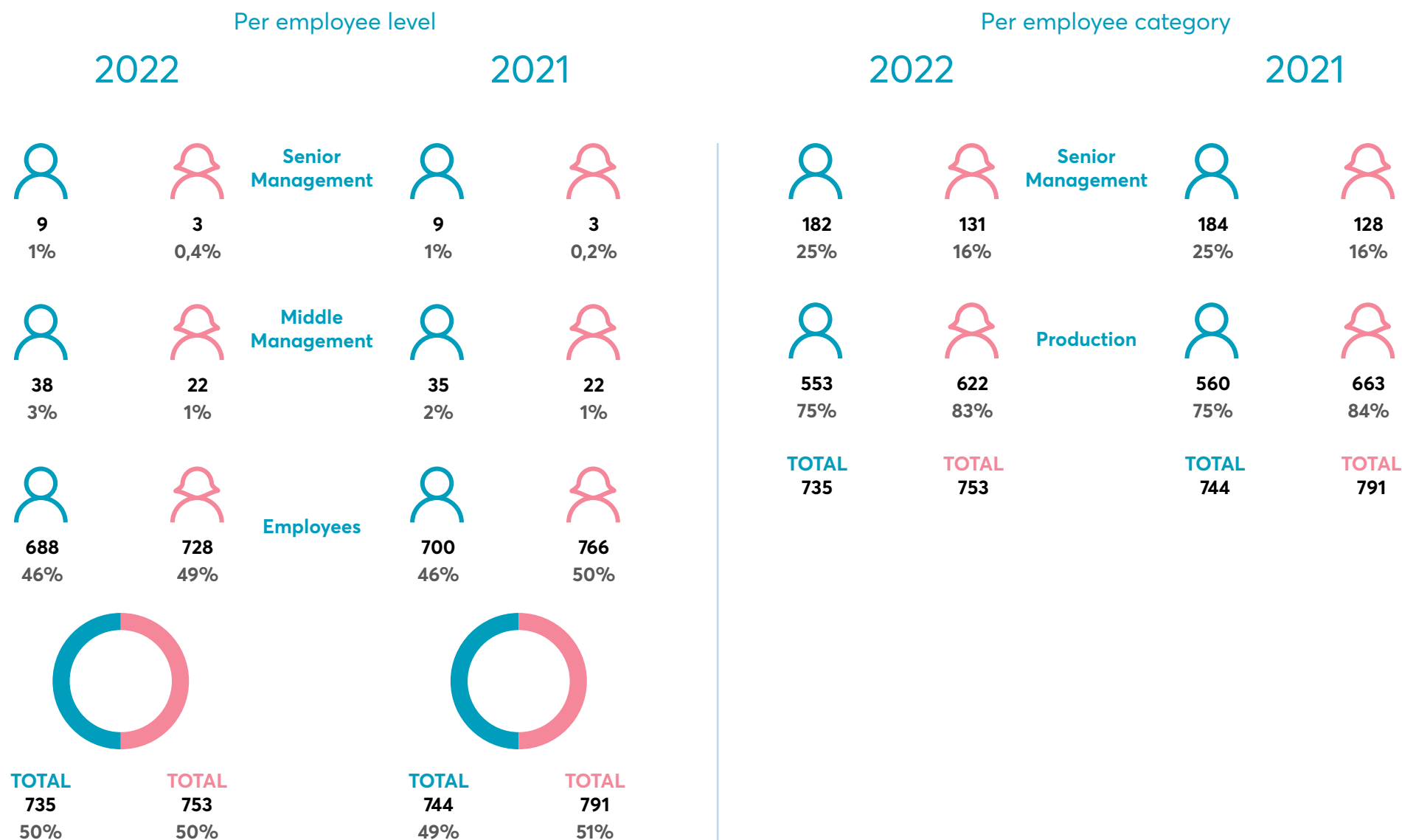
Employee Assessment [GRI 404-3]

Our Company implements a program for development of its employees through a performance evaluation system, applying it mainly to the administrative staff. As for technical staff, a similar evaluation system is applied, as the one for their department's supervisors.

In 2022, all our employees were evaluated on their performance, showcasing our ongoing commitment to quality and the development of our staff. This evaluation is a significant part of our process for ensuring continuous improvement and effective development of our workforce.



GRI 404-3 Breakdown of percentage of employees receiving regular performance and career development reviews





4.5 QUALITY AND FOOD SAFETY

[GRI 3-3, GRI 416-2]



Material Topic: Ensuring the Health and Safety of consumers

OUR APPROACH [GRI 3-3 a.b.]

Our Company's core values are based on our commitment to Quality and our respect for the Consumer. We strictly adhere to these principles and apply them in every aspect of our operations. The safety of our consumers is the foundation for the sustainable and responsible operation of our Company. Our main goal is to produce and provide products that are high-quality and safe in every respect, applying strict quality controls at every stage of our production process.

Through the Materiality Assessment, we have identified the impacts generated by our business activities to ensure product and consumer safety. Below is an overview of the existing positive impacts and some potential impacts that may arise from the management of this material topic.

Ensuring the Quality of our Products

[GRI 3-3 d.iii]

To ensure the quality and safety of our products, our Company implements continuous monitoring of processes and systematic controls, as well as measurement of non-compliance incidents. These controls include physicochemical, organoleptic, and microbiological tests of incoming materials (raw materials and packaging materials), ongoing controls at various stages of product production, such as moisture measurements after baking, organoleptic assessments, color measurements, and verification of proper packaging. Finally, all final products undergo metal detection which is a critical control point (CCP) to protect consumers from possible presence of

metals in the products. These controls are indicative, and part of them is implemented according to the HACCP studies and the Quality and Food Safety Management System.

All of our products (100%) are produced in facilities certified according to international standards of Quality Maintenance ISO 9001:2015, Food Safety ISO 22000:2018, FSSC 22000, and Environmental Management ISO 14001:2015.

It is worth mentioning that an annual audit for the verification of the aforementioned Quality Management, Food Safety Management, and Environmental Management systems (ISO 9001, ISO22000, FSSC22000 & ISO14001) is carried out by an independent accredited Certification company, TÜV HELLAS (TÜV NORD). In addition, the GMP standards of AIB (American Institute of Baking) are implemented and a compliance inspection is carried out on an annual basis.

The Company's organization includes the Quality and Food Safety Board as an advisory body, which is chaired by the Managing Director and including as permanent members the Quality and Food Safety Director, the Industrial Director and the Research and Development Director.

Where appropriate, depending on the issues raised, other non-permanent members may participate, such as Plant Managers, Quality, Production and Maintenance Managers.

The Quality and Food Safety Board makes suggestions on the Company's Quality and Food Safety Policy and objectives, reviews the effectiveness of the System and meets at least once a year.



At E.J. PAPADOPOULOS S.A. we continuously invest in new technologies and in the research and development of safe products for consumer protection.

We closely monitor the developments in the food industry and adopt scientific advice and guidelines to offer products of high nutritional value based on the Mediterranean diet.

That is why we ensure that all our product categories (**100%**) are evaluated for their impact on consumer health and safety, so that they are constantly evolving and responding to the changing eating habits of consumers.

Finally, our Company is committed to not using "Genetically Modified Organisms" (GMOs) raw materials in our products, strictly following the policy we have adopted. By following this practice, we provide our consumers with transparency and safety regarding the origin and quality of our products, while ensuring compliance with the principles of sustainability and responsible business practices.



OUR PERFORMANCE

[GRI 416-2]

In 2022, there were no incidents of non-compliance of products and services with regulations and voluntary codes, affecting the health and safety of consumers.

Model of Quality, Safety, and Environmental management per facility

	Athens Factory	Thessaloniki Factory	Volos Factory	Oinofyta Factory	Aspropyrgos Distribution Center
Quality Management (ISO 9001:2015)	✓	✓	✓	✓	✓
Environmental Management (ISO 14001:2015)	✓	✓	✓	✓	✓
Food Safety Standard (FSSC 22000)	✓	✓	✓	✓	
Food Safety Management (ISO 22000:2018) *	✓	✓	✓	✓	✓
HACCP (Risk Assessment and Critical Control Points)	✓	✓	✓	✓	✓
Standards GMP AIB (American Institute of Baking)	✓	✓	✓	✓	✓
RSPO certification		✓	✓		

* Certification HALAL & KOSHER for the products with relevant requirement.

4.6 BALANCED NUTRITION AND PRODUCTS OF HIGH NUTRITIONAL VALUE

4.6.1 Balanced diet and products of high nutritional value

Our products are an important part of our everyday nutrition, as part of a healthy and balanced diet.

As part of the implementation of our nutritional vision, we work for the continuous development of our products and the expansion of the product options offered. More specifically, we are:

- 1) Developing a new generation of products.
- 2) Optimizing the nutritional composition of specific products.
- 3) Reviewing servings.
- 4) Promoting consumer awareness of healthy and balanced diets.





Disclosure of products of high dietary value in 2022

The following characteristics are identified in our Company's products:

100%
products

with < 2% trans
fatty acids

75
products

with dietary claims
are maintained

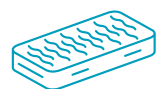
75
products

with claims of
"source of fiber" or
"rich in fiber"

16
products

with claims of "no sugar" or
"no added sugars" or "less sugar"

Products with dietary claims in 2022



Bars



Bakery Products



Cookies



Bread

	Bars	Bakery Products	Cookies	Bread
Fiber claims	6	29	26	14
Sugar related claims	2	6	8	-
Health claims	-	3	1	4
Nutrition claims	6	29	26	14



4.6.2 Relationship of trust with our consumers and our partners

In E.J. PAPADOPOULOS S.A. we build lifelong relationships of trust with our consumers, partners, and our customers.

We develop partnerships with customers focused on developing category value and satisfying consumers wherever they shop for their favorite products. We have one of the largest sales networks in Greece, directly and through our partners and we cover a total of 18.000 stores in Greece through a dynamic ordering and store supply system, many of which are seasonal and remote, such as those on very small islands.

Our goal is always for consumers to find what they need in their everyday lives, while rewarding our partners at the same time. In addition, our product promotion plan always focuses on offering added value to the consumer, while we propose solutions to our customers to display our products so that consumers can find them easily.

In 2022, we designed and implemented a buyer-focused survey, both for Supermarkets and Small Retail, with the aim of better understanding their needs and responding to them always in collaboration with our customers. We simplified our in-store actions and communication channels leading to an improved customer experience. At the same time, we have designed the digitalization of several of our processes, which will further enhance our productivity, strengthen our partnerships with Retail, and better satisfy our customers in the years to come.

4.6.3 Responsible communication and marketing

[GRI 417-1, GRI 417-2, GRI 417-3]

Proper product marketing communication [GRI 417-1]

Proper labeling of our products is important, to ensure that the indications on all our products are easily understandable and displayed in a prominent place and in such a way that they are clearly visible and legible.

All packaging labels of our products (100%) include the necessary information in accordance with Greek & European Legislation to provide accurate and transparent information to consumers (in Greek and English), such as:

- **Product Name**
- **Ingredients**
- **Allergens**
- **Nutrition Labeling**
- **Net weight (grams)**
- **Quantity (number of items)**
- **Expiry Date**
- **Minimum Durability Date**
- **Best Before Day**
- **Transport and Storage Conditions**
- **Instructions for Use/Conservation**
- **Lot Number**
- **Traceability Data (Barcode)**
- **Detailed Nutrition Table/Nutrition Declaration**
- **Consumer support line with no charge**
- **Name of Production Company**
- **Place of Production/Origin**
- **Address and Contact Details**
- **Recycling Sign**



At the same time, we ensure that nutritional information is indicated on the packaging, allowing consumers to be informed and make decisions based on these features. In addition, we have chosen to label all of our products with the GDAs (Guideline Daily Amounts) nutrition labeling system.

Communication of the public with E.J. PAPADOPOULOS S.A.

"Our communication with our clients is daily, important, and interactive."

Every consumer can initiate contact with our Company for issues that concern them through multiple channels of communication.

Indicatively via:

- Phone (main number or consumer line)
- Our email address
- A Consumer Form from our website (www.papadopoulou.gr).
- Social Media (mostly Facebook/Instagram/Tik Tok).

The Company has also a specific platform on its official website, where consumers can submit comments, including suggestions or complaints, about the Company's actions. A specialized employee receives the information and forwards it to the relevant department to address the specific issue that has arisen. Each consumer is treated separately with respect and receives a personalized answer for the issue they raised.

If the issue being reported pertains to a consumer concern regarding one of our products, we first ask for the necessary product details to facilitate a thorough investigation of the matter. In most cases, we also request the return of the product in question to conduct a more comprehensive investigation. As part of this process, we replace the reported product, and if requested, the consumer is informed of the findings of the investigation, after it is completed.

With respect to our consumers and faith to our commitment to satisfy their need for quality products we respond to all issues that they communicate to us. In 2022, 988 client questions – complaints – consumer suggestions were processed.

Incidents of non-compliance with product information or labeling

Our Company follows all regulations regarding product labeling. In 2022, no incident related to non compliance of packaging and labeling declaration was reported.

Incidents of non-compliance in marketing communication

For the period of 2022, no incident of non-compliance with regulations and/or voluntary codes of marketing communication, including that of advertisements and sponsor promotion were recorded.



4.6.4 Social contribution [GRI 413-1]

Actions of Social Responsibility

At a time when the need for social solidarity, care and support for all people is imperative E.J. PAPADOPOULOS S.A. continues contributing and supporting society and vulnerable groups through various initiatives. The well-being of the communities in which we operate and society in general, is an integral part of our corporate philosophy.

After all, having the opportunity to return part of the love and trust that our consumers have shown us all these years, is a great honor for us. With respect and responsibility, we plan actions to make people smile, evolve, learn and feel some relief.

One of the main actions of E.J. PAPADOPOULOS S.A. is fighting against the food crisis. That is why we have been cooperating with large organizations and associations for many years, through which we are able to cover the need for food in the best possible way.

Support of social bodies and organizations

- **The Greek Food Bank, Together for Children, Desmos, UNESCO of Pireaus and Islands, and Doctors of the World / Médecins du Monde – Greece** are some of the organizations we collaborate with, which have prioritized covering the nutritional needs of vulnerable social groups. In 2022, our Company has offered 29 tons of products to the aforementioned organizations in an effort to ensure access to nutritious food to as many people as possible.
- In the framework of our corporate social responsibility program of E.J. PAPADOPOULOS S.A., and by placing children at the heart of our activities, our Company supports organizations such as **Make a Wish, Together for Children, A child a world**, which aim to offer moments of joy and care to children who need us.

Education

- The education of children is one of the main axes of our Company and we have chosen to consistently support all education levels with different activities. More specifically, our Company supports with scholarships: the **American Farm School**, the **Athens University of Economics and Business for the Summer School of Youth Entrepreneurship as well as the High School of Hydra**.
- Another very special collaboration that has been going on since 1997 is with the **"Hellenic Children's Museum"**. It is a collaboration based on solid foundations of mutual appreciation, respect and trust with the common goal of offering joy and knowledge to children. Throughout these years, both thanks to the "Kitchen" Exhibit and through a series of different educational programs, our Company, in collaboration with the specialized staff of the Museum, teaches children the value of a balanced diet throughout the day and in an experiential way manages to sharpen all their senses, promote team spirit, active participation and stimulate the children's imagination.

Voluntary Blood Donation – Because Together We Can

- Voluntary blood donation is included in the corporate social responsibility initiatives of our Company, with the aim of developing our Company's blood bank. Participants' contribution supports our colleagues and their families in critical moments of their lives. It is worth noting that this activity was paused due to the pandemic and the restrictive measures, however in 2022 it initiated again, showcasing our constant commitment to supporting local communities and maintaining health as a priority.

Category of social field	Contribution to Sustainable Development Goals	% from the corporate sustainability budget
Education	SDG 4	54,94%
Culture - Sports	SDG 11	18,57%
Food Supply	SDG 2	26,49%

Every interested party (clients, NGOs, educational institutes, schools, companies etc.) has the ability, through the specially created platform of our corporate website, to send recommendations for donations and sponsorships. The respective department reviews the request and shortly replies. Our aim is to answer to everyone that sends a request with the appropriate respect and attention.

Click here for more information 





Corporate Governance and Business Ethics

Corporate Governance

Promotion of a transparent corporate culture

Financial performance and growth

Growth strategy and Contribution to the Greek economy

Sustainable Supply Chain



5.1 CORPORATE GOVERNANCE

[GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-15, GRI 2-16]



Since its foundation, 100 years ago, E.J. PAPADOPOULOS S.A., has established and consistently followed high standards of business conduct and operation in its relations with all stakeholders. Every aspect of our business activity is guided by our values, including the principles of honesty, fair and lawful business practices. All the above are reflected in the text of the Code of Business Conduct, which is the main piece of our corporate governance. E.J. PAPADOPOULOS S.A. complies with the corporate law governing of sociétés anonymes, as well as the legislation that generally regulates their behavior in the Greek market.

General Meeting of Shareholders (G.M.) [GRI 2-9]

The General Meeting of shareholders (G.M.) is the highest governance body of the Company and consists of the following shareholders: Ioanna Papadopoulou, Evangelos Argyropoulos – Papadopoulos and Konstantinos Argyropoulos. The G.M. elects its President and Secretary among its shareholders at each meeting and can also elect its Vice President, as well as its Deputy Managing Director.

Board of (BoD) Directors

[GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14]





The Board of Directors (BoD), operates as the governance and representation body of the Company and is elected by the Shareholders' General Meeting of E.J. Papadopoulos S.A. The G.M. and the BoD constitute the basic governance structure of the Company. The BoD is informed through submitted written reports and ongoing briefings from the Company's executives, who oversee economic, environmental, and social issues.

The management of all Company affairs and the representation of the Company before any authority and any third party has been assigned, by a decision of the the Company's BoD, to the President of the BoD and Managing Director, Ms. Ioanna Papadopoulou, while in case of her absence or impediment, to the Vice President of the BoD and Deputy Managing Director, Mr. Evangelos Argyropoulos- Papadopoulos. The BoD has assigned the Managers of the Company's Plants and Distribution Center, the representation of the Company vis-à-vis third parties and before all administrative and judicial authorities for any issue related to their duties and responsibilities regarding the Plant or or the Distribution Center, as applicable, which they manage.

The tenure of all members of the current BoD is 5 years, effective from 18.06.2020, until 18.06.2025. The criteria for the election of the BoD members are set by the shareholders in accordance with the Articles of Association of the Company the number of BoD members can range from 6 to 7, ensuring a sufficient number enhance diversity in the expertise, the experience and the skills of its members, as well as the participation of individuals who serve as of independent members and guarantees of objective judgment. At the same time, the G.M. ensures that, in addition to one or more shareholders of the Company, the Board of Directors is also staffed by other individuals who are renowned for their ethics, their formal and substantive qualifications, their integrity and their credibility, so that they can successfully fulfill their role (whether executive or not). This approach ensures well-founded and balanced decision-making, which better meets the Company's needs and is more effective in achieving its objectives and properly managing related risks. The BoD, depending on the Company's needs at any given time, may further delegate its powers and responsibilities to its members and third parties, who may or may not be employees of the Company. In the selection of the BoD members and of the members of the various committees of the Company, of

the individuals to whom the responsibilities and powers of the BoD are assigned, and of the senior executives of the Company, the above criteria, as well as their knowledge and experience on economic, environmental and social issues, are taken into account. It is worth noting that any exclusion and discrimination, such as indicatively based on gender, race, origin, social background, religion, age, disability, is prohibited from the above positions, demonstrating our tangible respect for diversity.

Conflicts of Interest [GRI 2-15]

At E.J. PAPADOPOULOS S.A. members of the Board of Directors are required to adhere to obligations of loyalty and non-competition, as well as obligations to ensure the prevention of conflicts of interest of the Board, executives and employees, as provided by law the Company's Code of Ethics. According to the principle of precautionarity and following our Code of Ethics, which establishes practices to avoid conflicts of interest, the members of the Management as well as the employees of the E.J.Papadopoulos S.A. must make decisions based solely on the business interests of the Company, without being influenced by personal or family interests. They ought to reject gifts or offers from third parties that may affect their professional judgment. If an employee identifies a conflict of interest, they ought to report it to their supervisor. This includes existing conflicts of interest, significant financial interests, and other situations that may lead to conflicts. Employees must also disclose any cases of collaboration with close relatives. The Management Team must inform the Company's Management of all such cases.



Crisis, and Risk Management [GRI 2-12, GRI 2-16]

E.J. PAPADOPOULOS S.A. considers that the timely management of risks and crises, based on the principle of prevention, to be an integral part of its operations, in order to achieve the strategic goals of its business plan. The Company is exposed to several financial risks such as market risks (changes in exchange rates, interest rate), credit risk, liquidity/cash flow risk and fair value risk from interest rate fluctuations. The Management of the Company considers and approves principles for the management of each of those risks. More information related to the Company's business risks and threats is presented in detail in the Annual Financial Report for the year 2022, (1/1/2022-31/12/2022), which has been prepared in accordance with the International Financial Reporting Standards (IFRS). The Company is expected to incorporate the impacts of climate change and its influence on its financial results into its risk prevention and management framework in the coming years.

The Managing Director and the Deputy Managing Director of the Company share critical issues with the Board of Directors, as the highest governance and management body. Furthermore, the Report Management Committee (R.M.C.), as described in the respective policy, presents to the BoD the assessment of high-risk reports, in order to take actions for the recommendations included in the respective assessment. During the reporting period, seven critical issues were shared with the BoD, as the highest governance body. More precisely, one of the issues was related to an important new investment – an expansion of the production activity of the Company. Two issues were related to Research and Development and more specifically the management of product development projects or/and operations of the Company, for which there is special financial support or tax provision, respectively. Another important issue was related to the local community, another one concerned insurance services for the Company, and finally, two issues concerned the approval of the code and policies/procedures.

Internal Audit [GRI 2-10, GRI 2-13, GRI 2-16]

The performance and results of the Company's management are presented in the annual report submitted by the BoD at the Company's Annual Ordinary GM. One of the basic responsibilities of the Ordinary GM is to decide on the approval of the overall management during the respective fiscal year and to discharge the BoD from liability for the annual results and activities or hold its members accountable. There is an annual external evaluation for the financial data.

The Board of Directors may delegate all or some of the powers of management and representation, except for those that, by law, require collective action, to one or more individuals, acting separately or jointly, regardless of membership status and has already delegated such powers to the legal representatives of the Company. The officially appointed legal representatives of the Company may provide special mandates and authorizations to any third party, acting within the framework of the powers which have been assigned to them by the Board of Directors of the Company.



5.2 PROMOTION OF A TRANSPARENT CORPORATE CULTURE

[GRI 3-3, GRI 2-23, 2-24, GRI 2-25, GRI 2-26, GRI 2-27, GRI 205-2, GRI 205-3, GRI 206-1]



Material Topic: Promotion of a transparent corporate culture

OUR APPROACH [GRI 3-3]

At E.J. PAPADOPOULOS S.A., a stable corporate governance is the cornerstone of our operations, maintaining the highest possible ethical and transparency standards, guiding us at the same time towards sustainable development. The strong commitment to our corporate governance is expressed in a carefully designed Code of Ethics, which describes the values that guide every aspect of our corporate actions. Our Company's Code of Ethics was ratified by our Board of Directors in 2022 reflecting their devotion to the advocacy of an ethical and transparent culture within the organization. The active role of the Board of Directors in the adoption and implementation of our Company's Code of Ethics, as well as the responsibility or its adherence by all employees and all our partners, highlights our collective commitment to operate with integrity and transparency. This sends a message to stakeholders that we are dedicated to ethical and transparent corporate behavior in every aspect of our operations.

Our Code of Ethics describes in detail our vision, values, and commitments to a lawful, fair, and ethical behavior and omission of unfair competition. Furthermore, it outlines role of management, the responsibilities, toward and from employees and suppliers, as well as our responsibilities towards our consumers and customers.

Our commitments

[GRI 2-23, GRI 2-27]

The Company's management is committed to complying with the laws, provisions, and regulations of the state, with special reference on protected human rights.

Moreover, it strictly prohibits the exploitation of child labor in any form, the implementation, of illegal or/and forced labor practices, and any unlawful or unfair discrimination in the selection of its employees and partners, or the discrimination based on age, race, gender, color, national origin, religion, health, sexual orientation, political or ideological beliefs, marital status, or other personal characteristics. Regarding the principle of precaution, it is committed to ensuring that the products it offers to its customers are produced according to the highest and strictest standards concerning quality, safety, hygiene, and the environment.

Promotion of transparency

[GRI 2-25]

With the annual public report of our financial results as well as the voluntary disclosure of our Sustainability Report, we actively publish information regarding our corporate strategies, financial performance, governance structure, as well as our environmental and social impacts. Furthermore, we proactively seek measures to address crises and risks, and we carefully listen to every stakeholder, both in Greece and abroad, who may express any concerns. In this way, we promote an open environment of transparency, accountability, and trust. Each stakeholder can communicate any concern in the specifically designed platform, which is available on our website, while at the same time, we are available via telephone and e-mail. Each concern is thoroughly investigated by the respective department and every case is addressed separately.



Company Policies [GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26]



Our policies, as well as our internal reporting procedures, are expected to be posted next year on our Company's website, making it publicly available to all stakeholders. Our policies have already been uploaded on a shared electronic link, accessible to all users of corporate electronic devices. They are also displayed on announcement boards for technical and labor staff, and relevant training is provided to employees. Our policies are also uploaded on the Company's website, while there is also a procedure for obtaining signed consent for Company policies where required (e.g., personal data policy). The Company aims for consistent training and revision of policies and the Code of Ethics, not only for its employees but also for its partners, within 2023.

Creating an environment in which every employee feels free to express any concern and report any incident they consider to go against Company policies, is of outmost importance to us. The policy for the elimination of violence, harassment, and discriminatory treatment in the workplace, mentions, among others, that suitable organizational measures are taken so that the protection and support of employees is guaranteed in cases of violence or abuse, while there is provision to ensure that the composition of work teams maintains as much as possible, balance between genders, age, and other critical issues, as applicable. Moreover, appropriate support and

guidance is provided to special categories of employees (e.g., people with disabilities, immigrants, young individuals) that could potentially be subject to harassment or discriminatory treatment.

At the same time, the same policy includes provisions for conducting a biannual risk assessment on violence and harassment.

The Company, through the Whistleblowing Policy, encourages the submission of confidential or anonymous reports regarding any illegal behaviors occurring within the Company, via a designated reporting channel (namely, the specialized reporting platform integritypapadopolou). The management and investigation of reports are conducted independently, with objectivity and impartiality. The Company assures that whistleblowers will be protected from any retaliation and that the personal data of all parties involved will be safeguarded.

Nonetheless, in the Code of Corporate Governance, under the "Policies and Procedures" section, there is no specific reference to intergovernmental means, nor any other special provision for conducting due diligence.



OUR PERFORMANCE

[GRI 2-27, GRI 205-2, GRI 205-3, GRI 206-1]

During the reporting period of 2022:



OUR PERFORMANCE

[GRI 205-2]

GRI 205-2: Communication and training on anti-corruption policies and procedures

	2022	2021
Communication of anti-corruption policies to the members of the governance body		
Total number of members of the governance body who have been informed about anti-corruption policies and procedures.	7	7
Percentage of members of the governance body who have been informed about the anti-corruption policies and procedures	100%	100%
Training on anti-corruption to governance bodies' members		
Total number of members of the governance body who have been trained on anti-corruption policies and procedures	7	7
Percentage of members of the governance body who have been trained on anti-corruption policies and procedures	100%	100%



GRI 205-2: Communication and training regarding the policies and procedures against corruption

Communication of anti-corruption policies to employees

Per level of employee	2022	2021
Senior Executives		
Total number of employees who have been informed about the anti-corruption policies and procedures	12	12
Percentage of employees who have been informed about the anti-corruption policies and procedures	100%	100%
Middle Management		
Total number of employees who have been informed about the anti-corruption policies and procedures	62	57
Percentage of employees who have been informed about the anti-corruption policies and procedures	100%	100%
Employees		
Total number of employees who have been informed about the anti-corruption policies and procedures	1.414	1.469
Percentage of employees who have been informed about the anti-corruption policies and procedures	100%	100%

Per category of employee	2022	2021
Administrative Staff		
Total number of employees who have been informed about the anti-corruption policies and procedures	313	315
Percentage of employees who have been informed about the anti-corruption policies and procedures	100%	100%
Production Staff		
Total number of employees who have been informed about the anti-corruption policies and procedures	1.175	1.223
Percentage of employees who have been informed about the anti-corruption policies and procedures	100%	100%



GRI 205-2: Communication and training on anti-corruption policies and procedures

Training on anti-corruption policies for employees

Per employee level	2022	2021
Higher Executive Members		
Total number of employees who have received training on the anti-corruption policies and procedures	12	12
Percentage of employees who have received training on the anti-corruption policies and procedures	100%	100%
Middle Management		
Total number of employees who have received training on the anti-corruption policies and procedures	62	57
Percentage of employees who have received training on the anti-corruption policies and procedures	100%	100%
Employees		
Total number of employees who have received training on the anti-corruption policies and procedures	1.414	1.469
Percentage of employees who have received training on the anti-corruption policies and procedures	100%	100%

Per category of employeev	2022	2021
Administrative Staff		
Total number of employees who have received training on the anti-corruption policies and procedures	313	315
Percentage of employees who have received training on the anti-corruption policies and procedures	100%	100%
Production Staff		
Total number of employees who have received training on the anti-corruption policies and procedures	1.175	1.223
Percentage of employees who have received training on the anti-corruption policies and procedures	100%	100%



5.3 FINANCIAL PERFORMANCE AND GROWTH

[GRI 201-1, GRI 201-4]



E.J. PAPADOPOULOS S.A. is considered a financially healthy Company over time. Important factors that contributed to its success are: the low level of debt, and the high investment rate, which also includes subsidies in the form of tax exemptions.

2022 was a landmark year for our Company as we celebrated 100 years of operation. The Company's turnover reached the amount of €216.163.977 (while for 2021 it was €185.048.125) marking an increase of 16.82% compared to 2021. The Company managed to increase its sales volume – in all four main product categories in which it operates – by 4.8%. Apart from the long-standing preference our consumers show for our products, a significant factor in this positive outcome seems to have been the substantial product promotions, which took place especially in the first quarter of the year, on the occasion of the celebration of our Company's 100th anniversary.

However, the Company's profits before tax in 2022 reached the amount of €11.859.160 (2021: €15.839.962), marking a decrease of 25.13%. A major factor that contributed to this result was the efforts made by the Company to protect the end-consumer from the impact of the overall inflation. Thus, our Company absorbed a large option of increased costs due to the global energy crisis. The lack of burden on the end consumer was made possible through the enhanced efficiency of our corporate processes. As a result, we can refer to a qualitative growth of the organization beyond inflationary. Consequently, while our profits may have decreased compared to the previous year, we remain satisfied with our financial results, as well as our strategy of supporting our consumers.

The following table reflects the economic value generated, distributed and retained by our Company for the reporting year 2022, compared to 2021 and 2020.

GRI 201-1 Direct Economic Value Generated

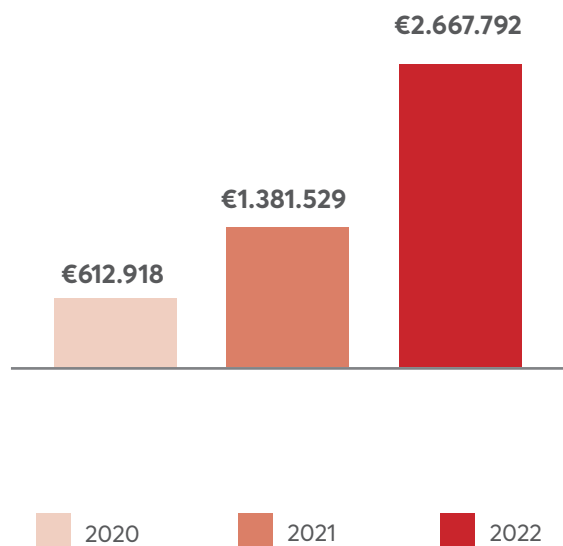
	2020	2021	2022
Turnover	€178.855.770	€ 185.048.125	€216.163.977
Investment Income	€455.930	€ 493.418	€321.899
Income from disposal of fixed assets	€3.710	€ 20.830	€8.600
Total	€179.315.410	€185.520.713	€216.494.476
Economic Value distributed			
Operating costs	€116.843.546	€122.543.926	€157.137.820
Salaries, benefits and related employee expenses	€41.326.410	€41.886.702	€41.282.132
Payments to funding sources	€3.485.569	€3.785.614	€6.327.029
Payments to the State	€2.771.422	€2.940.411	€2.831.515
Social contribution	€459.797	€265.590	€72.350
Total	€164.886.744	€171.422.243	€207.650.846
Economic Value retained			
Direct economic value generated	€179.315.410	€185.520.713	€216.494.476
Distributed economic value	€164.886.744	€171.422.243	€207.650.846
Total	€14.428.666	€14.098.470	€8.843.630



The table below reflects the financial assistance our Company received from the State, for the reporting year 2022 in comparison with 2020 and 2021. The financial support, which is received in the form of tax exceptions or loans, aims at the implementation of investment plans.

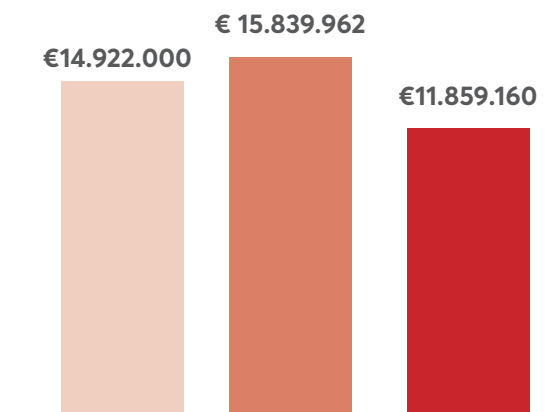
[GRI 201-4]

Economic Value of State Support

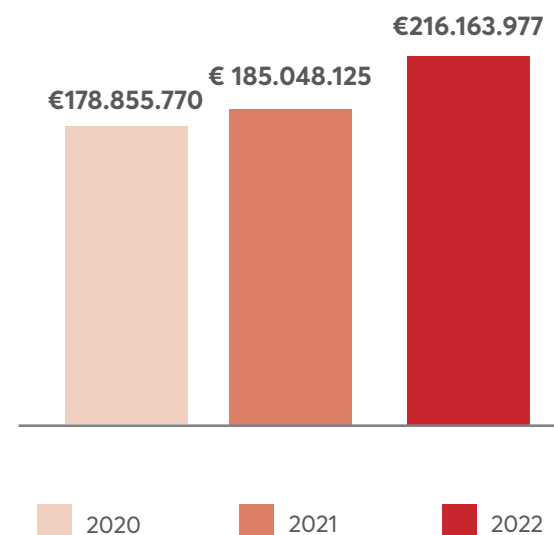


Financial Data

Profits before tax



Turnover





5.4 GROWTH STRATEGY AND CONTRIBUTION TO THE GREEK ECONOMY

[GRI 3-3, GRI 203-1, GRI 203-2]



Material Topic: Indirect Economic Value

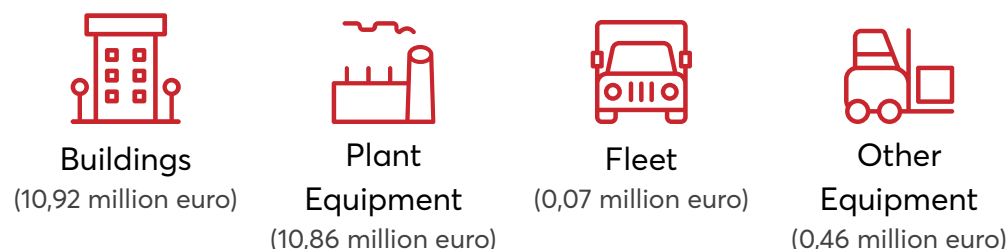
OUR APPROACH [GRI 3-3 a.b.]

In general, our Company has consistently demonstrated a healthy financial position with a solid capital structure, low levels of debt, and a high investment rate, which also includes subsidies in the form of tax exemptions. Our Company's operations actively contribute to the Greek economy as it provides direct and indirect employment to thousands of people. At the same time, it ensures the timely payment of taxes, salaries, and payments to employees, suppliers (including local ones) and distributors/transporters, as well as other direct cash disbursements (e.g. Sponsorships, social investments) which are made directly to takeholders.

Investment actions/programs [GRI 3-3 d.e., GRI 203-1]

In 2022, the Company made a significant investment of 40 million euros in the Oinofyta plant. This investment is focused mostly on the expansion of the existing bread and bakery production unit, and the construction of a new facility with additional production lines. A considerable part of the investment was funded with the Company's own resources, while the European Investment Bank also contributed through loans, along with government support in the form of tax exemption subsidies under the Development Law. It is worth noting that the loan from the European Investment Bank was approved following other factors an extensive evaluation of the Company which included, among others, Environmental, Social, and Governance (ESG) criteria, which are now of critical importance to investors.

The total investment plan of our Company for 2022 amounted for 22,31 million euros, as shown below:



Additionally, through its investment plan, E.J. PAPADOPOULOS S.A. systematically supports local suppliers, while simultaneously strengthening the Greek economy and market, creating a network of cooperating businesses in the areas of its operation.

In the future, our Company aims to assess the social value generated by its activities and contributions over the years. As such by conducting Socio-Economic Impact Studies (SEIS) and Social Return on Investment (SROI), the Company's socio-economic impact in the regions of its commercial activity, both nationally and internationally, is expected to be recorded, while also examining ways to maximize its effects and the efficiency of its investments.

OUR PERFORMANCE [GRI 203-2]

The table below illustrates the range of indirect financial impacts that our Company has on its stakeholders and the economy.

GRI 203-2: Significant indirect economic impacts

	2022
Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	A) The Company absorbed a large portion of the increased production costs observed in 2022 as a result of the energy crisis and the war in Ukraine, limiting the increases in final consumer prices to significantly lower than inflation. B) Through its investment in the Oinofyta factory in Voiotia, the Company offers employment to residents of the wider area and support to local suppliers.
Significance of indirect economic impacts in the context of external reference points and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	Our corporate strategy is linked to the achievement of the 17 United Nations Sustainable Development Goals. Specifically, the aforementioned actions, which create indirect economic impacts on Greek society, contribute positively to the achievement of Goal 2 for Zero Hunger, as they actively contribute to the mitigation of negative effects on consumers caused by inflationary pressures in the food sector. At the same time, they strengthen local economies and communities, supporting the regional development of Greece and, consequently, the achievement of Goal 8 for the country.





5.5 SUSTAINABLE SUPPLY CHAIN

[GRI 2-6, GRI 3-3, GRI 204-1]

Material Topics:

- Supply Chain Design and Risk Prevention/Management
- Upgrade of production and fleet

OUR APPROACH [GRI 3-3 a.b.]

A sustainable supply chain fully integrates ethical and environmentally responsible practices within a competitive and successful model. At E.J. PAPADOPOULOS S.A. the sustainable operation of our supply chain is very important, thus, through long-term partnerships with our suppliers and by placing innovation at the heart of our business operations, we aim to further strengthen it.

As part of the Quality Management and Food Safety Systems that we strictly follow and adhere to, the Company implements an integrated traceability program, which applies to both: the raw materials and packaging materials used in production, as well as to the points of distribution. In this way, we ensure the complete recording of our products' quality at every stage of the supply chain. Through the Materiality Analysis, the Company identified its impacts across its entire supply chain. The fact that the operation of the Company's supply chain results in carbon dioxide emissions is of outmost importance. Recognizing the need to maintain a sustainable supply chain, E.J. PAPADOPOULOS S.A. is actively researching and undertaking investment initiatives aimed at reducing its environmental footprint.

5.5.1 Design of supply chain and prevention/management of risks [GRI 3-3 d.e.]



Throughout all of the Company's activities, and due to the nature of our industry, we collaborate with a large and diverse network of suppliers in terms of services and products. E.J. PAPADOPOULOS S.A. places great emphasis on the relationships it develops with its suppliers and partners, recognizing that their sustainability performance has a positive impact on the operation of the Company's operations and ensures the quality of its products.

For this reason, we adopt and implement practices that encourage our suppliers and partners to apply principles and practices of sustainable development in their business operations, aiming for the highest quality of the products that reach the Company and the consumer. More specifically, the Company has established high standards for suppliers regarding product safety (e.g., strict cleanliness of trucks), close adherence to the Code of Conduct, and supplier evaluation based on ISO 14001 specifications. Additionally, to establish long-term partnerships, our Company encourages objective customer evaluations of suppliers -transporters.

The relevant Supply Chain Management Departments ensure and safeguard the smooth operation of the required products network, aiming for optimal delivery time and quality, while maintaining competitive advantage. In this context, economies of scale have been created through continuous efforts to reduce unit product costs, as well as the development of a supply strategy with short-term and long-term forecasting to prevent disruptions to the smooth operation of the supply chain.

For example, adequate forecasting has been implemented, regarding severe weather conditions and other potential supply chain disruptions, ensuring that authorized distributors maintain optimal stock availability and thus guarantee a smooth distribution flow under any circumstances.



Furthermore, the selection of **local suppliers** for raw material and services contributes to the efficient operation of the supply chain, as it supports faster deliveries, quick response / replacement (when and if necessary), smaller inventory retention, and lower transportation costs.

In 2022, there were no shortages, and the production process ran smoothly achieving excellent results.

Criteria of Supplier Selection [GRI 3-3 c.]

The main principle of E.J. PAPADOPOULOS S.A., as far as its relationships with suppliers is concerned, is the respect for and compliance with applicable state laws, provisions and regulations. The selection of suitable suppliers and their evaluation ensures the smooth operation of the supply chain, while reducing potential risks that could lead to disruptions or negative impacts.

E.J. PAPADOPOULOS S.A. selects its suppliers based on:

Quality

Competitiveness
Standards

Impartiality

Objectivity

Integrity

Fair prices of products/services offered

Their social and environmental responsibility

A fundamental prerequisite for the collaboration of suppliers with E.J. PAPADOPOULOS S.A. is their **compliance with all applicable laws and regulations** governing the provision of products and services, as well as their alignment with the Company's core principles. E.J. PAPADOPOULOS S.A. informs each of its suppliers promptly and appropriately of cases of operational inefficiencies or dissatisfaction that may arise during their partnership, allowing them to respond in a reasonable timeframe. Additionally, the Company evaluates each supplier's corporate processes and policies related to environmental protection, ensuring they adhere to international standards and current legislation.

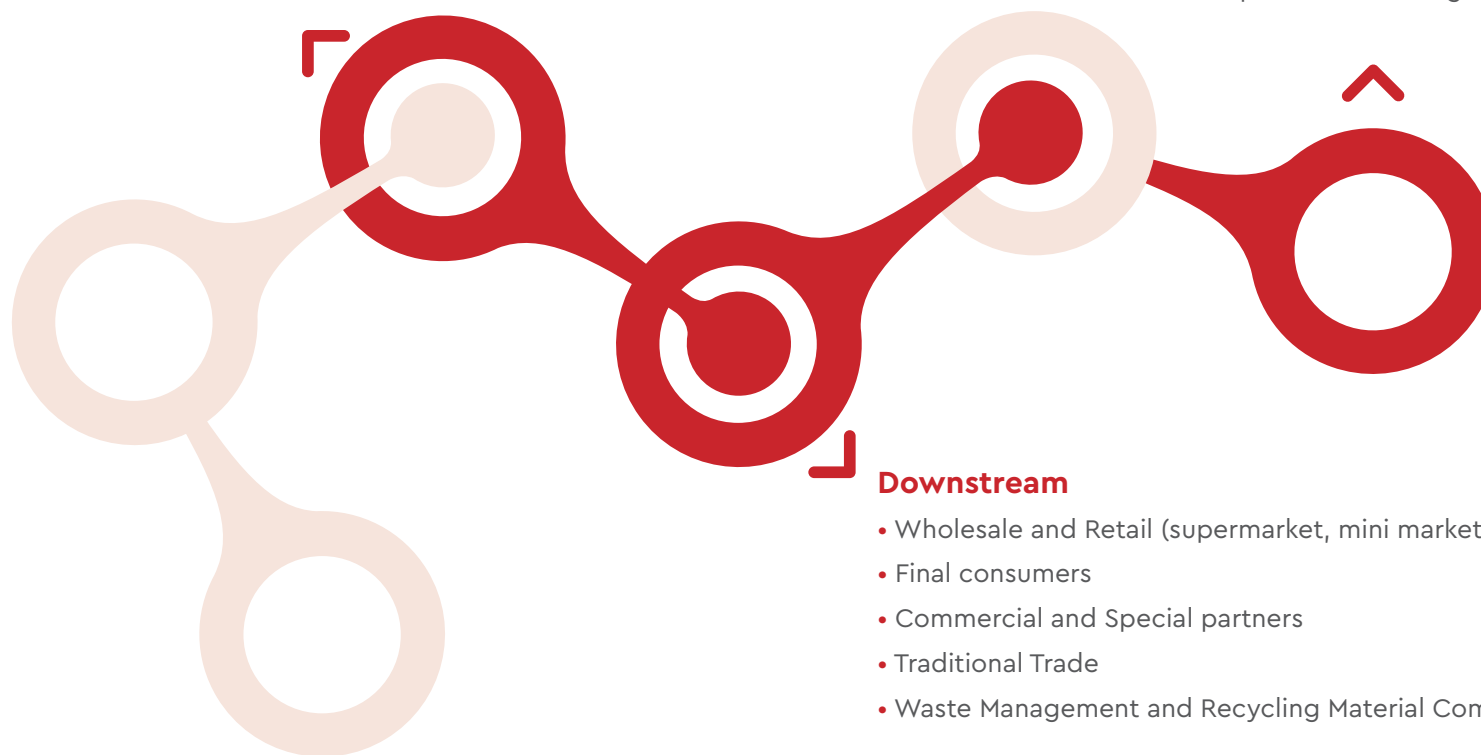
Our value chain [GRI 2-6]

Upstream

- Raw material suppliers (flour, sugar etc.)
- Packaging material suppliers (films, cartons etc.)
- Final products suppliers (imported products)
- Equipment and spare parts suppliers
- Service and technology providers (quality analyses, IT, advertising etc.)
- Logistics Suppliers (transportation of products)

Activities

- Product Manufacturing
- Quality Assurance
- Value Chain Management
- Research and Development
- Marketing and Branding
- Distribution and Export of Products
- Transportation and Logistics of Products



Downstream

- Wholesale and Retail (supermarket, mini market etc.)
- Final consumers
- Commercial and Special partners
- Traditional Trade
- Waste Management and Recycling Material Companies



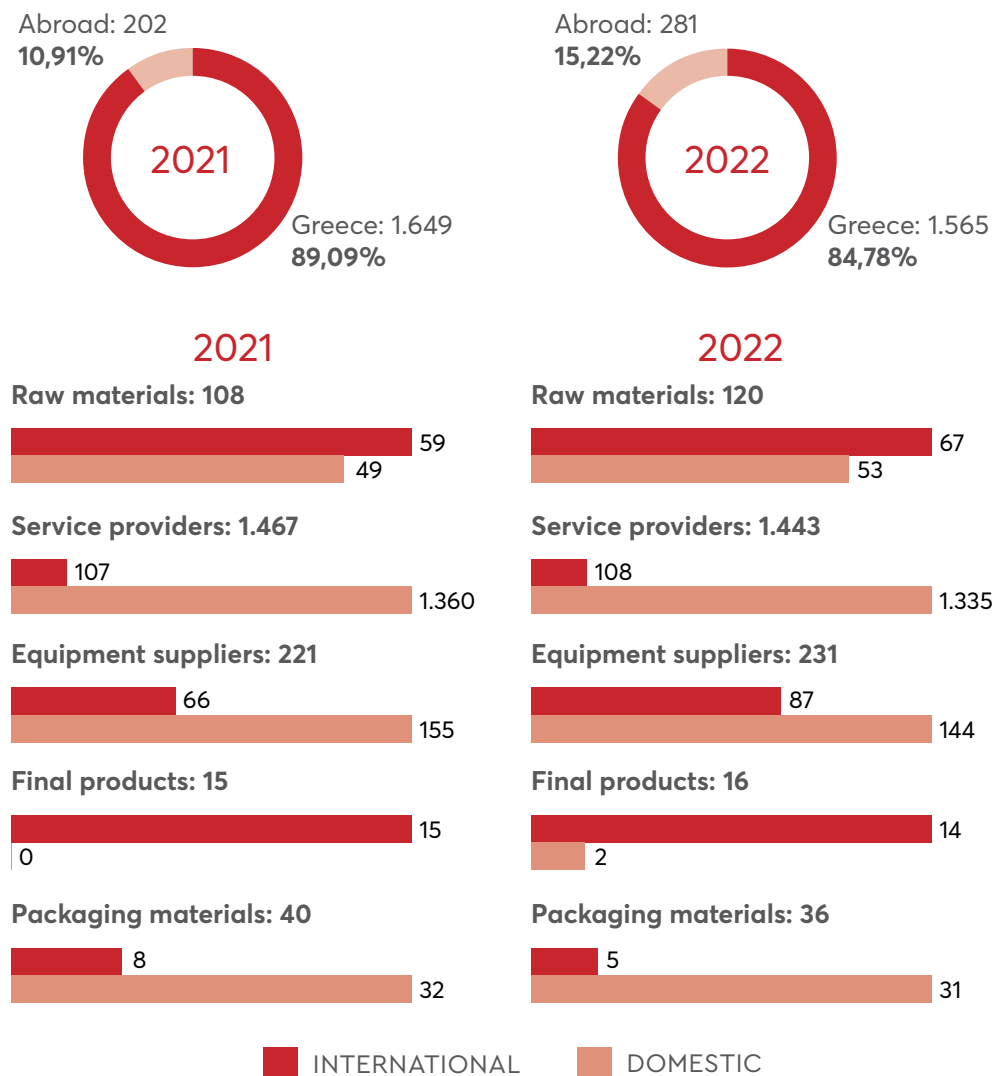
[GRI 2-6]

Supplier Allocation 2022	
Domestic Suppliers – Quantity	1.565
International Suppliers – Quantity	281
Domestic Suppliers – Percentage	84,80%
International Suppliers – Percentage	15,20%
Domestic Suppliers – Invoice Value	€128.500.305,08
International Suppliers – Invoice Value	€40.116.925,43
Total – Quantity	1.846
Total – Percentage	100%
Total – Invoice Value	€168.617.230,51

Supplier Allocation – Invoice Value	
Raw material	€73.407.068,96
Packaging Material	€27.896.634,62
Final Products	€5.629.247,10
Equipment Suppliers	€12.892.393,48
Service Providers	€48.791.886,35
Total	€168.617.230,51

OUR PERFORMANCE [GRI 204-1]

GRI 204-1: Proportion of procurement expenses allocated to local suppliers





5.5.2 Production and Fleet Upgrade

[GRI 3-3 d.e.]



Through the investment initiatives implemented by E.J. PAPADOPOULOS S.A. to ensure a sustainable supply chain, the Company also aims to reduce its environmental footprint at the same time, and carries out actions focused on energy conservation.

In this context, the Company systematically develops and executes investment plans to upgrade both production and its fleet. More specifically, a 40 million euros investment in the Oinofyta plant included the acquisition of new high-energy efficiency equipment and energy upgrade of its production facilities. Additionally, the Company's fleet is continuously renewed to ensure that all vehicles meet Euro 5 standards and above, thus contributing to the reduction of greenhouse gas emissions (GHG).

It's worth noting that the Company has a detailed and organized system for recording malfunctions/damages of vehicles and equipment, adheres to maintenance schedules to ensure the smooth transportation of products, and regularly monitors, key performance indicators (KPIs), such as product deliveries per vehicle and product weight per vehicle. Through these measures, E.J. PAPADOPOULOS S.A. contributes to the prevention of negative impacts, such as the disruption of the supply chain and the emission of additional air pollution, ensuring both customer satisfaction and environmental protection.

OUR PERFORMANCE [GRI 203-1]

E.J. PAPADOPOULOS S.A. has undertaken appropriate investment initiatives in order to strengthen the sustainable supply chain.

GRI 203-1: Infrastructure Investments and Services Supported

	2022
Scope of important investments in infrastructure and supported services development	- Investment in building infrastructure and factory equipment across 4 plants and the distribution center. (21,78 million euro) - Fleet upgrade (0,07 million euro) - Investment in equipment, new technologies, and services (0,46 million euro)
Actual or potential impacts on communities and local economies, including positive and negative impacts	The local communities, where we operate benefit from the creation of direct and indirect employment opportunities, while employees benefit from the improvement of working conditions due to investments in new technology and equipment. Additionally, our commitment to the improvement of air quality and the reduction of GHG emissions is realized through investments in Euro 5 vehicles, which contribute to the decrease in NOx emissions.
Type of investments	Commercial investments and investments in kind.

Appendix





Appendix I: GRI Content Index

Statement of use	E.J. PAPADOPOULOS S.A. has reported in accordance with the GRI standards for the period 01.01.2022 – 31.12.2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	N/A

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures					
2-1	Organizational details	15, 19	The grey areas of the table indicate that the columns "Omitted Requirements" do not apply		
2-2	Entities included in the organization's sustainability reporting	5			
2-3	Reporting period, frequency and contact point	5			
2-4	Restatements of information	5, 41			
2-5	External assurance	5			
2-6	Activities, value chain and other business relationships	16-17, 19-21, 23-25, 101, 103-104			
2-7	Employees	54-56			
2-8	Workers who are not employees		All disclosure requirements	Information not available	The Company did not record the number of workers who are not employees. Disclosure requirements will be available in the next Sustainable Development Report.
2-9	Governance structure and composition	89-90			
2-10	Nomination and selection of the highest governance body	89-91			
2-11	Chair of the highest governance body	89-90			
2-12	Role of the highest governance body in overseeing the management of impacts	89, 91			



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
2-13	Delegation of responsibility for managing impacts	89-91			
2-14	Role of the highest governance body in sustainability reporting	3, 31			
2-15	Conflicts of interest	90			
2-16	Communication of critical concerns	91			
2-17	Collective knowledge of the highest governance body		All disclosure requirements	Non-applicable information	The Company has not, for now, established a dedicated procedure regarding collective knowledge of BoD members on topics of sustainable development and foresees the future development of educational plans for all its members.
2-18	Evaluation of the performance of the highest governance body		All disclosure requirements	Non-applicable information	For now, the Company has not established a dedicated procedure related to the assessment of BoD members in issues of sustainable development and it is evaluating the possibility of future adoption of such.
2-19	Remuneration policies		All disclosure requirements	Not available/complete information	The Company has not yet developed remuneration policies as there is no relevant legal duty from Greek legislation.
2-20	Process to determine remuneration		All disclosure requirements	Not available/complete information	The Company has not yet developed a procedure to determine remuneration and is expecting to proceed in the formulation of such in the future.
2-21	Annual total compensation ratio		All disclosure requirements	Confidentiality limitations	The respective index is not published for confidentiality and data privacy protection reasons.



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
2-22	Statement on sustainable development strategy	3-4, 27			
2-23	Policy commitments	18, 27, 29, 92-93	2-23 a.ii, iv. 2-23 b.	Not available/ complete information	The Company has not developed, for now, a Human Rights Policy and has not moved forward in a procedure of due diligence in the duration of policy drafting. The Company foresees the future adoption of a Human Rights Policy.
2-24	Embedding policy commitments	92-93			
2-25	Processes to remediate negative impacts	92-93			
2-26	Mechanisms for seeking advice and raising concerns	92-93			
2-27	Compliance with laws and regulations	92-94			
2-28	Membership associations	22			
2-29	Approach to stakeholder engagement	34-36			
2-30	Collective bargaining agreements	54			



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 3: Material Topics					
3-1	Process to determine material topics	30-31	The grey areas of the table indicate that the columns “Omitted Requirements” do not apply		
3-2	List of material topics	31-33			
Sustainable Energy Management					
3-3	Management of material topics	39			
302-1	Energy consumption within the organization	40			
302-3	Energy Intensity	41			
Greenhouse Gas Emissions					
3-3	Management of material topics	42			
305-1	Direct GHG Emissions (Scope 1)	43			
305-2	Energy Indirect GHG Emissions (Scope 2)	43			
305-4	GHG Emissions Intensity	43			
Production and Waste Management					
3-3	Management of material topics	44-45			
306-1	Waste generation and significant waste-related impacts	45			
306-2	Management of significant waste related impacts	45			
306-3	Waste generated	46			
306-4	Waste diverted from disposal	46			



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Rational use and consumption of water					
3-3	Management of material topics	47-48			
303-1	Interactions with water as a shared resource	47-48			
303-5	Total water consumption (ML)	48			
Protection of ecosystems					
3-3	Management of material topics	49-50			
301-1	Materials used by weight or volume	51			
301-2	Recycled input material used	52			
301-3	Reclaimed products and their packaging material	52			
304-1	Operational sites owned, leased, managed in, or close to protected areas and areas of high biodiversity value outside protected areas	49			
Equal management and equal opportunities for all workers in the value chain					
3-3	Management of material topics	59			
405-1	Diversity of governance body and employees	60-61			
405-2	Ratio of basic salary and remuneration of women to men	64			
406-1	Incidents of discrimination and corrective actions taken	64			
Corporate Index	Education level of human resources	62			
Corporate Index	Human resources per gender and education level	63-64			



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Physical and Mental Well-being Maintenance of all workers					
3-3	Management of material topics	65-66			
403-2	Hazard identification, risk assessment, and incident investigation	66-67			
403-3	Occupational Health Services	68, 70			
403-4	Worker participation, consultation, and communication on occupational health safety	66-67			
403-5	Worker training on occupational health and safety	68			
403-6	Promotion of worker health	68			
403-7	Prevention and Mitigation of occupational health and safety impacts directly linked by business relationships	66, 68			
403-8	Workers covered by an occupational health and management system	69			
403-9	Work-related injuries	71			
403-10	Work-related ill-health	72			
Educational plan and employee assessment					
3-3	Management of material topics	73-74			
404-1	Average hours of training per year per employee	75-76			
404-2	Programs for upgrading employee skills and transition assistance programs	77			



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
404-3	Percentage of employees receiving regular performance and career development reviews	77-78			
Ensuring consumer health and safety					
3-3	Management of material topics	79-80			
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	81			
Corporate index	Prototypes of quality management, safety, and environmental management per facility	81			
Promoting transparent corporate culture					
3-3	Management of material topics	92			
205-2	Communication and training about anti-corruption policies and procedures	94-96			
205-3	Confirmed incidents of corruption and actions taken	94			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	94			
Indirect economic value					
3-3	Management of material topics	99			
203-1	Infrastructure investments and services supported	99			
203-2	Significant indirect economic impacts	100			
Design of supply chain for prevention and management of risks					
3-3	Management of material topics	101-102			
204-1	Proportion of spending on local suppliers	104			



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Upgrade of Production and Fleet					
3-3	Management of material topics	105			
203-1	Infrastructure investments and services supported	105			
Other topics: Financial performance and development					
201-1	Direct economic value generated and distributed	97			
201-4	Financial assistance received from government	98			
Human Resources – Working conditions and contribution to employment page 54-58					
Balanced diet and products of high dietary value page 82-83					
Relationship of trust with our consumers and our partners page 84-85					
Responsible communication and marketing page 84-85					
Social contribution page 86-87					



PAPADOPOULOS

A wonderful world of taste since 1922

1922-2022

100
YEARS