

ESG Report

2025



HAIDEMENOS S.A.



CONTENTS

1

The Company at a Glance

2

Stakeholders

3

Material Topics

4

Environment

5

Society

6

Governance

7

Targets

ABOUT THE REPORT



The purpose of this Sustainability Report is to provide a comprehensive presentation of the performance of Haidemenos S.A. (hereinafter the “Company”) in the areas of environment, social responsibility, and corporate governance (ESG), as well as to inform stakeholders regarding the Company’s strategic direction and objectives within 2025.

This is the fourth consecutive Sustainability Report of the Company and has been prepared based on internationally recognized non-financial reporting standards. The reporting period covers from January 1 to December 31, 2025, while for comparability and performance assessment purposes, corresponding data for 2024 are also included.

The Report incorporates both qualitative and quantitative data, covering the full range of the Company’s activities. It has been prepared in accordance with the Global Reporting Initiative (GRI Standards), which constitute an internationally established framework for sustainability reporting. Within this framework, the Company has adopted the core principles of GRI — accuracy, balance, clarity, comparability, reliability, timeliness, and verifiability — aiming to ensure the credibility, consistency, and transparency of the disclosed information.

In addition, the preparation of the Report has taken into account the ESG Information Guide 2022 (as updated in 2024) of the Athens Exchange, as well as the 17 Sustainable Development Goals (SDGs) of the United Nations. Through this approach, the Company strengthens the alignment of its strategy with international sustainability priorities and demonstrates its commitment to responsible operation and continuous improvement.

For the identification of the most material sustainability topics, the results of the Materiality Analysis conducted in 2025 were utilized. This process enabled the identification of ESG topics of greatest importance both to the Company and its stakeholders, supporting the targeted development of relevant actions and initiatives.

The Company bears full responsibility for the accuracy, completeness, and reliability of both qualitative and quantitative data presented in this Report.

The preparation process was supported at a consulting level by Forvis Mazars, which provided guidance on data collection, processing, and presentation. However, Forvis Mazars assumes no responsibility towards third parties regarding the content of this Report. Furthermore, this Report has not been subject to external assurance by an independent body.

The Company remains committed to maintaining open dialogue with its stakeholders and encourages the submission of comments and suggestions. Stakeholder contribution is considered particularly important for the continuous improvement of performance and initiatives in ESG and sustainability matters.

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MESSAGE FROM THE CEO

At HAIDEMENOS S.A., responsible business conduct and sustainable development constitute key pillars of our strategy. We recognize the impact of our activities on people, the environment, and the wider society, and we seek to operate with responsibility, respect, and environmental and social awareness.

The Company places particular emphasis on meaningful and continuous communication with its stakeholders and applies principles that strengthen transparency and constructive dialogue. Through this approach, the continuous alignment of our actions with the principles and requirements of sustainable development is pursued.

At the same time, we systematically invest in improving the working environment, in strengthening our relationship with the local community through targeted social actions, as well as in the adoption of technologies and practices that contribute to the reduction of our environmental footprint.

The Company's core objective is the creation of long-term value for its shareholders through the integration of ESG principles into its strategy and decision-making processes. This approach enhances the Company's sustainability, competitiveness, and resilience, while at the same time supporting its positive contribution to society and the environment.



George Haidemenos, Chairman of the Board of Directors

THE COMPANY AT A GLANCE

ENVIRONMENT

Greenhouse gas Emissions

- Scope 1: 761,98 tn CO2
- Scope 2: 1846,82 tn CO2
- Scope 3: 566,65 tn CO2

6784 MWh Total Energy Consumption

88,88% FSC Certified Paper

SOCIETY

155 Employees

27% Female Employees

1454 Total Training Hours

GOVERNANCE

28% Women on the Board of Directors

17,8 million Turnover

[Back to agenda page](#)

COMPANY PROFILE

Haidemenos S.A. was founded in 1976 by Georgios Haidemenos and has since established a strong position in the printing industry in Greece. Through a steady growth trajectory and continuous investment in innovation, the Company has evolved into one of the leading providers of integrated high-specification printing solutions, responding to a wide range of market needs.

Since January 2000, the Company's shares have been listed on the Main Market of the Athens Stock Exchange, reflecting its long-standing stability and credibility within the Greek business environment. The Company is headquartered in Alimos, Attica (4 Archaïou Theatrou Str., P.C. 17456). It is the largest vertically integrated printing unit in Greece, possessing the operational capability to meet complex and demanding needs, both domestically and at a European level. Through modern facilities and advanced technological infrastructure, it provides comprehensive offset, web, and digital printing services, regardless of project volume or complexity.

The Company's high level of specialization and continuous investment in technological upgrades have established it as a reliable partner for major companies and organizations. Customer trust is based on the Company's consistent quality, reliability, and effective support of the services provided. The Company's activities extend to the broader field of graphic arts, with an active presence both in the Greek and international markets, contributing to shaping developments in the sector.





MAIN BUSINESS ACTIVITIES

A. Offset Printing & Books

The Company offers a comprehensive range of offset printing services, covering publications such as magazines, newspapers, catalogs, inserts, books, and commercial prints, as well as promotional materials and point-of-sale (POS) materials. In addition, it undertakes specialized print jobs, such as corporate reports, calendars, tourist guides, and other customized applications.

B. Digital Printing

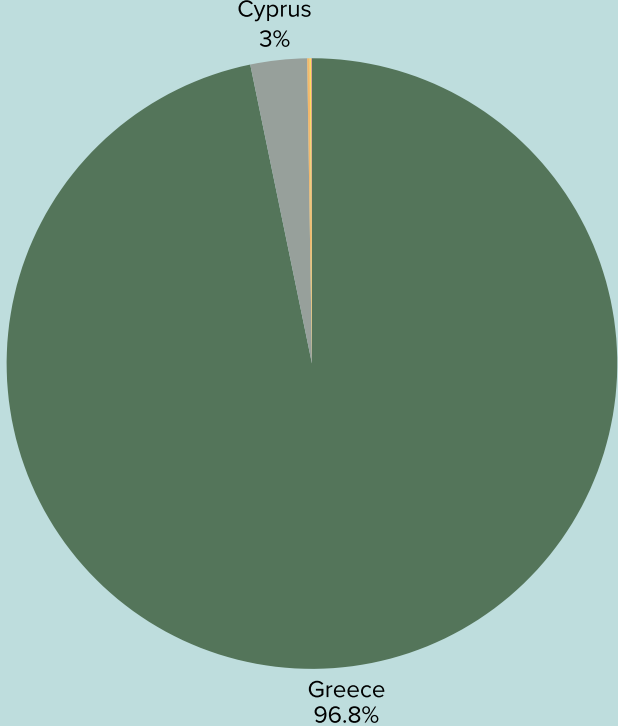
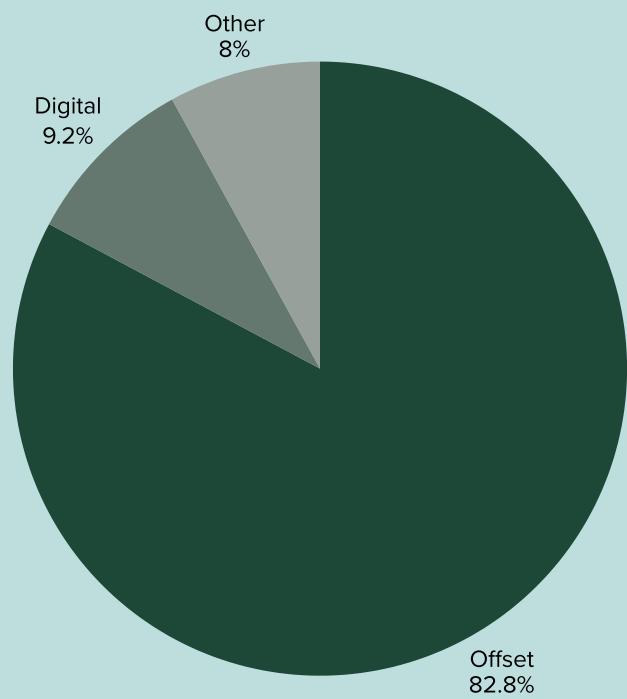
In the field of digital printing, the Company provides modern solutions for both indoor and outdoor display applications, covering both small- and large-scale needs. Printing is carried out using durable materials and cutting-edge technologies, ensuring high quality and long-lasting results even under demanding environmental conditions.

The produced products are implemented on a variety of materials, such as paper, vinyl, canvas, fabric, and adhesive surfaces, and are applied in areas such as interior and exterior space decoration, retail store displays, sports facilities, exhibition stands, as well as specialized applications on means of transport or industrial productions.

The Company's constant objective is the development and provision of efficient and high-aesthetic solutions that enhance the visibility and commercial presence of its clients.

The Company's sales are analyzed as follows:

Sales 2025 by sector



Sales 2025 by region

The Company's main sales are primarily carried out in Greece and Cyprus, as presented in the above chart, with a small percentage of approximately 0.02% taking place in other European countries.

The Company's production activity is carried out entirely in Greece and is supported by an extensive network of modern facilities and infrastructure. Specifically, in Alimos, Attica, on a privately owned plot of total area of 10,914 sq.m., two production units, administrative and auxiliary spaces are in operation, with a total surface area of 7,325 sq.m.

In addition, the Company operates branches in the area of Koropi, Attica, which include privately owned facilities on plots with a total area of 9,635 sq.m., with building infrastructure of 6,353 sq.m., as well as an additional unit on a privately owned plot of 4,400 sq.m. with a production area of 1,696 sq.m. The infrastructure is complemented by a leased warehouse space of 1,000 sq.m., enhancing operational flexibility and the effective management of the supply chain.

The procurement of raw and auxiliary materials is carried out both from the domestic market and from countries of the European Union. The largest share of purchases από offset paper, which for the year 2025 accounted for 80.36% of the total procurement volume, highlighting its importance as a key raw material for the Company's production process.

VISION, PHILOSOPHY AND VALUES



At Haidemenos S.A., our strategy focuses on the continuous upgrading of the printing solutions we provide, with emphasis on innovation and technological excellence. Through the utilization of modern production systems and automated processes, we aim to optimize operational efficiency and provide high-quality services that meet the contemporary demands of the market.

Our commitment to innovation is a key element of our business approach and strengthens our ability to create value for our customers. Our objective is to maintain long-term partnerships, based on trust, reliability, and the continuous delivery of quality results.



Our growth path is guided by specific strategic pillars:

- Maintaining a strong corporate reputation and strengthening the trust of partners and customers.
- Applying high quality standards at all stages of production and in the services provided.
- The ability to promptly adapt to changing market conditions, offering flexible and competitive solutions.
- Developing new partnerships and strengthening our presence in both domestic and international markets.
- Further consolidating the Company's leading position in the sector through continuous development and investments.

Within this framework, the Company continues to implement its strategy responsibly, incorporating best practices and strengthening its long-term sustainability and competitiveness.

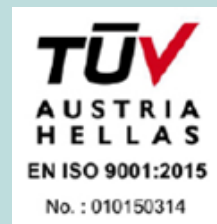
CERTIFICATIONS

Haidemenos S.A. implements integrated management systems, aiming to ensure quality, improve operational efficiency, and incorporate the principles of sustainable development across all its activities. These systems are based on internationally recognized standards and best practices, enhancing transparency, reliability, and compliance with the applicable regulatory framework.

Through their systematic implementation, the Company ensures the provision of high-quality products and services, the responsible management of environmental impacts, as well as the continuous monitoring and improvement of its performance. At the same time, it strengthens the trust of its customers, partners, and other stakeholders.

Within this framework, the Company holds certifications in accordance with ISO 9001:2015 for quality management, ISO 14001:2015 for environmental management, and ISO 14064-1:2018 for the quantification and reporting of greenhouse gas emissions.

The continuous upgrading of management systems and alignment with international standards confirm the Company's commitment to responsible and sustainable business operations. The certifications obtained by the Company up to the end of 2025 are as follows:



ISO 9001:2015

The ISO 9001:2015 standard is the most widely used standard for quality assurance internationally and is applied to organizations of all sizes and sectors.

At Haidemenos S.A., this standard ensures that all products and services consistently meet customer requirements, enhancing their satisfaction.

The Quality Management System includes:

- Establishment and monitoring of quality objectives
- Continuous evaluation of performance
- Commitment of top management
- Focus on preventive action and process optimization



ISO 14001:2015

The ISO 14001:2015 standard is the most widely recognized international standard for environmental management. It provides a framework for identifying, monitoring, and reducing the environmental impacts arising from the Company's operations.

Its implementation includes:

- Identification and evaluation of environmental aspects and impacts
- Setting of objectives and programs for environmental improvement
- Pollution prevention and resource conservation (energy, water, raw materials)
- Compliance with environmental legislation and regulations

It demonstrates Haidemenos S.A.'s commitment to responsible environmental behavior and sustainable operation.



ISO 14064:2018

The ISO 14064:2018 standard defines the requirements for the quantification, reporting, and verification of greenhouse gas (GHG) emissions. It is fundamental for the development of a transparent strategy for emission reporting and enhances transparency in environmental information.

Compliance with the standard enables the Company to:

- Identify sources of GHG emissions
- Accurately monitor annual emissions
- Set and evaluate reduction targets
- Enhance the credibility of ESG and climate-related reporting
- Represent an important step towards alignment with EU principles on climate neutrality



FSC-STD-40-004: Chain of Custody

The FSC® Chain of Custody certification αφορά the responsible management and traceability of forest-based raw materials used in the Company's products.

The standard ensures that:

- All raw materials originate from responsibly and sustainably managed forests
- Transparency exists at every stage of the production process
- End customers receive certified products that meet environmental and social standards



ISO 12647-2: Proficient Printer

The ISO 12647-2:2013 standard is a specialized international standard concerning color management in the production of printed materials through lithographic (offset) methods. The standard covers the entire production process — from file receipt (print-ready PDFs) to the final printing stage — ensuring consistency, quality, and high color fidelity in every printed output.

Its implementation benefits the Company by:

- Ensuring consistent print quality, regardless of batch or project
- Reproducing colors with accuracy and consistency, reducing deviations and errors
- Meeting specific technical specifications, depending on the production medium (paper, inks, screening, etc.)
- Consistently responding to customer requirements, especially in projects with high branding demands
- Improving efficiency and reducing waste, through control and standardization of the production process

Certification under ISO 12647-2 strengthens Haidemenos S.A.'s reputation as a provider of high-specification printing services, offering a competitive advantage and enhancing the overall customer experience.

Upcoming Certifications



ISO 27001:2022

The ISO 27001:2022 standard is an internationally recognized standard for information security management and is applied to organizations that aim to protect their data and information systems. At Haidemenos S.A., the process of developing a management system in accordance with ISO 27001:2022 is currently underway, with the objective of completing it within the year.

This initiative aims to ensure the confidentiality, integrity, and availability of information, while at the same time enhancing resilience against cyber threats and strengthening the trust of partners and customers.



STAKEHOLDERS



The Company recognizes as stakeholders all groups, as well as natural and legal persons, that either influence or are influenced by its activities, or are directly or indirectly connected to its operations.

Within this framework, particular emphasis is placed on maintaining continuous, meaningful, and two-way communication and cooperation with stakeholders, with the aim of strengthening transparency, credibility, and mutual trust.

Haidemenos S.A. actively promotes open dialogue, seeking to understand and respond in a timely manner to the needs and expectations of its stakeholders, while at the same time contributing to the continuous improvement of its overall performance.

[Back to agenda page](#)

The following table presents in detail the main stakeholder groups, the key issues that concern them, as well as the methods and frequency of communication with the Company.

Stakeholder	Key Topics of Interest	Communication Method	Frequency of Communication	Our Approach (Sustainability Report Section)
Customers	<ul style="list-style-type: none"> • Quality and safe products • High level of service • Continuous and immediate communication, information and support 	<ul style="list-style-type: none"> • In-person, telephone or electronic communication with the relevant departments and Company staff • Questionnaires for customer service and satisfaction 	Continuous	The Company at a Glance
Employees	<ul style="list-style-type: none"> • Creative, fair and rewarding working environment • Health and safety protection at work • Provision of training and development • Prevention of discrimination 	<ul style="list-style-type: none"> • Communication between Management and Human Resources • Dialogue and participation in consultations • Communication and updates μέσω the internal electronic network 	Continuous	Society
Management	<ul style="list-style-type: none"> • Achievement of financial targets and profitability • Establishment of appropriate policies and procedures • Handling of sustainability issues • Compliance with legal and regulatory requirements • Effective risk management • Integrity of internal and external communication 	<ul style="list-style-type: none"> • Meetings with competent bodies and stakeholders • Regular monitoring of activities • Dialogue and participation in consultations 	Continuous	Governance

Stakeholder	Key Topics of Interest	Communication Method	Frequency of Communication	Our Approach (Sustainability Report Section)
Government, Public Sector and Local Authorities	<ul style="list-style-type: none"> • Compliance with legal and regulatory requirements • Prevention of corruption, transparency and accountability • Support of public policies' actions and programs, including the protection of human rights • New investments 	<ul style="list-style-type: none"> • Consultation with representatives of the State and institutional authorities • Publication of information on corporate websites 	Not defined (case-by-case and when deemed necessary)	Governance
Suppliers	<ul style="list-style-type: none"> • Diligent and long-term relationships • Compliance with agreements • Smooth cooperation 	<ul style="list-style-type: none"> • In-person, telephone or electronic communication by the relevant departments and Company staff • Participation in exhibitions 	Periodic	The Company at a Glance
Shareholders / Investors	<ul style="list-style-type: none"> • Strengthening competitiveness • Profitability and efficient cost management • Responsible corporate conduct at all stages • Sound corporate governance • Compliance with legislation • Avoidance of actions that harm the Company 	<ul style="list-style-type: none"> • General Meetings of shareholders • Information provided by the Board of Directors regarding Company developments • Issuance of press releases, announcements and reports 	Periodic	The Company at a Glance / Governance
Banks	<ul style="list-style-type: none"> • Full, reliable and timely information on financial results • Full, reliable and timely information on ESG issues • Fulfillment of obligations undertaken by the Company within the framework of existing agreements 	<ul style="list-style-type: none"> • Publication of information on corporate websites • In-person, telephone or electronic communication by the relevant departments and Company staff • 	Periodic	The Company at a Glance

MATERIAL ISSUES

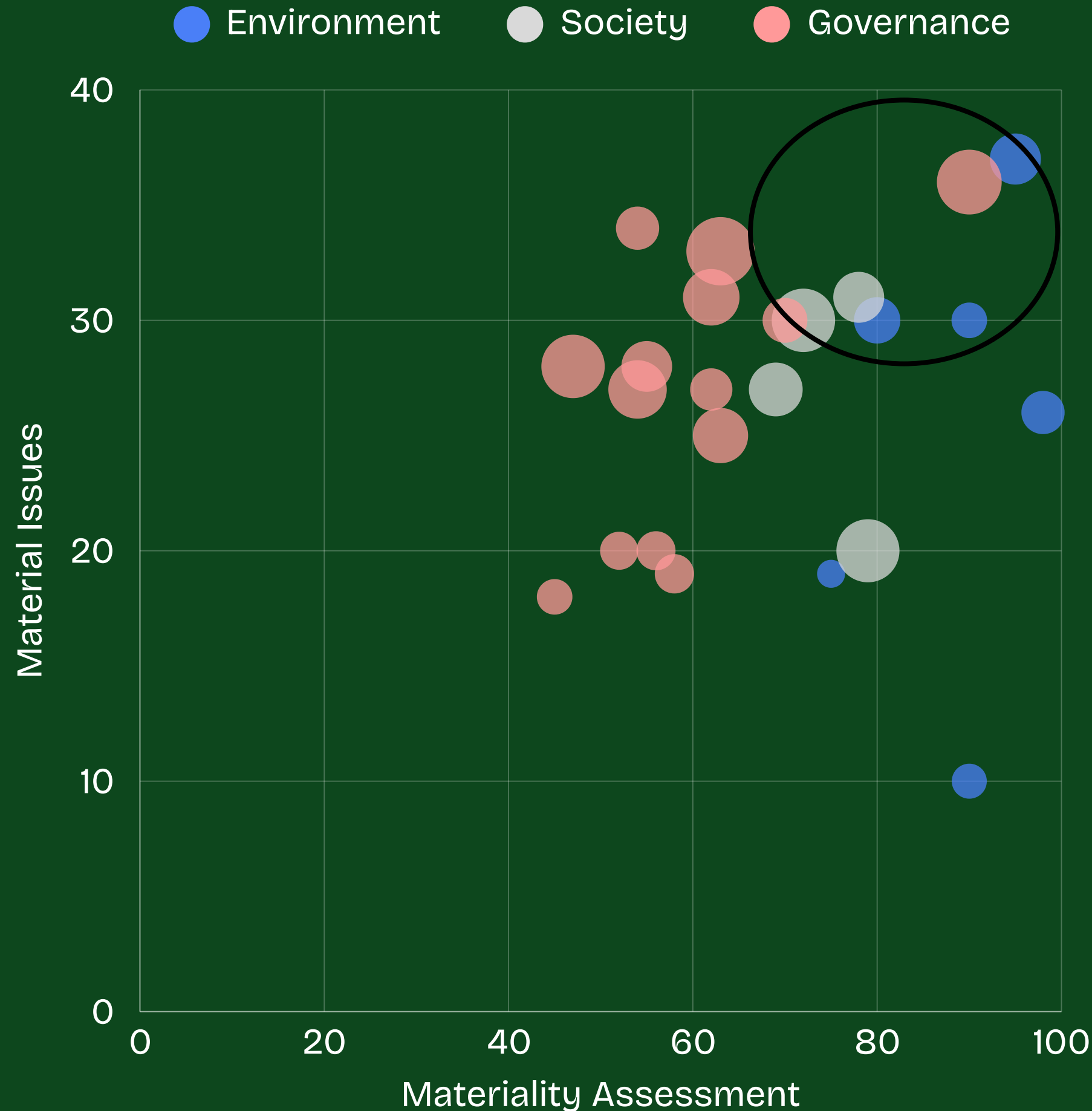
The Company conducted a materiality analysis with the aim of identifying the key issues related to the most significant impacts of its activities on the economy, society, and the environment.

The process of identifying, prioritizing, and evaluating material topics (materiality analysis) was carried out in accordance with the GRI Standards guidelines and constitutes a key tool for highlighting issues of strategic importance. Through this approach, the alignment of the Company's priorities with the principles of sustainable development and its long-term business objectives is ensured.

At the same time, during the process, the views and expectations of stakeholders regarding the Company's performance on sustainability issues were taken into account, enhancing the transparency and completeness of the assessment.

The materiality analysis substantially contributes to monitoring and evaluating the Company's progress across individual sustainability areas. The stages followed within this process are presented below:

Stage 1: Identification of Topics	Stage 2: Definition of Prioritization Criteria	Stage 3: Prioritization of Topics	Stage 4: Validation of Results
<p>At the first stage, the potential and material sustainability topics related to the Company's activities and business environment were identified. The identification was based, among others, on:</p> <ul style="list-style-type: none"> • Analysis of internal policies, regulations, and procedures • Evaluation of the internal and external environment • Review of the Sustainable Development Goals (SDGs) • Guidelines and publications of the GRI • International standards and the applicable regulatory framework (national and European) 	<p>At the second stage, the criteria for evaluating and prioritizing the topics were defined. In particular, the following were considered:</p> <ul style="list-style-type: none"> • The degree of impact of the topics on stakeholder assessments • The significance and impact of the Company's activities on the economy, society, and the environment 	<p>At the third stage, the evaluation and prioritization of the identified topics were carried out based on the results of a relevant survey. The process was supported by structured questionnaires and the recording of the views of the Company's Management and executives, as well as external stakeholders.</p>	<p>At the final stage, the results of the analysis were validated by the Company's Management, leading to the identification of the material topics per ESG pillar:</p> <p>ENVIRONMENT (E)</p> <ol style="list-style-type: none"> 1. Energy consumption 2. Greenhouse gas emissions 3. Use of sustainable raw materials 4. Waste management <p>SOCIETY & EMPLOYEES (S)</p> <ol style="list-style-type: none"> 5. Employee health and safety 6. Training and development of human resources 7. Equal opportunities and non-discrimination 8. Diversity and inclusion <p>ECONOMY & GOVERNANCE (G)</p> <ol style="list-style-type: none"> 9. Financial performance 10. Corporate governance and business ethics 11. Anti-corruption



1. Energy consumption
2. Greenhouse gas emissions
3. Use of sustainable raw materials
4. Waste management
5. Water consumption
6. Biodiversity
7. Employee health and safety
8. Employee training and development
9. Prevention of discrimination
10. Diversity and equal opportunities
11. Presence in the local economy
12. Indirect social impacts
13. Freedom of association
14. Employee social benefits
15. Consumer health and safety
16. Marketing and product labeling practices
17. Financial performance
18. Corporate governance and business ethics
19. Anti-corruption
20. Procurement practices and supplier evaluation
21. Business continuity
22. Personal data protection
23. Anti-competitive behavior
24. Taxation



ENVIRONMENT

[Back to agenda page](#)

OUR APPROACH



Haidemenos S.A. prioritizes the systematic recording and monitoring of its carbon footprint, while at the same time seeking to implement targeted actions for the reduction of greenhouse gas emissions and the mitigation of climate change impacts. The monitoring of environmental performance and the implementation of continuous improvement practices constitute key pillars of the Company's environmental strategy.

Within the framework of its commitment to sustainable development, the Company develops and implements comprehensive policies and action plans aimed at the systematic monitoring and management of emissions arising from its operations. At the same time, particular emphasis is placed on enhancing energy efficiency through the use of modern technologies and the adoption of best operational practices.

The Company's business approach incorporates principles of the circular economy, promoting the efficient use of resources, recycling, and the optimization of material utilization throughout the life cycle of its products and services. In parallel, full compliance with the applicable regulatory framework constitutes a fundamental commitment, while the Company seeks to exceed minimum requirements by applying continuous improvement practices in its environmental performance. In this context, the implementation of ISO 14064 enhances transparency and reliability in the measurement and management of emissions.

As part of its broader ESG strategy, the Company adopts practices that contribute significantly to the reduction of carbon dioxide (CO₂) emissions, the prevention of pollution, and the effective management of natural resources. Through these initiatives, the Company aims to strengthen its contribution to the green transition and the achievement of national and European climate neutrality targets.

The Company continuously invests in the modernization of its equipment and production infrastructure, incorporating innovative technologies that reduce the environmental footprint of its activities. These investments contribute to the reduction of energy consumption, emissions, and noise, while also promoting the efficient use of raw materials.

Particular emphasis is placed on the use of environmentally friendly raw materials, reducing the use of chemicals, and selecting inks with a lower environmental footprint. At the same time, the use of FSC-certified paper is promoted, enhancing the sustainable management of forest resources and responsible supply chain practices.

In addition, the Company implements practices for the sustainable management of water resources, adopts responsible policies for packaging and waste management, and participates in certified alternative management systems. Where feasible, the use of renewable energy sources is also explored, further supporting the transition to a more sustainable energy model.

Finally, the Company applies a systematic process for monitoring and evaluating its environmental performance through appropriate indicators and quantitative metrics. Since 2022, it has established mechanisms for the regular monitoring of these indicators, enhancing transparency, accountability, and continuous improvement in the field of environmental management.

The development and strengthening of environmental culture within the Company constitute a key priority. In this context, training and awareness initiatives for employees are implemented, aiming to cultivate environmental consciousness and promote responsible behavior, particularly in areas such as energy saving, efficient use of natural resources, and recycling.

At the same time, Haidemenos S.A. actively promotes the dissemination of sustainable practices across its value chain, encouraging partners and customers to adopt responsible environmental practices. The selection of partners is carried out with a view to alignment with the principles of sustainable development, strengthening the consistency and coherence of the Company's environmental strategy.

The main activities that may have an environmental impact are primarily related to the consumption of natural resources and the production of emissions resulting from its operations. Recognizing these impacts, the Company applies a holistic environmental management approach, designing and implementing targeted actions to reduce its environmental footprint and optimize the use of available resources.

Within this framework, specific measures have been established and implemented, such as:

- Full compliance with the applicable national and European regulatory framework, ensured through the systematic monitoring of developments and the conduct of regular audits
- Continuous monitoring and evaluation of energy consumption, with the aim of improving energy efficiency across all stages of the production process
- Integration of environmentally friendly technologies and materials, contributing to emission reduction and the optimization of raw material use
- Training and awareness of employees on environmental management issues and the achievement of the Company's relevant objectives
- Implementation of proper waste management practices, with emphasis on strengthening recycling and reuse, promoting the principles of the circular economy

Through these actions, the Company establishes a coherent environmental management framework, aligned with the principles of sustainable development, enhancing transparency, accountability, and responsibility in relation to its environmental performance.



Energy Consumption

The Company's energy consumption includes the total energy used in both its administrative facilities and its production units in Koropi and Alimos.

Recognizing the environmental impact of energy consumption, the Company proceeds with its systematic recording and monitoring, aiming at the gradual improvement of energy efficiency and the reduction of overall consumption.

	2025	2024	% Change
Consumption of non-renewable fuels (natural gas) (MWh)	2878	3834	-25%
Electricity purchased for consumption (MWh)	6784	7246	-6%
Electricity from renewable energy sources generated (MWh)	0	0	-
Electricity from renewable energy sources sold (MWh)	0	0	-
Total energy consumption (MWh)	9662	11080	-13%
Percentage of electricity consumption in total energy consumption (%)	70%	65%	7%
Percentage of energy from renewable sources in electricity consumption (%)	0%	0%	-
Energy intensity (MWh/€ million revenue)	543	676	-

GREENHOUSE GAS EMISSIONS

Classification of Greenhouse Gas Emissions (GHG Emissions – Scope 1, 2 & 3)

The Company, recognizing the need for comprehensive recording and understanding of the impacts of its operations on the climate, adopts an integrated approach to the measurement of greenhouse gas emissions in accordance with international standards, and specifically the Greenhouse Gas Protocol (GHG Protocol). Emissions are classified as follows:

Direct Emissions – Scope 1

Direct greenhouse gas emissions (Scope 1) arise from sources that are owned or controlled by the Company and include:

- Combustion of fossil fuels in the Company's facilities (e.g., for heating or operation of mechanical equipment)
- Emissions related to fuel consumption from the Company's owned vehicle fleet

Indirect Emissions from Energy Consumption – Scope 2

Indirect Scope 2 emissions relate to emissions associated with the generation of purchased electricity consumed by the Company for its operational needs. Although these emissions are not produced directly by the Company, they are attributed to it due to the energy consumption it carries out.

Other Indirect Emissions – Scope 3

Other indirect emissions (Scope 3) include all other emissions related to the Company's activities that do not arise from sources owned or controlled by it. While their monitoring is optional under the GHG Protocol, the Company has chosen to adopt a responsible approach by including these emissions in its overall footprint.

Scope 3 emissions monitored include, indicatively:

- Business travel
- Employee commuting
- Downstream transportation of products across all stages of the supply chain
- Upstream transportation and distribution (transport of raw materials or products from suppliers)
- Total Transmissions & Distribution (T&D) losses

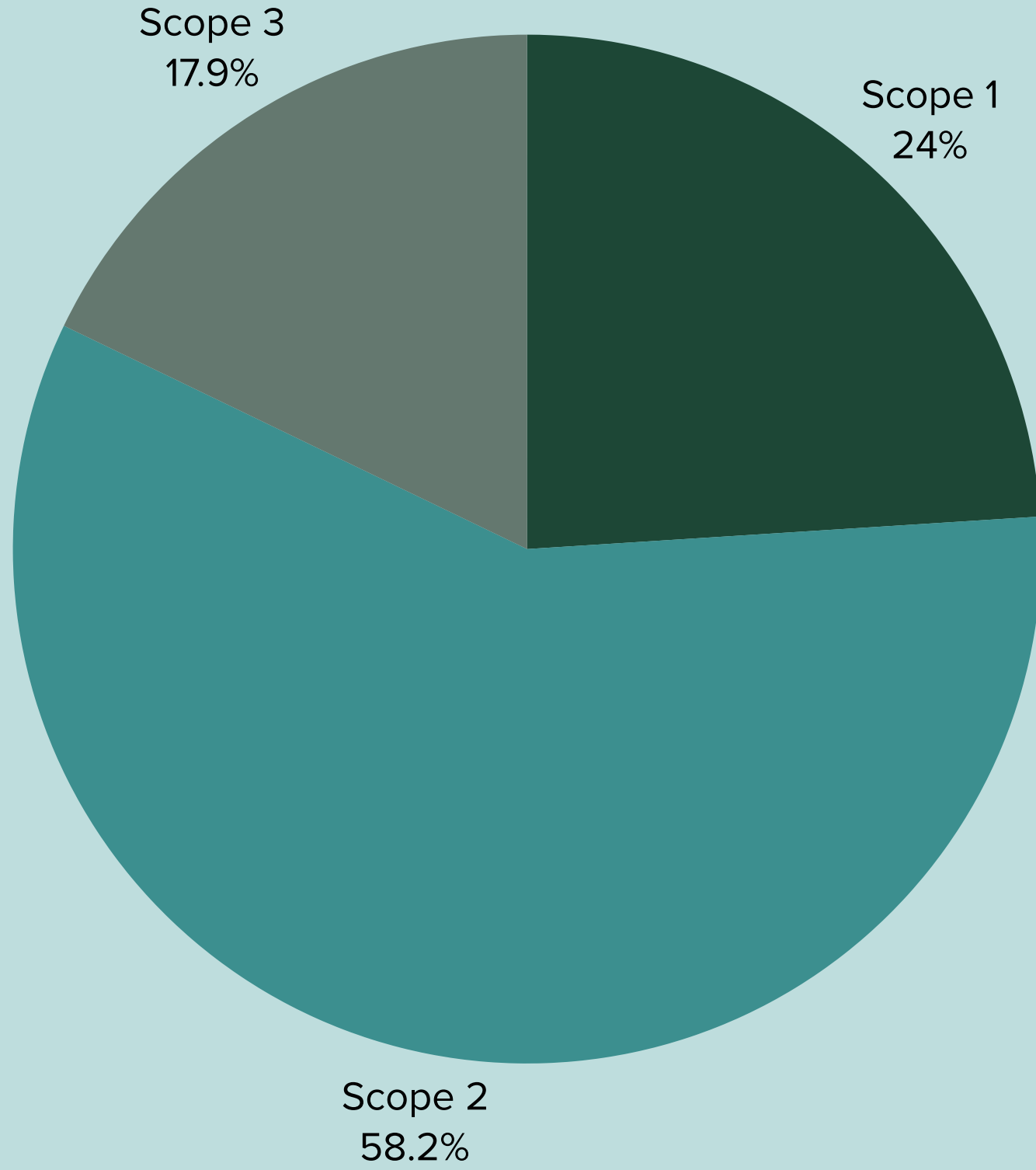
The collection and analysis of Scope 3 data constitutes a key element for a more comprehensive understanding of the Company's total carbon footprint, enhancing the ability to design targeted emission reduction strategies across the entire life cycle of its activities

	2025	2024*
Direct Emissions (Scope 1) tn CO2	762	824
Indirect Emissions Scope 2) tn CO2	1847	2669
Other Indirect Emissions (Scope 3) tn CO2	567	553
Total	3176	4046

	2025	2024
Intensity of Direct Emissions (Scope 1) (tCO2e/revenue million €)	42.81	50.28
Intensity of indirect Emissions (Scope 2) (tCO2e/revenue million €)	103.76	162.93
Intensity of other indirect Emissions (Scope 3) (tCO2e/revenue million €)	31.85	33.74

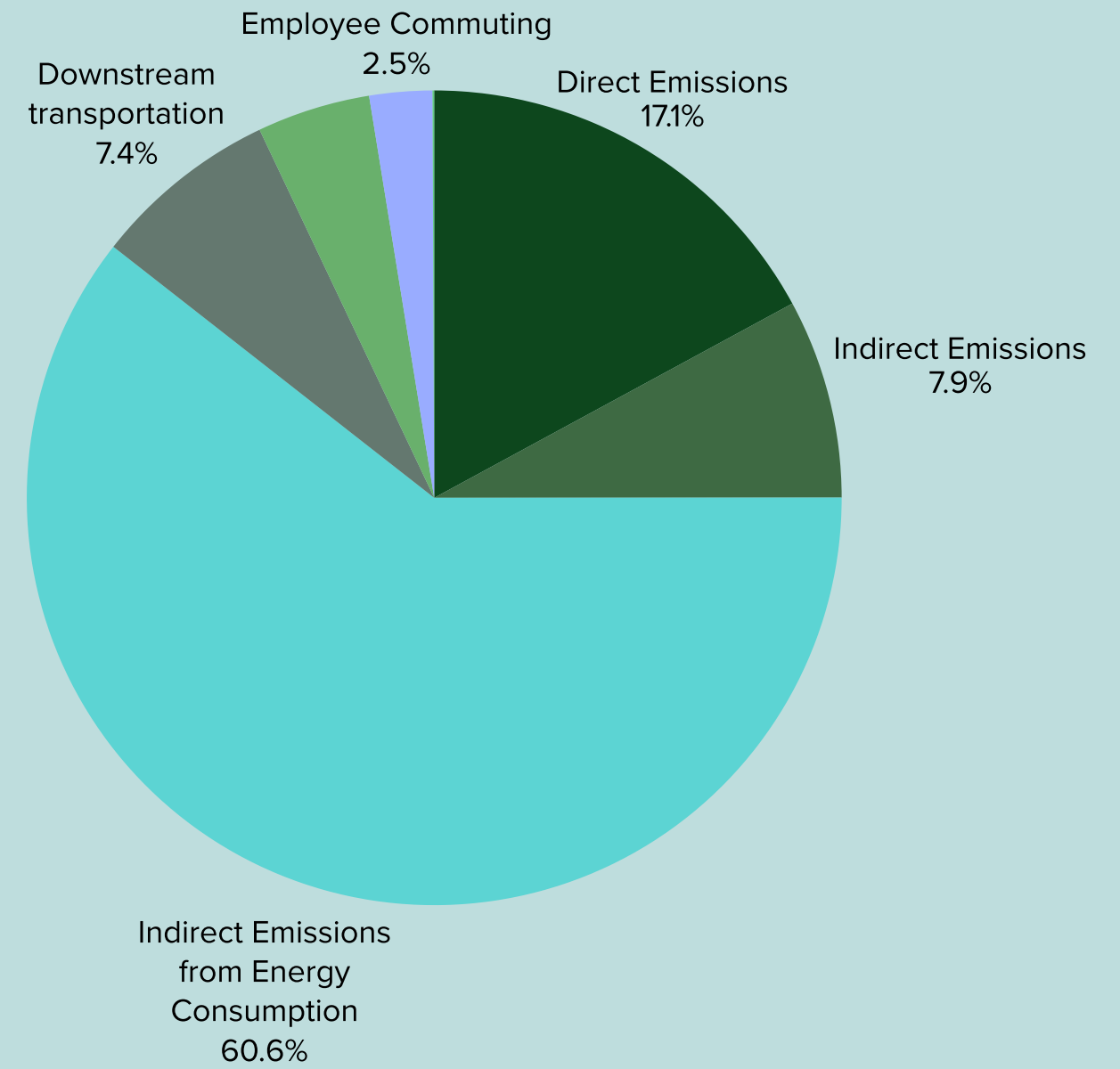
*Within the framework of continuous data updating and accuracy improvement, adjustments were made to certain emission values, with the final figures reflected in the above table.

GREENHOUSE GAS EMISSIONS ANALYSIS 2025



The chart presented on the left illustrates the analysis of the Company's emissions by emission category (Scope 1, 2, 3).

The chart presented on the right shows the categories with the most significant contribution to the total carbon footprint.



MATERIALS AND WASTE MANAGEMENT

Within the framework of its strategy for sustainable development and responsible environmental management, the Company has incorporated the principles of the circular economy into its operations. This approach aims at the optimal utilization of natural resources, the reduction of waste generation, and the strengthening of recycling and reuse practices.

The management of materials and waste is addressed as a shared responsibility, with the active participation of the Company's human resources. Through targeted awareness and training actions, environmental culture is strengthened within the Company, contributing to the continuous improvement of relevant performance and the development of a more sustainable production model.

At the same time, product design is based on principles of quality, durability, and long-term use, reducing the need for frequent replacement and, consequently, the generation of waste.

Particular emphasis is placed on the use of raw materials of certified origin and high traceability, ensuring compliance with environmental and social criteria. This practice contributes to more effective material management and the strengthening of the circular approach.

In particular, a significant percentage of the paper used is FSC® (Forest Stewardship Council®) certified, ensuring that it originates from responsibly managed sources and/or recycled materials. This approach reinforces the Company's commitment to responsible sourcing and the reduction of its environmental footprint.

The systematic monitoring of relevant indicators, combined with the adoption of modern material management practices, supports the continuous improvement of the Company's performance and its contribution to the promotion of the circular economy.

For the coming years, the Company aims to further increase the share of certified raw materials, with the objective of reaching 5% of total paper consumption.



	2025	2024	% Change
Total quantities of paper purchased (kg)	8.831.609,58	5.730.134,00	54%
Quantities of FSC-certified paper purchased (kg)	7.849.572,38	3.150.383,00	149.16%
Percentage of FSC-certified paper purchases	88.88%	54.98%	61.6%

A significant increase is observed in the percentage of FSC-certified paper procurement, which reached 89% in 2025 compared to 55% in the previous year, confirming the achievement of the relevant target set by the Company. This development highlights the Company's commitment to responsible sourcing of raw materials, while it intends to continue further increasing the share of certified materials in the coming years, within the framework of its sustainable development strategy.

The Company adopts a holistic approach to sustainable waste management, aiming at optimal resource utilization and the reduction of environmental impact. In this context, it collaborates exclusively with specialized and licensed partners who possess the appropriate infrastructure and the required certifications for waste management, in compliance with the applicable legislation.

A key strategic objective is the minimization of waste generation at source, as well as the enhancement of reuse, recycling, and energy recovery, where technically feasible.

Recycling and reuse of materials

The Company places particular emphasis on the utilization of specific waste streams, such as:

- Aluminum, which is collected and forwarded to specialized partners for processing and reuse in the production of new materials, contributing to the extension of its life cycle
- Printing plates, which are reused following cleaning and maintenance processes. The liquids resulting from cleaning are collected and recycled, in accordance with applicable environmental specifications
- A significant proportion of paper generated from the production process is collected and sent for recycling, in cooperation with specialized and licensed partners

This practice contributes to the efficient management of waste and the promotion of circular economy principles.

Hazardous Waste Management

For hazardous solid waste, thermal treatment practices are applied, ensuring their safe disposal while also enabling their energy recovery as an alternative fuel in industrial processes.

Similarly, hazardous liquid waste, with a total weight of 4.69 tonnes for 2025 (compared to 3.08 tonnes in 2024), is subjected to evaporation processes in specialized high-temperature chambers, in accordance with the applicable environmental waste management specifications.

Through these practices, the Company ensures compliance with the regulatory framework and strengthens its environmental responsibility across all stages of its operations. At the same time, the implementation of documented waste management procedures contributes to transparency, accountability, and the achievement of sustainability objectives.

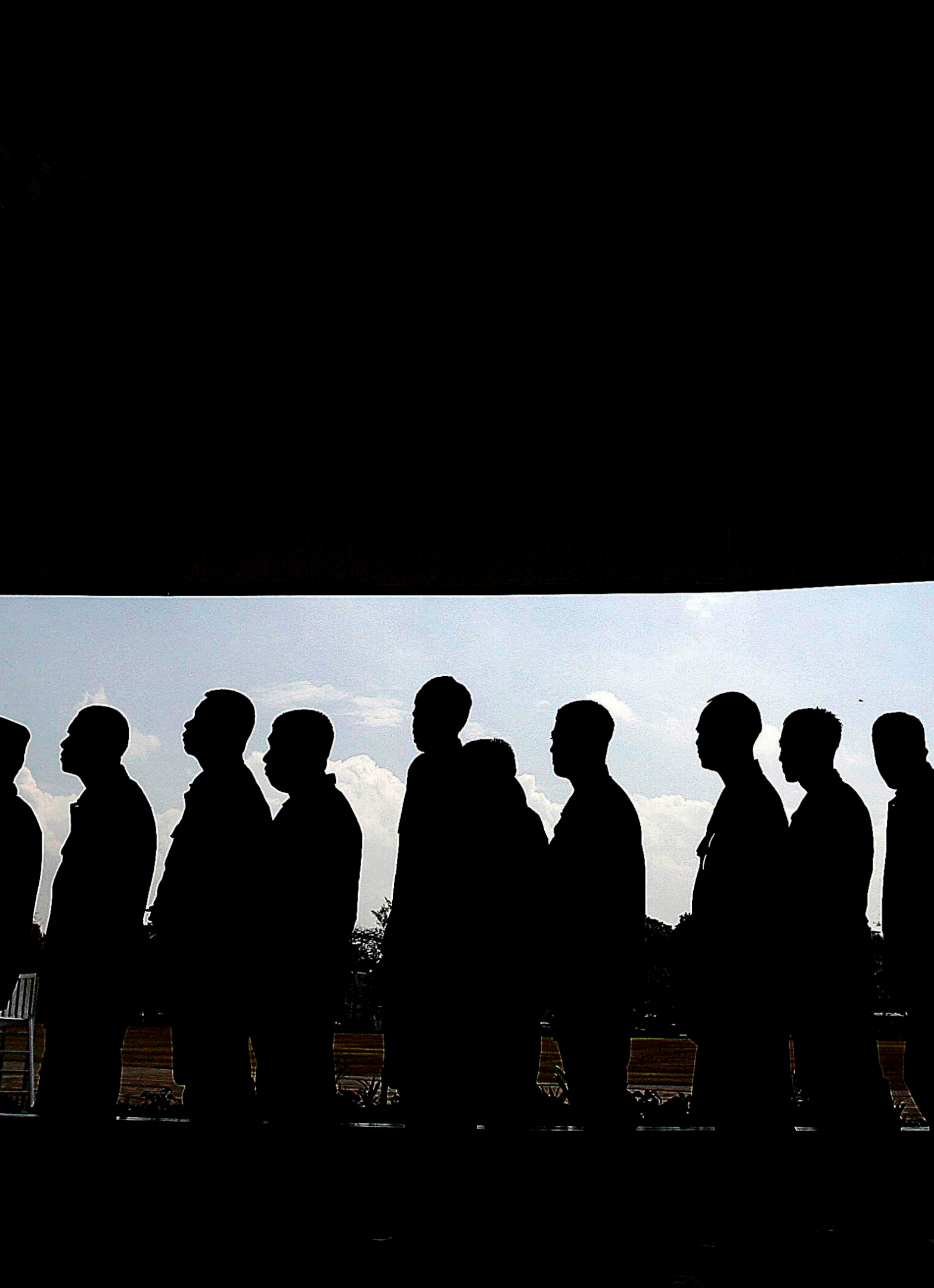
Waste Production (TN)	2025	2024	% Change
Production of non-hazardous waste	2295.20	2416.72	-5%
Production of hazardous waste	6.75	6.81	-1%
Total weight of wastes produced	2301.95	2423.53	-5%

Type of non-hazardous waste (TN)	2025	2024	% Change
Paper	2213.95	2301.67	-4%
Aluminum	60.88	76.59	-21%
Iron	15.74	31.27	-50%
Other	4.63	7.19	-36%
Total	2295.20	2416.72	-5%

Type of hazardous waste (TN)	2025	2024	% Change
Liquid waste	4.69	3.08	52%
Solid waste	1.26	2.89	-57%

The significant reduction in hazardous solid waste recorded during the reporting period reflects the improvement of production processes and the strengthening of prevention and waste reduction practices. This development highlights more efficient resource management and the Company's ongoing effort to limit its environmental footprint.

At the same time, the Company aims to move in a similar direction with regard to the management of liquid waste, seeking further improvements in this area as well.



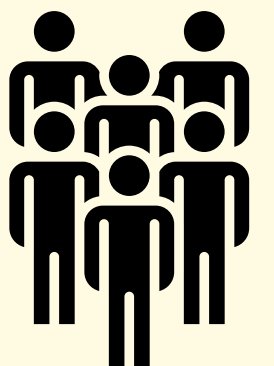
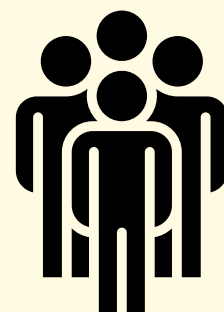
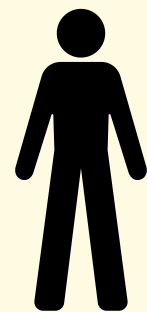
SOCIETY

[Back to agenda page](#)

WORKING ENVIRONMENT

Haidemenos S.A.:

- Is committed to operating with respect for all individuals, rejecting any form of discrimination, harassment, or exclusion, while at the same time recognizing and respecting diversity and the unique characteristics of each employee.
- Seeks the continuous strengthening and development of its human resources, as well as the attraction of new talent, creating a modern and inclusive working environment that is based on the skills, abilities, and value of each individual.
- Ensures a safe, healthy, and supportive working environment, establishing conditions that promote professional development, financial stability, and the overall well-being of employees.
- Within the framework of its occupational health and safety policy, systematically implements control mechanisms and utilizes appropriate protective measures, while continuously investing in the training and development of employees on relevant topics.
- Places the protection of the rights, personality, and dignity of employees as a top priority, promoting freedom of expression and strengthening open and transparent communication with Management, so that every issue is addressed promptly and effectively.
- Demonstrates increased sensitivity to issues of ethics and professional conduct, both internally and in its relationships with suppliers. It places particular emphasis on environmental protection, safeguarding labor rights, and combating corruption, selecting partners that adhere to corresponding standards and ensure decent and safe working conditions for their personnel.



All the above commitments are reflected in internal regulations, policies, and procedures, the consistent implementation of which constitutes a key pillar of the Company's operations. The policies adopted by Haidemenos S.A. are presented below:

Human Rights Policy

Through its Human Rights Policy, the Company defines a set of fundamental principles governing both its internal relationships—between Management and employees—and its external collaborations with third parties or those affected by its activities. This Policy is binding for all members of Management, employees under employment contracts, as well as for individuals providing services under any form of professional relationship (indicatively, project-based or independent service contracts).

Furthermore, within the framework of its relationships with customers and suppliers, the Company takes the necessary measures to ensure that its partners adopt and comply with the same principles. In cases of non-compliance, the Company reserves the right to avoid cooperation with parties that do not align with these values.

For the development of this Policy, applicable national and European legislation has been taken into account, as well as the following international standards and frameworks:

- Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- United Nations Global Compact (UNGC)
- UN Convention on the Elimination of All Forms of Discrimination against Women
- UN Guiding Principles on Business and Human Rights
- UN Women's Empowerment Principles
- Charter of Fundamental Rights of the European Union
- Conventions of the International Labour Organization (ILO), including core labour standards and recommendations on labour and social issues
- General principles and guidelines of the OECD for the prevention of bribery and the determination of related penalties and sanctions
- Core conventions of the International Labour Organization (ILO)



The Company fully respects human rights and diversity, rejects any form of social exclusion and discrimination—indicatively on the basis of race, ethnic or social origin, gender, age, religion, disability, sexual orientation, or other characteristics—and actively promotes equal opportunities and fair treatment for all employees.

The principles of the Human Rights Policy include:

<p>Principle of equal opportunities and equal treatment of men and women</p>	<p>The Company is committed to promoting gender equality, ensuring equal opportunities for men and women at all stages of employment, such as recruitment, career development, remuneration, and working conditions. No form of discrimination, direct or indirect, related to gender or family status is accepted. Equal treatment is ensured through objective and transparent evaluation processes. Furthermore, any termination of employment or adverse treatment for reasons related to gender or family status is strictly prohibited.</p>
<p>Principle of prohibition of slavery, human trafficking, and forced or compulsory labor</p>	<p>The Company categorically rejects any form of slavery, human trafficking, and forced or compulsory labor, demonstrating zero tolerance for such practices. It ensures that all employees are employed under fair conditions and work of their own free will, while retaining the right to leave their employment at any time, with full respect for their rights.</p>
<p>Principle of prohibition of child labor</p>	<p>The Company is fully opposed to child labor and rejects any form of exploitation of minors. It ensures strict compliance with the legally defined minimum age for employment, in accordance with the applicable legal framework, and does not employ individuals below the permitted age limits. In cases of lawful employment of minors, all conditions relating to their health, safety, and proper development are strictly observed, while their participation in hazardous, dangerous, or unhealthy work is excluded.</p>
<p>Principle of prohibition of discrimination and equal treatment of employees</p>	<p>The Company condemns any form of discrimination in the workplace, whether based on race, color, national or ethnic origin, gender, age, sexual orientation, gender identity, religion, disability, or family and social status. It applies the principle of equal treatment to all employees, regardless of the above characteristics, both:</p> <ul style="list-style-type: none"> (a) in terms of recruitment, including selection, promotion, and career development processes at all hierarchical levels, and (b) in terms of working conditions, particularly regarding remuneration, dismissal, health, and safety.
<p>Principle of prohibition of violence and harassment</p>	<p>The Company condemns all forms of violence and harassment in the workplace and applies a zero-tolerance policy towards such behaviors. For this purpose, it has established procedures for the prevention, monitoring, and effective handling of related incidents. At the same time, it implements a Policy for the Prevention and Addressing of Violence and Harassment at Work and for the Management of Internal Complaints, in accordance with the provisions of Articles 9 and 10 of Law 4808/2021.</p>
<p>Principle of freedom of association</p>	<p>The Company recognizes and respects employees' right to freedom of association and is committed to facilitating its exercise. At the same time, it promotes constructive and meaningful dialogue with the legally elected employee representatives. In this context, both the Company and its employees are required to comply with applicable legislation and to cultivate relationships of mutual trust and cooperation.</p>

In alignment with the principles of the Human Rights Policy, the Company has established Internal Work Regulations, through which the rights and obligations of employees are defined.

The Company's workforce is employed under private law employment contracts and is classified into permanent and temporary personnel, with permanent staff covering positions provided for in the approved organizational structure.

The Internal Work Regulations include provisions relating to:

- terms of employment and remuneration
- termination of employment
- working hours and leave
- duties and responsibilities of personnel
- occupational health and safety
- disciplinary matters and related sanctions
- the Policy for the prevention and handling of violence and harassment and the management of internal complaints

During the reporting period, no incidents of discrimination, violence, or harassment were recorded, demonstrating the effectiveness of the policies and procedures in place.



EMPLOYEE DATA

The quantitative data relating to the workforce are presented in the following tables and are based on the status at the end of the reporting period. The category of employees includes all permanent staff, who are remunerated either with a monthly salary or on a daily wage basis.

The Company employs ten (10) part-time employees, while no employees are engaged under non-guaranteed working hours arrangements. All salaried employees are covered by the National General Collective Labour Agreement.

At the same time, the Company collaborates with two (2) external partners, both male, who provide services as independent professionals—specifically a safety technician and an occupational physician—and are remunerated through a Services Provision Invoice.

Employee data	2025					2024				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Total number of salaried employees	112	73%	41	27%	153	112	74%	40	26%	152
Total number of non-salaried employees	2	100%	0	0%	2	2	100%	0	0%	2
Total	114	173%	41	27%	155	114	174%	40	26%	154

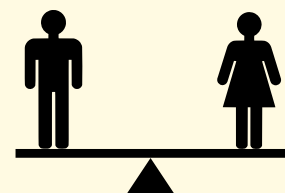
The table below presents data relating to the age distribution of the Company's employees for the year 2025, compared to 2024.

Age distribution	2025				2024			
	< 30 years	30-50years	> 50years	Total	< 30 years	30-50 years	> 50 years	Total
Number	11	61	81	153	10	66	76	152
% of total	7.19%	39.87%	52.94%	100%	6.58%	43.42%	50%	100%

The table below presents data relating to the distribution of employees across the Company's administrative and production functions.

Distribution by category	2025					2024				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Category 1	12	80%	3	20%	15	12	80%	3	20%	15
Production functions	90	84%	17	16%	107	89	85%	16	15%	105
Administrative functions	22	48%	24	52%	46	23	49%	24	51%	47
Minority groups	6	75%	2	25%	8	4	67%	2	33%	6

Category 1 refers to 10% of employees with the highest total remuneration, while minority groups refer to employees of non-Greek nationality.



Quantitative data relating to remuneration are presented in the tables below. All data refer to year-end 2025.

	2025			2024		
Gender pay gap ((€)	Average remuneration of men	Average remuneration of women	Gender pay gap	Average remuneration of men	Average remuneration of women	Gender pay gap
Production functions	29.117	19.503	33.00%	31.182	21.755	30.00%
Administrative functions	33.276	32.406	3.00%	31.415	31.715	-1.00%
Total	30000	26600	11.00%	31.368	28.914	8.00%

Chief Executive Officer remuneration (€) (€)	2025	2024	Change	% Change
Annual total remuneration of the CEO	80768	81094	-326	-0.40%
Average total remuneration of all salaried employees	28772	30736	-1964	-6.39%
CEO pay ratio	2.81	2.64	0.17	6.40%



	2025					2024				
	< 30 years	30-50 years	> 50 years	Total	% of total employees	< 30 years	30-50 years	> 50 years	Total	% of total employees
Hires	4	6	9	19	1.24%	5	12	6	23	1.51%
Departures	1	6	10	17	1.11%	6	18	9	33	2.17%

	2025				2024			
		Voluntary departures	Involuntary departures	Average number of employees		Voluntary departures	Involuntary departures	Average number of employees
Voluntary turnover rate	9.15%	14	3	153	9.21%	14	19	152
Involuntary turnover rate	1.96%				12.50%			

	2025			2024		
	Male	Female	Total	Male	Female	Total
Hires	15	4	19	15	8	23
Departures	14	3	17	28	5	33



Training Policy

The Company's Training Policy aims to create a structured and coherent framework for the design and implementation of training initiatives, with the objective of:

- Enhancing the knowledge and skills of members of the Board of Directors, the management team, and executives, so that they can respond effectively and efficiently to the requirements of their roles.
- Supporting the smooth integration of new members of the Board of Directors and executives into the working environment and their responsibilities, through appropriate induction training programs.
- Strengthening the ability of participants to adapt to changing business conditions, contributing to the achievement of the Company's strategic objectives.

During the implementation of training actions, the following basic principles are followed:

- Individual development: Encouraging the active participation of executives in the continuous improvement and upgrading of their skills, making use of every available training and development opportunity.
- Alignment with the Company's strategy: Training programs are designed based on the needs of the Board of Directors and executives, in alignment with the Company's business objectives and priorities.

The following table presents data relating to employee training. Category 1 includes 10% of employees with the highest total remuneration, while Category 2 refers to the remaining 90% of the workforce.

	2025		2024	
	Average training hours	Total training hours	Average training hours	Total training hours
Category 1*	15.63	234.5	12.07	181
Category 2**	8.84	1219.5	10.96	1501
Total	9.50	1454	11.07	1682
Male	8.46	948	10.46	1171.5
Female	12.34	506	12.76	510.5
Total	9.50	1454	11.07	1682

OCCUPATIONAL HEALTH AND SAFETY

The Company is committed to ensuring a healthy, safe, and supportive working environment for all its workforce. It takes care to establish working conditions that promote both the professional development and the financial stability of employees, while at the same time fostering trust, cooperation, and respect for individuals.

Within the framework of its occupational health and safety policy, the Company places particular emphasis on the protection of facilities and working conditions, implementing systematic controls and establishing appropriate procedures that ensure the safe execution of work. At the same time, it continuously invests in the training and development of its personnel on health and safety matters.

The protection of life, health, and safety of employees constitutes a key priority of the Company. The relevant rules are reflected in the Internal Work Regulations and include, indicatively, the following:

Risk prevention

- Any employee who identifies a potential risk for themselves, third parties, or the Company must immediately report it to the competent supervisor or relevant department.
- Supervisors are responsible for taking all necessary preventive measures to avoid or reduce risks that may cause accidents or injuries.
- Smoking is strictly prohibited in all Company premises, except in designated areas.

Fire prevention and response

- Employees are required to immediately report any sign of fire, smoke, or relevant odor and contribute to identifying its cause.
- In emergency situations (e.g., fire, explosion, earthquake), employees must provide any possible assistance in accordance with the instructions of those responsible.
- Firefighting equipment is used exclusively for fire suppression.
- Any damage to firefighting or electrical equipment must be reported immediately.

Accidents – Injuries

- Employees must fully comply with applicable instructions and procedures for accident prevention and the protection of their health.
- It is prohibited to use machinery without the required training or specialization.
- Any accident must be reported immediately and first aid must be provided until medical assistance is available.
- The competent supervisor prepares a detailed incident report, which is submitted to the relevant authorities and bodies, in accordance with legislation.

Cleanliness and Hygiene

- Employees must maintain personal and general cleanliness of workplaces and shared facilities.
- Disposal of waste outside designated areas is prohibited.
- Company guidelines for proper waste management must be followed.

Training on health and safety issues constitutes a key pillar of the Company's policy. The safety technician and the occupational physician ensure the continuous training and awareness of employees, covering topics such as the use of personal protective equipment, safe handling of chemicals, fire protection, first aid, and safe use of equipment.

In 2025, one (1) workplace accident was recorded, as in 2024, while no cases of occupational diseases related to work were reported.



Occupational Risk Assessment Studies

The Company conducts occupational risk assessment studies for all its facilities, aiming to record and analyze both existing and potential risks. Through these studies:

- Sources of risk in the workplace are accurately identified.
- Risks arising from equipment, chemical or biological factors, the microclimate, workplace layout, and work organization are assessed.
- Appropriate preventive measures are defined and implemented, aiming at eliminating or limiting risks without creating new ones.
- The effectiveness of the measures is monitored and, where necessary, they are reviewed or upgraded.
- Documented compliance with legal requirements is ensured, as well as the proper information of employees and competent authorities.
- Procedures can be reviewed in cases of changes in equipment, materials, or work organization.

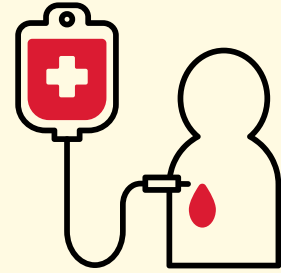
Based on the results of the risk assessment studies, the Company:

- Adjusts preventive measures to changing conditions and seeks continuous improvement.
- Complies with the recommendations of competent authorities and facilitates their work.
- Monitors the proper implementation of health and safety measures.
- Informs employees about occupational risks.
- Develops programs for the prevention and improvement of working conditions.
- Ensures the maintenance and safe operation of facilities and equipment.
- Encourages continuous training and awareness of employees.

With the aim of further strengthening the health protection of its personnel, the Company provides private health insurance as an additional benefit beyond mandatory public insurance. The group insurance program covers all employees, excluding part-time employees, and includes benefits such as hospital and outpatient care, compensation in case of death, coverage for permanent disability due to illness or total or partial disability due to accident, as well as compensation for loss of income due to accident.



SOCIAL INITIATIVES



The Company organized two voluntary blood donation drives in 2025, actively supporting social contribution initiatives. This initiative recorded significant participation from employees, reflecting the high sense of responsibility and solidarity that characterizes them. Through this action, the Company contributed to meeting blood needs, substantially supporting the healthcare system and those in need.



It is worth noting that the Company demonstrates increased sensitivity to social issues, actively supporting relevant initiatives. In this context, it donated pharmaceutical supplies to the polyclinic of the organization Global Brigades Hellas, contributing in particular to the operation of the gynecological clinic maintained by the organization. Through this action, the Company makes a meaningful contribution to the provision of healthcare services and the support of vulnerable social groups.



HAIDEMENOS S.A. has played an active role in promoting social responsibility, supporting initiatives aimed at enhancing education and creating prospects for young people. In this context, it provided financial support to the American Farm School of Thessaloniki. Through this contribution, the smooth operation of the School is facilitated, strengthening its social role, modernizing its infrastructure, and adopting innovative educational practices. Through this initiative, the Company contributes to shaping a new generation equipped with knowledge, skills, and responsibility, strengthening the role of the School both nationally and internationally.



GOVERNANCE

[Back to agenda page](#)

ORGANISATIONAL STRUCTURE

The corporate governance of Haidemenos S.A. is based on a comprehensive set of rules, principles, and procedures that define the Company's operations, organizational structure, and management framework. Internal regulations define, among other things, the responsibilities of executive and non-executive members, recruitment and evaluation procedures, training policy, as well as procedures for the prevention and management of crises and conflicts of interest.

At the same time, key issues are addressed, such as compliance with the applicable legal and regulatory framework, the protection of sensitive information, and the provision of timely and reliable information to stakeholders. The Internal Control System and transparency mechanisms ensure effective oversight. The Company's organizational structure includes core functional units such as the General Management, the Quality, Environment and FSC Management Directorate, the Finance Directorate, the Commercial Directorate, and the Production Directorate.

Haidemenos S.A. applies modern corporate governance principles, in compliance with the applicable Greek institutional framework and by incorporating best practices. It aligns with the principles of the Hellenic Corporate Governance Code, as issued by the Hellenic Corporate Governance Council (HCGC), strengthening transparency and accountability at all levels of operation. Further information is provided in the "Corporate Governance Statement" of the 2025 Annual Financial Report.

The principles and practices governing the Company's operations are reflected in its Articles of Association, the Internal Regulation of Operation, as well as in specific regulations and policies covering specialized areas of activity. The Company's code of conduct and policies are available through its corporate website (www.haidemenos.gr).

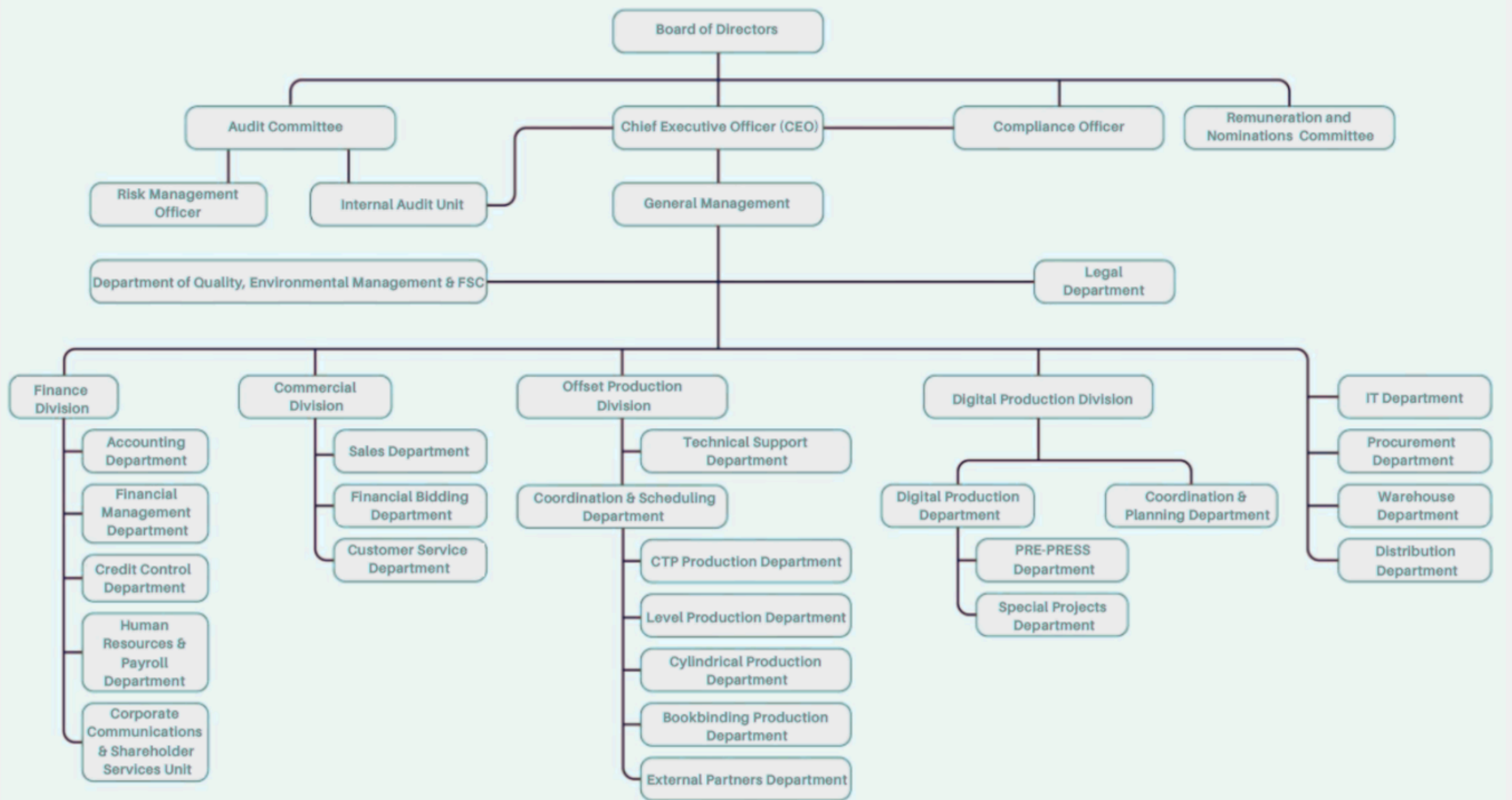
Internal Regulation of Operation

The Internal Regulation of Operation (IRO) has been prepared in compliance with the provisions of Law 4706/2020 on corporate governance, Law 4548/2018 on sociétés anonymes, as well as the broader regulatory framework governing the capital market and the operation of listed companies, in conjunction with the provisions of the Company's Articles of Association. The IRO applies indicatively to:

- The members of the Company's Board of Directors
- The members of the Board of Directors, General Directors, Directors, and Heads of Departments
- All Company employees, as well as external partners providing services under independent service agreements or other forms of contracts, particularly where long-term cooperation based on trust exists or where their inclusion in the IRO is explicitly required

The Internal Regulation of Operation is posted on the Company's website (www.haidemenos.gr), through which it is accessible and known to all persons required to comply with it.

The Company's organizational structure, as well as the main committees that support it, are presented in the following organizational chart, which provides a concise overview of its structure.



Board of Directors

The Board of Directors constitutes the highest governing body of the Company and is responsible for the management (administration and disposal) of the Company's assets, as well as for its representation. Within the framework of its responsibilities, it seeks to ensure the creation of long-term economic value and the promotion of the overall corporate interest. Its duties include the formulation of strategic directions and the exercise of full and effective oversight over all Company activities, in accordance with applicable legislation and its Articles of Association.

The Board of Directors consists of executive and non-executive members. The designation of members as executive or non-executive is determined by the Board itself, while independent non-executive members are appointed by the General Meeting of shareholders. Executive members are responsible for managing the Company's day-to-day operations and monitoring the implementation of Board decisions. At the same time, they contribute to the implementation of the defined strategy and collaborate on a regular basis with non-executive members to assess the appropriateness and effectiveness of the Company's strategic direction.

Non-executive members, including independent non-executive members, have the following responsibilities:

1. Monitoring and evaluating the Company's strategy, its implementation, and the achievement of individual objectives.
2. Ensuring effective oversight of executive members, including monitoring and evaluating their performance.
3. Formulating specialized proposals and recommendations to support executive members, based on available information.

The operation of the Board of Directors and its committees is governed by internal regulatory documents, which include, indicatively:

- The Internal Regulation of Operation
- The Procedure for Nomination of Board Members
- The Suitability Policy
- The Procedure for Assessing the Suitability of the Board of Directors and its members
- The Operation Regulation of the Audit Committee
- The Operation Regulation of the Remuneration and Nomination Committee

Audit Committee

The Audit Committee is a committee of the Board of Directors composed of non-executive members, the majority of whom are independent. The Committee has clearly defined responsibilities, including, among others, oversight of the statutory audit process, ensuring the reliability of financial reporting, assessing the effectiveness of the internal control system, ensuring compliance with the regulatory framework, and managing risks, as well as overseeing the operation of the Internal Audit Unit.

Remuneration and Nomination Committee

The Remuneration and Nomination Committee is also a committee of the Board of Directors and is composed of non-executive members, the majority of whom are independent. It supports the Board in fulfilling its responsibilities towards shareholders, particularly in ensuring that the process for selecting Board members is conducted with meritocratic and objective criteria. It also contributes to the development of policies that ensure transparency and the proper succession of members, with the aim of promoting the long-term interests of the Company.

The current Board of Directors is seven-member, elected on 14/07/2021, with a five-year term expiring on 14/07/2026. As all members have served since the date of their election without changes in composition, their average tenure to date is calculated at three years.

The Board of Directors consists of 3 (43%) executive members and 4 (57%) non-executive members, of whom 3 are independent.

The Board comprises 72% men and 28% women. 86% of Board members are over 50 years old, while 14% fall within the 30–50 age group. The average age of Board members is 59 years.

Full Name	Position	Executive/ Non Executive	Area of Responsibility	Committee Participation
George Haidemenos	Chairman	Non Executive	Founding member of HAIDEMENOS S.A.	
Efstratios Haidemenos	Vice Chairman of the Board of Directors & Chief Executive Officer	Executive	General management and organization of the Company	
Marina Haidemenou	Executive Member	Executive	Quality management; Risk management	
Antonia Haidemenou	Executive Member	Executive	Digital department management	
Alexandros Gatsonis	Independent Member	Non Executive		Audit Committee & Remuneration and Nomination Committee
Michalis Karis	Senior Independent Member	Non Executive		Audit Committee & Remuneration and Nomination Committee
Agamemnon Roumeliotis	Independent Member	Non Executive		Audit Committee & Remuneration and Nomination Committee

Sustainable Development Strategy

The formulation and implementation of the Company's sustainable development strategy is the responsibility of the Board of Directors, the Chief Executive Officer, and the Company's senior management. The sustainability policy covers all activities and operations of the Company and aims to define the core principles governing its strategy.

Through this approach, the integration of Environmental, Social, and Governance (ESG) factors into the Company's business activities is ensured. The objective is the responsible management of the impacts arising from the Company's operations on stakeholders, as well as on the broader social, economic, and natural environment, with an emphasis on reducing negative impacts and enhancing positive contributions.

Core Principles of Sustainable Development

Environment

The Company recognizes the protection of the natural environment as a key priority and operates in full compliance with applicable environmental legislation. It adopts responsible practices aimed at limiting the environmental impacts of its activities, placing emphasis on reducing carbon dioxide (CO₂) emissions, preventing pollution, efficiently using energy, and sustainably managing natural resources.

At the same time, it promotes environmental awareness among employees, customers, and partners, avoiding collaborations with entities that do not follow corresponding sustainability principles.

Society

The Company operates with respect for people, promoting equality and rejecting all forms of discrimination, harassment, or exclusion. It ensures a safe and supportive working environment that enhances employees' health, well-being, and professional development, while offering fair remuneration and equal opportunities.

At the same time, it applies reliable and safe technological practices, ensuring the quality and safety of its products, and encourages the active participation of employees and partners in initiatives with social impact.

Governance

The Company implements modern corporate governance policies based on the principles of transparency, accountability, and responsibility. It maintains mechanisms for the prevention and handling of corruption, while also applying internal control systems that ensure compliance with the applicable regulatory framework and the rules governing its operations and activities.

HAIDEMENOS S.A. operates with transparency, ethical responsibility, and integrity, complying with applicable legislation, regulations, standards, and all internal policies and procedures governing its operations. The Code of Ethics, together with the remaining policies and guidelines, has been communicated throughout the workforce, ensuring understanding and full compliance with its principles.

[Back to agenda page](#)

Code of Ethics, Conduct and Business Behaviour

The Code of Ethics, Conduct and Business Behaviour defines the framework of principles and values governing the Company’s operations. It covers both relationships between employees and external stakeholders, fostering an environment of cooperation, trust, and responsibility.

The adoption of these principles, combined with compliance with the applicable legal and regulatory framework, constitutes a fundamental prerequisite for proper and responsible business operation. The Company applies practices based on transparency, reliability, and integrity.

The Code serves as a key guidance tool, promoting adherence to high ethical standards and responsible professional conduct across the full range of the Company’s activities.

The key principles covered include:

- compliance with the applicable legal and regulatory framework
- protection of the Company’s assets and resources
- safeguarding the reliability of information and strengthening internal controls
- proper use of corporate communication tools
- protection of information confidentiality
- responsible use of information systems and software
- employment and labour relations matters
- management of conflicts of interest
- relations with customers, suppliers, and competitors
- anti-money laundering policies
- prevention and combating of bribery and corruption
- relations with mass media and public communication

Monitoring the implementation and effectiveness of the Code is carried out on a regular basis by the Compliance Officer, in cooperation with the Human Resources Department.

At the same time, continuous support and guidance are provided to Management and personnel in order to ensure the proper application of its principles.

The management and investigation of potential violations are handled by the Human Resources Department, with the support of the Compliance Officer, through procedures that ensure transparency and confidentiality.

During the reporting period, no incidents of violations of the Code were recorded, nor were any sanctions or disciplinary actions imposed against the Company.



Conflict of Interest Prevention and Management Policy

Employees are required to avoid situations where their personal interests conflict with the interests of the Company and must not engage in competing activities.

The Policy defines procedures for the prevention, identification, and management of such situations, including:

- identification of potential conflict of interest cases
- notification procedures to Management
- prevention and response mechanisms
- a framework for the acceptance of gifts under specific conditions

During the reporting period, no related incidents were recorded.

Compliance Regulation

The Compliance Regulation defines the framework for the effective management of risks related to non-compliance with the regulatory and institutional framework.

Its objectives include:

- timely adaptation to new legislative requirements
- safeguarding the Company’s reputation and credibility
- management of conflicts of interest
- protection of the confidentiality of information
- strengthening the compliance culture through training

During the reporting period, no incidents of non-compliance were recorded, nor were any sanctions imposed.

Policy and Procedure for Reporting and Managing Incidents

The purpose of the Policy is to establish a comprehensive framework through which employees, partners, and other stakeholders of the Company may report or disclose incidents indicating misconduct or violations.

The Policy covers, among others, cases related to fraud, bribery, financial irregularities, unlawful practices, and other forms of improper conduct.

More specifically, it includes procedures for reporting:

- incidents that may indicate violations of applicable legislation or the Company's internal regulations
- actions contrary to the principles of ethics and conduct governing its operations
- offences falling within areas such as public contracts, financial services, prevention of money laundering from illegal activities and terrorist financing
- issues relating to product and service safety, environmental protection, public health, consumer protection, and information systems security
- violations affecting the financial interests of the European Union
- violations related to the internal market, competition, state aid, or practices creating unfair tax advantages.

Policy for the Protection of Individuals Against the Processing of Personal Data

The protection of the personal data of employees, customers, and any natural person associated with the Company's activities constitutes a key priority. The Company recognizes the importance of privacy and takes all necessary measures to ensure the proper and secure processing of data, in full compliance with the General Data Protection Regulation (GDPR 2016/679).

Data processing is carried out in a lawful, fair, and transparent manner, ensuring that:

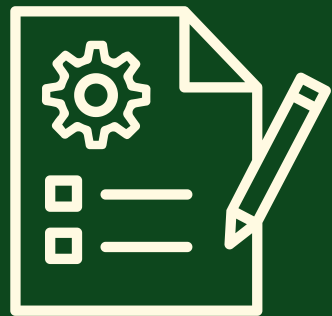
- data are accessible to data subjects and limited to what is strictly necessary
- clear information is provided regarding the identity of the Company and any third parties involved in the processing
- data subjects are informed about the purpose of processing, the data retention period, the recipients of the data, as well as their rights

Processing is carried out exclusively for specific and lawful purposes, where one of the following conditions applies:

- the explicit consent of the data subject has been obtained
- processing is necessary for the performance of a contract, such as in payroll or cooperation arrangements
- processing is required for the Company's compliance with legal obligations
- processing is necessary for the assessment of a candidate's suitability for employment
- processing serves the legitimate interests of the data subject or other persons
- processing serves the legitimate interests of the Company, provided that the rights of the data subjects do not override such interests

The Company implements appropriate technical and organizational measures to protect data against unauthorized access, loss, alteration, or unlawful processing.

During the reporting period, no incidents of personal data breaches were recorded.



ECONOMIC PERFORMANCE

A key objective and strategic priority of Haidemenos S.A. is the responsible conduct of its business activities within the society in which it operates, aiming to maximize its positive impact. Through its business and social activities, the Company actively contributes to the well-being of society, responding consistently, responsibly, and transparently to modern social needs and expectations.

The 2025 Annual Financial Report of Haidemenos S.A., which includes the Board of Directors' Report and the Annual Financial Statements, is available on the Company's official website.

The most significant elements of the Company's economic performance are presented below:

Selected Income Statement Data		
Amounts in €	2025	2024
Revenue	17.804.180	16.382.522
Cost of Sales	-14.926.326	-15.488.383
Gross Profit	2.877.854	894.139
EBIT	118.461	-1.802.098
Net Financial Cost	-445.974	-420.141
Profit Before Tax	-327.514	-2.222.239
Income Tax	-33.991	52.775
Profit After Tax	-361.504	-2.169.464
EBITDA	868.104	-1.164.732

Selected Statement of Financial Position Data		
Amounts in €	2025	2024
Property, Plant and Equipment	14.023.771	14.074.140
Inventories	4.046.786	3.511.553
Trade Receivables	4.197.188	4.163.655
Cash and Cash Equivalents	1.027.103	1.696.321
Total Assets	24.493.222	24.511.007
Bank Liabilities	8.152.563	8.258.663
Trade Payables	1.487.325	914.796
Total Liabilities	11.411.918	11.068.926
Total Equity	13.081.304	13.442.080

Employee Compensation and Other Benefits		
Amounts in €	2025	2024
Cost of Sales	2.412.808	3.558.196
Administrative Expenses	918.079	894.671
Distribution Expenses	761.948	717.974
Total	4.092.835	5.170.841

Targets



The Company's strategic objective is to create value through sustainable development, with benefits for all stakeholders, the environment, and society. Within the framework of its strategy and commitment to corporate social responsibility, the Company plans to implement the following targets during the 2026–2028 period.

[Back to agenda page](#)

Sustainable Development Pillar	Principles	General Targets	Specific Targets
Environment	Reduction of greenhouse gas emissions	<ul style="list-style-type: none"> Reduction of direct and indirect emissions Reduction of energy consumption 	<ul style="list-style-type: none"> Reduction of total emissions by 5% Reduction of total energy consumption by 3% (with production volume remaining stable)
	Operation based on circular economy principles	<ul style="list-style-type: none"> Increase in the use of certified sustainable materials for product manufacturing 	<ul style="list-style-type: none"> Increase by 5% in the percentage of certified FSC raw materials used in production
Society	Creating value for employees	<ul style="list-style-type: none"> Ensuring employee health and safety Ensuring continuous employee development and training 	<ul style="list-style-type: none"> Zero workplace accidents Increase in annual training hours provided to employees by 10%
Governance	Operating with integrity and an effective governance framework	<ul style="list-style-type: none"> Integration of best practices into the corporate governance framework 	<ul style="list-style-type: none"> Strengthening governance matters through the clear definition of ESG-related roles and responsibilities Continuous ESG training for management executives and Board members

APPENDIX



UNITED NATIONS GLOBAL COMPACT

At Haidemenos S.A., we support the 10 Principles of the United Nations Global Compact regarding human rights, labour standards, environmental protection, and anti-corruption, and we actively apply these principles in our strategy and daily operations.





Principle	Material Topic	GRI
Human Rights		
Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights.	Corporate governance and business ethics	2-23, 2-24
Principle 2 Businesses should ensure that they are not complicit in human rights abuses.	Corporate governance and business ethics	2-23, 2-24
Labour		
Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Corporate governance and business ethics	2-30
Principle 4 Businesses should uphold the elimination of all forms of forced and compulsory labour.	Corporate governance and business ethics	2-23, 2-24
Principle 5 Businesses should uphold the effective abolition of child labour.	Corporate governance and business ethics	2-23, 2-24
Principle 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Non-discrimination, Diversity and equal opportunities	405-1, 405-2, 406-1

Principle	Material Topic	GRI
Environment		
Principle 7 Businesses should support a precautionary approach to environmental challenges.	Corporate governance and business ethics, Energy consumption, Use of sustainable raw materials	2-23, 302-1, 302-3, 302-4, 301-1, 301-2
Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility.	Energy consumption, Greenhouse Gas Emissions	2-23, 2-24
Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.	Use of sustainable raw materials, Waste management	306-1, 306-3, 306-4, 306-5, 301-1, 301-2, 303-1, 303-2
Anti-Corruption		
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-corruption	205-1, 205-2, 205-3

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

At Haidemenos S.A., we have adopted the United Nations 2030 Agenda, as expressed through the Sustainable Development Goals (SDGs).

Our priority is to actively contribute to the achievement of the goals that are directly linked to our activities and the challenges of our sector, as well as to the topics identified as material. The following section presents in detail the connection between our material topics and the Sustainable Development Goals (SDGs).

Sustainable Development Pillar	Sustainable Development Goals (SDGs)	Company's Goal	Material Topic	GRI	Stakeholders directly or indirectly affected
ECONOMY & GOVERNANCE (G)	 	Creation of economic value for all stakeholders	Economic performance	201	Employees • Management • Government, Public and Local Authorities • Shareholders / Investors • Banks
		Implementation of Corporate Governance commitments, enhancing transparency	Corporate governance and business ethics	2-23	Customers • Management • Government, Public and Local Authorities • Suppliers • Shareholders / Investors • Banks
		Prevention and combatting of corruption	Anti-corruption	205	Customers • Management • Government, Public and Local Authorities • Suppliers • Shareholders / Investors

Sustainable Development Pillar	Sustainable Development Goals (SDGs)	Company 's Goal	Material Topic	GRI	Stakeholders directly or indirectly affected
EMPLOYEES & SOCIETY (S)	  	Reduction of accidents and promotion of employees' health and safety	Occupational health and safety	403	Customers • Employees • Management
	 	Employee training, including topics related to environmental protection and human rights	Employee training and education	404	Customers • Employees
	  	Equal pay and employment opportunities	Non-discrimination	405	Employees • Management
	 	Provision of equal opportunities to employees	Diversity and equal opportunities	406	Employees • Management

Sustainable Development Pillar	Sustainable Development Goals (SDGs)	Company 's Goal	Material Topic	GRI	Stakeholders directly or indirectly affected
ENVIRONMENT (E)		Increase the share of electricity consumption from renewable energy sources in order to reduce the Company's environmental footprint	Energy consumption	302	<ul style="list-style-type: none"> Customers Management Government, Public and Local Authorities Shareholders / Investors Banks
		Reduction of greenhouse gas emissions generated by the Company's business activities	Greenhouse Gas Emissions	305	<ul style="list-style-type: none"> Customers Management Government, Public and Local Authorities Shareholders / Investors Banks
		Increased use of certified raw materials for the sustainable production of products	Use of sustainable raw materials	301	<ul style="list-style-type: none"> Customers Management Shareholders / Investors
		Responsible waste management through recycling	Waste management	306	<ul style="list-style-type: none"> Management Shareholders / Investors

Statement of Use

Haidemenos S.A. has prepared the present report in accordance with the GRI Standards for the reporting period from 01/01/2025 to 31/12/2025.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard: No applicable GRI Sector Standard is currently available.

GRI STANDARD	DISCLOSURE	PAGE REFERENCE	Omitted Requirements	Reason for Omission	Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	6			
	2-2 Entities included in the organization's sustainability reporting	6			
	2-3 Reporting period, frequency and contact point	3			
	2-4 Restatements of information	5			
	2-5 External assurance	3			
	2-6 Activities, value chain and other business relationships	22			
	2-7 Employees	32-36			
	2-8 Workers who are not employees	32-36			
	2-9 Governance structure and composition	41-44			
	2-10 Nomination and selection of the highest governance body	41-43			
	2-11 Chair of the highest governance body	44			
	2-12 Role of the highest governance body in overseeing the management of impacts	41-44			
	2-13 Delegation of responsibility for managing impacts	41-44			
	2-14 Role of the highest governance body in sustainability reporting	41-44			
	2-15 Conflicts of interest	46			
	2-16 Communication of critical concerns	46-47			

GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	46-47			
	2-18 Evaluation of the performance of the highest governance body	43			
	2-19 Remuneration policies	43			
	2-20 Process to determine remuneration	43			
	2-21 Annual total compensation ratio	34			
	2-22 Statement on sustainable development strategy	45			
	2-23 Policy commitments	28-31			
	2-24 Embedding policy commitments	28-31, 46-47			
	2-25 Processes to remediate negative impacts	28-31			
	2-26 Mechanisms for seeking advice and raising concerns	47			
	2-27 Compliance with laws and regulations	4, 146			
	2-28 Membership associations	30			
	2-29 Approach to stakeholder engagement	12-15			
	2-30 Collective bargaining agreements	32			

GRI STANDARD	DISCLOSURE	PAGE REFERENCE	Omitted Requirements	Reason for Omission	Explanation
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15-17			
	3-2 List of material topics	17			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	41			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	48			
Anti-Corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	41			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	50			
	205-2 Communication and training about anti-corruption policies and procedures	46-47			
	205-3 Confirmed incidents of corruption and actions taken	46-47			
Use of Sustainable Raw Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	15-17			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	25			
	301-2 Recycled input materials used	26			
Energy Consumption					
GRI 3: Material Topics 2021	3-3 Management of material topics	15-17			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	21			
	302-3 Energy intensity	22			

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	22-23			
	305-2 Energy indirect (Scope 2) GHG emissions	22-23			
	305-3 Other indirect (Scope 3) GHG emissions	22-23			
	305-4 GHG emissions intensity	22			
Waste Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	24-26			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	26			
	306-2 Management of significant waste-related impacts	26			
	306-3 Waste generated	26			

GRI STANDARD	DISCLOSURE	PAGE REFERENCE	Omitted Requirements	Reason for Omission	Explanation
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	28-32			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	28-32			
	403-2 Hazard identification, risk assessment and incident investigation	28-32			
	403-3 Occupational health services	28-32			
	403-5 Worker training on occupational health and safety	36			

	403-6 Promotion of worker health	37-38			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37-38			
	403-9 Work-related injuries	37-38			

GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	36			
	404-2 Programs for upgrading employee skills and transition assistance programs	36			

Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	33-34			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	33-34			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30, 33-34			
	405-2 Ratio of basic salary and remuneration of women to men	33-34			

Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	30-33, 34			
GRI 406: Non-discrimination 2021	406-1 Incidents of discrimination and corrective actions taken	30-33, 34			

ESG INFORMATION DISCLOSURE GUIDE TABLE OF THE ATHENS STOCKEXCHANGE (ATHEX)

The table below presents the disclosures and metrics of the ATHEX ESG Reporting Guide, along with the corresponding references included in the Sustainability Report.

ESG Category	ID	Indicator Name	Material Topic	References (pages Sustainability Report 2025)
ENVIRONMENT	C-E1	Direct emissions (Scope 1)	Greenhouse Gas Emissions	22–23
	C-E2	Indirect emissions (Scope 2)	Greenhouse Gas Emissions	22–23
	A-E1	Other indirect emissions (Scope 3)	Greenhouse Gas Emissions	22–23
	C-E3	Energy consumption and production	Energy Consumption	21
	A-E3	Waste management	Waste Management	24–26
SOCIETY	C-S1	Stakeholder engagement	Corporate Governance & Business Ethics	12–15
	C-S2	Female employees	Diversity and Equal Opportunities	32–34
	C-S3	Women in management positions	Diversity and Equal Opportunities	32–34
	C-S4	Employee turnover	Diversity and Equal Opportunities	33
	C-S5	Employee training	Training and Education	36
	C-S6	Human rights policy	Corporate Governance & Business Ethics	30
	C-S7	Collective bargaining agreements	Diversity and Equal Opportunities	30
	A-S3	Gender pay gap	Diversity and Equal Opportunities	34
	A-S4	CEO pay ratio	Corporate Governance & Business Ethics	33
GOVERNANCE	C-G1	Board composition	Corporate Governance & Business Ethics	44
	C-G2	Sustainability oversight	Corporate Governance & Business Ethics	44–45
	C-G3	Material topics	Corporate Governance & Business Ethics	15–17
	C-G4	Sustainability policy	Corporate Governance & Business Ethics	45
	C-G5	Business ethics policy	Corporate Governance & Business Ethics	46
	C-G6	Data security policy	Corporate Governance & Business Ethics	47
	A-G3	ESG targets	Corporate Governance & Business Ethics	51



HAIDEMENOS S.A.