

BIOKARPET
GROUP OF COMPANIES

**SUSTAINABLE
DEVELOPMENT
REPORT
2022**



ABOUT THE REPORT

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

The present Sustainable Development Report represents the first report of the Biokarpet Group based on international non-financial reporting standards, covering the reporting period from January 1, 2022, to December 31, 2022. It also includes information for the year 2021 for the purpose of data comparability.

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

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

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

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

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

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

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FOREWORD BY THE CHAIRMAN

In the era we live the world is facing challenges related to environmental responsibility and sustainability. The consequences of climate change, the green transition, the energy crisis, and the acceleration of digitization and circular economy are bringing significant changes across all sectors of the economy. These challenges are accompanied by new opportunities and significant prospects for sustainable and recyclable products, such as aluminium products, within the framework of the new requirements and trends in production and consumption in the global market.

At the Biokarpet Group, we acknowledge our responsibility to adopt modern practices for promoting sustainable development. The principles of sustainable development are integrated into our strategic planning and serve as the foundation for making strategic decisions. We understand the significant role we play in shaping the modern society and our impact on the environment. We have implemented programs aimed at reducing emissions, recycling, and improving resource efficiency, recognizing that this effort must be continuous.

We have already made significant investments in new technologies and innovative processes that will reduce our impact on the environment, and we continue our efforts in this direction. We invest in energy production from renewable sources, aluminium scrap recycling, and solid waste recycling. We place particular emphasis on the certification of our products quality and of energy management according to international ISO standards.

We consider our employees as the most valuable asset of our business and make commitments to protect their rights, promoting a healthy, safe, and fair working environment.

We will continue to collaborate with the people who make up the communities where we operate to strengthen the local economy and provide social benefits.

We believe in the importance of transparency and collaboration. We will continue to work closely with all our partners to address common challenges, prioritizing the principles of compliance and good governance.

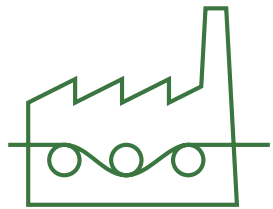
In our Sustainable Development Report, you can find detailed information on our current data and the goals we have set for the future. Our commitment to sustainable practices aims to continue investing in the substantial and lasting creation of value for all stakeholders, contributing to the creation of a world that will allow the future generations to meet their needs.

A handwritten signature in blue ink, reading "John Ast. Kantonias". The signature is stylized and fluid, with a prominent upward stroke at the beginning and a long, sweeping underline.

John Ast. Kantonias
President & Managing Director of Biokarpet Group of Companies.

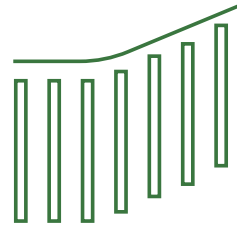


2022 AT A GLANCE



60.000 (t)

EXTRUSION
PRODUCTION



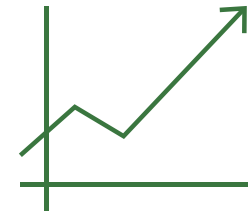
15.000 (t)

PRODUCTION OF
TINTED ALUMINIUM



2,9 (MEUR)

ENVIROMENTAL
EXPENDITURE



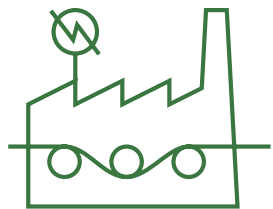
231 (MEUR)

TURNOVER
2022



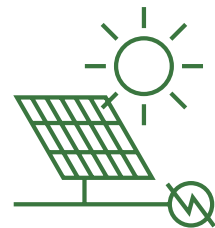
21,9 (MEUR)

EBITDA
2022



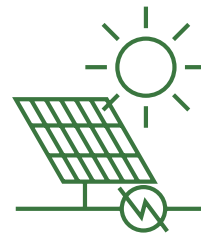
58.456 (MW)

TOTAL ENERGY
CONSUMPTION



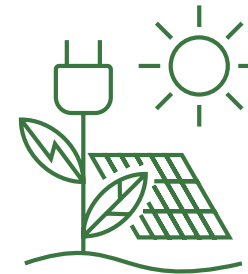
57 (%)

ELECTRIC POWER
FROM PHOTOVOLTAIC
PARKS



11.004 (MWh)

ELECTRIC POWER PRODUCTION
FROM PHOTOVOLTAIC PARKS



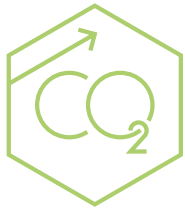
19 (MW)

ELECTRIC POWER
FROM RENEWABLE
ENERGY SOURCES

H₂O

-16 (%)

TOTAL WATER
WITHDRAWAL



-43 (%)
TOTAL EMISSIONS



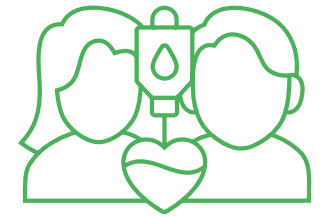
17
NUMBER OF COMMUNITY ACTIONS



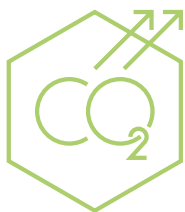
576
TOTAL NUMBER OF EMPLOYEES



85 (%)
PERCENTAGE OF MALE EMPLOYEES



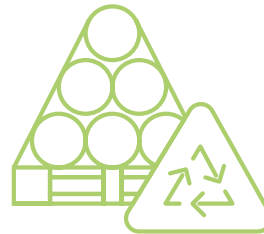
2X (/ΕΤΟΣ)
VOLUNTARY BLOOD DONATION BY EMPLOYEES



7.899,09 (tCO₂e)
DIRECT EMISSIONS SCOPE 1



3.639,25 (tCO₂e)
INDIRECT EMISSIONS SCOPE 2



42 (%)
PERCENTAGE OF RECYCLED RAW MATERIALS



100 (%)
RECYCLING OF SOLID WASTE & ALUMINIUM SCRAP



99 (%)
NON-HAZARDOUS WASTE MANAGEMENT



TABLE OF CONTENTS

10 THE GROUP

- 11 Company Profile and Background
- 16 Vision, philosophy and values
- 16 Important companies of the Group
- 24 Certifications
- 24 Financial performance

28 CORPORATE GOVERNANCE

- 29 Organization chart
- 30 Operational principles and policies

36 STAKEHOLDERS**41 MATERIAL TOPICS****44 ENVIRONMENT**

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

54 HUMAN RESOURCES

- 55 General information
- 57 Education and training of employees
- 58 Health and safety of employees
- 61 Diversity and equal opportunities

62 SOCIETY & MARKET**64 FUTURE GOALS****66 APPENDICES**

- 67 UN Global Compact
- 68 UN Sustainable Development Goals
- 72 Table of key indicators ESG
- 77 Table of standards GRI
- 81 ESG information disclosure table
of the CSE ESG disclosure guide



THE GROUP

CORPORATE
GOVERNANCE

STAKEHOLDERS

MATERIAL
TOPICS

ENVIRONMENT

HUMAN
RESOURCES

SOCIETY
& MARKET

FUTURE
GOALS

APPENDICES



THE GROUP



CORPORATE
GOVERNANCE



STAKEHOLDERS



MATERIAL
TOPICS



ENVIRONMENT



HUMAN
RESOURCES



SOCIETY
& MARKET



FUTURE
GOALS



APPENDICES

PART 1 / THE GROUP

Company's profile and history

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

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

Industry		Distinctive title	Full Name	Country	Participation	Activity	Prioritization
TEXTILE	Parent	BIOKARPET S.A.	BIOKARPET SOCIETY ANONYMOUS INDUSTRIAL AND COMMERCIAL ENTERPRISES	Greece		<ol style="list-style-type: none"> 1. Manufacture and trade of ready-made textile goods, wholesale and retail trade of textile products 2. Management of the controlled companies 3. Production and distribution of electricity through the Group's photovoltaic parks 	
	Subsidiary	EXALCO S.A.	EXALCO S.A. Aluminium Company	Greece	direct 98,39%	<ol style="list-style-type: none"> 1. Production and trade of aluminium extrusion products 2. Production and sale of electricity through the Group's photovoltaic parks 	
METALLURGY	Subsidiary	EXALCO ROMANIA S.R.L.		Romania	indirect 98,39%	Trade of extruded aluminium products	Not Important
	Subsidiary	EXALCO BULGARIA A.D.		Bulgaria	indirect through EXALCO S.A. 90,52% & direct 8,00%	Trade of extruded aluminium products	Not Important



Industry		Distinctive title	Full Name	Country	Participation	Activity	Prioritization
IT	Subsidiary	ALBIO DATA AE	ALBIO DATA AE Management Consultants - Information Technology	Greece	direct 90,00%	Creation of integrated computerization systems, representation and sale of IT systems	Not Important
	Subsidiary	HYBRID SYSTEMS KO Private Capital Company		Greece	direct 60,00%		Negligible activity
ENERGY	Subsidiary	HYBRID SYSTEMS AEGEAN Private Capital Company		Greece	direct 60,00%	Production and distribution of electrical "green" energy through the Group's photovoltaic parks	Negligible activity
	Subsidiary	HYBRID SYSTEMS RHODES Private Capital Company		Greece	direct 60,00%		Negligible activity
	Subsidiary	PARAPOTAMOS ENERGY COMPANY Private Capital Company		Greece	indirect 98,39%		Negligible activity

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

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

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

The most important milestones that shaped the Group

1970

Conversion of the existing general partnership into a Société Anonyme under the name Biokarpet S.A. Carpet Industry.

1990

Introduction to the Parallel Market of the Athens Stock Exchange.

1993-1994

- Entry into the aluminium sector with the acquisition of the companies Exalco S.A., Bioplan S.A., and Elmetal S.A.
- Acquisition of the majority of shares of the affiliated companies Albio Data S.A. and Biok S.A.
- Name change to Biokarpet S.A. Industrial and Commercial Enterprises.

1998

Transfer to the Main Market of Athens Stock Exchange.

2000

- Transformation into a Holding Company by spinning off the Textile and Metallurgy divisions and contributing them to subsidiary companies.
- Name change to Albio Societe Anonyme Holdings with the distinctive title Albio Holdings S.A.

2000 - 2001

Acquisition of the company Persika S.A. and establishment of a dominant position in the domestic carpet production sector. Acquisition of the company Persika S.A. and establishment of a dominant position in the domestic carpet production sector.

2001

Establishment of the subsidiary Exalco Bulgaria A.D. for the purpose of promoting the products of Exalco S.A. in the Bulgarian market.

2002

- Merger of the subsidiaries Biokarpet S.A. and Persika S.A.
- Establishment of the subsidiary Exalco Romania SRL for the purpose of promoting the products of Exalco S.A. in the Romanian market.

2005

- Sale of the 51% pf shares held in the company Entertainment Works S.A. Entertainment and Recreation, as part of the Group's new long-term strategy.
- Merger through absorption of the 100% subsidiary Biokarpet S.A., changing its name to Biokarpet Societe Anonyme Industrial and Commercial Enterprises.
- Merger of the subsidiaries Exalco S.A. - Aluminium Industry and Bioplan S.A. - Frame Industry.

2009

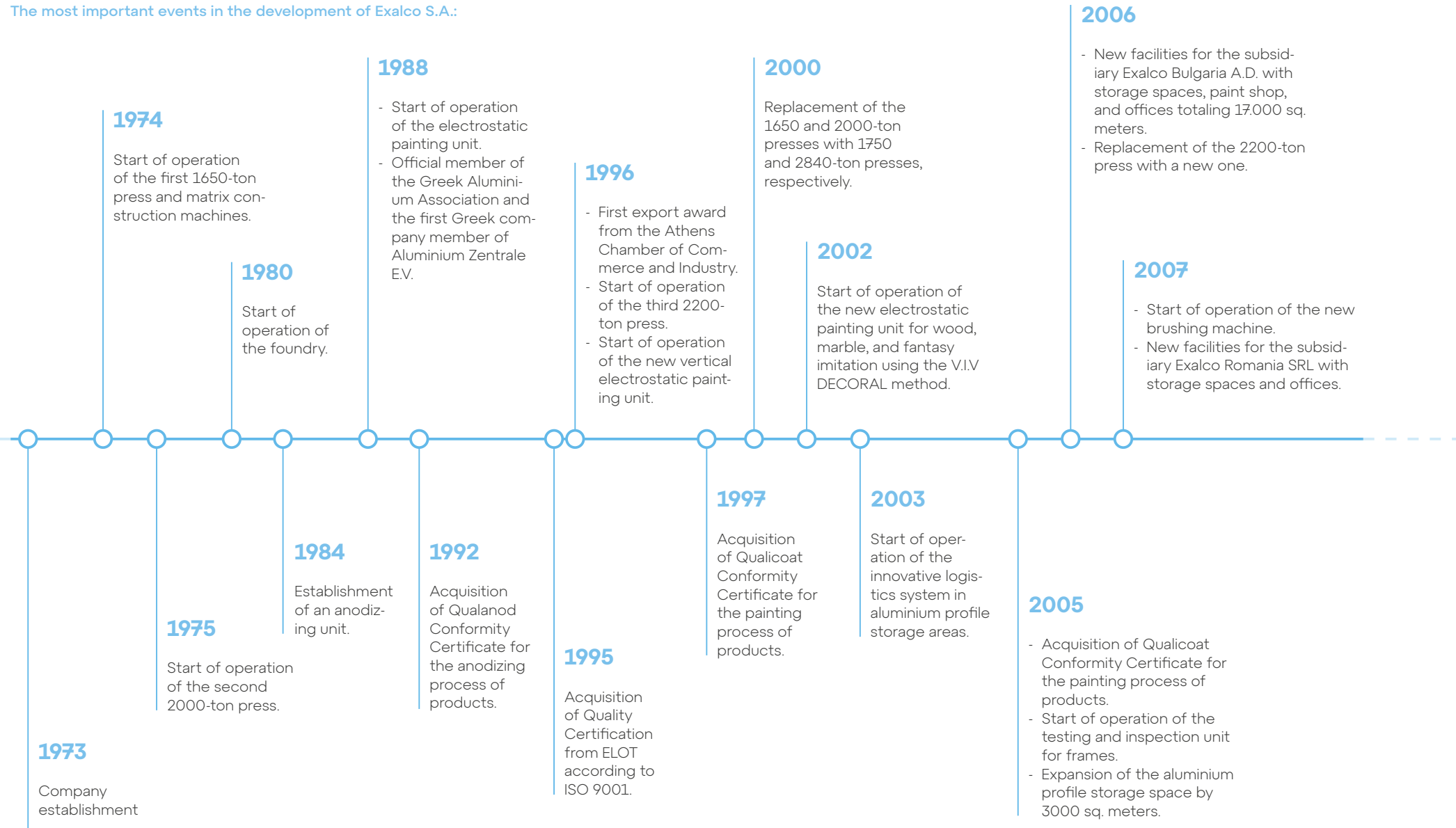
Merger of the companies Chrysostomidis Societe Anonyme Biokarpet Products, A. Nikolaidis S.A. Biokarpet Products, and Vergina Societe Anonyme Biokarpet Products.

2012

Commencement of the construction of own photovoltaic stations.



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



2008

- Investments in fully automated warehouses, where the storage process of final products is controlled by a robotic warehouse management system.
- Start of operation of the new 2nd thermal-brake machine.
- Creation and promotion of the Exalco Sunergy series (a system for supporting bases for photovoltaic parks, attics, and roofs).

2010

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

2009

- Start of operation of a new automatic packaging machine
- Big investment in photovoltaic parks

2011

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

2012

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

2013

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

2016

New 1.5MW photovoltaic station in Koulouri, Larissa

2018

- Start of operation of a new state-of-the-art 1600 ton dynamic extrusion press.
- Addition of a 5th production line with a total production capacity of 45.000 tons per year.
- Certification of the Company by the Organization TUV Austria Hellas according to ISO 50001.

2020

Award for export activity and international presence with ACCI award.

2021

- Start of operation of a new vertical electrostatic painting unit. Addition of a 3rd production line with a capacity of 12.000 tons per year.
- Certification of the Company by the Organization TUV Austria Hellas according to ISO 45001.

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

Thus, it participates in:



ΕΝΕΙΣΕΤ
Ενώση Εισηγμένων Εταιρειών



ΣΘΕΒ
Σύνδεσμος Θεσσαλικών
Επιχειρήσεων και Βιομηχανιών



ΕΛΛΗΝΙΚΗ ΕΝΩΣΗ ΑΛΟΥΜΙΝΙΟΥ
ΕΕΑ
ΑΜΚΕ

Vision, Culture and Values

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

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

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

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

Our principles are:

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

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

Most important companies of Group

Biokarpet S.A.

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

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

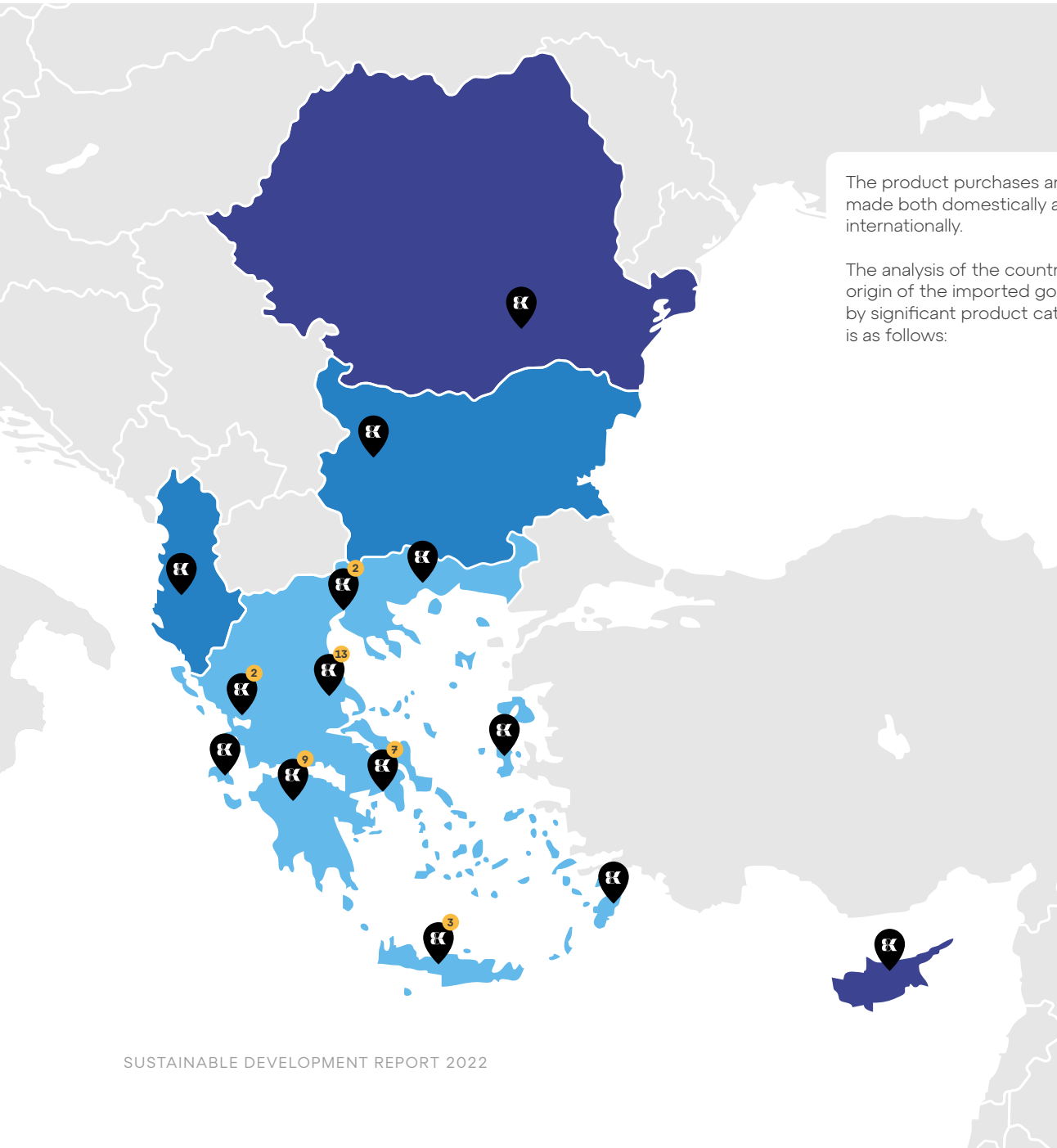
Each collection and product range is created with inspiration from natural materials, art and architecture, culture, and tradition, to bring to a space high and contemporary aesthetics accompanied by exceptional quality.

The company offers:

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

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

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

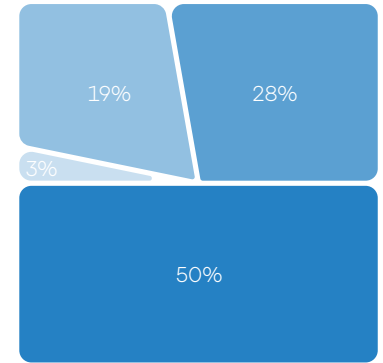


The product purchases are made both domestically and internationally.

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

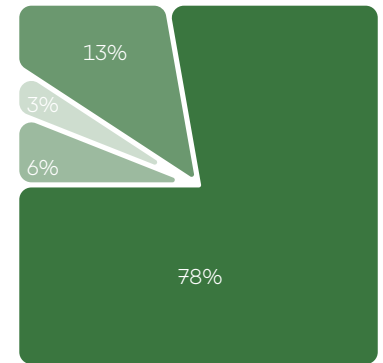
HANDMADE CARPET
QUANTITY MARKET:

India	50%
Greece	28%
Belgium	19%
Pakistan	3%



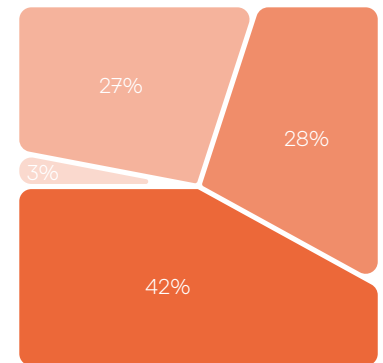
MACHINE MAT
QUANTITY MARKET:

Turkey	78%
Egypt	13%
Belgium	6%
Greece	3%



MAT
QUANTITY MARKET:

Netherlands	42%
Belgium	28%
Turkey	27%
Egypt	3%



Exalco S.A.

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

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

Production Capacity

The company's building and industrial facilities in Larissa total over 70.000m², on own total land of 210.000m².



Products and Services

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

Products

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

Services

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



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



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

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

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

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

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

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

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

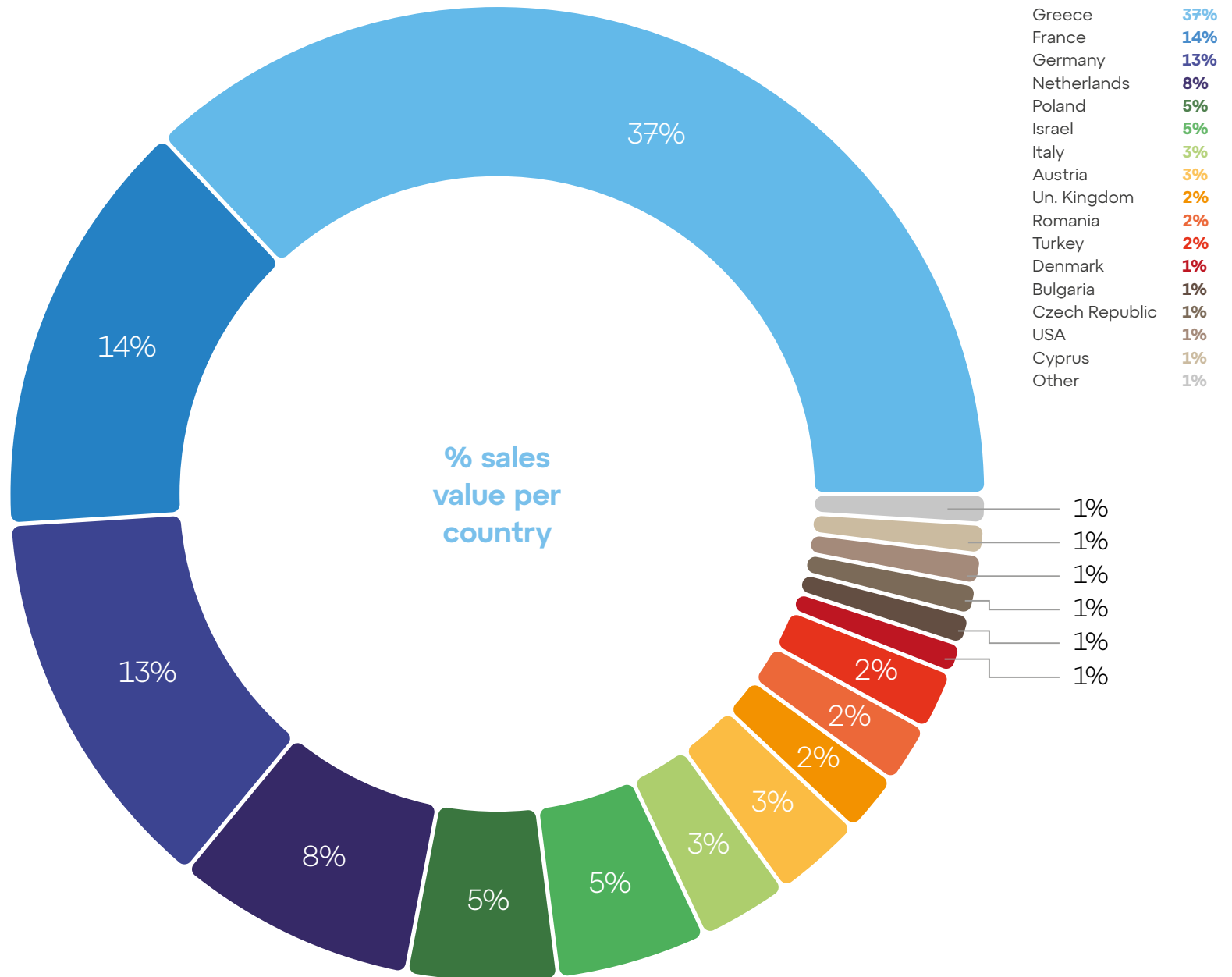


The company has 12 privately owned branches in Greece.



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

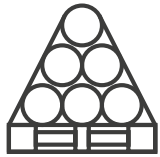
At the same time, the high quality of the products and the long-term development of the company have led to increased export activity and recognition of the company worldwide and have made it the largest Greek export industry for processing aluminium profiles. Specifically, the company exports 70% of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



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

In particular, 32% of raw material purchases come from Greece and 68% from third countries outside the EU. The dies and molds are mainly procured from countries within the EU.

RAW MATERIAL MARKET



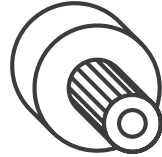
32%

Greece

68%

Third countries
outside the EU

DIES & MOULDS MARKET



50%

Italy

50%

Greece

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

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

NEW RAW MATERIAL
Aluminium alloy
PRIMARY

RECYCLED
Aluminium alloy
SECONDARY

58%

42%

Certifications

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

Exalco S.A. & Biokarpet S.A.

EN ISO 9001:2015

Quality Management System



EN ISO 9001:2015

Exalco S.A.

EN ISO 14001:2015

Environmental Management System

EN ISO 45001:2018

Workplace Health and Safety Management System

EN ISO 50001:2018

Energy Management System



EN ISO 14001:2015



EN ISO 45001:2018



EN ISO 50001:2018



Financial performance

The year 2022 was a milestone for the Group, as it achieved historically very high performance, despite the unfavorable conditions in the economy due to the war in Ukraine, inflationary pressures, and the energy crisis. The Group managed to respond successfully to the increase in energy costs and interest rates as well as to the stronger inflationary pressures, while laying the foundations for further growth in the coming years, through the gradual completion of all new investments of the subsidiary Exalco SA. in modern mechanical equipment and building infrastructures, but also investments in renewable energy sources.

The turnover in 2022 at a consolidated level amounted to € 231,22 million, marking a gradual increase of 92% in the five-year period from 2018 to 2022, and the consolidated earnings before interest, taxes and depreciation (EBITDA) amounted to € 21,88 million, marking a gradual increase of 159% with the five years from 2018 to 2022

During fiscal year 2022, new investments with a total value of €10,43 million were made, of which €1,70 million related to the completion of the construction of the 50 MW substation and 10 MW photovoltaic park and €8,58 million to other productive investments by Exalco S.A.

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

Selected Group income statement features		
AMOUNTS IN €	2022	2021
Turnover	231.224.111	187.290.785
Cost of Goods Sold	-189.596.203	-155.813.654
Gross profit	41.627.908	31.477.132
Operating expenses	-26.784.735	-22.942.131
Operating Profits	14.843.174	8.535.001
Financial cost (net)	-4.008.004	-3.516.931
Profit before tax	10.835.169	5.018.069
Income tax	-1.704.453	-755.423
Earnings after tax	9.130.717	4.262.646
EBITDA margin	9,46%	7,92%

Salaries & other employee benefits

AMOUNTS IN €	2022	2021
Cost of Goods Sold	5.543.233	5.322.487
Administrative expenses	1.893.604	1.730.891
Research & development expenses	260.751	250.498
Marketing expenses	5.993.491	5.684.047
Total	13.691.079	12.987.924

Selected Balance Sheet features

AMOUNTS IN €	2022	2021
Owned property, plant and equipment	70.779.546	63.788.598
Inventories	48.458.638	42.563.629
Trade receivables	48.381.740	43.386.445
Cash and cash equivalents	3.678.309	4.859.086
Total assets	190.236.101	176.671.193
Bank Liabilities	94.778.517	91.281.815
Trade payables	35.240.501	37.357.342
Total liabilities	144.967.911	142.542.089
Total equity	45.268.190	34.129.105

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

Business Sector	31/12/2022				31/12/2021			
	Metallurgy	Textile	Other	Total	Metallurgy	Textile	Other	Total
Turnover	221.330.845	7.557.535	2.335.731	231.224.111	177.344.397	8.173.133	1.773.254	187.290.784
Profits (Loss) after taxes	8.880.575	-424.504	674.647	9.130.718	3.106.069	650.216	506.362	4.262.647
Total assets	148.061.519	30.436.562	11.738.020	190.236.101	133.639.651	37.047.110	5.984.433	176.671.194

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

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

Geographical Sectors AMOUNTS IN €	31/12/2022		31/12/2021	
Greece	95.545.528	41%	89.064.407	48%
EU	116.718.163	50%	79.728.035	43%
Other countries	18.960.421	8%	18.498.343	10%
Total	231.224.112	100%	187.290.785	100%

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

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

Based on the provisions of Law 4399/16, Exalco AE received:

AMOUNTS IN €	2022	2021
Grant received in cash	67.318	539.981
Tax exemption	1.086.322	395.165

EU Taxonomy

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

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

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

- 1 Climate change mitigation
- 2 Climate change adaptation
- 3 Sustainable use and protection of water and marine resources
- 4 Transition to a circular economy
- 5 Pollution prevention and control
- 6 Protection and restoration of biodiversity and ecosystems

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

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

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

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

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

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

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

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

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

Taxonomy alignment KPI:

Based on the assessment of the technical screening criteria regarding the eligible activities in the Annex for climate change mitigation, a 0% alignment rate emerged for the activity "4.1 Production of electric power using solar photovoltaic technology" for the year 2022.

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

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



THE GROUP

CORPORATE
GOVERNANCE

STAKEHOLDERS

MATERIAL
TOPICS

ENVIRONMENT

HUMAN
RESOURCESSOCIETY
& MARKETFUTURE
GOALS

APPENDICES

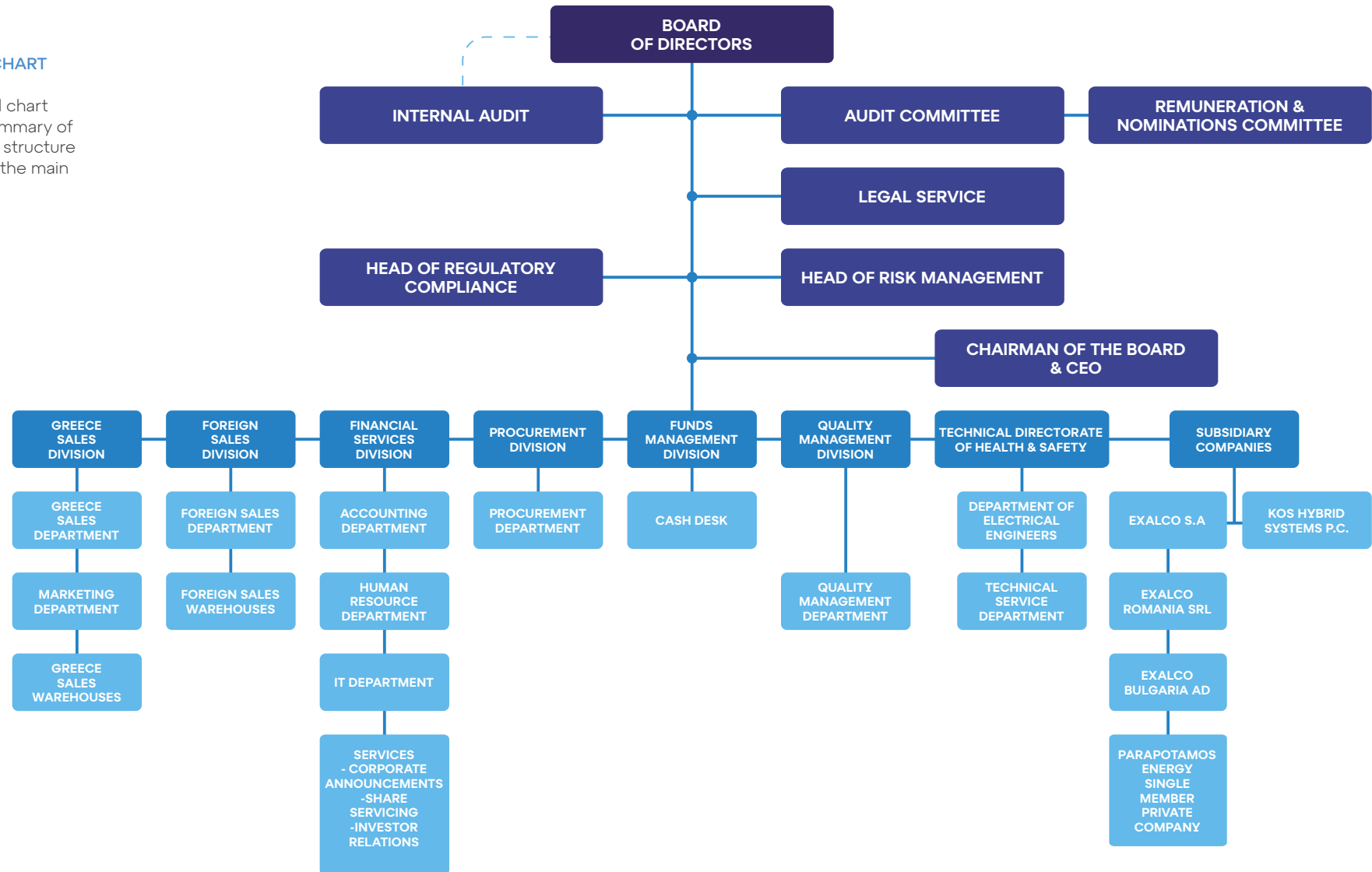
At the Biokarpet Group, we follow the modern principles of corporate governance in accordance with the current Greek legislation as well as the best international practices. Detailed information is available in the "Corporate Governance Statement" of the 2022 Annual Financial Report.

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

PART 2

ORGANIZATION CHART

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



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

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

The Board of Directors consists of 4 (44%) executive members and 5 (56%) non-executive members, of which 3 members are independent. The Board of Directors consists of 75% men and 25% women. 78% of the board members are older than 50 years and 22% belong to the 30-50 age group.

FULL NAME	TITLE	EXECUTIVE /NON-EXECUTIVE	AREA OF RESPONSIBILITY	Participation in Committees
Ioannis Asteriou Kantonias	Chairman of the Board & CEO	Executive	General coordination, mergers & acquisitions, raw materials management	
Vasilios Athanasiou Tsiaras	Vice President of the Board	Non-Executive	Support of the President, liaison between the President and the members of the Board of Directors, coordination of the independent non-executive members. Does not replace the President in his executive duties	
Georgios Antoniou Kantonias	Board Member & CEO	Executive	Production coordination and product promotion	
Athanasios Vasiliou Tsiaras	Board Member & CEO	Executive	Domestic sales	
Panagiotis Antoniou Mavrommatis	Board Member	Executive		
Athanasios Ioannis Koukoulitsios	Independent Board Member	Non-Executive		Audit Committee & Remuneration and Nomination Committee
Nicoletta Nikolaou Basdeki	Independent Board Member	Non-Executive		Audit Committee & Remuneration and Nomination Committee
Panagioula Spyridonos Georgiadi	Independent Board Member	Non-Executive		Audit Committee & Remuneration and Nomination Committee
Ioannis Georgiou Hatziefthimiou	Board Member	Non-Executive		

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

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

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

SUSTAINABLE DEVELOPMENT GOVERNANCE

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

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

The protection of Health and Safety in the workplace is a basic principle that is integrated into every operational activity of the Group.

Responsibility towards society and especially towards the local community is deeply rooted in the Group's culture.

The Board of Directors, within the framework of its functions and responsibilities, ensures the sustainability of the Group by exercising management and full and effective control of its activities. Specifically:

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

The **Audit Committee** monitors the Group's activities in the field of health and safety and in the field of the environment, regarding waste management and CO2 emissions. It also monitors the investments made by the Group in the field of energy saving through Renewable Energy Sources and specifically in 2022 the completion of the projects and the start-up of the substation and the 10MW photovoltaic park of the parent company Biokarpet SA. For the implementation of the above project, the Audit Committee met in the year 2022 a total of 11 times, always with a full quorum.

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



POLICIES AND OPERATING FRAMEWORK

Eligibility Policy for Board members

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

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

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

Education Policy

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

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

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

Conflict-of-Interest Policy

The Conflict-of-Interest Policy includes procedures for the prevention of conflicts of interest, measures to disclose and manage conflicts of interest and any circumstances in which it is acceptable for a member of the Board of Directors or an Executive to have conflicting inter-

ests, which are reviewed on a case-by-case basis by the Board of Directors.

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

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

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

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

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

Regulatory Compliance Policy

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

The Regulatory Compliance Policy is implemented in the context of a corporate culture that emphasizes honesty and integrity.

The Regulatory Compliance Policy is directly accessible on the company website, specifically at the link: [Πολιτική κανονιστικής συμμόρφωσης < Εταιρική Διακυβέρνηση | Biokarpet](#)

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

Code of Conduct

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



developing trust, which plays a key role in our sustainable business success.

The Code of Conduct and the related procedures and measures apply to all employees, executives, and the Group's senior management.

We also encourage our customers, suppliers, partners, consultants, and other business partners to respect the principles of the UN Global Compact and adopt the principles contained in our Group's Code of Conduct

The Code of Conduct is directly accessible on the corporate website, specifically at the link: [Κώδικας δεοντολογίας > Εταιρική διακυβέρνηση | Biokarpet](#)

The Code of Conduct is communicated to all personnel and the Compliance Department monitors the personnel compliance with it.

In the reporting period, no monetary damage was caused as a result of violations of business ethics.

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

Remuneration Policy

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

The Board of Directors is obliged to annually prepare a clear and comprehensible remuneration report, which contains a complete overview of all remuneration regulated by the policy. The remuneration of the members of the Board of Directors is included in the annual report of the Board of Directors which is an integral part of the financial statements. The approved remuneration policy together with the date and results of the vote is submitted to publicity

requirements and remains available on the corporate website, specifically at the link:

[Πολιτική αποδοχών > Εταιρική διακυβέρνηση | Biokarpet](#)

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

Policy to prevent and combat violence and harassment at work.

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

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

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

Report and Complaint Management Policy

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

Reports and complaints may include but are not limited to:

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

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

Personal Data Protection Policy

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

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



THE GROUP

CORPORATE
GOVERNANCE

STAKEHOLDERS

MATERIAL
TOPICS

ENVIRONMENT

HUMAN
RESOURCES

SOCIETY
& MARKET

FUTURE
GOALS

APPENDICES



THE GROUP



CORPORATE
GOVERNANCE



STAKEHOLDERS



MATERIAL
TOPICS



ENVIRONMENT



HUMAN
RESOURCES



SOCIETY
& MARKET



FUTURE
GOALS



APPENDICES

PART 3 / STAKEHOLDERS

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

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

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

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



Stakeholders	Main topics of interest	Type of communication	Frequency of communication	Our approach
EXECUTIVES	<ul style="list-style-type: none"> • Achievement of financial targets and profit • Establishment of appropriate policies and procedures • Management of sustainability topics • Compliance with laws and regulations • Efficient risk management • Integrity of internal and external communication 	<ul style="list-style-type: none"> • Meetings with organizations and stakeholders • On-going monitoring of the operations • Dialogue and participation in discussions 	Continuous	PART 2 Corporate governance
LOCAL COMMUNITIES	<ul style="list-style-type: none"> • Support of common values and principles • Responses of the Group to the issues of the local community • Hiring personnel from the local community • Empowerment of the local entrepreneurs by supporting local suppliers 	<ul style="list-style-type: none"> • Communication with local organizations and associations • Empowerment, support and participation in actions of the local organizations and associations • Public discussions, publications 	Without defined frequency (whenever deemed necessary)	PART 7 Society and market
ASSOCIATIONS / NONPROFIT ORGANIZATIONS / ENVIRONMENTAL ORGANIZATIONS	<ul style="list-style-type: none"> • Protection of the environment • Preservation of suitable working conditions, health, and safety of employees • Support of the actions of associations and organizations 	<ul style="list-style-type: none"> • Participation in industry and business organizations • Events / Conferences 	Without defined frequency (whenever deemed necessary)	PART 7 Society and market
STATE, PUBLIC AND LOCAL AUTHORITIES	<ul style="list-style-type: none"> • Compliance with laws and regulations • Prevention of corruption, transparency and accountability • Support for state actions and programs, including the protection of human rights • New investments • Creation and preservation of employment • Protection of the environment 	<ul style="list-style-type: none"> • Discussions with representatives of the state and institutional authorities • Publication of information on the corporate websites 	Without defined frequency (whenever deemed necessary)	PART 2 Corporate governance

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



THE GROUP

CORPORATE
GOVERNANCE

STAKEHOLDERS

MATERIAL
TOPICS

ENVIRONMENT

HUMAN
RESOURCES

SOCIETY
& MARKET

FUTURE
GOALS

APPENDICES



THE GROUP



CORPORATE
GOVERNANCE



STAKEHOLDERS



MATERIAL
TOPICS



ENVIRONMENT



HUMAN
RESOURCES



SOCIETY
& MARKET



FUTURE
GOALS



APPENDICES

PART 4 / MATERIAL TOPICS

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

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

STAGE 1

Identification of sustainable development topics

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

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



STAGE 2

Specification of the prioritization criteria

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

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

STAGE 3

Prioritization of the sustainable development topics

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



STAGE 4

Validation of the results

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

ENVIRONMENT (E)

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

EMPLOYEES & SOCIETY (S)

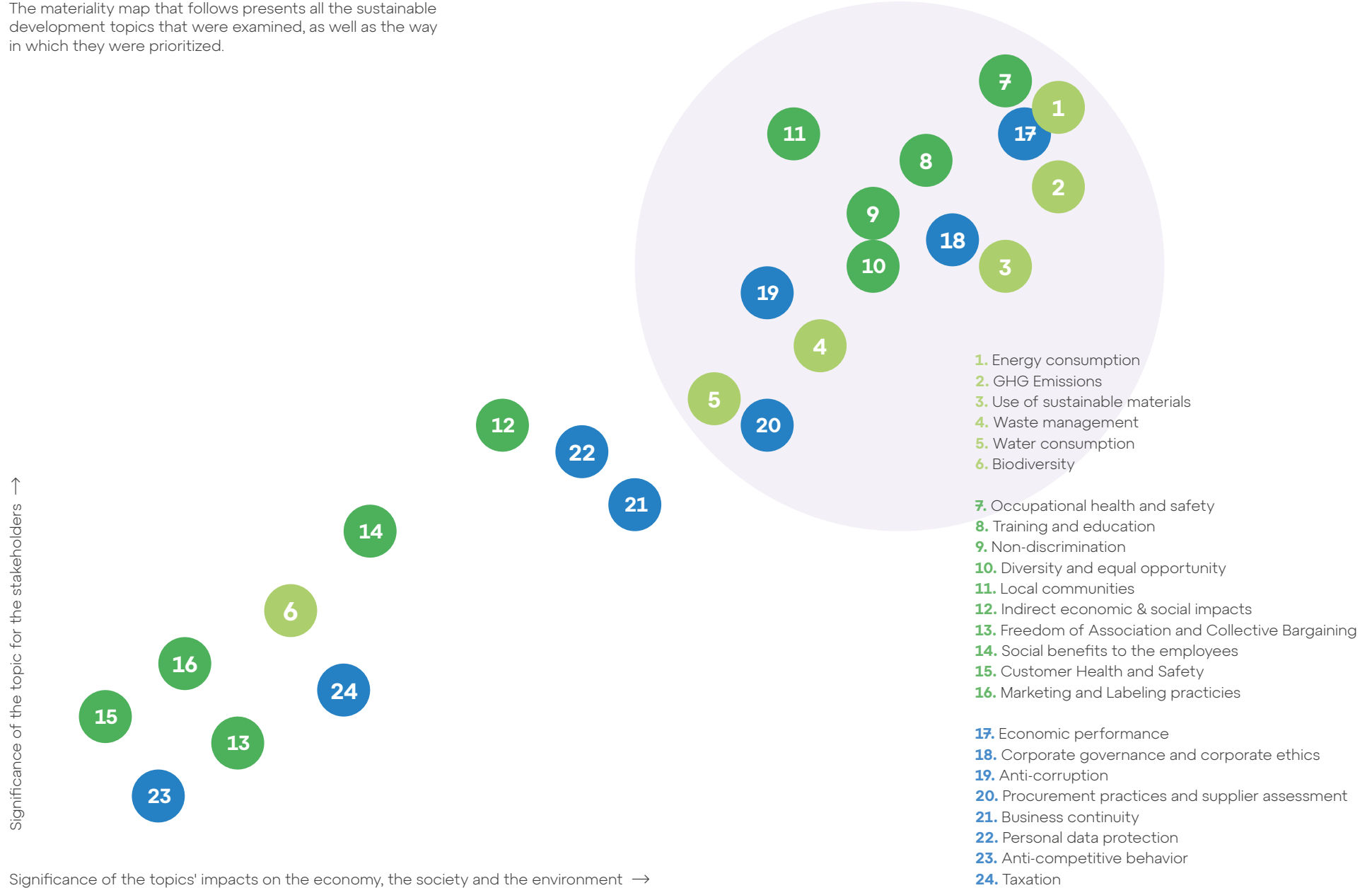
6. Occupational health and safety
7. Training and education
8. Non-discrimination
9. Diversity and equal opportunity
10. Local communities

ECONOMY & GOVERNANCE (G)

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



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





THE GROUP



CORPORATE GOVERNANCE



STAKEHOLDERS



MATERIAL TOPICS



ENVIRONMENT



HUMAN RESOURCES



SOCIETY & MARKET



FUTURE GOALS



APPENDICES



PART 5 / ENVIRONMENT

Our approach

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

The main objectives set by the Group are the reduction of energy consumption and greenhouse gas emissions, the use of recycled materials, and the proper waste management. We implement practices, processes, and management systems for:

- The implementation of environmental management actions for energy conservation and consumption reduction.
- Promotion of aluminium recycling (pre & post-consumed).
- Promotion of secondary materials recycling.
- Promotion of electrical and electronic devices recycling.
- Continuous monitoring of best practices and technological innovations and upgrading facilities and infrastructure.
- Continuous education.

The Group fully complies with all national and European legislation and the requirements of authorities and organisations (Electronic Waste Registry, Hellenic Recycling Agency, EU Registry, EPRTTR).

Our environmental responsibility is reflected in the preventive measures we take to protect the environment and minimize the negative environmental impacts arising from our activities.

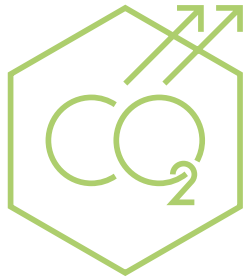
The Management and the executives of the Group put great emphasis on:

- the incorporation of environmental thinking into their daily decisions.
- more rational use of natural resources and energy.
- the development of environmental programs for implementation and the determination of performance indicators to monitor, compare, and evaluate objectives and goals.
- the prevention and handling of emergency incidents that could have environmental impacts.
- the environmental awareness of employees, customers, and suppliers.
- open communication with all stakeholders.

The Group's commitment to its environmental goals is reflected in its continuous investments that aim to implement initiatives for the reduction of its environmental footprint. For 2022, the total related expenditure amounted to €2.9 million.

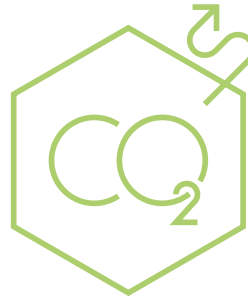
Most of the actions undertaken by the Group for the environment relate to the metallurgy sector, specifically the company Exalco S.A., as this company has the most significant industrial production and, consequently, the most significant impact on the environment.





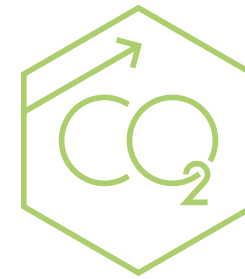
7.899,09 (tCO₂e)

DIRECT EMISSIONS
SCOPE 1



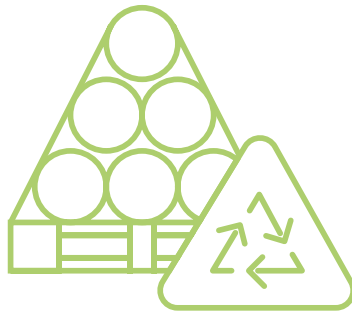
3.639,25 (tCO₂e)

INDIRECT EMISSIONS
SCOPE 2



-43 (%)

TOTAL
EMISSIONS



42 (%)

PERCENTAGE OF
RECYCLED RAW MATERIALS



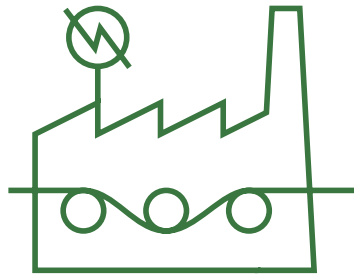
100 (%)

RECYCLING OF SOLID WASTE
& ALUMINIUM SCRAP



8.811,34 (t)

NON-HAZARDOUS WASTE
MANAGEMENT



58.456 (MW)

TOTAL ENERGY CONSUMPTION



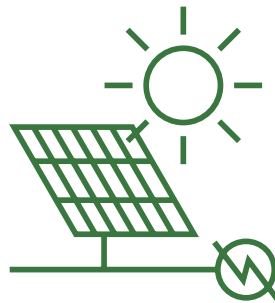
2,9 (MEUR)

ENVIRONMENTAL SPENDING

H₂O

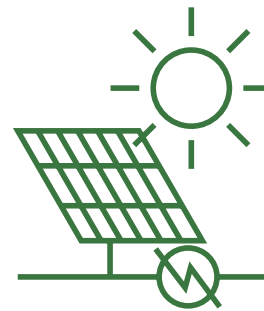
-16 (%)

TOTAL WATER WITHDRAWAL



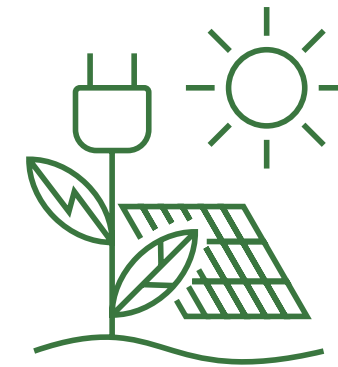
57 (%)

ELECTRIC POWER FROM PHOTOVOLTAIC PARKS



11.004 (MWh)

TOTAL ENERGY PRODUCTION FROM RENEWABLE ENERGY SOURCES



19 (MW)

ELECTRIC POWER FROM RENEWABLE ENERGY SOURCES



Climate change and circular economy

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

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

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

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

- Complies with current environmental legislation and mandatory environmental conditions for operations.
- Identifies and evaluates all elements of its activities, products, and services that can interact with the environment.
- Establishes, documents, and reviews environmental objectives and goals, taking into account the requirements for continuous improvement of its environmental performance, technological developments, and economic and operational requirements.
- Evaluates and improves its overall environmental performance, developing and implementing action plans to achieve specific environmental objectives and goals, always with a defined implementation timeframe.
- Applies specific rules of environmental control in its internal operations.
- Acts with a focus on the continuous improvement and prevention of environmental pollution.
- Provides the necessary resources to achieve its goals, train its personnel, upgrade its equipment, and continually address arising needs.
- Implements lifelong education and training for its personnel on environmental protection matters.
- Promotes open dialogue and information sharing among employees, the public, and Public Authorities in a spirit of sincere and mutual respect.
- Establishes the concept of ecological sensitivity and environmental vision, which inspires the highest level of hierarchy, throughout the company's workforce.
- Conducts regular exercises and tests emergency plans, such as handling fire, handling chemical spill from tanks, exposure of individuals to chemicals, flood response, and building evacuation.

The Group is monitoring greenhouse gas (GHG) emissions in accordance with the IPCC guidelines for national greenhouse gas inventories. It is in the process of optimizing its procedures to align with the new Climate Law (Law No. 4936/2022) and, aiming to adopt the International Standard ISO 14064-1:2018, it strives to achieve greater transparency and detailed documentation to contribute to environmental goal-setting and assessment.

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

Performance index	2022	2021	% change
Direct emissions - scope 1 (tCO ₂ e)	7.899,09	7.495,02	5%
Indirect emissions - scope 2 (tCO ₂ e)	3.639,25	12.583,19	-71%
Total emissions (tCO₂e)	11.538,34	20.078,21	-43%

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

Performance index	2022	2021
Direct emissions intensity - scope 1 (tCO ₂ e/turnover mil €)	34,16	40,02
Indirect emissions intensity - scope 2 (tCO ₂ e/ turnover mil €)	15,74	67,19

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

Performance index	2022	2021
Direct emissions intensity - scope 1 (tCO ₂ e/t extruded product)	0,188	0,142
Indirect emissions intensity - scope 2 (tCO ₂ e/t extruded product)	0,087	0,271

Note: The data refers to the metallurgy sector

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

Additionally, the measures taken systematically by the metallurgy sector for managing pollution emissions throughout the production process include:

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

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

Exalco S.A., aiming for the minimal possible negative environmental impact, conducts detailed recording and proper management of materials used in the production process. By applying circular economy principles as much as possible, it seeks to increase the percentage of recycled aluminium in the total amount of the raw materials used.

The table below provides a detailed breakdown of the quantities of recycled and non-recycled materials used.

Performance index	2022	2021	% change
Raw materials	48.982,50	52.698,62	-7%
Other materials (not incorporated in the final product)	557,07	676,05	-18%
Packaging materials	289,68	341,04	-15%
Total weight of materials used (TN)	49.829,25	53.715,71	-7%
Recycled raw materials (TN)	21.139,05	18.408,69	15%
Percentage of recycled raw materials (%)	42%	34%	24%

Note: The data refers to the metallurgy sector

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

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



Energy efficiency

The Group is committed to reducing energy consumption by seeking ways to enhance the energy efficiency of its operations. The Group purchases electricity from domestic energy suppliers and has also installed photovoltaic systems to generate electricity for self-use. Our goal is to strengthen energy efficiency and gradually replace non-renewable energy sources with Renewable Energy Sources.

Continuous investments in Renewable Energy Sources, particularly in Photovoltaic Rooftop Installations and Photovoltaic Parks, are being made for the production of "green" energy.

Up until the year 2022, the total installed capacity in Renewable Energy Sources for the Group equals 19 MW in photovoltaic parks and 50 MW in a privately-owned substation. In 2022, new investments totalling €1,7 million were made to complete the construction of the 50 MW substation and a 10 MW photovoltaic park.

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

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

Performance index	2022	2021	% change
Consumption of non renewable fuel (natural gas)	39.105	41.639	-6%
Electricity purchased for consumption	19.351	22.351	-13%
Electricity from renewable sources produced	11.004	10.912	1%
Electricity from renewable sources sold	11.004	10.912	1%
Total energy consumption (MWh)	58.456	63.990	-9%
Percentage of the electricity consumed in total consumption (%)	33%	35%	-5%
Percentage of energy from renewable sources in total energy consumption (%)	19%	17%	10%
Percentage of energy from renewable sources in consumption of electricity (%)	57%	49%	16%
Non renewable electricity	0	0	0%
Renewable electricity from photovoltaic systems	11.004	10.912	1%
Total energy production (MWh)	11.004	10.912	1%
Percentage of energy produced from renewable sources (%)	100%	100%	0%
Energy intensity (MWh/turnover mil €)	253	342	
Note: The data refers to the metallurgy sector and the textile sector			

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

The company's management is committed to:

- Continuous efforts to reduce the energy consumption of the company's facilities and ongoing improvement of its energy performance.
- Establishment of energy objectives and goals, ensuring the availability of information and resources for their achievement. These established objectives and goals are constantly reviewed and redefined in line with the energy performance and the company's needs, as part of the continuous effort to procure energy-efficient products and services.
- Compliance with applicable legal, regulatory, or other requirements related to its energy use, consumption, and performance.
- Selection of partners and suppliers with the aim of achieving energy objectives and goals and continuously improving them.
- Elimination of negative environmental impacts from the unreasonable use of energy.
- Provision of necessary resources to achieve goals, train employees and upgrade equipment.
- Promotion of the involvement of relevant personnel and open dialogue, aiming to formulate proposals for improving energy efficiency

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

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

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

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

Actions completed by the metallurgy sector in 2022 to improve energy performance include:

- Addition of a new paint booth to the new electrostatic painting unit, bringing significant improvements to the production process in 2023 (time - quality - quantity).
- Implementation of the planned procurement of specialized organizational and digital transformation software for the maintenance process of the electro-mechanical equipment.
- Repairs were carried out in the anodizing section to improve product quality and positively impact energy savings. This included the refurbishment of a) the electrocoloring bath and b) the EPSII refrigerator.
- Development of new procedures/work instructions



Waste management

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

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

Performance index	2022	2021	% change
Non-hazardous waste generated	8.811,34	9.378,20	-6%
Hazardous waste generated	747,74	777,23	-4%
Total weight of waste generated (TN)	9.559,08	10.155,43	-6%
Note: The data refers to the metallurgy sector			

Waste management method	2022	2021	% change
Recycling or energy recovery	8.763,29	9.378,00	-7%
Landfilling	48,04	0,00	100%
Non-hazardous waste management (TN)	8.811,34	9.378,00	-6%
Recycling	747,74	777,23	-4%
Landfilling	0,00	0,00	0%
Hazardous waste management (TN)	747,74	777,23	-4%
Note: The data refers to the metallurgy sector			

Exalco S.A.

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



Water management

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

The significant environmental impact regarding water management comes from the metallurgy sector, specifically from Exalco S.A., as water usage is particularly crucial for the aluminium production process.

Exalco S.A. monitors the water consumption index of its production units and achieves savings in water usage by implementing technical projects, such as converting water-cooled systems to air-cooled ones. Over the last decade, water usage has been reduced by 30%. The increase in water withdrawal from third-party sources (from the water supply network) observed in 2022 compared to 2021 is attributed to water loss due to a network malfunction, which was promptly repaired upon detection.

Performance index	2022	2021	% change
Total water withdrawal (m ³)	141.717,00	169.039,00	-16%
Total water withdrawal from areas with water stress (m ³)	0,00	0,00	0%
Total third-party water withdrawal (m ³)	5.109,00	3.293,00	55%
Freshwater withdrawal (m ³) (from all areas)	146.826,00	172.332,00	-15%

Note: The data refers to the metallurgy sector

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

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

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

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

Performance index	2022	2021	% change
Total effluents discharge (m ³)	102.740,00	118.117,00	-13%
Total effluents discharge in areas with water stress (m ³)	0,00	0,00	0%
Total effluents discharge that contains pollutant substances (m ³)	0,00	0,00	0%

Note: The data refers to the metallurgy sector





THE GROUP



CORPORATE GOVERNANCE



STAKEHOLDERS



MATERIAL TOPICS



ENVIRONMENT



HUMAN RESOURCES



SOCIETY & MARKET



FUTURE GOALS



APPENDICES



576

TOTAL NUMBER OF EMPLOYEES



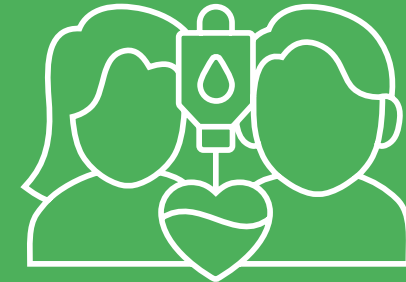
85 (%)

PERCENTAGE OF MALE EMPLOYEES



15 (%)

PERCENTAGE OF FEMALE EMPLOYEES



2X (/YEAR)

VOLUNTARY BLOOD DONATION BY EMPLOYEES

PART 6 / HUMAN RESOURCES

General information

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

Our strategy includes three different areas:

- › **Skill development and training:** We provide training opportunities to enhance our people's skills in the professional field so that they are constantly adapting to new requirements and technological changes.
- › **Health and safety:** Taking care of the health and safety of our employees is critical and important to us. We have established an Occupational Health & Safety Management System (OHSMS) which is a collection of practices, procedures and policies designed to ensure the health, safety, and well-being of individuals in the workplace. The system aims to prevent injury, illness, or other occupational hazards and to create a safe and healthy working environment.
- › **Diversity and equality:** Promoting diversity and eliminating discrimination helps create an environment where all people have equal opportunities and are recognized for their contributions regardless of gender, nationality, religion, etc.

The well-being of human resources is a critical part of the long-term success of our Group. The balance between the needs of people, the environment and the economy are key to creating a sustainable future and is an integral part of our strategy.

We are committed to the correct behavior of our Group towards its employees and society, with the aim of improving the quality of life and the well-being of the local society in which we operate. Our policy aims to create relationships of mutual trust and long-term cooperation and to achieve common goals and expectations.

Next, we actively participate in initiatives that contribute to the promotion of education and training and support actions aimed at upgrading the quality of life of the local community. All our employees come from the local community of the prefecture of Thessaly.

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

DETAILS OF SALARIED EMPLOYEES	2022					2021				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	436	86%	70	14%	506	481	87%	73	13%	554
Branch of textile	53	76%	17	24%	70	65	75%	22	25%	87
Total of salaried employees	489	85%	87	15%	576	546	85%	95	15%	641

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



DETAILS OF FREELANCE EMPLOYEES	2022					2021				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	4	100%	0	0%	4	4	100%	0	0%	4
Branch of textile	3	100%	0	0%	3	3	100%	0	0%	3
Total of freelance employees	7	100%	0	0%	7	7	100%	0	0%	7

Note: freelancers include IPA-paid lawyers, salespeople, security technicians and occupational doctors

AGE DISTRIBUTION	2022				2021			
	< 30 years	30-50 years	> 50 years	Total	< 30 years	30-50 years	> 50 years	Total
Number of employees	89	293	194	576	102	337	202	641
% Total	15,45%	50,87%	33,68%	100%	15,91%	52,57%	31,51%	100%

DISTRIBUTION BY CATEGORY	2022					2021				
	Male	%	Female	%	Total	Male	%	Female	%	Total
10% of employees with the highest total earnings	14	82%	3	18%	17	15	83%	3	17%	18
Production Operations	316	89%	41	11%	357	367	88%	52	12%	419
Administrative Functions	159	79%	43	21%	202	164	80%	40	20%	204

SALARY DIFFERENCE BETWEEN GENDERS	2022			2021		
	Average male pay (α)	Average female pay (β)	Pay Gap [(α)-(β)] / (α)	Average male pay (α)	Average female pay (β)	Pay Gap [(α)-(β)] / (α)
Production Operations	14.117	14.364	-2%	12.822	12.856	0%
Administrative Functions	21.773	16.826	23%	21.823	16.531	24%
Total	16.680	15.624	6%	15.602	14.454	7%

	2022	2021	% change
CEO remuneration ratio	5,04	5,49	-8,19%

Actions for employees:

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

Education and training of employees

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

Training for New Workers

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

The training includes:

- › Informative presentation of the workplace and neighboring and collaborating spaces.
- › Acquaintance of the trainee with his internal customers and suppliers as well as his partners.
- › Highlighting the special importance of satisfying customers and informing his suppliers of his requirements, in order to do his job comfortably, correctly and without loss of time.
- › The instructor:
 - Informs the trainee about the company's Quality Management System and the obligations arising from it for the employees, emphasizing in particular the concepts of the internal customer and the internal supplier.
 - Trains the person always based on the applicable procedures. The training method used is "on-the-job training".

- Supervises the employee during the hours he is working on the work he is going to undertake, so as to provide him with the required guidance, but also to ensure that the result of the work is in accordance with the company's specifications.
 - At the end of the training, he informs the Head or Director of the department, in order to assess whether the trainee is ready to undertake responsible work. Usually the assumption of responsibilities by the employee is done gradually.
- › Finally, the evaluator notes the opinions and explains in detail to the Human Resources Manager any recommendations (additional training, change of instructor, change of job, non-recruitment).

Continuous education

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

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

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



Employee health and safety

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

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

In addition, the Management is committed to:

- › Taking appropriate measures to prevent, reduce and eliminate risks and threats to Health and Safety at Work.
- › Applying specific institutionalized Rules for the prevention of occupational accidents and occupational diseases for employees and contractors.
- › Providing the necessary resources for the achievement of the Objective Goals and Objectives, for the Training of the staff, for the Maintenance and Upgrading of its equipment.
- › Ensuring the consultation and participation of employees and their representatives through continuous dialogue and two-way communication on issues related to Health and Safety.
- › Identifying, assessing and evaluating all elements of the processes that affect Health and Safety at Work and improving the overall performance of the system with Programs and Actions to achieve the Objective Goals and Objectives.
- › Planning actions and implementing lifelong training programs for the company's staff in matters of Health and Safety at Work.
- › Establishing, documenting and regularly reviewing Objective Goals and Objectives, taking into account requirements for Continuous Improvement of Occupational Health and Safety Performance and based on technological developments, financial requirements and operational needs.

The Group offers group private health insurance to all employees.

The Group aims to minimize and eliminate accidents in all areas where it operates, through the prevention and assessment of occupational risks, the adoption of appropriate measures and the implementation of new Health & Safety tools at work. In 2022 there was 1 occupational accident and there was no accident in 2021.

The 2 important companies of the Group have been designated:

- **Safety Technicians**, whose duties include the annual training of staff in safety matters, as well as conducting exercises in cooperation with local fire stations, first-aid services and other public interest services.
- **Occupational Doctors**, who monitor and supervise the hygiene conditions of the employees at the Group's Occupational Clinic, where a personal medical file is kept for each employee.

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

Branch of Metallurgy

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

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

OHSMS includes:

- **Risk and Opportunity Analysis:** Detection and assessment of potential risks in the workplace, such as accidents, exposed health hazards, occupational stress, potential injuries at work, potential occupational diseases, emergencies (COVID-19 pandemic, fire, earthquake, floods, chemical gas leaks, etc.) as well as identifying opportunities to improve health and safety practices.
- **Prevention and Protection:** Development of measures to prevent accidents and protect workers' health. This may include training, use of protective equipment, implementation of preventive measures, etc.
- **Legislation and compliance:** Compliance with health and safety laws and regulations
- **Emergency management:** Preparation and response to emergency situations such as fires, floods, etc.
- **Continuous improvement:** Development and improvement of OHSMS through evaluation, analysis of results and implementation of improvements

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

- › A Health and Safety at Work Committee has been established which meets quarterly on Health and Safety matters. The Committee is responsible for the design and implementation of the Health and Safety Policy and promotes the development of a health and safety framework, including employee training and information as well as the supervision of all Group actions related to OHSMS issues.
- › A Occupational Health & Safety Management Officer has been appointed, who coordinates and supervises all actions related to Health & Safety matters.
- › A manual of risk identification procedures has been developed with the aim of defining how to identify all risks (direct and indirect) related to the company's processes, products and services. Also, the subject of the process is the evaluation of risks for Health & Safety at Work, in order to identify those that have the most significant impact on the health and safety of employees.

The process is implemented by:

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





Textile industry

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

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

Specifically, the audit mainly focuses on:

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



Diversity and equal opportunities

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

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

In the event of incidents of discrimination, the Human Resources Department is responsible for taking all the necessary measures to deal with them confidentially, discreetly, and directly. For 2022 and 2021, no incident of discrimination has been reported.



THE GROUP

CORPORATE GOVERNANCE

STAKEHOLDERS

MATERIAL TOPICS

ENVIRONMENT

HUMAN RESOURCES

SOCIETY & MARKET

FUTURE GOALS

APPENDICES



THE GROUP



CORPORATE GOVERNANCE



STAKEHOLDERS



MATERIAL TOPICS



ENVIRONMENT



HUMAN RESOURCES



SOCIETY & MARKET



FUTURE GOALS



APPENDICES

PART 7 / SOCIETY AND MARKET

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

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

In 2022 we supported the local society and economy with the following actions:

EVENT SPONSORSHIPS	S.E.M.A.S (GREEN ASSOCIATION OF Aluminium & IRON PROCESSORS)
	1st Nana World Tennis Tournament
	Panthyreatikos A.O.
	Municipality of Killeler
	OFI (Ierapetra)
SPONSORSHIPS IN SPORTS	Larisa KAE
	Margaritis Thanos - climber
DONATIONS TO THE COMMUNITY AND TO CHARITIES	Donation of 2 blood donation chairs to the Blood Donation Department of Larissa University General Hospital
	Donation to the Red Cross
	Sponsor of Outdoor blood donation in Larissa (every year)
	Contribution to the Hellenic Cancer Society
	Contribution to the Flame Association of Parents of Children with Neoplastic Disease
	Contribution to Make-a-wish (Make a wish Greece)
	Contribution to the Child's Smile
Donation of a house to the earthquake victims	
	Sponsor of the project "Replanting the Delphic olive groves"
PARTICIPATION IN EVENTS	Online event organized by the Region of Thessaly and the European Information Center of the Region of Thessaly Europe Direct on the topic: "Priorities and Strategies of the European Green Agreement GREEN DEAL" - speaker President and CEO of Exalco SA Mr. Ioannis Ast. Kantonias





THE GROUP

CORPORATE
GOVERNANCE

STAKEHOLDERS

MATERIAL
TOPICS

ENVIRONMENT

HUMAN
RESOURCESSOCIETY
& MARKETFUTURE
GOALS

APPENDICES

PART 8 / FUTURE GOALS

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

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

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

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

***NOTE**

Specifically, regarding reduction of energy consumption for the company Exalco SA:

1. The goals for energy consumption based on production goals for 2023 are:

Energy consumption	Goal 2023	Actual 2022	Reduction from 2022
Electricity (Mwh)	17.265	19.494	-11%
Natural gas (Mwh)	32.994	39.104	-16%

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

Installation of a new extrusion line.

A decision was made to add a new extrusion line, that is expected to increase production by 11.000 tonnes yearly and to be 10% more efficient, thus positively contributing to the Energy index that is related to production.
Estimated completion year: 2023

Transfer of an extrusion line.

A decision was made to transfer an extrusion line from Unit 1 to Unit 2, thus achieving economies of scale in the company operations.
Estimated completion year: 2024



THE GROUP

CORPORATE GOVERNANCE

STAKEHOLDERS

MATERIAL TOPICS

ENVIRONMENT

HUMAN RESOURCES

SOCIETY & MARKET

FUTURE GOALS

APPENDICES



THE GROUP



CORPORATE GOVERNANCE



STAKEHOLDERS



MATERIAL TOPICS



ENVIRONMENT



HUMAN RESOURCES



SOCIETY & MARKET



FUTURE GOALS



APPENDICES

PART 9 / APPENDICES

UN Global Compact


















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

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














9.2 UN Sustainable Development Goals

In Biokarpet Group we have adopted the United Nations 2030 Agenda for Sustainable development, as articulated through the Sustainable Development Goals (SDGs). It is our priority to actively contribute to the accomplishment of the goals that are directly linked to the activities and the challenges of our industry, as well as to the topics we consider material. The following table presents in detail the connection between our material topics, and the Sustainable Development Goals (SDGs).

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

Sustainable
development
aspect

SDGs	Goal of the Group	Material topic	GRI	Stakeholders whose interests are affected directly or indirectly
  	Reduction of accidents and protection of the employees' health and safety	Occupational health and safety	403	<ul style="list-style-type: none"> • Clients • Employees • Executives • Associations / Nonprofit Organizations / Environmental Organizations
 	Employees training, including the topics of environmental protection and human rights	Training and education	404	<ul style="list-style-type: none"> • Clients • Employees
  	Equality in remuneration and employment opportunities	Non-discrimination	405	<ul style="list-style-type: none"> • Employees • Executives • Local communities • Associations / Nonprofit Organizations / Environmental Organizations
 	Equal opportunities to employees	Diversity and equal opportunity	406	<ul style="list-style-type: none"> • Employees • Executives • Local communities • Associations / Nonprofit Organizations / Environmental Organizations
	Maximization of social value through actions in the local community	Local communities	413	<ul style="list-style-type: none"> • Employees • Executives • Local communities • Suppliers • Associations / Nonprofit Organizations / Environmental Organizations • Shareholders / investors

EMPLOYEES & SOCIETY (S)



Sustainable
development
aspect

ECONOMY & GOVERNANCE (G)

SDGs	Goal of the Group	Material topic	GRI	Stakeholders whose interests are affected directly or indirectly
  	Creation of economic value for all the stakeholders	Economic performance	201	<ul style="list-style-type: none"> • Employees • Executives • Local communities • State, Public and local authorities • Shareholders / investors • Banks
	Implementation of the Corporate Governance commitments promoting transparency	Corporate governance and corporate ethics	404	<ul style="list-style-type: none"> • Clients • Authorized partners - Distributors • Executives • Local communities • Associations / Nonprofit Organizations / Environmental Organizations • State, Public and local authorities • Suppliers • Shareholders / investors • Banks
	Prevention of corruption	Anti-corruption	2-23	<ul style="list-style-type: none"> • Clients • Authorized partners - Distributors • Executives • Local communities • State, Public and local authorities • Suppliers • Shareholders / investors
  	Assessment of suppliers with sustainability criteria	Procurement practices and supplier assessment	308, 414	<ul style="list-style-type: none"> • Clients • Authorized partners - Distributors • Executives • Suppliers

SUSTAINABLE DEVELOPMENT GOALS



9.3 Table of key indicators ESG

Performance index	2022	2021	% change
Direct emissions - scope 1 (tCO ₂ e)	7.899,09	7.495,02	5%
Indirect emissions - scope 2 (tCO ₂ e)	3.639,25	12.583,19	-71%
Total emissions (tCO₂e)	11.538,34	20.078,21	-43%

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

Performance index	2022	2021
Direct emissions intensity - scope 1 (tCO ₂ e/turnover mil €)	34,16	40,02
Indirect emissions intensity - scope 2 (tCO ₂ e/ turnover mil €)	15,74	67,19

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

Performance index	2022	2021
Direct emissions intensity - scope 1 (tCO ₂ e/t extruded product)	0,188	0,142
Indirect emissions intensity - scope 2 (tCO ₂ e/t extruded product)	0,087	0,271

Note: The data refers to the metallurgy sector

Performance index	2022	2021	% change
Raw materials	48.982,50	52.698,62	-7%
Other materials (not incorporated in the final product)	557,07	676,05	-18%
Packaging materials	289,68	341,04	-15%
Total weight of materials used (TN)	49.829,25	53.715,71	-7%
Recycled raw materials (TN)	21.139,05	18.408,69	15%
Percentage of recycled raw materials (%)	42%	34%	24%

Note: The data refers to the metallurgy sector

Performance index	2022	2021	% change
Consumption of non renewable fuel (natural gas)	39.105	41.639	-6%
Electricity purchased for consumption	19.351	22.351	-13%
Electricity from renewable sources produced	11.004	10.912	1%
Electricity from renewable sources sold	11.004	10.912	1%
Total energy consumption (MWh)	58.456	63.990	-9%
Percentage of the electricity consumed in total consumption (%)	33%	35%	-5%
Percentage of energy from renewable sources in total energy consumption (%)	19%	17%	10%
Percentage of energy from renewable sources in consumption of electricity (%)	57%	49%	16%
Non renewable electricity	0	0	0%
Renewable electricity from photovoltaic systems	11.004	10.912	1%
Total energy production (MWh)	11.004	10.912	1%
Percentage of energy produced from renewable sources (%)	100%	100%	0%
Energy intensity (MWh/turnover mil €)	253	342	

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

Performance index	2022	2021	% change
Non-hazardous waste generated	8.811,34	9.378,20	-6%
Hazardous waste generated	747,74	777,23	-4%
Total weight of waste generated (TN)	9.559,08	10.155,43	-6%

Note: The data refers to the metallurgy sector

Waste management method	2022	2021	% change
Recycling or energy recovery	8.763,29	9.378,00	-7%
Landfilling	48,04	0,00	100%
Non-hazardous waste management (TN)	8.811,34	9.378,00	-6%
Recycling	747,74	777,23	-4%
Landfilling	0,00	0,00	0%
Hazardous waste management (TN)	747,74	777,23	-4%

Note: The data refers to the metallurgy sector

	2022	2021	% change
CEO remuneration ratio	5,04	5,49	-8,19%

Performance index	2022	2021	% change
Total water withdrawal (m ³)	141.717,00	169.039,00	-16%
Total water withdrawal from areas with water stress (m ³)	0,00	0,00	0%
Total third-party water withdrawal (m ³)	5.109,00	3.293,00	55%
Freshwater withdrawal (m ³) (from all areas)	146.826,00	172.332,00	-15%

Note: The data refers to the metallurgy sector

Performance index	2022	2021	% change
Total effluents discharge (m ³)	102.740,00	118.117,00	-13%
Total effluents discharge in areas with water stress (m ³)	0,00	0,00	0%
Total effluents discharge that contains pollutant substances (m ³)	0,00	0,00	0%

Note: The data refers to the metallurgy sector

DETAILS OF SALARIED EMPLOYEES	2022					2021				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	436	86%	70	14%	506	481	87%	73	13%	554
Branch of textile	53	76%	17	24%	70	65	75%	22	25%	87
Total of salaried employees	489	85%	87	15%	576	546	85%	95	15%	641

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



DETAILS OF FREELANCE EMPLOYEES	2022					2021				
	Male	%	Female	%	Total	Male	%	Female	%	Total
Branch of metallurgy	4	100%	0	0%	4	4	100%	0	0%	4
Branch of textile	3	100%	0	0%	3	3	100%	0	0%	3
Total of freelance employees	7	100%	0	0%	7	7	100%	0	0%	7

Note: freelancers include IPA-paid lawyers, salespeople, security technicians and occupational doctors

AGE DISTRIBUTION	2022				2021			
	< 30 years	30-50 years	> 50 years	Total	< 30 years	30-50 years	> 50 years	Total
Number of employees	89	293	194	576	102	337	202	641
% Total	15,45%	50,87%	33,68%	100%	15,91%	52,57%	31,51%	100%

DISTRIBUTION BY CATEGORY	2022					2021				
	Male	%	Female	%	Total	Male	%	Female	%	Total
10% of employees with the highest total earnings	14	82%	3	18%	17	15	83%	3	17%	18
Production Operations	316	89%	41	11%	357	367	88%	52	12%	419
Administrative Functions	159	79%	43	21%	202	164	80%	40	20%	204

SALARY DIFFERENCE BETWEEN GENDERS	2022			2021		
	Average male pay (α)	Average female pay (β)	Pay Gap [(α)-(β)] / (α)	Average male pay (α)	Average female pay (β)	Pay Gap [(α)-(β)] / (α)
Production Operations	14.117	14.364	-2%	12.822	12.856	0%
Administrative Functions	21.773	16.826	23%	21.823	16.531	24%
Total	16.680	15.624	6%	15.602	14.454	7%



Selected Group income statement features

AMOUNTS IN €	2022	2021
Turnover	231.224.111	187.290.785
Cost of Goods Sold	-189.596.203	-155.813.654
Gross profit	41.627.908	31.477.132
Operating expenses	-26.784.735	-22.942.131
Operating Profits	14.843.174	8.535.001
Financial cost (net)	-4.008.004	-3.516.931
Profit before tax	10.835.169	5.018.069
Income tax	-1.704.453	-755.423
Earnings after tax	9.130.717	4.262.646
EBITDA margin	9,46%	7,92%

Geographical Sectors AMOUNTS IN €	31/12/2022		31/12/2021	
Greece	95.545.528	41%	89.064.407	48%
EU	116.718.163	50%	79.728.035	43%
Other countries	18.960.421	8%	18.498.343	10%
Total	231.224.112	100%	187.290.785	100%

Salaries & other employee benefits

AMOUNTS IN €	2022	2021
Cost of Goods Sold	5.543.233	5.322.487
Administrative expenses	1.893.604	1.730.891
Research & development expenses	260.751	250.498
Marketing expenses	5.993.491	5.684.047
Total	13.691.079	12.987.924

Selected Balance Sheet features

AMOUNTS IN €	2022	2021
Owned property, plant and equipment	70.779.546	63.788.598
Inventories	48.458.638	42.563.629
Trade receivables	48.381.740	43.386.445
Cash and cash equivalents	3.678.309	4.859.086
Total assets	190.236.101	176.671.193
Bank Liabilities	94.778.517	91.281.815
Trade payables	35.240.501	37.357.342
Total liabilities	144.967.911	142.542.089
Total equity	45.268.190	34.129.105



Business Sector	31/12/2022				31/12/2021				
	Amounts in €	Metallurgy	Textile	Other	Total	Metallurgy	Textile	Other	Total
Turnover		221.330.845	7.557.535	2.335.731	231.224.111	177.344.397	8.173.133	1.773.254	187.290.784
Profits (Loss) after taxes		8.880.575	-424.504	674.647	9.130.718	3.106.069	650.216	506.362	4.262.647
Total assets		148.061.519	30.436.562	11.738.020	190.236.101	133.639.651	37.047.110	5.984.433	176.671.194

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

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

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

9.4 Table of standards GRI

Statement of use

Biokarpet Group has reported in accordance with the GRI Standards for the period from **1 Jan 2022 to 31 Dec 2022**

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None apply

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	11 - 12			
	2-2 Entities included in the organization's sustainability reporting	11 - 12			A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	2-3 Reporting period, frequency and contact point	3			
	2-4 Restatements of information	3			
	2-5 External assurance	3			
	2-6 Activities, value chain and other business relationships	16 - 23			
	2-7 Employees	55 - 56			
	2-8 Workers who are not employees	55 - 56			
	2-9 Governance structure and composition	29 - 30			
	2-10 Nomination and selection of the highest governance body	33			
	2-11 Chair of the highest governance body	30			
	2-12 Role of the highest governance body in overseeing the management of impacts	31			
	2-13 Delegation of responsibility for managing impacts	31			
	2-14 Role of the highest governance body in sustainability reporting	31			
	2-15 Conflicts of interest	33			
	2-16 Communication of critical concerns	36			
	2-17 Collective knowledge of the highest governance body	33			
	2-18 Evaluation of the performance of the highest governance body	33			
	2-19 Remuneration policies	34			
	2-20 Process to determine remuneration	34			
	2-21 Annual total compensation ratio	57			
	2-22 Statement on sustainable development strategy	5			
	2-23 Policy commitments	31			



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	31			
	2-25 Processes to remediate negative impacts	31			
	2-26 Mechanisms for seeking advice and raising concerns	35			
	2-27 Compliance with laws and regulations	31 - 35			
	2-28 Membership associations	15			
	2-29 Approach to stakeholder engagement	37 - 39			
	2-30 Collective bargaining agreements	55			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	41 - 43			A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	41 - 43			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	24 - 27			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	24 - 27			
	201-4 Financial assistance received from government	25			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	24 - 27			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	34			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	34			
	205-2 Communication and training about anti-corruption policies and procedures	34			
	205-3 Confirmed incidents of corruption and actions taken	34			
Use of sustainable materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	49			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	49			
	301-2 Recycled input materials used	49			
Energy consumption					
GRI 3: Material Topics 2021	3-3 Management of material topics	50 - 51			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	50 - 51			
	302-3 Energy intensity	50 - 51			

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

Period from **1 Jan 2022 to 31 Dec 2022**

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

Period from **1 Jan 2022 to 31 Dec 2022**

9.5 ESG information disclosure table of the CSE ESG disclosure guide

ESG CLASSIFICATION	ID	METRIC TITLE	MATERIAL TOPIC	REFERENCES pp in Sustainable Development Report 2022
ENVIRONMENT	C-E1	Direct emissions (Scope 1)	GHG Emissions	49
	C-E2	Indirect emissions (Scope 2)	GHG Emissions	49
	C-E3	Energy consumption and production	Energy consumption	50 - 51
	A-E3	Waste management	Waste management	52
	A-E4	Effluent discharge	Water consumption	53
SOCIETY	C-S1	Stakeholder engagement	Corporate governance and corporate ethics	37 - 39
	C-S2	Female Employees	Diversity and equal opportunity	55 - 56
	C-S3	Female employees in management positions	Diversity and equal opportunity	55 - 56
	C-S6	Human rights policy	Corporate governance and corporate ethics	34
	C-S7	Collective bargaining agreements	Diversity and equal opportunity	55
	C-S8	Supplier assessment	Procurement practices and supplier assessment	45 - 51
	A-S1	Sustainable Economic Activity	Economic performance	26 - 27
	A-S3	Gender pay gap	Diversity and equal opportunity	56
	A-S4	CEO pay ratio	Corporate governance and corporate ethics	57
GOVERNANCE	C-G1	Board composition	Corporate governance and corporate ethics	30
	C-G2	Sustainability oversight	Corporate governance and corporate ethics	31
	C-G3	Material Topics	Corporate governance and corporate ethics	41 - 43
	C-G4	Sustainability Policy	Corporate governance and corporate ethics	31
	C-G5	Business ethics policy	Corporate governance and corporate ethics	34
	C-G6	Data security policy	Corporate governance and corporate ethics	35
	A-G2	Business Ethics violation	Corporate governance and corporate ethics	34
	A-G3	ESG Targets	Corporate governance and corporate ethics	65



