

SUSTAINABILITY REPORT

2021



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Message from Sarantis Group CEO



GRI 102-14, ATHEX C-G2

“We focus on maintaining profitable growth and creating value in a sustainable way while also remaining true to our purpose”

Kyriakos Sarantis
CEO of Sarantis Group

Throughout our history, we have witnessed many challenges and overcome times of uncertainty. The strength of our business model and our people's resilience have helped us to always adapt and grow while remaining true to our purpose: to uplift the mood of consumers, with beautiful simplicity that makes everyday life better, by being always nearby, working closely with our stakeholders to create value sustainably.

The past year was undoubtedly a year of unparalleled challenges, as the pandemic left its marks in the business world testing our resilience. The high cost of raw materials and the difficulties in the supply chain were only some of the issues we had to endure and overcome. The economy and communities unfortunately continue to struggle with the pandemic's long-lasting impacts. Our drive to tackle environmental and social challenges has therefore never been more crucial.

2021 was a benchmark year, as it marked the renewal of the Group's BoD composition, which indicated the Group's commitment to follow best practices in matters of Corporate Governance and Business Ethics and to intensify its efforts towards Sustainable Development, addressing its four main pillars of progress: sustainable production and consumption, responsible governance, empowered employees and thriving communities.

Moreover, our people's dedication and motivation helped the Group to emerge stronger from the pandemic and position ourselves for continued growth in the future. We made important decisions about renewing our brand portfolio and tailoring our investments towards a greener future. Through all of the challenges and initiatives of 2021, our environmental, social and governance priorities continued to be embedded in our business and everyday work-life.

Responsible governance

Sarantis Group exhibits a healthy financial position, supported by the improving profitability of the business and balanced capital expenditure. Despite the adverse circumstances emerged during the post-pandemic era, the Group, committed to its strategy, invests the cash generated by the business towards initiatives

to accelerate growth, either organically or through acquisitions, and to return value to its shareholders. This year, we mobilized the investments behind the construction of Polipak's new production facility in Poland that are expected to be finalized by the end of H1 2022. Polipak's new garbage bags production plant will lead to a more automated production process, which, combined with a new R&D and new high-performance machinery equipment, will result in higher production capacity, increased efficiency and products improved in terms of ecological profile, durability and functionality. As part of its strategy to further grow sales and profits organically, emphasis is given in optimizing the Group's product portfolio, leveraging the strong brand equity within its strategic product categories. Targeted investments and innovation plans will be allocated behind strategic product development initiatives to drive further growth across our territory. Moreover, investments relating to infrastructure, systems, processes, and models have been enabled to increase further the Group's efficiency and effectiveness. Throughout 2021, the Group also remained active behind its agenda for acquisitive growth. After conducting a thorough due diligence process, the Group managed to enter into an agreement for the acquisition of STELLA PACK S.A., a Polish consumer household products company. 2021 was also the year that Sarantis Group applied the Hellenic Corporate Governance Code of the Hellenic Corporate Governance Council (HCGC) and completed a multidisciplinary procedure in order to align with the principles of corporate governance as stipulated by the new law 4706/20.

Thriving communities

Our contribution towards thriving communities was significant this year, we have allocated within 2021 more than 700k euros across seven countries Greece, Poland, Bulgaria, Czech Republic, Ukraine, Romania and Philippines, through product donations and financial contribution to more than 28 NGOs, 6 hospitals/nursing homes, 10 kindergartens and 4 orphanages further enhancing our social footprint. Moreover, we have mobilized product donations to provide emergency aid to those in need during the wildfires in Greece and in South Moravia (East-South region of Czech Republic) to those affected by tornado during June.

Sustainable production and consumption

Sustainable production and consumption is at the heart of the Group's sustainability strategy and significantly affect its production facilities and its product approach. Thus, special emphasis is placed on actions aimed at minimizing packaging and adopting circular economy waste practices, safeguarding sustainable and circular sourcing of raw and packaging materials, improving energy efficiency, using renewable energy sources and reducing GHG emissions, while ensuring innovation, product quality and consumer safety. The highest quality standards and GMPs practices are followed by our production plants.

Moreover our recent investments in automated production processes and production technologies at Oinofyta, Polipak and Ergopack plants will allow us to increase our energy efficiency and the use of sustainable materials, while we also try to increase the percentage of recycled and recyclable packaging materials and we further strengthen the philosophy of circular economy in production by reducing waste generation in our factories. Moreover, the forthcoming acquisition, STELLA PACK, is expected to further contribute to circular economy waste practices and sustainable sourcing.

Our investments and approach are getting widely recognized. Sarantis Group was awarded, for its environmentally responsible practices, with the German Blue Angel ecolabel. Particularly, the Group's garbage bags production plant in Poland, Polipak, was distinguished for the high level of recycled plastic used in its products. Specifically, the Blue Angel ecolabel confirms Polipak's capability to produce garbage bags that include at least 80% of recycled plastic, through production methods that limit the environmental pollutants. Moreover, we sustain an energy management system ISO 50001 at Oinofyta production plant and we continuously empower initiatives to reduce electricity consumption throughout the Group, while we have completely shifted from diesel to natural gas, in order to reduce our energy footprint. Additionally, we are in the process of installing photovoltaic systems in our production unit at Oinofyta in order to fully cover our energy needs. At the same time, we also focus on expanding the environmental management system ISO 14001 at a Group level.

Empowered employees

Empowered employees and consistent investment for the development, safety, and wellbeing of our employees are part of our philosophy. Initiatives, such as partnering with LinkedIn learning platform, upgrading our Performance Management process and implementing healthcare programs, empower our employees' development and well-being.

Drawing on our strategic plan, solid business foundations, persistent efforts of our people and our commitment to our values, we remain on a robust growth path and we are positive that we will achieve the goals we have set for the future, maintaining the optimum balance between our economic performance and responsible environmental and social practices.

Sustainability is deeply anchored in our business model and alive in our purpose. In this context, our sustainable transformation continues as our evolution never stops while we are seeking the next challenge.

On behalf of everyone at Sarantis Group, I would like to thank you for your interest in our 2021 Sustainability Report.

Kyriakos Sarantis
CEO of Sarantis Group

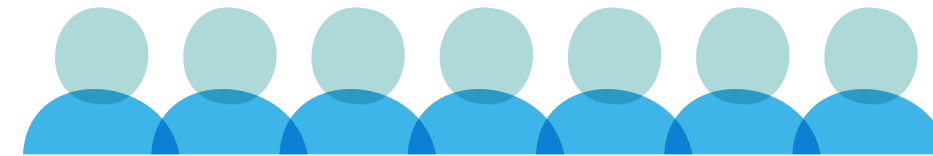
Sarantis Group at a glance



Strong international presence

We operate in **12** countries through subsidiaries

and have presence in **50+** countries through exports worldwide

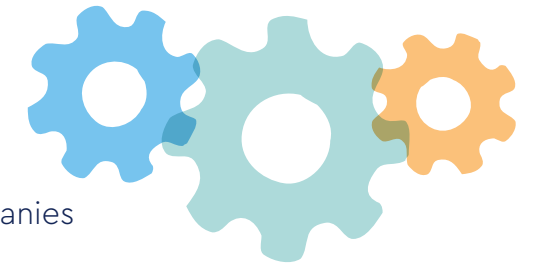


2,400 employees

25+

Strategic partnerships

We collaborate with leading international consumer companies that aim to grow their business in our region.



110,000

Point of sales

Strong distribution network across our region and commercial excellence in the PoS reinforce our consumers engagement

50+

years of presence

A history full of successes that shapes the way we do business today.

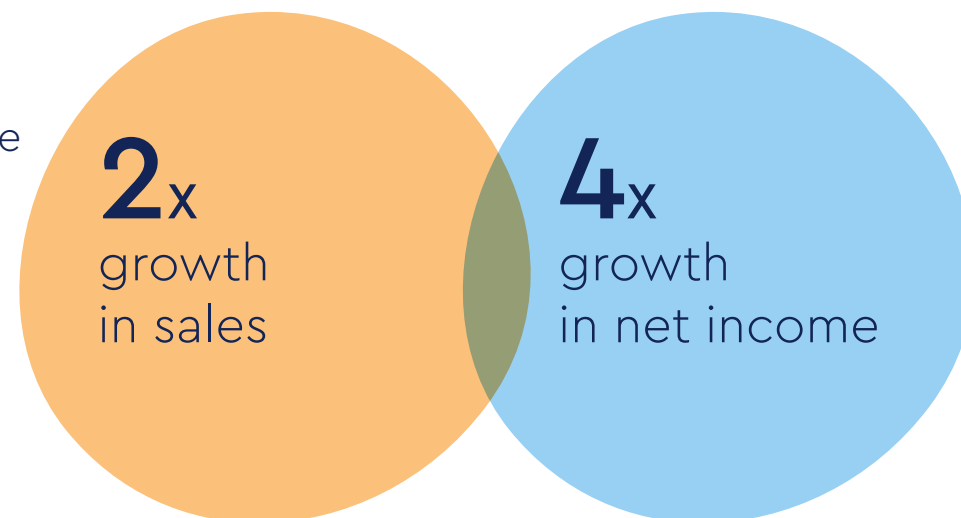
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Production facilities

operating under the strictest quality and safety criteria

Financial Performance

Over the last decade we have achieved



100+ brands of high quality and recognition in our portfolio



2021 ESG Highlights

E

49%

of our input materials used in our Polipak production site are recycled



77%

of our waste production is diverted from disposal

-9%

reduction of our energy intensity ratio to 0.39GJ per thousand Euros of net sales.

-10%

Reduction of our GHG emissions (Scope 1 & 2 – location based) intensity to 0.04 tCO_{2e} per thousand Euros of net sales

S

55%

of our employees are women

95%

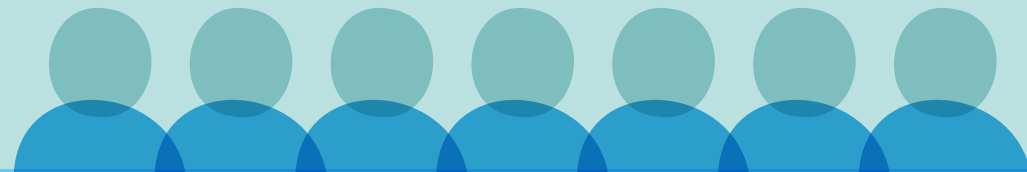
of our employees were employed full time

95%

of our employees had permanent contracts

0.49

rate of recordable work-related injuries



G

72%

of our procurement budget is allocated to local suppliers



0

incidents of non-compliance with regulations concerning the health and safety impacts of our products, product marketing communications, information, labeling and corruption.

0

incidents of corruption or Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area

93%

generated economic value distributed

About Sarantis Group

“Throughout our history as multinational consumer products company we seek to maintain the optimum balance between our economic performance and responsible environmental and social practices”

*Kyriakos Sarantis
CEO of Sarantis Group*

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Vision, mission and values

GRI 102-16, ATHEX C-S6, C-G5



Our vision

Our vision is to become the fastest growing Home care, Personal Care and Beauty business in our territory, reaching and impacting more consumers with everyday aspirational product propositions through our sustainable business practices and ethics.

Driven by innovation and quality excellence, the Group has been able to develop in this scale due to its given emphasis on know-how, specialization and high quality, without compromise.

Our continuous research aims to improve and create new products that ensure our high quality, as product development plays a crucial part of our business model.

Our mission

We are a long-standing reputable company built on excellence, trust, modesty and ownership, committed to bringing sustainable growth and achieving a positive impact on people's everyday lives.

We consist of a team of passionate and dedicated people for whom we are proud of, who are committed to maximizing the company's heritage. We are always close to our stakeholders, as an indispensable partner, working with them, creating value through the unique impact of our brands and our operational excellence. We embrace the local communities within which we operate and empower them through initiatives that help build a better today while caring for tomorrow.

Our mission is to uplift the mood of consumers, with beautiful simplicity that makes everyday life better by always being near, working closely with our stakeholders to create value sustainably.

Our values

Sarantis Group aims to create value for all stakeholders as sustainability constitutes an integral part of the Group's business model.

The Group seeks to maintain the optimum balance between its economic performance and its responsible environmental and social practices. In fulfilling the Group's mission, we are guided by our values. They are the foundation of our business model and, together with our solid financial performance, create the basis of our successful future development.

Our values define how we do business with our colleagues, business partners, customers, consumers, employees, suppliers, local communities, business associations, banks and financial institutions, state bodies, and shareholders and investors, while giving purpose to our daily work life.

" We are a Team with ETHOS "

Ethos comes from the Greek word "ἦθος" and shows a set of beliefs and ideas about the social behavior and relationships of a person or a group. ETHOS constantly inspires our moral culture. It's the path we have chosen to follow faithfully all these years.

Excellence

We strive for continuous improvement.

We are eager to deliver top quality solutions to all our stakeholders and create value for them. Our results-driven performance – oriented culture empowers people to reach their full potential and achieve continuous growth.

Trust

We are reliable partners

We build relationships that are in the interests of all involved. We always act and communicate with integrity and transparency. We follow through on our promises and we deliver on them.

Humbleness

We dare to review our actions against the language of pride.

We are willing to learn from each other and from failures as well as successes. We are confident and proud of our heritage, but we never assume that we are at the top of the game.

Ownership

We have owner's mentality.

We think, decide and act like each of us owns the business. We understand that everything happens with a collective effort and we thus treat each other with respect and empathy. We lead with drive, passion and commitment to achieve success.

Sustainability

We care about tomorrow!

We conduct our business in a socially and environmentally responsible and ethical manner providing long lasting value to our stakeholders. We respect diversity, human rights and the communities in which we operate.

The Group's values are incorporated in the [Code of Conduct](#), which contains our policies towards human rights, the environment, consumer health and safety, social engagement of the Group, operational practices (anti-corruption and fair competition) and corporate governance.

Our history

Boasting a strong heritage of more than 50 years, our history is full of successes, shaping the way we do business today.

Starting as a Greek local company we transformed into a Greek multinational consumer products company, through product development initiatives, value-adding acquisitions and new strategic partnerships, continuously building a strong footprint in the Eastern European region.

Throughout our history and guided by our mission, we follow and invest in a clear strategy that creates sustainable profitable growth and value for all our stakeholders. Over the last decade we doubled our financial size, maintaining our financial strength and our ability to self-finance our strategic plan.

Our strategic priorities are focused towards further growing our Home Care, Personal Care and Beauty business in our territory, while making a positive impact on people's everyday lives through our sustainable business practices and ethics.



Our Current History



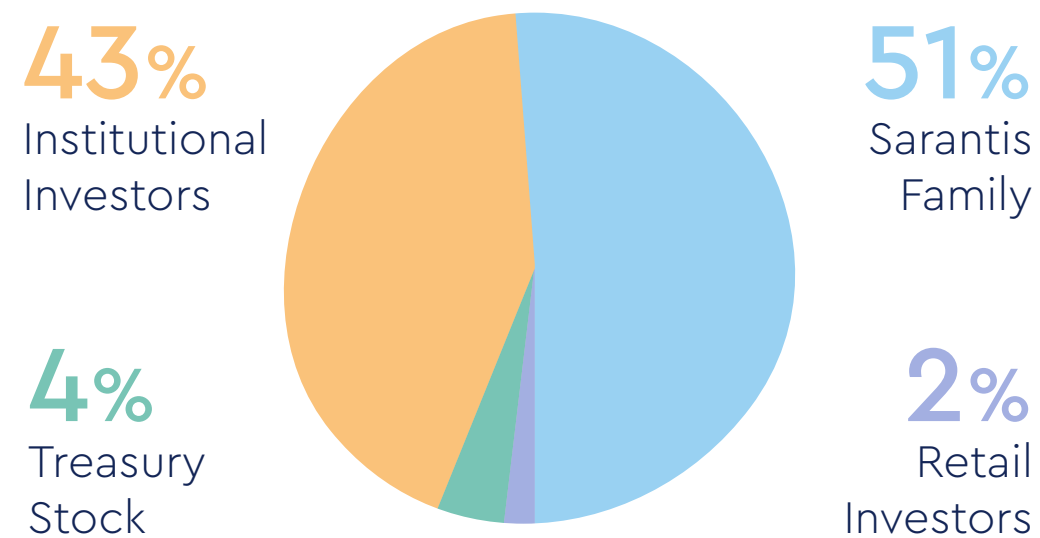
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Business model and activities

Group profile

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7 (ii, v), GRI 102-45

Gr. Sarantis SA (the Company) has the legal form of a société anonyme and is the parent company of the Gr. Sarantis SA Group (the Group). The Company's domicile is located at 26 Amarousiou – Chalandriou Street, Marousi Greece, The Company's central offices are also located at the same address.



Sarantis Group operates in Europe, via 12 subsidiaries in Poland, Romania, Bulgaria, Serbia, Czech Republic, Slovakia, North Macedonia, Hungary, Bosnia & Herzegovina, Portugal, Ukraine and Russia¹, while at the same time, the Group maintains a powerful distribution network in more than 50 countries in Europe, Asia, Africa and Oceania via direct exports. Foreign countries activity constitutes 66% of the total Group turnover, while the further strengthening of the Group's presence abroad is a significant strategic pillar of growth.

The Group currently holds over 100 brands of personal care, home care, health care and luxury cosmetics, both own and distributed brands that customers honor with their trust across the Group's geographical presence. Furthermore, for over 50 years the Group has been fostering strategic partnerships with market leading consumer product companies that seek to expand their market reach in central-eastern and southeastern Europe. The Group is deemed as an ideal strategic partner thanks to its deep market trends knowledge and its extensive distribution network.

Our international distribution partners include:

- Within luxury cosmetics (i.e. Coty, La prairie, Puig Group, Cartier Parfums, Chopard, Laliqie etc.)
- Within Health Care products (i.e. GR Lane Health Products, HRA Pharma, Union Swiss, Pkdare)
- Within Personal Care (i.e. Coty, Puig Group, Sodalis Group, Johnson & Johnson, Church & Dwight, PZ Cussons, etc.)
- Within Home Care (i.e. PZ Cussons, Henkel)

¹As of 31/12/2021. The operation of our subsidiary in Russia was suspended within 2022 following Russia's invasion in Ukraine.

The Group's companies, which are included in the consolidated financial statements, are the following:

Group Structure

Company	Domicile	Direct Participation Percentage	Indirect Participation Percentage	Total
Full Consolidation Method				
GR. SARANTIS S.A.	GREECE	PARENT		
SARANTIS BULGARIA LTD	BULGARIA	100.00%	0.00%	100.00%
SARANTIS ROMANIA S.A.	ROMANIA	100.00%	0.00%	100.00%
SARANTIS BELGRADE D.O.O	SERBIA	100.00%	0.00%	100.00%
SARANTIS BANJA LUKA D.O.O	BOSNIA	0.00%	100.00%	100.00%
SARANTIS SKOPJE D.O.O	NORTH MACEDONIA	0.00%	100.00%	100.00%
SARANTIS POLSKA S.A	POLAND	100.00%	0.00%	100.00%
POLIPAK SP.Z.O.O.	POLAND	0.00%	80.00%	80.00%
SARANTIS CZECH REPUBLIC sro	CZECH REPUBLIC	100.00%	0.00%	100.00%
SARANTIS HUNGARY Kft.	HUNGARY	100.00%	0.00%	100.00%
ZETA FIN LTD	CYPRUS	100.00%	0.00%	100.00%
ZETA COSMETICS LTD	CYPRUS	0.00%	100.00%	100.00%
WALDECK LTD	CYPRUS	0.00%	100.00%	100.00%
ELODE FRANCE S.A.R.L	FRANCE	100.00%	0.00%	100.00%
SARANTIS FRANCE S.A.R.L	FRANCE	100.00%	0.00%	100.00%
SARANTIS PORTUGAL Lda	PORTUGAL	100.00%	0.00%	100.00%
ASTRID TM A.S.	CZECH REPUBLIC	100.00%	0.00%	100.00%
SARANTIS SLOVAKIA S.R.O	SLOVAKIA	0.00%	100.00%	100.00%
IVYBRIDGE VENTURES LTD	CYPRUS	100.00%	0.00%	100.00%
ERGOPACK LLC	UKRAINE	0.00%	100.00%	100.00%
HOZTORG LLC ²	RUSSIA	0.00%	100.00%	100.00%
Equity Consolidation Method				
ELCA COSMETICS LTD	CYPRUS	0.00%	49.00%	49.00%
ESTEE LAUDER HELLAS S.A.	GREECE	0.00%	49.00%	49.00%
ESTEE LAUDER BULGARIA EOOD	BULGARIA	0.00%	49.00%	49.00%
ESTEE LAUDER ROMANIA S.A.	ROMANIA	0.00%	49.00%	49.00%

²As of 31/12/2021. The operation of our subsidiary in Russia was suspended within 2022 following Russia's invasion in Ukraine.

Business units

GRI 102-2

Our strength lies in our brands with more than 100 brands of high quality and recognition within the business units of Personal Care products, Luxury Cosmetics, Home Care and Health Care. Boasting a strong brand portfolio of own brands and distributed brands through our strategic partnerships, we offer to our consumers brands they love and trust in their everyday lives.

Personal Care

Through our Personal Care business unit we offer cosmetics and toiletries such as Skin Care, Sun Care, Body Wash, Hand Wash, Fragrances, Deodorants, Haircare and Grooming products, that consumers love and trust in their everyday life.

Home Care

We develop, produce and distribute a wide range of well recognized brands in the categories of food packaging, garbage bags, cleaning tools, dishwashing, insect control and bathroom cleaners.

• Additionally, through our Professional Products business unit we offer a wide range of food packaging products, waste management, cleaning tools and detergents, addressing the needs of every professional.

The business units of Personal Care and Home Care are the basic growth pillars of the Group, representing approximately

90%

of the total sales, while the majority of these categories consists of own brands that are produced in the Group's main production facilities in Greece, Poland and Ukraine.

Indicatively, well-known brand names such as STR8, BU, C-THRU, NOXZEMA, CARROTEN, BIOTEN, ELMIPLANT, KOLASTYNA, ORZENE, ASTRID, INDULONA, LUKSJA, SANITAS, FINO, JAN NIEZBEDNY, AVA, TEZA, PYROX, CAMEL, and AFROSO are produced by the company itself.

Additionally, the Group maintains a large portfolio of consumer products from leading international companies through exclusive representation agreements, such as WELLA, JOHNSON & JOHNSON, ANTONIO BANDERAS, PEARL DROPS, VIDAL, DENIM and WASH & GO to name a few.

Health Care

We represent and distribute leading brands within the sector of Health & Care products, like vitamins and food supplements (e.g. LANES, BIO-OIL, PiC etc.).

Luxury Cosmetics

We retain a dynamic presence in the market of luxury cosmetics through our exclusive representation agreements with international consumer companies, such as LA PRAIRIE, COTY, PUIG, distributing a wide range of internationally famous fragrances, treatment and makeup products, such as LA PRAIRIE, LANCASTER, CHOPARD, NINA RICCI, TRUSSARDI, SALVATORE FERRAGAMO, CARTIER, JEAN PAUL GAULTIER, GUCCI, BOSS, BURBERRY, CALVIN CLEIN, etc.



Business model

Headquartered in Athens and boasting a history of over 50 years, Sarantis Group, is a multinational consumer products company, having dominant presence in Eastern Europe through own subsidiaries and strong export activity worldwide. Throughout our history, we have been offering high quality consumer products that people trust in their everyday lives, always taking into consideration consumers' needs and our socio-environmental impact. From Personal Care to Health Care, as well as everyday Home Care Products and Luxury Cosmetics, we offer a wide range of products with high brand awareness.

Sarantis Group is a long-standing reputable company built on excellence, trust, humbleness and ownership resilience, entrepreneurship, agility and trust, committed to bringing sustainable growth and achieving a positive impact on people's everyday lives.

Moral culture of Sarantis Group



The Group consists of a team of passionate and dedicated people we are proud of, who are committed to maximize company's heritage.

The Group is always nearby to its stakeholders, as an indispensable partner, working with them, creating value through the unique impact of our brands and our operational excellence. Embracing local communities where the Group operates in and empowering them through initiatives that help build a better today while caring for tomorrow.

The Group's purpose is to uplift the mood of consumers, with beautiful simplicity that makes everyday life better, by being always nearby, working closely with our stakeholders to create value sustainably.

The Group follows and invests on a clear strategy that is shaped throughout its successful history and creates sustainable profitable growth and value for all stakeholders, (Shareholders, Banks & Financial Institutions, Customers, Consumers, Employees, Suppliers and Partners, Business Community, Society – Communities, State Authorities, Regulatory Authorities), within a highly competitive and dynamic international business environment.

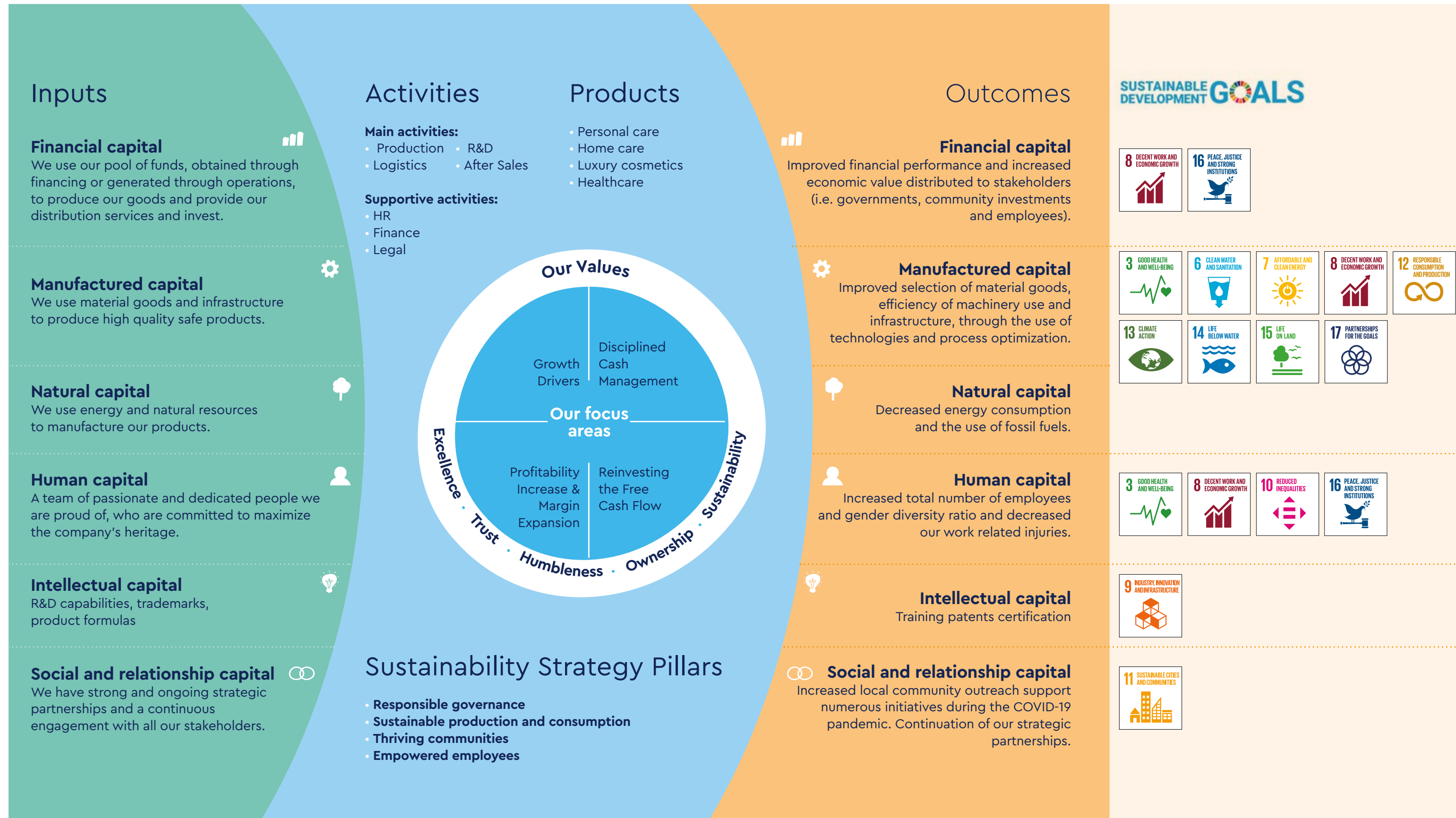
Strategic priorities

The Group's strategic priorities are focused on further growing our Home Care, Personal Care and Beauty business in Central and Eastern Europe (CEE) as well as in the Commonwealth of Independent States (CIS) territory, reaching and impacting more consumers with everyday aspirational product propositions through our sustainable business practices and ethics.

The business model that supports and ensures the implementation of the Group's strategic objectives is as follows:

- Focus on maintaining dynamic sales growth both on an organic basis and through acquisitions, combined with new strategic international brand distribution agreements, as well as the geographical expansion of the Group.
- Focus on cost optimization, economies of scale and the exploitation of synergies.
- Efficient liquidity management. Reinvestment of net cash flows to further enhance the operation and financing of development projects.

Our Business Model Infographic



Supply Chain & Operations

GRI 102-9, GRI 102-10

End-to-end supply chain planning and execution is managed via Sales & Operations Planning process established in all subsidiaries.

Monthly production planning takes place after the Company's sales plan has been defined (through forecast). We use industry-leading ERP tools in order to calculate our needs for replenishment in materials and renew service provider's contracts by considering all necessary elements such as inventory, orders, vendors & customers' specific characteristics and data. Sarantis sources materials either from the company's own production sites or 3rd party suppliers who meet the Company's strict technical and quality standards. Moreover, the Group has implemented a vendor management process, in order to assess its suppliers through quality and social criteria, further ensuring quality to the final product produced. Orders to our 3rd party suppliers are fully monitored through our ERP system.

Regarding the replenishment needs that are scheduled to be met by the Company's own production sites, another process takes place in order to calculate the procurement, in terms of quantity and timing, of raw & packaging materials that will be used in production. The supply sources of these raw & packaging materials are again approved by 3rd party suppliers that meet our strict technical and quality criteria and pass our Vendor Management process.

Various parameters are taken into consideration when the Company's production is designed, including: production line capacity, raw materials availability, human resources and of course the specific production practices of each product. All the production processes and operations are first approved internally as a "good manufacturing practice".

As soon as each product exits its respective production line, either in a 3rd party supplier's premises or in Sarantis Group production sites, they are delivered to distribution centers that are operated by the Company's own means and personnel or by using 3rd party logistics services providers that have been previously selected based on our Company's standards.

The warehouse management procedures that manage our distribution network, are applied in raw & packaging materials storage. Depending on the material at hand and its characteristics, it is necessary to apply special storage conditions.

We collaborate with multiple established and recognized companies for the supply of the materials required for our products. In 2021, we did not have any major changes regarding our suppliers, most of which are from within the EU.

The Group's supply chain network includes company owned production and distribution sites as well as 3rd party suppliers of finished and semi-finished goods as well as logistics services providers.

Personal care production line supplied materials

- Skin conditioning Emollients
- Detergents/Cleansing/Foam Boosting Agents
- Vitamins
- Preservatives
- Active ingredients (Antiaging/Antiwrinkle)
- Colorants/Pigments
- Plant Extracts/Vegetable Oils
- Perfumes
- Thickeners/Suspending Agents
- Emulsifiers/Emulsion Stabilizers
- UV Filters
- Absorbents-Texture Modifiers
- Exfoliants
- PH Adjusters

Home care products production line supplied materials

- Aluminium foil in jumbo rolls to be converted into household consumer rolls (rewinding process) and aluminum trays/food containers (presses),
- PVC& LDPE Cling film as well as Baking & Wrapping paper in jumbo rolls to be also converted into consumer rolls (HH Production Sites in Greece and Poland)
- Several types of Polyethylene granules (HDPE, LDPE, LLDPE, MDPE, recycled PE) for the production of Plastic Bags (Polipak) and films for the production of recycled PE granules (Ergopack)
- Chemical substances (i.e TDI & POLYOL) for the sponge foam production process (Ergopack)
- Cellulose & Viscose Wipes in Jumbo Rolls to convert them into final retail pack (Ergopack)

Production plants



Inofyta plant Inofyta, Viotia, Greece

Constructed in 1999
in a total site of 46.000 sq.meters

Products

Cosmetics

Creams, emulsions, gels, oils, shampoos, foam baths, lotions with low alcohol content, sunscreens (creams, emulsions, oils), alcohol containing products (eau de colognes, after shaves, lotions), roll on deodorants, depilatory creams, scrubs, face masks, hair creams (masks, conditioners), lotion aqueous, liquid soaps.

Disinfectants for human hygiene

Solutions containing alcohol, gels containing alcohol, liquid soaps with disinfectant agent

Household

Alu foil, cling film, Alu trays, plastic foodbags

Sarantis Polska plant Pruszkow, Warsaw, Poland

Production plant (including a
warehouse) of 16.870 sq. meters.
Production area uses 1.600
sq.meters

Products

Aluminium foil, Cling Film, Roast in it, Plastic Foodbags, Aluminium trays, Bake paper, Ice cube bags

Polipak plant Sroda Wielkopolska, Poznan, Poland

Production plant (incl. 2.000 sq.
meters of a new high storage
warehouse plus 600 sq.meters
for other storage places) of
12.000 sq. meters.

Products

Polyethylene foil bags: Garbage Bags, Food bags, industrial-use bags.

Ukrainian plant Kaniv, Ukraine

Total area 16.120 sq. meters
(including 12.500 sq.meters
production area)

Products

Garbage Bags (starting from sorting of PE scrap, granula production, extrusion of film, ending garbage bags production), cleaning items production(sponges, viscose napkins, moisture absorbing napkins), Alu foil, Cling Film, Bake paper, Ice cube bags, baking sleeve)

The production plants in Greece, Poland and Ukraine serve as hubs which feed all the Group's subsidiaries, as well as the export countries where the Group operates through sub-distributors.



The Group's warehouse facilities as of today are summarized in the following table:

Country	Sarantis Management	3PL Management	Total	Comments
	square meters	square meters		
Greece	27,288	5,000	32,288	4 warehouses in total. 1 own, 1 rented warehouse and 2 of them through 3 rd PL.
Poland	16,870		16,870	Warsaw -Rented warehouse
Poland-Polipak	2,000		2,000	Own warehouse
Romania	10,000		10,000	Bucharest. Rented warehouse
Bulgaria	2,200		2,200	Sofia. Rented warehouse
Hungary	2,670		2,670	Budapest. Rented warehouse
Bosnia & Herzegovina	600		600	Banja Luka. Rented warehouse
North Macedonia	1,200		1,200	Skopje. Rented warehouse
Czech Republic		4,000	4,000	Prague. 3 rd PL
Slovakia		1,800	1,800	Bratislava. 3 rd PL
Serbia		4,500	4,500	Belgrade. 3 rd PL
Portugal		500	500	Lisboa. 3 rd PL
Ukraine	1,300	9,000	10,500	Kaniv rented warehouse -Kiev. 3 rd PL
Total	64,128	24,800	88,928	

The infrastructure of distribution centers aims to fulfil the current market's needs, being able to serve the most demanding customers while retaining high quality and safety standards. In order to support the warehouse operations and to ensure efficiency, we are using dedicated, industry-leading warehouse management software accompanied by high-end automated orders preparation systems.

Through this framework, the Group maintains full control of the inventory and can trace every product's route up until the customers and monitor its quantity and quality. The Company uses 3rd party subcontractors for its distribution network, except for North Macedonia where Sarantis has a privately owned fleet of 5 vans.

The infrastructure of distribution centers aims to fulfil the current market's needs, being able to serve the most demanding customers while retaining high quality and safety standards. In order to support the warehouse operations and to ensure efficiency, we are using dedicated, industry-leading warehouse management software accompanied by high-end automated orders preparation systems. Through this framework, the Group maintains full control of the inventory and can trace every product's route up until the customers and monitor its quantity and quality. The Company uses 3rd party subcontractors for its distribution network, except for North Macedonia where Sarantis has a privately owned fleet of 5 vans.

Strategic partnerships

For over 50 years, we have been a strategic and reliable partner for consumer product companies that want to sell their products in Central Eastern and Southeastern Europe.

The considerable knowledge of the markets where we operate, our constantly expanding brand portfolio, along with our extensive distribution network, make us the ideal strategic partner for any consumer products company that wishes to enter and expand in our territory. Always targeting at long term strategic partnerships, we now maintain the exclusive representation and distribution of more than 65 well known international brands.

1.3

Memberships and distinctions

GRI 102-12, 102-13

Sarantis Group participates in a variety of bodies and organizations in the context of strengthening and expanding the network of collaborations, exchanging technical knowledge within the sector, and promoting business responsibility.

Sarantis Group is a member of the following corporate initiatives:

- Member of the ECR Hellas which focuses on promoting voluntary cooperation between fast-moving consumer product companies (retailers and suppliers). It develops best practices and metrics, on non-competitive issues, with a view to a more efficient supply and demand chain that satisfies consumers.
- Member of Athens Chamber of Commerce and Industry.
- Member of the Hellenic Recovery Recycling Corporation which supports Greece's recycling infrastructure. The total amount of the company's financial contributions corresponds to the financing of the purchase of 5,540 blue bins or 10 recycling vehicles.
- The Group is a proud member of the Romanian Union of Cosmetics and Detergents Manufacturers & the Polish Association of Cosmetic and Detergent Industry.

Polipak, a member of Sarantis Group, participates in the following initiative:

- Member of the Waste Management and Recycling Cluster in Poland which provides a full range of waste management services for most categories of waste throughout Poland, the EU countries and internationally.



Brands' awards 2021

Greece



Award	Event
Special Practices 3.6 Programmatic Shopper Marketing Campaigns Category, Gr. Sarantis SA Bio-Oil OnLine Shopper Marketing: "Utilizing the future of Retail-Media Partnerships" campaign in collaboration with Project Agora's specialized e-retail media service GOLD AWARD	SHOPPER MARKETING AWARDS 2021
Consumer Goods Display and Promo Category, Gr. Sarantis SA SANITAS Claus activation campaign SILVER AWARD	SHOPPER MARKETING AWARDS 2021
Retail + Brand Collaborations Category, Allbright Advertising SANITAS - "A bucket, a unique bag!" project SILVER AWARD	SHOPPER MARKETING AWARDS 2021
Bioten Deodorant line Body Care category Gold Award	PRIX DE BEAUTÉ 2021
Bioten Hyaluronic Gold line Face Care category Silver Award	PRIX DE BEAUTÉ 2021
Batiste line Hair Care category Gold Award	PRIX DE BEAUTÉ 2021
Bio-Oil Top Launch, Cosmetics Bio-Oil Skincare Oil (Natural) Bronze Award	BEST IN PHARMACY AWARDS 2021
Lanes Best advertising campaign for consumers, Social Media Lanes Multivitamins Digital Campaign Silver Award	BEST IN PHARMACY AWARDS 2021
Lanes Innovative product of the year Nutritional Supplements/ Superfoods/ Vitamins Lanes Vitamins C Plus Bronze Award	BEST IN PHARMACY AWARDS 2021
Ferti Lily Innovative product of the year Medical & Diagnostic Devices Conception Cup Ferti-Lily Gold Award	BEST IN PHARMACY AWARDS 2021
Noxzema BEST Persona Care Brand	BEST IN FASHION 2021 AWARDS/Fashion Daily
Bioten BEST Deodorant Woman Brand	BEST IN FASHION 2021 AWARDS/Fashion Daily
Bioten BEST Women's Skin Care Brand (Mass)	BEST IN FASHION 2021 AWARDS/Fashion Daily
Bioten BEST Sliming Anticelluite brand (Mass)	BEST IN FASHION 2021 AWARDS/Fashion Daily
Lanes product calm life 24h 1ST Place as the best supplement in the antistress category	SUPPLEMENT AWARDS 2021
Lanes product kcaligram Slimbody 2ND place runner-up in the loss weight category	Pharmacist choice Awards 2021

Cyprus



Award	Event
Lanes was awarded for the best relaunch in the food supplement market BRONZE AWARD	Cyprus Best in Pharmacy Awards 2021

Philippines



Award	Event
STR8 Brand of the Year in the men's grooming category	Beauty Awards 2021
Bioten Most successful brand of the year 2021	Beauty Awards 2021

Poland



Award	Event
STR8 , in the category, best product consumer' choice GOLD MEDAL	TRADE PRESS "WIADOMOŚCI KOSMETYCZNE"
Arko Bestselling FMCG product	TRADE PRESS "HANDEL"
Jan Niezbędny , Aluminium Foil 20 m Bestselling FMCG product	TRADE PRESS "HANDEL"
Jan Niezbędny , Green House product line Superproduct	Magazine "Świat Kobiety"

Czech Republic



Award	Event
INDULONA ANTIBACTERIAL HAND GELS & ANTIBACTERIAL AND CARING HAND LIQUID SOAPS in the Hygiene and hand disinfection category BEST NEWCOMER	Consumer research conducted by Nielsen 2021
ASTRID SKIN AQUA BIOTIC line in the Skin care category BEST NEWCOMER	Consumer research conducted by Nielsen 2021
FINO GREEN LIFE DRAW TAPE GBs AND CLEANING ITEMS in the Household category BEST NEWCOMER	Consumer research conducted by Nielsen 2021
INDULONA hand cream ULTRA NOURISHMENT 50 ml in category The best hand/foot cream. 2nd PLACE	Beauty Awards Cosmopolitan 2021

Georgia



Award	Event
Melochi Zhizni homecare brand, in category Household Items No1 Golden Brand	16th Award Ceremony of Golden Brand Business Oscar of Georgia, organized by Global Idea and The Financial

Ukraine



Award	Event
Melochi Zhizny was awarded as the best brand in the category of household goods in Ukraine in 2021 No1 Golden Brand	The reward was held in 2021 by Global Idea, The FINANCIAL.

Serbia



Award	Event
FINO Green Life Flexi sponge AUDIENCE AWARD	Chosen Product for the Year 2021

Portugal



Award	Event
Bioten , 5 Star Award for the 3rd consecutive year for Cleansing Gel Detox 200 ml 5 Star Award	Distinction after a survey in 2021
Bioten , 5 Star Award for the 2nd consecutive year with the range of Shower gel pump 700 ml Sweet pleasure & Detox 5 Star Award	Distinction after a survey in 2021
Bioten , 5 Star Award for the 2nd consecutive year with the range of Shower gel pump 700 ml Sweet pleasure & Detox 5 Star Award	Distinction after a survey in 2021
Bioten , 5 Star Award for the 2nd consecutive year with the range of Hand Creams SOS & Nourishing 5 Star Award	Distinction after a survey in 2021
Fino , 5 Star Award for the 2nd consecutive year with the scourer Dishmatic + Refills 5 Star Award	Distinction after a survey in 2021

Corporate awards

Sarantis Group

Award	Event
Sarantis Group took 1st place in DSMN8 UK's list!	DSMN8 UK's list re-garding the most ac-tive Consumer Goods Professionals on Social
Sarantis Group took 15th place in the ESG initiative list of Fortune Greece in collaboration with KKS	Fortune Greece/KKS
Fortune Most Admired Companies in Greece 2021 list has ranked Sarantis Group among the 20 Most Admired Companies in Greece	Fortune Greece/KKS
Award for growth and managed to boost sales growth by 29% within 3 years	Lenovo Retail Business Awards 2021

POLIPAK

Award	Event
Distinction in the Fair Pay competition, award for balanced remuneration policies to women and men	LIDL Fair Pay
Polipak was awarded for its environmentally responsible practices, with the German Blue Angel ecolabel	BLUE ANGEL ECOLABEL
Award Diament forbesa A distinction in the annual ranking of companies that most effectively increase their value in the last three years	Diament forbesa



Doing Well by Doing Good

We are very excited that the Fortune: Change the World 2021 list has ranked Sarantis Group among the Companies that Change the World in Greece.

SARANTIS

Together FOR THE FUTURE

bioten

Nature. Your Power.

Our Social Contribution

SARANTIS

SANITAS

Η ΣΥΝΤΑΓΗ ΤΟΥ ΠΑΣΧΑ ΕΙΝΑΙ ΑΓΑΠΗ

20 ΓΡ. ΠΡΟΣΦΟΡΑ | 3 ΚΟΥΠΕΣ ΑΓΑΠΗΣ | 3 ΚΟΥΠΕΣ ΣΟΥΠΑΣ ΧΑΡΑ

400.000 μερίδες φαγητού έλαμψε προσφέρει μέχρι σήμερα και συνεχίζουμε

Μπορούμε

ΠΑΡΚΟΣΜΙΑ ΗΜΕΡΑ ΟΙΚΟΓΕΝΕΙΑΣ

Save the Date

16.00-17.00 21 Μαΐου

Stay healthy. Be well!

Sarantis Group proudly supports and embraces the cause of the nonprofit association Hara through financial donation.

SARANTIS

Sarantis Group lifeblood are its people

SARANTIS

We Support

SARANTIS

bioten | B-U | ORZENE | WELLA | Wood 500 | STRB

ΚΑΘΕ ΜΕΡΑ ΜΟΙΡΑΖΟΥΜΕ ΦΡΟΝΤΙΔΑ

ΜΕΓΑΛΟΣ ΔΙΑΓΩΝΙΣΜΟΣ ΜΕΓΑΛΕΣ ΠΡΟΣΦΟΡΕΣ

Σερίφτε το QR code με το κινητό σας ή μεταβείτε στο www.moirazoumefrontida.gr

ΚΑΘΕ ΜΕΡΑ ΜΟΙΡΑΖΟΥΜΕ ΦΡΟΝΤΙΔΑ

SARANTIS

WE ARE PROUD of our beloved and distinguished brands!

Batiste | Bio-Oil | bioten | FERTILLY | Lanes

SARANTIS

SHOPPER AWARDS '22

We are deeply honored and proud to be receiving **3 awards** in the Shopper Marketing Awards 2022!

SARANTIS

Proud of our beloved Czech Brands Indulona, Fino and Astrid that received **1st place** in the prestigious Czech marketing program: **Consumer's Choice - Best Newcomer of the year!**

SARANTIS

ΑΦΗΝΟΥΜΕ ΤΟ ΑΠΟΤΥΠΩΜΑ ΜΑΣ ΣΤΗ

ΜΕΓΑΛΕΣ ΠΡΟΣΦΟΡΕΣ

έως 50%

Μέγιστα 10/3/2021 Αντί σε 23/3/2021

bioten | STRB | WELLA | ORZENE | VIDAL | SANITAS | AIA

Πράξεις αγάπης

-40% ή 1+1 δωρο

από 27/9 έως 16/10/2021

SARANTIS

bioten

Breast Cancer Awareness Month

TOUCH THE ONE YOU LOVE MOST: **YOURSELF**

SARANTIS

A big thank you to everyone!

These gift boxes are a big thank you to our employees for all their support and dedication throughout the years.

SARANTIS

WELLNESS days

Σήμερα κάνω e-join στο Yoga Class με την Αγγελική Γεωργιάδη Yoga Instructor.

live love yoga

10.00 e-join

Life at Sarantis

SARANTIS

W.I.N.HELLAS

SARANTIS

-25%

Ευεξία Προσφοράς

SARANTIS

Our approach to sustainable development

“Sustainable development is the pathway to the future we want for all. It offers a framework to generate economic growth, achieve social justice, exercise environmental stewardship and strengthen governance.”

Ban Ki-moon

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2

Sustainable development strategy

GRI 102-11, ATHEX C-G4

We recognize that our operations have direct and indirect economic, social and environmental impacts on our stakeholders, including consumers, employees, investors, customers, partners and local communities in which we operate around the world.

We fully understand the importance of our contribution to sustainable development, we are committed to responsible management of these impacts throughout our value chain, from the production of the raw materials we procure to the use and disposal of our products by consumers.

For us, responding to the economic, social and environmental needs and expectations of our stakeholders, but also contributing to addressing the respective challenges of the wider society, especially on issues related to our sector, is not only a moral obligation but also a business incentive as we seek to maintain the optimum balance of our economic performance with responsible environmental and social practices.

Our business practices are designed to create value both in the short and long term, maximizing positive effects, such as creating employment and improving the health and well-being of consumers, and minimizing negative impacts, such as greenhouse gas emissions or the use of plastic.

To develop our sustainable development strategy, we followed a detailed mapping of our stakeholders, including all those who are affected by us and who affect us, in all countries of activity.

We examined the economic, social and environmental impacts of our operation, throughout the value chain, which create effects either directly on our stakeholders, or more broadly in the economy, society and the natural environment. More information on the recognition and prioritization of our most important impacts on sustainable development is available in the section "Material Topics".

The analysis of our economic, social and environmental impacts identified four main ESG pillars, and established the following key topics for sustainable development, with a horizon of 2025.

Responsible Governance

We are committed to safeguarding a robust corporate governance, including roles and responsibilities for monitoring our sustainability impacts, our regulatory compliance and business ethics. Through our responsible governance structure, we maintain our ability to create economic impacts to our stakeholders, thus contributing to economic growth in our countries of operations, while safeguarding transparency.

Sustainable Production and Consumption

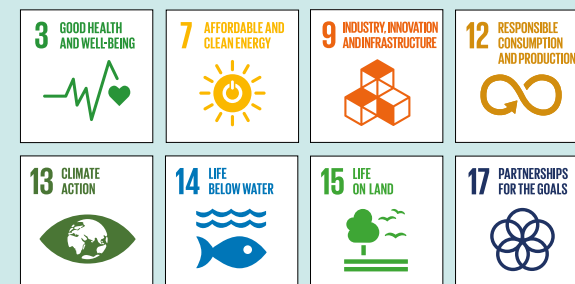
We are committed to assessing and managing the environmental and social impacts of our products throughout their lifecycle, in order to ensure sustainable production in our own activities, as well as in those of our partners and suppliers, and to support responsible consumption practices in our value chain. To this end, we emphasize our efforts in reducing our carbon footprint, increase circularity in waste management, enhance our sustainable sourcing practices, while ensuring innovation, product quality and customer safety.

Thriving Communities

We are committed to building community relations in all countries of operations, creating socioeconomic impacts for our stakeholders through employment opportunities, payments to local suppliers etc., and responding to established and emerging societal needs.

Empowered Employees

We are committed to safeguarding occupational health, safety and wellbeing of our employees, investing in training for developing our human capital, and safeguarding diversity, equal opportunities and human rights. In waste management, enhance our sustainable sourcing practices, while ensuring innovation, product quality and customer safety.



2.2

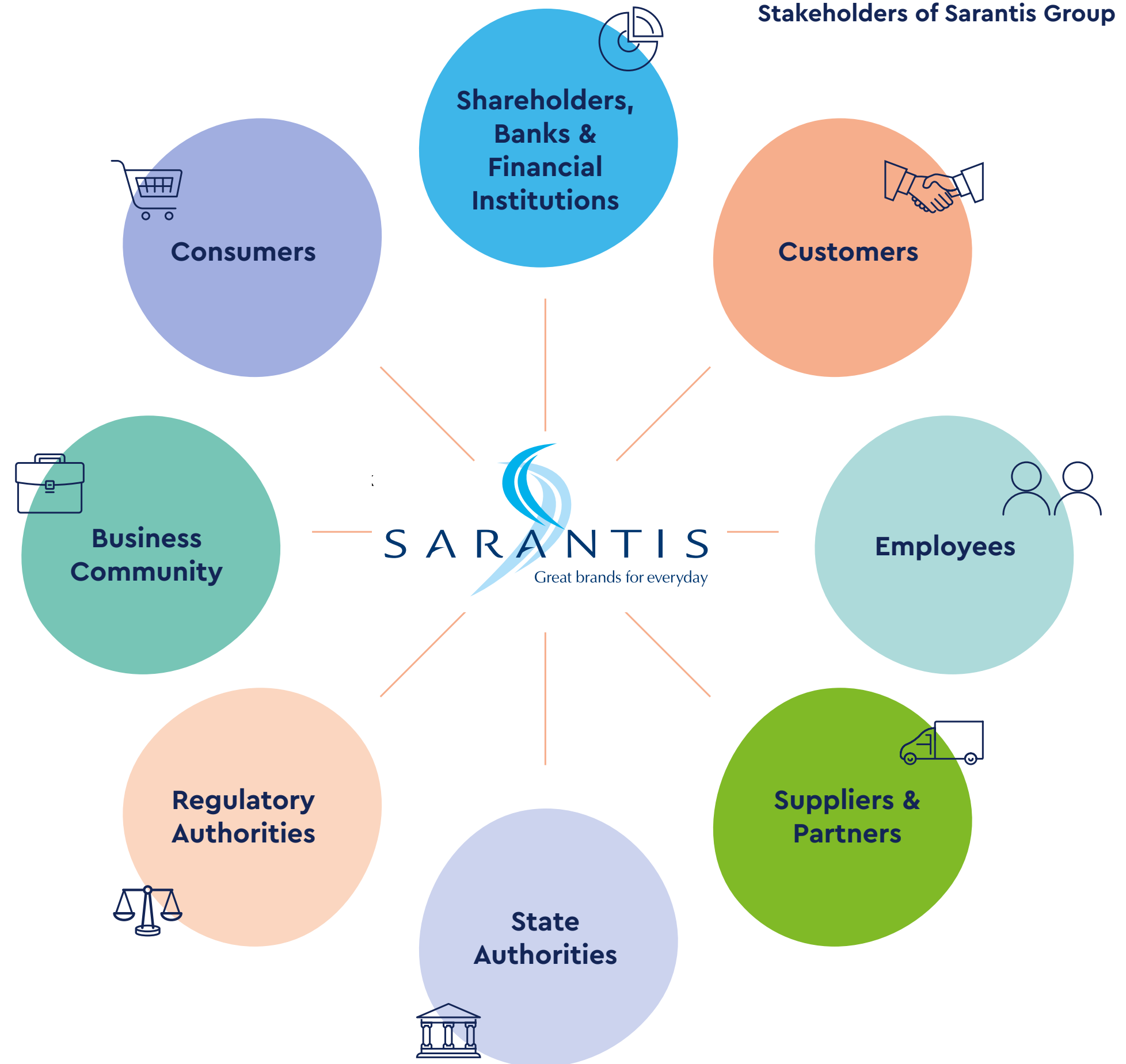
Stakeholders





GRI 102-40, 102-42, 102-43, 102-44, ATHEX C-S1






Sarantis Group acknowledges that its operation has direct and indirect economic, social and environmental impacts on all its stakeholders. Our mission is directly intertwined with creating added value for all our stakeholders.

Applying the Principle of Stakeholder Participation of the GRI Standards, we have carried out a detailed mapping of the key categories and subcategories of stakeholders that are affected by us and that affect us, in all countries of activity. To identify the issues most relevant to our activity in the context of sustainable development, we have obtained information from the results of the communication and consultation engagements carried out in 2020. Stakeholder engagement aims at identifying key topics and mutually acceptable solutions with mutual benefits through correct business practices. We have also carried out online survey, with a view to prioritize the most important economic, social and environmental topics of our activity.

The following table includes our identified main stakeholder categories, their issues of interest, as well as the basic engagement types and their frequency.



Stakeholders	Engagement type	Frequency of engagement	Topics of interest
GRI 102-40	GRI 102-43	GRI 102-43	GRI 102-44
 Shareholders and Providers of capital (i.e., banks, financial institutions etc.)	IR and Corporate webpages	On ad hoc basis or based on schedule	<ul style="list-style-type: none"> Ensuring robust economic performance Investing in R&D for innovative and sustainable products Safeguarding corporate governance, regulatory compliance and business ethics Ensuring product quality and customer safety Minimizing packaging and adopting circular economy waste practices
	Mass Media	Regularly	
	Roadshows and Corporate Presentations	Based on schedule	
	Personal contacts with IR or Company's executives	Ad hoc	
	Annual briefing at the Institutional Investors Association	Annually	
	Ordinary and Extraordinary General Meetings	Annually and ad hoc	
 Employees	Meeting through the evaluation procedure	Annually	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics Creating employment and ensuring human capital development Ensuring occupational health & safety and wellbeing Ensuring robust economic performance Safeguarding employee diversity, equal opportunities and human rights
	Training seminars	Regularly	
	One-day conferences	Regularly	
	Intracompany presentations	Regularly	
	Issue of manuals and working instructions	Ad hoc	
	Communication through help desk	Ad hoc	
	Communication based on the code of conduct	Ad hoc	
	Reports by the Occupational Physician	Regularly	
 Customers	Annual meeting for the drawing up of commercial agreement	Annually	<ul style="list-style-type: none"> Ensuring product quality and customer safety Investing in R&D for innovative and sustainable products Practicing responsible marketing and product environmental and social labeling Ensuring robust economic performance Safeguarding corporate governance, regulatory compliance and business ethics
	Communication for special actions agreement	Ad hoc, Regularly, or based on schedule	
	Monthly communication for credit policy issues	Monthly	
	Frequently scheduled communication with sales officers	Ad hoc, Regularly, or based on schedule	
	Sarantis evaluation meeting, regarding cooperation	Ad hoc, Regularly, or based on schedule	
 Consumers	Product webpages	Ad hoc or Regularly	<ul style="list-style-type: none"> Ensuring product quality and customer safety Investing in R&D for innovative and sustainable products Practicing responsible marketing and product environmental and social labeling Supporting responsible consumption and sustainable lifestyles Minimizing packaging and adopting circular economy waste practices
	Corporate webpages		
	Market Researchers		
	Direct communication-consumers line		
	Social Media		
	Media press releases		
	Product events and sponsorships		

Stakeholders	Engagement type	Frequency of engagement	Topics of interest
GRI 102-40	GRI 102-43	GRI 102-43	GRI 102-44
 Society – Communities (Traditional media, social media/influencers, NGOs, civil society organizations, local authorities)	By phone and via e-mail	Ad hoc or Regularly	<ul style="list-style-type: none"> Investing in R&D for innovative and sustainable products Practicing responsible marketing and product environmental and social labeling Ensuring product quality and customer safety Creating employment and ensuring human capital development Safeguarding corporate governance, regulatory compliance and business ethics
	Written communication		
	Participation in events		
 Suppliers and partners (Exclusive distribution partners, raw & packaging materials suppliers, third party producers, R&D partners i.e. research institutes, universities, expert organizations, transportation partners)	Evaluation meetings and visits to the production premises to confirm that all requirements are covered	Ad hoc, Regularly, or based on schedule	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Ensuring robust economic performance Minimizing packaging and adopting circular economy waste practices
	Corporate webpages		
	Participation in conferences and events		
	By phone or via e-mail		
	Written communication		
 Business Community (i.e., Trade/industry associations and peer companies)	By phone or via e-mail	Ad hoc	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics Ensuring robust economic performance Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Practicing responsible marketing and product environmental and social labeling
	Written communication		
	Corporate Webpages		
	Participation in conferences and events		
 State authorities (i.e., Ministries, state bodies, regulatory authorities, intergovernmental organizations)	Announcements by bodies, through webpages or media	Systematically, Ad hoc or Regularly	<ul style="list-style-type: none"> Ensuring robust economic performance Safeguarding corporate governance, regulatory compliance and business ethics Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Assessing suppliers against ESG criteria
	Meetings, telephone contact or via e-mail		
	Written communication		
 Regulatory authorities (Greek and EU) audit/regulatory authorities)	IR webpage	Systematically, Ad hoc or Regularly	<ul style="list-style-type: none"> Safeguarding corporate governance, regulatory compliance and business ethics Investing in R&D for innovative and sustainable products Ensuring product quality and customer safety Ensuring robust economic performance Practicing responsible marketing and product environmental and social labeling
	Announcements by Bodies, through webpages or media		
	Meetings, Telephone contact or via e-mail		
	Written communication		
	Corporate website		

Material topics

GRI 102-44, GRI 102-46, GRI 102-47, ATHEX C-G3

Sustainability topics

The materiality analysis process was based on the GRI Principles (Principle of Materiality, Principle of Completeness, Principle of Stakeholder Inclusiveness, Principle of the Sustainability Context).

In compliance with the above Principles, we collected useful information from the following sources to identify the relevant economic, social and environmental topics of our activities:

- SARANTIS Group business model
- Peers and their sustainability reports;
- Sustainable development international standards, initiatives and more.

During this process, and respecting the Principle of Materiality, the topics that reflect the Sarantis Group's significant economic, environmental, and social impacts, and which significantly influence the assessment and decisions of stakeholders were identified.

Overall, 15 sustainability topics were identified across four main ESG pillars, based on the everyday communications with various stakeholder groups, review of the market sector, the points of interest of our stakeholders. These topics were prioritized using an online survey.

An internal materiality assessment conducted in 2021 ranked the topics based on their importance on influencing the decisions of stakeholders and on creating economic, environmental and social value throughout the Group's value chain in all the countries where the Group operates.

The results of the materiality analysis were validated by Sarantis Group upper management.

Materiality Topics

Responsible Governance

- 1 Ensuring robust economic performance
- 2 Safeguarding corporate governance, regulatory compliance and business ethics

Sustainable Production and Consumption

- 3 Ensuring product quality and customer safety
- 4 Safeguarding sustainable, and circular sourcing of raw and packaging materials
- 5 Assessing suppliers against ESG criteria (i.e. energy, emissions, water, biodiversity, human rights, etc.)
- 6 Improving water use efficiency, wastewater treatment and circularity in production
- 7 Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution
- 8 Minimizing packaging and adopting circular economy waste practices
- 9 Practicing responsible marketing and product environmental and social labeling
- 10 Supporting responsible consumption and sustainable life-styles (i.e. water consumption and disposal related with use of products)
- 11 Investing in R&D for innovative and sustainable products

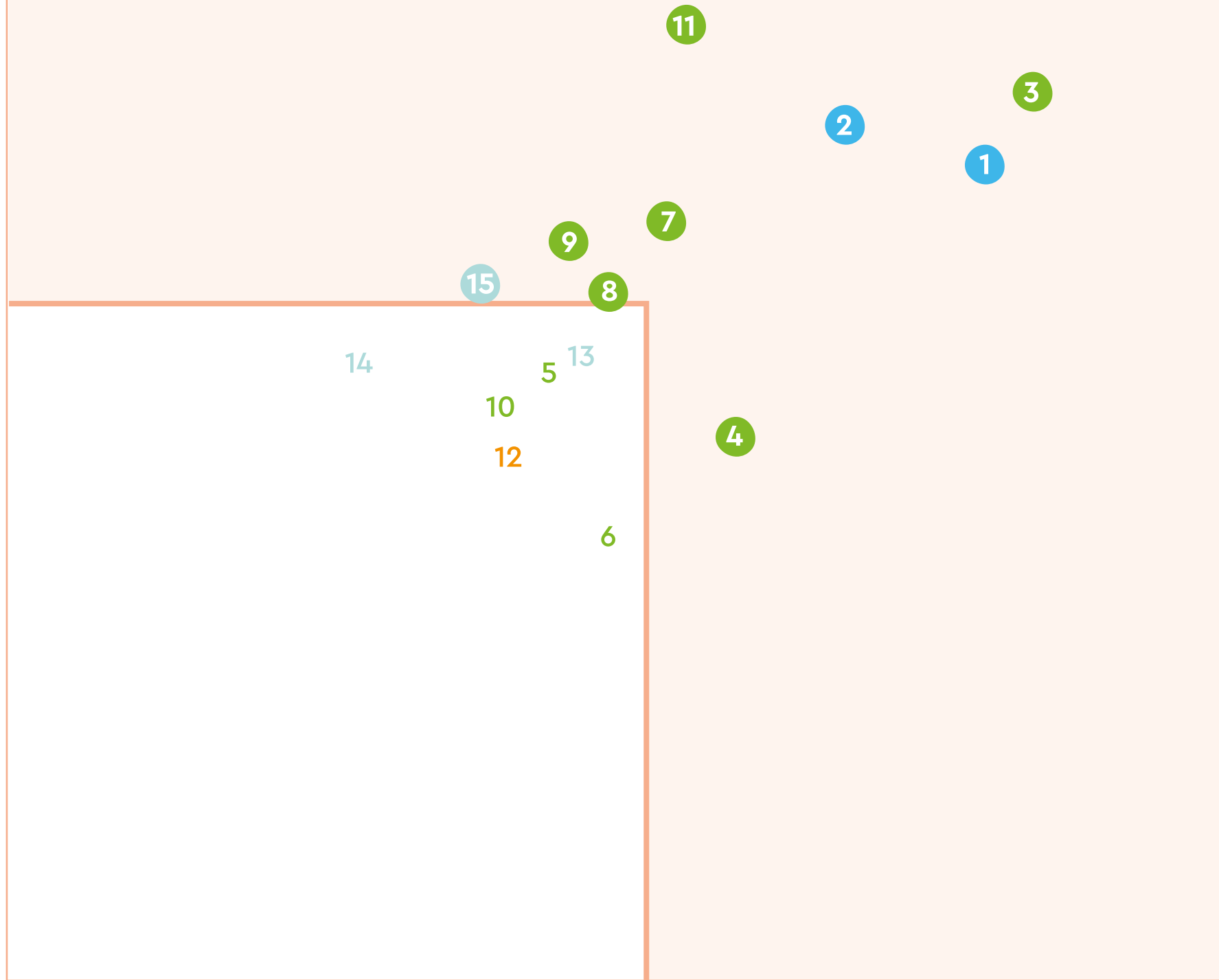
Thriving Communities

- 12 Building community relations and responding to societal needs

Empowered Employees

- 13 Creating employment and ensuring human capital development
- 14 Safeguarding employee diversity, equal opportunities and human rights
- 15 Ensuring occupational health & safety and wellbeing

Influence on stakeholder assessments & decisions




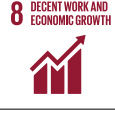

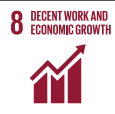













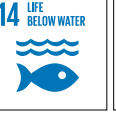









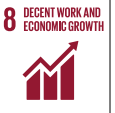
Significance of economic, environmental & social impacts

Our activities create economic, social and environmental impacts in all phases of our value chain. Responsible management of these impacts, whether caused directly by us through the production of our products or by third parties such as our suppliers, our partners, our customers and consumers relate to our own activities before and after our production process, is at the core of our contribution to sustainable development. In addition to the responsible management of these impacts through specific policies and procedures that we follow in our daily operation, we also invest in several sponsorship and charitable actions that create additional social benefits. More information on our sponsorship and charitable actions is available in the section "Social Contribution".

Every material issue of sustainable development that we have recognized causes (positive or negative) economic, social and/or environmental impacts. The chart below shows the phase in the value chain where the effects of the most substantial economic, social and environmental impacts of our activities are caused (and not where or who they affect), either directly by us or indirectly by a third party whose activities are linked to Sarantis Group.

Why the topic is material

GRI 103-1

Material topics	Impacts to UN SDGs and stakeholders		Boundaries per material topic (where the impacts are created)							
	Broader economic, environmental and social impacts created.	Impacted stakeholder groups	Upstream			SARANTIS Group		Downstream		
			Raw material extraction (Suppliers and partners)	Production / processing of packaging & raw materials (Suppliers and partners)	Distribution of packaging & raw materials (Suppliers and partners)	Procurement, R&D, Manufacturing, Sales & Marketing, Logistics	Third party distribution (Partners)	Retail (Customers)	Use of SARANTIS Group products (Customers and Consumers)	End of life of products (Customers and Consumers)
Ensuring robust economic performance 		<ul style="list-style-type: none"> Shareholders and providers of capital Employees Suppliers and partners 								
Safeguarding corporate governance, regulatory compliance and business ethics 	 	<ul style="list-style-type: none"> Shareholders and providers of capital Employees Customers Suppliers and partners Regulatory authorities 								
Ensuring product quality and customer safety 	 	<ul style="list-style-type: none"> Customers Consumers Society – Communities Suppliers and partners 								
Safeguarding sustainable and circular sourcing of raw and packaging materials 		<ul style="list-style-type: none"> Customers Consumers Suppliers and partners Business community 								
Improving energy efficiency, use of renewable sources and reduction of GHG emissions 	  	<ul style="list-style-type: none"> Shareholders and providers of capital Employees Customers Consumers Society – Communities Suppliers and partners 								
Minimizing packaging and adopting circular economy waste practices 	   	<ul style="list-style-type: none"> Shareholders and providers of capital Employees Customers Consumers Society – Communities Suppliers and partners 								
Practicing responsible marketing and product environmental and social labeling 	 	<ul style="list-style-type: none"> Customers Consumers Suppliers and partners 								
Investing in R&D for innovative and sustainable products 	 	<ul style="list-style-type: none"> Shareholders and providers of capital Employees Customers Consumers Suppliers and partners 								
Ensuring occupational health & safety and wellbeing 	 	<ul style="list-style-type: none"> Employees Customers Suppliers and partners 								

Sustainable Production and Consumption

“We do not inherit the earth from our ancestors; we borrow it from our children”

Native American proverb

35

3.1 Ensuring product quality and customer safety	29
3.2 Practicing responsible marketing and product environmental and social labeling	32
3.3 Safeguarding a sustainable, and circular sourcing of raw packaging materials	34
3.4 Minimizing packaging and adopting circular economy waste practices	37
3.5 Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	39
3.6 Investing in R&D for innovative and sustainable products	49



3.1

Ensuring product quality and customer safety



Management approach

GRI 103-2, GRI 103-3, ATHEX SS-E9, ATHEX SS-S1, ATHEX SS-E8

Group wide

Product quality and safety is at the core of our operational journey, as we strive to have the highest level of quality and safety criteria during our production processes, following all relevant local and European regulations.

We focus on safety and quality each day by covering every stage of a product's life, from design to disposal, and by pre-empting and responding to any risk we see. Our approach to design considers both our consumers and the products' environmental impact, while we keep a close eye on our consumers' comments, so that we continuously improve our products. At Sarantis Group we strive for a continuous flow of new innovative ideas and techniques that present an improved environmental and social footprint, having quality as a guiding principle.

We want our consumers to choose our products because they're effective and safe. For this to happen, we must set consistently high standards of quality and safety across the product lifecycle, and report transparently. Our focus is to provide the best possible ingredients, formulation, and performance in all Group's products. From careful sourcing to impeccable packaging, every step in the production process is carefully preselected, embracing quality as our pivotal commitment all along our operational journey.

The Group is constantly keeping abreast with the developments mainly around the European Union and worldwide, by following the positions and attitudes of opinion delivery organizations (COSMETICS EUROPE, IFRA, SCCS, etc.) and/or of collective bodies (Polish Association of Cosmetic and Detergent Industry, Romanian Union of Cosmetics and Detergents Manufacturers etc.).

The aim is to be in full and immediate compliance with the legal framework, regarding products, in the countries where the Group operates. The Group is in a position to respond to consumers' concerns and questions, offering documented information over the phone or in writing. Moreover, the Group has implemented a vendor management process, in order to assess its suppliers through quality and social criteria, further ensuring quality to the final product produced.

Our commitments regarding product quality and customer safety are:

- Further improving our brands' sustainable footprint across their lifecycle.
- Maintaining the highest level of quality and safety criteria during our production processes, following all relevant local and European regulations.

Internal quality control

We are following strict internal quality control and quality assurance procedures in all our productions plants (Ergopack, Polipak, Poland, Inofyta). These procedures are an integral part of the Group's approach towards Quality. That way we can mitigate the impacts of any possible faulty product reaching the consumer as all finished products are checked thoroughly, while we monitor closely the whole production process aiming for excellence.

Our products go through rigorous safety and quality gateways throughout design and manufacturing. This makes sure they consistently meet our safety and quality standards. We also spend a lot of time making information and labelling simple and accessible in every language needed. We set out to create and improve products based on what our consumers tell us. This is how we make sure our products exceed consumers' expectations but also remain safe.

If a product that doesn't meet our criteria reaches our customers, the respective recall/withdrawal processes within the Group are well structured. Such processes and procedures are followed in Greece, Ukraine, Romania, and Poland (in both plants) according to ISO standards. Moreover, at the same facilities, once a year a simulated trial recall is carried out to check the effectiveness of our employees' actions under such conditions/cases.

We have also implemented a new "Monthly Quality Report" (MQR) initiative. This Quality Report is edited on a monthly basis and follows a common international format that boost interoperability among countries with production facilities (Greece, Poland and Ukraine) within the Group.

The MQR concerns the following aspects:

- Consumer complaints (statistically processed).
- Withdrawals and Recalls and recall exercises applied within a yearly basis
- Quality in Manufacturing (re-inspected / reworked / rejected items and critical incidents during production process)
- Internal audit reports (int. audit findings classified as critical, major, minor and int. audit score)
- Quality of Suppliers (number of non-conformities, percentages of rejected materials etc.)

Additionally, a new report, the Monthly Quality Report at each operating unit (MQR@eachOU), has been implemented by the Group Quality department, in order to provide quality data to the local commercial teams in Greece, Poland, Ukraine, Romania, Serbia, Czech Republic and Slovakia.

The MQR@eachOU concerns the following aspects:

- Consumer satisfaction
- Risk Management
- Sustainability
- Organizational Culture improvement

New ecosun vegan series

with supreme light technology (UVB+UVA+VL+IRA) upgrading our consumers safety from their exposure to the sun.



Home care product range

Regarding the home care products portfolio, Sarantis Group has implemented three management systems that ensure that each product that reaches the consumer's hands is characterized by the same known standards of quality that made the Group a market leader.

Management systems and applications:

→ SARANTIS GREECE (HOUSEHOLD PRODUCTION):

ISO 9001: 2015 (Production and packaging of aluminum foil, plastic films, plastic food containers for multiple uses & related food packaging products and household- garbage bags for household & industrial use).

FSSC 22000 v5 (Production (winding) and packaging of aluminum foil, cling films and repacking of one use plastic food packaging products).

→ SARANTIS HUNGARY (DISTRIBUTION CENTER):

ISO 9001: 2015 (Distribution of household products, household cleaning products and cosmetic products).

→ SARANTIS POLSKA (HOUSEHOLD PRODUCTION):

BRC Global Standard for Consumer Products Personal Care and Household (Rewinding and packing of aluminum foil, LDPE and PVC film for food, baking paper, breakfast paper; packing of baking sleeves and freezer bags; packing of ice bags).

→ POLIPAK (HOUSEHOLD PRODUCTION):

ISO 9001: 2015 (Designing, production and sales of foil packaging).

→ ERGOPACK (HOUSEHOLD PRODUCTION):

ISO 9001: 2015 (Development, manufacture and supply of household disposable goods).

Apart from what the management systems dictate as best practice, as well as strict requirements imposed by law and regulations, Sarantis Group is going above and beyond regarding product quality and customer safety. Currently there is one ongoing initiative that is expected to help in further improving quality and safety metrics of this product category.

This is:

Implementing an internal policy and extensive charter for materials used in homecare products which goes above and beyond regulation (Materials of Concern).

Personal care product range

As per our personal care product range, we believe that even more attention to detail is needed. We constantly strive for excellence as this range of products is a personal decision for our consumers.

In this product range the following management systems are implemented:

→ SARANTIS GREECE (COSMETICS PRODUCTION):

ISO 22716: 2007 (Production and packaging of sun care products, hair care products, skin care products, perfumery alcohol-containing products and depilatory products).

→ SARANTIS GREECE (DISTRIBUTION CENTER):

ISO 9001: 2015 (Trade and distribution of food supplements & medical devices for self-care, diagnostics, general purpose sanitary disposables, nasal spray and products for oral use).

ISO 13485: 2016 (Trade and distribution of medical devices for self-care, diagnostics, general purpose sanitary disposables, nasal spray and products for oral use).

→ SARANTIS ROMANIA (DISTRIBUTION CENTER):

ISO 9001: 2015 (Import and distribution of cosmetics and home care products).

ISO 13485: 2016 (Import and distribution of medical devices – Mouth rinse device for prevention and/or treatment of tooth sensitivity and foot skin care products. Storage and distribution of products. Labeling and repackaging of products).

→ Actions

- Developing of a new eco sun care line offering consumers a sun care line with the needed protection while being friendlier to the environment and decreasing our ecological footprint for the preservation of seas and oceans. Thus, Sarantis R&D is working proactively on new formula, to offer more skin friendly formula, while also protecting the marine ecosystem.
- Sarantis is co-operating with raw material producers, that provide a strong eco-friendly impact, such as Croda, Symrise, BASF, Evonik, Givaudan, etc. Under this cooperation, R&D is working to replace emulsifiers of synthetic (petrochemical origin) with bio-based ones to offer more sustainable Deos.
- We proactively work intensively to launch new APDEO Formulae without MOC materials and in particular Cyclopentasiloxane, so as to assess the below criteria: More Eco-friendly formulations – Transparency – attention to composition of APDEO products – More Biodegradable formulas. It is worth mentioning that Cyclosiloxanes (D5) (D6) are widely used in cosmetic products due to their unique functions as antistatic, emollient, humectant, solvent, viscosity controlling and hair conditioning agents. But during the last years D5 and D6 have been identified by ECHA as having equivalent level to Substances of Very High Concern (SVHC). Thus, the European Chemicals Agency (ECHA) proposed a restriction under the EU's Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation on the use of Cyclopentasiloxane (D5), and Cyclohexasiloxane (D6) in leave-on cosmetic products at a maximum concentration of 0.1% due to these concerns over their persistence in the environment.
- In the body & hand wash category, we have launched an upgraded version of the brand Luksja in the Polish market. With a claimed percentage of natural origin on the packaging (more than 93%), confirmed use of vegan ingredients and it has been tested as readily biodegradable.
- Established internal policy for materials used in personal care products which goes above and beyond regulation (Materials of Concern), and actively participating on lobbying regarding personal and beauty products (Polish Association of Cosmetic and Detergent Industry, Romanian Union of Cosmetics and Detergents Manufacturers).





Performance

GRI 307-1, GRI 416-1, GRI 416-2

Sarantis Group takes product and consumer safety very seriously, as is made clear through our management approach.

Thus,

100%

of our products are assessed regarding their health and safety impacts

We can also further support our claim as we report only 2 incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in total.

Specifically:

0 incidents of non-compliance with regulations resulting in a fine or penalty having been reported

0 incident of non-compliance with regulations resulting in a warning have been reported

2 incidents of non-compliance with voluntary codes have been reported in Sarantis Greece.

0 significant fines and non-monetary sanctions for non-compliance with environmental laws

The one case relates to few SKUs of a DEO product that were withdrawn from the market, following internal quality control. The second case relates to 1 SKU of a health supplement product that was recalled from the market as a preventive measure of protection initiated by Sarantis management.





3.2

Practicing responsible marketing and product environmental and social labeling



Management approach

GRI 103-2, GRI 103-3, ATHEX SS-S7

Group wide

We have established a special consumer line available for every category of products in order to immediately provide the requested information to customers in all the Group's countries.



ΚΛΕΙΣΤΕ ΤΗ ΒΡΥΣΗ ΚΑΤΑ ΤΗ ΧΡΗΣΗ ΤΟΥ ΠΡΟΪΟΝΤΟΣ

Save water icon

is embedded in our products such as Orzene, Noxzema, Indulona indicating to our consumers a more sustainable environmental friendly use of our products, with respect to the water usage needed.

In most cases we are handling this special line on our own (i.e., in Poland, Ukraine, Hungary), however in Greece we collaborate with a third party that provides services 24/7 and collaborates with the local marketing team in case further management is required. In other countries in Bosnia we handle consumers through social media (i.e., in Bosnia), or we answer our customers by e-mails (e.g. in Czech Republic) for such matters. Finally, in cases where further assistance is required, we channel our consumers to the Consumer's protection authority, and the local Toxicological Office, if any dangerous case emerges and for all other products.

The Group is able to respond to consumers' and customers' worries and questions following internal procedures 24/7. Specifically, there is a well-organized internal Grievance mechanism in Ukraine, Greece, Poland, while at Polipak there is a team that registers and analyzes complaints' incidents. In Bosnia, such matters are handled via social media, while in North Macedonia, Bulgaria and Serbia this procedure is handled internally through the cooperation of the Marketing, GBD and Quality Control departments.

In terms of the distributed brands, Sarantis Group fully complies with its partners prerequisites and directions in such matters. For instance, we maintain our highly responsive communication channels with our partners (PUIG, SODALIS, CHURCH & DWIGHT), in that way partners are informed immediately if complains occur regarding their brands. In addition, we may fill out special forms and provide the required documentation depending on our partner's requirements (i.e., Johnson & Johnson).

Labelling on products with respect to environmental and social issues:

According to legislation, all products and packaging that can be recycled must have the respective icon. We have implemented this requirement in all our products to a higher or lesser degree based on whether products and packaging or only packaging can be recycled.

We follow a "Labeling of Chemical Products" policy and we are obliged by the law to demonstrate the ingredients of our chemical products in our official website. Our regulatory team applies a "Product's Responsibility" policy regarding personal care, home care and health & care products.

Moreover, a Save water icon is embedded in personal care products such as Orzene, Noxzema, Indulona indicating to our consumers a more sustainable environmental friendly use of our products, with respect to the water usage needed.

Finally, we inform our consumers for using FSC paper in the packaging of our products such as Luksja, Elode, Noxzema while we intensify efforts to remove totally plastic packaging in our garbage bags and replace it with FSC paper (FSC is certified paper from the Forest Stewardship Council which means it meets the "gold standard" ethical production, as the wood is harvested from forests that are responsibly managed, socially beneficial, environmentally conscious, and economically viable).

Specific labeling requirements:

The following environmental labels are required in Poland:

Labeling of beverage cups and wet wipes placed on the market from July 3, 2021, according to the templates of EU Regulation 2020/2151.

Garbage bags for the collection of selected waste fractions at the place of generation should be marked with descriptions:

- The waste fraction that consists of paper, including cardboard, paper packaging waste and cardboard packaging waste shall be collected in blue containers/ Garbage bags marked "Papier".
- The waste fraction that includes waste glass, including glass packaging waste, shall be collected in green containers / garbage bags marked "Szkło".
- If the waste fraction is collected in the division into colorless glass and colored glass, colorless glass shall be collected in containers / garbage bags of white color marked "Szkło bezbarwne", and colored glass in containers / bags of green color marked "Szkło kolorowe".
- Waste fractions that include metal waste, including metal packaging waste, plastic waste, including plastic packaging waste, and multi-material packaging waste, shall be collected in yellow containers marked "Metale i tworzywa sztuczne".
- Fraction of waste shall be collected in brown color containers labeled "Bio".



Personal care product range

Our brands **STR8**, **KOLASTYNA** and **LUKSJA**, specifically in Poland incorporated a 'green dot' symbol on every packaging to indicate that the company producing the product at hand, pays a recovery and recycling organization to oversee the ecologically responsible management of their packaging waste.

Moreover, an exceptional example is our **Bioten brand**, whose whole promotion and marketing campaign is based on environmental awareness, enhancing its eco-friendly approach through its natural ingredients and environmental responsible packaging.

It is worth mentioning that we have created a new site for Bioten to keep our consumers updated with accurate and adequate information for the brands' products and formulations. The tailor-made platform, **biotencosmetics.com**, apart from the brand's philosophy and values, also contains a full analysis of all ingredients and products' composition enhancing further transparency and consumers' awareness. Furthermore, in terms of packaging regarding the specific brand, we have launched an embedded QR code which leads to the site's section of Bioten's commitments to beauty and informs the consumer accordingly.

As far as our distributed brands are concerned, for instance Carex & Original Source, we provide information regarding packaging and product recycling on every product (i.e. recyclable, re-usage of pumps etc.), while our partners also regularly update their official product websites with such information, raising awareness of such issues.



Elode parfum and Noxzema roll on products have **FSC certified paper** in their packaging which means it meets the "gold standard" ethical production



Home care product range

Our Greek "**Sanitas**" homecare brand actively encourages the mitigation of food waste in its Social Media pages and its "above the line" marketing communication.

An example of such responsible marketing action was the brand's collaborations with the NGO "BOROUME" for the 6th consecutive time. Furthermore, through our **AVA** brand's social media pages content we are actively raising awareness concerning the important issue of excessive water usage.

Another initiative of responsible marketing was made possible through "**JAN NIEZBĘDNY**", our Polish homecare products brand. Its marketing philosophy encourages responsible consumption and educates consumers by:

- **Placing information** on the packaging of selected products on how to segregate waste (product packaging, used product) and on the materials used (paper with FSC certificate, recyclable foil)
- **Conducting direct customer contact** initiatives at points of sale about waste segregation
- **Posting educational information** on social media about waste segregation and organizing consumer competitions with prizes that concern the ecological awareness of our customers (i.e. puzzles about garbage segregation) encouraging knowledge to be shared with the youngest group.
- **Being a supportive partner of the "Clean Tatra Mountains"** project for 10 consecutive years. The project is the biggest CSR cleaning project in Poland. "Clean Tatra Mountains" event aims at raising ecological awareness and informing participants about current environmental issues. This year we have achieved to collect 589kg of waste, while volunteers had the opportunity to participate in various workshops. During workshops information about the changes in packaging, the need to segregate garbage, the recycling cycle, as well as the variety of products made of plastic was given. Furthermore, there was a lecture on the protection of Baltic ecosystems, emphasizing on the threats, opportunities and changes that await us in the near future. Kind Sponsors of the event were Biedronka, Garnier JN, REKOPOL, Olivia Business Centre, Re.kologia and ENEA



Performance

GRI 417-2, GRI 417-3

We carefully follow our internal Monthly Quality Reports (MQRs). These reports are sent every month from the Q.A. department to the Marketing department and the Research & Development department. These departments follow up on any incoming consumer complaints, withdrawals and recalls (if any).

We are very proud that for the year 2021 we can disclose **0 incidents** in total regarding non-compliance with regulations and/or voluntary codes concerning marketing communications, product and service information and labeling.

Specifically:

0 incidents of non-compliance with regulations resulting in a fine or penalty have been reported

0 incidents of non-compliance with regulations resulting in a warning have been reported

0 incidents of non-compliance with voluntary codes have been reported



3.3

Safeguarding sustainable, and circular sourcing of raw and packaging materials



Management approach

GRI 103-2, GRI 103-3, ATHEX SS-E6, ATHEX C-S7, ATHEX SS-E5

Group wide

The Procurement department is continuously examining ways, in collaboration with our internal R&D department, to reduce the amount of materials we use, while simultaneously increasing the use of recycled packaging materials (plastic, glass, paper) and increase the packaging materials that are recyclable, reusable or compostable.

97%*
biodegradable ingredients

Indulona

Caring Liquid Soaps contain in their formula 97% biodegradable ingredients



* Theoretical calculation of readily biodegradable substances according to OECD 301 and water



Noxzema shower products contain

95%*
of biodegradable ingredients in the shower gels formulations.



Internal communication and collaboration between departments in Sarantis Group is what enables us to constantly improve our performance statistics. The Procurement department is continuously examining ways, in collaboration with our internal R&D department, to reduce the amount of materials we use, while simultaneously increasing the use of recycled packaging materials (plastic, glass, paper) and increase the packaging materials that are recyclable, reusable or compostable.

We are working towards making our packaging have a wider life span, by using more recycled plastic as opposed to the use of virgin materials. We are working intensively towards innovating with recycled plastic (PCR) and with reusable packages that may help to reduce our total environmental footprint, both in our own brand's packaging and in our homecare product range.

Throughout our operations, we choose to closely collaborate with top suppliers that have a proven ESG orientation, for the procurement of sustainably sourced materials. Collaborating with expert partners that actively support new trends and sustainable materials innovation is inspiring us and drives our ambitions towards a sustainable future.

Vendor management is among our focus areas. This supports the management, evaluation and risk assessment of suppliers (finished products/ raw & packaging materials) in terms of Quality, Health & Safety, Environmental and Social Compliance. So far, Vendor questionnaires have been issued and used as follows:

- Facilitate procurement teams in their initial screening process with new potential suppliers, according to SARANTIS requirements, in terms of Quality, Health & Safety, Environmental and Social Compliance.
- Contribute in the evaluation and risk assessment of current suppliers, according to SARANTIS requirements in terms of Quality and Social Compliance, in this way a "Top-Priority" audited suppliers list has been created since Q3 2021.

In our near future, Group-wide commitments regarding sustainable, and circular sourcing of raw and packaging materials are focused to increasing capacity of recycled plastic sourced from both post-consumer and post-industrial plastic.



Personal care products

The Group is actively searching and investing in new production processes that will allow the increase of ingredients sourced from sustainable sources and adapt our formulas to have an improved environmental footprint (i.e. increase the percentage of natural ingredients, vegan friendly formulas, eco-balanced UV filters).

For instance, in our personal care category:

- Indulona Caring Liquid Soaps contain in their formula 97%* biodegradable ingredients.
- Orzene's products contain high percentage of biodegradable ingredients, specifically its Shampoo: 80% & its Conditioners/ Masks: 60% biodegradable ingredients
- Luksja products contain a high percentage of natural ingredients, their formulas are vegan and biodegradable*, in the categories of bar soaps, liquid soaps, refills, shower gels and bath foams.
- Noxzema shower products contain 95%* of biodegradable ingredients in the shower gels formulations.
- An ecoline will be launched within 2022 in our suncare subcategory having a sustainability orientation in terms of packaging and formulas, supported by our brands Carroten, Astrid, Kolastyňa and Elmiplant. The new sun care line will be characterized by the holistic approach of sustainability embedded in the product. On the one hand, the new sunscreen products will have a quadruple skin protection technology, on the other hand they will be certified with EcoSun Pass, which ensures the existence of ecologically balanced UV filters in the composition of sunscreens with high environmental classification that respect the aquatic environment, while officially will confirm that the products will be tested according to 8 scientific sustainability criteria always with respect to marine, terrestrial and human life. The main feature of the line will be the vegan formulas with allergen-free fragrance that will not include in their composition the harmful UV filters Octinoxate, Oxybenzone & Octocrylene, and their remarkable new eco-conscious packaging. The Group, in the context of further strengthening the creation of more sustainable products will enhance its efforts through this line towards 100% recyclable packaging. At the same time, the sunscreen tubes will be made of 70% recycled material while the bottles will be made of 50% recycled plastic mitigating the product's environmental impact. Finally, the boxes of face creams will be FSC certified, which will ensure that the products paper packaging come from responsibly managed forests that provide environmental, social and economic benefits.
- Moreover, within our skincare category, it is planned to launch in 2022 fully recyclable tissue masks, with 100% recyclable packaging and 100% biodegradable tissue fabric.
- Sarantis is co-operating with raw material producers, that provide a strong eco-friendly impact, such as Croda, Symrise, BASF, Evonik, Givaudan, etc. Under this cooperation, R&D is working to replace emulsifiers of synthetic (petrochemical origin) with bio-based ones to offer more sustainable Deos.

*Theoretical calculation of readily biodegradable substances according to OECD 301 and water.

Luksja products contain a high percentage of natural ingredients, their formulas are **vegan and readily biodegradable**, in the categories of bar soaps, liquid soaps, refills, shower gels and bath foams.



Orzene's products contain high percentage of biodegradable ingredients, specifically:

Shampoo Conditioners
80% & 60%
biodegradable ingredients



Home care products

Regarding our homecare products, we have set goals in reducing virgin plastic and sourcing recyclable plastic from waste and re-granulating it to produce a recycled product range. This process involves re-granulating and reusing plastic deriving from post-consumer and post-industrial waste, to be used in the garbage bags' production process.

An excellent example of the results that these actions can produce is the complete range of household products developed under the "green life" concept. Our "green life" garbage bags are produced by 90%-100% recycled plastic and its paper label packaging is FSC certified. The line supports brands such as Fino and Jan Niezbędný from 2020 until today.

In the same context we will launch in 2022, the "Flexi" embossed garbage bags that derive from 100% of recycled plastic, enhancing a more environmental friendly profile, while the line will have an eco-packaging of an FSC-paper wrap, removing the plastic package. The specific line will be supported by our brands Sanitas, Fino and Jan Niezbędný.

Moreover, we investigate:

The use of post-industrial and / or post-consumer recycled content in foil and the adoption of recycled paper content in packaging in the Food Packaging Category. We proactively remove / replace PVC from homecare packaging, while we investigate of preventive alternatives for replacement of PVC adhesive film. Furthermore, we enhance our efforts towards the replacement of plastic parts with more environmentally friendly solutions (e.g replacement of the plastic cutting edge used in aluminum & paper-cutting adhesive film: already under evaluation). Finally, within 2022 we want to adopt recycled PET plastic fibers in our foam scourers.

Other initiatives include:

- Vegan friendly AVA PLUS+ dishwashing liquid
- Compostable baking paper according to EN 13432 for our brands SANITAS, FINO, JAN and HEWA.
- No SVHC substances in our products
- No CMR substances in our products
- Working on producing lily free products by March 2022, based on EU legislation
- Partly natural derived foam for sponges





Performance

GRI 301-1 GRI 301-2

As we have already stated, we are in constant search of new ways to improve our environmental footprint. As stated below, in recent years, we have been able to keep the use of renewable materials in our household product range **above 6%**.

Polipak* materials usage (t)

GRI 301-1

	2019	2020	2021
Total non-renewable materials used	20,894	23,310	21,977
Total renewable materials used	1,352	2,404	1,482
Total materials used	22,246	25,714	23,459
Renewable materials percentage	6.10%	9.30%	6.32%

*Currently only Polipak material data is available. We will disclose relevant data concerning our other production facilities in a future report.

We are also aiming at increasing the recycled input materials that we use in our production. The participation of recycled plastic in Polipak increased to **49%**, confirming our commitments towards cyclical economy.

Polipak* recycled input materials used

GRI 301-2

	2019	2020	2021
Percentage of recycled in-put materials	37%	36%	49%

*Currently only Polipak material data is available. We will disclose relevant data concerning our other production facilities in a future report.





3.4

Minimizing packaging and adopting circular economy waste practices



Management approach

GRI 103-2, GRI 103-3, GRI 306-1, GRI 306-2

Group wide

Our strategy for reducing waste production is intertwined with our previously mentioned efforts to increase the use of recycled packaging materials (plastic, glass, paper) and increase the packaging materials that are recyclable, reusable or compostable.

By altering our production processes and using more post-consumer and post-industrial plastic, we are actively engaging in circular economy practices and at the same time reduce our waste production by re-working our not-fit-for-consumer-use products.

We are currently intensively focusing our attention in future projects that will allow us to mitigate our impacts deriving from plastic packaging components. Suncare, Personal Care and Home Care product lines, have increased more the percentage of recycled plastic in their packaging or mitigated the plastic used in packaging. For instance, AVA products contain 15% less plastic in their packaging, Noxzema DEO products contain 30% less plastic in their packaging and STR8's new deo spray contain 48% less plastic versus its previous packaging. The new suncare ecoline is expected to have an eco-conscious and convenient packaging with 35% less plastic used & 20% less paper versus its previous packaging, while paper packaging boxes will obtain FSC certification, meaning that products come from responsibly managed forests.

Elode fragrances and Noxzema roll on products have FSC certified paper in their packaging which means it meets the "gold standard" ethical production. The wood is harvested from forests that are responsibly managed, socially beneficial, environmentally conscious, and economically viable.

Within the skincare category, a fully recyclable tissue masks are currently being prepared.

Furthermore, through our new "Vendor Management" that was previously mentioned, we focus on collaborating with partners that adopt circular economy waste practices and have standardized recycling processes. It is crucial for us to work with partners that share the same philosophy and goals with us.

We are also actively contributing to Greek post-consumer recycling programs by providing a yearly fee to the Hellenic Recovery Recycling Corporation which is in accordance with the yearly amounts of recycled plastic we collect. The Group also contributes to this cause by supporting the purchasing of relative blue recycle bins. The total amount of the company's financial contributions until 2021 corresponds to the financing of the purchase of 5,540 blue bins or 10 recycling vehicles.

Home care products

We have launched a new, wholly recycled product range that is made from plastic waste sourced externally, boosting our circularity. Also, in the context of circular economy, our garbage bag production site in Ukraine has a vertical integration plastic recycling process for the production of recycled plastic film from consumer and post-production waste, allowing us to produce garbage bags that use high participation of recycled plastic. We intend to take advantage of our market-leader position in household products to phase out plastic in household products, in the near future.

We have already reduced the thickness of the packaging of our food bags in Greece, while, Group's garbage bags made the transition to an FSC-paper wrap packaging, removing the plastic package. Moreover, within 2022 we plan to rollout packaging deriving from 100% recycled paper (outer carton boxes, inner pack boxes & paper cores made from FSC certified material).

With regards to the plastic packaging materials we aim to reduce the inner pack plastic packaging and increase the proportion of recycled material where possible, or use alternative packaging materials, without compromising quality and product safety.

Moreover, towards creating more sustainable products the forthcoming acquisition of STELLA PACK will contribute to the cyclical economy practices and the creation of recycled plastic as it owns a waste separation line that manufactures internally own recycled plastic covering fully its production needs.

Finally, in 2021 we have implemented strict and precise paper segregation procedure in our production facility in Poland that has resulted in 40% of reduction of mixed paper waste generated in our Pruszkow facility. We basically separate silicon covered paper from other types of paper in the context of improving our recycling waste management.



Flexi embossed garbage bags derive from **100%** of recycled plastic, enhancing a more environmental friendly profile, while the products will have an eco-packaging of a paper wrap, removing plastic packaging.

AVA products contain **15%** less plastic in their packaging



STR8's new deo spray contain **48%** less plastic versus its previous packaging





Performance

GRI 306-3, GRI 306-4, GRI 306-5

Data presented below only refer to waste produced by our production facilities.

Produced waste (t)

GRI 306-3

	2019	2020	2021
Hazardous waste	27.6	35.74	23.64
Non-hazardous waste	1,785.44	1,894.90	1,856.44
Total waste	1,813.04	1,930.64	1,880.08

Waste diverted from disposal (t)

GRI 306-4

	2019	2020	2021
Hazardous waste			
On site	-	-	-
Off site	6.94	5.34	4.49
Hazardous waste			
On site	221.3	192.86	52.60
Off site	957	1,255.23	1,387.89

Waste directed to disposal (t)

GRI 306-5

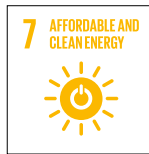
	2019	2020	2021
Hazardous waste			
On site	-	-	-
Off site (recycling)	20.66	30.41	19.15
Hazardous waste			
On site	-	-	-
Off site	607.14	446.8	415.95

Data presented in the tables above may have slight differences due to rounding reasons. Data regarding waste are presented in detail in the appendix of this report.



3.5

Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution



Management approach

GRI 103-2, GRI 103-3

Group wide

The Group's commitment to safeguarding the environment is expressed through its environmental policy that is incorporated in the Group's Code of Conduct.

As the policy states, environmental topics such as the protection and conservation of the natural environment as well as halting climate change are incorporated in the Group's strategy and culture.

Sarantis Group has identified that the efficient use of energy and the use of renewable energy resources in its production processes have an intrinsic role in achieving the goals that are set and honoring our commitments regarding the environmental challenges we are facing.

The Group implemented a series of initiatives for the mitigation and decrease of energy consumption in 2021, thus leading to the lowering of GHG emissions. The initiatives were focused in Greece, Poland and Ukraine where the Group has production facilities as well as the offices and are scheduled to continue in 2022, as described in measurable results in the following focus areas:

→ Reducing non-renewable energy consumption and increasing the use of renewable energy sources

The Group proceeded this year to the first phase of the installation of photovoltaics in our production site at Oinofyta in Greece, that was completed within 2021, while its connection and operation started in June of 2022. The system installed is expected to cover almost 45% of the production's needs. At the same time, it is examined to further expand the current photovoltaics system within 2022 in order to cover in the future almost 90% of the plant's needs. Moreover, we are examining to proceed in PVs implementation at Polipak's production facility in the future covering c. 30% of plant's needs. Moreover, in our production facility at Ukraine, we have started an upgrading project regarding our heating systems, specifically we have totally shifted from electricity and natural gas to biofuel (sunflower husk). Finally, we are examining to proceed in the future with PVs installation at our production site in Ukraine as well, towards mitigating our energy footprint.

→ Improving and optimizing energy use efficiency

This year we have achieved to optimize our supply chain across our countries and particularly in Ukraine, in order to mitigate our environmental footprint. Moreover, the Group sustains the Energy Management System ISO 50001 in its headquarters and production site located in Greece. The certification scope covers

production and packaging of household products and cosmetics, as well as trade and distribution of household products, cosmetics and health & care products. The system contributes to further improvement of energy performance, by reducing energy use and thus reducing greenhouse gas emissions. Investments were made in environmental management systems by sustaining the relevant certification regarding ISO 14001 on Ergopack's production site located in Ukraine. The scope of the certification is the development, manufacture and Supply of household disposable goods. It is planned to expand the environmental ISO, in Greece's production plant within 2023 and by end of 2022 in both Polish production facilities. Furthermore, it is scheduled to proceed in Greece's plant to compressed air network control and upgrading of existing electric motors, in order to further mitigate our environmental footprint, while we have finalized the replacement of lamps with led lights in all production areas at our production facility in Greece. Finally, in terms of energy efficiency in our production facility in Poland, we have upgraded our lighting system as well with LED lamps in the warehouse and production area in order to reduce energy consumption. Moreover, within the production area a project focused on improving machinery equipment efficiency was implemented, which allowed us to reduce energy consumption. Furthermore, in Poland our rented facility owner buys energy externally from renewable sources by 100%. We have also intensified our efforts towards pallet optimization which allowed us to increase the number of pallets loaded on the distribution trucks, mitigating our environmental impact from transportation.

→ Altering the fuel mix

The Group has totally altered diesel consumption in its facilities with natural gas. A fuel that is more efficient and at the same time produces less GHG emissions.



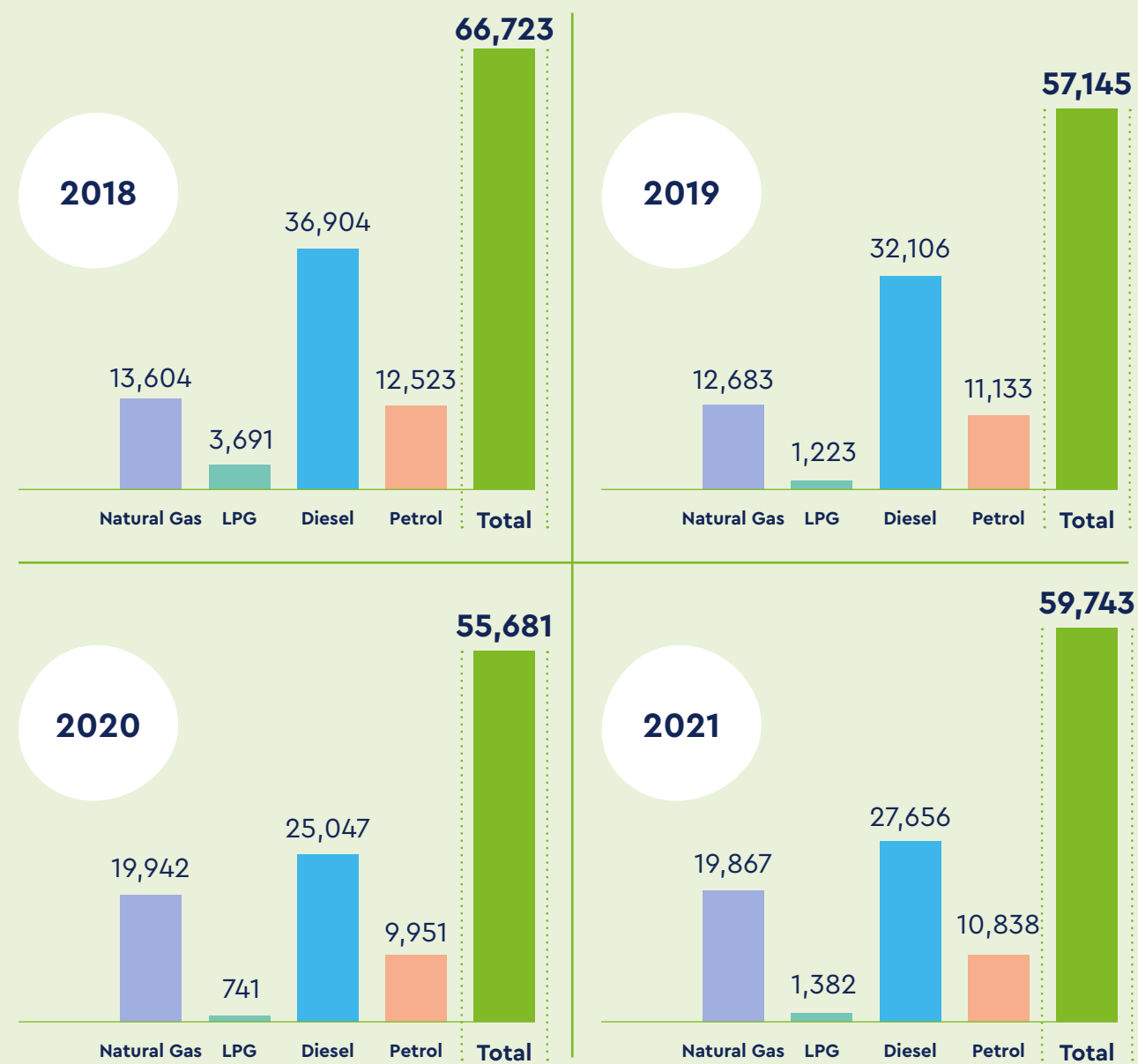
Performance

Energy consumption²

GRI 302-1 GRI 302-3 ATHEX C-E3

In a three-year period between 2018 to 2020, Sarantis Group managed to lower its total fuel consumption from non-renewable sources by **10%**.

The non-renewable sources (fuels) that are used in the Group's facilities and vehicles are natural gas, LPG, diesel and petrol. Vehicles used by Sarantis group include the following categories: **buses, forklifts, passenger cars, tractors, trucks, vans.**



²Data presented in this chapter refer to our operations in: Greece, Poland, Romania, Bulgaria, Hungary, Serbia, Czech Republic, Slovakia, North Macedonia, Bosnia & Herzegovina, Russia and Ukraine

Sarantis Group total energy consumption from non-renewable sources, GJ*

GRI 302-1

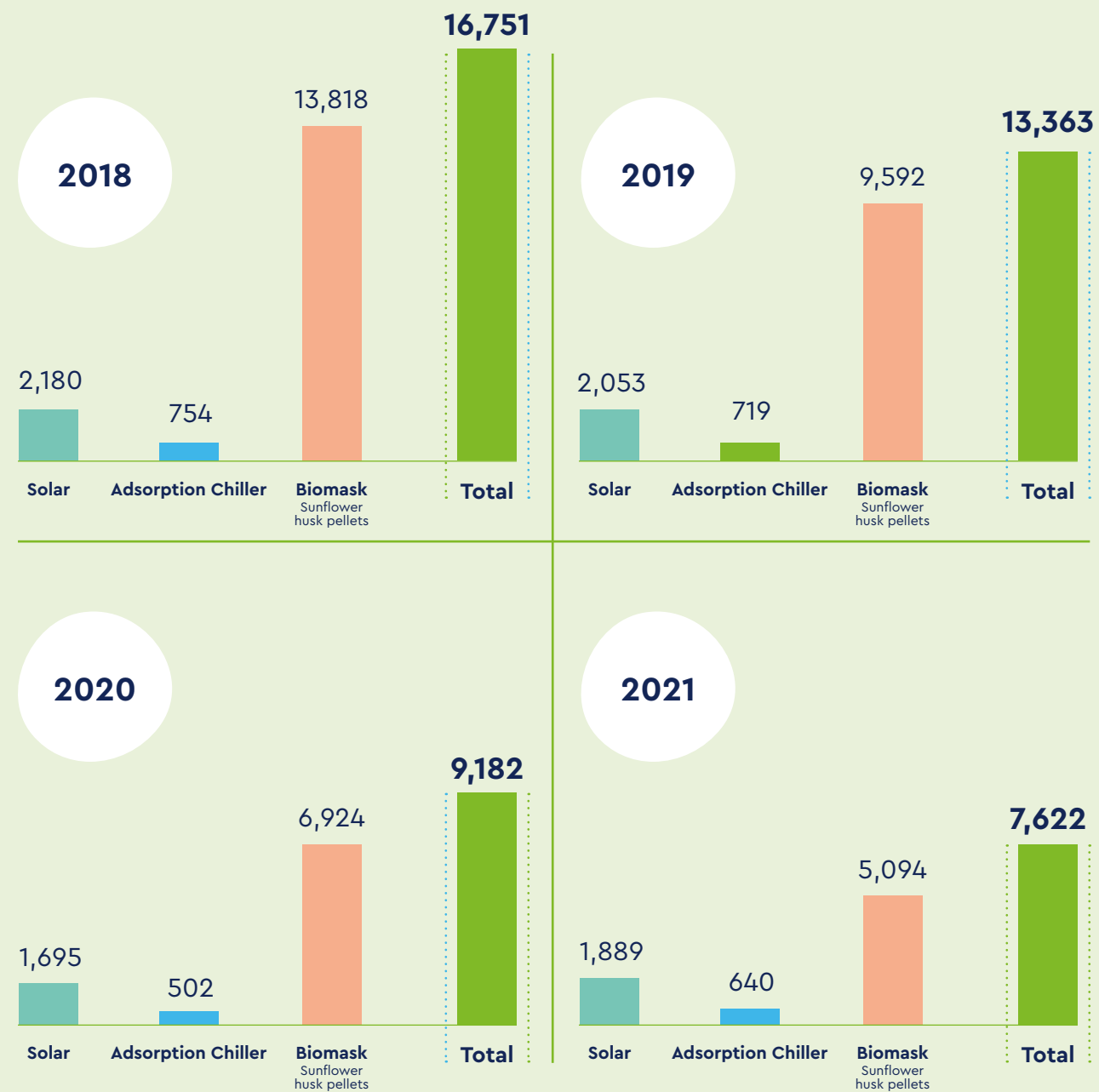
	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020	2021	% Difference 2020-2021
Natural gas	13,604	12,683	-6.77%	19,942	57.24%	19,867	-0.38%
LPG	3,691	1,223	-66.87%	741	-39.43%	1,382	86.55%
Diesel	36,904	32,106	-13.00%	25,047	-21.99%	27,656	10.42%
Petrol	12,523	11,133	-11.10%	9,951	-10.62%	10,838	8.91%
Total	66,723	57,145	-14.36%	55,681	-2.56%	59,743	7.30%

* All calculations were made using DEFRA 2021 fuel properties conversion factors for Gross CV as variations between years are minute. Data collection errors regarding fuel type and consumed amounts in Ukraine triggered the recalculation of the base year as well as 2019-2020 data.



For the same period, total energy consumption from renewable sources was reduced by **54%**.

Renewable energy sources used by the Group include solar (photovoltaics), solar (adsorption chiller) and biomass (sunflower husk pellets).



*Variations in the last digit of the total energy consumption are caused by rounding.

Sarantis Group total energy consumption from renewable sources, GJ*

GRI 302-1

	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020	2021	% Difference 2020-2021
Solar	2,180	2,053	-5.80%	1,695	-17.40%	1,889	11.43%
Adsorption Chiller	754	719	-4.60%	562	-21.80%	640	13.83%
Biomass Sunflower husk pellets	13,818	9,592	-30.60%	6,924	-27.80%	5,094	-26.43%
Total	16,751	12,363	-26.20%	9,182	-25.70%	7,622	-16.99%

* All calculations were made using DEFRA 2021 fuel properties conversion factors for Gross CV as variations between years are minute. Data collection errors regarding fuel type and consumed amounts in Ukraine triggered the recalculation of the base year as well as 2019-2020 data.

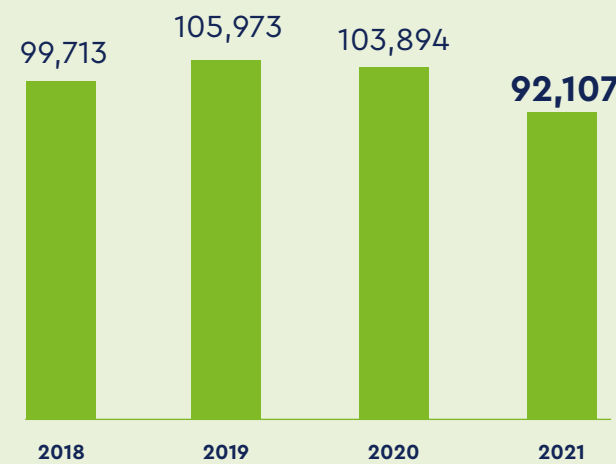




Total energy use in the form of purchased electricity has decreased after 2019. In terms of percentages, there was an increase of 6.3% comparing 2019 to 2018 and a COVID-19-induced 1.9% reduction comparing 2020 to 2019. The increase in electricity usage between 2018 and 2019 is caused by a shift towards electricity and away from fossil fuels in the manufacturing processes of Sarantis Group. The COVID-19 pandemic remote working measures that the Group imposed caused the reduction in electricity usage for 2020, as energy needs in offices was restricted.

Sarantis Group total electricity consumption, GJ*

GRI 302-1



The reduction of **11.3%** in electricity consumption in 2021 vs 2020 was attributed to **higher energy output and efficiency** in all the Group's production facilities and initiatives such as replacing lamps with LED lights.

* It should be noted that electricity consumption data for Czech Republic and Slovakia are not available as electricity consumption is included in the premises rent as a fixed cost. Data collection errors regarding electricity consumption in Greece for the years 2018-2019-2020 triggered the recalculation of the base year as well as 2019-2020 data.

Sarantis Group total electricity consumption, GJ*

GRI 302-1

2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020	2021	% Difference 2020-2021
99,713	105,973	6.28%	103,894	-1.96%	92,107	-11.35%

* It should be noted that electricity consumption data for Czech Republic and Slovakia are not available as electricity consumption is included in the premises rent as a fixed cost. Data collection errors regarding electricity consumption in Greece for the years 2018-2019-2020 triggered the recalculation of the base year as well as 2019-2020 data.



Total energy consumption of 2021 amounted to 159,472 GJ, reduced by **12.9%** compared to 2018 and by 5.5% compared to 2020. Purchased electricity holds the largest share in 2021 by 58% of total energy consumption.



Sarantis Group total energy consumption, GJ*

GRI 302-1

	2018	2019	% Difference 2018-2019	2020	% Difference 2019-2020	2021	% Difference 2020-2021
Energy consumption, non-renewable sources	66,723	57,145	-14.36%	55,681	-2.56%	59,743	7.30%
Energy consumption, renewable sources	16,751	12,363	-26.20%	9,182	-25.73%	7,622	-16.99%
Electricity consumption	99,713	105,973	6.28%	103,894	-1.96%	92,107	-11.35%
Total	183,187	175,481	-4.21%	168,757	-3.83%	159,472	-5.50%
Total in MWh	50,885	48,745	-4.21%	46,877	-3.83%	44,298	-5.50%

* Data collection errors regarding fuel type and consumed amounts in Ukraine triggered the recalculation of the base year as well as 2019-2020 data. Data collection errors regarding electricity consumption in Greece for the years 2018-2019-2020 triggered the recalculation of the base year as well as 2019-2020 data.

Sarantis Group total energy consumption by source share over total

GRI 302-1

	2018	2019	2020	2021
Non-renewable sources	36.42%	32.56%	32.99%	37.46%
Renewable sources	9.14%	7.05%	5.44%	4.78%
Purchased electricity	54.43%	60.39%	61.56%	57.76%

Regarding Sarantis' Group energy intensity, we are using our net sales in thousand Euros, as a denominator. As shown below, the energy intensity of Sarantis Group decreased to 0.39 GJ per thousand Euros of net sales. The ratio uses energy consumption within Sarantis Group, from non-renewable sources, renewable sources and purchased electricity.

Sarantis Group total energy intensity

GRI 302-3

	2018	2019	2020	2021
Consumed energy within Sarantis Group (GJ)	183,187	175,482	168,756	159,472
Net sales (€'000)	343,996	370,073	393,375	408,199
Energy intensity ratio (consumed energy /net sales)	0.53	0.47	0.43	0.39
Percentage variation		-10.96%	-9.53%	-8.93%

GHG Emissions³

GRI 305-1 GRI 305-2 GRI 305-4 ATHEX C-E1 ATHEX C-E2

Sarantis Group is adamant about measuring its impacts on the environment and actively mitigating them.

The first step towards GHG emissions mitigation is calculating our carbon footprint. The data cover a four-year period from 2018 to 2021 and refer to our Scope 1, Scope 2 and biogenic emissions. Gases included in the calculations are CO₂, CH₄ and N₂O. Results are presented in tCO₂e and the consolidation approach implemented was by operational control. All countries where Sarantis Group operates are included, unless stated otherwise.

Scope 1 GHG emissions of 2021 compared to 2018 have decreased by **16%**.

Fuel usage by company vehicles constitute **72%** of the total Scope 1 emissions category in the year 2021.



³ Data presented in this chapter refer to our operations in: Greece, Poland, Romania, Bulgaria, Hungary, Serbia, Czech Republic, Slovakia, North Macedonia, Bosnia & Herzegovina, Russia and Ukraine



GRI 305-1

a) Sarantis Group Scope 1 GHG emissions in metric tons of CO₂ equivalent.

(tCO ₂ e)	2018	2019	2020	2021
Scope 1 Facilities*	702.3	652.6	1,018.7	1,014.6
Scope 1 Vehicles**	3,564.5	2,975.0	2,350.5	2,600.8
Scope 1 Total	4,266.9	3,627.5	3,369.1	3,615.4

Possible discrepancies in addition are caused by rounding in decimals.

b) Gases included in the calculations: CO₂, CH₄, N₂O.

c) Sarantis Group biogenic CO₂ emissions in metric tons of CO₂ equivalent (pellet use in Ukraine)

Biogenic emissions occur from the incineration of biomass (sunflower husk pellets) to produce energy in the Ergopak production facilities located in Ukraine.

(tCO ₂ e)	2018	2019	2020	2021
Biogenic emissions	53.2	38.4	27.4	20.2

d) Base year and recalculations:

- i. Base year for the calculations is 2018 as it was the first year that group-wide, reliable data could be produced.
- ii. Emissions on the base year is shown in the table above.
- iii. Data collection errors regarding fuel type and consumed amounts in Ukraine triggered the recalculation of the base year as well as 2019-2020 emissions.

e) Emission factors for relative years 2018, 2019, 2020, 2021 published by DEFRA.

f) The consolidation approach used was operational control.

g) The methodology used is aligned with GHG protocol recommendations:

Activity data (fuel amount by type) x Emission factor

* Included fuels: Natural gas and Diesel
 **Included fuels: Diesel, Petrol and LPG

Accompanying data and graphs

GRI 305-1

a) Sarantis Group Scope 1 GHG emissions yearly percentage difference.

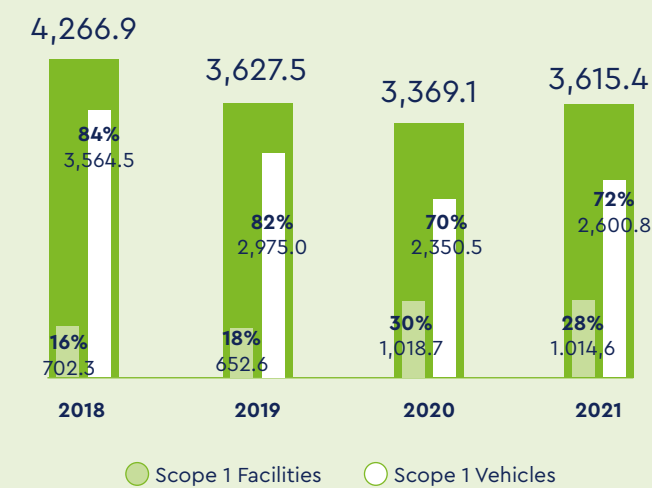
	2018-2019	2019-2020	2020-2021
Scope 1 Facilities	-7.1%	+56.1%	-0.4%
Scope 1 Vehicles	-16.5%	-21.0%	+10.7%
Scope 1 Total	-15.0%	-7.1%	+7.3%

b) Sarantis Group biogenic CO₂ emissions yearly percentage difference.

	2018-2019	2019-2020	2020-2021	2021
Biogenic emissions	-28.0%	-28.6%	-26.1%	1,014.6

c) Sarantis Group Scope 1 GHG emissions in metric tons of CO₂ equivalent graph.

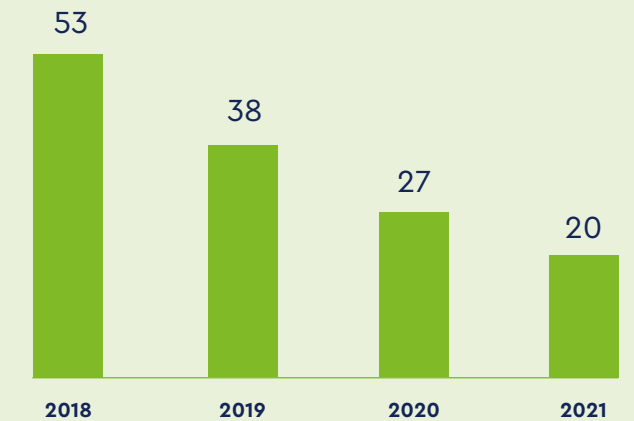
GRI 305-1a



Possible discrepancies in addition are caused by rounding in decimals.

d) Sarantis Group biogenic CO₂ emissions in metric tons of CO₂ equivalent (pellet use in Ukraine) graph.

GRI305-1c



GRI 305-2

Scope 2 calculations are calculated this year in accordance to both the location-based and the market based methodology.

a) Sarantis Group Scope 2 location-based GHG emissions in metric tons of CO₂ equivalent.

(tCO ₂ e)	2018	2019	2020	2021
Scope 2 location based ⁴	15,589.5	15,724.4	16,155.2	14,547.7

b) Sarantis Group Scope 2 market-based GHG emissions in metric tons of CO₂ equivalent.

(tCO ₂ e)	2018	2019	2020	2021
Scope 2 market based ⁵	18,582.3	18,116.9	18,282.0	16,500.0

c) Gases included in the calculations: CO₂, CH₄, N₂O.

d) Base year and recalculations:

- i. Base year for the calculations is 2018 as it was the first year that group-wide, reliable data could be produced.
- ii. Emissions on the base year is shown in the tables above.
- iii. Data collection errors regarding electricity consumption in Greece for the years 2018-2019-2020 triggered the recalculation of the base year as well as 2019-2020 emissions.

e) Emission factors for relative years 2018, 2019, 2020, 2021 published by the International Energy Agency (IEA)

were used for the calculation of Scope 2 location based GHG emissions. Residual mix emission factors for relative years 2018, 2019, 2020, 2021 published by the Association of Issuing Bodies (AIB) were used for the calculation of Scope 2 market based GHG emissions. For countries that AIB residual mix emission factors were not available (2018 Serbia, 2018-2020 Russia, Ukraine, Bosnia and Herzegovina and North Macedonia) IEA emission factors were used instead, in alignment with the GHG protocol methodology.

f) The consolidation approach used was operational control.

g) The methodology used is aligned with GHG protocol recommendations:

Activity data (electricity purchased and consumed in kWh) x Emission factor

⁴ As described by GHG Protocol Scope 2 guidance executive summary: "Location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data)."

⁵ As described by GHG Protocol Scope 2 guidance executive summary: "Market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims."

Accompanying data and graphs

GRI 305-2

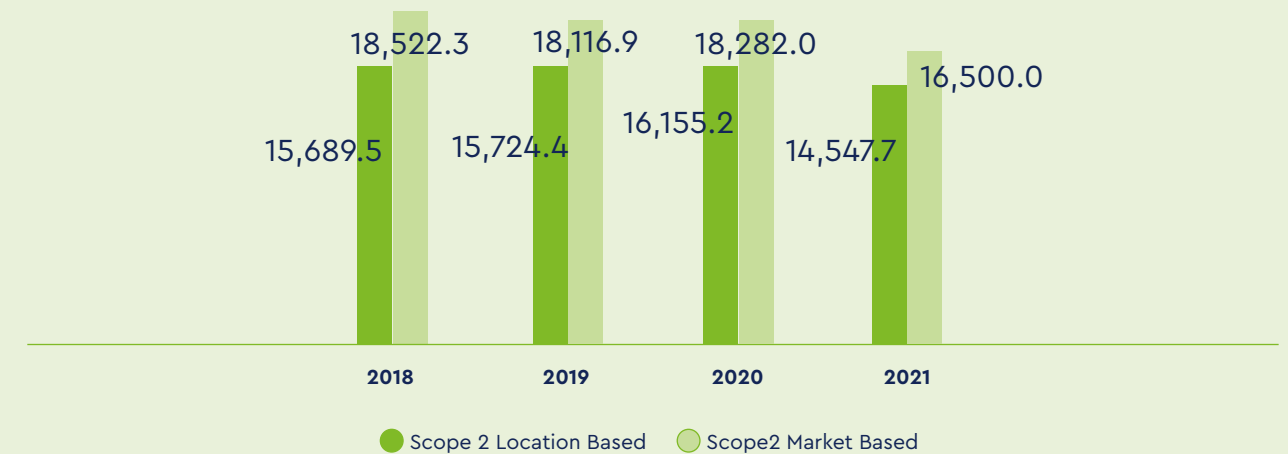
a) Sarantis Group Scope 2 GHG emissions yearly percentage difference.

	2018-2019	2019-2020	2020-2021
Scope 2 location based	+0.9%	+2.7%	-10.0%
Scope 2 market based	-2.5%	+0.9%	-9.7%

b) Sarantis Group Scope 2 location-based and market-based GHG emissions in metric tons of CO₂ equivalent graph.

c) Sarantis Group Scope 2 location-based and market-based GHG emissions in metric tons of CO₂ equivalent graph.

GRI 305-2a,b



c) Sarantis Group Scope 2 location-based GHG emissions in metric tons of CO₂ equivalent per country results - 2021 IEA emission factors.

(tCO ₂ e)	2018	2019	2020	2021
Greece	1,917.9	1,973.2	1,923.0	1,943.5
Poland	541.0	635.6	766.6	674.4
Polipak Poland	9,027.3	9,069.2	10,407.3	9,589.8
Romania	130.3	126.5	131.1	110.8
Bulgaria	84.7	77.4	79.8	84.8
Hungary	28.6	27.9	25.7	26.9
Serbia	47.8	33.7	26.8	23.6
Russia (Hoztorg)	2.6	2.8	2.1	2.1
Ukraine (Ergopack)	3,777.4	3,736.9	2,755.5	2,054.3
North Macedonia	29.4	37.9	31.4	31.9
Bosnia and Herzegovina	2.5	3.4	5.8	5.9
Total	15,589.5	15,724.4	16,155.2	14,547.7

Possible discrepancies in addition are caused by rounding in decimals.

d) Sarantis Group Scope 2 location-based GHG emissions in metric tons of CO₂ equivalent per country results - 2020 AIB emission factors.

AIB production mix emission factors does not include Russia, North Macedonia, Ukraine and Bosnia and Herzegovina, which requires assumptions for these countries' emissions factors to be made. To reduce the uncertainty of estimation, we propose (see section c) to use IEA emission factors that are available for all countries where the Sarantis Group operates. The following table presents the Scope 2 location-based emissions using AIB emissions factors and assumptions for Russia, North Macedonia, Ukraine and Bosnia and Herzegovina.

Sarantis Group Scope 2 location-based GHG emissions in metric tons of CO₂ equivalent per country results - 2020 AIB emission factors (with Greek data recalculated).

(tCO ₂ e)	2018	2019	2020	2021
Greece	2,252.0	2,178.8	1,585.8	1,602.7
Poland	645.9	752.8	871.9	767.0
Polipak Poland	10,777.7	10,741.7	11,836.5	10,906.7
Romania	155.9	113.6	99.5	84.0
Bulgaria	89.4	77.4	67.9	72.1
Hungary	35.4	30.8	27.4	28.6
Serbia	48.9	34.5	28.0	24.6
Russia (Hoztorg)*	2.4	2.5	1.9	1.8
Ukraine (Ergopack)*	14,013.2	14,432.3	10,642.0	7,934.1
North Macedonia*	22.2	23.1	16.3	16.5
Bosnia and Herzegovina*	2.6	3.5	6.1	6.2
Total emissions using AIB emission factors and assumptions*	28,045.7	28,391.0	25,183.2	21,444.2
Total emissions using IEA emission factors (section c)	15,589.5	15,724.4	16,155.2	14,547.7
Difference of total emissions between AIB and IEA emission factors	12,456.2	12,666.6	9,028.0	6,896.5

Possible discrepancies in addition are caused by rounding in decimals.

*Assumptions used for emission factors of Russia, North Macedonia, Ukraine and Bosnia and Herzegovina

c) Sarantis Group Scope 2 market-based GHG emissions in metric tons of CO₂ equivalent per country results - 2020 AIB emission factors.

(tCO ₂ e)	2018	2019	2020	2021
Greece	2,324.5	2,291.6	1,896.7	1,917.0
Poland	684.9	771.8	916.7	806.4
Polipak Poland	11,428.9	11,011.9	12,445.1	11,467.5
Romania	156.0	113.8	100.7	85.1
Bulgaria	89.3	77.4	67.9	72.1
Hungary	38.9	34.8	30.8	32.2
Serbia	47.8	34.6	29.2	25.6
Russia (Hoztorg)*	2.6	2.8	2.1	2.1
Ukraine (Ergopack)*	3,777.4	3,736.9	2,755.5	2,054.3
North Macedonia*	29.4	37.9	31.4	31.9
Bosnia and Herzegovina*	2.5	3.4	5.8	5.9
Total	18,582.3	18,116.9	18,282.0	16,500.0

Possible discrepancies in addition are caused by rounding in decimals.

* IEA emission factors were used for Russia, North Macedonia, Ukraine and Bosnia and Herzegovina since AIB did not publish residual mix emission factors for these countries



Sarantis Group total GHG emissions

In total, GHG emissions produced by the Group are steadily declining.

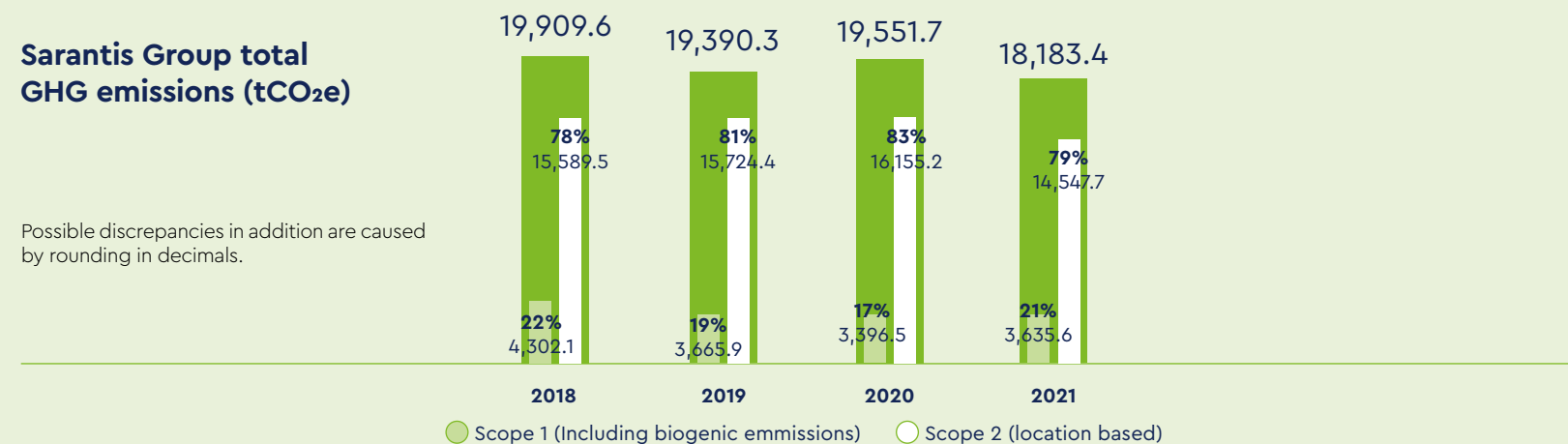
A visual representation of the allocation of GHG emissions between Scope 1 (including biogenic emissions) and Scope 2 is provided below.

Scope 3 emissions are omitted from our current calculations as we are evaluating our impact and laying our future strategy and goals, based on our first efforts on carbon footprint analysis.

a) Sarantis group total GHG emissions in metric tons of CO₂ equivalent (Scope 1 including biogenic emissions and Scope 2 location-based).

(tCO ₂ e)	2018	2019	2020	2021
Scope 1 (including biogenic emissions)	4,320.1	3,665.9	3,396.5	3,635.6
Scope 2 location based	15,589.5	15,724.4	16,155.2	14,547.7
Total	19,909.6	19,390.3	19,551.7	18,183.4

Possible discrepancies in addition are caused by rounding in decimals.



Sarantis Group total GHG emissions (tCO₂e)

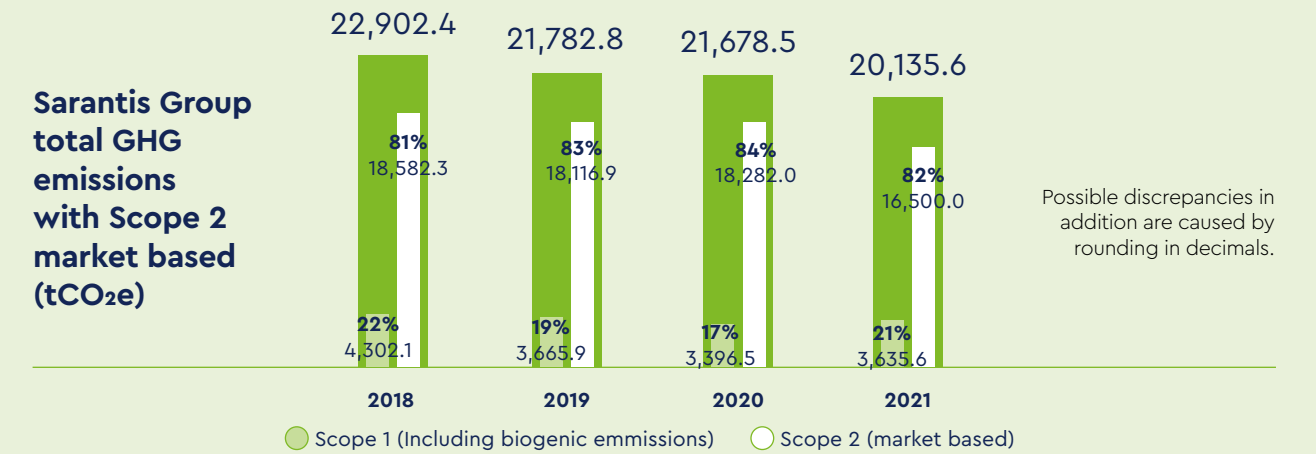
GRI 305-1, GRI 305-2

(tCO ₂ e)	% Difference 2018-2019	% Difference 2019-2020	% Difference 2020-2021
Scope 1 (including biogenic emissions)	-15.1%	-7.3%	7.0%
Scope 2 Location based	0.9%	2.7%	-10.0%
Total (Scope 2 location based)	-2.6%	0.8%	-7.0%

b) Sarantis group total GHG emissions in metric tons of CO₂ equivalent (Scope 1 including biogenic emissions and Scope 2 market-based).

(tCO ₂ e)	2018	2019	2020	2021
Scope 1 (including biogenic emissions)	4,320.1	3,665.9	3,396.5	3,635.6
Scope 2 market based	18,582.3	18,116.9	18,282.0	16,500.0
Total	22,902.4	21,782.8	21,678.5	20,135.6

Possible discrepancies in addition are caused by rounding in decimals.



Possible discrepancies in addition are caused by rounding in decimals.

Sarantis Group total GHG emissions (tCO₂e)

GRI 305-1, GRI 305-2

(tCO ₂ e)	% Difference 2018-2019	% Difference 2019-2020	% Difference 2020-2021
Scope 1 (including biogenic emissions)	-15.1%	-7.3%	7.0%
Scope 2 market based	-2.5%	0.9%	-9.7%
Total (Scope 2 market based)	-4.9%	-0.5%	-7.1%

Regarding Sarantis Group's emissions intensity, we are using our net sales as a denominator. As shown below, the emissions intensity of Sarantis Group in 2021 decreased to 0.04 tCO₂e per thousand Euros of net sales in comparison to 0.05 in 2020. For the location based Scope 2 emissions and to 0.05 tCO₂e per thousand Euros of net sales in comparison to 0.06 in 2020 for the market based Scope 2 emissions. The ratio includes Scope 1 and Scope 2 emissions of Sarantis Group, regarding CO₂, CH₄ and N₂O.

Sarantis Group total GHG emissions intensity (Scope 2 location based)

GRI 305-4

(tCO ₂ e)	2018	2019	2020	2021
Total Scope 1 and Scope 2 (location based) GHG emissions (tCO₂e)	19,910	19,390	19,552	18,183
Net sales (€'000)	343,996	370,073	393,375	408,199
GHG emissions intensity ratio	0.06	0.05	0.05	0.04
Percentage variation		-9.5%	-5.1%	-10.4%

Sarantis Group total GHG emissions intensity (Scope 2 market based)

GRI 305-4

(tCO ₂ e)	2018	2019	2020	2021
Total Scope 1 and Scope 2 (market based) GHG emissions (tCO₂e)	22,902	21,783	21,679	20,136
Net sales (€'000)	343,996	370,073	393,375	408,199
GHG emissions intensity ratio	0.07	0.06	0.06	0.05
Percentage variation		-11.6%	-6.4%	-10.5%



3.6

Investing in R&D for innovative and sustainable products



Management approach

GRI 103-2, GRI 103-3

Group wide

The Group demonstrates its commitment to a constantly evolving research and development philosophy by funding specialized R&D departments, located at Inofyta, Greece, in Poland (Polipak's production facility) and Ukraine.



Within our skincare category, it is planned to launch in 2022 fully recyclable tissue masks, with **100% recyclable packaging and 100% biodegradable tissue fabric.**



The Group is actively searching and investing in new production processes that will allow for the increase of ingredients sourced from sustainable sources (i.e.: increase the percentage of natural ingredients) and adapt our formulas to have an improved environmental footprint. An indicative example is the Group's cooperation with the University of Ioannina and the National Technical University, which concerns the development of innovative cosmetology formulations and food supplements based on natural ingredients, which will arise with green innovative extraction and biotransformation processes.

Sarantis Group engages in meaningful cooperation initiatives with reputable Academic Institutions in Europe which allows for independent product testing. Through these initiatives, we gain significant communications channels to knowledge centers through cooperation with well-known scientists. The products we develop in this way play an essential role in our ambition to have a positive impact on our field of expertise.

Our goal through these collaborations is the expansion of our knowledge base and the improvement of our formulations. Our R&D teams regularly attend International congresses, as well as professional exhibitions. Through our active memberships in major scientific European cosmetic organizations we are able to always be informed about breakthroughs, new Global Trends and current concepts.

Overall, the Group is committed to exploring the most updated technologies for safety and environmental protection, strictly following all relevant local and European regulations. We are also set on increasing the use of recycled packaging materials (plastic, glass, paper) as well as recyclable, reusable or compostable packaging materials.

Furthermore, the Group is continuously examining ways to increase the level of ingredients that are sustainably sourced, increase the percentage of natural ingredients and adapt our formulas to have an improved environmental footprint.

Personal care products

Firstly, our brand Luksja in the body & hand wash distributed in the polish market has been upgraded. With a claimed percentage of natural origin on the packaging (more than 93%), confirmed use of vegan ingredients and it has been tested as readily biodegradable.

Moreover, an ecoline will be launched within 2022 in our suncare subcategory having a sustainability orientation in terms of packaging and formulas, supported by our trusted brands Carroten, Astrid, Kolastyna and Elmiplant.

Furthermore, within our skincare category, it is planned to launch in 2022 fully recyclable tissue masks, with 100% recyclable packaging and 100% biodegradable tissue fabric. Other R&D projects, relate to:

- Substituting chemical ingredients with those which are naturally sourced.
- Eliminating ozone depleting substances, used as propellants in products
- Development of new formulae for our suncare products, to ensure skin protection combined with the protection of the marine ecosystem.
- We work intensively to replace emulsifiers of synthetic (petrochemical origin) with bio-based ones to offer more sustainable Deos.
- Working towards eco conscious odor we proactively work to launch new APDEO Formulae without MOC materials and in particular Cyclopentasiloxane.



Home care products

As a result of our commitments and efforts a complete "eco" range of home care products were developed in-house, covering all product categories: Food packaging, Garbage bags, Cleaning Items under a Green Life Concept.

Through this effort:

"Green Life" Garbage bags line using

90% – 100%

of recycled plastic & FSC paper label packaging.

The line supports brands such as Fino and Jan Niezbędny from 2020 until today.

"Flexi" garbage bags that derive from

100%

of recycled plastic, enhancing a more environmental friendly profile, while the line has an eco-packaging of an FSC-paper wrap, removing the plastic package.

The specific line will be supported by our brands Sanitas, Fino and Jan Niezbędny.

Moreover, the Group is examining to reduce the thickness of its plastic bags.

Additionally, a new investment is under-way at Polipak that will lead to a more automated production process, which, combined with a new R&D lab and new equipment, will result in increased production efficiency and Quality Assurance improvements. Investing in R&D lab equipment lead to the integration of new, top-class measuring equipment including:

- moisture analyzer,
- plastometer,
- testing machine,
- octagon,
- spectrophotometer or Dart Drop

Our continuous R&D investments in Polipak resulted in the introduction of innovative bags, holding our patented TriplePak foil. These new garbage bags will be characterized by:

- High durability,
- Better functionality & aesthetics,
- Cost efficiency, Better ecological profile (higher percentage of recycled raw materials)

Our patented TriplePak technology allows us to introduce products of quality and performance parameters not currently offered in Europe. Equally important from the technological perspective is the innovation process including automation and robotization of production. This investment program sets our path towards the implementation of elements of the concept of Industry 4.0. Currently, garbage bags are made of a single-layer film, which practically prevents the production of a strong, aesthetic, fragrant, functional and cheap product at the same time. Each of the indicated features and functions is the result of using a different raw material in the production process. Their integration from a technological point of view is only possible in a product consisting of several layers.

The "TriplePak" project is co-financed by the European Union, from the European Regional Development Fund under the Intelligent Development Operational Program.

The new investment at the Group's subsidiary Polipak, will lead to a more automated production process, which, combined with a new R&D lab and new equipment, will result in increased production efficiency and QA improvement. Moreover, a new production technology in under development as well. It will result in improved production processes having a smaller environmental footprint. This new technology is expected to be part of a new investment implemented at Polipak's production plant located in Poland.

Moreover, new machinery in the Polish production plant (Polipak) will enhance the production of recycled plastic tie handle garbage bags.

Finally, towards creating more sustainable products the forthcoming acquisition of STELLA PACK will contribute to the cyclical economy practices and the creation of recycled plastic as it owns a waste separation line that manufactures internally own recycled plastic covering fully its production needs.

Performance

Sarantis Indicator

We invest own capital and participate in investment programs that receive EU grants promoting R&D. Our own total invested capital for R&D in 2021 is almost

8 million euros.

It is worth to mention that Sarantis Group was awarded, for its environmentally responsible practices, with the

German Blue Angel ecolabel.

Particularly, the Group's garbage bags production plant in Poland, Polipak, was distinguished for the **high level of recycled plastic** used in its products. Specifically, the Blue Angel ecolabel confirms Polipak's capability to produce garbage bags that include at least **80%** of recycled plastic, through production methods that limit the environmental pollutants.

Responsible Governance

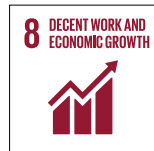
“Mere good governance is not enough; it has to be pro-people and pro-active. Good governance is putting people at the center of development process”

Narendra Modi

4.1 Ensuring robust economic performance	52
4.2 Safeguarding corporate governance, regulatory compliance and business ethics	55

4





4.1

Ensuring robust economic performance

Management approach

GRI 103-2, GRI 103-3

The Group's strategic priorities are focused on further growing our Home Care, Personal Care and Beauty business in Central and Eastern Europe (CEE) as well as in the Commonwealth of Independent States (CIS) territory, reaching and impacting more consumers with everyday aspirational product propositions through our sustainable business practices and ethics.

The business model that supports and ensures the implementation of the Group's strategic objectives is as follows:

- Focus on maintaining dynamic sales growth both on an organic basis and through acquisitions, combined with new strategic international brand distribution agreements, as well as the geographical expansion of the Group.
- Focus on cost optimization, economies of scale and the exploitation of synergies.
- Efficient liquidity management.
- Reinvestment of net cash flows to further enhance the operation and financing of development projects.

As a result of our growing product range, market reach and business activities, Sarantis Group has a significant societal effect. The Group is responsible for the effect generated by its business activities on society, the economy, and the environment.

As a result, the Group is audited by institutional bodies according to the legislation in effect. Moreover, the Group provides a safe and supportive workplace, while creating prospects and development opportunities for all its employees. The Group supports young people and is open to students who want to get familiar with the Fast-Moving Consumer Goods (FMCG) sector.

Our goals and targets for further expanding our performance in coming years include:

- Improvements on profit margins and cash flow generation.
- Market development and penetration.
- Cost efficiencies
- Benefits from synergies and operating leverage



Performance

GRI 102-7 (iii, iv), GRI 102-9, GRI 201-1, GRI 204-1

Sarantis Group has a strong social impact by purchasing products and services that come from local suppliers.

Based on the financial report of 2021,

72%

is the percentage of the procurement budget spent on local suppliers for 2021, demonstrating our commitment to local suppliers.

GRI 102-9, GRI 204-1*

	2019	2020	2021
Budget spent on local suppliers (%)	73%	67%	72%

* Local suppliers are those operating in the same country with the relative subsidiary of Sarantis' Group. All countries where the Group operates are considered significant locations of operations

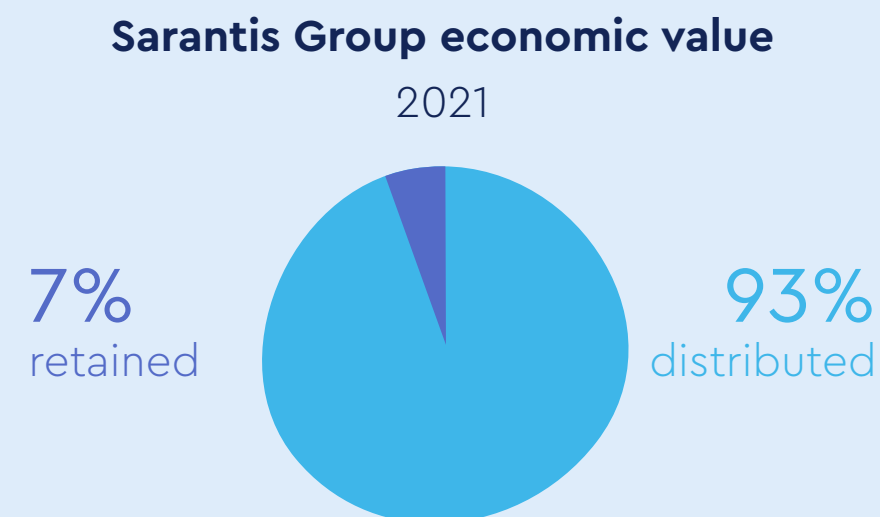
Our efforts in recent years for market penetration and market reach through acquisitions and product portfolio expansion have been successful. We were able to achieve significant growth on metrics such as total capitalization and revenues. At the same time, our impact on society grew as we contributed more through payments made to governments in countries of operation and through the provision of wages and benefits to employees.

GRI 102-7 (iii, iv), 201-1

	2018 (€)	2019 (€)	2020 (€)	2020 (€) restated*	2021 (€)
Direct economic value generated					
Revenues (€)	359,823,247	388,618,375	411,143,138	411,143,138	427,813,737
Direct economic value distributed					
Operating costs (€)	273,930,100	288,606,159	305,386,565	305,423,930	320,729,670
Employee wages and benefits (€)	43,475,074	50,993,875	54,393,674	54,393,674	54,086,837
Payments to providers of capital (€)	10,092,976	11,555,090	12,034,827	12,034,827	15,363,514
Payments to government (€)	8,094,578	8,285,213	10,640,748	10,640,748	10,578,077
Community investments (€)	111,000	119,000	290,000	290,000	325,275
Economic value retained					
Economic value retained (€)	24,119,520	29,059,038	28,397,324	28,359,958	26,730,364
Capitilization					
Net debt (€)	11,525,662	8,452,770	10,908,477	10,908,477	5,958,191
Shareholder Equity (€)	221,924,459	251,271,767	269,880,896	270,595,641	297,922,293
Total Capitilization (€)	233,450,121	259,724,536	280,789,373	281,504,118	303,880,484

* The financial figures for the year 2020 have been restated due to the change of the accounting policy IAS19.

As it is observed in the table above, revenues are steadily increasing along with the distributed economic value of Sarantis Group. Specifically, revenues increased by 4% in 2021 compared to 2020 and by 6% in 2020 vs 2019. The Group is distributing 93% of the generated economic value, as shown in the graph below.





GRI 201-1

Payments to government by country (€)	2018 (€)	2019 (€)	2020 (€)	2020 (€) restated *	2021 (€)
Bosnia Herzegovina	21,843	18,831	14,933	14,933	21,386
Bulgaria	214,994	202,565	204,656	204,656	176,330
Czech Republic	515,049	383,665	472,960	472,960	741,805
Greece	1,201,455	1,405,383	2,087,168	2,087,168	2,372,443
Hungary	452,030	436,499	448,174	448,174	408,942
North Macedonia	106,879	93,249	75,832	75,832	92,690
Poland	1,193,632	869,716	2,109,195	2,109,195	1,253,822
Poland (Polipak)	423,751	460,996	806,385	806,385	450,761
Portugal	40,856	36,956	37,202	37,202	43,071
Romania	1,588,982	1,309,216	1,503,618	1,503,618	1,717,017
Russia	285	14,035	0	0	393
Serbia	438,480	453,466	511,347	511,347	499,842
Slovakia	30,534	70,256	38,743	38,743	117,661
Ukraine	7,165	193,213	318,554	318,554	146,598
Cyprus	1,858,643	2,337,169	2,011,980	2,011,980	2,535,317
Total	8,094,578	8,285,213	10,640,748	10,640,748	10,578,077

* The financial figures for the year 2020 have been restated due to the change of the accounting policy IAS19.

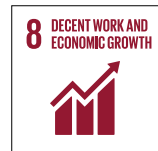
All countries within which the Group operates are included in the table presented above. Countries that have a high participation in the Group's income, such as Greece, Poland, Ukraine and Romania are the most benefited in terms of payments from taxes received.





4.2

Safeguarding corporate governance, regulatory compliance and business ethics



Management approach

GRI 102-18, GRI 103-2, GRI 103-3, ATHEX C-G1, ATHEX SS-G2

Following the decision of its Board of Directors dated on 15.07.2021, Sarantis Group applies the Hellenic Corporate Governance Code of the Hellenic Corporate Governance Council (HCGC) (June 2021).

Sarantis Group Corporate Governance is a framework of laws, internal policies, regulations, procedures, structures, relationships, processes, methodology and information technology tools through which, among other things, risks are identified, managed and controlled.

A summary of the Group's operating regulation can be found here <https://sarantisgroup.com/media/51ifo2sh/summary-of-the-company-s-operating-regulation.pdf>. Moreover, the Sarantis Group Internal Audit System is based on the model of the "three lines of defense" that has been introduced by the Institute of Internal Auditors (IIA), as is updated in 2020.

The Board of Directors

The Board of Directors (BoD) is responsible for the company's management and its duties are the following:

- Defining the corporate strategy and designing the corporate culture and general practice of the company.
- Approving the annual budget and business plan.
- Monitoring and evaluating the effectiveness and application of the business action plan.
- Auditing and approving large capital expenditures used to implement investment plans.
- Validating financial statements that are to be disclosed, including the report by the Certified Auditors.
- Monitoring the compliance of the company's activities with the legislation in effect, as well as with the Corporate practice as well as maintaining the Internal Control System.
- Selecting the executive leadership, as well as supervising the succession planning.
- Monitoring and resolving possible conflict of interest issues between the company and its senior executives, Board members or basic shareholders, including cases of mismanagement of assets or transactions with related parties.

Following the Annual General Meeting of the Company's Shareholders, which was held on May 20th, 2021, the Company's Board of Directors until 31st December 2021 is the following:

Role	Name
Chairman – Executive member	Grigoris P. Sarantis
Vice Chairman -Independent non-executive member	Dimitrios P. Reppas
Chief Executive Officer – Executive member	Kyriakos P. Sarantis
Non-executive member	Aikaterini P. Saranti
Executive member	Konstantinos P. Rozakeas
Executive member	Konstantinos F. Stamatiou
Executive member	Ioannis K. Bouras
Executive member	Georgios P. Kostianis
Independent non-executive member	Christos I. Oikonomou
Independent non-executive member	Nikolaos P. Nomikos
Independent non-executive member	Irene M. Nikiforaki

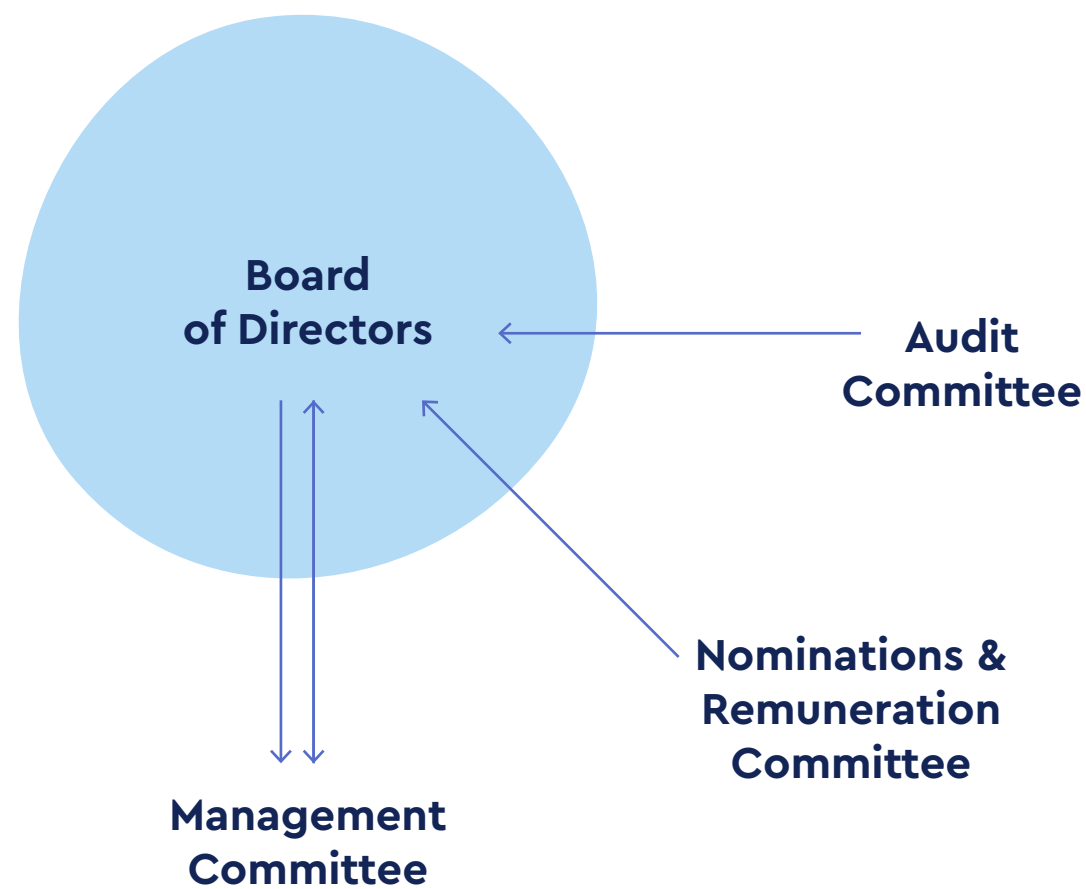
BoD structure underwent significant changes within 2021, according to the new regulatory framework. Specifically, the new BoD of the Group consists of 11 members who aim to further strengthen the Group in ESG matters and an independent Vice President was elected in accordance with best practices, ensuring further the impartiality of the board. In addition, the new BoD takes into account diversity, by increasing the participation rate of women and the percentage of independent members, ensuring the necessary pluralism.

The new members will contribute their years of experience and their strong knowledge backgrounds in their fields of activity, therefore they will further strengthen the Group's BoD. The new Board of Directors is committed to work intensively towards the creation of further value for the Group's shareholders and stakeholders, while it guarantees the upgrade in Corporate Governance issues, addressing development challenges, and adapting to any change in standards, trends, conditions or legislative framework.

The development of the Group's Sustainability Strategy will be amongst the top priorities of the new Board of Directors, through focus on the following areas: Sustainable production and consumption, Responsible Governance, Empowered employees and Thriving communities in which the Group operates. The mission of the new Board of Directors is to contribute with its future decisions and its goal setting in intensifying the Group's efforts in these areas.

The BoD's term is 5 years, that is until May 19th 2026, automatically extended until the end of the term, within which period the next regular general meeting must convene after the end of its term and until the relevant decision is taken, and it is not possible to exceed six years.

The organizational structure and relationship between the Board of Directors and the other committees of the Sarantis Group are presented in the following chart:



Management Committee

The Executive/Management committee is the highest advisory and supervisory body of the Company, following the Board of Directors. The meetings of the committee are frequent and ad-hoc depending on the actions and issues that need to be decided. The action plans that the committee agrees upon are summarized and assigned.

The committee meets to:

- Review annual budgets, amend or verify according to the case.
- Monitor general progress of the company on a monthly basis. Comparisons are made on actual results with those budgeted, significant deviations are explained and relevant decisions are made.
- Review projects underway and comparison with the expected results according to the development plan.
- Discuss Human resources issues.
- Discuss Internal audit issues.
- The company's development strategy (new markets, new products, acquisitions etc).
- Evaluation of the risks faced by the company and strategies for management minimization of such risks.
- Discuss issues that concern corporate governance

The Management Committee is constituted by the CEO of Sarantis Group (as chairman), the Chief Financial Officer, the Chief Legal Officer, the Chief Commercial Officer, the Chief Operations Officer, the Chief HR Officer accompanied by the Supply Chain Manager, the Marketing Manager, and the Sales Manager.

Established Audit Committee

Sarantis Group has established an Audit Committee that assists the Board of Directors, fulfilling the responsibilities that the Board of Directors has toward the shareholders. The Audit Committee consists of two non-executive independent members of the BoD, and a Certified Public Accountant (CPA) independent third person who has been elected directly by the General Shareholders Assembly. Due to this, the Audit Committee is considered an Independent Committee.

The main responsibilities of the committee are:

- oversight of the annual statutory audit and financial information process
- supervision of internal audit, regulatory compliance and risk management units
- reporting to the BoD

While exercising its supervisory role, the Committee has the power to investigate every issue related to files, records, facilities, and company personnel. There are many key operations of the Committee. For instance, the Committee suggests to the BoD auditors or the audit firm to perform the annual audit on the financial statements.

The operating regulation of the Audit Committee can be found here: <https://sarantisgroup.com/media/u2envtde/audit-committee-s-regulation.pdf>

Nominations & Remuneration Committee

The Nominations & Remuneration Committee is a three-member committee and consists of non-executive and independent members of the Board of Directors. The chairman of the Nominations & Remuneration Committee is the independent vice chairman of the company. The Regulation of Operation of the Nominations & Remuneration Committee is posted on the corporate website: <https://sarantisgroup.com/media/wbzfo10p/regulation-of-the-nominations-and-remuneration-committee.pdf>

Risk Management System

Risk Assessment and Management is part of the Internal Audit System (Annual report: paragraph 2.12.4: https://sarantisgroup.com/media/d0xllzow/annual_financial_report_2021_en.pdf).

The Group has a Risk Assessment & Management Unit that operates according to regulations. The methodology on which the risk assessment of the year is based takes into account both the risks of the operating environment and those due to endogenous operating factors. The evaluation process involves the following steps:

- Risk identification
- Description of the possible effect on the operation since its occurrence
- Assessment of the possibility of the risk
- Assessment of the possible impact on the operation
- Determining the Group's level of tolerance for the specific risk
- Management actions to address the risk (based on the main approaches of avoidance, acceptance, mitigation and transfer). The Executive Management Committee is the committee responsible for managing business risks choosing amongst the following options:

- 1. Accept** Decide to take the risk
- 2. Avoid** Avoid or prevent: Change strategy or plans to avoid or prevent the risk
- 3. Mitigate** Mitigate or reduce: Take action to reduce the risk, the actions either reduce the likelihood of the risk developing or limit the impact.
- 4. Transfer** Transfer the risk to a third party (ex. Insurance)
- 5. Share** Distribute the risk across multiple partners, teams or projects
- 6. Contingency** Make plans to handle the risk if it occurs (ex. set procedures to restore a system if needed)
- 7. Enhance** If risk = opportunity, is the action taken to increase the chance of occurrence
- 8. Exploit** If risk = opportunity is to make use of resources that become available in the case of occurrence

Depending on the nature, impact and likelihood of the risks arising, relevant decisions are made, based on cost-benefit estimates.

The Board of Directors, with the support of the executive Management Committee, reviews the business risks at regular intervals (at least annually) and adjusts the corporate strategy and the Internal Audit System accordingly.

The main risks faced by the group are reported in the report of the Board of Directors addressed to the General Shareholders Meeting and in more detail in the Annual Financial Statements. The description of the main risks identified by the management is presented in Chapter 2.4 of the Annual Financial Report, while the description of the main identified risks' management is included in Chapter 4.9 of the Annual Financial Report (https://sarantisgroup.com/media/d0xllzow/annual_financial_report_2021_en.pdf)

In addition to the financial risks described in the Annual Financial Report, the Group takes into consideration environmental (i.e. exposure to waste management and packaging material regulations, carbon footprint of our supply chain and potential implications, environmental impacts of the raw materials used in our products, etc.) and social (i.e. recalls/withdrawals, supply and sourcing risks, compliance with responsible marketing practices, etc.) risks that need to be managed. Environmental and social risks can have financial, legal and reputational impacts that threaten the Group's operations. As the Group operates in a sector that is heavily depended on raw materials and their extraction processes as well as the effects of products to our consumers, managing these risks is an integral part of our management procedure.

The Management has supported the development of a new risk assessment methodology based on which the annual risk assessment will be carried out starting from the year 2022.

The Management has compiled and uses, as a general framework of rules and operations for the Group, the Internal Regulation of Operations, the Corporate Governance Code and the Code of Business Conduct⁴. The Internal Regulation of Operations and the Code of Business Conduct are posted in the corporate website: <https://www.sarantisgroup.com/investor-relations/corporate-governance/corporate-governance/>

Performance

GRI 205-3, GRI 206-1, GRI 419-1, ATHEX C-G5, ATHEX C-G6, ATHEX SS-G1

Fair Competition

We fully comply with the Commercial Law and the Law on Competition in our transactions with competitors, partners and customers in all the countries where the Group operates. We support and boost free entrepreneurship and we care for our operation pursuant to the principles of fair and free competition, in all sectors of our activities. Accordingly, we expect our employees to comply with the legal requirements on monopoly and competition and to participate only in fair and meritocratic transactions. Every employee, when necessary or if he/she has any doubt, must consult the Group's Legal Service for relevant issues, while he/she must directly inform the Group's Legal Service in case he/she receives any notification from an authority responsible for anti-monopoly issues. In the context of the above, any conduct that restricts or hinders free and fair competition is not acceptable by our Company.

Combating any form of corruption and bribery

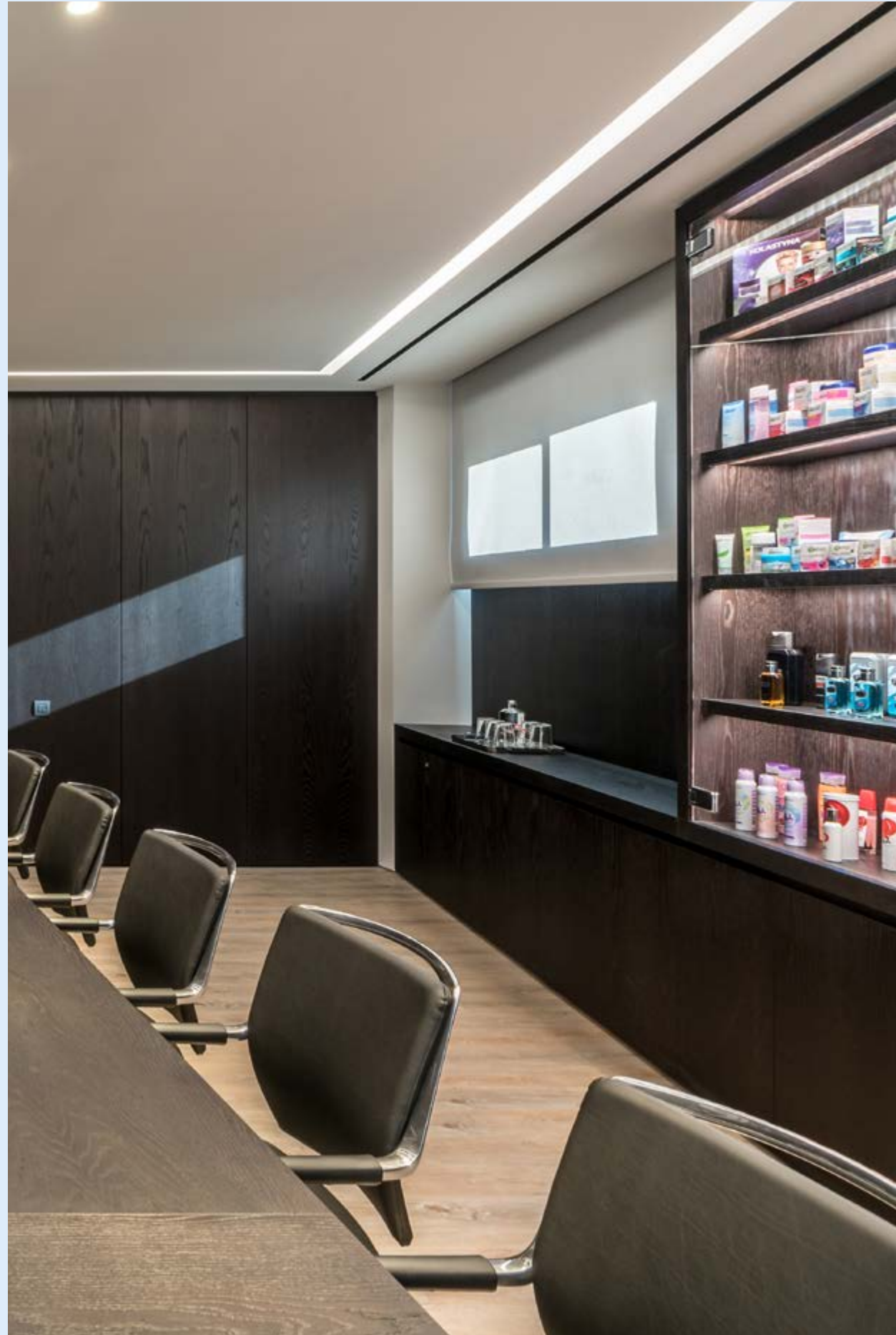
Any form of corruption, or unlawful professional activity or bribery is prohibited in our Group. Always in compliance with the applicable laws and regulations, unfair practices on behalf of our employees, partners or suppliers, which could be inappropriate and illegal activities, are not allowed. In the same context, any activity related to money laundering or illegal funding is condemned. Moreover, the Company does not allow employees to accept gifts, invitations or offers, as there is a risk that their integrity and honesty may be questioned or professional decisions may be affected.

Prevention of fraud

In the context of our responsible operation and activity, cases that may be connected to fraud are not tolerated. With a view to preventing such cases, safety valves have been developed, while through a special policy of complaints and reports that we have adopted (Whistleblowing Policy) an event of fraud or corruption can be reported, investigated and solved. The Report and Complaints Management Policy of Sarantis determines the principles and the operation of the procedure adopted by the Company in order to receive, process and investigate anonymous and/or identified reports and complaints regarding unethical conduct, irregularities, omissions or unlawful activities. The main commitment of the Company is to protect the anonymity and ensure the confidentiality of the data of people who file such reports/complaints. The Policy takes into account the Directive (EU) 2019/1937, and the best practices applied in the market. The Company's Management has the responsibility to prevent, monitor and make corrective actions, while the individual divisions and departments must strictly apply all the relevant procedures and prevention measures.

Conflict of interest

The conflicts of interest are forbidden within the framework of the Company's policy. A "conflict of interests" occurs when the private interest of an employee or executive or exclusive partner interferes in any way with or seems to affect the Company's interests. The Management and all the employees must settle their personal or other external activities and financial interest in such a way so that they ensure that there are no conflicts of interest with the Company. As conflicts of interest may occur in multiple cases in such a large Group as Sarantis, a policy and procedure to prevent and address conflicts of interest has been developed, providing detailed guidelines in order to avoid any relevant involvement of an employee, executive or exclusive partner. The conflicts of interest may not be always obvious; therefore, if any of our members has a question on whether a particular situation involves a conflict of interest, he/she should consult the Head of the regulatory compliance.



Protection of data and confidential information

In full compliance with the relevant applicable legislation (E.U. General Data Protection Regulation) and in line with the Group's Personal Data Protection Policy, we ensure that personal data and confidential information are protected and kept confidential. Confidential information means any trade secret, exclusive information about customers or suppliers, contract or financial position. All employees must treat personal data and information with utmost discretion and must not disclose confidential information to third parties, persons or organizations, outside the Company. Moreover, we care for the continuous protection of the information systems, as the protection of their integrity and their rational use ensure the effective protection of personal and professional data against unauthorized access, loss, manipulation or leak. We follow best practices and we take all necessary steps to avoid security issues and maintain confidentiality, while the compliance with regulatory and legislative authorities is ensured. In this context, all employees of the Company should contribute to the protection of the security of information stored or circulated in the information systems within the organization. Unauthorized use or distribution of this information violates the Company's Policy and may result in civil and/or criminal penalties.

Overall, the Group's Code of Conduct and Corporate Governance safeguards transparency, making the Group a reliable partner. The Group's Code of Conduct also provides strict guidelines, among other things, regarding data safety and sensitive information retention.. Additionally, the company implements the Code of Ethics, ensuring that the businesses of the Group are conducted in a socially and ethical manner, respecting the interests of the parties involved, providing values of integrity, honesty, and justice.

GRI 205-3, 419-1

	2019	2020	2021
Total number of confirmed incidents of corruption	0	0	0
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (human rights & compulsory labor)	0	0	0

As stated in the table above, there were no confirmed incidents of corruption, or imposed fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area, in Sarantis Group.

Furthermore, there are no legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the Group has been identified as a participant, in any country where Sarantis Group operates.



Empowered Employees

“An empowered organization is one in which individuals have the knowledge, skill, desire, and opportunity to personally succeed in a way that leads to collective organizational success.”

Stephen Covey

5.1 Creating employment and ensuring human capital development

60

5.2 Ensuring occupational health & safety and wellbeing

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5





5.1

Creating employment and ensuring human capital development



Management approach

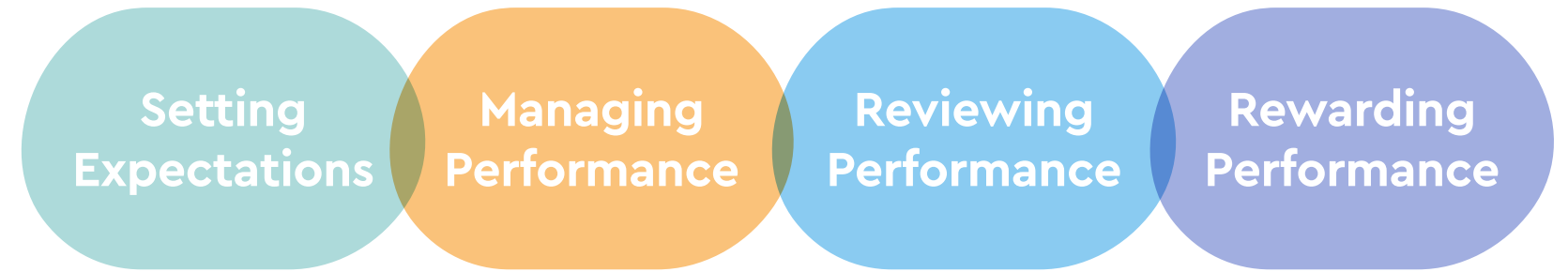
GRI 103-2, GRI 103-3

We invest in our people who are passionate, willing, and dedicated to increase the company's heritage in society.

The Group ensures that all employees will have equal treatment and opportunities for development based on their qualifications and skills. To this end, we establish international standards that safeguard employees' rights, such as the International Labour Organization, the U.N Universal Declaration of Human Rights, the United Nations Universal Treaty, and others.

According to the Code of Conduct (CoC), the Corporate Governance Code, the Integrated Management System, and the Regulatory Compliance System we have developed a robust ground, providing a supportive and desirable workplace.

The Group established three main pillars for its employees' development. Starting from hiring high caliber employees, further developing their skills and expertise and rewarding their performance. These pillars ensure that the Group continues to be a pioneer in a dynamic and competitive work environment.

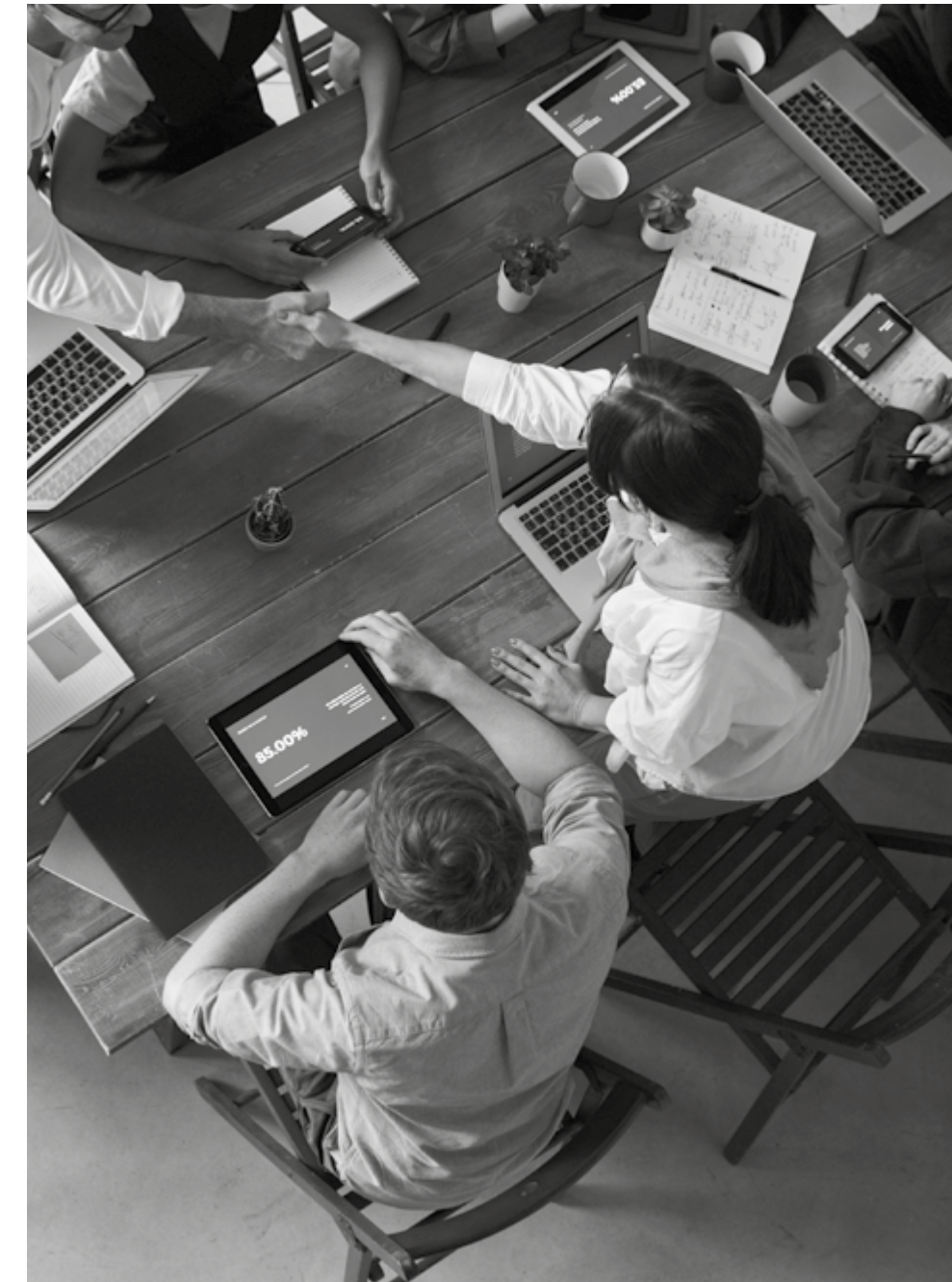


Around these three pillars, we consistently improve and update the talent acquisition process, aiming to hire the right person for the right position as the key to unlocking value for the Group. Therefore, we invest in a modern recruitment process with updated HR tools, while this year we have upgraded our profile in a recruitment platform in order to attract further candidates.

Moreover, we have introduced continuous learning programs to develop both new and existing employees capabilities and many programs that improve and make use of our employee's qualifications. Specifically, this year we have partnered with LinkedIn learning platform to empower further employees towards a modern and agile way of learning. In a fast-moving and continuously changing environment, we invest on the upskilling of our people's knowledge and capabilities to help them grow and fulfill their professional aspirations.

LinkedIn learning platform was launched in 2021 in Greece, Bosnia, Bulgaria, Czech Republic & Slovakia, Hungary, North Macedonia, Romania, Serbia and Ukraine, while in 2022 it will be available to our subsidiary in Poland too. More than 61,877 videos have been viewed offering the upskilling of our working force. Main content axes of the webinars this year were about: Leadership, Team Management, Performance Management, Constructive Feedback, Marketing, Sales, Project Management, Supply Chain Management, HSE Management, ISO 50001, Competition Law, Lean Manufacturing, Labor Law, E-Commerce, Customer Service, Health & Safety, Tax and Risk Management. This initiative will have a major impact on the Group's workplace culture by fostering continuous learning and development.

Finally, we are committed to rewarding our people and their efforts, constantly motivating them to work with passion and dedication. Towards rewarding our employees for their efforts and evaluating their performance, within 2021 the HR department introduced an upgraded Performance Management process.. The process is framed into 4 core cycles: Setting Expectations, Managing Performance, Reviewing Performance and Rewarding Performance, aiming to enhance continuous feedback and development of our employees as well as rewards allocation.



Human capital development

Sarantis Group, taking into consideration the competitive financial environment in which it operates, has taken actions towards investing in its employees and developing a workforce that will be able to provide added value to the Group's operations. We prioritize graduate and undergraduate individuals who want to start their professional careers, creating high performing teams, and enhancing their capabilities and leadership skills.

The Group supports the youth that want to get involved professionally in the FMCG sector. For that reason, we provide the "Shape your future with us" Internship Program. The program provides the opportunity to young university students to join our team and to get professional experience gaining knowledge and skills to further continue their professional journey. In 2021, we had the opportunity to welcome ten interns in our premises in Greece, both in our headquarters and our production facility. Through this Internship program our HR department cooperates with the top universities and professional institutions of the country, to actively support the induction of young people into the workplace.

Empowered employees and consistent investment for the development, safety, and wellbeing of our employees are part of our philosophy. Initiatives, such as partnering with LinkedIn learning platform as we have described, upgrading our Performance Management process and implementing healthcare programs, empower our employees' development and well-being.

Management
Trainee Program
& Internships

My Sarantis
LinkedIn Learning
Platform

Performance
Management
process

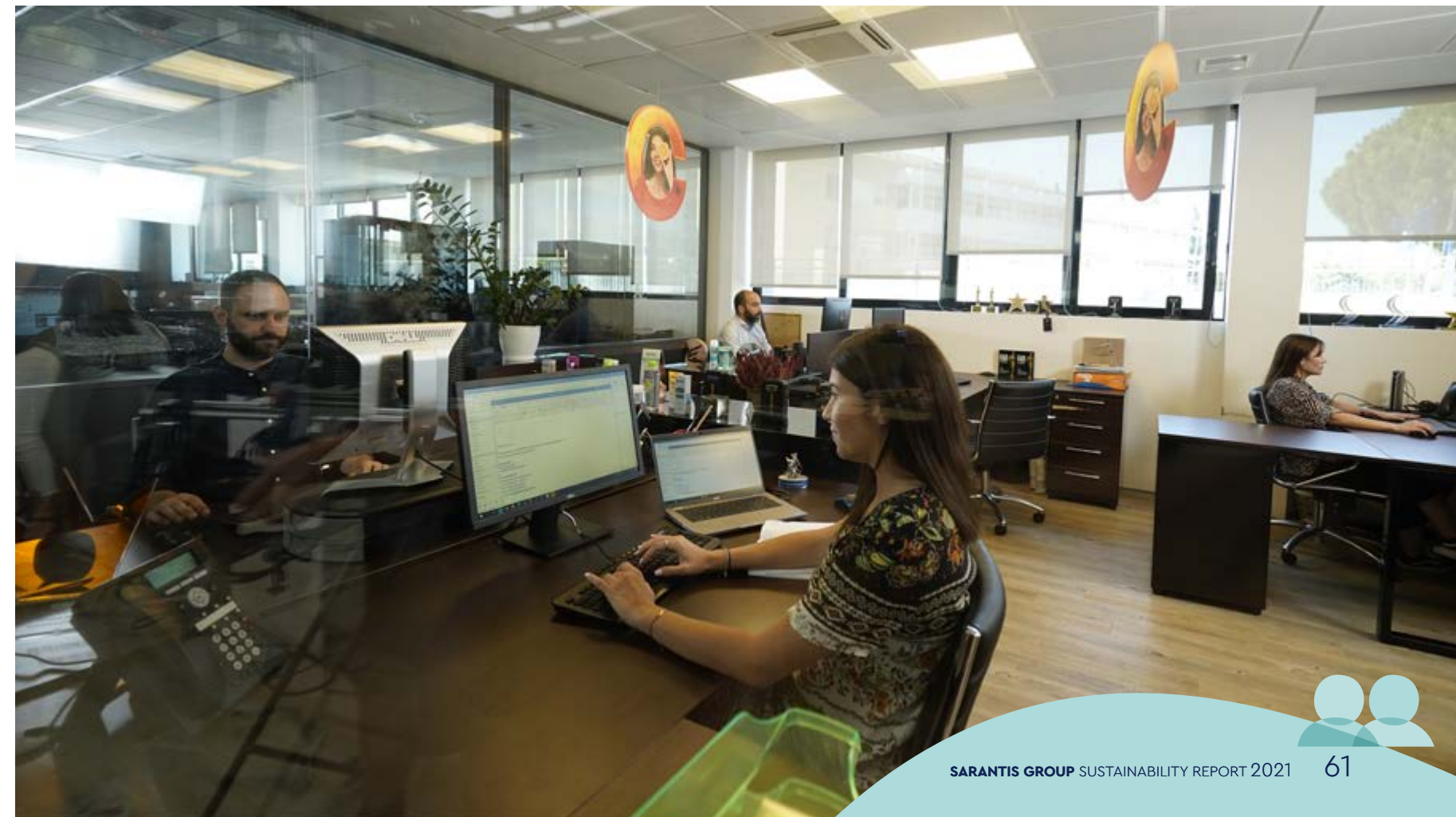
Equal
opportunities to
female and male
employees

We respect and aim to create an environment in which equal opportunities are provided to all employees without discrimination and inequality.

Thus, in 2021,

55%
of the Group's total workforce
were female employees

In addition, the Sarantis Group shows **zero tolerance** to any physical, sexual, racial, psychological, verbal, or any other form of violence, while the company does not hire individuals who are not permitted to work by law.



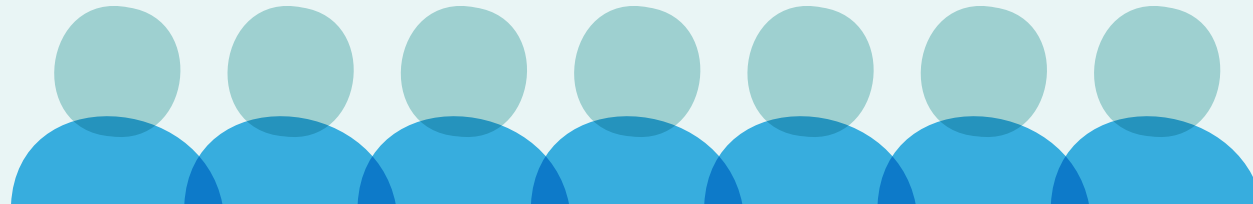
Performance

GRI 102-7 (i), GRI 102-8, GRI 102-41, GRI 404-1, GRI 405-1, GRI 404-3
 ATHEX C-S2, ATHEX C-S3, ATHEX C-S7, ATHEX C-S5

Sarantis Group in 2021
 had a workforce of

2,376

people across its operations,
 out of which **55%** were women.



GRI 102-7 (i), ATHEX C-S2

	2019	2020	2021
Total Number of Employees	2,786	2,683	2,376
Percentage of female employees	47%	56%	55%

The Group's employees with a permanent contract amounted to 2,259 in 2021, whereas the employees with a temporary contract amounted to 117 respectively. All of the Group's main activities are performed by its employees as we value established employer-employee relationships. All data relative to employee numbers presented here derive from the Group's digitally managed employment archives. There have been no seasonal variations in employee numbers.

GRI 102-8

Total number of employees by employment contract, by gender in 2021

Gender	Permanent	Temporary
Male	1,007	58
Female	1,252	59

GRI 102-8

Total number of employees by employment type, by gender in 2021

Gender	Full Time	Part Time
Male	1,046	19
Female	1,221	90

GRI 102-8

Total number of employees by employment contract by region in 2021

Country	Male		Female	
	Permanent	Temporary	Permanent	Temporary
Greece	284	2	555	10
Total CEE region	723	56	697	49
Group Total	1,007	58	1,252	59

GRI 102-41, ATHEX C-S7*

Sarantis Group and affiliates comply with countries' regulation with respect to the percentage of employees covered by collective bargaining agreements, regardless of gender.

All employees of the Group participated in training sessions in 2021 involving Performance Management (Target Setting, Constructive feedback and competencies), ISO, Health&safety, Lean Manufacturing, etc.

GRI 404-1, ATHEX C-S5

Training Hours per Year 2021

5
Average hours
of training per year
per employee

2,910
Total Number
of Employees
Trained



Moreover, all employees who are eligible to participate in performance management had received regular appraisal in 2021

GRI 404 - 3

Percentage of employees receiving regular performance review

636
Male

675
Female

Men are the majority within the organization's governance bodies. Subsequently, men older than 50 years of age are the majority of the workforce reaching 54%, followed by men between 30 and 50 years of age, that comprise 31% of the Group's governance bodies.

GRI 405-1, ATHEX C-S3

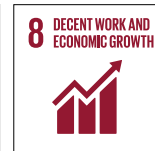
Percentage of individuals within the organization's governance bodies by age and gender in 2020

Gender	Age		
	<30 years	30-50 years	>50 years
Male	0%	31.00%	54.00%
Female	0%	0%	15.00%



5.2

Ensuring occupational health & safety and wellbeing



Management approach

GRI 103-2, GRI 103-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7

The Group holds its employees as its most valuable asset and in that way we strive to provide a secure environment where all employees can feel safe.

Moreover, especially in Greece a new ecofriendly building will be available by the end of 2022 to further accommodate our employees and their increased needs. As far as the employees at our production facilities are concerned, we do our best to ensure occupational health & safety, all best practices are followed under the strictest working conditions criteria. Our production plant at Ukraine sustains the ISO 45001 regarding Occupational Health and Safety Management Systems-Requirements, and we plan to expand this ISO across our countries in the future, starting with Greece's production facility within within 2022, followed by Sarantis Polska and Polipak.

Our commitment has led us to take several actions and initiatives in order to safeguard our employees' health and safety. In particular, we provide family health care programs and we secure our employees based on national security systems. The company has ensured (most of) its employees under a group policy which provided them and their children with various advantages, as well as, coverages such as: Life insurance, Major medical insurance, Maternity benefit insurance, preventive insurance (check-up), Surgical benefit insurance etc.

Moreover, we provide free appointments with an internal doctor / nutritionist in a yearly basis, while through the Hellenic anti-cancer company we have organized free mammographic examination for all our women employees in Greece and maintain a blood donation program, creating a blood bank for our employees and their relatives.

Regarding the remuneration package, based on employees' position we offer:

Health and insurance medical program, Pension scheme, Performance-based bonus, Interest-free loans for serious incidents/emergencies, Corporate e-shop, Christmas box gifts, prepaid cards, free lunches and gifts on the occasion of the wedding, childbirth or retirement. Especially in our subsidiary in Czech Republic and Slovakia we offer 50% discount in multisport cards, financial support for vitamins/flu vaccinations and transportation cards.



Health and Safety Initiatives

Health and Safety Management System in Ergopack in Ukraine

ISO 45001

Intensifying efforts to expand this ISO to all our facilities

Medical & Health Care Services based on local laws and regulations.

Medical and Health Care Policy to employees' children such as Life, Major, and Preventive insurance.

Free appointments to the in-house doctor and nutritionist.

Free mammograph examination in all women employees in Greece.

Blood donation program for the employees and their relatives in Greece.

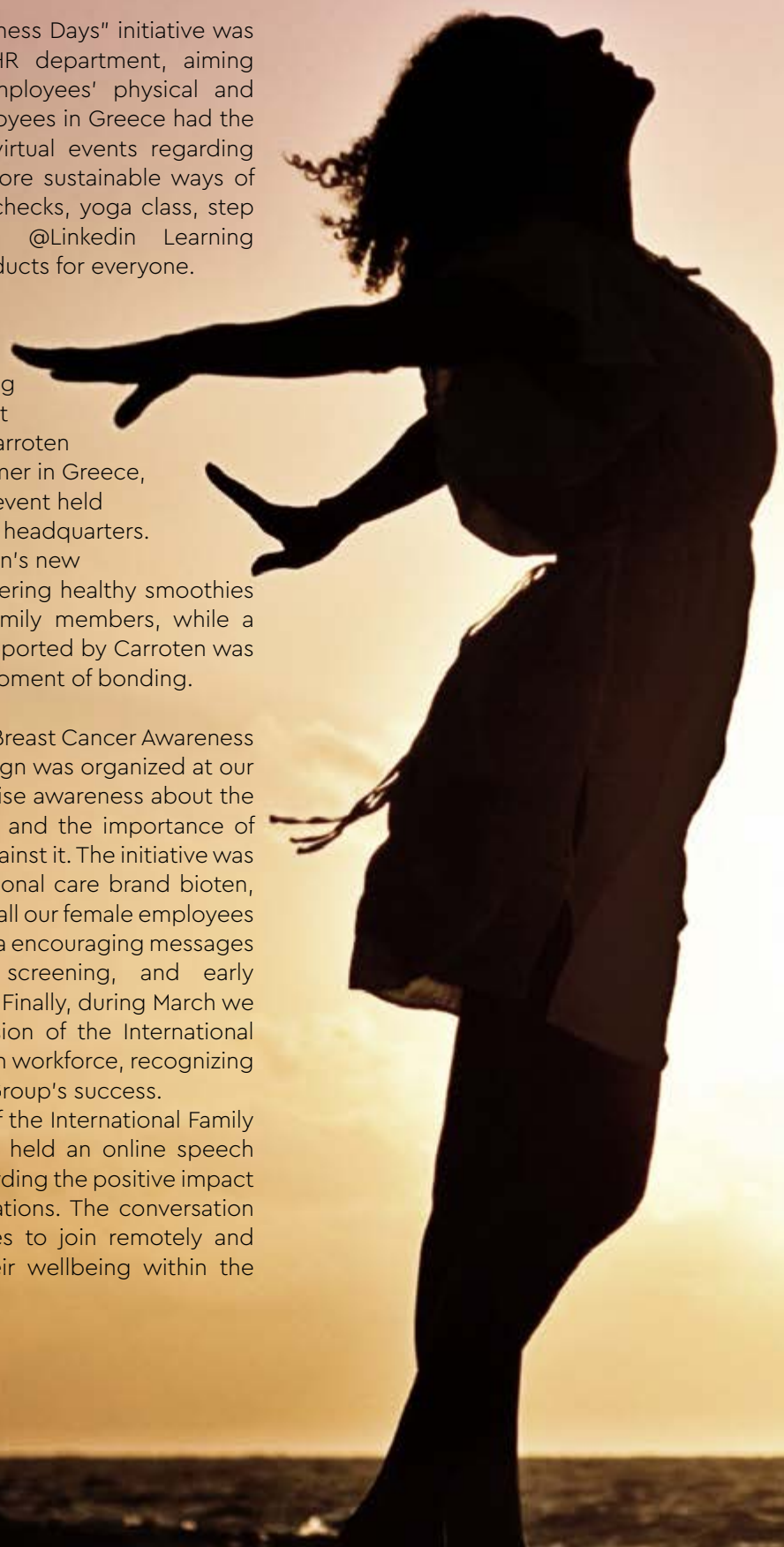
Regarding our wellness approach towards our employees that fosters their wellbeing, we provide:

an in-house doctor and nutritionist for the employees of our company; therefore, we had the opportunity to share nutrition and detox tips to all our employees throughout the year and especially during easter.

Moreover, "Sarantis Wellness Days" initiative was implemented by the HR department, aiming at empowering our employees' physical and mental health. Our employees in Greece had the opportunity to attend virtual events regarding mental resilience and more sustainable ways of nutrition, vitality health checks, yoga class, step challenge competition, @Linkedin Learning courses and healthy products for everyone.

Furthermore, throughout the year other initiatives took place as well. During summer, with the support of beloved bioten and Carroten we have embraced summer in Greece, with a special welcome event held for our employees at our headquarters. The event honored bioten's new launch, Vitamin C, by offering healthy smoothies to all Sarantis Group family members, while a summer photobooth supported by Carroten was offered to capture the moment of bonding.

Moreover, as October is Breast Cancer Awareness Month, an annual campaign was organized at our premises in Greece to raise awareness about the impact of breast cancer and the importance of prevention in the fight against it. The initiative was empowered by the personal care brand bioten, the activation embraced all our female employees by spreading the word via encouraging messages regarding prevention, screening, and early diagnosis of the disease. Finally, during March we celebrated in the occasion of the International Women's Day our women workforce, recognizing their efforts behind the Group's success. Finally, in the occasion of the International Family day the HR department held an online speech with a psychologist regarding the positive impact of covid-19 to family relations. The conversation was open for employees to join remotely and aimed in enhancing their wellbeing within the covid-19 era.



Performance

GRI 403-9, ATHEX SS-S6

We take all the necessary measures in order to protect our employees, feeling responsible not only for them but also for their families.

In 2021, there were 10 injuries related to work in Sarantis employees and 1 high-consequence work-related injury. The work-related accidents concern minor injuries such as minor cuts, bruises and sprains from falls (chair, slipping) etc. The high consequence work related injury concerns an employee doing office work having a pre-existing medical problem that was not generated from work. Additionally, there were no injuries of employees who do not belong to the company, but are controlled by us. Finally, there were zero incidents of fatalities.

GRI 403-9, ATHEX SS-S6*

Sarantis Employees	2019	2020	2021
Number of work-related injuries	7	6	10
Rate of recordable work-related injuries (IR)	0.24	0.18	0.49
Number of high-consequence work-related injuries (excluding fatalities)	0	0	1
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0.05
Total worked hours	5,616,576	5,408,928	4,099,165
Workers who are not employees			
Number of recordable work-related injury	2	2	0
Rate of recordable work-related injuries (IR)	0.5	0.47	0
Total worked hours	786,240	836,640	555,082

*Rates have been calculated based on 200,000 hours worked.

Thriving Communities

“Be the change you wish to see in the world”

Mahatma Gandhi

6.1 Social contribution

68

6

6.1

Social contribution



Our role as a Group is not only to serve our consumers with trusted products but also to step up to be a force of positive change in the world, while responding to natural disasters and humanitarian crises.

Giving back to society is a matter of essence embedded in the Group's mindset. Throughout our operational journey, we want to be part of thriving change across the countries we operate.

Together with our employees, we are committed to making a lasting contribution to the society across our countries, above and beyond our business activities. Sharing is inextricably linked to our future, empowering us to emerge stronger and united despite the adverse environment of social injustice. Creating positive social impact beyond our products is the extension of our corporate philosophy and we take it just as seriously as we do our core business.

Sarantis Group family longs for a sustainable future and in that way, we insist on addressing social challenges. In this context, each year we demonstrate our commitment to contribute to multiple NGOs and vulnerable groups through our well-planned brand-based donations or financial donations in order to further strengthen the communities by allocating multiple funds towards a better future for all.

After the pandemic crisis the Group organized to mobilize funds to provide emergency aid across its countries. In 2021 in Greece, after the Varipompi wildfires which destroyed almost the entire region exposing many people in an adverse situation, we have provided kind aid to support those affected. In Czech Republic, after a tornado passed through several villages on the border of the Břeclav and Hodonín regions in southern Moravia during summer, leaving the region undoubtedly affected, the Group provided product based aid to further smoothen the needs of those affected by the catastrophic weather phenomenon. Within 2021, product-based emergency aid was distributed, amounting to 20,000€ expressing our solidarity to vulnerable groups.

Counting our progress this year we have channeled **multi-dimensional donations in**

7 countries

(Greece, Poland, Romania, Bulgaria, Czech Republic, Ukraine and Philippines) supporting more than:

28 NGOs/organizations,

6 hospitals/nursing homes,

10 kindergartens,

4 orphanages

to cover their needs while embracing their mission.

More than 720,000€

were allocated by the Group to do our part towards our thriving communities sustainability pillar, supporting those who need it the most.

More specifically, in Greece our social contribution as below:

Multiple financial donations were mobilized to further support NGOs' mission.

This year we have supported:

Child's Friends, Boroume, Ark of the World, Merimna, KETHEA, make a wish, Women on Top, Hara and Hadjipaterion.



Sarantis Group fully supported the NGO's **W.I.N HELLAS** cause in preventing and combating violence against women and promoting gender equality. Our trusted health care brand Lanes launched a supporting initiative by providing products that have a supporting message to the NGO. Through the brand's sales, financial support was directed to the organization. In Sarantis Group family, we support a future without violence towards women, and we do our best to ensure gender equality and women empowerment.



Sarantis Group contributed through financial donation to **KETHEA's** Early Intervention & Prevention Network. The amount was raised via products' discounts at AB VASILOPOULOS (SANITAS, AVA, AFROSO, BIOTEN, NOXZEMA, STR8, ORZENE, WASH & GO, KOLESTON and WELLA) to cover logistical needs but also to support the network's activities: funding of training seminars for beneficiaries and staff and recreational activities.



NOXZEMA, BIOTEN, KOLESTON, WELLALEX, ORZENE, WASH & GO, STR8, BU, AVA & SANITAS through product discounts offered financial support to the **"Association of People with Multiple Sclerosis of Kastoria"**.



Our purposeful brands acted through CSR initiatives further supporting many NGOs and organizations:



NOXZEMA provided a product donation of **30,000 soap bar items** to **Child's Friends NGO** for their yearly needs.

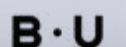


SANITAS embraced the **Save you hood** initiative aiming to provide cleaner Neighborhoods, by providing SANITAS garbage bags for their needs during May, June and July!



ΚΙΒΩΤΟΣ
ΤΟΥ ΚΟΣΜΟΥ

Packaging materials, cleaning, dishwashing detergents, shampoos, shower gels, soaps and other products were provided to the **NGO Ark of the world** through a product donation empowered by our brands SANITAS, AVA, TUBOFLO, AFROSO, TEZA, PYROX, NOXZENA, BIOTEN, STR8, ORZENE, BU.





SANITAS joined forces with the NGO "**Boroume**" to support the work of the Network of Immediate Social Intervention of Western Athens and the church of Agiwn Asomatwn at Thissio – Ag. Georgiou Chatzikosta. SANITAS offered 100,000 portions of food and 6,000 food packaging products to further strengthen the two organizations that support vulnerable social groups.



SANITAS provided NGO **Ithaca** with 9.000 garbage bags and 9.040 gloves to support their cause and daily demanding operations. We are glad to be part of this action, as Ithaca counts 6 years of existence and has helped more than 6.000 people in need through their mobile washing machine van unit, so as to restore their dignity and self-esteem.

Galini Foundation and Agia Paraskevi's Social Kitchen

SANITAS for the 5th consecutive time offered over 6,000 food packaging products to **Galini Foundation** and **Agia Paraskevi's Social Kitchen**. Galini Foundation serves daily 600 people through free meals service and Agia Paraskevi's Social Kitchen takes care of the needs of 120 people on a daily basis.





Municipality of Athens

SAM LOVES BETTY provided with products the **Municipality of Athens**.

Panhellenic Federation of Border Guards

LANES offered free products to athletes, to consumers with severe health issues and at the Association of Border Guards of the Prefecture of Evros through the Panhellenic Federation of Border Guards (PO.SY.FY), while our Health Care division was a golden sponsor at the 1st Pharmacy Symposium "Vitamins and trace elements in COVID-19 period".



Municipality of Nikaia and Municipality of Lemnos

CARROTEN also donated multiple products at the Municipality of Nikaia and the Municipality of Lemnos, while supported the Safe Water sports initiative by embracing educational seminars regarding sun care and sun protection.





HADJIPATERION

SANITAS, AVA, AFROSO, PYROX, CARROTEN, NOXZEMA, BIOTEN, STR8, KOLESTON, WELLAFLEX, ORZENE via products' discounts at galaxy's hypermarkets supported **Hadjipaterion's** cause.



SAINT ATHANASIOS elderly home

Personal care & home care products of AVA, ORZENE, STR8, BIOTEN, ANTONIO BANDERAS, SANITAS, TEZA were donated to support the elder people living the **SAINT ATHANASIOS elderly home**.



Hellenic Voluntary Support

FINO, CARROTEN, NOXZEMA, STR8, C-THRU embraced via product donation the cause of **Hellenic Voluntary Support amke**.



In addition, though our CSR activity we have gave widely our support to many other countries.

In Poland

Clean Poland Initiative

The Group supported the "Clean Poland Initiative" through Jan Niezbędny sponsorship, while products of Jan Niezbędny and Luksja were donated to participants. This year at our subsidiary in Poland we celebrated the 10th anniversary of the Tatra Initiative, which is the biggest cleaning project in Poland. "**Clean Tatra Mountains**" event aims at raising ecological awareness and informing participants about current environmental issues.



This year we have achieved to collect

589kg
of waste

while volunteers had the opportunity to participate in various workshops. During workshops information about the changes in packaging, the need to segregate garbage, the recycling cycle, as well as the variety of products made of plastic was given. Furthermore, there was a lecture on the protection of Baltic ecosystems, emphasizing on the threats, opportunities and changes that await us in the near future. Kind Sponsors of the event were Biedronka, Garnier JN, REKOPOL, Olivia Business Centre, Re.kologia and ENEA.



1st Company Bike Run

Carex was a proud sponsor of **1st Company Bike Run** at Wrocław and provided freely the run participants with personal care products.



Orphanage in Szlachcin

Financial contribution was allocated to support the **orphanage in Szlachcin**, the nursing home in Środa Wlkp, the Foundation "Siepomaga", "Wielka Orkiestra Świątecznej Pomocy" for sick children. Moreover, financial support was given to Hospital "Szpital Średzki Serca Jezusowego", to the local Voluntary Fire Brigade in order to co-finance the purchase of a fire engine and to High school Liceum Ogólnokształcące, Zespół Szkół Rolniczych in order to provide equipment for school laboratories and student scholarships.

In Bulgaria

Institutional care Lisichovo

Through a crowd funding method our colleagues at Bulgaria's subsidiary raised money for the children deprived of parental care who live at the Institutional care Lisichovo. Moreover, linen for all the children in the home, books, board games, Christmas gift sets with chocolates and candies were offered as well.

In Romania

"Flowers' Whisper" Association

Through our beloved brands: STR8, ANTONIO BANDERAS, CTHRU, ELMIPLANT, TESORI D' ORIENTE, WASH & GO, DENIM, BABYLINO, TOPSTAR, FINO we mobilized product donations to the "Flowers' Whisper" Association that help abused women and children, victims of domestic violence and of human trafficking, to NGOs such as: the Association for Sustainable Development, the Association "lives with joy" and finally we offered as well products to the Hospital for Infectious Diseases and Psychiatry – Baia Mare.



In Ukraine

Heart Disease Department of Kyiv hospital

We offered homecare products of MZ at the Heart Disease Department of Kyiv hospital.

Provided financial fund to further support a local orphanage and sponsored the celebrations made for the Official Day of Kaniv.

In Czech Republic

South Moravia

Our emergency aid fund was mobilized and through a product donation of INDULONA, we offered personal care products to those affected by the tornado at South Moravia during June (East-South region of Czech Republic).

We supported through washing hand seminars 10 kindergartens and donated INDULONA soap bars addressing the covid-19 pandemic.

INDULONA

In Philippines

"For the Future" NGO

Together with the NGO **For the Future**, Madtravel.org, I-Face and bioten's Influencer Nadine Lustre, we have **set a goal of planting in the upcoming years 88k trees in Philipinnes** – in reflection of bioten's 88% natural ingredients included in SKIN MOISTURE face creams. This initiative will further enhance our endeavors to support change towards a greener future. Moreover, the initiative will significantly contribute to the local communities supporting them to thrive, as the Zambales province was destroyed by the eruption of Mt. Pinatubo in 1991 and therefore we embrace the efforts made by The Yangil and the Banawen tribes to replant the region.

bioten
Nature. Your Power



Social contribution is firmly anchored in our corporate culture, we believe in the power of human empathy that lead to collective action and eventually change. As Martin Luther King Jr. said: "Life's most persistent and urgent question is, 'What are you doing for others?'"

This question is a moral compass towards our daily operations.

Appendix

“ You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make. ”

Jane Goodall

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7.3 ATHEX ESG reporting guide index	88
7.4 Analytics ESG performance tables	90

7



About the report

GRI 102-46, GRI 102-48, GRI 102-49, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54, GRI 102-56

The 2021 Sustainability Report covers the period from 01.01.2021 to 31.12.2021 and is the 6th Sustainability Report of the Sarantis Group. The previous Report concerning the period from 01.01.2020 to 31.12.2020, was published on 24.09.2021. Restatements of previously published data were necessary in the emissions section (see chapter 3 for further details). Sarantis Group aims to publish a Sustainability Report annually.

Scope and Boundary

The Report refers to all the activities of the Sarantis Group including Personal and Health Care products, as well as everyday Home Care Products, Professional products and Luxury Cosmetics.

The report refers to the Sarantis Group and its subsidiaries in the following countries where the Group operates: Greece, Poland, Romania, Bulgaria, Serbia, Czech Republic, Hungary, North Macedonia, Bosnia-Herzegovina, Portugal, Slovakia, Ukraine & Russia. In addition, for completeness reasons and to disclose comparable information, indicative data from 2018 or 2019 to 2021 is presented in this report.

Defining Content

The Report presents the sustainable actions implemented by the Sarantis Group, their results, as well as the Company's commitments for the coming years and, is addressed to all the Group stakeholders.

The Sustainability Report has been prepared, following the Global Reporting Initiative (GRI) standards, Core option. The ATHEX ESG Reporting Guide 2022 was also taken into consideration. The goal is to meet the needs of the Sarantis Group stakeholders, highlighting the Company's commitment to Sustainable Development.

To determine the content of the Report, the Company conducted an internal Materiality Analysis in 2021, based on GRI standards, and the Material Topics that arose from the materiality analysis are analyzed in this Report.

External assurance

This report is not externally assured. We aspire to be able to overcome any shortcomings in the process of drafting this report imposed by the COVID-19 pandemic, and we will revisit external assurance for our next reports.



Your opinion is valued

At Sarantis Group we value your opinion. You can send your comments and/or any questions regarding the report to the following contact details:

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GRI content index

GRI 102-55

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
General Disclosures (Core option)			
GRI 102: General Standard Disclosures 2016	102-1: Name of the Organization	Chapter 1.2 Business model and activities	Page 10
	102-2: Activities, brands, products, and services	Chapter 1.2 Business model and activities	Page 11
	102-3: Location of headquarters	Chapter 1.2 Business model and activities	Page 10
	102-4: Location of operations	Chapter 1.2 Business model and activities	Page 10
	102-5: Ownership and legal form	Chapter 1.2 Business model and activities	Page 10
	102-6: Markets served	Chapter 1.2 Business model and activities	Page 10
	102-7: Scale of the organization	Chapter 1.2 Business model and activities Chapter 4.1 Ensuring robust economic performance Chapter 5.1 Creating employment and ensuring human capital development	Pages 10,52,60
	102-8: Information on employees and other workers	Chapter 5.1 Creating employment and ensuring human capital development	Page 62
	102-9: Supply Chain	Chapter 1.2 Business model and activities Chapter 4.1: Ensuring robust economic performance	Pages 14,53
	102-10: Significant changes to the organization and its supply chain	Chapter 1.2 Business model and activities	Page 10
	102-11: Precautionary Principle or approach	Chapter 2.1: Sustainable development strategy	Page 23
	102-12: External initiatives	Chapter 1.3: Memberships and distinctions	Page 18
	102-13: Memberships of associations	Chapter 1.3: Memberships and distinctions	Page 18
	102-14: Statement from senior decision maker	Message from Sarantis Group CEO	Page 3
	102-16: Values, principles, standards, and norms of behavior	Chapter 1.1: Vision, mission and values	Page 7
	102-18: Governance structure	4.2 Safeguarding corporate governance, regulatory compliance and business ethics	Pages 55-57
102-40: List of stakeholder's groups	Chapter 2.2: Stakeholders	Page 24	

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
GRI 102: General Standard Disclosures 2016	102-41: Collective Bargaining Agreements	Chapter 5.1 Our People	Page 62
	102-42: Identifying and selecting stakeholders	Chapter 2.2: Stakeholders	Page 24
	102-43: Approach to stakeholder engagement	Chapter 2.2: Stakeholders	Pages 23-27
	102-44: Key topics and concerns raised	Chapter 2.2: Stakeholders	Pages 26-27
	102-45: Entities included in the consolidated financial statements	Chapter 1.2 Business model and activities	Page 10
	102-46: Defining report content and topic Boundaries	Chapter 2.3: Material topics Chapter 7.1: About the report	Pages 26,79
	102-47: List of material topics	Chapter 2.3: Material topics	Page 26
	102-48: Restatements of information	Chapter 7: Appendix	Page 79
	102-49: Changes in reporting	Chapter 7.1: About the report	Page 79
	102-50: Reporting period	Chapter 7.1: About the report	Page 79
	102-51: Date of most recent report	Chapter 7.1: About the report	Page 79
	102-52: Reporting cycle	Chapter 7.1: About the report	Page 79
	102-53: Contact point for questions regarding the report	Chapter 7.1: About the report	Page 79
	102-54: Claims of reporting in accordance with the GRI Standards	Chapter 7.1: About the report	Page 79
	102-55: GRI content index	Chapter 7.2: GRI content Index	Pages 80-87
102-56: External assurance	Chapter 7.1: About the report	Page 79	

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
1. Ensuring robust economic performance			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26–27
	103-2: The Management approach and its components	Chapter 4.1: Ensuring robust economic performance	Page 52
	103-3: Evaluation of the management approach	Chapter 4.1: Ensuring robust economic performance	Page 52
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	Chapter 4.1: Ensuring robust economic performance	Pages 53–54
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	Chapter 4: Responsible Governance	Pages 53–54
2. Safeguarding corporate governance, regulatory compliance and business ethics			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26–27
	103-2: The Management approach and its components	Chapter 4.2: Safeguarding corporate governance	Pages 55–56
	103-3: Evaluation of the management approach	Chapter 4.2: Safeguarding corporate governance	Pages 55–56
GRI: 205 Anti-corruption 2016	205-3: Confirmed incidents of corruption and actions taken	Chapter 4.2: Safeguarding corporate governance	Pages 57–58
GRI 206: Anti-competitive Behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chapter 4.2: Safeguarding corporate governance	Pages 57–58
GRI 419: Socioeconomic compliance 2016	419-1: No compliance with laws and regulations in the social and economic area	Chapter 4.2: Safeguarding corporate governance	Pages 57–58

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
3. Ensuring product quality and customer safety			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26–27
	103-2: The Management approach and its components	Chapter 3.1: Ensuring product quality and customer safety	Pages 29–30
	103-3: Evaluation of the management approach	Chapter 3.1: Ensuring product quality and customer safety	Pages 29–30
GRI 307: Environmental Compliance 2016	307-1: Non-compliance with environmental laws and regulations	Chapter 3.1: Ensuring product quality and customer safety	Page 31
GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	Chapter 3.1: Ensuring product quality and customer safety	Page 31
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	Chapter 3.1: Ensuring product quality and customer safety	Page 31
4. Safeguarding sustainable, and circular sourcing of raw and packaging materials			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26–27
	103-2: The Management approach and its components	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials	Page 34–35
	103-3: Evaluation of the management approach	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials	Pages 34–35
GRI 301: Materials 2016	301-1: Material used by weight or volume	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials	Page 36
	301-2: Recycled input materials used	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials	Pages 36
			Due to IT system classification differences we could not report materials data. We are working on the system and aim to begin reporting next year.
			Due to IT system classification differences we could not report materials data. We are working on the system and aim to begin reporting next year.

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
5. Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26-37
	103-2: The Management approach and its components	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Page 39
	103-3: Evaluation of the management approach	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Page 39
GRI 302: Energy 2016	302-1: Energy consumption within the organization	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 40-43
	302-3: Energy intensity	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Page 43
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 44-48
	305-2: Energy Indirect (Scope 2) GHG emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 44-48
	305-4: GHG emissions intensity	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Page 48

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
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Material Topic

6. Minimizing packaging and adopting circular economy waste practices

GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26-27	
	103-2: The Management approach and its components	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices	Page 37	
	103-3: Evaluation of the management approach	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices	Page 37	
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices	Pages 38,90-91	
	306-2: Management of significant waste-related impacts	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices	Pages 38,90-91	
	306-3: Waste generated	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices 7.4 Analytic performance tables	Pages 38,90-91	
	306-4: Waste diverted from disposal	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices 7.4 Analytic performance tables	Pages 38,90-91	
	306-5: Waste directed to disposal	Chapter 3.4: Minimizing packaging and adopting circular economy waste practices 7.4 Analytic performance tables	Pages 38,90-91	

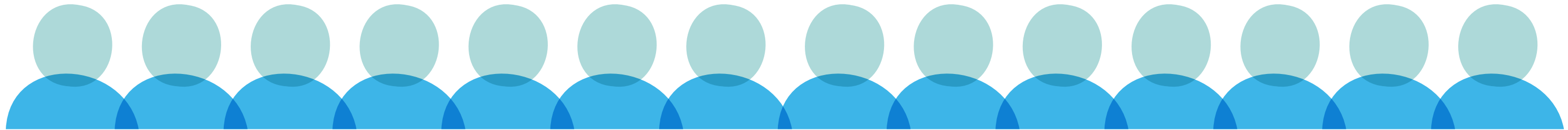
7. Practicing responsible marketing and product environmental and social labeling

GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26-27	
	103-2: The Management approach and its components	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling	Pages 32-33	
	103-3: Evaluation of the management approach	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling	Pages 32-33	
GRI 417: Marketing and Labeling 2016	417-2: Incidents of non-compliance concerning product and service information and labeling	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling	Page 33	
	417-3: Incidents of non-compliance concerning marketing communications	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling	Page 33	

GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Material Topic			
8. Investing in R&D for innovative and sustainable products			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26–27
	103-2: The Management approach and its components	Chapter 3.6: Investing in R&D for innovative and sustainable products	Pages 49–50
	103-3: Evaluation of the management approach	Chapter 3.6: Investing in R&D for innovative and sustainable products	Pages 49–50
Sarantis' Indicator	Total own invested capital for R&D	Chapter 3.6: Investing in R&D for innovative and sustainable products	Page 50
9. Ensuring occupational health & safety and wellbeing			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	Chapter 2.3: Material topics	Pages 26–27
	103-2: The Management approach and its components	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
	103-3: Evaluation of the management approach	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
GRI 403: Management Approach 2016	403-1: Occupational health and safety management system	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
	403-2: Hazard identification, risk assessment, and incident investigation	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
	403-3: Occupational health services	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
	403-4: Worker participation, consultation, and communication on occupational health and safety	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
	403-5: Worker training on occupational health and safety	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
	403-6: Promotion of worker health	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64–66
GRI 403: Occupational Health and Safety 2016	403-9: Work related injuries	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Page 66

Data regarding:

- Occupational health and safety management systems
- Hazard identification, risk assessment, and incident investigation
- Occupational health services
- Worker participation, consultation, and communication on occupational health and safety
- Worker training on occupational health and safety
- Promotion of worker health
- Prevention and mitigation of occupational health and safety impacts directly linked by business relationships are unavailable as there isn't a group wide management system and relative information could not be obtained during COVID-19 lockdown in many countries because our colleagues could not reach the relevant files in their offices.



GRI Standard	Disclosure	Report Chapter/Reference/Page	Omission
Topic: Our people			
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Chapter 5.1: Creating employment and ensuring human capital development	Pages 62-63 We cannot provide training data by gender and by employee category because training hours are kept in total in our systems.
GRI 404: Training and Education 2016	404-3: Percentage of employees receiving regular performance and career development reviews	Chapter 5.1: Creating employment and ensuring human capital development	Pages 62-63 We cannot provide training data by gender and by employee category because training hours are kept in total in our systems.
GRI 405: Diversity and Equal Opportunities 2016	405-1: Diversity of governance bodies and employees	Chapter 5.1: Creating employment and ensuring human capital development	Pages 62-63 We cannot provide the percentage of employees per employee category, broken down by gender and age group.

ATHEX ESG reporting guide index

ATHEX ESG Classification	Disclosure	Report Chapter/Reference/Page	Omission
Social	C-S2: Female employees	Chapter 5.1 Creating employment, and ensuring human capital development	Page 62
	C-S3: Female employees in management positions	Chapter 5.1 Creating employment, and ensuring human capital development	Page 63
	C-S6: Human rights policy	Chapter 1.1 Vision, mission and values	Page 8
	C-S5: Employees training	Chapter 5.1 Creating employment, and ensuring human capital development	Page 63
	C-S7: Collective bar-gaining agreements	Chapter 5.1 Creating employment, ensuring human capital development and safeguarding employee diversity, equal opportunities and human rights	Page 62
	C-S8: Supplier assessment	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and pack-aging materials	Page 34
	C-S1: Stakeholder engagement	Chapter 2.2 Stakeholders	Pages 24-25
	SS-S1: Product quality & safety	Chapter 3.1: Ensuring product quality and customer safety	Pages 29-31
	SS-S6: Health & safe-ty performance	Chapter 5.2: Ensuring occupational health & safety and wellbeing	Pages 64-66
	SS-S7: Marketing practices	Chapter 3.2: Practicing responsible marketing and product environmental and social labeling	Pages 32-33

ATHEX ESG Classification	Disclosure	Report Chapter/Reference/Page	Omission
Governance	C-G1: Board of Directors structure	Chapter 4.2 Safeguarding corporate governance, regulatory compliance and business ethics	Pages 55–57
	C-G2: Sustainability oversight	Message from Sarantis Group CEO	Page 3
	C-G3: Materiality	Chapter 2.3 Material Topics	Pages 26–27
	C-G4: Sustainability strategy	Chapter 2.1 Sustainable development strategy	Pages 23–27
	C-G5: Business ethics policy	Chapter 4.2 Safeguarding corporate governance, regulatory compliance and business ethics	Pages 55–58
	C-G6: Data security policy	Chapter 4.2 Safeguarding corporate governance, regulatory compliance and business ethics	Page 58
	SS-G1 : Whistleblowing Policy	Chapter 4.2 Safeguarding corporate governance, regulatory compliance and business ethics	Page 57
	SS-G2: Management of significant risks	Chapter 4.2 Safeguarding corporate governance, regulatory compliance and business ethics	Page 57
Environmental	C-E1: Scope 1 emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 44–45
	C-E2: Scope 2 emissions	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 46–48
	C-E3: Energy consumption within the organization	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 40–43
	C-E3: Energy consumption within the organisation – Percentage of electricity consumed	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 40–43
	C-E3: Energy consumption within the organisation – Percentage of energy consumed from renewable sources	Chapter 3.5: Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution	Pages 40–43
	SS-E5: Environmental impact of packaging	Chapter 3.3: Safeguarding sustainable, and circular sourcing of raw and packaging materials	Pages 34–36
	SS-E8: Chemicals in products	Chapter 3.1: Ensuring product quality and customer safety	Pages 29–31

Analytic ESG performance tables

Waste by composition (t)

GRI 306-3, GRI 306-4, GRI 306-5

	2019			2020			2021		
	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal	Waste generated	Waste diverted from disposal	Waste directed to disposal
Hazardous waste									
Packaging (metal barrels) contaminated by TDI	20.57	0.00	20.57	28.78	0.00	28.78	18.78	0.00	18.78
Fluorescent lamps, lamps	0.14	0.05	0.09	0.04	0.00	0.04	0.05	0.00	0.05
Oils, Lubricants	1.96	1.96	0.00	2.40	2.40	0.00	1.69	1.69	0.00
Packaging containing residues of or contaminated by hazardous substances	0.00	0.00	0.00	1.59	0.00	1.59	0.32	0.00	0.32
Waste printing ink containing hazardous substances	4.04	4.04	0.00	2.14	2.14	0.00	2.23	2.23	0.00
Batteries	0.43	0.43	0.00	0.78	0.78	0.00	0.43	0.43	0.00
Electronic Equipment	0.46	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Printer Consumables	0.01	0.01	0.00	0.01	0.01	0.00	0.14	0.14	0.00
Total	27.60	6.94	20.66	35.74	5.34	30.41	23.64	4.49	19.15
Non-hazardous waste									
Paper (incl. carton boxes, paper cores, scrap from paper packaging & labels)	333.21	333.21	0.00	398.02	398.02	0.00	353.54	353.54	0.00
Plastic	306.98	306.98	0.00	296.25	296.25	0.00	233.91	233.91	0.00
Used tires	0.57	0.00	0.57	0.55	0.00	0.55	0.00	0.00	0.00
Aluminium	109.42	109.42	0.00	109.31	109.31	0.00	105.21	105.21	0.00
Solid household waste	354.90	0.00	354.90	209.85	0.00	209.85	198.40	0.00	198.40
Cinder (slag)	0.00	0.00	0.00	110.35	110.35	0.00	28.70	28.70	0.00
Polymer waste	5.71	0.00	5.71	5.28	0.00	5.28	4.70	0.00	4.70
Metals (eg iron, steel)	64.15	64.15	0.00	60.43	60.43	0.00	67.72	67.72	0.00
Wood	284.42	284.42	0.00	374.04	374.04	0.00	553.34	553.34	0.00
Municipal waste	155.61	29.90	125.71	135.96	26.41	109.55	45.76	0.00	45.76
Worn-out devices	0.00	0.00	0.00	0.00	0.00	0.00	0.32	0.32	0.00
Mixed construction, renovation and dismantling wastes	0.00	0.00	0.00	0.00	0.00	0.00	3.40	3.40	0.00
Mixed packaging	123.43	49.37	74.06	172.59	69.03	103.55	234.42	94.07	140.35
Solid waste from the treatment of liquid waste	0.85	0.85	0.00	0.22	0.22	0.00	0.27	0.27	0.00
Concrete from the reconstruction project	0.00	0.00	0.00	4.04	4.04	0.00	0.00	0.00	0.00
Organic wastes other than those mentioned in 16 03 05, 16 03 80	23.44	0.00	23.44	18.01	0.00	18.01	26.74	0.00	26.74
Inorganic wastes other than those mentioned in 16 03 03, 16 03 80	22.75	0.00	22.75	0.00	0.00	0.00	0.00	0.00	0.00
Total	1785.44	1,178.30	607.14	1,894.90	1,448.09	446.80	1,856.44	1,440.49	415.95

Waste diverted from disposal, by recovery process (t)

GRI 306-4

	2019			2020			2021		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Hazardous waste									
Recycling	0.00	2.56	2.56	0.00	2.74	2.74	0.00	2.26	2.26
recovery, regeneration	0.00	4.04	4.04	0.00	2.14	2.14	0.00	0.00	0.00
Oil re-refining or other reuse	0.00	0.34	0.34	0.00	0.46	0.46	0.00	2.23	2.23
Total	0.00	6.94	6.94	0.00	5.34	5.34	0.00	4.49	4.49
Non-hazardous waste									
Recycling	106.12	750.25	856.37	76.34	928.79	1,005.13	52.60	977.35	1,029.95
Recycling and Reuse	115.18	0.00	115.18	116.52	0.00	1,16.52	0.00	0.00	0.00
Reuse	0.00	206.75	206.75	0.00	326.44	326.44	0.00	410.54	410.54
Total	221.30	957.00	1,178.30	192.86	1,255.23	1,448.09	52.60	1,387.89	1,440.49

Waste directed to disposal, by disposal process (t)

GRI 306-5

	2019			2020			2021		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Hazardous waste									
Other disposal operation (special treatment)	0.00	20.66	20.66	0.00	28.82	28.82	0.00	18.83	18.83
Physico-chemical treatment	0.00	0.00	0.00	0.00	1.59	1.59	0.00	0.32	0.32
Total	0.00	20.66	20.66	0.00	30.41	30.41	0.00	19.15	19.15
Non-hazardous waste									
Landfilling	0.00	600.86	600.86	0.00	440.97	440.97	0.00	411.25	411.25
Incineration (with energy recovery)	0.00	6.28	6.28	0.00	5.83	5.83	0.00	4.70	4.70
Total	0.00	607.14	607.14	0.00	446.80	446.80	0.00	415.95	415.95

SUSTAINABILITY REPORT 2021

