

Sustainability Report 2023

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**Human Rights**  
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ESG pillars	Strategic Targets	Targets & Priorities 2023	Performance 2023	Targets & Priorities 2024
<div>  <div>E</div> </div>	<b>Environmental Stewardship</b> <ul style="list-style-type: none"> <li>Achieve Net Zero through participation in the international Science Based Targets initiative (SBTi) by 2050</li> <li>Achieve and maintain zero waste to landfill by 2030</li> <li>Complete replacement of all packaging with 100% recyclable material by 2026</li> <li>Reduce water use intensity by 15% by 2026</li> </ul>	Investment in infrastructure for renewable energy	●	<ul style="list-style-type: none"> <li>Completion of the expansion of the photovoltaic systems at the production unit and preparation for the final connection of the photovoltaic systems at the company's facilities in Larissa.</li> <li>Raising awareness among the company's human resources on climate change and greenhouse gas emissions reduction</li> <li>Calculation of the carbon footprint of the company's entire activity (Scope 1, 2 &amp; 3)</li> <li>Completion of a detailed emission reduction plan and validation by the international SBTi initiative</li> <li>Placement of separate recycling bins at strategic locations within the company for the collection of paper, plastic, metal, and glass</li> <li>Raising awareness and educating the company's human resources on proper waste management</li> <li>Continuous collaboration with a specialized recycling company for the safe management of all waste</li> </ul>
		Calculation of the company's entire carbon footprint (Scope 1, 2 & 3 GHG emissions)	●	
		Commitment to SBTi targets and preparation of a detailed GHG emissions reduction plan (Two-year target 2023-2024)	◐	
		Finalize the design of a specific action plan to reduce the carbon footprint of the company's operations	◐	
		Research and study on the gradual replacement of frozen product packaging with fully recyclable packaging (Five-year target 2022-2026)	◐	
		Optimization of waste management from activities at the company's offices	◐	
		Update of the Waste Management and Circular Economy Policies	●	
		Drafting of a Climate Change and Greenhouse Gas Policy	●	
		Update of the Energy Management Policy	●	

<sup>1</sup>The abbreviation ESG refers to Environmental, Social, and Governance issues.


◐ Actions to achieve this specific target are underway    ● The target has been achieved

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<div>  <div>S</div> </div>	<b>Thriving Communities</b> <ul style="list-style-type: none"> <li>Development of the "Eat Well Live Well" program</li> <li>Promote sustainable agriculture, enhance the well-being of our contract farmers, and adopt actions to develop and upgrade their skills</li> <li>Provide tangible support and contribution to the community</li> </ul>	Development of a Corporate Social Responsibility Framework	●	<ul style="list-style-type: none"> <li>Completion of the development of an action plan that supports the local community (Three-year target 2022-2024)</li> <li>Continued support for the primary sector and youth entrepreneurship through the scholarship program for the children of contract farmers</li> <li>Continued implementation of the educational program for primary school students, <i>"Take a step for healthy eating!"</i> with an emphasis on the importance of a balanced diet and raising awareness on the issue of food waste</li> </ul>
		Enhancement of the corporate volunteering program <i>"Together we do good!"</i>	●	
		Development of an action plan that supports the local community (Three-year target 2022-2024)	●	
		Development of a volunteering plan and actions that support the local community (Two-year target 2022-2023)	380,000 portions of food were offered to charitable organizations throughout Greece	
		Continuation of the scholarship program for children of contract farmers to study at the American Farm School of Thessaloniki	●	
		Continued implementation of the educational program for primary school students <i>"Take a step for healthy eating!"</i> with an emphasis on the importance of a balanced diet and raising awareness on the issue of food waste	●	

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<div>  <div>S</div> </div>	<b>Sustainable Agriculture and Sourcing</b> <ul style="list-style-type: none"> <li>Implement innovative and smart agricultural practices in contract farming by 2028</li> <li>Ensure responsible procurement and integrate ESG criteria in the procurement process by 2026</li> <li>Increase regenerative agriculture practices by 2026</li> </ul>	Conduct ESG training to suppliers regularly (Four-year target 2023-2026)	<div></div>	<ul style="list-style-type: none"> <li>Providing ongoing support and information through relevant training to the company's suppliers on sustainable development issues in the wider supply chain</li> <li>Continuation of the training action plan for contract farmers on regenerative agriculture and implementation of an evaluation and feedback process</li> <li>Implementation of educational programs for the company's contract farmers on the integration of new technologies and climate change</li> </ul>
		Development of a framework for Sustainable Procurement, optimization of the supplier evaluation system based on ESG criteria, and revision of the Supplier Code of Conduct (Four-year target 2023-2026)	<div></div>	
		Development of a training action plan on regenerative agriculture for our contract farmers	<div></div>	
		Redesign & optimization of the Supplier Evaluation System based on ESG criteria and revision of the Supplier Code of Conduct (Four-year target 2023-2026)	<div></div>	

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<div>  <div>S</div> </div>	<b>Responsible Operations</b> <ul style="list-style-type: none"> <li>Achieve gender pay equity by 2028</li> <li>Achieve an employee satisfaction score of &gt;75% by 2026</li> <li>Ensure an injury-free work environment by 2030</li> <li>Maintain consumer loyalty by achieving a Net Promoter Score (NPS) equal to 30 by 2025</li> </ul>	Development of an action plan for the wellbeing of employees	<div></div>	<ul style="list-style-type: none"> <li>Development of an action plan for employee well-being</li> <li>Enhancement of the employee performance appraisal process</li> <li>Upgrade of the employee skills development system</li> <li>Enhancement of the employee training and development program</li> <li>Repetition of the NPS survey to measure consumer satisfaction and loyalty</li> <li>Supervision of ISO 45001 certification for all facilities</li> <li>Strengthening actions to reduce the pay gap and continuous monitoring and calculation of the index for 2023, across the company, men were paid an average of 2.9% more than women</li> <li>Establishment of regular specialized examinations for employee groups, adapted to their work requirements</li> <li>Zero tolerance of any form of violence and harassment at work across the company's entire range of activities</li> </ul>
		Addition of the "wellbeing" category in the annual employee satisfaction survey (Two-year target for 2023-2024)	<div></div>	
		Enhancement of the employee training and development plan	<div></div>	
		Enhancement of the employee skills development process	<div></div>	
		Continuation of the NPS survey to measure consumer satisfaction and loyalty	<div></div>	
		Supervision of the ISO 45001 certification	<div></div>	
		Systematic monitoring of indicators related to Health & Safety in the company's Sustainability Report	<div></div>	
		Study of the gender pay gap and, if present, establishment of an action plan to eliminate it	<div></div>	
		Regular specialized examinations for groups of employees depending on the nature of their work, on an annual basis	<div></div>	
		Conducting regular information sessions for the entire workforce on health and wellness issues	<div></div>	
		Maintain a work environment that promotes respect for and defense of human rights and conduct information sessions to raise awareness against violence and harassment at work	<div></div>	

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<div>  <div>G</div> </div>	<b>Transparency and Accountability</b> <ul style="list-style-type: none"> <li>Achieve and maintain the Gold category in the EcoVadis assessment by 2025</li> <li>Achieve Top Score in the Carbon Disclosure Project by 2025</li> </ul>	Development of a whistleblowing platform (Two-year target 2022-2023)	●	<ul style="list-style-type: none"> <li>Maintain Platinum rating in the EcoVadis assessment</li> <li>Conduct a digitalization needs study and design a digital transition plan (Three-year target 2022-2024)</li> <li>Participation in the readiness assessment for CDP certification</li> </ul>
		Initiation of the EcoVadis evaluation process within 2023	Target achieved in February 2024. The company earned the highest performance rating in sustainable development, <b>Platinum</b> , placing it among the top 1% of assessed companies worldwide in its first year of evaluation	
		Certification of Anti-Bribery Management Systems ISO 37001 and Business Continuity Management Systems ISO 22301	●	
		Conduct a study of digitalization needs and design a digital transition plan (Three-year target 2022-2024)	◐	

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# ESG Highlights 2023

## Environment

### Environmental Stewardship

 **16%**  
of the total energy consumption comes from **renewable energy sources** (solar panels)

 **+24%**  
increase in **environmental investments** compared to 2022

 **+15%**  
increase in the total volume of **water recycled** and **reused** compared to 2022

 **2,569 tons**  
of plant residue were processed by approved and licensed partners to produce **biogas** and **soil amendment products**



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# ESG Highlights 2023


## Society

### Thriving Communities


 **380,000** portions  
of food and salads were offered to dozens of charitable organizations across Greece to address food insecurity

 More than **3,000** primary school students  
visited the company's headquarters in Thessaloniki and participated in the Primary School Educational Program *"Take a step for healthy eating!"*

### Responsible Business Operations

 **50%**  
of management positions are held by **women**

 **+27%**  
**increase** in employees participating in **training** and **workshops** compared to 2022

 **Conducted a Gender Pay Gap Study**  
The gap was calculated at 2.9%, and the first phase of the action plan aimed at its elimination has been implemented

### Sustainable Agriculture and Procurement

 **€ 44.7** million  
in expenditures on **domestic** suppliers

 **Conducted the first digital training seminar**  
for partner suppliers on modern sustainable development practices and responsible supply chain management



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# ESG Highlights 2023

## Governance

### Transparency and Corporate Responsibility



#### Platinum rating

in the **EcoVadis** sustainability performance evaluation, placing it among the top 1% of companies assessed globally, in its first year of evaluation



Creation of a **whistleblowing platform** on the company's official website



#### Zero

confirmed incidents of discrimination



#### Zero tolerance

for any form of corruption or bribery across the entire range of the company's activities



BARBA STATHIS is a member of the **United Nations Global Compact** and operates in full alignment with its 10 Principles



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# Message from the Board of Directors

GRI 2-22

**In the current business landscape, sustainable development is not a trend, but a fundamental pillar for the resilience, adaptability, and long-term success of a business.**



Businesses face ever-increasing challenges from climate change to social inequalities and economic uncertainty, making it imperative to integrate sustainable practices across the full range of their operations. In this new paradigm, by embracing the principles of sustainability, BARBA STATHIS has designed and is implementing a business strategy based on a modern and flexible corporate governance model. This strategy ensures high performance and a positive impact on the environment, society, and the economy. At the same time, in an environment where consumer expectations are constantly evolving, we have remained steadfast in our commitment to driving positive changes and creating value for all stakeholders. Our achievements over the past year reflect not only our collective effort but also our vision for a sustainable future.

A significant milestone of the last year was the acquisition of 80% of HALVATZIS MAKEDONIKI S.A., a Greek company with a long and successful presence in the agri-food sector. This venture highlights BARBA STATHIS' belief in the potential and prospects of the Greek primary sector and the national economy.

During 2023, BARBA STATHIS made significant progress in implementing its sustainable development strategy, building on the foundations laid in the previous year. After formulating the sustainable development strategy in the previous year, we focused on implementing targeted initiatives to achieve our strategic goals. Central to this effort was the establishment of the ESG Committee, a body tasked with overseeing the implementation and monitoring of the progress of the sustainable development strategy. This committee plays a key role in integrating sustainability principles across the company, setting priorities, and promoting accountability and transparency throughout the organization.

In 2023, we continued to offer our support to the country's primary sector and Greek farmers, as thousands of hectares of fertile Greek land, from Thrace to the Peloponnese, were responsibly cultivated through our Contract Farming program. We firmly support our contract farmers by

providing state-of-the-art equipment, financial assistance, and the daily on-site transfer of technical expertise in collaboration with our Agricultural Department. Additionally, we invest in the future of the country's primary sector by organizing annual training seminars for all our contract farmers and offering a scholarship program for the children of farmers interested in pursuing studies in agri-food sectors. Through our Sustainable Procurement Framework, we have incorporated ESG criteria into our supplier selection and evaluation process, underscoring our commitment to enhancing transparency and promoting environmentally friendly and socially responsible supply chains.

Guided by the principles of sustainable development and responsible business, we consistently invest in eco-friendly practices that aim to reduce our environmental footprint. In this context, the company has further invested in renewable energy sources through the completion of the installation of a solar plant at the fresh salad production facility and the expansion of the existing plant at the frozen vegetable production facility in VI.PE. Sindos. With the completion of this important environmental project, the total capacity of both plants is estimated at 2,926 kW, with an annual electricity production of 3,218 MWh, achieving a reduction in carbon dioxide emissions of 2,693 tons per year.

Recognizing that our human resources are the core of our business operations, we are dedicated to the development, empowerment, and well-being of our employees, and to creating an inclusive, safe, and healthy work environment. To this end, in 2023, there was a 27% increase in the number of employees trained compared to 2022, with the total training hours exceeding 5,400. More specifically, the company raised employee awareness through informational health seminars on topics such as organ and bone marrow donation as well as cancer prevention and treatment methods. Additionally, consistent with its commitment to support its employees and their needs, BARBA STATHIS implemented a Career Guidance Program for their children in collaboration with specialized career counselors and granted four (4) scholarships for higher education studies.

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# Message from the Board of Directors

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**A. Fotakidis**  
Chairman of the Board



**N. Pothoulakis**  
Vice Chairman of the Board  
& CEO

In 2023, once again, with a strong sense of responsibility, BARBA STATHIS implemented actions to support vulnerable social groups. The company contributed to relief efforts for those affected by the devastating floods in Thessaly and the earthquake victims in Turkey and Syria, providing essentials and clothing. Through its active participation, the company underscored its ongoing dedication to building sustainable and resilient communities. Additionally, the company provided over 380,000 portions of food and salads to dozens of charitable organizations through its Social Responsibility program, *"We do good!"* significantly contributing to the fight against food insecurity. The Volunteer Action Program *"Together we do good!"* was strengthened, recording a significant increase in employee participation in various volunteer activities supporting the local community.

As the year came to a close, we were honored to receive a platinum ranking in the sustainability assessment by the international assessment agency EcoVadis, placing BARBA STATHIS in the top 1% of companies assessed worldwide, regardless of sector. This particular distinction reflects our effectiveness and concerted efforts to implement our

sustainable development strategy across our business operations. Through strict adherence to our sustainability principles and diligent implementation of targeted initiatives, we achieved excellent performance in all four (4) areas of the assessment: Environment, Labor and Human Rights, Sustainable Supply Chain, and Business Ethics.

Our eighth annual Sustainability Report presents our progress in implementing our sustainable development strategy, showcasing our performance on key ESG issues. As we look ahead, BARBA STATHIS aims to further strengthen its positive impact on the economy, society, and the environment, to promote innovation, and to create additional value for all stakeholders. Together, we are charting a course toward a sustainable future where environmental stewardship, social responsibility, and good governance guide every decision. With determination and collaboration, we overcome challenges and commit to a lasting, positive impact on our society and planet.

Thank you for your trust and continued belief in the mission and vision of BARBA STATHIS.

On behalf of the Board of Directors,

**A. Fotakidis**  
Chairman of the Board

**N. Pothoulakis**  
Vice Chairman of the Board  
& CEO

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# Sustainable development: The strategy and vision of BARBA STATHIS

GRI 2-22

**Sustainable development is an intrinsic part of the long-term business strategy of BARBA STATHIS, acting as a catalyst in maintaining the company's competitiveness, leveraging opportunities, and facing the challenges arising from the energy transition.**

The aim is to contribute to a more efficient growth model and ensure a positive impact on the environment, society, and the economy by adopting the tenets of sustainability.

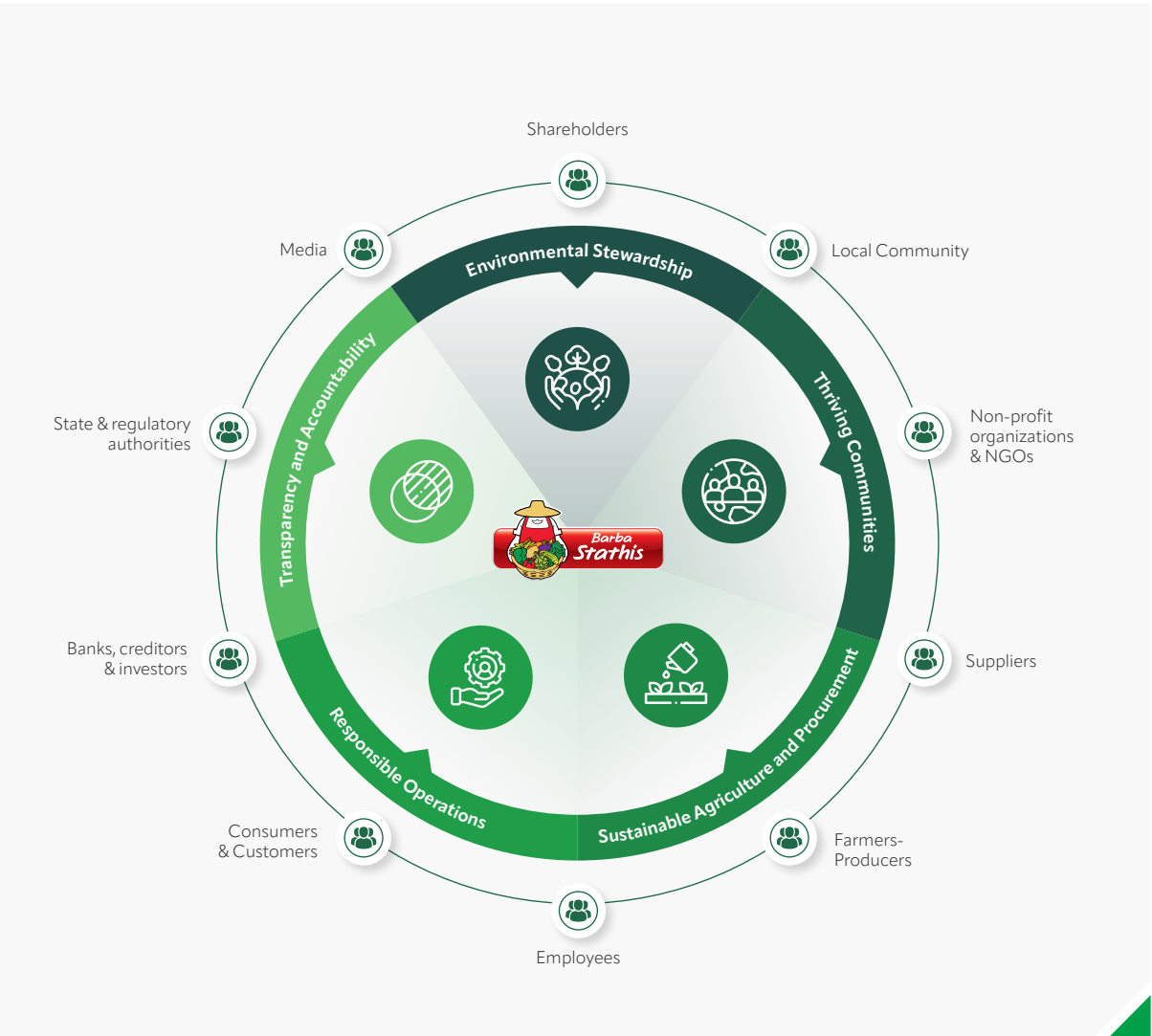
## Vision and Pillars of the Sustainable Development Strategy

BARBA STATHIS is committed to producing safe, high-quality food with social and environmental responsibility, helping to ensure a sustainable future.

In 2023, BARBA STATHIS put its sustainable development strategy into effect, committing to specific objectives related to the Environment, Society, Corporate Governance, and Sustainable Agricultural Practices.

Through its sustainable development strategy, the company seeks to create long-term value for all its stakeholders and to contribute to its business and economic growth.

This approach is based on a holistic framework that combines environmental sustainability, social justice, and financial stability. It is developed through five (5) key pillars, harmoniously linked to the United Nations Sustainable Development Goals and governed by specific principles that contribute to the comprehensiveness, quality, and transparency across all the company's business activities:



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GRI 2-22



## Transparency and Accountability

For BARBA STATHIS, transparency and accountability are fundamental values that guide the development of a modern model of corporate governance. The company's participation in international initiatives and assessments aims to integrate sustainability principles into its business activities and contribute decisively to achieving its strategic objectives.



## Environmental Stewardship

In setting targets and taking actions to protect the environment, BARBA STATHIS seeks to reduce its carbon footprint by minimizing greenhouse gas emissions and tackling climate change. Additionally, the company aims to achieve and maintain zero waste to landfill by adopting circular economy principles through fully recyclable product packaging. The company also ensures the protection and responsible management of water resources, to reduce water use intensity.



## Responsible Operations

BARBA STATHIS focuses on developing responsible business operations by setting goals that promote the well-being of its human resources and the satisfaction of its consumers through high product quality. The company seeks to promote equal opportunities, achieve gender pay equity, and provide safe working conditions. In addition, it aims to monitor and preserve consumer trust, the driving force behind the continuous improvement and upgrading of its products.



## Thriving Communities

With a focus on creating strong, active, and participatory communities, BARBA STATHIS contributes to their well-being and economic prosperity through initiatives that promote health and wellness education and highlight the nutritional value of vegetables. These actions aim to create just communities, contributing to the achievement of sustainability goals.



## Sustainable Agriculture and Procurement

BARBA STATHIS supports the primary sector through innovative and smart agricultural practices that follow an environmentally friendly approach. At the same time, it aims to familiarize and align its supply network with sustainability criteria, promoting the operation of a more responsible supply chain.

The five (5) pillars form an integrated framework for action, contributing to the company's sustainable development.



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# Sustainable development: The strategy and vision of BARBA STATHIS







GRI 2-22

Detailed presentation of STATHIS' contribution to the achievement of the United Nations Sustainable Development Goals (SDGs)			
BARBA STATHIS' Sustainable Development Strategy Pillar	United Nations Sustainable Development Goals (SDGs) related to BARBA STATHIS' operations	BARBA STATHIS' Contribution	Main Actions 2023
 <b>Transparency and Accountability</b>		BARBA STATHIS demonstrates zero tolerance for any form of corruption and bribery. By investing in sound corporate governance, the company ensures the security of information in circulation and employees' personal data.	<ul style="list-style-type: none"><li>• We recorded zero incidents of corruption and bribery throughout the company's entire business activity.</li><li>• We created a whistleblowing platform broadening the available channels for submitting complaints and reports.</li><li>• We conducted risk assessments for the protection of information and invested in relevant employee training.</li></ul>
		BARBA STATHIS invests in international partnerships that encourage sustainable development and support the implementation of its strategic objectives.	<ul style="list-style-type: none"><li>• We achieved the top platinum rating from the international sustainability rating agency EcoVadis.</li><li>• In December 2023, joined the official list of "Committed Companies" of the international SBTi (Science Based Targets initiative) initiative.</li></ul>
 <b>Environmental Stewardship</b>		BARBA STATHIS contributes to the protection of the aquifer by controlling the water utilization procedures applied from pumping to disposal in Thessaloniki water supply and sewerage (EYATH).	<ul style="list-style-type: none"><li>• We continued the application of Integrated Agricultural Management Principles to avoid any water contamination by plant protection products, heavy metals, etc.</li><li>• We systematically monitored the quality of the water discharged from our factory facilities meet the required quality specifications regarding BOD, COD, and pH.</li><li>• We managed all the water that was not reused internally at our biological treatment facilities.</li></ul>
		BARBA STATHIS is enhancing the use of renewable energy sources to meet its needs and improving energy efficiency through a series of investments in suitable equipment as part of its continuous improvement efforts.	<ul style="list-style-type: none"><li>• We expanded the solar panel array at the frozen vegetable production unit, generating 3,218 MWh of renewable energy.</li><li>• We obtained an Energy Performance Certificate (EPC) of category A+ for our office premises in Sindos, Thessaloniki.</li></ul>

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Detailed presentation of STATHIS' contribution to the achievement of the United Nations Sustainable Development Goals (SDGs)			
BARBA STATHIS' Sustainable Development Strategy Pillar	United Nations Sustainable Development Goals (SDGs) related to BARBA STATHIS' operations	BARBA STATHIS' Contribution	Main Actions 2023
 Environmental Stewardship		BARBA STATHIS aims to reduce generated waste by investing in circular economy methods. At the same time, it ensures the rational management of water by reusing it to meet its water resource needs.	<ul style="list-style-type: none"><li>For one more year, our certification with the Zero Waste to Landfill protocol has been renewed.</li><li>We increased the total volume of water recycled and reused by 15% compared to 2022.</li></ul>
		BARBA STATHIS is actively interested in reducing the impact of its activities by setting goals and adopting practices that minimise its environmental footprint.	<ul style="list-style-type: none"><li>As part of the international Science Based Targets initiative (SBTi), we set specific and scientifically based targets to reduce direct and indirect greenhouse gas emissions with an implementation timeframe of 2030.</li><li>We optimized our distribution network routes to decrease our carbon footprint.</li></ul>
		BARBA STATHIS ensures the preservation of natural ecosystems, through the implementation of proper management systems for its plant waste, as well as through the control of its disposal and the way it is utilized.	<ul style="list-style-type: none"><li>We adhered to ISO 9001 and ISO 22000 standards, which dictate Integrated Agricultural Management practices with a focus on Regenerative Agriculture to protect biodiversity.</li><li>We reduced the total amount of waste generated by 8.3% compared to 2022.</li><li>We approached licensed operators to utilize our plant residues for producing cattle feed, biogas, and soil amendments, aiming to divert them from Sanitary Landfill Sites (SLS). This initiative strengthens circular economy.</li></ul>
 Responsible Business		BARBA STATHIS aims to create and maintain a healthy and safe working environment. The company is committed to ensuring optimal working conditions and continues to invest in the education and awareness of its employees on important health issues.	<ul style="list-style-type: none"><li>We noted an increase in employee participation in our Occupational Health and Safety seminars.</li><li>We organized Health Awareness Days for our employees, focusing on topics relevant to today's needs.</li></ul>

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 <b>Responsible Business</b>		BARBA STATHIS is dedicated to training and enhancing the skills of its employees. By offering opportunities to attend seminars, the company promotes the development of new skills and supports professional growth through performance evaluation procedures.	<ul style="list-style-type: none"><li>• We expanded the range of training seminar topics, increasing the total number by 47% compared to 2022.</li><li>• We encouraged employee participation in training programs, resulting in a 27% increase compared to 2022.</li><li>• We invested in the development of our employees in terms of performance and areas for improvement, contributing to their professional and personal growth.</li></ul>
		At BARBA STATHIS, embracing diversity, inclusion, and equality are core values. The company offers equal opportunities for all to apply for high-level positions.	<ul style="list-style-type: none"><li>• We have maintained zero incidents of discrimination and human rights violations.</li><li>• We achieved equal gender representation in the company's management positions.</li><li>• We recorded the average (unadjusted) gender pay gap for 2023, which was 2.96%.</li></ul>
		BARBA STATHIS aims to create a work environment that fosters efficiency while contributing to the well-being of its employees.	<ul style="list-style-type: none"><li>• We conducted a "Great Place to Work" satisfaction survey, with a 83% participation rate from our employees.</li><li>• We increased our workforce by 1.5% compared to 2022.</li></ul>
		BARBA STATHIS consistently ensures the production of high-quality, safe and innovative products. The company certifies its products with internationally recognized standards and ensures full compliance with European labeling provisions. Additionally, the company maintains and expands its communication channels with consumers, encouraging constructive feedback.	<ul style="list-style-type: none"><li>• We implement holistic sustainable management systems for total quality, safety, and environment in our frozen vegetable and fresh salad factories, certified with twelve (12) and eight (8) internationally recognized systems and protocols, respectively, including six (6) ISO certifications.</li><li>• We recorded zero incidents of non-compliance with product labeling.</li><li>• We continued to strengthen our interactions with customers and consumers to enhance the quality of our products.</li></ul>

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 Responsible Business		BARBA STATHIS is committed to offering products that adhere to the highest quality and safety standards. The company utilizes effective systems to prevent undesirable ingredients from reaching the final product and invests in conscious advertising to educate younger consumers about the nutritional benefits of vegetables.	<ul style="list-style-type: none"><li>• We implemented the HACCP (Hazard Analysis Critical Control Point) system to identify and address food safety hazards effectively.</li><li>• A robust traceability system was implemented in both the primary and secondary sectors to ensure maximum safety for the final consumer.</li><li>• We participated in the Greek Pledge to promote responsible advertising of our products to children under 13 years old.</li></ul>
		Following national and international standards, BARBA STATHIS ensures justice and respect for human rights within its organization by participating in international bodies.	<ul style="list-style-type: none"><li>• We are certified under SEDEX SMETA.</li><li>• We continue to be a member of the United Nations Global Compact, implementing the Ten (10) UN Global Principles of Sustainability and taking action in support of UN Goals across our business operations.</li><li>• In 2023, we drafted and submitted our first annual Communication on Progress (CoP) report.</li></ul>
 Thriving Communities		BARBA STATHIS contributes to Greece's economic development by creating jobs and investing in partnerships with non-profit organizations, continuously strengthening its voluntary actions.	<ul style="list-style-type: none"><li>• We have contributed to the creation of 2,829 jobs through our activities and those of our partners.</li><li>• We continued to collaborate with non-profit organizations such as "Desmos" and the Prolepsis Institute.</li></ul>
		BARBA STATHIS supports socially vulnerable groups hosted by non-profit organizations by ensuring access to food.	<ul style="list-style-type: none"><li>• We have addressed food insecurity by providing over 380,000 portions of food and salads to numerous charitable organizations across the country.</li></ul>
		The company's primary concern has always been to preserve the nutritional value of vegetables from harvest to consumption while also contributing to the community in emergencies.	<ul style="list-style-type: none"><li>• All our product lines are characterized by high nutritional value, maximum safety, and top quality.</li><li>• We support those affected by natural disasters in Greece and abroad by offering essential goods and supplies.</li></ul>

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 <p>Thriving Communities</p>		<p>BARBA STATHIS supports its contract farmers by offering education and training programs to familiarize them with sustainable development practices. Additionally, it enhances the education of their children and contributes to the future of the primary sector through its scholarship program.</p>	<ul style="list-style-type: none"> <li>We trained our contract farmers in sustainable fertilization practices for vegetables in collaboration with the American Farm School.</li> <li>We announced two (2) full two-year scholarships to the American Farm School's Vocational High School for two (2) of our producers' children.</li> <li>We continued the <i>"Take a Step for Healthy Eating!"</i> Elementary School Educational Program for students in Northern Greece during the 2023-2024 school year.</li> </ul>
		<p>BARBA STATHIS invests in responsible business activities by developing a comprehensive framework to monitor and record its operations and their social-economic impact while maintaining partnerships that promote its values and vision.</p>	<ul style="list-style-type: none"> <li>We have developed a Corporate Social Responsibility (CSR) Framework to strengthen our responsible business attitude towards society.</li> <li>We conducted the Study of the Economic and Social Impact for the period 2019-2023, demonstrating our commitment to creating long-term, multiplier value for all stakeholders.</li> <li>We maintained our collaboration with the Prolepsis Institute with the aim of promoting the value of balanced nutrition and fostering healthy eating habits from childhood.</li> </ul>
 <p>Sustainable Agriculture and Procurement</p>		<p>BARBA STATHIS ensures that its suppliers comply with sustainability principles through the development of a comprehensive framework, thereby strengthening the national economy.</p>	<ul style="list-style-type: none"> <li>We have formulated a Sustainable Procurement Framework to evaluate our suppliers based on ESG criteria.</li> <li>We have largely partnered with local suppliers, who comprise 44% of our total suppliers.</li> <li>We invested 93% of total payments in suppliers operating in Greece.</li> </ul>
		<p>BARBA STATHIS invests in agricultural practices that meet the highest standards of agricultural management. At the same time, it supports the employees of the Procurement Department and the company's suppliers on the path to sustainable development through training seminars.</p>	<ul style="list-style-type: none"> <li>We supported our cooperation with domestic suppliers in accordance with the practices of Best Agriculture, Precision Agriculture, and Contract Agriculture.</li> <li>We organized a digital training seminar for our partner suppliers on sustainable development issues applicable to the entire supply chain.</li> <li>We trained all our employees in the Procurement Department on current ESG issues and on integrating sustainability principles into the supply chain.</li> </ul>

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## ESG Governance Model

The adoption of sustainable development practices and the achievement of set targets are overseen through an ESG governance model, under which the ESG Committee operates. This, among other things, model includes the development of effective monitoring mechanisms, the operation of competent action groups, and the creation of specific action plans for each strategic pillar.

The ESG governance model, formulated in 2022, led to the establishment of the ESG Committee , which was officially launched in 2023. The ESG Committee began executing its duties in 2023 and meets regularly, identifying opportunities within the approved action plan and overseeing its progress. This oversight is crucial for achieving the company's strategic targets.

The ESG Committee's responsibilities include, among other things:

-  Ensuring that the principles of sustainable development are established and integrated into the company's objectives, governance, business strategy, and decision-making process.
-  Overseeing the progress of ESG goals and the proper implementation of policies to ensure their achievement.
-  Supporting the Board in monitoring progress towards achieving set targets.
-  Organizing the necessary collaborations with internal and external stakeholders and ensuring effective communication of key ESG issues within the company.
-  Keeping stakeholders informed on ESG issues.



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The groups that influence and/or are influenced, directly or indirectly, positively or negatively, by the business activities of BARBA STATHIS are its stakeholders.

To identify, approach, and comprehensively record the actual and potential impacts of its operations, the company encourages active stakeholder participation and seeks continuous interaction and communication with them. This reinforces its commitment to sustainable development, addresses social and environmental challenges, and promptly identifies new opportunities arising from its activities.

Stakeholder negotiation is a useful tool for effectively and successfully addressing important corporate issues. Through dialogue, transparency is enhanced, and relationships based on mutual trust and respect are developed.

The stakeholder groups that the company has identified and with which it maintains regular communication are:



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Stakeholder groups	Communication channels & frequency	Expectations	Our response
 <b>Farmers-Producers</b>	<b>On a daily basis:</b> <ul style="list-style-type: none"> <li>Through the company's Agricultural Department</li> <li>Implementation of educational and training programs aimed at further developing skills and utilizing best practices.</li> </ul>	<ul style="list-style-type: none"> <li>Solvency and reliability</li> <li>Long-term relationships of mutual trust</li> <li>Production of premium quality products</li> <li>Cultivation care with the guarantee and experience of the company</li> <li>Income support for producers</li> <li>Provision of information and training programs</li> <li>Financial soundness of the company</li> </ul>	<ul style="list-style-type: none"> <li>Contract Farming</li> <li>Application of the principles of Integrated Agricultural Management</li> <li>Implementation of an education and training program for cooperating producers</li> <li>Income support for producers</li> <li>Creation of a scholarship program for the children of contract farmers</li> </ul>
 <b>Consumers</b>	<b>On a daily basis:</b> <ul style="list-style-type: none"> <li>Through Customer Service Department                             <ul style="list-style-type: none"> <li>By phone</li> <li>Online</li> </ul> </li> <li>Social Media</li> <li>Marketing Activations</li> </ul>	<ul style="list-style-type: none"> <li>Product quality and safety</li> <li>Nutritional value of products</li> <li>Product innovation</li> <li>Information on new products</li> <li>Promotional activities and discounts</li> <li>Information on healthy eating</li> <li>Corporate responsibility</li> <li>Immediate response to requests and questions about products</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of a Responsible Operation Strategy</li> <li>Certified processes in the production and packaging of products</li> <li>Investment in research and development of new products</li> <li>Conduct regular quality and safety checks</li> <li>Provide clear and precise nutritional information on packaging</li> <li>Continuous training of customer service staff</li> </ul>
 <b>Customers</b>	<b>On a daily basis:</b> <ul style="list-style-type: none"> <li>Communication through the Sales Department in person or by phone</li> <li>Via the Commercial Management Department                             <ul style="list-style-type: none"> <li>Visits to customer premises</li> <li>Participation in industry exhibitions</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Product quality</li> <li>Commercial and pricing policy</li> <li>Before and after-sale service</li> <li>Timely delivery of products</li> <li>Benefits and discounts</li> <li>Prompt service</li> <li>Complaint resolution</li> <li>Product distribution</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of a Responsible Operation Strategy</li> <li>High-quality raw materials and implementation of state-of-the-art production technologies</li> <li>Customer feedback process for ensuring continuous improvement</li> <li>Continuous training of staff in handling requests with professionalism and empathy</li> <li>Evaluation of complaints to identify opportunities for improvement</li> <li>Continuous review and improvement of distribution processes for maximum efficiency</li> </ul>
 <b>Employees</b>	<b>On a daily basis:</b> <ul style="list-style-type: none"> <li>Two-way communication between employees and supervisors</li> <li>Meetings with management and inter-departmental meetings</li> <li>Online internal network</li> <li>Communication channels and complaint boxes</li> <li>Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Remuneration and additional benefits</li> <li>Transparency and integrity</li> <li>Recognition and professional development</li> <li>Employee retention</li> <li>Achievement of personal and team goals</li> <li>Occupational health and safety</li> <li>Training</li> <li>Volunteering opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of a flexible two-way communication system</li> <li>Additional benefits offered</li> <li>Implementation of a Health and Safety policy</li> <li>Employee volunteering activities</li> <li>Implementation and compliance with the "Vivartia Code of Business Conduct"</li> <li>Conducting the Great Place to Work employee satisfaction survey</li> <li>Adoption of a flexible work arrangement (hybrid remote working model)</li> </ul>

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Stakeholder groups	Communication channels & frequency	Expectations	Our response
 <p><b>Suppliers</b></p>	<p><b>Regularly:</b></p> <ul style="list-style-type: none"> <li>Communication with multiple departments and divisions of the company</li> <li>Visits to suppliers' facilities</li> <li>Annual evaluation based on specific criteria</li> <li>Participation in international and industry exhibitions</li> </ul>	<ul style="list-style-type: none"> <li>Development and expansion of the company's partnerships</li> <li>Clear terms of collaboration</li> <li>Objective evaluation of suppliers</li> <li>Support of local suppliers</li> <li>Development of mutually beneficial relationships</li> <li>Transparency and integrity</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of the Suppliers' Code of Conduct</li> <li>ESG training to integrate sustainability principles into the supply chain</li> <li>Active collaboration with local suppliers</li> <li>Development of a Sustainable Procurement Framework</li> <li>Ongoing review of partnerships to increase effectiveness and identify new opportunities for continuous improvement</li> <li>Maintaining high ethical standards in business practices</li> </ul>
 <p><b>Shareholders</b></p>	<p><b>Regularly:</b></p> <ul style="list-style-type: none"> <li>General Assembly within the time limits provided for by law, depending on the matters within its competence</li> <li>Press releases, announcements</li> <li>Annual Sustainable Development Report</li> <li>Financial Report</li> <li>Monthly report on specific KPIs</li> <li>Quarterly meetings to present results and strategies</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable growth, profitability and continuous improvement of the company's performance and development</li> <li>Good corporate governance</li> <li>Transparency and integrity</li> <li>Strategic planning and effective risk management</li> <li>Achieving financial targets for growth and profitability</li> </ul>	<ul style="list-style-type: none"> <li>Publication of annual, audited and consolidated corporate financial statements</li> <li>Publication of the Annual Sustainable Development Report</li> <li>Implementation and compliance with the "Vivartia Code of Business Conduct"</li> <li>Internal Audit Procedures</li> <li>Continuous review and optimization of business processes</li> <li>Implementation of risk management systems for identifying, assessing, and mitigating business risks</li> </ul>
 <p><b>State &amp; Regulatory Authorities</b></p>	<p><b>Regularly:</b></p> <ul style="list-style-type: none"> <li>Membership in Associations, Bodies, and Chambers</li> <li>Through specific departments, including: <ul style="list-style-type: none"> <li>Legal Department</li> <li>Quality Assurance Department</li> <li>Financial Department</li> <li>Department of Industrial Infrastructure &amp; Technological Development</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Compliance with regulations and legislative requirements</li> <li>Taxation and tax refund</li> <li>Environmental issues</li> <li>Labour and social issues</li> <li>Health and safety of employees</li> </ul>	<ul style="list-style-type: none"> <li>Full compliance with legislation</li> <li>Zero incidents of non-compliance with laws and regulations relating to operations, discrimination, corruption, product safety and labeling, and environmental management.</li> <li>Publication of annual consolidated and audited corporate financial statements.</li> <li>Publication of an annual Sustainable Development Report</li> <li>Implementation and adherence to the 'Vivartia Code of Business Conduct.'</li> <li>Internal Audit Department procedures</li> </ul>
 <p><b>Press &amp; Media</b></p>	<p><b>When required:</b></p> <ul style="list-style-type: none"> <li>Press Conferences</li> <li>Press Releases</li> <li>Publications</li> <li>Announcements</li> <li>Meeting with media representatives</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring accurate and immediate dissemination of information</li> <li>Updates on the company's products</li> <li>Updates on the company's strategy and activities</li> <li>Responsible operation of the company in relation to the environment and people</li> </ul>	<ul style="list-style-type: none"> <li>Corporate website</li> <li>Publication of the Annual Sustainable Development Report</li> <li>Consumer awareness campaigns</li> <li>Sending press releases and updates on a regular basis regarding important events and company news</li> </ul>

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Stakeholder groups	Communication channels & frequency	Expectations	Our response
 <b>Local Community</b>	<b>Regularly:</b> <ul style="list-style-type: none"><li>Continuous communication with company executives</li><li>Support of local community events</li></ul>	<ul style="list-style-type: none"><li>Supporting employment by recruiting from local communities</li><li>Purchasing goods and services from local community suppliers where possible</li><li>Supporting local community initiatives</li><li>Protecting the environment</li></ul>	<ul style="list-style-type: none"><li>Recruitment from the local community</li><li>Selection of local suppliers</li><li>Long-term support of the local community in which the company operates</li><li>Employee Volunteering Program <i>"Together we do good!"</i> and implementation of initiatives to support the local community</li><li>Study of the Economic &amp; Social Impact</li></ul>
 <b>Non-Profit Organizations &amp; NGOs</b>	<b>When required:</b> <ul style="list-style-type: none"><li>Corporate website</li><li>Mass Media</li><li>Annual Sustainable Development Report</li><li>Direct communication if necessary</li></ul>	<ul style="list-style-type: none"><li>Free distribution of food</li><li>Support for initiatives and sponsorships</li><li>Direct contact and collaboration</li><li>Transparency and integrity</li></ul>	<ul style="list-style-type: none"><li>Social Responsibility Program <i>"We do good!"</i> for the support of non-profit organizations</li><li>Employee Volunteering Program <i>"Together we do good!"</i></li></ul>
 <b>Banks, Creditors &amp; Investors</b>	<b>When required:</b> <ul style="list-style-type: none"><li>Meetings with company representatives</li><li>Press releases, announcements</li><li>Annual Sustainable Development Report</li><li>Financial Report</li></ul>	<ul style="list-style-type: none"><li>Sustainability</li><li>Financial performance</li><li>Strategic planning</li><li>Good corporate governance</li><li>Transparency and integrity</li><li>Effective risk management</li></ul>	<ul style="list-style-type: none"><li>Publication of annual, audited and consolidated corporate financial statements</li><li>Publication of an annual Sustainable Development Report</li></ul>

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# Double materiality analysis and determination of material issues for sustainable development

GRI 3-1 | GRI 3-2

**BARBA STATHIS remains dedicated to creating multiplicative value for all stakeholders and the broader society.**

The achievement of this goal is supported by the double materiality method, which enables the understanding of the impact of business activities on the environment, society, and the economy, while also mapping the risks and opportunities for the company itself.

The double materiality analysis is fully aligned with the 2021 Global Reporting Initiative (GRI) and European Sustainability Reporting Standards (ESRS) standards.

### Criteria for assessing impacts, opportunities, and risks

The impacts, opportunities, and risks are assessed based on specific criteria.

### Impact rating

#### Criteria for assessing positive, actual, and potential impacts:

- Scale
- Scope
- Likelihood, in the case of positive potential impacts

#### Criteria for assessing negative, existing, and potential effects:

- Scale
- Scope
- Irremediable character
- Likelihood, in the case of negative potential effects

### Opportunities and risks rating

- Magnitude of positive and negative economic impacts
- Likelihood of occurrence of opportunities and risks

## Methodology



### Comprehension

- Understanding of the company's business model, corporate goals and priorities, and review of existing material issues as they were shaped during the materiality analysis that took place in 2021.
- Review of industry/ international guidelines and standards, and benchmarking of peer companies.
- Mapping of the company's value chain.



### Identification

#### Impact Materiality

- Identification and validation of negative and positive, actual and potential impacts of BARBA STATHIS on the environment, society, and the economy, through understanding the company's business, reviewing industry/international standards, and peer organizations, and through value chain mapping.

#### Financial Materiality

- Identification of financial effects related to the company's material issues, following consultation with the relevant internal working groups.
- Identification of risks and opportunities that have or may have a material impact on the company's cash flow, growth and performance.



### Assessment

#### Impact Materiality

- Organization of workshops and distribution of questionnaires to relevant stakeholders for the evaluation of identified negative and positive, actual and potential impacts.

#### Financial Materiality

- Organization of workshops and distribution of questionnaires to experts for the evaluation of the identified risks and opportunities that affect or may affect the company.
- Assessment of the magnitude of risks or opportunities arising from the interactions of all external factors and their connection to the company's financial performance.



### Prioritization

- Prioritization of material issues according to the assessment of validated impacts, risks, and opportunities.
- Establishment of a threshold for the development of the list of most material issues.
- Integration of material issues into the 2023 Sustainable Development Report.

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# Double materiality analysis and determination of material issues for sustainable development

GRI 3-1 | GRI 3-2

## Determination of material issues

The double materiality methodology, as described above, was used to determine the material topics for the 2022 reporting period. Concerning the process of determining material topics for 2023, the ESG Committee conducted an internal assessment to determine whether the topics identified as material for 2022 remain equally important in the current reporting period (2023) and whether they are consistent with the broader ESG ecosystem and current trends. The evaluators took into account the fact that there were no significant changes to the business operation model, the structure of the organization, and the lack of significant incidents or changes in the broader supply chain that impact human rights. Accordingly, the ESG Committee concluded that the identified material issues for 2022 remain and are presented as equally material in the development of the 2023 Sustainability Report.

Furthermore, the above process aligns with the new European regulatory framework of the Corporate Sustainability Reporting Directive (CSRD), as well as the guidelines of the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI 3: Material Topics 2021). It is highlighted that the company is proactively preparing for upcoming regulations related to Sustainability Report disclosures. This preparatory approach ensures sufficient time to adapt to any changes, allowing BARBA STATHIS to respond effectively to regulatory developments and optimally address potential risks and opportunities.



Note: The size of each figure corresponds to the total score of the double materiality. Larger shapes indicate greater importance for stakeholders.

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# Double materiality analysis and determination of material issues for sustainable development

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## Ranking of material issues

ESG Pillars	Ranking of Sustainable Development Issues based on Impact Materiality
Material issues	
Environmental	<ul style="list-style-type: none"><li>Climate change adaptation and mitigation</li><li>Food waste management</li><li>Sustainable packaging</li></ul>
Social	<ul style="list-style-type: none"><li>Health and safety</li><li>Food safety and quality</li><li>Human rights</li><li>Sustainable agricultural practices</li><li>Marketing practices and product labelling</li><li>Employment practices</li><li>Diversity, equity and inclusion</li><li>Primary sector support</li></ul>
Governance	<ul style="list-style-type: none"><li>Sustainable supply chain</li><li>Business ethics</li></ul>
Other issues	
Environmental	<ul style="list-style-type: none"><li>Energy management</li><li>Air, water and soil pollution</li><li>Production waste management</li><li>Water management</li></ul>
Social	<ul style="list-style-type: none"><li>Social contribution</li></ul>

ESG Pillars	Ranking of Sustainable Development Issues based on Financial Materiality
Material issues	
Environmental	<ul style="list-style-type: none"><li>Sustainable packaging</li><li>Energy management</li><li>Air, water and soil pollution</li><li>Water management</li><li>Climate change adaptation and mitigation</li></ul>
Social	<ul style="list-style-type: none"><li>Marketing practices and product labelling</li><li>Health and safety</li><li>Food safety and quality</li><li>Sustainable agricultural practices</li><li>Human rights</li><li>Diversity, equality and inclusion</li><li>Primary sector support</li><li>Employment practices</li><li>Social contribution</li></ul>
Governance	<ul style="list-style-type: none"><li>Sustainable supply chain</li></ul>
Other issues	
Environmental	<ul style="list-style-type: none"><li>Food waste management</li><li>Production waste management</li></ul>
Governance	<ul style="list-style-type: none"><li>Business ethics</li></ul>

ESG Pillars	Ranking of Sustainable Development Issues based on Double Materiality
Material issues	
Environmental	<ul style="list-style-type: none"><li>Sustainable packaging</li><li>Energy management</li><li>Climate change adaptation and mitigation</li><li>Air, water and soil pollution</li><li>Food waste management</li></ul>
Social	<ul style="list-style-type: none"><li>Health and safety</li><li>Food safety and quality</li><li>Sustainable agricultural practices</li><li>Marketing practices and product labelling</li><li>Human rights</li><li>Primary sector support</li><li>Diversity, equity and inclusion</li><li>Employment practices</li></ul>
Governance	<ul style="list-style-type: none"><li>Sustainable supply chain</li><li>Business ethics</li></ul>
Other issues	
Environmental	<ul style="list-style-type: none"><li>Water management</li><li>Production waste management</li></ul>
Social	<ul style="list-style-type: none"><li>Social contribution</li></ul>

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# Our company

BARBA STATHIS S.A. is active in the food production and trading sector, innovating in the market of frozen vegetables, plant-based meals, dough, and fresh refrigerated salads in Greece, completing more than 50 years of operation.

The company's leading position in the market is the result of its dedication to its vision and values, to which it has remained faithful since its foundation.



Optimal quality



Maximum safety



Innovation



Respect for society and the environment



Authentically Greek



The foundations of our operation include the highest quality and safety standards, investment in the primary sector, and Greek entrepreneurship, innovation, research and development, and extroversion. Our goal is to offer safe, high-quality products with absolute respect for the environment, people, and society.

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# BARBA STATHIS at a glance

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# Our international presence

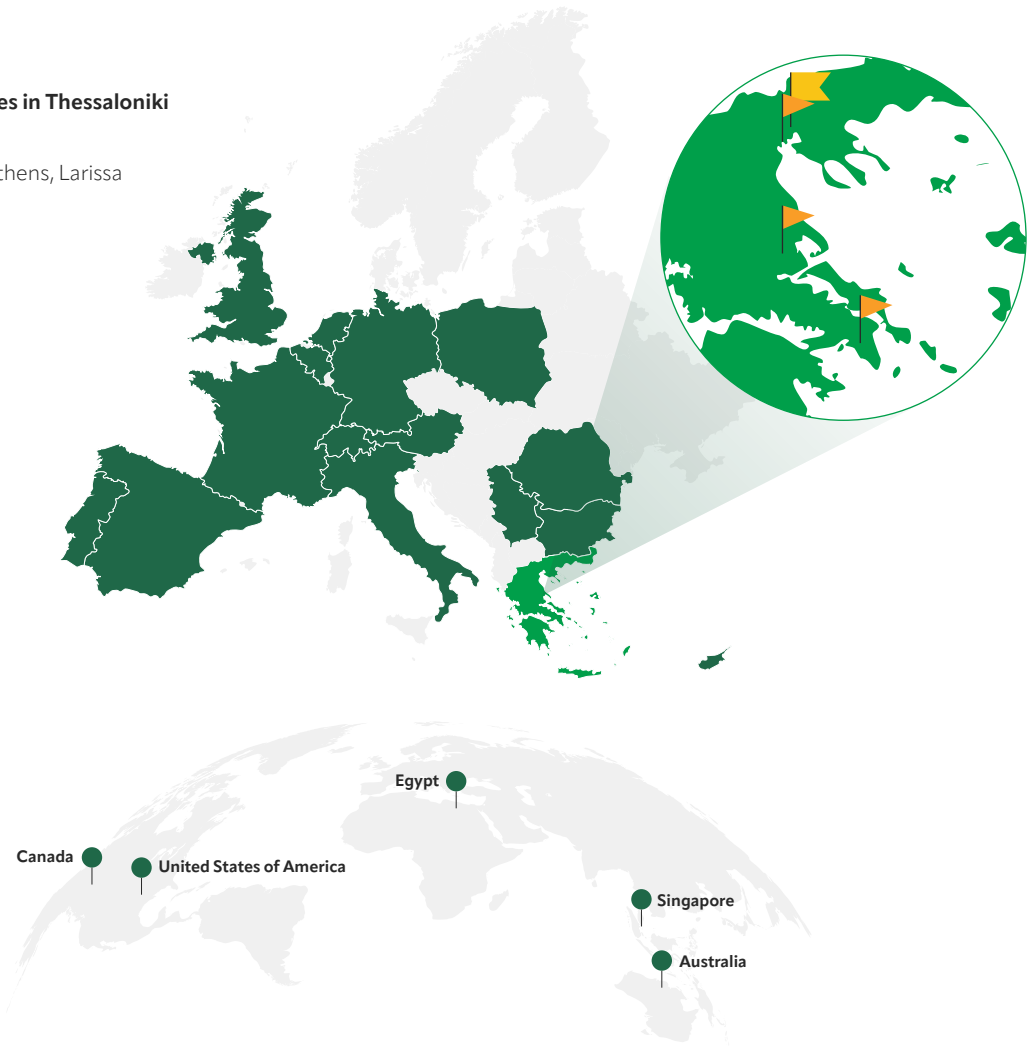
Based on the trust and long-standing preference of consumers, and holding a leading position in the domestic market, BARBA STATHIS continues its dynamic growth in the markets of Europe, America, the Middle East, and Australia.

In 2023, exports of frozen vegetables and plant-based meals recorded an upward trend of 8.1% compared to 2022, despite inflationary trends and market uncertainties worldwide.

Capitalizing on opportunities in new markets was a significant factor in the company's export growth, with new entries into markets such as Spain and Serbia, and strengthened positions in Romania and Cyprus.

In 2023, BARBA STATHIS focused on further developing markets within Europe. Significant growth was observed in the markets of Cyprus, Romania, and Germany.

- Central facilities in Thessaloniki
- Storage units: Thessaloniki, Athens, Larissa



Exports to: Canada | Cyprus | Bulgaria | Australia | United States of America | Romania | Germany | Poland | United Kingdom | Egypt | Italy | Singapore | Serbia | Switzerland | Belgium | Austria | Netherlands | Kosovo | Spain | Croatia | France | Portugal

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# Our products

Since 1969, BARBA STATHIS has earned the trust of consumers by consistently offering products of exceptional quality, maximum safety, and high nutritional value. Known for their outstanding taste and nutritional benefits, these products have enjoyed enduring consumer preference over the years.





Vegetables & Pulses



Herbs



Organic Crops



Let's Cook



Potatoes



Pasta with vegetables




Rice with vegetables



Fresh salads




Tomato products




We Choose




360° Plant Based Meal







Pizza




Pastry sheets




Pies




Small pies




Croissants





Vegetables



Pies and pastry sheets

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# Financial Overview

GRI 2-6 | GRI 201-1 | GRI 201-4



Financial growth data (€) for BARBA STATHIS		
	2022	2023
Total revenue (turnover)	106,257,964	108,812,277
Earnings before interest, taxes, depreciation and amortization (EBITDA)	13,047,801	12,156,400
Operating profit (EBIT)	9,032,102	8,092,478
Profit / (loss) before tax	10,194,519	9,834,501
Net profit / (loss) after tax	7,617,528	8,645,654
Tax payments - indirect (VAT)	874,048	1,084,659
Tax payments - direct	4,733,153	3,461,248
Total payments to government bodies (total direct and indirect taxes paid)	5,607,201	4,545,907
Payments to providers of funds (e.g. interest on bank loans)	2,653,755	4,946,013
Own capital	85,917,270	93,142,667
Payroll payments (gross remuneration of employees)	10,716,345	10,712,910
Payments for employee insurance (employer's contributions and private insurance)	5,517,386	5,001,789
Other employee benefits	857,903	861,962
Total investments	3,722,922	7,697,628
Total assets	222,243,451	227,982,718
Economic value distributed	124,583,752	136,377,241
Economic value retained	18,325,787	27,564,964
Financial assistance received from the State		
Grants / subsidies (not including OAED - Public Employment Service)	2,572,022	14,595

A notable highlight is the increase in the company's investments from €3.7 million in 2022 to €7.7 million in 2023.



## Frozen vegetables<sup>2</sup>

In 2023, the total market for frozen vegetables saw an increase of 8.2% in value compared to the previous year.

**BARBA STATHIS maintained its leading position in the market generating a market share of 41.3% (+0.6 p.p.) in volume and 54.4% (-0.2 p.p.) in value.**

Through its communication and marketing activities, the company has successfully established itself in the perception of consumers for its values of freshness, nutrition, excellent quality, safety, and the Greekness of its products. At the same time, it continues to evolve in line with modern consumer needs, remaining their top choice over time.



## Fresh salads

In 2023, the total market for cut-and-washed salads experienced a 1% decline in volume but a 4.4% increase in value.

**During the same period, BARBA STATHIS fresh salads saw an increase in sales, both in volume by 4.6%, increasing its market share by 0.6 p.p. to 11.6%, as well as in value by 4.4%, maintaining a stable market share of 12.6%.**



## Tomato Products

In 2023, the total market for tomato products saw a slight volume decline of 0.2% but a substantial increase of 22.1% in value.

Tomato products showed a loss of 271% during the year, with a share of 1.6% (0.6 p.p.) in volume and 1.6% (0.8 p.p.) in value, reflecting a corresponding loss of 177%.



## Dough Products

In 2023, despite the intense competitive environment and rising inflationary pressures that impacted consumer purchasing preferences, Chryssi Zymi continued to offer innovative products with high nutritional value, quality, and enjoyment. As a result, the company succeeded in increasing its market share by 18.1% in value and 14.5% in volume, significantly boosting its value share (+2.4 p.p.) and volume share in the pizza subcategory, driven by the successful launch of the new Chryssi Zymi Pizza in four (4) different flavors.

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<sup>2</sup>The differences in market share and sales compared to last year are due to the inclusion of branded retailer data.

# Awards and distinctions

Staying true to its vision and values, BARBA STATHIS has garnered numerous awards once again this year.



**BARBA STATHIS was awarded the Platinum Medal for its sustainable practices by the international evaluation agency EcoVadis**

BARBA STATHIS has been awarded a platinum distinction in the EcoVadis sustainability performance evaluation process from the very first year of its evaluation and is ranked in the top 1% of companies evaluated by the organization internationally, achieving excellent scores.

The top score is in recognition of the company's firm commitment to its twofold operating principle: sustainable development and continuous improvement, through its excellent scores in all (4) categories assessed by EcoVadis: Environment, Labor & Human Rights, Sustainable Procurement, and Ethics.

This distinction confirms the company's exemplary operation, including offering safe and high-quality products, supporting its people and society, and contributing to the sustainable development of Greece's primary sector.



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# Awards and distinctions



## Growth winner at Growth Awards 2023

BARBA STATHIS was named a Growth Winner at the seventh edition of the Growth Awards, an initiative by Eurobank and Grant Thornton. This accolade highlights the company's dedication to sustainable development, continuous improvement, and adoption of best business practices. It also underscores the company's recognition, not only from long-trusted consumers but also from institutional and business entities that value excellence.



## Quadruple Distinction at the Frozen Food Innovation Awards 2023

The company was honored to receive a Gold Award in the "Materials & Packaging Technology" category for the "We Choose" product line, scoring the highest in this category, and a Platinum Award for the best solution in frozen products. Additionally, BARBA STATHIS gained a Gold Award in the "Advertising Campaign for the Consumer" category for the "Let's Cook..." series, which effectively showcased the distinct advantages of its products through a strategic advertising campaign.

Furthermore, the company earned a Silver Award in the "Meals & Snacks" category for the new "360° Plant-Based Meal" line, which stands out for its unique taste, easy preparation, high nutritional value, and innovative packaging design made from 100% recyclable material.



## Best Launching Awards 2023

The BARBA STATHIS "360° Plant Based Meal" series was recognized as one of the best launches of the year.



## Bravo Sustainability Awards 2023

BARBA STATHIS received a significant accolade at the Bravo Sustainability Awards 2023 for its Primary School Education Program "Take a Step For Healthy Eating!", which promotes the nutritional value of vegetables to children while raising awareness about food waste through hands-on games and interactive activities.



## Two (2) Gold and two (2) Silver awards at the Super Market Awards 2023 and Packaging Awards 2023

At the Super Market Awards 2023, the company was honored with a Gold Award in the Plant-Based Products category for the BARBA STATHIS "360° Plant Based Meal" series. This line offers complete plant-based meals designed to meet the nutritional needs of all consumers, particularly those following a vegetarian or vegan diet. In addition, the new "We Choose" product line, which combines selected grains and pulses with premium vegetables, received a Gold Award in the Increase in Sales/Product Share category. At the same time, the innovative packaging of the new BARBA STATHIS "We Choose" range, which is 100% recyclable and microwave-safe, earned a Silver Award in both the Food and Consumer Convenience categories.



## Triple distinction at the Retail Business Awards

The company stood out at the Retail Business Awards 2023 with one (1) Gold and two (2) Silver awards, as the updated packaging of BARBA STATHIS fresh salads won a Gold award in the SUPPLIERS' PRODUCT PACKAGING category. This recognition was given for the packaging's visual design, as well as its 100% recyclable and transparent material that showcases the contents while at the same time ensuring vegetable freshness by allowing them to "breathe." The company also received a Silver Award in the SUPPLIERS' BEST LAUNCH category for the successful launch of its innovative product line "We Choose", and the all-time consumer favorite series "Let's Cook..." earned a Silver Award in the SUPPLIERS' BRAND CAMPAIGN category, celebrating the success of its new communication strategy.



The Product of the Year 2023 award was given to the "We Choose" series by BARBA STATHIS, which stood out immediately after its launch by receiving enthusiastic consumer preference and earning the trust of retailers, who widely distributed all four product variants.



## Triple distinction at the "Plant Based & Vegan Awards 2024"

The "360° Plant Based Meal" range, featuring plant-based balls from pea protein, won a Platinum and Gold award in the "Plant Based Ready-to-Cook Meal" category in the Plant Based Awards 2024, and a Gold award in the "Vegan Ready-to-Cook Meal" category at the Vegan Awards 2024.

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# Institutions and associations

GRI 2-28

Aiming to strengthen its business dynamics, expand its network of partners, and facilitate the exchange of technical expertise, BARBA STATHIS actively participates in the following domestic and international bodies:

- United Nations Global Compact (UNGC)
- Federation of Hellenic Food Industries (SEVT)
- Federation of Industries of Greece (SBE)
- Thessaloniki Chamber of Commerce and Industry (TCCI)
- Hellenic Federation of Enterprises (SEV)
- Greek Exporters' Association (SEVE)
- Association of Businesses of the Industrial Area of Thessaloniki
- Hellenic Association of Manufacturers of Branded Products (ESVEP)
- General Electronic Commercial Register (GEMI)
- Hellenic Procurement Institute (EIP)
- Association of Chief Executive Officers (ACEO)
- Greek People Management Association (GPMA)
- Hellenic Association of Business Parks (ESEPPA)
- Hellenic Society of Business Administration (EEDE)
- Hellenic Association of Communications Agencies (EDEE)
- Efficient Consumer Response (ECR Hellas)
- CSR Hellas
- Hellenic Recovery Recycling Corporation
- American-Hellenic Chamber of Commerce
- German-Hellenic Chamber Of Commerce
- Arab-Hellenic Chamber of Commerce & Development
- Polish-Hellenic Chamber of Commerce
- Jewish Community of Thessaloniki
- Association of Propagating Material Enterprises (SEPY)
- Processors & Growers Research Organization
- Roundtable for Sustainable Palm Oil
- Sedex Information Exchange
- GS1 Association Greece



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# The company's business model and value chain

GRI 2-1 | GRI 2-6

## Business model

The BARBA STATHIS business model highlights the company's main functions, outlining how it creates additional value while meeting the needs and requirements of all stakeholders involved.

The company continues to invest with an emphasis on the adoption and implementation of technological innovations that guarantee the highest standards of quality and safety throughout the entire production process, from the collection and processing of raw materials to the distribution and sale of end products.

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### Inputs

#### Physical Capital

- €1,491,239 total environmental investments
- Collaboration with licensed bodies for the treatment of materials unsuitable for consumption or processing

#### Financial Capital

- €108,812,277 total income
- €7,697,628 total investments

#### Productive Capital

- Two (2) production units
- Raw materials from 3,000 hectares of fertile Greek land

#### Intellectual Capital

- Three (3) brands (BARBA STATHIS, Chryssi Zymi, Froza)
- Strong governance and committees

#### Human Capital

- 674 employees make up the company's total workforce
- 570 employees received training

#### Social Capital

- Active support of the primary sector
- Cooperation with 615 local suppliers, who make up 44% of the company's suppliers

### How we create value



### Outputs

#### Physical Capital

- 3,218 MWh from Renewable Energy Sources
- Disposal of 100% of materials unsuitable for consumption or processing for biogas production

#### Financial Capital

- €10,712,910 payments for employee salaries
- €22,084,959 total payments to government agencies

#### Productive Capital

- >11,000 points of sale
- Export activity in four (4) continents and 22 countries

#### Intellectual Capital

- Internationally recognized certification systems and protocols
- Maintenance and development of policies and procedures

#### Human Capital

- 27% increase in the number of employees trained compared to 2022
- 1.5% increase in the company's human resources compared to 2022

#### Social Capital

- Contributing to the essential work of 108 non-profit organisations
- Free distribution of 380,000 portions of food and salads
- 3rd consecutive year of specialized training for contract producers

### Main Activities

- Frozen vegetables
- Fresh salads
- Tomato products
- Dough products

### Communication Channels

- Supermarkets and stores
- Trade exhibitions
- Informational workshops/events
- Satisfaction surveys
- Corporate website and social media
- Advertising campaigns
- Information and training programs
- Customer and consumer awareness and education programs
- Ongoing communication via the Department of Marketing & the Department of Sales

### Client relations

- Large supermarket chains
- Representatives
- Wholesalers, B2B
- End consumers

### Crucial partnerships

- Agricultural producers
- Producer groups
- Producer cooperatives
- Agronomists
- Scientific community
- State
- External partners

### Consumer Relations

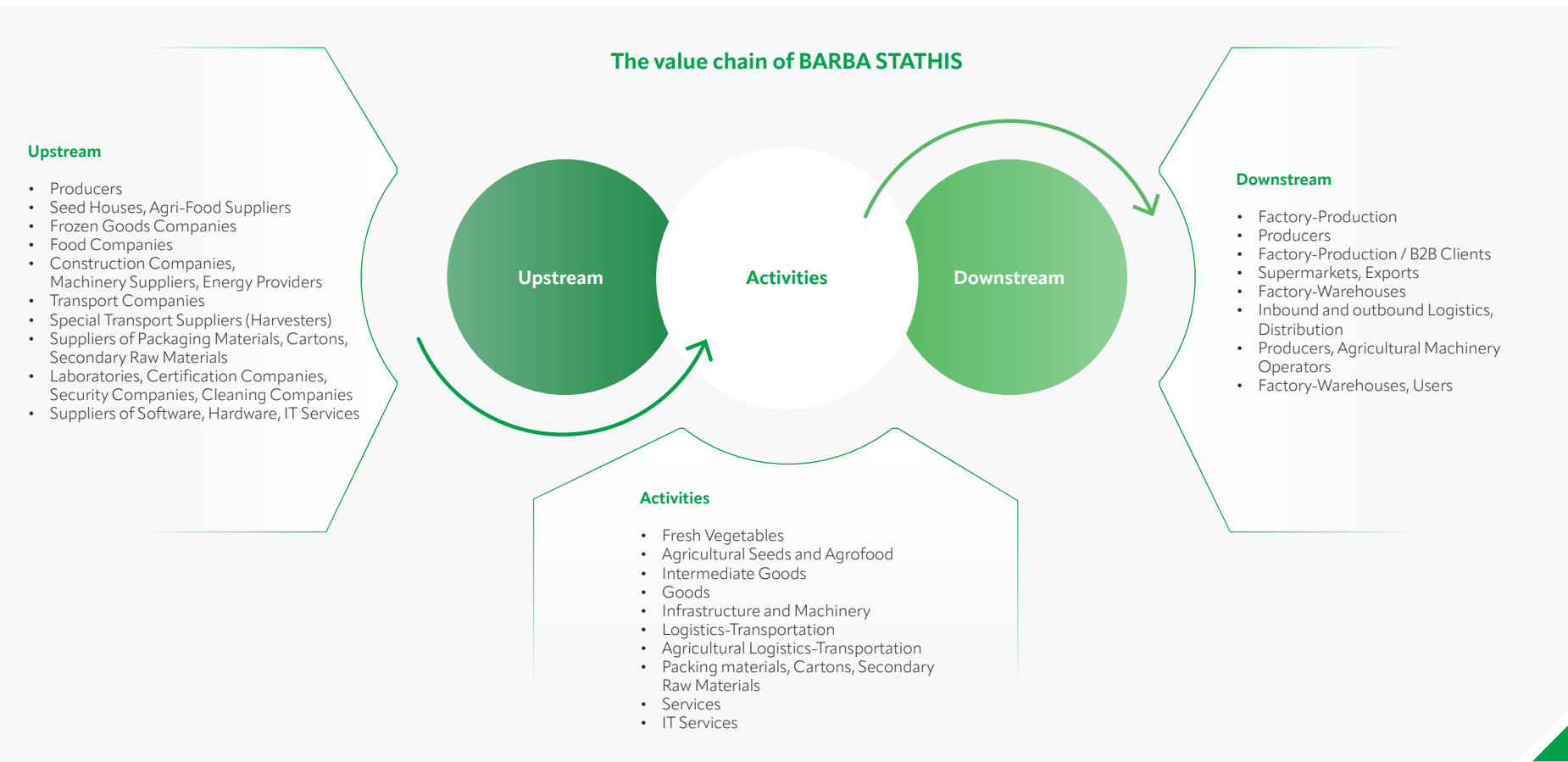
- High level of customer service through: availability, dedication and responsiveness
- Immediate handling of customer and consumer complaints
- Implementation of customer satisfaction surveys

# The company's business model and value chain

GRI 2-1 | GRI 2-6

## Value chain

BARBA STATHIS is active in the production and trade of frozen vegetables, fresh, washed, and packaged salads, as well as tomato products on both domestic and international levels. The production and distribution of the above products are addressed to both businesses (B2B) and consumers (B2C) in the domestic and international markets. The company's value chain is presented in the table below:



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# Transparency and accountability



BARBA STATHIS operates with reliability, transparency, and integrity, seeking to achieve its defined objectives within the context of its sustainable development strategy.

Its business activities fully comply with Greek and EU legislation and are aligned with the principles of sustainability, taking into account all stakeholders.





Principles of the United Nations  
Global Compact:

10<sup>th</sup> Principle

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# Corporate Governance

GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-17 | GRI 2-18 | GRI 2-19 | GRI 2-20

To ensure transparency and the company's smooth operation, BARBA STATHIS has adopted and implemented a corporate governance model based on clear roles and responsibilities, ensuring the protection of the legitimate interests of all stakeholders.

Implementing best corporate governance practices is critical to the effective management of risks and the efficient operation of the company.



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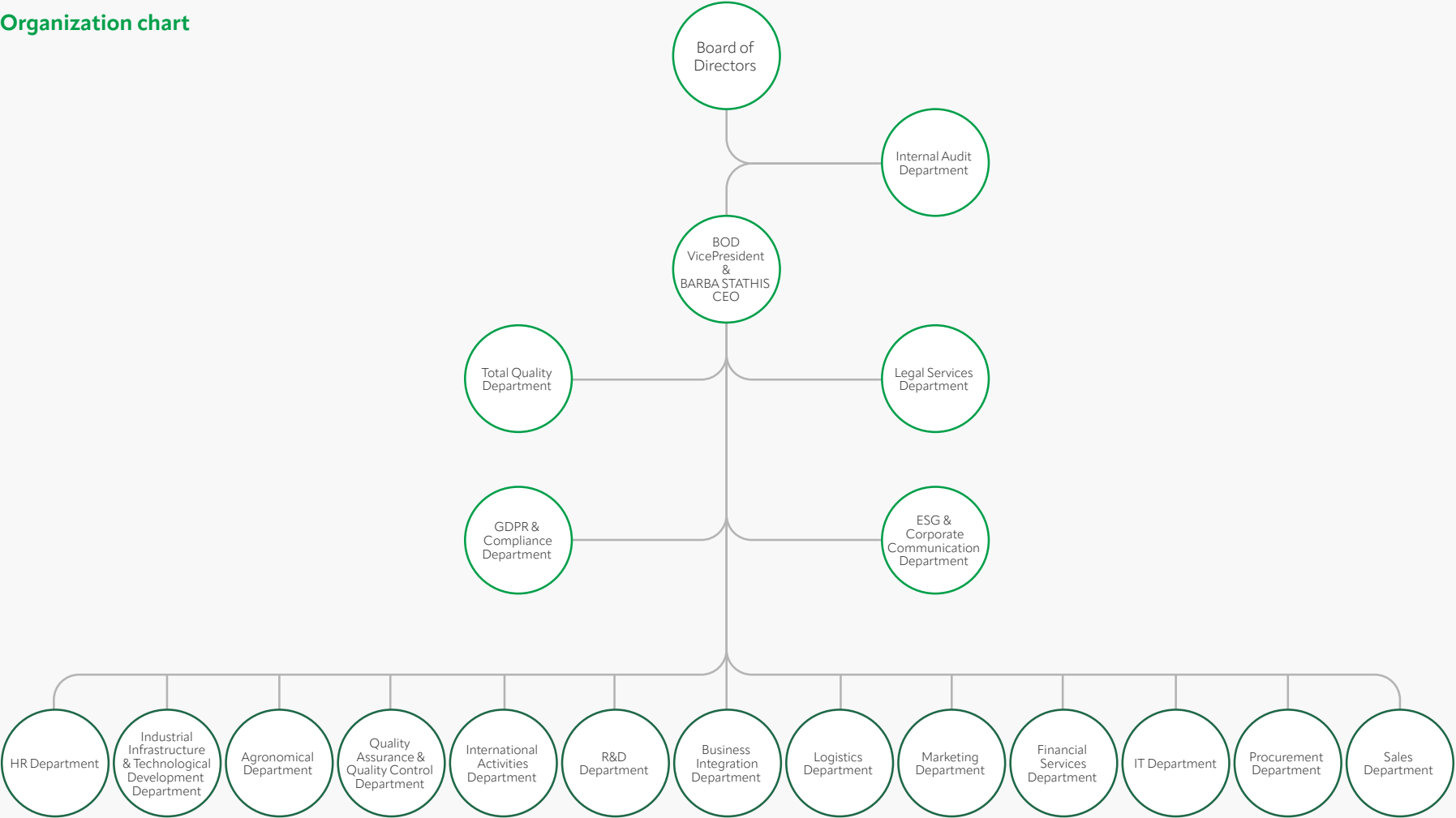
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## Organization chart



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## Board of Directors

The company's Board of Directors (BoD) is elected by the General Meeting of the shareholders for a five-year term, beginning with its election and extending to the first regular General Meeting after the end of its term, which cannot exceed six years.

The Board of Directors acts collectively and is the only body with the power to decide on any action concerning the administration of the company, the management of its assets, and the general pursuit of its objective, except issues which, according to the Articles of Association or the law, are under the exclusive competence of the General Meeting. For the reporting period, the Board of Directors was elected by the General Meeting of Shareholders on 10/09/2021 and in its current composition on 31/12/2023 consists of seven (7) members — six (6) men and one (1) woman:

- The President - executive member
- The Vice President and CEO - executive member
- The Vice President - executive member
- Three (3) executive members
- One (1) non-executive member

No independent members are stipulated by the law. Members can be re-elected and recalled freely. The Chairman of the BoD is a senior executive of the Group and is not part of the company's human resources. The function, powers, and duties of the Board of Directors are defined in Articles 77 et seq. - Law 4548/2018 and the company's Articles of Association.

BARBA STATHIS does not have a structured or systematic policy or procedures for determining the remuneration of the highest governance body. Employee compensation is determined in accordance with legal provisions and applicable collective agreements.

**The company aims to enhance the skills and institutional knowledge of BoD members to ensure the effective and continuous performance of their duties within the framework of good corporate governance. In this context, a training plan is being developed with specific topics focusing on sustainable development.**

## Committees

### Vivartia Group Executive Committee

The role of the Executive Committee is to continuously monitor all company and group operations and set the objectives based on which the budgets for the group's companies are created to achieve the strategic plan and the objectives themselves while supervising the progress of the financial figures and results.

### Vivartia Group Audit Committee

The Board of Directors is supported by the Audit Committee of the Vivartia Group, to which it belongs. Additionally, the company's Internal Audit Department works with and reports to the Audit Committee, thus ensuring supervision of the effectiveness of the internal control system and the proper operations of internal control and risk management.

**The internal affairs management body and the dedicated committees for health and safety, conflict of interest, and anti-corruption oversee the management of the respective issues and their impact on the company.**

## Roles and responsibilities

### Overseeing impact management and promoting sustainable development

The Board of Directors and senior management prioritize sustainable development in their decision-making processes regarding the organization's operations and initiatives. To systematically monitor, assess, and define relevant issues, the ESG Committee was established and set into motion in 2023. The Committee advises the Board of Directors on integrating environmental, social, and governance (ESG) policies, procedures, and strategy into the company's broader strategy. The responsibility for impact management has been placed on senior managers within the organization, who are responsible for designing and implementing measures to mitigate and/or eliminate identified negative impacts across the business operations of BARBA STATHIS.

It should be noted that the company's progress on ESG issues, including the effective management of its impacts, will be considered in the Board of Directors' performance evaluations in the coming years.

### The role of the Board of Directors in the submission of Sustainable Development Reports

The entire content of the Sustainability Report is reviewed and approved by senior management, including members of the Board of Directors.

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# Business ethics and anti-corruption practices

GRI 2-15 | GRI 2-16 | GRI 2-23 | GRI 2-24 | GRI 2-25 | GRI 2-26 | GRI 2-27 | GRI 205-1 | GRI 205-2 | GRI 205-3 | GRI 206-1 | GRI 418-1 | GRI 419-1



## BARBA STATHIS operates with corporate responsibility.

It adopts principles and practices that foster a climate of trust, ensuring the protection of human rights and zero tolerance of any form of corruption or bribery. The company places a special emphasis on compliance with current regulations to adapt and align its business objectives with the legislative framework's requirements.



### Company policies

The company implements policies concerning ethical business issues, which are approved by senior management, including:

- **Policy against Bribery and Corruption**
- **Policy against Conflict of Interest**
- **Policy against Money Laundering**
- **Whistleblowing Policy**
- **Policy on Compliance with Antitrust Regulations**
- **Anti-Fraud Policy**
- **Sustainable Supply Policy**

All BARBA STATHIS employees receive knowledge of the policies and the necessary training regarding their implementation.



### Internal audit and risk management

The company follows the precautionary principle and maintains an effective risk management system at the management level. Therefore, it identifies, evaluates, and prioritizes potential business risks, using a specialized methodology and/or applying internationally accepted standards, to limit the company's exposure to them.

#### Role of the Internal Audit Department

The Internal Audit Department follows the Internal Audit Standards and the Code of Ethics and Conduct as reflected by the Institute of Internal Auditors, including other auditing standards where applicable. Management conducts audits on an annual basis and, among other things, examines how to adopt corporate responsibility issues. The results of the audits are compiled and presented quarterly to the Vivartia Group Audit Committee.

One of the main responsibilities of the Internal Audit Department is to identify and verify whether risk management, safeguards, and corporate governance processes are operating in an efficient and compliant manner.

This ensures that:

- The common risk areas of the business are adequately identified and managed.
- Important financial, management, and operational information is accurate, reliable, and timely.
- Employee activity is aligned with established policies and procedures.
- Resources necessary for this activity are acquired based on specific economic criteria, are used efficiently, and are suitably protected.
- Significant legal or regulatory issues are identified and addressed appropriately.

Conducting internal audits helps inform the company's Board of Directors about all significant concerns and potential negative impacts related to the organization's business conduct and business relationships.

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## Transparency and anti-corruption management

BARBA STATHIS is certified under the ISO 37001 standard, implementing the internationally recognized Anti-Bribery Management System. Additionally, BARBA STATHIS follows the "Vivartia Group Code of Business Conduct" and adheres to a related policy to combat corruption and avoid unethical actions and behaviors. The Code includes specific provisions opposing the abuse of power for personal gain. The company is considering applying due diligence practices to its partners regarding selected ethical issues.

The "Supplier Code of Conduct" governs the procurement of supplies, goods, and services, setting out specific standards and principles governing the company's procurement and the framework for offering or receiving gifts.



## Healthy competition

BARBA STATHIS promotes healthy competition, recognizing its role as an important tool for the continuous improvement and development of businesses, adopting practices that do not hinder, restrict, or distort competition. At the same time, the company adheres to the "Vivartia Group Code of Business Conduct", has established a relevant policy, and fully complies with the relevant provisions of national and EU legislation.

In this context, the company does not engage in illicit discussions and practices that are contrary to morality and the law, nor does it enter into unfair agreements for price fixing, prearranged tenders, customer acquisition, and market allocation. Additionally, it avoids immoral advertising as a means of promoting its products, while respecting the relevant provisions of the law.

**In 2023, there were once again zero incidents of legal actions related to anticompetitive behavior and violations of antitrust and monopoly laws.**



## Conflict of Interest

Aiming for the reliable, transparent, incorruptible and integral operation of the company while simultaneously safeguarding its interests, BARBA STATHIS has established and follows a conflict of interest policy. This policy provides guidance to members of management, employees, and executives who influence the company's activities, ensuring that business decision-making is not influenced by personal interests. The policy applies to the entire range of business activities carried out in the course of BARBA STATHIS's commercial transactions and operations. Those subject to compliance in their roles as representatives of BARBA STATHIS must practice due diligence, objectivity, and impartiality to provide equal treatment to all stakeholders. Additionally, BARBA STATHIS adheres to the "Vivartia Group Code of Business Conduct," which establishes specific measures and practices to avoid conflicts of interest.



## Protection of Information

To protect information within the company, security risk assessments are conducted to ensure the safety of data and to avoid data leaks, whether concerning company operations or the personal data of employees, consumers, and customers. The employee training programs contribute to this effort, helping them understand the importance of data protection and become familiar with techniques for identifying and managing situations where their security is at stake.

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## Mechanisms for communicating critical concerns

All stakeholders of the company can seek advice on the implementation of the organization's policies, procedures, and practices on responsible business conduct from the Compliance Department, which is responsible for auditing, as well as reviewing all the organization's policies and procedures.

The Compliance Department can be contacted by telephone and/or email at [askcompliance@barbastathis.com](mailto:askcompliance@barbastathis.com).

Reports are submitted based on a sincere and reasonable belief that a criminal act or violation of national and/or European Union legislation has been committed or is likely to be committed. The company's workforce is encouraged to report criminal acts, suspicious incidents of illegal conduct, incidents of mismanagement, or failures concerning regulations, policies, and procedures, as well as financial reporting and the preparation of financial statements. To facilitate the proper investigation and assessment of the reports submitted, employees must provide all relevant information and details of the events that gave rise to the report.

The content of the report may describe the time period and type of occurrence, the members involved, potential witnesses, or other evidence in written or digital form.

Internal complaints/reports can be submitted in writing, or via the online reporting platform, by name, or anonymously.



## Channels available for the submission of written complaints and reports

### Email & Telephone

via email at [whistleblower@barbastathis.com](mailto:whistleblower@barbastathis.com) and phone at 211 444 1903.

### Complaints Boxes

These are kept in secure locations on the company's premises in a designated area with free and discretionary access. The collection of complaints and reports from the boxes is carried out monthly by the Compliance Department and the Human Resources Department simultaneously and is forwarded to the internal complaints management body.

### By mail

Posted to the address "BARBA STATHIS S.A., Road A5 VI.P.E. Sindos, P.O. Box 1108, P.O. Box 57022", marked "CONFIDENTIAL to the attention of the Internal Complaints Management Body (ICB)".

### Whistleblowing platform

Within the framework of supporting the Whistleblowing Policy for Violation of the Regulatory Framework, which is fully aligned with Law 4990/2022, BARBA STATHIS has created a whistleblowing platform accessible through the company's official website. It is possible to report whistleblowing incidents concerning BARBA STATHIS on this platform, which users can access through the following link: <https://barbastathis.sec.fraudline.gr/#/>.

### In 2023:

6

facilities were assessed for corruption-related risks

100%

of management members, department heads, and employees were informed about the anti-corruption policy and procedures and received relevant training

0

confirmed incidents of corruption

0

incidents of non-compliance with laws and regulations

0

confirmed incidents of identified leaks, theft, or loss of customer data

0

confirmed incidents of complaints

0

confirmed incidents of substantiated complaints received regarding breaches of customer privacy

**It is worth noting that in 2023, as in 2022, no incidents of non-compliance with laws and regulations in the social and economic sector were detected, and no significant fines or financial penalties were imposed.**

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# Participation in international evaluation standards



The participation of BARBA STATHIS in international ESG evaluation standards aims to promote corporate transparency and meet the requirements of investors and customers. Simultaneously, it protects the company's reputation, enhances its competitive advantage, and contributes to optimizing practices to identify potential threats and capitalize on opportunities.



**BARBA STATHIS in the top 1% of companies worldwide with a platinum rating for sustainability performance by the international rating agency EcoVadis**

BARBA STATHIS demonstrates its commitment to strategic goals for sustainable development and continuous improvement by achieving the top Platinum distinction in the EcoVadis rating, surpassing the initial strategic goal to "Achieve and maintain Gold category in the EcoVadis rating by 2025."

The company's ranking in the top 1% of companies globally is confirmed through its excellent approach to the EcoVadis assessment categories - Environment, Labor & Human Rights, Sustainable Procurement, and Ethics. EcoVadis is the most trusted global corporate sustainability assessment body.

BARBA STATHIS consistently seeks to provide safe and quality products, supporting its customers, society, and the primary sector of our country, guided by the values of transparency and corporate responsibility. This recognition and award received for exemplary operation, serve as an incentive for continuous development towards sustainable practices across all company activities.

The achievement of one of BARBA STATHIS' strategic targets regarding in corporate governance for the expansion of its scope of participation in international evaluation standards. In this context, the company now aims to achieve another strategic target: earning a top score in the Carbon Disclosure Project (CDP).



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# Environmental Stewardship

GRI 2-23 | GRI 2-24



As an organization that promotes sustainable development, BARBA STATHIS seeks to operate responsibly and respectfully toward the environment, in an effort to protect it and effectively address climate change and its impacts.

Based on the principles of prevention and precaution, the company aims to identify and analyze potential risks and integrate environmental issues into its business model. BARBA STATHIS undertakes initiatives to save energy, reduce pollution, promote a circular economy, preserve biodiversity, and ensure the sound management of water resources.

The commitment to environmentally responsible behavior is reflected in the company's environmental policy, its compliance with the Zero Waste to Landfill protocol, and the implementation of the ISO 14001 certified Environmental Management System and the ISO 50001 certified Energy Management System.



Principles of the United Nations Global Compact:

7<sup>th</sup> Principle | 8<sup>th</sup> Principle | 9<sup>th</sup> Principle

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# Environmental Stewardship

The Environmental Management System plays a crucial role in enhancing the company's environmental performance.

In this context, Environmental Officers have been appointed to oversee compliance with the environmental policy and to achieve and document BARBA STATHIS's established environmental targets.

In 2023, for yet another year, there were no incidents of non-compliance with environmental legislation or related regulations that led to fines or non-monetary sanctions.



### Company policies

BARBA STATHIS follows policies related to key environmental issues, which are approved by senior management:

- Climate Change and Greenhouse Gas Policy
- Energy Management Policy
- Waste Management and Circular Economy Policy
- Water Resources Consumption and Management Policy

All BARBA STATHIS employees receive knowledge of the policies and the necessary relevant training.



### Environmental investments and initiatives

#### Expansion of the BARBA STATHIS solar panel array

As part of its investments to reduce its environmental impact, in 2023, BARBA STATHIS completed the installation of a solar panel array at its fresh salad production unit and extended the panels at its frozen vegetable unit at VI.PE. in Sindos.

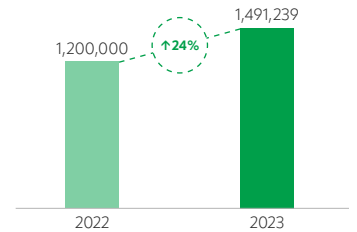
With the completion of this important environmental project, the total capacity of both plants is estimated at 2,926 kW, with an annual electricity production of 3,218 MWh, achieving a CO<sub>2</sub> emission reduction of 2,693 tons per year.

It is further noted that the solar power plants cover a total of 16% of the company's energy needs.

In addition, the company replaced the thermal insulation panels in cooling chambers to improve energy consumption, helping to reduce its environmental footprint, expressed as a carbon footprint.

During 2023, BARBA STATHIS' investment in more environmentally friendly equipment and certifications saw a significant increase compared to 2022.

Total environmental investments (€)



### Impact of activities on biodiversity

BARBA STATHIS is concerned with the preservation of biodiversity and natural ecosystems and takes care to manage the ecological impacts of its activities, beginning with the operations of its contract farmers. The primary sector follows the Integrated Agricultural Management system with clearly documented and substantiated implementation stages.

This management focuses on Regenerative Agriculture, incorporating a holistic approach, including crop rotation, crop diversification, sustainability, and, above all, biodiversity.

In particular:

- There is absolutely no pollution of the soil and the water table noted from the use of nutrients and plant protection products.
- The formulations used in agricultural management, which balance the nutrients in the soil, are harmless to the environment and people.
- The legislative framework regarding habitats is strictly adhered to, ensuring that they do not border cultivated areas.
- Agricultural management approaches and manages the soil as an "ecosystem", so that actions that negatively affect key management indicators such as salinity, acidification, reduction of available nutrients, soil compaction and therefore changes in soil porosity, salinization, alkalization, and reduction in organic matter are not implemented.

The practices of Integrated Agricultural Management are analyzed and documented in a separate thematic section within the ISO 9001 and ISO 22000 Systems, which the company follows.

The adoption of these practices aims to safeguard biodiversity and ensure the prevention and mitigation of potential negative impacts in areas affected by BARBA STATHIS' activities.

GRI 304-2 | GRI 307-1

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# Climate change and efficient energy management

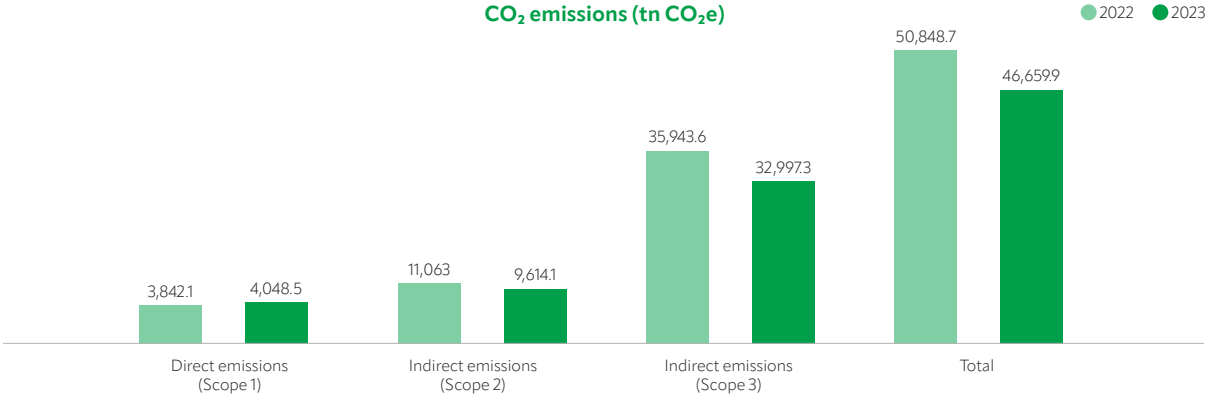
Adapting to climate change and building resilience to its potential risks and opportunities are major challenges for the primary sector.

BARBA STATHIS is committed to effectively addressing the impacts of climate change and minimizing its negative environmental footprint. The goal is to reduce carbon dioxide emissions and save energy through proper, efficient, and prudent use.

As part of its participation in the SBTi global climate initiative, BARBA STATHIS will confirm that the targets it sets for reducing greenhouse gas emissions are in line with the latest available scientific data on climate projections and the relevant European and national strategy.



GRI 2-4 | GRI 302-1 | GRI 302-3 | GRI 302-4 | GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-4 | GRI 305-5 | GRI 305-7

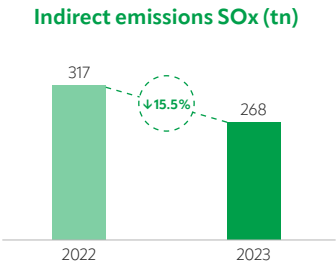
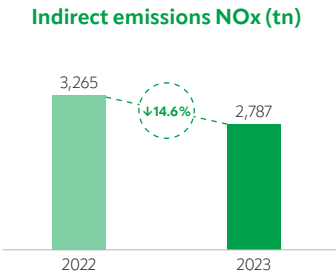


Notes:

- The GHG emission calculation follows the GHG Protocol guidelines, developed by a partnership of the World Resources Institute and the World Business Council for Sustainable Development.
- When calculating Scope 2 Emissions - Location-based and Market-based, the IEAAP factor for the 2022 Energy Production Mix was used as the corresponding factor for 2023 has yet to be published.
- Scope 1 emissions do not include emissions from fertilizer use.
- Scope 2 Emissions - Location-based (tn CO<sub>2</sub>eq): 7,360.59; Scope 2 Emissions - Market-based (tn CO<sub>2</sub>eq): 9,614.10 for 2023.
- The calculation of Scope 3 Emissions includes the indirect emissions from the supply of goods (non-FLAG emissions from FLAG commodities) and has excluded category 11 of the use of products sold, which is considered to be outside the scope of Scope 3 emissions under SBTi.
- For the calculation of total CO<sub>2</sub> emissions, we have accounted for Scope 1 direct emissions, indirect market-based Scope 2 emissions, and indirect Scope 3 emissions (including indirect emissions from the supply of goods).

In 2023, GHG emission intensity was maintained at 0.27 tnCO<sub>2</sub>e/tn<sup>3</sup>.

In 2023, the emissions of nitrogen oxides (NOx) and sulfur oxides (SOx) decreased by 14.6% and 15.5% compared to 2022, reaching 2,787 tons and 268 tons, respectively.



It should be noted that the company had no direct emissions of VOCs (non-methane volatile organic compounds).

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<sup>3</sup>For the GHG emission intensity, Scope 1 and Scope 2 emissions (market-based) were taken into account.



# Climate change and efficient energy management

GRI 2-4 | GRI 302-1 | GRI 302-3 | GRI 302-4 | GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-4 | GRI 305-5 | GRI 305-7



## Optimization of BARBA STATHIS' distribution network routes

BARBA STATHIS, with its privately owned fleet of trucks, is focused on optimizing distribution routes. By leveraging telematic services, geographic information technology applications, and modern information systems, and in collaboration with an external partner, the company is working to develop an efficient distribution network.

Real-time monitoring of vehicle routes helps reduce excess fuel consumption, which in turn minimizes the fleet's greenhouse gas emissions.

The use of these systems underscores BARBA STATHIS' dedication to adopting practices that promote sustainable development and reduce its environmental impact across its operations.



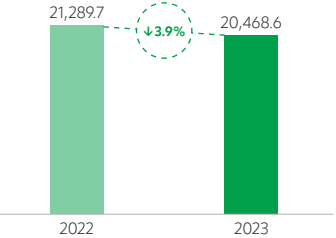
## Energy

BARBA STATHIS is committed to the continuous optimization of its equipment, with a focus on managing energy more efficiently and utilizing renewable sources to meet a significant portion of its energy needs. To improve energy efficiency, the company actively trains its workforce in energy management, promoting the adoption of green practices.

**In 2023, BARBA STATHIS obtained a category A+ Energy Performance Certificate (EPC) for its office premises in Sindos, Thessaloniki.**

**The company also reduced its electricity consumption by 3.9%, from 21,289.7 MWh in 2022 to 20,468.6 MWh in 2023.**

Electricity consumption (MWh)

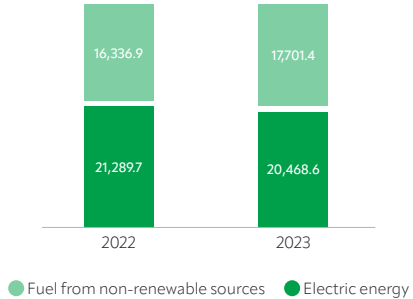


**Over the past five years (2019-2023), BARBA STATHIS has achieved significant reductions in the environmental-specific indicator for electric energy. In particular, the weighted equivalent electricity consumption (kWh/kg) decreased by 16%.**

**In 2023, the company consumed a total of 17,701.4 MWh (63,725.2 GJ) of fuel from non-renewable sources (natural gas, diesel, gasoline).**

The total energy consumption within the organization for 2023 was 38,170.1 MWh (137,412.3 GJ), with an energy intensity of 2.7 GJ/ton. A significant portion of the company's increased energy consumption came from the utilization of renewable energy sources.

Distribution of Total Energy Consumption within the Organization (MWh)



Compared to 2022, the rate of increase in fuel consumption from non-renewable sources was negligible compared to the rate of increase in energy from renewable sources.

**Notably, in 2023, the energy produced from renewable sources (solar panels) amounted to 3,217.6 MWh, a significant increase of 2,747 MWh.**

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# Circular economy and environmentally friendly packaging

With a focus on protecting the environment, BARBA STATHIS invests in efficient methods for properly collecting and utilizing waste generated during production.

The company adopts best management and disposal practices while promoting circular economy principles, ensuring that all employees are aware of these practices through relevant training.



### Waste generated

In 2023, the total amount of waste generated by the company was 6,848.7 tons, representing an 8.3% reduction from 2022.

BARBA STATHIS follows strict waste management policies, resulting in 87% of the total waste generated in 2023, or 5,931.1 tons, being recovered, recycled, or reused rather than being sent for disposal.

The remaining 13% of the total waste, primarily mixed urban waste, was sent for disposal.

In 2023, 465.3 tons of waste were recovered, including plastic, paper, and wood packaging, as well as ferrous metals.

In addition, 99.9% were found to be classified as non-hazardous waste.

Of this (non-hazardous waste) 49% was recovered or recycled, 37.6% ended up in animal feed and, finally, only 13.4% was discarded.

GRI 301-1 | GRI 306-1 | GRI 306-2 | GRI 306-3 | GRI 306-4 | GRI 306-5



Non-hazardous waste	
Waste Category	Waste generated (tons)
Materials unsuitable for consumption or processing	2,569.3
Paper and cardboard packaging	231.4
Plastic packaging	141.9
Animal feed	2,572
Sludge from onsite wastewater treatment	293.4
Wooden packaging	13.1
Structural components	26.7
Mixed urban waste	917.6
Ferrous metals	79.0
Total	6,844.3
Hazardous waste	
Lead-acid batteries	0.7
Non-chlorinated, petroleum-based oils for engines, gearboxes and lubricants	3.8
Total	4.5
Total waste generated	6,848.71

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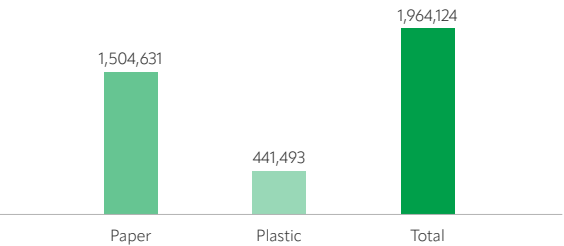
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# Circular economy and environmentally friendly packaging



## Packaging materials

Renewable and non-renewable materials used in 2023 (kg)



## Impact management related to the generated waste and packaging materials

The company invests in practices that reduce the consumption of natural resources, such as using digital documents instead of printouts, choosing reusable products, and selecting products with as little packaging as possible. In particular, some waste management practices include:

- Promoting reuse, through reusing, repairing, donating to charitable organizations, or even selling items that are no longer usable.
- Implementing recycling programs for everyday materials such as paper, glass, plastic, and metal.
- Providing regular information on correct recycling practices to minimize contamination and maximize the effectiveness of recycling efforts.
- Composting organic waste to divert it from landfills and use it instead as a soil amendment product.
- Using durable materials and recyclable packaging to design products geared towards reducing the amount of waste produced.
- Implementation of policies and regulations to reduce waste.
- Identifying opportunities to recover resources through processes that convert waste materials into energy sources, or material recovery facilities that extract valuable materials from waste streams for reuse or recycling.

GRI 301-1 | GRI 306-1 | GRI 306-2 | GRI 306-3 | GRI 306-4 | GRI 306-5



## Zero food waste model

The company has prioritized a gradual shift towards a zero food waste model through systematic actions. In 2023, as part of the global effort to adopt circular economy principles for the sound management of plant and non-plant residues, **BARBA STATHIS managed a total of 5,141.3 tons of plant residues. Of this, 2,572 tons were received by an approved and licensed partner for use as cattle feed.**

**The remaining 2,569.3 tons, categorized as waste materials unsuitable for consumption or processing, were also handled by approved and licensed partners. In line with circular economy standards, these materials were processed to produce biogas and soil amendment products, enhancing plant growth.**

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# Management of water resources

BARBA STATHIS ensures the responsible management of water resources across all its activities, focusing on both proper use and the preservation of water quality.



## Water management within the organization

- The water used does not come from drilling but rather is pumped from the EYATH (Thessaloniki Water Supply & Sewerage) network.
- Modern production equipment is used to recycle water in areas of high consumption. In particular:
  - In the vegetable washing unit array, water from the third and cleanest washing stage is reused in the initial rinsing stage, accounting for 16% of the total water used. The remaining water is first treated in the company's water treatment unit before being sent to the biological treatment plant of VIPETH (Industrial Area of Thessaloniki).
  - The water used for cooling in the blanching process is repurposed for the initial washing stages of the vegetable washing machines.
  - In the freezing tunnels, steam is used for the first rinse, which involves ice and plant residues, followed by water for subsequent rinsing, significantly reducing overall water consumption.
- The company monitors the quality of water discharged from its facilities by systematically testing discharge water from all production units, focusing on Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), and pH levels as indicators.
- In all cases, the water meets the required quality specifications in terms of BOD, COD, and pH. Specifically, the standards set by VIPETH for the quality of discharged water are BOD < 350, COD < 1,000, pH = 6.8-7.2
- Employees are also educated on water management practices, with an emphasis on implementing daily water-saving measures.

GRI 303-1 | GRI 303-2 | GRI 303-3 | GRI 303-4 | GRI 303-5



Additionally, in the primary sector, there are no instances of water contamination from plant protection products, heavy metals, etc.

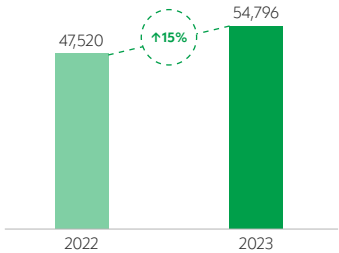
**The total water consumption is 342,478 m³, of which 54,796 m³ was recycled or reused before finally ending up in the sewage system.**

In 2023, the total volume of water recycled and reused was 54,796 m³, a 15% increase compared to 2022.

BARBA STATHIS recognizes the increased demands its activities place on water resources and is committed to taking the necessary measures for their effective management. In the context of the sustainable use of water resources, the company has included the reduction of water use intensity in the short-term goals of its sustainable development strategy, following a **5% reduction in specific water consumption achieved over the last five years (2019-2023)**. Simultaneously, the company continues to take on initiatives and invest in methods and practices that promote water recycling and reuse.

**BARBA STATHIS has set a target in its sustainable development strategy to reduce water use intensity by 15% by 2026.**

## Total volume of water recycled and reused (m³)



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# Responsible Operations



BARBA STATHIS places great importance on creating and maintaining a working environment that prioritizes the satisfaction, well-being, development, and reward of its employees

The company ensures safe and fair working conditions, promotes the continuous improvement and recognition of employees' competencies and skills, and condemns all forms of discrimination.



Principles of the United Nations Global Compact:

1<sup>st</sup> Principle | 2<sup>nd</sup> Principle | 3<sup>rd</sup> Principle, 4<sup>th</sup> Principle | 5<sup>th</sup> Principle | 6<sup>th</sup> Principle

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GRI 401-2 | GRI 403-1 | GRI 403-2 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-8 | GRI 403-9 | GRI 403-10



BARBA STATHIS is committed to providing a safe and healthy working environment by implementing clear procedures and strict controls across all its facilities, offices, and production units.



### The company is certified under the EN ISO 45001 Health and Safety System.

The system is based on a study concerning the minimization of potential risks and their management, taking the necessary measures to prevent the occurrence of accidents and occupational illnesses. The aim is to ensure health and safety in the workplace by fostering a corporate culture that prioritizes employee health and safety. It should be noted that the relevant legislative framework has been integrated as a unified thematic unit of the system.

BARBA STATHIS has an Occupational Health and Safety Policy, which has been approved by senior management, with clearly defined roles and responsibilities at all levels within the organization, with the aim of early identification and effective response to work-related risks, accidents, and occupational illnesses. All BARBA STATHIS employees receive knowledge of the policies and the necessary relevant training.

To identify, control, and eliminate risks:

- An Occupational Risk Assessment (ORA) is conducted for each facility by the Safety Technician in collaboration with the Occupational Physician and is signed by the Employer's Representative. All procedures are audited and certified according to EN ISO 45001, EN ISO 9001, and SEDEX SMETA annually or every two years.
- Internal audits are carried out for occupational health and safety issues, as well as an annual risk assessment.
- Close cooperation is maintained between the heads of departments and their employees, through the Employees' Association or the Health and Safety Committee to identify and mitigate risks.



### Occupational Risk Assessment Study

The Occupational Risk Assessment (ORA) study plays a crucial role in identifying health and safety risks in the workplace and involves mapping by job position, where relevant risks are identified and assessed.

Once the level of risk is determined, protection and prevention measures are designed, organized, and monitored to ensure their effectiveness and to facilitate ongoing risk control. The information gathered from these monitoring activities is then used to review and update the risk assessment as needed.

Risk control and mitigation measures consider building installations, escape routes, emergency exits, circulation corridors, and the dimensions and size of workspaces to ensure freedom of movement. Additional considerations include lighting, ventilation, noise levels, workstation temperature, the use of electromechanical equipment, and employee restrooms. The study also analyzes ergonomic risks that may lead to musculoskeletal strain, depending on the size, shape, posture, and physical and muscular condition of the body.

All the above elements are integrated into the ergonomic design of workplaces and the medical surveillance of workers by the Occupational Physician.

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## The Health and Safety Committee’s Structure and Responsibilities

The Health and Safety Committee is composed of two (2) elected employee representatives, typically serving as the president and secretary of the Union. Information from the committee is communicated to employees via email, notice board postings, and announcements from relevant managers and department heads.

As an advisory body, the Health and Safety Committee meets once (1) a month to discuss the most effective way of managing all matters relating to the health and safety of employees, and the decisions it takes have immediate effect.

The Committee is comprised of:

- The Director of Industrial Infrastructure and Technological Development
- The Director of Logistics
- The Director of Human Resources
- The Safety Technician
- The Occupational Physician
- Representatives of the Employees’ Union
- The Directors of other Departments, if necessary

### The responsibilities of the Committee include:

- Analyzing working conditions within the company, recommending appropriate measures for improvement, and overseeing their implementation to enhance worker health and safety.
- In cases of occupational accidents or related incidents, the committee proposes the implementation of appropriate measures to prevent such incidents in the future.
- Identifying potential hazards in workplaces or workstations and proposing remedial measures, contributing to the development of the company’s occupational risk prevention policy.
- Reporting data on any work-related accidents and occupational diseases to the company management.
- Providing information on the integration of new production processes, machinery, tools, and materials that impact workplace health and safety conditions.
- Communication with the employer in the event of an immediate and serious risk, to ensure appropriate measures are taken, not excluding the shutdown of machinery, facilities, or production processes.
- Cooperating with and receiving support from experts in workers’ health and safety, subject to the employer’s approval.



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## Prevention and mitigation of impacts on occupational health and safety

BARBA STATHIS recognizes its obligation to protect its workforce by applying the precautionary principle to all health and safety issues in the work environment.

In particular, the company ensures:

- Full compliance with current health and safety legislation.
- Adherence to internal procedures and guidelines, in alignment with international standards.
- Continuous identification and assessment of occupational risks and the adoption of measures to control and reduce them.
- Setting and monitoring quantitative and qualitative occupational health and safety objectives, using international performance indicators.
- Development of preventive action programs aimed at improving working conditions, and implementing preventive and corrective actions, procedures, and instructions.
- Integration of health and safety principles/criteria into key company processes.
- Continuous improvement of Occupational Health and Safety Management systems by adopting best practices.
- Documentation of program objectives, procedures, and guidelines in line with EN ISO 45001 standards.
- Open and transparent communication on all occupational health and safety matters.
- Engaging employees and their representatives in consultations to improve occupational health and safety management systems.
- Providing continuous information, raising awareness, and training staff to eliminate workplace accidents and foster a responsible safety culture.
- Conducting regular internal and external inspections to assess the performance of the Occupational Health and Safety Management systems, achievement of objectives, and compliance with regulations and principles.
- Implementing a process for reporting and investigating health and safety incidents.
- Taking preventive and corrective action, if and where necessary.
- Preparedness and immediate response to emergencies.
- Providing first aid equipment as necessary.
- Recognizing and raising awareness of the needs and expectations of the social partners and fostering a climate of collaboration.
- Informing and training partners (contractors, suppliers, customers) on the Occupational Health and Safety Policy to reinforce safety culture in their workplaces.

According to the formal occupational risk assessment, BARBA STATHIS' industrial activity is of low risk in terms of hazard. In 2023, all company employees, including non-employees whose work is supervised by the company (54), were covered by the Health and Safety System, with both internal control and external certification secured.

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## Training in occupational health and safety

BARBA STATHIS prioritizes the health and well-being of its employees, organizing annual training seminars to ensure their continuous education, training, and awareness.

Additionally, the company holds informational workshops on health issues aimed at educating employees on current medical issues and diseases while raising awareness about how they can contribute to helping their fellow people facing serious health problems. In 2023, BARBA STATHIS organized informational workshops on the following topics:

- Prostate Cancer
- Bone Marrow Donation
- Organ Donation
- Breast Cancer

The company collaborates with recognized and accredited educational institutions, and all training is conducted by specialized and experienced partners. The seminars include both theoretical and practical training, and upon completion of the program, a written assessment is conducted to issue a certificate of successful participation.

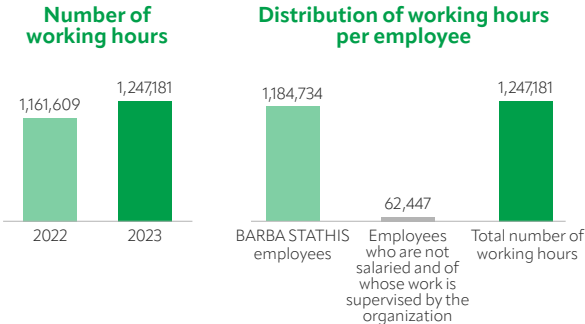
In 2023, six (6) seminars on health and safety were conducted, totaling 689 hours of training.

Number and hours of Health and Safety seminars and employee attendance	
Number of seminars	6
Employee attendance	452
<b>Total training hours</b>	<b>689</b>

It is of note that, in 2023, the number of employees who took part in health and safety seminars reached 452.

The topics of health and safety training were as follows:

	Fire safety training
	Safe use of forklift trucks and pallet trucks
	General instructions for safety at work (the correct use of personal protective equipment, instructions for movement around the premises, indication of escape routes, reminder of the evacuation plan)
	Road safety
	Evacuation drills
	The control of Major Industrial/Technological Accidents according to the SEVESO III Directive



In 2023, the Absence Rate (AR) was 1.50%.

Health and Safety Indicators <sup>4</sup>		
	2022	2023
Number of deaths due to workplace accidents	0	0
Death rate due to accidents in the workplace (FR)	0	0
Number of high-consequence work-related injuries (excluding deaths)	0	0
Rate of injuries with serious consequences (HCIR)	0	0
Number of recordable work-related injuries	4	5
Rate of recordable work-related injuries (TRIR)	0.7	0.84
Number of accidents with lost work time ≥ 3 days (Lost Time Injury)	4	5
Total days lost	-	108
Lost time injury rate (LTIR)	0.7	0.84
Lost Days Rate (LDR)	-	18.23
Number of deaths due to work-related illnesses	0	0
Number of recorded cases of work-related illnesses	0	0

It is noted that, in compliance with the Health and Safety Policy and the relevant legislation, BARBA STATHIS has recorded very low rates of absenteeism due to illness over the last three (3) years, compared to international standards in the food industry.

Notes:

- All indicators are calculated based on 200,000 working hours.
- All indicators refer to BARBA STATHIS' employees.
- The main types of work-related injuries include finger injury and minor head injury, resulting from a pathological cause.

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## Benefits for the welfare of our employees

BARBA STATHIS supports its employees by offering a variety of additional benefits<sup>5</sup>, including:

- Private insurance for employees and their family members (health and disability coverage).
- 24-hour psychological support for permanent and seasonal staff from a leading provider in Greece.
- Continued payment of wages in case of long-term illness (beyond what is stipulated by law).
- Emergency financial support for personal issues as a loan.
- Meal vouchers throughout the year for permanent and seasonal staff.
- Wedding gift
- Transport of employees in charter buses for permanent and seasonal staff.
- Free daily supply of Barba Stathis salad for permanent and seasonal staff.
- Free supply of products and discount on purchase of company/group products to permanent and seasonal staff.
- Subsidized meals at a very low cost within the company for permanent and seasonal staff.
- Funding of postgraduate programs for employees.
- Subsidy for company trips for permanent and seasonal staff.
- Career guidance information to parents with children - high school students.
- Rewards to employees’ children for admission to higher education for permanent and seasonal staff.
- Christmas gift to children of employees up to 12 years of age and to seasonal staff.
- Discount cards for permanent and seasonal staff providing discounts to many local businesses/chains.
- Long service award for 30 years of service.

**83% of employees participated in the “Great Place to Work” survey, with the participation rate exceeding the survey’s benchmark (75%).**

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<sup>5</sup>The benefits mentioned relate to permanent employees, while specific reference is made to the benefits provided to seasonal workers.

# Human rights and employment practices

BARBA STATHIS is dedicated to fostering an inclusive work environment that offers equal opportunities for growth and development while recognizing and rewarding the dedication and skills of its employees and valuing their diversity. Human rights and fundamental freedoms are integral to the corporate culture at BARBA STATHIS, which actively promotes the development of its employees and maintains zero tolerance for any infringement on their rights or any form of discrimination.

GRI 2-7 | GRI 2-8 | GRI 2-21 | GRI 2-23 | GRI 2-24 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 405-1 | GRI 405-2 | GRI 406-1



### Company policies

BARBA STATHIS has implemented the following policies, approved by senior management, to address key issues related to employment practices and human rights:

- **Human Rights Policy**
- **Diversity, Equality, and Inclusion Policy**
- **Internal Labor Regulation**
- **Employee information manual on personal data and its protection**

All BARBA STATHIS employees are aware of the policies and receive relevant training. The Human Rights Policy reflects the company's commitment to comply with international standards and to take responsibility for addressing potential negative impacts. An open communication channel is available between employees and the Compliance Department to clarify any issues related to this policy.



### Key principles and values of the Code of Business Conduct:

*"We respect the dignity and honor of all people, adopting a merit-based approach to the selection and development of employees and partners. We encourage initiative and innovation in an environment of flexibility, cooperation, and trust. We create and maintain a healthy and safe working environment."*

**BARBA STATHIS aims to enhance the diversity of its work environment by championing the benefits of collaboration between people of diverse backgrounds. The diversity of human resources is recognized as an important factor in achieving the company's goals.**

Respect for diversity is reflected through ensuring equal treatment of employees, regardless of personal characteristics such as age, gender, religion, nationality, beliefs, and sexual orientation.

Respect for human rights is a fundamental principle at BARBA STATHIS. This commitment is reflected in the "Vivartia Group Code of Conduct," the "Supplier Code of Conduct," the Internal Labor Regulation, and the Diversity Charter, which the company signed in 2021.

The company endeavors to protect human rights and dignity through its actions and external partnerships, with zero tolerance for child and forced labor.

Additionally, the company regularly informs its network of partners about the commitments outlined in the Code of Business Conduct, ensuring that all members of the BARBA STATHIS value chain are fully aligned with its values.

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# Human rights and employment practices



## Extract from the Vivartia Group Code of Business Conduct:

*"The company respects human dignity and helps the local, national, and global community, depending on its scope and geographical spread. It respects human rights, opposes child labor, and gives equal rights to men and women, ethnic, religious, and racial minorities. Selects partners who accept the same ethical values."*

BARBA STATHIS is certified according to the SEDEX SMETA standard and is a member of the United Nations Global Compact, an initiative founded on the commitment of businesses to adapt and align their strategy and operations with the Ten (10) Global Principles of Sustainability and Take Action for the Sustainable Development Goals. These goals include protecting human rights, ensuring safe working conditions, and combating corruption.




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BARBA STATHIS establishes and maintains relationships and partnerships both within and outside the organization with all its stakeholders, demonstrating a long-standing commitment to the principles and standards it upholds regarding human rights:


 Respect for the dignity of all human beings

 Protection of personal data


 Prohibition of any form of violence and/or harassment at work

 The creation of a healthy and safe working environment

 Prohibition of disputes

 Upholding the values of justice and respect for the individual

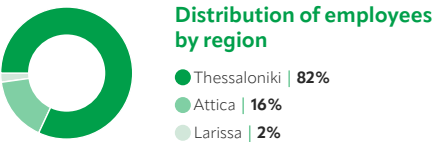
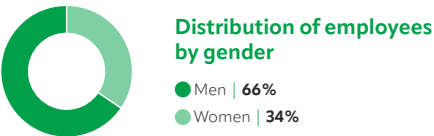
 Prohibition of slavery and child or forced labor

 Promotion of equal treatment irrespective of race, sex, age, religion, national origin, nationality, social class, disability, labor/union membership, political opinion, sexual orientation, or any other personal characteristic protected by law

## Human resources data

BARBA STATHIS provides jobs that strengthen the local economy. 82% of its workforce is employed in the greater Thessaloniki area (555 people), while 16% (107 people) are employed in its facilities (offices and warehouses) in Attica. In addition, the company's logistics facilities in Larissa employ the remaining 2% (12 employees).

**In 2023, there was a 1.5% increase in the company's workforce compared to 2022.**



**Full-time employees make up 93% of the company's employees.**

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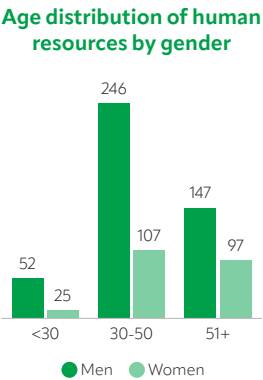
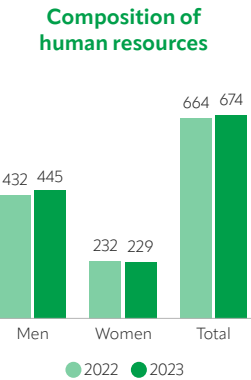
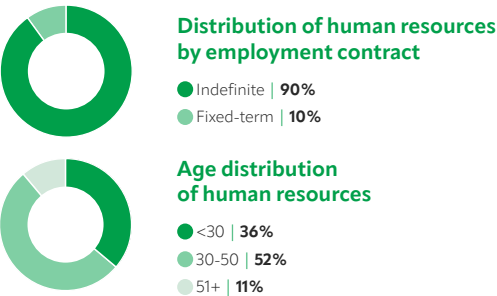
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Of the company's total employees, 39.6% are covered by collective labor agreements with the BARBA STATHIS Workers Union. The total employees with a collective labor agreement includes employees covered by special conditions/terms of employment under the union's contract, regardless of whether they are members of the union or not.

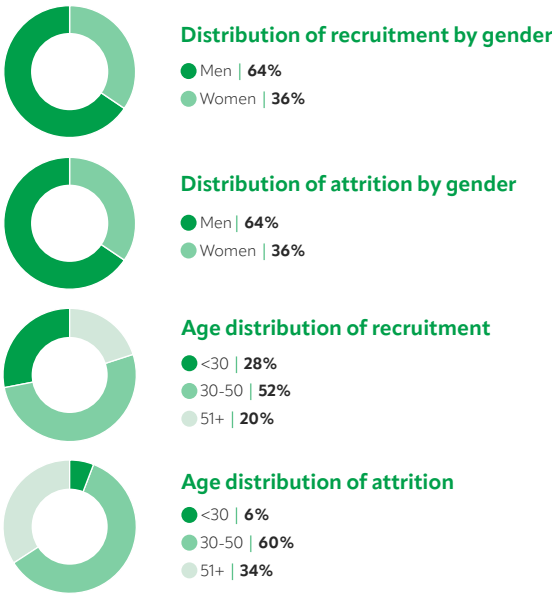
It is worth noting that 608 workers (401 men and 207 women) have an indefinite contract and 66 have a fixed-term contract (44 men and 22 women).



The highest governance body is composed of seven (7) members: six (6) men (three in the 30-50 age range and three over 51 years of age) and one (1) woman. **There is a gender balance in executive positions, with women representing 50% of these roles.**

For more details on the age distribution of employees by hierarchy level, please refer to Appendix II.

In 2023, most of the recruitment and attrition at BARBA STATHIS involved employees aged 30-50 years, primarily based in Thessaloniki. For a detailed breakdown of recruitment and attrition by age group and region, please see Appendix II.



**For another year, in 2023, there were no incidents of discrimination in the company.**

In 2023, BARBA STATHIS recorded the difference observed in employee earnings by gender, in light of the strategic goal of achieving gender pay equity by 2030.

Specifically, the average (unadjusted) gender pay gap, taking into account the hourly wage and the distribution of all employees by gender and excluding the CEO, was calculated at +2.96%, indicating that men are paid 2.96% more than women on average across the company.

It is noted that the calculated average pay gap is significantly smaller than the average gender pay gap in both the European Union (12.7%) and Greece (10.4%). At the same time, as part of its Sustainable Development strategy, the company aims to develop an action plan to achieve gender pay equity by 2028.

\*The data on the average gender pay gap for the European Union and Greece are based on the Eurostat data for 2023.

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# Human rights and employment practices



## Employee training and awareness-raising

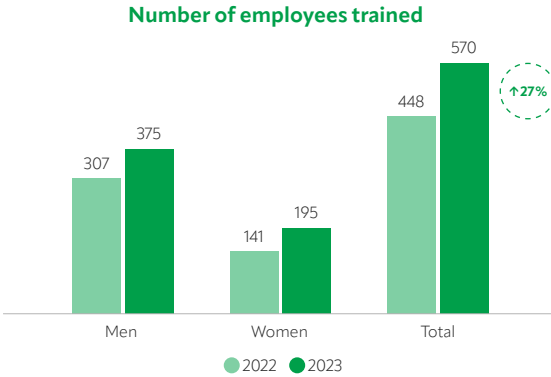
The company is committed to the continuous training of its employees to ensure their consistent development on a personal and professional level.

Training programs are organized both internally and externally, including seminars, in-house training, and grants for postgraduate programs.

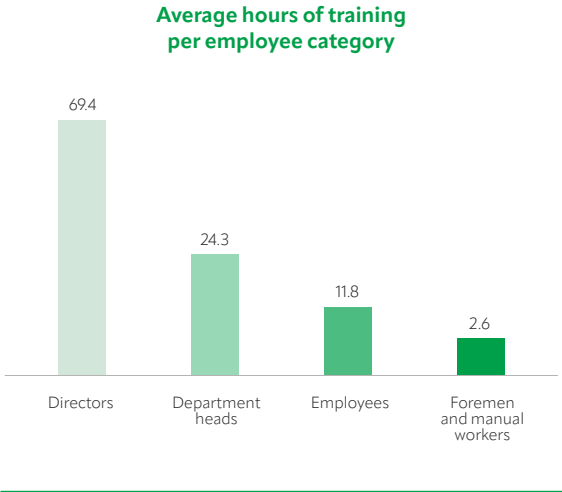
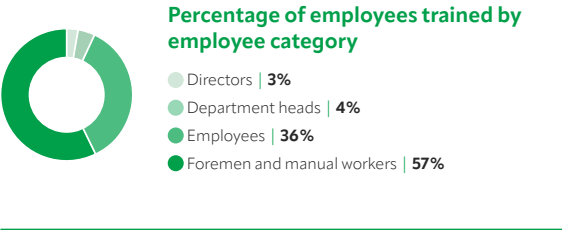
We make sure that new hires receive training on all key procedures and are informed about the established policies and the company's Code of Conduct.

In 2023, a total of 570 employees were trained, most of whom were employees, foremen, and manual workers. Specifically, 16 directors, 23 department heads, 205 employees, and 326 foremen and manual workers received training. Of the employees trained, 66% were men and 34% were women.

In 2023, the number of employees trained increased by 27% compared to 2022.

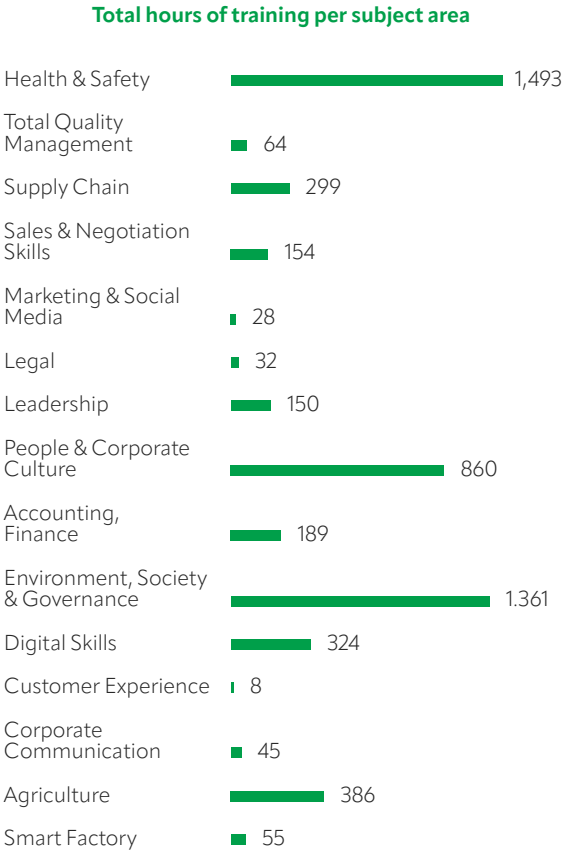


GRI 2-7 | GRI 2-8 | GRI 2-21 | GRI 2-23 | GRI 2-24 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 405-1 | GRI 405-2 | GRI 406-1



It is worth noting that in 2023, the total training hours amounted to 5,446, corresponding to approximately ten (10) hours of training per employee.

In 2023, the company conducted a total of 97 seminars, representing a 47% increase compared to 2022, covering a variety of topics.



More information on the distribution of employees trained by position/grade, the distribution of training hours by post/grade and subject area, and the distribution of average training hours per position/grade can be found in Annex II.

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# Human rights and employment practices

GRI 2-7 | GRI 2-8 | GRI 2-21 | GRI 2-23 | GRI 2-24 | GRI 2-30 | GRI 401-1 | GRI 404-1 | GRI 404-2 | GRI 404-3 | GRI 405-1 | GRI 405-2 | GRI 406-1



## Employee evaluation

Employee evaluation helps improve human resources performance and contributes to their professional and personal development. The process recognizes each employee's performance and skills and, through feedback, promotes their growth by enhancing self-awareness.

The main objectives of the company's evaluation system are:

- To guide employees toward achieving company objectives
- The development of employees to broaden their expertise and improve their efficiency
- To contribute to the creation of a cohesive company culture

In 2023, in the context of employee assessment and skills development, the feedback process has been strengthened, resulting in the design of the action plan to empower employees.

Total number of employees evaluated by category			
Position/ hierarchical level	2023		
	Men	Women	Total
Directors	8	8	16
Department heads	21	6	27
Employees	65	6	71
Foremen and Manual Workers	0	0	0
Total	94	20	114



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# Our products

BARBA STATHIS offers products of high nutritional value, with an enduring commitment to excellent quality and maximum safety.



The company has established a Consumer Health and Safety Policy, approved by senior management, to reinforce its strategy, objectives, and guidelines. This policy ensures that necessary measures are taken and implemented to safeguard consumers while ensuring the quality and safety of the food it provides. All employees at BARBA STATHIS are informed of the policy and receive the necessary training.

BARBA STATHIS' strategy regarding its products is based on the following pillars:

-  Innovative products of optimal quality and maximum safety
-  Excellent collaboration with Greek producers
-  Transparency and integrity in collaborations with suppliers
-  Accountability in customer relations
-  A relationship of trust with consumers

All BARBA STATHIS products comply with the requirements and standards of the European regulation EU775/2018.

**In 2023, no incidents of non-compliance with regulations related to consumer health and safety were recorded.**

Any individual incidents of quality or production failure that occurred are addressed per the requirements of EN ISO 9001, EN ISO 22000, IFS certification, and BRC certification.

**The company implements an HACCP (Hazard Analysis Critical Control Point) system across all its operations, based on the corresponding plan that has been established, which allows for the control of key risks related to food safety.**

## Traceability System

To ensure the highest quality standards, the company employs a comprehensive traceability system that covers both the primary and secondary sectors. This system monitors all processes, from field management and cultivation practices to the production process for semi-finished and finished packaged goods, as well as their storage and distribution to the final point of sale. Particular attention is given to the primary sector to prevent the transfer of plant protection product residues to the final product, thereby ensuring both product and consumer safety.

## Product recall/withdrawal procedure

As part of its preparedness for timely corrective actions in case of emergencies, BARBA STATHIS has established a thorough product recall/withdrawal procedure. If a product or batch is found to pose a physical, chemical, or microbial risk, the Batch Recall Procedure is implemented in conjunction with the Crisis Management Procedure. The key steps, in summary, are as follows:

- Inspection to locate the batch in the factory unit's warehouses.
- Blocking the specific quantities and returning them to the factory unit's warehouses.
- Identification of the endpoints of the distribution network, such as supermarkets, representatives, and wholesalers.
- Immediate dispatch of a concise written report of the problem and the reason for the recall of the product batch, for blocking and returning the batch to the factory unit's warehouses.

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Our products

GRI 416-2 | GRI 417-1 | GRI 417-2 | GRI 417-3 | FP 5



Quality and Safety from farm to fork

**The Greek land**

- Regenerative Agriculture
- Optimum microclimate plots
- Producers engaged in Contract Farming

**Sowing**

- Selection of areas with optimal microclimate
- Selection of excellent varieties in crops
- Study of the water table and microclimate

**Nourishment**

- Use of appropriate means and care of plants
- Water quality control

**Protection**

- Use of appropriate means for the protection of vegetables
- Conducting daily checks to avoid any kind of infestation or contamination

**Harvest**

- Collecting vegetables at the appropriate stage for being harvested
- Use of high-tech machinery to ensure that the vegetables are in perfect condition when they are harvested, without being subjected to any stress

**Freezing**

- Immediately after being harvested, vegetables are transported to the state-of-the-art facilities of the production unit where they undergo the process of “rapid” and “immediate” freezing or IQF (Individual Quick Freezing), which seals in all the freshness, nutritional value, and taste of the vegetables

Packaging and transportation of fresh salads

During the packaging process of fresh salads, innovative packaging is used to protect the vegetables and preserve their taste, color, texture, and nutritional value. From collection up to their transport to the stores’ refrigerators, where they are delivered daily, our fresh salads are kept at the required temperature, to ensure quality, safe consumption, and the preservation of the vegetables’ nutrients.

Product labeling

BARBA STATHIS values its consumers by not only meeting their expectations and needs but also by providing clear and non-misleading information about its products, per applicable labeling regulations. All product packaging includes information on origin, and composition, instructions for safe and recommended use, and details about product disposal. The goal is to ensure that consumers are fully informed about the product characteristics, enabling them to make well-informed decisions that best meet their needs.

**BARBA STATHIS adheres to the relevant provisions of European regulations EU 1169/2011 and EU 775/2018 concerning product labeling. In 2023, once again, there were no incidents of non-compliance or incidents requiring corrective actions. Additionally, by strictly following the requirements of Greek and EU legislation regarding product communication and promotion, there were no incidents of non-compliance requiring corrective action.**

Dedicated to its commitment to corporate responsibility, BARBA STATHIS is participating in the Greek Pledge, a voluntary initiative by the Federation of Hellenic Food Industries (SEVT) with the support of the Hellenic Advertisers Association (SDE). This initiative aims to promote responsible advertising of food and beverages to children under the age of 13, contributing to the fight against childhood obesity and its related diseases and emphasizing the multiple benefits of a balanced diet.





Internationally recognized certification systems and protocols		
	Frozen vegetables	Fresh salads
EN ISO 9001: Quality Management System	✓	✓
EN ISO 22000: Food Safety Management System	✓	✓
EN ISO 50001: Energy Management System	✓	✓
EN ISO 14001: Environmental Management System	✓	✓
EN ISO 37001: Anti-Bribery Management System	✓	✓
EN ISO 45001: Health and Safety Management System	✓	✓
International Food Standard (I.F.S.)	✓	✓
British Retail Consortium (B.R.C.) for food safety	✓	
Organic product certification DIO ORGANIC CERT	✓	
Roundtable on Sustainable Palm Oil (R.S.P.O.)	✓	
SEDEX SMETA	✓	✓
Kosher (Jewish Community of Thessaloniki)	✓	

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# Communication with consumers and customers

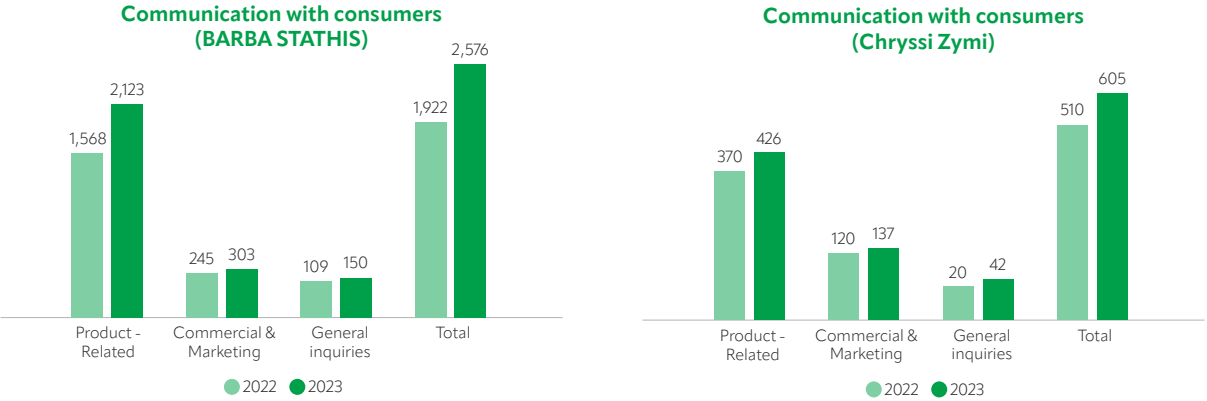
BARBA STATHIS aims to interact with its customers and consumers to cultivate and uphold enduring trust-based relationships. Unrestricted access to information and open dialogue are vital in enhancing the company's ability to meet modern needs and requirements. The company facilitates this by conducting regular consumer satisfaction surveys and through various communication channels that enable consumers to share their opinions, comments, and questions.

The communication channels, which are also indicated on product packaging, include:

-  Call center with a toll-free hotline
-  Social media
-  Email
-  Online contact form via the BARBA STATHIS website

The company's communication with consumers can be categorized into the following topics:

- Product-related:**  
Quality feedback, nutritional information, clarification of package labels, comments, and instructions for use
- Commercial and marketing:**  
Information on product release and availability in stores, advertising, competitions, product modifications, discontinuations, and new product launches
- General inquiries:**  
General information about the company, submitting resumes, sponsorship requests, facility visits, and contact with company departments



The design and implementation of the process for recording the communication queries addressed to the company comply with EN ISO 9001 standards.



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# Thriving communities



## BARBA STATHIS aims to create lasting bonds with its stakeholders, grounded in trust.

In this context, it is committed to aligning its activities to support those in need.

At the same time, it seeks to build long-term partnerships with Greek producers, supporting the domestic economy and ensuring the highest quality standards for its products. Every company initiative is designed to strengthen local communities by recognizing their needs and meeting their expectations.

BARBA STATHIS has established a Sustainable Consumption Policy, which is approved by senior management and aims to optimize the use of resources, minimize waste, and promote the principles of circular economy. All BARBA STATHIS employees are made aware of the policy and receive the necessary training.



Principles of the United Nations  
Global Compact:

1<sup>st</sup> Principle | 2<sup>nd</sup> Principle

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# Positive social impact



## Social impact

BARBA STATHIS seeks to increase its added value by enhancing its social impact, which includes creating new jobs, making investments, and contributing to public revenues and national resources.

€ 16.6 million

Employee remuneration and benefits

€ 44.7 million

Expended on domestic suppliers

€ 7.7 million

Investments

380,000 portions of food

Provision of products to socially vulnerable groups

€ 4.5 million

State

€ 4.7 million

Insurance contribution

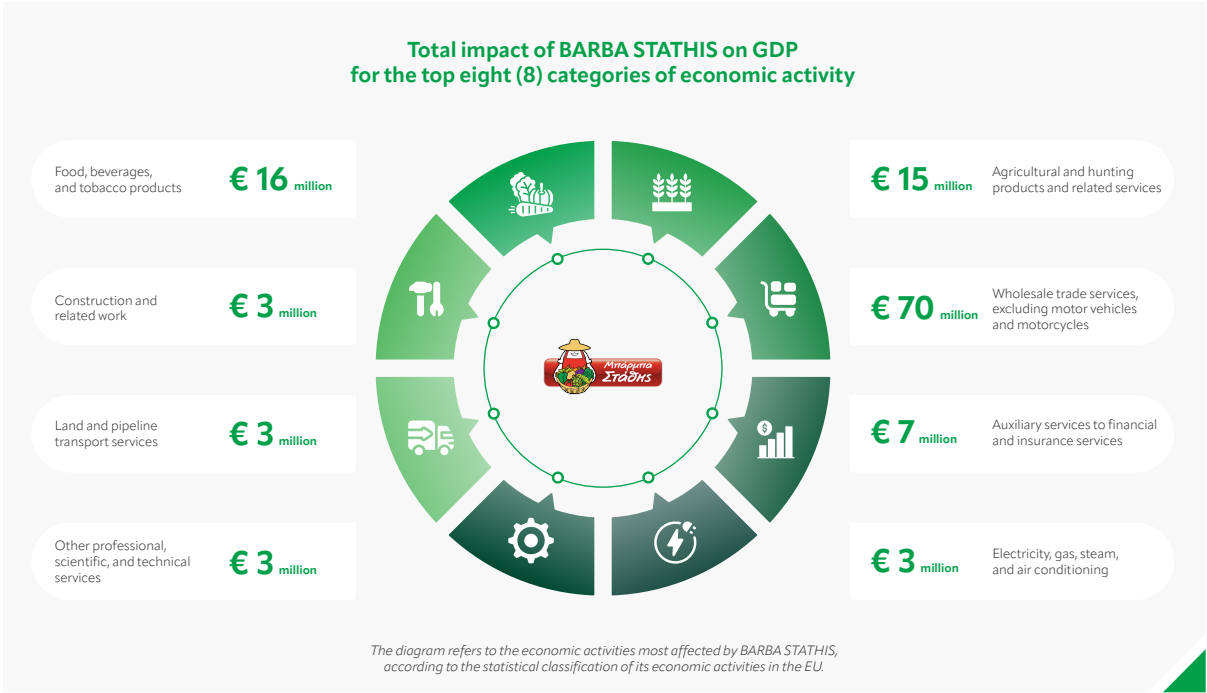


## Creating long-term added value

With a consistent commitment to all its stakeholders, BARBA STATHIS recognizes the importance of its contributions to both the national economy and domestic employment.

The Study of the Economic & Social Impact prepared by the company covers the 2019-2023 period and presents the results related to the added value of BARBA STATHIS.

For more than five decades, BARBA STATHIS has provided fresh and nutritious vegetables from the fertile soil of the Greek land to every Greek family and has established itself as a cornerstone of the primary sector in Greece through its activities, contributing to its strengthening and offering steady support to producers and their families.



# Positive social impact

GRI 201-1 | GRI 413-1



## Impact on the industry

- 14% of the Food and Beverage industry's workforce is employed within the BARBA STATHIS value chain

## Impact on the economy

- €131 million total contribution to the country's GDP
- €28 million total impact on national public revenues
- €49 million total contribution to national income

For every **€1 contributed** to the BARBA STATHIS GDP, a value of **€2.1** is created in the national economy

## Impact on society

- 2,829 total\* jobs are supported by the activities of BARBA STATHIS and its partners.
- For every **1 direct job offered** by BARBA STATHIS, **3 additional jobs** are created in the community

The data presented relate to the year 2023 and are part of the Study of the Economic & Social Impact of BARBA STATHIS with a reference period of 2019-2023.

\*\*Total\* refers to the sum of the direct, indirect, and induced effects of the BARBA STATHIS in terms of employment positions.

## Corporate Social Responsibility (CSR) Framework

Recognizing Corporate Social Responsibility (CSR) as a fundamental value for achieving responsible entrepreneurship, BARBA STATHIS established a strategic framework in 2023 with specific CSR pillars. The framework clearly defines the structure, roles, and responsibilities of collaborating departments, and the process for evaluating requests and implementing meaningful social responsibility initiatives.

The CSR strategy is the company's primary decision-making tool for choosing initiatives for social contribution. BARBA STATHIS works to ensure that the range of its actions aligns with the needs and expectations of its stakeholders.

Through its CSR strategy, the company has identified six (6) thematic areas where it can provide high social value while engaging key segments of society. The existence of the CSR strategy allows the company to build trust with its stakeholders, engage employees, and mitigate potential risks.



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# Positive social impact



**BARBA STATHIS invests in the education and development of the new generation by offering full, two-year higher education scholarships to the children of its contract farmers.**

In 2023, BARBA STATHIS once again contributed to addressing food insecurity through its social responsibility program, *“We do good!”*. As part of this program, the company provided 380,000 portions of food and salad to over 100 charitable organizations in Greece, including the “Together for Children” and “The Smile of the Child” organizations and the Hadjikyriakio Foundation.



### “Together we do good!”

As part of the Voluntary Action Program *“Together we do good!”*, the company encourages its employees to participate in community service initiatives. Specifically, in 2023, corporate volunteering actions included:

#### Voluntary blood donation by the BARBA STATHIS Employees’ Union:

The blood donation campaign of the BARBA STATHIS Employees’ Union was a success once again, with high participation rates from the company’s members at its premises in Sindos. Volunteer blood donors demonstrated their support for the Blood Bank of the Employees’ Union, which has provided hope and support to those in need for years in the spirit of solidarity.

#### Voluntary cleaning of the coastal area of the Axios Delta National Park by BARBA STATHIS employees:

The voluntary initiative of cleaning and specifically collecting waste from the coastal area of the Axios Delta National Park by a group of the company’s employees highlights our support to the local community. The participants had the opportunity to learn about the specific characteristics of the protected wetland area and coastal pollution issues, raising awareness of the benefits derived from this action.

#### Participation in the 17<sup>th</sup> International Marathon “ALEXANDER THE GREAT”:

For another year, the employees of BARBA STATHIS participated in the 17th International Marathon “GREAT ALEXANDROS” - bwin, one of the most significant sporting events in Northern Greece. This participation fostered relationships among employees and supported amateur sports.

#### Voluntary action at the Homeless Shelter of the Municipality of Thessaloniki by BARBA STATHIS employees:

BARBA STATHIS volunteers contributed to upgrading and renovating the hostel where the Municipality of Thessaloniki’s Homeless Shelter is located. At the same time, they organized and stored essential first-aid supplies in specialized equipment provided by the company for this purpose.



### Strengthening the primary sector and training producers

#### Training program for BARBA STATHIS contract producers:

BARBA STATHIS collaborated with the American Farm School of Thessaloniki for the 3rd consecutive year to strengthen the primary sector. The company provided training opportunities for its contract farmers on sustainable fertilization of vegetables. The program was conducted in the company’s main cultivation areas with the participation of producers from Halki, Nea Apollonia, Europos, and Amyndeo Florina, under the guidance of the company’s Agricultural Department in collaboration with the staff of the Lifelong Learning Center of the American Farm School of Thessaloniki.

In 2023, for the third consecutive year, and as part of its support for the primary sector, the company announced two (2) new, full-time scholarships at the Vocational High School of the American Farm School for children of its contract farmers.



### Support for disaster response and relief

#### Support for people affected by the catastrophic floods in Thessaly:

True to its commitment to help local communities in which it is present, BARBA STATHIS made a contribution to cover the emergency needs of those affected by the catastrophic floods in Thessaly. The company offered significant financial assistance to the Non-Profit Organization “Desmos”, which in turn supported the “Emfasis Foundation” in providing first aid and personal hygiene items to the socially vulnerable groups in the Volos area, as well as for the immediate transfer of a specialized team of associates to Magnesia. At the same time, the company supported local animal welfare associations in the affected areas to avoid an additional public health crisis.

#### Support for earthquake victims in neighboring countries:

In cooperation with the organization “Solidarity for All,” the company supported the victims of the devastating earthquake in Turkey and Syria by offering essentials such as long-lasting food, sanitary and medical supplies, sending a message of solidarity and support. Clothing items were also collected for the City of Athens Homeless Shelter (KYADA), and financial assistance was provided to the non-profit organization “Desmos,” which in turn supported Polat Group Holding and the 300 technicians and engineers, members of TUREB (Turkiye Wind Energy Association), that were working in the affected areas.



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# The value of a balanced diet

BARBA STATHIS continually invests in innovative programs and model initiatives to promote a balanced diet, centered on vegetables.

Within the framework of Integrated Agricultural Management, Contract Farming, and Precision Agriculture, BARBA STATHIS invests in carefully monitored and documented field processes. Vegetables are harvested at the optimal ripeness and are frozen within two hours to preserve their freshness and nutrients. Consumers can choose from over 150 product options tailored to different dietary preferences, such as fat-free and high-protein diets.

**100% of the products have a high nutritional value and are a source of valuable nutrients due to their high content of protein, vitamins, fiber, and other elements.**

**100% of the company's products are produced in facilities certified by an independent body in accordance with internationally recognized Food Safety Management Systems standards.**

## Research on children's eating habits in partnership with the Prolepsis Institute

To promote a balanced diet among consumers, and especially children, BARBA STATHIS is collaborating with the Prolepsis Institute to study children's eating habits in Greece. This joint project focuses on highlighting the nutritional value of vegetables, increasing their consumption, and encouraging healthy eating habits from childhood. The research results indicate that children's dietary habits are significantly influenced by their environment, predominantly by family, school, social environment, and food companies through innovative commercial practices.

As an industry leader, BARBA STATHIS is committed to contributing to the continuous development of initiatives that foster balanced eating habits in children as part of its corporate responsibility.



## Primary School Educational Program "Take a step for healthy eating!"

For the second consecutive year, BARBA STATHIS implemented the Primary School Educational Program "Take a step for healthy eating," which was launched in the 2022-2023 school year. The program's main objective is to promote balanced eating patterns among preschool and school-age children. **The company welcomed more than 3,000 students from Central Macedonia to its Sindos premises, where they toured the frozen vegetable production plant and the specially designed museum area.** During the visit, students engaged in interactive games, sensory activities, and tastings to learn about the value of vegetables, the stages of agricultural production, and the crucial issue of food waste.



GRI 416-1 | FP7



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# Sustainable Agriculture and Sourcing



**BARBA STATHIS aims to support the local and domestic primary sector while ensuring the highest quality and safety of its products.**

The company's commitment to sustainable development requires adapting its supply network and all stakeholders and activities within its value chain to meet sustainable development objectives. To achieve this, and in collaboration with its producers, the company invests in an effective sustainable agriculture system, promoting innovative solutions to improve its environmental footprint. At the same time, it has established a sustainable procurement framework, which requires compliance and alignment from the company's suppliers and employees to adopt sustainable practices from the very start of the company's operations, including the collection and supply of raw materials.



Principles of the United Nations  
Global Compact:

1<sup>st</sup> Principle | 2<sup>nd</sup> Principle | 7<sup>th</sup> Principle  
8<sup>th</sup> Principle | 9<sup>th</sup> Principle

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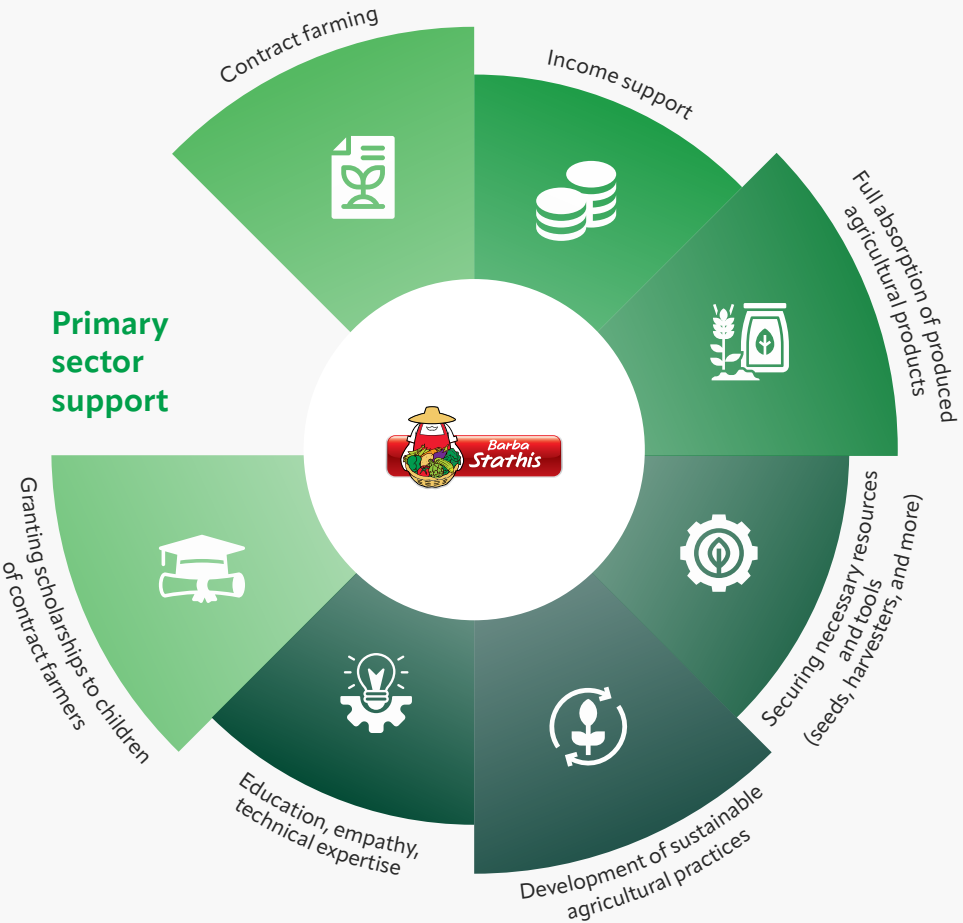
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# Sustainable Agriculture and Sourcing



The company’s suppliers and producers are an essential part of its business operations.

The quality and characteristics of raw materials are crucial for producing high-quality finished products and ensuring the satisfaction of customers and consumers.



### Company policies

BARBA STATHIS has established the following policies related to sustainable agriculture and sourcing, which are approved by senior management:

- **Supplier Code of Conduct**
- **Sustainable Agriculture Policy**
- **Sustainable Supply Policy**

All BARBA STATHIS employees receive knowledge of the policies and the necessary relevant training.

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# Strengthening of the primary sector and sustainable agriculture



**BARBA STATHIS collaborates with hundreds of Greek farmers who cultivate thousands of hectares of fertile Greek land.**

This strong partnership and the supply of high-quality raw materials are based on three main pillars:

-  Optimal Agriculture through Integrated Agricultural Management
-  Precision Agriculture
-  Contract Farming



### Integrated Agricultural Management

Optimal Agriculture involves adopting best agricultural practices at every stage of the production process, fostering constructive cooperation between the company and the producers. Under the Integrated Agricultural Management system, standardized agricultural practices are strictly followed from seed selection, appropriate sowing times, plant growth supervision, nutrition, and protection from pests and diseases, all the way to harvesting. Through a specially designed electronic application, BARBA STATHIS can monitor all stages of the production process for the plots of its contract farmers at any time, 365 days a year, ensuring the quality and safety of its raw materials.



### Precision Agriculture

Precision Agriculture is a parcel management system that utilizes modern technologies (drones, sensors, etc.) to record, capture, and document parcel information accurately and in real time. This data is then processed, taking into account the spatial, temporal, and predictive variability of the parcels. Based on this information, and always in coordination with the producer, decisions are made to address the specific needs of each parcel (selection of suitable seeds, identification of plant needs).



### Contract Farming

BARBA STATHIS is a pioneer in Greece in providing optimal agricultural practices and expertise, thereby enhancing the value of its suppliers and ensuring the quality and safety of crop varieties in agricultural products.

By introducing the terms “Contract Farming” and “producer groups” in its operations, the company adopts a modern and dynamic approach to agricultural management, focusing on sustainability and supporting the primary sector. Through Contract Farming, selected producers who meet the company’s strictest quality criteria cultivate their land under the guidance, supervision, and daily visits of BARBA STATHIS agronomists. The company also enhances the producers’ skills through training and knowledge transfer to modernize the primary sector and align it with contemporary developments. This approach not only meets producers’ needs for a guaranteed income but also fulfills the company’s requirement for high-quality, safe products in the agreed quantities.

**Throughout the production process, BARBA STATHIS ensures the quality and safety of its products by implementing a comprehensive system certified according to international standards, including EN ISO 9001, EN ISO 22000, ISO 14001, IFS, and BRC.**

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# Supply chain management

GRI 2-6 | GRI 204-1



**BARBA STATHIS invests in building strong, long-term partnerships with its suppliers. Relationships of trust that contribute to mutual sustainable business development.**

The company has established and shares its “Supplier Code of Conduct” with its suppliers, which outlines the principles for conducting transactions with stakeholders with integrity, enhancing transparency, and creating added value.

To ensure smooth collaboration with its entire supplier base, the company has established and implemented both the “Supplier Code of Conduct” and the “Sustainable Supply Policy,” which serve as key criteria in its evaluation process. Additionally, ESG clauses are included in the new contracts that suppliers are required to sign, ensuring their compliance with the company’s expectations and requirements regarding responsible business practices and sustainable development.



### Extract from the Code of Business Conduct:

*“All suppliers should be treated equally in terms of their ability to present their products and services to the company and should be given fair and equal opportunities.”*

Categories of suppliers:



### Sustainable Procurement Framework

In 2023, BARBA STATHIS invested in redesigning its supplier evaluation system and developed a strategic Sustainable Procurement Framework. This framework establishes the guidelines for selecting and evaluating the company’s suppliers based on ESG criteria. The goal is to ensure that all partners in the company’s supply chain adhere to policies aligned with the values and practices of BARBA STATHIS.

True to its values, BARBA STATHIS envisions a sustainable future where its activities will continue to be defined by social and environmental responsibility through its interactions with suppliers.

Suppliers are assessed using questionnaires that collect essential data on their performance, procedures, and practices across three (3) pillars: Environment, Society, and Good Governance. Tailored improvement or reward plans are designed based on each supplier’s performance.

### Training programs on responsible supply chain management

- **Training program for executives of the BARBA STATHIS Procurement Department on “Training in modern practices of sustainable development and responsible supply chain management”**

To effectively understand the principles of sustainability and to enhance the level of maturity for the adoption of sustainable practices in supply chain management, the company conducted training seminars for all executives of the Procurement Department, facilitated by an external partner.

- **Training program for suppliers – partners**

To effectively implement its sustainable procurement policy and promote responsible practices aligned with its Sustainable Development Strategy, BARBA STATHIS regularly organizes training seminars for its suppliers and partners. These seminars cover key elements of the policy, principles, and procedures of its sustainable procurement framework, and provide information on new requirements introduced by the European and national regulatory framework on the Green Deal and the disclosure of sustainable development information.

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**Sustainable Agriculture and Sourcing**

Strengthening of the primary sector and  
sustainable agriculture

- Supply chain management

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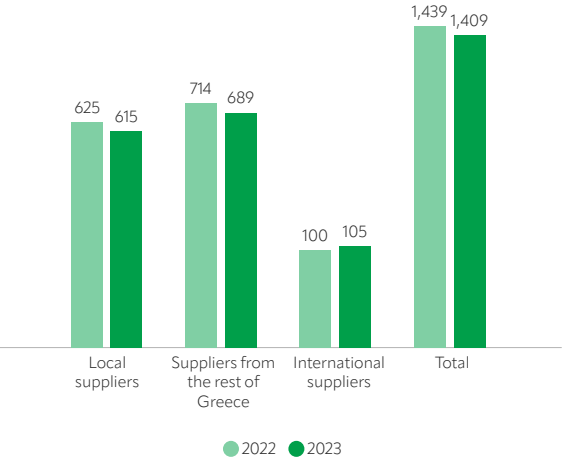
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# Supply chain management

GRI 2-6 | GRI 204-1



Distribution of active suppliers



93% of the total number of the company’s suppliers are domestic suppliers.

To strengthen the economy at a national level and promote growth in local communities, the company works with local<sup>7</sup> suppliers, the majority of which are based in Thessaloniki.

<sup>7</sup>Specifically, local suppliers are considered to be those within a radius of 100 kilometers from the company’s facilities.  
<sup>8</sup>Domestic suppliers (75%) include local suppliers (23%) and suppliers from the rest of Greece including Attica (52%).

Data on supplier expenditures

Data on payments to suppliers (€)		
	2022	2023
Payments to local suppliers (local communities near the company's facilities)	15,857,550.75	16,709,007.42
Payments to suppliers from the rest of Greece	36,113,463.71	38,248,176.08
Payments to international suppliers	15,529,670.66	18,745,032.82
Total	67,500,685.12	73,702,216.32

The total amount of expenditure on suppliers for 2023 amounts to €73.7 million, an increase of 9% compared to 2022.

The highest percentage of payments was made to domestic suppliers at 75%.



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# The company


GRI 2-1 | GRI 2-6

Founded in 1972, HALVATZIS MAKEDONIKI S.A. is a Greek food production company with a long and successful history in the agri-food sector

The company is well-regarded both in Greece and internationally for the quality of its products, which are made from simple raw materials such as fruits and vegetables. Its acquisition enhances BARBA STATHIS's leading position in the food production and distribution sector while creating additional value for all stakeholders.

HALVATZIS MAKEDONIKI contributes to the nutritional needs of Greek consumers by offering nourishing products from the Greek countryside.

 **1 production unit**  
in the Rizo area, in Skydra, Macedonia

 **4 brands**  
("AGROKIPOS HALVATZI", "HALVATZIS FAMILY", "MAKEDONIKI", "aigaio")

 **>100 products**  
for wholesale and retail sale

 **139 employees**

The factory has an area of 8.500 sq.m. and is constantly expanding through facility upgrades.



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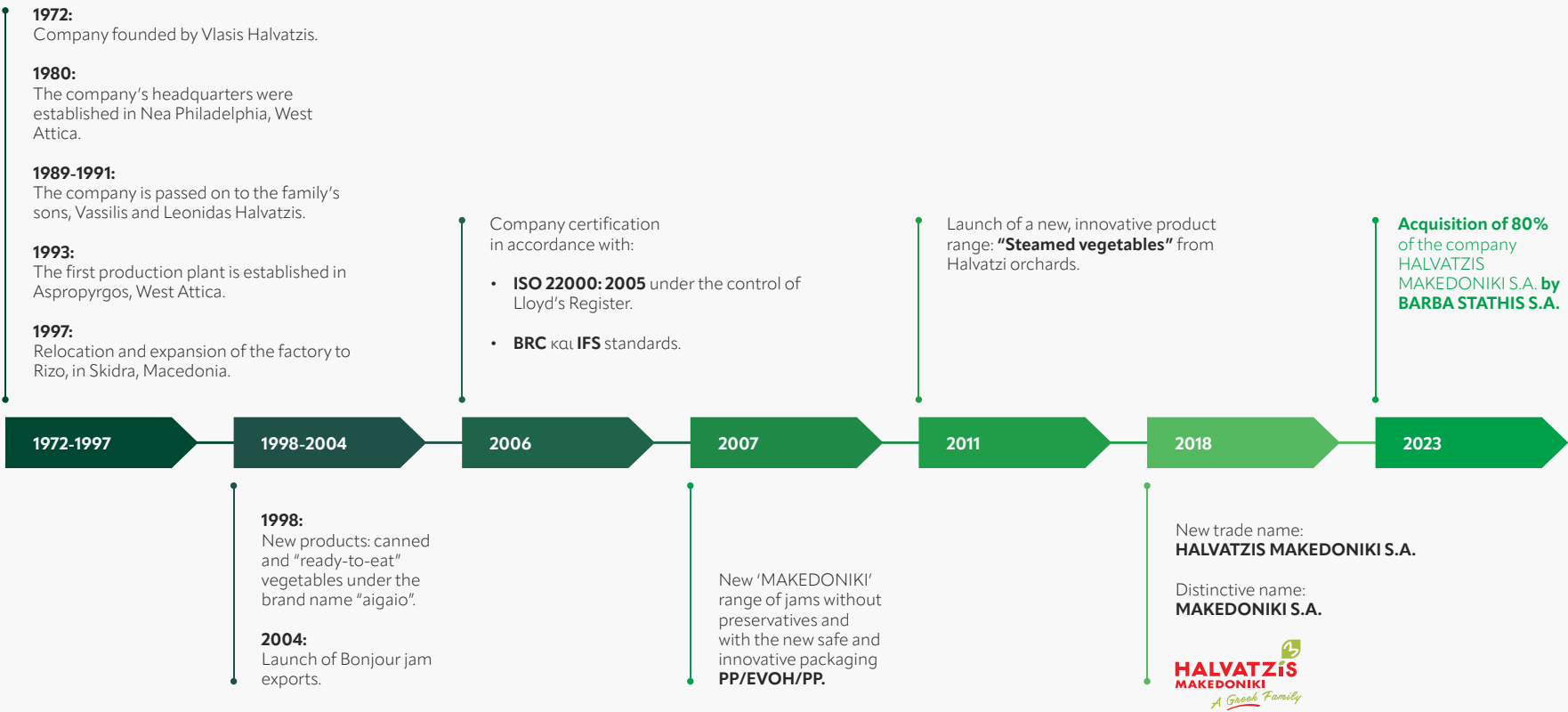
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# The company

GRI 2-1 | GRI 2-6

## The history of HALVATZIS MAKEDONIKI



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# The company

GRI 2-1 | GRI 2-6

## The vision and values of HALVATZIS MAKEDONIKI

The company’s vision is to produce innovative products, always in the context of the traditional Mediterranean diet, creating new trends that respond to the everyday life of consumers.



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# Products

GRI 2-1 | GRI 2-6


**HALVATZIS MAKEDONIKI is a business that is active in the broader food industry, primarily focusing on processing fruits and vegetables for the production of jams, compotes, fruit preserves, sweet fruit preserves, ready meals, and canned food.**

In its more than 50 years of existence, the company’s activities have continuously expanded, guided by a research and development process that allows it to identify and respond to consumer needs while exploring potential alternatives with the help of the scientific community.


The company markets its products under the brand names ‘AGROKIPOS HALVATZIS’ and ‘HALVATZIS FAMILY’ for retail, and ‘aigaio’ and ‘MAKEDONIKI’ for wholesale.

The categories of products covered by these two types of trade are presented below.


### Retail products




"AGROKIPOS HALVATZI"  
Steamed Greek vegetables




"AGROKIPOS HALVATZI"  
Fruit salads with no added sugar




"AGROKIPOS HALVATZI"  
Ready-to-eat salads with steamed vegetables




"HALVATZIS FAMILY" Jams




"HALVATZIS FAMILY"  
Jams with fructose




"HALVATZIS FAMILY"  
Sweet fruit preserves




"HALVATZIS FAMILY"  
Tahini - Peanut pulp




"HALVATZIS FAMILY"  
Handmade halva




"HALVATZIS FAMILY"  
Vegetables in glass jar




"HALVATZIS FAMILY"  
Pickled vegetables in DOY PACK




"HALVATZIS FAMILY"  
Canned ready meals



"HALVATZIS FAMILY"  
Canned tomatoes



Canned fruits



Private Label Products

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# Products

GRI 2-1 | GRI 2-6

## Wholesale products (HO.RE.CA)



"aigaio" Ready meals and vegetables



"aigaio" Side dishes



"MAKEDONIKI" Tomato products



"MAKEDONIKI" Canned fruits



Bakery products



EXTRA "MAKEDONIKI" Jams



"MAKEDONIKI" Sweet fruit preserves



Honey



"MAKEDONIKI" Concentrated juices

The EXTRA "MAKEDONIKI" jam was established in the Greek market and stood out from the competition in the 1980s thanks to its authentic texture, created by the large pieces of fruit it contains.

HALVATZIS MAKEDONIKI was the first company to introduce sweet spoon preserves as part of hotel breakfast offerings. With this move, every breakfast buffet showcases Greek culture with a traditional delicacy.

The "AGROKIPOS HALVATZI" product range does not appear with the same items year-round on the market. Instead, the company uses seasonal ingredients according to the current growing season, without forcing production under unfavorable conditions or relying on stock from previous periods. This approach ensures the products' excellent quality, high nutritional value, and authenticity while maintaining a responsible attitude toward the environment.

In line with its vision and values, the company is committed to producing high-quality, nutritionally rich products while investing in well-trained human resources. To conserve raw materials, the company follows the following steps:



Assessing the unique characteristics of each fruit and vegetable



Applying a special heat treatment technique under vacuum conditions



Conducting appropriate pasteurization to prevent microbial outbreaks and preserve nutritional value

To ensure the best quality characteristics in the products that go to market, the company ensures optimal hygiene and safety conditions throughout its facilities and conducts regular, thorough inspections at every stage of the production process.

Throughout its operations, HALVATZIS MAKEDONIKI has obtained the following certifications:

- ISO 22000
- BRC
- IFS
- In addition, the "AGROKIPOS HALVATZIS" Steamed Vegetables are certified according to the "Integrated Cultivation System" GLOBAL G.A.P. by EUROCERT.

The company's certifications allow it to export its products to countries in Europe and America, which set fastidious criteria and high standards within their borders.



## Institutions and associations

GRI 2-28

HALVATZIS MACEDONIKI participates in the following bodies and associations:

- General Commercial Register (GEMI)
- Greek Exporters' Association (SEVE)
- Pella Chamber
- Thessaloniki Chamber of Commerce and Industry (TCCI)

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# Sustainable development practices

**HALVATZIS MAKEDONIKI** aims to align its activities with the 17 Global Sustainable Development Goals of the United Nations (UN) by investing in sustainable practices and undertaking initiatives that contribute to achieving these goals.



The company's production relies on raw materials sourced from Greek land, such as fruits and vegetables, which are processed to maintain their nutritional value while meeting consumer demands and expectations. Specializing in agricultural products, HALVATZIS MAKEDONIKI aims to expand its production activities by adopting Good Agricultural Practices. This approach involves using controlled auxiliary equipment under the guidance of specialized scientists to ensure process efficiency and safety without compromising the sustainability of natural resources.

With sustainability as its guiding principle, the company maintains its product quality without harming the

environment. It is transitioning towards organic farming to adapt to contemporary needs while prioritizing the environment and people. At the same time, it seeks to use renewable energy sources to meet its energy needs and reduce its environmental footprint.

HALVATZIS MAKEDONIKI also supports society by contributing to the employment of the rural population. The company's industrial operations are linked to the natural resources of the Greek land through collaboration with local Greek producers. Vegetable cultivation for "AGROKTIMA HALVATZIS" products is exclusively entrusted to producers from neighboring regions, thereby strengthening local agricultural activities.



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# Environment

HALVATZIS MAKEDONIKI seeks to responsibly and consistently adopt practices and methods for the protection of the environment.



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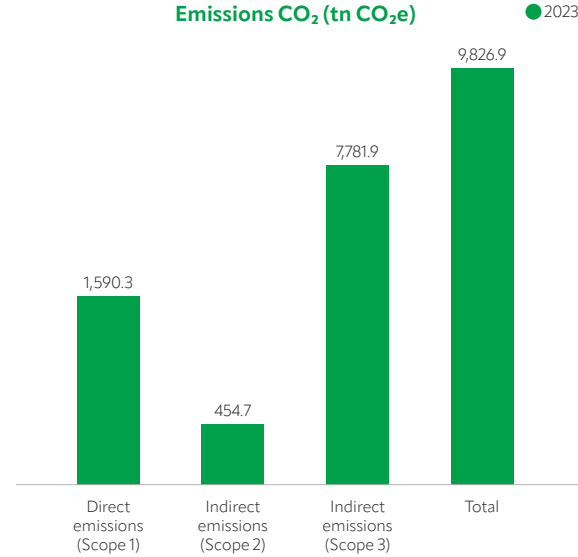


# Climate change and energy management

GRI 2-4 | GRI 302-1 | GRI 302-3 | GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-4 | GRI 305-7



In 2023, in an effort to reduce its carbon footprint, HALVATZIS MAKEDONIKI recorded the direct and indirect greenhouse gas emissions linked to its activity.



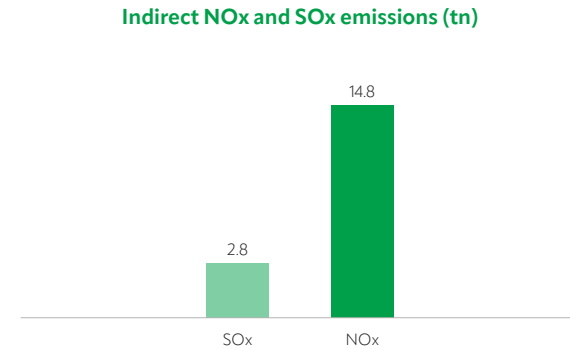
Notes:

- The calculation of greenhouse gas emissions follows the guidelines of the GHG Protocol, developed by a partnership of the World Resources Institute and the World Business Council for Sustainable Development.
- In the calculation of Scope 2 Emissions - Location-based and Market-based - the DAPEEP factor for the Energy Mix 2022 was used as the corresponding factor for 2023 has not yet been published.
- Scope 1 emissions do not include emissions from fertilizer use.
- Scope 2 Emissions - Location-based (tn CO<sub>2</sub>eq): 398.70, Scope 2 Emissions - Market-based (tn CO<sub>2</sub>eq): 454.68.
- Scope 3 emissions include indirect emissions from the supply of goods (non-FLAG emissions from FLAG commodities) and exclude category 11 of the use of sold products, which is considered to be outside the scope of Scope 3 emissions under SBTi.
- To calculate total CO<sub>2</sub> emissions, we took into account direct Scope 1 emissions, indirect market-based Scope 2 emissions, and indirect Scope 3 emissions (including indirect emissions from the supply of goods).

In 2023, the intensity of greenhouse gas emissions was 0.36 tnCO<sub>2</sub>e/tn<sup>9</sup>

<sup>9</sup>For GHG emission intensity, Scope 1 and Scope 2 (market-based) emissions were taken into account.

As part of its monitoring of air pollutants related to its operations, HALVATZIS MAKEDONIKI, recorded the amount of indirect emissions of nitrogen oxides (NOx) and sulfur oxides (SOx), with 88% of the total emissions attributed to nitrogen oxides.



Exhaust emissions are measured daily per working shift and fall within legal limits. Measurements are verified every week at a collaborating laboratory and through random sampling by the district.

**In 2023, HALVATZIS MAKEDONIKI consumed, in total, 3,968.6 MWh (14,287 GJ) of fuel from non-renewable sources (diesel).**

**Electricity consumption was 1,150.9 MWh, 26% of which was self-generated from renewable sources.**

In 2023, the total energy consumption within HALVATZIS MAKEDONIKI amounted to 5,119.5 MWh (18,430.2 GJ), with an energy intensity recorded at 3.3 GJ/ton.

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# Water management

GRI 303-1 | GRI 303-2 | GRI 303-3 | GRI 303-4 | GRI 303-5



The water use cycle within the organization begins with the pumping of water through two licensed boreholes and ends with its discharge.

In 2023, the volume of water pumped for on-site consumption from the plant’s boreholes was 116,233 m<sup>3</sup>. Specifically, 114,645 m<sup>3</sup> and 1,588 m<sup>3</sup> were pumped from the oldest and newest boreholes, respectively, while the volume of water consumed was 58,357 m<sup>3</sup>.

The volume of water discharged from the company’s facilities was 57,876 m<sup>3</sup>.

It should be noted that the waste resulting from the company’s activities and structures meets the standards set by the District and indicated in the Environmental Impact Study (EIS). Its composition is verified through laboratory analyses and random sampling by the District.

**HALVATZIS MAKEDONIKI incorporates an organic purification unit in its facilities, utilizing modern nanotechnology methods to reduce its environmental footprint.**

# Composition and management of generated waste

GRI 306-1 | GRI 306-2 | GRI 306-3 | GRI 306-4 | GRI 306-5



At HALVATZIS MAKEDONIKI, the goal is the optimal management of waste, to limit the amount of waste that ends up in landfills, and to minimize its environmental impact on the final recipients.

In this context, the company invests in processes that promote a circular economy by adopting sound waste management practices and converting a portion of waste into other products. Specifically:



Paper and plastic waste is recycled



Organic waste is used for fertilizer production



The sludge from the organic plant is used for biogas production



Common waste is delivered to the Solid Waste Management Agencies (FODSA) of Central Macedonia

Any remaining waste generated is transferred to licensed companies that are responsible for its further utilization.

Non-hazardous waste	
Waste category	Waste generated (tons)
Materials unsuitable for consumption or processing	250.3
Paper and cardboard packaging	171
Plastic packaging	9.3
Mixed packaging	5.2
Sludge from onsite wastewater treatment	23.4
Common waste	120.7
Bulk waste	2.8
Total	428.8

**71.2% of the waste generated is diverted from disposal. Common waste is transferred to FODSA, while only bulk waste is taken directly to a Municipal Solid Waste Landfill (MSWL).**

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# Human resources

GRI 2-7 | GRI 2-8 | GRI 401-1 | GRI 401-3 | GRI 405-1 | GRI 405-2 | GRI 406-1

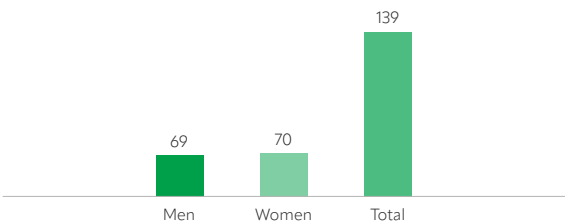


## Employment practices

The human resources of HALVATZIS MAKEDONIKI consists of a total of 139 employees. Most employees, specifically 90.4%, are employed at the company's plant in Rizo, Skydra, Macedonia, while the remaining 9.4% are employed at the company's headquarters in Athens.

**Notably, 50.4% of the company's employees are women.**

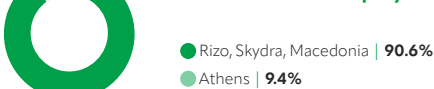
Composition of human resources



### Distribution of employees by gender



### Distribution of employees by region



**99.3% of the company's employees are full-time.**

It should be noted that 126 employees (61 men and 65 women) have signed an indefinite contract and 13 (8 men and 5 women) have signed a fixed-term contract.

### Distribution of human resources by job type



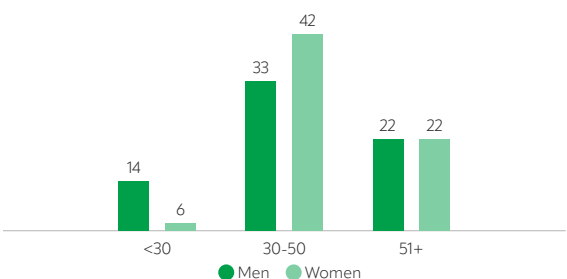
### Distribution of human resources as per employment contract



### Distribution of human resources by age



Age distribution of human resources by gender



In 2023, the total recruitment and attrition of employees of HALVATZIS MAKEDONIKI mostly involved male employees aged 30-50 years old, at the company's factory.

### Distribution of recruitment by gender



### Distribution of attrition by gender



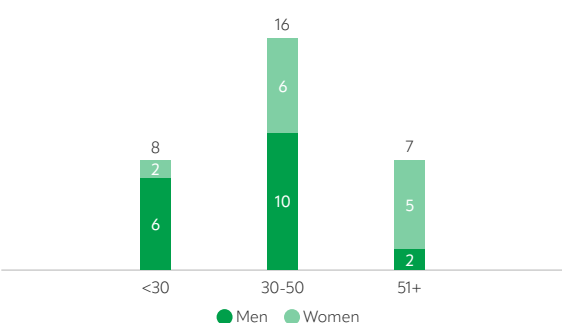
### Distribution of recruitment by age



### Distribution of attrition by age



Total recruitment by gender and age group



In 2023, one (1) employee, who was male, was eligible for parental leave. He returned to work at the end of his leave and continued to work for the company for at least one (1) year after his return.

**In 2023, no incidents of discrimination were reported within the company.**

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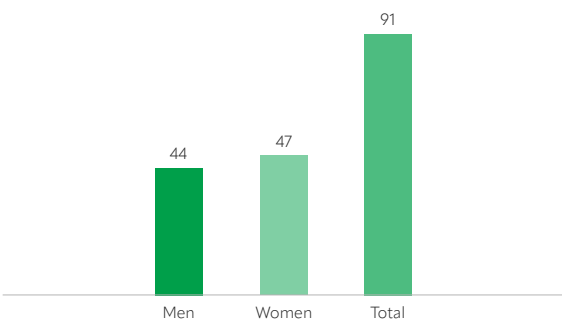
GRI 2-7 | GRI 2-8 | GRI 401-1 | GRI 401-3 | GRI 405-1 | GRI 405-2 | GRI 406-1



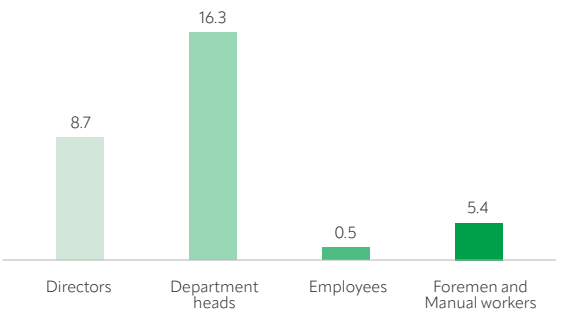
## Employee training

Employee training in 2023 included a total of 91 employees, most of whom were foremen and manual workers. Specifically, seven (7) directors, 13 department heads, 26 employees, and 65 foremen and manual workers received training. Of those trained, 48% were male and 52% were female.

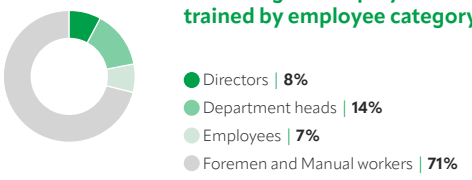
Number of employees trained



Average hours of training per employee category



Percentage of employees trained by employee category



The average training time per employee in 2023 was ~5 hours, with a total of 647 training hours conducted.

Additionally, in 2023, 59 foremen and manual workers (21 men and 38 women) at HALVATZIS MAKEDONIKI underwent an evaluation process to recognize their contributions to the company's vision and work, as well as to identify potential areas for improvement to achieve better results.

In 2023, the company held a total of eight (8) seminars focused on four (4) main topics: Food Safety, Training, Personal Development, and Facility Safety.



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Annex II: Performance Indicators for 2023

Annex III: GRI Standards 2021 Index

Annex IV: UN Global Compact Index

Annex V: Accountability Principles  
Standards AA1000AP (2018) Index

Annex VI: Independent external assurance report



# Annex I: About the Sustainable Development Report 2023

GRI 2-2 | GRI 2-3 | GRI 2-4 | GRI 2-5 | GRI 3-1 | GRI 3-2

**This report is the 8th Sustainable Development Report of BARBA STATHIS and is available in electronic form on the company’s website. It presents the company’s strategy, priorities, and all corporate actions related to sustainable development, emphasizing its commitment to continuous improvement and creating long-term value for all stakeholders.**

### Scope

The data in this Report pertains to BARBA STATHIS and, more specifically, includes the company’s offices, production units in Thessaloniki, and facilities in Athens, Thessaloniki, and Larissa. Additionally, the Report includes data from the subsidiary HALVATZIS MAKEDONIKI S.A., including its factory unit in the Rizo area of Skydra, Macedonia, and its facilities in Athens.

### Elements of the Report

The Report aims to provide accurate and comprehensive information on the actions, performance, and commitments of BARBA STATHIS concerning environmental, social, and governance issues, using both quantitative and qualitative data, for the period from 01/01/2023 to 31/12/2023. The Report includes information and data on BARBA STATHIS S.A. and its subsidiary, HALVATZIS MAKEDONIKI S.A. It is noted that the actions and target setting of BARBA STATHIS do not include data related to potential joint ventures, partners, suppliers, or other third parties.

### Determination of content

This report has been prepared in accordance with the Sustainability Reporting Guidelines of the new GRI Universal Standards (GRI 1, GRI 2, GRI 3) and GRI Topic Standards, to address the needs and expectations of stakeholders and to highlight BARBA STATHIS’ contribution to sustainable development issues. In addition, internationally recognized reporting standards, including those of the Sustainability Accounting Standards Board (SASB Standards), the Ten (10) Principles of the UN Global Compact, and the AA1000AP 2018 Accountability Principles Standard have been considered to determine the content. The report also reflects the alignment between the company’s actions and impacts and the 17 UN Global Sustainable Development Goals (SDGs).

The analysis of material topics on sustainable development through the Double Materiality process and the identification of BARBA STATHIS’ impact have significantly influenced the content of the Report, which focuses on the issues that are most important for stakeholders and social partners and those with significant environmental, social, and economic impacts.

### Changes from previous versions

The main difference between this year’s Sustainable Development Report and previous editions is the inclusion of qualitative and quantitative information on the subsidiary of BARBA STATHIS S.A., HALVATZIS MAKEDONIKI S.A.

### Independent assurance

The Report is subject to external assurance by an independent body, namely the Inspection, Certification, and Training Organization TÜV HELLAS (TÜV NORD). This assurance confirms that the Report is prepared in accordance with the GRI Universal Standards 2021 Sustainability Reporting Guidelines, that specific disclosures (indicators) are covered by the GRI Topic Standards, and that it complies with the AA1000AP (2018) standard, as verified through AA1000AS v.3. The Independent External Assurance Report is available on pages 111-112 of this Report.

**Comments, observations, or suggestions on the contents of the Report can be directed to the following contact details:**

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# Annex II: Performance Indicators for 2023

GRI 2-7

## Human capital data for BARBA STATHIS

Employees and distribution by gender and region						
	2022			2023		
	Men	Women	Total	Men	Women	Total
Attica						
Number of permanent employees	84	9	93	91	11	102
Number of temporary employees	8	0	8	5	0	5
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	92	9	101	96	11	107
Number of part-time employees	0	0	0	0	0	0
Thessaloniki						
Number of permanent employees	285	190	475	298	196	494
Number of temporary employees	43	33	76	39	22	61
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	328	163	491	337	171	508
Number of part-time employees	0	60	60	0	47	47
Larissa						
Number of permanent employees	12	0	12	12	0	12
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	12	0	12	12	0	12
Number of part-time employees	0	0	0	0	0	0
Number of employees (GRAND TOTAL)	432	232	664	445	229	674

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# Annex II: Performance Indicators for 2023

GRI 401-1 | GRI 405-1

## Human capital data for BARBA STATHIS

Age distribution of human capital			
	<30	30-50	>51
Men	52	246	147
Women	25	107	97
Total	77	353	244

Age distribution of human capital in the highest governance body			
	<30	30-50	>51
Men	0	3	3
Women	0	0	1
Total	0	3	4

Total new hires per region, gender, and age									
Region	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Attica	4	0	4	10	2	12	0	0	0
Thessaloniki	22	14	36	38	22	60	15	13	28
Larissa	0	0	0	2	0	2	0	0	0
Total	26	14	40	50	24	74	15	13	28
Percentage of new employee hires	50%	56%	52%	20%	22%	21%	10%	13%	11%

Total attrition per region, gender, and age									
Region	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Attica	0	0	0	1	1	2	1	0	1
Thessaloniki	3	0	3	21	9	30	8	9	17
Larissa	0	0	0	0	0	0	0	0	0
Total	3	0	3	22	10	32	9	9	18
Percentage of employee attrition	5.8%	-	3.9%	8.9%	9.4%	9.1%	6.1%	9.2%	7.4%

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GRI 405-1

## Human capital data for BARBA STATHIS

Employees and distribution by hierarchical level and age									
Position / Hierarchical level	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	0	0	0	2	4	6	6	4	10
Department heads	0	0	0	11	1	12	10	5	15
Employees	27	19	46	83	44	127	31	18	49
Foremen and Manual workers	25	6	31	150	58	208	100	70	170
Total	52	25	77	246	107	353	147	97	244

Number of employees trained						
Position / Hierarchical level	2022			2023		
	Men	Women	Total	Men	Women	Total
Directors	11	5	16	8	8	16
Department heads	29	12	41	17	6	23
Employees	110	65	175	135	70	205
Foremen and Manual workers	157	59	216	215	111	326
Total	307	141	448	375	195	570

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GRI 404-1

## Human capital data for BARBA STATHIS

Programs to enhance employee skills			
Subject area	Number of seminars per subject area	Total training hours	Percentage of hours per subject aea
Agriculture	4	386	7%
Corporate Communication	2	45	1%
Customer Experience	1	8	0%
Digital Skills	2	324	6%
Environment, Society & Governance	35	1,361	25%
Accounting, Finance	4	189	3%
People & Corporate Culture	10	860	16%
Leaderships	1	150	3%
Legal	2	32	1%
Marketing and Social Media	2	28	1%
Sales & Negotiation Skills	3	154	3%
Supply Chain	5	299	5%
Total Quality Management	4	64	1%
Health & Safety	18	1,493	27%
Smart Factory	4	55	1%
Total	97	5,446	100%

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# Annex II: Performance Indicators for 2023

GRI 404-1 | GRI 404-3

## Human capital data for BARBA STATHIS

Average hours of training per employee category						
Position / Hierarchical level	2022			2023		
	Men	Women	Total	Men	Women	Total
Directors	69.00	80.20	72.5	71.31	67.44	69.38
Department heads	45.24	31.42	41.20	24.90	22.33	24.33
Employees	20.76	20.94	20.83	8.52	17.63	11.84
Foremen and Manual workers	4.51	1.45	3.46	2.83	2.03	2.57
Total	13.66	11.25	12.82	6.90	10.36	8.08

Total hours of training by employee category						
Position / Hierarchical level	2022			2023		
	Men	Women	Total	Men	Women	Total
Directors	759	401	1,160	571	540	1,110
Department heads	1,312	377	1,689	523	134	657
Employees	2,637	1,633	4,270	1,201	1,428	2,629
Foremen and Manual workers	1,194	198	1,392	778	272	1,050
Total	5,902	2,609	8,511	3,072	2,374	5,446

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# Annex II: Performance Indicators for 2023

GRI 2-7

## Human capital data for HALVATZIS MAKEDONIKI

Employees and distribution by gender and region			
2023			
	Men	Women	Total
Rizo, Skydra, Macedonia			
Number of permanent employees	53	60	113
Number of temporary employees	8	5	13
Number of non-guaranteed hours employees	0	0	0
Number of full-time employees	60	65	125
Number of part-time employees	1	0	1
Athens			
Number of permanent employees	8	5	13
Number of temporary employees	0	0	0
Number of non-guaranteed hours employees	0	0	0
Number of full-time employees	8	5	13
Number of part-time employees	0	0	0
Number of employees (GRAND TOTAL)	69	70	139

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# Annex II: Performance Indicators for 2023

GRI 401-1 | GRI 405-1

## Human capital data for HALVATZIS MAKEDONIKI

Age distribution of human capital			
	<30	30-50	>51
Men	14	33	22
Women	6	42	22
Total	20	75	44

Age distribution of human capital in the highest governance body			
	<30	30-50	>51
Men	0	1	4
Women	0	0	2
Total	0	1	6

Total new hires per region, gender, and age									
Region	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Rizo, Skydra, Macedonia	5	2	7	10	6	16	2	5	7
Athens	1	0	1	0	0	0	0	0	0
Total	6	2	8	10	6	16	2	5	7
Percentage of new employee hires	43%	33%	40%	30%	14%	21%	9%	23%	16%

Total attrition per region, gender, and age									
Region	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Rizo, Skydra, Macedonia	9	2	11	7	9	16	3	8	11
Athens	0	0	0	1	0	1	0	2	2
Total	9	2	11	8	9	17	3	10	13
Percentage of employee attrition	64%	33%	55%	24%	21%	23%	14%	45%	30%

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# Annex II: Performance Indicators for 2023

GRI 405-1

## Human capital data for HALVATZIS MAKEDONIKI

Employees and distribution by hierarchical level and age									
Position / Hierarchical level	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	0	0	0	5	4	9	6	0	6
Department heads	1	1	2	2	4	6	0	1	1
Employees	3	4	7	17	7	24	7	5	12
Foremen and Manual workers	10	1	11	9	27	36	9	16	25
Total	14	6	20	33	42	75	22	22	44

Number of employees trained			
Position / Hierarchical level	2023		
	Men	Women	Total
Directors	7	0	7
Department heads	5	8	13
Employees	4	2	6
Foremen and Manual workers	28	37	65
Total	44	47	91

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GRI 404-1

## Human capital data for HALVATZIS MAKEDONIKI

Programs to enhance employee skills			
Subject area	Number of seminars per subject area	Total training hours	Percentage of hours per subject area
Food Safety	4	48	57,1%
Facility Safety	1	2	2,4%
Training	2	18	21,4%
Personal development	1	16	19,1%
Total	8	84	100%

GRI 404-1 | GRI 404-3

Average hours of training per employee category			
Position / Hierarchical level	2023		
	Men	Women	Total
Directors	11.82	0.00	8.67
Department heads	15.67	16.67	16.33
Employees	0.15	1.00	0.47
Foremen and Manual workers	6.00	5.05	5.42
Total	5.06	4.83	4.94

Total hours of training per employee category			
Position / Hierarchical level	2023		
	Men	Women	Total
Directors	130	0	130
Department heads	47	100	147
Employees	4	16	20
Foremen and Manual workers	168	222	390
Total	349	338	687

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Annex III: GRI Standards 2021 Index

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	28-31, 36-37	The grey cell indicates that no grounds for omission are allowed for the specific disclosure.			•
	2-2 Legal entities included in the organization's sustainability reporting	111-112				•
	2-3 Reporting period, frequency, and contact point	111-112				•
	2-4 Restatements of information	48-49, 111-112				•
	2-5 External assurance	111-112				•
	2-6 Activities, value chain, and other business relationships	28-32, 36-37, 75-76				•
	2-7 Employees	59-63, 87-88, 91, 96				•
	2-8 Non-salaried employees	59-63, 87-88				•
	2-9 Governance structure and composition	39-41				•
	2-10 Nomination and selection of the highest governance body	39-41				•
	2-11 Chair of the highest governance body	39-41				•
	2-12 Role of the highest governance body in overseeing the management of impacts	39-41				•
	2-13 Delegation of responsibility for the management of impacts	39-41				•
	2-14 Role of the highest governance body in sustainability reporting	39-41				•
	2-15 Conflicts of interest	42-44				•
	2-16 Communication of critical concerns	42-44				•
	2-17 Collective knowledge of the highest gov- ernance body	39-41				•

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
General disclosures						
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	39-41				•
	2-19 Remuneration policies	39-41				•
	2-20 Process to determine remuneration	39-41				•
	2-21 Annual total compensation ratio	59-63				•
	2-22 Statement on sustainable development strategy	11-20				•
	2-23 Policy commitments	42-44, 46, 59-63				•
	2-24 Embedding policy commitments	42-44, 46, 59-63				•
	2-25 Processes to remediate negative impacts	42-44				•
	2-26 Mechanisms for seeking advice and raising concerns	42-44				•
	2-27 Compliance with laws and regulations	42-44				•
	2-28 Membership associations	35, 82				•
	2-29 Approach to stakeholder engagement	21-24				•
	2-30 Collective bargaining agreements	59-63				•
Material topics						
GRI 3: Material topics 2021	3-1 Process to determine material topics	25-27,110	The grey cell indicates that no grounds for omission are allowed for the specific disclosure.			•
	3-2 List of material topics	25-27,110				•
Health and safety						
GRI 3: Material topics 2021	3-3 Management of material topics	54-58				

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
Health and safety						
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	54-58				
	403-2 Hazard identification, risk assessment, and incident investigation	54-58				
	403-4 Worker participation, consultation, and communication on occupational health and safety	54-58				
	403-5 Worker training on occupational health and safety	54-58				
	403-6 Promotion of worker health	54-58				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54-58				
	403-8 Workers covered by an occupational health and safety management system	54-58				
	403-9 Work-related injuries	54-58				•
	403-10 Work-related ill health	54-58				
Food safety and quality						
GRI 3: Material topics 2021	3-3 Management of material topics	64-65, 71				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	71				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	64-65				•
FP 5	Percentage of production in certified sites	64-65				
	Ingredients of high nutritional value	64-65				
FP 7	Ingredients of high nutritional value	71				

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Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
Sustainable agricultural practices						
GRI 3: Material topics 2021	3-3 Management of material topics	72-74				
Internal index	Approach to implementing sustainable agricultural practices	72-74				
Sustainable supply chain						
GRI 3: Material topics 2021	3-3 Management of material topics	75-76				
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	75-76				•
Marketing practices and product labeling						
GRI 3: Material topics 2021	3-3 Management of material topics	64-65				
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	64-65				
	417-2 Incidents of non-compliance concerning product and service information and labeling	64-65				•
	417-3 Incidents of non-compliance concerning marketing communications	64-65				•

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Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
Human rights						
GRI 3: Material topics 2021	3-3 Management of material topics	59-63, 87-88, 92-93, 97-98				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	59-63, 87-88, 92-93, 97-98				•
	405-2 Ratio of basic salary and remuneration of women to men	59-63, 87-88, 92-93, 97-98				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	59-63, 87-88, 92-93, 97-98				•
Energy management						
GRI 3: Material topics 2021	3-3 Management of material topics	48-49, 85				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	48-49, 85				•
	302-3 Energy intensity	48-49, 85				•
	302-4 Reduction of energy consumption	48-49, 85				
Primary sector support						
GRI 3: Material topics 2021	3-3 Management of material topics	72-74				
Internal index	Approach to support the primary sector	72-74				

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Statement of use			BARBA STATHIS has prepared the Sustainable Development Report 2023 per the GRI Standards for the period from 1/1/2023 to 31/12/2023			
GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
Climate change adaptation and mitigation						
GRI 3: Material topics 2021	3-3 Management of material topics	48-49,85				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	48-49,85				•
	305-2 Energy indirect (Scope 2) GHG emissions	48-49,85				•
	305-3 Other indirect (Scope 3) GHG emissions	48-49,85				
	305-4 GHG emissions intensity	48-49,85				
	305-5 Reduction of GHG emissions	48-49				
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	48-49,85				•
Diversity, equality, and inclusion						
GRI 3: Material topics 2021	3-3 Management of material topics	59-63, 87-88, 92-93, 97-98				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	59-63, 87-88, 92-93, 97-98				
	405-2 Ratio of basic salary and remuneration of women to men	59-63, 87-88, 92-93, 97-98				

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
Air, water, and soil pollution						
GRI 3: Material topics 2021	3-3 Management of material topics	47				
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	47				
Food waste management						
GRI 3: Material topics 2021	3-3 Management of material topics	51				
Internal index	Amount of plant residues managed	51				
Business ethics						
GRI 3: Material topics 2021	3-3 Management of material topics	42-44, 47				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	42-44				
	205-2 Communication and training about anti-corruption policies and procedures	42-44				
	205-3 Confirmed incidents of corruption and actions taken	42-44				
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	42-44				
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	47				

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GRI 1 used			GRI 1: Foundation 2021			
Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
Business ethics						
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	42-44				
GRI 419: Socioeconomic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	42-44				
Employment practices						
GRI 3: Material topics 2021	3-3 Management of material topics	59-63, 87-88				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	59-63, 87-88, 97				•
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	54-58				
	401-3 Parental leave	87-88				
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	59-63, 94-95, 99				
	404-2 Programs for upgrading employee skills and transition assistance programs	59-63				
	404-3 Percentage of employees receiving regular performance and career development reviews	59-63, 95, 99				
Financial performance data						
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	32, 68-70				
	201-4 Financial assistance received from the government	32				

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Applicable GRI Sector Standard			-			
GRI Standards	Disclosures	Page	Omission			
			Requirement(s) omitted	Cause	Explanation	External assurance
Water management						
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	52,86				
	303-2 Management of water discharge-related impacts	52,86				
	303-4 Water discharge	52,86				
	303-5 Water consumption	52,86				•
Social contribution						
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	68-70				
Management of production residues						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	50-51,86				
	306-2 Management of significant waste-related impacts	50-51,86				
	306-3 Waste generated	50-51,86				
	306-4 Waste diverted from disposal	50-51,86				
	306-5 Waste directed to disposal	50-51,86				

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# Annex IV: UN Global Compact Index

United Nations Global Compact	Description of the Ten Principles	Report Chapter
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Responsible Operations
		Thriving Communities
		Sustainable Agriculture and Procurement
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	Responsible Operations
		Thriving Communities
		Sustainable Agriculture and Procurement
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Responsible Operations
Principle 4	The elimination of all forms of forced and compulsory labor.	Responsible Operations
Principle 5	The effective abolition of child labor.	Responsible Operations
Principle 6	The elimination of discrimination in respect of employment and occupation.	Responsible Operations
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Environmental Stewardship
		Sustainable Agriculture and Sourcing
Principle 8	Undertake initiatives to promote greater environmental responsibility.	Environmental Stewardship
		Sustainable Agriculture and Sourcing
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	Environmental Stewardship
		Sustainable Agriculture and Sourcing
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Transparency and Accountability

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# Annex V: Accountability Principles Standards AA1000AP (2018) Index

	Report reference	Page reference
<b>The Principle of Inclusivity</b>	The company's stakeholders	22-24
<b>The Principle of Materiality</b>	Double materiality analysis and identification of material issues for sustainable development	25-27
<b>The Principle of Responsiveness</b>	ESG Performance Summary 2023 - Targets & Priorities 2024	3-7
	BARBA STATHIS at a glance	29
	Our international presence	30
	The company's stakeholders	22-24
	Climate change and efficient energy management	48-49
	Circular economy and environmentally friendly packaging	50-51
	Management of water resources	52
	Our products	64-65
	Communication with consumers and customers	66
	Positive social impact	68-70
	Human rights and employment practices	59-63
	Supply chain management	75-76
	Work health and safety	54-58
	Benefits for the welfare of our employees	58
	Employee training and awareness-raising	62
	Corporate Governance	39-41
<b>The Principle of Impact</b>	ESG Performance Summary 2023 - Targets & Priorities 2024	3-7
	Financial Overview	32
	Climate change and efficient energy management	48-49
	Circular economy and environmentally friendly packaging	50-51
	Management of water resources	52
	Our products	64-65
	Positive social impact	68-70
	Human rights and employment practices	59-63
	Work health and safety	54-58
	Benefits for the welfare of our employees	58
	Employee training and awareness-raising	62
	Corporate Governance	39-41

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# Annex VI: Independent external assurance report



To: Management of BARBA STATHIS SINGLE MEMBER INDUSTRIAL & COMMERCIAL S.A.

1. Scope of the External Assurance project of the Sustainability Report

BARBA STATHIS SINGLE MEMBER INDUSTRIAL & COMMERCIAL S.A. company (hereinafter referred to as BARBA STATHIS) has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV HELLAS) the limited external assurance of the Sustainable Development Report, which covers the period of 1/1/2023-31/12/2023. The information in the Sustainability Report concerns the company BARBA STATHIS and more specifically the company's offices, the production units in Thessaloniki as well as its facilities in Athens, Thessaloniki & Larissa. Additionally, the report includes data of the subsidiary company HALVATZIS MAKEDONIKI SA for the production unit in Skydra Macedonia region, as well as its facilities in Athens, Greece.

The scope of the project consists of the following:

- A. The external assurance of the information disclosed to confirm that the Sustainability Report of BARBA STATHIS for 2023 has been prepared "In Accordance" with the GRI Universal Standards 2021.
  - B. The provision of external assurance service about the accuracy of the claims mentioned for specific numerical indicators that BARBA STATHIS reported at the Sustainability Report Chapters, based on the GRI Topic Standards, as follows: GRI 204-1, GRI 302-1, GRI 302-3, GRI 303-5, GRI 305-1, GRI 305-2, GRI 305-7, GRI 401-1, GRI 403-9, GRI 405-1, GRI 406-1, GRI 416-2, GRI 417-2, GRI 417-3.
  - C. The control of the adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018).
- The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of BARBA STATHIS for 2023 and it was conducted based on the corresponding correlation table of GRI Standards

Indicators stated by BARBA STATHIS, to confirm that the Sustainability Report has been prepared "In Accordance" with the GRI Universal Standards 2021, as well as the requirements of AA1000AP (2018).

2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

- A. GRI Universal Standards 2021
- B. GRI Topic Standards
- Γ. AA1000AP (2018)

For the evaluation of conformity to the requirements of AA1000AP (2018), the provisions of the guide AA1000 Assurance Standard (AA1000AS v3) were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within AA1000AP (2018), was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.

3. Project methodology

Based on the conformance criteria of paragraph 2 and to draw conclusions, the external assurance team of TÜV HELLAS conducted the following (indicative and not restrictive) methodology:

- Reviewed the coverage of the "In Accordance" with the GRI Universal Standards 2021 requirements, as they are described within the GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021.
- Reviewed the procedures followed by BARBA STATHIS to identify and determine the material issues to include them within the Sustainability Report.
- Reviewed the analysis of the essential issues of Sustainable Development through the process of Double Materiality analysis and the identification of BARBA STATHIS's business impact activity on the environment, society and the economy, as well as the

- risks and opportunities that arise for the company itself.
- Interviews were conducted with selected executives of BARBA STATHIS having operational role in Sustainability issues to understand the current state of sustainability development activities and progress achieved during the period under reference.
  - Reviewed the BARBA STATHIS consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
  - Reviewed the claims mentioned to the Reporting Indicators, based on the GRI Topic Standards (referred in paragraph 1, point B) in connection with the findings of the above steps. In addition, the methodologies, and practices for extracting the results were reviewed and crosschecks were performed on the reliability and quality of the indicators reported in the report. These checks consist (not restrictively) of the following:
  - Understanding of the quality management and results collection processes related to the indicators under consideration.
  - Review of the design of processes, systems, and controls for managing reliability and quality of specified information
  - Sampling of management practices and operation control, as well as evidence gathering to sufficiently ensure the completeness and accuracy of the claims.
  - Maintain of the appropriate documentation for all the aforementioned controls.

4. Review limitations

The range of the review was exclusively limited to the activities of BARBA STATHIS company and more specifically the company's offices, the production units in Thessaloniki and its facilities in Athens, Thessaloniki & Larissa, as well as the subsidiary company HALVATZIS MAKEDONIKI SA for the production unit in Skydra Macedonia region and its facilities in Athens, Greece. No visits and interviews in stakeholders of BARBA STATHIS have been conducted.

In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

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5. Responsibilities of the Reporting Organization and Assurance Provider

The ESG & Corporate Communication Division of **BARBA STATHIS** carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The external assurance conducted, as it is defined in the project scope (paragraph 1), does not represent **TÜV HELLAS'** opinion related to the quality of the Sustainability Report and its contents. The responsibility of **TÜV HELLAS** is to express the independent conclusions on the issues as defined in the project scope and in accordance with the relevant contract. The project was conducted in such a way so that **TÜV HELLAS** can quote to **BARBA STATHIS** administration the issues mentioned in this report and for no other purpose.

6. Conclusions

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by **TÜV HELLAS**, the conclusions are as follows:

A. External assurance of the information disclosed to confirm that the Sustainability Report of BARBA STATHIS for 2023 has been prepared "In Accordance" with the GRI Universal Standards 2021.

- During the external assurance project carried out, nothing has come to the attention of **TÜV HELLAS**, which would lead to the conclusion that the Report has not been prepared "In Accordance" with the requirements of the GRI Universal Standards 2021, as reflected on the corresponding correlation GRI content index.

B. Control of accuracy of the claims mentioned for the Reporting Indicators that BARBA STATHIS reported at the Sustainability Report Chapters, based on the GRI Topic Standards

- Nothing has come to the attention of **TÜV HELLAS** that would lead to the conclusion of the incorrect gathering

or transferring of data concerning the claims mentioned to the disclosures (indicators) of the GRI Topic Standards, referred in paragraph 1, point B of this report.

C. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

- We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that **BARBA STATHIS** has not implemented the principle of Inclusivity in developing its approach to sustainability.

Materiality: Focus on the material issues related to sustainability

- We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by **BARBA STATHIS** does not provide a comprehensive and balanced understanding of the material issues.

Responsiveness: Addressing the needs and expectations of stakeholders

- We have not realized any issue, which would lead us to believe that **BARBA STATHIS** has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development.

Impact: Impact of company's activities to the broader ecosystems

- We have not realized any issue, which would lead us to believe that the **BARBA STATHIS** has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems.

**TÜV HELLAS** did not realize anything that would lead to the conclusion of incorrect collection or transfer of data

(qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in **AA1000AP (2018)**. Additionally, **TÜV HELLAS** did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

7. Impartiality and independence of the external assurance team

**TÜV HELLAS** states its impartiality and independence in relation to the project of **BARBA STATHIS's** Sustainability Report external assurance. **TÜV HELLAS** has not undertaken work with **BARBA STATHIS** and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions, or recommendations.

**TÜV HELLAS** was not involved in the preparation of the text and data presented in the Sustainability Report of **BARBA STATHIS**.

Athens, July 20, 2024

For **TÜV HELLAS (TÜV NORD)**

Nestor Paparoupas  
Product Manager



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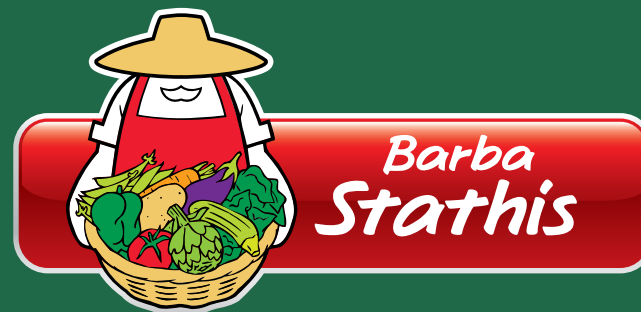
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