

CREATING SOLUTIONS FOR A **SUSTAINABLE FUTURE**

THRACE GROUP
SUSTAINABLE DEVELOPMENT REPORT 2022





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Introduction



About the Report

[GRI: 2-3, 2-4, 2-5, 2-6, ATHEX ESG: A-G5]

The Report covers the period from January 1, 2022 to December 31, 2022 and was prepared by the Group's Sustainable Development Department. It has been compiled according to GRI standards, while for the sake of consistency, corresponding data from the two previous years are also presented. Additionally, other valid standards and recommendations from internationally recognized initiatives have been taken into account to ensure compliance with a comprehensive disclosure framework, such as SASB standards for the chemical sector, TCFD's recommendations for climate-related financial disclosures, the Athens Stock Exchange ESG Information Disclosure Guide, in which the Group participates in the ATHEX ESG index, as well as the impact on the UN Sustainable Development Goals (SDGs).

For clarifications regarding terminologies, an Abbreviations Index is provided. Any deviations at the last digit level of quantitative information in this Report are due to rounding of amounts. The reported values have been verified by a certified entity. Significant differences that may have occurred in previous years are attributed to the detailed recalculations of data and conversion factors.

Corresponding information has been included and extensively analyzed in the [Annual Financial Report, Section 12: Non-Financial Information Report](#).

Message from the Chairman

In an era characterized by multiple crises in the economy, health, energy, and geopolitical stability, it is crucial for businesses to take responsibility and lead in creating a more sustainable future. With the core focus on holistic sustainable development in the long term, our Group is constantly evolving through innovation while also placing special emphasis on environmental and social contributions. The strategy for continuous growth, coupled with a commitment to sustainability, lays the foundations for the future prospects of the group, which is dynamically navigating the new business environment that is shaping up. It can meet challenges and seize opportunities. The Group consistently invests in strategic areas that lead to a continuous enhancement of its productive capacity and accelerates the exceptional progress it has already made in recycling and energy consumption with impressive results. The positive evolution of the Group is the outcome of a journey accompanied by significant investments in the right direction.

Konstantinos Halioris



Message from the CEO

At Thrace Group, the core of all our business practices is the creation of value for society and the environment, while operating under a strong governance framework. Our environmental strategy, within the context of circular economy and climate change, includes initiatives such as producing sustainable products, reducing waste, maximizing recycling capabilities, investing in renewable energy sources, and minimizing greenhouse gas emissions. The exceptional performance of our Group is reflected in evaluations received from reputable independent international organizations, which serve as strong evidence of our team's efforts and underscore our commitment to the principles of sustainable development.

Dimitris Malamos

Actions and Performance in 2022



INCREASE IN THE USE OF RECYCLED RAW MATERIALS

with the use of 13.4 thousand tons, which is an increase of 17% compared to 2021



PROPER WASTE MANAGEMENT

with the goal of continuous improvement in the final disposal rate in Landfills



PRODUCT CERTIFICATION

with the aim of promoting recyclability and ensuring traceability



REDUCTION OF ENERGY CONSUMPTION

achieved a 3.45% reduction in energy intensity compared to 2021 concerning production volume



USE OF RENEWABLE ENERGY SOURCES

with expansion of photovoltaic panels with a total capacity increase of 6.7 MW



RECORDING CARBON FOOTPRINT

achieved a 1% reduction in emissions intensity (scope 1,2) concerning production volume compared to 2021



NET ZERO TARGET

with the commitment to establish scientific targets for reducing carbon footprint



CDP ASSESSMENT

received a B score and climbed 2 ranks compared to 2021. The global average is C, while the industry average is B



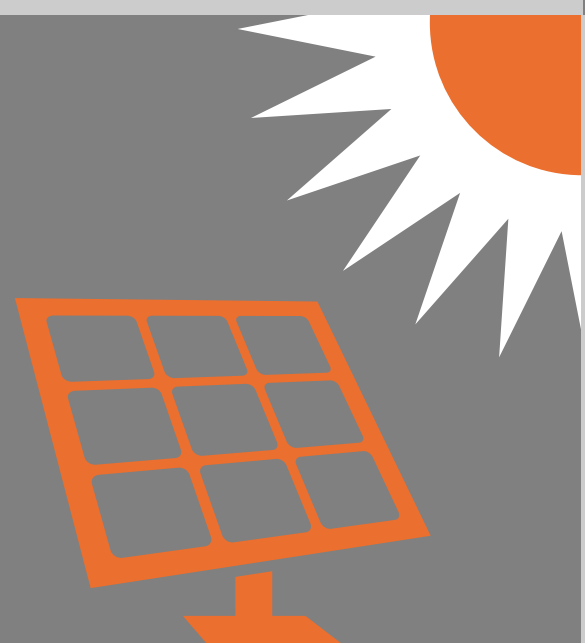
ECOVADIS ASSESSMENT

achieved 5 silver distinctions for performance related to society and the environment



CIRCULAR ECONOMY PLATFORM

involves 130 cooperating members


















The Group



Business Model

[GRI: 2-1, 2-6, ATHEX ESG: A-G1]

 <p>Comprises of 14 companies worldwide engaged in active operations</p>	 <p>Engages in 3 sectors: technical textiles, packaging solutions, hydroponic greenhouses</p>	 <p>Covers 25 market segments with products and solutions</p>
 <p>Employs 2,044 employees, including joint ventures</p>	 <p>Develops a sales network in 80 countries</p>	 <p>Implements 28 technologies in production processes</p>
 <p>Operates in 9 countries with production, marketing, and distribution companies</p>	 <p>Group's net sales amount to €394.4 million</p>	 <p>Supports circular economy principles with 120 product groups</p>
 <p>Operates 6.7 MW photovoltaic net metering systems</p>	 <p>Processes over 110,000 MT of raw materials from polypropylene and polyethylene</p>	 <p>Commits to replace 8,500 MT of primary raw materials with recycled plastic by 2025</p>
 <p>Utilizes 13,407 MT of recycled material from production residues and external sources</p>	 <p>Reuses 100% of internally generated production waste</p>	 <p>Produces 100% recyclable products</p>

Vision

[ATHEX ESG: A-G1]

To be the most valuable partner for our customers and suppliers and to consistently increase shareholders' value while ensuring a prosperous future for all individuals working in Thrace Group.



History



1977

In 1977, Stavros Halioris founded the company Thrace Plastics SA in Xanthi



1995

In 1995, the company was listed on the Athens Stock Exchange

1997 - 2014

From 1997 to 2014, companies that now constitute the Thrace Group were established or acquired, with active commercial and/or production activities in the technical fabrics and packaging sectors: Thrace Nonwovens & Geosynthetics SA, Thrace Polyfilms SA, Thrace Eurobent SA (as a joint venture), Thrace Pack SA, Don & Low Ltd (Scotland), Thrace Synthetic Packaging Ltd (Ireland), Thrace Ipoma SA (Bulgaria), Thrace Greiner Packaging SRL (as a joint venture, Romania), Thrace Polybulk AB (Sweden), Thrace Polybulk AS (Norway), Thrace Plastics Packaging DOO (Serbia), Lumite Inc (as a joint venture, USA)



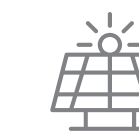
2013

In 2013, in collaboration with Elastron SA, Thrace Greenhouses were founded, utilizing the geothermal fields of Xanthi

2017



From 2017, following internal restructuring, the company Thrace Plastics SA continued to operate as Thrace Plastics Holding SA



2021

From 2021, commencement of an investment plan in photovoltaic systems



2022

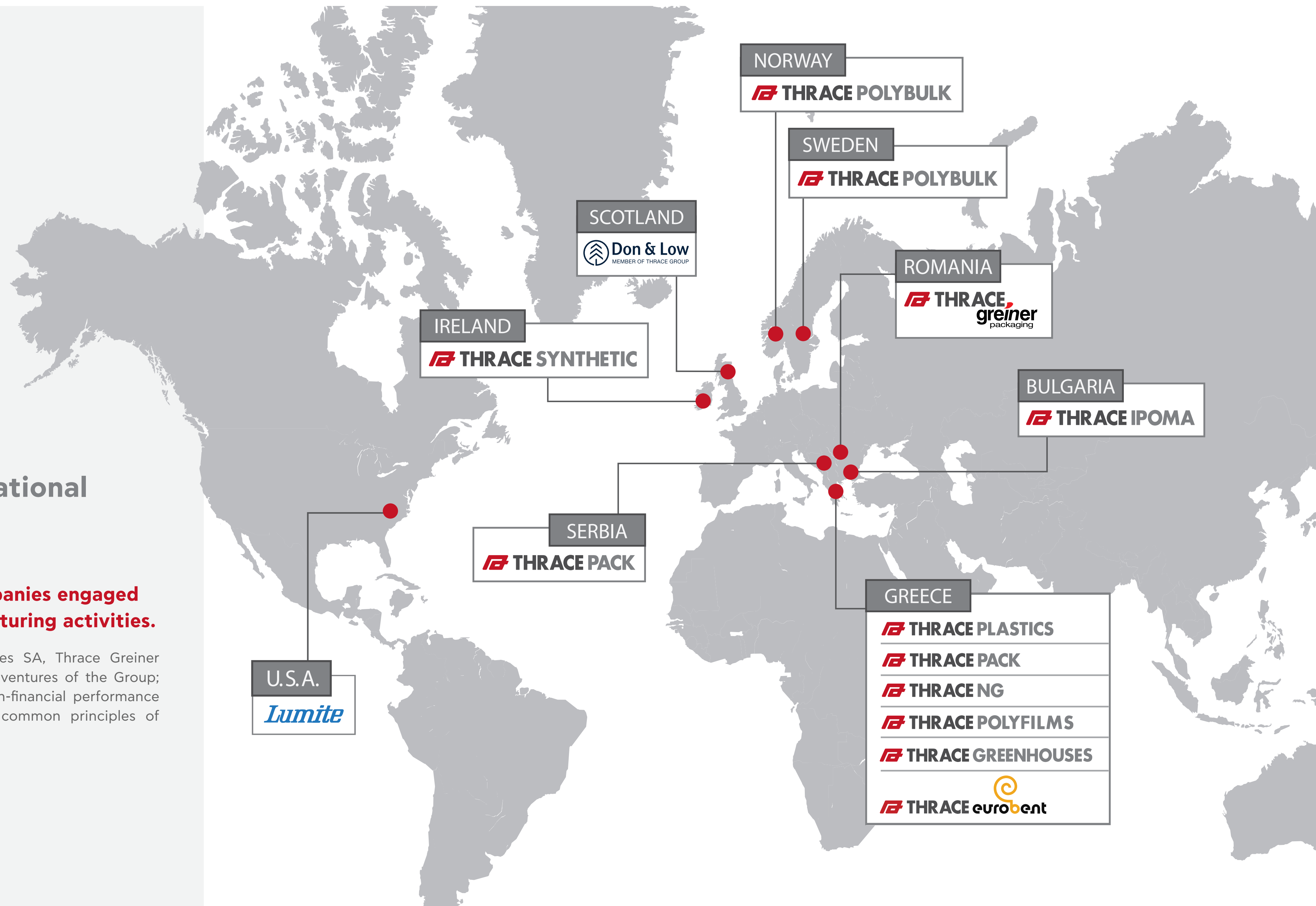
From 2022, a central recycling line has been in operation

Domestic and International Presence

[GRI: 2-1, 2-2, ATHEX ESG: A-G1]

The Group consists of 14 companies engaged in commercial and/or manufacturing activities.

Thrace Eurobent SA, Thrace Greenhouses SA, Thrace Greiner Packaging SRL, and Lumite Inc are joint ventures of the Group; however, the overall data concerning non-financial performance indicators are included, as they apply common principles of sustainable development with the Group.



Business sectors of activity**Technical Fabrics Sector**

[GRI: 2-6, ATHEX ESG: A-G1]

- Production and trade of synthetic fabrics for industrial and technical uses.
- Broad and diversified product portfolio.
- Europe-based production with a global footprint.
- Extensive sales network, mainly in Europe and America.

Product Families

Geotextiles (woven, nonwoven)

Fabrics

Nets

Yarns

Geogrids

Membranes

Strapes

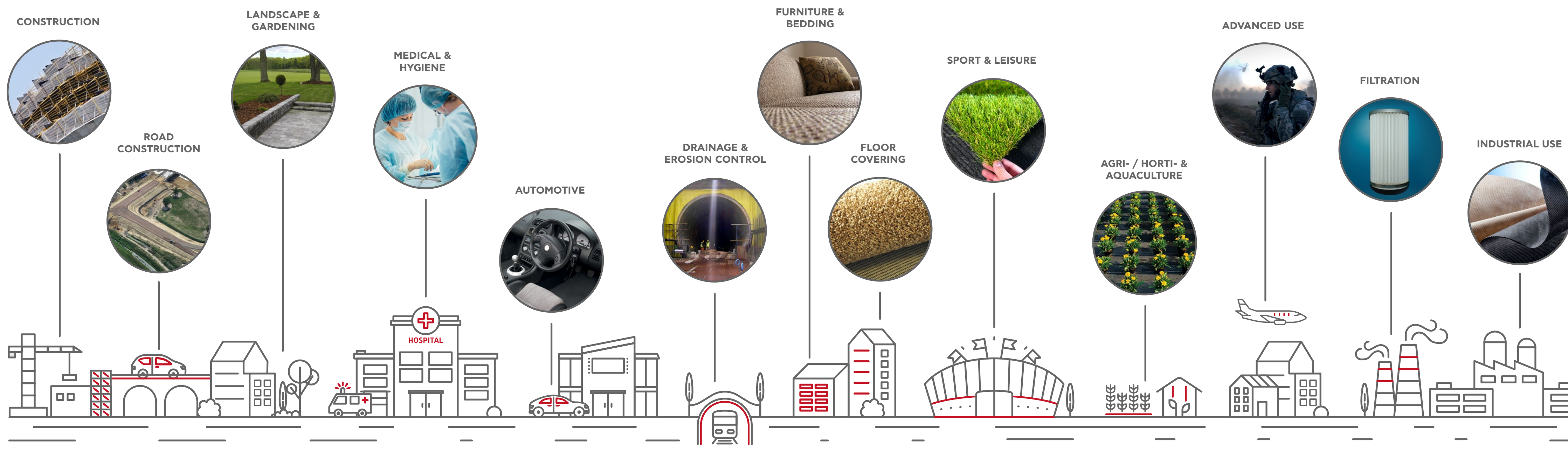
Fibres

Geocomposites

Film

Ropes

Applications



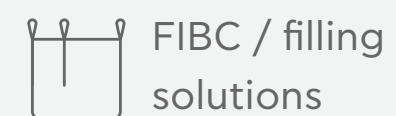
Business sectors of activity

Packaging Sector

[GRI: 2-6, ATHEX ESG: A-G1]

- Production and trade of food and industrial product packaging.
- Pioneer in the SE European market.
- Europe-based production.
- Extensive sales network with continuous volume growth on an annual basis.

Product Families



FIBC / filling solutions



Container liners / cargo protection



Thermoforming cups



Garbage bags



Bags / FFS film



Packaging fabrics



Crates



Twines



Packaging / pallet covering film



Buckets / pails / containers



Bag in box

Applications

INDUSTRIAL USE (RAW MATERIALS, CHEMICALS)



TRANSPORTATION



AGRICULTURAL USE (FERTILIZERS)



CONSTRUCTION



PAINT INDUSTRY



FOOD



HOUSEHOLD PRODUCTS



HORECA HOTEL, RESTAURANT AND CATERING INDUSTRY



THRACE PACK

GREECE & SERBIA

THRACE POLYFILMS

GREECE

THRACE IPOMA

BULGARIA

THRACE
greiner
packaging

ROMANIA

THRACE SYNTHETIC

IRELAND

Business sectors of activity**Agricultural Sector**

[GRI: 2-6, ATHEX ESG: A-G1]

- The largest hydroponic greenhouses in SE Europe.
- The only greenhouses in the world heated exclusively by geothermal energy.
- Greek vegetables with almost zero CO2 footprint.
- Cultivation based on the highest standards.

Product Families



Cluster Tomato



Beef Tomato



Eggplant



Mini Cucumber 600gr



Mini Cucumber



Cucumber



Mini Tomato 500gr



Mini Cucumber 750gr

Practices

HYDROPONIC CULTIVATION



GEOTHERMAL ENERGY



CULTIVATION CARE



POST-HARVEST CARE



PACKAGING



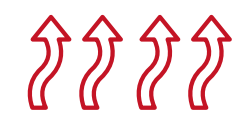
DISTRIBUTION



PRODUCT ON THE SHELF



MARKET



Distinctions and Evaluations

- Participation in the international organization **CDP**, which evaluates organizations regarding their environmental impacts. In 2022, the Group climbed 2 ranks in the rating hierarchy, receiving a "B" distinction for its performance in relation to climate change, with external certification, confirming that it is on the same scale as the industry average while exceeding the global average.



- Participation in the **Science Based Targets Initiative (SBTi)**, which validates targets for reducing emissions based on the most credible scientific data on climate change. In 2022, the Group committed to setting scientifically based carbon reduction targets and their validation and has already initiated this process.



- Participation in the international organization **EcoVadis**, which evaluates organizations on their sustainable business practices. In 2022, the Group received 5 silver distinctions through the companies Pack, Nonwovens & Geosynthetics, Polyfilms, Greiner and Ipoma.



Participations in Initiatives

[GRI: 2-28]

	Global association of nonwovens and related industries (EDANA)
	Polyolefin Circular Economy Platform (PCEP) organization
	Circular Plastics Alliance (CPA) initiative
	Non-profit trade association Synthetic Turf Council (STC)
	European Man-Made Fibres Association (CIRFS)
	European Association of Geosynthetic Manufacturers (EAGM)
	Association of Plastics Industries of Greece (SVPE)
	Association of the Greek Manufacturers of Packaging and Materials (AGMPM)
	Federation of Industries and Enterprises (SEV)

Certifications

ISO 14001:2015	Environmental Management
ISO 45001:2018	Health and Safety Management
ISO 50001:2018	Energy Management
ISO 9001:2015	Quality Management
ISO 13485:2016	Quality Management for Medical Devices
ISO 22000:2018	Food Safety
ISCC PLUS	Certification of Sustainable Sourcing of Raw Materials
BRC, IFS, FDA, HALAL	Food Safety and Quality
Global GAP	Implementation of Good Agricultural Practices
EuCertPlass	Recycling of Secondary Raw Materials
Recyclclass	Content of Recycled Material
OK Recycled	Calculation of Recycled Content
CoVid Shield	Health and Safety
Oeko-Tex® Standard 100	Content of Harmful Substances

Approach to Sustainable Development



The adoption of sustainable practices is a fundamental pillar of our strategy

[GRI: 2-3, ATHEX ESG: C-G2]

Thrace Group, responding to modern challenges, remains committed to its longstanding dedication and adherence to ESG goals and substantial contributions to a sustainable future. We, as the Sustainable Development Department, along with all members of the Group, serve this commitment, aiming for a comprehensive understanding of the broad scope covered by the goals and our improvement in each one of them.

The Group is continuously growing and expanding rapidly. It develops in terms of its financial performance and the direct and indirect value it creates, as well as the products it produces. Simultaneously, it demonstrates tangible respect for society and the environment, with Sustainable Development being a "polymer" collaboration at the core of its strategy and culture.

Ioannis Sideris

Chief Sustainability Officer

Ioannis Nathanail

Sustainability Manager

The Group, through essential issues, focuses on **7 out of the 17 Sustainable Development Goals (SDGs)** in which it monitors its progress.



Framework

The Group continually aligns with the most significant Sustainable Development initiatives. At the core of all Group's business practices lies the creation of value for society and the environment, operating on the basis of a strong governance framework.

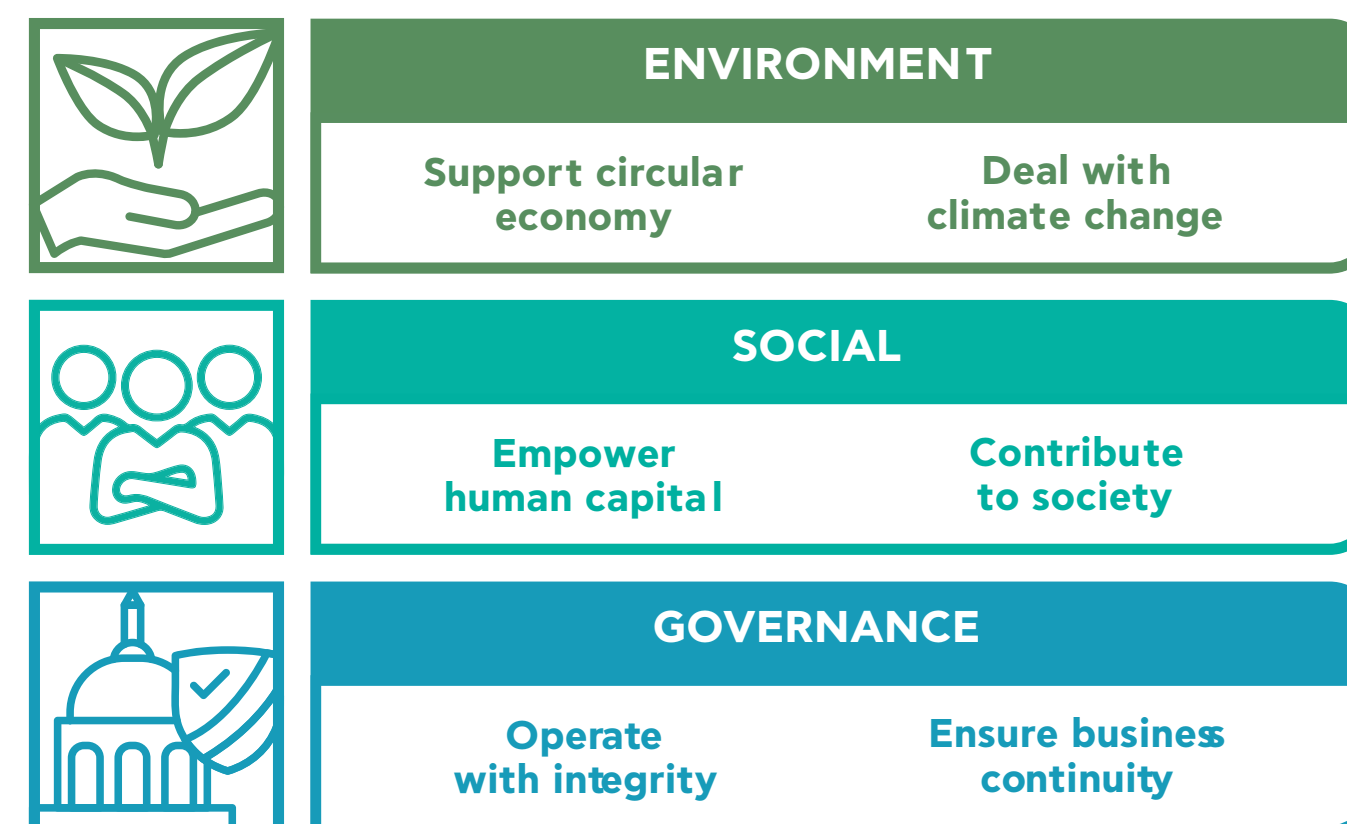


Policy

[GRI: 2-4, 2-22, 2-23, ATHEX ESG: C-G4]

The Group seeks to implement practices promoting Sustainable Development and is committed to respecting human factors, society, and the environment, in order to remain a reliable social partner.

Principles



Supervision

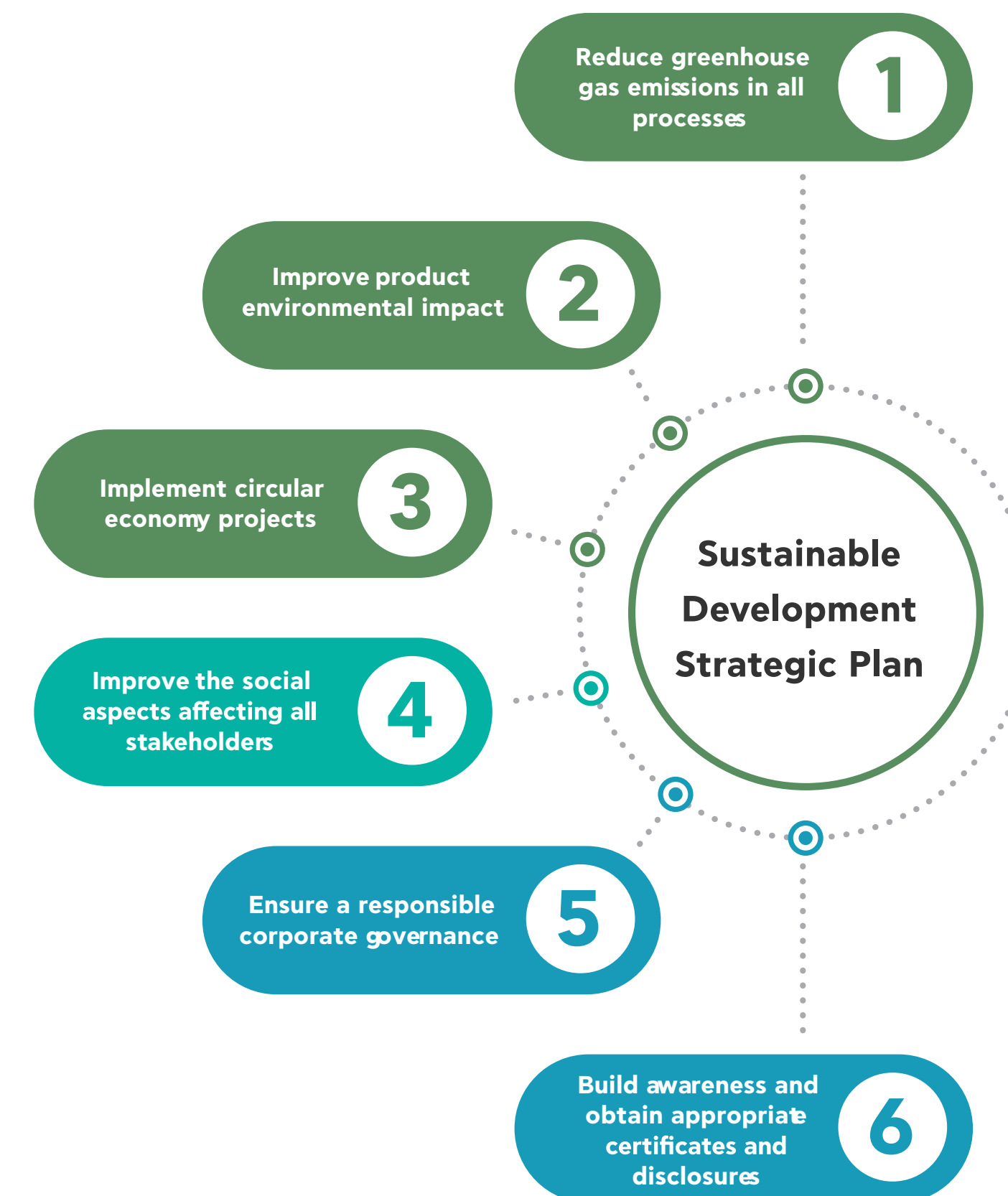
[GRI: 2-13, 2-14, ATHEX ESG: C-G2]

The supervision of the Sustainable Development Policy's implementation is the responsibility of the Sustainability Committee (Environment-Society) and the Audit Committee (Corporate Governance) at the Board level and the Sustainable Development Directorate at the administrative level.

Strategy

[GRI: 2-22, SASB: RT-CH-110a.2, ATHEX ESG: SS-E1]

The Group follows a 5-year Strategic Sustainable Development Plan based on the following strategic axes, each of which is analyzed into specific actions, initiatives, and objectives:



Risk Management

[GRI: 2-25, ATHEX ESG: SS-G3]

The Group has adopted a Risk Management Framework, aimed at effectively managing risks and integrating Risk Management Policy and Procedures.

The purpose of the Framework is:

- To promote a unified approach in risk management for all Group companies.
- To define roles and responsibilities regarding risk management.
- To set the Risk Appetite and Risk Tolerances.
- To ensure consistency and transparency in risk assessment and management.
- To provide timely updates and regular monitoring of risks by Management and other stakeholders.

Stakeholder engagement

[GRI: 2-6, 2-29, ATHEX ESG: C-S1]

The Group has established a Corporate Communication Policy and communicates through formal and informal processes with stakeholder groups affected by its activities and those influencing its strategy, contributing to its more effective functioning.

More specifically, the following objectives are pursued:

- Compliance with stock exchange regulations that companies listed on the Athens Stock Exchange are obliged to follow, as well as securities law in general.
- Establishing the right infrastructure for dialogue with external stakeholders (stakeholders) through the establishment of transparent, reliable, and consistent external communication.
- Adherence to confidentiality and intellectual property rules.
- Defending the credibility of the Group.

Materiality Analysis

[GRI: 3 1, 3-1, 3-2, ATHEX ESG: C-G3]

At the end of 2022, a redefinition of significant issues related to the Group was conducted, and their prioritization was based on the stages of the GRI methodology (Understanding and updating the business model, recording and validating significant issues, prioritizing and validating material issues).

Stage 1: Understanding the business model

- **Implementation:** Sustainability Department
- **Sources:** sustainable development strategy and approach, policies and regulations, Group's risk analysis, UN Sustainable Development Goals, study of industry companies' material issues, internationally recognized reporting standards

Stage 2: Identifying significant impacts

- **Implementation:** Sustainability Department & Sustainability Committee
- 24 significant topics were identified

**All the topics are included in the Appendix*

Stage 3: Prioritizing significant issues

- **Implementation:** Sustainability Department
- **Stakeholders:** Shareholders & Investor Community, Board of Directors, Management, Employees, Customers, Suppliers, Government, NGOs & Civil Society, Business Associations
- 10 material topics were characterized

Stage 4: Validation of material issues

- **Implementation:** Sustainability Committee & Audit Committee
- The material topics were validated

The topics that arose as material and were confirmed by the **Sustainability Committee and the Audit Committee** are as follows:



Primary & recycled raw materials



Energy efficiency & renewable sources



Product innovation & lifecycle



Direct & indirect greenhouse gas emissions



Customer health, safety & satisfaction



Employee health, safety & well-being



Product quality, safety & information



Economic value created & distributed



Business ethics & anti-corruption



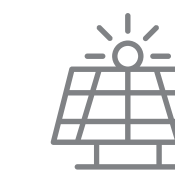
Regulatory compliance & policies

Environmental Issues



17%

increase in the use of recycled raw materials in 2022 compared to 2021



6.7MW

operation of photovoltaic systems with a clear expansion plan



6.23%

use of energy from renewable sources in 2022



-3.45%

reduction in energy intensity in 2022



-3.1%

decrease in direct and indirect emissions (scope 1, 2, 3) in 2022



-1.0%

reduction in the intensity of direct and indirect emissions (scope 1 and 2) per unit of production volume

Product Innovation & Life Cycle

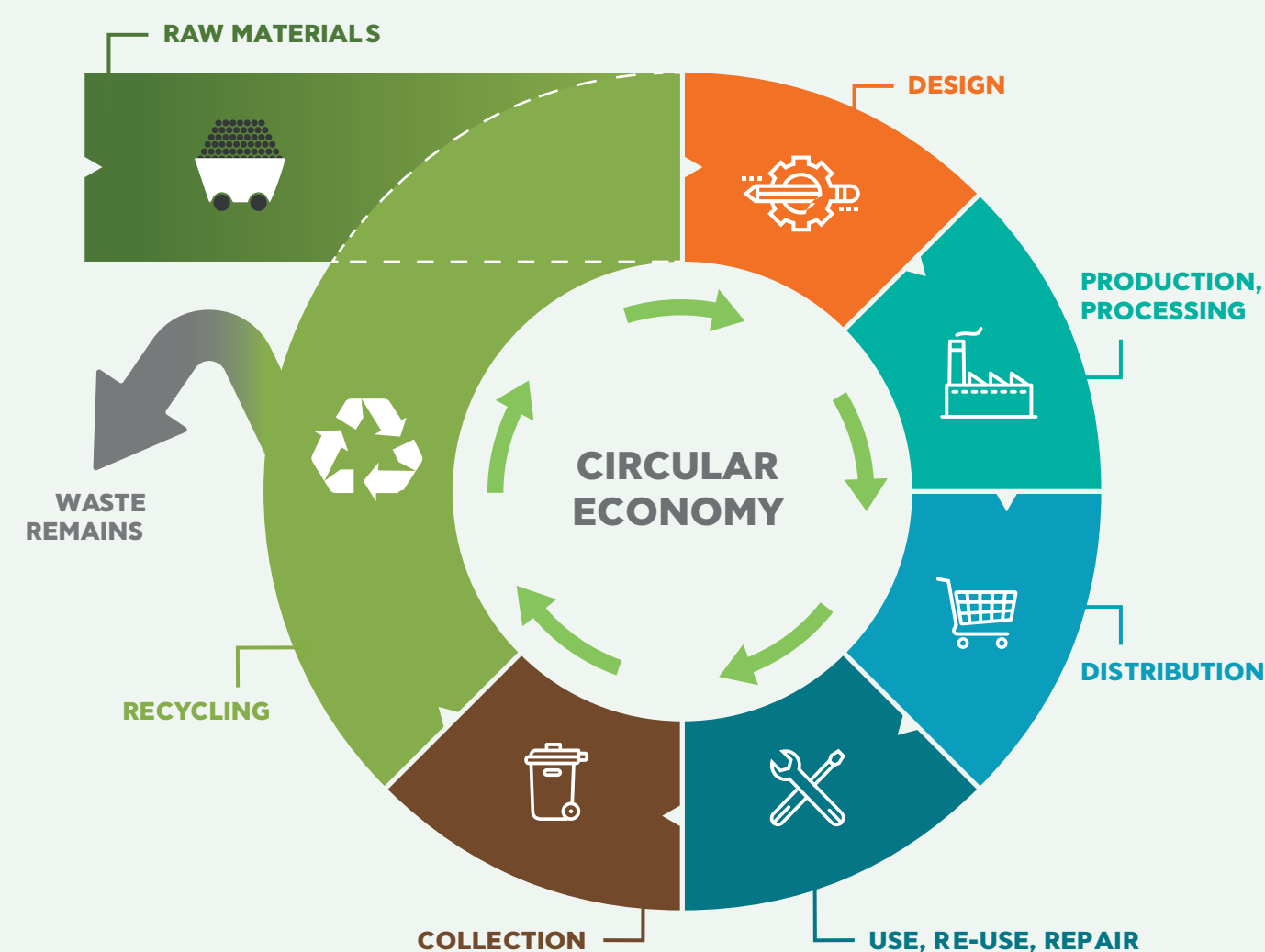
Material Topic

[GRI: 3-3]

COMMITMENT

Actions in line with the principles of the circular economy

[ATHEX ESG: SS-E7]



RAW MATERIALS

- Ensuring efficient use of natural resources
- Avoiding the use of the 27 critical raw materials identified by the European Commission that pose a high risk of supply problems



DESIGN

- Reducing the average weight of products while maintaining the same technical characteristics
- Designing new innovative and sustainable products with a low environmental footprint



PRODUCTION

- Continuous monitoring and reduction of energy consumption
- Using recycled raw materials to a high extent depending on the application



DISTRIBUTION / TRANSPORTATION

- Collaborating between group companies to optimize routes
- Collaborating with customers to reduce the use of secondary packaging



REUSE

- Conserving raw materials through the reuse of production residues
- Producing reusable products with the aim of maximizing their lifecycle



COLLECTION

- Storing production residues in suitable temporary storage facilities for optimal utilization
- Collecting recyclable materials through closed-loop recycling systems



RECYCLING

- Voluntarily committing to replacing 8,500 tons of primary raw materials with recycled materials by 2025
- Providing reliable information on traceability and content of recycled raw materials through appropriate certifications



DISPOSAL

- Recycling non-reusable internal waste through licensed partners
- Continuously reducing the disposal of non-hazardous waste in landfills through source separation actions

Research and innovation focused on developing sustainable products

[SASB: RT-CH-410a.1, ATHEX ESG: SS-E5]

Minimizing weight while maintaining the same strength

- Reusability
- 100% recyclability, using a single material
- Incorporating natural materials up to 30%
- Using recycled materials up to 100%

To ensure the sustainable characteristics of the products, the following measures are employed:

- Product certifications according to RecyClass or TUV OK that ensure traceability of recycled plastic
- Environmental Product Declarations (EPD®) based on Life Cycle Assessments (LCA) for representative product types



Efficient solid waste management

[GRI: 306-2, ATHEX ESG: A-E3]

In each facility, the following actions are taken to reduce the landfill rate:

- Waste separation by stream for reuse or recycling
- Collaboration with external licensed waste handlers for optimal processing
- Employee awareness and training
- Data recording and evaluation

Proper use and management of chemical substances

[SASB: RT-CH-410b.2, ATHEX ESG: SS-E8]

- Full compliance with legal requirements for the use of chemical substances
- Employee training on safe usage
- Avoiding the use of chemicals or other hazardous substances subject to national or international bans
- Proper temporary storage with necessary safety measures
- Collaboration with external licensed partners for the safe disposal of hazardous waste

Improving resource efficiency in production facilities

Project "Zero Pellet Loss"

- Suitable storage and handling procedures
- Conducting inspections to identify and mitigate risks
- Appropriate actions in all facilities
- Employee training

Project "Zero Waste to Landfill"

- Optimal management of production waste inside and outside the factories
- Collaboration with appropriate licensed recycling systems
- Employee training

IMPACT

Solid Waste Management

[GRI: 306-3, 306-4, 306-5, SASB: RT-CH-150a.1, ATHEX ESG: A-E3]

Disposal at Landfills in 2022

1,802 tn

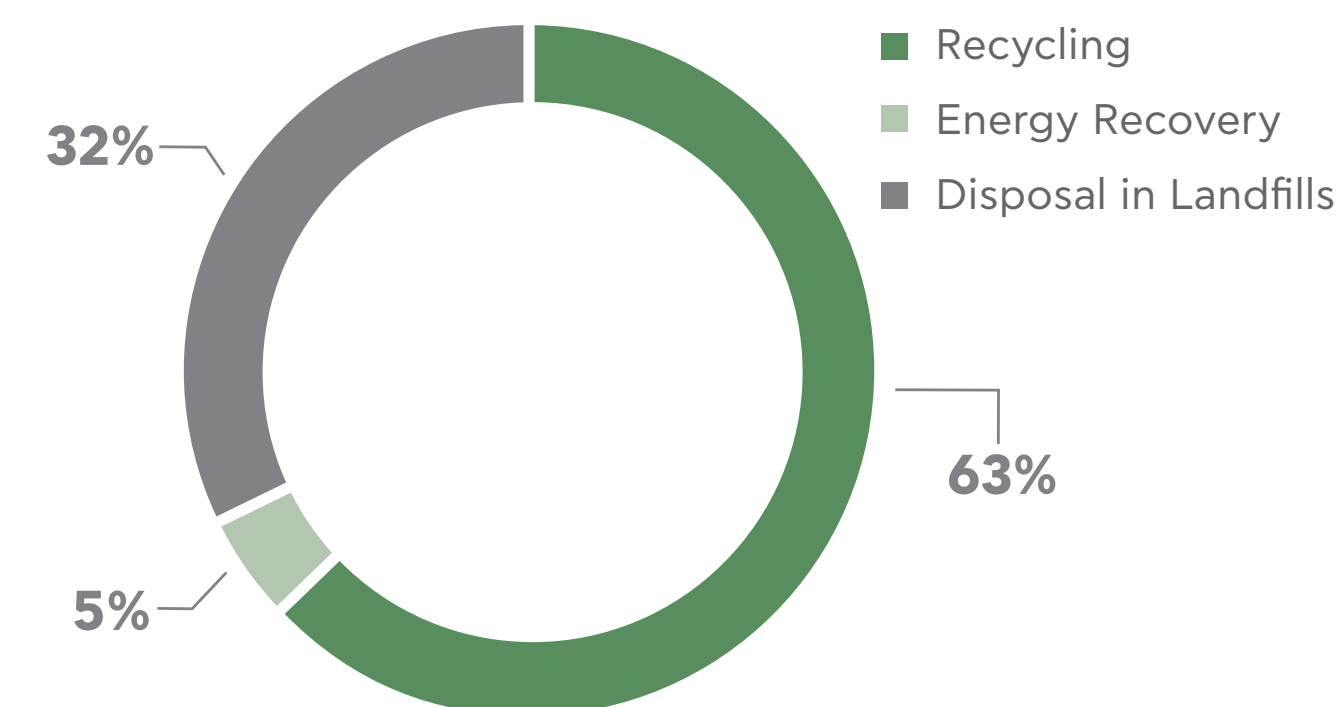
1,795 tn in 2021

Change 2022/2021

0.40%

-30.86% 2021/2020

All the comprehensive information is included in Table 1 (Annex).



Networking through the circular economy platform *In the Loop*

[GRI: 306-1, ATHEX ESG: SS-E5]

The "In the Loop" platform:

- Connects companies, brands, public bodies, and consumers
- Contributes to reducing the environmental footprint across the value chain
- Designs specialized reuse systems with the ability to record and certify the number of uses
- Designs specialized closed-loop recycling systems



REDUCE

Lighter Everyday Use Packaging with Less Plastic



REUSE

Reusable cups for supermarkets & HORECA



RECYCLE

Garbage bags from 100% recycled plastic certified by Recyclass



ANNUAL PERFORMANCE

130 COLLABORATING MEMBERS IN 2022



Virgin & Recycled Raw Materials

Material Topic

[GRI: 3-3]

COMMITMENT

Preserving natural resources by continuously increasing the use of recycled raw materials

- Operating a specialized central recycling unit and investing in state-of-the-art equipment.
- Achieving 100% recycling of the production residues (scrap).
- Securing external sources of recycled raw materials through the IN THE LOOP platform.
- Providing information and training to the staff.



ANNUAL PERFORMANCE

17% INCREASE IN THE USE OF RECYCLED RAW MATERIALS IN 2022 COMPARED TO 2021

IMPACT

Total weight of raw materials

[GRI: 301-1]

Raw materials in 2022

99,548 tn

103,262 tn in 2021

Change 2022/2021

-3.6%

-1.2% 2021/2020

The total information is included in Table 2 (Annex)

Total weight of recycled raw materials

[GRI: 301-2]

Recycled raw materials in 2022

13,407 tn

11,443 tn in 2021

Change 2022/2021

17.2%

63% 2021/2020

The total information is included in Table 3 (Annex)

Recycled raw materials come from production process residues or external sources

Total weight of packaging materials

[ATHEX ESG: A-G3]

Packaging materials in 2022

7,037 tn

7,059 tn in 2021

Change 2022/2021

-0.3%

5.5% 2021/2020

The total information is included in Table 4 (Annex)



2025 TARGET

30% INCREASE IN THE USE OF RECYCLED RAW MATERIALS



Energy Efficiency & Renewable Energy

Material Topic

[GRI: 3-3]

COMMITMENT

Improving energy efficiency in production processes

[GRI: 302-3, ATHEX ESG: A-G3, SASB: RT-CH-130a.1]

- Monitoring energy consumption through modern monitoring systems.
- Reducing energy consumption through the Energy Efficiency Project, aiming for optimal efficiency through specific measures and actions.
- Upgrading electromechanical equipment.
- Employee training.



2025 TARGET

-15% REDUCTION IN ENERGY CONSUMPTION IN PRODUCTION PROCESSES COMPARED TO THE PRODUCTION VOLUME

Investment in renewable energy sources

[GRI: 302-3]

The Group continuously invests in energy from renewable sources, including solar, geothermal, and hydropower.



ANNUAL PERFORMANCE

6.7 MW OPERATION OF PHOTOVOLTAIC SYSTEMS WITH A CLEAR EXPANSION PLAN

IMPACT

Energy consumption by type and source

[GRI: 302-1, 302-4, SASB: RT-CH-130a.1, ATHEX ESG: C-E3]

Energy consumption in 2022

197,958 MWh

211,780 MWh in 2021

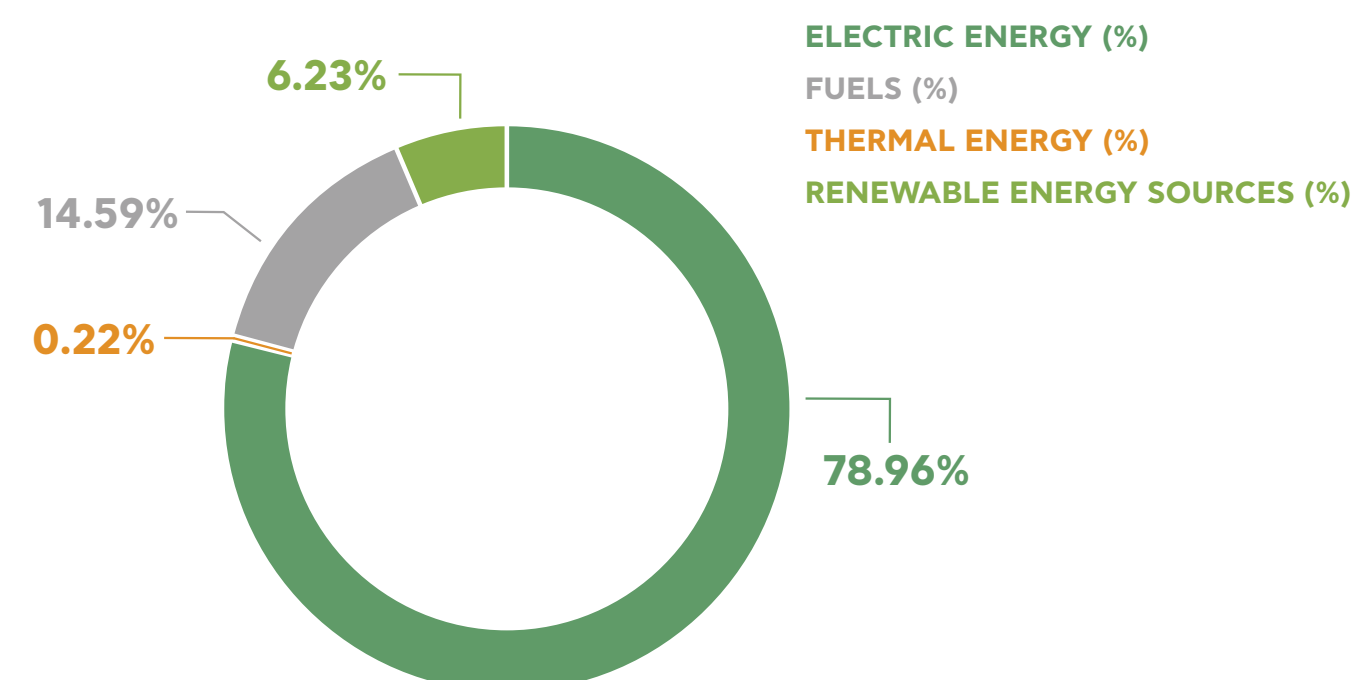
Change in 2022/2021

-6.5%

13.8% 2021/2020

The complete information is included in Table 5 (Annex)

Energy consumption by type and source (%)



The total information is included in Table 6 (Annex)



ANNUAL PERFORMANCE

6.23% ENERGY USAGE FROM RENEWABLE SOURCES IN 2022

Energy intensity indicator (energy/production volume)

[GRI: 302-3, 302-4, SASB: RT-CH-130a.1, ATHEX ESG: C-E3]

Energy intensity in 2022

1.82

1.88 in 2021

Change 2022/2021

-3.45%



ANNUAL PERFORMANCE

-3.45% REDUCTION IN ENERGY INTENSITY IN 2022



Greenhouse Gas Emissions

Material Topic

[GRI: 3-3]

COMMITMENT

Reduction of direct and indirect greenhouse gas emissions

[SASB: RT-CH-110a.2, ATHEX ESG: SS-E1]

Through a specialized platform aligned with the GHG Protocol and ISO 14064-3 methodology, the following is achieved:

- Collection of required data for each category (scope 1, 2, 3).
- Conversion of data into CO₂ emissions.
- Identification of significant improvement points.
- Implementation of measures to reduce emissions.
- Monitoring progress towards targets.

IMPACT

Footprint data collection and monitoring

[GRI: 305-1, 305-2, 305-3, 305-4, 305-5, SASB: RT-CH-110a.1, ATHEX ESG: C-E1, C-E2, A-E1]

The following data were collected based on ISO 14064-3 for the year 2022, providing a comprehensive analysis of emissions (scope 1, 2, 3) and external verification.

Direct and indirect emissions (Scope 1, 2, 3)

CO₂ emissions in 2022

352,513 tCO₂e

363,903 tCO₂e in 2021

Change 2022/2021

-3.1%

The total information is included in Table 7 (Annex)



ANNUAL PERFORMANCE

-3.1%

REDUCTION IN DIRECT AND INDIRECT EMISSIONS (SCOPE 1, 2, 3) IN 2022

Emission intensity indicators (Scope 1, 2)

tCO₂e/production unit

Emission intensity in 2022

0.53

0.54 in 2021

Change 2022/2021

-1.0%

tCO₂e/thousand euros of revenue

Emission intensity in 2022

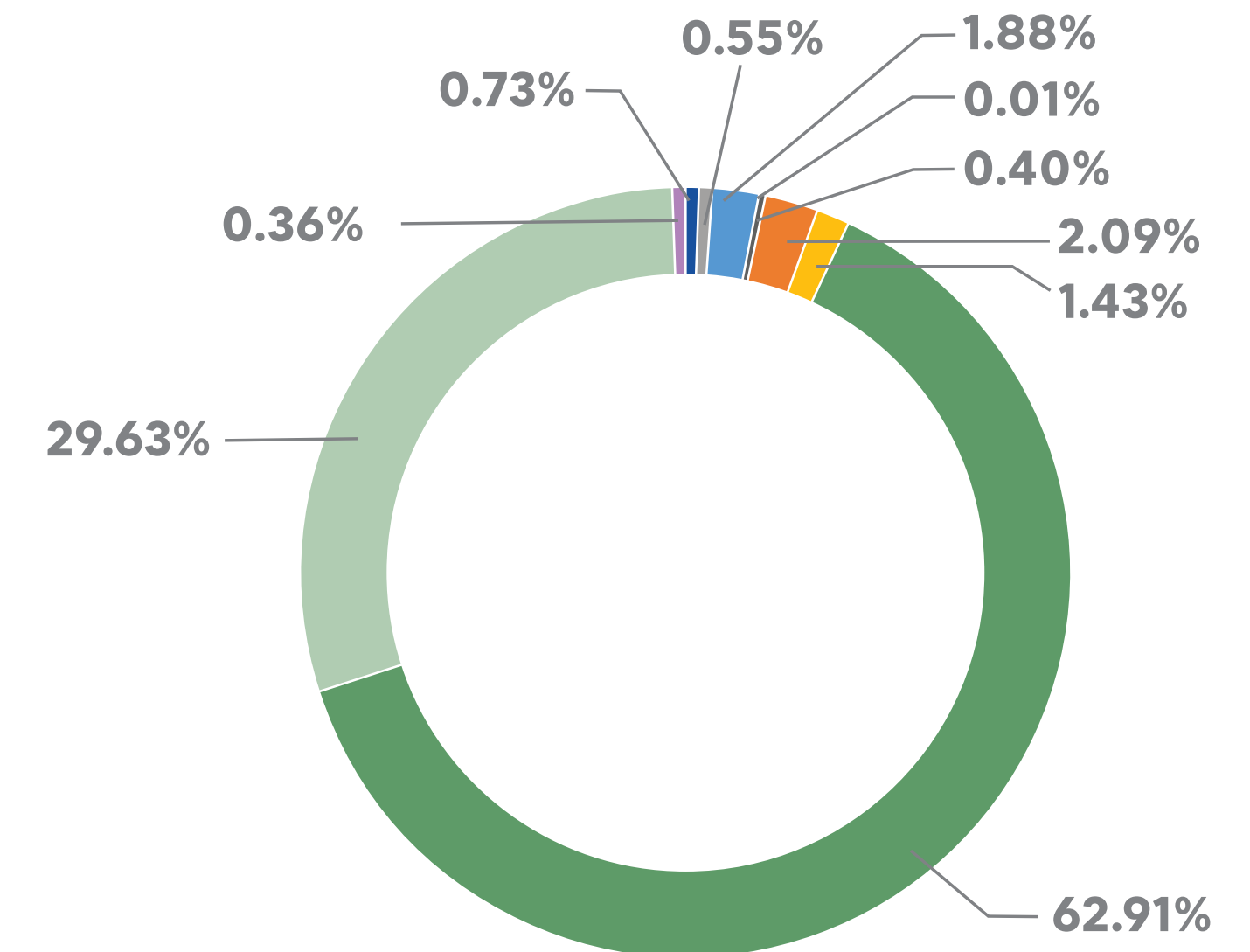
0.15

0.14 in 2021

Change 2022/2021

4.1%

Indirect emissions (Scope 3) in tCO₂e



- Purchased goods and services
- Upstream transportation and distribution
- Business travel
- Downstream transportation and distribution
- Fuel and energy-related services
- Leased assets
- Generated waste
- Capital goods
- End-of-life product treatment
- Employee commuting

The total information is included in Table 8 (Annex)

Climate risks & opportunities

[GRI: 201-2, ATHEX ESG: A-E2]

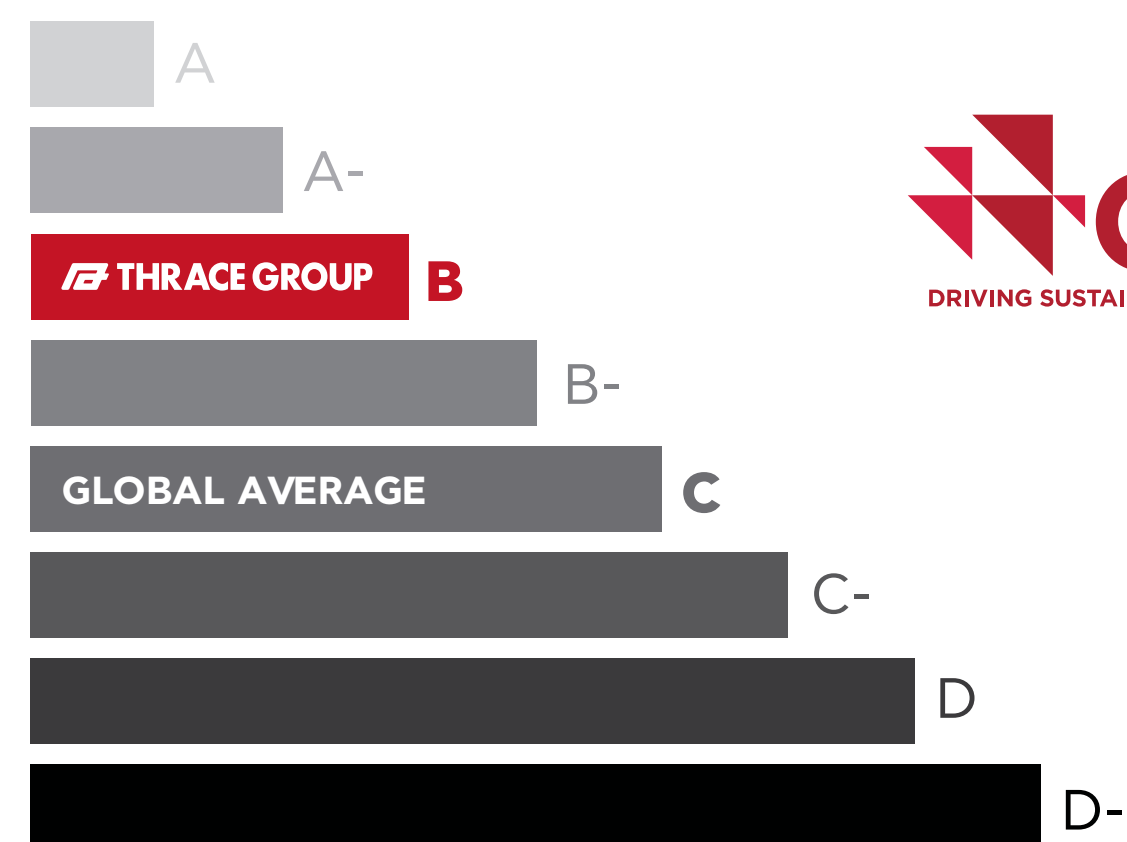
For the identification of opportunities, as well as the physical and transitional risks associated with climate change, the Group aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board.

Types:	Risks related to:	The Group:
Policy & Legal	monitoring changes in the European and national regulatory framework that may create future requirements.	keeps track of the national and international regulatory environment, especially concerning packaging management and recycling, with the goal of leading in new markets for innovative, eco-designed products.
Technology	adapting the production process to meet the demands of transitioning to a low-carbon economy.	monitors potential risks in internal processes, such as requirements for sustainable product manufacturing or the need for new investments in equipment.
Market	responding to changes in the industry's structure in a carbon-sensitive economy.	evaluates the environmental risk concerning carbon emissions, monitors and records direct and indirect emissions from all operations.
Reputation	dealing with changes in consumer preferences.	identifies transitional risks associated with shifts in consumer preferences and provides solutions for sustainable products with a positive environmental footprint.
Physical Risks	addressing risks driven by events, such as increased severity of extreme weather phenomena.	implements relevant precautionary measures against natural disasters, such as additional flood control measures, structural building reviews, and stormwater system assessments, while ensures compliance with relevant laws and regulations.

Types:	Opportunities emerging for:	The Group:
Energy Sources	increasing the use of renewable energy sources and making efforts to gradually reduce energy consumption.	invests in photovoltaic systems and geothermal energy to lower greenhouse gas emissions through the use of renewable energy and implements measurable actions for energy conservation.
Markets	transforming existing markets into new sustainable products and processes where the use of recycled or reusable materials adds value to customers.	develops specialized recycling systems that enable the tracking and certification of recycled raw materials or reusable systems that allow tracking and certification of the number of uses.
Products and Services	developing products and solutions based on the circular economy to add value to customers.	implements the circular economy model through specific actions, such as organizing closed recycling systems for producing new products or designing and producing reusable products.
Resilience	undertaking projects aimed at improving efficiency during the production process.	executes targeted projects, such as zero pellet loss, energy efficiency during production, waste minimization, and reusing production process waste.
Resource Efficiency	increasing the use of recycled raw materials.	prioritizes, through voluntary commitment to the European Union, the replacement of 8,500 tons of plastic material with recycled material by 2025.

Assessment with a "B" rating by the international organization CDP

In the second year of participation, the Group climbed 2 positions in the rating hierarchy, receiving the "B" distinction for its performance regarding climate change. This confirms that the Group is in the same scale as the industry average while surpassing the global average.



Establishment of Science-Based Targets (SBTi)



Additionally, the Group committed to establishing science-based targets for reducing its carbon footprint and validating them through the international initiative Science Based Targets Initiative (SBTi). The Group has initiated the process of setting these targets.

Protection of Biodiversity and Water Management

Ensuring the protection and preservation of biodiversity

[GRI: 304-2, ATHEX ESG: A-E5]

- The circular economy-oriented strategy aims to keep materials as much as possible within the economy's cycle and away from the environment, thereby mitigating negative impacts on biodiversity.
- Additionally, the ZERO PELLET LOSS project running in all production facilities aims to prevent the release of microplastics into the environment.

Water consumption and liquid waste management

[GRI: 303-1, SASB: RT-CH-140a.3, ATHEX ESG: A-E4, SS-E3, SS-E4]

- Monitoring of water consumption and employee awareness.
- Integrated preventive maintenance system to address potential leaks.
- Water collection and recycling systems.
- Automatic switches and labeling for potable water use points.



Social Issues



act:onaid

Support of 16 children
in need for the
5th year

 **Boroume**
saving food - saving lives

Offering food equivalent to
1995
meals

 Social Center
"Stavros Haliotis"

€412,621
in social support
expenses

Health, Safety & Well-being of Employees

Material Topic

[GRI: 3-3]

COMMITMENT

Safety First: We take care of ourselves | our colleagues | our machinery | our workspace

Prevention and avoidance of all types of injuries

[GRI: 403-6, 403-7]

- Commitment to zero tolerance for health and safety issues
- Establishment and communication of relevant principles, policies, and procedures, and implementation of measures to mitigate workplace accident risks
- Provision of life and health care to employees

Health, Safety, and Environment Policy

[GRI: 403-1, 403-3, 403-4, 403-8]

- Providing guidance and a unified approach to addressing general principles and basic rules
- Ensuring health and safety in the workplace for all employees, collaborators, and visitors
- Instructions for the proper and safe use of equipment
- Training and awareness of personnel, enhancing a culture of sensitivity to these issues

Health, Safety, and Environment Procedures

[GRI: 403-2, 403-5]

- Identification and continuous evaluation of work-related risks
- Providing all required Personal Protective Equipment (PPE) to employees and informing them of proper usage
- Implementing corrective or preventive actions to eliminate risks and minimize accident probabilities
- Appointing responsible supervisors to ensure compliance with procedures at each facility
- Informing and sensitizing employees through messages displayed on screens

Facility Safety

[GRI: 403-6, 403-7]

- Implementing safety measures for the facilities
- Confirmation of measure implementation by workplace inspectors and certifying bodies
- Studies on noise, odor, light, and vibration levels, and compliance with legal requirements
- Emergency and evacuation plans
- Regular monitoring and implementation of preventive and corrective measures

Implementation of COVID-19 Pandemic Response Procedures

The Group closely and responsibly monitors developments related to the pandemic crisis, with a priority on ensuring the health and safety of employees and the smooth operation of the business, so as not to suffer any consequences that would negatively affect its business continuity.

IMPACT

Occupational diseases

[GRI: 403-10, SASB: RT-CH-320a.1, ATHEX ESG: SS-S6]

	2020 - 2022	
	Employees	Partners
Number of fatalities due to illness	0	
Number of confirmed illnesses	0	

Work-related injuries

[GRI: 403-9, SASB: RT-CH-320a.1, ATHEX ESG: SS-S6]

	2022	
	Employees	Partners
Number of fatalities due to injuries	0	0
Fatality rate due to injuries	0	0
Number of significant injuries	12	0
Rate of significant injuries	0.63	0
Number of confirmed injuries	27	2
Rate of confirmed injuries*	2.45	6.32

*Equivalent to the corresponding number/hours worked*200,000

The total information is included in Table 9 (Annex)



Product Quality, Safety & Information

Material Topic

[GRI: 3-3, ATHEX ESG: SS-S1]

COMMITMENT

Implementation of quality management procedures

[ATHEX ESG: SS-S9]

- Inspection of raw materials: Evaluation of raw materials through trial production of products and comparison in the laboratory with corresponding products
- Product quality assurance: Inspection of products in all production phases, including dimensional checks, testing of mechanical properties based on international standards, compliance of products with specifications and customer requirements
- Packaging transportation control: Use of packaging based on product technical specifications to ensure smooth and safe transportation and perform suitability optical quality checks during loading
- Customer satisfaction: Regular communication with customers to optimize services provided

Promotion of transparency regarding products and customer information

[GRI: 417-1, ATHEX ESG: SS-S7]

- Compliance with the respective national legislation
- Adoption of management systems and procedures according to international safety standards and best practices related to product design and life cycle
- Monitoring compliance with all specifications through regular quality checks

IMPACT

Product safety and consumer health and safety

[GRI: 416-2, ATHEX ESG: SS-S1]

There were no product recalls due to malfunctions or abnormalities in any of the Group's companies.



Health, Safety & Customer Satisfaction

Material Issue

[GRI: 3-3, ATHEX ESG: SS-S8]

COMMITMENT

Ensuring product quality and customer health and safety

[GRI: 416-1, ATHEX ESG: SS-S1]

- Production of innovative products and integrated solutions tailored to customer needs and requirements, adhering to all required quality and safety specifications
- Adoption of Quality Management Systems and application of related procedures based on international safety standards
- Special attention to the production of packaging that comes into direct contact with food

IMPACT

Product safety and consumer health and safety

[GRI: 416-2, ATHEX ESG: SS-S1]

There were no cases of non-compliance with existing legislation and regulations.

Other Social and Labor Issues

COMMITMENT

Implementation of hiring procedures to fill new job positions

[GRI: 401-1, ATHEX ESG: C-S4]

- Priority given to existing employees expressing interest through internal mobility processes
- Selection of new employees based on objective criteria, excluding any discrimination based on race, religion, gender, nationality, beliefs, age, disability, etc.
- Priority given to hiring individuals from local communities, seeking cooperation with local educational institutions and universities

Fair Remuneration Policy and Equal Opportunities

[GRI: 2-19, ATHEX ESG: A-G4]

- Implementation of Competency Policy and Remuneration Policy for Board members and Committees, as well as top management positions
- Implementation of Wage and Personnel Management Policy for employees
- Linking professional development and remuneration to personal performance and goal achievement

Employee training and development process

[ATHEX ESG: C-S5]

- Implementation of internal training as part of daily development, as production processes require continuous education.
- Organization of internal targeted formal or informal meetings.
- Contribution of external consultants with high expertise when required, and their input is documented.
- Development of specialized manuals.
- Identification and assessment of training needs by collecting information from each department related to personnel development and the needs of each company.
- Creation of an Annual Training Program by the Human Resources Department.
- Selection of training methods and providers after research and evaluation.

Freedom of Participation in Labor Unions and the right to collective bargaining

[GRI: 2-30, 407-1, ATHEX ESG: C-S7]

- Respect for employees' right to participate in labor unions and associations
- Compliance with the Labor Code, which has been developed in collaboration with employee representatives and submitted to labor inspection

IMPACT

Total number of employees

[GRI: 2-7, ATHEX ESG: C-S2]

	2022		
	Men	Women	Total
Indefinite	1,479	366	1,845
Fixed-term	132	67	199
Total	1,611	433	2,044
Full-time	1,606	420	2,026
Part-time	5	13	18
Total	1,611	433	2,044

The total information is included in Table 10 (Annex)

Gender pay gap

[GRI: 405-2, ATHEX ESG: A-S3]



The total information is included in Table 11 (Annex)

Women employees in managerial positions

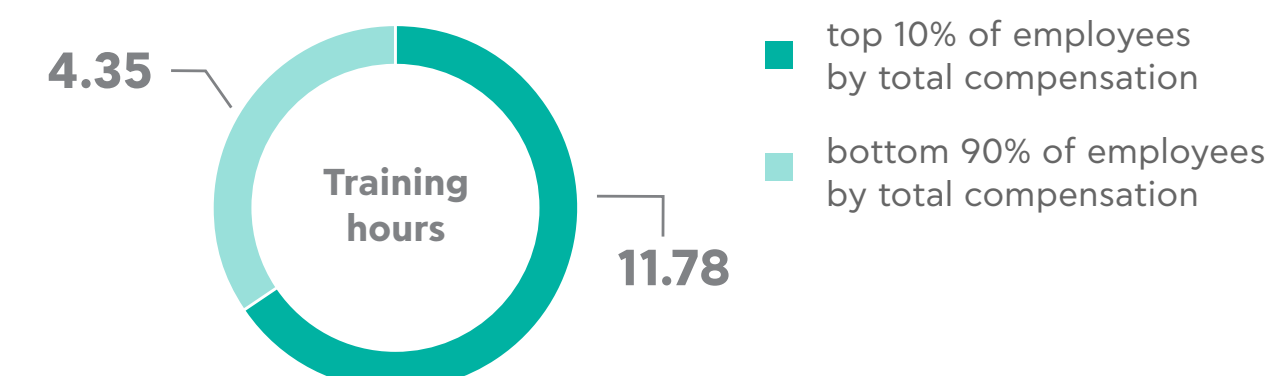
[GRI: 405-1, ATHEX ESG: C-S3]



The total information is included in Table 12 (Annex)

Employee training

[GRI: 404-1, ATHEX ESG: C-S5]



Supporting Local Communities

[GRI: 413-1, SASB: RT-CH-210a.1]

COMMITMENT

Distribution of direct or indirect economic value to the communities in which the company operates, with particular emphasis on:

- Supporting the economies of the countries in which the company operates.
- Addressing the needs of citizens and communities surrounding the Group and affected by its activities.
- Promoting employment by creating and maintaining jobs throughout the value chain.

IMPACT

- Supporting social solidarity programs and recognized actions by organizations addressing social issues.
- Making individual donations to cover specific needs and support vulnerable social groups.
- Supporting ActionAid for the 5th consecutive year through the Adoption Program.
- Initiating projects to reduce food waste through the company "Thrace Greenhouses" and donating products to non-profit organizations and Group employees.
- Participating in the "Food Rescue and Offer Network" through the non-profit organization "Boroume," providing practical food support to charitable institutions.

Social Center "Stavros Halioris"

- An Urban Non-Profit organization based in the Local Community of Magiko, Xanthi, operating since 2010, bearing the name of the late Stavros Halioris, founder and President of Thrace Group.
- Its objective is to contribute practically to society through educational, cultural, entertainment, and social activities.
- Activities include supporting initiatives of the Thrace Group Workers' Union, providing scholarships and financial aid to children in the area who wish to study but cannot afford their expenses, as well as providing financial support and covering medical expenses for disadvantaged patients in the region.
- It houses a clinic that provides primary healthcare services to residents of the wider area and hosts meetings of the Social Welfare Center of Magiko.
- Modern influences of climate change have led to the selection of actions focusing on raising awareness among local communities and children on environmental issues, renewable energy sources, and biodiversity conservation.
- Participated in the European Week for Waste Reduction with the theme "Sustainable Textile Products," implemented with the support of the Region of Eastern Macedonia and Thrace and integrated into the actions of the Hellenic Textile Industry Association.

Social support

	2022	2021	2020
Total expenses of Social Center "Stavros Halioris"	€412,621	€380,017	€328,623



Corporate Governance Issues



Operating with respect for **inclusivity, diversity, and equality**, while excluding any potential discrimination based on race, religion, gender, nationality, beliefs, age, etc.

0

confirmed cases of

corruption
& bribery

non-regulatory
compliance

human
rights
violations

personal data
breaches or
violations

distributed
387.527
million euros
in economic value

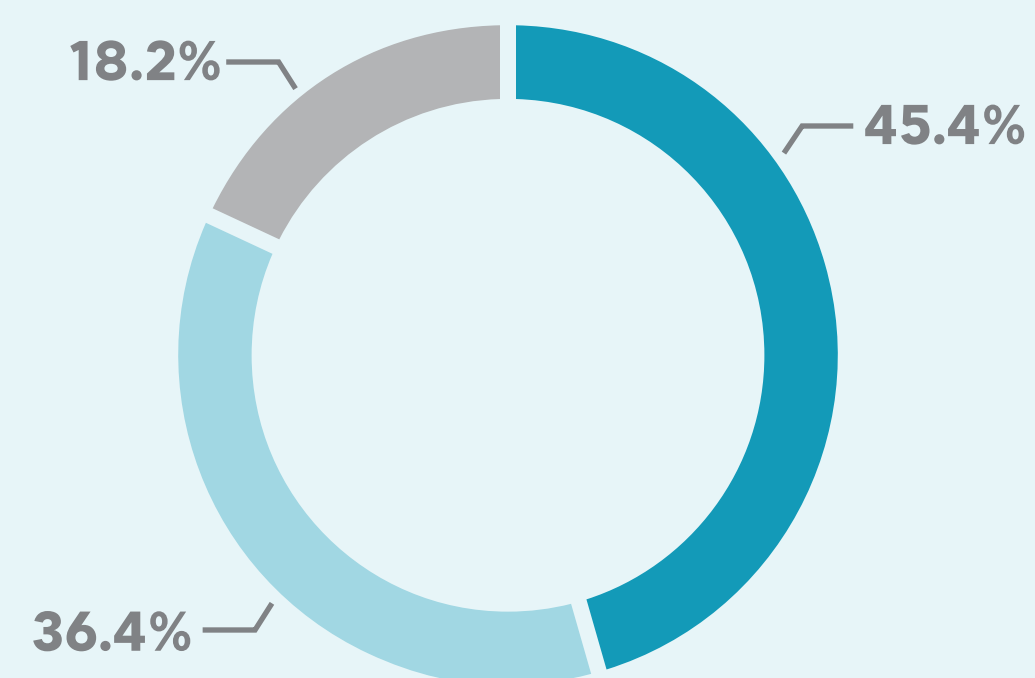
Governance Structure

[GRI: 2-9, 2-10, 2-11, 2-12, 405-1, ATHEX ESG: C-S3, C-G1]

Board of Directors

The Group's Board of Directors consists of 11 members with a 5-year term, responsible for developing and monitoring the effectiveness of corporate governance principles and ensuring business ethics and compliance.

Konstantinos Halioris	Chairman
Theodoros Kitsos	Vice Chairman, Independent Non-Executive Member
Dimitrios Malamos	CEO, Executive Member
Vasileios Zairopoulos	Non-Executive Member
Christos Siatis	Non-Executive Member
Christos-Alexis Komninos	Non-Executive Member
Athanasios Dimiou	Non-Executive Member
Georgios Samothrakis	Independent Non-Executive Member
Myrto Papathanou	Independent Non-Executive Member
Spyridoula Maltezos	Independent Non-Executive Member
Nikitas Glykas	Independent Non-Executive Member



- Percentage of Executive Members
- Percentage of Non-Executive Members
- Percentage of Independent Non-Executive Members

Percentage of Women on the Board* 18.2%

*In compliance with the criteria for adequate gender representation on the Board as defined in Article 3 of Law 4706/2020

Committees

All Committees operate under an approved Operating Regulation by the Board.

Audit Committee

Georgios Samothrakis	President, Independent Non-Executive Board Member
Konstantinos Kotsilinis	Member, Non-Board Member-third party
Konstantinos Gianniris	Member, Non-Board Member-third party

Compensation and Nominating Committee

Theodoros Kitsos	President, Independent Non-Executive Board Member
Nikitas Glykas	Member, Independent Non-Executive Board Member
Vasileios Zairopoulos	Member, Non-Executive Board Member

Strategy and Investment Committee

Konstantinos Halioris	President, Executive Board Member
Dimitrios Malamos	Member, Executive Board Member
Vasileios Zairopoulos	Member, Non-Executive Board Member

Sustainability Committee

Theodoros Kitsos	President, Independent Non-Executive Board Member
Konstantinos Halioris	Member, Executive Board Member
Dimitrios Malamos	Member, Executive Board Member
Spyridoula Maltezos	Member, Independent Non-Executive Board Member

Creation and Distribution of Economic Value

Material Topic

[GRI: 3-3]

COMMITMENT

Direct economic value generated and distributed

[GRI: 201-1]

The Group generates and distributes economic value to the social whole in which it operates through its business activities and achieving high performance, both directly and indirectly, with a particular emphasis on:

- Strengthening the economies of the countries it operates in through financial flows to stakeholders, including tax payments, payments to suppliers, employee remuneration, dividends to shareholders, and investments in local communities.
- Addressing the needs of communities surrounding the Group and affected by its activities.
- Creating employment opportunities through direct and indirect job creation and retention.

Operational Continuity

- Achieving stable, sustainable, and recurring profitability, significantly higher than pre-pandemic levels, despite particularly challenging conditions in the global economy.
- Implementation of both planned and extraordinary investment plans.

- Continued dynamic growth with the aim of further increasing production volume, continuous improvement of the product mix and profitability, as well as enhancing recycling capacity within the framework of holistic sustainable development.

EU Taxonomy Classification

[ATHEX ESG: A-S1]

In this report, two active environmental objectives are examined, which involve climate change mitigation and adaptation. The Regulation classifies activities as "environmentally sustainable" under the following conditions:

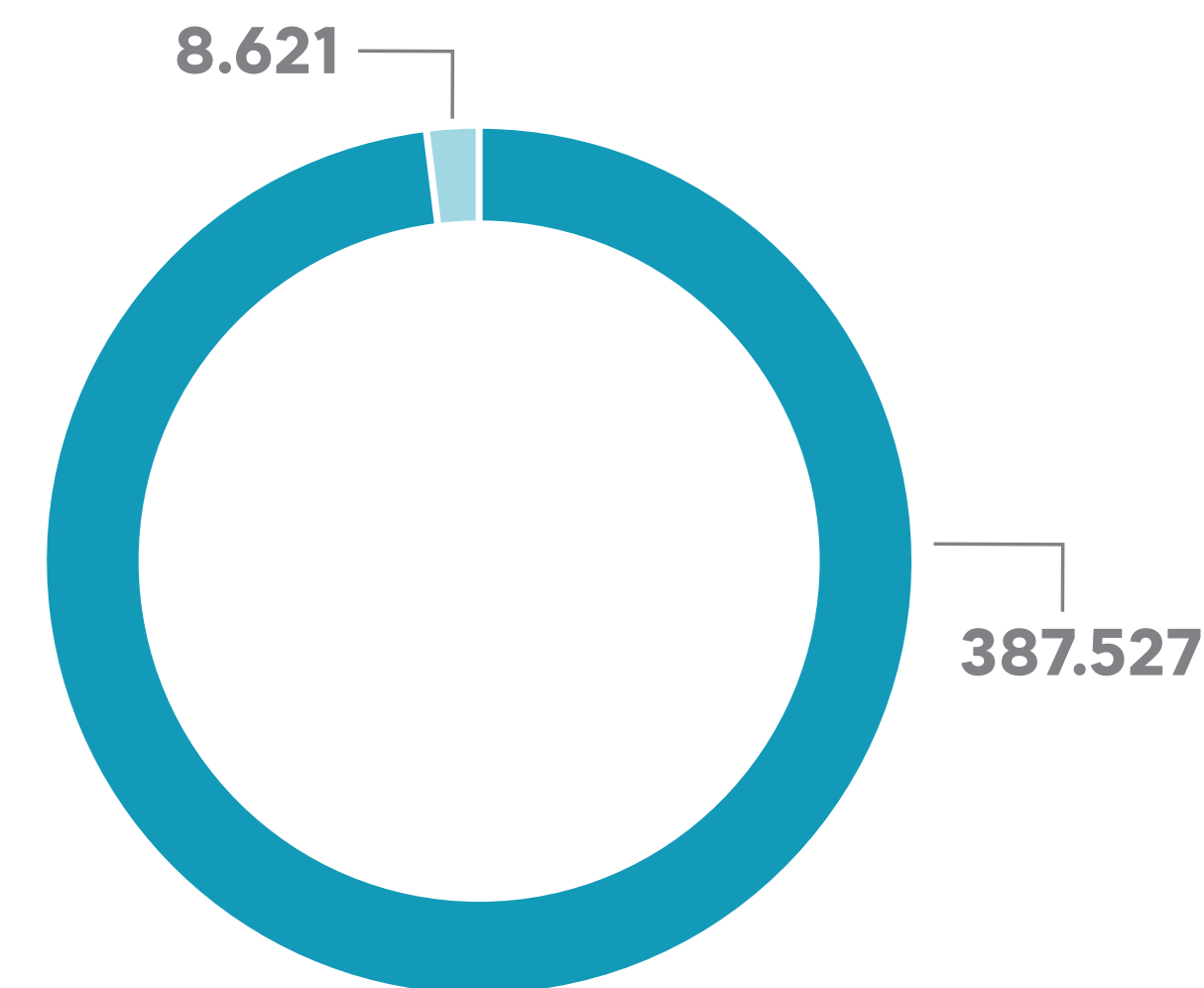
- Substantial contribution to at least one environmental objective.
- No significant harm to the achievement of the other five environmental objectives of the EU.
- Compliance with Minimum Social Safeguards.

	Revenues (Turnover)	Capital Expenditures (CapEx)	Operating Expenses (OpEx)
Total (in million €)	394.38	37.97	9.44
Aligned and eligible with the Classification (in million €)	154.20	21.72	3.89
Percentage	39.1%	57.2%	41.1%
Not eligible (in million €)	240.18	16.25	5.56
Percentage	60.9%	42.8%	58.9%

IMPACT

[GRI: 201-1, 203-2]

Direct economic value generated and distributed (in million €)



- Direct distributed economic value
- Undistributed economic value

The total information is included in Table 13 (Annex)

Business Ethics & Anti-Corruption

Material Topic

[GRI: 3-3]

COMMITMENT

Zero tolerance for corruption and bribery

- Comprehensive framework of principles and policies ensuring transparency and responsible operation
- Conducting annual updates and audits through the Internal Audit Department
- Imposing disciplinary measures
- Formation of an Audit Committee

Code of Ethics and Conduct

[GRI: 2-23, ATHEX ESG: C-G5]

Sets the behavior standards required from employees, based on fundamental principles:

- Business ethics
- Respect for human rights • Diversity and equal representation
- Compliance with laws and social norms
- Product quality
- Promotion of fair and free competition
- Avoidance of conflicts of interest
- Accuracy and completeness of financial information
- Protection of corporate assets
- Collaboration with public authorities legally and transparently
- Conducting all transactions with honesty and anti-corruption efforts
- Protection and confidentiality of information
- Good labor relations
- Safety, health, and environmental protection
- Circular economy and climate change
- Social contribution

Corporate Governance Code

The Group, after approval from the Board of Directors and in accordance with Law 4706/20, applies and adopts the Hellenic Corporate Governance Code (June 2021) of the Hellenic Corporate Governance Council (HCGC).

Mechanisms for Conducting Audits

The Group has adopted and follows a comprehensive framework of principles and policies to ensure transparency and responsible operations. To prevent incidents of corruption and bribery, proactive measures are taken through annual updates and audits conducted by the Internal Audit Department. Disciplinary actions have been established to discourage involvement in such incidents.

In support of internal procedures, the Audit Committee has been formed with responsibilities including the selection process and oversight of external auditors, informing the Board of Directors about the results of the mandatory audit, monitoring the financial reporting process, internal control systems, and risk management, as well as supervising the internal audit and regulatory compliance and risk management units.

IMPACT

[GRI: 205-3, ATHEX ESG: A-G2]

No confirmed incidents of corruption or bribery have occurred, and no financial loss resulted. Likewise, the Group has not been aware of any intention or behavior related to corruption or bribery.

Regulatory Compliance & Policies

Material Topic

[GRI: 2-27, 3-3]

COMMITMENT

Full compliance with the regulatory framework, Internal Operating Rules, and Group Policies, with zero tolerance for issues related to human rights.

Internal Operating Rules

- Harmonized with the requirements of Law 4706/2020
- Approved by the Board of Directors' decision
- A summary is available on the Group's website under Corporate Governance.

Group Policies Manual

[GRI: 2-23, 2-24]

- Serves as the basis for the Group's policies and procedures
- Aims to establish a unified operational framework

Ensuring Personal Data Protection

[ATHEX ESG: C-G6]

- The General Data Protection Regulation (GDPR) EU 2016/679 is strictly applied, as well as Law 4624/2019 concerning the protection of natural persons with regard to the processing of personal data.
- A Data Protection Officer has been appointed, and an insurance contract has been activated to ensure the protection of personal data in case of any loss.
- The Personal Data Protection Statement is available on the Group's website.

"EthicsPoint" Reporting Platform

[ATHEX ESG: SS-G1]

- Operates a platform for anonymous or named reporting
- Allows reporting of misconduct, subsequently investigated by the Group

Respect for Human Rights

[ATHEX ESG: C-S6, SS-G1, SS-S5]

The Group, through its Code of Ethics and Conduct, has established principles to respect human rights, committing to a zero-tolerance policy towards any form of harassment, discrimination, forced labor, and child labor throughout its value chain.

Furthermore, the Group is committed to addressing complaints and treating employees fairly and impartially. It has implemented guidelines and internal regulations concerning human rights and keeps employees informed through the Internal Work Regulations.

Regarding human rights issues, there have been no complaints or confirmed incidents of discrimination based on race, religion, gender, nationality, beliefs, age, disability, etc., including incidents of harassment or violations of human rights, nor confirmed incidents or complaints related to the violation of personal data.

IMPACT

No confirmed incidents of non-compliance have occurred, and no financial loss resulted.



Supply Chain Issues

COMMITMENT

Evaluation and selection of suppliers is a necessary operational function for transparency and achieving a responsible supply chain, ensuring human rights, combating corruption, and achieving environmental goals to reduce greenhouse gas emissions.

Monitoring of Suppliers' Performance

[GRI: 308-1, 414-1, ATHEX ESG: C-S8]

- Supplier selection is a distinct and well-documented process
- Based on objective and stable criteria (cost, reliability, quality of materials/services, payment terms, delivery speed, potential synergies with other Group companies)
- Supported by written evaluations (supplier-partner assessment questionnaire, evaluation table with criteria, etc.)

Human Rights in the Supply Chain

[ATHEX ESG: C-S6]

- The Group has adopted principles to avoid cooperation with suppliers at high risk of human rights violations, although it may not be possible to detect violations throughout the entire supply chain.
- Group employees have the right and obligation to use the platform for anonymous or named reporting and report any violations.

IMPACT

Total number of suppliers

	2022
Thrace Plastics Co SA	225
Thrace Nonwovens & Geosynthetics SA	1,152
Thrace Polyfilms SA	577
Thrace Eurobent SA	123
Thrace Pack SA	1,007
Thrace Greenhouses SA	288
Don & Low LTD	517
Thrace Synthetic Packaging Ltd	473
Thrace Ipoma SA	557
Thrace Greiner Packaging SRL	382
Lumite Inc	452
Thrace Polybulk AB & AS	20
Thrace Plastics Packaging DOO	110

The total information is included in Table 14 (Annex)

Expenditures on Local Suppliers

[GRI: 204-1]

The following table represents the percentage of expenditures on local suppliers

	2022
Thrace Plastics Co SA	89%
Thrace Nonwovens & Geosynthetics SA	76%
Thrace Polyfilms SA	66%
Thrace Eurobent SA	54%
Thrace Pack SA	79%
Thrace Greenhouses SA	95%
Don & Low LTD	66%
Thrace Synthetic Packaging Ltd	8%
Thrace Ipoma SA	59%
Thrace Greiner Packaging SRL	33%
Lumite Inc	69%
Thrace Polybulk AB & AS	3%
Thrace Plastics Packaging DOO	23%

The total information is included in Table 15 (Annex)



Appendices



- Significant topics
- Abbreviation list
- Analytical information tables
- Disclosure data tables

Significant topics

The topics that emerged as significant during the second stage of materiality analysis are as follows:



ENVIRONMENT

Support circular economy

1. Product innovation & life-cycle
2. Virgin & recycled raw materials
3. Waste & scrap management
4. Water & effluents management

Deal with climate change

5. Direct & indirect GHG emissions
6. Climate risks & opportunities
7. Energy efficiency & renewable energy
8. Biodiversity & conservation



SOCIAL

Empower human capital

9. Employee health, safety & well-being
10. Human rights, diversity & inclusion
11. Employment creation & safeguarding
12. Employee training & talent retention

Contribute to society

13. Product quality, safety & information
14. Customer health, safety & satisfaction
15. Responsible supply chain & local suppliers
16. Social contribution & engagement



GOVERNANCE

Operate with integrity

17. Business ethics & anti-corruption
18. Governance structure & mechanisms
19. Regulatory compliance & policies
20. Privacy protection & information security

Ensure business continuity

21. Emergency preparedness & response
22. Economic value generated & distributed
23. Investment in infrastructure & processes
24. Risks & potential impact analysis

Abbreviation list

ATHEX ESG	ESG reporting guide by the Athens Stock Exchange
BRC (Brand Reputation Compliance)	International standard for food safety
CDP	International non-profitable organization that helps companies publish their environmental impact
EcoVadis	Organization for the evaluation of companies in relation to matters of non-financial updates and responsible business activity
EPD (Environmental Product Declaration)	Environmental Product Declaration
ESG (Environmental, Social and Governance)	The environment, society and corporate governance
EuCertPlus	Certification focusing on the traceability of plastic materials and the quality of the recycled content of the end product
FDA (Food and Drug Administration)	International organization responsible for the protection and promotion of public health
GRI (Global Reporting Initiative)	International reporting standard for sustainable development
IFS (International Food Standard)	International standard for the certification of food safety and quality
In the Loop	Platform for the upcycling of plastic waste
ISO (International Standardization Organization)	International Standardization Organization
LCA (Life Cycle Assessment)	Method for the analysis of life cycle
RecyClass	Certification for the traceability of recycled content in plastic products
SASB (Sustainability Accounting Standards Board)	International reporting standards of sustainable development
SBTi (Science Based Targets initiative)	International initiative that provides companies with a clear methodology for the reduction of emissions according to the goals set in the Paris Agreement
SDGs (Sustainable Development Goals)	Sustainable Development Goals set by the UN
TCFD (Task Force on Climate-Related Financial Disclosures)	International initiative that develops recommendations for more effective disclosures related to the climate change
tCO₂e	Greenhouse gas emissions in tons of CO ₂ equivalent
TUV OK Recycled	Certification scheme that specifies the requirements to calculate the recycled content of plastic products

Analytical information tables

Table 1

Management of Solid Waste

Waste Management Method	Total Weight of Hazardous Waste (tn)			Percentage		
	2022	2021	2020	2022	2021	2020
Recycling	210.6	196.6	209.9	94%	90%	94%
Incineration	13.4	21.1	13.8	6%	10%	6%
Total	224.0	217.7	223.7	100%	100%	100%

Waste Management Method	Total Weight of Non-Hazardous Waste (tn)			Percentage		
	2022	2021	2020	2022	2021	2020
Recycling	3,570.5	2,201.8	3,205.4	63%	51%	52%
Energy Recovery	314.6	362.4	326.9	5%	8%	5%
Landfill Disposal	1,802.0	1,794.9	2,595.9	32%	41%	43%
Total	5,687.1	4,359.1	6,128.2	100%	100%	100%

Table 2

Total Weight of Raw Materials (tn)

	2022	2021	2020
Polypropylene	85,610	90,366	88,450
Polyethylene	10,646	10,856	12,906
PET (Polyethylene Terephthalate)	384	0	0
Masterbatch (solid additive for coloring or enhancing other properties)	2,908	2,040	3,154
Total	99,548	103,262	104,510

Table 3

Total Weight of Recycled Raw Materials (tn)

	2022	2021	2020
Recycled raw materials from production residues or external sources	13,407	11,443	7,018

Table 4

Total Weight of Packaging Materials (tn)

	2022	2021	2020
Packaging Materials	7,037	7,059	6,692

Table 5

Energy Consumption by Type and Source (MJ)

	2022	2021**	2020**
Non-Renewable Sources*			
Electricity	562,705,599	586,734,821	547,416,814
Space Heating	1,545,613	1,627,056	1,674,000
Fuels	103,985,964	146,173,320	95,244,785
Gasoline	870,124	904,150	731,011
Natural Gas	90,791,932	134,301,900	81,338,215
Methane	0	241,200	57,600
Liquefied Petroleum Gas	7,058,892	7,381,517	7,717,144
Petroleum	1,397,626	1,524,156	1,606,128
Heating Pellets	3,867,390	1,820,397	3,794,687
Renewable Sources			
Solar Energy (Photovoltaic)	20,515,636	4,494,035	1,134,518
Geothermal Energy	22,963,889	22,385,650	23,748,305
Hydropower	932,976	994,104	836,784
Total (MJ)	712,649,677	762,408,986	670,055,205
Total (MWh)	197,958	211,780	186,126

*Conversion factors from DEFRA (Department for Environment, Food & Rural Affairs) methodology were used for energy consumption calculation.

**Data has been updated.

Table 6

Energy Consumption by Type and Source (%)

	2022	2021	2020
Electricity (%)	78.96%	76.96%	81.70%
Thermal Energy (%)	0.22%	0.21%	0.25%
Fuels (%)	14.59%	19.17%	14.21%
Renewable Energy Sources (%)	6.23%	3.66%	3.84%
Total	100%	100%	100%

Table 7Direct and Indirect Emissions in tCO₂e

	2022	2021	
Scope 1	5,253	5,676	-7.5%
Scope 2	52,884	54,966	-3.8%
Scope 3	294,376	303,261*	-2.9%
Total	352,513	363,903	-3.1%

*Data has been updated.

Table 8
Indirect Emissions (Scope 3) in tCO₂e

Indirect Emissions (Scope 3)	2022	%
Purchased Goods and Services	185,190	62.91%
Upstream Transportation and Distribution	87,231	29.63%
Business Travel	2,135	0.73%
Downstream Transportation and Distribution	1,631	0.55%
Fuel-Related and Energy-Related Activities	5,547	1.88%
Leased Assets	42	0.01%
Waste Generated	1,191	0.40%
Capital Goods	6,140	2.09%
End-of-Life Product Treatment	4,212	1.43%
Employee Commuting	1,057	0.36%
Total	294,376	100%

Table 9
Workplace Injuries

	Employees			Partners		
	2022	2021	2020	2022	2021	2020
Number of Fatalities Due to Injuries	0	0	0	0	0	0
Fatality Rate Due to Injuries*	0	0	0	0	0	0
Number of Significant Injuries**	12	0	0	0	0	0
Significant Injury Rate*	0.63	0	0	0	0	0
Number of Confirmed Injuries	27	35	33	2	4	0
Confirmed Injury Rate*	2.45	1.89	1.77	6.32	11.26	0

*Per 200,000 worker-hours

**Revised reporting framework

Table 10
Total Number of Employees by Contract and Employment

	2022			2021			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Indefinite	1,479	366	1,845	1,468	341	1,809	1,394	394	1,788
Fixed-Term	132	67	199	224	168	392	272	142	414
Total	1,611	433	2,044	1,692	509	2,201	1,666	536	2,202
Full-Time	1,606	420	2,026	1,688	496	2,184	1,661	509	2,170
Part-Time	5	13	18	4	13	17	5	27	32
Total	1,611	433	2,044	1,692	509	2,201	1,666	536	2,202

Table 11
Gender Pay Gap

2022	2021*	2020*
27%	39%	23%

*Data has been revised based on the index

Table 12
Women in Management Positions

2022	2021	2020
16%	18%	20%

Table 13
Direct Economic Value Generated and Distributed (in € million)

	2022	2021	2020
Revenues	397.148	430.042	340.891
Operating Costs	311.707	284.191	227.245
Employee Wages and Benefits	57.366	58.544	53.900
Payments to Financing Institutions	16.116	8.996	7.725
Payments/Taxes to the State	2.926	15.826	10.316
Investments in Society	0.412	0.380	0.329
Directly Distributed Economic Value	388.527	367.937	299.515
Undistributed Economic Value	8.621	62.105	41.376

Table 14
Total Number of Suppliers

	2022	2021	2020
Thrace Plastics Co SA	225	175	131
Thrace Nonwovens & Geosynthetics SA	1,152	999	874
Thrace Polyfilms SA	577	525	518
Thrace Eurobent SA	123	120	136
Thrace Pack SA	1,007	992	913
Thrace Greenhouses SA	288	294	322
Don & Low LTD	517	534	526
Thrace Synthetic Packaging Ltd	473	319	272
Thrace Ipoma SA	557	549	586
Thrace Greiner Packaging SRL	382	380	409
Lumite Inc	452	436	413
Thrace Polybulk AB & AS	20	20	20
Thrace Plastics Packaging DOO	110	105	95

Table 15

Expenditures with Local Suppliers

The following table represents the estimated monetary value of total payments to suppliers (in million €) and the percentage of expenditures on local suppliers

	2022	2021	2020	2022	2021	2020
Thrace Plastics Co SA	4.2	3.9	2.9	89%	94%	93%
Thrace Nonwovens & Geosynthetics SA	142.3	113.5	86.0	76%	78%	77%
Thrace Polyfilms SA	35.1	30.4	26.0	66%	66%	67%
Thrace Eurobent SA	7.3	6.8	5.0	54%	49%	59%
Thrace Pack SA	71.2	63.5	51.5	79%	81%	79%
Thrace Greenhouses SA	4.9	4.9	5.1	95%	99%	98%
Don & Low LTD	59.3	61.9	58.0	66%	64%	77%
Thrace Synthetic Packaging Ltd	14.5	14.2	13.3	8%	12%	13%
Thrace Ipoma SA	22.3	24.8	16.5	59%	55%	58%
Thrace Greiner Packaging SRL	19.0	17.3	12.8	33%	25%	26%
Lumite Inc	22.8	24.8	15.8	69%	65%	66%
Thrace Polybulk AB & AS	20.9	19.0	21.4	3%	3%	1%
Thrace Plastics Packaging DOO	4.1	4.7	4.2	23%	23%	22%

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