

Saracakis Group of Companies

Sustainability Repor

2024

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# Message from the Management



### GRI 2-22

In 2024, we maintained our dynamic and robust presence across all our areas of activity, both in the Greek market and internationally. At the same time, we expanded our business operations with the successful acquisition of Enser, a company specializing in waste collection and management.

This 2024 Sustainability Report marks our first Group-level report, highlighting the strategic importance of sustainability across every aspect of our operations. Through this Report, we present the Group's holistic approach to sustainable development as well as our performance on key indicators, reflecting our collective commitment to a sustainable future.

### Drivina Toward a Sustainable Future

We fully embrace the transition toward sustainable mobility and take pride in the growing recognition of the electric and hybrid vehicles and machinery in our portfolio. By expanding our range of low- and zero-emission electrified mobility solutions, we are committed to promotina sustainable mobility in Greece through partnerships with world-class manufacturers.

Our strategic goal is to support the transition to a sustainable society by offering innovative solutions that contribute to environmental protection and the reduction of our country's transport-related carbon footprint. At the same time, we promote awareness and education on the benefits of sustainable mobility, organizing corporate responsibility initiatives and informational events in collaboration with educational institutions and organizations. Through these efforts, we aim to cultivate a culture of innovation and environmental responsibility, actively contributing to a greener and more sustainable future for all.

### Protecting the Environment

We recognize our responsibility to the environment and the importance of sustainable development within our sectors of activity. We are committed to reducing our carbon footprint and promoting practices that protect our planet. Our strategy focuses on the advancement of electric and hybrid vehicles and machinery, which help reduce CO<sub>2</sub> emissions and improve energy efficiency.

From utilizing renewable energy sources at our facilities to implementing environmental awareness programs for our employees, our commitment to protecting the environment is unwaverina.

In 2024, we completed the installation of photovoltaic panels at our headquarters in Athens. For the first time, we also calculated our Scope 3 areenhouse aas emissions. gaining a more comprehensive understanding of our value chain's environmental impact.

We invest in innovative technologies and work with manufacturers who share our sustainability commitment. ensuring the vehicles and machinery we import meet the highest environmental standards.

Additionally, we have adopted practices that minimize waste and promote recycling. We are committed to reusing key components and implementing recycling and material recovery programs in collaboration with relevant public and private entities, making our operations as sustainable as possible.

Our goal is to become a leader in sustainable mobility, offering our customers not only high-quality vehicles and machinery, but also the opportunity to contribute to a areener, more sustainable world. At Saracakis Group of Companies, we believe that change begins with us, and we are determined to make a meaningful difference for the future of our planet.

### Standing by Our People

At Saracakis Group of Companies, people are at the heart of our purpose and values. We believe that our people are our most valuable asset, and we are committed to supporting them throughout their professional journey. We foster a positive and supportive work environment where every employee can develop their skills and contribute to team success.

We invest in education and development programs. offering continuous learning and growth opportunities to ensure our people stay updated on the latest trends and technologies across our industries. In 2024, we delivered over 8,000 hours of training to our employees and 510 hours to students, reaffirming our commitment to lifelong learnina.

We also promote equality and diversity, ensuring all employees feel accepted and respected regardless of gender, ethnicity, or other differences. Equal opportunities in education and skill development are provided, with women receiving an average of 7.75 training hours and men 8.84.

Employee well-being is a top priority. We support both their physical and mental health, with particular focus on health and safety. In 2024, we achieved zero serious injuries among both our employees and contractors. thanks to strict procedures and safety protocols. Training sessions covered health and safety topics, and we provided necessary equipment to prevent accidents and safeguard our people. We also organized mental health workshops and well-being activities with the help of specialized partners.

At Saracakis Group of Companies, we are not just a team - we are a family, supporting each other as we move forward together with a focus on excellence and innovation.





# Message from the Management

### Together for a Thriving Society

We undertake a wide range of corporate responsibility initiatives, collaborating with NGOs to address declining birth rates, support vulnerable groups, collect waste, plant trees, and recycle cigarette butts.

These efforts resulted in the preparation of 250 meals for vulnerable individuals, the collection of 400 kg of waste and 2,800 cigarette butts, the recycling of 17,700 cigarette butts via dedicated bins, and the planting of 8,500 olive trees in Delphi farmlands damaged by wildfires.

We also support students in academic competitions abroad and organize activities for World Mental Health Day, World Engineering Day, and World Animal Day. Additionally, our employees actively participated in blood donation drives, collectina 133 blood units, anti-food waste actions, and sports events.

### Operating with Responsibility

Corporate governance forms the foundation of the trust we build with our customers, partners, and society. We are committed to transparency, accountability, and ethical behavior in all our operations. Ongoing evaluation and improvement of our processes ensure we remain true to our

In 2024, we updated our Code of Conduct, which serves as the foundation for promoting responsible and ethical business conduct across our operations. It guides our decisions and actions while strenathening trust among customers, partners, and employees. The Code ensures compliance with internal policies and procedures and symbolizes our commitment to the highest standards of ethics, accountability, and business integrity.

Additionally, through our Whistleblowing Service - a secure, digital channel - we offer all members of our organization a confidential and safe means to report concerns or misconduct, reinforcing transparency and accountability and enabling immediate and effective responses.

At Saracakis Group of Companies, we believe sustainable development is the path to the future. Together, we can make a difference and create a better world for future aenerations.

Alexandros D. Saracakis Managina Director Saracakis Group of Companies









### About this Report



GRI 2-2, GRI 2-3, GRI 2-5

This Sustainability Report is the  $2^{nd}$  annual Report published by the Saracakis Group of Companies and the  $1^{st}$  at Group level, released on 31.07.2025. This Report covers the period from 01.01.2024 to 31.12.2024, which coincides with the financial reporting year of the Saracakis Group of Companies.

The Sustainability Report includes information related to the Group's activities in Greece and abroad, presenting both qualitative and quantitative data regarding its management approach and performance in sustainable development. The Saracakis Group of Companies aims to inform its stakeholders about the impacts it creates -or may create- on the environment, people, and the economy, and to contribute to the establishment of a benchmark for its sustainability performance. The Sustainability Report is available in electronic format at https://www.saracakis.gr.

Although "FINATRA S.A." and "VERNICHROM S.A." are included in the Group's financial statements, they were excluded from the data collection process for this Report.

It should be noted that the quantitative data disclosed regarding human resources, greenhouse gas (GHG) emissions, and energy consumption are presented for the years 2022 and 2023 with reference only to "J. D. Saracakis Commercial and Holding S.A." and "Saracakis Brothers S.A.", unless otherwise specified through a relevant note. For 2024, data is presented for all companies within the Saracakis Group of Companies. As a result, performance figures across years may show significant variations and may not be comparable.

This Sustainability Report has been prepared "in accordance with the GRI Standards" (i.e. the latest sustainability GRI Standards 2021), while also taking into consideration selected disclosures from the European Sustainability Reporting Standards (ESRS). At the same time, the Saracakis Group of Companies considers its impact on the 17 United Nations Sustainable Development Goals (SDGs).

For the 2024 Sustainability Report, the Saracakis Group of Companies has decided not to seek external assurance.

### Communication

The Saracakis Group of Companies values each reader's opinion and feedback on the content of the Report, considering it essential for fostering meaningful dialogue. Please direct your comments or inquiries about the Report to the following contact information:

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# 2024: The Group's Performance

Climate Change and Air Quality



Scope 1 GHG Emissions

3.428,54

t CO<sub>2</sub>e

Scope 2 market-based **GHG** Emissions

284,78

Scope 1 GHG Emissions Intensity

12,00

kg CO₂e/thousand euros

Scope 2 Location-based GHG Emissions Intensity

usand euros

Scope 2 market-based **GHG** Emissions Intensity

kg CO₂e/thousand euros

Scope 3 GHG Emissions Intensity

1.157,82

kg CO₂e/thousand euros

Scope 2 location-based GHG Emissions

554,72

t CO₂e

Scope 3 GHG Emissions

294.333,22

t CO<sub>2</sub>e

**Energy Transition** 



Guarantees of Origin for 100% of the renewable electricity supplied to our headquarters.

Energy Intensity 0, 19 MJ/euro



79% of the cars displayed at our points of sale values of the cars displayed at our points of sale  $\gamma$ ug-in hybrids, self-charging hybrids, or fully electric vehicle

Waste Management\*\*\*



**145,47**<sub>+</sub>

of Hazardous Waste diverted from disposal

of non-hazardous Waste diverted from disposal

\*\*\*The final quantity of hazardous and non-hazardous waste does not include data from ENSER





































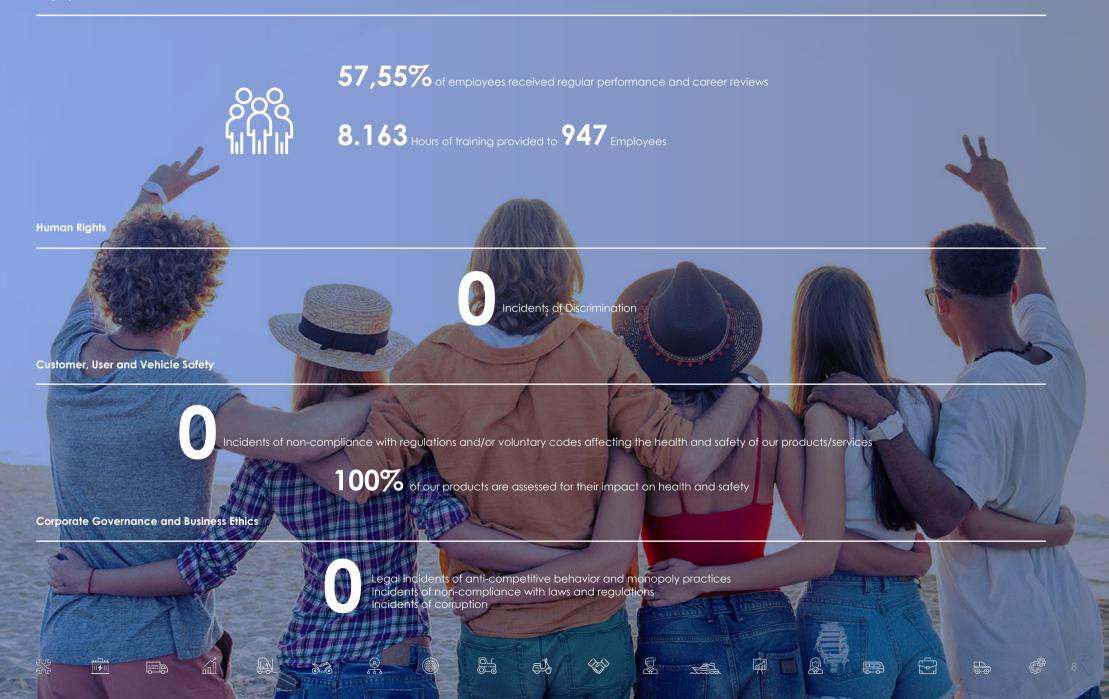


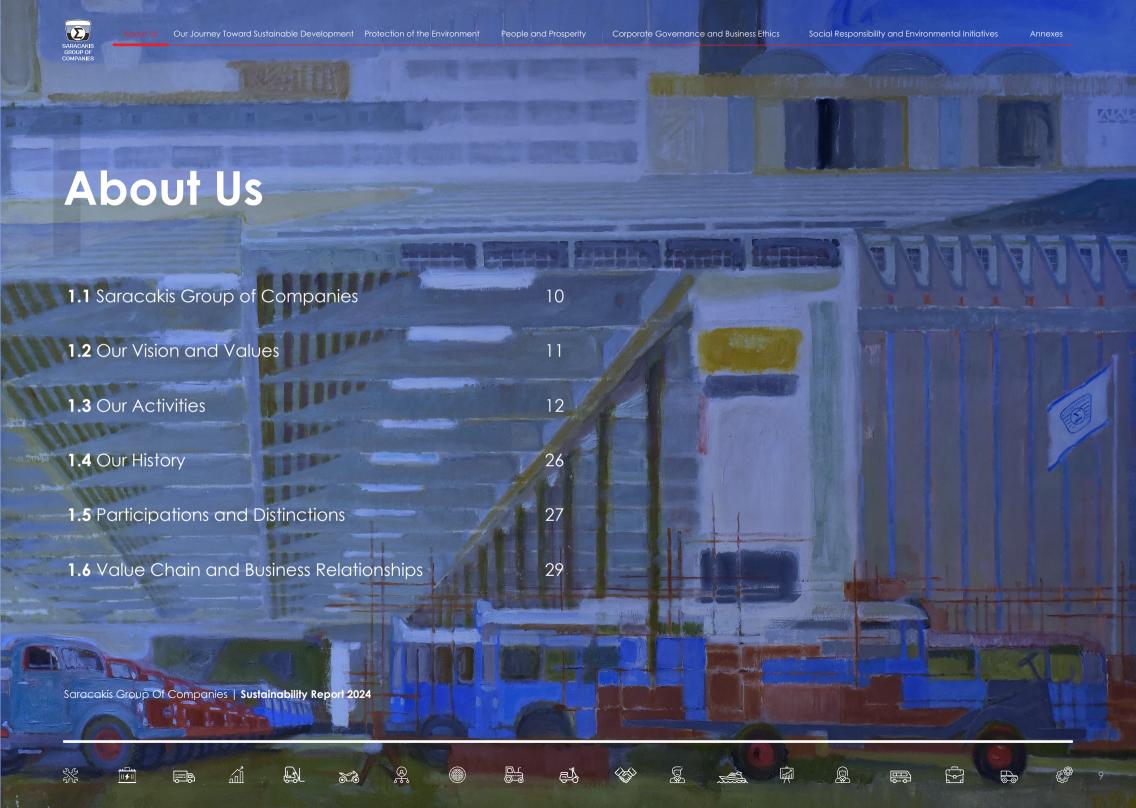






### **Employment Practices**





# 1.1 Saracakis Group of Companies



GRI 2-1, GRI 2-2, GRI 2-6

Founded in 1922, the Saracakis Group of Companies has held a leading position in the Greek business landscape for over a century. As the exclusive representative of numerous alobally renowned brands, we maintain a strong presence in Greece. Romania, Bulgaria, and Cyprus through our network of companies.

Our Group consists of the following companies:

- 1 J. D. Saracakis Commercial and Holding Société Anonyme
- 2. Saracakis Brothers S.A.
- 3. Apollon Insurance Agents S.A.
- 4. Apollon Insurance Brokers S.A.
- 5. Finatra S.A.
- 6. Vernichrom S.A.
- 7. Sigma CVM Romania S.R.L.
- 8. Sigma Bulgaria SJSC
- 9. ENSER S.A.

With an annual turnover of €286 million and 947 employees (2024), the Saracakis Group of Companies manages 23 international brands of passenger and commercial vehicles, motorcycles, marine engines, and construction machinery. Our comprehensive portfolio also includes vehicle rental and leasing services, insurance services, as well as waste collection and management solutions.

The Saracakis Group of Companies continues to be led by the third generation of the founding family and stands out for its commitment to sustainable development and its people-centered approach. Our priority is to deliver personalized experience and innovative solutions while maintaining the highest service standards throughout the entire lifecycle of our products.

The success of our Group is built on the expertise and dedication of our professional team, which consistently exceeds customer expectations. By combining in-depth market knowledge with rigorous international standards, the Saracakis Group of Companies serves private, corporate and public sector clients both through its own retail operations and through supervised independent dealer networks.

As a testament to our enduring legacy and forward-thinking mindset, the Saracakis Group of Companies continues to evolve, upholding the core values of integrity, reliability, and excellence that have defined us for over 103 years.











































# 1.2 Our Vision, Purpose and Values

### **Our Vision**

We turn our vision into reality by setting as our top priority the betterment of our customers' daily lives. We provide innovative products and pioneering services with added value to our communities. As an agile organization, we can quickly redirect our resources and priorities toward value-creating opportunities. We pledge to offer personalized experience and solutions, while remaining firmly committed to operating sustainably and responsibly.

### Our Purpose

We build trust and drive growth by offering sustainable, impactful, and people-centered solutions for all.

### Our Values



### Trustworthiness - Integrity

We always act with integrity respecting the Saracakis Group of Company's heritage. We only make promises that can be kept and we deliver on them.



### Open Communication – Honesty – Authenticity

We communicate in an authentic, open, honest, and transparent way. Our business targets and results are conveyed to all Group associates.



### Healthy Growth - Excellence - Togetherness - Team Work

We pursue healthy growth and excellence striving for continuous evolution, innovation, and improvement. We work together towards a common purpose and shared goals adopting a results-oriented mentality. Togetherness and teamwork make us stronger.



### Our People First

We put our people at the core. We care for each other whilst our top priority is to build a learning culture that drives our business forward. Investing in our people's constant personal and professional development, we provide strong motivation, we promote fairness, continuous training and we reward their initiatives and efforts.



### Customer Centricity

We want to keep our customers happy. We listen to and understand our customers' needs. We provide pioneering solutions that will give them peace of mind and, overall exceptional high-quality customer experience.



### Collaboration and Partnership

We are committed to our communities as we value long-term partnerships. We represent our brands with professionalism and enthusiasm, while respecting their values to our mutual benefit.



### Pledge to Do Good

We pledge to serve the communities we live in by adopting environmental, social, and governance practices.

































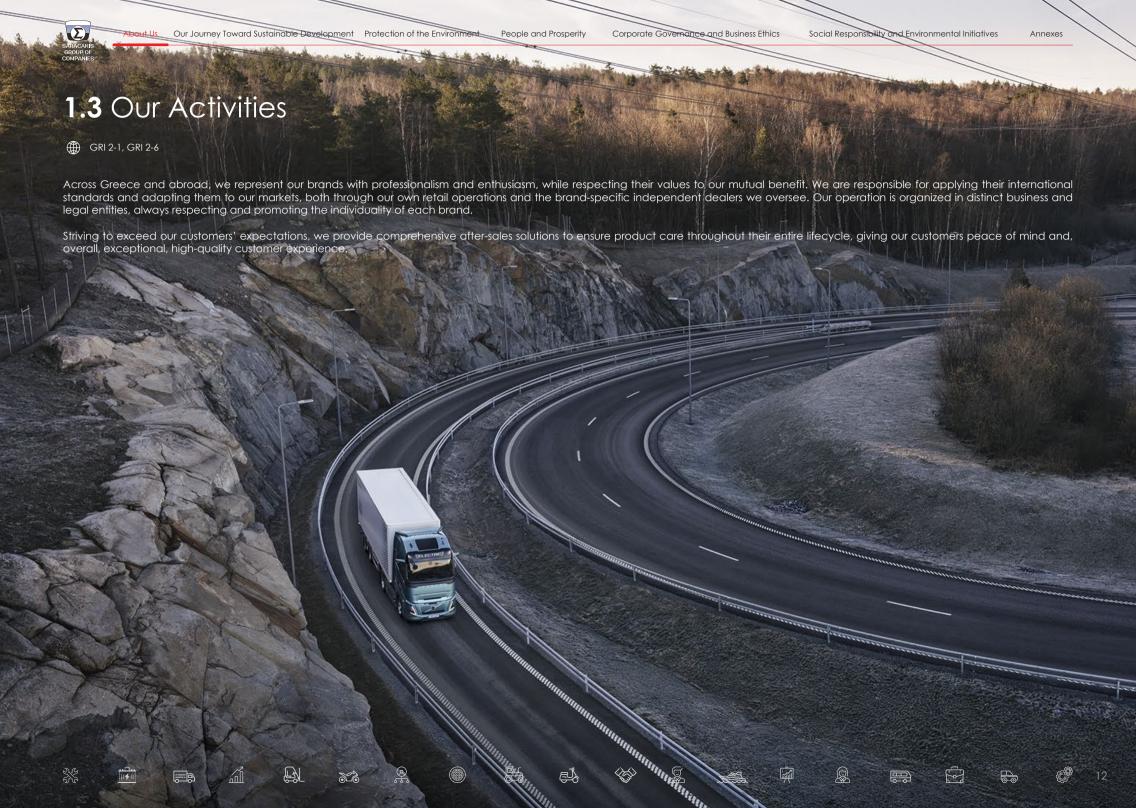
















### **Passenger Vehicles**



In 1968, the Saracakis Group of Companies undertook the official import and distribution of **Honda** passenger cars and spare parts in the Greek market. Honda is the world's largest power unit manufacturer and the fourth largest vehicle manufacturer in the world. It is a leader in developing mobility solutions that make people's lives easier, safer and more sustainable.

Honda has committed to achieving carbon neutrality by 2050 as part of its environmental initiatives — one of its top priorities in the field of modern mobility. The company believes that the best approach to curbing global CO<sub>2</sub> levels is to develop a diverse range of technologies and products that will aid the transition to a low-carbon economy.









Mitsubishi Motors, drawing on its racing spirit and capitalizing on a high-level expertise, has committed to contributing to a cleaner environment, paving the way for a new era marked by a sustainable relationship between cars, society and the environment. Since 1963, the Saracakis Group of Companies has been the official importer and distributor of Mitsubishi Motors passenger cars and Light Commercial Vehicles (LCVs) in Greece. In addition to offering a variety of vehicles that deliver a comfortable and dynamic driving experience, the Saracakis Group of Companies provides Mitsubishi Motors customers in Greece with high-quality sales and after-sales services.

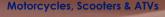




Since its establishment in 1927, Volvo Cars has been a car company for people who care about other people and the planet. Aiming for a better future for everyone, the company has committed to reducing CO<sub>2</sub> emissions between 2018 and 2025, as an interim step towards its 2040 target of reducing the lifecycle carbon footprint per vehicle by 40%. This will be achieved by electrifying its fleet.

Volvo Saracakis retail sites include a new and used cars showroom, a spare parts department, as well as workshop and auto body shop facilities, with the aim to provide customers with a wide range of top-quality services before, during and after the sale of their vehicle.







Honda Motor Co. was founded in Japan in 1948 by the pioneering Soichiro Honda and has held the position of the world's largest motorcycle manufacturer since 1959.

Soichiro Honda always dreamed of the future-and at the same time, he was creating it. Devoting his life to turning his dream into reality, the phrase "The Power of Dreams" became the brand's

In Greece, Saracakis Group of Companies introduced the first two-wheelers in 1959, marking the beginning of a long and successful partnership with Honda Motor Co., which continues to this day.

By 2025, total production is expected to exceed 500 million units, reaffirming Honda's long-standing technological superiority and global impact.

Since its founding, Honda has embedded its commitment to environmental protection and road safety at the core of its mission. With a vision for a sustainable world for future generations, the company works systematically toward a circular economy with zero environmental footprint, while striving to eliminate traffic-related fatalities.















































Since 1898, the company has continuously evolved and progressed through numerous mechanical and technological revolutions, always driven by a vision for the future.

Headquartered in France, Peugeot Motocycles stands out for its unique combination of elegance, technological innovation, and practicality - offering solutions that meet the demands of modern urban life.

Its partnership with Saracakis Group of Companies began in 2023, marking a new era for the historic brand in Greece.

As the future of urban mobility becomes electric, zero-emission, and silent, Peugeot Motocycles - a pioneer in electrification for more than 20 years - continues to invest strategically in e-mobility, emissions reduction, and the use of environmentally friendly materials.



**HORWIN** is a pioneering brand specializing in electric mobility and stands as a benchmark for the new era of urban transportation.

With European design, cutting-edge technology, and a strong commitment to sustainability, HORWIN offers a range of electric scooters that combine performance, comfort, and environmental friendliness.

HORWIN's goal is to actively contribute to reducing dependence on fossil fuels, lowering urban noise levels, and improving the quality of life in cities. With smart features and practical range, HORWIN's electric models present a realistic solution for those seeking greener and more cost-effective daily transportation.



**Segway Technology Co.**, is an innovative company in the design and production of All-terrain Powersports, Utility Side by Sides, Sports Side by Sides and On-Road Vehicles

In 2022, the Saracakis Group of Companies undertook the exclusive import and distribution of Segway Powersports in Greece. With a long-term vision for the international market, Segway Powersports has developed numerous patented models, such as a hybrid drivetrain, internal combustion engines, an intelligent IOV system, and advanced vehicle designs.





### **Marine Engines**



In 1964, Honda was the first manufacturer to convert all outboard engines to four-stroke technology, making them 90% cleaner, 50% more efficient and 50% quieter than existing two-stroke technology and introducing a new era in marine technology.

Honda Marine products are exclusively imported and distributed in Greece by the Saracakis Group of Companies since the late 1960s.



### VOLVO PENTA

**Volvo Penta** is a world leading manufacturer of engines and integrated power systems for marine and industrial applications. The "Volvo Penta IPS" and the "aquamatic sterndrive" are the epitome of its technologically innovative achievements, pointing to solutions of the future.

The partnership between Volvo Penta and the Saracakis Group of Companies began in 1950, with the Group providing full technical support, genuine spare parts, mobile workshop units, and a strategic network of authorized dealers, being the exclusive importer and distributor in Greece.



### **Trucks**

COMPANIES



Founded in 1928, Volvo Trucks has been the second largest heavy truck manufacturer in the world in recent years. In 2012, it joined Volvo Group.

Its dealer network exceeds 130 countries and its trucks are assembled in 13 countries internationally.

Its product solutions cover the whole range of transport, also providing rental services, support, telematics as well as special emphasis on alternative energy sources for a cleaner environment such as electricity, natural gas and in the future, hydrogen cells.

Saracakis Group of Companies, being the exclusive Importer - Distributor in Greece since 1950, and in Cyprus, provides full technical support, genuine spare parts and service, mobile workshop units, flexible rental solutions and a strategic network of authorized dealers.



Renault Trucks, founded in 1978 as a result of the merger between Saviem and Berliet, is the only truck manufacturer in France and the 6th largest in Europe. Since 2001 it has been a member of the Volvo Group. In 2002, it began its partnership with Saracakis Group of Companies.

Its product portfolio covers the entire range of transport with diesel engines and 100% electric trucks, in addition to natural gas and biofuel engines. Renault Trucks has a wide range of trucks covering every need in the transport and industrial sector from 3 to 60 tones. Renault Trucks is a pioneer in the field of electrification, having invested in research and development of electrification for more than 15 years. With its range of "E-Tech" electric trucks currently, Renault Trucks offers environmentally friendly solutions aimed at improving the quality of life in urban centers and reducing CO2 emissions from road transport.





**Buses** 

COMPANIES



### **Volvo Buses and Intercity Tourist Buses**

Founded in 1968 as an independent division within the Volvo Group, Volvo Buses is the largest bus manufacturer in the world.

It offers complete solutions for urban and long-distance transport, as well as for long-distance tours and chartering. Volvo Buses also offers a complete electric mobility solution to the European market, developed and customized in close collaboration with each city. It includes everything from efficient electric buses and related services to charging infrastructure and open interface implementation.

In addition, it manufactures bus chassis which are the perfect base for leading bodybuilders who can rely on the durability and reliability of their transport solutions. Structural safety features, state-of-the-art engines and long engine and suspension service intervals all contribute to a smooth operation.

Saracakis Group of Companies, since 1950, is the exclusive Importer - Distributor in Greece, and in Cyprus, and provides full technical support, genuine spare parts and mobile workshop units.





### **Irizar City Buses**

Irizar Group, founded in 1889, is the leading bus body manufacturer in Spain and the second largest in Europe.

It operates 5 production centers, 1 research and development center, and maintains a commercial presence in over 90 countries worldwide.

Its product portfolio includes comprehensive solutions for urban and intercity buses, offering a wide range of alternative fuel options (electric, natural gas, biodiesel, lithium-ion battery-powered), with a strong emphasis on sustainability, Irizar was the first European company to introduce a Class II hybrid bus.

Saracakis Group of Companies has been the exclusive importer and distributor in Greece since 1987, providing full technical support, genuine spare parts, and mobile service units.







### **Construction Machinery and Equipment**











Volvo Construction Equipment traces its origins back to 1832, and in 1995 it became a fully owned subsidiary of the Volvo Group.

It is the sixth largest manufacturer of construction machinery and mining equipment in the world.

With 14 production lines and a strong focus on sustainability and technology, the company consistently places people at the center of its operations.

Saracakis Group of Companies has been the exclusive importer and distributor of Volvo Construction Equipment in Greece since 1950, offering full technical support, genuine spare parts, and mobile service units.



### **KOMATSU**

Founded in 1921, **Komatsu** is the second largest manufacturer of construction machinery and mining equipment in the world. Its product range consists of, among others, excavators, loaders, bulldozers, graders, articulated trucks, excavator loaders equipment/accessories.

In addition, it offers hybrid and electrical solutions, telematics, maintenance and support contracts, along with extensive industry expertise, with the ultimate target to enable its customers in achieving the maximum of their capabilities. In 1965, its collaboration with the Saracakis Group of Companies was launched with our Group being the exclusive Importer and Distributor in Greece and Cyprus.



### **Agricultural Machinery**



Founded in 1953 as Massey-Harris-Ferguson and abbreviated to Massey Ferguson in 1958, Massey Ferguson is a member of the AGCO multinational group, which ranks 3rd in the world in the production of agricultural machinery and accessories.

Since 2018, the Saracakis Group of Companies is the exclusive Importer - Distributor in Greece and Cyprus, providing a complete and extensive network of dealers. full technical support and genuine spare parts.





With a long tradition and global presence, Manitou is renowned for manufacturing durable and innovative machines that meet the demands of modern businesses. Its products cover a wide range of applications, from heavy construction and agricultural work to industrial solutions requiring precision and high durability.

With a presence in more than 140 countries and a network of specialized partners, Manitou guarantees innovation, reliability and efficiency by constantly investing in the research and development of new technologies.

The Saracakis Group of Companies is the exclusive Importer - Distributor in Greece providing a complete and extensive network of dealers, full technical support and genuine spare parts.





**UNIA Group** is one of the largest and most trusted manufacturers of agricultural machinery in Europe, with a presence in more than 60 countries. Based in Poland and with more than 135 years of experience, UNIA Group has a rich portfolio of innovative, high-quality products designed to optimize agricultural operations, with four machinery manufacturing plants. Its dedication to sustainable development and industry credibility are the basis of its alobal reputation.

The Saracakis Group of Companies is the exclusive Importer - Distributor in Greece providing a complete and extensive network of dealers, full technical support and aenuine spare parts.







































### **Spare Parts and Accessories**



Sigma Motion batteries are produced by Hyundai Sungwoo Automotive, and they have a presence in the Greek market since 2012. They have a long service life due to the calcium content of the metal plates of the battery, an innovation for which the Korean company has been renowned. It is worth mentioning that environmental standards have been incorporated in their manufacturing procedures, while the company holds over 900 recognized patents in the energy sector.

S-Drive batteries are produced by Hyundai Sungwoo Automotive in South Korea, one of the largest battery factories worldwide, offering a product range from 35Ah to 220Ah and solutions for every vehicle.

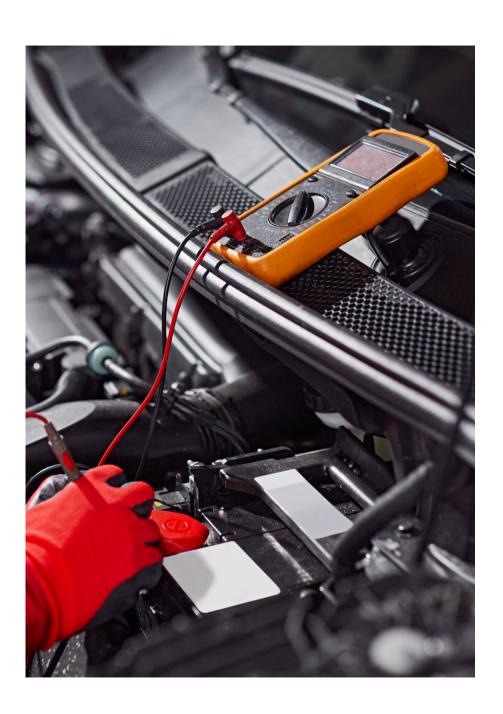
# **Energizer**

In 2024, the Saracakis Group of Companies became the official importer and distributor of lead-acid and AGM batteries under the brand "Energizer".

The lead-acid and AGM Energizer, manufactured by Clarios, Europe's largest battery production plant and one of the largest globally, in the premium series, combine top quality, reliability, and high performance.

Energizer Premium batteries are the best choice for modern vehicles with a large number of electronic systems. These batteries can meet the highest performance requirements as well as high energy needs.

Energizer batteries are available for a full range of applications through the partner network across Greece.





































### International Presence



**SIGMA CVM Romania S.R.L.** is part of the Saracakis Group of Companies, as of 2021. The company's main purpose in Romania is the distribution of agricultural equipment, offering flexible financing solutions and placing special emphasis on the quality and availability of service activities and spare parts.

Sigma CVM Romania S.R.L. is the importer and distributor of a wide range of products from world-renowned international manufacturers, which include tractors, combine harvesters, balers, lifting equipment, seeders, plows, trailers, and more. In addition, the company is the exclusive representative of Massey Ferguson across Romania.







In 2005, the Saracakis Group of Companies expanded its operations in Bulgaria. A wholly-owned member company of our Group, SIGMA Bulgaria SJSC is the exclusive Importer-Distributor of Volvo Construction Equipment (VCE) in Bulgaria.









































### Car Rentals and Leasing

**Kinsen** 

Europcar

SARACAKIS LEASING

The Saracakis Group of Companies offers comprehensive financing and operating leasing and car rental solutions for a diverse range of vehicles, machinery and equipment from various brands across Greece.

To deliver the aforementioned services, we have developed strategic partnerships with companies well-established in the particular sector, having teamed up with Kinsen Hellas, to serve both corporate and private customers who are seeking an alternative to outright ownership.

By facilitating the access to products and services for our customers, the Group aims to contribute to Greece's economic recovery and growth. At the same time, we are abiding by a set of environmental criteria to promote environmentally conscious solutions.

Kinsen Hellas was founded through a partnership between a group of European private investors and a family with a long-standing presence in the Greek business ecosystem. It is a fully independent entity with a clear vision of becoming an industry leader.

Kinsen Hellas has completed a franchise gareement with Europear Mobility Group, Partnering up with Europear and serving as its Franchisee, Kinsen Hellas envisions to enter a high growth industry in partnership with the leading player Europear in car rental and car long term operational leasing by establishing Europear as a top-quality mobility solution in Greece.

Saracakis Leasing is the brand name of the strategic collaboration between the Saracakis Group of Companies and Kinsen Hellas.

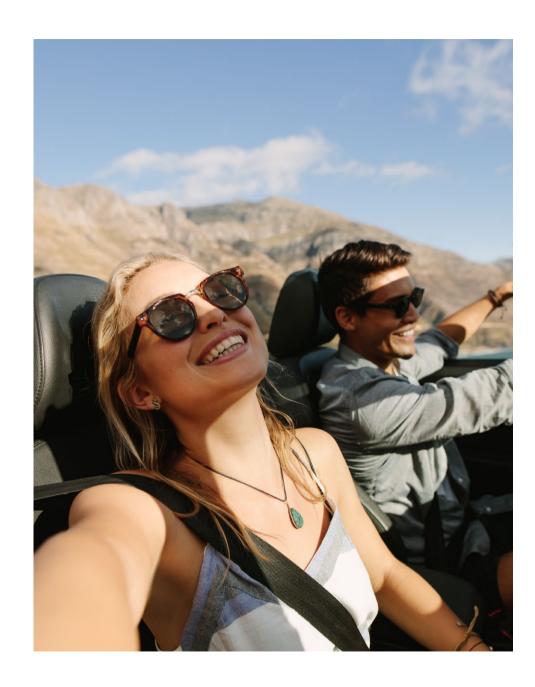
### Used Passenger Cars, Commercial Vehicles & Machinery

The Saracakis Group of Companies has established a used car division at its headquarters in Athens to serve customers who wish to trade in their old vehicle for a new one from the brands represented by the Group in Greece, or for another used car available within the Group's fleet.

All used vehicles undergo a strict technical inspection in accordance with safety and quality standards. In cases where faults are identified, all necessary repairs are carried out, along with refurbishment work and full interior deep cleaning.

Vehicles are offered at highly competitive prices, accompanied by flexible financing options, a warranty, and roadside assistance, ensuring a complete and reliable purchasing experience.

Additionally, the Saracakis Group of Companies offers high-quality, dependable used vehicle solutions across all categories of commercial vehicles and construction machinery.





































### **Public Sector & Key Account Solutions**

The Public Sector & Key Account Solutions Department of the Saracakis Group of Companies manages a broad product portfolio, aiming to deliver excellent service not only at the point of sale but throughout the entire lifecycle of each product.

The Group's Public Sector Tenders Department serves both public and private organizations, focusing on meeting every need related to the supply, service, and maintenance of commercial vehicles, passenger cars, construction machinery, light trucks, buses, trucks, generators, and tires, as well as offering rental and leasing solutions.

### **Environmental Services**



Guided by the principles of the circular economy, ENSER S.A., a member of the Saracakis Group of Companies since 2024, provides comprehensive, reliable, and efficient waste management solutions to private and public sector businesses and organizations across Greece.

In particular, ENSER handles the collection of mixed, organic, recyclable, and bulky waste, as well as the collection, transport, and transfer of non-hazardous solid waste and the collection, transport, and trading of recyclable materials. Additionally, it offers public space cleaning, manual and mechanical street sweeping, and bin washing services. Its modern equipment, high-quality products, and well-trained personnel ensure the delivery of top-tier services in a period of constantly increasing demands.



### Apollon Insurance Brokers S.A.



**APOLLON Insurance Brokers S.A.** has been active in the Greek insurance market for over 60 years, and its aim is to offer its clients excellent services, acting always in their best interest. It collaborates with the largest domestic and international insurance groups, ensuring sufficient coverage capacity for its broad clientele, which ranges from single-member (sole proprietorships) to multinational corporations.

APOLLON Insurance Brokers S.A.'s vision and ambition are to become the leading force in insurance broking, creating value for its clients through innovative, reliable, and personalized solutions that enhance security and support sustainable arowth for all.







# 1.4 Our History

Here is our journey through time:

1922: loannis D. Saracakis establishes a company in Thessaloniki, which would go on to become one of Greece's largest commercial and industrial Groups.

1922-1949: Numerous world-renowned companies -including Renault, Fiat, Dunlop, Hudson, and General Motors- are represented and supported in Northern Greece through Saracakis' business activity. In 1933, a partnership begins with DuPont de Nemours for the exclusive distribution in Greece of automotive paints, color formulations, and related solutions.

1941: The company's headquarters are relocated to Athens.

1950: Volvo assigns Saracakis the exclusive import and distribution of its passenger cars, trucks, buses, and later, its marine engines, industrial engines, and construction equipment in Greece.

1956: Launch of Apollon, the Group's insurance broking activity.

1959: loannis D. Saracakis meets Honda Motor during the company's first motorcycle racing appearance in Europe, at the Isle of Man T.T. Race. He subsequently decides to become the first importer and distributor of Japanese motorcycles in Greece.

1962: The Saracakis Group begins its manufacturing activity.

1963: The Saracakis Group of Companies formalizes its partnership with Honda by signing an exclusive distribution agreement for the import of Honda motorcycles into Greece. In the same year, Mitsubishi assigns the Saracakis Group of Companies the import and distribution of Mitsubishi passenger and commercial vehicles in Greece.

1965: The first complete Volvo buses with rear engines are manufactured by the Group's Industrial Division under the name SBAV, well before similar chassis were officially introduced into Volvo's bus range. The SBAV bus chassis was developed from the Volvo F85 truck chassis. A total of 1,200 such buses were produced, with 50 exported to Alexandria, Egypt. In the same year, the Saracakis Group of Companies formalizes a commercial agreement with Komatsu for the import and distribution of construction machinery and forklift trucks.

1968: The partnership with Honda Motor is expanded to include the import and distribution of Honda passenger cars and later of Honda marine engines and power products (generators, engines, etc.) in Greece.

1977: The first articulated bus is produced (initially with a Saracakis chassis, later with a Volvo B10M chassis and Schenk semi-trailer), 18 meters long and nicknamed "Dinosaur." The "Dinosaur" begins service in Thessaloniki, while its simpler version, based on a Volvo B10M chassis, is used for transport needs in the Pirageus area.

1987: The Saracakis Group of Companies formalizes its cooperation with Irizar in the bus sector.

1999: The Group's Industrial Division completes the construction of 120 articulated buses for the Athens Urban Transport Organization (ETHEL), based on the Volvo B7LA chassis. This bus model, named "Athena," becomes the world's first three-axle articulated ultra-low, completely flat floor, with no steps at any of its entry or exit doors.

2000: The Group's Industrial Division pioneers the production of the first stainless-steel bus body in Greece, built on a Volvo chassis (40 buses delivered to Thessaloniki).

2001: His Majesty the King of Sweden awards Mr. Dimitrios J. Saracakis the Badge of the Royal Order of the Polar Star.

2002: The Saracakis Group of Companies becomes the Official Importer and Distributor of Renault Trucks in Greece.

2005: The Group expands its operations into neighboring Bulgaria with the establishment of an independent company in the country. In the same year, it begins a partnership with the Chinese company Anhui Heli for the import and distribution of its forklift truck range in the Greek market. The year also marks the launch of proprietary car retail units in various locations across Greece.

2007: A new agreement is signed with Volvo Construction Equipment, expanding their commercial relationship and assigning the Group the import and distribution of VCE products in Bulgaria.

2008: The Saracakis Group of Companies signs an exclusive agreement with BAE Systems for the representation of the Family of Medium Tactical Vehicles (FMTV) in the Greek market.

2009: The Group extends its operations to Cyprus, becoming the Official Importer and Distributor of Volvo Truck Corporation and Volvo Bus Corporation products in the Cypriot market.

2011: The Saracakis Group of Companies becomes the Official Importer and Distributor in Greece of the forklift truck range manufactured by the Italian company OMG, as well as of power generators produced by the French company SDMO.

2013: The Group expands its activities into the vehicle tire market, becoming the Official Importer and Distributor of Infinity, Titan, Apollo, and Sigma Motion products (including tires, batteries, and lubricants).

2018: The Saracakis Group of Companies enters the agricultural sector, becoming the Official Importer and Distributor of Massey Ferguson agricultural machinery in Greece.

2020: The Group expands into the financing and leasing of commercial vehicles, passenger cars, and motorcycles through a strategic partnership with Kinsen Hellas S.A.

2021: The Group establishes SIGMA CVM Romania S.R.L. in Bucharest, expanding its presence in neighboring Romania. The company operates out of new, modern, and and fully equipped facilities. Its core activity is the distribution of agricultural equipment, serving as the exclusive representative of Massey Ferguson in Southeastern Romania, and also representing brands such as Mazzotti, Sumo, Siloking, Ziegler, Olimac, TopCon, and Junkkari.

2022: The Saracakis Group of Companies becomes the exclusive importer and distributor in Greece of Segway Powersports and Horwin Motorcycles.

2023: The Group assumes the exclusive import and distribution of Peugeot Motocycles in the Greek market.

2024: The Saracakis Group of Companies integrates ENSER, expanding its operations into the high-potential sector of environmental services.

### 1.5 Participations and Distinctions



SARACAKIS GROUP OF COMPANIES

GRI 2-6, GRI 2-28

The Saracakis Group of Companies actively participates in industry organizations and bodies to advocate its positions and promote the principles of sustainable development.

### **Participations**



American-Hellenic Chamber of Commerce



Greek People Management Association (GPMA)



Hellenic-Swedish Chamber of Commerce



Hellenic Association of Motorcycle Importers



Machinery Importers Representatives Association



Federation of Attica and Piraeus Industries



British-Hellenic Chamber of Commerce



Athens Chamber of Commerce and Industry



Hellenic Association of Motor Vehicle Importers' Representatives



Alternative Vehicle Management of Greece



Association of S.A. & Entrepreneurship



Hellenic Federation of Enterprises



Association of Automotive Chassis and Body Manufacturers



HELMEPA - Hellenic Marine Environment Protection Association





Institute of Energy of South East Europe



Hellenic Insurance Brokers Association



Union of Insurance Agents Coordinators of Greece



The Premier Association of Financial Professionals













































To date, the Saracakis Group of Companies has received more than 30 international awards. Below is a list of awards for the 2024 reporting period:

**Awards** 

 $(\Sigma)$ 

GROUP OF COMPANIES







Greek Demographic Awards 2024: Awarded for the "With Hope on Board!" program, through which 27 children have been born on the island of Alonissos since 2019, when the Saracakis Group of Companies "adopted" the island in an effort to help address Greece's growing demographic challenge.

BRAVO Sustainability Awards 2024: Honored in the "Bravo Environment" category for the initiative "Solar Power in Motion for a Sustainable Future for All", which involved the installation of 1.922 solar panels on the rooftops of the Group's headquarters on Athinon Avenue in Athens.

Special Award for Stakeholder Engagement - Social Dialogue in the Value Chain: The Saracakis Group of Companies received this special distinction from the QualityNet Foundation—a first in the 16-year history of the awards—recognizing the exceptional engagement of both internal and external stakeholders. The award was based on an intensive outreach campaign that led to an unprecedented 7.402 votes from customers, governmental and local authorities, employees, suppliers, media, and local communities. This achievement highlights the importance of active stakeholder participation in decision-making and the Group's success in fostering strong community ties.

### HR Awards 2024 (Boussias):

- Gold Award in the "Excellence in Management / Leadership Development" category for "Engage in Motion", a pioneering leadership academy built around the core value of employee engagement.
- Gold Award in the "Best HR Corporate Event" for "Our New Way of Working | The Excellence Mechanism" a hands-on experience through which the Saracakis Group of Companies seamlessly blended organizational upskilling with play and experiential learning.
- Silver Award in the "Best Partnership with Educational Institutions" for "Next-Gen of Commercial Vehicles & Machinery Engineers" recognizing the creation of the first specialized reskilling program in the commercial vehicles and machinery sector, in collaboration with IEK AKMI.
- Distinction in the "Best Organizational Collaboration and Trust Initiative" category for "Rise Up Leaders Saracakis Succession Planning", recognizing the innovative internal promotion system for the Group's new executives.
- Silver Award in the "Best Digital Transformation Programmes" category for "Next Gen HR: Advancing Human Resources in the Digital Age", highlighting the Group's innovative and digital-first approach to HR processes.
- Silver Award in the "Best Talent Management & Retention Initiative" category for "Promotion from Within Culture", the Saracakis Group's internal promotion policy for the advancement of its human resources.



FM "Filippos Morakis" Insurance Awards for Apollon S.A. in the category "Digital Orientation - Insurance Agents".

Dynamic Growth Award 2024 - MINETTA INSURANCE for Apollon S.A.

1st Place Award for Apollon S.A. in the Interlife Sales Competition "Cappadocia 2024".

The Saracakis Group of Companies holds the following certifications, valid through 2024:



### ISO 14001:2015

Environmental Management System (Certification Number: 00.02.0098 / 00.02.0600)



### ISO 9001: 2015

Quality Management System (Certification Number: 00.12.1922 /00.12.0808 / 00.12.0236)



### ISO 45001:2018

Occupational Health and Safety Management System (OHS) (Certification Number: 00.05.0477 /00.05.00171



### ISO 50001:2011

Energy Management System (Certification Number: 230713-2)



00,24.0165 / 240926-2)

ISO 22301:2019 2024 **Business Continuity** Management System (Certification Number:



ISO 26000:2010 2024

Social Responsibility Management System (Certification Number: MD-240926-102)



ISO 39001:2012 2024

Road Traffic Safety Management System (Certification Number: 00.19.0108 / 240926-3)



ISO 27001:2023 2024

Information Security Management System (Certification Number: 240524-1)



2024 Social





ISO 37001:2017 2024











































### 1.6 Value Chain and Business Relationships



COMPANIES

The Saracakis Group of Companies' value chain and business relationships play a critical role in its sustainable development. By understanding each stage of the value chain, the Group can improve its efficiency and increase its positive social and environmental footprint.

### **UPSTREAM** OWN OPERATIONS **DOWNSTREAM**



Manufacturina



Marketina. Sales and Distribution



**Public Sector & Key Account Solutions** 



**Design** and Manufacturing



Third-party Sales and Distribution

Inbound Logistics

Public Utility Services, Equipment

Passenger Vehicles

Commercial Vehicles and Machinery

Procurement, repair, and maintenance of commercial vehicles, passenger cars, construction machinery, light trucks, buses, trucks, generators, and tires, as well as the provision of financing and leasing solutions

Electric commercial three-wheeler

Greek fuel tanker and GTV truck

Use of vehicles and machinery

(Authorized and unauthorized



Short and Long-Term Car Leasina



Insurance Services



Waste Management Services

Strategic partnerships with well-established companies in the long-term leasing sector and strengthening cooperation with Kinsen Hellas, serving both corporate and private clients seeking an alternative to outright ownership

Insurance brokerage firm offering comprehensive insurance and risk management services

Collection of mixed, organic, recyclable, and bulky waste; collection, transport, and transfer of non-hazardous solid waste: collection, transport, and sale of recyclable materials; cleaning of streets and public spaces; street sweeping; and bin washing services











































# Our Journey Toward Sustainable Development

2.1 Sustainable Development Approach

2.2 Stakeholder Engagement

2.3 Materiality Analysis

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# 2.1 Sustainable Development Approach



One of the core principles of the Saracakis Group of Companies is our commitment to being useful and beneficial. The global challenges of climate change, social problems, and health and safety issues necessitate that companies operate responsibly, focusing not only on financial performance and profitability but also on actions that prioritize people and the environment.

At the Saracakis Group of Companies, we have integrated the concept of social mission into our corporate culture. Through the sustainability actions and practices we adopt as an organization, we place strong emphasis on emerging values. These include safeguarding public health, human rights, and the environment, promoting the circular economy, responsible investment, social solidarity, business ethics, and transparency.

We are dedicated to developing a sustainable society and ensuring a sustainable future in every possible way. Our business practices seek to serve people and the communities in which we operate by adopting environmental, social, and corporate governance (ESG) principles. In 2024, sustainability matters continued to be managed by the Group's Corporate Affairs. Communications and ESG Department.

As part of our commitment to understanding our main impacts, we align our actions with the 17 United Nations Sustainable Development Goals (UN SDGs), becoming an ally in the fight for social equality, prosperity, and a sustainable natural environment. At the Saracakis Group of Companies, we recognize that these 17 Global Goals are inextricably linked to our business strategy.









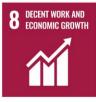






































# 2.2 Stakeholder Engagement



COMPANIES

GRI 2-29

Regular stakeholder engagement aims to better understand stakeholder needs and to identify sustainable development issues that the Saracakis Group of Companies needs to address. Stakeholders are defined as individuals or groups whose interests are or may be affected by the Group's activities. For the Group, the key stakeholder groups are:



Board of Directors / Shareholders



Regulatory Authorities



**Employees** 



Industry Associations / Organizations .





Mainstream Media





Local Community



Customers



Non-Governmental Organizations



Financial Institutions

The following table outlines the stakeholder categories, engagement methods, and engagement frequency.

Stakeholder	Engagement Method		Engagement Frequency
Board of Directors / Shareholders	General Shareholders Meeting	Investor Relations Department     Sustainability Report	Annual, Monthly
Employees	<ul><li>Meetings, Briefings</li><li>Bulletin Boards</li><li>Group Website</li><li>Group Intranet</li></ul>	Social Media     Meetings with Human     Resources Department     Personal Communication     Sustainability Report	Ongoing
Suppliers	<ul><li>Regular Contacts/Visits</li><li>Inspections</li></ul>	<ul><li>Personal Communication</li><li>Social Media</li><li>Sustainability Report</li></ul>	Ongoing
Partners	Regular Contacts/Visits     Inspections	Social Media     Sustainability Report	Ongoing
Customers	Group Website     Email Exchange	Social Media     Customer Satisfaction Surveys     Sustainability Report	Ongoing
Financial Institutions	Conferences and Events	Customer Satisfaction Surveys     Sustainability Report	Ongoing
Regulatory Authorities	Conferences and Events	Social Media     Sustainability Report	Ongoing
Industry Associations / Organizations	Corporate Publications and Articles     Personal Communication     Conferences and Events	<ul><li>Studies and Corporate Reports</li><li>Group Website</li><li>Social Media</li><li>Sustainability Report</li></ul>	Monthly
Mainstream Media	<ul><li>Open Dialogue Events</li><li>Conferences and Events</li><li>Studies and Corporate reports</li></ul>	<ul><li>Group Website</li><li>Personal Communication</li><li>Social Media</li><li>Sustainability Report</li></ul>	Ongoing
Local Community	Studies and Corporate Reports     Group Website	<ul><li>Social Media</li><li>Sustainability Report</li></ul>	Ongoing
Non-Governmental Organizations	Open Dialogue Events     Conferences and Events	<ul><li>Group Website</li><li>Personal Communication</li><li>Social Media</li><li>Sustainability Report</li></ul>	Ongoing







































# 2.3 Materiality Analysis



COMPANIES

GRI 3-1

The Saracakis Group of Companies' strategy places emphasis on sustainable development issues linked to the breadth of its business activity and its economic, environmental, and social impacts. In this context, a materiality analysis was conducted in 2024 (for the purposes of the 2023 Sustainability Report), applying the methodology of the GRI Standards 2021. The goal was to enable the Group to identify, assess, and prioritize the actual or potential positive and/or negative impacts of its operations on the economy, the environment, and society—including its impact on human rights.

The materiality analysis followed these steps:



### Phase 1. Understanding the Operational Framework

Overview of the Business Model (Internal Environment) and the External Environment: Gain a comprehensive understanding of the business model, business relationships, stakeholders, and external environment through a review of documents and relevant available material (e.g., corporate policies and procedures), with the aim of identifying the organization's actual and potential impacts.

### Phase 2. Impacts Identification

Identification of Positive and Negative Impacts (Actual and Potential): Identification of positive and negative impacts on the economy, the environment, and society -including human rights- resulting from the organization's operations and business relationships. These impacts were determined to be significant following a review of sustainability standards and material topics relevant to peer organizations.

### Phase 3. Impacts Assessment

Online Sustainability Survey: An online survey on sustainable development was conducted with the participation of internal stakeholders of the Saracakis Group of Companies, to assess the environmental, social, and socio-economic impacts identified by the Group.

The criteria used to evaluate the positive and negative (actual and potential) impacts on the environment, people, and the economy were as follows:

Positive impacts		Negative impacts		
Actual impacts	Potential impacts	Actual impacts	Potential impacts	
Scale	Scale	Scale	Scale	
Scope	Scope	Scope	Scope	
	Likelihood	Irremediable Character	Irremediable Character	
			Likelihood	

At the end of the process, the responses were collected and analyzed to determine the results of the impact assessment.

### Phase 4. Impacts Prioritization



⊕ GRI 2-14

Materiality threshold: The Management Team of the Saracakis Group of Companies established a threshold to determine which sustainability topics are considered material.

Impacts mapping to sustainability topics: After reviewing the results of the online sustainability survey, certain impacts were determined as material sustainability topics.

Validation of the material topics list: The list of material topics was finalized and validated by the Group's Management Team.

### **Prioritized Impacts**

The materiality analysis process identified 23 positive and negative impacts across environmental, social (including human rights), and economic criteria. Based on the results of the online sustainability survey, the Management Team prioritized the following 13 areas of actual and potential impacts as material. These impact areas form the basis for determining the content of this Sustainability Report.

The Group's response to the issues identified, along with the actions implemented to reduce, appropriately manage, and address actual and potential negative impacts, and to enhance positive ones, are presented in detail in the following chapters of this Report.

Actual	Potential	Actual	Potential
<b>Ø</b>			
<b>Ø</b>			
<b>Ø</b>			
	•		
	•		

### **Material Topics**



The above positive and negative prioritized impacts have been grouped into the following material topics in order to present the management approach and performance of the Saracakis Group of Companies, in a comprehensive manner.

Since no changes occurred in the Group's business model or activities during 2024, it was decided not to repeat the materiality analysis. Instead, the same material topics were used as the basis for the content of this Report, which has been approved by the Group's Management Team.

	Material Topics	Impacts	Sustainable Developmen Goals (SDGs)
	Climate Change and Air Quality	Climate Change Mitigation Climate Change Adaptation Air Pollution	13 :::::
	Energy Transition	• Energy	7 content on
	Sustainable Mobility	<ul> <li>Mobility</li> </ul>	9 Harris Process 11 Household 13 days
	Waste Management	• Waste	12 Security
	Employment Practices	Working Condition: (Group Employees     Other Work-related Rights (Group Employees)	3 600 MILLERS 4 60/27 5 50/41 7
	Human Rights (Equal Treatment and Opportunities for All)	Equal Treatment at Opportunities for A (Group Employees     Equal Treatment at Opportunities for A (Value Chain Employees)	II ) nd 8 HODERSHINI
	Customer Safety	<ul> <li>Personal Safety of Consumers and/or End-users</li> </ul>	3 manu. -/v/\$
	Governance	Corporate Culture     Management of Relationships with Suppliers, Including Payment Practices	

In 2025, the Saracakis Group of Companies will conduct a financial materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS), identifying and prioritizing financial risks and opportunities that affect or are expected to affect the Group's financial position, performance, cash flows, access to finance, or cost of capital over the short, medium, or long term.

This assessment will be carried out across the value chain, focusing on areas where risks and opportunities are likely to arise, taking into account the Group's operations, countries of activity, and business relationships.





Saracakis Group Of Companies | Sustainability Report 2024

































# 3.1 Climate Change and Air Quality Autorial Topic





### **Our Approach**



⊕ GRI 3-3

Recognizing the importance of climate stability and air quality, the Group applies targeted policies and practices to reduce direct and indirect greenhouse gas emissions (Scope 1 and Scope 2) resulting from its business activities, as well as indirect emissions (Scope 3) associated with the transportation of goods, employee commuting, and other sources of harmful pollutants.

### Policy and Management System

The Management Team of the Saracakis Group of Companies is committed to providing high-quality products and services with full respect for the environment, meeting customer requirements and expectations, and ensuring compliance with all applicable legal and regulatory obligations. In this context, it ensures that:

 All actions that may affect quality and the environment are planned and carried out in accordance with the established procedures of the Management System.

• Efforts are made to reduce the consumption of natural resources and energy, and to prevent air pollution arising from operations.

Management System based on ISO 9001, ISO 14001. 150 45001 standards. All employees adhere strictly to the system, having received the necessary relevant training.

- Management conducts ongoing reviews of the quality and environmental objectives of the Management System, as part of its continuous effort to improve product and service quality and strengthen environmental performance.
- All employees are fully informed and actively involved in the implemented system and in the responsibilities and duties assigned to them, as improvements in quality and environmental matters are understood to result from cooperation and effective communication between Management and staff at all levels. For this reason, employees are actively encouraged to contribute ideas and suggestions for continuous improvement.









































#### **Sustainable Partnerships**

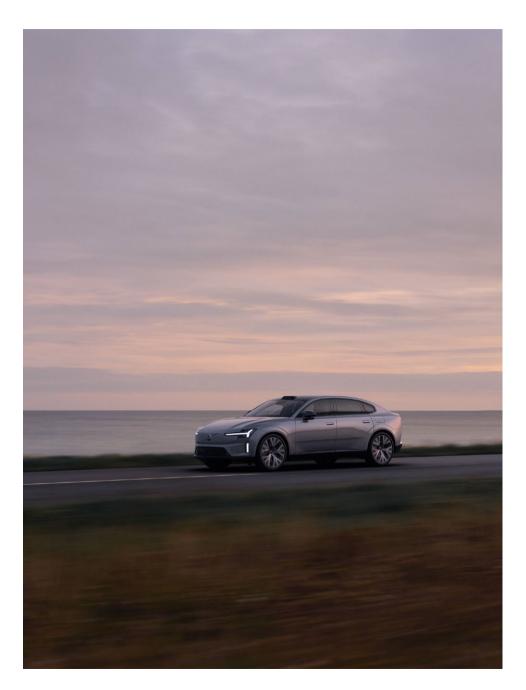
Most of the manufacturers represented by the Saracakis Group of Companies have developed environmental strategies, incorporating international sustainability standards (such as TCFD, SBTi, CDP, and SASB), and publish sustainability reports recording their direct and indirect GHG emissions. Through these partnerships, the Saracakis Group actively supports the transition to an environmentally sustainable supply chain and the decarbonization of the vehicle and machinery industry.

To fulfill its climate change mitigation commitments, the Group collaborates with international manufacturers of vehicles, machinery, and components (such as Volvo, Massey Ferguson, Komatsu, Honda, Irizar, and Mitsubishi). These manufacturers set strict climate targets and require compliance with environmental specifications from their official distributors, including the Saracakis Group of Companies. These specifications include, among others, the Volvo Retail Experience guidelines, the Retail Sustainability Toolkit, the battery collection programs of Honda and Mitsubishi, as well as SCIP/REACH regulations.

In this context, the Saracakis Group of Companies implements the Retail Sustainability Toolkit, a digital tool aimed at reducing CO, emissions in Volvo's retail network by 50% by 2025, and carries out actions such as:

- Using electricity generated from renewable energy sources.
- Eliminating single-use plastics.
- Recycling at least 4 categories of waste.









































#### **Our Performance**

The Saracakis Group of Companies, whose core activity is the trade of vehicles and related machinery, has developed a comprehensive methodology for calculating greenhouse ags (GHG) emissions. Direct emissions include those from sources controlled by the Group and mainly originate from:

- Fuel consumption in stationary combustion sources: These emissions relate to space heating and other processes requiring stationary energy sources.
- Fuel consumption in mobile combustion sources This includes emissions from vehicles, ships, and other machinery owned by the company. Diesel fuel consumption represents the largest share of emissions in this category.
- Fugitive emissions of fluorinated gases: These arise from the use of refrigerants in cooling, air-conditioning, and fire suppression systems.

Emissions from combustion are calculated based on fuel consumption, without the use of measurement equipment, following the Tier 1 (basic) method described in the relevant auidelines of the IPCC's 5th Assessment Report (2014) and the GHG Protocol. The equations used to calculate emissions are based on average CO<sub>2</sub> emission factors for Greece, as published by the Hellenic Renewable Energy Sources Operator & Guarantees of Origin S.A. (DAPEEP). The most recent report used is from June 2024, containing data for 2023.

For 2024, Scope 1 GHG emissions amounted to 3.428,54 t CO<sub>o</sub>e. These emissions are not comparable to those of previous years (477,32 t CO<sub>2</sub>e in 2023 and 434,29 t CO<sub>2</sub>e in 2022), as they also include emissions from subsidiaries outside Greece, namely SIGMA CVM Romania S.R.L., SIGMA Bulgaria SJSC, and the newly acquired ENSER. These emissions continue to stem primarily (88%) from road transportation, mainly due to diesel consumption. It is also noted that in 2024, there was no replenishment of refrigerants (F-gases) in the building facilities' air-conditioning systems, which reflects the Group's commitment to emissions reduction.

More specifically, location-based Scope 2 indirect GHG emissions amounted to 554,72 t CO<sub>o</sub>e, marking a 21% decrease compared to 2023, despite the inclusion of data from SIGMA CVM Romania S.R.L., SIGMA Bulgaria SJSC, and ENSER. The reduction is attributed to self-consumption of electricity generated by photovoltaic panels at the Group's facilities on Athinon Avenue, primarily by "Saracakis Brothers S.A", the Group's largest electricity consumer. There was also a decrease in the emission factors of the Greek national electricity grid, due to a higher share of electricity generated from renewable energy sources (RES).

At the same time, Scope 2 market-based GHG emissions amounted to 284,78 t CO<sub>o</sub>e, showing an increase due to reduced share of emissions covered by Guarantees of Origin from RES (from 82,0% in 2023 to 70,4% in 2024).

Additionally, the Group calculated Scope 3 GHG emissions for the first time, which amounted to 294.333,22 t CO<sub>2</sub>e, primarily resulting from the use of sold products (Category 11), accounting for 95.32% of the total. This figure reflects the GHG emissions over the entire lifetime of the vehicles sold by the Saracakis Group of Companies -from their use to their end-of-life- and highlights the inherent environmental impact of the car distribution business model.

Apart from Category 11, other relevant categories include upstream transportation and distribution (Category 4), accounting for 2,67%, which captures emissions from the international supply chain involving the import of vehicles and spare parts, and purchased goods and services (Category 1), at 0,96%, mainly representing embedded emissions from vehicle manufacturing. The remaining categories —such as fuel- and energy-related activities, employee commuting, and business travel— each contribute less than 1% and have a relatively minor impact on the overall footprint.

The emissions profile underscores the strategic importance of the Group's focus on importing low- and zero-emission vehicles. As the share of electric and hybrid vehicle sales continues to grow, the Group is positioned to achieve significant reductions in Scope 3 GHG emissions in the coming years.

3.428,54 † CO<sub>2</sub>e Scope 1 GHG Emissions 554.72 t CO<sub>2</sub>e - Scope 2 GHG Emissions location-based 284,78 t CO<sub>2</sub>e – Scope 2 GHG Emissions market-based 294.333.22 † CO<sub>2</sub>e – Scope 3 GHG Emissions





GRI 2-4, GRI 305-1 | ESRS E1-6\_07



Direct Emissions (Scope 1) († CO <sub>2</sub> e)	2022	2023	2024
Corporate Vehicles	379,95	416,93	3.362,07
Permanent Facilities (space heating)	54,34	60,39	66,47
Total Direct GHG Emissions (Scope 1)	434,29	477,32	3.428,54

Note	es:
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- The 2024 data refer to Group level and are therefore not comparable with those of previous years, as they also include the emissions of subsidiaries outside Greece, namely SIGMA CVM Romania S.R.L., SIGMA Bulgaria SJSC, and the newly acquired ENSER A.E.
- The increase in direct emissions for the year 2024 is attributed to the inclusion of ENSER S.A. in the relevant calculations, which also covered its corporate vehicles.
- The year 2023 was selected as the baseline year for performance quantification, as it marked the first year of disclosure reporting. Scope 1 GHG emissions for 2022 have been included to illustrate the change, although figures for that year should be considered
- The standards, methodologies, assumptions, and/or calculation tools used for calculating Scope 1 emissions are based on the GHG Protocol Standard and the Greek National Climate Law (Law No. 4936/2022).
- No biogenic emissions were recorded for the years 2022-2024.
- The Group proceeded with a recalculation of direct GHG emissions for 2022 and 2023 to ensure consistency in the calculation methodology across the years.
- The greenhouse gases included in the calculations gre; CO. (carbon dioxide), CH4 (methane), and N.O (nitrous oxide). Zero emissions were reported for HFCs (hydrofluorocarbons) and SF, (sulfur hexafluoride). PFCs (perfluorocarbons) and NF, (nitrogen trifluoride) gases

recognized GHG emission factors from sources such as DEFRA and Ecoinvent, supported by clearly documented assumptions where estimates were necessary.

- The operational control approach has been applied to determine the organizational boundaries of measurement.
- The GWP values used are from the IPCC Fifth Assessment Report (CO.: 1, CH.: 28, N.O: 265)
- The emissions calculation includes emissions from the use of lubricants in ICE vehicles (internal combustion engines).

Indirect Emissions (Scope 2) († CO <sub>2</sub> e)	2022	2023	2024
Location-based Emissions (Scope 2)	745,35	702,34	554,72
Market-based Emissions (Scope 2)	962,33	158,46	284,78

- The 2024 data refer to Group level and are therefore not comparable with those of previous years, as they also include the emissions of subsidiaries outside Greece, namely SIGMA CVM Romania S.R.L., SIGMA Bulgaria SJSC, and the newly
- The year 2023 was selected as the baseline year for performance quantification, as it marked the first year of disclosure reporting, Scope 1 GHG emissions for 2022 have been included to illustrate the change, although figures for that year should be considered indicative.
- The standards, methodologies, assumptions, and/or calculation tools used for calculating Scope 2 emissions are based on the GHG Protocol Standard and the Greek National Climate Law (Law No. 4936/2022).
- The greenhouse gases included in the calculations are: CO<sub>2</sub> (carbon dioxide), CH, (methane), and N<sub>2</sub>O (nitrous oxide). Zero emissions were reported for HFCs (hydrofluorocarbons) and SF, (sulfur hexafluoride). PFCs (perfluorocarbons) and NF. (nitrogen trifluoride) gases were not recorded.
- The operational control approach has been applied to determine the organizational boundaries of measurement.
- GWP values used are from the IPCC Fifth Assessment Report. (CO<sub>2</sub>: 1, CH<sub>2</sub>: 28, N<sub>2</sub>O: 265)
- The company proceeded with a recalculation of indirect GHG emissions for 2022 and 2023 to ensure consistency in the calculation methodology across the years.

#### Other Indirect GHG Emissions (Scope 3)



GRI 305-3

The calculated Scope 3 GHG emission categories comprehensively reflect all relevant sources of emissions across the Saracakis Group of Companies' upstream and downstream value chain, based on the materiality assessment conducted for each category:

Other Indirect Emissions (Scope 3)	2024		2024		2024
Cat. 1: Purchased Goods and Services	2.818.74	Cat. 4: Upstream Transportation and Distribution	7.864,11	Cat. 7: Employee Commuting	541,63
Cat. 2: Capital Goods	105,15	Cat. 5: Waste Generated in Operations	139,23	Cat. 9: Downstream Transportation and	382.21
Cat. 3: Fuel- and Energy-related Activities	1.471,53	Cat. 6: Business Travel	391,33	Distribution	302,21
		he first time in 2024 (base year); therefore, no data are available for prev	ious years.	Cat. 11: Use of the Sold Products	280.546,79
<ul> <li>Scope 3 GHG emission figures do not include SIGMA CVM Romanio</li> <li>The greenhouse gases included in the calculations are: CO<sub>2</sub> (carbo</li> <li>The operational control approach has been applied to determine to</li> </ul>	n dioxide), CH, (me	ethane), and N <sub>2</sub> O (nitrous oxide). No biogenic emissions were recorded in	2024.	Cat. 12: End-of-life Treatment of Sold Products	72,50
<ul> <li>The emission factors used to calculate Scope 3 GHG emissions are semissions inventory, and a model developed based on the latest ELIPCC Fifth Assessment Report (CO<sub>2</sub>: 1, CH<sub>4</sub>: 28, N<sub>2</sub>O: 265).</li> </ul>	sourced from the U STAT and EUROSTA	K Department for Environment, Food & Rural Affairs (DEFRA), the most rec T data on emissions by economic activity in Greece. GWP values used ar orate Value Chain (Scope 3) Standard, using a combination of primary do	e from the	GHG Emissions (Scope 3)	294.333,22



Annexes







































About Us Our Journey Toward Sustainable Development Protection of the Environment Social Responsibility and Environmental Initiatives People and Prosperity Corporate Governance and Business Ethics Annexes

# 3.2 Energy Transition Autorial Topic



Material Topic: **Energy Transition** 



#### **Our Approach**



GRI 3-3

The Saracakis Group of Companies implements effective energy management practices, with a strong focus on the use of renewable sources, aiming to enhance its environmental performance. This approach helps reduce the negative impacts of fossil fuel combustion, contributing positively to environmental protection.

At the same time, the Saracakis Group of Companies has an Energy Management System in place for its headquarters, certified according to the international ISO 50001:2018 standard.

#### Rational Energy Management

The Saracakis Group of Companies systematically records and monitors energy consumption across its offices. warehouses, and all workshops in Athens and Thessaloniki.

Within the framework of its Environmental Management System, one of the Group's key objectives is to reduce electricity consumption. To achieve this, the Group has already implemented the following measures:

- Installation of motion sensors throughout the central building.
- Replacement of conventional light bulbs with LED lighting in vehicle display areas and the central multi-store building.
- Procurement and installation of timers on air compressor

Additionally, the Group is currently finalizing the replacement of lighting in all its facilities.



#### **Renewable Energy Sources**

In 2024, the Saracakis Group of Companies maintained its procurement of Guarantees of Origin, i.e. the Green Pass Certificate from its electricity provider, thus ensuring that 100% of the purchased electricity consumed at its facilities on Athinon Avenue originated from Renewable Energy Sources (RES). Through PPC's Green Pass Certificate, our Group contributes to reducing the carbon footprint of electricity production, while also complying with the requirements of collaborating manufacturers for using electricity from renewable sources (a requirement of the Volvo Retail Sustainability Toolkit Directive).

The Group is committed to increasing the proportion of renewable energy sources in its energy mix and is planning near-term investments in its facilities to improve its overall energy efficiency. These investments encompass the installation of external thermal insulation on the central building and the renovation of its premises in Athens, in order to reduce energy consumption.







In addition, a total of 16 electric vehicle chargers have been installed at the Group's facilities in Athens and Thessaloniki to streamline operations and encourage the adoption of electric and plua-in hybrid vehicles by employees. The chargers are fully used by staff, customers, and partners, providing an incentive for the use of electric and plug-in hybrid vehicles.

In July 2024, the installation and connection of photovoltaic panels on the rooftops of our buildings in Athens was completed, with a total capacity of 999,44 kW. The performance of the photovoltaic system is clearly reflected in the data from its first six months of operation. Specifically, electricity consumption from the grid was reduced by 1.533.934.91 MJ, thanks to the utilization of the solar energy produced.

As a result, Scope 2 GHG emissions (location-based) decreased by 110 t CO<sub>2</sub>e, while electricity costs were reduced by 86.664 euros. In particular, at the Athinon Avenue facility, these results correspond to a 25% reduction in electricity consumption from the grid and related GHG emissions, as well as a 29% reduction in electricity costs.

At Group level, which includes all facilities of Saracakis Brothers S.A. and ENSER S.A., a total reduction of 17% was recorded in both grid electricity consumption and the corresponding GHG emissions.

These improvements are mainly attributed to reduced reliance on the grid, as the energy generated now covers a significant portion of the facilities' needs, while the return of surplus energy to the grid during peak solar production hours further contributes to lowering energy costs. Given that the photovoltaic system operated for only half of the year, it is reasonable to expect that these benefits will double on an annual basis, provided similar operating conditions are maintained —leading to an estimated 50% reduction in grid electricity consumption and related GHG emissions, and a 58% reduction in electricity costs.





#### **Our Performance**

To collect the required data on energy consumption, the Saracakis Group of Companies developed and distributed a tailored questionnaire designed to gather information on fuel and electricity use. This data was recorded by the Group's departments and forms the basis for capturing the total energy consumption. The tool enables the systematic recording of consumption data, ensuring that the information is accurate and complete.

In 2024, total energy consumption amounted to 55.207.525.06 MJ, resulting from 45.748.146.31 MJ of fuel consumption (82,85%) and 9.468.662,37 MJ of electricity consumption (17.15%). It should be noted that. due to the inclusion of new companies in the 2024 inventory, the performance for 2024 should not be used for comparisons with previous years. This expansion of the inventory aims to improve its completeness and has a significant impact on the overall results.

Moreover, petroleum products consumption makes a notable contribution to the Group's total energy consumption, primarily due to the inclusion of ENSER S.A. in the inventory. ENSER S.A.'s related consumption figures have been integrated into the total energy consumption reported by Saracakis Brothers S.A., affecting the overall energy consumption profile of the Saracakis Group of Companies.

The process of collecting and recording energy consumption data is critical for understanding the Group's energy performance. Despite the challenges arising from the inclusion of new companies, the Group's ongoing monitoring and analysis of energy consumption will enable it to identify opportunities for improvement and move forward with strategies that enhance its sustainability and reduce its GHG emissions.



GRI 302-1

### **Energy Consumption within the Organization (MJ)**

	2022	2023	2024
Energy Consumption from Non-renewable Sources	5.847.203,00	6.433.698,00	45.748.146,31
Natural Gas Petrol Diesel Heating Oil LPG Lubricants	Unavailable data 3.343.801,00 1.742.442,00 734.141,00 26.819,00 Unavailable data	Unavailable data 3.297.314,00 2.109.276,00 815.843,00 211.265,00 Unavailable data	1.997,57 7.772.322,65 36.830.918,82 855.144,00 257.412,28 30.351,00
Electricity Consumption from Renewable Sources	0,00	5.971.979,00	6.257.750,37
Electricity from Photovoltaic Panels	0,00	0,00	1.533.934,91
Electricity Consumption from Renewable Sources (with Guarantees of Origin)	0,00	5.971.979,00	4.723.815,46
Electricity Consumption from Non-renewable Sources	7.993.395,00	1.308.433,00	3.210.912,00
Total Electricity Consumption	7.993.395,00	7.280.412,00	9.468.662,37
Electricity Sold	0,00	0,00	9.283,62
Total Energy Consumption	13.840.598,00	13.714.110,00	55.207.525,06

- The 2024 figures represent Group-wide data for the Saracakis Group of Companies.
- Fuel unit conversion from liters to MJ for vehicle fuels and heating oil was based on the conversion factors specified in the Greek National Climate Law (Law No. 4936/2022).
- No heating, cooling, steam, or electricity was sold by the Group in 2022 and 2023.
- Natural gas consumption occurred only at the facilities of SIGMA CVM ROMANIA S.R.L.
- Electricity consumption from non-renewable sources in 2024 concerns the facilities of SIGMA CVM ROMANIA S.R.L. and SIGMA Bulgaria SJSC, the Thessaloniki offices, and other Group sites, excluding the headquarters located at 71 Athinon Avenue, Athens.
- The increased consumption of liquefied petroleum gas (LPG) in 2023 was due to a higher number of LPG-fueled corporate vehicles and an expansion in the mileage covered compared to 2022.
- Electricity consumption from non-renewable sources in 2023 concerns the Thessaloniki offices and other Group sites, excluding the headquarters located at 71 Athinon Avenue, Athens.
- To calculate total energy consumption, the energy generated by photovoltaic panels and fed back into the PPC (Public Power Corporation) grid is subtracted from the sum of all energy consumption.
- For the 2024 total energy consumption calculation, individual monthly consumption data from the Hellenic Electricity Distribution Network Operator (HEDNO) were used to ensure the accuracy of the photovoltaic energy generation figures.





GRI 302-3

#### Energy Intensity (MJ/euro)



• To determine energy intensity, the normalization factor used for 2022 and 2023 was the net revenue of the Saracakis Group of Companies for the respective years.

• To determine energy intensity for the year 2024, the normalization factor used was the net revenue of the following companies: J. D. Saracakis Commercial and Holding S.A., Saracakis Brothers S.A., Apollon Insurance Agents S.A., Apollon Insurance Brokers S.A., SIGMA CVM ROMANIA S.R.L., and SIGMA BULGARIA SJSC.









































# COMPANIES

# 3.3 Sustainable Mobility Andrerial Topic



Material Topic: **Sustainable Mobility** 







#### **Our Approach**



(A) GRI 3-3

The transition to a climate-neutral economy by 2050, as outlined by the EU, underscores the importance of decarbonizing the transportation sector, given its significant contribution to greenhouse gas emissions. Therefore, we view sustainable mobility and the development of a green fleet -characterized by low carbon footprint and high energy efficiency- as essential for achievina a climate-neutral economy and mitigatina climate change.

Today, the Saracakis Group of Companies offers a wide range of options to the Greek market, including trucks, buses, passenger cars, marine engines and construction machinery with low or zero emissions, featuring hybrid and electric engines. The variety of low or zero-emission vehicles we provide is continually expanding.

#### **Promoting Electromobility in Greece**

At the Saracakis Group of Companies, we actively support increasing the market share of electric and hybrid vehicles in Greece, which help reduce the use of fossil fuels. According to official EU data, 137.101 new passenger car registrations were recorded in 2024<sup>1</sup>. Hybrid vehicles saw a 13,1% increase compared to 2023, reaching a total share of 42,3%. Battery electric vehicles (BEVs) and plug-in hybrid electric vehicles (PHEVs) increased by 3.4% year-on-year. with a combined market share of 12.4%.

According to available data<sup>2</sup>, in 2024 in the European Union:

- Battery Electric Vehicles (BEVs): Registrations reached 1.447.934 units, accounting for 13,6% of total passenger car sales.
- Plug-in Hybrid Electric Vehicles (PHEVs): Registrations totaled 545,168 units, representing approximately 5,1% of total passenger car sales.

In Greece, a total of 5.100 BEVs and 11.900 PHEVs were registered in 2024, accounting for approximately 3,7% and 8,7% of total passenger car sales in the country, respectively. Greece remains at an early stage compared to the larger European markets, despite the significant increase in electric vehicle sales in recent years. Specifically, 380.609 BEVs and 144.000 PHEVs were sold in Germany; 400.000 BEVs and 100.000 PHEVs in the United Kinadom; and 290.614 BEVs and 100.000 PHEVs in France<sup>3</sup>.

Another critical aspect of electromobility is the existing public charging network in Greece, which numbers 1.691 charging points in 2024. For context, France hosts 50.000 charging stations, Germany 70.0004, and the UK 48.0005. Furthermore, upgrading the national electricity grid remains a critical barrier to the ability of Greece's energy infrastructure to meet the rising demand for electricity driven by increased electric vehicle usage. Despite efforts to install 8.000 new charging points, Greece continues to face challenges in expanding charging infrastructure and strenathening the power grid.

Recognizing these obstacles and considering other deterrents such as the limited number of certified workshops for high-voltage vehicle repair and maintenance, and the insufficient development of electric vehicle design and production in our country, the Saracakis Group of Companies continues to make consistent efforts to promote electromobility in the Greek market. This is pursued both through the distribution of suitable vehicles and through social initiatives and educational actions undertaken by the Group.

1 https://alternative-fuels-observatory.ec.europa.eu/general-information/news/gre ece-ev-and-phev-sales-soar-36-2024

<sup>2</sup>https://cleantechnica.com/2025/02/05/23-plugin-vehicle-share-in-europe-ev-sal es-report/

3,4Over 17 million EVs sold in 2024 - Record Year - Rho Motion, 2024 (Full Year) Europe: Electric Car Sales per EU, UK, and EFTA Country - Car Sales Statistics

<sup>5</sup>Trends in electric vehicle charging – Global EV Outlook 2024 – Anglysis - IEA





#### **Environmentally Sustainable Vehicles**

One of the main ways the Group can support the expansion of electromobility in Greece is directly through its core activities importing and trading vehicles and machinery. Specifically, the Group represents state-of-the-art, award-winning vehicles, including but not limited to the Volvo 7900 Full Electric Hybrid, Irizar ie tram, Volvo FH Electric, Honda e;Nv1, CR-V e;HEV/PHEV, ZR-V, HR-V, Jazz e:HEV, CIVIC e:HEV, Mitsubishi Colt, ASX, ECLIPSE CROSS PHEV. Additionally, it actively supports two-wheeled electromobility through fully electric motorcycles from Honda, Peugeot, and Horwin.



In markets where alternative fuel technologies are not yet fully developed, the Group promotes vehicles with high energy efficiency and reduced environmental footprint, such as Honda Marine and Volvo Penta outboard marine engines.

<sup>6</sup>Source: New trucks from Volvo running on LNG offer the same performance as diesel, but with 20-100% lower Co., emissions,

It is also noted that the supply of state-of-the-art Volvo FH LNG trucks to Greek companies eliminates 100% of sulfur oxide (SOx) emissions and free particles, while nitrogen oxide (NOx) emissions are reduced by 80%.

#### **Volvo Trucks**

Nitrogen Oxide (NOx) **Emissions are Reduced** by

80%

**Corporate Fleet** 34,86% Fully Electric or Hybrid

As the exclusive representative of Volvo Bus and Irizar Bus in Greece, the Group imports advanced technology buses known for their high energy efficiency, low emissions, and reduced noise levels -contributing to improved air quality and living standards in urban areas. The Group's contribution to electromobility in Greece for 2024 is reflected in the following distribution data by vehicle type:

Distribution of plug-in hybrid electric vehicles (PHEVs):

27,0% of Volvo Cars | 16,7% of Mitsubishi Motors.

Distribution of self-charging hybrid electric vehicles (HEVs):

27,0 % of Volvo Cars | 33,3 % of Mitsubishi Motors | 62,5% of Honda Cars.

Distribution of battery electric vehicles (BEVs):

36,0% of Volvo Cars | 12,5% of Honda Cars

100,0% distribution of imported Horwin-branded battery electric motorcycles.

In 2024, 34,86% of all vehicles in the Saracakis Group of Companies fleet were either hybrid (HEV, PHEV) or fully electric (BEV), confirming the Group's commitment to promoting electromobility and increasing its share in the coming years.



## Sustainable Vehicle Manufacturing



#### Saracakis Group of Companies

Leveraging its long-standing expertise in vehicle design and manufacturing, the Saracakis Group of Companies has undertaken the study and manufacturing of the first fully electric commercial three-wheeler. The concept, design, and technical study began in 2021, followed by the construction of three prototypes featuring non-removable batteries in 2022. The required tests and laboratory checks were carried out in Italy and completed in March 2023, securing all necessary tests for European vehicle type approval.

The project then entered a redesign phase, introducing removable batteries—a technical solution that increased the vehicle's range (autonomy) from 160 km to 210 km while maintaining the original manufacturing cost.

It is worth noting that the design, assembly, and manufacturing of the electric three-wheeler will be entirely carried out in Greece. The Group's vision is to make electromobility technology more broadly accessible to users in the Greek market through this innovation.

#### **Suppliers**

Most of the Group's partner manufacturers have implemented strategic goals and policies addressing climate change mitigation and adaptation, the circular economy, optimal waste management, water conservation, and biodiversity protection to minimize environmental impacts during vehicle production.

The Saracakis Group of Companies' partners, including Volvo, Komatsu, Massey Ferguson, Honda, and Mitsubishi are increasing the use of renewable energy sources in their factories and across their value chains. They are also advancing alternative fuel technologies, such as hydrogen fuel cells, lithium-ion batteries, biogas, and hybrid propulsion, in their vehicles and products.

## Electromobility Training and Awareness Initiatives

#### **Internal Training**

The Saracakis Group of Companies consistently invests in enhancing the professional skills of its technical personnel, with a strong focus on managing cutting-edge technologies for the maintenance and repair of hybrid and electric vehicles. To this end, the Group has organized both online and in-person certification programs, such as Honda Cars' "Electrified Powertrain Technician," providing specialized training on Honda's electrification strategy to qualified engineers. Similar training sessions were provided by Mitsubishi Motors.

At the same time, the Group partners with renowned Vocational Training Centers to train and certify all technicians within its official repair network as High Voltage Vehicle Technicians (CAT.1 & 2). Moreover, all directly involved workshop technicians receive extensive training on safety and high-voltage electromobility.

The technical training we receive each year from the manufacturers we represent is of great importance, both for the professional development of our staff in the fields of technology and innovation, and for the continued high-quality service we aim to offer our customers.

Our expertise and our team's ongoing exposure to the latest technologies enhance the overall reliability of the Saracakis Group of Companies, helping us build and maintain the much-coveted trust of our customers by offering them peace of mind when turning to us to meet their needs.

In 2024, the following training sessions took place:

- Honda Cars High Voltage Technician Certification EP L3 (Electric Powertrain Level 3) The training program was held at the Honda Akademie in Germany, where technicians were trained and certified in High Voltage Vehicle Systems and High Voltage Batteries.
- Mitsubishi Motors Technical training on the new ASX & COLT models and battery repair training for Mitsubishi high-voltage vehicles of the Alliance. The program took place at the Innovam Training Center in Utrecht, the Netherlands.

The manufacturers we represent share valuable knowledge on product technology with us during Train the Trainers sessions. As recipients, we gain specialized insights and practical experience, which we then pass on to the technicians of our Honda and Mitsubishi Motors Official Repair Network through a structured program of theoretical and practical training, designed annually by the Technical Department.

Through this process, technicians are certified across different specialization tiers, equipping them to perform high-quality maintenance and effective repairs on modern Honda and Mitsubishi vehicles - ultimately enhancing our customers' overall experience.

#### **External Training Programs**

In 2024, five external training sessions were conducted at educational institutions, focusing on electromobility and hybrid technology. Upon completion, participants were able to:

- Understand the new operational modes of Volvo electric trucks and buses.
- Learn about Volvo car electric technology, including:
- Structure, specifications, charging, and recycling of high-voltage batteries.
- Repairs, equipment, and specialized tools.
- · Risks and precautions.
- Certifications for specialized Volvo technicians and the legal framework.
- The future of conventional automotive technology.

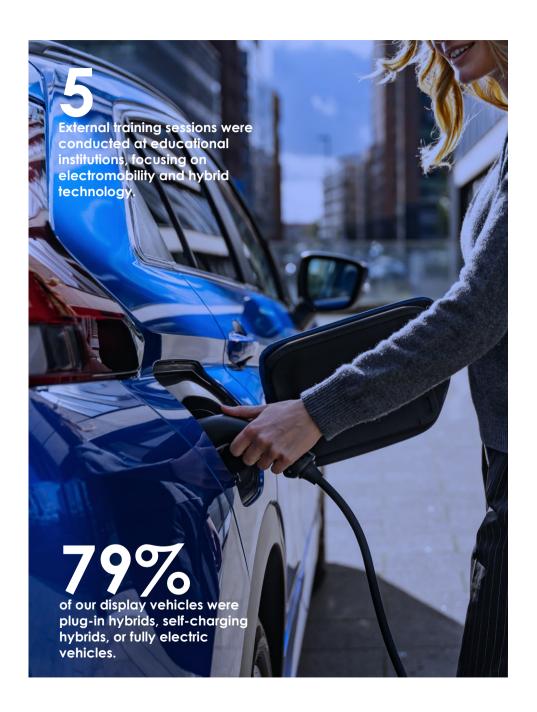
Additionally, since 2023, we have been contributing to the advancement of sustainable mobility through our collaboration with the Prometheus Eco Racing NTUA Team, the energy efficiency racing team of the National Technical University of Athens (School of Electrical and Computer Engineering). This team of undergraduate and PhD students designs and builds high-efficiency electric vehicles and competes in the annual Shell Eco Marathon for efficiency and innovation.

#### **Public and Customer Awareness**

The Saracakis Group of Companies actively raises public awareness about the benefits of electric vehicles for the environment and quality of life.

These efforts are spearheaded by our Corporate Affairs, Communications and ESG Department, through press kits and press releases on electromobility. Moreover, detailed information about electric models and the benefits of electromobility is available on each brand's website, managed by the relevant Marketing departments. Customers are also informed about these benefits during sales consultation.

Additionally, we offer our customers the opportunity to test drive electric vehicles. In 2024, 79% of our display vehicles were plug-in hybrids, self-charging hybrids, or fully electric vehicles.





## **Customer Safety**

All vehicles and machinery of the Saracakis Group of Companies adhere to high safety standards, ensuring the protection of our customers and employees. The group strives for full compliance with all national and international safety regulations through practices such as:

- Adapting imported motorcycles to ensure compliance with EU safety and emissions standards.
- Implementing product inspection processes like Pre-Delivery Inspection (PDI) to guarantee technical compliance.
- ISO 9001 Certification Quality Management System.

Further information on how we ensure the safety of our customers is available in section 4.3 "Customer, User, and Vehicle Safety".

Below, we present the percentage distribution of each vehicle brand traded by the Group in 2024, categorized by fuel type (hybrid, fully electric, gasoline, diesel, CNG, LPG) and vehicle type (passenger cars, machinery, motorcycles, trucks, buses, and marine engines). As previously mentioned, the Group seeks to increase the proportion of fully electric and hybrid vehicles and construction machinery in its trade. This goal is pursued in collaboration with our vehicle manufacturers, who themselves are bound by mandatory commitments to produce a minimum percentage of vehicles with zero or minimal greenhouse gas emissions.

#### [Internal Index of the Saracakis Group of Companies]

### Vehicles distributed by the Saracakis Group of Companies by engine type

		brid IEV)	(Hy	brid brid- nybrid)	Fu Elec	•	Pet	rol	Die	sel	CI	NG	LI	PG
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Passenger Vehicles —														
Honda	0,0	12,5	80,0	62,5	20,0	12,5	0,0	12,5	0,0	0,0	0,0	0,0	0,0	0,0
Mitsubishi	50,0	16,7	0,0	33,3	0,0	0,0	50,0	50,0	0,0	0,0	0,0	0,0	0,0	0,0
Volvo	65,0	27,0	2,0	27,0	20,0	36,0	4,0	10,0	9,0	0,0	0,0	0,0	0,0	0,0
Used Vehicles	20,0	6,0	5,0	15,0	5,0	6,0	50,0	52,0	20,0	21,0	0,0	0,0	0,0	0,0
Machinery —														
Volvo Construction Equip.	0,0	0,0	0,0	0,0	10,0	0,0	0,0	0,0	85,0	100,0	0,0	0,0	0,0	0,0
Komatsu	0,0	0,0	5,0	0,0	10,0	0,0	0,0	0,0	85,0	100,0	0,0	0,0	0,0	0,0
Massey Ferguson	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0
Tadano	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	100,0	0,0	0,0	0,0	0,0	0,0
Motorcycles, — Scooters & ATVs														
Honda	0,0	0,0	0,0	0,0	0,0	0,5	100,0	99,5	0,0	0,0	0,0	0,0	0,0	0,0
Peugeot	0,0	0,0	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0	0,0	0,0
Horwin	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Segway Powersports	0,0	0,0	0,0	0,0	0,0	0,0	100,0	100,0	0,0	0,0	0,0	0,0	0,0	0,0
Trucks —														
Volvo Trucks	0,0	0,0	0,0	0,0	30,0	8,4	0,0	0,0	60,0	91,6	10,0	0,0	0,0	0,0
Renault Trucks	0,0	0,0	0,0	0,0	30,0	0,0	0,0	0,0	60,0	100,0	10,0	0,0	0,0	0,0
Buses —														
Volvo Bus	0,0	0,0	0,0	0,0	50,0	0,0	0,0	0,0	50,0	100,0	0,0	0,0	0,0	0,0
Irizar Bus	0,0	0,0	0,0	0,0	50,0	0,0	0,0	0,0	50,0	100,0	0,0	0,0	0,0	0,0
Marine Engines —														
Honda Marine	0,0	0,0	0,0	0,0	0,0	0,0	100,0		0,0	0,0	0,0	0,0	0,0	0,0
Volvo Penta	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0

# COMPANIES

# 3.4 Waste Management Anterial Topic



Material Topic: **Waste Management** 



#### **Our Approach**



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

The circular economy and the conservation of natural resources, along with maximizing material recovery and utilization, are strategic priorities for the Saracakis Group of Companies. Our goal is to minimize waste production and implement recovery, reuse, and recycling techniques both in our facilities and throughout the lifecycle of the vehicles we offer.

#### Policy and Management System

The Quality, Environment and Occupational Health and Safety Policy of the Saracakis Group of Companies is implemented based on the following key principles:

- Ongoing efforts to minimize the amount of final waste produced by the Group, through the application of best available techniques for recovery, reuse, and recycling. wherever feasible.
- · Safe management of hazardous waste generated during the Saracakis Group of Companies' operations.
- Compliance with all applicable legal and regulatory requirements. Membership in the Hellenic Recovery Recycling Corporation (HE.R.R.Co) and annual submission of the Group's waste declaration to the National Waste Producers Registry (EMPA).

 Daily collection and sorting of materials for recycling. including plastic, cardboard, iron, and wood packaging; batteries and accumulators; electrical and electronic equipment; lubricating oils; and parts and tires from vehicles and construction machinery.

Aiming for the proper and optimal management of waste, the Saracakis Group of Companies undertakes the following actions:

#### Management of hazardous waste through recovery, reuse, and recycling, including:

- Returning and reusing spare parts.
- Recycling batteries.
- Establishing private agreements with customers of Electric Motorcycles 1-e, requiring the return and recycling of damaged (end-of-life) batteries of their motorcycles, in line with their contractual obligations as consumers.
- Diaitization of user manuals across all our companies to reduce paper usage.
- Mandatory internal recycling and battery management programs for BEV/HYBRID/PHEV batteries in all new technology vehicles sold. For this purpose, Group entity "Saracakis Brothers S.A" has signed a contract with Re-Battery S.A., a Collective Alternative Management System (CAMS) certified/approved by the Hellenic Recycling Agency (HRA). (https://www.rebattery.gr/).

2

#### Collaboration with suppliers focusing on reducing natural resource and energy consumption:

- Honda has set a target to achieve 100% use of sustainable resources (sustainable materials) with zero environmental impact by 2050.
- Honda has developed a system to reduce waste and recycle resources. Honda Motorcycles conducts numerous studies and initiatives on circular resource utilization, including secondary use and battery recyclina. In India, Honda has launched an initiative to use second-life Honda Mobile Power Pack e: units as energy sources in areas with unstable or no access to electricity.
- Honda is working to build a circular value chain, which includes extensive recycling of precious metals and other materials.
- Preference for repair over replacement has been adopted by all companies collaborating with the Saracakis Group of Companies.
- Reuse of packaging materials for motorcycles (crates).
- Return of specific used parts to suppliers for remanufacturing (e.g., air compressors, alternators, clutches). These parts are then sold at a lower price while retaining the reliability and warranty of genuine parts. In certain cases, destruction of parts (e.g., radiators) is carried out on-site by the Saracakis Group or the manufacturer (VTB).

Our Environmental Management System, along with all our activities, is certified by the international ISO 14001:2015 standard.



#### **Waste Management**

#### Key Activities and Types of Waste

More than 20 categories of hazardous and non-hazardous waste are generated from the operations of workshops and auto body shops, as well as from the offices and vehicle showrooms of the Saracakis Group of Companies.

#### **Hazardous Waste**

- o Batteries:
- · Lead-acid
- Nickel-metal hydride (NiMH)
  Nickel-cadmium (NiCd)
- Lithium-ion (Li-lon)
- Oils (synthetic and conventional)
- Oil filters
- Lubricants
- Solvents
- o Paint and Auto body shop residues
- Brake fluids
- Coolants
- o Electrical and electronic equipment
- o Ink cartridges/Printer ink
- Contaminated plastic packaging and absorbent materials (cloths with maintenance fluid residues)
- Alkaline batteries

#### Non-Hazardous Waste

- Plastic packaging
- Cardboard and paper
- o Iron
- Aluminum
- O Wood
- Other metals
- Glass packaging and materials
- Cracked car glass
- Mixed packaging
- Mixed waste
- o Organic waste
- Spare parts
- Vehicle tires or other parts of vehicles and construction machinery
- Synthetic fabrics
- o Electronic equipment
- Cigarette butts
- Mixed municipal waste
- Catalytic converters



To ensure optimal waste management, both within and outside our facilities, we implement the following practices:

- We educate our nationwide network of dealers to adopt responsible recycling practices, especially for effectively managing hazardous waste. Specifically, the Automotive Consumer Solutions technical department has issued five (5) circulars to the official network of dealers and repairers, outlining best practices and legal obligations per Greek and European legislation.
- We inform our employees about proper waste disposal points.
- We have placed recycling bins where waste can be disposed of according to its category (e.g., plastic, paper). However, the operations of our facilities and workshops generate mixed waste, including packaging made of multiple materials (e.g., plastic, glass, metal). Separating these at the source is challenging, therefore, all such waste is collected by an authorized waste management contractor for further processing. In 2024, the Saracakis Group of Companies does not have quantitative data available for this specific waste stream. However, it is working with the contractor to include relevant data in future Reports.











































#### **Kev Partners**

The Saracakis Group of Companies maintains lona-standing and ongoing partnerships with either Collective Alternative Management Systems (CAMS) or licensed companies to ensure the proper management of waste, aiming to prevent any form of environmental impact from substances and materials resulting from the Group's operations. Below are the key partners and their respective activities:

Sunlight Recycling: Recycling of lead-acid batteries.

2 Re-Battery: Recycling of lead-acid, nickel-metal hydride (NiMH), and lithium-ion (Li-Ion) batteries in critical or damaged condition.

3 SNAM France / Envirochem Greece: Recycling of lithium-ion (Li-Ion) and nickel-metal hydride (Ni-MH) batteries from Honda vehicles.

**Ecoelastica:** Recycling of vehicle tires.

SUK Hellas: Recycling of oil filters, containers, antifreeze, absorbents, brake fluids, and paint and varnish waste containing organic solvents.

6 Cigaret Cycle Zero: Recycling of cigarette butts.

**CYTOP:** Recycling of oils, lubricants, and other maintenance fluids from vehicles and construction machinery.

#### **Vehicle Recycling**

The Saracakis Group of Companies has long been at the forefront of environmental awareness, committed to the continuous improvement of the environmental performance of its products and the minimization of their potential negative impacts on the environment. As a leading vehicle importer, the Group actively promotes initiatives that enhance the recyclability of the vehicles it distributes in the Greek market.

The Saracakis Group collaborates with the Alternative Vehicle Management of Greece (EDOE), to ensure the proper disposal of vehicles at the end of their life cycle. EDOE is a Collective Alternative Management System (CAMS) approved by the Hellenic Recycling Agency (EOAN), responsible for the legal and proper recycling of vehicles in Greece. The operation of the system is governed by Presidential Decree 116/2004 and the conditions of Law 4496/2017.

#### **Return and Reuse of Spare Parts**

Another way the Saracakis Group contributes to the circular economy is by providing remanufactured spare parts through a dedicated process that involves collecting materials and components at the end of their life cycle. The parts are transferred to a central location for sorting, after which they are sent for reuse, remanufacturing, or recycling by the original manufacturer. This extends the lifespan of the parts, promotes the sustainable management of resources, and reduces the need for new raw materials.

The process is applied to key engine components, transmissions, final drives, hydraulic systems, and electronic parts. Spare parts are collected from various regions across Greece, centralized in Athens, and then sent to the supplier for further processing.

In particular, critical components of vehicles and construction machinery from Komatsu, Massey Ferguson, Volvo, and Renault are returned to the Saracakis Group of Companies by customers and then forwarded to the original manufacturer's factory for remanufacturing and resale.

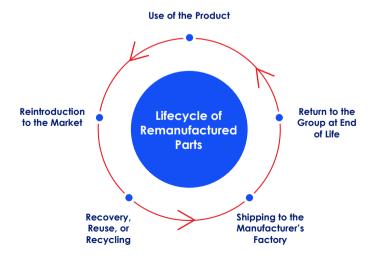
This practice has been in place for 15 years and covers the sale of remanufactured spare parts. It also offers financial benefits to customers, as remanufactured parts are sold at a 30-50% lower price.

#### **Battery Recyclina**

The Saracakis Group of Companies ensures the proper management of used or damaged vehicle batteries, aiming to prevent pollution and recover valuable materials for recycling and reuse.

Specifically, the majority of the lead-acid batteries we handle are sent for processing and recycling at the Sunlight Group's facilities, where secondary lead is produced. Similarly, the recycling of lead-acid batteries. nickel-metal hydride (Ni-MH) batteries, and lithium-ion (Li-lon) batteries in critical or damaged condition is managed by Re-Battery S.A., the Alternative Management Company for Accumulators operating across Greece.

In collaboration with Honda and following a defined process set by the manufacturer, we collect and return batteries from Honda's hybrid and plug-in hybrid vehicles to SNAM. For Mitsubishi, we return the batteries to SNT Europe B.V. Additionally, lithium-ion vehicle batteries are sent for remanufacturing at their respective factories.





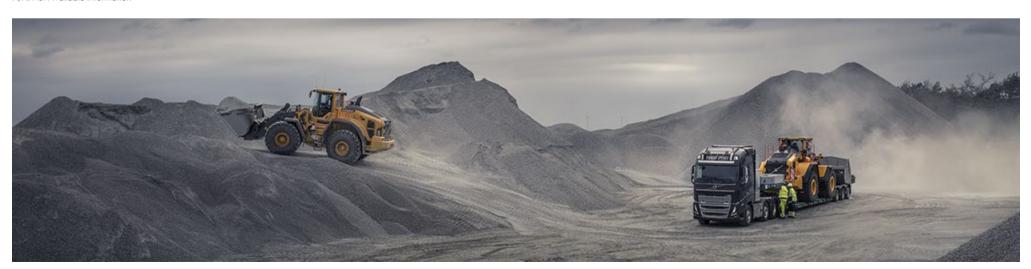




### Our Performance

GRI 306-3, GRI 306-4, GRI 306-5	Wo	ıste Genera	ted		aste Divert		Wa	ste Directe	
Tonnes (t)				fı	rom Dispos	al		Disposal	
Hazardous Waste	2022	2023	2024	2022	2023	2024	2022	2023	2024
Lead batteries	14,00	15,40	28,93	14,00	15,40	28,93	0,00	0,00	0,00
NiMH batteries (Nickel-metal hydride)	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
NiCad Batteries (Nickel-Cadmium)	0,00	0,09	0,00	0,00	0,09	0,00	0,00	0,00	0,00
Lithium-ion batteries	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Oils (Synthetic or non-chlorinated machine oils, gearbox oils, and lubricants)	65,74	81,22	87,23	65,74	81,22	87,06	0,00	0,00	0,17
Lubricants	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Paint residues	0,65	0,85	1,75	0,65	0,85	1,75	0,00	0,00	0,00
Absorbent materials (cloths with grease and oil residues)	1,74	1,05	1,17	1,74	1,05	0,91	0,00	0,00	0,26
Plastic packaging containing hazardous substances	3,69	4,70	8,56	3,69	4,70	8,25	0,00	0,00	0,31
Antifreeze fluids containing hazardous substances	3,30	0,00	1,12	3,30	0,00	1,12	0,00	0,00	0,00
Alkaline batteries	0,00	0,03	4,49	0,00	0,03	4,49	0,00	0,00	0,00
Solvents	0,08	0,04	0,03	80,0	0,04	0,03	0,00	0,00	0,00
Oil filters	18,14	15,29	12,86	18,14	15,29	12,66	0,00	0,00	0,20
NMC Batteries (Lithium-Nickel-Manganese-Cobalt Oxide)	0,58	0,00	0,00	0,58	0,00	0,00	0,00	0,00	0,00
Ink cartridges	N/A	N/A	0,27	N/A	N/A	0,27	N/A	N/A	0,00
Total	107,91	118,67	146,41	107,91	118,67	145,47	0,00	0,00	0,94

N/A: Not Available Information



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GRI 306-3, GRI 306-4, GRI 306-5	Was	te Generat	ed		aste Diverte		Was	te Directed	to
Tonnes (†)				fro	om Disposo	ıl		Disposal	
Non-Hazardous Waste	2022	2023	2024	2022	2023	2024	2022	2023	2024
Plastic	5,01	7,30	7,36	5,01	7,30	27,36	0,00	0,00	0,00
Paper and cardboard packaging	53,74	60,66	95,36	53,74	60,66	94,86	0,00	0,00	0,50
Wooden packaging	58,96	72,51	68,67	58,96	72,51	68,37	0,00	0,00	0,30
Glass	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Ferrous metals	59,86	129,22	87,83	59,86	129,22	87,31	0,00	0,00	0,52
Aluminum materials	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Other metals	21,58	9,93	7,86	21,58	9,93	7,86	0,00	0,00	0,00
Mixed packaging	2,92	2,85	0,83	0,00	0,00	0,83	2,92	2,85	0,00
Organic waste	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Mixed waste	190,23	187,73	206,81	0,00	0,00	25,00	190,23	187,73	181,81
Used tires	0,58	5,98	1,89	0,58	5,98	1,75	0,00	0,00	0,14
Synthetic materials	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Other vehicle parts	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Discarded electronic and electrical equipment	0,00	2,17	0,07	0,00	0,00	0,07	0,00	2,17	0,00
Cigarette butts	0,02	0,02	0,02	0,00	0,00	0,02	0,02	0,02	0,00
Mixed municipal waste	12,68	0,00	0,00	0,00	0,00	0,00	0,02	0,02	1,46
Catalytic converters	N/A	N/A	5,71	N/A	N/A	5,71	N/A	N/A	0,00
Total	405,58	478,37	482,41	199,73	285,60	299,14	193,18	192,79	183,27

#### Notes:

SARACAKIS GROUP OF COMPANIES

- The 2024 figures represent Group-wide data for the Saracakis Group of Companies.
- N/A: Not Available Information

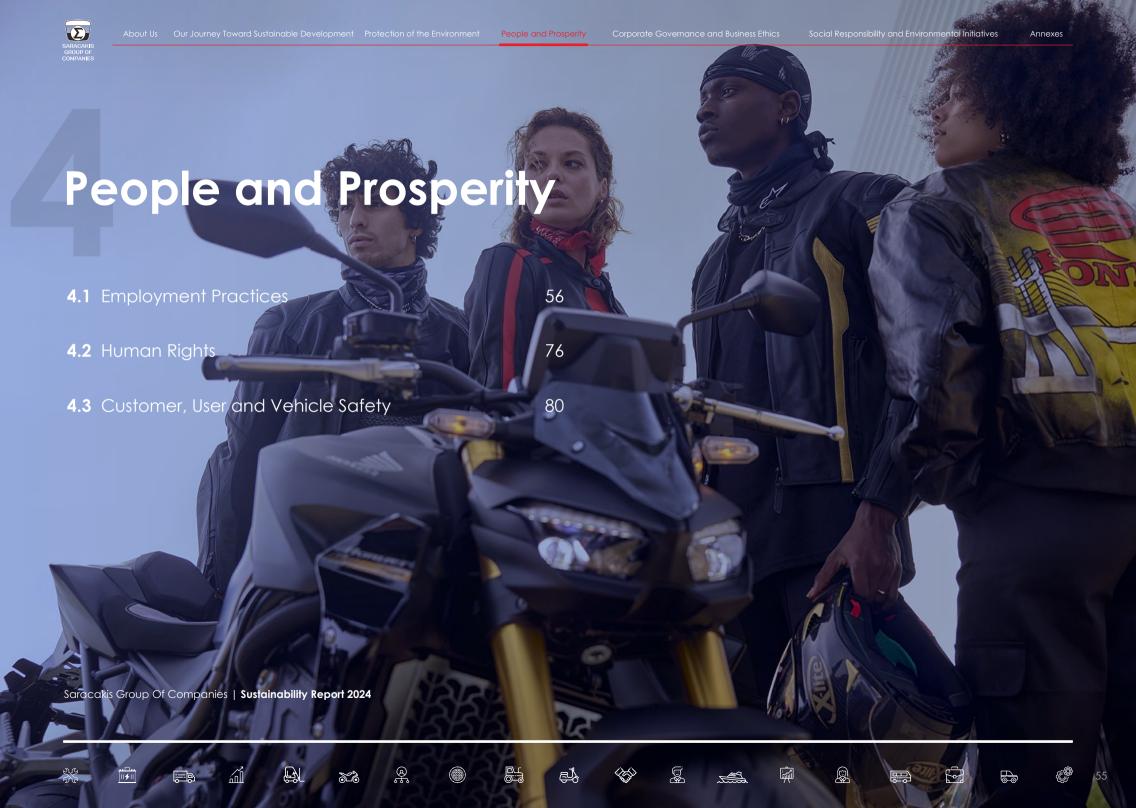


Waste diverted from final disposal through recovery operations (t)

Hazardous Waste (†)	2022 Offsite	2023 Offsite	2024 Offsite
Recycling	107,91	118,67	145,47
Non-Hazardous Waste (t)			
Recycling	199,73	285,60	299,14







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# 4.1 Employment Practices Andrerial Topic

Material Topic: **Employment Practices** 











#### **Our Approach**



GRI 3-3

The success of the Saracakis Group of Companies is driven by its people. Their commitment, dedication, and teamwork are the driving forces that allow us to steadily maintain a leading position, even in a constantly evolving and highly competitive environment.

With a strategic focus on attracting, developing, and retaining talented professionals, emphasis is placed on their onaoina professional arowth, while their performance and contributions are tangibly recognized. At the core of the Group's philosophy lies the belief that collaboration and shared focus on common goals are critical success factors for its future. Our progress is built on knowledge, skills, and the unique contribution of each team member, while the development of new capabilities aligned with modern demands is strongly encouraged.

The automotive industry is undergoing a major transformation, marked by developments such as electrification, digitization, shifting vehicle ownership models, and the growing need for sustainability. These trends are redefining how we operate and call for continuous innovation and strategic foresight, before change becomes imperative. At the same time, adaptation to new work models is essential to ensure the organization's steady and healthy development.

Technological advancements, environmental challenges, new ways of working, energy crises, and the multigenerational composition of the workforce -combined with social and cultural factors- are shaping a new set of needs and expectations, both for partners and for the Saracakis Group of Companies itself.

As the pace of change accelerates, adopting a digital mindset becomes critical. It enables participation in redefining mobility, a better understanding of customer needs, access to new talent and skills, and the preservation of competitiveness through gaility and rapid adaptation.

Continuous learning, flexibility, a culture of collaboration and teamwork -combined with professionalism and a customer-centric philosophy- form the foundation of success. These values foster innovation, attract and retain talent, enhance performance, and ensure the Group's long-term sustainability and competitiveness.







#### **Our New Way of Working**

To update its "Way of Working," the Saracakis Group of Companies introduced a new set of skills in 2023, which continue to be applied in employee evaluations. These skills include:

#### 1 Find Opportunities

By challenging the status quo, both the internal and external environments are constantly explored to identify opportunities for improvement and solutions to critical problems. Opportunities are sought in relation to work. teams, and operation that will contribute to the Group's growth. New ideas and solutions are developed to advance both the Saracakis Group of Companies and its teams.

#### 2 Focus on Customer

Significant effort is made to understand customers, both external and internal. Gaining deeper insights into how they use products and services, which are their pain points. and how they benefit from the offerings is essential to success. In serving their needs, the Group pursues its business with environmental, social and cultural sensibility.

#### 3 Think and Act Diaitally

We continuously explore and experiment with digital tools in order to understand how they can add value and better meet the needs of our colleagues and customers. We dare to try the most advanced digital solutions, using a constructive feedback approach to improve their performance.

Despite potential initial challenges, we move forward with concrete steps and adopt new digital methods, recognizing the long-term benefits they may bring. At the same time, we remain cautious toward technologies that may appear impressive on the surface but do not meaningfully address the needs of the users they are intended for.

#### **4 Establish Connections**

We strengthen the power of teams, networks, and partnerships to achieve more together than we ever could apart. We demonstrate flexibility and adaptability to understand the ever-changing needs of others parties and develop awareness of our own needs and demands. We build "bridges" by considering the interests of all stakeholders, addressing their main concerns and desires, and above all, serving a common purpose that makes sense to all.

#### 5 Develop Self and Others

We believe in the power of personal growth and aim to inspire others to arow. We continuously search for opportunities to learn something new and consciously take ourselves and others slightly outside our comfort zones. While this has become second nature to us, we often remind ourselves how these learning paths and explorations can be useful for our work and our clients. With a people-first approach, we act as coaches and mentors, encouraging others to do the same.





#### **Employee Evaluation and Benefits**

#### Career Development and Recognition

We are committed to providing a merit-based work environment based on the knowledge, skills, and aspirations of our employees. We encourage continuous development, as this is essential for their personal success and the successful trajectory of the Group.

The Human Resources Department strives to help each employee grow both individually and professionally by implementing the following practices:













Goal setting and performance evaluation by job position, based on "SMART" goals (Specific, Measurable, Achievable, Relevant, Time-bound). Goals are set jointly by the employee and supervisor, approved by the Business Unit Directors, and quality-checked by the Human Resources Department.

Annual recognition and rewards for selected employees for outstanding performance or exemplary behavior.

**Rewarding selected employees** from each department who significantly contributed to the successful completion of major projects.

Career advancement opportunities, towards management or specialist positions through internal promotions in all operating locations (Greece, Cyprus, Bulgaria, and Romania).

Succession planning for key positions in the Group and systematic preparation of internal candidates. It is worth noting that, to date, 85% of the Group's Management Team (Directors and Supervisors) has been promoted internally.



#### **Employee Benefits**



 $(\Sigma)$ 

SARACAKIS GROUP OF COMPANIES

GRI 401-2, GRI 403-6

Our goal is to create conditions that ensure a healthy and stable work environment, making the Saracakis Group of Companies a highly preferred employer for current and future employees. The Group follows applicable national legal provisions regarding compensation and benefits. Additionally, regardless of the type or duration of the contract, we consistently invest in the following voluntary benefits:

#### Benefits Provided by the Group to Employees







Supplementary Medical and Pharmaceutical Care



Subsidy for Undergraduate/ Postaraduate **Educational Programs** 



Annual Medical Check-up



Reward Gift for Ambassadors of Corporate Culture and High Performance



Coverage for Permanent and Temporary Disability Risk

Corporate Governance and Business Ethics



Long Service Reward Gift



Blood Bank for Employees and their Families



Voluntary Retirement Plan (with administrative fees covered by the employer)



Company Car and Fuel Card (depending on job level or nature of duties)



Christmas Gifts for Employees' Children



Parking Space



Training Sessions on Personal Interest Topics for Employees and their **Families** 



Travel Insurance (for business purposes)



Additional Vacation Days



Childbirth Gift



Wedding Gift



Commission or Annual Bonus Schemes in Addition to the Main Salary



Discounts on Group and Partner Products and Services for Employees and their Close Relatives



Mobile phone/tablet provided to facilitate employees in carrying out their work



Extension of Maternity Leave by an Additional 6 months Beyond the Legally Defined Period (subject to Employer Agreement)



Interest-free Loans for Employees to Cover Serious **Emergency Needs** 



Christmas Food Vouchers (in addition to the Legally Mandated Christmas Bonus)



Gifts for Employees' Children (School Bags for First Graders, Gifts for Newborns)



Wellness. Well-being, and Skills Benefits

- The annual performance bonus is incorporated into each year's payroll and depends on the employee's performance evaluation, which is completed by March 31st. This bonus is only applicable to employees who do not receive sales commissions. Each job position is linked to either a commission scheme or an annual bonus scheme, depending on whether its focus is sales-related or supportive.
- There is no provision for stock ownership plans for employees.

















































#### **Employee Training and Development**

#### Internal Training

The Human Resources Department of the Saracakis Group of Companies applies the following principles and practices in the design of training programs, aiming to foster employee development and empowerment:



**Equal opportunities for training and development:** Business Units Directors and the Human Resources Department hold annual one-on-one meetings with employees to jointly define their career path and professional development goals.



Diverse training formats: Development of diverse training methods such as classroom training, training academies, e-learning platforms, experiential learning, assessment centers, and systematic coaching, especially for new hires or employees assuming more demanding roles.



Investing in our people: Partial or full sponsorship of long-term training programs in collaboration with external educational and academic institutions for selected employees who demonstrate high performance and exemplary professional behavior.



Development of specialized expertise: Advanced technical training for engineers and electricians/electrical diagnosticians in the Group's auto repair shops (workshops) as well as in passenger cars workshops in Athens and Thessaloniki. Technical training opportunities from global manufacturers such as Volvo, Komatsu, Honda, Mitsubishi, Massey Ferguson.



In 2024, a total of

8.163 training hours were offered to 947 employees across all companies of the Group.





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GRI 404-2

Training topics are listed in the table below.

## **Employee Skill Enhancement Programs (2024)**

Training Course	Description
27th HR Symposium	Conference on human resources management topics such as talent attraction and retention strategies, corporate culture, employee well-being, and innovative HR practices.
Basic Life Support Level 1	Basic first aid training focused on cardiopulmonary resuscitation (CPR), use of an automated external defibrillator (AED), and emergency response management.
BF350 Train the Trainer Session HONDA MARINE	Specialized training program for the new BF350 outboard engine by Honda Marine, covering technical specifications, maintenance procedures, and effective instructional approaches.
Branding And Customer Experience	Training on branding strategy and creating customer experiences, focusing on market trends, customer relations, and strengthening corporate identity.
Calibration - Performance Appraisal Workshop	Workshop on employee performance appraisal, covering best practices for skill development and scoring methodologies.
CX STRATEGY MASTERCLASS 2024	Seminar on developing customer experience strategies, including modern practices, customer journey mapping tools, and data-driven approaches.
D4 & D6 Overhaul	Specialized training in the maintenance and repair of D4 and D6 engine types, covering technical topics, diagnostic methods, and hands-on applications.
Databases and SQL For Data Science with Python Course (IBM)	Training in programming languages, focusing on Python combined with SQL for data analysis and management, with an emphasis on ETL techniques (Extract, Transform, Load)
DPI Overhaul	Specialized technical training in the complete overhaul of the Diesel Particulate Injector (DPI), including diagnostics, maintenance, and upgrade procedures.
Engage In Motion (Leadership Academy)	Leadership program focused on developing leadership presence, communication, and team motivation skills, aiming at effectively managing change within the Group.
Engineering Project Management Specialization	Advanced training in engineering project management, covering planning techniques, risk management, and the execution of complex processes.
EVC Level 3	Training on electric vehicles, with a focus on high-voltage systems diagnostics, repair, and management procedures.
Excel Basics Data Analysis	Training in basic data analysis principles in Excel, including table creation, formatting, and data processing.
Excel For Beginners: Advanced Functions	Training in advanced Excel functions for optimized data analysis.
Excel Skills For Business: Intermediate I	Training in data analysis and management for business purposes using Excel (automation, specialized formulas, etc.).
Feedback Loops: How To Give & Receive High-Quality Feedback Specialization	Specialized training on effective feedback techniques, focused on improving employee performance.
Global Procurement and Sourcing Specialization	Training in procurement and supply chain management strategies with emphasis on negotiation tactics, supplier management, and cost control.
Google Data Analytics Professional Certificate_Patsianta	Certification in data analytics fundamentals from Google concerning the use of tools such as SQL, R, and Tableau, and application of data-driven decision-making.
Google Digital Marketing & E-Commerce	Training in digital marketing and e-commerce, with hands-on practice in SEO, Google Ads, analytics, and sales strategies.
Google Project Management: Professional Certificate	Google-certified project management training covering Agile, Scrum, resource management, and leadership skill development for successful project implementation.
Honda New Models Training E: PROGRESS	Specialized technical training on Honda's new models, focusing on their technological innovations and specifications.

Note: No transitional support programs are provided to former employees upon retirement or termination of employment.



Training Course	Description
HRBP Workshop	Two-day workshop for HR Business Partners (HRBP), focusing on HR strategies, talent management, and collaboration with senior leadership for the Group's development.
Human Resource Management: HR For People Managers Specialization	Specialized human resource management program covering topics such as recruitment, employee development, performance management, and organizational culture.
IBM Project Manager Professional Certificate	Project management certification by IBM, focused on Agile and Waterfall methodologies, risk and budget management, and leadership skills.
Introduction To Data Analysis Using Excel	Training on basic techniques for analyzing static data using Excel (Pivot Tables, Power Query).
Investment Management	Training in investment management, emphasizing market analysis, risk management, and portfolio strategies.
IPS Overhaul	Specialized technical training on the general overhaul of the Integrated Propulsion System (IPS), covering diagnostics, repairs, and preventive maintenance.
Mergers and Acquisitions	Training on corporate mergers and acquisitions, focusing on negotiation strategies, company valuation, and change management.
Microsoft Power BI Data Analyst Professional Certificate	Professional certification in data analysis using Power BI (dashboard creation, data analysis, and report automation).
Technical Training Mitsubishi – New Models ASX / COLT	Technical training on Mitsubishi's new ASX and COLT models, including analysis of technical features, electronic systems, and maintenance procedures.
New Models 2024 Honda Moto	Specialized training on Honda's 2024 motorcycle models, covering technological innovations, maintenance, and repair.
PST Soft Skills 2024	Soft skills development training, focusing on communication, problem-solving, conflict management, and effective workplace collaboration.
Python For Data Science, AI & Development	Training on the Python programming language for scientific data analysis and processing, artificial intelligence development, and application programming.
SAP Professional Fundamentals & HTML, CSS, And Javascript for Web Developers	Combined training on SAP fundamentals and core web programming technologies (HTML, CSS, JavaScript), aimed at better business data management and web application development.
Speak English Professionally: In Person, Online & On the Phone	Business English language training.
SQL Basics	Training on the fundamentals of the SQL programming language for database management and data processing.
Technical Training OEM Diagnostic and Support Systems MME	Specialized technical training in diagnosing and repairing faults in OEM diagnostic and support systems.
Volvo Bus - Battery Handling	Training on the handling of Volvo bus batteries, covering safety procedures, replacement, and maintenance.
Volvo Bus New B13r (3) Euro6	Technical training on the new Volvo B13R EURO6 model, including mechanical, electronic, and environmental features.
Volvo Trucks - Electromobility(Md)	Training on Volvo electric trucks, focusing on batteries, electric motors, and energy management systems.
Volvo Trucks - Fh(4) Lng	Training on the maintenance, safety, and efficiency of Volvo FH(4) trucks that run on liquefied natural gas (LNG).
Volvo Trucks - HdEmob D&R Course	Specialized training on the proper handling of electrical systems in Volvo heavy-duty electric trucks.
Volvo Trucks - Workshop Toolbox	Training on the correct use and management of the Volvo Workshop Toolbox—a tool for diagnostics and technical support.
Volvo Trucks – Educational Trip to Sweden	Educational visit to Sweden, offering hands-on exposure to new technologies and Volvo Trucks manufacturing facilities.
Training in Electric and Hybrid Vehicle Technology	Specialized program on new electric and hybrid vehicle technologies, focusing on batteries, drivetrains, and safety.
Training and Certification of High-Voltage Vehicle Technicians – Categories 1 & 2 for the Maintenance and Repair of High-Voltage Vehicles	Training and certification of high-voltage technicians for the maintenance and repair of electric vehicles.
Technical Training – New Honda E Models	Specialized technical training on the electric Honda e models, covering battery and electric motor technologies.
Technical Training – Honda Marine BF350A Outboard Engine	Training on the new Honda BF350A outboard engine, including maintenance, adjustments, and diagnostic procedures.
Note: No transitional support programs are provided to former employee	as up a relicement or tormination of ample went

Note: No transitional support programs are provided to former employees upon retirement or termination of employment.

SARACAKIS GROUP OF COMPANIES



#### **External Training Programs**

In collaboration with educational institutions, a total of 510 training hours were offered in 2024 to 531 (students and participants trainees) across 17 different institutions and organizations. Details on the training topics, institutions. partner participants are summarized in the table below:

**510** Training Hours

**53**1 Participants

> Institutions and **Organizations**

#### Location Event / training New technologies in Volvo electric trucks and buses Kalochori, Thessaloniki Saracakis Group of ReGeneration Academy on Marine Engineering Companies (SGC) Facilities IEK AKMI Career Orientation Day A day as a Mechanotronic | Career Orientation Day SGC Facilities A day as a Mechanotronic | Career Orientation Day SGC Facilities SGC Facilities Kalochori Erasmus Internship SGC Facilities Career Pathways powered by Saracakis Executives SGC Facilities Hybrid and Electric Technologies SGC Facilities A day as a Mechanotronic | Career Orientation Day SGC Facilities A day as a Mechanotronic | Career Orientation Day SGC Facilities A day as a Mechanotronic | Career Orientation Day SGC Facilities The Apprenticeship Institution **IEK AKMI** CVM Engineer Program - Career Orientation Day **IEK AKMI** CVM Engineer Program - Career Orientation Day IFK AKMI Career Day - Marketing, Economics & Management -ACCELERATE YOUR CAREER 2024 **IEK AKMI** VET schools from Italy, Spain, and Serbia interested in learning about methods for implementing apprenticeship programs in companies SGC Facilities Youth Entrepreneurship Summer Program (YES) | ACE in **Educational Visit** SGC Facilities Erasmus - Roland Garros Vocational School Students Internship SGC Facilities A day as a Mechanotronic I Career Orientation Day SGC Facilities A day as a Mechanotronic | Career Orientation Day NTUA School of Mechanical Mechanical Design Training (Use of advanced tools and technologies for designing Engineering vehicles and their individual components. SGC Facilities - IEK AKMI Practical training and specialization in commercial vehicles

#### Institution / Organization



#### **REGENERATION**

**AKMH** Heraklion, Crete & Rhodes

**AKMH** Piraeus & Elliniko

**AKMH** Athens

CONSTRUISONS ENSEMBLE L'ARTISANAT DE DEMAIN



AKMI



Hellenic Air Force General Staff (HAFGS) & Hellenic Air Force NCO Academy



**EPAL Alimos** 

**AKMH** - Cyprus Students

Public IEK of Rentis & Ilioupoli



**AKMH** Athens

**AKMH** Piraeus & Elliniko

**AKMH** Athens

**}AKMH** 





**AKMH** Athens

**AKMH** Piraeus & Elliniko



**AKMH** 

#### **Participants**

High School Seniors (12th Graders)

University graduates

3rd Year Students

1st Semester Students

1<sup>st</sup> Semester Students

2<sup>nd</sup> Semester Students

1st and 2nd Semester Students

HAFGS Technical Staff

2<sup>nd</sup> Year Students

High School Seniors (12th Graders)

2<sup>nd</sup> Year Students

Delegation visit from Balkan ministries on implementing apprenticeship programs in Greece

2<sup>nd</sup> Year Students

2<sup>nd</sup> Year Students

1st Year Students

Professors from Balkan countries

Junior High and High School Students (9th and 10th - Graders)

3rd Year Students

1<sup>st</sup> Semester Students

1st Semester Students

1st Year Students

Mechatronics Students

















and machinery





































### Internships

At the Saracakis Group of Companies, we actively support students by offering internship positions. Young people beginning their professional journey with us gain technical knowledge, hands-on experience in real work environments, and essential professional skills for entering the job market.

# The internship program at the Saracakis Group of Companies offers students:

- Exposure to real working conditions.
- Assignment of substantive responsibilities based on predefined job descriptions.
- Ongoing guidance, on-the-job training, and feedback.
- Support and mentorship from specialized HR personnel.

# Through the internship experience, students benefit in many ways:

- Entry into the job market.
- Acquisition of professional experience in specialized fields.
- · Practical application of academic knowledge.
- Enhanced self-awareness and personal development.

In 2024, 46 students began their internship at the Saracakis Group of Companies. It is worth noting that 11,9% of students who completed their internship with us in 2024 were hired and remained with the Group.



COMPANIES

#### **Internal Activities and Engagement Actions**

At the Saracakis Group of Companies, we carry out initiatives aimed at strengthening bonds among employees, while recognizing their valuable contribution to the company's progress. In 2024, the following activities were implemented:



New Year's Cake Celebrations (January & February): We hosted events in Athens and Thessaloniki for all our employees to celebrate the achievements of the past year, honor high performers, and share the company's goals for the year ahead.

**Blessing Ceremony** (February): The ritual was held at the central Mitsubishi – Honda showroom in Athens. The blessing is a long-standing tradition that blends spirituality with new beginnings, reinforcing a sense of community and solidarity.



Tsiknopempti Celebration (March): At the Saracakis Group of Companies, we all came together over a shared meal to celebrate Tsiknopempti, strengthening bonds among colleagues.

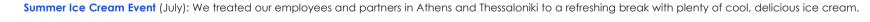
International Women's Day (March): We honored International Women's Day by recognizing all the women who, with their passion, determination, and vision, help shape a better future.



Internships Activity (March): Over the past four years, more than 140 young professionals have completed internships at the Saracakis Group of Companies, with 1 in 5 continuing to work with us. Currently, over 30 interns are gaining experience and developing skills within the Group, with 70% of internships taking place in our workshops—half of them in commercial vehicles and machinery. To show our appreciation, we organized a special bowling event, featuring over 20 spares and 15 strikes!

Basketball Team (May): The employee basketball team of the Saracakis Group of Companies, joined by colleagues from Kinsen Hellas, made its debut in the A1 EKA Basket league (Corporate Championship – EKA Nikos Galis), securing a place among the top four teams in the category.





Olympic Games Spirit (August): We brought the excitement of the Olympic Games to our premises, watching the thrilling match of everyone's "Official Favorite," the Greek National Basketball Team, and sharing the joy and team spirit that sports bring.



**Back2School** (September): We offered a symbolic gift to all children of employees entering elementary school, expressing our support and best wishes for their academic journey.

Christmas Children's Celebration (December): Our facilities in Athens and Thessaloniki were transformed into a magical Christmas setting, filled with smiles, games, and sparkle, for more than 100 children of our colleagues.

Corporate Governance and Business Ethics

#### Occupational Health and Safety System



GRI 403-1, GRI 403-2, GRI 403-4, GRI 403-6, GRI 403-7

The Code of Conduct defines the framework of the Quality, Environment and Occupational Health & Safety Policy, which is publicly available to all interested parties via the official website of the Saracakis Group of Companies. Its relevance and adequacy are reviewed regularly (at least once a year, during the Management Review of the Management System).

In implementing the Policy, the Group has developed and implemented an integrated Quality, Environment and Occupational Health & Safety Management System (the "Management System"), which operates based on the following principles:

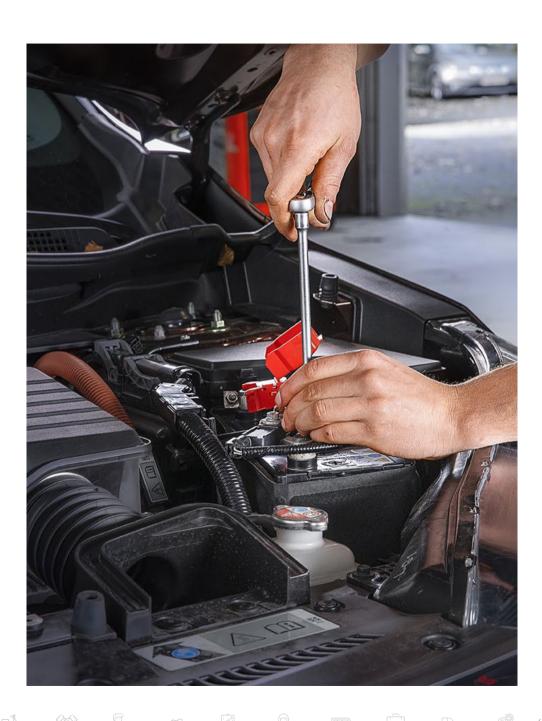
- Systematic identification, assessment, and control/management of all Occupational Health and Safety (OHS) risks, minimizing such risks by adopting safe methods and operational procedures for the prevention of accidents and occupational illnesses, both in routine operations and in emergencies.
- o Systematic identification, assessment, and management of all OHS-related opportunities.
- o Establishment and ongoing review of OHS objectives and targets during the Management Review, reflecting Management's continuous effort to improve product and service quality, OHS performance, customer satisfaction, and overall system effectiveness.

Full briefing of all employees on the obligations and responsibilities integrated into the Management System regarding Quality and OHS matters, which arise from active collaboration and communication between Management and staff at all levels. Active employee participation in submitting improvement proposals is encouraged in every possible way.

To implement the above, the Saracakis Group of Companies:

- o Provides all necessary resources (materials, equipment, infrastructure, personnel, and training) to achieve its quality, environmental, and occupational health and safety (OHS) objectives.
- o Has appointed a Management Systems Officer (MSO), who holds the required authority and organizational independence to ensure that the implemented Management System operates and is maintained in accordance with ISO 9001:2015 and ISO 45001:2018.

The Group's Board of Directors adheres to European and, by extension, national guidelines and regulations on Health and Safety (Law 3850-10, Occupational Health and Safety Legislation), with the Management System Officer ensuring compliance with all relevant regulations and with ISO 45001:2018.



#### Prevention and Management of Health and Safety Risks



GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6

Για την έγκαιρη πρόληψη και την ελαχιστοποίηση των εργασιακών κινδύνων αλλά και την αξιολόγηση αυτών σε τακτική και μη τακτική βάση, προς τήρηση των προδιαγραφών του ISO 45001:2018, ο Όμιλος Επιχειρήσεων Σαρακάκη διεξάγει τις παρακάτω ενέργειες:

- Systematic identification, assessment, and management of Occupational Health and Safety (OHS) risks
- o Systematic identification, assessment, and management of OHS-related opportunities
- o Risk minimization through the adoption of safe methods and operational procedures
- o Encouragement of employees to report OHS risks and incidents

## Systematic identification, assessment, and management of Occupational Health and Safety risks.

In accordance with Labor Law provisions, the Group collaborates with the Occupational Physician and the Safety Technician, minimizing the likelihood of work accidents and exposure of employees to health risks.

As specified by Law 3850/2010, the Safety Technician is responsible for the following duties:

#### o Supervision of working conditions:

- Regular inspection of workstations
- Reporting of shortcomings and development of proposals for corrective measures
- o Supervision of the proper use of personal protective equipment
- Investigation of the causes of work accidents and development of proposals for preventive measures
- Supervision of fire safety and emergency drills

#### o Improvement of working conditions:

- o Informing and guiding employees on risk prevention
- o Participation in employee training on health and safety issues











































Meanwhile, according to Law 3850/2010, the Occupational Physician is responsible for the following duties:

- o Conducting medical examinations related to job placement following the hiring process or job changes, as well as periodic medical checks as determined by the labor inspector, at the request of the Employee Health and Safety Committee, when not specified by law.
- o Carrying out medical examinations and workplace environment measurements, in accordance with the applicable regulations.
- o Assessing employee fitness for specific roles, evaluating and maintaining record of examination results, issuing evaluation certificates, and communicating them to the employer.
- o Overseeing the implementation of employee health protection and accident prevention measures. To achieve this, the Occupational Physician:
  - Regularly inspects workplaces, reports any malfunction or deviation, proposes countermeasures, and oversees their implementation.
  - o Explains the necessity of proper use of personal protective equipment.
  - o Investigates work-related disease causes, analyzes and evaluates findings, and proposes preventive measures.
  - o Ensures employee compliance with health and safety rules, informs employees of job-related risks and prevention methods.
  - o Provides urgent treatment in case of accidents or sudden illness. Executes employee vaccination programs as directed by the relevant health authority where the company operates.

#### Systematic identification, assessment, and management of OHS-related opportunities:

- Conducting walkarounds with checklists depending on the workspace.
- Using an online reporting tool for Department Managers to resolve issues related to facility and employee safety.
- Holding regular meetings with the Department Managers.
- Annual monitoring and re-certification of the ISO 45001 management system.

#### Risk minimization through the adoption of safe methods and operational procedures:

- Mandatory use of personal protective equipment.
- Checking mechanical equipment, administrative guidelines, and availability of first aid kits in all Group facilities, to avoid accidents and occupational diseases.

#### Encouragement of employees to report OHS risks and incidents:

Use of platform for anonymous or named Whistleblowing.

More information on the platform is available in Section 4.2 "Human Rights".





In order to mitigate the risks associated with work-related accidents and occupational diseases, we implement the following practices, which include setting Health and Safety goals and performance indicators for the Group's employees.



#### Goals

# Prevention of Workplace Accidents

#### **Group Health and Safety Practices**

- 1 Internal control through regular inspections in each department's work areas
- 2 Full implementation of the Occupational Risk Assessment Study (including its Appendices)
- 3 Meetings on Occupational Health and Safety issues with relevant Department Heads
- 4 Walk-Around Check List, including questions on:
  Use of Personal Protective Equipment | Compliance with safety instructions
  Workplace signage | Facility issues directly related to employee safety
- 5 The option to record any observations not included in the questionnaire or other feedback provided by employees during internal inspections.
- 6 Daily recording and management of Health and Safety incidents by departments through:
  - Communication with Department Heads and Human Resources Management
  - Presentations on Occupational Health and Safety issues
  - · Anonymous reporting within the corporate intranet
- 7 Maintaining daily communication with relevant departments
- 8 Conducting post-hiring introductory training
- 9 Annual training and presentations on Occupational Health and Safety issues for all Group employees

## Prevention of Occupational Diseases

- 1 Daily recording and management of Health and Safety incidents by departments through:
- Communication with Department Heads and Human Resources Management
- Presentations on Occupational Health and Safety issues
- Anonymous reporting within the corporate intranet
- 2 Maintaining daily communication with relevant departments
- 3 Employees' medical suitability certificates
- 4 Provision of medical and pharmaceutical care plans
- 5 Medical examinations as recommended by the Occupational Physician

## Ability to Prevent and Manage Emergencies

- 1 Evacuation drills
- 2 Fire safety team training
- 3 First aid training

During the scheduled review of the Management System by the Management, these objectives are revised as part of our ongoing efforts to ensure workplace Health and Safety and customer satisfaction.

#### **Competent Party**

## Health and Safety Team and Department Heads

#### **Performance Indicator**

Annexes

Number of workplace accidents (of any kind)

Health and Safety Team

and Department Heads

Number of employees who developed an occupational disease (related to the company's business)

Health and Safety Team and External Partners

Frequency of drills











































#### Identification and Management of Health and Safety Incidents



#### GRI 403-2

The Head of the Management System is responsible for implementing and continuously improving the Management System, as well as recording potential incidents. In the event of a Health and Safety-related incident, the competent heads of departments, auto repair shops, body shops, and warehouses are required to notify the Head of the Management System.

The Saracakis Group of Companies has informed all area supervisors of their obligation to record and report minor incidents and near misses that occur in the workplace. Such incidents, when identified (e.g., through walkarounds), are recorded as observations. Subsequently, proposed measures are defined and documented to prevent similar incidents from recurring.

#### **Employee Participation and Engagement**



#### GRI 403-4

The Saracakis Group of Companies actively supports employee participation and engagement in the development, implementation, and evaluation of the Management System through the following practices:

Engaging and informing employees about the Management System and their duties arising from it.

Active collaboration between Management and employees to optimize the Quality, Environment and Occupational Health and Safety Policy and the relevant Management System. This can be achieved by submitting relevant proposals and improvement recommendation (e.g., periodic meetings with heads of workshops and warehouses)7.

Encouraging employees to report any hazardous situations so that preventive measures can be taken and mitigating actions performed.

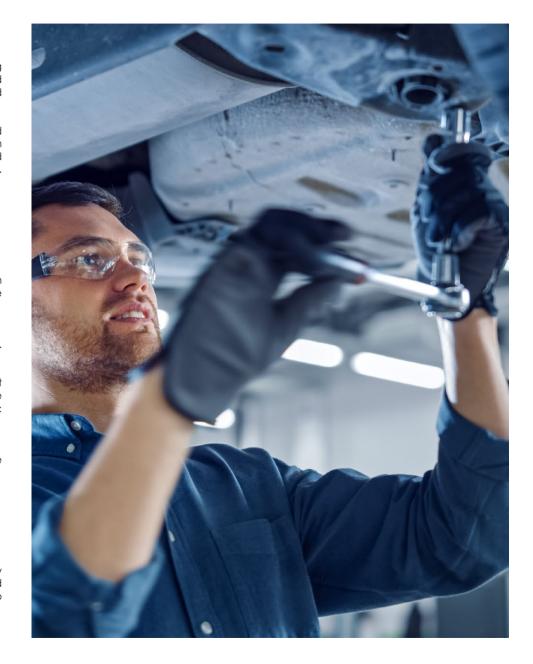
#### **Business Relationships**



#### GRI 403-7

The protection of health concerns not only our employees but also all stakeholders within our supply chain. Therefore, the Group's Quality, Environment and Occupational Health and Safety Policy and Management System is also applicable to our suppliers who are duly informed and required to comply with its principles and content.

<sup>7</sup>No official Health and Safety Committee has been established.













































#### **Our Performance**



GRI 2-4, GRI 2-7

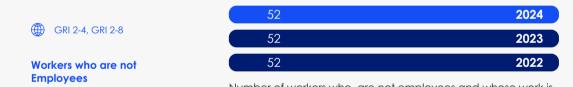
The Saracakis Group of Companies monitors and records the total number of its employees in Greece and abroad, disaggregated by gender, type of contract, and type of employment.

#### **Employees by Gender and Type of Employment**

2022	Ŷ	ho	Ϋ́Ω̈́	2023	Ŷ	$\mathring{\mathbb{N}}$	Ϋ́Ϋ́
Total Employees	92	315	407	Total Employees	93	342	435
Permanent	91	311	402	Permanent	93	340	433
Temporary	1	4	5	Temporary	0	2	2
Full-time	91	315	406	Full-time	93	342	435
Part-time	1	0	1	Part-time	0	0	0

#### Notes:

- The data for 2024 reflect the workforce at the level of the Saracakis Group of Companies.
- For the years 2022 and 2023, workforce figures were adjusted, incorporating data from J. D. Saracakis Commercial and Holding S.A., Saracakis Brothers S.A., and SIGMA Bulgaria SJSC.
- There were no employees on non-guaranteed hours contracts for the years 2022–2024.
- There was no system for recording the gender categories "other" or "not disclosed" in the Group for the years 2022-2024.
- The data have been compiled based on active employees as of 31/12 (headcount) for each year, including departures up to these dates. The higher number of men compared to women is attributable to the fact that approximately 45% of the Group's workforce is employed in workshops and warehouses, where the majority of positions are held by men. On average, the ratio of female employees in other departments of the Group is approximately 35%.
- The categories of fixed-term contract employees include warehouse workers who fill vacant positions due to seasonal leave as well as paid internship positions.
- The increase in employee numbers in 2023 compared to 2022 is attributed to the launch of new business activities and the overall business growth of the Saracakis Group of Companies. The same applies to 2024, when the workforce of ENSER was integrated.



Number of workers who are not employees and whose work is controlled by the Saracakis Group of Companies:

#### Notes

0,00

- For the years 2022 and 2023, Workers who are not employees' figures were adjusted, incorporating data from J. D. Saracakis Commercial and Holding S.A., Saracakis Brothers S.A., and SIGMA Bulgaria SJSC.
- Non-employee workers include employees from external partners to whom we lease space at our facilities, or contractor employees (e.g., cleaning, security). The data are based on active headcount as of December 31 of each year.

## GRI 2-4, GRI 2-21

SIGMA BULGARIA SJSC

Annual Total Compensation Ratio	2022	2023	2024
J. D. Saracakis Commercial and Holding S.A. / Saracakis Brothers S.A	9,66	9,58	9,50
ENSER S.A	Not available information	Not available information	1,85
SIGMA CVM ROMANIA S.R.L.	Not available information	Not available information	7,40
SIGMA BULGARIA SJSC	2,92	2,74	3,92
Change in Annual Total Compensation Ratio			
J. D. Saracakis Commercial and Holding S.A. / Saracakis Brothers S.A	Not available information	0,90	0,85
ENSER S.A	Not available information	Not available information	Not available information
SIGMA CVM ROMANIA S.R.L.	Not available information	Not available information	Not available information

Not available information

Note: For the years 2022 and 2023, data from the other companies within the Saracakis Group of Companies were incorporated.

Annexes

About Us Our Journey Toward Sustainable Development Protection of the Environment Corporate Governance and Business Ethics Social Responsibility and Environmental Initiatives People and Prosperity Annexes



SARACAKIS GROUP OF COMPANIES

## GRI 2-30

The Saracakis Group of Companies fully adheres to all applicable legislation (in every country of operation) regarding collective bargaining agreements ensuring their implementation for all employees.



GRI 2-4, GRI 401-1 | ESRS \$1-6\_11, ESRS \$1-6\_12

#### New Employee Hires and Employee Turnover

		<30 years old			30-50 years old					>50 years
2024			ŶĤ		8		ŶŶ			
Number of new employee hires (#)	18	58	76		26	107	133		12	119
Rate of new employee hires (%)	60,00	49,15	51,35		24,07	29,89	28,54		24,00	42,05
Number of employee turnover (#)	16	56	72		26	101	127		12	80
Rate of employee turnover (%)	53,33	47,46	48,65		24,07	28,21	27,25		24,00	28,27
2023										
Number of new employee hires (#)	5	29	34		10	33	43		1	7
Rate of new employee hires (%)	29,41	41,43	39,08		18,87	17,93	18,14		4,35	7,95
Number of employee turnover (#)	7	21	28		7	28	35		2	8
Rate of employee turnover (%)	41,18	30,00	32,18		13,21	15,22	14,77		8,70	9,09
2022										
Number of new employee hires (#)	10	41	51		16	30	46		3	8
Rate of new employee hires (%)	52,63	57,75	56,67		29,63	18,29	21,10		15,79	10,00
Number of employee turnover (#)	6	22	28		11	26	37		1	10
Rate of employee turnover (%)	31,58	30,99	31,11		20,37	15,85	16,97		5,26	12,50

#### Notes:

- For 2024, the data on new hires and employee turnover is presented at the level of the Saracakis Group of Companies.
- For the years 2022 and 2023, figures of employees' hires and turnover were adjusted, incorporating data from J. D. Saracakis Commercial and Holding S.A., Saracakis Brothers S.A., and SIGMA Bulgaria SJSC.
- There was no system for recording the gender categories "other" or "not disclosed" in the Group for the years 2022-2024





































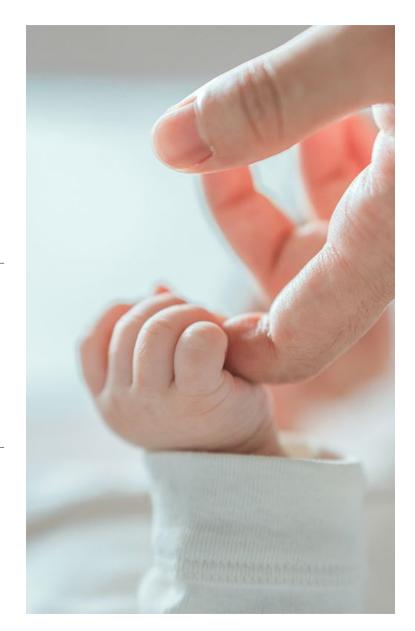






## GRI 401-3

Parental Leave		0	. 0
	Å	Ŏ	ΔΑ
2024	'1	*11	*1 *11
Total number of employees that were entitled to parental leave (#)	11	15	26
Total number of employees that took parental leave (#)	11	15	26
Total number of employees that returned to work after parental leave ended (#)	6	13	19
Total number of employees due to return to work after taking parental leave (#)	8	13	21
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work (#)	Not available information	Not available information	Not available information
Return to work rate (%)	75	100	90,48
Retention rate (%)	Not available information	Not available information	Not available information
2023			
Total number of employees that were entitled to parental leave (#)	6	4	10
Total number of employees that took parental leave (#)	6	4	10
Total number of employees that returned to work after parental leave ended (#)	6	4	10
Total number of employees due to return to work after taking parental leave (#)	6	4	10
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work (#)	0	0	0
Return to work rate (%)	100	100	100
Retention rate (%)	0	0	0
2022			
Total number of employees that were entitled to parental leave (#)	8	4	12
Total number of employees that took parental leave (#)	8	4	12
Total number of employees that returned to work after parental leave ended (#)	6	4	10
Total number of employees due to return to work after taking parental leave (#)	6	4	10
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work (#)	6	4	10
Return to work rate (%)	100	100	100
Retention rate (%)	Not available information	Not available information	Not available information



- The 2024 figures reflect Group-wide data for the Saracakis Group of Companies.
- 2 female employees are expected to return in 2025 upon completion of their parental leave.
- The employee retention rate for 2024 is not available due to the unavailable due to the unavailable in 2025 and will be included in the next Sustainability Report.
- Data on employee retention rate for 2022 is not available due to the unavailability of the necessary data to calculate the indicator.
- There was no system for recording the gender categories "other" or "not disclosed" in the Group for the years 2022-2024.









































GRI 2-4, GRI 403-8

#### Workers Covered by an Occupational Health and Safety Management System

Employees and Workers who are not Group Employees but whose Work and/or Workplace is Controlled by the Saracakis Group of Companies

	2022	2023	2024
Number (#)	459	487	999

Number and percentage of all employees and workers who are not Group employees but whose work and/or workplace is controlled by the Group, who are covered by an occupational health and safety management system.

	2022	2023	2024
Number (#)	459	487	999
Percentage (%)	100	100	100

Number and percentage of all employees and workers who are not Group employees but whose work and/or workplace is controlled by the Group, who are covered by an occupational health and safety management system that has been internally audited.

	2022	2023	2024
Number (#)	459	487	999
Percentage (%)	100	100	100

Number and percentage of all employees and workers who are not Group employees but whose work and/or workplace is controlled by the Group, who are covered by an occupational health and safety management system that has been audited or certified by an external party.

	2022	2023	2024
Number (#)	459	487	999
Percentage (%)	100	100	100

#### Notes

- The 2024 figures reflect Group-wide data for the Saracakis Group of Companies.
- For the years 2022 and 2023, figures of workers covered by an Occupational Health and Safety Management System were adjusted, incorporating data from J. D. Saracakis Commercial and Holding S.A., Saracakis Brothers S.A., and SIGMA Bulgaria SJSC.



GRI 2-4, GRI 403-9, GRI 403-10 ESRS S1-14\_02, ESRS S1-14\_03, ESRS S1-14\_04, ESRS S1-14\_05, ESRS S1-14\_06, ESRS S1-14\_07

#### **Work-Related Injuries**

Employees	2022	2023	2024
Number of hours worked	787.952	842.160	1.828.822
Number of recordable work-related injuries	0	2	6
Rate of recordable work-related injuries	0	0,47	0,66

#### Non-Employee Workers - Number of hours worked

2024 2023 2022

99.704

#### Notes:

- The rates have been calculated using a factor of 200.000 ([Total number of recordable work-related injuries due to occupational injuries/total number of hours worked by all workers in the year] x 200.000) A rate based on 200.000 indicates the number of hours worked by 100 full-time workers over a one-year timeframe.
- The 2024 figures reflect Group-wide data for the Saracakis Group of Companies
- For the years 2022 and 2023, number of hours worked were adjusted, incorporating data from J. D. Saracakis Commercial and Holding S.A., Saracakis Brothers S.A., and SIGMA Bulgaria SJSC.
- In 2022, no injuries were recorded. The injuries recorded in 2023 involved a head injury sustained by an employee while performing
  work duties, and a traffic-related injury on company premises. In 2024, the reported injuries included a traffic accident injury, an
  injury caused by the use of unauthorized equipment, a slip-and-fall incident, entrapment by moving equipment, and a hand injury
  sustained during the execution of work tasks.
- In 2022-2023, there were no fatalities as a result of work-related ill health and no cases of recordable work-related ill health for both
  employees and workers who are not employees, resulting in a rate of 0.0.



About Us Our Journey Toward Sustainable Development Protection of the Environment People and Prosperity Corporate Governance and Business Ethics Social Responsibility and Environmental Initiatives Annexes

GRI 2-4, GRI 404-1	2	2023		2024		
Average Hours of Training per Year per Employee	- \$		Ŷ			
Average hours of training per year per employee	8,09	5,54	7,75	8,84		
By Employee Level						
Senior Management	23,00	24,00	49,00	44,17		
Middle Management	10,67	13,90	40,22	41,81		
Department Heads	39,88	9,33	19,86	21,63		
Employees	3,45	4,34	3,86	6,25		
By Function						
Production and Warehouse Workers	13,60	1,69	0,85	7,12		
Office Employees	6,89	5,67	10,46	13,92		
Sales Team	80,00	13,72	48,50	11,26		
Notes:						

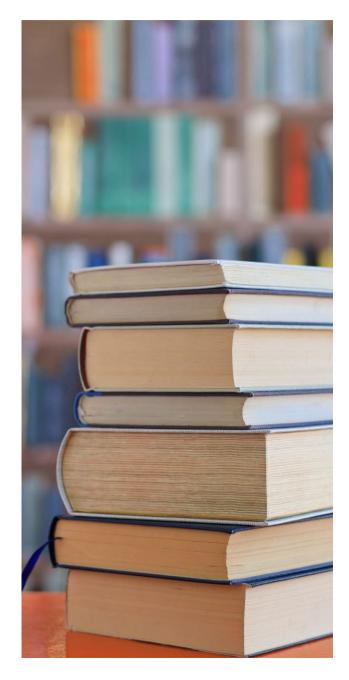
SARACAKIS GROUP OF COMPANIES

- The 2024 figures reflect Group-wide data for the Saracakis Group of Companies.
- There was no system for recording the gender categories "other" or "not disclosed" in the Group for the years 2023 and 2024.
  Data on trainings conducted in 2022 is not available.



Percentage of employees receiving regular performance and career development reviews (%)	Ŝ					$\mathring{\mathbb{Q}}$
By Employee Level	'	"		'		
Senior Management	75,00	100,00	87,50	75,00	83,33	80,00
Middle Management	100,00	95,24	96,30	100,00	96,77	97,50
Department Heads	100,00	95,24	96,55	78,57	95,12	90,91
Employees	87,32	91,94	90,99	57,76	52,13	53,21
By Function						
Production and Warehouse Workers	100,00	91,03	91,30	11,48	39,20	36,30
Office Employees	87,95	94,51	91,38	85,60	91,87	88,71
Sales Team	100,00	93,06	93,15	100,00	98,23	98,26
Employees received regular performance and career development reviews	88,76	92,48	91,67	61,70	56,52	57,55

- The 2024 figures reflect Group-wide data for the Saracakis Group of Companies.
- •There was no system for recording the gender categories "other" or "not disclosed" in the Group for the years 2023 and 2024.
- •In 2023, not all employees (100%) were reviewed as there were new hires between September and December whose reviews were not mandatory due to their short tenure.











































# **4.2** Human Rights



Material Topic: **Human Rights** (Equal Treatment and Opportunities for All)



#### **Our Approach**



COMPANIES

GRI 3-3, GRI 2-23, GRI 2-24

The Saracakis Group of Companies is committed to upholding human rights by implementing equal treatment practices to ensure fairness and integrity in all its relationships with stakeholders.

Through its subsidiary ENSER, the Saracakis Group of Companies has obtained the internationally recognized social responsibility certification, which confirms the implementation of an internal operations management system in line with the requirements of the \$A8000 standard. The company was recertified under this standard in 2024. This system focuses on respecting human rights and ensuring fair, safe, and ethical treatment of workers, in addition to the application of the Group's Code of Conduct, which applies to all employees.

Our unwavering commitment to integrity dictates that all employees and suppliers conduct themselves ethically and with honesty, thereby protecting and enhancing our Group's reputation. The Code of Conduct includes human rights issues and prioritizes the following:



**EQUALITY:** Providing equal opportunities



**DIVERSITY:** Respecting diversity, including different ideas, perceptions, and beliefs, and leveraging them for the Group's benefit.



INCLUSION: Committing to promoting and implementing inclusion across all Group operations.

#### Policy Against Violence and Harassment at Work

The Saracakis Group of Companies maintains a zero-tolerance policy toward any form of harassment or discrimination in the workplace, recognizing this as a prerequisite for maintaining a respectful work environment and reinforcing the sense of belonging among all employees across the Group's companies.

Under the Code of Conduct, employees, partners, and suppliers are informed of the Policy Against Violence and Harassment at Work and must comply with it.

The Policy is based on international treaties, EU regulations and directives (e.g., Law 4216/2013 "Ratification of the Council of Europe Convention on Action against Trafficking in Human Beings"), as incorporated into Greek law, and is accessible to all via the Group's internal network (intranet).

The Policy specifically aims to prevent, address, and eliminate verbal or other behaviors that may be demeaning, intimidating, or offensive to others, as well as all forms of discrimination related to disability, race, religious beliefs, gender, age, and appearance. It also covers all forms of violence and harassment that occur in the workplace, whether directly related to work or arising in connection with it.

The Saracakis Group of Companies takes all necessary measures to prevent, address, and manage incidents of violence and harassment in the workplace.

#### Specifically:

- Ensures a safe, fair, and friendly work environment where relationships between employees, Management, and partners are characterized by mutual respect, courtesy, honesty, trust, cooperation, and mutual assistance.
- Informs and raises awareness amona employees through appropriate means (e.g., hosting relevant seminars and presentations) to address violence and harassment, ensuring everyone is aware of the Group's policy and procedures and knows the designated contact for reporting incidents.
- Trains its staff to identify incidents of discrimination. violence, and harassment in the workplace and to provide the necessary support to employees and partners.
- Collaborates with the Occupational Physician to update the Occupational Risk Assessment Study to include psychosocial risks, including violence and harassment risks at work, and to prevent such incidents.
- Encourages employees and any third party associated with the Group to report incidents of discrimination, violence, and harassment in the workplace that they witness.
- Regularly reviews the effectiveness of preventive measures and actions taken to address violence and harassment in the workplace, updating risk assessments and measures as necessary.



Our Journey Toward Sustainable Development Protection of the Environment People and Prosperity Corporate Governance and Business Ethics Social Responsibility and Environmental Initiatives



#### **Duty to Report Violations**



GRI 2-26, GRI 406-1

The Saracakis Group of Companies fully complies with all applicable laws and internal policies governing its business operations. Any violation of the law may result in serious consequences for both the Group and the individual involved. Such actions may also damage the Group's reputation and credibility. In this context, any employee who breaches legal provisions is subject to disciplinary measures, which may include termination of employment.

Violations or suspected violations must be reported immediately by the employee to one of the following:

- Their immediate Supervisor
- Their Department Director
- The Human Resources Director
- The Legal Manager
- The Internal Audit Department
- Executive Assistants

#### **Anonymous Reporting Service**



GRI 2-26, GRI 406-1

To strengthen transparency and business ethics, the Saracakis Group of Companies has implemented an Anonymous Reporting Service for the disclosure of unlawful actions. This service allows individuals to report suspected violations that may affect the Group, human rights, society, or the environment.

All employees are encouraged to express their concerns responsibly while maintaining anonymity through a specially designed Reporting Channel accessible from any device, including smartphones, via the following link:

https://report.whistleb.com/el/sacareece

In 2024, no incidents of discrimination were reported within the Saracakis Group of Companies.





**Our Performance** 

GRI 405-1	L FSRS \$1-9	01	FSRS \$1_9	02

## Composition of Governance Bodies and Breakdown of Employees By Employee Level, Function and Gender (%)

2024		<30 years o	ıld
2024	0	2	2 2
By Employee Level	4 }		ŶĤ
Board of Directors	0,00	0,00	0,00
Senior Management Middle Management	0,00	0,00	0,00
Employees	20,55	79,45	100,00
By Function			
roduction and Warehouse Workers	10,53	89,47	100,00
fice Employees les Team	45,45 0.00	54,55 100,00	100,00
ies realii	0,00	100,00	100,00
023		<30 years o	ld
		ho	$\mathring{\Omega}$
Employee Level	٤	4,1	4 24 <sub>1</sub> 1
ard of Directors	0,00	0,00	0,00
iior Management Idle Management	0,00 100,00	0,00	0,00
ployees	18,75	81,25	100,00
Function			
oduction and Warehouse Workers	0,00	100,00	100,00
ffice Employees ales Team	41,03 0,00	58,97 100,00	100,00 100,00
SIEGITI	0,00	100,00	100,00
022		<30 years o	ıld
		Å	လိုဂို
By Employee Level	43	414	ፈ አፈ <sup>ነ</sup> ት
pard of Directors	0,00	0,00	0,00
enior Management liddle Management	0,00 100,00	0,00	0,00
mployees	20,00	80,00	100,00
By Function			
Production and Warehouse Workers	4,65	95,35	100,00
Office Employees Sales Team	45,71 0,00	54,29 100,00	100,00
Jules TealTI	0,00	100,00	100,00

- There was no system for recording the gender categories "other" or "not disclosed" in the Group for the years 2022-2024.
  In 2024, the composition of governance bodies and the breakdown of employees by employee level, function and gender are presented at Group level for the Saracakis Group of Companies.









































Annexes





#### GRI 2-4, GRI 405-2 | ESRS S1-16\_01

The methodology used to calculate the gender pay gap is based on a comparison of average basic salaries by employee level and function. Specifically, the percentage difference is calculated as the difference between the average basic salary of men and women, expressed as a percentage of the average male salary.

This approach enables an accurate assessment of potential pay inequalities. Positive values indicate categories where men's remuneration is higher than women's, while negative values indicate the opposite. The magnitude of deviation is expressed as a percentage relative to male remuneration.

At the same time, the female-to-male basic salary ratio is calculated as the average basic salary of women divided by the corresponding average salary of men. A ratio equal to one indicates full pay equality; ratios above one indicate higher average salaries for women, while ratios below one indicate higher average salaries for men. Conversely, a negative gender pay gap indicates that women earn more than men. These indicators serve as essential tools for promoting transparency and pay equity across the Saracakis Group of Companies.

#### Ratio of Basic Salary and Remuneration

By Employee Level	202	2	2023 202			
by Employee Level	Percentage (%)	Ratio	Percentage (%)	Ratio	Percentage (%)	Ratio
Senior Management	10	0,90	2	0,98	-39	1,39
Middle Management	-4	1,04	0	1,00	6	0,94
Employees	9	0,91	3	0,97	-6	1,06

By Function	202	2	2023 2024		.4	
	Percentage (%)	Ratio	Percentage (%)	Ratio	Percentage (%)	Ratio
Production and Warehouse Workers	0	1,00	-18	1,18	61	0,39
Office Employees	14	0,86	10	0,90	18	0,82
Sales Team	-1	1,01	17	0,83	1	0,99



- The Group's facilities in Greece and Bulgaria are considered "significant locations of operation".
- For the years 2022 and 2023, Ratio of Basic Salary and Remuneration of Women to Men was adjusted, incorporating data from J. D. Saracakis Commercial and Holding S.A., Saracakis Brothers S.A., and SIGMA Bulgaria SJSC.











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# **4.3** Customer, User and Vehicle Safety



Material Topic: **Customer Safety** 



#### **Our Approach**



GRI 3-3

At the Saracakis Group of Companies, we pursue our vision by making the enhancement of customer and user safety, as well as the safety of our vehicles and equipment, our top priority. To this end, we focus on the following:

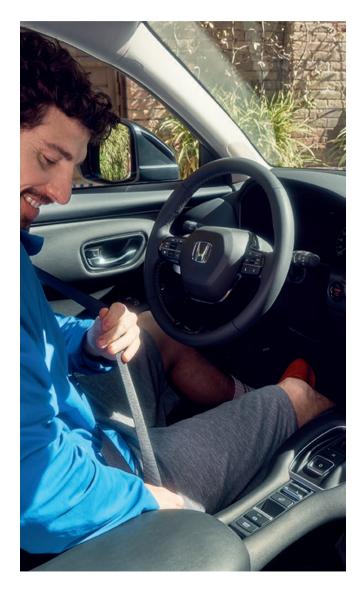
We comply with current regulatory frameworks, conducting technical inspections and adhering to security protocols.

We collaborate with vehicle manufacturers known for their stringent safety standards.

We proceed with the preventive recall of vehicles when a potential risk and/or adverse impact on customer and user safety is identified.

We safeguard the confidentiality of customer-related information.

We provide insurance services in the market to ensure our customers' needs are covered.



The Saracakis Group of Companies, through Saracakis Brothers S.A. and ENSER S.A., was certified for the first time in 2024 according to ISO 39001:2012 - Road Traffic Safety Management System. This standard sets out the requirements for implementing an integrated Road Traffic Safety Management System (RTSMS), aiming to reduce traffic accidents, injuries, and fatalities related to road travel.

#### **Technical Inspection and Safety Protocols**

For vehicle and equipment safety within the Saracakis Group of Companies, we conduct Pre-Delivery Inspections (PDI) prior to delivery. These inspections aim to confirm that vehicles and equipment comply with the operating standards of their respective manufacturers.

The PDI consists of the following stages:

Preparation of the PDI checklist

Internal vehicle inspection

External vehicle inspection







































#### Driver, Rider, Operator, and Passenger Safety

When a new model is launched, the Corporate Affairs, Communications and ESG Department, in collaboration with the Marketing Department, issues a Press Release for each vehicle (motorcycles and passenger vehicles), including detailed information on the active and passive safety systems of each model.

Additionally, the Group provides and distributes printed and digital brochures that comprehensively inform potential and existing consumers about the active and passive safety systems that are installed on each vehicle model. The same applies to the motorcycle/ATV companies that the Group has chosen to trade with, SEGWAY Powersports and Horwin. The official websites of our partner brands feature relevant information that is always publicly accessible.

#### **Motorcycles**

The Saracakis Group of Companies provides all customers, upon the sale of each motorcycle, with a digital Owner's Manual which includes chapters detailing all safety specifications for each system, as well as safe and proper handling and maintenance methods for motorcycles.

Additionally, the motorcycle's Warranty & Maintenance Manual is provided in print form, which includes significant safety specifications and daily checks that the motorcycle rider must perform to ensure safe usage. The Manual also provides a comprehensive list of inspections conducted by the competent technical department on the entire motorcycle and its systems. This ensures that upon delivery to the end consumer, the motorcycle is free from any malfunctions, with all safety systems functioning flawlessly. This process is described as Pre-Delivery Inspection.

This specific checklist is signed by the technician-"inspector", with copies provided to both the official partner and the customer. Upon delivery of the motorcycle to the end customer, a formal procedure is followed during which both the partner and the customer jointly sign a "good order" document to confirm that everything is in proper condition. In addition, a printed copy of the motorcycle's Safe Use Manual is provided to the customer, including all necessary safety precautions the rider-user must take during use.

We ensure that the motorcycles we import meet the highest possible safety standards and technical specifications. Both Honda -the largest motorcycle manufacturer since 1959 and a pioneer in the development of key motorcycle safety systems— and Peugeot Motocycles, the "oldest" motorcycle manufacturer, are committed to investing heavily in the development of active and passive safety systems to produce the safest vehicles on the market.



#### **Passenger Vehicles**

Our long-term partners are vehicle manufacturers with a reputation for rigorous specifications and laboratory testing of vehicle operations. These manufacturing companies have received recognition from international independent bodies such as the United States National Highway Traffic Safety Administration (NHTSA) and the Euro NCAP Ratings for their ongoing advancements in driver, passenger, and pedestrian safety.

Every new Honda car customer receives a digital Owner's Manual, which includes detailed descriptions of the systems, specifications, and proper handling and maintenance procedures tailored to each model. Similarly, for Mitsubishi Motors customers, the corresponding Owner's Manual is provided in printed form, customized for each model.

Additionally, they receive a printed "Warranty & Maintenance Booklet" by Honda, similar to Mitsubishi's "Pan-European Service" booklet. These manuals include important information on safety and inspections as well as the European Warranty Terms that apply to these vehicles. The "Warranty & Maintenance Booklet" includes a comprehensive list of inspections conducted by the competent technical department on the entire vehicle and its systems. This ensures that upon delivery to the end consumer, the car is free from any malfunctions, with both safety and non-safety systems functioning flawlessly. This process is described as Pre-Delivery Inspection (PDI). The technician-"inspector" signs off on this checklist, with copies provided to the official partner and the customer. Upon delivery of the vehicle to the end customer, a verification process is carried out to confirm proper receipt, during which both the partner and the end customer sign the relevant documentation.

Additionally, a printed copy of the User's Manual is also provided, outlining all necessary safety precautions for the proper and safe use of the Honda vehicle. The manual provides detailed information on potential hazards that may affect the driver or third parties during vehicle use. It includes explanations of safety labels and messages, warning symbols, as well as handling instructions for issues such as the high-voltage system, airbags, child safety, and risks associated with exhaust emissions.



In terms of the safety standards and technical specifications applied to the vehicles we import, we comply with the highest standards currently available in the Automotive industry.

Honda and Mitsubishi Motors, two of the largest car manufacturers with over half a century of experience, have continually developed and modernized their safety systems. These advancements are included in the entire range of vehicles they produce today.

More specifically, the modern Honda and Mitsubishi Motors vehicles marketed by the Saracakis Group of Companies are equipped with all the necessary passive safety features, which work together to maximize driver and passenger protection. These include:

- Body structure with crumple zones.
- Safety caae.
- Front, side, and curtain airbaas.
- Seat belts with automatic tensioners.
- Collapsible steering column.
- eCALL system.



Additionally, the vehicles marketed by the Saracakis Group of Companies come equipped with state-of-the-art active safety and driver assistance technologies, which are standard features in all models and significantly enhance driving safety.

#### These features include:

- Advanced Driver Assistance Systems (ADAS)
- Collision Mitigation Braking System (CMBS)
- Forward Collision Warning (FCW)
- Lane Departure Warning (LDW)
- Lane Keeping Assist System (LKAS)
- Adaptive Cruise Control
- Traffic Sign Recognition
- Multi-angle rear view camera
- Stability and braking control systems (ABS/ASC/ASTC/EPS etc.).

Modern vehicles from Honda and MMC are equipped with various devices commonly referred to as event data recorders (EDRs). These devices capture real-time vehicle data related to safety, such as SRS airbag deployment and system malfunctions.

This data can be accessed by the manufacturer and authorized repairers for diagnostic, research, and vehicle development purposes.



**Heavy Vehicles: Buses and Trucks** 

Modern buses are among the safest means of road transportation. At the Saracakis Group of Companies, the vehicles distributed to the market stand out for meeting high safety standards. In particular, intercity and city buses, including electric models, undergo rigorous technical testing in which they are evaluated under extreme load and road conditions. These tests include routes with sharp turns, surfaces with varying levels of traction -both slippery and non-slippery- as well as steep inclines, aiming to ensure the reliability and safety of the vehicles under real-world operating conditions.

In addition to ensuring maximum safety, emphasis is also placed on passenger comfort, driver safety, and the adaptation of buses to the needs of individuals with disabilities.



Customer safety is a top priority and will continue to be a key focus. The truck and bus manufacturers partnered with the Saracakis Group of Companies fully comply with all applicable laws and the EU General Safety Regulations, Furthermore, they are at the forefront of adopting cutting-edge technologies for both active and passive safety. The trucks and buses we offer are equipped with advanced active safety and driver assistance systems, such as:

#### Anti-lock Braking System (ABS):

This system regulates braking pressure to prevent wheel lock-up and skidding, ensuring the driver maintains steering control.

#### Electronic Brake System (EBS):

This system optimally distributes braking force between the front and rear wheels, as well as between the axles

#### Traction Control System (TCS):

This system monitors and manages wheel slip during acceleration by applying brakes to the slipping wheel, ensuring optimal traction and stability.

#### Electronic Stability Program (ESP):

Utilizing multiple sensors, this system detects critical stability and rollover conditions, applying brakes to individual wheels to keep the vehicle on its intended path.

#### Hill Start Assistance (HSA):

This system prevents rollback when starting from a standstill on an incline, decline, or flat surface. The brakes remain engaged until the driver accelerates, ensuring safer and easier movement in challenging conditions.

#### Forward Collision Warning (FCW) with Advanced Emergency Braking System (AEBS):

When traveling at high speeds, the distance from vehicles ahead is the safety marain. This system warns the driver of a potential collision when the distance to the vehicle ahead decreases. If the driver fails to respond, the system automatically engages the brakes to stop the truck. To detect an impending collision, the truck uses a radar sensor and camera to gather information and detect vehicles on the road. The system measures whether the distance to other vehicles is decreasing and warns the driver of the risk of a collision. This function is automatically activated when the truck starts and remains active at speeds above 5 km/h.

#### Lane Keeping Support - Lane Departure Warning:

Front and side cameras monitor lane position. If the vehicle drifts out of its lane, the system alerts the driver with a steering wheel vibration and a clear visual indicator. If there is no corrective action, the system is designed to apply gentle steering pressure prompting the driver to guide the vehicle back on course. In addition, the system monitors the area during lane changes and alerts the driver to the presence of another road user.

#### Side Collision Avoidance Support:

Radar sensors on both sides of the vehicle detect pedestrians, cyclists, and other vehicles. If a side road user is detected, the driver is alerted by an indicator light in the side mirror. If the turn signal is activated, the system provides a flashing light and an audible warnina.

#### **Driver Alert Support System:**

When drivers are tired or distracted, the risk of an accident increases. This feature mitigates this risk by using a front-mounted camera to monitor the truck's movement within its lane. If the system detects signs of inattention or drowsiness, it alerts the driver with a tone and a message on the driver's display to refocus on driving. If the system continues to detect abnormal driver behavior, the alerts become more pronounced, the audio system is deactivated, and lane control is activated. The system also recommends that the driver take a break to rest

#### Intelligent Speed Assistant:

Keeping within the legal speed limit is an important aspect of road safety. The Intelligent Speed Assistant System displays the current speed limit for the specific vehicle configuration on the driver information display. It is an informative feature and does not actively restrict speed.

#### Tire Pressure Monitoring System:

A blowout or other tire failure can cause the driver to lose control of the truck, potentially resulting in a serious accident. Even without an accident, a flat tire means unplanned downtime, resulting in repair costs and delayed deliveries. Sensors in each of the truck's tires record accurate pressure and temperature. The driver can easily monitor tire pressure on the driver information display. The system alerts the driver to low pressure, rapid leakage or high temperature with an on-screen warning.

#### Front Short-Range Assist:

The front radar is used to detect other road users when the truck is stationary or moving at speeds up to 10 km/h. If the truck is stationary with the brakes applied and the system detects a road user in close proximity to the front of the truck, the driver is notified via the driver information display. If the driver depresses the accelerator, a clear visual and audible warning is given, minimizing the risk of a collision. If the truck is already moving when a road user is detected, the system provides visual and audible warnings.

#### **Door Opening Warning:**

Radar sensors scan both sides of the truck to warn the driver and passenger of approaching traffic before any of the cabin door is opened. This prevents other road users from colliding with the doors. The system also provides warnings when the truck is parked, up to two minutes after the engine is turned off

#### Rear Camera:

All vehicles are equipped with a rear camera that automatically activates when reverse gear is engaged, giving the driver full visibility to avoid rear-end collisions with other road users.

#### Front Short-Range Assist:

Helps reduce frontal collisions by alerting the driver to the presence of pedestrians or cyclists in the danger zone along the front of the truck.

#### Collision Warning with Emergency Brake:

Prevents rear-end collisions using the latest radar and camera technology.

#### **Driver Alert Support:**

Analyzes truck movements in order to detect driver fatigue and drowsiness, and alerts the driver when a break is needed.

#### Tire Pressure Monitoring System:

Warns the driver of low tire pressure and the increased risk of a blowout or flat tire through wheel-mounted sensors.



#### **Construction and Agricultural Machinery**

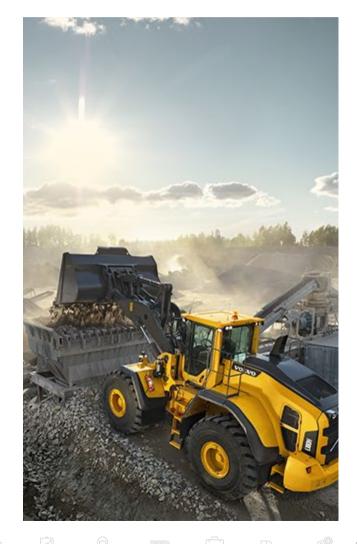
Modern construction and agricultural machinery often operates under extreme conditions such as mines and construction sites, in adverse weather conditions and in the presence of multiple machines, vehicles and people working around the clock. Such demanding conditions require constant viailance and strict application of safety protocols.

The machinery available on the market, such as excavators, loaders, bulldozers, articulated trucks and agricultural equipment, is designed with the risks of project-based work in mind and complies with the necessary safety specifications. These specifications cover the proper use of construction machinery and the protection of the health and safety of our employees, including both machine operators and other personnel working in proximity. They ensure not only the protection of those operating the machinery but also the safety of surrounding workers, contributing to the creation of a safe and healthy working environment.

The safety systems of modern construction and agricultural machinery include:

- o Operator cabin certified for Roll-Over Protective Structures (ROPS) to protect the operator if the machine overturns, and for Falling Object Protective Structures (FOPS) to protect the operator if heavy objects fall on the cabin roof.
- o Emergency steering system (on wheeled machinery), this system allows safe steering and stopping of the machine in the event of an engine failure.
- Handrails and upper structure access (for excavators) which protect the operator and personnel from falling during necessary inspections and maintenance.
- o Reverse warning alarm which produces an audible signal when the machine is in motion to alert site personnel of the machine's presence and help prevent accidents.
- o Rear view camera which allows the operator to see obstacles and people behind the machine via a screen, helping to avoid collisions.
- Perimeter camera system (KomVision, for excavators) which allows the operator to see obstacles and people in the surrounding area.

- Central electrical circuit breaker which allows electrical power to be cut for safe maintenance and repair and helps prevent fire in the event of a short circuit while the machine is parked for an extended period of time.
- o Boom safety valves (for excavators) which prevent the sudden drop of the boom, thereby avoiding injury to ground personnel in the event of a machine malfunction.
- Overload Warning System (for excavators) which alerts the operator to avoid overloading the machine, as this could result in overturning or other accidents.
- o Neutral Position Detection System (for excavators). This system detects and prevents unintentional movement of the machine.
- o Emergency Engine Stop Switch which allows the engine to be shut down from ground level in case of an emergency.
- o Seat belt reminder light which notifies the operator when the seat belt is unfastened.
- Exterior Mirrors and Backup Alarm.



#### **Product Recalls**

All safety recall updates in Europe are mandatory for all local importers and distributors following an official announcement by the manufacturer, including for our Group. The proper procedure, which we implement at the Saracakis Group of Companies for all vehicles, is also applied throughout Europe:

i

The manufacturer decides to initiate a recall campaign and officially informs us through an initial draft, detailing all aspects of the campaign.

2

As official importers and distributors, we are required to first notify our country's Ministry of Infrastructure and Transport with all the details regarding the recall (e.g., symptoms, VIN range, number of affected vehicles, etc.). This process involves completing the RAPEX (RAPidEXchange of information) form for the Greek Ministry of Infrastructure and Transport. Concurrently, we inform the manufacturer that the local authorities have been notified of the specific recall.

3

The Greek Ministry of Infrastructure and Transport, in collaboration with us, announces all details of the recall to the public through an official press release, ensuring that customers and the general public are duly informed.

4

When the official technical bulletin and repair parts are available from the manufacturer, we place orders for the parts and formally notify the entire network of authorized repairers with written instructions on the exact procedures to be followed for repairing all affected vehicles.

5

At the same time, we notify all affected vehicle owners in writing and by registered mail to bring their vehicles to an authorized auto repair shop/workshop for free repairs.

6

Then, customers can select the authorized auto repair shop of their choice for the free repair. After the repair, the repair shop will submit a claim for reimbursement from the manufacturer for the full cost of the repair (parts and labor).



For the year 2024, the manufacturer Mitsubishi did not issue any recalls. In contrast, the manufacturer Honda announced 3 passenger car recalls, which are as follows:

#### 1 Recall of CR-V HYBRID models (RT5 & RT6), production years 2019–2022.

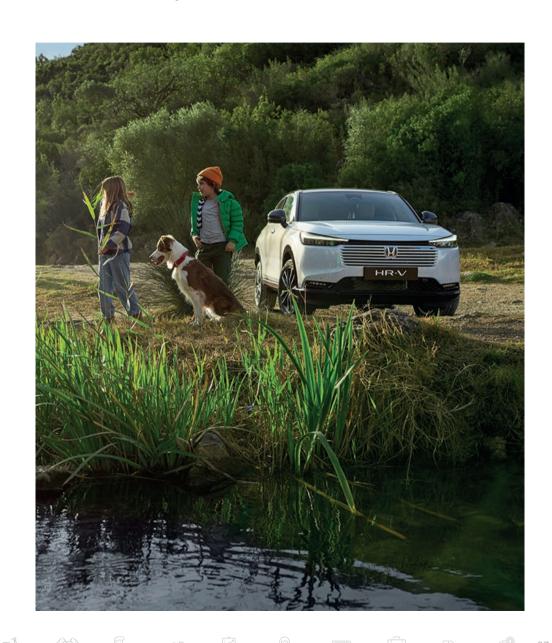
- Battery cable short circuit (6FA). The recall concerns 92 affected vehicles in Greece, model type CR-V HYBRID with model codes RT5 & RT6, manufactured between 2019 and 2022.
- · According to the manufacturer, Honda Motor identified that in a specific number of vehicles, during a collision on the front left side of the vehicle, the positive battery cable may become damaged, posing a risk of fire.
- The completion rate of the recall procedure was approximately 57%, with further progress expected over time.

#### 2 Recall of ZR-V e:HEV models (RZ4), production years 2023–2024.

- Driver's door wiring harness (6AM). The recall concerns 54 affected vehicles in Greece with model type ZR-V e:HEV with model code RZ4, manufactured between 2023 and 2024.
- · According to the manufacturer, "Honda Motor identified that in a specific number of vehicles, the security alarm may not activate during unlocking with the mechanical key, due to an inappropriate specification of the wiring harness on the driver's side door."
- The completion rate of the recall procedure was approximately 79%, with further progress expected over time.

#### 3 Recall of CIVIC (FL4), CR-V (RS5 & RS6), e:Ny1 (RS1), and ZR-V (RZ4) models, production years 2023-2024.

- Multi-purpose camera software update (6VL). The recall concerns 76 affected vehicles in Greece, including CIVIC models (FL4), CR-V models (RS5 & RS6), e: Ny1 models (RS1), and ZR-V models (RZ4), manufactured in 2023-2024.
- · According to the manufacturer, "Honda Motor identified that in a specific number of vehicles, following the deactivation of the ACC (Adaptive Cruise Control) function, the ISA (Intelligent Speed Assistance) system may fail to alert the driver in the event of speeding. As a result, it is considered necessary and appropriate to reprogram the ECU (Electronic Control Unit)".
- No completion rates are available at this time, as data has not yet been extracted by the manufacturer due to the recall being initiated in late 2024.



Regarding motorcycle recalls, the manufacturer Honda announced 4 recalls, as follows:

- 1 Recall of XL750 models, production year 2023. Potential malfunction of center stand (Genuine Honda Accessory), campaign code: 3NG
- This safety recall concerns 453 affected motorcycles in Greece, model XL750, model code RD16, manufactured in 2023.
- According to the manufacturer: "The spring action point of the center stand, offered as a Genuine Honda Accessory, does not meet the required strength specifications and may break during use. In the worst-case scenario, this may cause the motorcycle to fall when attempting to secure it on the stand, or -in rarer cases- may lead to unintentional extension of the stand while ridina".
- The completion rate of the recall procedure was approximately 75%, with further progress expected over time.
- 2 Recall of GL1800BD/B/DA (2018-21), CBR1000RR (2018-19), and CBR600RR (2018).
- Fuel pump malfunction, campaign code: 3NJ / 3NK
- This Safety Recall concerns a total of 30 affected motorcycles in Greece, specifically:
  - 1 Honda CBR600RR 2018YM, model code PC40, with frame production date startina from 14.11.2017
  - 8 Honda CBR1000RR 2018–19YM, model code SC77, with frame production dates starting from 14.12.2016
  - 21 Honda GL1800BD/B/DA 2018-21YM & 2023-24YM, model code \$C79, with frame production dates starting from 31.10.2017
- · According to the manufacturer, Honda, "there is a possibility that the interior of the fuel pump may deform, reducing the gap between the pump cover and the impeller. If this occurs, the impeller may seize, stopping fuel flow, which could lead to engine stalling and/or failure to start".
- The completion rate of the recall procedure was approximately 80%, with further progress expected over time.

- 3 Safety recall of models GL1800BD/B/DA (2018–2021). Primary Drive Gear Bolt Fracture -Campaign Code: 3P5
- This safety recall concerns 20 affected motorcycles in Greece, model GL1800BD/B/DA. with model code SC79 and manufacturing dates starting from November 2017.
- · According to the manufacturer, the primary drive gear bolt may experience fatique-related failure due to excessive bending stress. In the worst-case scenario, this could lead to the separation of the pulse generator ring and loss of ignition signal, resulting in engine stalling and/or failure to start.
- As this is a recently launched campaian, the completion rate currently stands at approximately 45% and is increasing.
- 4 Safety recall of models CRF1100 A/A2/A3/A4/D/D2/D3/D4 (2022-2025). Software Reprogramming – Campaign Code: 3P8.
- This safety recall concerns 553 affected motorcycles in Greece, model CRF1100A/A2/A3/A4/D/D2/D3/D4 2022-25YM, with model codes SD08, SD09, SD13, and SD14, with frame production dates starting from 08.07.2021.
- According to the manufacturer Honda: "When the rider operates the throttle under specific riding conditions at low speed with the Wheelie Control function activated, the vehicle may behave abnormally and trigger the warning light for the Traction Control System. In the worst-case scenario, this may result in loss of vehicle control and rider fall."
- As this is a recently launched campaign, the completion rate currently stands at approximately 40% and is increasing.





#### **Customer Data Protection**

The protection of the personal data of individuals who interact with the Saracakis Group of Companies is ensured through our relevant policy, as described in the "Privacy Policy EU GDPR" and the Code of Conduct. In the course of our business activities, we process our customers' personal data strictly in compliance with European legislation, specifically the General Data Protection Regulation (GDPR 2016/679) and Law 4624/2019.

The Group's compliance with legal data protection requirements is ensured by the designated Data Protection Officer.

The Saracakis Group of Companies implements both technical and organizational measures to ensure the effective protection of personal data. Specifically, we utilize technologies such as encryption, along with procedures for detecting and managing security breaches, gimed at preventing unguthorized access, alteration, or loss of information.

Personal data is stored on servers located in facilities with restricted physical access and subject to strict security controls.

In 2024, Saracakis Brothers S.A. obtained ISO 27001:2023 certification for the first time. This internationally recognized standard for information security management confirms the company's commitment to data protection and the management of related risks.

Furthermore, the information systems and software used by the Group are designed to minimize the use of personal data and identification verification data, while ensuring user protection.



#### **Apollon Insurance Services**

At the Saracakis Group of Companies, we are committed to actively safeguarding the lives and health of our customers through flexible and reliable insurance solutions. The Group's subsidiary "Apollon Insurance Brokers S.A." has been a trusted name in the Greek insurance market for over 60 years, always prioritizing customer service and interests.

In recent years, the company has experienced substantial growth, expanding its role beyond brokering insurance for the Saracakis Group of Companies' interests to becoming a comprehensive provider of insurance and risk management services.

Apollon Insurance Brokers S.A. collaborates with leading domestic and international insurance groups to secure adequate capital coverage for a broad client base ranging from small businesses to multinational corporations. Its goal is to provide its clients -both corporate and individual- with the most reliable and specialized insurance expertise, tailored to their specific needs. The insurance services offered by Apollon Insurance Brokers S.A. include:



Life and Health Insurance



**Auto Insurance** 



**Business Risk Insurance** 



**Liability Insurance** 



**Retirement Plans** 



**Home Insurance** 



**Education Plans** 



**Boat Insurance** 



























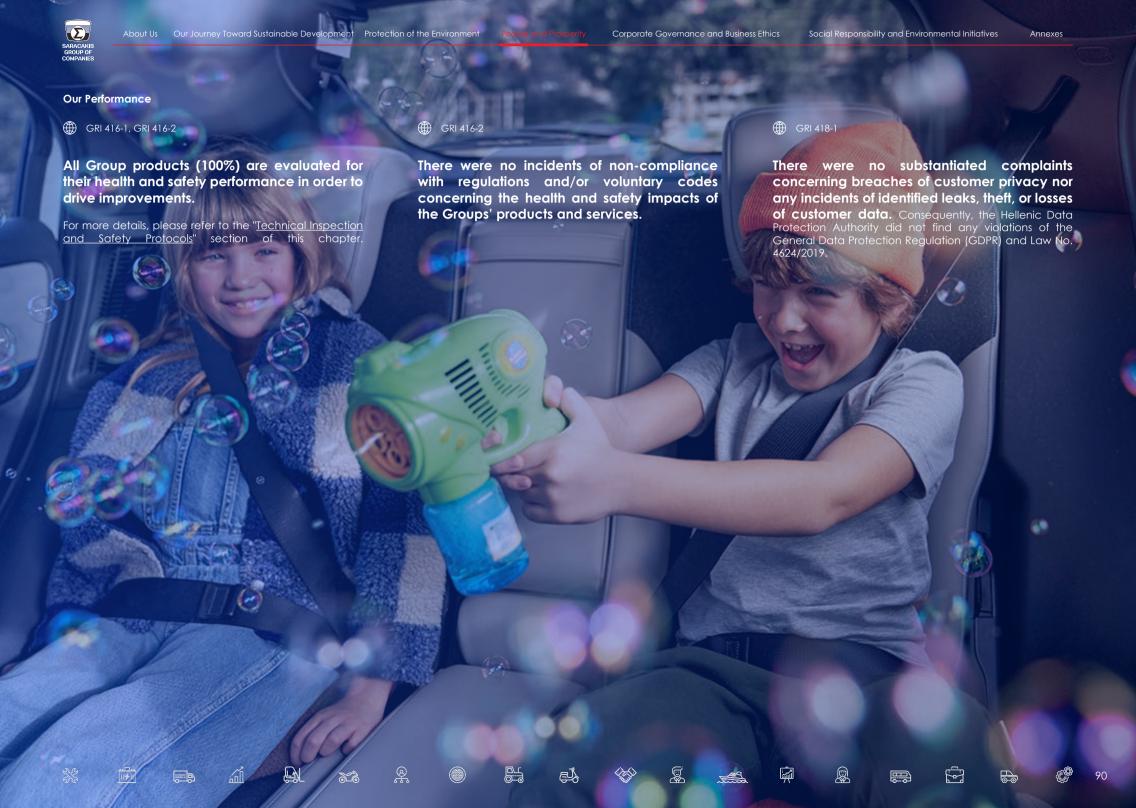














# Corporate Governance and Business Ethics

**5.1** Corporate Culture

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About Us Our Journey Toward Sustainable Development Protection of the Environment People and Prosperity Corporate Governance and Business Ethics Social Responsibility and Environmental Initiatives





# **5.1** Corporate Culture



Material Topic: Governance





#### **Our Approach**



GRI 3-3

At the Saracakis Group of Companies, we are committed to implementing reliable, transparent, and responsible practices across all aspects of our business operations. Recognizing the challenges of our time and the ongoing shifts in business, economic and social conditions, we emphasize the application of transparent and sustainable corporate governance practices.

It is noted that two of the Group's companies, "Saracakis Brothers S.A." and "ENSER S.A.", have implemented a Business Continuity Management System in accordance with the ISO 22301:2019 standard, obtaining certification for the first time in 2024. This standard aims to ensure the uninterrupted operation of the companies through a documented management system that protects against disruptions, reduces their likelihood, and ensures a prompt response and recovery in case of interruption.

In this context, we adhere to our updated Code of Conduct, which was approved in 2024. The Code sets clear rules and establishes that all employees must act in a way that safeguards the interests and reputation of the Saracakis Group of Companies.

Its main purpose is to provide guidance and information on the Group's policies and procedures, but above all, to promote the spirit of business ethics that defines us.

Our commitment to integrity is unwayering. We expect each one of us to uphold ethical standards and behave in a manner that protects and enhances the Group's reputation. All employees are required to understand and comply with our Group's Code of Conduct and policies, ensuring their accountability in meeting all work-related requirements.

The Code of Conduct was updated in 2024 and states that each employee is expected to conduct themselves in a way that safeguards the interests and reputation of the Saracakis Group of Companies.







































#### **Organizational Structure**



GRI 2-9, GRI 2-11

The Boards of Directors (Board) of the companies that comprise the Saracakis Group of Companies are the highest executive bodies. Their composition and responsibilities are determined by the Group's Articles of Association and the applicable legislative and regulatory framework. As the highest governance bodies, the Boards of Directors set the strategic direction of the Group and ensure the effective implementation of its strategy.

For "Saracakis Brothers S.A.", the Board has a five-year term of office and consists of 4 members. As a non-listed company, Board members are not divided into executive and non-executive, independent and non-independent. Among the Board members, 3 are between 30 and 50 years old, and 1 is over 50 years old. The Board's composition does not include any female members. The Chairman of the Board and Managing Director of the Group is Mr. Alexander Saracakis.

For "J. D. Saracakis Commercial and Holding S.A", the Board consists of 3 members. As a non-listed company, Board members are not divided into executive and non-executive, independent and non-independent. Among the Board members, 2 are between 30 and 50 years old, and 1 is over 50 years old. The Board' composition does not include any female members. Chairman of the Board and Managing Director of "J. D. Saracakis Commercial and Holding S.A" is Mr. Alexander Saracakis.

For "SIGMA Bulgaria SJSC", the Board consists of 5 members. As a non-listed company, Board members are not divided into executive and non-executive, independent and non-independent. Among the Board members, 3 are between 30 and 50 years old, and 2 are over 50 years old. The Board's composition does not include any female members. Chairman of the Board of "SIGMA Bulgaria SJSC" is Mr. Alexander Saracakis, and it is noted that the company does not have a Managing Director position.

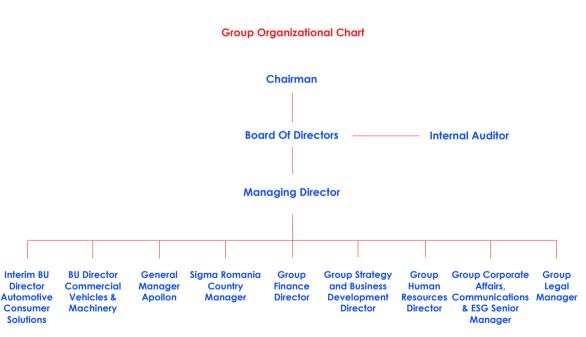
For "SIGMA CVM Romania S.R.L.", the Board consists of 3 members. As a non-listed company, Board members are not divided into executive and non-executive, independent and non-independent. Among the Board members, 1 is between 30 and 50 years old and 2 are over 50 years old. The Board's composition does not include any female members. Chairman of the Board of SIGMA CVM Romania S.R.L. is Mr. Alexander Saracakis, and it is noted that the company does not have a Managing Director position.

For "ENSER S.A." the Board consists of 3 members. As a non-listed company, Board members are not divided into executive and non-executive, independent and non-independent. Among the Board members, 1 is between 30 and 50 years old, and 2 are over 50 years old. The Board's composition does not include any female members.

"Apollon Insurance Services" has a Board consisting of 3 members. As a non-listed company, Board members are not divided into executive and non-executive, independent and non-independent. Among the Board members, 1 is between 30 and 50 years old, and 2 are over 50 years old. The Board's composition does not include any female members. Chairman of the Board of "Apollon Insurance Services" is Mr. Alexander Saracakis and Managing Director is Mr. Georgios Varopoulos.

Also, "Apollon Insurance Brokers S.A." has a Board consisting of 3 members. As a non-listed company, Board members are not divided into executive and non-executive, independent and non-independent. Among the Board members, 1 is between 30 and 50 years old, and 2 are over 50 years old. Chairman of the Board and Managing Director of "Apollon Insurance Brokers S.A." is Ms. Sofia Sikotaki.

The following chart depicts the organizational structure of the Group:



Note: The current organizational chart has been in effect since February 2025.



#### **Business Ethics**



#### GRI 2-16, GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26

At the Saracakis Group of Companies, we adhere to a comprehensive Code of Conduct that governs all our operations and companies. This Code is approved by the Board and accessible on the Group's website. More specifically, the Code defines the operational framework. corporate culture, and core principles guiding the behavior of our people.

Its main purpose is to provide guidance and information on the Group's policies and procedures, while also promoting the business ethics that govern our operations.

Key principles, values, and rules within the Code provide clear auidelines on crucial issues such as human rights. legal compliance, conflicts of interest, information security, whistleblowing, fair competition, and prohibited transactions. The Code of Conduct applies not only to our employees but also to our suppliers and external partners.

#### **Conflict of Interest**



#### GRI 2-11, GRI 2-15, GRI 2-23, GRI 2-24

The commitment to ethical conduct, transparency, and the prevention and mitigation of conflicts of interest is ensured through the implementation of our Group's Code of Conduct, which all members of Management and the Board, including the Managing Director, are required to follow.

It is particularly important to avoid conflicts of interest, as well as situations that could create the impression of improper or inappropriate behavior. If an employee finds themselves in a professional situation that could give rise to a conflict of interest, they are required to report it and discuss it with their Supervisor or Manager. To ensure the smooth and effective operation of the Saracakis Group of Companies, the following operational principles have been established:

Personal investments and participation in partnerships with companies that are competitors, suppliers, customers, or business partners of the Group are prohibited.

The Group's interests and reputation are safeguarded through integrity and strict compliance with internal regulations by all personnel and Management.

Fostering and maintaining healthy and constructive relationships with the Group's suppliers and partners.

Incidents of bribery must be promptly identified and reported to the competent departments, such as the Human Resources Department and the Internal Audit Department, as well as to the Supervisors or Managers of the respective departments, so that appropriate measures can be taken.

It is noted that the Saracakis Group of Companies, through ENSER S.A., obtained an ISO 37001:2017 certification for the first time in 2024. This standard sets out the requirements for preventing, detecting, and addressing bribery through the implementation of policies and procedures that ensure transparency and legal compliance.

In 2024, there were no cases of conflict of interest, and therefore no need for relevant stakeholder notification.

#### **Regulatory Compliance**



#### GRI 2-23, GRI 2-24, GRI 2-27

The Saracakis Group of Companies operates in accordance with all legal, regulatory, corporate, and ethical requirements. ensuring full compliance across its business activities. To safeguard regulatory compliance, the Group implements the following measures:

Continuous monitoring of legal developments relevant to our operations by our expert legal team.

The Data Protection Officer (DPO) keeps abreast of latest developments, undergoes continues training, and oversees the implementation of the General Data Protection Regulation (GDPR).

The Compliance Officer for tax matters supervises and ensures adherence to applicable tax laws.

Operation of a Designated Officer for Receiving and Monitoring Reports/Complaints, as required by European Directive 2019/1937.

5

Annual Internal Audit Program. The Internal Audit Program is prepared annually following interviews with Senior Management and is approved by the Managing Director. This program aims to identify and assess risks based on their probability and impact. The identified risks include: Financial performance, legal repercussions, tax implications, failure to meet business objectives, risk of theft and property loss, financial losses, and organizational reputation.

In 2024. there were no incidents non-compliance with laws and regulations that resulted in financial or other damages to the Group.



#### **Data Privacy and Information Security**



#### GRI 2-23, GRI 2-24

At the Saracakis Group of Companies, as well as within our subsidiaries and affiliates, we prioritize the protection of personal data for our employees. We are committed to ensuring the utmost respect for their privacy through diligent efforts. Our Personal Data Protection Policy securely manages the personal data of users on our Group's website, in compliance with the General Data Protection Regulation (EU) 2016/679 (GDPR) and the applicable Greek data protection laws.

The Group's Code of Conduct and Privacy Policy EU GDPR uphold the protection of employee personal data. The information and systems used for data processing are vital assets of our Group. The sustainability and/or growth of the Group's market share and reputation rely heavily on these information systems. The core information security topics presented here are designed to protect data in general and ensure compliance with three well-established principles:

- > Availability
- > Integrity
- > Confidentiality

All employees are responsible for safeguarding these principles, preventing unauthorized access, and ensuring the integrity and confidentiality of our information.

Technological advancements have transformed the business landscape, offering expanded markets and greater flexibility. However, the dominance of the Internet and the arowth of e-commerce have also introduced new risks. The proliferation of computer networks has created opportunities for individuals with malicious intent to cause harm to the Group. Therefore, the continued commitment of our employees and their constant attention to data and information protection are critical to our security, success, and long-term viability in the digital age.

In this context, and to ensure the smooth operation of the Group, employees must promptly notify their supervisors and the IT Department in the event of, or suspicion of, loss or disclosure of confidential, sensitive, or personal information to unauthorized third parties.

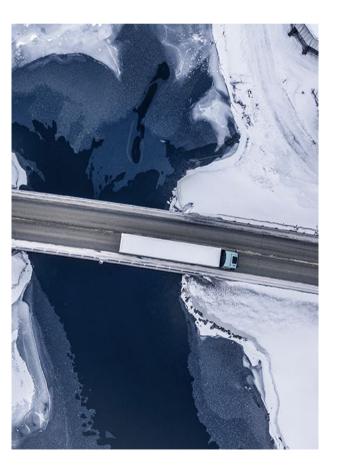
Further details on personal data protection are available in section 4.3 "Customer, User and Vehicle Safety".

#### **Supplier Relationship Management**



GRI 2-6, GRI 2-23, GRI 2-24

At the Saracakis Group of Companies, we implement a robust Procurement Policy which is based on our continuously evolving relationship with suppliers. This Policy details our procurement processes and delineates the responsibilities for acquiring goods and aiming to ensure transparency and optimize the balance of "auality, time." and cost" for the goods or services we procure. The Procurement Policy and its auidelines apply across the entire Group.







#### **Key principles of the Procurement Policy include:**

1

The Facilities and Procurement Manager serves as the primary coordinator for the procurement process and oversees all order processing.

2

Every purchase of a product or service must be accompanied by a written order through the internal digital platform "Therefore".

3

For any collaboration with a supplier, the partner must be included in the "Approved Suppliers List".

4

Details of the suppliers in the "Approved Suppliers List", along with the relevant agreements, are posted on the Group's intranet so they are accessible to the relevant departments.

5

All contracts, regardless of the involvement of the Facilities and Procurement Manager, must be co-signed by the Accounting, Tax Compliance and Credit Control Manager, the Financial Director, and the Legal Manager. They must also be filed on the "Therefore" platform.

6

The selection of a supplier and the awarding of a purchase order are based on the following criteria:

- Optimal balance of price, quality, and delivery time.
- Level of organization and relevant certifications, such as ISO.
- Credibility, financial stability, and credit terms offered.

In line with the requirements of partner suppliers and to ensure alignment with the corporate responsibility principles of the Saracakis Group of Companies, a due diligence process is implemented through the completion of targeted assessment questionnaires.

This process aims to capture and evaluate suppliers' internal policies and practices in key areas, such as regulatory compliance, business ethics, and the protection of personal and sensitive data.

Specifically, the questionnaires include sections covering:

- Existence of a Code of Conduct and anti-corruption policies.
- Compliance with applicable laws and regulations.
- Gift and Hospitality Policy.
- Measures for managing and safeguarding confidential and proprietary information.
- Regular compliance audits to ensure adherence to the Group's Policies.





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# COMPANIES

#### **Our Performance**



GRI 204-1

#### **Proportion of Spending on Local Suppliers**

Percentage of the procurement budget used in significant locations of operation and was spent on suppliers local to that operation in 2024.

94,94%

- The data presented for 2024 refers to the Saracakis Group of Companies as a whole,
- The Saracakis Group of Companies' facilities in Greece, Bulgaria and Romania are considered "significant locations
- The Saracakis Group of Companies' suppliers in Greece, Bulgaria and Romania are considered "suppliers local to that operation"
- The total budget does not include the procurement of vehicles, construction machinery, and spare parts that the Saracakis Group of Companies sells on the market, as this information had not been collected at the time of the publication of this Report.



GRI 205-1, GRI 205-2

In 2024, all members of the Boards of Directors of the Group's companies received information regarding the Group's internal anti-corruption policies and procedures; however, no relevant training took place.

Regarding the Group's employees and business partners, no targeted awareness initiative was carried out-an action that is planned for future implementation. Furthermore, no risk assessment related to anti-corruption has been conducted.



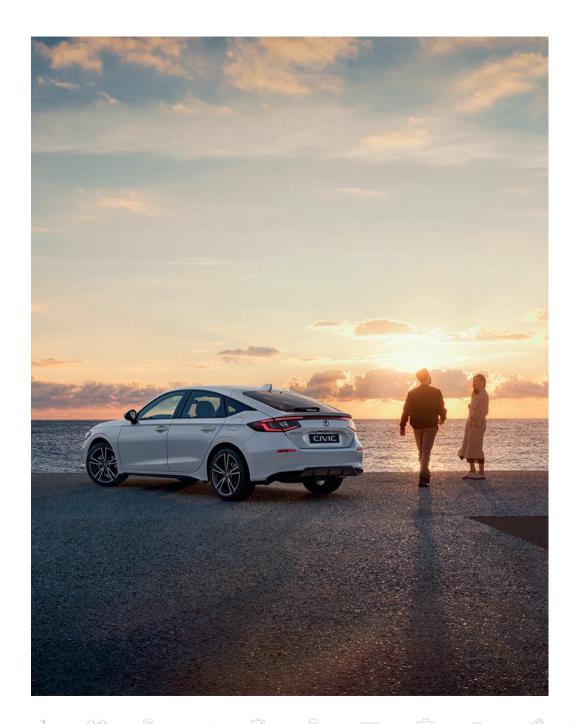
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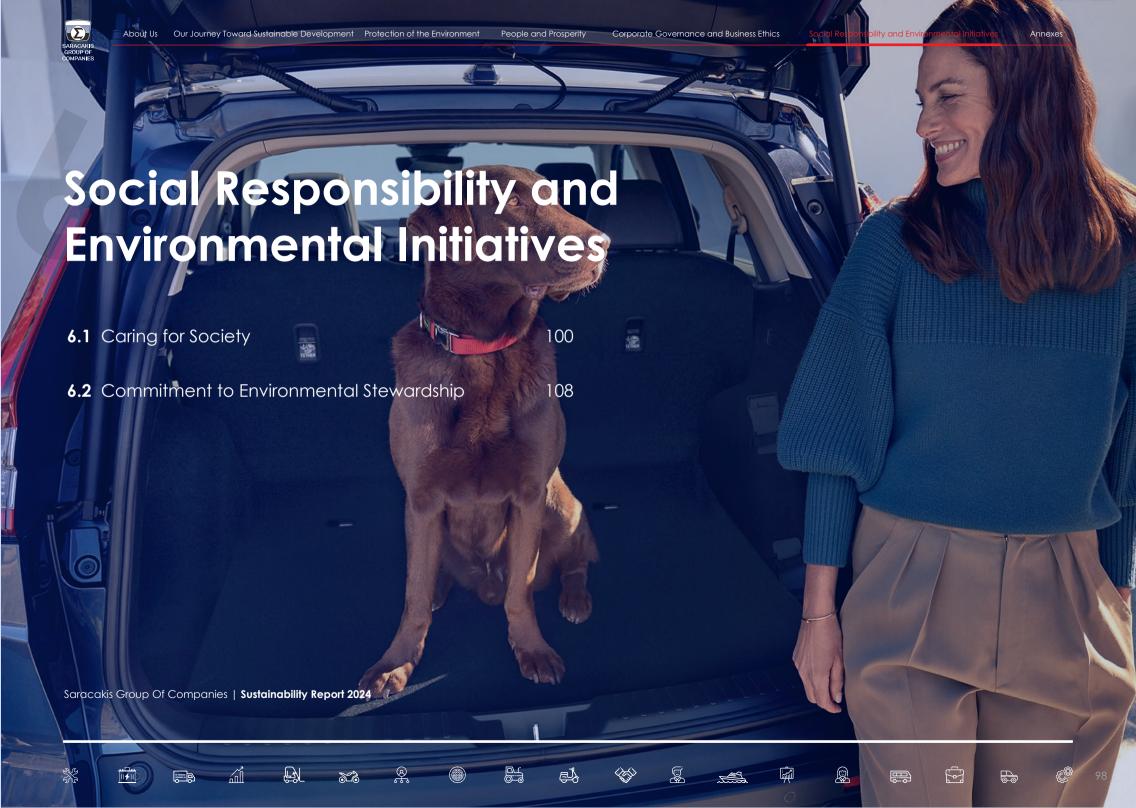
In 2024, there were no confirmed instances of corruption that resulted in the dismissal or disciplinary action of employees or led to the termination or non-renewal of partnerships. In addition, there were no public legal cases regarding corruption brought against the Group or its employees.



GRI 206-1

In 2024, there were no legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust legislation in which the Group had been identified as a participant.





About Us Our Journey Toward Sustainable Development Protection of the Environment Social Responsibility and Environmental Initiatives People and Prosperity Corporate Governance and Business Ethics Annexes

# 6. Social Responsibility and Environmental Initiatives















The tangible support of our people, as well as of the broader community, and the care for the environment in which we operate, constitute an integral part of the Saracakis Group of Companies' way of operating and reflect our commitment and fundamental principle to be beneficial.

In 2024, the Saracakis Group of Companies, through Saracakis Brothers S.A., obtained the ISO 26000:2010 certificate for the first time. This is an international standard that provides guidance on social responsibility for organizations. Its aim is to help businesses and other entities operate in a responsible and ethical manner, contributing to sustainable development. Also, it offers a framework for integrating corporate responsibility into strategy and daily operations. It focuses on areas such as organizational governance, human rights, labor practices, the environment, fair operating practices, consumer relations, and contribution to the local community.

The Group actively contributes to building resilient communities and enhancing environmental sustainability through its actions, which reflect our commitment to the achievement of the 17 United Nations Sustainable Development Goals (SDGs).

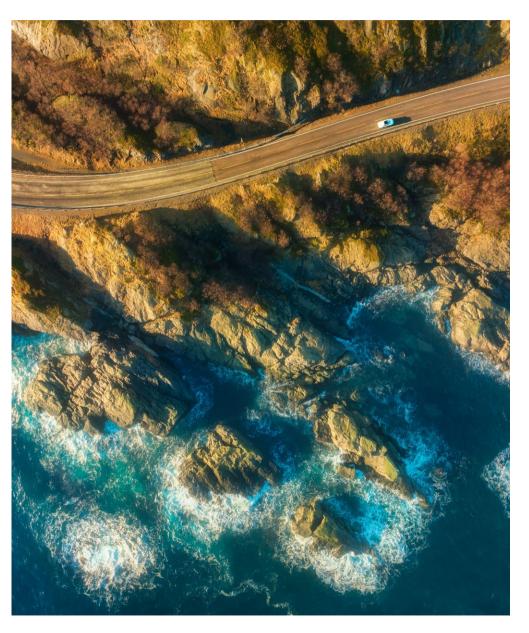
In 2024, our initiatives and actions are categorized into the following key areas:

## Society

- Health, Well-being, and Health Care
- Supporting Vulnerable Communities
- **Emergency Response**
- Science
- Education
- Culture
- Sports

## **Environment**

- Ecosystems
- Biodiversity
- Natural Disasters
- Recycling
- Plastic Pollution





# **6.1** Caring for Society

#### Addressing Low Birth Rates in Alonissos in Partnership with HOPEaenesis









At the Saracakis Group of Companies, we are dedicated to fostering a society of equal opportunities that promotes the health and well-being of its members. Recognizing the critical issue of low birth rates in Greece and aiming to make a significant and meaninaful contribution to addressing it, we have been collaborating with the non-governmental organization HOPEgenesis since 2018 under the initiative "With Hope on Board!".

By focusing on the island of Alonissos, where a negative birth-to-death ratio has been observed in recent years, we have taken a proactive role. The Saracakis Group of Companies covers all pregnancy-related expenses for the island's preanant women, including prenatal check-ups, childbirth costs, and all associated transportation and accommodation. This ensures that expecting mothers receive the care and support they need. In addition to financial support, we engage in informational campaigns, talks, and on-site visits to encourage and support prospective mothers in these underserved areas.



# Our commitment has yielded tangible results. From 2019 to 2024, the program has facilitated the birth of 31 babies.

According to Hellenic Statistical Authority (ELSTAT), 71,455 babies were born in Greece in 2024 - 6.1% fewer than the previous year, marking the lowest number of births in a single year since records began in 1932. As a result of the negative natural population growth. Greece's population is projected to decline to 9,6 million by 2050 and 7,4 million by 2100.

#### Providing Free Office Space to the NGO DESMOS





We have granted free professional office space to the NGO DESMOS within our premises on 71 Athinon Avenue. DESMOS partners with over 800 charitable organizations across the country, identifying their needs and channeling donations to where they are most urgently required. They support a wide range of organizations, aiding vulnerable groups throughout Greece. The mission of DESMOS is to facilitate the donation process between donors and organizations in need. ensuring that real community needs are met. Through their dedicated efforts, DESMOS has generated €7 million in value for society, transforming the lives of more than 130,000 individuals.

<sup>8</sup>Source: Hellenic Statistical Authority - Greece in Figures (October - December 2024)

Supporting Vulnerable Groups 12 Partnership with DESMOS and **Emfasis Foundation** 







In collaboration with DESMOS and the Emfasis Foundation, our employees collected essential food supplies and clothing for people facing serious living hardships - including homeless individuals and young children, who face serious living difficulties in their daily lives, while many of whom live in extreme poverty.

Our initiative to gather food and essential items for individuals and families living on the edge of poverty underscores our dedication to community improvement. The collection and provision of these essential goods, help combat poverty and inequality by offering a sense of support and solidarity to vulnerable individuals. Through these initiatives, we deliver immediate relief and assistance to those most in need, while fostering social cohesion and solidarity.







## Sponsorship of the "Athena" Team from the NTUA School of Chemical **Engineering**



As part of its memorandum of understanding (MoU) with the National Technical University of Athens (NTUA), the Saracakis Group of Companies sponsored the "ATHENA" team from the NTUA School of Chemical Engineering, which won 3<sup>rd</sup> place at the annual competition Chem-E-Car Competition held in San Diego, USA, during the 2024 AIChE Annual Meeting, where 50 teams from around the world participated.

The "ATHENA" team has participated in Chem-E-Car competitions since 2016, earning distinctions such as 1st place in the national competitions held in Athens (2019) and Thessaloniki (2024), as well as 5th place in the international competition held in Orlando, USA, in 2019.



#### Christmas Bazaar with ELEPAP and ARTemeis







The Saracakis Group of Companies' annual employee Christmas celebration for 2024 was combined with a Christmas Bazaar, held in partnership with the Hellenic Society for the Protection and Rehabilitation of Disabled Persons (ELEPAP) and the social cooperative enterprise "ARTemeis." Our people responded in record numbers to the ELEPAP Bazaar, raising a total of 1.620 euro, demonstrating the company's support for the "Brave Children" of ELEPAP who, alongside their families, fight daily against the challenges of disability. Additionally, all our 2024 Christmas cards were purchased from ELEPAP and featured artwork created by the children - colorful and heartwarming winter scenes.



Sponsorship of the Greek "Lara Guide Dog School"

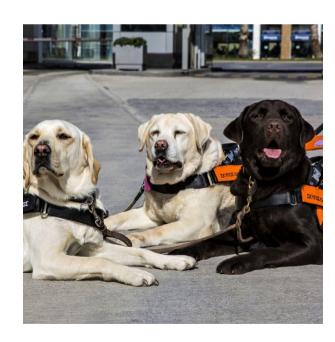




Committed to improving the lives of all drivers, we proudly sponsor a special group of "guides": guide dogs for individuals with visual impairments. As a sponsor of the Greek Guide Dog School "Lara" we have provided a vehicle to support their operations.

Lara Guide Dog School, a member of the International Guide Doa Federation, trains and provides guide doas free of charge to individuals with total or partial vision loss. With over 200.000 people in Greece experiencing severe vision problems, our efforts to enhance their quality of life are crucial.

Guide dogs serve as ideal companions for safe, quality and independent mobility. These guide dogs are selected from specialized breeding programs, socialized and trained positively for about 18 months. The Lara Guide Dog School trains both handler teams and auide doas, adhering to the highest international training standards. In this way, it ensures that individuals with vision impairments can navigate their surroundings safely and confidently.

















The Saracakis Group of Companies has donated a Mitsubishi Space Star to the Central Service of the National Emergency Aid Center (EKAV). The vehicle will be used as a Small-Volume Rapid Response Vehicle.

This agile Mitsubishi Space Star, staffed by one paramedic and one physician, will operate 24/7 along the coastal front of Attica, an area with high demand for immediate intervention and on-site medical assistance during the summer months.

With the conclusion of the 2023–2024 academic year, the first cycle of the innovative "Commercial Vehicles & Machinery Engineer" program came to an end. The program was co-created by the Saracakis Group of Companies and the AKMI Higher Institute.

This pioneering program focuses on specialization in the field of commercial vehicles and construction machinery and was developed to address a significant gap in the market by offering targeted knowledge and hands-on experience. More than 15 employees of the Group, along with 3 faculty members from AKMI, contributed to the development and delivery of the program.

It is the first educational program in Greece specifically designed to focus on commercial vehicles and construction machinery. preparing students for careers in a sector with strong demand and future prospects.

Graduates of this educational program have the opportunity to build their future in a high-demand field with promising prospects and become part of the new generation of specialized professionals and sought-after industry executives. They receive advanced training in the most modern technologies related to specific categories of vehicles and machinery.

70% of graduates completed the program with an average grade above 8/10, confirming the program's high quality. Student satisfaction ranged from 80% to 89% regarding the quality of both the content and the facilities. 50% of students completed their practical training at the Group's repair workshops while simultaneously attending the program. This combination provides dual benefits by equipping students with both theoretical knowledge and real-world experience under actual working conditions.









in Athens.

## Carina for Our Cats. **Caring for Ourselves**



As part of our corporate social responsibility initiatives - and with a primary focus on safeguarding the health and safety of our employees as well as protecting animal

In collaboration with the NGO Alma Libre. which focuses on animal rescue, and with the valuable support of our people, we once again safely retrieved cats from the premises and safely transported them to a veterinarian. There, they were sterilized, vaccinated, and dewormed before being returned to our headquarters on 71 Athinon Avenue, Athens.

welfare - we continue the sterilization, vaccination, and

deworming of the cats that reside within our headquarters



### Participation in the Educational Program "Unlock Your Career Path - PlanBiz 2024"





Corporate Governance and Business Ethics

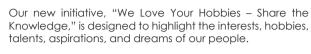
# We Love Your Hobbies -Share the Knowledge





Group of Companies, together with Kinsen -Europear Greece Goldcar, participated in the innovative youth entrepreneurship event "Unlock Your Career Path - PlanBiz 2024". The three-day event was organized by ThinkBiz Hellas, the first student entrepreneurship organization based at the Athens University of Economics and Business.

For the second consecutive year, Saracakis This hands-on event aimed to help participants "unlock" their career paths, while bridging the gap between the business and academic worlds.



Through a process of open communication and shared learning, we aim to involve our employees in a way that showcases their human side, offering a unique glimpse into each individual's **personality** and everything that makes them who they







#### 29th Voluntary Blood Donation Drive



On the occasion of World Blood Donor Day, June 14, we organized the 29th Voluntary Blood Donation at Saracakis Group of Companies. With the warm support of our employees, we successfully bolstered the Group's Blood Bank, collecting more than 56 units of blood to help meet the needs of our employees and their families.



## 30th Voluntary Blood Donation -International Volunteer Day



To mark International Volunteer Day on December 5, 2024. the Saracakis Group of Companies demonstrated its solidarity through action by organizing the 30<sup>th</sup> Voluntary Blood Donation. Thanks to the support of our volunteer donors, we further strengthened our Blood Bank.

By dedicating just 10 minutes of our time, we managed to collect more than 77 units of blood from over 80 of our people, ensuring that colleagues and their families have the vital support they need. Once again, we were proud to be supported by Evangelismos Hospital. With the professionalism, enthusiasm, and warm demeanor of its skilled staff, the hospital turned the experience into one of the most pleasant and uplifting donation drives we've had.



#### Supporting the 35th "Spartakiada" Cycling Event - 2024





The Saracakis Group of Companies supported the 35th "Spartakiada" Cyclina Race, an endurance event of historical significance and the most popular cycling race held in Greece, which took place on October 5 and 6.

To help ensure the safety of 500 cyclists from ground the world and contribute to the smooth execution of the race from Athens to Sparta. we provided five Honda Motorcycles that accompanied the athletes along the full 257 km route.

The race began at the Panathenaic Stadium, where cyclists followed a challenging yet scenic course, concluding at the statue of Leonidas in Sparta - a timeless symbol of Spartan valor.

The event is organized by the Cycling Association of Veteran Athletes (PEPA) under the auspices of the Ministry of Tourism, in cooperation with the Spartan Athletic Club, the Municipality of Sparta, and the Culture, Sports & Youth Organization of the City of Athens.





#### Anti-Violence and Harassment Seminar -**World Mental Health Day**











Protecting the **Mental Health** of our people is a top priority, and we demonstrate this commitment through a series of interactive mental health workshops and seminars titled "Our Mental Health Matters" as part of our corporate social responsibility initiatives.

On October 10, World Mental Health Day, we addressed the critically important and sadly still relevant issue of **VIOLENCE** and **HARASSMENT**. With expert guidance from Mr. Ioannis Marketos, CEO of MRK Consulting, lecturer at Democritus University of Thrace, and author of "Workplace Bullying", we explored a series of key topics, supported by real case studies:

- Different forms of violence and harassment: Verbal abuse, sexual harassment, passive forms of violence, whispering, workplace demotion.
- Factors contributing to violent or harassing behaviors in the workplace.
- Rights and responsibilities of employers and employees.
- How violence and harassment affect:
  - Employee performance, mental well-being, and contribution as well as team effectiveness and cohesion.
  - The Group's performance in sustainable development, its reputation, and profitability.
- Policies aimed at achieving diversity, equity, and inclusion Prevention strategies and response methodologies.

At the Saracakis Group of Companies, we have established a comprehensive Policy Against Workplace Violence and Harassment and operate an Anonymous Whistleblowing Platform, both directly linked to our Code of **Conduct** - an extension of the founding principles that have guided us for over 103 years.

The high turnout, active participation, and overwhelminaly positive feedback from our people regarding the "Our Mental Health Matters" series motivate us to continue taking decisive steps to support their mental well-beingboth within and beyond the workplace.



#### **World Animal Day**



We also celebrated World Animal Day on October 4, 2024, with beloved animal visitors joining us at our offices, workshops. and showrooms. Pets, beyond being invaluable companions, are also exceptional "healers" for mental health and at the Saracakis Group of Companies, we take care of our employees' mental well-being. Animals hold a special place inour corporate culture. After all, love for animals is a true measure of humanity and compassion.





#### Visit and Private Guided Tour at the Benaki Museum





We organized a private guided tour for our employees at the Benaki Museum of Greek **Culture**, where we had the pleasure of discovering treasures and historical artifacts brought to life through the vivid narration and presentation by the museum's Scientific Director and archaeologist, Mr. Giorgis Magginis. At the Saracakis Group of Companies, we aim to offer our people access to renowned cultural and scientific landmarks where they can broaden their knowledge, fostering a spirit of meaningful dialogue and ongoing exploration. This initiative, which was held in conjunction with International Museum Day, is part of our commitment to promoting and showcasing art and culture and their role in advancing sustainable development.



## Saracakis Book Club -**Our Lending Library**









In an era of information overload, social media, artificial intelligence, and fake news, the value of knowledge and the comfort of a good book resurfaces in a soothing, almost therapeutic way.

As part of our corporate social responsibility actions, We created our own BOOK CLUB: the Lending Library of the Saracakis Group of Companies, giving a second life to old bookcases and shelves, which are already filling up with books waiting to be discovered by our employees. The operation of our lending library is based on the value of sharing and offering.

From encyclopedias, short stories, and novels to scientific and children's books, poetry and history volumes, art books, and biographies -our people can share them all with their colleagues.

The benefits of a book are many:

- Enhances critical thinking and analytical skills
- Relieves stress and pressure
- Helps manage depression and sadness
- Improves memory and concentration
- Promotes relaxation and better sleep quality
- Boosts brain function
- Offers escape and exploration
- Sparks creativity

Reading has a beneficial effect on our mood, helping us broaden our horizons, discover new cultures, improve ourselves, and mentally travel through time and to distant places.













































#### Participation in the 41st Athens **Authentic Marathon**



The team of the Saracakis Group of Companies actively participated in the 41st Athens Authentic Marathon, running in the 5 km, 10 km, and full 42 km races.



#### Saracakis Running Team – Participation in the 12th Athens Half Marathon



We took part in the 12th Athens Half Marathon, in the 21 km and 5 km races, filled with experiences, smiles, and positive energy.



#### **World Engineering Day**







We have more than 140 reasons, one for each of our technicians, to celebrate World Engineering Day, honoring their contribution to building a better, more sustainable future. On Monday, March 4, 2024, to mark World Engineering Day, we offered a symbolic gift to the technicians of our workshops and auto body shops, recognizing their vital role in our customer-centric approach. With this gesture, we expressed our deep appreciation to our people; those who give "motion" to every one of our initiatives and help us deliver an outstanding customer experience.









































# **6.2** Commitment to Environmental Stewardship

Cigarette Butt Recycling Initiative in Collaboration with **Cigaret Cycle** 







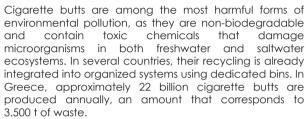












In this context, the Saracakis Group of Companies completed its third cigarette butt recycling cycle in collaboration with the nonprofit organization Cigaret Cycle and the #GopaFree project, demonstrating that responsible management of a harmful habit like smoking can vield a positive environmental impact.

Throughout 2024, six special recycling bins located at the Group's facilities on 71 Athinon Avenue and two bins at ELEPAP's main facilities contributed to the collection and recycling of 21,54 kg of cigarette butts. From their processing, 4,80 kg of fertilizer and 14,90 kg of raw material for the production of industrial plastic were generated.

Specifically, the environmental impact of this initiative was measured as follows:

- 43.100 m<sup>3</sup> of fresh or saltwater were protected from contamination
- 137 kg CO<sub>2</sub> emissions were avoided
- 8 kg CH<sub>4</sub> emissions were avoided
- 3.359 MJ of non-renewable energy was saved by avoiding the production of new materials

The partnership with Cigaret Cycle aims to raise awareness about the dangers of cigarette butt pollution and reduce waste through best practices in recovery, reuse, and recycling. These initiatives reflect the Saracakis Group of Companies' commitment to sustainable development and the principles of the circular economy, actively contributing to a green culture and heightened environmental awareness.

#### Cigarette Butt Recycling with ELEPAP















Annexes

The Saracakis Group of Companies expanded its strategic partnership with ELEPAP to benefit the "Brave Children," the broader community, and the natural environment by actively supporting ELEPAP's important work. As part of its corporate social responsibility initiatives and in collaboration with Cigaret Cycle and the #GopaFree project, the Saracakis Group of Companies donated 2 freestanding cigarette bin recycling bins to ELEPAP with a capacity of approximately 10.000 cigarette per bin and they were placed in the outdoor areas of ELEPAP's Athens facilities.







Corporate Governance and Business Ethics

"Clean and Green is Our Dream" 2024



Once again, as part of the "World Clean Up Day" initiative and the "International Volunteer Coastal Cleanup", the Saracakis Group of Companies and Kinsen - Europear - Goldcar joined forces and left their environmental mark by cleaning the coastline and seabed of the busy Varkiza **Beach.** The highly successful team volunteer effort. coordinated by Clean Up Greece and supported by HELMEPA - the Hellenic Marine Environment Protection Association, resulted in the removal of a large volume of waste and recyclable materials.

Employees of the Saracakis Group and Kinsen – Europear – Goldcar, along with their families, embraced the values of volunteerism and demonstrated their commitment to nature and the environment by participating in the beach cleanup.

Additionally, to support this initiative, 20 volunteer divers from three diving centers - Athens **Divers Club**, Scuba Life Dive Center, and Vouliagmeni Scuba Divina Club - carried out the underwater cleanup of Varkiza Harbor. In just two hours, we removed 400 kg of waste, both recyclable and mixed, along with bulky items and thousands of containers deemed especially harmful and danaerous for the environment and marine ecosystems.

A total of 2.800 cigarette butts were collected and delivered to Cigaret Cycle for recycling, protecting dozens of cubic centimeters of fresh and saltwater from contamination.

ANIMA - the Hellenic Wildlife Care Association - informed participants about the devastating impact of marine pollution on wild sea and land animals and, in a symbolic and meaninaful aesture, released two healthy young seagulls back into the wild.

## Participation in the Global Earth Hour Campaian 2024





As part of our corporate social responsibility efforts and our commitment to sustainable operations, we participated in the global "Earth Hour 2024" campaign, held on Saturday, March 23, 2024, from 20:30 to 21:30 local time. Along with millions of people, communities, and businesses worldwide, we turned off all building lights - both in showrooms and on illuminated signage - for one hour as a symbolic aesture and a strong message of commitment to environmental protection and the fight against the climate crisis.







### Supporting the Work of ANIMA -**Hellenic Wildlife Care Association**



Saracakis Group of Companies, driven by a sense of responsibility toward society and the environment, continued to actively support ANIMA's mission in 2024 by helping cover part of its emergency financial needs. Our contribution aids in the protection and preservation of biodiversity and the restoration of ecosystem functions.



## Standing by the Civil Protection Volunteers – Northeast Hymettus Sector





With a strong sense of responsibility and a focus on protecting human life and our natural resources, the Saracakis Group of Companies actively supports the important work of the Volunteer Civil Protection Association of the Northeast Sector of Mount Hymettus (SEPPVATY), especially during the challenging fire prevention season.



The Group donated a Segway Snarler AT6L All-Terrain Vehicle (ATV) equipped with a fire pump and all the necessary gear to enhance firefighting and forest protection operations.

The vehicle includes a 110 liter water tank and can carry fire extinguishers. It also features a towable construction that can transport an additional water tank of at least 400

Thanks to its flexibility, exceptional climbing ability, and speed, it is ideal for patrols and rapid response to emerging needs.

At the same time, we donated flags with hazard index markings for use during the summer **fire season**. The new flags were installed at key locations within SEPPVATY's area of responsibility, contributing to fire prevention and environmental protection.









































Journey to the Center of the Earth - An Initiative Celebrating People and the Environment













Corporate Governance and Business Ethics

Employees of the Saracakis Group of Companies and their families, along with Kinsen - Europear / Goldear, participated in a volunteer initiative at "The Center of the Earth" by Organization Earth. Throughout the day, participants engaged with nature and took part in hands-on workshops such as:

- Community Kitchen: prepared 250 meals for people in need
- Home Pharmacy: learned about the healing properties of herbs
- Composting: explored the process of making organic fertilizer
- Food Waste: understood responsible consumption through theater-based activities



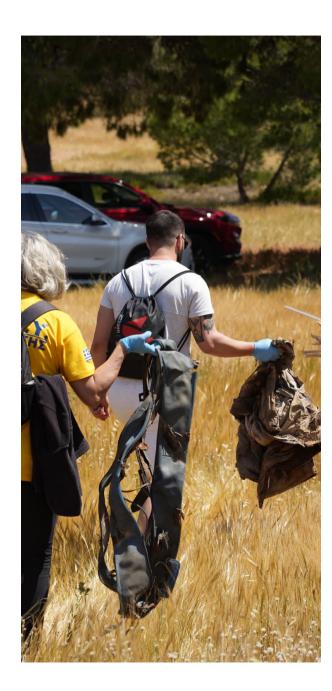
Our activities aim to foster a company culture arounded in volunteerism that promotes employee wellness and environmental protection while highlighting cultural heritage.

In this spirit, we organized an initiative combining mountain hiking, visits to cultural landmarks, and waste collection at Pefkotos Hill and the Ancient Castle of Lathouriza in South Hymettus, joined by members of the South Hymettus Forest Protection Volunteers.

Throughout the route, we collected various types of waste, primarily recyclable materials and bulky items that pose serious environmental hazards, which we disposed of in designated blue recycling bins.

At the end of the event, all participants received potted basil plants and Certificates of Participation.































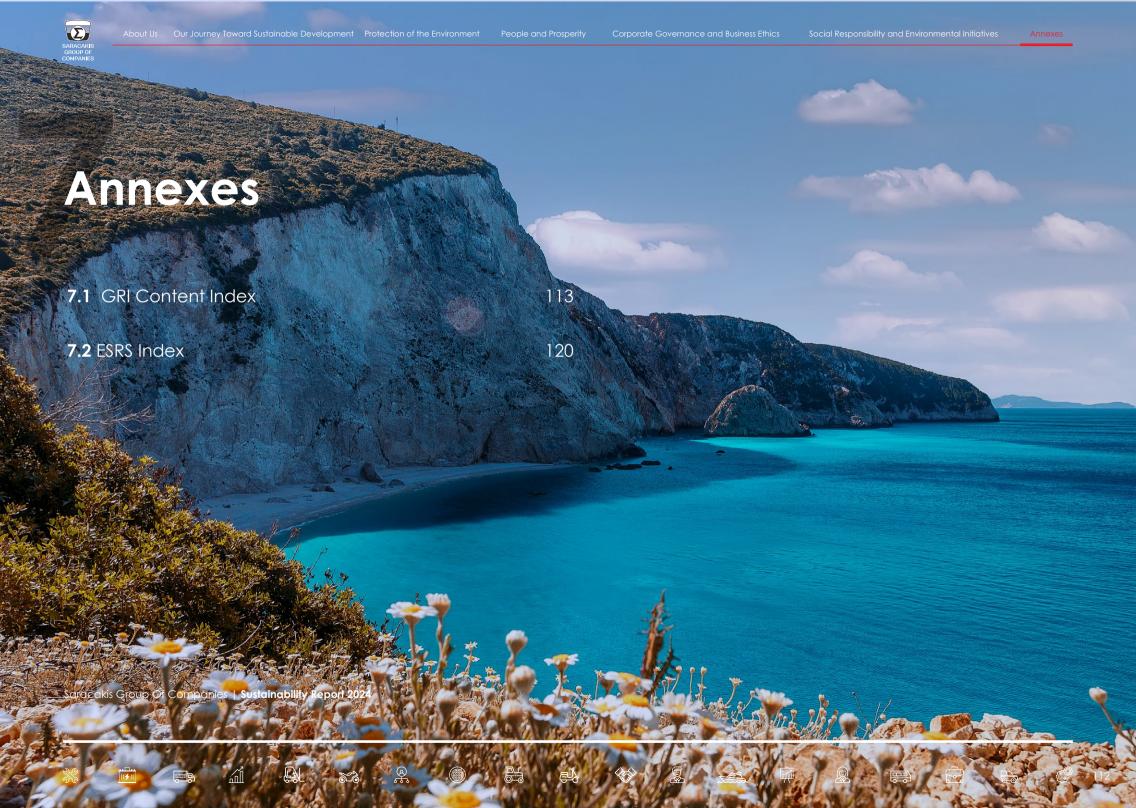












SARACAKIS GROUP OF COMPANIES



**GRI SECTOR** STANDARD

REF. No

# 7.1 GRI Content Index

Statement of Use GRI 1 Used

The Saracakis Group of Companies has reported in accordance with the GRI Standards for the period 01January 2024 to 31 December 2024.

GRI 1: Foundation 2021

N/A

Applicable GRI Sector Standards

Applicable Gki	Sector Standards N/A			0		
GRI Standard	Disclosure	Page in the Report	Requirement(s) Omitted	Omission Reason	Explanation	
GRI 2: General Disclosures 2021	2-1 Organizational details	1. About Us 1.1 Saracakis Group of Companies, p. 10 1.3 Our Activities, p. 12	requirement(s) Onlined	Redsoll	Explanation	
	<ul><li>2-2 Entities included in the organization' sustainability reporting</li><li>2-3 Reporting period, frequency and</li></ul>	·			thing that does not apply. This only relates to the "Omission" GRI Sector Standard ref. no." columns.	
	contact point  2-4 Restatements of information	3. Environmental Protection 3.1 Climate Change and Air Quality, p. 39, 40 4. People and Prosperity 4.1 Employment Practices, p. 71, 72, 74, 75 4.2 Human Rights, p. 79				
	2-5 External assurance	About This Report, p. 5				
	2-6 Activities, value chain and other business relationships	1. About Us 1.1 Saracakis Group of Companies, p. 10 1.3 Our Activities, p. 12 1.5 Participations and Distinctions, p. 27 1.6 Value Chain and Business Relationships, p. 29 5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 95				
	2-7 Employees	<ul><li>4. People and Prosperity</li><li>4.1 Employment Practices, p. 71</li></ul>				
	2-8 Workers who are not employees	<ul><li>4. People and Prosperity</li><li>4.1 Employment Practices, p. 71</li></ul>				
	2-9 Governance structure and composition	<b>5. Corporate Governance and Business Ethics</b> 5.1 Corporate Culture, p. 93	Requirements b,c	Not applicable requirement	There are no Board committees as Greek law does not require them for non-listed Sociétés Anonymes. In 2024, there was no Sustainability Committee, as sustainability acroporate social responsibility matters were managed by the Company's Corporate Affairs, Communications and ESG Department.	
	2-10 Nomination and selection of the highest governance body		All requirements	Not applicable requirement	There is no legal requirement under Greek law for non-list Sociétés Anonymes regarding disclosure requirements.	
	2-11 Chair of the highest governance body	<b>5. Corporate Governance and Business Ethics</b> 5.1 Corporate Culture, p. 93, 94	Requirement b	Not applicable requirement	During the reporting period, there was no relevant procedure for the prevention and management of conflicts of interest in the Board where the Chairman is also a Senior Executive.	









2-12 Role of the highest governance

body in overseeing the

management of impacts











2. Our Journey Toward Sustainable Development

2.1 Sustainable Development Approach, p. 31

















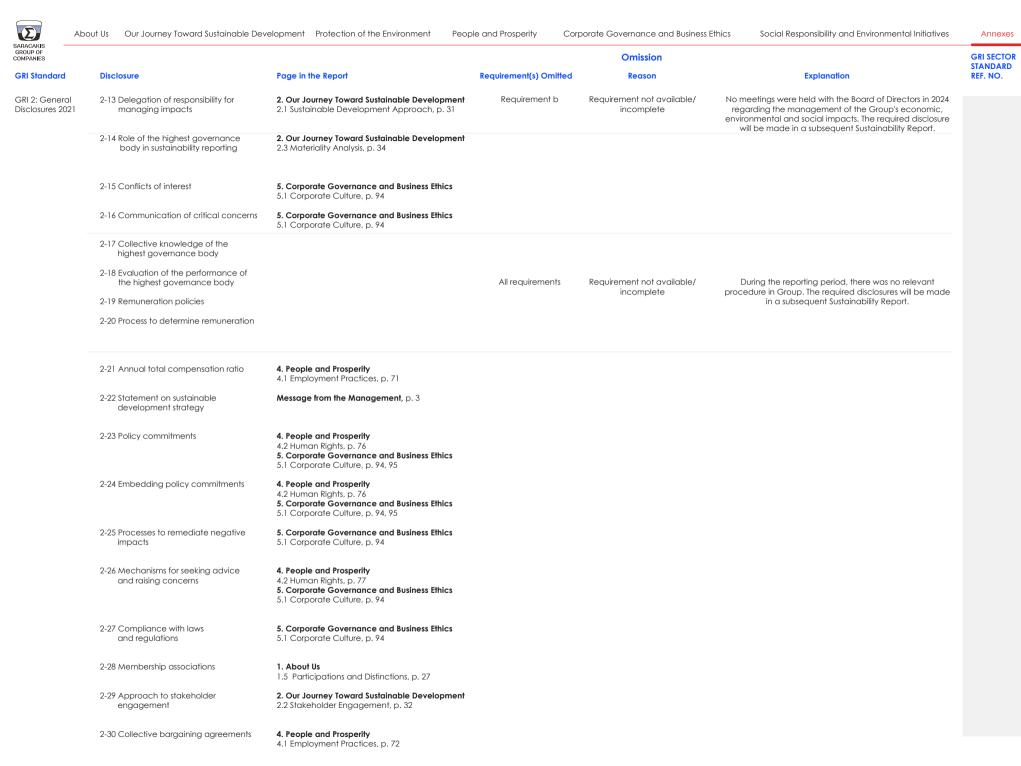


















































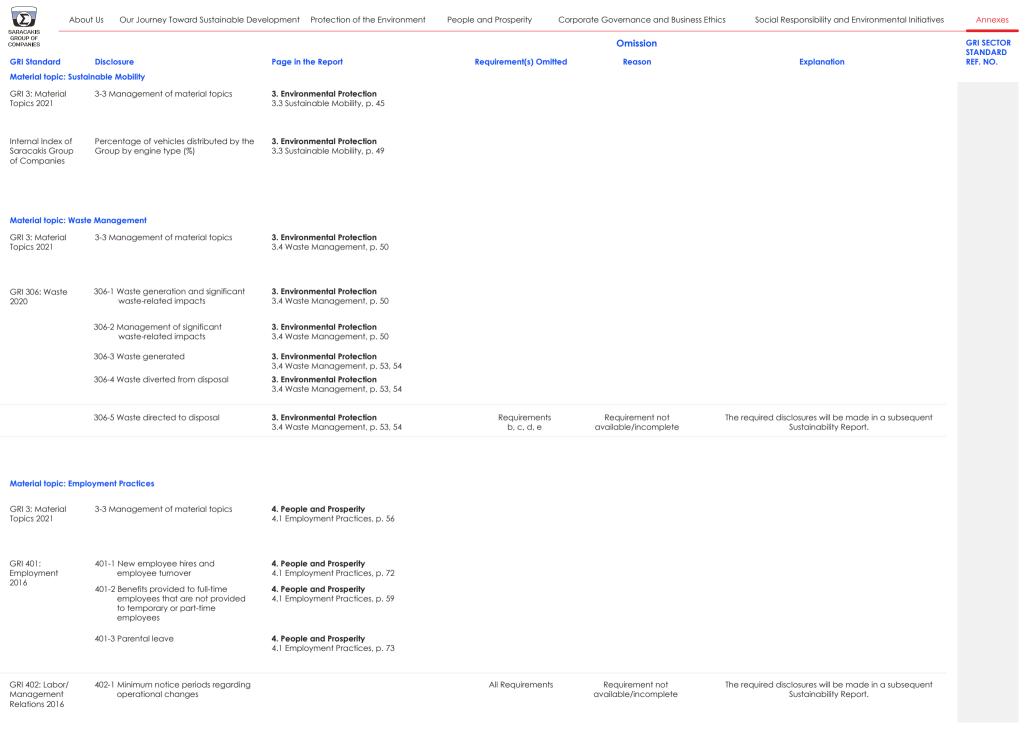






terial topic: Climat  1.3: Material  1.3: Material  1.3: Material  1.3: 2021	Disclosure  3-1 Process to determine material topics  3-2 List of material topics  ate Change and Air Quality  3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 33 2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 35  3. Environmental Protection 3.1 Climate Change and Air Quality, p. 36	A gray o	Reason  well indicates something that does no and "GRI Sector Standa"	Explanation of apply. This only relates to the "Omission" and ref. no," columns.	STANDARD REF. NO.
terial topic: Climat 13: Material ics 2021	3-2 List of material topics	2.3 Materiality Analysis, p. 33  2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 35  3. Environmental Protection	A gray c			
terial topic: Climat 13: Material pics 2021	ate Change and Air Quality	2.3 Materiality Analysis, p. 35  3. Environmental Protection		End of Models (Manua		
3: Material iics 2021						
ics 2021	3-3 Management of material topics					
3310113 2010	305-1 Direct (Scope 1) GHG emissions	3. Environmental Protection 3.1 Climate Change and Air Quality, p. 39				
	305-2 Energy indirect (Scope 2) GHG emissions	3. Environmental Protection 3.1 Climate Change and Air Quality, p. 39				
	305-3 Other indirect (Scope 3) GHG emissions	3. Environmental Protection 3.1 Climate Change and Air Quality, p. 39				
	305-4 GHG emissions intensity	3. Environmental Protection 33.1 Climate Change and Air Quality, p. 40				
	305-5 Reduction of GHG emissions					
	305-6 Emissions of ozone-depleting substances (ODS)		All requirements	Requirement not available/incomplete	The required disclosures will be made in a subsequent Sustainability Report.	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions			aranasis/incompore	oostanasiiny Ropoti.	
terial topic: Energy	y Transition					
3: Material pics 2021	3-3 Management of material topics	3. Environmental Protection 3.2 Energy Transition, p. 41				
1302: ergy 2016	302-1 Energy consumption within the organization	3. Environmental Protection 3.2 Energy Transition, p. 43				
	302-2 Energy consumption outside the organization		All requirements	Requirement not available/ incomplete	The required disclosures will be made in a subsequent Sustainability Report.	
	302-3 Energy intensity	3. Environmental Protection 3.2 Energy Transition, p. 44				
	302-4 Reduction of energy consumption		All requirements	Requirement not available/ incomplete	The required disclosures will be made in a subsequent Sustainability Report.	
	302-5 Reductions in energy requirements of products and services		All requirements	Requirement not available/ incomplete	The required disclosures will be made in a subsequent Sustainability Report.	







































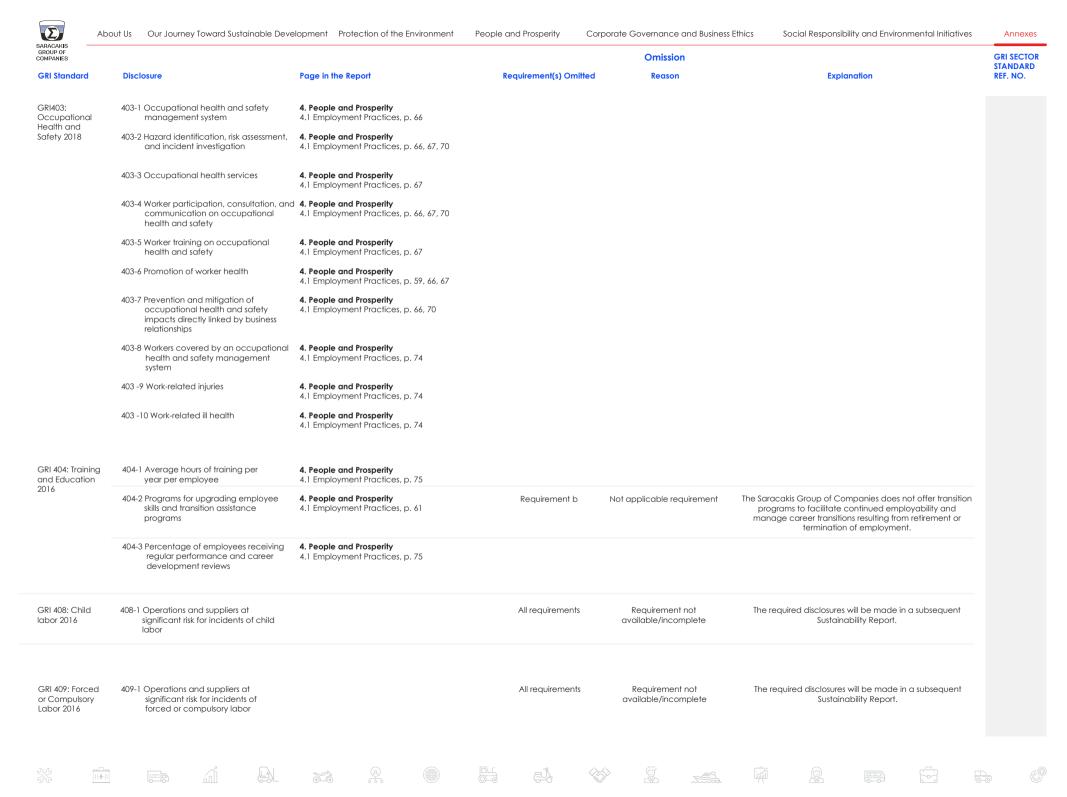




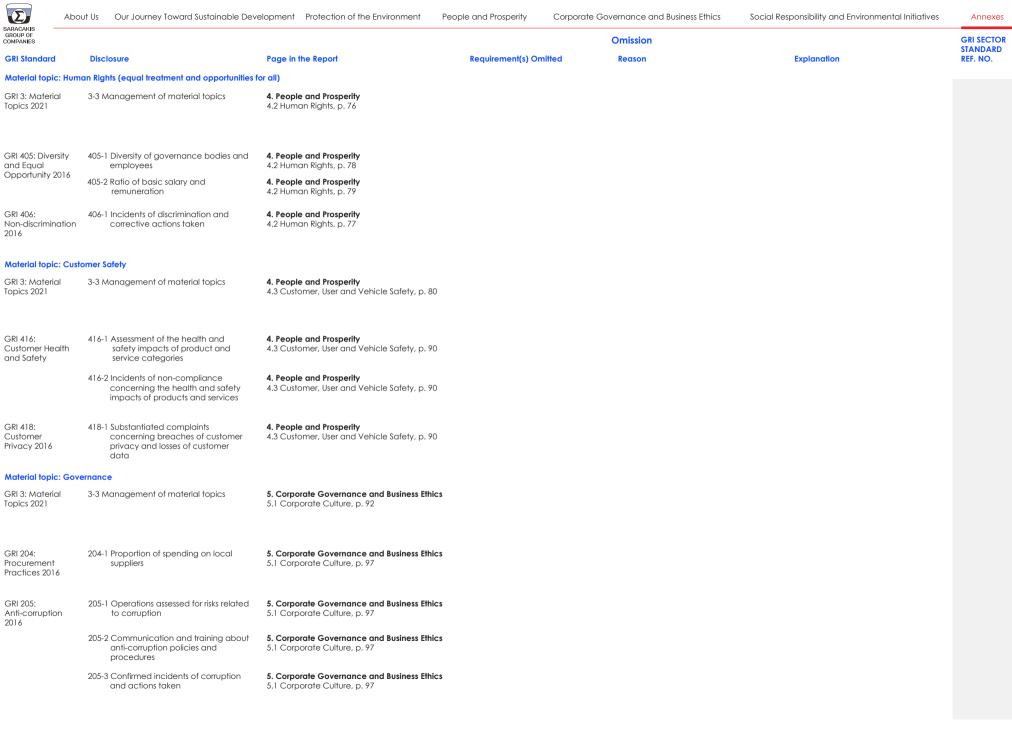






















































About Us Our Journey Toward Sustainable Development Protection of the Environment People and Prosperity Corporate Governance and Business Ethics Social Responsibility and Environmental Initiatives Annexes SARACAKIS GROUP OF COMPANIES **GRI SECTOR** Omission STANDARD REF. NO. **GRI Standard** Disclosure Page in the Report Requirement(s) Omitted Reason **Explanation** GRI 206: 206-1 Legal actions for anti-competitive 5. Corporate Governance and Business Ethics Anti-Competitive behavior, anti-trust, and monopoly 5.1 Corporate Culture, p. 97 Behavior 2016 practices GRI 308: Supplier 308-1 New suppliers that were screened All requirements Requirement not The required disclosures will be made in a subsequent using environmental criteria Sustainability Report. Environmental available/incomplete Assessment 2016 308-2 Negative environmental impacts in All requirements Requirement not The required disclosures will be made in a subsequent the supply chain and actions available/incomplete Sustainability Report. taken GRI 414: 414-1 New suppliers that were screened All requirements Requirement not The required disclosures will be made in a subsequent Supplier Social using social criteria available/incomplete Sustainability Report. Assessment 2016

All requirements









414-2 Negative social impacts in the

supply chain and actions taken



















Requirement not

available/incomplete











The required disclosures will be made in a subsequent

Sustainability Report.







About Us Our Journey Toward Sustainable Development Protection of the Environment People and Prosperity Corporate Governance and Business Ethics Social Responsibility and Environmental Initiatives Annexes

## 7.2 ESRS Index

SARACAKIS GROUP OF COMPANIES

The Saracakis Group of Companies has decided to incorporate disclosures from the new European Sustainability Reporting Standards (ESRS) into this Report, which is prepared in accordance with the GRI standards. This strategic decision underscores our commitment to sustainability and responsibility, recognizing the importance of transparency and reliability in our disclosures. Integrating the ESRS enables us to provide more comprehensive and comparable information on our performance across material sustainability topics relevant to our business model. The benefits of this approach include strengthening stakeholder trust, improving our strategic direction, and enhancing our ability to assess sustainability-related risks and opportunities.

Material Topic	GRI Topic Specific	ESRS topic	ESRS data point	ID
Climate Change and Air Quality	305-1 Direct (Scope 1) GHG emissions	Climate Change	Gross Scope 1 GHG emissions	E1-6_07
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change	Gross location-based Scope 2 GHG emissions	E1-6_09
			Gross market-based Scope 2 GHG emissions	E1-6_10
Employment Practices	401-1 New employee hires and employee turnover	Working Conditions	Number of employees who have left the undertaking	\$1-6_11
	403 -9 Work-related injuries	Working Conditions	Percentage of employee turnover	\$1-6_12
	403 -10 Work-related ill health	Working Conditions	Number of fatalities in own workforce as result of work-related injuries and work-related ill health	\$1-14_02
			Number of fatalities as a result of work-related injuries and work-related health of other workers working on undertaking's sites	\$1-14_03
			Number of recordable work-related accidents for own workforce	\$1-14_04
			Rate of recordable work-related accidents	\$1-14_05
			Number of cases of recordable work-related ill health of employees	\$1-14_06
			Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	\$1-14_07
Human	405-1 Diversity of governance bodies		Gender distribution in number of employees (head count) at	\$1-9_01
Rights	and employees		top management level	\$1-9 02
			Gender distribution percentage of employees at top management level	_
			Gender pay gap	\$1-16_01
Corporate Culture	405-2 Ratio of basic salary and remuneration of women to men 205-3 Confirmed incidents of corruption and actions taken	Business Conduct	Amount of fines for violation of anti-corruption and anti- bribery laws	G1-4_02









































