



SARACAKIS
GROUP OF
COMPANIES

Saracakis Group of Companies
Sustainability Report

2023

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Message from the Management

GRI 2-22

For Saracakis Group of Companies, 2023 was a landmark year, as we prepared this Sustainability Report for the first time, highlighting our management practices and key performances in sustainable development. Our continuous respect for the Principles, Values, and Vision of our Group is absolutely essential for the smooth and sustainable operation of our organization. The constantly changing environment in which we must operate, making the right decisions and acting according to the Group's principles, represents a challenge and at the same time a commitment for all of us.

In 2023, our Group faced macroeconomic challenges such as the geopolitical instability characterizing our continent and the subsequently volatile economic environment it creates for Greek companies and the domestic economy, including the automotive sector. Similarly, supply chain disruptions have shaken the global automotive industry, causing delays in the manufacture and delivery of vehicles, affecting the activities of businesses specializing in the import and distribution of vehicles.

Despite these uncertainties, at the Saracakis Group of Companies, we remained committed to our Vision and Values, continuing our dynamic presence in Greece, Romania, Bulgaria and Cyprus expanding the solutions we offer, including car rental services and construction machinery, and forming new partnerships with established global manufacturers. Additionally, we proceeded with the digital transformation of the Group, an achievement for which we were honored with awards from independent bodies.

Sustainable Mobility

At the same time, during the year, we observed the increasing spread of electric mobility and the gradual development of charging infrastructures in Greece. At the Saracakis Group of Companies, we embrace the transition to green mobility and are proud of the variety of purely electric and hybrid motorcycles, passenger cars, heavy vehicles, and construction machinery that are already in our portfolio and gaining increasing recognition. With the expansion of zero or low greenhouse gas emission electric solutions from our collaborating manufacturers we are committed to expanding green mobility solutions in Greece, contributing to the decarbonization of our country's transport sector.

Environmental Protection

The biggest challenge that concerns us all is addressing climate change. In 2023, we focused our efforts on calculating the carbon footprint resulting from our business activities (Scope 1 and Scope 2). Moreover, we utilized Renewable Energy Sources (RES) for our central facilities and installed car chargers within our premises. Additionally, applying the principles of the circular economy, we contributed to the reuse of key components from our vehicles and continued recycling and recovery programs for materials and parts emerging from our operations, in collaboration with the competent public and private entities.

People and Well-being

The key to the business success of the Saracakis Group of Companies lies in the hands of its valuable human resources, as well as the talented and dedicated professionals working in our workshops, warehouses, stores, and offices.

We aim to provide a stable working environment for all our employees, characterized by fairness, growth opportunities, and high standards of occupational health and safety. In 2023, we increased the percentage of employees by 13.63%, keeping the part-time employee rate low (3.55%). We continued investing in the development of technical and personal skills of our workforce, as well as in the implementation of awareness-raising and training practices for our employees, with the total training hours reaching 2,488 for all our staff.

Corporate Governance and Ethical Responsibility

The continuous promotion of business ethics and regulatory compliance is a matter of paramount importance for the Saracakis Group of Companies, as it reflects the way we operate and defines our relationships with our stakeholders, such as our suppliers and partners. In 2023, we adopted the Group's Code of Conduct, as well as the incident reporting platform – whistleblowing system, aimed at aligning workplace behavior with the standards and values of the Group, as well as maximizing corporate transparency and accountability. This code of conduct aims to provide guidance and information regarding the policies and procedures of our Group, but mainly regarding the spirit of business ethics that characterizes us.

Committed to our vision and commitments, and in continuous contact with our stakeholders, we continue our journey towards a sustainable future and an efficient and modern low-emission automotive sector.

Alexandros D. Saracakis
 Managing Director
 Saracakis Group of Companies

About this Report

[GRI 2-2](#), [GRI 2-3](#), [GRI 2-5](#)

This Sustainability Report marks the Group's first annual report, available electronically on the Group's website <https://www.saracakis.gr/en/esg-reports/>. It covers the period from January 1, 2023, to December 31, 2023. The financial statements of the companies comprising Saracakis Group of Companies, including John D. Saracakis S.A. and Apollon S.A., also cover the same period (January 1, 2023, to December 31, 2023). The companies «FINATRA S.A.», «VERNICHROM S.A.», «ENSER S.A.», «SIGMA ROMANIA», and «SIGMA BULGARIA» are excluded from the quantitative data collection for the Report; however, they are included in the Group's financial statements. The publication date of this Report is 30/09/2024.

This Report provides insights into the Group's management approach and sustainable development performance.

The Group's Sustainability Report has been prepared "in accordance with the GRI Standards" (i.e., the latest GRI Standards 2021). Concurrently, the Group continues to support the 17 Sustainable Development Goals of the United Nations (UN SDGs). There have been no restatements of the information presented in the GRI indicators.

For the 2023 Sustainability Report, the Group has decided not to seek external assurance.

Communication

We value each stakeholder's opinion and feedback on our Report, which is critical to fostering a meaningful dialogue.

Please direct your comments or inquiries about the Report to the following contact information:

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2023: The Group in Numbers

102

Years of history

12

Companies

23

International brands under management

839

Employees*

Over
350

Points of sale

4

Countries of international presence

290

Million turnover*

Over
30

Awards**

*Includes all of the companies comprising Saracakis Group of Companies in Greece and its subsidiaries in Bulgaria and Romania.

**Includes all the Awards that Saracakis Group of Companies has won in recent years.



2023: The Group's Performance

Climate Change and Air Quality



Scope 1 greenhouse gas (GHG) emissions:

477.323

Tonnes CO₂e

Scope 2 location-based greenhouse gas (GHG) emissions:

702.335

Tonnes CO₂e

Scope 2 market-based greenhouse gas (GHG) emissions:

194.119

Tonnes CO₂e

0,88

kg CO₂e/million € greenhouse gas emissions intensity ratio (for Scope 2 market-based emissions)

Energy Transition



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

Energy Intensity **0,06** MJ/million €

Sustainable Mobility



66% of the Cars, displayed at our points of sale, were plug-in hybrids, self-charging hybrids, or fully electric vehicles

Waste Management



118,66 Tonnes of hazardous waste diverted from disposal

290,64 Tonnes of non-hazardous waste diverted from disposal

Employment Practices



85,56% of Employees received regular performance and career reviews

3% Increase in headcount (2023 vs 2022)

2.488 Hours of training provided to **450** employees

Human Rights

0 Incidents of discrimination

Customer, User and Vehicle Safety

0 Incidents of non-compliance with regulations and/or voluntary codes affecting the health and safety of our products/services
100% of our Products are assessed for their health and safety impact

Corporate Governance and Business Ethics

0 Legal incidents of anti-competitive behavior and monopoly practices
Incidents of non-compliance with laws and regulations
Incidents of corruption

About Us

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1.1 Saracakis Group of Companies

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

Saracakis Group of Companies was founded back in 1922 and remains under the management of the founding family up until today. We are a dynamic organization dedicated to supporting our private, corporate and public sector clients. Our physical footprint extends beyond our headquarters in Greece, to Romania, Bulgaria and Cyprus.

Saracakis Group of Companies consists of the following companies:

- 1 J. D. Saracakis Commercial and Holding Soci t  Anonyme
- 2 Saracakis Brothers S.A.
- 3 Apollon Insurance Services
- 4 Apollon S.A.
- 5 FINATRA S.A.
- 6 VERNICHROM S.A.
- 7 SIGMA CVM ROMANIA S.R.L. / SIGMA BULGARIA JSC
- 8 ENSER S.A.

Our Group, with over a century-long leading presence in the Greek business ecosystem, stands as the exclusive importer and distributor of a diverse range of products, including passenger cars, motorcycles, marine engines, commercial vehicles, and machinery from globally renowned international manufacturers.



Founded in **1922**

1.2 Our Vision and Values

Our Vision

We turn our visions into reality 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 create solutions by offering personalized experiences whilst we are committed to operating in a sustainable way.

Our Values



Trustworthiness – Integrity

We always act with integrity respecting our Group's heritage. We only make promises that can be kept and we deliver 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 – Teamwork

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. By investing in our people's constant personal and professional development, we provide a strong motivation, promote fairness, continuous training and reward our employees' initiatives and efforts.



Customer Centricity

We want to keep our customers happy. We listen and understand our customers' needs. We provide pioneering solutions that will give them peace of mind and overall an 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 corporate governance practices.

1.3 Our Activities

GRI 2-1, GRI 2-6

We have the responsibility to adapt and apply international standards in our markets through our own retail operations as well as the brand-specific independent dealers we supervise. Our operation is organized in distinct business and legal entities, always respecting and promoting the individuality of each brand.

Striving to exceed our customers' expectations, we provide solutions and the after-sales care needed throughout the product lifecycle giving our customers peace of mind and overall an exceptional, high-quality customer experience.



Import and Distribution

Passenger Vehicles



In 1968, Saracakis Group of Companies became the official importer-distributor of **Honda** passenger cars and spare parts for the Greek market.

Honda is the world's largest power unit manufacturer and the fourth largest vehicle manufacturer in the world. Honda is the world leader in developing mobility solutions that make people's lives easier, safer and more sustainable.

Honda has committed to achieve carbon neutrality by 2050 as part of its environmental initiatives and this is one of its leading priorities as a manufacturer of modern mobility products. It has committed to address climate change as a top priority and believes that the best approach to curb global CO₂ emissions is to develop a range of technologies and products that will aid the transition to low-carbon economy.



Motivated by its racing spirit and capitalizing on a high-level expertise, **Mitsubishi Motors** has promised to contribute to making the environment greener and cleaner and is well-prepared to pave the way for a new area of a sustainable relationship between cars, society and the environment.

Since 1963, Saracakis Group of Companies has been the official importer-distributor of Mitsubishi Motors passenger cars and light commercial vehicles (LCVs).

Apart from a variety of vehicles that deliver a comfortable and dynamic driving experience, the Group provides the Mitsubishi Motors customers in Greece with high-quality sales and after-sales services.



VOLVO

Since its establishment in 1927, **Volvo Cars** is a car company for people who care about other people and the planet we live in. Aiming at a better future for everyone, it has committed to reduce CO₂ emissions between 2018 and 2025, as an interim step towards its 2040 target to reduce the lifecycle carbon footprint per vehicle by 40%. This will be achieved by electrifying its fleet.

Saracakis retail sites comprise of a new & used cars showroom, a spare parts department, workshop and auto paint shop facilities, with the aim to provide customers with a wide range of top-quality services before, during and after-sales.



Motorcycles, Scooters & ATVs



Honda Motor Co. was established in 1948 by the innovator Soichiro Honda and in 1959, Saracakis Group of Companies started selling Japanese motorcycles in the Greek market. During its long-standing history and its successful cooperation with Saracakis Group of Companies, as the official importer – distributor of Honda motorcycles in Greece, the company is a market leader and a world's largest motorcycle manufacturer, reaching a production of 400 million two-wheelers.

The wide range of Honda Motorcycles models available for the Greek market, with an engine capacity from 110 to 1800cc, can satisfy all sorts of needs and preferences.



Carrying a 125-year history, **Peugeot Motorcycles** is the world's longest-running manufacturer of motorbikes. Since 1898, the company has managed to evolve and progress through numerous mechanical and technological revolutions.

The collaboration between Peugeot Motorcycles and Saracakis Group of Companies began in 2023, which marked a new era for the historic brand in our country. Peugeot Motorcycles, through its exclusive import and distribution in Greece by Saracakis Group of Companies, offers riders a high quality and top design scooters in a wide range from 50 to 400 cc.

As the future of urban mobility will be zero-emission, silent and certainly electric, Peugeot Motorcycles, being a pioneer in electrification for more than 20 years, is one of the most important manufacturers of electric two-wheelers.

In 2023, Saracakis Group of Companies became the exclusive importer and distributor of **Horwin** in Greece. Horwin's headquarters, where the vehicles are designed and produced, are located in China, while the European sales center is located in Austria, which is significantly involved in the development of the vehicles.

At HORWIN, the vehicles are being specifically designed for customers in Europe by applying the highest standards in the areas of material quality, comfort, design, safety and reliability. Finally, high-tech and practical innovations, which are suitable for everyday use, put the characteristic HORWIN stamp on the vehicles.

The product range covers light electric motorcycles (50cc), electric scooters, electric bicycles and other smart E-Mobility solutions.

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, Saracakis Group of Companies undertook the exclusive import and distribution of Segway Powersports in Greece. Approaching the international market with a long-term perspective, Segway Powersports has developed numerous patented models, including a hybrid drive train, internal combustion engines, an intelligent IOV system as well as advanced vehicle designs.



Marine Engines

HONDA MARINE

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

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



V O L V O P E N T A

Founded in 1907, **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 stern drive are the epitome of its technologically innovative achievements, pointing to solutions of the future.

In 1950, its collaboration with Saracakis Group of Companies has started, which entails full technical support, original spare parts, mobile workshop units and a strategic network of authorized dealers, being the exclusive importer – distributor in Greece.



Commercial Vehicles and Machinery

V O L V O

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

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

Its foundation dates back to 1832 but in 1995 it was fully acquired by the Volvo Group and renamed **Volvo Construction Equipment**. Volvo Construction Equipment is the 6th largest manufacturer of construction and mining equipment in the world, maintaining 14 production lines and presence in 145 countries. The company places special emphasis on sustainability, technology and the human factor.

In 1950, Volvo initiated its collaboration with Saracakis Group of Companies. As the exclusive importer and distributor in Greece, the Group provides full technical support, original spare parts and service, mobile workshop units, flexible rental solutions and a strategic network of authorized dealers.



KOMATSU

Founded in 1921, **Komatsu** is the 2nd 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 and 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 maximum of their capabilities.

In 1965, its collaboration with Saracakis Group of Companies was launched.



MASSEY FERGUSON

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

Since 2018, 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 original spare parts.





Founded in 1978, as a result of the merger between Saviem and Berliet, **Renault Trucks** is the only truck manufacturer in France and the 6th largest in Europe. Its trucks are characterized by robust quality and fuel economy. It has been part of the Volvo Group since 2001.

In 2002, its collaboration started with Saracakis Group of Companies which provides full support in spare parts and service and maintains a strategic network of authorized dealers, being the exclusive importer – distributor in Greece.



Buses and Intercity Tourist Buses



Founded in 1889, **Irizar Group** is the leading bus body manufacturer in Spain and the second largest in Europe. Its product range consists of complete solutions for city buses and intercity coaches, offering diversified solutions with alternative fuel (electric, natural gas, biodiesel, with lithium-ion batteries) placing a special emphasis on sustainability. It was the first European company to introduce a class II hybrid bus.

As the exclusive importer – distributor in Greece since 1987, the Saracakis Group of Companies provides full technical support, original spare parts and mobile workshop units.



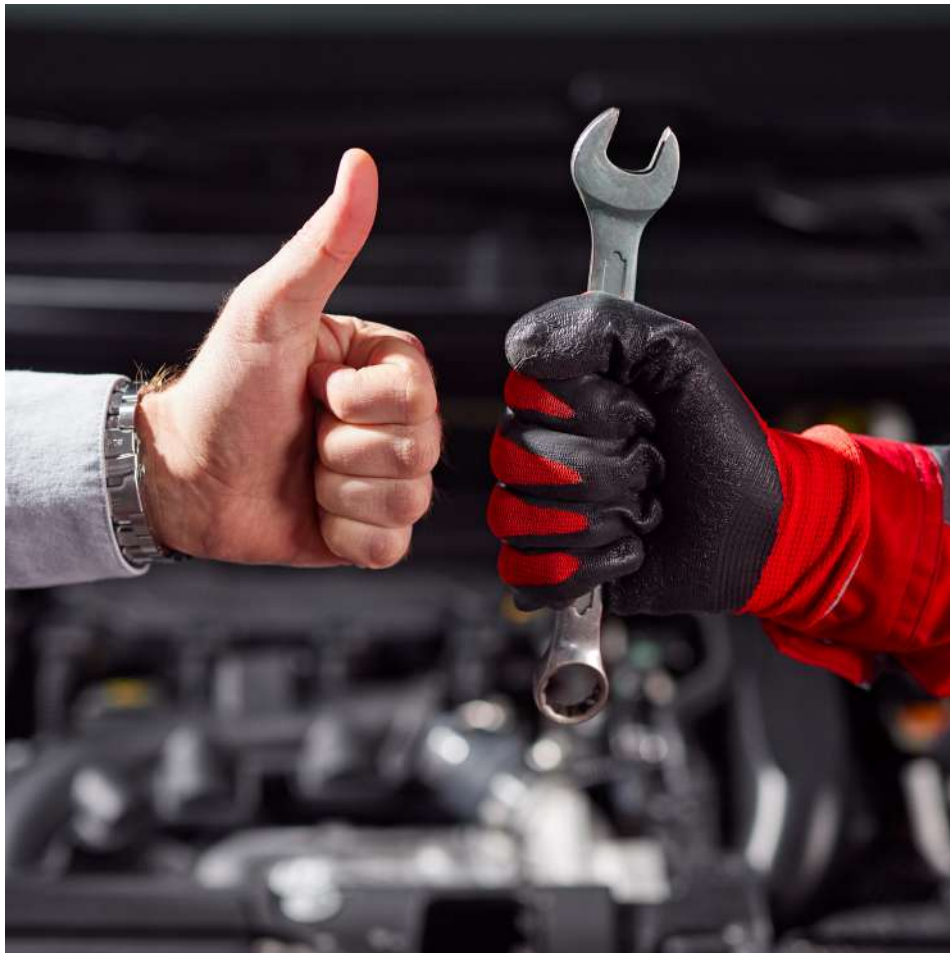
Founded in 1948, **Tadano** is the largest manufacturer of cranes and aerial platforms in Japan and one of the largest in the world. With 11 production lines around the world, its extensive product range comprises of all-terrain cranes, rough terrain cranes, truck cranes, telescopic boom crawler cranes, loader cranes, aerial work platforms and special purpose vehicles, serving every demand in this field.

Saracakis Group of Companies is the exclusive importer – distributor of Tadano LTD in Greece.

Spare Parts and Accessories

Delkor

Delkor is considered one of the most durable and technologically advanced batteries brand worldwide. It supplies batteries to global automotive companies, including Hyundai, Kia, Toyota, Honda and Nissan, to name a few.



Sigma

MOTION

Sigma Motion batteries, produced by Hyundai Sungwoo Automotive, 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, Saracakis Group of Companies became the official importer and distributor of lead-acid and AGM batteries under the brand name "**Energizer**".

The lead-acid and AGM batteries "Energizer," manufactured by Clarios, Europe's largest battery production plant and one of the largest globally, in the premium series, represent the ideal combination of top quality 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 intense energy needs.

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

International Presence



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

Sigma CVM Romania S.R.L. is importer and distributor of a wide range of products made by world-renowned international manufacturers, which include tractors, harvesting machines, balers, telehandlers, cultivators, seeders, plows, trailers, remaining the sole official representative of Massey Ferguson in Romania.



Saracakis Group of Companies expanded its operations in Bulgaria in 2005. A wholly-owned member company of the Group, **Sigma Bulgaria AD** is the exclusive importer – distributor of Volvo Construction Equipment, Terex Finlay and other renowned manufacturers of construction equipment and industrial machinery in Bulgaria.



Car Rentals and Leasing

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

In order to offer 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.

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

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

The brand name of the strategic collaboration between Saracakis Group of Companies and Kinsen Hellas, is Saracakis Leasing. By facilitating the access to products and services for our customers, we aim to accelerate to Greece's economic recovery and growth. At the same time, we have introduced a set of environmental criteria to promote environmentally conscious mobility solutions.

Used Passenger Cars, Commercial Vehicles & Machinery

Saracakis Group of Companies has also set up a used car business activity at its Athens HQ to serve customers who wish to trade-in their old vehicle for a new car of the brands managed by Saracakis dealerships, or for another used car belonging to the Group's fleet.

All used vehicles undergo a thorough technical inspection and any problems identified during this process are duly repaired. Furthermore, vehicle restoration and biological cleaning are implemented. Used cars are offered at competitive prices along with favorable financing schemes, warranty and a road assistance.

Additionally, the Group provides quality and reliable solutions for all categories of used commercial vehicles and machinery.



Public Sector & Key Account Solutions

The Public Sector & Key Account Solutions Department of Saracakis Group of Companies manages a wide product portfolio with aim to offer excellent service not only during the sales process but also throughout the life cycle of the product.

The Public Tenders Department of the Group addresses both public and private organizations, aiming to cover all needs related to the provision and maintenance of commercial vehicles, passenger vehicles, construction machinery, semi-trucks, buses, trucks, generators and tires as well as rental and leasing services.

Environmental Services



At the beginning of 2024, the Saracakis Group of Companies proceeded with the full acquisition of **Enser S.A.** Founded in 2014 and headquartered in Heraklion, Crete, Enser S.A. operates throughout Greece, offering integrated services and high-quality products in the field of waste management to companies and organizations in both private and public sectors.

Enser provides reliable and effective solutions to waste management issues, with a focus on protecting the environment. In particular, Enser handles the collection of households, industrial, bulky, and other waste; collection, transport, and transshipment of non-hazardous solid waste; and collection, transport, and trading of recyclable materials. Additionally, it offers public cleaning, street sweeping, mechanical sweeping, and waste containers washing services. Its modern equipment and highly trained staff ensure efficient and integrated waste management.



Apollon Insurance Services



APOLLON S.A. has been operating in the Greek Insurance Market for more than 60 years, and its purpose is to serve its clients and act in their best interest.

The company cooperates with the largest local and international insurance groups, providing sufficient fund coverage to a wide clientele that includes from single-member (sole proprietorship) companies to multinational enterprises.

The vision of APOLLON S.A. is to become the leading insurance broking company in the industry for its clients and partners, providing a "Distinguished Experience" through effective and innovative insurance services, ensure growth and profitability and operate in an environment nurturing Reliability, Respect and Pride.



1.4 Our History

GRI 2-1, GRI 2-6

Here is our journey through time:

1922-1965



Mr John D. Saracakis establishes in the city of Thessaloniki a business that will become one of the largest commercial and industrial Groups in Greece.

1922-1940
Many world-renowned companies, such as Renault, Fiat, Dunlop, Hudson and General Motors are represented and supported in Northern Greece by Saracakis company.



The Head offices are relocated to Athens.

1950
Volvo appoints Saracakis as its exclusive importer and distributor for Greece.

VOLVO

1956
Startup of the Apollon insurance brokerage firm.

Απόλλων Α.Ε.

1962
The vehicle manufacturing activity starts.

1963
Honda Motorcycles and Mitsubishi Motors appoint Saracakis Group of Companies as their exclusive importer and distributor in Greece.

1965
The first Volvo buses are manufactured by the Saracakis industrial production facilities. In the same year Komatsu appoints Saracakis Group of Companies as its exclusive importer and distributor in Greece.

1968-2009

2009
Expansion outside Greece is continued by taking up the import of Valvo Trucks and Buses in Cyprus.

2005
The Group expands its activities beyond Greece by establishing a subsidiary company in Bulgaria. In the same year it begins cooperation with the Chinese manufacturer Anhui Heli.

2002
Saracakis becomes the official importer and distributor of Renault trucks in Greece.

2001
The King of Sweden awards Dimitrios J. Saracakis the insignia of the Royal Order of the Polar Star.

2000
Saracakis industrial production facilities innovate again with the production of the first bus with stainless steel body.

1999
Saracakis industrial production facilities innovate with the manufacturing of the first three-axis articulated bus with ultra-low floor.

1987
Cooperation with Irizar buses officially starts.

1977
The first articulated buses are manufactured.

1968
The cooperation with Honda is expanded to include passenger cars, marine engines and power generating products (generators, engines etc.)

2011-2024

2011
The Group becomes the official importer and distributor of the French generator set manufacturer SDMO.

2018
Activities are expanded into the agricultural sector by becoming the official importer and distributor of Massey Ferguson agricultural products in Greece.

2020
Vehicle and machinery financing and leasing operations are launched, through strategic partnership with Kinsin Hellas S.A.

2021
The Group expands its activities in Romania by becoming the distributor of Massey Ferguson and other agricultural equipment brands.

2022
The exclusive importership and distributorship of Segway Powersports and Horwin motorcycles for Greece is taken up.

2023
Saracakis Group of Companies becomes the exclusive importer and distributor of Peugeot motorcycles in Greece.

2024
The acquisition of Enser, S.A. leads to expansion of business activities into the promising Environmental Services sector.

1.5 Participations and Distinctions

[GRI 2-6, GRI 2-28](#)

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

Participations

	American-Hellenic Chamber of Commerce
	Hellenic-Swedish Chamber of Commerce
	Greek People Management Association (GPMA)
	Hellenic Association of Motorcycle Importers
	Machinery Importers Representatives Association
	British-Hellenic Chamber of Commerce
	Federation of Attica and Piraeus Industries
	Athens Chamber of Commerce and Industry
	Hellenic Association of Motor Vehicle Importers Representatives
	Association of S.A. & Entrepreneurship
	Alternative Vehicle Management of Greece
	Hellenic Federation of Enterprises
	Association of Automotive Chassis and Body Manufacturers
	Institute of Energy of South East Europe

To date, the Group has received more than 30 international awards. Below is a list of awards for the 2023 reporting period:

Awards



e-volution Awards 2023: Silver Award in the category: 1.1 Best in Auto, Moto & Parts.



IMPACT BITE Awards 2022: Bronze Award in the "Digital Transformation of Business Processes" category.



UX | CX Awards 2023: Silver Award in the "**Best B2B Experience**" category in cooperation with Happy Online Web Services. The Group was recognized for effective and innovative initiatives across all interfaces in **Business-to-Business** transactions through the "portal.saracakis.gr" platform.



Cloud Computing Awards 2023:

- Gold Award for our Digital Transformation with DIS and Microsoft Dynamics 365 **Finance & Supply Chain Management & Commerce** in the **SaaS Product for E-Commerce / E-shops** category.
- Silver Award in the category **SaaS Product for Retail, E-Commerce & Supply Chain**
- Silver Award in the category **Retail, E-Commerce & Supply Chain**
- Silver Award in the category **Resource Planning**
- Bronze Award in the category **SaaS Product for Business Performance**



HR Awards 2023 (Boussias):

- Gold Award 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 with the nomination of "**Next Gen HR: Advancing Human Resources in the Digital Age**", highlighting the innovative approach and digitization of our HR processes.
- Silver Award in the "**Best Talent Management & Retention Initiative**" category for "**Promotion from Within Culture**", the Group's internal promotion policy for human resources development.

The Group holds the following certifications, valid through 2023:

Certifications



ISO 14001:2015
Environmental Management System



ISO 50001:2011
Energy Management System



ISO 9001:2015
Quality Management System

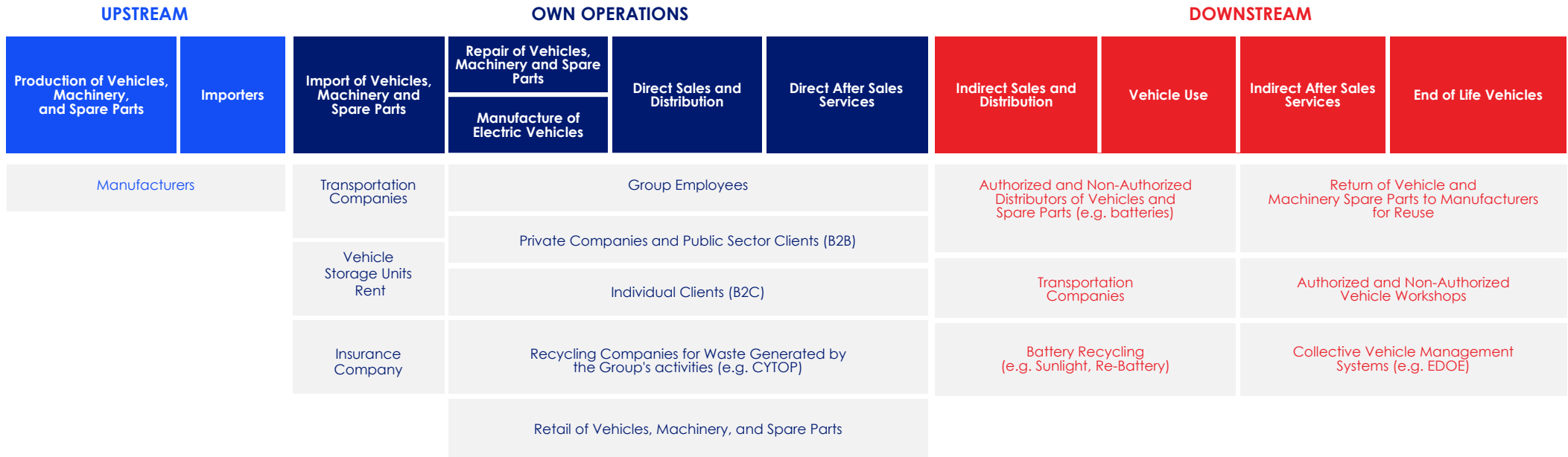


ISO 45001:2018
Occupational Health and Safety Management System (OHS)

1.6 Value Chain and Business Relationships

GRI 2-6

The Group's value chain and business relationships play a critical role in its sustainable development. By understanding each stage of the value chain, the Group is in place to improve its operational efficiency and increase its positive social and environmental footprint.



Our Journey Toward Sustainable Development

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2.1 Sustainable Development Approach

GRI 2-12, GRI 2-13

One of the core values of Saracakis Group of Companies is the commitment to being useful and helpful. The new 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.

With this in mind, we, at Saracakis Group of Companies have integrated the concept of social mission into our corporate culture. Through specific corporate responsibility actions and practices, we emphasize emerging values such as public health protection, human rights, environmental conservation, circular economy, responsible investment, social solidarity, business ethics, and transparency.

We are committed to the development of a sustainable society, 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. For 2023, sustainability and corporate social responsibility issues have been managed by the Group's Corporate Affairs, Communications and ESG Department.

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



2.2 Stakeholder Engagement

GRI 2-12, GRI 2-29

Regular stakeholder engagement aims to better understand their needs and to identify sustainable development issues the Group 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
- Employees
- Suppliers
- Partners
- Customers
- Financial Institutions
- Regulatory Authorities
- Industry Associations/ Organizations
- Mainstream Media
- Local Community
- Non-Governmental Organizations

The following table outlines the stakeholder categories, engagement methods, and engagement frequency. As part of the materiality analysis for 2023, a detailed mapping was conducted to identify the Group's stakeholders.

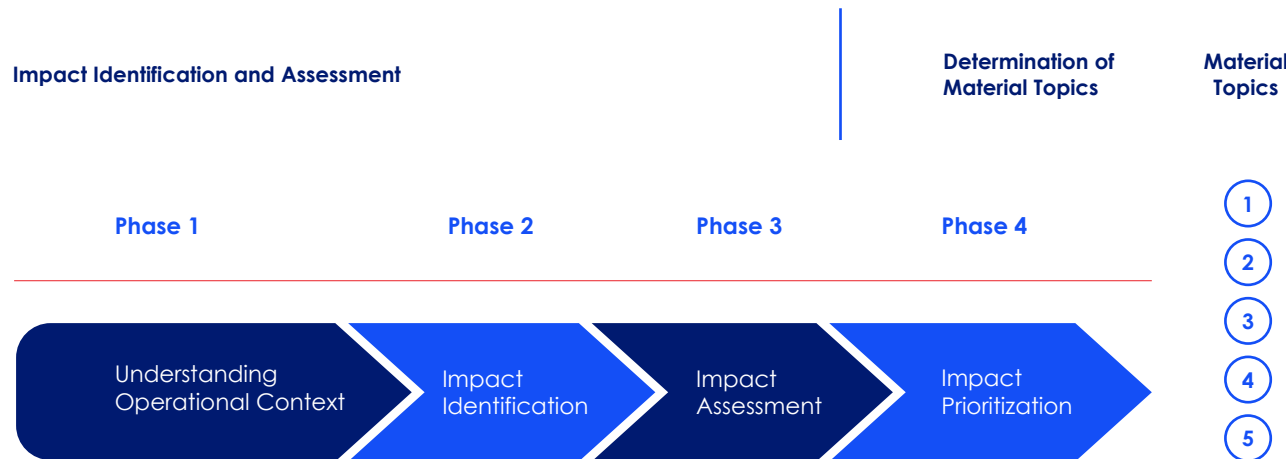
Stakeholder	Engagement method	Engagement Frequency
Board of Directors / Shareholders	<ul style="list-style-type: none"> General Shareholders Meeting Investor Relations Department 	Annual, Monthly
Employees	<ul style="list-style-type: none"> Meetings, Briefings Bulletin Boards Group Website Group Intranet Social Media Meetings with Human Resources Department Personal Communication 	Ongoing
Suppliers	<ul style="list-style-type: none"> Regular Contacts/Visits Inspections Personal Communication Social Media 	Ongoing
Partners	<ul style="list-style-type: none"> Regular Contacts/Visits Inspections Social Media 	Ongoing
Customers	<ul style="list-style-type: none"> Group Website Email Exchange Social Media Customer Satisfaction Surveys 	Ongoing
Financial Institutions	<ul style="list-style-type: none"> Conferences and Events Corporate Publications and Articles 	Ongoing
Regulatory Authorities	<ul style="list-style-type: none"> Conferences and Events Social Media 	Ongoing
Industry Associations / Organizations	<ul style="list-style-type: none"> Corporate Publications and Articles Personal Communication Conferences and Events Studies and Corporate Reports Group Website Social Media 	Monthly
Mainstream Media	<ul style="list-style-type: none"> Open Dialogue Events Conferences and Events Studies and Corporate Reports Group Website Personal Communication Social Media 	Ongoing
Local Community	<ul style="list-style-type: none"> Studies and Corporate Reports Group Website Social Media 	Ongoing
Non-Governmental Organizations	<ul style="list-style-type: none"> Open Dialogue Events Conferences and Events Group Website Personal Communication Social Media 	Ongoing

2.3 Materiality Analysis

🌐 GRI 2-12, GRI 2-14, GRI 3-1, GRI 3-2, GRI 3-3

Saracakis Group of Companies focuses on sustainable development issues related to its business activities and the economic, environmental, and social impacts it generates. In this context, in 2023, the Group conducted a materiality analysis using the methodology of the GRI Standards 2021, to identify, assess, and prioritize the positive and/or negative impacts of its activities on the economy, environment, and society, including impacts on human rights.

The impact identification and assessment analysis for the 2023 reporting period followed these steps:



Phase 1: Understanding the Operational Context

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 by reviewing documents and relevant materials (e.g., corporate policies and procedures).

Phase 2: Impact Identification

Identify positive and negative (actual and potential) impacts on the economy, environment, and society, including human rights, that are realized in the Group's operations and business relationships and are determined as significant, through a review of sustainable development standards and material issues of peer organizations.

Phase 3: Impact Assessment

Conduct an online sustainability survey, 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 assessment criteria include both positive and negative (actual and potential) impacts on the environment, people, and the economy.

+ Positive Impacts		- Negative Impacts	
Actual Impacts	Potential Impacts	Actual Impacts	Potential Impacts
Scale	Scale	Scale	Scale
Range	Range	Range	Range
	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: Impact Prioritization

Materiality threshold: The Group's Management team established a threshold, to determine the material sustainability topics.

Mapping of impacts on sustainable development issues: 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.

Material Topics

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

The Group's approach to the topics identified, along with the actions taken to mitigate and address actual and potential negative impacts, and to enhance actual and potential positive impacts, are described in detail in the following chapters.

Prioritized Impacts (Actual and Potential)

Impacts	Positive		Negative	
	Actual	Potential	Actual	Potential
Climate Change Mitigation	✓		✓	
Climate Change Adaptation		✓		✓
Energy	✓		✓	
Mobility	✓			
Air Pollution	✓		✓	
Waste	✓			
Working Conditions (Group Employees)	✓			
Equal Treatment and Opportunities for All (Group Employees)	✓			
Other work-related Rights (Group Employees)	✓			
Equal Treatment and Opportunities for All (Value Chain Employees)		✓		
Corporate Culture	✓			
Personal Safety of Consumers and/or End-users	✓			
Management of Relationships with Suppliers Including Payment Practices		✓		

The positive and negative prioritized impacts mentioned above, have been grouped into the following material topics and Sustainable Development Goals (SDGs) in order to present the management approach and performance of Saracakis Group of Companies, in a more comprehensive manner.

Material Topics	Impacts	UN Sustainable Development Goals (SDGs)
Energy Transition	Energy	
Employment Practices	<ul style="list-style-type: none"> Working Conditions (Group Employees) Other Work-related Rights (Group Employees) 	
Climate Change and Air Quality	<ul style="list-style-type: none"> Climate Change Mitigation Climate Change Adaptation Air Pollution 	
Human Rights (Equal Treatment and Opportunities for All)	<ul style="list-style-type: none"> Equal Treatment and Opportunities for All (Group Employees) Equal Treatment and Opportunities for All (Value Chain Employees) 	
Sustainable Mobility	Mobility	
Waste Management	Waste	
Governance	<ul style="list-style-type: none"> Corporate Culture Management of Relationships with Suppliers Including Payment Practices 	
Customer Safety	Personal Safety of Consumers and/or End-Users	

3 Protection of the Environment

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3.1 Climate Change and Air Quality



Material Topic:
Climate Change and Air Quality



Our Approach



Recognizing the critical meaning of climate stability and air quality preservation, we have implemented policies, procedures, and practices to reduce direct and indirect greenhouse gas emissions (Scope 1 and 2) from our operations, as well as other indirect emissions (Scope 3) from the goods transportation, employee commuting and other sources of harmful air pollutants.

Climate Change Mitigation and Adaptation and Air Quality

Policy and Management System

One of our key environmental protection policies is the **Quality, Environment and Occupational Health and Safety Policy**. To implement this policy, we have developed and implemented an integrated **Health, Safety, Quality & Environment Management System** (MS or Management System), based on the following principles:

- 1 Ensure the Group's operational activities' alignment with established Management System procedures, such as ISO management systems, internal inspections, and regular meetings with Managers.
- 2 Analyze and manage environmental risks and opportunities systematically, including:
 - By-product accumulation, managed by daily monitoring of existing by-product quantities and communication with waste management companies for their timely removal.
 - Environmental pollution from activities, mitigated through regular maintenance of facility equipment and appropriate measurements, when necessary.
- 3 Prevent air and other types of environmental pollution.
- 4 Update the environmental targets as defined in the Management System.
- 5 Actively inform and engage Group employees in the implementation and development of the Health and Safety Management System. The information is also provided to the new hires, across all Group facilities.



In our efforts to introduce and promote vehicles and engines that emit fewer harmful gases and positively impact ecosystems and human health, we collaborate with leading manufacturers investing in electrification and continuous technological progress.

Among these vehicles are the purely electric, hybrid, or plug-in hybrid trucks and buses from Volvo and Renault Trucks; Irizar buses offering various alternative fuel solutions (hydrogen fuel cells, biofuel, and electric engines); Peugeot electric motorcycles; the electric Honda EM1e scooter; all the electric Horwin motorcycles; the full range of Honda cars (HR-V, ZR-V, CR-V e:HEV/PHEV, e:Ny1, Civic e:HEV, Jazz e:HEV); several models from Mitsubishi Motors such as the Eclipse Cross PHEV, Colt, and ASX; and the full range of Volvo passenger cars as well as other lower-emission vehicles in the Group's portfolio.



To implement our policy, we have appointed a Management Systems Officer (MSO), who ensures the compliance of our Management System and operational activities with international environmental standards. One of these standards is the ISO 14001:2015 Environmental Management System, under which the Saracakis Group of Companies has been certified.

Sustainable Partnerships

The majority of manufacturers represented by our Group have defined their environmental strategy, incorporating international sustainable development standards (such as TCFD, SBTi, CDP, SASB), issuing sustainability reports, and recording their direct and indirect greenhouse gas emissions. Through these collaborations, Saracakis Group of Companies actively supports the transition to an environmentally sustainable supply chain as well as the broader decarbonization of the vehicle and machinery industry.



To meet our climate mitigation commitments, we collaborate with global vehicles, machinery and spare part manufacturers (e.g., Volvo, Massey Ferguson, Komatsu, Honda, Irizar, and Mitsubishi), who set climate targets and enforce environmental compliance on official distributors including our Group (e.g., Volvo Retail Experience Guidelines and Retail Sustainability Toolkit, Honda Cars and Mitsubishi Motors for Battery Collection Programs, SCIP/REACH regulations).

Specifically, the Retail Sustainability Toolkit aims to cut CO₂ emissions from Volvo's retail network by 50% before 2025. As part of the above directive, Saracakis Group of Companies is committed to:

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

Our Performance

For the first time in our Group's history, we have calculated our carbon footprint, specifically our direct (Scope 1) and indirect (Scope 2) emissions for the years 2022 and 2023.

Our direct emissions (Scope 1) stem from fuel consumption by the Group's corporate vehicles (passenger cars, trucks, buses and machinery), as well as heating oil consumption at our facilities in Athens and Thessaloniki. The indirect emissions (Scope 2) result from the consumption of purchased electricity. The Group's Scope 1 emissions increased by 9,9% between 2022 and 2023, primarily due to increased heating oil consumption at our facilities, including offices, warehouses, workshops, and car dealerships, as well as due to fleet expansion and new vehicles acquisition.

GRI 305-1

Direct Emissions (Scope 1) (t CO ₂ e)	2023	2022
Corporate Vehicles	416.932,08	379.947,89
Permanent Facilities (Space Heating)	60.391,15	54.343,33
Total Direct GHG Emissions (Scope 1)	477.323,00	434.291,22

*In the table:

- The standards, methodologies, assumptions, and/or calculation tools used for calculating Scope 1 emissions are based on the GHG Protocol Standard and the National Climate Law (Law No. 4936/2022).
- No biogenic emissions were recorded in 2022 and 2023.
- The greenhouse gases included in the calculations are CO₂ (carbon dioxide), CH₄ (methane), and N₂O (nitrous oxide). Zero emissions were reported for HFCs (hydrofluorocarbons) and SF₆ (sulfur hexafluoride). PFCs (perfluorocarbons) and NF₃ (nitrogen trifluoride) gases were not recorded.
- The operational control approach has been applied to determine the organizational boundaries of measurement.
- GWP values used are based on the IPCC Fifth Assessment Report.
- The calculations include emissions generated from the use of lubricants in corporate ICE vehicles (internal combustion engines).

GRI 305-2

Indirect Emissions (Scope 2) (t CO ₂ e)	2023	2022
Location-based Emissions (Scope 2)	702.335,00	745.354,00
Market-based Emissions (Scope 2)	194.119,00	972.253,00

*In the table:

- The standards, methodologies, assumptions, and/or calculation tools used for calculating Scope 2 emissions are based on the GHG Protocol Standard and the National Climate Law (Law No. 4936/2022).
- No biogenic emissions were recorded in 2022 and 2023.
- The greenhouse gases included in the calculations are CO₂ (carbon dioxide), CH₄ (methane), and N₂O (nitrous oxide). Zero emissions were reported for HFCs (hydrofluorocarbons) and SF₆ (sulfur hexafluoride). PFCs (perfluorocarbons) and NF₃ (nitrogen trifluoride) gases were not recorded.
- The operational control approach has been applied to determine the organizational boundaries of measurement.
- GWP values used are based on the IPCC Fifth Assessment Report.



Our Market-based emissions decreased by 80,03% (2023 vs 2022)

Regarding indirect emissions (Scope 2), our **location-based emissions decreased by 5,77% in 2023 compared to 2022, while our market-based emissions decreased by 80,03% in 2023 due to the Guarantees of Origin secured in 2023.**

GRI 305-4

Greenhouse Gas Emissions Intensity (kg CO₂e/million €)

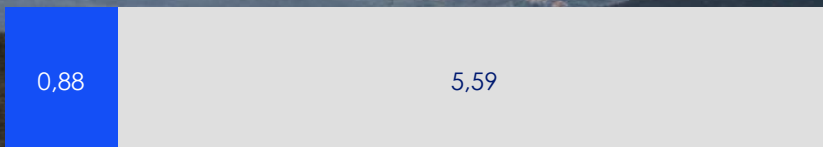
Intensity Ratio for Scope 1 Emissions



Intensity Ratio for Scope 2 Emissions (Location-Based)



Intensity Ratio for Scope 2 Emissions (Market-Based)



2023 2022

- The greenhouse gases included in the calculations are CO₂ (carbon dioxide), CH₄ (methane), and N₂O (nitrous oxide). Zero emissions were reported for HFCs (hydrofluorocarbons) and SF₆ (sulfur hexafluoride). Gases such as PFCs (perfluorocarbons) and NF₃ (nitrogen trifluoride) were not recorded.
- To determine the intensity of emissions, net revenues of the Group have been used as the denominator for 2022 and 2023 respectively.

3.2 Energy Transition



Material Topic:
Energy Transition



Our Approach



At Saracakis Group of Companies, we enhance our performance and positively impact the environment by implementing effective energy management practices, such as increasing the share of renewable energy sources (RES) in our total energy consumption and designing and manufacturing electric vehicles. Concurrently, we strive to mitigate the adverse effects associated with fossil fuel combustion. In 2023, our headquarters' Energy Management System was certified according to the ISO 50001:2018 - Energy Management System international standard.

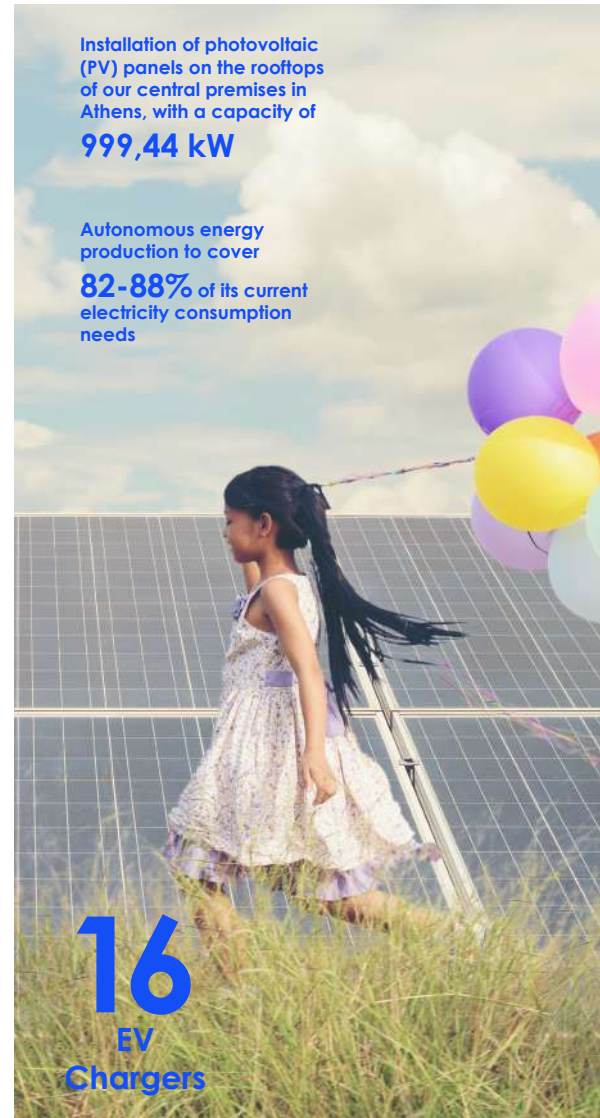
Rational Energy Management

Consequently, we systematically record and monitor energy consumption across our offices, warehouses, and workshops in Athens and Thessaloniki. For detailed insights into our overall energy consumption, please refer to the "Our Performance" section.

Within the framework of our Environmental Management System, one of our main goals is to reduce electricity consumption. To achieve this goal, we have already:

- **Installed motion sensors throughout our central building.**
- **Replaced conventional light bulbs with LED bulbs in vehicle display areas and the central multi-storey building.**

At the same time, we are in the process of completing the replacement of bulbs across all our facilities and are planning the procurement and installation of timers for our air compressors.



Renewable Energy Sources

We are committed to increasing the proportion of renewable energy sources in the Group's energy mix and plan investments in our infrastructure in the near future to improve its energy efficiency. These investments encompass installing external thermal insulation on the central building and refurbishing the premises in Athens, in order to lower the energy consumption.

Specifically, regarding electricity consumption sourced from renewable sources, in 2023, **our Group secured Guarantees of Origin**, i.e., the Green Pass Certificate from the electricity provider, thus ensuring that **100% of the purchased electricity** consumed at our 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).

During 2022 and 2023, we undertook technical studies and obtained permits for the energy upgrade of our facilities, scheduled for 2024, with the **installation of photovoltaic (PV) panels on the rooftops of our buildings in Athens, with a capacity of 999,44 kW**. The installation of solar panels will **enable the Group to produce energy autonomously and meet 82-88% of its current electricity consumption needs**.

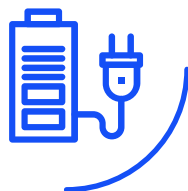
Simultaneously, at our facilities in Athens and Thessaloniki, **we have installed 16 EV chargers** to facilitate EV usage and incentivize the adoption of electric and plug-in hybrid vehicles by our employees, including passenger vehicles. **The chargers are used collectively by employees, clients, and partners.**

Our Performance

The organization's total energy consumption decreased by 0,91% between 2023 and 2022, with 82,02% of our electricity consumption originating for the first time, from the RES, through Guarantees of Origin. Additionally, the increased consumption of liquefied petroleum gas (LPG) in 2023 was caused due to higher number of LPG-fuelled corporate vehicles and an expansion in the mileage covered compared to 2022. Similarly, in 2023, diesel consumption rose by 21,05%.

GRI 302-3

Energy Intensity (MJ/million €)



Energy Consumption within the Organization (MJ)

13.840.598,00

Energy Intensity (MJ/million €)

0,06

2023

13.714.110,00

0,08

2022

• To determine the energy intensity, net revenues of the Group have been used as the denominator for 2022 and 2023 respectively.

GRI 302-1

Energy Consumption within the Organization

Energy Consumption from Non-renewable Sources (MJ)

	2023	2022
Petrol	3.297.314,00	3.343.801,00
Diesel	2.109.276,00	1.742.442,00
Heating Oil	815.843,00	734.141,00
LPG	211.265,00	26.819,00
Total Energy Consumption from Non-renewable Sources within the Organization	6.433.698,00	5.847.203,00

Electricity Consumption (MJ)

	2023	2022
Electricity Consumption from Non-renewable Sources (MJ)	1.308.433,00	7.993.395,00
Electricity Consumption from Renewable Sources (Guarantees of Origin)	5.971.979,00	-
Total Electricity Consumption	7.280.412,00	7.993.395,00
Total Energy Consumption within the Organization	13.714.110,00	13.840.598,00

*In the table:

- Fuel unit conversion from liters to MJ for vehicle fuels and heating oil was based on the conversion factors specified in the National Climate Law (Law No. 4936/2022).
- Energy consumption from renewable sources due to fuel use is zero.
- No heating, cooling, steam, or electricity was sold by the Group in 2022 and 2023.
- The increased consumption of liquefied petroleum gas (LPG) in 2023 is due to a higher number of LPG-fuelled corporate vehicles and an expansion in the mileage covered compared to 2022.
- Electricity consumption from non-renewable sources in 2023 pertains to the Thessaloniki offices and other Group facilities, excluding the headquarters located at 71 Athinon Ave.

3.3 Sustainable Mobility



Material topic:
Sustainable Mobility



Our Approach



The need of transition to a climate-neutral economy by 2050, as outlined by EU goals, 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 achieving a climate-neutral economy and mitigating climate change.

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

Promoting Electromobility in Greece

At Saracakis Group of Companies, we actively support increasing market share of electric and hybrid vehicles in Greece, which helps reduce the use of fossil fuels. In 2023, 15,215 new fully electric and plug-in electric cars¹ were registered in our country, marking a remarkable increase of 5.005% from 2018, when only 298 such vehicles were registered. However, the penetration of electromobility in the Greek market still needs to be enhanced if compared to the European average. In 2022 alone, sales of fully electric and plug-in hybrid cars exceeded 100,000 per certain countries, with 115,000 units sold in Italy, 330,000 in France, and 830,000 in Germany².

Another critical aspect of electromobility is the existing public charging network in our country, which numbered approximately 2,000-2,500 charging points in 2023, compared to 117,000 charging stations in the Netherlands, 74,000 in France, and 64,000 public chargers in Germany.

Furthermore, upgrading the national electricity grid remains a critical barrier in the country's energy infrastructure's ability to meet the rising demand for electricity driven by the increase in electric vehicles.

Recognizing these obstacles and considering other deterrents such as the limited number of certified workshops for high-voltage vehicle repair and maintenance, and the lack of development in electric vehicle design and production in our country, Saracakis Group of Companies continues to make consistent efforts to promote electromobility in the Greek market. This is achieved through the vehicles we offer and our social actions and training programs, as detailed below.

¹www.iea.org/reports/global-ev-outlook-2023/trends-in-electric-light-duty-vehicles
²Trends in charging infrastructure – Global EV Outlook 2023 – Analysis - IEA



Environmentally Sustainable Vehicles

One of the main ways we can support the expansion of electromobility in Greece is directly through our core activities—importing and trading vehicles and machinery.



We proudly represent state-of-the-art, award-winning vehicles, including the Volvo 7900 Full Electric Hybrid, Irizar ie tram, Volvo FH Electric, Honda e:Ny1, CR-V e:HEV/PHEV, ZR-V, HR-V, Jazz e:HEV, CIVIC e:HEV, Mitsubishi Colt, ASX, ECLIPSE CROSS PHEV.

As the exclusive representative of Volvo Bus and Irizar Bus in Greece, we import the latest technology buses with high energy efficiency, low emissions, and reduced noise levels, factors that can improve urban living standards and air quality.

Additionally, we actively support two-wheeled electromobility (e.g., with fully electric motorcycles from Honda, Peugeot, and Horwin). In markets less mature for alternative fuel technology, we promote vehicles with high energy performance and lower environmental impact, such as Honda Marine and Volvo Penta outboard marine engines.

In 2023, **65%** of Volvo Cars and **50%** of Mitsubishi Motors passenger vehicles distributed by our Group were plug-in hybrids (PHEV), while **80%** of Honda Cars' passenger models were self-charging hybrids (HEV). Additionally, **20%** of Volvo Cars and Honda Cars were fully electric (BEV).



Hybrid Buses

Fuel consumption and CO₂ emissions reduction by up to **39%**

30%

Electric Trucks

10%

Electric Construction Machinery

Volvo Buses

Nitrogen Oxide (NO_x) emissions reduced by **80%**

Corporate Fleet

31,25% Fully Electric or Hybrids

Specifically, by supplying hybrid buses like the Volvo 7900 Full Electric Hybrid to public transport organizations in Crete and Larissa, we reduce fuel consumption and CO₂ emissions by up to 39% compared to conventional diesel buses, making them the most efficient on the market.

Providing state-of-the-art Volvo FH LNG trucks to Greek companies eliminates 100% of sulfur oxide (SO_x) emissions and free particles, while nitrogen oxide (NO_x) emissions are reduced by 80%.

In the two-wheeler category, it is worth noting that 100% of imported Horwin motorcycles were fully electric (BEV).

Regarding heavy vehicles and construction machinery, in 2023, 50% of Volvo Bus and Irizar Bus vehicles were fully electric, as well as 30% of Volvo Trucks and Renault Trucks (BEV). Similarly, 10% of Volvo Construction Equipment and Komatsu construction machinery were fully electric (BEV), with some other models using hybrid engines (HEV).

As for our corporate fleet, in 2023, 31,25% of our vehicles were hybrids (HEV, PHEV) or fully electric (BEV), and we aim to increase the share of electric vehicles in the coming years.

Sustainable Vehicle Manufacturing



Saracakis Group of Companies

Building up on our historical expertise in vehicle design and manufacturing, Saracakis Group of Companies has undertaken the study and manufacturing of the first fully electric commercial three-wheeler. The project began in 2021 with the conception, design, and study phase. Throughout 2022, we continued with the construction of three prototypes, each featuring a non-removable battery. By March 2023, we completed all necessary tests and workshops in Italy, including all required tests for European vehicle type approval. Subsequently, we have remodelled the vehicle to include removable batteries, significantly increasing its range (autonomy) from the initially projected 160 km to 210 km, while maintaining the original construction cost. The new and final type approval is expected by June 2024, with production scheduled to start in early October 2024. Notably, the design, assembly, and construction of the electric three-wheeler will be entirely carried out in Greece. Our vision is to make electromobility technology more accessible to users in Greece through the creation of this electric three-wheeler.

Suppliers

Most of our 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.

By collaborating with these manufacturers and adhering to their environmental standards, we contribute to sustainable mobility. Our partners, including Volvo, Komatsu, Irizar, Massey Ferguson, Honda, Mitsubishi, and others, 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 the vehicles and other products they manufacture.

Electromobility Training and Awareness Initiatives

Internal Training

At Saracakis Group of Companies, we invest in enhancing professional skills in advanced technologies for the maintenance and repair of hybrid and electric vehicles. To this end, the Group has organized:

- Both online and in-person trainings for the Honda Cars certification "Electrified Powertrain Technician", focusing on specialized training for technicians on Honda's strategy across all electrification stages. Similar specialized training programs were provided by Mitsubishi Motors.
- Partnering with renowned Vocational Training Centers to train and certify all technicians within our official repair network as High Voltage Vehicle Technicians (CAT 1 & 2).

Furthermore, comprehensive trainings were provided for our workshop technical staff on safety and high voltage electromobility topics.

External Training

In 2023, we conducted five external training sessions on electromobility and hybrid technology, involving students from educational institutions.

These sessions enabled students to:

- 1 Understand the new operational modes of Volvo electric trucks and buses.
- 2 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, in 2023, we were delighted to support 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

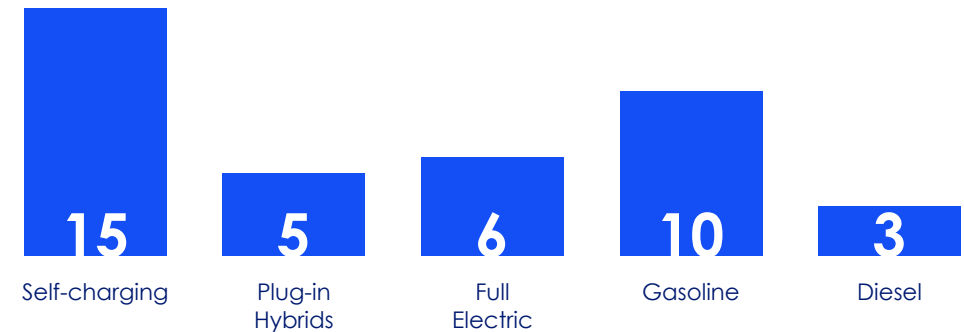
Saracakis Group of Companies actively raises public awareness about the benefits of electric vehicles for the environment and quality of life. These efforts are spearheaded by our Corporate Affairs, Communications and ESG Department, through press kits and press releases on electromobility. Moreover, 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.

In 2023, we showcased Volvo and Renault Trucks' electric and hybrid buses and trucks, as well as the fully electric Irizar ie tram, at the Thessaloniki International Fair (TIF) and other transportation expos. These events provided the public with an opportunity to experience cutting-edge electromobility solutions first hand. Our presence in these exhibitions enables the public to engage with advanced electromobility technologies, fostering greater familiarity and potentially leading to higher market penetration and adoption rates of electric vehicles.

As a supplier to the public sector, we participated in the Scientific Conference "Green Transition and Circular Economy in Local Government" and the Attica Green Expo held from May 24-27, 2023, in Athens. The conference covered topics such as reducing air pollutants and promoting sustainable urban mobility, providing us with an opportunity to highlight the importance of electromobility and showcase our comprehensive public sector solutions.

Additionally, we offer our customers the opportunity to test drive electric vehicles. In 2023, 66% (26 out of 39) of our display vehicles were plug-in hybrids, self-charging hybrids, and fully electric vehicles, as illustrated in the following chart:

Number of Exhibition Vehicles by Engine Type



Customer Safety

All our vehicles and machinery adhere to high safety standards, ensuring the protection of our customers and employees. We aim at full compliance with all national and international safety regulations, through practices such as:

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

For more details on how we ensure customer safety, please refer to section "4.3. Our Performance".

Below, we present the distribution percentage of each vehicle brand traded by the Group in 2023, categorized by fuel type (hybrid, fully electric, gasoline, diesel, CNG) 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.

[\[Internal Index of Saracakis Group of Companies\]](#)

Percentage of vehicles distributed by the Group by engine type (%)

	Hybrid (PHEV)	Hybrid-Mild Hybrid	Fully Electric	Petrol	Diesel	CNG
Passenger Vehicles						
Honda		80%	20%			
Mitsubishi	50%			50%		
Volvo	65%	2%	20%	4%	9%	
Used Vehicles	20%	5%	5%	50%	20%	
Machinery						
Volvo Construction Equipment		5%	10%		85%	
Komatsu		5%	10%		85%	
Massey Ferguson					100%	
Tadano					100%	
Motorcycles, Scooters & ATVs						
Honda				100%		
Peugeot				100%		
Horwin			100%			
Segway Powersports				100%		
Trucks						
Volvo Trucks			30%		60%	10%
Renault Trucks			30%		60%	10%
Buses						
Volvo Bus			50%		50%	
Irizar Bus			50%		50%	
Marine Engines						
Honda Marine				100%		
Volvo Penta					100%	

3.4 Waste Management



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. We strive to minimize waste production and implement recovery, reuse, and recycling techniques both in our facilities and throughout the lifecycle of the vehicles we offer.

3.4.1 Policy and Management System

Our Quality, Environment and Occupational Health and Safety Policy ensures optimal waste management. To achieve this, the Group undertakes the following actions:

1

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

- Returning and reusing spare parts
- Recycling batteries
- Establishing private agreements with Electric Motorcycles 1-e customers for the return and recycling of end-of-life batteries, fulfilling their consumer obligations
- Digitization 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 the Re-Battery S.A., a collective alternative management system which is certified/approved by the Hellenic Recycling Agency (HRA). (<https://www.rebattery.gr/>)

2

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

- Honda's target to achieve 100% use of sustainable materials with zero environmental impact by 2050.
- Honda establishing a system to reduce waste and recycle resources. Besides actively using recycled materials and ensuring a stable supply of materials, Honda strives to create a circular value chain that promotes advanced circular practices, including forming a consortium for product and resource disassembly and supply optimization for high efficiency.
- Preference for repair over replacement adopted by all our partner companies.
- Reuse of packaging materials for motorcycles (crates).
- Return of specific used parts for remanufacturing by suppliers (e.g., air compressors, alternators, clutches). These parts are then sold at a lower price while maintaining the reliability and warranty of original parts. In certain cases, the destruction of parts such as radiators, is carried out within the facilities of both the Group and the manufacturer (VTB).



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

3.4.2 Waste Management

Key Activities and Types of Waste

The majority of waste generated from our operations comes from our workshops, auto body shops, offices, and showrooms. We manage more than 20 categories of hazardous and non-hazardous waste on a daily basis. Below are the main categories:

Hazardous Waste

- Batteries:
 - Lead-Acid
 - Nickel-metal Hydride (NiMH)
 - Nickel-cadmium (NiCad)
 - Lithium-ion (Li-Ion)
- Oils (synthetic and conventional)
- Oil Filters
- Lubricants
- Solvents
- Paint and Auto Body Shop Residues
- Brake Fluids
- Coolants
- Electrical and Electronic Equipment
- Printer Inks
- Contaminated Plastic Packaging and Cloths with Maintenance Fluid Residues
- Alkaline Batteries

Non-Hazardous Waste

- Plastic Packaging
- Cardboard and Paper
- Iron
- Aluminum
- Wood
- Glass
- Cracked Car Glass
- Spare Parts
- Vehicle and Construction Machinery Tires
- Synthetic Fabrics
- Electronic Equipment
- Cigarette Butts



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 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. For this reporting period, we lack quantitative data on this waste stream but are working with the contractor to include more detailed data in future Reports.

Key Partners

To efficiently manage our waste, we maintain ongoing collaborations either with Collective Alternative Management Systems (CAMS) or licensed waste management companies to avoid any environmental impact from the substances and materials resulting from our activities.

Detailed partnerships include:

- 1 **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.
- 4 **Ecoelastica:** Recycling of vehicle tires.
- 5 **SUK Hellas:** Recycling of oil filters, containers, antifreeze, absorbents, brake fluids, paint and varnish waste containing organic solvents.
- 6 **Cigaret Cycle Zero:** Recycling of cigarette butts.
- 7 **CYTOP:** Recycling of oils, lubricants, and other maintenance fluids from vehicles and construction machinery.

3.4.3 Vehicle Recycling

Additionally, we actively promote initiatives to enhance the recyclability of the vehicles we import. To ensure environmentally friendly disposal of vehicles at the end of their lifecycle, we collaborate with the Alternative Vehicle Management of Greece (EDOE).

EDOE is a Collective Alternative Management System (CAMS) approved by the Hellenic Recycling Agency (EOAN), which handles vehicle recycling in Greece.

3.4.4 Return and Reuse of Spare Parts

To further contribute to the circular economy, we also sell remanufactured spare parts. We implement practices for collecting materials and parts after their use and transporting them to a central location for sorting. These parts are then appropriately directed as products or materials, to be reused, remanufactured, or recycled by their original manufacturer. Said process extends the lifecycle of these spare parts, contributing to resource circularity by saving valuable raw materials, the extraction of which has negative environmental and social impacts.

The remanufactured parts involved, include key engine components, transmission, final transmission drive, hydraulic systems, and electronic parts. These parts are collected from across Greece and concentrated in Athens, for further shipping to the original supplier.

Specifically, remanufactured parts and critical components from vehicles and machinery of Komatsu, Massey Ferguson, Volvo, and Renault are returned to the Group by customers for further processing and transport to the original manufacturer's factory. The manufacturer then handles the product for remanufacturing and resale.

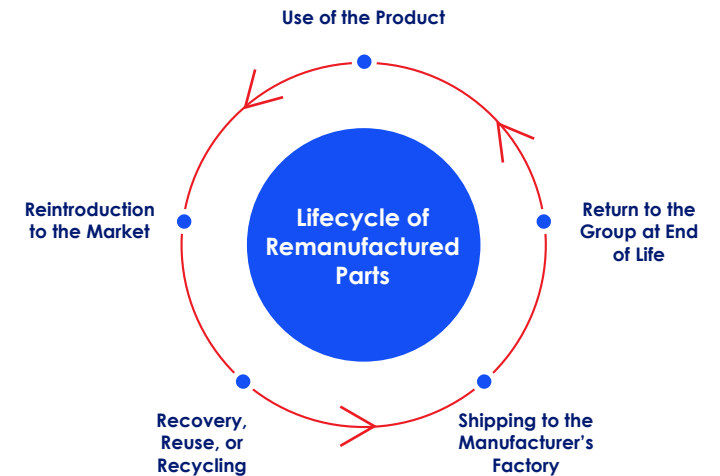
This process has been in place for the past 15 years and applies to the sales of remanufactured spare parts. It offers customers a purchasing incentive as they enjoy a 30-50% discount on remanufactured parts.

3.4.5 Battery Recycling

At Saracakis Group of Companies, we prioritize the optimal management of used or damaged vehicle batteries to prevent pollution and to utilize and reuse the materials contained within.

Specifically, the majority of the lead-acid batteries we handle, are sent for processing and recycling at the Sunlight Group's facilities, where the secondary lead is being produced. Similarly, the recycling of lead-acid batteries, nickel-metal hydride (Ni-MH) batteries, and lithium-ion (Li-Ion) 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

Waste Generated

Hazardous Waste (t)	2023	2022
Lead batteries	15,40	14,00
NMC Batteries (Lithium-Nickel-Manganese-Cobalt Oxide)	-	0,58
NiCad Batteries (Nickel-Cadmium)	0,09	-
Oils (Synthetic or Non-chlorinated machine oils, gearbox oils, and lubricants)	81,217	65,74
Paint residues	0,85	0,65
Absorbent materials (cloths with grease and oil residues)	1,05	1,74
Plastic packaging containing residues of hazardous substances	4,70	3,69
Antifreeze fluids containing hazardous substances	-	3,30
Alkaline batteries	0,03	-
Other solvents and solvent mixtures	0,04	0,08
Oil filters	15,29	18,14
Total	118,66	107,91
Non-Hazardous Waste (t)	2023	2022
Plastic	7,30	5,01
Paper and cardboard packaging	60,66	53,74
Wooden packaging	72,51	58,96
Ferrous metals	129,22	59,86
Other metals	9,93	21,58
Mixed packaging	2,85	2,92
Mixed waste	187,73	190,23
Used tires	5,98	0,58
Discarded electronic and electrical equipment	2,17	-
Cigarette butts	0,0177	0,0172
Mixed municipal waste	-	12,68
Total	478,37	405,58
Total Waste Generated (Hazardous + Non-Hazardous Waste)	597,03	513,49

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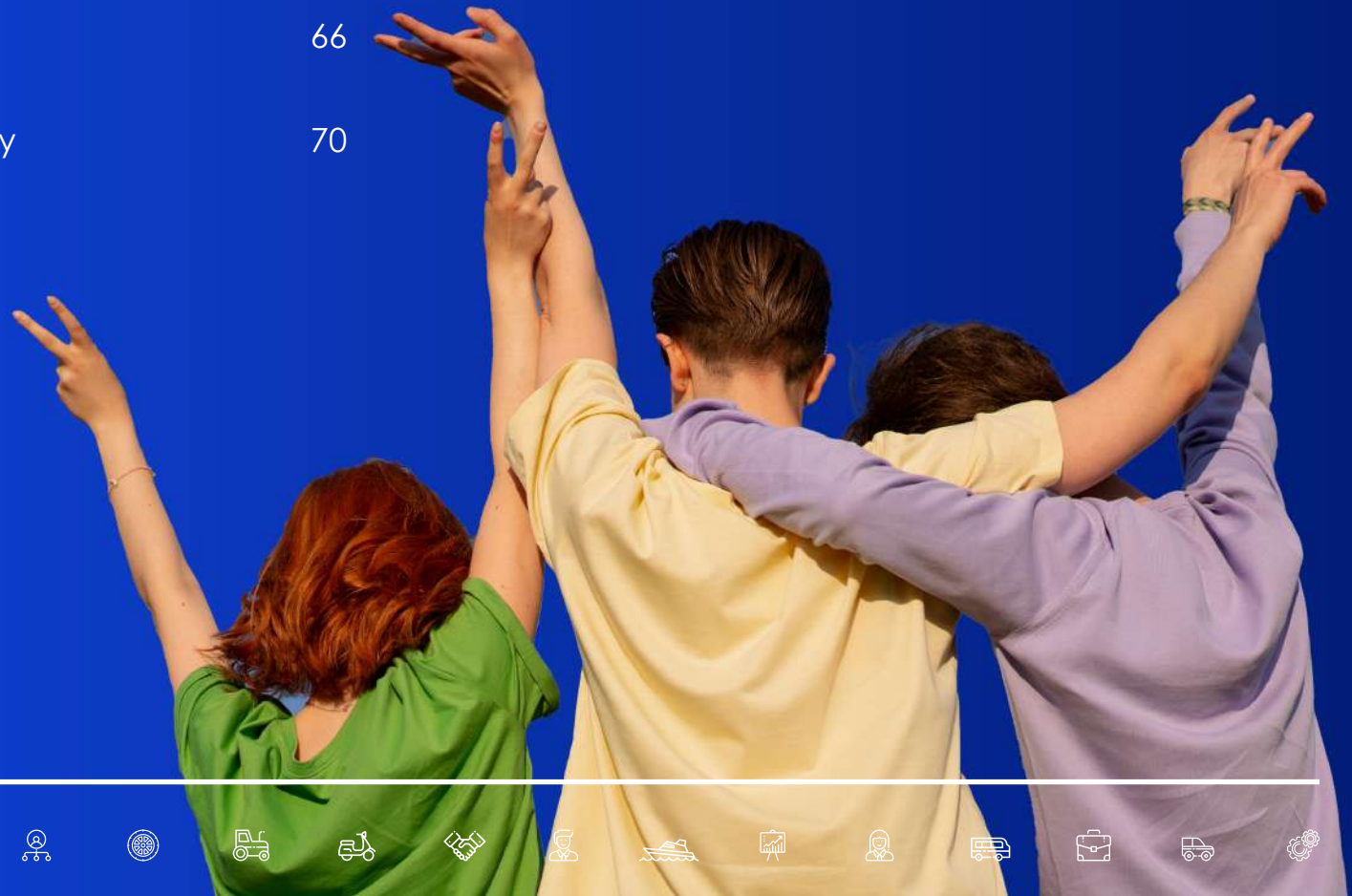
Waste diverted from disposal by waste type (recycling/reuse)

	2023	2022
Total Hazardous Waste (t)	118,66	107,91
Total Non-Hazardous Waste (t)	290,64	202,67



4 People and Prosperity

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4.1 Employment Practices

Material Topic:
Employment Practices



Our Approach



Our Group's success is built and continues to thrive thanks to the contributions of our people. In an ever-changing and competitive environment, our ability to stay at the forefront is due to the dedication and teamwork of everyone involved.

Our goal is to attract, develop, and retain talented individuals, investing in their professional growth and rewarding their performance fairly. We believe that strong collaboration and commitment to a shared goal are key factors in our Group's future success.

We rely on the knowledge, skills, and individual efforts of our people while encouraging the development of new skills and habits for our employees.

Due to significant changes in the automotive industry, such as electrification, redefining car ownership, digitization, and the need for increased sustainability, our business operations have been greatly impacted. These factors compel us to continuously seek new ways to grow before it becomes an obligation, while simultaneously creating new habits to ensure the healthy growth of our Group. Rapid technological advancements, environmental changes, new hybrid work models, energy supply disruptions, the coexistence of multiple generations in the workplace, and other social and cultural factors reshape the needs of our stakeholders and ourselves.

As the pace of change around us accelerates, integrating a digital mindset into our operations will allow us to participate in redefining mobility, better understand customer habits and expectations, access new skill sets and talents, and remain competitive by responding swiftly to growing challenges.

Continuous learning and development, flexibility, and a culture of camaraderie and teamwork, combined with professionalism and a customer-centric approach, are more crucial than ever for our success. They enable us to encourage innovative thinking, attract and retain new talent, improve performance, and ensure our competitiveness.



Our New Way of Working

For all these reasons and to update our "New Way of Working", in 2023, we have introduced new criteria to evaluate our people. These skills are summarized as follows:

1 Find Opportunities

Challenging the status quo, we continuously explore both our internal and external environment to identify opportunities for improvement and solutions to critical problems. Opportunities related to our work, teams and operation that will contribute to the growth of our Group. We discover new ideas and solutions that will evolve both ourselves and our teams.

2 Focus on Customer

We put a great deal of effort into understanding our customers, both external and internal. Gaining deeper insights into how they experience our products and services, which are their pain points, and how customers benefit from our offerings, is essential to our success. In serving their needs, we pursue our business with environmental, social and cultural sensibility.

3 Think and Act Digitally

We constantly explore and experiment with digital tools in order to understand how they can add value and satisfy better the needs of our co-workers and customers. We dare to try newly introduced digital solutions, using a constructive feedback approach to improve performance. We take concrete steps along new digital pathways, while accepting the initial discomfort that may produce major gains at a later phase. However, we avoid the mindless adoption of any new "shiny" technology, if it does not clearly connect with the human-centric needs of the intended users.

4 Establish Connections

We foster the power of teams, networks and partnerships in order to create more value than it would be possible working alone. We exhibit flexibility and adaptability to understand the ever-changing needs of other parties and develop awareness of our own needs and demands. Ultimately, we build "bridges" by taking the interests of all stakeholders into account, by addressing their main concerns and desires, and above all, by serving an expressed common purpose that makes sense to all.

5 Develop Self and Others

We believe in the power of personal growth and we aim to inspire others to grow. We continuously search for opportunities to learn something new and consciously take ourselves and others somewhat outside of our comfort zone. Although we do this as a habit, we often remind ourselves how these learning paths and explorations can become useful for our work and our clients. With a people-first approach, we act as coaches and mentors, motivating 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:

1



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 and approved by the Business Unit Directors, and quality-checked by the Human Resources Department.

2



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

3



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

4



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

5



Succession planning 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

GRI 401-2, GRI 403-6

Our goal is to create conditions that ensure a healthy and stable work environment, making our Group a highly preferred employer for current and future employees. Saracakis Group of Companies follows 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:

Group Benefits for Employees



Life Insurance



Additional Medical and Pharmaceutical Care



Annual Medical Check-up



Coverage for Permanent and Temporary Disability Risk



Blood Bank for Employees and their Families



Voluntary Retirement Plan (With Administrative Fees Covered by the Employer)



Company Vehicle (Depending on Position Level or Job Nature)



Parking Space



Training Sessions on Personal Interest Topics for Employees and their Families



Additional Vacation Days



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



Allowance of All Available Maternity Leave Periods Combined into One Extended Leave According to Legal Provisions (Subject to Employer Agreement)



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



Gifts for Employees' Children (School Bags for First Graders, Rewards for University Admissions)



Wellness, Well-being, and Skills Benefits

- The annual performance bonus is awarded each year 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 Group's Human Resources Department applies the following principles and practices in designing training programs:



Equal opportunities for training and development for all employees: Business Units Directors and Human Resources Department systematically conduct annual personal meetings with employees to set career development goals.



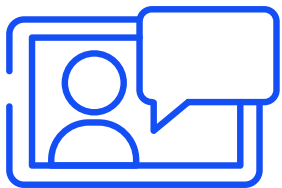
Diversity Training: Creating and utilizing diverse training methods such as classroom training, training academies, e-learning platforms, experiential learning, assessment centers, and systematic coaching, especially for new hires or employees taking on more demanding roles.



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 have consistently demonstrated high performance and exemplary professional behavior.



Developing the specialized expertise of our engineers and electricians: Advanced technical training for Engineers and Electricians/Electrical Diagnosticians in the Group's auto repair shops (workshops) and auto body shops (for trucks, buses, construction machinery, and marine engines) as well as in passenger cars workshops and auto body shops in Athens and Thessaloniki. Technical training opportunities from global manufacturers such as Volvo, Komatsu, Honda, Mitsubishi and Massey Ferguson are also available.



In 2023, a total of

**2.488 Hours of Training
Were Provided to Our
450 Employees.**



GRI 404-2

Training topics are listed in the table below:

Employee Skill Enhancement Programs (2023)

Training Course	Description
Finance for Non-Financial Managers	<ul style="list-style-type: none"> Fundamentals of accounting for users of financial statements Analysis of the concepts of Assets, Liabilities, and Equity through published balance sheets Structure and content of financial statements (balance sheet, income statement, cash flow statement, changes in equity) Analysis of financial statements using ratios and EBITDA Introduction to taxation The importance of working capital and ways to finance the business
Tenders and Public Contracts	Introduction to the legislative framework of L.4412/2016 and amendments in L.4782/2021
Public Contracts and Legal Affairs	Introduction to the new legislative framework
Project Management and Operation Management	Technology and applications related to project management, improving communication, optimal time management, workload management, effective problem-solving, coordination, and work organization
Accounting and Document Duplication	Practical seminar on double-entry bookkeeping and Accountant Tasks - 100A General
Workshop Planning	<ul style="list-style-type: none"> Forecasting and planning of purchases and production Procurement planning MRP (Material Requirement Planning), MPS (Master Product Schedule), ABC Analysis (Product Categorization) Dead stock: Management of inventory that cannot be sold and has little or no chance of being sold in the future Sales & Operations Planning
New Labor Law	Introduction to the new legislative framework
Tax Consultancy	Management of tax issues in a consulting context
New Labor Law	Introduction to the new legislative framework
Technical Training	Training for authorized dealers and auto repair shop employees on new car models (Honda Jazz, Honda HRV, and Honda Civic)
Technical Training	Training for authorized dealers and repair shop employees on the renewal of RT (Repair Technician) / MT (Maintenance Technician) V3 certification
HR Management	<ul style="list-style-type: none"> HR functions and budgeting Business administration Digital transformation Change management HR and technology integration Design thinking Legal compliance Metrics and analysis
"Toxic" Leaders	The impact of workplace toxicity on HR performance
Whistleblowing Mechanism	Introduction to the new legislative framework
Enhancing Customer Experience	Customer satisfaction, communication, and problem resolution
Customer Service Excellence	Customers management approach

*In the Table:
No transitional support programs are provided to former employees upon retirement or termination of employment.

External Training Programs

In collaboration with educational institutions, in 2023, we offered 111 hours of training to 573 students. Details of the training topics collaborating institutions, and participants are summarized below:

111

Hours of Training

573

Students

Training Topic

Collaborating Institution

Participants

Training Topic	Collaborating Institution	Participants
Electromobility at Volvo: Heavy Vehicles		High School Seniors
Diagnostic Testing		First Semester Students
Best HR Practices		MSc in Human Resource Management Postgraduate Students
HR Management Systems		Executive MBA Students
Diesel Particulate Filter Analysis		First Semester Students
Electromobility at Volvo: Passenger Vehicles		First Semester Students
Career Guidance: Service Engineers		D. IEK Peristeriou Students
Career Guidance: Service Engineers		Mechatronics Students
Honda XL750 Transalp		First Semester Students
Career Guidance Sessions		Mechatronics & Business Administration Students
Career Guidance Sessions		Students
Volvo Penta Marine Engines & IPS		First Semester Students
Modern Vehicle Technologies		Third-Year Mechanical Engineering Students
Career Guidance Sessions		First-Year Students
Prometheus Eco Racing NTUA Team		Prometheus Eco Racing NTUA Team
Career Guidance Sessions: "Career Pathways Powered by Saracakis Executives"		Junior High and High School Students (9th and 10th Graders)
Hybrid and Electric Propulsion Technology 1		HAF Technical Personnel
Hybrid and Electric Propulsion Technology 2		University students
Hybrid and Electric Propulsion Technology 3		HAF Technical Personnel
Vehicle Mechanical Design		First-Year Mechanical Engineering Students
Commercial Vehicles and Machinery		Mechatronics Students

Internships

At Saracakis Group of Companies, we actively support students by offering internship positions. New interns gain technical training, knowledge, work experience, and professional skills, which are essential for entering the job market.

Through internships, students can apply their academic knowledge and strive to obtain a permanent position in a modern work environment. During this hands-on journey, all interns have the opportunity to attend basic development programs and participate in projects where they learn about the procedures followed in repair shops, as well as the specific professional attitudes and conduct required, before starting their technical training.

In **2022, 34 students** completed their internships at Saracakis Group of Companies, while in **2023** this number nearly **doubled to 65 students**.

Notably, **statistical analysis indicates that 1 in 5 interns remains with our organization.**



Occupational Health and Safety System

[GRI 403-1](#), [GRI 403-2](#), [GRI 403-4](#), [GRI 403-6](#), [GRI 403-7](#)

Quality, Environment and Occupational Health & Safety Policy and Management System

Our Code of Conduct outlines the guidelines for the Group's key workplace practices, including Health and Safety protection. The Group's Quality, Environment and Occupational Health & Safety Management System has been certified in accordance with the ISO 45001:2018 standard. It covers all activities and includes employees, suppliers, contractors, other partners (third-party employees), and visitors to our facilities.

The Group's Management System complies with European and national guidelines and regulations in the field of Health and Safety (Law 3850-10, Occupational Health and Safety Legislation). The Head of the Management System ensures the Company's compliance with all relevant regulations and standards, including 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](#)

To promptly prevent and minimize occupational risks and to ensure ongoing compliance with ISO 45001:2018 standards, the Group undertakes the following actions:



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.

The **Occupational Physician** conducts on-site visits to all Group facilities. Moreover, the Occupational Physician has conducted a written assessment of existing occupational risks at work, including the evaluation of psychosocial risks such as violence and harassment (including sexual harassment), as well as the implementation of measures for their prevention, control, and mitigation.

According to Law 3850/10, the **Safety Technician**:

1 Is responsible for:

- Supervising working conditions, regularly inspecting workplaces for health and safety compliance, reporting any health and safety measure omissions to the employer, proposing countermeasures, and overseeing their implementation.
- Ensuring the proper use of personal protective equipment.
- Investigating the causes of work accidents, analyzing and evaluating the results, and proposing measures to prevent similar incidents in the future.
- Supervising fire safety and emergency drills in order to ensure readiness for accident response.

2 For improving working conditions, the Safety Technician is obliged to:

- Ensure that employees adhere to health and safety rules, as well as inform and guide them to prevent occupational risks associated with their jobs.
- Participate in the development and implementation of employee health and safety training programs.



According to Law 3850/10, the Occupational Physician is responsible for overseeing employee health by:

- 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.
- Arranging medical examinations and workplace environment measurements, in accordance with the applicable regulations.
- Assessing employee fitness for specific roles, evaluating and maintaining records of examination results, issuing evaluation certificates, and communicating them to the employer.
- 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.
 - Explains the necessity of proper use of personal protective equipment.
 - Investigates work-related disease causes, analyzes and evaluates findings, and proposes preventive measures.
 - Ensures employee compliance with health and safety rules, informs employees of job-related risks and prevention methods.
 - Provides urgent treatment in case of accidents or sudden illness. Executes employee vaccination programs as directed by the relevant health authority where the Group operates.


Systematic identification, assessment, and management of all opportunities related to Occupational Health and Safety through the following actions:

- 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/re-certification of the ISO 45001 management system.

Minimizing risks by adopting safe methods (e.g., mandatory use of personal protective equipment) and procedures (e.g. checking mechanical equipment, administrative guidelines, availability of first aid kits across the all Group facilities) in order to avoid accidents and occupational diseases.

Encouraging employees to report any Health and Safety risks or incidents, through a platform for anonymous or named whistleblowing. More information on the platform is available in the "[Human Rights](#)" chapter.

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 our employees in Athens and Thessaloniki:

 Goals Prevention of Workplace Accidents	Group Health and Safety Practices	Competent Party	Performance Indicator
	<ol style="list-style-type: none"> 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: <ul style="list-style-type: none"> • 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 	Health and Safety Team and Department Heads	Number of workplace accidents (of any kind)
Prevention of Occupational Diseases	<ol style="list-style-type: none"> 1 Daily recording and management of Health and Safety incidents by departments through: <ul style="list-style-type: none"> • 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 	Health and Safety Team and Department Heads	Number of employees who developed an occupational disease (related to the Group's business)
Ability to Prevent and Manage Emergencies	<ol style="list-style-type: none"> 1 Evacuation drills 2 Fire safety team training 3 First aid training 	Health and Safety Team and External Partners	Frequency of drills

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

Identification and Management of Health and Safety Incidents

GRI 403-2

The Head of the Management System (MS) is responsible for implementing and improving the MS as well as recording potential incidents. In the event of a Health and Safety incident, the competent heads of departments, auto repair shops, body shops, and warehouses notify the Head of the Management System.

Saracakis Group of Companies has encouraged supervisors of each area, to record and report minor and near miss incidents that occur in the workplace. When these incidents are identified (e.g., through walkarounds), they are recorded as observations. Subsequently, proposed measures are documented to prevent similar incidents from recurring.

Employee Participation and Engagement

GRI 403-4

The Group actively supports employee participation and engagement in the development, implementation, and evaluation of the MS through the following practices:

- 1 Engaging and informing employees about the MS and their duties arising from it.
- 2 Active collaboration between Management and employees to optimize the Health, Safety, Quality & Environment Policy and the relevant MS. This can be achieved by submitting relevant proposals and improvement recommendations (e.g., periodic meetings with heads of workshops and warehouses).¹
- 3 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 and safety, does not only concerns Group employees but all stakeholders within our supply chain. Therefore, the Group's Quality, Environment and Occupational Health & Safety Policy and Management System is also applicable to our suppliers who are duly informed and required to comply with its principles and content.

¹No official Health and Safety Committee has been established.



Our Performance

GRI 2-7

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

Employees by Gender and Type of Employment

2022	Gender		Total	2023	Gender		Total
	Female	Male			Female	Male	
Total Employees	90	306	396	92	358	450	
Permanent	86	290	376	87	321	408	
Fixed-term	4	16	20	5	37	42	
Full-time	88	301	389	91	343	434	
Part-time	2	5	7	1	15	16	

- *In the table:
- There were no non-guaranteed hours employees during 2022-2023.
 - There was no system for recording the gender categories "other" or "not disclosed" in the Group during 2022-2023.
 - The Group's facilities in Greece are considered "significant locations of operation".
 - The data have been compiled based on active employees as of 31/12/2022 and 31/12/2023 (headcount), including departures up to these dates.
 - The higher number of men compared to women employees 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 are listed below:
 - Warehouse workers who fill vacant positions due to seasonal leave
 - Paid internship positions
 - The increased number of employees in 2023 compared to 2022 is due to the launch of new business activities and the Group's business development.

GRI 2-8

Non-Employee Workers



Number of non-employee workers whose work is controlled by the Group

- *In the table:
- 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 have been compiled based on active non-employee workers as of 31/12/2022 and 31/12/2023 (headcount).

GRI 2-21

2022

2023

Annual Total Compensation Ratio



Change in Annual Total Compensation Ratio



- *In the table:
- Data required to calculate the change in the annual total compensation ratio for 2022, is not currently available due to the unavailability of relevant information for 2021.

GRI 2-30

Saracakis Group of Companies adheres to all relevant legislation regarding collective bargaining agreements for all (100%) its employees.

GRI 401-1

New Employee Hires and Employee Turnover

// 2022	<30 years old			30-50 years old			>50 years old		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of New Employee Hires (#)	13	59	72	17	42	59	3	9	12
Rate of New Employee Hires (%)	65,00	89,39	83,72	33,33	25,61	27,44	15,79	11,84	12,63
Number of Employee Turnover (#)	4	31	35	11	22	33	1	9	10
Rate of Employee Turnover (%)	20,00	46,97	40,70	21,57	13,41	15,35	5,26	11,84	10,53

*In the table:
 • There was no system for recording the gender categories "other" or "not disclosed" in the Group during 2022.
 • The Group's facilities in Greece are considered "significant locations of operation".

New Employee Hires and Employee Turnover

// 2023	<30 years old			30-50 years old			>50 years old		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of New Employee Hires (#)	9	58	67	10	36	46	1	6	7
Rate of New Employee Hires (%)	45,00	58,00	55,83	18,87	20,11	19,83	5,26	7,59	7,14
Number of Employee Turnover (#)	12	38	50	7	27	34	2	7	9
Rate of Employee Turnover (%)	60,00	38,00	41,67	13,21	15,08	14,66	10,53	8,86	9,18

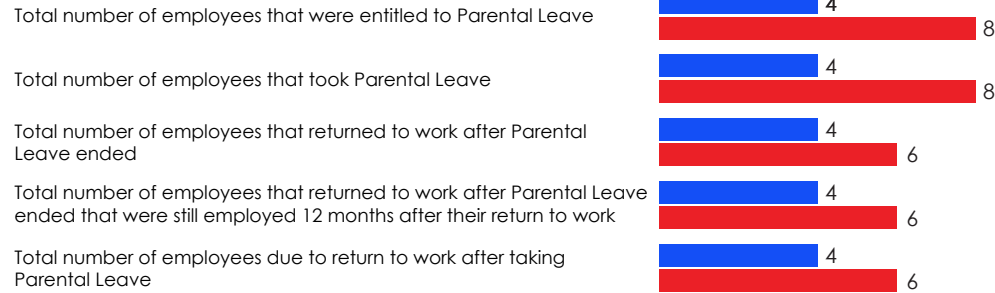
*In the table:
 • There was no system for recording the gender categories "other" or "not disclosed" in the Group during 2023.
 • The Group's facilities in Greece are considered "significant locations of operation".



GRI 401-3

Parental Leave

// 2022



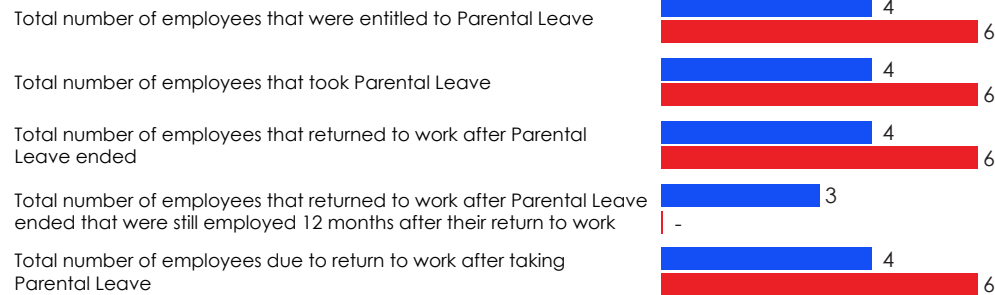
Return to work rates of employees that took Parental Leave: 100%

*In the Table:

- There was no system for recording the gender categories "other" or "not disclosed" in the Group in 2022.
- Data on employee retention rate for 2022 is not available due to the unavailability of relevant information for 2021.

Parental Leave

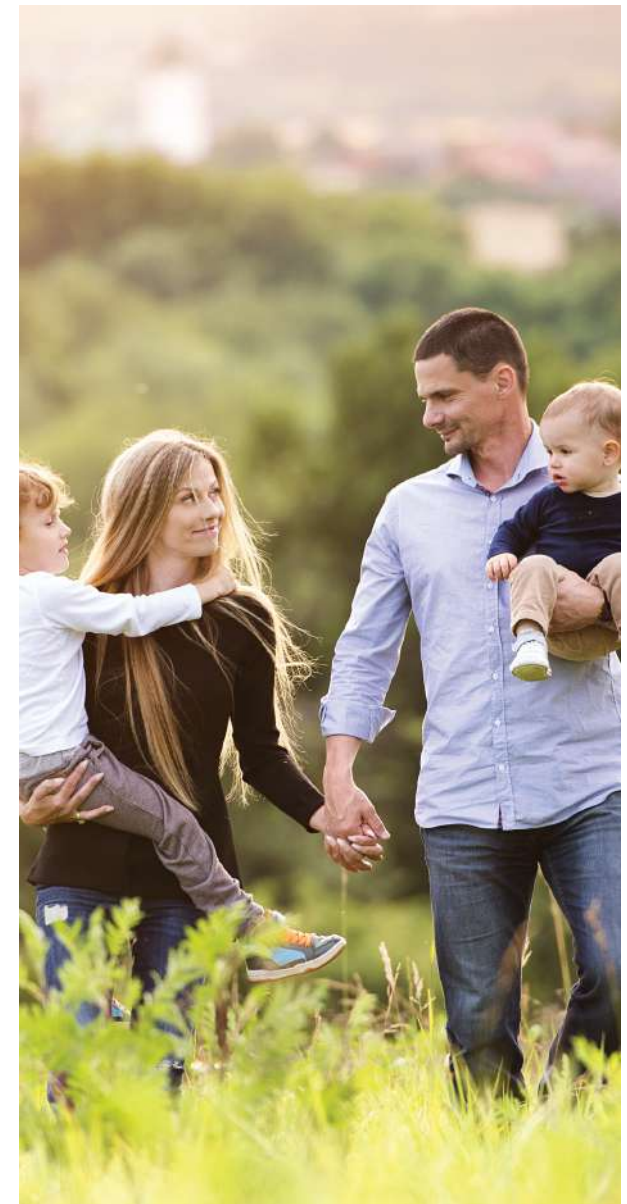
// 2023



Return to work rates of employees that took Parental Leave: 100%

*In the Table:

- There was no system for recording the gender categories "other" or "not disclosed" in the Group in 2023.
- Data on employee retention rate for 2023 is not available due to the unavailability of information on the total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, at the time of writing this Report.



GRI 403-8

Employees and workers who are not employees but whose work and/or workplace is controlled by the organization

	2022	2023
Number (#)	447	501
Percentage (%)		

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

	2022	2023
Number (#)	447	501
Percentage (%)	100	100

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

	2022	2023
Number (#)	447	501
Percentage (%)	100	100

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

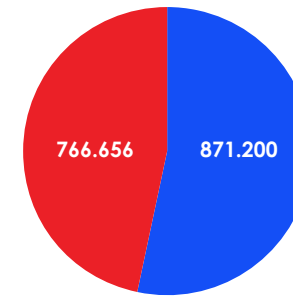
	2022	2023
Number (#)	447	501
Percentage (%)	100	100



GRI 403-9, GRI 403-10

Work-related Injuries

Number of Hours Worked



2022 | 2023

Number of Recordable Work-related Injuries



Rate of Recordable Work-related Injuries



Main Types of Work-related Injury

- Employee head injury
- Injury due to on-site movement

Non-Employee Workers

	2022	2023
Number of Hours Worked	88.440	88.440

*In the table:

- The rates have been calculated using a factor of 200.000 $\left(\frac{\text{Total number of recordable work-related injuries due to occupational injuries}}{\text{total number of hours worked by all workers in the year}} \times 200.000 \right)$. A rate based on 200.000 indicates the number of hours worked by 100 full-time workers over a one-year timeframe.
- In 2022-2023, there were no fatalities as a result of work-related injury and no high-consequence work-related injuries for both employees and workers who are not employees, resulting in a rate of 0,0.
- 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.

GRI 404-1

Average Hours of Training per Year per Employee (Hours)

2023

	Women	Men
Average Hours of Training per Year per Employee	7,8	4,9
By Employee Level		
Senior Management	23,00	24,00
Middle Management	10,67	13,90
Department Heads	39,88	9,33
Employees	3,31	3,79
By Function		
Production and Warehouse Workers	4,25	1,35
Office Employees	8,94	8,06
Sales Team	6,67	10,08

*In the table:
 • There was no system for recording the gender categories "other" or "not disclosed" in the Group in 2022.
 • Data on trainings conducted in 2022 is not available.



GRI 404-3

Percentage of Employees receiving Regular Performance and Career Development Reviews (%)

2023

	Women	Men	Total
By Employee Level			
Senior Management	75	100	88
Middle Management	100	95	96
Department Heads	100	95	97
Employees	82	84	84
By Function			
Production and Warehouse Workers	93,75	80,10	81,13
Office Employees	81,25	90,63	85,94
Sales Team	91,67	93,88	93,64

Average number of employees receiving regular performance and career development reviews **84,78** **85,75** **85,56**

*In the table:
 • There was no system for recording the gender categories "other" or "not disclosed" in the Group in 2023.
 • Not all employees (100%) were reviewed, as there were new hires between September and December 2023, whose reviews were not mandatory due to their short tenure.



4.2 Human Rights



Material Topic:
Equal Treatment and Opportunities for All



Our Approach

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

Human rights are founded on the principle of respect for the individual. They are universal in scope and dictate the appropriate behavior in the workplace. At Saracakis Group of Companies, we uphold human rights and implement equal treatment practices to act ethically and with integrity in all our interactions with stakeholders.

Our unwavering commitment to integrity dictates that everyone involved in our operations, conduct themselves ethically; each employee and supplier is expected to act with honesty, thereby protecting and enhancing our Group's reputation.

Our 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's operations.

Policy against violence and harassment at work

Under our 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 Intranet.

The Policy aims to prevent, address, and combat all forms of discrimination based on personal characteristics and choices, as well as any form of violence and harassment occurring during work, or arising from it.

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

- 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 among 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 personnel 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 risks of violence and harassment risks at work, and to prevent such incidents.
- Encourages employees and all third parties 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.

Platform for Anonymous or Named reporting - Whistleblowing

 GRI 2-26, GRI 406-1

Employees and partners who become aware of actions that do not align with the Group's approach are required to report them as described in the Code of Conduct.

To facilitate this, the Group provides an electronic platform for the anonymous or named reporting and investigation of incidents (whistleblowing). This platform, which is set out in the Code of Conduct and communicated to all employees, acts as an early warning system to mitigate risks, and is essential to promote high ethical standards and maintain customer and public trust in our Group.

The platform is provided by an external partner, and all report submissions are protected under the Group's Privacy Policy, with confidentiality maintained by the Group. The following methods may be used by employees to report incidents of policy violations, or legal breaches related to the Group's business activities:

- 1 The Whistleblowing platform can be accessed via the following links:
 - For Saracakis Brothers S.A:
<https://report.whistleb.com/en/sgcgreece>
 - For other companies in the Group:
<https://report.whistleb.com/en/sgcgroup>
- 2 Contacting the Responsible Officer for Receiving and Monitoring Reports (Y.P.P.A.)
- 3 Communicating through a trusted intermediary who can confidentially contact the Y.P.P.A. on their behalf.

In 2023, there were no incidents of discrimination reported within Saracakis Group of Companies



Our Performance

GRI 405-1

Composition of Governance Bodies and Breakdown of Employees by Employee Level and Gender (Percentage, %)

2022

By Employee Level

	<30 years old			30 - 50 years old			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Board of Directors	-	-	-	-	-	-	33,33	66,67	100,00
Senior Management	-	-	-	100,00	-	100,00	-	100,00	100,00
Middle Management	100,00	-	100,00	37,14	62,86	100,00	11,76	88,24	100,00
Employees	22,35	77,65	100,00	19,77	80,23	100,00	22,22	77,78	100,00

By Function

	<30 years old			30 - 50 years old			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Production and Warehouse Workers	9,26	90,74	100,00	9,09	90,91	100,00	10,81	89,19	100,00
Office Employees	60,87	39,13	100,00	55,22	44,78	100,00	42,31	57,69	100,00
Sales Team	11,11	88,89	100,00	10,00	90,00	100,00	12,50	87,50	100,00

*In the table:

- There was no system for recording the gender categories "other" or "not disclosed" in the Group for 2022.

Composition of Governance Bodies and Breakdown of Employees by Employee Level and Gender (Percentage, %)

2023

By Employee Level

	<30 years old			30 - 50 years old			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Board of Directors	-	-	-	-	-	-	33,33	66,67	100,00
Senior Management	-	-	-	100,00	-	100,00	33,33	66,67	100,00
Middle Management	100,00	-	100,00	22,58	77,42	100,00	25,00	75,00	100,00
Employees	15,97	84,03	100,00	20,51	79,49	100,00	20,83	79,17	100,00

By Function

	<30 years old			30 - 50 years old			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Production and Warehouse Workers	3,90	96,10	100,00	9,28	90,72	100,00	10,53	89,47	100,00
Office Employees	48,48	51,52	100,00	54,41	45,59	100,00	40,74	59,26	100,00
Sales Team	10,00	90,00	100,00	10,45	89,55	100,00	12,12	87,88	100,00

*In the table:

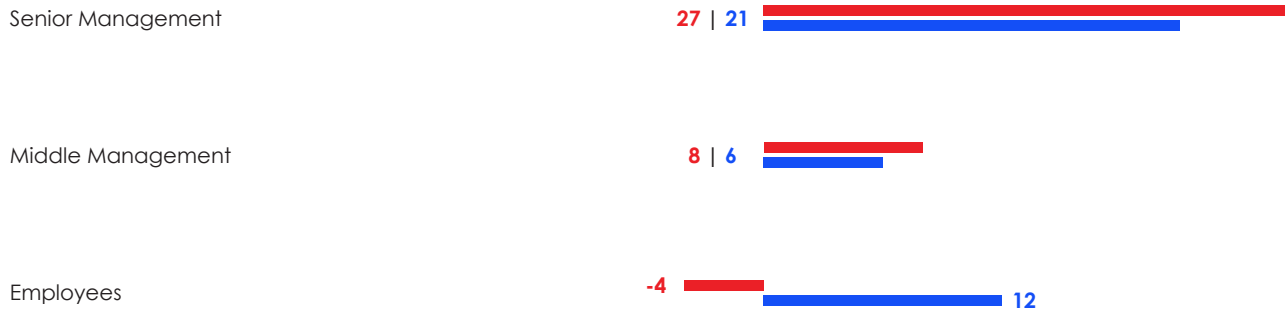
- There was no system for recording the gender categories "other" or "not disclosed" in the Group for 2023.

GRI 405-2

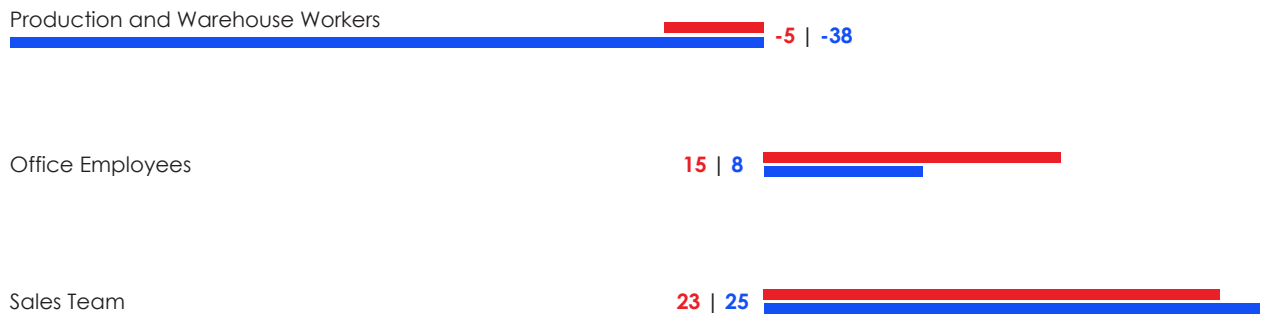
Ratio of Basic Salary and Remuneration of Women to Men (Percentage, %)

■ 2022 ■ 2023

By Employee Level



By Function



*In the table:
 • The Group's facilities in Athens and Thessaloniki are considered "significant locations of operation".
 • Positively signed percentages refer to cases where basic salary and remuneration of men exceed those of women.



4.3 Customer, User and Vehicle Safety



Material Topic:
Customer Safety



Our Approach



At Saracakis Group of Companies, we transform our vision into tangible outcomes, 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 key areas, which are outlined in the subsequent paragraphs:

- 1 We comply with current regulatory frameworks, conducting technical inspections and adhering to security protocols.
- 2 We collaborate with vehicle manufacturers known for their stringent safety standards.
- 3 We proactively recall vehicles when there is a risk that could negatively impact customer and user safety.
- 4 We ensure confidentiality of customer-related information.
- 5 We provide insurance services in the market.

Technical Inspection and Safety Protocols

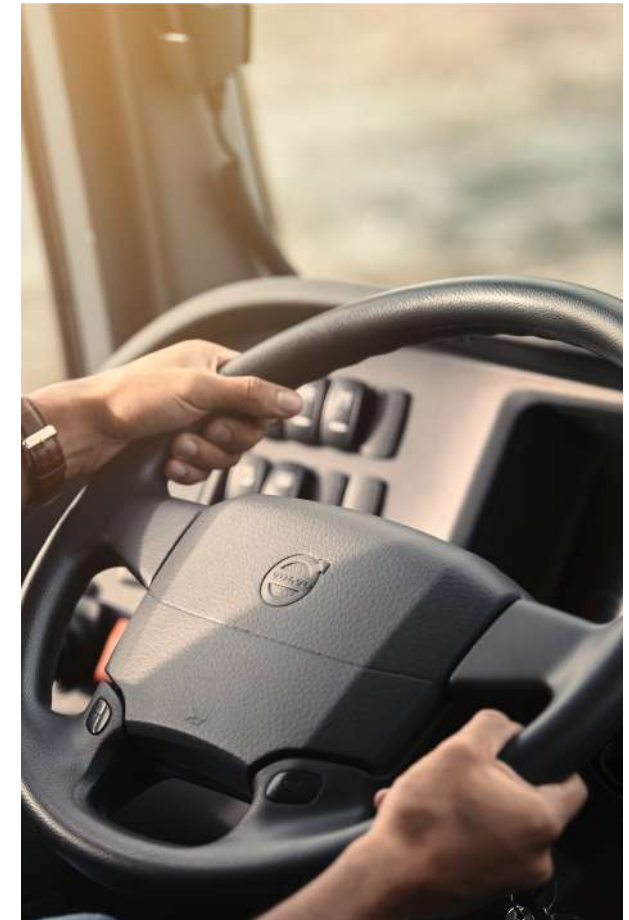
For vehicle and equipment safety within Saracakis Group of Companies, we conduct Pre-Delivery Inspections (PDI) prior to delivery. These inspections aim to confirm that vehicles and equipment comply with the operating standards of their respective manufacturers.

The PDI consists of the following stages:

- 1 Preparation of the PDI checklist
- 2 Internal vehicle inspection
- 3 External vehicle inspection

Specifically, as part of the pre-delivery inspection, motorcycle customers are provided with the Warranty & Maintenance Manual. This manual includes a comprehensive list of all inspections performed by a qualified technician on the motorcycle and its systems, ensuring that the vehicle is delivered to the end consumer in optimal condition.

Upon delivery of the motorcycle, both the partner and the end consumer sign a document certifying the safe condition of the vehicle. The technician-inspector signs the aforementioned checklist and provides copies to the official partner and the customer.



Driver, Rider, Operator, and Passenger Safety

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

Additionally, the Group provides and distributes printed and digital brochures that comprehensively inform potential and active consumers about all the active and passive safety systems that are installed on every car model. The same applies to the motorcycle/ATV companies that the Group has chosen to trade with, SEGWAY Powersports and HORWIN. Each official website operated for these suppliers contains corresponding information available to the general public.

Motorcycles

More specifically, the Group provides to all customers a digital Owner's Manual for each motorcycle sold, 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 printed 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 a qualified technician on the entire motorcycle and its systems. This ensures that upon delivery to the end consumer, the motorcycle is free from any malfunctions, with both safety and non-safety systems functioning flawlessly. This process is described as Pre-Delivery Inspection (PDI). This specific checklist is signed by the technician-inspector, and copies are given to the official partner and the customer. When the motorcycle is handed to the end consumer, a joint "good order" document is also signed by the partner and the end consumer. This document is also signed by the technician-inspector, with copies provided to the official partner and the customer.

Similarly, the motorcycle's Safe Use Manual is provided in print form to the customer, including all safety precautions the rider-user must take during use.

All the possible safety standards and technical specifications for the motorcycles we import, have been met. Both Honda, the largest motorcycle manufacturer since 1959, and Peugeot Motorcycles, the "oldest" motorcycle manufacturer, are committed to investing heavily in the development of active and passive safety systems, in order to produce the safest vehicles in 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 (European New Car Assessment Program) 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, the customers 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" provides a comprehensive list of inspections conducted by a qualified technician 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 dealer and the customer. Upon delivery of the car, both the partner and the end consumer sign a document certifying the safe receipt and delivery of the vehicle.

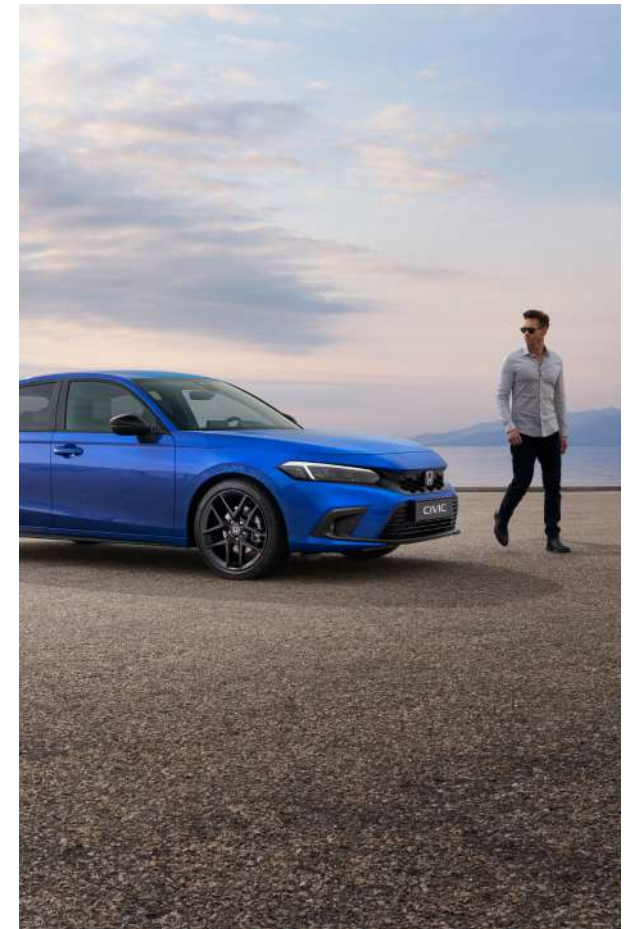
Moreover, a printed User's Manual is also provided, outlining the safety precautions the car driver must follow in order to ensure the safe usage of a Honda car. This information highlights potential risks that could cause harm to the operator or others during vehicle use. Specifically, it includes information and explanations regarding: safety labels, safety messages, warning safety symbols, operating instructions with a focus on safety (e.g., high-voltage systems, airbags, child safety, vehicle exhaust hazards, etc.)

In terms of the safety standards and technical specifications applied to the cars we import, we are fully compliant with the all currently available standards 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.

Specifically, the modern vehicles of Honda and Mitsubishi Motors, marketed by the Saracakis Group of Companies, are equipped with comprehensive passive safety features, designed to maximize the protection of the driver and passengers.

These include:

- [Body structure with crumple zones](#)
- [Safety cage](#)
- [Front, side, and curtain airbags](#)
- [Seat belts with automatic tensioners](#)
- [Collapsible steering column](#)
- [eCALL system](#)



Additionally, the vehicles marketed by Saracakis Group 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

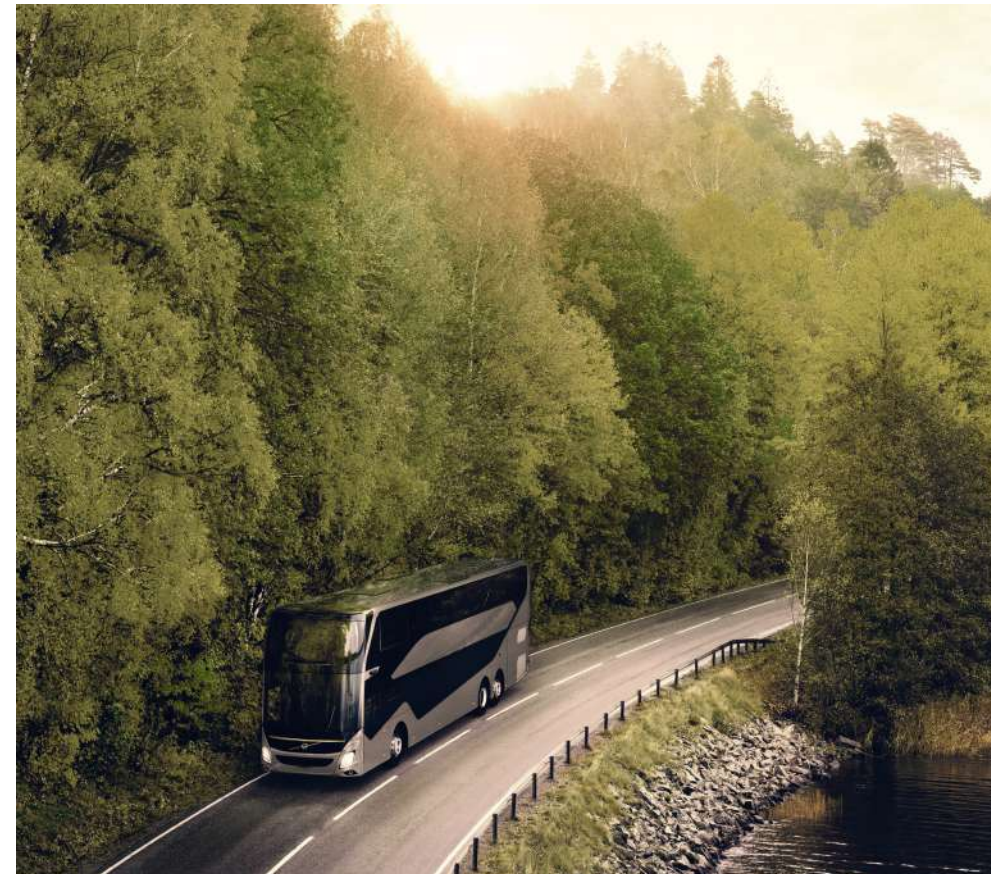
- **Stability and braking control systems (ABS/ASC/ASTC/EPS etc.)**

Furthermore, modern vehicles from Honda and MMC are equipped with various devices which are 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 Saracakis Group of Companies, we take pride in the safety of the buses we distribute. Our intercity and urban buses, including electric models, undergo rigorous technical testing under extreme conditions, such as varying loads and challenging road conditions (sharp turns, diverse surfaces, including slippery and steep roads). In addition to ensuring maximum safety, we prioritize passenger comfort, driver's safety, and the adaptation of our buses to the needs of disabled people.



The safety of our customers is our top priority, and the bus and truck manufacturers we collaborate with, implement all safety systems in accordance with the relevant legislation and the EU General Safety Regulations. They also lead in pioneering 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 Assist (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 travelling at high speeds, the distance to the vehicles ahead is the safety margin. This system warns the driver of a potential collision when the distance to the vehicle ahead is reduced. If the driver fails to respond, the system automatically applies 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 warning.

Driver Alert Support System:

When drivers are tired or distracted, the likelihood of an accident occurring is higher. 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 any signs of driver fatigue and drowsiness and alerts the driver when a break is required.

Tire Pressure Monitoring System:

Warns the driver to 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 are often used in harsh working environments such as mines and construction sites, in adverse weather conditions and in the presence of multiple machines, vehicles and people working around the clock. These conditions require constant vigilance and strict application of safety protocols.

The machinery we offer, such as excavators, loaders, bulldozers, graders, articulated trucks and agricultural equipment, take these work hazards into account and comply with safety regulations governing the use of heavy machinery and the health and safety of our employees, including operators and others who may be working nearby.

The safety systems of modern construction and agricultural machinery include:

- Operator cabin certified for Roll-Over Protective Structures (ROPS) to protect the operator in case of a machine overturning, and for Falling Object Protective Structures (FOPS) to protect the operator in case of heavy objects falling on the cabin roof.
- 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.
- 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.
- 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) provides the operator with a clear view of obstacles and people in the surrounding area.
- Central electrical circuit breaker which enables the safe cutting of electrical power for safe maintenance and repair, while also preventing fire in the event of a short circuit, while the machine is parked for an extended period of time.
- 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.
- Neutral Position Detection System (for excavators). This system detects and prevents unintentional movement of the machine.
- Emergency Engine Stop Switch which allows the engine to be shut down from ground level in case of an emergency.
- Seat belt reminder light which notifies the operator when the seat belt is unfastened.
- Exterior Mirrors and Backup Alarm



Product Recalls

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

1

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 form (RAPid EXchange of information) of 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, the customers can select the authorized auto repair shop of their choice for the free repair.

7

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 2023, Honda has announced two recalls for passenger vehicles:

- Recall for 2022-2023 CIVIC models.
- Safety recall for 2022-2023 CIVIC models.

For 2023, Honda has announced one motorcycle recall:

- Safety recall for 2022 CBF300NA models.

For 2023, Mitsubishi has not announced any recalls.

Customer Data Protection

The protection of the personal data of individuals who interact with Saracakis Group of Companies is ensured by our relevant policies, as described in the [Privacy Policy EU GDPR](#) and the Code of Conduct. To conduct our business activities, we process our customers' personal data in full 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 Group has implemented robust technical measures and procedures, including encryption and security breach detection and management, to safeguard data from alteration, loss, and unauthorized access. In practice, personal data is securely stored on servers located in restricted-access areas and subjected to stringent controls.

Furthermore, the Group's information systems and software are designed to minimize the use of personal data and/or user identity verification data, ensuring maximum data protection and privacy.



Apollon Insurance Services

At Saracakis Group of Companies, we are committed to safeguarding the lives and health of our customers through flexible insurance solutions. Our subsidiary, Apollon S.A., has been a trusted name in the Greek insurance market for over 60 years, while always prioritizing customer service and interests. In recent years, Apollon S.A. has experienced significant growth and has evolved from merely brokering insurance for the Saracakis Group of Companies to becoming a comprehensive provider of insurance and risk management services.

The Group partners with leading domestic and international insurance groups, to ensure robust capital coverage for its diverse clientele, which ranges from sole proprietorships to multinational corporations. Its mission is to support its clients—both businesses and individuals—by offering the most reliable and specialized insurance expertise, ensuring their needs are met in the best possible way. The services provided by Apollon S.A. include:



Life Insurance



Retirement Plans



Auto Insurance



Home Insurance



Business Risk Insurance



Education Insurance



Liability Insurance



Boat Insurance

Our Performance

GRI 416-1, GRI 416-2

We evaluate all our products (100%) for health and safety performance to drive continuous improvement.

For more details, please refer to the "[Technical Inspection and Safety Protocols](#)" section of this chapter.

GRI 416-2

There were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of the Groups' products and services.

GRI 418-1

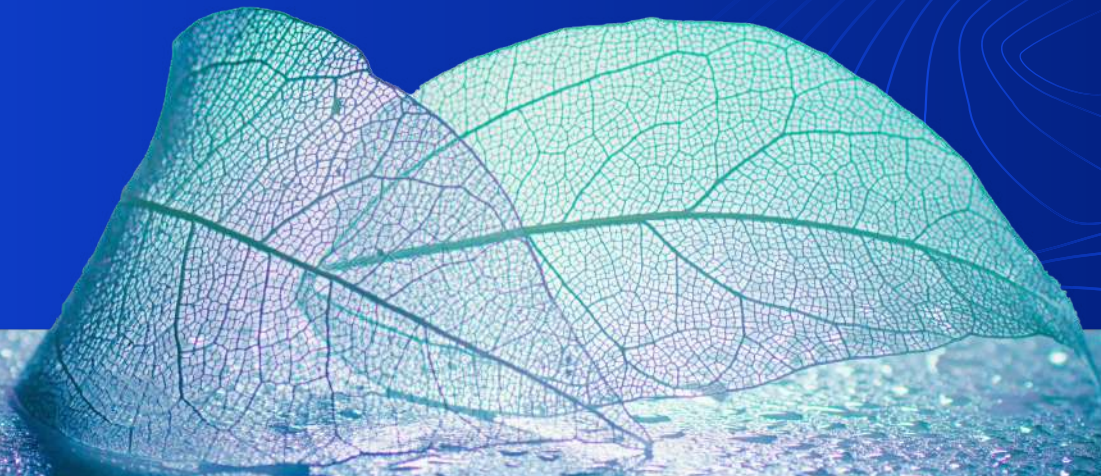
There were no substantiated complaints concerning breaches of customer privacy, nor any incidents of identified leaks, theft, or losses of customer data. Consequently, the Hellenic Data Protection Authority did not identify any violations of the General Data Protection Regulation (GDPR) and Law No.4624/2019.



5 Corporate Governance and Business Ethics

5.1 Corporate Culture

80



5.1 Corporate Culture

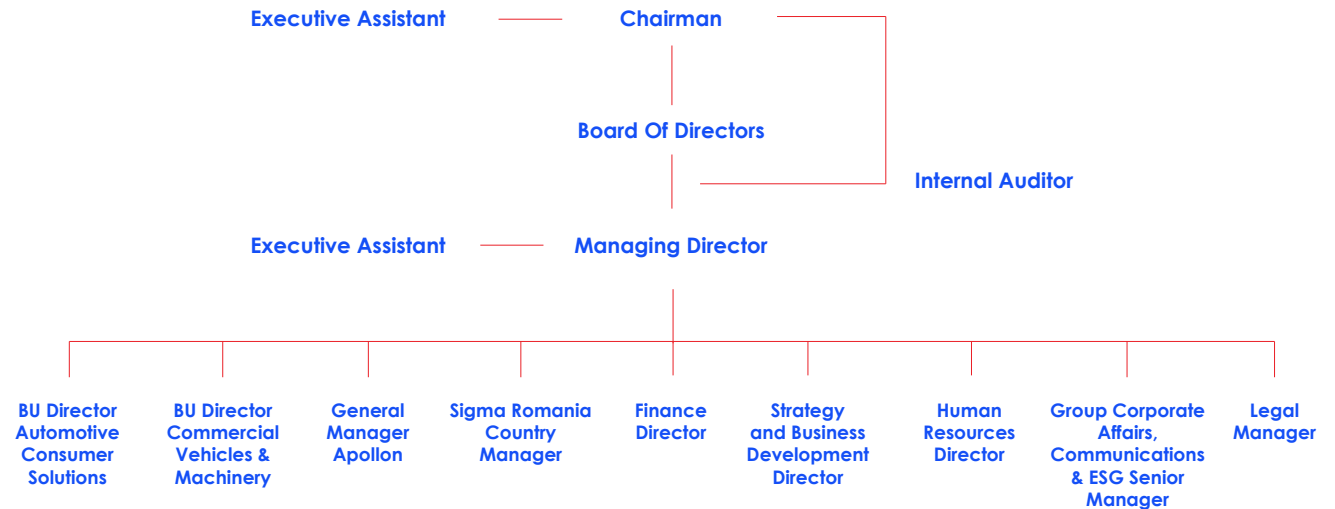


Material Topic:
Corporate Culture



The following chart depicts the organizational structure of the Group:

Group Organizational Chart



Our Approach



At Saracakis Group of Companies, we are committed to implementing reliability, transparency, and accountability practices in our business operations. Recognizing the challenges of our time and the constantly evolving business, economic and social conditions, we emphasize the application of transparent and sustainable corporate governance practices.

Our commitment to integrity is unwavering. We expect each of one of us to uphold ethical standards, protecting and enhancing our 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.

Organizational Structure



The Board of Directors is the highest governance body of the Group. Its composition and responsibilities are determined by the Group's Articles of Association and the applicable legislative and regulatory framework. As the highest governance body, the Board of Directors sets the strategic direction of the Group and ensures the effective implementation of its strategy.

The Board has a five-year term of office and consists of five members. As a non-listed company, the Board members are not divided into executive and non-executive, or independent and non-independent. Among the Board members, two (2) are over 50 years old, and three (3) are between 30 and 50 years old. One woman serves on the Board (representing 20% of the total Board membership). The Chairman of the Board and Managing Director of the Group is Mr. Alexandros Saracakis, an executive member. Mr. Dimosthenis Bouras has been appointed as the Vice-Chairman and also serves as an executive member of the Board.

Business Ethics

[GRI 2-16](#), [GRI 2-23](#), [GRI 2-24](#), [GRI 2-25](#), [GRI 2-26](#)

At 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 of Directors and accessible on our [corporate website](#).

Our Code of Conduct defines the operational framework, corporate culture, and core principles guiding the behavior of our people. It serves as a resource for understanding our Group's policies, procedures, and the ethical standards that drive our business.

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

We encourage stakeholders to communicate any concerns or complaints to the Group via email at info@saracakis.gr.

Furthermore, we have implemented an electronic whistleblowing platform that allows for anonymous or named reporting and investigation of incidents. This platform is integrated into our Code and communicated to all employees. In 2023, there were no significant concerns reported to the Board of Directors regarding stakeholder issues.

For more details, please refer to Section "[4.2 Human Rights](#)".

Conflict of interest

[GRI 2-11](#), [GRI 2-15](#), [GRI 2-23](#), [GRI 2-24](#)

We are dedicated to upholding ethical behavior, transparency, and the prevention and mitigation of conflicts of interest through the enforcement of our Group's Code of Conduct. This code is mandatory for all members of Management and the Board of Directors, including the Managing Director. To support the smooth operation of the Group, our Conflict of Interest Policy incorporates the following key principles:

- 1 [Safeguarding the Group's interests and reputation by ensuring that all employees and Board members act appropriately and adhere to the Group's internal rules.](#)
- 2 [Fostering constructive relationships with our suppliers and partners.](#)
- 3 [Minimizing the occurrence of conflicts of interest and avoiding situations that might give rise to suspicions of improper conduct.](#)
- 4 [Mandating the communication and reporting of any conflict of interest incidents to the relevant Department Heads or Managers.](#)
- 5 [Recognizing and reporting potential bribery incidents to departments such as Human Resources and Internal Audit, as well as to the appropriate Business Units' Directors or Managers.](#)



Regulatory Compliance

[GRI 2-23](#), [GRI 2-24](#), [GRI 2-27](#)

At Saracakis Group of Companies, we are committed to adhering to all legislative, regulatory, corporate, and ethical standards. In order to ensure that our Group remains compliant, we have implemented the following measures:

- 1 [Continuous monitoring of legal developments relevant to our operations by our dedicated legal team.](#)
- 2 [Appointment of a Data Protection Officer \(DPO\) who keeps abreast of latest developments, undergoes continuous training, and oversees the implementation of the General Data Protection Regulation \(GDPR\).](#)
- 3 [Appointment of a Compliance Officer for tax matters, who supervises and ensures adherence to applicable tax laws.](#)
- 4 [Appointment of a Responsible Officer for Receiving and Monitoring Reports/Complaints, as required by European Directive 2019/1937.](#)
- 5 [Annual development of an Internal Audit Program, developed through interviews with Senior Management and approved by the Managing Director. This program aims to identify and assess risks based on their probability and impact. The risks we monitor include: financial performance, legal repercussions, tax implications, failure to meet business objectives, risk of theft and property loss, financial losses, and organizational reputation.](#)

In 2023, there were no incidents of 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 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.

Our 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 our market share and reputation rely heavily on these information systems. At the Group, we adhere to the following core principles:

> **Availability**

> **Integrity**

> **Confidentiality**

Every member of our team is responsible for safeguarding these principles, preventing unauthorized access, and ensuring the integrity and confidentiality of our information. Protecting data and maintaining business continuity are shared responsibilities across the organization.

Technological advancements have introduced new realities, expanding market and providing greater flexibility. However, the rise of the Internet and e-commerce has also introduced new risks. The proliferation of computer networks has created opportunities for unethical individuals to potentially harm the Group. Therefore, the additional efforts and continuous vigilance of our employees in protecting information are critical to our success.

For more information on data protection, please refer to section "[4.3 Customer, User and Vehicle Safety](#)".

Supplier Relationship Management

[GRI 2-6](#), [GRI 2-23](#), [GRI 2-24](#)

At Saracakis Group of Companies, we implement a robust Procurement Policy that emphasizes building and maintaining strong relationships with our suppliers. This Policy details our procurement processes and delineates the responsibilities for the procurement of goods and services, aiming to ensure transparency and optimize the balance of "quality, time, and cost" for the goods or services we procure. The Procurement Policy and its guidelines apply throughout the Group.



Key principles of the Procurement Policy include:

1 The Facilities and Procurement Manager acts as the primary coordinator for the procurement process, by overseeing all order processing.

2 All goods and services procured by the Group must be linked to a written order on the internal digital platform "Therefore". In order the Division or Department within Saracakis Group to engage with a supplier, this partner must only be included on the "Approved Suppliers List".

3 Comprehensive details of the suppliers in the "Approved Suppliers List", along with the relevant agreements, are available on the Group's intranet for access by the relevant Divisions.

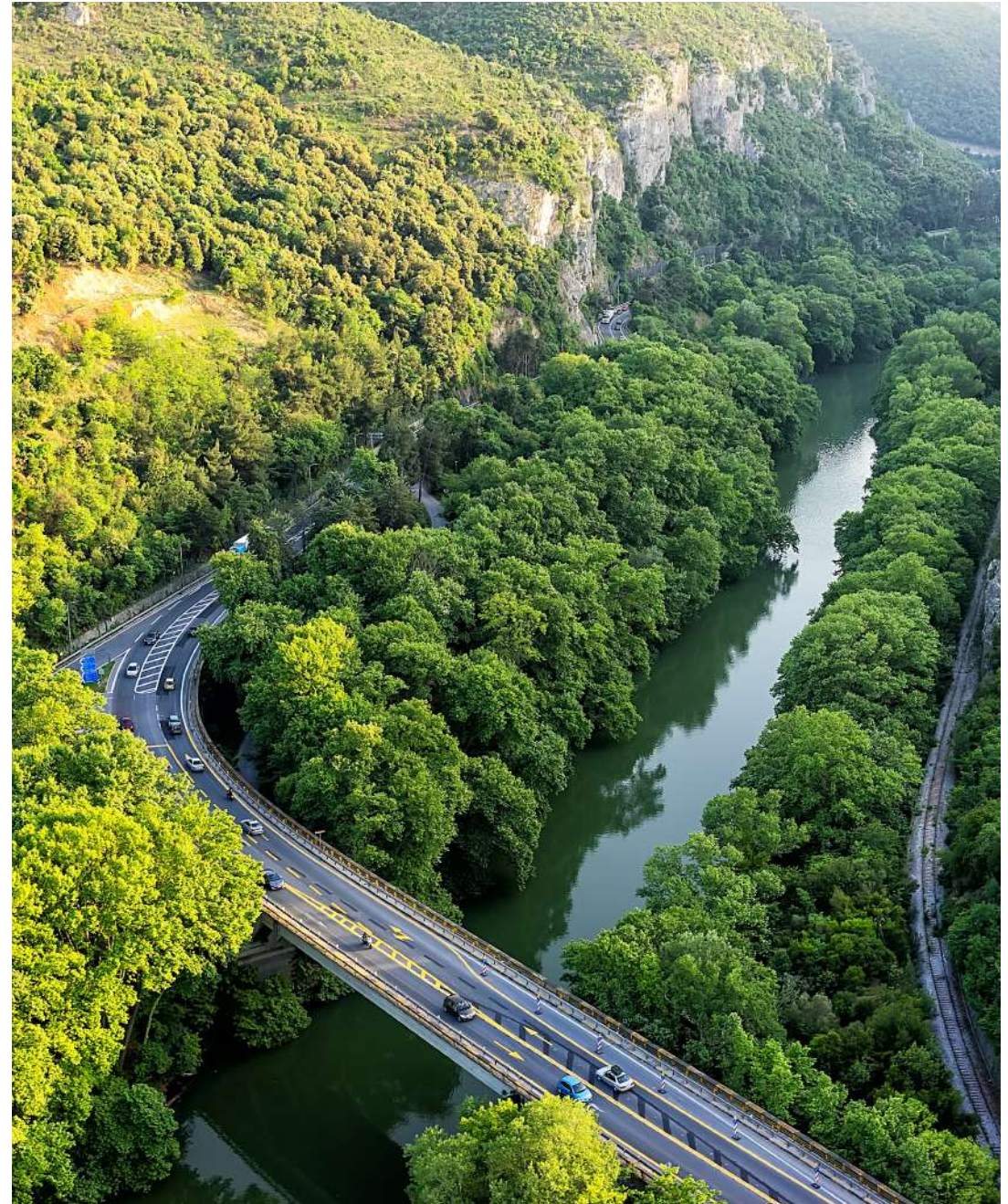
4 All contracts, regardless of whether they have been facilitated by the Facilities and Procurement Manager or not, must be co-signed by the Accounting, Tax Compliance and Credit Control Manager, the Financial Director, and the Legal Manager. They must also be stored on the "Therefore" platform.

5 Key criteria for selecting suppliers and awarding purchase orders include:

- Achieving the best possible balance of price, time, and quality.
- The supplier's organizational level and certifications, such as ISO.
- The supplier's credibility, financial stability, and the credit terms offered.

6 Furthermore, to meet the requirements set by our suppliers, we also complete due diligence questionnaires to evaluate existing procedures and policies related to regulatory compliance, business ethics, and data protection. Our supplier questionnaires typically cover:

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



Our Performance

GRI 204-1

Proportion of spending on local suppliers

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation.

94,49%

- The Group's facilities in Athens and Thessaloniki are considered "significant locations of operation".
- The Group's suppliers in Greece are considered "suppliers local to that operation".
- The total budget does not include the procurement of vehicles, construction machinery, and spare parts that the Group sells on the market, as this information was not collected at the time of the publication of this Report.

GRI 205-2

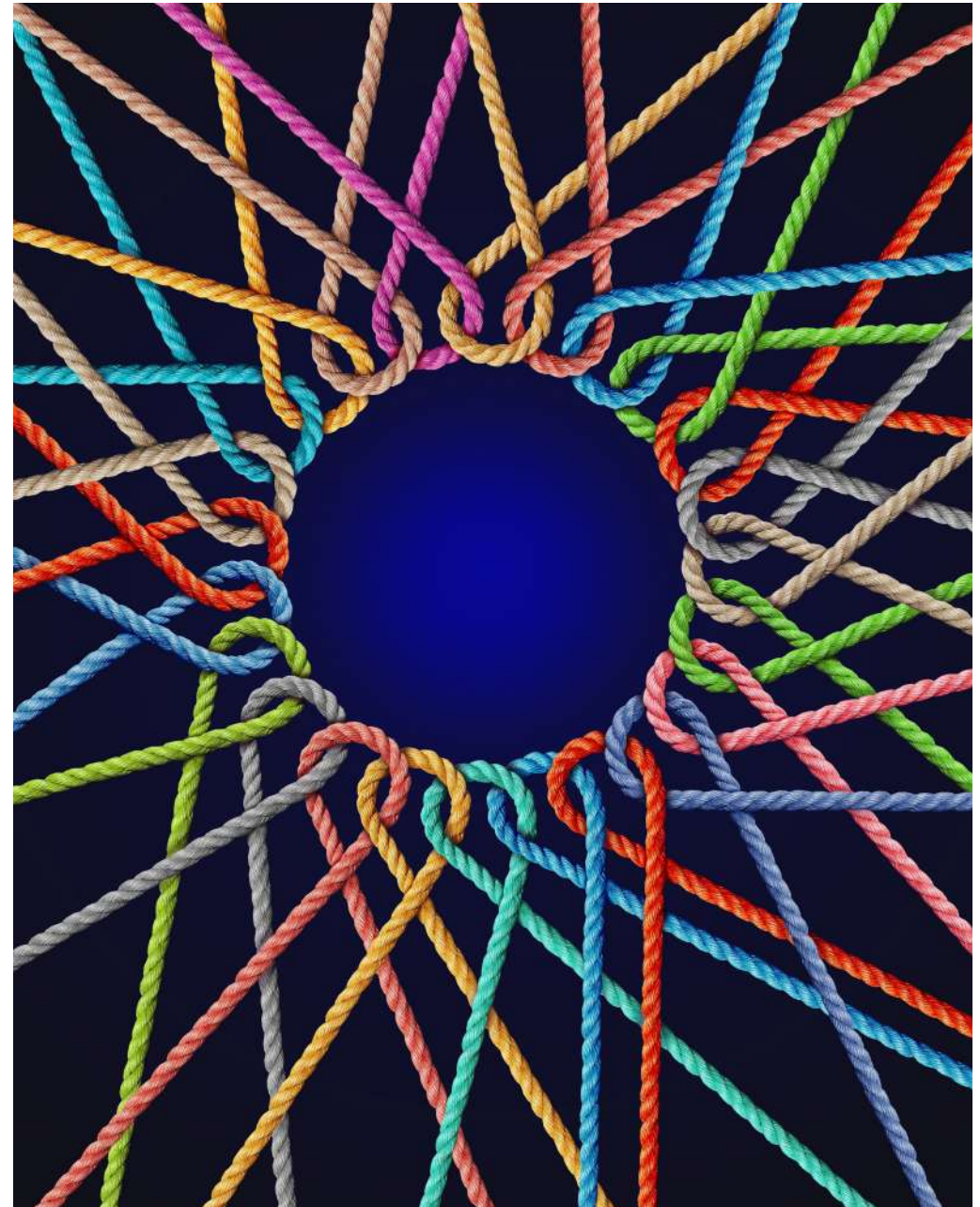
In 2023, the organization's anti-corruption policies and procedures, were communicated to the entire Board of Directors of the Group.

GRI 205-3

In 2023, 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 2023, there were no legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the Group has been identified as a participant.



Social Responsibility and Environmental Initiatives

6.1 Caring for Society 86

6.2 Commitment to Environmental Stewardship 87



6 Social Responsibility and Environmental Initiatives



At Saracakis Group of Companies, supporting our employees and the broader community, as well as caring for the environment, is fundamental to our operations. This commitment reflects our dedication to making a positive impact. In light of this principle, we actively contribute to the creation of resilient communities and the enhancement of environmental sustainability through our various initiatives and actions. These actions align with our commitment to achieving the 17 Sustainable Development Goals of the United Nations.

In 2023, our initiatives and actions are categorized into the following key areas. Detailed information on each of these initiatives can be found in the subsequent pages.

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 HOPEgenesis

At 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 meaningful contribution to addressing it, since 2018, we have been collaborating with the non-governmental organization HOPEgenesis 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.

Saracakis Group of Companies covers all pregnancy - related expenses for the island's pregnant 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 2023, the program has facilitated the birth of 27 babies.

Saracakis Group of Companies joins forces with the National Technical University of Athens

We are thrilled to announce a strategic partnership with the National Technical University of Athens (NTUA) with the objective of advancing Technological Development and Innovation.

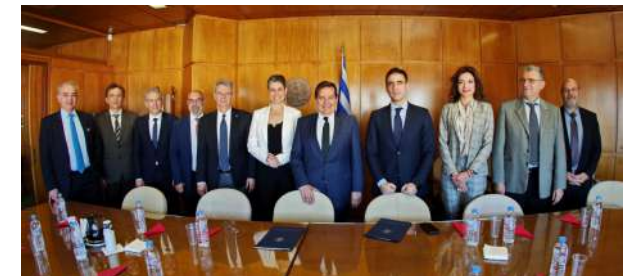
Our commitment to a brighter future and our priority of investing in young talent, have led us to join forces with one of Greece's most prestigious educational institutions.

In today's fast-paced world, equipping young people with the skills they need and bridging the gap between higher education and the job market is a crucial priority.

This collaboration is designed to build strong connections between the academic community and the broader mobility sector, through a range of joint research and educational initiatives. These efforts will broaden the horizons of students, researchers, and our employees at the Saracakis Group of Companies.

Key components of this bilateral partnership include:

- Sharing and disseminating information and expertise in research and technology, related to the automotive and mechanical manufacturing sectors.
- Conducting educational activities and engaging researchers and employees in research projects, supporting diploma thesis and postdoctoral research work, while also providing internships at Saracakis Group facilities.
- Collaborating with NTUA's Research Laboratories on long-term projects across various scientific and technological fields relevant to the automotive and mechanical industries.
- Establishing direct communication between NTUA's Career Office and our Human Resources Division, to promote job opportunities to NTUA students and participating in NTUA's Career & Networking Days.
- Organizing lectures and educational programs to enhance students' knowledge and skills in the automotive and mechanical manufacturing sectors.



Providing Free Office Space to DESMOS NGO



We are proud to offer NGO DESMOS, free office space at our facilities located at 71 Athinon Avenue. DESMOS partners with over 800 charitable organizations across the country, identifying their needs and channelling donations to the areas where they are most urgently required. They provide support to a diverse range of organizations, aiding vulnerable groups throughout Greece. The mission of DESMOS is to facilitate the donation process between donors and organizations in need, while 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.

Supporting Thessaly in Partnership with DESMOS

In solidarity with our fellow citizens affected by the unprecedented floods of September 2023, we organized a drive to collect essential items for the flood victims in the greater Thessaly region.



27th and 28th employee blood drives in collaboration with Evangelismos Hospital

Through the dedication of our employee blood donors, we successfully collected 144 units of blood, bolstering our Group's Blood Bank to support the needs of our employees and their families.



Saracakis Kids & Art: Family Tours at the National Gallery

In line with our ongoing commitment to education, culture, and the arts, we have collaborated with Athens for Kids to offer three immersive tours at the National Gallery for our art-loving employees and their children. This unique educational program is the only one of its kind to provide family tours at the National Gallery. The tours were thoughtfully tailored to accommodate the varying age groups of the children.



Saracakis School of Parents – Attachment Parenting

As part of our commitment to providing meaningful support to our employees, we have partnered with Ms. Elena Kontogianni, a Mental Health Counsellor and Parent Educator, to offer four live digital sessions on "Attachment Parenting." Attachment Parenting is based on the "Attachment Theory" developed by British psychiatrist John Bowlby. This theory emphasizes that the quality of early relationships between children and their parents or caregivers profoundly influences their psychological and emotional development throughout life. By embracing the principles of Attachment Parenting and practicing a more intentional approach to child-rearing, we aim to foster secure, nurturing connections with our children.

Partnering with the Onassis Foundation's Organmeetings Program to Raise Awareness for Organ Donation

We are proud to have participated and received certification for our involvement, in the organ donation and transplant awareness campaign, which was part of the National Initiative led by the Onassis Foundation.

This program aims to provide comprehensive information about the organ transplant and donation process.

Supporting Vulnerable Groups in Collaboration with DESMOS NGO

Thanks to the efforts of our dedicated employees, we collected essential food items that were critically needed for feeding vulnerable social groups, including those who facing severe hardships or extreme poverty.

Partnering with DESMOS, we ensured that this generous initiative was executed promptly and effectively.

The donated items were delivered to the Papagou – Cholargos Social Grocery Store, fulfilling urgent needs. This store provides services to over 300 local residents-beneficiaries on a monthly basis.

Our initiative to gather food and essential items for those living in 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 the vulnerable individuals.

Through these initiatives, we deliver immediate relief and assistance to those most in need, while fostering social cohesion and solidarity.

Saracakis School of Parents
All About Parenting

Σάββατο 4 - Κυριακή 5 Μαρτίου 2023 | 11:00-13:00
Σάββατο 11 - Κυριακή 12 Μαρτίου 2023 | 11:00-13:00

Organmeetings
Όταν η γνώση και η ενημέρωση συναντούν τη δεύτερη ευκαιρία στη ζωή.

ΤΩΡΑ ΓΙΝΟΜΑΣΤΕ ΟΛΟΙ ΜΕΡΟΣ ΤΗΣ ΑΛΥΣΙΔΑΣ ΖΩΗΣ

Ο Όμιλος Επιχειρήσεων Σαρακάκη Συμμετέχει στη Μεγάλη Εκστρατεία Ενημέρωσης για τη Δωρεά Οργάνων και τις Μεταμοσχεύσεις.

ONASSIS HEALTH | ΕΛΛΗΝΙΚΟΣ ΟΡΓΑΝΙΣΜΟΣ ΜΕΤΑΜΟΣΧΕΥΣΕΩΝ | Ομότιμο Κοινωνικοεπικοινωνιακό Κέντρο

Ο ΔΕΣΜΟΣ ΠΡΟΣΦΕΡΕ ΕΠΙΣΤΙΤΙΚΗ ΒΟΗΘΕΙΑ

DESMOS

100 Kg of Food Donated to the Food Bank



With a sense of solidarity and a steadfast commitment to supporting vulnerable communities and individuals facing severe hardship, we have extended our partnership with the Food Bank (Foundation for the Fight Against Hunger and Food Waste).

Employees of Saracakis Group of Companies collected 100 kg of food, which were donated to the Food Bank to address the urgent needs of its partner institutions. The Food Bank works with over 150 institutions, agencies, and meal programs, serving approximately 43.000 people every day.

Supporting the Athletes of the NGO "Never Give Up" in the 11th International Thessaloniki Night Half Marathon, in Collaboration with Honda Motorcycles and Peugeot Motorcycles



In our efforts to support sports and ensure accessibility at major athletic events, we provided motorcycles from Honda Motorcycles and Peugeot Motorcycles, to accompany the wheelchair athletes of the non-profit organization "Never Give Up". Moreover, we donated three motorcycles to serve as safety escort vehicles for the Thessaloniki Half Marathon, ensuring the event ran smoothly and safely for more than 18.000 runners who participated.

Supporting Kickboxing Champion K. Potouridis



At our Group, we are passionate about fostering the next generation of athletes and actively contribute to the journey of talented individuals striving for excellence in sports. In 2023, we proudly sponsored Konstantinos Potouridis, a 14-year-old champion and his team, "The Iron Team of Agia Varvara". Konstantinos secured the bronze medal at the "28th Hungarian Kickboxing World Cup" in Budapest, Hungary.

Joining the Fight Against Breast Cancer: Greece Race for the Cure



Our Group's team participated in the 15th annual "Race for the Cure", demonstrating our support for women battling breast cancer and raising awareness for early detection and prevention.

Saracakis Running Team: Competing in the 2023 Athens Half Marathon



Our team was delighted to take part in the 11th Athens Half Marathon, competing in both the 21km and 5km races, which showcased our commitment to health and fitness.

Sponsorship for the "Force of Entropy" Team from the School of Chemical Engineering



We proudly sponsored the "Force of Entropy" team from the School of Chemical Engineering at the National Technical University of Athens, which participated in the "Chem-E-car" competition, organized by the American Institute of Chemical Engineers in Orlando, USA. The team achieved an impressive 10th place among 47 universities worldwide, designing a cutting-edge portable vehicle powered by chemical energy.

Supporting the George Seferis Exhibition in Collaboration with the Benaki Museum



As part of our commitment to promoting Greek culture, we proudly supported the exhibition "George Seferis: 60 Years Since the Nobel Prize", organized by the Benaki Museum. This exhibition honors George Seferis, the first Greek Nobel laureate in Literature, for his contributions as a diplomat and poet.

Christmas Bazaar in Collaboration with ELEPAP- Rehabilitation for The Disabled and the Social Cooperative Enterprise ARTEMIS



As part of our traditional Christmas celebration for our employees, we organized a Christmas Bazaar within our facilities in collaboration with ELEPAP, raising 2.072 euros to support the needs of the Brave Children of ELEPAP.

Wine Tasting, Nemea Visit, and Well-Being Activity



We conducted a corporate social responsibility and employee well-being event, with a visit to Nemea, the largest viticulture zone, and the Palivou Estate. This visit included also a tour of the Ancient Nemea Stadium, the Archaeological Site, and the Archaeological Museum.

Hiking, Yoga, Well-Being, and Volunteer Cleanup of Faskomilia Hill



With a focus on the care and well-being of our employees, promoting our culture, and protecting the environment, we organized a three-hour environmental wellness activity.

This activity included physical exercise, connection with nature, learning about the history and morphology of the area, waste and recyclable material collection, yoga relaxation and wellness activities, fostering team camaraderie, and promoting healthy competition through a photo contest.

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 Dog Federation, trains and provides guide dogs 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 guide dogs, adhering to the highest international training standards.

In this way, it ensures that individuals with vision impairments can navigate their surroundings safely and confidently.

6.2 Commitment to Environmental Stewardship

Environmental Project "Replanting the Burned Olive Groves in Delphi"

In response to the devastating wildfires that swept across Greece in July 2022, our Group has proudly supported the restoration project "Replanting the Burned Olive Groves in Delphi". This vital initiative has seen the delivery of 30.000 Amfissa olive saplings to 438 affected olive growers, with the aim to replace trees lost in the traditional olive groves of Amfissa. To date, 8.500 saplings have been planted.

Additionally, we have completed the full reconstruction of three key irrigation wells and conducted a series of educational seminars for 160 local farmers, in collaboration with national universities and private organizations



Wildlife Conservation Efforts in Collaboration with ANIMA

Recognizing the severe impact of extreme weather events caused by the climate crisis on wildlife and rare species in Greece, which is having a dramatic impact on the country's fauna, our Group has actively supported the Hellenic Wildlife Care Association (ANIMA). ANIMA's primary mission is to protect biodiversity through the care and reintegration of wild animals into their natural habitats.

Furthermore, ANIMA collaborates with the Fire Department and volunteer fire brigades, to rescue injured wildlife from fire-stricken areas.



Coastline and Seabed Cleanup and Removal of Two Tons of Waste from Varkiza Beach in Partnership with Clean Up Greece

As part of the "World Clean Up Day 2023" festivities, our Group undertook the task of cleaning up the coastline and seabed at Varkiza Beach. This initiative successfully removed 2 tons of waste, including recyclable and mixed materials, bulky items, and hundreds of packaging units. Additionally, as part of the effort, six healthy young seagulls, previously under care at ANIMA, were released back into the wild. The cleanup effort involved 80 employees along with their families, facilitated by Clean Up Greece, with the participation of Cigaret Cycle and Seahorse Dive Center.



Tree Planting in the Suburban Forest Area "Seih Sou", Thessaloniki

In Thessaloniki, our employees actively participated in tree planting activities, within the suburban forest area Seih Sou.



Supporting Local Government in Natural Disaster Prevention in Collaboration with the Municipality of Skiathos

With the aim of modernizing the service fleet of Municipality of Skiathos and enhancing the island's fire protection and civil defense capabilities, our Group donated a modern "4x4" pick-up truck.



Cigarette Butt Recycling Initiative in Collaboration with Cigaret Cycle

As part of Saracakis Group's commitment to the principles of circular economy, we installed four dedicated cigarette butt recycling bins, across our facilities' outdoor areas. In 2023, this initiative led to the recycling of 17.700 cigarette butts, totalling 17,70 kg, and generating 3,89 kg of fertilizer and 14 kg of industrial plastic raw material, respectively.



The environmental benefits included:

- Preventing contamination of 124 m³ (cubic meters) of fresh or saltwater.
- Avoiding emissions of 113 kg of CO₂ into the atmosphere.
- Conserving 2.760 MJ of non-renewable energy that would have been used in producing new materials.



7 Annexes

7.1 GRI Content Index

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7.2 GRI Content Index

Reporting Period Declaration Saracakis Group of Companies has reported in accordance with the GRI Standards for the period 01 January 2023 to 31 December 2023.

GRI 1 used GRI 1: Foundation 2021

Applicable GRI Sector Standards N/A

Omission

GRI SECTOR STANDARD REF. NO.

GRI Standards	Disclosure	Page in the Report	Requirements Omitted	Reason for Omission	Explanation	GRI SECTOR STANDARD REF. NO.		
GRI 2: General Disclosures 2021	2-1 Organization details	1. About Us 1.1 Saracakis Group of Companies, p. 9 1.3 Our Activities, p. 11 1.4 Our History, p. 24	The gray areas in the table indicate that the columns "Omission" and "GRI Sector Standard Ref. No" are not applicable.					
	2-2 Entities included in the organization's sustainability reporting	1. About Us 1.1 Saracakis Group of Companies, p. 9 About this Report p. 4						
2-3 Reporting period, frequency and contact point	About this Report p. 4							
2-4 Restatements of information	Sustainability Report 2023 is the first report for Saracakis Group of Companies; therefore, there has been no restatement of information from previous periods.							
2-5 External assurance	About this Report p. 4							
2-6 Activities, value chain and other business relationships	1. About Us 1.1 Saracakis Group of Companies, p. 9 1.3 Our Activities, p. 11 1.4 Our History, p. 24 1.5 Value Chain and Business Relationships, p. 25 1.6 Value Chain and Business Relationships, p. 26 5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 82 There were no changes to requirements 2-6-a, 2-6-b and 2-6-c compared to other reporting periods. The Sustainability Report 2023 is the first report for the Saracakis Group of Companies.							
2-7 Employees	4. People and Prosperity 4.1 Employment Practices, p. 61							
2-8 Workers who are not employees	4. People and Prosperity 4.1 Employment Practices, p. 61							
2-9 Governance structure and composition	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 80	b, c					Not applicable requirement	There are no Board committees as Greek law does not require them for non-listed Sociétés Anonymes. In 2023, there was no Sustainability Committee, as sustainability and corporate social responsibility matters were managed by the Group's Corporate Affairs, Communications and ESG Department.
2-10 Nomination and selection of the highest governance body		2-10					Not applicable requirement	There is no legal requirement under Greek law for non-listed Sociétés Anonymes regarding disclosure requirements.

GRI Standards	Disclosure	Page in the Report	Requirements Omitted	Omission Reason for Omission	Explanation	GRI SECTOR STANDARD REF. NO.
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 80, 81	Requirement b	Information unavailable/ incomplete	During the reporting period, there was no relevant procedure for the prevention and management of conflicts of interest in the Board of Directors 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. 28 2.2 Stakeholder Engagement, p. 29 2.3 Materiality Analysis, p. 30				
	2-13 Delegation of responsibility for managing impacts	2. Our Journey Toward Sustainable Development 2.1 Sustainable Development Approach, p. 28	Requirement b	Information unavailable/ incomplete	No meetings were held with the Board of Directors in 2023 regarding the management of the Group's economic, environmental and social impacts. The required disclosure will be made in a subsequent sustainability report.	
	2-14 Role of the highest governance body in sustainability reporting	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30				
	2-15 Conflicts of interest	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 81	Requirement b	Information unavailable/ incomplete	There is no relevant procedure. The required disclosure will be made in a subsequent sustainability report.	
	2-16 Communication of critical concerns	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 81				
	2-17 Collective knowledge of the highest governance body		2-17	Information unavailable/ incomplete	During the reporting period, there was no relevant procedure. The required disclosure will be available in a subsequent sustainability report.	
	2-18 Evaluation of the performance of the highest governance body		2-18			
	2-19 Remuneration policies		2-19			
	2-20 Process to determine remuneration		2-20			
	2-21 Annual total compensation ratio	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 61				
	2-22 Statement on sustainable development strategy	Message from the Management, p. 3				
	2-23 Policy commitments	4. People and Prosperity 4.2 Human Rights, p. 66 5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 81, 82				
	2-24 Embedding policy commitments	4. People and Prosperity 4.2 Human Rights, p. 66 5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 81, 82				
	2-25 Processes to remediate negative impacts	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 81				
	2-26 Mechanisms for seeking advice and raising concerns	4. People and Prosperity 4.2 Human Rights, p. 67 5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 81				
	2-27 Compliance with laws and regulations	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 81				
	2-28 Membership associations	1. About Us 1.5 Value Chain and Business Relationships, p. 25				
	2-29 Approach to stakeholder engagement	2. Our Journey Toward Sustainable Development 2.2 Stakeholder Engagement, p. 29				
	2-30 Collective bargaining agreements	4. People and Prosperity 4.1 Employment Practices, p. 62				

GRI Standards	Disclosure	Page in the Report	Requirements Omitted	Omission Reason for Omission	Explanation	GRI SECTOR STANDARD REF. NO.
GRI 3: Material Topics 2021	3-1 Process to determine material topics 3-2 List of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30 2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30			The gray areas in the table indicate that the columns "Omission" and "GRI Sector Standard Ref. No" are not applicable.	
Protection of the Environment						
Climate Change and Air Quality						
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30 3. Protection of the Environment 3.1 Climate Change and Air Quality, p. 33				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3. Protection of the Environment 3.1 Climate Change and Air Quality, p. 35				
	305-2 Energy indirect (Scope 2) GHG emissions					
	305-3 Other indirect (Scope 3) GHG emissions		305-3	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	
	305-4 GHG emissions intensity	3. Protection of the Environment 3.1 Climate Change and Air Quality, p. 36				
	305-5 Reduction of GHG emissions		305-5			
	305-6 Emissions of ozone-depleting substances (ODS)		305-6	Information unavailable/incomplete	This is the first Group Sustainability Report. The required disclosure will be made in a subsequent sustainability report.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		305-7			
Energy Transition						
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30 3. Protection of the Environment 3.2 Energy Transition, p. 37				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3. Protection of the Environment 3.2 Energy Transition, p. 38				
	302-2 Energy consumption outside the organization		302-2	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	
	302-3 Energy intensity	3. Protection of the Environment 3.2 Energy Transition, p. 38				
	302-4 Reduction of energy consumption		302-4	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	
	302-5 Reductions in energy requirements of products and services		302-5			

GRI Standards	Disclosure	Page in the Report	Requirements Omitted	Omission Reason for Omission	Explanation	GRI SECTOR STANDARD REF. NO.
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Sustainable Mobility

GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30 3. Protection of the Environment 3.3 Sustainable Mobility, p. 39				
Internal Index of Saracakis Group of Companies	Percentage of vehicles distributed by the Group by engine type (%)	3. Protection of the Environment 3.3 Sustainable Mobility, p. 43				

Waste Management

GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30 3. Protection of the Environment 3.4 Waste Management, p. 44				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3. Protection of the Environment 3.4 Waste Management, p. 44				
	306-2 Management of significant waste-related impacts					
	306-3 Waste generated	3. Protection of the Environment 3.4 Waste Management, p. 47				
	306-4 Waste diverted from disposal		306-4	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	
	306-5 Waste directed to disposal		306-5	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	
Internal Index of Saracakis Group of Companies	Waste diverted from disposal by waste type (recycling/reuse)	3. Protection of the Environment 3.4 Waste Management, p. 47				

People and Prosperity

Employment Practices

GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30 4. People and Prosperity 4.1 Employment Practices, p. 49				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4. People and Prosperity 4.1 Employment Practices, p. 62				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4. People and Prosperity 4.1 Employment Practices, p. 52 The Group does not provide stock ownership plans to employees.				
	401-3 Parental leave	4. People and Prosperity 4.1 Employment Practices, p. 63				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes and whether the notice period and provisions for consultation and negotiation are specified in collective agreements		402-1	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	

GRI Standards	Disclosure	Page in the Report	Requirements Omitted	Omission Reason for Omission	Explanation	GRI SECTOR STANDARD REF. NO.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	4. People and Prosperity 4.1 Employment Practices, p. 57				
	403-2 Hazard identification, risk assessment, and incident investigation	4. People and Prosperity 4.1 Employment Practices, p. 57, 60				
	403-3 Occupational health services	4. People and Prosperity 4.1 Employment Practices, p. 57				
	403-4 Worker participation, consultation, and communication on occupational health and safety	4. People and Prosperity 4.1 Employment Practices, p. 57, 60	Requirement b	Information unavailable/ incomplete	The required disclosure will be made in a subsequent sustainability report.	
	403-5 Worker training on occupational health and safety	4. People and Prosperity 4.1 Employment Practices, p. 57				
	403-6 Promotion of worker health	4. People and Prosperity 4.1 Employment Practices, p. 52, 57				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4. People and Prosperity 4.1 Employment Practices, p. 57, 60				
	403-8 Workers covered by an occupational health and safety management system	4. People and Prosperity 4.1 Employment Practices, p. 64				
	403-9 Work-related injuries	4. People and Prosperity 4.1 Employment Practices, p. 64				
	403-10 Work-related ill health	4. People and Prosperity 4.1 Employment Practices, p. 64				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4. People and Prosperity 4.1 Employment Practices, p. 65				
	404-2 Programs for upgrading employee skills and transition assistance programs	4. People and Prosperity 4.1 Employment Practices, p. 54	Requirement b	Not applicable requirement	The Group does not offer transition programs to facilitate continued employability and manage career transitions resulting from retirement or termination of employment.	
	404-3 Percentage of employees receiving regular performance and career development reviews	4. People and Prosperity 4.1 Employment Practices, p. 65				
GRI 408: Child labor 2018	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information unavailable/ incomplete	The required disclosure will be made in a subsequent sustainability report.	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		409-1	Information unavailable/ incomplete	The required disclosure will be made in a subsequent sustainability report.	

GRI Standards	Disclosure	Page in the Report	Requirements Omitted	Omission Reason for Omission	Explanation	GRI SECTOR STANDARD REF. NO.
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30				
		4. People and Prosperity 4.2 Human Rights, p. 66				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	4. People and Prosperity 4.2 Human Rights, p. 68				
	405-2 Ratio of basic salary and remuneration of women to men	4. People and Prosperity 4.2 Human Rights, p. 69				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	4. People and Prosperity 4.2 Human Rights, p. 67				
Customer Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30				
		4. People and Prosperity 4.3 Customer, User and Vehicle Safety, p. 78				
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	4. People and Prosperity 4.3 Customer, User and Vehicle Safety, p. 78				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4. People and Prosperity 4.3 Customer, User and Vehicle Safety, p. 78				
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	4. People and Prosperity 4.3 Customer, User and Vehicle Safety, p. 78				
Corporate Governance and Business Ethics						
Corporate Culture						
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Our Journey Toward Sustainable Development 2.3 Materiality Analysis, p. 30				
		5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 84				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 84				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		205-1	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	
	205-2 Communication and training about anti-corruption policies and procedures	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 84	205-2 b, c, d, e	Information unavailable/incomplete	The required disclosure will be made in a subsequent sustainability report.	
	205-3 Confirmed incidents of corruption and actions taken	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 84				

GRI Standards	Disclosure	Page in the Report	Requirements Omitted	Omission Reason for Omission	Explanation	GRI SECTOR STANDARD REF. NO.
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	5. Corporate Governance and Business Ethics 5.1 Corporate Culture, p. 84				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		308-1	Information unavailable/ incomplete	The required disclosure will be made in a subsequent sustainability report.	
	308-2 Negative environmental impacts in the supply chain and actions taken		308-2	Information unavailable/ incomplete	The required disclosure will be made in a subsequent sustainability report.	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		414-1	Information unavailable/ incomplete	The required disclosure will be made in a subsequent sustainability report.	
	414-2 Negative social impacts in the supply chain and actions taken		414-2	Information unavailable/ incomplete	The required disclosure will be made in a subsequent sustainability report.	



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