

# Sustainability Report

2024





Message from the chair of the board	6
About the Report	10
Strategy and Development	13
Corporate Profile and Shareholding Structure	14
Historical Overview	16
Company Activities	18
Key Financial Figures	22
Vision and Values	24
Our main achievements	25
Materiality analysis	26
Stakeholders	27
Methodology	27
Prioritization of Material Topics and Connection to the United Nations Sustainable Development Goals (SDGs)	29

## ENVIRONMENT

Greenhouse Gas Emissions and Energy Management	34
Energy Consumption for 2024	34
Greenhouse Gas Emissions	35
Water Management	36
Waste Management and Biodiversity Protection	37

## SOCIETY

Human Resources	42
Employee Training and Development	43
Occupational Health and Safety	44
Full-time Employee Benefits	48
Labor Practices and Equality Promotion	48
Community Engagement	48
Customer Relations	49

## GOVERNANCE

Company Organizational Chart	53
Composition and Dynamics of the Board of Directors	53
Integration of Sustainability into Governance Decisions	56
The Board's Strategic Approach to Sustainability	56
Risk and Compliance Committees	58
Regulatory Compliance	60
Ethical Governance	60
Corporate Policies and Certified Management Systems	61
Communication and Training on Anti-Corruption Policies	64
Risk Management and Data Security	64
Creating Economic Value	65

## CONTENT INDEX

# Message from the chair of the board

GRI 2-22

The year 2024 was another significant milestone for Hellenic Saltworks S.A., as we continued with consistency our path toward a sustainable, responsible, and efficient development model. Guided by our enduring vision of creating long-term value for all stakeholders—employees, local communities, customers, and the natural environment—we took substantial steps to strengthen both our competitiveness and our environmental performance.

Since its establishment in 1988, our company has been the primary producer of sea salt in Greece, covering more than 90% of domestic production and ensuring the country's self-sufficiency in this valuable natural resource. Our seven saltworks, located across Greece, act as pillars of regional development, offering employment opportunities, supporting local economies, and contributing tangibly to social cohesion.

## Natural and Sustainable Production

Our production process relies exclusively on three natural elements: **seawater**, **sunlight**, and **wind**. Seawater naturally flows into the coastal facilities of the saltworks, and through natural evaporation sea salt is produced—without the use of chemicals or any other additives. It is a **completely natural and sustainable process**, free of residues or environmental burden, harnessing renewable energy sources and delivering a **high-quality product of natural value**.

The salt-making process supports a rich ecosystem in and around the saltworks.

The microorganisms that develop in the evaporation ponds serve as food for numerous bird species, transforming our saltworks into **vibrant biodiversity refuges** and critical habitats for the country's avifauna. Thus, our operation successfully combines **production with environmental protection** and the preservation of natural resources.

## Investment and Innovation

In 2024, we continued to invest in geotechnical and electromechanical infrastructure, in equipment modernization, and in digital monitoring and management technologies. These investments enhance efficiency, reduce production costs, and ensure consistently high product quality.

Our goal remains to fully replace salt imports, strengthen exports, and increase domestic added value, positioning Hellenic Saltworks S.A. as a strategic pillar of national industry. At the same time, we are advancing the process of attracting a strategic investor, with the aim of further reinforcing our capital base and maximizing corporate value.

## Environmental and Social Responsibility

In 2023, we received ISO 14001 certification for Environmental Management, demonstrating our commitment to systematic and responsible environmental protection practices. In 2024, we continued the process of obtaining ISO 45001 for Occupational Health and Safety,





further strengthening our safe and supportive work environment.

Our philosophy is simple: sustainable development is not an option—it is a responsibility. For this reason, in every activity we prioritize environmental protection, the safety of our people, and the support of the local communities that host our saltworks.

### **Our Vision for the Future**

Looking ahead, we remain committed to continuous improvement, innovation, and responsible entrepreneurship. Our goal is to continue producing natural, high-quality Greek sea salt, harnessing the power of nature with respect and care.

Hellenic Saltworks S.A. will continue to evolve as a model company of sustainable development, centered on people, the environment, and progress.

# About the Report

GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5

The 2024 Sustainability Report represents a significant milestone as the third consecutive published report, reflecting Hellenic Saltworks S.A.'s steadfast commitment to integrating sustainable practices across all its operations.

This Report was published on 22/12/2025, includes company-level data, and has been prepared with reference to the Global Reporting Initiative Standards (GRI Standards) and the 17 UN Sustainable Development Goals (SDGs). It covers the period from January 1 to December 31, 2024, and encompasses the entirety of the Company's activities in Greece.

The structure of the Report is based on fundamental sustainability criteria and addresses recognized material topics regarding the sustainable development of Hellenic Saltworks, focusing on the economic, social, and environmental impacts of our operations. In this context, we have re-evaluated and re-validated the needs and expectations of our stakeholders.

For any questions or additional information regarding the content of the Report, please contact the company's Sustainability Officer:

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# Strategy and Development

Hellenic Saltworks S.A. is dedicated to the development and optimization of its operations with the aim of achieving sustainable growth. The company is committed to maintaining its leading position in salt production, continuously improving its processes with a strong focus on environmental and social responsibility.

Our development strategy clearly focuses on strengthening production units, improving the management of natural resources, and

maximizing energy efficiency. Hellenic Saltworks S.A. is also committed to expanding its presence in the market both in Greece and internationally, prioritizing sustainable and environmentally responsible practices.

As 2024 marks the third year of sustainability reporting, we remain determined to pursue and strengthen our strategic objectives, fully integrating sustainability principles into all aspects of our operations.

Saltworks	Area (in stremmas)	Capacity (tons)	Production (tons)
Messolonghi	12,400	110,000	121,176
Kitros	3,867	30,000	32,657
Kalloni	3,016	40,000	52,000
Polichnitos	797	8,000	10,000
Angelohori	1,166	4,000	7,875
N. Kessani	1,168	4,000	13,233
Mesi	1,920	10,000	7,769
<b>Totals</b>	<b>24,334</b>	<b>206,000</b>	<b>244,710</b>

# Corporate Profile and Shareholding Structure

GRI 2-1, GRI 2-6

Hellenic Saltworks S.A. was founded in 1988 and is the largest producer of sea salt in Greece, covering more than 92% of domestic production, with an ownership structure that enables it to remain a stable player in the national market. The company's shareholding structure has undergone significant changes in recent years, further strengthening its position and directly linking it to the Greek public sector. Since 2018, Hellenic Saltworks S.A. has been a subsidiary of the Hellenic Corporation of Assets and Participations (HCAP/Growthfund), which, as of 2023, holds 80% of the company's shares. The Growthfund is a key driver in the management and development of public assets, supporting the sustainable operation of the enterprises under its supervision. The remaining 20% of shares is distributed among the Municipality of Messolonghi and other municipalities/local authorities across Greece. This shareholding structure provides the company with a solid foundation for sustainable growth. Its connection to the Growthfund ensures stability and long-term strategic asset management, while also enabling access to further investment opportunities and support in meeting sustainability, corporate governance, and environmental responsibility objectives. At the same time, the company operates as a Private Legal Entity (N.P.I.D.), not classified as a General Government Entity, and without receiving state budget funding

for its operational needs. Hellenic Saltworks S.A. is financed exclusively through its own resources, ensuring its financial independence and long-term viability.

With extensive experience in sea salt production, Hellenic Saltworks S.A. manages seven saltworks at strategic locations across Greece: Messolonghi, Kitros, Kalloni, Polichnitos, Angelohori, Nea Kessani, and Mesi. These saltworks play a crucial role in ensuring the country's self-sufficiency in sea salt while also supporting local economies. The company adopts a natural production process that relies exclusively on sunlight and wind, significantly reducing its energy footprint.

The company focuses on the continuous upgrading of its products, with particular emphasis on ensuring the quality of the sea salt produced and enhancing its competitiveness. By adopting innovative technologies—such as the digitalization of meteorological stations and pumping stations—it optimizes production processes, ensures more consistent salt quality at every stage of production, and reduces its environmental footprint. Continuous monitoring of critical parameters (salinity, temperature, water levels) enables immediate control of production conditions, contributing to the creation of a high-purity product with stable characteristics.



# Historical Overview

The history of Hellenic Saltworks S.A. begins in 1988, when the company was founded to develop and utilize Greece's saltworks. It was formed through the merger of the private company "Alykai Mesolongiou S.A." with the remaining publicly owned saltworks of the country, thus acquiring a dominant role in sea salt production and covering most national needs. Over time, the company expanded and modernized, establishing its saltworks as some of the most significant primary salt production units in Europe. Its saltworks are in strategic regions including Messolonghi, Kalloni, Polichnitos, Kitros, Nea Kessani, Mesi, and Angelohori, playing a decisive role in ensuring the country's self-sufficiency in salt.

The company has followed a steady growth path, centered on environmental protection, transparency, and social responsibility. A significant milestone occurred in 2018, when the Hellenic Corporation of Assets and Participations (HCAP/Growthfund) acquired 55.19% of the company's shares. In September 2023, the Growthfund announced the acquisition of 24.81% of the shares of the Industrial and Commercial Company "Kalas S.A.", corresponding to 1,087,063 common registered shares. With the completion of this acquisition, Growthfund now holds 80% of the shares of Hellenic Saltworks S.A., strengthening its position as a strategic investor. This development confirms the company's decisive role in the national economy and its strong position in the European salt market.



# Company Activities

## GRI 2-6

Hellenic Saltworks S.A. is the principal producer of sea salt in Greece, representing 92% of total domestic production. The company manages and operates eight saltworks in various regions of the country, ensuring the sustainable harvesting of salt and contributing to the nation's self-sufficiency in this essential natural resource.

"Afrina," the premium salt produced at the Messolonghi saltworks, is one of the most characteristic examples of sustainable production in Greece. It is a high-quality product harvested using traditional, environmentally friendly methods that preserve the natural balance of the landscape and the local ecosystems. "Afrina" is collected exclusively by hand, following a tradition passed down from generation to generation. The salt forms on the surface of the salt ponds during the evaporation of seawater by the sun and wind, and the delicate hand-harvesting process preserves its unique texture and rich flavor.

### Salt Harvesting and Trading

The company's primary activity is the harvesting and trading of sea salt through the natural evaporation of seawater in its saltworks. This process relies on natural elements such as sunlight and wind, making it entirely environmentally friendly. The company's saltworks are located in areas with rich natural characteristics that foster biodiversity and environmental protection.

### Production of Primary Salt

Hellenic Saltworks S.A. produces high-quality primary salt that meets the needs of

the domestic market and is also exported to international markets. The production process involves no chemicals or additives, resulting in a natural product of high purity. The company's production units operate in accordance with the principles of sustainable development, ensuring that production takes place with the lowest possible environmental impact.

### Brine Residue Management and Research

In addition to salt harvesting, the company utilizes brine residues generated during the production process. These residues are used for research and the exploration of mineral salt deposits. This activity enhances the company's efficiency, reduces waste, and promotes the use of renewable and sustainable resources.

### Modernization and Investments

Hellenic Saltworks S.A. continuously invests in upgrading its infrastructure and technological processes. In recent years, the company has implemented significant investments to improve facilities across its saltworks, with the aim of increasing production capacity and improving salt quality. These investments include the development and installation of new technological equipment, as well as the upgrading of geotechnical and electromechanical infrastructure.

At the same time, the company adopts innovative practices such as the use of digital tools for production monitoring and management, which enhance the overall efficiency of operations. A comprehensive program has also been introduced to digitalize



meteorological stations and pumping stations, providing real-time information on the conditions that affect salt production.

### Cooperation with Local Communities

The company maintains close relationships with the local communities in which it operates. It sources materials and services from local suppliers, provides employment opportunities, and pays concession fees

to the respective municipalities, thereby contributing to regional development. The company's saltworks are important hubs of economic activity for these communities, supporting local employment and economic growth.

### Value Chain

The company specializes in the production of primary salt from modern, well-organized



saltwork units, meeting the needs of both the Greek and European markets. This ensures the preservation of natural purity and a high concentration of valuable trace elements.

Hellenic Saltworks S.A. manages seven strategically located salt production units situated in areas with abundant natural resources and excellent climatic conditions. Specifically, the main units are located in

Messolonghi, Kitros (Pieria), Lesvos (Kalloni and Polichnitos), Mesi (Rhodope), Nea Kessani (Xanthi), and Angelohori (Thessaloniki). The selection of these locations is based on both long-standing tradition and their natural suitability for producing salt of exceptional quality.

In parallel, the company invests in developing partnerships with local suppliers and

supporting local economies, promoting sustainable practices and ensuring the highest quality of the final product. With a strong commitment to innovation and sustainability, the company applies strict production and management standards, meeting customer needs and modern market requirements.

As part of its integrated environmental and sustainable management framework,

Hellenic Saltworks S.A. is certified with **ISO 9001** for Quality Management, **ISO 14001** for Environmental Management, and **ISO 45001** for Occupational Health and Safety. At the same time, it carries out systematic biodiversity monitoring within its saltworks, actively contributing to the preservation of ecosystems and the protection of the natural heritage that characterizes them.

# Key Financial Figures

## GRI 201-1

The company's total revenue for 2024 amounted to €5,017,357.83, marking a decrease of 20.25%, a development directly attributed to the challenges brought about by climate change compared to the previous year. Nevertheless, net profits were as follows:

- **Profit before tax:** €899,035.31
- **Profit after tax:** €635,138.20

These results indicate the effective management of operating expenses and a significant improvement in the company's productivity.

Below are the detailed key financial figures for the year 2024:

Financial Indicator	2023 (€)	2024 (€)	Change %
<b>Total Revenue</b>	6,291,130.63	5,017,357.83	-20.25
<b>Operating Costs</b>	4,579,748.33	3,566,730.73	-22.12
<b>Employee Benefits</b>	912,874.21	906,317.47	-0.72
<b>Dividends</b>	390,996.91	1,250,000.00	+219.70
<b>Taxes Paid</b>	490,366.37	259,221.53	-47.14
<b>Tax Liabilities</b>	569,345.81	368,192.65	-35.33

### Investments

During 2024, Hellenic Saltworks S.A. carried out investments totaling €930,625.22 for the upgrade of geotechnical infrastructure across its entire network of saltworks. These investments enhance the operational efficiency of the production units, improve their energy performance, and contribute to the long-term sustainability of the company, while ensuring the preservation of its competitiveness in the market.



### Liquidity

The company's liquidity remained at healthy levels, with cash and cash equivalents amounting to €1,385,369.63. This change corresponds to a decrease of 67.85%, which is primarily attributed to financing activities related to the distribution of dividends from the distributable profits of the 2023 fiscal year and previous years, as well as the significant investments carried out during the reporting period.



## Vision and Values

Hellenic Saltworks S.A. grows on the basis of a clear framework of values and a modern strategic vision for the future, which shape the way the company operates and evolves. The company pursues a development model that connects business progress with sustainability, giving priority to the prudent management of natural resources, transparency, and accountability to society.

A central pillar of this approach is the cultivation of a corporate culture that emphasizes responsibility, consistency, and respect for both the environment and people. Hellenic Saltworks S.A. adopts practices that promote meritocracy and equal treatment,

while opposing any form of discrimination. At the same time, it invests in innovation and continuous improvement, integrating technologies and processes that enhance efficiency and elevate the quality of the salt produced.

The company's vision is shaped by the desire to leave a meaningful, positive impact: to support the economic development of the local communities in which it operates, to act with environmental responsibility, and to create added value for employees, shareholders, and society. With this orientation, Hellenic Saltworks S.A. continues to chart a stable and sustainable path for the future.

## Our main achievements

In 2024, our company successfully upheld the sustainability goals we had established.

The ESG goals for the year included:

1. Protecting biodiversity.
2. Obtaining environmental certifications and committing to specific key performance indicators (KPIs).
3. "Good Neighbor Policy". Contribution to local communities.
  - ▶ 0 work-related accidents or incidents
  - ▶ 0 reported violations through the whistleblowing mechanism
  - ▶ 0 reported incidents of harassment
  - ▶ 0 reported incidents of discrimination
  - ▶ 0 reported incidents of bribery
  - ▶ 0 cyber security incidents

# Materiality analysis

Salt production is one of the most important sectors of Greece's primary industry, supporting the national economy and significantly contributing to the development of local communities. The activities of Hellenic Saltworks S.A. create employment opportunities, generate added value in the regions where its saltworks operate, and preserve a historic production process that is closely linked to the natural environment.

Within this context, the company remains firmly committed to sustainable development, aligning its business operations with environmental protection and the prudent use of natural resources. This report reflects that commitment and confirms the material topics that form the core of the company's sustainability strategy.

The key pillars guiding the activities of Hellenic Saltworks S.A. include environmental responsibility, positive social contribution, and healthy economic growth. The company strengthens dialogue and cooperation with its stakeholders, building trust-based relationships grounded in transparency, consistency, and long-term value.



# Stakeholders

GRI 2-29

Salt production plays a fundamental role in the national and local economy, supporting employment and contributing to the sustainability of the communities in which it operates.

Within this framework, Hellenic Saltworks S.A. serves as a key pillar of sustainable development, combining business activity with environmental protection and the preservation of natural resources.

Committed to balancing industrial development with environmental care, the company highlights its initiatives and strategies for shaping a sustainable future in this report. At the core of its business philosophy lies environmental responsibility, social contribution, and economic growth, forming the basis for its dynamic relationships with stakeholders. By prioritizing transparency, collaboration, and social interaction, the company fosters long-term trust-based relationships.

Hellenic Saltworks S.A.'s sustainability strategy reflects its close connection to

society and the environment. In this context, it has developed relationships with a wide range of stakeholders, including:

**Employees:** Promoting professional development, well-being, and safety.

**Shareholders:** Maintaining regular communication and sharing reliable financial and administrative information.

**Customers:** Ensuring the delivery of quality products and services.

**Suppliers, Partners & Contractors:** Supporting long-term and trustworthy partnerships.

**Government & Local Authorities:** Actively participating in initiatives that promote sustainable development.

**Local Community Groups:** Enhancing social cohesion through support actions.

**Associations, Unions, Educational Institutions & Chambers:** Contributing to public dialogue and promoting entrepreneurship.

# Methodology

GRI 3-1

Salt production remains vital for national and local economies, and the Company's continuous efforts serve as a cornerstone of sustainable development. Details regarding the structured validation process follow below, including the 5 key steps of the materiality analysis:

### Identification of Topics

In collaboration with stakeholders, the company reaffirmed issues that influence its economic, environmental, and social performance. The analysis drew on sources including GRI Standards guidelines, prevailing industry trends, relevant legislation, and the company's internal priorities and strategies.

### Stakeholder Consultation

The company engaged with key stakeholders—including employees, customers, suppliers, local communities, and regulatory authorities—to gather their perspectives on the significance of the previously identified issues.

### Significance Assessment

The identified topics were assessed based on two dimensions: their importance to the company and their impact on society and the environment.

### Prioritization of Topics

After the assessment, the topics were ranked according to their importance and impact. This ranking continues to guide the company's materiality map, delineating priorities for action and reporting.

### Confirmation of Results

The company's management proceeded with internal processes to update and verify the material issues, which reflect the company's priorities, the needs of its stakeholders, and the areas with the greatest impact on its operations.

Following the evaluation, the prioritization of the material topics was updated, clearly determining the degree of significance and the impact of each topic. This classification now serves as a key tool for action planning and target setting, guiding the company's materiality map and its sustainability objectives.

The following prioritized topics guide our actions and reporting, demonstrating our commitment to a balanced approach that addresses both internal operational needs and the expectations of external stakeholders, promoting sustainability at every level:

Accordingly, the material topics that continue to guide the company's actions are:

1. Greenhouse gas emissions and energy management
2. Water management
3. Biodiversity protection and waste management
4. Community relations
5. Regulatory compliance
6. Creation of economic value
7. Human resources training
8. Occupational health and safety
9. Labor practices and promotion of equality

## Prioritization of Material Topics and Connection to the United Nations Sustainable Development Goals (SDGs)

### GRI 3-2

The material topics reflect the company's strategic priorities, and their alignment with the Sustainable Development Goals (SDGs) ensures that business activities contribute directly to achieving these global objectives. Important issues are continuously monitored with the goal of enhancing sustainable development and implementing initiatives that align with the UN goals.

### Prioritization of significant issues and connection to the UN Sustainable Development Goals (SDGs)

Hellenic Saltworks has identified and prioritized key material topics that are central to its sustainable development strategy. These topics, carefully selected through a comprehensive materiality analysis, reflect both the company's significant impacts and the expectations of its stakeholders. By aligning these priorities with the United Nations Sustainable Development Goals (SDGs), Hellenic Saltworks ensures its operations contribute meaningfully to global sustainability efforts.

The following prioritized topics guide our actions and reporting, demonstrating our commitment to a balanced approach that

Hellenic Saltworks S.A. is dedicated to actively contributing to these Sustainable Development Goals through its ongoing actions, regularly monitoring progress and implementation in its activities. By maintaining these priorities, Hellenic Saltworks S.A. ensures a balanced approach to addressing both internal operational needs and the expectations of external stakeholders, thereby promoting sustainability at all levels.

addresses internal operational needs and external stakeholder expectations, fostering sustainability at every level:

**Greenhouse Gas Emissions and Energy Management:** Addressing our environmental footprint by minimizing GHG emissions and optimizing energy consumption, directly contributing to SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

**Water Management:** Implementing efficient water usage and conservation practices to protect this vital resource, aligning with SDG 6 (Clean Water and Sanitation).

**Biodiversity Protection and Waste Management:**

Minimizing waste generation and promoting biodiversity conservation within and around our operational areas, supporting SDG 12 (Responsible Consumption and Production) and SDG 15 (Life on Land).

**Community Relations:** Fostering positive relationships with local communities and contributing to their well-being, in line with SDG 11 (Sustainable Cities and Communities) and SDG 17 (Partnerships for the Goals).

**Regulatory Compliance:** Upholding the highest standards of ethical conduct and adhering to all relevant laws and regulations, embodying SDG 16 (Peace, Justice, and Strong Institutions).

**Creating Economic Value:** Ensuring sustainable economic growth that benefits all stakeholders, which is fundamental to SDG 8 (Decent Work and Economic Growth).

**Employee Training and Development:** Investing in our workforce through continuous learning and skill development, contributing to SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth).

**Health and Safety at Work:** Prioritizing the well-being of our employees by maintaining stringent health and safety standards, directly addressing SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth).

**Labor Practices and Equality Promotion:** Championing fair labor practices, diversity, and inclusion across all aspects of our operations, supporting SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

This comprehensive framework ensures that Hellenic Saltworks S.A. remains steadfast in its dedication to sustainability, integrating these critical objectives into its strategic planning and day-to-day operations



# Environment



## Greenhouse Gas Emissions and Energy Management

GRI 3-3, GRI 305-1, GRI 305-2

Energy management and the reduction of greenhouse gas (GHG) emissions are central to our strategy.

The company monitors its emissions through the Greenhouse Gas Quantification and Reporting System, aligned with ISO 14064-1:2018 and the GHG Protocol.

We implement initiatives to reduce energy consumption and increase efficiency. These include replacing traditional lighting systems with LED technology and utilizing renewable energy sources, such as solar and wind for salt production, thereby reducing reliance on other energy forms.

### Energy Consumption for 2024

Energy Consumption	Quantity	Unit
Heating oil for building heating	2,026.2	lt
Diesel consumption for stationary machinery	84,782	lt
Gasoline for passenger vehicles	5,359.53	lt
Diesel for passenger vehicles	81,799.06	lt
Electricity consumption in facilities	1,509,101	kwh

Energy consumption for 2023 was 1,274,532 kWh; therefore, consumption increased by 15.7%.

Furthermore, additional consumptions are listed below, which constitute direct fugitive emissions:

<b>Corgon consumption:</b>	<b>65,20</b>	<b>m<sup>3</sup></b>
Acetylene consumption:	23,00	kg

Energy management and the reduction of greenhouse gas (GHG) emissions remain at the core of our sustainable development strategy. The company continues to implement actions aimed at reducing its emissions, including the energy upgrade of its facilities.

In addition, the company continues to monitor its emissions through the Greenhouse Gas Quantification and Reporting System, in accordance with ISO 14064-1:2018 and the GHG Protocol.

## Greenhouse Gas Emissions

As part of our commitment to environmental transparency, the table below provides a detailed overview of our total greenhouse gas (GHG) emissions for the year, calculated using both a market-based approach and a location-based approach for Greece.

This data is vital for understanding our operational impact and guiding our strategies to reduce emissions. Emissions are categorized into direct and indirect sources, providing a comprehensive picture of our carbon footprint.

	tCO <sub>2</sub> e	tCO <sub>2</sub>	tCH <sub>4</sub>	tN <sub>2</sub> O
<b>1. Category 1: Direct GHG emissions and removals (tonnes)</b>	364.61	358.91	-0.33	6.02
1.1 Direct emissions from stationary combustion	228.96	228.21	0.26	0.49
1.2 Direct emissions from mobile combustion	133.68	130.51	0.79	2.38
1.3 Direct emissions and removals from industrial processes	-	-	-	-
1.4 Direct fugitive emissions	1.97	0.20	-1.38	3.15
1.5 Change and Forestry	-	-	-	-
<b>2. Category 2: Indirect emissions from imported energy (tonnes)</b>				
2.1 Indirect emissions from imported electricity Market Based	411.21			
2.1 Indirect emissions from imported electricity Location Based	555.92			

The company is actively pursuing initiatives to lower emissions, focusing on energy upgrades for facilities and transitioning to new, energy-efficient vehicles. These efforts

demonstrate a commitment to sustainability and a proactive approach to reducing environmental impact.



## Water Management

GRI 3-3, GRI 303-1, GRI 303-4

Water is a critical element in the operations of Hellenic Saltworks S.A., playing an essential role in the salt production process. We take pride in the responsible management of our water resources, respecting local ecosystems and applying best practices to minimize our impact on water use. Our salt production relies on natural processes, using pumped seawater that evaporates through solar and wind. This efficient method allows us to produce salt without the use of chemicals or the generation of waste. After crystallization, the remaining water is returned to the sea, effectively preserving the balance of local ecosystems.

In 2024, the company's total water consumption reached 3,839 cubic meters, primarily serving the operational needs of our facilities. Hellenic Saltworks S.A. is fully committed to ensuring that its water management practices comply with the approved Environmental Management Programs (PPE) and the regulations established under Joint Ministerial Decision (JMD) 170163/13, demonstrating its dedication to meeting environmental standards.

The facilities in KITROS, KALLONI, POLICHNITOS, NEA KESSANI, and MESI use water exclusively from wells rather than from local water providers. This consumption has not been included in the total figure reported above.

## Waste Management and Biodiversity Protection

GRI 3-3, GRI 304-1, GRI 306-2

### Waste Management

Hellenic Saltworks S.A. maintains its commitment to responsible waste management and environmental sustainability, as demonstrated for the third consecutive year, achieving zero production of hazardous waste. The company focuses on minimizing waste during salt extraction and production processes, contributing to the strategic objective of waste generation prevention.

In this effort, the company is supported by local authorities, which collect household-

type waste and recyclable materials generated at the sites.

In 2024, the company recycled 7,000 kilograms of metals and 0 kilograms of used lubricants, building on previous efforts to reduce waste. This accomplishment is supported by partnerships with specialized suppliers and active participation in the National Recycling Organization (Registry Number: 5120).

Furthermore, Hellenic Saltworks S.A. continues to implement digital solutions to reduce the consumption of natural resources, resulting in minimized paper use. The company remains committed to sustainable waste management, supporting environmental protection and



biodiversity in saltwork areas that host rare and endangered species.

By achieving a balance between economic efficiency, resource conservation, and social responsibility, Hellenic Saltworks S.A. stands as a strong example of waste management within the salt industry.

### **Biodiversity**

The remarkable biodiversity of the saltworks continues to be supported and protected, underscoring their role as vital habitats that combine the characteristics of wetlands with those of extreme hypersaline meadows. This unique environment not only favors a wide variety of species but also actively supports populations that are threatened or endangered, contributing to a stable ecological balance.

All saltworks managed by Hellenic Saltworks S.A. remain an integral part of the Natura 2000 network, with many of them—including those in Messolonghi, Kitros, and Mesi—forming part of broader wetland areas protected under the Ramsar Convention. These regions hold high biodiversity value, serving as critical habitats for a wide range of fauna and flora, particularly migratory birds. Hellenic Saltworks S.A. remains steadfast in its commitment to preserving these ecologically significant areas through sustainable management practices.

To further protect biodiversity and sensitive ecosystems, the company continues to implement initiatives that promote ecological balance and enhance the long-term conservation of this natural heritage.

Since 1987, the company has adopted measures such as banning motorized access

and hunting within the nesting zones of the Messolonghi saltworks, achieving significant results through effective monitoring and employee involvement. Additionally, during the period 1990–1991, it expanded and constructed artificial nesting islets with co-funding from the Commission of the European Communities, providing substantial support to bird populations.

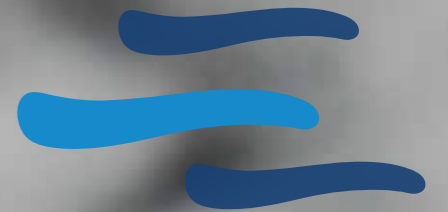
### Environmental Education and Cultural Heritage

Hellenic Saltworks S.A.'s continued commitment to sustainable management and habitat protection highlights its contribution to biodiversity conservation while promoting environmental awareness. The company also emphasizes the ecological and cultural value of the saltworks through initiatives focused on environmental protection and sustainable development. These efforts align economic activity with nature conservation, strengthening social and environmental responsibility.

A key element of the company's strategy remains public awareness, particularly among younger generations. Hellenic Saltworks S.A. collaborates with primary and secondary education institutions to organize educational programs that deepen understanding of biodiversity and environmental management. These initiatives offer students and visitors a unique opportunity to experience the natural and cultural heritage of the saltworks.

Furthermore, the company remains committed to preserving knowledge related to traditional salt harvesting, ensuring that the saltworks continue to evolve beyond production sites into living components of local communities. This continuity strengthens the connection between past and future, reinforcing ties to both natural and cultural heritage.

Society



## Human Resources

GRI 2-7, GRI 2-8, GRI 2-21, GRI 2-30, GRI 401-1

At Hellenic Saltworks S.A., the well-being of our employees is a central pillar of our operations. We are committed to promoting exemplary labor practices, improving working conditions, and supporting the professional development of our workforce. Our strategy focuses on key areas such as occupational health and safety, the promotion of equality, the elimination of discrimination, training initiatives, and the continuous development of our employees.

In 2024, the company employed a total of 21 permanent employees, 24 fixed-term employees, and 111 seasonal workers for salt harvesting across its facilities throughout Greece. The proportion of women within the total workforce was 8.97%, all of whom were employed in administrative positions. The limited participation of women in technical or manual roles is attributed to the nature of the work, which primarily involves the maintenance of saltworks, production, and salt harvesting.

Hellenic Saltworks S.A., as a company subject to the public-sector wage framework, applies the provisions of the Unified Salary Scale exclusively. Employee remuneration is determined based on objective and legally established criteria such as educational category, salary grade, and years of service. As a result, no differences exist in the pay of men and women occupying equivalent positions, ensuring full pay equality.

The salary framework for all categories of personnel employed in the subsidiaries of HCAP (in which Hellenic Saltworks S.A. is included), and who are not part of the General Government Registry, is defined by Articles 7 to 35 of Law 4354/2015 (Government Gazette A' 176). It should be noted that no collective labor agreements are applied within the company.

In 2024, the ratio of the highest salary to the average salary was 1.3517, with the highest monthly salary amounting to €2,224 and the lowest to €1,162. This reflects the stable and transparent remuneration framework resulting from the application of the Unified Salary Scale.

Furthermore, the annual total compensation ratio – comparing the total compensation of the highest-paid employee with the average total compensation of all other employees – stood at 1.556. The stability of this indicator confirms that the company's remuneration structure is not influenced by individual negotiations or gender-related differences, but is determined solely by institutional and equitable criteria.

It is worth noting that in 2024, there were four departures due to retirement, while only one new hire was made to staff the Internal Audit Unit. This approach aligns with the Company's strategy to maintain a consolidated and stable organizational structure, focusing on the reinforcement of critical governance functions.

The following table displays the complete data for 2024:

<b>Total number of employees</b>	<b>156</b>
<b>Age range</b>	
<30	6
30-50	106
>50	44
<b>Seniority level</b>	
<b>Management executives (up to the level of Head of Department)</b>	
Women	1
Men	8
<b>Other Personnel</b>	
Women	13
Men	134
<b>New hires</b>	
Women	0
Men	1
<b>Retirements</b>	
Women	1
Men	3

## Employee Training and Development

GRI 3-3, GRI 404-1, GRI 404-2

Training is an integral part of the culture at Hellenic Saltworks S.A., reinforcing the company's strong commitment to sustainability and social responsibility. Hellenic Saltworks S.A. remains firmly dedicated to sustainable development and to the continuous professional growth of its employees. The company actively invests in ongoing training and education, recognizing them as cornerstones of its strategic vision. This commitment ensures that employees strengthen their skills, acquire essential knowledge, and advance their careers. Acknowledging that a skilled workforce is vital to achieving its sustainability goals, Hellenic Saltworks S.A. empowers its employees to contribute meaningfully to the company's development and to secure a sustainable future.

In 2024, training initiatives focused on a key area: occupational health and safety and emergency response, through targeted seminars aimed at raising employee awareness, ensuring compliance, preventing accidents, and protecting employees' health and well-being. Hazard identification studies were completed for all facilities, along with fully developed emergency response plans. Additional training sessions were implemented on the company's applied management systems (Quality, Environment, and Occupational Health & Safety), as well as on topics related to operational procedures.

Training at Hellenic Saltworks S.A. is not merely a component of the company's culture—it is a driving force that empowers

employees and promotes a responsible business approach, ultimately benefiting both the community and the environment.

During 2024, the following training courses were delivered:

- Fire safety in the workplace
- BBS (Behavioral Based Safety): Unsafe behaviors and conditions
- Basic principles of ISO 9001, ISO 14001 & ISO 45001 standards
- Elimination of violence and harassment in the workplace
- Proper use of Personal Protective Equipment
- Basic principles of Environmental Management
- First Aid
- Export-Import Techniques and Procedures. Payment Arrangements and Guarantees.

## Occupational Health and Safety

GRI 3-3, GRI 403-5, GRI 408-1, GRI 409-1

Hellenic Saltworks S.A. is dedicated to prioritizing health and safety management as a core element of our commitment to a sustainable work environment. We understand that contemporary workplaces necessitate adherence to the highest safety and prevention standards, which we uphold through strict compliance with relevant regulations. Protecting employee health is strategically important to our operations, with a steadfast focus on continually improving working conditions and preventing risks.

At each of our locations, we employ a qualified safety technician, as mandated by Law 3850/2010 and Presidential Decree 294/1988. This professional is responsible for the ongoing monitoring and assessment of workplace risks, providing essential training and guidance on risk prevention and management, and ensuring that our daily operations align with established safety standards.



Although current labor laws do not require the presence of an occupational doctor for our workforce size, Hellenic Saltworks S.A. proactively offers private health insurance coverage to all employees. We have also obtained ISO 45001:2018 certification, which represents the highest international standards for occupational health and safety management. This certification will further enhance worker safety and mitigate accident risks, reinforcing our commitment to continually improving our working conditions.

In 2024, we organized comprehensive safety training programs for 36 employees with permanent and fixed-term contracts, aiming to strengthen awareness and promote a preventive culture in the workplace. These training sessions covered critical safety topics, including:

- Personal Protective Equipment (PPE)
- Noise & Vibrations
- Working at Heights

- Same-level Falls (slips, trips, stumbles)
- Construction Safety
- Emergency Evacuation
- Hazard Perception & Communication
- Safe Use of Work Equipment
- Biological Agents & Hygiene in Technical Works
- Safe Use of Forklifts and Pallet Trucks

These training programs were delivered

through asynchronous learning in collaboration with ELINYAE, facilitating accessible and flexible participation for employees.

At the same time, through EHSQ Development, we implemented additional training programs both in person and online, focusing on key pillars of health, safety, and environmental management. Specifically, seminars were conducted on:

- Workplace Fire Safety
- BBS (Behavioral Based Safety): Unsafe behaviors and unsafe conditions
- Proper Use of Personal Protective Equipment
- Basic Principles of Environmental Management
- First Aid

These programs significantly contribute to strengthening employee skills, reducing risks, and maintaining a safe, preventive, and collaborative working environment.

We are committed to providing all necessary personal protective equipment (PPE) to our employees and to actively participating in initiatives aimed at identifying and addressing potential risks that may affect workplace safety. Our collaboration with the Hellenic Institute for Occupational Health and Safety (ELINYAE) on studies regarding “whole-body vibrations and noise” is an example of our proactive approach.

Hellenic Saltworks S.A. proudly maintains a record of zero incidents or accidents, and we continually strive to improve our procedures to ensure a safe and healthy working environment for all.

**We are proud to report that there were no work-related accidents or incidents during the year 2024.**



## Full-time Employee Benefits

GRI 401-2, GRI 401-3

Hellenic Saltworks S.A. proudly continues to provide a comprehensive set of benefits for its employees, aligning with national legal requirements to ensure their fundamental needs are met. These benefits are available to all full-time employees and include life insurance, healthcare coverage, disability support, parental leave, and retirement benefits. While mandated by law, the company implements them in a way that truly promotes employee well-being.

Hellenic Saltworks S.A. is dedicated to fostering family life and maintaining an inspiring balance between professional and personal responsibilities. The organization ensures that employees wishing to take parental leave receive the necessary support they deserve and can transition smoothly back to work. Additionally, the company's policies uphold strong protections for employees' professional rights during and after their parental leave periods.

These enduring benefits and related policies reflect Hellenic Saltworks S.A.'s unwavering commitment to fostering a healthy, safe, and supportive work environment, empowering its workforce to thrive.

## Labor Practices and Equality Promotion

GRI 3-3, GRI 406-1

Hellenic Saltworks S.A. is dedicated to promoting equality and building a constructive

work environment. The company prioritizes treating all employees fairly, offering equal opportunities for recruitment, career advancement, and professional development. By emphasizing the importance of increasing women's participation in the salt production industry, Hellenic Saltworks supports their presence and encourages their career growth in a workplace that values diversity.

Ensuring equal opportunities is a crucial aspect of the company's policies, firmly applied during hiring and promotions. Hellenic Saltworks S.A. actively promotes diversity and maintains a zero-tolerance stance on discrimination, reinforcing its inclusive and open work culture. This commitment reflects the company's resolve to create a fair, equitable, and human-centric workplace that fosters personal growth for every employee. During the reporting period, no incidents of discrimination were recorded, demonstrating the effectiveness of these efforts.

## Community Engagement

GRI 3-3

At Hellenic Saltworks S.A., we truly believe in the power of collaboration and its vital role within the communities we serve. Building strong relationships with residents and stakeholders is at the heart of our commitment to sustainable development. We proudly engage in various initiatives aimed at enhancing environmental awareness and conserving our precious natural resources.

We are excited to host educational activities that help the public explore the fascinating world of saltworks and their

ecological importance. Partnering with local organizations and global agencies, we focus on protecting wetlands and actively participate in school programs promoting the circular economy, nurturing environmental consciousness from an early age.

Furthermore, Hellenic Saltworks S.A. is committed to enhancing the local economy by creating job opportunities and supporting employment initiatives in our region. Our commitment to social responsibility is evident as we support local initiatives and rescue organizations, including providing essential equipment to the Volunteer Search and Rescue Team of Mesolonghi. Through these efforts, we remain not just a company but a vibrant member of the community, dedicated to making a positive impact for all.

In 2024, Hellenic Saltworks S.A. made the following donations to support local communities in the areas where it operates.

- Donation to the 1st Primary School of Neochori, Aetolia-Acarnania, for the maintenance and upgrading of its material and technical infrastructure.
- Donation to the "Hatzikosta" Nursing Unit in Messolonghi
- Donation to the Agricultural Association of Agia Paraskevi, Lesbos, "PROODOS," to support their festive events
- Donation to the Holy Metropolis of Aetolia and Akarnania to support the children's camps (food catering)
- Donation to the Panetolios Junior High

School and High School to support a school trip

- Donation to the Holy Metropolis of Katerini, Platamonas, and Kitros to support its charitable structures
- Donation to the Holy Metropolis of Maroneia and Komotini to support soup kitchens for the needy
- Donation to the Municipality of Thermi to support cultural and religious events
- Participation and sponsorship of the 4th Panhellenic Health and Safety Conference organized by ELINYAE

## Customer Relations

At Hellenic Saltworks S.A., we prioritize the cultivation of strong and enduring relationships with our customers. We regularly distribute questionnaires and carefully analyze feedback to gain valuable insights into customer needs, which allows us to enhance our services. This thoughtful approach enables us to tailor our processes and products to align with market demands, ultimately fostering high levels of customer satisfaction. Our commitment to consistency and exceptional customer service reinforces our reliability as a partner. By maintaining open lines of communication, we encourage continuous improvement in our offerings, which, in turn, strengthens the trust and loyalty of our customers. Hellenic Saltworks S.A. aspires to be recognized as a dependable partner in our industry.

# Governance





### Corporate Governance Strategy

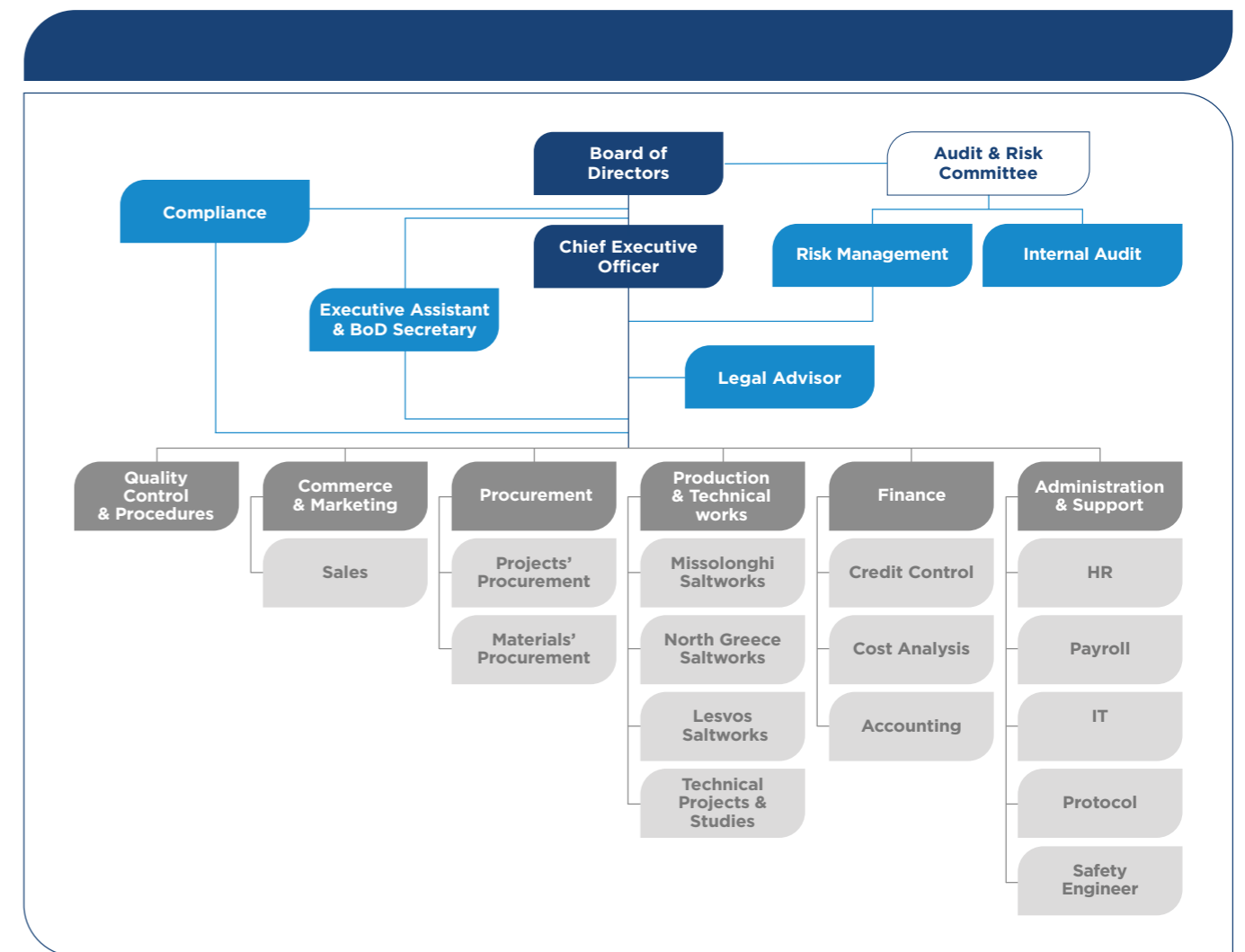
The corporate governance strategy of Hellenic Saltworks S.A. is founded on core principles that promote transparency, accountability, and responsible management. Through the implementation of best governance practices, the company continues to ensure compliance with legal requirements while integrating sustainability principles into its administrative processes.

The structure and operation of the Board of Directors are designed to support responsible decision-making that fosters business

sustainability and the long-term creation of value for all stakeholders. The policies and procedures in place ensure that decisions are made in accordance with the highest standards of integrity, while continuously enhancing the company's performance in environmental, social, and governance matters.

By embracing transparency and open communication with all stakeholders, Hellenic Saltworks S.A. is committed to strengthening trust and cooperation, ensuring effective risk management, and achieving its sustainability objectives.

### Company Organizational Chart



### Composition and Dynamics of the Board of Directors

GRI 2-9, GRI 2-10, GRI 2-11

The Board of Directors of Hellenic Saltworks S.A. operates in accordance with the structure and composition established in the company's bylaws. This framework ensures that each member plays a vital role in facilitating effective decision-making and advancing the company's strategic objectives. The Board of Directors consists of executive, non-executive, and independent non-executive members, in accordance with the provisions

of Law 4548/2018 and the best practices set out by Law 4706/2020 for listed companies.

This diverse composition fosters a decision-making environment rooted in integrity and transparency, while also supporting the company's sustainability efforts. Furthermore, the strong collaboration among board members, along with the continual exchange of knowledge, is a critical component for

promoting sustainable development and delivering long-term value. The composition of the Board of Directors changed in 2025, prior to the publication of this report.

The new Board of Directors ratified the significant commitments and policies to ensure their accuracy at the time of publication of the report.



Composition of the Board of Directors in 2024

Name	Position
Leonidas Vrettakos	Chairman
Antonis Doumanoglou	CEO
Apostolos Mitsovoleas	Chairman of the Audit Committee (Independent Non-Executive Member)
Nikolaos Kotsalos	Member of the Audit Committee (Independent Non-Executive Member)
Evangelia Gkiza	Member of the Audit Committee (Independent Non-Executive Member)
Diamantopoulos Spyridon	Non-Executive Member & Mayor of Messolonghi
Nikolaos Papageorgiou	Non-Executive Member
Charalampos Pitsilidis	Non-Executive Member
Stamatis Stathis	Non-Executive Member

Composition of the Board of Directors in 2025

Name	Position
Leonidas Vrettakos	Chairman
Alexandros Petridis	Chief Executive Officer
Nikolaos Kotsalos	Vice-Chairman (Non-Executive Member & Audit Committee Member)
Apostolos Mitsovoleas	Chairman of the Audit Committee (Independent Non-Executive Member)
Evangelia Gkiza	Member of the Audit Committee (Independent Non-Executive Member)
Diamantopoulos Spyridon	Non-Executive Member & Mayor of Messolonghi
Nikolaos Papageorgiou	Non-Executive Member
Charalampos Pitsilidis	Non-Executive Member
Stamatis Stathis	Non-Executive Member

The composition of the Board of Directors satisfies both the legal requirements and the company's strategic objectives, strengthening effective corporate governance.

## Integration of Sustainability into Governance Decisions

In response to the growing emphasis on sustainable development, Hellenic Saltworks S.A. has made sustainability a central component of its corporate strategy. This commitment is integrated into all levels of governance, ensuring that sustainability is a practical and guiding principle throughout the organization.

The Board of Directors plays a crucial role in guiding the company toward sustainable growth by prioritizing the management of Environmental, Social, and Governance (ESG) issues. These issues are vital to the company's long-term success and resilience. Hellenic Saltworks S.A. undertakes initiatives aimed at minimizing its environmental impact, fostering community engagement, and promoting ethical business practices.

The alignment of the company's operations with the principles of environmental responsibility reflects its commitment to minimizing its ecological footprint. Furthermore, the organization actively cultivates social solidarity through various initiatives that contribute to the enhancement of community welfare. The Board also underscores the importance of transparent corporate governance, ensuring that stakeholders remain informed and engaged in the company's sustainability endeavors. Through these comprehensive strategies, Hellenic Saltworks S.A. aims to exemplify leadership in the pursuit of a more sustainable future.

## The Board's Strategic Approach to Sustainability

GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17

The Board of Directors has adopted a comprehensive sustainability approach, integrating Environmental, Social, and Governance (ESG) principles across all levels of corporate operations. In doing so, it reinforces the Company's strategic direction and fosters a corporate culture focused on responsible operation, transparency, and the creation of long-term value for all stakeholders. Every business decision is examined through the lens of its contribution to sustainable



development, ensuring alignment with ESG principles and strengthening the Company's overall resilience.

Furthermore, the Board systematically monitors international developments, emerging trends, and the evolving regulatory framework related to sustainability, corporate governance, and



climate change. Thereby, it contributes to the Company's adaptation to modern best practices and enhances its preparedness for new challenges.

The Board's approach places emphasis on environmental protection, the promotion of equal opportunities for the workforce, and the strengthening of social cohesion within the local communities where the Company operates. Through this strategic direction, the role of "Hellenic Saltworks S.A." as a responsible corporate citizen is reinforced,

while simultaneously contributing to maintaining operational excellence and sound governance.

### **Risk and Compliance Committees**

#### **GRI 2-9**

At Hellenic Saltworks S.A., we prioritize risk management and regulatory compliance as fundamental elements of our sustainability

and stability. These essential responsibilities are effectively managed by the Audit and Risk Committee (ARC), which serves as a key support for the Board of Directors while exemplifying best practices in governance.

#### Audit and Risk Committee

The Audit & Risk Committee plays a vital role in overseeing the Internal Control System and ensuring consistent compliance with the applicable legal and regulatory framework.

The Committee actively monitors the financial reporting process, safeguarding the integrity of the financial statements and supporting effective corporate risk management.

In the area of risk management, the Committee conducts an in-depth evaluation of the effectiveness of the company's Risk Management Framework and the Risk Management Unit, while maintaining close cooperation with the Risk Management Unit of HCAP (Growthfund). This collaboration

enhances coordination, ensures alignment of processes, and enables the exchange of best practices in corporate governance and risk management. The Committee also ensures the establishment of a clear risk strategy and appropriate risk tolerance levels, aligned with the company's business objectives and corporate culture.

In parallel, the Committee provides the Board of Directors with systematic updates on key issues within its remit, strengthening timely, well-informed, and effective decision-making.

### Internal Audit

The Internal Audit Unit plays a crucial role in ensuring our adherence to internal rules and policies. This unit provides independent and objective evaluations of the sufficiency of our internal control systems, the accuracy of financial reporting, and the effectiveness of our risk management processes. At Hellenic Saltworks S.A., we are committed to continually improving our systems, with a focus on enhancing risk management and regulatory compliance procedures to ensure transparency and uphold responsible business practices at every level of operation.

### Regulatory Compliance

GRI 3-3, GRI 2-13, 2-16, 2-27

Hellenic Saltworks S.A. adopts a comprehensive approach to corporate compliance, integrating the principles of integrity, transparency, and sound governance into every aspect of its operations. The Company operates based on a robust Compliance Management System, which is supervised by the Growthfund's (HCAP) Compliance Unit.

The role of the Compliance Officer is pivotal in ensuring continuous compliance with the applicable regulatory framework and the effective implementation of relevant policies and procedures. The Officer systematically monitors national and international legislative developments, manages non-compliance reports, and recommends necessary corrective measures. At the same time, the Officer collaborates daily with the Saltworks Managers and the personnel responsible for monitoring the requirements of the **ISO 9001**, **ISO 14001**, and **ISO 45001** standards, ensuring their uniform implementation and strengthening the compliance culture across all the Company's production units.

Furthermore, the Compliance Officer implements staff information, training, and awareness initiatives, contributing to the development of a corporate culture that promotes compliance, responsibility, and continuous improvement. Concurrently, the Company applies mechanisms to monitor and evaluate the effectiveness of the Compliance Management System, enhancing transparency and mitigating potential legal risks.

Critical issues are raised through an established internal process and communicated to the highest governance body. The Chief Executive Officer (CEO), taking into account the nature and impact of each issue, assigns its further management to the appropriate responsible parties, ensuring targeted and effective actions to address the challenges.

### Ethical Governance

Ethical governance is a fundamental principle at Hellenic Saltworks S.A., playing a vital role in establishing and maintaining the trust of our stakeholders. The company has implemented a comprehensive set of policies designed to promote ethical behavior, with a prominent feature being the Anti-Corruption and Anti-Bribery Policy. These measures are strategically crafted to eliminate all forms

of corruption and bribery while ensuring the highest standards of integrity in every business relationship.

Additionally, Hellenic Saltworks S.A. enforces stringent guidelines for reporting unethical conduct through our Whistleblowing Policy. Employees are actively encouraged to report any violations of ethical standards, supported by assurances of confidentiality and protection of their integrity.

Through these robust safeguards, Hellenic Saltworks S.A. demonstrates a steadfast commitment to ethical governance and adherence to the highest standards of compliance. This approach fosters a culture of accountability and trust, aligning our operations with the expectations of our stakeholders and the broader community.

### Corporate Policies and Certified Management Systems

GRI 2-23, GRI 2-24

Hellenic Saltworks S.A. has established a robust framework of corporate policies that serves as the bedrock of our operations across multiple domains. These policies clearly govern the actions of executives, employees, suppliers, and partners, ensuring that we consistently adhere to responsible practices and uphold our ethical principles.

Our policies are strategically designed to effectively prevent and manage both current and potential adverse impacts. The following are the key policies currently in effect:

CORPORATE POLICIES	
1	Anti-Corruption & Anti-Bribery Policy
2	Policy Against Workplace Violence and Harassment
3	Whistleblowing Policy
4	Data Processing & Protection Policy, Including Communication Media Use
5	Regulatory Compliance Framework
6	Code of Ethics & Professional Conduct

To successfully implement these policies, it is essential that all employees fully understand their content and significance. These policies are readily available on the Company's official website, fostering a culture of transparency and accountability.

By encouraging employees to utilize these resources, we aim to create a well-informed workforce that recognizes the importance of adhering to established guidelines.

In addition to the policies already in place, the

company plans to immediately implement the following policies to further strengthen corporate governance:

- Equal Opportunities and Diversity Policy
- Corporate Social Responsibility Policy
- Policy on Conflict of Interest
- Executive Compensation Policy
- Other Staff Compensation Policy

#### Certified Management Systems

The company recognizes the importance of transparency and regulatory compliance and continuously improves its practices in this direction. Hellenic Saltworks S.A. holds ISO certifications, including ISO 14001 for environmental management and ISO 9001 for quality management.

These certifications are regularly renewed through audits conducted by external organizations. Information regarding the company's certifications and procedures is regularly published on its website, which also includes details about the specifications of its processed products.

#### **Whistleblowing Policy**

The Whistleblowing Policy at Hellenic Saltworks S.A. provides a framework for promptly identifying and addressing potential violations through fair and effective investigation procedures. The policy is widely communicated to all employees, ensuring that both executives and employees, as well as company partners, adhere to its principles.

The company places great emphasis on maintaining the confidentiality of reports while safeguarding the professional integrity of those who report issues. The Whistleblowing Committee, responsible for managing submitted reports, comprises the following members:

- Regulatory Compliance Officer, who chairs the Committee and oversees the process
- Internal Audit Director of the company
- Legal Services Director of the company

Hellenic Saltworks S.A. takes immediate corrective actions to prevent similar incidents in the future, in accordance with the severity of the case and applicable legal provisions.

#### **Policy Against Workplace Violence and Harassment**

Hellenic Saltworks S.A. demonstrates an unwavering commitment to preventing and combating any form of violence and harassment in the workplace. The company emphasizes creating a work environment where respect for human dignity is a fundamental value and encourages the timely reporting of any inappropriate behavior.

Through its policy, the company explicitly declares zero tolerance for violence and harassment, regardless of form, including gender-related issues, religious beliefs, and sexual harassment. This policy applies to all employees, contractors, and subcontractors, providing a comprehensive framework of protection and well-being for.

#### **Key Measures**

- Establishing annual training programs for executives and employees.
- Promoting a workplace climate of mutual respect, cooperation, and support.
- Ensuring open communication at all levels.
- Identifying departments or specialties more exposed to violence and harassment incidents.
- Regularly assessing the effectiveness of preventive measures and adapting risk management strategies accordingly.
- Reporting and Investigation Process.



The process of reporting and investigating violence and harassment incidents is conducted with absolute confidentiality. Multiple reporting channels are available, including a reporting platform, email, postal services, or direct communication with company management. Reports can be submitted either anonymously or with identification, ensuring the protection of all parties involved.

Through these policies and practices, Hellenic Saltworks S.A. reinforces its commitment to creating a respectful, inclusive, and safe work environment.

### Combating Corruption and Bribery

At Hellenic Saltworks S.A., we unequivocally prioritize integrity as the cornerstone of our corporate culture. We demand high ethical standards from all stakeholders and are resolute in our mission to prevent any form of corruption. We actively combat any actions that threaten our integrity and reputation.

The offering, acceptance, or promise of any improper advantage—whether directly or indirectly—is strictly prohibited. We enforce this policy to ensure fairness in our business practices. All associated parties are required to report any instances of potential corruption or bribery to the Compliance Officer immediately.

Individuals involved in corruption cases or who violate our integrity rules will face serious consequences, which may include termination of employment or collaboration. We are committed to maintaining stringent mechanisms and policies to uphold transparency and ethics in all our operations.

Our Anti-Corruption and Anti-Bribery Policy is readily available to all employees, ensuring they understand and adhere to our expectations. For the reporting year, we are

pleased to announce that our organization experienced no incidents of corruption or bribery. This outcome reflects our unwavering commitment to integrity and accountability. We will continue to uphold these standards with determination.

### Communication and Training on Anti-Corruption Policies

GRI 205-2

Hellenic Saltworks S.A. has established a clear framework for the prevention of corruption and bribery, founded on the principles of integrity, transparency, and responsible corporate conduct. The relevant policies are available on the company's website, ensuring that all stakeholders are adequately informed.

Although no specialized training has been conducted to date for the members of the Board of Directors or the staff, the company plans to implement such initiatives in order to further strengthen its culture of ethics and compliance. In addition, an update of the framework has been scheduled for 2025, with the aim of incorporating best practices and new developments in the field of corporate integrity.

### Risk Management and Data Security

GRI 418-1

Hellenic Saltworks S.A. has recognized that effective risk management is fundamental to the company's sustainable development and to ensuring the security of the information it handles. In this context, the company has adopted a robust risk management framework that incorporates the principles of analysis and prevention. The company has developed a comprehensive Risk Management System that focuses on the continuous assessment

and analysis of existing and emerging risks. Risk management is carried out strategically, taking into account both external challenges—such as climate change and regulatory developments—and the company's internal priorities. Each year, a full risk analysis is conducted to identify, assess, and implement measures to mitigate impacts.

The Board of Directors ensures that the Risk Management Framework remains aligned with the company's strategic objectives and is continuously updated on any significant developments. The protection of personal data is a key priority for Hellenic Saltworks S.A. The company applies strict policies and procedures to ensure compliance with the General Data Protection Regulation (GDPR), safeguarding the personal data of employees, customers, and partners from breaches or unauthorized disclosure. Company personnel receive regular training on data protection, while technical and organizational measures have been adopted to prevent unauthorized access.

In the event of a breach or disclosure of confidential information, the company has established mechanisms for immediate notification and response. Hellenic Saltworks S.A. demonstrates full commitment to data protection, taking every possible measure to ensure the confidentiality and security of the information it manages. Continuous monitoring of security systems and compliance with legal requirements allow the company to safeguard personal data and respond responsibly to modern demands.

For the reporting year, there were no confirmed incidents or fines related to personal data breaches or privacy violations.

**We are proud to report that there were no incidents related to breaches of information or cyberattacks during 2024.**

### Creating Economic Value

Hellenic Saltworks S.A. is firmly committed to enhancing product quality and improving productivity, thereby establishing itself as a leader in the salt production sector. The company's strategic annual investment programs are specifically designed to elevate product standards and expand production capacity, ensuring that they not only meet market demands but also consistently exceed customer expectations.

A key element of the growth strategy involves significant investments in the modernization of machinery and infrastructure. By upgrading equipment, Hellenic Saltworks S.A. enhances operational efficiency and productivity, positioning the company to respond effectively to evolving market conditions.

Furthermore, the organization implements strategic inventory management practices that optimize resource allocation and minimize waste. By focusing on the production of specialized products, the Company effectively addresses the needs of niche markets and enhances customer satisfaction. Maintaining autonomy in critical operations further strengthens the organization's resilience and capacity for long-term value creation.

The proactive nature of its annual investment programs underscores its commitment to excellence, innovation, and continuous improvement. By remaining financially independent from public funds, Hellenic Saltworks S.A. has the flexibility to implement dynamic strategies that create economic value and ensure sustainable growth.

This comprehensive approach enables the Company to adapt its operations with agility to evolving market needs. By maximizing internal resources and fostering partnerships, Hellenic Saltworks S.A. aims not only for business success but also for an active contribution to the local community, promoting sustainability and social responsibility.

# Content Index



The company Hellenic Saltworks S.A. has published the information included in this GRI Content Index (with reference) for the reporting period from January 1, 2024 to December 31, 2024.

GRI	Disclosures	Chapter	Page
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Profile and Shareholding Structure	14
	2-2 Entities included in the organization's sustainability reporting	About the Report	10
	2-3 Reporting period, frequency and contact point	About the Report	10
	2-4 Restatements of information	About the Report	10
	2-5 External assurance	About the Report	10
	2-6 Activities, value chain and other business relationships	Corporate Profile and Shareholding Structure Company Activities	18
	2-7 Employees	Human Resources	42
	2-8 Workers who are not employees	Human Resources	42
	2-9 Governance structure and composition	Composition and Dynamics of the Board of Directors, Risk and Compliance Committee	53/58
	2-10 Nomination and selection of the highest governance body	Composition and Dynamics of the Board of Directors	53
	2-11 Chair of the highest governance body	Composition and Dynamics of the Board of Directors	53
	2-12 Role of the highest governance body in overseeing the management of impacts	The Board's Strategic Approach to Sustainability	56
	2-13 Delegation of responsibility for managing impacts	The Board's Strategic Approach to Sustainability, Regulatory Compliance	56
	2-14 Role of the highest governance body in sustainability reporting The Board's Strategic Approach to Sustainability	The Board's Strategic Approach to Sustainability	56

GRI	Disclosures	Chapter	Page
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Regulatory Compliance	60
	2-17 Collective knowledge of the highest governance body	The Board's Strategic Approach to Sustainability	56
	2-21 Annual total compensation ratio	Human Resources	42
	2-22 Statement on sustainable development strategy	Message from the Chair of the Board	6
	2-23 Policy commitments	Corporate Policies and Certified Management Systems	61
	2-24 Embedding policy commitments	Corporate Policies and Certified Management Systems	61
	2-27 Compliance with laws and regulations	Regulatory Compliance	60
	2-29 Approach to stakeholder engagement	Stakeholders	27
	2-30 Collective bargaining agreements	Human Resources	42
	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Key Financial Figures
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Methodology	27
	3-2 List of material topics	Prioritization of Material Topics and Connection to the United Nations Sustainable Development Goals (SDGs)	29
<b>ENVIRONMENT</b>			
<b>Greenhouse Gas Emissions and Energy Management</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Greenhouse Gas Emissions and Energy Management	34
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions and Energy Management	34

GRI	Disclosures	Chapter	Page
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions and Energy Management	34
<b>Water Management</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management	36
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	36
	303-4 Water discharge	Water Management	36
<b>Biodiversity Protection and Waste Management</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity Protection and Waste Management	37
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Protection and Waste Management	37
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Biodiversity Protection and Waste Management	37
<b>SOCIAL</b>			
<b>Human Resources</b>			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Resources	42
<b>Employee training and Development</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Training and Development	43
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Development	43
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training and Development	43

GRI	Disclosures	Chapter	Page
<b>Occupational Health and Safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety	44
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Occupational Health and Safety	44
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Occupational Health and Safety	44
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Occupational Health and Safety	44
<b>Employee Benefits</b>			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits	47
	401-3 Parental leave	Employee Benefits	47
<b>Labor Practices and Equality Promotion</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Labor Practices and Equality Promotion	48
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Labor Practices and Equality Promotion	48
<b>Community Engagement</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Engagement	48

GRI	Disclosures	Chapter	Page
<b>GOVERNANCE</b>			
Regulatory Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Communication and Training on Anti-Corruption Policies	60
Communication and Training on Anti-Corruption Policies			
GRI 205: Anticorruption 2016	Communication and Training on Anti-Corruption Policies GRI 205: Anticorruption 2016 205-2	Communication and training about anti-corruption policies and procedures	64





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