

# MAKING EVERY DROP COUNT

*green*  
BEVERAGESGROUP

ESG Report 2023

Green Beverages Group PLC



# CONTENTS

<b>About Green Beverages Group Plc</b>	<b>6</b>
Vision, mission and values	8
Our business and value creation model	9
Our products and operations	10
Partnerships, awards and collective actions	14
Activities, value chain and other business relationships	15
Economic value generated and distributed for stakeholders	20
<b>Our approach to sustainability</b>	<b>22</b>
Sustainability strategy	23
Double materiality assessment	25
Stakeholder engagement	28

<b>Environment</b>	<b>32</b>
Climate change mitigation	33
Our commitment	33
Our impacts	33
Our risks and opportunities	34
Our approach	34
Our performance	36
Water	42
Our commitment	42
Our impacts	42
Our risks and opportunities	43
Our approach	43
Our performance	46
Biodiversity and ecosystems	48
Our commitment	48
Our impacts	48
Our risks and opportunities	48
Our approach	49
Our performance	50
Waste management and circular economy	51
Our commitment	51
Our impacts	51
Our risks and opportunities	52
Our approach	53
Our performance	56
<b>Society</b>	<b>60</b>
Equal treatment and opportunities across the workforce	61
Our commitment	61
Our impacts	62
Our risks and opportunities	62
Our approach	63
Our performance	64
Working conditions and work-life balance	65
Our commitment	65
Our impacts	65
Our risks and opportunities	66
Our approach	67
Our performance	70
Safeguarding consumer privacy	76
Our commitment	76
Our impacts	77
Our risks and opportunities	77
Our approach	78
Our performance	79
Personal safety of consumers	80
Our commitment	80
Our impacts	81
Our risks and opportunities	81
Our approach	82
Our performance	83



<b>Governance</b>	<b>84</b>
Business ethics and integrity	85
Our commitment	85
Our impacts	85
Our risks and opportunities	86
Our approach	86
Anti-corruption and anti-bribery	92
Our commitment	92
Our impacts	92
Our risks and opportunities	93
Our approach	94
Our performance	94
Ethical reporting and whistleblowing protection	95
Our commitment	95
Our impacts	95
Our risks and opportunities	96
Our approach	97
Management of relationships with suppliers	98
Our commitment	98
Our impacts	98
Our risks and opportunities	98
Our approach	99
Our performance	100
Political engagement and responsible lobbying	102
Our commitment	102
Our impacts	102
Our risks and opportunities	103
Our approach	103
<b>Sustainability report appendices</b>	<b>104</b>
About the Report	105
GRI Index	106



# LETTER TO OUR STAKEHOLDERS

GRI 2-22



Dear stakeholder,

We are delighted to announce the release of our 2023 Sustainability Report, a milestone that reflects both our rapid growth and our unwavering values. As a newly formed Group, we embrace the challenge of merging with diverse companies under a shared vision, ensuring that sustainability is not just a principle, it is a driving force behind everything we do. Our commitment to responsible practices extends across our operations from shaping our strategy to executing it with purpose and integrity.

This report, developed in alignment with the GRI Standards 2021, underscores our dedication to transparency and accountability. It highlights the first steps we have taken to map our impact across the environmental, social and governance (ESG) pillars. While we are still in the process of aligning our sustainability initiatives across all our companies, our long-term vision is clear: to lead positive change and contribute to a healthier, more resilient planet.

Since the formation of Green Beverages Group, our primary focus has been the seamless integration of different companies while maintaining our high standards of quality, innovation and environmental responsibility. Our product portfolio reflects this vision offering market-leading natural mineral water and healthier beverage choices made with stevia, natural caffeine and no aspartame. These are not just products, they are everyday choices that promote wellbeing, authenticity and trust. We are proud of the trust our consumers place in our flagship products, particularly ZAGORI natural mineral water and Green Cola, which continue to provide purity and wellness, in every sip.

In 2023, we reinforced our position as a leader in our industry, not only by delivering high-quality products but by fostering a culture of sustainability. We actively encourage responsible consumption and sustainable living, ensuring that our core values of sustainability and responsibility shape every decision we make. We see sustainability as a mindset. One that defines who we are and where we are going. Moving forward, we will increase our investments in systems that measure and monitor the impact of our production plants by tracking energy

consumption, water use, workforce safety, emissions and waste. At the same time, we will continue to uphold the highest global sustainability standards.

As we build ambitious sustainability goals for the future, we are committed to driving progress in key areas such as carbon neutrality, waste minimization and transition to circular economy within our operations. Responsible natural resource management will remain a priority, along with fostering positive environmental and social impact in the communities where we operate. We believe that true leadership means caring for the world we leave behind.

We acknowledge that the journey towards sustainability is complicated, particularly as international and national regulations continue to evolve. However, we firmly believe that our commitment to sustainability will not only strengthen our business but also contribute to a better world for future generations. This is the legacy we strive to build, one step, one action, one choice at a time.

To all our stakeholders, employees, customers and partners, thank you! Your trust, your passion and your belief in our shared purpose are the driving force behind our every step forward. At Green Beverages Group, we believe that true progress is built not only on innovation and performance, but on the enduring values of meritocracy, transparency and teamwork. These are the foundations of our culture, and the compass that guides every decision we make.

Sincerely,  
**George Venieris**  
Chief Executive Officer

# ABOUT GREEN BEVERAGES GROUP PLC

GRI 2-1, 2-6



**Green Beverages Group Plc (“the Group” or “we”) is a public limited company that operates in the beverage industry, with a focus on manufacturing and wholesale distribution, incorporated in the UK in 2022.**

We specialize in producing a variety of beverages, including bottled water and soft drinks. The manufacturing side involves sourcing raw ingredients, processing them into finished products and packaging these beverages in various formats for consumer use. In addition to manufacturing, the Group engages in wholesale distribution, supplying a wide range of products, such as mineral water, juices and soft drinks, to retailers and other clients.

Our activity expands in Greece, Cyprus, the UK, USA, UAE, Germany and Spain through the following companies:

- Green Beverages Holdings Ltd**
- Green Cola Bottling International**
- Greystep Ltd, Green Cola Operations**  
(merged with Chitos S.A. on 01/08/2023)
- Green Cola Hellas**  
(merged with Chitos S.A. on 01/08/2023)
- Green Cola Ltd**
- Green Cola North America**
- Green Cola Middle East**
- Zireia Ltd**
- Chitos S.A. and Chitos International Ltd.**

The Group’s headquarters are located at 201 Temple Chambers  
3- 7 Temple Avenue, London, England, EC4Y 0DT.



# Vision, mission and values



## Vision

Our vision is to be the global leading innovator of evolutionary beverages that add value to our community and support healthier living.



## Mission

Our mission is to be committed to our goal to offer the best experience by using high quality, natural ingredients to offer great tasting and no added sugar beverages in fully sustainable context. Also, to create a unique experience of indulgence with innovative and better-for-you products, providing refreshment and enjoyment perfectly harmonized with wellness and healthy lifestyle without any compromise in taste.



## Values

The Group's operations are based on the following core values:

- Sustainable global growth
- Quality
- Innovation integrity
- Social development

# Our business and value creation model

Our primary business objective is to provide high-quality refreshment through great-tasting and better-for-you beverages using exclusively the best ingredients, re-searching new and innovative ways to respond to the growing global need for more health and wellness-oriented products, while following the objectives of the Group as set out under our mission, vision, values and business strategy. We aim to realize our business objectives through maintaining and enhancing our capacity to meet rigorous industry and regulatory safety standards.

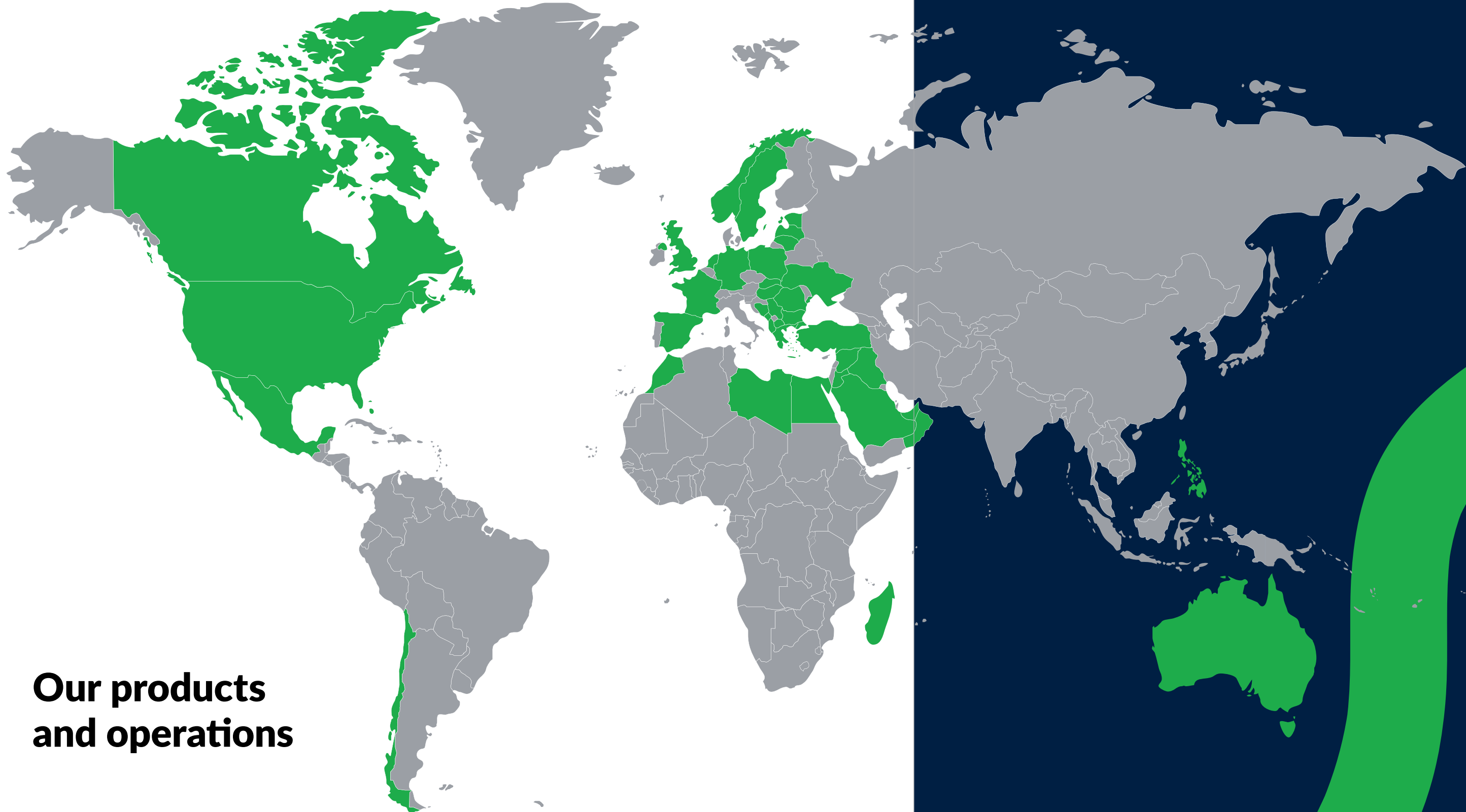
We focus on achieving sustainable growth by expanding our product portfolio, optimizing production processes and strengthening its distribution network. By focusing on innovation, customer satisfaction and operational efficiency, we aim to strengthen our position within the beverage industry, while ensuring consistent product availability and delivering value to both our customers and stakeholders.

The Group utilizes various forms of capital (inputs) to drive its operations, including:

- **Financial capital:** investments, revenue, shareholder equity, loans
- **Manufactured capital:** production plants, distribution networks, packaging facilities
- **Human capital:** skilled workforce, leadership, employee well-being programs
- **Intellectual capital:** R&D, product innovation, brand reputation
- **Natural capital:** water, energy, raw materials (fruits, grains, sweeteners, etc.)
- **Social & relationship capital:** consumer trust, supplier relationships, community engagement

The Group leverages its resources through its key business activities, including sourcing and procurement, product development and innovation, manufacturing and production, distribution and logistics, as well as marketing and consumer engagement. The Group's products and services (outputs) include natural mineral water, carbonated soft drinks, functional beverages, sustainable and health-conscious beverage options, environmentally responsible packaging, as well as waste reduction and circular economy initiatives to reduce its environmental footprint.





**Our products  
and operations**

**Green Beverages Group proudly operates in over 40 countries, establishing a strong global footprint while staying committed to sustainability, innovation and delivering high-quality beverages to consumers worldwide.**

Green Beverages Group owns a unique and disruptive portfolio of premium brands offering naturally sweetened colas, flavoured sodas, mocktails, still natural mineral water sparkling water and sparkling water with aromas. Our product portfolio includes ZAG-ORI, the market leading bottled natural mineral water brand in Greece and Green Cola, a healthier cola made with stevia, natural caffeine and no aspartame.

# ZAGORI®

Natural Mineral Water

ZAGORI is a leader and pioneer in packaged natural mineral water. Pure and natural, as created in a pristine natural protected environment away from human activity, it is safely bottled within 3” directly from the ZAGORI natural water source. “ZAGORI” Natural Mineral Water is nature’s pure product, without any processing or human intervention.



# green

Green Cola has revolutionized the way we drink cola, being a stevia sweetened cola and combining great taste with no calories, no aspartame, no sugar, no preservatives, while at the same time including vitalizing elements of caffeine from green coffee beans. Building on this achievement, it soon expanded into new flavours and categories, including Green Mocktails, Green Fruit Flavours and Green Mixers, to meet growing consumer demand for healthier alternatives.

The Group’s operations are comprehensive, encompassing the entire value chain from the sourcing of raw materials to the delivery of finished products. As far as natural mineral water products are concerned, the Group encompass all critical values and responsibility in its processes to maintain the natural character of the raw material. Furthermore, the procurement of high-quality plant-based ingredients, such as green coffee beans and stevia, assures they meet strict sustainability and quality standards in order to be processed in our manufacturing facilities where beverages are formulated and produced. The Group prioritizes efficiency and sustainability throughout all production processes, employing advanced technologies to minimize waste and ensure product safety. Following production, the Group manages a distribution network that delivers its products to retailers, wholesalers and other customers, ensuring timely and widespread availability.



# Partnerships, awards and collective actions

Green Beverages Group is proud to hold memberships in prestigious organizations through its subsidiaries, which reflects our commitment to upholding the highest standards of excellence in the food and beverage industry. These memberships provide us with valuable resources, networking opportunities and industry insights to continually enhance our operations and service offerings. These partnerships inspire us to continue striving for excellence in all aspects of our business.

Memberships	Description
SEV	Chitos S.A. is a member of the Hellenic Federation of Enterprises.
SVE	The Hellenic Association of Industries (SVE) is one of the oldest and most prominent business organizations in Greece, headquartered in Thessaloniki. It represents the manufacturing sector, particularly in Northern Greece, and plays a vital role in supporting and promoting the interests of Greek industry. Chitos S.A. is a member of SVE.
SEFYMEN	SEFYMEN is the voice of the Greek Natural Mineral Water Bottling Companies to the social partners and the State. It intervenes publicly, responsibly and in an informed manner in the processes and developments concerning the sector and promotes the properties and unique quality of natural mineral water at national and European level. Chitos S.A. is a member of SEFYMEN.
SEVA	Chitos S.A. is a member of the Association of Greek Soft Drinks Industries (SEVA), which is the official body expressing the positions and opinions of the Greek Soft Drinks and Juices Industry.
Natural Mineral Waters Europe (NMWE)	Natural Mineral Waters Europe is the voice of more than 550 European natural mineral and spring water producers. Chitos S.A. is a member of the trade association, as a member of SEFYMEN.
Kosher Orthodox Union Organization	Green Cola North America is a certified member of the Kosher Orthodox Union Organization. The Kosher Orthodox Union Organization is the world's largest and most widely recognized kosher certification agency, certifying over 1,261,754 products manufactured in more than 3,000 facilities across 103 countries worldwide.
Gluten Intolerance Group	Green Cola North America is a certified member of Gluten intolerance Group. The Gluten Intolerance Group is on a mission to make life easier for everyone living gluten-free.
Non-GMO Project	Green Cola North America is a certified member OF Non –GMO Project. Non-GMO Project is a nonprofit organization protecting the right to know what's in consumers' food. The Non-GMO Project administers North America's most rigorous certification for avoiding GMOs.



# Activities, value chain and other business relationships

GRI 2-6

Green Beverages Group value chain encompasses all the activities and processes involved in delivering value to its customers, stakeholders and shareholders. By focusing on quality, efficiency and sustainability across our value chain, the Group ensures its products meet the highest standards while minimizing environmental impact.

The primary activities within the Group's value chain are structured around four key operational pillars, aiming to continuously develop new beverage products and improve existing ones.

- 1. Sustainable preparation and production
- 2. Compliance and quality controls
- 3. Sustainable storage and distribution
- 4. Research and development activities

These interconnected stages reflect how the Group creates, controls and delivers value while ensuring quality, innovation and operational efficiency.





Supply chain Upstream					Own operations Midstream					Downstream			
Materials	"Resources (energy, water, fuel)"	Financial capital	Logistics	"Services (Technical support services)"						Product distribution	Retailing	"Lifecycle Use phase"	"Lifecycle End of life"
Stevia, flavors, green coffee beans, natural mineral water, carbon dioxide, preservatives, PET/glass, plastic, aluminum, paper/ cardboard bottles and other materials for transporting and outer packaging the products (e.g. boxes, pallets), labels.	Electricity for cooling and processing, water extraction, purification; Water for beverages, cleaning equipment and maintaining hygiene standards; Fuels for transporting vehicles for raw material delivery and backup generators.	Costs for purchasing raw materials and packaging materials; Costs related to establishing contracts with suppliers, financial resources for transporting materials to the production facilities; Costs associated with environmental compliance; Costs associated with the production operations and for manufacturing purposes.	Transportation of raw materials and packaging materials from producers/ suppliers to storage facilities and distribution networks to production facilities.	Raw material quality assurance and testing (e.g. contaminant testing); Safety and environmental compliance services; Water purification services; Transportation planning for timely delivery of raw materials.	Preparation & Production					Distribution of bottled products to wholesalers and retailers.	Sales to supermarkets, local markets; vending machines, restaurants and online platforms.	Beverages/Bottled water consumed by consumers; performance monitoring and feedback mechanisms.	Management of used bottling materials (aluminum, plastic, glass); recycling initiatives/ implementing recycle programs, encourage bottle reuse, invest in circular economy principles.
					Water filtration and purification	Mixing ingredients into beverages, processing	Bottling	Labeling and packaging	Waste management				
Stevia, flavors, green coffee beans, natural mineral water; Materials for testing facilities and equipment.	Electricity/Fuels for testing facilities, quality monitoring and compliance checks.	Costs for purchasing raw materials; Costs associated with environmental compliance (e.g. ISO certifications); Budget allocation for purchasing/ upgrading testing facilities and equipment.		Raw material quality assurance and testing (e.g. contaminant testing); Safety and environmental compliance services; Supplier audits to ensure compliance with safety and ethical standards.	Compliance & Quality Controls					Only certified, high-quality products reach the market, reducing risks of health-related incidents.	Helps maintain brand reputation, boosting consumer trust.	Safe and healthy products for consumers that meet expectations in terms of taste, mineral content and safety.	Compliance with environmental regulations ensures minimal ecological impact after use.
					Quality control and ensuring the consistency of water and beverages according to legal and industry standards	Implementing Environmental & Safety Measures to comply with environmental regulations and safe production							
Marketing materials, advertising resources, promotional items.		Budget allocation for marketing campaigns, investments in branding and market research; Budget for warehousing and storage facilities.	Coordination of marketing materials distribution, logistics for promotional events.	Marketing consultancy, branding support, digital marketing services.	Storage & Distribution					Minimal product loss, maintaining product freshness and preventing contamination.	Optimal inventory levels at stores, minimizing shortages or excess stock.	Well-maintained products reach consumers in ideal condition, maintaining freshness, taste and safety.	Efficient storage and transportation minimize waste due to damaged products.
					Storage and warehousing before distribution	Move products from manufacturing to retail allocation							
Materials for R&D activities, materials for drink varieties, testing materials.	Water for innovating new drink varieties, energy for operations.	Funding for R&DI initiatives, investment in new products, financial planning for sustainable packaging projects.	Coordination for project materials, transportation of raw materials & testing ingredients.	Advising on sustainable and cost-effective packaging options.	Research & Development Activities					Innovation in packaging (e.g. biodegradable materials) facilitates cost-effective transportation and sustainable supply chains.	New product lines cater to evolving consumer preferences (e.g., sugar-free beverages); Sustainable packaging increases retailer preference.	Eco-friendly packaging promotes sustainability; Smart packaging may provide consumers with better information about product shelf life.	R&D initiatives that focus on sustainability (e.g., reusable, biodegradable, or recyclable packaging) reduce plastic pollution and improve circular economy practices.
					Innovating new drink varieties, such as healthier activities	Testing ingredients	Optimizing production						



Upstream phase

At Green Beverages Group, the value chain starts with the upstream phase, focusing on essential operations that build a strong foundation for our business. This phase involves securing and sourcing **high-quality raw materials** to our manufacturing sites essential for product creation, such as stevia, green coffee beans and packaging materials from reliable suppliers. The focus is on selecting ingredients that meet strict **quality and safety standards**, ensuring they are free from contaminants, align with regulatory requirements and, where possible, minimizing environmental impact. We place strong emphasis on selecting reliable suppliers and fostering sustainable partnerships to ensure a steady supply of ingredients.

Our employees are responsible for receiving these raw materials and supplying them to our production units efficiently. The Group also prioritizes **sustainable sourcing practices** to minimize environmental impact, particularly regarding water extraction. Water is extracted, purified and immediately bottled on-site from our employees, ensuring freshness and minimizing environmental impact. Additionally, we conduct thorough **quality checks** at the source to ensure adherence to the highest standards regarding purity and contaminants. The Group recognizes the critical importance of analyzing its upstream processes to effectively assess both suppliers and their partners.



Midstream phase

The midstream activities of Green Beverages Group focus on efficiently transforming raw materials into finished products ready for market distribution. This includes the **blending and preparation of ingredients** like flavors and sweeteners, followed by bottling, capping, labeling and sealing beverages from our employees. To ensure product safety, we employ quality control checks throughout the production process. **Storage and warehousing** are also critical, where products are stored after manufacturing and before distribution. Research and development focus on driving product innovation by developing new beverages and enhancing existing ones to align with evolving consumer preferences. This continuous innovation helps meet market demands and supports the Group's commitment to environmental responsibility.



Downstream phase

The downstream phase at Green Beverages Group focuses on delivering exceptional customer experience through effective logistics, marketing and customer service strategies. In this phase, **logistics coordination** plays a key role in managing efficient transportation to distribution centers or retailers, ensuring timely delivery to professional and consumer markets. This phase also involves inventory management for stock cover and real-time re-allocations to ensure that our products are available in the right places at the right times, enhancing customer satisfaction and maximizing sell-through rates.

A well-coordinated **distribution strategy** ensures product availability and supports market reach. Effective marketing strategies are also essential for positioning Green Beverages Group and its products in the market. This includes highlighting the quality, taste and healthier attributes of the Group's products. Engaging with consumers through various channels helps build brand loyalty and gather valuable feedback, which can inform future product development and marketing efforts. Building strong relationships with retailers is also crucial for securing prominent placement and ensuring the availability of the Group's products in stores.

Additionally, established **customer support mechanisms** address consumer inquiries and issues promptly, enhancing overall customer satisfaction and brand loyalty. A feedback loop allows us to gather insights from customers, driving continuous improvement in our products and services. Promoting recycling through partnerships with recycling organizations is also key to managing the lifecycle of packaging materials. These initiatives help reduce environmental impact by encouraging responsible disposal and recycling practices among consumers, contributing to a circular economy.



# Economic value generated and distributed for stakeholders

GRI 201-1

At Green Beverages Group, we create direct economic value for our stakeholders through our operations, significantly contributing to the national and local economy, society and employment by providing job opportunities and fostering long-term relationships with our suppliers and business partners throughout the value chain. The table below presents the direct economic value generated and distributed for the financial year 2023.



Direct Economic Value Generated (k€)	2023
Revenues	103,349
Direct Economic Value Generated (k€)	2023
Operating costs	59,391
General and administrative expenses	30,356
Employee wages and benefits	16,530
Payments to providers of capital	2,998
Total direct economic value distributed	109,275
Payments/Contribution to the State by Country	2023
Payments to Greece	607
Economic value retained (k€)	(5,319)



# OUR APPROACH TO SUSTAINABILITY



## Sustainability strategy

GRI 2-14, 2-23, 2-25

As a leading beverage Group of companies, we acknowledge that our role extends beyond providing quality products.

We have a responsibility to contribute positively to society and the planet. Our sustainability strategy is built upon the material impacts identified through our double materiality assessment. The following priority areas shape our actions, targets and long-term commitments.



Strategic pillar	I. Nature restoration & climate resilience	II. People-centered culture	III. Responsible products & customers	IV. Ethical growth & governance
Strategic focus	Tackling climate change, protecting nature's water reservoirs, biodiversity and resources to ensure climate resilience and circular economy.	Fostering a safe, diverse and inclusive work environment by promoting fair working conditions and maintaining the highest health and safety standards.	Enhancing wellbeing and sustainable consumer choices alongside with consumer and customers education.	Upholding integrity, compliance and transparency across our value chain to ensure responsible business conduct.
Linked material topics	<ul style="list-style-type: none"><li>Climate change</li><li>Water pollution</li><li>Biodiversity and ecosystems</li><li>Resource use and circular economy</li></ul>	<ul style="list-style-type: none"><li>Diversity and equal opportunities</li><li>Fair working conditions</li></ul>	<ul style="list-style-type: none"><li>Information-related impacts for consumers</li><li>Personal safety of consumers</li></ul>	<ul style="list-style-type: none"><li>Corporate culture</li><li>Corruption and bribery</li><li>Relationships with suppliers</li><li>Protection of whistleblowers</li><li>Political engagement and lobbying</li></ul>

The Group’s strategic pillars and material topics are reviewed and validated by the Board of Directors, which is also responsible for reviewing and approving the Group’s overarching policies. The successful implementation of the sustainability strategy is translated into clearly defined annual objectives and targets. To ensure progress, the Group formulates action plans aimed at addressing and minimizing negative impacts, while also pursuing offsetting measures where feasible.

To manage adverse impacts effectively, the Group first identifies and analyzes their root causes. Mitigation strategies are then implemented, which may include revising operational processes, enhancing communication or adjusting relevant policies. Sustainability practices are embedded across all stages of production and the Group continuously invests in sustainable initiatives that positively contribute to the communities in which it operates.

Grievances are handled with diligence and confidentiality by a dedicated team. Each case is thoroughly investigated, and corrective actions are taken based on the findings. Throughout the process, transparent communication is maintained with the individuals involved. To evaluate the effectiveness of the grievance mechanisms, the Group collects and analyzes data on the volume and nature of complaints, monitors response times and assesses the quality of the resolutions provided. This grievance-handling team, part of the Customer and Consumer Service department, collaborates closely with relevant functions such as Quality, Corporate Communication and Marketing to ensure a holistic and informed response to each issue. Stakeholders are actively engaged through consultations, workshops and discussions, where they are encouraged to voice concerns and offer suggestions. Their input plays a vital role in shaping and refining the Group’s policies and procedures, supporting a continuous improvement in culture and reinforcing stakeholder trust.



# Double materiality assessment

GRI 3-1, 3-2

In alignment with the European Corporate Sustainability Reporting Directive (CSRD), European Sustainability Reporting Standards (ESRS) and GRI Standards (2021), Green Beverages Group has conducted its first double materiality assessment to identify and evaluate the Group’s key sustainability priorities. This approach integrates financial considerations, establishing a framework for assessing materiality from both the external sustainability impacts and the financial effects on the Group’s value.

By applying this methodology, the Group examines:

- The material impact of its activities on sustainable development (impact materiality).
- The financial implications of these impacts, including risks and opportunities, on the Group’s performance and long-term value generation (financial materiality).

1  
Step

## Preliminary analysis of sustainability issues

To identify the positive, negative, actual and potential impacts of its operations, Green Beverages Group engaged internal stakeholders and key sustainability representatives through a series of working group discussions. These sessions helped compile a long list of impacts, risks and opportunities, forming the basis for determining both impact and financial materiality. The Group also leveraged external frameworks, including GRI standards, ESRS requirements, the Group’s business model, industry benchmarking, ensuring alignment with sustainability trends.

2  
Step

## Stakeholder and value chain mapping

A crucial part of the assessment involved mapping the Group’s stakeholders and value chain. This process allowed the Group to identify key stakeholders, their roles and communication channels, analyze its position within the value chain, including upstream and downstream activities, as well as gain a comprehensive view of its operational impact and interactions across the industry.

3  
Step

Impact scoring  
and prioritization

To distinguish between impact materiality and financial materiality, the Group used a scoring methodology aligned with ESRS standards. The evaluation enabled Green Beverages Group to identify and rank sustainability risks and opportunities based on their significance, prioritize the most material sustainability themes affecting both the Group and external stakeholders and ensure each identified impact was assessed from both a sustainability and financial perspective, bridging the gap between the Group’s operations and its broader ESG commitments.










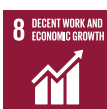

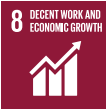







4  
Step

Validation and  
stakeholder engagement

The final phase involves validating the materiality assessment through stakeholder engagement. This includes management review and validation of the identified material topics and a stakeholder survey, confirming the relevance and prioritization of sustainability issues. Incorporating stakeholder feedback to refine the final list of material topics, ensures alignment with both sustainability priorities and business strategy. Stakeholder input is critical in ensuring that all material topics receive strong validation, reinforcing their importance and alignment with the Group’s sustainability vision. Additionally, this process facilitates open dialogue, strengthening the Group’s transparency and accountability. The Group has not yet conducted an external materiality assessment but is committed to completing the process by 2025.

By implementing this structured approach, Green Beverages Group has demonstrated its commitment to proactively managing sustainability risks, leveraging opportunities and fostering long-term value creation. This assessment ensures that sustainability remains embedded in the Group’s decision-making processes, while aligning with regulatory expectations and stakeholder priorities.

The Group’s material impacts, risks and opportunities are outlined in the table below and are further detailed in the respective chapters dedicated to each material topic.

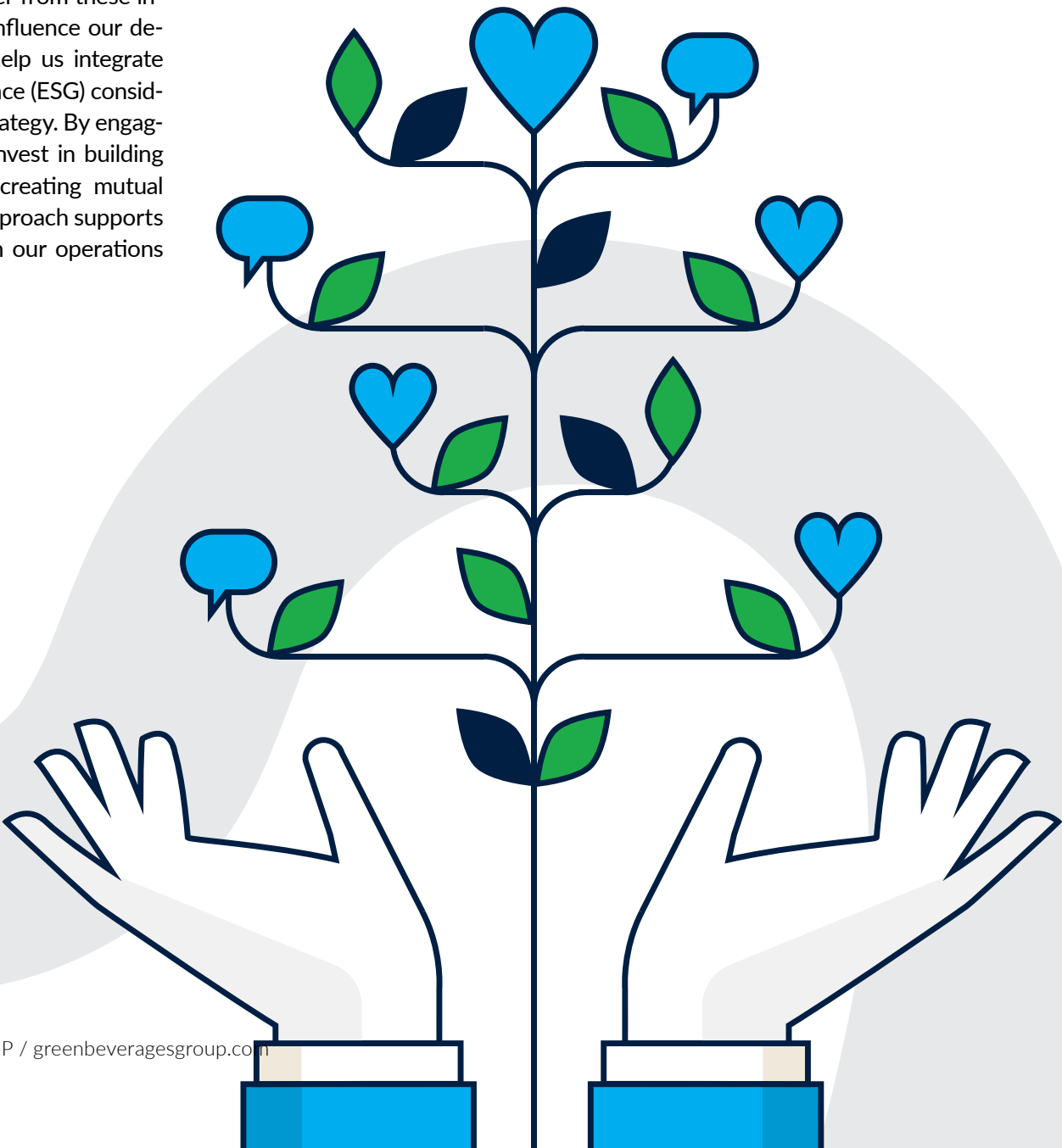
Material impacts, risks and opportunities		United Nations Sustainable Development Goals (UN SDGs)
Climate change	Climate change mitigation	 
Water and marine resources	Water	
Biodiversity and ecosystems	Biodiversity and ecosystems mandatory	
Resource use and circular economy	Waste	  
Own workforce	Equal treatment and opportunities for all Working conditions	     
Consumers and end-users	Information-related impacts for consumers and/or end-users Personal safety of consumers and/or end-users	  
Business conduct	Corporate culture Corruption and bribery Management of relationships with suppliers including payment practices Protection of whistle-blowers Political engagement and lobbying activities Governance	  



# Stakeholder engagement

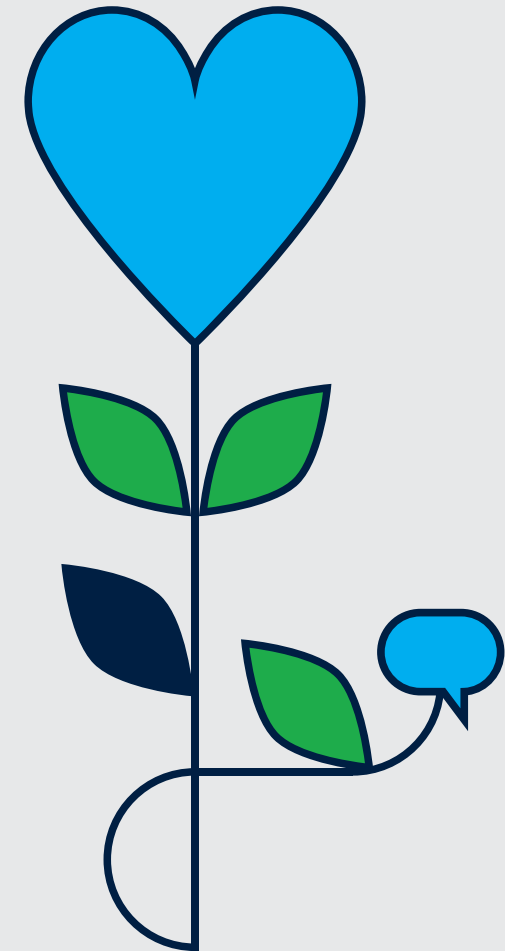
GRI 2-29

Meeting the needs and expectations of our stakeholders is one of our top priorities. We work proactively to build open communication channels, listen carefully to diverse perspectives and address any concerns effectively. Our stakeholder engagement approach involves regular dialogue, consultation and collaboration to understand and meet their needs and priorities. The insights we gather from these interactions are crucial and directly influence our decision-making process. They also help us integrate Environmental, Social and Governance (ESG) considerations into our overall business strategy. By engaging closely with stakeholders, we invest in building trust, fostering transparency and creating mutual value for everyone involved. This approach supports the long-term sustainability of both our operations and the broader shipping industry.



Green Beverages Group has identified key stakeholder groups critical to its operations and has organized them based on their influence and interests. We tailor our communication efforts to meet the specific needs of each stakeholder group, as illustrated in the table below.

Communication channels	Frequency
Employees (i.e., office employees, sales representatives)	
Intranet	Continuous
Communication channels including evaluation, training	Annually
Ongoing dialogue with employee representative bodies	Periodically
Suppliers and business partners (i.e., raw materials/ingredient suppliers, machinery and equipment suppliers, packaging suppliers, logistics and distribution suppliers)	
Website	Periodically
Industry networking events	Periodically
Forums/surveys and discussion groups	Periodically
Sustainability report	Annually
Customers	
Customer satisfaction surveys	Periodically
Social media	Periodically
Website, conferences, official periodical meetings	Periodically
Customer service (customer service support line)	Everyday
Shareholders and investors	
Annual report and financial statements	Annually
Sustainability report	Annually
General shareholder meetings	Periodically
Extraordinary general meetings	When required
Press releases	Periodically



Communication channels	Frequency
Industry associations	
Industry networking events and forums	Annually
Public meetings and consultations	When required
Sustainability report	Annually
Corporate publications	Periodically
Social media	Periodically
Website	Periodically
Working groups	Periodically
Government and regulatory authorities	
Annual report and financial statements	Annually
Sustainability report	Annually
Audit & inspection reports	Annually
Working groups, forums, conferences	Periodically
Peers	
Social media	Periodically
Website	Periodically
Working groups, forums, conferences	Periodically
Industry networking events	Periodically

Communication channels	Frequency
Local communities	
Social media	Periodically
Website	Periodically
Public meetings and consultations	Periodically
Sustainability report	Annually
Non-Governmental Organizations (NGOs)	
Social media	Periodically
Website	Periodically
Public meetings and consultations	Periodically
Annual report and financial statements	Annually
Forums and discussion groups	Periodically
Sustainability report	Annually
Academia and research institutions	
Social media	Periodically
Website	Periodically
Public meetings and consultations	Periodically
Annual report and financial statements	Annually
Forums and discussion groups	Periodically





# ENVIRONMENT

## Climate change mitigation

Material topic  
GRI 3-3, 302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-5



### Our commitment

Green Beverages Group is committed to reducing its calculated environmental footprint by implementing energy consumption reduction projects, replacing lighting equipment at our premises and upgrading machinery used in the production process, as well as vehicles owned by our employees. Additionally, we are dedicated to investing in the installation of photovoltaic panels actively monitoring and tracking our environmental footprint, with a clear focus on improving our performance in reducing greenhouse gas emissions.



### Our impacts

Material impacts on sustainable development	
Having tracked and calculated the Group's scope emissions, Green Beverages Group demonstrates an effort to mitigate and minimize its environmental footprint. Implementing measures to mitigate its emissions aiming to support a healthier planet and a more resilient economy.	Actual
The application of the Group's certified Environmental System Manual according to ISO 14001:2015 throughout its facilities and scope of activities, supports mitigation of environmental risks by ensuring systematic approach for continuous improvement of environmental performance, in conjunction with assessing business opportunities arising from actions with positive environmental impact. Its defined Environmental Policy, coupled with ISO 14001:2015 certification, demonstrates the Group's dedication to environmental management practices. This commitment enhances its ability to effectively manage and reduce environmental impacts and promote sustainable resource use.	Actual





Our risks and opportunities

Material risks and opportunities for sustainable development	
Carbon emissions assessments support the Group's financial stability by proactively preparing for regulatory compliance costs. By integrating climate-conscious practices into its operations, the Group can strengthen its market reputation and attract investors focused on sustainability.	<div><div></div><div>Opportunity</div></div>
By effectively managing environmental risks, the Group can avoid potential fines, penalties and legal issues related to non-compliance. Implementing an Environmental Policy can lead to operational efficiencies and cost savings through improved resource management. Additionally, adherence to environmental regulations and standards can mitigate the risk of legal fines and enhance the Group's reputation, potentially attracting environmentally conscious investors and customers.	<div><div></div><div>Opportunity</div></div>



Our approach

Environmental Management System

Green Beverages Group aims to improve the environmental performance of its facilities. We have established an Environmental Management System (EMS), in accordance with ISO 14001:2015 covering all perceptible environmental factors within the Group's operations. To further reinforce its commitment to continually improving its environmental performance, the Group has instituted an Environmental Policy aimed at minimizing our operational impact and striving for emissions reduction.

Energy management

Monitoring energy consumption is one of the most important priorities for the Group. Green Beverages Group is dedicated to implementing practices and investing in clean energy technology, while ensuring compliance with all relevant legal requirements. In an effort to reduce energy costs from its operations and its environmental footprint, the Group

uses 100% of electricity from renewable energy at its facilities in Ioannina while actively pursuing the use of renewable energy for the rest of its facilities. At the same time, lighting lamps have been replaced by energy-saving lamps (LED type) in the greatest part of its facilities, while all necessary actions for Group-wide implementation of energy saving lamps replacement is already a work in progress. The Group is committed to setting a goal for all energy used, to come from renewable sources, as well as to resume the use of Guarantees of Origin (GOs).

Additionally, the Group's operations are always striving to upgrade the energy efficiency of production machinery with the use of edging technologies that effectively reduce energy consumption of production processes. The replacement of older technological equipment with new equipment for improved energy efficiency will also contribute to this direction. Specifically, appropriate investments are being made in the bottling plant in Ioannina to use LPG as a fuel in a

production operation, which will allow us to further reduce the use of oil.

Emissions management

The Group is committed to reducing the amount of greenhouse gases emitted by its operations, thus contributing to climate change mitigation. In its effort to reduce its carbon footprint, the Group has conducted the relevant assessments for Scope 1, 2 and 3 emissions based on the ISO 1406:2023 standard and at the same time it has also recalculated its emissions according to the recent Climate Law.

A section of the recording includes a SWOT analysis of opportunities, risks and threats and has identified relevant issues related to, among others, climate change. The Group's sales and water management are the external parameters that have been estimated to be affected by the different climate change

scenarios. In order to respond, the Group has conducted an assessment and has planned management measures in compliance with the Quality Management Manual and the Environmental Management Manual it implements. Additionally, it has calculated the interaction of processes as they are carried out and documented.

Although there is no specific emission reduction target yet, the Group is evaluating potential goals within a more comprehensive approach. Furthermore, the Group is committed to aligning with targets set by EU and national legislation, as well as those decided internally regarding climate neutrality. To achieve climate neutrality, the Group intends to follow legislative requirements and, as an initial step, inform its suppliers. In this direction, the possibility of creating incentives for employees related to climate change will also be considered.



Our performance

Stationary fuel consumption	Unit	2023
Stationary fossil fuel energy consumed		
Stationary coal or coal products consumption	GJ	5,524
Stationary diesel consumption	GJ	10,591
Stationary petrol consumption	GJ	0
Stationary natural gas consumption	GJ	0
Stationary other fuel consumption	GJ	0
Stationary fuel from renewable sources		
Stationary fuel use from "renewable fuel 1" (GJ)	GJ	0
Stationary fuel use from "renewable fuel 2" (GJ)	GJ	0
Stationary nuclear energy		
Stationary nuclear energy	GJ	0

Heating fuel consumption	Unit	2023
Heating fossil fuel energy consumed		
Heating diesel consumption	GJ	0
Heating natural gas consumption	GJ	0
Heating petrol consumption	GJ	0

Mobile fuel consumption	Unit	2023
Mobile fossil fuel energy consumed		
Mobile diesel consumption	GJ	29,14
Mobile natural gas consumption	GJ	0
Mobile petrol consumption	GJ	0
Mobile other fuel consumption	GJ	0
Mobile fuel from renewable sources		
Mobile fuel use from "renewable fuel 1" (GJ)	GJ	0
Mobile fuel use from "renewable fuel 2" (GJ)	GJ	0
Mobile nuclear energy		
Mobile nuclear energy	GJ	0

Energy purchased and consumed	Unit	2023
Electricity consumption (excluding renewables)	MWh	28,651.8
Electricity consumption (excluding renewables)	GJ	7,958.8
Electricity consumption from renewable sources (excluding renewable electricity produced by the Group)	MWh	0
Electricity consumption from renewable sources (excluding renewable electricity produced by the Group)	GJ	0



Our performance

Energy consumption	Unit	2023
By fuel (energy) type		
Total coal or coal products consumption	GJ	5,524.2
Total diesel consumption	GJ	39,731.7
Total petrol consumption	GJ	0
Total natural gas consumption	GJ	0
Total electricity consumption in MWh	MWh	28,651.8
Total electricity consumption in GJ	GJ	7,958.8
Percentage of electricity consumed	%	2.3
By use type		
Total stationary consumption	GJ	16,115.5
Total heating consumption	GJ	0
Total mobile consumption	GJ	29,140.4
Total cooling consumption	GJ	0
Total steam consumption	GJ	0

By renewable character	Unit	2023
Total fossil fuels consumed	GJ	29,140.4
Total fossil energy consumed	GJ	37,442.8
Percentage of fossil energy consumed	%	0.8
Total renewable fuels consumed	GJ	0
Total renewable energy consumed	GJ	0
Percentage of renewable energy	%	0
Total energy		
Total energy consumption in GJ	GJ	45,255.8
Total energy consumption in MWh	MWh	12,571.1

Energy produced	Unit	2023
Electricity from renewable sources produced and consumed in MWh	MWh	0
Electricity from renewable sources produced and consumed in GJ	GJ	0
Total energy produced	GJ	0
Percentage of renewable energy produced	%	0





Our performance

Energy intensity	Unit	2023
Energy intensity ratio	GJ/number of employees	101.2

Reduction of energy	Unit	2023
Total amount of reduced energy because of initiatives	GJ	300

*\*The Group's energy consumption is calculated in accordance with the IPCC Guidelines for National Greenhouse Gas Inventories and the methodologies outlined in the National Inventory Report (NIR) of Greenhouse Gas Emissions, using 2019 as the baseline year.*

Emissions

Emissions	Unit	2023
Scope 1 emissions		
Emissions from natural gas	t CO <sub>2</sub> e	0
Emissions from diesel	t CO <sub>2</sub> e	3,041
Emissions from petrol	t CO <sub>2</sub> e	4
Emissions from LPG	t CO <sub>2</sub> e	396
Other fuel emissions 1	t CO <sub>2</sub> e	76
Other fuel emissions 2	t CO <sub>2</sub> e	0
Scope 1 GHG emissions from regulated emission trading schemes	%	0
Total direct emissions	t CO <sub>2</sub> e	3,517

Scope 2 emissions	Unit	2023
Location-based emissions from electricity (grid average)	t CO <sub>2</sub> e	0
Market-based emissions from electricity	t CO <sub>2</sub> e	9,174.9

Total emissions		
Total emissions (using location-based Scope 2 emissions)	t CO <sub>2</sub> e	3,517
Total emissions (using market-based Scope 2 emissions)	t CO <sub>2</sub> e	12,692

Reduction of emissions within the value chain	Unit	2023
Verified reduction initiatives within the value chain		
Emissions reduced by emission reduction initiative 1	t CO <sub>2</sub> e	30.3
Emissions reduced by emission reduction initiative 2	t CO <sub>2</sub> e	0
Emissions reduced by emission reduction initiative 3	t CO <sub>2</sub> e	0
Total verified emission reductions within the value chain	t CO <sub>2</sub> e	30.3
Total emissions reduced by initiatives within the Group's value chain (e.g. carbon reduction initiatives enacted by the Group within its value chain)	t CO <sub>2</sub> e	30.3

*\*The gases considered in the calculation of CO<sub>2</sub> emissions, using 2019 as the baseline year, include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. The emission factors and global warming potential (GWP) values are sourced from the National Inventory of GHG Emissions (NIR), with the following GWP values:*

*CO<sub>2</sub>: 1, CH<sub>4</sub>: 28, N<sub>2</sub>O: 265, SF<sub>6</sub>: 23,500 and NF<sub>3</sub>: 16,100. No values are available for HFCs and PFCs.*

# Water

Material topic  
GRI 3-3, 303-1, 303-3, 303-4, 303-5



## Our commitment

Green Beverages Group is committed to mitigating water pollution and protecting water resources by implementing practices and policies to minimize the environmental impact of its operations on water ecosystems. The Group implements constant monitoring of water quality and underground natural mineral water deposits of its facilities sources, to ensure responsible operation any risk of contamination and/or potential impact on the ecosystems, local agriculture and surrounding communities.



## Our impacts

Material impacts on sustainable development	
If a leakage were to occur in the water treatment system, untreated effluent containing substances, flavoring agents and production residues could seep into nearby water ecosystems. This could disrupt aquatic biodiversity and degrade water quality and if this contaminated water reaches irrigation canals, it could potentially deteriorate soil quality, negatively affect agricultural output.	<div><div></div><div>Potential</div></div>
The intensive extraction process, if not carefully managed, could contribute along with all other water extraction activities in the area in a possible deterioration of aquifer deposits over time, leading to legally imposed operational disruption. Excessive extraction can cause long-term harm to groundwater-dependent biodiversity and disrupt regional water balance.	<div><div></div><div>Potential</div></div>



## Our risks and opportunities

Material risks and opportunities for sustainable development	
Potential leakages of untreated water could expose the Group to environmental fines, remediation costs and liability for environmental damage, negatively affecting its brand reputation, reducing consumer trust and resulting in revenue declines.	<div><div></div><div>Risk</div></div>
Proactively monitoring and managing water extraction can reduce regulatory risks, such as fines or operational shutdowns, which might occur due to over-extraction or environmental breaches. Additionally, sustainable water use practices enhance the Group's reputation and combined with the fact that it extracts natural mineral water, further strengthens its brand reputation. By safeguarding water resources, the Group also ensures long-term operational stability.	<div><div></div><div>Opportunity</div></div>



Our approach

The Group places great emphasis on the sustainable use of natural resources. As natural mineral water is one of the Group's leading products, it pays special attention to monitoring water quality in the areas where bottling takes place. Continuous monitoring is carried out for all water-related parameters, ensuring that the highest quality standards are maintained. Regular assessments are conducted to preserve the purity and mineral composition of water and ensure any environmental protection.

Efforts are also focused on optimizing production processes to minimize leaks in bottling facilities. A corrective action plan is already in place, including technical interventions to address any leaks, which are expected to be completed. Additionally, data from an operational meteorological station is used to track precipitation and monitor water reserves. While there is no formal water reduction plan, a strategy is in place for better water management and minimizing losses.

For some production units, the Group has calculated the water usage ratio, which is approximately 1.6 for soft drinks (meaning 1.6 liters of water are used per 1 liter of beverage) and 1.2 for mineral water, following Good Manufacturing Practices (GMPs). As production capacity increases, these figures may be reassessed. The Group plans to calculate this ratio for all remaining production units.



Wastewater treatment

Regarding treated wastewater, the Group follows regional procedures, including its use for irrigation, cooling, and washing returnable glass bottles. It holds the necessary permits for the disposal of treated water, which applies to its facilities in Ioannina and Orestiada.

Previously, one facility had implemented a water reuse system, where treated water was repurposed for non-potable uses such as toilet flushing. However, due to the required technical modifications, this is currently not operational. In addition, at the Orestiada facility, a biological treatment system is in place to process wastewater from carbonated soft drinks (CSDs) production. The treated and purified water is then channeled into irrigation ditches connected to the Evros River system, where it supports the agricultural needs of local communities. The Group constantly monitors the quality parameters of treated water, to eliminate any risk of water pollution that could affect agricultural production or harm marine biodiversity.

Water consumption

Water used in the production of bottled water and other products is sourced from underground reservoirs. This withdrawal is subject to daily monitoring, with both quality and quantity parameters rigorously controlled. Relevant authorities at the local, regional and national levels are regularly informed and closely oversee the area's water resources.

Any water not used in production is treated and discharged into the nearest trench conforming with regional authorities' policies and rules, ensuring it returns safely to a surface water body. Throughout the value chain, the Group applies a comprehensive water risk assessment and management approach to ensure sustainable use and minimal environmental impact.

As the water originates from natural underground sources, no remediation of the source is required. Additionally, prior to discharge, treated water is processed using a physico-chemical method to regulate pH levels. Usage limits are established by public authorities in close collaboration with the Group. In turn, the Group provides all required data and information in line with its permits, which govern its operations. These permits are granted following a stringent process that includes technical, quality and hydrogeological studies, as well as environmental impact assessments, all subject to public consultation.

During 2023, there have been no recorded incidents of non-compliance with water discharge limits.

The Group's goals and KPIs related to water management are fully aligned with Green Beverages Group's environmental commitments and standards and are continuously monitored and reviewed.





Our performance

Total water withdrawal	Unit	2023
Surface water withdrawal	MI	0
Groundwater withdrawal	MI	612.13
Produced water withdrawal	MI	0
Third-party water withdrawal	MI	0
Seawater withdrawal	MI	0
Total water withdrawal in MI	MI	612.13
Total water withdrawal in m³	m³	612,130

Water withdrawal from all areas	Unit	2023
Total freshwater withdrawal	MI	0
Total other water withdrawal	MI	0

Total water discharge	Unit	2023
Surface water discharge	MI	0.03
Total water discharge in MI	MI	0.03
Total water discharge in m³	m³	33

Water consumption	Unit	2023
Water consumption from areas with water stress	MI	0
Total water consumption in MI	MI	612.3
Total water consumption in m³	m³	612,129,967

Water storage, reuse and recycling	Unit	2023
Total water reused	m³	0
Total water recycled	m³	0
Total water stored	m³	0
Percentage of water reused and recycled	m³	0

Water intensity	Unit	2023
Water intensity	total water consumption (m³)/ m EUR net revenue	-0.22

# Biodiversity and ecosystems

Material topic  
GRI 3-3, 304-1, 304-2, 304-3, 304-4



## Our commitment

Green Beverages Group is committed to protecting nature and preserving biodiversity in all areas where we operate. We take care to minimize our impact on ecosystems, use natural resources responsibly and avoid harming habitats. We work closely with local communities and experts to assess and manage biodiversity risks and we support actions that restore and protect natural areas.



## Our impacts

Material impacts on sustainable development	
Improper management of the Group's operations could potentially disrupt local habitats, threaten wildlife and cause environmental degradation.	<div><div></div><div>Potential</div></div>



## Our risks and opportunities

Material risks and opportunities for sustainable development	
Proper management and compliance with Natura 2000 requirements involve upfront and ongoing costs, such as environmental impact assessments and potential mitigation measures. However, aligning operations with legal requirements and best practices minimizes the risk of regulatory fines, operational interruptions and reputational damage, ensuring long-term financial stability, stakeholder trust and attracting environmentally conscious investors.	<div><div></div><div>Risk</div></div>



## Our approach

Based on existing Environmental Impact Assessments (EIAs), the Group operates two facilities within NATURA 2000 areas and one in close proximity to a NATURA site. More specifically, the factory of Perivleptos lies between the protected areas under the NATURA 2000. As a result, potential environmental impacts from operations have been identified. However, no significant impacts have been recorded that would require mitigation measures, despite three out of four bottling plants being located near lakes.

The nature of the Group's operations, particularly mineral water bottling, is perceived as a “clean industry”, further minimizing potential environmental concerns. Additionally, since no sugar is used in production, the environmental impact from soft drink manufacturing is significantly lower. The Group falls into the lowest categories of industrial disturbance, classified as very low impact.

In the past, noise level studies were conducted at the Ioannina facilities, confirming no issues. Any potential environmental impacts are reassessed in new EIAs when planning the construction of additional buildings. Moreover, the Group strictly complies with all environmental regulations, securing all necessary permits before initiating any reconstruction or expansion projects. It actively works to minimize disturbances to local wildlife, flora and ecosystems, ensuring that environmental disruption remains at the lowest possible levels.

Committed to the preservation and protection of NATURA 2000 areas, the Group operates with the fundamental principle of avoiding any disruption or disturbance to environmentally sensitive and protected zones.





Our performance

IUCN Red list or national conservation list species affected by the Group	Unit	2023
Critically endangered species affected by the Group	Number	0
Endangered species affected by the Group	Number	0
Vulnerable species affected by the Group	Number	0
Near threatened species affected by the Group	Number	0
Of least concern species affected by the Group	Number	0

Sites near biodiversity-sensitive areas	Unit	2023
Sites owned, leased or managed in or near these protected areas or key biodiversity areas	Number	1
Sites owned, leased or managed in or near these protected areas or key biodiversity areas (area in hectares)	Area in hectares	172.12

Waste management and circular economy

Material topic  
GRI 3-3, 301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5



Our commitment

For Green Beverages Group, maximizing the efficient use of materials and natural resources throughout its lifecycle presents a significant business opportunity, while reinforcing its commitment to environmental protection. Our key objective is to support the shift from a linear production and consumption model to a circular one, actively contributing to the transition to a circular economy. To achieve this, we are dedicated to the responsible management of all waste generated by our operations, ensuring minimal environmental impact and preventing any harm to ecosystems or the Group’s broader external environment.



Our impacts

Material impacts on sustainable development	
Comprehensive recycling programs in the industrial facilities and tracking waste through the Electronic Waste Register, contribute to waste reduction and resource conservation by promoting recycling efforts and aligning with circular economy principles.	<div><div></div><div>Actual</div></div>
The extensive plastic waste generation poses significant environmental risks and affects key sustainable development areas, as it often ends up in landfills or water systems, harming ecosystems, marine life and contributing to long-term pollution. It also undermines the transition to a circular economy.	<div><div></div><div>Potential</div></div>
By using 100% recyclable materials, the Group minimizes the amount of waste sent to landfills or incinerators, contributing to a circular economy. This helps conserve natural resources and protect ecosystems. Furthermore, promoting a circular economy raises awareness among customers and encourages them to adopt sustainable practices in their daily lives.	<div><div></div><div>Actual</div></div>





Our risks and opportunities

Material risks and opportunities for sustainable development	
Effective recycling programs and diligent waste tracking can lower disposal costs and improve waste management efficiency, potentially reducing fines and regulatory compliance costs. Additionally, these practices enhance the Group's reputation, which can attract environmentally conscious investors and customers, thereby supporting financial performance and growth.	<div><div></div><div>+</div><div>Opportunity</div></div>
The reliance on single-use plastic packaging could expose the Group to rising costs due to potential increased regulatory changes targeting plastic waste, as well as damage to its public reputation in a market which increasingly values more eco-friendly and sustainable practices.	<div><div></div><div>-</div><div>Risk</div></div>
Leveraging recycled materials and optimizing recycling loops can lower material costs, avoid potential fines or unplanned investments in retrofitting packaging processes. Moreover, this increases consumer engagement, fostering a sense of shared responsibility and long-term brand loyalty.	<div><div></div><div>+</div><div>Opportunity</div></div>



Our approach

Material handling

The Group focuses on sourcing materials responsibly, ensuring that we work with suppliers who share our commitment to sustainability. Whether it's the use of renewable or recycled materials in our packaging or the efficient use of water and energy throughout our production process, we strive to reduce waste and resource consumption at every stage.

We prioritize the use of recycled materials in our products, such as incorporating recycled PET (rPET) in our beverage bottles and we continuously work on reducing our reliance on non-renewable resources. We continuously assess our materials and resources to improve sustainability and reduce environmental impacts, with a focus on minimizing waste, reducing water and energy consumption, and ensuring that our practices are in line with the highest environmental standards.

More specifically, non-renewable materials used in the production or packaging of the Group's primary products include carton, plastics, aluminum, glass, petrol, gas, oils, CO<sub>2</sub>, nitrogen, chemicals, sugar, juices, flavors and soft drink ingredients. These materials are essential components in our manufacturing process but are derived from non-renewable sources. The Group is actively exploring ways to reduce their usage through more sustainable alternatives and improve the overall environmental impact of our operations.





### Waste management

We continually assess and improve our waste management systems across all our facilities, ensuring that all waste is properly sorted, recycled, or disposed of in accordance with local, national and international regulations. The Group implements comprehensive recycling actions and processes across its industrial facilities, targeting the collection and recycling of a wide range of materials including paper, packaging, plastics, metals, glass, batteries, toner cartridges, electrical equipment, industrial lubricants and truck tires. These materials are then delivered to certified recycling partners for proper processing. In addition, each subsidiary monitors its waste management activities and reports them to the Electronic Waste Register, ensuring the safe and compliant handling of hazardous waste, such as that from laboratory operations.

- **Ioannina facility:** Solid waste is collected and sent for recycling, with all waste management activities recorded in the Electronic Waste Register. Glass is sold for reuse, and there are formal agreements in place for waste collection and disposal, covering laboratory and environmental waste. Furthermore, the facility has a partnership with Thrace Plastics for managing plastic waste.
- **Zireia & Orestiada facilities:** Although glass recycling is not implemented at Zireia, both facilities comply with waste management regulations and ensure the proper disposal of batteries, lamps, and other specific waste types.
- **Athens facility:** At present, there is no formal waste management system in place. However, the Group is committed to developing and implementing a structured system to ensure responsible waste handling and improve its environmental performance.



The Group actively promotes the importance of recycling among both internal and external stakeholders by sourcing 100% recyclable materials for all final products and incorporating a minimum of 30% recycled content into their packaging. Over 89% of the waste produced is recycled and/or reused offsite. As part of the Zagori Go Green initiative, aimed at improving our environmental footprint and reducing the use of new plastic in packaging, the Group has introduced a natural mineral water range in bottles made from 30% recycled plastic. This is the Zagori Go Green range.

Furthermore, this packaging innovation, which involves using 30% recycled plastic (rPET) for bottle production, was implemented five years ahead of the corresponding legislation. Greek legislation does not mandate the establishment of a base year for waste reporting. All waste is further classified using the European Waste Codes (EWC) to systematically track each waste stream throughout the Group's value chain.





Our performance

Total materials used to produce or package primary products	Unit	2023
Non-renewable materials used to produce or package the Group's primary products	kg	17,975,171
Renewable materials used to produce or package the Group's primary products	kg	0

Recycled input materials used to produce or package primary products	Unit	2023
Total materials used to produce or package the Group's primary products	kg	17,975,171
Recycled input materials used to produce or package the Group's primary products	kg	193,359
Percentage of recycled input materials used to produce or package the Group's primary products (%)	%	1

Reclaimed products	Unit	2023
Number of products sold	Number	764,008,302
Number of reclaimed products	Number	0
Percentage of reclaimed products and their packaging materials (%)	%	0

Waste generated	Unit	2023		
		Waste generated	Waste diverted from disposal	Waste directed to disposal
Waste generated from plastic packaging	t	290	290	0
Waste generated from plastic waste	t	13	13	0
Waste generated from metals	t	12	12	0
Waste generated from paper and cardboard packaging	t	255	255	0
Waste generated from glass	t	156	156	0
Waste generated from plastic waste (excluding packaging)	t	9	9	0
Waste generated from non-chlorinated engines, gearboxes and lubrication oils based on mineral oil	t	3	3	0
Waste generated from waste whose collection and disposal are subject to special requirements in relation to the prevention of contamination	t	1	0	1
Waste generated from end-of-life tyres	t	66	66	0
Waste generated from municipal waste	t	136	41	95
Waste generated from materials unfit for consumption or processing	t	42	42	0
Total waste	t	983	887	96





Our performance

Waste diverted from disposal		Unit		2023	
Hazardous waste diverted from disposal		Onsite	Offsite	Total	
Hazardous waste reused	t	0	3	3	
Hazardous waste recycled	t	0	0	0	
Hazardous waste diverted from disposal using a different method	t	0	0	0	
Total hazardous waste diverted from disposal		0	3	3	

Non-hazardous waste diverted from disposal		Onsite	Offsite	Total	
Non-hazardous waste reused	t	0	0	0	
Non-hazardous waste recycled	t	0	884	884	
Non-hazardous waste diverted from disposal using a different method	t	0	0	0	
Non-hazardous waste composted	t	0	0	0	
Total non-hazardous waste diverted from disposal		0	884	884	

Waste directed to disposal		Unit		2023	
Hazardous waste directed to disposal		Onsite	Offsite	Total	
Hazardous waste incinerated with energy recovery	t	0	0	0	
Hazardous waste incinerated without energy recovery	t	0	0	0	
Hazardous waste landfilled	t	0	0	0	
Hazardous waste disposed using a different method	t	0	1	1	
Total hazardous waste directed to disposal		0	1	1	

Non-hazardous waste directed to disposal		Onsite	Offsite	Total	
Non-hazardous waste incinerated with energy recovery	t	0	0	0	
Non-hazardous waste incinerated without energy recovery	t	0	0	0	
Non-hazardous waste landfilled	t	0	0	0	
Non-hazardous waste disposed using a different method	t	0	95	95	
Total non-hazardous waste directed to disposal		0	95	95	

Waste per hazardous or non-hazardous		Unit	2023
Total hazardous waste		t	4
Total non-hazardous waste		t	979
Waste recycled		%	1
Waste composted		%	0
Waste incinerated		%	0
Waste landfilled		%	0

# SOCIETY



## Equal treatment and opportunities across the workforce

Material topic  
GRI 3-3, 405-1, 406-1

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH



### Our commitment

The Group remains steadfast in its commitment to promoting equal treatment and opportunities for all employees within its workforce. According to the Group’s core belief that a fair and inclusive workplace is essential for driving innovation, collaboration and sustainable growth, Green Beverages Group actively works to eliminate discrimination and unconscious bias, empowering every employee with the resources and support needed to thrive.





Our impacts

Material impacts on sustainable development	
Enhancing female representation and introducing targeted initiatives to support working mothers returning from maternity leave, contribute positively to social sustainability by promoting workplace inclusivity, which strengthens social equity. The lack of equal pay criteria may hinder comprehensive progress toward achieving equal opportunities, which could limit long-term social benefits.	<div><div></div><div>Actual</div></div>
The implementation of a policy against violence and harassment primarily advances social sustainability by fostering a safe and respectful and inclusive work environment. Protecting employee well-being not only reduces instances of violence and harassment but also promotes a culture of inclusivity, directly benefiting vulnerable stakeholders, including women and minority groups.	<div><div></div><div>Actual</div></div>



Our risks and opportunities

Material risks and opportunities for sustainable development	
An incomplete definition of a formal gender equality policy may present a risk as far as employee satisfaction and the attraction the company presents to new employees hiring. On the other hand, encouraging more women to take on leadership roles can increase productivity, improve team morale, and enhance the Group's reputation, all of which support long-term success.	<div><div></div><div>Risk</div></div>
Investing in training, implementing a strong anti-harassment policy against violence and harassment and developing a dedicated platform not only fosters a safe and respectful workplace, but also contributes to long-term value creation for the Group. These initiatives enhance employee well-being and retention, reinforce the Group's reputation and reduce the risk of legal and operational disruptions, ultimately supporting sustained profitability and organizational resilience.	<div><div></div><div>Opportunity</div></div>



Our approach

To advance equal treatment and opportunity, the Group has adopted a comprehensive strategy that includes policies, practices and targeted initiatives designed to support fairness and inclusivity.

The **Code of Conduct** serves as a guiding document that reinforces the Group's commitment to equal treatment and opportunity. It provides clear ethical standards, anti-discrimination practices and the promotion of diversity within the workplace. By adhering to these principles, Green Beverages Group strives to create an environment where every employee feels valued and empowered. The Group has also established a **policy against workplace violence and harassment**, communicated to employees. A unified policy update at Group level is planned in parallel with the revised GDPR policy, including the development of a digital platform for incident reporting and employee training.

Significant progress has been made in enhancing gender diversity, with increased female representation in management and administrative roles, as well as supportive initiatives for working mothers returning from maternity leave. Establishing clear equal pay criteria remains an important next step toward fostering a more inclusive and equitable work environment. Additionally, the Group provides ongoing training and development opportunities to all employees, helping them to build their skills and advance their careers. Training programs cover a wide range of topics, including leadership development, technical skills and diversity and inclusion. Mentorship programs are offered that pair employees with experienced leaders to guide their career growth and provide support. The commitment to professional development ensures that every employee has access to the resources they need to succeed.

Additionally, the Group actively seeks to recruit individuals from diverse backgrounds, ensuring that hiring processes are free from bias. Structured interviews and objective criteria are used to evaluate candidates, promoting fairness in selection procedures. The recruitment strategy includes outreach programs to attract talent from underrepresented groups, partnerships with educational institutions and participation in job fairs that focus on diversity. By implementing these practices, Green Beverages aims to build a workforce that reflects the diverse communities it serves.

The Group regularly reviews progress towards achieving equal treatment and opportunities, using metrics and feedback to identify areas for improvement. Employee surveys, focus groups and performance reviews are conducted to gather insights into diversity and inclusion efforts. These data-driven approaches allow for informed decisions and continuous enhancement of policies and practices. By holding itself accountable to its commitments, Green Beverages ensures that actions align with its values. Open dialogue is encouraged, and employee concerns are actively listened to, with transparency and urgency. Grievance mechanisms are in place to ensure that any issues related to discrimination or unfair treatment are addressed promptly and effectively.





Our performance

Governance bodies diversity	Unit		2023
	Number	Percentage (%)	
Governance bodies diversity by gender			
Men in governance bodies	7		100
Women in governance bodies	0		0
Governance bodies diversity by age group			
<30 aged people in governance bodies	0		0
30-50 aged people in governance bodies	3		42,86
>50 aged people in governance bodies	4		57,14

Employees diversity	Unit		2023
	Number	Percentage (%)	
Employees diversity diversity by gender			
Male employees	345		70,99
Female employees	110		22,63
Employees diversity diversity by age group			
<30 aged employees	40		8,23
30-50 aged employees	291		59,88
>50 aged employees	124		25,51

Incidents of discrimination and corrective actions taken		Unit	2023
Total number of discrimination incidents		Number	0

# Working conditions and work-life balance

Material topic  
GRI 2-7, 2-8, 2-23, 2-30, 3-3, 401-1, 401-2, 403-1, 403-2, 403-3, 403-5, 403-7, 403-8



## Our commitment

The Group is committed to providing excellent working conditions and promoting a healthy work-life balance, ensuring the highest standards of occupational health and safety for all employees. We understand that the well-being of our workforce is crucial to our success and we strive to create an environment where employees feel valued, supported and able to achieve a harmonious balance between their professional and personal lives.



## Our impacts

Material impacts on sustainable development	
Offering higher wages and allowances and complying with the labor regulations affects social sustainability by fostering equitable labor practices and fair wages, directly benefiting employees. By enhancing wages and ensuring legal compliance, the initiative promotes workplace fairness, reducing inequality and improving the quality of life for the workforce.	+ Actual
Ensuring workplace safety enhances the Group's contribution to social sustainability by protecting workers' health and well-being, minimizing the risk of injuries. This fosters a safer working environment, improves employee morale and strengthens the Group's role as a responsible employer, benefiting the broader community.	+ Actual
Providing health insurance supports social sustainability by improving employee well-being and promoting inclusive healthcare access for their families. This initiative strengthens communities, leading to greater social equity and supporting long-term societal well-being.	+ Actual



Our risks and opportunities

Material risks and opportunities for sustainable development	
Offering wages above the national minimum and complying with strict labor regulations can enhance employee loyalty and satisfaction, leading to lower turnover rates and higher productivity. This initiative positions the Group as a desirable employer, potentially attracting top talent and improving operational efficiency, which can drive long-term financial performance.	<div><div></div><div>+</div></div> <div>Opportunity</div>
By investing in health and safety improvements, the Group can reduce costs associated with workplace injuries, such as compensation claims and lost productivity. Keeping detailed accident records also ensures compliance with safety regulations, minimizing the risk of fines or penalties and allowing the Group to allocate resources more effectively.	<div><div></div><div>+</div></div> <div>Opportunity</div>
While beneficial, maintaining extensive health insurance for employees and their families could increase operational costs for the Group. If not managed efficiently, it could become a financial burden, especially if medical premiums increase. The initiative must be aligned with the Group's long-term financial planning to avoid affecting profitability.	<div><div></div><div>+</div></div> <div>Opportunity</div>



Our approach

Occupational health and safety

Green Beverages Group maintains safe and comfortable work environments, adhering to rigorous occupational health and safety standards and provides access to necessary resources and equipment. To uphold the commitment to occupational health and safety, the Group has established a comprehensive framework that encompasses policies, procedures and practices designed to mitigate risks and safeguard employees. Rigorous health and safety protocols have been implemented that adhere to relevant legal requirements and industry best practices. The approach includes regular risk assessments to identify potential hazards and implement corrective measures promptly.

The Group's Health and Safety Policy serves as a guiding document that reinforces the commitment to maintaining high standards of occupational health and safety. It provides clear guidelines on risk management, safety procedures and employee responsibilities, ensuring that practices align with the Group's values and objectives. The policy includes measures for preventing workplace injuries and illnesses, emergency preparedness and continuous improvement of safety standards. The approach is also reinforced by a dedicated health and safety team that oversees the implementation and monitoring of protocols. This team is responsible for conducting regular audits, reviewing incident reports and ensuring compliance with all health and safety regulations.

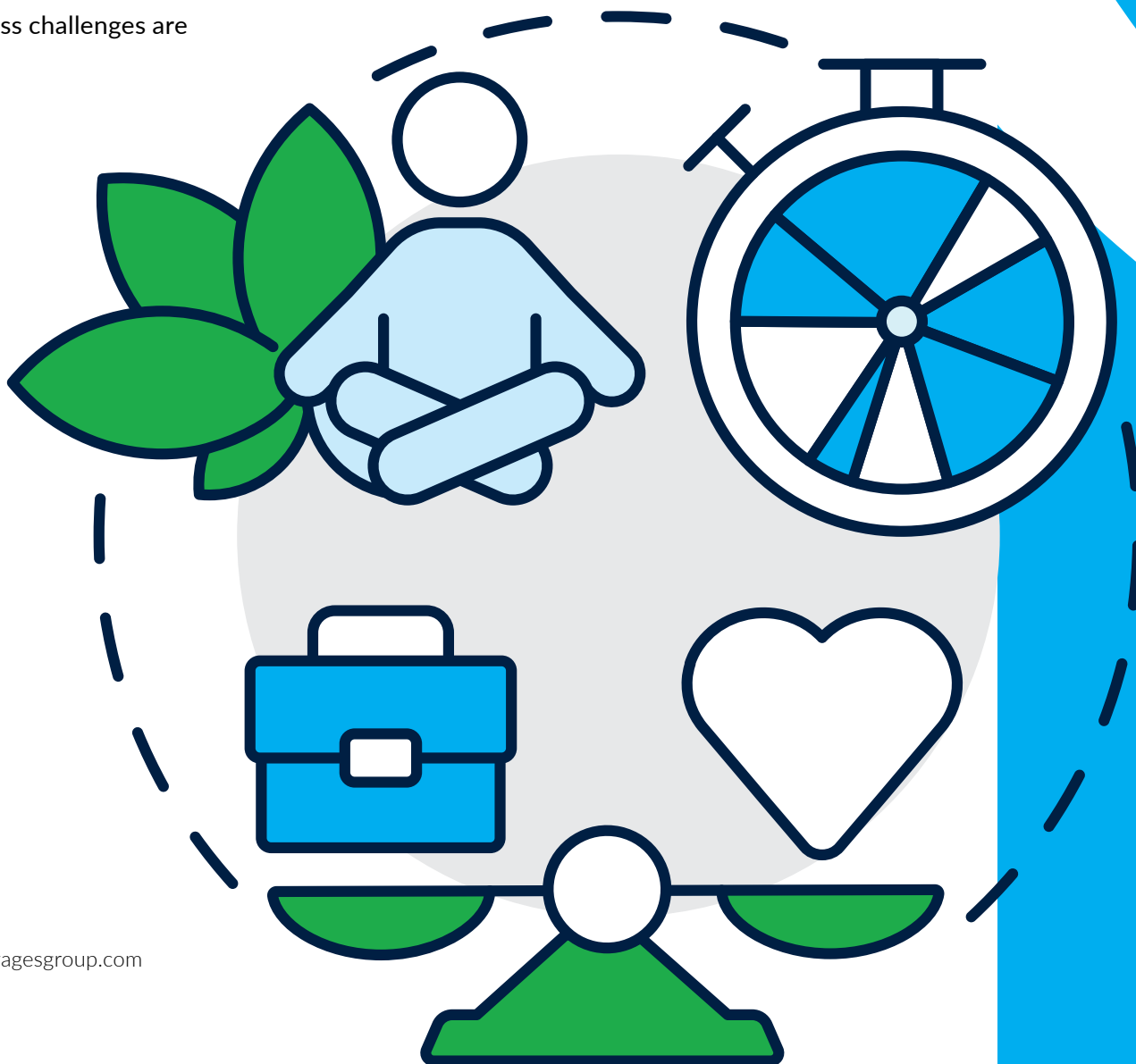
The health and safety of employees is a top priority for the Group. We have implemented a comprehensive health and safety management framework aimed at ensuring a safe and supportive working environment. Through regular risk assessments, compliance with applicable legislation, and the adoption of preventive measures, we promote both the physical and mental well-being of our people. In addition, we invest in ongoing training and awareness programs, fostering a culture of prevention, accountability, and continuous improvement in workplace safety.



**Work-life balance**

Recognising the importance of flexibility in achieving work-life balance, the Group offers various options to meet the diverse needs of its workforce. These include flexible working hours, remote work opportunities and family-friendly policies that support employees in managing their personal responsibilities alongside their professional duties. Flexible work arrangements are designed to provide employees with the autonomy to manage their schedules, reducing stress and enhancing productivity.

Additionally, Green Beverages Group provides comprehensive employee wellness programs that focus on physical, mental and emotional well-being. These programs include access to counselling services, fitness facilities, wellness workshops and health screenings. Wellness initiatives such as mindfulness sessions, stress management workshops and fitness challenges are organised to promote a healthy lifestyle.



The Group encourages a culture of open communication and feedback, allowing employees to express their concerns and suggestions regarding their working conditions and work-life balance. The open-door policy ensures that employees feel comfortable discussing their needs and concerns with management, fostering a supportive and responsive work environment. Active listening and responsiveness are key to maintaining a positive workplace culture. The Code of Conduct further reinforces the commitment to maintaining excellent working conditions and promoting work-life balance, providing clear guidelines on ethical behaviour and support for employee well-being.

The Group provides a comprehensive range of benefits to full-time employees, including life insurance, healthcare, disability and invalidity coverage, as well as parental leave. Furthermore, the Group understands that work-life balance extends beyond the workplace. Initiatives that promote community involvement and volunteerism are actively supported, encouraging employees to engage in activities that contribute to their personal fulfilment and societal well-being.

**Training programs and career development**

Green Beverages Group recognises the importance of career development in achieving work-life balance. Opportunities for professional growth through training programs, workshops and educational courses are provided. These initiatives are designed to help employees develop new skills, advance their careers and achieve their professional goals. By investing in employees' development, the Group contributes to their long-term success and satisfaction.

Employees receive fundamental training in health and safety, fire protection and food safety protocols. Going forward, this training will be embedded into the employee performance review process, enabling the assessment of training needs based on both role and individual requirements. More specifically, continuous training programs are provided to ensure that all employees are aware of safety procedures and understand their role in maintaining a safe work environment. These programs cover various aspects of occupational health and safety, including emergency response, proper use of equipment and ergonomic practices. Training initiatives include workshops, seminars and e-learning modules that are accessible to all employees.





Our performance

Employees - Consolidated	2023		
	Male	Female	Total
Employees	368	118	486
Permanent employees	345	113	458
Temporary employees	23	5	28
Non-guaranteed-working-hour employees	9	1	10
Full-time employees	368	116	484
Part-time employees	0	2	2
Employees in the top 10% of total compensation	21	10	31
Employees in the bottom 90% of total compensation	347	113	460
Employee category 1 - Chief	5	1	6
Employee category 2 - Directors	9	5	14
Employee category 3 - Managers	7	4	11
Employee category 4 - Staff	347	108	455
Members of governance bodies	7	0	7

Employees - Greece	2023		
	Male	Female	Total
Employees	361	117	478
Permanent employees	338	112	450
Temporary employees	23	5	28
Non-guaranteed-working-hour employees	9	1	10
Full-time employees	361	115	476
Part-time employees	0	2	2
Employees in the top 10% of total compensation	14	9	23
Employees in the bottom 90% of total compensation	347	113	460
Employee category 1 - Chief	3	1	4
Employee category 2 - Directors	6	5	11
Employee category 3 - Managers	5	3	8
Employee category 4 - Staff	347	108	455
Members of governance bodies	7	0	7



Employees – North America	2023		
	Male	Female	Total
Employees	5	1	6
Permanent employees	5	1	6
Temporary employees	0	0	0
Non-guaranteed-working-hour employees	0	0	0
Full-time employees	5	1	6
Part-time employees	0	0	0
Employees in the top 10% of total compensation	5	1	6
Employees in the bottom 90% of total compensation	0	0	0
Employee category 1 - Chief	1	0	1
Employee category 2 - Directors	3	0	3
Employee category 3 - Managers	1	1	2
Employee category 4 - Staff	0	0	0
Members of governance bodies	0	0	0

Employees – Middle East	2023		
	Male	Female	Total
Employees	2	0	2
Permanent employees	2	0	2
Temporary employees	0	0	0
Non-guaranteed-working-hour employees	0	0	0
Full-time employees	2	0	2
Part-time employees	0	0	0
Employees in the top 10% of total compensation	2	0	2
Employees in the bottom 90% of total compensation	0	0	0
Employee category 1 - Chief	1	0	1
Employee category 2 - Directors	0	0	0
Employee category 3 - Managers	1	0	1
Employee category 4 - Staff	0	0	0
Members of governance bodies	0	0	0

*\*70% of the staff are employed under contracts that align with the terms and conditions of the National General Collective Agreement. 30% of the staff are employed under contracts that follow the collective agreement specific to their profession at the time of signing, primarily relating to agreements established prior to 2010. The Group does not engage any workers who are not classified as employees. The Group has established the Labor Regulation as the primary framework for governing employee conduct and disciplinary procedures.*



Our performance

New hires	2023	
	Number	Rate (%) <sup>1</sup>
New hires by age		
<30 aged new hires	27	6
30-50 aged new hires	36	7
>50 aged new hires	13	3
New hires by age		
Male new hires	63	13
Female new hires	13	3
Total new hires	76	16

<sup>1</sup> The total employee numbers at the end of the reporting period have been used to calculate the rates of new employee hires and employee turnover.

Employee turnover	2023	
	Number	Rate (%) <sup>2</sup>
Turnover by age		
<30 aged turnover	10	2
30-50 aged turnover	48	10
>50 aged turnover	5	1
Employees turnover by gender		
Male turnover	50	10
Female turnover	13	3
Employees turnover by willingness		
Voluntary turnover	48	10
Involuntary turnover	15	3
Total turnover	63	13

<sup>2</sup> The total employee numbers at the end of the reporting period have been used to calculate the rates of new employee hires and employee turnover.

Workers covered by an occupational health and safety management system	2023	
	Number	Percentage (%)
Employees covered by an H&S system	15	3
Employees covered by an internally audited H&S system	0	0
Employees covered by an externally audited H&S system	0	0

Work-related injuries for all employees	2023
	Number
Total recordable work-related injuries (TRIR)	4



# Safeguarding consumer privacy

Material topic  
GRI 3-3, 418-1

16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



Our commitment

Green Beverages Group is fully committed to safeguarding the privacy and integrity of consumers' and personnel data. In an increasingly digital environment, the Group recognises the importance of protecting the personal information of customers and its workforce and is committed to implementing robust measures to ensure data security. This commitment to consumer privacy reflects the dedication to transparency, ethical business conduct and long-term trust with our customers.



## Our impacts

Material impacts on sustainable development	
Chitos S.A.'s adherence to GDPR and internal confidentiality protocols ensures the protection of personal data, contributing to the broader goal of ethical data management. By limiting data retention and securely disposing of it, the Group supports privacy and consumer trust, crucial for responsible data practices in a digital age.	<div><div></div><div>Actual</div></div>
The absence of data leakage incidents and the proactive updating of the GDPR policy demonstrate the Group's commitment to data protection practices. This enhances data security and builds stakeholder trust, contributing to responsible data management and supporting sustainable business practices.	<div><div></div><div>Actual</div></div>
By implementing a comprehensive complaint management system and reward policy, the Group promotes transparency and accountability. This approach enhances consumer trust and satisfaction, contributing to ethical business practices and fostering positive relationships with customers.	<div><div></div><div>Actual</div></div>



## Our risks and opportunities

Material risks and opportunities for sustainable development	
Compliance with GDPR and implementation of robust data protection practices can reduce the risk of financial penalties and legal liabilities resulting from data breaches. Additionally, maintaining a clear and updated GDPR policy can enhance the Group's reputation and credibility, positioning it as a trusted partner for clients and investors who prioritize data security.	<div><div></div><div>Opportunity</div></div>
A track record of no data breaches reduces the risk of financial penalties and legal costs associated with data protection violations. Appointing an external DPO and updating the GDPR policy can also enhance the Group's reputation in the marketplace.	<div><div></div><div>Opportunity</div></div>
A well-managed complaint system can reduce the risk of costly disputes and customer churn by effectively addressing issues and improving product satisfaction. Additionally, offering rewards for complaints can enhance customer loyalty and brand reputation, potentially leading to increased revenue and sustainable growth.	<div><div></div><div>Opportunity</div></div>



Our approach

In line with our unwavering commitment to consumer data privacy, Green Beverages has developed a comprehensive data protection strategy that integrates advanced policies, robust procedures, and cutting-edge technologies designed to ensure the security and confidentiality of personal information. Adherence to all relevant legal requirements and industry standards, including the General Data Protection Regulation (GDPR), the Group ensures that consumer data is handled in a responsible and ethical manner. The GDPR Security Policy and Personal Data Protection Policy provide clear and transparent guidelines on data handling, storage and protection.

The approach includes implementing advanced security measures to protect data from unauthorised access, breaches and other threats. Encryption, secure servers and firewalls are utilised to safeguard sensitive information and systems are regularly updated to address emerging security risks. Additionally, regular audits and assessments are conducted to evaluate the effectiveness of data protection measures and identify areas for improvement. These security measures are designed to provide comprehensive protection against cyber threats and ensure confidentiality and integrity of consumer data.

Transparency plays a central role in our data privacy strategy. Clear and concise information is provided to customers about how their data is collected, used and protected. Privacy policies are easily accessible, and channels are offered for customers to inquire about their data and exercise their rights under data protection laws. The Group ensures that customers are informed about their rights and the measures taken to protect their personal information.

Employee training and awareness are integral to the approach. Ongoing training programs are conducted to ensure that all employees understand the importance of data privacy and are equipped to handle consumer information securely. These programs cover topics such as data handling procedures, recognising potential threats and responding to data breaches. By educating employees, Green Beverages ensures that data privacy practices are consistently upheld throughout the organisation.

The Group also fosters a culture of accountability and continuous improvement. Employees are encouraged to report any concerns related to data privacy and prompt action is taken to address issues. Regular feedback from employees and customers is gathered to identify areas for improvement and ensure that data protection measures remain effective. By maintaining a proactive stance on data protection, Green Beverages aims to uphold the highest standards of consumer privacy and build lasting trust with customers.

Furthermore, Green Beverages Group recognises the importance of collaboration with external partners to enhance our data privacy practices. Partnerships with cybersecurity experts and participation in industry forums allow the Group to stay informed about the latest developments in data protection and implement best practices. By working together with external stakeholders, Green Beverages Group ensures that consumer data privacy is maintained at the highest level.



Our performance

Substantiated complaints concerning breaches of customer privacy and losses of customer data2023	
Complaints received from outside parties and substantiated by the organization	16
Complaints from regulatory bodies	5
Identified leaks, thefts, or losses of customer data	0
If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient	0

Legal requests of user data2023	
Total number of unique requests for user information, including user content and non content data, from government or law enforcement agencies	0
Total number of unique users whose information was requested by government or law enforcement agencies	0
Percentage of government and law enforcement requests that resulted in disclosure to the requesting party (%)	0

Monetary losses as a result of legal proceedings associated with data security and privacy2023	
Monetary losses as a result of legal proceedings associated with data security and privacy (€)	0

# Personal safety of consumers

Material topic  
GRI 3-3, 416-1, 416-2, 417-1, 417-2, 417-3



## Our commitment

At Green Beverages Group, the safety of our consumers is a priority. We recognize that delivering high-quality, safe products is essential for earning and maintaining consumer trust. Our commitment is reflected in the implementation of strict quality and safety standards, ensuring that every product we offer meets the highest levels of safety, integrity, and reliability.



## Our impacts

Material impacts on sustainable development	
Using stevia as a natural sweetener in place of sugar, actively promotes the shift to natural sweeteners, increasing consumer awareness about health and sustainability and benefiting from healthier alternatives without sacrificing sweetness, enhancing quality of life.	<div><div></div><div>Actual</div></div>
Food and material safety measures have a significant impact on public health by ensuring that consumers receive safe, high-quality products that meet food safety standards. Rigorous monitoring of raw materials like water and audits by suppliers protect both the environment and communities from potential contamination, ensuring long-term food safety and sustainable practices.	<div><div></div><div>Actual</div></div>
By providing transparent product information and clear allergen labeling, the Group enhances consumer trust and supports societal sustainability by promoting informed choices. This protects vulnerable stakeholders, such as individuals with allergies, contributing to public health and safety, while ensuring regulatory compliance and reducing potential misinformation.	<div><div></div><div>Actual</div></div>



## Our risks and opportunities

Material risks and opportunities for sustainable development	
The Group's transition to stevia aligns with the growing demand for healthier products, enabling it to attract health-conscious consumers and expand its market share and revenue potential.	<div><div></div><div>Opportunity</div></div>
Strict adherence to food safety standards helps the Group mitigate risks associated with product recalls, regulatory fines and reputational damage. By maintaining ISO 22000:2018 and relevant certifications for the Food Safety Management System it implements and high-quality standards, the Group strengthens consumer trust and loyalty, enhancing its competitive advantage and safeguarding its market position.	<div><div></div><div>Opportunity</div></div>
Maintaining compliance with packaging and labeling regulations minimizes the risk of legal repercussions and costly penalties. The initiative also strengthens brand loyalty and consumer confidence, fostering long-term relationships that can positively impact the Group's market position and revenue growth.	<div><div></div><div>Opportunity</div></div>





Our approach

To uphold our commitment to consumer safety, Green Beverages Group has implemented a comprehensive strategy that encompasses rigorous safety protocols, quality control measures and continuous improvement practices. Our approach begins with strict adherence to all relevant safety regulations and industry standards, ensuring that our products are safe for consumption and use.

We employ robust quality control processes throughout our production and distribution chains. This includes regular inspections, testing and monitoring to identify and address potential safety issues before products reach consumers. Our facilities and quality control laboratories are equipped with advanced systems designed to prevent contamination and maintain consistently high safety standards.

Transparency and communication are key components of our consumer safety strategy. We provide clear and accurate information about our products, including safety instructions, usage guidelines and potential risks. Our customer service teams are trained to respond promptly to consumer inquiries and concerns, ensuring that any safety-related issues are addressed swiftly and effectively.

Green Beverages Group is committed to continuous improvement initiatives to enhance consumer safety. We regularly review and update our safety protocols based on the latest scientific research, technological advancements and consumer feed-

back. Our commitment to innovation ensures that we stay ahead of emerging safety challenges and consistently deliver safe products.

Employee training and awareness are integral to our approach. We conduct ongoing training programs to ensure that all employees understand their role in maintaining consumer safety. These programs cover topics such as product handling, safety procedures and emergency response, fostering a culture of safety and vigilance throughout the organisation.

In addition, the Group takes a holistic approach to marketing and product labelling. The Procurement Department, in close collaboration with the Regulatory and Quality teams, oversees sourcing decisions and ensures that all components meet environmental, social and safety criteria. This integrated governance model guarantees responsible product development, regulatory compliance and alignment with our broader sustainability goals.



Our performance

Assessment of the health and safety impacts of product and service categories		2023
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement (%)		0

Incidents of non-compliance concerning the health and safety impacts of products and services		2023
Incidents of resulting in a fine or penalty		0
Incidents of resulting in a warning		0
Incidents of non-compliance with voluntary codes		0

Requirements for product and service information and labeling		2023
Percentage of significant product or service categories covered by and assessed for compliance with such procedures (%)		100

Incidents of non-compliance concerning product and service information and labeling		2023
Incidents of resulting in a fine or penalty		0
Incidents of resulting in a warning		0
Incidents of non-compliance with voluntary codes		0

Incidents of non-compliance concerning marketing communications		2023
Incidents of resulting in a fine or penalty		0
Incidents of resulting in a warning		0
Incidents of non-compliance with voluntary codes		0



# GOVERNANCE

## Business ethics and integrity

Material topic  
GRI 2-9, 2-11, 2-15, 2-20, 2-23, 2-24, 3-3



### Our commitment

Green Beverages Group aims to keep its system of governance constantly aligned with the relevant external regulations and recommendations, compliant with national and international standards. The Group is committed to upholding the principles of transparency, integrity and accountability through fair and lawful governance practices.



### Our impacts

Material impacts on sustainable development	
Although functioning on a constant risk base approach, the absence of formalization of a Group's top level risk assessment process may pose challenges in efficiently identifying and addressing key environmental and social risks. This could affect the Group's ability to effectively manage its impact on surrounding ecosystems and communities, limiting its contributions to sustainability goals.	<div><div></div><div>Potential</div></div>
The lack of specialized sustainability teams limits the Group's ability to fully integrate environmental and social considerations into its operations. Establishing dedicated sustainability committees would promote greater focus on environmental concerns, such as resource efficiency and carbon emissions and improve the Group's impact on society by better addressing stakeholder needs.	<div><div></div><div>Potential</div></div>



Our risks and opportunities

Material risks and opportunities for sustainable development	
Without a structured formal risk assessment framework, the Group is exposed to unmitigated financial risks, such as compliance fines, legal challenges, or operational inefficiencies. This gap could lead to unforeseen costs and undermine investor confidence, particularly as regulatory requirements for sustainability reporting become more demanding.	<div><div></div><div>Risk</div></div>
Relying solely on the Board of Directors to address sustainability issues may result in less informed decisions, potentially increasing the risk of non-compliance with ESG and CSRD regulations. Reshaping the management structure to align with sustainability requirements could enhance decision-making, leading to improved risk management, cost savings from sustainable practices and stronger investor confidence.	<div><div></div><div>Risk</div></div>



Our approach

The Group was established over the past year, with 2023 marking its first year of full operation. As such, not all essential policies have been finalized. However, the development of these policies is actively in progress, with the goal of promoting consistency and operational efficiency across all levels of the Group.

The policies are being designed collaboratively by management and department heads to reflect our strategic priorities. Once developed, they will be implemented through detailed procedures, supported by manuals, digital platforms and management systems. For external partners, these policies will be communicated through cooperation agreements, compliance guidelines and con-

tinuous engagement, ensuring alignment with the Group's values and operational standards.

To support adoption, regular training sessions will be held for employees and partners, where applicable. In addition, support tools will be made available to address any questions or implementation challenges.

**Board structure and composition**

Green Beverages Group ensures the adequate, accurate and timely provision of material information to shareholders and potential investors and all interested parties through the structured corporate governance framework of the Group, which includes:

- management bodies with clearly defined roles, responsibilities and obligations
- appropriate organizational structure and business processes
- effective internal control system
- organized communication system both the Group's external and internal environment

Together, these elements ensure transparency, accountability and informed decision-making across all levels of the Group's operations.

Legal and Regulatory Compliance

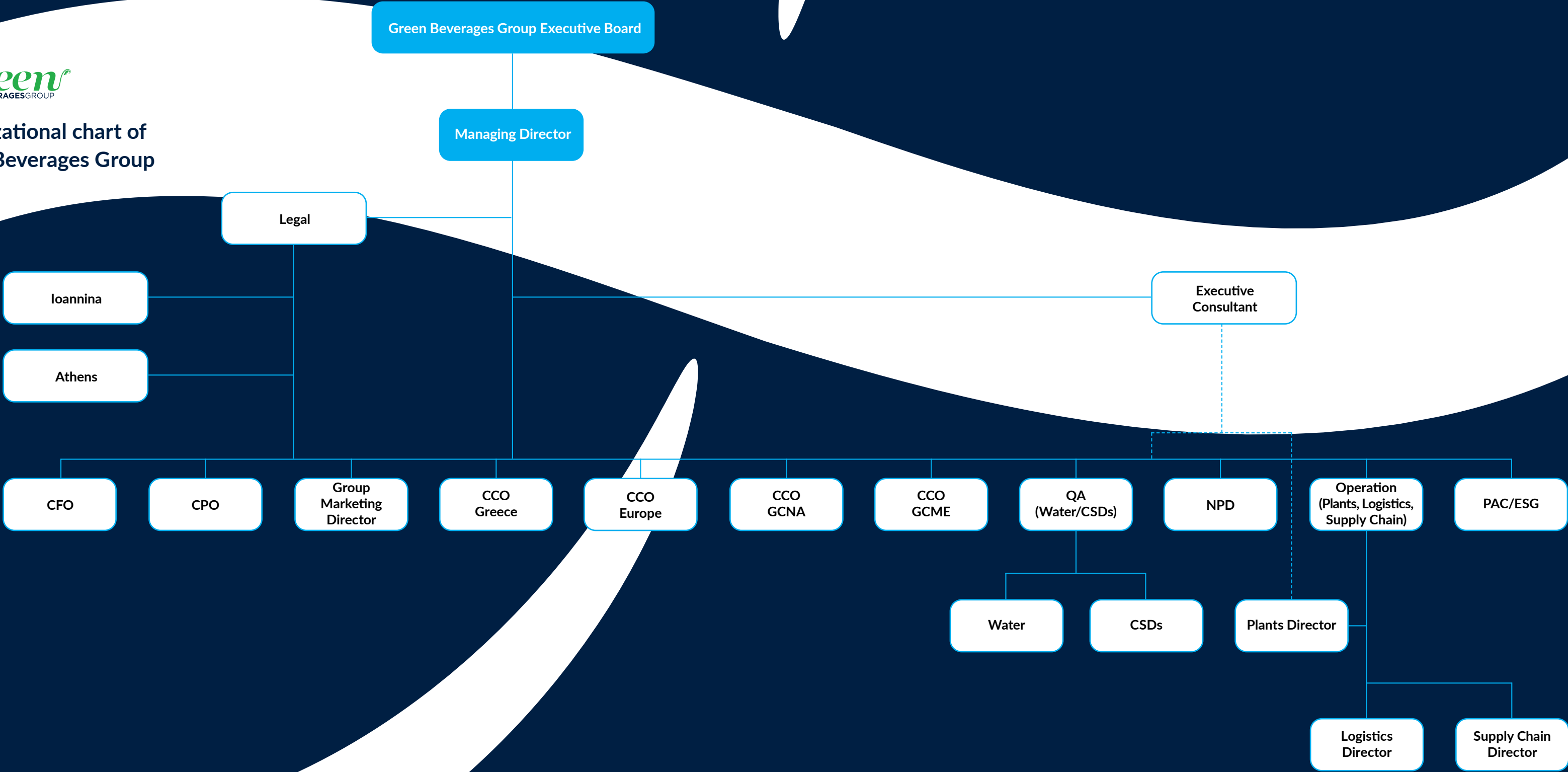
Although compliance with laws and regulations is not considered a material topic for this reporting period, the Group recognizes its fundamental importance as part of responsible business conduct. Green Beverages Group remains committed to adhering to all applicable legal and regulatory requirements across its operations and continuously monitors compliance through internal controls, audits, and employee training. During the reporting period, there were no significant fines or non-monetary sanctions for non-compliance with environmental, social, or economic laws and regulations. Additionally, the Group defines "significant instances of non-compliance" as violations that have a substantial negative impact on its operations, reputation, or that may result in significant financial penalties or legal consequences. No such instances of non-compliance were occurred during the reporting period.







Organizational chart of Green Beverages Group



The governance structure of Green Beverages Group consists of the Board of Directors (BoD) that oversees the strategic direction and management of the Group. The BoD is composed of seven (7) members, whose names and roles are listed below:

- Howard Prince - Wright: Chair
- George Venieris: Chief Executive Officer (CEO)
- George Minardos: Chief Financial Officer (CFO)
- Nikos Chitos: Non-Executive Member
- Vasilis Chitos: Non-Executive Member
- Giannis Chitos: Non-Executive Member
- Periklis Venieris: Non-Executive Member

As a key prerequisite, the Board's decisions must be in line with corporate values and the applicable legislative framework. The ultimate goal of the Board is to maximise the long-term value of the Group and safeguard the overall corporate interests. The Board is the Group's representative in all its relationships and transactions while monitoring and controlling its activities. This is attained by acting in accordance with the applicable legislative provisions and having regard to the Articles of Association.

Regarding the communication of critical concerns, the BoD is committed to their transparent communication. While the Group currently does not have established committees, the BoD members actively engage in discussions and decision-making processes to address any significant issues that may impact the Group.

The Chair of the BoD is Howard Prince, who brings a wealth of capital markets experience, having held several Chief Financial Officer positions. The Chair is responsible for leading the BoD, facilitating effective governance practices and ensuring that the BoD operates cohesively and efficiently.

The BoD members bring diverse expertise and experience to the governance of the Group, ensuring effective oversight and decision-making. The collective knowledge of the BoD is a key asset for Green Beverages Group. The diverse backgrounds and expertise of the BoD members contribute to informed decision-making and strategic planning. Regular meetings and discussions ensure that the BoD stays updated on industry trends, regulatory changes and group performance enhancing decision-making and long-term value creation.



Policies and procedures

Although Green Beverages Group currently does not have established formal policies related to the BoD, business conduct, conflicts of interest, remuneration, suitability, or compensation, the BoD is dedicated to embedding policy commitments throughout the organisation. This includes promoting ethical behaviour, ensuring compliance with regulations and fostering a culture of sustainability and accountability.

Regarding the absence of formal policies related to conflicts of interest, BoD members are expected to disclose any potential conflicts and abstain from participating in decisions where a conflict may arise. This practice ensures that all decisions are made in the best interest of the Group and its stakeholders. Additionally, although the Group has not established formal policies or procedures related to remuneration, the process to determine the remuneration of BoD members is based on industry benchmarks, group performance and individual contributions.



Risk assessment

Green Beverages Group recognises the critical importance of effective risk management in achieving its strategic objectives and ensuring sustainable growth. While the Group has not yet established a comprehensive risk management framework, such as an Enterprise Risk Management (ERM) system, it is committed to prioritising risk management as part of its ESG compliance efforts.

Currently, Green Beverages Group has developed a **preliminary risk matrix** that serves as a foundational tool for identifying and assessing potential risks. As part of its commitment to strengthening risk management, the Group plans to appoint specific roles and departments dedicated to risk assessment and management. These roles will be responsible for developing and implementing risk management strategies, conducting regular risk assessments and ensuring that risk management practices are integrated into the Group's daily operations.

# Anti-corruption and anti-bribery

Material topic  
GRI 3-3, 205-1

16  
PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



## Our commitment

Green Beverages Group is committed to establishing a comprehensive Anti-Corruption and Anti-Bribery policy across all entities within the Group. The Group will engage external consultants to assist in the development and implementation of this policy, ensuring it meets the highest standards of corporate transparency and integrity. By taking this proactive step, the Group aims to strengthen its governance framework, enhance stakeholder trust and align with societal and regulatory expectations.



## Our impacts

Material impacts on sustainable development	
The absence of a formal Anti-Corruption and Anti-Bribery policy weakens the Groups capacity to ensure ethical governance, affecting stakeholder trust. A lack of measures in this area could negatively influence societal expectations around corporate transparency and integrity, especially within local communities and partner networks.	<div>⊖</div> <div>Potential</div>



## Our risks and opportunities

Material risks and opportunities for sustainable development	
The risks of not having an anti-corruption policy are extensive, ranging from legal penalties and financial losses to reputational damage and operational inefficiencies. This could also result in business disruption, inferior product quality or legal liabilities if corruption is uncovered within the supply chain.	<div>⊖</div> <div>Risk</div>





Our approach

The Group understands that the absence of a formal Anti-Corruption and Anti-Bribery policy weakens its capacity to ensure ethical governance and may negatively influence societal expectations around corporate transparency and integrity, particularly within local communities and partner networks. Upholding trust, both internally and externally, is essential to maintaining a responsible business model, especially as the Group expands its presence and influence.

It is dedicated to fostering a culture of ethical behaviour and accountability, guided by a commitment to zero tolerance for corruption, bribery and any form of unethical conduct. The Group will continuously review and enhance its existing policies and practices and evaluate the establishment of new ones to ensure they reflect and reinforce the Group’s dedication to integrity and transparency.

In this context, the Group recognises that with the adoption of new policies or the revision of existing ones, it

is also necessary to provide appropriate training for employees at all levels. Such training will aim to raise awareness of anti-corruption measures, clarify expectations regarding acceptable conduct and empower staff to identify and report misconduct through secure and confidential channels. Furthermore, the Group plans to embed ethical standards into key operational processes, such as procurement and third-party engagements to strengthen accountability across the value chain. Periodic risk assessments will be conducted to identify potential vulnerabilities and internal controls will be reviewed and reinforced accordingly.

By integrating these measures into its operational framework, the Group seeks not only to comply with legal and regulatory requirements but to lead by example in promoting integrity, fairness and ethical leadership in all aspects of its business.



Our performance

Operations assessed for corruption		2023
Percentage of operations assessed for corruption (%)		0%
Number of operations assessed for corruption		0

Ethical reporting and whistleblowing protection

Material topic  
GRI 3-3

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Our commitment

Recognising the importance of providing a safe and secure mechanism for employees to report concerns, Green Beverages Group is dedicated to ensuring that whistleblowing processes are accessible, confidential and effective. This commitment is outlined in the Whistleblowing Policy, which provides clear guidelines on reporting misconduct and protecting whistleblowers.



Our impacts

Material impacts on sustainable development	
Updating and formalizing the whistleblowing policy enhances social sustainability by promoting a culture of transparency and integrity. This will empower employees to report ethical concerns in a safe and supportive environment, leading to more responsible corporate practices that benefit the workforce and, by extension, the wider community.	<div><div>+</div><div>Actual</div></div>



Our risks and opportunities

Material risks and opportunities for sustainable development	
A comprehensive whistleblowing policy reduces financial risks by allowing early identification of internal issues, thus minimizing potential legal costs and reputational harm. It also fosters a safer and more ethical work environment, which can lead to improved employee retention and operational efficiency, ultimately benefiting the Group's financial stability.	<div><div></div><div>Risk</div></div>



Our approach

The Group has implemented a comprehensive strategy that includes clear policies, practices and initiatives designed to support transparency and ethical conduct. The Whistleblowing Policy serves as a guiding document, providing clear guidelines on how employees can report concerns, the procedures for investigating reports and the measures in place to protect whistleblowers from retaliation.

Green Beverages Group actively encourages employees to report any concerns related to misconduct, unethical behaviour, or violations of group policies. Multiple channels for reporting are provided, including anonymous hotlines, online reporting systems and direct communication with designated personnel. By offering these options, Green Beverages Group ensures that employees feel comfortable and secure in reporting their concerns.

Confidentiality is a key aspect of the whistleblowing process. The Group is committed to protecting the identity of whistleblowers and ensuring that all reports are handled with the utmost discretion. Procedures are in place to safeguard the confidentiality of reports and prevent any form of retaliation against whistleblowers. By maintaining a secure and confidential reporting system, Green Beverages Group fosters a culture of trust and accountability.

The Group has established a clear and structured process for investigating whistleblowing reports. Dedicated teams are responsible for reviewing and investigating reports promptly and thoroughly. These teams are trained to handle reports with sensitivity and impartiality, ensuring that all concerns are addressed fairly and effectively. By implementing rigorous investigation procedures, the Group ensures that all reports are taken seriously and appropriate actions are taken.

Training and awareness programs are provided to employees to ensure that they understand the whistleblowing process and their rights and responsibilities. These programs cover topics such as how to report concerns, the protections in place for whistleblowers and the importance of ethical behaviour. By educating employees, the Group ensures that whistleblowing practices are consistently upheld throughout the organisation.

The Group regularly reviews and updates its whistleblowing practices to adapt to emerging risks and changing regulations. Feedback from employees and stakeholders is gathered to identify areas for improvement and ensure that the highest standards of ethical conduct are maintained. By fostering a culture of continuous improvement, the Group demonstrates its commitment to transparency and accountability. Furthermore, Green Beverages Group recognises the importance of collaboration with external partners to enhance whistleblowing practices. Partnerships with industry experts, regulatory bodies and advocacy groups allow the Group to stay informed about the latest developments in whistleblowing.

# Management of relationships with suppliers

Material topic  
GRI 2-26, 3-3, 204-1, 308-1, 308-2, 414-1, 414-2



## Our commitment

The Group is committed to managing relationships with suppliers in a manner that promotes fairness, transparency, accountability and mutual benefit. Recognising that suppliers play a crucial role in the success of the business, Green Beverages Group is dedicated to fostering strong, collaborative partnerships that adhere to the highest standards of ethical and sustainable conduct.



## Our impacts

Material impacts on sustainable development	
Without a focus on sustainability in the supplier selection, the Group may unintentionally contribute to environmental degradation. The lack of emphasis on eco-friendly practices can lead to higher carbon emissions, greater resource depletion and harm to ecosystems, affecting water resources, biodiversity and the broader community.	<div><div></div><div>Potential</div></div>



## Our risks and opportunities

Material risks and opportunities for sustainable development	
Not integrating sustainability in supplier selection may result in higher long-term operational costs due to inefficient resource usage and potential regulatory fines. This could weaken the Group's competitive position, as market trends increasingly favor businesses with strong sustainability credentials, potentially affecting growth prospects, stakeholder confidence and brand reputation.	<div><div></div><div>Risk</div></div>



## Our approach

To uphold the commitment to managing relationships with suppliers, the Group has implemented a comprehensive strategy that includes clear policies, practices and initiatives designed to support ethical and sustainable supply chain management. The Basic Principles for Suppliers serve as a guiding document, providing clear guidelines on supplier conduct, compliance with legal and regulatory requirements and adherence to ethical standards.

The Group actively engages with suppliers to ensure that they understand and comply with the expectations outlined in the Basic Principles for Suppliers. Regular communication and collaboration are fostered to build strong and transparent relationships. This includes conducting supplier assessments, audits and reviews to evaluate compliance with ethical standards and identify areas for improvement. By maintaining open channels of communication, Green Beverages Group ensures that suppliers are well-informed and aligned with the Group's values.

Supplier selection processes are designed to promote fairness and transparency. Objective criteria are used to evaluate potential suppliers, ensuring that decisions are based on merit and adherence to ethical standards. The Group seeks to partner with suppliers who share its commitment to sustainability, social responsibility and ethical conduct. By implementing these practices, Green Beverages Group aims to build a resilient and responsible supply chain that reflects its values and contributes to the overall success of the business.

Environmental stewardship is a key component of the Group's supplier management strategy. Recognising that supply chain activities can contribute to significant environmental consequences, Green Beverages Group communicates its values, expectations and sustainability efforts clearly to suppliers. This includes addressing issues such as

toxic waste, water pollution, loss of biodiversity, deforestation, long-term damage to ecosystems, hazardous air emissions, greenhouse gas emissions and excessive energy use. As part of our responsible sourcing practices, we actively screen and evaluate our suppliers based on both **environmental and social criteria** with a particular emphasis on the protection of human rights, fair labor practices and workplace safety. Clear communication and collaboration with suppliers are essential to achieving environmental and social objectives.

The Group provides support and resources to suppliers to help them meet the expectations outlined in the Basic Principles for Suppliers. This includes offering training programs, workshops and guidance on best practices in supply chain management. By investing in supplier development, Green Beverages Group ensures that suppliers have the tools and knowledge to comply with ethical and environmental standards and contribute to a sustainable supply chain. The Group regularly reviews and updates its supplier management practices to adapt to emerging risks and changing regulations. Feedback from suppliers, stakeholders and sustainability experts is gathered to identify areas for improvement and ensure that the highest standards of ethical conduct and environmental stewardship are maintained.

Furthermore, the Group prioritizes sourcing from local suppliers whenever possible, recognizing the economic and social benefits this brings to the communities in which we operate. By allocating a significant portion of our procurement spending to local businesses, we support job creation, stimulating regional economies and reducing the environmental impact associated with long-distance transportation. This approach also fosters closer partnerships with suppliers, enhancing responsiveness, transparency and collaboration across the value chain.





Our performance

Proportion of spending on local suppliers	Unit	2023
Ratio of budget spent on local suppliers	%	32

New suppliers screened using environmental criteria	Unit	2023
Number of new suppliers	Number	3
Number of new suppliers screened using environmental criteria	Number	3
Percentage of new suppliers screened using environmental criteria	%	100

Suppliers assessed for environmental impacts	Unit	2023
Total number of suppliers	Number	58
Number of suppliers assessed for environmental impacts	Number	15

Suppliers identified as having environmental impacts	Unit	2023
Number of suppliers identified as having environmental impacts	Number	8
Percentage of suppliers identified as having environmental impacts	%	53
Percentage of terminated suppliers (who were previously identified as having negative environmental impacts)	%	0

New suppliers that were screened using social criteria	Unit	2023
Number of total suppliers	Number	58
Number of new suppliers that were screened using social criteria	Number	3
Percentage of new suppliers that were screened using social criteria	%	100

Negative social impacts in the supply chain and actions taken	Unit	2023
Number of suppliers assessed for social impacts	Number	15
Number of suppliers having significant actual and potential negative social impacts	Number	8
Number of suppliers having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	Number	7
Percentage of suppliers having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	%	53
Number of suppliers having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	Number	0
Percentage of suppliers having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	%	0

# Political engagement and responsible lobbying

Material topic  
GRI 3-3

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS



## Our commitment

The Group is committed to conducting political engagement and lobbying activities in a transparent, ethical and accountable manner. Recognising the importance of advocating for policies that support the business and industry, Green Beverages Group is dedicated to ensuring that all political interactions are conducted with integrity and in compliance with relevant laws and regulations.



## Our impacts

Material impacts on sustainable development	
Without a formal lobbying policy, there is a risk that the Group's direct and indirect lobbying activities through associations may lack transparency and accountability. Implementing a formal lobbying policy enhances ethical conduct, directly benefiting both internal stakeholders and the society.	<div><div></div><div>Potential</div></div>



## Our risks and opportunities

Material risks and opportunities on sustainable development	
Operating without a formal lobbying policy may lead to hidden risks and potential legal issues, as the Group lacks oversight over lobbying efforts. This could result in unforeseen costs, including reputational damage, which might negatively affect the Group's financial stability and investor confidence.	<div><div></div><div>Risk</div></div>



## Our approach

The Group actively engages with policymakers, industry associations and other stakeholders to advocate for policies that support the business and industry. These activities are conducted in a fully transparent manner, with clear documentation and reporting on all political interactions.

Political engagement and lobbying activities are conducted in compliance with all relevant laws and regulations. The Group adheres to comprehensive internal guidelines to ensure that all political interactions are conducted ethically and responsibly. This includes avoiding conflicts of interest, ensuring transparency in reporting. Additionally, the Group provides training and resources to employees involved in political engagement and lobbying activities. This includes offering workshops, seminars and guidance on best practices in political interactions.

The Group regularly reviews and updates its political engagement and lobbying practices to adapt to

emerging risks and changing regulations. Feedback from stakeholders and employees is gathered to identify areas for improvement and ensure that the highest standards of ethical conduct are maintained. By fostering a culture of transparency, accountability and continuous improvement, Green Beverages Group demonstrates its commitment to responsible political engagement and lobbying activities.

Furthermore, Green Beverages Group recognises the importance of collaboration with external partners and associations to enhance political engagement practices. Partnerships with industry experts, regulatory bodies and advocacy groups allow the Group to stay informed about the latest developments in political engagement and implement best practices. By working together with external stakeholders, the Group ensures that political engagement activities are conducted effectively, ethically and at the highest level.



# SUSTAINABILITY REPORT APPENDICES

## About the Report

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

**This first Sustainability Report by Green Beverages Group aims to present the Group's strategy and annual ESG (Environmental, Social, Governance) performance in a transparent way to its stakeholders, covering the period from January 1 to December 31, 2023. The report was officially published on 30 May 2025.**

### Purpose and scope

The data presented in this report reflect the actions and practices of Green Beverages Group and its affiliated entities, including Chitos S.A., Zireia Ltd, Green Cola Middle East, Green Cola North America, Green Room Brands (licensee) and Green Cola Germany (licensee), in relation to the production and supply of water and beverage products.

While the primary focus is on the Group's current operations and activities, relevant information from recently acquired or merged entities is also included where applicable, as they now form part of the Group's organizational structure. All information shared is aligned with the current scope of business.

### Use of standards

This report has been prepared in accordance with the GRI Standards 2021 and has also incorporated the European Sustainability Reporting Standards (ESRS) in the execution of the double materiality assessment. Additionally, the Group has aligned its material topics with the United Nations Sustainable Development Goals (SDGs), illustrating its contribution to each of the 17 goals.

The report has been reviewed and approved by the Group's Board of Directors.

There are no restatements of information, as this marks the Group's first Sustainability Report.

### External assurance

The Sustainability Report has not been externally assured. However, Green Beverages Group is committed to continuously improving its sustainability reporting practices and will explore the option of external assurance in future reporting cycles.

### Feedback and comments

For any information, questions or comments regarding the content of this report, please feel free to reach out using the contact details below:

Full name: Christina Douma

Role: Public Affairs, Communications & ESG Director

Email: [cdouma@greenbeveragesgroup.com](mailto:cdouma@greenbeveragesgroup.com)

Phone: T: (+30)210 8002980, M: (+30) 6981703070



GRI Index

Statement of use	Green Beverages Group has prepared this report in accordance with the GRI Standards, covering the reporting period from January 1 to December 31, 2023, on an annual basis.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Currently, there is no applicable sector standard for the food and beverage sector.

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Green Beverages Group	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	<b>Appendix</b> About the report			
	2-3 Reporting period, frequency and contact point	<b>Appendix</b> About the report			
	2-4 Restatements of information	<b>Appendix</b> About the report			
	2-5 External assurance	<b>Appendix</b> About the report			
	2-6 Activities, value chain and other business relationships	<b>About Green Beverages Group</b> Activities, value chain and other business relationships	c, d	Information unavailable	The Group has no additional significant business relationships beyond those already described in the value chain disclosures. Furthermore, as this is the Group's first sustainability report, there are no changes to report compared to a previous reporting period.
	2-7 Employees	<b>Society</b> Working conditions and work-life balance			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	<b>Society</b> Working conditions and work-life balance			
	2-9 Governance structure and composition	<b>Governance</b> Business ethics and integrity			
	2-10 Nomination and selection of the highest governance body	<b>Governance</b> Business ethics and integrity	b	Information unavailable	The Group has not set any criteria for nominating and selecting highest governance body members.
	2-11 Chair of the highest governance body	<b>Governance</b> Business ethics and integrity			
	2-12 Role of the highest governance body in overseeing the management of impacts	<b>Governance</b> Business ethics and integrity			
	2-13 Delegation of responsibility for managing impacts	<b>Governance</b> Business ethics and integrity <b>Our approach to sustainability</b> Double materiality assessment			
	2-14 Role of the highest governance body in sustainability reporting	<b>Governance</b> Business ethics and integrity			
	2-15 Conflicts of interest	<b>Governance</b> Business ethics and integrity	b	Information unavailable	The Group has not disclosed any conflicts of interest to stakeholders.
	2-16 Communication of critical concerns	<b>Governance</b> Business ethics and integrity			
	2-17 Collective knowledge of the highest governance body	<b>Governance</b> Business ethics and integrity			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	<b>Governance</b> Business ethics and integrity			
	2-19 Remuneration policies	<b>Governance</b> Business ethics and integrity			
	2-20 Process to determine remuneration	<b>Governance</b> Business ethics and integrity			
	2-21 Annual total compensation ratio		a, b	Confidentiality constraints	This disclosure is a confidential information for the Group.
	2-22 Statement on sustainable development strategy	<b>Letter from our CEO</b>			
	2-23 Policy commitments	<b>Governance</b> Business ethics and integrity <b>Society</b> Working conditions and work-life balance	a, c, e	Information unavailable	At present the Group does not have any policies explicitly based on intergovernmental instruments, but it is committed to reviewing and adopting best practices related to due diligence, precautionary principle and human rights in the future.

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Governance Business ethics and integrity	a	Information unavailable	Since 2023 was the Group's first year of operation, not all the necessary policies have been designed yet. However, the policies are being developed with the aim of ensuring consistency and efficiency across all levels of the Group's operations. They will be created by the management in collaboration with department heads to align with our strategic priorities. Subsequently, they will be translated into procedures through manuals, digital tools, and management systems. For external partners, the policies will be communicated through cooperation agreements, compliance regulations, and regular communication, ensuring that the Group's values and practices are universally upheld. The Group plans to organize regular training sessions for our staff and, where necessary, for its partners, to ensure understanding and implementation of our policies. Additionally, support tools will be provided to address any questions or challenges that may arise.

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	<b>Our approach to sustainability</b> Sustainability strategy			
	2-26 Mechanisms for seeking advice and raising concerns	<b>Governance</b> Ethical reporting and whistleblowing protection			
	2-27 Compliance with laws and regulations	<b>Governance</b> Business ethics and integrity			
	2-28 Membership associations	<b>About Green Beverages Group Plc</b> Partnerships, awards and collective actions			
	2-29 Approach to stakeholder engagement	<b>Our approach to sustainability</b> Stakeholder engagement			
	2-30 Collective bargaining agreements	<b>Society</b> Working conditions and work-life balance			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainable development at Green Beverages Group Double materiality assessment	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	Sustainable development at Green Beverages Group Double materiality assessment			
	3-3 Management of material topics	Sustainable development at Green Beverages Group Double materiality assessment			
Climate change mitigation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment Climate change mitigation			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment Climate change mitigation			
	302-2 Energy consumption outside of the organization	Environment Climate change mitigation			
	302-3 Energy intensity	Environment Climate change mitigation			
	302-4 Reduction of energy consumption	Environment Climate change mitigation			
	302-5 Reductions in energy requirements of products and services	Environment Climate change mitigation			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment Climate change mitigation			
	305-2 Energy indirect (Scope 2) GHG emissions	Environment Climate change mitigation			
	305-5 Reduction of GHG emissions	Environment Climate change mitigation			



GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
Water					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment Water			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment Water			
	303-2 Management of water discharge related impacts	Environment Water			
	303-3 Water withdrawal	Environment Water			
	303-4 Water discharge	Environment Water			
	303-5 Water consumption	Environment Water			
Biodiversity and ecosystems					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment Biodiversity and ecosystems			
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	Environment Biodiversity and ecosystems			
	304-2 Significant impacts of activities, products and services on biodiversity	Environment Biodiversity and ecosystems			
	304-3 Habitats protected or restored	Environment Biodiversity and ecosystems			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment Biodiversity and ecosystems			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
Waste management and circular economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment Waste management and circular economy			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environment Waste management and circular economy			
	301-2 Recycled input materials used	Environment Waste management and circular economy			
	301-3 Reclaimed products and their packaging materials	Environment Waste management and circular economy			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment Waste management and circular economy			
	306-2 Management of significant waste related impacts	Environment Waste management and circular economy			
	306-3 Waste generated	Environment Waste management and circular economy			
	306-4 Waste diverted from disposal	Environment Waste management and circular economy			
	306-5 Waste directed to disposal	Environment Waste management and circular economy			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
Equal treatment and opportunities across the workforce					
GRI 3: Material Topics 2021	3-3 Management of material topics	Society Equal treatment and opportunities across the workforce			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Society Equal treatment and opportunities across the workforce			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Society Equal treatment and opportunities across the workforce			
Working conditions and work-life balance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Society Working conditions and work-life balance			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Society Working conditions and work-life balance			
	401-2 Benefits for full-time employees	Society Working conditions and work-life balance			
	401-3 Parental leave	Society Working conditions and work-life balance			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
Working conditions and work-life balance					
GRI 403: Occupational Health and Safety 2016	403-1 Occupational health and safety management system	<b>Society</b> Working conditions and work-life balance			
	403-2 Hazard identification, risk assessment, and incident investigation	<b>Society</b> Working conditions and work-life balance			
	403-3 Occupational health services	<b>Society</b> Working conditions and work-life balance			
	403-5 Worker training on occupational health and safety	<b>Society</b> Working conditions and work-life balance			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<b>Society</b> Working conditions and work-life balance			
	403-8 Workers covered by an occupational health and safety management system	<b>Society</b> Working conditions and work-life balance			
Safeguarding consumer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	<b>Society</b> Personal safety of consumers			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<b>Society</b> Safeguarding consumer privacy			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
Personal safety of consumers					
GRI 3: Material Topics 2021	3-3 Management of material topics	Society Personal safety of consumers			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Society Personal safety of consumers			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Society Personal safety of consumers			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Society Personal safety of consumers			
	417-2 Incidents of non-compliance concerning product and service information and labeling	Society Personal safety of consumers			
	417-3 Incidents of non-compliance concerning marketing communications	Society Personal safety of consumers			
Business ethics and integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Business ethics and integrity			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
Anti-corruption and anti-bribery					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Anti-corruption and anti-bribery			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Governance Anti-corruption and anti-bribery			
Ethical reporting and whistleblowing protection					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Ethical reporting and whistleblowing protection			
Management of relationships with suppliers					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Management of relationships with suppliers			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Governance Management of relationships with suppliers			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Governance Management of relationships with suppliers			
	308-2 Negative environmental impacts in the supply chain and actions taken	Governance Management of relationships with suppliers			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Governance Management of relationships with suppliers			
	414-2 Negative social impacts in the supply chain and actions taken	Governance Management of relationships with suppliers			

GRI Standard/ Other source	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material topics					
Political engagement and responsible lobbying					
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Political engagement and responsible lobbying			
Non-material topics					
Economic performance					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Value creation Financial performance			





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