SUSTAINABLE DEVELOPMENT POLICY

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Approval

Title	Full Name	Date
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PAPOUTSANIS
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SUSTAINABLE DEVELOPMENT POLICY

1. Purpose

Papoutsanis S.A. considers Sustainable Development an integral part of how it operates, grows, and creates value.

Our approach to sustainability is directly linked to the Company's mission: to make responsible choices easy and natural in personal and home care, for a better quality of life for everyone.

We recognize that our operations have direct and indirect economic, social, and environmental impacts throughout the entire value chain—from the sourcing of raw materials and production to the use of products and the management of their packaging.

We are committed to managing these impacts responsibly, striving to minimize negative consequences and enhance our positive contribution to employees, suppliers, partners, customers, consumers, shareholders, local communities, and the natural environment.

This Policy is grounded in Papoutsanis' values—Ethics, Responsibility, Passion, Resilience, and Togetherness—and serves as a guiding principle for how we make decisions and grow with consistency and a long-term perspective.

2. Principles and Commitments

Papoutsanis is committed to operating in accordance with applicable national and European legislation, regulatory requirements, international standards, and the certifications it holds, as well as the voluntary commitments and initiatives in which it participates.

In this context, the Company systematically strives to:

Environment & Climate Action

- to reduce energy consumption and greenhouse gas emissions,
- to increase energy efficiency and the use of renewable energy sources,
- responsible water management and reduced water consumption,
- the responsible sourcing and use of raw materials and packaging materials,
- the reduction of solid and liquid waste, recycling, and reuse,
- promoting circularity and reducing the use of new plastic,
- developing products and solutions with a lower environmental footprint.

People & Society

- ensuring the health, safety, and well-being of employees,
- creating equal opportunities and combating all forms of discrimination,
- respecting and protecting human rights,
- the continuous training, skill development, and professional growth of our people,
- creating a work environment based on respect, trust, and collaboration,
- supporting local communities and social initiatives that make a positive impact.

Quality, Safety, and Responsible Product Innovation

- ensuring high standards of quality and safety across the entire product portfolio,
- protecting consumer health and safety,
- systematically investing in Research & Development and innovation,
- the development of products and packaging that incorporate sustainability criteria wherever possible,
- providing responsible and evidence-based information to customers and consumers.

Responsible Corporate Governance

- operating with integrity, transparency, and accountability,
- preventing and combating corruption, bribery, and anti-competitive practices,
- compliance with the principles of good corporate governance,
- the systematic assessment and management of business and ESG risks,
- the responsible selection and evaluation of suppliers and partners based on environmental, social, and ethical criteria,
- the creation of long-term economic value for all stakeholders.

3. Management and Monitoring

Papoutsanis sets goals and systematically monitors its progress in key sustainability areas, utilizing appropriate performance indicators, internal procedures, and recognized reporting frameworks.

The Company strives for continuous improvement in its performance and to regularly and transparently inform stakeholders about its progress through Sustainability Reports and other relevant corporate publications.

4. Scope

This Policy applies to all activities of Papoutsanis S.A. and complements the Company's individual policies, procedures, standards, regulatory requirements, and voluntary commitments.

Papoutsanis also seeks to ensure that the fundamental principles of this Policy are taken into account by its suppliers and business partners, within the framework of the Company's relevant contractual, operational, and ethical requirements.

5. Review

This Policy is reviewed on a regular basis and, at a minimum, every two years or sooner if there are material changes to the Company's strategy, the regulatory framework, or key sustainability priorities.