

**ANNUAL REPORT ON THE
AUDIT COMMITTEE'S ACTIVITIES
OF "PLAISIO COMPUTERS S.A."
FOR THE FINANCIAL YEAR 2021**

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1. Introduction

1.1 The Audit Committee of the Societe Anonyme with the name “PLAISIO COMPUTERS SOCIETE ANONYME - COMMERCIAL AND INDUSTRIAL COMPANY OF COMPUTERS AND STATIONERY” and the distinctive title “PLASIO COMPUTERS S.A.” (hereinafter referred to as the “Company”), is a Committee of the Board of Directors, in accordance with the more specific provisions and regulations of the current legislative and regulatory framework and the principles of corporate governance and operates within the scope of its Rules of Procedure as approved by the Board of Directors of the company, as in force.

2. Purpose - Responsibilities of the Audit Committee

2.1 The primary purpose of the Audit Committee is to provide the necessary assistance and support to the Board of Directors of the Company in the performance of its duties consisting in:

- (a)** ensuring the quality, completeness, accuracy, objectivity and integrity of the financial reporting process;
- (b)** evaluating the effectiveness of the Company’s internal control and risk management systems and procedures;
- (c)** monitoring the statutory audit of the annual and semi-annual (corporate and consolidated) financial statements and supervising the independence of the Certified Public Accountants; and
- (d)** monitoring and supervising the regulatory compliance procedures of the Company and the Group, in general.

2.2 In addition to the current regulatory framework, the structure, organization, operation as well as the responsibilities and duties of the Audit Committee are also described in detail in its Rules of Procedure, which are available in their currently approved form on the Company’s website <https://www.plaisio.gr>.

2.3 In the performance of its duties, the Audit Committee establishes and ascertains that it had full, free and unrestricted access to the records, data and information necessary and required for the implementation of its purpose, it had immediate and unimpeded access to the relevant staff and executives of the Company, it was provided by the Management with the appropriate resources, means and infrastructure necessary for the exercise of its responsibilities, as well as the possibility to use the services of external consultants and opinions from external bodies or partners, which it, however, did not use, as there was no relevant case and/or need.

3. Composition of the Audit Committee

3.1 According to its Rules of Procedure, the Audit Committee consists of at least three (3) members, who must meet, in their majority, the criteria and conditions of independence, provided for in the current legal framework (Article 9 par. 1 and 2 of Law 4706/2020), have, as a whole, sufficient knowledge of the sector in which the Company is active, while at least one (1) member of the Committee, who is independent of the Company, must have sufficient knowledge and experience in accounting and/or auditing issues and who must attend the meetings of the Audit Committee concerning the approval of the financial statements.

3.2 The existing Audit Committee of the Company, whose members were elected - appointed by the Board of Directors at its meeting of June 9, 2021, following the authorization given by the Annual Ordinary General Meeting of shareholders of June 8, 2021, consists of three (3) independent non-executive members with a five-year term of office.

3.3 In particular, the Audit Committee consists of the following members:

- (a)** Mr. Alexios Pilavios of Andreas, Independent Non-Executive Member of the Board of Directors, Chairman of the Audit Committee,
- (b)** Mr. Konstantinos Mitropoulos of Sotirios, Independent Non-Executive Member of the Board of Directors, Member of the Audit Committee and
- (c)** Mr. Apostolos Tamvakakis of Stavros, Independent Non-Executive Member of the Board of Directors, Member of the Audit Committee.

For the sake of completeness of this information, it is reminded that the previous Audit Committee of the Company, which exercised its duties until the appointment of the members of the new Committee, consisted of the following members:

- (a)** Mr. Filippos Karagounis of Anastasios, Independent Non-Executive Member of the Board of Directors, Chairman of the Audit Committee,
- (b)** Mr. Elias Klis of Georgios, Independent Non-Executive Member of the Board of Directors, Member of the Audit Committee and
- (c)** Mrs. Antiopi-Anna Mavrou of Ioannis, Non-Executive Member of the Board of Directors, Member of the Audit Committee.

4. Meetings of the Audit Committee

4.1 In accordance with the current Rules of Procedure and taking into account the size, business model and scope of activities of the Company, the Audit Committee, for the proper and effective performance of its duties, meets at regular intervals and extraordinarily, whenever required.

The Committee must meet before the announcement of the annual or interim financial reports or financial information that the Company must publish, in

accordance with the regulatory framework governing its operation. In any case, the Audit Committee meets at least four (4) times a year, and consults with the external auditors of the Company at least two (2) times a year, without the presence of the members of Management.

4.2 During the closed year 2021 (01.01.2021-31.12.2021), the Audit Committee held a total of eight (8) meetings with the participation of all its members and all its decisions were adopted unanimously. During each one of its meetings, the examination of all the items on the agenda was completed, after the required information documents and other necessary information had been distributed.

In cases where it was deemed necessary, the meetings of the Audit Committee were attended, without the right to vote, by the top executives in charge of the Company's governance, the head of the Internal Audit Unit, the Regulatory Compliance Officer, the Risk Management Officer and the Certified Public Accountants, in order to provide the necessary clarifications and/or explanations.

5. Activities of the Audit Committee during the year 2021 (01.01.2021-31.12.2021)

During the above meetings, the Audit Committee dealt with issues within its competence. In particular, based on the chronological order in which they took place:

A. Financial information procedure - Mandatory Audit

- It held meetings with the Company's Management and was briefed about the financial information process and the flow of such information.
- It held meetings with the Certified Public Accountants registered in the Public Register of Article 14 of Law 4449/2017 of the Audit Company under the name "BDO CERTIFIED PUBLIC ACCOUNTANTS SOCIETE ANONYME" at the stage of planning the audit and drawing up an action plan, during its execution, as well as during the stage of preparation of the Audit Reports.
- It was briefed about the procedure, methodology and approach that was to be followed by the Auditing Company during the mandatory audit of the annual and semi-annual (corporate and consolidated) financial statements. The main audit issues were the valuation of the Company's inventories, the recoverability of trade receivables and the recognition of revenue.
- It evaluated the statutory audit program and confirmed that it will cover the most important areas of audit and will take into account the main areas of business and financial risk of the Company.
- It reviewed the annual Financial Report for the year 2020 (01.01.2020-31.12.2020) and the Semi-Annual Financial Report for the first (1st) half of the year 2021 (01.01.2021-30.06.2021).

- It evaluated the accuracy, correctness and completeness of the annual and semi-annual (corporate and consolidated) financial statements in relation to the information presented to it and the accounting principles applied by the Company, as well as their compliance with the applicable regulatory framework and briefed the Board of Directors in this regard.
- It submitted a proposal-recommendation to the Annual Ordinary General Meeting of the Company's shareholders of June 8, 2021 regarding the election-appointment of the Audit Company under the name "BDO CERTIFIED PUBLIC ACCOUNTANTS SOCIETE ANONYME" , after having previously assessed the type and nature of the work and services to be delivered by the Audit Company, the time frame required for the proper completion of the audit, the amount of the Audit Company's remuneration, which is considered reasonable and in line with the current financial circumstances, the previous uninterrupted cooperation with the said Auditing Company, its experience and specialization and its previous service in the audit of entities of corresponding size, as well as its compliance with the current legislative and regulatory framework, in general.
- It examined all the services provided by the Audit Company, evaluated their performance and confirmed that no other services were provided, except the mandatory ones in the context of accounting and tax audits.
- It took note of the Supplementary Report in accordance with the provisions of Article 11 of Regulation (EC) No 537/2014 of the European Parliament and of the Council of 16 April 2014.
- It confirmed the impartiality, objectivity, independence and integrity of the Certified Public Accountants, as well as the non-provision of any external direction, instruction, suggestion or recommendation by the Management of the Company.
- It evaluated the way of preparation of the annual and semi-annual financial statements as well as the extent of the participation of the internal and external audit in this process.
- It reviewed the presentations of candidate Audit Companies regarding the mandatory audit of the annual and semi-annual (corporate and consolidated) financial statements for the corporate year 2022 (01.01.2022-31.12.2022), accepted an offer and undertook to make a relevant proposal before the Board of Directors of the Company.

B. Internal Audit

- It submitted a reasoned proposal-opinion to the Board of Directors regarding the preparation of the Rules of Procedure of the Internal Audit Unit, in accordance with the provisions of Article 16 par. 1 of L. 4706/2020.

- It conducted an investigation and submitted a reasoned proposal-opinion to the Board of Directors regarding the candidate to be appointed as head of the Internal Audit Unit, in accordance with the provisions of Article 15 par. 2 of L. 4706/2020.
- It confirmed that the head of the Internal Audit Unit is a full-time and exclusive employee, personally and functionally independent in the performance of her duties, has the appropriate knowledge background and the required professional experience and she is not subject to any of the incompatibilities laid down in the current legal framework.
- It was informed regarding the internal control program prepared by the appointed head of the Internal Audit Unit for the period 01.07.2021-31.12.2021, it evaluated it and, as long as it found that it has been prepared based on the evaluation of the main business and financial risk areas of the Company, it approved it in its entirety.
- It ensured that the head of the Internal Audit Unit has constant and unhindered access to all organizational units (divisions and departments) of the Company and is aware of all documents, books, records and information required for the proper exercise of its work.
- It evaluated the work, adequacy and efficiency of the Internal Audit Unit, without however affecting its independence.
- It reviewed the information disclosed regarding the internal audit and the main risks and uncertainties of the Company in relation to financial information.
- It met with the head of the Internal Audit Unit to discuss issues within its competence, as well as problems that may arise during the internal audit process, in order to ensure the smooth implementation of the internal audit process, especially after the entry into force of the provisions of L. 4706/2020.
- It took note and evaluated the reports of the Internal Audit Unit to the audited units of the Company, as well as any findings regarding the implementation of the Rules of Procedure and the Internal Audit System (especially regarding the correctness of the financial and non-financial information, risk management, regulatory compliance and the Corporate Governance Code adopted by the Company), the risks that may arise from the above findings as well as the proposed improvement actions.
- It took note of the quarterly reports of the Internal Audit Unit which include the most significant issues and proposals in relation to the audit findings, which it evaluated and then submitted together with the relevant comments to the Board of Directors of the Company.

C. Regulatory compliance

In the context of the appropriate compliance and harmonization of the Company with the provisions of Law 4706/2020, the circulars issued in their implementation and the decisions of the Board of Directors of the Hellenic Capital Market

Commission, as well as the best corporate governance practices, within the framework of its responsibilities, the Audit Committee submitted, during the year 2021 (01.01.2021 - 31.12.2021), proposals to the Board of Directors regarding the preparation and establishment of the following Policies and Procedures:

- Policy and Procedure for the Periodic Evaluation of the Internal Audit System (IAS).
- Policy and Procedure for the Evaluation of the Corporate Governance System (CGS).
- Procedure for the Appointment of Executives.
- Procedure for the Appointment of Important Affiliates.
- Risk Assessment Procedure.

Furthermore, in collaboration with the Regulatory Officer, it prepared the annual regulatory compliance plan.

D. Other

- It approved the content of the information provided to the shareholders of the Company during the Annual Ordinary General Meeting of June 8, 2021 regarding its activities for the year 2020 (01.01.2020-31.12.2020).
- In cooperation with the Management of the Company and in response to the relevant letter No 2596/09.11.2021 of the Hellenic Capital Market Commission, it assisted, in so far as it involved it, in the preparation of an announcement to inform the investing public regarding the formation and evolution of the key financial figures of the Company for the third (3rd) quarter of the fiscal year 2021 and the possible effects of both the energy crisis and the pandemic on them.
- It provided to the Company's Management the necessary assistance regarding the actions required to comply with the provisions of Law 4706/2020, in order for the Company to complete the process of full harmonization with the said regulatory framework properly and within the time frame set.
- It deemed appropriate to have an independent and competent external auditor carry out an external audit of the company's IT systems (IT Audit) due to the increased level of risk for the company.

6. Sustainable Development Policy

The Sustainable Development Policy that the Company has in place and follows according to the specific provisions of Article 151 of L. 4548/2018, is explicitly stated herein, in accordance with the requirements of Article 44 par. 1 point (h) of Law 4449/2017, as currently in force, is as follows:

SUSTAINABLE DEVELOPMENT POLICY

We are a business organization that communicates and interacts systematically with stakeholders, who belong to both the Company's internal and external environment. By having a frequent communication with our stakeholders, we manage to improve our corporate goals, products and services, as described in the Articles of Association and the Rules of Procedure of our Company.

Our main stakeholders include, among others, employees, shareholders, suppliers, customers, consumers, financial institutions and SMEs.

Our Principles

Plaisio's workforce comprises 1,400 people who work daily based on seven principles. These are the principles that have been governing our identity for 52 years, and are also the cornerstone of our future success.

These are the principles that have placed Plaisio at the top as a leader, and this is because we do not consider them as principles, but as our passion for continuous development.

- Knowing
- Innovation
- Customer-Oriented Culture
- Quality
- Teamwork
- Our Priority, our People
- Social contribution

Our Mission

To create value for our customers, our people, our shareholders and society by providing products and services for a better life.

Caring for our People

Our strategic priority is to respect, listen to, care for and support our people. Our employees are our driving force and are at the heart of our business.

At Plaisio we believe that a positive and pleasant work environment that gives opportunities for growth, cultivates new knowledge, recognizes the unique talents of people, is a prerequisite for the well-being of people and the development of a responsible business.

The Company relies on a good working environment and, for this reason, seeks to make its employees feel confident that they operate in a safe, friendly and family workplace, that they are properly paid and that their efforts are recognized, their initiatives are supported and their potential is utilized.

Corporate Values

We take care of the development and evolution of our people and we also make sure to actively involve them in the corporate responsibility and voluntary action programs of the Company. By participating in voluntary programs, they not only feel proud of the Company they work for, but they also contribute to its substantial development in this field.

From the beginning of our business operation, the culture of Plaisio has been based on the following pillars:

Immediacy

One of the main and distinctive features of our corporate culture is the immediacy and ease of communication, without intermediaries, barriers and formal procedures. Our open spaces are a characteristic way of representing this open-minded philosophy of flexibility, direct access and ease of communication among our employees, and Management. The issues discussed from time to time are varied, from current professional issues to extraordinary personal issues. It is crucial that Management is not cut off from the rest of the staff. Particularly important are the frequent visits of Management to the Company's stores and of course to the interdepartmental meetings.

Innovation/Pioneering

Pioneering is an inherent feature of Plaisio's DNA. That is why our authentic devotion to understanding and satisfying our customers to the greatest extent is reflected in our innovative multi-channel sales and service network, in which the unique customer journey has been mapped. For this purpose, we are looking for special people who will be willing to offer their valuable input in the creation and consolidation of new technologies. Management promotes innovation, pioneering and fresh ideas, which is why it ensures that its employees are constantly informed about new developments and products in the market. It also promotes a climate of cooperation and motivation, so that new ideas are tested and implemented, thus promoting the Company's vision,

Emphasis on results

Plaisio is guided by a "Result-Oriented" logic, instead of formal qualifications or age. This logic is reflected in the average age of its middle managers which is 38 years.

Transparency

Our primary concern is for all our employees to have access to all information, not to be cut off from the procedures and to have a comprehensive picture of the Company, which can only be achieved through transparency.

Meritocracy

The Company is renowned for its culture of meritocracy and sense of justice. This is evident from all the methods and practices we apply, as each one of our employees develops and evolves professionally on objective and merit-based criteria based on their performance, effort and skills. A key aspect of meritocracy and equal treatment are equal opportunities for growth.

Growth/Development

At Plaisio, we invest in the development of our Human Resources, as it is a factor of strategic importance for the achievement of our goals. More specifically, as we are growing in a highly competitive, rapid paced environment, our people have high expectations from us. When a new employee joins the Plaisio family, he/she takes on work and important responsibilities from the very first day, which proves the trust that the Company places on him/her. The fact that they take on important tasks from the very first moment offers them the prospect to grow rapidly based on a fair evaluation system.

The internal evolution in the structure of Plaisio is a cornerstone of its operation, as 86% of its top-level managers and 95% of its middle-level managers come from lower-level ranks. Indicatively, the average age of our employees is 31 years, with the majority of them already holding managerial positions of crucial importance within the Company.

Lifelong training

Our trainings stand out, as they escape the limits of standard theory by applying innovative “out of the box” methods with case studies and role playing. In addition, all our employees undergo the same training, following a specific philosophy, common methods and assimilation practices. This means that all employees receive the same information, which creates consistency and coherence. Trainings aim to equip our employees with the necessary skills and tools, in order to act in accordance with the values of the Company, contributing to its mission. Finally, the department heads recognize the development needs of the members of their team and take care to formulate a plan for their personal development and evolution.

Teamwork

Collectivity is our dominant value, which encourages exchange of views and free expression of ideas, feedback from colleagues and ultimately the finding of effective solutions and proposals. Teamwork makes our employees feel proud of their achievements in relation to the corporate goal and this strengthens the culture of organizational commitment associated with the Company’s mission. The close ties

of our employees both with each other and with management are evidenced by the group excursions they organize in each department together with their managers, which proves the excellent interpersonal relationships between the members of the Company.

Responsible Policy towards Society

Our strategic priority and our fundamental goal is to act responsibly towards the society in which we operate. We also implement social actions that are in line with the social responsibility strategy (support of social groups, creation of standards). Finally, we respond to emergencies (e.g. pandemics, natural disasters), in addition to our established social responsibility plan.

Creativity

We have been assisting creators since 1969. We offer products to painters, architects, sculptors and hagiographers, civil engineers and photographers, because promoting creativity is part of our DNA. Today, we also assist modern creators, such as 3D animators, graphic & web designers, programmers and digital artists.

Productivity

Supporting entrepreneurship has been an integral part of our operation since 1995. By serving 360,000 customer companies per year and equipping 8 out of the 10 largest companies in Greece, we support entrepreneurs and help them save time and costs and at the same time strengthen their business with better infrastructure and organization. In this context, we provide the tools to increase productivity (achieving more with less), which is our main goal.

Training

Technology, art, business, it is all about putting quality first and quality is intrinsically linked with training. Plasio employees, in order to be able to advise hundreds of thousands of customers on products and uses of technology, have completed about 47,000 man-hours of training per year. At the same time, knowledge is evaluated and rewarded in our team.

Entertainment

Playing is a necessary form of psychotherapy for both children and adults, as well as a process of pleasurable development. We are there to suggest responsibly items that help our fellow human beings cultivate their mind, entertain themselves, “escape” and also... relax.

Communication

Mobile telephony, the Internet, social media are more and more breaking the barriers of communication every day. Our job is to be vigilant and to offer new opportunities to our buyers.

Responsible Market Policy

Our strategic priority and fundamental goal remains to carry out our business activity responsibly, by immediately and effectively adapting to the needs of our consumers and the challenges of the market.

Since 1969, our name has been synonymous with technology, leadership and evolution. To this day, our passion for knowledge and technology and our interest in our fellow human beings and their real needs, is what has defined and still defines our evolution and course, making us a source of inspiration, a model and a point of reference in the field of Greek companies.

Supply chain

In addition to our extremely popular top quality products, we also have an extensive network of points of sale. Having placed emphasis on carefully and properly selecting our distributors, our products reach every corner of Greece. We also serve many public organizations as well as a large number of companies operating in all sectors of the economy.

For the successful monitoring of the whole range of our supply chain, we have developed a system which applies continuous and strict controls, from the purchase of raw materials and the whole range of the production process, to the final products for sale. With a constant desire for improvement and innovation, we always seek to develop our network in order to facilitate access to our products and their more efficient distribution.

Selection and Evaluation of Suppliers

Procurement of materials is carried out under the responsibility of the heads of departments and with the approval of the respective Directorate or General Directorate, and a strict and thorough selection process is followed for suppliers, which is based on the results of the following actions:

- Searching for suppliers to meet a specific need
- Discussing with them about technical and financial specifications, following the quality assurance and safety system
- Making sure to meet all mandatory legislative and regulatory requirements for the products to be purchased
- Evaluating the representative samples and examining their characteristics
- Reviewing the supplier's offer according to the requirements of the Company

If these results are considered satisfactory, the supplier is approved. The performance of the approved suppliers is judged based on whether they have met the requirements of purchase orders and is evaluated annually based on strict criteria, which mainly concern the quality of the products, the completeness of the accompanying documents, the reliability in terms of delivery times, and the general behavior of the supplier.

Product Quality Assurance

For Plaisio, product labeling is an issue of primary importance. We make sure that all our packaging lists the instructions and information required by European and Greek legislation. The information provided on all our private label products (office supplies, toys and technology items) is easy to understand and is displayed in a conspicuous place in a clear and legible manner.

Also, the packages of all technology products are accompanied by detailed manuals which contain:

- Safety and Maintenance Instructions
- Installation and Connection Instructions
- Safety Instructions
- Declaration of Compliance with EU Directives
- Environmental Information
- Instructions for Product Disposal
- General Guarantee Terms
- Technical Support Information

Customer Service & After Sales Service

Private Label & After Sales Service

One of the key differences of Plaisio is that a significant part of its sales involves its own brands, within the framework of a strategy it has been building since 1986. The logic on which its private label products rely is the elimination of intermediates, which ensures a better price to consumers and a greater profit margin for the Company. The main brands of Plaisio are Turbo-X, @work, Sentio, Goomby, Q-Connect, KENDRIX and Nuvelle. A significant share of Plaisio's total sales comes from its private label brands, which are highly recognizable and have won the trust of consumers. Moreover, the Company is on the side of consumers even they make a purchase. We support our customers in practice, in every possible way, offering them after sales support, via the internet, by phone, but also in person at our 24 stores, or at the customer's premises, 6 days a week. By choosing Turbo-X products, consumers are also offered exclusive benefits and comprehensive technical support services.

Corporate governance

To ensure the best performance, the interests of shareholders, but also of any interested party as well as the smooth operation of each Division, Organizational Unit and Department of the Company, we adopt a set of rules, principles, procedures, policies, best practices and operations that compose our Corporate Governance framework.

In particular:

- We comply with the applicable legal and regulatory framework and apply compliance checklists with all the rules that govern our organization, operation and activity.
- We have developed Policies and procedures that govern all our key operations.
- We have adopted and apply the Greek Corporate Governance Code for listed companies.
- We have adopted a corporate structure and governance that enables us to have a close relationship with our shareholders, with the aim of creating further value for them.
- We assess and manage risks in order to safeguard the interests of all stakeholders/
- We have set up all the necessary committees, which have updated Rules of Procedure to enhance the transparency of their organization, composition and operation.
- We follow high standards of professional ethics and incorporate appropriate mechanisms in our operation, with the aim in particular of preventing and combating fraud, corruption and bribery and any conduct contrary to the Code of Ethics.

Health, safety and accessibility of customers and visitors

- We apply a Health and Safety Policy for all the companies of the Group in all the countries where it is active.
- We provide a healthy and safe environment for partners and visitors to our facilities.
- The products traded by the companies of the Group meet the international quality and safety standards.

Responsible Environmental Policy

Our strategic priority and fundamental goal is to protect the environment, to reduce our environmental footprint and to effectively manage the impact of our operation on the environment.

Both to avoid causing damage to our ecosystem and to promote the importance of environmental issues, we take important initiatives to save natural resources and energy. Moreover, recognizing our huge responsibility towards our people, we want to be a source of inspiration for them and a motivation to raise their awareness.

We also implement actions for the protection of the environment that go beyond the limits of compliance with the law and, finally, we offer products that contribute to a sustainable lifestyle.

Moreover:

- We carry out a materiality analysis, in the context of the continuous improvement of the Company's approach to issues of sustainable development and social responsibility, in order to prioritize the Company's issues that have the major economic, social and environmental impact, but also those that significantly affect its stakeholders.
- At Plaisio, we have adopted the United Nations 2030 Agenda, as expressed by the Sustainable Development Goals (SDGs) for 2030. The decision of Management is to actively contribute to their achievement by promoting the prosperity and safety of the population, the protection of the environment, but also the health and progress of our employees. Our priority is to meet the objectives that are directly related to the activities and challenges of our industry, as well as to the essential issues that arise. Specifically, the sustainable development goals of the company concern the following issues:
 - **Health and Safety:** We recognize the paramount importance of a healthy and safe working environment, we take care to ensure excellent working conditions and to take all protection and prevention measures. In 2020, the first Corporate Wellness session took place in our Company.
 - **Education and training:** The ongoing education and training of our employees is a cornerstone of our culture. Atraktos, whose founding supporter is our Company, is a non-profit initiative that aims to promote Education and Positive Standards.
 - **Diversity and non-discrimination:** Our core corporate value is meritocracy and equity, as evidenced by all the methods and practices we apply. In this way, each one of our employees develops and evolves professionally on objective and merit-based criteria, based on his/her performance and skills.
 - **Social benefits to employees:** We take care to provide competitive benefits to our employees, with the aim of rewarding their performance and efforts, but also to contribute to a positive work environment that respects and supports them.
 - **Product Quality Assurance:** Product labeling is an essential issue for the Company and for this reason we make sure that all our packaging lists the instructions and information required by European and Greek legislation. In addition, the immediate delivery of products is a key concern of the Company and especially in 2020 where

we had the opportunity to serve our customers only through online orders for a long time due to the pandemic. Since the appearance of the pandemic in Greece, the adjustment of the Company's business continuity plan was immediately implemented.

- **Inequality:** The Company is renowned for its culture of meritocracy and equity, a fact that is reflected in all the methods and practices we apply, as each one of our employees develops and evolves professionally on objective criteria, based on his/her high performance and efforts, always having the same opportunities for development.
- **Overall sustainability and green growth:** Being particularly sensitive in the field of green development, the Company already operates 4 charging stations for electric cars at central points in Attica.
- We inform our stakeholders about the work we carry out in the field of Sustainable Development, by publishing an annual Report in accordance with the internationally accepted Sustainable Development standards.
- Our Social Report for 2020 incorporates the ESG Data Scorecard.
Management is committed to the implementation of the Sustainable Development Policy, in all the levels, companies and areas of activity of the Company.