SUSTAINABLE DEVELOPMENT

REPORT 2025

ENDLESS EC

DAILY CARE & HYGIENE

We recognize that sustainability is a continuous challenge that requires commitment, collaboration, and continuous adaptation.

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Message from the Management

GRI 2-22

Today, resilience, adaptability, and long-term thinking are essential prerequisites for sustainable growth. At a time of heightened uncertainty and rapid change, manufacturing companies operate in an increasingly complex and demanding environment. Volatility in energy markets, rising raw material costs, supply chain disruptions, evolving regulatory requirements, and growing stakeholder expectations continue to reshape the way businesses create value and compete.

At Endless EC, we view these challenges not only as risks to be managed, but also as opportunities to strengthen our business, enhance our competitiveness, and create long-term value. We firmly believe that sustainable growth is achieved through strategic partnerships and complementary capabilities that can strengthen our position in an increasingly competitive market.

This first Sustainable Development Report marks an important milestone for Endless EC and reflects a broader transformation journey that is currently reshaping our company. Through organizational restructuring, strengthened corporate governance framework, strategic investments, and the integration of sustainability into decision-making, we aim to align long-term growth with value creation for society, the environment, and local communities.

Understanding the expectations and priorities of our stakeholders has been essential in shaping our sustainability approach and long-term direction. Through structured engagement and our first Double Materiality Assessment, we have gained valuable insight into the issues that matter most—both in terms of our impacts on society and the environment, and the risks and opportunities that influence our future.

Building upon this understanding our Sustainability Strategy 2030 focuses on two main pillars: Climate & Nature and People. These pillars reflect our understanding that environmental responsibility and social wellbeing are inseparable from long-term resilience and trust. Through continuous improvement, collaboration, and innovation, we seek to reduce our environmental footprint, use resources responsibly, and provide a safe, fair and inclusive workplace for our people.

We recognize that sustainability is a continuous challenge that requires commitment, collaboration, and continuous adaptation. While we are at the beginning of this transition, we are committed to building a stronger and more sustainable organization with long-term value creation at its core.

Throughout all these years our progress has been built around people. As we look ahead, the trust and dedication of our employees, partners, suppliers, and customers remain at the heart of our company's future. Together, we are shaping the next chapter of Endless EC with responsibility, clear vision, and a long-term perspective.

Yorgos Trakakis
Chief Executive Officer
Endless EC

Message from the Management

GRI 2-22

Sustainable development is a key component of oversight and decision-making at Endless EC and a defining element of our long-term resilience and value creation. We recognize that environmental, social and governance performance is closely linked to operational continuity, regulatory compliance, stakeholder trust, and sustainable competitiveness in an evolving industrial and market environment.

This Sustainable Development Report represents a significant step towards the formal integration of sustainability into our governance and decision-making process. For the first time, Endless EC systematically assessed its impacts, risks, and opportunities, enabling the prioritization of topics that are material both from an impact perspective and a financial standpoint. Reinforcing our long-term commitment to responsible business conduct, Endless EC also joined the UN Global Compact Greece in 2026, aligning its strategy and operations with internationally recognized principles on human rights, labor, environmental protection, and anti-corruption.

During the reporting year, significant progress was achieved. In terms of our environmental performance, Scope 2 market-based emissions decreased by 25% compared to 2024, supported by increased use of renewable electricity and on-site renewable energy generation. Waste management practices were also improved, with a 15,5% reduction in total waste generation and ongoing initiatives to enhance segregation and recovery. The focus remains on strengthening data quality, monitoring systems, and the consistency of environmental indicators to support more structured reporting over time.

The People pillar reflects Endless EC's commitment to human capital, occupational safety, and social contribution. In 2025, gender representation continued to improve, with women comprising 35% of the workforce, while fair remuneration practices ensured that entry-level wages consistently exceeded the national minimum wage for both genders. Beyond our operations, we continued to support local communities through targeted initiatives and maintained strong local procurement, with 64% of total procurement expenditure directed to national suppliers.

From a governance perspective, Endless EC is focusing on strengthening its internal control, regulatory compliance, and sustainability governance mechanisms in alignment with evolving good practices, the increasing expectations of stakeholders and the regulatory environment. Our company maintained zero confirmed incidents related to corruption or product safety non-compliance and remained firmly committed to health and safety across its operations, continuously promoting a culture of prevention, responsibility, and employee well-being.

Looking ahead to 2030, Endless EC is pursuing an ambitious strategy towards strengthening sustainability governance, expanding performance targets, and ensuring that sustainability considerations remain embedded in our business planning and risk management. Through continuous progress and accountability, we aim to ensure that our growth remains responsible, transparent, and aligned with the long-term interests of all stakeholders.

Christos Trakakis
Board President & Director
of Environmental Management & Sustainability
Endless EC


ENDLESS EC
ΚΑΘΗΜΕΡΙΝΗ ΥΓΙΕΙΝΗ & ΦΡΟΝΤΙΔΑ

About this Report

GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5

This Report is the first[1] Annual Sustainable Development Report of Endless EC Monoprosopi S.A.[2] (hereafter "the Company" or "Endless EC"), published on 30.07.2026, and covers the financial year 2025[3] (01.01.2025 – 31.12.2025).

It presents qualitative and quantitative information regarding the Company's non-financial performance, complementing the Annual Financial Report. Through this Report, Endless EC aims to inform its stakeholders about the material sustainable development topics related to its business model, management approach, and performance in these areas.

The data presented refer to all of the Company's activities in Greece for the reporting year, and, where information for the previous financial year is not available, this is noted accordingly.

The Report has been prepared in accordance with the GRI Standards 2021, while also considering the impact on the UN Sustainable Development Goals (SDGs).

More details on the content and material sustainable development topics of Endless EC, including the materiality analysis, are available on pages 33-40. The GRI Content Index is available on pages 142-161.

The Company has not pursued external assurance for the content of this Report. However, it recognizes the importance of this process and is considering external assurance for future reports.

For any reference regarding the initiatives Endless EC undertakes in the field of sustainable development, or for questions regarding this Report and its content, please contact:

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1. As this is the Company's first Sustainable Development Report, there are no restatements to be disclosed.
2. As of October 18, 2023, according to the Business Registry of the Piraeus Chamber of Commerce and Industry, Endless EC Monoprosopi S.A. operates as a single-shareholder company, with its sole shareholder being ENDLESS HOLDING S.A. Further details are available in the Company's Annual Financial Report.
3. Data were also disclosed for the year 2024, where available, to support the comparability and completeness principles of the GRI Standards 2021".

ENDLESS EC at a glance

Environment

40%
electricity from renewables

972.33 t CO_2e
Scope 2 location-based emissions
11% reduction from 2024

720.00 t CO_2e
Scope 2 market-based emissions
25% reduction from 2024

9,219.73 t CO_2e
Scope 3 emissions
4% reduction from 2024

11.4 million MJ
Total energy consumption within the organization
2% reduction from 2024

589 t
Hazardous Waste Safely managed

656 t
Non-hazardous Waste
33% reduction from 2024

54.3 ML
Water withdrawal

25.8 ML
Water consumption

92%
FSC® certified paper suppliers

52%
RSPO certified detergent raw material suppliers

Society

241
Employees
158 Male / 83 Female

3,312
Total training hours

40%
Women in managerial positions

50%
of the Senior Management
are women

64%
Procurement expenses to National suppliers

Governance

€ 66,942,707
Revenues

€ 64,704,328
Distributed value

Zero
Incidents of corruption and non-compliance

1

Endless EC

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Profile

GRI 2-1

The Company has been active in the processing of paper products since 1985, and in the production of liquid detergents since 1994, developing a dynamic and diversified business model.

Through the Endless brand, it has consistently built relationships of trust with its customers, by offering products and services that combine quality, competitiveness, and responsible business practices.

The Company's headquarters and main production facilities are located in Aspropyrgos, Attica (Faka area), where all administrative functions, production activities, and central warehousing infrastructure are located. At the same time, Endless EC operates warehousing facilities in Nea Magnisia, Thessaloniki, effectively supporting product distribution and servicing across Northern Greece.

Endless EC's core manufacturing activity focuses on the production of paper products and liquid detergents, while its overall portfolio covers a wide range of household and professional-use products. Endless EC serves both professional clients and individual consumers, addressing multiple distribution channels and diverse market needs, both in Greece and in international markets.

The Company employs more than 240 people and operates modern production facilities, supporting its growth through investments in technology, human capital, and organizational structures.

Endless EC is implementing a comprehensive organizational and business transformation program with a horizon extending to 2030, setting ambitious objectives to strengthen corporate governance, improve internal processes, and integrate sustainable development principles across all its activities. Through this strategic direction, the Company aims to create long-term value for its customers, employees, partners, and society, while enhancing its resilience in an ever-changing business environment.

Vision

To become a responsible, innovative and people-centered company.

Mission

To create high-quality and innovative products that enhance everyday life, while respecting the environment and future generations.

Our goal is to be the first choice for consumers, partners, and employees alike.

Values

Teamwork

Care

Integrity

Transparency

Fair Treatment

History and Milestones

1985

Establishment of the general partnership "N. CHRISTOPOULOS – I. TRAKAKIS O.E.", operating under the trade name "CHRISTRAK O.E.", in Peristeri, Attica.

Commencement of operations in the professional paper products and personal hygiene products sector.

1992 – 1993

Transformation of the company into "EUROCHART E.P.E.".

Relocation to Aspropyrgos, Attica

Commencement of detergent trading activities.

Establishment of "EUROCHARTIKI A.V.E.E.".

Launch of dynamic growth.

1994

Registration of the brand name "Endless", with the swan trademark.

Commencement of liquid detergent production.

Opening of the first branch in Thessaloniki.

2001

Development of facilities of approximately 4,000m² in Nea Magnisia, Thessaloniki.

Strengthening the company's presence in Northern Greece.

2003 – 2004

Expansion of production and warehouse infrastructure

Investments exceeding €5 million in new facilities, mechanical equipment, and office buildings.

2017 – 2019

Implementation of a €17 million investment plan, focused on production and technological infrastructure

Installation of a new, state-of-the-art PERINI paper production line.

2023

Acquisition of 100% ownership of Endless by the Trakakis family.

Strengthening of the shareholder and governance structure.

Initiation of a new phase of growth and strategic transformation.

2026[4]

Strategic acquisition of a majority stake in FINEZZA company, strengthening its presence in the professional customers channel and the HO.RE.CA. sector.

4. The transaction took place after the reporting period (2025).

Products

GRI 2-6

Endless EC's product portfolio is guided by a core principle: the development of modern and innovative solutions that create measurable value at both the business and environmental levels.

Over time, Endless EC has successfully built relationships of trust with its customers by offering products that combine high quality with competitive pricing.

Business Activity

The company's business activities are organized around the following core business areas:

Design and development, production and sales of tissue paper products, detergents, personal hygiene products

Production management of cosmetic products

Development of private label products

Endless EC's product portfolio is designed to serve all major sale channels, including traditional retail, organized retail chains, B2B partnerships, the HoReCa sector, as well as international markets. This multi-channel presence enables market expansion, addresses diverse customer needs, and supports the strong positioning of the company's brands.

Within the organized retail sector, the #goodmood brand represents a dynamic and rapidly growing addition to the company's portfolio, further strengthening its presence in modern retail markets.

Products & Services

The Endless EC range of products has been active in the Greek market for more than 40 years, having earned the trust of consumers and steadily expanding its presence in international markets.

The Company's product portfolio includes:

Paper products | Detergents | Personal hygiene products | Professional solutions and equipment

Endless EC serves both professional and individual consumers, while strategically investing in the further development and expansion of its export footprint.

Product Categories

Kitchen

Kitchen paper products, paper napkins, dishwashing liquids, cling Film, non-stick baking sheets, food storage bags, cleaning cloths and sponges.

Bathroom

Toilet paper and bathroom cleaning agents.

Home Care

Multipurpose cleaners, chlorine-based cleaning products, glass cleaners, garbage bags, and household cleaning tools.

Laundry Care

Laundry detergents and fabric softeners for household and professional use.

Professional Cleaning Solutions

Professional cleaning agents, detergents, and hygiene solutions for commercial and industrial applications.

Personal Care

Personal hygiene products and liquid soaps.

Cleaning Tools

Cleaning tools and accessories for household and professional applications.

Innovation and Sustainable Products

Through continuous innovation investment and adoption of environmentally responsible practices, Endless EC implements a dynamic growth strategy with a strong emphasis on integrating sustainability principles, strengthening human capital, and developing innovative products.

A distinctive example of this approach is the Endless Earth product line, which features paper-based packaging and contemporary design. The range promotes more sustainable consumption patterns and contributes to the reduction of plastic use. Currently comprising three product lines, the Endless Earth range continues to evolve.

Meanwhile, the Company has invested in the development of refill solutions, such as pouch-type packaging. These solutions contribute to reducing the use of primary plastic, limiting packaging waste, and extending the product lifecycle, while at the same time offering consumers a practical and cost-effective alternative.

Endless EC has also developed a range of tissue paper products manufactured with recycled paper, offering sustainable solutions tailored to the needs of professional users.

This strategic approach forms part of Endless EC's broader commitment to advancing the principles of the circular economy, through the design of more sustainable packaging solutions without compromising product quality or functionality.

Facilities

At the core of Endless EC's operations lies a well-developed production infrastructure that enables efficiency, supports a diverse product portfolio, and drives the Company's long-term growth across its core business units.

Production Capacity and Operations

The production infrastructure of Endless EC is a key enabler of the Company's operational efficiency, product diversity, and long-term growth strategy.

The production facility is located on a privately owned site covering a total area of 76,691.72 m² and incorporates the infrastructure required to support the Company's two distinct business units. The facility's buildings and supporting installations, including production areas, warehouses, administrative offices, and auxiliary spaces, occupy a total ground coverage area of 34,814.16 m² and a total built-up area of 40,133.27 m². The site has been developed to support efficient production flows, warehousing operations, logistics activities, and administrative functions, while enabling operational reliability and scalability.

76,691.72 m²

Production facility

12
tissues paper converting lines

42,400 t
annual output capacity
~ 250 t/ day

Tissue Paper Products Unit

This unit specializes in the conversion of tissue paper jumbo rolls into finished consumer and professional-use products, including toilet paper, kitchen towels, tablecloths, napkins, hand towels, and related tissue paper products.

The tissue paper division operates 12 converting lines with a production capacity of approximately 42,400 t annually, equivalent to approximately 250 t per day. The production process includes jumbo roll unwinding, embossing, gluing, printing and colouring, rewinding, cutting, and final packaging of tissue rolls and napkins. Supporting materials used during the converting and finishing processes include water-soluble adhesives and printing inks.

The department occupies approximately 12,500 m^2 and includes:
- 2 toilet paper roll production lines
- 2 kitchen towel production lines
- 2 hand towel production lines
- 3 napkin production lines
- 2 tablecloth production lines
- 1 professional-use tissue paper production line

The production processes are designed to support efficient material utilization, product consistency, and high operational standards.

Detergents and Cosmetics Unit

The second business unit manufactures liquid detergents and cosmetic care products through controlled blending and homogenization processes tailored to each product formulation. The production process is designed to ensure product quality, operational efficiency, and consistency prior to packaging and distribution.

The facility utilizes a broad range of raw and auxiliary materials, including inorganic compounds, surfactants (cationic, anionic, non-ionic, and amphoteric), soaps, preservatives, organic additives, organic solvents, and fragrances. Annual consumption capacity for these materials is approximately 16,500 t.

The detergents and cosmetics division operates:
- 16 mixing systems
- 7 fully automated filling and packaging lines

The division has a total production capacity of approximately 60,480t annually, equivalent to approximately 200t per day, with filling capabilities ranging from 100 ml to 20l t.

The production process includes raw material blending and homogenization, quality control procedures, bottling, capping, labelling, palletizing, and warehousing. Products manufactured include liquid laundry detergents, fabric softeners, dishwashing liquids, liquid dishwasher detergents, general-purpose cleaners, chlorine-based bleaching products, and specialty cleaning solutions.

7

bottling, capping, labelling and packaging lines

16

mixing systems

Across both units, production processes are designed to support efficient material handling, operational reliability, and consistent product quality. Endless EC continuously invests in modern production infrastructure and automated systems to enhance productivity, optimize resource utilization, and support sustainable operational practices.

Through its integrated manufacturing operations and commitment to quality, innovation, and responsible growth, Endless EC continues to strengthen its presence in both domestic and international markets while maintaining a strong focus on sustainability and customer satisfaction.

Business Model & Value Chain

GRI 2-6

Endless EC operates a vertically integrated business model that seamlessly connects upstream sourcing, in-house production, and downstream distribution.

This structure enables the Company to consistently deliver high-quality tissue paper, detergents, and personal hygiene products to both household and professional markets. At every stage of the value chain, Endless EC prioritizes operational efficiency, product safety, and sustainability.

At the upstream level, the Company works closely with a diverse network of suppliers to secure essential raw materials, packaging components, and technical services. These partnerships include manufacturers of tissue paper jumbo rolls, surfactants and chemical auxiliaries, and packaging materials, as well as providers of industrial maintenance and facility support from Greece and abroad. In addition, Endless EC collaborates with licensed waste management firms and utility providers to ensure responsible resource consumption and environmentally sound waste disposal.

Moving into its core operations, Endless EC oversees the converting of tissue paper and the production of liquid detergents and cosmetic products. These activities are carried out under strict health and safety, quality control, and environmental stewardship protocols, as evidenced by ISO 9001:2015, ISO 14001:2015, Forest Stewardship Council Chain of Custody (FSC® CoC), and Roundtable on Sustainable Palm Oil Supply Chain Certification (RSPO SCC) certifications. Key internal departments support these operations, such as Finance, Operations, Commercial, Environmental Management & Sustainability, and Human Resources, which contribute to the smooth and fully compliant functioning of both production and administrative operations.

In the downstream segment, the Company engages with wholesalers, supermarkets, and logistics partners to distribute its products across Greece and selected international markets. Complementing these efforts, marketing and advertising initiatives help enhance brand visibility and foster consumer awareness. The final users of Endless EC's products include households, wholesalers, retailers, reflecting the Company's broad and inclusive market presence.

Through this integrated and well-coordinated value chain, Endless EC transforms raw input into valuable consumer products, guided by a commitment to responsible business practices.

Finally, following the acquisition of FINEZZA in 2026, Endless EC's business model and value chain are expected to evolve over time, reflecting an expanded operational footprint and a broader range of products. The transaction is expected to further diversify the Company's supplier and customer networks and extend its presence across additional stages of the value chain. This development supports the Company's growth objectives and value creation strategy, while sustainability considerations continue to be systematically integrated across business activities and partnerships.

Table 1: Endless EC Value Chain

Upstream

Raw materials sourcing and supply • Sourcing of Raw Materials for Tissue Paper Manufacturing • Supply of Raw Materials for Detergent Production	**Product packaging** • Plastic container/packaging suppliers/manufacturing (detergent and paper packaging) • Paper container/packaging supply/manufacturing (detergents and tissue paper packaging) • Mixed product packaging (pallets)	**Production line/ facilities maintenance and other activities** • Production Machinery Maintenance • Facilities Maintenance, • H&S, Quality, Maintenance and repair of vehicles
Utilities • Energy (Electricity & Energy) • Water • Fuel • IT/Telecommunications	**Waste management services**	**Custom clearance and transportation of goods** • Transportation of goods • Customs

Other services • Subcontractor • Employee commuting • Business travel • Consumables production • Catering services • Subscriptions	**Administrative and Consulting services** • Financing • Insurance • Consulting • Meal vouchers for employees • Leased assets

Own Operations

Primary functions • Processing tissue paper and production or relevant products for household and professional use • Production of liquid detergents and cosmetic products • Trading personal hygiene products, paper and detergents • Research and Development of products	**Secondary functions (operations)** • Wastewater management • HR • Finance • Procurement • Legal • IT/ digital technology • Logistics

Downstream

Product sale and distribution • Wholesale and smaller distribution • MT Key accounts: Retail sales • Transportation of goods	**Advertising activities**	**Product use**

Memberships & Awards

GRI 2-28

Endless EC's commitment to excellence is reflected in both its active participation in industry networks and the recognition it receives from the market.

By engaging with leading organizations and continuously investing in product quality and innovation, the Company reinforces its role as a responsible brand and a trusted partner across the value chain.

Memberships

Endless EC actively engages with leading industrial and business organizations, demonstrating its commitment to collaboration, knowledge exchange, and continuous improvement in both operational and sustainability practices. Through participation in national and international associations, the Company contributes to shaping industry standards, sharing best practices, and fostering innovation in areas such as environmental stewardship and sustainable growth.

These partnerships enable Endless EC to remain at the forefront of sector developments, ensure alignment with evolving regulatory frameworks and stakeholder expectations, and foster constructive dialogue on critical issues such as decarbonization, digital transformation, and operational resilience. Within this context, and as part of its ongoing effort to strengthen sustainable development, Endless EC became a participant in the UN Global Compact Greece in 2026, reinforcing its commitment to the principles of human rights, labor, environmental protection, and anti-corruption, and integrating these principles into its strategy, operations, and long-term value creation.

Table 2: Endless EC Memberships

SEV Hellenic Federation of Enterprises	**SEV – Hellenic Federation of Enterprises**
ΣΥΒΙΠΥΣ	**Association of the Greek Manufacturers of Packaging & Materials**
Σ Ε Β	**Hellenic Association of Chemical Industries (HACI)**
ΕΛΛΑ-ΔΙΚΑ ΜΑΣ	**ΕΛΛΑ-ΔΙΚΑ ΜΑΣ**
WE SUPPORT UN GLOBAL COMPACT	**UN Global Compact Greece**

Awards

Endless EC consistently invests in the development of high-quality products and impactful brand experiences, aiming to meet the evolving needs of both consumers and professional clients.

The Company's approach is rooted in a deep understanding of its markets, a strong emphasis on innovation, and a dedication to delivering value through every product and service.

Over the years, Endless EC has demonstrated its ability to combine functionality with design, and quality with affordability—principles that guide its product development and marketing strategies. The Company's efforts to enhance packaging, optimize communication, and maintain high standards in manufacturing have been recognized across the retail and branding sectors.

These achievements reflect Endless EC's broader commitment to excellence, not only in product performance but also in how it engages with customers, partners, and the wider community. By continuously improving its operations and listening to market feedback, the Company reinforces its position as a trusted supplier and a responsible brand.

Table 3: Endless EC Awards

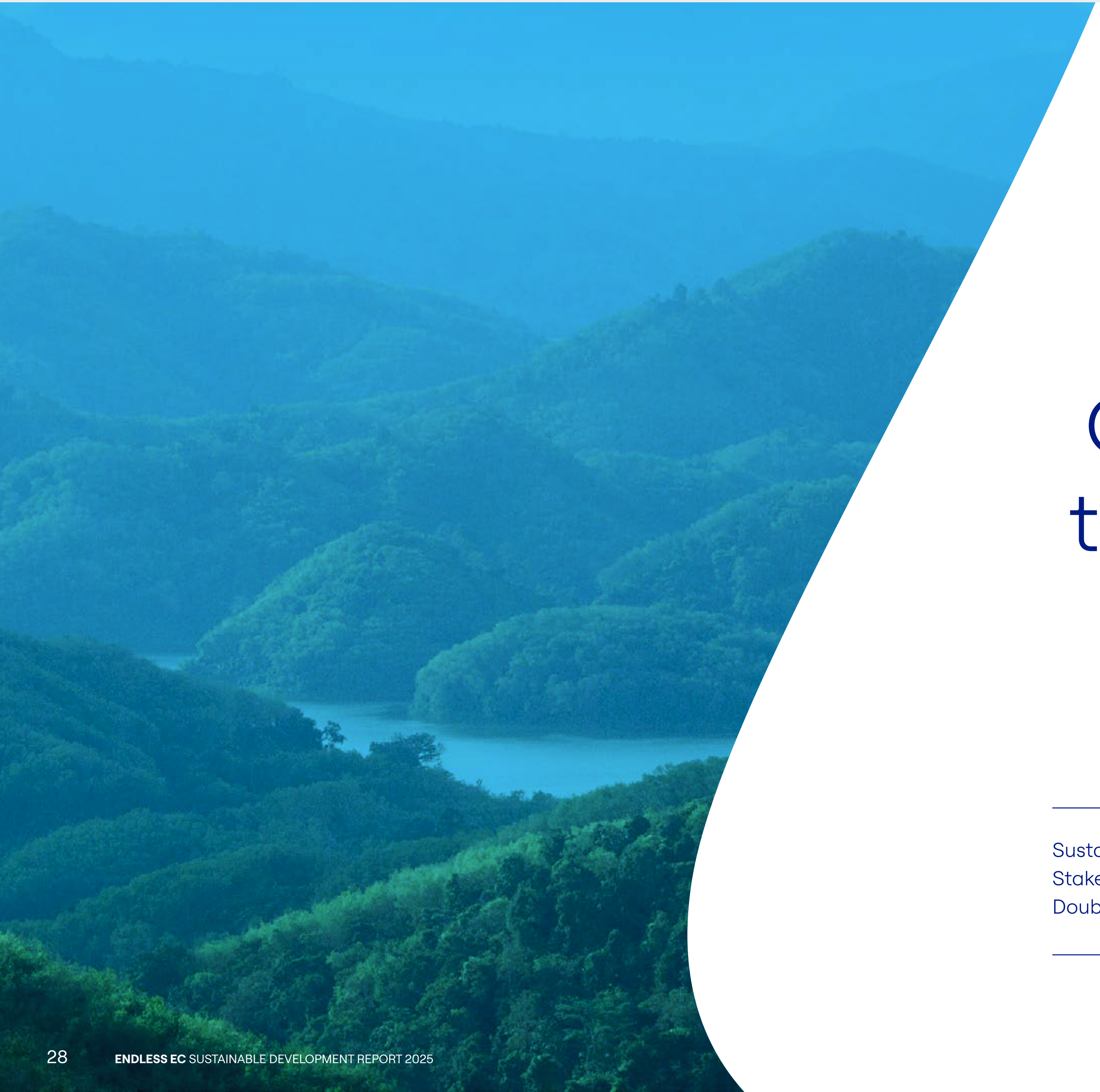
Year	Title	Award	Category
2025	Social Media Awards	**Gold**	Best in FMCG | Best Use of Meta Family of Apps
		Gold	Best in FMCG | Best Use of TikTok
		Bronze	Best Social Media Strategy for Audience Engagement
		Bronze	Best Cross-Platform Social Media Strategy
		Bronze	Best Real-Time Response / Occasion-based Marketing
2024	Retail Business Awards	**Silver**	Best Suppliers' Product Packaging
		Bronze	Suppliers' Brand Social Media Campaign
		Bronze	Suppliers' Brand Campaign
2023	Business Superbrands Greece		Household Cleaning - Stationery
	Retail Business Awards	**Silver**	Suppliers' Brand Activation
		Bronze	Suppliers' Brand Social Media Campaign
2022	Ermis Awards	**Silver**	Corporate Responsibility / NGO
	Hellenic Responsible Business Awards	**Gold**	CSR activity "Beegin"
	Green Awards	**Silver**	Best Green Bath Product
		Bronze	Best Green Kitchen Product
2021-2022	Business Superbrands		Leading Corporate Brand in Household Cleaning - Stationery
2021	Supermarket Awards	**Silver**	Successful Product/ Product Line Introduction
		Silver	New Packaging
	Ermis Awards	**Grand (5)**	Client of the Year – 22 awards for the advertising and communication campaign for Endless Earth
		Gold (10)	
		Silver (4)	
		Bronze (2)	
		Audience award	
	Manufacturing Excellence Awards	**Silver**	Effective Customer Service & Successful Collaboration with Suppliers


Super market awards 2022
BRONZE
Retail BUSINESS AWARDS 2024
SUPPLIERS' BRAND CAMPAIGN
BRONZE AWARD
Retail BUSINESS AWARDS 2024
SUPPLIERS' BRAND SOCIAL MEDIA CAMPAIGN
BRONZE AWARD
Retail BUSINESS AWARDS 2024
BEST SUPPLIERS' PRODUCT PACKAGING
SILVER AWARD
Retail BUSINESS AWARDS 2023
Lenovo
ENDLESS EC
Retail BUSINESS AWARDS 2023
Lenovo
ENDLESS EC
Retail BUSINESS AWARDS 2024
Retail BUSINESS AWARDS
Retail BUSINESS AWARDS
PR AWARDS 2023
BRONZE


EUROCHARTIKI
Beegin
Κάνουμε την αρχή!
HELLENIC RESPONSIBLE BUSINESS AWARDS 2022
GOLD
Endless EC / RECIPE


HELLENIC RESPONSIBLE BUSINESS AWARDS 2022
BEST NEW ENTRY
HELLENIC RESPONSIBLE BUSINESS AWARDS 2022
BRONZE
HELLENIC RESPONSIBLE BUSINESS AWARDS 2022
GOLD
HELLENIC RESPONSIBLE BUSINESS AWARDS 2022
ΜΚΟ ΤΗΣ ΧΡΟΝΙΑΣ
HELLENIC RESPONSIBLE BUSINESS AWARDS 2022
SILVER


Deloitte
Retail BUSINESS AWARDS 2024
22η ΔΙΟΡΓΑΝΩΣΗ



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Our approach to Sustainable Development

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Sustainability Strategy 2030

Endless EC sustainability strategy is designed to support long-term value creation while addressing its most material environmental and social impacts related to the production of tissue paper, personal hygiene products and detergents. Informed by the Company's double materiality assessment, the strategy is structured around two core pillars: Climate/Nature and People—and is supported by sound governance, innovation and collaboration across the value chain.

Environment

Under the pillars for Climate & Nature , Endless EC aims to progressively reduce its environmental footprint by improving energy and resource efficiency, lowering emissions, minimizing waste and strengthening circular practices. Sustainability considerations are increasingly integrated into operational decisions and product development, with a focus on reducing lifecycle impacts related to raw materials, packaging, product use and end of life. Engagement with suppliers and partners plays an important role in enhancing transparency and supporting continuous improvement across the value chain.

Society

The pillar for People focuses on creating shared value for employees, customers, suppliers and communities. Key priorities include maintaining safe and healthy workplaces, promoting ethical and transparent business practices, investing in skills development and fostering responsible sourcing. In parallel, the Company seeks to contribute positively to society through targeted community initiatives, particularly in areas related to hygiene, local engagement and support for small and medium sized enterprises (SMEs).

Governance

The sustainability strategy is underpinned by a governance framework that ensures accountability, integration into business decision-making and regular monitoring of progress. Through continuous improvement and stakeholder engagement, Endless EC aims to align business growth with positive environmental and social outcomes.

The table below outlines Endless EC Sustainability Strategy's key pillars and priorities with their respective ambitions, commitments and value chain reference.

Table 4: Endless EC Sustainability Strategy

ESG Pillar	Ambition	Priorities	Commitments	Value Chain Segment
Climate & Nature	**Transition to low carbon and nature positive operations and products**	GHG emissions	Reduce our direct and indirect GHG emissions	Own Operations & Suppliers
		Waste	Minimize Waste across operations	
		Resource Efficiency	Improve resource efficiency including water and raw materials	
		Sustainable Products	Innovate and minimize product footprint in terms of content and packaging	Across value chain
People	**Create sustainability linked value for our employees, customers, suppliers and communities**	Health & Safety	Promote a safe workplace and deliver safe products	Employees/Consumers/ Customers
		Transparency & Integrity	Promote transparency and integrity in operations and partnerships	Across Value Chain
		Upskilling	Contribute to the upskilling of employees & partners	Employees/Suppliers
		Social Value	Empower communities & SMEs	Communities & SMEs

Stakeholder Engagement

GRI 2-29

Endless EC systematically identifies and engages with stakeholders who may influence or be affected by its operations.

This process is essential for understanding expectations, fostering trust, and ensuring that business decisions create long-term value. Stakeholder identification follows a structured approach that combines assessment and classification based on stakeholders' relationship with the Company, as well as their level of dependence, influence, interests, and proximity to the value chain. This integrated process provides a comprehensive view of the stakeholder ecosystem and enables Endless EC to set clear engagement priorities and define tailored objectives and strategies for each group.

Building on this foundation, the Company analyzes interdependencies and potential impacts to anticipate risks, identify opportunities, and develop engagement plans with appropriate communication channels and frequency. Engagement is designed to be meaningful, characterized by two-way dialogue and responsiveness. To achieve this, Endless EC has established structured communication methods for stakeholder consultation, as outlined in the table below, and with the implementation of its new sustainability strategy, it will further strengthen stakeholder participation initiatives.

To ensure accessibility and transparency, Endless EC employs diverse communication methods—including meetings, digital platforms, reports, and consultations. The Company is also committed to annually reviewing and updating its stakeholder list, as well as the methods and frequency of engagement, to maintain effective and relevant communication.

Feedback from stakeholders is systematically recorded and incorporated into decision-making processes, reinforcing accountability and driving continuous improvement.

Ultimately, this structured approach not only strengthens transparency and stakeholder trust but also creates opportunities for collaboration and innovation that support Endless EC's strategic objectives. The following table provides an overview of the Company's key stakeholder groups, the primary methods of communication, and the frequency of engagement, reflecting the breadth and depth of Endless EC's stakeholder network.

Table 5: Stakeholder's engagement framework

Stakeholder groups	Communication / Engagement methods	Frequency of Engagement
Government	• Meetings (Online / Face-to-face) • Financial Statements and Sustainable Development Report • Press releases, interviews, and articles	When necessary
Regulatory authorities	• Meetings (Online / Face-to-face) • Internal communication (emails) • On-site audits • Financial Statements and Sustainable Development Report	Ongoing
Business partners	• Meetings (Online / Face-to-face) • Market events and business associations • Internal communication (emails)	Ongoing
Institutional partners[5]	• Meetings (Online / Face-to-face) • Online Communication • Events • Webinars • Open Days	Ongoing
Suppliers/ subcontractors	• Meetings (Online / Face-to-face) • Internal communication (emails) • Market events and business associations • Second party Audits	Ongoing
Customers	• Website • Social media • Meetings (Online / Face-to-face)	Ongoing
Own employees	• Internal communication (emails) • Meetings (Online / Face-to-face) • Corporate events / Volunteerism initiatives	Ongoing
Local communities	• Social media • Corporate events / Volunteerism initiatives • CSR activities • Press releases, interviews, and articles	Occasionally
Workers in the value chain	• Meetings (Online / Face-to-face) • Internal communication (emails)	Occasionally
Consumers & end-users	• Website and Social media • Emails, phone calls • Financial Statements and Sustainable Development Report	Ongoing
Peers	• Market events and business associations • Press releases, interviews, and articles • Website	Occasionally
Investors and shareholders	• Meetings (Online / Face-to-face) • Financial Statements and Sustainable Development Report • Press releases, interviews, and articles	Occasionally
Media	• Press releases, interviews, and articles • Website	When necessary
ESG raters	• Financial Statements and Sustainable Development Report • Meetings (Online / Face-to-face)	When necessary
Academic community	• Public events and business associations • Corporate events / Volunteerism initiatives	Occasionally
Non-profit organizations	• Public events / Volunteerism initiatives • Meetings (Online / Face-to-face) • CSR activities	Occasionally

5. Collective organizations, including professional associations and industry bodies

Double Materiality Assessment

GRI 3-1

Endless EC is committed to addressing sustainable development issues pertinent to its business operations and the economic, environmental, and social impacts it generates (inside-out approach).

Concurrently, it evaluates the risks and opportunities presented by environmental and societal factors that influence the Company (outside-in approach). In 2025, the Company conducted its first Double Materiality Assessment, adopting the methodology outlined in the European Sustainability Reporting Standards (ESRS) to prioritize:

- Topics that currently present or are anticipated to present significant positive and negative economic, environmental, and social impacts, including human rights implications throughout the value chain (impact materiality).

- Financial risks and opportunities arising from environmental and societal factors affecting the Company (financial materiality).

Double Materiality Assessment also serves as a vital instrument in shaping the Sustainable Development Strategy. This process is dynamic, continuously evolving, and regularly conducted to ensure relevance, reflecting the priorities of all stakeholders.

Phase 1: Understanding the Operating Framework

The initial phase of the Double Materiality Assessment aimed at developing a thorough understanding of Endless EC's operational context. This involved a comprehensive review of the Company's activities across the value chain, business operations, stakeholder engagement, and the external environment, including peer benchmarking, sustainability trends, and reporting frameworks.

As part of this process, the Company assessed its existing activities, production methods, initiatives, and ESG strategies, analyzing current policies and practices in place.

This holistic approach ensured that both internal and external factors critical to shaping the Company's operational framework were systematically identified and considered.

Phase 2. Identifying Impacts, Risks, and Opportunities

The identification and assessment of impacts, risks, and opportunities were informed by considering the existing stakeholder feedback gathered through the Company's ongoing engagement processes, complementing internal assessments and management input.

Impact Materiality

Endless EC identified both positive and negative impacts throughout its entire value chain, taking into account activities, geographical areas of operation, business relationships, and dependencies on natural resources. The analysis focused on actual impacts for 2025 (the assessment period) and potential impacts for 2026, 2031, and beyond.

To enhance the analysis, the Company utilized the ENCORE tool to examine potential negative impacts related to nature. This approach provided valuable insights into the Company's interactions with natural capital and associated systemic risks.

All identified impacts were validated through targeted consultations with the internal teams of Endless EC, ensuring accuracy and alignment with operational realities. This integrated methodology embeds sustainability considerations into the overall corporate governance framework, reinforcing accountability and strategic resilience.

Financial Materiality

The identification of financial risks and opportunities was informed by peer reviews, sector-specific sustainability standards relevant to corporate activities, such as the SASB standards, the UNEP FI Impact Map, and the examination of both positive and negative environmental and social impacts, along with dependencies on natural and social resources that could affect financial outcomes.

This process involved consultations with the respective internal teams of the company, including key executives from the finance department to ensure accuracy and completeness.

It included consolidating and refining existing enterprise risks, integrating sustainability-related elements that could influence financial performance, and identifying opportunities with potential positive financial implications across various time horizons (2026, 2031, and beyond), similar to the approach taken in impact materiality.

Each identified risk and opportunity was categorized under material topics aligned with GRI disclosures, with supporting justifications developed to facilitate management's objective review and approval.

Phase 3. Prioritizing Impacts, Risks, and Opportunities Assessment

Endless EC employed a structured approach to determine materiality, utilizing criteria aligned with the ESRS. Impact materiality was assessed based on the severity and likelihood of impacts, while financial materiality considered the magnitude of potential financial effects and their likelihood of occurrence, as follows:

Impact Materiality

Impact materiality is evaluated through the combined assessment of two parameters:

- **Severity,** determined by :
  - Scale: It evaluates the significance of the negative impact or the benefits of the positive impact for people or the environment.
  - Scope: It assesses the extent of the impact.
  - Irremediability of Impact (negative impacts only): It considers the extent to which the negative impact can be remediated, i.e., restoring the environment or affected individuals to their prior state.
- **Likelihood:** It represents the probability of the impact occurring in the future.

Impact materiality is determined by combining the severity score with the likelihood score, ensuring a balanced and comprehensive assessment of both actual and potential impacts. The evaluation is conducted on a five-point scale, with a threshold set at 4, indicating that an impact is considered material.

Financial Materiality

Financial materiality is assessed through the combined evaluation of two parameters:

- **Magnitude:** It represents the potential financial effect of a risk or opportunity on the Company's financial performance. Magnitude is determined using predefined thresholds established by Endless EC's finance department.
- **Likelihood:** It indicates the probability of the risk or opportunity occurring within the relevant time horizon.

The financial materiality score is calculated by combining the ratings for magnitude and likelihood on a five-point scale. A score equal to or greater than 4 is considered material, a threshold that applies across all time horizons.

For the short-term (2026), medium-term (2031), and long-term (beyond 2031), the company's executives assessed the magnitude of financial effects and the likelihood of occurrence for each identified risk and opportunity. These assessments were supported by appropriate substantiation and evidence through targeted internal consultations.

This structured, evidence-based approach ensured that risks and opportunities were prioritized according to their impact on Endless EC's financial resilience.

Results Validation

GRI 2-14

The results of the materiality assessment were presented and validated during a dedicated Board of Directors and management meeting, with active participation from the CEO. The CEO reviewed the results and corresponding justifications to ensure they were robust, evidence-based, and aligned with the Company's strategic priorities. This process confirmed the completeness and accuracy of the assessment and reinforced accountability at the highest level of governance. The validation step also ensured that the final list of material topics reflects Endless EC's long-term sustainability objectives.

List of Material Topics

GRI 3-2

Material Topics	IROs	Impact Materiality	Financial Materiality	Sustainable Development Goals (SDGs)
Climate Change	**GHG emissions**: GHG emissions from Endless EC' operations and manufacturing activities contribute to negative climate impacts.	−		
	Climate transition: Endless EC risks higher costs, limited market access, and lost sales if it does not adapt quickly to tight sustainability regulations and increased client and market standards.		↓	
	Upfront low-carbon technology cost: A renewable energy transition is likely to carry high upfront costs, uncertain returns and operational risks that are tied to new infrastructure and long-term energy commitments.		↓	
	Physical climate risk: Climate shifts and more severe weather can threaten assets, operations and supply chains, increasing costs and applying system pressures. Limited readiness amplifies downtime and can lead to weakening financial stability and resilience.		↓	
	Investment in energy transition: Investing early in green energy and low-carbon technologies reduces emissions, can lead to cost efficiencies and strengthens Endless EC' position in sustainability-focused markets.		↑	
	Energy optimization and efficiency: By optimizing energy use through an ISO 50001[6] system and/or broader efficiency initiatives, Endless EC can lower operational costs and reduce exposure to energy price volatility.		↑	
	Product life cycle assessment: Life-Cycle Assessment (LCA)-certified, low-emission products enhance competitiveness, and extending certification across more lines can further differentiate Endless EC in sustainability-driven markets.		↑	
	Regulatory compliance: Strong sustainability regulatory compliance reduces legal risks and enhances access to green capital, lowering costs and improving long-term profitability.		↑	

Impact Materiality: + Positive impact − Negative impact **Financial Materiality:** ↑ Opportunity ↓ Risk

6. ISO 50001 - Energy management

Material Topics	IRO$_s$	Impact Materiality	Financial Materiality	Sustainable Development Goals (SDGs)
Resource Use and Circular Economy	**Solid waste generation**: Increased waste generation through the creation of large volumes of solid waste and sludge in manufacturing processes poses environmental and operational challenges for Endless EC.	−		9 Industry, innovation and infrastructure; 12 Responsible consumption and production; 17 Partnerships for the goals
	Plastic use and waste management: Failure to reduce plastic use may expose Endless EC to regulatory, market and reputational risks, harming brand trust, market access and competitiveness in sustainability-driven markets.		↓	
	Sustainable waste management: A sustainable waste management strategy focused on recycling, reuse and route optimization can reduce operational costs.		↑	
	Driving circular economy through supplier collaboration: Supplier partnerships grounded in circular economy practices can cut costs and boost brand loyalty and market share through differentiated products.		↑	
	Sustainably sourced materials in products: By integrating sustainable and responsibly sourced materials, Endless EC can reduce waste, optimize costs and differentiate its offerings, while also leading to improved product quality.		↑	
Pollution	**Air pollution:** Air pollution generation through the release of non-GHG air pollutants via manufacturing processes.	−		3 Good health and well-being; 12 Responsible consumption and production; 14 Life below water
	Microplastics: Microplastic pollution arising from ingredients and manufacturing residues that may bypass wastewater treatment and accumulate in/harm ecosystems.	−		
Water	**High water use**: High water use in pulp-soaking (pump mills), across Endless EC' supply chain, and within its own manufacturing processes increases pressure on water resources and operational efficiency.	−		6 Clean water and sanitation; 9 Industry, innovation and infrastructure; 12 Responsible consumption and production
	High water dependency and scarcity: Strong dependence on water combined with increasing water scarcity may constrain Endless EC' access to freshwater, leading to operational disruptions, higher costs and stricter regulatory or stakeholder controls.		↓	
	Water efficiency through product and process innovation: Developing sustainable, water-efficient products and production processes can increase resilience, improve resource efficiency, and create competitive advantage while supporting revenue growth.		↑	

Impact Materiality: + Positive impact − Negative impact **Financial Materiality:** ↑ Opportunity ↓ Risk

Material Topics	IRO$_s$	Impact Materiality	Financial Materiality	Sustainable Development Goals (SDGs)
Biodiversity	**Land use change:** The sourcing of forest-based raw materials, such as wood for paper, and the use of palm oil can contribute to land-use change and associated environmental impacts.	−		12 Responsible Consumption and Production; 13 Climate Action; 15 Life on Land
	Pressure on raw material supply: Endless EC' reliance on palm oil and paper feedstocks places significant pressure on natural raw material supplies and ecosystems, potentially affecting long-term availability and sustainability.	−		
Own Workforce	**Occupational health and safety**: Exposure to hazardous chemicals, manufacturing processes and transport activities, coupled with potentially insufficient protective measures, may negatively affect employee health and safety.	−		3 Good Health and Well-Being; 5 Gender Equality; 8 Decent Work and Economic Growth
	Livelihood and employment: Strong income levels, good working conditions, as well as appropriate social protection and benefits, can have a positive impact on Endless EC' own employees.	+		
	Workforce health and safety management: Hazards from chemicals and high-speed machinery during production can pose significant health and safety risks, and related incidents can harm reputation and disrupt operations.		↓	
	Specialized workforce retention and skills gap: A lack of experienced and specialized personnel, combined with insufficient policies and processes for employee development, particularly in production roles, can lead to high turnover, loss of critical expertise and increased labor costs.		↓	
	Workplace ethics and inclusion: Strong business conduct policies covering human rights, diversity, equity and inclusion, anti-discrimination and a robust code of ethics can help build an ethical and inclusive workplace, strengthening employee trust.		↑	
	Occupational health and safety: Continuous investments in safety systems and training can eliminate accidents, ensure uninterrupted production and reduce costs.		↑	
	Skills development and retention: Structured training programs and clear career development opportunities can reduce reliance on frequent external hires, lower recruitment and onboarding costs and boost overall efficiency.		↑	

Impact Materiality: + Positive impact − Negative impact **Financial Materiality:** ↑ Opportunity ↓ Risk

Material Topics	IROs	Impact Materiality	Financial Materiality	Sustainable Development Goals (SDGs)
Affected Communities	**Community support and social impact:** Through its corporate social responsibility initiatives, Endless EC actively supports local communities by implementing programs, partnerships and actions that promote social welfare, education and social inclusion.	+		8 Decent work and economic growth; 10 Reduced inequalities; 11 Sustainable cities and communities
	Sector diversity: Endless EC business partnerships with small businesses across its value chain can have a positive impact on economic activity within the SME sector.	+		
	Local employment and suppliers inclusion: Local hiring and partnerships with local SMEs, including women-led businesses, can reduce costs while strengthening community ties, operational efficiency and job creation.		↑	
	Community engagement and environmental awareness: Additional community-focused sustainability and environmental awareness initiatives can enhance trust, reduce reputational risk and support long-term market differentiation and organizational support.		↑	
Consumers and end-users	**Responsible marketing and labeling leading to accessibility to accurate information:** Responsible marketing practices and policies applied by Endless EC and its marketing partners can improve customer access to accurate, transparent and reliable product information.	+		3 Good health and well-being; 9 Industry, innovation and infrastructure; 12 Responsible consumption and production
	Research and development: Investment in research and development can positively impact product innovation by enabling the creation of safer, more effective and higherquality products for consumers.	+		
	Chemical safety and consumer exposure: Improperly formulated or insufficiently qualitycontrolled detergents may pose health risks to consumers, potentially leading to legal, regulatory and financial consequences, as well as loss of consumer trust.		↓	
	Enhanced product quality and safety: Continuously applying best practices in product quality management and health and safety, while exploring opportunities for improvement and maintaining relevant certifications, can support regulatory compliance and strengthen customer confidence.		↑	

Impact Materiality: + Positive impact − Negative impact **Financial Materiality:** ↑ Opportunity ↓ Risk

Material Topics	IRO$_s$	Impact Materiality	Financial Materiality	Sustainable Development Goals (SDGs)
Business Conduct	**Sustainable supplier procurement:** The future evaluation and selection of suppliers based on defined sustainability criteria can contribute positively to the wider sustainability agenda and help futureproof Endless EC' economic activity.	+		
	Data protection and cybersecurity: Inadequate cybersecurity measures and data protection practices may lead to data breaches, regulatory fines and operational disruptions.		↓	
	Business ethics violations: Instances of unethical or substandard business conduct, such as bribery or corruption, may adversely affect Endless EC' reputation and stakeholder trust.		↓	
	Lack of supplier diversification: Longterm reliance on a concentrated supplier base can increase environmental, social and operational risks and limit options for responsible sourcing.		↓	
	Sustainability governance: Establishing strong internal sustainability teams or committees can strengthen ESG governance, reduce reporting costs and improve overall efficiency.		↑	
	Increased sustainability performance and access to green finance: Strong ESG performance, supported by credible ratings and certifications, can enhance Endless EC' market position and consumer and investor confidence, while facilitating access to green financing opportunities.		↑	
	Responsible supply chain: The incorporation of further sustainability criteria can support the selection of a reputable, certified and diversified supplier base, ensuring quality, compliance and supplychain transparency through adherence to a defined code of conduct.		↑	
	Digitalization: Enhanced digitalization and traceability across the supply chain can improve resilience, increase operational efficiency and reduce overall risk exposure.		↑	

Impact Materiality: + Positive impact − Negative impact **Financial Materiality:** ↑ Opportunity ↓ Risk

Sustainable development is a key component of oversight and decision-making at Endless EC and a defining element of our long-term resilience and value creation.

3

E

Environment

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Climate Change and Air Pollution

GRI 3-3, GRI 201-2

Impacts	Financial Risks ↓	Financial Opportunities ↑
GHG emissions	Climate transition	Investment in energy transition
Air Pollution	Upfront low-carbon technology cost	Energy optimization and efficiency
	Physical climate risk	Product life cycle assessment
		Regulatory compliance

Endless EC recognizes climate change as a critical environmental challenge with direct and indirect implications for the continuity, efficiency, and resilience of its operations.

As a production company, Endless EC recognizes that, despite complying with all legal obligations and relevant environmental limitations, its operations still have an impact on the environment through its GHG emissions, including air emissions and other impacts associated with production processes. Acknowledging this, the Company actively monitors its environmental risks associated with its activities, while also identifying and closely evaluating potential opportunities for improvement. Through this balanced approach, the Company seeks to responsibly manage its environmental footprint and continually enhance its performance.

The environmental impacts associated with the Company's operation primarily arise from the GHG emissions which are produced from the following activities:

- **Direct (Scope 1) emissions, generated from fuel combustion in boilers and equipment (i.e., forklifts).**
- **Indirect (Scope 2) emissions, resulting from electricity consumption for mechanical equipment, lighting, and cooling needs.**

In the context of the Double Materiality Assessment that Endless EC conducted, specific material risks (i.e., climate transition, upfront low-carbon technology cost, physical climate risk), as well as opportunities (i.e., investment in energy transition, energy optimization and efficiency, product life cycle assessment, regulatory compliance) were identified.

The Company acknowledges that the transition toward lower carbon operations may give rise to financial risks associated with the upfront cost of adopting new, low carbon technologies. Although such technologies can support long-term emissions reductions and operational efficiency, their initial investment requirements may be significant and could affect capital planning, budgeting decisions, and the timing of implementation. Endless EC is committed to making responsible, well-informed decisions regarding technological investments, balancing environmental benefits with financial prudence, and ensuring that any transition remains both viable and sustainable.

The Company recognizes that the transition to lower-carbon operations may involve financial and operational challenges related to the adoption of new technologies and energy-efficient solutions. Existing regulatory and implementation limitations may also affect the timing and extent of certain sustainability initiatives. The Company has already expanded its photovoltaic infrastructure and continuously monitors developments in the regulatory framework, evaluating opportunities to further increase the use of renewable energy where technically feasible and financially viable.

At the same time, the transition to a low-carbon economy creates opportunities to improve energy efficiency, reduce exposure to energy price volatility, and strengthen environmental performance. By assessing emerging technologies and sustainable energy solutions, the Company aims to support long-term operational efficiency and adapt to evolving regulatory and market expectations.

National Climate Law

In accordance with the National Climate Law (Law 4936/2022), the Company is committed to achieving at least a 30% reduction in GHG emissions by 2030 compared against the 2019 baseline year.

The steps followed in the process of compliance with the National Climate Law include:

- Defining the organizational boundaries and identifying all emissions and removal sources.
- Quantifying GHG emissions for the 2019 baseline year, in line with the requirements of:
  - The National Climate Law
  - ISO 14064-1:2018 Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
  - The GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition)
  - The GHG Protocol Project Quantification Standard.

- Quantifying GHG emissions for 2025 to assess the current state and enable reliable projections of emissions for 2030.
- Developing a structured GHG Reduction Action Plan, outlining all mitigation measures required to meet the statutory reduction target.
- Conducting forward-looking GHG calculations for the period up to 2030, including product-level allocations and emission forecasts, taking into account the planned mitigation measures. The objective is to ensure alignment with the reduction trajectory defined by the National Climate Law.

Climate Risk Assessment Methodology

To manage the negative impacts identified through the emissions of greenhouse gases, the company evaluates climate-related risks following a structured vulnerability assessment methodology, as described in the Environmental Impact Assessment (EIA). This approach ensures that climate-related risks are identified, prioritized, and addressed through appropriate adaptation and mitigation measures.

The company applies a formal assessment of climate vulnerability through:

- **Evaluation of sensitivity** of the facilities, infrastructure, inputs (i.e., water), outputs, and logistics.
- **Assessment of current and future exposure** to climate hazards based on their likelihood of occurrence.
- **Combination of sensitivity and exposure** to determine overall vulnerability and the need for further risk analysis.

This structured methodology ensures that potential climate impacts are examined at both the physical infrastructure level and the operational continuity level, enabling Endless EC to be proactive in planning for adaptation.

Preventive and mitigation measures on climate change

Climate resilience

To control and minimize GHG emissions from material transport trucks and the unit's mechanized equipment, such as forklifts, the Company has adopted measures to ensure full compliance with all required operational and maintenance technical specifications.

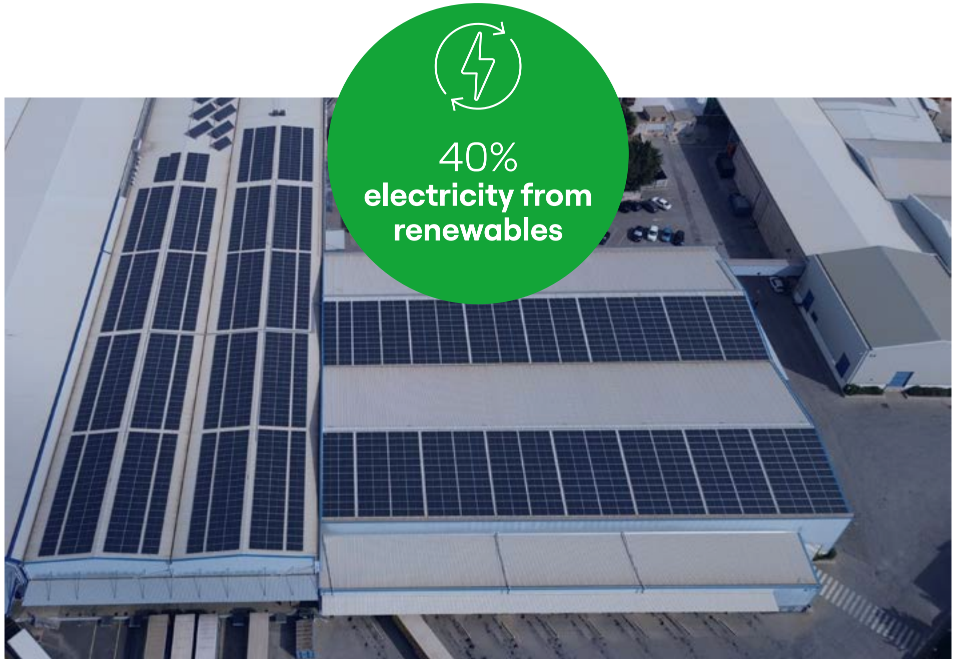
Endless EC's climate approach is centered on the systematic adoption of photovoltaic systems. By investing in on-site solar energy generation, the company reduces reliance on externally sourced fossil fuels and enhances operational resilience against market disruptions.

During the reporting year, Endless EC has expanded its photovoltaic infrastructure, adding renewable sources to its energy mix. Endless EC will continue to assess climate-related risks and opportunities that may arise and adjust its strategy accordingly.

Energy efficiency and renewables

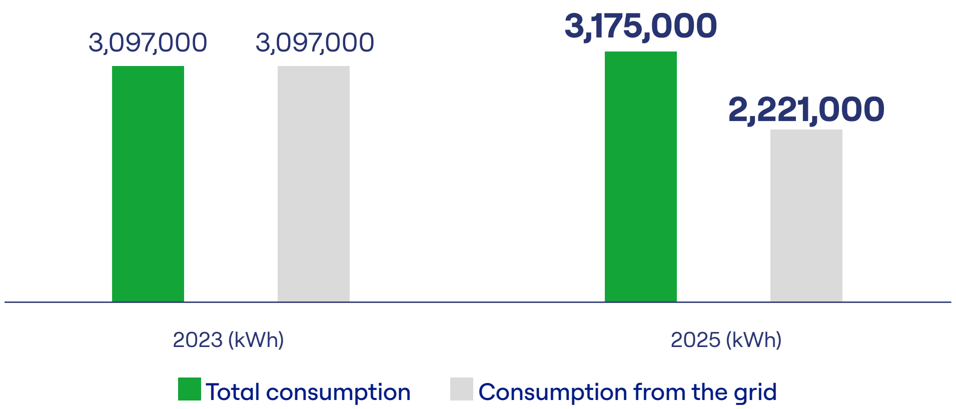
With the aim of improving energy efficiency and reducing overall energy consumption, Endless EC has implemented, and plans to further implement a series of energy-related measures. These initiatives are considered in the estimation of energy use and related greenhouse gas emissions for 2030.

Endless EC has completed the replacement of lighting fixtures with new Light Emitting Diode (LED) technology in 2024, the use of high-efficiency heating and cooling systems, and the optimisation of energy-intensive equipment. This initiative was estimated to achieve annual energy savings of approximately 2,000–3,000 kWh (7,200–10,800 MJ). Although the resulting reduction in overall electricity consumption is relatively limited, the investment offers a short payback period and supports the Company's ongoing efforts to improve energy efficiency.



Further to the successful implementation of energy efficiency measures, including LED lighting, the Company took a further step forward by introducing photovoltaic systems, reinforcing its commitment to more sustainable energy use. In 2024 the Company installed a 949.39 kWp photovoltaic (PV) system, supporting on-site renewable electricity generation and reducing reliance on purchased energy through self-consumption and net metering of surplus electricity.

Figure 1: Comparison of energy & photovoltaic cost avoidance (2023 vs 2025)



The Company selected 2023 and 2025 for comparison, as 2023 was the last full year in which the photovoltaic systems were not yet operational, given that their installation was completed in the final quarter of 2024. Following the installation of the photovoltaic systems, Company's reliance on electricity grid decreased by 28.3%, leading to a substantial reduction in energy costs. In 2025, approximately 40% of the Company's electricity consumption was covered by electricity generated from its own photovoltaic systems. In addition, around 300,000 kWh of surplus electricity was generated and exported back to the grid, further enhancing the benefits of the investment. As a result, total energy costs in 2025 were approximately 38.6% lower than they would have been without the photovoltaic systems, demonstrating significant cost savings and avoided costs. To support the continuous improvement of its energy performance, Endless EC conducts energy audits every four years. The most recent energy audit, completed in 2025, identified several opportunities for further enhancing the Company's energy performance. These include the installation of energy metering systems across the Company's facilities, enabling real-time monitoring of energy indicators and improved oversight of operating conditions. The proposed measures are expected to contribute to short-term reductions in energy consumption, while also supporting longer-term improvements through the implementation of additional efficiency initiatives and automation systems at selected operational points.The measures proposed in the audit include:

- the establishment and implementation of simple energy-saving measures
- the installation of energy consumption meters at selected points of the electrical infrastructure to strengthen energy management and support continuous efficiency improvements.

It is noted that the Company has fully utilized the maximum photovoltaic capacity currently permitted by the electricity system and the Hellenic Electricity Distribution Network Operator (HEDNO). While additional rooftop space is available and further photovoltaic expansion remains technically feasible, any potential increase in installed capacity is currently dependent on the availability of grid capacity and connection conditions.

Endless EC continues to assess opportunities for the further development of renewable energy installations, subject to the future availability of adequate grid capacity and any relevant system upgrades that may enable the additional integration of renewable energy.

In alignment with its ongoing efforts to enhance energy management practices, Endless EC is currently assessing the potential implementation of the ISO 50001 Energy Management System standard. This initiative is being evaluated as a strategic step towards establishing a more structured and systematic approach to energy performance management, enabling improved monitoring, control, and continuous optimization of energy consumption across its operations. The adoption of ISO 50001 is expected to further support the identification of efficiency opportunities and strengthen the Company's overall energy performance.

Energy management practices

The Company's energy practices are aligned with national climate policy and the long-term goal of achieving climate neutrality by 2050. Intermediate national targets require reducing net GHG emissions at least 30% by 2030 compared with 2019 levels. These objectives are supported by measures integrated into the National Energy and Climate Plan (NECP), the National Strategy for Adaptation to Climate Change (NSACC), and regional climate adaptation plans, emphasizing expanded use of Renewable Energy Sources and the gradual phase-out of fossil fuels.

In accordance with national requirements, the Company prepares an annual carbon footprint calculation report following the "2006 IPCC Guidelines for National Greenhouse Gas Inventories". The planned photovoltaic installation contributes to NECP priority FP2.7 by supporting the minimum integration of renewable energy in the building sector and supports FP3.6 related to improving industrial energy efficiency and competitiveness.

Adaptation to climate change

According to the Company's EIA, four sources of hazards emerged (i.e. Heatwave, Forest Fires, Drought and Flooding due to intense rainfall). Those climate-related risks identified may affect the company in the following ways:

- **Heatwaves:** Increased cooling needs for production and storage areas; potential stress on workers and equipment; interruptions in productivity.
- **Drought:** Possible stress on water availability, which is critical for production processes, cleaning operations, and water treatment systems.
- **Flooding events**: Potential damage to building infrastructure, access routes, and equipment; disruptions to transportation and product distribution.
- **Forest fires:** Increased risk to site safety and surrounding areas, potential disruptions to logistics during high-risk periods.
- **Temperature and radiation changes:** Long term effects on building materials, energy consumption patterns, and operational efficiency.

In addition, some chronic risks such as "Temperature variability" (changes in average maximum and minimum temperatures) and "Changes in solar radiation" (increased incoming short-wave radiation) were evaluated as relevant to the Company's location and operational profile.

For each risk source related to the project, sensitivity is determined using three categories, namely low, medium, and high. The Company's climate risk assessment concluded that, where vulnerabilities were identified as medium or high, targeted risk mitigation or adaptation measures were examined to ensure the resilience of infrastructure and operations.

The Company's climate-related risk assessment indicates that heatwaves and forest fires present a low level of risk for their operations. Flooding, however, has been identified as a material physical risk requiring targeted adaptation measures. The Company's facilities are situated within the Potentially High Flood Risk Zone (PHRF) "Aspropyrgos – Elefsina Low Zone", which underscores the need for enhanced resilience measures.

In response, the Company commissioned a comprehensive stormwater management study for the surrounding area of the plant. Construction of the drainage infrastructure is underway, aiming to protect the facilities from potential flood events and ensure the effective management of rainwater runoff in line with regulatory and environmental best practices.

To further strengthen preparedness, the Company has established an "Emergency Response Plan for Flooding", which defines the operational procedures designed to prevent the dispersion of pollutants during extreme weather events, manage potential leaks, and safeguard employee health and safety. Following the integration of these measures, the EIA has reassessed the residual flood related risk as low.

The vulnerability analysis confirmed that flooding is the only hazard classified as high-risk for the Company. Accordingly, the implemented measures, namely the stormwater infrastructure project and the dedicated emergency response plan, constitute the Company's primary adaptation strategy and reinforce its commitment to operational resilience and climate-related risk management.

Product Life Cycle Assessment

Tissue Paper Products PCF and LCA

In 2024, Endless EC conducted a PCF and LCA Report, focusing on a single-impact category Climate Change, to quantify the GHG emissions of five tissue paper products manufactured at its facility in Aspropyrgos, Attica. The study followed international standards[7] and was modelled using OpenLCA and the Ecoinvent 3.11 database. The assessment followed the "Cradle to gate" approach, including the stages of raw material supply, electricity and fuels production, transportation to the industrial unit and manufacturing processes.

Upstream raw material production is the dominant contributor to GHG emissions, representing approximately 89–92% of total impacts due to the carbon intensity of pulp and fiber production. The assessment shows that packaging contributes an additional 5.5–9%, while transportation and manufacturing activities, including energy use and waste management, account for less than 1% each. Manufacturing activities, including electricity consumption, fuel use and waste management, accounted for less than 1% of the products' total emissions, indicating that operational processes have limited influence compared to upstream inputs.

The results highlight that the most effective strategies for reducing life-cycle impacts include optimizing fiber sourcing, increasing recycled content and prioritizing lower-impact pulp suppliers, while operational changes offer comparatively limited benefits.

Liquid Detergent Products PCF and LCA

Endless EC also completed a PCF assessment and LCA Report, focusing on a single-impact category Climate Change, for 13 liquid detergent products, applying the same ISO-aligned methodology and 2024 operational data. The analysis covered ingredient production, packaging materials, transport, and manufacturing activities.

The results show that environmental impacts are largely driven by upstream processes. For low-viscosity hypochlorite cleaners, packaging is the largest contributor, reaching up to 55% of total emissions due to High-Density Polyethylene (HDPE) bottle production. For high-viscosity cleaners, fabric softeners and dishwashing liquids, raw material production dominated the footprint at approximately 57–60%, reflecting the impact of chemical ingredients such as surfactants, chelating agents and alkalinity agents.

A sensitivity analysis showed that using 30% recycled polyethylene in packaging can reduce total emissions across all products, supporting Endless EC's circularity objectives. The findings indicate that the most effective improvement opportunities lie in packaging optimization and sustainable raw material sourcing, while operational changes offer comparatively limited reductions.

7. ISO 14040:2006 - Life cycle assessment, ISO 14044:2006 - Environmental management, ISO 14067: 2018 Greenhouse gases — Carbon footprint of products — Requirements and guidelines for quantification

Carbon Footprint

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

Endless EC monitors and quantifies the GHG emissions from its operations, including emissions arising from fuel combustion in stationery and mobile equipment, as well as electricity consumption, which supports production activities together with heat and auxiliary utilities. For Scope 1 and Scope 2 (location and market-based) emissions, the base year has been defined as 2019.

The process is aligned with ISO 14064-1:2018, the Greenhouse Gas Protocol, and the requirements of the national methodology. Emissions are calculated using official emission factors and Global Warming Potentials (GWP) defined in the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC), covering both direct emissions (Scope 1) and indirect emissions (Scope 2). In parallel, the Company has conducted product-level carbon footprint assessments to support the optimization of production processes and the reduction of environmental impacts.

During 2025, Endless EC proceeded for the first time with the calculation of its value chain (Scope 3) greenhouse gas emissions for 2024 and 2025, in line with the GHG Protocol. The year 2024 was designated as the base year, reflecting the Company's first comprehensive calculation of Scope 3 emissions.

Through systematic emissions accounting, planning and monitoring, Endless EC aims to reduce its carbon footprint and support the transition to a lower emission operational model.

GHG Emissions

GHG emissions for Endless EC are calculated in accordance with the Greenhouse Gas Protocol and consolidated using the operational control approach, covering all operations and facilities under the Company's control. Direct (Scope 1) emissions arise from refrigerant leaks, oil-fired equipment such as boilers, and mobile combustion sources including forklifts, while indirect (Scope 2) emissions relate to electricity consumed across the Company's operations. Other indirect (Scope 3) emissions arise from value chain activities, both upstream and downstream which are covered through the following GHG Protocol's categories:

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)
- Category 4: Upstream transportation and distribution
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

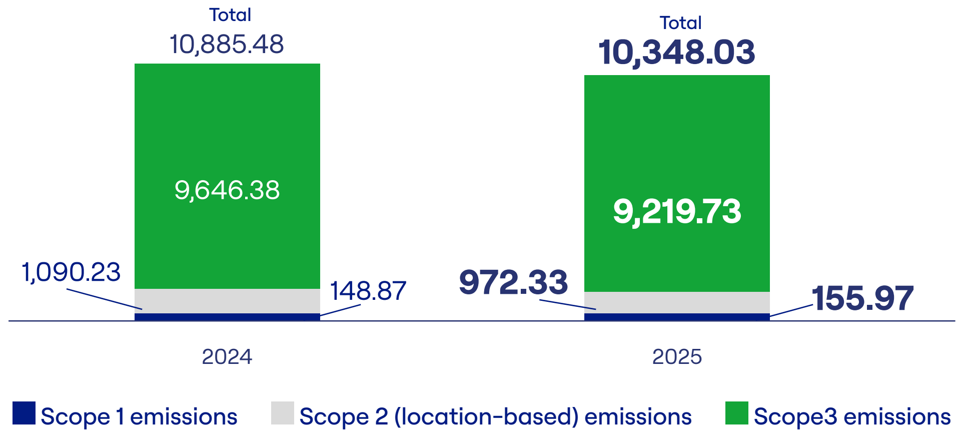
For Scope 3 calculations, a hybrid calculation approach was applied, combining activity-based and spend-based data, depending on data availability and quality.

In 2025, Scope 1 emissions amounted to 155.97 tCO_2e, representing an increase of 4.77% compared to 148.87 tCO_2e recorded in 2024. The increase in Scope 1 emissions in 2025 is primarily attributed to variations in operational activity during the reporting period. The Company notes that fuel consumption data is currently collected through manual recording procedures, which may introduce a higher degree of uncertainty and potential measurement variability. For the aforementioned year, Scope 2 location-based emissions amounted to 927.33 tCO_2e, presenting a reduction of 10.81% and Scope 2 market-based emissions amounted to 720 tCO_2e, representing a reduction of 24.74%, in comparison to 2024 data. The decrease in Scope 2 emissions was primarily driven by the increased use of renewable energy sources following the installation and full-year operation of photovoltaic systems, as well as the resulting improvements in operational energy efficiency.

Respectively, Scope 3 emissions amounted to 9,219.73 tCO_2e in 2025, representing a decrease of 4.42% compared to 9,646.38 tCO_2e in 2024. This decrease mainly results from the fact that ENDLESS EC disposed of zero waste to landfill in 2025, while also managed to reduce its energy consumption compared to 2024.

The following graphs illustrate an overview of Scope 1, 2 and 3 emissions, supporting the company's performance and providing a basis for identifying targeted mitigation opportunities in the future.

Figure 2: Scope 1, 2 and 3 GHG emissions (tCO2e)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

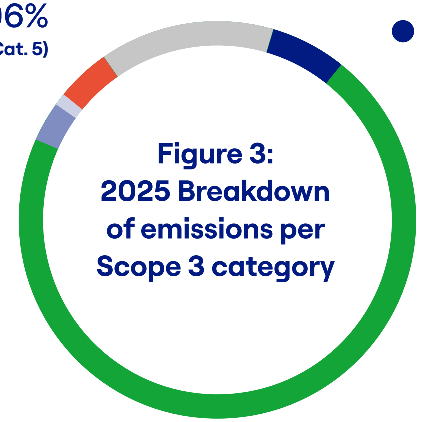


Figure 3: 2025 Breakdown of emissions per Scope 3 category

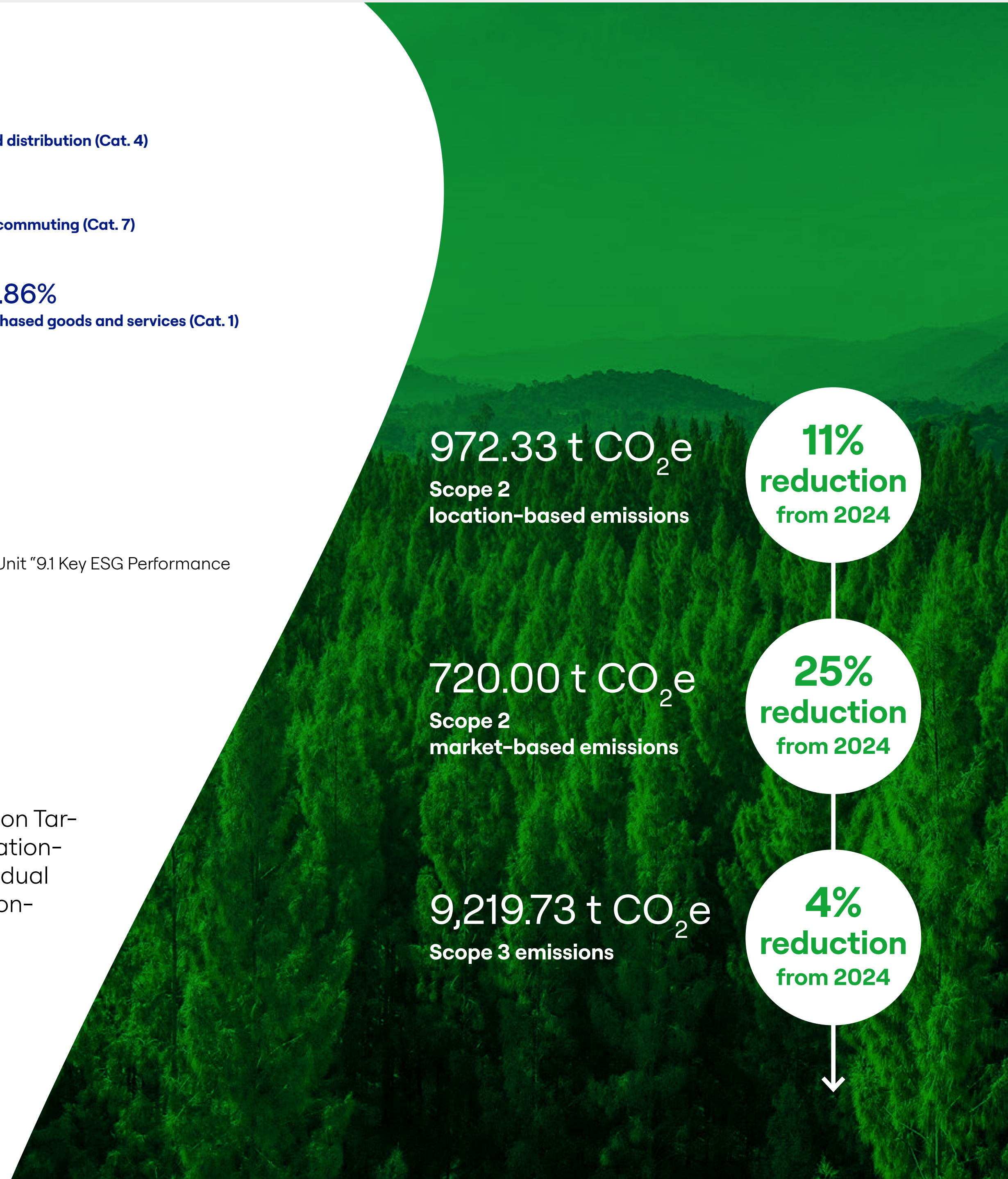
More information regarding the detailed Scope 3 GHG emissions breakdown is available in Unit "9.1 Key ESG Performance Indicators (KPIs)".

GHG emissions reduction (baseline)

GRI 305-5

According to ENDLESS's Greenhouse Gas (GHG) Emissions Reduction Target Plan, emissions projections for 2030 are based on current operational conditions, stable production capacity, and the anticipated gradual decarbonization of the national electricity grid in line with the National Energy and Climate Plan (NECP).

Based on these assumptions, the Company projects an overall reduction of approximately 70% in GHG emission intensity by 2030 compared to the baseline year, thereby exceeding the minimum reduction target set under the Greek Climate Law.



Key initiatives implemented or planned include:

Installation of a **949.39 kWp** photovoltaic system through net metering.

Installation of **high-efficiency** Variable Refrigerant Flow (VRF) heat pump systems in office facilities.

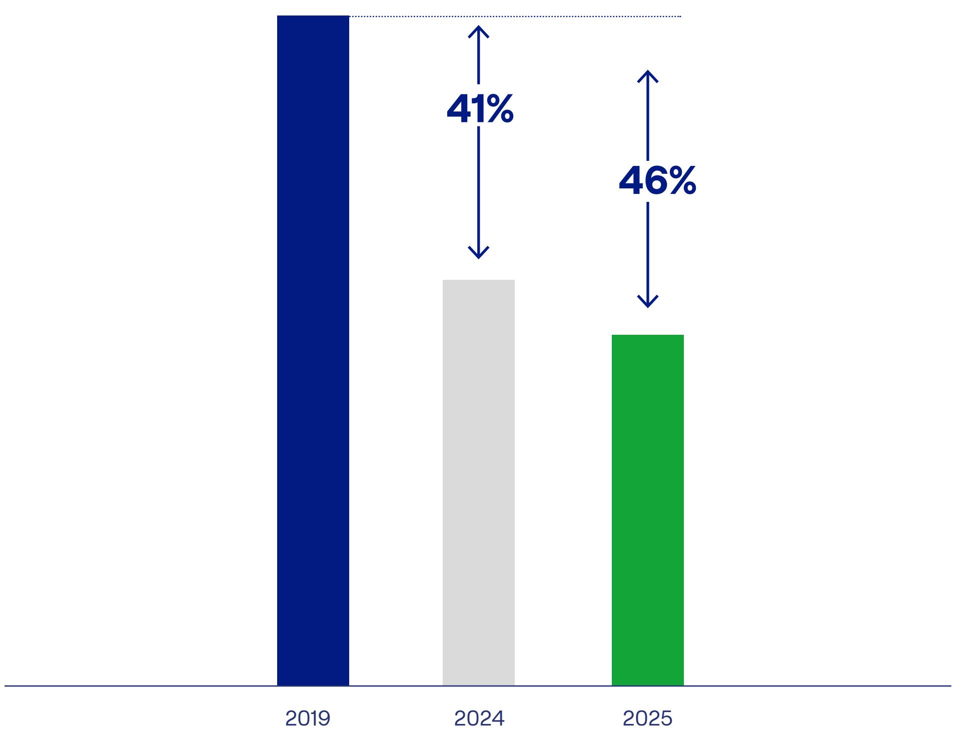
Optimization of energy-intensive equipment.

Monthly **monitoring of energy consumption** to improve energy efficiency.

Preventive **maintenance programs** to ensure optimal equipment performance.

In 2025, GHG emissions (Scope 1 & 2 location-based) recorded a cumulative decrease of 46% compared with the 2019 base year. This reduction reflects the progressive integration of renewable energy sources, including the partial use of renewable electricity for a three-month period in 2024 despite increased production levels, as well as the full twelve-month operation of photovoltaic systems in 2025. The continued adoption of renewable energy solutions remains a key contributor to the Company's ongoing efforts to mitigate its climate-related environmental impact.

Figure 4: GHG emissions reduction (tCO_2e)



Other Pollutants

GRI 305-6, GRI 305-7

Endless EC does not use or generate emissions of ozone-depleting substances (ODS), and emissions of nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOCs), persistent organic pollutants (POPs), hazardous air pollutants (HAPs), or other regulated gaseous air pollutants are not material for the reporting year, as these are not associated with the Company's production processes.

Paper processing activities are carried out within a closed production system. Filtration units and cyclone systems are installed and operated for both occupational health and safety purposes and to ensure compliance with applicable environmental legal requirements, including particulate matter control.

In accordance with the operating permit requirements and environmental legislation on emission limits for suspended solid particles, the facility maintains emissions below the applicable regulatory thresholds. To verify compliance, the Company conducts annual emission measurements through accredited laboratory in accordance with ISO/IEC 17025, confirming that emissions remain within the legally permitted limits.

Detergent and cosmetic production processes do not generate significant air emissions, as raw materials are mainly handled in liquid form through automated dosing systems, with limited use of powdered inputs.

Regarding the production of detergents and cosmetics, no significant air emissions are generated as the majority of raw materials are automatically introduced into the mixers in liquid form through dosing pumps, while the use of powdered raw materials used is limited.

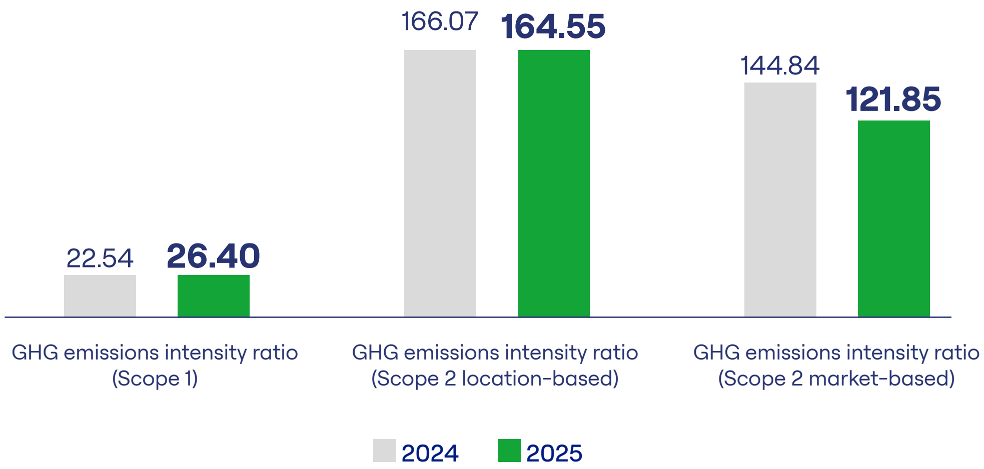
The Company monitors the use of substances that could potentially contribute to ozone depletion in accordance with applicable environmental legislation. No ODS are used, produced, imported, or exported as part of the Company's operations, and no production processes involve regulated ODS. All relevant systems are maintained and managed to prevent leaks and ensure regulatory compliance.

GHG Emissions Intensities

GRI 305-4

The Company monitors its GHG emissions' intensity to assess the carbon efficiency of its operations. In 2025, Scope 1 emissions intensity ratio amounted to 26.40 Kg GHG / unit of product (1000 cardboxes), presenting an increase of 17% compared to 22.54 Kg GHG / unit of product (1000 cardboard boxes) recorded in 2024. In 2025, Scope 2 location-based emissions intensity ratio amounted to 164.55 Kg GHG / unit of product (1000 cardboxes), presenting no significant change in comparison to 2024 data, and Scope 2 market-based emissions amounted to 121.85 Kg GHG / unit of product (1000 cardboxes), representing a reduction of 16%, in comparison to 144.84 Kg GHG / unit of product (1000 cardboxes) in 2024.

Figure 5: GHG emissions intensity ratios (Kg GHG / unit of product (1000 cardboard boxes))



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Energy use

GRI 302-1

Endless EC is supplied with electricity primarily from the national power grid to meet the operational needs of its mechanical equipment and building installations. In 2025, the Company's total energy consumption amounted to 11,432,379.26 MJ, compared to 11,614,763.98 MJ in 2024, reflecting a slight reduction in overall energy use. This decrease was supported by improvements in energy efficiency, including the continued replacement of conventional lighting with LED technology, as well as the expanded utilization of on site renewable energy generation.

Energy performance is further supported through regular monitoring of consumption, preventive maintenance of equipment and ongoing operational improvements aimed at reducing overall energy use.

The estimation of reduced energy consumption associated with lighting upgrades is based on the technical specifications of the LED fixtures installed and reflects an approximation of annual energy savings derived from the difference in energy demand between the replaced equipment and the new technology. Energy related calculations were carried out in line with ISO 14068 1:2023 Climate change management — Transition to net zero Part 1: Carbon neutrality, applying the relevant conversion factors from the National Inventory Report (NIR). For the calculation of Scope 2 emissions based on location, the Residual Energy Mix (REM) of Greece was used, as provided by the Hellenic Electricity Market Operator (DAPEEP). For Scope 2 based on market approach, the electricity supplier's Residual Energy Mix for Greece was used, as provided by DAPEEP.

11.4 million MJ

Total energy consumption within the organization

2% reduction from 2024

Figure 6: Total energy consumption within the organization (MJ)

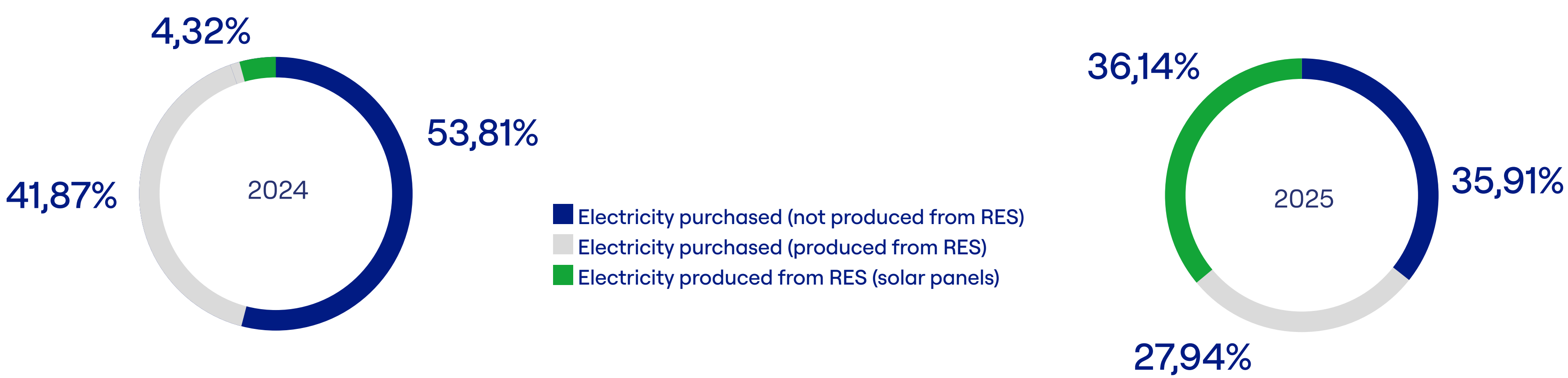
More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Electricity produced and consumed from renewable sources increased from 507,762.34 MJ in 2024, when the photovoltaic system was in operation only during the final quarter of the year, to 4,526,339.50 MJ in 2025. As reflected in the electricity mix, the share of electricity generated from on-site renewable sources increased substantially, while the proportion of electricity purchased from the grid that was not produced from renewable energy sources declined markedly compared to the previous year.

In parallel, excess electricity generated on site and exported to the grid increased from 130,020.44 MJ in 2024 to 1,092,257.60 MJ in 2025, primarily due to the fact that the photovoltaic system was in operation from October to December in 2024, whereas in 2025 it operated throughout the entire calendar year. This reflects the increased contribution and utilisation of on-site renewable electricity generation capacity.

Overall, the expanded contribution of photovoltaic electricity supported a more balanced and sustainable electricity mix further contributing to the Company's energy efficiency objectives and its transition towards further integration of renewable energy sources.

Figure 7: Segmentation for the electricity produced from RES and non-RES (%)[8]



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

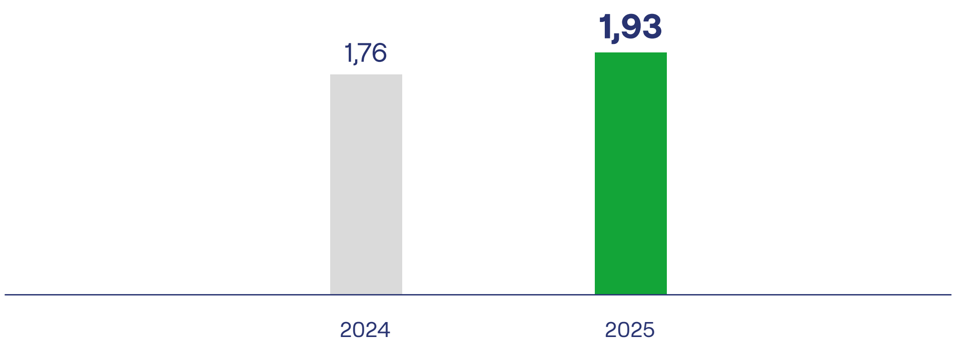
8. Fuels consumption represents the minimum portion of energy consumption (0.016%) and therefore segmentation refers only to electricity.

Energy intensity

GRI 302-3

Endless EC monitors its energy performance using an energy intensity metric that reflects the electricity consumed per unit of production. For the reporting year 2025, the energy intensity ratio amounted to 1.93 MJ/carton box, compared to 1.76 MJ/carton box in 2024. Although the total energy consumption within the organization decreased slightly year-on-year, the decline in the denominator had a proportionally greater impact on the energy intensity ratio, resulting in higher energy consumption per carton box produced. Energy intensity increased due to changes in the relationship between total energy consumption and production output during the reporting period. The energy intensity calculation is based on total energy consumption within the organisation.

Figure 8: Energy intensity inside the organization (MJ/carton box)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Resource Use and Circular Economy

GRI 3-3

Impacts	Financial Risks ↓	Financial Opportunities ↑
Impacts Solid waste generation	Plastic use and waste management	Sustainable waste management
		Driving circular economy through supplier collaboration
		Sustainably sourced materials in products

Resource use

GRI 301-1, GRI 301-2

The transition to a circular economy, supported by stronger collaboration with strategic suppliers, presents a significant financial opportunity for the Company.

By engaging suppliers in circular economy initiatives for packaging and adopting circular packaging solutions, the Company can improve resource efficiency, secure more stable and cost effective access to materials and enhance procurement resilience.

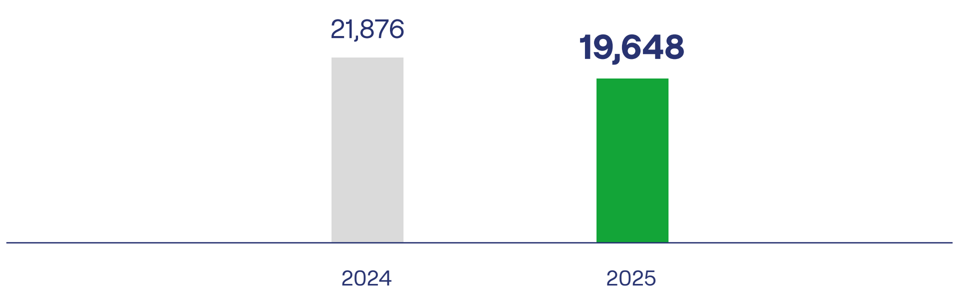
A greater emphasis on sustainably sourced materials in products presents an additional opportunity for the Company to realize financial prospects while reinforcing responsible business practices.

The Company's production activities rely on a range of raw, auxiliary and packaging materials that support the converting of paper products, as well as the production of liquid detergents and personal hygiene products. These materials include primary inputs, such as paper product rolls, other chemical materials used in the production of finished products, associated process materials required for processing and mixing, and materials used for packaging purposes.

With regard to material origin, paper products constitute a key renewable material used by the Company, while additional types of raw materials are also utilized as part of its production activities; paper products used in the production process are procured from external suppliers with 92% of them holding a FSC® certificate and represent the material category for which quantitative data are available for the reporting period.

For the reporting period, total paper products procurement amounted to 21,876 t in 2024 and reached 19,648 t in 2025, representing a decrease of 10.18%. This reduction is attributable to a corresponding decrease in the production volumes of finished products during the reporting period.

Figure 9: Materials used by weight - Paper (t)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

The use of materials throughout the production process is inherently linked to the generation of waste, making effective waste management a key component of responsible resource use and the transition to a circular economy.

Waste management

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

Endless EC recognizes waste management as a significant environmental aspect of its operations.

According to the Environmental Impact Study (EIS) of the company, waste is or may potentially be generated from production activities and requires further management or recovery by appropriately licensed external bodies. The Company is committed to ensuring that all waste streams are managed in full compliance with the applicable legislative framework, including the provisions of Law 4819/2021 on waste management and the circular economy. To support this commitment, Endless EC maintains certification under the ISO 14001 Environmental Management System standard.

All waste, industrial and hazardous, is classified, collected at designated points, and recorded in line with the Environmental Management System (EMS). Waste quantities are monitored through the Enterprise Resource Planning (ERP) system and associated documentation, while all required information is reported annually to the Electronic Waste Registry. Furthermore, the Company fully complies with the National Waste Management Plan (NWMP) 2020–2030, which promotes waste prevention, reuse (if possible), recycling, and the transition to a circular economy. In this context, the Company maintains an active agreement with the Hellenic Recovery Recycling Corporation (HERRCO) for the management of packaging waste, further supporting waste diversion and circular economy objectives. Waste management obligations are embedded within the Standard Environmental Commitments of the facility.

Endless EC is also committed to the continuous improvement of its waste management practices. Established KPIs are used to track waste reduction and recycling performance, informing corrective actions and continuous improvement programmed. This commitment is demonstrated, among others, by the significant efforts made at the Liquid Waste Treatment Unit (LWTU) to ensure effective treatment of liquid industrial waste.

The operation of the facility generates a range of waste streams, including hazardous and non-hazardous categories. These arise from the converting of paper, detergents' production and cosmetics manufacturing, as well as from equipment maintenance and supporting laboratory and facility activities.

All waste streams require management consist of paper and cardboard selection residues, defective paper products, packaging waste (paper, plastics and metals), raw and auxiliary materials out of specification, sludge from the physicochemical wastewater treatment process, laboratory waste, absorbent materials and used filters, used pressure vessels and sprays, lubricating oils, batteries and accumulators, discarded electrical and electronic equipment, fluorescent lamps, construction waste, recyclable materials and municipal waste.

The Company uses no toxic or carcinogenic raw materials in its processes, nor solvents or dyes containing hazardous ingredients. Medical or biological hazardous waste is not relevant to the Company's operations. All generated waste is properly segregated at the source according to its type and is handled by licensed waste-management contractors.

The Company's environmental management framework covers the management of solid and liquid waste, atmospheric emissions, dust and noise, as well as the responsible use of natural resources, including water and energy. Dedicated Standard Operating Procedures for waste management define the processes for the identification, segregation, collection, storage, handling, recovery, and disposal of waste generated by the Company's activities.

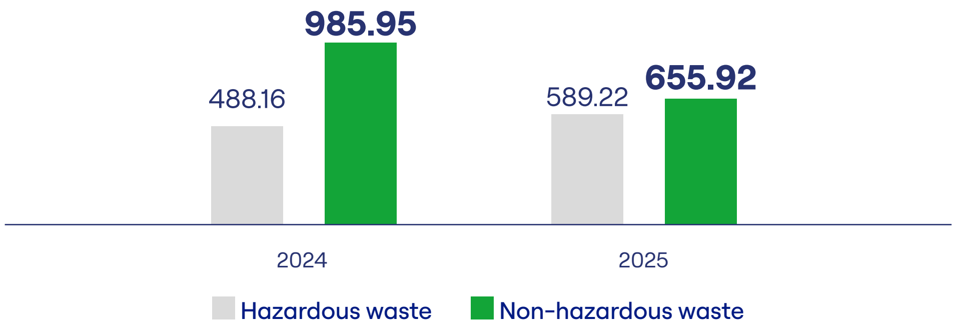
All waste categories and their management methods are systematically recorded both within and outside the facility to ensure traceability and compliance with applicable legislation. Waste management activities are carried out in cooperation with appropriately licensed external contractors, whose compliance with relevant legal and environmental requirements is periodically evaluated.

In parallel, the LWTU collects and treats liquid industrial waste from paper and detergent/cosmetic production units, with its performance monitored on a daily basis. Waste handling contracts are in place with all external managers, whose legislative compliance is regularly evaluated.

In 2025, Endless EC generated a total of 1,245.14 t of waste, of which 589.22 t were classified as hazardous waste and 655.92 t as non-hazardous waste. The total volume of waste generated decreased by 15.53% compared to 2024, primarily due to ongoing testing and evaluation of new technologies intended to reduce the volume and water content of solid waste generated from liquid waste treatment processes. A further contributing factor was the reduction in waste arising from the sorting of paper and cardboard destined for recycling, as well as lower production levels during the reporting year.

Building on these efforts, the Company continues to enhance waste recovery and promote circularity through recycling and material reuse practices, the reduction of plastic in packaging, and the increased use of sustainable materials, subject to the availability and acceptance of local recycling streams.

Figure 10: Waste generated (t)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Water

GRI 3-3, GRI 303-1, GRI 303-2

Impacts	Financial Risks	Financial Opportunities
High water use	High water dependency and scarcity	Water efficiency through product and process innovation
Microplastics		

Endless EC recognizes water as a critical resource for its operations and a key material topic across its value chain.

Water is used within the manufacturing process both as an ingredient in specific products and for the cleaning of production equipment, as well as for nonindustrial purposes such as employee hygiene, landscape irrigation, and fire protection needs. The Company's approach is guided by its commitment to minimizing environmental impacts, enhancing water use efficiency, and ensuring full compliance with all applicable regulatory requirements and industrial purposes[9], such as employee hygiene, landscape irrigation, and fire protection needs.

9. The Company has not yet developed any internal water quality standards or guidelines, and no sector-specific water quality standards are currently applicable to its operations.

Specifically, water use has been identified as a significant topic, particularly in relation to detergent production activities where water is directly used in the manufacturing process. In managing its water use, Endless EC acknowledges a range of environmental impacts associated with its water demand, including increased pressure on local water resources and implications for operational efficiency. High water use, whether arising in upstream pulp soaking processes across the supply chain or within the Company's own production activities, has been identified as a significant environmental consideration. The Company also recognizes the potential for microplastic pollution stemming from certain ingredients and manufacturing residues that, under specific conditions, may bypass conventional wastewater treatment processes and accumulate in ecosystems.

The Company further recognises that water consumption is also a material issue upstream in the tissue paper value chain, particularly during pulp processing and paper manufacturing stages, while as a paper converter its own direct water use related to tissue paper operations remains comparatively limited.

From a financial and operational perspective, Endless EC recognises the importance of responsible water management across both its own operations and the upstream value chain. Direct water consumption is primarily associated with detergent production activities, while significant water use also occurs upstream during pulp and tissue paper manufacturing carried out by suppliers.

In addition, the Company recognises potential environmental impacts associated with wastewater discharges and residues from certain raw materials and production processes, which are managed through appropriate wastewater treatment, operational controls and monitoring practices.

The Company acknowledges that increasing water scarcity and evolving regulatory expectations may affect the broader supply chain and operational environment over the long term. At the same time, Endless EC identifies opportunities to improve resource efficiency through process optimisation, responsible sourcing practices, and initiatives aimed at reducing water consumption across its operations and value chain.

Building on its environmental management framework, Endless EC has been exploring initiatives that could improve water use performance, reduce resource intensity, and promote stronger water management practices across its value chain. These initiatives include developing water efficient product solutions and optimizing production processes to reduce overall water dependency and loss.

The Company ensures consistent alignment with legal and regulatory requirements, including full compliance with the Special Regulation on the Operation of the Sewerage Network (EKLDA) issued by the Athens Water Supply and Sewerage Company (EYDAP), which defines the obligations governing the discharge of liquid waste into the municipal wastewater system. Given that the Company's operations are not located in water-stressed areas and do not involve discharges into sensitive or stressed water bodies, no further assessment of the receiving water body profile is applied.

Water Use

GRI 303-3, GRI 101-6

Across the facility, water use is driven by a combination of production-related operations and supporting non-industrial activities.

In production processes, water is used both as an integral input to certain products and as a medium supporting manufacturing operations, while additional uses relate to operational support functions such as employee hygiene, irrigation and fire protection. In addition, indirect water use also occurs across the Company's value chain through supplier-controlled raw material processing activities.

Production needs

In the Detergents & Cosmetics department, water is used across multiple stages of the production process, including the preparation of aqueous product formulations and the cleaning of mechanical equipment, particularly during product changeovers. Certain product categories, such as specific liquid detergents and liquid hand soaps, require high purity water, which is produced on site through water softening units and a reverse osmosis system. Beyond its direct incorporation into products, water is also used to support production operations and auxiliary activities. These include the cleaning of production lines, vessels, and laboratory glassware, as well as cleaning of buildings, partial employee catering, and the irrigation of landscaped areas at the facility entrance.

Overall, the Detergents & Cosmetics Production department accounts for the majority of the Company's total water consumption. This water use reflects the combined requirements of treated water incorporated into products, the cleaning of production equipment and facilities, and the operation and maintenance of onsite water-site systems, including reverse treatment systems, osmosis backwashing and softener regeneration.

In the Paper Products Production department, water is used to support core production activities, including the preparation of aqueous color, ink, and adhesive formulations, as well as the cleaning of the mechanical equipment involved in their application. These uses require the continuous availability of water to maintain stable and consistent production conditions.

In addition, water is used for cleaning cylinders, containers, and production areas associated with paper processing operations.

Non-production and supporting uses

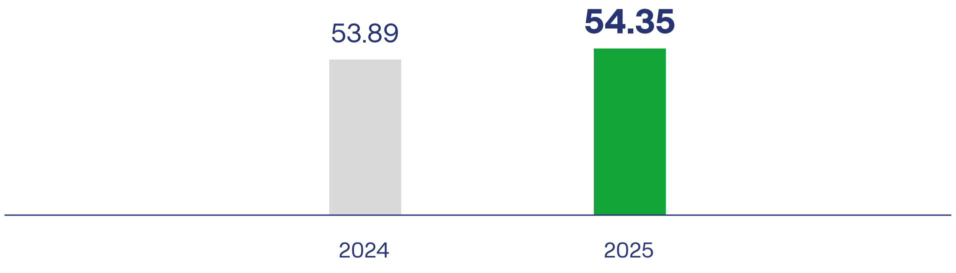
Beyond production activities, water is used across the Company's facilities for the irrigation of landscaped areas, as well as fire protection purposes, such as the replenishment of firefighting systems following equipment testing, personnel training, and routine operational checks. In addition, across all buildings, water is also required for employee hygiene, supported by appropriately designed sanitary facilities that reflect the comparatively limited on-site hygiene demand. Compared to production-related and process-supporting activities, these non-production uses represent a small share of the Company's overall water consumption and are associated primarily with operational support, hygiene, irrigation, and safety requirements necessary for the day-to-day operation of the facility.

Value chain water use

In addition to its own operations, Endless EC's value chain includes water intensive activities such as pulp soaking and other raw material treatment processes, which are performed under the operational control of its suppliers. These activities form part of the suppliers' manufacturing systems and, as such, fall outside the Company's direct management and operational boundaries. While Endless EC seeks to gain an understanding of water related practices across its supply chain, its ability to influence the specific technical processes and water management methods applied by suppliers remains limited. Accordingly, water use associated with these upstream activities is not directly controlled by the Company and represents an indirect aspect of its overall water footprint.

Based on the water use data for 2025, the Company withdrew a total of 54.35 ML of water, representing a slight increase compared to 2024 (53.89 ML). The slight increase reflects the relatively fixed water requirements for equipment cleaning and product changeovers, which remained largely unchanged despite reduced production volumes during the reporting period. All water withdrawn was sourced exclusively from the EYDAP that serves the area where the facility operates. No groundwater, seawater, third-party reclaimed water or other water sources were used during the reporting year.

Figure 11: Total water withdrawal (ML)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Discharges

GRI 303-4

Discharges at the facility include all wastewater streams and industrial effluents generated during routine operations. If not properly controlled, these streams could potentially affect the municipal sewer system, the soil, or underlying groundwater reserves.

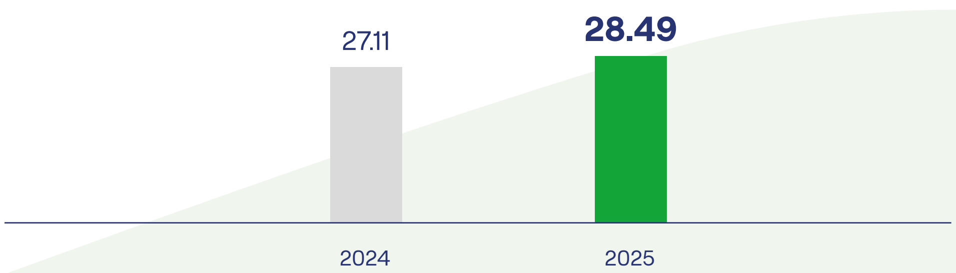
To mitigate such risks, the Company applies an integrated system for the collection, control, and treatment of liquid waste, ensuring that no unsuitable effluents are released into the environment and that all wastewater is managed safely and responsibly.

Within this framework, liquid waste is generated primarily by the Company's two main production units – detergents and cosmetics manufacturing and paper products manufacturing – while additional quantities arise from maintenance activities, company vehicles and logistics functions, laboratory processes, and administrative areas. As part of these operations, a reject stream is generated, which constitutes the main controlled water discharge from the Company's treatment systems.

Additional water discharges arise from equipment cleaning activities, including the washing of mixing tanks, bottling lines, storage tanks, production floors and laboratory equipment, as well as from cleaning operations in the paper production department, such as rollers, ink containers and floors. Water used for the backwashing of reverse osmosis pre-filters and the regeneration of water softeners also contributes to wastewater streams that require proper management prior to discharge. In addition, domestic wastewater is generated from personnel hygiene activities and is discharged through the sanitary sewer system, while minor water uses include irrigation and firefighting system replenishment, which under normal operating conditions do not result in significant wastewater discharges.

In 2025, the Company discharged a total of 28.49 ML of water, an increase of 5.1% compared to 27.11 ML in 2024. Although production volumes decreased during the reporting period, water discharge increased as a result of operational activities not directly associated with production output, such as cleaning, maintenance, and process water management. This increase is consistent with the corresponding rise in water withdrawal recorded during the same year.

Figure 12: Total water discharge (ML)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs

Treatment measures

The volume and routing of discharges highlight the importance of a structured approach to wastewater management across the facility. The activities below form the basis of the Company's overall wastewater profile and guide the subsequent management and treatment measures applied.

Detergents and Cosmetics Production

During production and packaging, the main wastewater streams originate from the washing of tanks, pipelines, and machinery. All wash water is channeled through a fixed network into a sealed sump. All streams of generated aqueous industrial wastewater from the washing processes of mechanical equipment, rinsing activities and laboratory reagents, as well as the cleaning of internal floors in the production facilities, are conveyed via gravity through the existing internal drainage network to the two interconnected balancing tanks prior to treatment in the facility's new Industrial Wastewater Treatment Plant (IWTP).

Paper Products Production

In the paper products production department, wastewater generation is more limited and is primarily associated with process materials. Wastewater consists mainly of residues from printing inks and various types of adhesives, including water-soluble tail and laminating adhesives.

Maintenance, logistics and administrative activities

Beyond production processes, additional liquid waste streams arise from maintenance activities, transport and logistics operations, and administrative areas. In this context, the technical maintenance department produces wastewater from machine maintenance activities, including mineral oils and lubricants, which are stored in labelled containers and removed by a specialized waste contractor for regeneration. In parallel, a subcontractor is responsible for the maintenance of the two site transformers, one of which is an oil-filled transformer. Where required, oil replacement activities are carried out by the subcontractor. Additionally, sanitary wastewater from staff facilities is discharged into the EYDAP sewage network.

Similarly, in transport and logistics operations as far as the site is concerned (not for product distribution), used vehicle lubricants constitute the main liquid waste stream and are collected by the Maintenance department and subsequently handled by certified service providers, in accordance with the Company's Quality and Environmental Management System (QEMS), under the supervision of the QEMS Manager.

In administrative areas, wastewater is limited to domestic sewage generated from sanitary facilities and kitchen areas and is discharged into the dedicated EYDAP sewage network.

Liquid Waste Treatment Unit

The Company's holistic approach to liquid waste management reflects the fact that water discharges arise from a diverse set of sources across production and support functions. Ensuring the proper and safe handling of these streams is essential for protecting the environment and water resources.

As far as wastewater treatment is concerned, discharge is carried out in accordance with applicable local regulations. To ensure compliance and minimize potential impacts on receiving water bodies, critical effluent quality parameters are monitored on a daily basis, including Chemical Oxygen Demand (COD), Biochemical Oxygen Demand (BOD), Total Suspended Solids (TSS) and pH. In parallel, the facility implements enhanced risk-prevention and emergency-preparedness measures to prevent possible spills. In this context, the site maintains comprehensive spill-prevention and response procedures, including secondary containment systems, controlled drainage networks, emergency shutdown protocols and trained response teams, aimed at preventing accidental releases and protecting local surface water and groundwater resources from contamination.

The industrial aqueous waste generated by the production departments is directed to the on-site LWTU, ensuring that all effluents meet the required quality standards prior to discharge into the EYDAP municipal sewer network. The facility has a treatment capacity of 3 m^3/hour, corresponding to 24 m^3 per eight-hour shift or up to 72 m^3/day in continuous operation.

In 2025, the average daily volume of industrial wastewater produced amounted to 15.5 m^3/day, while the maximum estimated quantity of treated effluent that could be safely discharged reached approximately 74.34 m^3/day. Of this total, around 12 m^3/day originated from the detergents and paper production departments, whereas the remaining 32.93 m^3/day were generated from reverse osmosis concentrate and wash water from pre-filters and softener regeneration.

The physicochemical treatment applied at the LWTU, involving filtration and sedimentation processes, includes the following stages:

- **Collection and interim storage of industrial wastewater prior to treatment;**
- **Chemical treatment and flocculation, enabling the aggregation of pollutant loads;**
- **Separation and dewatering of sludge, resulting from the removal of suspended and dissolved contaminants;**
- **Final treatment, quality control and disposal of both the clarified aqueous phase and the produced sludge.**

At the discharge outlet to the EYDAP sewer system, regular monitoring of key parameters—such as pH, BOD, COD, suspended solids, electrical conductivity, detergents and sulphates—confirms consistent compliance with all applicable regulatory limits.

As an additional environmental safeguard, the entire LWTU installation, including the sludge collection containers, is housed under a protective canopy to prevent stormwater ingress. A sealed containment basin with graded channels and a dedicated drainage pit has also been constructed to ensure that any runoff or accidental leakage is captured and returned to the treatment system, eliminating the risk of pollutant release to the external environment.

In support of responsible wastewater management, the Company continuously invests in new technologies and operational improvements aimed at minimizing the generation of liquid waste and enhancing overall process efficiency.

Prevention of microplastics

In parallel with these downstream treatment measures, the Company also implements upstream actions aimed at reducing specific pollutant loads. In this context, the Company monitors developments related to microplastics and evaluates opportunities to minimize their presence across its operations. Microplastics originating from raw materials have been scheduled for replacement with alternative solutions that do not fall under the definition of microplastics, a process managed by the Research & Development (R&D) department, which assesses suitable alternatives while ensuring alignment with emerging regulatory and industry expectations.

Endless EC has implemented an Environmental Program to ensure compliance with Regulation (EU) 2023/2055 on microplastics and to support the elimination of intentionally added microplastics from products. The program includes systematic identification and assessment of raw materials, supplier engagement for data collection and verification, and substitution of non-compliant substances.

A total of 735 raw materials and fragrance substances were evaluated by the R&D department, following engagement with all raw material suppliers. Upon completion and review of relevant documentation, one non-compliant raw material (cosmetic opacifier) was identified and was successfully replaced in 2025. The initiative strengthens control over material composition, reduces potential environmental impact from microplastics, and supports compliance with applicable legislation. As the Company's target is full elimination of microplastics by October 2027, in line with regulatory requirements, the evaluation of new materials and the elimination of microplastics from finished products has been established as an ongoing standard operating procedure.

Water Consumption and Efficiency

GRI 303-5, GRI 101-6

Water consumption is determined as the remaining balance following the calculation of total water withdrawal and the mapping of all water discharge pathways. It represents the portion of water that does not return to the municipal sewer network. This residual consumption primarily corresponds to water embedded in final products, water lost through evaporation during production processes, and water retained within intermediate stages of the production cycle.

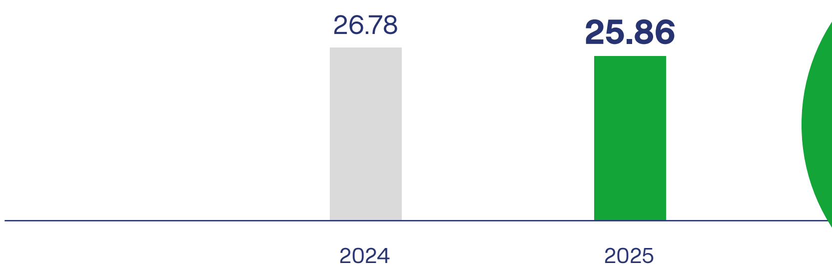
To ensure the accuracy and completeness of water consumption data, Endless EC applies established metering practices and internal verification procedures. For the reporting year 2025, the Company's total water consumption amounted to 25.86 ML, reflecting the net volume of water withdrawn and used within the facility after accounting for water discharged from the site.

Water consumption in 2025 reflects a slightly lower volume due to operational conditions that influence the overall balance between water withdrawal and discharge.

Recognizing the importance of reducing water consumption, Endless EC has identified water use efficiency as a key focus area within its operational strategy. The objective is to enhance process performance and minimize water losses through targeted operational improvements, informed by a systematic understanding of how water is used across the Company's activities.

Building on this understanding, Endless EC has carried out water risk assessments for its operational site, drawing on its Environmental Impact Study and Wastewater Treatment Plant Study to evaluate water consumption and use for the years 2023 and 2024. Within the framework of its ISO 14001-certified Environmental Management System, the Company implements process optimization measures, leak detection practices and plans for water reuse initiatives aimed at reducing freshwater withdrawals and stabilizing overall water consumption. Progress is monitored through a relevant Key Performance Indicator (KPI) on water consumption intensity, supporting the gradual improvement of water efficiency through stricter internal standards and continuous improvement initiatives, where feasible.

Figure 13: Total water consumption (ML)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Detergent Products

The Company utilizes LCA studies conducted by the International Association for Soaps, Detergents and Maintenance Products (AISE). These LCAs assess environmental impacts, including water use, across the full life cycle of detergent products—from raw material extraction through manufacturing, use, and disposal. The studies highlight water consumption both in production and in the product use phase (e.g., during washing), enabling the Company to prioritize interventions that reduce water-related impacts throughout the product life cycle.

By integrating Confederation's of European Paper Industries (CEPI) and AISE data, Endless EC ensures its water efficiency strategy is informed by recognized industry benchmarks and robust life cycle methodologies.

Endless EC is also certified according to ISO 14001 and maintains an Environmental Management System that includes a Water Consumption Intensity Index, ensuring that water consumption targets decrease consistently over time. In 2023 and 2024, the Company conducted Water Mass Balance studies to verify that water use is managed efficiently and responsibly, contributing to the continuous improvement of water stewardship practices.

Tissue Paper Products

To support this effort, Endless EC references both sectoral and product-specific assessments. As far as Tissue Paper Products data are sourced from the Environmental Paper Network and the CEPI Key Statistics Report 2024. CEPI provides industry-wide benchmarks for water intake and treatment in pulp and paper operations, including the proportion of water returned to source and sector-level water intensity metrics. These benchmarks help the Company evaluate its tissue paper production processes and identify opportunities to reduce water consumption during tissue conversion and finishing, since Endless EC is not involved in pulp preparation.

Biodiversity

GRI 3-3, 101-1, 101-4, 101-5, 101-6

Impacts
Land use change
Pressure on raw material supply

Endless EC recognizes that its material impacts on biodiversity do not stem from its own facilities, which are not located within natural habitats or protected ecosystems[10].

As part of its environmental materiality assessment, the Company evaluated potential impacts on biodiversity and surrounding ecosystems, considering both operational footprint and supply chain exposure.

10. The Company's production facilities are located in the area of Aspropyrgos, Attica. The site is not located within or adjacent to protected areas, High Conservation Value (HCV) zones, or legally designated biodiversity-sensitive areas (including Natura 2000 sites or nationally protected habitats), and therefore does not entail direct interaction with natural or protected ecosystems. No endangered or protected species have been identified within the operational boundary based on available environmental assessments.

The Company's most significant biodiversity impacts occur upstream in the value chain, primarily associated with the production and processing of forest-based and plant-based raw materials that serve as core inputs for its products. Endless EC's activities are limited to existing industrial infrastructure and do not involve land-use change, deforestation, habitat fragmentation, extractive activities, or significant alteration of natural ecosystems. Water abstraction, emissions, and waste management are conducted in compliance with regulatory permit conditions, with monitoring mechanisms in place to ensure environmental protection standards are maintained.

In the context of its Double Materiality Assessment, Endless EC mapped its activities and supply chain flows, to understand its dependencies on natural resources, the types and volumes of materials used, and the geographic and environmental characteristics of the relevant supply chains. Through this process, two distinct and material pressures on biodiversity were identified. First, the Company's use of pulp and palm derived inputs may be associated with land-use change risks in upstream production areas, particularly where forestry and agricultural commodity cultivation can contribute to habitat conversion, ecosystem degradation or loss of natural habitats, depending on local practices and sourcing locations. Second, the Company's reliance on forest-based and plant-derived raw materials may contribute to pressures on ecosystem through resource extraction. Where sourcing is not adequately managed, this can affect ecosystem resilience and regenerative capacity over time and may also create long-term supply risks related to the availability and quality of these inputs.

The identification of these impacts was based on a combination of primary and secondary data sources. Primary information, including supplier categories, procurement volumes, and expenditure data, enabled the Company to identify the raw material groups with the highest relevance for biodiversity and natural resource use. This analysis was complemented by industry expertise, and recognized sector level studies on the lifecycle and environmental performance of forest-based and plant-based products. These sources consistently indicate that the upstream stages of raw material production and processing represent the most significant sources of pressure on ecosystems and natural resources, thereby informing the Company's assessment of biodiversity related impacts and dependencies.

As a result, two groups of raw materials emerged as the most critical: forest-based materials, including pulp and wood- or paper-based packaging, and palm-derived materials.

These categories represent a substantial share of Endless EC's upstream activities and originate from international markets where risks of deforestation, land-use change, or broader ecosystem degradation are more likely to be documented.

Following this assessment and given that upstream impacts affect broader ecosystems and stakeholder groups, Endless EC is considering mitigation steps through responsible collaborations and enhanced supply chain transparency. Supplier compliance with environmental and regulatory requirements, the promotion of responsible sourcing practices, and the continuous exchange of technical and operational information are all methods that are currently being considered and which can function as key mechanisms for limiting indirect negative impacts and strengthening the overall resilience and accountability of the supply chain.

Mitigation Actions

Given that Endless EC's biodiversity impacts arise primarily at the stage of raw material production, the company currently implements and is examining a set of targeted measures aimed both at preventing additional pressures within the upstream supply chain and at reducing existing impacts through the continuous improvement of its own operations.

Raw Material Origin Controls

GRI 101-2

For the identified raw material groups, Endless EC applies dedicated responsible sourcing and traceability mechanisms that are specifically designed to address biodiversity related risks at the upstream stage of the value chain. The FSC® CoC system ensures that forest-based materials, such as pulp, originate from responsibly managed forests, while the RSPO Supply Chain Certification provides equivalent assurance for palm derived materials by promoting practices that reduce risks of deforestation and ecosystem degradation. By relying on these internationally recognized schemes, the Company seeks to avoid the intensification of existing pressures on natural ecosystems and to reduce the risk of being linked to sourcing practices that negatively affect forest and tropical habitats.

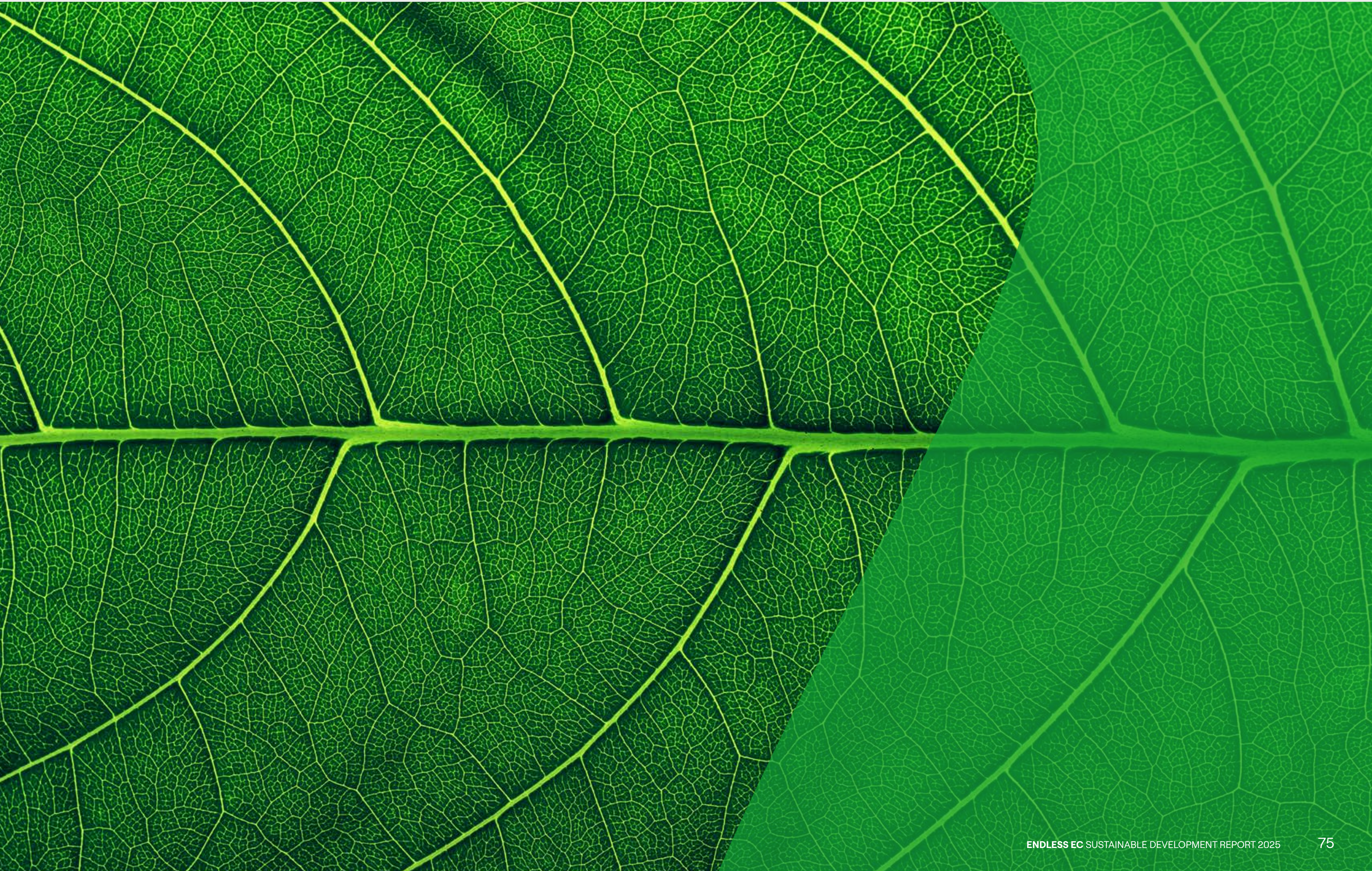
Reduction of Existing Environmental Impacts

GRI 101-2

Since the full elimination of biodiversity impacts is not feasible, given that these impacts inherently arise at the upstream stage of raw material production, Endless EC focuses on minimizing indirect pressures through responsible sourcing controls and targeted improvements in supply-chain practices.

As part of this approach, the Company prioritizes traceability and certification for high-relevance inputs, using internationally recognized schemes. These mechanisms help reduce the risk of being linked to deforestation, habitat conversion or ecosystem degradation in forestry and agricultural supply chains, while providing a structured baseline for managing upstream biodiversity-related risks.

To further minimize residual impacts that cannot be avoided, Endless EC is strengthening supplier screening and documentation processes in alignment with the requirements of the EU Deforestation Regulation (EUDR). Building on existing certification and traceability systems, the Company is preparing for additional transparency and verification requirements introduced by the Regulation and is considering the integration of environmental criteria into supplier assessments, with a focus on high-risk raw materials and high-risk countries. In parallel, measures that reduce demand for virgin raw materials, such as material efficiency and the increased use of recycled and recyclable packaging where feasible, contribute to alleviating extraction-related pressures associated with sourcing.



4

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Society

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Employment

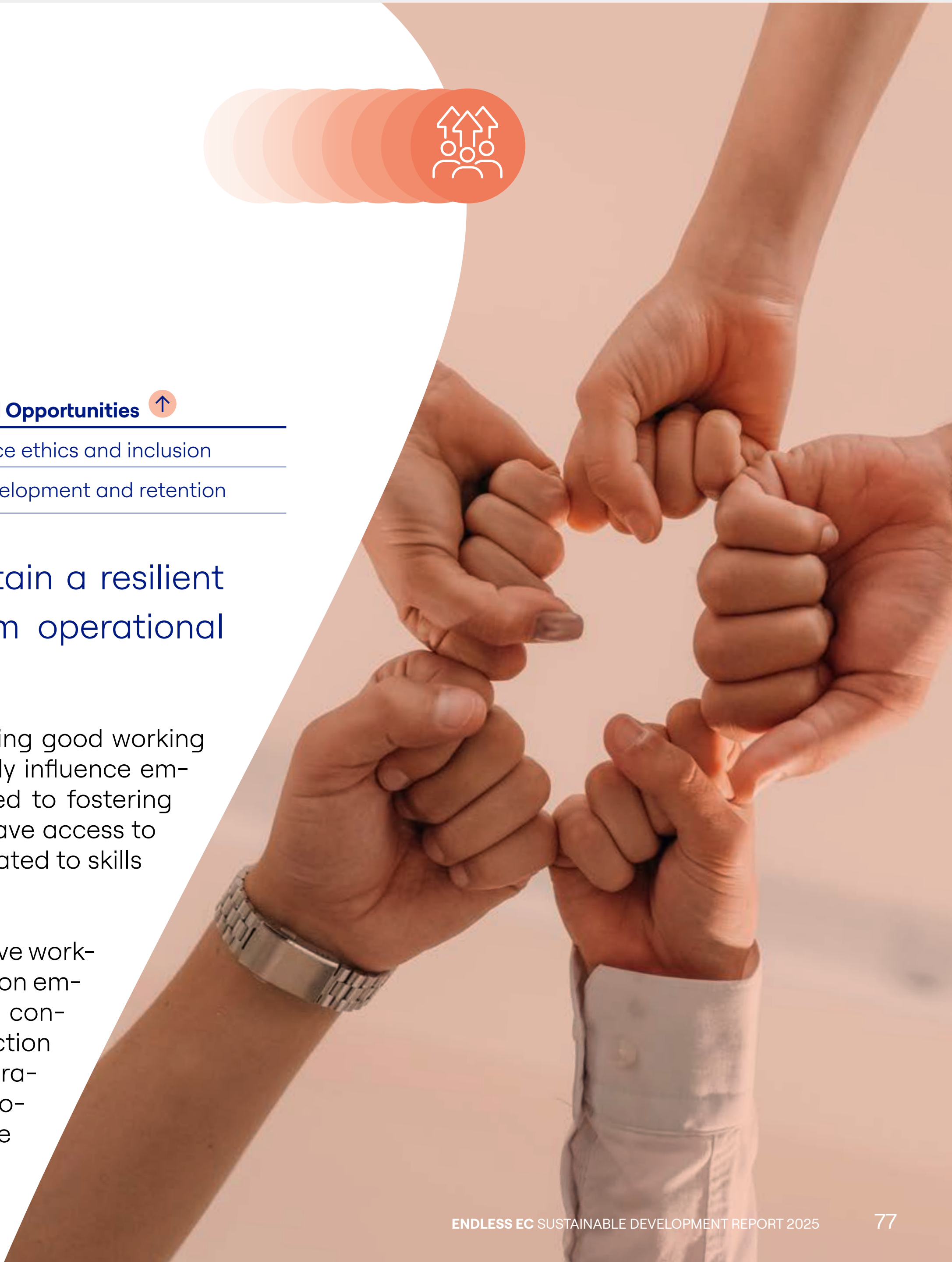
GRI 3-3

Impacts	Financial Risks	Financial Opportunities
Livelihood and employment	Specialized workforce retention and skills gap	Workplace ethics and inclusion
		Skills development and retention

Employment is essential to Endless EC's ability to maintain a resilient and highly-skilled workforce and support its long-term operational performance.

As a production-driven organization, sustaining strong income levels, ensuring good working conditions and providing appropriate social protection and benefits directly influence employee wellbeing, productivity, and retention. Endless EC remains committed to fostering an ethical, inclusive and safe workplace where employees feel valued and have access to meaningful development opportunities, while proactively addressing risks related to skills shortages and workforce retention.

The Company's policies and practices on fair remuneration, safe and supportive working conditions, and comprehensive employee benefits have a positive impact on employees' livelihood security and their overall job satisfaction. These elements contribute to creating a stable and motivated workforce, particularly in production roles where physical demands and specialized expertise are critical to operational continuity. By fostering a work environment where employees feel protected, valued and compensated fairly, the company strengthens employee engagement and reduces risks associated with turnover and skills shortages.



Conversely, the Company recognizes the risks related to specialized workforce retention and the potential skills gap. The scarcity of experienced and specialized personnel, combined with inadequate development pathways, can lead to higher turnover, loss of institutional knowledge and increased labor costs.

To address these challenges and maximize positive impacts, Endless EC is committed to fostering an ethical, inclusive and supportive working culture through policies that safeguard fair treatment and equal opportunities, as well as reinforce transparency and trust between employees and the Company.

Furthermore, Endless EC invests in skills development and talent retention as a strategic priority. Structured training programs, targeted upskilling initiatives and clearly defined career development pathways equip employees with the capabilities needed to grow within the company. These efforts reduce reliance on frequent external recruitment, lower onboarding and training costs and enhance overall efficiency.

241
Employees
158 Male / 83 Female

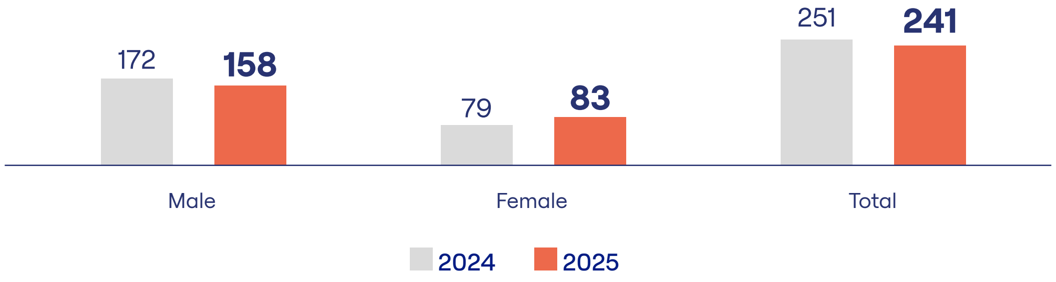
Human Resources

Employees

GRI 2-7, GRI 2-8

In 2025, Endless EC employed a total of 241 employees, compared to 251 employees in 2024. Of the total workforce in 2025, 240 employees were employed on a permanent basis, while one employee held a temporary contract. All employees were engaged on a full time basis, and the Company did not employ part time or non guaranteed workers during the reporting period.

Figure 14: Number of employees by gender



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

In addition to its directly employed workforce, Endless EC also cooperates with a limited number of individuals, primarily in specialized support roles. These include occupational health and safety professionals, who establish and support the implementation of workplace health and safety practices, policies and procedures, as well as legal advisors, who provide expertise on regulatory compliance, risk management and contractual matters. In 2025, the number of individuals amounted to three, with no change compared to 2024. These individuals are external parties engaged by the Company and operate under its organizational oversight.

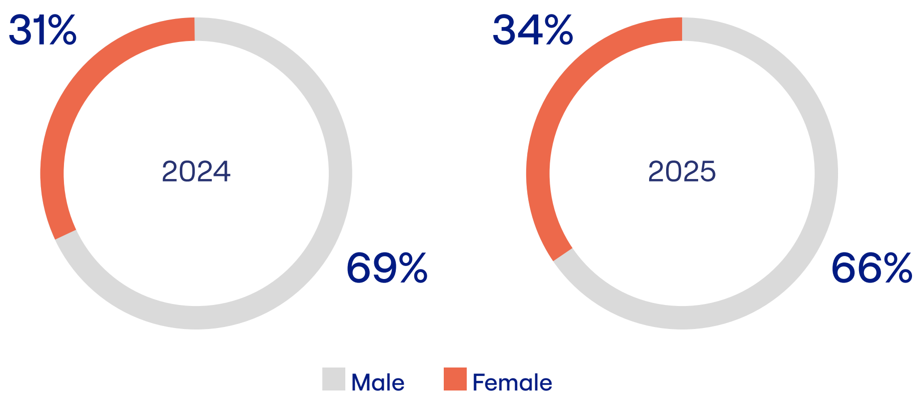
Workforce diversity

GRI 405-1

The Company seeks to maintain workforce diversity by recording the composition of its human capital by gender and age group, without monitoring additional diversity indicators.

In terms of gender composition, 35% of the Company's workforce in 2025 were female and 65% were male. This represents an improvement in female representation compared to 2024, when women accounted for approximately 31% of the total workforce.

Figure 15: Employees gender breakdown



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

The age composition across Endless EC reflects a balanced and diversified structure across its governance body, management levels and workforce, combining experience with active professional participation and supporting long-term continuity and skills renewal.

At the Board of Directors (BoD) level, experience remains a defining characteristic. In 2025, 60% of BoD members were over the age of 50, while the remaining 40% fall within the 30–50 age group. This represents a shift compared to 2024, when representation of BoD members was evenly balanced.

Within Senior Management, representation is evenly distributed between the 30–50 and over-50 age groups, reinforcing a balance between leadership continuity and the active involvement of experienced executives. At the Middle Management level, representation increasingly concentrates in the 30–50 age group, reflecting career progression and internal development pathways. Compared to 2024, the share of middle-management executives within this age group increased, while representation of executives over 50 decreased accordingly.

Among our employees, all age groups are represented. In 2025, approximately 10% of employees were under the age of 30, demonstrating the Company's openness to engaging younger professionals and offering early-career opportunities. The 30–50 age group (57%) formed the core of the workforce, while employees over the age of 50 accounted for around one-third, contributing experience and institutional knowledge.

Overall, the age distribution among employees remained stable compared to 2024, with only minor variations.

Overall, this age structure underscores the Company's approach to workforce planning, emphasizing intergenerational balance, knowledge transfer and long-term organizational resilience.

Figure 16: Composition of the BoD and breakdown by age group

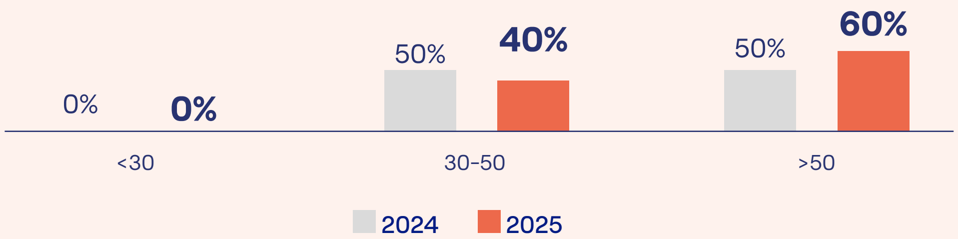


Figure 17: Composition of the Senior Management[11] and breakdown by age group

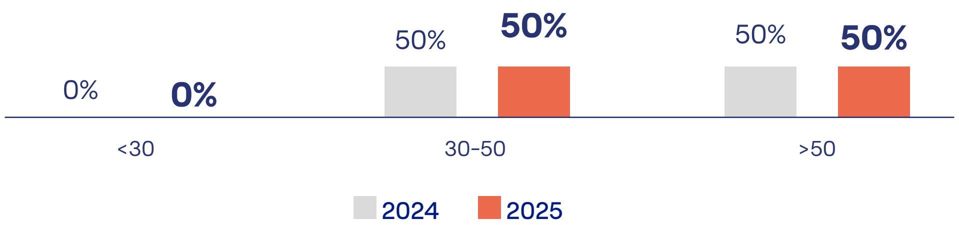


Figure 18: Composition of the Middle Management and breakdown by age group

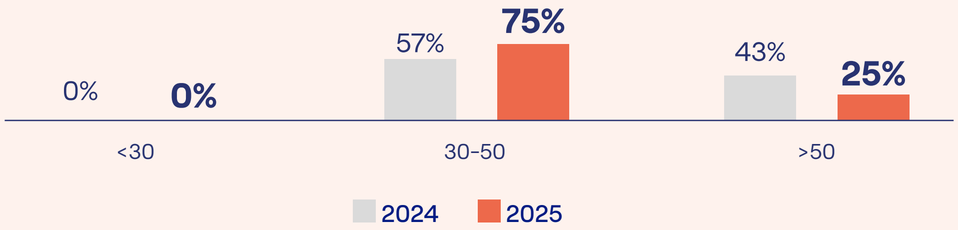
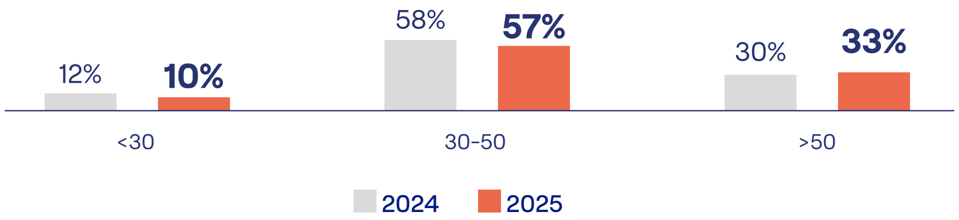


Figure 19: Composition of the Employees and breakdown by age group (%)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

40%
Women in managerial positions

50%
of the Senior Management were women

11. Employees who lead, manage, or oversee an activity of the organization and are responsible for making decisions, guiding others, and ensuring things run according to a plan or vision.

Fair Employment and Inclusion

GRI 2-30, GRI 405-2

Endless EC maintains a strong commitment to equal treatment and fair working conditions for all employees.

In alignment with its internal policies and the applicable legislative framework, the Company adopts and promotes the principle of equal pay for equal work and prohibits any form of discrimination in employment practices. All employees of Endless EC are covered by the National General Collective Labour Agreement (EGSSE) with respect to the minimum institutional and non wage terms of employment applicable nationwide. In parallel, additional terms and conditions of employment are determined in accordance with national labour legislation, individual employment contracts, and the Company's internal policies and practices.

Remuneration is determined on the basis of objective criteria, such as role, level of responsibility, scope of duties, professional experience, functional and national base requirements. Remuneration practices are reviewed on a regular basis in order to identify and address potential deviations.

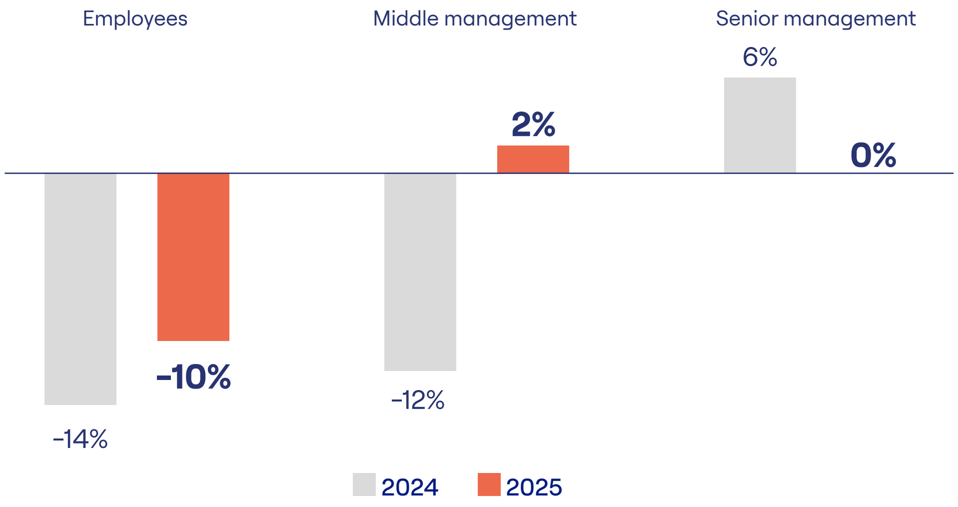
To monitor gender equality in remuneration, the Company assesses the ratio of average gross salaries between women and men across employee levels and functional areas. For this purpose, the analysis is based on average monthly gross remuneration per gender, while members of the Board are excluded.

At employee hierarchy level, gender pay ratios show a clear improvement between 2024 and 2025. At senior management level, the female to male pay ratio moved from a slight imbalance in 2024 to parity in 2025, reflecting changes in the composition of roles and seniority at this level. At middle management level a substantial improvement occurred linked to increased female representation in managerial positions. At employee level, the gender pay ratio also improved year on year, although a difference remains. This difference is primarily associated with the operational structure of production related roles, where male employees more frequently occupy positions linked to higher seniority and longer tenure. This does not exclude women from such roles, but reflects the current workforce composition.

A similar picture emerges from the analysis by functional area. In production and warehouse related functions, a gender pay difference persists, aligned with the distribution of roles, seniority and tenure within these functions and consistent with the employee level analysis. Among office based employees, the gender pay ratio changed in 2025 compared to the previous year, reflecting shifts in the composition and seniority mix of administrative roles; nevertheless, average remuneration levels remain close to balance, indicating convergence. In sales functions, the gender pay ratio shifted in favour of women in 2025, reflecting changes in the seniority profile and composition of the sales workforce.

Overall, the analysis demonstrates that changes in gender pay ratios are primarily linked to workforce composition, role allocation and seniority across levels and functions, rather than to differentiated pay practices. This ratio reflects the difference between the remuneration of women and men across employee levels, with values closer to 0% indicating a higher level of pay alignment between genders. Endless EC applies a consistent approach to ensuring equal pay for comparable roles and responsibilities and remains committed to promoting pay equity through transparent remuneration practices, continuous monitoring and the integration of equality principles into recruitment, development and career progression processes, fostering a fair and inclusive working environment for all employees.

Figure 20: Ratio of basic salary and remuneration of women to men by employee level



Employee benefits

GRI 401-2

The Company provides a comprehensive framework of employee benefits designed to support wellbeing, security and work–life balance.

These benefits promote equitable and competitive working conditions across all operations and contribute to a supportive and inclusive work environment.

Employees have access to mental-health counselling through Employee Assistance Programs, reinforced by anti-harassment and anti-discrimination policies that protect psychological and social wellbeing. Physical health is further supported through a group private health insurance plan, providing broader medical coverage than legally required.

The Company promotes a healthy balance between work and personal life by establishing clear working schedules and hours for employees across all levels. To further support flexibility and employee well-being, hybrid working arrangements are being introduced and flexible working hours are also offered. In addition, the Company adheres to the applicable regulations regarding paid vacation leave and encourages employees to fully utilize their annual leave entitlement rather than carry it forward indefinitely.

To further support family and personal well-being, the Company provides paid parental leave in addition to statutory entitlements. Employees may also be granted special paid leave for significant life events and personal circumstances, including marriage, childbirth, bereavement of close relatives, and educational purposes.

Financial and social wellbeing is further strengthened through mentoring and peer-support structures, while Endless EC also fosters a strong sense of belonging through diversity, equity and inclusion initiatives and provides emergency financial assistance through a formal Loans and Advance Payments Policy.

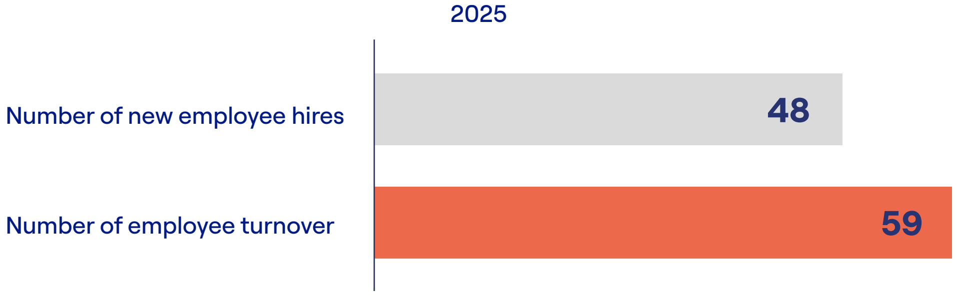
Skills Development and Retention

GRI 401-1, GRI 401-3, GRI 404-1, GRI 404-2, GRI 404-3

Endless EC applies a structured recruitment approach that supports workforce development and long-term retention. Recruitment activities follow standardized procedures managed by the Human Resources department and comply with all legal requirements.

Among other workforce indicators, the Company monitors and records employee hiring and turnover, as well as the corresponding hiring and turnover metrics. During the reporting year 2025, 48 new employees joined Endless EC, while 59 employees left the Company.

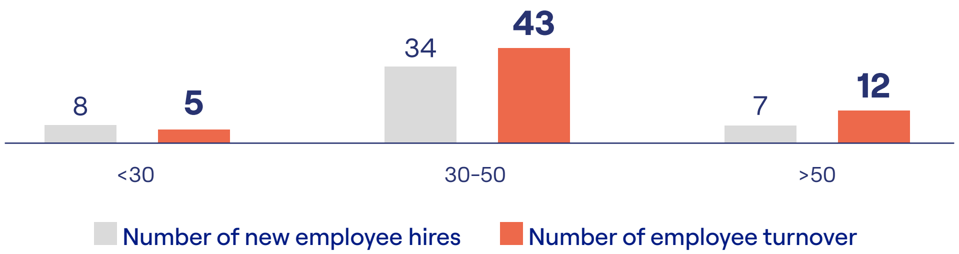
Figure 21: Total number of new employee hires and employee turnover



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

The workforce metrics in 2025 show differentiated patterns across age groups. The highest levels of employee turnover and new hires were recorded in the 30–50 age group (43 and 34 cases respectively), indicating greater mobility within the core working age population. In contrast, turnover and hiring levels remained lower among employees under 30 and over 50 years old, suggesting comparatively higher workforce stability at the early and later stages of employment.

Figure 22: Total number of new employee hires and employee turnover per age group



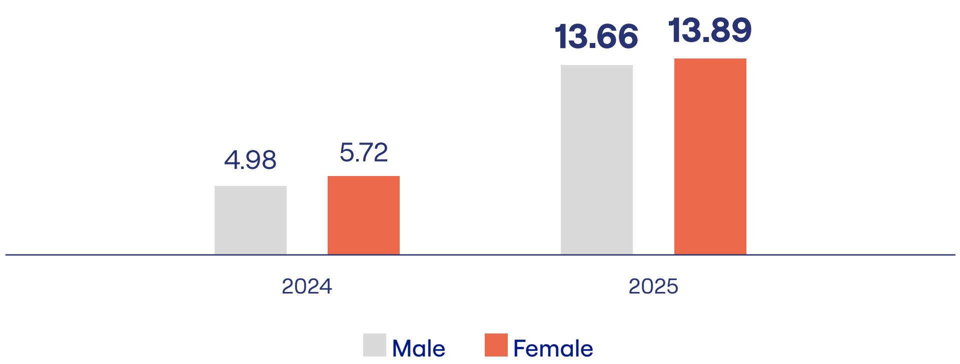
More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

In line with statutory provisions, the Company ensures that all employees are supported through the parental leave framework. During 2025, 4 employees utilized their parental leave. Looking ahead, 2 of these employees were scheduled to return to work within the reporting year, while the rest are expected to return to the workplace within 2026.

The Company offers a wide range of training and development programs aimed at upgrading employee skills and supporting continuous professional growth.

During 2025, Endless EC's employees completed a total of 3,312 training hours (1,153 hours for female employees and 2,159 hours for male employees), corresponding to an average of 13.89 hours per female employee and 13.66 hours per male employee. This represents an increase of approximately 153% compared to the previous year (2024: 1,309 total training hours), reflecting the Company's accelerated investment in building capabilities and strengthening its learning culture.

Figure 23: Average training hours per gender



Employees receive training on sustainability practices, and standards. In addition, internal training programs are conducted on the requirements of ISO 14001:2015, ISO 9001:2015, FSC® Chain of Custody, and RSPO SCC certification standards, strengthening employees' awareness and supporting the effective implementation of environmental, quality, and responsible sourcing management systems. Business and leadership skills are further strengthened through targeted workshops.

In 2025, the totality (100%) of the Company's employees participated in regular performance and career development reviews, ensuring consistent evaluation and alignment of their goals with the Company's strategic objectives. This process supports continuous feedback, professional growth and identification of development opportunities across its operations. In addition, the Company enhances workplace safety knowledge to each respective department through dedicated seminars on First Aid and Health and Safety. Collectively, these and other training programs ensure employees across all functions have access to meaningful learning opportunities that reinforce expertise, compliance, and continuous improvement.

Occupational Health and Safety

GRI 3-3

Impacts	Financial Risks ↓	Financial Opportunities ↑
Occupational health and safety	Workforce health and safety management	Occupational health and safety

The Company recognizes Occupational Health and Safety (OHS) as a critical material topic, given the inherent risks associated with exposure to hazardous chemicals, and manufacturing processes.

These operational realities may negatively affect employee health and safety—particularly in cases where protective measures, engineering controls, or handling procedures may fail or are insufficient. Potential impacts could include acute or chronic health issues, workplace injuries, and reduced workforce wellbeing, underscoring the importance of preventive systems and continuous monitoring across its facilities.

Managing workforce health and safety risks remains central to the Company's operational strategy. Hazards arising from chemical handling, high speed machinery, and complex production environments can pose significant safety challenges. Any related incidents could lead to physical harm and reputational damage, operational disruptions, and financial consequences.

Occupational Health and Safety (OHS) measures are implemented and monitored, with the support of the Safety Technician and, where applicable, the Occupational Physician, in accordance with applicable legal requirements.

The Safety Technician supports the identification and monitoring of occupational risks and recommends preventive and protective measures, including the appropriate use of Personal Protective Equipment (PPE). Employees are expected to comply with established health and safety procedures and are encouraged to report unsafe conditions, incidents, and potential risks in order to support a safe working environment and the continuous improvement of OHS practices.

Continuous investment in safety technologies, automated systems, personal protective equipment, and employee training supports a safer work environment and fosters a culture where safety is integral to daily operations. By strengthening its OHS practices, Endless EC aims to protect its employees, enhance organizational resilience, and create sustainable value across its operations.

Occupational Health and Safety Management

GRI 403-1, GRI 403-7, GRI 403-8

Endless EC is fully aligned with the Greek legislation on Health and Safety at Work (HSW), which is in turn harmonized with the corresponding EU regulatory framework. Greek legislation incorporates the Framework Directive 89/391/EEC as well as all subsequent specific directives.

The core of the relevant legislative framework in Greece is the Code of Laws for Health & Safety at Work, ratified by Article 1 of Law 3850/2010 (Government Gazette A' 84) and further amended by Law 4808/2021 and Law 4624/2019. This framework includes a broad set of legislative provisions and presidential decrees covering both general and sector-specific occupational risks and workplace conditions.

To ensure compliance and continuous improvement, the Company has developed and implemented:

- Internal Policy & Procedures on Health and Safety, outlining principles & responsibilities.
- Guidelines on management and compliance with health and safety control, defining monitoring mechanisms and control measures.
- A comprehensive formal Occupational Risk Assessment, conducted by an externally certified collaborator to identify, evaluate, and mitigate risks related to employee health and safety in the workplace, in accordance with applicable occupational health and safety legislation.
- An Internal Emergency Plan that establishes organizational readiness and response procedures on relevant situations.

It is worth noting that all employees and individuals are covered by the Company's formal assessment regarding OHS.

In accordance with the applicable Greek Occupational Health and Safety legislation, the Safety Technician is responsible for overseeing the preparation, review, and updating of the Occupational Risk Assessment (ORA).

The Safety Technician systematically:

- introduces new procedures and workplace hazards,
- recommends appropriate Personal Protective Equipment (PPE), supervising its proper use,
- evaluates occupational risks,
- advises the Company's Management on regulatory compliance obligations,
- monitors the effective implementation of protective and preventive safety measures, and proposes corrective measures for employees,
- conducts safety inspections of facilities and production processes,
- supervises working conditions and job site inspections,
- investigates workplace incidents, and is responsible for the identification of root causes and proposals of corrective actions. conducts fire safety and alarm drills contributes to the development of safety procedures and employee training programs
- provides guidance and training to employees on H&S matters,
- updates the Occupational Risk Assessment including the systematic identification and evaluation of workplace hazards,
- maintains documentation related to risk assessments, safety instructions, and compliance records,
- supervises compliance with applicable occupational health and safety legislation,
- promotes and monitors employees' adherence to occupational health and safety rules and procedures.

Through these responsibilities, the Safety Technician supports the Company's continuous improvement of its occupational health and safety performance and regulatory compliance.

Endless EC has established a Health and Safety Policy to ensure its commitment to safeguarding the health, safety, and wellbeing of employees, contractors, suppliers, and visitors. The Policy applies across all Company activities, aiming to prevent accidents, protect against harmful exposures, and ensure safe working conditions throughout its operations, including production facilities, warehouses, and offices.

The Health and Safety Policy is based on the principles of continuous improvement and the active engagement of employees at all levels. Endless EC fully adheres to national and European legislation for Health and Safety at work and integrates all applicable regulatory requirements into its day-to-day operations.

In wholesale activities, smaller-scale distribution, and retail key account operations, the Company focuses on the safe transport and delivery of products, the proper handling of goods, and the compliance of all distribution partners and retail points with essential guidelines aimed at preventing accidents and avoiding hazardous situations. Across all these activities, the Company maintains systematic communication with its partners and requires the immediate reporting of hazardous incidents or near misses, ensuring that challenges are promptly addressed and appropriate corrective measures are implemented. Through this approach, the Company contributes to the reduction of occupational hazards associated with its supply chain and distribution network operations.

Occupational Health and Safety Risk Management

GRI 403-2

Endless EC is committed to the continuous improvement of OHS conditions and to the identification and management of OHS issues. Employees and external partners may communicate health and safety-related issues via internal channels of communication and, where appropriate, raise concerns and contribute to a preventive culture. The Company continuously updates its policies and procedures based on findings from inspections, incident analyses, and evolving regulatory requirements. Further analysis of findings and potential hazards identified through inspections and incident investigations helps the Company move from simply reacting to problems toward proactively improving workplace safety and operational performance.

To support this framework, the Company has developed comprehensive Health and Safety Policies, Procedures, and Guidelines. The Health and Safety Policies, Procedures, and Guidelines define the Company's commitment to safeguarding the occupational health and safety of employees, while also ensuring a safe and healthy environment for contractors, suppliers, and visitors. These guidelines aim to minimize risks related to workplace accidents, injuries, and exposure to harmful substances, and establish the principles, responsibilities, and procedures required to maintain safe operations.

Complementing this, the Policies, Procedures, and Guidelines on the Management and Compliance with Health and Safety Controls at Work describe how the Company ensures the ongoing protection of its employees. They outline the processes through which hazards are monitored and controlled and detail the actions required to prevent, manage, and respond to accidents or dangerous situations throughout the workplace.

Additionally, the Company's Internal Emergency Plan sets out the procedures, measures, and actions necessary for the effective management of any emergency situation that may arise. The organization maintains a written Occupational Risk Assessment Study and a SEVESO III Internal Emergency Response Plan, in accordance with applicable legal requirements. These documents are reviewed and updated whenever changes, new risks, or incidents arise, based on the organization's processes for risk monitoring, evaluation, and incident analysis. Emergency response drills are conducted annually to assess preparedness and response effectiveness, and the Internal Emergency Response Plan is revised, where necessary, based on the outcomes of these exercises.

Preventive Measures

Endless EC adopts a proactive approach to hazard prevention through:

- **Training:** Systematic training for all employees in Health and Safety practices, including the correct use of protective equipment, where required.
- **Protective Equipment:** Provision and mandatory use of necessary protective equipment tailored to each employee's duties and exposure risks.
- **Signs and Warnings:** Installation and maintenance of appropriate signs and warning markings in high-risk or hazardous areas.

Inspections and Evaluation

A structured inspection and evaluation process ensures ongoing monitoring, risk mitigation, and continuous improvement in OHS.

Regular Inspections: Regular inspections are conducted across all departments, production lines, and machinery by Management representatives, the Safety Technician, and the Occupational Doctor. These inspections may also involve operational staff, to support observation of day-to-day processes. Their purpose is to verify compliance with OHS rules, identify new hazards, assess associated risks, and recommend preventive measures.

Safety Technician Responsibilities: The Safety Technician plays a central role in the inspection and evaluation process, among others, by

- conducting risk assessments and identifying workplace hazards,
- recommending corrective and preventive actions,
- advising on the use of PPE,
- supporting OHS guidance and training for employees and operational staff.

Immediate Action: When inspections reveal non-compliance or insufficient protective measures, the Safety Technician reports findings immediately to the employer and proposes corrective actions to address promptly the risks identified.

Recording Inspections: All inspections, findings, corrective actions, responsible persons, and implementation timelines are documented and maintained by the Safety Technician with the Human Resources department's support, ensuring traceability, accountability, and data availability for reporting.

Assessment: The Company regularly assesses all the critical issues resulting from the relevant inspections and findings. Human Resources department in cooperation with the Safety Technician, oversee and contribute to OHS-related actions to ensure alignment with regulatory requirements and continuous supervision of workplace safety practices.

Through these systematic measures, the Company implements measures for hazard identification, ongoing risk assessment, and continuous improvement in OHS performance, contributing to a safer and more resilient working environment.

Worker Engagement, Training and Communication

GRI 403-3, GRI 403-4, GRI 403-5

The Company provides systematic training to all employees on OHS to strengthen awareness, preparedness, and safe work practices. These programs include modules on Emergency Management and cover a wide range of critical scenarios such as earthquakes, fires, and material spill incidents. Employees receive detailed information on the risks associated with their roles, the applicable safe work procedures, the necessary personal protective equipment, and the steps required during emergency situations.

To reinforce this training, Endless EC conducts fire drills and hands-on emergency response exercises to ensure that all personnel can react effectively during real incidents, reinforcing safe behavior under high-pressure conditions.

Furthermore, employees working in production, warehouse and maintenance operations receive targeted, task-specific training tailored to their daily responsibilities. This training focuses on identifying workplace hazards, following safe operating procedures, and correctly using equipment and protective measures. Through these dedicated sessions, employees strengthen their ability to detect risks, prevent incidents, and contribute to a safer and more resilient working environment.

As part of the cooperation framework, employees can raise their concerns with the Human Resources department, where they can raise concerns, issues, or suggest improvements related to health and safety. This open communication channel is available continuously and forms a core part of the Company's consultation process. Although the Company does not have an established mechanism for communicating relevant health and safety issues, response teams also play an active role in managing OHS matters.

These teams receive regular training and work closely with relevant departments to identify risks, review incidents, and provide feedback that supports continuous improvement of the OHS system. Relevant OHS information, such as procedures, safety instructions, and risk mitigation measures, is communicated to employees through internal updates and targeted training, ensuring that all workers have access to clear and accurate information. Employee feedback is systematically considered into the development of corrective or preventive actions, promoting a culture of transparency, shared responsibility, and ongoing improvement in workplace health and safety performance.

Dedicated response teams, such as fire safety groups and emergency response team, undergo advanced training tailored to their functions and participate in targeted drills, including exercises aligned with the SEVESO Directive for preparedness and response to major industrial accidents, ensuring that all workers are equipped to recognize and respond effectively to work related hazards and high risk situations.

Access to medical and healthcare services

GRI 403-6

To promote the overall health and wellbeing of employees, the Company offers an extensive Group Health Insurance Program, to provide medical support and treatment across a wide range of situations.

The coverage includes:

- Loss of Life from Accident
- Loss of Life from Traffic Accident
- Permanent Total Disability from Accident
- Permanent Partial Disability from Accident
- Permanent Total Disability from Illness
- Medical Expenses from Accident
- Comprehensive Medical Care

This program safeguards employees and their dependents, supporting both preventive care and medical treatment, while contributing to long term wellbeing and workplace resilience.

Health and Safety Performance

GRI 403-9, GRI 403-10

To minimize work-related injuries, the Company provides all employees—especially those in production and warehouse roles—with the necessary PPE, enforcing its mandatory use based on the specific tasks performed. In addition, systematic training is delivered to all production and warehouse staff, focusing on general Health and Safety practices, awareness of job-specific risks, safe work procedures, correct use of protective equipment, and emergency responses.

In 2025, Endless EC recorded 14 work-related injuries among its employees, while no work related injuries were reported for individuals. In addition, no fatalities resulting from work-related injuries and no high-consequence work-related injuries were reported for either employees or individuals. Furthermore, for individuals there were no fatalities resulting from work-related ill health and no cases of recordable work-related ill health.

During the reporting year, the Human Resources department further enhanced its incident management framework by introducing a more detailed and systematic accident recording process, supported by improved data collection and monitoring mechanisms. These updates have strengthened the accuracy, consistency and transparency of reporting health and safety accidents, enabling more comprehensive capture of all incidents. As a result, the reported figures more fully reflect actual occurrences compared to previous years, demonstrating the Company's continued focus on improving its health and safety practices, maintaining a safe working environment and strengthening preventive health and safety measures.

Affected Communities

GRI 3-3

Impacts	Financial Opportunities
Community support and social impact	Local employment and suppliers' inclusion
Sector diversity	Community engagement and environmental awareness

Endless EC recognizes its role in contributing to the wellbeing and resilience of its local communities, aiming to amplify its social value, strengthen community relationships, and contribute to broader social and economic resilience in the regions where it operates.

The Company's approach to managing community related impacts focuses on supporting local development, promoting social inclusion, and fostering strong, long-term relationships with local stakeholders. Through targeted initiatives, partnerships, and responsible business practices, Endless EC seeks to maximize its positive social impact, while creating shared value for society and the economy.

The Company actively supports local communities through corporate social responsibility initiatives that promote social welfare, education, and inclusion. These actions include collaborative programs with community organizations, direct support for vulnerable groups, and efforts that encourage environmental awareness and responsible habits. By engaging with local stakeholders and responding to community needs, Endless EC aims to strengthen trust, reinforce its social license to operate, and enhance community wellbeing.

Endless EC's partnerships across its value chain also contribute to wider economic development. Collaboration with SMEs supports the diversity and vitality of the sector, contributing to job creation and economic activity at the local level. The Company is also exploring ways to increase local hiring and engage more with local suppliers, including women-led and small businesses. This approach may support broader economic opportunities, while also improving operational efficiency, leading to lower procurement and logistic costs, and strengthening its impact to the local community.

Looking ahead, the Company identifies additional opportunities to expand its positive impact. Strengthening community-focused sustainability initiatives, environmental education actions, and partnerships with local institutions can further enhance brand trust, reduce reputational risk, and differentiate Endless EC within the market.

Distributed value

GRI 201-1, GRI 204-1

The Company's financial performance supports its supply chain, including its employees through salaries and benefits, suppliers and partners through timely payments, as well as the state through tax and social security contributions. Endless EC also reinvests part of its earnings into business development, product innovation and operational improvements, strengthening long-term competitiveness. In addition, targeted community investments and social initiatives form an integral part of the Company's value distribution, reflecting its commitment to supporting local[12] communities and generating positive social impact. This holistic approach ensures that the value created by Endless EC is shared fairly and contributes to sustained economic and social well-being.

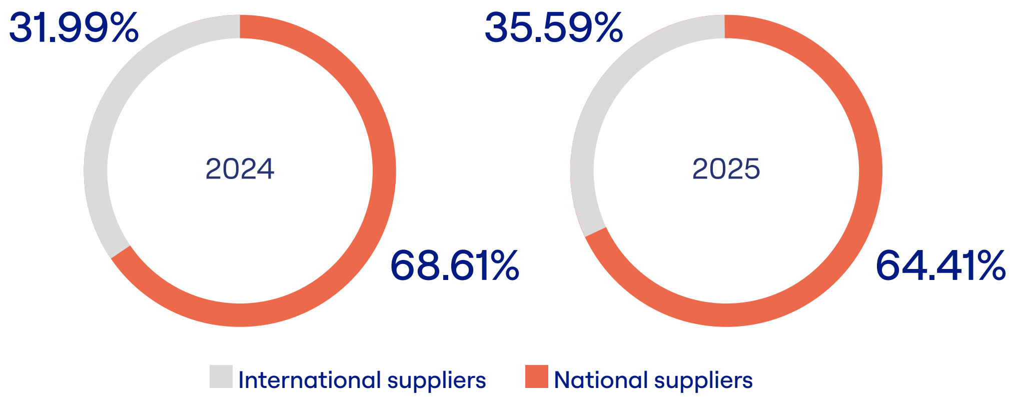
In 2025, Endless EC's total procurement budget across its significant locations of operation[13] directed at local suppliers, amounted to €36.34 million, representing 64.41% of total procurement expenses.

64%

Procurement expenses to National suppliers

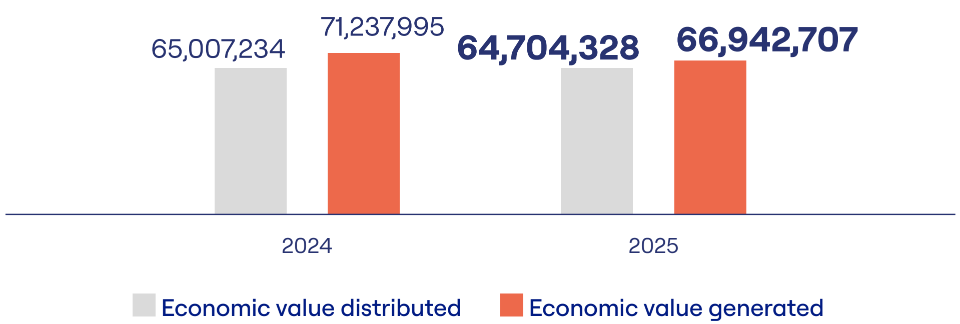
12. By "local" the company refers to a location that is nearby and confined to a particular place or area.
13. Significant locations of operation are defined as the main places where an organization conducts important parts of its activities. These include locations that contribute substantially to the company's revenue or costs, host key functions such as production, management, or service delivery, are important for strategic, legal, or operational reasons.

Figure 24: Local suppliers' expenses



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Figure 25: Economic value generated and distributed (€)



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Local Employment and SME Partnerships

GRI 202-1, GRI 203-2

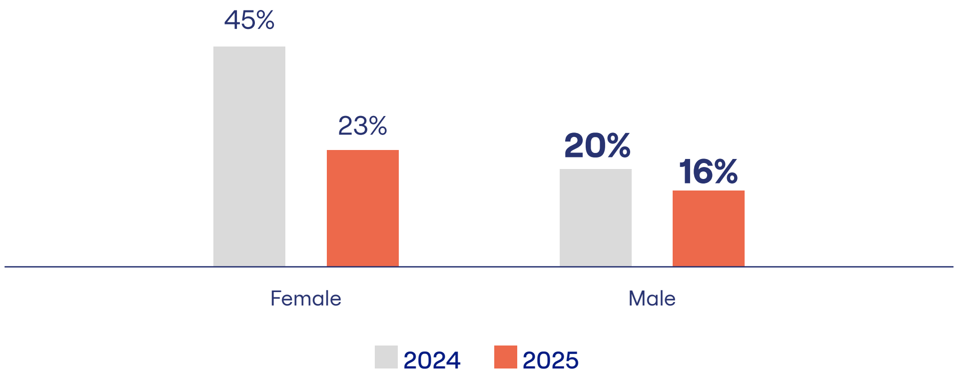
As a manufacturing company, local socio-economic development constitutes one of the key areas of Endless EC's positive impact, delivered through the prioritization of local employment and the strengthening of long-term relationships with SMEs. By attracting the majority of its workforce from surrounding local communities, the Company supports local job creation, enhances regional skills development and provides stable employment opportunities that contribute to economic resilience in the areas where it operates.

Where a significant proportion of employees are compensated based on wages subject to minimum wage rules, Endless EC monitors the ratio of entry-level wages by gender in relation to the national monthly gross minimum wage. A single national minimum wage applies uniformly across all locations of operation and does not vary by gender. In 2024, the entry-level wage ratio amounted 45% for women and 20% for men above national wage, while in 2025 the respective ratios stood at 23% and 16% respectively . These ratios indicate that, in both reporting years, entry-level remuneration for women and men exceeded the statutory minimum wage benchmark.

The change in ratios observed in 2025 compared to 2024 is primarily attributable to the increase in the national minimum wage introduced during 2025, which affected the reference point of the comparison. In parallel, the adjustment reflects changes in the composition of entry-level hiring, including variations in the mix of roles and functions. These changes do not indicate a reduction in remuneration levels, but rather an adaptation of the ratios to an updated institutional and organizational context.

Overall, Endless EC's approach to entry-level remuneration supports income stability for a significant part of its workforce and contributes indirectly to local economic stability, operating in a complementary manner to the national framework governing minimum wage determination.

Figure 26: Ratios of standard entry level wage by gender compared to national minimum wage



More information can be found in Unit "9.1 Key ESG Performance Indicators (KPIs)".

Community Support and Social impact

GRI 413-1

Endless EC recognizes the importance of maintaining a constructive relationship with the local communities in which it operates for all of its activities. The Company's activities are directly linked to the social and economic life of its local communities, with Endless EC actively seeking to understand and address their needs through ongoing communication, engagement and responsible business practices.

Total Social Contribution

During 2024 and 2025, Endless EC implemented a range of social support initiatives through both in-kind sponsorships and monetary donations. In 2025, the Company allocated approximately €15,000 to in-kind donations, primarily in the form of hygiene and cleaning products addressing essential daily needs, compared to approximately €21,600 in 2024. In addition, monetary donations totaling approximately €10,000 were provided in 2025 to support social organizations and local initiatives.

These actions supported a wide network of beneficiary organizations, contributing to the improvement of living conditions, the support of vulnerable social groups, and the strengthening of local community resilience.

Endless EC's social contribution is particularly focused on supporting the local communities in which it operates, with an emphasis on areas of Aspropyrgos and the wider Thriasio region.

Within this context, the Company provides ongoing support to:
- Local municipalities and social welfare structures, including social grocery stores.
- Schools and educational institutions.
- Sports and cultural associations.

Organizations active in the field of child protection. Leveraging the nature of its business activities, Endless EC ensures that its social contribution delivers direct and meaningful impact, addressing, among other needs, issues related to hygiene, cleanliness, and everyday care.

Key Initiatives

Below you can find key local community programs implemented by Endless EC in support of local community needs

Beegin

The Beegin initiative was launched after the 2021 wildfires in Northern Evia, which devastated extensive forest areas and severely affected local beekeepers and bee populations.

The destruction of thousands of bee colonies, along with critical equipment and habitats, posed significant threats to regional biodiversity and the continuity of beekeeping activities.

Implemented in collaboration with the Institute of Ecological Agriculture "DIO", the initiative aims to support beekeepers in restoring bee colonies and re-establishing ecological balance in the affected areas. Through community contributions and the continued support of Endless EC, the initiative provides essential equipment, educational activities, and awareness-raising actions that reinforce sustainable apiculture practices.

In 2023 Endless EC launched a collectible toilet paper under the name "Bee Comfy, distributed exclusively through the AB Vassilopoulos supermarket chain. For every package sold, €0.20 of the product's value was allocated to Beegin's actions.

In 2024, utilizing the funds raised, the Company donated 12 smart scales to beekeeper groups, thereby establishing for the first time in Greece a network of cooperating beekeeping data providers. This initiative promotes the adoption of more environmentally responsible and efficient practices, while aims to evolve and enhance current beekeeping practices in the North Evia region. Also, an equivalent number of mobile Precision Beekeeping monitoring units have been created, serving both as tools for advanced apiculture and as mechanisms for monitoring and assessing the sustainable development of the local community of Northern Evia.

Endless EC remains committed to expanding its support for local communities, contributing to their recovery and long term regeneration following a natural disaster, and support the sustainable development not only of the affected regions, but also of primary economic sectors that are directly linked to them.



Ithaca Laundry

In addition, Endless EC provides tangible support to vulnerable social groups through its collaboration with Ithaca Laundry non-profit organization, who provides laundry services to people experiencing homelessness.

With more than 10 years of active engagement and having supported over 12,000 individuals, the Ithaca Laundry organization plays a significant role in restoring dignity and promoting the social reintegration of its beneficiaries. Endless EC contributes to this mission through the provision of essential hygiene products, and sorting equipment that address basic daily needs. In addition to the laundry services offered to homeless individuals, Endless EC contributes by supplying essential hygiene equipment for the staff of the Mobile Hygiene Unit, ensuring safe and clean working conditions.

Through this collaboration, Endless EC supports dignity, social inclusion, and improved living conditions for people in need, while reinforcing the importance of shared responsibility and solidarity in addressing critical social challenges.

Community Engagement and Environmental Awareness

Through actions that encourage sustainability-minded behavior and strengthen communication with the communities it serves, Endless EC aims to support greater environmental awareness and responsible everyday practices.

Building on this commitment, the Company has introduced to the consumer market its #goodmood detergent line, available both in conventional bottles and in lightweight refill pouches. This packaging innovation combines ease of use with a meaningful reduction in environmental impact, as the refill format decreases plastic weight by **65%** compared to the standard bottle, helping to lower the Company's overall environmental footprint.

In parallel, Endless EC places particular emphasis on supporting consumers in adopting correct recycling habits. Recognizing that informed consumers play an essential role in improving recycling performance, the Company provides clear and accessible guidance on how to properly sort, separate and dispose of its packaging materials. To reinforce this effort, Endless EC transparently communicates which components of its packaging can be recycled and how they should be prepared before disposal. All packaging materials shown in the table below are fully recyclable through municipal blue recycling bins, provided that simple preparation steps—such as separating paper handles or removing plastic openings—are followed.

By making this information easily accessible and clear, Endless EC helps households recycle more confidently and correctly, supporting better environmental habits in everyday life.

Table 6: Endless EC products' recycling Packaging

Product Category	Packaging Type	Packaging Material
Toilet & Kitchen Rolls	Paper Packaging	Paper
	Plastic Packaging	Film/Bag[14]
	Core	Cardboard/Paper
Napkins	Paper Packaging (Box)	Paper
	Plastic Packaging	LDPE Film
ZikZak Towels	Plastic Packaging	LDPE Film
Facial Tissues	Paper Packaging (Box)	Paper[15]
Fabric Softerers	Bottle	HDPE
	Cap	Polypropene (PP)
	Label	Paper
Fabric Softerers	Pouch	Multi-Material laminate
	Cap	Polypropene (PP)
Laundry detergents (Liquid)	Bottle	HDPE
	Cap	Polypropene (PP)
	Label	Paper
Laundry detergents (Solid)	Plastic Packaging	Bag (LDPE)
	Paper Packaging	Cardboard/Paper
Hand Dishwashing Liquid	Bottle	PET Polyethylene Terephthalate (PET)
	Cap	Polypropene (PP)
	Label	Paper
	Pump (if applicable)	Plastic Composite
General Purpose Cleaners	Bottle	PET
	Cap	Polypropylene (PP)
	Label	Paper
	Bottle	High-Density Polyethylene (HDPE)

Product Category	Packaging Type	Packaging Material
General Purpose Cleaners	Bottle	HDPE
	Trigger Spray	Plastic Composite
	Sleeve	Polyethylene
	Bottle	HDPE
Glass Cleaners	Bottle	PET
	Cap / Trigger Spray	Polypropylene (PP)/ Plastic Composite
	Label	Paper
Oven Cleaners	Bottle	HDPE
	Cap / Spray Nozzle	Polypropylene (PP) / Poly material
	Label	Paper
Bleach Cleaners	Bottle	HDPE
	Cap	Plastic Composite
	Label	Paper
Cosmetics (4Lt)	Bottle	HDPE
	Cap	Polypropylene (PP)
	Label	Paper
Cosmetics (1Lt)	Bottle	PET
	Cap	Polypropylene (PP)
	Label	PET
Cosmetics (300ml)	Bottle	PET
	Pump	Plastic Composite
	Label	PET

14. For packaging with a paper handle, the paper must be separated before disposal.
15. Before disposal, the plastic opening must be separated from the paper pack.

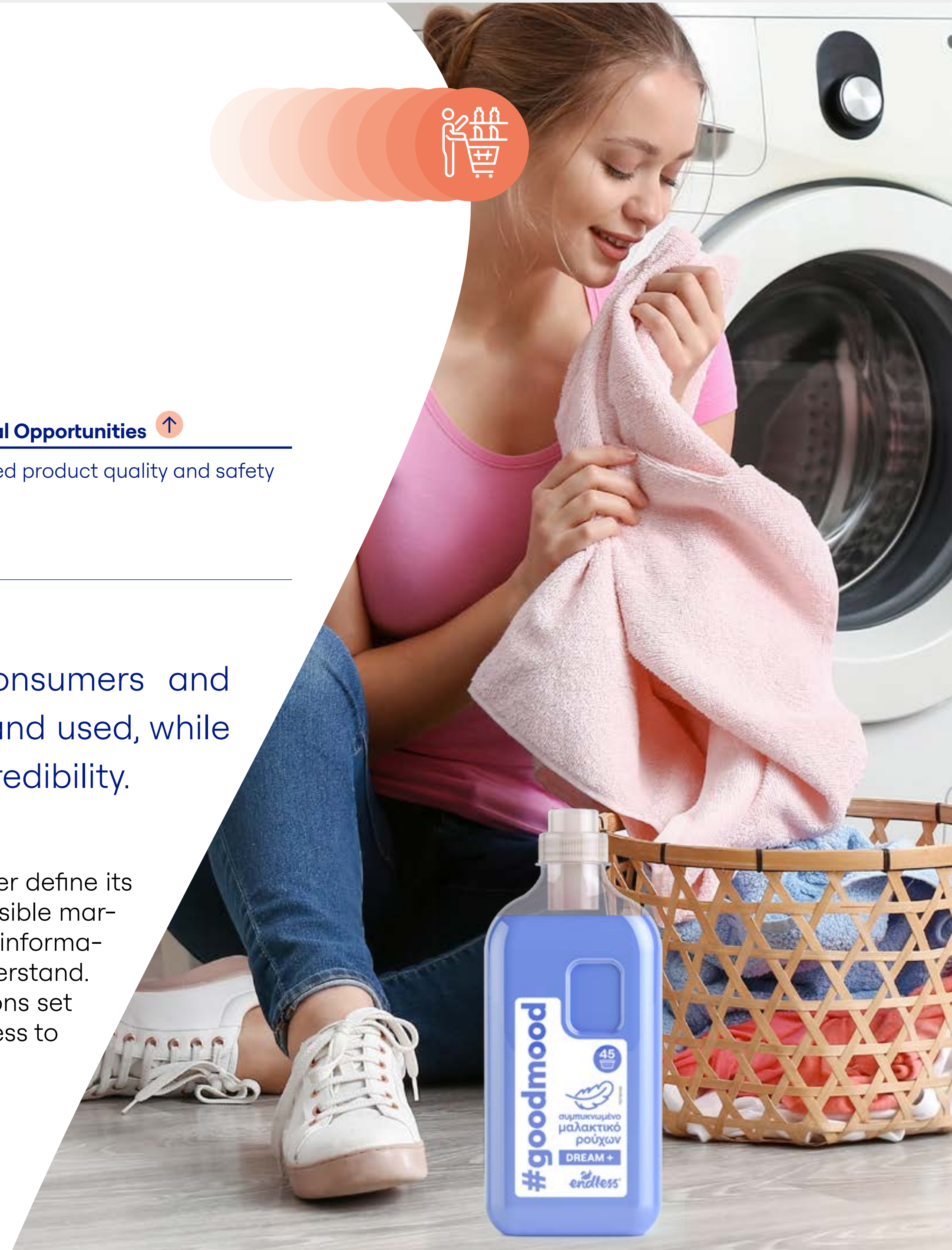
Consumers and end-users

GRI 3-3

Impacts	Financial Risks	Financial Opportunities
Responsible marketing and labeling leading to accessibility to accurate information	Chemical safety and consumer exposure	Enhanced product quality and safety
Research and development		

Endless EC recognises that its interactions with consumers and end-users influence the way its products are selected and used, while shaping perceptions of safety, trust and overall brand credibility.

Within this context, the Company considers several dimensions that together define its impact on consumer experience. One of these dimensions relates to responsible marketing and product labeling, where Endless EC constantly ensures that the information accompanying its products is accurate, transparent and easy to understand. Through established internal controls, verification processes and expectations set for external communication partners, the Company supports consumer access to reliable information that enables informed and safe product use.



A second dimension relates to the role of research and development, which benefits consumers by enabling the design of safer, more effective and higher-quality products. Endless EC continually invests in enhancing product formulations, performance and sustainability, drawing on modern facilities, technical expertise and supplier collaboration. Insights arising from internal audits, non-conformity analyses and customer feedback are fed back into R&D processes, allowing the Company to refine existing products and develop new solutions that better address evolving market needs.

The Company also recognizes a potential financial risk associated with chemical safety and consumer exposure, particularly for detergents and cleaning products where insufficient formulation control may result into health issues, regulatory non-compliance or loss of consumer trust. To mitigate this risk, Endless EC implements a comprehensive quality management system in line with ISO 9001:2015 standard, which includes raw material verification, in process quality controls, root-cause investigations, corrective actions and follow-up evaluations. These processes ensure product safety and consistency while demonstrating rigorous compliance with existing legislation governing detergents and chemicals.

In parallel, the Company identifies a financial opportunity linked to further elevating the quality and safety of its products. By consistently applying strong quality management practices, maintaining and expanding internationally recognised certifications and investing in staff training and internal and external audits, Endless EC strengthens regulatory compliance, while maintaining zero incidents of non-compliance during the reporting period, and further enhancing operational performance. Building on this approach, insights gained from consumer feedback are then incorporated into revised procedures, staff training and product improvements.

Responsible Marketing and Labeling

GRI 417-1, 417-2, 417-3

Endless EC has established a compliance procedure governing product information, labelling and marketing communications across all product categories, including tissue paper products, detergents, cosmetics, biocidal products and medical devices.

Key regulatory frameworks include chemicals legislation, cosmetics regulation, biocidal products regulation, medical devices regulation, and applicable consumer protection and packaging legislation.

Endless EC implements structured internal processes to ensure that product information and labelling are accurate, consistent and compliant. These processes include, internal review and approval of product labels and claims, regulatory verification of product information prior to market placement, contractual requirements for suppliers and external partners, periodic internal compliance checks and quality controls, coordination between Regulatory Affairs, Quality Assurance, R&D and Marketing functions.

For products subject to chemicals legislation, including detergents, classification-based labelling is applied under the CLP Regulation, including hazard and precautionary statements and, where applicable, disclosure of hazardous substances and allergenic substances above regulatory thresholds. Safety information also includes instructions for safe handling and disposal where required.

For cosmetics, biocidal products and medical devices, product information is managed in accordance with the relevant EU regulatory frameworks, ensuring appropriate safety, ingredient and user information.

For tissue paper products, product information requirements primarily relate to product identification, packaging information and environmental communication where applicable under consumer protection and packaging legislation.

Endless EC provides product composition information for relevant product categories through its corporate website, where applicable. This supports transparency and enables stakeholders, including consumers and retailers, to access relevant product information in line with regulatory requirements and industry practice.

The Company's approach to product quality and safety is grounded in risk-based management, regulatory compliance, and continuous improvement. All detergent formulations undergo systematic safety assessments prior to commercialization. Products are evaluated for human health and environmental impacts, including hazard classification, exposure assessment, and environmental fate. Endless EC ensures compliance with applicable chemical legislation, including Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Classification, Labelling and Packaging (CLP) and Detergents Regulations, as well as with the Toxic Substances Control Act.

The Company also participates in recognised certification schemes, including EUROCERT "ΕΛΛΑ ΔΙΚΑ ΜΑΣ", which verifies Greek origin and ownership of production, supporting traceability and credibility of product-related claims.

In 2025, Endless EC reported zero incidents of non-compliance with regulations or voluntary codes concerning product and service information and labelling and zero incidents of non-compliance with regulations or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship.

Product Quality, Safety and Certified Management Systems

GRI 416-1, 416-2

Endless EC places product quality, safety and consumer trust at the core of its operations. Across all product categories, including tissue paper products, detergents, cosmetics, biocidal products and medical devices, the Company applies a product stewardship approach designed to ensure that products are safe, compliant and fit for their intended use throughout their lifecycle.

In this context, the Company has established clear governance mechanisms for regulatory oversight, whereby the Quality and Assurance department monitors legal developments, restricted substances, and labeling requirements to ensure ongoing compliance. No product is placed on the market without verification against internal safety, quality and regulatory criteria.

Product quality and safety management is based on risk-based assessment, regulatory compliance, and continuous improvement. All detergent formulations undergo systematic safety assessments prior to commercialization. Products are evaluated for human health and environmental impacts, including hazard classification, exposure assessment, and environmental fate. Endless EC ensures compliance with applicable chemical legislation, including Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Classification, Labelling and Packaging (CLP) and Detergents Regulations.

All products undergo comprehensive verification and validation testing prior to market placement. This includes accelerated and real-time stability studies, shelf-life determination, and appropriate packaging materials testing.

Endless EC maintains certified management systems aligned with internationally recognised standards, including ISO 9001 for quality management and ISO 14001 for environmental management. These systems are supported by internal and external audits, supplier evaluations, corrective and preventive actions, and continuous improvement processes. Post-market controls, including complaint monitoring, non-conformity analysis, and customer feedback review, are systematically used to ensure corrective actions and continuous product and process improvement.

In line with applicable EU product safety legislation, including Regulation (EU) 2023/988 on General Product Safety, Endless EC conducts product safety and compliance assessments across all product categories prior to market placement. These assessments include, where applicable, product classification and labelling reviews, raw material verification, conformity assessments, technical documentation reviews and product safety evaluations.

For detergents, cosmetics and medical devices, product safety and compliance processes are further aligned with the relevant sector-specific regulatory frameworks governing chemicals, cosmetics and medical devices. Similarly, for paper and tissue products, product assessments confirm compliance with applicable safety and consumer protection requirements for their intended use.

Customer Feedback

GRI 2-16, GRI 2-25

Endless EC maintains established customer communication and complaint-handling procedures as part of its ISO 9001-certified Quality Management System. Through these processes, customers and commercial partners may report concerns relating to product quality, safety, labelling or performance.

Reported issues are evaluated by the relevant functions and, where necessary, corrective and preventive actions are implemented in accordance with internal procedures. Customer feedback and market observations are also considered within the Company's continuous improvement processes to support product quality, regulatory compliance and customer satisfaction.

Innovation and Consumer Experience

Endless EC continues to develop product solutions designed to respond to evolving consumer expectations regarding quality, functionality and sustainability. Innovation activities focus on improving product performance, usability and resource efficiency while supporting responsible consumption practices.

The Company's #goodmood range includes tissue and home-care products developed with attention to absorbency, softness, durability and overall performance. Product development also considers consumer preferences related to fragrance and user experience, while ensuring compliance with applicable product safety and regulatory requirements.

Selected products within the #goodmood range are offered in refill formats designed to reduce plastic consumption and packaging waste. Endless EC continues to evaluate opportunities to improve packaging efficiency and support more sustainable consumption patterns.

Research and development activities are supported by consumer feedback analysis, product testing and quality control processes integrated within the Company's management systems. Insights from these processes contribute to the continuous improvement of product quality, performance and environmental characteristics in line with market expectations and operational objectives.

5

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16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Corporate Governance

GRI 3-3

Financial Opportunities
Sustainability governance
Increased sustainability performance and access to green finance

Endless EC operates under a structured governance framework designed to ensure effective oversight, transparent decision-making, and coordinated management across all business functions.

The Board of Directors (BoD), as the highest governance body, oversees the Company's strategic direction, including the integration of sustainability considerations into long-term planning and enterprise risk management. The Chief Executive Officer (CEO), reporting directly to the Board, ensures the implementation of corporate strategy and supervises day-to-day operations.

Through this governance structure, Endless EC ensures clear allocation of responsibilities, and consistent implementation of policies, procedures, and strategic priorities. All respective teams reinforce responsible business conduct, regulatory alignment, and the continuous improvement of internal systems. This integrated approach strengthens transparency, operational performance, and the Company's long-term resilience.

In line with this framework, Endless EC recognizes that strong sustainability performance—underpinned by robust governance structures and reliable data mechanisms—is essential for enhancing its market position and reinforcing stakeholder confidence.

By maintaining credible ESG practices, ensuring transparent and accurate sustainability reporting, and embedding responsible conduct across operations, the Company aims to achieve high-quality ESG ratings and certifications. These improvements enhance trust among customers, investors, and financial institutions, positioning Endless EC favorably in an environment where sustainability criteria increasingly shape purchasing decisions, investment choices, and long-term partnerships. Strengthened performance in these areas also facilitates access to green and sustainability-linked financing opportunities, enabling the Company to secure capital for environmental and operational improvements and to accelerate progress toward its strategic sustainability objectives.

Organizational structure

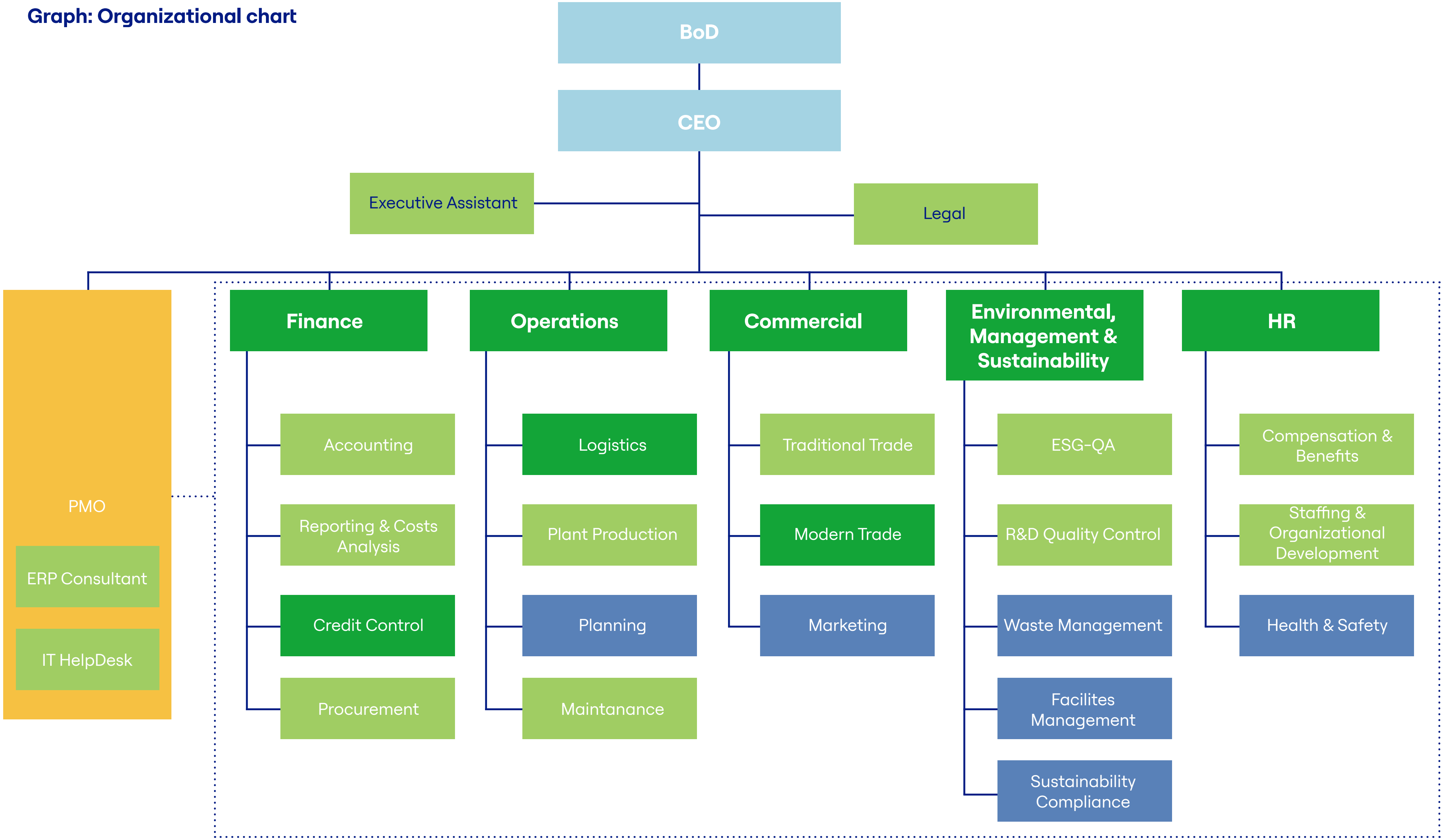
Endless EC's organizational structure is built around six core functional areas: Finance, Operations, Commercial, Environmental Management & Sustainability, Human Resources and Project Management Office (PMO), which collectively support the Company's strategic and operational objectives.

Finance oversees financial stewardship reporting and procurement; Operations manages production, logistics, planning, maintenance, Commercial leads market engagement and sales activities; Environmental Management & Sustainability integrates ESG, quality assurance, waste and facilities management, and regulatory compliance across ESG themes; and Human Resources is responsible for people management, organizational development, and health and safety. In addition, the Project Management Office (PMO) operates as a cross-functional support function across the organization, coordinating strategic initiatives, organizational transformation projects, and business process improvement activities.

The PMO supports the implementation and continuous development of the Company's Enterprise Resource Planning (ERP) system, the coordination of cross-functional projects, and the delivery of IT support services through the IT Help Desk. Through this role, it enhances collaboration across business functions, improves operational efficiency, supports digital transformation, and contributes to the consistent implementation of the Company's strategic priorities.

Together, these functions ensure coordinated management, effective oversight, and alignment with the Company's governance and sustainability commitments. During the reporting period, Endless EC implemented a reorganization of its corporate structure, accompanied by the development and adoption of new internal policies and operational procedures aimed at strengthening governance and improving organizational effectiveness.

Graph: Organizational chart



Note: The organisational chart became effective in 2026, in line with the implementation of the new governance structure.

Sustainability Oversight

GRI 2-17, GRI 2-18, GRI 2-24

Endless EC has established a comprehensive cor-porate governance system that ensures effective oversight and management of the impacts of its business activities on the economy, the environment, and society.

At the core of this system is the Board of Directors, which sets the strategic direction, while the Environmental Management and Sustainability team coordinates, cooperates with other departments and teams and supports the integration of sustainability principles into the company's core operations. Sustainability oversight is implemented through a combination of centralized guidance and decentralized execution. Through this structure, the company ensures that strategic decisions are translated into concrete actions and that there is a continuous flow of information to the highest governance body.

Endless EC recognizes the importance of ensuring that its governance body is adequately informed and supported in performing its role. As part of its governance practices, the Company facilitates targeted information sharing and awareness raising activities relevant to Board oversight and decision making.

In this context, the Company does not maintain a formalized external evaluation process for its governance body. Instead, Endless EC assesses collective suitability, ensuring that the Board retains an appropriate balance of knowledge, skills, and experience aligned with the Company's activities. Board performance is reviewed annually through internal discussions led by the CEO, with a focus on business performance, risk management, and the overall effectiveness of governance practices. The most recent evaluation did not result in any significant changes to the governance structure, nor were there any changes to the composition of the Board during the reporting period.

In the context of developing its new Sustainability Strategy, the Company organized sustainability related information sessions for senior management, with the participation of members of the Board of Directors. These sessions focused on key sustainability principles, regulatory developments, sustainability related risks and opportunities, and the Company's strategic priorities.

In addition, the Board is kept informed through periodic updates on regulatory developments and corporate governance matters, supporting alignment with evolving obligations and practices relevant to the Company's activities.

Corporate Departments

GRI 2-13, GRI 2-24

The BoD delegates responsibility for managing the company's impacts on the economy, environment, and society to senior executives and individual departments, ensuring the integration of sustainability principles across the totality of its operations.

Responsibility for implementing strategic decisions and sustainability policies has been assigned to CEO, who oversees the departments (i.e., Paper Products Production department and Detergents & Cosmetics Production department, Procurement & Continuous Improvement department, Quality Management department and Quality Systems Management, Human Resources department, R&D department for Detergents and Cosmetics) and ensures the execution of related actions. The relevant departments incorporate sustainability-related oversight and implementation into their scope of work, such as:

- **Paper Products Production department and Detergents & Cosmetics Production department:** Manage the safe operation of factories, compliance with hygiene standards, and proper waste management, contributing to reducing environmental impacts and improving production efficiency.
- **Procurement Department:** Ensures the procurement of raw materials in line with quality and environmental specifications, including managing FSC®-certified suppliers for paper products, strengthening a responsible supply chain.
- **Quality Management department:** Implement quality management systems and certifications (e.g., ISO 9001), monitor regulatory compliance, and conduct internal audits, reinforcing corporate responsibility and product safety.
- **Research & Development department:** Integrates environmental criteria into product design, considering life cycle and regulatory requirements, fostering innovation with a sustainability focus.

Reporting to the BoD is carried out based on the Company's needs. Such reports include information on production operations, quality, safety, environmental performance, and social initiatives and are submitted regularly as part of corporate governance and established reporting procedures.

Board of Directors

GRI 2-9, GRI 2-11, GRI 2-12

The BoD of Endless EC is the highest governance body and is responsible for setting the strategy, overseeing management, and ensuring the effective operation of the company.

The Board approves the long-term strategy and operational objectives, as well as the business plan, ensuring the integration of core values and principles in the company's relationships with all stakeholders. In addition, it establishes and monitors the implementation of the corporate governance system and periodically evaluates, at least every three financial years, its application and effectiveness, taking appropriate actions to address any deficiencies.

Table 7: Endless EC's Board of Directors

Name	Capacity
Christos Trakakis	Board President Executive Member
Yorgos Trakakis	Chief Executive Officer (CEO) Executive Member
Armodios Yannidis	Non-Executive Member
Evangelia Gkiza	Non-Executive Member
Ioannis Trakakis	Non-Executive Member
Leonidas Vrettakos	Non-Executive Member
Dimitrios Valachis	Non-Executive Member

Note: Please note that the term of the current Board of Directors commenced on 3 January 2024 and will conclude on 7 November 2026.

Members of the Board are elected by the General Meeting in accordance with the Company's Articles of Association. The composition of the Board reflects independence and competence, as required by law. At least one-third of the members, and no fewer than two, must be independent. Independence is assessed annually, and members are required to declare their status and abstain from decisions where conflicts of interest may arise.

The BoD is informed of stakeholder feedback collected through relevant engagement processes and takes such information into consideration when overseeing due-diligence activities and the identification and management of material impacts. As part of its due diligence responsibilities, the BoD ensures the adequate and effective functioning of the internal audit system, which includes identifying and managing material risks associated with the company's business activities and operations, as well as compliance with regulatory and legal frameworks.

Responsibility for day-to-day management and implementation of strategic objectives has been delegated to the CEO, who sets the guidelines for the company's departments and reports to the Board on the execution of strategic decisions and significant matters. Executive members of the Board are tasked with implementing decisions and monitoring company operations.

Executive Management Responsibilities

The Chief Executive Officer (CEO) is responsible for the Company's operational leadership and management. In addition to substituting the Board President when required, the CEO ensures effective cooperation and communication between executive and non-executive members of the BoD. He presides over meetings of the non-executive Board members, held without the presence of executive members, during which the performance of executive Board members is evaluated, and oversees the BoD's evaluation process of the Board President.

The CEO remains available to the Company's shareholders for meetings on corporate governance matters. He is responsible for decisions related to the recruitment and termination of the Company's Directors, as well as for approving their remuneration, leave arrangements, and employment contracts. In addition, the CEO determines the Company's internal organization and takes all necessary measures to support the development, enhancement, and effective utilization of personnel under his supervision, including the signing of loan agreements with Company personnel where applicable.

Business Ethics

GRI 3-3

Financial Risks

Business ethics violations

Endless EC acknowledges that unethical or improper business conduct, such as bribery, corruption, conflicts of interest, or breaches of integrity, can constitute a risk to its reputation, stakeholder trust, and long-term value creation.

To manage this risk, the Company is in the process of implementing a reorganization of its corporate structure and compliance framework that will promote ethical behavior and responsible decision-making across all its operations. Clear expectations are communicated through internal rules and operational practices, while responsibilities for oversight and implementation are assigned across relevant governance bodies and management teams.

Potential or actual incidents related to business ethics are addressed through defined processes for reporting, assessment, investigation, and remediation. Employees, partners, and other stakeholders can raise concerns through dedicated channels, with safeguards in place to ensure confidentiality and protect individuals who report issues in good faith. Findings from investigations inform corrective measures, such as strengthening internal controls, enhancing training, or updating procedures to minimize the likelihood of recurrence. Through these mechanisms, Endless EC fosters a culture of integrity and accountability, ensuring that ethical conduct remains embedded in day to day operations and relationships throughout its value chain.

Business Conduct

GRI 2-23, GRI 2-24

Endless EC has established a comprehensive framework for responsible business conduct, ensuring ethical practices, compliance with applicable legislation, and effective mechanisms for addressing grievances. These commitments are embedded across governance structures and operational processes to uphold transparency, integrity, and accountability.

Policy Commitments

The Company's policies define its approach to ethical behavior, transparency, and accountability in all operations. Approved by the BoD, these commitments align with national labor laws, workplace protection standards, corporate governance requirements, and respecting human rights. They include provisions for protecting vulnerable groups, preventing discrimination, harassment, as well as health and safety obligations and data protection under the General Data Protection Regulation (GDPR).

Confidential channels allow employees and stakeholders to submit complaints or concerns without fear of retaliation. All cases are investigated promptly, and corrective actions are implemented to restore compliance and prevent recurrence.

These commitments apply to all Company activities and extend to business partners through contractual obligations and compliance requirements. Communication is ensured through internal postings, notifications, and formal documentation for external stakeholders.

Embedding Policy Commitments into Governance and Operations

GRI 205-3

Oversight of policy implementation is provided by the BoD, while senior management translates approved commitments into operational practices across business units. Responsibilities are distributed throughout the organization, with functional leaders applying relevant policies within their areas.

In this context, Policies[16] are incorporated into internal regulations and decision-making processes, ensuring that ethical conduct and compliance requirements guide day-to-day operations. Furthermore, communication of policies is achieved through internal channels and formal documentation, enabling employees and stakeholders to understand their obligations, while this multi-tiered approach ensures that responsible business conduct is embedded across all activities and relationships.

Within 2025, Endless EC recorded zero confirmed incidents or legal cases of corruption. In addition, no cases were identified through the Company's reporting mechanisms or whistleblowing channels. Within this framework, Endless EC continues to uphold a zero-tolerance approach to corruption.

16. For the reporting year, corporate policies are currently under review in the context of a corporate governance restructuring.

Conflict of Interest

GRI 2-15

Members of the BoD and executives exercising authority are expected to act in good faith and to avoid situations where personal interests could conflict with those of the Company. In this context, the management of potential conflicts of interest focuses on the transparent disclosure of personal interests or circumstances that may affect impartiality, including those involving related parties. Where a potential conflict is identified, the individual concerned refrains from participating in discussions and decision making on the relevant matter, thereby supporting objectivity and fairness in governance processes.

In the context of governance reorganization, the Company aims to include safeguards regarding external professional engagements in order to reduce the risk of conflicts of interest.

Regulatory Compliance and Whistleblower Protection

GRI 2-26, GRI 2-27

Endless EC is committed to maintaining the highest standards of integrity, transparency, and accountability.

Reporting Policy

To support these principles, the company has implemented a comprehensive Reporting Policy, providing clear mechanisms for employees, board members, and external stakeholders to seek advice and raise concerns about unethical, unlawful, or inappropriate conduct. This policy aligns with EU Directive 2019/1937 on the protection of whistleblowers.

The Reporting Policy applies to all employees—permanent, temporary, seasonal, and interns—as well as external partners such as contractors, suppliers, consultants, and shareholders. It ensures that anyone who becomes aware of violations of laws, company policies, can report them confidentially or anonymously without fear of retaliation. Reports may involve issues such as fraud, corruption, bribery, conflicts of interest, misuse of company resources, breaches of confidentiality or data protection, violations of competition law, accounting irregularities, health and safety risks, environmental non-compliance, discrimination, harassment, violence, and other unethical behaviors.

Reporting Channels

Endless EC offers multiple secure channels for submitting reports, including via email message, postal mail or direct telephone contact.

Reports can be submitted anonymously. All reports are handled with strict confidentiality by the designated Legal Counsel, who maintains a central registry and ensures impartial investigation.

The company guarantees full protection against retaliation for individuals who report concerns in good faith. Retaliation, harassment, intimidation, or any form of unfair treatment—such as dismissal, demotion, negative performance evaluation, denial of training opportunities, or unjustified changes in employment terms—is strictly prohibited. This protection also extends to third parties connected to the whistleblower, such as colleagues or family members, and to external partners, for whom contractual relationships cannot be terminated prematurely as a result of a report.

All reports are acknowledged within seven business days, and the outcome of the investigation is communicated to the reporting party within three months, in accordance with internal procedures. The company encourages detailed and timely reporting, including relevant facts, dates, and names, while avoiding unnecessary sensitive personal data. Whistleblowers are not required to provide absolute proof of their claims and should not engage in illegal actions to obtain evidence.

Violence and Harassment Policy

Endless EC places particular emphasis on addressing incidents of violence and harassment, in line with national legislation (Law 4808/2021), respecting human rights. A dedicated complaint form is available for such cases, ensuring that victims or witnesses can report incidents promptly and confidentially. The company cooperates fully with competent authorities when required and takes all necessary measures to protect affected individuals.

Confidentiality is a cornerstone of the reporting process. The identity of the whistleblower and any individuals mentioned in the report is protected and disclosed only with explicit consent or when legally required. Personal data is processed solely for the purpose of investigating the report and is deleted within the defined retention period. Sensitive data unrelated to the case is disregarded and erased. Technical and organizational measures are in place to safeguard anonymity and data security.

Endless EC demonstrates its zero-tolerance approach to unethical behavior and its dedication to creating a safe working environment. By encouraging open communication and protecting those who speak up, the Company safeguards its values and reputation while contributing to sustainable business practices.

Responsible Supply Chain

GRI 3-3

Impacts	Financial Risks	Financial Opportunities
Sustainable supplier procurement	Lack of supplier diversification	Responsible supply chain

Endless EC recognizes the importance of a responsible supply chain as a core enabler of sustainable business performance and long term resilience.

The Company has identified the impact arising from its commitment to integrate environmental and social criteria into its future supplier evaluation and selection processes. By embedding environmental and social considerations into procurement decisions, the Company can futureproof its economic activity and strengthen its long term business resilience.

Long term dependence on a small number of suppliers may increase exposure to environmental, social and operational disruptions, including potential non compliance with sustainability standards. Such concentration also limits the Company's ability to respond effectively to evolving market, regulatory or stakeholder expectations. Mitigating this risk is essential to protect operational continuity and uphold a responsible and resilient supply chain.

In promoting a responsible supply chain, Endless EC acknowledges the opportunity to enhance the robustness of its supplier base through the integration of additional sustainability criteria into its procurement processes. By prioritizing reputable, certified and diversified suppliers, the Company can strengthen quality assurance, ensure regulatory compliance and improve transparency across its value chain. These developments will support the Company in aligning procurement practices with broader sustainability objectives and emerging legislative developments relating to sustainable supply chains.

Sustainable supply chain

GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2

The Procurement department is responsible for the selection and evaluation of suppliers for all purchasing requests, as well as for the implementation of the Company's Procurement Policy in accordance with top management directives. It is also responsible for the execution of purchasing activities, the monitoring of supplier performance and the maintenance of a dynamic list of approved suppliers, thereby supporting transparency, traceability and operational consistency across procurement activities. Before entering into a business relationship, all new suppliers undergo screening based for environmental and social criteria based on the requirements of FSC® and RSPO certifications.

Following the screening of 27 suppliers in 2025 and the Double Materiality Assessment results, the Company identified no significant actual or potential negative social impacts, nor were any such impacts detected across its broader supply chain. Accordingly, no suppliers were designated for corrective actions, enhanced monitoring, or changes to business relationships as a result of the process.

In parallel, Endless EC maintains ongoing communication with all suppliers to ensure their compliance with applicable environmental legislation and emerging regulatory requirements, including those relating to the EU's new due diligence framework. Suppliers are requested to provide relevant certificates demonstrating compliance with chemical safety obligations (such as REACH and CLP), Safety Data Sheets, registration in the national Waste Producers Registry, and other environmental or quality management certifications, including ISO 14001:2015, FSC® and RSPO. The Company responds promptly to customer requests on product safety and regulatory compliance matters, while periodic assessments have indicated strong levels of supplier alignment with environmental standards, including 92% FSC® certified paper suppliers and 52% RSPO certified detergent raw material suppliers.

Forest Stewardship Council (FSC®)

Endless EC applies a responsible sourcing approach for selected raw materials, prioritising the use of inputs that support more sustainable and responsibly managed supply networks. The Company voluntarily integrates recognised certification schemes, including FSC® and RSPO, into its sourcing practices where applicable to strengthen environmental and social responsibility within upstream operations.

FSC® certified raw materials are used in tissue paper product applications, supporting the sourcing of forest-based materials from responsibly managed sources in line with internationally recognised chain-of-custody standards.

Roundtable on Sustainable Palm Oil (RSPO)

RSPO-certified raw materials are used in liquid product applications, supporting the sourcing of more sustainable palm-based derivatives in line with established sustainability criteria for palm oil supply chains. Endless EC ensures that certified materials are appropriately identified and integrated into production in accordance with applicable certification requirements. Procurement and R&D functions support supplier selection and responsible sourcing decisions, while internal controls ensure alignment with certification standards.

Through the use of recognised certification schemes, combined with supplier engagement and internal compliance processes, Endless EC strengthens the integrity of its sourcing practices, supports responsible production and enhances transparency across its upstream activities.

Zero
Incidents of corruption and non-compliance

Subcontractor Oversight and Safety Management

Endless EC manages subcontracted services through structured supplier evaluation and monitoring processes aligned with ISO 9001 and ISO 14001 requirements. Subcontractors are assessed against defined quality, safety and environmental criteria to ensure compliance with the Company's standards. These processes support the effective management of operational risks and reinforce consistent performance across outsourced activities. In addition, guidelines governing the safe execution of technical tasks and hot work activities support the consistent management of subcontractor related risks and reinforce the Company's commitment to maintaining a safe and compliant working environment across all outsourced operations.

Supplier diversification

Endless EC applies structured procurement and supplier management approaches that support responsible sourcing across its operations. These are embedded in supplier qualification, approval and monitoring processes, through which suppliers are assessed based on criteria such as quality, reliability and regulatory compliance.

Responsible sourcing is further supported through the use of recognised certification schemes, including FSC® and RSPO, as well as supplier diversification for key raw materials where feasible.

Internal controls within the procurement function ensure that suppliers remain aligned with the Company's requirements, while ongoing evaluation support continuity of supply and consistent product quality.

Digitalization and cybersecurity

GRI 3-3

Financial Risks	**Financial Opportunities**
Data protection and cybersecurity	Digitalization

Endless EC recognizes that safeguarding information assets is essential for operational continuity, regulatory compliance and stakeholder trust.

Inadequate cybersecurity measures and data protection practices can expose the Company to significant risks, including unauthorized access, data breaches, regulatory fines and business disruptions.

As digital systems increasingly support core operational and supply chain processes, the Company acknowledges the heightened importance of ensuring robust information security governance. Endless EC continuously evaluates its technological infrastructure, internal procedures and personnel awareness to mitigate vulnerabilities and strengthen resilience to cyber threats, while aligning with applicable legal and regulatory requirements and ensuring full compliance with the GDPR, Greek Law 4624/2019 and 5160/2024 as well as relevant decisions and guidance issued by the Hellenic Data Protection Authority, in its capacity as Data Controller.

Enhancing data protection capabilities remains a strategic priority to secure business operations and protect personal and confidential information across the organization's activities. As Data Controller, the Company processes only the personal data necessary for specific and legitimate purposes, such as customer communication, newsletter distribution and the operation of social media plugins, based on appropriate lawful grounds under the GDPR, including contractual necessity and data subject consent. The Company adheres to the core principles of the GDPR, including purpose limitation, data minimization and the protection of data integrity and confidentiality.

Data Protection

Endless EC is committed to safeguarding its digital infrastructure and personal data through the implementation of relevant comprehensive policies that uphold high standards of data protection and privacy.

The Company has established a Personal Data Retention Policy to ensure the confidentiality, integrity and availability of information stored within its systems, whereas it currently reviews all its existing policies in order to enhance security and ensure data protection and privacy, according to the highest standards of legal and regulatory environment.

Endless EC discloses personal data only to authorized employees and carefully selected external partners acting as data processors, such as IT service providers, system support partners and marketing service providers, who provide adequate assurances for GDPR compliant processing. Data may also be shared with competent supervisory, judicial or public authorities when required by law.

The Company has appointed a Data Protection Officer (DPO), responsible for overseeing compliance with data protection legislation and responding to data subject requests. Data subjects may exercise their rights of access, rectification, erasure, restriction of processing, portability or objection by submitting a request to the DPO, with the Company responding within the deadlines defined by the GDPR.

Cybersecurity

Endless EC is committed to strengthening its digital capabilities and cybersecurity resilience, with the aim of supporting sustainable growth, enhancing operational efficiency and ensuring regulatory compliance. To this context, its aim is to safeguard its digital infrastructure, through the implementation of comprehensive policies, controls and initiatives that uphold high standards of cybersecurity.

As part of its ongoing enterprise-wide digital transformation programme, Endless EC focuses on the upgrade of its core systems, including SAP, and the transition to S4/Hana. This transformation enhances operational efficiency, data integrity and real-time decision-making, while the integration of business processes across key functions, such as supply chain, finance and commercial operations, enables end-to-end visibility and improved resource optimisation. At the same time, the adoption of modern collaboration and cloud-based technologies supports scalability, flexibility and a reduced environmental footprint through streamlined workflows and lower paper usage.

In parallel, the Company applies a risk-based cybersecurity framework aligned with the European regulatory requirements, including NIS2, and industry best practices. This framework is supported by continuous monitoring and protection of critical infrastructure, ensuring confidentiality, integrity and availability of data. Furthermore, Endless

EC deploys a range of security controls, including access management, endpoint protection and vulnerability management processes, to mitigate cybersecurity risks across its operations.

Endless EC has also introduced an Acceptable Use Policy, which outlines the proper and secure use of information systems, equipment and network resources. The Policy applies to all employees, external partners, consultants and temporary personnel and aims to protect both users and the Company from risks such as malware infections, unauthorized access, data loss and legal liabilities. It clarifies that all data created or stored on the Company's systems remains its property and may be monitored by authorized personnel to ensure compliance.

Cybersecurity governance and awareness are further reinforced through the establishment of internal governance structures that provide oversight and accountability at management level. Regular employee awareness and training programmes are implemented to mitigate risks related to social engineering and cyber threats, while incident response and business continuity processes are maintained to ensure rapid recovery and operational resilience.

Continuous improvement remains a core principle of Endless EC's cybersecurity approach. The Company conducts ongoing assessments of digital maturity and cybersecurity readiness through internal reviews and risk assessments, alongside continuous investment in innovative technologies and security capabilities. These efforts support sustainable operations and reinforce stakeholder trust.

In addition, within 2025, the Company advanced its digital transformation through core system upgrades to improve data integration and decision-making, implemented a risk-based cybersecurity framework aligned with NIS2 and GDPR, strengthened data governance and protection across operations, and rolled out organization-wide cybersecurity awareness initiatives. In terms of performance indicators, 75% of critical systems have been upgraded to modern platforms, with a transition towards Cloud IaaS, SaaS and PaaS solutions, while cybersecurity awareness initiatives achieved 95% of employee coverage.

Digitalization and Operational Resilience

Endless EC continues to advance its digital transformation journey by investing in the integration of innovative technologies that enhance efficiency, transparency and stakeholder value. Through targeted investments in data driven systems, automation and secure digital platforms, the Company strengthens its ability to operate responsibly and adapt to evolving market and regulatory conditions.

The use of advanced digital tools and traceability systems enhances supply chain resilience by enabling real time monitoring, improved data accuracy and faster decision making. These digital systems support more structured data collection and process automation across production, logistics and quality control activities, improving consistency, transparency and auditability across the value chain. Enhanced digital processes help optimize resource use, reduce operational disruptions and support compliance with sustainability and quality standards.

By progressively adopting digital solutions, Endless EC aims to increase operational efficiency, reduce supply chain related risks and improve the visibility and traceability of materials and products, reinforcing its commitment to responsible, modern and future ready operations.

6

Annex

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Key ESG Performance Indicators (KPIs)

Material topic: Climate Change

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 302-1	**Energy consumption within the organization**			
	Total fuel consumption within the organization from renewable sources	MJ	0	0
	Total fuel consumption within the organization from non-renewable sources (Diesel)	MJ	1,813.04	1,780.91
	Electricity purchased and consumed, not produced from renewable sources	MJ	6,318,681.56	4,497,240.85
	Electricity purchased and consumed, produced from renewable sources – with guarantees of origin	MJ	4,916,527.48	3,499,275.60
	Electricity consumption within the organization from renewable energy sources (solar panels)	MJ	507,762.34	4,526,339.50
	Electricity sold	MJ	130,020.44	1,092,257.60
	Energy consumption within the organization (in MJ)	**MJ**	**11,614,763.98**	**11,432,379.26**
	Energy consumption breakdown			
	Diesel	MJ	1,813.04	1,780.91
	Petrol	MJ	0	0
	LPG	MJ	0	0
	LNG	MJ	0	0
	Natural Gas	MJ	0	0
	Electricity	MJ	0	0
	CNG	MJ	0	0
GRI 302-3	**Energy intensity ratio for the organization**			
	Energy intensity ratio for the organization	MJ/carton box	1.76	1.93
	Energy intensity ratio for the organization	MJ/EUR	0.16	0.17

Material topic: Climate Change

GRI STANDARDS 2021	Disclosure		Unit	2024	2025
GRI 305-1	**Direct (Scope 1) GHG emissions**				
	Direct (Scope 1) GHG emissions		t CO_2e	**148.87**	**155.97**
		CO_2	t CO_2e	121.35	130.72
		CH_4	t CO_2e	25.57	23.42
		N_2O	t CO_2e	1.96	1.83
GRI 305-2	**Energy indirect (Scope 2) GHG emissions**				
	Location-based emissions		t CO_2e	**1,090.23**	**972.33**
	Market-based emissions		t CO_2e	**956.62**	**720.00**
GRI 305-3	**Other indirect (Scope 3) GHG emissions** [17,18]				
	Other indirect (Scope 3) GHG emissions[19]		t CO_2e	**9,646.38**	**9,219.73**
	Upstream				
	Purchased goods and services (Cat.1)		t CO_2e	6,882.99	6,810.13
	Capital goods (Cat.2)		t CO_2e	133.16	91.55
	Fuel-and energy-related activities (Cat.3)		t CO_2e	641.76	343.50
	Upstream transportation and distribution (Cat.4)		t CO_2e	1,328.44	1,383.34
	Waste generated in operations (Cat.5)		t CO_2e	66.73	5.40
	Business travel (Cat.6)		t CO_2e	43.28	45.97
	Employee commuting (Cat.7)		t CO_2e	550.02	539.83

17. The gases included in the calculations are CO_2, CH_4 and N_2O.
18. The Company has no biogenic CO2 emissions for 2024 and 2025.
19. The emission factors used for the calculation of Scope 3 emissions were sourced from the UK's Department for Environment, Food and Rural Affairs (DEFRA) and the International Energy Agency (IEA) solely for the transmission and distribution losses of electricity in Greece. In addition, for the emission factor associated with the regeneration of waste mineral oil, Garcia-Gutierrez et al., "Environmental and socio-economic sustainability of waste lubricant oil management in the EU" was used as a source. GWP sourced from IPCC's Fifth Assessment Report (AR5): CO_2 = 1, CH_4 = 28, N_2O = 265.

Material topic: Climate Change

GRI STANDARDS 2021	Disclosure		Unit	2024	2025
GRI 305-4	GHG emissions intensity ratio (Scope 1)		Kg GHG / unit of product (1000 cardboard)	22.54	26.40
	GHG emissions intensity ratio (Scope 2 location-based)		Kg GHG / unit of product (1000 cardboard)	165.07	164.55
	GHG emissions intensity ratio (Scope 2 market-based)		Kg GHG / unit of product (1000 cardboard)	144.84	121.85
	GHG emissions intensity ratio (sum of Scope 1 and Scope 2 location-based emissions)		Kg GHG / unit of product (1000 cardboard)	187.61	190.95
	GHG emissions intensity ratio (sum of Scope 1 and Scope 2 market-based emissions)		Kg GHG / unit of product (1000 cardboard)	167.38	148.25

Material topic: Pollution

GRI STANDARDS 2021	Disclosure		Unit	2024	2025
GRI 305-5	Reduction of GHG emissions		t CO_2e	875.60	1,289.08
		CO_2	t CO_2e	846.01	1,255.88
		CH_2	t CO_2e	29.04	31.46
		N_2O	t CO_2e	0.55	1.74
GRI 305-6	Emissions of ozone-depleting substances (ODS)		t CO_2e	0	0
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		t CO_2e	0	0

Material topic: Water

GRI Standards 2021	Disclosure	Unit of measurement All Areas[20]	2024	2025
			All Areas	
GRI 303-3 GRI 101-6	**Water withdrawal**			
	Surface water			
	Freshwater (≤1,000 mg/L total dissolved solids)	ML	53.89	54.35
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Groundwater			
	Freshwater (≤1,000 mg/L total dissolved solids)	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Seawater			
	Freshwater (≤1,000 mg/L total dissolved solids)	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Produced water			
	Freshwater (≤1,000 mg/L total dissolved solids)	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Third-party water			
	Freshwater (≤1,000 mg/L total dissolved solids)	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Total Water withdrawal	**ML**	**53.89**	**54.35**
	Total Fresh water (≤1,000 mg/L total dissolved solids)	**ML**	**53.89**	**54.35**
	Total Other water (>1,000 mg/lt total dissolved solids)	**ML**	**0**	**0**

20. Endless EC's operations are located in area that are not characterized by water stress.

Material topic: Water

GRI 303-4	**Water discharge**			
	Surface water			
	Freshwater	ML	23.87	25.05
	Other water (>1,000 mg/lt total dissolved solids)	ML	3.24	3.44
	Groundwater			
	Freshwater	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Seawater			
	Freshwater	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Produced water			
	Freshwater	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Third-party water			
	Freshwater (≤1,000 mg/L total dissolved solids)	ML	0	0
	Other water (>1,000 mg/lt total dissolved solids)	ML	0	0
	Total Water withdrawal	**ML**	**53.89**	**54.35**
	Total Fresh water (≤1,000 mg/L total dissolved solids)	**ML**	**23.87**	**25.05**
	Total Other water (>1,000 mg/lt total dissolved solids)	**ML**	**3.24**	**3.44**
GRI 303-5 GRI 101-6	**Water consumption**			
	Total water consumption (≤1,000 mg/L total dissolved solids)	**ML**	**26.78**	**25.86**
	Change in water storage	**ML**	**Not Applicable**	

Material topic: Resource use and Circular Economy

GRI Standards 2021	Disclosure	Unit of measurement	2024	2025
GRI 301-1	**Materials used by weight or volume**			
	non-renewable materials used	t	Not Available	
	renewable materials used	t	21,876	19,648
	Materials used	t	**21,876**	**19,648**
GRI 301-2[21]	**Recycled input materials used**			
	Percentage of recycled input materials used to manufacture the organization's primary products and services	%	0	0

21.. The Company does not currently use recycled paper or other recycled raw materials in its production processes. In cases where paper raw material is damaged or cannot be utilized during the production process, the affected quantities are managed in accordance with the Company's waste management procedures and are delivered to external licensed waste management providers, responsible for their further handling outside the Company's operational boundaries

Material topic: Resource use and Circular Economy

GRI Standards 2021	Disclosure	Unit of measurement	2024			2025		
			Waste generated	Waste diverted from disposal[22]	Waste directed to disposal[23]	Waste generated	Waste diverted from disposal	Waste directed to disposal[23]
GRI 306-3 GRI 306-4 GRI 306-5	**Hazardous waste**							
	13 02 05: Non-chlorinated engine, gear and lubricating oils (mineral based)	t	0.54	0.54	0.00	0.00	0.00	0.00
	16 03 05: Organic wastes containing hazardous substances	t	0.49	0.49	0.00	3.33	3.33	0.00
	19 02 05: Sludges from physico-chemical treatment containing hazardous substances	t	487.13	487.13	0.00	585.89	585.89	0.00
	Total hazardous waste	**t**	**488.16**	**488.16**	**0.00**	**589.22**	**589.22**	**0.00**
	Non-hazardous waste							
	15 01 01: Paper and cardboard packaging	t	281.39	281.39	0.00	204.19	204.19	0.00
	15 01 02: Plastic packaging	t	19.95	19.95	0.00	40.55	40.55	0.00
	15 01 04: Metallic packaging	t	23.07	23.07	0.00	23.07	23.07	0.00
	15 01 06: Mixed packaging	t	38.73	38.73	0.00	117.52	117.52	0.00
	03 03 08: Waste from sorting of paper and cardboard destined for recycling	t	503.78	503.78	0.00	257.86	257.86	0.00
	19 12 02: Ferrous metals	t	2.48	2.48	0.00	12.73	12.73	0.00
	20 03 01: Mixed municipal waste	t	116.55	0.00	116.55	Not Available		
	Total non-hazardous waste	t	**985.95**	**869.40**	**116.55**	**655.92**	**655.92**	**0.00**
	Total non-hazardous and hazardous waste	t	**1,474.11**	**1,357.56**	**116.55**	**1,245.14**	**1,245.14**	**0.00**

22. Endless EC cooperates exclusively with appropriately licensed waste management contractors for the collection, transport and treatment of both hazardous and non-hazardous waste streams, with all recovery operations conducted off-site. An exception applies to mixed municipal waste (EWC 20 03 01), which was directed to disposal during the 2024 reporting period. Information regarding the specific recovery operations applied is available only for part of the waste streams diverted from disposal. This is due to the fact that waste management contractors provide detailed recovery data with a time lag of up to one year following waste collection. More specifically, for the reporting year 2024, detailed recovery information is available for 108.91 t of non hazardous waste, for which the following recovery operations were applied:
    - EWC 03 03 08 – Waste from sorting of paper and cardboard destined for recycling: 63.97 t (recycling)
    - EWC 15 01 01 – Paper and cardboard packaging: 34.11 t (recycling)
    - EWC 15 01 02 – Plastic packaging: 1.46 t (recycling)
    - EWC 15 01 06 – Mixed packaging: 9.37 t, of which 26% was recycled, 68% was subject to alternative recovery operations and 6% was composted
23. During the 2024 reporting period, non hazardous mixed municipal waste (EWC 20 03 01) was directed off site to sanitary landfilling by an appropriately licensed waste management contractor. For the 2025 reporting period, detailed information on non hazardous waste directed to disposal is not currently available, as the licensed contractor integrated the quantities of mixed municipal waste (EWC 20 03 01) into the waste stream reported under Mixed packaging (EWC 15 01 06), which is subsequently directed to recovery operations.

Material topic: Own Workforce

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 2-7	**Employees[24]**			
	Number of employees	#	251	241
	Number of male employees	#	172	158
	Number of female employees	#	79	83
	Number of permanent employees	#	250	240
	Number of temporary employees	#	1	1
	Number of full-time employees	#	251	241
	Number of part-time employees	#	0	0
GRI 2-8	**Workers who are not employees (third party employees)**			
	Total number of workers who are not employees (third party employees) and whose work is controlled by the organization	#	3	3
GRI 2-30	**Collective bargaining agreements**			
	Percentage of total employees covered by collective bargaining agreements	%	0	0

24. Employee data were calculated based on a headcount methodology.

Material topic: Own Workforce

GRI STANDARDS 2021	Disclosure	Unit	Total	Female	Male	<30 years old	30-50 years old	>50 years old
	2025							
GRI 401-1	Number of new employee hires	#	48	16	32	8	33	7
	Ratio of new employee hires	%	19.92	6.64	13.28	36.36	23.57	8.86
	Number of employee turnover	#	59	12	47	5	42	12
	Ratio of employee turnover	%	24.48	4.98	19.50	22.73	30.00	15.19
	2024							
	Number of new employee hires	#	Not Available					
	Ratio of new employee hires	%						
	Number of employee turnover	#						
	Ratio of employee turnover	%						

GRI STANDARDS 2021	Disclosure	Unit	Total	Female	Male	Other	Not disclosed
	2025						
GRI 401-3	Total number of employees that were entitled to parental leave	#	4	2	2	0	0
	Total number of employees that took parental leave	#	4	2	2	0	0
	Total number of employees due to return to work after taking parental leave	#	4	2	2	0	0
	Total number of employees that returned to work after parental leave ended	#	4	2	2	0	0
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	#	4	2	2	0	0
	Return to work rate	%	100.00	100.00	100.00	0.00	0.00
	Retention rate	%	Not Available				

Material topic: Own Workforce

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 403-8	Employees and workers who are not employees but whose work and/or workplace is controlled by the organization	#	251	241
	Number of all employees and workers who are not employees but whose work and/or workplace are controlled by the organization, who are covered by a health and safety system	#	Not Applicable	
	Percentage of all employees and workers who are not employees but whose work and/or workplace are controlled by the organization, who are covered by a health and safety system	#		
	Number of all employees and workers who are not employees but whose work and/or workplace are controlled by the organization, who are covered by an externally audited health and safety system	#		
	Percentage of all employees and workers who are not employees but whose work and/or workplace are controlled by the organization, who are covered by an externally audited health and safety system	#		
GRI 403-9	Work-related injuries			
	Employees			
	Number of hours worked	#	451,152	411,261
	Number of fatalities as a result of work-related injury	#	0	0
	Rate of fatalities as a result of work-related injury	%	0.00	0.00
	Number of high-consequence work-related injuries (excluding fatalities)	#	0	0
	Rate of high-consequence work-related injuries (excluding fatalities)	%	0.00	0.00
	Number of recordable work-related injury	#	3	14
	Rate of recordable work-related injuries (IR)	%	1.33	6.81
	All workers who are not employees but whose work and/or workplace is controlled by the organization			
	Number of hours worked	#	2,499	2,499
	Number of fatalities as a result of work-related injury	#	0	0
	Rate of fatalities as a result of work-related injury	%	0.00	0.00
	Number of high-consequence work-related injuries (excluding fatalities)	#	0	0
	Rate of high-consequence work-related injuries (excluding fatalities)	%	0.00	0.00
	Number of recordable work-related injury	#	0	0
	Rate of recordable work-related injuries (IR)	%	0.00	0.00

Material topic: Own Workforce

GRI STANDARDS 2021	Disclosure	Unit	2024		2025	
			Female	Male	Female	Male
GRI 404-1	**Average hours of training per employee**					
	Average training hours per year per employee	#	5.72	4.98	14.45	14.15
	By employee level					
	Senior Management (Directors)	#	Not Available		65.50	61.00
	Middle Management (Managers)	#			40.86	42.22
	Employees (Supervisors/flat employees)	#			10.57	11.79
	By function					
	Production and warehouse employees	#	5.16	5.51	8.48	10.96
	Office Employees	#	7.06	5.19	22.21	24.74
	Sales	#	1.00	1.00	5.00	15.23
GRI 404-3	Employees who received a regular performance and career development review					
	By employee level					
	Senior Management (Directors)	%	100%	100%	100%	100%
	Middle Management (Managers)	%	100%	100%	100%	100%
	Employees (Supervisors/flat employees)	%	100%	100%	100%	100%
	By function					
	Production and warehouse employees (Production, warehouse, maintenance, cleaning services, drivers)	%	100%	100%	100%	100%
	Office employees (BoD not included, security services are included)	%	100%	100%	100%	100%
	Sales	%	100%	100%	100%	100%

Material topic: Own Workforce

GRI STANDARDS 2021	Disclosure	Unit	Female	Male	<30 years old	30-50 years old	>50 years old
				2024			
GRI 405-1	**Ratio of basic salary and remuneration of women to men by employee level and function**						
	By employee level						
	Senior Management (Directors)[25]	#	3	1	0	2	2
	Middle Management (Managers)	#	5	9	0	8	6
	Employees (Supervisors/flat employees)	#	71	162	27	136	70
	By function						
	Production and warehouse employees (Production, warehouse, maintenance, cleaning services, drivers)	#	43	123	15	90	61
	Office employees (BoD not included, security services are included)	#	32	31	11	39	13
	Sales	#	4	18	1	17	4
				2025			
	Ratio of basic salary and remuneration of women to men by employee level and function						
	By employee level						
	Senior Management (Directors)[26]	#	2	2	0	2	2
	Middle Management (Managers)	#	7	9	0	12	4
	Employees (Supervisors/flat employees)	#	74	147	22	126	73
	By function						
	Production and warehouse employees (Production, warehouse, maintenance, cleaning services, drivers)	#	44	118	16	83	63
	Office employees (BoD not included, security services are included)	#	34	27	6	43	12
	Sales	#	5	13	0	14	4

25,26. BoD members are not included in the Senior Management level.

Material topic: Own Workforce

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 405-2	**Ratio of basic salary and remuneration of women to men by employee level and function[27]**			
	By employee level			
	Senior Management (Directors)	%	6	0
	Middle Management (Managers)	%	-12	2
	Employees (Supervisors/flat employees)	%	-14	-10
	By function			
	Production and warehouse employees (Production, warehouse, maintenance, cleaning services, drivers)	%	-21	-19
	Office employees (facility and security services are included)	%	12	-9
	Sales	%	-20	15

27. Significant locations of operation refer to the Company's key physical sites where its core day-to-day business activities take place, including production, warehousing, maintenance, finance, commercial and sales functions, namely its headquarters and main operational site in Aspropyrgos, Attica, and its secondary operating location in Thessaloniki. For the calculation of the female-to-male remuneration ratios, average gross salary has been used, while members of the Board of Directors are excluded from the calculation.

Material topic: Affected Communities

GRI STANDARDS 2021	Disclosure	Unit	2024		2025	
GRI 201-1	**Direct economic value generated and distributed**[1]					
	Direct economic value generated	thousand €	71,237,995		66,942,707	
	Economic value distributed	thousand €	65,007,234		64,704,328	
	Economic value retained	thousand €	6,230,761		2,238,379	
GRI 202-1	**Ratios of standard entry level wage by gender compared to local minimum wage**					
			Female	Male	Female	Male
	Ratio of the entry level wage by gender at significant locations of operation to the minimum wage	%	45	20	23	16

Material topic: Affected Communities

GRI STANDARDS 2021	Disclosure	2024		2025	
		Value of period purchases (€)	Value of period Purchases (%)	Value of period purchases (€)	Value of period purchases (%)
Proportion of spending on local suppliers					
GRI 204-1	National suppliers	39,640,074.86	68.61%	36,337,479.11	64.41%
	International suppliers	18,139,230.35	31.39%	20,080,362.58	35.59%
	Total	**57,779,305.21**	**100%**	**56,417,841.69**	**100%**

Material topic: Consumers and end-users

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:			
	incidents of non-compliance with regulations resulting in a fine or penalty	#	0	0
	incidents of non-compliance with regulations resulting in a warning	#	0	0
	incidents of non-compliance with voluntary codes	#	0	0
GRI 417-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:			
	incidents of non-compliance with regulations resulting in a fine or penalty	#	0	0
	incidents of non-compliance with regulations resulting in a warning	#	0	0
	incidents of non-compliance with voluntary codes	#	0	0

Material topic: Consumers and end-users

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 417-3	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:			
	incidents of non-compliance with regulations resulting in a fine or penalty	#	0	0
	incidents of non-compliance with regulations resulting in a warning	#	0	0
	incidents of non-compliance with voluntary codes	#	0	0
GRI 2-16	Communication of critical concerns	#	0	0

Material topic: Business Conduct

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 2-27	Total number of fines for instances of non-compliance with laws and regulations	#	0	0
	Monetary value of fines for instances of non-compliance with laws and regulations	€	0	0
GRI 205-3	Confirmed incidents of corruption	#	0	0
GRI 308-1	Percentage of new suppliers that were screened using environmental criteria[28]	%	100	100
GRI 308-2	Negative environmental impacts in the supply chain and actions taken			
	Number of suppliers assessed for environmental impacts	#	27	27
	Number of suppliers identified as having significant actual and potential negative environmental impacts	#	0	0
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	%	0	0
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why	%	0	0
GRI 414-1	Percentage of new suppliers that were screened using social criteria[28]	%	100	100

28. The screening applies to all new suppliers to determine whether they hold FSC® certification.

Material topic: Business Conduct

GRI STANDARDS 2021	Disclosure	Unit	2024	2025
GRI 414-2	Negative social impacts in the supply chain and actions taken			
	Number of suppliers assessed for social impacts	#	27	27
	Number of suppliers identified as having significant actual and potential negative social impacts.	#	0	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	%	0	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	%	0	0

GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION: REQUIREMENT(S) OMITTED	OMISSION: REASON	OMISSION: EXPLANATION	GRI SECTOR STANDARD REF. NO.
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report	7	A gray cell indicates something that does not apply. This only relates to the 'Omission' and 'GRI Sector Standard ref. no.' columns.			
		Profile	11				
	2-2 Entities included in the organization's sustainability reporting	About this Report	7				
	2-3 Reporting period, frequency and contact point	About this Report	7				
	2-4 Restatements of information	About this Report	7				
	2-5 External assurance	About this Report	7				
	2-6 Activities, value chain and other business relationships	Products	14-18				
		Business Model & Value Chain	22-23				
	2-7 Employees	Employment	78				
		Key ESG Performance Indicators (KPIs)	132				
	2-8 Workers who are not employees	Employment	78				
		Key ESG Performance Indicators (KPIs)	132				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures							
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Corporate Governance	112-113	2-9 (b)	Information unavailable/ incomplete	During the reporting year the Company did not have a dedicated committee responsible for decision-making and oversight of the management of the organization's impacts on the economy, environment, and people. Endless EC intends to introduce such committees in a future reporting period, as the Company has already initiated a reorganization of its governance structure aimed at strengthening sustainability oversight and accountability.	
	2-10 Nomination and selection of the highest governance body			2-10 (a), (b)	Information unavailable/ incomplete	Endless EC does not currently apply a formally documented nomination and selection process for the highest governance body and its committees. The Company is in the process of reviewing its governance practices and intends to develop a structured nomination and selection framework in order to enhance transparency and alignment with international sustainability reporting requirements in a future reporting period.	
	2-11 Chair of the highest governance body	Corporate Governance	112-113				
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	112				
	2-13 Delegation of responsibility for managing impacts	Corporate Governance	111				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures							
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Double Materiality Assessment	35				
	2-15 Conflicts of interest	Business Ethics	116				
	2-16 Communication of critical concerns	Consumers and end-users	105				
		Key ESG Performance Indicators (KPIs)	140				
	2-17 Collective knowledge of the highest governance body	Corporate Governance	110				
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance	110				
	2-19 Remuneration policies			2-19 (a), (b)	Information unavailable/ incomplete	From 2026 Endless EC is implementing a new remuneration policy and the relevant disclosure will be included in the next reporting period.	
	2-20 Process to determine remuneration			2-20 (a), (b)	Information unavailable/ incomplete		
	2-21 Annual total compensation ratio			2-21 (a), (b), (c)	Confidentiality constraints	Endless EC considers the required information confidential due to competition reasons and its employee's security.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures							
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message from the Management	4				
	2-23 Policy commitments	Business Ethics	115	2-23 (a)	Information unavailable/ incomplete	Endless EC does not currently have set formal policy commitments for responsible business conduct, regarding the authoritative intergovernmental instruments. The Company aims to include the requirements of the indicator in a future reporting period.	
	2-24 Embedding policy commitments	Business Ethics	110, 111, 115				
	2-25 Processes to remediate negative impacts	Consumers and end-users	105				
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics	116-117				
	2-27 Compliance with laws and regulations	Business Ethics	116-117				
		Key ESG Performance Indicators (KPIs)	140				
	2-28 Membership associations	Memberships & Awards	24				
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	31-32				
	2-30 Collective bargaining agreements	Employment	81				
		Key ESG Performance Indicators (KPIs)	132				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment	33-35	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	Double Materiality Assessment	36-40				
ENVIRONMENT							
Material topic: Climate Change							
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change and Air Pollution	43-57				
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change and Air Pollution	43-44	201-2 (a-iii), (a-v)	Information unavailable/ incomplete	Since 2025 was the first year in which the Company conducted a Double Materiality Assessment, the financial implications and the costs of actions regarding climaterelated risks and opportunities had not yet been monitored. Endless EC aims to include the requirements of the indicator in a future reporting period.	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Change and Air Pollution	55-56				
		Key ESG Performance Indicators (KPIs)	125				
	302-2 Energy consumption outside of the organization			302-2 (a), (b), (c)	Information unavailable/ incomplete	Energy consumption outside of the organization was not disclosed, as reliable and measurable data for relevant upstream and downstream value-chain activities could not be obtained during the reporting period.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 302: Energy 2016	302-3 Energy intensity	Climate Change and Air Pollution	57				
		Key ESG Performance Indicators (KPIs)	125				
	302-4 Reduction of energy consumption			302-4 (a), (b), (c), (d)	Information unavailable/ incomplete	During the period 2019–2024, no major equipment upgrades aimed at reducing electricity consumption have been identified. However, Endless EC has completed the replacement of lighting fixtures with new HEDNO. According to the 2021 energy audit, this replacement is estimated to deliver annual savings of approximately 2,000–3,000 kWh (7,200 - 10,800 MJ). While this represents a relatively small reduction in overall consumption, the investment offers a rapid payback period.	
	302-5 Reductions in energy requirements of products and services			302-5 (a), (b), (c)	Not Applicable	The Company's products (i.e., paper goods, detergents) do not require energy for their consumption or use. Therefore, this indicator is considered not applicable.	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change and Air Pollution	50-51				
		Key ESG Performance Indicators (KPIs)	126				
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change and Air Pollution	50-51				
		Key ESG Performance Indicators (KPIs)	126				
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change and Air Pollution	50-52				
		Key ESG Performance Indicators (KPIs)	126				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Climate Change and Air Pollution	54-55				
		Key ESG Performance Indicators (KPIs)	127				
	305-5 Reduction of GHG emissions	Climate Change and Air Pollution	52-53				
		Key ESG Performance Indicators (KPIs)	127				
Material topic: Pollution							
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change and Air Pollution	43-57				
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	Climate Change and Air Pollution	54				
		Key ESG Performance Indicators (KPIs)	127				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Change and Air Pollution	54				
		Key ESG Performance Indicators (KPIs)	127				
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Water	62-63				
	303-4 Water discharge	Water	66				
		Key ESG Performance Indicators (KPIs)	129				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Resource Use and Circular Economy							
GRI 3: Material Topics 2021	3-3 Management of material topics	Resource Use and Circular Economy	58-61				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Resource Use and Circular Economy	58-59				
		Key ESG Performance Indicators (KPIs)	130				
	301-2 Recycled input materials used	Resource Use and Circular Economy	58-59				
		Key ESG Performance Indicators (KPIs)	130				
	301-3 Reclaimed products and their packaging materials	Key ESG Performance Indicators (KPIs)		301-3 (a), (b)	Not Applicable	Endless EC does not operate product take-back, collection, reuse, or recycling schemes for its products or their packaging at the end of their useful life.	
GRI 306: Waste 2020	GRI 306-1 Waste generation and significant waste-related impacts	Resource Use and Circular Economy	60-61				
	GRI 306-2 Management of significant waste-related impacts	Resource Use and Circular Economy	60-61				
	306-3 Waste generated	Resource Use and Circular Economy	60-61				
		Key ESG Performance Indicators (KPIs)	131				
	306-4 Waste diverted from disposal	Key ESG Performance Indicators (KPIs)	131				
	306-5 Waste directed to disposal	Key ESG Performance Indicators (KPIs)	131				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Water							
GRI 3: Material Topics 2021	3-3 Management of material topics	Water	62-71				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water	62-63				
	303-2 Management of water discharge-related impacts	Water	62-63				
	303-3 Water withdrawal	Water	64-65				
		Key ESG Performance Indicators (KPIs)	128				
	303-4 Water discharge	Water	66				
		Key ESG Performance Indicators (KPIs)	129				
	303-5 Water consumption	Water	70	303-5 (c)	Not Applicable	Water is supplied solely through the EYDAP, and any water storage is temporary and solely for operational purposes. Based on the assessment performed, water storage does not result in significant waterrelated impacts.	
		Key ESG Performance Indicators (KPIs)	129				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Biodiversity							
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity	72-74				
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity	72-73	101-1 (a), (c)	Information unavailable/ incomplete	Endless EC's material biodiversity impacts arise primarily upstream; therefore, the Company does not maintain a stand-alone biodiversity policy or specific commitments to halt and reverse biodiversity loss informed by the Global Biodiversity Framework. Through its new Sustainability Strategy, Endless EC has developed waste, resource efficiency and sustainable products targets related to biodiversity protection, supported by indicators to evaluate progress, which it aims to include in future reporting periods.	
	101-2 Management of biodiversity impacts	Biodiversity	74	101-2 (a-iii), (a-iv), (a-v), (b), (c), (d)	Not Applicable	Endless EC does not undertake activities that generate direct, site-level impacts on natural habitats or ecosystems, such as land-use change, habitat alteration, excavation or extractive operations. Accordingly, Endless EC does not implement restoration, rehabilitation, offset or additional conservation actions, nor does it maintain site-specific biodiversity management plans, as no own sites give rise to such measures under this disclosure.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Biodiversity							
GRI 101: Biodiversity 2024	101-3 Access and benefit-sharing			101-3 (a), (b)	Not Applicable	Endless EC does not fall within the scope of the Nagoya Protocol or national access and benefit-sharing (ABS) legislation, as it does not conduct research and development on the genetic or biochemical composition of natural resources. Its activities are limited to the production and distribution of paper products and detergents using ready-made raw materials and commercially available chemical substances; accordingly, ABS-related processes or voluntary actions are not applicable to the Company's activities under this disclosure.	
	101-4 Identification of biodiversity impacts	Biodiversity	72-73				
	101-5 Locations with biodiversity impacts	Biodiversity	72-73	101-5 (a), (b), (c)	Not Applicable	Endless EC has assessed its environmental impacts and determined that its production facilities do not create direct biodiversity impacts, as its sites do not interact with ecologically sensitive areas, protected habitats or other areas of high environmental value. Accordingly, the site-related requirements of this disclosure are not applicable.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION: REQUIREMENT(S) OMITTED	OMISSION: REASON	OMISSION: EXPLANATION	GRI SECTOR STANDARD REF. NO.
Material topic: Biodiversity							
GRI 101: Biodiversity 2024	101-6 Direct drivers of biodiversity loss	Water	64-65,70	101-6 (a), (b-i), (c), (d)			
		Biodiversity	72-73	101-6 (e)	Not Applicable	Endless EC does not undertake activities that cause, or could cause, land-use change, natural ecosystem conversion, wild-species harvesting, or site-level biodiversity pollution. In addition, the Company does not engage in activities that could reasonably lead to the introduction or spread of invasive alien species. Accordingly, these site-specific requirements are not applicable,	
					Information unavailable/ incomplete	Endless EC does not currently have access to the detailed upstream data required to report under this disclosure for high-impact raw materials such as pulp and palm-derived inputs, as this information lies outside the Company's operational control and is not available from suppliers at the required level of detail. The Company currently relies on responsible sourcing, certification and supplier monitoring practices, while aiming to improve upstream data availability in future reporting periods.	
		Key ESG Performance Indicators (KPIs)	128-129				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Biodiversity							
GRI 101: Biodiversity 2024	101-7 Changes to the state of biodiversity			101-7 (a), (b)	Not Applicable	Endless EC's production facilities operate on a legally established and licensed site in Aspropyrgos, Attica, and are not located within or adjacent to protected areas, High Conservation Value zones or other legally designated biodiversity-sensitive areas. Based on available environmental assessments, no direct interaction with natural or protected ecosystems has been identified within the operational boundary; accordingly, the site-specific ecosystem information covered by this disclosure is not applicable.	
	101-8 Ecosystem services			101-8 (a), (b)			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
SOCIETY							
Material topic: Own Workforce							
GRI 3: Material Topics 2021	3-3 Management of material topics	Employment	77-85				
		Occupational Health and Safety	86-92				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment	84				
		Key ESG Performance Indicators (KPIs)	133				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment	82-83				
	401-3 Parental leave	Employment	84	401-3 (e)	Information unavailable/ incomplete	Endless EC's data on retention rate of employees that took parental leave is not currently available. As a result, this requirement is not provided for the reporting period.	
		Key ESG Performance Indicators (KPIs)	133				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	87-88				
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	89				
	403-3 Occupational health services	Occupational Health and Safety	91				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	91				
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	91				
	403-6 Promotion of worker health	Occupational Health and Safety	92				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Own Workforce							
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	87-88				
	403-8 Workers covered by occupational health and safety management system	Occupational Health and Safety	87-88	403-8 (a-ii), (a-iii)	Not Applicable	During the reporting period, the Company did not have a formalized occupational health and safety management system in place, including systems that are internally audited or externally audited or certified. However, Endless EC has a formal assessment conducted by an external certified collaborator to identify, evaluate, and mitigate risks related to employee health and safety in the workplace, in accordance with applicable occupational health and safety legislation.	
		Key ESG Performance Indicators (KPIs)	134				
	403-9 Work-related injuries	Occupational Health and Safety	92				
		Key ESG Performance Indicators (KPIs)	134				
	403-10 Work-related ill health	Occupational Health and Safety	92				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employment	84-85				
		Key ESG Performance Indicators (KPIs)	135				
	404-2 Programs for upgrading employee skills and transition assistance programs	Employment	84-85				
	404-3 Percentage of employees receiving regular performance and career development reviews	Employment	84-85				
		Key ESG Performance Indicators (KPIs)	135				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Own Workforce							
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employment	79-80				
		Key ESG Performance Indicators (KPIs)	136				
	405-2 Ratio of basic salary and remuneration of women to men	Employment	81-82				
		Key ESG Performance Indicators (KPIs)	137				
Material topic: Affected Communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	Affected Communities	93-101				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Affected Communities	94-95				
		Key ESG Performance Indicators (KPIs)	138				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Affected Communities	96				
		Key ESG Performance Indicators (KPIs)	138				
	202-2 Proportion of senior management hired from the local community			202-2 (a)	Information unavailable/ incomplete	Endless EC's data on the proportion of senior management hired from the local community is not currently available. As a result, this requirement is not provided for the reporting period.	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported			203-1 (a), (b), (c)	Not Applicable	As an industrial organization, Endless EC's approach to local socio-economic development is primarily embedded within its core business operations, namely local employment, and responsible procurement from local suppliers. During the reporting period, the Company did not undertake any stand-alone or significant infrastructure investments, nor did it provide dedicated infrastructure services to external communities outside the scope of its normal operational activities.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topic: Affected Communities							
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Affected Communities	96				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Affected Communities	94-95				
		Key ESG Performance Indicators (KPIs)	139				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Affected Communities	97				
	413-2 Operations with significant actual and potential negative impacts on local communities			413-2 (a)	Not Applicable	According to the Double Materiality Assessment results, no actual and potential negative impacts on local communities were identified as material during the reporting period.	
Material topic: Consumers and end-users							
GRI 3: Material Topics 2021	3-3 Management of material topics	Consumers and end-users	102-105				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Consumers and end-users	104-105				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumers and end-users	104-105				
		Key ESG Performance Indicators (KPIs)	139				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Consumers and end-users	103-104				
	417-2 Incidents of non-compliance concerning product and service information and labeling	Consumers and end-users	103-104				
		Key ESG Performance Indicators (KPIs)	139				
	417-3 Incidents of non-compliance concerning marketing Communications	Consumers and end-users	103-104				
		Key ESG Performance Indicators (KPIs)	140				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

GOVERNANCE

Material topic: Business Conduct

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance	107-113				
		Business Ethics	114-117				
		Responsible Supply Chain	118-120				
		Digitalization and cybersecurity	121-123				
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans			201-3 (a), (b), (c), (d), (e)	Not Applicable	According to the Double Materiality Assessment results no impacts regarding benefit plan obligations and other retirement plans have been identified as material within the reporting period.	
	201-4 Financial assistance received from government			201-4 (a), (b), (c)	Not Applicable	According to the Double Materiality Assessment results no impacts regarding financial assistance received from government have been identified as material within the reporting period.	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption			205-1 (a), (b)	Information unavailable/ incomplete	Endless EC does not currently have an assessment process for the operations of risks related to corruption. The Company is in the process of reviewing the implementation of a structured risk assessment process for identifying risks related to corruption.	
	205-2 Communication and training about anticorruption policies and procedures			205-2 (a), (b), (c), (d), (e)	Information unavailable/ incomplete	Since corporate governance policy framework on anti-corruption is currently under restructuring and review, no updates and trainings have been communicated to governance members and employees.	
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics	116				
		Key ESG Performance Indicators (KPIs)	140				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REPORT REFERENCE	PAGE	OMISSION			GRI SECTOR STANDARD REF. NO.
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain	119				
		Key ESG Performance Indicators (KPIs)	140				
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain	119				
		Key ESG Performance Indicators (KPIs)	140				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain	119				
		Key ESG Performance Indicators (KPIs)	140				
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain	119				
		Key ESG Performance Indicators (KPIs)	141				

Glossary

AISE: International Association for Soaps, Detergents and Maintenance Products

BOD: Biochemical Oxygen Demand

BoD: Board of Directors

CAPA: Corrective and Preventive Actions

CEO: Chief Executive Officer

CEPI: Confederation's of European Paper Industries

CLP: Classification, Labelling and Packaging

COD: Chemical Oxygen Demand

CSR: Corporate Social Responsibility

EGSSE: National General Collective Labour Agreement

EIA: Environmental Impact Assessment

EIS: Environmental Impact Study

EKLDA: Special Regulation on the Operation of the Sewerage Network

EMS: Environmental Management System

ENCORE: Exploring Natural Capital Opportunities, Risks and Exposure

ERP: Enterprise Resource Planning

ESG: Environmental Social Governance

ESRS: European Sustainability Reporting Standards

EU: European Union

EYDAP: Athens Water Supply and Sewerage Company

FSC® CoC: Forest Stewardship Council - Chain of Custody

FSCG Awards: FastMoving Consumer Goods

GHG: Greenhouse Gas

GRI: Global Reporting Initiative

GSPR: General Data Protection Regulation

GWP: Global Warming Potentials

HACI: Hellenic Association of Chemical Industries

HAPs: Hazardous Air Pollutants

HCV: High Conservation Value

HDPE: High-Density Polyethylene

HEDNO: Hellenic Electricity Distribution Network Operator

HERRCO: Hellenic Recovery Recycling Corporation

HR: Human Resources

HSW: Health and Safety at Work

IT: Information Technology

IWTP: Industrial Wastewater Treatment Plant

KPI: Key Performance Indicator

LCA: Life-Cycle Assessment

LED: Light Emitting Diode

LDPE: Low-Density Polyethylene

LWTU: Liquid Waste Treatment Unit

NECP: National Energy and Climate Plan

NOx: Nitrogen Oxides

NSACC: National Strategy for Adaptation to Climate Change

NWMP: National Waste Management Plan

ODS: Ozone-Depleting Substances

OHS: Occupational Health and Safety

PET: Polyethylene Terephthalate

PHRF: Potentially High Flood Risk Zone

PMO: Project Management Office

POPs: Persistent Organic Pollutants

PP: Polypropene

PPE: Personal Protective Equipment

R&D: Research & Development

REACH: Registration, Evaluation, Authorization and Restriction of Chemicals

REM: Residual Energy Mix

RES: Renewable Energy Sources

RES: Renewable Energy Systems

RSPO SCC: Roundtable on Sustainable Palm Oil - Supply Chain Certification

SASB: Sustainability Accounting Standards Board

SDGs: Sustainable Development Goals

SMEs: Small and Mediumsized Enterprises

SOP: Standard Operating Procedure

SOx: Sulfur Oxides

TSS: Total Suspended Solids

UNEP FI: United Nations Environment Program - Finance Initiative

VOCs: Volatile Organic Compounds

VRF: Variable Refrigerant Flow

ENDLESS EC

DAILY CARE & HYGIENE