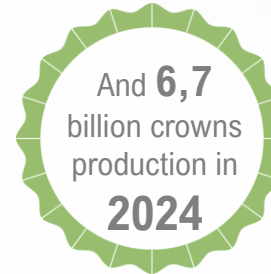


Sustainability KPIs 2024

Headquartered in Avlonas, Attiki, Greece



Our purpose is to operate and grow in a sustainable way, with respect to the environment, our people and our society.

Astir Vitogiannis Bros SM SA supports the implementation of 17 Sustainable Development Goals (SDGs) that were adopted by the United Nation Member States in September 2015.

All activities and practices that are followed, are aligned with SDGs to support sustainability backbone.

Our goals and initiatives are reviewed continuously, ensuring alignment with SDGs principles and progress acceleration of Sustainable Development.

The following slides describe our commitment and contribution to achieve SDGs and retain Sustainable Development.

Astir Vitogiannis Bros SM SA contributes to achieve the following goals, selected from the 17 SDGs:



ID	GRI	Metric Title	Type	M.M.	Metric value
C-E1-1	305-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	Quantitative	Tons CO2 equivalent (tCO2e)	1154,9
C-E1-2		Scope 1 emissions - GHG intensity of Scope 1 emissions	Quantitative	Ratio	26,5
C-E2-1	305-2	Scope 2 emissions - Total amount of indirect emissions (Scope 2) - Location based approach	Quantitative	Tons CO2 equivalent (tCO2e)	1135,6
C-E2-2		Scope 2 emissions - GHG intensity of Scope 2 emissions - Location based approach	Quantitative	Ratio	26
C-E3-1	302-1	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	Megawatt hour (MWh)	10420,26
C-E3-2		Energy consumption and production - Percentage of electricity consumed	Quantitative	Percentage (%)	29,83%
C-E3-3		Energy consumption and production - Percentage of renewable energy consumed	Quantitative	Percentage (%)	23,62%
C-E3-4		Energy consumption and production - Total amount of energy produced	Quantitative	Megawatt hour (MWh)	1312,73
C-E3-5		Energy consumption and production - Percentage of renewable energy produced	Quantitative	Percentage (%)	100%
A-E3-1	306-3 / 306-4 / 306-5	Waste management - Total amount of hazardous waste	Quantitative	Tons	4,86
A-E3-2		Waste management - Total amount of non-hazardous waste	Quantitative	Tons	2738,9
A-E3-3		Waste management - Percentage of waste by type of treatment - Recycled	Quantitative	Percentage (%)	97,40%
A-E3-4		Waste management - Percentage of waste by type of treatment - Composted	Quantitative	Percentage (%)	0
A-E3-5		Waste management - Percentage of waste by type of treatment - Incinerated	Quantitative	Percentage (%)	2,60%
A-E3-6		Waste management - Percentage of waste by type of treatment - Landfilled	Quantitative	Percentage (%)	0
A-E4-1	303-2 / 303-4	Total amount of effluent discharge containing polluting substances	Quantitative	Cubic meters (m3)	0

ID	GRI	Metric Title	Type	M.M.	Metric value
C-S2-1	405-1	Percentage of female employees	Quantitative	Percentage (%)	20%
C-S3-1	405-1	Female employees in management positions	Quantitative	Percentage (%)	2%
C-S4-1	401-1	Employee turnover - Percentage of full-time employee turnover	Quantitative	Percentage (%)	11%
C-S4-2		Employee turnover - Percentage of involuntary turnover	Quantitative	Percentage (%)	6,50%
C-S5-1	404-1	Employee training – Average training hours of employees at top management level	Quantitative	Number of hours	264
C-S5-2		Employee training – Average training hours of the rest employee categories	Quantitative	Number of hours	950
C-S7-1	2-30 / 407-1	Percentage of employees covered by collective bargaining agreements	Quantitative	Percentage (%)	100%
A-S2-1	404-2	Total amount of monetary expenditure on employee training	Quantitative	Euros (€)	36883
A-S3-1	405-2	Percentage of difference between male and female earnings	Quantitative	Percentage (%)	30%
SS-S2-1	418-1	Total number of users whose information is used for secondary purposes	Quantitative	Number	0

ID	GRI	Metric Title	Type	M.M.	Metric value
A-G2-1	205-3 / 206-1	Business ethics violations – Total amount of monetary losses as a result of business ethics violations	Quantitative	Euros (€)	0
A-G4-1	2-19	Percentage of executives' variable pay	Quantitative	Percentage (%)	25

Certifications

 **FSSC 22000** Certification Scheme for auditing of FSMS



BS EN ISO 22000:2018
Food Safety Management System

BS EN ISO 14001:2015
Environmental Management System

SGP

Social Guiding Principles



SMETA 4-pillar

Health and Safety
Business Ethics
Labor
Environment

Certification Bodies

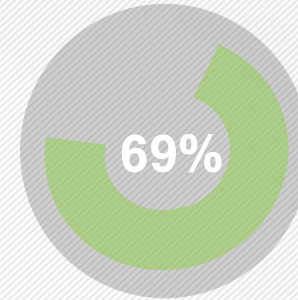


Lloyd's
Register



SGS

Participations - Scores



2024

ecoVadis
SUSTAINABLE SUPPLY MANAGEMENT



Carbon Footprint
Disclosure Project