



Pharmaceutical Laboratories S.A.



CORPORATE SOCIAL RESPONSIBILITY REPORT

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Message from the Management



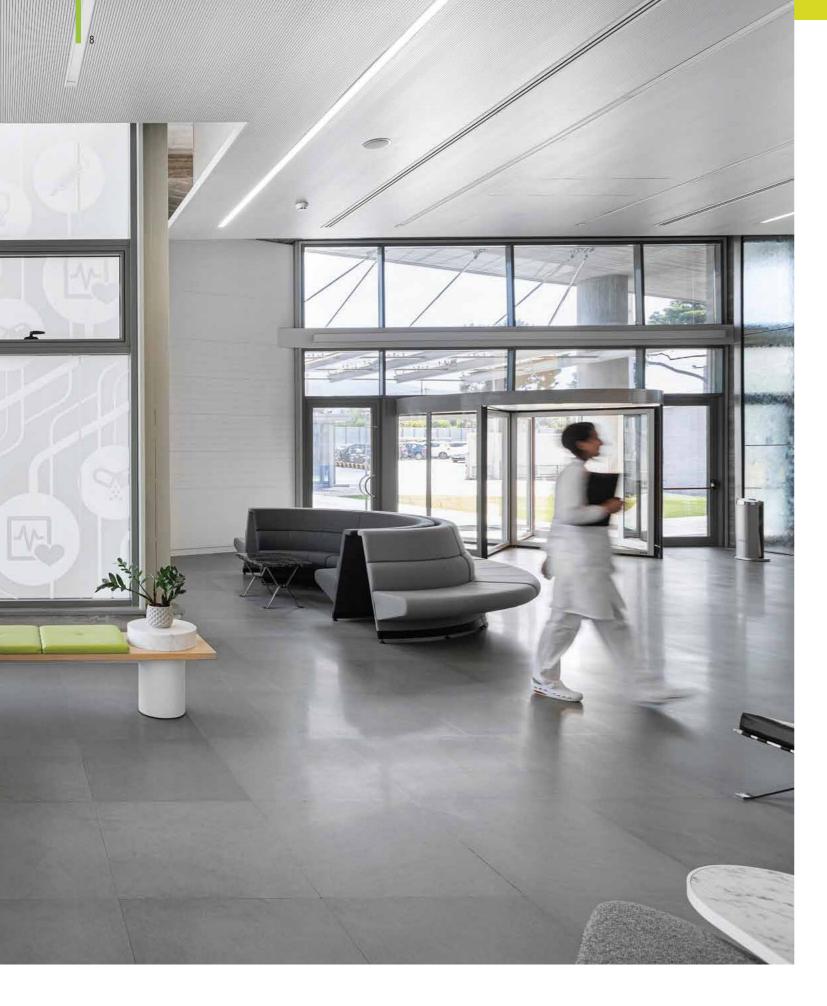
By Ms. Julia Tsetis, Chairwoman and Group CEO

The message of "Value for the People, Responsibility for the Society" by the pharmaceutical industries UNI-PHARMA, InterMed, PharmaBelle & UniHerbo is now more relevant than ever, and it should be expanded to include the need for a future based on the avowed principles and the 17 sustainable development goals set by the United Nations.

It is my belief that the adoption of practices aligned with Sustainable Development and the Agenda 2030 should become a top priority for all of us. All actions taken with the aim of progressing to a society free of exclusions and environmental impact, while continuously investing in innovation and new technologies, must be reflected not only on our products, but also on the entire spectrum of our business operations.

Tsetis Group of Pharmaceutical Companies adheres to an integral approach to Sustainable Development, which now encompasses Corporate Social Responsibility and builds on the pillars of Environment, Society, and Corporate Governance. Our primary objective is to improve domestic production, regain the job positions we lost, and restore the growth rates we deserve by developing innovative pharmaceutical products with high added value, which will be able to stand out in the worldwide competitive environment.

Our support towards vulnerable and disadvantaged social groups, our encouragement and assistance of the new generation of scientists, and our participation in actions related to the Environment and the Green Economy constitute strategic priorities for the Group. To ensure Sustainable Development, we must strive for an optimal sustainable use of our resources. The Group has adopted SDGs and Sustainable Development standards as an integral and inseparable aspect of its daily operations, aiming to further increase its social footprint and simultaneously reduce its environmental and energy footprint, while remaining devoted to and focused on efficient corporate governance and business ethics.



About this Corporate Social Responsibility Report

Purpose

The aim of this Corporate Social Responsibility Report, published by Tsetis Group of Pharmaceutical Companies (OFET), is to provide our Stakeholders with a complete and accurate review of the initiatives in the field of Sustainable Development, which were put into effect during the years 2021 and 2022 by the companies UNI-PHARMA Kleon Tsetis Pharmaceutical Laboratories S.A. and Ioulia & Eirini Tseti Pharmaceutical Laboratories S.A., also known as UNI-PHARMA and InterMed respectively, which, from now onwards, will be referred to as "UNI-PHARMA", "InterMed", "OFET Group", "Group", "OFET", and "Company".

Scope and Period covered by the Report

This Report constitutes the Group's second attempt at illustrating its strategy and activities on subjects of Corporate Social Responsibility and Sustainable Development [Reporting period: 01/01/2021 – 31/12/2022].

Application of the Global Reporting Initiative (GRI) standards

This Corporate Social Responsibility Report is based on the Corporate Social Responsibility Reporting standards established by the Global Reporting Initiative (GRI).

Contact about this Report

If you need any clarifications about this Corporate Social Responsibility Report for 2021-2022, please contact Ms. Smaragdi Talaki, Head of Human Resources at: info@uni-pharma.gr & info@intermed.com.gr.



Group Profile

With activities spanning more than half a century, **Tsetis Group of Pharmaceutical Companies (OFET)** stands as a fixed point of reference not just for the activities of pharmaceutical and healthcare industries, but for the society as well.

Tsetis Group of Pharmaceutical Companies (OFET) is actively involved in the research, development, manufacture, and distribution of pharmaceutical products, medical devices, cosmetics, and food supplements.

The Group's industries, which produce their pioneering and innovative products in their proprietary industrial facilities situated at Kifisia, are the best and most reliable ambassadors of Greek production in international markets.

The Group consists of the pharmaceutical industries **UNI-PHARMA S.A.** and **InterMed S.A.**, the Cyprus-based commercial firm **PHARMABELLE**, and **UniHerbo**, a model start-up industry in the sector of extraction of medicinal plants.

Nevertheless, over the past few years, the most appropriate words for describing the Group's culture are sustained supply, solidarity, and Sustainable Development, all of which a part of a strategy that is put together in a targeted manner and with particular focus and commitment – an integral strategy originating from the Management of the Group and embraced by all 575 of our employees.













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About UNI-PHARMA



UNI-PHARMA S.A. was established by the ingenious and inquisitive pharmacist and researcher Kleon Tsetis, with the aim of researching, developing, and manufacturing innovative products with high technology standards and offering treatments that help and improve the quality of life of patients.

The portfolio of the industry contains groundbreaking medicinal products which have made and continue to make history, such as the T4, Apotel, Salospir and Trebon lines, along with medical devices, food supplements, vitamins, probiotics, joint and bone health supplements, immune boosters, and products for maintaining good gastrointestinal function.

Over the recent years, OFET has made investments equal to more than 80 million euro; during the period from 2019 to 2021, it invested more than 40 million euro for completing the deep renovation of the first and historical plant of UNI-PHARMA at Athens-Lamia National Road.

About InterMed



InterMed S.A. was established by Kleon Tsetis in 1996. Its management aims at developing innovative and pioneering medical devices, which will contribute to the treatment of both everyday and special health circumstances that affect modern patients. InterMed has created a line of strong brand names, such as Algofren, Unisept, Chiorhexil, Eva, Eva Belle, Reval, Luxurious and many more, which have become well-established not only in Greece, but also in specialized international markets.

About PHARMABELLE and UniHerbo



The Group also includes the companies PHARMABELLE and UniHerbo. The Cyprus-based PHARMABELLE, established in 2014, is engaged in the provision of innovative pharmaceutical and parapharmaceutical products to the Cypriot and worldwide markets. PHARMABELLE represents the leading pharmaceutical industries UNI-PHARMA and InterMed and creates strategic partnerships with suppliers

and high-profile businesses. The management's aim is to combine the nature of Greece and the technical expertise and experience of UNI-PHARMA and InterMed and develop effective medicinal products which can contribute to the improvement of the quality of life of patients and modern humanity at large.



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History of the Group



Establishment of Pharmetan

Ίδρυση από τον Κλέωνα Τσέτη, αντιπροσωπίας φαρμάκων εξωτερικού με την επωνυμία Pharmetan, με έδρα την Αθήνα.



Establishment of UNI-PHARMA

UNI-PHARMA is established, and within the first year of its operation, became the very first company to globally introduce phenobarbital in the form of oral solution, marketed as LUMIDROPS©, along with NOVALUMINE©, which combined phenobarbital and homatropine (acting as sedative and spasmolytic).



Launch of SALOSPIR© into the market

SALOSPIR© was the first product with acetylsalicylic acid to be distributed in Europe in the form of enteric-coated tablets in dosage forms ranging from 80 to 1,000 mg.



Expertise in the treatment of thyroid diseases

T4©, a product intended for the treatment of thyroid diseases, comes as a result of many years of research and is made available in 13 different strengths to fully suit the dosage regimen of each and every patient.



Launch of APOTEL© into the market

APOTEL© is introduced to the market and stands as the globally first ever injectable paracetamol formulation, based on a method for the solubilization of paracetamol developed by UNI-PHARMA.



Establishment of InterMed

The objective of Kleon Tsetis was to establish a pharmaceutical industry producing innovation medical devices, to support the treatment of both everyday and special health circumstances that affect modern partients.



Ευρωπαϊκό Δίπλωμα Ευρεσιτεχνίας

Το 1998 η UNI-PHARMA αποκτά Ευρωπαϊκό Δίπλωμα Ευρεσιτεχνίας για τα ενέσιμα διαλύματα παρακεταμόλης σε συνδυασμό με άλλες δραστικές ουσίες.



Commencement of construction of the UNI-PHARMA bioclimatic plant

The ambitious plan to create a new bioclimatic plant at Kato Kifisia is put into motion, constructing a state-of-the-art unit that is trailblazing not just for Greece, but also for the entire Europe as well.



Incorporation of Pharmabelle in Cyprus

The commercial firm Pharmabelle is incorporated in Cyprus to represent the UNI-PHARMA & InterMed brands in the local market. The company is currently staffed by 12 employees.



The vision of UNI-PHARMA takes shape

The necessary validation works are concluded, enabling basic production lines to be put into operation.



Establishment of UniHerbo

- The foundations are laid for creating the Group's newest model industry, engaged in the extraction of medicinal plants. UniHerbo is installed in Oinofyta, with the intention of also operating as an Institute for Studies by university students and scientists.
- The renovation maintenance of the historical first plant of UNI-PHARMA in Kifisia is completed. In addition, the Group purchased new storage facilities for raw materials and created new production lines for InterMed.



Ένταξη στις Most Sustainable Companies

- Μεγάλες δωρεές για την πανδημία COVID-19 στο Ελληνικό και Κυπριακό Σύστημα, καθώς και στις ΚΟΜΥ (Κινητές Μονάδες ΕΟΔΥ).
- Οι UNI-PHARMA & InterMed, στις 25 Most Sustainable Companies της Ελλάδας. Στην ηγετική ομάδα των «The Most Sustainable Companies in Greece 2020», δηλαδή των επιχειρήσεων με τη μεγαλύτερη συνεισφορά Βιώσιμη Ανάπτυξη, βρέθηκε από τις 7/12/2020 ο Όμιλος Φαρμακευτικών Επιχειρήσεων Τσέτη.



Investments in research

- The necessary validation works are concluded, enabling basic production lines to be put into operation.
- The Group financed a total 27 research proposals from its own resources (19 of said proposals were scholarships awarded by the Kleon Tsetis Foundation) and collaborated as partner in 6 research projects jointly financed by the Greek General Secretariat for Research and Innovation, and also in 2 international projects. 13 of these projects are related to harnessing the advantages of Greek biodiversity.

Mission, Vision, Values



VISION

To lead the constantly shifting environment of the pharmaceutical industry, providing high quality, innovative, safe, and effective products.



MISSION

To manufacture innovative high quality pharmaceutical products, promising efficiency and safety through technical knowledge and expertise, and also through potent initiatives arising from a deep sense of responsibility for our fellow people and the generations to come.





VISION

To contribute to health and the improvement of the quality of life of modern humanity through the development and manufacture of innovative products.



MISSIO

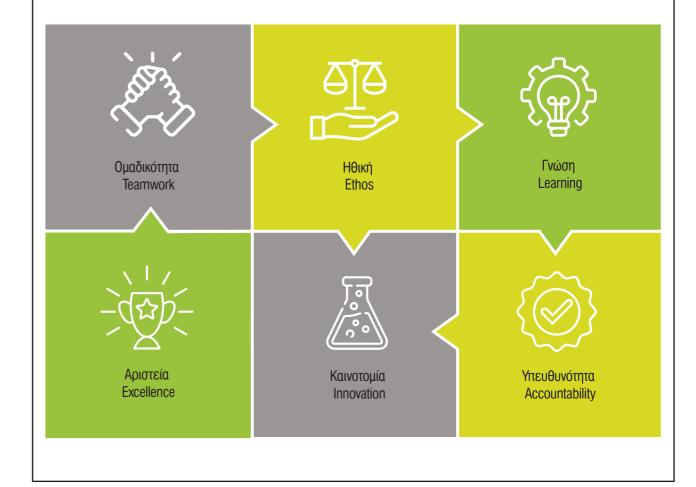
To develop, manufacture, and distribute innovative pharmaceutical and parapharmaceutical products that meet everyday, general, and special needs and requirements of modern people.





VALUES

The values of the Group represent its culture and strategy and also stand as the bedrock for its operations. The acronym form "TELEIA" summarizes the core philosophy of OFET.



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Our Products



Pharmaceutical Laboratories S.A.

The plants of **UNI-PHARMA** manufacture and package products in the following categories:



Solid products: Various forms of tablets (plain, coat, controlled release), capsules, granules in sachets, and products requiring low humidity areas (effervescent tablets and granules, along with soluble powders in sachets and vials).



Semi-solid products: Creams, ointments, gels, and suppositories.



Liquid products: Drinkable solutions (syrups, elixirs, suspensions in vials, solutions in drops and in single-dose vials) and liquids for external use.



Injectable products: Sterilized through sterile filtration or terminal sterilization.

The plants of **InterMed** manufacture and package the following types of products:





Group Facilities

The manufacturing plants of UNI-PHARMA currently extend over a total area of 21,000 m², of which 16,000 m² are production and packaging facilities. A separate storage facility equal to 11,000 m² holds the end products of the Company for distribution to the market.

The central offices and headquarters of InterMed S.A. are situated at Kato Kifisia, in a contemporary building complex of a total area of $17,000 \, \text{m}^2$, just a few kilometers north of Athens.

The Bioclimatic Facilities of UNI-PHARMA



At the forefront of pharmaceutical production: The plant of UNI-PHARMA, being the fruit of the largest investment made in the Greek pharmaceutical industrial over the past few years, stands as an ideal model of bioclimatic building design. The optimal exploitation of climatic conditions results in reduced energy consumption, thus aiding the protection of the environment and the creation of optimal working conditions.

The facilities are equipped with cutting-edge production, packaging, and quality control systems, while all procedures are controlled and monitored through contemporary and innovative electronic systems [BMS]. The combination of high-end technologies and strict control procedures ensures the high quality and safety of UNI-PHARMA's products.

The production facilities of UNI-PHARMA resulted from the expansion of previous buildings, which was made through one of the largest investments made in our domestic pharmaceutical industry over the past years. In addition, our facilities employ state-of-the-art robotic systems, a high degree of security, and expertly trained staff.

The production capacity of the new facilities rises to 3 billion tablets and 50 million injectable units on an annual basis.

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Alignment with the Precautionary Principle

UNI-PHARMA and InterMed have adopted an Integrated Quality and Environmental Management System (IQMS) according to the international standards ISO 9001.2015, ISO 14001.2015 and ISO 13485.2016 for the management of medical devices, which ensures both the quality of its manufactured products, and the environmentally friendly operation of the production units of OFET Group companies.

Membership in Organizations

The Group is a participant, in the capacity of coordinator or stakeholder in various national and international jointly-funded research projects (OLIVE-NET, EPHESIAN, NANOSCAPE, OLIVEHEART, ATX, CANNABISMED, BLOODY-BERRY, ALPHA-SYN) in collaboration with academic and research organizations with regard to the development of new pharmaceutical active substances and pharmaceutical products with a view towards the improvement of people's quality of life. The Group has also joined an international network of infrastructures (Instruct-EL) and a national digital technology hub (LIVINGTRAC). Moreover, the Group has collaborated with University Institutions in France, Spain, and Morocco in the framework of an international research project related to the ingredients of olives.

Lastly, the Group has developed research collaborations with new emergent enterprises such as Pharmagnose, a company based in Chalkida and specializing in the isolation of active substances, and FoodOxys, a company based in Larisa and specializing in the development and evaluation of innovative functional foods.

The Group's collaborations with and participations in organizations and entities are listed below:



Business Council for Sustainable Development





Alliance for Greece







Awards



Manufacturing Awards, November 01, 2022: 4 awards to UNI-PHARMA & InterMed - ESG Strategy, Business Ethics, Environmental and Energy Policy.

Circular Economy Company of the Year 2022 & Energy Mastering Awards 2022, March 03, 2022: A series of important distinctions, ranking Tsetis Group of Pharmaceutical Companies in the top tier for actions in circular economy, sustainability, and energy management.

GREEN AWARDS, March 17, 2022: Two important green awards won by UNI-PHARMA.

MADE IN GREECE AWARDS, June 20, 2022: UNI-PHARMA and InterMed are honored with three important awards by the Greek Marketing Academy in the framework of "Made in Greece Awards 2022", considered to be the great celebration of production in Greece, and held at Zappeion Megaron.

Responsible Business Awards, July 13, 2022: 3 awards for Responsible Leadership & Sustainable Development won by OFET. Tsetis Group of Pharmaceutical Companies (OFET) received three awards - one for responsible leadership and two for environmental actions - at the Hellenic Responsible Business Awards 2022 organized by Boussias Group.

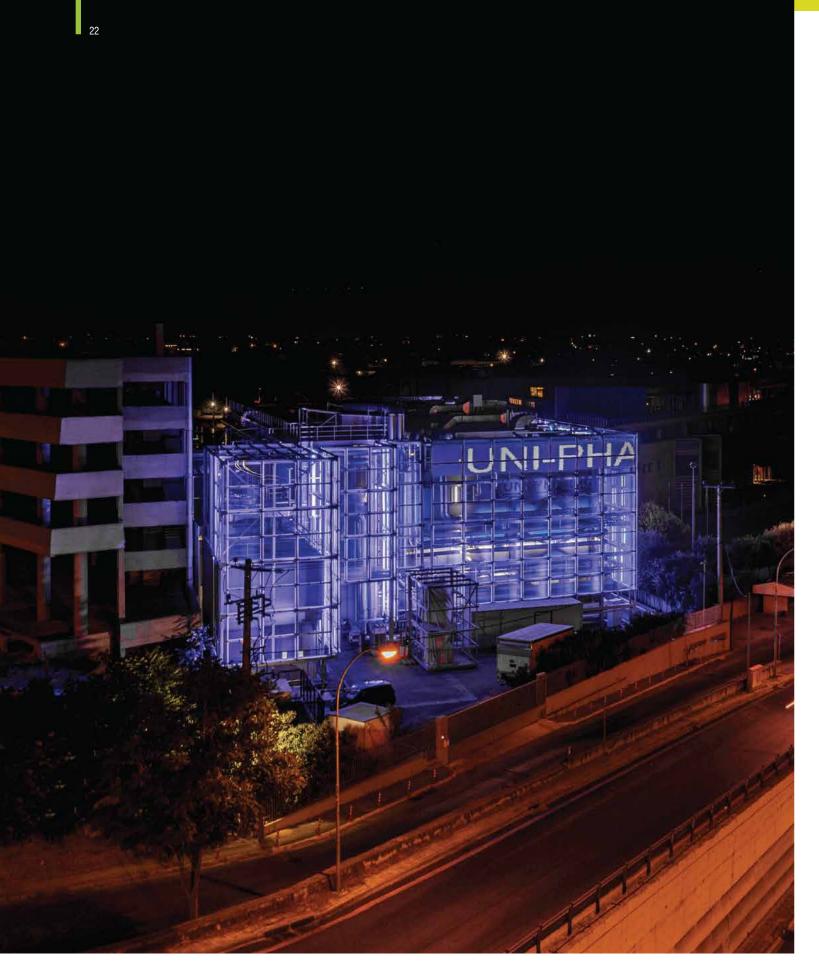
Protagonist of the Greek Economy & Greek Business Champion 2022, July 19, 2022: The success stories of the Greek market were showcased and honored at the 7th event of the highly prestigious Greek business awards organized by Direction Business Network at Golf Prive in Glyfada.

Julia Tseti was honored with an award by the Scientific Committee of the 8th International Summer University at Kastellorizo in recognition of her contribution to society.

The 8th International Summer University organized the Laboratory for Social Issues, Mass Media, and Education Studies of the Department of Early Childhood Education at the University of Ioannina, inc collaboration with the Modern Greek Studies Programme of the Department of Mass Media and Communications at Macquarie University of Australia, and the participation of the Circle of Hellenic Academics in Boston and Boston University Philhellenes.

2022 Corporate Social Responsibility Awards by the Athens Chamber of Commerce and Industry.

Platinum Awards as "Green Company" in 2021.



Corporate Governance

Highest Administrative Body

The Board of Directors (BoD) is appointed for a term of three years based on the articles of association of the Group, with a possible extension until the annual regular general meeting of shareholders. In any case, the term of the BoD may not be more than 4 years..

Administrative Bodies & Committees

Board of	Executive	Sustainability	Internal Audit	Compliance
Directors	Committee	Team	Team	Team

Ms. JULIA TSETI is Chairwoman and CEO of UNI-PHARMA, as well as CEO of InterMed; The Board of Directors of InterMed is chaired by Ms. EIRINI TSETI.

CORPORATE GOVERNANCE CORPORATE SOCIAL RESPONSABILITY REPORT 2021-2022



The Board of Directors (BoD) of UNI-PHARMA consists of 5 members, of which 3 are women and 2 are men; consequently, the female-to-male ratio is 60-40%. Furthermore, the members of the BoD combine different disciplines to ensure the successful governance of the Company.

UNI-PHARMA

Name of Member	Sex	Position	Executive – Non- executive capacity	Independent – Non-independent
Julia Tseti	Female	Chairwoman & Chief Executive Officer	-	-
Eirini Tseti	Female	Deputy Chairwoman	-	-
Sofia Tseti	Female	Member of the Board of Directors	-	-
Kleon Tsetis	Male	Member of the Board of Directors	-	-
Athanasios Archontikis	Male	Member of the Board of Directors	-	-

The Board of Directors (BoD) of InterMed consists of 3 members, 2 of which are women and 1 is a man, thus establishing of female-to-male ratio of 66%-33%. Moreover, the diversity in the scientific and professional knowledge of members ensures a balanced and efficient governance for the Company.

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InterMed				
Name of Member	Sex	Position	Executive – Non- executive capacity	Independent – Non-independent
Julia Tseti	Female	Deputy Chairwoman & Chief Executive Officer	-	-
Eirini Tseti	Female	Chairwoman & Chief Executive Officer	-	-
Spyridon Kintzios	Male	Member of the Board of Directors	-	-

All the highest administrative executives have been 100% recruited from the region of Attica.

CORPORATE GOVERNANCE CORPORATE SOCIAL RESPONSABILITY REPORT 2021-2022



The actions of the Highest Administrative Body intend to ensure the efficient operation of all committees associated with Corporate Governance. The constant monitoring of identification reports and impact management programmes with respect to the Group's economic, environmental, and societal impact, along with the analysis of external factors that affect business activities, the Higher Administrative Body is able to adapt the Company's strategy depending on the developments in the external environment.

In addition, the Highest Administrative Body is also responsible for gathering and integrating all optimal corporate governance practices applied to the Group's activities, for the purpose of pursuing the reconciliation of business operations with the principles of Sustainable Development and the Strategy, while at the same time creating a complete framework for achieving growth and improvement of Corporate Governance.

The fact that the Chairwoman of the Board of Directors is one of the two principal shareholders, as well as Chief Executive Officer, ensures a continuity and cohesion in the Strategy and the decision-making process.

The Highest Administrative Body assigns the Sustainability Team the important task of analyzing the impact faced by the Group, and to do so by using a double assessment model. Afterwards, the Sustainability team implements the action plans in order to manage any impact.

Furthermore, the Highest Administrative Body receives reports by the Sustainability Team and gives detailed feedback, as well as final approval of all recommendations and proposals submitted. It also validates in advance all information during the review, while staying updated and approving all policies and procedures regarding the Integrated Quality Management System. Lastly, it revises and approves the final version of the Report, which includes all the above information, before its publication.

Among the responsibilities of the Highest Administrative Body is to ensure that it receives updates and recommendations by the Sustainability Team, which actively participates in programmes aimed at raising awareness and accelerating knowledge, and in seminars organized by experts on subjects of regulatory compliance and European legislation. Additionally, the Chairwoman of the Board of Directors and Chief Executive Officer also plays an active role as President of UN Global Compact Greece, further affirming the Company's commitment for promoting Sustainable Development and Corporate Social Responsibility. The participation of the Company in this initiative confirms its unwavering determination for continuous improvement and promotion of sustainability in all its business activities.

Conflicts of Interest

Conflicts of interest are an important challenging aspect of the management of a business, especially in the case of higher executives. To deal with such matters, the Group applies specific policies and procedures:

- Executives must adhere to the established policies and procedures in relation to the management of conflicts of interest. These include the submission of declarations regarding potential conflicts and the avoidance of engagement with decisions that involve personal interest
- •The evaluation of compliance with these policies must be carried out by the Legal Department of the Company and by the Higher Executives who are tasked with imposing compliance. Examples of such roles include the Director of Corporate Development, who may be responsible for supervising and assisting with the application of these policies.

 The audit by certified public accountants is crucial for ensuring transparency and integrity. The external auditors examine the financial details of the Company's transactions to ensure that there are no incidents of violations of the policies on conflicts of interest.

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On the whole, the management of conflicts of interest requires constant monitoring, transparency, and active engagement by the executives and the control authorities of the Company, for the purpose of ensuring corporate integrity and trust of Stakeholders.

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Communication of Critical Concerns

The annual review of the Integrated Quality Management System (IQMS) registers complaints and qualitative failures and assesses the strategy and financial performance indicators through the Balanced Scorecard model. In addition, weekly reports are received from the Qualified Person for Pharmacovigilance (QPPV), the Quality Assurance (QA) Director, the Director of Sales, the Director of Human Resources (HR), the Director of Regulatory Affairs, and from the Legal Department. The Sustainability Team provides recommendations related to environmental and social impact. Furthermore, among the areas of concern are the impact of new legislation on the responsibility of the manufactures in the product life cycle, energy management and financial impact from changes in packaging materials, and management options have already been put in place.

Financial performance

UNI-PHARMA

The production capacity of UNI-PHARMA is more than 40 million articles on an annual basis, ranking it first among purely Greek companies in terms of sales (articles sold) in the Greek market. On the whole, more than 100 million euro have been invested over the last decade, and the investment plan for 2023-2027 amounts to more than 25 million euro, thus ensuring high and sustainable growth rates. The total net worth is 82 million and 79 million euro for the financial years 2022 and 2021 respectively, and the total non-current assets are equal to 119 million euro. The turnover of the Company before rebate & clawback rose to 90.8 million with an 8% increase for 2022, against 84% with a 5% increase in 2021. The total salary costs for 2022 were increased by 11.4% and rose to 9.5 million, while the non-salary costs were also increased by 11% and rose to 2.38 million euro. In 2022, the company was staffed by 362 employees with full-time employment contracts, against 329 full-time employees in 2021.

The Company has received a grant of 1.6 million euro through the automatic clawback mechanism, including expenses for research and development of pharmaceutical products and investment plans for the development of products and production lines. Moreover, the Company has been awarded grants equal to 246 thousand euro through its participation in research programmes with universities and research centers.

InterMed

Over the past three years, the Company invested more than 10 million euro for purchasing a storage facility and for making upgrades – automations in its production lines for the purpose of meeting the double-digit growth rates. The investment plan for 2022-2026 is equal to 15 million euro and involves the expansion of its plant for the production of new and innovative pharmaceutical preparations, which will allow the company to enter new domestic and foreign markets. Its total turnover is 29.5 million, and its non-current assets are equal to 26.4 million euro. In 2022, the turnover of the Company before rebate & clawback rose to 39.3%, showing an increase by 14%. The total salary costs for 2022 were increased by 10% and rose to 5.7 million, while the non-salary costs were also increased by 10% and rose to 1.36 million euro. In 2022, the company was staffed by 246 employees with full-time employment contracts, against 232 full-time employees in 2021.

The Company has received a grant of 934 thousand euro through the automatic clawback mechanism, including expenses for research and development of pharmaceutical products and investment plans for the development of products and production lines. Moreover, the Company has been awarded grants equal to 104 thousand euro through its participation in research programmes with universities and research centers.

Financial implications and other risks and opportunities arising from climate change

Financial implications

Climate change significantly affects the operations and production costs of the Group. The changes in climate patterns, and the disruptions they cause in the supply of packaging materials, result in an increased need for new stability tests and for the potential reworking of products. Moreover, the limited availability of materials with the desired specifications may lead to pricing and determination of prices by the suppliers.

In addition, the new European legislation will impose on producers the responsibility for the management and recycling of their products, therefore increasing the Group's costs and payables. Ultimately, the increased capital needs for investments in new equipment and dissemination and information programmes require careful financial management.

Opportunities

The activities of the Group in the field of Sustainability may bring a competitive advantage and enhance its

corporate branding. Furthermore, its active involvement in research and development programmes with universities and research centers may create opportunities for innovation and new markets. Lastly, the investment in dissemination and information programmes reinforces its corporate credentials and may attract talented candidates and facilitate business relations.

Obligations arising from defined benefit plans and other plans (UNI-PHARMA & InterMed)

The retirement benefit obligations in the balance sheet on 31/12/2022 rose to 460 thousand euro. The provisions for post-employment plans have been recognized and measured through an actuarial method by an actuarial firm. The study included the current value of all benefits accumulated up to the date of the estimation. This amount is called Defined Benefit Obligation (BDO according to IAS 19) and constitutes the current value of employees (i.e. the established rights of employees). The calculation of DBO has taken the assumption of future salary increases into consideration.





Group Strategy

The Highest Management of OFET, in line with the Vision, Values, and Mission of the Group, taking into account the characteristics of both the internal and the external environment (Resources & Capabilities Analysis for the internal environment, and SWOT, PESTER & PORTER 5 FORCES Analysis for the external environment) sets out the strategy of the Group in a ten-year horizon by following the approach of maintenance of competitive advantage and maximization of value for shareholders.



Production

Customer service



The analysis of business activities in the three main models of "Innovation", "Production", and "Customer Services" forms the basis for formulating strategic goals and approaches that can be achieved within the ten-year period. At the same time, the Group establishes long-term objectives based on critical performance indicators, which are translated into medium-term (five years) and short-term (annual) objectives based on "reverse engineering".

At the same time, the Group also prepares a 10-year Value Development Plan, which stands as a benchmark for the total efficiency of the five-year and annual plans. Moreover, the Group applies an Annual Performance Review for its total Critical Performance Indicators (Business Map). In terms of management, the Group performs a review according to Balanced Scorecard model (CEO Dashboard).

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Strategy for Corporate Social Responsibility and Sustainable Development



Environment and Ecosystem



Corporate Social Responsibility and **Solidarity**



Corporate Governance

This sets the framework for building the strategy for Corporate Social Responsibility and Sustainable Development, which is in line with the business strategy and developed across the pillars of "Corporate Governance", "Environment and Ecosystem", and "Corporate Social Responsibility"; at the same time, the total direction of Sustainability is interwoven with the principle of achievement of balanced results adhered to by the Group, as it can be seen from the critical relevance of the Balanced Scorecard in the management process and the gravity of the outcomes on the environment, customers, and human resources.

The above management model has been certified by EFQM, which gave it its "Recognized for Excellence" 5star award. At the same time, the model is fully included in the Integrated Quality and Environmental Management System, which is subject to inspection by the Greek National Organization for Medicines in terms of Regulatory Compliance and the competent bodies for ISO 9001:2015. ISO 14001:2015 & ISO 13485:2016 certification for distribution of medical devices.

Responsibility, both personal and corporate, constitutes an inseparable aspect of the Group's culture and philosophy, as well as a central building block of the Group's Strategy for Corporate Social Responsibility. From the practical assistance to vulnerable social groups in remote areas to the support of science of the younger generation, Sustainable Development and the protection of the environment, the Management and the 575 employees of the Group prove that responsibility is hard-wired into their DNA and constitutes one of the highest of virtues.

The goal of the Group is to increase its social footprint and, at the same time, decrease its environmental and energy footprint, while remaining committed to efficient corporate governance and business ethics.

More specifically, through the initiative "U & I Care -UNI-PHARMA & InterMed", the Group is devoting a great amount of attention to the support of society and vulnerable groups. This is made through collaborations Scientific Societies, Non-Governmental Organizations (NGO) and academic and research associations.

With regard to the environment, and under the umbrella of "U & I Care", and more specifically the "U & I Green -You and I care for the environment", the Group applies an Integrated Environmental Management System that focuses on:

- Actions for reducing the environmental and energy
- Protection of the water table and the soil,
- Responsible management of hazardous waste,
- Reduction of emissions,
- 100% recycling of solid non-hazardous waste, and
- Rational management of natural resources.

Furthermore, the Group pays particular attention to providing proper guidance and training to its employees, offering continuous education and ensuring high health and safety standards in the workplace.

The Management of the Group emphasizes its environmentally responsible attitude and its commitment to the principles of Circular Economy and Sustainable Development. The Group is investing in deeds with longterm benefits that create value for people, society, and the economy at large.

Emphasis on ESG for the next 5-year period

Over the next five years, particular emphasis will be given to ESG (Environmental Social Governance) and especially on carbon footprint reduction, circular economy, and energy conservation.

In this framework, OFET is taking actions to prevent and reduce the impact of certain plastics on the aquatic environment and human health, while endorsing the transition to circular economy with innovative and sustainable business models, products, and materials.

Moreover, over the recent years, and having sustainability and sustainable development at its core, the Group also appears to give particular emphasis to the field of digital transformation by investing in new technologies for

optimizing production, decreasing operating costs, and limiting its environmental footprint.

The Strategy for Corporate Social Responsibility and Sustainable Development with a timeframe until 2030 and 2022 as midpoint year focuses on actions and outcomes based on four main pillars:

- Carbon Footprint Reduction
- Reduction of Water Waste
- Continuation of Zero Occupational Accidents
- Reduction of Emissions through Electromobility



Environment

- Climate change
- Energy efficiency
- Water consumption
- Biodiversity
- Environmental Management System

Society

- Equal opportunities
- Freedom to engage in trade union activities
- Health and safety
- Product and customer responsibility
- Human rights



Governance



- Business ethics
- Compliance
- Independence of management
- Remuneration policy



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Integrated Corporate Governance Plan in the framework of the Strategy for Sustainable Development

In the spirit and in view of the alignment of the business strategy with the strategy for Sustainable Development, the Group decided to take an initiative for the revision of the Corporate Governance system. The approach focused on gathering all corporate governance practices applied on the Group in a single framework, with the aim of aligning the principles of Sustainable Development with the overall Strategy of the Group, as well as creating a complete plan for achieving this alignment and the continuous upgrade and enhancement of these practices.

Corporate Governance Plan

The main objectives of the initiative for the creation of an integrated Corporate Governance Plan in the Framework of the Strategy for Sustainable Development were the following:

 Upgrading the relations with suppliers and resellers and safeguarding Group values in agreement with the United Nations Global Compact and protection of the Group against any divergent practices of the aforementioned associates.

- Assurance of rational management of financial resources and avoidance of misusing or squandering money.
- Improvement of rational management of natural resources, and, through this approach, positive impact on the wider society.
- Alignment with the conclusions of the Impact Materiality research, and implementation of targeted high-impact actions on Stakeholders.
- Improvement of rational decision-making and assurance of a continuously improving work environment that will be beneficial for all employees.
- Alignment with environmental laws (EU Green Deal, Single Use Plastic Directive) for ensuring environmental protection and containing climate change.
- Assurance of sustainability criteria (i.e. ethical and environmental criteria) within the Group with the aim of ensuring health, safety, and a continuously growing environmental awareness.
- Improvement of rational decision-making by the Higher Management, resulting in improved governance, a continuously improving work environment, and financial benefits for all employees through economic growth.
- Full compliance with all regulatory requirements at all levels.

The responsibility for the operation of the plan is borne by the Executives that comprise the Sustainability Team, the Senior Managers, and the Higher Management.

Operations assessed for risks of corruption (UNI-PHARMA & InterMed)

- Financial transactions (checksbytheFinancial Department&CEO)
- Selectionofsuppliers
- SponsorshipstoPublicEntities

- Ακαδημαϊκά Ιδρύματα
- Κοινωφελή Ιδρύματα & ΜΚΟ
- Νοσοκομεία
- Επαγγελματίες Υγείας για εκπαιδευτικούς σκοπούς
- Οικονομικές Προσφορές προς Πελάτες (π.χ. Διανομείς Εξωτερικού)
- Σχέσεις με Κανονιστικές Αρχές
- Σχέσεις με Δημόσιες και ειδικότερα Οικονομικές Αρχές (π.χ. Εφορία)

Ενημέρωση και εκπαίδευση σχετικά με πολιτικές κατά της διαφθοράς (UNI-PHARMA & InterMed)

Το σύνολο των εργαζομένων λαμβάνει ενημέρωση σχετικά με στάση του Οργανισμού και τις πολιτικές κατά της Διαφθοράς μέσω του Κώδικα Ηθικής και Δεοντολογίας.

Η υπευθυνότητα της εποπτείας και διαρκούς ενημέρωσης, μετά τη βασική εκπαίδευση, βαρύνει τα Στελέχη που απαρτίζουν την Ομάδα Βιωσιμότητας, τους Senior Managers, και την Ανώτατη Διοίκηση- ειδικότερα τα στελέχη των εξής Σωμάτων Διοίκησης & Επιτροπών

- Διοικητικό Συμβούλιο
- Management Team (Executive Committee)
- Ομάδα Βιωσιμότητας
- Ομάδα Εσωτερικού Ελέγχου (Internal Audit team)
- Ομάδα Συμμόρφωσης (Compliance Team)

Επιβεβαιωμένα περιστατικά διαφθοράς και σχετικές ενέργειες (UNI-PHARMA & InterMed)

Οι Εταιρείες UNI-PHARMA & InterMed δεν έχουν δεχθεί κανένα πρόστιμο από προσφυγές και δίκες για πρακτικές στρέβλωσης του ανταγωνισμού, παραβάσεις αντιμονοπωλιακής νομοθεσίας και μονοπωλιακές πρακτικές. Επίσης δεν έχουν κανένα επιβεβαιωμένο περιστατικό διαφθοράς ή μη συμμόρφωση με τη νομοθεσία και τους κανονισμούς σε κοινωνικό-οικονομικά θέματα.

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Risk Management

The function of risk management is performed by the administrative bodies and committees through the governance system. Among the immediate goals of the Group is to prepare a complete Risk Manual, which, besides identifying and mapping sources of risk, will quantify the potential impact, and will prioritize and provide measures for risk mitigation. Such measures are currently embedded in the Group Policies that apply on the operations that involve the aforementioned risks. The procedure of identification and management of risks is applied to all Group activities and is essentially an integral and inseparable part of its operation and management. The procedure of identification and management of risks includes the analysis and evaluation of the economic and sociopolitical environment in which the Group is operating.

Economic/ Political Risk They are both completely interconnected. The COVID-19 pandemic initially created an environment of unprecedented recession that was succeeded by waves of inflation caused by support measures to local economies, which were implemented by all main economic decision-making centers. The disruptions to the supply chains that emerged from this new environment of inflationary pressures are unheard of, and as governments are observing the development of the pandemic and make efforts to adapt their policies while balancing the sustainability of Health Systems with the normalization of economic activities and the maintenance of living standards, vigilance and adaptability are essential.

Technological Risk Platforms and tools that provide information about the markets are now available to a larger number of Stakeholders, and, at the same time, offer highly consolidated facts and figures. Concurrently, the further automation and improvement of efficiency o f the construction and operation of equipment of production units has become a one-way street. Lastly, there is a notable continuous upgrade of the corporate content management systems.

Social Risk

Social stakeholders, such as patients and consumers, share views at a rapid pace through social media, shaping views and opinions about companies and products.

Legal Risk

The framework set by the European Union is expected to remain relatively fixed, although cGMP (current Good Manufacturing Practice) standards are expected to become stricter, and the same applies to the requirements for the development and authorization of products.

Environmental Risk The regulatory requirements regarding the environment, health and safety are expected to become stricter, while there is also a notable increase in social awareness around these issues, whose treatment, other than legislative requirements, also needs preemptive action.

Energy and Climate Change Risk

The rational use of mineral resources, the reduced consumption of energy, and the shift towards green and clean energy in the context of circular economy and sustainability are expected to play a decisive role in the next 5-year period.

The are also risks which have been identified in the internal environment and mainly involve the sectors below:

- Financial risk: Management of creditors and debtors, financial performance, liquidity, prevention and protection against corruption.
- Compliance: Risk arising from non-compliance with regulatory and legislative requirements..
- Health and Safety of Employees: Risk due to occupational accidents, natural disasters, emergency actions, and COVID-19 complications in the work routine.
- Protection of Corporate Data & Assurance of Business Continuity: Risk due to loss of data or complete collapse of
 computer systems because of natural disasters, or attacks by malicious third parties, and preparation of integral plan
 for ensuring business continuity in the event of appearance of any of the above risks.

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Code of Conduct

The Code of Conduct of Group Companies supplements the Code of Ethics of the Hellenic Association of Pharmaceutical Companies. The Management has stipulated that the responsible and ethical behavior of employees and executives is essential for the Group. The main goal of the Group's activities is Sustainable Development and the improvement of the quality of human life. By making decisions and recognizing our collective responsibility, we support the implementation of our business strategy and offer an environment for growth that facilitates the development of a culture of trust, where all employees are free to express their own ideas and put forward alternative views.

The Code of Conduct describes the basic commitments of the Group towards:

- Employees, partners & associates
- Patients & third parties
- Shareholders
- Society

United Nations Global Compact

The Global Compact was created in July 2000 as a framework that calls on businesses to align their operations and strategies according to 10 globally acceptable principles in the fields of human rights, work conditions, environment, and protection against corruption. UNI-PHARMA & InterMed have been members of the Global Compact since 2016. Every year on the Global Compact website, the Group posts its commitment to the 10 principles, along with our objectives and progress regarding each Company's performance in basic environmental, societal, and workplace issues.

Our Commitment to the Sustainable Development Goals

The Group has adopted the adopted the United Nations 2030 Agenda for Sustainable Development, which consists of 17 Sustainable Development Goals to be reached by 2030. The Management has decided to actively contribute to their achievement through the promotion of health and welfare of the population and the protection of the environment. The Company's priority is to contribute to the achievement of the goals which are directly linked to the activities and challenges of the industry, the actions and activities of the Company itself, and the material issues arising from this Report.

According to the analysis of the Group's business model on the basis of the United Nations' 17 Sustainable Development Goals, and taking the views of Stakeholders into consideration, the critical impact areas were identified, recorded, and organized as follows:

Potential impact	Supply Chain: Suppliers, resellers and impact of their practices on the environment, water resources, soil, and atmosphere. Identification of environmental aspects of suppliers and subcontractors with sustainability criteria, namely practices against discrimination, child labor, harassment and violence in the workplace, and in favor of equal opportunities, freedom to engage in trade union activities, and sustainable salaries from work.
of our activities on the environment	Production and packaging of pharmaceutical products: Identification of environmental impact of the Group's activities, rational management of hazardous waste, protection of soil and water table, integrated Waste Management System certified with ISO 14001:2015 featuring 100% recycling of solid non-hazardous waste, Environmental Programme that features recycling with waste selection at the source, design of new sustainable products with identification of environmental impact throughout the product life cycle.
Health and safety of	Health and safety of employees: The objective of the Group is to operate within a framework that actively allows the reduction of risk in the workplace and, at the same time, improves health and welfare in the workplace for all employees.
employees and customers	Health and safety of customers: The objective of OFET is to provide access to quality treatment with safe and effective products, in order to ensure the health and safety of customers.

The next subsequent step after the mapping process was to adjust projects in order to mitigate impact. The main projects included the following:

- Upgrade of the Environmental Management System, through the adoption of even more ambitious goals with respect to critical performance indicators, such as energy indicators, with the aim of obtaining UNI-PHARMA's certification by ISO 50001:2018 for energy management within the next 2 years.
- Upgrade of the Policy for Management of Relations with Partners in the Supply Chain: Selection and evaluation of partners on the basis of the Code of Conduct of Suppliers.
- Upgrade of Procedures for Health and Safety in the Workplace: The objective is to establish a safe workplace environment, handling any discrimination, harassment and violence at work, and upgrading internal controls.



Group Stakeholders

The Group seeks to systematically communicate and interact with its stakeholders, which may be part of the Group's internal or external environment. Stakeholders are at the center of the Group's operations because they both influence and are influenced by the business activities of the Group to a significant extent.

Acknowledging the weight of Stakeholders' views in the achievement of our business objectives, we constantly strive to improve our relations with them, in order to listen to their needs and expectations and respond to any issues and opportunities that may arise.

Our basic concern is the continuous and thorough communication with Stakeholders, aiming at building mutual trust and flawless collaboration. Furthermore, the Company systematically invests in the discovery of new and innovative channels and methods of communication with its Stakeholders.

This communication is both regular, and it may also take place in extraordinary situations in the case of issues and requirements that demand immediate response and resolution.

OFET's definition of Stakeholders includes all entities and persons who have a direct impact or influence on the long-term sustainable success of its operation, the production of quality products and services, the actions for the protection of the environment, and OFET's contribution in society and individual people. The Board of Directors of the Group strives to clearly set out its goals in connection with its relations with other Stakeholders, the mechanisms of measurement of performance and goal achievement, and to develop a specific mode of communication of the above.

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Stakeholders	Communication	What they expect from us			
Health Professionals	Emails, meetings, events, notifications, conferences, research, clinical studies, telephone calls	 High value-added products Health promotion Solutions to everyday personal hygiene and self-care challenges Solidarity Innovation Business ethics 			
	Frequency: in reasonable intervals				
Patients / Consumers	Information campaigns, printed materials, newsletters, advertisements, sponsorships and donations	 High value-added products Health promotion Solutions to everyday personal hygiene and self-care challenges Solidarity Business ethics Regulatory compliance Personal data protection 			
	Frequency: in reasonable intervals				
University organizations & professors	Emails, meetings, events, conferences	 High value-added products Health promotion Participation in research Solidarity 			
	Frequency: in reasonable intervals				
Employees	Emails, department meetings, information leaflets, seminars/ training sessions, employee research	 » Provision of job positions » Health promotion » Solidarity » Regulatory framework 			
	Frequency: in reasonable intervals				

Stakeholders	Communication	What they expect from us
Suppliers	Emails, meetings, inspections, trade policy, market research	 Profitability High value-added products Responsible management of waste Climate change management
	Frequency: in reasonable intervals	
National Organization for Medicines and other	Emails, meetings, inspections, trade policy, market research	 » Provision of job positions » Profitability » Business ethics » High value-added products » Health promotion » Regulatory compliance » Responsible clinical studies » Responsible marketing
domestic agencies	Frequency: in reasonable intervals	
Pharmacies and	Emails, meetings, inspections, trade policy	 » Profitability » High value-added products » Health promotion » Business ethics » Solutions to everyday personal hygiene and self-care challenges
Pharmaceutical Wholesalers	Frequency: in reasonable intervals	



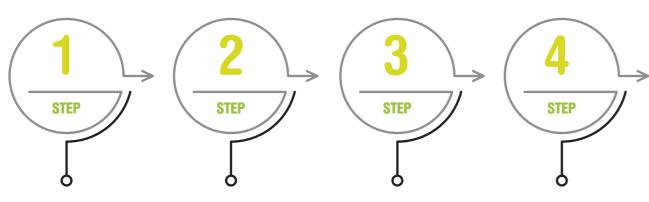
Material Issues of the Group

Procedure for Identification of Material Issues

One of the most important and essential guiding principles of GRI is the concept of materiality. An entity must oversee the aspects that cause the most significant economic, environmental and social impact due to its operations, paying particular attention to the aspects which are regarded as most important by its internal and external stakeholders. During the process of identifying such material issues, the Group conducted a qualitative electronic research on the representatives of its Stakeholders in order to examine all important issues which are relevant to Corporate Social Responsibility and streamline the interchange of views with Stakeholders about these issues.

MATERIAL ISSUES OF THE GROUP CORPORATE SOCIAL RESPONSABILITY REPORT 2021-2022

The methodology that was followed is described below:



Identification and prioritization of main stakeholders to be included in the process of finding the material issues. This included groups of stakeholders, such as customers, suppliers, employees, members of the academic community, and health partners.

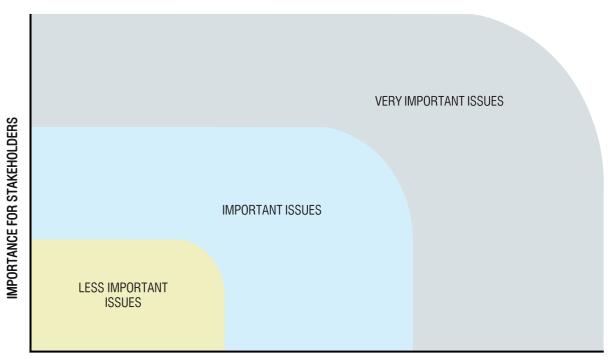
Identification and prioritization of basic indicators with the use of GRI guidelines.

Conduct of research through a qualitative questionnaire for determining material issues according to the views and opinions of stakeholders and the management. Creation of a matrix that identifies the material issues

After considering the above parameters, the material issues that were reported are:

- Health and safety of consumers
- Health and safety of employees
- Education and training of employees
- Diversity and equal opportunities
- Employee benefits
- Personal data protection
- Presence in local markets

- Human rights
- Investments in local societies
- Energy
- >> Financial performance
- Water
- Protection against corruption



IMPORTANCE OF ECONOMIC, ENVIRONMENTAL, SOCIAL IMPACT (IMPORTANCE FOR OFET)

- Supplier practices
- Supplier evaluation
- Support to local societies
- Anticompetitive behavior
- Raw materials
- Emissions
- Waste management
- Marketing and communication
- Financial performance
- Presence in local markets
- Investments in local societies
- Protection against corruption
- Energy
- Water
- Employee benefits
- Health and safety of employees
- Education and training of employees
- Diversity and equal opportunities
- Human rights
- Protection of personal data
- Health and safety of consumers



Society "Responsibly Together"

The incessant effort to maintain social, environmental, and cultural protection constitutes an inseparable aspect of OFET's activities, which are always in compliance with the law, business ethics, and fundamental human rights. OFET applies environmental rules, promotes good business morals, and contributes to the alleviation of social inequalities by advocating for and encouraging a corporate culture of respect towards future generations and faith for a better world. Through creativity, humanity, and significant investments, the Group is further developing and proving its timeless commitment towards a society with a sustainable future.

Our immediate priorities are the development, production, and distribution of value-added products that will keep our fellow people free of illnesses and help them improve the quality of their lives.

In the context, the Group:

- Ensures access to pharmaceutical and health materials,
- Collaborates with Non-Governmental Organizations (NGOs) and takes initiatives to ensure that no people will be deprived of medicines and healthcare because of natural disasters, economic hardship, and social unrest.
- Promotes public awareness,
- Provides targeted information to the mass media and academic communities.

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Local societies

In the framework of the Group's Strategy for Sustainable Development, OFET is collaborating with various organizations with the aim of actively supporting local societies throughout the country, and particularly vulnerable groups.

Particular emphasis is placed on remote and outermost areas, where holistic programmes of strategic importance are being implemented for providing support to patients, vulnerable social groups, researchers and young scientists, as well as the environment.

Social activities (UNI-PHARMA & InterMed)

In the framework of the Strategy for Corporate Social Responsibility, OFET engages in social activities that include the involvement of local societies, carrying out volunteering activities and extensive environmental programmes.

A summary of the Group's activities is given below:

- Through "Apostoli Zois" / "Life Mission", the Group aims at assisting vulnerable groups in outermost –remote areas by carrying out intensified activities of dental and medical check-ups in collaboration with the Hellenic Endocrine Society and the local Dental and Pharmaceutical Associations.
- In the "Save the Sea" programme, which is focused on the protection of the environment and marine resources, OFET is collaborating with local authorities and NGOs that carry out undersea clean-ups to organize coastal and underwater clean-up excursions that include the involvement of employees and local societies.



- By collaborating with Axion Hellas and supporting EXELIXI ZOIS, our goal is to deinstitutionalize young people and help them participate as equals in society and the job market.
- Through the "Science on the Go" mobile scientific laboratory, the Group is given the opportunity to show young scientists (students) in real time how various preparations are created through the mobile laboratory.
- Each year, the Group supports the work of ALMA ZOIS to help brave women who struggle with cancer through the massive participation of the Group's employees in the annual sports event "Race for the Cure".
- In the context of continuous support of vulnerable social groups and the empowering of the younger generations, the "AMKE KLEON TSETIS" Foundation was established as a non-profit civil company in 2018, in memory of Kleon Tsetis, pharmacist, industrialist and founder of the UNI-PHARMA and InterMed industries. The Foundation supports young scientists in the fields of Pharmacy, Medicine, and Biosciences in general, honoring excellence, novelty, innovation, and the struggles of the new generation of scientists. The Foundation has so far provided funding equal to approximately 366 thousand euro to research projects, scholarships to young researchers, university students, doctoral students and scientists, and also to innovative studies on new molecules and large redevelopment projects, such as university lecture halls, auditoriums etc.



AMKE KLEON TSETIS Foundation

The AMKE KLEON TSETIS Foundation is an important organization that was founded by the Management of the Group, spearheaded by Ms. Julia Tseti and Ms. Eirini Tseti, and dedicated to the memory of their father. The Foundation is essential for the Group's support of the new generation of scientists and aims at transmitting a powerful message: the desire for all young talents to remain in Greece and reverse the wave of immigration. The Foundation represents the need for renewal and invigoration of our country by inaugurating a new era of "brain gain" after a period of "brain drain". The Foundation is included in the wider framework of the Strategy of Tsetis Group of Pharmaceutical Companies for the achievement of Sustainable Development and Corporate Social Responsibility.

Its donations amounted to 107,792.83 euro in **2021** and 77,166.00 euro in **2022**. More specifically, these donations were given for research projects, scholarships to young researchers, university students, doctoral students and scientists, innovative studies on new molecules and large redevelopment projects, such as university lecture halls, auditoriums etc.

There are two notable actions that were carried out in the framework of the donations given by the AMKE KLEON TSETIS Foundation:

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- The opening of the amphitheater of the School of Pharmacy of Athens at the National and Kapodistrian University of Athens took place in September 2021. This project involved the construction of a modern and technologically optimal 100-seat auditorium and amounted to 120,000 euro, which were donated by the AMKE KLEON TSETIS Foundation.
- In November 2021, the Foundation granted a scholarship to Pharmacy students in memory of pharmacist Garyfallia Psarrakou, who was murdered in July 2021.



Employees "Our people are our strength"

The Group acknowledges that its People are its strength and its most important capital for achieving its strategic goals and ensuring competitiveness and sustainability. The Group is therefore committed to ensuring excellent working, health, and safety conditions, respecting human rights, avoiding discrimination, and offering equal opportunities for education and development.

Employment (UNI-PHARMA & InterMed)

The Group is ever vigilant so that the right employees will be at the right positions. For this reason, the Group takes actions to ensure that all employees will be able to successfully perform their duties in the long term. More specifically, the Group is advocating for gender equality, which is perfectly exemplified by the fact that 70% of Higher Management are women. The objective is for the microcosm of OFET's industry to become an example to be followed by the wider society.

OFET employs no staff under freelance contracts.



GROUP OF PHARMACEUTICAL COMPANIES	2020					
OFET Group	Numb	er of Employ	ees		%	
Mode of employment	Men	Women	Total	Men	Women	Total
Full Time	255	310	565	45,1%	54,9%	100%
Part Time	0	0	0	0%	0%	0%
Total Number of Employees	255	310	565	45,1%	54,9%	100%

	2021					
OFET Group	Numb	er of Employ	ees		%	
Mode of employment	Men	Women	Total	Men	Women	Total
Full Time	396	228	624	63,46	36,54	100%
Part Time	0	0	0	0%	0%	
Total Number of Employees	396	228	624	63,46	36,54	100%

	2022						
OFET Group	Numb	er of Employ	rees		%		
Mode of employment	Men	Men Women Total			Women	Total	
Full Time	430	265	695	61,87%	38,13%	100%	
Part Time	0	0	0	0%	0%	0%	
Total Number of Employees	430	265	695	61,87%	38,13%	100%	

Total number of permanent employees per sex and region – UNI-PHARMA								
UNI-PHARMA Pharmaceutical Laboratories S.A.	Men		Women		Total			
	2021	2022	2021	2022	2021	2022		
ATTICA	158	200	102	174	260	374		
PELOPONNESE	6	6	0	0	6	6		
EPIRUS, MACEDONIA, THRACE	16	18	4	6	20	24		
CENTRAL GREECE	1	1	0	0	1	1		
CRETE	2	2	0	0	2	2		

Total number of permanent employees per sex and region – InterMed								
InterMed Permeeted laborates	Men		Women		Total			
	2021	2022	2021	2022	2021	2022		
ATTICA	114	128	70	104	184	232		
PELOPONNESE	4	4	0	0	4	4		
EPIRUS, MACEDONIA, THRACE	15	18	4	6	19	24		
CENTRAL GREECE	0	0	0	0	0	0		
CRETE	3	3	0	0	3	3		

In 2021, the male employees at UNI-PHARMA received a salary that was 3.19 times higher than the national minimum wage, while the respective rate for female employees was 2.97 times. In 2022, the male employees at UNI-PHARMA received a salary that was 2.86 times higher than the national minimum wage, while the respective rate for female employees was 2.71 times.

The small decrease in the rate of the agreed-upon salary to the minimum salary for men and women in 2022, against the respective rate in 2021, is due to the increase of the national minimum wage that took place in 2022.

In 2022, the male employees at InterMed received a salary that was 2.96 times higher than the national minimum wage, while the respective rate for female employees was 2.68 times. In 2022, the male employees at InterMed received a salary that was 2.63 times higher than the national minimum wage, while the respective rate for female employees was 2.32 times.

The small decrease in the rate of the agreed-upon salary to the minimum salary for men and women in 2022, against the respective rate in 2021, is due to the increase of the national minimum wage that took place in 2022.



			Recr	uitment of e	mployees pe	er sex			
M	en	% N	Nen	Woi	men	% Wo	omen	To	tal
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
20	53	44.44%	62.35%	25	32	55.55%	37.64%	45	85

ı		Age distribution of recruitments per sex														
		M	en	% N	Nen	Wo	men	% W (omen	To	tal					
		2021	2022	2021	2022	2021	2022	2021	2022	2021	2022					
	<30	10	22	22.22%	25.88%	10	15	22.22%	17.64%	20	37					
	30-50	9	30	20%	11%	15	14	33.33%	16.47%	24	55					
	>50	1	1	2.22%	1.17%	0	2	0	2.35%	1	3					

	Geographical distribution of recruitments per sex														
	M	en	% N	Nen	Woi	men	% Wo	men	Total						
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022					
ATTICA	16	38	5.88%	11.2%	10	21	3.67%	6.19%	26	59					
PELOPONNESE	1	0	0.36%	0	0	0	0	0	1	0					
EPIRUS MACEDONIA THRACE	0	2	0	0.58%	0	2	0	0.58%	0	4					
CENTRAL GREECE	0	0	0	0	0	0	0	0	0	0					
CRETE	0	1	0	0.29%	0	1	0	0.29%	0	2					



			Recr	uitment of e	mployees pe	rsex			
M	en	% N	/len	Woi	men	% Wo	men	To	tal
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
26	18	55.31%	39.13%	21	28	44.68%	60.85%	47	46

	Age distribution of recruitments per sex														
Men % Men Women % Women Total															
2021 2022 2021 2022 2021 2022 2021 2022 2021 2022															
<30	3	8	7%	17.39%	5	14	10.63%	30.43%	8	22					
30-50	20	8	43%	17.39%	16	14	34%	30.43%	36	22					
>50	3	2	6.38%	4.34%	0	0	0	0	3	2					

	Geographical distribution of recruitments per sex														
	M	en	% N	Nen	Woi	men	% W	omen	To	tal					
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022					
ATTICA	14	13	7%	5.5%	13	15	6.5%	6.35%	27	28					
PELOPONNESE	1	0	0.5%	0	0	0	0	0	1	0					
EPIRUS MACEDONIA THRACE	2	3	1%	1.27%	0	3	0	1.27%	2	6					
CENTRAL GREECE	0	0	0	0	0	1	0	0.42%	0	0					
CRETE	2	1	1%	0.42%	0	0	0	0	2	1					

The Group has no company-level collective employment agreement. Regarding its workforce, the Group keeps track of the relevant labor laws, including issues related to the respect of human rights and working conditions, and is in full compliance with the National General Collective Labor Agreement.

Salary Policies

The design and specification of salary policies for members of the Higher Administrative Body and Higher Executives is a complex procedure that includes many stages and participants. The specification of salary policies for members of the Higher Administrative Body and Higher Executives is a process that requires careful supervision, involvement of participants, and consultations by expert professionals. The balance between ensuring the competitiveness of salaries and satisfying the participants is crucial for the long-term success and sustainability of the Company.

Code of Social Interchange

In line with the Values and the Work Regulations, the Group also created the Code of Social Interchange, which sets out the framework for cooperation, communication, and interaction between employees. The purpose of the Code is to set boundaries of behavior and clarify the ideal profile of employees, thus ensuring a healthy climate of work and cooperation. Moreover, the Code is an additional tool in the hands of OFET's directors for achieving a Positive Impact on their teams.

Employee Benefits

The Group employs a tiered salary system that links salaries with the level and weight of job positions, and, consequently, rewards its employees taking into account the salary system and the complexity and diversity of roles, by providing:

- Private insurance
- Annual target bonus
- Corporate marriage bonus
- Corporate Christmas bonus
- Corporate retirement bonus/financial reward
- Christmas gift certificate for each child
- Corporate childbirth bonus

- Corporate child baptism bonus
- Bazaar of products at privileged prices
- Extraordinary financial assistance/recognitions
- Special paid leaves
- Corporate cars
- Coverage of transportation expenses

It is important to mention that the Group collaborated with a team of external scientists to perform anthropometric measurements, along with measurements of body composition analysis, and provided instructions for a balanced diet.

Parental Leave

OFET never fails to stand alongside employees and their families. Besides fully adhering to the provisions stipulated by the labor laws in force, the Group also offers parental leaves to all employees with children. The provision of parental leaves constitutes an important policy that assists well-being and balance between work and family life for employees, enabling them to build healthy and happy families.



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Occupational health and safety



The Group prioritizes occupational health and safety through the application of integrated occupational hygiene and safety programmes. These programmes include risk estimations and applications of safety protocols for minimizing accidents, injuries, and occupational illnesses in the workplace. Employees are provided with training and awareness programs to ensure that they understand and follow safety procedures.

The production of pharmaceuticals involves handling hazardous substances, including active pharmaceutical ingredients (API), solvents, and chemical substances. The Group applies strict procedures for safe handling, storage, and disposal of such substances in line with the relevant regulations and guidelines, along with the use of measures such as personal protective equipment (PPE), containment systems, ventilation, and monitoring for the purpose of minimizing risks of exposure.

OFET ensures that all production facilities and equipment meet strict safety standards. This also includes carrying out regular inspections, maintenance, and calibration of equipment to prevent dysfunctions that could jeopardize the safety or quality of products. There is also a plan for the management of emergencies and fire safety measures to effectively handle any potential incidents.

In pharmaceutical production, particularly regarding sterilized products, clean spaces and sterilized environments are vital. This entails the application of strict protocols and controls to maintain the cleanliness of premises, the control of contaminations, and the prevention of cross-contamination, including the appropriate clothing procedures, air filtration systems, and regular monitoring of the environment to ensure compliance with the necessary sterilization standards.

Health and safety issues are incorporated into the Group's quality control systems. Strict quality control measures are applied throughout the production process to ensure that products meet the required quality standards, including safety, effectiveness, and cleanliness. Quality control procedures include the testing of raw materials, the implementation of tests throughout the process, finished product testing, and stability tests.

The Group is required to comply with numerous Health and Safety regulations and guidelines instituted by regulatory authorities. These regulations govern various aspects, including preparation, labeling, packaging and distribution practices, and adverse event reporting. Compliance with these regulations is essential for maintaining the safety and effectiveness of pharmaceutical products.

OFET is cultivating a culture of continuous improvement in Health and Safety. This includes regular assessments, inspections, and monitoring for the purpose of identifying areas for improvement and the implementation of corrective actions. Employees are provided with continuous training and education programs to improve awareness and understanding of health and safety practices.

By prioritizing health and safety, the Group aims at protecting its employees, ensuring the quality of its products, and maintaining its commitment for the well-being of patients and the environment. These measures support the general objective of providing safe and effective pharmaceutical products to consumers.

Health and Safety Inspections

The assurance of good practices for the production of pharmaceutical products and medical devices requires inspections and examinations by the EHSM division throughout the year and in all premises of the Company for the purpose of determining whether health and safety rules are followed by employees and optimizing energy and environmental management at all levels of the production and management scale.

Risks, hazards and incidents

(UNI-PHARMA & InterMed)

The timely identification and management of risks occurring during the operations of the Company may improve the performance of its processes and provide Stakeholders with additional assurance. The Head of each Process is responsible for managing risks, in collaboration with the Head of Quality Assurance, or, if applicable, the Head of Assurance of Environment, Health, and Safety. This team may also recruit other persons depending on their expertise or experience.



Training hours

(UNI-PHARMA & InterMed)

28.000 training hours



Training hours for upgrading skills

(UNI-PHARMA & InterMed)

988 training hours for reskilling & upskilling programs



ASSESSMENTS

(UNI-PHARMA & InterMed)

100% of Group Employees receive regular assessments

EMPLOYEES « OUR PEOPLE ARE OUR STRENGTH»

JUST GO ZERO – 10 Years ZERO ACCIDENTS

The objective for the 2021-2030 period is to fully eliminate work accidents in all facilities of the Group through the initiative titled "JUST GO ZERO – 10 Years ZERO ACCIDENTS", which calls for avoiding work accidents and maintain zero accidents for more than 10 years, thus creating a work environment where the health and safety of employees constitute first priorities.

The Group is proceeding towards full alignment with the new Environmental Policies for Sustainability and Development through the complete automation and digitization of health and safety procedures for its facilities. In the framework, the Group has set in motion the advanced Work Authorization procedure that enables authorized staff to digitally perform all activities, thus ensuring the safety and reliability of necessary actions.

This project provides the opportunity for even safer procedures by actively engaging the workforce in order to detect incidents before any potential risks affect safety. In addition, it involves the continuous analysis of operating data and the provision of the relevant information in real time. This allows for more effective and efficient management of EHS (Environmental Health and Safety) through the integration of risk management into daily operations. Lastly, it ensures business continuity through the protection of the integrity of assets and the optimization of the production process.

It is worth mentioning that during the period from 2011 to 2022 no work accidents were recorded, and no occupational illnesses occurred in the work areas of both Group companies. The Group regards the matter of health and safety of employees as both commitment to responsibility and material issue for sustainability.

More specifically, the Group has appointed a Head of Health and Safety for all its activities, who is tasked with inspecting and monitoring compliance with all relevant procedures according to the laws in force, the safety regulations, and the internal control plans.

OFET is investing in the continuous and regular training of all its employees, so that they will be able to respond to emergencies that affect their own safety, as well as the safety of other employees, and it has also created internal Fire Safety Teams and Emergency Response Teams for the provision of first aid to employees for each of the two companies in the Group.

Moreover, we are also investing in the continuous and regular training of all employees, so that they will be able to respond to emergencies that affect their own safety, as well as the safety of our other employees.

Other than the above, the Group has introduced a series of initiatives since 2016, with the aim of improving its performance in the fields of Health and Safety. These initiatives are:

- Provision of information to employees about the risks that threaten their safety and health, the preventive measures already taken, the measures and precautions with which they must comply, along with the risks that remain in certain operations or job positions that necessitate the use of personal protective equipment (PPE).
- Provision of instructions about the effective use of PPE, including, whenever necessary, the training or practice of employees.
- Periodic inspection of the appropriate use of PPE.
- Provision for the storage of PPE in locations with proper conditions of hygiene and cleanliness.

- Availability of appropriate facilities and resources for the necessary maintenance, repair, and cleaning of PPE according to the manufacturer's instructions.
- Replacement of PPE in the event of damage or expiry of their permitted period of use.
- Installation of noise monitoring system in all business units, which will facilitate the alignment of efforts that so far, each business unit has been making independently from other units.
- Provision of training to employees for the prevention of serious accidents in various Group facilities, which includes the Near Miss Reporting to the Department of Environmental, Health and Safety Management.



Furthermore, Group Companies are also implementing workplace health and safety activities in the framework of "U & I Safe – UNI-PHARMA & InterMed – Stay Safe" initiative.

These activities are summarized as follows:

- Actions for mitigating the hazardousness of Group activities,
- Continuous training of employees
- Selection and continuous training of appropriate executives.
- Investigation of all incidents,
- Provision of sufficient occupational protection and safety to all employees,
- Conduct of internal tests for the purpose of preventing and resolving any problems related to health and safety matters.
- Adoption of appropriate precautionary measures in the workplace for the avoidance of any accidents.

With regard to the management of health incidents, OFET has made sure that pharmacy stations equipped with all necessary medicines and first aid materials are installed in all Group facilities. All employees of the Group receive regular training so that they will be able to respond to emergencies that affect their own safety, as well as the safety of the products.

Every year in March, the employees at UNI-PHARMA and InterMed receive training and practice on fire safety and natural disaster response. In addition, an Evacuation Drill was successfully conducted to ensure the readiness of employees in cases of emergency in all Group facilities.

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OFET Academy

The Group continues to increase its workforce with new recruitments. Through the OFET Academy, it implements educational programs on a continuous basis with the ultimate goal of enabling the professional and personal development of its people. The OFET Academy serves as the "umbrella" that houses all training and education programmes, as well as any other training activities organized by the Group for its employees, and also for employees of third parties (e.g. clients, partners, students etc.). Moreover, the OFET Academy promotes multiple sources of education and development, including seminars focusing on recognized domestic and foreign educational organizations, travels for conferences, and projects for the improvement of products and procedures. Last but not least, the OFET Academy provides financial support for the training and improvement of the education of employees.



MISSION

The mission of the Academy is to provide, directly or through other appropriate educational organizations and foundations, practical training, experiential workshops, and other educational activities, whether on or off the job, which promote applied knowledge and assist the connection of knowledge to professional and personal growth and development.



VISION

The vision of the Academy is to contribute to the improvement of the skills of executives and employees, cultivate a culture of continuous learning, and prepare future executives. In other words, the Academy intends to put the corporate value of learning into practice.

Diversity and equal opportunities

Since 2017, the Group has proceeded to revise its code of conduct, the regulations of which comply with the current national and European laws, the Group's work regulations, and the ten principles of the UN Global Compact.

Through this Code of Conduct, OFET pledges to create a safe working environment for its employees and external partners, which will be free of any unfair or immoral behaviors. In this environment, each person will be free to express their views and opinions and will be treated with respect, justice, and equality.

The acceptance of diversity and elimination of inequalities are fundamental principles that guide the Group's Strategy. 3% of the Group's total employees consists of various nationalities, including Albanian, Syrian, Indian, Filipino, Ukrainian nationals, who work in various divisions within the Group.

During the two-year period from 2021 to 2022, there were no recorded incidents of discrimination due to sex, age, disability, nationality, race, religion, political beliefs etc., and no incidents of harassment in any activities of the Group.

Human Rights

OFET has established an integrated system of procedures and policies with the aim of ensuring an excellent, safe, and fair work environment that respects individuals and promotes trust, team spirit, and effectiveness.

The Group is committed to providing its employees and external partners with a healthy and safe workplace, and its activities are carried out in compliance with the current legislative and regulatory provisions, corporate standards, and best practices on health and safety matters, and takes all appropriate measures on a technical, organizational, and individual level. Each employee is responsible for protecting health and safety in the workplace, to the maximum extent possible according to their work duties and their knowledge, skills, and experience.

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Diversity of governance bodies and employees (UNI-PHARMA)



Percentage of employees per category in each of the following categories of complexity

2021

	Total	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)
PERSONNEL	141	63.12%	36.87%	1.41%	60.99%	33.33%	4.26%	0
BLUE-COLLAR	160	63.12%	36.87%	1.87%	51.87%	40.62%	5.62%	0
MANAGERS	23	60.86%	39.13%	0	39.13%	47.82%	13.04%	0
BOD	5	60%	40%	20%	0	0	60%	20%

				2022				
	Total	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)
PERSONNEL	158	60.12%	39.87%	7.20%	56.82%	29.64%	6.33%	0
BLUE-COLLAR	175	66.85%	33.14%	2.85%	55.42%	36.75%	5.14%	0
MANAGERS	24	62.50%	37.50%	0	37.50%	50%	12.50%	0
BOD	5	60%	40%	20%	0	0	60%	20%

Percentage of employees per category in each of the following categories of complexity

2021

	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)
MANAGEMENT	60%	40%	20%	0	0	60%	20%

	2022													
	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)							
MANAGEMENT	60%	40%	20%	0	0	60%	20%							

Diversification in terms of origin, culture, languages and ideas of our people helps us maintain a competitive advantage driven by innovation. This is why the Group values diversity and treats all employees, as well person seeking employment in the Group, in a respectful, fair, and equal manner, thus ensuring equal opportunities of selection, inclusion, remuneration, recognition, growth and development, without discrimination due to sex, race, age, ethnicity, ethnic origin, religion, disability, sexual orientation, nationality, genetic information, or any other similar categorization.

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Diversity of governance bodies and employees (InterMed)



Percentage of employees per category in each of the following categories of complexity

2021

	Total	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)
PERSONNEL	124	65.32%	33.87%	0.80%	68.54%	29.83%	0	0
BLUE-COLLAR	91	63.73%	36.26%	1.09%	60.43%	37.36%	1.09%	0
MANAGERS	14	57.14%	42.85%	0	35.71%	57.14%	7.14%	0
BOD	3	33.33%	66.66%	0	33.33%	0	66.66%	0

	2022													
	Total	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)						
PERSONNEL	124	65.32%	33.87%	0.80%	68.54%	29.83%	0	0						
BLUE-COLLAR	91	63.73%	36.26%	1.09%	60.43%	37.36%	1.09%	0						
MANAGERS	14	57.14%	42.85%	0	35.71%	57.14%	7.14%	0						
BOD	3	33.33%	66.66%	0	33.33%	0	66.66%	0						

Percentage of individuals in governing bodies of the Company in each of the following categories of complexity

2021

	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)
MANAGEMENT	33.33%	66.66%	0	33.33%	0	66.66%	0

2022										
	Men	Women	Generation Z (1997-2012)	Millennials (1981-1996)	Generation X (1965-1980)	Baby boomers (1946-1964)	Silent (1928-1945)			
MANAGEMENT	33.33%	66.66%	0	33.33%	0	66.66%	0			

Initiative against Harassment

The Group is professionally and respectfully active in the workplace and tolerates no form of harassment, whether physical or verbal, regardless of source (colleague, client, supplier etc.). The term harassment is defined as any behavior that aims at violating a person's decency and creates an intimidating, hostile, humiliating, degrading, or offensive environment, irrespective of whether it constitutes discrimination, including harassment due to sex or other reasons for discrimination.

Commitment to the Protection of Personal Data

The Company is committed to the protection of personal data of its employees and external partners, and all employees must handle data with due diligence and confidentiality, in compliance with the current laws in force on personal data protection.



Environment "Sustainable Development is the Future"

Being an industry with active production governed by high technical specifications, OFET strongly believes that Sustainable Development and Circular Economy are the future. Respect and care for the environment and the ecosystem in general is a common denominator in all activities of the Group. As a consequence, the Group always functions as a responsible entity who has adopted the principles of sustainable development, namely the development that is achieved based on the environment, mutual respect, and responsibility towards future generations.

Environmental Policy of OFET Group

Through the Environmental Policy, the Management of OFET Group commits to the following:

- Full compliance with the national and European environmental legal requirements in force, as well as any other requirements of compliance demanded for the Group.
- Training and encouragement of all staff to become involved in environmental protection activities in their field of responsibility.
- Systematic identification, assessment and control of all environmental aspects and effects arising from the operation of the Group, in order to take the necessary measures for avoiding, controlling, and/or mitigating any negative impact on the environment.
- Pursuit of minimization and assurance of proper disposal and management of all waste produced from the areas of production facilities, applying the best available techniques for recovery, reuse, and recycling, whenever possible.
- Establishment, documentation, and review of Environmental Objectives and Targets through the use of measurable Environmental Indicators and notification of the relevant results to the Stakeholders.
- Protection of the environment, including prevention of environmental pollution and other special commitments related to the Group's operative framework, through the appropriate design of products, processes, and activities.

In whole, environmental protection and energy conservation constitute primary concerns for the Group. For this reason, the environmental protection activities implemented by the Group are not merely limited to the actions imposed by environmental laws.

Consequently, the Group studiously monitors the impact of its activities and carries out a series of volunteering actions and interventions aimed at mitigating its environmental impact, reducing its energy and environmental footprint, conserving natural resources, and raising the awareness of employees and the wider public on matters of environmental protection and adoption of a more responsible lifestyle.

Both Group companies demonstrate responsibility in the management of their environmental issues, by, among other things, identifying the environmental aspects of their activities, keeping track of environmental laws, and taking measures to reduce the consumption of natural resources and energy.



Commitment towards the environment

The Group presented its progress and commitments on ESG issues for the period from 2025 to 2030

The reduction in carbon footprint and waste, along with the development of an environmentally responsible supply chain are essential commitments of the Group in the framework of its long-term objectives regarding issues relevant to the Environment, Society, and Governance (ESG). In addition, the review of the Environmental Management Systems was initiated in 2019, with the aim of fulfilling the new certification requirements set by the ISO 14001:2015 standard. It is worth noting that throughout 2021 and 2022, there were no fines imposed and no cases of non-compliance with environmental laws that applied to Group Companies.

Environmental Actions



The actions are built upon two main pillars:



"Environmental Management", bringing together all corporate actions and activities for the continuous improvement of the ecological performance of industrial units.

"Environmental advocacy", or, in other words, the responsibility of the Group to go beyond the narrow limits set by guidelines with respect to the fields below:



- Management of effluents and waste
- Recycling of packaging materials and stationery
- Limitation of pollutant emissions from the vehicles and production infrastructures of the Group
- Rational use of energy
- Bioclimatic orientation of facilities
- Removal of all organic solvents from production processes

The Management of the Group emphasizes its environmentally responsible stance and its commitment to the principles of Circular Economy and Sustainable Development. Being respectful towards the environment, it systematically invests in green development initiatives and practices that reduce the Group's environmental footprint, ensure energy conservation, and contribute to its optimal environmental performance. The Group is committed to the continuous improvement of the Group's environmental performance, along with the practical application of the principles of Circular Economy, and this commitment is systematically put into effect with measurable goals. The Group invests in actions with long-term benefits, creating value for society and the domestic economy.

"SAVE THE SEA" Actions

The Green Team of Tsetis Group of Pharmaceutical Companies (including the UNI-PHARMA and InterMed pharmaceutical industries) is carrying out important actions in the Aegean islands for the protection of the environment and the marine ecosystem.

More especially, the team carries out an annual undersea and coastal cleanup and collection of plastic waste in the beach areas of Aegean seas, in collaboration with the Greek non-profit All for Blue and its team of specialized divers, in the framework of the "U & I Care — UNI-PHARMA & InterMed" and "U & I Green — UNI-PHARMA & InterMed — You and I Care for the Environment" initiatives.

These actions have the potential for more success than other measures for reducing marine plastic litter, because they can prevent up to 16,000 tons of marine litter on an annual basis until 2030, and also cut emissions equal to 620,000 tons of CO2 equivalent, thus contributing to containing the impact of climate change.

The Group strives for good management of water resources, use of sustainable raw materials, development of products with improved sustainable packaging, i.e. packaging that is recyclable, made with alternative materials, or with reduced volume or weight of packaging materials, and replacement of conventional lamps with LED lamps with the intention of saving energy.

The focus of the Group will be on the efficient management of resources, with particular emphasis on optimal use of water and energy. This includes rationalizing the use of water resources, protecting the water table, and optimizing energy consumption. As an initial stage, the Group has arranged the drafting of a plan for recording the consumption of energy by machinery and processes, which will be followed by a roadmap for optimizing consumption and obtaining the Group's certification according to ISO 50001 standards.

"SAVE THE SEA: The Green Team of UNI-PHARMA in Mykonos and Tinos. We care for clean seas and coasts!"

Under the "Save the Sea" slogan, OFET's industrious team visited the two islands to clean up their seas and coasts, using underwater and coastal means. The volunteer team once again acted under the expert guidance of the All for Blue volunteer organization.



Energy Consumption at UNI-PHARMA & InterMed

Electricity Conservation

Electricity is used for powering the production support equipment, the environmental protection equipment (freezers, central air conditioning units, dust collectors, humidifiers), the lighting of facilities, the instruments in the Quality Control Laboratory, as well as the computers and printers in the office areas. A few illustrative practices which the Group has adopted for controlling and reducing the consumption of electricity through the "**U & I Green**" initiative are:

- Careful use of lighting through technologies such as automated photoelectric sensor mechanisms instead of conventional switches, as well as through other practical methods.
- Replacement of conventional lamps with energysaving lamps in our total facilities.
- Use of 100% new technology screens in the total screens used by the Group.
- Reduction of lighting requirements in the areas of operation of automated machines, which amount to 80% of operations.
- Adjustment of shift schedules in order for the largest segment of operations to be carried out during the daytime in periods with a reduced workload.

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- Use of 100% new technology screens in the total screens used by the Group.
- Reduction of lighting requirements in the areas of operation of automated machines, which amount to 80% of operations.
- Adjustment of shift schedules in order for the largest segment of operations to be carried out during the daytime in periods with a reduced workload.

UNI-PHARMA energy consumption for 2021-2022

UNI-PHARMA

Consumption within UNI-PHARMA

Consumption within the Entity			
TYPE 2021 2022 Change in Consumption			
NATURAL GAS (Nm³)	3.480.764	2.502.838	-28,1%
ELECTRICITY (KWh)	174.480,00	114.915,00	-34%

Consumption outside UNI-PHARMA

Consumption outside the Entity				
ТҮРЕ	2021	2022	Change in Consumption	
PRIVATE VEHICLES (Lt of Fuel)	45.455	59.091	30%	
LEASED VEHICLES (Lt of Fuel)	104.356	102.193	-2,1%	
FLIGHTS (K _g CO ₂)	45.997	73.812	60,5%	

InterMed energy consumption for 2021-2022



Consumption within InterMed

Consumption within the Entity				
TYPE 2021 2022 Change in Consumption				
NATURAL GAS (Nm³)	68.784	62.812	-8,7%	
ELECTRICITY (KWh)	795.978	733.668	-7,8%	

Consumption outside InterMed

Consumption outside the Entity				
ТҮРЕ	2021	2022	Change in Consumption	
PRIVATE VEHICLES (Lt of Fuel)	23.760	28.513	20%	
LEASED VEHICLES (Lt of Fuel)	101.331	111.514	10%	
FLIGHTS (K _g CO ₂)	35.977	27.208	-24.4%	

Energy Intensity

The following table shows the specific consumption of electricity in kW per ton of products produced. The decline in consumption is illustrative of how the facilities of the Group achieve in saving energy.

UNI-PHARMA & InterMed

Energy Intensity				
UNI-PHARMA				
Measurement Unit 2021 2022 Change in Intensity				
KWh/ITEMS PRODUCED	0,301366655	0,197207909	-34,6%	
	InterMed			
Measurement Unit 2021 2022 Change in Intensity				
KWh/ITEMS PRODUCED	0,12205749	0,11358447	-6,9%	

Energy consumption is calculated within the entity through the ratio of KWh/items produced.



Reduction in Energy Consumption

Internal initiatives and planning with a focus on sustainability have played a decisive role in reducing the consumption of energy. Key actions included the installation of LED lighting in all UNI-PHARMA facilities and the continuous monitoring of the energy performance of industrial machinery. This monitoring allows for technical interventions that keep production stable while optimizing energy use, thus contributing to the longevity of the relevant machine equipment.







UNI-PHARMA

Reduction in Energy Consumption from 2021 to 2022 by 2.5%.

InterMed

Reduction in Energy Consumption from 2021 to 2022 by 7.8%.

Natural Gas Conservation

The efficient use and management of natural gas in the facilities of the Group constitutes an important Sustainable Development objective. The Group applies natural gas leak detection systems in its facilities for the purpose of monitoring and optimizing the use of natural gas and reporting the related information in a systematic manner. More specifically, natural gas is used to power the central heating and steam generation systems in the facilities.

The main measures jointly taken by the Company to save natural gas are:

- To avoid natural gas leaks, detectors have been installed in the boiler and steam generator rooms.
- In the context of the scheduled annual maintenance of central heating and steam generation systems, the natural gas network and the leak detectors are inspected for leaks by a certified external partner.
- Improvements have been made to the steam generator rooms in the facilities of the Group for the purpose of natural gas conservation.

Λ

Greenhouse Gas Emissions

The Group, in its commitment to compliance with Greek and European laws, keeps track of exhaust emissions produced by central heating systems (burner-boiler) and steam generators in the production facilities of both UNI-PHARMA and InterMed and records these emissions in a register validated by the Directorate for Control of Atmospheric Pollution and Noise (E.A.R.T. in Greek) at the Ministry of Environment and Energy (Y.P.E.K.A.) of Greece.

Each year, and according to the provisions of the relevant laws, the central heating (burner-boiler) and steam generation systems are maintained, inspected, and adjusted by a certified external partner. This ensures that exhaust emissions are within the limits set by the law to avoid polluting the atmosphere and causing damage to the environment due to the operation of the Group's facilities.

Lastly, the Group uses only natural gas as fuel for its central heating and steam generation systems, due to the fact that natural gas produces lower and less environmentally harmful exhaust emissions compared to heating oil.

In 2022, and for a second consecutive year, the Group calculated the environmental footprint of its total activities in order to find solutions for its reduction. The results of measurements are shown in the table below. Moreover, the Group intends to obtain a certification for Scope 1 and Scope 2 carbon footprint for the years 2023 and 2024.

Greenhouse Gas Emissions

ENVIRONMENT - «SUSTAINABLE DEVELOPMENT IS THE FUTURE»

UNI-PHARMA

	2021	2022
Scope 1	5.816.450,98 kg	4.927.008,02 kg
Scope 2	3.838.036,59 kg	3.270.714,41 kg
Scope 3	3.029.271,07 kg	2.473.376,10 kg
TOTAL	12.683.758,63 kg	10.671.098,54 kg

InterMed

	2021	2022
Scope 1	5.813.005,71 kg	4.179.557,02 kg
Scope 2	9.338.767,44 kg	7.908.261,78 kg
Scope 3	4.535.434,71 kg	3.875.301,76 kg
TOTAL	19.687.207,85 kg	15.963.120,55 kg

Transportations

The Group, acknowledging that corporate transportations with its corporate vehicles contribute to climate change through exhaust emissions and consumption of natural resources due to the use of fuels, is considering the electrification of its vehicle fleet until 2030. In addition, the Group is planning to electrify its vehicles solely through renewable energy sources, thus contributing to the mitigation of the environmental impact.

Management of water and effluents

Εξοικονόμηση νερού

The monitoring of water consumption is an important aspect of OFET's environmental policy. Acknowledging the significant volume of water that is consumed within the facilities because of the demands of the production process and the related mechanical equipment, along with the sanitary needs of visitors and employees, the Group makes efforts to reduce consumption by keeping track of the water consumed by each Company and taking measures whenever necessary.

The Group aims at the rational use of water and the reduction in its consumption in all activities, through the use of technological and the necessary interventions, whenever possible.

The main measures jointly taken by the Companies to conserve water are listed below:

- Optimization of equipment washing through better production planning.
- Systematic training of employees in the rational use of water for the avoidance of wastage.
- Use of new technologies and installation of automatic flow sensor systems in sanitary areas instead of conventional faucets in order to reduce water consumption.

The specific consumption of water, equal to m3 per ton of products produced, as well as its decline as indication of water conservation, are shown in the table below.

Consumption for 2021-2022

UNI-PHARMA

MEASUREMENT UNIT	2021	2022	Change in consumption
⊘ m³	81.531	75.607	-12%

InterMed

MEASUREMENT UNIT	2021	2022	Change in consumption
⊘ m³	21.611	17.444	-19,3%

Water consumption and effluents of UNI-PHARMA & InterMed

The management of water and waste is essential for the pharmaceutical industry, because it affects the quality, safety, and effectiveness of products, as well as the environmental and social impact of production. UNI-PHARMA has managed to diversify itself through green strategies and environmentally friendly solutions, focusing its operations on matters concerning the management of resources. Water is one of the main pillars of UNI-PHARMA's production and business model. In terms of production process, water management is crucial due to its presence in many forms of pharmaceutical products, including injectable products. These products are subject to strict controls because of their importance for human health. As a consequence, water management also becomes a top priority for ensuring the health and quality of products.

UNI-PHARMA is systematically implementing:

- Tests and inspections,
- Supplier tests.
- Regulatory compliance reviews,
- Real-time monitoring systems,
- Environmental Management software,
- Environmental Impact Assessments,
- Stakeholder Feedback,
- Continuous Improvements.

Water is the most fundamental of utilities used by the pharmaceutical industry, playing a pivotal role in all stages of production and production-related processes.

Water withdrawal: The plant facilities are supplied with water from the Athens Water and Sewerage Company (EYDAP in Greek), which is responsible for the steady supply of clean water.

Discharge: Water is discharged into the sewerage system of the Athens Water and Sewerage Company; the water discharge point is subject to regular sampling tests for pollutants.

Machine cleaning: Intended for ensuring the quality of products produced and the maintenance of industrial equipment.

- > Cleaning of areas and facilities
- > Interior water supply of buildings
- > Consumption as drinkable water by employees

Water consumption: In pharmaceutical industries, water is consumed in the context of the following processes:

- Heating and cooling at various stages of the production process through the generation of steam
- Use for creating pure water and water for injection (PW and FWI, respectively) after thorough filtration tests and purifications.

UNI-PHARMA remains committed to ensuring that its energy and water consumption is planned with a critical consideration of the future and a horizon that aligns with the Sustainable Development Goals of the European Union, and also with the exploitation of the most cutting-edge techniques and technologies available according to the principle of BAT (Best Available Techniques). Adhering to these principles, the policy goals set by UNI-PHARMA aim at reducing excessive water consumption, taking into account that the production of pharmaceutical products is an industry that requires water by its very nature, due to the great number of stages and procedures in which water is a crucial part.

Water discharge

Water is discharged into the sewerage system of the Athens Water and Sewerage Company; the water discharge point is subject to regular sampling tests for pollutants.

The effluents discharged by UNI-PHARMA are divided into two categories:

Effluents produced by laboratory processes and tests.

• Effluents produced by the sanitary needs of employees and visitors.

Regarding the effluents produced by pharmaceutical industries, the relevant management system and the minimum requirements for the quality and mode of management or disposal are set by the laws of Greece.

Water withdrawal

Water is supplied by the Athens Water and Sewerage Company, and the volume and quantity of water is tested before it reaches the industrial facilities. More specifically, the average annual value of total dissolved solids is approximately 160 ppm. In 2022, their minimum value was 150 ppm, and their maximum value was 270 ppm. It becomes clear that the value of TDS is not more than 600 ppm. The responsibility for the use of water for special industrial, technical, or other purposes is borne by the water supply receiver, and if such use is subject to special requirements, the water supply receiver is obliged to proceed to the desired improvements through the appropriate methods.

UNI-PHARMA			Pharmaceutical Laboratories S.A.
MEASUREMENT UNIT	2021	2022	Change in Consumption
MLt	81,53	71,77	-12.7%

InterMed			InterMed
MEASUREMENT UNIT	Change in Consumption		
MLt	110,26	91,88	16.7%



Water Discharge (UNI-PHARMA)

The discharge of water from the Group's industrial facilities is made to the authorized operator concerned according to the nature of liquid waste. Liquid waste is subject to chemical analysis at regular intervals to ensure that their physical and chemical characteristics comply with the limits set by the law.

UNI-PHARMA			UNI-PHARMA Pharmaceutical Laboratories S.A.
MEASUREMENT UNIT	2021	2022	Change in Consumption
MLt	80,51	70,89	11.9%

	InterMed		
MEASUREMENT UNIT	Change in Consumption		
MLt	109,72	91,38	17.6%

Water Consumption by the Group

The methodology used for determining the consumption of water is based on the calculation of the total consumption of water in the respective sectors of production, namely the industrial equipment, according to the given consumption of water per production stage. By measuring the total production for the years 2021 and 2022 and summing up their individual needs in terms of water consumption, we can extract the total annual consumption of water solely from the production process.

	UNI-PHARMA Pharmaceutical Laboratories S.A.		
MEASUREMENT UNIT	2021	2022	Change in Consumption
△ MLt	1,02	0,88	13.7%

	InterMed				
MEASUREMENT UNIT	MEASUREMENT UNIT 2021 2022				
MLt	0,54	0,50	7.4%		

Materials

In acknowledgment of the fact that the management of materials is of great importance for preserving natural resources and ensuring their existence for the coming generations, as well as for improving the efficiency of the Company, OFET is devoted to the responsible use of the consumables it uses, while simultaneously aims at raising the awareness of employees on these matters in and out of the workplace.

Waste management, along with the total reduction in and best possible management of waste produced are a priority for the Group. For this reason, the Group:

- Keeps track of waste produced,
- Focuses on the benefits of recycling and invests in improving infrastructures and informing employees and clients
- Monitors the process of recycling of materials and receives the respective certificates of recycling and/or disposal of waste by the management companies.

The details about recycling are collected and recorded by the Directorate for Environment, Health and Safety. Details are monitored on the basis of weight, or articles of materials. ENVIRONMENT - «SUSTAINABLE DEVELOPMENT IS THE FUTURE» CORPORATE SOCIAL RESPONSABILITY REPORT 2021-2022

Waste Management

The appropriate waste management procedures are vital for minimizing environmental impact and potential health risks. UNI-PHARMA systematically applies waste management systems that comply with the regulations in force. This includes the proper separation, containment, labelling, storage, transportation, and disposal of various types of waste, including hazardous and non-hazardous waste.

The Group Companies implement recycling programs in their facilities, with the use of special recycling bins installed in the premises, which include the engagement of their employees. More specifically, a new environmental management program put into effect in July 2019 provided for yellow bins used solely for recycling paper, and a press for reducing the volume of paper and its recycling. In whole, the aim of the Group is to achieve 100% recycling of all solid non-hazardous waste.

More specifically, the Group recycles the following:

- Paper in yellow bins,
- Plastic and nylon in green bins,
- Aluminum in blue bins,
- · Glass in red bins,
- Wood in brown bins,
- Batteries

OFET Group is highly environmentally conscious and emphasizes recycling both in and out of the Group. The materials listed below are discarded in the proper recycling bins, proving our active commitment to the environment. This is also apparent from the table below, which records our current recycling actions.

Recycling of materials per category (in tons)	2020	2021	2022
Paper	35.166	375,28	412,89
Plastic	4.808	88,83	85,03
Aluminum	2.582	14,81	16,31
Glass	0	67,30	91,56
Batteries	0.027	0	0
Waste from Electrical & Electronic Equipment	0.16	0	0

Management of hazardous materials and chemical waste

recyclable materials, which are stored in the appropriate bins and tested at regular intervals. Hazardous waste, which includes toxic substances, undergo specialized treatment by certified partners, thus ensuring their safe processing and disposal.

In addition, chemical materials are stored in areas that meet special specifications, accessed solely by authorized employees. This approach guarantees safety and quality during the production of pharmaceutical products.



Focus on circular economy – limited use of primary plastic in packaging

The most recent accomplishment of the Group in relation to packaging materials and encouraging Circular Economy is the inclusion of the objectives of 50% reduction in the use of primary plastic in packaging and the future use of recyclable or reusable packaging, in line with the principles of Sustainable Development.

In this framework, the Group has entered into the process of certification in support of its effort to make plastic packaging a part of Circular Economy through the capacity of tracking materials all along the production and consumption chains. A few other aspects of the Group's commitment are its engagement in the pioneering Environmental Programme titled "Recycling with selection at the source" which aims at achieving 100% recycling of solid non-hazardous waste per type, the reduction in the use of primary plastic, the increased use of recyclable materials, and the development of alternative product refill packs on a large scale. The new environmental objectives for the 2021-2025 period also include the development of products with improved sustainable packaging. The Group aspires to become a "green" example through its commitment to reducing absolute CO2 emissions. It is the Group's belief that 2025 is the beginning of a new "green" and sustainable era in full alignment with the national goals and the European Green Deal.

More specifically, the Group aims at developing products with improved sustainable packaging, with at least 80% recyclability, a recyclable material content of at least 30%, and use of alternative materials and reduced packaging volume or weight by at least 10%.



Market & Innovation

Quality Assurance – Certifications

Compliance with regulatory requirements and internationally acclaimed good practices, without failing to meet the high expectations of stakeholders in terms of quality, safety, and effectiveness of products constitute a firm commitment of the Group.

For this reason, all stages of the production process are implemented with application of an Integrated Quality and Environmental Management System certified according to the ISO 9001:2015, ISO 14001:2015 and ISO 13485:2016 standards for development, production, and distribution of medical devices and EU-GMP, which, among other things, provides for:

- Standardized and validated production processes,
- Intensive quality controls in all stages of the production process,
- Registration, analysis, and management of any complaints and deviations from the established quality specifications.



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Quality Policy

OFET defines quality as the identification and coverage of the demands and requirements of the customer and the law, with continuous improvement in terms of customer satisfaction and product quality. To achieve this purpose, the Management provides the resources which are necessary for the application and continuous improvement of the Integrated Quality and Environmental Management System and sets measurable goals which are subject to regular reviews, as well as improvements or adjustments, when necessary. The Quality Policy is communicated to all employees and partners of the Group, and the Management guarantees to take all necessary actions.

To that end, the Group makes strong investments in state-of-the-art production units, advanced technologies, energetic and highly qualified employees, organization systems that ensure responsibility and engagement, high-level partnerships, and synergies with academic institutions that share the same values as OFET. All individual actions of all employees share a common ground, namely the preservation of environmental wealth and the rational management of natural resources.

Supply Chain

The management of the value chain in tandem with the protection of the environment requires the adoption of a strategic plan for Sustainable Development. The effort to link value chain analysis with the lifecycle of products results in information that is useful for designing the supply chain, thus creating additional value in the eyes of the consumers.

The application of a circular economy model on the different stages of the lifecycle of products is one of the Group's basic objectives. It is obvious that the typical production model of "supply-preparation-withdrawal" that all products followed until they reached the end of their useful lives is no longer sustainable.

At the same time, the worldwide social and economic developments, combined with international trends and Directive guidelines are consistent with the search for modern methods in the selection of packaging materials, the management of such materials throughout the production process, and the monitoring of their lifecycle in the context of the Group's environmental objectives. Regarding packaging materials, the Group intends to apply the concept of "reuse-recycle-recovery".



Activities, value chain and other business relations

The achievement of the Group's objectives regarding sustainable management of its supply chain is linked with the selection of and partnership with suppliers and resellers who share the same values.

The total suppliers (raw materials, equipment, logistics) and resellers (pharmaceutical wholesalers and foreign distributors) have been fully mapped. The assessment of suppliers through information extracted from an extensive questionnaire, as well as through inspections, establishes the cohesive procedure we have instituted in order to ensure responsible supplies in terms of policies and practices adopted in the field, because it is our belief that they are more important with regard to our resellers.

The assessment of suppliers includes issues in Environment, Human Resource Management, respect of Human Rights, Health, Safety, and Sustainability.

In this way, OFET Group brings together a complete picture by gathering information from all their activities, thus possessing a powerful tool for entering into strategic partnerships and cementing partnerships with companies that share the values and vision of the Group. The aim is to collaborate with suppliers who are willing and able to align themselves with sustainable development practices and support the management of a sustainable supply chain at all levels (selection of raw materials, packaging, transportation etc.).

Furthermore, it is the Group's desire that its suppliers adopt financially, socially, and environmentally responsible practices and methods, invest in sustainable development, and support transparent practices and collaborations.

The Group thus chooses to collaborate with suppliers who adopt a long-term development model that focuses on promoting systemic change and ensuring "green" transformation through the circular economy, including the recycling and reuse of materials.

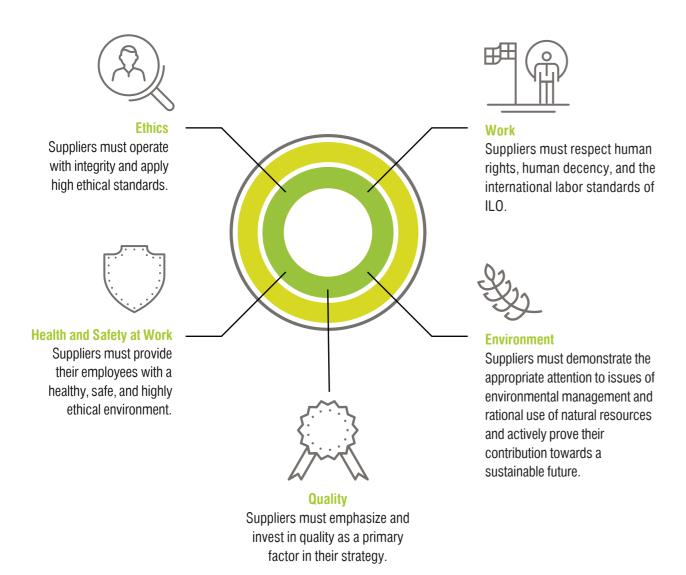
This is how sustainable and responsible production is promoted, contributing to reducing the environmental impact and creating a more sustainable future.

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Code of Conduct of Suppliers

The existence of policies and operating procedures for the selection and assessment of suppliers on the basis of environmental and social criteria ensures the alignment of the supply chain with the Group's Strategy for Sustainable Development. The supplier questionnaire is updated annually to include any changes in their practices, as well as any new suppliers added to the supply chain.

If any irregularities are detected, suppliers are given instructions and undergo reassessment. If they fail to sufficiently meet the specifications arising from the Group's social and environmental consciousness, we proceed to alternative suppliers. The commitment of suppliers through their annual assessment is a powerful measure taken for the effective termination of any incidents of violations of human rights in the supply chain.



Customer Health and Safety

OFET Group manages health and safety issues through various measures and practices in order to ensure the well-being of customers.

Regulatory compliance:

OFET Group is obliged to follow strict rules by pharmaceutical authorities such as the Greek National Organization for Medicines and the European Medicine Agency (EMA). These rules concern the safety, production, labelling, packaging, and distribution of products, ensuring the protection of customer health in the pharmaceutical industry.

Good Manufacturing Practices (GMP):

GMP rules define the standards of quality control for the production and testing of pharmaceutical products, ensuring their consistency and safety. These rules include facility design, equipment maintenance, employee training, and product documentation.

Pharmacovigilance:

The term pharmacovigilance signifies the monitoring and management of safety of pharmaceutical products. The Group collects and analyzes information about adverse drug reactions and takes measures for the management of risks.

Assessment and management of risks:

OFET assesses and manages risks related to the health and safety of its products, taking into account their composition and production process.

Quality control and assurance:

OFET applies strong quality control systems that ensure the safety and effectiveness of its pharmaceuticals. These also include testing performed at various stages of the production process, such as tests of materials, procedures, and end products, to ensure compliance with the quality standards and specifications.

Continuous monitoring and improvement:

OFET has established mechanisms for continuous monitoring and assessment of the health and safety of products. These include post-distribution monitoring, feedback from health professionals and patients, and continuous assessment of safety data. All confirmed issues are treated with corrective actions and improvement of procedures.

Education and training:

The Group is investing in training programs to make sure that employees are informed about health and safety requirements and best practices. Training is provided to employees who participate in the sectors of production, quality control, product development, and regulatory compliance, to ensure that they understand and efficiently manage health and safety issues.

It is important to note that the approaches for the management of health and safety may differ among pharmaceutical companies. Nevertheless, the overall aim is to ensure that OFET Group customers receive safe, effective, and high-quality pharmaceutical products that meet the necessary regulatory standards and promote positive health results.

MARKET & INNOVATION CORPO RATE SOCIAL RESPONSABILITY REPORT 2021-2022



Product and service-related health impact

The assessment of health impact is a systematic approach that is employed for the assessment of potential impact on individual and communal health due to policies, projects, or programs.

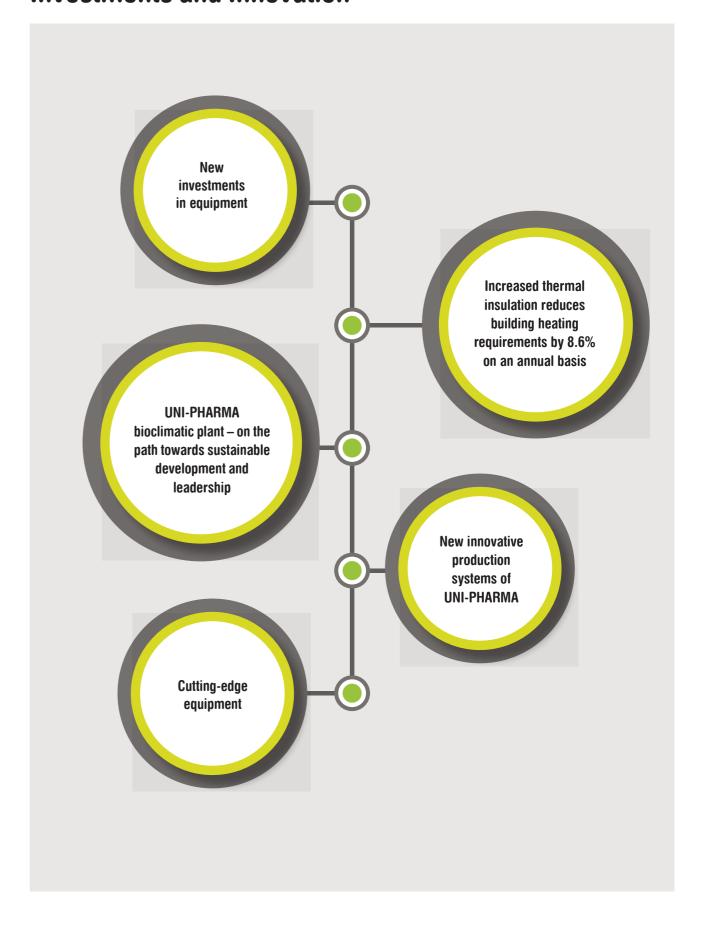
The conduct of Health Impact Assessment (HIA) for Group products involves the assessment of their total positive and negative impact on health. Although there are no global guiding principles which are especially adapted to pharmaceutical companies, UNI-PHARMA and InterMed have adopted an Integrated Quality and Environmental Management System (IQMS) according to the ISO 9001:2015, ISO 14001:2015 and ISO 13485:2016 standards on the management of medical devices, and this system ensures the quality of products produced and the environmentally friendly operation of production units of OFET Group companies.

Personal Data of Customers

The management of personal data of customers constitutes a crucial responsibility for UNI-PHARMA, especially in the framework of rules for data protection such as the General Data Protection Regulation (GDPR) of the European Union. The appropriate management of the personal data of customers is necessary not just for compliance with the law, but also for maintaining the trust and protection of the private life of customers.

The Group always stays up to date with the latest developments in regulations regarding data confidentiality, for the purpose of ensuring continuous compliance. It is worth noting that no complaints and no incidents of violation, fraud, or loss of personal data have been recoded.

Investments and Innovation





Corporate Social Responsibility & Sustainable Development Goals

The Group, in the framework of Sustainable Development, is committed to the following goals and works for their achievement with respect to the issues about its employees, the wider society, the environment, and the market.

	Goals for 2021-2022	Progress	Goals for 2023-2024
Employees	Zero accidents in all facilities of the Group	Maintain a record of zero accidents	Maintain a record of zero accidents
	Webinar on corporate social responsibility and sustainable development for all employees	Continuation of respective training programs	Annual webinar and comprehension quiz at the "SkillUp@ofet" learning platform
Society	Continuation of provision of assistance to vulnerable social groups and support of needs of societies and organization	Continue the provision of assistance	Allocation of 5% of net earnings for the achievement of improvements in the quality of life of vulnerable social groups
	Response to emergencies	Improved times in evacuation / fire safety drills	
	Water consumption ml/bt Water consumption/item produced: 2000	Reduce water consumption by at least 7%	
Environment	Consumption of natural gas / item produced (Nm3/bt): 0.005 Long-term (10 years): 15% reduction	Total reduction in natural gas consumption at Group level: Long-term (10 years): 30% reduction	
	Consumption of electricity / item produced (kWh/bt): 0.0150 Long-term (10 years): 15% reduction	Total reduction in electricity consumption at Group level: Long-term (10 years): approximately 8% reduction	Maintain the reduced levels

	Goals for 2021-2022	Progress	Goals for 2023-2024
	Employee satisfaction Employee satisfaction for the environmental management of the Company (%): 90%	Maintain employee satisfaction	
	Zero complaints of nuisance through noise	The Group continues to vigorously pursue the achievement of	
	100% recyclable and reusable packaging by 2030	each separate goal	
	Reduction in waste produced		
	Reduction in water wastage		
Environment	Reduction in emissions by electrification		
	Development of products with recyclable packaging		
	New goals will be implemented for monitoring greenhouse gas emissions in order to identity the carbon footprint of the Company		
	New EnKIPIs will be implemented through the new Power Management System		
	Goals for 2030		
	Neutral carbon footprint	Continuous footprint reduction	
Market	100% of suppliers to be assessed on the basis of their environmental and social criteria	Continuous monitoring of goal	Maintain the goal



GRITable

The detailed GRI table is shown below. The Center for Sustainability and Excellence (CSE) confirms that the table is compliant as "In Accordance".

Statement of use	OFET Group has reported in accordance with the GRI Standards for the period from January 1, 2021 to December 31, 2022, with biennial frequency.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard	There is currently no applicable sector standard.

		Disclosure	Commention		Omission			
Subject	GRI Indicators		Connection with SDGs	Requirements omitted	Reason for omission	Explanation		
GRI 2: General	2-1 Organizational details	P. 9-11						
disclosures 2021	2-2 Entities included in the organization's ESG reporting	P. 9						
	2-3 Reporting period, frequency and contact point	P. 9		Gray cells indicate the absence of omissions according to GRI standards.				
	2-4 Restatements of information	No restatements of information						
	2-5 External assurance	This Report has not been externally assured						
	2-6 Activities, value chain and other business relationships	P. 12-13, 18-19, 90-91						
	2-7 Employees	P. 53-57	8 DECENT WORK AND ECONOMIC GROWTH					
_			10 REDUCED INEQUALITIES					
	-8 Workers who are not employees	The Group employes no workers who are not employees	8 DECENT WORK AND ECONOMIC GROWTH					

			Connection		Omission	
Subject	GRI Indicators	Disclosure	with SDGs	Requirements omitted	Reason for omission	Explanation
GRI 2: General disclosures 2021	2-9 Governance structure and composition	P. 23-25	5 ENDER EQUALITY 16 PEACE, JUSTICE AND STRONG INSTITUTIONS *** *** *** *** *** *** ***			
	2-10 Nomination and selection of the highest governance body	P. 23	5 ERNOR EQUALITY 16 PRACE JUSTICE AND STRONG INSTITUTIONS STRONG INSTITUTIONS			
	2-11 Chair of the highest governance body	P. 23	16 PEACE JUSTICE AND STRONG INSTITUTIONS			
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 26	16 PEAGE JUSTICE AND STRONG INSTITUTIONS			
	2-13 Delegation of responsibility for managing impacts	P. 26				
	2-14 Role of the highest governance body in ESG reporting	P. 26				
	2-15 Conflicts of interest	P. 27	16 PEACE JUSTICE AND STRONG INSTITUTIONS			
	2-16 Communication of critical concerns	P. 28				
	2-17 Collective knowledge of the highest governance body	P. 26				

		Disclosure	Connection	Omission		
Subject	GRI Indicators		with SDGs	Requirements omitted	Reason for omission	Explanation
GRI 2: General disclosures 2021	2-18 Evaluation of the performance of the highest governance body			a.Description of procedures for the assessment of performance of the Highest Governance Body in the supervision of monitoring of the organization's impact on the economy, the environment, and the society. b.Reporting of whether the assessments are independent or not, and the frequency of assessments. c. Explanation of measures taken as response to the assessments, including any changes in the composition of the Highest Governance Body and organizational practices.	Not applicable	The Group performs no assessment of the performance of the Highest Governance Body.
	2-19 Remuneration policies	P. 58				
	2-20 Process to determine remuneration	P. 58				
	2-21 Annual total compensation ratio	P. 55				
	2-22 Statement on sustainable development strategy	P. 7				
	2-23 Policy commitments	P. 20,27, 32-36, 58-63, 65, 72-73, 90-93	16 PEACE JUSTICE AND STRONG INSTITUTIONS			
	2-24 Embedding policy commitments	P. 20,27, 32-36, 58-63, 65, 72-73, 90-93				
	2-25 Processes to remediate negative impact	P. 36-37				

			Commention		Omission		
Subject	GRI Indicators	Disclosure	Connection with SDGs	Requirements omitted	Reason for omission	Explanation	
GRI 2: General disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	P. 28	16 PEACE, JUSTICE AND STRONG INSTITUTIONS				
	2-27 Compliance with laws and regulations	P. 35	16 PEACE, JUSTICE AND STRONG INSTITUTIONS				
	2-28 Membership associations	P. 20					
	2-29 Approach to stakeholder engagement	P. 41-43					
	2-30 Collective bargaining agreements	P. 57	8 DECENT WORK AND ECONOMIC GROWTH				
	Material Topics						
GRI 3: Material Topics	3-1 Process to determine material topics	P. 45-46		Gray cells indicate the absence of omissions according to GRI standards.			
2021	3-2 List of material topics	P. 46-47					
		Stake	holder Engage	ement			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 42-43			s indicate the abser according to GRI sta		
		M	larket Presend	e			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 53, 55-56					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	P. 55	1 POVERTY				
	202-2 Proportion of senior management hired from the local community	P. 53	5 ERNOER POLICIFY 8 DECENT WOOK AND ECONOMIC GROWTH				

		Connection	Omission			
Subject	GRI Indicators	Disclosure	with SDGs	Requirements omitted	Reason for omission	Explanation
		Indired	ct Economic In	npacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 28				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	P. 28	1 NO POVERTY			
	203-2 Significant indirect economic impacts	P. 29, 36	3 GOOD HEALTH AND WILL-BEING 5 GENDER 5 GENDER 8 ECENT WORK AND RASSTRUCTURE 11 SUSTAINABLE CITIES 11 AND COMMUNITES			
		ı P	Anti-Corruption	1		
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 35				
Anti-corruption 2016	205-1 Operations assessed for risks related to construction	P. 35	16 PEACE JUSTICE AND STRONG INSTITUTIONS			
	205-2 Communication and training about anti- corruption policies and procedures	P. 35				
	205-3 Confirmed incidents of corruption and actions taken	P. 35				

Subject	GRI Indicators	Disclosure	Connection with SDGs	Omission			
				Requirements omitted	Reason for omission	Explanation	
			Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 75					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P. 76-77	7 AFFORDABLE AND CLEAN ENERGY				
	302-2 Energy consumption outside the organization	P. 76-77	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION				
	302-3 Energy intensity	P. 78					
	302-4 Reduction of energy consumption	P. 79					
	302-5 Reductions in energy requirements of products and services	P. 78					
		W	ater and efflu	ents			
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 81					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	P. 82	6 CLEAN WAITER AND SANITATION				
	303-2 Management of water discharge- related impacts	P. 83	12 RESPONSIBLE CONSUMPTION AND PRODUCTION				
	303-3 Water withdrawal	P. 83					
	303-4 Water discharge	P. 84					
	303-5 Water consumption	P. 85					

Subject	GRI Indicators	Disclosure	Connection with SDGs	Omission			
				Requirements omitted	Reason for omission	Explanation	
			Occupation				
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 53					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	P. 54-57	3 GOOD HEALTH AND WELL-BEING				
	401-2 Benefits provided to full-time employment that are not provided to temporary or part-time employees	P. 58	5 GENDER EQUALITY				
	401-3 Parental leave		8 DECENT WORK AND 16 PEACE, JUSTICE NOTIFICIAL STORY AND STRONG INSTITUTIONS *** *** *** *** *** *** ***	a. Total number of employees eligible for parental leave per sex. b. Total number of employees who received parental leave, per sex. c. Total number of employees who returned to work after parental leave during the reporting period, per sex. d. Total number of employees who returned to work after parental leave, and who remained employed 12 months after their return to work, per sex. e. Rates of return to work and retention of employees who received parental leave, per sex.	Information not available	The Group currently maintains no detailed record of this information	

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GRI 3:

2021

Material Topics

Explanation

The Group

maintains no

detailed record of

this information

currently

Omission

Training and Education

P. 64

3-3 Management of

material topics

			Connection		Omnooion
Subject	GRI Indicators	Disclosure	Connection with SDGs	Requirements omitted	Reason for omission
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		4 EDUCATION 5 GENDER 5 EQUALITY 8 ECENT WORK AND EDNOME GROWTH	a. Average number of training hours realized by the employees of the organization during the reporting period, per 1. Sex 2. Employee category	Information not available
	404-2 Programs for upgrading employee skills and transition assistance programs	P. 61	10 REDUCED INEQUALITIES		
	404-3 Percentage of employees receiving regular performance and career development reviews	P. 61			
		Di	versity and E	qual Opportunity	
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 65			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	P. 66-69	5 GENDER EQUALITY		
	405-2 Ratio of basic salary and remuneration of women to men	P. 55	8 BEENT WORK AND EDWONTH EDWONTH TO REDUCED TO REQUALITES		
		Loc	al Communiti	es	
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 50			
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	P. 50-51,74	1 NO POVERTY THE		
	413-2 Operations with significant actual and potential negative impacts on local communities	P. 36, 72, 94	- Condex		

110 GRI TABLE

Subject	GRI Indicators	Disclosure	Connection with SDGs	Omission					
				Requirements omitted	Reason for omission	Explanation			
	Customer Health and Safety								
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 93							
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	P. 94	16 PEACE JUSTICE AND STRONG INSTITUTIONS						
	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services	P. 35							
	Customer Privacy								
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 94							
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 94	16 PEACE JUSTICE AND STRONG INSTITUTIONS						
Human Rights									
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 65	16 PEACE JUSTIGE AND STRONG INSTITUTIONS						

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