

Sustainable Development Report 2022



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Environment

Society

Governance

1. Message from the CEO

IDEAL Holdings S.A. has evolved into a dynamic investment company, both domestically and abroad, with a majority stake in its portfolio subsidiaries. 2022 was a significant year of progress for us, as we managed to increase our turnover by 40% compared to 2021, while strengthening the relationship of trust with the company's employees, partners and shareholders, responding directly to their needs and looking after their interests at the same time.

Building on our commitment to green growth, we are pleased to publish IDEAL Holdings' first Sustainability Report. The Report is intended to serve as a benchmark for strengthening, over the coming years, our ESG actions and our contribution to reducing climate change and achieving the 17 UN Global Sustainable Development Goals (SDGs).

In this context, IDEAL Holdings stands by all its social partners. In 2022, we supported the work of charitable organizations after the difficult pandemic period. We provided modern electronic equipment and sponsored charity events, demonstrating our Corporate Responsibility and sensitivity.

This year we also gave priority to the safety of our employees, implementing an organized system of measures to ensure their health and applying, where feasible, telecommuting/hybrid work to the Company's personnel.

As the effects of climate change and environmental disasters have become more apparent, IDEAL Holdings is committed to minimizing its footprint and setting targets for rapid CO2 emission reductions.

Our corporate governance model is fully aligned with the Greek Corporate Governance Code. To achieve this, we are now implementing relevant actions in all our companies.

IDEAL Holdings pays particular attention to the management of issues related to the Environment, Society and Corporate Governance and this is demonstrated through its first Sustainability Report, which aims to inform stakeholders and the public about the quantitative and qualitative ESG indicators that concern all of its portfolio companies.



More importantly, however, we are developing our ESG Strategy, which will be a guiding policy for our subsidiaries in the future, so that we too can contribute to a better future for businesses and people.

Panayiotis Vassiliadis
CEO of IDEAL Holdings Group

2. About this Report

This Sustainability Report of IDEAL Holdings S.A, with reference year of 2022, presents how IDEAL Holdings and its Subsidiaries are responding to issues related to the 3 pillars of ESGs: Environmental, Social, Corporate Governance. This is the first Sustainability Report of IDEAL Holdings, which aims to be the starting point for the recording and measurement of data related to ESGs. Given that IDEAL Holdings is listed on the Athens Stock Exchange, this report aims to capture the key and some of the advanced or specific indicators (for industry and IT sectors) defined by the ATHEX ESG Guide 2022.

The Report aims to shape the necessary culture and infrastructure regarding Sustainability and ESG issues, but also to provide a baseline for the coming years. In parallel with the Report, the work of formulating IDEAL Holdings' ESG Strategy (evolving and to be formulated in 2023) for the coming years is progressing, with the aim of both complying with the relevant obligations and incorporating best practices for ESGs. The ESG Strategy under development will in the future be a guiding policy for the subsidiaries as well. Based on the IDEAL Holdings Strategy, a policy with respect to the suppliers and supply chain, customers and partners of its portfolio companies will also be formulated.



In 2022, IDEAL Holdings' Code of Conduct was also drafted, including the core principles and values for Human Resources and Corporate Governance.

This Report has been prepared by the Sustainable Development Consultant **GLOBAL SUSTAIN S.A.**, with data collected for the entire Group by the **Investor Relations Officer and with the involvement of executives of the subsidiaries.**

Athens, 30 October 2023

3. Presentation of IDEAL Holdings

3.1 About IDEAL Holdings

A strong Greek holding company

IDEAL Holdings S.A. took its current form in 2021 and is the only company listed on the Athens Stock Exchange that invests with the philosophy of private equity. It is the only option for investments of a similar nature, without the constraints of participating in alternative investments.

We do not specialize in specific sectors, but seek to invest in healthy companies with strong financials, management teams with a strong track record and a visible exit path.

We invest through majority positions and majority equity stakes in companies.



The investment team of IDEAL Holdings:

- Creates a diversified portfolio in order to balance risk
- It follows a disciplined approach to financial leverage
- Seeks to maximise investment returns, always taking into account the risk involved
- Aligns the interests of shareholders and the management team
- Applies corporate governance rules

Investment Options and Sustainable Investment under ESG criteria

As part of our investment philosophy and strategy, we choose to invest in companies with:

- Strong financials and potential for generating capital gains
- Growth prospects, either through organic growth or through mergers and acquisitions
- A business plan that adds value
- Experienced, competent and effective Management Team
- Investing in sustainable businesses

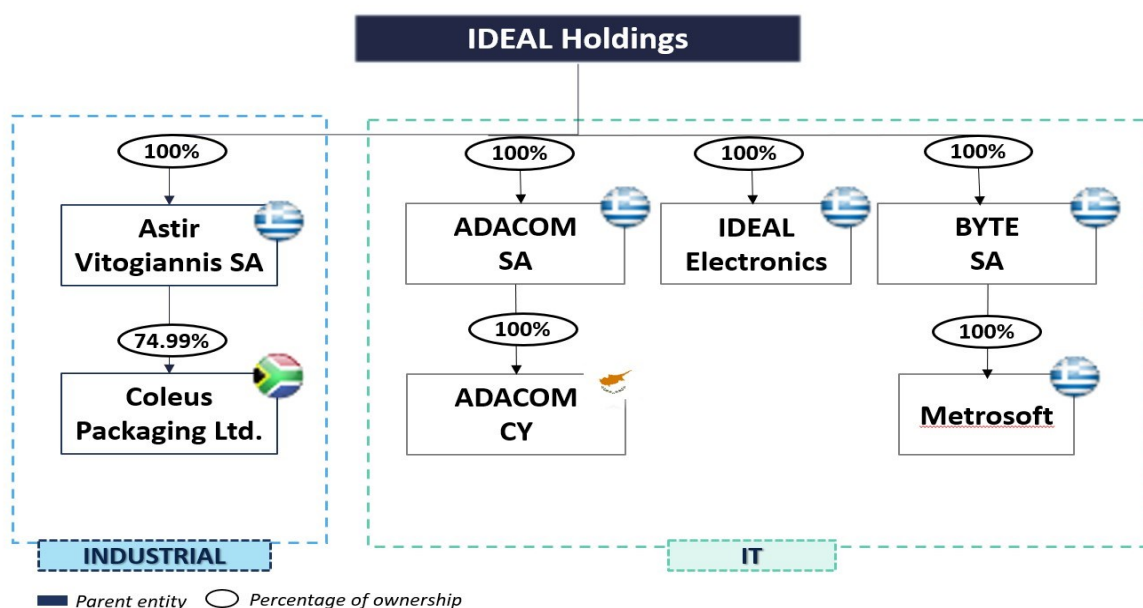
With sustainable investments, we aim to create long-term economic returns while making a positive contribution to the environment and society.

Such investments are in viable businesses. ESG Indicators refer to those Environmental, Social and Governance criteria, against which the sustainability of a business is assessed. The analysis of an investment with ESG criteria is becoming an increasingly important factor for us in the investment process.

We take ESG criteria into account to get a fuller picture of the companies we want to invest in and:

- Identify significant risks and mitigate them.
- Achieve long-term capital growth and
- To discover opportunities for growth.

Socially responsible investment and sustainable investment are at the core of our investment philosophy. We aim to create long-term financial returns by making a positive contribution to our employees, our communities, and the environment.



Chronology of important years - milestones of the company

2022

Acquisition of Netbull, Coleus and BYTE - Sale of Three Cents

2021

A milestone year for IDEAL as on 17 June 2021 the General Meeting of IDEAL will take place. The Annual General Meeting of Shareholders approves the increase of the share capital by € 56.5 million, thus activating the implementation of the Company's transformation. IDEAL integrates ASTIR VITOGIANNIS and THREE CENTS into its portfolio, broadening its business footprint and expanding its

activities, in addition to IT, in the dynamic sectors of consumer goods packaging and the production of premium mixers and tonics.

2020

Since the beginning of the year IDEAL decided to focus on the Greek and Cypriot market and on profitable activities, while implementing a plan to divest from lossmaking activities abroad. The strengthening of its activities in areas related to digital business transformation and cybersecurity, combined with a focus on digital marketing in the distribution area, contributed significantly to the return to profitability at the end of 2020, despite the negative impact of the Coronavirus pandemic on the economy. Having managed to maintain its excellent long-term partnership with Toshiba, IDEAL has secured the continuation of the distribution of TOSHIBA/DYNABOOK IT products which is expected to start dynamically in 2021.

2010-2019

In the period of economic crisis and great recession, the IDEAL Group continues its activity in the distribution of technology products, software development, and trust and cybersecurity services, while at the same time it enters the distribution of white goods, entering into significant strategic agreements with major foreign companies.

At the same time and having now established itself in the Greek market in the field of Cyber Security with the successful undertaking of major digital security projects and software solutions, it starts to develop its activity abroad with investments mainly in Israel, Germany and the United Kingdom, while through its cooperation with Symantec it starts the implementation of major security projects, initially in the Middle East and North Africa and then in Europe. During this period, a return of €8 million to shareholders is being made.

While macroeconomic conditions remain unfavourable in 2017, IDEAL's core business until then, the distribution of Toshiba PC - laptops, shrinks by 95%, as a result of the manufacturer's financial problems which affected the production of computers. At the beginning of 2019 and after several years of successful activity in Cyprus, IDEAL proceeds with the establishment of a subsidiary in the island.

2001 - 2009

Gradual withdrawal from certain activities including the telecommunications sector. After a period of complete organizational restructuring (2003 - 2005), an increase in revenues from € 34 million to € 70 million was achieved with Toshiba PC distribution as the core activity (85% of sales), achieving high market shares in the Greek market which exceeded 15% (compared to a much smaller % of Toshiba worldwide). In parallel, IDEAL Group is investing in the development of new activities in the field of Customer Communications Management (i-DOCS) and the distribution of software products, mainly in the field of digital security, while developing trust services and cybersecurity solutions. In 2008, a capital increase of € 8 million is carried out.

1972 - 2000

Foundation of the IDEAL Group in 1972 as IDEAL STANDARD PYRIMACHA S.A. with the production and marketing of industrial refractory materials. Start of

strategic cooperation with TOSHIBA in 1987 for the representation of its products in the Greek market (photocopiers). Further expansion of the Group's activities in the IT sector, in particular System Integration (acquisition of GE, development of Ideal Systems AE, etc.), as well as in the telecommunications sector with a 50% participation in the establishment of SPACEPHONE TELEPIKOINONIES S.A. and the establishment of IDEAL TELECOM S.A. Establishment of the first VeriSign digital signature certification centre in the Balkans through ADACOM S.A. Listing on the Athens Stock Exchange in 1990.

The profiles of our subsidiaries

In 2022, IDEAL HOLDINGS' investments will be in the IT and Industrial sectors. Accordingly, the companies included in each of these sectors are described below.

Informatics Sector

- Trust and Cyber Security Services (ADACOM)
- Integrated IT solutions (Byte)
- Development of Customer Communication Management software (i-DOCS through IDEAL Electronics)
- Distribution of technology products, white goods, IT and cybersecurity software (IDEAL Electronics)

ADACOM

ADACOM ADACOM is a leading Specialized Trust Service Provider, Integrated Cybersecurity Solutions and Services Provider and Managed Services Provider, based in Athens and with subsidiaries in Cyprus and the UK. ADACOM has a strong

SECURITY BUILT ON TRUST

customer presence in more than 30 countries in Europe, Africa and the Middle East. For over 20 years, it has been enabling its customers to operate in a modern and secure way, helping them to digitize business processes and provide reliable authentication. Leveraging international expertise with global partnerships and local know-how, ADACOM delivers tangible results for internal or external threats and virtually any cybersecurity challenge. Following the merger by absorption of Netbull by ADACOM in December 2022, the company leveraged its knowledge and experience and invested heavily in building an advanced Cybersecurity Operations Center (SOC), currently providing a holistic portfolio of Managed Security Services, using multiple types of artificial intelligence across various solutions and services for faster and stronger defense. Integrated security controls deployed across an organization and centrally advanced AI-based threat detection and response in the SOC combine to provide comprehensive protection against even the most recently emerging threats.

IDEAL Electronics



in the market.

IDEAL Electronics, through its business area of technology product distribution, has been one of the largest and most experienced distribution companies for 3 decades. Its partnership with leading names such as Fortinet, Alcatel-Lucent Enterprise, Forcepoint, Dynabook, Toshiba, etc., makes it the most trusted distributor of innovative solutions and equipment

IDEAL Electronics also through its i-DOCS software development business area, which was launched in 2003 and has offices in Greece and the UK, designs and develops specialized products and offers services designed for Financial Institutions, Governmental Organizations providing services to citizens, Telecom Operators, Insurance and other companies handling communications with large volumes of sensitive data. It provides innovative solutions such as handling customer interactions, delivering electronic documents securely, sending notifications and stabilizing cash flows facilitating the payment process. Its customers operate in more than 8 countries in Western and South East Europe and the UK. i-DOCS helps businesses in their digital transformation and makes a significant contribution to reducing paper usage and protecting the environment.

Byte



Byte was founded in 1983 and has since been active in systems integration, software application development, heterogeneous technology integration and networking. Recently, it has also started to offer Security services through the creation of a Trusted Third-Party Entity to issue Digital Certificates for Qualified Digital Signatures. It has a continuous presence in the implementation of innovative projects in the Private Sector, while at the same time it is among the pioneering providers of Information and Communication Technologies that consolidate the digital operation of the Public Sector of the country through key infrastructure projects. Offering fully specialized and technologically advanced solutions, Byte is pioneering through projects such as Electronic and Intangible Prescription, COVID-19 Registry, Police on Line, Applications for the Fire Brigade, the Anti-Money Laundering Authority, as well as solutions for Smart Cities and Encrypted Networks among others.

Industry sector

Astir Vitogiannis & Coleus



and soft drinks. Owing

state-of-the-art metal closure manufacturing facilities and using innovative technology and expertise, it has a production capacity of over 11 billion metal closures and serves the needs of the world's largest beer and beverage brands. Its extensive distribution network covers over 700 destinations worldwide, making its products available in more than 50 countries worldwide.

In 2022, Astir Vitogiannis acquired 74.99% of AB Inbev's subsidiary Coleus Packaging Proprietary Limited. Coleus has production facilities in the Republic of South Africa and in 2021 distributed more than 6.2 billion closures to its customers. It supplies breweries, beverage and soft drinks companies in South Africa, surrounding countries, as well as to customers outside Africa, including AB InBev Group, Heineken, Distell, Diageo and Coca-Cola, which account for 98% of its sales.

Facilities of the Company and its investments

The Company has its registered office in Athens at 25 Kreontos Street, 104 42, Athens.

- The headquarters of the subsidiaries of **IDEAL ELECTRONICS S.A.** and **ADACOM S.A.** are also located at the same address. ADAKOM SA retained a branch in Kallithea until 2022.
- **ASTIR VITOGIANNIS S.A.** is located at Draseza, VI.PA. Avlonas.
- **BYTE COMPUTER ABEE** and **METROSOFT ABEE** have their headquarters at 98 Kallirrois Street & Trivoli, 117 41 Athens.
- **ADACOM Cyber Security CY** Ltd and **S.I.C.C. HOLDING LTD** are based in Cyprus.
- **COLEUS PACKAGING LTD** is based in South Africa.

3.2 Financial figures and Social Product

IDEAL Holdings showed strong financial growth in 2022 which is evidenced by its key financials for 2022 versus 2021:

Amounts in m. €	2022	2021	%
Turnover	174,7	124,4	40%
EBITDA	27,4	18,3	50%
Profit after tax	15,4	10,5	47%

In 2022, we managed to significantly strengthen the relationship of trust with our employees, partners, and shareholders, but also to contribute to the country's economy and society a significant benefit through our activities. We invest in our people, as they are our most important asset, but we also take care of the local communities where we operate.

Number of employees	383	In CPUs
Employee remuneration	6.373.697	In euro
Employee benefits	307.638	In euro
Total insurance contributions	3.153.079	In euro
Tax payments (input tax + VAT)	5.437.035	In euro
Payments to domestic suppliers	31.268.710	In euro
Payments to foreign suppliers	68.024.613	In euro

3.3 Values of IDEAL Holdings

Our aim is to be a pillar of stability for the Greek economy, to fuel growth and support innovation. Our footprint on society should be positive and lasting, with benefits for our people, our shareholders and society, in full alignment with our values. All aspects of our activities are underpinned by and serve our principles of Responsibility, Integrity, and Transparency, with a focus on best value for all stakeholders.

Our values, which characterize and guide us, are:

- Honesty - Integrity
- Confidentiality
- Equality
- Objectivity
- Fair Business Tactics
- Creativity
- Responsibility
- Respect for Society and the Environment



3.4 Investment news 2022 and expectations from 2023

In 2022 IDEAL Holdings invested more than 65 million Euros in the IT sector. In May 2022, we acquired Netbull Ltd, and in September 2022, following a Public Offering, we acquired BYTE and its subsidiary METROSOFT. Netbull Ltd merged with ADACOM a few months after the acquisition.

The IT business showed an increase in 2022 of 27% compared to 2021, resulting in sales of €82.9 million and an increase in EBITDA results by 25%, reaching €9.6 million. This increase was mainly the result of the high demand for IT products, services and solutions as a result of the continued digital transformation of Private Sector businesses, as well as the major digitization projects of the Public Sector, combined with the necessary investments in Cybersecurity to shield the Organizations against malicious actions. The digitization and cybersecurity projects of the Public Sector, combined with those aimed at the digital transformation of private companies, create strong prospects for the continued growth of the Company's IT activity in the current year.

The Company's investment in the Industrial business recorded an increase in sales in 2022 of €32.6 million and turnover of €91.8 million, or 55%, and an increase in EBITDA results of €7.2 million, or 68%, compared to the same period last year.

In particular, our investment through ASTIR VITOGIANNIS S.A., which is active in the manufacture and trading of metal caps, recorded an increase in sales by € 22.7 million or 77% compared to the same period last year and amounted to € 52.1 million. This significant increase is due both to a 22% increase in the quantity sold (from 6.2 billion stoppers to 7.6 billion stoppers) and to the price increase as a result of the increase in raw materials. Despite rising cost trends because of the energy crisis, rising inflation and the ongoing disruption in the supply chain, the company's ability to meet the demand that resulted from the inability of competing companies to supply equivalent products by fully utilizing its production capacity led to this significant increase. In addition, we strengthened our participation in the industry by investing in Coleus Packaging Proprietary Limited, a metal cap manufacturer in South Africa, which was consolidated into the Company's results under International Financial Reporting Standards as of the third quarter of 2022. Its sales for 2022 amounted to €40.9 million, also representing a significant increase of €11.1 million or 37% compared to the same period last year.

We expect **this positive trend to continue in 2023**, making full use of our production capacity, based on the excellent quality of the products and services of our portfolio companies, on innovation and on our investment in Sustainable Development based on ESG criteria.

4. Materiality analysis

4.1 Sustainability approach

Sustainable investments are of paramount importance to our company, through which we aim to create a positive impact on society and the environment, while ensuring long-term financial returns. We support businesses that operate in a sustainable and responsible manner and, by investing in them, we can play a vital role in promoting a more sustainable economy and society. Through these sustainable investments, we are actively demonstrating our commitment to responsible business practices and to addressing the challenges facing the world today.



We take ESG criteria into account to get a fuller picture of the companies we want to invest in and:

1. Identify risks and mitigate them
2. Achieve long-term capital growth
3. To discover opportunities for growth

4.2 Stakeholders

Stakeholders of IDEAL Holdings are defined as those groups that affect or could be affected by the activities, services and performance of the organization.

Following the identification of the stakeholder groups, we proceeded to prioritize them, with the aim of ensuring that IDEAL Holdings responds appropriately and responsibly to the stakeholders who contribute catalytically to its successful operation.

To achieve the above, we believe that communication is an essential component of our relationship with our social partners, largely shaping our sustainable development strategy. IDEAL Holdings aims to continuously monitor and improve its communication methods, capturing the expectations and meeting the needs of its stakeholders.

The table below includes IDEAL Holdings' stakeholders, the methods and frequency of communication with these groups, and the key/essential consultation topics per stakeholder as captured by the materiality analysis. The material issues are discussed below in section.

Finally, the ways in which IDEAL Holdings is responding to these issues are presented.

Stakeholders Groups	Board of Directors	Shareholders	Financial institutions
Substantive topics	6. Human rights 20.Measures against bribery and corruption 21.Digital transformation 22.Ensuring Cybersecurity in the operation of the business	4. Employee health, safety and well-being 6. Human rights 15. Business continuity 20. Measures against bribery and corruption	6.Human rights 7.Diversity and equal opportunities 12. Attracting women in the field of technology 18. Personal Data Protection Measures
Communication channels	<ul style="list-style-type: none"> -Monthly update on the financial results of the holdings -exceptional meetings for decision-making -regular meetings - regular communication between the nonexecutive members and the executive members - individual meetings between the independent members 	<ul style="list-style-type: none"> -Announcements of the company via the Athens Exchange and its website -Quarterly and annual communication of financial results -Conducting General Meetings by electronic means to ensure the direct and unhindered participation of shareholders - Shareholders' Department of the company for direct communication with shareholders 	<ul style="list-style-type: none"> -Update on a regular basis by sending various legal documents and certificates of the company -Private meetings with representatives of financial institutions to examine the financing needs of the company and its holdings
Expectations	<ul style="list-style-type: none"> -Profitability -Avoiding incidents that discredit the Company -Slide - Strengthening competitiveness - Continuous assurance of cybersecurity in the operation of the business -Risk reduction or elimination - Compliance with legislation -Ensuring human rights at work 	<ul style="list-style-type: none"> -Slide -Profitability -Avoiding incidents that discredit the Company -Risk reduction or elimination -Ensuring human rights at work 	<ul style="list-style-type: none"> -Profitability -Creating jobs and retaining staff -Transparency -Portfolio selection based on ESG criteria -Ensuring human rights at work -Protection of personal data of employees customers-partners

Stakeholders Groups	Employees	Communication media	Suppliers
Substantive topics	6. Human rights 10. Social contribution 14. Economic Development 16. Product and service innovation	13. Social dialogue 9. Protection of personal data and privacy of customers and employees	6. Human rights 14. Economic Development 17. Compliance with regulatory principles
Communication channels	<ul style="list-style-type: none"> - Regular information to employees via email - - Posting of all Regulations and policies on the company's intranet - Publication and distribution of a semiannual internal newsletter to the employees of IT companies 	<ul style="list-style-type: none"> - through the company's announcements -press releases regarding developments in the company and its holdings - attendance by representatives of the press at the AGMs and the briefing of financial analysts 	<ul style="list-style-type: none"> - Face-to-face meetings with the main suppliers of the companies - Sending the financial data of companies on a periodic basis
Expectations	<ul style="list-style-type: none"> -Ensuring human rights at work -Employee training -Opportunities for Growth and Development -Fair pay and evaluations -Health and safety at work 	<ul style="list-style-type: none"> - Transparency -Detailed information for the investing public 	<ul style="list-style-type: none"> -Ensuring human rights at work -Compliance with the current legislative framework and regulations -Transparency -Meritorious /objective evaluation

Stakeholders Groups	State and Institutions	Customers	Society and NGO's
Significant Issues	15. Business continuity 17. Compliance with regulatory principles 20. Measures against bribery and corruption	8. Customer satisfaction 9. Protection of personal data and privacy of customers and employees 10. Social contribution 16. Product and service innovation	6. Human Rights 10. Social Contribution
Communication channels	-Through the communication channels of the Company and the institutions -Specific information in accordance with the legislation in force -Through letters of reply to questions from stakeholders	-Through the Company's communication channels -Through questionnaires	- Through the Company's communication channels -With face-to-face meetings and correspondence
Expectations	-Compliance with the current legislative framework and regulations - New investments - Creating jobs and retaining staff -Transparency	-Quality of services provided -High level of service -Protection of personal data of employees - customers-partners	-Support for actions of NGOs -Cooperation with NGOs. -The Company's response to local and wider community issues -Ensuring human rights at work

4.3 Materiality analysis

The materiality analysis process starts by identifying the impact of significant issues with respect to the company's operation, activity, stakeholders, services and development. IDEAL Holdings aimed to focus on the most significant economic, environmental and social issues related to its operations, as well as the activities of its stakeholders. In order to identify as many issues as possible, an internal consultation is carried out, as well as a study of the issues that have been identified as important by companies in the sector in Greece and abroad (benchmarking analysis). Furthermore, the requirements of the Global Reporting Initiative (GRI Standards) guidelines and the identified sustainable development issues for IDEAL Holdings' sectors of activity are taken into account.

IDEAL Holdings has identified the following 23 significant sustainability issues in the areas of Environmental (E), Social (S) and Governance (G).

Materiality Issues for Ideal Holdings	
Environment	
1	Circular Economy and Waste Management
2	Climate change and energy management
3	Reduction of gas emissions
Social	
4	Health, safety and well-being of employees
5	Employee training and development
6	Human rights
7	Diversity and equal opportunities
8	Customer satisfaction
9	Protection of personal data and privacy of customers and employees
10	Social contribution
11	Due diligence/ promoting social responsibility in the value chain
12	Attracting women in the technology sector
13	Social Dialogue
Governance	
14	Economic Development
15	Business continuity

16	Product and service innovation
17	Compliance with regulatory principles
18	Personal Data Protection Measures
19	Risk analysis in business decisions
20	Measures against bribery and corruption
21	Digital transformation
22	Ensuring Cybersecurity in the operation of the business
23	Fair competition

As management, along with significant input from IDEAL Holdings' stakeholders, we prioritized the issues identified by assessing the extent to which our operations and activities impact these sustainability issues. The prioritization of issues was conducted through an online survey involving IDEAL Holdings' internal and external stakeholders. Finally, the results were validated by the top management of IDEAL Holdings and through this process the most relevant issues were determined and are detailed in the graph below.

Materiality Analysis Chart

The materiality analysis was illustrated in the diagram below, where:

Axis X : Significance for IDEAL Holdings

Axis Y : Importance for Stakeholders

and using the corresponding colors:

Green : Environmental issues

Red : Social Issues

Blue : Governance issues

The elliptical outline includes the issues that the study identified as most significant for IDEAL HOLDINGS.

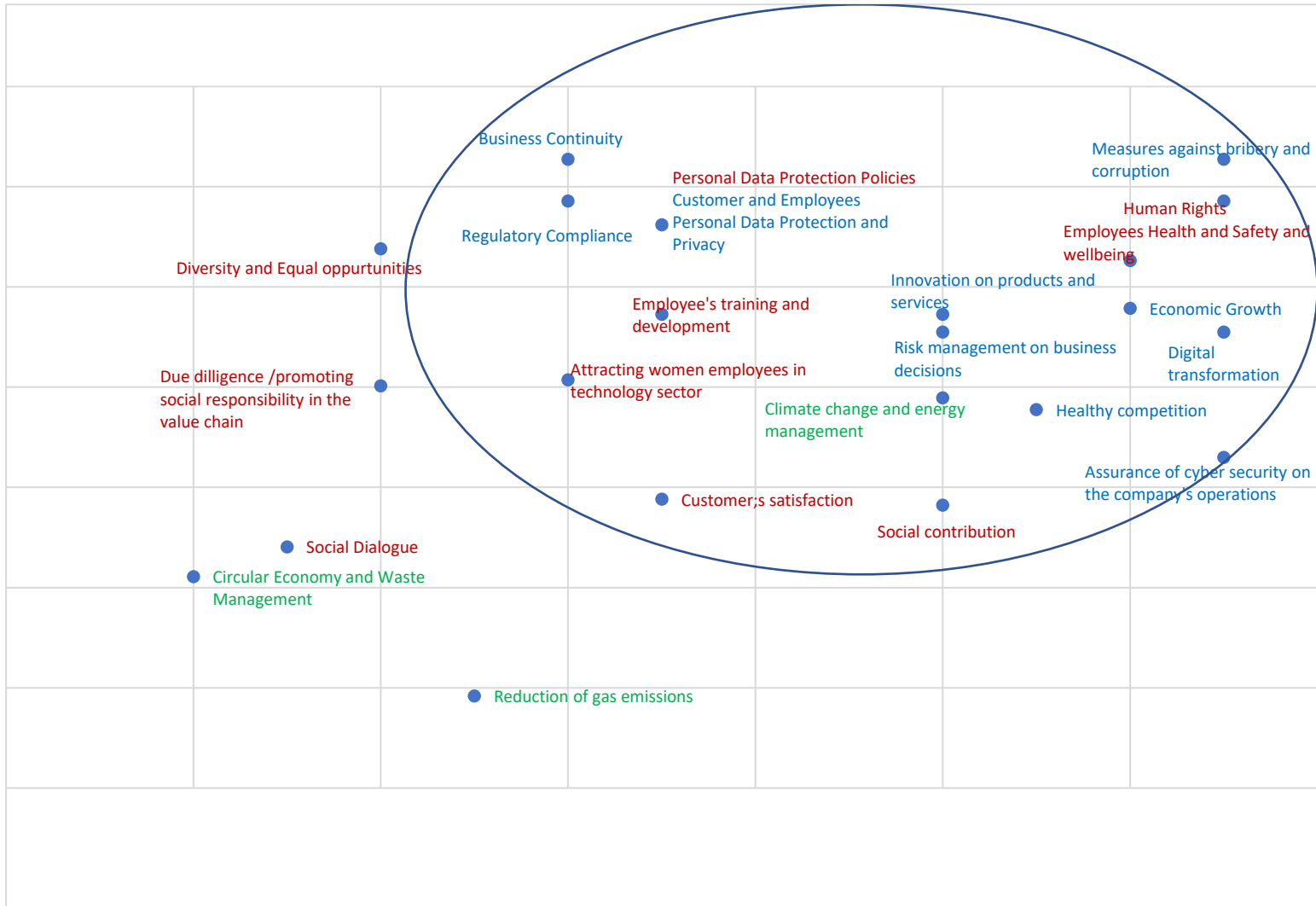


Table of Significant Sustainability Issues of Ideal Holdings		
Substantive topics		Mapping with SDG's
20	Anti-bribery and anti-corruption measures	
6	Human Rights	
4	Employees Health, security and well being	
21	Digital Transformation	
14	Economic Development	
22	Cyber security on the business operations	
16	Products and Services Innovation	
19	Risk analysis in business decisions	
18	Measures for the protection of personal data	
15	Business Continuity	
23	Fair Competition	
17	Compliance with regulatory principles	
2	Climate change and energy management	
9	Personal Data Protection and Privacy of the customers and employees	
5	Training and progress of the employees	
10	Social Contribution	
12	Attracting women to the sector of technology	
8	Customers satisfaction	



Overall, we support the above Sustainable Development Goals

5. ESG objectives of IDEAL Holdings

Proposed Environmental Objectives



1. Reducing the environmental footprint, through:
2. Enhancing the use of energy from renewable sources
3. Use of electric/hybrid vehicles & cars
4. actions & measures to offset emissions, e.g. tree planting
5. Scope 3 emissions measurement (target for the next two years)
6. EU Taxonomy impact study (target for the next two

years)

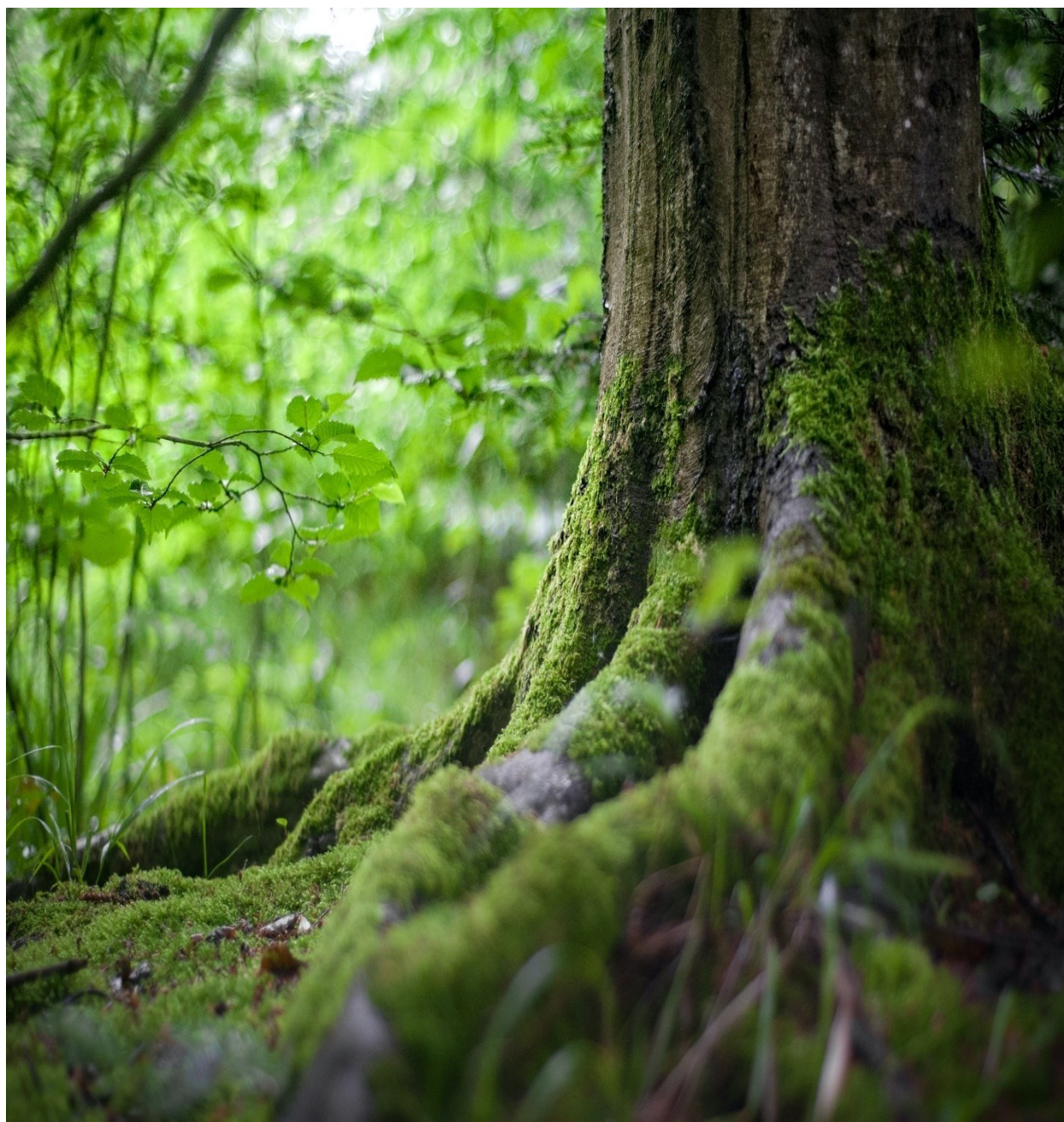
Proposed Social Objectives

1. Increase the hours of employees training (both higher and lower paid) on work related issues.
2. Employee training on environmental issues in production companies
3. ESG training for the Management members of the subsidiaries
4. Increasing the number of women in management positions in all companies
5. Increase in social actions of IDEAL Holdings and its subsidiaries.
6. Establishment of an evaluation system for the employees of subsidiaries
7. Establishment of policy and procedures to monitor the subsidiaries' suppliers by 2024.

Proposed Corporate Governance Objectives

1. Establishment of indicators for evaluating new investments based on ESG criteria.
2. Increase in the percentage of female members of the Boards of Directors of subsidiaries
3. Create a whistleblowing policy and registration platform in 2023.

6.Environment



6.1 Environmental Policy of IDEAL Holdings

The development of an Environmental Strategy and actions for the continuous reduction of our environmental footprint is a priority and a conscious choice. To this end, we have developed IDEAL Holdings' Environmental Policy, which includes, among other things, educating staff on environmental issues, utilizing recycling practices and striving to reduce the amount of electricity consumed.



The industrial companies, ASTIR and COLEUS, which are active in the production of metal crowns, have environmental conditions that cover all the processes and practices followed in the production process. With a view to the continuous protection of the environment, an environmental policy has been established under which solid and liquid waste management and removal procedures and material recycling procedures are followed, energy saving practices are followed and electricity and natural resource consumption is monitored.

ASTIR has installed photovoltaic systems in its facilities to produce electricity that is used in the production of its products, thus reducing its carbon footprint from its activities.

IT companies, due to their activities, do not have a high environmental impact, but they are nevertheless conscious of their environmental responsibility and recognize their obligations towards the environment and the need to continuously improve their environmental performance. Also, ADACOM within 2022 was certified with ISO 14001:2015 by successfully implementing an environmental management system to identify, control and monitor the environmental aspects of its activity, while improving its environmental performance.

Extract from the Group's Environmental Policy: "We are committed to improving our environmental practices through precautionary measures and the use of environmentally friendly technology. We regularly assess our impact on the environment. By systematically identifying and leveraging potential green initiatives, we strive to support continuous improvements in our environmental performance and increase efficiency in our resources. This includes frequent environmental audits and risk management.

We aim to minimize the negative impact of our activities on the environment. In this context, we follow the principle of prevention in environmental challenges and give priority to the development of Environmental Management Systems."

6.2 Dealing with climate change and optimal energy management

The Group's Environmental Strategy is under development and will be implemented during 2023 and will apply to all Group subsidiaries. The aim is to set specific priorities and measurable targets (short and long term) for the reduction of greenhouse gas emissions, through increasing the percentage of energy use from renewable energy sources and reducing fuel consumption for travel using hybrid and electric vehicles. Critical raw materials issues are only relevant to the industrial sector and should also be addressed and prevented. In addition, companies are asked to consider the risks/opportunities arising from climate change and its impact on them, depending on their activities.



The Company and its subsidiaries do not operate in biodiversity sensitive areas.

CO2 emission values and indicators

					INDUSTRIAL SECTOR		IT				TOTAL	
CODE	GRI	INDICATOR	Type	M.M.	ASTIR	Coleus	Ideal Electronics	Adacom	Adacom CY	BYTE	IDEAL Holdings	IDEAL Holdings
C-E1-1	305-1	Emissions Scope 1 - Total direct emissions	Quantitative	Tons CO2 equivalent (tCO2e)	1.397,59	432,00	72,00	60,00	0,00	7,86	0,00	1.969,45
C-E1-2		Emissions Scope 1 – Intensity of direct emissions	Quantitative	Ratio	26,80	19,29	3,17	5,20	0,00	0,52	0,00	12,86
C-E2-1	305-2	Emissions Scope 2 - Total indirect emissions	Quantitative	Tons CO2 equivalent (tCO2e)	1.243,15	2.421,00	37,18	149,96	1,93	49,11	1,04	3.903,37
C-E2-2		Emissions Scope 2 – Intensity of indirect emissions	Quantitative	Ratio	23,84	108,13	1,64	12,99	1,10	3,26	0,04	25,50
C-E3-1	302-1	Energy Consumption & Production - Total energy consumed by the organization	Quantitative	Megawatt hour (MWh)	10.771,66	4.947,90	99,80	201,68	4,74	109,53	2,80	16.138,11
C-E3-2		Energy Consumption & Production - Percentage of electricity consumed	Quantitative	Percentage (%)	29,90%	56,63%	100,00%	100,00%	100,00%	100,00%	100,00%	39,91%
C-E3-3		Energy Consumption & Production - Percentage of energy consumed that comes from renewable sources	Quantitative	Percentage (%)	22,90%	0,00%	34,94%	34,94%	29,00%	29,00%	34,94%	17,88%
C-E3-4		Energy Consumption & Production - Total Energy Production	Quantitative	Megawatt hour (MWh)	1.426,68	0,00	0,00	0,00	0,00	0,00	0,00	1.426,68
C-E3-5		Energy Consumption & Production - Percentage of energy produced from renewable sources	Quantitative	Percentage (%)	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	100,00%

Note: Scope 1&2 CO2 emission measurements have been carried out by the companies themselves, taking into account their energy and fuel consumption and the published indicators for their reduction to CO2 emissions.

Waste prices and indicators

					Industrial sector		IT				TOTAL	
KQA.	GRI	indicator	Type	M.M.	ASTIR	Coleus	Ideal Electronics	Adacom	Adacom CY	BYTE	IDEAL Holdings Company	IDEAL Holdings
A-E3-1	306-3 306-4 306-5	Waste management- Total of dangerous waste	Quantitative	Tons	4,11	10,41	0,00	0,00	0,00	0,00	0,00	14,52
A-E3-2		Waste management- Total of non-dangerous waste	Quantitative	Tons	2.503,75	658,50	3,23	0,00	0,00	0,60	0,00	3.166,08
A-E3-3		Waste management- Percentage for recycling	Quantitative	Percentage (%)	96,74%	98,42%	100,00%	0,00%	0,00%	100,00%	0,00%	97,10%
A-E3-4		Waste management - Percentage to be composted	Quantitative	Percentage (%)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
A-E3-5		Waste management - Percentage to be incinerated	Quantitative	Percentage (%)	0,07%	1,58%	0,00%	0,00%	0,00%	0,00%	0,00%	0,39%
A-E3-6		Waste management- Percentage to landfill	Quantitative	Percentage (%)	3,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	2,36%
A-E4-1	303-2 303-4	Wastewater disposal	Quantitative	Cubic meters (m3)	0	0	0	0	0	0	0	0,00



7.1 Our Employees

Substantive topic: Health, safety and well-being of employees

Health, safety and well-being at work is of paramount importance to IDEAL Holdings and its employees, as any illness, injury or other health issues can affect the work environment, employee performance, and their well-being and well-being.



Our Company, recognizing the importance of the contribution of employees in its daily operations and in the provision of quality products and services, takes care to ensure a safe and healthy workplace and therefore, we take all necessary precautionary measures to ensure that workplaces are suitable to reduce or eliminate occupational hazards and prevent any injuries. We offer private health and life insurance to all our employees, with special support in cases of serious health issues and in cases of temporary or permanent incapacity to work. We have safety technicians and occupational physicians in all our workplaces, and we follow all the rules and protective measures for Health & Safety at workplaces. At the same time, the company has introduced the possibility of hybrid work or telecommuting for those employees where this is feasible.

As a result of the above workplace safety processes, in 2022 we had zero injuries and fatalities.

					INDUSTRY	
ΚΩΔ.	GRI	ΔΕΙΚΤΗΣ	Type	M.M.	ASTIR	Coleus
SS-S6-1	403-9 403-10	Health and safety performance - Injuries	Quantitative	Number	0	0
SS-S6-2		Health and safety performance - Deaths	Quantitative	Number	0	0
SS-S6-3		Health and safety performance - accident frequency index	Quantitative	Number	0	0
SS-S6-4		Health and safety performance - accident severity index	Quantitative	Number	0	0

SS-S6-1

Health and safety performance - Number of injuries

SS-S6-2

Health and safety performance - Number of fatalities

SS-S6-3

Health and safety performance - Accident frequency rate

SS-S6-4

Health and safety performance - Accident severity rate

Substantive topic: Employee Training and Development

Recognizing the requirements for innovation in our business sectors, as well as the importance of maintaining a competent and skilled workforce, we implement in all IDEAL Holdings companies, training programs aimed at strengthening and developing employees. Our goal is, through proper training and mentoring of employees, to help improve their efficiency and, of course, develop new skills and knowledge. In addition, by providing training programs to our employees, we are actively demonstrating our commitment to their professional development and job satisfaction.

Indicator	GRI	Definition	Type	M.M.	INDUSTRY		TECHNOLOGY				Company IDEAL Holdings	Consolidated IDEAL Holdings
					ASTIR	Coleus	Ideal Electronics	Adacom	Adacom CY	BYTE		
C-S5-1	404-1	Employee training - Average training hours of employees in the top 10% of employees by total compensation	Quantitative	Number of hours	0,00	2,50	0,00	18,61	35,00	1,33	0,00	1,50
C-S5-2		Employee training - Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	Number of hours	1,51	5,00	1,43	9,72	18,40	0,55	0,00	0,11
A-S2-1	404-2	Total amount of monetary expenditure on employee training	Quantitative	Euros (€)	5.630,00	17.371,83	861,00	32.984,00	1.321,00	6.583,75	0,00	64.751,58

C-S5-1

Employee training - Average training hours of employees in the top 10% of employees by total compensation

C-S5-2

Employee training - Average training hours of employees in the bottom 90% of employees by total compensation

A-S2-1

Total amount of monetary expenditure on employee training

Substantive topic: Human Rights

At IDEAL Holdings, taking into account the responsibility we have for our relationships and activities, we always act with respect for human rights. Operating with honesty and integrity in all our business relationships, providing equal opportunities to every employee, encouraging creativity and innovation, respecting diversity are some of our guiding values. Our goal is for all our employees and partners to apply and embrace these values in the context of good conduct, as well as when making decisions on any matter. An extensive description of IDEAL Holdings' general human rights principles can be found in the Code of Conduct, which is based on applicable legislation as well as the ten universally accepted principles of the United Nations Global Compact.

C-S6-1

Human rights policy - Description of human rights policy and fundamental principles

Substantive topic: Diversity and equal opportunities

We respect and encourage the diversity of our employees and believe that a diverse and inclusive culture has the potential to attract talent with critical and creative thinking, which helps innovation and optimal decision making. We ensure the existence of a working environment of meritocracy and equal opportunities, with policies of fair recruitment, reward and professional development for all our employees. We are committed to fair and impartial treatment, providing equal opportunities to every employee regardless of gender, origin, religious or sexual orientation and any other discrimination.

Substantive topic: Attracting women to the Technology sector

The global technology industry suffers from a significant gender imbalance, where in addition to difficulties in attracting women, it has difficulties in retaining women by

providing them with a supportive environment where they can reach their full potential. At IDEAL we strive to ensure a working environment of meritocracy and equal opportunities. To achieve this goal, we have policies of fair recruitment, reward and career development for all human resources, without gender or any other discrimination. In addition, we continuously invest in the training and professional development of our human resources and merit-based assessment. Our policies and commitments are translated into action as we reward the significant contribution of female employees by taking up senior management positions.

Our companies ensure a working environment of meritocracy and equal opportunities between genders. Recognizing the specificities as well as the particular requirements of the technology sector, we aim not only to attract women professionals in the industry, but also to retain them by providing them with a supportive working environment where they can reach their full potential. We aim to create an equal working environment where every woman has the opportunity to develop and progress in her career.

					TECHNOLOGY				Company IDEAL Holdings
Indicator	GRI	Definition	Type	M.M.	Ideal Electronics	Adacom	Adacom CY	BYTE	
C-S2-1	405-1	Percentage of female employees	Quantitative	Percentage (%)	38,82%	27,20%	31,40%	21,43%	76,00%
C-S3-1	405-1	Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)	Quantitative	Percentage (%)	33,00%	31,00%	100,00%	15,00%	76,00%
A-S3-1	405-2	Percentage of difference between male and female earnings	Quantitative	Percentage (%)	18%	-3,66%	-122,85%	7,55%	100%

C-S2-1

Percentage of female employees

C-S3-1

Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)

A-S3-1

Percentage of difference between male and female earnings

7.2 Our Customers

Substantive topic: Customer satisfaction

Satisfying the needs of the customers of our portfolio companies is one of our top priorities. For this reason, we apply best practices and operate according to standards of ethical and professional conduct, integrity and honesty in our relationships with our clients and strive for continuous improvement in the quality of our service and product offerings. We build mutually respectful relationships with our clients through meaningful and open communication with them and aim at optimal cooperation and quality service provision, based on our specialized knowledge and many years of experience.

Specifically, IDEAL Electronics, through a partner company, has a nationwide network of technical support to meet the needs of consumers after the sale of its products. Its goal is to meet the expectations of its customers and improve their satisfaction levels.

ADACOM and Byte, our subsidiaries in the technology sector, work systematically to satisfy their customers by continuously improving their products and services, through innovation, by taking the necessary measures to ensure the security of their customers' information and by always operating in compliance with the applicable

laws and regulations on data protection and transparency regarding their data collection and use policies. To achieve the above, our companies follow a process of measuring, analyzing and monitoring the effectiveness of management systems to ensure continuous improvement, efficiency and compliance with customer requirements.

The companies Astir and Coleus, which operate in the caps production sector, aim to satisfy their customers through investments in high-tech equipment to ensure the best quality of their products, but also by building relationships of mutual respect with them. Respecting the needs of their customers, they produce products always with the safety and health of the final consumer in mind. They have both safety, security and finished product quality policies and these include procedures and actions to prevent any deviations in the production of their products. In addition they are both certified according to the FSSC 22000 standard concerning food safety.

These procedures confirm:

- Ensuring that the company's business partners, producers of raw materials, packaging suppliers and distributors operate under conditions that ensure the safety and quality of the products, excluding any possibility of material-product adulteration.
- The faithful application of the rules of good hygiene practice and operation (GHP/GMP).
- The utilisation of raw materials, equipment and the know-how of the company's staff for safe and quality products.
- Continuous training and teamwork, which are considered important for the creation of a high-quality product.
- The collection of opinions from customers themselves, which are essential for the development of the company.

					INDUSTRY	
Indicator	GRI	Definition	Type	M.M.	ASTIR	Coleus
SS-S1-1	416-1	Product quality and safety - Discussion of product quality and safety approach	Qualitative	Discussion and analysis	FSSC standard	FSSC standard
SS-S1-2		Product quality and safety - Total number of product recalls issued	Quantitative	Number	2	1

SS-S1-1

Product quality and safety - Discussion of product quality and safety approach

SS-S1-2

Product quality and safety - Total number of product recalls issued.

Substantive topic: Protection of personal data and privacy of customers and employees

At IDEAL Holdings, we maintain the confidentiality of all confidential information regarding our business activities, and we must also maintain the confidentiality of the personal data of all employees, as well as the data and information of our suppliers and customers. The use or publication of confidential information is prohibited, unless authorised or legally required to do so. When using information systems, we pay particular attention to confidentiality issues with regard to data protection and security.

None of the Group companies have been subject to any privacy breaches or related fines or requests for the release of user data. In addition, there have been no

monetary losses due to data security and privacy fines. Furthermore, our subsidiary ADACOM in Greece and Cyprus is ISO 27701:2019 certified for the protection of personal data.

					TECHNOLOGY			
Indicator	GRI	Definition	Type	M.M.	Ideal Electronics	Adacom	Adacom CY	BYTE
SS-S2-1	418-1	Total number of users whose information is used for secondary purposes	Quantitative	Number	3.000	0	0	63
SS-S3-1		Legal requests of user data - Number of law enforcement requests for user information	Quantitative	Number	0	0	0	0
SS-S3-2		Legal requests of user data - Number of users whose information was requested	Quantitative	Number	0	0	0	0
SS-S3-3		Legal requests of user data - Percentage resulting in disclosure	Quantitative	Percentage (%)	0	0	0	0
SS-S5-1	2-27	Total amount of monetary losses as a result of data security and privacy fines	Quantitative	Euros (€)	0	0	0	0

- SS-S2-1 Total number of users whose information is used for secondary purposes*
- SS-S3-1 Legal requests of user data - Number of law enforcement requests for user information*
- SS-S3-2 Legal requests of user data - Number of users whose information was requested*
- SS-S3-3 Legal requests of user data - Percentage resulting in disclosure*
- SS-S5-1 Total amount of monetary losses as a result of data security and privacy fines*

7.3 Our Supply Chain

Due diligence/Promoting social responsibility in the value chain

The integrity and reliability of our suppliers is of paramount importance to us at IDEAL Holdings. For this reason, we conduct a systematic and ongoing risk management process that allows us to proactively address environmental and human rights impacts, as well as conduct our business in a responsible manner. Before entering into business relations with a new supplier, we apply assessment and control procedures based on social and environmental criteria.



In addition, we conduct assessments and on-site inspections of our existing suppliers to ensure that they operate and share the same principles and values as us across the full range of their operations. We are committed to operating to high social and environmental standards and in accordance with applicable laws and regulations and our suppliers are expected to do the same.

- C-S8-1 Supplier assessment - Discussion of supplier screening using ESG criteria*

7.4 Our relationship with Society

Substantive topic: Social Contribution

Supporting SOS Children's Villages with electronic equipment





Our aim is to make a positive overall contribution, both in terms of economic value and in terms of benefit to society. For this reason, we strive through our actions to have a positive social footprint.

With the onset of the Covid-19 pandemic, many charitable institutions were deprived of the basics for their smooth operation. By remaining close to society and its needs, in 2022 we offered organizations the opportunity to continue their work. We provided SOS Children's Villages with modern electronic equipment, thus supporting their work, so that every child can feel safe and loved in a family environment without being deprived of essentials.

Supporting the concert of the charity association AURORA



In the summer of 2022, we supported through sponsorship the newly established charity association "AURORA" for the conduction of a concert at the Herodion, with the world-famous artist Diana Krall. All proceeds were donated to the AURORA charity's aims of helping people with hematological diseases and their families. Specifically, Aurora was founded in 2018 to make leukemia and other hematological diseases 100% curable. Its actions are based on 4 pillars, a) Housing, mainly for patients and their families with low incomes living outside Athens, b) Psychological Support, c) Funding Hospitals with the acquisition of modern equipment and d) Funding Research to accelerate research for treatments of hematological diseases.

Social Dialogue

The social dialogue with our stakeholders aims to enhance transparency and to create mutual relations of cooperation and trust. At IDEAL Holdings, we understand that all stakeholders affected by a decision or project should be fully informed and have the opportunity to express their views. We take into account the views of our stakeholders and aim to adapt to satisfy all parties to the maximum extent possible.

To achieve this, we need to ensure that all our stakeholders (especially the not so close ones) are properly and frequently represented, that the consultation process is meaningful and that a balance is struck between the interests of all stakeholders. We are committed to acting objectively and respectfully towards all participants, willing to listen and understand everyone's views. Meaningful and frequent consultation with stakeholders is a valuable tool for us and helps us to improve results and avoid problems and risks.

8. Governance



8.1 Economic Development and Business Continuity

Substantive topic: Economic Development



IDEAL Holdings is focused on sustainable economic growth, creating the right conditions, infrastructure and operations that will ensure a solid basis for its future growth. We are constantly improving our customer service, no misstep is considered a failure, but a lesson for our development.

We adopt Sustainable Development criteria, Policies and Codes that make us credible to clients, investors and institutions. Our success is based on our investment philosophy which is about principles and beliefs that we use to inform our decisions and develop our strategy. At the same time, we have values on which we base our actions. We believe that value prevails and research wins.

We follow a disciplined business approach, evaluate opportunities and invest in companies that are industry leaders with healthy balance sheets and strong cash flows, with growth prospects and successful management teams.

IDEAL Holdings' IT companies are focused on providing services and solutions that help digitize the operations of organizations, resulting in the reduction of natural resource use and the protection of the environment. ASTIR also generates electricity from renewable energy sources.

In the next two years and in the context of the EU Taxonomy Directive, a study will be carried out to integrate the above activities within the framework of the Directive.

A-S1-1 Sustainable economic activity - Percentage of sustainable turnover

A-S1-2 Sustainable economic activity - Percentage of sustainable CapEx

A-S1-3 Sustainable economic activity - Percentage of sustainable OpEx

Substantive topic: Business continuity

In order to ensure our uninterrupted operations and the provision of the products and services of our portfolio companies in situations of unforeseen events, such as natural disasters, pandemic crises or a combination thereof, but also to minimize the financial and legal consequences, IDEAL Holdings develops a Business Continuity Plan.

The Plan aims to ensure, to the maximum extent possible, the protection of the health and safety of our employees and the uninterrupted provision of services and information to all our stakeholders (shareholders, suppliers, regulatory and governmental authorities, customers, etc.).

More specifically, Byte and ADACOM are ISO 22301:2019 certified, thus ensuring the desired Business Continuity outcome, while within 2023 our goal is for IDEAL Holdings S.A. to also be ISO 22301:2019 certified.

Substantive topic: Risk management of decisions

IDEAL Holdings' commitment to investments that promote sustainable development is reinforced by the effective management of the environmental and social dimension

of financing. For this reason, we integrate risk management into the decisions we are going to make as management each time, analyzing and evaluating the risks and threats of our decisions.

The Company has a Risk Management Unit from 2022, with Risk Management Policies and Procedures approved by the Board of Directors.

Specifically, the Risk Management Department was involved in the initial process of risk identification and assessment and the preparation of the Company's Risk Register. Specifically, as part of this exercise, interviews were conducted with members of the Board of Directors (BoD) and senior management to understand the Company's operations and the activities of its major holdings. This information was used in the preparation of the first version of the Risk Register, which was presented to the Audit Committee on 29/11/2022 at a meeting attended by the Head of the Risk Register, members of the Audit Committee and the Company's CEO. The Risk Manager received comments from the participants and proceeded to finalise the Risk Register.

More specifically, as far as Systematic Risk management is concerned, the IT companies in which IDEAL Holdings has invested apply secure configuration, maintenance and retirement procedures, based on internationally accepted information security standards, for all information equipment.

At the same time, they have implemented a system to detect, prevent and deter intrusions on servers and workstations. They have a firewall installed on the outer perimeter of the network, which allows only the inbound and outbound traffic necessary for the performance of their business functions.

The use of portable storage media (USB stick/HD, external hard disks, CD, DVD) is disabled on systems and workstations where Group data is or may be found, while the use of PrtSc or data photography is not allowed by the terms of network use. Additional measures and settings are applied to network devices in order to increase security.

SS-G3-1

Systematic risk management - Description of systems, processes and mechanisms to reduce contributions to systematic risks and improve safeguards

8.2 Management of IDEAL Holdings

Composition of the Board of Directors

IDEAL Holdings, by the decision of its Board of Directors dated 15.07.2021, applies the Greek Corporate Governance Code (June 2021), which has been prepared by the Hellenic Corporate Governance Council (Hellenic Corporate Governance Council) based on a relevant decision of the Hellenic Capital Market Commission, in compliance with the obligation arising from the provision of article 17 of Law No. 4706/2020.



The Board of Directors is supported by 2 committees, the Audit Committee and the Remuneration and Nomination Committee.

A) Audit Committee: This is a standing committee of the Board of Directors within the framework of the requirements of article 44 of Law 4449/2017. The purpose of the Committee is to assist the Board of Directors in fulfilling its supervisory responsibilities and its obligations towards shareholders, the investment community and third parties, particularly with regard to financial reporting procedures relating to:

- o The financial reporting process
- o The process of the statutory audit of individual and consolidated financial statements by independent statutory auditors
- o The effectiveness of internal control systems; and
- o The performance of the Internal Audit Department

When the members of the Audit Committee are third parties independent of the Company, they are elected by the General Meeting of Shareholders. When non-executive members of the Board of Directors participate in the Committee, they are appointed by the Board of Directors. The Audit Committee of IDEAL Holdings consists of one Independent Non-Executive Member of the Board of the Directors and of two other members which constitute independent third parties of the Company, in full compliance of the legal requirements.

The Audit Committee shall be approved and amended by the Board of Directors.

B) Remuneration and Nomination Committee: The responsibilities of the Remuneration Committee and Nomination Committee have been delegated by the Board of Directors to one committee. This is a joint committee whose purpose is to provide support and assistance to the Board of Directors in the preparation of the remuneration policy for the Directors and executives of the Company or any amendments thereto, to identify suitable persons to become members of the Board of Directors, and to make recommendations to the Board of Directors on the remuneration policy for the Directors and executives of the Company.

The members of the Remuneration and Nomination Committee are appointed by the Board of Directors.

- The Committee consists of at least three (3) members of the Board of Directors, the majority of whom are independent non-executive members.
- The Chairman of the Committee is an independent non-executive member of the Board of Directors.
- The term of the members of the Committee is the same as that of the Board of Directors.

The Rules of Operation of the Remuneration and Nomination Committee shall be approved and amended by the Board of Directors.

The Board of Directors has the ultimate and overall responsibility in managing the affairs of IDEAL Holdings and its subsidiaries, in its capacity as sole/majority shareholder. It approves and oversees the implementation of strategic objectives, risk management - risk assessment and internal governance. Ensure the integrity of financial reporting and compliance with legislation. It is also responsible for strategic communications and oversight of senior management and its committees.

The Board of Directors consists of nine (9) members, of which 2 executive and 7 non-executive members, i.e. 78% of the Board of Directors consists of non-executive members.

C-G1-4

Board composition - Percentage of non-executive board members

Of the non-executive members, three (3) members are independent within the meaning of Law 4706/2020 on Corporate Governance and the Corporate Governance Code concluded by the ESED. In total, 33% of the Board of Directors consists of independent non-executive members.

C-G1-5

Board composition - Percentage of both non-executive and independent board members

The CEO of Ideal Holdings is the person responsible by the Board of Directors of the Company for overseeing and monitoring Sustainable Development issues. The CEO is actively involved both during the preparation of the Company's annual Sustainable Development Report and in the formulation of the Company's Sustainable Development Strategy. At regular intervals, the CEO is informed by the Company's Chief Executive Officer, as well as by a qualified External Consultant, on the progress of the Company's report development, as well as regarding the issues related to the Strategy and the action plan on ESG issues concerning the Company.

C-G2-1

Sustainability oversight - Description of approach to sustainability oversight

The members of the Board of Directors

- The Board of Directors consists of the following members:
- Lambros Papakonstantinou, Chairman of the Board (Non-Executive member)
- Nelly (Eleni) Tzakou - Lampropoulou, Vice President (Independent, Non-Executive Member)
- Panagiotis Vassiliadis, CEO (Executive Member)
- Savvas Asimiadis, Counsel (Executive Member)
- Ioannis Artinos, Counsel (Non-Executive Member)

- Georgios Diakaris, Counsel (Non-Executive Member)
- Marina Efraimoglou, Counsel (Independent, Non-Executive Member)
- Anastasia Dritsa, Counsel (Independent, Non-Executive Member)
- Panagiotis Kanellopoulos, Counsel (Non-Executive Member)

C-G1-2

Board composition - Classification of the Chairman of the Board

A total of 30% of the Board of Directors of IDEAL Holdings consists of women.

C-G1-3

Board composition - Percentage of female board members

Board members do not have specialised/specialised technical training in sustainable development issues, but are regularly informed by the company's management on environmental and social issues concerning the portfolio companies and through technical training by sustainable development consultants. The company is currently developing a Sustainable Development Strategy in which the CEO of IDEAL Holdings is actively involved and trained.

C-G1-1

Board composition - ESG related qualifications of the board members

Indicatively, the following best practices and self-regulatory recommendations that the Company applies and are incorporated in the Greek Corporate Governance Code are listed below:

Adequacy of the Internal Control System

The Company's management has designed and performs ongoing supervisory activities, which are integrated into the Company's operations and which ensure that the Internal Control System maintains its effectiveness over time. The Company has an independent Internal Audit Unit which ensures the effective operation of the Internal Audit System and the quality and reliability of the information provided by management to the Board. The Risk Management Unit inter alia ensures that the risk identification and management procedures implemented by the Company's Management are adequate and the Compliance Unit ensures that the Company complies with the regulatory framework governing its activities. The adequacy of the Internal Control System is monitored on a systematic basis by the Audit Committee through two-way communication with the Internal Audit Unit and the Risk Management Unit.

Shareholder diligence

IDEAL Holdings strictly follows the legal framework that defines the rights and obligations of its shareholders. Relevant information has been posted on IDEAL Holdings' official website for the convenience of its shareholders, where the procedures governing the participation of shareholders in the Group's investment scheme and their participation in general meetings are detailed.

8.3 Code of Conduct and Responsible Operation

Our values, our practices and our commitments to shareholders, investors, staff, customers and public authorities are responsibly articulated in our published Code of Conduct and in the exercise of effective Corporate Governance. Compliance with these rules is also ensured on the part of partners and suppliers.



Specifically, the IDEAL Holdings Code of Conduct defines the ethical basis on which management and the business in general operate. Thus, ensuring ethical business conduct in the business world and the respect of competitors and the public.

The Code of Conduct was published in 2022 by decision of the Board of Directors and is binding on the Group's subsidiaries. In summary, it includes the following topics:

❖ values - responsibilities
❖ compliance with legislation
❖ relations with shareholders, investors, partners, customers
❖ relations with employees
❖ conflict of interest - bribery - corruption
❖ use of information and data
❖ fair competition
❖ environmental policy
❖ code violation reports

The Code of Conduct is based on existing legislation and the ten principles of the UN Global Compact on human rights, working conditions, the environment and anti-corruption.

The Code of Conduct is communicated to all employees upon recruitment.

Key points of the Code of Conduct:

- *Precisely because we recognise our responsibilities to our investors, customers, supplier partners and staff, managers and supervisors have greater obligations.*
- *Screening procedures are followed in the selection of partners and suppliers to ensure their integrity, suitability and competence. Of course, there is also an awareness of our Code of Conduct to ensure our harmonious cooperation.*
- *We respect the customer's needs, listen to them and offer high quality services.*
- *In our staff we cultivate respect for each other, freedom of expression, honest and two-way communication. We develop understanding, trust and encourage that promotes personal development and efficiency.*
- *We embrace that we are all different and ensure that there is no discrimination at work.*
- *All employees are evaluated annually. And the purpose of the evaluation is to provide the appropriate training, guidance to get the best results every day.*

- *Any form of harassment in the workplace is unacceptable.*
- *Compliance is responsible for issues such as conflicts of interest, fraud, bribery and corruption so that in the end we defend the group and those who trust it.*
- *The confidentiality of personal data and business activities is respected.*
- *We are committed to healthy competition and refrain from any conduct or practice that may be considered unfair competition.*
- *We are also committed to environmental policies that are regularly evaluated and improve our environmental performance, thereby reducing our environmental footprint.*

And of course, for each aspect of the Code of Conduct that is violated, the possibility to report it anonymously or anonymously. We must report any incident that may become a threat to life, safety, security, the environment and the Group's assets. Responsible for Code of Conduct and regulatory compliance matters are:

- The Compliance Officer
- The Chief Compliance Officer of IDEAL Holdings
- The Compliance Committee

All measures are taken to ensure anonymity and confidentiality of the individual's details, thus facilitating the filing of anonymous complaints as this allows us to better manage them.

Significant Subject: Compliance with regulatory principles

In accordance with our Code of Conduct, a key principle of our organisation is to comply with the laws and regulations of all the countries in which we operate. It is our duty to respect and comply with the law. There is no such thing as ignorance of the law and we are required to be aware of issues related to our activities.

We contact the Sector Head of Compliance and/or the Group Head of Compliance as well as the Legal Service in case we need any clarification on the legislative or regulatory framework.

During the reporting year, no fines have been incurred for violation of corporate ethics or conduct rules.

A-G2-1 Fines for breach of corporate ethics and conduct rules

Substantive topic: Measures against bribery and corruption

IDEAL Holdings promotes the development of effective, accountable and transparent institutions at all levels. As part of our ongoing effort to consistently meet the expectations of our customers, we have adopted procedures to ensure the strict application of regulations and decisions of relevant bodies. Our position against corruption and bribery is firm. For this reason, we have established a system of relevant policies and control mechanisms to minimize such risks. The Code of Conduct and related policies promote ethical conduct and prevention against bribery and corruption. IDEAL Holdings thus builds trust between employees and customers while enhancing its reputation.

In order to avoid incidents of personal data breaches, we apply good management practices, which we also regularly update in accordance with national and international regulations.

Internal audit is actively involved in identifying and preventing such phenomena.

More specifically, in March 2023 ADACOM successfully completed the process of obtaining the ISO 37001:2016 Anti-Corruption certification, while the Cypriot ADACOM has the same certification.

Our goal is for IDEAL Holdings S.A. to be certified to the same standard within 2023.

Substantive topic: Fair Competition

At IDEAL, we are committed to ensuring that our Group companies, as well as the associations in which they participate and form (even if only temporarily, e.g. for the purpose of undertaking a project), operate within the framework of healthy and fair competition and always in strict compliance with the applicable laws of the countries in which we operate. In addition, our Group companies are obliged not to engage in acts of unfair competition and are committed to carrying out training and compliance checks of employees on a periodic basis. Unfair competition practices could expose our Group companies to significant financial penalties and damage their reputation, which could affect our Group as a whole. We must refrain from any conduct that could be construed as unfair competition under relevant legislation.

8.4 Innovation and digitization



Innovation and digitization require a modernised system of investment in digital networks and state-of-the-art e-services and products, with easy access for all. Continuous qualitative and quantitative improvement of the level of products and services, a modern and responsible approach to customer needs, seamless operation, are all the result of proper strategic planning.

Substantive topic: Product and service innovation

IDEAL Holdings Group invests in the development of innovation in the products and services of its portfolio companies.

In the field of Information Technology

The Company, through its subsidiaries ADACOM, Byte and IDEAL Electronics, is active in the development of software and solutions that help in the digital transformation of businesses, as well as in the areas of Trust Services and Cybersecurity.

IDEAL Electronics through the i-Docs business area has developed an integrated application for the management of large volumes of data, covering important business needs related to communication through alternative channels with customers, but also a number of other applications.

ADACOM continuously invests in the development of new services and the research of new technologies in order to upgrade the services of the Secure Operation Center, as well as the Trust Services, always in compliance with regulatory requirements and international security standards.

At the same time, BYTE develops integrated information systems solutions by implementing the large public sector projects it undertakes, actively participating in the digitization of the public sector. In this context, all three subsidiaries have fully trained teams of qualified personnel, dedicated to the development of innovative software products and the upgrading and evolution of existing applications.

In the Industry sector

Astir is a leading manufacturer of metal caps worldwide, with excellence in both its products and the production methods it uses, working with the largest bottlers of beer and soft drinks. It has the most modern vertically integrated facilities in Europe, with technical expertise, excellent quality and performance. It follows high specifications and standards.

Risk of professional liability for personal data management

Specific investments of the Company provide Trust, Cybersecurity and Software services and solutions in the context of which personal and sensitive data of individuals and legal entities are accessed and processed. The necessary technical and procedural measures have been taken as well as the necessary certifications related to information security (ISO 27001:2013 & ISO27701:2019), business continuity (ISO 22301:2019), protection during environmental management (ISO14001:2015). In addition, Trust services (eIDAS EE 910/2014), EU Secret & NATO Secret security classifications are applied, as well as certifications for the quality of the services provided (ISO 9001:2015). In addition to the certifications and to cover the risk of information leakage and compliance with the General Data Protection Regulation (EU) 2016/679 (GDPR), the companies are continuously investing in technologies and internal processes that are designed to protect against any leakage.

C-G6- C-G6-1

Data security policy - Description of data security policy and fundamental principles

Substantive topic: Cyber Security Assurance

In recent years, and especially during the health quarantine period, the need for digital transformation of IDEAL Holdings' operations has been more acute than ever. This fact has made the requirement for effective cybersecurity systems that ensure business continuity and protection of the data we have at our disposal even stronger. In particular, our IT companies, Byte and ADACOM, are ISO 27001:2019 certified to ensure the confidentiality, integrity and availability of information.

Substantive topic: Data protection policies

Our group from the beginning has complied with the General Data Protection Regulation (GDPR), demonstrating respect with regards to the personal data and informing stakeholders through the Privacy Statement posted on our website. In addition, we are committed to our staff to ensure their protection in relation to the processing of their personal data through a discrete data processing and protection information notice.

Substantive topic: Digital Transformation

Recognizing the opportunities and challenges of the new digital era, IDEAL Holdings has prepared a digital transformation plan, which is being implemented methodically and consistently. The Group's digital transformation, its continuous improvement, extroversion, change in corporate culture through new forms of collaboration and alignment with international developments in innovations and the wider digital transformation ecosystem ensure improvement in the operation of the Group and its companies.

Digital transformation is a key component of our business strategy. The integration of digital media and new technologies in the execution of our business offers us multiple benefits, such as speed, savings, customer satisfaction, promotion of innovation, etc. It is a continuous process of evolution of our group.

9. Table of CAA Indicators - mapping to the GRI standard

Environmental indicators [E]

Indicator	GRI	Definition	Type	M.M.	INDUSTRY		TECHNOLOGY				Company IDEAL Holdings	Consolidated IDEAL Holdings
					ASTIR	Coleus	Ideal Electronics	Adacom	Adacom CY	BYTE		
C-E1-1	305-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	Quantitative	Tons CO2 equivalent (tCO2e)	1.397,59	432,00	72,00	60,00	0,00	7,86	0,00	1.969,45
C-E1-2		Scope 1 emissions - GHG intensity of Scope 1 emissions	Quantitative	Ratio	26,80	19,29	3,17	5,20	0,00	0,52	0,00	12,86
C-E2-1	305-2	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	Quantitative	Tons CO2 equivalent (tCO2e)	1.243,15	2.421,00	37,18	149,96	1,93	49,11	1,04	3.903,37
C-E2-2		Scope 2 emissions - GHG intensity of Scope 2 emissions	Quantitative	Ratio	23,84	108,13	1,64	12,99	1,10	3,26	0,04	25,50
C-E3-1	302-1	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	Megawatt hour (MWh)	10.771,66	4.947,90	99,80	201,68	4,74	109,53	2,80	16.138,11
C-E3-2		Energy consumption and production - Percentage of electricity consumed	Quantitative	Percentage (%)	29,90%	56,63%	100,00%	100,00%	100,00%	100,00%	100,00%	39,91%
C-E3-3		Energy consumption and production - Percentage of renewable energy consumed	Quantitative	Percentage (%)	22,90%	0,00%	34,94%	34,94%	29,00%	29,00%	34,94%	17,88%
C-E3-4		Energy consumption and production - Total amount of energy produced	Quantitative	Megawatt hour (MWh)	1.426,68	0,00	0,00	0,00	0,00	0,00	0,00	1.426,68
C-E3-5		Energy consumption and production - Percentage of renewable energy produced	Quantitative	Percentage (%)	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	100,00%
A-E1-1	305-3	Scope 3 emissions - Total amount of other indirect emissions (Scope 3)	Quantitative	Tons CO2 equivalent (tCO2e)	Not calculated for the year 2022							
A-E1-2		Scope 3 emissions - GHG intensity of Scope 3 emissions	Quantitative	Ratio								
A-E2-1	201-2	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	Qualitative	Discussion and analysis	Under development in the study on the ESG strategy within 2023							
A-E3-1	306-3 306-4 306-5	Waste management - Total amount of hazardous waste	Quantitative	Tons	4,11	10,41	0,00	0,00	0,00	0,00	0,00	14,52
A-E3-2		Waste management - Total amount of non-hazardous waste	Quantitative	Tons	2.503,75	658,50	3,23	0,00	0,00	0,60	0,00	3.166,08
A-E3-3		Waste management - Percentage of waste by type of treatment - Recycled	Quantitative	Percentage (%)	96,74%	98,42%	100,00%	0,00%	0,00%	100,00%	0,00%	97,10%
A-E3-4		Waste management - Percentage of waste by type of treatment - Composted	Quantitative	Percentage (%)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
A-E3-5		Waste management - Percentage of waste by type of treatment - Incinerated	Quantitative	Percentage (%)	0,07%	1,58%	0,00%	0,00%	0,00%	0,00%	0,00%	0,39%
A-E3-6		Waste management - Percentage of waste by type of treatment - Landfilled	Quantitative	Percentage (%)	3,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	2,36%
A-E4-1	303-2 303-4	Total amount of effluent discharge containing polluting substances	Quantitative	Cubic meters (m3)	0	0	0	0	0	0	0	0,00
A-E5-1	304-1 304-2 EU-Taxonomy	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	Qualitative	Discussion and analysis	Chapter 6 on the Sustainability Report							
SS-E1-1		Emission strategy - Discussion of long and short term strategies in relation to the management, mitigation, performance targets of its emissions	Qualitative	Discussion and analysis	Under development							
SS-E7-1		Critical materials - Description of management approach in relation to the use of critical materials	Qualitative	Discussion and analysis	Under development							

Note: The environmental figures of COLEUS refer to the period from 1/7-31/12/2022 and have been calculated with a normalization factor of the turnover of the company consolidated in the Financial Statements of the year 2022, IDEAL Holdings S.A.

Note 2. The environmental figures of the company BYTE relate to the period from 26/9-31/12/2022 and have been calculated with a normalisation factor of the turnover of the company consolidated in the Financial Statements of IDEAL Holdings S.A. for the year 2022.

Social Indicators [S]

Indicator	GRI	Definition	Type	M.M.	INDUSTRY		TECHNOLOGY				Company IDEAL Holdings	Consolidated IDEAL Holdings	
					ASTIR	Coleus	Ideal Electronics	Adacom	Adacom CY	BYTE			
C-S1-1	2-29	Stakeholder engagement - Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	Qualitative	Discussion and analysis	Chapter 4 on the Sustainability Report								
C-S2-1	405-1	Percentage of female employees	Quantitative	Percentage (%)	17,00%	30,00%	38,82%	27,20%	31,40%	21,43%	76,00%	27,54%	
C-S3-1	405-1	Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)	Quantitative	Percentage (%)	50,00%	18,18%	33,00%	31,00%	100,00%	15,00%	76,00%	38,58%	
C-S4-1	401-1	Employee turnover - Percentage of full-time employee voluntary turnover	Quantitative	Percentage (%)	0,00%	4,50%	5,46%	7,81%	0,00%	15,93%	0,00%	6,63%	
C-S4-2		Employee turnover - Percentage of full-time employee involuntary turnover	Quantitative	Percentage (%)	4,00%	2,65%	0,00%	1,20%	5,72%	3,30%	0,00%	2,01%	
C-S5-1	404-1	Employee training - Average training hours of employees in the top 10% of employees by total compensation	Quantitative	Number of hours	0,00	2,50	0,00	18,61	35,00	1,33	0,00	1,50	
C-S5-2		Employee training - Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	Number of hours	1,51	5,00	1,43	9,72	18,40	0,55	0,00	0,11	
C-S6-1	2-23	Human rights policy - Description of human rights policy and fundamental principles	Qualitative	Discussion and analysis	Chapters 6,7,8 on the Sustainability Report 2022								
C-S7-1	2-30 407-1	Percentage of employees covered by collective bargaining agreements	Quantitative	Percentage (%)	100,00%	98,0%	100,00%	100,00%	100,00%	100,00%	100,00%	99,74%	
C-S8-1	308-1 414-1 2-24	Supplier assessment - Discussion of supplier screening using ESG criteria	Qualitative	Discussion and analysis	Code of Conduct and Ethics								
A-S1-1	EU-Taxonomy	Sustainable economic activity - Percentage of sustainable turnover	Quantitative	Percentage (%)	Not calculated for the year 2022								
A-S1-2		Sustainable economic activity - Percentage of sustainable CapEx	Quantitative	Percentage (%)	Not calculated for the year 2022								
A-S1-3		Sustainable economic activity - Percentage of sustainable OpEx	Quantitative	Percentage (%)	Not calculated for the year 2022								
A-S2-1	404-2	Total amount of monetary expenditure on employee training	Quantitative	Euros (€)	5.630,00	17.371,83	861,00	32.984,00	1.321,00	6.583,75	0,00	64.751,58	
A-S3-1	405-2	Percentage of difference between male and female earnings	Quantitative	Percentage (%)	1,82%	-7%	18%	-3,66%	-122,85%	7,55%	100%	1,23%	
A-S4-1	2-21	CEO pay ratio - Total CEO pay	Quantitative	Euros (€)								Relevant disclosure	
A-S4-2		CEO pay ratio - Ratio of CEO to median employee earnings	Quantitative	Ratio								Relevant disclosure	
SS-S1-1	416-1	Product quality and safety - Discussion of product quality and safety approach	Qualitative	Discussion and analysis	FSSC standard	FSSC standard							
SS-S1-2		Product quality and safety - Total number of product recalls issued	Quantitative	Number	2	1							
SS-S2-1	418-1	Total number of users whose information is used for secondary purposes	Quantitative	Number			3.000	0	0	63		3.063	
SS-S3-1		Legal requests of user data - Number of law enforcement requests for user information	Quantitative	Number			0	0	0	0		0	
SS-S3-2		Legal requests of user data - Number of users whose information was requested	Quantitative	Number			0	0	0	0		0	
SS-S3-3		Legal requests of user data - Percentage resulting in disclosure	Quantitative	Percentage (%)			0	0	0	0		0	
SS-S5-1	2-27	Total amount of monetary losses as a result of data security and privacy fines	Quantitative	Euros (€)			0	0	0	0		0	
SS-S6-1	403-9 403-10	Health and safety performance - Number of injuries	Quantitative	Number	0	0						0	
SS-S6-2		Health and safety performance - Number of fatalities	Quantitative	Number	0	0						0	
SS-S6-3		Health and safety performance - Accident frequency rate	Quantitative	Number	0	0						0	
SS-S6-4		Health and safety performance - Accident severity rate	Quantitative	Number	0	0						0	

Note 1. The quantitative figures of COLEUS refer to the period from 1/7-31/12/2022, the period of its first consolidation in IDEAL Holdings S.A., following its acquisition.

Note 2. The quantitative figures of the company BYTE refer to the period from 26/9-31/12/2022, period of its first consolidation in IDEAL Holdings S.A., following its acquisition.

Governance Indicators [G]

Indicator	GRI	Definition	Type	M.M.	INDUSTRY		TECHNOLOGY				Company IDEAL Holdings	Consolidated IDEAL Holdings
					ASTIR	Coleus	Ideal Electronics	Adacom	Adacom CY	BYTE		
C-G1-1	2-9 2-10 2-11 2-15	Board composition - ESG related qualifications of the board members	Qualitative	Discussion and analysis	no	no	no	no	no	no	no	
C-G1-2		Board composition - Classification of the Chairman of the Board	Qualitative	Discussion and analysis	Executive	Executive	Executive	Executive	Executive	Executive	Non-executive	
C-G1-3		Board composition - Percentage of female board members	Quantitative	Percentage (%)	0,00%	0,00%	17,00%	17,00%	33,30%	42,86%	30,00%	
C-G1-4		Board composition - Percentage of non-executive board members	Quantitative	Percentage (%)	0,00%	25,00%	0,00%	0,00%	0,00%	71,43%	78,00%	
C-G1-5		Board composition - Percentage of both non-executive and independent board members	Quantitative	Percentage (%)	0,00%	25,00%	0,00%	0,00%	0,00%	0,00%	33,00%	
C-G2-1	2-9 2-12 2-13 2-14	Sustainability oversight - Description of approach to sustainability oversight	Qualitative	Discussion and analysis	Chapter 8 on the Sustainability Report 2022							
C-G3-1	3-1 3-2 3-3 2-14	Materiality - Description of the materiality assessment process	Qualitative	Discussion and analysis	Chapter 4 on the Sustainability Report 2022							
C-G4-1	2-22	Sustainability policy - Description of sustainability policy and fundamental principles	Qualitative	Discussion and analysis	Chapters 6,7,8 on the Sustainability Report 2022							
C-G5-1	2-23 205-1 205-2 205-3 206-1	Business ethics policy - Description of business ethics policy and fundamental principles	Qualitative	Discussion and analysis	Chapters 6,7,8 on the Sustainability Report 2022							
C-G6-1	418-1	Data security policy - Description of data security policy and fundamental principles	Qualitative	Discussion and analysis	Chapters 6,7,8 on the Sustainability Report 2022							
A-G1-1	2-6	Business model - Discussion of business model and the creation of value	Qualitative	Discussion and analysis	Reference to annual financial report							
A-G2-1	205-3 206-1	Total amount of monetary losses as a result of business ethics violations	Quantitative	Euros (€)	Chapters 6,7,8 on the Sustainability Report 2022							
A-G3-1	3-3 2-22	ESG targets - Short-term targets associated with strategic ESG objectives	Qualitative	Discussion and analysis	Under development in the study on the ESG strategy within 2023							
A-G3-2		ESG targets - Medium-term targets associated with strategic ESG objectives	Qualitative	Discussion and analysis	Under development in the study on the ESG strategy within 2023							
A-G3-3		ESG targets - Long-term targets associated with strategic ESG objectives	Qualitative	Discussion and analysis	Under development in the study on the ESG strategy within 2023							
A-G4-1	2-19	Percentage of executive's variable pay	Quantitative	Percentage (%)	0	0	36,02%	30,37%	33,33%		30,30%	
A-G5-1	2-5	External assurance - Discussion of external assurance on reported ESG information	Qualitative	Discussion and analysis								
SS-G3-1	201-2	Systematic risk management - Description of systems, processes and mechanisms to reduce contributions to systematic risks and improve safeguards	Qualitative	Discussion and analysis	Chapter 8 on the Sustainability Report 2022							

10. Presentations of IDEAL Holdings companies



Astir Vitogiannis Bros S.A.

Board of Directors	
Number of Board members	5
Number of Executive Members	5
Number of Non-Executive Members	0
Women on the Board of Directors	0
Men on the Board of Directors	5
Number of Board members under 30	0
Number of Board members between 30-50	3
Number of Board members over 50	2
Total number of employees	55
Turnover €	52.146.000



Policies

- Safety, security, protection and quality of finished products policy
- Human Resources Policy
- Health & Safety Policy
- Harassment & Violence Prevention Policy
- Environmental Policy
- Corporate Social Responsibility Policy
- Code of Conduct

Environmental variables ¹	Values
Scope 1 emissions (in tCo2)	1.397,59
Scope 2 emissions (in tCo2)	1.243,15
Co. Co. Energy (MWh)	10.771,66
Percentage of consumed energy from renewable energy sources	22,90%

ASTIR Vitogiannis S.A. today is a leading manufacturer of metal crowns worldwide. It has completed 60 years of presence in the bottling industry. It started in 1953 as a small bottling plant for soft drinks for the local market and has grown into an international manufacturer of metal caps for glass bottles for beer and soft drinks. The company's strengths are excellent product quality, modern production methods and excellent service. ASTIR sells its products in more than 50 countries on all 5 continents. Most of its revenue comes from its export activity. In July 2022, Astir Vitogiannis acquired, from AB InBev, a percentage of 74.99% of the subsidiary of Coleus Packaging Proprietary Limited.

Coleus Packaging (Pty) Ltd



Board of Directors	
Number of Board members	4
Number of Executive Members	3
Number of Non-Executive Members	1
Women on the Board of Directors	0
Men on the Board of Directors	4
Number of Board members under 30	0
Number of Board members between 30-50	1
Number of Board members over 50	3
Data 2022	
Total number of Employees	163
Turnover €	40.887.000

Policies
<ul style="list-style-type: none"> • Environmental Policy • Health & Safety Policy • Information Security Policy • Code of Conduct

Environmental variables ¹	Values
Scope 1 emissions (in tCo2)	432,00
Scope 2 emissions (in tCo2)	2.421,00
Co. Co. Energy (MWh)	4.947,90
Percentage of consumed energy from renewable energy sources	0,00%

¹ The environmental figures of COLEUS refer to the period from 1/7-31/12/2022 and have been calculated with a normalization factor of the turnover of the company consolidated in the Financial Statements of the year 2022, IDEAL Holdings S.A.

Coleus Packaging Proprietary Limited has production facilities in the Republic of South Africa and supplies metal stoppers to breweries and beverage and soft drinks companies in South Africa and surrounding countries. In July 2022, Astir Vitogiannis acquired, from AB Inbev, a percentage of 74.99% of the subsidiary of Coleus Packaging Proprietary Limited.

Coleus was founded in 2002 and started operations in 2003. It is the largest and most dominant supplier of metal crowns to South African breweries and beverage companies, producing over 6 billion caps annually and supplying more than 10 countries.





IDEAL ELECTRONICS S.A

Board of Directors	
Number of Board members	6
Number of Executive Members	6
Number of Non-Executive Members	0
Women on the Board of Directors	1
Men on the Board of Directors	5
Number of Board members under 30	0
Number of Board members between 30-50	1
Number of Board members over 50	5
Total number of Employees	62
Turnover €	22.693.000



Policies
<ul style="list-style-type: none"> • Rules of Procedure • GDPR Privacy Policy • Code of Conduct & Ethics • Information Security Policy

Enviromental variables	Values
Scope 1 emissions (in tCo2)	72,00
Scope 2 emissions (in tCo2)	37,18
Co. Co. Energy (MWh)	99,80
Percentage of consumed energy from renewable energy sources	34,94%

IDEAL ELECTRONICS was founded in 1969 and has long-standing, reliable and well-established partnerships with the world's leading technology manufacturers, providing distribution of high-tech & cybersecurity products and services.

Through its i-DOCS business unit, the company provides innovative solutions such as customer interaction, secure electronic document management, sending notifications and stabilizing cash flow, facilitating the payment process. This activity is primarily aimed at reducing the operating costs of organizations, while contributing to the protection of the environment.



Trust Secure Manage

Board of Directors	
Number of Board members	6
Number of Executive Members	6
Number of Non-Executive Members	0
Women on the Board of Directors	1
Men on the Board of Directors	5
Number of Board members under 30	0
Number of Board members between 30-50	2
Number of Board members over 50	4
Total number of employees	137
Turnover €	11.543.000

- Policies
- Code of Conduct & Ethics
 - Operating Regulations
 - GDPR Privacy Code
 - Information Security Policy
 - Anti-Bribery Policy
 - Business Continuity Policy
 - Document Control Policy

Environmental variables	Values
Scope 1 emissions (in tCo2)	60,00
Scope 2 emissions (in tCo2)	149,96
Co. Co. Energy (MWh)	201,68
Percentage of consumed energy from renewable energy sources	34,94%



ADACOM, with a presence of more than twenty years in the field of Cyber Security, has faced many technological challenges. ADACOM is an approved trust service provider, eIDAS certified and registered in the European Provider List. Through its secure and ISO 9001, ISO 27001, ISO 22301, ISO 27701, ISO 20000, EU Secret & NATO Secret certified solutions and services and its 2 PKI Certification Centers, it provides a comprehensive set of Trust Services, in Greece and abroad. ADACOM also operates one of the most modern Secure Event Centers (SOC) to combat cyber threats. Its vision is to become a leader in guiding people in the modern world of digital transformation, electronic identity and ensuring Internet security.



BYTE



Board of Directors	
Number of Board members	7
Number of Executive Members	2
Number of Non-Executive Members	5
Women on the Board of Directors	3
Men on the Board of Directors	4
Number of Board members under 30	0
Number of Board members between 30-50	1
Number of Board members over 50	6
Total number of employees	198
Turnover €	48.589.000

Policies
<ul style="list-style-type: none"> • Sustainability Policy • Information Security Policy • Supplier Ethics Policy • Information Security Policy • Operating Regulations

Environmental variables ¹	Values
Scope 1 emissions (in tCo2)	7,86
Scope 2 emissions (in tCo2)	49,11
Co. Co. Energy (MWh)	109,53
Percentage of consumed energy from renewable energy sources	29,00%

¹The environmental figures of the company BYTE refer to the period from 26/9-31/12/2022 and have been calculated with a normalization factor of the turnover of the company consolidated in the Financial Statements of the year 2022, IDEAL Holdings S.A.

Byte was founded in 1983 and has evolved into one of the largest Greek companies of integrated IT solutions (software, integration of heterogeneous technologies and networking). Through strategic synergies with leading companies of the world, it ensures for its customers access to technology products and services that are internationally leading. Byte has a dedicated Security Team whose main objective is to continuously monitor and inform about potential risks that may threaten data and information security, assess risks, develop actions to address them, internally evaluate and further develop processes and tools, and continuously inform staff on security issues.

