



appliances
recycling s.a.

Sustainability Report 2022-2023



Table of Contents

Message from the CEO	3
Company Profile	4
Responsible Operation for a sustainable future	16
Environment	27
Environmental benefits from the operation of the Company	28
Company's Environmental footprint	32
Partners' Environmental footprint	33
Society	35
Company's social footprint	36
Prioritizing people	42
Occupational Health and Safety	45
Corporate Governance	47
Appendix	52
About the Report	
GRI Indexes Table	

Anything broken today
has the power to build a better tomorrow.
Recycle for a Sustainable Future!



Message from the CEO

For 19 years, at Appliances Recycling S.A., we have been working every day, committed to protecting the environment, ensuring quality of life for people, and transparency in our operation.

Our goal is to continuously optimise all sectors of our activity, namely the procedures for managing Waste Electrical and Electronic Equipment (WEEE). We aim at continuously increasing the quantities of WEEE collected by our network and the quantities of secondary materials recovered by our management units which can be reintroduced to the market. At the same time, we look forward to increasing the number of contracted producers, constantly developing our partnerships, and informing and raising awareness among citizens about recycling electrical and electronic appliances.

Our concern is to achieve the goals set out in the applicable legislation and to contribute to achieving our national goals with the lowest average cost and the smallest environmental footprint.

We manage the most complex waste stream, overcoming difficulties thanks to the experience and know-how of the Appliances Recycling S.A.'s personnel and partners.

With over 18,000 collection points throughout Greece and over 12,000 partnerships, Appliances Recycling S.A. manages 95% of WEEE collection in Greece and has collected and finally treated through its partner network over 900,000 tonnes of waste, achieving a recovery rate of 94.32%.

Since 2004, we have partnered with more than 3,500 companies/ EEE (Electrical & Electronic Equipment) producers, 2,432 of which were active

in 2023. The trust of our partners and their contribution to the effective operation of alternative management of WEEE in Greece is invaluable.

In 2023 we developed our network of strategic partnerships with an additional 1,716 collection points, consistent with our goal of expanding our collection points and achieving geographical coverage virtually across the country.

Our company's participation in the programmes of the Ministry of the Environment and Energy, co-financed by Greece and the EU, 'Anakyklono-Allazo Syskevi' (Recycle-Change my Appliance) and 'Anakyklono-Allazo Thermosifona' (Recycle-Change my Water Heater), as a certification, payment, and recycling body, was of crucial importance to our company's progress in the 2022-2023 period.

These programmes contributed to increasing collection by 21.4% in 2023 compared to 2022, and to strengthening the recycling culture among both citizens and retail stores. More specifically, through the 'Anakyklono-Allazo Syskevi' (Recycle-Change my Appliance) programme, 319,260 air conditioners, 256,250 refrigerators, and 50,699 freezers were collected (August 2022 - January 2024). The result of this action is expected energy savings of up to 398,469 MWh, enough energy to meet the energy needs of a city with 68,114 residents for one year.

At the same time, through the 'Anakyklono-Allazo Thermosifona' (Recycle-Change my Water Heater) programme (since the programme began on 31/07/2023, until mid-January 2024), 60,350 electric water heaters have been collected, equivalent to estimated energy savings of up to

"At the same time, we take actions creating partnerships in sectors that strengthen and are of profound importance in the circular economy, such as the reuse of old appliances."

145,163 MWh, enough energy to meet the energy needs of a city with 24,814 residents for one year. With the ambition of constantly creating added value in society, we plan actions and participate in programmes aimed at informing citizens and raising public awareness about sound appliance recycling.

Also of particular importance is the pilot programme for the development of the collection of tech and small appliances, in the context of the LIFE Ecosweee partnership for the collection of small appliances from citizens' homes via courier, in partnership with ACS Postal Services, while small appliance collection bins were placed in more than 250 ACS branches, enhancing the WEEE collection network.

Furthermore, through our new communications campaign launched in 2023, we aim to inspire citizens to take environmental action by recycling electrical appliances, toners, ink cartridges, and light bulbs.

The power of awareness is essential, and we believe that through our joint effort with our partners, municipalities, and citizens, we can lay the foundations for a more aware community that can evolve in a sustainable manner.



Since 2016, we have been holding educational days at schools all over Greece and we have informed more than 80,000 students and teachers to date.

In close partnership with Municipalities, we organise events and actions aimed at informing citizens about the sound environmental management of their appliances.

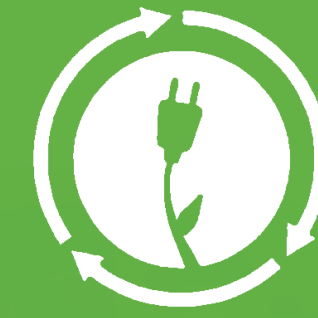
At the heart of our success are our people. By implementing a structured assessment programme with an emphasis on the personal and operational development of our employees, we strive for our continuous improvement, with the ultimate aim of protecting the environment and improving our quality of life.

We all share a personal commitment to persist in with work, dedicated to our vision, adopting the latest practices, strengthening the collective consciousness of all involved parties to ensure a better tomorrow for all.

Marios Intzeler

CEO

Company Profile



appliances
recycling s.a.



The Company at a Glance



Appliances Recycling S.A. is the largest Producer Responsibility Organization of Waste Electrical and Electronic Equipment (WEEE) in Greece. Approved by the Hellenic Recycling Agency (HRA), Appliances Recycling S.A. is responsible for organizing the management of WEEE, providing comprehensive services for the implementation of the extended producer responsibility for Electrical and Electronic Equipment (EEE), in accordance with the applicable legislation.

The management of WEEE includes the collection, transportation, temporary storage, sorting, and treatment of WEEE and their components, as well as financing them through the principle of extended producer's responsibility, achieving the lowest possible

cost. The ultimate target is to remove substances that are harmful to the environment and reintegrate exploitable materials as raw materials into the production of new products.

The operation of the Company achieves the best environmental performance of all entities involved in the life cycle of electrical and electronic equipment, including producers, traders, users, and those carrying out collection/sorting, transport, preparation for re-use, treatment, and recovery of WEEE, contributing to environmental protection and sustainable development.

Vision – Mission – Strategic Goals

Responsibility and Respect for the Environment and Society

Vision

The Company's vision is to contribute to creating a better tomorrow for all, through its daily activities as a market leader. With the aim of protecting the environment, it creates channels of communication between citizens and entities, so that everyone can be informed and contribute as much as possible to the achievement of this goal. Besides the environment, the Company greatly values society and people, who are a key pillar of its operation, which is why it makes every possible effort on a daily basis to protect and improve peoples' quality of life.

Mission

The Company's mission is to inform and raise the awareness among all citizens regarding the recycling of WEEE and the benefits that arise through their sound environmental management.

Strategic goals

The main goals of Appliances Recycling S.A. concern:

- protecting the natural environment and preserving its quality,
- conserving natural resources; and
- ensuring biodiversity and human prosperity.

Guided by a more efficient and sustainable alternative management of WEEE, the Company contributes decisively to the achievement of the goals set by the applicable European and Greek legislation*, while controlling the cost of Sustainable WEEE Management.

The national WEEE collection target is set at 65% of the average quantity of EEE placed on the market over the previous three years. A similar target has been set by the competent licensing authority (HRA) for Appliances Recycling S.A., which reached 49.87% in 2023. The Company, in an effort to contribute as much as possible to achieving these goals and raising awareness among society as a whole, is implementing actions and programmes to inform and educate on the value of recycling.

* European legislation on sustainable management of WEEE is set out by Directive 2012/19/EU, which succeeded Directive 2002/96/EC. The transposition of the WEEE Directives into Greek legislation was initially carried out with Presidential Decree 117/2004, which was succeeded by JMD E.P. 23615/651/E.103/2014 (GG 1184/B/9-5-2014).

Benefits for the Environment, Society, and the Economy from the operation of Appliances Recycling S.A.



Helping to reduce the volume of waste produced



Saving energy & natural resources



Contributing to Greece's economic growth by recovering raw materials & creating new jobs

WEEE Categories

Appliances Recycling S.A., aiming at contributing to the sound management of waste electrical and electronic equipment, including light bulbs, as well as toner and ink cartridges. The classification of appliances according to the applicable legislation is as follows:

Temperature Exchange Equipment



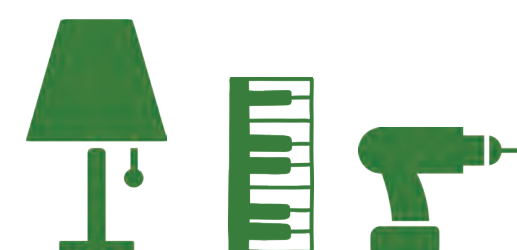
Large Equipment
(any external dimension greater than 50cm)



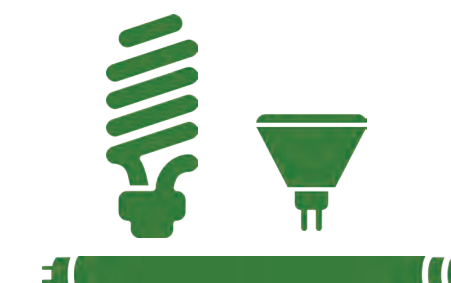
Screens, Monitors, and Equipment Containing Screens having a surface greater than 100 cm²



Small Equipment
(no external dimension greater than 50cm)



Lamps



Small IT and Telecommunication Equipment
(with no external dimension greater than 50cm)



Producers of Electrical & Electronic Equipment

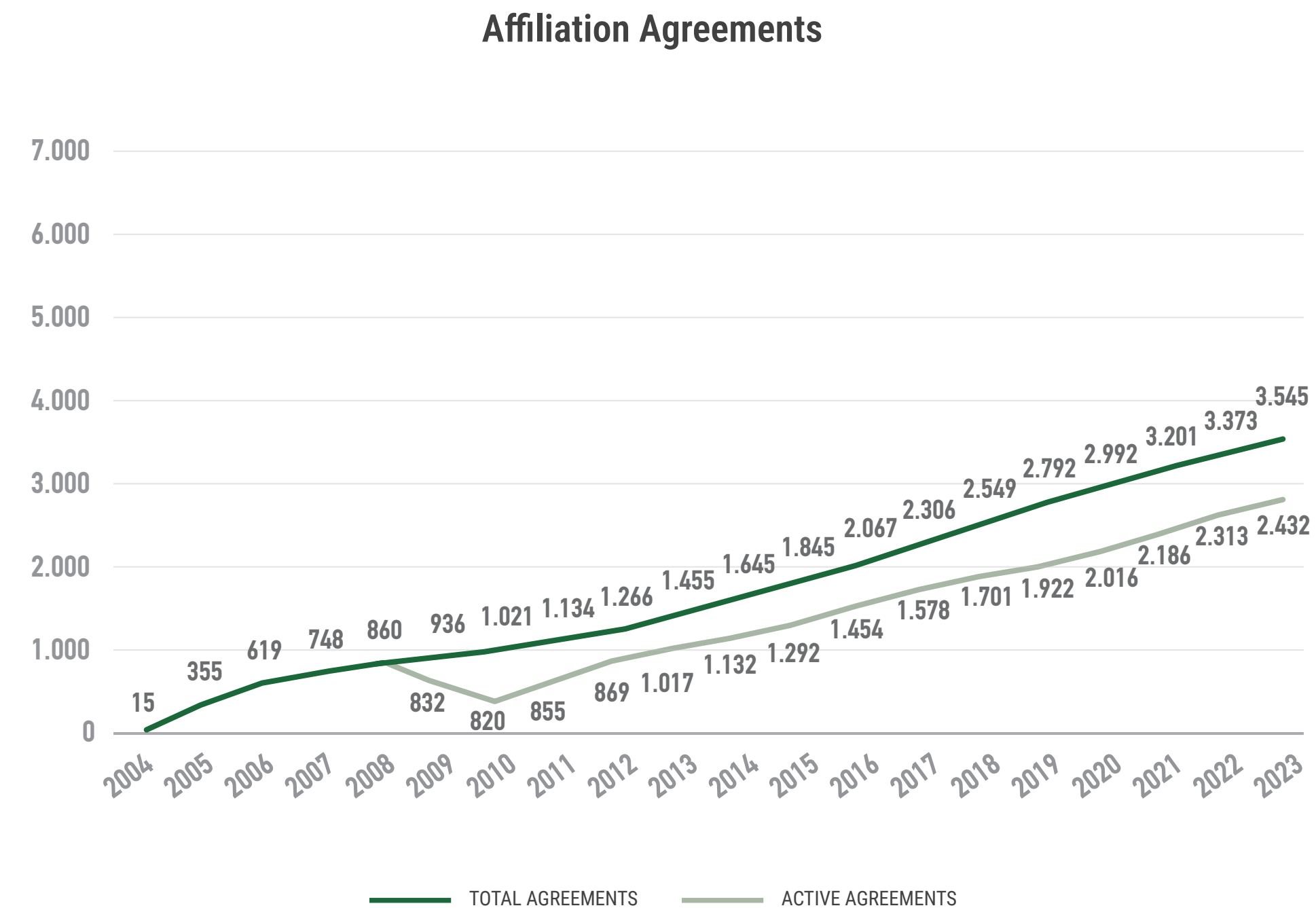
In accordance with Community Directives and the Greek Legal Framework, producers of electrical and electronic equipment (EEE) are obligated to organise Individual Systems or to participate in Collective Schemes for WEEE relating to their activity (Article 17 of Law 2939/2001 and in accordance with the specific conditions laid down in J.M.D. 23615/651/E.103).

In this context, the vast majority of producers in Greece have a contract with Appliances Recycling S.A., covering 85% of the market (in tn). The broader category of producers* includes the person who, regardless of sales techniques:

- Is established in Greece and manufactures EEE under its name or trademark or assigns the design or manufacture of EEE, which they market under their name or trademark within the territory of Greece;
- Is established in Greece and resells within the territory of Greece under their name or trademark equipment produced by other suppliers, where the reseller is not considered a “producer” if the producer’s brand appears on the equipment according to the previous point.
- Is established in Greece and markets EEE from third countries or from another EU member state professionally.
- Sells EEE in Greece by means of remote communication directly with private households or users excluding private households, and is established in another member state or in a third country.

Producers contracted with appliance recycling

In 2023, 3,545 EEE companies/ producers of were registered in the Collective Scheme of Appliances Recycling S.A. Their contribution to the effective operation of sustainable management of WEEE in Greece is invaluable, as these collaborations are the driving force of the PROs (Producer Responsibility Organizations) activity. The graph below shows the growth rate of the number of Producers contracted with Appliances Recycling S.A. from the starting date of the system until the end of 2023.



*More information about EEE producers is available [here](#).

Services

Appliances Recycling S.A. is an approved Collective Scheme, providing as its main service coverage of the legislative obligations of all contracted producers with the best environmental performance.

For the successful implementation of this service, the Company focuses on the continuous development of the collection network, partnerships with licensed partners, as well as cultivating the environmental consciousness of society as a whole.

Expanding the collection network

The Company is constantly expanding its Collection Network and providing suitable means to facilitate access to WEEE recycling for all citizens. It operates over 18,000 collection points nationwide, having developed partnerships with:

- Municipalities
- Regions
- Educational Institutions
- Companies and Organisations
- Health Units
- Hotels
- Mass Catering Businesses

In addition, always pursuing the development of the Network and raising awareness about sustainable management of WEEE, the Company enables companies to create their own collection points by placing bins on their premises

You can learn more [here](#)

Developing partnerships

The Company has developed partnerships with fully licensed transport companies, sorting and classification centres, and WEEE treatment operators, creating a complex and fully functional system for WEEE collection and management throughout Greece. Specifically, it collaborates with 36 licensed transport companies, ensuring the safe transport of the electronic and electrical equipment for recycling. All partnered transporters of the Company are required to have the suitable means, staff, and safety measures required, while they must be registered with the Electronic Waste Registry (EWR) of companies active in the Management of Solid Non-Hazardous Waste of the Ministry of Environment and Energy. At the same time, it is partnered with 13 modern and fully licensed treatment operators which carry out treatment operations of WEEE and/or prepare for reuse.

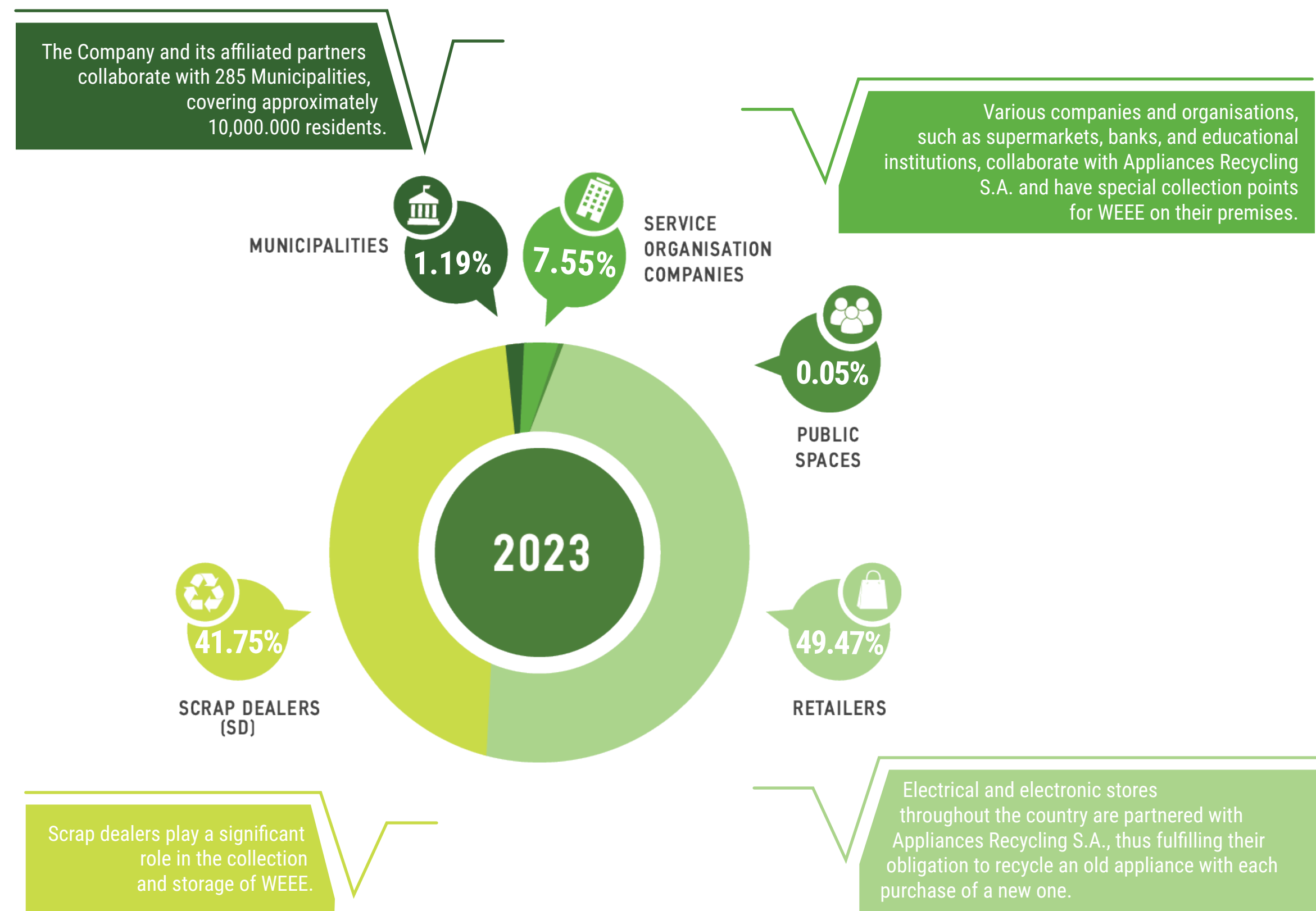
Enhancing environmental awareness

Cultivating and enhancing environmental awareness are the main goals of the actions implemented by the Company. Increased society's participation is a necessary prerequisite for reducing waste generated and protecting the environment. To this end, the Company implements various awareness activities for all ages.

Details for the environmental awareness actions is available in the [our social footprint](#) section.

Collection Sources

WEEE Collection Sources consist of electrical and electronic goods stores, scrap dealers, companies, organisations, and Municipalities. Electrical and electronic goods stores are continuously increasing their participation on collection rate, reaching 42.5% in 2022 and 49.5% in 2023.



Case Study: Recycling - Change my Appliance Recycling - Change my Water Heater

The programmes of the Ministry of Environment and Energy, 'Recycle-Change My Appliance' and 'Recycle-Change My Water Heater', aimed at subsidising households for the replacement of energy-consuming appliances (refrigerators A/ Cs, freezers) and Electric Water Heaters with new modern technology appliances.

The Company was the official body for certifying, replacing and recycling the appliances of the programme. In this context, a "traceability" procedure was developed for the old appliances, where each appliance carries its own unique serial number (S/N). At the same time, a corresponding tool was created and, in combination with the unique S/N and QR Code, provided the basic means for performing checks and identifying the appliances in two stages, from the moment they were delivered to the retailer until their final treatment.

Therefore, the point of progress of each appliance was continuously available to all involved parties.



Collection, Transportation, and Treatment Network for WEEE

WEEE collection

Appliances Recycling S.A. has been operating for 19 consecutive years and has achieved more than 12,000 partnerships with electrical goods stores, companies, organisations, agencies, and municipalities. The specialised, high-quality services it provides have made it a leader in electronic and electrical appliance

recycling, undertaking 94.5% of the total quantity of WEEE to be managed in Greece.

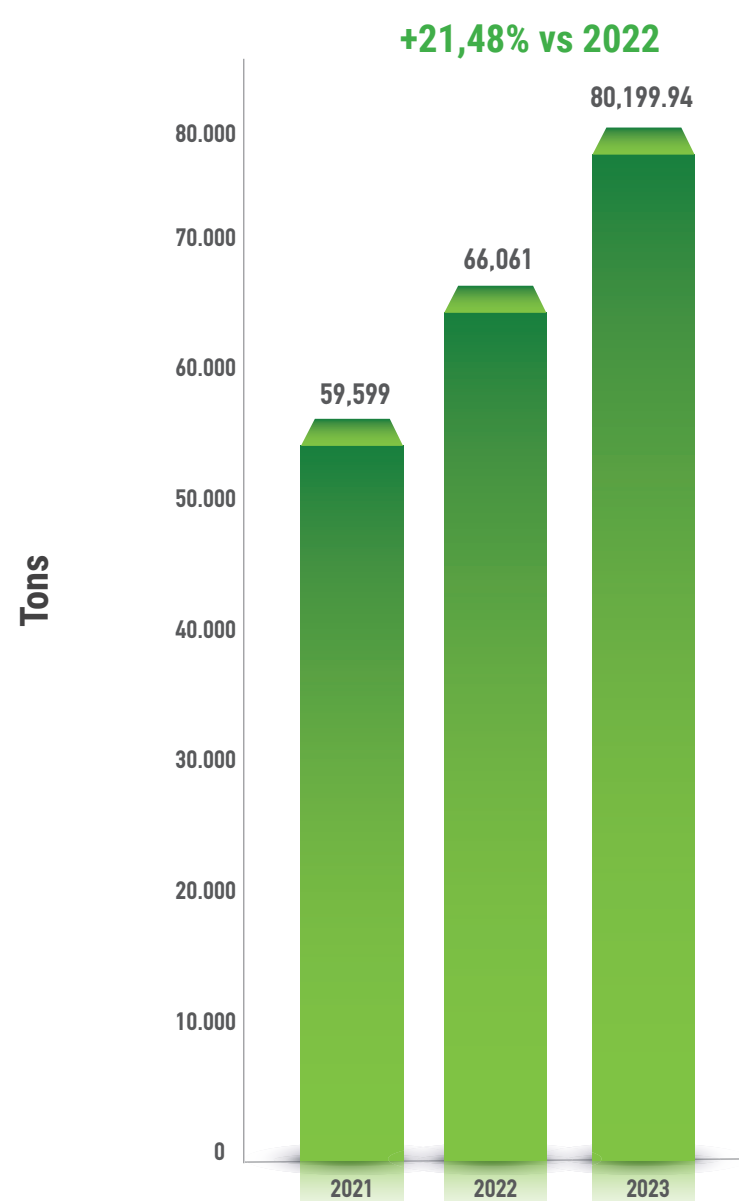
Several Collection means are available at various points that are accessible to all citizens, as described in detail on the Company's [website](#).

>12.000 partnerships in 19 years of operation



In 2023, following the increasing growth rates of the collection Network, 18,943 collection points were recorded, increased by 18.4% compared to 2022, serving the alternative management of more than 900,000 tonnes of WEEE in total over the years.

Collection 2021 - 2023 (tn)

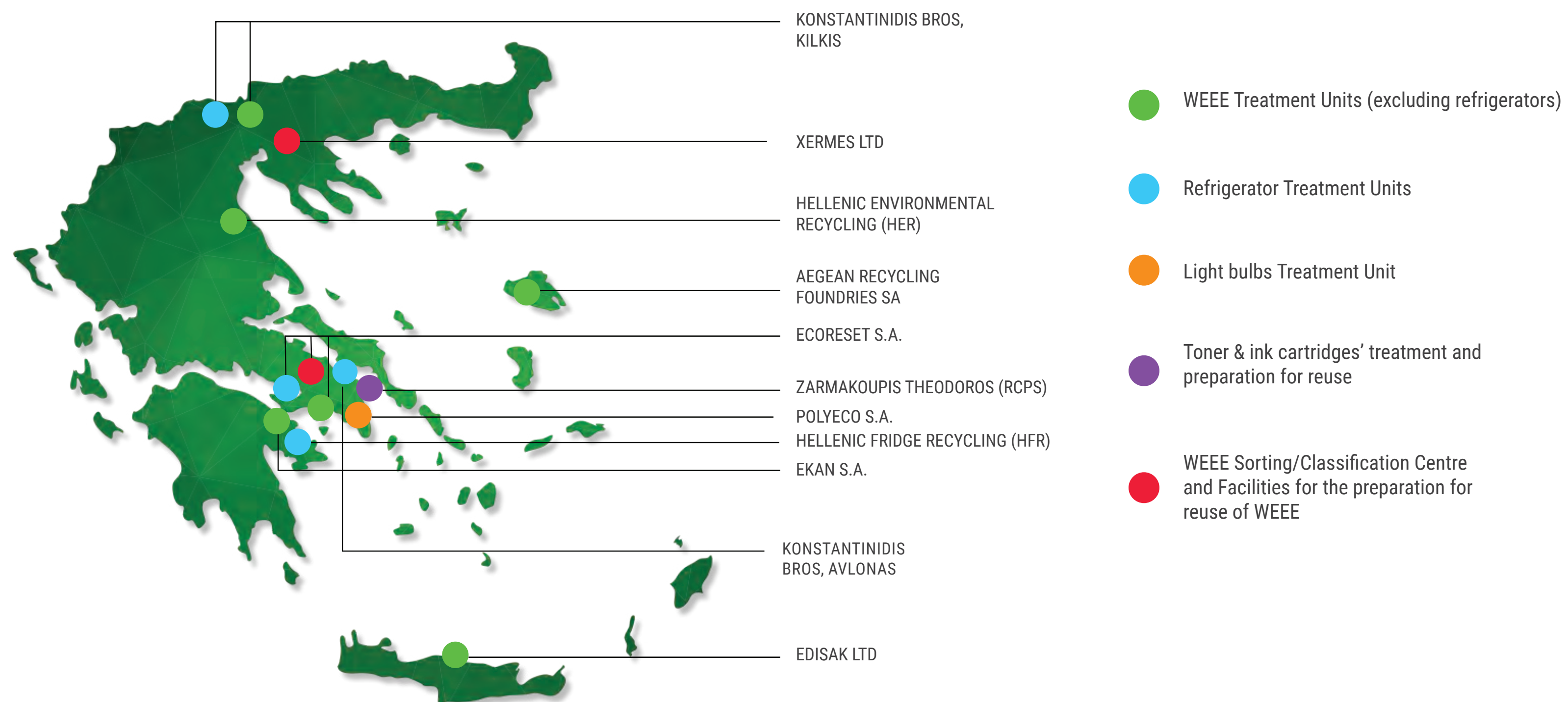


WEEE transportation

Appliances Recycling S.A. has established an organised transport network of 36 licensed WEEE transport companies. These companies collect all the WEEE from the various collection points installed nationwide and transport it to the affiliated treatment operators.

WEEE treatment

Appliances Recycling S.A. collaborates with 12 modern and certified management units where the WEEE treatment and prepare for reuse procedures take place.



Partnerships with International Organisations

The Company participates in international agencies and networks, aiming to exchange know-how and best practices in order to continuously improve. This achieves the substantial provision of information and immediate responses to the requirements of all stakeholders.

Appliances Recycling S.A. is a member of the WEEForum, the largest PROs association in the world

for the management of WEEE, while it also participates in EucoLight, the European organisation specialising in the management of light bulbs and lighting products after the end of their life cycle.

Lastly, it participates in WEEELABEX, which is an organisation that has developed strict standards, based on which the required WEEE management operations are carried out in an environmentally sound manner.



Greece ranks **20th** in relation to the other WEEForum countries, in a total of 31 countries

Participation in European programmes

Appliances Recycling S.A. actively participates in the development and implementation of European programmes aimed at the more effective management of WEEE, as it believes that synergies with other agencies and university institutions through European mechanisms enhance innovation and the exchange of knowledge and experience.



Life Infocycle

The programme was implemented during the 2014-2016 period and was titled 'Development of a Communication and Training campaign for the recycling of Waste Electrical and Electronic Equipment (WEEE)', and it concerns WEEE management chain stakeholders. The total budget came to €739,875, with 50% co-financing from the European LIFE+ Information and Communication programme.

The purpose of the programme was to highlight the importance of environmentally sound management of WEEE by the parties involved. As part of the programme, communication campaigns and educational actions were implemented for the partners of Appliances Recycling S.A., as well as for society as a whole in 15 cities of Epirus and Thessaly. Specifically, a Roadshow was held, with on-site collection of old appliances, a showroom was created that simulated a WEEE processing unit, and competition actions with prizes were organised.



2.093
people participated in the competition



23
events in 15 cities in Thessaly and Epirus (April - September 2015)



7.000
people were informed about sound and effective recycling

The project's actions continue following the completion of the 'Life Infocycle' European programme and are focused on the following **4 main areas**:

1. Updating and further developing training materials.
2. Conducting training seminars at agencies involved in WEEE management.
3. Performing sample inspections and assessing the implementation of good management practices.
4. Implementing networking actions and further disseminating project results.



Life RE-WEEE

The purpose of the Life RE-WEE project is to contribute to the prevention of Waste Electrical and Electronic Equipment (WEEE) creation, in accordance with the Circular Economy Action Plan of the EU.

As part of the programme, two WEEE Sorting and Classification Centres (SCC) were developed and started operating in Greece for the first time, in the regions of Attica and Central Macedonia, their main activity being the collection, sorting, and classifying of WEEE, according to its condition, in order for preparing for reuse or treatment operations to follow.


A key element in the success of the programme was informing and raising awareness among citizens. Seven Repair Cafés were developed as part of the public awareness initiatives, where citizens could hand over appliances for minor repairs. At the same time, special 'Home Repair' guides were developed for electrical appliances, for extending the lifetime of the appliances.

Lastly, the Life RE-WEEE online platform was developed within the framework of the programme, to promote reuse. Electrical and electronic products that are in good condition and which are no longer used by their owners are posted on this platform, enabling other people to re-use them.

In the context of the programme, 431 tn were made available for reuse, while after the conclusion of the programme and the continued operation of the SCCs, from 2021 up to and including 2023, more than 500 tn have been made available for reuse.

By strengthening its efforts, the Company aims to submit 1,000 tonnes of WEEE for prepare for reuse in 2024.



 **3.090 tn**
underwent a
visual inspection

 **1.586 tn**
were directed to
further preparation
work for reuse

 **347 tn**
Reusable
EEE

 **102 tn**
sold



Life ECOSWEEE

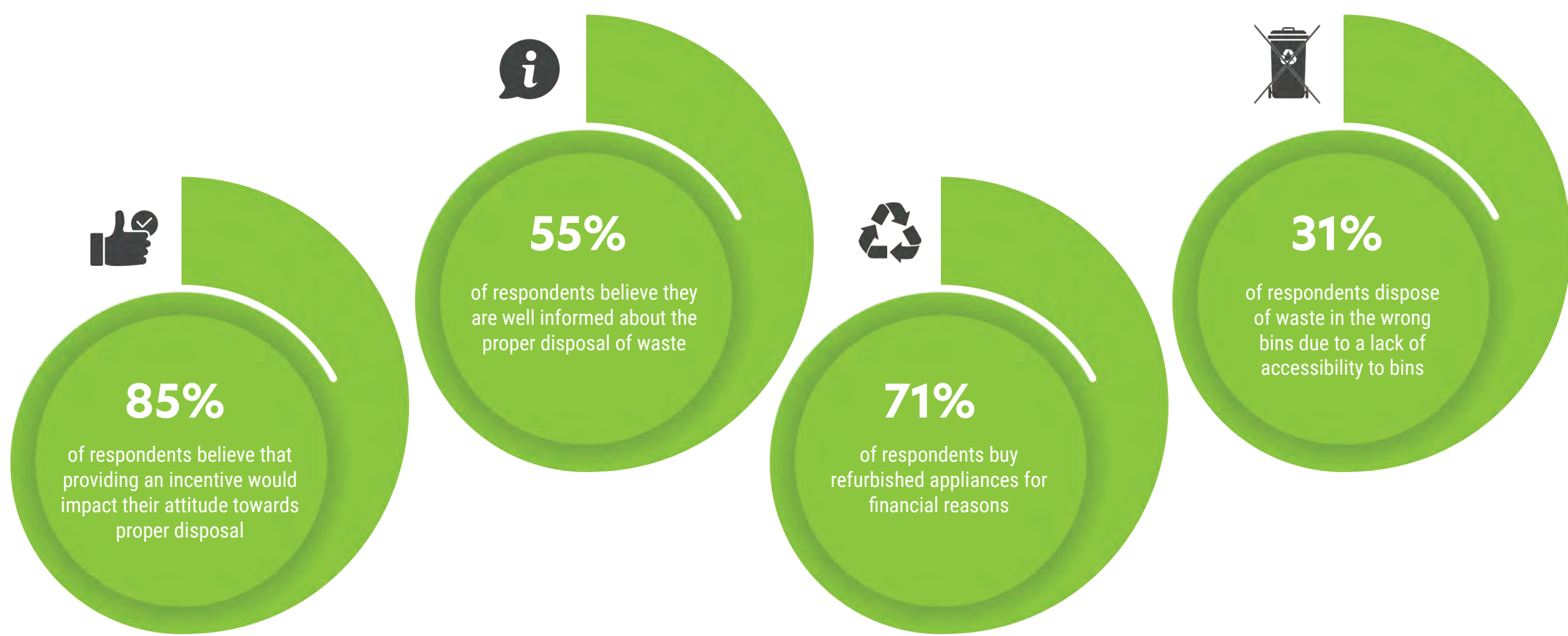
Given that electrical and electronic equipment waste is one of the fastest-growing waste streams in Europe and worldwide, this programme aims at testing in practice various methods and incentives to increase the collection rate of small WEEE and portable batteries. A total of 12 entities are involved in the project.

The programme involves 8 European countries through the AMSs (Alternative Management Systems), with 10 new and 11 existing collection-enhancing practices.

These actions will then be evaluated as to their replicability and transferability to all member states. The programme was launched in April 2023 and will last a total of 22 months. Detailed information about ECOSWEEE can be found on the official programme [website](#).

The programme included a survey with the purpose of recording consumers' perceptions regarding disposal of small electrical and electronic appliances, as well as batteries.

The results of the survey are presented below:



Recycle IT, with a click!

DIMENSION	WEIGHT
✓ 20x20x20cm	✓ up to 4kg
✓ 30x30x10cm	

In the framework of the ECOSWEEE programme, the Company, in partnership with the ACS courier network, developed the 'recycle it with a click' initiative.

Every citizen can recycle their appliance easily and quickly, as ACS comes to them and picks up IT equipment and small appliances, at no charge. These appliances may include smartphones, mobile phones, electronic cigarettes, keyboards, camcorders, chargers, telephone appliances, power outlets, headphones, etc.

A key factor in launching and implementing the programme was the contribution of the Ministry of the Environment and Energy, with all the required adjustments, so that a small quantity of WEEE can be transported via these means of transport.

The key to the success of this initiative is the traceability system developed by the Company. Based on this system, each appliance has a unique Tracking ID that allows its journey to be tracked from the moment it is collected until it is delivered to the sorting centre. Any appliances deemed suitable for reuse are donated to persons in need, in order to cover any communication and connectivity challenges they may be facing.

More information about Recycle it, with a Click! is available on the company's [website](#).

Awards and Distinctions

Gold award at the Circular Economy Awards 2022

Appliances Recycling S.A. received this award for its Model Infrastructures for Prepare for Reuse of WEEE. This validated its contribution to the principles of circular economy and the perpetual effort to achieve the national WEEE management targets set by European and Greek legislation.



Gold sponsorship | Environmental Awards by Boussias

Appliances Recycling S.A. attended as a Gold Sponsor the ceremony of the Environmental Awards 2022, where awards were given for green business and innovative practices for environmental protection and business sustainability. Appliances Recycling S.A. executives presented awards related to Circular Economy, Environmental Corporate Social Responsibility, and Sustainable Enterprises.



Greek Economy & Entrepreneurship

Appliances Recycling S.A. was present as a silver sponsor at the Naftemporiki Economic-Business Conference, which took place at Zappeion Mansion.



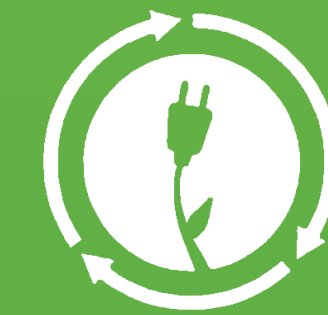
ΕΛΛΗΝΙΚΗ ΟΙΚΟΝΟΜΙΑ & ΕΠΙΧΕΙΡΗΜΑΤΙΚΟΤΗΤΑ

Appliances Recycling S.A. was distinguished at the 4th Verde.Tec international exhibition

At the VERDE.TEC 2022 event titled 'Environmental Technologies', the organiser, Appliances Recycling S.A., had the opportunity to present its actions and its goal to protect the environment. The Greek Green Awards were held under the auspices of VERDE.TEC, with Appliances Recycling S.A. awarded a distinction in the subcategory 'Innovation in Recycling' due to the good practices applied in WEEE management systems.



Responsible Operation for a sustainable future



appliances
recycling s.a.



Our Approach

Appliances Recycling S.A. seeks to create added value for society by implementing actions and undertaking initiatives that contribute to the Company's development.

Sustainable Development is integrated in the operation of Appliances Recycling S.A., and to this end, the Company develops and implements policies, procedures, and tools that contribute to addressing corporate risks, protecting human rights, strengthening business continuity, and shaping a responsible supply chain.

The Company is constantly evolving and aims to remain competitive over time, addressing contemporary challenges and capitalising on the opportunities arising from the principles of Circular Economy, and the imperative need to protect natural resources and raw materials, contributing to the achievement of the 17 Sustainable Development Goals.

The Company's approach to sustainable development is based on three main axes.

Environment

Through its operations, the Company seeks the proper management of WEEE, focusing on the reduction of hazardous waste and the mitigation of the environmental footprint resulting from incorrect management. Furthermore, through the sustainable management of WEEE, the Company contributes significantly to the strengthening of the principles of circular economy, promoting reuse and recovering significant quantities of secondary materials, such as copper, iron, aluminium, and other metals. The Company has developed a network of specialised and licensed partners for the transport

and processing of WEEE, by including environmental terms in their partnership contracts. Through regular audits, it is ensured that the process is conducted thoroughly, comprehensively, and in full compliance with the applicable legislation, contributing substantially to the national and European targets for WEEE recycling.

Appliances Recycling S.A. acknowledges that its affiliated partners are the main source of energy consumption, and this is why, through specific procurement criteria and specifications, it urges them to take measures to improve their energy footprint.

Presence in society

Society

One of the main axes of Appliances Recycling S.A.'s activity is the creation of an environmental culture among citizens, through actions for raising awareness and tools that encourage citizens to dispose their appliances. The Company's goal is to inform citizens through participation in exhibitions, events, educational visits to schools, and media campaigns. At the same time, some of the functional equipment collected is donated to agencies and organisations, actively highlighting the value of reusing appliances through social contribution.

The extensive WEEE collection network, in addition to awareness actions, plays a decisive role in raising citizen awareness. The constant presence of collection means with the right signage encourages more and more citizens to participate in this effort.

Employees

The employees of Appliances Recycling S.A. contribute decisively to achieving the company's goals and maintaining its vision. In recognition of the importance of human capital, the Company seeks to provide an open work environment that strengthens teamwork and collaboration, while also supporting opportunities for talent and skill development, advancing employees' career paths. Special emphasis is also placed on health and safety issues, providing the right means and infrastructure to employees. Lastly, the Company contributes to job creation on a national level, as its network of partners extends throughout Greece.

Transparency and governance

Transparency, integrity, and accountability govern the operation of Appliances Recycling S.A. and contribute to the creation of relationships of mutual trust with all stakeholders. The Company operates based on moral integrity and fully complies with applicable national and European legislation, establishing policies to ensure its smooth operation.

Stakeholders Dialogue

With a view to continuous development and improvement, Appliances Recycling S.A. seeks two-way and substantial communication with all stakeholders, without exclusion or discrimination, through constructive dialogue, in order to acknowledge the individual needs and expectations of each group. To this end, it has developed many different channels of communication, enhancing the creation of relationships of mutual trust and long-term partnership.

Stakeholders means those groups in the internal or external environment that are directly or indirectly, positively or negatively affected by the Company's activity. Interaction with stakeholders was also utilised in the process of analysing material sustainability issues. This process was held for the first time in 2023 and its results will contribute decisively to the development of the Company's Sustainable Development Strategy.

Stakeholders



Shareholders

Frequency of communication: When required

Channels of communication

- Annual General Meeting of Shareholders
- Annual Report (Financial and Management)
- Progress Report
- Meetings of the Board of Directors
- Teleconferences
- Adoption and implementation of policies and principles
- Corporate announcements
- Website (electrocycle.gr)
- Press Releases

Main topics

- Business plan and strategic goals
- Strategy and results regarding Appliances Recycling S.A.
- Sound corporate governance
- Economic performance
- Short-term and long-term prospects
- Competitive Environment
- Cash flows
- Growth in a new field (new contracts)



Employees

Frequency of communication: Daily

- Internal meetings / meetings with employees per management structure
- Evaluation process
- Training
- Internal announcements
- Press Releases
- Formal corporate policies / processes
- Events
- Whistleblowing mechanism
- Social media
- Progress report

- Development and evolution
- Training programmes
- Safe work environment
- Evaluation system
- Additional benefits
- Personal data protection
- Dissemination of strategic and corporate information
- Health and Safety



Producers

Frequency of communication: When required

- Progress Report
- Meetings
- Daily Collaboration
- Registration platform
- Partnership Evaluation Questionnaire
- Electronic and telephone communication
- Website (electrocycle.gr)
- Social Media

- Quality and reliability of services provided
- Level of service
- Management and resolution of problems / complaints
- Personal Data Security and Protection
- Commercial & charging matters

Stakeholders



Citizens-Consumers

Frequency of communication: Daily

Channels of communication

- Website (electrocycle.gr)
- Electronic-Written and telephone communication
- Citizen satisfaction survey
- Corporate Announcements / Press Releases
- Social Media
- Advertisements
- Corporate Responsibility Actions
- Progress Report

Main topics

- Quality and reliability of services provided
- Citizen complaint management
- Number and location of collection points
- Sound management of discarded equipment
- Use of digital tools
- Security and data protection



Partners/ Suppliers

(Production units, Transporters, Distributors of EEE)

Frequency of communication: Daily

- Electronic-Written and telephone communication
- Meetings
- Financial issue negotiations
- Consultation and dialogue on technical issues
- Conferences
- Website
- Social Media
- Progress Report

- Criteria and tender processes for awarding service procurements
- Regular Evaluation of Service Suppliers
- Introduction of corporate responsibility criteria (e.g. environmental criteria)
- Communication on matters regarding service procurements
- Transparency
- Financial robustness
- Payment issues and keeping to timelines
- Training and information
- Expansion to new management technologies
- Personal Data Security and Protection



State-Regulatory Authorities

Frequency of communication: When required

- Consultations on proposed laws and regulatory frameworks (National and European level)
- Electronic-Written and telephone communication
- Dialogue with representatives of the authorities at European, national, and local level (Regions, Local Government Organisations Grade I & II) / Project Groups & Committees
- Meetings
- Conferences
- Tendering procedures
- Digital platforms

- Implementation of regulatory measures regarding Appliances Recycling S.A.
- Specialised national targets regarding European Legislation
- Compliance with applicable legislative framework and regulations
- Transparency
- Maintaining partnership
- Payment of taxes and employer contributions

Stakeholders



Municipalities

Frequency of communication: When required

Channels of communication

- Electronic-Written and telephone communication
- Press Releases
- Website
- Meetings
- Progress Report

Main topics

- Good operating practices
- Quality and reliability of services provided
- Number and location of collection points
- Strengthening local suppliers
- Raising local community awareness and supporting relevant actions



Financial institutions

Frequency of communication: When required

- Electronic-Written and telephone communication

- Business plan and strategic goals
- Sound corporate governance
- Financial robustness



Media

Frequency of communication: When required

- Corporate Announcements / Press Releases
- Corporate Events
- Other contact with the Media (hosting interviews, special features, presenting research)
- Website (electrocycle.gr)
- Social Media
- Progress Report
- Media Shop

- Promotion of environmental awareness issues
- Promotion of services
- Sound information
- Corporate Responsibility (school sponsorships)
- Industry developments

Continuous interaction with WEEE producers

Appliances Recycling S.A. aims at directly communicating with and serving all producers of WEEE who join the Collective Scheme. To that end, it has developed and is continuously evolving a **digital platform** (Security and Confidentiality Information System), through which producers can contact System operators 24 hours a day and submit relevant requests.

At the same time, this platform hosts the annual producer satisfaction survey regarding their partnership with Appliances Recycling S.A. The survey participation rate for 2022 was 25%, while in 2023 it increased to 26% of the total number of contracted producers. The Company aims to increase participation in research and is planning various promotional actions, such as newsletters, online seminars, as well as possible symbolic rewards for regular participants.

Some important results of the 2023 survey are presented below.

69%

Considers the process easy or easy enough to be contracted with 'Appliances Recycling S.A.'

87%

Deems the overall response from 'Appliances Recycling S.A.' to be effective and immediate (or very effective and immediate)

57%

Considers the electronic application of the System quite user-friendly

71%

Agrees (fully or mostly) that it would not select a different WEEE Scheme with lower charges if the waste was managed at a lower quality/environmental standard

Mutually Beneficial Relationships with Service Suppliers

Appliances Recycling S.A. has established a Procurement Regulation which regulates all issues pertaining to the procurement of products and services. The implementation of the Procurement Regulation aims at achieving partnerships with companies that meet specific environmental and social criteria, in addition to the technical specifications of each procurement, while also ensuring the transparency of the relevant tender procedures and the provision of equal opportunities to all suppliers.

A list of approved suppliers has been developed under the Regulation, listing the Company's evaluated and accepted suppliers. The list is revised annually in accordance with the results of the evaluation of the suppliers, as well as the expressions of interest made by potential suppliers.

Supplier evaluation process

The procedure for evaluating suppliers of Appliances Recycling S.A. is applied to its existing or potential suppliers and is divided into initial and ongoing.

The initial evaluation is carried out as specified in the Procurement Regulation, where, besides the other criteria set out by each operational unit, the evaluation includes criteria for sustainable development. If the assessment results are positive, the prospective supplier shall be included in the list of approved suppliers.

The ongoing evaluation is carried out during the implementation of a procurement contract, according to the degree of compliance with the contractual obligations of the supplier.

Network of WEEE treatment units

The Company concludes partnerships with waste treatment operators where specific terms and conditions are met, as reflected in the applicable legislation and partnership contracts. In order to comply with the terms and conditions, audits are carried out concerning environmental, quality, and technical parameters, and compliance or non-compliance with the contractual and regulatory obligations that affect WEEE management.

The audit mechanism aims at continuously improving and upgrading the quality of the treatment units with regard to the management practices implemented and compliance with their contractual and regulatory obligations.

WEEE transport network

To ensure the sound operation of the transport companies with which the Company directly collaborates, they must have specific permits and certificates on the high quality of their services. In addition, a detailed load check procedure is implemented at the pick-up points, with additional verifications by the partner units.

WEEE collection network / local government organisations

Under the applicable legislation, Grade I Local Government Organisations are obliged to ensure the collection of WEEE that Citizens wish to recycle. Appliances Recycling S.A. has concluded partnership contracts with most Municipalities in Greece, covering more than 90% of the country's population.

Recognising the need to inform and serve municipalities, the Company possesses a large part of the collection means to be placed at appropriate points in Municipalities. In addition, Appliances Recycling S.A. proceeded with the creation and operation of a special phone line that records and manages telephone requests from residents of Municipalities of northern Attica, with very significant results and an increase of collection by approximately 40%.

WEEE collection network / EEE distributors

Regarding the contribution of electronic appliances stores to the collection of WEEE has been significantly highlighted over the past two years, especially with the launch of the 'Anakyklono-Allazo Syskevi' (Recycle-Change my Appliance) and 'Anakyklono-Allazo Thermosifona' (Recycle-Change my Water Heater) programmes of the Ministry. In these programmes, distributors of EEE have been appointed as responsible for ensuring the return and delivery of the appliances for recycling, creating a clear shift of a large part of the collection from the usual recipients, which were scrap dealers, to electrical appliance stores.

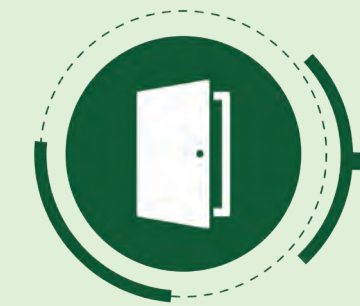
Appliances Recycling S.A. recognises the strategic importance of its collaboration with electrical appliance stores and makes every effort to further develop it, as well as all the other partnerships that make up the WEEE collection network. The Company's action plan in this direction is summarised in the following infographic:



Developing partnerships with online appliances sales platforms (skroutz, you.gr, apothema, etc.)



Creating closer partnerships and synergies with stores to promote collection points located on-site.



Developing door-to-door collection



Ongoing communication with and prompt services to EEE Distributors aimed at recognising the value of their partnership with Appliances Recycling S.A.



Working closely with scrap metal dealers to prevent losing appliances to other recipients

Material Issues

Appliances Recycling S.A. carried out its first materiality analysis in 2023 in order to identify, assess, and prioritise those issues that are related to the Company's sustainable development. The materiality analysis was performed based on the internationally recognised GRI Standards guidelines and the SASB industry standard, incorporating the views of Senior Management and stakeholders.

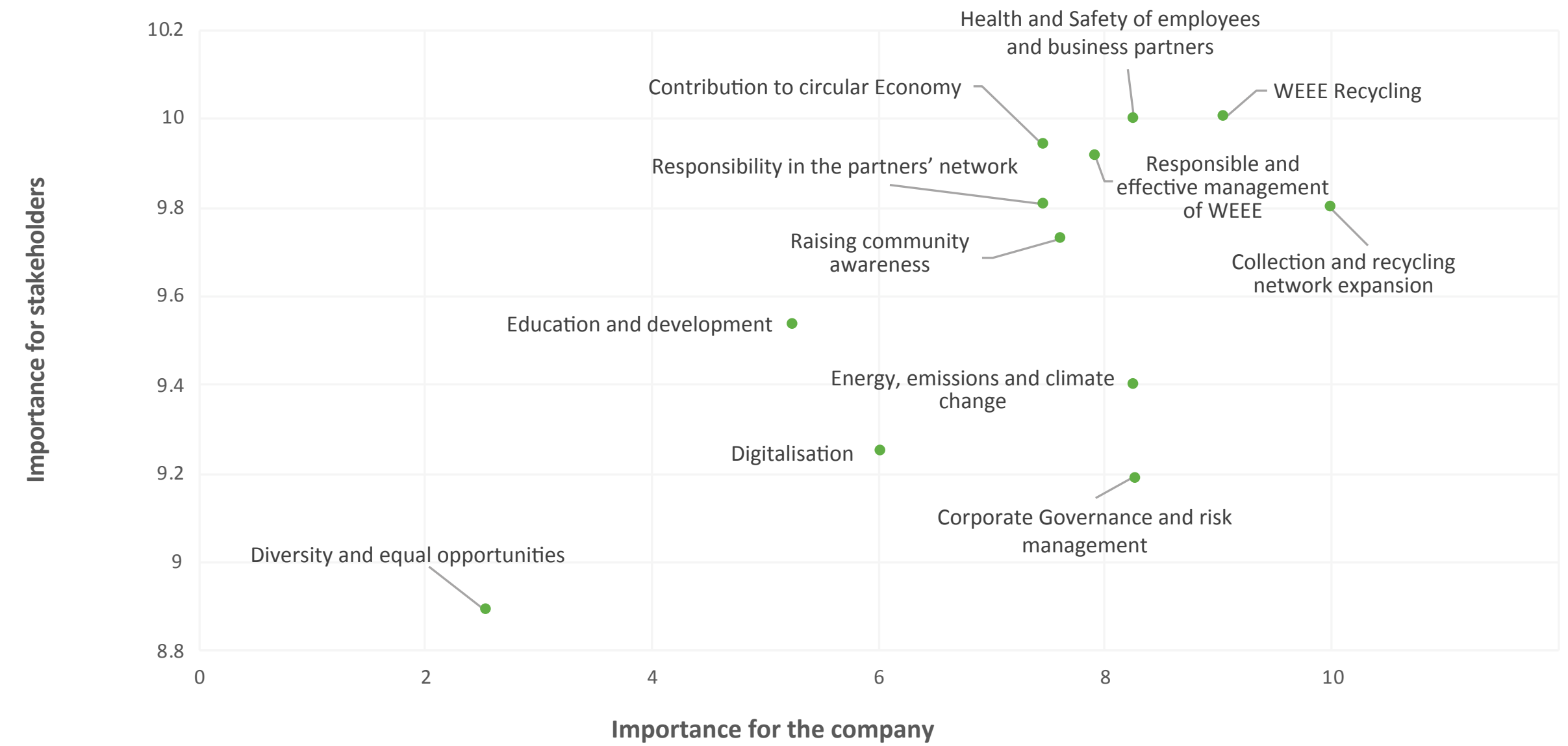
Through its materiality analysis, the Company achieves recognition of strengths, weaknesses and opportunities related to sustainable development, risk recording and assessment, performance evaluation, identification of individual issues that may have a significant impact on stakeholder groups, as well as identification of issues related to the long-term strategic goals.

The materiality analysis was performed in four stages:



Based on this process, the following map of material issues emerged:

Table of Essential Matters



Environment	Society	Governance
2. WEEE Recycling	1. Collection and recycling network expansion	6. Corporate Governance and risk management
5. Energy, emissions and climate change	3. Health and Safety of employees and business partners	9. Responsibility in the partners' network
7. Contribution to circular Economy	4. Responsible and effective management of WEEE	10. Digitalisation
	8. Raising community awareness	
	11. Education and development	
	12. Diversity and equal opportunities	

The Company's Contribution to the UN Sustainable Development Goals (SDGs)

Appliances Recycling S.A. seeks, through its operation, to contribute, as a priority, to the achievement of the UN Sustainable Development Goals, which are directly related to its activity, according to the material issues.

The 17 Sustainable Development Goals pursue balanced economic, environmental, and social development.

Specifically, through its activity and the actions it implements, the Company contributes to the achievement of the following Sustainable Development Goals:

Sustainable Development Goals	The Company's Contribution
 <p>3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to 12 deaths per 1,000 births and under-5 mortality to 25 deaths per 1,000 births.</p> <p>3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases.</p> <p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment, and promote mental health and well-being.</p>	<p>The Company enhances the well-being of employees through the provision of private insurance, while at the same time it seeks to promote the good health of society as a whole by reducing the amount of waste produced and its proper management. At the same time, it takes all necessary measures for the health and safety of employees, and monitors health and safety indicators with the aim of continuously improving.</p>

Sustainable Development Goals

The Company's Contribution



4.4 By 2030, substantially increase the number of youth and adults who have suitable skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

The Company invests in the training of employees, considering it an integral component of their development. At the same time, Appliances Recycling S.A. is implementing training actions aimed at informing and raising public awareness about the importance of proper management of electrical and electronic waste.



8.5 By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Appliances Recycling S.A. invests in the creation of an open and safe work environment, without discrimination. The Company's goal is to maintain and attract talented human resources, which will evolve in an environment that respects and protects internationally guaranteed human and labour rights. At the same time, it enhances occupational safety through relevant training. Lastly, the Company seeks to gradually increase the percentage of its supply chain partners certified with ISO 45001.

8.6 By 2020, substantially reduce the proportion of youth not in employment, education, or training.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



10.3 Ensure equal opportunity and reduce inequalities of outcome, including eliminating discriminatory laws, policies, and practices, and promoting appropriate legislation, policies, and actions in this regard.

Appliances Recycling S.A. provides a merit-based work environment that provides equal opportunities for training, development, and attraction, with no discrimination based on personal characteristics. 45% of the Company's employees are women, while 57% of the hires were under 30.



11.6 By 2030, reduce the adverse per capita environmental impact of cities, paying special attention to air quality, and municipal and other waste management.

The Company contributes to promoting sustainability and improving quality of life by reducing the amount of waste produced through recycling and preparation for reuse, and by contributing to the reduction of hazardous waste being deposited in the environment.

Society

Environment



Sustainable Development Goals

- 12.2 By 2030, achieve sustainable management and efficient use of natural resources.
- 12.4 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.
- 12.5 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

The Company's Contribution

Through its activity, Appliances Recycling S.A. actively promotes circular economy. More specifically, it succeeds in reducing the hazardous waste generated from the disposal of electrical and electronic appliances, it recovers significant quantities of aluminium, iron, copper, and other metals, which are reused as raw material, and enhances reuse through the development of corresponding programmes. In this way, it contributes to saving valuable natural resources, while also preventing environmental pollution through proper waste management. Furthermore, through the awareness actions it is implementing, it encourages participation of more and more citizens, strengthening the recycling and reuse of WEEE, promoting a sustainable lifestyle



- 13.2 Integrate climate change measures into national policies, strategies, and planning.
- 13.3 Improve education, awareness raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.

Through recycling and reuse, the Company contributes to mitigating and addressing the impacts of climate change, while implementing actions to raise public awareness and educate young people on this issue. At the same time, it monitors and encourages measures be taken to improve the energy footprint of its partnered WEEE transporters and processing plants. In the same context, the Company monitors the energy consumption of the Management building, and during this year it completed its renovation in order to improve its environmental performance.



- 15.4 By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, to enhance their capacity to provide benefits which are essential for sustainable development.

Through the proper management and treatment of WEEE, the Company contributes to the mitigation of soil pollution and the conservation of biodiversity.



Sustainable Development Goals

- 16.5 Substantially reduce corruption and bribery in all its forms.
- 16.6 Develop effective, accountable, and transparent institutions at all levels.
- 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels.

The Company's Contribution

Appliances Recycling S.A. operates responsibly and transparently, establishing policies that are aimed at the smooth operation of the business, protection of employee rights, and prevention of any kind of corruption within the Company. More details on these issues can be found in the chapter titled 'Corporate Governance'.



- 17.14 Enhance policy coherence for sustainable development.
- 17.16 Enhance the Global Partnership for Sustainable Development complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technologies, and financial resources to support the achievement of Sustainable Development Goals in all countries, particularly developing countries.

Guided by the achievement of the Sustainable Development Goals, the Company implements actions and sets specific measurable goals in order to document and monitor its performance on sustainable development issues. At the same time, it actively participates in European programmes and international initiatives aimed at promoting innovative solutions and best practices.

Governance

Targets

The Company strives to continuously improve its performance by setting specific, measurable targets for the recording and effective monitoring of its performance.

Performance indicator	Goal 2024
WEEE collection quantity	72,000 tn
Number of training hours for all employees	210 hours
Quantity of WEEE to be prepared for reuse	1,000 tn
Degree of Recovery – Reuse per WEEE category based on current legislation	Maintaining the indicator above the minimum imposed by law
Number of contracted producers	+5%
Percentage (%) of participation of Municipalities in WEEE collection	1.40%
Percentage (%) of collection through retailers	37%
Site traffic (number of visitors per day)	560
Percentage (%) of Company awareness	37%
Percentage (%) of people who have recycled electrical/electronic equipment on an individual level even occasionally, according to the survey implemented annually by Appliances Recycling S.A.	65%



Environment

04



appliances
recycling s.a.

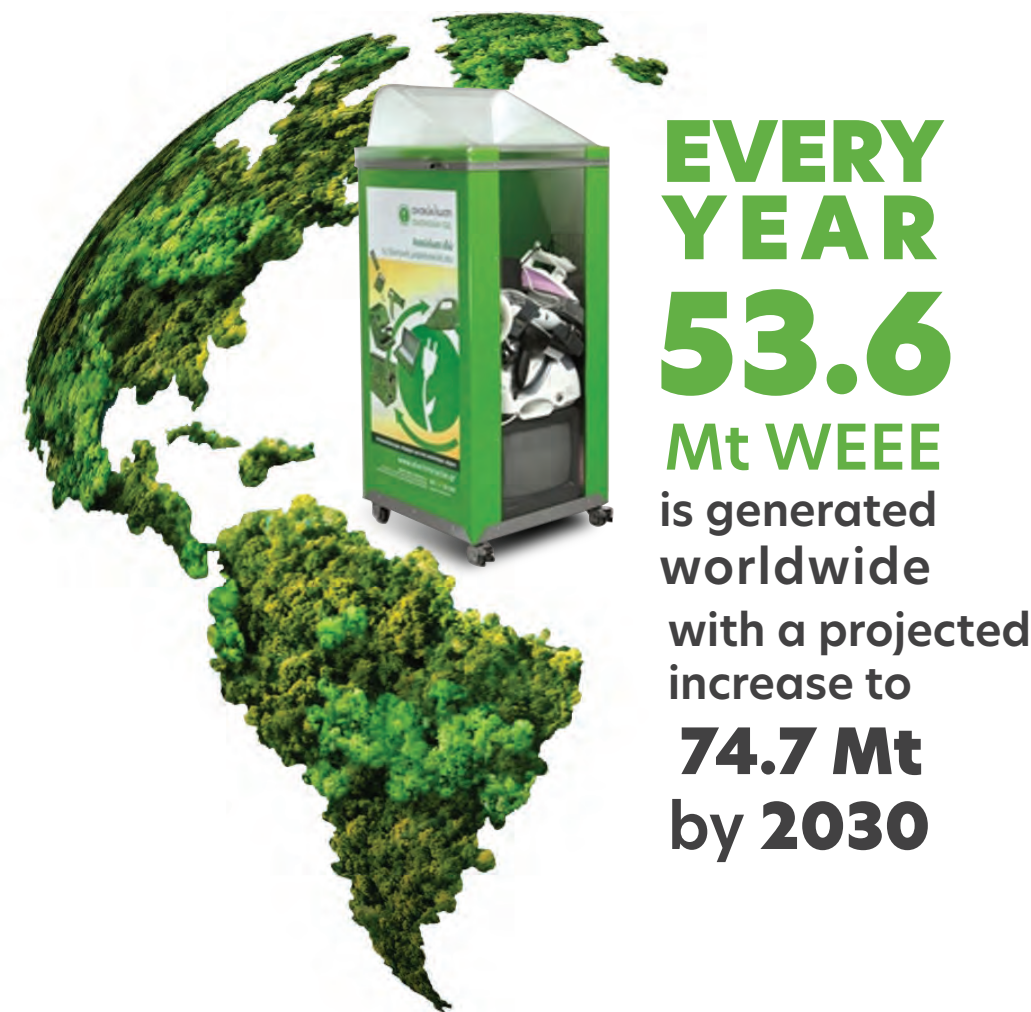
Environmental Benefit from the Operation of the Company
Company's Environmental Footprint
Partners' Environmental Footprint



Environmental Benefit from the Operation of the Company

Appliances Recycling S.A. recognises the critical role it plays in environmental protection and the availability of natural resources. The Company's commitment to sustainability is reflected through the integration of the principles of Circular Economy and Climate Change into business decisions, such as comprehensive recycling and reuse solutions, aiming at minimising waste, saving resources, and avoiding any pollution accidents.

Waste Electrical and Electronic Equipment (WEEE) volumes are growing rapidly and are one of the fastest-growing waste streams. It is also worth noting that electronic appliances possess unique characteristics due to their being composed of various materials, some of which may be harmful to the environment when not properly managed. Through its continuous operation and the effective coordination of all the necessary activities, Appliances Recycling S.A. makes it possible to deal with such an intensifying problem.



ONLY 17% of WEEE worldwide is managed **with sound environmental practices**

According to EU* statistics for 2021, in Greece, only 39.1% of the weight of appliances that had been placed on the market in the past three years was collected, while the European Union's target is, for this percentage, to be nearly 65%. Although the collection rate seems well below the target, Greece is at the European average, a fact that highlights the complexity of the issue.

Appliances Recycling S.A. represents 91.16% of the quantities of WEEE managed in Greece.

*Wastestatistics - electrical and electronic equipment - StatisticsExplained (europa.eu)



During 2023, **80,200** tonnes of WEEE were collected, compared to 60,061 tonnes in the previous year **(+21.4%)**



Appliances Recycling S.A. collected **49.87%** of the weight of the appliances that were introduced to the Greek market over the past three years



In 2023, the Company maintained **2,432** active contracts with waste producers, compared to 2,313 in the previous year **(+5.14%)**



The Performance Index* on waste collected in 2023 was 94.3%, compared to 94.9% in 2022 and 87.6% in 2021

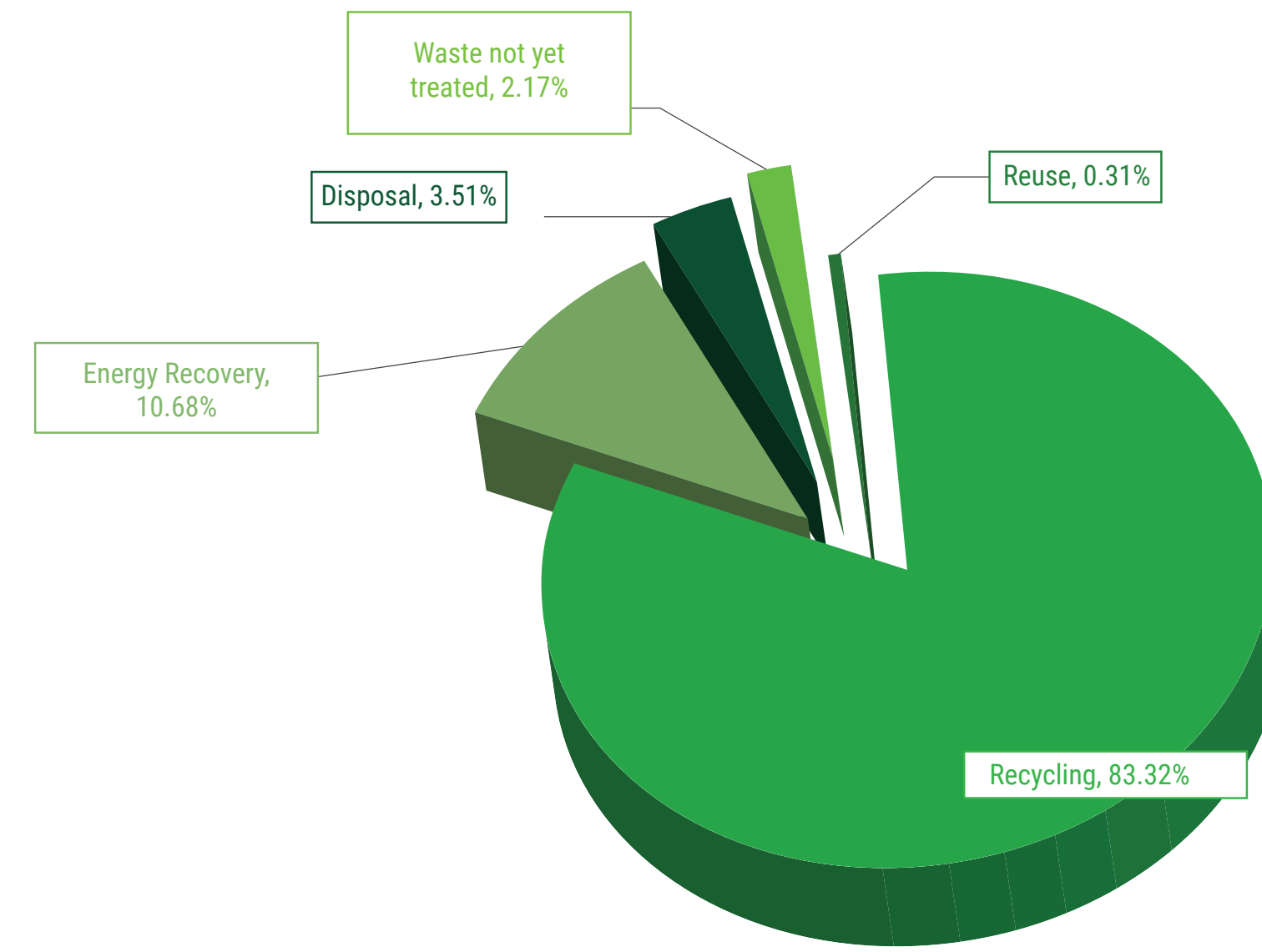


*The Performance Index is defined as the recovery percentage, including the amount sent for recycling and energy production.

The Company's primary objective is to make a decisive contribution to achieving national and European targets for the recycling of WEEE, as well as to effectively control the cost of Alternative Management of WEEE. In 2023 80,200 tonnes of WEEE were collected compared to 60,061 tonnes in 2022, and 78,398 tonnes were treated in 2023 compared to 57,660 tonnes in 2022. In total, during its 19 years of operation, the Company has managed 901,210 tonnes of waste. The significant increase of 21.4% observed in 2023 compared to 2022 in the volume of waste collected is due to both the development of new collection

points through new partners and the implementation of the 'Anakyklono-Allazo Syskevi' (Recycle-Change my Appliance) and 'Anakyklono-Allazo Thermosifona' (Recycle-Change my Water Heater) programmes of the Ministry of Environment and Energy, for the recycling of appliances and water heaters. In addition to the increase in the collection quantity, another significant achievement for the Company is the recovery rate it achieved in 2023, on the order of 94.32%. This rate reflects the quantities of WEEE sent for recycling and the recovery of secondary materials and energy.

Final Treatment Processes for materials produced from the processing of WEEE (2023):



The table below presents in detail the management methods used for each WEEE stream generated in 2022 and 2023:

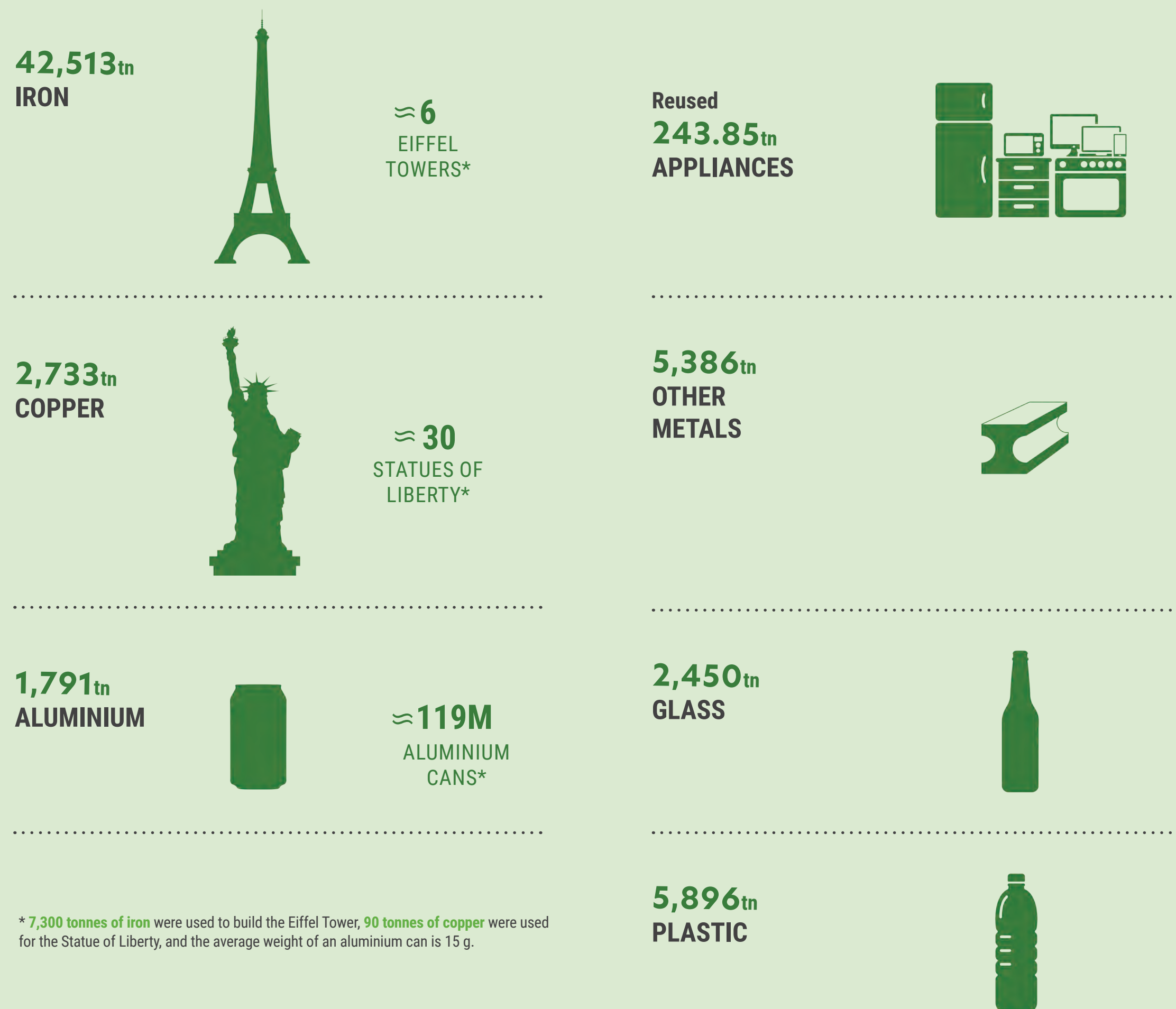
Process	Temperature Exchange Equipment		Screens, Monitors, and Equipment Containing Screens		Lamps		Large Equipment		Small Equipment		Small ICT Equipment	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Reuse	0.00%	0.00%	0.05%	2.30%	0.00%	0.00%	0.07%	0.04%	0.15%	0.03%	3.69%	3.44%
Recovery (Recycling, Other activities pertaining to Recovery & Preparation for Reuse)	82.2%	82.74%	81.4%	79.10%	85.6%	85.81%	91.7%	89.44%	75.8%	73.90%	62.6%	58.95%
Energy Recovery	11.9%	11.68%	9.4%	6.17%	12.1%	8.79%	5.2%	6.63%	18.7%	19.18%	23.4%	28.81%
Disposal	2.3%	3.49%	3.2%	4.49%	0.0%	0.00%	2.5%	2.79%	3.8%	5.32%	5.0%	5.91%
Waste not yet Treated	3.7%	2.09%	6.0%	7.94%	2.4%	5.40%	0.6%	1.10%	1.5%	1.58%	5.4%	2.89%

	2022	2023
Temperature Exchange Equipment	18,512 tonnes Recovery rate*: 82%	37,896 tonnes Recovery rate*: 82.7%
Screens, Monitors, and Equipment Containing Screens	5,046 tonnes Recovery rate*: 81.4%	5,497 tonnes Recovery rate*: 81.4%
Lamps	271 tonnes Recovery rate*: 85.6%	304 tonnes Recovery rate*: 85.8%
Large Equipment	26,311 tonnes Recovery rate*: 91.7%	26,856 tonnes Recovery rate*: 89.5%
Small Equipment	4,288 tonnes Recovery rate*: 76%	4,782 tonnes Recovery rate*: 73.9%
Small ICT Equipment	3,142 tonnes Recovery rate*: 66.3%	3,064 tonnes Recovery rate*: 62.4%

*Recovery: Includes recycling, preparing for re-use, and other recovery operations, except for the Energy Recovery operations.

The high recycling rates, from WEEE treatment, reflect the significant quantities of raw materials recovered from this entire process and indicate in practice the decisive contribution of the Company's operation to the Circular Economy.

In 2023 the Company recovered:

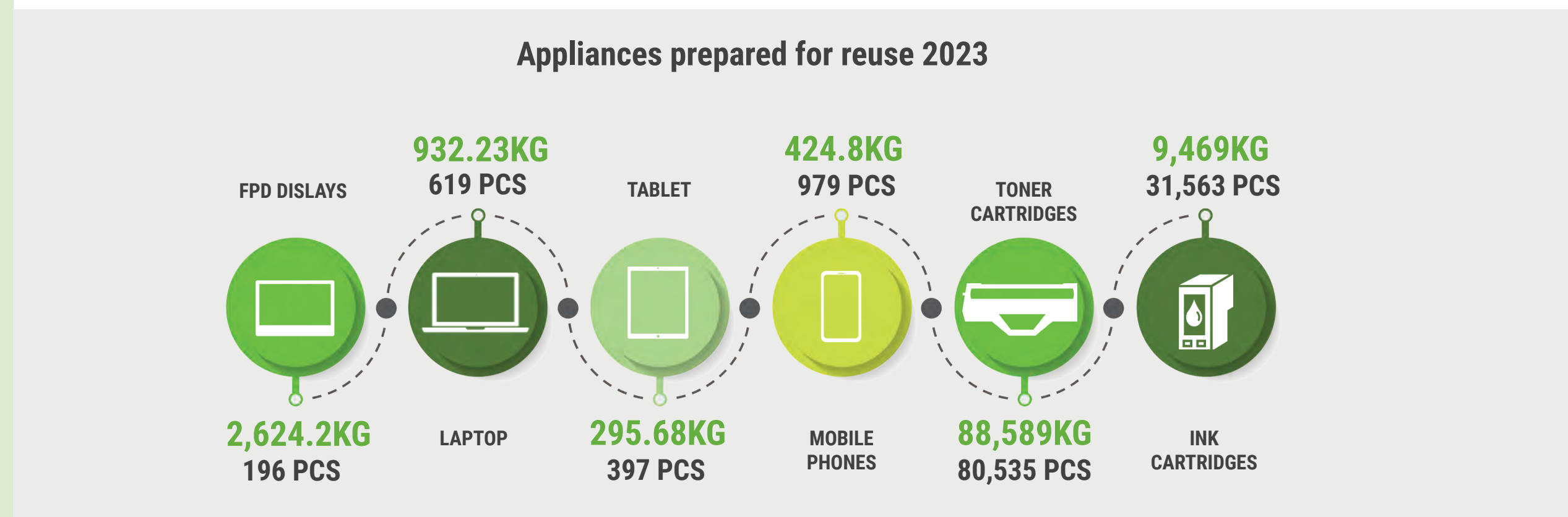


* 7,300 tonnes of iron were used to build the Eiffel Tower, 90 tonnes of copper were used for the Statue of Liberty, and the average weight of an aluminium can is 15 g.

Strengthening Reuse

Appliances Recycling S.A. promotes and supports appliances reuse as the most effective waste treatment method. The Company thus promotes the principles of circular economy and actively contributes to the national targets for reuse and recycling of appliances, as formulated in the Framework of the National Waste Management Plan.

Three WEEE Sorting Centres (SCCs) have already been developed in the regions of Attica and Central Macedonia, operating under the supervision of Appliances Recycling S.A., and significant quantities of appliances have already been prepared for reuse in 2023.



Aiming to strengthen appliances reuse, Appliances Recycling S.A. designs and implements actions such as:

- Placement of special collection equipment at 692 points for separate collection of toner and ink cartridges from other WEEE.
- Pilot implementation of suitable collection tools for the separate placement of specific types of WEEE with high reuse potential.

Environmental footprint of WEEE treatment

Appliances Recycling S.A. acknowledges that despite the undisputed environmental benefit arising from its operation, there are also environmental impacts along its entire value chain.

The Company addresses Climate Change as one of the major factors that the planet is called upon to manage, and therefore implements tools to estimate the energy consumption that arises along the entire journey of the waste, from its initial disposal through to the final disposal of its by-products. To achieve this, it uses the

tool made available by the WEEE Forum to its members.

This tool has been designed based on statistical data collected from the members of the WEEE Forum by implementing the relevant standards and best practices. The purpose of the tool is to capture the environmental impacts of the management of WEEE, as well as to highlight the importance of its proper treatment management through comparison of the footprints of different management scenarios.

The stages processed by this tool are:

- 1** Transporting WEEE from citizens' homes to collection points*
- 2** Waste is transported from collection points to treatment operators
- 3** Processing of WEEE at treatment operators
- 4** Transport of by-products
- 5** Emissions during the final disposal of by-products

In order to increase the accuracy of the results of the tool, the Company inputs as much primary data as it has on waste management. More specifically, it has collected data on the distance of transports carried out on its behalf, data on the energy needs of processing plants, the percentages of various by-products and raw materials that arise after processing, the intensity of electricity emissions in Greece, and the percentage of waste transported by citizens.

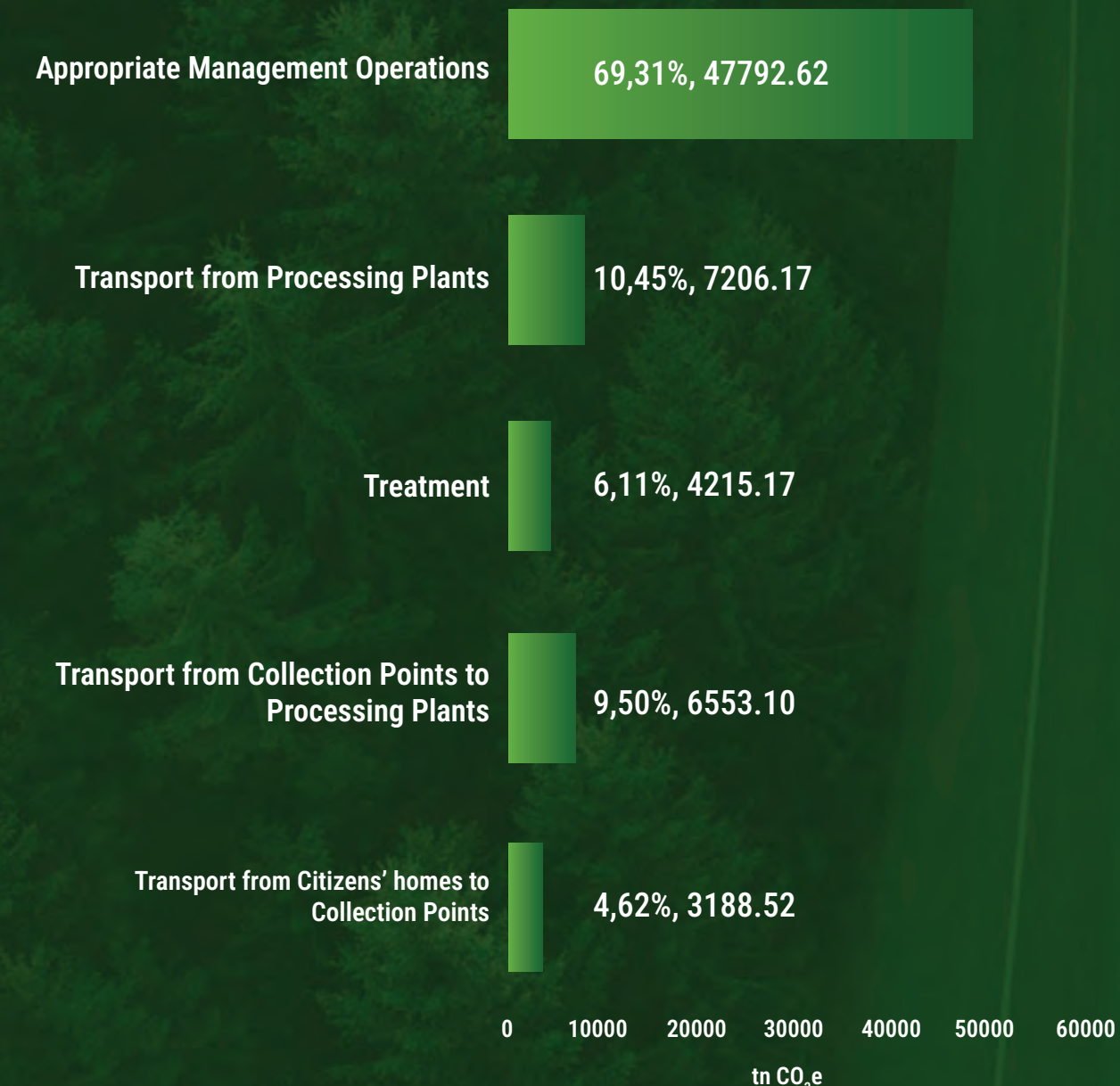
* Step 1 does not include transport carried out by citizens to store collection points, as they are primarily going there for another reason and happen to bring a small appliance or light bulb for recycling with them. Furthermore, the tool does not take into account any marine transport, a limitation of the tool that is expected to be improved in a future version.

Following the calculation of energy and greenhouse gas emissions from the management of a specific volume of WEEE according to the Company's procedures, the tool provides the opportunity to compare this energy and carbon footprint with the corresponding footprint of a hypothetical scenario. The analysis that follows results from comparing two distinct scenarios:

- A. 100% of WEEE is managed according to high environmental management standards, both in the recovery of hazardous substances and in the management of individual parts, equivalent to the prevailing Appliance Recycling management model.**
- B. 50% of WEEE is processed at factories where the high environmental management standards are not met, especially with regard to the recovery of the hazardous substances contained in WEEE, and the rest of the waste is processed to recover only the valuable materials.**

Scenario B was chosen from among other scenarios, as it seems to correspond more to the reality in Greece.

Emissions during WEEE management



If the waste collected by the Company had been treated in an environmentally unsound manner, 716,592 tonnes of CO₂e would have been emitted, while under the existing model of the Company 68,956 tonnes of CO₂e (-90%) were emitted



The difference in the emissions of the two scenarios is equivalent to the annual absorption from 12,952.74 hectares of pine trees**



The environmentally sound management of WEEE by Appliances Recycling S.A. resulted in the consumption of 321,065 GJ less than the environmentally unsound method

** ** It is assumed that each hectare of pine absorbs 50 tonnes of CO₂ per year. All calculations have been made using the WEEE Forum calculation tool

Company's Environmental Footprint

As it wishes to ensure environmentally effective management of all activities, the Company has developed an Environmental Management System that is monitored, maintained, and improved through the development and implementation of programmes, inspections, evaluations, and reviews. It is designed to place more weight on prevention, combined with corrective action mechanisms, when required. The Company's environmental goals are summarised in the graph on the right.



As part of the system, the Company monitors energy consumption at its offices and takes measures, where necessary, to reduce it. It is worth noting that the Company recently renovated its headquarters using construction materials recommended by the **LEED** certification programme.

LEED, or Leadership in Energy and Environmental Design, is a building certification programme that evaluates **environmental performance and sustainability of buildings** and communities based on various criteria, including Materials and Resources. In this way, the Company demonstrates its commitment to operating in an environmentally responsible way.



Office Electricity Consumption		
Year	Total Consumption (kWh)	Specific Consumption (kWh / employee)
2022	55,491	1,499.76
2023	48,269	1,270.24

The Company's philosophy is summarised as follows:



«Operation of the WEEE recycling scheme, through the provision of recycling services with minimal environmental impacts to a level that meets at least the Company's legally required obligations.»



Greenhouse Gas Emissions from Electricity Consumption		
Year	Total Emissions (tonnes CO ₂ e)	Emissions Index (tonnes CO ₂ e / employee)
2022	29.64	0.80
2023	25.78	0.68



WEEE collected from offices either by employees or through the disposal of office durable equipment	
Year	Quantity fo WEEE (kg)
2022	724
2023	3,658*

* The major increase seen in 2023 is due to the renovation that took place at the offices.

Partners' Environmental Footprint

Appliances Recycling S.A. depends on partnerships to achieve the goals assigned to it based on the current legislation and the continuous improvement of its providers. Furthermore, by emphasising the impacts occurring along its entire value chain, it has developed and adheres to high standards for concluding contracts with its WEEE treatment operators.



Within the framework of the environmental management system maintained, the Company ensures compliance with environmental requirements during the operation of affiliated partners / subcontractors carrying out work on its behalf.

Environmental footprint of WEEE collection

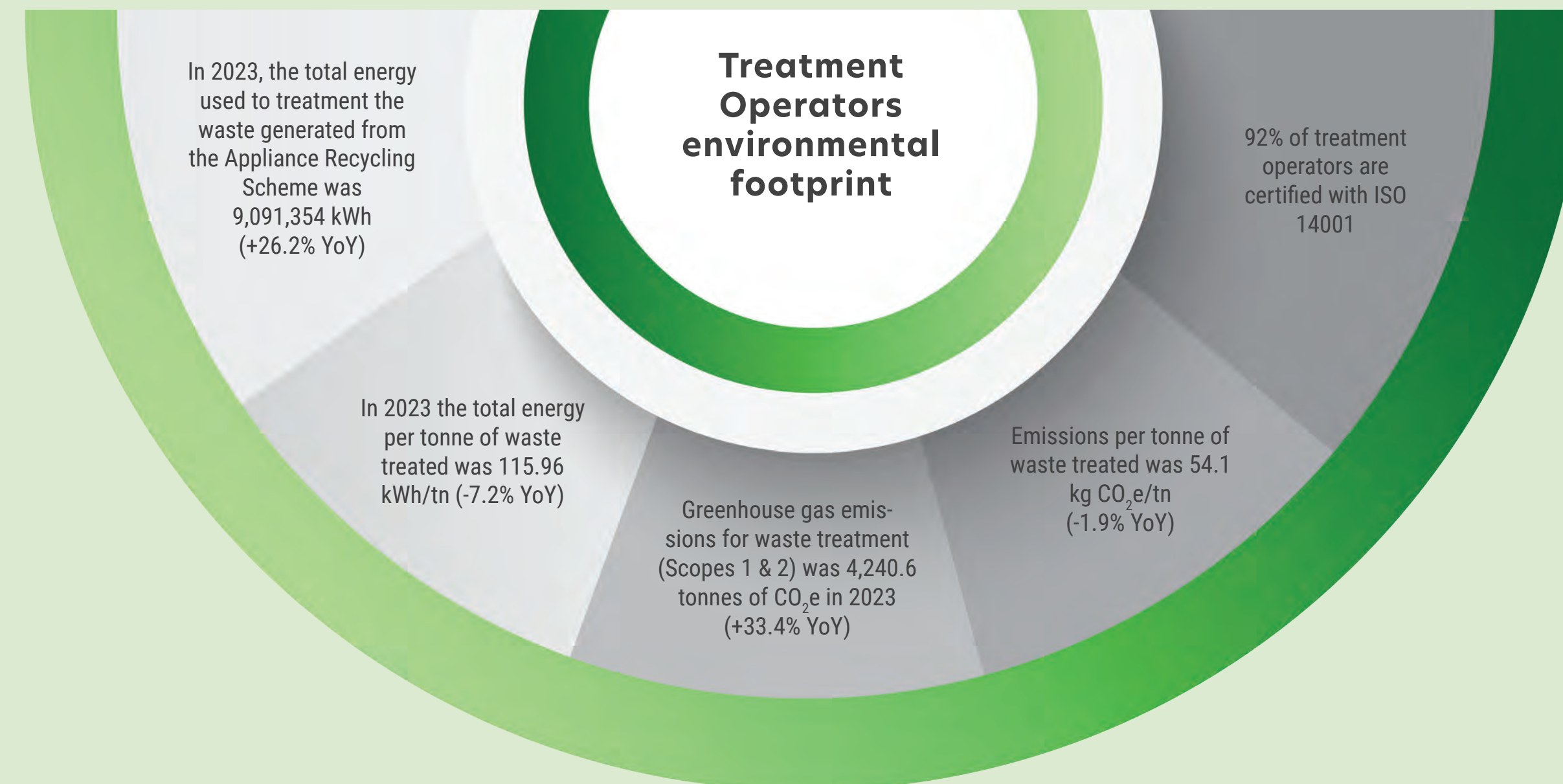
For the transport of WEEE from collection points to treatment units, an organised network of partners consisting of 36 contracted and licensed WEEE transport companies is used. Through this network, Appliances Recycling S.A. serves citizens and companies throughout Greece. In 2023, Appliances Recycling S.A. developed a specific procedure for evaluating and checking partner

transporters and it updated the existing inspection tool. The purpose of these is to ensure that the partners conduct the transport of WEEE safely and in environmentally sound way, and that they comply with all their legislative obligations related to climate change and other commitments for transporting hazardous waste.



Distance travelled for the transport of waste from collection points to processing plants and greenhouse gas emissions			
Year	Total distance (km)	Emissions (tn CO ₂ e)	Specific emissions (kg CO ₂ e per tonne of waste)
2022	1,464.380	338.69	5.13
2023	2,002.174	463.07	5.77

Environmental footprint of WEEE treatment



Appliances Recycling S.A. collaborates with 12 modern, licensed and certified treatment units where the WEEE processing and reuse preparation procedures take place. The Company introduces environmental terms into its contracts with treatment operators in order to ensure the optimal management of WEEE and the minimum environmental footprint of its activities.

Specifically, all collaborating units are certified according to ISO 14001, while, where required, the units are also certified for operation according to European standards (EN 50625). At the same time, the standards and limits set by Appliances Recycling S.A. for the anti-pollution technology implemented by its partners are much stricter than those set by national legislation.

These certifications, in conjunction with ISO 14001, ensure that the affiliated partners manage WEEE in such a way that:

- They do not endanger human health or harm the environment.
- They do not endanger water, air, soil, plants or animals.
- They do not cause disturbances through noise or odours.
- They do not adversely affect the countryside or sites of particular interest.

To ensure these high standards, the Company conducts regular on site audits at its affiliated partners facilities. These audits include compliance with contractual and regulatory obligations, as well as many other environmental, quality, and technical parameters during unloading, storage, and treatment of waste. Inspections are also carried out to ensure that the by-products resulting from processing are stored in

accordance with the specified regulations until they are finally disposed of by the contractors.

Proof of the high standards implemented by contractors and the effectiveness of the control system implemented by Appliances Recycling S.A. are the high material recovery rates achieved, which exceed the targets set by national legislation.

	Recovery Rates set by Law*	Recovery Rates of A.R. in 2023
Temperature Exchange Equipment	85%	94.4%
Screens, Monitors, and Equipment Containing Screens	80%	87.6%
Lamps**	80%	94.6%
Large Equipment	85%	96.1%
Small Equipment	75%	93.1%
Small ICT Equipment	75%	91.2%

*Recovery limits that have been used come from legislation M.D. E.P. 23615/651/E.103/2014 (GG 1184/B/9-5-2014). All operations are considered recovery, except landfill of waste.

** For this category, the limits are set for the recycling rate and not the recovery rate in the current legislation. Therefore, the recycling rate has been used in both columns.

The onsite audits process followed by Appliances Recycling S.A. has been designed taking into account guidance on best available techniques from recognised international standards, such as WEEELABEX.

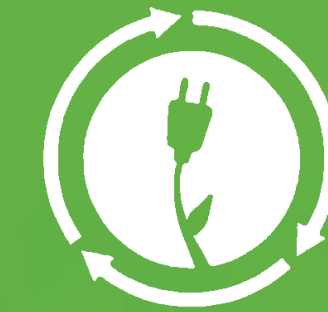
The audit mechanism aims at the continuous improvement and qualitative upgrade of treatment operators services with regard to implemented treatment processes.

In 2023, 13 inspections were carried out at partner processing units with no incident of non-compliance.



The long-term goal is to improve quality indicators and to adopt new optimised technologies for the treatment of the waste collected

Lastly, it is worth mentioning that before concluding a new partnership, Appliances Recycling S.A. performs inspections at the units to ensure that the high standards it sets are met. Furthermore, in the event that a treatment unit with which a partnership already exists chooses to add a new waste stream or treatment process, the Company carries out additional inspections to confirm the implementation of the relevant environmental practices.



Company's Social Footprint
Prioritising People
Occupational Health and Safety



Company's Social Footprint

Appliances Recycling S.A. recognises the imperative need for sustainable development and invests in adopting best practices to protect the environment and enhance social well-being. Its commitment to active and responsible contribution to the proper management of electrical and electronic waste is at the core of its strategy to achieve sustainability, highlighting the critical contribution of its work to this goal. Through practices that support environmental protection, it creates added value for society as a whole.



Through its daily operation, Appliances Recycling S.A. creates direct and indirect jobs in local communities, as the 12 treatment units, which are the final destination for electrical and electronic equipment (WEEE) waste, work almost exclusively with the Company. These partnerships ensure the continuity of these jobs by strengthening economic growth in these regional units. Additionally, public awareness of environmental challenges is a fundamental pillar of the Company's actions. It invests systematically in programmes that cultivate environmental awareness and support the adoption of sustainable practices. Through its participation in exhibitions, festivals and corporate events, it is in direct contact with citizens, while

partnerships with local organisations foster a culture of recycling.

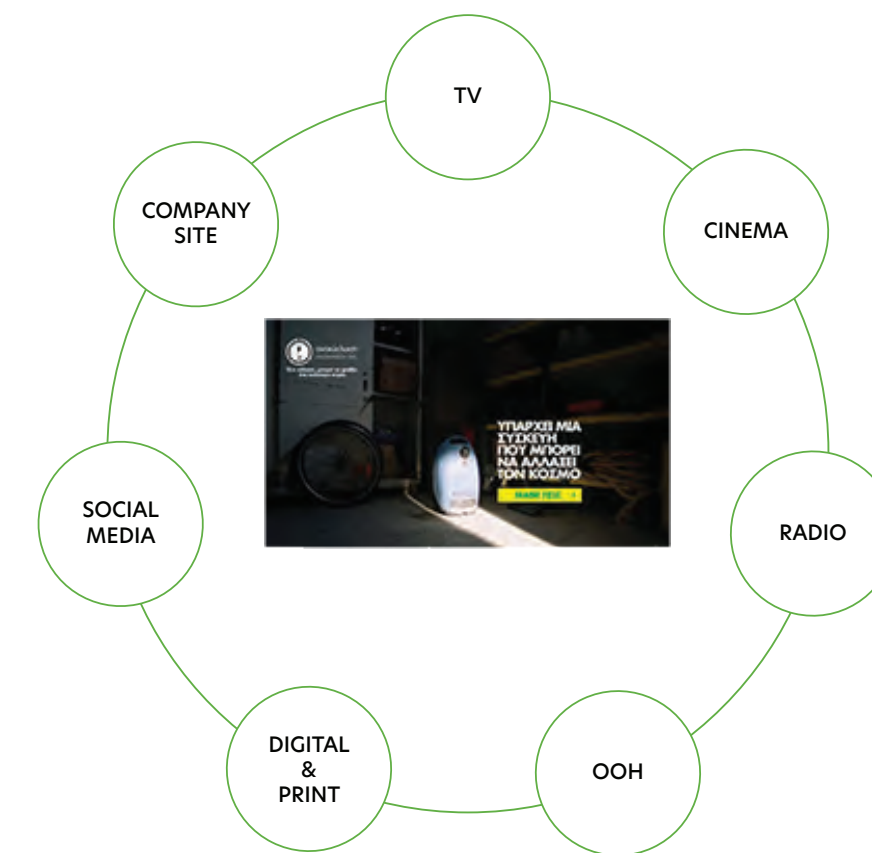
Finally, sponsorships and donations are an essential component of corporate responsibility activities. By providing financial and other support to various social and cultural initiatives, it aims to strengthen social cohesion and promote a more active community.

Through these actions, Appliances Recycling S.A. promotes sustainability and solidarity, actively supporting the improvement of quality of life in local communities and society at large.

At our core is raising awareness and mobilising citizens and society at large

Comprehensive communication strategy

In our modern era of multiple and rapid changes, informing and raising public awareness is of paramount importance in cultivating a culture of recycling. Appliances Recycling S.A. adopts a multidimensional and dynamic communication approach that allows contact with citizens on various levels. Omni-channel communication is not just a way to disseminate information. It is also a strategy that encourages interaction and participation



Through television, cinema, radio, digital and print media, as well as through external advertising points and social networks, a network of communication is created with all citizens in every part of their daily lives. This coordinated and targeted method of communication seeks to make recycling part of every citizen's conscience as an easy, accessible, and necessary solution for the sustainable development of society.

The communication strategy for Appliances Recycling S.A. includes continuous dialogue and the collection of data from the public, through surveys. These surveys contribute to an understanding of citizens' needs, attitudes and preferences regarding recycling and environmental consciousness. At the same time, the results of the surveys serve as a guide for a more targeted and effective communication policy.

Lastly, the Company's website is highlighted as an important factor in informing and activating the public, since it is a vibrant digital interaction space that constantly attracts new visitors. The average time spent on the website is over 1 minute, meaning that users dedicate significant time to the website, exploring, and interacting with the content. Through its digital presence, the Company disseminates the message of recycling to a broad audience, creating an aware and active community.



Survey on recycling electrical and electronic appliances in Greece

Appliances Recycling S.A. conducts an annual survey to capture the public's views and stance on WEEE recycling issues

The survey covers three pillars:

- Knowledge about current appliances recycling.
- Increasing action-participation in appliances recycling.
- Understanding of the Company's contribution.

In 2023, a total of 760 men and women aged 25-64 participated in the survey, in the areas of Athens, Thessaloniki, Larissa, Patras, and Heraklion. Some important results are presented below.



Public awareness

Appliances Recycling S.A. has developed a series of awareness actions that strengthen the culture of recycling and follow three main axes: education, increasing collection points, and dynamic presence in social events.

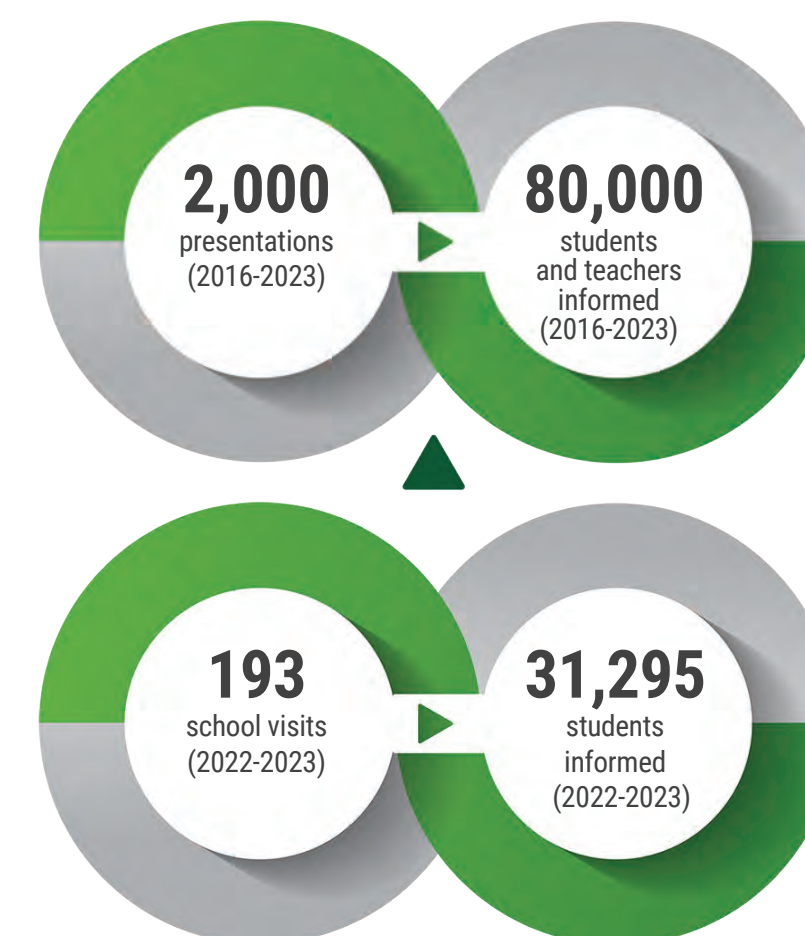
The educational programmes being implemented are aimed at enhancing citizen awareness of their environmental choices and the need to adopt a culture of recycling. The systematic increase of collection points helps facilitate access to recycling for all, while the Company's active participation in social events ensures constant contact with the public and the promotion of sustainable practices.

Educational programmes

Educational programmes include, among other things, organising information days, both at educational institutions and at enterprises and other organisations.

The Company recognises the crucial importance of integrating young people into these efforts, as they are the hope for a better future. These actions highlight the need for recycling and encourage the development of environmentally responsible habits from an early age. The tools and knowledge provided through these actions empower younger generations to actively contribute to environmental protection.

From 2016 to this day, students from primary and secondary education have participated in educational seminars



Continuous development of collection points

Appliances Recycling S.A. is constantly expanding its collection points, including electrical and electronic retail stores, supermarkets, courier branches, municipal points, as well as other points with increased citizen traffic, such as businesses with a large number of employees, schools, and organisations. This effort aims to make the disposal of recyclable appliances even more attainable for citizens by transforming heavy public traffic areas, especially commercial spaces, into critical partners in strengthening recycling.

LIFE ECOSWEEE project

>250

ACS service points have small household appliances collection bins

>900

kg of WEEE collected in the fourth quarter of 2023 by ACS service stores



Trade marketing at Nova stores

264

NOVA stores have small appliance collection bins



Strong presence and participation in social events

Through its actions for citizen awareness, Appliances Recycling S.A. actively contributes to shaping social perception and collective involvement. It participates in initiatives aimed at active public participation and takes a leading role in promoting a more responsible and environmentally informed lifestyle, encouraging society to contribute actively to recycling and, thus, to sustainability.

Participation in world days

Global recycling day 2022

During Global Recycling Day 2022, Appliances Recycling S.A. hosted an event to inform and raise citizen awareness in the Municipality of Glyfada regarding issues surrounding recycling electrical and electronic appliances. The Company's actions on that day included a "recycling corner" for small appliances, where 1,200 visitors could recycle old appliances. The result of this venture was very positive, with around 100 kilos of WEEE collected, 700 information leaflets distributed, and 500 free eco bags handed out.

1,200

visitors



International electrical and electronic appliance recycling day - E-Waste day 2022

In recent years the Company has implemented awareness actions on 14 October, which has been designated as E-Waste Day. With the message, "We recycle even the smallest appliance", a 3-day event took place at Peristeri Park, with various activities. There was a small electrical and electronic appliance recycling and repair corner, and the residents of Peristeri were informed about the value of recycling.

Young and old alike were able to learn about the Company's activities via a digital game using tablets, while for younger visitors the game was more interactive, since they were able to paint all recyclable appliances on a canvas. Six TV shows had been invited to the event, while 7 radio stations had informed the public about the event 10 days beforehand. Furthermore, digital banners were also posted on 9 high-traffic websites.

Event key figures:

3,000

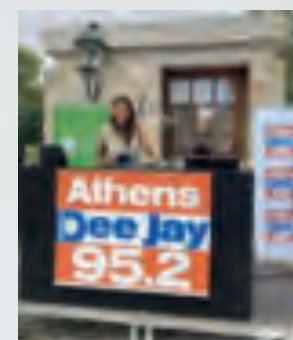
visitors

400

appliances collected

34

appliances repaired



E-Waste Day - The Mall Athens 2022

In partnership with 3 major retailers (Kotsovolos, Plaisio, Public), the Appliances Recycling S.A. team was at The Mall Athens to inform and raise awareness about the value of WEEE recycling and the Company's actions. This was achieved with the video screening, among other things, on The Mall Athens' monitors, reminding people that they could recycle electrical and electronic appliances at the stores. More than 3,000 visitors stopped by the stores, while 3,000 information leaflets were distributed, and 2,200 eco bags were handed out free of charge.

3,000
visitors

E-Waste Day - Sklavenitis Super Market 2022

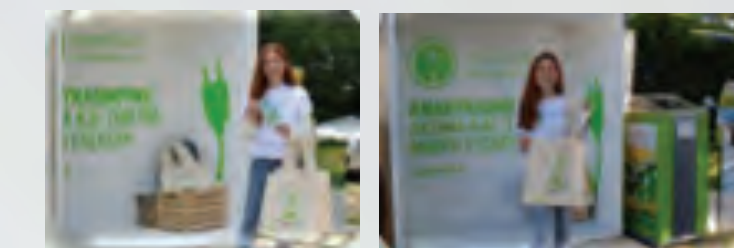
As part of its efforts to raise public awareness about and inform on recycling issues, the Company was at 5 major Sklavenitis stores in Attica in late 2022. More than 2,500 people visited these points, and 2,100 information leaflets and eco bags with the Company logo were handed out.

>2,500
visitors

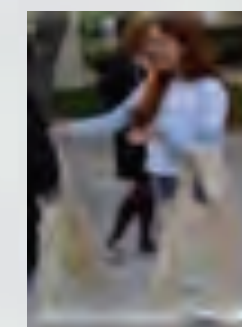
Presence at exhibitions and corporate events

Energia Tec 2022

Appliances Recycling S.A. participated in the 'Energia Tec 2022' exhibition at MEC Exhibition Centre in Paiania. The Company's objective, through its presence, was to inform visitors and to develop new partnerships with producers. The Company's kiosk was visited by more than 15,000 people, and 2,500 leaflets and 2,000 eco bags were distributed.

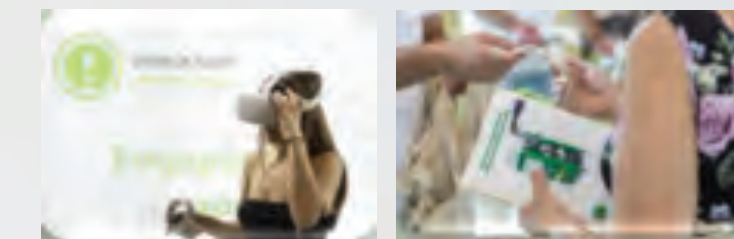


>15,000
visitors

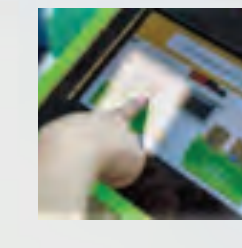


Attica Green Expo 2022

Appliances Recycling S.A. was present at the Attica Green Expo, which was held in the Multipurpose Hall of the Syntagma Metro Station in June 2022. Visitors were also informed via digital games and virtual reality games. More than 1,000 people visited the booth, 800 information leaflets were distributed, and 500 magnets and pencils with Appliances Recycling S.A.'s logo were handed out free of charge.



>1,000
visitors



1st Circular Economy Festival 2022 - TIF HELEXPO

The Company attended HELEXPO-TIF in Thessaloniki in 2022, with the purpose of highlighting its work and developing new partnerships. Information leaflets were distributed, and many visitors were informed.



Action 2022 at Avenue Mall

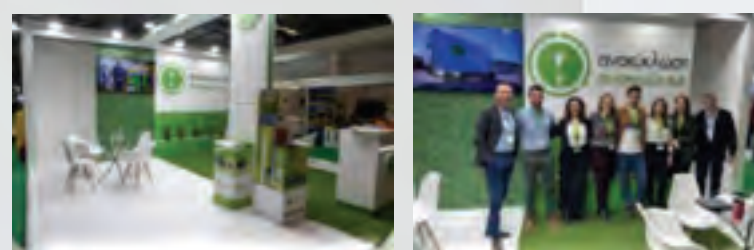
In November 2022, the Appliances Recycling S.A. kiosk was set up in Marousi at the well-known Avenue Mall, in order to inform about the benefits of appliance recycling and to raise awareness about the Company's significant activity and its values. More than 2,500 visitors to the kiosk were informed about the Company's activities, 1,500 information leaflets were distributed and 1,000 eco bags were handed out free of charge.

>2,500
visitors



Verde Tec 2023

Faithful to its goal of new partnerships and informing more citizens about the value of recycling and its benefits, Appliances Recycling S.A. was present at the Verde Tec Exhibition in March 2023. There were over 13,000 visitors, around 2,000 brochures were distributed, and 1,000 eco bags were handed out.



>13,000
visitors

Don't Drop Festival - Circular Economy Festival 2023

Appliances Recycling S.A. was present with a kiosk at the Circular Economy festival that took place at the Municipal Market of Kypseli in April 2023, while it also set up a collection point for small appliances and lamps. At the same time, the Company provided the opportunity for visitors to be informed on and learn about recycling issues such as where, how, and what equipment can be recycled. About 1,000 people visited the kiosk, 700 information leaflets were distributed, and 300 eco bags were handed out.



1,000
visitors

Communication campaigns

In collaboration with various media outlets, in 2022:

- Digital posts were created on issues of recycling electrical and electronic appliances, with digital material and articles placed on high traffic websites. These digital initiatives generated a total of 9,127,095 reactions.
- Newsletters were sent to contracted producers.
- More than 20 publications appeared in magazines on the methods, benefits, and value of recycling electrical appliances and the problems arising from their incorrect management.
- A total of 999 radio spots were created at music radio stations in Athens and Thessaloniki in order to provide information about the Company's action and the necessity for everyone to recycle WEEE.

In 2023 the Company launched a new 360° Communication Campaign intended to inform and encourage citizens to recycle their old electrical and electronic appliances. The campaign message was **"Here, anything that's broken can make a better tomorrow!"** and was screened by a variety of media outlets targeting a broad audience.



Partnerships with municipalities throughout Greece

The Company actively participates in awareness actions of various Municipalities across Greece.

For 2022, such actions were organised by 9 Municipalities with the purpose of informing and raising awareness among residents of the areas about recycling electrical and electronic appliances. Appliances Recycling S.A. officials were there to talk to citizens and answer all their questions. Furthermore, additional bins for collecting small appliances, lamps, and toner and ink cartridges were also installed at central points in the cities.

Similarly, for 2023, Appliances Recycling S.A., in partnership with 5 Municipalities of Attica, carried out various activities of outreach and informing more than 3,000 citizens about the value of recycling.



The Municipality of Athens and Appliances Recycling S.A. encouraged the citizens of Athens to recycle their electrical and electronic appliances and to contribute to a cleaner city, with a great musical concert at the Serafeio Athletic and Community Complex of the Municipality of Athens in 2023. The entry fee was very original, as a small electrical or electronic appliance for recycling was required as the ticket to the event. Dimitris Makalias hosted the evening, while ONIRAMA got the crowd going with their music.



- Municipality of Thessaloniki
- Municipality of Kavala
- Municipality of Heraklion Crete
- Municipality of Kifissia
- Municipality of Egaleo
- Municipality of Corfu
- Municipality of Katerini
- Municipality of Paleo Faliro
- Municipality of Ag.Dimitrios



- Municipality of Paleo Faliro
- Municipality of Glyfada
- Municipality of Athens
- Municipality of Nea Smyrni
- Municipality of Kifissia



Sponsorships and donations

Appliances Recycling S.A. is not just a recycling sector enterprise. It is an active agent for social change and progress. Seeking to create meaningful impact, it implements a number of actions, sponsorships, and donations that empower local communities and support organisations with social work of critical importance.

Our Company takes a leading role in programmes that directly support and empower participants, leaving an important mark on social well-being.

Electronic equipment typically consists of laptops, monitors, desktop computers, keyboards, mice, and cameras. This equipment is in excellent condition, is donated, and accounts for 5% of the total equipment that is reintroduced into the market as reuse devices, according to the contractual obligations of reuse units.

As involvement in sports activities creates significant benefits for society, both in terms of mental health and physical fitness, the Company supports sports organizations that were implemented during the 2022-2023 biennium.

59,870€
sponsorships in 2022 -2023

- Environmental Awards Sponsorship
- Economics Olympiad Sponsorship
- Be Active Day Sponsorship
- Sponsorship for the creation of a courtyard for the women's prison of Korydallos
- Sponsorship of Secondary School Technology Courses in Filothei

It is specifically mentioned that it supported the following activities:

- Life Run 2022
- National Fitness Day 2022
- Cardio Run 2022
- Life Run 2023

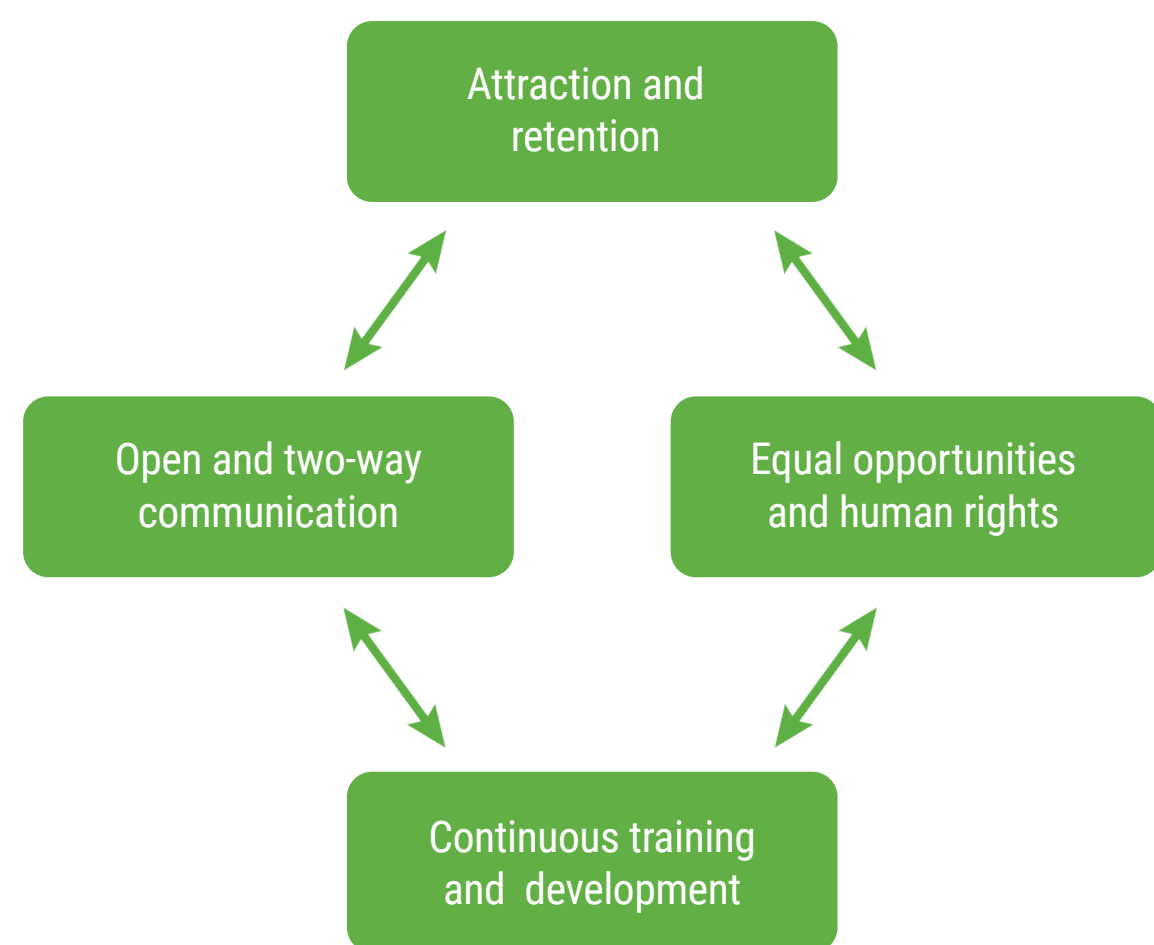
Lastly, the reuse units that operate under the umbrella of Appliances Recycling S.A. donate reusable appliances to schools, daycares, hospitals, municipalities, and NGOs.

A total of 1,813.9 kg was donated for reuse during the years 2022-2023.

Prioritizing People

Appliances Recycling S.A. employees create added value for the Company and shape its corporate culture. One of the Company's priorities is to ensure a merit-based work environment that is characterised by mutual respect and trust, while also enabling its people to grow on both a professional and a personal level. Appliances Recycling S.A. aims to attract top-level executives who embrace its vision and values, contributing to its growth.

The Company's axes of main focus on HR issues are:



Operational regulations

The Operational Regulations aim at the optimum organisation of the Company, ensuring responsibility, transparency, and integrity in its business operations. The operation of the Company is governed by the following key principles:

- Transparency and objectivity throughout its operations
- Provision of equal opportunities at work
- Continuous growth and development
- Responsible operation that safeguards human rights.

Furthermore, the Operational Regulations are forwarded to all employees when they are hired, and describe in detail their rights and obligations, as well as working conditions at Appliances Recycling S.A.

Key information about human resources



38 Employees

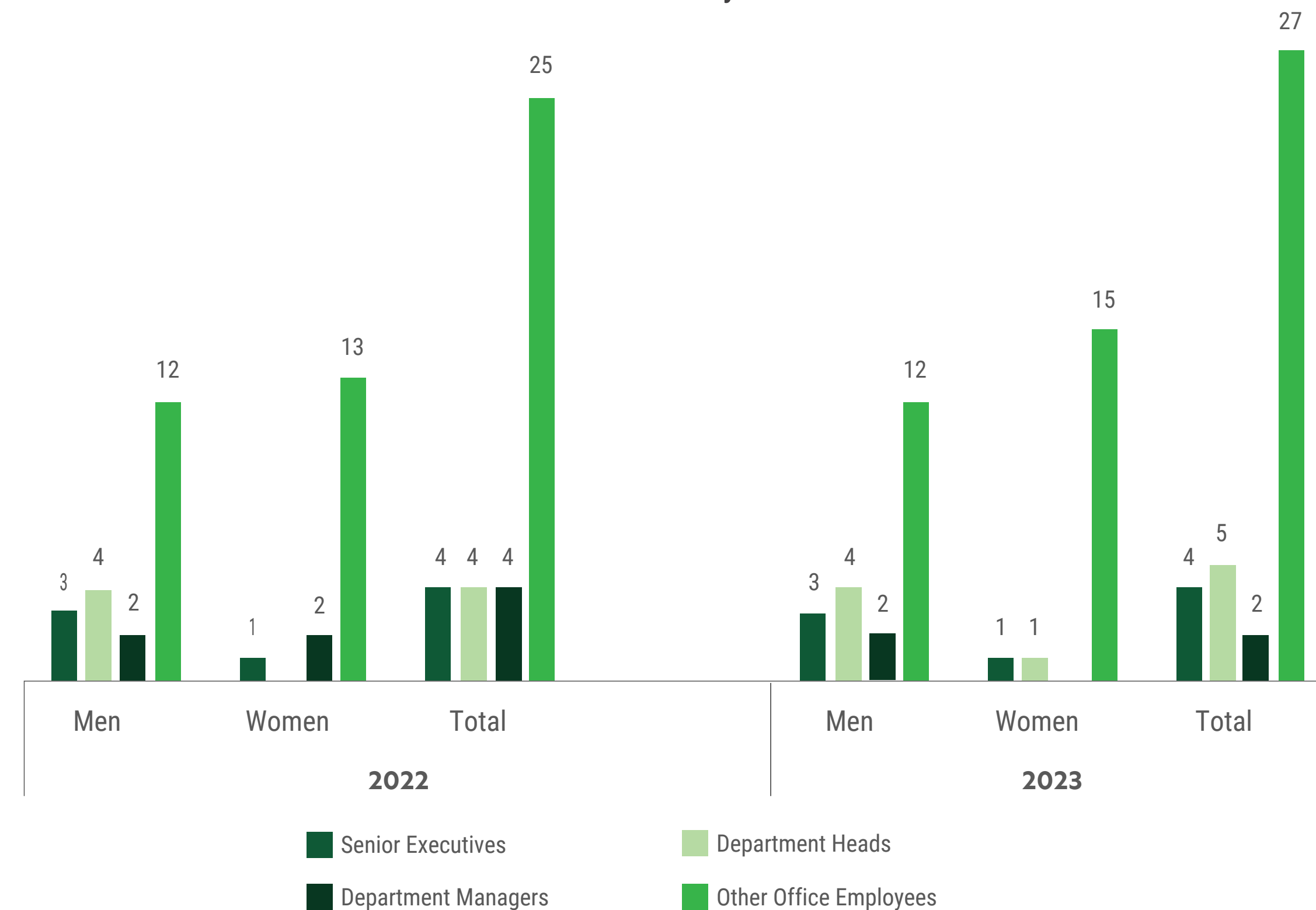


45% Women & 55% Men

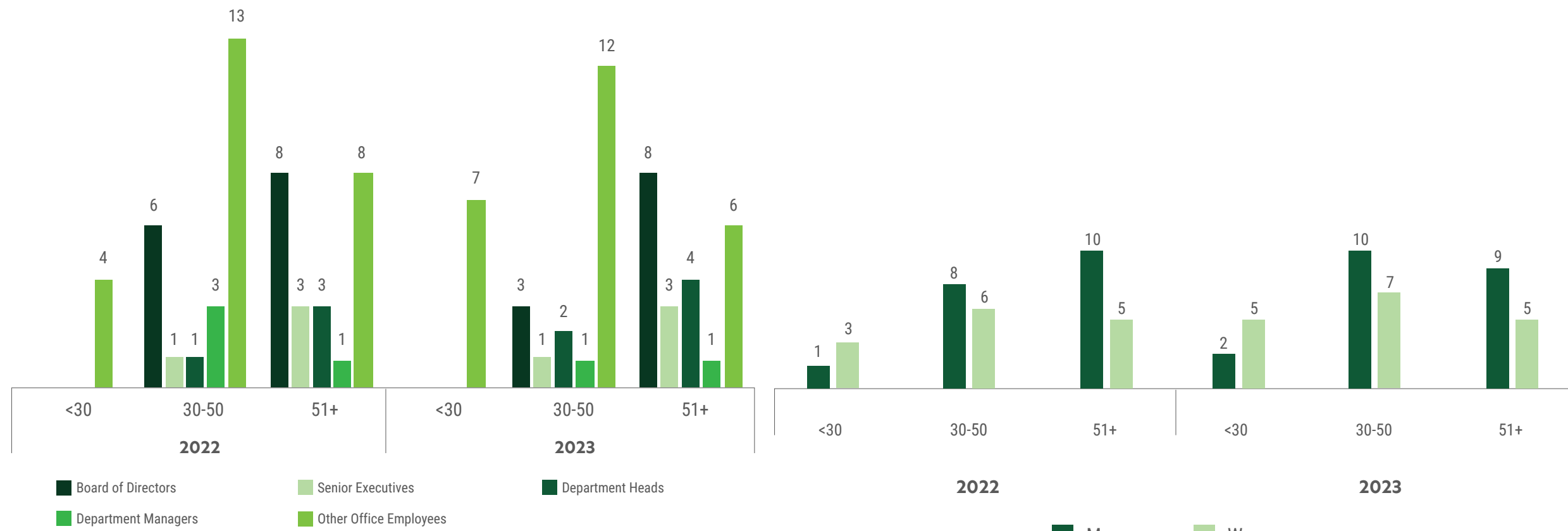


18% <30 years old
37% 51+ years old

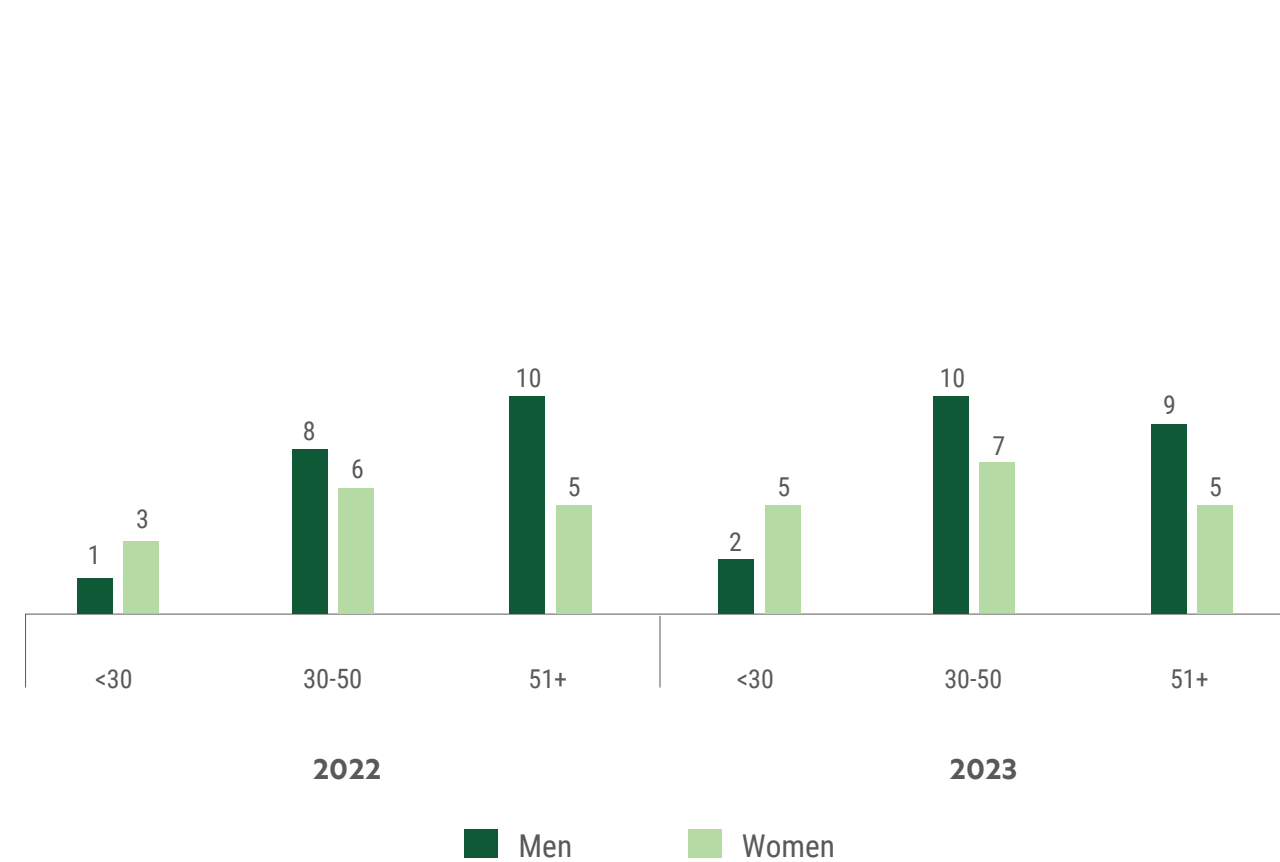
Employee distribution by gender and hierarchy level



Employee distribution by age and hierarchy level



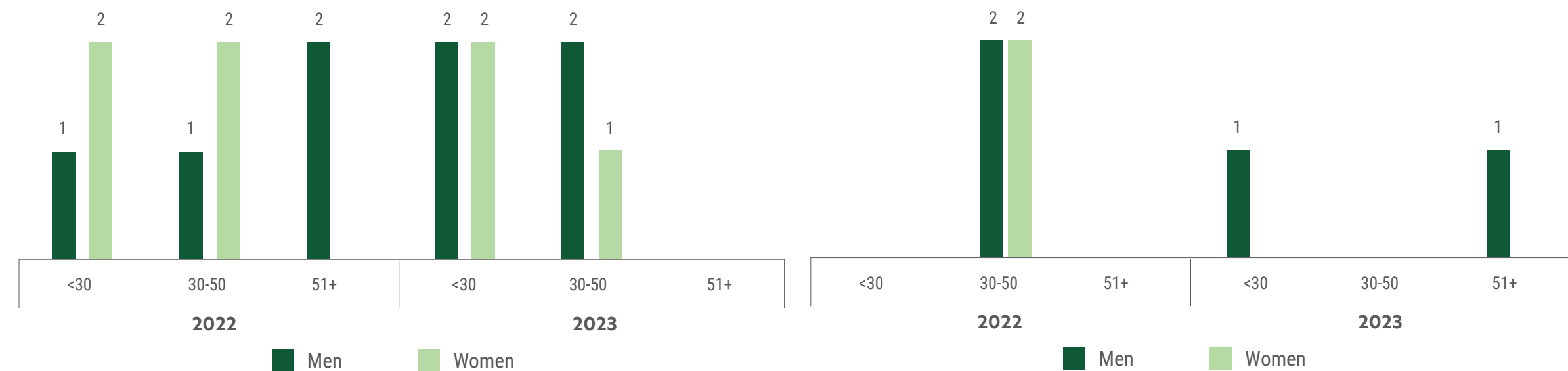
Employee age distribution



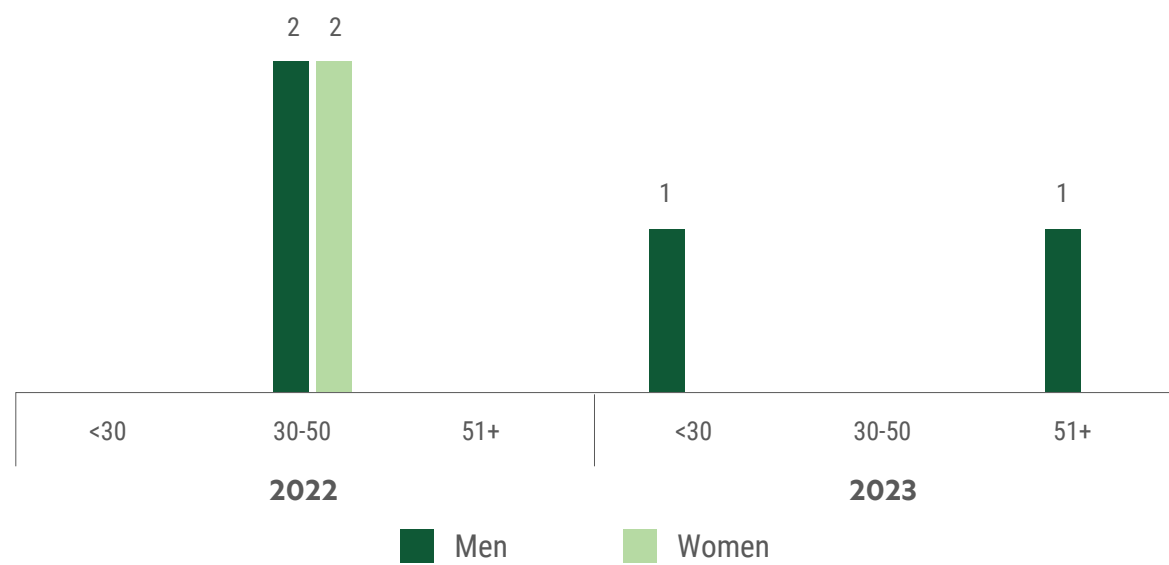
Attraction and retention

The Company’s main goal is to attract highly skilled and trained individuals with specialised professional qualifications and personal characteristics. To this end, specific practices are followed for attracting and hiring new employees based on meritocratic and objective criteria, with an emphasis on candidates’ experience and skills.

Total recruitment by gender and age

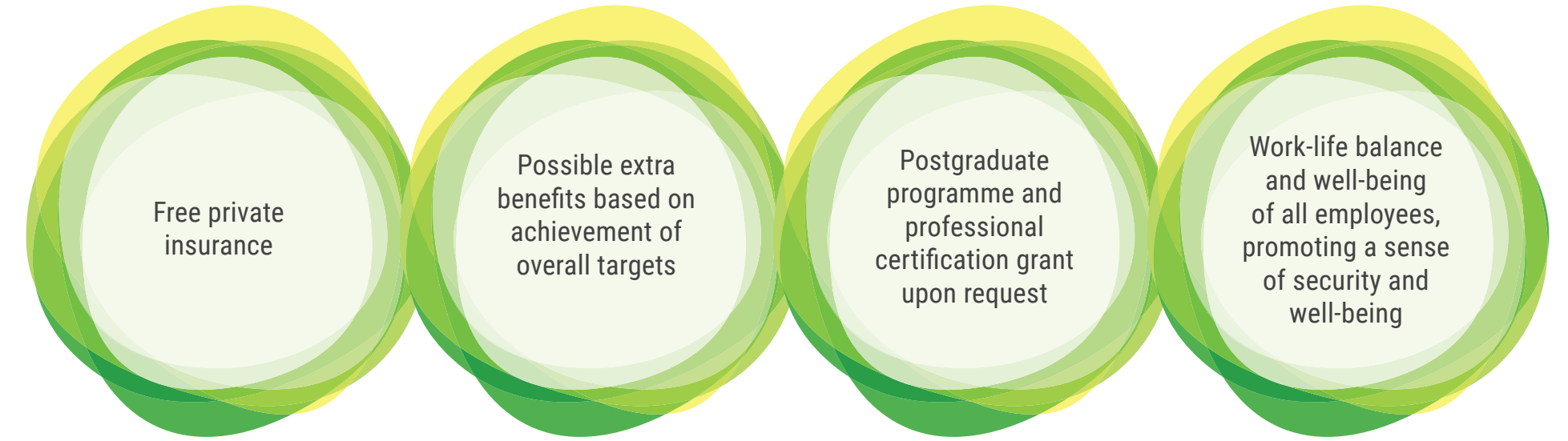


Total departures by gender and age



Employee benefits

Appliances Recycling S.A. actively supports the daily needs of its employees and provides additional benefits beyond the provisions of legislation.



Equal opportunities and human rights

Based on the principles governing the Company’s operation, no form of discrimination or violation of employee rights is tolerated. Moreover, an integral part of the organisation’s culture is the principle of equal treatment and the provision of merit-based pay and remuneration, regardless of racial or ethnic origin, religion, beliefs, etc. To ensure compliance with these principles, the Company selects partners who embrace the Company’s principles as outlined in the Code of Conduct, while respecting and defending human rights, in no way violating human dignity and not permitting child or forced labour.

Preventing and combating violence at work

In order to create and consolidate a work culture guided mainly by respect for human dignity, the Company supports every employee’s right to a work environment free of violence and harassment, and ensures that no such behaviour, in any form, by any person, is tolerated within the organisation. In this context, the Company has adopted the corporate policy for Preventing and Combating Violence at Work, which is communicated to all employees and partners.

Furthermore, Appliances Recycling S.A. has implemented a Management Policy for Internal Reporting of Incidents of Violence and Harassment, which provides guidance on workplace incident reporting. All employees and partners are encouraged to report all forms of violence and harassment that occur during work, as soon as they become aware of them. Such reports may be made either anonymously or through specific internal complaint channels, ensuring complete confidentiality and protection of the complainant, as well as objectivity and independence in investigating the incident.

Personal data protection

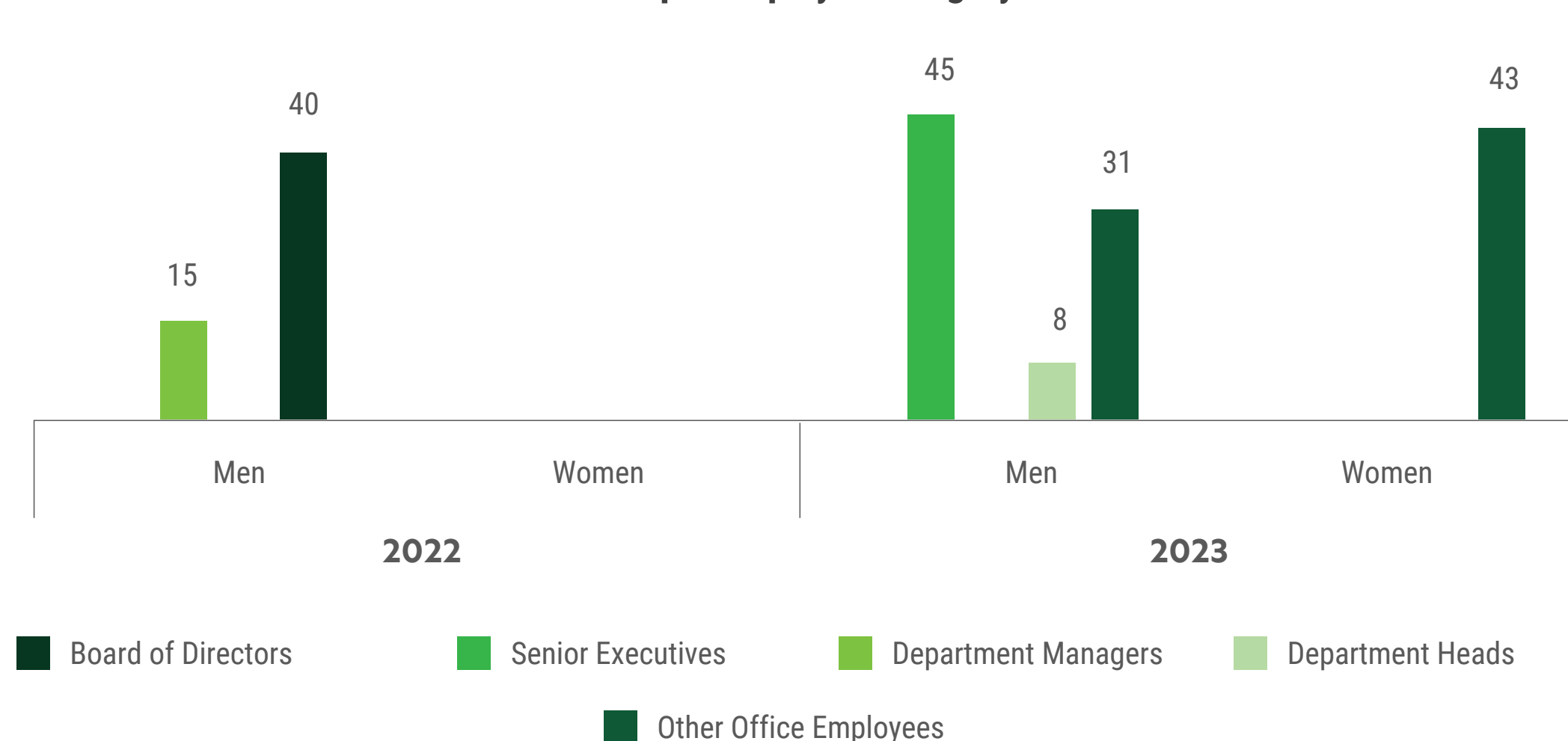
The protection of personal data of employees, partners, and all stakeholders of Appliances Recycling S.A. is of paramount importance. For this reason, the Company has taken the appropriate technical and organisational measures to protect the personal data it processes, so as to ensure that both the Company and third parties processing personal data on behalf of Appliances Recycling S.A. comply with the relevant legislation.

In this context, the Company has appointed a Personal Data Controller to ensure the sound processing of personal data for legitimate reasons, preventing their accidental loss or destruction, unauthorised or unlawful access, use, modification or disclosure.

Continuous training and development

It is a long-standing Company commitment to cultivate a culture that encourages development and makes the most of the knowledge and skills of its people. On this basis, the Company, focusing on continuous training, implements training programmes regarding both the job and the specialised personal development needs of employees.

Total training hours per employee category

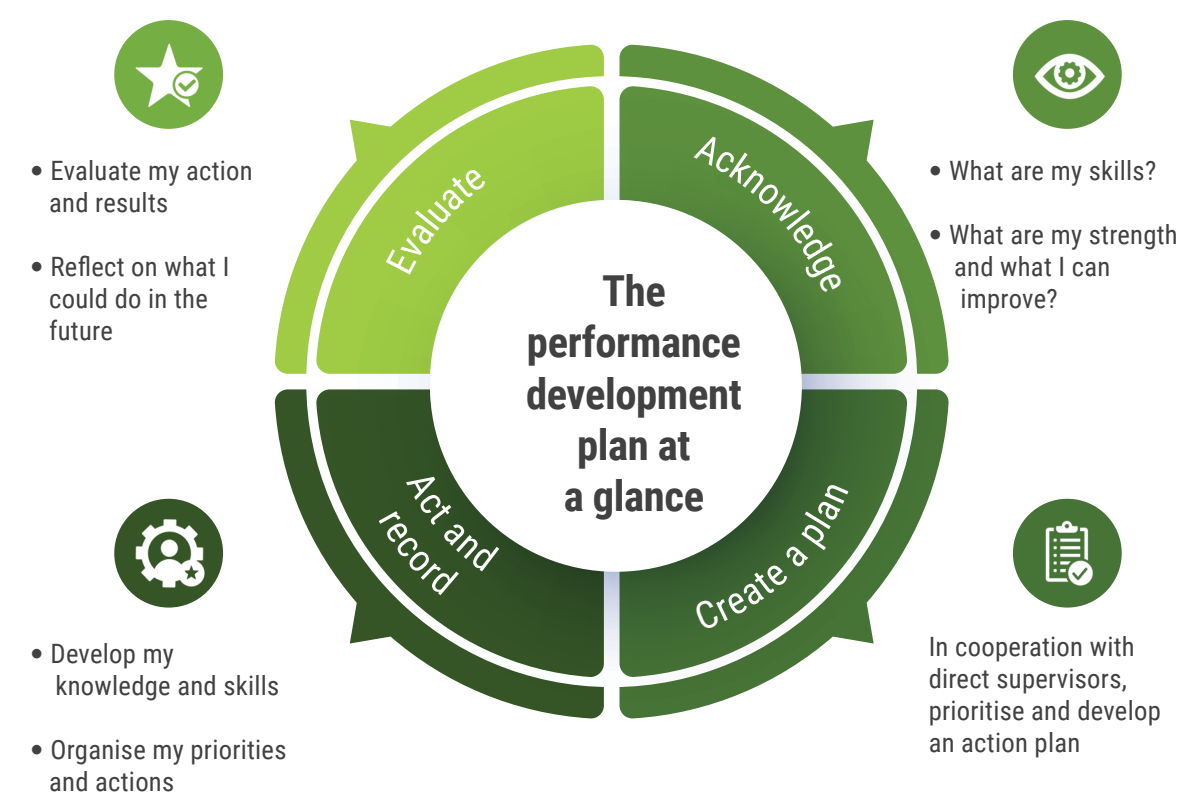


Employee evaluation

Having recognised that employee evaluation promotes continuous development and growth of employees, Appliances Recycling S.A. implements a structured evaluation system that results in a specific Performance Development Plan (PDP).

The plan is based on objective performance indicators and applies to all personnel, regardless of their position or rank.

- The plan constitutes a concise and structured personal and professional development plan.
- At the beginning of each year, the desired goals and how they will be achieved are recorded.
- The final plan for each employee is formulated through discussion with their direct supervisor and a joint agreement on the goals recorded.
- After the first six months there is an assessment of the progress, and at the end of the year there is a final evaluation.



Number of employees assessed



Open and two-way communication

At Appliances Recycling S.A., open communication is promoted between employees and Management, contributing to continuous updates, interaction, as well as the substantial development of relations between them. The communication system is based on an open-door policy, and, through this, team spirit and cooperation are consolidated. In this context, at Appliances Recycling S.A., besides daily collaborations, weekly and monthly meetings are held between teams and managers

Occupational Health and Safety

At Recycle Appliances S.A., ensuring the Health and Safety of our people is a primary concern. The Company understands the value and the positive impact of this on its activities, as well as on its employees, suppliers, contractors, partners, and society as a whole.

To this end, it adopts the principle of prevention and implements procedures for the timely handling of potential risks, with the aim of creating a healthy and safe work environment.

Health and safety at company facilities

Appliances Recycling S.A. monitors and complies with all relevant legislative provisions. An Occupational Risk Assessment Study has been prepared for the employees, based on which office work, which is the Company's primary activity, is assessed as presenting a low risk of occupational accident compared to other, industrial activities.

The company has designed and is implementing a plan for the extension and renovation of its building facilities, which is expected to be completed in 2024.

Following this, the Occupational Risk Assessment Study will be updated.

Special care is given if a Company employee needs to visit the facilities of a partner, in which case the Company ensures the provision of all necessary Personal

Protection Measures (PPMs), as well as informing the employee about risks they may encounter at the specific facility.

Appliances Recycling S.A. records injuries, accidents, and days of absence due to illness, and calculates indicators regarding the frequency

and severity of accidents, as well as employee absenteeism due to illness.

Our performance



0 accidents and injuries, 2022 and 2023 in total, 95,936 and 104,056 man-hours of work, respectively.



Employee Absenteeism Rate (AR):
2022: 0.63%
2023: 0.17%

The role of the Safety Technician is important in safeguarding employee Health and Safety. They are responsible for monitoring work conditions and recommending improvement actions. These actions relate to preventing occupational risks and protecting

health and safety, eliminating occupational accidents and illness risk factors, and informing and training workers. The technical instructions and safety training proposed by the safety technician and implemented by the Company are:

- Emergency Training
- Evacuation Instructions, Escape Plan, Fire Safety
- Thermal Comfort Guideline
- Flood Protection Measures
- Use of Personal Protection Measures
- Technical Instruction on using a Fire Extinguisher Building Evacuation
- Fire Safety Team Training
- First Aid Seminar



Health and safety of partners

Appliances Recycling S.A. also ensures, where possible, the Health and Safety of its supply chain employees. In contracts between partners and Appliances Recycling S.A., the obligation for them to observe all Health and Safety Measures, as well as the provision of relevant training to their employees, is laid down.

The Company has also set specific standards for the safe loading, transport, and unloading of WEEE.



To ensure these standards, the following procedure is followed:



Waste loading

Continuously update and remind partner transporters about the basic measures for safe loading.



Waste reception

Upon receipt, a specific procedure is followed by the treatment operators, during which **it is rechecked that the WEEE quantities have been loaded and transported in a safe way** and have reached the units without being damaged.

If failures are observed in the above procedure, immediate actions for the resolution and compliance of the involved parties are taken to avoid new failures.

Appliances Recycling S.A. implements rigorous health and safety standards when entering into partnerships with treatment units.

It is the contractual obligation of the treatment operators with which Appliances Recycling S.A. enters into a partnership to maintain an Updated Occupational Risk Assessment regarding all potential risks that employees may face in carrying out the WEEE treatment processes. The units must also have taken all appropriate measures to ensure the Health and Safety of workers in the areas highlighted by the Occupational Risk Assessment.

It is worth noting that a significant number of the Company's partners implement certified Health and Safety Management Systems in accordance with the international standard ISO 45001.

Percentage of processing plants with which the company collaborates, and which are certified according to ISO 45001

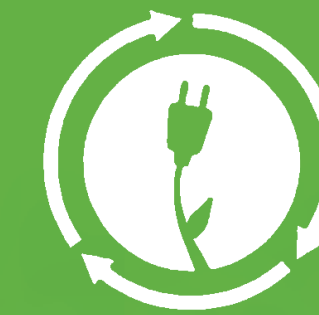


66,7%
2022 - 2023

Furthermore, the contracts concluded by the Company with the treatment operators describe in detail the procedures that must be followed for the safe receipt, treatment, and temporary storage of WEEE or its by-products. Particular emphasis is placed on the environmentally sound and safe management of hazardous substances, mixtures, and components that may contain specific WEEE.

In order to comply with all of the above, specific procedures are implemented for the inspection of the facilities by Appliances Recycling S.A. personnel.

Corporate Governance



appliances
recycling s.a.



Incorporation and nature of the company

The European Union stipulates that producers of Electrical and Electronic Equipment bear a share of responsibility in the management of the relevant waste and has set appropriate obligations to this end. Specifically, according to the relevant provisions of Directives (EU) 2018/851 and 2018/852 of the European Parliament and of the Council (as incorporated into Greek law through Law 4819/2021), producers are invited to organise or participate in Individual or Collective Scheme for WEEE Management.

In this context, Appliances Recycling S.A. is a special purpose company, non-investment in nature, the existence and operation of which has been established based on the applicable EU and national legislative framework. The Company is a Producer Responsibility Organization (PRO) for Waste Electrical and Electronic Equipment (WEEE), with both an organisational and regulatory role. It is an agency approved by the Hellenic Recycling Agency (HRA) and it reports to the

Ministry of Environment and Energy. The Company exclusively serves public interest purposes and, based on the applicable legislation it is not permitted access to productive capacities. This is achieved through the conclusion of service procurement contracts with third parties. The Company promotes ethics and responsibility as a prerequisite for its growth, recognising the importance of good governance principles. Its value system is incorporated into its strategic decisions, which define its goals and vision. The Company actively promotes Transparency and Sound Management through certified systems and relevant policies that apply to all of our operations.

At Appliances Recycling S.A., corporate governance is based on three main pillars: The Company's management bodies, the management systems applied to its various aspects, and the policies governing its operations.

By virtue of the relevant law, only the following may become Company shareholders:

- Producers of electrical and electronic equipment,
- legal entities organised by them, and
- grade I Local Government Organisations and the Central Association of Municipalities of Greece (KEDE) in cooperation with producers.

Management Bodies

General meeting of shareholders

Company Shareholders include large companies from the electrical and electronic equipment sectors, as defined by the Law. Shareholders' direct involvement in the management of the Company is achieved through their representation on the Board of Directors by executives from each company-shareholder.

Board of Directors

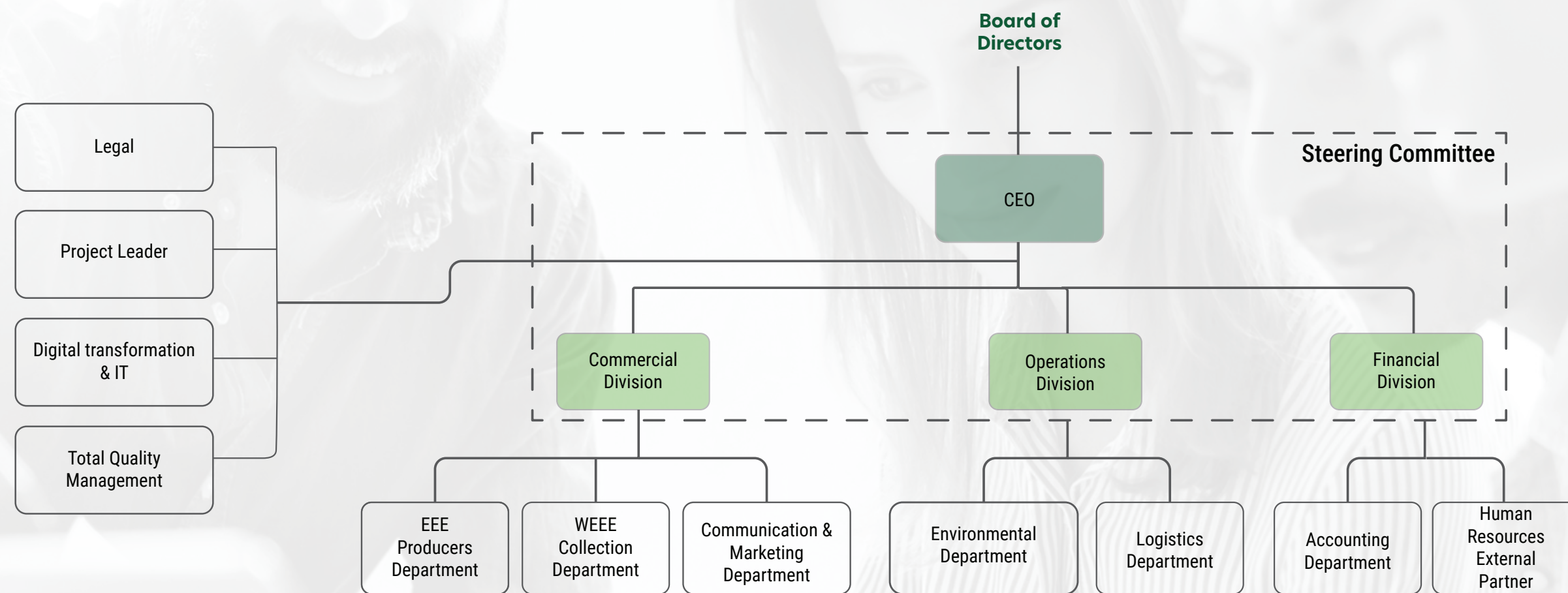
The Board of Directors of Appliances Recycling S.A. consists of representatives of its shareholder companies. Each shareholder is responsible for appointing a representative and reserves the right to change its decision and replace its representative on the Company's Board of Directors. The Company does not exercise control over the selection of representatives made by shareholders. Shareholders, however, being electrical and electronic appliance sector leaders, have an increased sense of responsibility towards people and the environment.

This sentiment incorporates the principles of Sustainability, which are then transferred to employees and the Company's culture of operation. This BoD was established as a body in September 2022 and is valid to this day. Its term in office is six years, it was appointed by decision of the Company's General Meeting of 14.6.2022, and will serve until the General Meeting of 2028.

The following table presents the BoD composition as of 31.12.2023:

Details of the composition of the board of directors (31.12.2023)		
First name	Last name	Capacity
Georgios	Dimitriou	Chairman of the BoD
Polydefkis	Loukopoulos	Vice chairman of the BoD
Marios	Intzeler	CEO
Robert	Bosch	Member of the BoD
Anastasios	Avrantinis	Member of the BoD
Michail	Dellis	Member of the BoD
Dimitrios	Zacharakis	Member of the BoD
Alexandros	Liakatas	Member of the BoD
Andreas	Politis	Member of the BoD
Georgios	Fendakis	Member of the BoD
Vasileios	Chatzikos	Member of the BoD

Appliances Recycling S.A. organisation chart



Steering Committee

The Board's activities are supported internally by the Steering Committee, which consists of 4 members, specifically:

- The Chief Executive Officer.
- The Chief Financial Officer.
- The Chief Commercial Officer.
- The Chief Operating Officer.

The Committee's responsibilities include, among other things, supervising all activities, outlining the Company's strategy and objectives, overseeing important projects and its overall progress, and addressing issues that concern its day-to-day operation. The Committee informs the BoD and submits recommendations on new projects/actions implemented by the Company, the effectiveness of which it monitors with metrics and targets it sets itself.

The staffing of the Steering Committee by the Company's senior executives ensures, on the one hand, the adequate knowledge and experience of the Committee, as a body, for decision making and, on the other hand, the best possible management of sustainability issues that arise during the Company's operation. Lastly, through regular Committee meetings and (if deemed necessary) briefing of the BoD, indicators and targets that will result from the upcoming development of the Company's Sustainability Strategy will be monitored.

Management of conflict of interest issues

The specific form and composition of the Company could pose a conflict of interest risk for members of the BoD and shareholders. However, the applicable European and Greek legislation governing all aspects of its operation and establishment provides for the incompatibility of the capacity of shareholder, member of the BoD, or other management body or an executive holding a position of responsibility and heading a department, directorate, or general directorate with the capacity of shareholder, member of a management body or executive in a position of responsibility, management or general management of an enterprise active in alternative waste management. The definition of incompatible capacity is extended to immediate relatives of such executives, shareholders, etc. Ensuring the effectiveness of these restrictions is one of the objects of the Company's legal department, which ensures relevant audits and verifications are implemented.

Business Data Protection

Producers provide Appliances Recycling S.A. with commercial data, as the affiliation agreement they sign upon joining the Company stipulates that a data declaration is submitted with regard to the quantities of products placed on the Greek market for the first time. Appliances Recycling S.A. ensures the protection of these data through the Security and Confidentiality Information System (securing of passwords, protection of corporate/commercial data resulting from the implementation). Furthermore, each member of the BoD signs and is bound by a confidentiality agreement, and there are no updates to the BoD regarding company sales data, except for appliance sectors/categories, as they are classified by law.

Business Model

Appliances Recycling S.A., guided by the principles of good Governance and sustainable development, has developed a business model that integrates its vision and goals while creating added value for all stakeholders. This model highlights how the Company capitalises on its competitive advantages in order to achieve its strategic plans and objectives, ensuring a sustainable future.



Business Model Canvas by Alexander Osterwalder and Yves Pigneur

System Certifications

For Appliances Recycling S.A., quality of services and protection of the environment are indisputable priorities, inextricably linked, and to this end it implements certified Management Systems aiming at continuous improvement of its operation. Company Management commits to this through the Integrated Management System Policy of Appliances Recycling S.A.

ISO 9001:2015

The Company implements a certified Quality Management System for the continuous improvement of the services it provides, ensuring the satisfaction of customers and partners. Through this System, procedures are developed and continuously improved, inspections are carried out, and specific performance indicators are monitored.



ISO 14001:2015

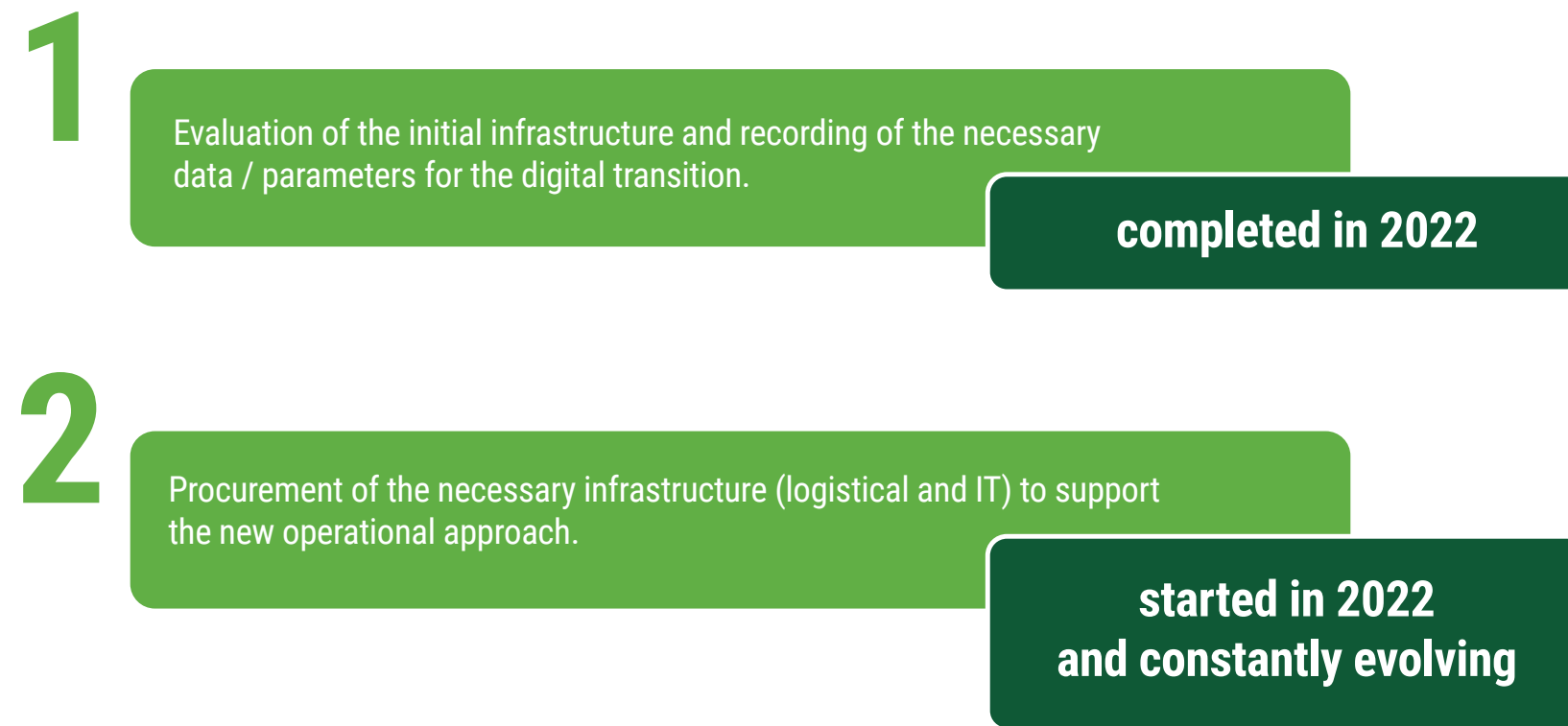
This certification concerns a holistic approach to managing environmental issues related to the operation of Appliances Recycling S.A. Through the Environmental Management System (EMS), environmental aspects are identified, and actions are implemented to mitigate potential impacts. An important component of the EMS is the environmental inspection of partner companies, ensuring that WEEE is transported and processed in accordance with the provisions of the law and the Company's own requirements.



Digital transformation

The term digital transformation includes all the changes that a business adopts in order to exploit the advantages offered by the internet, digital media, and new technologies. It is an ongoing process that creates opportunities for businesses, but at the same time requires training and infrastructure.

At Appliances Recycling S.A., digital transformation is one of the main pillars of growth, as both Employees and Suppliers-Partners are able to exploit new digital capabilities. Recognising the multiple benefits that digital transformation will bring, a clear development and implementation plan is being followed in two phases:



The Appliances Recycling S.A. digital transformation plan invests in the creation of an integrated digital operation driven by three main pillars: customers, employees, and affiliated partners.

The plan concerns the development and exploitation of applications aimed at facilitating and automating key aspects of operations in the company's internal and external environment.

Actions completed within 2023 at Appliance Recycling S.A., according to the digital transformation plan:

- Complete migration of all servers and corporate files to cloud infrastructure.
- Digital Disaster Recovery Plan in case of physical destruction of existing infrastructure.
- Digitisation of contract records of EEE producers.
- Digitisation of contract records of WEEE Treatment Operators is under way.
- E-protocol app.
- Application of electronic signature.
- Completion of digital licensing requests app.

For 2024, the Company aims at digitalising internal processes, such as: Recording and monitoring

Creating value for all

Appliances Recycling S.A. has since its inception been operating close to local communities and society as a whole, providing its knowledge, experience and services to a variety of organisations with decisive social impact. Through its leadership position in the market, combined with its sense of responsibility

complaint management, supplier evaluation forms, approval of advances and travel expenses etc.

towards its stakeholders, the Company develops and cultivates relationships of mutual trust and respect with all stakeholders.

The social product created by Appliances Recycling S.A. over the past three years is presented in detail below:

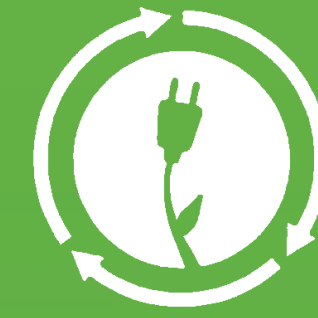
Social Product (thousands €)		
	2022	2023
Total benefits to employees (Payroll, insurance costs, other benefits, compensation)	1,608	1,734
Operating costs	44,888	62,451
Donations / sponsorships	22.9	36.97
Total	46,520	64,222
Direct economic value generated	45,686	53,653
Undistributed economic value	-833	-10,569

Moreover, the table below records the Company's financial performance for the 2022-2023 two-year period.

Financial Data (thousands €)*		
	2022	2023
Total revenue (turnover)	45,686	53,653
Operating profit	798	-8,798
Operating cost	44,888	62,451
Profit / (losses) before tax	1,294	-5,924
Net profit / (losses) after tax	1,285	-5,936
Total payments to state agencies (total direct and indirect taxes paid)	268	342
Equity	36,056	30,119
Total assets	50,319	40,992

* The financial resources for implementing all WEEE management operations come from the contributions of the contracted companies that place on the market (in the sense that they manufacture, import, and resell) electrical and electronic equipment. By participating in Appliances Recycling S.A., these businesses fulfil their obligations regarding alternative management of WEEE under European and Greek legislation. This is a private company that does not pursue profits and is of a non-investment nature. The operating profit is not distributed. It is transformed into a reserve, which must be used to cover possible losses in subsequent periods (Law 3220/2004, Article 5), so that the company can continue to recycle WEEE.

Appendix



appliances
recycling s.a.



About the Report

Scope

The 2022-2023 Sustainability Report of Appliances Recycling S.A. is the first such Report and covers the period 1/1/2022 to 31/12/2023.

In this report, the Company describes its overall approach to current economic, environmental, and social challenges, as well as its efforts towards Sustainable Development and corporate responsibility. The qualitative and quantitative information presented in the Report covers all of the activities of Appliances Recycling S.A. in Greece.

Methology

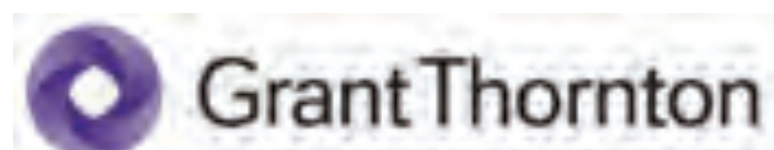
This Report has been drawn up in accordance with the GRI Standards of the Global Reporting Initiative, at the core agreement level. GRI principles were also applied to the determination of the content with regard to completeness of data, materiality of topics, response to the needs of involved parties and overall Company approach to Sustainable Development, in addition to all company principles and quality.

All information regarding the fulfilment of the requirements of the GRI Standards is presented in the **GRI Indices Table**.

Content included in the final draft of the Report was documented and prioritised by topic, taking into account stakeholder requirements and needs. The results of this process are presented under the chapter titled **'Responsible Operation for a sustainable future'**. Furthermore, the 17 UN Sustainable Development Goals (SDGs) have also been taken into account.

Project team

For the preparation of this Report, as well as the effective management of the relevant issues, a Sustainability Team has been established, which, among other things, is responsible for collecting relevant information and data. The Report was drawn up with the support and scientific guidance (collection of data, evaluation, and drafting) of Grant Thornton. (www.grant-thornton.gr).



External audit of data

The data in this Report has not been audited by an independent third party. However, recognising the usefulness and added value that such a process can provide, the Company will consider the possibility of an external audit for a subsequent publication.

Sources of information

The data and information published in this Report have been collected by Appliances Recycling S.A. based on recording procedures implemented internally, as well as from databases maintained in compliance with the associated management systems. Where data points are presented following processing or based on assumptions, their calculation method is always indicated as per the GRI guidelines.

Comments on the report

True to Company's commitment to open, two-way communication with stakeholders, Company take into account any observations and suggestions for improvement that can help to the improvement of its performance and its actions towards Sustainable Development. For this reason all remarks and comments can be notified at the following address:



Appliances Recycling S.A.
env@electrocycle.gr

GRI Indexes Table

GRI 1: Foundation

GRI 1: Foundation statement of use	The information provided in this report reflect the activities of the Appliances Recycling S.A. For the period 1/1/2022 - 31/12/2023, presenting the financial, environmental, and social performance of the Company. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard

GRI 2: General Disclosures 2021

GRI Standards	Disclosure	Reference	Omissions
1. The organization and its reporting practices			
2-1	Organizational details	Appliances Recycling S.A. (www.electrocycle.gr/en/) About the Report The company at a glance	
2-2	Entities included in the organization's sustainability reporting	The Company at a Glance About the Report	
2-3	Reporting period, frequency and contact point	About the Report	
2-4	Restatements of information	There are no restatements of information, as this is the first Sustainability Report of Appliance Recycling S.A.	
2-5	External assurance	About the Report	
2. Activities and workers			
2-6	Activities, value chain and other business relationships	Message from the CEO Business Model Creating value for all	
2-7	Employees	Prioritising People	
2-8	Workers who are not employees	The company doesn't have workers who are not employed by the company	

GRI 2: General Disclosures 2021

GRI Standards	Disclosure	Reference	Omissions
3. Governance			
2-9	Governance structure and composition	Management Bodies/ Board of Directors	
2-10	Nomination and selection of the highest governance body	Management Bodies/ Board of Directors	
2-11	Chair of the highest governance body	Executive member	
2-12	Role of the highest governance body in overseeing the management of impacts	Management Bodies/ Board of Directors	
2-13	Delegation of responsibility for managing impacts	Management Bodies/ Steering Committee	
2-14	Role of the highest governance body in sustainability reporting	Material Issues	
2-15	Conflicts of interest	Management Bodies / Management of Conflict of Interest Issues	
2-16	Communication of critical concerns	Management Bodies/ Steering Committee	
2-17	Collective knowledge of the highest governance body	Management Bodies / Board of Directors / Steering Committee	
2-18	Evaluation of the performance of the highest governance body	Information is not disclosed	
2-19	Remuneration policies	Information is not disclosed	
2-20	Process to determine remuneration	Information is not disclosed	
2-21	Annual total compensation ratio	Information is not disclosed	
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Message from the CEO Management Bodies / Steering Committee	
2-23	Policy commitments	Comprehensive Communication Strategy Equal opportunities and human rights/ Preventing and Combating Violence at Work System Certifications	
2-24	Embedding policy commitments	Equal opportunities and human rights Preventing and Combating Violence at Work System Certifications	
2-25	Processes to remediate negative impacts	System Certifications	

GRI 2: General Disclosures 2021

GRI Standards	Disclosure	Reference	Omissions
4. Strategy, policies and practices			
2-26	Mechanisms for seeking advice and raising concerns	Equal opportunities and human rights/ Management Policy for Internal Reporting of Incidents of Violence and Harassment	
2-27	Compliance with laws and regulations	Our Approach Mutually beneficial relationships with service suppliers In 2022 – 2023, no environmental fines were imposed Environmental footprint of WEEE treatment	
2-28	Membership associations	Partnerships with International Organisations / Participation in European programmes	
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	Stakeholders dialogue	
2-30	Collective bargaining agreements	All the agreements are individual	

GRI 3: Material Topics 2021

GRI Standards	Disclosure	Reference	Omissions
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Issues	
	3-2 List of material topics	Material Issues	
WEEE Recycling			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Municipalities, State-Regulatory Authorities, Financial institutions, Media			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Environment	
Company's Indicator	WEEE collection quantity by the company	Environmental benefit from the operation of the company	

GRI 3: Materia Topics 2021

GRI Standards	Disclosure	Reference	Omissions
Energy, emissions and climate change			
Material Issue for: Shareholders, Employees, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Financial institutions, Media			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Environment	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Company's Environmental Footprint	
	302-2 Energy consumption outside the organization	Partners' Environmental Footprint	
	302-3 Energy Intensity	Company's Environmental Footprint	
	302-4 Reduction of energy consumption	Environmental footprint of WEEE treatment	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Zero emissions (Scope 1) as there is no fuel consumption	
	305-2 Energy indirect (Scope 2) GHG emissions	Company's Environmental Footprint	
	305-3 Other indirect (Scope 3) GHG emissions	Partners' Environmental Footprint Environmental footprint of WEEE treatment	
	305-4 GHG emissions intensity	Company's Environmental Footprint	
Contribution to circular Economy			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Municipalities, Media			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Environment	
Company's Indicator	Recovery Rate (%)	Environmental Benefit from the Operation of the Company	
Company's Indicator	Recycling Rate (%)	Environmental Benefit from the Operation of the Company	
Company's Indicator	Quantity of WEEE to be prepared for reuse	Strengthening Reuse	

GRI 3: Material Topics			
GRI Standards	Disclosure	Reference	Omissions
Collection and recycling network expansion			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Municipalities, Financial institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Company Profile	
Company's Indicator	Expanding the collection points	Collection, Transportation, and Treatment Network for WEEE Continuous development of collection points	
Health and Safety of employees and business partners			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Municipalities, State-Regulatory Authorities, Financial institutions, Media			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Health and safety at work	
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Health and safety at company facilities	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety at company facilities	
	403-5 Worker training on occupational health and safety	Health and safety at company facilities	
	403-6 Promotion of worker health	Health and safety at work Health and safety of partners	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety of partners	
	403-9 Work-related injuries	Health and safety at company facilities	
Responsible and effective management of WEEE			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Municipalities, State-Regulatory Authorities, Financial institutions, Media			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Corporate Governance	
Company's Indicator	Selection and auditing of partners	Services/ Developing partnerships Partners' Environmental Footprint Environmental footprint of WEEE treatment System Certifications	

GRI 3: Material Topics 2021			
GRI Standards	Disclosure	Reference	Omissions
Raising community awareness			
Material Issue for: Citizens-Consumers, Municipalities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Society	
Company's Indicator	Awareness-raising activities	Public awareness Strong presence and participation in social events	
Education and development			
Material Issue for: Shareholders, Employees, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors)			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Prioritizing People	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Average training hours per year per employee: 3,34 Average number of hours of training per year per female employee: 2,53	
	404-3 Percentage of employees receiving regular performance and career development reviews	100%	
Diversity and equal opportunities			
Material Issue for: Shareholders, Employees, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Media			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Prioritizing People	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Key Information about human resources	
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	During the reference years 2022 - 2023, there were no incidents of discrimination	
Corporate Governance and risk management			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), State-Regulatory Authorities, Financial institutions			
GRI 3:Material Topics 2021	3-3 Management of material topics	Material Issues Corporate Governance	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	During the reference years 2022 - 2023, there were no incidents of corruption	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Personal data protection	

GRI 3: Material Topics 2021

GRI Standards	Disclosure	Reference	Omissions
Responsibility in the partners' network			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Municipalities, State-Regulatory Authorities, Financial institutions, Media			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues	
Company's Indicator	Cooperation with certified treatment operators	Partners' Environmental Footprint Environmental footprint of WEEE treatment Health and safety of partners	
Digitalisation			
Material Issue for: Shareholders, Employees, Producers, Citizens-Consumers, Partners/ Suppliers (Treatment Operatos, Logistics, EEE Distributors), Municipalities, State-Regulatory Authorities, Financial institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues Corporate Governance	
Company's Indicator	Process digitisation activities	Digital transformation	



APPLIANCE RECYCLING S.A.
Collective Alternative Management Scheme of Waste
Electrical & Electronic Equipment (WEEE)

www.electrocycle.gr

 Appliances Recycling S.A.
Ανακύκλωση Συσκευών Α.Ε