

<b><i>Autohellas</i></b>	<b>CORPORATE GOVERNANCE</b>	<b>Issue date: 14.07.21</b>
	<b>CORPORATE RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT POLICY AUTOHELLAS GROUP</b>	

## **CORPORATE RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT POLICY**

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## 1. Introduction

The Company stresses the sincere commitment of the organization to the principles of Corporate Responsibility and Sustainable Development. The belief of the Company's Senior Management and Human Resources is the constant care and commitment for the positive impact of its operation in the social, human, labor and environmental field. Conscious of the role we play, we continue to create added value, incorporating in its operational structure and strategy the principles of responsible entrepreneurship, which are reflected in the organization's identity.

The voluntary adoption of these principles continues from the establishment until today to be a moral commitment of the Company, for a code of conduct, alongside economic development, so that the impact on people, society and the environment has a constant, positive sign.

## 2. Scope

This policy covers all the activities of the Company and the Group in Greece and abroad and binds the Company and all its subsidiaries.

It applies to all members of the Board of Directors, Committees, Senior Management, employees of the Group Companies and is also binding on all third parties / external partners of the Group.

## 3. Our Business Principles

The Company's business principles are defined by its ethical standards, which constitute a code of ethics delineating behaviors and ways of action as essential parameters for the creation of sustainable value.

- **Creating value:** we believe that operating within the framework defined by business ethics is the best means of creating benefits for all stakeholders: shareholders, employees, partners, suppliers, institutional agencies, society.
- **Communication:** we maintain open and constructive communication and cooperation with all stakeholders.
- **Environment:** we are committed to providing innovative and optimal solutions to protect the environment.
- **Partners:** we seek to create mutual benefit with our business partners.
- **Society:** we work with local communities for prosperity and local development.

## 4. Our Values

### SOCIAL RESPONSIBILITY

- Respect for the environment

- Respect for society
- Respect for people

#### RESPONSIBILITY

- To our employees
- To shareholders
- To stakeholders
- To society

#### INTEGRITY

- Ethical business principles
- Reliability in our activities
- Open communication
- Respect and observance of laws

#### EFFECTIVENESS

- Achieving goals
- Supporting innovation
- Serving the needs of our partners
- Creating value for shareholders

### **5. Corporate Responsibility and Sustainable Development Approach**

The Company's approach to Corporate Responsibility and Sustainable Development is directly linked to its business structures and defines the way in which it chooses to progress step by step towards achieving continuous responsible development.

A strategic goal is the integration and more systematic management of Corporate Responsibility and Sustainable Development with the main priority being the interaction with stakeholders.



## 6. Fundamental Commitments of Corporate Responsibility and Sustainable Development

- ✓ **Environment:** The pursuit of providing optimal services based on the environment is always a pursuit, inextricably linked to the existence of the company.

The Company's environmental strategy is aligned with the environmental policy objectives of Greece and the European Union, institutional interventions for climate change and global requirements for environmental protection.

- ✓ **Human Resources:** The trust in the skills of employees, the development of their skills and capabilities, in an environment that promotes individual development with corporate results is a commitment of the Company.

The Company applies responsible management practices of its human resources and ensures the creation of a modern and safe working environment of equal opportunities alongside health and safety in the workplace. The effort to carry out relevant training programs is important.

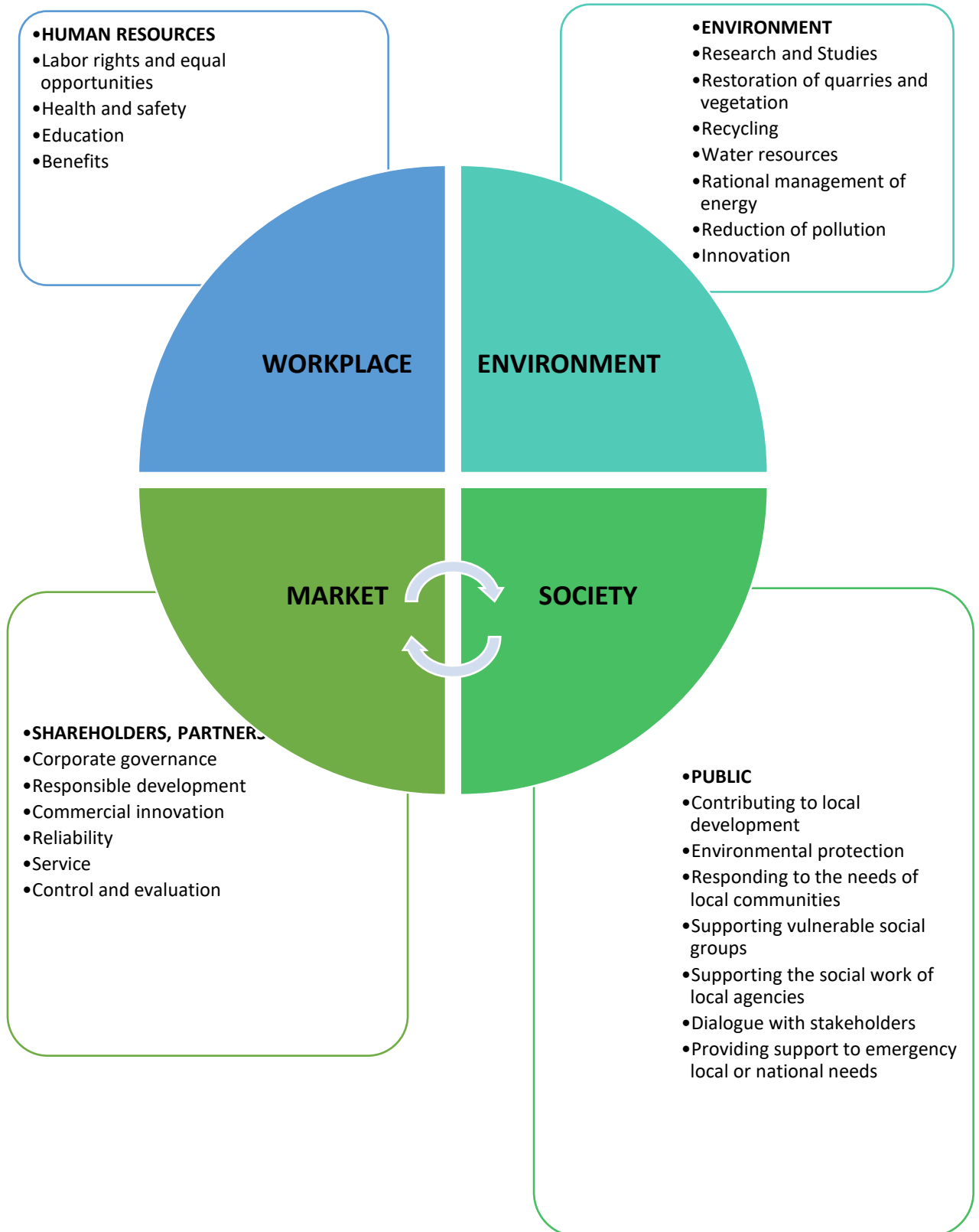
- ✓ **Society / Local Communities: Supporting local communities with actions that help alleviate local issues, concerns and expectations.**

The Company, being aware of its social role, has set as its priority the sustainable development of local communities by supporting the local economy and applying practices aimed at achieving mutual benefit between the organization and society. At the same time, it contributes to strengthening social cohesion by supporting local agencies and socially vulnerable groups.

- ✓ **Market: Since the beginning of our business activity, we have been firmly committed to the continuous improvement of the products and services provided.**

Since its establishment, the Company has aimed at operating with strict ethics and responsibility, in order to maintain the trust and satisfy the expectations of its stakeholders by providing high quality products and services and serving its customers and partners. It systematically invests in new technologies - innovations, constantly develops their functions and seeks their continuous improvement. It manages relationships with all stakeholders, seeking their satisfaction while applying procedures that are based on transparency and fairness.

## CORPORATE RESPONSIBILITY MANAGEMENT MODEL



We consider it our obligation and responsibility to evolve the model, to adapt our service potential, our means and our organization, so as to build lasting relationships of trust with stakeholders, to dynamically respond to their requirements, to differentiate ourselves and to provide solutions, so that we can be a responsible stakeholder oriented organization.

The Company's Corporate Responsibility and Sustainable Development Policy is implemented as imposed by its identity, in the field of environmental, economic, social and human dimension and is published on an annual basis through a report.

#### **7. Monitoring the implementation and modification of the Sustainable Development Policy**

The Board of Directors is responsible for monitoring the implementation of the Sustainable Development policy. In this context, the Internal Audit Unit assists through the scheduled audits during each year. The Board of Directors and/or Internal Audit Unit may recommend the revision of the Sustainable Development Policy. In any case, the revision of the Sustainable Development Policy takes place when there is a significant change in the conditions under which it was prepared.