

The Management of VIS SA is committed to ensuring that the activities involved in or affecting the quality of its products and services, its image and contribution to the economy and society and the protection of the environment are organized and controlled in a way that reduces, eliminates and, above all, prevents errors or defects.

Our Q&E Management System aims to maximize the efficiency and satisfaction of our customers, is certified according to the ISO 9001, ISO 14001, FSSC 22000 and FSC-STD-40-004 standards and sets our main aspects:

a) to achieve and maintain the desired Quality at the optimal cost: The implementation of this quality aspect is linked to the planned and effective use of the **available** human, technological and material resources. We measure and monitor all the main processes in order to achieve, maintain and continuously improve the Quality and Safety for **the** use of our Products

b) to meet and cover the needs, expectations and requirements of our customers. Measuring customer satisfaction is a key element, in order to monitor and improve the Quality of our products and services as well as maintaining an excellent corporate image.

c) the commitment to respect and protect the environment. VIS S.A., in its long history in the paper packaging industry, has always been a pioneer in Environmental Management. We promote and elevate the spirit of care for and protection of nature and **we** make continuous efforts to protect and improve the environment through:

- prevention of pollution and reduction of environmental impacts resulting from the Company's activities and
- implementation of our environmental goals, integrating all production processes into environmental standards and harmonizing them with the principles of Sustainable Development.

To implement the above, we proceed with the following actions:

- We fully comply with all relevant legislative requirements, adopting the Best Available Techniques (BAT) offered by technology in the industry and to the extent that this is commercially feasible.
- We minimize the emission of pollutants and waste into the environment, reduce, limit, recover, recycle and reuse the liquid and solid waste produced in our facilities, minimizing as much as possible the waste of natural resources. We also ensure that the disposal of non-recoverable waste is done in a safe manner and with minimal consequences for the environment.
- We raise awareness, train and motivate our staff and partners to understand, accept and actively support our efforts to identify and prevent potential risks of environmental pollution.
- We ensure the environmental awareness of our suppliers as well as the reduction of the environmental impacts of our products throughout their life cycle, up to their disposal by consumers.
- We promote the development of mutually beneficial relationships with all stakeholders, contributing to the continuous improvement of environmental protection.

d) the commitment to Responsible Forest Management. VIS SA has established a Sustainable Forest Management System FSC Chain of Custody, according to which all phases of processing of forest raw materials are known and monitored.

Implementing the FSC Chain of Custody Sustainable Forest Management System, the management of VIS SA declares that it does not currently and in the future implement, promote or be directly or indirectly involved in the following unacceptable activities:

- Illegal logging or trade in illegal timber or forest products
- Violation of traditional and human rights in forestry operations
- Destruction of High Conservation Values in forestry operations
- Conversion, to a significant extent, of forests into plantations or for non-forest use
- Introduction of genetically modified organisms in forestry activities

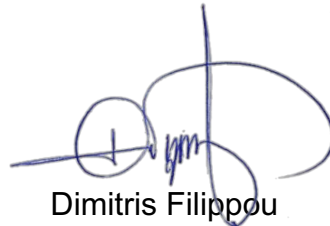
e) **the commitment to comply with the fundamental conventions of the ILO:** In the context of fundamental principles and rights at work:

- ✓ we apply equal treatment, observe equality and do not accept any discrimination based on gender, origin, disabilities or other characteristics of our partners
- ✓ we do not accept forced labor
- ✓ we do not employ underage workers
- ✓ we apply modern methods of internal communication including procedures for submitting suggestions, complaints or accusations by the staff
- ✓ we ensure an excellent and safe working environment, complying with national and European legislation on Health and Safety in the workplace
- ✓ we record and evaluate the acceptance, response and satisfaction of employees, while implementing their training and education programs, aiming at a high technological and scientific level and the continuous improvement of the level of quality and safety.

Finally, we set measurable objectives which are monitored by the Management and reviewed on an annual basis, in order to achieve continuous improvement of our Q&E Management System

The Management of VIS S.A. invites the whole staff to understand, implement and maintain this policy at all levels, with respect to National and European Legislation, **in our commitment to QUALITY IN EVERYTHING.**

ATHENS, MAY 2026



Dimitris Filippou

CEO VIS S.A.