



Sustainability Report 2025

 *Building a better future, together.*

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Introduction

Message from the administration

Climate change, sustainability and resilience are an integral part of modern reality and are among the most important global challenges. The continuous temperature increase, along with the more intense and frequent occurrence of extreme weather conditions, shape an environment that needs immediate, responsible and coordinated action, both at business and individual level.

Sustainability, defined as meeting the needs of the present without compromising the ability of future generations to meet their own needs, constitutes a key strategic pillar for the company. In this context, the company is committed to achieving its financial objectives while simultaneously contributing to environmental protection, enhancing social well-being enforcement and promoting responsible corporate governance.

Inventor A.G. S.A. is voluntarily publishing non-financial information in accordance with the VSME Standard, covering the three core ESG pillars: Environment, Social, and Governance. Through this process, the company assesses and maps the impact of its activities on the environment and society, as well as the risks and opportunities arising from ESG factors for its operations. The objective is both to actively contribute to a more sustainable future and to strengthen the company's resilience in addressing current and future challenges.

We recognize that our business activities have an environmental footprint, but also that they can be part of the solution. Leveraging our long-standing experience in the air conditioning sector, we are able to offer high-tech, energy-efficient and environmentally friendly products. We create ideal comfort conditions for consumers, while contributing to the reduction of energy consumption and, by extension, the carbon footprint.



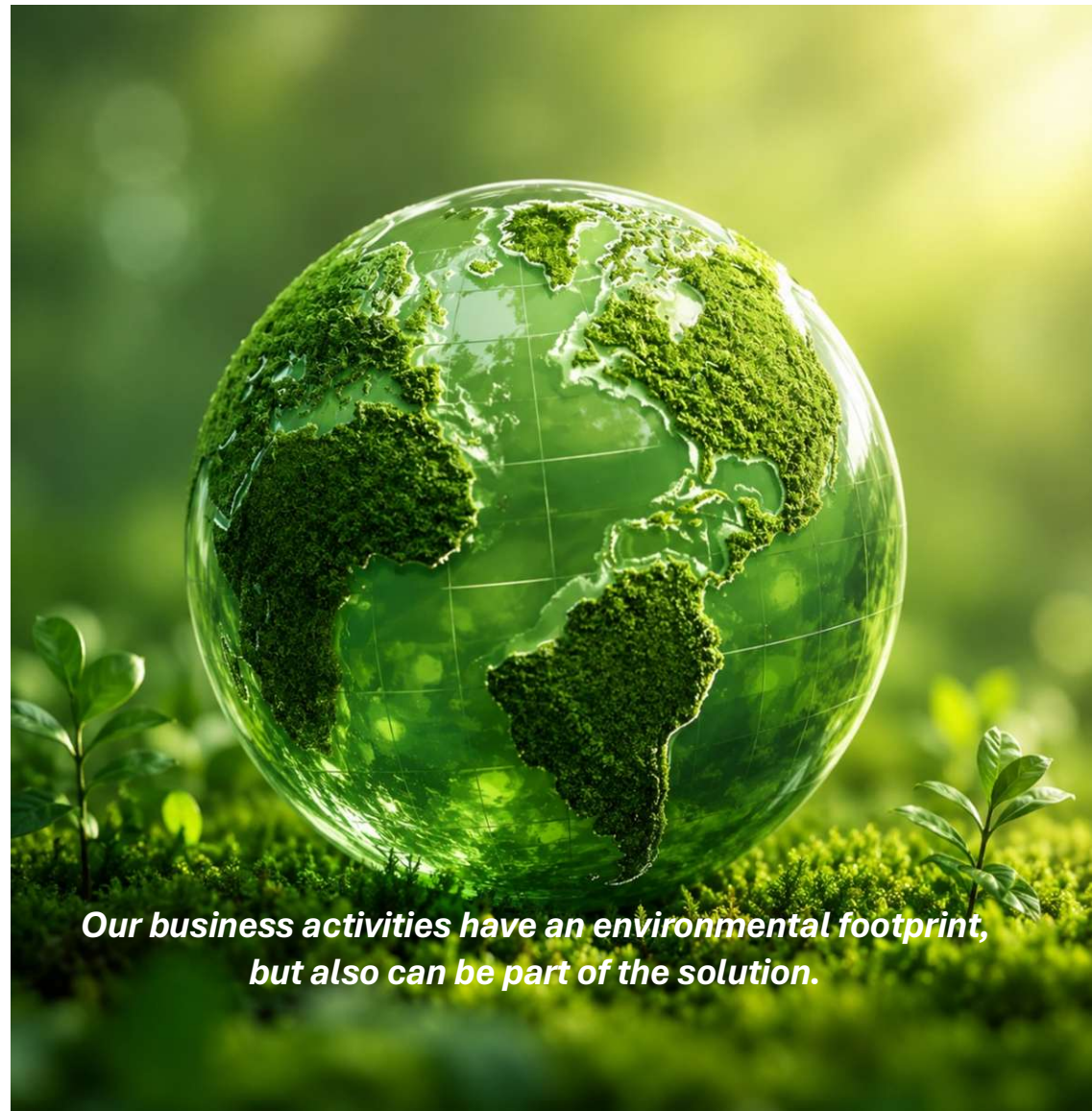
Miron Flouris

Chief Operating Officer

The human-centered approach is a basic pillar of our corporate culture. We focus on developing strong and lasting relationships of trust with partners and clients, while we have the appropriate tools to provide comprehensive services that go beyond a simple transaction. At the same time, we systematically invest in our people, ensuring a healthy and safe working environment, in which everyone has equal opportunities for development and continuous skill development.

Our corporate governance is based on the principles of transparency, integrity and accountability. Through clear policies and procedures, we ensure compliance, ethical business conduct and the achievement of our strategic objectives.

At Inventor, we believe that business success is inextricably linked to sustainable development. We are committed to continuing to evolve, creating solutions that meet the needs of today, while protecting the capabilities of tomorrow.



***Our business activities have an environmental footprint,
but also can be part of the solution.***

In an environment of increased volatility and complexity, both economically and environmentally, the systematic integration of ESG (Environmental, Social, Governance) principles constitutes a critical parameter for ensuring sustainable development and long-term financial performance. The impacts of climate change, evolving social demands and increased expectations for transparency and accountability in governance are fundamentally affecting the business model, capital allocation strategy and conditions for access to finance.

For Inventor A.G. S.A., sustainability is an essential element of its financial strategy, directly linked to risk management, operational efficiency and the creation of sustainable value for all stakeholders. In this context, the systematic assessment, quantification and integration of ESG factors is an integral part of financial planning and decision-making.

The voluntary disclosure of non-financial information, in accordance with the VSME framework, reflects our commitment to enhanced transparency, comparability and reliable communication with stakeholders. At the same time, it strengthens our ability to identify emerging risks in a timely manner and to capitalize on opportunities related to the transition to a more sustainable and resilient economic model. Our approach focuses on the gradual but substantial interconnection of non-financial indicators with key financial performance metrics.

ESG factors are part of the company's overall risk management framework, with an emphasis on the following axes:

Climate risks (physical and transient), which may affect operational continuity, infrastructure and the supply chain.

Regulatory and compliance risks arise from the intensification of reporting requirements and environmental obligations.

Operational and social risks, which are related to human resources, health and safety, as well as the maintenance of the corporate reputation.

Systematic measurement and monitoring of the above risks contributes to strengthening the resilience of the



Athanasios Foutris

Chief Financial Officer

business model and reducing potential negative financial impacts.

We also focus on optimizing resource efficiency, reducing the environmental footprint and developing products and solutions that meet modern energy efficiency and regulatory compliance requirements. Additionally, we systematically invest in human capital and strengthen a corporate governance framework that promotes transparency, accountability and long-term value.

Sustainability is not treated as a discrete initiative, but as an integral element of the overall financial and operational strategy. Through consistent, reliable and quality information, we seek to meaningfully understand our performance, strengthen dialogue with stakeholders and continuously improve our processes and practices.

We remain committed to the continuous evolution of our business model, enhancing resilience, transparency and sustainable value creation in a rapidly changing environment.

Sustainability is an essential element of Inventor's financial strategy, directly linked to risk management, operational efficiency and the creation of sustainable value for all stakeholders.'



About the Sustainability Report



Basis for preparation

VSME: B1

Present Sustainability Report is addressed to all stakeholders and aims to present the strategy, actions, performance and goals of the company «**INVENTOR A.G. Single Member Societe Anonyme Electrical Appliances**» (discretionary title **INVENTOR A.G. S.A.**) in environmental, social and corporate governance topics. This is the first annual report of INVENTOR A.G. S.A., which has been prepared in accordance with the **Comprehensive Module** of the Voluntary Sustainability Reporting Standard for Micro, Small and Medium Enterprises (**VSME** – *Voluntary Sustainability reporting standard for Micro, Small and Medium Enterprises*).

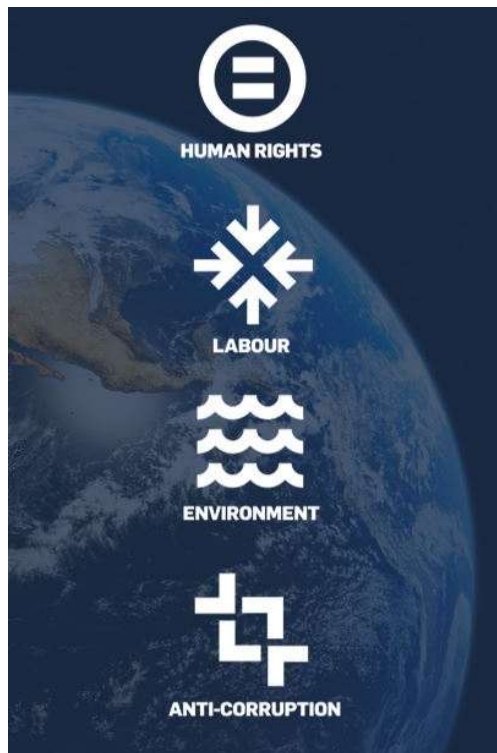
Sustainable development is integral part of INVENTOR A.G. S.A strategy and operational activities, affecting its business model, organizational structure and product design. It guides decisions based on environmental responsibility, business ethics, maintaining high standards of corporate governance and creating a safe and inclusive working environment.

The report has been prepared on an individual basis, covers all the company's activities and includes data collected during the calendar year 2025 — from January 1 to December 31 — corresponding to the same period as the company's financial statements.



Since INVENTOR A.G. S.A. is a member of the **Swedish Beijer Ref** group, the disclosures of the company and its subsidiary **INVENTOR CONCEPT SRL**, based in Romania (Splaiul Independentei nr.17,bl.101 Izvor, sc.4,etj.5, Bucharest, Romania), on sustainable development issues, are included in the consolidated annual report and sustainability report of the group for the year 2025, as well as for previous years (from 2021).

The report takes into account the 17 United Nations Sustainable goals and the 10 Principles of the United Nations Global Compact, which are organized around four core areas: Human Rights, Labor Standards, Environment, and Anti-Corruption.



In addition to the requirements set out by the VSME Standard, η INVENTOR A.G. S.A. prepared for the year 2025 **double materiality assessment**, according to the European CSRD (Corporate Sustainability Reporting Directive), in order to determine the impact of its activities on the environment and society (impact materiality) and the influence of environmental, social and governance (ESG) issues on its financial performance (financial materiality).

For the above assessment, the results of the assessment of the parent Beijer Ref Group, the significant issues of the VSME standard, the SASB standards for the Electrical & Electronic Equipment sector, findings from published reports of companies in the sector, as well as special issues proposed by the company were taken into account.



This report has been approved by the Board of Directors of INVENTOR A.G. S.A.

Publicity

The Sustainability Report 2025 of INVENTOR A.G. S.A. is electronically available at the company's web site <https://www.inventoraircondition.gr/sustainability>

Time Horizon

For the purpose of this report, the reference time horizon is aligned with the VSME standard, which defines short-term, medium-term and long-term horizons. The short-term horizon covers the reference period (1 year), the medium-term horizon extends from 2 to 5 years, and the long-term horizon applies to periods exceeding 5 years.

Notification omissions

In the context of this report there are no notification omissions. For any requirement of the VSME standard that does not fully relate to the activity of INVENTOR A.G. S.A., the relevant non-application is clearly stated and documented in the relevant sections, based on the nature and characteristics of the company.

There is no confidential or sensitive information, nor data related to intellectual property or innovations of the company, which require an exception from the disclosures.

Communication

Each reader's opinion on the content of the Report is important for INVENTOR A.G. S.A.

For this purpose, you can send your comments or any questions regarding the Report to the contact details below.:

Name: Katerina Konstantopoulou

Position: Financial Controller

Email: k.konstantopoulou@inventor.ac

Corporate presentation



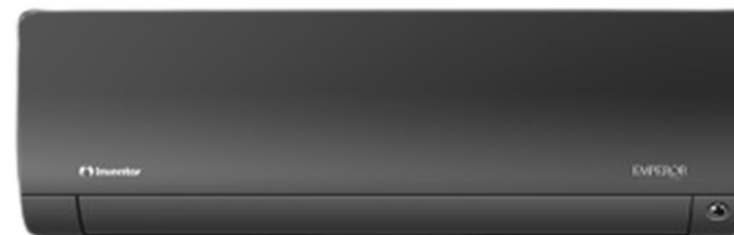
Basis for preparation
VSME: B1

General information

	Legal Form		Turnover (2025)		Total Assets (2025)
	Societe Anonyme		€ 73.736.465,27		€ 55.842.643,10
	Country of operation and location of significant assets		Number of employees (2025 - end year)		Year of establishment
	Greece		105		1966
NACE Rev. 2.1	Main activity: 46.69 Wholesale of other machinery and equipment				
	Secondary activities				
	45.11 Sale of cars and light motor vehicles				
	46.43 Wholesale of electrical household appliances				
	46.51 Wholesale of computers, computer peripheral equipment and software				
	46.73 Wholesale of wood, construction materials and sanitary ware				
	47.54 Retail sale of electrical household appliances in specialized stores				
	68.10 Buying and selling of own real estate				
68.20 Renting and management of own or leased real estate					
95.22 Repair of household appliances and home and garden equipment					

Inventor A.G. S.A. presentation

«INVENTOR A.G. Single Member S.A.» has been active for almost six decades in the field of electrical appliances, constituting one of the most reliable and dynamically developing business entities in the Greek and international market. Since its establishment in 1966, originally as «Asimakopoulos LTD», the company has demonstrated a consistent commitment to innovation, quality and corporate responsibility.



During its first decades of its operation, INVENTOR A.G. S.A. developed strategic cooperations with leading international companies in the air conditioning sector, such as General Electric, Trane USA, Goodman USA, Intertherm USA and Nordyne USA, operating as an official representative in the Greek market. These partnerships formed the foundation for the know-how and reliability that characterize the company to this day.

Between 1974 and 2007, η INVENTOR A.G. A.E. was the official representative of major international companies in the field of central and semi-central air conditioning, such as General Electric, Trane USA, Goodman USA, Intertherm USA and Nordyne USA.

2007 was the year that marked a decisive turning point, with the creation of the privately owned **brand name Inventor**, which was based on decades of experience and the company's technological expertise. The production of Inventor's goods was entrusted to leading manufacturers from China, such as Midea and Haier, with whom INVENTOR A.G. S.A. maintains long-term and profitable partnerships.

The company has dynamically expanded into residential air conditioning and enriched its product range with innovative solutions such as dehumidifiers, heating panels, air purifiers, refrigerators, freezers, vacuum cleaners and washing machines. Its products are distinguished for their quality, energy efficiency and technological superiority covering the needs of both residential and commercial spaces.



In 2021, η INVENTOR A.G. A.E. joined the international Swedish group **Beijer Ref AB**, further strengthening its global presence and confirming its strategy for sustainable development and internationalization. In this context, the company introduced heat pumps, and the promotion of sustainable solutions.

INVENTOR A.G. S.A. continues to invest in innovation, quality and sustainability, aiming to create products and services that meet the modern needs of consumers and contribute to a more sustainable future. It actively participates in the following institutional bodies:

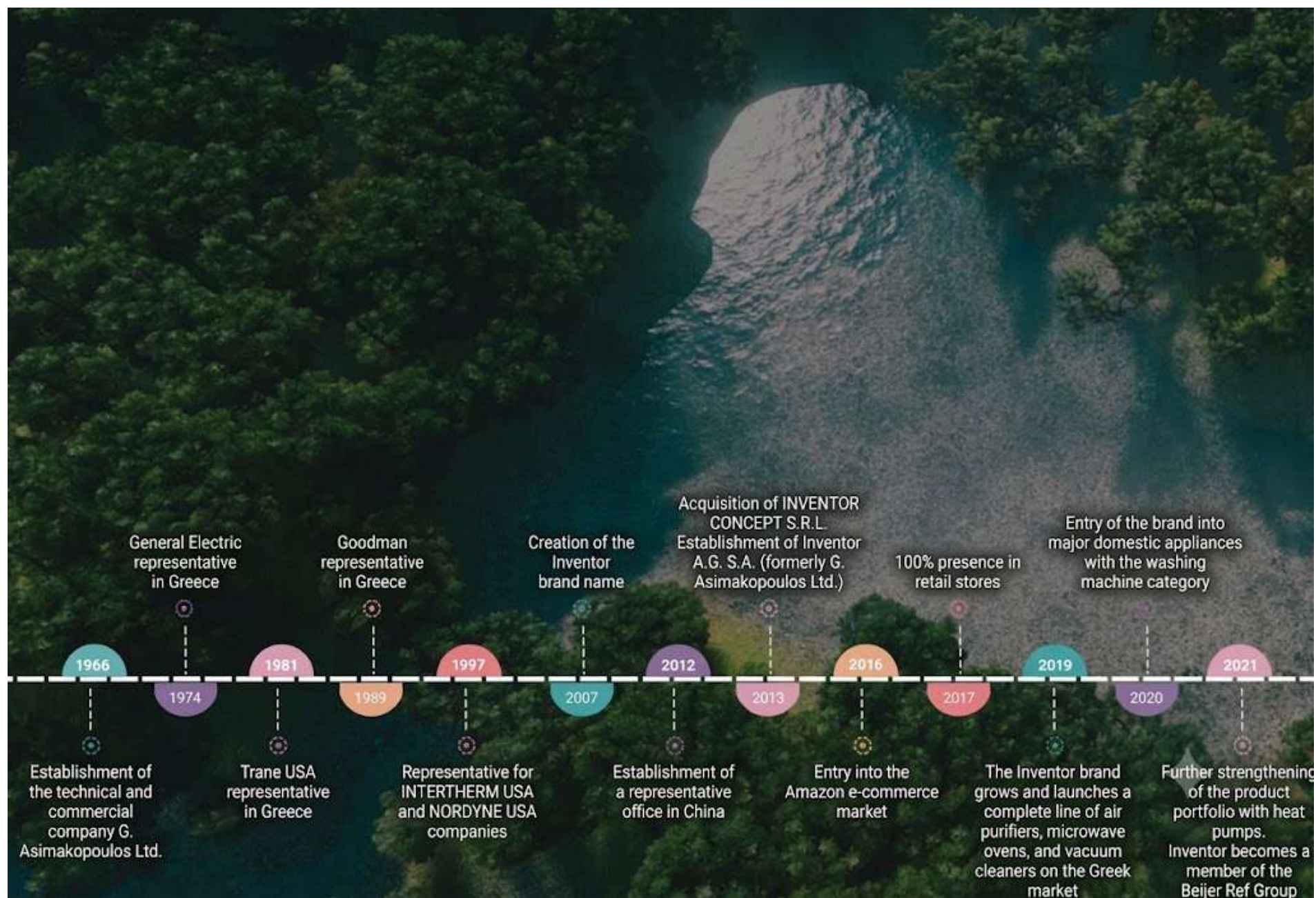
APPLiA Hellas, the official association of electrical household appliance companies in Greece, which represents the industry and promotes issues of quality, safety and sustainability.

GS1 Association Greece, the national body that manages international standards for product coding (barcodes) and traceability systems.

Athens Chamber of Commerce & Industry (ECCI), the largest business institution in the country, which supports the development, networking and competitiveness of businesses.

The company's headquarters is located in Agios Stefanos - Attica.





Vision, mission and values

Our vision

«To offer reliable and energy-efficient products and services that improve people's everyday lives, with respect for the environment and a commitment to a more responsible and sustainable future»

Our mission

INVENTOR A.G. S.A. has the mission of providing high-quality products and services, with excellent service and reliable technical support, while investing in the development and well-being of its people.

With an orientation towards innovation and energy efficiency, it shapes a range of solutions that meet market needs and comply with European standards.

It operates responsibly towards society and the environment, cultivating partnerships that enhance sustainability and quality.



Our values

INVENTOR A.G. S.A. shapes its corporate culture through five values that guide its way of operating.

These values constitute a point of reference for its relationships with its people, customers and partners, and express its commitment to quality, responsibility and continuous development.



Areas of activities

INVENTOR A.G. S.A. operates in four main sectors of the electrical and air conditioning systems market:

Residential air conditioning and heating



Covering the cooling, heating and humidity management needs of households, with an emphasis on energy efficiency and indoor air quality.

Professional HVAC applications



Concerning air conditioning and heating solutions for professional spaces, small businesses and special facilities.

Residential Electric Appliances

Including the sale of large and small household appliances, offering solutions that enhance the comfort and energy efficiency of households.



Technical support and after-sales services

Including technical support, warranty management, repairs and customer service services, which are a critical part of the company's business model.



Facilities

The company's headquarters until the end of the reported period (2025) is at Agios Stefanos – Attica, in a company-owned building at Thoukididou 2, on a total area of 1.000 sq.m. which is structured on two levels: 400 sq m of storage space and service on the ground floor and 600 sq m of offices and showroom on the first floor. In January 2026, the company's headquarters were moved to a leased three-story building on 1 Thoukididou Street, with a total area of 3,000 sq m. and the company proceeded to lease the privately owned building where its headquarters were located.

Finally, the company has investment properties in Piraeus, 545 sq m.



Type of premise	Ownership status	Address	P.C.	City	Country	Geographical location - Coordinates
Offices, storage space, service	Company-owned	2 Thoukididou Str & 24 th National Road Athens – Lamia	14565	Agios Stefanos	Greece	38.14693, 23.85114
Offices & Service	Leased	1 Thoukididou Str & 24 th National Road Athens – Lamia	14565	Agios Stefanos	Greece	38.14712, 23.85161
Other facilities	Company-owned	Grigoriou Labraki 6-8	18533	Piraeus	Greece	37.94788, 23.65552

Certifications & ESG Reviews

As part of its commitment to sustainable and responsible operation, INVENTOR A.G. S.A. complies with international recognized standards of health, safety and environmental management.

The company is certified according to the standards ISO 45001: 2018 and EN ISO 14001: 2015 by TÜV AUSTRIA organization for the trade, installation and maintenance of air conditioning systems.

It also applies a comprehensive Quality Management System according to the standard EN ISO 9001: 2015 and has an Information Security Management System (ISO/IEC 27001: 2013) with a scope of application for the sales, distribution and technical support of air conditioning and electrical appliances.

Certification Title	Date of Issue	Validity up to	Score
EN ISO 9001: 2015 - Quality Management System	18/4/2023	17/4/2026	Not applicable
ISO/IEC 27001: 2013 - Information Security Management System	26/02/2024	31/10/2025	Not applicable
ISO 45001: 2018 - Occupational Health and Safety Management System	18/4/2023	17/4/2026	Not applicable
EN ISO 14001: 2015 - Environmental Management System	18/4/2023	17/4/2026	Not applicable
Synesgy Certificate	20/12/2024	20/12/2025	B
Eurovent	Since 2023 with annual validity		Not applicable
Heat Pump KEYMARK	Since 2025 with annual validity		Not applicable





INVENTOR A.G. S.A. has certified air conditioning products according to **Eurovent Certified Performance**, an independent European certification system for heating, cooling and air conditioning equipment.

Specifically, the company's wall-mounted air conditioners and semi-central systems carry the Eurovent, confirming that the technical characteristics and energy efficiency of the products have been checked by an independent body and correspond to the manufacturer's declared data.

Compliance is verified through regular audits and annual surveillance by Eurovent organization.



At the same time, company's heat pumps have **Heat Pump KEYMARK** certification, a European quality mark which confirms products' compliance with the European energy

efficiency and safety standards, as well as the reliability of the declared technical characteristics.

Above certifications contribute to ensuring energy efficiency of the products and support the company's strategy to promote solutions with lower energy consumption and reduced environmental footprint.

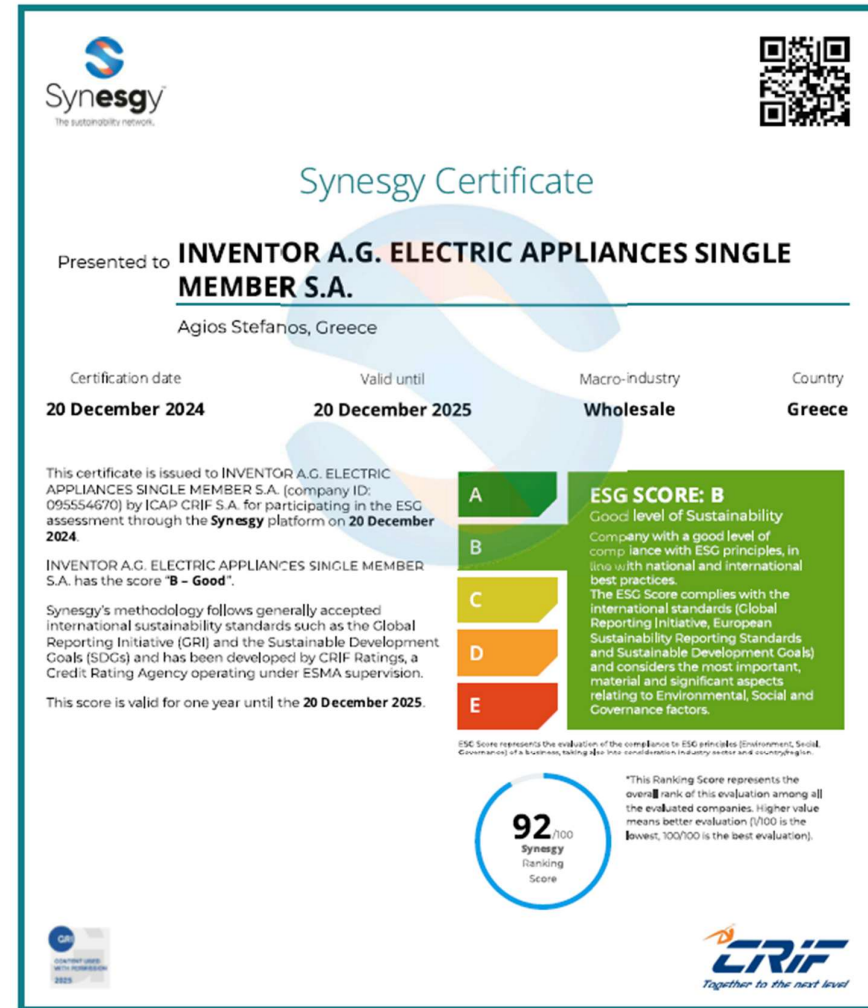
On 7/8/2025, the company also completed the process of filling in ESGr, the digital interbank platform developed by the Hellenic Banks Association and Tiresias. The platform functions as a single tool for collecting and analyzing non-financial ESG data, enhancing the transparency, comparability and reliability of sustainability data required for bank assessment and access to financing.

In December 2024, INVENTOR A.G. S.A., received the ESG certificate for the second consecutive time, assessing its level of sustainability on the **Synesgy digital platform**.



Synesgy's digital platform methodology is based on international sustainability standards, such as the Global Reporting Initiative (GRI), Global Compact of United Nations, Carbon Disclosure Project and the EU Taxonomy Regulation. The platform benefits from the collaboration with the Group's Credit Rating Agency, CRIF Ratings, which has developed its own ESG methodology which it has been incorporating for years in the assessment of non-financial companies based in the European Union.

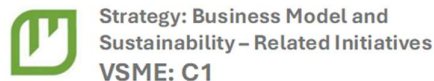
The assessment process was carried out through the completion of a questionnaire. Based on the information registered, INVENTOR A.G. S.A. ESG performance was assessed with a grade of B, on a scale from A to E (where A corresponds to the best performance and E to the lowest). Following the assessment, the company received the corresponding certificate, confirming its commitment to environmental, social and corporate governance issues.



The ESG Score is calculated based on a proprietary methodology from CRIF S.p.A. and is based on the information which is disclosed by the subject itself to whom the score is referred to (Evaluated Entity). Above mentioned information is voluntarily disclosed under the only responsibility of the Evaluated Entity and is not verified by CRIF S.p.A. The ESG Score is referred to completion date of the questionnaire (it is not monitored continuously in time). The ESG Score is not a certification nor a specific evaluation, it has the only scope to group Evaluated Entities in reference classes for information purpose only. The ESG Score is not subject to any guarantee of accuracy, completeness, reliability of the data. CRIF S.p.A. has not responsibility on the use of the score from third parties. CRIF S.p.A. is not liable for any decision based on the ESG Score taken by the Evaluated Entity or by any other entity. The methodology used for the assessment platform is derived by CRIF Ratings. CRIF Ratings is a company whose general rating framework is certified by the European Securities and Markets Authority (ESMA). CRIF uses the CRIF Standards under licensed authority from CRIF which verified the accurate representation of the CRIF standards in Synesgy. However, CRIF makes no implied or actual representations or warranties as to the correctness, compliance, trustworthiness, fitness of purpose or quality of the score presented in this assessment.



Business Model and Main Activities



Services and products provided

INVENTOR's A.G. S.A. portfolio includes four basic product categories:

Air-to-air conditioning systems for residential and commercial use such as wall-mounted air conditioners, portable air conditioners, multi-split air conditioners, semi-central and VRF systems.

Air-to-water Heat Pumps for heating and hot water production.

Residential electric appliances, such as refrigerators, freezers, washing machines, dryers, dishwashers, microwave ovens.

Air quality improvement devices, such as dehumidifiers, air purifiers and fans.

In addition to supplying products, **INVENTOR A.G. S.A.** provides comprehensive services covering their entire life cycle.



More specifically, INVENTOR A.G. S.A. designs and develops the technical specifications of its products, incorporating the European regulatory framework relating to refrigerants, energy efficiency, safety, and environmental requirements. This approach enables **proactive compliance** from the product development stage, ensuring that products meet current technical and environmental standards.



As part of its quality assurance process, the company collaborates exclusively with leading manufacturing facilities that operate under ISO-certified procedures, thereby ensuring high product quality. Furthermore, it conducts **sampling inspections** upon the first receipt of each new plug-and-play product code (i.e., products that do not require installation, such as washing machines, dehumidifiers, microwave ovens, etc.), examining the packaging, accessories, and accompanying documentation while maintaining photographic records.

In addition, the company operates a well-organized **after-sales service**, which includes technical support, warranty management, and repair services. Customer support is provided through a dedicated call center, electronic communication channels for consumers, professional refrigeration technicians and service professionals, as well as a network of authorized service partners, ensuring prompt response times and effective resolution of technical issues.



INVENTOR A.G. S.A. has been one of the first companies in the Greek market that introduced the **10-year warranty** for air conditioning units and extended the warranty period to other product categories, reinforcing its commitment to reliability and long-term consumer support.



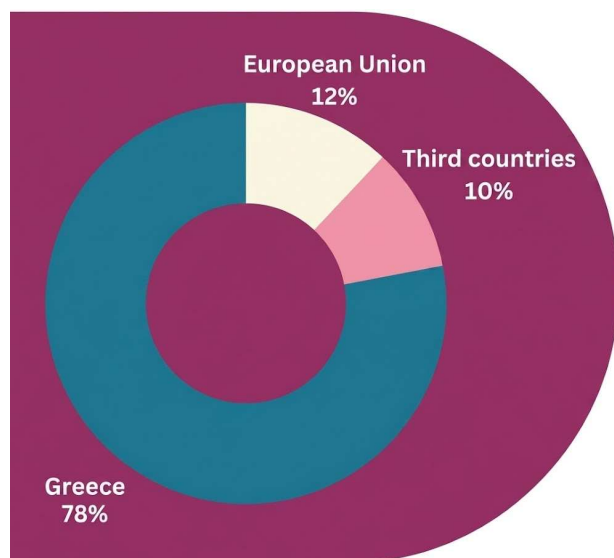
Finally, the company provides extensive **technical documentation and support** to professional installers, offering instructions, manuals, informational material and technical guidance.



Main Markets

The main market for the products of INVENTOR A.G. S.A is the domestic one with a share of 78%, followed by the European Union market (12%) and third countries (10%).

Sales distribution in main markets



Source: INVENTOR A.G. S.A.

Sales to European Union countries include Romania, France, Cyprus, Slovakia, the Netherlands, Spain, and Bulgaria.

The main non-EU destination countries for sales are Albania, Moldova, Israel, New Caledonia, North Macedonia, Ghana, and Jordan.

Suppliers

INVENTOR A.G. S.A. collaborates with an **extensive network of approximately 700 active suppliers**, including international product manufacturers, service providers, and suppliers of operational goods and services.

The production of INVENTOR A.G. S.A.'s products is carried out primarily through partnerships with international manufacturers based in **China**, while, for certain product categories, production is sourced from a manufacturing facility in **Egypt** (accounting for approximately **0.1%** of total production).

Apart from manufacturers, the company's remaining suppliers can be categorized into:

- **Suppliers of operational goods**, such as stationery, consumable materials, food and beverage supplies, and other day-to-day business necessities.
- **Service providers**, including advertising agencies, legal service providers, logistics and transportation companies, IT service providers, and device, packaging and battery recycling companies, etc.

The company demonstrates a high degree of supplier concentration, as its most significant supplier, MIDEA A/C ELECTRIC TRADING (SINGAPORE) CO. PTE. LTD, accounts for approximately 65% of total procurement spending.

This model reflects the company's strategic collaboration with international high-tech manufacturers, ensuring quality, technical compliance and business continuity.

Main Suppliers



Source: INVENTOR A.G. S.A.

Distribution and sales channels

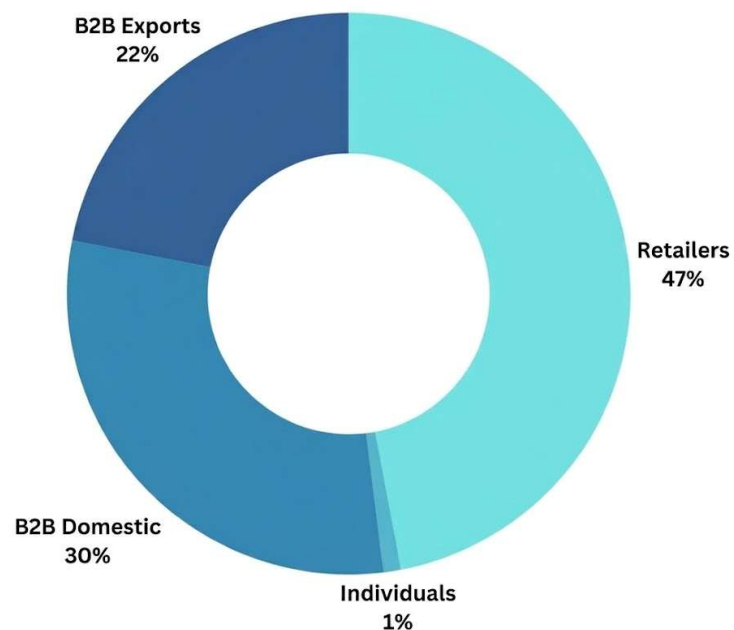
The distribution channels of INVENTOR A.G. S.A.'s products are divided almost equally between B2B partnerships and the retail sector, with a slight predominance of the B2B channel, accounting for 52% of total sales, compared to 47% generated through retailers.

The B2B channel includes specialized professionals such as installers, refrigeration technicians, and technical service companies. It is further divided into the domestic market, representing 30% of total sales, and export markets, representing 22%.

The retail channel consists of electrical appliance retail chains and buying groups.

Direct sales to individual consumers are limited, accounting for only 1% of total sales, and primarily concern company personnel, private customers purchasing spare parts, and long-standing business partners.

Sales distribution by distribution channel

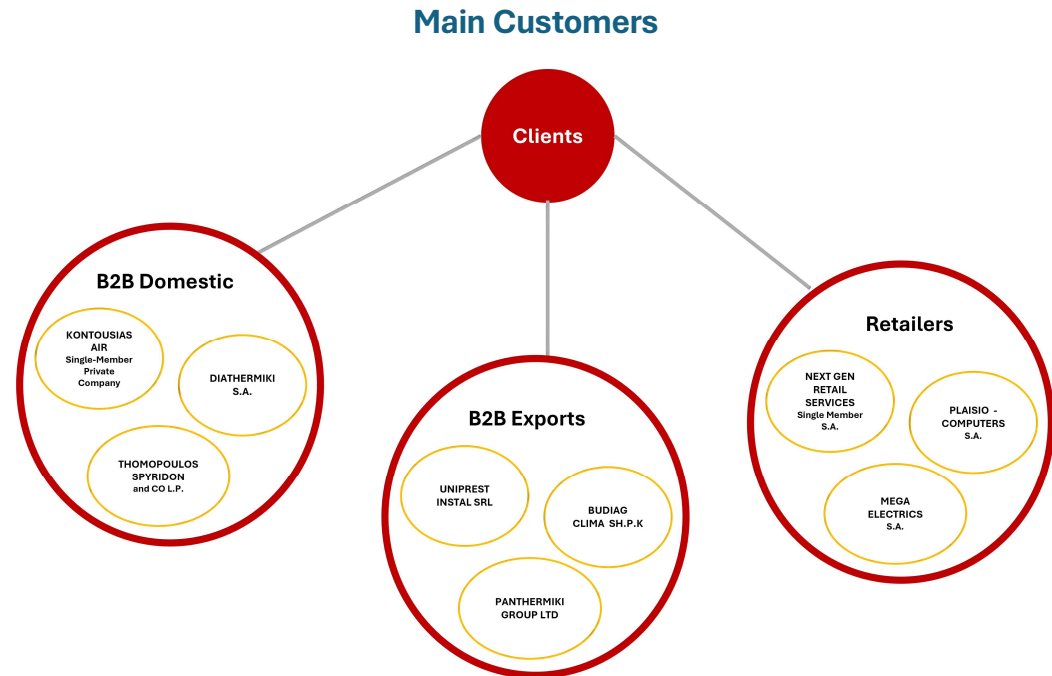


Source: INVENTOR A.G. S.A.

Customers

INVENTOR's A.G. S.A. clientele consists of **2.808 active customers**, with the five largest covering 28% of the total turnover.

The company serves wholesalers, retailers, professional installers, technical companies and foreign partners, maintaining long-term relationships based on product reliability, technical support and effective service.



Source: INVENTOR A.G. S.A.

End Users

The end users of INVENTOR A.G. S.A.'s products are individual consumers, professionals, and businesses that utilize air conditioning, heating, and household appliance solutions for residential and commercial applications.

Business Units & Value Chain

INVENTOR A.G. S.A.'s business units include the Human Resources (HR), Finance, IT, Marketing, Logistics, Product, Domestic & Export Sales, Customer Service, After-Sales & Technical, and Warehouse departments, which collectively form the company's operational and organizational framework



The company's value chain is structured around primary and support activities. The primary activities include inbound logistics, commercial operations, sales and marketing, and outbound logistics, all of which are directly linked to the creation of value for customers and business partners.

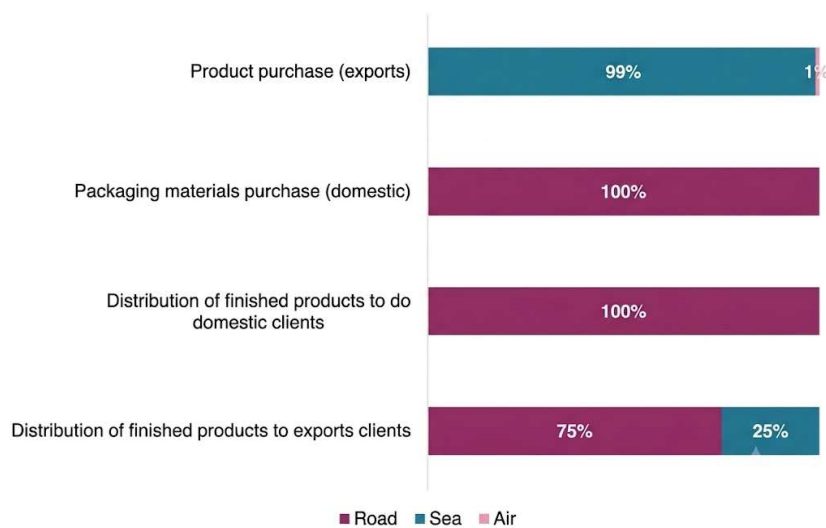
Inbound and Outbound Logistics

As part of its primary activities, the company imports products from international manufacturers, which are stored and managed through partnerships with third-party logistics (3PL) providers.

Product procurement is carried out almost exclusively through sea freight (99%), with only limited use of air freight (1%). This approach is aligned with international practices for transporting high volumes of goods and enables the company to benefit from the advantages of maritime transportation, including cost efficiency and a lower environmental footprint per unit of transported cargo.

Purchases of packaging materials from domestic suppliers are conducted entirely through road transportation.

Transportation Breakdown by Mode



Source: INVENTOR A.G. S.A.

The distribution of finished products to customers within the Greek market is carried out exclusively by road transport, while distribution to international markets is conducted 75% by road and 25% by sea freight.

Storage and distribution activities are supported through partnerships with 3PL providers, which are responsible for inventory management, shipment organization, and the timely delivery of products, ensuring the efficient operation of the

supply chain

Commercial Operation

The company's commercial operations include the marketing and distribution of air-conditioning systems, heat pumps, household appliances, and air-quality improvement devices, as well as the performance of quality inspections and the preparation of technical documentation.

Product installation is carried out exclusively by independent professionals, as INVENTOR does not maintain its own network of installers nor recommend specific installation partners. This approach ensures neutrality and equal collaboration opportunities for all professionals operating within the sector.

Sales and marketing

Sales and marketing activities include pricing strategy, product promotion and commercial support, with the objective of strengthening the company's presence in both the domestic and international markets.

After sales services

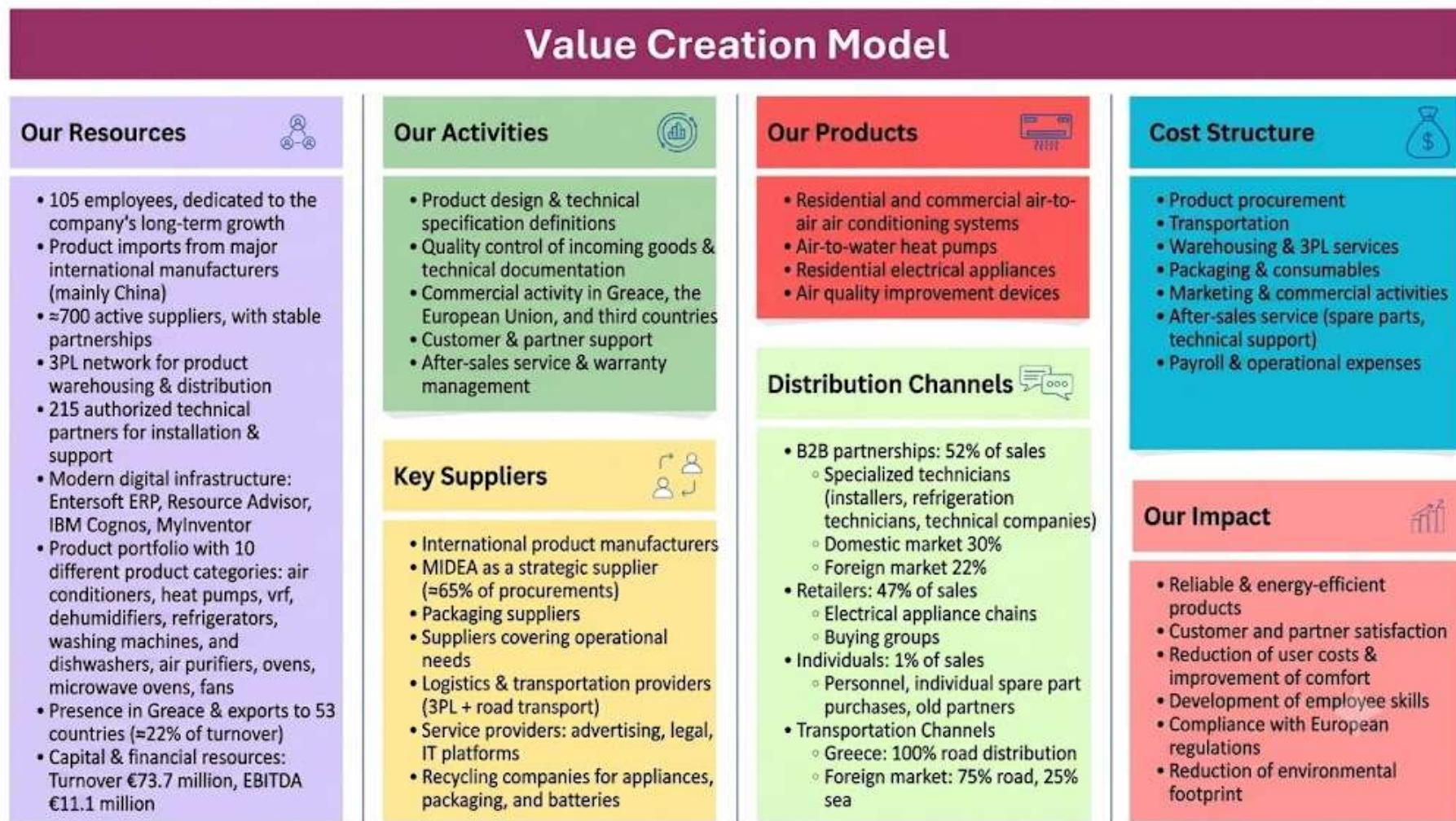
After sales services is a key element of the business model, with organized after-sales service, warranty management and technical support through a call center, electronic channels and a network of authorized partners.

Support activities include executive management, financial services, human resources management and the company's technological infrastructure, which integrates IT systems (Entersoft ERP, Resource Advisor, BI Cognos).

Procurement management includes selection and negotiation processes with suppliers, ensuring quality, consistency and business continuity.



Value Creation Model



Policies for the transition to sustainability



Practices, policies and future initiatives
VSME: B2



Description of practices, policies and future initiatives for transitioning towards a more sustainable economy
VSME: C2

Complaints

Mechanism Policy

Inventor A.G. S.A. has established a secure and confidential **Whistleblowing Reporting System**, in accordance with Law 4990/2022 and Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law. The purpose of this mechanism is to prevent unlawful conduct and strengthen corporate integrity by ensuring a framework of transparency and accountability.

According to the Whistleblowing Management Policy, all individuals associated with the company are entitled to submit a report, including employees, business partners, job applicants, former employees, members of management, suppliers, subcontractors, customers, end consumers, or any other person having a professional or contractual relationship with Inventor A.G. S.A.

Reports may concern violations of applicable laws and regulations, such as the General Data Protection Regulation (GDPR) or labor legislation, incidents of corruption, fraud or bribery, cases of malpractice or breaches of company policies, risks to public health or safety, as well as any other serious irregularity that may affect the proper operation of the company or the rights of stakeholders.

Reports may be submitted anonymously or by name through the online platform at <https://my.inventor.ac/wb>, via email, or in writing or verbally to the Reporting Officer (Whistleblowing Protection and Reporting Officer – WPRO), with full confidentiality guaranteed.

Following submission, each report is recorded and assessed by the Reporting Officer, and feedback regarding the progress of the case is provided within three months. Throughout the process, whistleblowers are protected against any form of retaliation.

In parallel with the whistleblowing mechanism, the company **implements a Privacy Policy for the Reporting Management System**, which outlines the processing of personal data and the rights of individuals who submit or are subject to a report. In particular, all reports are handled with the utmost confidentiality, and personal data are protected in accordance with the GDPR and Law 4624/2019. The identity of the reporting person is not disclosed without their consent, unless disclosure is required by law.

Reports are retained for a period of 45 days, or longer where necessary for the investigation of the case. Upon completion of the process, records are deleted or securely archived in accordance with applicable legal requirements and the company's internal policies.

Personal Data Protection Policy

Inventor A.G. S.A. recognizes the importance of personal data protection and is committed to their secure and responsible processing in accordance with Regulation (EU) 2016/679 (GDPR) and applicable Greek legislation.

Inventor A.G. S.A. collects and processes personal data exclusively for lawful and legitimate purposes, including the execution of commercial transactions, the management of customer requests, the support and servicing of partner retailers through mapping tools, the distribution of informational and promotional materials, compliance with legal obligations, and

the protection of the legitimate interests of the company and its customers.



Personal data is processed in a transparent and secure manner, and the company implements appropriate technical and organizational measures to prevent unauthorized access, disclosure, alteration, or loss of data.

As part of its cooperation with third parties, the company ensures that every supplier or service provider processing personal data on its behalf is contractually bound to comply with GDPR requirements through a Data Processing Agreement (DPA).

Furthermore, Inventor A.G. S.A. has appointed a **Data Protection Officer (DPO)**, who is responsible for monitoring compliance with the applicable legal framework and supporting data subjects in matters relating to the protection of their privacy rights.

For any issues concerning the protection of personal data, interested parties may contact the Data Protection Officer directly. In addition, they have the right to lodge a complaint with the Hellenic Data Protection Authority (HDPa) at www.dpa.gr.

Occupational Risk Assessment Study

INVENTOR A.G. S.A. maintains an updated **Occupational Risk Assessment Study** (ORAS) covering all activities carried out at the company's facilities in Agios Stefanos. The study was prepared in June 2024 by a certified External Protection and Prevention Service (EXYPP), in accordance with the applicable requirements of Greek occupational health and safety legislation.

The ORAS constitutes the Written Occupational Risk Assessment required under Presidential Decree 17/96 and Presidential Decree 159/99, as codified by Law 3850/2010, addressing both the relevant legal obligations and the practical need to identify, assess, and mitigate occupational risks.

The assessment is conducted using a standardized methodology that combines the likelihood of occurrence and the severity of consequences, classifying risks as high, medium, or low. For each identified risk, the existing control measures, ongoing implementation requirements, and the final risk assessment following the implementation of proposed corrective actions are documented.

The ORAS covers a broad range of topics, including organizational requirements, workplace signage and employee awareness, maintenance of buildings and electromechanical installations, use of Personal Protective Equipment (PPE), manual handling of loads, warehouse operations, handling of chemical substances,

fire safety, and first-aid procedures. In addition, it outlines the company's obligations regarding statutory record-keeping, employee training, and the appointment of personnel responsible for critical functions.

Through the implementation of the prescribed measures, the risk level associated with most activities is reduced to low or maintained at an acceptable medium level with continuous monitoring.

The ORAS is a dynamic management tool and is updated whenever necessary to reflect changes in processes, equipment, or organizational structures. Its systematic implementation reinforces INVENTOR A.G. S.A.'s commitment to providing a safe and healthy working environment for all employees.

Policy for the prevention and treatment of violence and harassment at work

INVENTOR A.G. S.A. is committed to ensuring a working environment free from all forms of violence, harassment, and abusive behavior, in accordance with Greek legislation and the principles of equal treatment. The company has adopted a formal Policy for the Prevention and Combating of Violence and Harassment at Work, pursuant to Articles 9–10 of Law 4808/2021, reflecting its commitment to zero tolerance for any form of violence, harassment, sexual harassment, or bullying, and ensuring a workplace founded on respect, dignity, and safety.

The policy applies to all individuals working for or collaborating with the company and covers incidents that may occur in the workplace, during business travel, at company events, or through electronic communications. It provides a detailed description of various forms of violence and harassment, including physical, psychological, sexual, domestic, bullying, and moral harassment, and establishes key principles of prevention, awareness, prompt investigation, confidentiality, and protection against retaliation, with the aim of safeguarding affected individuals.

To ensure the effective implementation of the policy, the company undertakes additional prevention and monitoring initiatives, including anonymous employee surveys and annual meetings with the HR Manager to discuss workplace climate

issues and improvement proposals. Support is provided to victims of violence, harassment, or domestic violence to facilitate their safe reintegration into the workplace. At the same time, the policy establishes clear responsibilities for all employees and specific obligations for managers, who are required to prevent, identify, and report incidents, ensure equal treatment, and protect affected individuals. The policy includes a formal complaint procedure comprising submission, investigation, and assessment stages, as well as graduated corrective actions depending on the severity of the incident, ranging from recommendations and training measures to disciplinary sanctions or termination of employment.

Furthermore, the policy includes ongoing awareness-raising and training initiatives, as well as regular reviews of its implementation and effectiveness.

In addition, the company operates a secure and confidential whistleblowing system applicable to employees, customers, and end users. This mechanism, described in detail in the “*Whistleblowing Policy*” section, serves as a key tool for preventing and addressing incidents of violence and harassment, ensuring that all reports are handled confidentially and impartially.

After - Sales Service Policy for Partners

INVENTOR A.G. S.A.'s After-Sales Service Policy defines the **framework for warranty management, fault reporting, fault resolution procedures**, and the obligations of business partners and retail stores. The commercial warranty for the company's products is publicly available on the company's website and operates in addition to the statutory warranty. Any additional warranty benefits offered by retailers are not the responsibility of the company.

Faults are categorized as **ON-SITE** faults, applicable to products such as air conditioners, refrigerators, and washing machines; and **IN-HOUSE** faults, applicable to small household appliances, with separate handling procedures for each category. Product replacements are carried out only in cases of DOA or when repair is deemed uneconomical following technical inspection and approval.

Faults may be reported either by the end consumer or the retailer through the **MyInventor platform**, by telephone, or via email. INVENTOR A.G. S.A. performs an initial technical assessment, attempts remote troubleshooting whenever possible, and, where necessary, arranges a technician visit or product collection.

For ON-SITE faults, the company utilizes a **nationwide network of contracted refrigeration and service technicians**, while IN-HOUSE faults are managed through **the company's Central Service Center and ServicePoints network**.

The policy also provides for charges in the case of **unjustified service calls**, where the reported malfunction results from improper installation, inadequate maintenance, incorrect use, or unauthorized intervention. In such cases, the associated costs may be charged either to the end user or the retailer, depending on responsibility.

Finally, INVENTOR A.G. S.A. provides electronic feedback regarding service requests within 24–48 hours and offers the ability to track case progress through the MyInventor system

Information Systems Security Policy

INVENTOR A.G. S.A. systematically invests in the security of its information systems and the continuous enhancement of its technological infrastructure. The company has developed an **Information Security Framework** and implements a comprehensive Information Security Management System (ISMS) to ensure the effective protection of its information systems and data assets. The company is ISO 27001 certified.

The IT Department supports the company's daily operations through continuous monitoring of information systems and by assisting employees with the secure use of business applications. It also collaborates with independent organizations and consultants who assess the adequacy and effectiveness of the Information Security Management System and verify that information assets and management systems comply with the requirements established by the company's information security

policies.

Furthermore, the company has implemented a structured and recurring Information Security Awareness and Training Program across the organization. The program is designed to ensure that employees, contractors, and relevant third parties with access to information and information systems understand the importance of information security, accept their responsibilities under the Information Security Framework, and perform their duties in accordance with the highest standards of professional ethics and conduct.

To ensure business continuity and minimize disruption in the event of a cybersecurity incident or natural disaster, the company has established and implemented a **Business Continuity and Disaster Recovery Plan** (BCDRP). The plan is regularly tested, reviewed, and updated to ensure its effectiveness. Senior Management is responsible for adopting and maintaining appropriate measures that guarantee business continuity in line with operational requirements.

Sustainable Development Strategy

INVENTOR A.G. S.A.'s sustainable development strategy is based on integrating environmental, social and corporate governance parameters in all its business operations. This strategy is aligned with VSME standards and the directions of the parent group Beijer Ref, that implements a comprehensive framework for sustainable operation at an international level.

Sustainability strategy is integrated into products' design, value chain management, relationships with customers and partners and overall corporate governance, further contributing to the achievement of several of the 17 United Nations Sustainable Development Goals:



People and talent development

INVENTOR A.G. S.A. promotes diversity and equal opportunities, with increased participation of women in leadership positions and emphasis on skills development.



Responsible supply chain

INVENTOR A.G. S.A. ensures safe working conditions and consumer protection through reliable products and clear installation instructions.



Environmentally friendly products

INVENTOR A.G. S.A. cooperates with suppliers that fully comply with European requirements to produce safe and reliable products. Furthermore, the design of the company's solutions incorporates principles of energy efficiency and environmental responsibility throughout their life cycle.



Reduction of HFC gas emissions

The company designs energy-efficient and environmentally responsible products, fully incorporating European requirements for refrigerants and safety.



Ethical Behavior

INVENTOR A.G. S.A. implements a zero-tolerance policy on bribery and any form of unethical practice, operating with integrity and transparency.

Strategic pillars of sustainable development

INVENTOR A.G. S.A. actively contributes to the transition of a more sustainable model, offering of highly energy efficiency solutions, reducing the environmental footprint of its products and operating with transparency, responsibility and respect for people and society. For each of the basic sustainable pillars, the company has defined targeted priorities that guide its actions.

Environment

INVENTOR A.G. S.A. is committed:

- To promote highly energy efficient products,
- To comply with the requirements for refrigerants and environmental standards of the EU,
- To strengthen quality control mechanisms concerning and technical reliability,
- To reduce the environmental footprint of its products throughout their life cycle.

Social

The social responsibility strategy of INVENTOR A.G. S.A. includes:

- Ensuring high quality customer service and providing high-level after-sales services,
- Enhancing the safety, well-being and development of employees,
- Cultivating cooperation, respect and equal opportunities,
- Support professional installers and partners through training and technical guidance

Governance

INVENTOR A.G. S.A. strengthens its governance through:

- Certified management systems,
- Developing of ethics, compliance and responsible operation policies,
- Responsible for value chain management and partnerships with international high-tech manufacturers.

Linking strategy to the business model

The sustainability strategy of INVENTOR A.G. S.A. is embedded in in most of the core functions of its business model, such as:

- in product design (technical specifications, energy efficiency),
- in supplier management (collaborations with international high-tech manufacturers),
- in distribution and support (after sales as a critical pillar),
- in quality and safety (certified systems).

Objectives and planned actions

As part of its ongoing commitment to strengthening sustainable and responsible business practices, **INVENTOR A.G. S.A. has established a set of targeted initiatives for the period 2026–2030 covering corporate governance, social responsibility, and environmental sustainability.** These initiatives are currently in the planning and development phase and will be implemented progressively in line with the company's needs, priorities, and strategic objectives.

Environment

The company has established medium-term objectives through 2030 as part of its strategy for the continuous enhancement of its operations and the promotion of sustainable growth:

Gradual transition to electric and hybrid vehicle technologies by 2030, with the aim of reducing its environmental footprint and strengthening environmental responsibility.

Advancement and promotion of process digitalization, through the gradual development and implementation of the following initiatives over the next five years:

Digitalization of critical business processes, aimed at reducing administrative workload and accelerating internal operations.

Development and utilization of digital communication channels, enabling prompt, transparent, and efficient service for both internal and external stakeholders.

Integration of artificial intelligence technologies, enhancing the overall customer experience while supporting employees in their daily work and improving operational efficiency.

Society

Enhancing transparency, meritocracy, and equal opportunities, INVENTOR A.G. S.A. has set as a short-term objective **the development of a revised performance-based bonus calculation system.**

In addition, during 2026, the company plans to develop and implement a **Diversity, Equity & Inclusion (DE&I) Policy**, aimed at fostering a workplace culture that promotes equal opportunities, respect for diversity, and an inclusive working environment.

Corporate Governance

For 2026, the company plans to develop and adopt a comprehensive framework of policies aimed at strengthening transparency, integrity, and alignment with modern corporate governance principles. Specifically, the following policies are scheduled to be developed:

Code of Conduct, which will define the principles of professional behavior, integrity, ethics, and accountability applicable to all employees.

Anti-Bribery and Anti-Corruption Policy, which will establish clear rules, procedures, and mechanisms for the prevention, detection, and management of bribery, corruption, and other unethical business practices.

Monitoring and evaluating progress

The company systematically monitors its progress in sustainability matters primarily through:

Data collected and recorded in the Resource Advisor platform;

Assessments conducted by independent third-party organizations;

Internal quality audits and reviews; and

Feedback received from customers and business partners.

Environment

Energy and greenhouse gas emissions



Environment
VSME: B3



GHG reduction targets and
climate transition
VSME: C3

Energy saving

INVENTOR A.G. S.A.'s total energy impact to climate change arises mainly from stages of the value chain **outside its direct operation**, as the company is a commercial one and has low own energy consumption. The majority of the energy footprint is located **upstream**, in the energy-intensive production and assembly processes of the products by international manufacturers and in the related transport, as well as **downstream**, in the energy consumption for the use of the products by the end consumers and in the transport associated with their disposal.

In 2025, the company's electricity consumption amounted to 334 MWh, covering lighting, heating, cooling and equipment operation needs in its facilities.

Energy Consumption (in MWh)

	Renewable Sources	Non-renewable sources	Total
Electric Energy	0	334,08	334,088
Fossil fuels	-	-	-
Total	0	334,088	334,088

Note: Fuel consumption (diesel, gasoline, hybrids) is not reflected in MWh, as the company does not have primary consumption data in liters for the reporting year. For this report, fossil fuels are reflected exclusively through the corresponding greenhouse gas emissions (Scope 1).

Taking under consideration critical external factors, such as energy crisis and fluctuations in energy prices, INVENTOR A.G. S.A. has included the rational use of energy among its key priorities and implements multidimensional saving practices, both in its internal operation and in the use of products by end consumers.

Among the actions aimed at reducing the energy consumed for the company's operations and reducing its environmental footprint, are:

enhancing staff energy awareness through recommendations for responsible energy use, implementing teleworking to limit travel and developing specialized tools to optimize technical crew routes,

investing in technologies and infrastructure that optimize energy efficiency of its facilities, such as the installation of BMS (Building Management System) systems to monitor and control the energy flows, the use of LED lamps and photocells with timers and motion sensors for efficient lighting, the application of DMS (Demand Management Systems) for intelligent energy demand management, as well as the integration of architectural shading that contributes to thermal comfort and the reduction of the need for artificial cooling. Additionally, all air conditioning units used by the company use R32 refrigerant, while the production of hot water is

achieved by use of solar water heaters. The company's premises have been designed with particular emphasis on external and internal thermal insulation, reducing energy losses and consumption for heating and cooling.

At the same time, given that the installation and especially the use of products available on the market are significant sources of greenhouse gas emissions, the company undertakes initiatives to reduce indirect greenhouse gas emissions that fall within Scope 3, by designing and promoting highly energy-efficient products.



In particular, through **targeted information campaigns**, the company encourages consumers to choose solutions that substantially contribute to reducing energy consumption and protecting natural resources. Public awareness of sustainability issues has led to a clear shift in consumer demand towards household products with a better energy class and therefore low energy consumption, which reflects the preference for environmentally friendly technologies.

This trend creates significant opportunities for the development and strengthening of the commercial activity of INVENTOR A.G. S.A., confirming its role as a responsible supplier in the market.

INVENTOR A.G. S.A. in the reporting year, participated as a supplier in the "**Save 2025**" program and the "**Change Heating System & Water Heater**" program, enabling end consumers to upgrade their homes in terms of energy efficiency by purchasing household appliances that aim to reduce energy needs and pollutant emissions, as well as lower consumption of conventional fuels.

INVENTOR A.G. S.A.'s products (heat pumps and air conditioners) meet the conditions for participation in these programs, offer the highest energy class A, ensuring low energy consumption.



Greenhouse gas emissions

For the reporting period, direct gas emissions of INVENTOR A.G. S.A. (Scope 1) amounted to **132,03 tCO₂ eq.** These emissions mainly come from the fuel consumption of the company's vehicle fleet, which consists of a total of 39 vehicles, of which 27 are diesel, 1 diesel hybrid, 1 electric, 5 gasoline and 5 gasoline hybrids. In total, the fleet traveled:

470.883 km with diesel vehicles (81,5 tCO₂e)

78.150 km with gasoline vehicles (12,72 tCO₂e)

294.764 km with hybrid vehicles (37,81 tCO₂e)

The indirect gas emissions under Scope 2, amounted in **98,72 tCO₂ eq** for 2025. These emissions come from the electricity consumption used for lighting, heating and cooling of company's facilities.

The majority of INVENTOR A.G. S.A.'s greenhouse gas emissions come from the use of sold products and their end-of-life management. In 2025, the emissions under Scope 3 amounted to **291.462 tCO₂ eq.**



Greenhouse gas emissions

GHG (tCO₂e)

Direct greenhouse gas emissions from owned or controlled sources (Scope 1)	132,03
Indirect greenhouse gas emissions from the production of purchased energy (Scope 2)	98,72
Other indirect greenhouse gas emissions from sources not owned or controlled by the company / Value chain (Scope 3)	291.462
Total	291.693

As can be seen from the previous data, the majority of emissions for INVENTOR A.G. S.A. is attributed to energy consumption from the use of products by end consumers, especially those that operate with traditional refrigerants.

Indeed, hydrofluorocarbons (HFCs) are one of the categories of fluorinated greenhouse gases (F-gases) that are mainly used as refrigerants in air conditioners, heat pumps and refrigerators. These chemical compounds are the most widely used refrigerant and have replaced older refrigerants as they do not destroy the ozone layer. However, they have a high global warming potential (GWP), therefore their movement is an activity with a significant adverse impact on the greenhouse effect. For this reason, companies that manage fluorinated gases are subject to a strict regulatory framework, both at national and European level.

INVENTOR A.G. S.A. responsibly approaches the environmental impact of its activities, emphasizing the reduction of greenhouse gas emissions.

As part of INVENTOR A.G. S.A.'s **strategy for reducing the carbon footprint**:

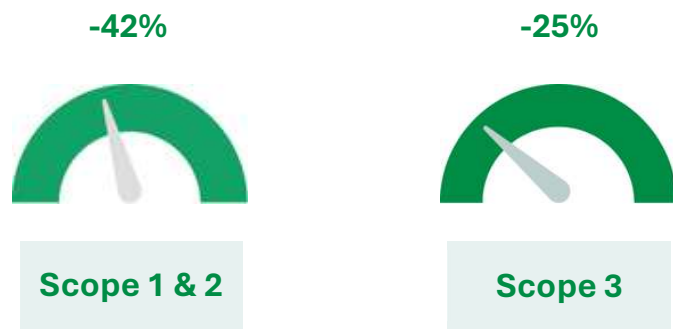
Fully complies with the EU Regulation on fluorinated gases (F-gases) and ozone-depleting substances (ODS) (EU Regulation 2024/573). This regulation, as part of the European Green Deal, aims to phase out fluorinated gases and ozone-depleting substances from the EU market, contributing to achieving climate neutrality by 2050.

During the design stage of new products, it takes into account potential changes in the regulatory framework regarding the use and management of environmentally friendly refrigerants, in order to ensure timely compliance from the development stages and to be fully aligned with future requirements.

It offers environmentally adapted cooling, heating and ventilation solutions, which help end consumers make more sustainable choices by reducing greenhouse gas emissions.

It plans the gradual **adoption of new generation refrigerants, with a global warming potential (GWP) index below 500.**

INVENTOR A.G. S.A. is fully aligned with the greenhouse gas emission reduction targets set by the parent Beijer Ref Group and **approved by the international SBTi initiative** (Science Based Targets initiative) in November 202.



The first target is aligned with the requirements of the **Paris Agreement** to limit global temperature increase to below 1.5°C and concerns a **42% reduction in direct greenhouse gas emissions (Scope 1) and emissions from electricity (Scope 2)** by 2030 (with a base year of 2021).

To achieve an absolute 42% reduction in direct emissions, INVENTOR A.G. S.A. has identified the following focus area:

Gradual shift towards electromobility and hybrid technology by 2030, with the aim of progressively replacing the company

fleet with electric and hybrid vehicles, thus reducing emissions and enhancing environmental responsibility.

The second goal is aligned with the **long-term goal of the Paris Agreement** to keep global temperature increase well below 2°C above pre-industrial levels (**WB2D**) and concerns **the reduction of greenhouse gas emissions produced by the company's entire value chain (Scope 3) by 25% by 2030**, taking 2021 as the base year.

INVENTOR A.G. S.A.'s most significant contribution to the achievement of Scope 3 concerns the gradual transition of the refrigeration, heating, ventilation and air conditioning market to solutions based on natural refrigerants, in accordance with the requirements of European legislation. Therefore, the company aligns its design and commercial policy with the current regulatory framework for low GWP refrigerants, without adopting additional quantitative targets beyond the legislative obligations. Green products are defined as products based on refrigerants with a GWP value below 150.

Risk management and climate responsibility

To address the risks caused by natural disasters and unforeseen environmental events, INVENTOR A.G. S.A. has incorporated insurance coverage into its products. In particular, in addition to the group insurance policy of the parent Group, INVENTOR A.G. S.A. maintains all-risk insurance coverage with recognized insurance companies and has developed a **comprehensive plan for its uninterrupted operation** in the event of damage or interruption of activity. This plan includes:

Business Interruption **insurance coverage**

Infrastructure that enables **remote work**

Call center service in a different location from the headquarters (CosmoOTE/eValue)

Storage of goods in multiple locations

Back-up files and applications in internal (on-premise) and external (cloud) servers

Dual IT infrastructures and dual telecommunications providers

External network of subcontractors-service partners, alongside its own service

These initiatives act as a means of managing and mitigating risks related to climate change, such as extreme weather events, natural disasters and disruptions to international transportation and production, enhancing the resilience of the supply chain and ensuring the continuity of its operational operations.

In this way INVENTOR A.G. S.A. indirectly contributes to climate change mitigation, strengthens the trust of its partners and customers and contributes to achieving its sustainability goals by integrating the environmental and social dimension into risk management.

Air, water and soil pollution



INVENTOR A.G. S.A., as a commercial entity, without productive activity, does not cause direct air, water and soil pollution. However, it takes certain measures to prevent and limit the indirect environmental impacts that may arise from its activity.

In particular, INVENTOR A.G. S.A., applies **Environmental Management System** according to ISO 14001:2015, which ensures the adoption of environmentally friendly practices at all stages of its activity. In parallel, cooperates with **certified recycling companies** regarding the device, packaging and batteries management, preventing the uncontrolled dumping of solid and electronic waste in inappropriate places. Additionally, **it follows strict procedures for the handling and management of refrigerants**, fully complying with applicable legislation and relevant regulations.

Through these initiatives, the company contributes substantially to the protection of natural resources and ecosystems, preventing phenomena such as soil and water pollution, leakage of harmful substances and atmospheric pollution. By these initiatives, INVENTOR A.G. S.A.'s contribution on global warming which can negatively affect agricultural production, water availability and crop quality is limited.



Biodiversity



The company does not have facilities nor develops business activity near protected areas, or the company does not have facilities or conduct business near protected areas or areas of high ecological value and biodiversity. Furthermore, it does not have facilities near ecosystems that host endangered or protected species of flora and fauna. Based on the above, no direct impact - positive or negative - of its activities on biodiversity loss or ecosystem functioning have been identified. Nevertheless, INVENTOR A.G. A.E. is committed to systematically monitoring and evaluating any indirect dependencies and impacts on the natural environment, within the framework of its overall environmental strategy.



Water



Due to the nature of the company's activity, INVENTOR A.G. S.A. does not have any direct effects to water and marine resources. However, aiming at the prevention and responsible environmental management, the company implements practices in the direction of avoiding indirect burdens on the aquatic environment, such as:

Ensures the **rational disposal of electrical and electronic devices** through certified recycling organizations.

Implements strict **procedures for the collection and management of coolants**, preventing potential leaks that could end up in the aquatic environment.

It uses **rainwater collection systems** to irrigate outdoor areas, reducing drinking water consumption.

Encourages **responsible use of water** by the employees, through informational actions and internal awareness campaigns.

Through these initiatives, the company seeks to continuously improve its environmental performance, enhancing its sustainable operation and contributing to the protection of water resources.

Total water consumption is not available for the reference year.



Resource use, circular economy and waste management



INVENTOR A.G. S.A. operates as a commercial company in the household appliances sector; therefore, it does not have a production process that involves the systematic creation of hazardous or significant quantities of waste. For this reason, the company does not apply quantitative recording of the total annual waste production.

Its environmental approach focuses mainly on the responsible use of resources, the prevention of waste generation, as well as the promotion of applicable circular economy practices, both through cooperation with its suppliers and through the management processes of equipment, materials and products throughout their life cycle.

Especially, INVENTOR A.G. S.A. implements a comprehensive strategy for responsible use of resources and circular economy enforcement, mainly by applying below practices.

Packaging

Carton is the main product packaging material of INVENTOR A.G. S.A., while Styrofoam and nylon are used secondarily, where required by its suppliers.

Based on the fact that INVENTOR A.G. S.A. does not package its products itself, but the packaging accompanies the product as delivered by foreign manufacturers, the company prioritizes cooperation with suppliers who use recyclable materials. At the same time, it provides clear instructions to the factories producing its products to reduce the use of non-recyclable materials, encouraging the adoption of more environmentally friendly solutions and checks that its suppliers comply with EU legislation on packaging.

Through these actions, the company actively contributes to reducing its environmental footprint and promoting a more responsible consumption model.

Responsible management of materials & machinery

As part of its circular economy strategy, INVENTOR A.G. S.A. implements practices of reuse and responsible resource management. **Second-hand products** that do not meet the specifications for commercial release are utilized internally for private use by employees or are given to educational and research institutions, such as technical schools, enhancing social contribution and extending the life cycle of products.

For individual **components** that cannot be reused during the repair process – due to quality and safety requirements – the company applies alternative recovery practices. These components are either used for internal technical checks and tests, or are sent to certified recycling processes, reducing the environmental burden and enhancing sustainable materials management.

Recycling of materials & machinery from internal activities

As mentioned above, INVENTOR A.G. S.A., as part of its environmental policy, collaborates with **certified companies for the recycling** of electrical and electronic devices, packaging materials and batteries, ensuring its compliance with applicable environmental standards.

Any **defective products** identified during sample checks – either upon receipt or during the check of proper operation – are sent for recycling, where plastic and metal parts are separated for further use.

In addition, the company implements **procedures for the safe handling and disposal of refrigerants**, in accordance with applicable legislation, actively contributing to reducing its impact on waste production and strengthening the circular economy.

The **coolant used in the maintenance of products**, as well as that contained in devices for recycling, is collected in special bottles with the aim of safe storage and reuse, where technically feasible and permissible. This practice enhances the sustainable management of refrigerants and reduces the need for new raw materials.

After-sales service

INVENTOR A.G. A.E. has an **organized after-sales department**, with specialized technicians who offer high quality services in dealing with technical problems & faults.

Technical support is further strengthened through "**Inventor At Your Service**" service that enables consumers to easily submit any fault, as well as the "**Inventor MyPARTNER**" application, addressed to refrigeration professionals and technicians.



Through these services INVENTOR A.G. S.A. ensures regular maintenance and responsible repair of household appliances, extending their lifespan. In this way, the need for replacement is reduced, contributing substantially to the circular economy and reducing waste.

Digital communication

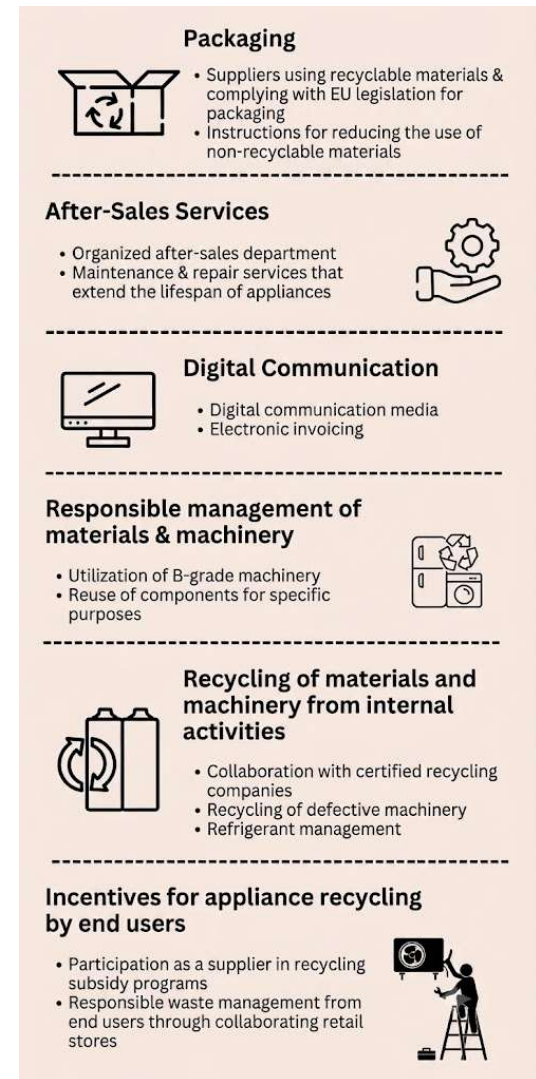
INVENTOR A.G. S.A. amplifies the **use of digital means of communication** in its facilities, with the aim of reducing paper consumption. In this context, the company promotes the issuance and sending electronic invoices, contributing to saving resources and reducing its environmental footprint.

The company has set as **medium-term goal** for the period up to 2030, to **strengthen and promote the digitalization of processes**. This goal includes the planning and gradual implementation of individual actions that will be developed over a five-year period, with the aim of improving operational efficiency and customer and employee experience.

Basic actions set for implementation include:

Digitization of critical business processes

The company will pursue further digitization of core functions, such as electronic invoicing and workflow automation, with the aim of reducing administrative burden, accelerating internal processes and improving operational efficiency.



Development and utilization of digital communication channels

The company will aim to enhance the use of digital communication tools for sales and after-sales service, with the aim of providing immediate, transparent and effective service to both internal and external customers.

Integration of artificial intelligence technologies

The integration of artificial intelligence technologies is planned to optimize request and data management, with the aim of continuously upgrading the customer experience and supporting the daily work of employees.

Incentives for recycling devices by end consumers

INVENTOR A.G. S.A. actively supports the recycling of old appliances by end consumers, promoting their replacement with new, more energy-efficient and environmentally friendly solutions. The company participates as a supplier in official subsidy programs, such as "I Change My Appliance", offering consumers financial incentives for the renewal of their equipment.

At the same time, through the network of cooperating retail stores, the possibility of recycling old appliances is provided, indirectly strengthening environmental awareness and responsible waste management at the market level.

Social

Human resources data



At the core of INVENTOR A.G. S.A.'s mission are its people, who constitute a key driver of sustainable growth and long-term value creation. The company consistently invests in fostering a **safe and supportive working environment**, where every employee has the opportunity to **develop their skills, advance professionally**, and make a meaningful contribution to the achievement of the company's strategic sustainability objectives. This approach reinforces the company's commitment to social responsibility and the empowerment of its workforce.

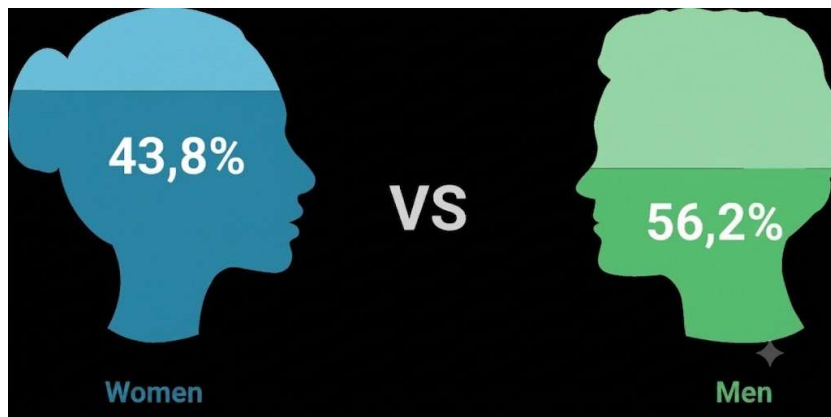
Furthermore, the **five corporate values** of INVENTOR A.G. S.A., as presented in the first section of the Sustainability Report, are **people-centered** and reflect the company's philosophy across every aspect of its operations.

During the reporting year, INVENTOR A.G. S.A. employed a total of **105 employees** (as of the end of 2025). All employees are based at the company's headquarters

Workforce Analysis by Gender

Balanced gender representation is a key indicator of a fair and inclusive working environment. In this context, INVENTOR A.G. S.A. systematically monitors workforce composition, reaffirming its commitment to equal opportunities and non-discrimination.

During the reporting year, out of a total workforce of **105 employees, 59 were men and 46 were women**. Compared with the previous year, gender distribution showed a slight decrease in balance.



To foster a work environment that offers equal opportunities for development, INVENTOR A.G. S.A. implements practices that promote transparency, meritocracy and equal participation at all levels of the organizational structure.

Merit-based recruitment procedures

INVENTOR A.G. S.A. implements fair and transparent personnel selection and recruitment procedures, based exclusively on the skills and experience of candidates, without gender discrimination or prejudice.

Aiming for balanced representation

INVENTOR A.G. A.E. seeks to gradually increase the presence of

women in positions of responsibility, setting a target for their representation in administrative roles to approach **50%**. This target is part of the company's overall strategy to promote equality, diversity and merit-based development.

Transparency in remuneration and evaluations

INVENTOR A.G. A.E. promotes transparency in remuneration and evaluation processes, through the systematic monitoring of salary differences and the application of uniform, objective criteria for the evaluation and development of staff.

In the context of strengthening transparency and meritocracy, INVENTOR A.G. S.A. **intends to develop and implement, within 2026, a revised Performance Bonus Calculation System** with clear and objective criteria, which will further strengthen equal opportunities and transparent employee evaluation.

Workforce by Employment Type

During the reporting year, all 105 employees were employed under permanent contracts. **102 employees** worked **full-time** and **3 employees** worked **part-time**, as reflected in the following table.

Stability in labor relations reflects the company's commitment to long-term cooperation and investment in its human resources.

Personnel by type of employment and gender

	Men	Women	Total
Full-time employees	58	44	102
Part-time employees	1	2	3
Total	59	46	105

The company also worked with **2 self-employed professionals** under exclusive contracts.

Employee mobility

During 2025, a total of 15 employees left INVENTOR A.G. S.A., of which 9 voluntarily and 6 due to termination of cooperation. In the same period, 19 new hires were made, reflecting the continuous renewal and strengthening of human resources.

The **annual Turnover Rate**, which results from the relationship of departures to the average number of employees, was **14.56%** [$15 \text{ departures} / ((101 \text{ employees at the beginning of the reporting period} + 105 \text{ employees at the end of the reporting period}) / 2) * 100$]. This percentage is considered normal for the sector and reflects the stability of the human resources, as the majority of departures were voluntary. This image indicates a healthy working environment and smooth staff mobility.

Health & Safety



INVENTOR A.G. S.A. has placed the health and safety of employees and the creation of a safe, healthy and modern working environment at the center of its operational mission.

The company applies the principles of the Occupational Health and Safety Management System, certified according to **ISO 45001:2018** and implements targeted measures that enhance productivity and efficiency, with an emphasis on accident prevention and the protection of human resources.

The presence of **safety engineer** constitutes a basic pillar of the company's policy, with regular and scheduled audits at the working spaces which ensure compliance with the prescribed safety standards.

In parallel, the company implements a comprehensive approach to occupational risk assessment based on updated **Occupational Risk Assessment Study (ORAS)**. The study covers all activities at the company's premises, systematically assesses the risks based on probability and severity, and determines the required prevention and monitoring measures. (see detailed presentation in the section "Occupational Risk Assessment")

The company ensures the provision of appropriate clothing and **personal protective equipment** to all employees, while upon hiring new personnel, a detailed briefing is provided by the technical manager regarding safety procedures and protection measures, reinforcing the culture of prevention and responsibility.

Finally, the company provides all its employees with a group insurance program.

During the reporting year, **no occupational accidents** occurred nor did any deaths occur as a result of occupational accidents or work-related illnesses.

Employee training, remuneration and collective agreements



Employee training

Investing in human resources is a strategical choice for the continuous business development of INVENTOR A.G. S.A. In this context, the company prioritizes the development of the professional and technical skills of its staff as well as supporting their professional development through the provision of training programs.

Within 2025, **1.041 training hours** were provided, which are equivalent to 9,91 hours per employee. According to the personnel's composition (59 men and 46 women), men received a total of 581 hours of training, with an average of 7.80 hours per employee, while women received 460 hours, with an average of 12.63 hours per employee. This training covered a wide range of topics, tailored to the needs of the different roles and functions of the company:

Topic	Department/ Team	Training hours
Learning English Language	Technical department	80 hours
Sales & Customer Service	Customer Service department	18 hours
Modern Air Conditioning Applications	Technical department	180 hours
Security Awareness & IT	All employees	109 hours
Timekeeping System	All employees	326 hours
Leadership	Administrative executives (Mid-Level & Directors)	328 hours

INVENTOR A.G. S.A. apart from the scheduled training programs, implements a **flexible and multidimensional skills development model**, which corresponds both to current and strategical needs of the company. This model includes different forms of training, each with a distinct role in the continuous empowerment of employees.

This combined framework allows the company to maintain a high level of technical proficiency, organizational consistency and professional development, while enhancing its adaptability and competitiveness.



Employee benefits

During the reporting period, the percentage difference in average gross hourly earnings—including base salary, additional benefits and performance bonuses— amounted to 23.69%, in favor of men.

The company applies fair and transparent procedures for the selection and development of employees, based on objective and impartial criteria. The salary policy is based solely on the job position and responsibilities, regardless of gender, age or other personal characteristics.

Particular emphasis is placed on attracting employees from the wider area of the company's operations, strengthening local communities.

At the same time, INVENTOR A.G. S.A.'s corporate values shape a working environment of equal opportunities and professional development, accompanied by a comprehensive benefit framework, as presented in below figure.



Salaries

Fair salaries based on the labor market and with staff retention as a criterion



Performance bonus

Annual bonus equal to one month's salary, including remuneration and benefits, to all staff



Lunch

Free daily meal for all employees, in the company restaurant



Ticket restaurant

Provision of Ticket Restaurant to a large part of the staff, as part of the annual salary



Private insurance

Private insurance for all employees



Sick leave

Full compensation for the first 3 days of sick leave



Fuels

Fuel expenses built into annual salary, depending on location and distance of residence from company headquarters



Training

Training provided on a case-by-case basis by the parent Group, by selected suppliers or ad hoc



Furthermore, INVENTOR A.G. S.A. in the context of enhancing the **balance between professional and personal life**, provides flexible forms of work, allowing voluntary teleworking one or two days a week. For departments

where teleworking is not possible during peak periods, due to the nature of the work (such as the call center and order taking), two days of leave per year is offered voluntarily.

Additionally, INVENTOR A.G. S.A. covers in full the first three days of employee's sick leave, enhancing staff support during periods of temporary work incapacity and contributing to the formation of a working environment that promotes work-life balance.

Collective agreements

INVENTOR A.G. S.A. is not bound by collective agreements, as its personnel is not subject to corresponding sectoral or operational agreements. Employment terms are determined through individual contracts, in accordance with applicable labor legislation.

Human resources practices and policies

Sustainability for INVENTOR A.G. S.A. includes both environmental actions and the social dimension, with a focus on the well-being and respect for employees. In this context, the company implements policies and practices that promote equality, safety and the empowerment of human resources.

Anti-violence and harassment policy

INVENTOR A.G. S.A. has officially adopted Anti-violence and harassment policy according to Law N. 4808/2021, ensuring a working environment of respect, dignity and safety. The policy covers all people who work or cooperate with the company and provides zero tolerance to any kind of violence, harassment or intimidation, as well as procedures for prevention, immediate investigation, confidentiality and protection of affected persons. Relevant regulations and mechanisms are analytically presented in the session The relevant regulations and mechanisms are presented in detail in the section «*Policy for the prevention and treatment of violence and harassment at work*».

Accessibility and inclusion

The company is committed to equal access for all employees to its facilities. For this purpose, ramps have been installed at the entrance and elevators on all floors, facilitating the daily life of people with disabilities.

Complaints Mechanism

A Complaints Mechanism is available that covers work environment issues, personal issues and violations of policies or legislation. The mechanism is **accessible to all interested parties, including employees**, and allows the submission of reports with security, confidentiality and the possibility of anonymity.

Reports are reviewed by a competent person, while information on the progress of the case is provided and full protection against retaliation is ensured. The operation of the mechanism reinforces the company's culture of transparency and accountability (see Section " Complaints Mechanism Policy").

Employee experience and engagement

The company conducts an **anonymous employee experience and engagement survey** twice a year to understand their perceptions, needs and expectations. This process enhances internal communication and allows the systematic monitoring of critical factors in the work environment, such as culture, collaboration, feedback, safety and professional development.

The survey is based on Elete's Engagement Model, which uses consistent, scientifically proven sets of questions to measure the following:

- Safety
- Strategy and culture
- Relationships with colleagues
- Relationship with supervisor
- Workload
- Autonomy
- Feedback and Communication
- Learning and Development

Goals and Goal Achievement, as well as

Quality of the work environment.

Each section is rated on a scale of 1–5 and is accompanied by an organizational benchmark, which results from aggregated anonymous data of all organizations using the platform, allowing the assessment of the relative performance of each company.

In the last measurement, the overall Engagement index was 4.0, exceeding the benchmark (3.8) and showing a positive change compared to previous periods.



The eNPS index reached 45, indicating a high level of positive attitude of employees towards the company.

Overall, the results confirm a consistently positive working environment, with high levels of trust, cooperation and well-being.

Upon completion of each survey, the results are communicated to the staff, enhancing transparency and active participation of employees. Meetings follow where the findings are discussed and practical interventions are co-designed to improve the points that require it. In this way, the results of the survey are effectively utilized for the planning of targeted actions and the continuous upgrading of working conditions, enhancing employee commitment and well-being.

GDPR Compliance Policy

The company fully complies with the General Data Protection Regulation (GDPR), implementing procedures that ensure the correct, lawful and secure processing of employees' personal data.

Data is collected and used exclusively for legitimate purposes, while measures are implemented to protect it. Employees have full rights of access, rectification, deletion and objection, in accordance with the applicable framework (see Section "Personal Data Protection Policy").

For 2026, the company plans to develop and adopt a Diversity, Equality & Inclusion Policy, which will set the framework for a work environment of equal opportunities, respect for diversity and zero tolerance for discrimination.

Social Contribution Actions

INVENTOR A.G. S.A. consistently supports **initiatives that promote solidarity, education and social cohesion**. The company regularly makes donations to schools, clubs, social institutions and organizations, contributing substantially to the improvement of living conditions and the empowerment of local communities.

In this context, it offered financial support of €60,000 to the organization “The Smile of the Child”, strengthening the operation of the Social Polyclinics that provide free medical services to children and families facing social and economic difficulties. This contribution was recognized with the award of the “Andreas Giannopoulos” award



At the same time, INVENTOR A.G. S.A. donated air conditioning and dehumidification equipment, worth a total of €3,000, to public services and schools, contributing to the improvement of working and educational conditions.

The company also supported the educational community, offering financial support of € 5,000 for the upgrade of the laboratory equipment of the National Technical University of Athens, with the aim of strengthening the training of refrigeration technicians and further activating educational structures in the sector.

INVENTOR A.G. S.A.’s participation in the race «16th Greece Race for the Cure®», organized by the ALMA ZOIS organization, confirms its commitment to raising public awareness about breast cancer and supporting actions that promote prevention and information.

Finally, the company organized a voluntary blood donation, creating a blood bank to meet the needs of employees and their families, strengthening the feeling of solidarity and care within the corporate community.

Labor in the value chain

INVENTOR A.G. S.A. collaborates with an international suppliers' network, with a significant part of them based in China. Suppliers declare that they are implementing ESG practices, however, the geographical distance and the complexity of international value chains restrain the possibility of systematically monitoring working conditions and compliance with social criteria. Nevertheless, the company has established basic mechanisms for monitoring and evaluating its suppliers to ensure compliance with social and labor standards in the value chain.

In particular, INVENTOR A.G. S.A. Conducts **at site visits** to suppliers' factories in China, upon request, aiming to understand production conditions, quality processes and workforce management practices. These factories are high-tech units, with high quality standards and a significant degree of maturity in ESG issues.

In addition, performance and quality monitoring practices are implemented for specific categories of suppliers as part of the supplier evaluation process. These practices include:

Monitoring KPIs related to the quality and reliability of deliveries, for logistics suppliers

Assessment via KPIs like failure rates, with the aim of ensuring quality and technical compliance, for foreign suppliers who manufacture the products

Regular completion of satisfaction surveys sent by specific marketing partners, with the aim of enhancing transparency and two-way evaluation of the collaboration.

As a brand owner and manufacturer for the European market, INVENTOR A.G. S.A. markets its products under the Inventor trademark, while manufacturing takes place in China.

In the context of this commercial cooperation, INVENTOR A.G. S.A.'s suppliers ensure that the products are free of encumbrances and property rights, while the company itself fully undertakes the required certifications and compliance checks.

Specifically, INVENTOR A.G. S.A.:

is **responsible for all products' certifications** (such as ISO, Eurovent, Heat Pump KEYMARK – see section "Certifications & ESG Assessments"),

performs sample checks to each new product code (packaging, accessories, manuals),

performs device **operation checks**,

ensures **compliance with the F Gas regulatory framework**, which governs companies importing products with refrigerants into the EU,

monitors **quality indicators** at suppliers.

Affected communities

INVENTOR A.G. S.A.'s activities do not have a direct impact on land, housing, water resources or community safety issues, as the company does not have production facilities. However, through its products and partnerships, it indirectly affects social and economic conditions.

The company essentially contributes to the **improvement of the household living conditions**, as it trades cooling, heating and managing humidity products which respond to the continuously demanding climate conditions, such as prolonged periods of

high temperatures, increased humidity and intense cold. Through the promotion of energy efficient appliances and low-energy consumption solutions, the company contributes to **reducing energy costs for households**, reducing environmental impacts and improving health conditions related to the quality of the indoor environment.

INVENTOR A.G. S.A. has developed a broad ecosystem of partners — technicians, resellers, external partners and logistics companies — contributing to **job creation** and strengthening the local economy. This collaboration is carried out with respect for the rights of collaborating professionals.

Consumers and end users

INVENTOR A.G. S.A. emphasizes to safety, quality and responsible information of the consumers. Impacts related to safety of products, personal data protection and access to reliable information are addressed through organized procedures and controls.

Product safety

The company implements a comprehensive control system that includes:

sample checks upon first receipt of each new product code,

functional checks on devices that require installation (air conditioners, washing machines) and on devices that do not (refrigerators, dehumidifiers, small appliances),

test chambers with artificial temperature and humidity conditions, where product tests are carried out,

monitoring of failure rates at suppliers,

certifications of good operation and compliance (ISO, Eurovent, F Gas),

product liability insurance,

commercial guarantees (e.g. 10 years for wall-mounted air conditioners, 5 years for dehumidifiers),

repair or replacement of products when required.

Consumer information and rights

The company ensures that consumers have access to clear, accurate and complete information through:

labeling on the device, packaging and user manual,

definition of the **content of the information** by the company itself,

sample checks on the labeling for compliance with specifications.

The protection of consumers' personal data is ensured through the GDPR policy.

Governance

Commitment to ethical and regulatory compliance



INVENTOR A.G. S.A. operates based on principles of integrity, transparency and responsibility, implementing for the reporting year the **Code of Conduct and business ethics policies of the parent Beijer Ref Group**. This framework sets clear rules for the prevention of corruption. Bribery and any form of inappropriate business behavior, promoting a culture of zero tolerance towards such phenomena.

Beijer Ref, as parent group, places particular emphasis on business ethics, with the Board of Directors and the Audit Committee overseeing the relevant risks, while the implementation of anti-corruption policies is the responsibility of all management levels.

The **basic principles of Beijer Ref** group include the avoidance of conflicts interest, the proper management regarding gifts and hospitality, prohibition of facilitating payments and political donations, as well as the obligation of all employees to comply with the relative legislation and internal procedures.

This approach is transferred to INVENTOR A.G. S.A., where compliance with the Code of Conduct, the anti-corruption policies and incident reporting procedures is the responsibility of all management levels. In particular, the Administration of INVENTOR is responsible for disseminating these principles throughout the organization, while managers bear operational responsibility for their implementation in daily operations.

Additionally, as a commercial company, INVENTOR A.G. S.A. emphasizes the transparency of its transactions with partners and suppliers, the observance of contractual obligations, the timely payment policy and the assurance that all commercial practices are conducted in a fair and professional manner. The protection of personal data, the confidentiality of information and the responsible management of its relationships with customers and partners are key elements of its operation.

In 2025, no cases of conviction or imposition of fines for violation of corruption and bribery legislation were recorded, which confirms the company's responsible operation.

The company also has a grievance reporting mechanism for anonymous reporting of work environment issues, personal issues or violations of policies and legislation, as mentioned in the "Grievance Reporting Policy" Section.

At the same time, the company has set as a priority **for 2026 the development of a comprehensive framework of corporate governance and business ethics policies**, including its own Code of Conduct, which will specify the principles of integrity, professional conduct and responsibility for all employees and partners, in accordance with the principles set by the Swedish group to which it belongs (see detailed presentation in the section Occupational Risk Assessment "Objectives and planned actions").



Gender representation and pay equality in Management



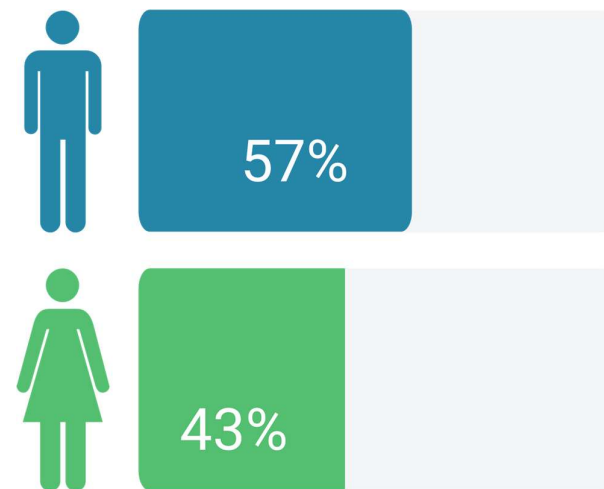
The **ratio of men and women** in management positions reflects the commitment of INVENTOR A.G. S.A. to equal treatment and the implementation of non-discrimination policies.

During the reporting year, **the composition of the senior and top management** includes 57% men and 43% women, in a total of 14 executives.

The Board of Directors is composed of four members, all of whom are men.

The company closely monitors these indicators and aims to maintain transparent, objective and inclusive executive selection processes, strengthening a working environment that promotes equal opportunities.

Gender representation and pay equality in Management



Double Materiality Assessment

Stakeholders

INVENTOR A.G. S.A. operates in an ecosystem of relationships that directly influence its strategy and overall performance. Stakeholders are key interlocutors in setting priorities, decision making and continuously improving the company's products and services. A systematic understanding of their needs and expectations is essential for the company's sustainable development and responsible business operation.

In this context INVENTOR A.G. S.A. proceeded with the mapping of stakeholders, which was based on criteria such as the degree of influence, the level of interest, the nature of the relationship with the company and their position in the upstream and downstream value chain. In this way, the company formed a comprehensive picture of the main stakeholder groups, which is updated in line with market developments, customer requirements and the priorities of the parent Group.

Key stakeholder groups include:

The **employees** who are the core of the company's operations.

The **Board of Directors**, which sets the strategic direction and ensures corporate governance.

The **customers and end consumers**, who set the quality and service requirements.

The **suppliers**, with emphasis on partners in China, who are a critical part of the upstream value chain.

The **local communities**, in which the company operates and contributes through employment and economic activity.

The **regulatory authorities and financial institutions**, which shape the institutional and financial framework of operation.

The **industry associations and professional bodies**, with which the company collaborates or participates.

Mapping of stakeholders



Communication with stakeholders

Systematic communication with stakeholders is fundamental to corporate governance and the double materiality assessment as it allows the understanding of needs,

expectations and potential impacts of the company's business activity. INVENTOR A.G. S.A. utilizes multiple communication channels to ensure continuous, transparent and two-way information, as shown in the following figure.

Communication channels with stakeholders



Double Materiality Assessment methodology

INVENTOR A.G. S.A., although it prepares its sustainability report according to the VSME standard, it voluntarily chose to conduct a dual materiality analysis in order to identify and prioritize the sustainability issues that are material to its operation and its stakeholders. The process was based on a structured and participatory approach, which included the following stages:

1. Understanding the company's operating framework

Initially, the company's business model, strategic priorities and activities and functions were examined, as well as the stakeholder groups that influence or are influenced by its activity. At this stage, the following were identified:

the appropriate executives who would participate in the process,

the main categories of stakeholders, the way they are involved and the importance that each stakeholder's opinion has based on their influence on business decisions, their interest in the business and their knowledge of sustainability issues,

the external and internal factors which affect company's sustainability,

the methodology for scoring the topics, so that the evaluation is consistent, comparable and documented.

Understanding the context formed the basis for identifying issues that are potentially material to INVENTOR A.G. A.E. and its stakeholders.

Double Materiality Assessment methodology



2. Preparation of an initial list of topics and identification of impacts, risks and opportunities

At this stage, all sustainability issues that are potentially important for INVENTOR A.G. S.A. and stakeholders were recorded, taking into account:

the Beijer Ref sustainability report conducted on behalf of the Group,

the significant topics proposed in the VSME standard,

the significant topics included in international frameworks (such as SASB – a standard for companies operating in the Electrical & Electronic Equipment sector),

findings from additional research into published reports of companies in the sector,

specific topics proposed by the company.

In this context, the sustainability issues were categorized into topics and subtopics, while in addition the potential impacts, risks and opportunities (Impacts – Risks - Opportunities, IROs) associated with each topic were identified.

A topic is considered material when it gives rise to material impacts and/or material risks or opportunities. In this context, both dimensions of the dual materiality were examined:

Impact materiality: concerns the actual or potential, positive or negative impacts of the company's activities on the environment and people, across the entire value chain.

Financial materiality: concerns the risks and opportunities that may affect the company's net worth, cash flows, access to capital and the cost of capital and value.

The result of this step was a documented initial list of topics and subtopics, which formed the basis for the next phase of the assessment.

3. Internal assessment of topics

Successive working sessions followed with the participation of representatives from key company departments and members of Management. At this stage, executives were asked to evaluate each issue based on the predetermined scoring methodology and the corresponding criteria. Specifically:

The impact assessment (impact materiality) included the assessment of factors such as the nature of the impact (actual or potential, positive or negative), the scale of the impact (i.e. how serious the negative impacts are or how beneficial the positive impacts are for people or the environment), the extent of the effects/impacts, the possibility of remediation (of the negative impacts), the likelihood of the potential impacts occurring and the relevant time horizon.

The financial assessment (financial materiality) included the following criteria: the potential size of the financial impact, the likelihood of the relevant risks and opportunities occurring, as well as the time horizon over which they may affect the company's financial position, performance or cost of capital.

It is noted that the time horizon was not incorporated into the mathematical calculation of the score but was used as information for assessing the likelihood of impacts occurring.

The above process allowed the company to consistently and in a structured manner capture its own assessment of the importance of each issue.

4. Collection of stakeholder views

Based on the results of the internal assessment, targeted questionnaires were developed, which were distributed to a selected group of stakeholders (such as employees and suppliers). Stakeholders were asked to evaluate the company's sustainability issues in turn. The assessment process followed the same methodological approach as the internal assessment, applying the same scoring logic per criterion, adapted to the context of external stakeholders.

This external perspective contributed to enhancing the completeness and objectivity of the process, adding an independent dimension of understanding of sustainability issues.

5. Analysis and synthesis of results

The data collected from the internal meetings and the stakeholder questionnaires were compiled and processed according to the assessment methodology, with the aim of identifying the most critical impacts and capturing the relative importance of each issue.

Specifically, the overall score for each topic was derived by calculating the average of the three materiality criteria (scale, extent, remendability), multiplied by the probability of the impact occurring.

In addition, the stakeholders' responses were weighted based on their influence on business decisions, their degree of interest in the company's activity and their level of knowledge on sustainability issues.

6. Prioritization and final capture of material issues

After calculating the scores, a materiality threshold was set, below which a topic is not considered material. The final topic scores, as derived from the combined assessment of the company and stakeholders, were used for prioritization and final selection of material issues.

The results were captured in the dual materiality map, which presents the relative importance of each topic in two dimensions: impact materiality and financial materiality. Topics that score highly on both dimensions appear in the upper right quadrant of the map and are characterized as material. Conversely, issues placed in the lower left quadrant do not exceed the defined materiality threshold and are not considered critical to the company and stakeholders.

Double Materiality Assessment Results

To better capture the results on the dual importance map and correlate the topics with the corresponding ESG pillars, the following coding was used:

Dimension	Topic	Sub-Topic	Code
Environment	Adaptation to climate change	Energy consumption and emissions during use of cooling products in summer, and reduced supply chain stability due to more frequent extreme weather events	E1
	Mitigation of climate change	Greenhouse gas emissions from the use of products by consumers (including refrigerant leaks) and from the operation of the business, manufacturing, transportation of products by manufacturers	E2
		Redesign of products and procurement processes to comply with new refrigerant regulatory framework	E3
		Reduction of greenhouse gas emissions through environmentally friendly products	E4
	Energy	Emissions from electricity consumption both from product use by end users and company operations	E5
	Pollution & hazardous substances	Air, Water and Soil Pollution from emissions, leaks, or improper handling of refrigerants, lubricants, equipment, and materials throughout the product lifecycle	E6
	Resource inputs and outputs / Waste	Reduction of environmental footprint through limiting packaging materials, reusing materials, and reducing landfill waste	E7

Dimension	Topic	Sub-Topic	Code
Social	Working conditions	Improvement of work-life balance, safety, and stability	S1
		Reduction of workplace accidents and better working conditions	S2
	Equal treatment & opportunities	Promotion of equality, inclusion, and accessibility to employees	S3
		Skills development and measures ensuring a safe and fair working environment	S4
	Working conditions / Equal opportunities	Possible ESG impacts in the value chain due to limited ability to monitor supplier compliance	S5
	Job creation	Strengthening local and overall employment via partners	S6
	Living conditions improvement	Improving health, comfort and social support in vulnerable communities	S7
	Effects on consumers	Improvement of experience, safety, and proper use	S8
	Consumers & End Users safety	Reducing the risk of accidents or technical failures	S9
Governance	Corporate culture	Transparent and consistent operations building trust of employees, partners and customers	G1
	Whistleblower protection / Anti-corruption policy	Prevention of misconduct through accountability, transparency, and reporting mechanisms	G2

The INVENTOR A.G. S.A. double materiality map reflects the overall assessment of sustainability topics, as derived from the combined scoring of the company and stakeholders.

Topics that exceeded the materiality threshold in both dimensions—impact materiality and financial materiality—are characterized as material and form the basis for the preparation of this sustainability report.

Based on the results, the issues ranked highest in both dimensions include **climate change adaptation** (E1), **climate change mitigation** (E2 & E3), **energy** (E5) and **business culture** (G1).

Pollution (air, soil and water) ranks high in terms of impact materiality but has low relative importance in the financial dimension.

Finally, all issues related to society (S1-S8), i.e. issues concerning the company's workforce and the value chain, affected communities, consumers and end users, as well as circular economy issues (E7), are ranked lower in terms of materiality of impacts and high in terms of financial dimensions.

Double Materiality Table

