

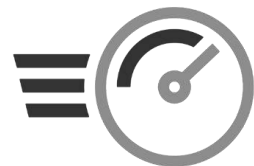
Packaging design for a better **Future Planet**



SUSTAINABLE DESIGN



OPTIMAL PROTECTION



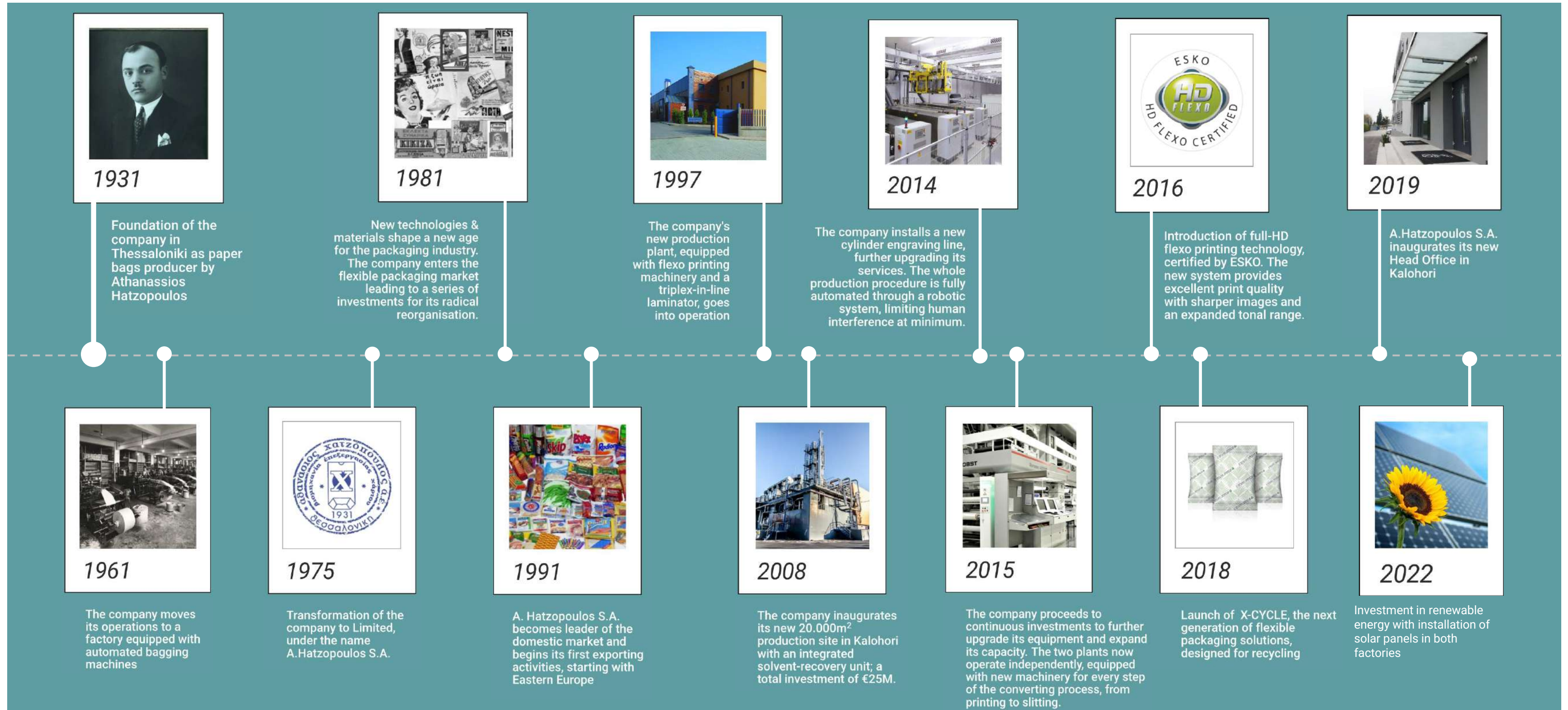
HIGH-PERFORMANCE



Contents

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02	Packaging Commitments
03	Production Capabilities & Services
04	ESG & Sustainable Development
05	Sustainable Roadmap for Flexible Packaging
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Landmarks



Introduction



Fastest growing

Converter in South-East Europe



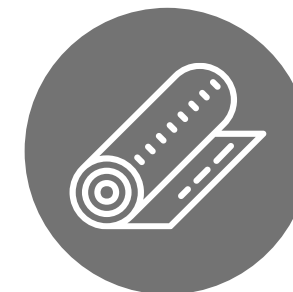
33

Export countries



3rd generation

Family-owned



4 product categories

Food | Coffee | Non-food | Labels



93 years

Packaging experience



440

Employees



CONTINUOUS & STEADY GROWTH

Performance



>> Turnover 2023
115 million €



Investments



Recent investments

- **2023** | Miraflex II Full-HD Flexo press & new, fully-automated plate mounting equipment
- **2024** | New warehouse in Stadiou Plant (10.000 pallets capacity)

2024-2025 Investment Plan

- **Q3 2024** | New Innovation & Excellence Center in Kalohori
- **Q2 2025** | New slitting line



Markets



FOOD

Baby foods
Bakery
Confectionery
Dehydrated foods
Dressings & Sauces
Dry nuts & fruits
Frozen foods
Meat & Dairy
Pet foods
Ready meals
Salty snacks



COFFEE

Beans
Ground coffee
Pods
Capsules
Sticks
Sachets
Multi-packs



NON-FOOD

Cosmetics
Wet wipes
Tobacco
Chemicals
Detergents
Pharmaceuticals
Industrial bags



LABELS

Reel-fed labels

TRUSTED SERVICE

Partners & Brands



Commitments



- High-barrier solutions
- Hermetic sealing properties
- Puncture-resistant films
- High-performance materials



- Awarded printing quality
- Effect lacquers: tactile, soft, paper touch
- X-CODE | Promotional codes printing
- Both-sided printing



- Cold-seal application
- Easy-open / easy-tear films
- Laser-scoring
- Reclosable solutions



- Packaging Optimization
- Alu- / metal-free solutions
- X-CYCLE™ | Recyclable films
- X-LOOP™ | PCR / Bio-circular materials



Recent Achievements

PACKAGING INNOVATION

WORLDSTAR AWARDS | WINNER 2018, 2019, 2020, 2021, 2022, 2024

World Packaging Organization – WPO

PACKAGING INNOVATION AWARDS | 2019, 2020, 2021, 2023

Packaging Innovation Awards



PRINTING EXCELLENCE

PACKAGING GRAVURE AWARDS | WINNER 2021, 2023

European Rotogravure Association

FLEXOTECH AWARDS | WINNER 2023

Flexotech, UK



03

PRODUCTION CAPABILITIES & SERVICES

Technology



PRINTING

Cylinder engraving lines
Full-HD Flexo plates production
Rotogravure – 10 cl
Full-HD Flexo – 11 cl



LAMINATION

Solvent-based
Solvent-free
Triplex-in-line



SLITTING

High-precision
Up to 1.200mm OD



ADD-ON TECHNOLOGIES

Lacquering
Laser-scoring
Cold-seal
Promotional serial-codes printing

Pre-press



Full-HD flexo plates making
Rotogravure cylinders engraving

All Repro in-house

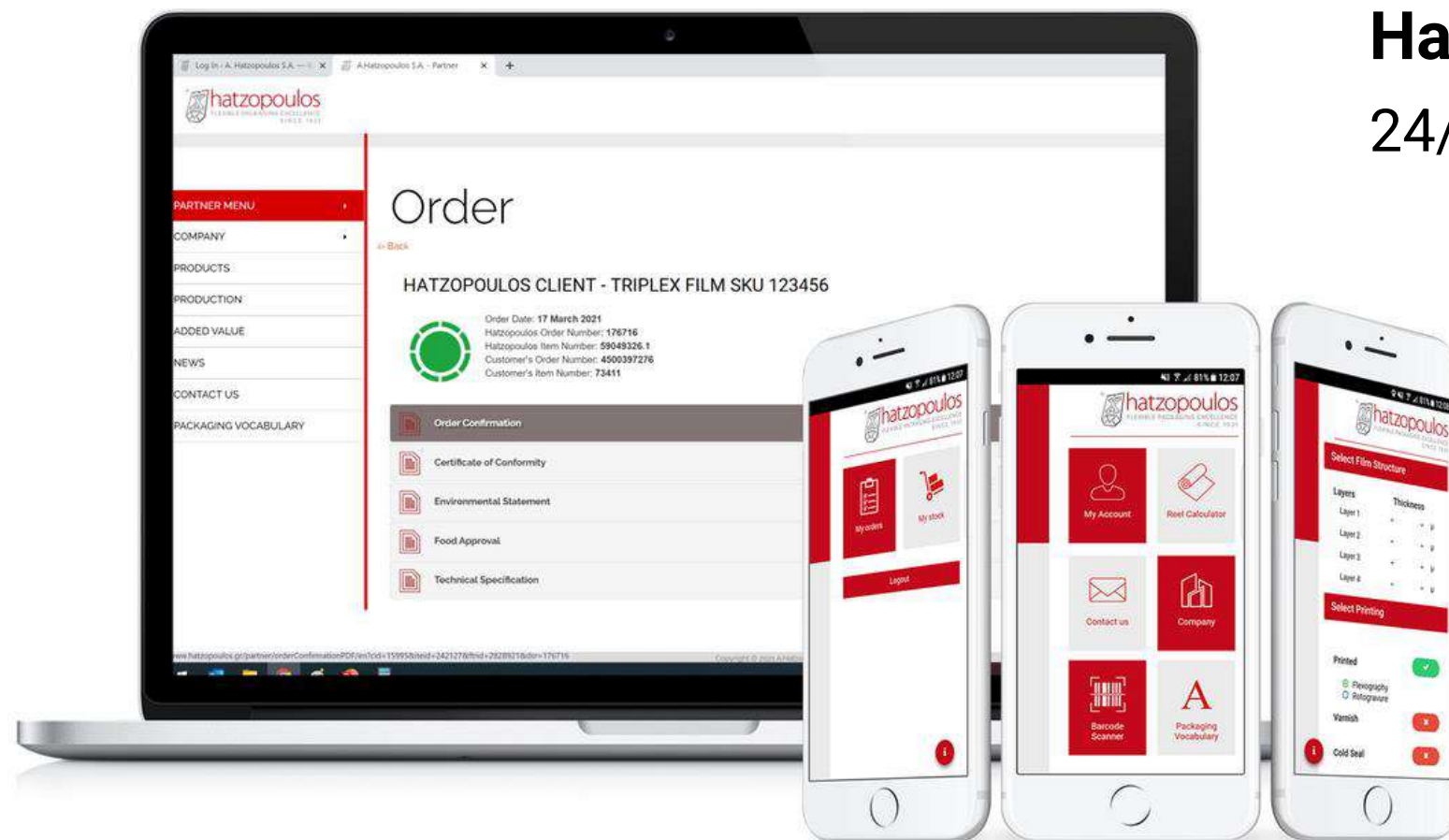
- State-of-the-art software & technologies
- Rapid artwork processing
- Multi-level quality control



Customer Care

Omni-channel customer care ensuring speed, flexibility & efficiency. Our committed, highly-trained and multi-lingual team of professionals offers immediate attention and consistently delivers customer care at the optimal level.

Hatzopoulos APP & Partner Portal 24/7, real-time information



- **Order tracking**
- **Documentation**
- **Reel calculator**
- **Barcode scanner**
- **Packaging vocabulary**



CUSTOMER SERVICE
EXCELLENCE AWARDS |
WINNER

Research & Development



Investing in Knowledge & Innovation

Annual R&D Investment: 1 million €

Innovation Focus:

- Optimization / Rationalization of existing packaging
- Lightweight packaging design
- Novel technologies advancing sustainability
- Packaging functionality
- Barrier coatings technology
- Carbon footprint reduction



Highlights



ENVIRONMENTAL RESPONSIBILITY



~ **35%**
OF OUR PRODUCTION

2+ € million
Enhanced Employee Benefits &
Social Contribution Plan (2023)



SOCIAL RESPONSIBILITY



CORPORATE GOVERNANCE

2022 Annual Responsibility Report
In accordance with GRI and
AA1000 Standard (Certified)

>>> [Download the Annual
Responsibility Report
2022](#)



2022

Responsibility
Report

Our Core Values



MERITOCRACY

A



KNOWLEDGE

Γ



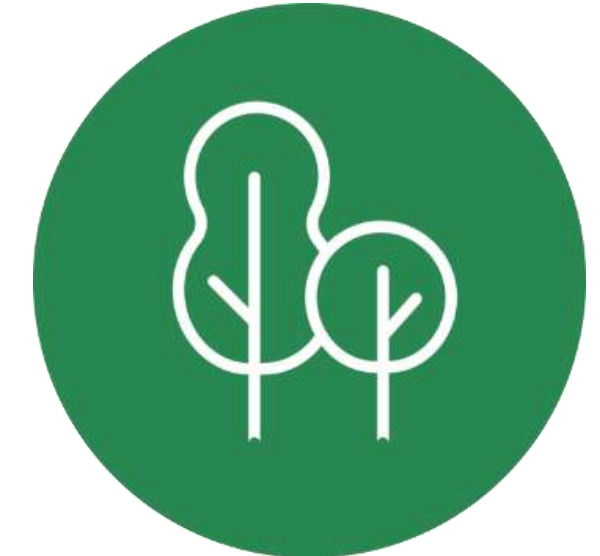
COMPASSION

A



QUALITY

Π



VIRTUE

H

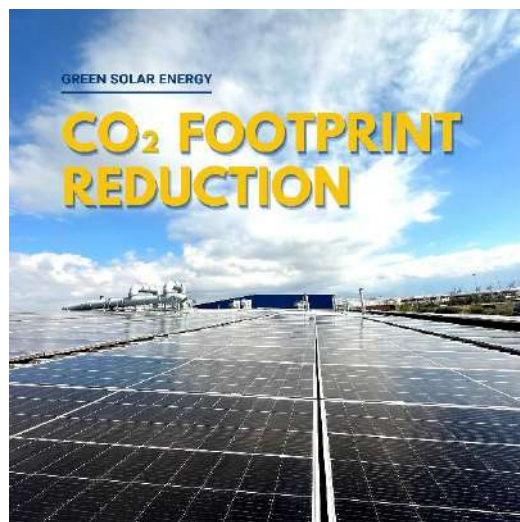
LOVE

Environmental



Acting for a better future Planet

- Implementation of environmental policies according to **ISO 14001**
- Continuous investments in green production systems: **solvent recovery & solar energy**
- Responsible waste management and **use of resources** | Tracking specific KPIs
- **Science Based Targets** | Committed to the Net Zero Targets of SBTi
- **2030 target:** -30% reduction of our Scope 1&2 Emissions VS 2019
- Collaboration with key partners for a Circular Economy – **Member of CEFLEX & OPRL**
- Recyclable & Sustainable Packaging Design | **ISCC certification - FSC Certification**



COMMITTED

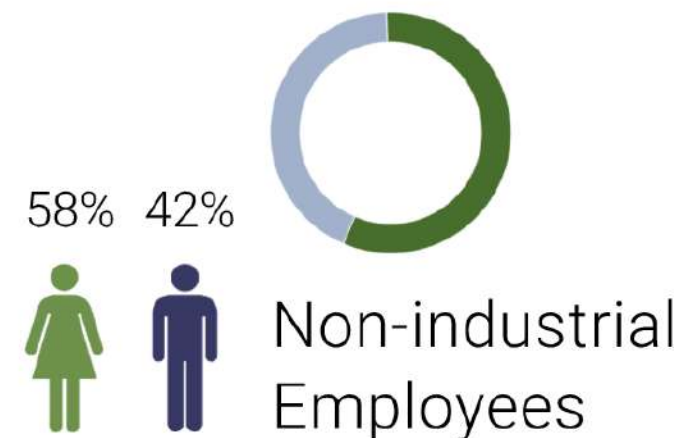
-13%
DECREASE
OF GHG EMISSIONS
(2022 VS Base Year 2019)



Social | Internally

Caring for our People

- **Safety first** | H&S Engineer: Occupational risk assessment, inspections, audits, safety drills, training courses
- Certified H&S Management System → **ISO 45001:2018**
- Positive Work Environment | **Great Place To Work® – Certified** 2021, 2022, 2023
- Growing our workforce, based on an Inclusive Culture of Equal Opportunities | **Member of Diversity Chart**
- Enhanced **Employee Benefits** for our People and their Families
- **Annual Training Plan** implemented, with focus on H&S
- **Remote training** | Hatzopoulos School platform



+53%
INCREASE
OF SPENT - BENEFITS
(2023 VS 2022)

Social | Externally



Giving back to local Society

- Continuous support of organizations dedicated to humanitarian causes
- Focus on the most vulnerable groups of our Society | We act when / where there's need !
- Volunteer projects to support local community – Participation of our employees
- Donation of health equipment to the **National Health System** during COVID-19 outbreak
- Donation of fire protection equipment to support to the work of the **Hellenic Rescue Team**
- Jury's Trophy at "PEPSICO Performance with Purpose Awards"
- "Greek merit" awards for our social contribution

+96%

SPENT INCREASE
SOCIAL CONTRIBUTION PLAN
(2023 VS 2022)



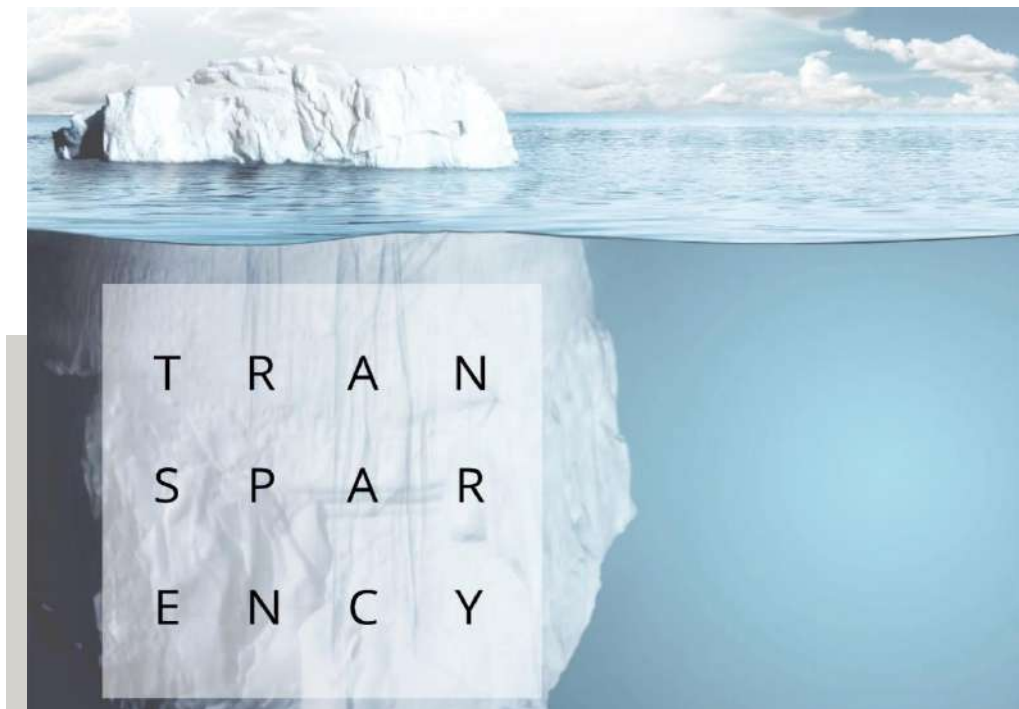
Donation to AHEPA
Thessaloniki Hospital
to support the fight
against COVID-19



A new defibrillator
donated to the 1st
Elementary School of
Kalohori



Governance



Ethical & Transparent Management

- Adoption of Ethical Practices as an integral part of our value system – **CODE OF CONDUCT**
- Member of **initiatives** that support Transparency, Environmental Protection, Sustainable Procurement | **Ecovadis GOLD**
- Privacy Respect & Data Protection according to GDPR standards – **PRIVACY POLICY**
- **BUSINESS CONTINUITY PLAN** - communicated to all employees (Critical Functions, Risks, Emergency Response)
- Management system that embraces transparency, diversity, participation and improvement
- Responsibility towards Consumers: strict Food Safety protocols according to **EFSA** | **BRC/IoP – Certified**
- Selection and evaluation of **suppliers** based on their relevant policies | Supply Chain Risk Assessment, on-site Audits



05

SUSTAINABLE ROADMAP FOR FLEXIBLE PACKAGING

BE FLEXIBLE

BE SUSTAINABLE

Vision & Target

>>> Vision:

Focus on improving packaging design and innovating to make our packaging solutions more environmentally-friendly and easier to recycle for a truly circular economy

>>> 2019: X-CYCLE

Official Launch of the new Hatzopoulos Recyclable Packaging Films Range: X-CYCLE™

>>> Target: 2025

100% of our packaging products designed to be recyclable



Sustainability

We are committed to help our customers achieve their sustainability goals. With the vision for a better future planet, we offer eco-friendly packaging solutions and the next generation of flexible packaging designed for circularity: X-CYCLE and X-LOOP.



- **X-CYCLE™** | Recyclable films
- **X-LOOP™** | PCR & Bio-circular plastics
- **X-FIBER** | Paper-based packaging
- Packaging Optimization
- Alu- / metal-free solutions



>>> Redesign your packaging for Recycling

X-CYCLE™

- Packaging design for recycling according to CEFLEX
- Solutions for all available recycling streams
- Monomaterial, all-PE and all-PP solutions
- High-protective properties
- Full performance - Proven efficiency at high-speed packaging lines
- Excellent packaging aesthetics & shelf-appeal
- Certified Recyclability Optional (Cyclos, Interseroh, OPRL)



RECYCLABLE FILMS



X-CYCLE successful examples

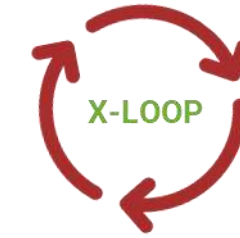
MONO-PP

MONO-PE

MIX-PO



PCR & Bio-Circular



>>> CIRCULAR BY DESIGN

- Packaging made from Recycled plastics (Post-Consumer Recycled)
- Packaging made from Bio-circular plastics (from Bio waste and residues)
- Adjustable rates of recycled / bio-circular content | Mass balance approach
- Both types are suitable for food contact
- Original barrier properties, packaging functionality and aesthetics are maintained
- Packaging of **Lower Carbon Footprint** compared to virgin plastics
- ISCC certification is required (all parties within the supply chain)



Recyclable:
When combined with X-CYCLE packaging design



Paper-based packaging



>>> **X-FIBER**

A New generation of Paper-based packaging

- Adjustable barrier properties
- Suitable for various packaging applications (VFFS / HFFS)
- FSC-Certification
- Natural look and touch
- Meeting consumer trends
- Widespread paper collection and recycling infrastructure availability



Recent Achievements



X-LOOP – PCR POUCH PACKAGING SOLUTION

World Packaging Organization – WPO | WORLDSTAR WINNER 2024



X-LOOP™ | PCR POUCH PACKAGING SOLUTION

WORLDSTAR
WINNER
2024



Circular by Design

Supporting the Circular Economy towards zero packaging waste



Lower Carbon Footprint

Carbon Footprint Reduction compared to virgin plastics



Full Performance

Delivering same performance, barrier levels & properties to virgin materials



X-CYCLE – X-LOOP 40% BIO-CIRCULAR COFFEE BAG

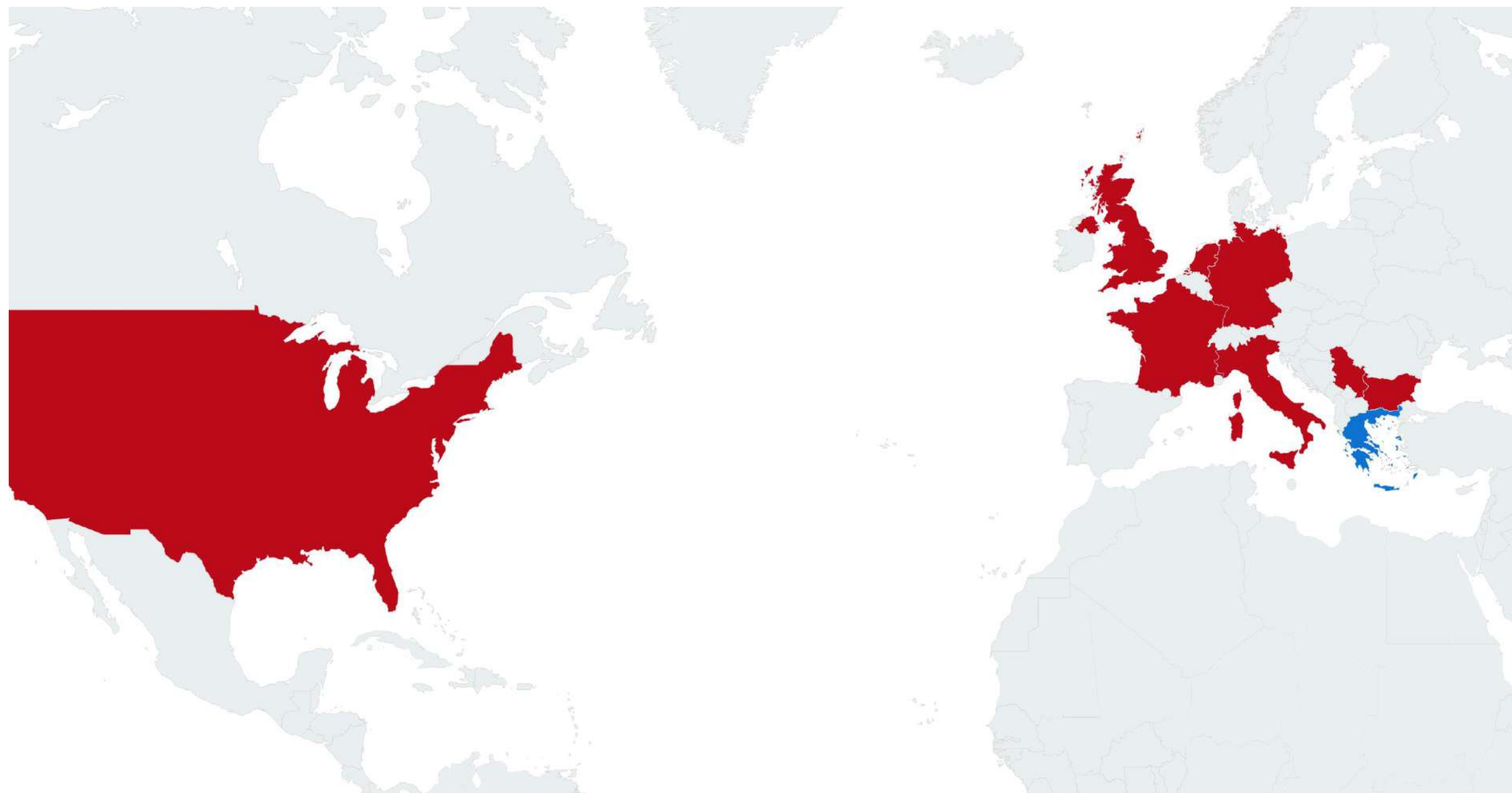
ERA PACKAGING AWARDS | 2023



GAEA – X-CYCLE CERTIFIED RECYCLABLE PACK

WORLDSTAR WINNER 2022 - WPO

Global Network



HQ & Manufacturing sites

THESSALONIKI, GREECE



Sales Offices

FRANCE
GERMANY
ITALY
NETHERLANDS
UK
USA
BULGARIA
SERBIA



Thank you!

Get your packaging **READY**
for a new **SUSTAINABLE** era!

