



Packaging design for a better **Future Planet**



SUSTAINABLE DESIGN



OPTIMAL PROTECTION



HIGH-PERFORMANCE



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- 03 Production Capabilities & Services

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ONE STEP AT A TIME

Landmarks



1931

Foundation of the company in Thessaloniki as paper bags producer by Athanassios Hatzopoulos



1981

New technologies & materials shape a new age for the packaging industry. The company enters the flexible packaging market leading to a series of investments for its radical reorganisation.



1997

The company's new production plant, equipped with flexo printing machinery and a triplex-in-line laminator, goes into operation



2014

The company installs a new cylinder engraving line, further upgrading its services. The whole production procedure is fully automated through a robotic system, limiting human interference at minimum.



2016

Introduction of full-HD flexo printing technology, certified by ESKO. The new system provides excellent print quality with sharper images and an expanded tonal range.



2019

A.Hatzopoulos S.A. inaugurates its new Head Office in Kalohori



2025

A.Hatzopoulos S.A. inaugurates its new Excellence & Innovation R&D Center



1961

The company moves its operations to a factory equipped with automated bagging machines



1975

Transformation of the company to Limited, under the name A.Hatzopoulos S.A.



1991

A. Hatzopoulos S.A. becomes leader of the domestic market and begins its first exporting activities, starting with Eastern Europe



2008

The company inaugurates its new 20.000m² production site in Kalohori with an integrated solvent-recovery unit; a total investment of €25M.



2015

The company proceeds to continuous investments to further upgrade its equipment and expand its capacity. The two plants now operate independently, equipped with new machinery for every step of the converting process, from printing to slitting.



2018

Launch of X-CYCLE, the next generation of flexible packaging solutions, designed for recycling



2022

Investment in renewable energy with installation of solar panels in both factories

Introduction



Fastest growing

Converter in South-East Europe



33

Export countries



3rd generation

Family-owned



4 product categories

Food | Coffee | Non-food | Labels



95 years

Packaging experience



450

Employees



CONTINUOUS & STEADY GROWTH

Performance



>> Turnover 2025
121 million €



+8%

Annual Exports Growth
2021-2025 average



Investments



2023-2024 Investments

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

2025 Investments

- **2025** | New Excellence & Innovation Center
- **2025** | New slitting line – **Universal converting X8** | Width: 1,3m



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

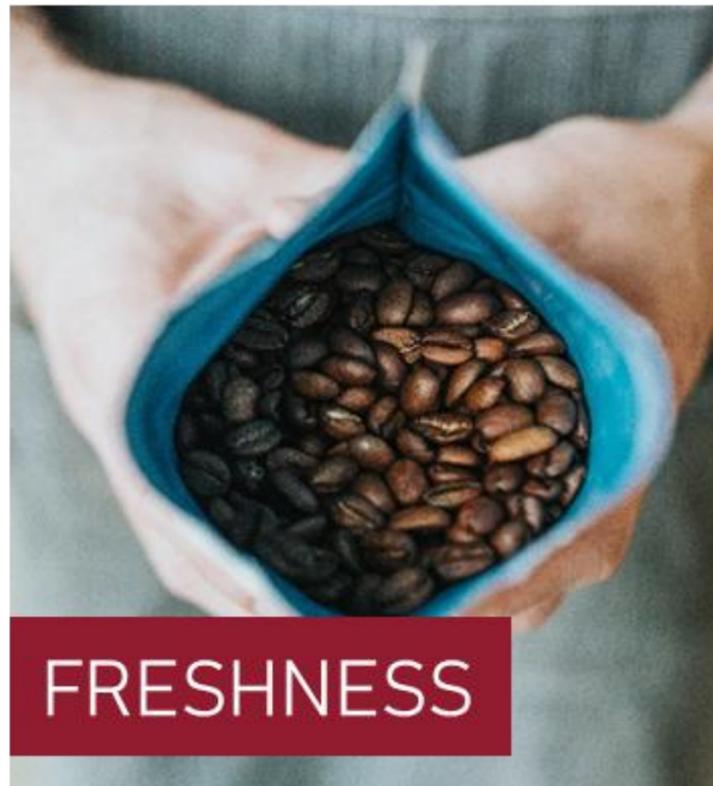
- Cosmetics
- Wet wipes
- Tobacco
- Chemicals
- Detergents
- Pharmaceuticals
- Industrial bags



LABELS

Reel-fed labels

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, 2026

World Packaging Organization – WPO

PACKAGING INNOVATION AWARDS | 2019, 2020, 2021, 2023, 2025

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

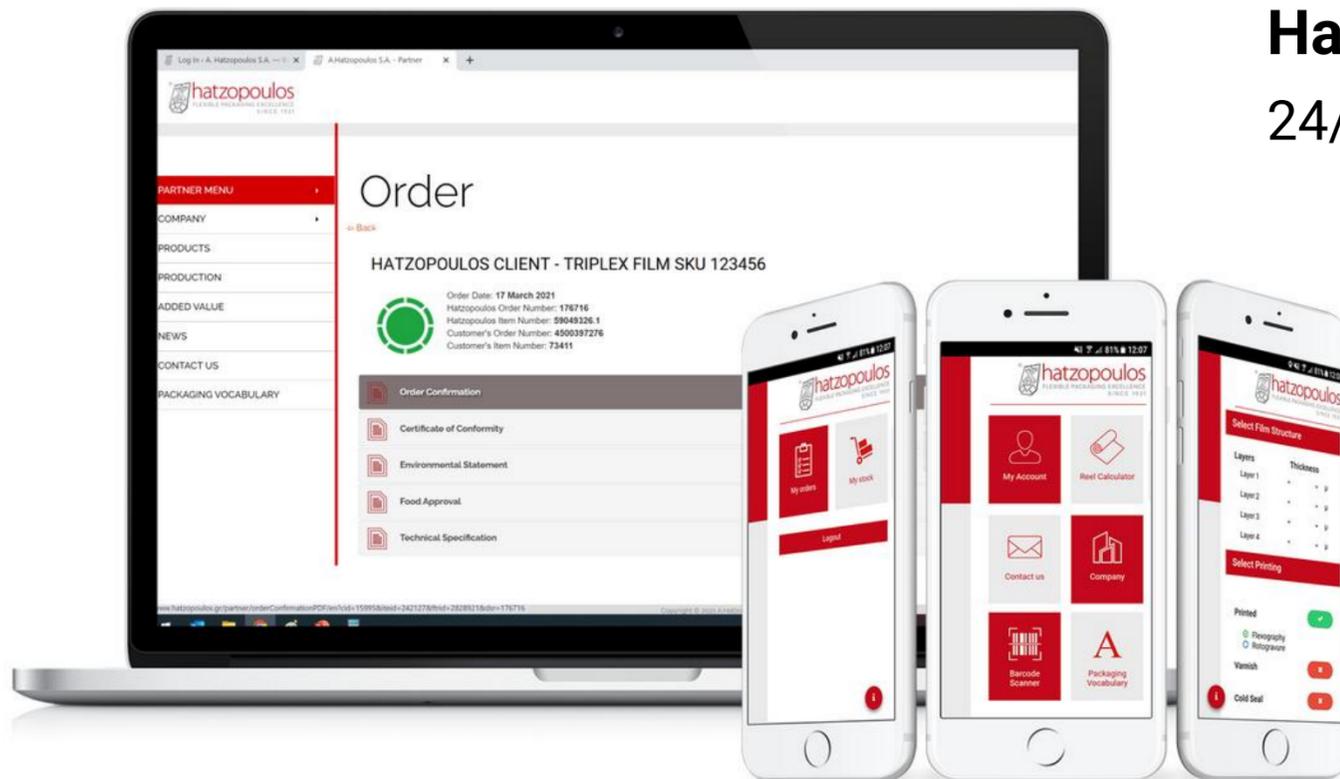


Customer Care

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 €

New Excellence & Innovation Center

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



~ **45%**
OF OUR PRODUCTION

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



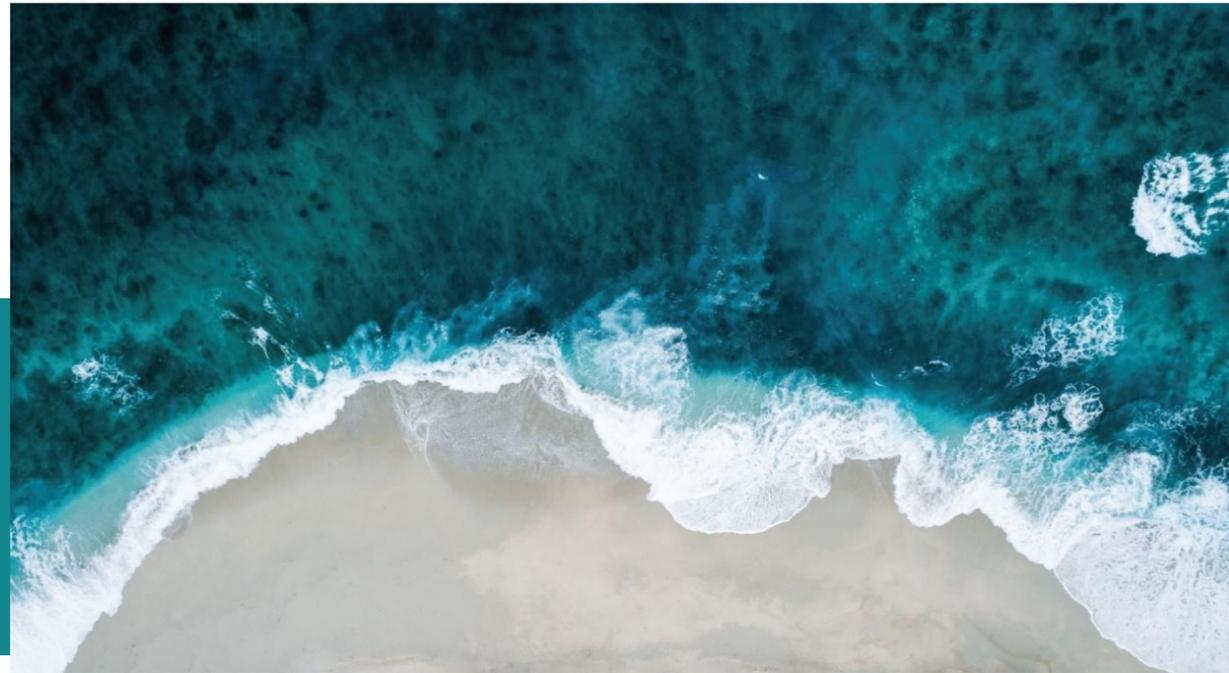
CORPORATE
GOVERNANCE

2024 Annual Responsibility Report
In accordance with GRI and
AA1000 Standard (Certified)

>>> **Download the Annual
Responsibility Report
2024**



Environmental

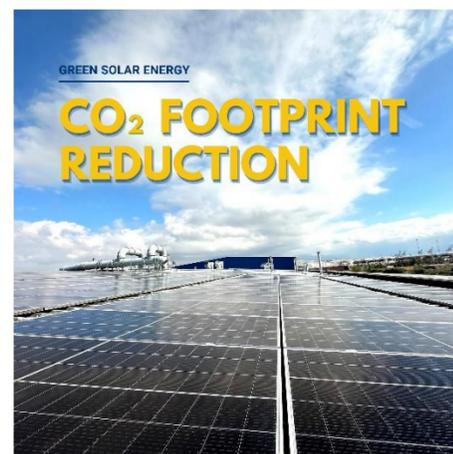


Acting for a better future Planet

- Implementation of environmental policies according to **ISO 14001**
- Continuous investments in green production systems: **solvent recovery & solar energy**
- Responsible use of resources and waste management | 0% waste to landfill
- **Science Based Targets - SBTi** | Committed to the Near Term and the Net Zero Targets of SBTi
 - **2030 target:** reduction of our Scopes 1,2,3 Emissions VS 2019 (46,2% - 48,6% - 27,5% respectively)
 - **2050 target:** 97% reduction of our Scopes 1&2 Emissions VS 2019
- **ISO 14064-1** verification for 2019 – 2023 – 2024 emissions data
- **ISO 14067** verification for LCA - carbon footprint of our products produced in 2025 (cradle to gate)
- Collaboration with key partners for a Circular Economy – **Member of CEFLEX & OPRL**
- Recyclable & Sustainable Packaging Design | **ISCC certification - FSC Certification**



COMMITTED



Social | Internally

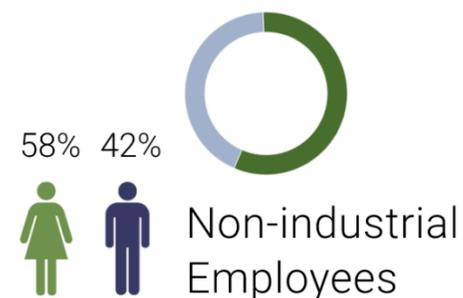
Caring for our People

- **Safety first** | H&S Engineer: Occupational risk assessment, inspections, audits, safety drills, training courses
- Certified H&S Management System → **ISO 45001:2018**
- Growing our workforce, based on an Inclusive Culture of Equal Opportunities | **Member of Diversity Charter**
- Enhanced **Employee Benefits** for our People and their Families
- **Internal recognition initiatives** → Team of the year, MVP, Cups
- **Annual Training Plan** implemented, with focus on H&S
- **Remote training** | Hatzopoulos School platform
- Annual **Blood Donation day**
- **Mental Health Support service** → Support room (online platform)
- Annual **Employee satisfaction surveys**



13.830

TRAINING HOURS IN 2024
INCLUDING HATZOPOULOS SCHOOL



SupportRoom



Social | Externally



Giving back to local Society

- Continuous support of organizations dedicated to humanitarian causes
- **Volunteer Social Responsibility initiatives** to support local community – Participation of our employees
- Focus on the most vulnerable groups of our Society | We act when / where there's need !
- Donation of health equipment to the **National Health System** during COVID-19 outbreak
- Donation of supplies to people affected by **Storm Daniel**
- 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
- **Responsibility towards Consumers:** strict Food Safety protocols according to **BRCGS – Certified**



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

- We embrace ethical practices, transparency and diversity | **CORE VALUES - CODE OF CONDUCT – CSR Policy**
- Member of **initiatives** that support Transparency, Environmental Protection, Sustainable Procurement | **SEDEX - ECOVADIS**
- **BUSINESS CONTINUITY PLAN** - communicated to all employees (Critical Functions, Risks, Emergency Response)
- Privacy Respect & Data Protection according to GDPR standards – **PRIVACY POLICY**
- **Whistleblowing / Anticorruption / Sanction** Policies
- Set and track **Governance KPIs**
- Selection and evaluation of **suppliers** based on their relevant policies | Risk Assessment, ECOVADIS, 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™

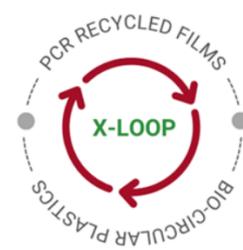
>>> Target: 2026

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

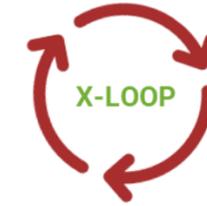
MONO-PP

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



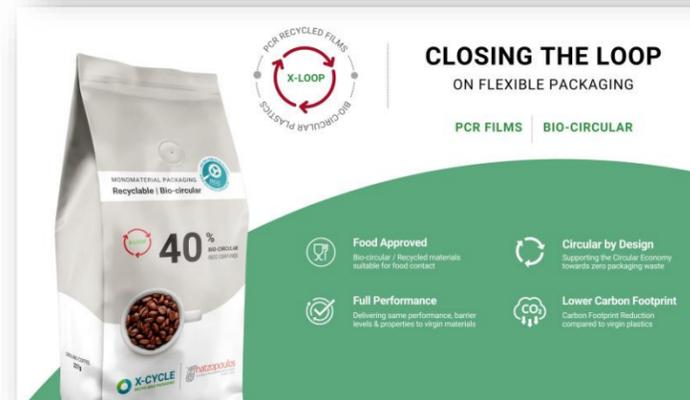
X-CYCLE™ – MONO-PE RECYCLABLE COFFEE PACKAGING

World Packaging Organization – WPO | WORLDSTAR WINNER 2026



X-LOOP™ PCR POUCH PACKAGING SOLUTION

WORLDSTAR WINNER | 2024



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

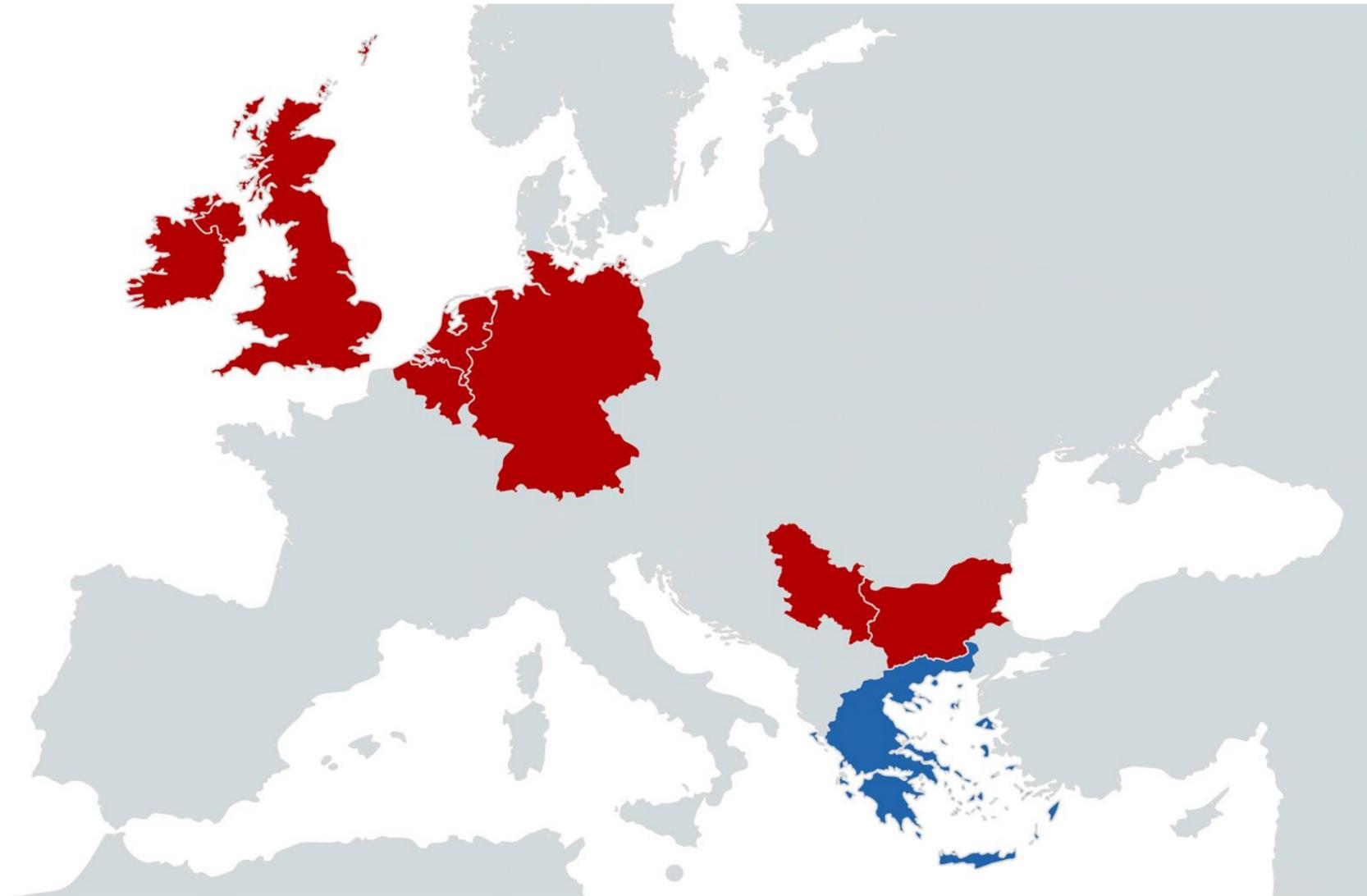
ERA PACKAGING AWARDS | 2023



GAEA – X-CYCLE™ CERTIFIED RECYCLABLE PACK

WORLDSTAR WINNER 2022 - WPO

Network



HQ & Manufacturing sites

THESSALONIKI, GREECE



Sales Offices

BENELUX
BULGARIA
GERMANY
SERBIA
UK & IRELAND



Thank you!

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

