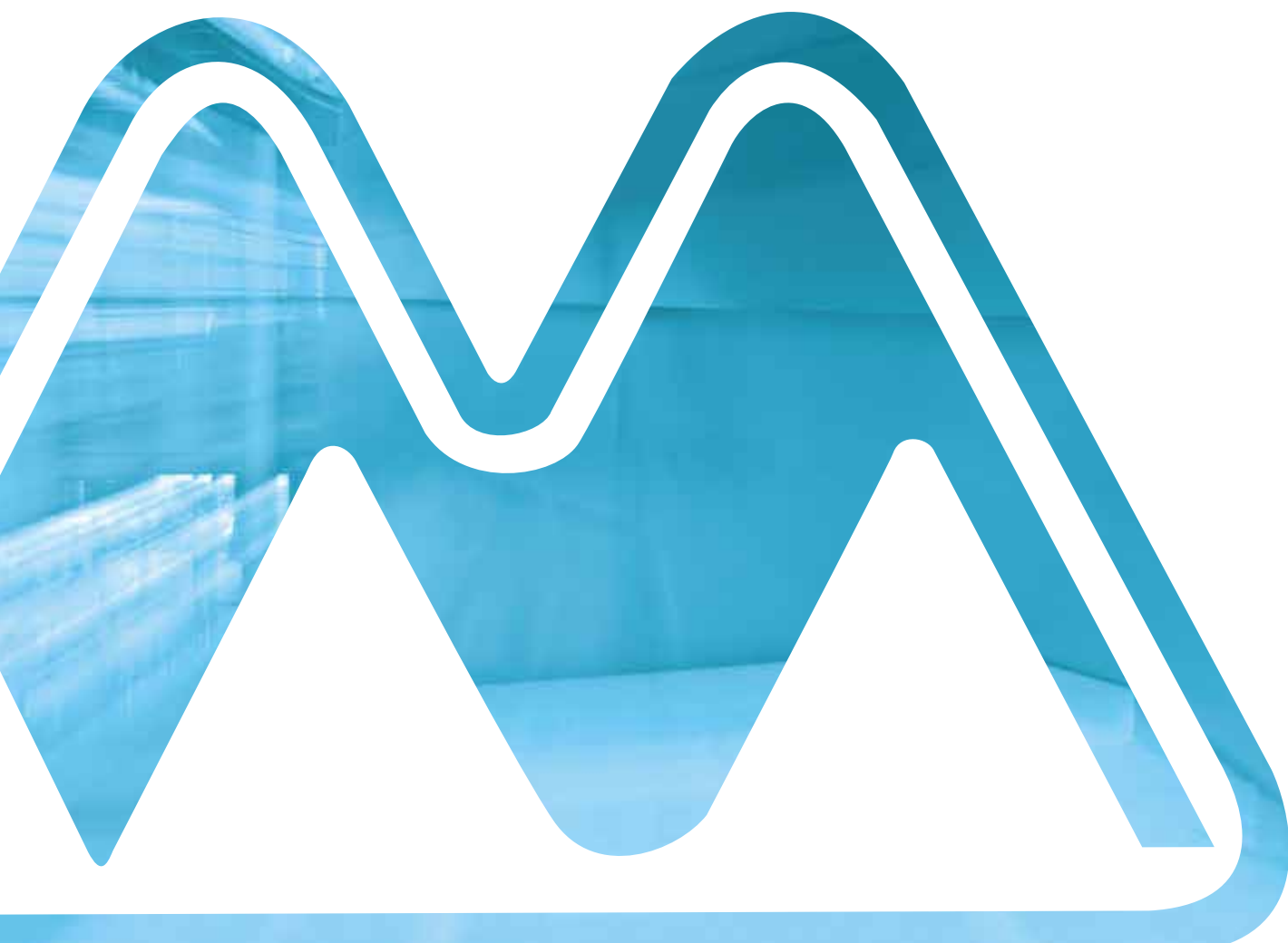
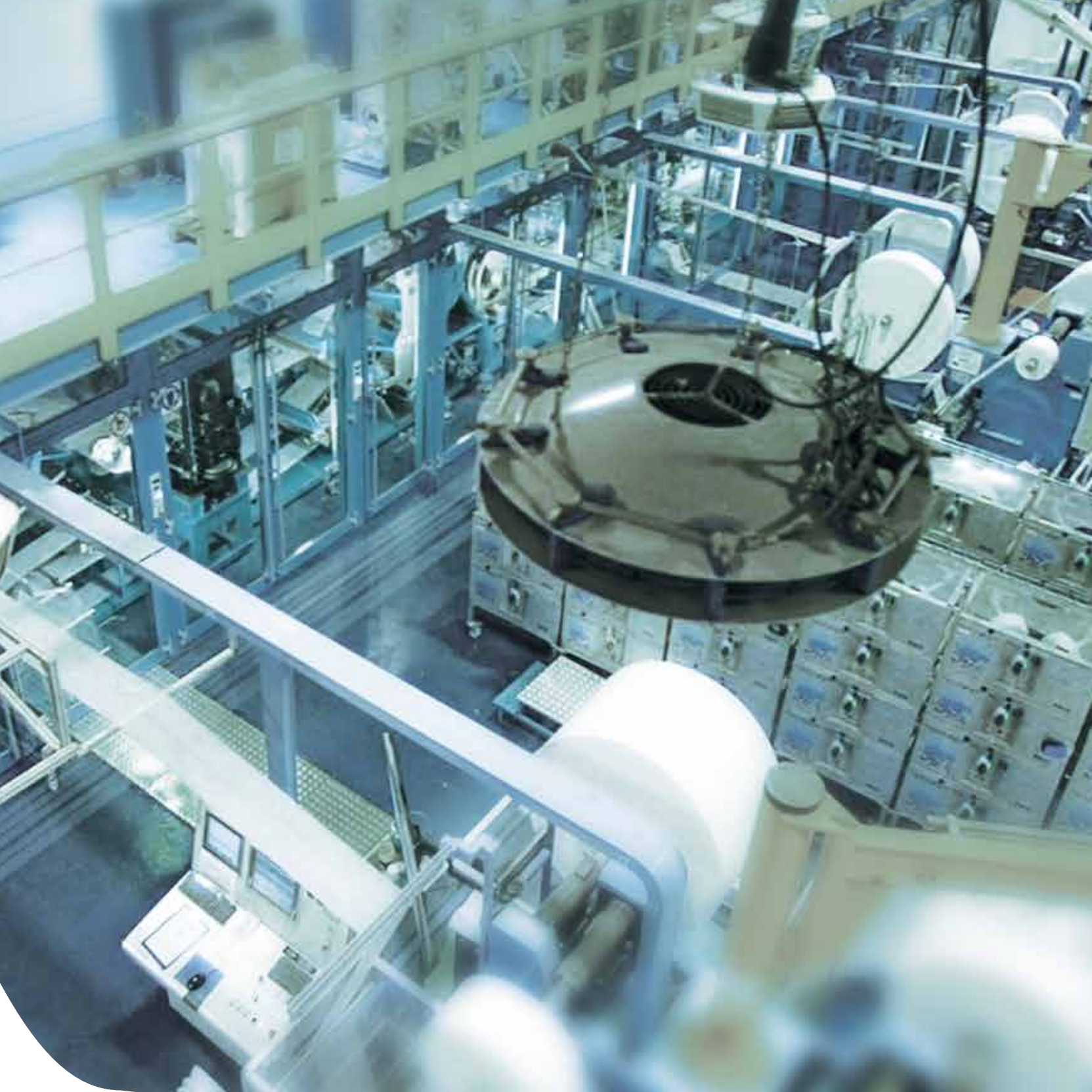




From inspiration
to innovation





From inspiration to innovation

As a pioneering company with a long history of creating exceptional personal hygiene products based on excellent quality and innovation, our purpose is to improve people's everyday lives, by providing products that respond to their needs, designed with proven safety and exceptional respect to the skin.

We are committed to building a healthier world together based on the three axes of Economy, Society and Environment.

In this way, we continue to strive to build a better future together.

C. Vitouladitis

Chief Executive Officer



Our Mission

To seamlessly and successfully couple quality with innovation to create unique selling propositions in our field.

Innovation

We have set new standards in the personal hygiene industry, by adopting a unique, highly innovative approach designed to successfully pair top absorbency with exceptional skin-friendly properties, i.e. the “sensitive concept”.

Excellence

We won't settle for anything less than excellence. Ever since our foundation, we made the strategic choice to invest in state-of-the-art equipment, in order to create top quality products of pioneering design to the highest international standards.



Who we are

MEGA Disposables

MEGA Disposables S.A. is one of the largest manufacturers of disposable hygienic products in Europe, holding a **leading position with its own brands** in the overall category of personal hygiene* in the Greek market.

The company is a modern, family owned manufacturer of personal hygiene products, equipped with the latest technology capable of producing the full spectrum of the sector's diverse product portfolio.

By constantly investing in state-of-the-art production, quality control equipment and experienced professionals, MEGA is today in the valuable position to possess sophisticated technologies and expert know-how in an ideal combination that helps it edge ahead of the competition, while fostering innovation for its future success.

- **State-of-the-art technology**
- **Innovative product design with distinct Unique Selling Proposition**
- **Pioneering production techniques**
- **Advanced Quality Assurance Systems**
- **Continuous investment in consumer research**
- **Impactful marketing support**

*IRI total Greece, Value, Year 2020 and Year 2021, Personal Hygiene Category comprising of: sanitary napkins, panty liners, baby diapers, incontinence products, baby wipes, make up removal wipes, antibacterial wipes, cotton products.





AT A GLANCE

MEGA is a 100% Greek manufacturing company with:

- Leading position in the personal hygiene sector in Greece.
- High commitment to Sustainable Development, reflected in its everyday activity and decisions.
- A full range of top quality personal hygiene products and leading brands in Greece.
- State-of-the-art production unit of personal hygiene products in Athens, one of the largest in Europe.
- Dynamic export activity in 4 continents.
- Ten-fold increase of our exports*.
- Long-lasting contract manufacturing collaborations.
- Important international distinctions such as the Product Safety Award by the European Commission for Babyline Sensitive diapers.
- An uninterrupted investment plan in state-of-the-art production machinery with a simultaneous increase of job positions.
- Advanced Quality Assurance Control Systems.
- In-house R&D department promoting Product Safety and Innovation.
- Significant turnover increase, stemming purely from organic growth.
- The company's overall growth between 2010 and 2020 is 222%*.
- Continuous investment in machinery and quality control equipment (>190 million euro since 2000).

**Between 2010 - 2020*

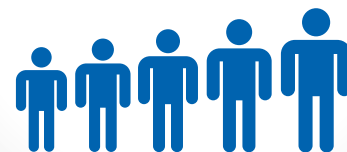
118.500
square meters
private land

45.500
square meters
buildings

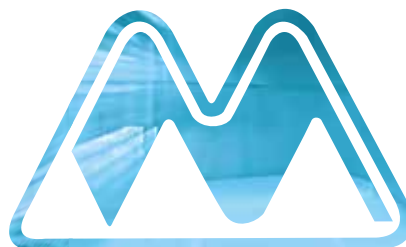
680
employees



160%
increase of employees
between 2010-2020



222%
overall growth
over the fiscal
years
2010-2020



Continuous investment
>190
million euros
between 2000-2020

Exports
have increased
x10
2010-2020

>4,0
million
products
offered
each year
to NGO's

Presence in
4
continents



Baby diapers and pull-ups

We designed a wide assortment of baby diapers, based on pioneering product design, that offers not only excellent performance, but also certified skin compatibility. The baby diapers range includes elasticated diapers, pull-up pants and bed pads.

- Babylino Sensitive baby diapers. Specifically designed to offer not only absorbency and comfort, but also exceptional certified skin-friendly properties. Available in sizes: No 1 - No 7.
- Babylino Baby pants. Specially designed to combine top absorbency, comfort and 360° elasticity. Allow easy change and help potty training. Available in sizes: No 4 - No 7.
- Babylino bed pads. Whether indoors or outdoors, Babylino bed pads are mum's best ally in baby care, offering a uniquely hygienic solution for diaper change.

Wet wipes

We offer a wide range of wet wipes of high quality standards. Special formulae have been developed depending on particular needs and skin types.

- Baby Wipes: With carefully selected natural ingredients such as chamomile, aloe, calendula, arnica, lavender and cotton extracts offer skin care and skin friendliness, all in a natural way.
- Special Wipes: Sneezy are wet wipes specially designed for cold relief. Extra soft 100% cotton wet wipes with the beneficial natural ingredients menthol, rosemary and eucalyptus, that allow easy breathing, and help relieve from cold. Contain soothing ingredients to moisturise the skin around the nose.
- Make-up Removal Wipes: A wide range of 100% cotton make-up removing wipes. Designed to provide specialised make-up removal and moisturizing action, depending on the needs of different skin types. Available in the following types: PomPon All Skin Types, PomPon Sensitive Skin, PomPon 97% Natural, PomPon Oily Skin, PomPon Micellaire.
- Fresh Intim Wipes: Specially designed for the hygienic care of sensitive area, they offer a unique feeling of cleanliness and long-lasting freshness.
- Antibacterial Wipes: Wet hand wipes containing alcohol denat. and an additional antiseptic agent. They offer proven action according to the European Standards EN 1650, EN 1276, EN 1040, EN 14476, EN 1499, while they ensure clinically proven action against bacteria and viruses, including H1N1, H3N2, SARS-Cov-2.
- Incontinence wipes: With wide dimensions, suitable for hygiene of adults.



Sanitary pads and pantyliners

Feminine Hygiene is the main area of expertise. Our sanitary pads and pantyliners provide a unique combination of top absorbency levels and exceptional skin compatibility.

- EveryDay Sensitive with cotton, featuring a uniquely hygienic topsheet made of fibers that contain cotton, for skin-friendly protection, without irritation. Ideal for sensitive skin.

Available in sizes: Mini, Normal, Super, Maxi Night, Extra Long.

- EveryDay Hyperdry feature a super-absorbent topsheet, for maximum protection against leakage. Available in sizes: Normal, Super, Maxi Night, Extra Long.

- EveryDay Fresh feature a super absorbent topsheet and a discrete scent, for a unique feeling of long-lasting freshness. Available in sizes: Normal, Super, Maxi Night, Extra Long.

- EveryDay Sensitive Fresh feature a hygienic extra soft topsheet, for skin-friendly protection and a discrete scent, for a unique feeling of long-lasting freshness.

Ideal for sensitive skin. Available in sizes: Normal, Super, Maxi Night.

- EveryDay Double Dry, with a super absorbent topsheet and an innovative core of double absorbing capacity, compared to regular ultra thin pads. Available in sizes: Maxi Night, Extra Long.

- EveryDay All Cotton pantyliners featuring a 100% cotton topsheet, for unique hygienic protection. Available in sizes: String, Normal, Large, Extra Long.

- EveryDay Extra Dry pantyliners featuring an extra dry topsheet and chamomile extract. Available in sizes: String, Normal, Large, Extra Long.

- EveryDay Fresh pantyliners, featuring an extra dry topsheet and a discrete scent, for a unique feeling of freshness. Available in size: Normal.

Incontinence products

A full range of medium and heavy incontinence products. Specially designed to offer a complete protection, combining top absorbency levels with skin-friendly materials, thus ensuring sensitive care to the delicate skin of incontinence product users.

- Discreet pads. Specially designed for men or women with light bladder weakness.

- Sensitive pants. Elasticated incontinence disposable underwear (all-in-one pant).

Available in sizes: Small, Medium, Large, Extra Large, Extra-Extra Large.

- Incontinence Booster Pads Maximizers. Maximizers insert pads are a revolutionary way of reinforcing the absorbent capacity of a brief. One Size, which fits all briefs sizes.

- Sensitive bedpads. The range of incontinence products is ideally complemented by Sensitive bedpads, as they protect the sheets and mattress from leakage, while leaving a sense of cleanliness.





100%
cotton

OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100
VNTG 080548 MIRTEC
Tested for harmful substances
www.oeko-tex.com/standard100

No Harmful
Substances

Sensitive
concept

ecofriendly
compostable

Our Markets

The company constitutes a powerful international force in its sector. Our outward-looking strategy and targeting towards new markets have contributed to achieving a ten-fold increase on our export rate during the period 2010-2020.

Large multinational companies, as well as prestigious retailers, trust MEGA as their main supplier for their products. The company is present in four continents, where we leverage the in-depth knowledge and local market understanding of our partners to develop products and strategies that are tailored to the need of the local consumers.

The export network is based on exclusive distribution agreements and partnerships under contract manufacturing agreements with some of the most important companies operating in the respective markets. Company's vision is to become a major player in international markets in the industry of hygienic disposables.

Exports of branded products

Firm commitment to high quality standards has allowed MEGA to win the confidence of consumers and retailers, thus increasing significantly export sales of branded products. Well-known brands, such as EveryDay Sensitive, Babyline Sensitive and others, have successfully transferred abroad MEGA's unique approach in personal hygiene: that a product should not only offer top absorbency levels, but also exceptional skin- friendliness properties.

Contract manufacturing products

Top quality standards and innovative product design have formed a solid foundation of trust for the company's ability to deliver, prompting several prominent international brands to turn to MEGA Disposables as their preferred partner of choice for their bespoke production needs.

Production of advanced specifications Products

Our company has 20 years of experience and special know-how in the production of eco-friendly products, while we are the main supplier of large companies in the production of biodegradable products in the category of personal hygiene.



Sustainability



At MEGA, our self-commitment to Sustainable Development stems from our own principles and values. For this reason, we became pioneers decades ago and we introduced the “sensitive concept”, choosing cotton over plastic as the topsheet of several of our products. Our sensitive products, which are based on friendly materials, both to the skin and the environment, represent a milestone of indisputable value for personal hygiene in Greece and internationally. Because for us, everything begins with the respect we feel towards consumers, our people, our partners and the environment.

Our vision is to have a positive impact on society through sustainability and to promote responsible production and consumption through our activity to ensure a better future for the next generations. As a Greek industry, but also as one of the largest production units of personal hygiene products in Europe, we are aware of our pivotal role in conserving natural resources and protecting the environment. At the same time, we consider personal care and wellbeing to be inextricably linked to the wellbeing of the planet. Therefore, we employ both the international and Greek innovative know how developed in our laboratories to introduce the Act Green Redesign – Reduce – Recycle program.

Today, that our planet faces unprecedented environmental challenges, we intensify our efforts. Through the Act Green Program, we put into practice the core element of our DNA, care, while through environmentally beneficial operational practices and initiatives that continually reduce our environmental footprint, we reaffirm our commitment to continue acting responsibly with respect and integrity.

All of us at MEGA, more than ever, offer our know-how, resources and collaborations at the service of the planet, to significantly reduce our environmental footprint while providing improved life quality for our consumers through our products.





MEGA's Cycle of Sustainability

Our products are a result of responsible procedures, recycling systems which reach 100% and a continuous reduction of electricity and water consumption in the production units.

Our products are manufactured here in Greece, constantly reducing our environmental footprint from transportations.

Absolute efficiency based on responsible resources, such as renewable wood pulp from sustainable  forestry.



100% recyclable, Sani Sensitive, Iasi, Every-Day and Babyline Sensitive packaging from 30% recycled material and product redesign to introduce recyclable material wherever it is possible in our portfolio.

Raw materials that are friendly not only to the skin but also to the environment.

Continuous reduction of plastic use and replacement with renewable materials of plant origin.



Redesign

We are constantly redesigning our products and processes, we choose certified natural raw materials, aiming at increasing environmental performance at all LCA stages*.



*Life Cycle Assessment



Reduce




















































We are constantly reducing the total volume of packaging materials of our products, the use of plastic, our water footprint, while at the same time we use 100% green energy in our production facilities.



Recycle

We use 100% recyclable packaging; we are constantly increasing the usage of recycled material and we inform consumers about the benefits of the Circular Economy.



Act Green	Goal Description	2023 Short term	2030 Medium term	2050 Long term	SDG's
 Redesign *Life Cycle Analysis	Reduction of plastic and maximization of usage of natural fibers in the design of existing and new products				     
	Usage of 100% pulp in all our products				
	Redesigning of existing and new products with improved LCA* environmental performance				
	Supporting and organizing campaigns in order to promote Responsible Consumption and the Circular Economy				
	100% product transparency regarding the product composition and environmental profile of LCA*				
Act Green	Goal Description	2023 Short term	2030 Medium term	2050 Long term	SDG's
 Reduce	Reduction of packaging materials by 10% in all our products				  
	Reduction of direct and indirect CO ₂ emissions (scope 1,2) by 50% by 2030, towards carbon neutrality by 2050 (baseline year 2020)				
	100% use of Green Energy in production facilities, and maximization of self-production percentage with RESs				
	Further reduction of our water footprint				
Act Green	Goal Description	2023 Short term	2030 Medium term	2050 Long term	SDG's
 Recycle	Use of 100% recyclable packaging in all the products				    
	Increase of usage of paper packaging derived from ≥95% recycled paper				
	Increase of usage of recycled material in all our packaging bags from 30% currently to 50% by 2050				
	Recycling and reuse of plastic trims resulting from the production process				
	Organizing and supporting environmental education campaigns for the public				

MEGA's sustainability program **Act Green: Redesign - Reduce - Recycle** is a dynamic and systematic effort to improve the company's environmental performance, with an action framework up to 2050. The program's objectives may be amended, supplemented and updated, depending on the state of implementation of the program, as well as the current macroeconomic conditions, always in the direction of intensifying MEGA's effort to further improve its environmental performance.

Product Quality

RESEARCH & DEVELOPMENT

With an eye on the ever changing trends and needs of consumers and international markets, research plays a vital role in our products' development. Thus, we always trail our new products to ensure that they meet our consumers' and international customers' changing needs, lifestyles and expectations.

QUALITY ASSURANCE & QUALITY CONTROL A strategic choice

Good is not enough. We strive for excellence in providing outstanding products to our customers and consumers. We are constantly enhancing our brands to deliver rewarding product experiences.

Our top quality is verified by certificates and recommendations of trusted international institutions.

Quality control and Assurance Systems, in line with contemporary views and high safety standards in the field of disposables, are applied at all stages in the production process.

The Quality Assurance System of MEGA is well accepted and approved by audits from all our customers and local authorities.

It is a flexible, totally automated and computerized quality control system that guarantees unquestionable quality for each product, from the stage of raw materials procurement to final placement at various points of sales. Our products evaluation and development is based on an on-going collaboration with certified laboratories in the disposables field.



MEGA operates through a state of the art, fully automated and computerized, internal QA System, while our experienced personnel daily monitors all stages of product manufacturing as well as the performance of all machinery and production units.

- Suppliers selection.
- Incoming raw materials controls.
- Specifications control of new raw materials and production equipment.

- Control of mechanical and technological equipment.
- Online cameras, which monitor each product, compare it with the prototype and in case of non-conformity, automatically reject it.
- Quality control of final products.
- Analysis and processing of consumer complaints.
- Panel testing on consumers.
- RMs control according to EDANA

methods. The RMs are controlled based on our suppliers lot number.

- In house laboratory controls*
- Microbiological control in house.
- Finished product performance (equipped with mannequins by Courtray lab for baby diaper testing and classification).
- Regular internal panel tests.

**Our in house laboratory is equipped with the latest technology and our experienced personnel is monitoring daily our product specifications.*

External Laboratories.

Our company cooperates with all approved laboratories and official organizations of our field.

- EDANA (Belgium - USA)
- SGS COURTRAY LABORATORY (France)
- OEKO-TEX ASSOCIATION (Switzerland)
- PASTEUR Institute (Greece)
- HY-TEC Hygiene Technologies (Germany)
- DERMSCAN group (France)
- DERMATEST (Germany)
- PRODERM Institute of Applied Dermatological Research (Germany)
- OLFASENSE (Germany)
- A.SYGGROS DERMATOLOGICAL HOSPITAL (Greece)
- MEDICAL SCHOOL OF ATHENS UNIVERSITY (Greece)



Dermatologically Tested



Our company is against testing on animals.

MEGA faithful to its commitment to Excellent Quality in its products, completed successfully 3 new ISO Certifications: ISO 9001, ISO 13485, ISO 22716.



Product Safety

OUTSTANDING PRODUCT SAFETY

The focus of our company's strategy and our non – negotiable priority has always been the excellent quality and the best possible product safety. The company has always invested and spearheaded worldwide, long before the onset of Covid-19 disease, **at consumer safety, which is rightfully consumers' highest requirement.**

This value is also served by our original desire to have a product that offers not only the basic prerequisite, but complete protection, with unique safe materials, with proofs and certifications, with investments in a highly demanding quality control system and a well-equipped R&D department.

At the same time, by consistently serving the goal of best possible product safety, we are constantly investing in highly advanced universal Quality Control and Quality Assurance Systems, covering all stages of production, mechanical equipment and production units, as well as strict quality control and hygiene controls.

The reward for our daily efforts for the best possible product safety is the recent European distinction of Babyline Sensitive. Specifically, Babyline Sensitive diapers were awarded the European Product Safety Award in 2019 after a rigorous evaluation by the European Commission. **Babyline Sensitive was the only diaper in Europe to receive this prestigious European product safety award.**



Certifications and Distinctions

The **1st** diapers
in Europe
certified by



Award of
Product Safety
by the European
Commission

Innovation

From Inspiration to Innovation

Sensitive Concept

The **Sensitive Concept** is a definite value in personal hygiene. It was first created exclusively by MEGA in Greece, with a view to offer top protection without irritation. In 1997 our company responded to this need by creating a true innovation: the first “Sensitive” sanitary pad worldwide, with a hygienic skin-friendly topsheet made of fibers.

Cotton Concept

With a view to design products pairing top performance with excellent skin compatibility, we incorporated the ultimate natural skin-friendly properties of cotton to our products, thus creating the **Cotton Concept**. Cotton, as an ingredient, is naturally soft, hypo-allergenic, compatible and well tolerated even by the most sensitive skin.

In 1998, the All Cotton pantyliners were introduced, which contrary to other products in the category of personal hygiene that bear synthetic topsheets, they feature a topsheet that is made by 100% cotton.

Biodegradable Technology

We are constantly looking for unique innovations that will best meet the ever evolving needs of our consumers and also respect the environment. With exceptional know-how and on behalf of large multinational companies, our company produces eco-friendly products from biodegradable materials, pairing excellent quality and sustainability, using organic cotton, compostable materials and bearing eco-friendliness certifications, such as Cosmos Standard.



A close-up photograph of a cotton boll, showing its white, fluffy fibers and the brown, dried husk at the base. A small, rectangular blue label is attached to the top of the boll. The label has black text in three lines. The boll is resting on a blue fabric with a fine, woven texture. The background is a soft-focus blue fabric.

COT-COTTON-COTON
BAUMWOLLE-KOTON
ALGODON-KOTON

Product portfolio

All products are designed on the principle of offering a tested safe protection to the consumer. Thus, they do not merely deliver high absorbency levels, but are also designed with materials offering exceptional skin-friendly properties, to ensure the utmost respect to the need of the skin.

- **Excellent Product Quality**
- **Innovative Product Design**
- **Proven Product Safety and Exceptional skin-friendliness**
- **Top absorbency levels**

We have set an exceptional path in personal hygiene by pairing excellent performance with raw materials that ensure the ultimate hygienic care for the skin. Our product range focuses on items that constitute basic daily necessities, integral to healthy daily living. Our core product categories include:

Woman

Sanitary pads, pantyliners.

Baby & child

Baby diapers, baby pants, bedpads.

Elderly

Incontinence pants, incontinence pads, bedpads.

Wet wipes

Baby wipes, make-up removal wipes, intim wipes, antibacterial wipes, special wipes.

Family Care

Cotton wool, cotton buds, masks, antiseptic lotion.



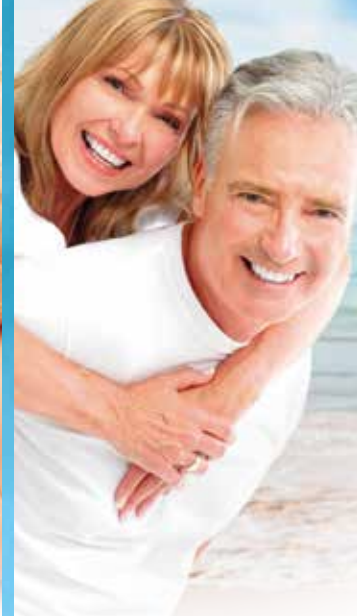
Woman



Baby & child



Family Care



Elderly



iasi





Most Admired
Companies in Greece



EU Product
Safety Award



OekoTex® Standard 100
Certificate



Top Industrial
Export Company



Top Branded
Export Product



Gold Environmental
Award



Social Responsibility
Award



Environmental
Award



Kouros Business
Award



Product Excellence
Award



ISO 9001
Quality Management
System



ISO 14001
Certificate



OHSAS 18001
Certificate



ISO 50001



Soil Association
Organic Certificate

AWARDS - DISTINCTIONS

Over the years our company has received several prestigious awards and distinctions. Some of the recent and most noteworthy recognitions are listed below.

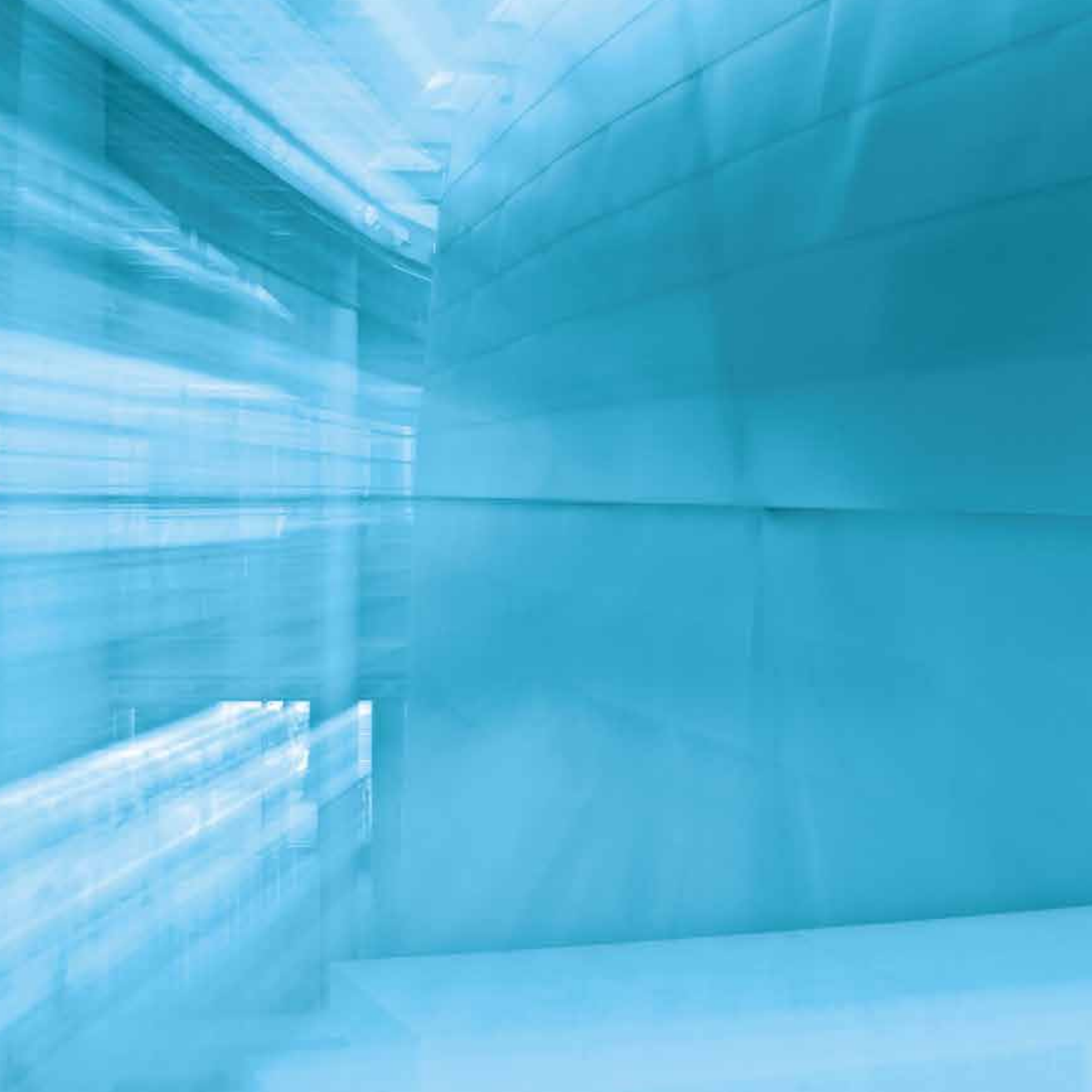
- **MEGA** winner of “**Corporate Superbrands**” Greece 2020 - 2021 in its category
- **MEGA** among the “**Most Sustainable Companies**” in Greece 2020
- **Double distinction** for **MEGA** at “**Environmental Awards**” 2020
- “**Product Safety Award**” by European Commission
- “**Most Admired Companies**” in Greece - Fortune Magazine
- Two important awards for Company’s Corporate Responsibility at “**Retail Business Awards 2020**”
- “**Top Industrial Export Company**” at Greek Export Awards 2019
- “**Kouros Business Award**” at Kouros Entrepreneurship Awards 2019
- Protagonist of the “**Greek Economy**” for Personal Hygiene Sector at Protagonists of the Greek Economy Awards 2019
- Gold Award in the category of “**Export Activity**” at Super Market Awards 2019
- “**True Leader**” of the **Greek economy 2019**, for 9 consecutive years by ICAP* Group
- “**Gold Award**” in Environmental Awards 2018
- “**Top Greek Export Company**” at Greek Export Awards 2016

** ICAP Group is the only company recognized as a Credit Rating Agency by SEC and by the European Securities and Markets Authority (ESMA).*

2019
**PRODUCT
SAFETY**
BRONZE AWARD



**Award of
Product Safety
by the European
Commission**





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13678 Aharnes,
Greece

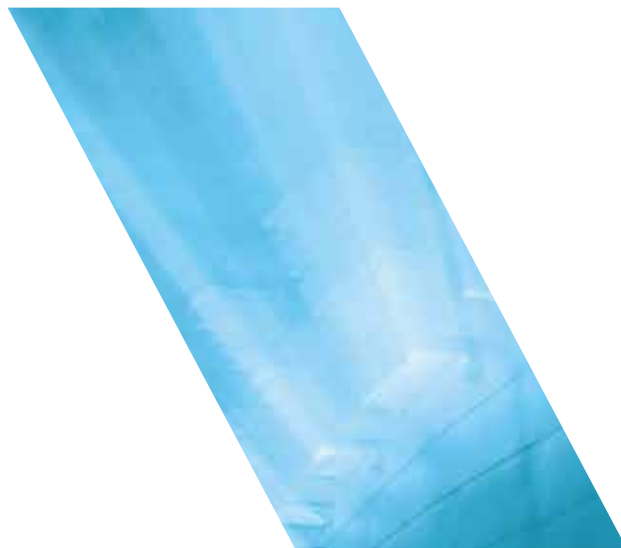
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E : mega@megadis.gr

www.megadis.gr

facebook: mega disposables

Linked in: mega disposables S.A.





Because offering **MORE**
always matters...



The company is certified with:



EN ISO 9001:2015



EN ISO 13485:2016



EN ISO 22716:2007



ISO 45001:2018



EN ISO 14001:2015



ISO 50001:2011



FSC-STD-40-004
FSC-STD-50-001



PEFC ST 2002:2013

QUALITY

SAFETY

ENVIRONMENT