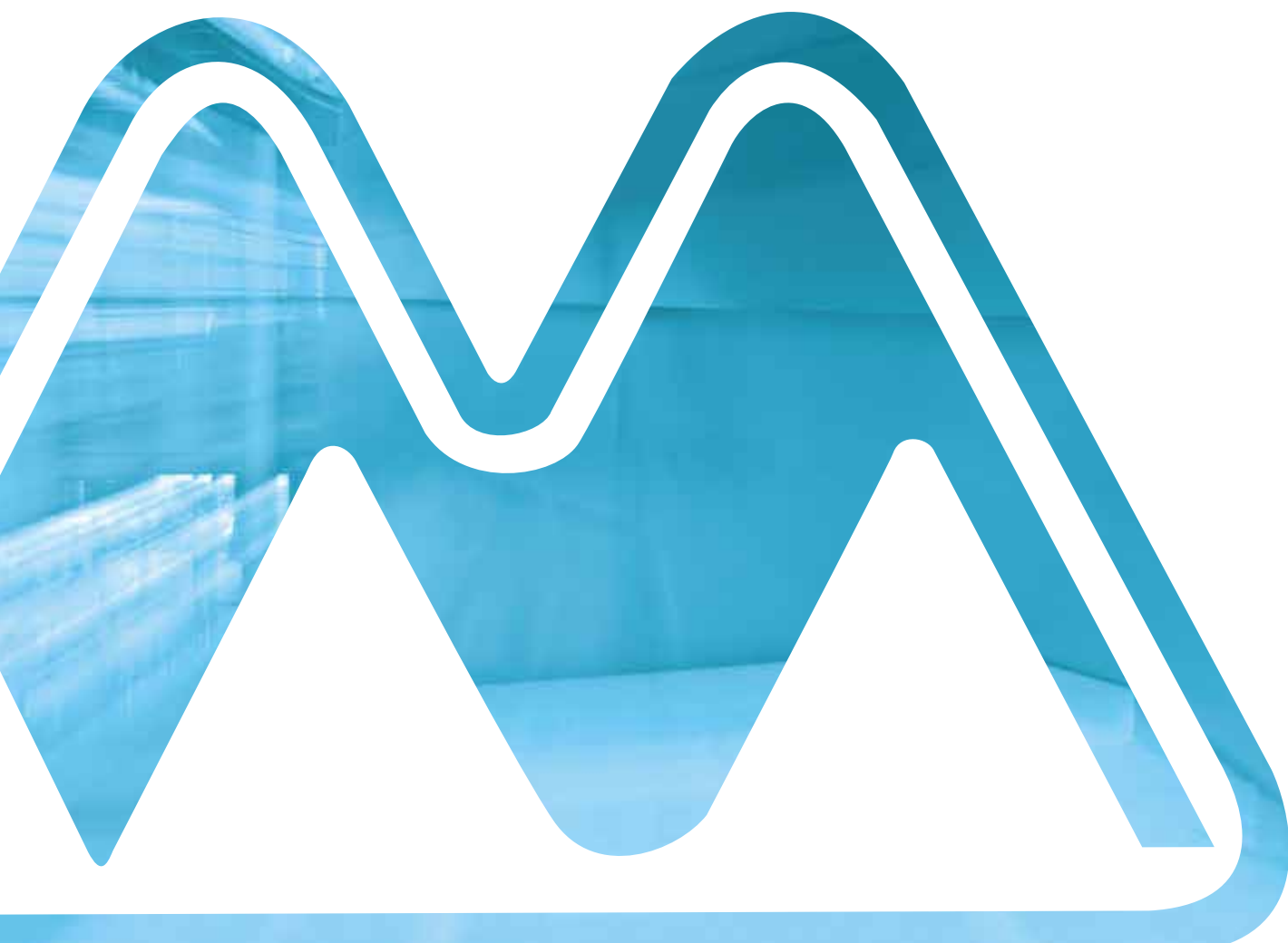
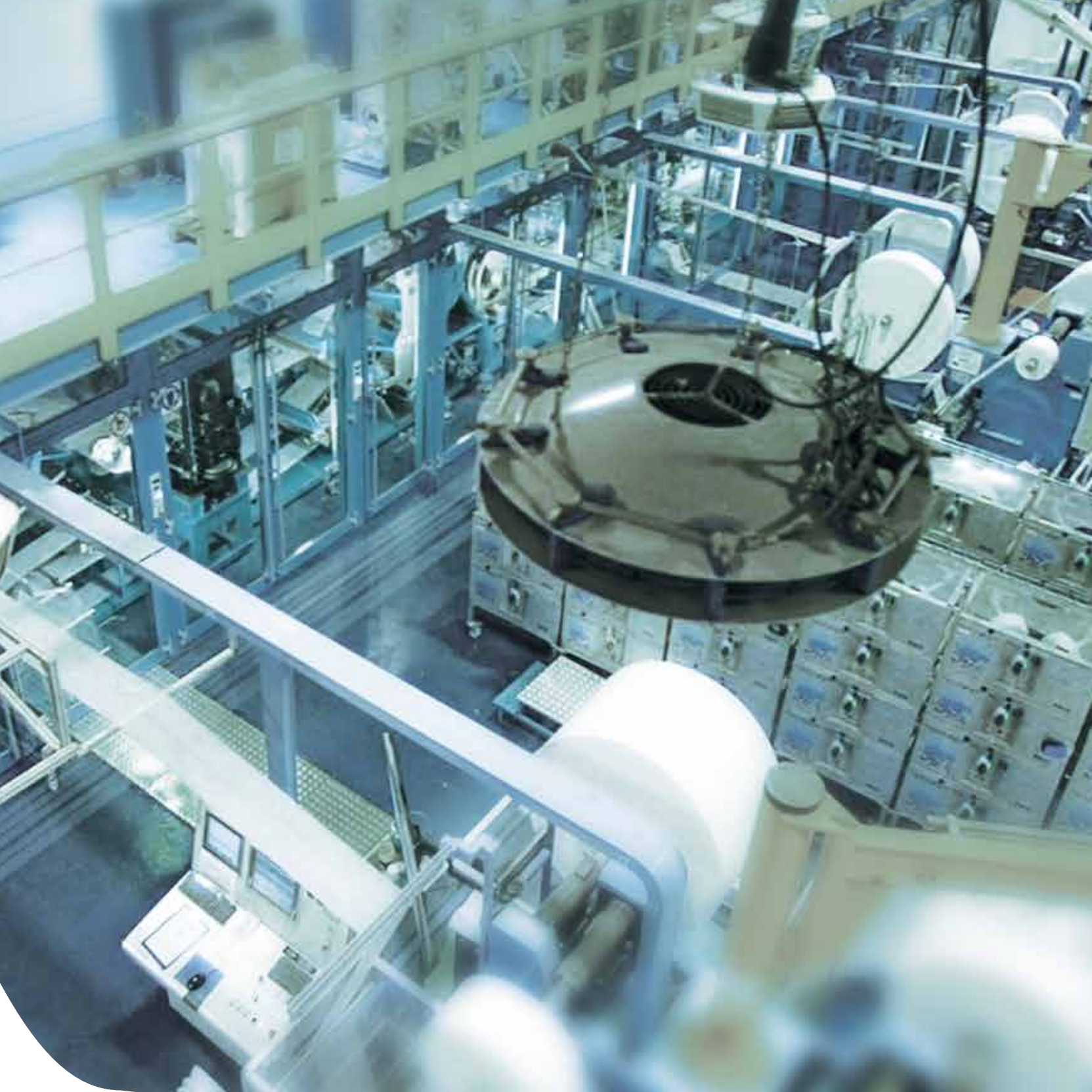




From inspiration
to innovation.





From inspiration to innovation

Believing in excellence, we were able to lead MEGA from its modest launch in 1980 to the current level of 600 employees, with export activity in more than 30 countries and with a prospect of continuing its successful course of organic growth, based on excellent quality and innovation.

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 2017 and Year 2018, 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 owns private land of 62.500m² in Greece (Athens), with a plant equipped with state-of-the-art production machinery and quality control systems.
- Personnel: 600 people.
- The company's overall growth between 2010 and 2018 is 174%*.
- Continuous investment in machinery and quality control equipment (>100 million euro since 2000).
- With a dynamic international presence, its export has increased X 8 times*.
- The company has increased its headcount by more than 98%*.
- Leading brands in Greece in all categories.
- The company holds approximately 80% of the personal hygiene private label sector in Greece, having built long-term co-operations with all major retailers in Greece ever since 1980.
- Abroad, some of the world's most internationally recognized brands in the field of disposables have assigned to MEGA the production of their line of products under contract manufacturing agreements.
- Today, its branded products are present in four continents, while the company is penetrating new markets every year.
- MEGA's growth is purely organic. It stems from introducing new innovative products, getting into new product categories in the field of personal hygiene, expanding its export activities and improving its position in the local market.
- For MEGA, Corporate Social Responsibility is a key component of its corporate culture and a vital part of its business.

*2010 - 2018

62.500
square meters
private land
31.000
square meters
buildings

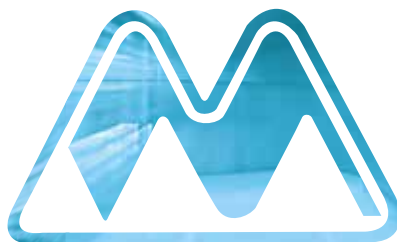
600
employees



98%
increase of employees
between 2010-2018



174%
overall growth
over the fiscal years
2010-2018



Continuous investment
> 110
million euros
between 2010-2019

Exports
have increased
x8
2010-2018

>1,0
million products
offered each year
to NGO's

Presence in
4
continents



Our Markets

The company began its export activities in the 90's. Believing that our global presence is an essential ingredient to our success, today, MEGA distributes its products in 4 continents.

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.



Sustainability

For MEGA, entrepreneurship and social responsibility go hand in hand. Corporate Social Responsibility is a key component of our culture and a vital part of our business.

Through our Corporate Social Responsibility Program's four key pillars of Market Place, Employees, Society and Environment, we have the opportunity to establish our presence as a «**responsible citizen**», contributing to the United Nations Sustainable Development Goals (SDGs).

Environment

At the 'heart' of our strategy for sustainable development is the commitment to manufacture our products with the least possible environmental impact. We plan, invest and work systematically to make the operation of our industrial unit more environmentally friendly. We have also been certified with the Environmental **System ISO 14001**. MEGA has been granted the **FSC** (Forest Stewardship Council) and **PEFC** (Programme for the Endorsement of Forest Certification) **Chain of Custody certification**. In addition the company received distinctions at **Waste & Recycling Awards 2017*** and Environmental Awards 2018, while was awarded in the category of sustainable growth at Hellenic Responsible Business Awards 2018 and 2019. MEGA also received the **Green Pass Certification** provided by the Public Power Corporation (PPC). The Green Pass assures that an equal amount of renewable energy is generated in PPC's Hydroelectric stations and is committed specifically to MEGA.





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)

Our company is against testing on animals.



Dermatologically Tested



Innovation

Innovation is embedded in the DNA of MEGA Disposables.

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.



100%
COT-COTTON-COTON
BAUMWOLLE-KOTTON
ALGODÓN

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, open briefs, bedpads.

Wet wipes

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

Family Care

Cotton wool, cotton buds.



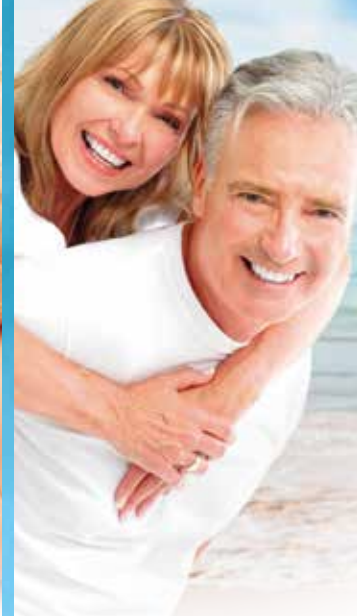
Woman



Baby & child



Family Care



Elderly



iasi



LAVEX
TOILET



Pom
Pon®
EYES & FACE

wet
hankies®

M
META

Tipers

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 and arnica, lavender and cotton extracts offer skin care and skin friendliness, all in a natural way.
- Special Wipes: Sneezies are wet wipes specially designed for cold relief. Extra soft 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 soft 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 and one more antibacterial agent, they kill bacteria and act effectively against H1N1 virus (tested in Pasteur Institute). Tested in compliance with the European Standards EN 1650, EN 1276, EN 1040, EN 14476, EN 1499.
- Toilet wet wipes. Offer extra skin hygiene and freshness.
- 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, featuring an extra dry topsheet and a discrete scent, for a unique feeling of freshness! Available in size: Normal.

- EveryDay Cotton Fresh pantyliners featuring a 100% cotton topsheet and a discrete scent. Available in sizes: Normal, Large, Extra Long.

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.

- Sensitive incontinence briefs. Disposable briefs, with Day & Night design for high absorbency also at nighttime. Available in sizes: Medium, Large, Extra Large.

- Sensitive pants. Elasticated incontinence disposable underwear (all-in-one pant). Available in sizes: Small, Medium, Large, 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.





organic
cotton

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No Harmful
Substances

Sensitive
concept

ecofriendly
compostable

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.

- **“Most Admired Companies”** in Greece - Fortune Magazine
- **“Top Manufacturing Export Company”** at Greek Export Awards 2016
- **“Top Greek Export Company”** at Greek Export Awards 2016
- **“True Leader” of the Greek economy 2018**, for 8 consecutive years
by ICAP* Group
- **“Growth Award 2016”** in the category Functional/Operational improvement
by Grand Thornton & Eurobank
- **“Zero Waste” Award** for Waste Management Program at Waste & Recycling Awards 2017
- **“Gold Award”** in Environmental Awards 2018

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



True Leader Award



Growth Award



Most Admired Companies in Greece



Top Greek Export Company



Top Branded Export Product



Gold Environmental Award



Social Responsibility Award



Environmental Award



Product Excellence Award



Product Excellence Award



OekoTex® Standard 100 Certificate



ISO 14001 Certificate



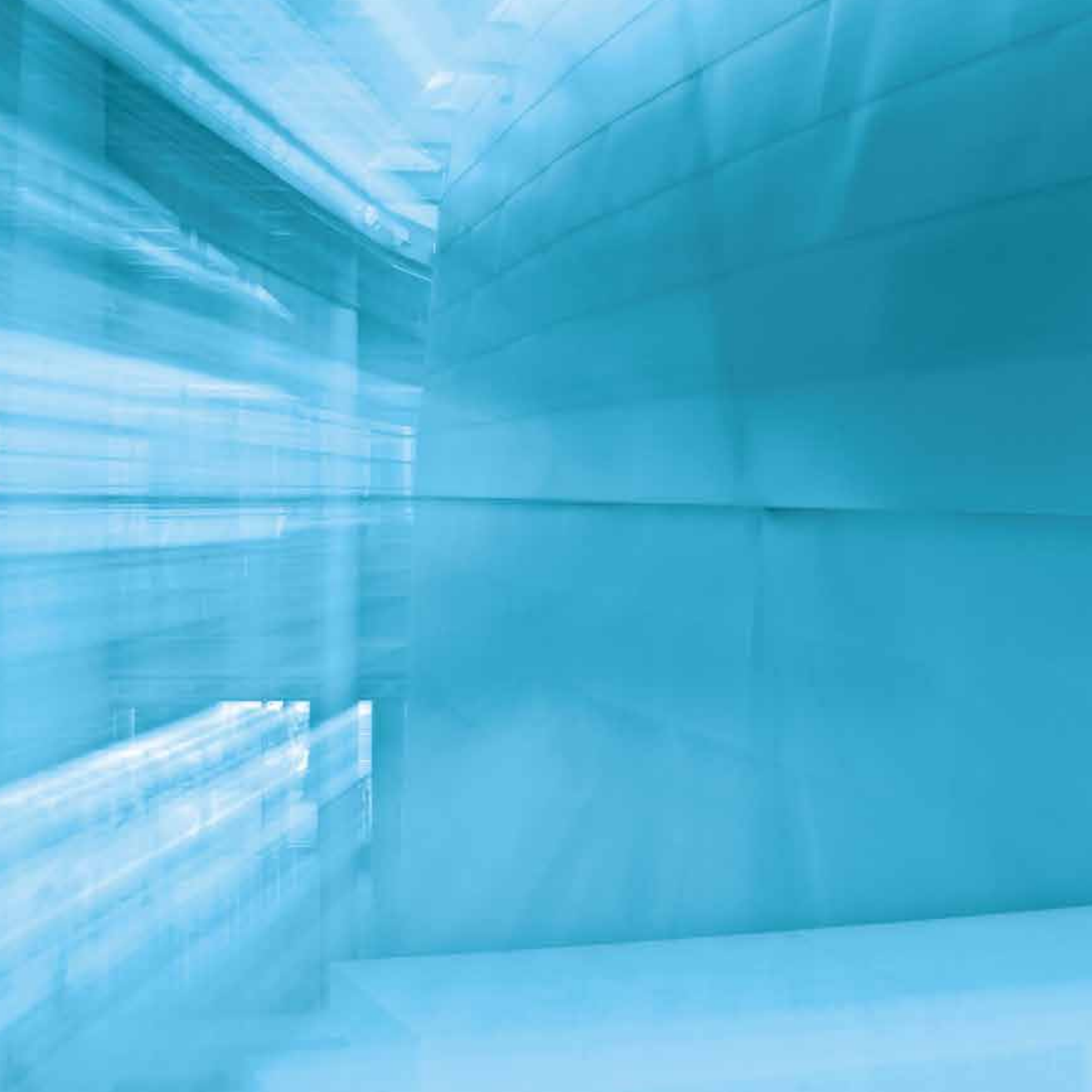
OHSAS 18001 Certificate



Top Manufacturing Export Company



Soil Association Organic Certificate





MEGA Disposables S.A.
Dekelias 148,
13678 Aharnes,
Greece

T : +30 2102419800

E : mega@megadis.gr

www.megadis.gr

