

# KATRADIS SUSTAINABILITY REPORT 2022



EST. 1936

KATRADIS GROUP OF COMPANIES







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## Message from the management

GRI 2-22



*“We will focus on enhancing the sustainability of our production, driving innovation for more effective products and investing in renewable forms of energy.”*

**Constantinos Katradis**  
Vice Prsident & CEO

**Dear colleagues and partners of Katradis Group,**

It is with great pleasure that I share my thoughts with you on the significant concept of Sustainable Development and how it forms a fundamental pillar of our strategy.

Sustainable Development shapes, not only the course of our business model, but also the way we influence the world around us. It is not only an obligation but also an opportunity for us to play an active role in safeguarding the environment, promoting social justice and fostering the sustainable growth of the communities we collaborate with.

Our most significant achievement as a Group is the choice to embed the principles of Sustainable Development at the core of our operations. This decision has highlighted our ability to innovate, adapt our practices and respond to the changes in our environment.

However, we are not oblivious to the challenges that lie ahead. The demands of modern entrepreneurship are multifaceted and require a holistic approach. Nonetheless, I am profoundly convinced that our dedication to Sustainable Development will act as a catalyst for our innovation and growth.

In this spirit, I want to emphasize our key purposes and objectives for the next three years. I thank you for your support as we continue to progress towards a sustainable and human-centered future journey.

Sincerely,  
**Constantinos Katradis**  
Vice Prsident & CEO



## About this report

GRI 2-2, 2-3, 2-4

### Katradis Group 2022 Sustainability Report: Navigating Towards Sustainable Development

This Report constitutes the 1st Sustainability Report of Katradis Group. Through this report, we aim to transparently inform our stakeholders about our strategy, our business goals and performance in material issues on the Group's Sustainable Development, for the period 1.1.2022 - 31.12.2022. We recognize the need to be accountable for our business practices and to continually improve our sustainability performance. Whether it's reducing our environmental footprint, promoting ethical business practices, or investing in community engagement, we are dedicated to playing our part in building a more equitable and environmentally responsible world.

With the terms “Katradis Group of Companies” or “Katradis Group” or “Group” we refer to the entities Katradis Marine Ropes Industry S.A. and Katradis VEPL S.A. for the purpose of this Sustainability Report. Separate audited financial statements for the two entities are filed on public record. Performance results at top level are calculated by consolidating (sums of relevant indices) the individual data obtained from the two companies.

The Report has been prepared with reference to the [Global Reporting Initiative](#) (GRI) Standards 2021 and to the [17 United Nations' Sustainable Development Goals](#) (SDGs). Global Reporting Initiative (GRI) is the independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts.

The content of this report is driven to a great extent by the most important Sustainable Development issues for our Group, which were defined by our materiality analysis, after thoroughly examining our value chain and stakeholder consultation.







This report has been prepared by the Sustainability Committee of Katradis, which consists of:

- Elia Lappa, HSSQE (elappa@katradis.com)
- Angelos Kartalos, Business Analyst (akartalos@katradis.com)
- Manolis Markakis, Plant Manager (factory-markakis@katradis.com)
- Maria Inglezou, ESG Assistant (info@katradis.com)

with the support of the fully independent companies, E-ON Integration S.A. and OneTeam S.A. acting as advisors, assisting in the execution of materiality analysis, assembling the information (quantitative and qualitative indicators with reference to GRI) and drafting the report.

All information and data in this Sustainability Report have been gathered, compiled and checked, reviewed and approved by the Sustainability Committee of Katradis Group to ensure the correctness of the disclosed information and reported to the Board of Directors (the Board). The financial data in the Report are based on the annual financial reports of the two reporting companies (Katradis A.V.E.E., Katradis VEPL S.A.) issued by external consultants and are expressed in Euros (€).

The financial results presented, refer to the operation of the two entities, in Greece and abroad.

This marks the inaugural release of a Sustainability Report by Katradis Group and as such, there are no restatements of any information regarding the methodology, data and the nature of the business.

The presentation and calculation of the data included in the Report follows the definitions and the methodology described in the respective GRI Standards. Furthermore, many of our disclosed data derive from our ISO external audited reports. Katradis Group is ISO 9001 & ISO 14001 certified and under preparation for ISO 45001, ISO 14064 and ISO 27001.

For any issue regarding this Report, as well as for any issue on Sustainable Development in relation to Katradis Group, all our Sustainability Committee members would gladly receive your feedback.





## Financial Performance



**42,2 million €**

value generated in total both companies  
35% increase compared to 2021 (€)

**23 million €**

sales abroad in 2022

**4,2 million €**

spending in personnel wages and benefits  
14,4% increase compared 2021

## Services



**1.379 tons**

of wire ropes processed

**2.114 tons**

of synthetic ropes produced

**30,8%**

Total year Wire Ropes production Increase

**4,5%**

Total year Synthetic Ropes production Increase

**100%**

Repeating orders

**26,6%**

New customers increase in Katradis A.V.E.E.

## 2022 Highlights

### Environment



**3,7%**

decrease in raw plastic materials

**4,1%**

decrease in energy consumption  
within the Group

### Governance



**20%**

women representation in BoD

**0 violations**

of human rights

**0 breaches**

IT security

**135.000 €**

investments in Digital Transformation

## Social Responsibility



**7%**

increase on the number of employees

**100%**

full-time and indefinite duration employment contracts

**17%**

employees under 30 years old

**24%**

employees over 50 years old

**14,3%**

increase in female employees

**Zero** fatalities

**Zero** Severe Incidents/Accidents

**x2 increase**

in spending for training compared to 2021

**11.996**

total hours training

**77%**

of employees from local society

**Donations in 19** organizations

\*Consolidated data for Katradis Group  
\*\* All indices compared to 2021 performance





# Katradis Group

A long and distinguished history

Historical timeline

Extensive Expertise

Innovative Cadmium Free eco-Anodes

Expansion and new facilities

Worldwide Network-Just in Time to just in case

Our mission and vision

Our values

Our memberships, associations, exhibition participations and awards

Our Activities and Value Chain

Creating value







## A long and distinguished history

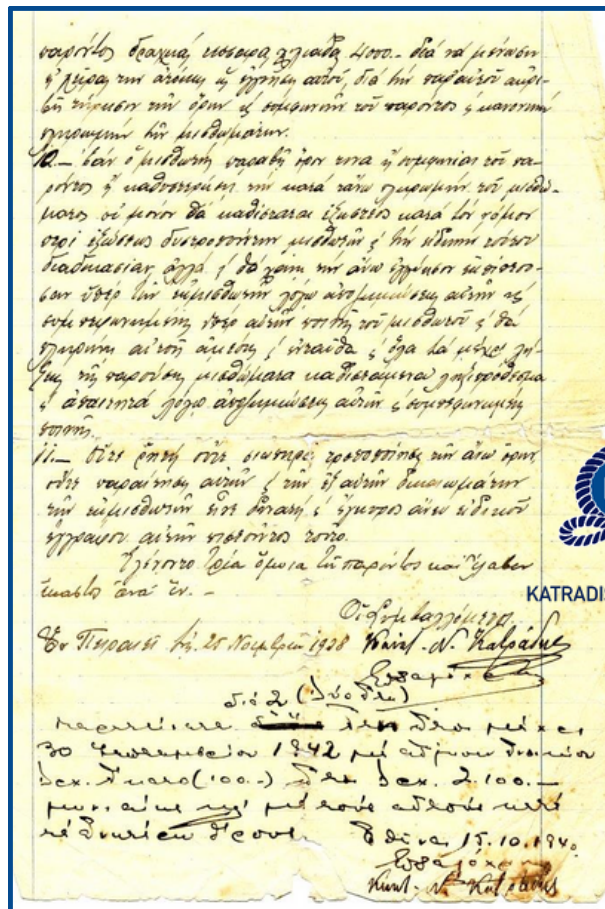
GRI 2-1

Katradis Group of Companies is an established manufacturer of marine and offshore products with a strong presence in the marine industry since 1936. Its long history, spanning more than eight decades, has provided Katradis with a high level of technical expertise, continuous support services and manufacturing quality, making it the preferred supplier to all major shipping companies worldwide.

KATRADIS MARINE ROPES INDUSTRY S.A. was founded in 1989 (hereafter Katradis A.V.E.E.) and KATRADIS VEPL S.A. (hereafter Katradis VEPL) was founded in 1981. Both entities are officially registered in the Greek business records.

Katradis is more than just a leader in the marine industry. We are also the ultimate destination for the world of yachting. Our two exclusive yachting shops, strategically located in the center of the maritime world, offer a comprehensive range of products and accessories catering to the needs of small yachts to mega yachts. Greece, known for its timeless beauty and crystal-clear waters, stands as a key global destination for yachting. At our shops, we understand the discerning requirements of yachting enthusiasts.

The headquarters of Katradis Group are located in Psaron 11 & Anapafseos str., 186 48, Piraeus, Greece. Our facilities also include the production factory (Katradis rope factory, 69.2 km Athens - Lamia National Rd, Schimatari 320 09, Greece).



The First Contract of Katradis Group (1928).



The First building of Katradis VEPL.



CAVO YACHTING Flisvos  
(Flisvos Marina, Building 4, 17561 Paleo Faliro, Greece)



Katradis A.V.E.E. production factory in  
Schimatari

Currently, in the hands of the third-generation member of the Katradis family, the company has since then become a pioneer in the field of manufacture of ropes and sacrificial anodes for ultimate corrosion protection, serving the marine industry as well as the sectors of offshore, aquaculture, fishing, yachting, port development & infrastructure.





## Historical Timeline

01

1936

Established in 1936 as "Katradis Marine ropes" in Piraeus. Sells quality ropes to the fishing boats and to the agriculture industry.



03

1946

We distribute the first mooring rope on passenger vessel.



05

1963

Katradis started equipping the marine industry with synthetic ropes.



02

1944

We create the first braided "double twisted" rope. The absolute rope for sponge divers. The "double twisted" rope is still sold and used today!



04

1953

We supply the first mooring rope to the commercial steamship "Astypalaia" of shipowners A. Angelikousis, D. Efthimiou and P. Kaloudis.



06

1965

We started the global network.







## Historical Timeline

07

1968

Katradis supply the first anodes to commercial vessel.



08

1968

We supply the first wire ropes for the marine industry.



09

1970

Katradis develops the all time classic synthetic mooring rope "NIKA®-CORD", a major innovation for the next generation mooring ropes.



10

1997

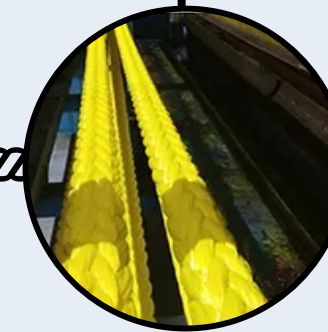
Katradis develops the Siri® High Performance mooring ropes.



11

2010

Katradis develops the Linear Structural Preformation for Siri® High Performance mooring ropes.



12

2017

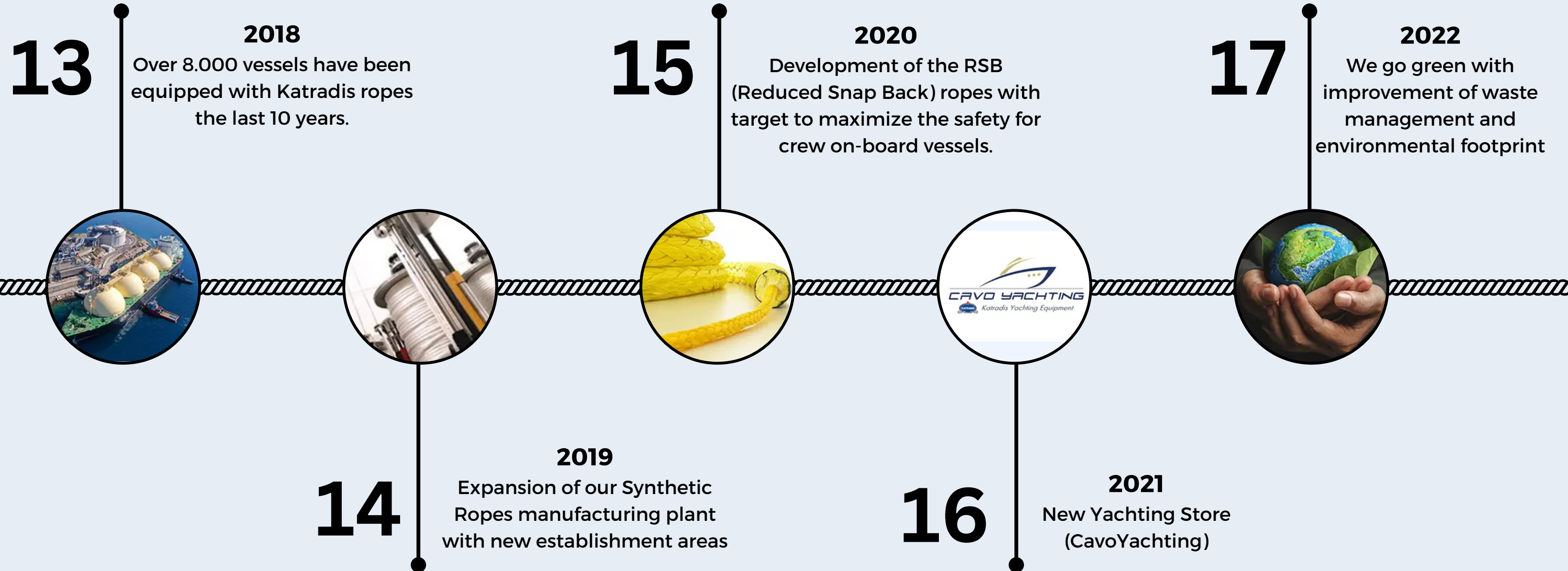
We develop the first LCP mooring rope with Vectran fibers.







## Historical Timeline





## Extensive Expertise

Over the years we have developed extensive expertise in the design and development of synthetic mooring ropes, which are our mainline products. Our rope factory in Greece, whose site covers an area of 30000 m<sup>2</sup>, is one of the most technologically advanced factories in Europe, manufacturing top-quality ropes such as Double braided, Siri UHMWPE (ULTRA High Molecular Weight Polyethylene), Aramid, LCP (Liquid Crystal Polymer) and others.

Following the market demand, our company, also manufactures zinc and aluminum sacrificial anodes such as Hull anodes, Tank anodes, Pit guard anodes, all of which are made in our highly specialized foundry.



## Innovative Cadmium Free eco-Anodes

At Katradis we are committed to environmental sustainability and we have achieved, in collaboration with the National Technical University of Athens, the development of a novel zinc anode alloy devoid of cadmium. This achievement was guided by our valuable insights and facilitated by a series of experiments conducted within our R&D department.

By eliminating cadmium, we ensure Eco-friendly corrosion protection for vessels. Through advanced research and collaboration, our innovative alloy guarantees enhanced performance and compliance with strict environmental standards.





## Expansion and new facilities

Katradis Group has consistently demonstrated its dedication to growth and innovation by continuously investing in state-of-the-art premises and cutting-edge equipment. In our last expansion to support our growing operations, we have invested approximately 6.000.000 € for the establishment of new facilities and the acquisition of new machinery.

The expansion is expected to be completed in 2023.

This investment not only underscores our commitment to meet increasing market demands but also our pledge to ensure that our growth aligns with our sustainability goals.

For this expansion, we have actively engaged with the local communities where our new facilities are located. Moreover, committed to environmental stewardship, we follow environmentally responsible construction practices ensuring that nearby communities and natural habitats will not be harmed. Our expansion efforts align seamlessly with our broader sustainability goals and by expanding our operations, we are contributing to economic growth and job creation in the region where we operate.

**6.000.000€ invested**  
for the establishment of new  
facilities and the acquisition of new  
machinery





## Worldwide Network

Just in time to just in case

Nowadays, the Group's global network of over 70 storage points supplies more than 10.000 ships with Katradis mooring ropes and other maritime products such as wire ropes, anchors and chains, anodes for cathodic protection, vessel deck equipment, lashing and aquaculture equipment, riggings and yachting equipment, in all major ports of the world.

Katradis Group has expanded its activities in China, Singapore, the United Arab Emirates, the United States of America, Turkey as well as Greece. The establishment of Katradis Singapore, Katradis United Arab Emirates, Katradis USA, Katradis China, and Katradis Turkey demonstrates our active strategy in meeting the evolving demands of the market.

Katradis, also produces worldwide with its own specifications for promptly serving our client ships which is very important for the marine industry.

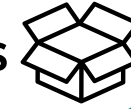
### Service Points at Major Ports Around the World

- **Africa:** Egypt (Alexandria, Port Said, Suez) | South Africa (Durban, Cape Town, Port Elizabeth)
- **Asia:** Singapore (Singapore) | Korea (Busan) | China (Hong Kong, Shanghai, Qingdao, Zhenjiang & other ports)
- **Europe:** Belgium (Antwerp, Zeebrugge) | Germany (Hamburg) | Netherlands (Rotterdam, Amsterdam) | Spain (Algeciras, Cadiz) | Turkey (Istanbul) | Bulgaria (Varna) | Cyprus (all ports)
- **Middle East:** U.A.E. (Fujairah, Dubai)
- **North America:** Canada (Montreal) | USA (Houston, New Orleans, New York, Los Angeles)
- **Central America:** Panama (Panama)

4 Continents



170 Products



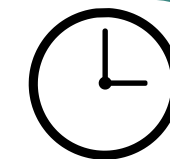
16 Countries



### Katradis Worldwide Network



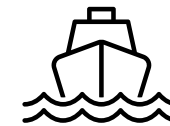
87 Years in the marine industry



38.715 Marine products produced



10.046 Vessels



73 Service points







## Our mission and vision



### Mission

Our mission is to be a trusted and reliable manufacturer of high-quality marine supplies, serving the needs of the marine, offshore, towing, yachting and construction industries around the world. We are committed to delivering superior products and exceptional customer service, ensuring the safety, the efficiency and the compliance of every requirement.



### Vision

With nearly a century of experience in the marine industry, our vision is to continue leading the way into the future, shaping the next era of maritime innovation and sustainability.

As we approach our 100th year, our vision is determined and it is not just about the next hundred years, it's about the next hundred years of excellence, innovation and environmental stewardship. We're ready to navigate the seas of the future and we invite you to join us on this remarkable journey. We are committed to staying true to our principles while adapting to the ever-evolving needs of the maritime world.



## Our values

### Differentiation is crucial for a company to stand out in a competitive market



#### Sustainable and Ethical Practices

Sustainable and ethical practices are at the heart of our business philosophy. We recognize that our actions have a lasting impact on the environment, society and the well-being of future generations. That's why we've made a conscientious commitment to operate in a manner that preserves the planet's resources and respects the rights and dignity of all stakeholders. We believe that conducting business ethically is not just a moral obligation; it's a foundation for building trust, fostering long-term relationships and ensuring our success is a force for positive change. As a result, we are committed to sustainability, ethical sourcing and corporate social responsibility.



#### Engagement in Local Communities

Engagement in local communities is essential for our corporate identity. We recognize that our presence extends far beyond our business operations and we are deeply committed to being responsible and supportive neighbors. As a result, we actively engage with and contribute to local communities through philanthropy, volunteering, or support for local causes.



#### Exceptional Quality and Performance

Exceptional quality and performance are the cornerstones of our commitment to excellence. We focus on superior quality, reliability and performance, to ensure customers receive a product or service that exceeds their expectations. Our pursuit of excellence extends to every aspect of our operations, from customer service and product development to environmental sustainability.



#### Outstanding Customer Service

Katradis Group provides exceptional customer service by going above and beyond to meet customer needs and create a positive and memorable customer experience. We firmly believe that every interaction with our customers is an opportunity to create memorable and positive experiences. Our dedicated team is committed to going above and beyond to meet and exceed the needs and expectations of our valued clients.



#### Continuous Improvement and Adaptability

Continuous improvement and adaptability are the driving forces behind our success. We understand that the world is in a constant state of change and we embrace it as an opportunity for growth. Our commitment to continuous improvement means that we are always searching for better ways to serve our customers, enhance our products and optimize our processes. By staying agile and open to change, we remain at the forefront of our industry, ready to meet new challenges and seize emerging opportunities. We showcase a commitment to continuous improvement, adaptability to market trends and agility in responding to changing customer needs and preferences.





## Our memberships, associations, exhibition participations and awards

GRI 2-28

Katradis is a member of Eurocord, Cordage Institute, H.I.M.T. (Hellenic Institute of Marine Technology), ETA (European Tugowner Association), OIPEEC (Organisation International Pour L'étude de Cables), ISSA (International Ship Suppliers Association), Intercargo (International Association of Dry Cargo Shipowners), Helmepe (Hellenic Marine Environment Protection Association), Elldika mas.

We are also members of SEV (Hellenic Federation of Enterprises), EVEP (Chamber of Commerce and Industry of Piraeus), PSEPE (Hellenic Association of Ship Suppliers & Exporters), SVSE (Association of Industries of Central Greece), SEVK (Hellenic Association of Textile Industry).

Our dedication led the Group to receive an honorary distinction from the Port Captain's club, acknowledging our practices and from the National Merchant Marine Academy of Hydra acknowledging our continuous support to the institution.

These honors reflect our ongoing pledge to ethical and sustainable practices and we are determined to leverage them as stepping stones for further impactful initiatives in the years to come.

At Katradis, we collaborate with renowned institutions and universities such as Chemnitz University of Technology, University of Stuttgart and the National Technical University for various projects.

This strategic partnership with esteemed academic and research organizations enhances our capabilities and enables us to engage in diverse projects at the forefront of innovation and technology.

Katradis Group, consistently demonstrates its active engagement in the industry by regularly taking part in exhibitions, including notable events like Posidonia and SMM in 2022.



Anodes presentation at the Naval Architect's Club in Piraeus





## Our memberships, associations and awards

We are a member of



**H.I.M.T.**  
HELLENIC INSTITUTE  
OF MARINE TECHNOLOGY



PIRAEUS CHAMBER OF  
COMMERCE & INDUSTRY



**INTERCARGO**  
International Association of Dry Cargo Shipowners



•HELMEPA•



**OIPEEC**



Hellenic Federation of Enterprises



HELLENIC SHIP SUPPLIERS  
& EXPORTERS ASSOCIATION







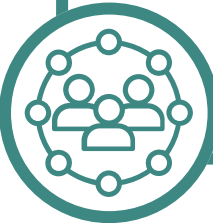
## Our memberships, associations and awards

### Participated in

Maritime  
Future  
Summit



Posidonia  Ποσειδώνια  
The International Shipping Exhibition



### Honored by



Port Captain's club

National Merchant Marine Academy  
of Hydra



### Collaborated with



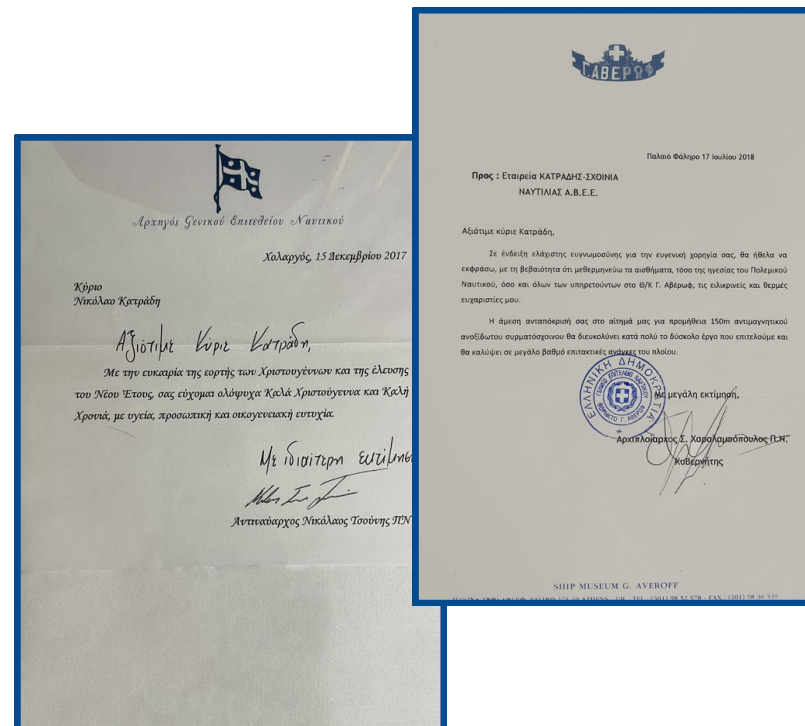
National  
Technical  
University  
of Athens



CHEMNITZ UNIVERSITY  
OF TECHNOLOGY



University of Stuttgart  
Germany





## Our Activities and Value Chain

GRI 2-6

Katradis Group is renowned for its strong exporting character, which significantly contributes to its reputation in the global maritime industry. As a leading manufacturer of high-quality marine ropes and related equipment, Katradis emphasizes on expanding its international presence through a robust export strategy. This strategy is centered around offering a diverse range of products that meet various international standards and requirements, ensuring compatibility with global marine practices.

Katradis' commitment to quality and innovation has been instrumental in building trust with clients worldwide. This trust is bolstered by the company's adherence to rigorous quality control processes and certifications like ISO standards, which resonate with international customers looking for reliable and safe marine solutions.

Furthermore, the company's global distribution network is a key aspect of its export character. With a presence in numerous countries, Katradis ensures prompt and efficient delivery of products to its international clientele. This network is supported by strong logistics capabilities and an understanding of various regional market dynamics, enabling the company to effectively meet the demands of customers across different geographies.



70% of Group's revenue from export activities

### Sectors

The sectors and the core business activities in which the Katradis Group operates are:

**Marine**  
(Shipping, Offshore, Towing)



**Shipbuilding**  
(We collaborate with shipyards and ship repair yards worldwide)



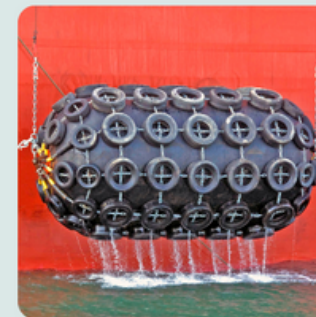
**Cathodic Protection**  
(Shipping, Offshore and Constructions)



**Port Equipment & Infrastructure**



**Vessel Ship to Ship Equipment**



**Fishing/Aquaculture**



**Yachting/Sailing**



**Training to maritime companies**





## Our Activities and Value Chain

GRI 2-6



**Katradis A.V.E.E. specializes in the design, manufacturing and sale of synthetic ropes and sacrificial anodes catering to ships and offshore platforms.**

Additionally, the company manages a global sales network, offering steel wire ropes, marine paints, anchors, anchor chains, accessories, safety ladders, fenders, bollards, yachting equipment and various general marine supplies. Notably, the company extends its services to include after-sales technical support, as well as inspection and testing of towing, lifting, supporting and mooring equipment. This comprehensive range of products and services underscores Katradis A.V.E.E.'s commitment to providing high-quality solutions and support across the marine industry.



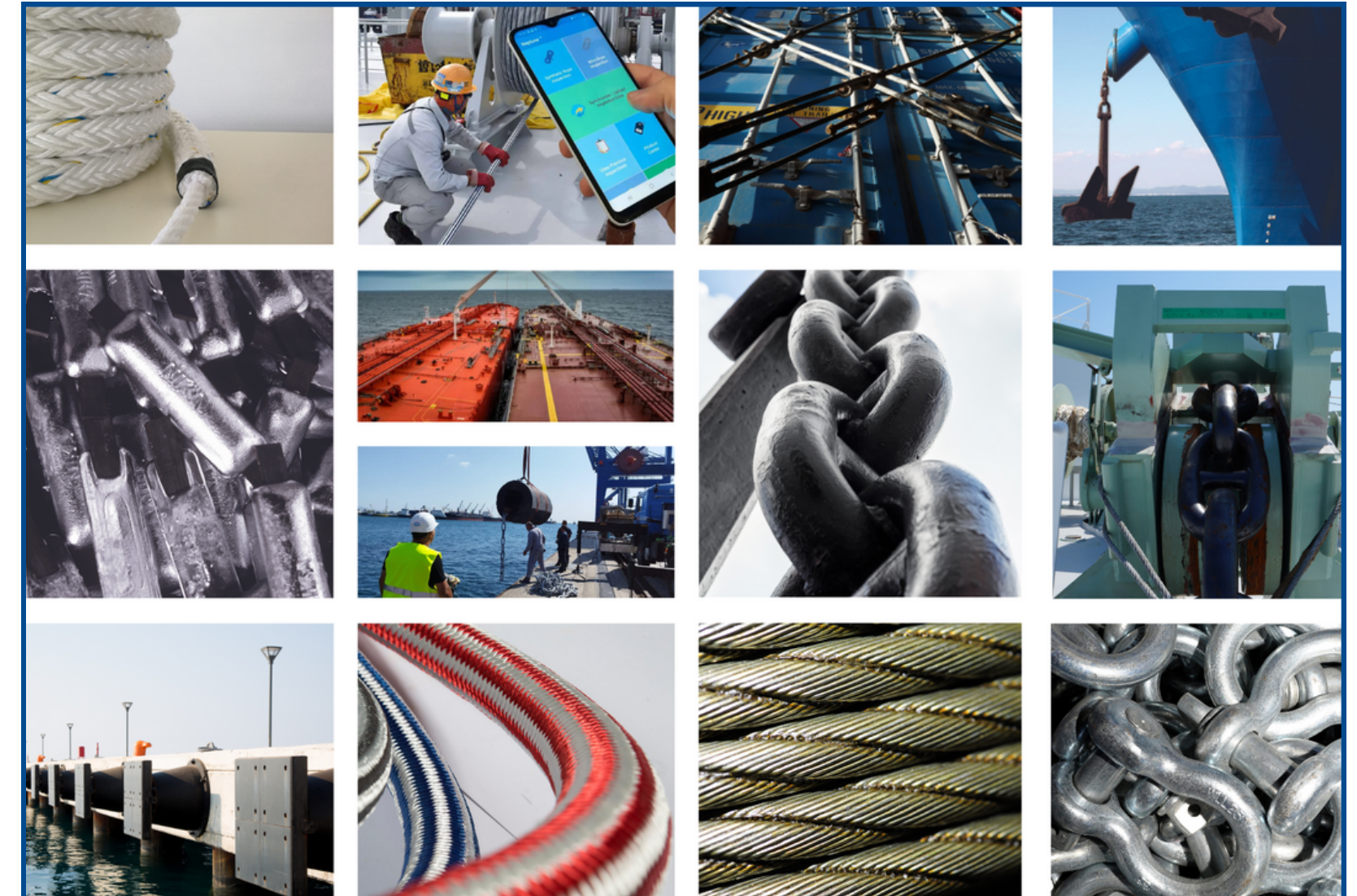
**Katradis VEPL S.A. is a major service provider in the maritime industry, offering fabrication and assembly solutions for steel wire ropes and CE lifting slings, port equipment & infrastructure and deck equipment.**

The company operates a global trading and sales network, supplying a wide range of products including steel wire ropes, synthetic ropes, slings, chains, marine accessories, deck equipment, beacon buoys, harbour signaling lights, anti-pollution equipment, safety ladders, fenders, bollards and general marine equipment. Furthermore, the company is dedicated to providing exceptional after-sales technical support and conducting thorough inspections and testing of towing, lifting, supporting and mooring equipment. This holistic approach ensures the company's commitment to delivering quality, safety and reliability across all aspects of the maritime industry.

We are following strict and specific procedures as per the OCIMF Regulations and Recommendations for the production and supply of mooring ropes (either conventional or high performance) for the tanker vessels that we are serving daily worldwide. We are serving around 1350 tankers worldwide. Our long service life of our ropes results in the reduction of the operational cost of our clients' fleets.

## Products

Products manufactured and supplied by Katradis Group include Synthetic Mooring Ropes, Wire Ropes, Anchors, Anchor Chains, Sacrificial eco-Anodes, Vessel Deck Equipment, Lashing Equipment, Rigging, Port Infrastructures, Aquaculture products, Yachting and Sailing equipment.





## Our Activities and Value Chain

GRI 2-6

### Products by Company



#### KATRADIS MARINE ROPES INDUSTRY. S.A.

- **Synthetic mooring ropes** (Siri High Performance Ropes, High Quality Ropes made from PP, PES, NYLON, MIXED PES-PP, Mooring Tails, Rope Protectors, Rope Accessories),
- **Wire ropes** (standard wire ropes, compacted wire ropes, rotation resistant),
- **Anchors and chains**
- **Sacrificial anodes for cathodic protection** (Hull Cathodic Protection, Tank Cathodic Protection, Bolted Hull Cathodic Protection, Round Cathodic Protection, Custom Cathodic Protection)The above categories **can be either aluminium or zinc.**
- **Vessel deck equipment** (panama chocks, Bollards, Fairleads, Emergency Towing, Smit Brackets, Chafing chains)
- **Lashing equipment** (twist lock, lashing bars, turnbuckles, sockets, stackers, lashing eye plates, operating rods, storage bins)
- **Riggings** (NIKA-Siri Fall Prevention Device, Shackles, Slings)
- **Port infrastructure** (Cylindrical Fenders, Unit Element Fenders, Arch Fenders, D-Fenders, Pneumatic Fenders, Foam Fenders, Cone Fenders, Cell Fenders, Bollards, Buoys, Floor Standing Dispensers)
- **Aquaculture** (Fiber ropes, Aquaculture Nets, Steel Chains, Aquaculture Shackles, Antifouling, Solar Marine Lights, Rope Drivers for fish farms)
- **Yachting and sailing** (Mooring Ropes, Sailing Ropes, Yachting Anodes, Cavo Yachting Equipment)



#### KATRADIS VEPL S.A.

- **Steel wire ropes and slings**
- **Vessel deck equipment** (panama chocks, Bollards, Fairleads, Emergency Towing, Smit Brackets, Chafe chains)
- **Lashing equipment** (twist lock, lashing bars, turnbuckles, sockets, stackers, lashing eye plates, operating rods, storage bins)
- **Riggings** (NIKA-Siri Fall Prevention Device, Shackles, Slings)
- **Port infrastructure** (Cylindrical Fenders, Unit Element Fenders, Arch Fenders, D-Fenders, Pneumatic Fenders, Foam Fenders, Cone Fenders, Cell Fenders, Bollards, Buoys, Floor Standing Dispensers)





# Our Activities and Value Chain

GRI 2-6

## Supply/Value Chain

A fundamental objective of the Katradis Group is to advance sustainability across all facets of our operations. We allocate resources towards enhancing our supply chain and ensuring the provision of conscientious products and services.

### Upstream

We prioritize collaborating with suppliers that align with our specific requirements and objectives. Our main goal is to engage with industry-leading suppliers who excel in their respective domains. Building and nurturing strong relationships with our suppliers and subcontractors is a core value for us. We actively work towards establishing strategic partnerships that not only enhance value but also foster innovation within our operations.

Our main types of suppliers fall under the following categories:

- Raw Materials suppliers
- Rope Machinery suppliers
- Testing equipment suppliers
- Commodity suppliers
- Office equipment suppliers

### Downstream

Our downstream activities are not only vital components of our value chain but also reflect our client-centric approach. These activities encompass a range of client-focused endeavors that extend beyond production. We take pride in diligently distributing our sustainable products to various markets, ensuring accessibility and convenience for our valued clients. Our attentive after-sales support, which includes exceptional customer service and technical assistance, underscores our dedication to building enduring relationships. Moreover, we consistently seek to understand and address our clients' evolving needs through market research, enabling us to tailor our offerings and meet their preferences.

- Distribution and Logistics
- Clients
- Business Community
- After-Sales Support
- Local society
- Recycling and Disposal
- Market Research





## Input



### Financial Capital

- 31,9 million € total capital



### Human capital

- 168 employees
- 14,3% increase in female employees
- 11.996 total hours employee training



### Social Capital

- 77% employees from local society
- 2.500 suppliers



### Physical Capital

- 1.819 MWh Energy Consumption



### Intellectual Capital

- 135.000 € investments for Digital Transformation

## Creating value

GRI 201-1

A fundamental objective of the Katradis Group is to advance Sustainability across all facets of our operations. We allocate resources toward enhancing our supply chain and ensuring the provision of conscientious products and services.

### Upstream

### Core

### Downstream



### Business Values



- Exceptional Quality and Performance
- Outstanding Customer Service
- Sustainable and Ethical Practices
- Engagement in Local Communities
- Continuous Improvement and Adaptability

### Sustainability Strategy

#### Environmental Stewardship



#### Product Quality and Safety



#### Economic Resilience



#### Social Responsibility



#### Innovation



**6 million € investment in New Facilities and Equipment**

## Output



### Financial Capital

- 42,2 million € value generated
- 2.493 clients



### Productive Capital

- 1.379 tn wire ropes processed
- 2.114 tn synthetic ropes produced
- 90,6 tn anodes produced



### Physical Capital

- 100% of waste managed



### Human Capital

- 4,2 million € in employee wages and benefits
- of 100% Employees on indefinite term contracts



### Social Capital

- Donations in 19 organizations
- 1,6 million € taxes to state





# Creating value

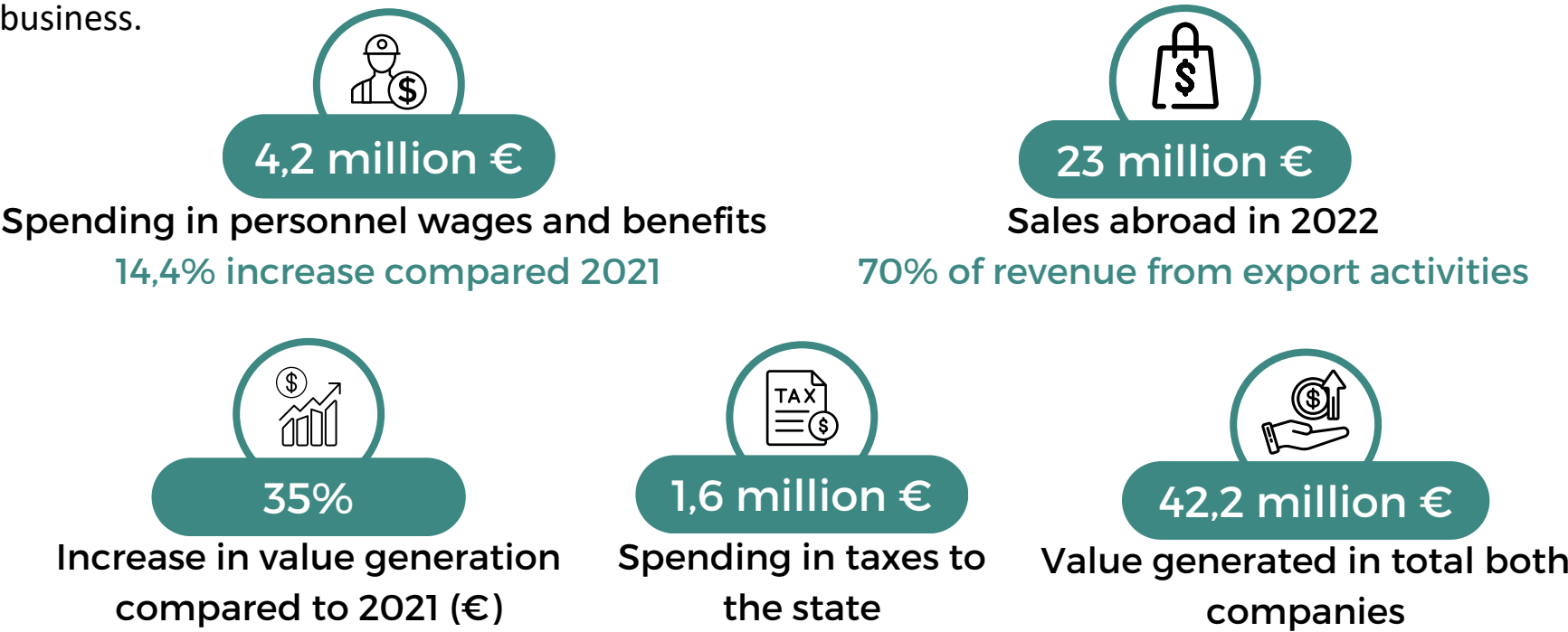
GRI 201-1

## Direct economic value generated and distributed

The creation of Katradis Group value is a dynamic, ongoing and multifaceted process and involves various elements and strategies. It encompasses both tangible and intangible factors. We adopt a well-rounded and holistic approach to these factors, which is essential for long-term value creation and sustainability.

Katradis Group generates value through its upstream and downstream activities, from importing raw materials and goods, to building and supplying robust and reliable products worldwide. The direct economic value generated and distributed indicates the wealth that we create through our operations and the subsequent allocation of our revenues to our stakeholders. We distribute value to a wide range of stakeholders, which include our employees, suppliers, contractors, service providers, government authorities and local communities.

The difference between the value created and the value distributed is the economic value retained, which indicates the amount of value that can be used to further develop our business.



	Amounts in Euros (€)	
Direct economic value generated (EVG)	42,2 million	
Direct economic value distributed		
Operating Costs	32,4 million	77% of EVG
Employee wages and benefits	4,2 million	10% of EVG
Payments to providers of capital	0,5 million	1% of EVG
Payments to government	1,3 million	3% of EVG
Total economic value distributed	38,4 million	91% of EVG <sup>(1)</sup>

(1) Extremely high percentage back to stakeholders.

We are committed to increasing the value created and distributed to our stakeholders, as well as to maintaining a high level of transparency and integrity when it comes to information disclosure.

We used information from the audited Financial Statements to prepare our disclosures with reference to the GRI recommendations. Results at top level are calculated by consolidating the data (sums) obtained from the two companies. Separate audited Financial Statements for Katradis A.V.E.E. and Katradis VEPL are available on public domain.

In 2022, the value generated by the Group accounted for 42,2 million €, the value distributed was 38,4 million € and the value retained was 3,8 million €. The following table is a summary of key performance indicators at Group Level regarding productivity and return of value to Stakeholders.



## Detailed Economic Value Generated and Distributed by company, in €.



	Katradis A.V.E.E.		Katradis VEPL		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
<b>Value Generated<sup>(1)</sup></b>	23.168.403	30.969.135	8.106.743	11.226.862	31.275.146	42.195.998
<b>Value Distributed</b>						
Operating Costs <sup>(2)</sup>	16.385.455	23.277.660	6.220.793	9.161.780	22.606.248	32.439.440
Employee wages and benefits <sup>(3)</sup>	2.848.006	3.358.166	767.590	834.241	3.615.596	4.192.407
Payments to providers of capital <sup>(4)</sup>	326.801	326.968	162.239	140.586	489.041	467.554
Payments to government <sup>(5)</sup>	843.007	983.749	235.997	273.242	1.079.004	1.256.991
<b>Total</b>	20.403.269	27.946.542	7.386.620	10.409.849	27.789.889	38.356.392
<b>Value Retained</b>	2.765.134	3.022.593	720.123	817.013	3.485.257	3.839.606

(1) The amounts shown in the table are derived from the separate financial statements for the fiscal years 2021 and 2022 of Katradis A.V.E.E. and Katradis VEPL. In addition, the amounts have been calculated in accordance with the requirements of GRI 201-1 disclosure.

(2) Excludes payroll costs.

(3) Not included in operating costs. Includes wages, social contributions and other benefits to employees.

(4) Includes interest on all forms of debt and borrowing (short and long term).

(5) Includes corporate income and property taxes, to central and local governments





# Our Strategy, Policies and Practices

Sustainability Strategy

Our Business Objectives

Our Policies and Practices





# Our Strategy, Policies and Practices

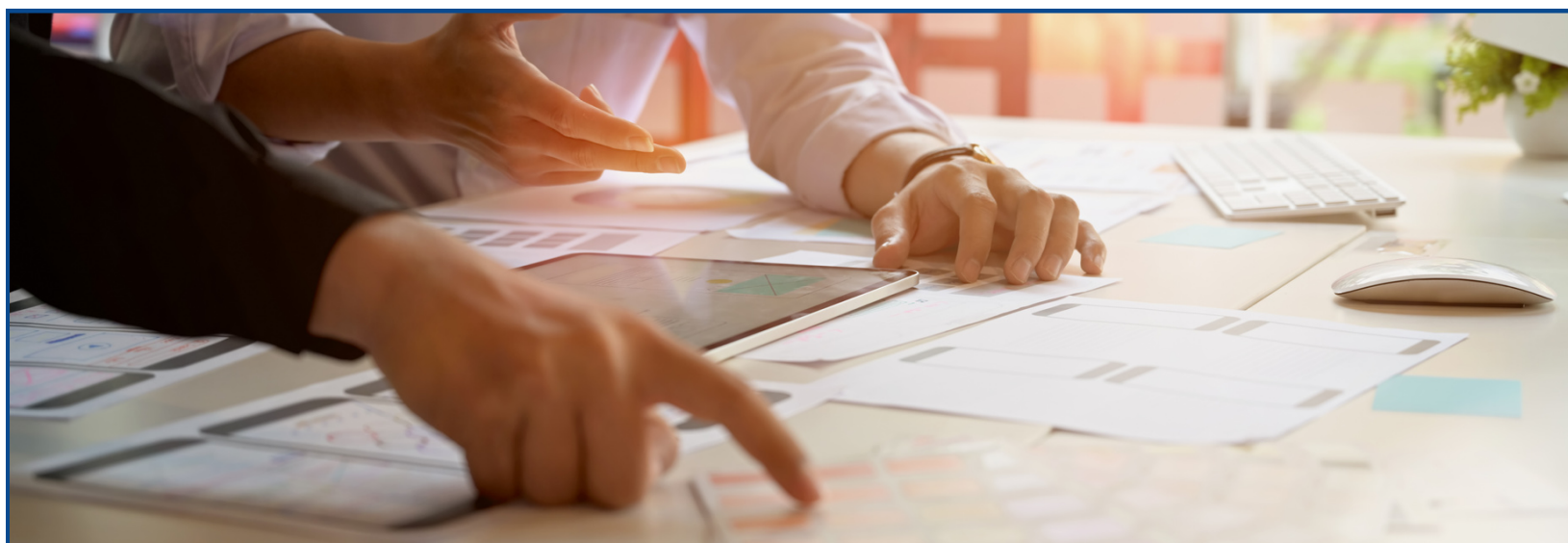
GRI 2-23, 2-24

## Sustainability Strategy

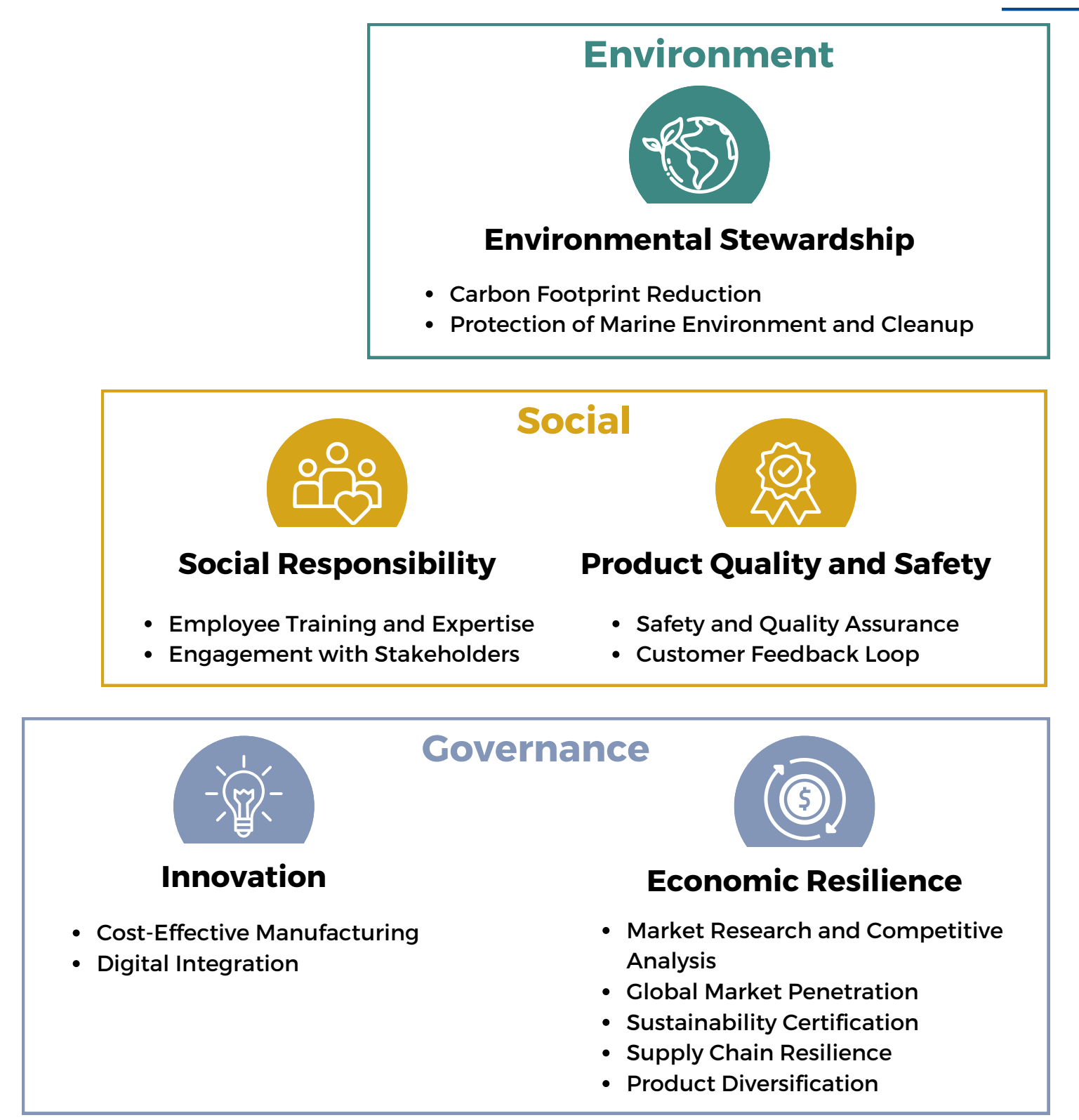
Sustainable Development shapes, not only the course of our business model, but also the way Katradis Group influences the world around it. Sustainability for us is not an obligation but an opportunity to play an active role in safeguarding the environment, promoting social justice and fostering the sustainable growth of the communities we collaborate with.

Our Sustainability Strategy embeds the principles of Sustainable Development at the core of our operations and enhances our ability to innovate, adapt our practices and respond to the changes in our environment.

However, the demands of modern entrepreneurship are multifaceted and require a holistic approach. Our Strategy and our dedication to Sustainable Development will act as catalysts for our innovation and growth. In the next years, Katradis Group will focus on enhancing the sustainability of our production, driving innovation for more effective products and investing in renewable forms of energy.



Strategic Pillars





# Our Strategy, Policies and Practices

GRI 2-23, 2-24

## Our Business Objectives

Sustainability targets in the business environment are a vital component of responsible and forward-thinking organizations. These targets represent our commitment to environmental, social and economic stewardship. We set ambitious sustainability goals to reduce our carbon footprint, conserve natural resources, promote ethical and fair business practices and positively impact our communities.

Our targets drive innovation, inspire collaboration and foster a culture of responsibility within our organization. We recognize that sustainable practices not only benefit the planet but also contribute to our long-term resilience and competitiveness in an evolving global marketplace. By setting and achieving sustainability targets, we reaffirm our dedication to creating a better, more sustainable future for all stakeholders and we invite others to join us on this journey toward a more responsible and sustainable business environment.

In our commitment to sustainable practices, we have established comprehensive business targets aimed at fostering environmental stewardship, social responsibility and economic resilience.

Our sustainability targets are aligned with the United Nations Sustainable Development Goals (SDGs) and are strategically designed to mitigate our environmental impact and increase our social and economic impact accordingly.





# Our Business Objectives

GRI 2-23, 2-24

## Environmental Stewardship



### 1. Carbon Footprint Reduction:

We implement eco-friendly manufacturing processes and materials to reduce the environmental impact of ropes and sacrificial anodes production, aligning with sustainability goals. Also, reduction of electricity consumption is one of the actions in our Group that leads to CO<sub>2</sub> decrease. Reducing the carbon footprint aligns with Katradis' sustainability goals and broader environmental responsibility. It can lead to cost savings, enhance the company's reputation as an environmentally conscious manufacturer and appeal to environmentally aware customers.

### 2. Protection of the marine environment and cleanup:

We emphasize in the protection of the marine environment and the cleanup through strategic partnerships with other organizations. With this initiative, Katradis Group aims to contribute to mitigating ocean pollution, safeguarding and restoring marine ecosystems, promoting awareness and sustainable behaviors and to securing a healthier and more sustainable future for everyone.

## Social Responsibility



### 1. Employee Training and Expertise:

At Katradis Group of Companies, we continuously train and upskill employees to ensure expertise in rope manufacturing processes and offer exceptional customer support. Training programs may cover manufacturing techniques, quality control and customer service skills. Continuous training of our employees ensures direct integration of new green technologies in our production line.

### 2. Engagement with stakeholders:

We engage in continuous consultation with both the local community and other stakeholders in order to identify their primary needs, effectively and promptly address any arising issues and purposefully contribute with a particular focus on various matters as indicated by our stakeholders.

## Product Quality and Safety



### 1. Safety and Quality Assurance:

We implement rigorous quality control and safety measures throughout the manufacturing process to deliver ropes that meet or exceed industry standards.

### 2. Customer Feedback Loop:

We capitalize on the valuable feedback received from our clients and stakeholders. Our primary objective is to establish an even more robust and responsive feedback mechanism that ensures continuous improvement in our products and services. This enhanced system will strengthen our customer-centric approach, fostering greater satisfaction and loyalty among our clientele.







## Our Business Objectives

GRI 2-23, 2-24

### Economic Resilience



#### 1. Sustainability Certification:

Katradis Group continues to build upon the strong foundation of ISO certifications (ISO 9001, ISO 14001) and this Sustainability report. We strive for sustainable excellence by aligning all our business practices with the highest environmental, social and governance standards. Katradis Group demonstrates industry leadership through proactive sustainability initiatives that go beyond compliance, showcasing our company as a pioneer in responsible marine rope manufacturing.

#### 2. Product Diversification:

We expand our product line to include a wider range of high-quality marine ropes, catering to various industry-specific needs such as shipping, offshore and fishing. This may involve developing ropes with different materials, strengths and designs.

#### 3. Global Market Penetration:

We increase market share in key international maritime markets by establishing distribution networks and partnerships in strategic regions.

#### 4. Supply Chain Resilience:

We build a resilient supply chain that can adapt to disruptions and ensure the availability of raw materials for rope manufacturing. A resilient supply chain safeguards against disruptions and ensures continuous production, avoiding delays and customer dissatisfaction.

#### 5. Market Research and Competitive Analysis:

At Katradis Group, we continuously monitor market trends, competitor activities and emerging technologies to stay ahead in the marine ropes industry. Ongoing market research and competitive analysis enable Katradis to adapt to changing market conditions, identify new opportunities and make informed strategic decisions. Staying ahead of industry trends ensures that the company remains competitive and agile in a dynamic marketplace. At the same time, remaining at the forefront of new technologies enables Katradis Group to find up-to-date techniques to produce marine ropes with higher quality in the most environmentally friendly way possible.

### Innovation



#### 1. Cost-Effective Manufacturing:

We optimize production processes to reduce manufacturing costs while maintaining the highest quality standards for marine ropes. Cost-efficient manufacturing helps maintain competitive pricing, enhances profit margins and ensures affordability for customers while preserving profitability.

#### 2. Digital Integration:

We build upon the current digital initiatives by further enhancing digital integration across operations. This includes optimizing digital tools for inventory management, order processing and customer interactions. We explore emerging technologies in the maritime sector to maintain a competitive edge and improve overall operational efficiency.

At Katradis, we place a special emphasis on Research and Development (R&D) as a fundamental element of our operations. Our commitment to innovation is underscored by the existence of a dedicated fund allocated specifically for this purpose. This fund serves as a testament to our steadfast dedication to advancing our industry through cutting-edge research and development initiatives. Dedicated to quality, we are performing extensive research and development tests to our raw materials.

**Honeywell**

We are cooperating with leading companies like HONEYWELL, KURARAY and Hellenic Petroleum.

**kuraray**



**HELLENIC  
PETROLEUM**



## Our Policies and Practices

GRI 2-23, 2-24

Our policies and commitments form the bedrock of our Sustainability Strategy, encompassing areas such as responsible sourcing, emission reduction, diversity and inclusion, ethical governance and community engagement. We prioritize transparency by outlining clear targets, timelines and metrics for tracking our progress. Our policy commitments are not static; they evolve based on stakeholder consultation, regulatory modifications and emerging best practices. By consistently aligning our actions with our policy commitments, we actively contribute to a more sustainable and equitable future.

Our goal is to ensure that our policies are implemented and supported by all staff. We are committed to involving the staff in the continuous effort to improve the company and also in maximizing customer satisfaction and trust in the Group.

The ways in which the implementation of our policies is ensured are the following:

### 1. Guidance from Senior Management:

The top management of the company demonstrates personal interest in and commitment to adhering to the policies. Their consistent and transparent support is crucial for guiding and orienting the personnel.

### 2. Education and Awareness:

The company provides appropriate training to its staff about the policies, their objectives and the significance of compliance. Keeping employees informed and educated fosters shared understanding and dedication.

### 3. Internal Controls and Compliance Assessment:

We have established internal control processes and compliance assessment mechanisms that help to monitor adherence to policies. Internal audits aid in detecting potential violations or issues and taking effective corrective actions.

### 4. Communication and Information:

There is continuous communication with employees regarding policies and any changes and their implications are vital. Transparent communication ensures that employees are informed and motivated to comply.

### 5. Sanctions and Handling Violations:

Clear sanctions and procedures for addressing violations have been in place. This helps create an environment where compliance holds real significance.

### 6. Monitoring and Review:

We review policies periodically in order to ensure that they remain relevant and effective. Continuous improvement and adjustment are important to keep up with evolving circumstances.

#### 1 Environmental Policy



#### 2 Prevention and Combating of Violence & Harassment at Work Policy



#### 3 Quality Management Policy





# Our Policies and Practices

GRI 2-26

## Mechanisms for seeking advice and raising concerns

At Katradis, we prioritize the well-being and satisfaction of all our stakeholders. We believe in open channels of communication to foster stakeholder engagement and to ensure their voices are heard. We have implemented a comprehensive system that encourages open communication and transparency.

Employees, partners and other stakeholders can access our dedicated platforms to share insights, seek advice and raise concerns. Our whistleblower protection framework guarantees anonymity for those reporting misconduct.

The insights garnered through these mechanisms guide our decision-making and enable us to swiftly address issues, reinforcing our commitment to transparency, accountability and continuous improvement.

Cases of violation of the Code may be reported (stating their name or anonymously):

- By email to [whistle@katradis.com](mailto:whistle@katradis.com)
- By post: 11 Psaron, GR 186 48 Drapetsona, Piraeus, Greece
- By phone: at +30 210 40 60 336

Furthermore, our Group takes the opinion of its stakeholders seriously into account. Hence, any interested party can contact us using the e-mail [suggestions-complaints@katradis.com](mailto:suggestions-complaints@katradis.com), to express any thought, suggestion, concern, dissatisfaction or complaint regarding our companies and our operations.







# Materiality Analysis

Process to determine material topics

Stakeholders identification and engagement processes

Material ESG topics

Sustainability Targets for 2023





# Materiality Analysis Process

GRI 3-1

## Process to determine material topics

In an ever-evolving landscape, understanding the key issues that matter most to our stakeholders and our business is paramount.

As we embark on this journey, we conducted a thorough examination of our value chain and our sectors of operation to pinpoint the potential material issues that impact our operations and stakeholders.

This rigorous analysis enabled us to discern the critical aspects of our business, ensuring that our strategic focus is aligned with the most significant areas for sustainability, efficiency and stakeholder satisfaction.

Moreover, in accordance with the GRI standards, Katradis Group engaged in a comprehensive materiality assessment to identify the aspects of its business that have the greatest impact on the Environment, Society and Governance, ensuring that we remain aligned with our core values, stakeholder expectations and the broader sustainability landscape.





## Materiality Analysis Process

GRI 3-1

Key steps of identifying and prioritizing Katradis Group material issues:

### Stakeholders Identification

#### Step 1

After analyzing the full spectrum of our operations, we identified all interested parties and created a list of internal and external stakeholders to gain perspective on the Group's Sustainability Strategy.

*[See section Stakeholders identification and engagement processes]*

### Identification of potential material topics

#### Step 2

Various material topics relevant to the Environment, Society and Governance, were gathered and examined by the Sustainability Committee in order to identify the ones that are more relevant to the Group's operations.

A thorough analysis of our value chain and activities, as well as discussions with our senior executives and external consultants, led us to identify 28 topics that could potentially be of interest to our Group.

### Design of Survey Questionnaires

#### Step 3

Twelve types of stakeholders were invited to fill in an online questionnaire in order to investigate the levels of importance of each of the 28 topics of potential interest.

### Analysis and Prioritization of Material Topics

#### Step 4

The responses to each questionnaire were analyzed in order to identify the 10 most material topics for our Group. The respondents were also able to select which of the 17 UN SDGs our Group can contribute to.

The results were weighted by stakeholder group to provide a balanced view of the results. A matrix was created, which illustrates the 10 topics of highest concern for our internal and external stakeholders.

*[See section Material ESG Topics]*

### Sustainability Report Setup and Sustainability Strategy

#### Step 5

The content of this Sustainability Report and the disclosed performance indicators are driven to a significant extent by the results of our Materiality Analysis.

Furthermore, the results of our Materiality Analysis contributed to identifying additional key issues for our Sustainability Strategy and for integrating our stakeholders' requirements.

### Review

#### Step 6

Once this Sustainability Report has been prepared, the Sustainability Committee conducted a final review of the content to ensure that it has not been misrepresented.

Prior to the publication of our next annual Sustainability Report, the material topics and their significance for the Group and its stakeholders will be revised to ensure the completeness, responsiveness and inclusiveness of the annual material topics.

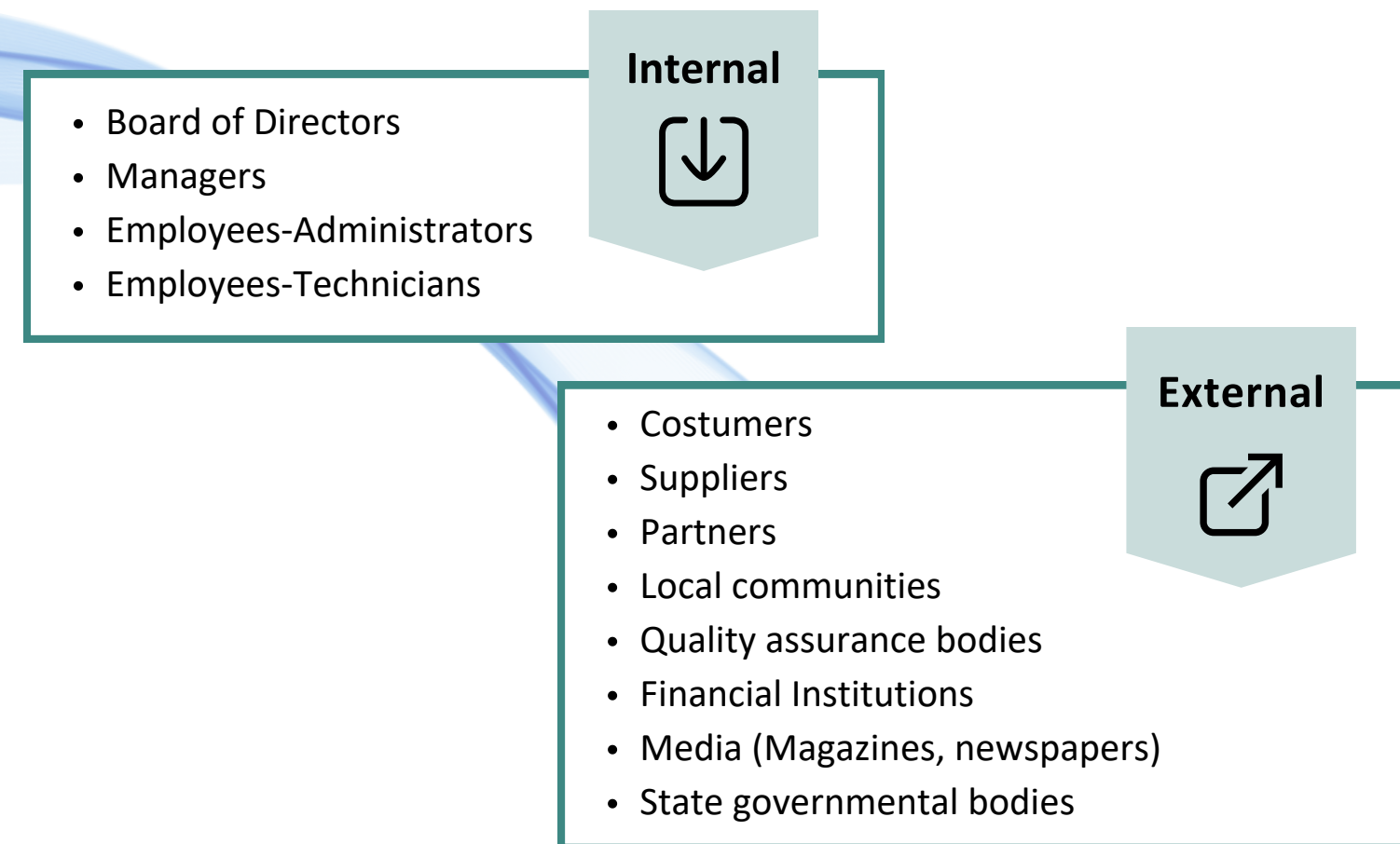


## Stakeholders

GRI 2-29

### Stakeholders identification and engagement processes

Stakeholders identification and engagement are critical processes for organizations to ensure that they effectively manage relationships with individuals, groups, or organizations that have an interest in or are impacted by their operations. These processes help build trust, gather valuable insights and enhance an organization's social and environmental performance. At this stage, with the help of Katradis' Sustainability Committee, the identification of all key stakeholders took place and existing information about stakeholders was collected. The stakeholders are divided into two categories, internal and external, and are presented in detail in the boxes below.



Stakeholders identification is a crucial step in stakeholder management and engagement. An effective stakeholder engagement is an ongoing process that requires genuine commitment and responsiveness to the needs and expectations of stakeholders. It can contribute to improved decision-making, enhanced organizational reputation and the achievement of long-term sustainability goals.

Stakeholder consultation stands as a vital channel within Katradis Group, fostering essential communication and interaction with a diverse array of entities wielding both direct and indirect influence. Addressing the needs and expectations of our stakeholders holds paramount importance in our agenda. Engaging with our stakeholders is an ongoing process, as we always seek to establish a meaningful two-way communication with them. Katradis Group communicates and interacts systematically with its stakeholders, which belong either to its internal or external environment.

Our stakeholders consist of directors, managers, administrative employees, technical employees, customers, suppliers, partners, the media and the local community. Katradis Group of Companies has gained a general understanding of the expressed needs and expectations of those internal and external stakeholders that have been identified as being relevant to it. This acquired understanding is considered when identifying the needs and expectations with which it must or chooses to comply, i.e., its compliance obligations.

The Group has identified the stakeholders related to its Value Chain the relevant needs and expectations (such as requirements) of those stakeholders and which of those needs and expectations become its compliance obligations.



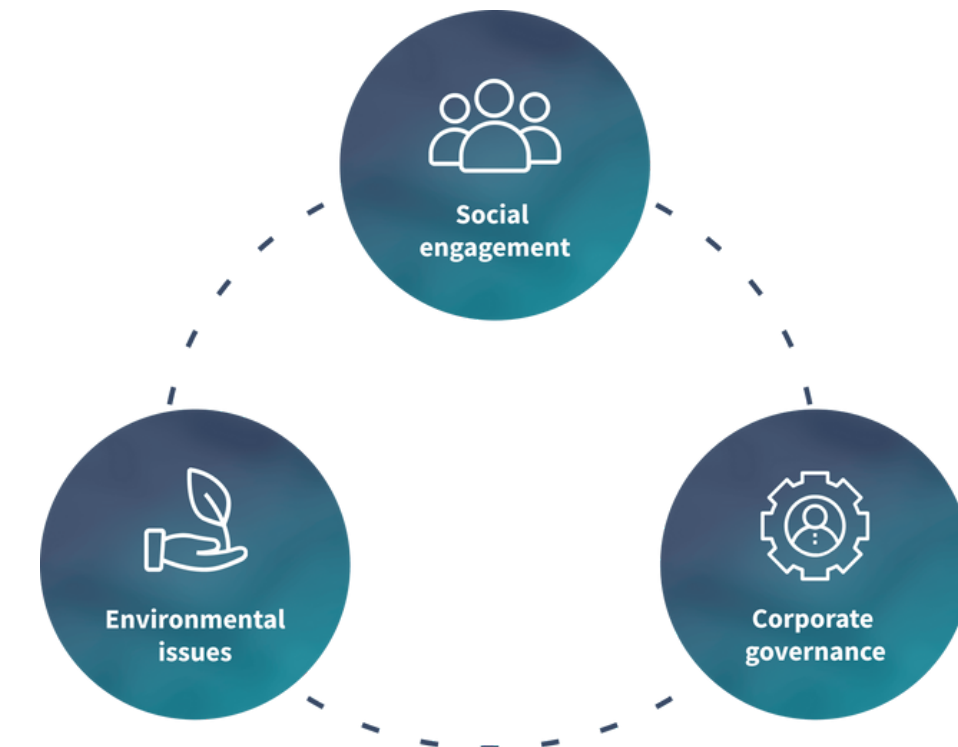
## Stakeholders

GRI 2-29

### Indicative stakeholder engagement initiatives

- All our stakeholders can view Sustainable Development related information via our website and social media anytime.
- All our employees/ stakeholders are informed about our sustainability-related activities and programs through regular internal newsletters and communications (e.g. via dedicated emails).
- To measure clients' perceptions regarding our product quality and effectiveness, we have established a questionnaire system. We conduct surveys and feedback sessions with stakeholders to gather their opinions, concerns and suggestions related to the organization's activities and performance.
- We work closely with local communities to understand their needs and concerns related to our operations.
- We involve employees in sustainability efforts through training, education and awareness campaigns.
- We support community development through philanthropic initiatives, sponsorships and partnerships that address local needs.
- We engage with stakeholders on sustainability and environmental initiatives, seeking their input on reducing environmental impacts and promoting responsible practices.
- We ensure compliance with environmental and social regulations and work to exceed minimum requirements.

- We publish regular reports, newsletters, or communication updates that provide stakeholders with information on our organization's performance and activities.
- We collaborate with research institutions, universities and innovation hubs to develop and implement sustainable technologies and practices.
- We conduct materiality assessments to identify the most significant sustainability issues for our organization and prioritize actions accordingly.
- We engage stakeholders in the assessment process to ensure a comprehensive understanding of concerns and priorities.
- We implement initiatives to reduce greenhouse gas emissions, conserve water and minimize waste.





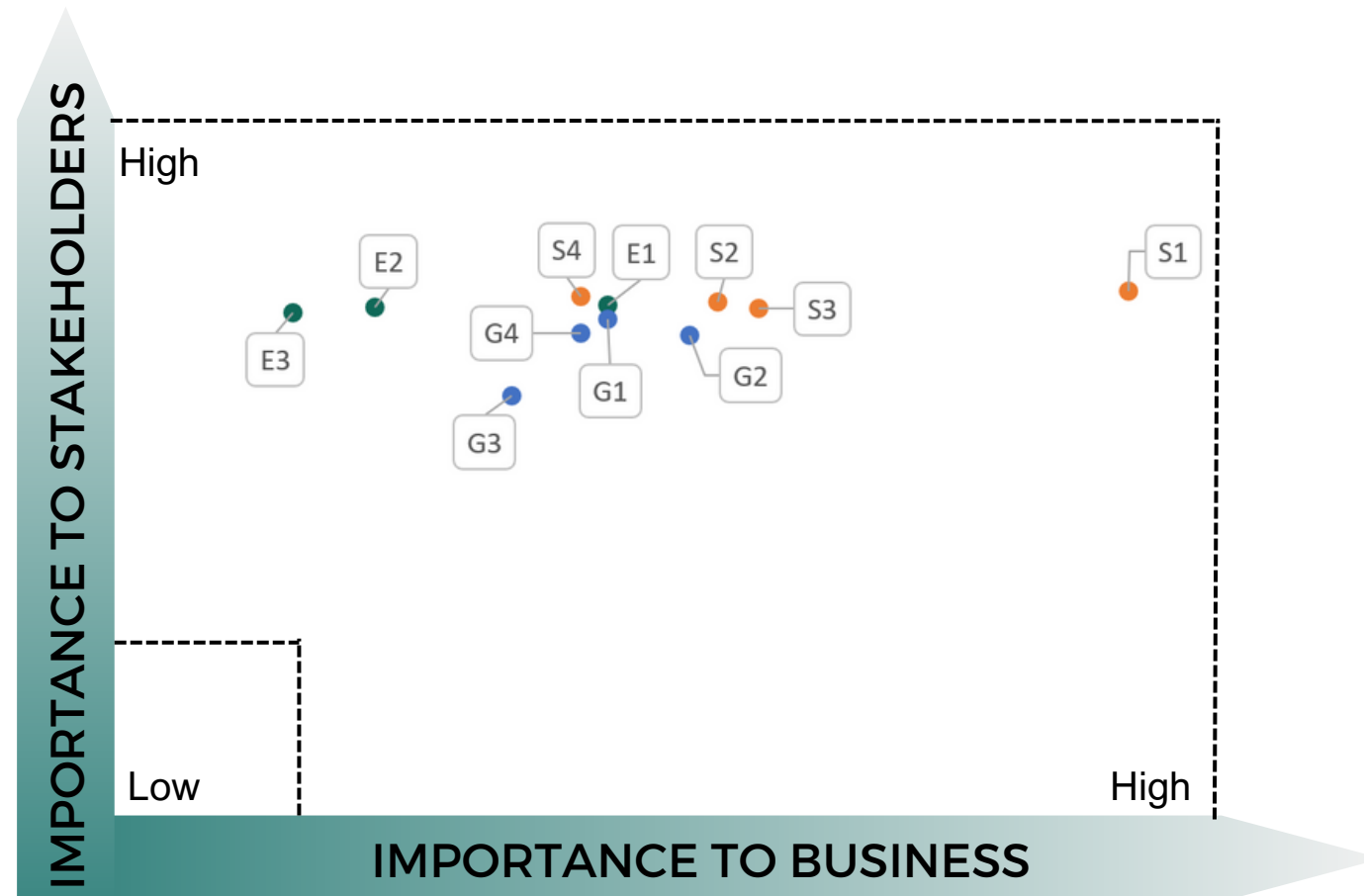
## Material ESG topics

GRI 3-2

### Katradis Group material topics

The identification and assessment of material topics are a cornerstone for drawing Sustainability Strategy, since they represent the focal points that hold the utmost importance for our organization and those we impact. As we delve into this report, we present a comprehensive overview of the material topics that drive our commitment to ethical, sustainable and impactful operations, serving as the foundation upon which we build a better, more responsible future.

The matrix below illustrates the 10 topics of highest concern for our internal and external stakeholders.



#### Environment

- **E1:** Waste management
- **E2:** Reduction of greenhouse gas emissions
- **E3:** Climate Change

#### Social

- **S1:** Ensuring the health and safety of workers - Working conditions
- **S2:** Product quality and safety
- **S3:** Providing training for employees
- **S4:** Human rights

#### Governance

- **G1:** Business ethics
- **G2:** Business continuity
- **G3:** Digital transformation
- **G4:** Protection of personal data and privacy



Material ESG topics

GRI 3-2

In our commitment to sustainable practices, we have established comprehensive business objectives aimed at fostering environmental stewardship, social responsibility and economic resilience. Our sustainability targets are aligned with the 17 United Nations Sustainable Development Goals (SDGs).

	Strategic Pillar	Business Objectives (see p.30)	Material Topics	Significance for our Group	Relevant SDGs	GRI Index
ENVIRONMENT	Environmental Stewardship	<ul style="list-style-type: none"><li>Implement eco-friendly manufacturing processes and materials to reduce the environmental impact of ropes and sacrificial anodes production, aligning with sustainability goals.</li><li>Focus on the protection of the marine environment and the cleanup through strategic partnerships with other organizations.</li></ul>	Reduction of Greenhouse Gas emissions - Climate Change	By actively working to minimize our carbon emissions, we are contributing to the global fight against climate change, a crisis that affects communities, ecosystems and economies worldwide. Carbon footprint reduction aligns us with international and national climate agreements and demonstrates our dedication to sustainability.	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>	302-1, 302-3, 302-4, 305-1, 305-2, 305-4, 308-1
			Waste management	Katradis Group of Companies aims for more efficient and more sustainable waste management practices. We are committed to reducing waste generation at its source, optimizing recycling and reusing efforts, minimizing landfill disposal and promoting a circular economy. Also, we are devoted to the management of hazardous waste by disposing them in safe ways into appropriate fields.	<div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>14 LIFE BELOW WATER</div><div>15 LIFE ON LAND</div></div>	301-1, 301-2, 306-3





## Material ESG topics

GRI 3-2

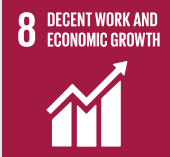






	Strategic Pillar	Business Objectives (see p.30)	Material Topics	Significance for our Group	Relevant SDGs	GRI Index
SOCIAL	Social Responsibility	<ul style="list-style-type: none"> <li>Continuously train and upskill employees to ensure expertise in rope manufacturing processes and offer exceptional customer support.</li> </ul>	Human rights	Prioritizing human rights encourages a diverse, inclusive and equitable workplace, which not only benefits our employees but also fuels innovation and creativity. The company focuses on human rights issues, aiming for equality, fair pay and equal opportunities.	     	2-23, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 410-1
			Ensuring the health and safety of workers	At Katradis Group of Companies, we are dedicated to providing working conditions that prioritize the well-being of our employees. Our commitment extends to stringent safety protocols, regular training and continuous improvement of workplace conditions. We also ensure that our workplace complies with all relevant health and safety regulations and standards applicable to our industry and region.	 	413-1, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 410-1
			Providing training for employees	In addition to improving individual competencies, employee development promotes a culture of ongoing learning, innovation and adaptation across our company. It gives our employees more freedom to follow industry trends, which boosts their job happiness and retention. Additionally, properly trained staff members are more effective and efficient, which boosts production and improves client satisfaction. We committed to conducting a thorough assessment to identify the specific training needs of our employees.	 	403-5, 404-1, 404-2
	Product Quality and Safety	<ul style="list-style-type: none"> <li>Engage in continuous consultation with both the local community and other stakeholders.</li> </ul>	Product quality and safety	The core objective of our company is to guarantee the highest standards of product quality and safety. Our comprehensive quality control processes, rigorous testing and continuous improvement initiatives are the basis of this commitment. We prioritize the safety of our customers by adhering to all relevant industry regulations and compliance standards and we proactively assess and manage potential risks associated with our products. Also, we are dedicated to collaborating with suppliers and vendors to ensure that the materials and components used in our products meet quality and safety standards. Additionally, we are committed to staying up-to-date with product safety regulations and standards applicable to our industry and region, and ensuring full compliance with these requirements.	 	416-1, 416-2, 417-1, 417-2, 301-2





## Material ESG topics

GRI 3-2

	Strategic Pillar	Business Objectives (see p.31)	Material Topics	Significance for our Group	Relevant SDGs	GRI Index
GOVERNANCE	Economic Resilience	<ul style="list-style-type: none"> <li>Continue to build upon the strong foundation of ISO certifications (ISO 9001, ISO 14001, ISO 45001, ISO 14064, ISO 27001) and the forthcoming ESG report.</li> </ul>	Business ethics	At Katradis Group of Companies, we adopt values and behaviors aimed at ensuring business ethics and combating employee corruption. Our ethical business practices contribute to our credibility, stakeholder loyalty and our ability to navigate challenges while making a positive and lasting impact on the communities we serve. Our goal is to uphold honesty and truthfulness in all business dealings, including communication, transactions and interactions with stakeholders. Additionally, one of our priorities is the promotion of ethical leadership throughout the organization, starting with top executives who set the tone for ethical behavior.	   	
			Protection of personal data and privacy	Our company prioritizes the protection of personal data and privacy. We understand that safeguarding personal information is crucial to respecting individuals' rights, ensuring data security and complying with privacy regulations and we are committed to establishing clear policies for data retention and deleting data when it is no longer needed for the intended purpose or when requested by individuals. Respecting data privacy not only ensures legal compliance but also builds trust and credibility with our employees and our stakeholders.		
	Innovation	<ul style="list-style-type: none"> <li>Expand the product line to address various industry-specific needs such as shipping, offshore and fishing.</li> <li>Increase market share in key international maritime markets.</li> <li>Build a resilient supply chain.</li> <li>Monitor market trends, competitor activities and emerging technologies.</li> </ul>	Business continuity	By planning for and mitigating risks, Katradis Group of Companies can minimize disruptions and continue delivering its products or services even during challenging times, such as natural disasters, economic downturns, or unforeseen crises. This objective demonstrates our commitment to honoring partnerships and maintaining stability in uncertain circumstances.		403-7, 404-3
			Digital transformation	At Katradis Group of Companies, we are trying to stay at the forefront of innovation and leverage technology to enhance our operations and customer experiences. Our business activities focus on resilience, innovation and the development of solutions to serve customers. We committed to reevaluating and streamlining business processes to eliminate inefficiencies and leverage digital tools for automation and optimization.		



## Sustainability Targets for 2023

In our unwavering commitment to Sustainability, we recognize that setting clear and ambitious targets is not only a responsible course of action but an imperative one. Sustainability targets represent our proactive pledge to minimize our environmental footprint, enhance our social contributions and foster economic resilience.

Strategic Pillar	Indicator	KATRADIS A.V.E.E.	KATRADIS VEPL
Social Responsibility	Rate of severe accidents	0	-
	Rate of near-miss accidents	0	-
	Rate of light accidents	1	-
Environmental Stewardship	Scrap ropes percentage (%)	<3	-
	Scrap wire ropes percentage (%)	-	0,09
Product Quality & Safety	Complaints/claims from customers	4	-
Economic Resilience	New customers	300	300
	Anodes - Total Yearly Production (kg)	>100.000	-
	Ropes - Daily Production (kg)	>8.000	-
	Ropes - Labor Productivity-Factory (h/tn)	<60,0	-

In addition to our business objectives, we have also set measurable targets to monitor our performance in key areas of our Sustainability Strategy. Through this report, we outline our commitment to sustainability but also provide a roadmap toward achieving these targets, ensuring that our actions align with our values and create a more sustainable, equitable and prosperous future.

At Katradis Group, we highly value the feedback provided by our customers and stakeholders, which we leverage to improve our range of marine products and services. We actively collect and consider our clients' perspectives, responding swiftly and effectively to ensure their satisfaction. These processes enable us to deliver top-tier products and services, with a primary goal in 2023 of reducing customer complaints to a minimum of 4.

Moreover, we aim to acquire 300 new customers for both Katradis A.V.E.E. & Katradis VEPL. In addition, we aspire to increase our anode production to over 100.000 kg per year and boost our daily rope production to exceed 8.000 kg. Lastly, we are committed to eliminating all accidents, with a particular emphasis on severe and near-miss incidents.

Finally, as we move forward, we remain dedicated to aligning our operations with the highest standards of environmental and social responsibility.

In 2023, we aim to acquire several new certifications that underscore our commitment to sustainability and to best practices. Namely, we are currently preparing to receive certifications on Occupational Health and Safety (ISO 45001), on the Quantification and Reporting of Greenhouse Gas Emissions and Removals (ISO 14064) and on Information Security, Cybersecurity and Privacy Protection (ISO 27001).





# Environment

Resource Management

Waste management

Reduction of Greenhouse Gas emissions and Climate Change





Environment

GRI 3-3

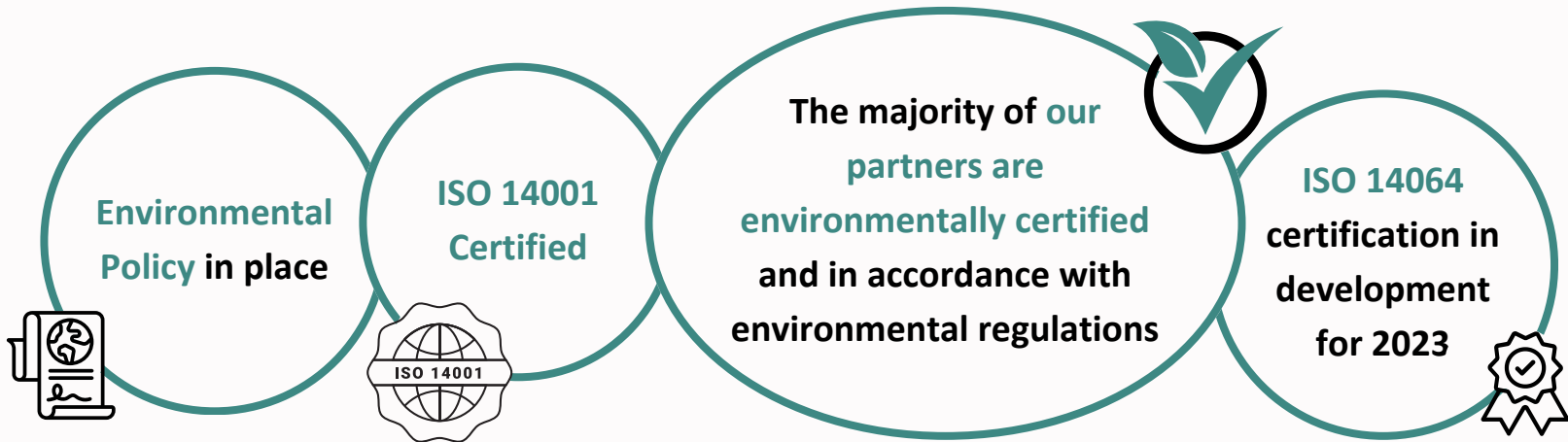
Management Approach

At Katradis Group, we are deeply committed to environmental stewardship and sustainability. We recognize our responsibility to protect the Environment in which we operate and strive to minimize our ecological footprint.

Our commitment extends to the products we develop and provide. We understand that our products can have a significant impact on the environment and we take our responsibility seriously.

Through our R&D and technical department and our collaboration with National Technical University of Athens, we have achieved the development of a novel zinc anode alloy devoid of cadmium. By eliminating cadmium, we ensure Eco-friendly corrosion protection for vessels.

Moreover, the management of the company, being aware of the issues related to the Environment and its protection, has developed a complete Environmental Management System, which focuses on the special characteristics of its production operation, to reduce or even eliminate its environmental footprint contributing also to the mitigation of Climate Change. Our Environmental Management System is fully compliant with the International Standard ISO 14001:2015.



Katradis Group is committed to:

- Observe and improve the Environmental Management System Procedures.
- Fulfill compliance obligations.
- Constantly monitor changes in national and international environmental legislation, synchronizing its procedures.
- Provide all the necessary, material and non-material resources to ensure the proper and effective operation of the Environmental Management System.
- Train its staff in matters related to the Environmental Management System and its perfect observance.
- Ensure the education and training of its personnel regarding Environmental Protection matters.

In addition, our Environmental Policy outlines our commitment to sustainable practices, compliance with environmental laws and regulations and continuous improvement in our environmental performance.

One of our main priorities in our production process is to reduce the energy used and the waste generated from our resources. Apart from the production process, all functions within the company are aligned with the demands for a minimum environmental footprint.

The existing management measures, together with other information, are documented in the Environmental Risk Assessment of the Group.



# Environment

GRI 3-3, 308-1

In relation to Environmental Management, Katradis Group of Companies, when necessary, establishes, implements, controls and keeps up to date the processes needed to meet environmental requirements:

- A. of establishing operating criteria for the activities
- B. of the application of control of the activities according to the operating criteria.

Also, Katradis Group of Companies ensures that the processes outsourced are controlled or influenced. In line with the life cycle approach, Katradis Group of Companies:

- A. establishes controls, as appropriate, to ensure that its environmental requirements are considered during the design and development process of services, considering all stages of their life cycle
- B. determines its environmental requirements for the supply of products and services, as appropriate
- C. communicates its relevant environmental requirements to external providers, including subcontractors.

## New suppliers that were screened using environmental criteria

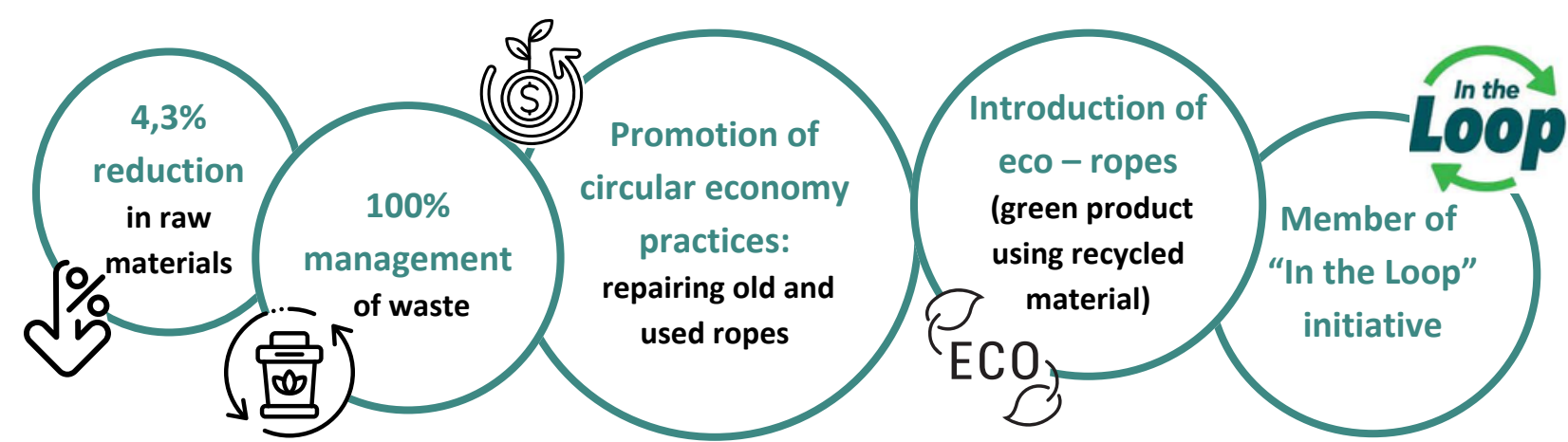
Last but not least, it is our top priority to cooperate with companies that share our Environmental Policy principles and are equally dedicated to responsible business practices. Therefore, the majority of our partners are environmentally certified and in accordance with environmental regulations.





# Resource management

GRI 301-1, 301-2

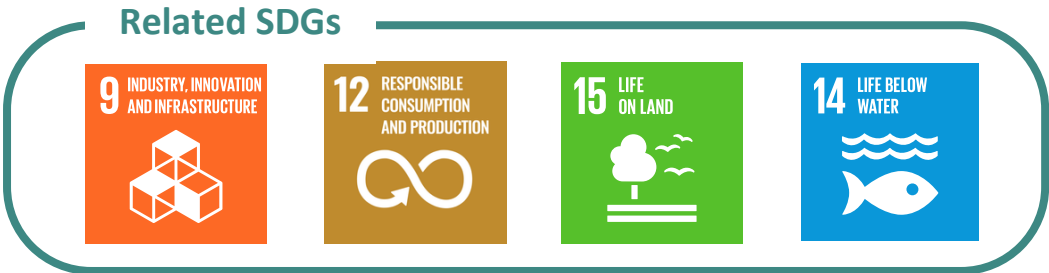


At Katradis Group, we understand the critical importance of efficient and responsible use of raw materials in our operations as well as the importance of reducing our waste and environmental footprint. The production of ropes and anodes uses raw materials as primary sources for the manufacturing process.

The amount of materials used for manufacturing is presented in the table on the right side. Apart from the energy requirements, no additional fossil fuels, natural resources nor water are required for our production process.

Approximately 2.106 tn of raw materials (metals and plastics) were used in 2022 by Katradis Group, to produce synthetic mooring ropes, anodes and other products. Moreover, our activities required another 1.646 tn of materials associated with our manufacturing process and product packaging.

Over the past year, we have continued to make significant strides in optimizing the use of raw materials across our supply chain. Our efforts have resulted in reduced resource consumption and a positive impact on our overall sustainability performance.



We have reevaluated our supply chain and through streamlined procurement, inventory management and implementation of processes, we aim to enhance resource efficiency in our manufacturing and production operations. As a result, we have reduced the amount of raw materials required to create our products, resulting in 4,3% less resource consumption.

Materials used (in Kg)	KATRADIS GROUP	
	FY21	FY22
<b>Raw materials</b> i.e., natural resources used for conversion to products or services, such as ores, minerals and wood		
<b>Metals</b> the raw materials of anodes: Zinc, Aluminum, Indium, Manganese, Titanium	111.294	95.346
<b>Plastics</b> (fibers, granules, coatings)	2.088.871	2.010.669
<b>Total of Raw materials:</b>	2.200.165	2.106.015
<b>Other materials</b>		
Associated process materials that are needed for the manufacturing process but are not part of the final product, such as lubricants for manufacturing machinery	-	-
<b>Semi-manufactured goods</b> or parts, including all forms of materials and components other than raw materials that are part of the final product	189.871	227.915
<b>Materials for packaging</b> purposes, including paper, cardboard and plastics	37.322	38.312
<b>Wire ropes</b> for processing	1.054.436	1.379.295
<b>Total of other materials:</b>	1.281.629	1.645.522



## Material Topic: Waste management

GRI 3-3, 301-1, 301-2, 306-1, 306-3

Embracing the principles of the circular economy and dedicated to waste reduction, we have initiated projects to extend the lifecycle of our products and materials. We offer our clients a service that involves repairing old and used ropes. This effort is part of our commitment to advancing the circular economy and reducing our ecological footprint.

Moreover, Katradis Group is steering its focus toward eco-friendly products. We are already introducing an eco rope series, known as "eco ropes", which are environmentally responsible products made from recycled materials and "eco anodes", sacrificial anodes free of cadmium.

Finally, our Group remains committed to using raw materials that comply with environmental guidelines.

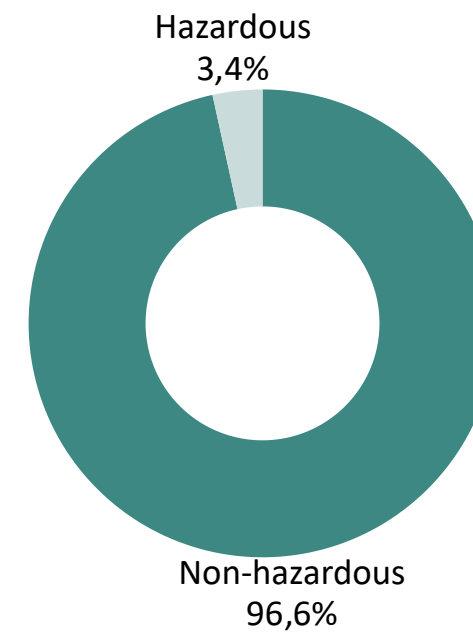
By adopting these strategies and fostering a culture of sustainability throughout our organization, we not only work towards improving our environmental performance but also positioning ourselves for long-term success. We understand that the efficient use of raw materials is integral to our commitment to a sustainable future and we will continue to explore innovative ways to reduce our environmental impact while maintaining the high-quality standards our customers expect.

### Management Approach

At Katradis Group of Companies, we consider effective waste management to be an essential pillar of our sustainability efforts. In parallel with our resource efficiency efforts, we've taken steps to minimize waste generation.

We've implemented waste management practices aiming at promoting recycling, diverting less to landfills and continually improving our environmental performance.

A close to "zero waste" policy has been feasible, **as all production waste (100%)**, including synthetic fibers and packaging materials are collected and delivered for further management.



Waste Generated in FY22

The majority of the waste generated during our operations is non-hazardous (approximately 97%). As this is our inaugural sustainability report, reporting our waste management indicators marks a milestone in our commitment to responsible and sustainable business practices and acts as a baseline to monitor our progress in the future.

Apart from the production process, all company functions are aligned with the demands for a minimum environmental footprint and thus paperless offices are strongly encouraged.

The management of our waste is outsourced to a separate company (offsite) responsible for determining the allocation and disposal methods for each category of waste. Some of the disposal methods are recycling, reuse and energy recovery processes from waste.

Katradis Group of Companies is aligned with the Digital Waste Registry Law. 4042/2012 classifies all waste-related activities as recovery (R1-13) or disposal (D1-15).





## Material Topic: Waste management

GRI 3-3, 301-1, 301-2, 306-1, 306-3

The table below illustrates the amount of waste generated and managed in 2022.

FY22			
Waste Generated and Managed (in Kg)	Katradis A.V.E.E.	Katradis VEPL S.A.	Total
<b>Hazardous</b>			
Coatings	6.920	0	6.920
Discarded electrical and electrical equipment	73	0	73
Fluorescent tubes	20	0	20
Mineral-based non-chlorinated engine, gear and lubricating oils	176	0	176
Waste from foundry funnels/furnaces	0	0	0
Wiping cloths, protective clothing and absorbent materials contaminated by hazardous substances	840	0	840
<b>Total Hazardous</b>	<b>8.029</b>	<b>0</b>	<b>8.029</b>

FY22			
Waste Generated and Managed (in Kg)	Katradis A.V.E.E.	Katradis VEPL S.A.	Total
<b>Non-hazardous</b>			
Metal waste	5.250	0	5.250
Paper and cardboard	97.140	0	97.140
Plastic packaging	1.820	0	1.820
Ropes and processed textile fibers	29.894	0	29.894
Scrap Wire rope	0	1.400	1.400
Wood (pallets)	89.250	0	89.250
<b>Total Non-Hazardous</b>	<b>223.354</b>	<b>1.400</b>	<b>224.754</b>

**Total for Group: 232.783**



## Material Topic: Waste management

GRI 3-3, 301-1, 301-2, 306-1, 306-3

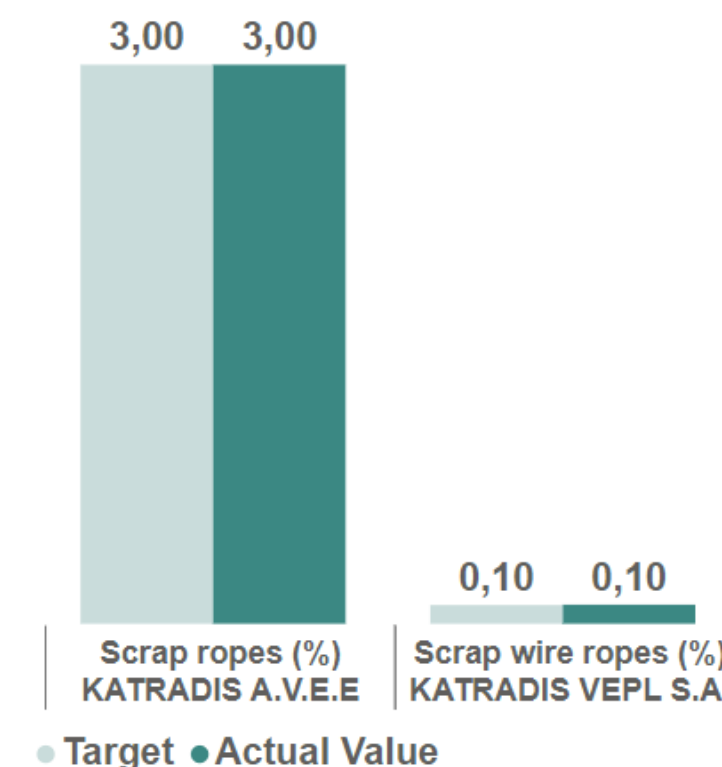


Our employees are an integral part of our sustainability journey. Through training and awareness programs, we empower our staff to contribute to our waste reduction efforts and adopt sustainable practices in their daily work.

To measure our performance regarding waste generation, we monitor custom indicators. In 2022, we managed to minimize the scrap of ropes and wire ropes in Katradis A.V.E.E.

We strive to achieve reductions in Katradis VEPL as well. In 2022, we processed 1.379 tn of wire rope and managed to achieve our target of keeping wire rope scrap to the minimum possible level (0,10%). We are setting new targets for 2023 (0,09% Scrap wire rope) to further reduce waste.

Waste Monitoring KPIs in FY22



As we move forward, we are determined to build on our current performance and explore innovative ways to further reduce our waste footprint. Our goal is to create a sustainable, circular and waste-efficient ecosystem, benefiting not only our organization but the planet as a whole.



## Material Topic: Waste management

GRI 3-3, 301-1, 301-2, 306-1, 306-3

Finally, Katradis Group proudly takes part in the Circular Plastics Alliance EU Program whose mission is to boost the EU market's recycled plastics to up to 10 million tons by 2025.

The program is open to all public and private actors from European plastics value chains that are ready to actively contribute to delivering on the declaration of the alliance. To join the alliance, an organization must sign the declaration, committing to the alliance's shared vision and contributing to its operational work.



Furthermore, to increase our efforts to minimize plastic usage and waste, Katradis Group is a member of the “In the Loop” network.

This initiative aims at designing and producing products with less plastic that maintain the same quality characteristics, which in turn can contribute to the reduction of Greenhouse Gas emissions at every life-cycle stage of a product.

Katradis Group provides a quantity of polypropylene waste to Thrace Plastics Pack S.A., intended for reuse and recycling.

**In natural environments, plastic is static.  
Recycle today!**



Proud participant of the Circular Plastics Alliance EU Program





# Material Topic: Reduction of Greenhouse Gas emissions and Climate Change

GRI 302-1, 302-3, 302-4

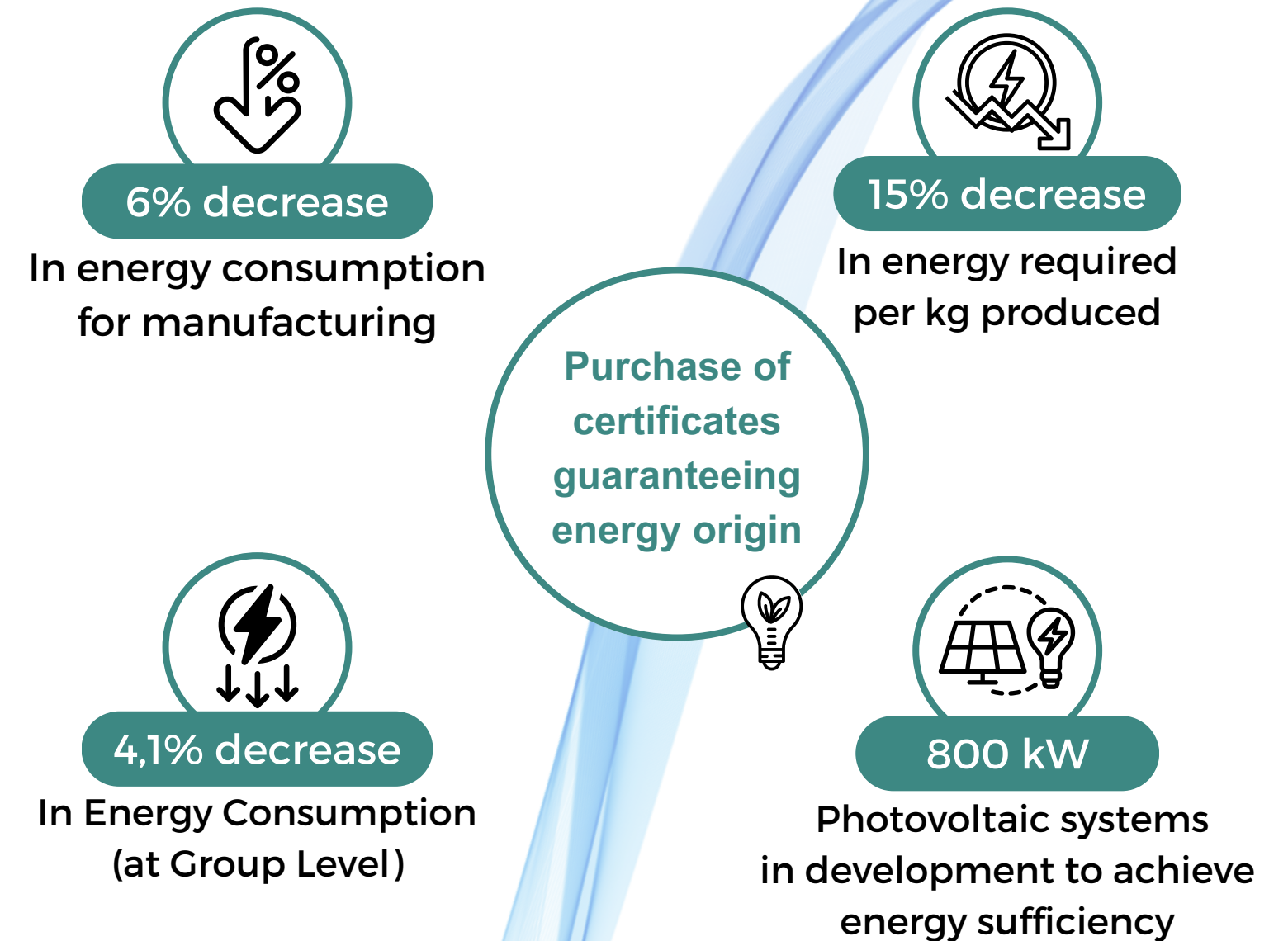
## Energy Use

At Katradis Group, we recognize that responsible energy management is a fundamental aspect of our commitment to sustainability. We understand the impact of energy consumption on the environment and our role in mitigating climate change, thus we strive to keep energy usage at the required levels. Monitoring our energy consumption is of great importance to quantify our progress against the respective efficiency and environmental footprint reduction business objectives we have established.

The main energy source of our facilities is purchased electricity. We receive our purchased energy from a mix of sources, as defined by our provider, which also includes Renewable Energy sources. At the same time and acknowledging the global decarbonization efforts, Katradis Group is actively transitioning to cleaner and more sustainable energy sources. We have incorporated photovoltaic systems into our development plan and the purchase of certificates guaranteeing energy origin.

Currently, 800 kW of on-site solar panel installations are in development, whereas in the future we consider expanding to additional installations of 1.8 MW. This strategic move aims to achieve energy sufficiency and resilience by transitioning towards renewable energy sources in the foreseeable future.

### Related SDGs





## Material Topic: Reduction of Greenhouse Gas emissions and Climate Change

GRI 302-1, 302-3, 302-4

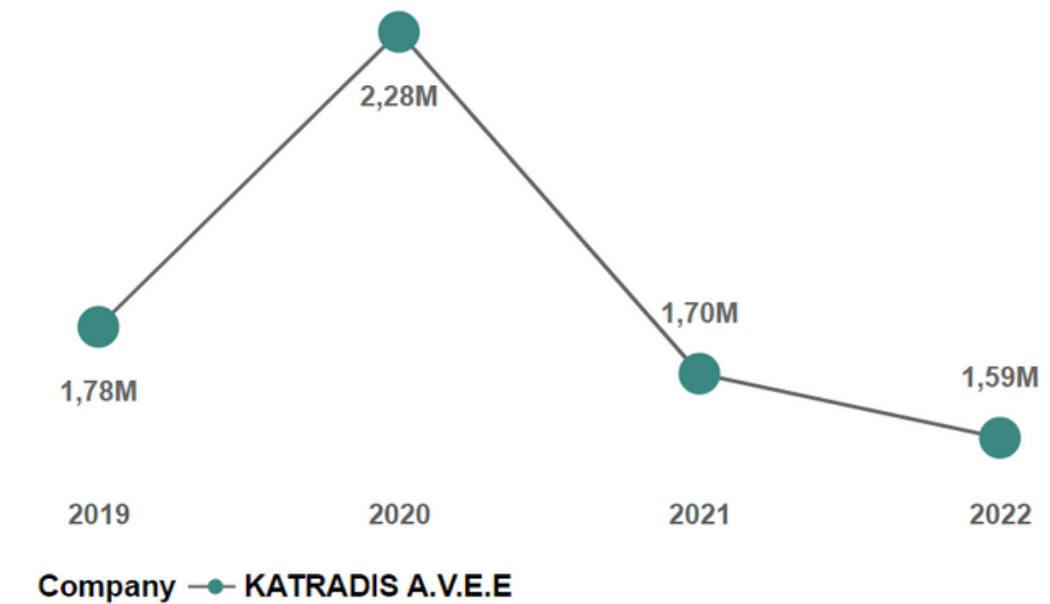
Most of our energy consumption<sup>[1]</sup> takes place in the factory (Katradis A.V.E.E.), for which measurements from previous years are presented in order to monitor and assess progress.

Energy consumption (kWh)	FY21	FY22
KATRADIS A.V.E.E.	1.698.999	1.615.397
KATRADIS VEPL S.A.	196.840	203.346
<b>Total</b>	<b>1.895.839</b>	<b>1.818.743</b>

Overall, the Group achieved a 4,1% reduction in energy consumption in 2022 (compared to 2021). The total energy consumption for the Group accounted for 1.819 MWh in 2022. Katradis A.V.E.E. in particular achieved a 6% decrease in energy consumption (electricity), from 2021 to 2022, in the facilities of the factory due to the continuous efforts for energy reduction and energy efficiency. In particular, the factory unit consumed 1.589.808 kWh of energy, which is the lowest consumption since 2019.

At Katradis VEPL, the production of wire ropes increased by 30,8% in 2022 compared to the production in 2021 due to an increase in clients' orders and products demand. This, in turn, led to increased uptime of our manufacturing facilities and impacted the amount of energy required to meet customer demands and production quotas. Hence, the slight increase in energy consumption can be attributed to the increase in orders, special fabrications, the testing of the products in our tensile machine, the movement of all products within the warehouse, their processing in various machineries, the usage of elevators and the intensive overhead cranes' utilization.

Electricity Consumption (KWH) by Year



One of the critical metrics we use to measure our progress regarding energy consumption is the energy intensity ratio.

This metric provides insight into our energy efficiency and how effectively we use energy in relation to the amount of our outputs.

The energy intensity for Katradis Group was calculated using as the denominator the total amount (in kg) of ropes, anodes and wire ropes produced yearly in Katradis A.V.E.E. and Katradis VEPL respectively. In 2022, Katradis A.V.E.E. and VEPL exhibited almost 9% and 21% decrease, respectively, compared to the previous year, showing the general reduction in energy consumed per kilo of production.

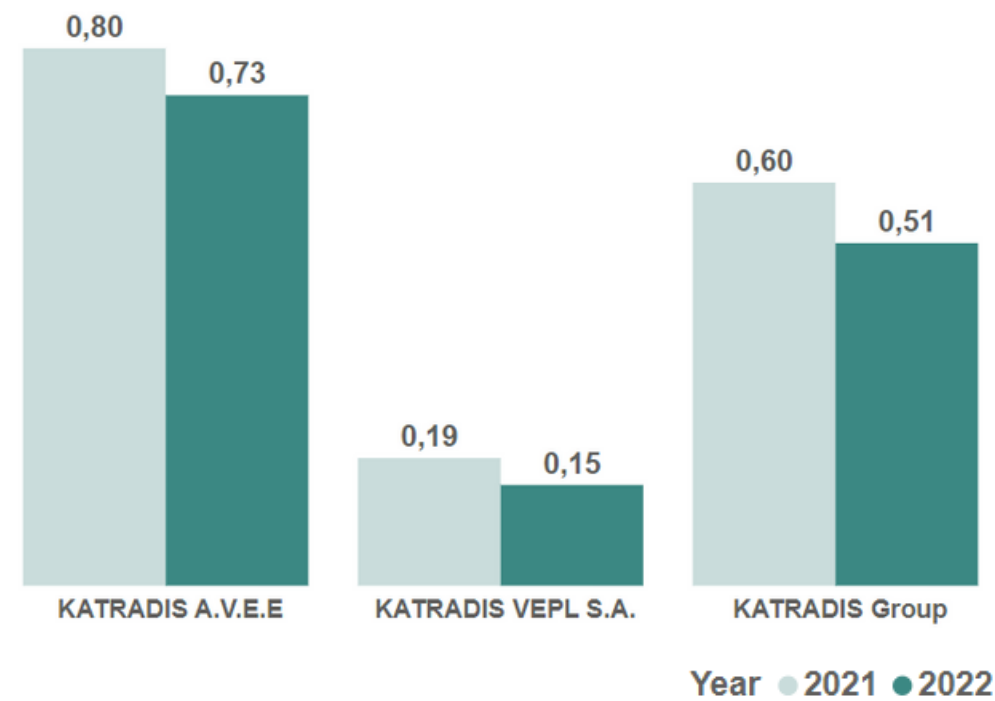
[1] The data for the electricity consumption has been collected monthly from the energy provider bills for each facility.

## Material Topic: Reduction of Greenhouse Gas emissions and Climate Change

GRI 302-1, 302-3, 302-4

Over the past year, we have made substantial progress in improving our energy intensity ratio. Our focus on optimizing energy use per kg of production has resulted in approximately 15% reduction in our ratio overall for the Group, compared to the previous year. This reduction is indicative of our commitment to sustainable and efficient practices.

**Energy intensity ratio by Year**  
(Energy consumed per kg product)



As we continue forward, we constantly strive to increase our production efficiency and reduce the energy required. We will remain dedicated to exploring innovative solutions and best practices to further reduce our energy intensity ratio, aligning with our commitment to a sustainable future.







# Material Topic: Reduction of Greenhouse Gas emissions and Climate Change

GRI 305-1, 305-2

## Carbon Footprint

Monitoring our carbon footprint is of utmost importance to achieve our business objectives regarding the reduction of our emissions, but also to contribute to the efforts to mitigate Climate Change and meet the Paris Agreement goals.

Over the past year, we have embarked on a comprehensive initiative to assess and quantify our carbon emissions. This was our first-time undertaking such an endeavor and we view it as a crucial milestone in our commitment to sustainability. While this inaugural report represents a starting point, it is also a testament to our dedication to transparent and responsible business practices.

As part of our initial carbon measurement, we established a baseline assessment to understand the carbon emissions associated with our operations. This baseline provides a starting point from which we can set future targets and track our progress. Our carbon emissions report covers Scope 1 and Scope 2 emissions, including emissions from our direct operations and purchased energy sources. We believe that assessing these emissions is essential in understanding our environmental impact.

While this report is a reflection of our current emissions status, it is also a declaration of our commitment to taking concrete actions to reduce our carbon footprint to a minimum of 30% by the year 2030. As such, Katradis Groups is currently replacing company fleet with Electric Vehicles. Also, to achieve the target, Katradis considers offsetting emissions by purchasing green certificates through the implementation of the Guarantee of Origin System and its Assurance Mechanism or through a national voluntary purchase of emission rights, in particular through plantations, including afforestation, through reforestation or through other alternative way of equivalent effect. Katradis Group is not part of the European Emissions Trading System.

The direct emissions (Scope 1) of Katradis A.V.E.E., result primarily from the combustion of gasoline and diesel oil for the use of company vehicles and the transportation of products. There is also a substantial amount of HCFC-22, as a fugitive emission from refrigeration and air conditioning equipment. A small proportion of the direct emissions comes from combustion of propane during production in the factory. For Katradis VEPL the direct emissions occur only from the combustion of diesel oil for the company’s vehicles.

Indirect emissions (Scope 2) correspond solely to the purchased and consumed electricity of both entities. In the following year we may experience an increase in Scope 2 emissions, which would be attributed to the acquisition of electric vehicles which have been added to the company’s fleet, but would compensate for a decrease in Scope 1 emissions.

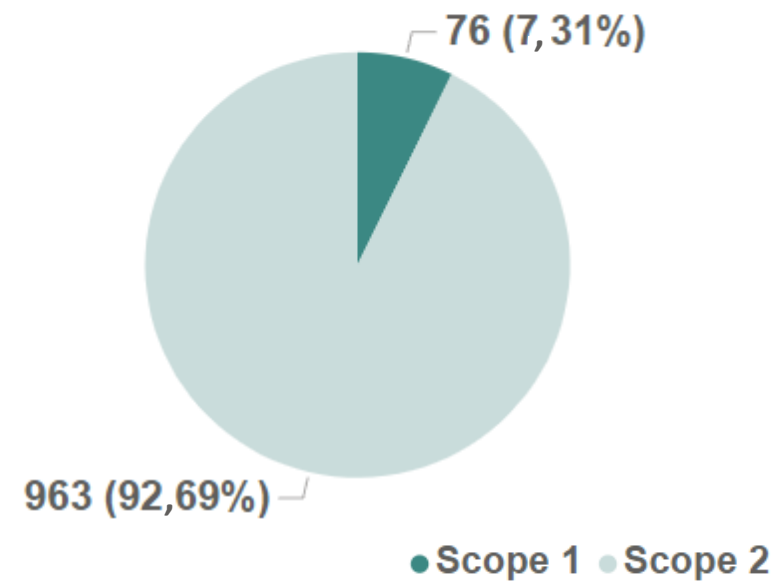
Greenhouse Gas Emissions in FY22 (tons CO<sub>2</sub>e)

Direct greenhouse gas emissions (Scope 1)	KATRADIS VEPL	KATRADIS A.V.E.E.	Total
Stationary emissions (tCO <sub>2</sub> e)	N/A	1,50	1,50
Mobile emissions (tCO <sub>2</sub> e)	22,31	42,61	64,92
Fugitive emissions (tCO <sub>2</sub> e)	N/A	9,56	9,56
Total (Scope 1 tCO <sub>2</sub> e)	22,31	53,67	75,98
Indirect greenhouse gas emissions (Scope 2)			
Purchased Electricity	63,18	900,26	963,44
Total Scope 1 + Scope 2	85,49	953,93	1039,42

## Material Topic: Reduction of Greenhouse Gas emissions and Climate Change

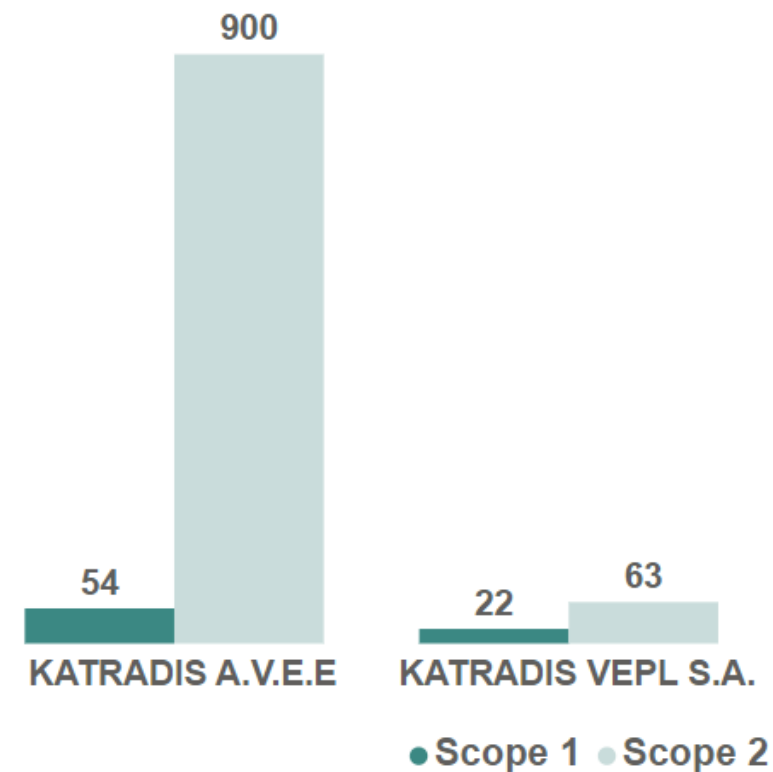
GRI 305-1, 305-2

**Total Greenhouse Gas Emissions in FY22 (tons CO<sub>2</sub>e)**

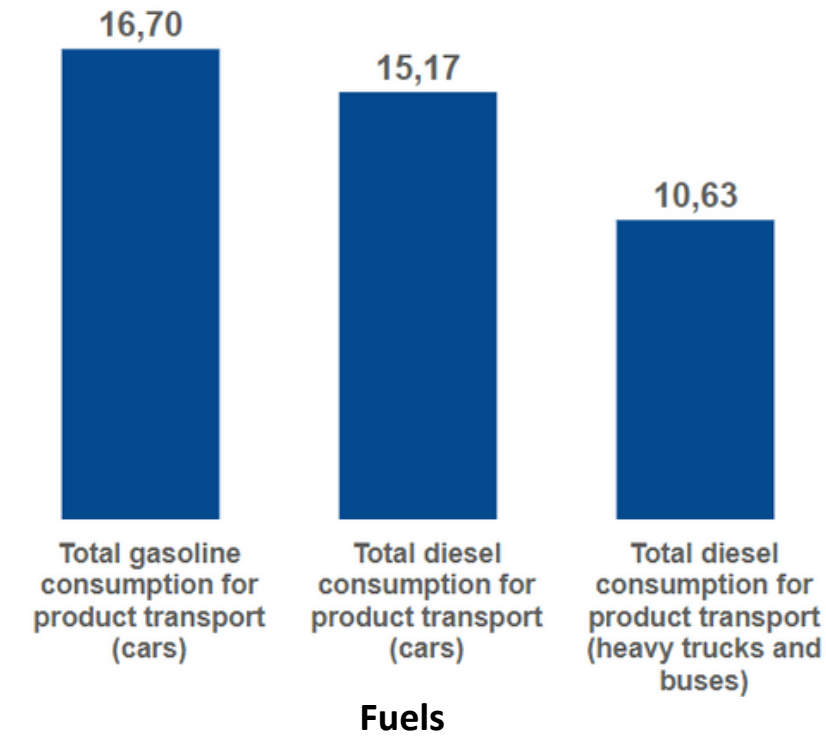


Most direct GHG emissions (Scope 1) in Katradis A.V.E.E., which includes the manufacturing facilities, originate from mobile sources, due to combustion of fuels by vehicles used for transportation of products.

**Greenhouse Gas Emissions in FY22 (tons CO<sub>2</sub>e)**



**Scope 1 emissions from mobile sources (tons CO<sub>2</sub>e)**



The methodology<sup>[1]</sup> for calculating our carbon footprint is based on the ISO 14064-1:2018 standard for which standard Katradis Group is getting prepared for certification from an external party, within 2023. (Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals). The collection of electricity consumption data is conducted monthly by a member of the sustainability committee of our Group.

The gases included in the composition of Scope 1 and 2 were CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HCFC-22. The density, net calorific value and emission factors of the consumed fuels were used for the calculation of each of the above gases and then their conversion into CO<sub>2</sub>e was completed by multiplying them by the corresponding Global Warming Potential value.

[1] Methodology used for Carbon Footprint calculation

- Collection of monthly energy provider bills for each facility. This method is considered the most reliable. It is not economically feasible to directly monitor electricity consumption by installing meters in all facilities, especially in the production where there is the highest energy consumption.
- Monitoring of electricity meters (in offices) in order to allocate electricity consumption.
- The collection of propane consumption data is done from the gas purchase invoices.
- The collection of data on fugitive quantities of refrigerants is done from the Electronic Control Reports (ECRs) posted on <https://ods.fgases.yopen.gr/services>, by comparing them with the technical reports delivered by the company that Katradis SA works with. Due to the very small potential contribution of potential leakage from smaller air conditioning systems (split) to total GHG emissions, it was decided not to include these systems in the inventory.
- The source for the density factor of the fuels was O.G.G 410B/2001 and 872b/2007 for diesel and gasoline respectively. The source for the net calorific value and the emission factors of each fuel was the National Inventory Report of Greece for greenhouse and other gases for the years 1990-2021.



# Material Topic: Reduction of Greenhouse Gas Emissions and Climate Change

GRI 305-4

## GHG emissions intensity

One of the key metrics for monitoring our carbon footprint is “GHG emissions intensity”, which indicates the amount of GHG emissions per unit (kg) of production. In the case of Katradis Group, GHG emissions intensity was calculated using as the denominator the total amount of ropes and anodes produced yearly in Katradis A.V.E.E. and VEPL S.A. The gases included in the intensities are CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HCFC-22.

Greenhouse Gas Emissions Intensity per kg of ropes and anodes in FY22	KATRADIS A.V.E.E.	KATRADIS VEPL	Katradis Group <sup>[2]</sup>
Scope 1	0,000024	0,000016	0,000021
Scope 2	0,000408	0,000046	0,000269
Overall (Scope 1+2) <sup>[1]</sup>	0,000433	0,000062	0,00029

[1] Calculated using the total emissions by company and the total amount of products by company as denominator.  
[2] Calculated using the total emissions by Scope for Katradis Group and the total amount of products as denominator.

With this report, we establish baseline measurements on GHG intensity for the understanding of the carbon emissions associated with our operations, which provide a starting point from which we can set future targets and track our progress.

We understand the urgency of addressing climate change and our actions align with the global need to reduce carbon emissions. As we continue our journey, we are committed to setting more ambitious emissions reduction targets and exploring innovative solutions to minimize our carbon footprint.





# Social

Human rights

Ensuring the Health and Safety of Workers

Product quality and safety

Providing training for employees

Social Responsibility





## Material Topic: Human rights

GRI 3-3

Human rights are of utmost importance for our Group's values and principles. They represent the core foundation upon which we build our operations, relationships and impact in the world. Ensuring and upholding human rights is not just a legal obligation but a moral imperative that guides every facet of our business and fortifies social responsibility within our organization and trust of our stakeholders.

Our human resources are the driving force behind the success of Katradis Group of Companies. At Katradis Group, we are committed to providing a safe, respectful and inclusive work environment for all employees. Therefore, we do not tolerate acts of violence, intimidation or harassment and discriminations in any form (direct or indirect), by any of our employees and/or partners and/or visitors, regardless of their position, age, gender, years of experience or relationship with the company. We also take measures to manage all psychosocial risks that may arise in the workplace from any incident of violence and/or harassment.

In order to ensure our commitments and set a comprehensive approach to preventing and addressing any violence and harassment incidents promptly and effectively we have created “Prevention and Combating of Violence & Harassment at Work” Policy. This Policy underscores the value placed on the well-being and dignity of every employee within the Group. It also reinforces a culture of inclusivity and openness, aligning with the company's dedication to promoting a positive and supportive workplace for all.

“Prevention and Combating of Violence & Harassment at Work” Policy aims to ensure that open and constructive communication and daily interactions among the company's staff and associates remain unhindered.

In line with prevailing legislation (Law 3850/2010), our company's Occupational Risk Assessment comprehensively evaluates all potential risks associated with violence and harassment. This assessment serves as a cornerstone for maintaining a safe and respectful workplace for all.



### Related SDGs





## Material Topic: Human rights

GRI 2-7, 2-8



### Age group diversity

Katradis Group is committed to offering indefinite duration contracts to all employees and upholding their working rights, expressing our dedication to fair and stable employment. Hence, the entire personnel of the Group, both in Attica and in the Greek province, are full-time employees and covered by a contract of indefinite duration, complying with all relevant labor laws and regulations of the Greek State. In addition, the Group ensures that its operations and relationships with suppliers are free from significant risks associated with incidents of forced or compulsory labor.

At Katradis Group, we believe in the strength of a diverse workforce, where our employees bring a wide range of skills, experiences, perspectives, talents and viewpoints to the table. Thus, we are committed to providing inclusive employment practices and we comply with the Greek National Law 4443/2016 against discrimination at work and employment.

Age diversity is an integral part of our commitment to inclusivity. Thus, our workforce comprises individuals from various age groups, ranging from early career professionals to seasoned experts with decades of experience. At Katradis, we are proud to provide opportunities for talented individuals under the age of 30 to kickstart their careers. We believe in nurturing young talents and we want to offer them the appropriate environment to grow and thrive in their professional journey.

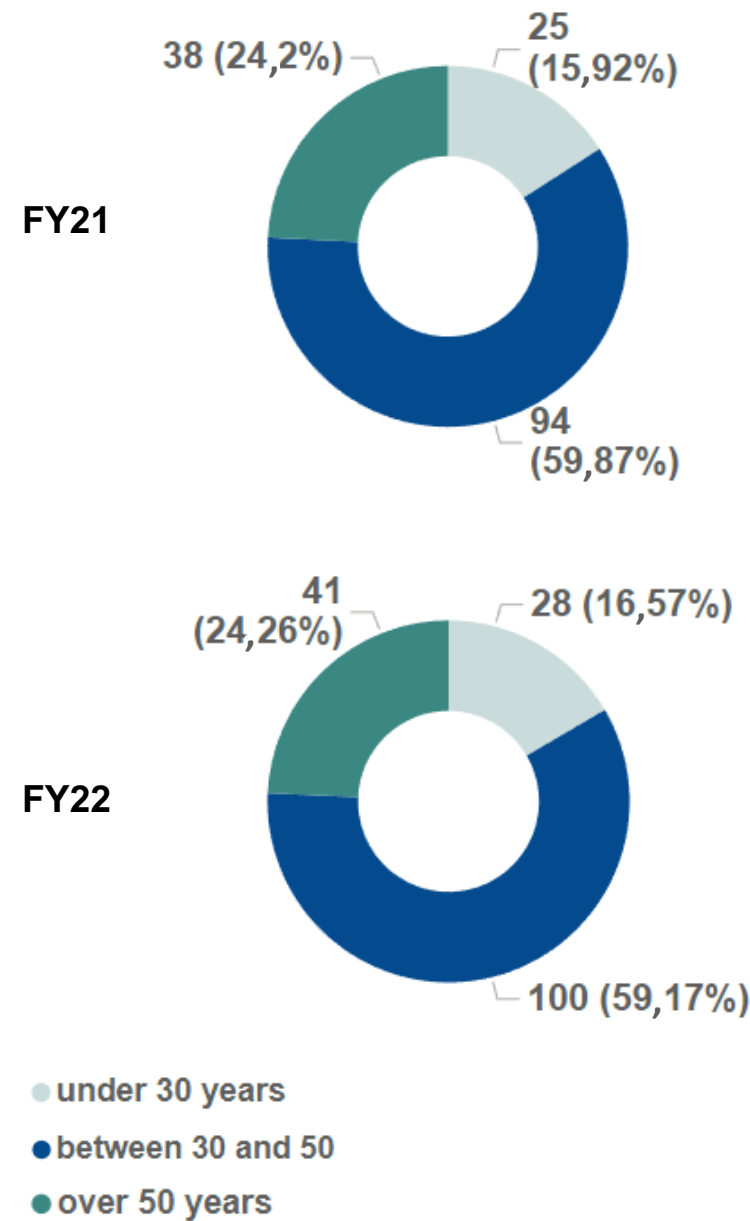
At the same time, we recognize the invaluable experience and wisdom that our older employees contribute. We are committed to creating an environment where all employees, regardless of their age, can thrive, learn and grow.

## Material Topic: Human rights

GRI 2-7, 2-8

Our inclusive practices ensure that employees are recognized and rewarded based on their skills, qualifications and performance rather than their age.

### Age Group of employees



Our workforce comprises individuals from various age groups, ranging from early career professionals to seasoned experts with decades of experience<sup>[1]</sup>.

In line with our commitment to fostering a diverse and dynamic workforce, we have seen a rise in the percentage of employees under 30, with approximately 17% of our workforce now falling within this age group.

We recognize the value of fresh perspectives, innovation and the energy that young talent brings to our organization and we look forward to continuing our efforts to attract, retain and empower young professionals, as we believe they are essential to the sustainability and innovation of our company.

Regarding other age groups within our workforce, we are pleased to report that approximately 24% of our employees are 50 years old and above, showcasing our dedication to fostering a workplace that values the contributions of employees at all stages of their careers. Our senior employees serve as mentors to younger colleagues, passing on their knowledge and expertise. This facilitates the development of younger talent within the company.

Finally, approximately 59% of our employees are between 30 and 50 years old. Their diverse backgrounds, substantial amount of experience and expertise contribute to a wealth of knowledge within the company. Also, they are highly skilled and efficient in their roles, which can lead to increased productivity and better problem-solving abilities.



[1] The headcount measurement is used to compile the data at the end of the reporting period.



## Material Topic: Human rights

GRI 2-7, 2-8

### Gender Diversity

At Katradis Group, gender diversity is an integral part of our broader diversity and inclusion strategy. We value the contributions of women in our workforce and recognize the importance of fostering an environment where all employees, regardless of gender, can thrive.

In certain industries, such as manufacturing and factories, there may be a greater representation of male employees, primarily because of the physically demanding nature of the work involved. At Katradis Factory, numerous physically strenuous tasks are essential, including heavy lifting, machinery operation and manual labor. Consequently, there is a higher demand for male workers compared to female workers in this particular context. Hence, in 2022, women accounted for 19,1 % of our workforce.

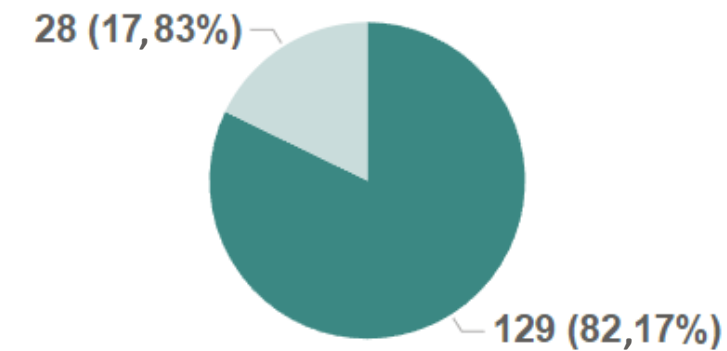
At Katradis Group, we recognize the significance of proactively addressing gender disparities and fostering a truly inclusive workplace. We acknowledge that women are currently underrepresented within our organization but we consider this an opportunity for growth and improvement and we are determined to rectify the underrepresentation of women.

Our commitment to gender diversity goes beyond mere representation. We aim to create an inclusive environment where women and men have equal opportunities, feel valued and are empowered to excel in their careers.

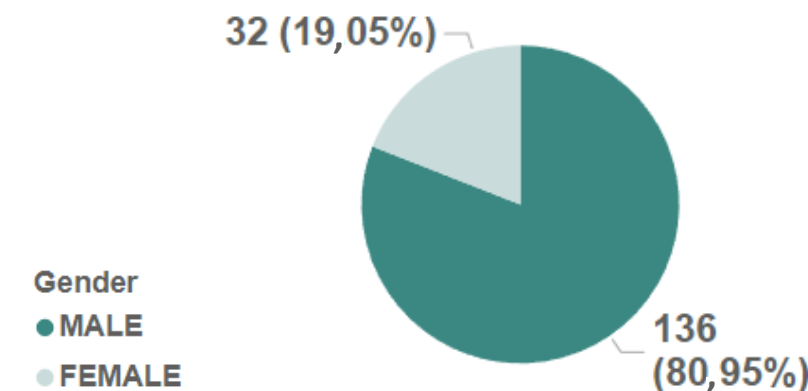
With this in mind, we ensure that hiring, promotion and compensation decisions are based on skills, qualifications, performance and not gender.

No of employees by gender for KATRADIS Group

FY21



FY22



We see this as a pivotal component of our sustainability and social responsibility efforts, as well as an essential step toward a more equitable and inclusive workplace. We are committed to fostering gender diversity, which will not only benefit our organization but also society as a whole.

We have formulated recruitment strategies designed to actively attract a diverse range of candidates, including women. We are aiming to increase the representation of women within our Group and in leadership roles and we will regularly assess and adjust our strategies to make meaningful progress.

We are committed to crafting job descriptions that promote inclusivity.

In conclusion, for Katradis Group, this gender disparity is a challenge that we take seriously and we are actively working to address it.

## Material Topic: Human rights

GRI 2-7, 2-8

### Employees by department

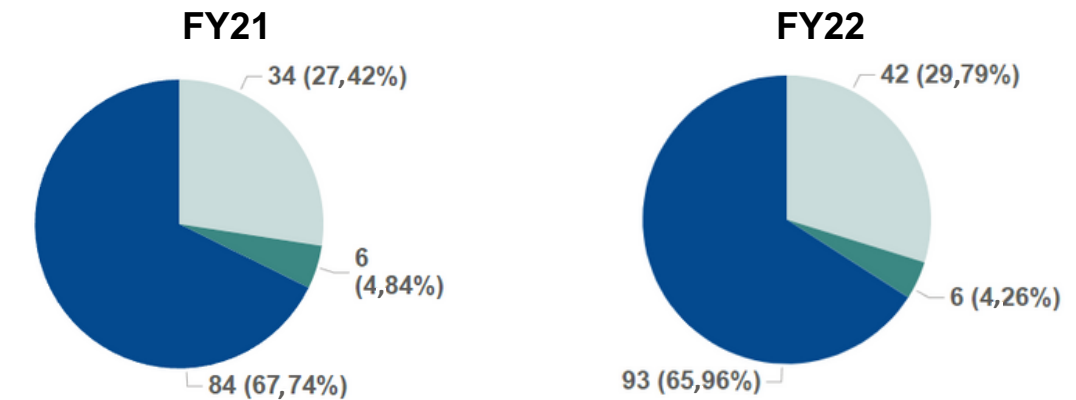
At Katradis Group, our employees are at the heart of our success and we recognize that the composition and well-being of our workforce are essential to our overall performance.

Our workforce is organized into various departments, each contributing uniquely to our operations. The Group's organizational structure primarily consists of three main categories: Management, Administration and Technical departments.

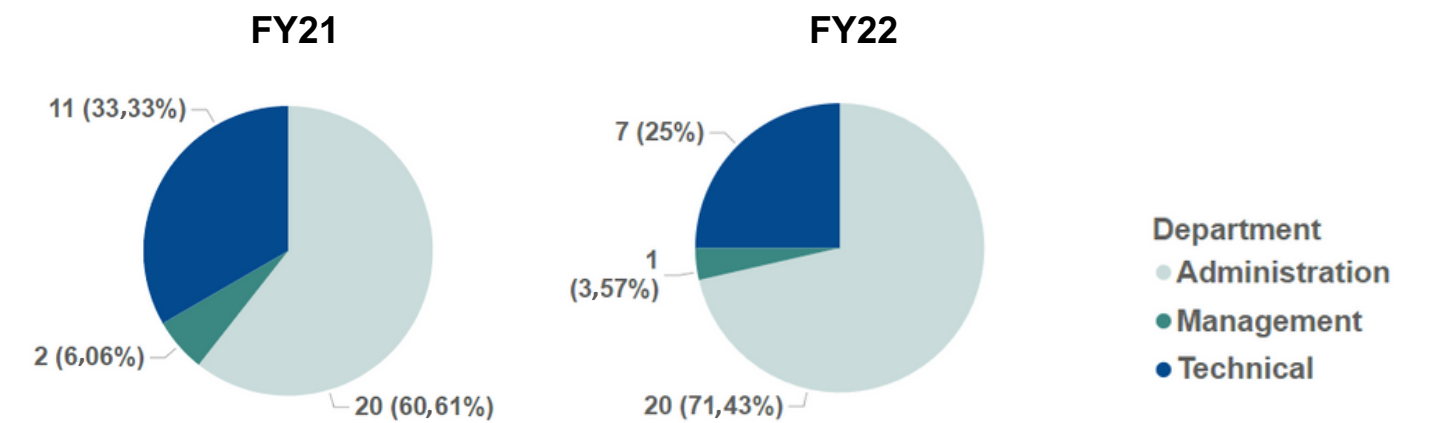
Within Katradis A.V.E.E., which encompasses the factory, select offices and the retail department, a significant majority of our workforce comprises technical professionals (approximately 66%).

At Katradis VEPL S.A., the core operational activities are centered around the workshop and office spaces, hence our workforce comprises mostly administrative personnel (71%).

Number of employees by Department in Katradis A.V.E.E.



Number of employees by Department in Katradis VEPL



During the period from 2021 to 2022, there was a notable surge in the headcount at Katradis A.V.E.E. This growth can be attributed to the escalating demand for our products, prompting the essential expansion of our workforce to effectively meet production targets and maintain on-time customer deliveries. Furthermore, we strategically bolstered our staff to optimize production efficiency, with a specific focus on eliminating bottlenecks, refining processes and fostering a more streamlined workflow.





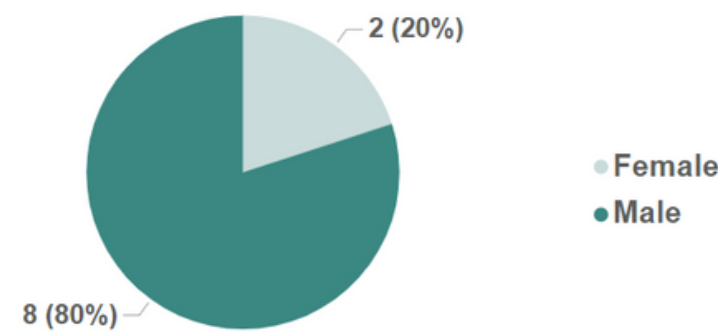
## Material Topic: Human rights

GRI 405-1

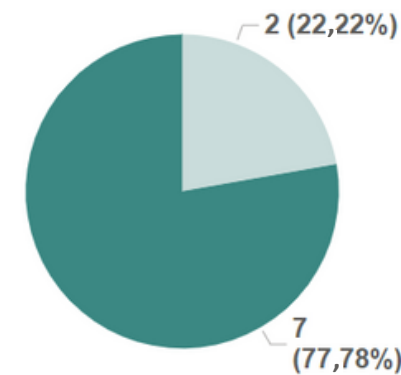
### Diversity in BoD

At Katradis Group, we consider diversity and inclusion to be fundamental pillars of our corporate governance and sustainability efforts. Diversity within our Board of Directors (BoD), underscores our commitment to fostering a diverse and representative leadership team.

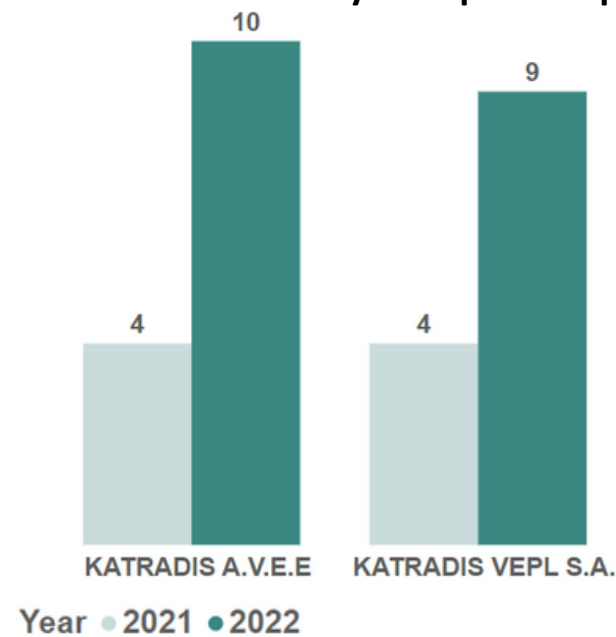
**Composition of BoD by Gender for KATRADIS A.V.E.E.**



**Composition of BoD by Gender for KATRADIS VEPL**



**Members of BoD by Year per Company**



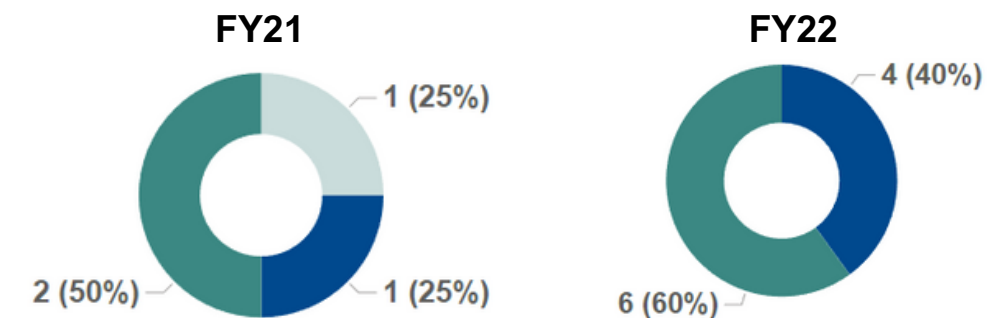
Our BoD plays a vital role in steering our companies towards success and sustainability. As of 2022, our board is composed of 10 directors for Katradis A.V.E.E. and 9 directors in Katradis VEPL.

Our board is committed to gender diversity. We have 20% women directors, contributing diverse perspectives and expertise to our decision-making processes.

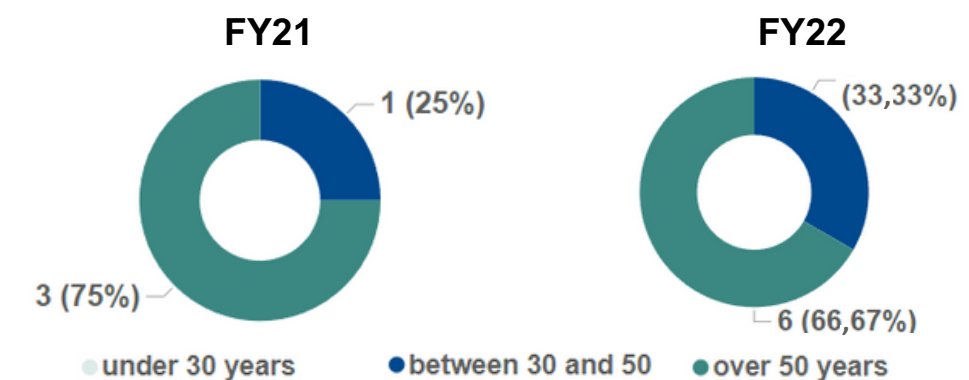
Our directors bring varied experiences and backgrounds, perspectives from a range of ages, from seasoned industry veterans to emerging leaders. This diversity ensures a balanced and dynamic approach to governance. As of 2022, **40%** of our directors fall within the age group of 30 to 50 years old. These directors bring a unique blend of experience, energy and innovative thinking which enriches our board's overall perspective.

In addition, 60% of our directors are over 50 years old. For Katradis Group, the significant presence of individuals within this age group underpins the importance of having individuals with ample business experience, knowledge and professional networks in relevant positions. These attributes are vital for the Group to effectively leverage during its developmental phases and day-to-day operations.

**Age Groups of the BoD in Katradis A.V.E.E.**



**Age Groups of the BoD in Katradis VEPL**



## Material Topic: Human rights

GRI 401-1, 405-1

### New employee hires and employee turnover

The rapid expansion of the Group's activities both domestically and worldwide requires the recruitment of qualified personnel to meet the continuous growth of the Katradis Group of Companies.

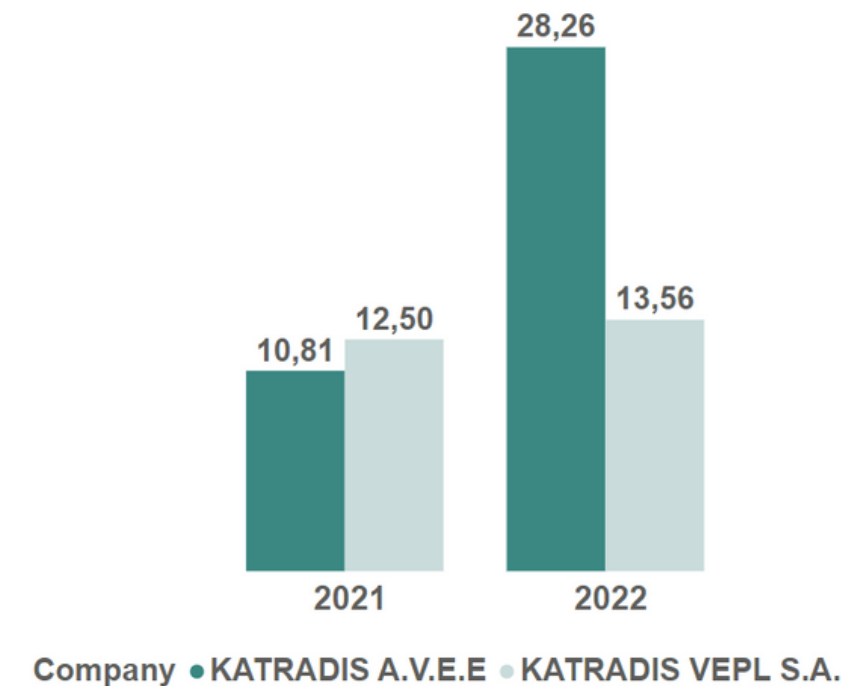
Our employee hire rate reflects the number of new hires we bring on board within a given time frame. It is a key indicator of our company's expansion and our commitment to creating job opportunities.



In 2022, the employee hire rate has increased by 17,5% in Katradis A.V.E.E. and by 1.1% in Katradis VEPL compared to the previous year. This rate reflects our dedication to expanding our team, meeting business needs and creating opportunities for individuals to join our company.

In addition, Katradis Group is committed to offering meaningful employment opportunities that strengthen local economies and improve the quality of life for residents. Hence, 80% of our employees in the manufacturing facility (Katradis A.V.E.E.) are from the areas surrounding our operations (i.e., Thiva), while the other 20% comes from neighboring areas in the Greek Province (i.e., Chalkida, Evia Island).

New employee hire rate (%) by Company



In Katradis VEPL similarly, in our central offices in Attica 77% of our workforce comes from the surrounding area of Piraeus.

We understand the social and economic impact of our hiring rate and the responsibility it carries. As we move forward, we are dedicated to making informed and responsible hiring decisions, considering the needs of our company, our employees and the communities we serve.



## Material Topic: Human rights

GRI 401-1

Key components of our hiring strategy are:

### Diverse Workforce:

We are committed to building a diverse and inclusive workforce. Our hiring rate includes individuals from varied backgrounds, experiences and perspectives, contributing to a rich and dynamic work environment.

### Local and Wider Impact:

We are proud to support local economies by hiring talent from our communities. We also contribute to wider employment through our hires.

### Career Development:

As we increase our workforce, we remain committed to providing career development opportunities and fostering a culture of growth for our employees.

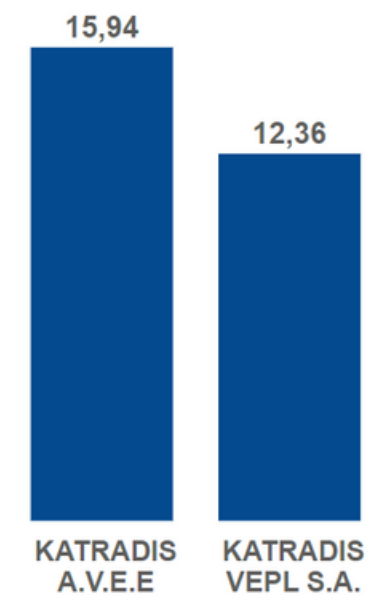
The turnover rate represents the percentage of employees who leave our organization within a specific timeframe, reflecting our hiring, retention and employee satisfaction practices.

Over the past years, our employee turnover rate remains relatively steady at approximately 16% in Katradis A.V.E.E. and 12% in Katradis VEPL, which is in line with industry standards for our sector.

We conduct exit interviews with departing employees to gain insights into their reasons for leaving. This feedback helps us identify areas for improvement.

At Katradis Group, we acknowledge that managing employee turnover is an ongoing process. As we move forward, we are committed to addressing the concerns of departing employees, enhancing job satisfaction and continually improving our workplace environment.

Turnover Rate per Company (%)  
(6-year Average)



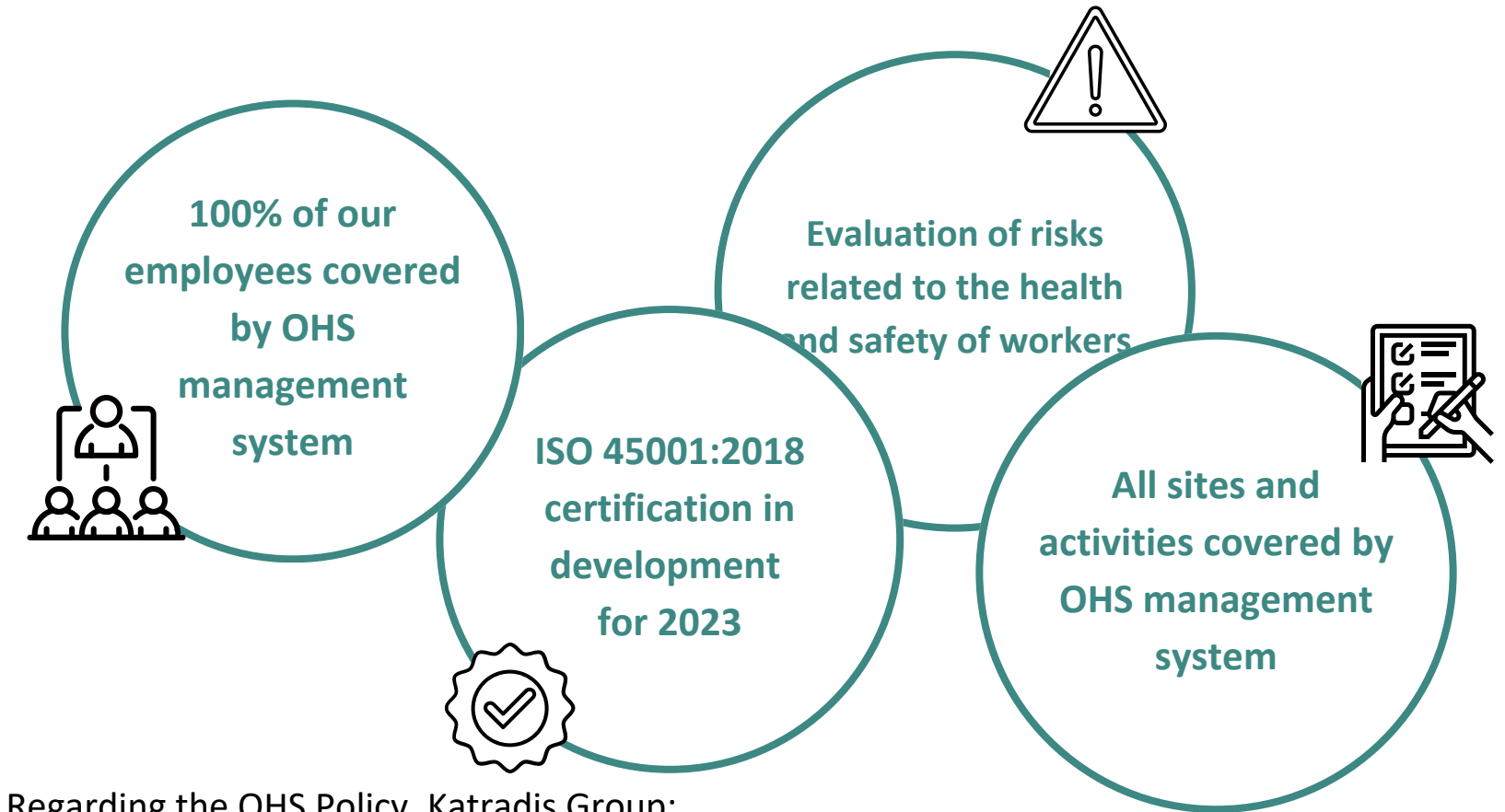
## Material Topic: Ensuring the Health and Safety of Workers

GRI 3-3

At Katradis Group the health and safety of our employees, visitors, contractors are of paramount importance. We are committed to maintaining a safe and healthy workplace for all and we strive to achieve the highest standards of Occupational Health and Safety (OHS) performance in all our operations.

### Management approach

Katradis Group of Companies shows strong leadership and commitment to OHS and has as its main policy to operate in a manner that respects OHS, preventing and reducing the impact of its activities and minimizing the health and safety risks of the employees and partners. Katradis Group, through its activities, does not have any negative impact on the health and safety of its employees or society.



Regarding the OHS Policy, Katradis Group:

- complies with all legal and other requirements related to its activities regarding the protection of health and safety at work and assesses at regular intervals the degree of its compliance,
- takes all the necessary feasible measures to prevent accidents and illnesses in the workplace,
- determines goals and objectives as well as programs that it systematically reviews, seeking the continuous and further improvement of the Company's performance in matters of health and safety at work,
- cooperates with national and local authorities charged with the protection of health and safety at work,
- raises awareness of interested parties on health & safety issues at work and communicates its policy to stakeholders.





Material Topic: Ensuring the Health and Safety of Workers

GRI 403-1, 403-8

Occupational health and safety management system

The policy of Katradis Group is achieved through the implementation of the Occupational Health & Safety Management System which meets the requirements of the ISO 45001:2018 standard. The framework and mechanism for setting and reviewing the objectives and targets are set in the regular reviews of the System by the Management. **All the employees of both Katradis A.V.E.E. and Katradis VEPL and workers, whose work and/or workplace are under the Group’s control, are covered by this OHS Management system.** This system undergoes regular internal audits to guarantee compliance and effectiveness in maintaining a safe work environment.

Additionally, the companies within the Group are committed to strict adherence to legal requirements and extend additional benefits to their employees through the provision of private insurance contracts.

	KATRADIS A.V.E.E.		KATRADIS VEPL S.A		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
Number of all employees and non-employees whose work and/or workplace is controlled by the organization, who are covered by a health and safety management system	124	141	33	27	157	168

All sites and activities (100%) are covered by the OHS system in both companies of Katradis Group.

Under specific circumstances, the company reserves the right to provide one or more medical consultants to assess the employee's overall or specific suitability for their assigned job. The employee is expected to cooperate fully with the occupational physician.

The company may, through general or specific circulars and announcements, establish a set of legal regulations concerning the adherence to safety measures aimed at ensuring both safe operations and working conditions.



## Material Topic: Ensuring the Health and Safety of Workers





GRI 403-2

### Hazard identification, risk assessment and incident investigation

For the assessment of general risks and risks to the Health and Safety of Employees, the international standard ISO 31000:2018 - Risk Management - Guidelines is applied, while the methodology followed is the Consequence/probability matrix, according to IEC/ISO 31010:2019 - Risk Management -- Risk assessment techniques. Various metrics and targets are applied and monitored in order to evaluate the effectiveness and track the progress of the actions regarding the health and safety of employees.

There is an internal inspection process that manages the OHS system for risks to employee health and safety. The internal audit and inspection program records findings and suggestions for improvement. The final review is carried out by the BoD.

The evaluation of the system for the management of the system concerning the health and safety of workers is carried out by the HSSQE management in the following ways:

-  Data collection
-  Meeting (process performance, non-conformities, measurements-analyses, results of audits, assessments of compliance with institutional requirements, adequacy of resources)
-  Briefing of participants
-  Conclusions (decisions on changes, consequences, improvements, effectiveness and adequacy of data, company strategy)

The assessment of a risk to the health and safety of workers is carried out by the following steps:

- 1 Identification of OHS risks
- 2 Search for the relevant institutional framework
- 3 Risk assessment
- 4 Proposing risk control measures if the risk is assessed as high level or monitoring measures if it is of a low level.

If there are changes in activity or legislation then the risk assessment process is carried out from the start.

The Group's approach to evaluating risks related to the health and safety of workers involves a blend of qualitative or semi-quantitative assessments concerning the probability and severity of potential risks. This risk assessment is conducted on a process-by-process or process-set basis or when significant changes occur.

The aim is to identify and assess potential events, whether positive or negative, that could impact the company's objectives. The occurrence of such events may result in either positive or negative effects on employee health and safety.

Risk is associated with the probability of an employee encountering a hazard within their work activity and the level of severity regarding the potential consequences of this exposure. This assessment takes into account the effectiveness of the risk prevention and risk management measures implemented by the company.



## Material Topic: Ensuring the Health and Safety of Workers

GRI 403-2

The following factors shall be considered in assessing the OHS risks:

- ✓ The frequency of exposure of the worker to the risk in a hazardous situation
- ✓ The likelihood of harm from the exposure of the worker to the hazard
- ✓ The assessment of the severity of the harm that may be caused to the worker by exposure to the risk.

When an incident related to OHS takes place, it is recorded under the responsibility of the safety Technician in the electronic Incidents form.

### Worker participation, consultation and communication on occupational health and safety

OHS issues are communicated, after an internal survey for subjective OHS risk assessment. All employees have the ability to communicate workplace risks to the Safety Technician by utilizing subjective assessment questionnaires.



## GRI 403-4

Katradis Group of Companies ensures employees' consultation and participation on OHS issues as follows:



- 1 Participation of employee representatives on OHS issues (OHS committees) in regular meetings with management on all OHS issues.
- 2 Participation in the identification and assessment of occupational risks and the control measures in place: Participation is carried out during the primary occupational risk assessment as well as during a review of Katradis Group of Companies OHS if activity changes or diversifies.
- 3 Participation in the assessment of incidents: if an incident occurs, the employee(s) involved actively participates and cooperates with the company's management to identify the causes of the incident and proposes measures to prevent a similar incident from occurring again.
- 4 Participation and consultation during the visits of the Safety Technician: During these visits, discussion and consultation on all HSE issues take place. The results of the consultation may be documented in the Safety Engineer's Book of Recommendations.
- 5 Participation in the establishment of OHS Programs: Employees are briefed on the OHS Improvement Programs and are guided on how to attain the set objectives. There are discussions with employees to evaluate if the suggested actions for achieving OHS objectives through these programs are adequate and employees are encouraged to propose their own objectives as well.



## Material Topic: Ensuring the Health and Safety of Workers

GRI 403-5, 403-6

### Worker training on occupational health and safety

At Katradis Group we are implementing comprehensive health and safety training programs for our employees, aimed at increasing awareness and knowledge about potential workplace hazards and safety protocols. In 2022, we conducted numerous training sessions, reaching 53% of our workforce. These training sessions aim to equip employees with the knowledge and skills necessary to maintain a safe working environment.

The following seminars and training have been provided to all employees involved in the manufacturing processes (Katradis A.V.E.E. & VEPL):



Fire safety



General information on Health & Safety



Safe hanging & load distribution techniques & information in mixed traffic



Training of workshop workers in the safe use of machines



Risk of manual work

Moreover, all office (administrative) employees have also received training in the following matters:

#### 1. General information on Health & Safety

#### 2. Fire safety

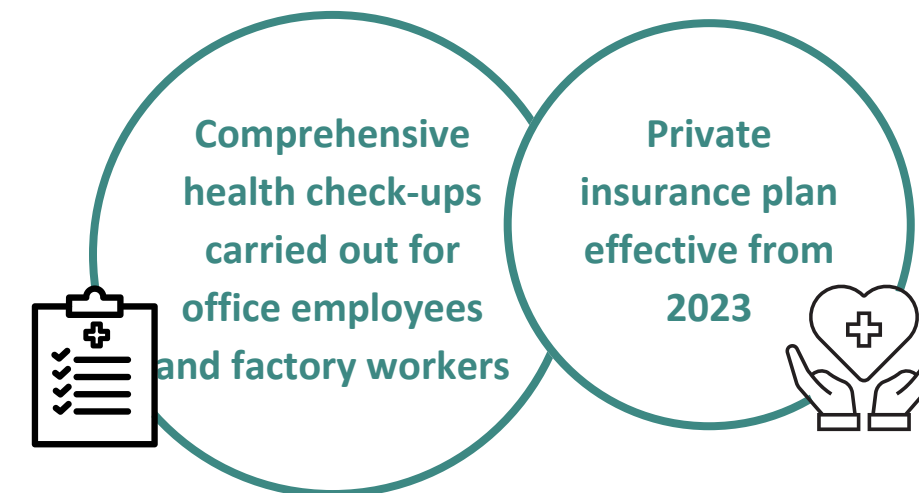
#### 3. Risks related to office work

The participation of all employees in these training programs incurred no expenses for them.

### Promotion of worker health

In 2022, which serves as the reporting date, the Katradis Group successfully implemented its objective of securing a private insurance plan effective from 2023.

Additionally, comprehensive health check-ups were carried out, including eye and musculoskeletal assessments for all office employees, blood tests and audiograms for factory workers and spirometry for employees working in the foundry. These initiatives demonstrate the company's commitment to prioritizing employee health and well-being.





## Material Topic: Ensuring the Health and Safety of Workers

GRI 403-7

### Prevention and mitigation of occupational health and safety impacts

Where the risk assessment requires measures to be taken, risk reduction shall be pursued on the basis of the following priority:

- 1 **Elimination**
- 2 **Replacement**
- 3 **Technical measures**
- 4 **Administrative measures**
- 5 **Means of personal protection**

The performance of OHS is measured by means of measurable indicators. The indicators express useful information about the Company's OHS performance and its continuous and systematic efforts to improve it. OHS performance is the result of the systematic management of the Company's occupational risks.

OHS indicators help to monitor the Company's performance over time because they measure precisely the degree of improvement from the implementation of specific corrective or preventive actions. They also help to set measurable OHS objectives and provide clearer and more substantiated information to stakeholders.

Monitoring and measuring the progress of key indicators serve as crucial inputs for management assessment within the organization. Regular and systematic tracking of these indicators enables timely identification of any values that deviate from normal or desired ranges. In such cases, immediate Corrective or Preventive Actions are initiated to address the issue effectively.

The Integrated Management System Manager holds the responsibility for measuring these indicators and taking appropriate corrective actions when necessary, ensuring the organization maintains optimal performance and compliance with established standards.





## Material Topic: Ensuring the Health and Safety of Workers

GRI 403-9, 403-10

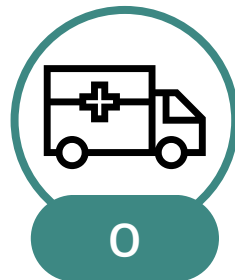
### Work-related injuries and ill health

At Katradis Group, we are committed to monitoring and improving the health indicators that affect our workforce as we believe that a healthy workforce is fundamental to our sustainability goals.

In general, the main types of work-related injury (all employees & not employees) are superficial cuts.



1  
Light accident



0  
Severe accidents and fatalities

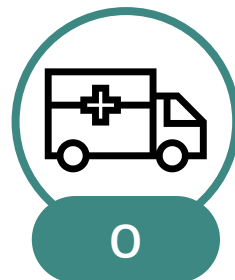


0  
Cases of work-related ill health

### Our OHS Targets for 2023:



1  
Light accident



0  
Severe accidents and fatalities



0  
near-miss accidents

Our performance in health and safety indicators for 2022, per 282.000 hours worked (Katradis A.V.E.E.), was the following:

#### Incident rate:

Over the past year, our total recordable incident rate was 0.079. This rate includes light accidents and it is a critical metric for assessing our safety performance. In 2022, no severe or high-consequence accidents were reported.

#### Lost-Time Incident Rate:

Our lost-time incident rate was 0, which represents the number of incidents resulting in lost workdays. This indicator is vital in assessing the severity of workplace incidents.

#### Near-Miss Reporting:

We actively encourage near-miss reporting and the number of reported near-miss incidents was 0.026. This demonstrates a growing safety culture and the proactive identification of potential hazards.

#### Occupational Illnesses:

Over the past year, we have recorded 0 cases of occupational illnesses.

## Material Topic: Ensuring the Health and Safety of Workers

GRI 403-9

### The work-related hazards that pose a risk of high-consequence injury

Work-related hazards involving a high-consequence injury risk are identified based on the General Risk Assessment.

In the event of an incident, a detailed description is documented, outlining its nature and the impact on worker health and safety. Subsequently, appropriate actions are promptly taken to mitigate the risks and address the situation effectively.

The identified risks typically encompass scenarios such as fires from natural causes, breakage of fire mains due to ice, earthquakes, lubricant leakage and hazardous substance leaks like rubber, as well as power failures. Vigilant response and preventive measures are enforced to minimize potential harm and ensure the well-being of all personnel.

For some of these risks, we implemented appropriate measures, including changes in strategy and enhanced monitoring. However, for others, we acknowledged their low impact and opted not to take any further actions.

Our commitment to health and safety is unwavering. As we move forward, we will continue to implement best practices, invest in employee training and awareness and actively seek ways to maintain our health and safety performance





## Material Topic: Product quality and safety

GRI 3-3

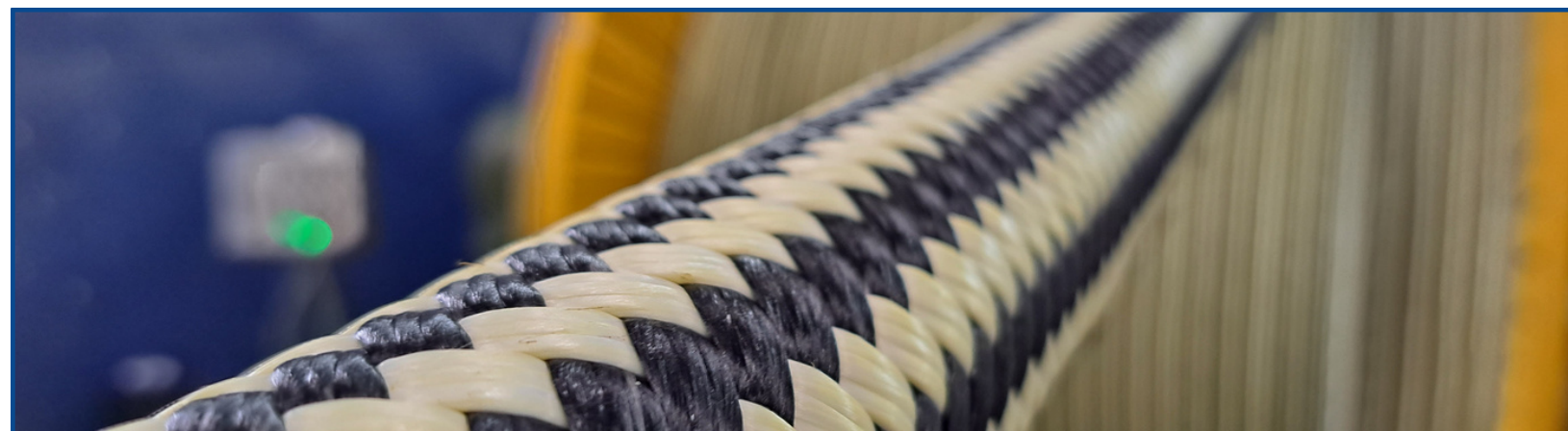
### Related SDGs



At Katradis Group we are dedicated to delivering products and services of the highest quality to our customers. Quality is at the core of our business and it is our commitment to continually improve and innovate to meet and exceed customer expectations.

Katradis Group of Companies recognizes that the reliability and quality of its products serve as essential factors in building and reinforcing its reputation within both the Greek and international markets. Therefore, the company is firmly dedicated to upholding the superior quality of its products in strict alignment with customer demands and international standards.

For our Group, quality is defined as continuous improvement of the quality level of the products and services offered to customers, within the full extent of our activities. Only quality ensures the retention of the Group’s clientele and contributes to attracting new customers and increasing the competitiveness of the offered products. For this reason, the Group has established a Quality System which includes all those production processes affecting in one way or another the quality of the final products.



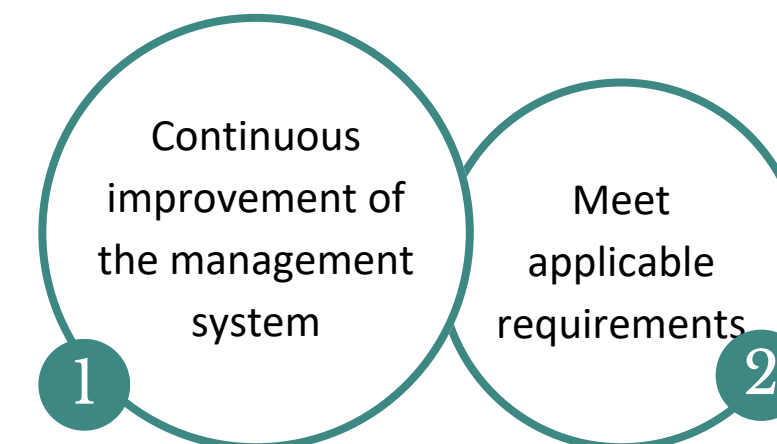
The quality system aims:

- 1 To be implemented and supported by all personnel
- 2 To involve the staff in the continuous effort to improve the company
- 3 To maximize customer satisfaction and customer confidence in the Company

The opinion of partners and customers, regarding the quality of its products and services, is desired and welcomed. In order to achieve its goals, the Group has the appropriate resources to ensure the necessary knowledge and skills in its staff, as well as to improve their capabilities, invests in equipment and maintains the Quality system in accordance with ISO 9001:2015 as a management and control tool.

It encourages free and seamless internal communication and provides incentives to maximize staff participation, creativity and accountability.

Katradis Group of Companies is committed to:



Material Topic: Product quality and safety

GRI 3-3

Katradis has a dedicated Technical Department that manages all technical matters, with a primary focus on continuously enhancing product quality. We constantly monitor indicators related to sales success and customer behavior, aiming to improve our performance.

This means strictly adhering to quality standards, monitoring customer requirements and ensuring quality throughout all stages of the production process. The Technical Department is committed to providing customized solutions for our customers, ensuring that their unique needs are met. Due to a wider range of products and services in combination with high quality control and safety measures throughout the manufacturing process, our clients are totally satisfied.

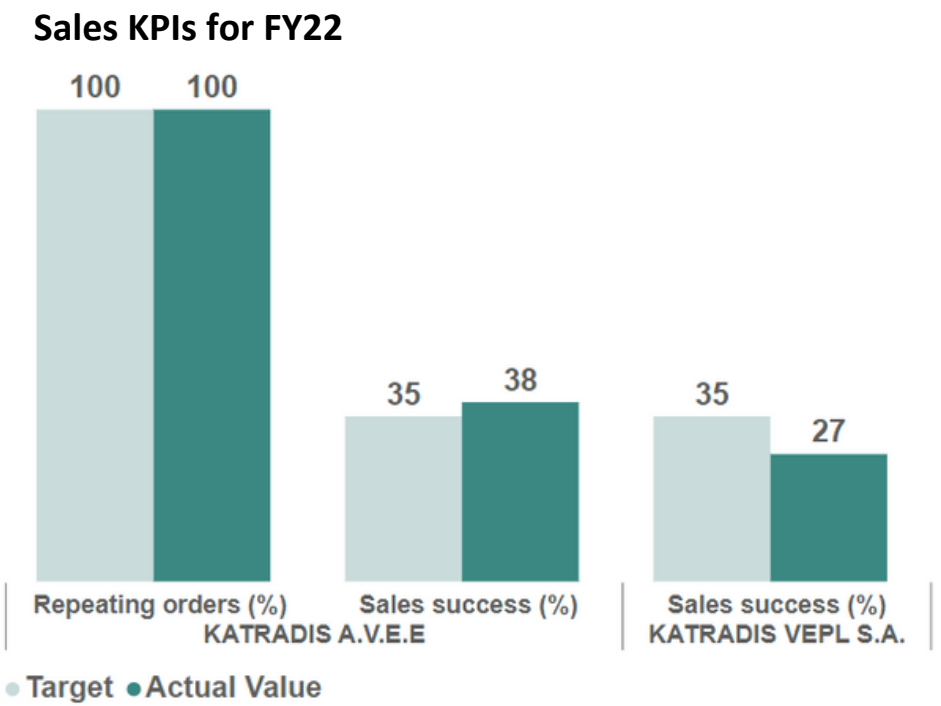
	KATRADIS A.V.E.E.		KATRADIS VEPL S.A	
	FY21	FY22	FY21	FY22
Complaints/claims from customers	2	3	2	1
New customers	466	590	448	215
Average revenue from new customers (per customer) <sup>[1]</sup>	6.627 €	9.884 €	4.754 €	6.947 €
General Customers Loyalty	84,6%	86,5%	84,6%	86,5%
Ropes Loyalty	80,9%	81,8%	-	-
Anodes Loyalty	76,4%	80%	-	-
Sales success <sup>[2]</sup>	32%	38%	36%	27%

[1] Consolidated data for both Katradis A.V.E.E. and Katradis VEPL S.A.  
[2] Sales success refers to the percentage of leads that ultimately convert into customers.

Also, the resilient supply chain, which ensures continuous production, avoiding delays led to customer satisfaction.

As a result, we have 100% repeating orders. That signifies their trust in our products and service quality and their satisfaction with the overall experience. This indicator is a valuable aspect of customer relations and operational efficiency and aligns with business objective of the Group.

Over the reporting period, our sales success has experienced a slight decline in Katradis VEPL. However, this decrease is reflective of the reallocating wire rope production and corresponding sales activity to Katradis A.V.E.E.





## Material Topic: Providing training for employees

GRI 3-3, 404-1

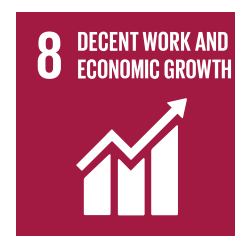
### Management Approach

At Katradis Group, we believe that our employees are our most valuable assets. As part of our commitment to their growth and well-being, we invest in comprehensive training and development programs designed to empower our workforce. Our main goal is to support their career aspirations and personal development. At the same time, employee training programs are critical for also directly influencing the companies' productivity and overall growth.

We adopt a comprehensive strategy for nurturing and expanding the potential of our workforce.

Every year, our organization assesses the collective and individual needs of its staff. Training initiatives are then implemented equipping our employees with essential resources for their knowledge and skill enhancement.

#### Related SDGs

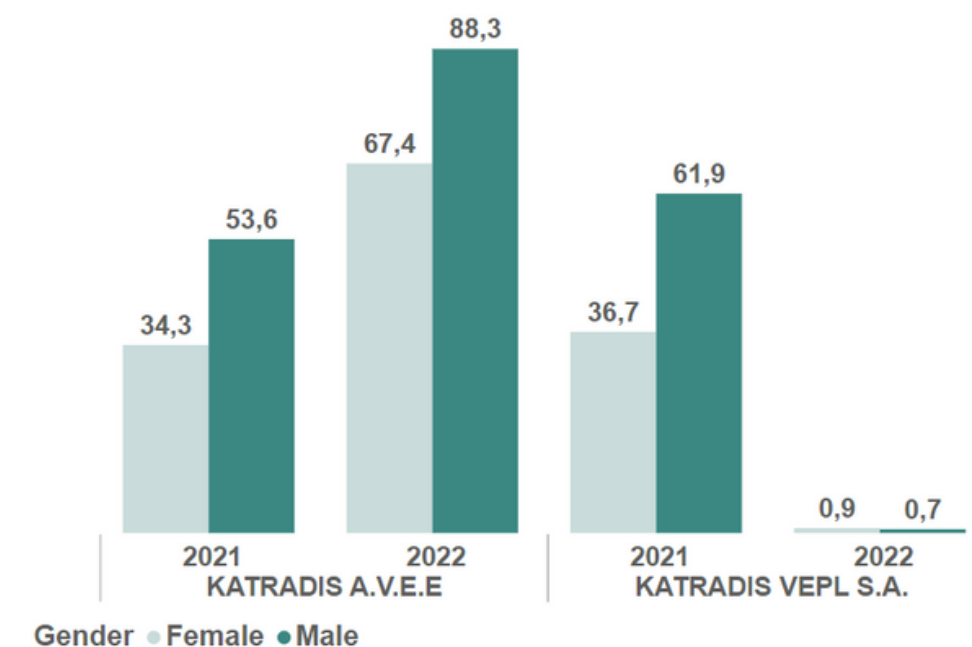


### Average hours of training per year per employee

Our training programs are designed to help employees build and enhance their skills, both in their current roles and for future career opportunities.

Overall, the average hours<sup>[1]</sup> of training for both male and female employees increased at Katradis A.V.E.E. from 2021 to 2022, by 67,1%. The activities of Katradis A.V.E.E. require continuous employee training regarding manufacturing techniques and quality control. Considering that the training programs of Katradis VEPL are more focused on skills that do not need to be updated/refreshed every year, such as customer service skills, there is a justified decrease in the average hours of training.

Average Training hours per Company and Gender



[1] The average training hours indicator was calculated according to the GRI Standards 2021 (GRI 404-Training and Education), using this formula: Total number of training hours provided to total employees or female employees or male employees divided by Total number of total employees or female employees or male employees.

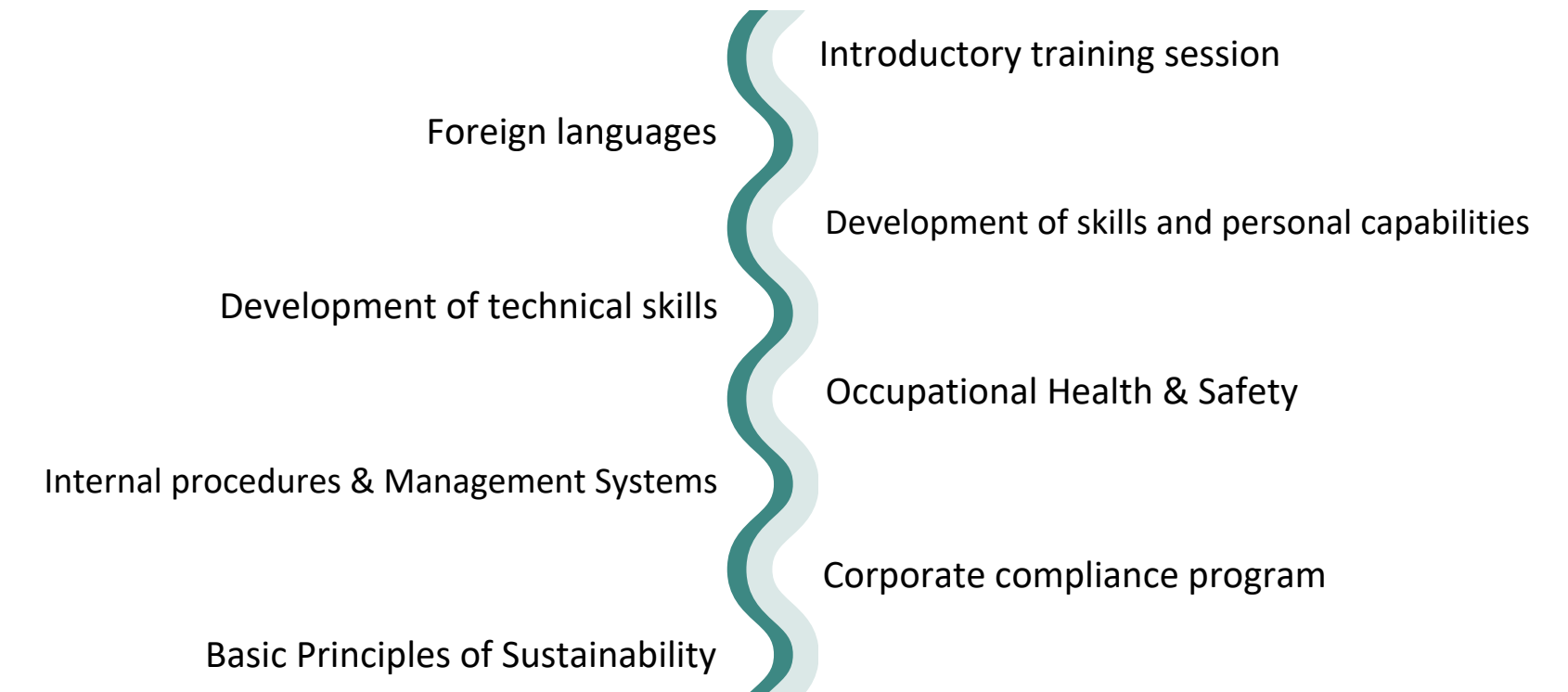
## Material Topic: Providing training for employees

GRI 404-2

### Programs for upgrading employee skills and transition assistance programs

The Group complements formal training with continuous on-the-job guidance provided by managers and fellow team members. This constitutes a fundamental aspect of our approach to nurturing our workforce, aiding them in advancing within their positions, enhancing the quality of their outputs and receiving prompt feedback on areas for development.

The Company's training program, which was attended by 54% of its direct employees, focused primarily on the following key areas:





## Material Topic: Providing training for employees

GRI 404-2

We adopt a comprehensive strategy for nurturing the potential of our workforce, equipping our employees with essential resources for skill enhancement and expand their potential. Our focus on employee-centric training has yielded the following benefits for our workforce:

### Professional Growth:

Many employees have reported that they feel more confident in their roles and more equipped for future advancement.

### Job Satisfaction:

Employee feedback indicates increased job satisfaction and a sense of personal and professional fulfillment.

We are committed to continuing providing training and development opportunities that empower our employees, recognizing that their growth and well-being are integral to our sustainability and success.



85

Training hours on average  
per employee



67,1%

Increase in average hours  
trained per employee at  
Katradis A.V.E.E.

## Social Responsibility

GRI 203-1, 203-2

At Katradis Group, our commitment to corporate responsibility extends far beyond our daily operations. We recognize our role in creating positive social impacts and fostering stronger, more resilient communities.

As part of our comprehensive ESG strategy, we are dedicated to making a meaningful difference through our social and cultural responsibility and philanthropic efforts to improve the quality of life for the impacted communities.



### 1. Empowering Local Communities

We believe that thriving local communities are the backbone of sustainable societies. To that end, we have actively engaged with local communities in various ways. This includes financial contributions to local initiatives, collaboration with community-based organizations and volunteering opportunities for our employees. Through these efforts, we aim to address the unique needs and challenges faced by the communities where we operate. Moreover, we are dedicated to hiring personnel from local communities. As of 2022, 77% of our employees are from the areas surrounding our operations both in Attica and in the Greek Province.



### 2. Charitable Donations

Our commitment to philanthropy is exemplified by our financial donations to a wide range of causes and organizations. These contributions encompass areas such as education, healthcare, poverty alleviation, environmental conservation and social justice. We carefully select partners and projects that align with our values and have the potential to create a lasting positive impact.



### 3. Future Goals

As we move forward, our commitment to social responsibility and philanthropy remains unwavering. We will continue to seek opportunities to create positive social change, collaborating with our stakeholders and identifying innovative ways to make a difference. Our goal is to foster a more equitable, resilient and sustainable world for current and future generations.

In summary, our social responsibility and philanthropic initiatives are integral components of our broader ESG strategy. They reflect our dedication to corporate responsibility and our belief that businesses can and should play a pivotal role in building a better, more inclusive and sustainable global community. We look forward to sharing our progress and achievements in this area as we work together towards a brighter future.





## Social Responsibility

GRI 203-1, 203-2

In 2022, Katradis Group has made substantial charitable donations to 16 organizations, supporting causes such as healthcare, social welfare and community development. Some of the organizations supported in 2022 are the following:

- PNOE – Friends of Children in Intensive Care
- Church of St. Nicholas of Cardamela (Chios)
- ELEPAP - Rehabilitation for The Disabled
- Nursing Home “Aghia Marina” Cardamela
- Athletic Club of Freattyda Porphyra
- AHEPA (American Hellenic Educational Progressive Association)
- Smile of the child (Chamogelo tou Paidiou)
- Elpida association of friends of children with cancer
- "Choroparea" - Cultural Association of Keratsini - Drapetsonas
- Oinoussian Friends Association
- Children First
- Non-Profit Greek Shipowners’ Social Welfare Company SYN-ENOSIS (for the fire-affected individuals)
- Doctors without borders
- Hellenic Marine Environment Protection Association (Helmepa)

In addition, every year we donate ropes and anchor chains to the Floating Naval Museum Battleship “G. Averof”, worth €45.000 in the last four years.

We have also donated ropes and other marine equipment to the Hellenic Coast Guard and training equipment for Cardiopulmonary Resuscitation (CPR) to the Hellenic Rescue Team.

Our community contributions have a significant impact:

### ● Economic Growth:

Our presence in these communities has contributed to economic growth, job creation and improved quality of life for local residents.

### ● Education and Skills Development:

Many individuals have benefitted from our initiatives, equipping them with the skills and knowledge necessary for personal and professional growth.

### ● Environmental Improvement:

Our environmental initiatives have led to maintaining the physical environment clean in these communities.

Last but not least, Katradis Group also extends its support to the cultural domain, actively contributing to various cultural events and initiatives, such as Salema Revisited and other events.

### Some of the organizations supported in 2022







# Governance

Governance structure

Leadership Transition

Governance framework

Business ethics

Business continuity

Digital transformation

Protection of personal data and privacy





# Governance structure

GRI 2-9, 2-11, 2-15

Our robust governance framework and structure lie at the heart of our commitment to responsible corporate practices. At Katradis Group, we recognize the critical role effective governance plays in ensuring transparency, accountability and ethical decision-making. Our governance model is anchored by a diligent Board of Directors (BoD), led by Mr. Nikolaos Katradis, who brings extensive industry knowledge to our leadership team.

The BoD, along with the executive committee, plays a pivotal role in shaping our corporate strategy, assessing risks and overseeing our impact on the economy, environment and society.

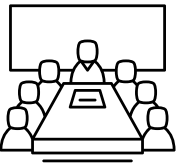
In line with our dedication to diversity, our BoD includes 22.2% women members and 33.3% members aged between 30-50, enhancing the depth of experience and perspectives at the highest level (read more on our BoD diversity in Section “Human Rights”).

Moreover, our well-defined management structure extends to various departments, including production, sales, purchasing and financial management, where skilled managers ensure the efficient day-to-day operations of Katradis Group of companies.

All members of the BoD exercise independent judgment, free from any external influence or conflicts of interest.

Moreover, managers and employees who hold key positions in the Group must sign a formal declaration of responsibility, that clarifies they do not have or had any interest in committing or have committed any act, contrary to the interests of the Group and is related to suppliers, customers or other entities who have, or seek commercial relations with the Group.

The Members of the Board of Directors of KATRADIS MARINE ROPES IND. S.A. as elected by the Shareholders’ Meeting dated 28 June 2022.



The Members of the Board of Directors of KATRADIS VEPL S.A. as elected by the Shareholders’ Meeting dated 28 June 2022.

**Katradis Nikolaos**  
*President*

**Katradis Constantinos**  
*Vice President and CEO*

**Tevekelis Emmanouil**  
*Member, Executive*

**Kontakis Ioannis**  
*Member, Executive*

**Thanopoulos Vasileios**  
*Member, Executive*

**Lappa Eleftheria**  
*Member, Executive*

**Katradi Maria-Pagona**  
*Member, Executive*

**Mylonas Theodoros**  
*Member, Non-Executive*

**Vasilikos Markos**  
*Member, Non-Executive*

**Katradis Nikolaos**  
*President*

**Katradis Constantinos**  
*Vice President and CEO*

**Tevekelis Emmanouil**  
*Member, Executive*

**Kontakis Ioannis**  
*Member, Executive*

**Thanopoulos Vasileios**  
*Member, Executive*

**Katradi Maria-Pagona**  
*Member, Executive*

**Mylonas Theodoros**  
*Member, Non-Executive*

**Vasilikos Markos**  
*Member, Non-Executive*

**Thanopoulou Chrysanthi**  
*Member, Non-Executive*

## Leadership Transition

In our ongoing commitment to transparency and effective governance, we are pleased to inform you of a significant transition in leadership at Katradis Group of Companies. Over the years, our esteemed founder and President, Mr. Nikolaos Katradis, has oriented the company with dedication and vision, establishing a legacy of excellence within the maritime industry.

The company's founder and President, Mr. Nikolaos Katradis, who has skillfully led the organization for many years, has passed the leadership mantle to his son, Mr. Constantinos Katradis.

Mr. Constantinos Katradis brings with him extensive experience and a profound understanding of the industry, gained through years of active involvement in the company's operations and strategy and is well-positioned to continue and enhance the legacy of excellence.

This succession plan marks an important moment at Katradis Group of Companies, symbolizing continuity and a commitment to the company's legacy while adapting to new market dynamics and opportunities.

We continue to build upon the foundation laid by Mr. Nikolaos Katradis and embrace new opportunities for growth and innovation under Mr. Constantinos Katradis' leadership. We are confident that this change will fortify our dedication to delivering exceptional products and services to our valued customers and partners.

## Governance framework

GRI 2-10

The BoD is elected by the vote of the General Assembly of the Shareholders for a five-year term, while the term cannot exceed six (6) years. The BoD members can be shareholders or non-shareholders and are always re-elected and freely recallable.

The selection criteria for BoD members primarily revolve around their experience in the Group's operations and their competence in addressing the Group's impact on the economy, society and the environment.

The tenure of the current members in both entities will be completed in June of 2027. The General Assembly can also elect substitute members in case of resignation or death of members or for any other reason they lost the status of a member of the BoD. Replacements can also occur in case of conflict of interests between the Group companies' activities and the members of the BoD. In such cases, the replacement is temporary and concerns the operations for which the conflict exists.





## Governance framework

GRI 2-10

Nomination and Selection of Board Members:

### 1 Nomination and Selection Processes:

The process of nominating and selecting board members at Katradis Company begins with the identification of potential candidates. These candidates may be recommended by existing board members, external search firms, or through other means.

Following the identification phase, a thorough evaluation of candidates takes place. This evaluation assesses their qualifications, experience, skills and alignment with the company's strategic goals and values.

Candidates who pass the evaluation stage are typically presented to the existing board of directors for approval. The board collectively decides on appointments.

### 2 Criteria for Nominating and Selecting Members:

#### 1. Views of Stakeholders (Including Shareholders)



The views and input of stakeholders, including shareholders, are taken into consideration through various mechanisms. This may involve soliciting shareholder nominations, conducting surveys, or engaging in direct dialogue with shareholder representatives. The goal is to ensure that the interests and concerns of key stakeholders are reflected in the selection process.

#### 2. Diversity:



Diversity is a critical consideration. Boards aim for diversity in terms of gender, ethnicity, age, professional background and experience.

#### 3. Independence:



Independence is essential to ensure unbiased decision-making. Katradis Board of Directors, include independent members who are not affiliated with the company or its major stakeholders, ensuring they can provide objective oversight.

#### 4. Competencies Relevant to Organizational and ESG Impacts:



BoD members are selected based on their possession of the knowledge and skills necessary to effectively address a wide spectrum of organizational and ESG-related challenges and opportunities. Their competencies encompass various areas, including financial acumen, industry-specific expertise, environmental sustainability practices, social responsibility issues and governance best practices.

These competencies extend to sustainable business strategies, corporate ethics, regulatory compliance, stakeholder engagement and the ability to navigate the complexities of the ESG landscape. The board's composition is thoughtfully evaluated to ensure that its collective expertise adequately covers the organization's key areas of impact, enabling it to provide well-informed guidance and oversight that align with the organization's objectives, values and the expectations of its stakeholders.

## Governance framework

GRI 2-12

### Role of the highest governance body in overseeing the management of impacts

Katradis Group operates with a high sense of responsibility in managing impacts related to the economy, environment and people. The President, the Vice President and CEO and the Board Members are responsible for overseeing the organization's impact on the economy, environment and people and for developing, approving and updating the Group's mission, strategies, policies and goals related to sustainable development.

Furthermore, the BoD has appointed a Sustainability Committee. The Sustainability Committee is responsible for tracking the effectiveness of actions through the establishment and monitoring of specific indicators.

Most importantly, one member of our BoD is also a key member and decision-maker in our Sustainability Committee, ensuring that sustainability efforts and performance are communicated to the highest governing body and incorporated in the Group's Strategy.



The Board of Katradis Group of Companies demonstrates its commitment to the management of impacts by:

- taking responsibility for the effectiveness of the management system,
- ensuring that the policy and objectives for the management system are established and compatible with the operating framework and strategic orientation of the Katradis Group of Companies,
- ensuring that the requirements of the management system are integrated into the business processes of the Katradis Group of Companies,
- promoting the application of the process approach and the risk approach,
- ensuring that the resources required for the management system are available,
- communicating the importance of compliance with the requirements of the management system
- ensuring that the management system achieves the intended results,
- motivating, guiding and supporting staff to contribute to the effectiveness of the management system,
- promoting improvement,
- supporting the other managers of the Katradis Group of Companies to assume a leadership role in their areas of responsibility.



## Governance framework

GRI 2-13, 2-14, 2-16

### Delegation of responsibility for managing impacts

Katradis Group of Companies ensures that responsibilities for relevant roles are assigned, communicated and understood throughout the company.

Responsibilities have been assigned to managers in order to ensure:

- ✓ the management system complies with the requirements of the standards
- ✓ processes yield the desired outcomes
- ✓ reports are communicated, especially to the Management, on the performance of the management system and opportunities for improvement
- ✓ customer focus is promoted throughout the Company
- ✓ the integrity of the management system is maintained when changes are planned and implemented.

### Role of the highest governance body in sustainability reporting

Katradis Group has established a Sustainability Committee whose function is to assist the BoD in strengthening the Group's long-term commitments to creating value in the economy, environment and society.

The Committee is responsible for identifying ESG issues within the Group's Operations and for implementing the appropriate actions in order to align our Group with SDGs. It is also responsible for setting up the entire process and content of the annual Sustainability Report. The Sustainability Committee undertakes the identification of material topics, communication with the stakeholders and organization of Report, including collection, process and validation of the sustainability data annually.

The BoD is responsible for overseeing the implementation of responsible and ethical business conduct and evaluates regularly the Group's performance in ESG issues, hence the BoD undertakes also the review and final approval of the entire process of Sustainability Reporting.

The ESG performance of the Group is communicated to the BoD (highest governance body), by the Sustainability Committee in regular meetings.

The Sustainability Committee's objective is to aid the BoD in reinforcing the Group's enduring dedication to generating value across the three pillars of Sustainable Development (economic, environmental and societal aspects).

The Sustainability Committee of Katradis Group consists of:

- **Elia Lappa**, Chemical Engineer, HSSQE
- **Angelos Kartalos**, Business Analyst
- **Manolis Markakis**, Mechanical Engineer, Plant Manager
- **Maria Inglezou**, ESG Assistant

## Governance framework

GRI 2-15, 2-17

### Conflicts of interest

In our commitment to upholding the highest standards of corporate governance and transparency, at Katradis Group, we recognize the importance of addressing and mitigating conflicts of interest within our organization.

Conflicts of interest can arise when the personal or financial interests of our stakeholders, employees, or members of our Board of Directors intersect with the interests of the company. We have implemented rigorous protocols and policies to identify, manage and disclose such conflicts promptly.

Our dedication to integrity and ethical conduct ensures that decisions are made in the best interests of our shareholders and stakeholders, safeguarding the trust they place in us. We remain vigilant in our efforts to maintain a fair and impartial environment that fosters the long-term sustainability and success of our business.

### Collective knowledge of the highest governance body

The "Collective Knowledge of the Highest Governance Body" represents the collective wisdom, expertise and experience of the top leadership within the organization, which includes the Board of Directors (BoD) and other key decision-makers. This collective knowledge is instrumental in guiding the strategic direction and decision-making processes of the company, particularly in the context of environmental, social and governance issues.

Within Katradis, the BoD holds the highest authority and responsibility for overseeing the company's operations and its impact on various stakeholders, including shareholders, employees, customers, communities and the environment.

The BoD members bring diverse backgrounds and skillsets to the table, making them collectively well-equipped to address a wide range of challenges and opportunities.

Their collective knowledge encompasses a deep understanding of the maritime and marine supply industry, financial acumen, legal expertise, risk management and a strong commitment to ethical and sustainable business practices. This knowledge base enables the BoD to make informed decisions that align with the company's ESG objectives and values.

Additionally, the inclusion of external consultants within the BoD further enriches this collective knowledge. These external experts contribute unique perspectives and specialized knowledge, helping the company stay attuned to industry trends, best practices and emerging ESG issues.

The effective utilization of this collective knowledge is critical for Katradis in achieving its goals. It guides the development of strategies, the identification and mitigation of risks and the establishment of transparent and accountable governance practices. Moreover, it reinforces the company's commitment to responsible corporate citizenship and its dedication to creating a positive impact on the environment, society and the economy.

In summary, the "Collective Knowledge of the Highest Governance Body" at Katradis is a critical asset for the organization, providing expertise, strategic direction and oversight, contributing to the Group's long-term success, stability and ethical governance.



## Governance framework

GRI 2-18

### Evaluation of the performance of the highest governance body

Katradis Group utilizes a comprehensive performance evaluation process for its BoD. This process thoroughly assesses the board's effectiveness in overseeing the organization's impacts on the economy, environment and people.

Key aspects of the evaluation process include:

#### **Financial Oversight:**

Evaluating the board's ability to ensure the organization's economic sustainability, financial integrity and responsible resource management.

#### **Environmental Stewardship:**

Assessing the board's role in shaping and supervising the company's environmental policies, sustainability initiatives and efforts to minimize environmental impacts.

#### **Social Responsibility:**

Reviewing the board's involvement in driving social responsibility strategies, community engagement and efforts to enhance the well-being of stakeholders.

Additionally, the evaluation process considers:

#### **Board Dynamics:**

Assessing the board's cohesion, diversity and collaboration, which are vital for effective decision-making.

#### **Alignment with Strategic Goals:**

Ensuring that the board's actions align with the Group's long-term strategic objectives and ESG commitments.

The performance evaluations of the BoD are conducted internally. Internal evaluations maintain objectivity and confidentiality while ensuring transparency in the assessment.

These evaluations are conducted on an annual basis, providing regular insights into the board's performance and allowing for timely adjustments to governance practices and impact management strategies.

Regarding the actions in response to the evaluations, Katradis Group considers the findings of internal performance evaluations as a catalyst for continuous improvement.

## Governance framework

GRI 2-18, 2-20

Actions to respond to the evaluation of the BoD include:

### Board Composition:

If areas for improvement are identified, the organization may adjust the composition of the highest governance body. This may involve appointing new directors with specific expertise or backgrounds aligned with the organization's evolving needs.

### Organizational Practices:

The evaluations inform revisions to organizational policies, practices and strategies. For example, if the board's oversight of environmental impacts requires enhancement, the company may adjust its environmental policies and initiatives accordingly.

### Training and Development:

Individual board members may receive targeted training or development opportunities to strengthen their capacity to address specific challenges or responsibilities.

Katradis Company values the insights gained from internal evaluations, which serve as a foundation for strengthening governance practices and ensuring responsible management of economic, environmental and social impacts. The company is dedicated to a culture of accountability and continual improvement.

## Process to determine remuneration

Our compensation policy is based on the following principles:

- **Fairness and Equal Treatment:**

Our company is committed to providing equitable compensation, free from discrimination based on gender, race, religion, age, or any other personal characteristic. Thus, compensation is exclusively determined based on job requirements, qualifications, experience and the performance of each employee.

- **Encouraging Development:**

Beyond basic compensation, we provide opportunities for growth and advancement based on the skills and performance of each employee.

Our Group promotes a multicultural, open and equitable work culture where compensation reflects the value and contribution of every member of our team.





Material Topic: Business ethics

GRI 3-3

At Katradis Group, our sustainability strategy is firmly rooted in our dedication to making a positive impact on both the local communities where we operate and the environment. We understand that these two critical areas are interconnected and that our actions have far-reaching implications. As such, our sustainability efforts center on creating a harmonious relationship between our business and the world around us.

At the same time, we place a strong emphasis on integrity and truthfulness in all our business transactions. Therefore, we do not tolerate any acts of corruption. We are committed to operating with transparency, ensuring that our business practices, policies and financial matters are open for scrutiny. Furthermore, we uphold the principles of fairness and non-discrimination, treating all individuals and groups equitably.

To reinforce ethical conduct and accountability throughout our organization, we have established robust corporate governance structures, including diligent boards of directors and independent audit processes.

Management approach

We consider ethical business practices to be at the core of our operations and our commitment to business ethics is reflected in our management approach and guides our interactions with employees, partners and stakeholders. The company's priority is to maintain a business culture of transparency, honesty and trust, always based on the highest standards of business ethics. We place a strong emphasis on the safety and reputation of all individuals and entities impacted by our company and its operations.

Furthermore, Katradis Group of Companies, strives for principles, such as consistency, commercial trust and quality.

**During the reporting period, we received no reports, regarding unethical, illegal, or in violation of professional standards behavior in the workplace, underscoring our commitment to addressing ethical issues promptly and transparently.**



## Material Topic: Business ethics

GRI 2-27

### Compliance with laws and regulations

At Katradis, compliance with laws, regulations and industry standards is a fundamental aspect of our commitment to responsible business practices. We understand that adherence to legal and regulatory requirements is crucial for maintaining the trust of our stakeholders and safeguarding our long-term success.

The Group:

- ✓ Recognizes and possesses access to regulatory requirements pertaining to all facets of its operations
- ✓ Evaluates the methods through which the company will execute these regulatory requirements
- ✓ Takes into account these regulatory requirements when establishing, implementing, maintaining and continually enhancing any management system

The compliance obligations of Katradis Group may include, as appropriate:

- 1 Requirements of government agencies or other relevant authorities
- 2 International, national and local laws and regulations
- 3 Stipulations outlined in endorsements, licenses, or similar forms of permissions
- 4 Directives, regulations, or recommendations issued by governmental bodies

Compliance obligations also include the requirements of other stakeholders relating to the management system that Katradis Group of Companies must or chooses to adopt. These may include, as appropriate:

- a) agreements with social groups or non-governmental organizations
- b) agreements with public authorities or customers
- c) requirements of the Organization
- d) voluntary principles or codes of practice
- e) voluntary labelling or environmental commitments
- f) relevant business or industry standards

**No Environmental or any kind of penalties/fines were imposed on Katradis A.V.E.E. and Katradis VEPL S.A. during the reporting period nor in the past.**





## Material Topic: Business ethics

GRI 2-25

### Processes to remediate negative impacts

Our main emphasis revolves around nurturing a corporate environment built on openness and confidence, unwaveringly driven by the highest standards of ethical conduct in the business world. We stress the importance of protecting the well-being and standing of every person and organization affected by our company and its activities.

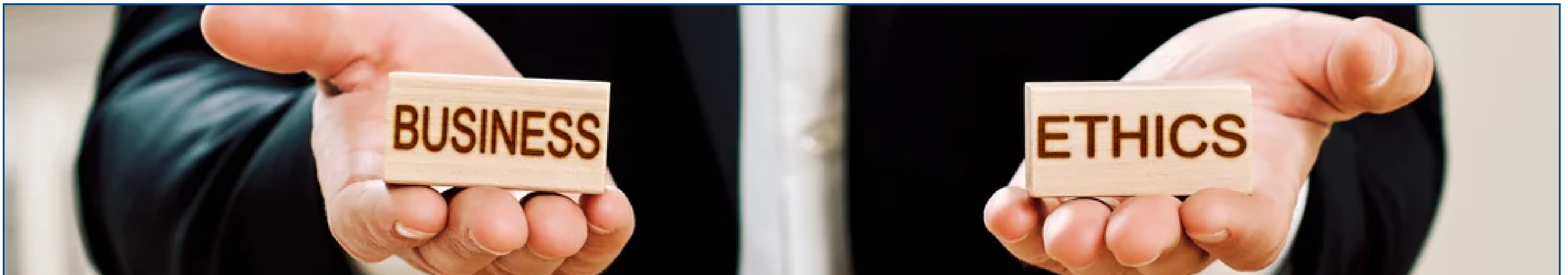
At Katradis, we actively encourage our employees and stakeholders to report any unethical conduct within our organization without fear of reprisal. Through the implementation of an anonymous and confidential reporting process, every member of Katradis Group, including employees and associates, is provided with the means to report any instances of unethical conduct, illegal activities, or violations of professional standards within the workplace. (Whistleblowing -Law 4990/2023).

### Opportunity and threat assessment

The international standard BS ISO 31000:2018 - Risk Management - Guidelines is applied for the opportunity and threat assessment. It is a combination of qualitative or semi-quantitative assessments of the consequence and probability of a level of risk. Risk assessment is conducted on a done on a process-by-process or process-set basis or in relation to a significant change.

An attempt is made to identify and evaluate potential events, positive or negative, which may affect the objectives of Katradis Group of Companies and if they occur, there will be an impact, positive or negative:

- a) on the quality of the services provided, either positively or negatively
- b) on the quality of the environmental services, whether or not it is positive or negative
- c) on the company's finances.



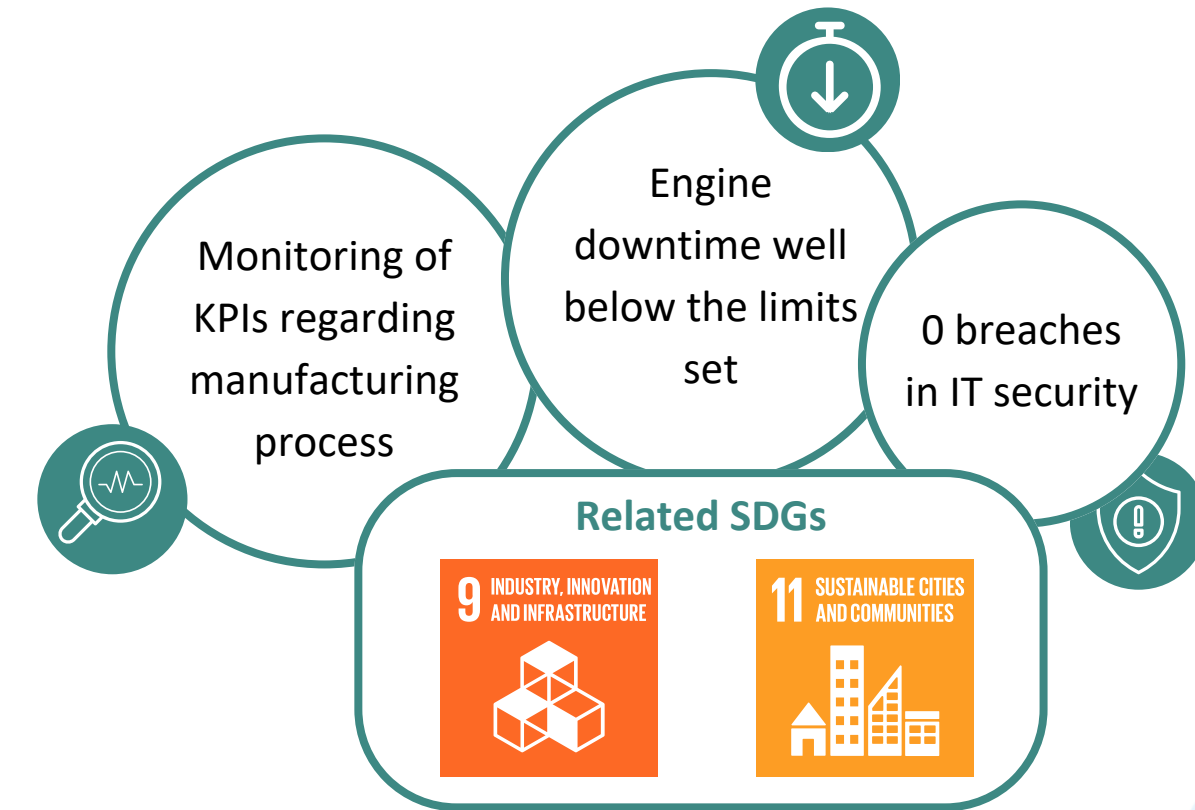
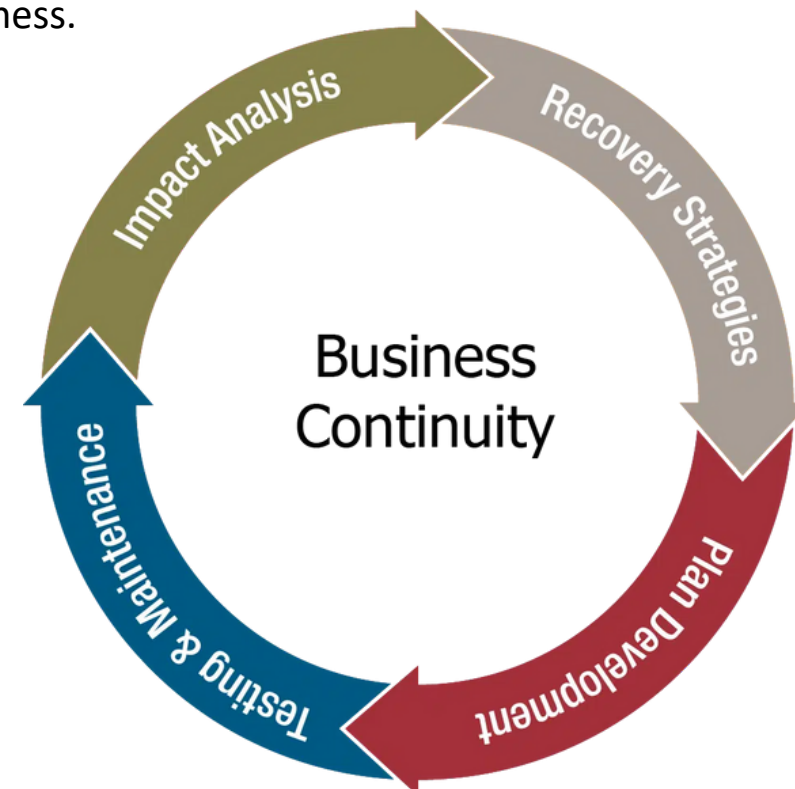
## Material Topic: Business continuity

GRI 3-3

### Management Approach

Business continuity refers to the process of planning and implementing strategies and measures to ensure that our organization can continue its critical operations and functions, or quickly recover them, in the event of unexpected disruptions, disasters, or crises. The primary goal of business continuity is to minimize downtime, protect assets, maintain customer service and safeguard an organization's reputation during adverse events.

At Katradis Group, we understand that maintaining the resilience and stability of our business is vital not only for our stakeholders but also for the fulfillment of our business objectives. We maintain a comprehensive business continuity plan that outlines strategies, responsibilities and actions to be taken in the event of disruptions. This plan is regularly reviewed, updated and tested to ensure its effectiveness.





## Material Topic: Business continuity

GRI 3-3

Key components of our company's business continuity include the following:



### 1. Risk Assessment and Planning:

For Katradis Group, business continuity begins with a thorough risk assessment specific to our industry and operations. This involves identifying potential risks, such as supply chain interruptions, natural disasters affecting shipping routes, or disruptions in production.



### 2. Backup and Recovery:

Katradis Group implements robust data backup and recovery systems to safeguard critical data and maintain the integrity of its production processes, ensuring redundancy in IT infrastructure to minimize downtime. Katradis Group is ISO 27001 certified and applies an Information Security Management System.

Katradis Group, maintains procedures to ensure Information Security continuity, which apply in any of the following cases:



In the unlikely event that one of the above risks occurs, Katradis is able to protect/restore vital parts for its operations and ensure its Business Continuity Plan.

The following are considered vital parts for the operation:

- Data (ERP/CRM accounting program, Databases, Shared File System files, Operating codes of information systems inside and outside the company)
- Equipment (Call center, Server, Main PC or laptop, Multimachines, Tax equipment)



### 3. Remote Work and Telecommuting:

At Katradis company, we have established the capability for remote work when needed. This involves secure remote access to essential systems and collaboration tools for employees.



### 4. Supplier and Vendor Relationships:

Given the importance of sourcing high-quality materials for our ropes, at Katradis we have established relationships with reliable suppliers and have contingency plans in place to secure alternate suppliers in case of disruptions.



### 5. Testing and Training:

At Katradis Group, we regularly conduct drills and simulations to test the effectiveness of our business continuity plans. At the same time, we ensure that employees are well-trained



### 6. Continuous Improvement:

Finally, we have established a culture of continuous improvement, regularly reviewing and updating our business continuity plans based on experiences and changes in the maritime and marine ropes industry.

Material Topic: Business continuity

GRI 3-3

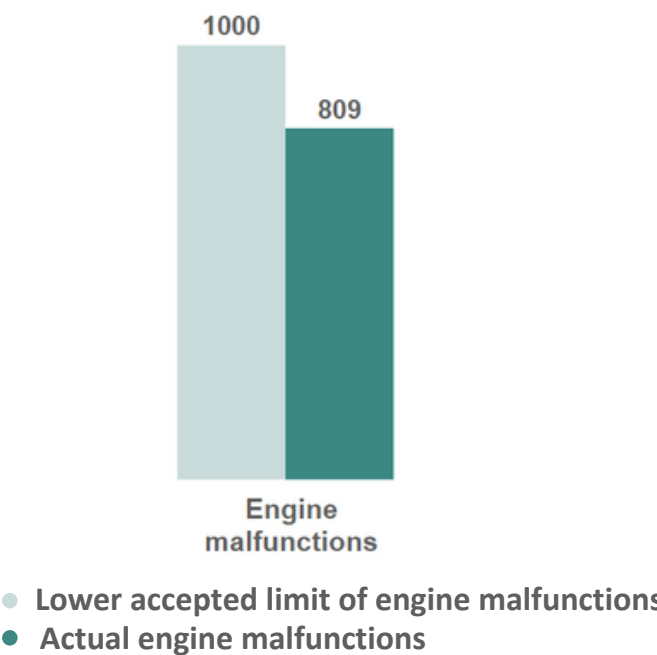
BUSINESS CONTINUITY



One of the key indicators of our business continuity performance is our ability to respond swiftly to incidents or disruptions. Over the reporting period, we monitored engine failures

and set targets, as acceptable limits, in an effort to reduce downtime, to keep the manufacturing process running and meet production quotas. In 2022, our performance exceeded the expectations, as our engine failures were well below the limits set.

Business Continuity KPIs for KATRADIS A.V.E.E.



Regarding information security, we measure the rate of security incidents, including data breaches, cyberattacks and other security breaches. In 2022, our security incident rate was 0, indicating our commitment to robust security practices.



## Material Topic: Digital transformation

GRI 3-3

### Management Approach

At Katradis Company, we are committed to embracing digital transformation as a key driver for optimizing our operations and enhancing sustainability across various aspects of our business. Here are some notable initiatives that exemplify our commitment:



### Collaboration with a renowned expert in Enterprise Resource Planning (ERP) systems for ERP Integration and Support:

In pursuit of operational excellence, we have forged a strategic collaboration with renowned experts in ERP systems. This partnership allows us to streamline our business processes and improve the integration and support for our ERP systems, enhancing our ability to manage critical data efficiently and make informed decisions. This not only drives productivity but also supports our governance efforts by ensuring data accuracy and transparency.

### Implementation of a Warehouse Management System:

To further enhance our operational efficiency, we are in the process of installing a state-of-the-art Warehouse Management System (WMS). This system optimizes our inventory management, order fulfillment and logistics operations, reducing waste and enhancing our supply chain sustainability. With real-time visibility and control over our warehouse processes, we are not only improving service quality but also minimizing our environmental footprint by reducing unnecessary storage and handling.

### Investment in Sales Forecasting Software:

At Katradis Company, we are committed to optimizing our sales operations and inventory management through strategic investments. One such initiative involves the implementation of an innovative sales forecasting software. This program empowers us to harness data from previous years to make well-informed forecasts of future sales trends and inventory requirements. By leveraging predictive analytics and data-driven insights, we enhance our procurement efficiency, ensuring that we order the right quantities at the right time. This initiative not only improves operational efficiency but also aligns with our sustainability goals by reducing excess inventory and minimizing waste. Through this investment, we strive to enhance our commitment to sustainable and responsible business practices while delivering exceptional value to our customers.



### B2B Procurement Platform:

In partnership with recognized leader companies, we are embarking on the installation of a cutting-edge B2B procurement and inquiry platform. This initiative reflects our dedication to sustainable procurement practices. Through the platform, we will streamline our procurement processes, reduce administrative burdens and foster sustainable supplier relationships. It aligns with our social and governance goals, enhancing transparency and accountability in our supply chain operations.

### Digital Marketing and Customer Engagement

Utilizing digital channels for marketing and customer engagement. This includes e-commerce platforms, social media and digital advertising to reach a wider audience and engage with customers more effectively.

## Material Topic: Digital transformation

GRI 3-3

### Data Analytics and Business Intelligence:

Harnessing the power of data analytics to gain insights into customer preferences, market trends and production efficiency. Data-driven decision-making helps Katradis in optimizing operations and identifying growth opportunities.

### Cybersecurity:

Katradis implements robust cybersecurity measures to protect digital assets and sensitive data. Given the digital nature of operations, ensuring the security of digital systems is paramount.

### Neptune Service Solutions:

Neptune Solutions by Katradis Marine Ropes is a new comprehensive program of service solutions for your mooring lines. It includes technical assistance for optimum mooring line selection, technical training, quality inspection and structural integrity assessment.

At Katradis Company, these digital transformation initiatives are integral to our Environmental, Social and Governance (ESG) commitments. They are designed not only to optimize our operations but also to contribute to a more sustainable and socially responsible business ecosystem. As we continue to evolve in the digital landscape, we remain steadfast in our mission to serve our customers, employees and society as a whole, in an ethical and sustainable manner.







## Material Topic: Protection of personal data and privacy

GRI 3-3

### Management Approach

At Katradis Company, safeguarding personal data is of paramount importance, reflecting our commitment to ethical and responsible data management. Our comprehensive approach to data protection encompasses a blend of general principles and specific policies aimed at ensuring the utmost security and compliance.

On the general front, we prioritize the privacy and security of personal data across our operations. This commitment is embedded in our corporate culture and is upheld through a range of practices and policies.

Specifically, we have instituted several measures:

#### A) GDPR Policy and Employee Awareness:

We have diligently informed our personnel about the safe usage and handling of their personal data, in alignment with the General Data Protection Regulation (GDPR). This policy is critical in fostering a culture of data protection and privacy awareness among our team.



#### B) Email Usage Policy:

Recognizing the sensitivity of email communications, we have implemented a stringent policy governing the safe usage of emails. This policy ensures that personal data shared via email remains confidential and secure.



#### C) Non-Disclosure Agreements (NDAs):

In our collaborations, we prioritize data protection through the signing of Non-Disclosure Agreements (NDAs) with our partners and collaborators. These agreements are legally binding and ensure the confidentiality of shared information.



In sum, at Katradis Company, the protection of personal data is an integral part of our ethical and operational framework. Our policies and practices, both general and specific, are designed to not only meet legal and regulatory requirements but also to instill trust and confidence among our stakeholders. We continually uphold the highest standards of data protection, recognizing its fundamental role in our operations and the trust that our customers and partners place in us. In 2023, we aim to acquire ISO 27001 certification, signifying our dedication to the highest standards of information security. This certification extends to the protection of critical data that we handle, minimizing the risk of data breaches and unauthorized access.

In 2022, Katradis Group conducted comprehensive GDPR compliance assessments with minimal non-compliance issues.



In 2022, our adherence to relevant laws and the implementation of safeguards to maintain compliance with industry regulations resulted in no incidents of data protection breaches.







# Appendices

Additional Information about this Report

Detailed tables

GRI Content Index





## Additional Information about this Report

GRI 2-5

All information and data in this Sustainability Report have been gathered, compiled and checked, reviewed and approved by the Sustainability Committee of Katradis Group to ensure the correctness of the disclosed information and reported to the Board of Directors (the Board). The financial data in the Report are based on the annual financial reports of the two reporting companies (Katradis A.V.E.E., Katradis VEPL S.A.) issued by external consultants and are expressed in Euros (€). The financial results presented, refer to the operation of the two entities, in Greece and abroad.

Katradis Group is responsible for the calculation, collection and consolidation of quantitative data, as well as for the accuracy and completeness of the quantitative and qualitative information contained in this Sustainability Report. E-ON Integration S.A. and OneTeam S.A. shall not be liable to any third party for the content of this Sustainability Report.

For the Sustainability Report 2022, Katradis Group did not proceed with external assurance. However, it is important to note that, although we have not sought external assurance for our disclosed data and information, we remain committed to transparency and accuracy. Our internal processes are designed to uphold the reliability of the data presented. We recognize the value of external validation and may consider it in future reporting cycles to further enhance the credibility of our Sustainability disclosures.

This report may contain forward-looking information. Such information is subject to a variety of significant uncertainties, including business, economic, financial and social factors. Therefore, actual results may differ significantly from those presented in such forward-looking statements. Investors must not rely on this information for investment decisions.







## Detailed Tables

### GRI 2-7

<i>Employees</i>	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
<i>Number of male employees, by Company</i>	106	118	23	18	129	136
<i>Number of female employees, by Company</i>	18	23	10	9	28	32
<i>Number of male employees with an employment contract of indefinite duration</i>	106	118	23	18	129	136
<i>Number of female employees with an employment contract of indefinite duration</i>	18	23	10	9	28	32
<i>Number of male employees with a fixed-term employment contract</i>	0	0	0	0	0	0
<i>Number of female employees with a fixed-term employment contract</i>	0	0	0	0	0	0
<i>Number of male employees with full-time employment</i>	106	118	23	18	129	136
<i>Number of female employees with full-time employment</i>	18	23	10	9	28	32
<i>Number of male employees with part-time employment</i>	0	0	0	0	0	0
<i>Number of female employees with part-time employment</i>	0	0	0	0	0	0
<i>Number of men in Attica, with an employment contract for an indefinite period</i>	28	35	23	18	51	53
<i>Number of women in Attica, with an employment contract of indefinite duration</i>	5	8	10	9	15	17
<i>Number of men in Attica, with a fixed-term employment contract</i>	0	0	0	0	0	0
<i>Number of women in Attica with a fixed-term employment contract</i>	0	0	0	0	0	0
<i>Number of men in the Region, with an employment contract of indefinite duration</i>	78	83	0	0	78	83
<i>Number of women in the Region, with an employment contract of indefinite duration</i>	13	15	0	0	13	15
<i>Number of men in the Region with a fixed-term contract</i>	0	0	0	0	0	0
<i>Number of women in the Region with a fixed-term contract</i>	0	0	0	0	0	0





Detailed Tables

GRI 2-8

<i>Workers who are not employees</i>	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
<i>Number of male employees who are Trainees</i>	0	0	0	0	0	0
<i>Number of female employees who are Trainees</i>	0	0	0	0	0	0
<i>Number of male employees who are Volunteers</i>	0	0	0	0	0	0
<i>Number of female employees who are Volunteers</i>	0	0	0	0	0	0
<i>Number of male employees who are Supervised</i>	0	0	0	0	0	0
<i>Number of female employees who are Supervised</i>	0	0	0	0	0	0
<i>Total:</i>	0	0	0	0	0	0

GRI 302-1

<i>Energy consumption within the organization in kWh</i>	FY19	FY20	FY21	FY22
<i>KATRADIS A.V.E.E.</i>	1.778.582	2.280.299	1.698.999	1.615.397
<i>KATRADIS VEPL S.A.</i>	144.880	168.520	196.840	203.346



## Detailed Tables

## GRI 401-1

<i><b>New employee hires</b></i>	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
<i>Total number of recruitments in Attica</i>	4	14	4	4	<b>8</b>	<b>18</b>
<i>Total number of recruitments in the Region</i>	10	25	0	0	<b>10</b>	<b>25</b>
<i>Recruitment rate in Attica</i>	28,6%	35,9%	100,0%	100,0%	-	-
<i>Percentage of recruitment in the Region</i>	71,4%	64,1%	0,0%	0,0%	-	-
<i>Total number of recruitments aged less than 30 years</i>	1	6	1	1	<b>2</b>	<b>7</b>
<i>Total number of recruitments aged between 30 and 50</i>	12	26	3	3	<b>15</b>	<b>29</b>
<i>Total number of recruitments aged over 50</i>	1	7	0	0	<b>1</b>	<b>7</b>
<i>Total percentage of recruitments aged less than 30 years</i>	7,1%	15,4%	25,0%	25,0%	-	-
<i>Total percentage of recruitments aged between 30 and 50</i>	85,7%	66,7%	75,0%	75,0%	-	-
<i>Total percentage of recruitment over 50 years old</i>	7,1%	18,0%	0,0%	0,0%	-	-
<i>Number of male recruitments</i>	12	32	3	3	<b>15</b>	<b>35</b>
<i>Number of women recruitments</i>	2	7	1	1	<b>3</b>	<b>8</b>
<i>Total percentage of male recruitment</i>	85,7%	82,1%	75,0%	75,0%	-	-
<i>Total percentage of female recruitment</i>	14,3%	18,0%	25,0%	25,0%	-	-

<i><b>Employee departures</b></i>	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
<i>Number of male departures</i>	20	28	4	8	<b>24</b>	<b>36</b>
<i>Number of women departures</i>	3	5	0	1	<b>3</b>	<b>6</b>
<i>Total percentage of male departures</i>	87,0%	84,9%	100,0%	88,9%	-	-
<i>Total percentage of female departures</i>	13,0%	15,2%	0,0%	11,1%	-	-
<i>Total number of departures in Attica</i>	1	9	4	9	<b>5</b>	<b>18</b>
<i>Total number of departures in the Region</i>	22	24	0	0	<b>22</b>	<b>24</b>
<i>Percentage of departures in Attica</i>	4,4%	27,3%	100,0%	100,0%	-	-
<i>Percentage of departures in the Region</i>	95,7%	72,7%	0,0%	0,0%	-	-
<i>Total number of departures aged less than 30 years</i>	3	9	0	8	<b>3</b>	<b>17</b>
<i>Total number of departures aged between 30 and 50</i>	17	18	4	1	<b>21</b>	<b>19</b>
<i>Total number of departures aged over 50</i>	3	6	0	0	<b>3</b>	<b>6</b>
<i>Total percentage of departures aged less than 30 years</i>	13,0%	27,3%	0,0%	88,9%	-	-
<i>Total percentage of departures aged between 30 and 50</i>	73,9%	54,6%	100,0%	11,1%	-	-
<i>Total percentage of departures over 50 years old</i>	13,0%	18,2%	0,0%	0,0%	-	-



Detailed Tables

GRI 403-9

Work-related injuries	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.	
	FY21	FY22	FY21	FY22
The number of fatalities as a result of work-related injury (all employees)	0	0	0	0
Rate of fatalities as a result of work-related injury (all employees)	0	0	0	0
The number of fatalities as a result of work-related injury (not employees)	0	0	0	0
Rate of fatalities as a result of work-related injury (not employees)	0	0	0	0
Number of high-consequence work-related injuries/Severe accidents (excluding fatalities) (all employees)	0	0	0	0
Number of high-consequence work-related injuries/Severe accidents (excluding fatalities) (not employees)	0	0	0	0
Frequency of severe accidents (all employees)	0	0	0	0
Frequency of severe accidents (not employees)	0	0	0	0
The number of cases of recordable work-related injuries (all employees)	1	0	0	0
The number of cases of recordable work-related injuries (not employees)	0	0	0	0
Rate of recorded work-related injuries (all employees)	0	0	0	0
Rate of recorded work-related injuries (not employees)	0	0	0	0
Number of hours worked by all employees in a calendar year (all employees)	248.000	282.000	66.000	54.000
Number of hours worked by workers who are not employees in a calendar year (not employees)	0	0	0	0
Rate of near-miss accidents	0	0,026	0	0
Rate of light accidents	0,034	0,079	0	0
Lost time injuries frequency rate_>3days [1]	0	0	0	0
Lost time injuries frequency rate_1-3days [2]	0	0,026	0	0
Light accidents in total incidents	1	0,750	0	0
Near-miss accidents in the total number of incidents	0	0,250	0	0
Accident severity [3]	0	0,001	0	0

[1] Definition: The number of lost time injuries that occurred during the reporting period. Calculation formula: ([Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period). Just over-3-day absence injuries.

[2] Definition: The number of lost time injuries that occurred during the reporting period. Calculation formula: ([Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period). Between 1-3 days absence injuries.

[3] Severity rate formula: (Number of lost workdays x 200,000) / Total number of hours worked by employees. Assumes that 100 full-time employees work 200 hours each year (40 hours for 50 weeks).

Detailed Tables

GRI 403-10

<i>Work-related ill health</i>	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.	
	FY21	FY22	FY21	FY22
<i>The number of fatalities as a result of work-related ill health (all employees)</i>	0	0	0	0
<i>The number of fatalities as a result of work-related ill health (not employees)</i>	0	0	0	0
<i>The number of cases of recordable work-related ill health (all employees)</i>	0	0	0	0
<i>The number of cases of recordable work-related ill health (not employees)</i>	0	0	0	0
<i>Rate of illnesses</i>	0	0	0	0

GRI 404-1

<i>Average hours of training per year per employee</i>	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.	
	FY21	FY22	FY21	FY22
<i>Average hours of training for men per company</i>	53,6	88,3	61,9	0,7
<i>Average hours of training for women per company</i>	34,3	67,4	36,7	0,9
<i>Average hours of training of Board of Directors</i>	0,00	0,00	0,00	0,90
<i>Average hours of training of Managers</i>	50,80	0,00	7,50	0,00
<i>Average hours of training of Administrative employees</i>	43,50	77,60	73,20	0,60
<i>Average hours of training of Technical Workers</i>	53,8	93,7	28,5	0,0
<i>Average hours of training per employee [1]</i>	50,80	84,90	54,30	0,70

[1] The average training hours indicator was calculated according to the GRI Standards FY21 (GRI 404-Training and Education), using this formula: Total number of training hours provided to total employees or female employees or male employees divided by Total number of total employees or female employees or male employees.



Detailed Tables

GRI 404-1

Number of employees trained by gender	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
Number of men trained	65	43	19	3	84	46
Number of women trained	10	10	8	1	18	11
Total:	75	53	27	4	102	57
Number of employees trained by category						
Number of Board of Directors trained	0	0	0	1	0	1
Number of Managers trained	2	0	2	0	4	0
Number of Administrative employees trained	16	24	16	3	32	27
Number of Technical employees trained	57	29	9	0	66	29
Total:	75	53	27	4	102	57

Number of hours of employee training by category	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
Total hours of training of Board of Directors	0	0	0	8	0	8
Total hours of training of Managers	305	0	15	0	320	0
Total hours of training of Administrative employees	1.478	3.260	1.464	12	2.942	3.272
Total hours of training of Technical employees	4.516	8.715	313	0	4.829	8.715
Total:	6.299	11.975	1.792	20	8.091	11.995

Total hours of training by gender	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
Total hours of training for men	5.682	10.425	1.424	12	7.106	10.437
Total hours of training for women	617	1.551	367	8	984	1.559
Total:	6.299	11.976	1.791	20	8.090	11.996

Detailed Tables

GRI 405-1

Diversity of governance bodies and employees	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
Number of men on the Board of Directors	2	8	2	7		
Total percentage of men on the Board of Directors	50,0%	80,0%	50,0%	77,8%		
Number of women on the Board of Directors	2	2	2	2		
Total percentage of women on the Board of Directors	50,0%	20,0%	50,0%	22,2%		
Number of employees on the Board of Directors under 30 years of age	1	0	0	0		
Total number of employees on the Board of Directors aged less than 30 years	25,0%	0,0%	0,0%	0,0%		
Number of employees on the Board of Directors, aged between 30 and 50	1	4	1	3		
Total percentage of employees on the Board of Directors, aged between 30 and 50 years	25,0%	40,0%	25,0%	33,3%		
Number of employees on the Board of Directors, over 50 years of age	2	6	3	6		
Total percentage of employees on the Board of Directors aged over 50 years	50,0%	60,0%	75,0%	66,7%		
Number of female employees in Management	0	0	0	0	0	0
Number of male employees in Administrative positions	25	32	14	13	39	45
Number of female employees in Administrative positions	9	10	6	7	15	17
Number of male workers in Technical positions	75	80	7	5	82	85
Number of female workers in Technical positions	9	13	4	2	13	15

Diversity of governance bodies and employees	KATRADIS A.V.E.E.		KATRADIS VEPL S.A.		Total	
	FY21	FY22	FY21	FY22	FY21	FY22
Number of employees in Management under 30 years of age	0	2	0	0	0	2
Number of employees in Management, aged between 30 and 50	3	1	1	1	4	2
Number of employees in Management, over 50 years of age	3	3	1	0	4	3
Number of employees in Administration under 30 years of age	5	6	2	3	7	9
Number of employees in Administration, aged between 30 and 50	23	29	14	12	37	41
Number of employees in Administration, over 50 years of age	6	7	4	5	10	12
Number of employees in Technical positions under 30 years of age	15	17	3	0	18	17
Number of employees in Technical positions, aged between 30 and 50	48	53	5	4	53	57
Number of employees in Technical positions, over 50 years of age	21	23	3	3	24	26



GRI Content Index

Statement of use	Katradis Group has reported the information cited in this GRI content index for the period 1.1.2022 - 31.12.2022 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location (pages)
GRI 2: General Disclosures 2021	2-1 Organizational details	8
	2-2 Entities included in the organization’s sustainability reporting	4,5
	2-3 Reporting period, frequency and contact point	4,5
	2-4 Restatements of information	4,5
	2-5 External assurance	102
	2-6 Activities, value chain and other business relationships	20,21,23,24
	2-7 Employees	60-63, 103
	2-8 Workers who are not employees	60-63, 104
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	2-10 Nomination and selection of the highest governance body	85,86
	2-11 Chair of the highest governance body	84
	2-12 Role of the highest governance body in overseeing the management of impacts	87
	2-13 Delegation of responsibility for managing impacts	88
	2-14 Role of the highest governance body in sustainability reporting	88
	2-15 Conflicts of interest	84,89
	2-16 Communication of critical concerns	88



## GRI Content Index

GRI Standard	Disclosure	Location (pages)
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	89
	2-18 Evaluation of the performance of the highest governance body	89,91
	2-19 Remuneration policies	-
	2-20 Process to determine remuneration	91
	2-21 Annual total compensation ratio	-
	2-22 Statement on sustainable development strategy	3
	2-23 Policy commitments	28-31,41
	2-24 Embedding policy commitments	28-31
	2-25 Processes to remediate negative impacts	94
	2-26 Mechanisms for seeking advice and raising concerns	33
	2-27 Compliance with laws and regulations	93
	2-28 Membership associations	17
	2-29 Approach to stakeholder engagement	37,38
	2-30 Collective bargaining agreements	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35,36
	3-2 List of material topics	39-41
	3-3 Management of material topics	45,46,48-51,59,67,76-78,92,95-100



GRI Content Index

GRI Standard	Disclosure	Location (pages)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	24,25,26
	201-2 Financial implications and other risks and opportunities due to climate change	-
	201-3 Defined benefit plan obligations and other retirement plans	-
	201-4 Financial assistance received from government	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	81,82
	203-2 Significant indirect economic impacts	81,82
GRI 301: Materials 2016	301-1 Materials used by weight or volume	40, 47-51
	301-2 Recycled input materials used	40, 47-51
	301-3 Reclaimed products and their packaging materials	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	40,52-54,103
	302-2 Energy consumption outside of the organization	-
	302-3 Energy intensity	40,52-54
	302-4 Reduction of energy consumption	40,52-54
	302-5 Reductions in energy requirements of products and services	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40,55,56
	305-2 Energy indirect (Scope 2) GHG emissions	40,55,56
	305-3 Other indirect (Scope 3) GHG emissions	-
	305-4 GHG emissions intensity	40,57

GRI Content Index

GRI Standard	Disclosure	Location (pages)
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	-
	305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	48-51
	306-2 Management of significant waste-related impacts	-
	306-3 Waste generated	40
	306-4 Waste diverted from disposal	-
	306-5 Waste directed to disposal	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	40,46
	308-2 Negative environmental impacts in the supply chain and actions taken	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	65,66,104
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
	401-3 Parental leave	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	41,68
	403-2 Hazard identification, risk assessment, and incident investigation	41,69,70
	403-3 Occupational health services	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	41,71
	403-5 Worker training on occupational health and safety	41,72
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## GRI Content Index

GRI Standard	Disclosure	Location (pages)
<b>GRI 403: Occupational Health and Safety 2018</b>	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	41,42,73
	403-8 Workers covered by an occupational health and safety management system	41,68
	403-9 Work-related injuries	41,74,75,105
	403-10 Work-related ill health	41,74,106
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	41,78,106,107
	404-2 Programs for upgrading employee skills and transition assistance programs	41,79,80
	404-3 Percentage of employees receiving regular performance and career development reviews	42
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	64,65,108
	405-2 Ratio of basic salary and remuneration of women to men	-
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	41
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	41
	413-2 Operations with significant actual and potential negative impacts on local communities	-
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	41
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	41
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	41
	417-2 Incidents of non-compliance concerning product and service information and labeling	41
	417-3 Incidents of non-compliance concerning marketing communications	-



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