KATRADIS
EST. 1936
GROUP OF COMPANIES

ESG REPORT 2024

Contents

2024 Highlights

Figures compared to FY23

Environment

5,3%
decrease in overall emissions
(Scope 1 & Scope 2)

1,05 million kWh
produced from our photovoltaic system

Inclusion of **Scope 3** emissions

100% of waste managed

16,6% decrease in overall emissions intensity (Scope 1 & Scope 2)

Economic Resilience

50,8 million €
Value Generated

46,1 million €
Value Distributed

13,7% increase in total yearly production

37,4% decrease in engine failures

Governance

0 violations of human rights

Breaches of information security per month

€146,8K
Investments for Digital Transformation

100% of employees trained on Information Security matters

2024 Highlights

Figures compared to FY23

Social

12.336
total training hours

100 %
full-time, indefinite-duration contracts
for employees

22,7%
increase in age group 50 and above

4,8%
increase in women in technical positions

18,8%
of the Board of Directors are women.

Company Sponsored
private insurance plan for all our employees & Master's Programs

51%
sales success

1518
new customers

38
Benefited Institutions and organizations From donations

Zero Across the Board

- light injuries
- fatal accidents
- near-miss accidents
- incidents of harassment or violation of human rights

CEO Statement

[GRI 2-22]

As Katradis Group approaches its 100th anniversary, we stand at a pivotal moment in our journey, where tradition and innovation come together to shape a more sustainable future for the maritime industry.

Over the past century, we have earned the trust of our partners worldwide by delivering **high-quality marine solutions with reliability and integrity.** Today, this legacy guides our path as we embrace the urgent call for environmental responsibility, social progress, and strong corporate governance.

We are investing in renewable energy, reducing our carbon footprint, and exploring the development of a recycling initiative for used synthetic ropes - reflecting our commitment to circularity and resources efficiency. At the same time, we are fostering a safe, inclusive, and empowering workplace where our people can grow, thrive, and contribute to our shared vision.

Our ambition is clear: **to lead maritime innovation with responsibility, resilience, and purpose.** Together, we will continue to navigate the challenges ahead and shape a greener, safer and more sustainable future for the global marine community.

Constantinos Katradis
Vice President & CEO

About this report

[GRI 2-2, 2-3, 2-4]

This document marks the 3rd annual Sustainability Report of Katradis Group. In 2024, we remain committed to offering transparent and comprehensive insights to our stakeholders, covering the period from January 1, 2024, to December 31, 2024. This report highlights our ongoing initiatives, progress, and impact in advancing sustainability, and upholding accountability across our operations.

For the purposes of this Sustainability Report, the terms "Katradis Group of Companies", "Katradis Group", or "Group" refer to the following entities: Katradis Marine Ropes Industry S.A. (Katradis A.V.E.E.), Katradis VEPL S.A., Katradis Singapore, Katradis United Arab Emirates, Katradis Turkey, Katradis Shanghai and Katradis USA for the purposes of this Sustainability Report. Each company prepares and files its own audited financial statements.

This report has been developed in alignment with the **Global Reporting Initiative (GRI)** Standards 2021, the **United Nations' 17 Sustainable Development Goals (SDGs)** taking also into consideration the **European Sustainability Reporting Standards (ESRS).** The integration of all three frameworks reinforces our organizational credibility and ensures compliance with internationally recognized sustainability standards.

The structure and focus of this report are shaped by the material issues most relevant to our operations. These priorities were identified through a comprehensive materiality analysis, which included a review of our entire value chain and engagement with key stakeholders. This process ensures that our sustainability efforts focus on addressing the most relevant and impactful sustainability topics that affect our operations and stakeholders.

All data included in this report have been compiled and presented in accordance with the definitions, principles, and methodologies prescribed by the applicable GRI Standards. Also, Katradis AVEE and VEPL are certified under **ISO 9001, 14001, 45001, 14064, and 27001 standards.**

All reported sustainability data are calculated using these verified, standardized methodologies, ensuring accuracy and consistency. Where restatements were necessary, we updated the relevant figures in this year's report and clearly marked them with footnotes. These adjustments enhance consistency, accuracy, and comparability across years and reflect the Group's commitment to transparent, reliable disclosure.

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

- Mrs. Eleftheria Lappa, HSSQE Manager (elappa@katradis.com)
- Mr. Angelos Kartalos, Senior Business Analyst (akartalos@katradis.com)
- Mr. Manolis Markakis, Plant Manager (factory-markakis@katradis.com)

with the advisory support of E-ON Integration S.A., an independent consulting firm. Their role included guiding the compilation of both qualitative and quantitative data with reference to the GRI and ESRS Standards, and aid in the overall structure and drafting of the report.

All data and information presented in this Sustainability Report have been compiled, reviewed, and validated by the Katradis Group Sustainability Committee and approved by the Board of Directors. Financial figures are sourced from the audited annual reports of Katradis A.V.E.E. and Katradis VEPL S.A., prepared by external consultants, and are reported in Euros (€).

Interested stakeholders are encouraged to contact the Sustainability Committee for any further information or comments regarding the contents of this Sustainability Report. All feedback is valued as part of our ongoing commitment to transparency and improvement.

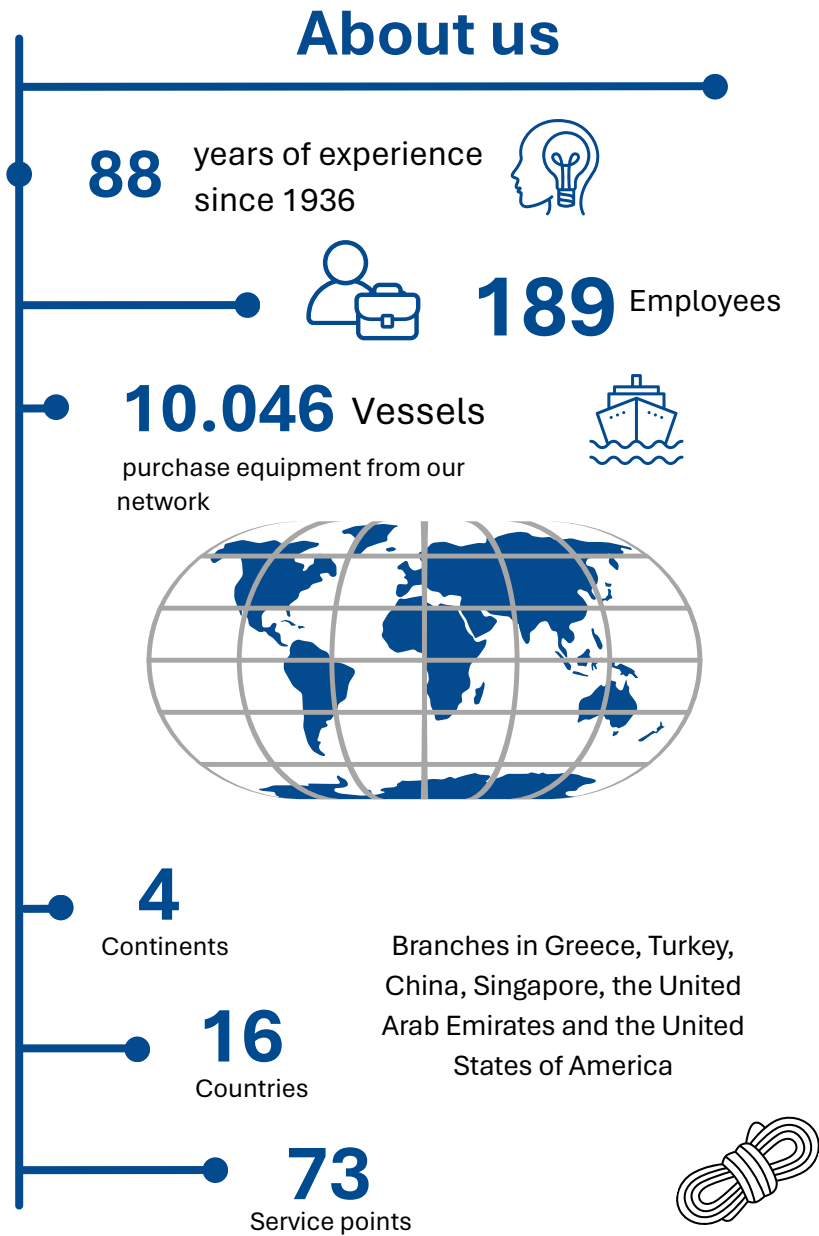# Katradis Group at a glance: Strategy, Governance, and Value Creation

Company Profile

GRI [2-1]

Company History and Milestones

1936 - Founded as a small rope maker for local fishing boats.

1946 - First supply of mooring ropes to a passenger vessel.

1953 - Equipment of the first commercial steamship.

1963 - Start of synthetic rope production.

1965 - Expansion of the international distribution network.

Late 1960s -Introduction of marine wire ropes and sacrificial anodes.

1970s - Launch of NIKA-CORD®, setting new standards in synthetic mooring ropes.

1997 - Introduction of Siri® High-Performance Ropes.

2010 - Development of Linear Structural Preformation for enhanced rope strength.

2020 - Launch of Reduced Snap Back (RSB) ropes for improved mooring safety.

2023 - Publication of the first Sustainability Report and integration of ESG.

2024 - Production area doubled to 50.000 m^2, global network grows to 70+ service points, serving over 10.000 vessels.

About us

88 years of experience since 1936

189 Employees

10.046 Vessels

purchase equipment from our network

4 Continents

16 Countries

73 Service points

Branches in Greece, Turkey, China, Singapore, the United Arab Emirates and the United States of America

Mission

Our mission is to remain a trusted and responsible manufacturer of high-quality marine equipment, serving the global marine, offshore, towing, yachting, and construction industries with dedication and integrity. Guided by our commitment to environmental protection and ethical corporate governance, we deliver technologically advanced products with a reduced environmental footprint, fully compliant with the environmental regulations and made from recyclable, eco-friendly raw materials.

At the same time, we invest in our people by fostering workplace safety, professional development, and a culture of equality, transparency, and respect. We are devoted to providing exceptional customer service rooted in reliability and accountability, building long-term partnerships based on trust.

Annual Productivity

3.500 t production of Ropes and Anodes

811 t Wires processed

173 Products
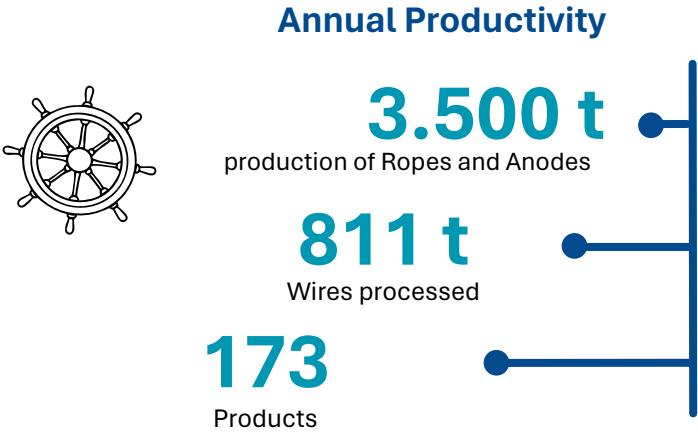
Vision

Building on nearly a century of expertise in the marine industry, our vision is to lead the transition towards a more sustainable, innovative, and responsible maritime future. As we approach our 100th anniversary, we reaffirm our dedication to excellence, innovation, and environmental stewardship, with strategic priorities focused on:

Reducing our carbon footprint through investments in renewable energy and energy efficiency initiatives.

Implementing circular resource management, including the development of a comprehensive recycling program for used synthetic ropes from our clients.

Strengthening corporate governance through transparent processes, ethical practices, and full compliance with international ESG standards.

Empowering and developing our workforce, fostering a safe, inclusive, and supportive working environment.

With integrity and sustainability as our compass, we aim to continue innovating and contributing to the maritime industry's transition toward a greener and more responsible future.

Locations and Facilities

[GRI 2-1]

Katradis Group continues to strategically expand its physical presence and worldwide reach to address the evolving needs of the offshore and maritime industries.

Main Greek Legal Entities
KATRADIS MARINE ROPES INDUSTRY S.A. (1989)
KATRADIS VEPL S.A. (1981)

Overseas Operations
Katradis Singapore, Katradis United Arab Emirates, Katradis Turkey, Katradis Shanghai and Katradis USA

Headquarters
Psaron 11 & Anapafseos, Piraeus, Greece

Production Facilities
Schimatari, Greece – Rope manufacturing & sacrificial anodes
50.000 m^2 total production area (expanded in 2024)

Retail Shops
CAVO YACHTING
Zea Marina, Piraeus
Marina Floisvos, Athens

Presence
88 Years in the marine industry

International Markets Served

[GRI 2-1]

Global Presence
70+ storage points supplying over **10.000** vessels
73 service points across all major maritime regions

High-quality maritime products
Mooring ropes · Wire ropes · Anchor ropes · Chains · Anodes
Deck equipment · Lashing gear · Rigging solutions

Regional Coverage

Africa: Egypt (Alexandria, Port Said, Suez), South Africa (Durban, Cape Town, Port Elizabeth)

Asia: Singapore, South Korea (Busan), China (Hong Kong, Shanghai, Ningbo, Qingdao, Zhenjiang, and others)

Europe: Greece: Piraeus, Belgium (Antwerp, Zeebrugge), Germany (Hamburg), Netherlands (Rotterdam, Amsterdam), Spain (Algeciras, Cadiz, Las Palmas), Turkey (Istanbul), Bulgaria (Varna), Cyprus (all ports)

Middle East: United Arab Emirates (Fujairah, Dubai)

North America: Canada (Montreal), USA (Houston, New Orleans, New York, Los Angeles)

Central & South America: Panama (Panama), Costa Rica (Costa Rica), Argentina (Buenos Aires)

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Governance Framework

Governance structure
[GRI 2-9, 2-11, 2-15]

Katradis Group maintains a robust and transparent governance framework that supports ethical conduct, accountability, and sound decision-making. As outlined in previous reports, the Board of Directors (BoD), led by Mr. Nikolaos Katradis, continues to oversee strategic direction, risk management, and the Group's economic, environmental, and social impacts.

Board diversity remains an important element of our governance approach, reflected in the representation of women and younger members, details of which are discussed under the material topic Employment Conditions & Work Environment. Competent management teams ensure effective implementation of governance structures throughout the organization.

All BoD members act independently and free from conflicts of interest, supported by internal declarations that reinforce ethical conduct and accountability.

Our **governance structure** is clearly defined and effectively implemented across all departments. Competent managers ensure the smooth operation of daily activities while upholding the Group's values and goals.

Board of Directors: Election, Tenure, and Selection Criteria
[GRI 2-10]

As previously reported, the BoD is elected by the General Assembly for a five-year term (extendable to six years), with the current mandate ending in June 2027.

Nominations follow a structured, merit-based process that considers diversity, stakeholder expectations, independence, and relevant competencies to ensure effective oversight.

Role of the Highest Governance Body in Sustainability Reporting
[GRI 2-14, 2-16]

The Katradis A.V.E.E.'s and Katradis VEPL's groups BoD continues to oversee the Group's sustainability strategy and performance, supported by the Sustainability Committee.

The Committee leads the annual reporting process - covering materiality, stakeholder engagement, data collection, validation, and disclosure - and provides ongoing updates to the Katradis A.V.E.E.'s & Katradis VEPL's groups BoD. This structure ensures accuracy, completeness, and integration of ESG considerations across the Group.

Board of Directors composition

22,2% Women

23% Members aged 30 - 50

Board members are selected for their:
- **expertise**
- **leadership capabilities**
- **understanding of the Group's economic, environmental, and social impact**.

Members of the Sustainability Committee:
Mrs. Eleftheria Lappa, HSSQE Manager
Mr. Angelos Kartalos, Senior Business Analyst
Mr. Manolis Markakis, Plant Manager

Role of Sustainability Committee:
- **Supports** the BoD on ESG matters.
- **Ensures** alignment with UN SDGs.
- **Coordinates** Sustainability Reporting.
- **Identifies** Environmental, Social, and Governance (ESG) priorities

For more information on our governance procedures, please refer to the *2022 Sustainability Report.*

Role of the highest governance body in overseeing the management of impacts
[GRI 2-12]

The President, Vice President & CEO, and BoD collectively oversee the Group's economic, environmental, and social impacts and approve related strategies and policies, as detailed in prior disclosures. Oversight is strengthened through the Sustainability Committee, which monitors performance indicators and ensures regular communication with the BoD.
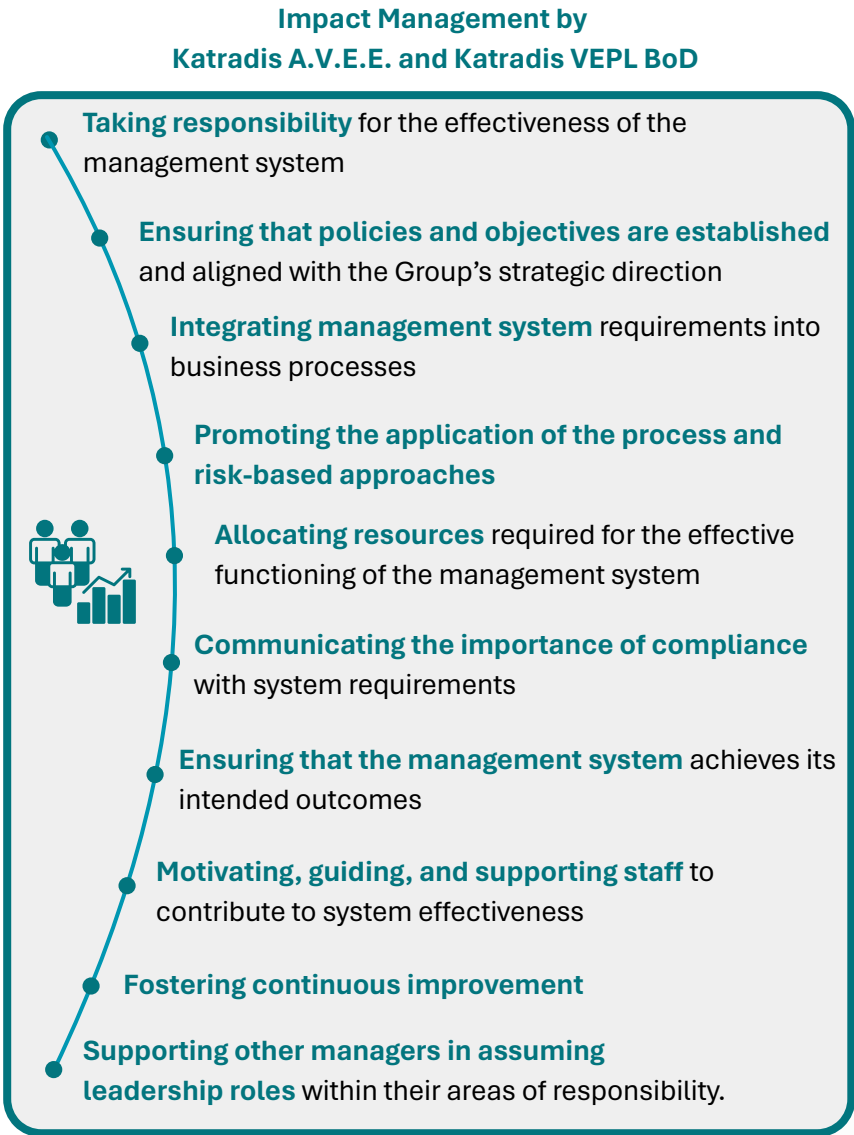
Delegation of responsibility for managing impacts
[GRI 2-13]

Responsibilities for managing sustainability impacts are clearly assigned to department managers, who ensure alignment with internal standards, maintain system integrity, and promote transparency and continual improvement across operations.

Conflicts of interest
[GRI 2-15]

Katradis Group maintains strict policies and procedures to prevent, identify, and address conflicts of interest for employees and BoD members. These measures preserve unbiased decision-making and safeguard stakeholder trust, as outlined in previous reports.

Impact Management by Katradis A.V.E.E. and Katradis VEPL BoD

Taking responsibility for the effectiveness of the management system

Ensuring that policies and objectives are established and aligned with the Group's strategic direction

Integrating management system requirements into business processes

Promoting the application of the process and risk-based approaches

Allocating resources required for the effective functioning of the management system

Communicating the importance of compliance with system requirements

Ensuring that the management system achieves its intended outcomes

Motivating, guiding, and supporting staff to contribute to system effectiveness

Fostering continuous improvement

Supporting other managers in assuming leadership roles within their areas of responsibility.

Through these actions, the Boards ensure that Katradis Group maintains robust governance over its economic, environmental, and social impacts, embedding sustainability into its core strategic framework.

Collective Knowledge of the Highest Governance Body
[GRI 2-17]

The Katradis AVEE's & Katradis VEPL's BoDs bring together diverse expertise in areas such as maritime operations, finance, law, and risk management. This collective knowledge, supplemented by external advisors, supports informed decision-making and reinforces the Group's long-term ESG priorities.

Evaluation of the Performance of the Highest Governance Body
[GRI 2-18]

Annual BoDs evaluations continue to assess governance effectiveness, covering financial, environmental, social, and strategic performance. Findings inform governance improvements and training needs, supporting responsible leadership.

Remuneration Principles and Practices
[GRI 2-20]

The Group's remuneration framework, previously described and consistently applied, is based on fairness, equal treatment, and professional development. Compensation is determined by job requirements, qualifications, and performance, and supports a multicultural and inclusive work environment. This approach ensures equitable recognition of employee contributions across all levels.

Affiliations and Achievements

At Katradis Group, our professional affiliations, industry presence, and recognitions reflect our commitment to innovation, responsible business conduct, and leadership in the maritime and industrial sectors. These relationships and honors reinforce our ongoing efforts toward excellence, sustainability, and collaborative growth.

Memberships and associations
[GRI 2-28]

Katradis Group is an active member of several national and international industry bodies and professional associations. These memberships strengthen our ability to stay informed, influence industry standards, and engage with key developments affecting our sector.

International & Industry Organizations

Maritime & Environmental Associations

Business & Trade Chambers

Hellenic Federation of Enterprises (SEV)
Piraeus Chamber of Commerce and Industry (EBEP)
Association of Industries of Central Greece (SVSE)
Hellenic Association of Textile Industry
Hellenic-African Chamber of Commerce & Development
Hellenic-Arab Chamber of Commerce and Development
Hellenic-American Chamber of Commerce
Hellenic-Italian Chamber of Commerce
Hellenic-British Chamber of Commerce
Hellenic-Dutch Association of Commerce

Export & Defense-Related Bodies

Panhellenic Exporters Association
Association of Hellenic Defense Executives
Hellenic Naval Shipbuilding Industry Association

Corporate Responsibility & Local Engagement

Elladika mas (Greek Property- Greek Production- Greek Products)
National Registry of General Commercial Companies (GEMI)

Our collaboration with leading academic institutions, including **Chemnitz University of Technology, University of Stuttgart**, and the **National Technical University of Athens**, enables us to remain at the forefront of research, technology, and innovation. These partnerships support our ongoing development of high-performance solutions and promote knowledge exchange across disciplines.

Collaborations

Exhibition participation

Katradis Group consistently maintains a strong presence in international and regional trade exhibitions, reflecting our commitment to visibility, innovation, and industry engagement. Notably, we participated in **prestigious events** such as:

- **Posidonia 2024, Athens**
- **SMM Hamburg 2024, Hamburg**
- **METSTRADE 2024 Exhibition, Amsterdam**
- **APM 2024, Singapore**
- **CLIA Exhibition 2024, Genoa**

These platforms allow us to showcase our product innovations, connect with global partners, and exchange insights on emerging trends in the maritime and industrial markets.

Awards

Our continuous support for the maritime sector, and commitment to sustainability have earned us recognition from respected institutions.

We have been awarded the **ESG Leading Award 2024**, from the **special Diamond Awards by NAFTEMPORIKI**, acknowledging our strong performance and leadership in environmental, social, and governance practices.

We received both **Platinum and Gold awards at the Green Brand Awards 2024** for our commitment to safety and sustainability in the maritime industry.

These recognitions affirm the Group's ongoing efforts to contribute positively to both industry and society, and they serve as milestones in our journey towards responsible growth and leadership.

ESG Leading Award 2024, from the special Diamond Awards by naftemporiki.gr

Platinum and Gold awards at the

green brand awards 2024 BRAND OF THE YEAR
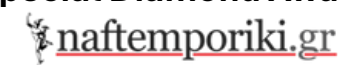
Activities and Value Chain

[GRI 2-6]

Katradis Group operates across the global marine industry, serving shipping, offshore, aquaculture, fishing, yachting, and port infrastructure. Our core activities include:

Design and production of OCIMF- compliant synthetic mooring ropes used by more than 20,000 tanker vessels.

Manufacturing of sacrificial anodes and supply of a broad range of marine equipment (chains, anchors, fenders, deck gear).

Technical services, including inspection, testing, and after-sales support.

Steel wire rope fabrication, CE-certified lifting slings, port equipment and electrical distribution components provided by Katradis VEPL.

Katradis Group ISO certifications:
ISO 9001, ISO 14001, ISO 45001, ISO 27001 and ISO 14064

Core Products and Services (Clients)

Katradis Group is a trusted global supplier of high quality maritime equipment, offering a comprehensive portfolio to enhance vessel, port, aquaculture, and yachting operations.

A Diversified Product Offering

We provide a wide range of marine and offshore equipment, including:

- Synthetic mooring ropes
- Steel wire ropes and slings
- Anchors and chains
- Sacrificial anodes for cathodic protection
- Vessel deck equipment
- Lashing equipment
- Riggings
- Port infrastructure
- Aquaculture
- Yachting and sailing
- Maritime accessories
- Safety equipment

Quality and performance remain supported by our ISO-certified systems.

Global Sales and Trading Network

Through key hubs in China, Singapore, the UAE, and the USA, we distribute essential marine equipment worldwide.

These operations are strengthened by technical services such as inspection, testing, and after-sales support for mooring, towing, lifting, and safety systems.

End-to-End Solutions Across Marine Segments

We provide integrated solutions spanning vessel outfitting, port infrastructure, aquaculture facilities, and yachting, combining product expertise with technical support to meet evolving needs in sustainability, digitalization, and operational efficiency.

For more information on our activities and value Chain, please refer to the *2022 Sustainability Report.*

Our Activities and Value Chain
[GRI 2-6]

Sustainability is a strategic priority for Katradis Group, shaping how we strengthen our supply chain and ensure that all products and services are delivered responsibly and efficiently.

Upstream Activities

We collaborate closely with suppliers who share our standards for quality, safety, and responsible practices. By engaging with trusted and high-performing partners across all supply categories, we build long-term relationships that support innovation, operational reliability, and value creation. These partnerships form the foundation of a resilient and ethical supply base that allows us to operate efficiently while maintaining high levels of performance.

Our suppliers

- **Raw material providers**
- **Suppliers of materials and equipment** (e.g., office supplies, cleaning products)
- **Third-party service** contractors (e.g., security, cleaning, landscaping)
- **Technical and professional service providers** (e.g., telecom, electrical, mechanical, catering, medical)
- **Utility providers** (e.g., energy and water)
- Vehicle and machinery **leasing companies**

Downstream Activities

Our downstream activities focus on delivering sustainable, high-quality products efficiently to global markets and supporting customers with reliable after-sales service. We maintain strong logistics operations, provide technical assistance, and continuously adapt our offerings through market research and client feedback.

Our contributions include:

Distribution and logistics operations

Client relationship management

Participation in the business ecosystem

After-sales services

Engagement with local society

Recycling and responsible disposal practices

Continuous market analysis and feedback integration

Through these efforts, Katradis Group supports operational excellence and strengthens stakeholder relationships across the maritime sector

How we create Value

[GRI 2-6, 201-1]

Input

Financial Capital

59 million € total capital

Human Capital

189
Employees

12.336 total hours
employee training

Social Capital

1.409 suppliers

Physical Capital

2.716 MWh
Energy Consumption

Intellectual Capital

€146,8 k investments
for Digital Transformation

Creating Value

Upstream

Suppliers:
Raw Materials
Rope Machinery
Testing equipment
Commodity
Office equipment

Core

Market Research
Technology
Development
Human Resources
Logistics
Manufacturing
Financial
Management

Downstream

Distribution and
Logistics Clients
Business
Community
After-Sales Support
Local society

Sustainability Strategy

- Innovation
- Product Quality and Safety
- Economic Resilience
- Social Responsibility
- 6 million € investment in New Facilities and Equipment
- Environmental Stewardship

Output

Financial Capital

50,8 million €
value generated

1.518 new clients

Human Capital

6,1 million €
in employee wages and benefits

100%
of employees on **indefinite term contracts**

Social Capital

Donations in **20 organizations**

1,3 million €
taxes to state

Physical Capital

100% of waste managed

Productive Capital

811 t
wire ropes processed

81,1 t
anodes produced

3.442 t
synthetic ropes produced

Outcome

Industry

High-quality ropes with long services life-time
RSB (Reduced Snap-back) ropes for safer operations
High-performance ropes for the most demanding applications

Employees

Enhanced knowledge and skill sharing within the organization
Provision of a stable, diverse and inclusive workplace

Suppliers

Strong, collaborative partnerships that lead to improved supply chain efficiency and reliability

Customers

Increased customer loyalty and satisfaction due to the reliability and durability of our products

Environment

Significant reduction in energy and resource consumption and effective waste management, lowering the overall environmental footprint

Communities

Positive impact on local employees, fostering community engagement
Supported local organizations through donations and partnerships

Stakeholders

Improved corporate reputation and trust among stakeholders

Value generation and distribution at Katradis Group

Katradis Group continues to create economic value through a dynamic and multifaceted process that combines both tangible and intangible factors. Value is generated across our upstream and downstream activities-from sourcing and importing raw materials to manufacturing and delivering high-quality, reliable products to customers worldwide.

Our holistic approach ensures that value creation is not only aligned with our business growth but also supports long-term sustainability and resilience.

The economic value retained represents the portion of generated value reinvested in the business to strengthen operations, foster innovation, and support long-term growth.

In 2024, the Group generated a total economic value **€ 50,8 million** , **distributed € 46,1 million**, and **retained € 4,6 million** . The retained value of **€ 4,6 million** was reinvested into the business, helping to drive innovation, expand operations, and build long-term resilience.

Economic Value Generated and Distributed by Katradis Group, in €. *				% of EVG
	2022	**2023**	**2024**	
Economic Value Generated (EVG)	42.195.998	51.715.711	50.796.689	
Economic Value Distributed				
Operating Costs	32.439.440	39.461.814	37.782.604	74%
Employee Wages and Benefits	4.192.407	5.095.474	6.145.236	12%
Payments to providers of capital	467.554	855.470	897.816	1,7%
Payments to government	1.256.991	1.608.101	1.326.188	2,6%
Total Value Distributed	**38.356.392**	**47.020.859**	**46.151.845**	**90%**
Total Value Retained	**3.839.606**	**4.694.852**	**4.644.844**	

(1) All figures have been prepared using audited Financial Statements, following GRI recommendations in accordance with the requirements of GRI 201-1 disclosure. Results at group level were consolidated from the two companies-Katradis A.V.E.E. and Katradis VEPL-whose individual audited financial statements remain publicly available. The amounts shown in the table are derived from the separate financial statements for the fiscal years 2022, 2023 and 2024 of Katradis Group.
(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.

Business Model and Strategy

Sustainability Strategy
[GRI 2-23, 2-24]

At Katradis Group, sustainability is a core commitment integrated into our operations and business model. **Our approach combines environmental responsibility, social value, and economic resilience**, guiding us in meeting regulatory and climate-related challenges.

Our strategy prioritizes the sustainability of our production processes, the development of efficient and environmentally responsible products, and continuous investment in renewable energy and clean technologies.

Looking ahead, Katradis Group will continue to strengthen its commitment by:

- **Embedding sustainable practices** across the value chain
- **Driving environmental efficiency** through innovation
- **Engaging stakeholders** for responsible growth
- **Investing in low-carbon energy** solutions

The Pillars of Our Sustainability Priorities and corresponding Business Objectives

Environment

Environmental Stewardship

- Carbon Footprint Reduction
- Protection of Marine Environment and Cleanup

Social

Social Responsibility

- Employee Training and Expertise
- Engagement with Stakeholders

Product Quality and Safety

- Safety and Quality Assurance
- Customer Feedback Loop

Governance

Economic Resilience

- Market Research and Competitive Analysis
- Global Market Penetration
- Sustainability Certification
- Supply Chain Resilience
- Product Diversification

Innovation

- Cost-Effective Manufacturing
- Digital Integration

Sustainable Maritime Solutions

At Katradis Group, we design products that combine performance with responsibility. From recyclable ropes to eco-friendly anodes, our innovations reduce environmental impact, promote circular economy practices, and enhance safety across the maritime sector.

Marine Ropes:
Designed for performance.
Built for sustainability.
Where Innovation meets responsibility.

100% Recyclable Materials
All our synthetic ropes use polymer-based materials (PP, PES, HMPE) that are fully recyclable, supporting circularity in the maritime sector

Carbon Footprint Reduction
We use Renewable Energy Sources, including our photovoltaic plant, and source electricity from providers with high renewable shares to reduce CO_2 emissions

Safer Ropes - RSB Technology
We develop specialized Reduced Snap-back (RSB) ropes that minimize crew injury risk, strengthening the social dimension of our ESG strategy

Environmentally Friendly Coatings
The coatings on our ropes comply with REACH and contain no hazardous substances, ensuring protection for human health and the marine environment

Recyclable Packaging
Our ropes are delivered in fully recyclable packaging, reducing waste and supporting our circular economy approach

Rope Recycling Program
We collaborate with organizations such as Eurocord and Helmepa, promoting circular economy practices to our customers

Green anodes for blue oceans

Environmentally Friendly Materials
Our anodes use high-purity aluminum or zinc alloys without toxic additives, including cadmium-free options that protect the marine environment

High Performance & Extended Product Lifespan
The longer lifespan of our anodes means fewer replacements, lower raw material use, and a reduced environmental footprint

Fully Recyclable Materials
All our anodes are fully recyclable at the end of their lifecycle, supporting and promoting the principles of the circular economy.

Sustainable Production Processes
Our facility uses energy-efficient processes, 100% electrical production, and strong waste-management standards to enhance ESG performance.

Innovation & Continuous Improvement
we invest in developing more environmentally friendly anodes through partnerships with institutions like NTUA

Recyclable Packaging
Our ropes are delivered in fully recyclable packaging, reducing waste and supporting our circular economy approach

Our Business Objectives

At Katradis Group, our business objectives serve as a foundation for sustainable growth, innovation, and resilience. These objectives guide our planning and decision-making across all functions, ensuring that our operations align with long-term value creation, stakeholder expectations, and global sustainability imperatives. We recognize that in today's dynamic and interconnected business environment, success is measured not only by financial performance but also by our environmental, social, and economic contributions. Our goals are thus aligned with the SDGs, reflecting our commitment to responsible business practices.

Environmental Stewardship
We reduce our environmental footprint by using eco-friendly materials, lowering emissions and energy use, partnering on marine-protection initiatives, and continuously improving resource efficiency.

Social Responsibility
We prioritize people through continuous training, support for green skills, active engagement with communities and stakeholders, and a workplace culture rooted in fairness, inclusion, and ongoing development.

Innovation and Digital Transformation
We drive performance and sustainability by optimizing manufacturing, integrating digital tools across operations, and expanding R&D to support advancements in materials, design, and sustainable technologies.

Product Quality and Safety
We ensure product excellence through strict quality and safety controls, customer-driven feedback systems, and ISO-aligned practices that secure compliance and industry leadership.

Economic Resilience
We strengthen long-term stability by diversifying our product offering, expanding our global market presence, reinforcing supply chain reliability, and investing in market intelligence to anticipate change.

Our Policies and Practices
[GRI 2-23, 2-24]

At Katradis Group, our policies and practices serve as the foundation of responsible business conduct and sustainable development. These policies reflect our dedication to ethical governance, environmental protection, social equity, and operational excellence. They are aligned with our broader Sustainability Strategy and are continuously updated to reflect stakeholder feedback, evolving regulatory frameworks, and emerging best practices.

Our policies are not static declarations but active instruments that shape daily operations, employee behavior, and long-term strategic planning. The involvement of top management is crucial in this effort. Their visible commitment ensures that our policies are not only understood but also embraced across all levels of the organization.

Core Policies in Place

- *Code of Ethics Policy*
- *Information Security Policy*
- *Policy Against Discrimination*
- *Human Rights Policy*
- *Health and Safety Policy*
- *Quality Policy*
- *Environmental Policy*

These policies cover a wide range of topics, forming an organized framework that ensures compliance and drives performance.

Implementation Framework
[GRI 2-24]

To ensure consistent and effective **implementation of the policies**, we have established a robust internal structure that includes the following elements:

Guidance from Senior Management
Senior management promotes our policies and leads by example, ensuring alignment with our core values.

Education and Awareness
Employees receive regular training to understand policy objectives and reinforce a culture of responsibility.

Communication and Information
We maintain clear communication on policy updates to keep employees informed and aligned.

Internal Controls and Compliance Assessment
Regular audits and assessments ensure adherence, enabling early detection and corrective action.

Sanctions and Handling Violations
Clear procedures and defined sanctions support accountability and proper management of violations.

Monitoring and Review
Policies are reviewed regularly to remain effective and aligned with internal changes and external developments.

Processes to remediate negative impacts
[GRI 2-25]

Katradis Group remedies negative impacts through training,, compensation, process improvements.

We offer confidential reporting channels with anonymity and non-retaliation, escalating serious cases when needed.

We also apply assessments, audits, and corrective actions, working with suppliers to ensure effective remediation.

Intended users help **shape and review our mechanisms** through:

- co-design workshops with employees and worker representatives
- consultations with external stakeholders
- periodic reviews that integrate stakeholder feedback into updates of procedures, training, and communications

Mechanisms for seeking advice and raising concerns
[GRI 2-26]

At Katradis Group, we support transparency by offering clear channels for stakeholders to seek guidance on our policies and raise concerns. Our whistleblower protection framework ensures confidentiality, anonymity, and protection from retaliation.

All concerns submitted through our formal reporting channels are reviewed promptly and fairly. This process helps us address issues early, improve our practices, and uphold a strong culture of integrity.

Key Communication Channels
[GRI 2-26]

Katradis Group offers multiple platforms for reporting misconduct, violations of our Code of Ethics, or other concerns, either anonymously or with identification:

- Email: whistle@katradis.com
- Postal Mail: 11 Psaron, GR 186 48 Drapetsona, Piraeus, Greece
- Telephone: +30 210 40 60 336

In addition, we actively encourage feedback and suggestions from all stakeholders. Any interested party can reach us at suggestions-complaints@katradis.com to express concerns, submit ideas, or lodge complaints regarding our operations.

Whistleblower Protection and Confidentiality

We are committed to maintaining a workplace that is safe, respectful and free from violence or harassment. To support this, we have established a _Whistleblowing Policy_ that provides clear procedures for reporting incidents, safeguards confidentiality, and ensures protection against retaliation.

Employees who experience or witness inappropriate behavior are encouraged to report it promptly through the designated channels. All complaints are handled by a dedicated management team, which investigates each case thoroughly, takes the necessary corrective actions, and applies disciplinary measures when required. To ensure fairness and transparency, strict confidentiality is maintained throughout the process, and personal data is protected in accordance with national and **EU legislation, including GDPR.**

The policy also guarantees that no employee will face retaliation or adverse consequences for raising a concern in good faith. This framework strengthens our culture of trust and accountability, ensuring that every member of Katradis Group can work in an environment built on respect and integrity.

Materiality Assessment

Materiality assessment approach
[GRI 3-1]

In today's dynamic landscape, addressing the issues most relevant to both stakeholders and the business is essential. Katradis Group conducted a thorough review of its value chain and operating segments to identify issues potentially affecting both the business and its stakeholders.

This analysis pinpointed priority areas that shape our strategic focus on sustainability, efficiency, and stakeholder outcomes. In line with the GRI Standards, we also carried out a materiality assessment to determine the topics with the greatest environmental, social, and governance impact, ensuring alignment with our core values, stakeholder expectations, and the broader sustainability agenda.

Key steps in identifying and prioritizing material issues:

Stakeholder Identification → Identification of Potential Topics → Survey Design and Engagement → Analysis and Prioritization → Sustainability Strategy Integration → Review and Continuous Improvement
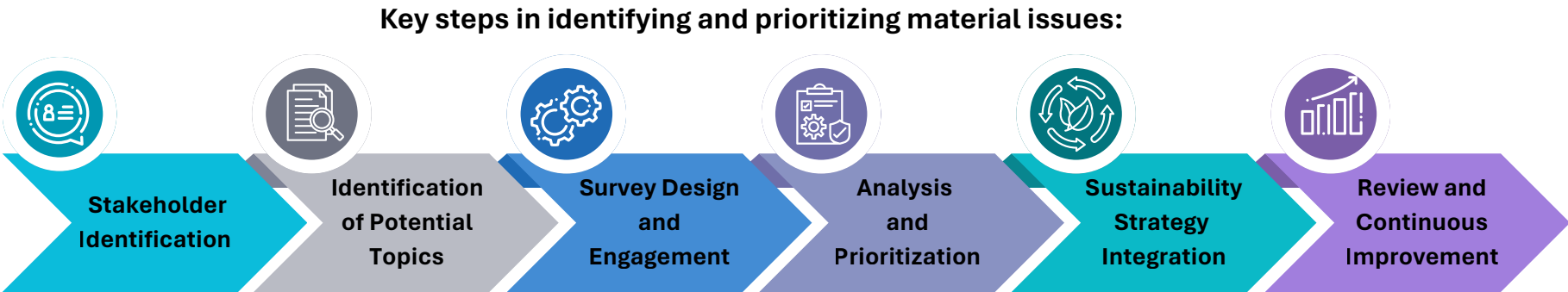
For more information about our identifying and prioritizing material issues, please refer to _Katradis Group Sustainability Report 2022._

Katradis Group ensures through this structured approach that its sustainability actions remain focused on the areas of greatest significance to both the organization and its stakeholders.

Stakeholder Identification and Engagement
[GRI 3-1]

Katradis Group engages stakeholders to ensure responsible decisions, transparency, and support for sustainable, ethical operations.

Stakeholder Identification
[GRI 2-29, 3-1]

We identify key internal and external stakeholders through value-chain analysis and input from the Sustainability Committee.

Internal stakeholders	External stakeholders
Board of Directors	Customers
Managers	Suppliers
Employees-Administrators	Partners
Employees-Technicians	Media
	Local community
	Quality assurance bodies
	Financial institutions
	Government institutions

Stakeholder Engagement Approach
[GRI 2-29, 3-1]

Effective **stakeholder engagement** is an ongoing process aimed at building trust and creating shared value. Our **approach** includes:

- Two-way Communication
- Transparency and Access
- Consultation and Feedback
- Community Collaboration
- Internal Awareness and Participation

For more information about our Stakeholder Engagement Approach, please refer to Katradis Group Sustainability Report 2022.

Materiality Assessment

The Sustainability Committee reviews material topics annually to reflect evolving stakeholder expectations and regulations. In 2024, Katradis Group conducted a **single materiality assessment using an inside-out approach** to evaluate our environmental, social, and economic impacts.

Following an operations and value-chain review supported by management and external experts, **17 ESG topics** were identified. **12 stakeholder groups** then ranked these topics through an online survey, resulting in nine material topics shown in our materiality matrix.

These findings informed this Sustainability Report, our KPIs, and our long-term sustainability strategy.

Material Topics
[GRI 3-2]

The culmination of our materiality assessment was the development of a Material Topics Matrix, a visual tool that captures and ranks the top issues of concern to our stakeholders and our business. The **top 9 topics**, as ranked by the weighted responses, are those most impactful to our operations and most important to our stakeholders (i.e. material) and were selected and plotted onto the matrix.

This matrix serves as a strategic compass for our Group, aligning our sustainability initiatives with what truly matters. It reflects the intersection between stakeholder concerns and the areas of our operations that present the greatest opportunities or risks.

Finally, the **matrix** not only guides this current Sustainability Report but will continue to inform future actions. It is reviewed annually by the Sustainability Committee to ensure its ongoing relevance and responsiveness to the evolving sustainability landscape.

A table mapping material topics to GRI and ESRS topics is provided in the _Appendix._
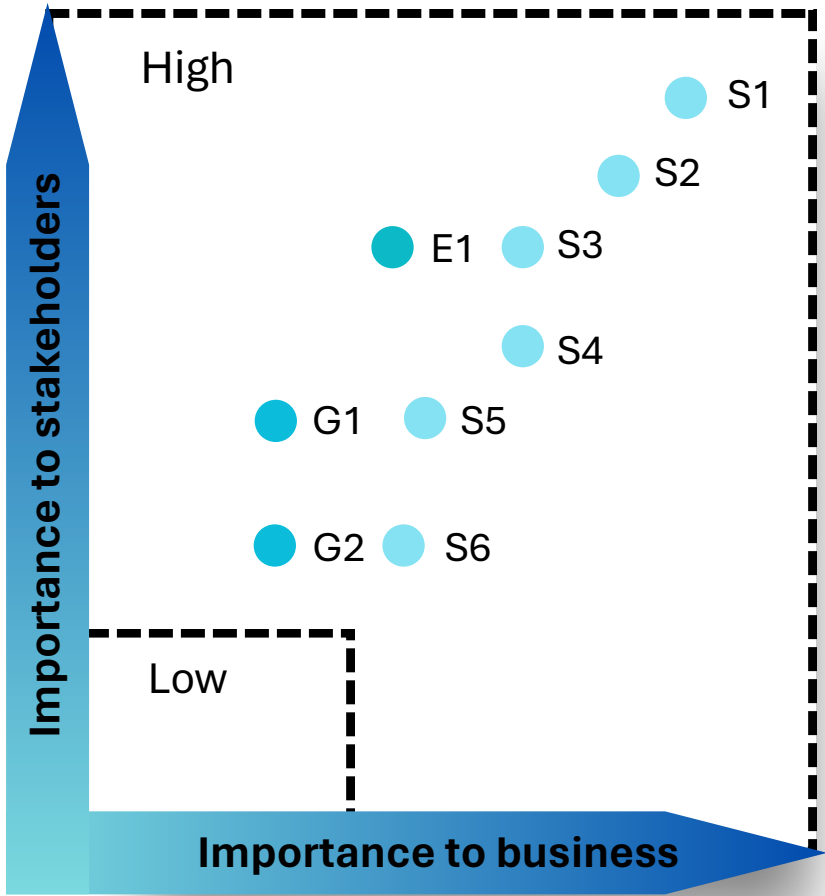
Environment

E1. Environmentally Responsible Production

Social

S1. Health and safety

S2. Customer service and complaint management

S3. Product quality and safety

S4. Training and skills development

S5. Employment Conditions & Work Environment

S6. Protection of Personal Data and Privacy

Governance

G1. Business ethics

G2. Business continuity

Sustainability Targets for 2025

At Katradis Group, setting for the material topics enables us to effectively monitor our progress across the key pillars of our Sustainability Strategy. This structured approach drives accountability, continuous improvement, and tangible positive impact throughout our operations.

This report reflects our ongoing commitment to sustainability, showcasing the actions we take toward achieving our targets and contributing to a more responsible and sustainable future.

Environment

Produce less than
0,75%
of Scrap wire ropes

Reduce energy intensity
to less than
0,60
for Katradis Group

Business Growth

Enhance
market presence
worldwide

Increase
returning customers

>8.000 t
total annual production of anodes and ropes

Economic Resilience

> 600
New customers

<10
Complaints/claims from customers

95%
Index of customer satisfaction percentage

Social Responsibility

<7
severe accidents

Maintain
zero
light accidents
and near-miss incidents

Maintain
zero incidents
of violence, intimidation, harassment, and discrimination

Increase
employee training hours

ENVIRONMENT

Environment: Progress in 2024

Goals

Reduce overall **Scope 1 emissions (2023)**

Progress

36,7% reduction

in Scope 1 emissions

Actions

43,8% renewable energy
through partnerships with selected energy providers

1.055.870 kWh produced
from our photovoltaic system

43% of our total energy consumption
in Katradis A.V.E.E. **is self-generated**

Achievements

5,3% reduction
in our overall (direct and indirect) emissions from 2023 to 2024

44% reduction
for Scope 1 GHG emission intensity

14% reduction
for Scope 2 GHG emission intensity compared to 2023

16,6% decrease
in overall emissions intensity (Scope 1 & Scope 2)

Inclusion of
Scope 3 emissions

Our primary Environmental Goals

- Reducing Environmental Footprint
- EMS Enhancement
- Advanced Waste Management
- Community and Industry Collaboration
- Transparency and Reporting

General Management Approach
[GRI 3-3]

Katradis Group continues to prioritize minimizing its environmental footprint and embedding responsible practices at the core of its sustainable growth strategy. Our **ISO 14001:2015 and ISO 14064-1:2018 -** certified Environmental Management System (Katradis A.V.E.E. & Katradis VEPL) supports compliance with environmental legislation and drives continuous performance improvement.

In 2024, we continued applying sustainable production principles, focusing on reducing energy use, emissions, and waste across our facilities. Our *Environmental Policy* reinforces this approach by emphasizing regulatory compliance, ongoing enhancement, and proactive monitoring of evolving environmental requirements. Employees across all functions remain engaged in implementing these measures.

ISO 14001 Certified

ISO 14064 Certified

Innovation continues to play a key role. In collaboration with the National Technical University of Athens, our R&D and technical teams advanced the development of **cadmium-free zinc anode alloys** and **continued research on reduced snap-back ropes** - initiatives that improve safety and reduce environmental impact. We also apply a life-cycle approach to product design and supply chain management, ensuring environmental considerations from development to end-of-life.

In 2024, we expanded supplier oversight through environmental evaluation questionnaires, further strengthening our collaboration with partners. **Environmental Risk Assessments** are conducted regularly to identify potential impacts and ensure appropriate controls.

Building on foundations established in previous reports, **Katradis Group continues to integrate sustainability into operations,** invest in safer and more responsible products, and uphold its commitment to environmental stewardship and community well-being.

> **Environmentally responsible supply chain**
>
> **Environmental risk management**
>
> **Commitment to environmental stewardship**

New Suppliers that were Screened Using Environmental Criteria
[GRI 308-1]

In 2024, we continued to prioritize partnerships with suppliers who share our commitment to environmental responsibility. All new suppliers were assessed using environmental criteria, ensuring alignment with our _Environmental Policy_ and compliance with relevant regulations.

Most of our partners hold recognized environmental certifications and adopt sustainable practices, supporting our ongoing efforts to build a responsible and environmentally conscious supply chain.

Material Topic: Environmentally Responsible Production

At Katradis Group, we place strong emphasis on conducting our production activities in a way that respects the environment and supports long-term sustainability. Our efforts focus on efficient resource use, responsible waste management, and the reduction of greenhouse gas emissions through energy efficiency and renewable energy initiatives. By integrating environmental considerations into our daily operations, we aim to balance growth with responsibility, continuously seeking ways to minimize our ecological footprint.

Energy & Emissions
(GRI 302, GRI 305, ESRS E1)

Advancing Energy Stewardship and Responsible Consumption

Energy management remains a key element of our sustainability strategy. In 2024, we continued optimizing energy use and expanding renewable energy adoption across our operations. Our facilities primarily rely on purchased electricity from both renewable and non-renewable sources, with approximately **43,8% of total energy consumption sourced from renewables**.[1] Energy-efficient building features, such as skylights and natural ventilation, further support reduced energy demand.

[1]This information has been provided by the Administrator of Renewable Energy Sources and Guarantees of Origin and its annual Energy Mix statement for the year 2024.

Integrating Renewable Energy Solutions

Our 800-kW photovoltaic system became fully operational in 2024, generating **1.055.870 kWh**[1] of energy and contributing to partial energy self-sufficiency while decreasing reliance on grid electricity.

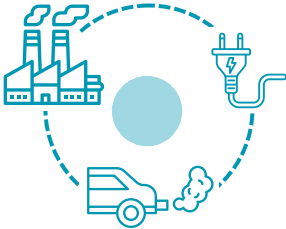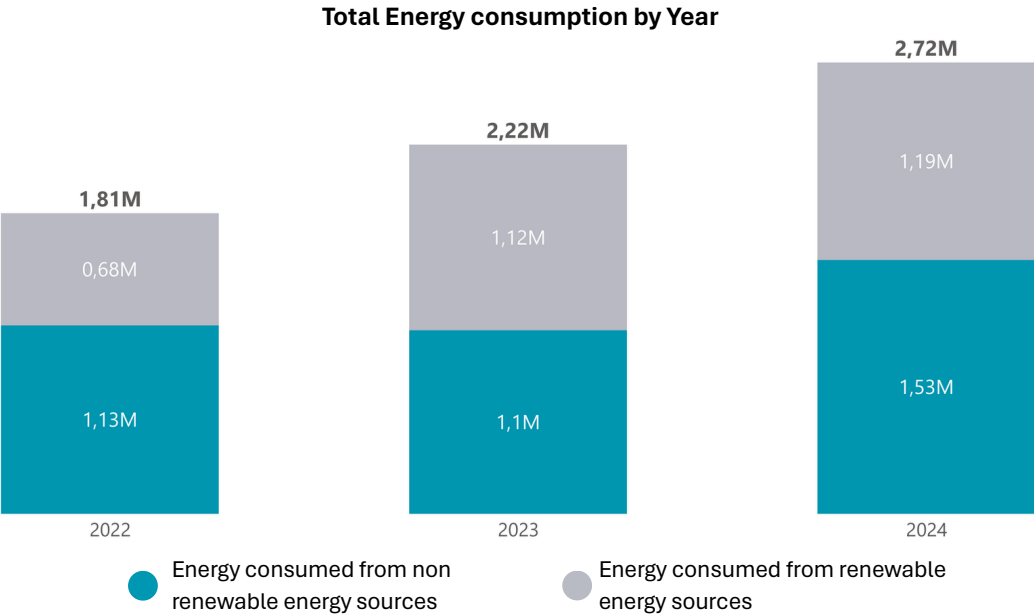**1.055.870 kWh**
produced from our photovoltaic system
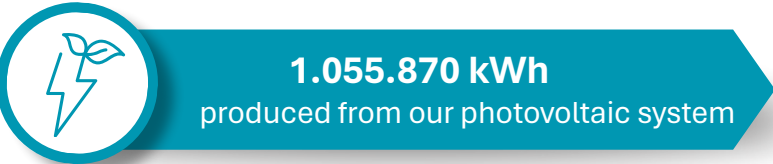
Energy Performance and Production Growth

Steady business expansion led to a **13,7% increase** in production and a corresponding **22,6% rise** in total energy consumption compared to 2023[2], an expected outcome of higher operational activity. While this growth reflects strong business performance and client demand, we recognize the importance of maintaining energy efficiency even during expansion.

13,7% rise

in production volumes

Tracking and Enhancing Energy Efficiency

Energy efficiency remains a key performance indicator, monitored through our energy intensity ratio (energy consumed per kilogram of production). In 2024, **energy intensity rose slightly due to increased production and operational expansion.** Despite this, ongoing measures, including process optimization, equipment upgrades, and preventive maintenance, continue to support long-term improvements in energy performance and alignment with our environmental objectives

Total Energy consumption by Year

1,81M
- 0,68M
- 1,13M
- 2022

2,22M
- 1,12M
- 1,1M
- 2023

2,72M
- 1,19M
- 1,53M
- 2024

● Energy consumed from non renewable energy sources

● Energy consumed from renewable energy sources

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

Carbon Footprint
[GRI 3-3, 305-1, 305-2, 305-3]

In 2024, Katradis Group expanded its carbon footprint[1], assessment to provide a more complete understanding of its climate impact. While Scope 1 and 2 emissions remain the primary focus, reflecting areas under our direct control, this report includes **Scope 3 emissions for the first time**, providing broader insight into value chain impacts. Continuous monitoring of emissions supports targeted reduction initiatives and responsible environmental management.

Direct and energy-related emissions (Scope 1, Scope 2)

Katradis Group continues to prioritize the management of Scope 1 and Scope 2 emissions through systematic monitoring and proactive planning. Our **ISO 14064-1:2018** certification, externally verified, supports the integrity of our reporting.

First inclusion of
Scope 3 emissions

Energy intensity by Year
(Energy consumed kWh per Kg product)
[GRI 302-3]

Year	Katradis AVEE	Katradis VEPL
2022	0,47	0,50
2023	0,55	0,58
2024	0,60	0,63

● Katradis AVEE   ● Katradis VEPL
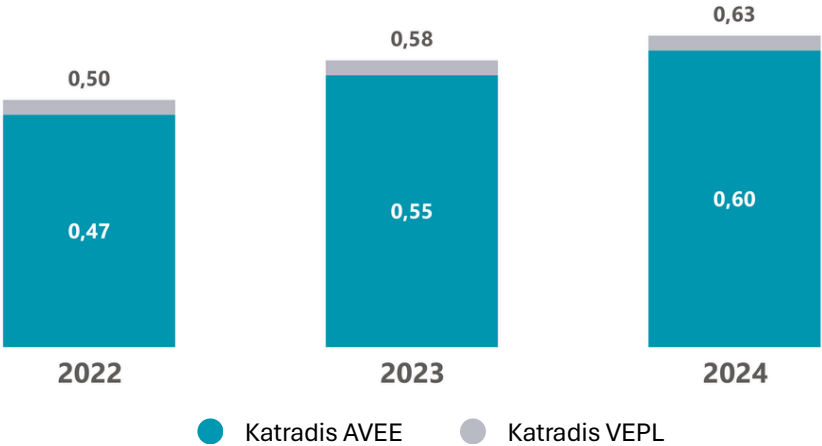
Energy intensity by Year for Katradis Group
(Energy consumed kWh per Kg product)
[GRI 302-3]

Year	Value
2022	0,50
2023	0,58
2024	0,63
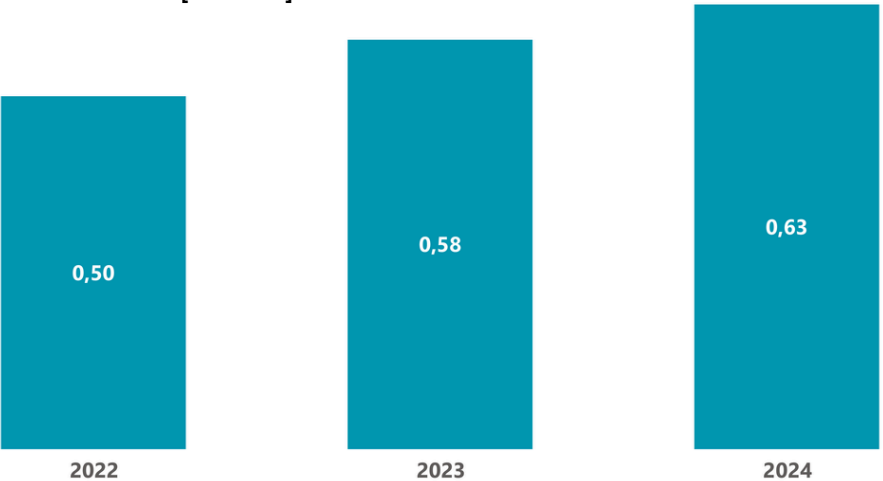
Scope 1 & 2 Emissions for Katradis Group
(tCO2e)

2024
49 (5,8%)
789 (94,2%)

2023
77 (8,7%)
808 (91,3%)

2022
77 (8,7%)
808 (91,3%)

● Scope 1   ● Scope 2
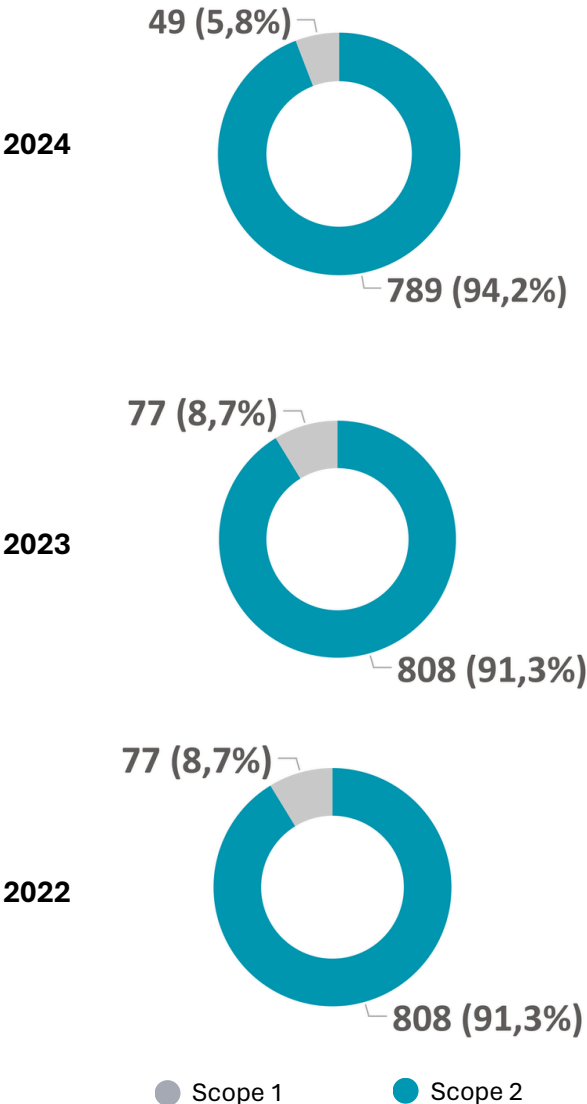
[1] The carbon footprint calculation is based on the ISO 14064-1:2018 standard. Katradis AVEE & VEPL are ISO 14064-1:2018 certified by an external party. The collection of electricity consumption data is conducted monthly by a member of the sustainability committee of our Group. The gases included in the emissions indicators are CO2, CH4, N2O, and HCFC-22.

Scope 1 & 2 Emissions by Year by Company (tCO2e)

2024

Katradis AVEE — 34,74 / 755,38

Katradis VEPL — 14,26 / 34,12

2023

Katradis AVEE — 48,36 / 764,61

Katradis VEPL — 29,02 / 42,98

2022

Katradis AVEE — 53,67 / 900,26

Katradis VEPL — 22,31 / 63,18
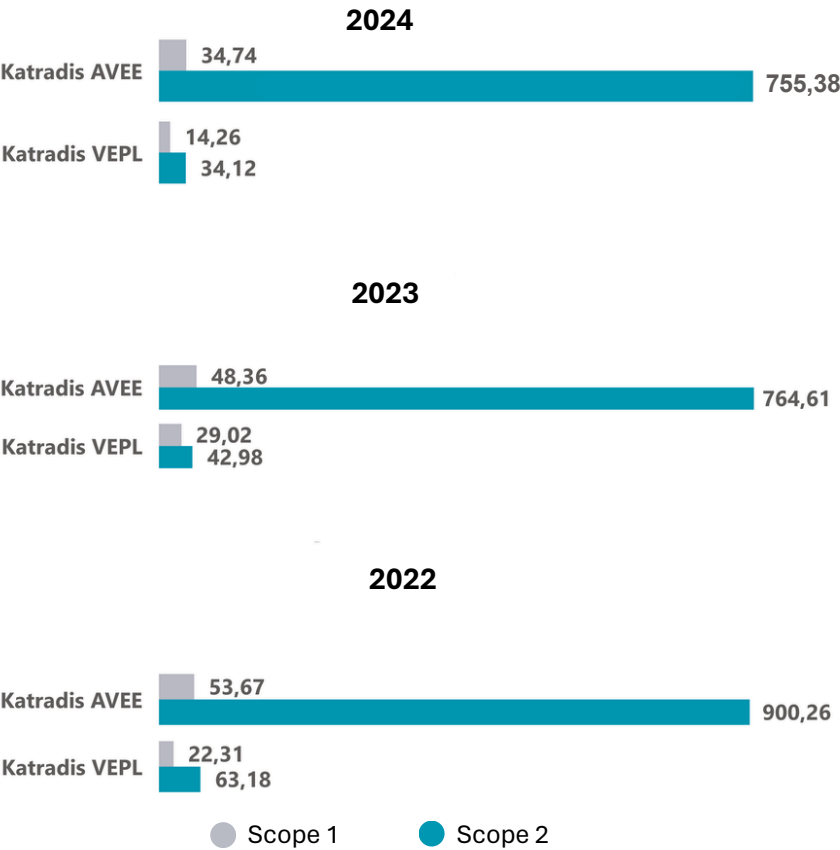
● Scope 1   ● Scope 2

36,7 % reduction
in **Scope 1** emissions

2,2% reduction
in **Scope 2** emissions

Direct Emissions (Scope 1)

In 2024, Katradis Group achieved a significant reduction of **36,7% in Scope 1** (for AVEE & VEPL) emissions compared to 2023, reflecting our ongoing efforts to improve operational efficiency and reduce direct greenhouse gas emissions.

Most of our direct emissions originate from mobile sources, primarily due to fuel combustion in vehicles used for product transportation. The notable reduction recorded this year demonstrates the positive impact of optimizing logistics operations, enhancing vehicle efficiency, and promoting more sustainable transport practices across our activities.

Scope 1 Emissions for Katradis Group
[GRI 305-1]

Stationary emissions

2022 ⟶ 0 tCO2e

2023 ⟶ 0 tCO2e

2024 ⟶ 0 tCO2e

Mobile emissions

2022 ⟶ 64,9 tCO2e

2023 ⟶ 68,6 tCO2e

2024 ⟶ 46,7 tCO2e

Fugitive emissions

2022 ⟶ 9,6 tCO2e

2023 ⟶ 6,7 tCO2e

2024 ⟶ 9,6 tCO2e

Process emissions

2022 ⟶ 1,5 tCO2e

2023 ⟶ 2,1 tCO2e

2024 ⟶ 3,0 tCO2e
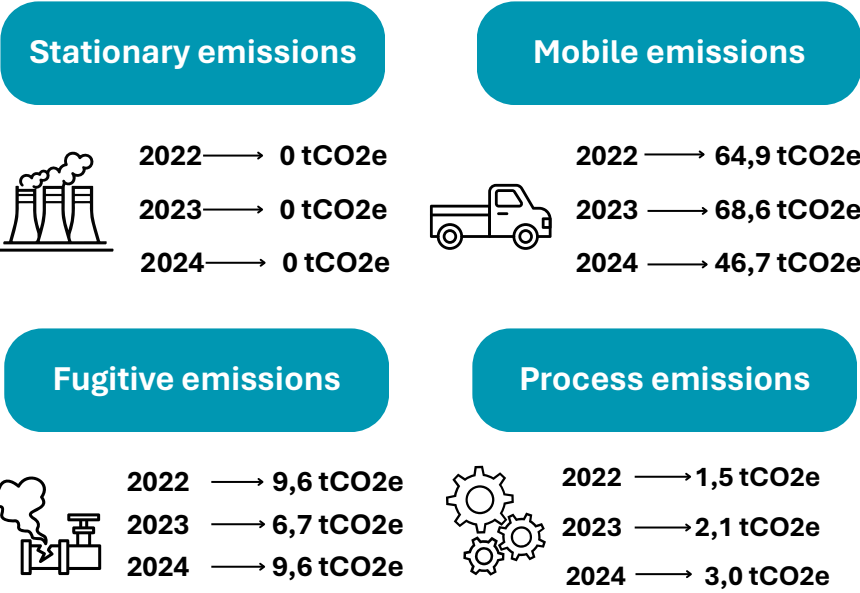
Indirect Emissions – Energy-related (Scope 2)

At Katradis Group, most greenhouse gas emissions have consistently originated from indirect sources (e.g. purchased electricity) over the years, reflecting the energy-intensive nature of our operations. Our production processes, which involve the manufacturing of synthetic mooring ropes and steel wire ropes, rely significantly on electricity and other purchased energy sources. Nevertheless, despite higher production volumes, we achieved a **2,2% reduction in Scope 2**[1] emissions compared to 2023.

Our ongoing collaboration with energy providers prioritizing **renewable sources**, combined with **energy-saving initiatives** at our facilities (e.g. photovoltaic plant), has contributed to steady progress in reducing indirect emissions. We remain committed to further improving energy efficiency and transitioning to cleaner energy solutions as part of our broader climate strategy.
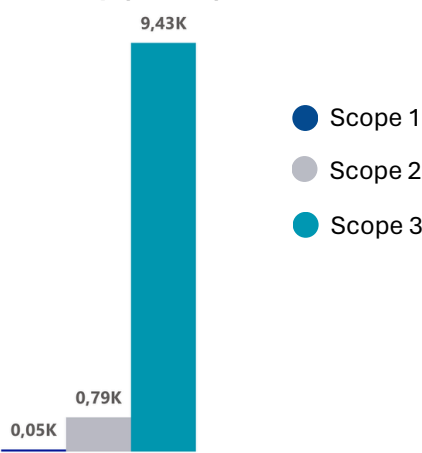
Value Chain Emissions (Scope 3)

This year marks Katradis Group's first reporting of Scope 3 emissions, estimated at **9.426,2 tCO$_2$e**. These emissions mainly arise from upstream activities such as supplier production, packaging, and transport. This baseline allows us to better understand value chain impacts and identify future reduction opportunities

[1] We note that during preparation of the 2024 greenhouse gas inventory, electricity generated and self-consumed from the Group's on-site photovoltaic installation was included in Scope 2 emissions due to the structure of the energy data collection system. This approach leads to an overstatement of Scope 2 emissions for this reporting year. The Group has reviewed its data management process and will revise the methodology for the 2025 inventory to ensure that only electricity purchased from the grid is included in Scope 2 calculations, in line with ISO 14064-1 and the GHG Protocol. Electricity self-generated from renewable sources and consumed on-site will be reported separately as zero-emission energy.

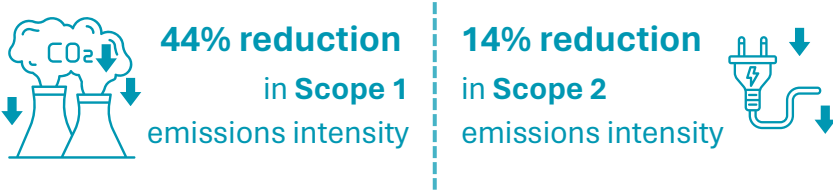**Total Greenhouse Gas Emissions for Katradis Group (tCO2e)**

- Scope 1
- Scope 2
- Scope 3

9,43K

0,79K

0,05K

Material	Source	Katradis Group Scope 3 emissions (tn CO2e)
PP granule	Supplier	1.270,2
PE granule	Web	400,8
PES fiber	Supplier	3.321,3
HMPE fiber	Web	4.263,5
Zinc	Supplier	83,6
Aluminum	Supplier	86,9
Total Scope 3 emissions		**9.426,2**

GHG Emissions Intensity
[GRI 305-4]

GHG emissions intensity remains an important indicator of environmental performance. To ensure comparability with previous years, intensity is calculated using Scope 1 and Scope 2 emissions per unit of production, excluding Scope 3 emissions, which fall outside our operational control.

In 2024, emissions intensity improved significantly, with a **44% reduction** for Scope 1 and a **14% reduction for Scope 2**, despite increased production. This reflects ongoing gains from energy efficiency measures, renewable energy integration, and process improvements.

As Scope 3 emissions represent a significant share of our overall footprint, we will increase our efforts to enhance data accuracy, monitoring key value chain sources, and identify opportunities to improve efficiency and reduce indirect emissions over time.

44% reduction in **Scope 1** emissions intensity

14% reduction in **Scope 2** emissions intensity

Scope 1 & 2 intensities percentage for the year 2024

0,01 (5,7%)

0,18 (94,3%)

- Scope 1 Intensity
- Scope 2 Intensity
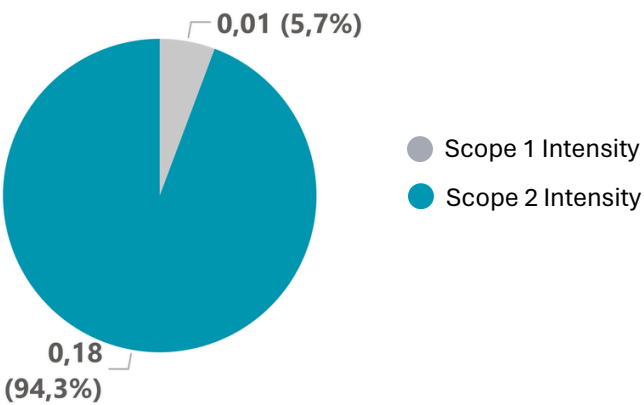
Comparison of Scope 1&2 intensities per year
(tCO2e per kg product) [GRI 305-4]

0,29

0,23

0,19

0,269

0,212

0,182

0,021

0,020

0,011

KATRADIS GROUP 2022   KATRADIS GROUP 2023   KATRADIS GROUP 2024

- Scope 1 Intensity
- Scope 2 Intensity

Resource management
[GRI 301-1]

Management Approach
[GRI 3-3]

Katradis Group recognizes responsible resource use as essential to reducing environmental impact, especially as production continues to expand. In 2024, the Group used **4.608 tons of raw materials** and **241 tons of semi-manufactured goods**, an increase driven by a **13,7% rise in production**. This led to a **28,9% increase in raw material consumption**, reflecting growing operational needs.

Despite higher material use, we continue to prioritize efficiency and responsible sourcing. Most raw materials and packaging components, such as films, pallets, and cardboard, are recyclable, and our products, including wire ropes, are designed for easy recycling. This approach supports circularity and ensures that operational growth remains aligned with our environmental commitments.

4.608 tons
of raw materials used

13,7% increase
in production

Materials used for Katradis Group (in tons)
[GRI 301-1]

2024
0,033M (0,7%)
0,081M (1,8%)
0,241M (5,2%)
0,811M (17,6%)
4,608M
3,442M (74,7%)

2023
0,042M (0,9%)
0,324M (7,0%)
1,506M (32,7%)
4,603M
2,636M (57,3%)

2022
0,038M (1,1%)
0,095M (2,8%)
0,207M (6,1%)
1,082M (31,9%)
3,396M
1,972M (58,1%)

- 🟢 Raw materials-Plastics
- ⚪ Wire ropes for processing
- 🔵 Semi-manufactured goods or parts
- 🔵 Raw materials-Metals
- 🟣 Materials for packaging purposes
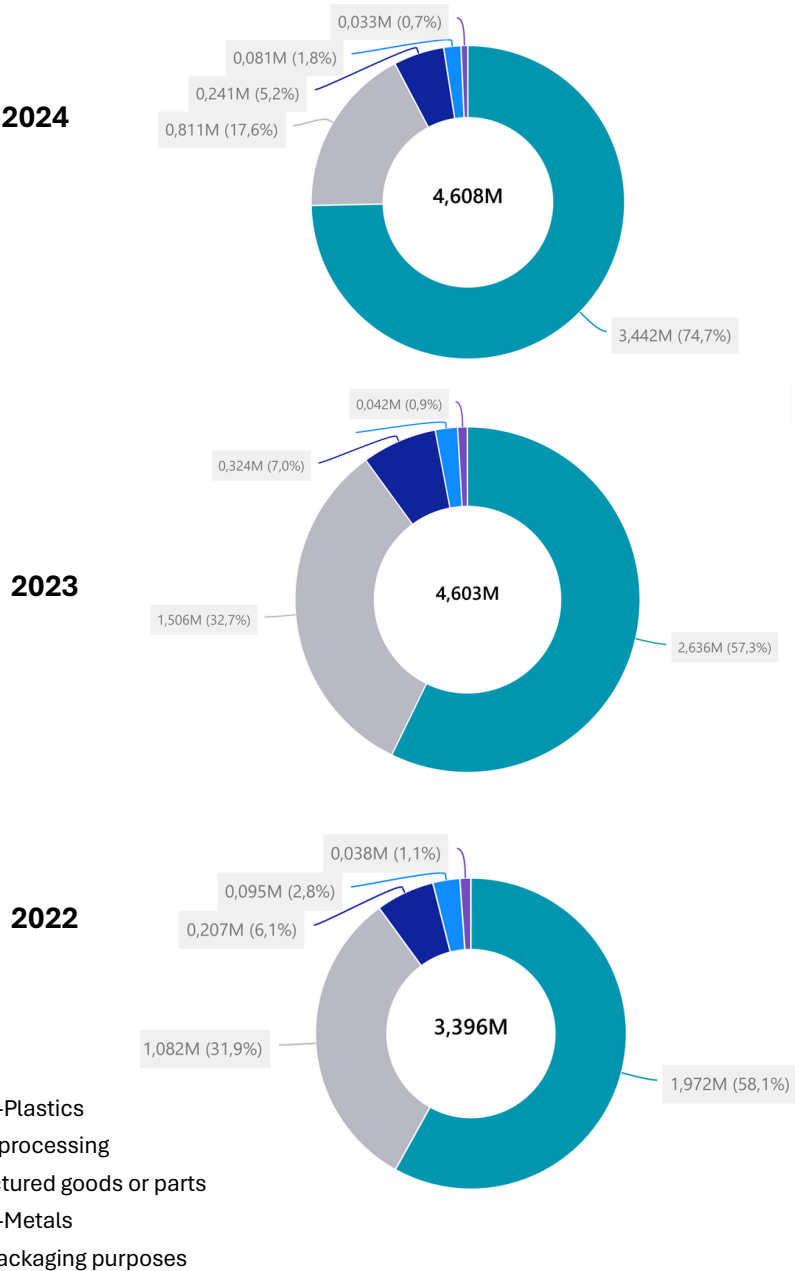
Waste Management
[GRI 3-3, 301-2, 306-1, 306-3]

Responsible waste management remains central to our sustainability strategy. **All production waste (100%) is collected and managed through certified waste management partners,** ensuring full compliance with Law 4042/2012 and classification under recovery (R1–R13) or disposal (D1–D15) activities.
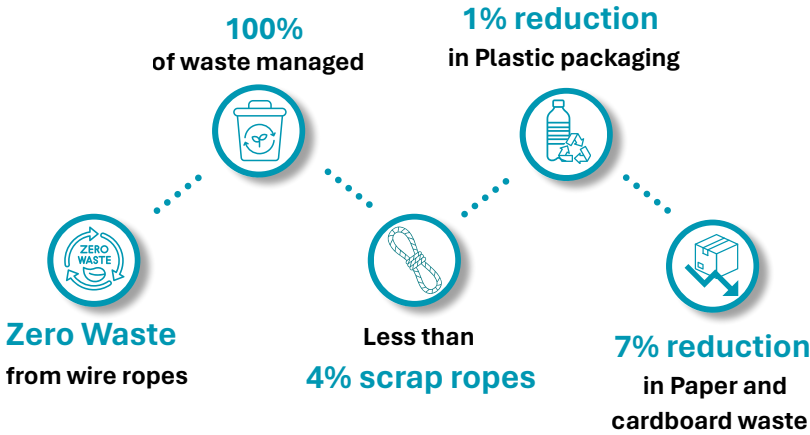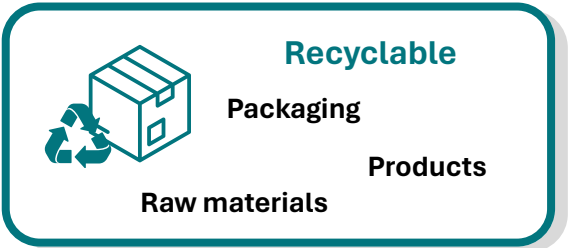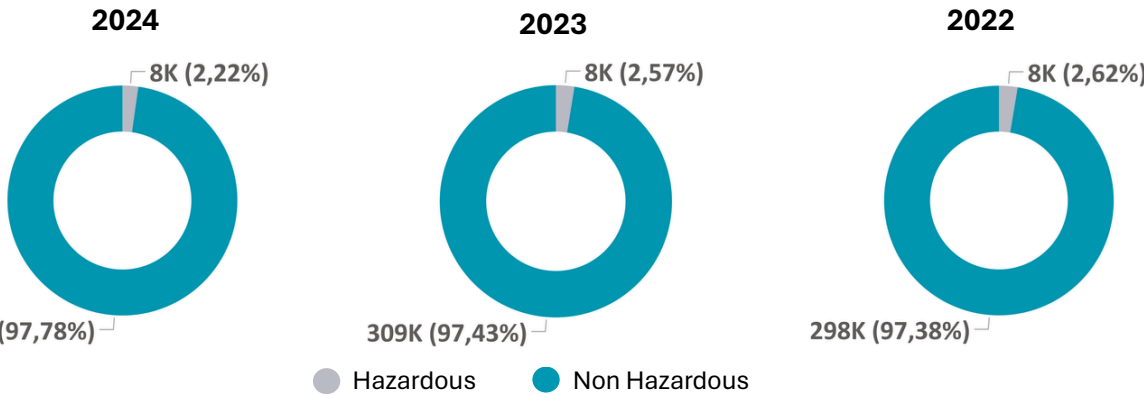
We maintain a near **"zero-waste"** approach and promote waste reduction and recycling across our facilities. Employees are actively engaged through training and awareness programs. In 2024, scrap levels remained low, with less than 4% scrap ropes and 4% scrap wire ropes.

Total waste generation increased compared to 2023 due to higher production volumes. However, performance improved across several waste categories: hazardous waste decreased significantly, including an **84% reduction** in contaminated wiping cloths and protective materials, and we maintained zero waste from discarded electrical equipment and fluorescent tubes. Non-hazardous waste increased by **19% in line with output**, but **reductions were achieved in plastic packaging (–1%)** and **paper and cardboard (–7%),** and wire ropes again generated **zero waste.**
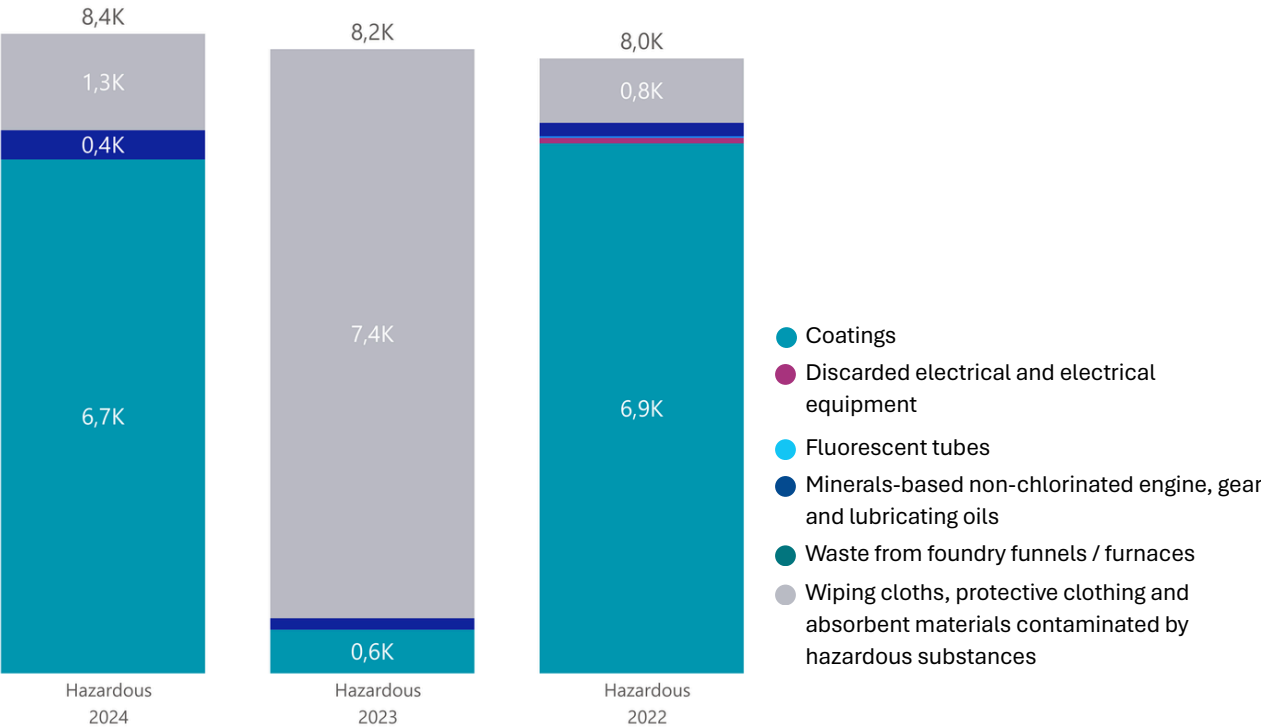
Katradis Group also remains an active member of the **"In the Loop" network**, supporting efforts to reduce plastic use in design and manufacturing and contributing to lower lifecycle emissions.
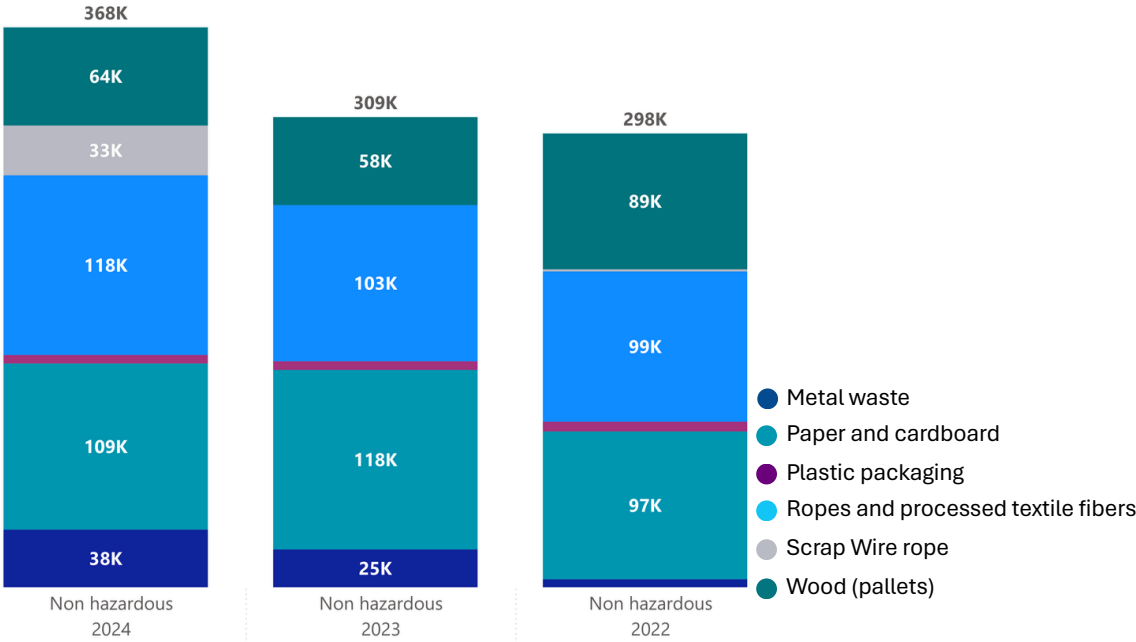
In the LOOP — Circular economy in action.

Waste Generated in Katradis Group

2024
8K (2,22%)
(97,78%)

2023
8K (2,57%)
309K (97,43%)

2022
8K (2,62%)
298K (97,38%)

● Hazardous   ● Non Hazardous

Recyclable
Packaging

Products

Raw materials

100%
of waste managed

1% reduction
in Plastic packaging

Zero Waste
from wire ropes

Less than
4% scrap ropes

7% reduction
in Paper and
cardboard waste

Hazardous Waste Generated by type

Hazardous 2024 — 8,4K
- 1,3K
- 0,4K
- 6,7K

Hazardous 2023 — 8,2K
- 7,4K
- 0,6K

Hazardous 2022 — 8,0K
- 0,8K
- 6,9K

- ● Coatings
- ● Discarded electrical and electrical equipment
- ● Fluorescent tubes
- ● Minerals-based non-chlorinated engine, gear and lubricating oils
- ● Waste from foundry funnels / furnaces
- ● Wiping cloths, protective clothing and absorbent materials contaminated by hazardous substances

Non Hazardous Waste Generated by type

Non hazardous 2024 — 368K
- 64K
- 33K
- 118K
- 109K
- 38K

Non hazardous 2023 — 309K
- 58K
- 103K
- 118K
- 25K

Non hazardous 2022 — 298K
- 89K
- 99K
- 97K

- ● Metal waste
- ● Paper and cardboard
- ● Plastic packaging
- ● Ropes and processed textile fibers
- ● Scrap Wire rope
- ● Wood (pallets)

SOCIAL

Social: Progress in 2024

Health & Safety

Achievements

0 light injuries
0 fatal accidents
0 near-miss accidents

Goals

Maintain **zero light- and near-miss accidents**

Minimize severe accidents

Products and Services

Progress

51% sales success

1.518 new customers

Actions

More frequent **product testing**

Increase in customer satisfaction surveys

Goals

Increase customer satisfaction and sales

Employee Wellbeing

Goals

Increase age and gender diversity and training opportunities

Achievements

22,7% increase
in age group 50 and above

4,8% increase
in women in technical positions

12.336 total
training hours

Actions

100 %
full-time, indefinite-duration contracts for employees

Company Sponsored
private insurance plan for all our employees & Master's Programs

ISO 45001 Certified

ISO 9001 Certified

Material Topic: Health and safety

General Management Approach
[GRI 3-3]

At Katradis Group, the health and safety of our employees, contractors, and visitors are of paramount importance. Maintaining a safe and **healthy workplace remains one of our top priorities.**

Our management approach is guided by a **strong commitment to preventing workplace hazards, minimizing risks,** while striving to ensure that our activities have no negative impact on our employees or society.

To this end, we have established a comprehensive *Health and Safety at Work Policy*, which is guided by the following principles:

- **Full compliance with all OHS requirements**
- **Setting and regularly reviewing OHS goals**
- **Close cooperation with national and local safety authorities.**
- **Communication and raising awareness among stakeholders**

Through these actions, we promote a **culture of health, safety, and responsibility.**

Occupational health and safety management system
[GRI 403-1]

Katradis Group applies an **ISO 45001:2018**, aligned OHS Management System across all operations, supported by regular audits and reviews to ensure compliance and continuous improvement.

The system covers **100%** of employees and workers under the Group's control. Additional support includes **private insurance, medical consultants when needed, and issued safety guidelines** to ensure consistent protection of   personnel.

Regular internal audits and management reviews ensure compliance and continuous improvement.

Hazard identification, risk assessment and incident investigation
[GRI 403-2, 403-7]

Katradis Group follows a structured process for hazard identification, risk assessment, and incident investigation, aligned with **ISO 31000:2018** and **IEC/ISO 31010:2019**. The HSSQE team monitors compliance, analyzes data, reassesses risks when conditions change, and ensures timely corrective actions.

All events are recorded electronically by the Safety Technician and reviewed regularly by the Board of Directors.

Our risk-reduction approach prioritizes elimination, substitution, and technical or administrative controls before the use of personal protective equipment. Further details, please refer to our *2022 Sustainability Report*.

Structured process for hazard identification, risk assessment, and incident investigation.

Risk reduction strategy

- Elimination
- Substitution
- Technical/administrative controls
- Personal protective equipment

Worker participation and training in occupational health and safety
[GRI 403-4]

In 2024, Katradis Group expanded its consultation channels to strengthen open dialogue among employees, Safety Technicians, and Management. Employees contribute through surveys, assessment tools, and regular meetings, with suggestions reviewed by the Board of Directors.

They also take part in incident investigations and help shape preventive measures and improvement programs. This participatory approach enhances shared responsibility and supports a safer working environment.

For a full view of how our approach regarding OHS consultation and communication has evolved, see our *2022 Sustainability Report.*

Worker training in OHS
[GRI 403-5]

At Katradis, OHS training is a key element of maintaining a safe workplace. Our structured programs build awareness, strengthen knowledge, and equip employees with the skills needed to prevent risks.

Percentage of Workforce Reached by Training Initiatives

53	79	53
2022	2023	2024
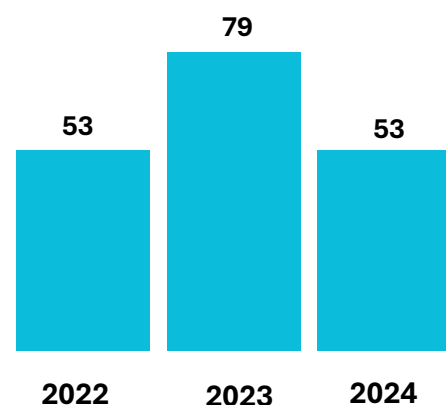
Training sessions covered a wide range of topics which focused on the following key areas:

Training provided in employees involved in the manufacturing process

- Fire safety
- Manual work risks
- Safe use of machines in workshops
- General H&S information
- Safe load suspension and distribution techniques and information in mixed traffic

Training provided to all office/administrative employees

- Fire safety
- Risks related to office work
- General health and safety information

Our Commitment to Health and Safety is part of our culture. For more on how our OHS training practices have evolved, see our previous _Sustainability Reports._

Promotion of worker health
[GRI 403-6]

IIn 2024, our company-sponsored private insurance program continued to offer role-specific health assessments and enhanced coverage.

These initiatives support a preventive, proactive approach to worker health, building on progress from previous years.
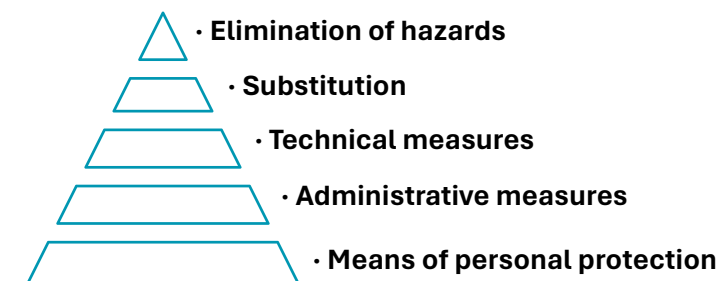
Commitment to Continuous Improvement

Prevention and mitigation of OHS impacts
[GRI 403-7]

At Katradis Group, the prevention and mitigation of OHS impacts form a core part of our management approach. Risk reduction follows a clear **hierarchy of controls**:

- **Elimination of hazards**
- **Substitution**
- **Technical measures**
- **Administrative measures**
- **Means of personal protection**

This ensures risks are addressed at their source while reinforcing safeguards across all operations.

OHS performance is monitored through specific indicators that track the effectiveness of measures and guide transparent reporting.
The Integrated Management System Manager oversees these processes, ensuring alignment and supporting our commitment to continuous safety improvement.

Please refer to the section _"Work-related injuries and ill health"_ for examples of indicators.

For more information about the indicators, please refer to the next chapter _"Work-related injuries and ill health"._

Work-related injuries and ill health
[GRI 403-9, 403-10]

We monitor work-related injuries and illnesses to safeguard our workforce and support continuous improvement. Each year, we assess potential incident types, update risk assessments, and track key performance indicators.

In 2024, our performance indicators were based on **337.184 hours worked** was the following:

Performance indicators

337.184 total hours worked

13.7% increase in total yearly production

- 0 Light accidents
- 0 Fatalities as a result of work-related injury
- 4 Severe accidents
- 0 Cases of occupational illness
- 0 Near-miss incidents

Severe incidents involved hand injuries linked to improper handling. Most other cases were minor cuts and burns in factory areas, and musculoskeletal strain in office roles. All incidents are addressed through corrective actions, training, and workplace improvements.

It's important to note that the rise in severe accidents in 2024 is partly linked to higher manufacturing output within a shorter timeframe, which increased operational demands and overall exposure to risk.

Total Production per Year
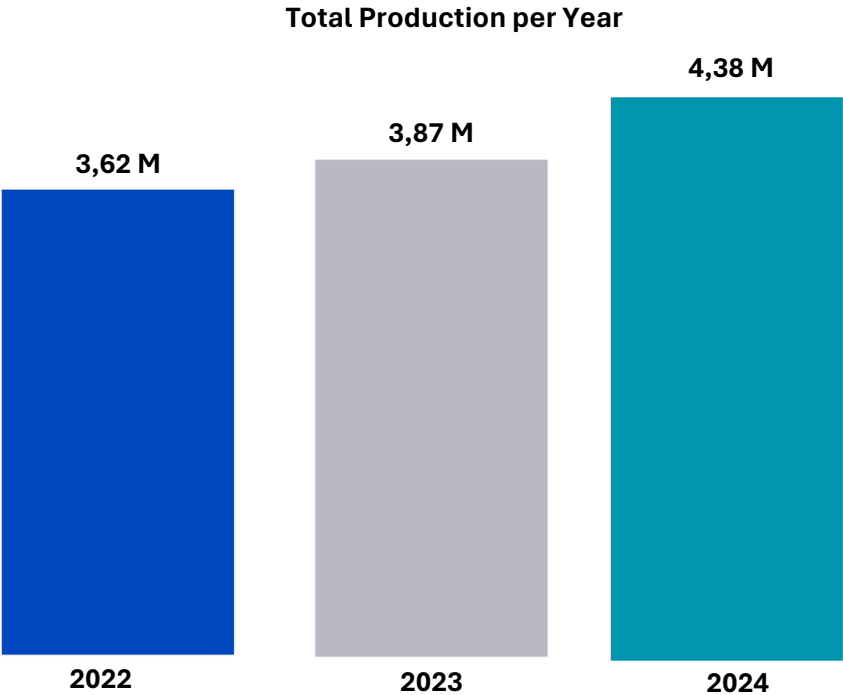
High-consequence hazards are identified through our General Risk Assessment, including slips, falls, hazardous substances, equipment risks, fires, and power failures.

Each risk is evaluated, and measures such as technical improvements and targeted training are applied.

Going forward, we will reinforce training, promote near-miss reporting, and strengthen monitoring to maintain zero severe accidents and further reduce minor injuries and illness rates.

Material Topic: Product quality and safety

Management Approach
[GRI 3-3]

Quality is a core pillar of Katradis Group and is implemented through our **ISO 9001:2015** - certified Quality System, which ensures consistent performance, continuous improvement, and alignment with international standards. Employee involvement and customer feedback support ongoing development.

In 2024, our Technical Department carried out **15.576 tensile tests and inspections** to ensure product robustness and compliance. A dedicated R&D fund supported innovation and product optimization.

Customer satisfaction remains a key indicator: we achieved a **51% sales success rate** and welcomed **1.518 new clients in 2024**. Insights from our annual survey guided further process improvements.

Looking ahead, we will continue strengthening our Quality System, enhancing quality control, and promoting continuous improvement across all operations.

Product Quality & Performance Review

15.576
tensile tests and quality inspections

51%
sales success rate

1.518
new clients

Customer feedback

Material Topic: Employment Conditions & Work Environment

Management Approach
[GRI 3-3]

Katradis Group is committed to providing fair, safe, and inclusive working conditions that support employee well-being and long-term stability.

We ensure equal opportunities and a workplace free from discrimination, violence, or harassment, while promoting professional development.

Employment stability is central to our approach, reflected in our practice of offering indefinite-duration contracts to all employees.

Policies such as the _Policy Against Discrimination_, along with **compliance with Greek Laws** 4443/2016 and 3850/2010, reinforce a respectful and compliant work environment.

We also assess and address psychosocial risks through open communication and employee consultation to ensure a safe and engaged workforce.

Overall, our approach reflects our commitment to fairness, inclusivity, compliance, and long-term employee security, recognizing that our people are essential to our continued success.

Human rights, age and gender group diversity
[GRI 2-7, 2-8, 3-3, 401-1, 405-1, ESRS S1]

Human rights

Katradis Group places respect for human rights at the core of its culture and operations.
We ensure that our value chain is free from forced labor, child labor, and unfair treatment, conducting due diligence across our operations and suppliers.

Our _Human Rights Policy_ for employees and partners,, aligning with the UN Guiding Principles and Greek labor regulations. In 2024, we strengthened awareness and integration of human rights principles across the Group, reinforcing stakeholder trust in our ethical practices.

In 2024, Katradis Group conducted its **first internal employee satisfaction survey,** assessing topics such as working conditions, safety, collaboration, leadership support, and development opportunities. The feedback highlighted particularly strong performance in working conditions and safety.

Fair & Inclusive Employment

Fair, safe & inclusive work environment

100% indefinite contracts

Policy Against Discrimination

Legal & Ethical Compliance

Full compliance with national laws

Psychosocial risk assessment

Human Rights Commitment

Human rights embedded in culture

Due Diligence across operations

No forced or child labor

UN Guiding Principles alignment

Age group diversity
[GRI 405-1]

Katradis Group values age diversity, recognizing that younger employees contribute fresh perspectives and digital skills, while experienced staff offer deep industry knowledge and mentorship. This mix supports collaboration, innovation, and operational resilience.

In 2024, our workforce included:

- **13,2% under 30**
- **55,6% between 30–50**
- **31,2% aged over 50**
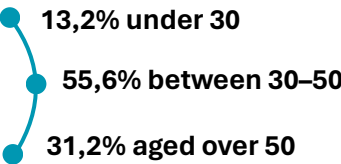
The **22,7%** increase in employees over 50 highlights our ability to retain experienced talent and the importance of knowledge transfer across teams.
We offer indefinite-duration contracts to **100%** of employees.

We also follow inclusive practices aligned with **Greek Law 4443/2016,** ensuring that career development is based on skills and performance, not age or personal characteristics.
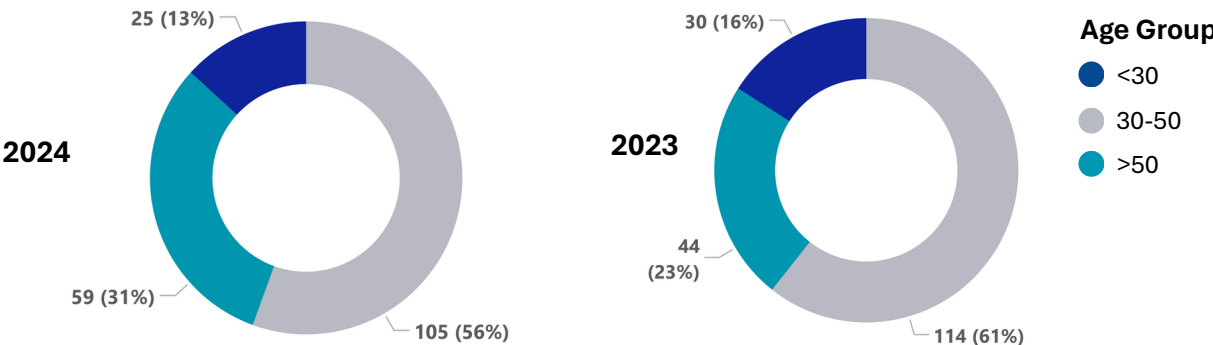
Diversity in Katradis Group

- 22,7% increase in employees aged 50+
- Age diversity promotes collaboration, innovation & resilience
- Strong knowledge transfer between generations
- Equal opportunities for all ages - career growth based on skills & performance
- Younger employees drive innovation Experienced staff contribute expertise
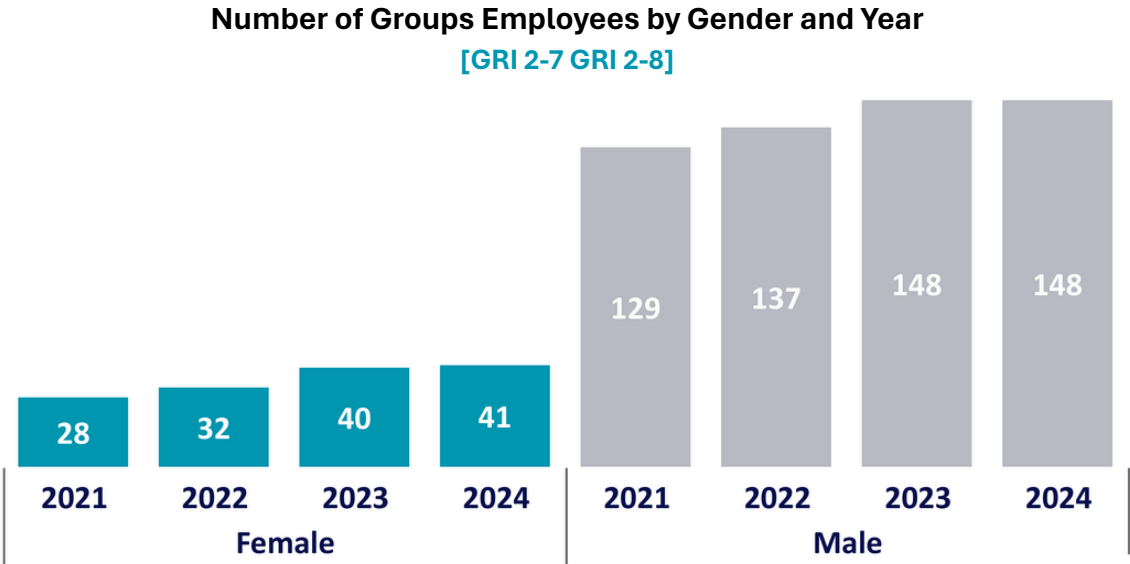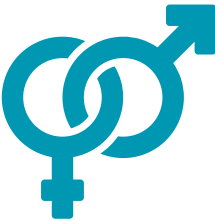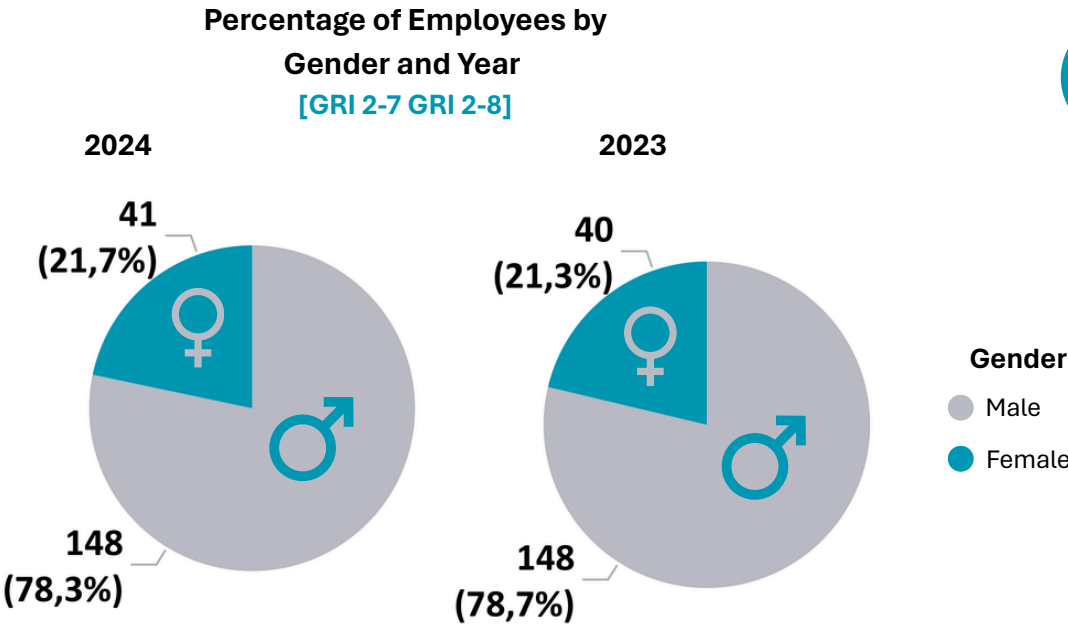
Number of Employees by Age

2024

25 (13%)
105 (56%)
59 (31%)

2023

30 (16%)
114 (61%)
44 (23%)

Age Group
- <30
- 30-50
- >50

Gender Diversity
[GRI 405-1]

Gender diversity is a key part of Katradis Group's commitment to an inclusive and fair workplace. Although manufacturing is traditionally male-dominated, we actively promote equal opportunities across all roles.
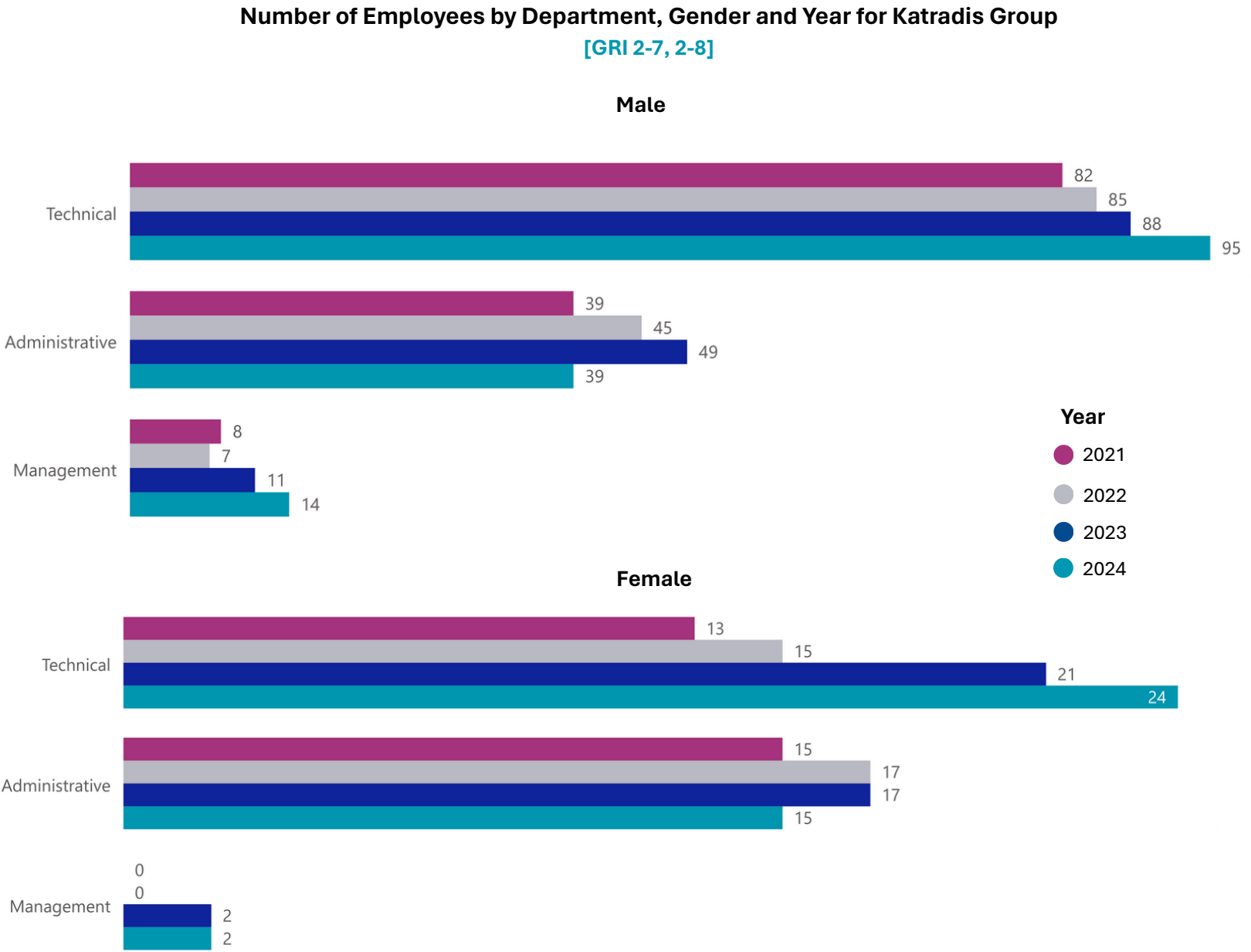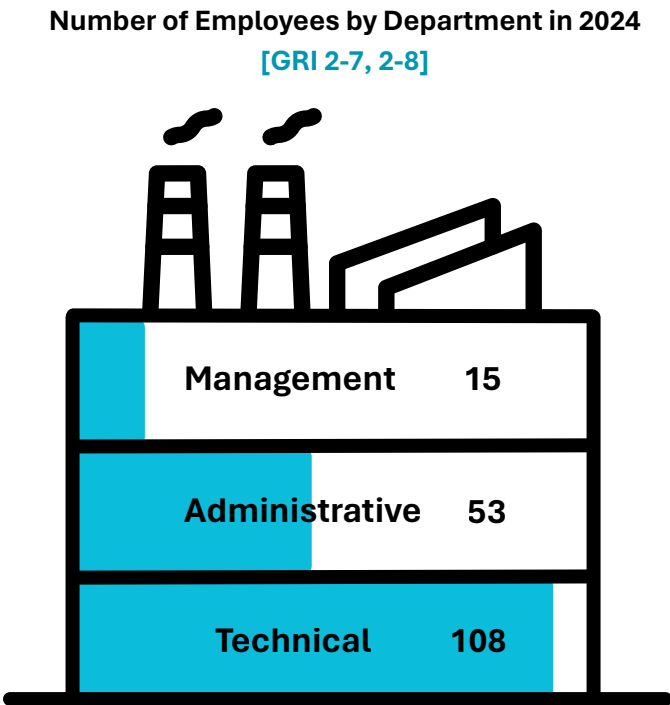
In 2024, **women represented 21,7% of our workforce**. We have made notable progress in recent years, including a **4,8% increase in women in technical roles** since 2023, reflecting our efforts to improve representation, especially in technical and leadership positions.

According to the 2024 Cambridge study on women in manufacturing, female representation in similar industrial sectors reaches **28,4% in EU**. We are positioned close to this benchmark, and we will continue refining our strategies to **increase female participation, especially in leadership roles.**

Percentage of Employees by Gender and Year
[GRI 2-7 GRI 2-8]

2024

41 (21,7%)

148 (78,3%)

2023

40 (21,3%)

148 (78,7%)

Gender
- Male
- Female

Number of Groups Employees by Gender and Year
[GRI 2-7 GRI 2-8]

28	32	40	41	129	137	148	148
2021	2022	2023	2024	2021	2022	2023	2024
	Female				**Male**		

Workforce composition

Our employees remain the driving force behind our success, structured across **Management, Administration, and Technical departments.** In 2024, we are proud to highlight a **4,7% increase in women holding technical positions** compared to 2023, reinforcing our ongoing commitment to inclusivity and equal opportunities across all roles.

Number of Employees by Department in 2024

[GRI 2-7, 2-8]

Department	Count
Management	15
Administrative	53
Technical	108

Number of Employees by Department, Gender and Year for Katradis Group

[GRI 2-7, 2-8]

Male

Department	2021	2022	2023	2024
Technical	82	85	88	95
Administrative	39	45	49	39
Management	8	7	11	14

Female

Department	2021	2022	2023	2024
Technical	13	15	21	24
Administrative	15	17	17	15
Management	0	0	2	2

Year
- 2021
- 2022
- 2023
- 2024

Diversity in BoD
[GRI 405-1]

At Katradis Group, diversity and inclusion within the Board of Directors are key to strong governance and balanced decision-making.

In 2024, **women represented 18,8% of the BoD**, compared with **20%** in 2022 and **22,2%** in 2023, indicating progress but also the need for further improvement.

The Group continues efforts to enhance gender representation at leadership level.

The BoD also reflects age diversity: most directors are over 50, offering deep experience, while about one-third are 30-50, contributing fresh perspectives and innovation. This balance strengthens governance and supports long-term decision-making.

Looking ahead, the Group aims to further expand diversity on the BoD.

Women Represent 18,8%
of our Board of Directors

Composition of BoD by Age for 2024

2 (25%)

6 (75%)

AVEE

Age Group
- >50
- 30-50
- <30

VEPL

1 (12,5%)

7 (87,5%)
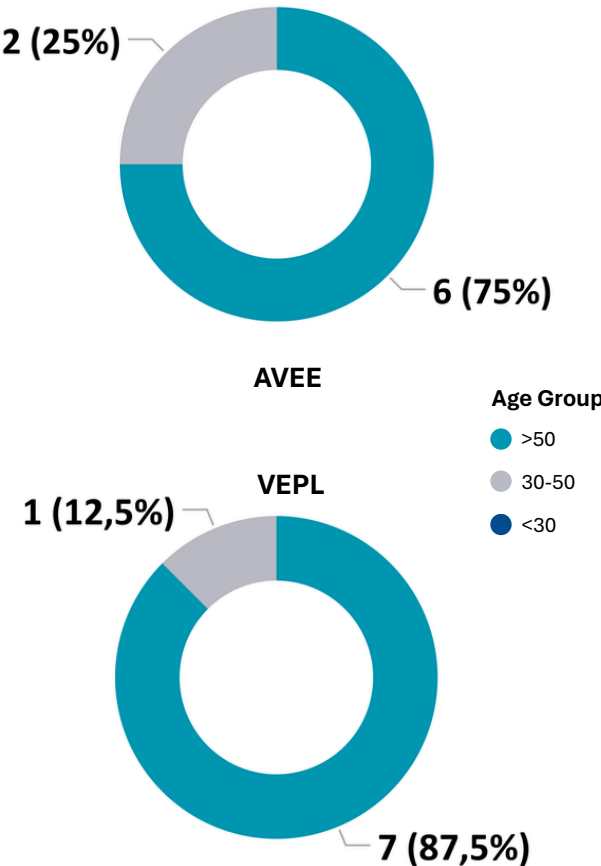
New employee hires and employee turnover
[GRI 401-1]

As Katradis Group expands domestically and internationally, recruiting qualified personnel remains essential for supporting growth and operational excellence.

In 2024, the employee hire rate reached **17%,** reflecting our ongoing contribution to job creation and local economic development. The higher **38,5%** rate in 2023 was mainly due to internal movements recorded as new hires.

In 2024, **turnover stood at 17,6%,** remaining close to industry averages and consistent with recent years. Employee turnover is also an important indicator of retention.
While stable, we recognize the importance of **continually managing and improving retention.**

We conduct exit interviews to better understand employee needs and gather insights for improving the work environment. This feedback supports our efforts to enhance satisfaction and maintain a positive, engaging workplace.

Looking ahead, the Group will focus on responsible recruitment, sustainable employment practices, and improved retention to support a motivated and resilient workforce.

Hire rate 17%

Exit interviews are conducted

Material Topic: Customer service and complaint management
[GRI 2-26]

Management Approach
[GRI 3-3]

Customer service and satisfaction are central to Katradis Group's strategy. We aim to deliver high-quality products and maintain open, transparent communication with our customers. Our approach combines proactive engagement, structured complaint handling, and continuous improvement to build trust and deliver value.

Customer Service Approach

Our customer service framework focuses on responsiveness, reliability, and long-term relationships.

We monitor **indicators** such as:

- **repeat order rates,**
- **sales performance,**
- **customer satisfaction feedback**

In 2023, the Group achieved a **100% repeat order rate**, demonstrating strong customer loyalty.

We ensure consistent service quality by applying our ISO 9001:2015 - based *Quality Policy* across all operations, supported by production - wide inspections and continuous improvement. Our Technical Department addresses customer needs promptly and provides tailored solutions.

Complaint Management

We view complaints not as setbacks, but as opportunities for improvement. A structured complaint management process is in place, which includes:

- **Accessible reporting channels** enabling customers to raise issues easily.
- **Thorough assessment of each complaint** to determine root causes.
- **Corrective and preventive measures** are implemented to avoid recurrence.
- **Customer follow-up** to ensure resolution and satisfaction.

During the reporting period, **43 complaints were recorded**, tracked, and analyzed to identify recurring patterns and drive systemic improvements. This structured process e**nsures accountability, enhances operational reliability, and supports our commitment to continuous improvement.**

Material Topic: Training and skills development

Management Approach
[GRI 3-3]

At Katradis Group, employees are considered our most valuable asset, and we support their growth through targeted training and development programs.

These initiatives enhance personal and professional skills while contributing to productivity and overall business performance

70,1 average training hours per employee

Training focused on:

- **Manufacturing techniques**

- **Quality control**

- **Customer service**

Average Training hours per Company and Gender

● Male
● Female
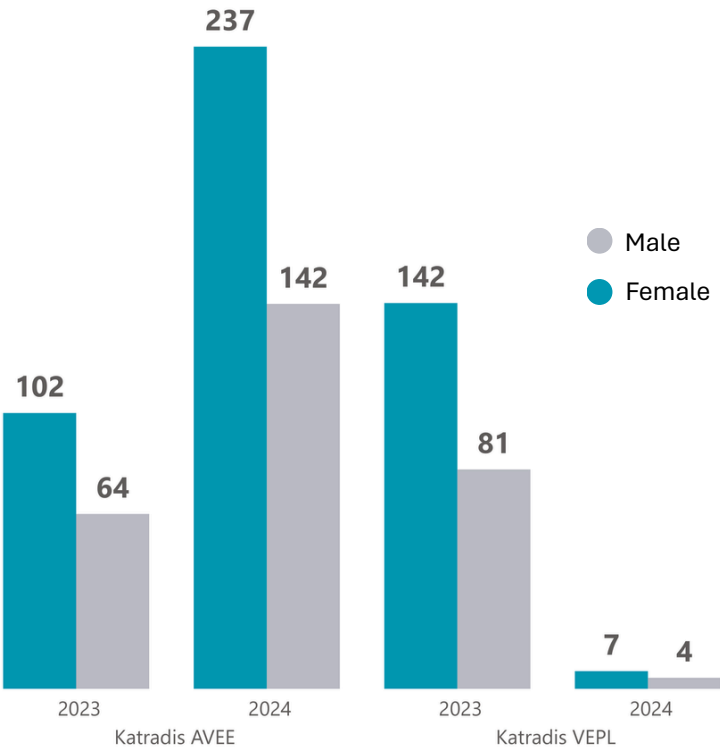
Average hours of training per year per employee
(GRI 404-1, ESRS S1)

In 2024, Katradis Group maintained its focus on workforce development, reaching an average of **70,1 training hours per employee.**
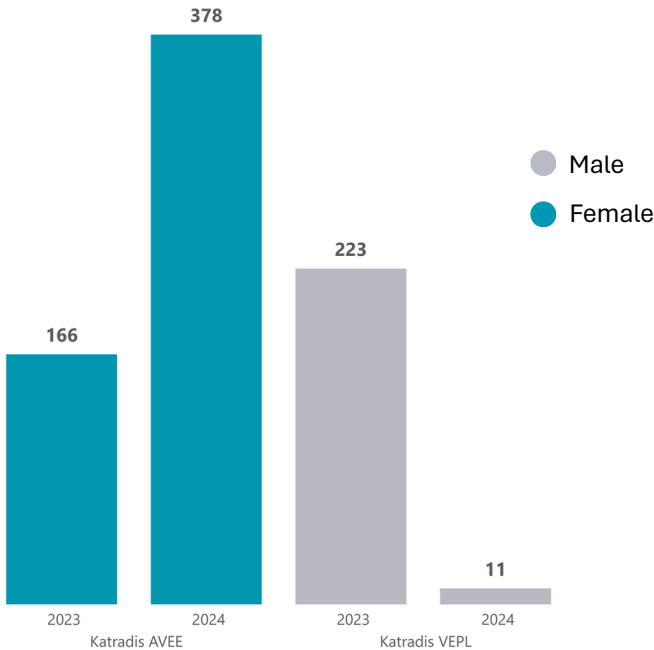
Programs covered:
- **manufacturing techniques**
- **quality control**
- **customer service**
- **soft skills**

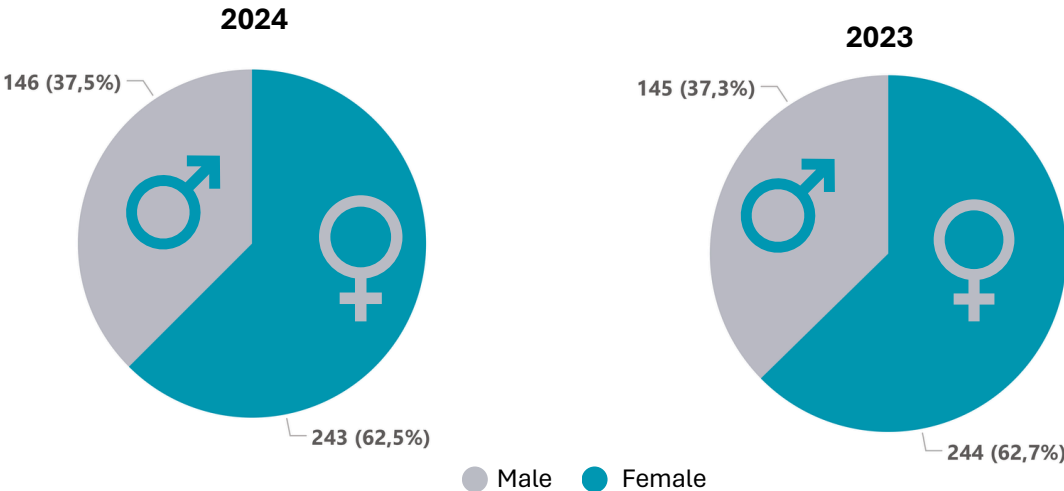We also provide Scholarships for advanced studies, such as Master's programs or professional growth.

Average Training hours per Company

● Male
● Female

Programs for upgrading employee skills and transition assistance programs
(GRI 404-2, ESRS S1)

In 2024, Katradis Group continued to combine formal training with on-the-job guidance from managers and peers. **52,8% of the employees participated in training programs**, covering key areas such as sustainability, technical expertise, languages, personal development, health and safety and compliance.

Benefits of our employee-focused training approach:

Professional Development:

Employees gain confidence in their roles and are better equipped for future career progression.

Enhanced Job Satisfaction:

Ongoing feedback shows higher levels of engagement, motivation and fulfillment at work.

Safe Mooring Training Courses

Katradis offers specialized training courses designed for maritime professionals, shipping companies, port authorities and maritime service providers

Synthetic Mooring Ropes Training
(Material characteristics, Technical concepts, Certification procedures, Safe handling, Proper maintenance, Inspection techniques)

Wire Ropes Training
(Material characteristics, Inspection methodologies, Installation techniques, Proper maintenance, Safe handling)

Mooring Equipment Inspection Training
(Inspection routines, Visual Assessments. Damage detection, Repair/Replacement criteria, Documentation, Preventive Maintenance)

Advanced Training Courses
(Mooring risk assessment, Incident investigation procedures, Operational best practices, Regulatory updates)

Training is delivered by industry-experienced instructors and leads to issuance of a recognized certificate of competence upon successful completion.

Customers can request training sessions at Katradis production facilities, online, or on-site at their own premises - giving flexibility to meet operational needs.

Average Training hours per Gender

2024

146 (37,5%)

243 (62,5%)

2023

145 (37,3%)

244 (62,7%)

○ Male ● Female

Material Topic: Protection of Personal Data and Privacy

Management Approach
[GRI 3-3]

Safeguarding personal data is a core element of Katradis Group's ethical and operational framework.
Responsible data management ensures regulatory compliance and strengthens stakeholder trust.

Our approach is based on clear principles and dedicated policies covering **GDPR compliance, secure communication, and robust information security practices.**
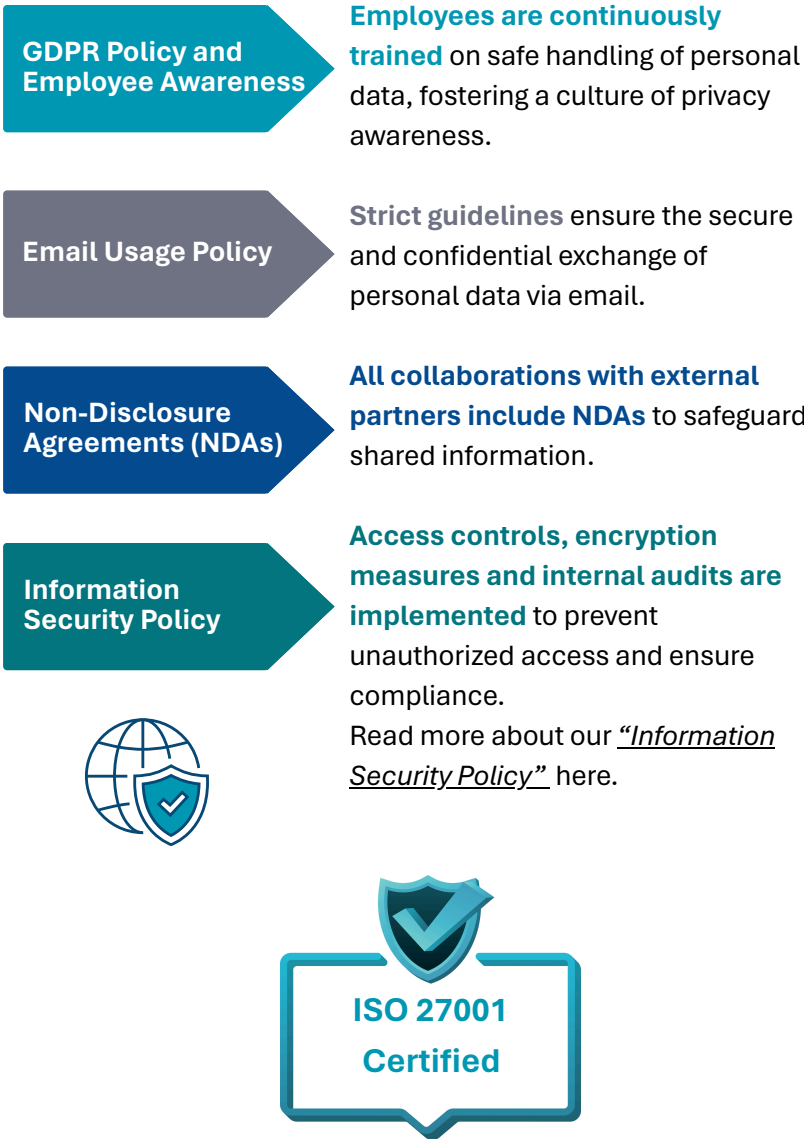
ISO 27001 certification

0 security incidents

100% of employees trained in Information Security matters

100% of all employees with up-to-date access rights

0 substantiated complaints concerning breaches of customer privacy and losses of customer data

Data Protection Management: Key Elements

GDPR Policy and Employee Awareness

Employees are continuously trained on safe handling of personal data, fostering a culture of privacy awareness.

Email Usage Policy

Strict guidelines ensure the secure and confidential exchange of personal data via email.

Non-Disclosure Agreements (NDAs)

All collaborations with external partners include NDAs to safeguard shared information.

Information Security Policy

Access controls, encryption measures and internal audits are implemented to prevent unauthorized access and ensure compliance.
Read more about our *"Information Security Policy"* here.

ISO 27001 Certified

We also expanded employee awareness efforts, **with 100% of our workforce completing security awareness training in 2024**. The program covered all employees using a computer in their daily work, reinforcing secure digital practices across the company. This training equips employees to identify and mitigate information security risks effectively. Furthermore, **100% of employees now have up-to-date access rights, ensuring that sensitive data remains properly protected.**

In 2024, we recorded **zero substantiated complaints of privacy breaches or customer data losses**, maintaining the track record established in previous years.

Looking forward, our focus remains on strengthening internal awareness, improving monitoring mechanisms and ensuring that all employees across the Group actively contribute to data security and privacy protection.

	Katradis Group
Percentage of employees with access rights	100%
Percentage of employees completing security awareness training	100%
Number of security incidents per month	0
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0

Social Responsibility

[GRI 203-1, 203-2]

At Katradis Group, social responsibility is an ongoing effort to support the communities where we operate. In 2024, we contributed to **initiatives in education, healthcare, environmental protection, and culture.**

Our community investments reached **38 organizations and institutions**, through donations, social programs, and targeted support. Beneficiaries included **PNOE, HELESI, ELPIDA - Association of Friends of Children with Cancer, and the Hellenic Coast Guard.** These actions reflect our commitment to meeting community needs and strengthening long-standing partnerships.

38
Benefited Institutions and organizations

Benefited Institutions

and 27 more institutions and organizations

Our **activities** this year included:

- **Economic Development:** We support local economies by creating jobs and improving quality of life in nearby communities.

- **Education and Skills Development:** Our initiatives help individuals build essential knowledge and advance professionally.

- **Environmental Stewardship:** We contribute to clean, healthy, and sustainable environments in the regions where we operate.

- **Cultural Engagement:** We participate in cultural activities and events that enrich community life.

We also supported the Hellenic Coast Guard and Rescue Teams by providing ropes, anchor chains, and safety equipment to reinforce their mission.

While our contributions are modest compared to broader community needs, we aim to remain a responsible partner and will continue adapting our efforts to align with local priorities.

GOVERNANCE

Governance: Progress in 2024

Digital Transformation

€146,8K

Investments for
Digital Transformation

Business Ethics Goals

0 violations of professional
standards or unethical and
illegal behavior

violations
of human rights **0**

Business Continuity

Decrease in
machines downtime

0 Operational failures and
security incidents

Protection of data and privacy

Breaches of information
security per month **0**

Complaints about breaches of
customer privacy and losses of
customer data

100% of employees trained
on Information
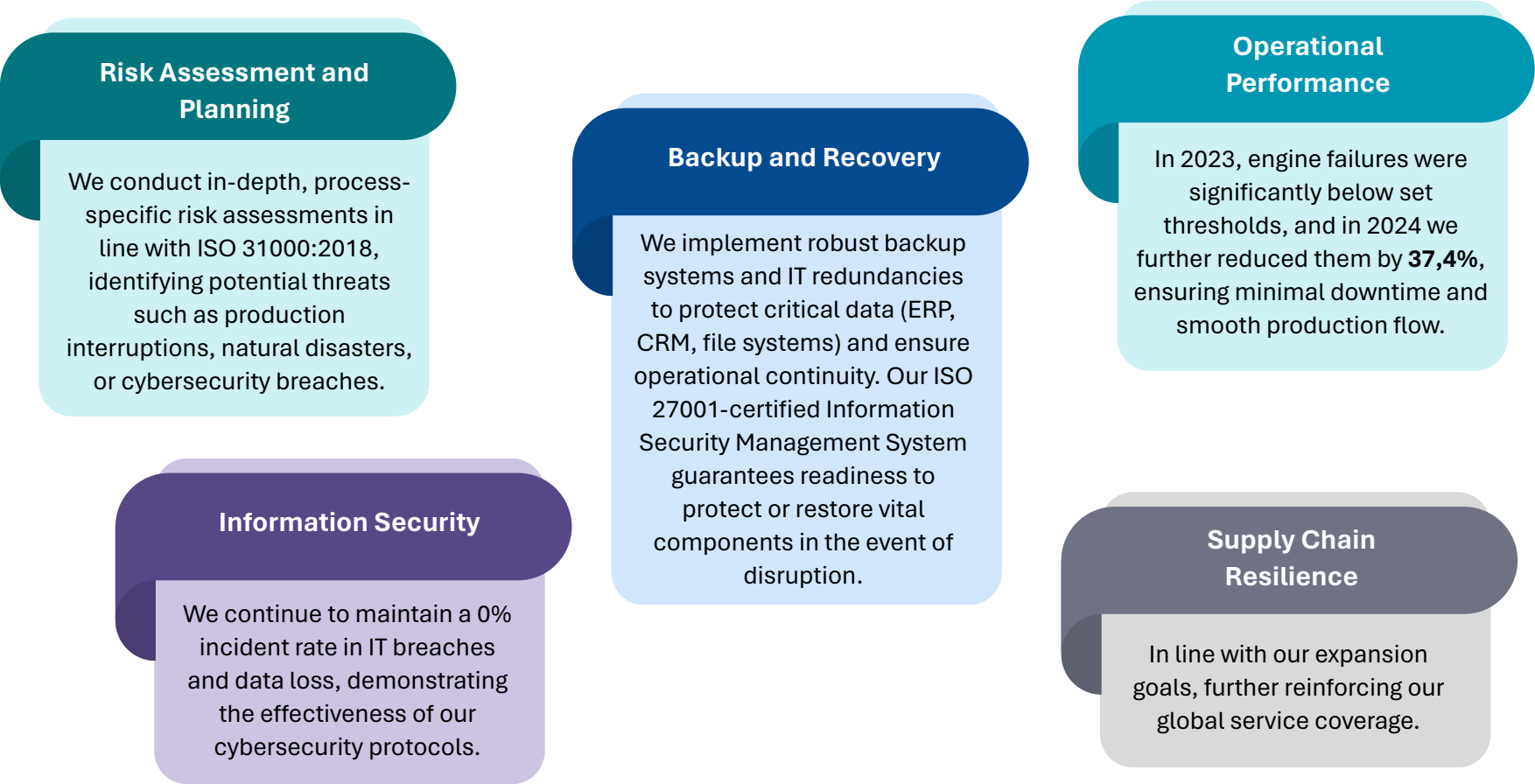Security matters

**ISO 27001
Certified**

Material Topic: Business continuity

At Katradis Group, ensuring business continuity is a cornerstone of our operational strategy. We are committed to safeguarding our ability to maintain core and other essential operations and swiftly recover in the event of unexpected disruptions.
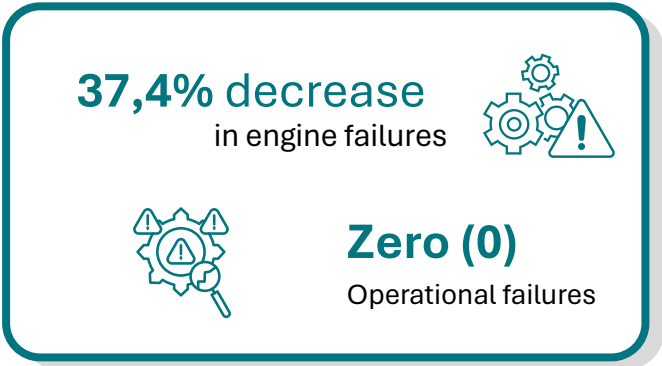
Management Approach
[GRI 3-3]

The Group has developed a comprehensive **Business Continuity Plan (BCP)** detailing clear strategies, responsibilities, and procedures for crisis response. We review and test the plan regularly to keep it effective and aligned with evolving risks.
Our BCP approach is organized around the following key pillars:

Risk Assessment and Planning

We conduct in-depth, process-specific risk assessments in line with ISO 31000:2018, identifying potential threats such as production interruptions, natural disasters, or cybersecurity breaches.

Backup and Recovery

We implement robust backup systems and IT redundancies to protect critical data (ERP, CRM, file systems) and ensure operational continuity. Our ISO 27001-certified Information Security Management System guarantees readiness to protect or restore vital components in the event of disruption.

Operational Performance

In 2023, engine failures were significantly below set thresholds, and in 2024 we further reduced them by **37,4%,** ensuring minimal downtime and smooth production flow.

Information Security

We continue to maintain a 0% incident rate in IT breaches and data loss, demonstrating the effectiveness of our cybersecurity protocols.

Supply Chain Resilience

In line with our expansion goals, further reinforcing our global service coverage.

Proactive risk management and operational flexibility enable the Group to deliver services without interruption, safeguard stakeholder trust, and strengthen resilience in a dynamic business environment.

One of the main indicators of our business continuity performance is our ability to **address incidents swiftly and effectively.** Throughout the reporting year, engine failures remained well below set thresholds, ensuring uninterrupted production and meeting output targets. In terms of **information security, no incidents were recorded**, reflecting the effectiveness of our preventive measures and the strength of our security framework.

37,4% decrease in engine failures

Zero (0) Operational failures

Material Topic: Business ethics

Management Approach
[GRI 3-3]

At Katradis Group, ethical business conduct forms the cornerstone of our corporate culture and sustainability strategy. We are committed to creating positive impacts on both the communities in which we operate and the environment, recognizing that long-term success depends on transparency, fairness, and responsible behavior.

Our operations are guided by a **zero-tolerance policy towards corruption and unethical behavior.** We are dedicated to conducting all business transactions with honesty and integrity, ensuring that our policies and financial practices are transparent and open to scrutiny.

To uphold these values, we have established strong governance frameworks, including an active BoD and independent audit processes, which promote accountability across every level of the organization. Our management approach places a high priority on commercial trust, quality, and consistency, while also fostering a culture that respects human rights and promotes non-discrimination. We emphasize open communication and swift action on any ethical concerns.

During the reporting period **no incidents of**:

- Illegal
- Unethical
- Unprofessional behavior
  was reported

reflecting both the strength of our ethical framework and our ongoing commitment to maintaining a respectful, inclusive workplace.

Compliance with laws and regulations
[GRI 2-27]

At Katradis Group, compliance with all applicable laws, regulations, and industry standards forms a core pillar of our responsible business conduct. We recognize that rigorous adherence to legal frameworks and voluntary commitments not only reinforces our stakeholders' trust but also strengthens the foundation for sustainable growth.

We actively identify and assess regulatory requirements that apply across our operational spectrum, locally, nationally, and internationally. These obligations are integrated into our management systems and considered at every stage of strategy development, implementation, and continuous improvement.

Our compliance obligations include

- Requirements set forth by governmental bodies and regulatory authorities
- Terms of licenses, permits, and endorsements
- Voluntary codes of practice and environmental pledges
- Agreements with customers, NGOs, or public entities
- Industry-specific standards and corporate policies

Embedding compliance throughout our operations ensures that everything we do is transparent, honest, and accountable. Notably, during the reporting period, no environmental or regulatory fines or penalties were imposed on Katradis A.V.E.E. or Katradis VEPL S.A., reflecting our steadfast commitment to legal compliance and ethical excellence.

0 Fines
0 Penalties
Full Compliance with Regulations

For further insights, refer to our "Compliance with Laws and Regulations" section in our *previous Sustainability Report*.

Opportunity and Threat Assessment

At Katradis Group, we apply the internationally recognized **ISO 31000:2018 - Risk Management Guidelines** to assess risks and opportunities across our operations. This process involves qualitative or semi-quantitative evaluations of the likelihood and potential impact of various events, whether positive or negative, on our organizational objectives.

Risk assessments are conducted process-by-process or in response to significant changes, with a focus on understanding how such events may influence:

- The quality of services we provide
- The effectiveness of our environmental performance
- Our overall financial resilience

The Group integrates **business ethics into its risk identification and management processes.** We regularly assess potential ethical risks across our operations and value chain, including issues such as corruption, conflicts of interest, data privacy, human rights, and fair competition. **Each risk is evaluated for its potential impact on our stakeholders, reputation, and long-term business sustainability.**

To address these risks, we have established clear policies, codes of conduct, and training programs that guide employee behavior and decision-making. We also maintain confidential reporting channels and grievance mechanisms to surface potential ethical concerns early.

Examples of this approach include conducting **supplier audits to prevent labor rights violations, enforcing strict anti-bribery and anti-corruption standards across all operations, and implementing robust data protection protocols** to safeguard stakeholder information.

Through this integration of ethics into risk management, the Group strengthens its ability to pursue growth responsibly, respond effectively to emerging threats, and ensure that long-term value is created with integrity, transparency, and accountability.

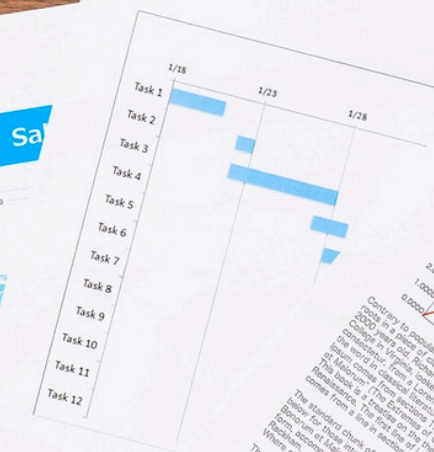# APPENDICES

Additional Information about this Report
[GRI 2-5]

All information in this Sustainability Report has been collected, verified, and approved by the Sustainability Committee, with final oversight by the Board of Directors. Financial data, expressed in Euros (€), derive from the audited annual statements of Katradis Marine Ropes Industry S.A., Katradis VEPL S.A., and Katradis United Arab Emirates.

Katradis Group is fully responsible for the accuracy and completeness of all quantitative and qualitative data presented. E-ON Integration S.A. bears no liability for the report's content.

Although no external assurance was conducted for this reporting period, the data follow industry standards and are largely supported by ISO-based audits. Katradis A.V.E.E. and VEPL hold ISO 9001, ISO 14001, ISO 45001, ISO 14064, and ISO 27001 certifications, while operations in Turkey, Singapore, UAE, and the USA are certified under ISO 9001. External assurance may be considered in future cycles.

The report may include forward-looking statements that involve significant uncertainties, and actual outcomes may differ substantially. Such statements should not be used for investment decisions.

Link Between Material Topics and GRI /ESRS Topics

	Strategic Pillar	Material Topics	Significance for our Group	GRI	ESRS Topics	Relevant SDGs
E	Environmental Stewardship	Environmentally Responsible Production	At Katradis Group, environmentally responsible production is central to our long-term resilience and stakeholder trust. We contribute to the global effort against climate change, safeguarding ecosystems, communities, and economies through active work to reduce our carbon footprint. At the same time, responsible waste management is essential to our operations. We focus on minimizing waste generation at its source, enhancing recycling and reuse, and reducing landfill disposal, while ensuring the safe management of hazardous waste.	301, 302, 303, 305, 306, 308	E1, E2	7,9,12,13,14,15
S	Social Responsibility	Health and safety	At Katradis Group, employee well-being is a top priority. We ensure safe working conditions through strict safety protocols, continuous training, and ongoing improvements to the workplace. Our operations fully comply with applicable health and safety regulations, reflecting our commitment to protecting our people and fostering a safe work environment.	403	S1	3,8
		Training and skills development	Continuous training and development are essential for sustaining our long-term success. We encourage innovation, adaptability, and efficiency by equipping employees with the right skills, while also enhancing job satisfaction, retention, and overall customer experience.	403, 404	S1	4,8
		Employment Conditions & Work Environment	Strong employment conditions and a safe, supportive work environment are vital for retaining skilled employees, ensuring productivity, and maintaining high-quality standards. For Katradis Group, this topic directly impacts operational performance, reputation as a responsible employer, and long-term competitiveness in a specialized industry.	401, 405, 406	S1	3,5,8,10,16
	Innovation	Protection of Personal Data and Privacy	Safeguarding personal data is essential for protecting individual rights, ensuring security, and maintaining compliance with privacy regulations. At Katradis Group, this commitment goes beyond legal requirements- it reinforces trust and credibility with employees, customers, and stakeholders. Clear data-retention policies and the responsible deletion of information when it's no longer needed help us maintain transparency and reinforce our reputation as a responsible, reliable partner.	418	S4	9

Link Between Material Topics and GRI /ESRS Topics

	Strategic Pillar	Material Topics	Significance for our Group	GRI	ESRS Topics	Relevant SDGs
S	Product Quality and Safety	Customer service and complaint management	Effective customer service and structured complaint management are essential for building trust, ensuring client satisfaction, and maintaining long-term business relationships. For Katradis Group, strong mechanisms in this area enhance reputation, drive continuous improvement, and secure competitiveness in the global maritime industry.	418	S4	
		Product quality and safety	At Katradis Group, ensuring the highest standards of product quality and safety is central to our operations. Through rigorous quality control, testing, and continuous improvement, we safeguard our customers and maintain compliance with all relevant industry regulations. We also work closely with suppliers to ensure materials meet strict safety and quality requirements, while proactively managing potential risks and staying aligned with evolving standards.	301	S4	9,12
G	Economic Resilience	Business ethics	Upholding strong business ethics is essential for maintaining credibility, fostering stakeholder trust, and ensuring sustainable growth. Honesty, transparency, and ethical leadership at every level help Katradis Group handle challenges responsibly and benefit the communities it serves.		G1	8,11,16,17
	Strategic Pillar	Business continuity	Ensuring business continuity allows Katradis Group to minimize disruptions, safeguard operations, and uphold commitments to partners even during crises. This resilience strengthens stakeholder confidence and supports long-term stability in uncertain conditions.	403, 404		11

GRI Content Index

Statement of use	Katradis Group has reported the information cited in this GRI content index for the period 1.1.2023 - 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location (pages)	GRI Standard	Disclosure	Location (pages)
GRI 2: General Disclosures 2021	2-1 Organizational details	7,9	**GRI 2: General Disclosures 2021**	2-21 Annual total compensation ratio	-
	2-2 Entities included in the organization's sustainability reporting	6		2-22 Statement on sustainable development strategy	5
	2-3 Reporting period, frequency and contact point	6		2-23 Policy commitments	18, 19, 20
	2-4 Restatements of information	6		2-24 Embedding policy commitments	18, 19, 20, 27
	2-5 External assurance	56		2-25 Processes to remediate negative impacts	27
	2-6 Activities, value chain and other business relationships	14, 15 , 16		2-26 Mechanisms for seeking advice and raising concerns	27, 45
	2-7 Employees	40, 42, 43, 61		2-27 Compliance with laws and regulations	53
	2-8 Workers who are not employees	40, 42, 43, 61		2-28 Membership associations	12
	2-9 Governance structure and composition	10		2-29 Approach to stakeholder engagement	23
	2-10 Nomination and selection of the highest governance body	10		2-30 Collective bargaining agreements	-
	2-11 Chair of the highest governance body	10	**GRI 3: Material Topics 2021**	3-1 Process to determine material topics	22, 23
	2-12 Role of the highest governance body in overseeing the management of impacts	11		3-2 List of material topics	24
	2-13 Delegation of responsibility for managing impacts	11		3-3 Management of material topics	27, 30, 33, 36, 39, 40, 45, 46, 48, 52, 53
	2-14 Role of the highest governance body in sustainability reporting	10	**GRI 201: Economic Performance 2016**	201-1 Direct economic value generated and distributed	16
	2-15 Conflicts of interest	10, 11		201-2 Financial implications and other risks and opportunities due to climate change	-
	2-16 Communication of critical concerns	10		201-3 Defined benefit plan obligations and other retirement plans	-
	2-17 Collective knowledge of the highest governance body	11		201-4 Financial assistance received from government	-
	2-18 Evaluation of the performance of the highest governance body	11	**GRI 203: Indirect Economic Impacts 2016**	203-1 Infrastructure investments and services supported	49
	2-19 Remuneration policies	-		203-2 Significant indirect economic impacts	49
	2-20 Process to determine remuneration	11			

| GRI Standard	Disclosure	Location (pages)	GRI Standard	Disclosure	Location (pages)
GRI 301: Materials 2016	301-1 Materials used by weight or volume	33	**GRI 403: Occupational Health and Safety 2018**	403-1 Occupational health and safety management system	37
	301-2 Recycled input materials used	33		403-2 Hazard identification, risk assessment, and incident investigation	37
	301-3 Reclaimed products and their packaging materials	-		403-3 Occupational health services	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	28, 29		403-4 Worker participation, consultation, and communication on occupational health and safety	37
	302-2 Energy consumption outside of the organization	-		403-5 Worker training on occupational health and safety	38
	302-3 Energy intensity	30		403-6 Promotion of worker health	38
	302-4 Reduction of energy consumption	29	**GRI 403: Occupational Health and Safety 2018**	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37, 38
	302-5 Reductions in energy requirements of products and services	-		403-8 Workers covered by an occupational health and safety management system	65
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	30		403-9 Work-related injuries	39, 66
	305-2 Energy indirect (Scope 2) GHG emissions	30, 61		403-10 Work-related ill health	39, 66
	305-3 Other indirect (Scope 3) GHG emissions	31, 32	**GRI 404: Training and Education 2016**	404-1 Average hours of training per year per employee	46
	305-4 GHG emissions intensity	32		404-2 Programs for upgrading employee skills and transition assistance programs	47
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	-		404-3 Percentage of employees receiving regular performance and career development reviews	-
	305-6 Emissions of ozone-depleting substances (ODS)	-	**GRI 405: Diversity and Equal Opportunity 2016**	405-1 Diversity of governance bodies and employees	41, 42, 44, 64
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-		405-2 Ratio of basic salary and remuneration of women to men	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	33	**GRI 410: Security Practices 2016**	410-1 Security personnel trained in human rights policies or procedures	-
	306-2 Management of significant waste-related impacts	-	**GRI 413: Local Communities 2016**	413-1 Operations with local community engagement, impact assessments, and development programs	-
	306-3 Waste generated	33, 61		413-2 Operations with significant actual and potential negative impacts on local communities	-
	306-4 Waste diverted from disposal		**GRI 416: Customer Health and Safety 2016**	416-1 Assessment of the health and safety impacts of product and service categories	-
	306-5 Waste directed to disposal	-		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	28	**GRI 417: Marketing and Labeling 2016**	417-1 Requirements for product and service information and labeling	-
	308-2 Negative environmental impacts in the supply chain and actions taken	-		417-2 Incidents of non-compliance concerning product and service information and labeling	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	44, 64		417-3 Incidents of non-compliance concerning marketing communications	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-			
	401-3 Parental leave	-			

Detailed Data Tables

Energy consumption (kWh) from renewable and non-renewable energy sources

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Energy consumption from renewable energy sources	-	632.708	925,431	1.188.581
Energy consumption from non-renewable energy sources	-	1.176.579	1.290.024	1.527.555
Percentage of Renewable energy sources	-	30,6% *	45,1% **	43,8% ***
Total energy consumption	-	1.809.287	2.215.455	2.716.135,51

Energy indirect GHG emissions (Scope 2) (GRI 305-2)

Total indirect emissions tnCO2e	-	963,44	807,58	789,50
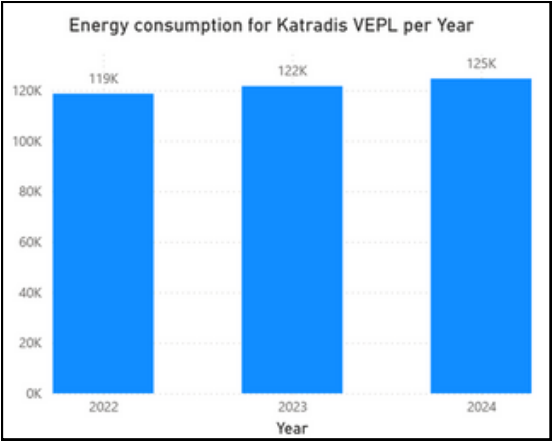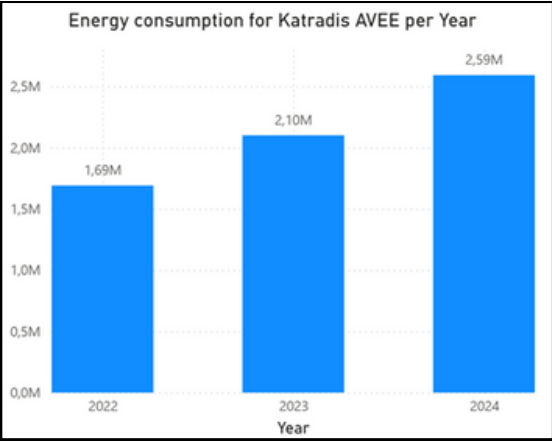
Energy consumption for Katradis AVEE per Year

Energy consumption for Katradis VEPL per Year

* This information has been provided by the Administrator of Renewable Energy Sources and Guarantees of Origin and its annual Energy Mix statement 2022 for energy providers of Katradis Group.

** This information has been provided by the Administrator of Renewable Energy Sources and Guarantees of Origin and its annual Energy Mix statement 2023 for energy providers of Katradis Group.

*** This information has been provided by the Administrator of Renewable Energy Sources and Guarantees of Origin and its annual Energy Mix statement 2024 for energy providers of Katradis Group.

Waste generated (kg) (GRI 306-3)

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Mineral-based non-chlorinated engine, gear and lubricating oils_hazardous	0	176	150	381
Discarded electrical and electrical equipment	448	73	0	0
Wiping cloths, protective clothing and absorbent materials contaminated by hazardous substances	613	840	7.430	1.259
Fluorescent tubes	0	20	0	0
Ropes and processed textile fibers	80.092	98.774	102.641	118.010
Plastic packaging	4.176	6.391	5.679	5.605
Coatings	24.537	6.920	570	6.711
Paper and cardboard	90.180	97.140	117.960	109.180
Wood (pallets)	79.850	89.250	57.790	64.470
Scrap Wire rope	75.000	1.400	0	32.755
Metal waste	31.750	5.250	24.890	37.890
Waste from foundry funnels /furnaces	0	0	0	0
Contaminated Packaging	0	0	0	148
Total:	386.646	306.234	317.110	376.409

Employees (GRI 2-7 GRI 2-8)
Number of employees by gender per company

Number of male employees, by Company	129	136	150	148
Percentage of male employees per company	-	-	-	-
Number of female employees, by Company	28	32	40	41
Percentage of female employees per company	-	-	-	-

Detailed Data Tables

Number of permanent employees by type of employment and gender per company

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of male employees with full-time employment	129	136	150	148
Number of female employees with full-time employment	28	32	40	41
Number of male employees with part-time employment	0	0	0	0
Number of female employees with part-time employment	0	0	0	0
Total:	157	168	190	189

Number of employees by type of employment contract and gender by company

Number of male employees with an employment contract of indefinite duration	129	136	149	148
Number of female employees with an employment contract of indefinite duration	28	32	40	41
Number of male employees with a fixed-term employment contract	0	0	0	0
Number of female employees with a fixed-term employment contract	0	0	0	0
Number of male employees who are Trainees	0	0	1	0
Number of female employees who are Trainees	0	0	0	0
Number of male employees who are Volunteers	0	0	0	0
Number of female employees who are Volunteers	0	0	0	0
Number of male employees who are Supervised	0	0	0	0
Number of female employees who are Supervised	0	0	0	0

Number of employees by category, gender per company and age

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of male employees in Management	8	7	11	14
Number of female employees in Management	0	0	2	2
Number of male employees in Administrative positions	39	45	51	39
Number of female employees in Administrative positions	15	17	17	15
Number of male workers in Technical positions	82	85	88	95
Number of female workers in Technical positions	13	15	21	24
Number of employees in Management under 30 years of age	0	2	0	1
Number of employees in Management, aged between 30 and 50	4	2	7	7
Number of employees in Management, over 50 years of age	4	3	6	8
Number of employees in Administration under 30 years of age	7	9	13	11
Number of employees in Administration, aged between 30 and 50	37	41	45	31
Number of employees in Administration, over 50 years of age	10	12	10	12
Number of employees in Technical positions under 30 years of age	18	17	17	13
Number of employees in Technical positions, aged between 30 and 50	53	57	64	67
Number of employees in Technical positions, over 50 years of age	24	26	28	39

Detailed Data Tables

Number of employees by job type and gender	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of male employees with an employment contract of indefinite duration	129	136	150	148
Number of female employees with an employment contract of indefinite duration	28	32	40	41
Number of male employees with a fixed-term employment contract	0	0	0	0
Number of female employees with a fixed-term employment contract	0	0	0	0
Number of male employees with full-time employment	129	136	150	148
Number of female employees with full-time employment	28	32	40	40
Number of male employees with part-time employment	0	0	0	0
Number of female employees with part-time employment	0	0	0	0
Number of male employees who are Trainees	0	0	1	0
Number of female employees who are Trainees	0	0	0	0
Number of male employees who are Volunteers	0	0	0	0
Number of female employees who are Volunteers	0	0	0	0
Number of male employees who are Supervised	0	0	0	0
Number of female employees who are Supervised	0	0	0	0

Number of employees by region, employment contract and gender	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of men in Attica, with an employment contract for an indefinite period	51	53	63	60
Number of women in Attica, with an employment contract of indefinite duration	15	17	19	17
Number of men in Attica, with a fixed-term employment contract	0	0	0	0
Number of women in Attica with a fixed-term employment contract	0	0	0	0
Number of supervised men in Attica	0	0	0	0
Number of supervised women in Attica	0	0	0	0
Number of trainee men in Attica	0	0	1	0
Number of trainee women in Attica	0	0	0	0
Number of men outside Attica, with an employment contract of indefinite duration	78	83	86	88
Number of women outside Attica, with an employment contract of indefinite duration	13	15	21	24
Number of men outside Attica with a fixed-term contract	0	0	0	0
Number of women outside Attica with a fixed-term contract	0	0	0	0
Number of supervised men outside Attica	0	0	0	0
Number of supervised women outside Attica	0	0	0	0
Number of trainee men outside Attica	0	0	0	0
Number of trainee women outside Attica	0	0	0	0

Detailed Data Tables

Diversity of governance bodies and employees (GRI 405-1)
Composition of the Board of Directors by Company

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of men on the Board of Directors	4	15	14	13
Percentage of men on the Board of Directors	-	-	-	-
Number of women on the Board of Directors	4	4	4	3
Percentage of women on the Board of Directors	-	-	-	-
Number of employees on the Board of Directors under 30 years of age	1	0	0	0
Percentage of employees on the Board of Directors who are less than 30 years old	-	-	-	-
Number of employees on the Board of Directors, aged between 30 and 50	2	7	6	3
Percentage of employees on the Board of Directors, aged between 30 and 50	-	-	-	-
Number of employees on the Board of Directors, over 50 years of age	5	12	12	13
Percentage of employees on the Board of Directors aged over 50	-	-	-	-

New employee hires and employee turnover (GRI 401-1)
Number of departures by gender and by region and age

Number of male departures	24	36	30	21
Number of women departures	3	6	7	10
Total departures	27	42	37	31
Number of departures in Attica and age less than 30 years	0	9	2	3
Number of departures in Attica and age between 30 and 50 years	5	6	5	10
Number of departures in Attica and age over 50 years	0	3	1	3
Number of departures outside Attica and age below 30 years	3	8	3	4
Number of departures outside Attica and age between 30 and 50 years	16	13	18	9
Number of departures outside Attica and age over 50	3	3	8	2

Number of recruitments by gender and by region and age

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of male recruitments	15	35	46	21
Number of women recruitments	3	8	15	11
Total recruitments	18	43	61	32
Number of recruitments in Attica and age less than 30 years	1	3	10	3
Number of recruitments in Attica and age between 30 and 50 years	7	15	10	5
Number of recruitments in Attica and age over 50 years	0	0	3	2
Number of recruitments outside Attica and age below 30 years	1	4	5	3
Number of recruitments outside Attica and age between 30 and 50 years	8	14	25	13
Number of recruitments outside Attica and age over 50	1	7	8	6

Average hours of training per year per employee (GRI 404-1)
Number of employees trained by gender per company

Number of men trained	84	46	115	69
Number of women trained	18	11	34	24
Total:	102	57	149	93

Total hours of training by gender per company

Total hours of training for men	7.106	10.437	9.861	7.579
Total hours of training for women	984	1.559	4.389	4.757
Total:	8.09	11.996	14.250	12.336

Detailed Data Tables

Average hours of training by gender per company

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Average hours of training for men per company	115,5	89,0	145,2	544
Average hours of training for women per company	71,0	68,3	243,7	234
Average hours of training for men and women per company	105,1	85,6	170,2	389

Number of employees trained by category per company

Number of Board of Directors trained	0	1	0	4
Number of Managers trained	4	0	10	13
Number of Administrative employees trained	32	27	56	50
Number of Technical employees trained	66	29	83	26
Total:	102	57	149	89

Number of hours of employee training by category per company

Number of hours of training of Board of Directors	0	8	0	222
Number of hours of training of Managers	320	0	735	377
Number of hours of training of Administrative employees	2.942	3.272	5.121	2.315
Number of hours of training of Technical employees	4.829	8.715	8.394	9.621
Total:	8.091	11.995	14.250	12.535

Average hours of employee training by category per company

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Average hours of training of Board of Directors	0,0	0,9	0,0	13,9
Average hours of training of Managers	58,3	0,0	164,1	25,1
Average hours of training of Administrative employees	116,7	78,2	138,6	181,5
Average hours of training of Technical Workers	82,3	93,7	276,2	89,1
Total:	257,3	172,8	578,9	309,6

Workers covered by an occupational health and safety management system (GRI 403-8)

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	156	168	188	189
Number of all employees and non-employees whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited	156	168	188	189
Number of all employees and non-employees whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	0,0	0,0	188	189

Detailed Data Tables

Number of hours worked per company

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of hours worked by all employees in a calendar year (all employees)	314.000	336.000	380.064	337.184
Number of hours worked by workers who are not employees in a calendar year (not employees)	0,0	0,0	0,0	0,0

Lost workdays per company

	2021	2022	2023	2024
Lost time injuries frequency rate_3days	0,0	0,0	12,498	3
Lost time injuries frequency rate_1-3days [*]	0,0	3,546	6,249	8,90

Work-related ill health (403-10)

	2021	2022	2023	2024
The number of cases of recordable work-related ill health (all employees)	0,0	0,0	0,0	0,0
The number of cases of recordable work-related ill health (not employees)	0,0	0,0	0,0	0,0
Rate of illnesses	0,0	0,0	0,0	0,0
The number of fatalities as a result of work-related ill health (all employees)	0,0	0,0	0,0	0,0
The number of fatalities as a result of work-related ill health (not employees)	0,0	0,0	0,0	0,0

[1] (Severe accidents*1000000)/Number of hours worked by all employees in a calendar year
[2] (Near-miss accidents*1000000)/Number of hours worked by all employees in a calendar year
[3] (Light accidents*1000000)/Number of hours worked by all employees in a calendar year
[4] Accident Severity: (Total number lost work days*1000)/ Number of hours worked by all employees in a calendar year
[5] (Number of cases of recordable work-related injuries *1000000)/Number of hours worked by all employees in a calendar year
[6] (Severe injuries/ Number of cases of recordable work-related injuries) *100
[7] (Light injuries/ Number of cases of recordable work-related injuries) *100
[8] (Near-miss injuries/ Number of cases of recordable work-related injuries) *100
[9] (Number of fatalities as a result of work-related injury*1000000)/Number of hours worked by all employees in a calendar year
[*] The values presented have been restated from the previous year following corrections to our calculation methodologies to enhance accuracy and consistency

Work-related injuries (GRI 403-9)

	Katradis Group			
	2021	**2022**	**2023**	**2024**
Number of high-consequence work-related injuries/Severe accidents (excluding fatalities) (all employees)	0	0	6	4
Number of high-consequence work-related injuries/Severe accidents (excluding fatalities) (not employees)	0	0	0	0
The number of cases of recordable work-related injuries (all employees)	1	4	7	3
The number of cases of recordable work-related injuries (not employees)	0	0	0	0
Rate of high-consequence work-related injuries/severe accidents (all employees) [1]	0,00	0,00	18,7	11,9
Rate of near-miss accidents [2] *	0,0	3,5	0,0	0,0
Rate of light injuries [3] *	4,0	10,6	3,1	0,0
Light accidents in total incidents	1	3	1	0,0
Near miss accidents in the total number of incidents	0,0	1	0,0	0,0
Accident severity [4] *	0,0	0,01	0,73	0,01
The number of fatalities as a result of work-related injury (all employees)	0,0	0,0	0,0	0,0
The number of fatalities as a result of work-related injury (not employees)	0,0	0,0	0,0	0,0
Rate of recorded work-related injuries (all employees) [5]	4,0	14,2	21,9	8,9
Rate of recorded work-related injuries (not employees)	0,0	0,0	0,0	0,0
Percentage of severe accidents in total incidents [6]	0,0	0,0	85,7	133,4
Percentage of light accidents in total incidents [7]	100	75,0	14,0	0,0
Percentage of near-miss accidents in total incidents [8]	0,0	25,0	0,0	0,0
Rate of fatalities as a result of work-related injury (all employees) [9]	0,0	0,0	0,0	0,0
Rate of fatalities as a result of work-related injury (not employees)	0,0	0,0	0,0	0,0
Number of fatalities as a result of work-related ill health (all employees)	0	0	0	0
number of cases of recordable work-related ill health (all employees)	0	0	0	0

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