

# Sustainability Report 2021



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## 1. REGARDING THE 2021 SUSTAINABILITY REPORT

The 2021 Sustainability Report by INTRAKAT Group (Report) is a supplement to the Annual Report and Financial Results for the period ranging between 01/01/2021 and 31/12/2021 and follows the guidelines of the European Union (European Directive on the disclosure of non-financial information and diversity - EU NFRD, 2014) and the corresponding national framework (Law 4403/2016).

For the preparation of INTRAKAT Group's 2021 Sustainability Report, the above regulatory framework and the guidelines of international standards, namely GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standard Board, Sector Map), were applied, for recording and evaluating the material issues related to the economic activities of the Group.

This Report includes relevant information on INTRAKAT Group's material issues as they specifically evolved during the 2021 financial year.

This Report includes the CEO's Message to the Group's shareholders and stakeholders, a brief description of the environment in which the Group operates, the risks and opportunities it faces relating to sustainability, as well as the challenges affecting the Group's strategy and priorities for the future. The key contents of the Report list the material issues already identified as important for the Group, the policies and actions adopted for each material issue and the key indicators for measuring the results achieved in 2021.



The 17 UN Sustainable Development Goals (SDGs) have been the reporting framework for the Group's Sustainability Report since 2018. This Report extends the linkage of the Group's sustainability strategy, policies and targets to the 2030 SDGs and the individual targets that are directly affected by the Group's operations or to which the Group makes a significant contribution. This underlines that, on the one hand, both the 2030 Sustainable Development Goals and the operational sustainability targets are interlinked while, on the other hand, that measuring the achievement of these targets is necessary over a longer period of time.

*The 2030 Agenda consists of a set of 17 Sustainable Development Goals (SDGs) with 169 targets that encourage action towards a sustainable and resilient way of life. The 2030 Agenda is one of the most important roadmaps that will guide policy action for sustainable development over the next 15 years, aiming to combat all forms of inequality and tackle climate change, while ensuring that "no one is left behind" (UN).*

## MESSAGE BY THE MANAGING DIRECTOR / CEO

### Towards Shareholders and Stakeholders

**2021** is an important milestone in the development and evolution of the Group, with new business initiatives that safeguard its resilience, its sustainability and, above all, its ability to design and offer solutions in key sectors of the economy, serving the crucial needs of modern individuals and society at large while respecting the needs of future societies.



Due to the pandemic crisis, we continued to emphasize and prioritize business continuity, health protection and the adequacy of our supply chain, with our aim being to meet the demands of our customers for new investments, as well as to ensure consistency in the completion of ongoing projects. In this context, the Group has completed numerous highly important projects for the livelihood of citizens in Greece, but also in other countries, including, among others, the upgrade of regional airports, the installation of new wind power plants as well as the creation of new telecommunications and transport networks, all of which serve to enhance both the overall quality of life and the economic prospects of local communities.

The management of the pandemic crisis has reinforced our belief that we can improve our effectiveness by developing new skills, leveraging experience and knowledge in specific areas related to sustainable development, such as the energy sector, while also expanding our business activities by fostering partnerships and collaboration at every level, especially with our major stakeholders, in particular our customers, employees, partners, local communities and shareholders.

In this context, the Group is refining its sustainability strategy, using international and European treaties regarding the climate and a just transition as a compass and utilizing the 2030 Sustainable Development Goals as a common language for all - shareholders, employees, partners and customers, while also aiming to further direct our investments towards specific areas that affect our operations, such as, among others, **SDG 7** which is about access for all citizens to modern, affordable and sustainable energy solutions, as well as **SDG 12** that aims for a comprehensive application of **circular business models**.

In both 2021 and 2022, the Group's response to new challenges is focused on specific priorities that are simultaneously in line with the expectations of its shareholders but also with the relevant European Union Directives and decisions regarding the European Green Deal and the just transition to a carbon-free economy by 2030.

In 2021, we continued to evolve and improve the Group's organisational design with new structures in the area of sustainability as well as working groups for the assessment of material issues in each area of our economic activity. Our goal is to develop and implement a comprehensive sustainability action plan with the time horizon spanning until 2030. In this context, by the end of 2022 we expect to have completed the process of standardisation of the activities and results that the Group publishes annually in accordance with international accounting standards defined by the EU taxonomy. The consolidation of sustainability principles and the broadening of the Group's strategy in this direction is a dynamic, continuous and painful investment process for every business and requires time, knowledge, skills and collaboration at many different levels, within the Group and outside of it (**SDG 17**).

To this end, we are also expanding and broadening our partnerships with specialized institutions, in order to improve our systems, policies and practices and to strengthen knowledge and skills regarding all material issues that are identified as priorities and in key areas related to a just transition. We seek to increase overall social investment and in particular investment targeted towards quality education and training for all, believing it to be a prerequisite for achieving our goals and strategy for the future (**SDG 4**).

We are also researching the possibility of adopting and multiplying best practices and innovative social responsibility activities for providing information, raising awareness and training young people, scientists and employees working in the construction, energy and circular economy sectors in order to promote the 2030 Sustainable Development Goals and their implementation. We systematically invest in international standards in order to ensure timely adaptation to the constantly evolving regulatory framework, transparency, as well as the reliability of information that holds significance for shareholders and other stakeholders. To this end, we are reviewing the contents and scope of sustainability-related information and developing new management systems to enable both the future verification of information and our comparison with similar and related companies (**SDG 12**).



In 2021, the Health and Safety of our employees, our partners and our customers remained our primary and overriding priority, while seeking, at the same time, to strengthen our resilience and reliability, as business continuity and the completion of obligations to customers within the set specifications and timeframes is a given. It is important to note that during this period and while all the additional safety measures already taken since 2020 to respond to the Covid-19 pandemic were appropriately expanded and extended to new projects, the Group succeeded in maintaining its strength intact with zero accidents, while all commitments were carried out without delays and issues (SDG 8 and SDG 3). At the same time, the Group continued its mission to reduce its carbon footprint by undertaking new projects in the field of energy and in the use of renewable sources for production, while also investing in this sector (SDG 13). In addition to linking skills to sustainability, digitalisation and entrepreneurial innovation, the Group's sustainability strategy seeks to foster the development of new activities in the context of clean energy production and the circular economy, building on its existing experience in operating specific partnerships with local authorities and on the new perspectives that are emerging for each local community in the context of the green and just transition.

Everyone's participation in this effort is necessary because sustainability and the 2030 Goals concern us all. We are ready to face the challenges as opportunities, drawing strength from the knowledge, experience and values that underpin our long-standing operations and the relationships of mutual trust that we have maintained over time with our customers, employees, shareholders and those who also affect and influence our operations.

The CEO of INTRAKAT Group (April 2022)

Signature

Petros Souretis





THE GROUP



**INTRAKAT** Group is one of the leading forces in the construction industry in Greece, with a significant international presence. The purpose of its operation is the design and implementation of major public and private projects that include:



Airports



Road Construction



Railroad Projects



Water Engineering



Marine Projects



Offices, Professional Infrastructure



Shopping Centers



Educational and Cultural Buildings



Hospitals, Health Centers



Sports Venues, Stadiums



VVIP VILLAS



Boutique Hotels



Industrials Projects



Logistic Buildings



Broadband Networks



Mobile Telephony Base Stations & Networks



Maintenance



Wireless Transmission Systems



Wind Farms



Photovoltaic Parks



Natural Gas



Energy Storage



Waste Management



Parking Services



Specialized Projects



### 3.1. MISSION AND VALUES

*The Group's mission is to provide sustainable and resilient solutions to the needs of customers and citizens who use infrastructure, buildings, housing, communication, energy and transport networks, improving both the quality of life and the potential for economic and social development.*

The Group's activity and its results make a decisive contribution to serving social needs over time, with the durability, resilience, safety and quality of construction being part of the expertise that the Group develops in order to carry out its mission by creating value for its shareholders. The Group is able to provide integrated and innovative services for the operation and management of public service facilities.

A typical example is the Waste Management Unit of Serres Prefecture (see fig. "circular economy ..."), while in the context of its activities it has already designed and constructed buildings and residences that meet the specific LEED and BREEM certification criteria and are included in the standards of modern and sustainable construction.

In 2021, the Group completed numerous major projects, primarily related to key infrastructure, including 14 regional airports, new roads, mobile and internet networks that upgrade the speed and quality of communication and the technologies utilized, new buildings to serve other sectors of the economy such as tourism and health service needs, as well as residential buildings.

The Group's contribution to the achievement of the Sustainable Development Goals is multi-faceted and involves both direct impact through the creation of quality, reliable, sustainable and resilient infrastructure, the enabling of economic growth and human wellbeing, but mostly by focusing on ensuring affordable and equitable access to cities and communities that become more sustainable (SDG 9.1), and more resilient to climate change and its impacts (SDG 11).

### CORPORATE VALUES

The Group's values are timeless and define the way the Group operates and develops.

Integrity and business ethics  
Anti-discriminatory work environment

Investing in the human factor by providing a healthy, safe and creative working environment

Building long-term trusting relationships with our customers

Ethics in procurement / Ethical business practices

Fair competition

Financial and non-financial reporting

Responsibility and participation in sustainable development: ensuring sustainable solutions that benefit local communities and the environment.





## 3.2. BUSINESS ENVIRONMENT AND SUSTAINABILITY

The modern business environment is affected, at a global level, by the threat of climate change, as well as by the continuous growth of the world's population and the constant movement of people from less secure and riskier areas to geographical zones that can provide greater security, either economic or environmental.

Important social and economic issues therefore include, for the regions where the Group operates, priorities such as addressing the refugee issue, which affects the whole of southern Europe, the modernization and development of new infrastructure for the production of clean energy, particularly from renewable sources such as the

### RESILIENCE - SUSTAINABILITY - PARTNERSHIP

sun, wind and water, and the interconnection of citizens.

The construction industry is affected by the continuous growth of the world's population and high mobility, as well as by technological development. The combination of science, technology and engineering requires significant investment in human resources in order to achieve the resilience and sustainability of cities and local communities as stated by **SDG 11**.

New tools for digitization contribute to optimizing processes, but diversity in, and the combination of skills is a key factor in both planning and implementing the transition. Stakeholder engagement throughout the economic value chain is a prerequisite for achieving all Goals (**SDG 17**) while also further defining the relationship between investors and shareholders with other key stakeholders such as customers, local communities and employees (**SDG 12**).

The objective is a just transition to an economy that has fully integrated scientific evidence on the long-term impact of each economic activity on the environment and society by 2030 and full decarbonization by 2050. The inclusion of the construction sector in the EU taxonomy has been a major change. The linkage of individual economic activities that the sector encompasses with rigorous targets and technical criteria for each activity should be achieved in order to fully integrate climate change sustainability criteria into the business model, strategy and objectives of each company.

## 3.3. MATERIAL ISSUES AND SUSTAINABILITY OBJECTIVES 2030

The Group applies consultation practices, using the 2030 Sustainable Development Goals as a framework, and assesses material issues taking into account both the economic sustainability dimension and the environmental and social sustainability dimension (double approach), seeking to reduce the negative impact that economic activity may cause for people and the environment while simultaneously enhancing the positive impact of this activity.

The recording and analysis of data relating to the environmental and social impact of projects is part of the project design and in many cases is part of the services offered to assess the project and its significance.



## SOCIETY

### HUMAN AND LABOUR RIGHTS

MATERIAL ISSUES	GROUP STAKEHOLDERS	2030 SUSTAINABLE DEVELOPMENT GOALS
HEALTH & SAFETY IN THE WORKPLACE	EMPLOYEES PARTNERS CUSTOMERS	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
CONTINUOUS TRAINING - DEVELOPMENT - PARTNERSHIP	EMPLOYEES PARTNERS	<div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
HEALTH AND SAFETY IN CONSTRUCTION	EMPLOYEES PARTNERS	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
EQUAL OPPORTUNITIES (RESPECT FOR DIVERSITY AND INCLUSION)	EMPLOYEES PARTNERS LOCAL COMMUNITIES SHAREHOLDERS	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
LABOUR RIGHTS	EMPLOYEES PARTNERS	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>

## ENVIRONMENT

### ENVIRONMENTAL PROTECTION

MATERIAL ISSUES	GROUP STAKEHOLDERS	2030 SUSTAINABLE DEVELOPMENT GOALS
CIRCULAR ECONOMY - USE OF NATURAL RESOURCES - RECYCLING	CUSTOMERS LOCAL COMMUNITIES SHAREHOLDERS PARTNERS	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>
ENERGY - UTILISATION OF NEW FORMS OF ENERGY PRODUCTION - REDUCING ENERGY CONSUMPTION IN BUILDINGS	CUSTOMERS LOCAL COMMUNITIES	<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>

## GOVERNANCE / ECONOMY

### CORPORATE GOVERNANCE AND ECONOMIC SUSTAINABILITY

MATERIAL ISSUES	GROUP STAKEHOLDERS	2030 SUSTAINABLE DEVELOPMENT GOALS
TRANSPARENCY - PROACTIVE CRISIS MANAGEMENT	SHAREHOLDERS EMPLOYEES CUSTOMERS SUPPLIERS	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
REGULATORY COMPLIANCE	SHAREHOLDERS CUSTOMERS SUPPLIERS	<div>4 QUALITY EDUCATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
ETHICS AND RESPONSIBILITY (BUSINESS ETHICS)	SHAREHOLDERS CUSTOMERS SUPPLIERS EMPLOYEES PARTNERS	<div>4 QUALITY EDUCATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>



## PRIORITIES AND OBJECTIVES 2021 - 2022

### OVERVIEW

#### "Essential Issues of Sustainability 2021"

CIRCULAR ECONOMY  
ENERGY  
ENVIRONMENTAL IMPACT

HUMAN AND LABOUR RIGHTS  
HEALTH & SAFETY  
EQUAL OPPORTUNITIES & INCLUSION  
SKILLS DEVELOPMENT

REGULATORY COMPLIANCE  
TRANSPARENCY  
PROACTIVE RISK MANAGEMENT  
-BUSINESS ETHICS AND  
PARTNERSHIP

# 1

Organization and operation  
of the Sustainability  
Management Unit (ESG)

# 2

Review of the contents of the 2021  
Sustainability Report and compliance  
check with the European Directive EU  
NFRD and Law 4403/2016 (see relevant  
Statement of the Statutory Auditors)

# 3

Establishment of a classification record  
and monitoring of economic activities,  
in particular construction-related  
activities, in accordance with the  
provisions of the EU Taxonomy

# 4

Integration of sustainability criteria and a  
Roadmap for Sustainability with a 2030 horizon



## 4. SUSTAINABILITY STRATEGY AND CORPORATE GOVERNANCE

The Group's economic activities are being developed in areas of business activity that are already affected by a particularly strict regulatory framework. Sustainability and the inclusion of environmental risks, as well as risks relating to health and safety in the workplace, the security of projects, and the fight against corruption, are part of the Group's operations and policies to ensure its operation, competitiveness and profitability in an increasingly demanding environment.

In 2021, the Group's Board of Directors undertook the expansion of the organizational structure by creating a new Unit, with the objective of incorporating international standards and best practices to develop and coordinate the implementation of the Group's sustainability strategy and 2030 targets.

The Board of Directors monitors the results of the work of the Sustainability Unit and the Working Groups on a semi-annual basis and evaluates proposals for improving existing policies, developing new ones and linking sustainability objectives to the Group's business objectives and results.

The Group applies the International Financial Reporting Standards (IFRS) for the preparation and disclosure of annual financial statements and the international reporting standard for sustainability-related information SASB (Sustainability Accounting Standards Board Sector Map), which was adopted in 2021 by the International Accounting Standards Board so that in future it becomes a single reporting and disclosure standard. The Board approves the Sustainability Sector Map and evaluates the implementation of the Group's sustainability strategy. It also approves the Group's annual Sustainability Report for each financial year prior to its publication to shareholders and other stakeholders.

The Group's Sustainability Unit works with the Risk Management Unit and the Compliance Unit to link and assess material issues with risks and opportunities relating to the implementation of the Group's strategy and objectives. At the same time, the Group's Internal Audit, in line with the new organizational and operational framework, contributes to the identification of potential risks related to sustainability and linked to the implementation of the Code of Conduct, the Procurement Code and the procedures followed by the Group to ensure regulatory compliance.



## 5. REGULATORY COMPLIANCE AND TRANSPARENCY

Since 2020, and in response to both the crisis caused by the Covid-19 pandemic and its economic and social implications, a significant number of policies have been reviewed and relevant guidelines have been expanded concerning policies on the health and safety of employees, partners and local communities, the protection of human rights, the management of phenomena such as harassment in the workplace, and the strengthening of internal structures for reporting potential violations of the Code of Conduct and policies implemented by the Group.

The transparency ensured by the disclosure of sustainability-related information is particularly important and we adopt international standards to ensure that the information we provide to our shareholders and other stakeholders is timely, comprehensive and meaningful. To this end, we are reviewing the contents and scope of sustainability-related information and developing new management systems to enable both the verification of information and comparison with other similar and related businesses in the future. The Group's Compliance Unit, in collaboration with Internal Audit and the Risk Management Unit, organize specific information and training sessions to understand and incorporate new standards and continuously improve existing processes. Feedback through the employee reporting system to management (whistleblowing policy) and the evaluation of material issues highlighted by the relevant consultation with employees and the Group's other main stakeholders supports the best possible response to their needs in the future.

The INTRAKAT Group systematically invests in the integration of international standards in management such as in the area of quality and customer service, in the area of Health and Safety in the workplace and in the management of environmental impact. The Group's policies are constantly evolving to be in line with both the current regulatory framework and best practices in the sectors in which the Group operates.

The standardization of the Group's processes and the implementation of integrated management systems in the areas of quality, health and safety in the workplace and the environment are ensured on the basis of the international standards ISO 9001, ISO 45001, ISO 14001 and ISO 50001.

The percentage coverage of the services provided (= turnover) based on the above standards is described in the relevant Table.

## REGULATORY COMPLIANCE AND TRANSPARENCY

MATERIAL ISSUE	MAIN STAKEHOLDERS	COVERAGE OF GROUP EMPLOYEES	ISO MANAGEMENT AND CERTIFICATION SYSTEM	SDGs 2030
HUMAN RIGHTS	EMPLOYEES PARTNERS LOCAL COMMUNITIES	100%	GROUP CODE OF CONDUCT / PROCUREMENT CODE & Special Policies (see <a href="http://www.intrakat.gr">www.intrakat.gr</a> )	    
EMPLOYMENT AND LABOUR RIGHTS	EMPLOYEES PARTNERS LOCAL COMMUNITIES	100%	GROUP CODE OF CONDUCT & Special Policies (see <a href="http://www.intrakat.gr">www.intrakat.gr</a> )	   
HEALTH AND SAFETY	EMPLOYEES PARTNERS CUSTOMERS	100%	H&S POLICY (see <a href="http://www.intrakat.gr">www.intrakat.gr</a> )	  
ENVIRONMENTAL PROTECTION ENERGY	CUSTOMERS LOCAL COMMUNITIES	100%	ENVIRONMENTAL POLICY (see <a href="http://www.intrakat.gr">www.intrakat.gr</a> )	    

## 6. HUMAN RIGHTS AND LABOUR RIGHTS

Respect for fundamental human rights, as defined by the International Bill of Human Rights and the UN Guiding Principles for Business and Human Rights, provides the framework for the development and implementation of the Group's policies and practices relating to the protection of both human and labour rights.

The Group applies the current regulatory framework for the respect and protection of human and labour rights and has adopted specific policies relating to individual areas such as health and safety in the workplace, equal employment opportunities and skills development, ensuring decent working conditions, while it recently also adopted a new policy to address workplace harassment (bullying).

The protection of health and safety in the workplace and the fight against child labour and forced labour, which are both specified by the relevant International Labour Organisation's International Conventions and are also part of the regulatory framework within the EU and Greece, are among the priorities of the relevant policies about sustainability.

The consolidation of the principles of equality and inclusion concern both the gender dimension, as is in part reflected in the participation of women in the Group's management bodies, as well as the prioritization of hiring partners from the local community for the implementation of the Group's business programmes.

### EMPLOYMENT COMPOSITION

Employment in the Group is directly related to its activities and operation. The Group's policy is aimed at creating relationships of mutual trust and long-term cooperation to achieve common goals and expectations.

In 2021, the Group employed more than 650 employees and partners to implement its activities in all individual areas.

In 2021 (as recorded on 31/12/2021) the total number of employees in the Group with open-ended and fixed-term contracts was 467 employees, while the number of outsourced contracts was 229.

The Group's employment composition in terms of gender is indicative of both the construction sector and the labour market which relates to the specializations of the majority of individuals that the Group employs to achieve its mission.



Similarly, the percentage distribution of the workforce by age demonstrates both the duration in the relationships with employees and the need for professional experience in the majority of the jobs provided by the Group. The severity of the demographic problem throughout Europe, as well as the tendency of young people to choose other professions and prospects in more modern sectors, dictates the policy of inclusion followed by the Group, prioritizing the provision of employment opportunities to the inhabitants of the local communities where the projects take place.

The participation of women in employment in 2021 with permanent and fixed-term contracts was approximately 20%. The composition of employment in 2021 by age is reflected in the Table below and is characterized by the ever-increasing need to attract and retain new employees.

PERCENTAGE EMPLOYMENT BY AGE GROUP		MEN	WOMEN
18 - 25		1,20%	0,45%
26 - 35		11,21%	4,04%
35 - 55		53,81%	11,81%
55+		16,29%	1,20%

6.1. HEALTH AND SAFETY AT WORK

The construction sector is internationally recognized as a sector with a negative impact on the health and especially the safety of workers.

The primary objective for the Group is for each of the individual indicators recorded and evaluated by Management, in the context of the continuous improvement of the processes, systems and protective measures applied in each project designed and implemented by the Group, to reach the zero mark.

The detailed investigation of the causes of accidents contributes to the reduction and improvement of processes and results in this area. In many cases, however, it is found that the cause of the incident is human error and relates to the need for relevant education, discipline and, at the same time, alertness to risks and anticipatory management.

Similarly, cultivating a prevention mindset for both health and safety is a continuous process of education, knowledge practice and experience and concerns all Group employees.

Among other things, in 2021 the Group implemented a series of specialized programs mainly to prevent the causes of accidents, such as the “Special training at construction sites for employees working at height” or the “Special certification for employees with the specialty of ‘aerialists’”. Also in this context, the Group’s Safety Director published a paper in 2021 concerning the use and effectiveness of the Occupational Risk Assessment Study (ORA) in technical projects.

In order to effectively implement its policy and achieve its health and safety objectives, the Group encourages the presence of a Safety Technician on high-risk projects, such as in the case of demolition projects beyond those required by current legislation. The results of work studies as well as both quantitative and qualitative analyses of data relating to health and safety issues in the workplace are presented and evaluated by the Board of Directors, which is also responsible for overseeing the Group’s performance and the adoption of new objectives. It is important to note that the statistical analysis of the data recorded and monitored by the Group in accordance with its policy contributes to the classification of accidents in the workplace and the adoption of additional personal protection and prevention measures. According to the statistics, accidents on construction sites are mainly due to falls from height, while increased accident rates are also due to the possible lack of specific training of personnel provided by external partners and contractors.



## OBJECTIVES AND PRIORITIES FOR HEALTH AND SAFETY AT WORK

The Group's objectives for 2021 were to have zero accidents and zero incidents that could result in wasted working days, as well as to further improve its performance in the proactive management of causes that can lead to accidents, through training programmes, additional procedures, personal protection measures and continuous improvement of workplace signage to ensure at every level that staff and associates are constantly vigilant in the performance of their work.

In terms of recording accidents of external partners' and contractors' staff, a total of 8 accidents were recorded in 2021, 5 of which were due to a fall from height, 1 due to human error, 1 due to a fall from slippery ground and 1 due to the misuse of technical equipment.

For 2021, all Group Objectives were achieved and remain the Group's targets for 2022 as well, while a process of benchmarking the Group's safety performance against peer companies from the international environment was initiated in order to further leverage best practices and innovative approaches to the health and safety of employees, partners, customers and local communities.

### SPECIFIC COVID-19 MEASURES

The impact of the pandemic and the changes it has brought about in terms of health protection for the Group's employees and partners are reflected in the number and specificity of the measures and procedures developed and implemented in order to achieve our objectives for protecting the health and safety of all Group employees and partners. The relevant measures for the mainly proactive management of Covid-19 dispersion risks primarily involved subsidizing the travel of employees by private transport, increasing the capacity and number of employees who could work remotely beyond the minimum limits imposed by the relevant legislation, providing equipment to support remote workers, distributing protective equipment, carrying out weekly tests and thorough cleaning of facilities, making appropriate arrangements for the continuous allowance of clean air flow through the premises. The additional cost per worker was EUR 500.

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



## 6.2. SKILLS DEVELOPMENT, EDUCATION AND TRAINING

Applied sciences, engineering, mathematics, digitalization and technology (STEM) are considered as prerequisites for human resources and their ability to learn continuously, to innovate, to develop and to evolve.

At the same time, the resilience of infrastructure and construction, the safety and protection of the population and the coverage of future needs, either in light of facing the climate crisis or in light of serving the different needs and expectations of customers, are the main priorities during the training and specialization of employees.

The Group invests over time in the quality of its human resources to meet the requirements and expectations of its customers (always in the broadest sense of the term, which includes the users of all construction), in the safety, reliability and durability of its products and services, as well as in the consistency and responsibility in both the design and execution of its projects, whether public or private in nature.

Compliance with the current legislative framework, which is particularly stringent for the construction sector and in countries, such as Greece, where the safety of construction is a significant risk due to the increased seismicity, requires special knowledge, skills and abilities. It also requires increased alertness in terms of all individual material issues and regarding the anticipation of risks that may include issues important to stakeholders, such as health and safety both at the workplace and throughout the expected life of these projects.

The continuous development and evolution of the Group's human resources through systematic education and training both in the workplace and in organized programmes for the development of new expertise and skills, is embedded in the Group's management and organizational systems.

The annual review of the education and training of human resources complements the process of assessing long-term performance and the prospect of progression to new and more complex jobs.

The Group also cooperates with a number of specialist partners, mainly engineers, architects, lawyers and other specialists, in order to ensure that both the design and execution of projects are carried out using the latest technological and technical standards.



## 4

QUALITY  
EDUCATION

## CASE STUDY

Prioritize awareness and skills development for sustainability in 2022

The Group has set SDG 4 - “Quality Education” as a strategic goal for 2030, with the specific target of developing knowledge relevant to sustainable development, international standards as well as regulations on the protection of human rights and the environment.

In this context, it has designed a cycle of sustainability-focused meetings and key modules that encompass basic points of interest for stakeholders and the practices needed for successful cooperation.

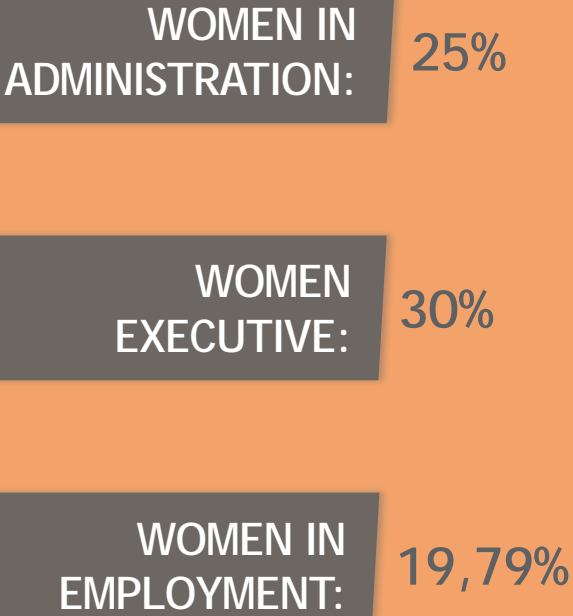
Having taken into account, from the outset, that the 2030 SDGs can be a common language of understanding both within the Group’s internal environment and with its external environment, specific actions were launched as early as 2018 to inform all human resources, as well as customers and partners, about the importance of the 17 Goals and the Group’s commitments to specific ones where its actions can have a direct impact.

In 2021, comprehensive, thematic training programmes were implemented involving 121 trainees, of which 71% were men and 29% women. The total investment in fees for the compensation of external partners who contributed to the implementation of these programmes amounted to EUR 15,000 and involved 1,130 man-hours of training.

In addition, the Group continued to support initiatives focusing on education and training, the transfer of newly emerging know-how as well as the dissemination of best practices and research results that relate to the sector and its activities, in cooperation with the Technical Chamber of Greece (TCG) and with conferences in which Group executives, employees and partners had the opportunity to participate.



6.3. EQUAL OPPORTUNITIES AND INCLUSION



Respecting diversity and implementing policies to include all social groups regardless of gender, nationality, language and other characteristics. The participation of women in decision-making and management is already recognized as a material issue for the construction sector, given that it is internationally characterized as one of the most male-dominated sectors. The objective of the Group's Management remains to increase the participation of women in management and employment and to strengthen the participation of local communities in economic development through quality education, training and new partnership opportunities in the context of the growth opportunities offered by the circular economy, the production of energy from renewable sources and the transition to digitalization and a sustainable economic model. In the Group's Board of Directors, two female employees are working as non-executive members, while in the whole of high command the participation percentage was over 30%.

7. ENVIRONMENTAL PROTECTION

The Group's activities and in particular the development of infrastructure, public and private buildings, the production of energy from renewable and alternative energy sources and investments in innovative activities in the context of the circular economy, are a key priority in its strategic planning as these contribute decisively to the achievement of both the Sustainable Development Goals by 2030.

Additionally, recognizing the possibility of causing a negative impact, the management of environmental impact is considered during both the design and the execution of projects. The main risks addressed by the implementation of an integrated environmental management system, in accordance with the international standard ISO 14001:2015, include the reduction of waste, the limitation of environmental pollution, the management of water usage and emissions of gaseous pollutants, energy saving and the replacement of current energy sources with new forms such as wind and solar energy.

In order to implement its policy, at a first level the Group undertakes actions in cooperation with customers so as to develop appropriate infrastructure for the use of alternative energy sources, but also for the optimal management of waste at local level in order to ensure both the reduction of the disposal of useful materials that are recyclable - thus limiting the consumption of valuable natural resources -, and that of carbon gas emissions and other pollutants caused by the operation of landfills.





The climate crisis and its impact on both the safety of construction projects and on their life cycle is a broader issue that is also of concern to scientific research, in order to continue both the production of appropriate and necessary construction materials and the development of know-how relating to the achievement of energy autonomy for construction projects so as to minimize their negative impact on the greenhouse effect.

New and specialized studies are being carried out regarding the incorporation of the criteria for adapting to climate change in areas already severely affected by weather phenomena, such as rising water levels in coastal areas and soil erosion, but also catastrophic fires or floods, even in urban areas, as has been the case in recent years, particularly in southern Europe and Greece.

In this context, the Group is revising its environmental policy in order to further identify specific issues that are material for all and interrelated to each other, so as to address the climate crisis and to strengthen infrastructure and investments for the circular economy and green - carbon-free and sustainable - energy.



## 7.1. CLIMATE CHANGE AND ENERGY

The Group's participation in numerous construction projects involving the diversification of energy production with new infrastructure that utilizes renewable energy sources, but also projects that promote the development and provision of services to reduce the waste of raw materials through disposal and landfilling of useful materials is part of its strategy.

In 2021, the Group continued to invest in know-how and infrastructure, as well as in best practices that enhance energy autonomy, reduce the carbon footprint of energy production while also improving the long-term resilience of cities to global warming. The Group monitors changes in the institutional framework and seeks both a timely and effective response to the increasing risk associated with regulatory compliance and the linking of future investments to strict criteria for classifying economic activities in each sector according to their impact on the climate crisis and other significant environmental and social impacts.

Having already incorporated the assessment of each investment's potential to have an irreversible negative impact on either people or the environment as a basic principle, the Group seeks to extend its current environmental policy, so as to further highlight the link between construction and the reduction of negative impact caused by modern economic and social activities on the one hand, and the possibility of multiplying good practices in the local community on the other.

### CARBON FOOTPRINT RECORDING AND MEASUREMENT

For the Group's operation in 2021, a combination of fuels including diesel, heating oil and gasoline were consumed, which in total produced 3,191.08 tonnes of carbon dioxide (CO<sub>2</sub>). The total emissions levels in 2021 significantly increased compared to those in 2020 which only amounted to 425.27 tonnes of CO<sub>2</sub>, owing to the travel restrictions imposed for almost the entirety of 2020 as a result of the protective measures against the Covid-19 pandemic.

It is clear that the Group's contribution to greenhouse gas emissions is negligible compared to other industrial sectors. However, its contribution to reducing carbon emissions from buildings is decisive and is highlighted not only through the new regulatory framework for the EU Taxonomy but also through the new opportunities created by the transition process.





## CASE STUDY

### CLIMATE CHANGE AND ENERGY - INVESTING IN THE PRESENT FOR A SUSTAINABLE FUTURE

The INTRAKAT Group, having recognized in a timely fashion that the climate crisis and the energy issue caused by addressing it directly and effectively by investing in both the production of “clean energy” from renewable sources and the creation of the appropriate infrastructure for the storage of the energy produced using new technologies and resources, promotes investments that are a priority for **SDG 7**, **SDG 13** and **SDG 17**. These Goals also include the EU New Green Deal announced by the EU in 2019, the National Energy and Climate Plan and the National Recovery and Resilience Plan. Partnerships with the public sector, as envisaged by **SDG 17**, concern both the Energy Regulatory Authority (ERA) and ADMIE (IPTO), as well as core stakeholders, namely local government, local communities, customers and households, including both large urban centres and local communities (islands and mountainous or remote areas).

In 2021, the Group completed the merger by absorption of the company “GAIAANEMOS ANONYMOUS ENERGY AND TOURIST DEVELOPMENT COMPANY” and acquired a portfolio with a total capacity of more than 1GW for the production of energy from wind farms and photovoltaic parks. The infrastructure required for the generation of almost the entirety of the power capacity (i.e. 98MW) is at the construction or preconstruction stage. At the end of the first quarter of 2022, the construction of the wind farm at the location “Fragkaki” on Andros island was completed, with a capacity of 15MW, whose operation is expected to contribute to the gradual decoupling from the use of lignite and natural gas by 2027, as envisaged by the Draft National Law on Climate Change, which was put to consultation in December 2022.

Additionally, the wind farm at the “Kastri” site in Evia is expected to be completed and put into operation within 2022, with a capacity of 5MW, which has already been included, with a 20-year contract, in Greece’s energy mix managed by the Regulatory Authority for Energy (RAE).

In the same context, two new wind farms with a total capacity of 78MW, namely the wind farm located in “Karkaros” in the Regional Unit of Fokida with a capacity of 36MW and the wind farm located in “Zygurolivado” in the Regional Unit of Karditsa with a capacity of 42MW, have already been approved with relevant permits by RAE. The construction of these two wind farms is expected to start within 2022, while the “Karkaros” wind farm is expected to begin its operation by the end of 2023 and the “Zygurolivado” wind farm within the first half of 2024. The financing of these projects has been secured through the issuance of a bond loan of €120 million, contributing significantly to strengthening the Group’s profitability and implementation of its sustainability strategy until 2030.

The Group’s objective within the next period (2022 - 2024) is to complete the installation process of additional new wind farms with a total capacity of 320MW, which are already in the process of securing the relevant permits. Of these, 77MW have already completed their environmental licensing and have secured the terms of connection with ADMIE, thus being able to be included in the next tender of RAE in order to ensure a stable sales price for the energy produced. In this context, wind farms and photovoltaic parks of around 700 MW have already received producer certificates from RAE and are in the process of conducting energy measurements and the necessary studies for their environmental licensing.



## 7.2. CIRCULAR ECONOMY

The wasteful consumption of natural resources is a material issue for sustainability and is recognized as such by the EU's policy regarding the circular economy as well as the design of the taxonomy system for the classification and expansion of economic activities that relate to this different mode of economic operation at both local and national level. A circular economic model involves the total redesign of the economy from the base level, i.e. the local community, to the whole, i.e. the planet, in order to reduce to a minimum both the consumption of raw materials and the conservation of available resources over time.

Responsible production and consumption is at the heart of the philosophy of sustainability and undeniably ought to be a priority for every business.

SDG 12 outlines the Group's priorities, particularly with regard to systems that are continuously developing and evolving to ensure responsible operation with consistency and constant alertness, while indicators specifically linked to the construction sector (SASB) are used to record the results of the implementation of relevant policies and investments.





6 CLEAN WATER AND SANITATION



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## CASE STUDY

### CIRCULAR ECONOMY AND JOINT VENTURE

«By 2030, reduce the adverse per capita environmental impact of cities, including by paying attention to air quality and municipal and other waste management»

More than 170,000 citizens living in the Municipality of Serres contribute through sorting and depositing appropriate waste in green bins, reducing the total weight of waste sent to landfills and actively participating in the operation of the circular economy.

The Waste Treatment Plant (WTP) of Serres Prefecture is the result of the partnership between the companies INTRAKAT and ARCHIRODON (with a 45% share each) and ENVITEC (with a 10% share) representing the Regional Waste Management Association (RWMA) of Central Macedonia.

The project was constructed in 2017 on an area of 57,000 sqm and is located near the existing landfill, that is, the location where materials are disposed of and destroyed. The plant started its operation in October 2019 serving all municipalities of the Regional Unit of Serres initially (that is 176,430 inhabitants (1) based on the 2011 census). From October 2021, the operation of the Unit will also serve the residents of the Municipality of Kilkis (51,926 inhabitants (1) based on the 2011 census), as well as the waste of the Municipality of Peonia Kilkis (28,493 inhabitants (1) based on the 2011 census), which, according to the new Regional Waste Management Plan (RWMP), are expected to be directed to the Waste Management Unit of Serres for handling. This facility is suitable for the treatment of the mixed municipal solid waste (i.e. the waste from green bins) and the methods of utilization of the original waste include mechanical sorting for the recovery of recyclable materials (paper, plastics and metals) and biological treatment through composting of the organic fraction produced.

The nominal capacity of the plant is 63,000 tonnes of mixed waste per year, of which up to 3,000 tonnes per year are pre-selected organic waste, while specific targets have been set and are being recorded for the performance of the treatment plant:

- ◆ Reduction of landfill of biodegradable waste to  $\geq 70\%$ .
- ◆ Reduction of landfill of other waste to  $\leq 39,5\%$ .
- ◆ Increase in the recovery of recyclable materials from conventional waste to  $\geq 30\%$  of incoming waste of the specific category.

Finally, in terms of the contribution of the Unit to the local community, there are numerous benefits, stemming from the creation of approximately 50 permanent jobs for technical and scientific staff, as well as the employment of local subcontractors and suppliers.

The Serres Waste Treatment Plant contributes decisively to the achievement of the objectives of the circular economy, the National Waste Management Plan as well as National and European legislation.



## 8. COOPERATION AND RELATIONS WITH CUSTOMERS, SUPPLIERS AND LOCAL COMMUNITIES

The Group's role in the value chain covers a wide range of activities that are directly and indirectly affected by the responsible operation of all parties involved. Cooperation with customers, both for the design of new projects and for the renovation and appropriate modernization of existing infrastructure and constructions, is a basic requirement and aims to meet present needs and future expectations. Integrating the principles of sustainability and improving the standards, which entail increasing both the life cycle of structures and their contribution to the sustainability of future users, is a shared priority for the future and requires greater knowledge, broader awareness and the expansion of partnerships more broadly in the framework of common objectives.

The response to the climate crisis as prescribed by the 2030 Sustainable Development Goals also depends on the partnership between public and private sector. Practical applications within this operational model include projects that relate to the circular economy as well as public projects. The Group is systematically and dynamically investing in this direction, emphasizing the development of sustainability expertise within the sector, the expansion of knowledge, the enhancement of the ability to assess the role played by sustainability in decision-making, as well as the strengthening of partnerships with customers and partners across the value chain.

The Group's contribution to building resilient and long-term relationships with suppliers that are directly linked to operational consistency, continuity and value, takes place within the context outlined above. With the Code of Conduct and the Group's policies as a basic tool, the same criteria are used for the evaluation of partners, while also offering equal opportunities to small, local businesses to develop their activities.

Strict criteria for the selection and evaluation of all partners and suppliers concern both compliance with the regulatory framework in each country and the fulfilment of the partnership's contractual terms, while they also include additional criteria regarding, among other things, the protection of employee health and safety, respect for their rights and compliance with the environmental regulations described in the Group's policy within its premises (e.g. recycling of materials, waste management, etc.).

Collaboration with other companies participating in, and leading relevant and exemplary sustainability initiatives for the industry's contribution to the transition to the new economic model of total and integrated "economic, social and environmental" sustainability by 2030, as outlined by the 169 targets for 2030 and the new European

regulatory framework for sustainable investments, is one of the key objectives of the Group's sustainability policy.

The relationship with local communities is direct and meaningful because any project can have a negative impact if the needs and expectations of local communities are not taken into account in a timely and adequate manner, as these may be impacted, especially during the project implementation phase. The study of the social impact of projects is included in the design of any public project and must follow international standards, incorporating appropriate methods to prevent any negative impacts and to maximize the benefits and value created for stakeholders, especially at local level.

In the context of implementing its policies and ensuring its environmental management systems in terms of ISO 14001, the Group applies the procedures outlined for engaging with stakeholders and cooperating in planning, execution and optimal asset allocation.

At the same time, through its policy of donations and sponsorships towards the local community, the Group supports initiatives relating to culture, sport and quality education for young people.





## 9. INTRAKAT GROUP'S SUSTAINABILITY PERFORMANCE INDICATORS 2021

### APPLICATION OF INTERNATIONAL STANDARDS AND SUSTAINABILITY REPORTING FRAMEWORK

The INTRAKAT Group complies with the provisions of the European Directive on the Disclosure of Non-Financial Information (NFRD) and in particular information relating to shareholders and stakeholders, i.e. employees, clients, customers, suppliers, local communities and all other parties that affect and are affected by its operation and activities.

In developing the contents of the Group Sustainability Report regarding sustainability results for the 2021 financial year, the general framework used for reporting and linking corporate information consisted of the UN Sustainable Development Goals and the results of the global sectoral ranking and assessment of material issues according to the updates and Guidelines of the Sustainability Accounting Standards Board, Sector Specific Map (SASB Sector Specific Map, [www.sasb.org](http://www.sasb.org)).

The reporting limits for the 2021 Sustainability Report have been determined in accordance with the basic principles regarding the disclosure of non-financial information contained in the GRI Standards (Global Reporting Initiative, [www.gri.org](http://www.gri.org)), Additionally, the measurement of impact on individual material issues and the assessment of results from the implementation of specific policies, systems and actions follows the definitions of the individual targets included in the UN 2030 Agenda and particularly in the dedicated platform <https://sdgcompass.org/>, which is a joint initiative by GRI, the UN Global Compact Initiative (UNGC) and the World Business Council for Sustainable Development (WBCSD); international organizations that jointly promote, at a global level, the role of businesses in the achievement of the 2030 Sustainable Development Goals (<https://sdgs.un.org/goals>).

In order to measure the impact of the Group's activities on people, society and the environment, the measurements of the main indicators described in the quality management systems (ISO 9001:2015), environmental management systems (ISO 14001:2015) and occupational health and safety management systems (ISO 45001:2018) were used, as well as indicators relevant to the measurement of material issues as defined by the above international standards for disclosure of sustainability-related information (non-financial information).

For the 2021 financial year, the Group is publishing the Climate Change Classification Table in its Annual Report as required by Article 10 of the Regulatory Act. The disclosure relates to the percentage of economic activities that are eligible versus non-eligible for the taxonomy as a percentage of total turnover, their capital and operating expenses and the qualitative data that are mentioned in Section 1.2 of Annex I which relates to this disclosure.

The Group's 2021 Sustainability Report is part of the Annual Financial Report for 2021 and includes notes clarifying the application of international standards and compliance with the current regulatory framework.

Note: the 2021 Sustainability Report of the INTRAKAT Group is available at: [www.intrakat.gr/sustainabilityreport2021](http://www.intrakat.gr/sustainabilityreport2021)

Shareholders and stakeholders wishing to contact the Group regarding the Sustainability Report can do so at: [csrinfo@intrakat.gr](mailto:csrinfo@intrakat.gr)



## MATERIAL ISSUES AND SUSTAINABILITY REPORTING LIMITS

SDGs 2030	MATERIAL ISSUES	REPORTING LIMITS	
		GROUP	EXTERNAL ENVIRONMENT
SDG16 SDG8 SDG12	<b>CORPORATE GOVERNANCE AND SUSTAINABILITY</b> The growing need for integrated risk management systems and new processes and policies for safeguarding the Group's corporate values and mission are driving the effort to fully comply with the new regulatory framework concerning sustainability, transparency and the utilization of new opportunities arising from the transition to the "green economy" <ul style="list-style-type: none"> <li>REGULATORY COMPLIANCE</li> <li>RISK MANAGEMENT</li> <li>BUSINESS ETHICS AND CONDUCT</li> </ul>	GROUP EMPLOYEES	SHAREHOLDERS CUSTOMERS SUPPLIERS PUBLIC AUTHORITIES
SDG3 SDG8 SDG12	<b>HUMAN AND LABOUR RIGHTS</b> <ul style="list-style-type: none"> <li>HEALTH</li> <li>SAFETY</li> <li>WORKING CONDITIONS</li> <li>EQUAL OPPORTUNITIES AND INCLUSION</li> </ul>	GROUP EMPLOYEES	PARTNERS CONTRACTORS SUPPLIERS LOCAL COMMUNITIES SHAREHOLDERS
SDG4 SDG5 SDG17	<b>HUMAN RESOURCES DEVELOPMENT AND PROGRESS</b> The attraction, development and retention of human resources and partnership with both employees and the Group's key partners is a crucial factor in achieving corporate objectives in the present and in the future. <ul style="list-style-type: none"> <li>EMPLOYMENT</li> <li>QUALITY EDUCATION AND TRAINING</li> <li>EQUAL OPPORTUNITIES AND INCLUSION (PARTICIPATION IN THE ECONOMY)</li> </ul>	GROUP EMPLOYEES	PARTNERS SUPPLIERS LOCAL COMMUNITIES

SDG7 SDG11 SDG13 SDG17	<b>CLIMATE CHANGE - ENERGY</b> For the Group, the transition leads to new opportunities and prospects for utilizing its capital (human, social, economic and technocratic) for the implementation of the commitments undertaken in the framework of the International Climate Treaties (Paris 2015, Glasgow 2022). <ul style="list-style-type: none"> <li>ENHANCING ITS POTENTIAL FOR PRODUCING AND USING ENERGY FROM RENEWABLE SOURCES</li> <li>SUSTAINABLE CITIES AND COMMUNITIES</li> </ul>	GROUP EMPLOYEES	CUSTOMERS PARTNERS SUPPLIERS SHAREHOLDERS PUBLIC AUTHORITIES LOCAL COMMUNITIES
SDG12 SDG11 SDG13 SDG17	<b>CIRCULAR ECONOMY</b> Saving natural resources and reducing environmental impact at local level is achieved through new investments that require partnership and cooperation with all key stakeholders. <ul style="list-style-type: none"> <li>REDUCTION OF WASTE OF USEFUL MATERIALS</li> <li>REDUCTION OF THE ENVIRONMENTAL IMPACT ON LAND, WATER AND AIR</li> <li>REDUCTION OF CARBON DIOXIDE EMISSIONS</li> <li>NEW PRODUCTIVE INVESTMENTS</li> </ul>	GROUP EMPLOYEES	SUPPLIERS CUSTOMERS PARTNERS LOCAL COMMUNITIES PUBLIC AUTHORITIES NON-GOVERNMENTAL ORGANISATIONS
SDG12 SDG 4 SDG17	<b>ENVIRONMENTAL MANAGEMENT</b> Cooperating with stakeholders throughout the supply chain to mitigate the negative impact of all economic activity. <ul style="list-style-type: none"> <li>MANAGING IMPACT ON THE SUPPLY CHAIN</li> <li>REGULATORY COMPLIANCE - TAXONOMY</li> </ul>	GROUP EMPLOYEES	SUPPLIERS CUSTOMERS LOCAL COMMUNITIES PUBLIC AUTHORITIES



## INDICATORS FOR MEASURING IMPACT ON MATERIAL ISSUES

KEY INDICATORS	2021	SDGs 2030
<b>HEALTH AND SAFETY</b>		
APPLICATION OF ISO 45001 IN THE GROUP	100%	SDG 12
FATAL ACCIDENTS INVOLVING WORKERS	0	SDG 3.6
SERIOUS ACCIDENTS INVOLVING WORKERS	0	SDG 8.8
NUMBER OF INCIDENTS (MINOR ACCIDENTS)	8	SDG 12
FATAL ACCIDENTS INVOLVING WORKERS OF CONTRACTORS	0	SDG 3.6
HOURS OF TRAINING ON HEALTH AND SAFETY AT WORK	330	
<b>EMPLOYMENT</b>		
NUMBER OF EMPLOYEES (31/12/2021)	467	SDG 8
<b>EMPLOYMENT COMPOSITION (AGE)</b>		SDG 10.3
18 - 25	1,65%	
26 - 35	15,25%	
35 - 55	65,61%	
< 55	17,49%	
<b>EMPLOYMENT COMPOSITION (HIERARCHICAL LEVEL)</b>		SDG 8.5 SDG 8.6 SDG 8.8
MANAGEMENT - EXECUTIVES	8,4%	
ADMINISTRATIVE STAFF	77,8%	
TECHNICAL STAFF	13,8%	
TOTAL		
EXTERNAL PARTNERS (WITH PROCUREMENT CONTRACTS)	229	
<b>EMPLOYMENT COMPOSITION (GENDER)</b>		SDG 5.1 SDG 5.4 SDG 5.5
MEN	80,23%	
WOMEN	19,77%	

<b>WOMEN'S PARTICIPATION IN MANAGEMENT AND EMPLOYMENT</b>		
INTRAKAT GROUP BOARD OF DIRECTORS	25%	
MANAGEMENT - EXECUTIVES	30%	
<b>EDUCATION - TRAINING - SKILLS DEVELOPMENT</b>		SDG 4.3 SDG 4.4 SDG 4.5
TOTAL MAN-HOURS OF TRAINING	1.134	
EDUCATION - TRAINING COSTS	15.093€	
<b>NUMBER OF TRAINEES</b>	121	SDG 5.1 SDG 5.4 SDG 5.5
MEN	71,07%	
WOMEN	28,92%	
<b>DONATIONS - GRANTS TO LOCAL COMMUNITIES AND SOCIAL ACTION</b>	81.708€	SDG 4.3 SDG 4.4 SDG 17.17
<b>ENVIRONMENT</b>		
APPLICATION OF ISO 18001 IN THE GROUP	100%	SDG 12
HOURS OF TRAINING ON ENVIRONMENTAL PROTECTION	104 (Man-hours)	
NEW INVESTMENTS FOR ENERGY PRODUCTION FROM RER	120 million €	SDG 13 SDG 7
<b>CIRCULAR ECONOMY</b>		
INCOMING MATERIALS (TONNES)	53.294	SDG 12.4 SDG 13
MATERIAL RECOVERY (TONNES)	7.481	
RESIDUE (TONNES)	19.700	
ENERGY CONSUMPTION - DIRECT CO2 EMISSIONS	425,27 tonnes of CO2	SDG 13
<b>CORPORATE GOVERNANCE</b>		
INDEPENDENCE OF BOARD OF DIRECTORS' MEMBERS	3/9 (MEMBERS)	SDG 16
COMMITTEE RESPONSIBLE FOR SUSTAINABILITY	EXECUTIVE COMMITTEE	SDG 16
DIVERSITY AND INCLUSION	22%	SDG 5



INDEX OF DEFINITIONS

NOTES

TERM	DEFINITION	LINKS
GRI	International standard for reporting and disclosure of sustainability-related information	<a href="http://www.gri.org">www.gri.org</a>
SASB	International standard for reporting, correlation and disclosure of material issues for economic sustainability by economic activity	<a href="http://www.sasb.org">www.sasb.org</a>
SDGs2030	The global Sustainable Development Goals adopted by the UN in 2015 under the 2030 Agenda and voluntarily committed to by the EU and Greece among 193 countries around the world	<a href="http://www.sdgs2030.org">www.sdgs2030.org</a>
Circular Economy	The circular economy is a "green growth model" and an essential element of the new European and global economic model.	<a href="http://www.ypen.gr">www.ypen.gr</a>
Material Issues	Issues that may constitute either a significant risk or a significant opportunity for the viability of the company and/or its stakeholders	
Stakeholders	Groups of people and individuals who are influenced by, or can influence the operation and ability of the business to generate economic value.	
LEED; BREEM	Internationally recognized standards for the certification of buildings regarding the environmental footprint caused by the specific economic activity.	
UN Guiding Principles for Business and Human Rights	Guidelines by the United Nations (UN) for the protection of fundamental human rights in the workplace.	

