

Katradis Group ESG Report 2023



EST. 1936

GROUP OF COMPANIES

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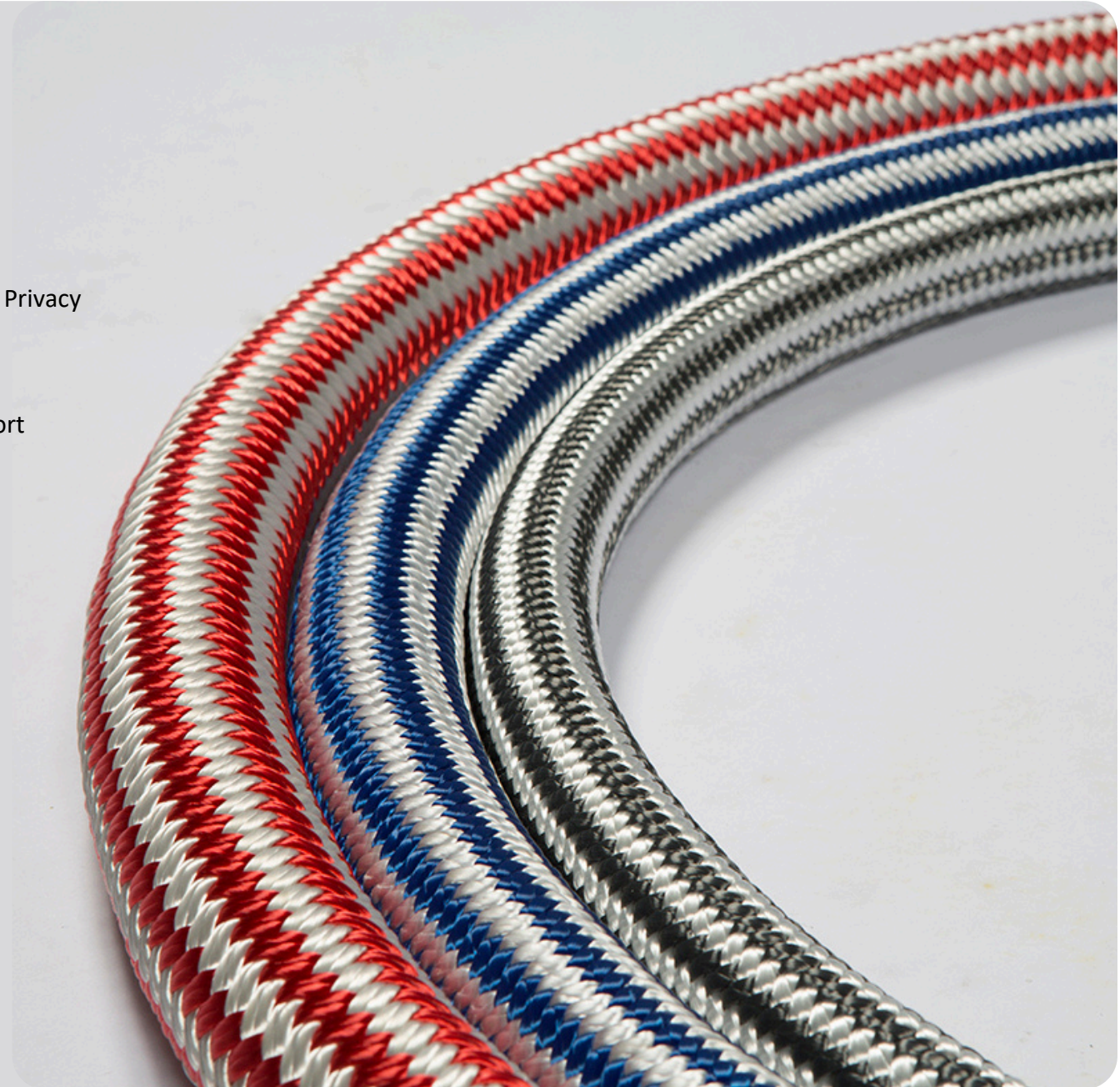
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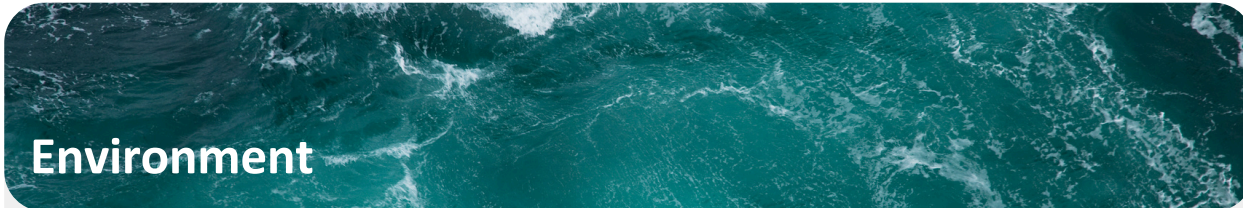
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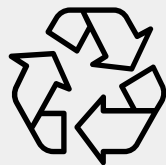
2023 At a Glance

Figures compared to FY22



Environment

100% of waste managed



11,1% decrease in plastic packaging

14,9%



decrease in overall emissions (Scope 1 & Scope 2)

89,9 %



decrease in two key hazardous waste categories (“coatings” and “mineral-based non-chlorinated engine, gear and lubricating oils”)

ISO 14064-1:2018

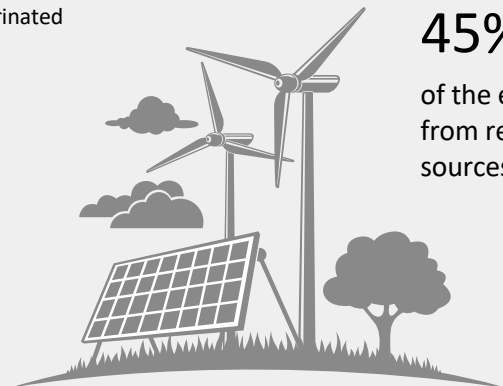
certification has been attained on Greenhouse Gases Management

45%

of the energy used derives from renewable energy sources

800 kW

successful installation of a photovoltaic system

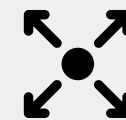


Economic Resilience

51,7 million € Value Generated



6,2% decrease in engine failures



47 million € Value Distributed

8,4% increase in Anodes total yearly production

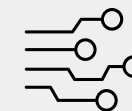
36,2% increase in Ropes total yearly production



Governance

€118K

Investments for Digital Transformation



Z Incidents of unethical, illegal, or in violation of professional standards behavior in the workplace

E Violations compliance obligations

81,5%

of employees trained on Information Security matters

R Security breaches

O Fines or penalties

2023 At a Glance

Figures compared to FY22

Social



25% increase in female employees

40% increase in female employees in technical positions

98,8 % increase in average training hours

38,5% increase in hire rate



Health check-ups carried out for office employees and factory workers



100% of our employees covered by OHS management system

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

ZERO fatal accidents
cases of work-related ill health
incidents of harassment or violation of human rights

70,6 % decrease in the rate of light accidents



Acquired the **ISO 45001:2018** certification (Katradis VEPL & Katradis A.V.E.E.)

35% increase in new customers for Katradis A.V.E.E.

10,7% increase in new customers for Katradis Group



21 % increase in **sale success** for Katradis A.V.E.E.



€36,4K for donations in 20 organizations



Message from the management

[GRI 2-22]

Dear Stakeholders of Katradis Group,

As we present our second Sustainability Report, I am delighted to share my thoughts on Sustainable Development which is the cornerstone of our strategy, guiding our business model and impacting the world around us. It offers us the opportunity to actively protect the environment, promote social justice, and foster the sustainable growth of the communities we work with.

Our greatest achievement has been integrating Sustainable Development principles into our core operations. This has enabled us to innovate, adapt, and respond to environmental and societal changes effectively. We are committed to continuing this journey and building on the progress we have made.

We acknowledge the challenges ahead. Modern entrepreneurship demands a holistic approach, and I am confident that our commitment to Sustainable Development will drive our innovation and growth.

Looking ahead, we will continue to enhance sustainability in our production processes, drive innovation for more efficient products, and invest further in renewable energy. We will also continue prioritizing human rights and improving working conditions for all employees.

Thank you for your continued support as we progress towards a sustainable and human-centered future.

Sincerely,
Constantinos Katradis
Vice President & CEO

Constantinos Katradis
Vice President & CEO



About this report

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

This report constitutes the 2nd Sustainability Report of Katradis Group. This year, we aim to provide clear insights to our stakeholders for the period from January 1, 2023 to December 31, 2023 about our continuing efforts and achievements in driving sustainable practices, fostering positive impacts within our communities and promoting transparency in our operations.

The terms 'Katradis Group of Companies,' 'Katradis Group', 'Katradis', or simply 'the 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. Performance results at top level are calculated by consolidating the individual data obtained from all five companies (sums of relevant indices). Separate audited financial statements for Katradis AVEE, Katradis VELP and Katradis UAE are filed on public record.

The report has been prepared in reference with the Global Reporting Initiative (GRI) Standards 2021 and aligns with the 17 United Nations' Sustainable Development Goals (SDGs). GRI, as an independent international organization, plays a crucial role in assisting businesses and organizations in acknowledging and addressing their impacts.

As in the previous year, the content of this report has been shaped by the most significant Sustainable Development issues for our Group. These issues were identified through a materiality analysis conducted in 2022, which involved examining our entire value chain and consulting with our stakeholders.

This process ensures that our sustainability efforts focus on addressing the most relevant and impactful sustainability topics that affect our operations and stakeholders.

During the reporting period, we have proceeded to organizational and strategic changes within the Group. Thus, restatements were made in some cases to ensure accuracy and consistency in our reporting, reflecting our commitment to transparent and reliable disclosure of sustainability performance. Any restatements (where they exist) are explained by in-text comments or footnotes in the corresponding sections.

The presentation and calculation of the data featured in this Report adhere to the definitions and methodologies outlined in the relevant GRI Standards. Katradis AVEE and VEPL maintain certifications in ISO 9001, ISO 14001, ISO 45001, ISO 14064, and ISO 27001, while Katradis Turkey, Singapore, UAE, USA have acquired the ISO 9001 certification. Katradis Group follows certified methodologies for the calculation of relevant indices.

This report has been 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 support of the fully independent company, E-ON Integration S.A. acting as advisors, assisting in assembling the information (quantitative and qualitative indicators with reference to GRI),

analyzing progress towards relevant KPI's and drafting the report.

For any feedback on this Report or any other Sustainable Development concern regarding Katradis Group, please contact our Sustainability Committee members. We appreciate your input.



About us

Figures as of 2023



4 Continents

16 Countries

73 Service points

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

87 years of experience since 1936

190 Employees

Development of a **Cadmium-free** zinc anode alloy

Expanded to **18.000** sqm production factory

10.046 Vessels purchase equipment from our network

Annual Productivity

> 2.800 t production of Ropes and Anodes

170 Products

Around **1.000 t** Wires processed

Katradis Group

[GRI 2-1]

A long and distinguished history

Katradis Group, a leading marine and offshore product manufacturer, has been in business since 1936. Our nearly 90 years of experience have made us a trusted supplier for major shipping companies globally. We possess technical expertise, consistent support, and high-quality products. Katradis consists of two main subsidiaries, KATRADIS MARINE ROPES INDUSTRY S.A. (hereafter Katradis A.V.E.E.) and KATRADIS VEPL S.A. (hereafter Katradis VEPL), and maintains a global presence with branches in China, Singapore, the United Arab Emirates, Turkey and the United States of America.

The headquarters of Katradis Group are located in Psaron 11 & Anapafseos str., 186 48, Piraeus, Greece. Our facilities also include the production factory of synthetic ropes and sacrificial anodes, along with two retail shops for yachting equipment ("CAVO YACHING"), located in Zea Piraeus and Marina Floisvos in Greece.

A new era of Expertise and Innovation

Over time, Katradis Group has gained significant expertise in designing and developing synthetic mooring ropes, our flagship products. Our new facilities in Schimatari, Greece, span 18.000 square meters and stand as one of Europe's most advanced in crafting high-quality ropes including double braided, Siri UHMWPE (Ultra High Molecular Weight Polyethylene), LCP (Liquid Crystal Polymer),

and more. In response to market needs, we also produce zinc and aluminum sacrificial anodes such as Hull anodes, Tank anodes, and Pit guard anodes in our specialized foundry.

At Katradis Group we prioritize environmental sustainability. Through collaboration with the National Technical University of Athens, we have developed a cadmium-free zinc anode alloy. Our R&D department ensured eco-friendly corrosion protection for vessels. This innovative cadmium-free alloy not only meets stringent environmental standards but also enhances performance. Additionally, we have developed Anti-Corrosion mooring systems, specific anodes with cables for the protection of the chains of the mooring line systems of marinas. In our pursuit of sustainable practices for rope recycling, we have engaged with various recycling organizations and businesses, both domestically and internationally.

Our commitment to growth and innovation is further demonstrated by our ongoing €6.000.000, three-year investment in expansion, set to be completed in 2024. We have established new facilities and acquired cutting-edge equipment to support our evolving operations. Throughout this endeavor, we actively engaged with local and international communities to address their needs and concerns. Our environmentally responsible construction practices have minimized our impact on nearby communities and natural habitats, reflecting our dedication to environmental stewardship.

Katradis Group remains dedicated to pioneering advanced and sustainable solutions, combining our extensive expertise with a steadfast commitment to environmental sustainability. *Read more about us in [Katradis Sustainability Report 2022](#).*

Worldwide Network and Service Points

Our global network of 70+ storage points supplies 10.000+ ships worldwide with Katradis products, including mooring ropes, wire ropes, anchors, chains, anodes, deck equipment, lashing gear, riggings, and yachting equipment, in major ports globally.

Our global stock points are strategically located to promptly meet the needs of our clients, providing them with all necessary supplies for their vessels, which is essential for the maritime and offshore industry.

Furthermore, Katradis Group maintains numerous service points worldwide in major ports. Since last year, **we have expanded our services by adding service points in Los Angeles (USA) and in Busan (South Korea)**, further enhancing our global reach and capability to serve our clients more effectively.

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

Service points around the world





Our mission and vision

Mission

Our mission remains to be a trusted and reliable manufacturer of high-quality marine equipment, serving the global marine, offshore, towing, yachting, and construction industries with superior products and exceptional customer service.

Vision

Building on nearly a century of experience in the marine industry, Katradis Company's vision for 2024 is to continue leading the future of maritime innovation and sustainability. As we approach our 100th anniversary, we remain steadfast in our commitment to excellence, innovation, and environmental stewardship.

Our focus this year is on enhancing sustainable practices, driving technological advancements, and fostering greater environmental responsibility. We are dedicated to navigating the future of maritime with integrity and resilience, staying true to our core principles while adapting to the dynamic needs of the maritime world.



Read more about our Mission, Vision and Values in [Katradis Sustainability Report 2022](#).

Our memberships, associations, exhibition participations and awards

[GRI 2-28]

Katradis Group is affiliated with esteemed organizations such as Eurocord, the Cordage Institute, H.I.M.T. (Hellenic Institute of Marine Technology), ETA (European Tugowner Association), OIPEEC (Organisation Internationale Pour L'Etude des Câbles), ISSA (International Ship Suppliers Association), Intercargo (International Association of Dry Cargo Shipowners), Helmepe (Hellenic Marine Environment Protection Association), and Elladika mas.

Associations

Logos of associations: ISSA (International Ship Suppliers & Services Association), H.I.M.T. (Hellenic Institute of Marine Technology), HELMEPA (Hellenic Marine Environment Protection Association), EUROCORD, and OIPEEC (Organisation Internationale Pour L'Etude des Câbles).

Additionally, we hold membership in SEV (Hellenic Federation of Enterprises), EPEP (Chamber of Commerce and Industry of Piraeus), PSEPE (Hellenic Association of Ship Suppliers & Exporters), SVSE (Association of Industries of Central Greece), and SEVK (Hellenic Association of Textile Industry).

Memberships

Logos of memberships: SEV (Hellenic Federation of Enterprises), SVSE (Association of Industries of Central Greece), Hellenic Ship Suppliers & Exporters Association, and Piraeus Chamber of Commerce & Industry.

Our dedication has earned Katradis Group an honorary distinction from the Port Captain's Club for our practices and recognition from the National Merchant Marine Academy of Hydra for our continuous support. These honors reflect our commitment to ethical and sustainable practices, which we aim to leverage as stepping stones for further impactful initiatives.

Honored by

Logos of honors: Port Captain's Club and National Merchant Marine Academy of Hydra.

At Katradis, we collaborate with renowned institutions and universities such as Chemnitz University of Technology, University of Stuttgart, and the National Technical University on various projects. This strategic partnership with esteemed academic and research organizations enhances our capabilities and enables us to engage in innovative projects at the forefront of technology and innovation.

Collaborations

Logos of collaborations: National Technical University of Athens, Chemnitz University of Technology, and University of Stuttgart.

Katradis Group actively participates in industry exhibitions like Posidonia and SMM, demonstrating our leadership and commitment to the maritime sector.



Katradis exhibiting at Gastech 2023. [Read more here.](#)



Katradis participation at Sea Asia 2023. [Read more here.](#)



Katradis participation at Europort 2023. [Read more here.](#)

Our Activities and Value Chain

[GRI 2-6]

Katradis Group maintains its strong reputation in the global maritime industry through solid exporting initiatives. As a leading manufacturer of marine ropes and equipment, we continue to expand our international presence by diversifying our product range and adhering to stringent global standards.

In 2023, Katradis Group expanded into new markets, solidifying our global footprint and strengthening relationships with international clients by opening new customer service points in the USA (Los Angeles) and South Korea (Busan).

Our commitment to quality and innovation remains unwavering, supported by rigorous quality control processes and acquiring ISO certifications that ensure the reliability and safety of our products. Specifically, this year we acquired certifications for ISO 45001, ISO 27001 and ISO 14064-1, for Katradis VEPL and Katradis A.V.E.E.

At the end of 2023, we submitted our application and subsequently won the Gold & Platinum Green Brand Award 2024 for the "MARINE GREEN PRODUCT-IMPROVED 24 RSB REDUCED SNAP BACK". This rope enhances crew protection, ensuring their safety while they work.

Global Supply Chain and Exports

Our efficient global distribution network enables prompt delivery to international customers, leveraging strong logistics capabilities and regional market insights.



Katradis Group's focus on quality, innovation and sustainability continues to drive our success in global exporting, positioning us as a trusted partner in the maritime industry.

Looking forward, we are dedicated to advancing sustainable practices in our export operations and promoting environmentally responsible shipping practices.

Products Manufacturing and Trading

Katradis Group continues to excel in manufacturing and supplying a diverse array of marine products that meet the evolving needs of the maritime industry. As part of our commitment to excellence, Katradis Group adheres to strict OCIMF Regulations and Recommendations for the production and supply of mooring ropes. The longevity and durability of our ropes contribute significantly to reducing the operational costs of our clients' fleets.

We prioritize exceptional after-sales technical support, including inspection and testing of towing, lifting, and mooring equipment, underscoring our commitment to delivering high-quality, safe and reliable solutions and support across the marine industry.

KATRADIS VEPL S.A.

A leading service provider in the maritime sector, offering fabrication and assembly solutions for steel wire ropes, CE lifting slings, port equipment & infrastructure, and deck equipment.

Trading Network

- Steel wire ropes and slings
- Vessel deck equipment
- Maritime Accessories
- Lashing equipment
- Riggings
- Chains
- Port infrastructure
- Safety Equipment

KATRADIS MARINE ROPES INDUSTRY S.A.

Specializes in designing, manufacturing, and selling synthetic ropes and sacrificial anodes tailored for ships, and offshore platforms, towing & fishing industries

Trading Network

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

The main four companies abroad, China, Singapore, the United Arab Emirates and the United States of America, focus on sales of marine and offshore synthetic & steel wire ropes, studlink chains & anchors, deck & port equipment, marine fenders, anodes and related marine and offshore products.

For more information about our products, please refer to [Katradis Group Sustainability Report 2022](#).

How we create value

[GRI 2-6, 201-1]

Achievements



51,7 million €
Economic Value generated

24 million €
Sales abroad



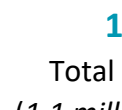
5 million €
Spending in personnel wages
and benefits
(10% of the Value generated)

€36,4 K

Community Investments
and Philanthropy



1,45 million €
Investment in New Facilities
and Equipment
(6 million € Total amount of investments)



1,5 million €
Total taxes contributed
(1,1 million € paid in Greece)



Integrated Business Operations at Katradis Group

Katradis Group's business success relies on interconnected processes, from sourcing raw materials to delivering finished products. Our value and supply chain integrates sustainability to drive long-term value and responsible practices.

Our core operations encompass a comprehensive array of activities designed to ensure the seamless functioning and growth of our organization. Manufacturing is central to our operations aimed at producing the desired volumes of ropes, wire ropes and anodes, with high productivity and quality. Financial management ensures robust financial health through careful budgeting, investment, and risk management strategies. Central to our strategy are also market research, which provides essential consumer and market insights, and technology development, driving innovation and efficiency. In parallel, human resources are crucial for attracting and retaining skilled talent, while logistics ensure timely and cost-effective product delivery.

Upstream, we aim to uphold the core principles of sustainability across the entire supply chain, promoting practices that align with environmental, social, and economic responsibility.

Finally, downstream, we ensure client-centric distribution, strong after-sales support, and continuous market adaptation. Activities include logistics, client relations, community engagement, and recycling.

Direct economic value generated and distributed

[GRI 201-1]

Economic Value Generated and Distributed by Katradis Group, in €. *	% of EVG		
	2022	2023	
Economic Value Generated (EVG)⁽¹⁾	42.195.998	51.715.711	
Economic Value Distributed			
Operating Costs ⁽²⁾	32.439.440	39.461.814	76%
Employee Wages and Benefits ⁽³⁾	4.192.407	5.095.474	10%
Payments to providers of capital ⁽⁴⁾	467.554	855.470	2%
Payments to government ⁽⁵⁾	1.256.991	1.608.101	3%
Total Value Distributed	38.356.392	47.020.859	91%
Total Value Retained	3.839.606	4.694.852	

(1) The amounts shown in the table are derived from the separate financial statements for the fiscal years 2022 and 2023 of Katradis Group. In addition, the amounts have been calculated in accordance with the requirements of GRI 201-1 disclosure.

(2) Excludes payroll costs.

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

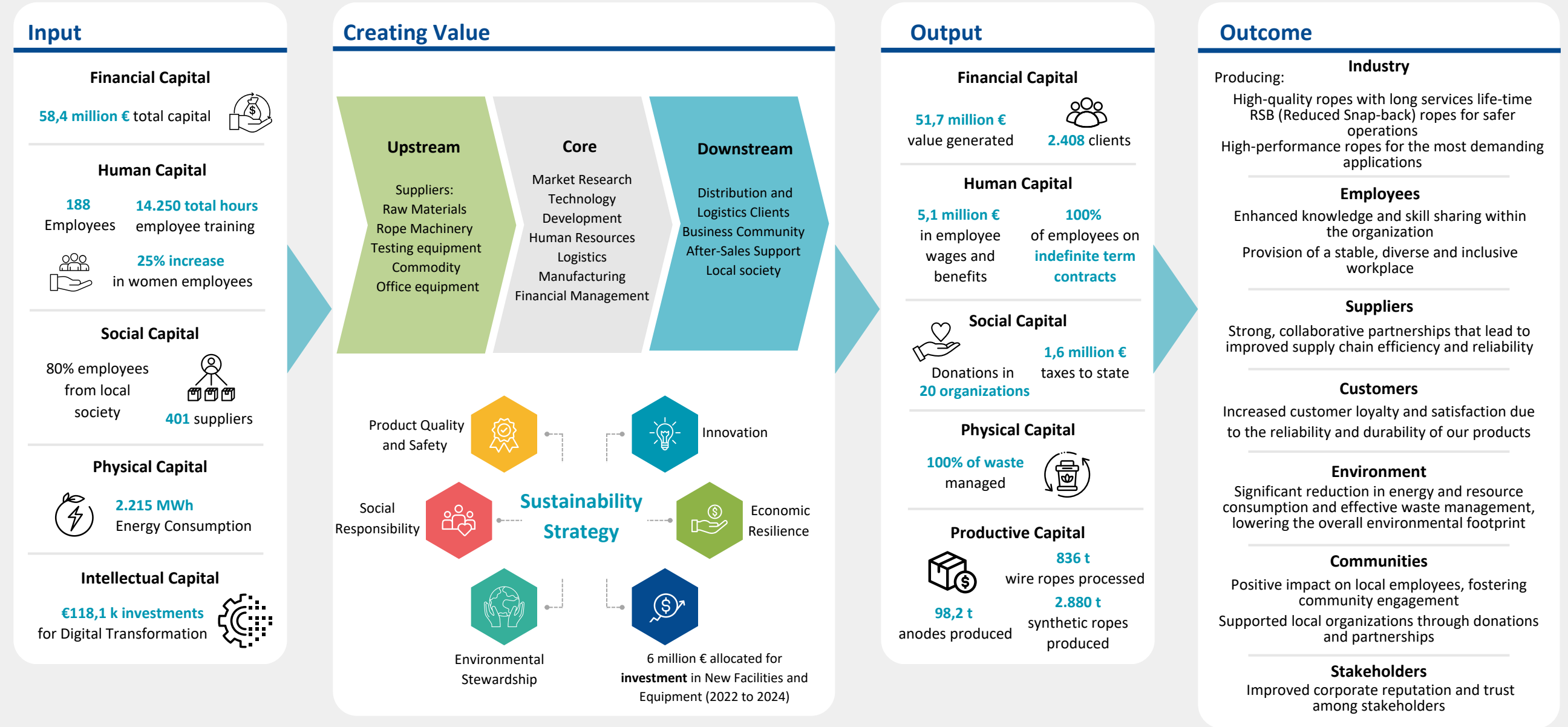
(4) Includes interest on all forms of debt and borrowing (short and long term).

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

*The data presented in the table for 2022 are measured for Katradis VELP and Katradis AVEE while the data for 2023 are measured for the entire group..

How we create value

Figures of 2023



Our Strategy, Policies and Practices

[GRI 2-23, 2-24]

Sustainability Strategy

At Katradis Group, sustainable development is integral to our business model and our impact on the world. Sustainability is not merely a responsibility but a chance to contribute positively to environmental protection, social justice, and the sustainable growth of the communities we engage with.

Our sustainability strategy integrates the principles of sustainable development into the core of our operations, enhancing our capability to innovate, adapt, and respond to environmental changes.

Recognizing the multifaceted demands of modern entrepreneurship, we are confident that our commitment to sustainable development will continue to drive our innovation and growth. Over the next few years, at Katradis Group, we will continue prioritizing the sustainability of our production processes, fostering innovation for more efficient products, and investing in renewable energy sources.



Our Sustainability Priorities

Environment

Pillar: Environmental Stewardship

- Business Objectives**
- Carbon Footprint Reduction
 - Protection of Marine Environment and Cleanup

Pillar: Social Responsibility

- Business Objectives:**
- Employee Training and Expertise
 - Engagement with Stakeholders

Social



Pillar: Product Quality and Safety

- Business Objectives**
- Safety and Quality Assurance
 - Customer Feedback Loop

Governance

Pillar: Economic Resilience

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

Pillar: Innovation

- Business Objectives**
- Cost-Effective Manufacturing
 - Digital Integration

Our Business Objectives

Katradis Group's business objectives serve as a strategic roadmap, guiding planning and decision-making to achieve long-term success. By focusing efforts and allocating resources effectively, we periodically review and adjust our objectives to stay aligned with evolving needs.

Our comprehensive objectives emphasize environmental stewardship, social responsibility, product quality and safety, innovation and economic resilience, aligning with the UN Sustainable Development Goals (SDGs).

Through these strategic goals and priorities, we aim to drive positive outcomes for our organization, employees, customers, and communities.

Environmental Stewardship

- Implement eco-friendly manufacturing processes and materials to reduce the environmental impact of ropes and sacrificial anodes production, aligning with our sustainability goals.
- Focus on the protection of the marine environment and cleanup through strategic partnerships with other organizations.

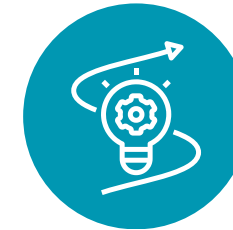


Social Responsibility

- Continuously train and upskill employees to maintain expertise in rope manufacturing processes and deliver exceptional customer support.
- Engage with the local community and stakeholders to address their needs and contribute effectively.

Product Quality and Safety

- Implement rigorous quality control and safety measures throughout the manufacturing process to ensure that our ropes meet or exceed industry standards.
- Utilize client and stakeholder feedback to continually improve our products and services, with the goal of enhancing our customer-centric approach and foster greater satisfaction and loyalty.



Innovation

- Optimize manufacturing processes to reduce costs while maintaining high-quality standards, ensuring competitive pricing and profitability.
- Enhance digital integration across operations to boost efficiency and maintain a competitive edge.

Economic Resilience

- Enhance leadership in our sector through ISO certifications and proactive initiatives.
- Diversify products, expand globally, and build a resilient supply chain to ensure continuous production.
- Conduct ongoing market research and competitive analysis to stay ahead with innovative solutions.



Read more details about our Business Objectives in our 2022 Sustainability Report [here](#).

Our Policies and Practices

[GRI 2-24]

Katradis Group prioritizes sustainability through clear policies on responsible sourcing, reducing emissions, and promoting diversity. We track progress with measurable goals and revise policies based on stakeholder input and best practices. Our aim is to get all employees on board with these policies, believing that engaged staff leads to a more sustainable future and happier customers.

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

- 1 Guidance from Senior Management
- 2 Education and Awareness
- 3 Internal Controls and Compliance Assessment
- 4 Communication and Information
- 5 Sanctions and Handling Violations
- 6 Monitoring and Review

For more information about our Policies and Practices, please refer to [Katradis Group Sustainability Report 2022](#).

Policies in place:

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

Mechanisms for seeking advice and raising concerns

[GRI 2-26]

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

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

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



Stakeholders and Material ESG Issues

Process to determine material topics

[GRI 3-1]

In 2022, we conducted a comprehensive materiality analysis. This analysis identified the most significant topics and issues relevant to our business and stakeholders.

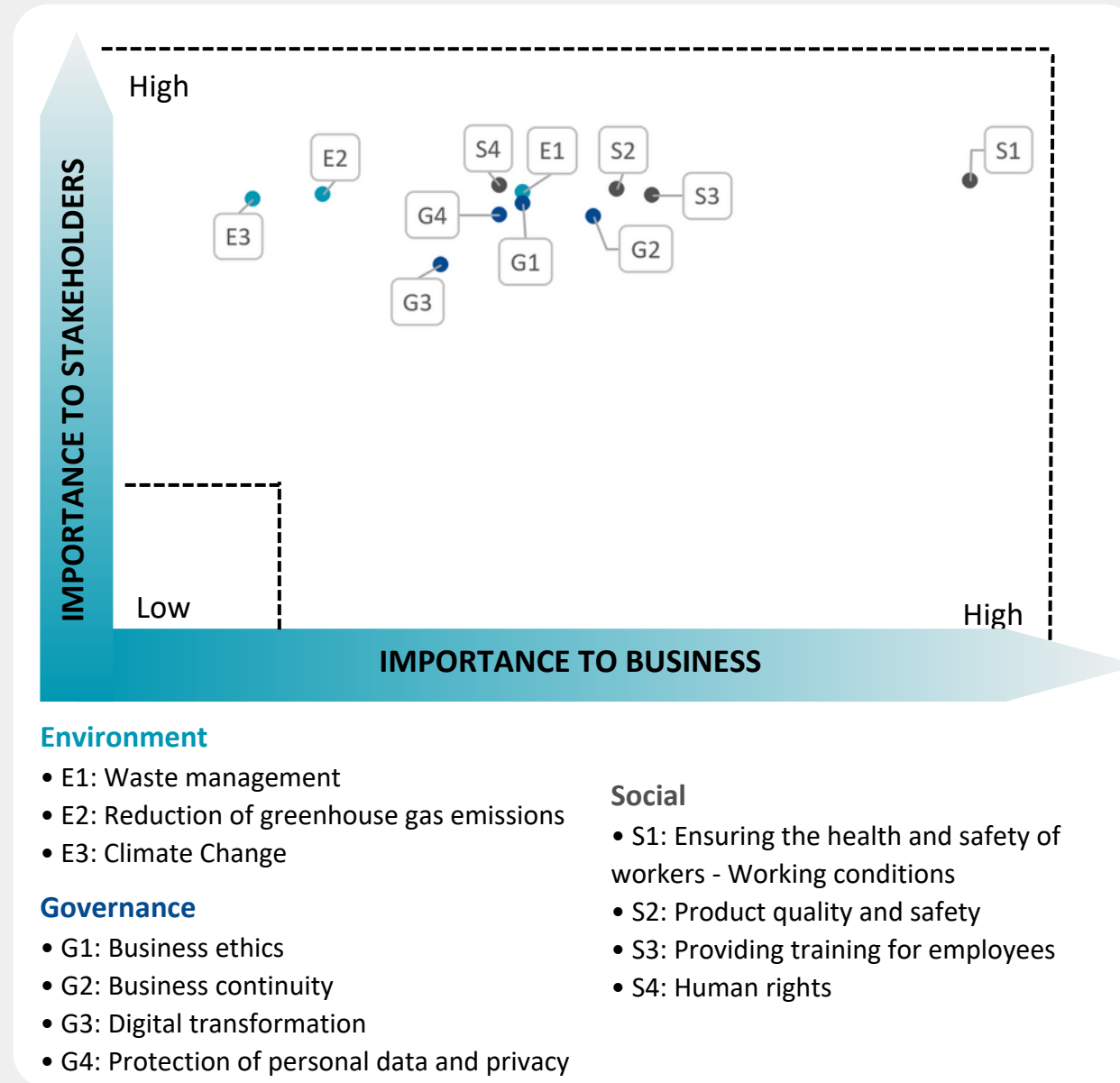
For the detailed process for the determination of material topics and the identification of stakeholders please refer to [Katradis Sustainability Report 2022](#).

Katradis Group Material ESG topics

[GRI 3-2]

Building on this foundation, the content of this year's report is largely driven by these material topics, ensuring that we focus on what matters most to our stakeholders and prioritize areas where we can have the greatest positive impact.

The following matrix illustrates the 10 topics of highest concern for our stakeholders within and outside of our organization (internal and external).



Stakeholder types and Engagement processes

[GRI 2-29]

Katradis Group has pinpointed the stakeholders connected to its Value Chain, recognized their pertinent needs and expectations, and determined which of these should be met as compliance obligations.

Stakeholder engagement and consultation stands as a vital channel within Katradis Group, fostering essential communication and interaction with a diverse array of entities wielding both direct and indirect influence.



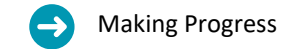
Read more about Stakeholder engagement processes, and initiatives in [Katradis Sustainability Report 2022](#).

Our ESG progress in 2023

In this report, Katradis Group presents the progress in ESG initiatives compared to last year. Our commitment to sustainability has driven positive outcomes across key ESG topics, including environmental stewardship, social responsibility, and ethical governance.

Through targeted efforts and strategic investments and decisions, we have achieved measurable improvements in areas such as the carbon footprint (Scope 1 fugitive emissions category), employee training and employee inclusivity.















Our progress underscores our dedication to advancing sustainability principles and creating long-term value for our stakeholders and the entire environment we operate in.



Making Progress








Achieved

Goal	2023 Performance	Status	Related SDGs
Environmental Stewardship			
Increase the Share of Renewable Energy Usage in our Operations	47,4% increase	✓	  
Reduce our overall (direct and indirect) emissions	14,9% reduction	→	  
Produce less than 3% scrap ropes	2,8% scrap ropes	✓	
Produce less than 0,09% scrap wire ropes	0% scrap wire ropes	✓	
Enhance Greenhouse Gas Management	ISO 14064-1:2018 Certification	✓	
Employee Wellbeing			
Minimize light- and near-miss accidents	0 near-miss accidents 0 fatal accidents 70,6% decrease in light injuries	✓	  
Achieve light injury rate less than 1	0,022	✓	
Achieve 0 near-miss accident rate	0	✓	
Increase hire rate and employee retention	38,5% increase in hire rate	→	  
Increase workforce gender diversity	25% increase in female employees	✓	
Increase employee training and upskilling initiatives	98,8% increase in average training hours	→	 
Enhance Employee Well-being	Company-Sponsored private insurance plan for all our employees	✓	

Our ESG progress in 2023

→ Making Progress


✓ Achieved

Goal	2023 Performance	Status	Related SDGs
Economic Growth and Business Resilience			
Achieve 2.000t total annual production of anodes and ropes	2.977t	✓	
Achieve a Significant Boost in Sales Performance	35% increase in sales success 46% increase in new customers 891 new customers	✓	 
Limit to 8 customer complaints/claims	10 complaints overall	→	 
Ensure uninterrupted operations	6,2% decrease in engine downtime	→	
Minimize Operational failures and security incidents	0 operational failures 0 security incidents	✓	
Attain a Quality System Certification for Enhanced Quality Management for Katradis Turkey, Singapore, USA, UAE	ISO 9001:2015 Certification	✓	
Implement digital transformation initiatives	€118,1k invested	✓	
Reduce the risk of breaches and unauthorized access	0 breaches of information security 0 complaints about customer privacy breaches and data losses	✓	
Zero tolerance for corruption in all business dealings	0 violations of professional standards or unethical behavior	✓	
Enhance market presence worldwide	Expansion of our stock points with new suppliers	→	
Attain certification for Advanced Information Security Management	ISO 27001:2022 certification	✓	



Our Targets for 2024

In addition to our business objectives, at Katradis Group setting clear and measurable goals for each material topic helps us track our performance in key areas of our Sustainability Strategy and drive positive impact, meaningful progress and accountability across our organization and operations. This report outlines our commitment to sustainability as we work towards achieving these targets and contributing to a more sustainable future.


Environment 


Produce less than **0,75%** of Scrap wire ropes

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

Increase the share of **renewable energy**

Reduce overall **Scope 1 emissions**



Economic Resilience 


> 900 New customers


<10 Complaints/claims from customers

94% Index of customer satisfaction percentage

40% Average customer loyalty for Katradis VELP and Katradis AVEE

Minimize operational failures and security incidents



Business Growth 

>3.000 t total annual production of anodes and ropes


Implement **digital transformation** initiatives

Zero tolerance for corruption in all business dealings

Reduce the risk of breaches and unauthorized access

Enhance **market presence** worldwide

Implement **ongoing training** to protect assets and effectively mitigate potential threats



Social Responsibility 

0 severe accidents

Decrease **turnover rate**

Commitment to cultivate a **diverse and dynamic** workforce

Minimize light- and near-miss accidents

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

Provide **training and development opportunities**

Further maintain **gender diversity**




ENVIRONMENT



Management Approach

Resource Management

Material Topic: Waste Management

Material Topic: Reduction of Greenhouse Gas Emissions and
Climate Change

Environment: Progress in 2023

Goals

Produce less than 3% scrap ropes and less than 0,09% scrap wire ropes (2022)

Progress

2,8%

Scrap Ropes

0,0%

Scrap Wire Ropes

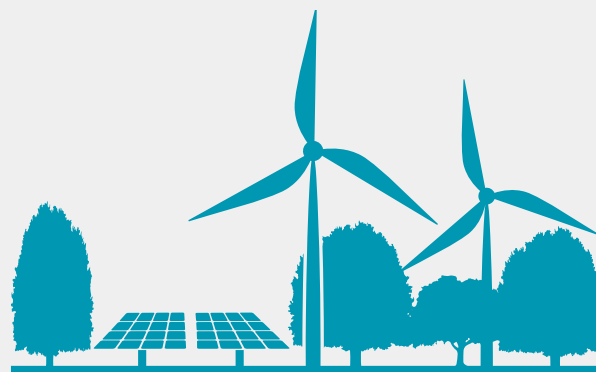
Actions

45% renewable energy

Through partnerships with selected energy providers

800kW

photovoltaic system installation to be used in 2024



Achievements

2,8%

decrease in energy consumption per kilogram of production compared to 2021

14,9%

reduction in our overall (direct and indirect) emissions from 2022 to 2023

ISO 14064-1:2018

certification has been attained

47,4%

increase in the percentage of energy derived from renewable sources

Our primary Environmental Goals are summarized as follows:

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

Management Approach

[GRI 3,3]

At Katradis Group, we are dedicated to environmental stewardship and sustainability, aiming to minimize our ecological footprint. We acknowledge our duty to contribute to the preservation of the natural environment in which we function and endeavor to reduce our ecological impact.

In our latest sustainability report, we outlined the Group's Environmental Management System, which adheres to ISO 14001:2015 and ISO 14064-1:2018 standards (Katradis AVEE & Katradis VEPL). This system addresses the specific aspects of our production operations aimed at minimizing our environmental footprint and contributing to climate change mitigation. Moreover, our *Environmental Policy* underscores the Group's commitment to sustainable practices, compliance with environmental laws and regulations, and continuous improvement of our environmental performance.

These commitments build on our previous efforts as documented in the 2022 Sustainability report, showcasing our ongoing commitment to responsible environmental management.

New suppliers that were screened using environmental criteria

[GRI 308-1]

In line with our approach for addressing contemporary environmental challenges, we continue to prioritize partnerships with companies that align with our Environmental Policy and demonstrate a strong commitment to responsible business practices. Consequently, most of our partners hold environmental certifications and adhere to relevant environmental regulations.

The Group is making further progress in sustainable practices aimed at both protecting and enhancing our environment.



CADMIUM FREE



Our research and development efforts focus on studying and continuously creating new alternative compositions for cadmium-free anodes. Our efforts ensure that our business growth aligns harmoniously with our environmental responsibilities. In addition, we have developed a dedicated for the marinas and the boats, anti-corrosion system, with low environmental impact.

Furthermore our R&D department is continuously conducting research on reduced snap-back ropes, which are specifically designed to enhance crew safety. These ropes not only prioritize the highest standards of quality and durability, but also significantly minimize the risk of injury on board, ensuring a safer working environment for the crew. By focusing on innovation and safety, we aim to contribute to the social responsibility of improving the well-being and protection of maritime professionals.

Resource Management

[GRI 301-1]

At Katradis Group, we remain committed to efficient and responsible use of raw materials in our operations to reduce waste and minimize our environmental footprint.

In 2023, we strategically transferred the utilization and supply of wire ropes and their components from Katradis VEPL to Katradis A.V.E.E. This transition was implemented to optimize our operations, enhance business efficiency, and leverage the specialized expertise within Katradis A.V.E.E. While the fabrication of wire ropes continues at Katradis VEPL, the transfer has streamlined our processes without disrupting production or compromising the quality of our products. This strategic move ensures that we maintain our high standards and continue to meet the needs of our customers effectively.

Katradis Group utilized around 2.731 tons of raw materials in 2023, including metals and plastics, for the production of synthetic mooring ropes, anodes and various other products. Additionally, the Group's operations consumed another 323,8 tons of semi-manufactured goods or components, separate from raw materials, as part of the final product.

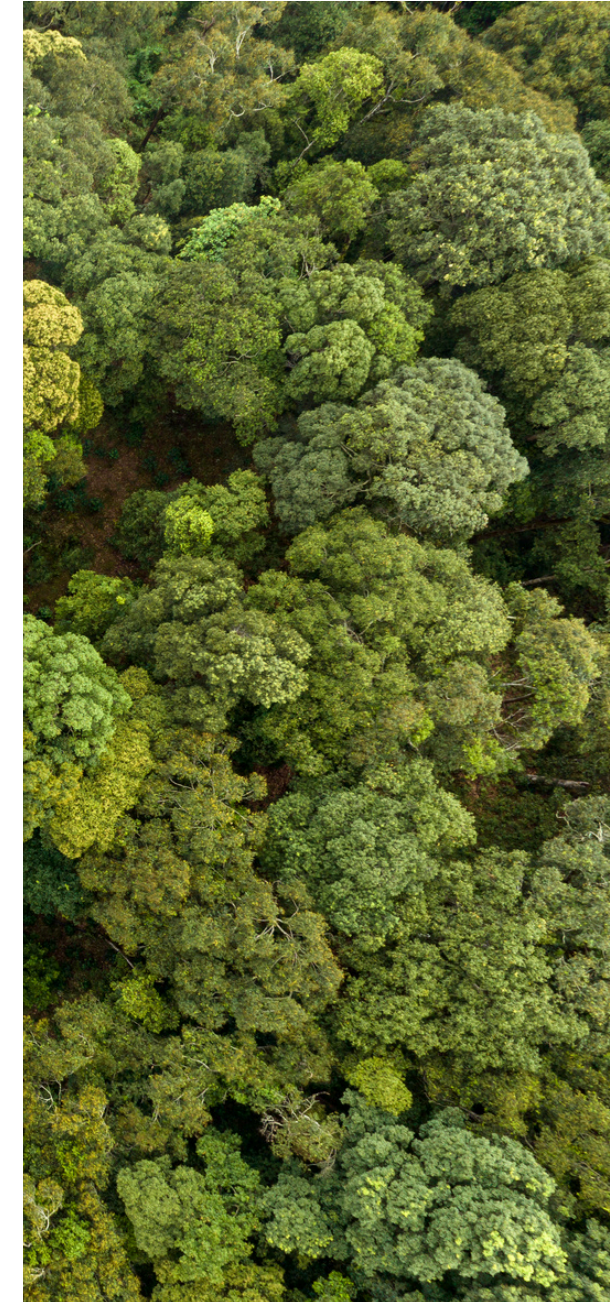
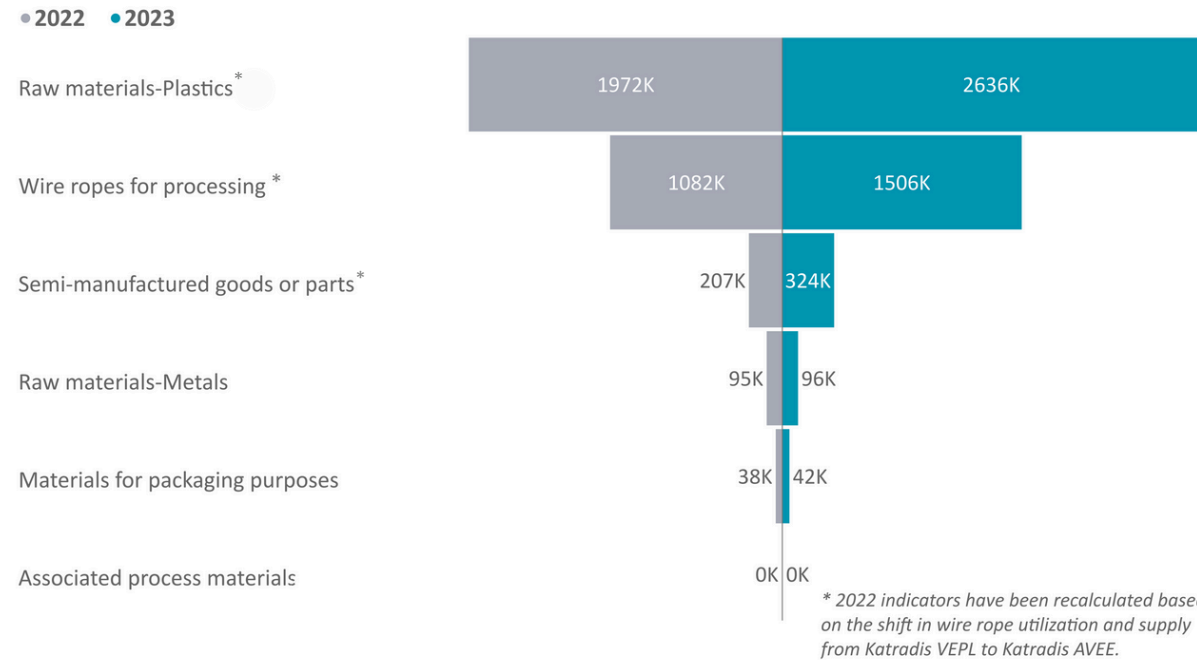
In 2023, we experienced a significant increase in the production of ropes, wire ropes, and anodes by 6,4% compared to 2022. Consequently, there was a 35,6% rise in materials usage.

This surge in materials usage is directly linked to heightened production levels, driven by evolving industry demands and our company's commitment to innovation and quality.

While we acknowledge the increase in materials usage, we remain committed to sustainability by selecting efficient and recyclable options for our operations. Our approach prioritizes selecting materials that can be reused or recycled at the end of their lifecycle whenever possible. Specifically, all our source materials are recyclable and most of the packaging materials we use, such as shrink film, stretch film, pallets and cardboard, are also recyclable.

Additionally, our products, such as the wire ropes, can also be easily recycled. This ensures that our increased production aligns with our dedication to environmental responsibility.

Materials used for Katradis Group (in tons)



Material Topic: Waste Management

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

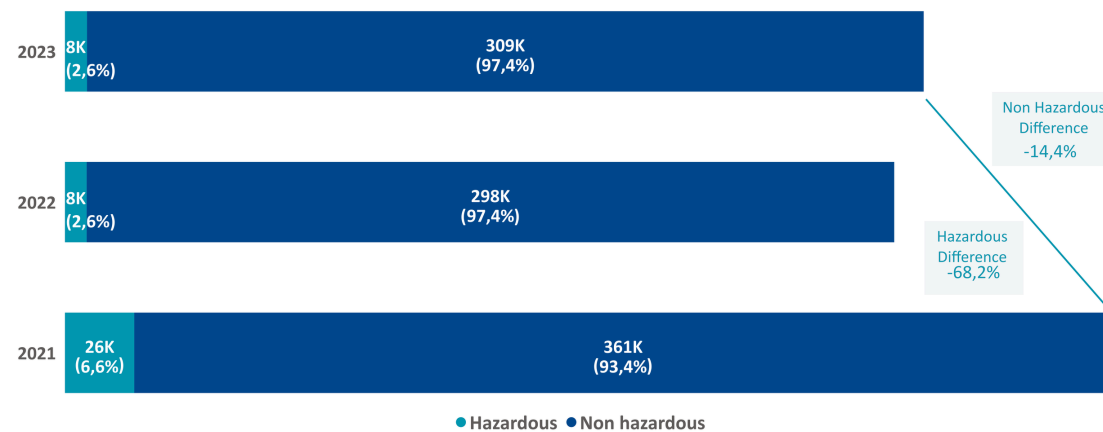
Management Approach

At Katradis Group, effective waste management is a key focus of our sustainability initiatives. We prioritize minimizing waste generation through resource efficiency measures and robust waste management practices aimed at promoting recycling and reducing landfill disposal. We continue to maintain a near "zero waste" policy, as outlined in our previous sustainability report, by ensuring that all production waste is collected and appropriately managed. As such, all waste generated in our operations (100%), including synthetic fibers and packaging materials, is being collected and managed responsibly.



Waste Generated in Katradis Group (in kilos)

(FY21-FY23)

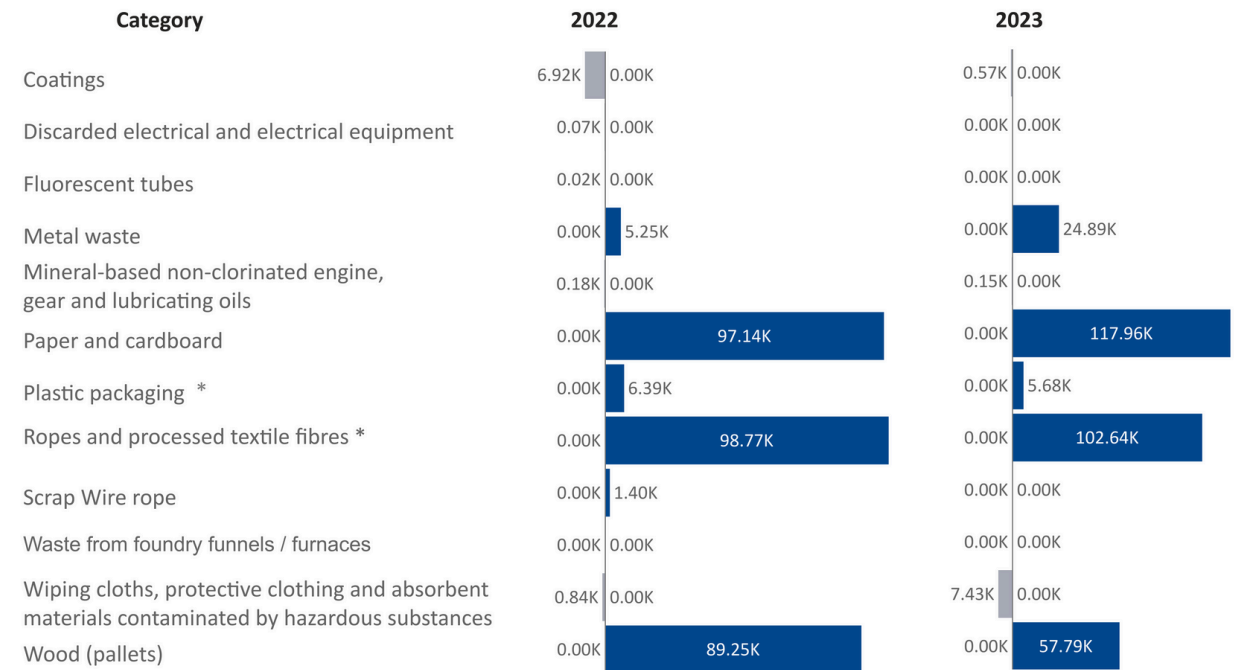


In both 2022 and 2023, the majority of waste generated during our operations was non-hazardous, accounting for approximately 97% of the total waste generated. Over these two years, we achieved a significant reduction in both hazardous and non-hazardous waste compared to 2021, with a decrease of 68,2% and 14,4% respectively. In addition, the growth we experienced in our production during 2023 led to higher consumption of raw and processed materials and as a consequence contributed to an increase in overall waste generation.

Most hazardous waste categories experienced reductions. Additionally, we achieved a significant milestone by eliminating waste from "Discarded electrical and electronic equipment" and "Fluorescent tubes" during this period. Regarding the non-hazardous waste, although we observed a modest increase of 3,6% compared to 2022, we also made notable steps in reducing waste in specific categories such as "Plastic packaging" and "Wood (pallets)". Most impressively, we achieved zero waste from wire ropes, demonstrating our commitment to sustainable practices.

At Katradis Group, waste management is entrusted to an external company that manages the allocation and disposal of various waste types offsite. By partnering with this external service provider, we ensure responsible waste management that aligns with our sustainability goals and reduces our environmental footprint. Finally, we are aligned with the Digital Waste Registry Law. 4042/2012 classifies all waste-related activities as recovery (R1-13) or disposal (D1-15).

Waste Generation by Type and Category for Katradis Group (in kilos)



● Hazardous
● Non hazardous

** 2022 indicators have been recalculated based on the shift in wire rope utilization and supply from Katradis VEPL to Katradis AVEE.*

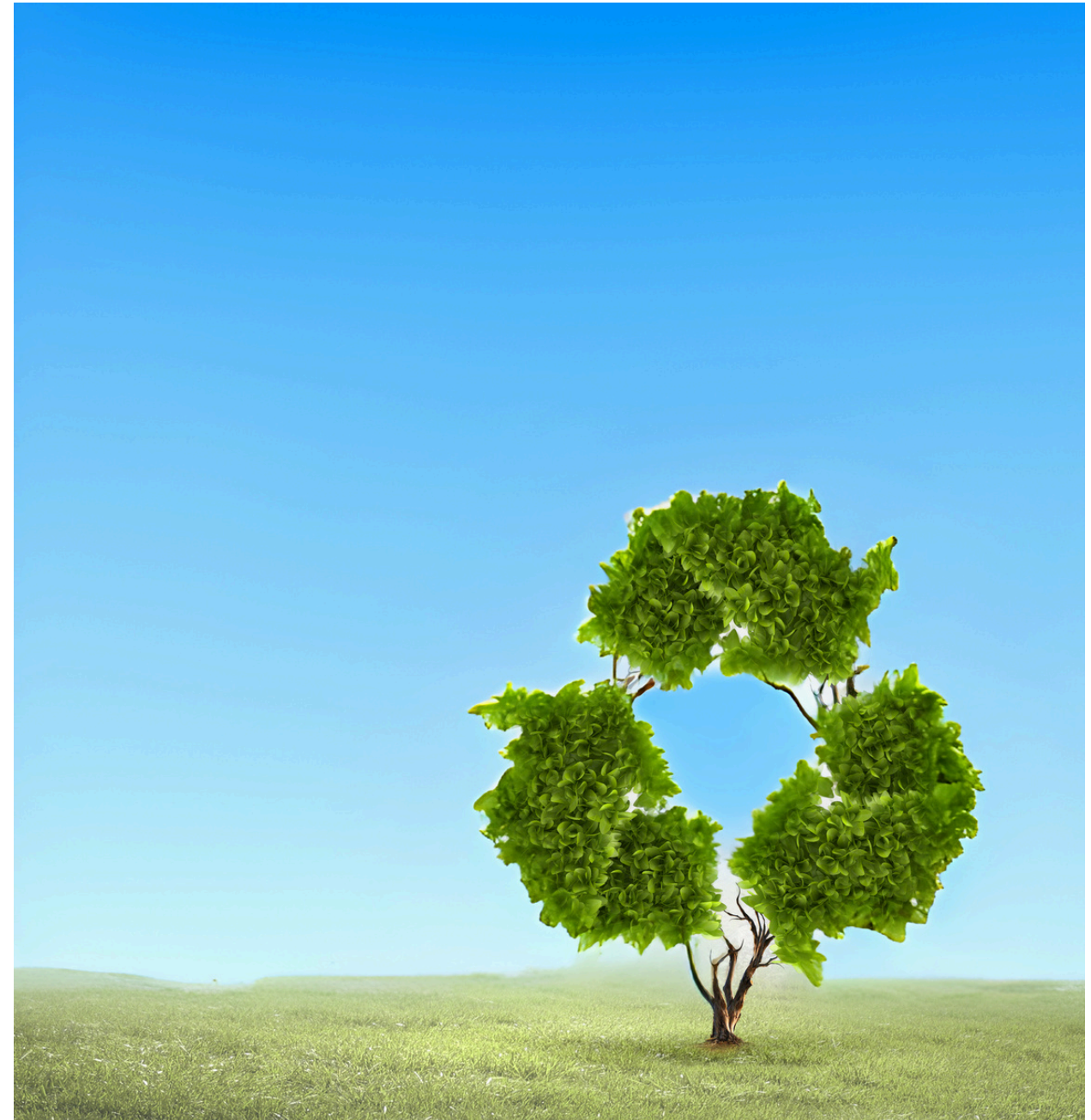
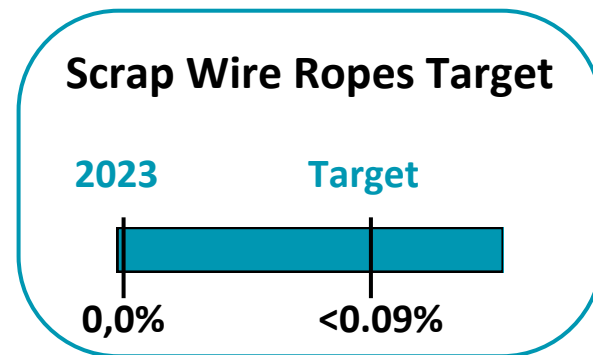
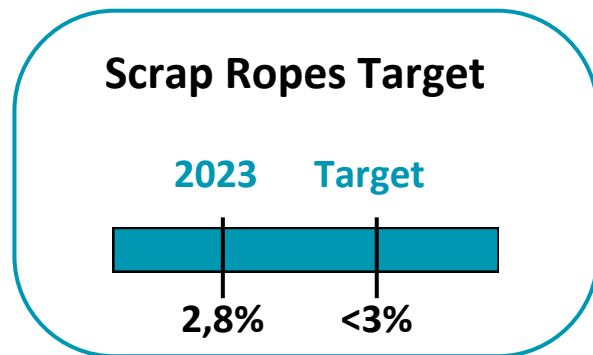
As we progress, we aim to enhance our production efficiency and minimize waste generation. We are committed to adopting new technologies and practices to reduce waste output and improve recycling processes.

Our employees play a crucial role in improving our environmental performance. Through training and awareness programs, we enable our staff to actively contribute to waste reduction initiatives and embrace sustainable practices in their daily tasks. This dedication to sustainability aligns with our goal of minimizing our environmental footprint while maintaining high-quality production standards.

To evaluate our performance in waste generation and management, we monitor specific indicators.

Our goal for 2023 was to produce less than 3% scrap ropes and less than 0,09% scrap wire ropes. We successfully met these targets, and our objective for 2024 is to maintain scrap at the minimum possible level.

We remain engaged to minimizing plastic usage and waste. Katradis Group is still part of the “In the Loop” network, an initiative focused on designing and producing products with less plastic while maintaining quality, ultimately reducing greenhouse gas emissions at every stage of a product's life cycle.



Material Topic: Reduction of Greenhouse Gas Emissions and Climate Change

Related SDGs

Energy Use

[GRI 3-3, 302-1, 302-4]

Commitment to Responsible Energy Management

Katradis Group continues to prioritize responsible energy management as a cornerstone of its sustainability efforts. Our facilities rely primarily on purchased electricity from a diverse mix of both renewable and non-renewable energy sources. One of our primary energy management initiatives involves selecting providers that predominantly use renewable energy sources such as hydroelectric, wind and solar power. This strategic decision enables Katradis Group to derive about 45% of its energy from renewable sources⁽¹⁾, aligning with our sustainability objectives and demonstrating our dedication to responsible energy consumption.

Our partnerships with energy providers that offer substantial renewable energy options enable us to greatly reduce our reliance on fossil fuels, cut down on greenhouse gas emissions, and promote cleaner energy use. This commitment supports the global transition to a low-carbon economy and contributes to global climate change mitigation efforts. As a result of this strategy, we increased the percentage of energy derived from renewable sources by 47,4% compared to 2022. This significant step advances our goal of transitioning our facilities to sustainable energy.

Finally, our factory is designed with a strong focus on environmental sustainability, featuring skylights that contribute to natural lighting throughout the facility. This design not only reduces our reliance on artificial lighting but also plays a key role in energy conservation. By harnessing natural light, we actively reduce our energy consumption, aligning with our commitment to eco-friendly manufacturing practices and minimizing our environmental footprint.

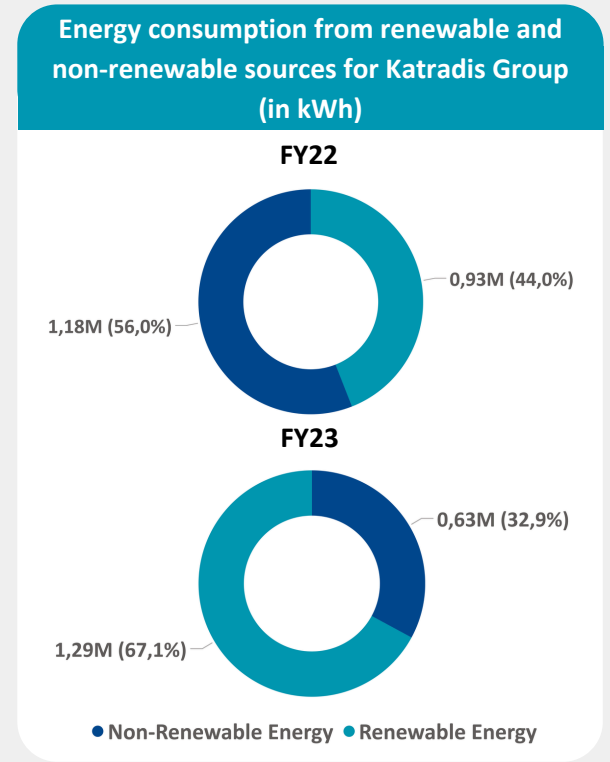
Strategic Renewable Energy Initiatives

To further underscore our commitment to renewable energy, we have installed an 800kW photovoltaic system. Although we have not yet started using the energy from this system, the solar energy project marks substantial progress in our adoption of renewable energy sources and underscores our commitment to reducing our carbon footprint. Additionally, we have installed solar water heaters in our facilities, further promoting the use of renewable energy in our daily operations.

These installations demonstrate our dedication to green technology, reducing dependence on non-renewable energy sources, and contributing to global efforts to combat climate change.

Production Growth and Energy Consumption

In 2023, Katradis A.V.E.E. experienced substantial growth in the production of ropes and anodes, with increases of 36,2% and 8,4%, respectively, compared to 2022. This growth was primarily driven by rising client orders and product demand. Similarly, Katradis VEPL saw an increase in wire rope production due to higher order volumes.



This overall growth resulted in higher operation rates at our manufacturing facilities, influencing the energy consumption required to meet customer demands and production targets.

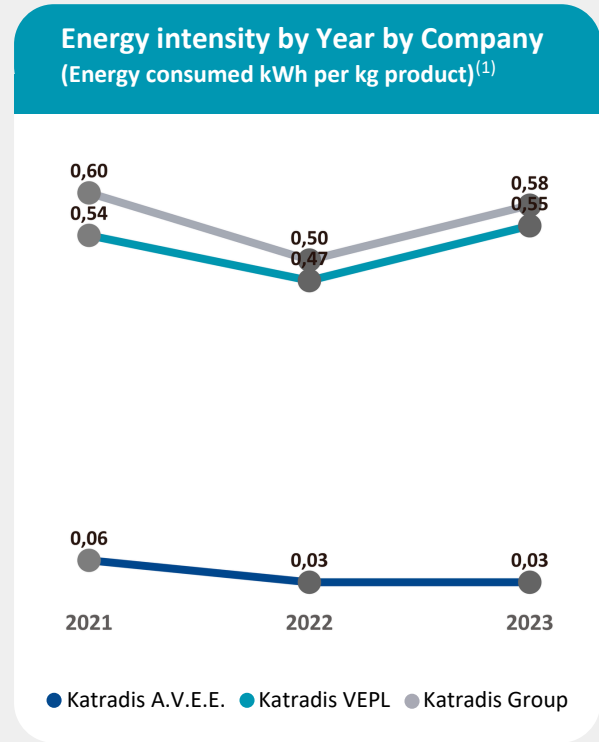
Alongside our business achievements in 2023, we expanded our factory facilities and increased the frequency of tensile testing on our products to ensure robust quality. We also opened a Yachting store in Floisvos Marina (Greece). These activities, requiring additional energy, contributed to a notable 22,8% rise in energy consumption across the Group in 2023.

Measuring and Improving Energy Efficiency

One of the critical metrics we use to measure our progress in energy consumption is the energy intensity ratio, which provides insight into how effectively we use energy relative to our outputs. For Katradis Group, this metric is calculated using the total amount (in kg) of ropes, anodes, and wire ropes fabricated yearly in Katradis A.V.E.E. and Katradis VEPL.

As a Group, we prioritize meeting our clients' expectations and our production demand, while maintaining a focus on energy efficiency. By continuously improving our processes and equipment, we are able to keep our energy intensity (energy use per kilogram of production) at low levels. This approach allows us to produce more each year without a proportional increase in energy consumption, supporting our commitment to sustainable practices and environmental responsibility.

(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 years 2022 and 2023.



Achievements in Energy Efficiency

Despite the increased energy consumption due to growing production demand, facility expansion and the opening of our Yachting store, Katradis Group achieved a 2,8 % decrease in energy consumption per kilogram of production compared to 2021. This reduction in energy intensity highlights our commitment to reducing our energy footprint while meeting production demands. By optimizing processes and upgrading equipment, we strive to successfully produced more while using less energy per kilogram of product, aiming at improved sustainability and a reduced environmental footprint.

(1) Energy consumption and energy intensity figures are restated due to a change in calculation methodology. We now use the combined production data of both companies to provide a more comprehensive and accurate representation of our energy performance.

(2) 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.

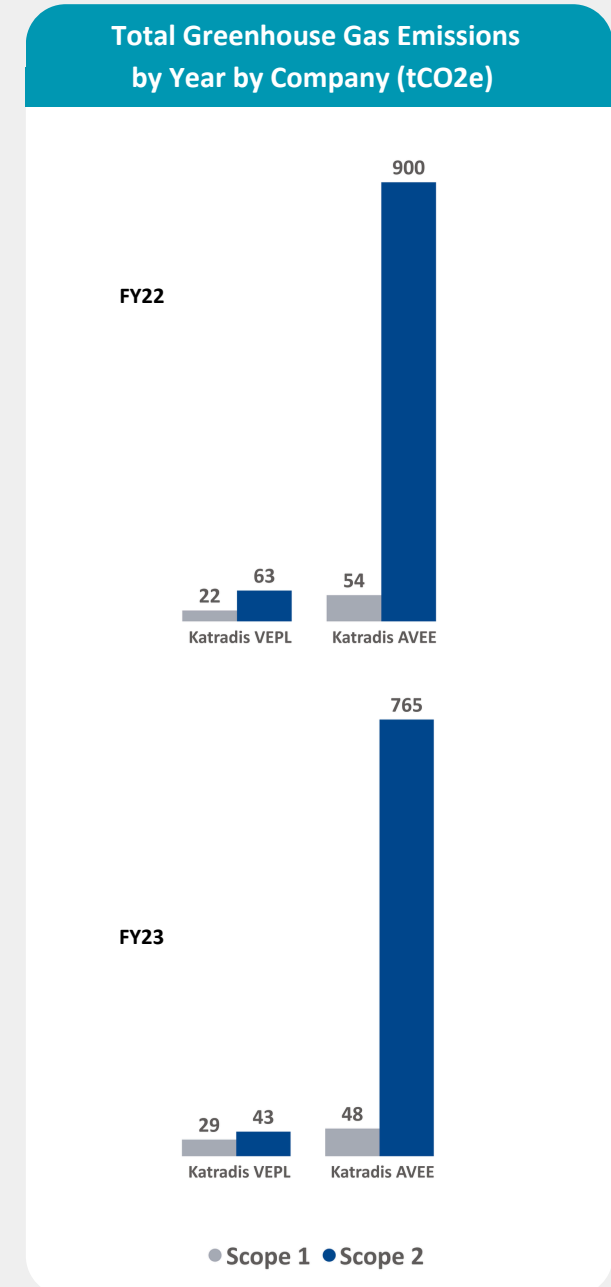
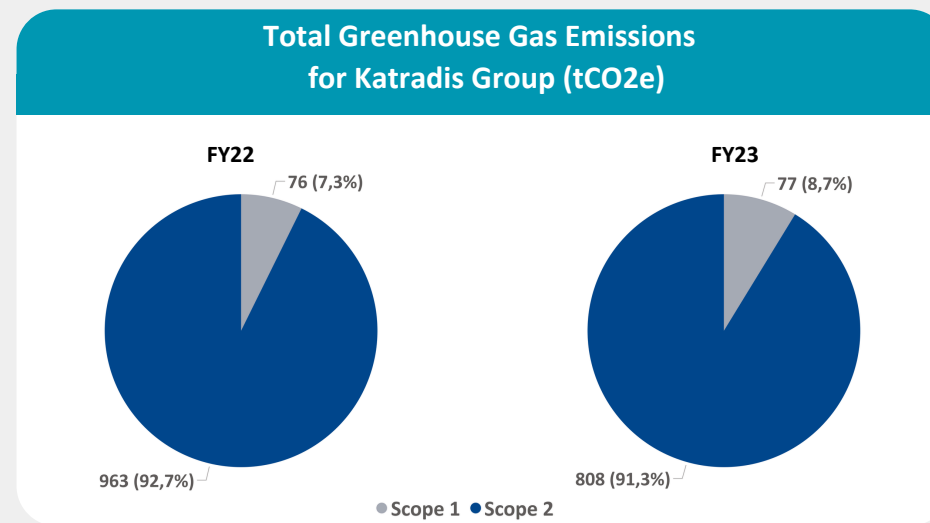
Carbon Footprint

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

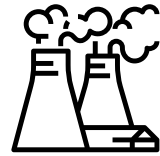
This year's report provides a detailed analysis of our carbon footprint⁽²⁾, allowing us to assess our environmental impact and compare results with the previous year. By evaluating emissions data, we can identify trends and areas for improvement, crucial for reducing our overall carbon footprint.

At Katradis Group we focus on Scope 1 and Scope 2 emissions to implement sustainable solutions. Through careful assessment and proactive planning, we aim to decrease direct emissions and manage supply chain emissions effectively. This approach supports our commitment to sustainability and continuous improvement. In addition, Katradis Group has obtained ISO 14064-1:2018 certification ("Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals") from an external party.

In the figures below and on the right, we present an overview of our Scope 1 and Scope 2 emissions, which reflect the direct and indirect environmental impact of our operations. Scope 1 emissions are those generated from sources directly owned or controlled by Katradis Group, such as fuel combustion and company vehicles, while Scope 2 emissions arise from the consumption of purchased electricity. These emissions are a key focus of our sustainability efforts as we continue to monitor, reduce, and manage our carbon footprint. Overall, Katradis Group experienced in 2023 a decrease of 14,9% in total GHG emissions (Scope 1 and Scope 2) compared to 2022.



Scope 1 Emissions for Katradis Group



Stationary

2022 → 0 tCO₂e

2023 → 0 tCO₂e

Mobile

2022 → 64,9 tCO₂e

2023 → 68,6 tCO₂e



Fugitive

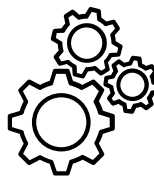
2022 → 9,6 tCO₂e

2023 → 6,7 tCO₂e

Process

2022 → 1,5 tCO₂e

2023 → 2,1 tCO₂e



Direct emissions

At Katradis Group, Scope 1 emissions overall remained at similar levels in 2023 compared to last year, reflecting consistent operational practices.

Most direct GHG emissions (Scope 1) in Katradis Group, originate from mobile sources, due to combustion of fuels by vehicles used for transportation of products.

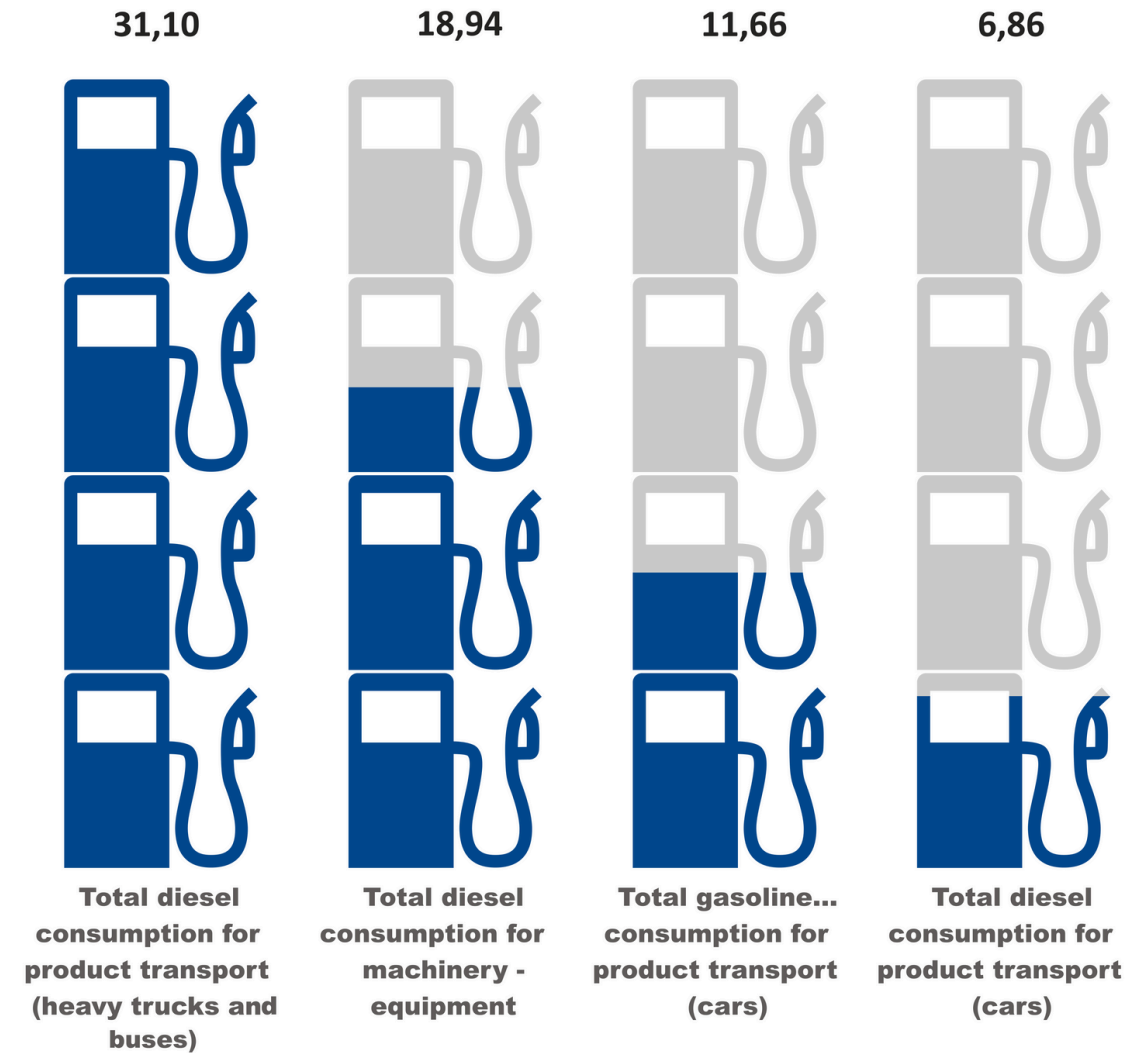
Although Katradis strives to maintain transportation-related emissions at levels similar compared to 2022, in 2023 we experienced a slight increase in our mobile emissions.

As we introduced the use of heavy trucks and machinery this year for moving products within our facilities to match the rise in production and demand, this addition resulted in the increase in mobile emissions.

Indirect emissions

At Katradis Group, the majority of GHG emissions originates consistently through the years from indirect sources (i.e. purchased electricity, Scope 2) due to our company's operations. We depend heavily on electricity and other purchased energy sources for fabricating a variety of synthetic mooring ropes and steel wire ropes. Due to the nature of our operations, when production levels increase to meet rising demand, emissions from purchased electricity may also experience an increase. However, despite the increased volume of work in 2023, the expansion of the factory facilities and the opening of the Yachting store, we experienced a 16,2 % decrease in Scope 2 emissions in 2023, compared to 2022.

Scope 1 Emissions from mobile sources for Katradis Group (tCO₂e)





Katradis AVEE after the installation of the photovoltaic system.

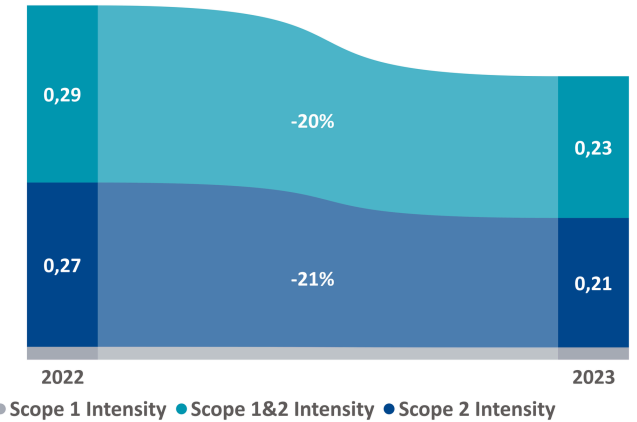
GHG emissions intensity

[GRI 305-4]

One of the key metrics for monitoring our carbon footprint is “GHG emissions intensity”, which indicates the amount of GHG emissions per unit (ton) of production. In the case of Katradis Group, GHG emissions intensity was calculated using as the numerator the total emissions of Katradis Group and the denominator the total amount of ropes and anodes produced yearly in Katradis A.V.E.E. and VEPL.

As a Group, **we experienced a substantial decrease in both Scope 1 and Scope 2 intensities**, despite the increased production output, the expansion of operations and of our facilities, and the addition of mobile equipment/vehicles for the increase of our operational efficiency.

Comparison of Scope Intensities: FY22 vs FY23
(tons CO₂e per kg product)



Strategy on GHG Management and Energy Efficiency

As part of our long-term strategy, we plan to offset these emissions and gain lasting benefits by investing in cleaner energy forms (i.e. solar energy) and in more efficient technologies and production methods. Already, as noted in this report (Section “Energy Use”), Katradis uses energy providers which generate a very large proportion of the energy we purchase using renewable energy sources (~45%).

Looking ahead, Katradis Group in pursuit of environmental sustainability objectives, we have committed to using our 800kW photovoltaic system, which will play a key role in reducing our carbon footprint, especially from Scope 2 emissions, driving positive contribution to a greener future. Through such initiatives, we expect a steady decrease in our GHG emissions and a move toward more sustainable production methods. These actions align with our broader mission to support the global efforts of addressing climate change and pave the way for a more sustainable world for future generations.

SOCIAL



Material Topic: Human rights

Material Topic: Providing training for employees

Material Topic: Ensuring the Health and Safety of Workers

Material Topic: Product quality and safety

Social Responsibility

Social: Progress in 2023

Health & Safety Goals

Minimize light- and near-miss accidents

Achievements

70,6% decrease in light injuries

0 fatal accidents



Actions

ISO 45001:2018 on OHS acquisition

Products and Services Goals

Increase customer satisfaction and sales

Progress

46% increase in sales success

35% increase in new customers

Actions

More frequent product testing

Increase in customer satisfaction surveys



Employee Wellbeing Goals

Increase age and gender diversity and training opportunities

Achievements

7,3%

increase in age group 50 and above

7,1%

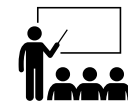
increase in age group under 30

38,5% increase in hire rate

25% increase in women employees



40% increase in women in technical positions



98,8% increase in average training hours

Actions

100% Indefinite-duration contracts



Company-Sponsored private insurance plan for all our employees

Company-Sponsored Master's Programs



Material Topic: Human rights

[GRI 2-7, 2-8, 3-3]

At Katradis Group, we recognize that human rights are the core foundation upon which we build our operations, relationships and impact in the world. We are committed to providing a safe, inclusive work environment free from violence, harassment, and discrimination. We do not tolerate acts of violence, intimidation or harassment and discriminations in any form (direct or indirect), by any of our employees and/or partners and/or visitors, regardless of their position, age, gender, years of experience or relationship with our companies.

To uphold these values, we have established a *Human Rights Policy*, ensuring the well-being and dignity of every employee. This policy aims to foster open communication and constructive interactions while adhering to relevant legislation and conducting comprehensive risk assessments to maintain a respectful workplace. Find more information [here](#).

In addition, we have implemented a Policy Against Discrimination, which reaffirms our commitment to fostering a fair and inclusive workplace, free from any form of discrimination. By adhering to this policy, we ensure equal opportunities for all employees, irrespective of age, in line with our core values of fairness and respect. Find more information [here](#).

Finally, at Katradis we demonstrate a commitment to fair and stable employment by offering **indefinite-duration contracts to all employees**.

Related SDGs



Katradis Group is also fully compliant with all the Greek labor laws.

We ensure that our operations and relationships with suppliers are free from risks associated with forced or compulsory labor. Embracing diversity, Katradis Group fosters inclusive employment practices following the Greek National Law 4443/2016 against discrimination at work and employment.



Age group diversity

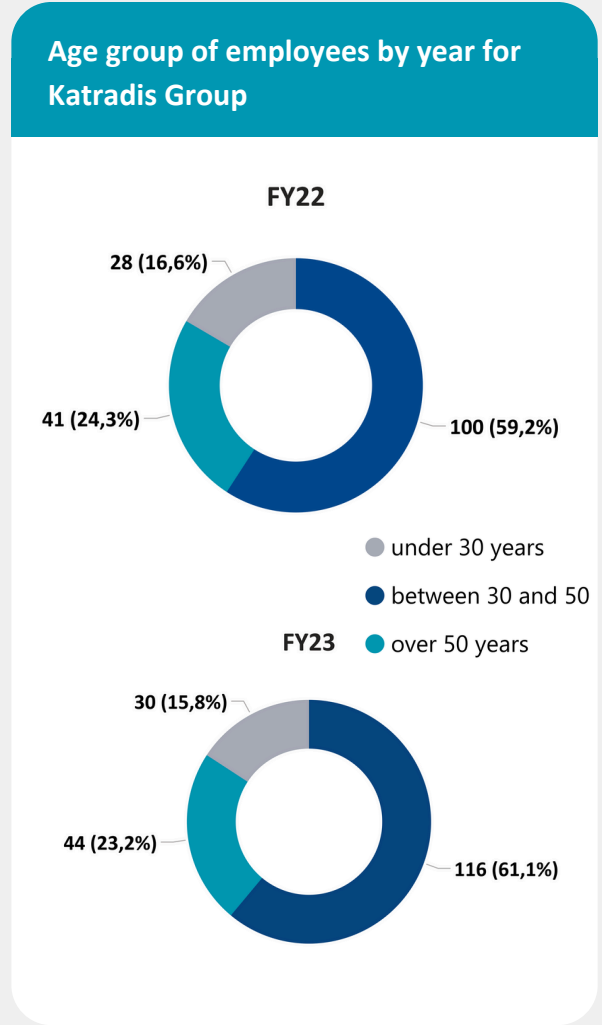
[GRI 405-1]

At Katradis Group embracing age diversity within our workforce enhances innovation, fosters a collaborative culture, and brings valuable perspectives to our sustainability initiatives. Our workforce consists of different age groups, from young professionals to experienced specialists.

We remain committed to attracting, retaining and empowering young professionals, as we acknowledge the fresh perspectives, innovation, and drive that young talent brings to our organization. In 2023 we have witnessed a notable increase in the percentage of employees aged under 30, marking an approximately 7,1% rise within this age group, among our workforce.

Furthermore, in 2023 we experienced an increase of 14% in the number of employees aged between 30 and 50. These individuals bring diverse backgrounds and extensive experience to our organization, enriching our collective knowledge base.

Finally, the number of employees aged 50 and above increased significantly (7,3% compared to 2022), underscoring our dedication to fostering a workplace that values the contribution of employees across all stages of their careers. Our more senior employees serve as mentors to younger colleagues, sharing their knowledge and expertise.



Gender Diversity

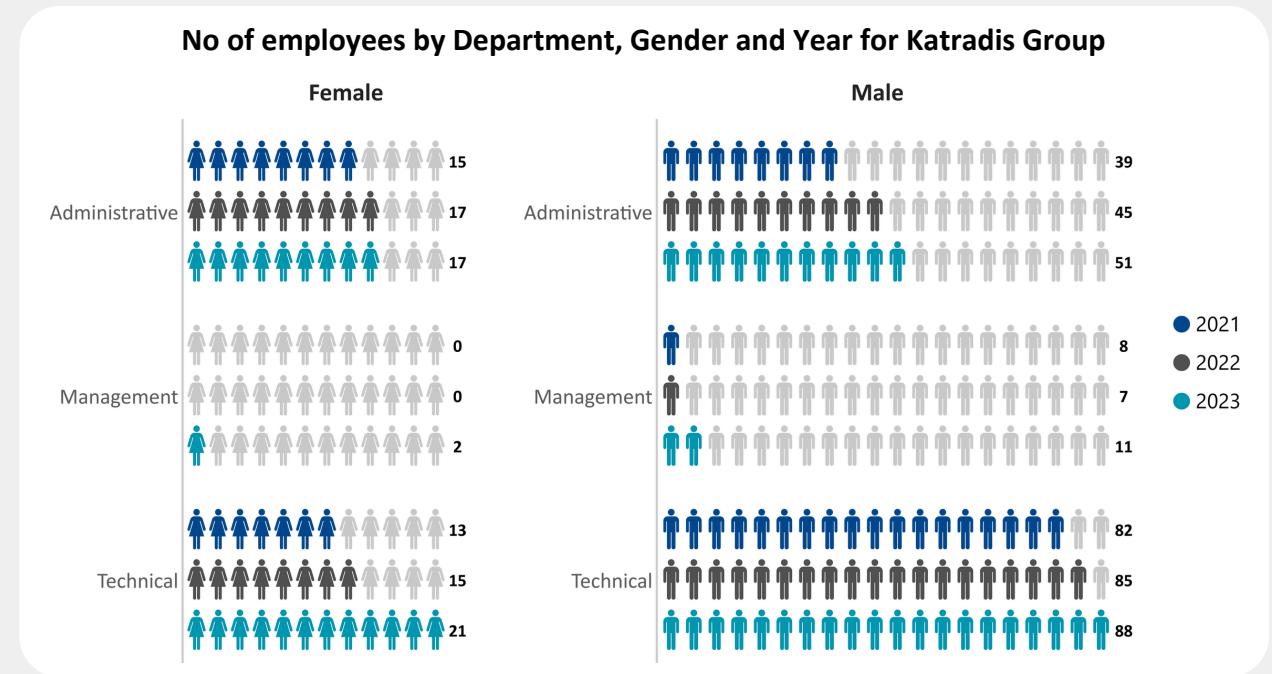
[GRI 405-1]

Katradis Group is dedicated to maintaining gender diversity across the organization. In 2023, we saw a 25% increase in the representation of women, reflecting our efforts to address gender disparities and create an inclusive workplace. Despite traditional male dominance in industries like manufacturing, we strive to offer equal opportunities for all.

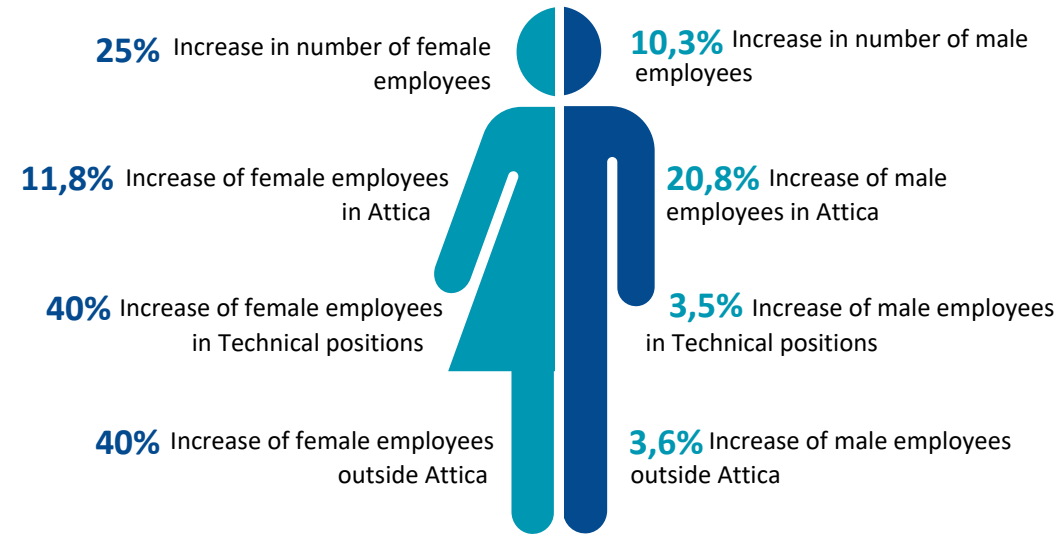
We recognize the need for continued progress and are committed to enhancing gender diversity further, especially in leadership roles. Our recruitment strategies, inclusive job descriptions, and equitable hiring, promotion, and compensation practices aim to support this goal.

Workforce Composition

Our employees are the driving force behind our success, organized into Management, Administration, and Technical departments. Notably, we achieved a 40% increase in women in technical positions since 2022, underscoring our commitment to inclusivity and equal opportunities regardless of the job role.



Our Progress in Workforce composition



All percentages are compared to 2022 and refer to Katradis Group.

Employees by Region, Gender and Year

Employees in Attica for Katradis Group	2021	2022	2023
Male	51	53	64
Female	15	17	19
Employees outside of Attica for Katradis Group			
Male	78	83	86
Female	13	15	21



Diversity in BoD

[GRI 405-1]

Age diversity on our Board of Directors (BoD) enhances inclusivity and provides balanced perspectives crucial for sustainability. In 2023, both Katradis A.V.E.E. and Katradis VEPL had 22,2% female representation on the BoD. This underscores our commitment to enhancing gender diversity in leadership, fostering inclusive and effective decision-making.

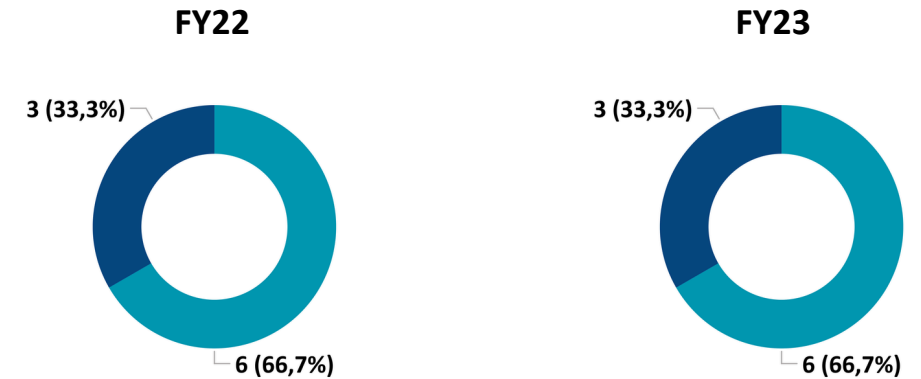
Most BoD members are over 50, ensuring experience and continuity, while about one-third are aged 30-50, bringing fresh perspectives and innovative thinking. This age diversity supports effective governance and a forward-looking approach.

Board of Directors by Gender and Company

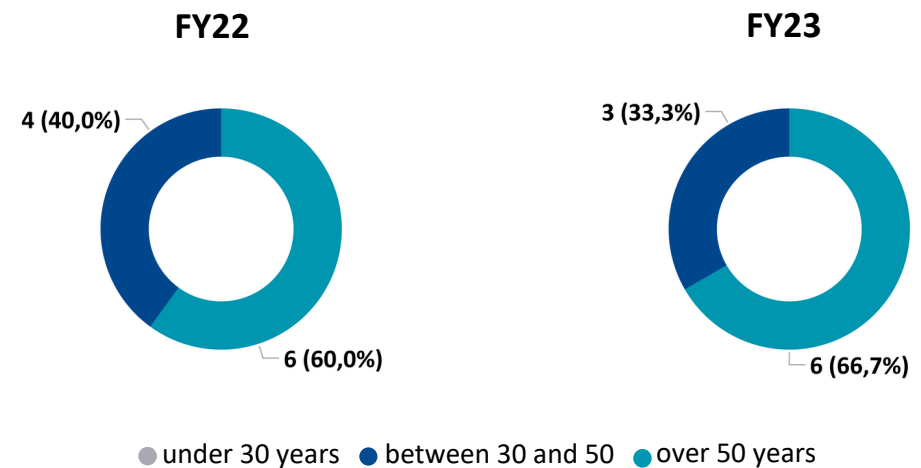
	Katradis A.V.E.E.			Katradis VEPL		
	2021	2022	2023	2021	2022	2023
Percentage of men	50,0%	80,0%	77,8%	50,0%	77,8%	77,8%
Percentage of women	50,0%	20,0%	22,2%	50,0%	22,2%	22,2%
Number of men	2	8	7	2	7	7
Number of women	2	2	2	2	2	2
Total	4	10	9	4	9	9

In summary, our results for 2023 suggest that, while gender and age diversity is maintained, there is room for improvement and these could be a possible focus area for future initiatives.

Age group in BoD for Katradis VELP per year



Age group in BoD for Katradis A.V.E.E. per year

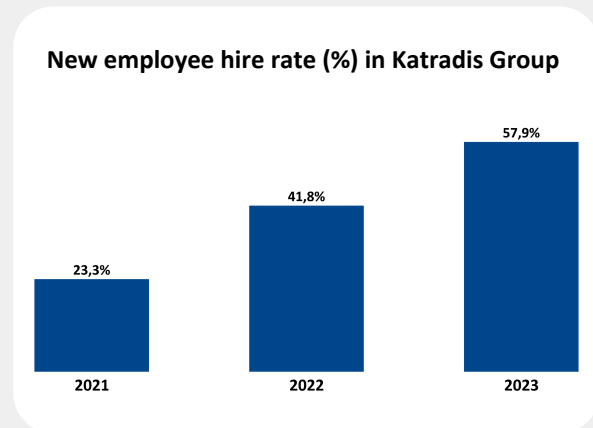


New employee hires and employee turnover

[GRI 401-1]

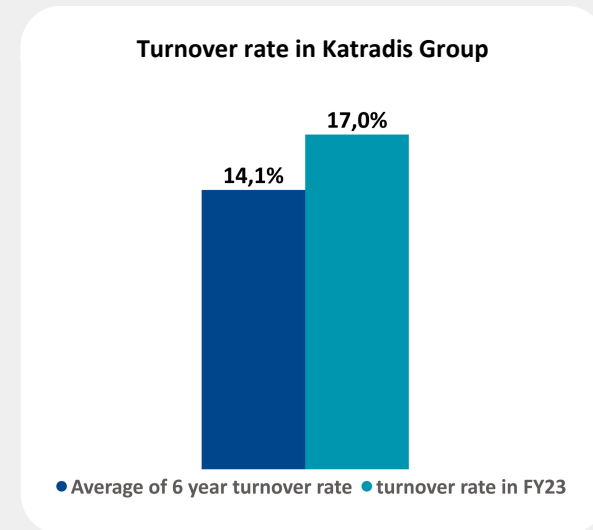
As Katradis Group expands its operations domestically and internationally, the need for recruiting qualified personnel grows. Our employee hire rate, which indicates the number of new hires within a specific period, serves as a crucial metric reflecting our company's growth trajectory and commitment to generating job opportunities.

In 2023, the employee hire rate rose by 38,5% in Katradis Group compared to the prior year. This increase underscores our commitment to team expansion, fulfilling business demands and providing opportunities for individuals to join our company.



The turnover rate reflects the percentage of employees leaving our organization within a specific period, indicating our hiring, retention, and employee

satisfaction efforts. In Katradis Group turnover rate remains relatively low consistently through the years, and within the average rate of the industry in which we operate.



At Katradis Group we recognize that managing employee turnover is an ongoing process and we continue prioritizing employee retention and satisfaction.

As part of our commitment to understanding the reasons behind employee departures, we continue to conduct exit interviews to gather valuable insights. This feedback enables us to identify areas for improvement and further refine our workplace environment. Moving forward, we remain dedicated to addressing the concerns of departing employees, enhancing job satisfaction, and continually improving our organization.

Material Topic: Providing training for employees

[GRI 3-3]

At Katradis Group, we recognize our employees as invaluable assets. To nurture their growth and well-being, we prioritize investing in comprehensive training and development programs tailored to empower our workforce. Our primary objective is to support their career goals and personal growth, while also directly enhancing company productivity and overall performance.

We embrace a holistic strategy to cultivate and maximize the potential of our employees. Each year, we evaluate both collective and individual staff needs, implementing training initiatives that provide essential resources for knowledge and skill enhancement.

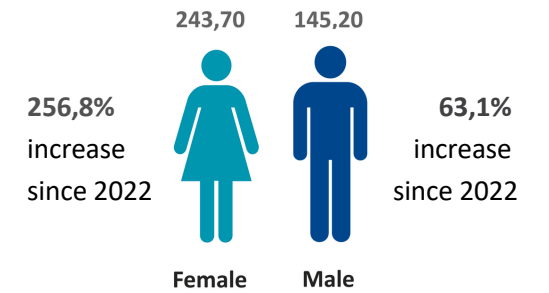


Average hours of training per year per employee

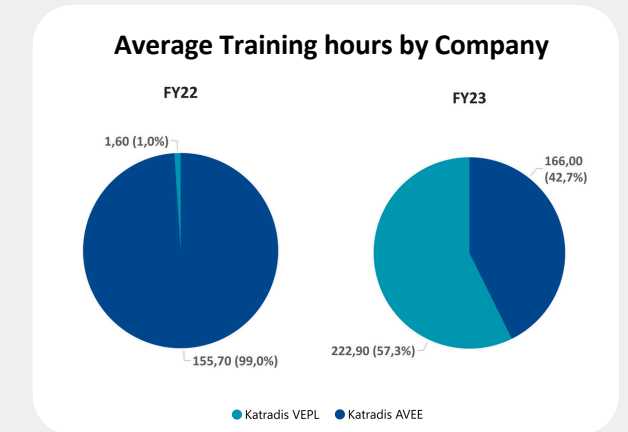
[GRI 404-1]

Our training programs are carefully crafted to help employees build and enhance their skills, benefiting both their current roles and future career opportunities.

Average Training hours by Gender in FY23 for Katradis Group



This year, we have noted a notable increase in the average training hours across Katradis Group, rising by 98,8%. This growth signifies our commitment to improving employee skills, particularly in areas like manufacturing techniques and quality control. The increase this year is also partly driven by provision of scholarships to our employees for **Master's degree programs**, aiming to enhance their skills and expertise. Looking ahead, we remain dedicated to fostering ongoing employee development for the betterment of our workforce and business as a whole.





Programs for upgrading employee skills and transition assistance programs

[GRI 404-2]

Katradis Group supplements formal training with ongoing on-the-job guidance from managers and peers, a cornerstone of our approach to nurturing our workforce. This supports career advancement, improves output quality, and provides prompt feedback for development.

Our training program, attended by **79,3% of our employees**, focuses on key areas including sustainability principles, language skills, personal development, technical expertise, and safety protocols. This comprehensive strategy aims to equip employees with essential skills and foster their potential.

Looking ahead, we remain committed to providing training and development opportunities, recognizing that our employees' growth and well-being are vital to the sustainability and success of the entire Group.

The benefits of our employee-centric training approach:

- **Professional Growth:**

Employees feel more confident in their roles and better prepared for advancement.



- **Job Satisfaction:**

Feedback indicates increased satisfaction and fulfillment in their work.



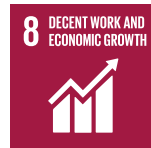
Material Topic: Ensuring the Health and Safety of Workers

[GRI 3-3]

At Katradis Group, we prioritize the health and safety (H&S) of our employees and contractors above everything else. Maintaining a safe workplace for everyone involved is one of our Group's top priorities.

We continuously strive to uphold the highest standards of Occupational Health and Safety (OHS) performance across all our operations and for these reasons, we have conducted a Health and Safety at Work policy. *Read more about our dedication to creating a safe and healthy workplace [here](#).*

Related SDGs



Our OHS policy is outlined by the following key points:

- 1 We adhere to all OHS laws and regulations
- 2 We take steps to prevent workplace hazards
- 3 We continuously improve our OHS performance
- 4 We cooperate with safety authorities
- 5 We communicate our OHS policy to all stakeholders

Occupational health and safety management system

[GRI 403-1, 403-8]

The OHS policy is implemented through the Occupational Health & Safety Management System, which aligns with the ISO 45001:2018 standard. For detailed information about our OHS Management System, which we have fully integrated into our practices *please refer to our [Health and Safety at Work Policy](#).*

The OHS Management System extends to all (100%) employees and workers whose work and workplace are under the Group's control.

Hazard identification, risk assessment and incident investigation

[GRI 403-2, 403-7]

The Health, Safety, Security, Quality, and Environment (HSSQE) team evaluates the OHS management system by:

collecting and analyzing data

identifying and assessing risks

reviewing regulatory frameworks

reassessing risks with activity changes or new laws

Our goal is to anticipate events impacting employee H&S, assess hazard exposure, and evaluate the effectiveness of risk prevention measures.

Incidents related to OHS are recorded electronically by the Safety Technician in an Incident form.

The reduction strategy of OHS risks prioritizes elimination, followed by replacement, technical or administrative measures, and application of personal protective equipment.

Regular monitoring of our OHS indicators ensures prompt corrective actions when deviations occur. The oversight falls under the responsibility of the HSSQE manager ensuring compliance and optimal performance.

In 2023, we swiftly addressed incidents related to OHS by improving our working environment.

For detailed insights, please refer to our previous [Sustainability Report](#) and specifically to the chapter "Ensuring the Health and Safety of Workers".

For assessing Health and Safety (OHS) risks, Katradis Group adheres to the ISO 31000:2018 guidelines and uses the Consequence/Probability matrix from IEC/ISO 31010:2019. We track various metrics to monitor progress and ensure effectiveness in our employee H&S initiatives (*See section "[Work-related injuries and ill health](#)"*). The OHS management system undergoes regular inspections. Findings and improvement suggestions are subject to a final review by the Board of Directors (BoD).

Worker participation, consultation and communication on occupational health and safety

[GRI 403-4]

At Katradis Group, OHS issues are communicated using internal surveys for subjective risk assessment related to OHS. Employees have the opportunity to report workplace risks to the Safety Technician using assessment questionnaires.

Employee consultation and participation in OHS matters are ensured through multiple channels, which include participation in OHS committees, regular meetings with the Safety Technicians and the Management to discuss OHS topics, involvement in the identification and assessment of OHS risks, involvement in the identification of control and preventive measures.

For more details on worker participation, consultation and communication on OHS matters, *please refer to our previous [Sustainability Report](#).*





Worker training on occupational health and safety

[GRI 403-5]

At Katradis Group, we prioritize the implementation of comprehensive OHS training programs to increase awareness and knowledge of potential workplace hazards and safety protocols among our employees.

In 2023, we conducted numerous training sessions, reaching **79%** of our workforce, aiming to equip them with the necessary knowledge and skills to maintain a safe working environment. Participation in these training programs incurred no expenses for employees. We remain committed to providing continuous training to ensure the safety and well-being of our workforce.

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 hanging and load 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

Promotion of worker health

[GRI 403-6]

In 2023, following successful planning and execution, **Katradis implemented a company-sponsored private insurance plan for all our employees.** Furthermore, comprehensive health check-ups have been conducted, tailored to all employee's respective work environments. Office employees have undergone thorough assessments, including eye and musculoskeletal examinations, while factory workers have received blood tests and audiograms, and employees in the foundry have undergone spirometry tests. These initiatives underscore our unwavering commitment to prioritizing the health and well-being of our workforce.

Work-related injuries and ill health

[GRI 403-9, 403-10]

At Katradis Group, we annually evaluate the potential types of injuries and accidents that may occur at the factory, and we keep an updated list for further monitoring and consultation. In addition, we actively monitor H&S indicators to assess our performance and ensure continuous improvement in maintaining a safe and healthy workplace for our employees and stakeholders.

Work-related hazards with a high-consequence injury risk are identified through our OHS risk assessment. In the event of an incident, a comprehensive description is documented, detailing its nature and impact on worker health and safety. Prompt actions are then taken to mitigate risks and effectively address the situation.

Type of injuries/accidents considered in our OHS risk assessment:

- Falls (same level slip, from height)
- Collision (projecting parts or fixed objects)
- Skin or eye contact (e.g. dangerous substance, object)
- Inhalation or Ingestion (of dangerous substance)
- Burns
- Explosion
- Electric shock
- Falling object from a height
- Object ejection
- Hit by moving object - vehicle
- Contact with a burning/ hot surface, with molten metal, with cold surface
- Entanglement in moving parts
- Compression / entrapment
- Overload/ overexertion
- Crushing
- Suffocation
- Road accident



For some identified risks, we implement appropriate measures, such as strategy adjustments and enhanced monitoring. Our dedication to H&S remains steadfast. Moving forward, we will continue to implement best practices, invest in employee training and awareness, and actively seek ways to maintain our health and safety performance.

(1) Number of light incidents*1000000/ Number of hours worked by all employees in a calendar year

Our performance in H&S indicators for 2023, based on 320.064 hours worked, is as follows:

Rate of light injuries

The rate of light injuries⁽¹⁾ in 2023 was **3,1**. We experienced a 70,6% decrease compared to 2022, which demonstrates our concerted efforts to prioritize safety and mitigate workplace risks.

Fatalities as a result of work-related injury

We maintain a strong commitment to ensuring a mortality rate (rate of fatalities) at **0** and making sure our workplace is safe for everyone.

Occupational Illnesses

There were **no recorded (0)** cases of occupational illnesses throughout the year.

The increase in total hours worked from 282.000 in 2022 to 320.064 in 2023 indicate the Group's growing operations and productivity. It's important to note that with increased activity comes a heightened risk of work-related injuries.

As the volume of work increases, so does the potential for accidents or incidents in the workplace.

Therefore, it's crucial for us to remain vigilant in maintaining and enhancing our H&S measures to ensure the well-being of our employees amidst this growth.

In addition, we actively encourage near-miss reporting as part of our commitment to a safe and secure working environment. By identifying potential incidents/ injuries/ accidents, we foster a proactive safety culture that prioritizes the well-being of our employees.

Most injuries occurred within the factory facilities (Katradis A.V.E.E.) during production, with the majority of them resulting from skin contact with sharp objects. There were also some isolated cases of light burns and slips resulting in falls. However, none of these incidents led to severe health consequences for our employees.



All the aforementioned incidents prompted an immediate response, including effective communication on health and safety issues and enhancements to the working environment.



Material Topic: Product quality and safety

[GRI 3-3]

At Katradis Group, we prioritize delivering top-quality products and services to our customers. Quality is fundamental to our operations, and we remain committed to continuous improvement to exceed customer expectations and ensure that the products we offer are safe for use throughout their lifecycle.

The Quality System of Katradis Group is in accordance with ISO 9001:2015 as a management and control tool. Our [Quality Policy](#) underscores our commitment to excellence in all aspects of our operations.

At the same time, we value and encourage feedback from partners and customers to ensure we meet their expectations.

Related SDGs



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE




12 RESPONSIBLE CONSUMPTION AND PRODUCTION

To ensure product quality and customer satisfaction, we actively monitor key indicators aiming to gauge our performance and ensure ongoing improvement in meeting customer needs and achieving business objectives. Our Technical Department focuses on enhancing product quality and closely monitors sales indicators and customer behavior for performance improvement.


Progress

ISO 45001:2018 certification
(for Katradis A.V.E.E. and Katradis VEPL)



46%

sales success
(Katradis A.V.E.E.)



10%

increase in new customers
(Katradis Group)

To ensure robustness of our products, we strictly adhere to quality and safety standards. In addition, we implement numerous quality inspections and testing on our raw materials and products. In 2023, we have implemented more frequent tensile tests compared to 2022, alongside with a number of quality control inspections conducted during the manufacturing of our products to ensure their strength and durability.

By offering a wide range of solutions, we ensure the provision of high-quality products and services to meet our customers' growing needs.

In addition, product improvement and innovation are an ongoing pursuit for Katradis Group and Research and Development (R&D) is a fundamental element of our operations. We continuously optimize and adapt our products to exceed industry standards and meet evolving market demands, taking also into account our customers' feedback. Our commitment to innovation is underscored by the existence of a dedicated fund allocated specifically for this purpose. This fund serves as a testament to our steadfast dedication to advancing our industry through cutting-edge research and development initiatives.

As a result of our ongoing efforts to maintain and enhance our products' quality, **this year we experienced significant increase in our sales success, reaching 46%, up from last year's 38%**, for Katradis A.V.E.E. In addition, we surpassed our target for acquiring new customers while achieving a 10% increase compared to last year (Group), which indicates that

Actions



More frequent destructive and non destructive tests on our products



Increase in the number of customer satisfaction surveys

we have not only expanded our customer base but also strengthened our position in the market.

The achievement of our goals demonstrates the effective sales strategies, and the value proposition that resonates with our target audience.



Finally, in 2023 we have enhanced our monitoring capabilities and conducted more customer satisfaction surveys in order to identify and address customer concerns more effectively. Due to this increased focus, we experienced a higher number of reported issues this year. As we redefine the importance of certain issues changes over time, customers may be more inclined to raise specific concerns. Nevertheless, we remain committed to continuously upgrading our processes to better understand our customers' needs, address their concerns and improve our products' quality.

Social Responsibility

[GRI 203-1, 203-2]


At Katradis Group, we recognize our role in creating positive social impacts beyond our business operations and supporting resilient communities. We actively engage in charitable initiatives that support our communities and address pressing social and environmental challenges. Through our philanthropic efforts, we strive to create meaningful change, and contribute to the broader well-being of our community and to a sustainable future for all.

Katradis Group engages in supports of various causes like education, healthcare, poverty alleviation, and environmental conservation through carefully selected partnerships and projects. These contributions reflect our ethos of giving back to the community and supporting meaningful causes. Our efforts are integral to our ESG strategy, reflecting our commitment to corporate responsibility and building a better global community.


In addition to the monetary amounts donated to several organizations, Katradis Group has funded scholarships for postgraduate programs, amounting to 5.000 euros, at the University of Piraeus.

Actions

Katradis A.V.E.E
 Donated **27.400 euros**
 across **20 organizations**



Katradis VEPL
 Donated **9.000 euros**
 Funded scholarships **5.000 euros**



Some of the 20 organizations supported in 2023






Our community contributions yield significant outcomes:

- **Economic Growth:** Our presence fosters economic growth, job opportunities, and an enhanced standard of living for local communities.
- **Education and Skills Development:** Our initiatives empower individuals with valuable skills and knowledge, fostering personal and professional growth.
- **Environmental Improvement:** Through our efforts, we help keep the physical environment clean and sustainable in these areas.
- **Cultural Support:** Katradis Group actively backs cultural events and initiatives like Salema Revisited, enriching the cultural fabric of the communities we serve.

In total, thousands of residents and tourists were stranded, and critical infrastructure was heavily damaged, complicating recovery efforts.

Katradis Group demonstrated its commitment to social responsibility by providing substantial financial donations **to support and assist flood victims in Thessaly**. These contributions were used to supply essential food and drinking water to those affected by the devastating floods.

The increasing frequency of extreme weather events is attributed to climate change and a general lack of preparedness. Recognizing this, Katradis Group remains dedicated to supporting victims in similar future situations, ensuring timely aid and assistance when needed.

Disaster Relief and Response

In early September 2023, central Greece was devastated by catastrophic flooding caused by Storm Daniel, leading to significant losses and widespread destruction. The storm and subsequent floods claimed at least 14 lives. The most affected areas included the fertile plains of Thessaly, the city of Volos, and several villages in the Mountain Pelion region. Storm Daniel, recognized as the worst storm to strike Greece since records began in 1930, demonstrated the widespread impact of extreme weather events attributed to climate change.

The flooding was so severe that entire villages were submerged, roads and bridges were destroyed, and power lines were downed.



Image source [here](#)

GOVERNANCE



Governance: Progress in 2023

Governance Framework

Material Topic: Business Ethics

Material Topic: Business Continuity

Material Topic: Digital Transformation

Material Topic: Protection of Data and Privacy

Governance: Progress in 2023

Business Ethics Goals

Zero tolerance for corruption in all business dealings

Achievements

0 violations of professional standards or unethical and illegal behavior



Business Continuity Goals

Uninterrupted operations and rapid recovery

Progress

6,2% Decrease in machines downtime

0 Operational failures and security incidents

Actions

Expansion of our stock points with new suppliers



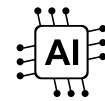
Digital Transformation

Enhance operational efficiency

Actions

€ 118,1 k Investments in Digital Transformation

> 9 Initiatives to upgrade our core, upstream and downstream processes



Integration in our operations

Protection of data and privacy

Reduce the risk of breaches and unauthorized access

Progress

0 Breaches of information security per month

0 Complaints about breaches of customer privacy and losses of customer data



Actions



ISO 27001 certification

Employee training and awareness



Governance Framework

Governance structure

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

Our commitment to responsible corporate practices remains steadfast, underpinned by a robust governance framework. At Katradis Group, effective governance ensures transparency, accountability, and ethical decision-making. Led by Mr. Nikolaos Katradis, our Board of Directors (BoD) guides our strategic direction, assesses risks, and oversees our impact on the economy, environment, and society.

Diversity is integral to our governance model, with our BoD comprising of 22,2% women members and 33,3% members aged between 30-50. This diversity enriches our decision-making processes and ensures a breadth of experience and perspectives at the highest level. *Read more about gender and age diversity in the BoD at Katradis Group in [p. 32](#).*

Our well-defined management structure extends across various departments, where skilled managers uphold the efficient day-to-day operations. All BoD members exercise independent judgment, free from external influence or conflicts of interest. Moreover, managers and key employees must sign a formal declaration of responsibility, affirming their commitment to the Group's interests and adherence to ethical standards in all dealings.

Find more information about Katradis Group Governance structure on our [website](#).

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

♂ Katradis Nikolaos, President
 Katradis Constantinos, Vice President and CEO
 Tevekelis Emmanouil, Member, Executive
 Kontakis Ioannis, Member, Executive
 Thanopoulos Vasileios, Member, Executive
 Mylonas Theodoros, Member, Non-Executive
 Vasilikos Markos, Member, Non-Executive

Katradi Maria-Pagona, Member, Non-Executive
 Lappa Eleftheria, Member, Executive ♀

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

♀ Katradi Maria-Pagona, Member, Non-Executive
 Thanopoulou Chrysanthi, Member, Non-Executive

Katradis Nikolaos, President
 Katradis Constantinos, Vice President and CEO
 Tevekelis Emmanouil, Member, Executive ♂
 Kontakis Ioannis, Member, Executive
 Thanopoulos Vasileios, Member, Executive
 Mylonas Theodoros, Member, Non-Executive
 Vasilikos Markos, Member, Non-Executive

BoD Election and Tenure Policies

[GRI 2-10]

The BoD at our companies are elected by the General Assembly of Shareholders for a five-year term, which can be extended up to six years. Members of the BoD, whether shareholders or non-shareholders, are elected based on their expertise in our operations and their ability to address the Groups impact on the economy, society and the environment. The current members tenure is set to conclude in June 2027, with provisions for substitutes to be elected in case of resignation, death, or conflict of interest. These replacements ensure continuity and integrity in our governance structure, allowing us to uphold our commitments to stakeholders effectively.

For detailed information on our governance framework, including nomination procedures and the operation, the nomination and the selection criteria of the BoD, please refer our [Sustainability Report 2022](#).



BoD Nomination

Candidates are identified through recommendations and evaluations of qualifications, experience, and alignment with company goals



BoD Selection Criteria

- Stakeholder input
- Diversity in gender, ethnicity, age, and professional background
- Independence
- Competencies

The selection process ensures that the Board's collective expertise covers the organization's key areas of impact, enabling well-informed guidance aligned with objectives and stakeholder expectations.



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

[GRI 2-12]

The responsibility for managing Katradis Group's economic, environmental, and social impacts lies with our President, Vice President, CEO, and Board Members. They play crucial roles in shaping and updating our mission, strategies, policies, and sustainable development goals.

A dedicated Sustainability Committee, appointed by the Board, monitors the effectiveness of our sustainability actions through specific indicators. One Board member also serves on this committee to ensure alignment with our overall strategy.

Our operations are guided by a comprehensive management system that integrates quality, environmental stewardship, and safety standards.

The Board ensures the effectiveness of our Management system by setting policies and objectives, promoting a risk-based approach, and ensuring the availability of resources. They emphasize compliance, oversee system performance, and support continuous improvement.

These efforts reflect the Board's commitment to driving sustainable performance and empowering managers to lead within their areas of responsibility.

Delegation of responsibility for managing impacts

[GRI 2-13]

At Katradis Group, responsibilities are clearly assigned, communicated, and understood across the organization. Managers ensure that the management system adheres to standards, processes achieve desired outcomes, and system performance and improvement opportunities are reported. They also promote customer focus and maintain the integrity of the management system during planned changes. This ensures alignment with standards, effective performance, transparent reporting, customer satisfaction, and integrity through organizational changes.



Conflicts of interest

[GRI 2-15]

At Katradis Group, we uphold the highest standards of corporate governance and transparency. Recognizing the importance of identifying and minimizing conflicts of interest, we have implemented robust protocols and policies to promptly address these issues. Conflicts may arise when personal or financial interests intersect with those of the company, involving stakeholders, employees, or Board members.

Our commitment to integrity ensures that decisions are made in the best interests of our shareholders and stakeholders, preserving their trust in us. We focus on fostering a fair and impartial environment that supports the long-term sustainability and prosperity of our business.

Role of the highest governance body in sustainability reporting

[GRI 2-14, 2-16]

Katradis Group has established a Sustainability Committee to support the BoD in strengthening the Group's long-term commitment to creating value in the economy, environment, and society. This committee plays a pivotal role in identifying Environmental, Social, and Governance (ESG) issues within the Group's operations and implementing actions to align our efforts with Sustainable Development Goals (SDGs).

The BoD oversees the implementation of responsible and ethical business conduct and regularly evaluates the Group's performance on ESG issues. Additionally, the BoD reviews and approves the entire Sustainability Reporting process.

The Sustainability Committee communicates the Group's ESG performance to the BoD through regular meetings. **The committee's objective is to aid the BoD in reinforcing the Group's enduring dedication to generating value across the three pillars of sustainable development: economic, environmental, and societal aspects.**

The Sustainability Committee of Katradis Group:

Mrs. Eleftheria Lappa (HSSQE Manager)

Mr. Angelos Kartalos (Senior Business Analyst)

Mr. Manolis Markakis (Plant Manager, Mechanical Engineer)



Read more about our Governance framework in our previous [Sustainability Report](#).



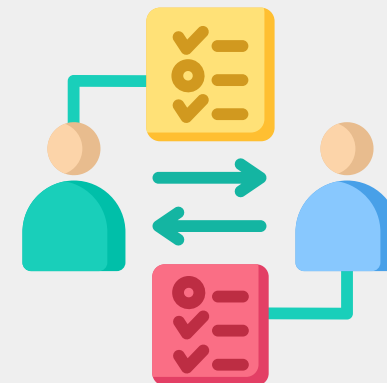
Collective knowledge of the highest governance body

[GRI 2-17]

At Katradis Group, the "Collective Knowledge of the Highest Governance Body" comprises the BoD and key decision-makers, whose combined expertise shapes the company's strategic direction, especially in ESG issues.

The BoD oversees operations and assesses impacts on stakeholders, drawing on diverse backgrounds in maritime industry, financial management, legal matters, and risk assessment. This diversity enables informed decisions aligned with ESG objectives. External consultants further enhance the Board's insights with specialized industry knowledge.

Utilizing this collective wisdom guides strategy, risk mitigation, and transparent governance, reinforcing our commitment to responsible corporate citizenship and positive impacts on the environment, society, and the economy.



Evaluation of the performance of the highest governance body

[GRI 2-18]

Katradis Group conducts annual evaluations of its Board of Directors (BoD), focusing on financial oversight, environmental stewardship, social responsibility, board dynamics, and strategic goal alignment. Based on the findings, adjustments are made to board composition, organizational practices, and member training. These evaluations drive continuous improvement and reinforce the company's commitment to effective governance and responsible impact management.

Read more about the Actions to respond to the evaluation of the BoD in our previous Sustainability Report (2022).

Process to determine remuneration

[GRI 2-20]

Katradis Group's compensation policy is founded on principles of fairness, equal treatment, and development. We ensure that compensation decisions are free from discrimination and are solely based on job requirements, qualifications, experience, and performance.

In addition to basic compensation, we offer opportunities for employee growth and advancement based on their skills and performance. Our company fosters a multicultural, open and equitable work culture where compensation reflects the value and contributions of every team member.

Material Topic: Business Ethics

Management approach

[GRI 3-3]

At Katradis Group, our sustainability strategy is built on a commitment to positive impacts on both communities and the environment. We prioritize integrity, transparency, and zero tolerance for corruption in all business dealings, supported by governance structures that ensure accountability and ethical conduct throughout the organization.

Our operations are driven by a commitment to ethical business practices, which shape our relationships with employees, partners, and stakeholders.

Progress

Zero

violations of professional standards or unethical and illegal behavior in the workplace



Zero

Violations in compliance obligations



Zero

Penalties or fines



Related SDGs



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



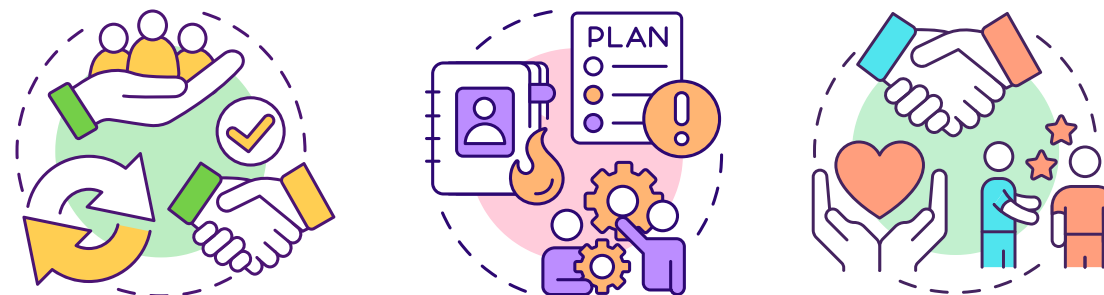
16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS

We uphold the highest standards of business ethics, focusing on safety, reputation, consistency, commercial trust, and quality in all aspects of our work. We address ethical issues promptly and transparently, demonstrated by the absence of reports regarding violations of professional standards or unethical and illegal behavior in the workplace during the reporting period.

Find more information, in our "Code of Ethics Policy" [here](#).



Compliance with laws and regulations

[GRI 2-27]

At Katradis, compliance with laws, regulations and industry standards is fundamental to our responsible business practices.

We are committed to understanding and adhering to regulatory requirements across all operations, integrating them into our management systems and meeting the expectations of stakeholders.

Our compliance obligations encompass government regulations, international laws, agreements with stakeholders and industry standards. Katradis A.V.E.E. and Katradis VEPL have **not incurred any environmental or other regulatory penalties during the reporting period or in the past**, reflecting our dedication to maintaining high standards of compliance and ethical conduct.

Read more about our approach to 'Compliance with Laws and Regulations' in our previous [Sustainability Report](#).

Processes to remediate negative impacts

[GRI 2-25]

At Katradis, we prioritize fostering an environment of openness and integrity. We uphold the highest ethical standards in our business practices, emphasizing the importance of protecting the well-being and reputation of all stakeholders. To ensure accountability, we encourage employees and stakeholders to report any unethical behavior within our organization without fear of reprisal. Through an anonymous and confidential reporting process, every member or stakeholder of Katradis Group can raise concerns about unethical conduct, illegal activities, or violations of professional standards. This initiative aligns with Whistleblowing Law 4990/2023, reflecting our commitment to transparency and ethical conduct.

Opportunity and threat assessment

We adhere to the international standard **ISO 31000:2018** for our risk management practices, evaluating both opportunities and threats using qualitative or semi-quantitative assessments of consequence and probability. Our assessments are conducted on a process-by-process basis or in response to significant changes. We identify and evaluate potential events that may impact the objectives of Katradis Group, considering their potential positive or negative effects on: service quality, environmental quality and financial performance.

Read more in our previous [Sustainability Report](#).

Material Topic: Business Continuity

At Katradis Group, business continuity is a cornerstone of our operational resilience strategy. We recognize the critical importance of ensuring uninterrupted operations and rapid recovery in the face of unexpected disruptions or crises.

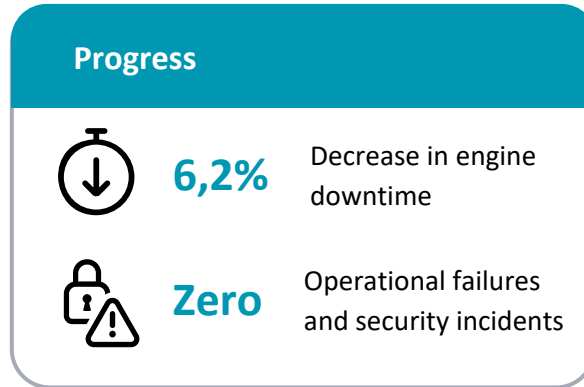
Our comprehensive approach to business continuity encompasses several key components:

- 1 Risk Assessment and Planning
- 2 Backup and Recovery
- 3 Remote Work and Telecommuting
- 4 Supplier and Vendor Relationships
- 5 Testing and Training
- 6 Continuous Improvement

Read more about our approach to 'Business Continuity' in our previous [Sustainability Report](#).

Katradis Group remains committed to safeguarding our operations, protecting our assets, and maintaining the trust of our stakeholders even in the face of adversity. Careful planning and proactive measures ensure that our operations remain uninterrupted.

In 2023, we've managed to decrease engine failures by 6,2%, further minimizing downtime and ensuring seamless manufacturing operations to meet production quotas.

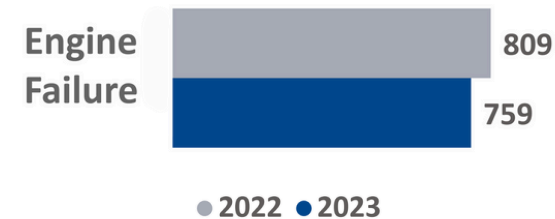


Our achievement in minimizing downtime, reflects the dedication and diligence of our team in implementing preventive maintenance measures and addressing potential issues proactively.

Additionally, our commitment to information security remains unwavering, as evidenced **by the absence of any breaches or security incidents throughout the year**. Maintaining a security incident rate of 0 underscores our steadfast efforts to uphold robust security practices and safeguard sensitive data from cyber threats.

Part of the expansion is to connect with new customers and make new partnerships. In 2023, we succeeded in expanding our service points with new suppliers in Busan (South Korea) and Los Angeles (USA).

Machine Failures for KATRADIS A.V.E.E.



Material Topic: Digital Transformation

[GRI 3-3]

At Katradis Group, digital transformation is at the forefront of our efforts to enhance operational efficiency and sustainability. In 2023, Katradis Group invested €118k in several initiatives which upgrade our Digital Governance, highlighting our dedication to digital innovation and sustainable business practices.

Strategic ERP Integration and Support:

We have partnered with ERP experts to streamline our processes. This ensures better data management and decision-making.

Advanced Warehouse Management Systems:

Our new WMS optimizes inventory and logistics, reducing waste and improving sustainability efforts.

Innovative Sales Forecasting:

We have invested in software for accurate sales predictions, minimizing excess inventory and aligning with sustainability goals.

B2B Procurement Platforms:

Collaborating with industry leaders, we're implementing platforms to enhance procurement sustainability and transparency.

Data Analytics:

We leverage data insights to enhance operations and identify growth opportunities efficiently.



Digital Marketing:

Utilizing e-commerce and social media, we engage customers effectively, driving growth and satisfaction.

AI technologies:

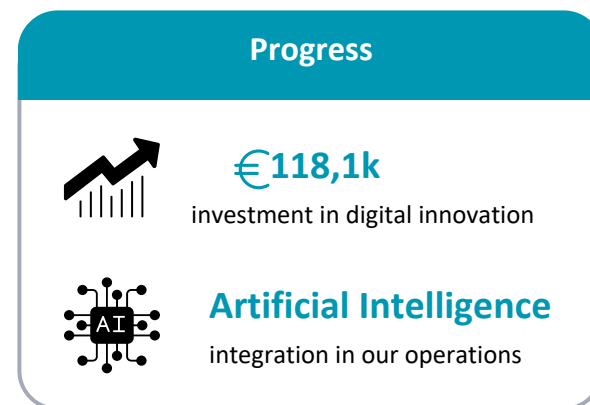
We integrate Artificial Intelligence (AI) into our operation processes, such as our new tool **MARINE EXPERT PRO**.

Cybersecurity:

Investments in cybersecurity protect digital assets and ensure data integrity.

Neptune Service Solutions:

Our comprehensive program provides technical assistance for mooring lines, maintaining quality and safety standards.



Katradis Group has developed **Marine Expert Pro** as an innovative AI-powered solution tailored to serve the maritime sector. This advanced tool utilizes Artificial Intelligence technology to provide specialized guidance on HMPE and synthetic mooring ropes, marine equipment, as well as up-to-date compliance information on MEG4 and SOLAS regulations.

Key Features of Marine Expert Pro:

- Customized AI Guidance for the Marine Industry
- Specialized Recommendations on HMPE Mooring Ropes
- Ensuring Compliance with MEG4 & SOLAS
- AI-Driven Eco-Friendly Solutions
- Quick and Accurate AI Responses


Developed as a means of improving operational efficiency and ensuring the highest level of safety standards. Marine Expert Pro underlines Katradis' commitment to introducing cutting-edge digital solutions within the marine industry, making complex decision-making easier and more reliable for maritime professionals globally.

Read more [here](#).

Material Topic: Protection of Data and Privacy


[GRI 3-3]

At Katradis Group, safeguarding personal data is a top priority, reflecting our commitment to ethical and responsible data management. Our approach to data protection blends general principles with specific policies to ensure maximum security and compliance. Protecting personal data is integral to our ethical and operational framework, with our policies meeting legal requirements and building trust with stakeholders.



Information Security Policy

This policy outlines procedures for identifying, assessing and mitigating information security risks across our operations. We enforce access controls, encryption measures, and regular audits to protect sensitive data from unauthorized access or disclosure.



Email Usage Policy


We enforce strict guidelines for email usage to safeguard sensitive communications. This policy ensures the confidentiality and security of personal data shared via email.

[Read more about our "Information Security Policy" here.](#)



GDPR Policy and Employee Awareness

We educate our staff about safe personal data usage in line with the General Data Protection Regulation (GDPR). This policy fosters a culture of data protection awareness among our team members.




Non-Disclosure Agreements

In our collaborations, we prioritize data protection by signing NDAs with partners and collaborators. These agreements legally bind parties to maintain the confidentiality of shared information.

In 2023, we obtained **ISO 27001** certification ("*Information security, cybersecurity and privacy protection*"), demonstrating our commitment to information security management. This certification covers critical data protection, reducing the risk of breaches and unauthorized access.

Furthermore, with 68% of employees at Katradis AVEE and 95% at Katradis VEPL (81,5% for the Group) having completed a security awareness training, we place strong emphasis on the importance of equipping our team members with the knowledge and skills needed to identify and mitigate security risks. We are committed to ongoing training efforts to protect our assets and mitigate potential threats effectively.

Progress


ISO 27001 certification 

81,5% of employees trained on Information Security matters

33% of all employees with up-to-date access right

Zero information security incidents per month

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



Related SDGs



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Information security management systems KPIs for 2023

	Katradis A.V.E.E.	Katradis VEPL	Katradis Group
Percentage of employees with access rights	47	19	33
Percentage of employees completing security awareness training	68	95	81,5
Number of security incidents per month	0	0	0
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

APPENDICES

Additional Information about this Report

GRI Content Index

Detailed Data Tables

Additional Information about this Report

[GRI 2-5]

All information and data presented in this Sustainability Report have been subjected to a rigorous process of collection, compilation, verification and approval by the Sustainability Committee of Katradis Group. This meticulous review ensures the accuracy and reliability of the information disclosed. In addition, the report has been reported to the Board of Directors for its oversight.

The financial results presented in this report, refer to the operation of the entities, in Greece and abroad, and are expressed in Euros (€). The financial data are based on the audited annual financial reports of the reporting companies (Katradis Marine Ropes Industry S.A., Katradis VEPL S.A., Katradis United Arab Emirates) issued by external consultants.

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

While external assurance was not pursued for this reporting period, our data adhere to industry standards, and in most cases, they are externally audited and validated according to ISO protocols, ensuring reliability and accuracy in our reporting. Our internal processes are designed to uphold the reliability of the data presented. Katradis A.V.E.E. and VEPL maintain certifications in ISO 9001, ISO 14001, ISO 45001, ISO 14064, and ISO 27001, while Katradis Turkey, Singapore, UAE, USA have acquired the ISO 9001 certification. We recognize the value of external validation and may consider it in future reporting cycles to further enhance the credibility of our Sustainability disclosures.

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

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	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	14
	2-4 Restatements of information	6		2-24 Embedding policy commitments	14, 16
	2-5 External assurance	52		2-25 Processes to remediate negative impacts	47
	2-6 Activities, value chain and other business relationships	11, 12		2-26 Mechanisms for seeking advice and raising concerns	16
	2-7 Employees	31, 56		2-27 Compliance with laws and regulations	47
	2-8 Workers who are not employees	31, 56		2-28 Membership associations	10
	2-9 Governance structure and composition	44		2-29 Approach to stakeholder engagement	17
	2-10 Nomination and selection of the highest governance body	44		2-30 Collective bargaining agreements	-
	2-11 Chair of the highest governance body	44	GRI 3: Material Topics 2021	3-1 Process to determine material topics	17
	2-12 Role of the highest governance body in overseeing the management of impacts	45		3-2 List of material topics	17
	2-13 Delegation of responsibility for managing impacts	45		3-3 Management of material topics	24, 26, 27, 31, 35, 37, 40, 47, 49, 50
	2-14 Role of the highest governance body in sustainability reporting	45	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	12
	2-15 Conflicts of interest	44, 45		201-2 Financial implications and other risks and opportunities due to climate change	-
	2-16 Communication of critical concerns	45		201-3 Defined benefit plan obligations and other retirement plans	-
	2-17 Collective knowledge of the highest governance body	46		201-4 Financial assistance received from government	-
	2-18 Evaluation of the performance of the highest governance body	46	GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	41
	2-19 Remuneration policies	-		203-2 Significant indirect economic impacts	41
	2-20 Process to determine remuneration	46			

GRI Standard	Disclosure	Location (pages)	GRI Standard	Disclosure	Location (pages)
GRI 301: Materials 2016	301-1 Materials used by weight or volume	23, 55	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	37
	301-2 Recycled input materials used	24		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	26, 55		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	55		403-6 Promotion of worker health	38
	302-4 Reduction of energy consumption	26	GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37
	302-5 Reductions in energy requirements of products and services	-		403-8 Workers covered by an occupational health and safety management system	37, 60
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	27, 55		403-9 Work-related injuries	38, 61
	305-2 Energy indirect (Scope 2) GHG emissions	27, 55		403-10 Work-related ill health	38, 60
	305-3 Other indirect (Scope 3) GHG emissions	-	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	35, 59
	305-4 GHG emissions intensity	29, 55		404-2 Programs for upgrading employee skills and transition assistance programs	36
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	32, 34, 58
	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	24	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	24		413-2 Operations with significant actual and potential negative impacts on local communities	-
	306-4 Waste diverted from disposal	56	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	22	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	35, 58		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

Materials used (kg) by weight or volume (GRI 301-1)

	Katradis Group		
	2021	2022	2023
Raw materials-Metals (e.g. natural resources used for conversion to products or services, such as ores, minerals, and wood)	111.294	95.346	96.314
Raw materials-Plastics (e.g. natural resources used for conversion to products or services, such as ores, minerals, and wood)	2.088.871	1.972.443	2.635.504
Associated process materials that are needed for the manufacturing process but are not part of the final product, such as lubricants for manufacturing machinery	0	0	0
Semi-manufactured goods or parts, including all forms of materials and components other than raw materials that are part of the final product	189.871	207.424	323.762
Materials for packaging purposes, including paper, cardboard and plastics	37.322	38.312	42.006
Wire ropes for processing	1.054.436	1.082.151	1.505.738
Total	3.481.794	3.395.677	4.603.323

Energy consumption (kWh) within the organization (GRI 302-1)

	Katradis Group		
	2021	2022	2023
	1.895.839	1.809.287	2.222.042

Energy intensity ratio (GRI 302-3)

0,59	0,50	0,58
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Energy consumption (kWh) from renewable and non-renewable energy sources

	Katradis Group		
	2021	2022	2023
Energy consumption from renewable energy sources	-	632.708	925.431
Energy consumption from non-renewable energy sources	-	1.176.579	1.290.024
Percentage of Renewable energy sources	-	30,6% *	45,1% **
Total energy consumption	-	1.809.287	2.215.455

Direct GHG emissions (Scope 1) (GRI 305-1)

Direct emissions from stationary combustion in tCO ₂ e	-	0	0
Total Direct emissions from mobile combustion in tCO ₂ e	-	64,92	68,6
Total Direct emissions from processes in tCO ₂ e	-	1,5	2,1
Fugitive direct emissions in tCO ₂ e	-	9,56	6,73
Total	-	75,98	77,43

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

Total indirect emissions tCO ₂ e	-	963,44	807,58
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GHG emissions intensity (GRI 305-4)

Scope 1 Intensity	-	0,021	0,020
Scope 2 Intensity	-	0,269	0,212
Scope 1&2 Intensity	-	0,290	0,232

* 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.

Detailed Data Tables

Waste generated (kg) (GRI 306-3)

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

Employees (GRI 2-7 GRI 2-8)

Number of employees by gender per company

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

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

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

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

Detailed Data Tables

Number of employees by category, gender per company and age

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

Number of employees by job type and gender

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

Detailed Data Tables

Number of employees by region, employment contract and gender

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

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

	Katradis Group		
	2021	2022	2023
Number of men on the Board of Directors	4	15	14
Percentage of men on the Board of Directors	-	-	-
Number of women on the Board of Directors	4	4	4
Percentage of women on the Board of Directors	-	-	-
Number of employees on the Board of Directors under 30 years of age	1	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
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
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
Number of women departures	3	6	7
Total departures	27	42	37
Number of departures in Attica and age less than 30 years	0	9	2
Number of departures in Attica and age between 30 and 50 years	5	6	5
Number of departures in Attica and age over 50 years	0	3	1
Number of departures outside Attica and age below 30 years	3	8	3
Number of departures outside Attica and age between 30 and 50 years	16	13	18
Number of departures outside Attica and age over 50	3	3	8

Detailed Data Tables

Number of recruitments by gender and by region and age

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

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
Number of women trained	18	11	34
Total:	102	57	149

Total hours of training by gender per company

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

Average hours of training by gender per company

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

Number of employees trained by category per company

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

Number of hours of employee training by category per company

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

Detailed Data Tables

Average hours of employee training by category per company

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

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
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
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

Number of hours worked per company

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

Lost workdays per company

Lost time injuries frequency rate_3days	0,0	0,0	12,498
Lost time injuries frequency rate_1-3days [*]	0,0	3,546	6,249

Work-related ill health (403-10)

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

Detailed Data Tables

Work-related injuries (GRI 403-9)

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



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