



Member of CENERGY HOLDINGS



2021

Sustainability Report



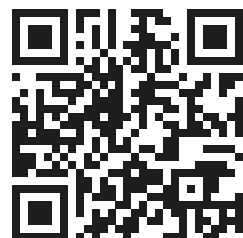
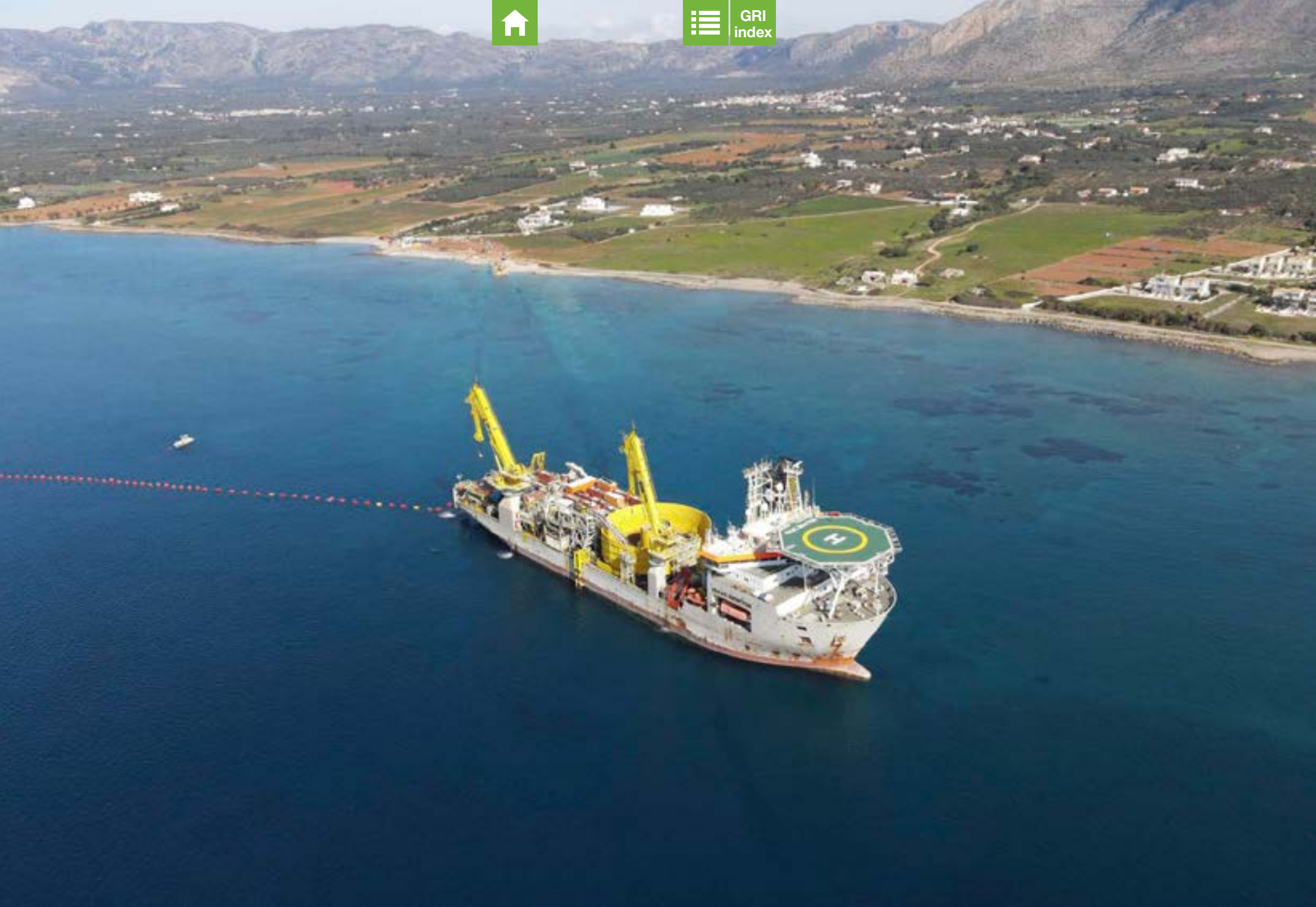


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GRI
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CEO message



Alexis Alexiou
CEO Hellenic Cables

Climate change mitigation has been officially integrated into our business strategy and the SBTi approval is our cast-iron guarantee. We have created a forward-looking approach in a rapidly changing global landscape and sustainability matters has been at the core of our actions.

Our Company is aiming to play a vital role contributing to, building a resilient, net-zero economy that our planet needs. We have adopted a comprehensive sustainability plan and an ESG Roadmap to identify and manage all environmental, social and governance risks.

The development of the ESG Roadmap reflects our contribution to the targets set by the EU and the Green Deal as well as the United Nations' commitments and Sustainable Development Goals (SDGs).

Our ESG Roadmap has been developed not only to address the topics of climate change and or energy security, but also important social matters such as human rights, gender equality as well as governance matters like transparency and business ethics.

Here are some of my highlights towards our sustainable development.

We prioritize the urgency of deep and immediate mitigation actions, halving scope 1 and 2 emissions before 2030 and achieving

net-zero before 2050, for all three scopes. Our performance, initiatives and strategic approach confirm our ability to keep moving ahead and foster further the transition to a climate neutral and circular economy future.

In 2021, we submitted our commitments to achieve net-zero emissions at the latest by 2050 to the Science-Based Targets initiative (SBTi) and became one of the first companies worldwide to secure validation for its net-zero targets. By 2050, we commit to reach net-zero GHG emissions across the value chain from a 2020 base year.

Supply chain engagement is also at the epicenter of our ESG Roadmap and crucial to meeting our Company's net-zero emissions targets, as well as ensuring that our suppliers share the same values with us. In 2021, our Company has been awarded by the sustainability rating provider EcoVadis with the silver sustainability rating for its sustainability practices.

Protecting and ensuring the health, safety and well-being of our employees is a major priority and value of our business strategy. As part of our ESG Roadmap, during 2021 we updated our health and safety policy and established an integrated policy on quality, occupational health and safety, environmental, energy management and climate change. In addition, our Company undertook a thorough health

check of its management system, to also ensure the technical robustness of its safety programs in collaboration with DuPont Sustainable Solutions, a leading global consulting firm on health and safety.

Our people are the driving force behind our business success and sustainable growth of our Company. Our company's top priority is to ensure a safe working environment that offers equal opportunities to all of our people, improving our human resource policies, systems and performance, as well as integrating best practices in our strategies. As part of our ESG Roadmap, we established new employee training initiatives on human rights, gender equality and inclusion, prevention of workplace harassment, business ethics, code of conduct and anti-bribery and corruption.

The focus of our sustainability strategy has always been to create shared value for all stakeholders and meet the needs and expectations of our customers, shareholders and employees. Sustainability is integrated to all our strategy, policies. We are optimistic that we will achieve our sustainability goals and ambitions and that stakeholders, customers, employees and the community will join us on this journey.



“ 2021 was a milestone year for Hellenic Cables. We have been responsive to our customers’ challenges and adapted our range of services and initiatives. Sustainability has been at the core of our actions. We have created a comprehensive sustainability plan and ESG Roadmap and made an important step in our contribution to a net-zero economy. By 2050, Hellenic Cables commits to reach net-zero GHG emissions also helping our customers to reach their own sustainability goals. ”

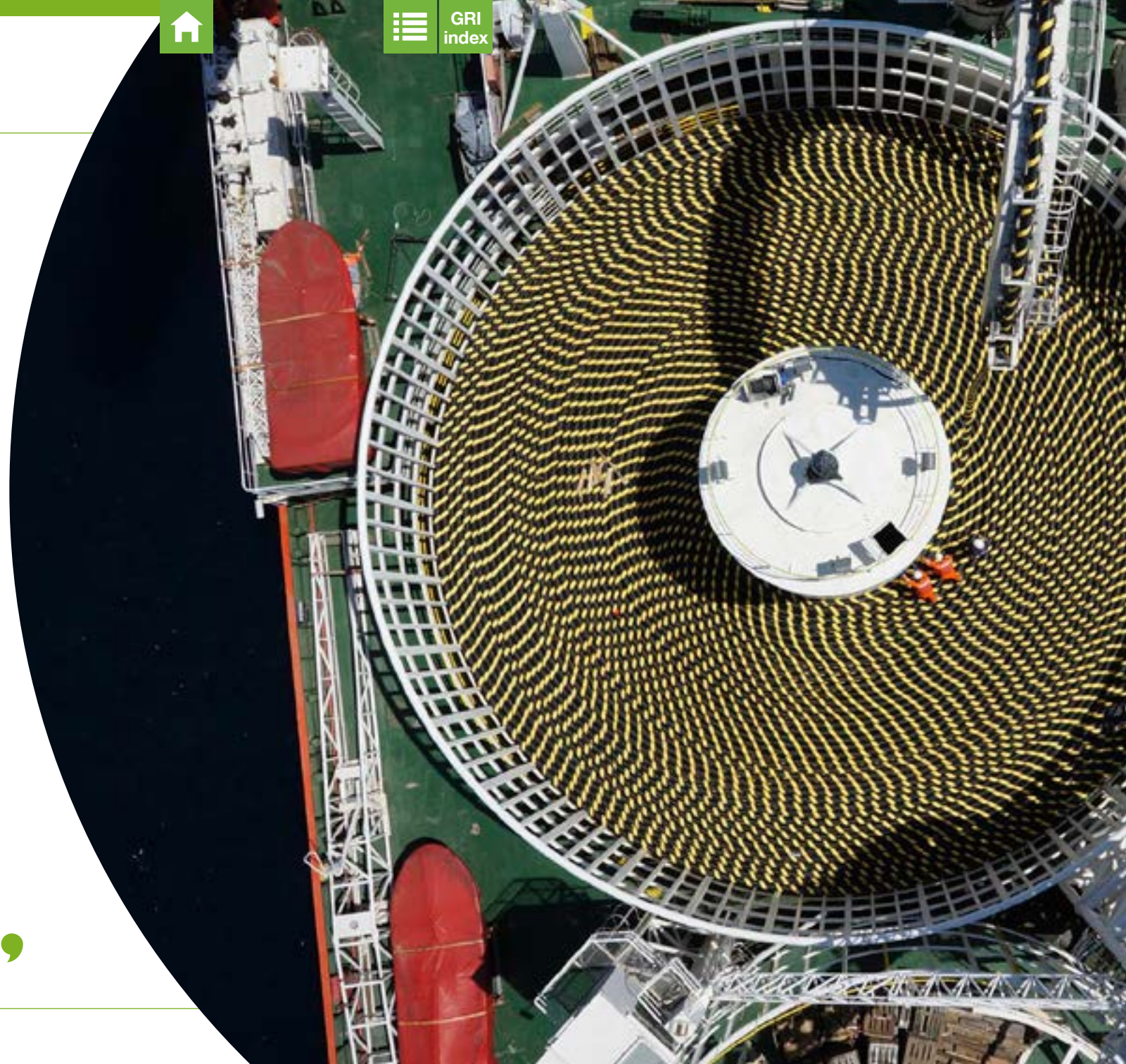
Alexis Alexiou, CEO

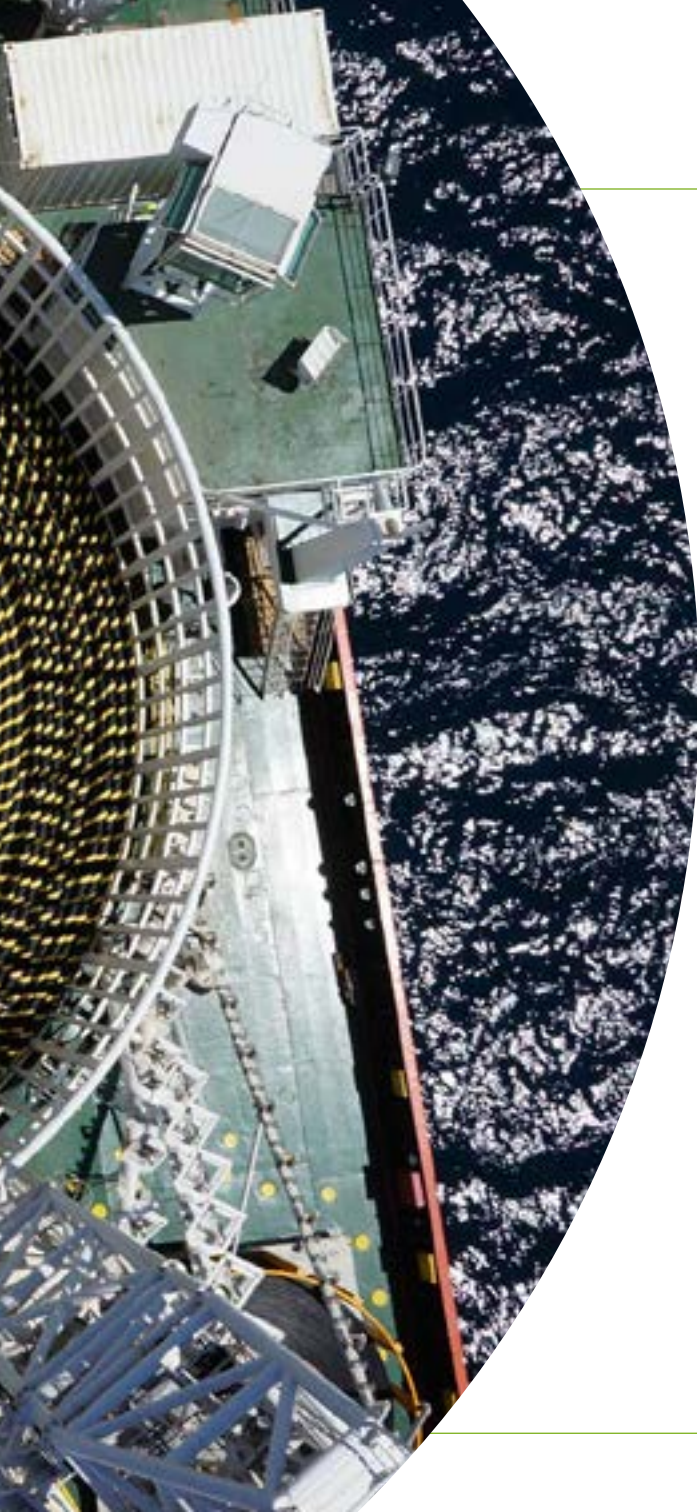


Our Company

“ Hellenic Cables is a leading provider of reliable cable solutions, committed to a sustainable future.

With over **70 years** of success behind us, **Hellenic Cables** is recognized today as one of the leading energy transfer and distribution companies in Europe, renewables and offshore wind, telecom and data networks, construction and industry markets. ”





Hellenic Cables constitutes the cables segment of Cenergy Holdings S.A., the holding company listed on both the Euronext Brussels and the Athens Stock Exchange.

With five manufacturing plants across three countries, Hellenic Cables manufactures power, telecommunication, submarine cables and compounds. It serves major sectors, such as energy transmission & distribution, oil & gas,

renewables, telecommunications and construction. The Company consists of Hellenic Cables S.A., its subsidiary Fulgor S.A. with a manufacturing plant located in Soussaki, Corinth, Greece and Icme Ecab S.A. located in Bucharest, Romania. The Company's manufacturing plant in Corinth is considered one of the largest and most advanced submarine cable plants worldwide.



73

Years' experience and expertise



4

State of the art production plants across 3 countries



1,749

Highly specialized employees with advanced technological know-how and expertise



71

Years of successful presence of Icme Ecab in Romania



42

Markets exported to globally



5

New major RES projects and electricity interconnection projects for islands



38

EUR million on average invested annually over the past five years



304

Thousand tonnes annual capacity of cables



Enabling a sustainable future

2021 highlights



01

Hellenic Cables commits to net-zero greenhouse emissions in line with the Science Based Targets Initiative (SBTi)

Hellenic Cables has developed science-based targets according to the Science Based Targets initiative (SBTi) net-zero Standard announced on 28 October 2021 which includes specific near-term target (5-10yr) requirements combined with net-zero target requirements by no later than 2050.

02

Hellenic Cables awarded EcoVadis 2021 silver sustainability rating for its sustainability practices

Hellenic Cables received the silver medal for its business practices in the pillars of sustainability. Hellenic Cables according to the assessment of the EcoVadis 2021 sustainability rating system is among the top 25% of companies evaluated by the platform.

03

“Project of the year” award received for the “Electrical Interconnection of Crete-Peloponnese”

Hellenic Cables received the award for the project of the year 2020 for the “Electrical Interconnection of Crete-Peloponnese”, in the framework of the 4th Infrastructure-Transport Conference. The award was given jointly to IPTO, Hellenic Cables and the other contractors of the project. The electrical interconnection of Crete-Peloponnese is a “milestone” project for Greece as it marks the first step for the transition of Crete to clean energy.





Our performance at a glance

Human capital

385

New recruits

89%

Employees evaluated

23,081

Total training hours

8.8

Lost-time Injury Frequency Rate (LTIFR)

Environmental footprint

3.5%

Reduction of total energy used per ton of product produced

2.4%

Reduction of Scope 1 and 2 CO₂ emissions

16%

Reduction of water consumption

91.9%

Total waste going to recycling and energy recovery

Community



Greece | Romania

63.07 | 35.28

Purchases from local suppliers
(EUR million)



Greece | Romania

84 | 53

% of employees recruited
from local communities



GRI
index





Our forward-looking approach in a rapidly changing global landscape

Global megatrends



Climate change and decarbonization

- Maximising the use of Renewable Energy Sources (RES)
- Electrification and decarbonization of the transport sector (e-mobility)



Sustainable economic growth (circular economy)

- Product recyclability
- Raw materials and products of lower carbon footprint
- Products with a high recycled content
- Sustainable packaging



Technological breakthroughs and digital transformation (metaverse)

- Digitalisation
- Smart grids
- Hybrid power generation systems

Our approach

Hellenic Cables solidifies its support of the EU targets for a transition to a climate-neutral economy by 2050, through its recently affirmed ESG Roadmap and commitment to net-zero Greenhouse gas emissions. The Company is developing innovative solutions and products, strongly supporting the forthcoming diversification of energy sources.

Hellenic Cables places focus on designing new products that reinforce circular economy principles, always according to the customers specifications. An emphasis is also placed on the use of secondary materials in our production (post-consumer), the reuse of cable packaging, the design of recyclable cables, enhancing the products that are compatible with the principles of the circular economy.

Digitalization utilizes various digital technologies to transform a business model, build new revenue sources, and explore new ways to create business value. Hellenic Cables' product portfolio supports all innovative technologies:

- FTTH (Fibre to the home) cable solutions
- Composite power/fibre optic cables
- Copper telecommunication and fibre-optic cables
- Data transmission cables.



Rapid urbanization and sustainable / smart cities

- Interconnected power grid
- Continuous and uninterrupted supply of electricity (electrification)

In order to increase energy efficiency, Hellenic Cables, in parallel with the European and global community, focuses on the expansion and upgrading of energy infrastructure and the creation of "smart grids".

The Company's product portfolio is directly linked to technology breakthroughs which can address major issues, such as urban mobility and city saturation, as well as security, transparency, inclusiveness, and energy efficiency, among many others.



Deglobalization

- Shift in the global economic order towards nations' self sufficiency
- Overstretching of global supply chains and disrupted trade flows
- Expansion of domestic production of goods and services

Recent global events, such as the Covid-19 pandemic, have accelerated the deglobalization trend, driving the world economy to retreat from global economic integration. Hellenic Cables is placing emphasis on reinforcing its business model and operations, by enhancing its resilience and agility, as well as exploring how the organization's supply chain can generate greater value on a national and local level.





Our ESG Roadmap

Aiming to align with the new economy and global shifts and megatrends, Hellenic Cables adopts a forward-looking business approach, underpinned by the integration of sustainability principles in the daily operation. Viohalco has established for all of its subsidiaries an Environment, Social and Governance Roadmap ("ESG Roadmap"), where Hellenic Cables assess all related risks and opportunities and integrate all these matters into its business strategy.

The development of the ESG Roadmap was established in order to systematically monitor the changing and demanding corporate landscape and to manage related risks driven by sustainability factors such as the emergency created by climate crisis and its effects, water availability, sustainable supply chain, health and safety concerns, capability building, as well as, the recent challenges in the energy sector affecting Hellenic Cables.

Update of corporate policies

Hellenic Cables integrates the principles of Corporate Responsibility and Sustainability into the business operation and activities, recognizing that long-term development and societal progress can be achieved only through sustainable development.

The ESG roadmap refers to the adoption of seven core company policies covering the entire framework of all environmental, social and governance matters. Each policy is thoroughly monitored by relative industry metrics, internal and external controls for adequate due diligence on important matters and regulatory compliance, as well as appropriate governance measures to ensure transparency and accountability.



Goals and metrics development

In order to ensure a comprehensive, robust and systematic approach, Hellenic Cables developed strategic goals on matters that include:

- the gradual replacement of all electricity supply with Renewable Energy Sources (RES).
- the commitment to specific near and long-term carbon reduction targets on all carbon-intensive activities.
- the evaluation of top tier suppliers on ESG criteria.
- the establishment of a five-year concrete, improvement action plan for occupational health and safety.



Product certification

Hellenic Cables has placed a notable focus on increasing its product certifications, as a means of demonstrating its product responsibility and contribution to sustainable development.

- Since copper is considered as a critical raw material to its manufacturing process, Hellenic Cables became a partner to "The Copper Mark", an assurance framework which promotes the responsible production of copper. The performance standard certification aims to assess environmental and social risks (primary and secondary producers) and will be launched in 2023.
- In addition, the organization is currently working on Life Cycle cable studies, focusing on issuing Environmental Product Declarations.



Supply chain and responsible sourcing

Operating at an international level, with a global production supply chain, Hellenic Cables strives to embrace a common standard of ethical values and legal requirements within its supply chain.

The organization is committed to operating responsibly in all business activities, while at the same time expecting the same responsibility from its suppliers and business partners.

During 2021, the Company initiated a collaboration with EcoVadis, one of the most trusted provider of business sustainability ratings, with the aim of undertaking an evaluation of the organization's Tier 1 suppliers of raw materials, on sustainability matters, through the EcoVadis platform.

The Company revisited its Supplier Code of Conduct and requires its business partners to adopt it.

The Responsible Sourcing initiative includes close monitoring of suppliers' compliance with the Conflict Minerals Regulation in order to ascertain that no material is procured from conflict countries.

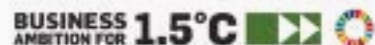


The transition to a climate neutral economy

The transition to a climate-neutral economy with net-zero greenhouse gas emissions by 2050, is becoming a priority for societies and businesses worldwide, as it is a cornerstone of the European Union action plan where an emphasis is being placed on the diversification of energy sources, investments in innovative energy technologies, green energy, increasing the strategic use of RES, "green hydrogen", as well as sustainable mobility.

As a leading provider of reliable and sustainable cable solutions, Hellenic Cables is entering the decarbonization era, by submitting its near and long-term targets to the Science Based Targets initiative (SBTi), in alignment with the Paris Climate Agreement.

Hellenic Cables commits to a 50% reduction of absolute scope 1 and 2 GHG emissions and a 25% reduction of absolute scope 3 GHG emissions, by 2030, from a 2020 base year. The organization commits to reaching net-zero GHG emissions across the value chain by 2050. Hellenic Cables also commits to increase annual sourcing of renewable electricity from 24% in 2020 to 80% by 2025 and 100% by 2030.



Commitment to Science Based Targets Initiative

1.5°C

Net-zero greenhouse emissions across the value chain by 2050

Scope 1 & 2 emissions

All direct GHG emissions (Scope 1) owned or controlled by our Company resulting from on-site fuel combustion and other industrial processes.
Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling

2025

2030

-50%

Scope 3 emissions

Indirect emissions associated with our supply chain raw materials and purchased goods and services, employee commuting and use of sold products

-25%

RES electricity

Electricity from Renewable Energy Sources

80% 100%



Supply chain and responsible sourcing

In order to effectively deal with environmental challenges, we need to put collaboration and sustainability at the forefront of the supply chain. For this reason, responsible sourcing and supply chain management are at the epicenter of Hellenic Cables' ESG Roadmap and crucial to meeting the Company's net-zero greenhouse emission targets.

Hellenic Cables, within its area of business influence, is committed to engaging with all stakeholders and disseminate sustainability principles across the value chain. In this sense, the Company's intention is to ensure that its suppliers, contractors, consultants and business partners ("Business Partners") share and promote its fundamental values. The

Company acknowledges that it is co-responsible for applying the same operating principles outside of the organizational boundaries and, hence, supports due diligence measures to ensure that those values are mutual.

Supplier code of conduct

Hellenic Cables seeks to maintain long-term partnerships with its existing suppliers, as well as to develop trust-oriented relationships with its business partners. As part of the Company's recent ESG Roadmap development, the Supplier CoC was significantly revamped and redistributed to all Company business partners, including suppliers, contractors, consultants and business associates. The main principles of the Code, which the Company urges its suppliers to apply, are:

- Business ethics and anti-corruption
- Labour and human rights
- Environmental protection
- Personal data protection

The Supplier Code of Conduct is available on the Company's website www.hellenic-cables.com

Supplier assesment

All Company suppliers must meet specific objectives and measurable quality criteria, in conjunction with adhering to certified Quality Management Systems. New suppliers must complete a relevant assessment questionnaire, in addition to the required Management Systems' supporting documents that they have to submit.

The application of Environmental Management Systems according to ISO 14001:2015, Occupational Health and Safety Management System, based on ISO 45001:2018, Energy Management System according to ISO 50001:2018, as well as System Information Security Management according to ISO 27001:2013, are positively evaluated in the supplier assessment process. In addition, selected key raw material suppliers are subject to on-the-spot audits, and, in case, performance problems are identified that cannot be addressed, subsequent reviews are carried out.

Hellenic Cables further investigates its suppliers with respect to regulatory compliance with EU Directives, such as RoHS, REACH, Conflict Minerals, and other EHS issues. In case no compliance is evident, the supplier shall be excluded.

2021 was a year of particular significance for Hellenic Cables:

- The organization undertook an evaluation of its Tier 1 suppliers of raw materials through the EcoVadis platform, on sustainability matters, based on their policies, procedures, as well as relevant results. Hellenic Cables aims to expand the aforementioned assessment to all its suppliers base, incorporate the assessment within its supply chain practices and carry on the process on an annual basis.
- Demonstrating its commitment and giving the leading example for its suppliers, the Company undertook the EcoVadis supplier assessment itself and received a silver sustainability rating for its sustainability practices.

1 RoHS (Restriction of Hazardous Substances in Electrical and Electronic Equipment)

2 REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

3 EHS (Environment, Health, Safety)



Global presence





| | Client | Project title | Years | Country | Features |
|----|---|---|-----------|-------------|---|
| 1 | Vattenfall | Vesterhav | 2022-2023 | Denmark | 70km XLPE inter-array 66 kV cable |
| 2 | Končar Group | Submarine interconnection in the Adriatic Sea | 2021-2022 | Croatia | 12 Km 110 kV submarine cable |
| 3 | IPTO | Electrical interconnection Santorini – Naxos | 2021-2024 | Greece | 82.5 km of submarine and land 150 kV cable |
| 4 | SP Transmission PLC | AU Route Project | 2021-2022 | UK | 24 km single core 132 kV 800mm ² Al XLPE under-ground cable |
| 5 | SP Transmission PLC | Sandy Knowe Project | 2021-2022 | UK | 27 km single core 132 kV 800mm ² Al XLPE |
| 6 | EAC | Polemidhia- Zakaki | 2021-2022 | Cyprus | 33km single core cable 132 kV Cu 800mm ² |
| 7 | TenneT | Groningen Hunze - Groningen Bloemsingel | 2021-2023 | Netherlands | 23 km single core cable 110 kV AL 500# |
| 8 | Ørsted | South Fork O1 OWF | 2021-2024 | USA | 35 km of 66 kV inter-array cable |
| 9 | Ørsted - Ocean Wind | Ocean Wind O1 OWF | 2022-2025 | USA | 267 km of 66 kV inter-array cable |
| 10 | Ørsted - Revolution | Revolution O1 OWF | 2022-2025 | USA | 180 km of 66 kV inter-array cable |
| 11 | Van Oord Offshore wind UK Ltd | Sofia Offshore Wind Farm | 2022-2023 | UK | 360 km of 66 kV inter-array cable |
| 12 | OMV Petrom | Petromidia Refinery | 2021-2022 | Romania | MV 10 kV Cu 1x150 mm ² |
| 13 | TenneT | Hollandse Kust Zuid | 2018-2022 | Netherlands | 158 km of 220 kV 3x1.400 mm ² 220 kV 3x1.000 mm ² 66 kV 3x500 mm ² cable |
| 14 | Energinet | Underground high voltage cables frame agreement | 2020-2028 | Denmark | 4,200 km of 145-170 kV cable |
| 15 | Shell / OW | Mayflower Wind | 2020-2025 | USA | 300 km of inter-array, submarine 66 kV cable |
| 16 | IPTO | Crete-Attica interconnection | 2020-2023 | Greece | 44 km fibre optic cables and components |
| 17 | Seaway 7 | Seagreen offshore wind farm | 2020-2022 | UK | 320 km of inter-array 66 kV cable |
| 18 | DEME Offshore | Dogger Bank wind farm | 2021-2025 | UK | 650 km of inter-array 66 kV cable |
| 19 | Energinet | Energinet | 2020-2021 | Denmark | 11 km of submarine 145 kV cable |
| 20 | Réseau de Transport d'Electricité ("RTE") | Réseau de Transport d'Electricité ("RTE") | 2021-2024 | France | Underground high voltage 90 kV & 225 kV cable |
| 21 | IHI Infrastructure Systems Co. | Braila Bridge - the longest bridge in Romania and the 3 rd in Europe | 2018-2022 | Romania | LV single core/multi core RV-K (XLPE/PVC flexible) |
| 22 | IPTO | Skiathos Mantoudi interconnection | 2020-2022 | Greece | |
| 23 | IPTO | Crete interconnection | 2018-2021 | Greece | 135 km of 150 kV 3x630 mm ² cable |
| 24 | SP Transmission PLC (SPT) | Douglas North | 2020-2021 | UK | 10 km of underground high voltage 132 kV cable |
| 25 | SSEN | Scotland grid upgrades | 2020-2021 | UK | 80 km of 33kV & 11kV MV cable |
| 26 | Dominion Energy | Coast Virginia Offshore Wind | 2020-2021 | USA | Inter-array 66 kV cable with XLPE insulation |
| 27 | ENBW | NY Bright | 2020-2021 | USA | 10 km of 66 kV IAC cable |
| 28 | ENEL Romania | ENEL investments | 2021 | Romania | LV ENEL spec. cables |



Crete-Peloponnese interconnection

The record-breaking project

Background

Crete is Greece's biggest and most populous island, as well as a popular tourist destination. The long-standing energy isolation from the mainland and dependence on outdated fossil fuel-based generation units, has led the island to severe energy security issues, worsening environmental footprint and extremely high cost of power generation.

Description

The electrical interconnection of Crete-Peloponnese is a "milestone" project for Greece as it marks the first step for Crete's transition to clean energy.

It is one of the most demanding projects ever completed worldwide and it is correctly referred to as the "record-breaking project", as this first underwater connection of Crete with the mainland is the longest AC (alternating current) cable connection in the world (approximately 178 km) and the greatest in depth, as it reaches 1,000 m.

The project which was successfully implemented by Hellenic Cables, aims to replace the diesel-powered,

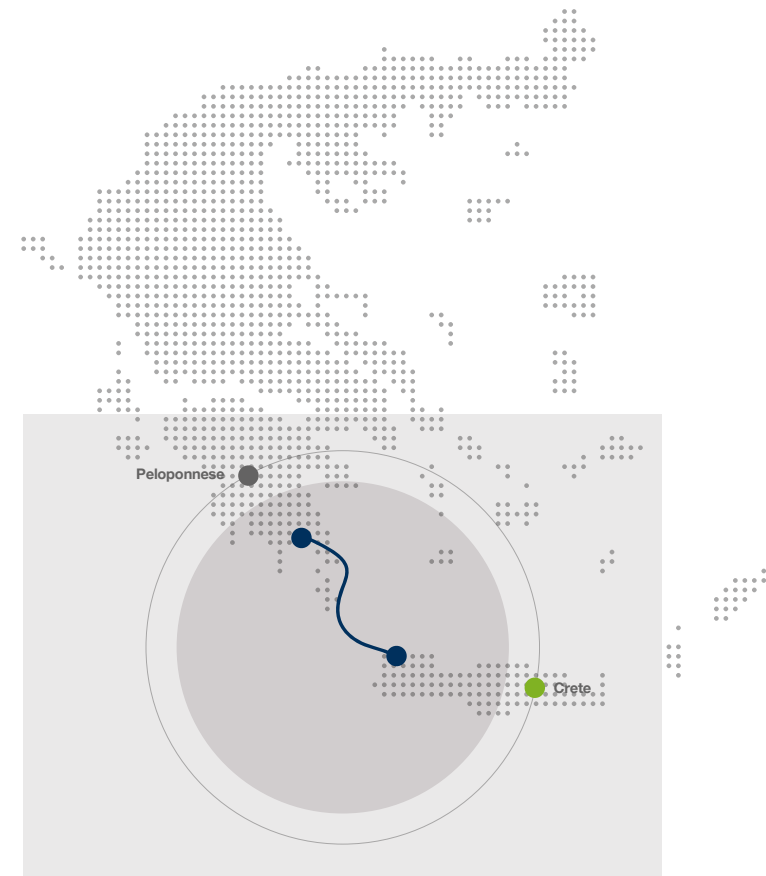
generating stations of Crete, with their environmental polluting footprint, with a complex 150 kV submarine and underground cable including its design, supply and installation, connecting Crete with the supply network of the mainland.

This ambitious project was designed to end Crete's energy insecurity and unleash the island's economic potential in a sustainable and environmentally friendly way.

R&D & Innovation

Hellenic Cables has embedded significant innovations both in the design of the cable itself, as well as, for its laying, through advanced and state-of-the-art installation methods developed especially for this project.

In addition to the record water depth of 1,000 m, Hellenic Cables successfully addressed the challenges posed by the highly diversified submarine environment and seabed conditions. To increase the reliability of the project, three different types of specifically designed accessories were tested and manufactured in order to protect the cable from free spans, rolling and sliding of the submarine cable and the effects of the seabed's varying terrain.





Client



Independent
Power Transmission
Operator (IPTO S.A.)

Project location



Greece

Subsea route



135 km

Total onshore route



43 km

Cable types



- Composite three-core submarine cable including two interstitial fibre optic cables of 48SM fibres each
- Single core underground cables with interstitial FO tubes

Duration



2018-2020

Water depth



Up to 1,000 m

Cable length



The longest cable
HVAC* intercon-
nection worldwide
(approx. 178 km)

* HVAC (Heating, ventilation, and air conditioning)



Newly assigned projects

Submarine interconnection in the Adriatic Sea (Končar Group)

Hellenic Cables signed a contract with major Croatian contractor Končar Group for the supply of 12 km 110 kV submarine cables, accessories and related services as part of a project by the Croatian Transmission System Operator for the replacement of existing outdated cable lines in the Adriatic Sea. This is a notably strategic project for Croatia, as it will secure the energy supply on the Adriatic islands, while also making significant environmental contribution by reducing the environmental footprint of the Adriatic islands. Cable production will start in 2021 and is expected to be completed by February 2022 at Hellenic Cables' state-of-the-art submarine cable production plant in Corinth, Greece.

Electrical interconnection Santorini - Naxos (IPTO)

Hellenic Cables was declared by Independent Power Transmission Operator S.A. (IPTO) as the temporary contractor for the section of the Santorini-Naxos electrical interconnection. The integration of Santorini in the High Voltage System, through Naxos, is part of the 4th phase of the electrical interconnection of the Cyclades which is due to complete in 2024. This is a vital project for the safe electricity supply of Santorini

and Thirasia islands, especially during the summer months. The submarine section of the Santorini-Naxos interconnection will have a total length of 82.5 km and will be immersed at a maximum depth of 400 m. It includes the design, supply, and installation of submarine and land cables of 150 kV for the interconnection of Santorini with Naxos as part of the project of the interconnection of the Cyclades to the National Electricity Transmission System (E.S.M.I.E.)

Groningen Hunze - Groningen Bloemsingel (TenneT)

As per the existing situation, substation 110 kV Groningen Bloemsingel is connected to 110 kV Groningen Hunze substation with two old high voltage cable circuits, installed in 1964, and due for replacement. The aforementioned circuits will be replaced by two new high voltage circuits, which will not be realized in the old cable routes. The old and the new cable routes are located in the city center of Groningen. The new cable routes, with a length of approximately 3.6 km each, consists of seven short open excavations and six HDD's (Horizontal Directional Drilling). The cable route is mainly projected in municipal properties. The 110 kV cable will be connected in the substation (indoor) Groningen Bloemsingel at a new transformer

bay (indoor). At the other side of the cable route, the 110 kV cable shall be installed at an existing 110 kV outdoor field installation. In both situations, there will be a support construction to elevate the cable and install the cable terminations.

AU Route Project (SP Transmission PLC)

SP Transmission PLC awarded Hellenic Cables S.A with the Supply and Installation of approximately 24 km single core 132 kV 800mm² Al XLPE underground cables and associated accessories from Elderslie to Johnstone Substations in Scotland, including relative accessories with a total approximate value of 4.5M GBP. The AU Route project start date, is in May 2021 and completion is expected in August 2022.

Sandy Knowe Project (SP Transmission PLC)

SP Transmission PLC awarded Hellenic Cables S.A with the Cable Civil, Supply and Installation of approximately 27 km single core 132kV 800mm² Al XLPE underground cables and associated accessories from Sandy Knowe to Glenglass Substations in Scotland, including relative accessories with a total approximate value of 6.6M GBP. The Sandy Knowe project start date, is in September 2021 and completion is expected in May 2022.



Successfully completed projects

Crete interconnection (IPTO)

Hellenic Cables announced during 2021 the successful electrification of the 178 km-long submarine and underground electrical interconnection between Crete and Peloponnese, one of the most demanding projects ever completed worldwide. Its successful completion marks the first step for Crete's transition to clean energy. The successful completion of the project highlights Hellenic Cables' commitment to deliver top quality and long-lasting cable solutions and reaffirms its ability to successfully respond to the most demanding and challenging projects.

Submarine interconnection Paros - Naxos (IPTO)

Another important project promoting energy security and the stimulation of the island economy was officially completed during the year. The Paros-Naxos interconnection had a maximum sea depth of approximately 60 m and the length of the indicative route was 7.1 km for the submarine section plus approximately 3,050 m for the underground section on Paros shore and 100 m for the underground section on Naxos shore. The contract included the design, manufacturing, installation, protection, termination works and testing of approximately 53 km of 150 kV AC three-

core submarine cables, with XPLE insulation and an integrated 24 fibre optics cable.

Skiathos Mantoudi interconnection (IPTO)

The contract, worth approx. EUR 43 million, entailed the supply and installation of the submarine and underground cable system. This included the design and manufacturing of 30 km of 150 kV submarine cable system, its subsea installation and protection as well as its connection to the 150 kV Transmission System in Mantoudi area, Evia.

Douglas North (SP Transmission PLC)

SP Transmission PLC commissioned Hellenic Cables with a significant portion of the Douglas North project, concerning the supply and installation of 132 kV high voltage underground cables, for the connection of the Douglas West onshore wind farm with the new Douglas North substation, as well as the connection of the Kennoxhead Extension onshore wind farm with the Middlemuir Windfarm substation. Hellenic Cables supplied approximately 10 km of 132 kV XLPE-insulated cables and associated accessories, including installation & final testing services through selected partners in the UK.

Coast Virginia Offshore Wind (Dominion Energy)

Hellenic Cables has completed the cable manufacturing and loading for shipment of inter-array cables for the Coastal Virginia Offshore Wind (CVOW), executing the contract awarded by Dominion Energy for the partial supply of array cables for the 2.6 GW project. The Company was responsible for the design, supply, and storage of approximately 50 km of 66 kV, XLPE insulated submarine inter-array cables, connecting the wind turbines to the offshore substation.



Hellenic Cables products



With a strong export orientation, Hellenic Cables places significant emphasis on developing high value-added cable products and solutions that incorporate sustainable production and distribution standards.

Aiming at responding to market challenges, as well as customer requirements, Hellenic Cables produces a wide range of high quality and technology products. The latter are manufactured in technologically advanced facilities, by highly specialized employees.

The Company's testing laboratory at the manufacturing plant in Corinth possesses the latest, cutting edge technology equipment, in order to perform development tests, type tests and certification tests for AC cable systems up to 500 kV and for DC cable

systems up to +/- 600 kV. Since 2018, the laboratory has operated a new system with a maximum voltage of 450 kV, to perform tests on 60 km long cables and a nominal operating voltage of 220 kV.



Energy

1

Submarine cable systems

Low, medium, high and extra - high voltage submarine cables for island and wind farms interconnection.

2

Land cables of high and extra-high power

High and extra-high-power cables for onshore interconnections in the transmission network.

3

HVDC cables

High-voltage direct current for offshore and onshore interconnections.

4

Power distribution cables

Low and medium voltage for power distribution.



Industrial applications

1

Wind farm cables

Low, medium and high voltage cables for wind farm applications.

2

Railway cables

Low, medium, high and extra-high voltage cables, such as signaling and railway signaling cables.

3

Industrial cables

Low, medium and high voltage cables, as well as control cables for industrial applications.



Telecommunications and data transmission

1

Network cables

2

Optical fibre cables

3

FTTH cables (Fibre to the home)

European Construction Products Regulation (CPR)
More specifically, with regards to cables production, this regulation applies to all cables used for the supply of electricity and intended for use in construction projects. It defines the cables fire resistant qualities, as

well as the testing and evaluation methods to be used before installation. Cable manufacturers are required to supply a Declaration of Performance (DoP) Certificate along with their products, in order to comply with the regulation's requirements. Performance Certificates for

Hellenic Cables' products are available at the following link www.hellenic-cables.com/cpr/



Turnkey solutions and services

Hellenic Cables provides a complete range of services and solutions (turnkey solutions), tailored to customer demands. Turnkey solutions offer integrated services, from design to customer staff training and final testing. These services are provided for highly demanding projects, supervised by qualified, experienced executives.

- Provision of installation services, for underground high and very high voltage cable interfaces, as well as for all Hellenic Cables' submarine cables.
- Repairs and replacements of underground intercon-

100% of production plants are certified according to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards.

nection systems for high voltage cables, as well as submarine and fibre optic cable systems.

- OEM (Original Equipment Manufacturer) services, including design, production and packaging.
- Custom-adapted applications for the optimal implementation of already installed systems.
- Supervision services, for products provided by third parties, especially during the installation of underground and submarine cables.
- Technical support, in matters of design, maintenance solutions for underground and submarine

cables, post-installation support, etc.

- Transport and storage services, for all types of Hellenic Cables products.
- Training and informing customers' staff either via Hellenic Cables' experienced and specialized staff or through renowned consulting companies and technical consultants.
- Provision of backup materials, such as spare parts for the maintenance of installed energy and telecommunications systems, throughout the life of each designed interconnection.

Project management of major projects

Project design

- Design and production of products, according to customer requirements and project needs
- Supply of special components required for the connection and termination of cables

Installation

- Provision of civil engineering works
- Cable route surveys for shore ends and open sea areas
- Transportation of cables
- Immersion and installation
- Protection works after immersion
- Termination at substations

After sales services

- Training / informing customer's staff about the operation and maintenance of the system
- Providing support services to customers
- Underwater cable protection projects

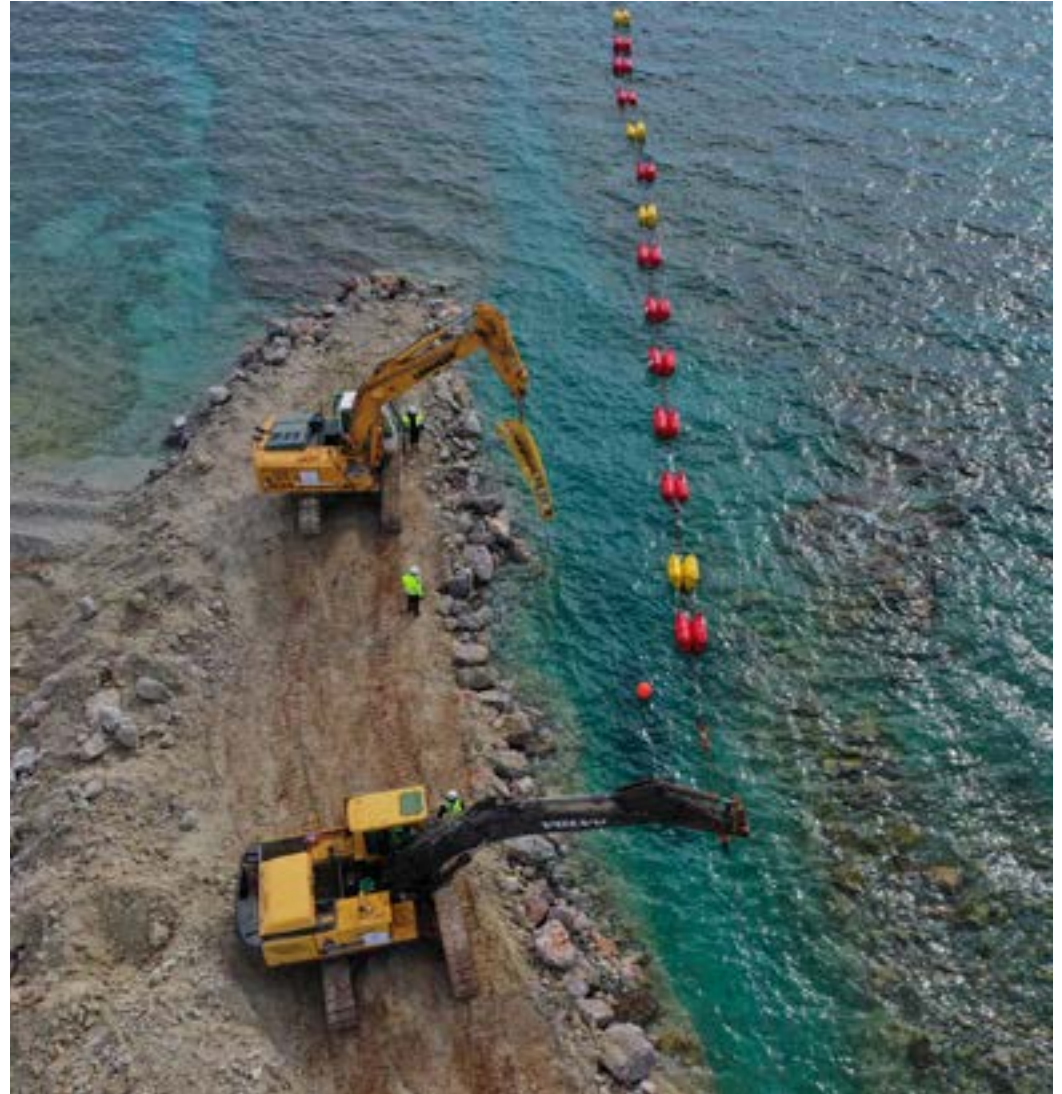
Provision of integrated project management

- Hellenic Cables provides the above services either partially or as a whole in the context of its integrated project management, thereby delivering "turnkey" solutions

Project Management Office (PMO)

Hellenic Cables' Project Management Office is the core of managing projects at the Company. PMO consists of specialized and highly experienced experts, who are able to work efficiently alongside the most demanding project management teams, while having supervision and managerial role in projects' management.

Hellenic Cables implements a set of strict procedures (framework), based on the guidelines of the ISO 21500:2012 standard regarding project management. In addition, during the implementation of each project's sub-section, all the procedures defined by the Management Systems (Quality Management System, Environmental Management System, and Occupational Health and Safety Management System) implemented by Hellenic Cables are also strictly followed.





Customer focus

Hellenic Cables' customer-oriented philosophy, a key element of its development strategy, is founded on effectively responding to customer requirements, as well as monitoring the wider market and international trends. This enables the Company to always be one step ahead, developing high quality products and integrated services, while being included on the lists

of approved suppliers for internationally recognized customers. The communication with the customers is continuous, through the Company's PMO, in addition to departments such as Sales, Supply Chain, Quality and Technical, and its dedicated experts who keep in touch with the customers, during the implementation of major projects.

01

On-site audits

The Company provides customers with the opportunity to carry out on-site audits at its production facilities where they can assess the production performance, responsible environmental management, as well as health and safety. Upon the completion of the audits, useful conclusions are drawn regarding the strengths of the production process, as well as areas that need improvement.

02

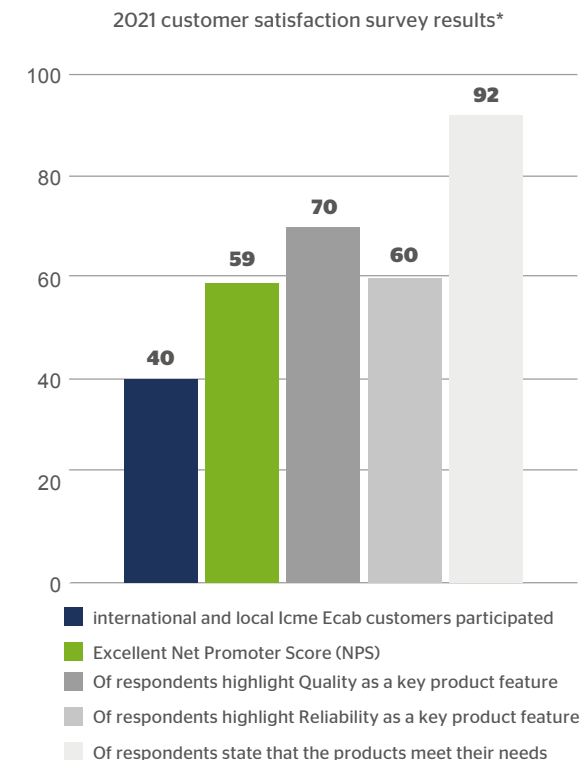
Customer satisfaction

The Company's customer-centric philosophy is reflected through its customer satisfaction surveys conducted every two years. The survey enables customers to evaluate Hellenic Cables' performance in terms of products and project implementation, as well as in matters of responsible operation.

03

Hellenic Cables' customer-centric philosophy is based on:

- Research, development and innovation
- Skilled human resources
- High levels of know-how through the implementation of demanding European, large scale projects
- High quality products
- Complete integrated solutions and services
- Certified Management Systems



*For Icme Ecab, in Bucharest, Romania

Committing to the highest quality

Ensuring that its products are of the highest quality, is a priority for Hellenic Cables and is inextricably linked to customer satisfaction. At each stage of the production process, the Company conducts systematic and strict quality controls, while it has set specific and measurable

quality objectives, which are monitored by its Management through periodic reviews. In satisfying customer requirements, as well as the specifications of large projects, the quality characteristics of the products that are produced are constantly improved, where appropriate,

by well-trained staff, in combination with appropriate and innovative means of production. The Company applies strict quality standards and certified systems, which ensure high quality products and services, which also aids in continuously improving the overall production process.



All Hellenic Cables products have the marks of conformity, as well as licenses for the use of quality marks from internationally recognized certification bodies, proving the continuous audits carried out during the production process, as well as the high standards on the basis of which they are produced. Additionally, Hellenic Cables performs testing with independent internationally recognized laboratories overseas which are an additional safety valve in the context of quality assurance. Type tests may also be performed at Hellenic Cables production facilities, supervised by independent certification and auditing bodies.

Industrial excellence

In prioritizing technological superiority and the continuous improvement of the production process, Hellenic Cables implements a program of industrial excellence in the production facilities, which is named IWS (Integrated Work System) and is supported by a central organization BEST. Through the implementation of the program, the Company aims to optimise its operations and processes, make sure that its production facilities operate efficiently as well as continuously train its employees.

Additional benefits that arise from implementing the program include reducing energy consumption, using resources and materials efficiently in combination with reducing inventory/product management as well as improving the overall quality of the products and

services provided, thereby contributing to the full satisfaction of customer requirements.

Another feature of the industrial excellence program is providing a safe working environment in the Company's production plants, as well as protecting employees' health and safety.

The simultaneous implementation of the 5S system ensures high levels of safe working conditions and practices both on site and on production lines while increasing productivity. In addition, through the implementation of the industrial excellence program, standards are established in production, continuous supervisory controls are applied, and daily meetings are carried out between employees and executives in order to deal with any problems that may arise.

Product information

Hellenic Cables' products are always accompanied by the required test certificates, technical data, as well as additional data, depending on the requirements of each customer. The Company provides all the necessary information regarding the correct application and use of the products in order to protect the health and safety of the end users. The following are provided depending on the needs of the product or service:

Details about the product or service

- Technical data
- Specific instructions
- Labelling on the products or their packaging
- Test certificates
- Certificates of conformity
- Responses to customer inquiries

Information regarding the use of a product or service

- Technical data
- Specific instructions
- Responses to customer inquiries
- Product specifications
- Safety Data Sheets (SDS) for compounds

Product composition

- Technical data
- Specific instructions
- Labelling on the products or their packaging
- Test certificates
- Certificates of conformity
- Responses to customer inquiries
- Labelling of a product or packaging falling under a Community directive (CE marking and UK Conformity Assessed UKCA)



Research and development

Hellenic Cables prioritizes investing in research, development and innovation as these investments serve to safeguard the Company's readiness when faced with market changes. Through the Company's Research and Development division, priority is given to:

- Developing new, environmentally friendly products that are fully aligned with the new directives and legislation based on international standards and the specific needs of each project.
- Redesigning and improving products thereby increasing competitiveness and improving quality.
- Technical support for production processes to improve productivity and quality.

Over 27% of Hellenic Cables' turnover originates from environmentally sustainable activities according to EU Taxonomy Regulation*

*Cenergy Holdings 2021 Annual Report
<https://cenergyholdings.com/investors/financial-reports/annual-reports/>



R&D to innovation

Design and production of new, innovative products, studying international industry and market trends (benchmarking) and participating in international and European initiatives and programs.



R&D to cost

Optimizing the competitiveness of products and reducing their production costs.



R&D to design

Designing new products in close collaboration with customers applying their requirements to the design and production of personalized products in which the customers sets their own specifications. An emphasis is also placed on the use of recycled materials in the production of cables, as well as on the production of products that are compatible with the principles of the circular economy.



R&D in IT tools

Development of IT tools and methods and writing publications with / without the cooperation of academic institutions in Greece and abroad; participation in international technical committees and working groups on examining existing technical standards, as well as the creation of new ones.



New products

Dynamic MV and HV submarine cables for floating wind turbines and other offshore applications

Floating wind farms require high voltage inter-array cables to connect the wind farms' turbines before transferring the power generated by them to offshore substations before the power is transmitted to onshore facilities via submarine export cables.

For this purpose, high quality and technological cable solutions are required.

Since June 2018, Hellenic Cables has been developing innovative solutions for dynamic wind turbine connection cables, as well as the transmission of electrical power in regards to land networks, through its participation in numerous research projects (two of which are subsidized by the European Union).

Within the framework of its product development plan, Hellenic Cables implements the design, construction, testing and certification of dynamic high voltage cables (66 kV), with copper and aluminum conductors (postdoctoral program with the University of Exeter,

Hellenic Cables demonstrates its innovation through the development and production of medium and high voltage submarine cables for the transmission of electrical power between offshore floating wind turbines, as well coastal wind farms. This new technology contributes to the commercial development of renewable wind energy production using wind turbines.

The Company also demonstrates its world-class manufacturing capabilities in the production of inter-array cables, through which offshore wind farms are able to generate sufficient and sustainable energy for local communities, while promoting a more sustainable future.

as well as participation in H2020 EU funded programs Flotant and MaRINET2); certification process is expected to be completed by the end of 2022. In addition, Hellenic Cables' participation in the Carbon Trust Joint Industry Project (JIP) has been completed; results obtained from the design and testing of ultra-high voltage submarine cables (220 kV) are currently being processed.

Although the development of these innovative cable solutions for floating offshore wind farms only began a few years ago, the knowledge gained from Hellenic Cables' participation in the relevant research projects has greatly contributed to the Company being able to participate in ongoing tenders for the development of floating wind farms around the world.





Collaborations with institutions and participation in research projects

Hellenic Cables actively participates in cable industry research and development programs and cooperates with internationally recognized educational institutions, distinguished research centers and certified laboratories in Greece and abroad. Both the experience and technical knowledge of the Company's executives are transferred to the scientific community, through their participation in conferences/reviews and publications in reputable scientific journals.

Carbon Trust

Hellenic Cables has been awarded part of a research and development competition for the Floating Wind JIP joint industrial project, by the Carbon Trust company. The initiative aims to develop dynamic high-voltage cables for the transmission of electricity from offshore wind farms to the coast, which is a new technology that is expected to substantially help the commercial development of wind energy production using floating wind turbines. In this context, Hellenic Cables is supporting the design, initial testing and development of dynamic cables ranging from 130 kV to 250 kV in order to enable efficient power transmission from floating wind turbines to the coast.

MaRINET2

Hellenic Cables also participates in the MaRINET2 program, under the auspices of the European Union Horizon 2020 program. The project will be implemented

in collaboration with the Trelleborg, a company that specializes in the development and production of auxiliary polymers and foam components, for all levels of the offshore industry. As part of the MaRINET2 project, a dynamic reinforcement system for floating offshore wind applications will be investigated and tested. Through this participation, Hellenic Cables will gain valuable knowledge and know-how about new, innovative and demanding applications in the context of providing powerful solutions for future offshore wind farms.

Torsion Joint Industry Project (JIP)

The Torsion Joint Industry Project (JIP), which started in 2019 (with a duration of three years), is organized by the independent research organization "Sintef" and is funded by the companies Ørsted, Equinor, Hellenic Cables, NKT HV Cables, Aker Solutions and Petrobras, and concerns the study of torsional phenomena in submarine cables, flexible pipes and other types (umbilicals). With past research identifying that the underlying cause of the complete destruction of products was the creation of torsion as a consequence of the processes of transportation, loading on a ship or installation, the JIP program seeks to further understand torsion in this context, and to effectively observe its occurrence in order to reduce the risk of product failures in the future. In addition, the program is expected to develop pilot torsion recording equipment to be monitored in real time.

Tanocomp

Hellenic Cables participates in the European Tanocomp Program through which the Company's execu-

tives exchange know-how with experts and executives from other companies, developing in particular their knowledge in nanotechnology and the preparation of nano-synthetic materials for various applications.

2020 European Flotant Horizon 2020

Hellenic Cables also participates in the European Horizon 2020 program through which a proposal was submitted regarding "Innovative, low cost, low weight and safe floating wind technology optimized for deep water sites (Flotant)" LC-SC3- RES-11-2018. Through this participation, benefits are expected in developing innovative dynamic submarine cables and transferring know-how.

Long term collaborations

Elkeme S.A. - Hellenic Research Centre for Metals

Hellenic Cables works closely with Elkeme (www.elkeme.gr), Viohalco companies' metal research centre, at all stages of new product design, in addition to its role which is to solve any industrial problems that may arise. Through its network of state-of-the-art research laboratories, Elkeme supports new product research and developing new products, with the aim of making the Greek metallurgical industry an international pioneer in this field of expertise. At the same time, the research centre designs and implements metallurgical pilot projects that concern the entire metallurgical industrial production process and supports (at a research level) the Company's cable industrial facilities both in Greece and overseas.

Educational institutions

Hellenic Cables has always collaborated with educational institutions in Greece and abroad.

During 2021, the Company collaborated with the:

- National Technical University of Athens, to study the structure of cables' metal parts
- Democritus University of Thrace
- University of Patras, in a study concerning fire retardant/fire resistant behaviour in non-conductive cable parts
- University of Exeter.

Research publications

J27. I.S. Lamprianidou, T.A. Papadopoulos, G.C. Kryonidis, E.F. Yetkin, K.D. Pippi, A.I. Chrysochos, "Assessment of Load and Generation Modelling on the Quasi-Static Analysis of Distribution Networks," *Sustainable Energy, Grids and Networks*, vol. 27, 100509, September 2021.

Related to: LV/MV underground cables

Quasi-static analysis of power systems can be performed by means of timeseries-based and probability density function-based models. In this paper, the effect of different load and generation modelling approaches on the quasi-static analysis of distribution networks is investigated. Different simplified load and distributed renewable energy sources generation timeseries-based models are considered as well as probabilistic analysis. Moreover, a more sophisticated approach based on cluster analysis is introduced to identify harmonized sets of representative load and generation patterns. To determine the optimum number of clusters, a three-step methodology is proposed.







The examined cases include the quasi-static analysis of distribution networks for different operational conditions to identify the simplified modelling approaches that can efficiently predict the network voltages and losses. Finally, the computational efficiency by using the simplified models is evaluated in temperature-dependent power flow analysis of distribution networks.

J26. T.A. Papadopoulos, Z.G. Datsios, A.I. Chrysochos, P.N. Mikropoulos, G.K. Papagiannis, "Modal Propagation Characteristics and Transient Analysis of Multiconductor Cable Systems Buried in Lossy Dispersive Soils," *Electric Power Systems Research*, vol. 196, 107249, July 2021.

Related to: HV/EHV underground cables

In surge analysis, an important issue is the influence of the imperfect earth on the propagation characteristics of the conductors. In this paper, the wave propagation characteristics and the transient performance of underground multiconductor cable systems in flat, vertical and trefoil arrangement are investigated. The Longmire and Smith frequency-dependent (FD) soil model as well as a generalized earth formulation are considered, taking into account in the analysis the impact of earth conduction effects on both the series impedance and shunt admittance of the cable conductors and sheaths. Comparisons are carried out with approximate earth formulations, neglecting the influence of imperfect earth on shunt admittances. Finally, resonance frequency analysis and transient simulations are performed for the different cable arrangements to evaluate the importance of FD soil modeling and earth formulation per cable arrangement.

J25. T.A. Papadopoulos, Z.G. Datsios, A.I. Chrysochos, P.N. Mikropoulos, G.K. Papagiannis, "Wave Propagation Characteristics and Electromagnetic Transient Analysis of Underground Cable Systems Considering Frequency-Dependent Soil Properties," *IEEE Transactions on Electromagnetic Compatibility*, vol. 63, no. 1, February 2021, pp. 259-267.

Related to: HV/EHV underground cables

The accurate estimation of the influence of the imperfect earth on the propagation characteristics of conductors is a crucial issue in electromagnetic (EM) transient analysis. In this aspect, the frequency-dependence of the soil electrical properties should be also considered. The effects of the dispersion of soil electrical properties on EM propagation have been investigated mostly for overhead transmission lines. This article presents a detailed EM transient analysis of underground cable systems taking into consideration the frequency-dependent (FD) soil properties. A generalized earth formulation of cable earth return impedance and shunt admittance is adopted. Propagation characteristics and transient responses are calculated by using both FD soil models and constant soil properties, as well as approximate earth formulations, neglecting the influence of the imperfect earth on shunt admittances; significant differences are observed. Guidelines for the accurate evaluation of earth conduction effects on the transient performance of underground cable systems are also introduced.

C43. A. Muresan, T.A. Papadopoulos, L. Czubil, A.I. Chrysochos, "Numerical Modeling Assessment of Electromagnetic Interference between Power Lines and Metallic Pipelines: A Case Study," *Proceedings of the International Conference on Modern Power Systems 2021, Cluj-Napoca, Romania, June 15 - 17, 2021.*

Related to: HV/EHV underground cables

The rapid change in human migration from rural areas towards the biggest metropolitan areas across the world implies a reorganization of the utility transport networks creating new common right-of-ways between high voltage power lines (HVPL) and metallic pipelines. In this paper, induced voltages from HVPL to metallic pipelines are calculated using different numerical approaches. The induced voltages along a metallic pipeline are computed using the wide-known circuit theory and electromagnetic field theory approaches embedded under ATP, EMTP-RV and XGSLab software packages, respectively. In order to accurately quantify the impact of different topologies on the induced voltages along the pipeline, the length of the parallel routing, as well as the separation distance, are varied during the computational domain. Moreover, the CIGRE WG 36.02 criteria regarding the equivalent parallel sections are applied when circuit theory is employed and verified using the adopted electromagnetic field method.

A2. B. Christopher, A.I. Chrysochos, D. Chatzipetros, "Powering Offshore Wind Farms with Numerical Modeling of Subsea Cables," *COMSOL User Story Gallery*, September 2021.

Related to: Submarine cables

Wind turbines for offshore wind farms are starting to be built further out into the ocean. This creates a new need for well-designed subsea cables that can reach longer distances, survive in deeper waters, and better connect our world with sustainable power. Hellenic Cables in Greece uses finite element modeling to analyze and validate underground and subsea cable designs.

Manufacturing plants

The Company's production base includes state-of-the-art production plants and logistics centers in Greece and Romania. In order to ensure and maintain the high quality of products and services, the production plants of Hellenic Cables are certified according to international standards and possess innovative equipment.

Authorized Economic Operator

Hellenic Cables is certified as an Approved Economic Operator (Certificate of Approved Economic Operator - Customs Simplifications: AEO Certificate) for its production units in Greece (Thiva, Corinth, and Oinofyta). Companies with this certification are reliable business partners within the international supply chain. The main advantages of this certification include: the reduction of administrative costs, the simplification of customs procedures, as well as the optimization of freight flows. Through this certification, the Company mainly aims to gain and further strengthen the trust of its customers and partners, as well as to increase the efficiency of its plants.

Corinth, Greece, Submarine Cable Plant



Hellenic Cable's Corinth production plant is one of the largest and most advanced submarine cable factories in the world. The plant manufactures medium, high and extra high voltage submarine cables, submarine fibre optic cables as well as composite cables, special purpose cables. Fully-equipped port facilities operate within the plant to ensure immediate cable loading onto cable ships.

Total area: 210,732 m²

Facilities: 97,957 m²

Logistic center. Port for direct loading of submarine cables
Certified testing laboratory

Annual capacity: 50,000 tons of cables and
120,000 tons of wire F8

Certifications: ISO 9001:2015, ISO 14001:2015,
ISO 45001:2018, ISO 50001:2018, ISO 22301:2012,
ISO 27001:2013

**Authorized Economic Operator (AEO), Safety Culture
Ladder-Step 4, VCA/SCC Petrochemicals 2017/6.0**

Thiva, Greece, Power Cable Plant



Hellenic Cable's production plant in Thiva manufactures low, medium, high and extra high voltage land power cables, telecommunication fibre optic cables, plastic, individually tailored to customers' specifications.

Total area: 175,082 m²

Facilities: 53,237 m²

Logistic center

Annual capacity: 60,000 tons

Certifications: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, ISO 22301:2012, ISO 27001:2013

**Authorized Economic Operator (AEO),
Safety Culture Ladder-Step 4, VCA/SCC
Petrochemicals 2017/6.0**

Bucharest, Romania, Power and Telecommunications Cable Plant



Hellenic Cable's industrial facilities in Bucharest, Romania produce a wide product portfolio which includes cables for indoor installations, power, control, industrial applications, low and medium voltage, fire-retardant, fire-resistant and halogen-free cables, mine cables, marine and special-requirement cables, telecommunication cables, signaling, remote control and data transmission cables, as well as plastic and rubber compounds.

Total area: 267,789 m²

Facilities: 102,138 m²

Logistic center

Annual capacity: 50,000 tons

Certifications: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018

Oinofyta Greece, Auxiliary production plant and Center of Excellence



Hellenic Cable's production plant in Oinofyta is the R&D center of the Company. It manufactures low, medium, high and extra-high voltage power cables, fibre-optic cables, copper and aluminium conductors, individually tailored to customers' specifications.

Total area: 21,262 m²

Facilities: 9,216 m²

Logistic center

Annual capacity: 24,000 tons

Certifications: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, ISO 27001:2013

Authorized Economic Operator (AEO)



Our Sustainability approach

Hellenic Cables is committed to operating in a way that creates long term value for all its stakeholders on environmental, social and governance pillars. The Company's strategic approach towards sustainability is in line with leading global frameworks, notably the United Nations Sustainable Development Goals, as well as the European Green Deal and EU carbon neutrality targets for 2050.

Hellenic Cables aims to provide solutions to its customers, supporting them to reach their sustainability ambitions and goals and improve their sustainability performance through the use of our products. The Company further commits to meeting society's current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect its employees, social partners and the environment.





Environment

Hellenic Cables places notable focus on the environmental pillar and undertakes action to combat climate change, as well as preserve natural resources that the organisation relies on. The Company promotes recycling and circular economy to create more sustainable consumption and production, while at the same time seeks to maximize the utilization of secondary raw materials.



Social

Hellenic Cables' approach is underpinned by its priority placed on human development, safeguarding labor and human rights, promoting safe working conditions, mental health and well-being. Hellenic Cables is committed to treating all people equally and with respect, to working against discrimination and harassment in all its forms and to being an inclusive organisation. Moreover, the Company aims to develop its employees to their fullest and to attract new talent in order to create a diverse and inclusive workforce equipped with the right competencies. Hellenic Cables furthermore has the same expectation, especially with respect to human rights and environmental protection practices, from all its business partners regardless of geographic location.



Governance

Hellenic Cables complies with all international and national underlying laws and regulations and works against corruption and bribery in all their forms. The Company has zero tolerance for bribery, fraud, unfair competition and other types of inappropriate business behaviour, and commits to upholding sound business practices within the organization and across its supply chain and business partners.

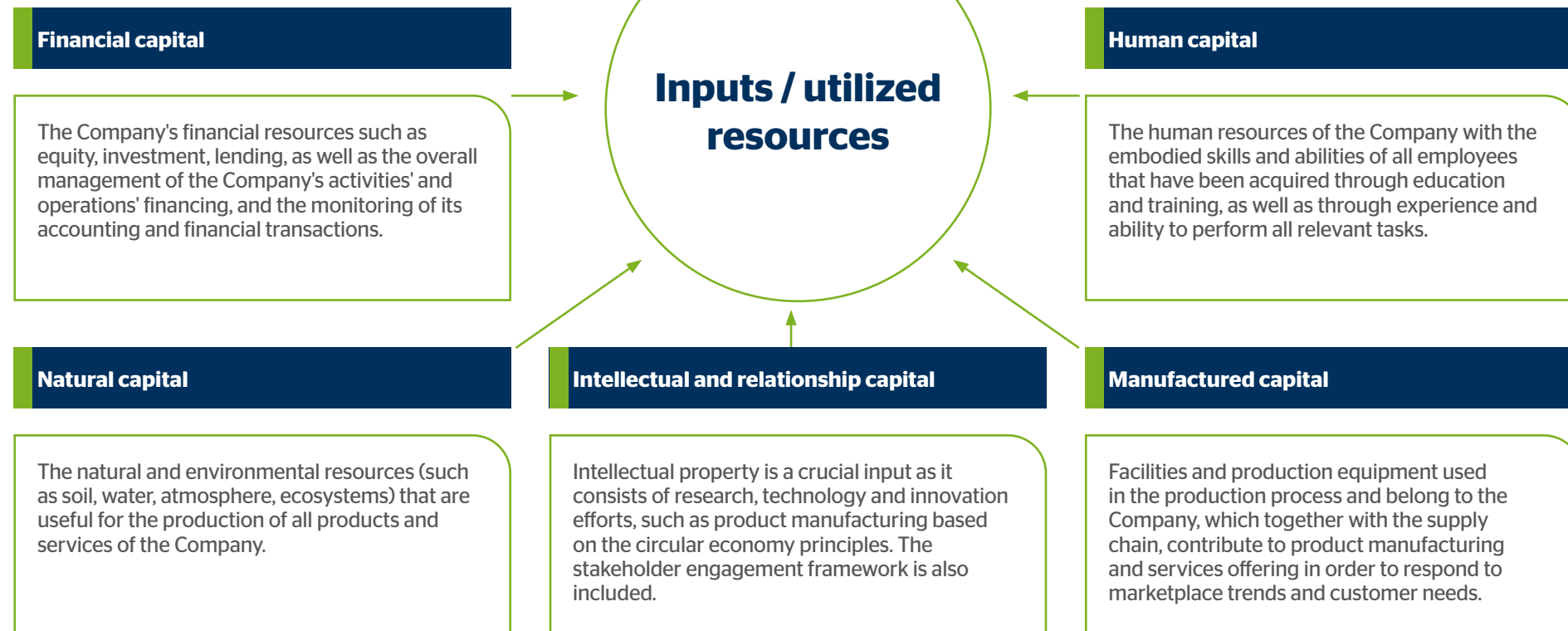


Creating value for our stakeholders

Hellenic Cables business model considers key elements (tangible and intangible) that the Company has identified and form the basis of value creation. Utilizing the available resources (inputs), taking

always into consideration the vision, the mission and corporate values, the Company creates value both for its stakeholder groups and itself, contributing to the achievement of the Sustainable Development Goals.

Business model inputs



The business model is based on the Integrated Reporting Framework's guidelines (International Integrated Reporting Council).



Hellenic Cables, the largest producer of cables in Greece and South-eastern Europe, is active in the energy transmission and distribution markets in the

renewable energy sources, telecommunications and data transmission, construction and industry sectors, and is distinguished for its strong export orientation.

Hellenic Cables contributes:

- to the energy transition towards a climate neutral economy, through the appropriate technological solutions (RES projects and island interconnection).
- to the improvement of the Society's living standard through the transmission of electrical energy, and the use of telecommunications in the service of medical science, as well as through many other applications of information technology.

Fields of activity

- Production**
- Submarine cables (medium, high and extra-high voltage)
 - Power cables - conductors (medium, high and extra-high voltage)
 - Power cables
 - Telecommunication and data transmission cables
 - Plastic and rubber compounds
- Turnkey solutions**
Turnkey solution services - from design to customer staff training and final testing - for highly demanding projects.

Market segments

- Energy sector
- Industry and solutions
- Telecom

Two-way and continuous communication

- Stakeholder groups**
- Shareholders
 - employees
 - customers
 - suppliers
 - local communities
 - state and institutional bodies
 - financial institutions



Outputs & created value*

Shareholders

- 770 million EUR increase in operating profitability in terms of adjusted EBITDA, in relation to 2020
- 34.45 million EUR profit after taxes

Local communities

- Hellenic Cables together with Corinth Pipe-works contributed to Cenergy Holdings aid aiming at the restoration of the fire affected areas in Greece.
- 18 initiatives focused on supporting local communities

Employees

- 1,749 direct employees
- 43.66 million EUR salaries and additional benefits
- 23,081 employee training hours
- 28,728 PCR SARS COV-2 tests in Greece and Romania

State and institutional bodies

- 3.12 million EUR direct and indirect taxation

Customers

- 35.0 million EUR total investments
- 10.0 million EUR research and development

Financial institutions

- 18.28 million EUR payments to capital providers

* According to data published for the cable industry by the parent company Cenergy Holdings



ISO 26000 standard on social responsibility

Committed to operating in a sustainable and socially responsible way, Hellenic Cables aims to ensure the organization's practices are aligned with the ISO 26000 standard on social responsibility. As this standard constitutes a framework of guidelines and not a certifiable management system, the organization's efforts concerning the integration of its principles to the business is an ongoing process.





Community involvement & development

Social contribution is an important pillar for Hellenic Cables. The Company supports its local communities through social programs and financial aid, aiming to create value for both the Company and the society. In addition, the organization aims to cover its human resources needs through local employment, as well as collaborate with local partners and suppliers. Further information is presented in the section “Supporting our Community”.

Consumer issues

Underpinned by its customer-centric philosophy, Hellenic Cables strives to nurture relationships of trust with its customers, in order to effectively respond to their needs and increase their satisfaction. As per the above, the organization systematically monitors customer satisfaction, with the ultimate aim to consistently develop and produce high quality products and integrated services; an important competitive advantage of the Company. Further information is presented in the section “Our Company”.

Fair operating practices

Hellenic Cables intends to respond to stakeholder needs and operate in all of its activities honestly, ethically, with integrity and always in line with the applicable laws, regulations and standards. The Company communicates these commitments in its policies and codes and undertakes precautionary action to promote business ethics and fair practices and prevent any cases of corruption and bribery. During 2021, the Company established a new training initiative on business ethics and code of conduct, anti-bribery and corruption, with a focus on management and employees with a special risk profile due to the nature of the job. As a result of the Company's actions, no corruption or bribery incidents were recorded during 2021. Further information is presented in the section “Transparency and corporate governance”.

Human rights

Hellenic Cables recognizes the right of its employees and stakeholders to work with dignity and believes that everyone in the Company is responsible for having due regard for human rights. The organization supports the protection of international human rights across the business value chain, and is not complicit in human rights abuses. During 2021, the Company established a new training initiative on labor and human rights, diversity equality and inclusion, and workplace harassment and prevention. Further information is presented in the section “Transparency and corporate governance”.

Labor practices

Hellenic Cables' employees constitute the Company's most critical capital and are at the center of every organizational action. Recognizing that employees are a key driving force for the Company and contribute to the achievement of its goals, Hellenic Cables' top priority is to ensure a safe working environment that offers equal opportunities to employees. Further information is presented in the section “Responsibility towards our people”.

Organizational governance

Selecting appropriate corporate governance principles and practices is a commitment for Hellenic Cables, which protects the interests of all Company stakeholders. Through the decisions taken at both strategic and operational level, the organization seeks to promote the concept of business ethics, ensure transparency of its operations and achieve Company's management compliance with the interests of its stakeholders. Further information is presented in the section “Transparency and corporate governance”.

Environment

Hellenic Cables is aware of the environmental consequences from its operations and has committed to environmental protection and climate change mitigation, as part of its strategic approach towards a net-zero, circular future. The Company has adopted an ambitious approach, aiming to be fully decarbonized across all three scopes by 2050 the latest. To solidify its commitment, Hellenic Cables submitted ambitious targets to the Science-Based Targets initiative (SBTi), in 2021, in alignment with current scientific evidence, as well as the Paris Agreement and EU Green Deal requirements. Further information is presented in the section “Environment and Climate Change”.



Double Materiality results

As part of this Sustainability Report, a double-materiality assessment has been performed to identify, analyse and prioritize the issues that are most important to and for Hellenic Cables. The evaluation and ranking of the process has been based on:

- the Non-Financial Reporting Directive 2019 (NFRD) European Union for the double materiality assessment, according to the Global Reporting Initiative (GRI Standards); and,
- the analysis and ranking of the dimensions of the Sustainability Accounting Standards Board (SASB).

According to the specific frameworks and guidelines, double materiality focuses on the identification of the issues that:

- Hellenic Cables has significant impact on, concerning the society, the economy and the environment and
- have financial risk/impact for the company. In other words, the issues that incur potential opportunities or risks, that affect the company's future cash flows and thus its net value (financial materiality).

The methodology of the double materiality analysis is based on the following four steps:

1

Identification and understanding of the material issues: A survey and analysis of the sector and the SASB guidelines, in line with the Company's strategic approach and priorities;

2

Assessing and ranking the above matters with evidence on their social and environmental impact as well as the impact on the company's value. A specialized workshop with the Company's sustainability team has been conducted, to holistically assess the various topics of the Company's sustainable development, based on specific financial criteria;

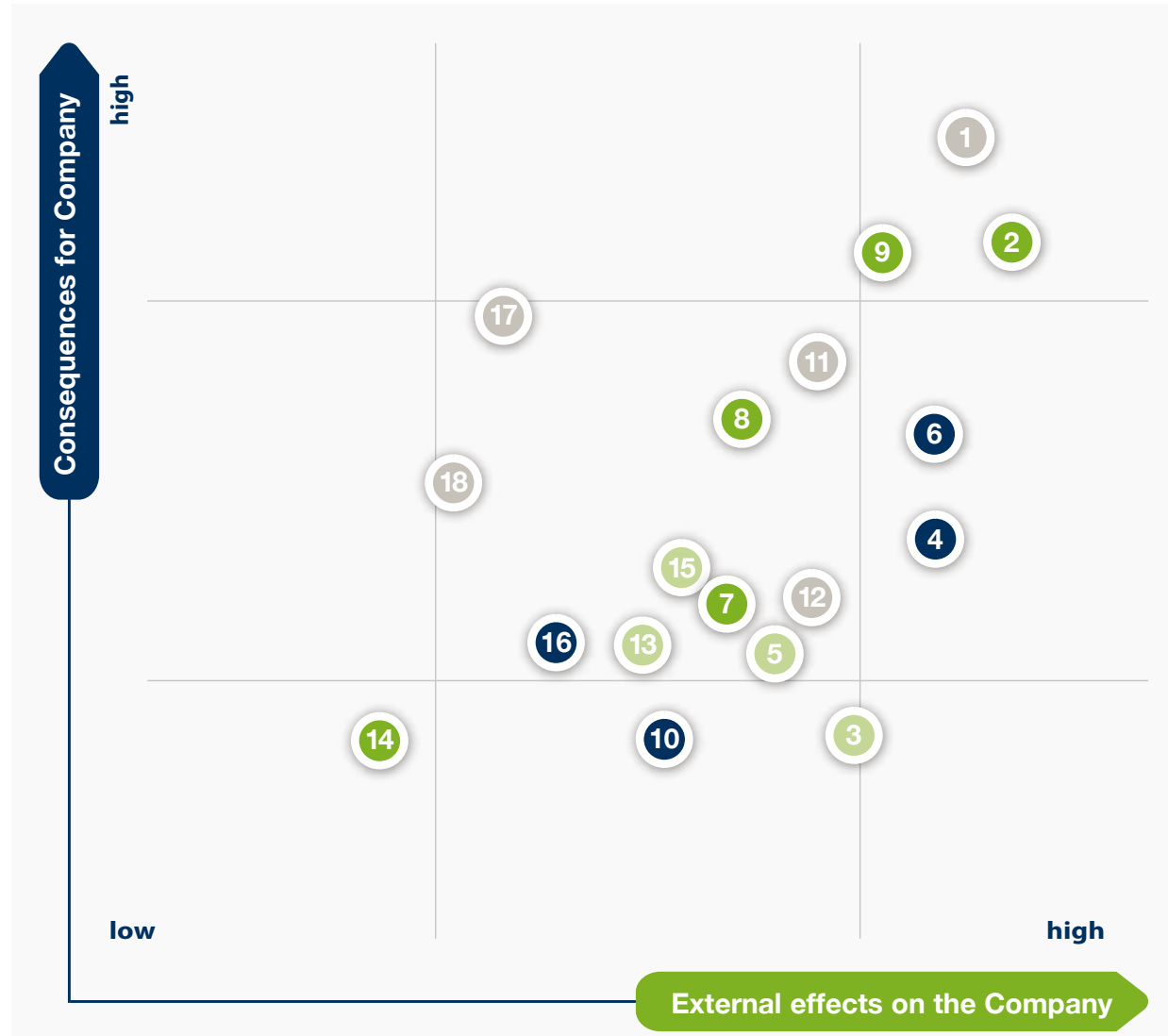
3

Committing to the stakeholders for the inclusion of their opinion regarding the issues analysed and assessed. An anonymous survey has been conducted to identify, gather and list the perspective of the various teams and stakeholders involved;

4

Validation of issues and their evaluation from the Board of Directors and review of relevant targets in order to align with the Company's strategic approach and priorities.

The results of this assessment are presented in the map.



Material issues

- 1 Occupational health and safety
- 2 Driving the energy transition
- 3 Research and development - product innovation
- 4 Operational Excellence
- 5 Customer-oriented approach
- 6 Business Ethics and responsible governance
- 7 Energy management
- 8 Circular economy
- 9 Climate change & decarbonisation
- 10 Information security and data protection
- 11 Training and development
- 12 Attracting and retaining talent
- 13 Product life-Cycle management
- 14 Waste management
- 15 Responsible supply chain management and materials sourcing
- 16 Digital transformation
- 17 Local communities
- 18 Diversity and equal opportunities



Environment



Governance



Social



Market issues



GRI
index














Our contribution to the UN Sustainable Development Goals

The Sustainable Development Goals (SDGs), or else the 2030 Agenda for Sustainable Development, adopted by all U.N. member states back in 2015, provides a shared blueprint for peace and prosperity for people and the planet, both for

the short- and long-term. Hellenic Cables aims to contribute to the SDGs, by identifying the ones which are relevant to and in line with the Company's operations. In this context, Hellenic Cables links the Company's material issues to the

SDGs, relevant targets, and specific performance indicators, under the Guidance of the United Nations Conference on Trade and Development (UNCTAD ISAR SDG Reporting*).

| Materiality pillar | Material issues | Hellenic Cables targets | ISAR* key performance indicators | SDGs |
|---|--|--|---|---|
| Corporate Governance Responsible operation | <ul style="list-style-type: none"> Business ethics and responsible governance Information security and data protection | | 16.5.2 Total monetary value of paid and payable courts in the reporting period 17.17.1 Total amount of charitable/ voluntary donations and investments of funds in the broader community |   |
| Marketplace presence Priority given to the customer, through research and development, high quality products and services | <ul style="list-style-type: none"> Digital transformation Operational excellence Research and development - product innovation Customer-oriented approach Product life-cycle management Responsible supply chain management and materials sourcing | <ul style="list-style-type: none"> Obtain ISO 22301 certification for all manufacturing plants (2022) Evaluation of 50% of key suppliers through the EcoVadis platform (2022) | 9.3.1 Proportion of procurement spending at local suppliers 9.5.1 Total amount of expenditures on research and development (R&D) |  |
| Human resources and society Strengthening relationships with our people and stakeholders | <ul style="list-style-type: none"> Occupational health and safety Attracting and retaining talents (being an employer of choice) Training and development Diversity and equal opportunities Supporting local communities | <ul style="list-style-type: none"> Expand succession planning and 360 feedback for further employee hierarchy levels (2022) Additional benefits alignment across all employees (2022) Establishment of internal opportunity system (2022) Increase the female - male ratio to 20% - 80% (2025) | 4.3.1 Average number of hours of training per employee 8.2.1 Revenue minus costs of bought-in materials, goods and services (gross value added, GVA) 8.5.1 Total costs of employee workforce (wages and benefits) divided by the total revenue 8.8.1 Incident frequency and severity rates |    |
| Environment Reducing our environmental footprint and contributing to circular economy and a net-zero, circular future. | <ul style="list-style-type: none"> Driving the energy transition Climate change and decarbonization Energy management Circular economy | <ul style="list-style-type: none"> 50% reduction of scope 1 and 2 emissions (2030) 25% reduction of scope 3 emissions (2030) Net-zero scope 1, 2 and 3 emissions (2050) 80% annual sourcing of electricity from renewable energy sources (2025) and reaching 100% (2030) Obtain ISO 14064 certification for all manufacturing plants (2022) Obtain ISO 50001 certification for all manufacturing plants (2022) | 6.4.1 Water use indicators 7.2.1 Renewable energy consumption as percentage of total energy consumption in the reporting period 9.4.1 Greenhouse gas emissions (scope 1 & scope 2) 12.5.1 Total amount of waste reused, re-manufactured and recycled |    |

*ISAR SDG Reporting is a framework of performance indicators linked to the Global Sustainable Development Goals. Developed in 2018 through the collaboration of the United Nations Conference on Trade and Development (UNCTAD) and the International Integrated Reports Council (IIRC) as a methodological tool designed to help businesses and other private actors provide key performance data on issues sustainable development in a consistent and comparable way.



Stakeholder Engagement

Hellenic Cables nurtures a direct and constructive dialogue with its stakeholders, with the aim of developing long-term relationships of trust, cooperation and mutual benefit. The most important issues which

arise from the stakeholder dialogue are embedded in all strategic business decisions, as well as the evaluation of corporate policies, activities and systems, aiming at creating value for each stakeholder group.

Hellenic Cables stakeholder groups

| | | Shareholders | Employees | Customers | Suppliers |
|--------------------|------------------------|---|--|--|---|
| How we communicate | Communication channels | <ul style="list-style-type: none"> Company's website www.hellenic-cables.com Cenergy Holdings company website www.cenergyholdings.com Annual Sustainability Report | | <ul style="list-style-type: none"> Presentations at conferences, fora and institutional bodies Press releases Announcements and advertisements | |
| | Targeted information | Shareholders are kept informed through annual general and even extraordinary general meetings, as well as through monthly updates and ad hoc results presentations. The parent company Cenergy Holdings (and a major shareholder of Hellenic Cables) is informed through the General Meeting of Shareholders (regular or extraordinary), which in turn informs the investing public and its shareholders. | The Company places notable emphasis on day-to-day communication with employees in all its facilities. Important communication channels include the annual employee satisfaction survey, the Company's intranet, emails and announcements, as well as corporate events. Frequent meetings between the General Directorate and the heads of the Departments, as well as the latter with the staff, constitute additional important communication channels. | Daily communication with customers is coordinated through the customer service and marketing departments, which also manage any possible complaints. The Company also participates in industry related events on an annual basis. | The Company ensures that it effectively communicates with its suppliers on a daily basis - mainly through the procurement department. The Company also actively participates in industry associations and always attends supplier exhibitions. |
| Key issues | | <ul style="list-style-type: none"> Profitability and entering new markets Enriching the product portfolio Strengthening competitiveness Containing operating costs Sound corporate governance and sustainable development | <ul style="list-style-type: none"> Personal / career development Training programmes Occupational health and safety Protection measures against the Covid-19 pandemic Performance Appraisal system Additional benefits Personal data protection | <ul style="list-style-type: none"> High level of service High quality, reliable products and services Product service quality and reliability Research and development Enriching the product portfolio with new, innovative high-tech products Delivery times After-sales support Protection against potential supply chain issues Comprehensive solutions Personal data protection and information security | <ul style="list-style-type: none"> Developing new products Expanding into new markets Product certifications Merit based / objective assessments Supporting local suppliers Payment issues Personal data protection and information security |



Hellenic Cables stakeholder groups

| | | Local communities | State and institutional bodies | Financial institutions |
|--|------------------------|---|--|---|
| Communication channels Targeted information | Communication channels | <ul style="list-style-type: none">• Company website www.hellenic-cables.com• Cenergy Holdings company website www.cenergyholdings.com• Annual Sustainability Report | <ul style="list-style-type: none">• Presentations at conferences, fora and institutional bodies• Press releases• Announcements and advertisements | |
| | Targeted information | Throughout each year, Hellenic Cables strives to actively aid local communities by supporting local authorities and associations, alongside recruitment and entrepreneurship. The Company has conducted numerous events in local communities, communicates daily with local government and organises on-site educational tours for schools. | Communication with representatives of the state and the relevant bodies takes place on a monthly basis, through sector based or general business interest conferences and events. The Company also participates in consultations with representatives of the state and the institutional authorities, at national and/or regional level. | The communication with financial institutions is monthly, mainly via e-mail and periodic meetings. |
| Key issues | | <ul style="list-style-type: none">• Supporting recruitment from local communities• Supporting suppliers from local communities• Supporting local community initiatives• Protecting the environment | <ul style="list-style-type: none">• Compliance with the current legal framework and regulations• Payment of taxes• Export activity• Employee recruitment | <ul style="list-style-type: none">• The Company's financial performance• The Company's business plan and strategic goals• Sustainable development• Liquidity |



Environment and Climate Change

“ Hellenic Cables is committed to environmental protection and climate change mitigation, as part of its strategic approach towards a net-zero, circular future. ”

Our contribution
to the UN Sustainable
Development Goals:





Transition to a sustainable future

Hellenic Cables continuously strives to improve its own environmental footprint and performance, but in addition aspires to act as enabler and accelerator of the transition to a resilient, connected, digital, sustainable future. Hellenic Cables adopted an ESG Roadmap to guide its future actions, consisting of updated policies and carefully designed performance indicators to effectively monitor and improve its performance. In addition, the Company has launched the "Responsible sourcing" initiative, to support improvement in the products' whole life cycle journey.



Enabling the green transition

From offshore wind farms to smart networks, we provide the required connectivity to accelerate the transition to a greener and smarter future



Combating climate change

By engaging with the SBTi, we ensure that our path to net-zero is aligned with the latest climate science and the 1.5°C trajectory



Engaging with our stakeholders

We foster transparency and maintain open relationships with our stakeholders



Responsible production and consumption

We monitor and improve our environmental footprint and work together with our suppliers and partners to achieve our goals

Responsible environmental and energy management

Hellenic Cables is continuously pursuing the improvement of its environmental performance in all of its facilities and operations.

Recognizing the importance of a sustained improvement path, the Company has implemented Environmental Management systems, certified according to the international standard ISO 14001:2015 at 100% of locations of operation, and ISO 50001:2018 for Energy Management System, at all of its locations in Greece.

In 2021, Hellenic Cables established its renewed Integrated Policy on Quality, Occupational Health & Safety, Environmental, Energy Management and Climate Change, according to the requirements of international standards.

As part of its Environmental Management System, the Company has developed and implements internal self-assessment procedures related to environmental issues, in each of its production plants.

Through improvement cards, the Company's performance in certain environmental indicators is systematically monitored and evaluated, examples being the implementation of emission limitation measures, monitoring waste management, as well as the implementation of relevant employee training. Initiatives and actions and improvement objectives are defined, where necessary, following the monthly evaluation of the results of the above. The Company continuously monitors its environmental performance with respect to materials and resources used, environmental im-

pact, energy efficiency and waste produced. In 2022, the Company will perform renewed energy audits at its facilities, to design and implement new energy efficiency projects.

In addition, Hellenic Cables closely monitors its carbon emissions across the value chain (Scopes 1, 2 and 3) and quantifies its emissions in accordance with the ISO 14064-1:2018 standard (specification with guidance at the organizational level for quantification and reporting of GHG emissions and removals).

Engaging with the supply chain on environmental matters

Assessing the performance of suppliers is an essential part of Hellenic Cables' ambition to reduce its own impact.

In 2021, the Company initiated collaboration with the sustainability rating provider EcoVadis to evaluate the performance of its supply chain, giving priority to key suppliers. Suppliers receive ratings, and in addition are encouraged to improve their performance. By end of 2022, 50% of our suppliers are targeted to be EcoVadis assessed.

Furthermore, the Company has included the carbon profile of its raw material supplies into its considerations, and in 2021 collaborated with suppliers that offer low carbon raw materials, securing supplies of low impact aluminium.



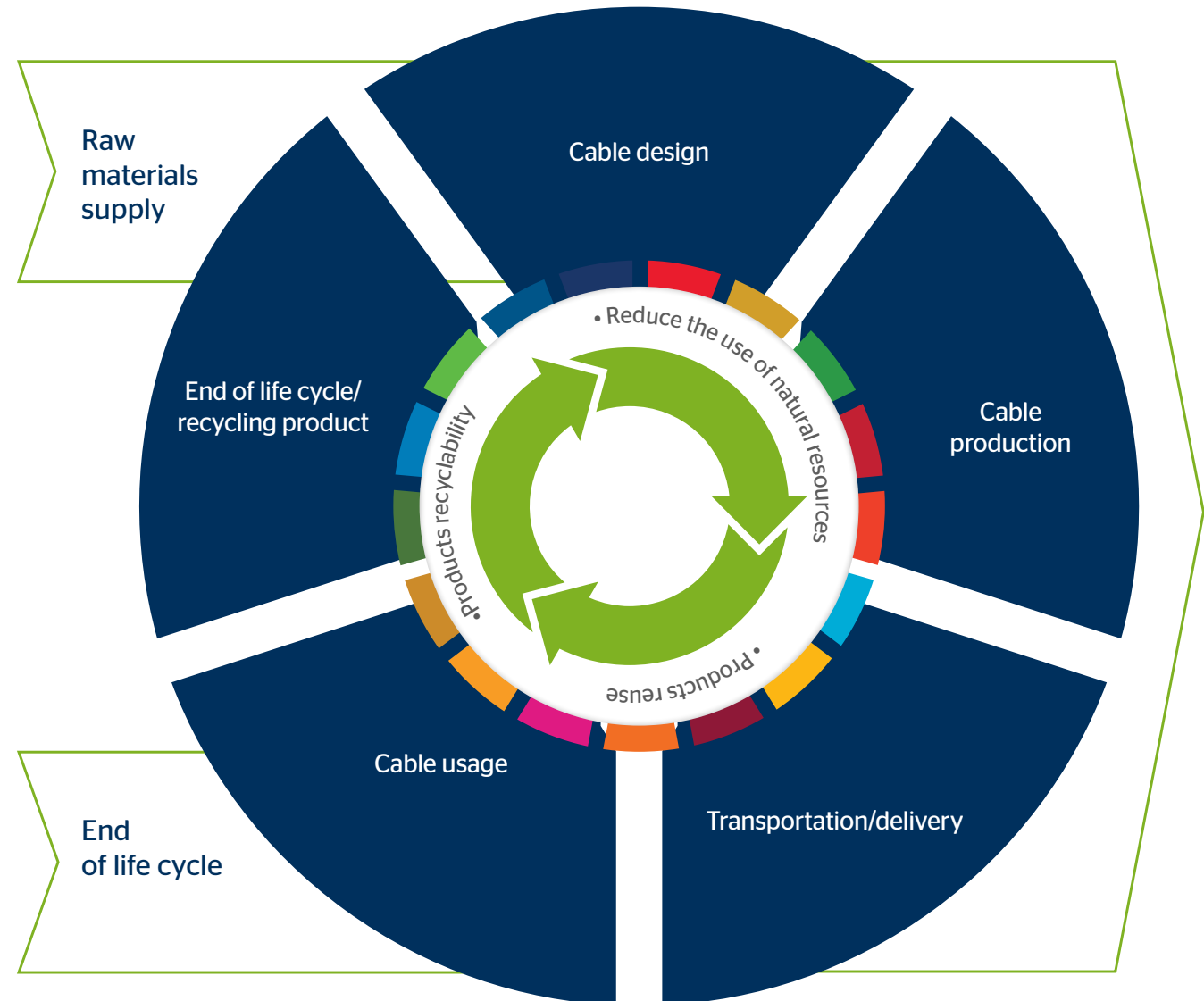
Enabling informed decision-making through circular economy

Product responsibility

As part of its ESG Roadmap, the Company aspires to provide its customers with quality products and innovative solutions to pave the way for a climate neutral and more sustainable and circular future.

The cornerstone of Hellenic Cables' approach is reducing the impact of its products and operations. In 2021, the Company initiated a Life-Cycle Assessment (LCA) process for its products, and included the assessment into the product design process, aiming to systematically measure the environmental performance of products and provide customers with all the required information to enable better choices for the environment.

In addition, Hellenic Cables works towards increasing the percentage of post-consumer recycled materials into its products, reducing the need for natural resources.





Initiatives

Reducing the consumption of natural resources

Savings on solvent consumption in the Polymer Laboratory, through the use of more environmentally friendly equipment.

Waste reuse and secondary materials recycling

- Reuse of wooden drums and pallets, as well as reels, after the customers have sent them back to the Company's facilities.
- The Company, through its Research and Development department, strives to constantly utilize secondary raw materials in the production process, while placing notable emphasis on products' recyclability after the end of their life cycle.

Materials recycling optimization

- Extensive waste collection and separation-at-source programme, for optimizing the recycling rate of all industrial waste.
- Pre-consumer materials recycling, e.g. for PVC (Polyvinyl chloride), by producing compounds for cable and non-cable applications.
- Coordinated efforts for polyethylene (PE) recycling in all its forms, for cable applications.

Reduction of the use of hazardous substances and replacement with environmentally friendly ones

- Phase out lead stabilizers and replacement with more environmentally friendly alternatives (except

specific cases, upon customer request).

- Continuous efforts for reducing hazardous materials in the production process and replacing them with environmentally friendly materials.

Reduction of waste generation and waste to landfill

- Circular model application in the production process of Hellenic Cables production plants, as well as any other processes where it may apply, aiming at preserving natural resources, by integrating their use in a continuous cycle of optimal utilization of materials and waste production minimization.
- Emphasis is placed on reducing waste generation and more specifically on further reducing the quantities sent to landfill.
- Additionally, during the cables' design stage, Hellenic Cables:
 - Evaluates raw materials, based on criteria for their sorting during recycling.
 - Calculates the recyclable amount of material from BOMs (bill of materials).

Product certifications

Environmental Product Declaration (EPD)

Hellenic Cables emphasizes in integrating sustainability aspects to cable products, including carbon footprint assessments and circularity/recycling activities. Following an holistic approach and with the intention to continuously improve our products' environmental performance, Hellenic Cables has started to conduct

Life Cycle Assessment studies on main cable categories, in accordance with the core life cycle principles, as defined in ISO 14040/14044. To this end, the Company will issue its first verified Environmental Product Declarations (EPD) for two cable products until the end of 2022, following sector-specific rules (Product Category Rules).

The information will be published to the international EPD platform, where they will become publicly available to all interested parties.

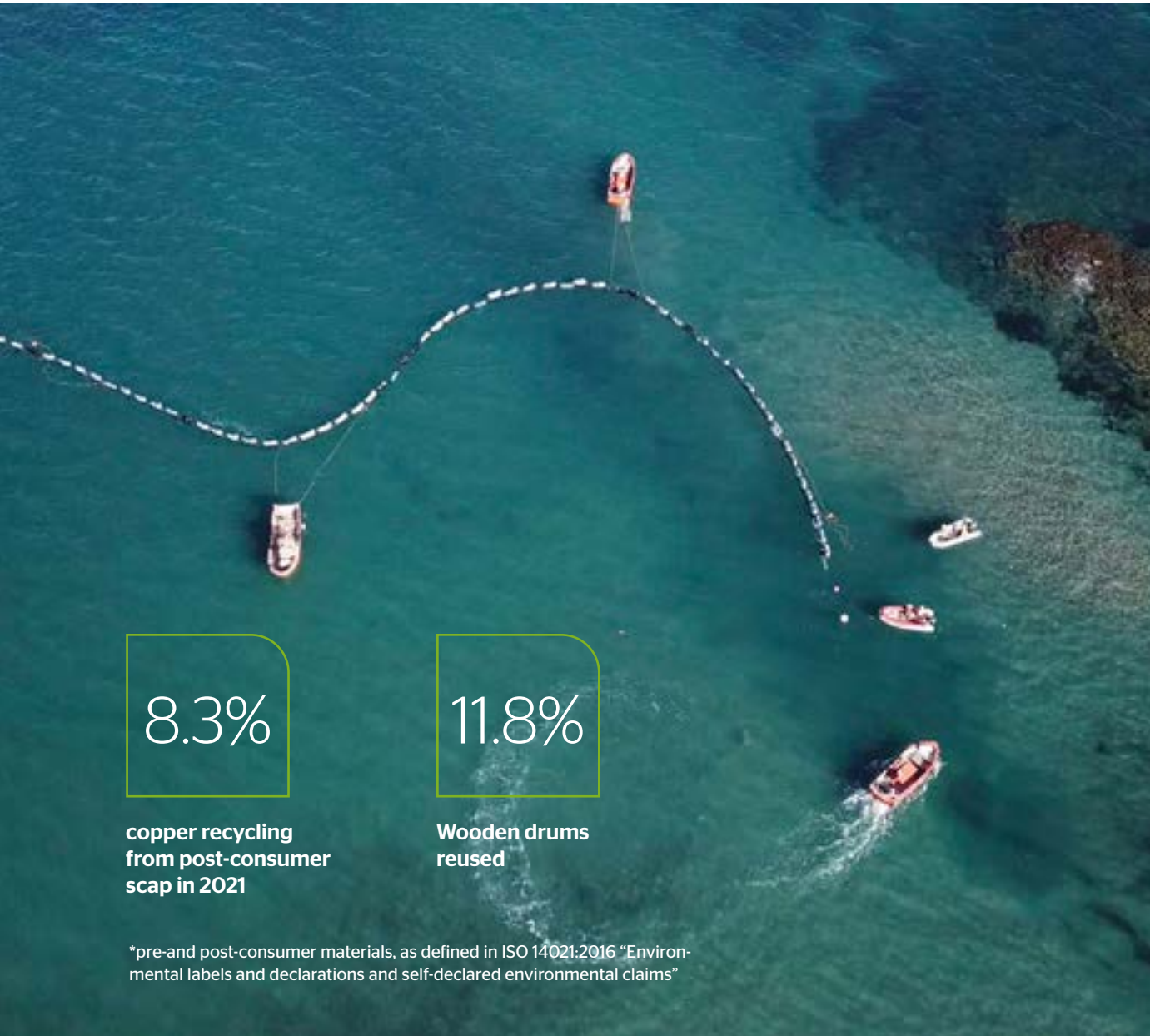
The Copper Mark



In addition, recognizing the importance of copper as part of the green transition, we became partners to The Copper Mark assurance frame-

work for the responsible production of copper, following the certification process for downstream copper producers that will be launched in 2023.

Our participation will allow us to better express our clear preference towards responsible practices in copper production, as part of Hellenic Cables' own due diligence approach to supplies or raw materials.



8.3%

copper recycling
from post-consumer
scrap in 2021

11.8%

Wooden drums
reused

“ We tirelessly search for ways to increase electricity efficiency in our operations ”

Energy consumption

Energy consumption in 2021 consisted of electricity (58%) and thermal energy (42%).

Actual consumption increased in 2021, owing to increased production and related energy demand.

Total energy consumption was 169,115 MWh, increased by 10.85%. Electricity consumption rose to 97,311 MWh, up by 9.28% compared to 2020, and thermal energy rose by 13.06% (71,803 MWh). A total amount of 11,721 MWh were covered from a renewable electricity procurement contract, accompanied by the respective certified Guarantees of Origin.

Specific electricity was reduced from 0.80 MWh/tn to 0.76 MWh/tn (5.4%), while specific thermal energy was slightly reduced to 0.56 MWh/tn (2.13%) compared to 2020. Total energy used per ton of product produced was 1.32 MWh/tn, reduced by 4.04% compared to 2020.

In 2021, Hellenic Cables continued investing in upgrading its forklift motors to EURO 5 standard and/or switch to electric. Additionally, the Company intends to replace its fleet of vehicles with electric in the upcoming years.

*pre-and post-consumer materials, as defined in ISO 14021:2016 “Environmental labels and declarations and self-declared environmental claims”



Supply of green power

As part of our sustainability strategy, fostering the energy transition from fossil fuels to renewable sources, we strongly support the expansion of renewable electricity networks, envisioning a low-carbon economy. Relying on our Net-Zero commitment towards to our organizational carbon footprint reduction, in September 2021 Icme Ecab, part of the cables segment in Bucharest, entered in a renewable electricity procurement contract with Hidroelectrica, the larger energy producer of renewable electricity in Romania. The company is considered as the primary source of hydroenergy and the biggest provider of system services in Romania. The contract covers the total facility electricity consumption and will continue to run in 2022, acting as an enabler towards to a significant reduction in scope 2 emissions, minimizing the electricity contribution of manufactured cable products carbon footprint. For the respective electricity consumption in 2021, certified guarantees of origin where issued, combined with actual supply of renewable electricity from hydro-power. Similar contracts (Power Purchase Agreements) are also promoted in facilities located in Greece.

In 2021, Hellenic Cables purchased certified Guarantees of Origin to cover all its consumption needs for facilities in Greece, whilst continuing to investigate the direct supply of electricity from RES, thereby further strengthening the market for renewable energy sources.

“ By 2030, we intend to supply our production with 100% renewable electricity through power purchase agreements ”

Carbon emissions

In 2021, Scope 2* emissions from using electricity represented the majority of emissions (67%), while thermal energy emissions accounted for the remaining (33%). Total emissions decreased by 2.43% to 51,652 tn CO₂ in 2021 compared to 2020, partly of the consumption of renewable energy by Icme Ecab, through direct purchase agreements.

* Scope 2 emissions calculated using 2021 residual grid coefficient from European Residual Mixes (AIB, 2021). All 2021 emissions data will undergo an independent third-party certification, according to ISO 14064-1.

CDP (Carbon Disclosure Project)

Hellenic Cables supports transparency in all its endeavors. In 2021, Hellenic Cables disclosed its carbon emissions performance to customers through Carbon Disclosure Project (CDP) in climate change category. In 2022 and as part of the Company's ambitious climate targets, Hellenic Cables will publicly disclose 2021 emissions activity data.

Waste management

In 2021, waste production increased slightly to 15,372 tons versus 2020 (1.06%). Non-hazardous waste production decreased to 13,555 tons in comparison to 2020 (2.62%), however, hazardous waste production increased to 1,817 tons versus 1,292 tons in 2020.

Specific waste production decreased overall to 0.1198 tn per ton of product versus 2020 (0.1369 tn). Non-hazardous waste specific production decreased by 15.7% versus 2020, and hazardous waste increased

by 21.77%. The increase in hazardous waste absolute values results from the increase in Company's annual production.

Hellenic Cables actively pursues opportunities to reduce its waste generation. That includes minimizing waste production through process improvements, re-circulating materials into its process wherever possible (e.g. recycling of raw materials from test projects), as well as managing its cable reels, where efforts to recollect this re-usable part from customers in and out of the country are continuous. With the aid of technology, the Company plans to tag and track its reels in the future to improve return rate.

The vast majority of produced waste is separated at source and recycled. All hazardous waste is managed responsibly through licensed partners, and recycled or managed in alternative ways (e.g. energy recovery). Overall, 92% of produced waste was diverted from landfill in 2021, slightly increased by 1% versus 2020.

The total amount of waste sent to landfill represented just 8% of total (1,239 tons), in 2021, consisting of non-hazardous waste with no alternative method of disposal available. Hellenic Cables continues to work towards achieving zero waste to landfill, in collaboration with its specialized waste management

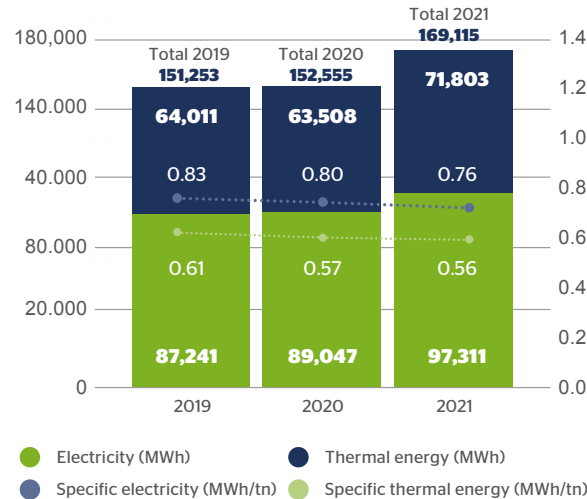


Water use

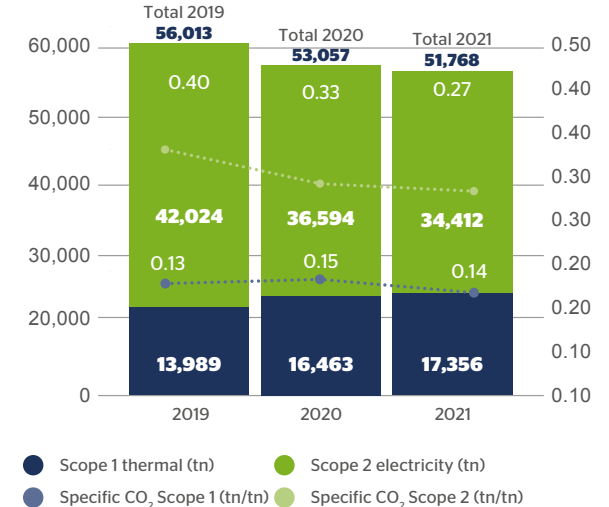
Water consumption has steadily decreased in the past years despite the increased production volumes, owing to efforts to conserve and recirculate water wherever possible in the production process. In 2021, total water consumption decreased to 305,445 m³, reduced by 3.05% compared to 2020. Specific water consumption was reduced to 2.38 m³ per ton of product in 2021, representing a 16% decrease versus 2020, due to effective leaks detection and corrective/preventive maintenance of water networks to avoid water losses. In addition, water conservation technologies were applied (production diversion from water intensive processes).



Energy consumption

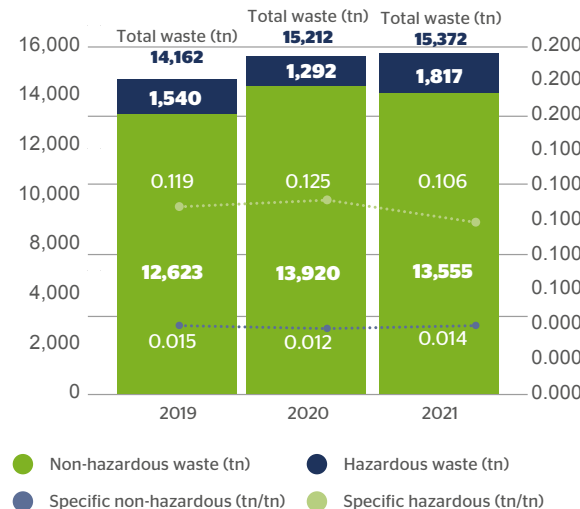


Carbon dioxide emissions*

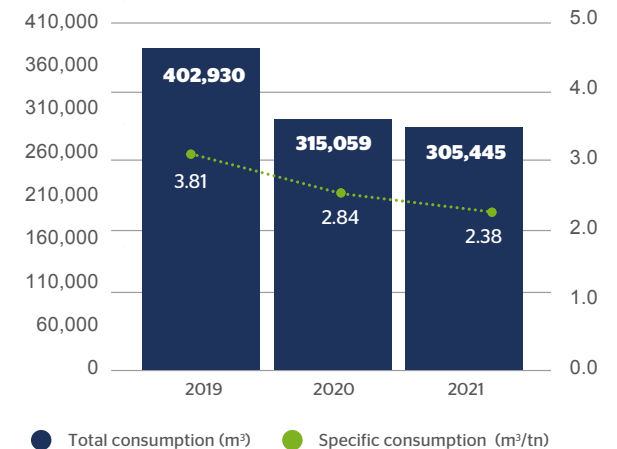


* Emissions are calculated using 2021 residual grid coefficient from European Residual Mixes (AIB, 2021).

Waste production



Water use



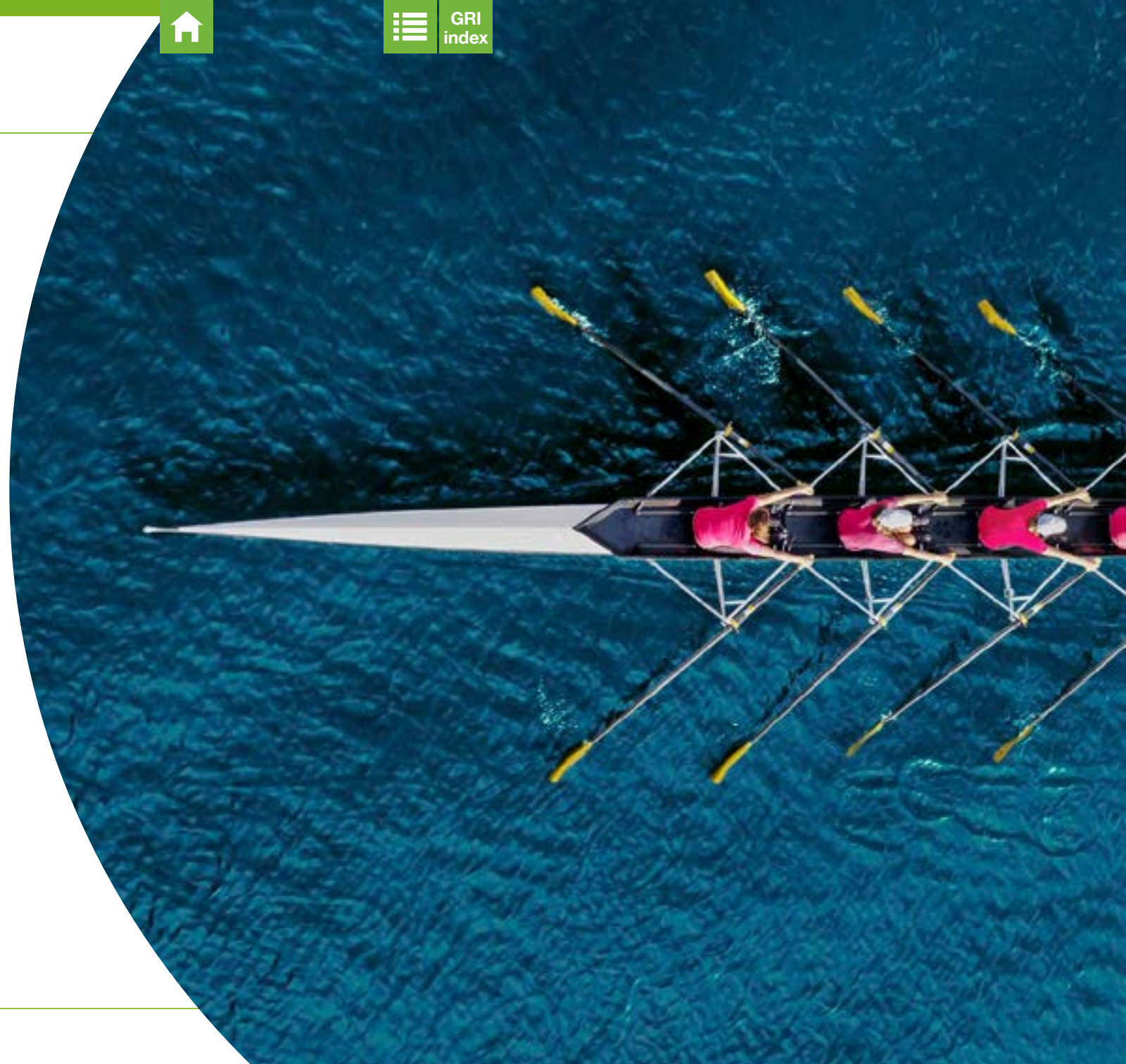


People and society

Responsibility towards our people

“ Hellenic Cables’ people are our most valuable asset. We continuously strive to be an employer of choice and work hard to create and maintain relationships of trust with all our employees. ”

Our contribution
to the UN Sustainable
Development Goals:



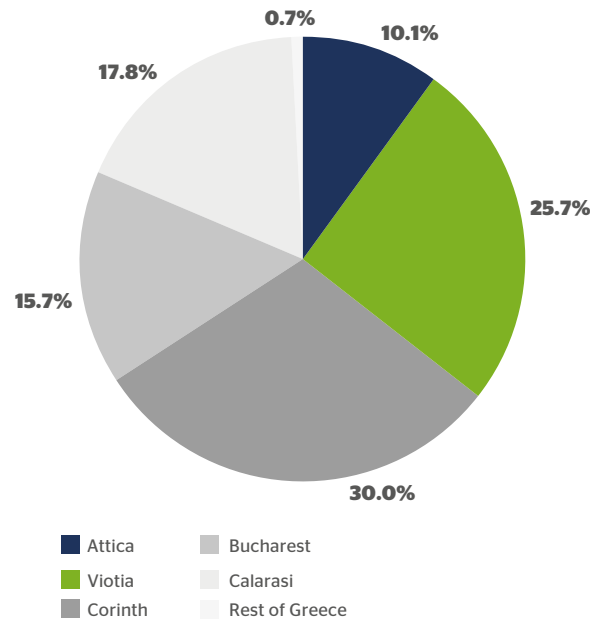


Human resources 2021 Highlights

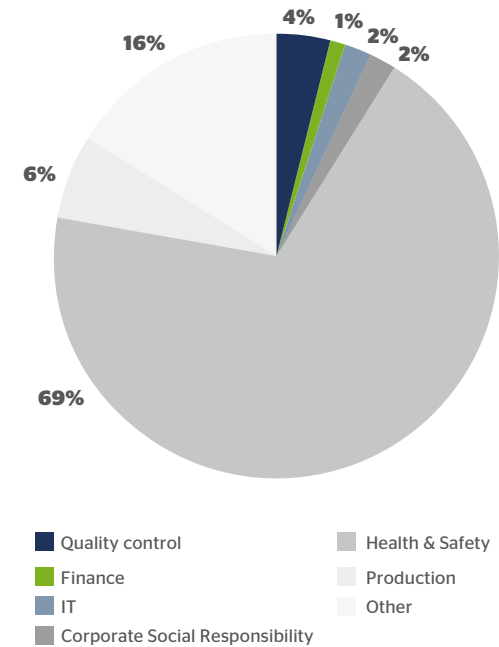
Human resources breakdown by gender and age

| | <30 | 30-50 | 51+ |
|--------------|------------|--------------|------------|
| Men | 226 | 926 | 378 |
| Women | 36 | 128 | 55 |
| Total | 262 | 1,054 | 433 |

Human resources distribution by geographical location

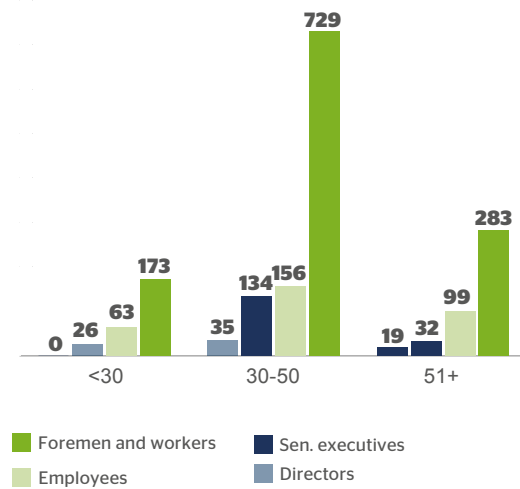


Training hours by subject

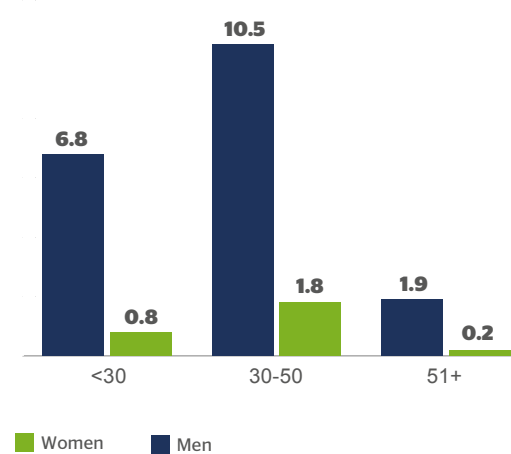




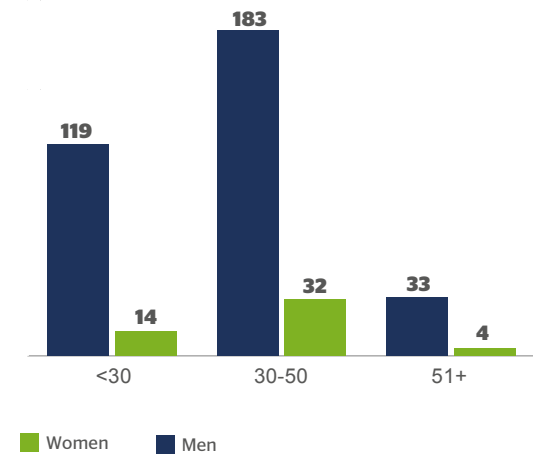
Human resources distribution by hierarchical levels and age



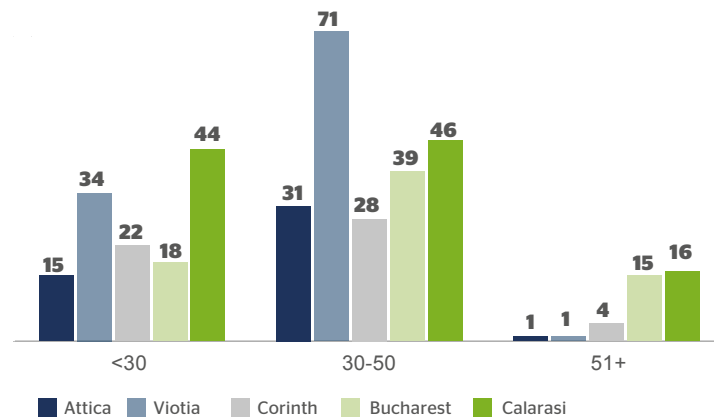
Recruitments by age and gender (% of total employment)



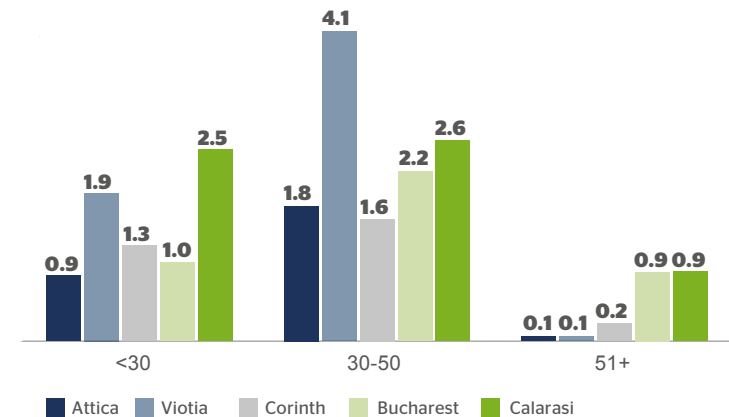
Recruitments by age and gender



Recruitments by age and geographical location



Recruitments by age and geographical location (% of total employment)





Building a conducive and positive work culture

Our people play a paramount role in the success and sustainable growth of Hellenic Cables. Recognizing that employees are a key driving force for the Company and contribute to the achievement of its goals, Hellenic Cables' top priority is to ensure a safe working environment that offers equal opportunities to employees.

The Company aims to continuously improve its human resource policies, systems and performance, as well as integrate best practice in its approach. The latter is underpinned by a set of company-wide policies which ensure that the right direction is given and translated within the Company's practices.

For this reason, it systematically invests in digitalization, which has made employees' lives easier and simplifying their daily lives throughout the duration of social restrictions. An integral part of the Hellenic Cables' culture is promoting a positive working environment and creating new jobs.

The Company supports the recruitment of employees from the local community, thereby contributing to development in these areas. In addition, an important priority for the Company is the continuous development of employees, through effective training and merit-based evaluation. The Company takes care to provide equal opportunities and to integrate diversity while respect for human rights is an integral part of its philosophy.

Hellenic Cables places an emphasis on non-discrimination in the recruitment process and plans specific actions to attract new employees. In addition, the Company offers employment opportunities to employees with special characteristics or employees from sensitive social groups.





Human resource management policy

On the basis of our human resource management policy, we strive to attract talented graduates and experienced managers and create an inspiring work environment, where everyone has equal opportunities for development. Key elements of our policy include the creation of a positive climate among the employees, the fostering of a constructive cooperation, as well as the promotion of the values of responsibility, honesty, integrity, justice and polite behavior towards colleagues, customers, partners, suppliers and the local community.

Labor and human rights policy

Hellenic Cables recognizes the right of all employees and stakeholders to work with dignity. We believe that everyone in the Company is responsible for having due regard for human rights. We support and respect the fundamental principles as articulated in the Universal Declaration of Human Rights, as well as the protection of international human rights across the business value chain, and will not be complicit in human rights abuses. The Company's policies and procedures adhere to all applicable domestic laws concerning freedom of association and collective bargaining, non-discrimination, forced labor and underage workers in the workplace.

Business Ethics Training Program

As part of its ESG Roadmap, Hellenic Cables established a new employee training initiative for on business ethics and code of conduct, anti-bribery and corruption. The training program, planned to be completed in 2022, focuses on management and employees with a special risk profile due to the nature of the job. The training shall include special sessions for the management teams in order to ensure that all matters involving business ethics (money laundering, antitrust and competition laws, anti-corruption, data privacy, etc.) are well comprehended.

Labor and Human Rights Initiatives

Hellenic Cables has taken a series of steps to support and increase the share of female employees, such as supporting families with young children with child-care subsidies on top of their base salaries. As part of the recent ESG Roadmap, Hellenic Cables rolled out two new ambitious and important initiatives to increase its transparency and compliance to its new policies:

- An extensive employee training on labor and human rights, diversity equality and inclusion, and workplace harassment and prevention.
- The establishment of a whistleblower mechanism that sets the proper communication channels for reporting illegal behavior regarding labor or human rights practices, environmental compliance, and business ethics issues, while at the same time ensuring full protection and support for reporting persons.

“ The so called “brain drain” has been one the major issues the Greek market has been facing, since 2010. The Greek emigration from 2010 onwards and the exit from the country of around 400.000 people has been named brain drain because the main characteristic of that wave was the high educational level of the majority of the emigrants. ”

As part of our human resource efforts, we support and create the necessary conditions for the restitution of brain drainers in Greece.



Performance and development

Hellenic Cables has developed a comprehensive digital management platform, the SAP SuccessFactors Platform, for the effective management of its human resources. It is a modern and interactive system that enables the simplification of all procedures for current employees, as well as newly hired, such as their integration process in the Company, the determination of training programs and the annual evaluation.

Training

Hellenic Cables revises its employee training plan on an annual basis and communicates it to all employees through its digital platform. The plan includes a variety of training programs with respect to developing business and social skills, trade and sales issues, corruption

and bribery, and leadership and IT issues, chosen by employees, in order to effectively enhance their knowledge, skills and competencies. The programs are implemented within the Company or in collaboration with a specialized external body. Each year, Hellenic Cables expands the thematic units based on the needs arising from annual evaluations. A major training addition during 2021 occurred on the basis of the recently conducted company-wide health & safety assessment, in collaboration with DuPont. More information is provided in the Health & Safety section that follows.

The platform also facilitates the corporate presentation and orientation program for all new hires including specialized workforce, in order to inform them about key elements of the Company (vision, values, products, human resources development, etc.), as well as systems (SAP, computer systems, servers, etc.). The Covid-19 related training modules that were introduced due to the pandemic in 2020, were successfully continued during 2021. Illustrative training topics included stress management and advocacy for emotional and physical health, effective remote working team management, and tips for better work-from-home organization.

Performance Appraisal

Hellenic Cables implements an employee performance appraisal system, in order to enable its employees to reach their full potential by assessing their performance and identifying further development opportunities. The aforementioned process is based on a comprehensive set of objective metrics and facilitated through the SAP platform. During this process, which concerns all employees, the position and responsibilities of each employee are considered, as well as their performance throughout the year.

In the first stage, each employee completes his / her self-assessment, which is then approved by both his / her immediate and indirect supervisor. Before completing the evaluation, supervisors can request feedback from additional colleagues with whom the employee, under evaluation, has worked during the year. In the case of any arising disagreement regarding the content of the evaluation, the employee is given the opportunity to be re-evaluated by a relevant committee. The development plan for each employee serves as the basis for the further development of his / her capabilities and is prepared in collaboration with the employee and his / her immediate boss.



23,081

total training hours



623

training modules



89%

of employees
evaluated



Developing and sustaining employee engagement

Employee Engagement Survey

Hellenic Cables considers a culture driven by high engagement to be a key enable in order to achieve its strategic objectives and goals. In 2021, Hellenic Cables proceeded in the implementation of Employee Engagement Survey for part of its employees in Greece and Romania. The purpose of the survey was to measure the connection of employees towards the Company, to examine the factors that influence it and to connect the results with an action plan.

Empowering employees through continuous communication

Hellenic Cables gives notable emphasis to the aspect of internal communication, as it helps develop and sustain the desired corporate culture, as well as cultivate relationships of trust between employees of all levels. The Company encourages an open dialogue and communication through its “Open Door Policy” and other communication channels such as:

During 2021, within the context of enhancing employee relationships, especially during the pandemic, the Company organized a series of virtual “coffee breaks” with Mr. Alexis Alexiou, Hellenic Cables’ CEO. These digital meetings gave the opportunity to employees to get to know each other, as well as meet the Company’s General Manager and learn more about the corporate strategy, goals, operations and next steps. No other live corporate events were held during the year, including the Christmas party for the staff, due to the pandemic and the restrictive measures that were in place.



Regular staff meetings



Complaint boxes



Whistleblower mechanism



Internal network (Intranet)



Employee satisfaction survey



Newsletters (digital and printed)



Bulletin boards



System for new idea submissions

Employee Assistance Programme

Aiming to protect the emotional and mental health of its people, Hellenic Cables provides employees in Greece and their families with access to a confidential secure telephone line offering psychological support. The line operates 24 hours a day, 365 days a year, is free of charge and is staffed with specialized independent psychologists. In this way, the Company seeks to contribute to the normalization or even resolution of personal or family issues, which may be related to anxiety, stress, change management, illness, depression, mourning, and even the management of the effects of the pandemic.

Employee benefits

The Company offers all employees additional benefits, beyond those provided as per the current legal



framework, which are divided into health benefits, cash benefits or other benefits. The Company's employees in both Greece and Romania are offered:

- Additional medical and hospital coverage with private insurance
- Meals
- Transportation of employees using hired buses to and from work
- Vouchers (according to corporate policy)
- Wedding gifts
- Child birth gift
- Kindergarten allowance.

The Company in Greece offers Christmas gift vouchers for employees' children (for children up to 12 years old) and pays for them to attend summer camps. For Hellenic Cables employees that work in production facilities, productivity premiums are offered, on the basis of their performance with regards to health and safety indicators. Moreover, during 2021, Hellenic Cables increased the monetary value of vouchers provided to all employees; a process that shall be fully completed during 2022.

Depending on the requirements of the specific work position, employees are also offered a company car, laptop, and corporate mobile phone. Hellenic Cables, in supporting the continuous development of its people, always in accordance with the corporate policy, finances postgraduate programs, while granting the necessary educational permits to those employees who attend them.

Adoption of new leadership model

In 2021, within the context of Hellenic Cables' wider operational excellence, the organization introduced the model of Servant Leadership in four of the production lines in the manufacturing plant in Thiva, Greece. This management style focuses on the team's growth and well-being and promotes the interaction between employees and managers, in order to facilitate the detection and management of issues that are related to the production lines.

For the transition in Servant leadership model, Hellenic Cables conducted a structure educational program with the participation of Thebes Plant leadership team, production engineers and foremen. The training program was connected with an individual development plan for all the participants, in order to meet the expectations and needs of the new management style and to be able to convey the new culture to all employees.

Finally, due to rapidly growth some of the Hellenic Cables departments, the need for career path emerged, resulting the establishment of hierarchical levels and the perspective of development.

Supporting the student community

Hellenic Cables strives to maintain close cooperation with the national universities. Every year, the Company offers the opportunity to new students to be an active part of the organization, by undertaking at its facilities.

Additionally, during 2021, Hellenic Cables:

- For the third consecutive year, the Company sponsored the 12th Engineering Competition, "EBEC - European BEST Engineering Competition", organized by BEST Athens (Board of European Students of Technology) under the auspices of the National Technical University of Athens.
- Hellenic Cables in Romania has an ongoing collaboration with the Polytechnic University of Bucharest, recruiting students from the institute. During 2021, the Company hired two students from the University's Electrical department, who currently work within the organization's Production function.

Mentors for “The Tipping Point” (TTP)

💬 In order to inform secondary school students about today's labour market, the Hellenic Cables supports the TTP initiative. 💬



Covid-19 pandemic re-prioritised the health and safety of our people

Safeguarding the health and safety of our people has been our number one priority, since the beginning of the pandemic. Our ultimate goal is the protection of our employees and partners, therefore, we continuously monitor all related developments and strictly implement actions and relevant protocols. We have established and continue to adopt precautionary measures to protect our health and safety, while also ensuring the smooth continuation of our operations. Furthermore, ensuring an up-to-date, immediate and ongoing communication to our employees and partners has been an essential prerequisite and contributor to the effective management of Covid-19 related crises.

In line with national and European regulations, legal obligations and guidelines, Hellenic Cables has ensured since the beginning of the pandemic that the necessary precautions provided by the National Public Health Organization are effectively embedded in our corporate policies, processes and systems, as well as promptly communicated to our people.

In order to ensure a proactive and effective approach against Covid-19, we implemented a series of actions and measures, including:

- Periodic molecular and rapid SARS COV-2 testing was available for all employees and conducted by a specialized team. The Company also offered additional tests at a reduced price to employees and their relatives, in collaboration with a private clinic. During 2021, a total of 28,728 PCR tests were performed.
- Special focus during 2021 was given on incentivizing the Company's employees to undertake Covid-19 vaccination, in both countries of operation, Greece and Romania. A series of incentives were provided in the manufacturing plants in Greece, including a paid day's leave and additional vouchers, as well as a dedicated vaccination center within the Romanian plant, in addition to a monetary incentive. The above actions successfully ensured a 86% vaccination rate for the Company's employees, much higher than the national average in the countries we operate.
- The provision of continuous and reliable information to employees related to the pandemic, through dedicated communication campaigns, email communication, posters, as well as specific sections uploaded to the internal communication platform (intranet). The latter contained basic information and useful links from the public health authorities, in addition to more detailed instructions and announcements, either from the Company's management or from the Public Authorities. Hellenic Cables also encourages employees to participate in the information updating process.
- The immediate supply of the required prevention and protection equipment, such as special laser thermometers, surgical masks, and antiseptics, available for use in all areas of the Company's facilities. At the same time, extensive disinfection is carried out at regular intervals in the head offices and production plants, along with the frequent cleaning of the common areas. The Company, since the beginning of the health crisis, has been recruiting nursing staff in order to continuously support its employees.
- Special measures for vulnerable groups of workers and implementing remote working to a large degree and where possible; employees at the Company's headquarters work remotely in accordance with the applicable law. To ensure that the Company continues its operations and to implement the necessary remote working measures, the necessary electronic devices and gadgets, such as laptops, were immediately made available. Moreover, the Company has established certain basic instructions regarding business and live meetings, to ensure effective protection against Covid-19 transmission.
- Last but not least, we continued to apply our travel restriction policy, especially to high-risk areas, by implementing alternatives. Employees themselves play an important role in the Company's effort to comply with the measures against the pandemic, protecting themselves, their colleagues, their families and society in general.





People and society

Safeguarding the health and safety of our people

“ Hellenic Cables’ first priority and value is to ensure the employee health, safety and well-being. The cornerstone of our daily operations is the continuous improvement of the working conditions in order to promote safe workplace. ”

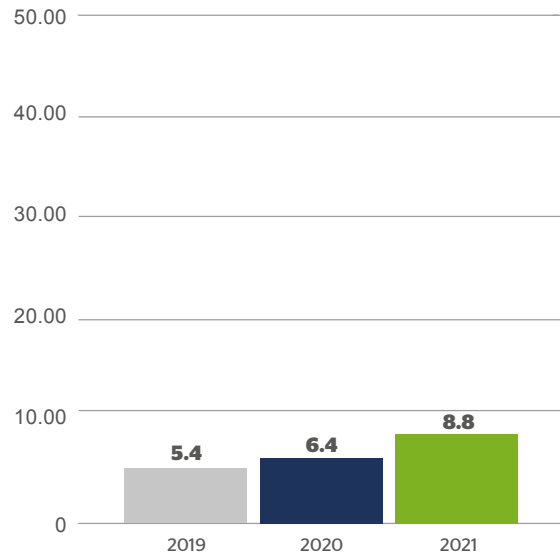
Our contribution
to the UN Sustainable
Development Goals:





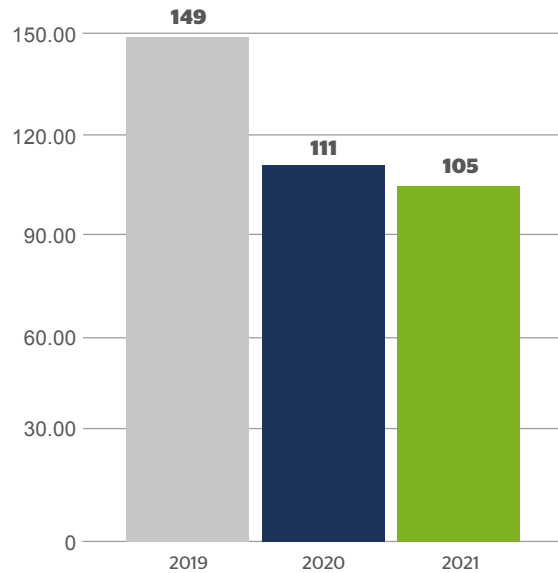
Health and safety 2021 highlights

Lost Time Injury Frequency Rate (LTIFR)*

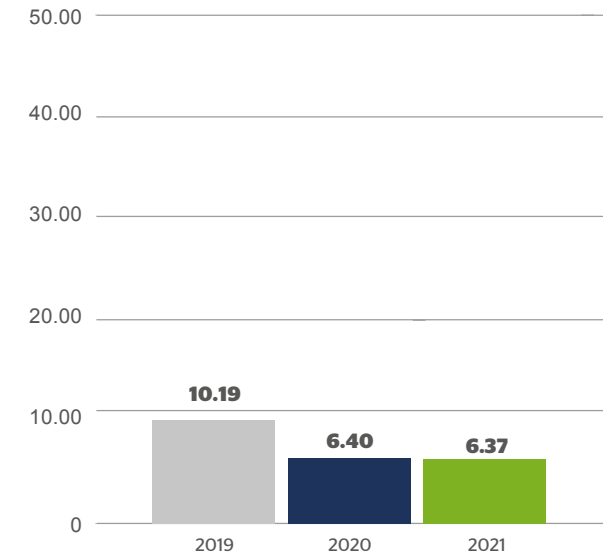


* is calculated per 1,000,000 hours worked

Severity rate



H&S training hours per employee



Updated health and safety policy, as part of company-wide integrated HSEQ policy



228

Health & safety trainings (internal and external)



15,849

Training hours



1,846

Safety and 5S audits (internal and external)



Health and Safety management

The protection of the health and safety of our employees is integrated fully into the daily operation of Hellenic Cables. We focus on providing a safe workplace and continuously promoting occupational health and safety for our employees and our partners (including customers, suppliers, contractors, subcontractors, business associates and visitors) as well.

The 2021, was a year that despite the deteriorating performance, the Company has realized that a greater effort must be made in order to provide a safer working environment. We strive to continually improve health and safety and to build and strengthen a culture that enhances the collective effort to address workplace hazards in a timely manner.

Our priorities:

- Applying the principle of prevention
- Assessing health and safety risks and the detailed recording of near-accidents, unsafe conditions and unsafe actions
- Strengthening the safety culture through making sure that our employees and associates are continuously aware of and aligned with our culture
- Identifying the root cause of any events that may occur and applying mitigation measures to reduce risks

Occupational Health and Safety Management framework

For Occupational Health and Safety issues, Hellenic Cables implements a certified Management System, according to the ISO 45001:2018 Standards, in all its manufacturing plants in Greece and Romania. It is applied on a plant level, in order to effectively monitor, evaluate and minimize the factors that may lead to an incident or accident. The targets of the Occupational Health and Safety Management System are:

- **Strengthening a safety culture**
- **Continuously improving safety performance**
- **Determining health and safety measures**

As part of the aforementioned framework, the Company has developed and maintains specialized progress cards (scorecards) for each of its manufacturing plants, which enable systematic monitoring and evaluation of the Company's performance. At the same time, actions and improvement goals are determined on a monthly basis and where necessary.

In addition, the Company applies the holistic 5S system, in all its facilities. At the same time, it has adopted and applies a framework of "Safety golden rules", which determine the necessary conditions for basic daily operations in the manufacturing plants, warehouses, as well as transport and storage centers. The "Safety golden rules" are reviewed annually, either during special workshops or through the suggestions for improvement system.

As part of Hellenic Cables' recently established ESG roadmap, during 2021, the Company:

Updated its health and safety policy and established an Integrated Policy on quality, occupational health & safety, environmental, energy management and climate change, in accordance with the ISO 45001:2018 and other international standards.

Is in the process of establishing goals on strategic matters that include the establishment of a five-year concrete, improvement action plan for health and safety, on a plant level.

Health and Safety Committee

The Health and Safety Committee of each manufacturing plant is responsible for the implementation and management of the Occupational Health and Safety Management System. The committee's main responsibility is to monitor and resolve on a daily basis all the health and safety issues that may occur and to provide the necessary advisory support to employees on related issues. The respective committee consists of the person responsible for health and safety for each manufacturing plant, engineers, foremen, executives, staff representatives, as well as the Occupational Physician. All employees are represented through the committees.

Regular meetings

Hellenic Cables holds frequent meetings, on a systematic basis, for members of the management. These take place on a weekly and monthly basis, and ensure that they are kept up to date on issues related to the health and safety of employees. Due to the pandemic, the monthly meetings were held online, while daily meetings occurred inside the premises and in small teams only, in accordance with the prescribed Covid-19 prevention and safety measures.

Incident management process

The “5 Whys” technique is used for recording and analyzing any incidents and near misses that take place, depending on their potentiality to cause serious injury, ensuring that the root cause of the problem is successfully identified. The Company uses its digital platform Intalex for the recording of events and findings, the management of the causes, the monitoring of the corrective action plan, as well as the implementation of internal safety inspections. Additionally, the Company applies the methodology and the relevant “8D” tool.





Promoting a culture of prevention

Health and Safety Management System - Health Check

Within the framework of our revised and enhanced focus on health and safety, Hellenic Cables undertook a thorough health check of its management system, as well as the technical robustness of its safety programs.

Key objectives of the assessment included:

- Leadership team commitment to safety
- Evaluation of the health and safety management system status

Hellenic Cables aims for an implementation-oriented safety assessment to validate and complete identified gaps



“Nurturing and maintaining a health and safety culture based on the principles of prevention and proactiveness is of paramount importance to Hellenic Cables. The Company has an ongoing commitment in this regard, solidified through robust mechanisms and targeted actions.”

- Assessment of incidents and unsafe conditions
- Identification, planning and execution of safety trainings needs
- Safety programmes technical robustness evaluation.

The assessment was undertaken in collaboration with DuPont Sustainable Solutions, a leading global consulting firm on health and safety, in order to ensure a validated and thorough process, with increased robustness.

A 3-step approach was followed, consisting of an assessment of the current state, setting a commitment and vision for the future, and identifying each plant's transition process and opportunities.

Further information on the aspects evaluated are presented on the infographic below.

Safety Culture Maturity

- How do the Company's manufacturing plants ensure that all employees are engaged in the safety journey and integrate safety in their daily activities?

Safety Management System

- What are the strengths and potential areas of improvement of the safety management system implemented at the manufacturing plants?

Engagement and Leadership in Safety

- Do the plants have a fully integrated safety culture, from leadership down to all levels and functions?
- Key recommendations to enhance the Company's safety culture.
- Engage plant leadership in developing a safety roadmap.

Workplace Safety Risk

- How do plants identify, assess and manage safety risks?
- Quality and effectiveness of incident investigations.



Timely response to events

Hellenic Cables emphasizes the timely response (warning/alert - analysis) of safety incidents and accidents in all production plants, the implementation of corrective actions immediately after the event and in real time, as well as the undertaking of further initiatives concerning accident prevention.

Safety audits

As part of its Occupational Health and Safety management, Hellenic Cables implemented a series of safety audits: Greece (1,297 internal and 15 external), Romania (36 internal and 2 external).

Additional 55 audits included: Greece (309 internal and 24 external) and Romania (151 internal and 12 external).

Systematic performance monitoring

In order to ensure effective prevention, Hellenic Cables is monitoring and measuring its health and safety performance on a continuous basis, in addition to the establishment of a comprehensive set of key performance indicators (KPIs) on a plant level. A notable example is the approach adopted by all plant facilities, where the “Bird pyramid” approach is used as a basis for the comparison of lagging KPIs to the number of near misses. The Company has also introduced “safety proactivity” KPIs, which they monitor regularly and manage any open actions versus closed ones.

Targeted actions

Risks assessments

In 2021 Hellenic Cables conducted a detailed risk assessment of its production plants. Methods of work in the production process were analyzed and classified according to their degree of risk. After the classification, proposals were made in order to reduce the probability of accidents.

Hellenic Cables also prepares studies for the implementation of machine improvements and safety procedures to upgrade production equipment safety, including the LOTOTO procedure (Lock Out, Tag Out, Try Out) for effective equipment isolation. In addition, special safety blades (Open Blade Free Plants) are used to prevent accidents.

Notable actions during 2021 are:

- The comprehensive risk assessment of the Company's production lines and the subsequent installation of protective equipment in five production lines of its facilities in Greece, in order to minimize the interaction of employees with moving or rotating parts and, thus, the health and safety risk for them (Zero Access programme).

This project is currently ongoing and is planned to be completed in 2023.

- A thorough risk assessment for all employee positions at the Company's manufacturing plant in Romania, going beyond law requirements concerning occupational hazards, in order to obtain a higher degree of accuracy. As a result, a targeted training plan was developed for each position, as well as more specific recommendation on warning signs to be used in the production sites.

Equipment thermography

In continuation of its work in previous years, Hellenic Cables carried on applying thermography testing on all electrical components and peripheral equipment to test for any faults after the relevant employee training and certification.

The Company has planned further trainings for its employees, regarding infrared thermography / thermal imaging. In the production plant in Romania, preventive thermography practices for the electrical installations are applied on a daily basis, in order to immediately deal with any problems.



Health and Safety training

“ We are committed to ensuring that all employees return home safely every day.

Nurturing and maintaining a culture of prevention and proactiveness is the most critical success factor for us. ”

Hellenic Cables implements a targeted education plan, in order to consistently ensure the integration of its health and safety culture among its employees and partners. The training plan is determined and re-evaluated annually, and is based on the individual training needs and identified health and safety issues. This year's training and education plan and activities were further updated by the Health Check conducted, in collaboration with DSS.

During 2021, over 15,800 hours of internal and external training took place, in which 1,477 employees participated. In addition, all new hires in the Company's manufacturing plants have participated in an Induction Training, which informs them of the Company's safety culture, systems and processes.

Safe behaviour training

During the same year, Hellenic Cables implemented staff training on safe behavior and the identification of unsafe situations and actions, in collaboration with a specialized body. Behavior Based Safety (BBS) applied to these trainings contributes to the development of a safety and accident prevention mentality at all levels. The production facility in Romania has already carried out this training in 2021 and is planning to repeat it again in 2022.

Emergency response training

In 2021, Hellenic Cables organized emergency response training programs with the participation of all the employees. The emergency exercise was held with the participation of the Special Unit of Disaster Management of the Greek Fire Department.

Safety card

Through the use of the personal safety card all employees and operators that work in the production facilities in Greece have the opportunity to report accidents, unsafe actions and situations contributing to the strengthening of the prevention culture and to make suggestions for improvement. For the Romanian production plant, the employees enter their observations and improvement recommendations on the health, safety and environment system through the supervising engineer, and then through the Intelex digital platform.

Safety day

For the past five years, Hellenic Cables has been organizing a “Safety Day”, for all its manufacturing plants, giving its employees the opportunity to participate in updates and training programs on targeted health and safety issues.

Due to the Covid-19 pandemic, during 2021, the safety days organized at the Company's plants were held in small teams, on a department level, during which information was shared about the prevention and treatment of the spread of the coronavirus pandemic, as well as other important health and safety aspects.

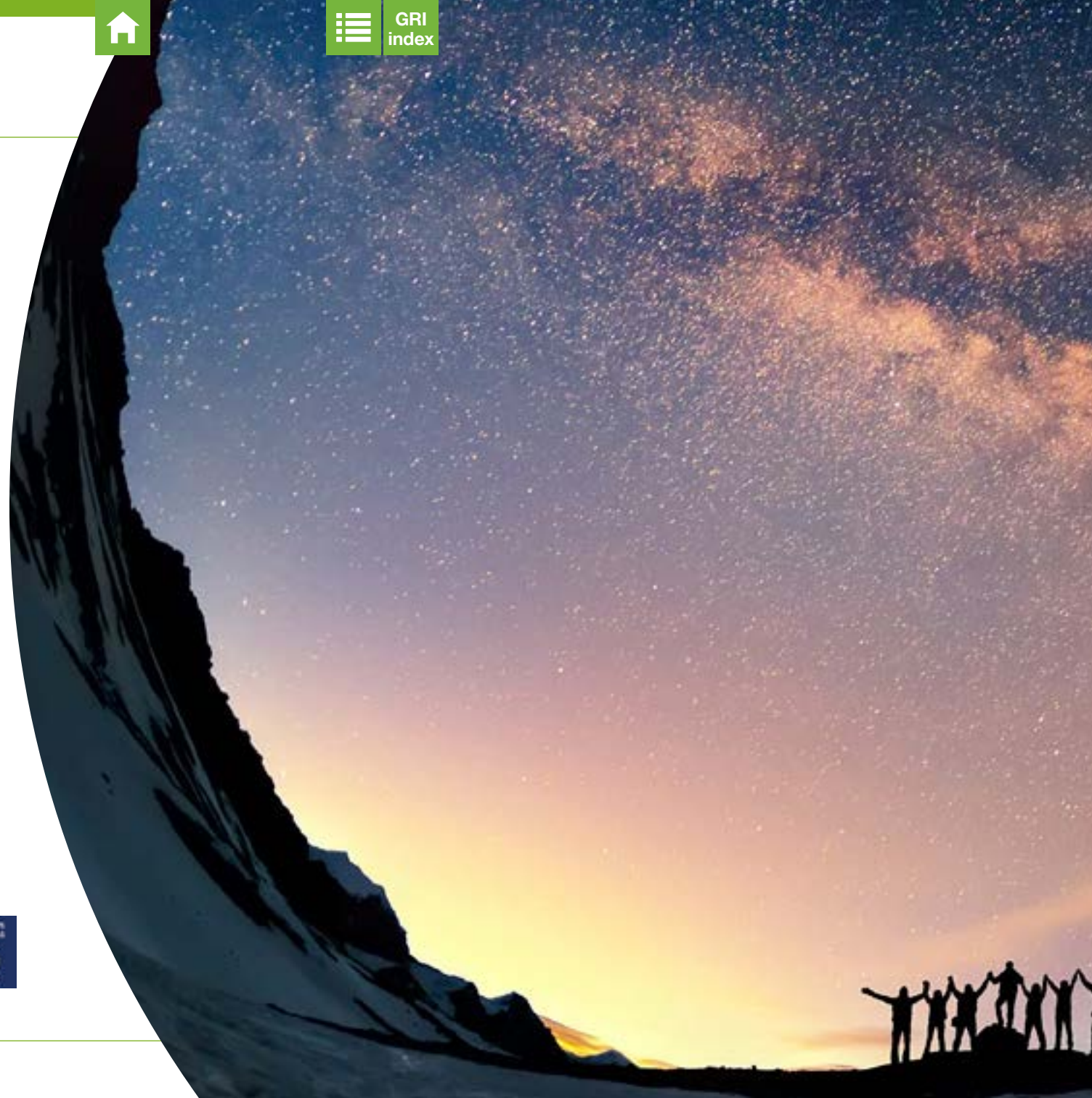




Supporting our community

💬 Social contribution is an important pillar of Hellenic Cables' sustainability strategy. The Company stands by the local communities in which it operates, listening to their needs and contributing through social programmes which create value for both the Company and the society. ”

Our contribution to the UN Sustainable Development Goals:





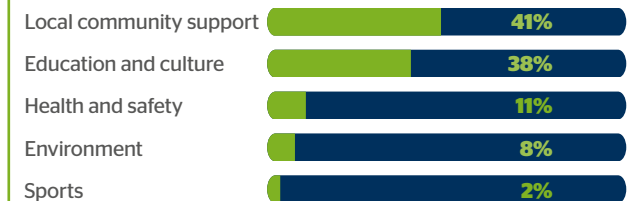
Social initiatives

Hellenic Cables is committed to growing harmoniously with the communities in operates, by encouraging the creation of bonds that will strengthen its long-term relationship with society. The Company operates responsibly, as an active member of the society, through engaging with its stakeholders and promoting cooperation with each community.

At the same time, the Company supports society overall by enhancing community development and the creation of prosperous living environments through support of local employment, in conjunction with taking appropriate initiatives in consideration of the society's needs and requests.

The Company supports critical areas related to the well-being of local communities, such as education, sports, and the health of vulnerable groups, in dialogue with its respective actors and participants. It meets the needs of organizations, offering materials and cables for the repair or construction of their electrical installations, while supporting and strengthening the activities of many sports, research, and educational clubs and associations.

Pillars of social contribution*



*Percentages presented are as per Company spending



Local community support

Supporting the local communities of operation is Hellenic Cables' first priority, when it comes to its social actions. The Company engages and collaborates with a wide range of local organizations (profit, non-profit, local governments and others), in order to support the local and/or vulnerable people. Within this context, during 2021, the Company provided financial and in-kind aid to the following organizations:

- Municipality of Livadia
- Church of Aliartos
- Loutraki Municipality
- Scout Group of Thessaloniki.

Education and culture

Hellenic Cables promotes education and culture, recognizing their importance and value in the cultural and intellectual development and growth of the younger generation. The Company strives to maintain close cooperation with schools and universities, by providing them educational equipment, in addition to offering its products, such as cables, to cover any infrastructure needs. Key educational institutions which have been supported throughout the past year are:

- Vathi Avlidos High School
- Halkida Primary School
- Armatos Primary School
- Vasilikos Primary School
- Democritus University of Thrace.

In addition, the Company empowers non-governmental organizations, such as "The Smile of the Child" and the "Tipping Point", promoting their actions in the sector of education and culture.



In the context of supporting the next generation, the Company cooperates with the non-governmental organization "The Tipping Point", which aims to provide vocational guidance to young people in Greece. More specifically, Hellenic Cables, in collaboration with the Corinth Pipeworks, contributes to the implementation of the program "Employment prospects in the modern Greek industry". The program enables young people to make more informed decisions about their academic and professional careers, bringing them in contact with mentors from reputable companies.

Executives of Hellenic Cables, with many years of experience and great specialization, share their experiences and knowledge with students, in order to inform them about the new working environment in the modern Greek industry, the significance of cooperation between the two genders as a key factor in the development of innovation and creativity, trends in employability and new jobs created in industry-related industries.

The main purpose of this program is to act as an inspiration for students to start envisioning their future, as well as

to better prepare any next steps, learn about future trends, required skills, as well as how a modern work environment works.

As part of the collaboration, the Company supported students in various parts of Greece, such as Crete, Thebes and Corinth, offering them the opportunity to participate in The Tipping Point in Education program during the school year 2020-2021.

“ Talking to young people about the necessary skills in the modern job market is definitely an interesting challenge! This experience was definitely refreshing for me and I warmly thank the young people for their active participation. ”

Costas Vavaroutas
Mentor of Hellenic Cables

Health Care Infrastructure

The Company promotes and actively supports the health and safety of its local communities and stakeholders, through its contribution to local hospitals and health centers. During 2021, the Company's provided financial aid to the following organizations:

- Thiva General Hospital
- Aliartos Health Center.

Environment

The protection of the environment is major concern for the Company. Actively helping in the fight against forest fires, Hellenic Cables continues to offer donations in forest protection associations such as:

- Loutraki Forest Protection Association
- Corinth Forest Fire Protection Association.

Sports

Hellenic Cable encourages the local community to engage with sports, recognizing its vital contribution to the human physical and mental health. In this context, the Company donates athletics equipment in order to support sports associations, such as the Thiva Athletics Association.





Volunteering & other initiatives

Volunteering

Committed to supporting its local communities, Hellenic Cables organized from Friday 19 November up to Friday 10 December 2021 a voluntary donation program, collecting food, clothes, toys and books for vulnerable groups. The items that were collected were donated to the Metropolis of Thiva and Livadia for their distribution to poor families.

In addition, during 2021, Hellenic Cables donated cables for infrastructure needs to a number of social institutions such as:

- Local Government of Evia
- Holy Monastery of Aliartos
- Municipality of Loutraki
- Municipality of Corinth
- Orthodox Academy of Crete.

Strengthening local employment and entrepreneurship

Hellenic Cables contributes significantly to the economy of the local areas where it operates, by covering its staffing needs from the local labor markets. According to its corporate policy, it gives priority to hiring employees from local communities, while at the same time seeking and ensuring that it cooperates where possible with local suppliers.



Emergency response

Hellenic Cables assists in the restoration of the consequences of the unprecedented fires through a aid of EUR 300,000

Hellenic Cables together with Corinth Pipeworks contributed to Cenergy Holdings aid, aiming at the restoration of the fire affected areas in Greece and the prevention of similar future events. The contribution concerned both actions and materials for the restoration of infrastructure and the environment, as well as equipment and means for fire protection. The actions that were implemented were determined in cooperation with the public authorities, the local government and relevant competent bodies.

“ Committed to making every effort to repair the damage, we express our gratitude and thanks to those who selflessly participated in the efforts to extinguish the fires, whose actions are a source of inspiration for all of us. ”





Transparency and corporate governance

Corporate transparency and governance is an essential component of Hellenic Cables' corporate responsibility and sustainability practices. The Company adopts appropriate principles and practices for corporate governance and the promotion of stakeholder interests. Through the decisions made on a strategic and operational level, Hellenic Cables aims to promote corporate ethics, safeguard a transparent operation and align its strategy and operations with stakeholder and market interests.

Our contribution
to the UN Sustainable
Development Goals:





Corporate Governance

Hellenic Cables has established a comprehensive framework of principles, procedures and policies which ensures that the Company operates responsibly and transparently. The Company implements a specific Corporate Governance system, through which it successfully handles management and control matters.

This System is characterized by:

- Appropriate selection of members for the Company's governing bodies, according to their qualifications and experience in the field of corporate governance.
- Clear allocation of the mandate and responsibilities of the governing bodies and their members.
- Transparency, integrity, and accountability in the decision-making process.
- Effective risk management.
- Transparent communication with all stakeholders.

General Meeting of Shareholders

Election of members of the Board of Directors and auditors, approval of annual financial statements, and distribution of profits

Certified accountants

Internal audit

Board of Directors

Decision making, approval of business development plans and budget, provision of directions

General manager

Strategy and goal setting, business operations and financial performance oversight

Heads of Departments

Overseeing daily tasks, definition and evaluation of procedures, budgeting

Business units



Board of Directors

The Board of Directors is the most crucial decision-making center, as it is responsible for setting and successfully implementing internal governance, as well as achieving the Company's strategic goals. The composition of the Boards of Directors ensures all shareholders are treated fairly and equally, while constructive dialogue during the meetings is promoted. The members of the Boards are distinguished for their experience and extensive knowledge of their subject.

ESG Governance

During 2021, the Board of Directors approved the Company's newly established Environment, Social and Governance Roadmap ("ESG Roadmap"), which reflects Hellenic Cables' commitment and provides an action plan towards ESG and sustainability with all the relevant policies, goals and performance monitoring indicators. The approval and effective implementation of the Roadmap is underpinned by the creation of all necessary corporate structures and mechanisms.

Ensuring responsible operations

Hellenic Cables intends to operate in all of its activities honestly, ethically, with integrity and always in line with the applicable laws, regulations and standards. The Company communicates these commitments in its policies and codes.

During 2021, Hellenic Cables proceeded in updating all its corporate policies that are related to ESG matters, in line with its recently established ESG Roadmap. The updated policies are:

- Sustainability Policy
- Business Ethics and Anti-Corruption Policy
- Supplier Code of Conduct
- Labour and Human Rights Policy
- Code of conduct - violation reporting process
- Integrated Policy on quality, occupational health & safety, environmental, energy management and climate change.

Hellenic Cables

- Ioannis Batsolas, Chairman
- Konstantinos Laios, Vice Chairman
- Michael Diakoyannis, Member
- Alexios Alexiou, Member
- Ioannis Stavropoulos, Member
- Georgios Passas, Member
- Emmanuel Nikolaidis, Member

Fulgor

- Ioannis Batsolas, Chairman
- Georgios Passas, Vice Chairman
- Ioannis Theonas, Member
- Alexios Alexiou, Member
- Evangelos Piperis, Member

- Nikolaos Vrontisis, Member
- Evangelos Venieris, Member

Icme Ecab

- Konstantinos Laios, Chairman
- Emmanouil Nikolaidis, Vice Chairman
- Nicolaie Eusebiu Muthi, Member
- Alexios Alexiou, Member
- Petros Mihos, Member
- Dr. Wiedenmann Rudolf Johann, Member
- George Darie, Member
- Konstantinos Andreopoulos, Member
- Ioannis Batsolas, Member
- Evangelos Venieris, Member
- Anna Maria Mihaescu, Member

Focusing on transparency and anti-corruption

Hellenic Cables recognizes the need to take precautionary measures to combat potential risks arising from issues related to transparency and corruption. In this context, the Company has developed safety valves, which are regularly inspected by the Internal Audit Department and are in accordance with the Company's Code of Conduct and Business Ethics and Anti-Corruption Policy. The latter, available on the corporate website Code of conduct (cablel.com), reflect Hellenic Cables' strong stance on transparency, anti-corruption, and anticorruption issues.

The Company also undertakes measures regarding the assumption and determination of the responsibilities of each executive, the development of security valves to prevent corruption as well as the implementation of relevant controls in all activities.



In the context of protecting the interests of customers and enhancing transparency, the Commercial Directors of the Company sign a special corporate form, through which they undertake not to participate in unfair actions (e.g. unfair partnership with potential competitors for price regulations, coordination of offers, creating restrictions on the market or production, etc.)

Reporting management process

The updated Code of Conduct and company policies incorporate the reporting management process that Hellenic Cables applies. The organization ensures the adoption of secure communication channels for internal reporting, in order to enhance confidentiality. In addition, the Company's Code of Conduct reporting process sets out the procedure and the reporting mechanism of incidents that do not comply with the Code and encourages employees to act responsibly and report incidents that do not comply with the Code of Conduct of Hellenic Cables.

Business ethics and anti-corruption policy

Hellenic Cables is committed to operating in an honest manner, with fairness and integrity, and in compliance with all underlying laws and regulations. The Company ensures transparency in all interactions and acknowledges its moral and legal obligation to act responsibly in all jurisdictions. Our sustainable and long-term business growth and success, is heavily underpinned by the excellence of the Company's products and services. The organization does not tolerate illegal or unethical business activity or unfair competition practices. Our performance and competitiveness are strengthened solely through lawful conduct.

“ All employees have the right to report any violations of the Code to the Ethics Committee, anonymously or on the record. ”

Whistleblowing mechanism

In 2022, within the scope of the newly established ESG Roadmap, Hellenic Cables will implement a whistleblowing mechanism that is in full compliance with the European Whistleblowing Directive. The mechanism will set out the principles and framework that are intended to detect and prevent any kind of complaints of irregularities or other acts that have come to the attention of the staff, customers, suppliers or other third parties

regarding labour or human rights practices, environmental compliance and business ethics.

The whistleblowing mechanism ensures comprehensive protection and sets out the proper communication channels for the reporting by ensuring the protection of the reporting party as well as the objective and independent assessment of the report by external members.

Business ethics, labour and human rights trainings

In order to ensure a high level of transparency and increased compliance with its new corporate policies, Hellenic Cables established two new employee training initiatives, planned to be completed in 2022. The training topics are:

- Business ethics and code of conduct, anti-bribery and corruption, with a focus on management and employees with a special risk profile due to the nature of the job.
- Labour and human rights, diversity equality and inclusion, and workplace harassment and prevention.

Code of Conduct and Business Ethics Committee

In the context of ensuring that the Code is correctly applied, the Company has established a Code of Conduct and Business Ethics Committee whose main responsibility is to receive, investigate and resolve all reports made by employees (or external partners) related to violations of the Code, applying the reporting management process. The Committee also:

- Provides instructions and clarifications regarding the application of the Code of Conduct and Business Ethics.
- Suggests improvements or the renewal of the Code of Conduct.

Business continuity management

Hellenic Cables, since 2016, has implemented a certified Business Continuity Management System (according to ISO 22301:2012). This system focuses on the operation, monitoring, review, maintenance (e.g. customer satisfaction, product safety) and the improvement of the Company's business continuity. At the same time, Hellenic Cables has developed and implements business continuity plans for critical activities within its production plants, which are constantly monitored and improved.



Data management and security

The Company protects privacy and all confidential information that may arise from commercial transactions and exclusive partnerships, as an integral part of the governance framework in all of its business processes.

Information systems security

Hellenic Cables adopts a holistic approach with regards to the management of digital or other information, in order to ensure confidentiality, availability and integrity. All personal and corporate data is protected against unauthorized access, loss, leakage, or manipulation using appropriate organizational, procedural, and technological means. Hellenic Cables uses a certified Information Security Management System (ISO 27001: 2013) and has formalized an Information Security Policy along with relevant processes. Consequently, the Company ensures that adequate security checks are conducted, optimizing the mechanisms for detection and prevention of threats, with the aim of protecting information and safeguarding confidential data..

Internal control and risk management

The Company protects privacy and all confidential information that may arise from commercial transactions and exclusive partnerships, as an integral part of the governance framework in all of its business processes.

Information systems security

Through its internal control system, Hellenic Cables monitors and ensures the effectiveness of corporate operations, the reliability of financial information, compliance with principles and regulations and effectively controls risk management. The risk management system operates in accordance with the principle of prevention and provides the opportunity to identify and analyze potential risks, as well as to set the respective mechanisms for monitoring and remedying the risks faced by the Company.

The main non-financial risks are risks related to the environment, occupational health and safety and data privacy.

In order to reduce the probability, but also the importance of the occurrence of risks in the specific sectors, the Company takes precautionary measures and designs and implements specific programs and actions, while monitoring its performance through the relevant indicators that have been set. In addition, the Company has all the necessary risk studies, applies operational and safety criteria that are in accordance with Greek and European legislation, has developed an emergency response plan and works closely with local authorities and the Fire Brigade for rapid and effective response to potential incidents.

In addition, within the certified Management Systems that are applied, (ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, ISO 45001:2018, ISO 22301:2012 and ISO 27001:2013), a relevant assessment is carried out on an annual basis for the relevant risks.

Personal data privacy

Hellenic Cables recognizes the need to protect personal data, not only as a legal compliance requirement vs the 2016/679 EU General Data Protection Regulation and other standing legislation, but also for the added value and competitive advantage it offers. The Company is committed to protecting the personal data of employees, customers, suppliers, partners and investors. The aim is to adhere to the international standards and best practices and thus minimize risk against the privacy of individuals and their personal data. To that end, Hellenic Cables adopted and implemented a Personal Data Protection Policy, set specific roles, procedures and controls for the protection of personal data throughout their activities' spectrum, along with the establishment of overseeing mechanisms on risk mitigation actions. In parallel, the selection of appropriate technological means, the transformation of our business and support processes bearing in mind the principle of privacy by design and by default as well as the development of a privacy-oriented culture constitute core tenets and a continuous improvement goal.





Climate change

Climate change is considered as the biggest current challenge to address with a significant impact not only with respect to Company's financial condition, but also in regards to the environment and society. Hellenic Cables faces both transition and physical risks:

- Transition risks are related to risks arising from the transition to a low carbon economy, as well as from European and global requirements and policies, which require significant energy efficiency measures. Key risk mitigation measures implemented by the Company include monitoring the relevant trends in National and European policy, the development of action plans and long-term specific objectives for investments in energy efficiency equipment and carbon emission mitigation measures, as well as the prospect of sourcing its electricity supply from producers of clean, renewable sources. Moreover, the Company recently had its 2050 net-zero emission targets approved by the Science Based Targets Initiative (SBTi), as part of its wider climate strategy.
- Physical risks are related to risks associated with long chronic effects, such as extreme weather conditions. Despite the fact that physical risks remain low due to the geographical locations of Hellenic Cables' plants, the Company continuously monitors the changing conditions that may create physical risks in the future. More details are included in the section "Environment and Climate Change" within this Report.

Water management

Risks associated with water management relate to the availability of industrial water for production purposes and the quality of wastewater discharged to water recipients. The risk is mainly mitigated by the continuous efforts to improve the Company's water footprint and the availability of multiple water sources, so that there are alternative water sources.

Occupational health and safety

One of the most important risks associated with social and labor issues is the health and safety of our human resources in the workplace. In order to systematically monitor and supervise all safety parameters related to occupational health and safety risks, the Company implements a certified Management System, under which Health and Safety Committees have been established and operate in each production plant. Additional measures taken by the Company are the implementation of a specific accident reduction program, investments to replace older equipment, as well as the implementation of ongoing training and updates to further enhance the safety culture.

Information Security and Data privacy

The Company places great importance in managing information security and data privacy related risks. Therefore, it is committed to conducting the necessary gap analyses, the results and findings of which are carefully used in order to mitigate risks and achieve the Company's continuous improvement goals.

Human rights

The key risks for human rights are associated with Hellenic Cables' supply chain provided that many suppliers are not located in Europe or North America. During 2021, the Company initiated the establishment of an adequate and comprehensive management system of supplier evaluation so as to ensure that all major suppliers meet specific standards involving the respect for human rights, employee safety, working conditions and business ethics.

Anti-Bribery and Anti-Corruption Measures

The risks related to anti-bribery and corruption lie in the failure to conduct business operations ethically and to comply with the applicable laws and regulations. To prevent and mitigate such risks, Hellenic Cables ensures that its Sustainable Development Policy and its Business Ethics and Anti-corruption Policy are properly applied and that all employees are aware of the Company's procedures and practices in relation to anti-corruption practices. The Internal Audit function is responsible for monitoring and reporting timely and properly any related deviation or misconduct.



Financial performance

During 2021, Hellenic Cables succeeded in providing effective solutions for high profile energy transfer projects, while for a third consecutive year recorded high capacity utilization at all available production lines. 2021 results were marked by further development of the cable projects business unit and the financial resilience demonstrated by all companies during the Covid-19 pandemic.

In parallel with the plants' full production schedule, the tendering efforts across a number of geographical areas continued uninterrupted and our commercial teams succeeded to secure several awards for new projects and frame contracts, both in the offshore and onshore sector. More specifically:

- In the offshore sector, the Hellenic Cables was awarded with the supply of 12 km 110 kV submarine cables from the Croatian contractor Končar Group for the replacement of existing outdated cable lines in the Adriatic Sea. In Greece, IPTO declared Hellenic Cables as the temporary contractor for the Santorini - Naxos electrical interconnection with a total length of 82.5 km submarine cables of 150 kV.
- In the onshore sector, Hellenic Cables signed important frame agreements and turnkey contracts across Europe. TenneT awarded Hellenic Cables for the replacement of two cables routes in the city of Groningen. Each route will have a length of 3.6 km cables of 110 kV. Also, in Scotland, Hellenic Cables was awarded with two supply and installation projects of 24 km and 27 km single core 132 kV 800mm² AL XLPE underground cables from Elderslie to Johnstone Substations and from Sandy Knowe to Glenglass Substations approximately.

At the same time, a number of projects awarded during the last years were successfully delivered, in full or partially during the year:

In the offshore sector:

- The electrification of the 178 km-long submarine and underground electrical interconnection between Crete and Peloponnese was successfully completed
- The submarine interconnection of Paros - Naxos with the 53 km of 150 kV AC three-core submarine cables was successfully completed.
- The Skiathos - Mantoudi interconnection was successfully completed with the supply and installation of 30 km of 150 kV submarine cable system.
- The manufacturing and loading for shipment of inter-array cables for the Coastal Virginia Offshore Wind (CVOW), a project for a partial supply of array cables for a 2.6 GW capacity was completed.

In the onshore sector:

- The supply and installation of 132 kV high voltage underground cables for the connection of the Douglas West onshore wind farm with the Douglas North substation, as well as the connection of the Kennoxhead Extension onshore wind farm with the Middlemuir Wind-farm substation was successfully completed. Hellenic Cables supplied 10 km of 132 kV XLPE - insulated cables.

It is important to note that, despite the implementation of several restrictions in the free flow of people and goods globally due to Covid-19, Hellenic Cables accomplished on-time delivery of such complicated projects. Such success is fully attributable to the Company's strict adherence not only to external mandates, but also to internal safety protocols and procedures, as well as continuous coordination with clients and supply chain partners.



All plants, irrespective of their specific product range, continued to implement an action plan for stricter health and safety standards and remained

fully operational throughout the Covid-19 pandemic. Also, the action plan secured the undisrupted supply chain and mitigated financial impact with liquidity

preservation. Hellenic Cables companies exhibited an approx. EUR 8 million increase in adjusted EBITDA, exceeding EUR 89 million in 2021.

Hellenic Cables S.A.

The turnover of Hellenic Cables S.A. amounted to EUR 524.5 million compared to EUR 372.0 million for 2020, i.e. 41% higher. In the domestic market, Hellenic Cables maintained its leading position for one more year. More specifically, the turnover in the domestic market amounted to EUR 177.8 million (2020: EUR 163.1 million), while exports amounted to EUR 346.7 million (2020: EUR 208.9 million). Gross profit for 2021 amounted to EUR 21 million, while a-EBITDA (Adjusted Earnings Before Interest, Taxes, Depreciation and Amortization) amounted to EUR 30.0 million, 14% higher compared to 2020 (a-EBITDA 2020: EUR 26.3 million).

Fulgor S.A.

Fulgor's turnover amounted to EUR 585 million for 2021 compared to EUR 328.5 million in 2020, i.e. a 52% increase. This increase is mainly due to the offshore projects executed during 2021 and, overall, due to higher sales volumes. The Company's gross profit amounted to EUR 41 million compared to EUR 48.9 million in 2020, while a-EBITDA reached EUR 51.8 million compared to EUR 47.6 million in 2020. In 2021, the Company managed to further increase pre-tax earnings by 6.5% and in particular recorded the highest pre-tax profits ever achieved in its recent history. More specifically, pre-tax profits amounted to EUR 31.2 million compared to EUR 29.5 million in 2020. The high capacity utilization rates of Company's plant coupled with the successful implementation of the projects undertaken during the last few years were the key drivers enabling the Company to record high profits in 2021.

Icme Ecab S.A.

Total turnover for Icme Ecab S.A. for 2021 amounted to EUR 241.44 million versus EUR 161.4 million in 2020. Adjusted earnings before interest, taxes, depreciation and amortization (a-EBITDA) amounted to EUR 6.8 million, slightly higher compared to 2020 (a-EBITDA 2020: EUR 6.7 million). Respectively, adjusted operating profit (a-EBIT) amounted to 3.6 million versus 3.3 million in 2020. Earning before tax for ICME ECAB Sa amounted to EUR 2.2 million.



| Financial performance (in EUR million) | | 2019 | | | 2020 | | | 2021 | | |
|--|---|-----------------|--------|-----------|-----------------|--------|-----------|-----------------|--------|-----------|
| | | Greece | | Romania | Greece | | Romania | Greece | | Romania |
| | | Hellenic Cables | Fulgor | Icme Ecab | Hellenic Cables | Fulgor | Icme Ecab | Hellenic Cables | Fulgor | Icme Ecab |
| Economic performance | Total revenue (turnover) | 388.60 | 321.00 | 155.90 | 372.05 | 383.00 | 162.24 | 524.53 | 585.00 | 241.44 |
| | Operating profits | 16.40 | 28.90 | 0.48 | 15.20 | 38.30 | 0.63 | 21.00 | 41.00 | 3.43 |
| | Operating costs | 372.20 | 292.40 | 153.76 | 356.80 | 344.20 | 163.30 | 503.60 | 544.10 | 246.98 |
| | Payments to capital providers | 10.67 | 7.00 | - | 9.86 | 7.80 | - | 10.18 | 8.10 | - |
| | Net profit / (loss) - before taxes | 5.00 | 20.60 | (2.00) | 5.20 | 29.30 | (1.38) | 16.00 | 31.20 | 1.47 |
| | Net profit / (loss) - after taxes | (3.40) | 15.10 | (2.00) | 3.60 | 22.13 | (1.38) | 13.20 | 26.40 | 1.47 |
| | Tax payment - Indirect (VAT) | 0.93 | 4.20 | - | 0.20 | 0.0 | - | 0.0 | 0.0 | 0.35 |
| | Tax payment - Direct | 0.30 | 0.6 | 0.26 | 0.30 | 0.80 | 0.34 | 0.0 | 2.40 | 0.37 |
| | Total payments to governmental bodies (total of indirect and direct taxes paid) | 1.2 | 4.80 | 0.26 | 0.50 | 0.80 | 0.34 | 0.0 | 2.40 | 0.72 |
| | Financial assistance from the state (exc. Manpower Empl. Org.) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | Equity | 83.57 | 37.4 | 38.42 | 86.75 | 59.10 | 42.62 | 101.02 | 81.40 | 43.36 |
| | Investments | 8.42 | 30.5 | 5.65 | 5.25 | 44.90 | 3.24 | 5.91 | 26.40 | 2.72 |
| | Total assets | 336.60 | 320.2 | 105.80 | 316.47 | 370.30 | 109.78 | 353.27 | 489.50 | 140.25 |

* Due to changes in the accounting standards, the 2020 financial data have been restated and therefore different data may appear compared to last year Sustainability Report.



About the Report

The Hellenic Cables Sustainability Report is published on an annual basis, for the past 13 years, and provides an overview of the Company's non-financial performance.

The purpose of the Sustainability Report is to inform stakeholders fully and comprehensively about the sustainable development activities of Hellenic Cables in 2021. The 2021 Sustainability Report covers the period 01/01/2021 - 31/12/2021 and presents the data of the Hellenic Cables companies: Hellenic Cables S.A. and Fulgor S.A. in Greece, and Icme Ecab S.A. in Romania. These companies operate under the trade name "Hellenic Cables", constituting the Hellenic Cables cables production industry of the listed company Cenergy Holdings S.A.

Report preparation principles

The Report development process has been aligned with the GRI Standards guidelines (Global Reporting Initiative, GRI), as well as the Integrated Reporting Framework of the International Integrated Reporting Council (IIRC), the ISO 26000, the Reporting Guide of the Athens Stock Exchange, and the Sustainability Accounting Standards Board (SASB). The Principles of the AA1000AP (2018) framework were also applied, by the international organisation AccountAbility, which are inclusivity, materiality, responsiveness and impact. The Report also refers to the U.N. Sustainable Development Goals (SDGs), as well as their respective targets, the United Nations Global Compact (UNGC), as well as the Greek Sustainability Code, which the Company applies.



The 2021 Sustainability Report was compiled with the support and expert guidance (data collection, evaluation and writing) of Grant Thornton (www.grant-thornton.gr).

Restrictions and significant changes

There is no specific restriction regarding the 2021 Report's scope and limit, affecting the year-on-year comparison of the data included. No changes have been applied to any of the calculation or estimation methods or techniques presented in the 2021 Report. Wherever revisions are made, a specific reference is placed in the individual sections, tables or diagrams and the reasons for the revision are specified in the relevant points. The financial data included is fully consistent with those of the Annual Reports, which have been audited by chartered auditors - as required by the law.

The Annual Financial Reports and Sustainability Reports are available on the Hellenic Cables website www.hellenic-cables.com.

Data collection and sources of information

The data and information presented is collected on the basis of the recording procedures and databases of the relevant management systems implemented. In cases where the data presented was processed or based on assumptions, the way or method of calculation is reported.

Project team

Executives from all relevant Divisions and Departments of Hellenic Cables worked together for the preparation of this Report, gathering the required information. The executives of Hellenic Cables who cooperated for this publication are:

Hellenic Cables and Fulgor: Alexopoulos Argyris, Apostolou Dimitra, Batistatos Nikolaos Ion, Chronopoulou Katerina, Defteraios Nikos, Demertzis Ioannis, Flouri

Sotiria, Georgallis George, Iliadis Christos, Karakostas George, Karkantelidou Foteini, Kolaitis Dimitris, Makris Artemios, Marlagoutsos Panagiotis, Panou Poly, Pavlou Konstantinos, Pikeas Antonis, Savvakis Kostas, Salteris Nikolaos, Stamatiou Stavros, Takopoulos Konstantinos, Tsagarakis Menelaos, Voulgaris Charalampos.

Icme Ecab: Cucereanu Gabriela, Eusebiu Muthi, Papagheorge Andrei, Olan Ramona, Pop Nicolae, Stoica Andrei.

Project coordinator: Christina Neofotistou

External assurance

An external assurance of the data relating to all material issues of Hellenic Cables has been carried out by an independent body, underpinning the accuracy, completeness and reliability of the selected performance indicators. The external assurance report is cited on pages 94-95 of the Report.

Contact information

The main objective of this report is to inform all stakeholders substantially and completely. If you have any feedback or comments that can assist us in our ongoing improvement effort or any questions about this report, please contact:

Hellenic Cables

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Key performance indicators table

| KPIs | | Measurement unit | 2019 | | | 2020 | | | 2021 | | | GRI Standards |
|---|---|------------------|-----------------|--------|-----------|-----------------|--------|-----------|-----------------|--------|-----------|---------------|
| | | | Greece | | Romania | Greece | | Romania | Greece | | Romania | |
| | | | Hellenic Cables | Fulgor | Icme Ecab | Hellenic Cables | Fulgor | Icme Ecab | Hellenic Cables | Fulgor | Icme Ecab | |
| Strategic plan and Corporate Governance | | | | | | | | | | | | |
| Economic performance | Total revenue (turnover) | EUR million | 388.60 | 321.00 | 155.90 | 372.05 | 383.00 | 162.24 | 524.53 | 585.00 | 241.44 | 201-1 |
| | Operating profits | EUR million | 16.40 | 28.90 | 0.48 | 15.20 | 38.30 | 0.63 | 21.00 | 41.00 | 3.43 | 201-1 |
| | Operating costs | EUR million | 372.20 | 292.40 | 153.76 | 356.80 | 344.20 | 163.30 | 503.60 | 544.10 | 246.98 | 201-1 |
| | Payments to capital providers | EUR million | 10.67 | 7.00 | - | 9.86 | 7.80 | - | 10.18 | 8.10 | - | 201-1 |
| | Net profit / (loss) - before taxes | EUR million | 5.00 | 20.60 | (2.00) | 5.20 | 29.30 | (1.38) | 16.00 | 31.20 | 1.47 | 201-1 |
| | Net profit / (loss) - after taxes | EUR million | (3.40) | 15.10 | (2.00) | 3.60 | 22.13 | (1.38) | 13.20 | 26.40 | 1.47 | 201-1 |
| | Tax payment - Indirect (VAT) | EUR million | 0.93 | 4.20 | - | 0.20 | 0.0 | - | 0.0 | 0.0 | 0.35 | 201-1 |
| | Tax payment - Direct | EUR million | 0.30 | 0.60 | 0.26 | 0.30 | 0.80 | 0.34 | 0.0 | 2.40 | 0.37 | 201-1 |
| | Total payments to governmental bodies (total of indirect and direct taxes paid) | EUR million | 1.20 | 4.80 | 0.26 | 0.50 | 0.80 | 0.34 | 0.0 | 2.40 | 0.72 | 201-1 |
| | Financial assistance from the state (exc. Manpower Empl. Org.) | EUR million | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 201-4 |
| | Equity | EUR million | 83.57 | 37.40 | 38.42 | 86.75 | 59.10 | 42.62 | 101.02 | 81.40 | 43.36 | 201-1 |
| | Investments | EUR million | 8.42 | 30.50 | 5.65 | 5.25 | 44.90 | 3.24 | 5.91 | 26.40 | 2.72 | 201-1 |
| | Total assets | EUR million | 336.60 | 320.2 | 105.80 | 316.47 | 370.30 | 109.78 | 353.27 | 489.50 | 140.25 | 201-1 |

| KPIs | | Measurement unit | Hellenic Cables Companies | | | GRI Standards |
|---------------|---|-----------------------------------|---------------------------|--------|--------|---------------|
| | | | 2019 | 2020 | 2021 | |
| Environment | | | | | | |
| Air emissions | Total assets | tn CO ₂ /tn of product | 0.1323 | 0.1482 | 0.1352 | 305-1 |
| | Specific indirect emissions | tn CO ₂ /tn of product | 0.3975 | 0.3294 | 0.2682 | 305-2 |
| Energy | Specific thermal energy consumption (direct energy) | MWh/ tn of product | 0.6055 | 0.5717 | 0.5595 | 302-1 |
| | Specific electricity consumption (indirect energy) | MWh/ tn of product | 0.8252 | 0.8016 | 0.7583 | 302-1 |



| KPIs | | Measurement unit | Hellenic Cables Companies | | | GRI Standards |
|-----------------------|---|----------------------|---------------------------|---------|---------|---------------|
| | | | 2019 | 2020 | 2021 | |
| Environment | | | | | | |
| Energy | Thermal energy consumption per source | | | | | 302-1 |
| | LPG | MWh | 616.80 | 694.52 | 586.76 | 302-1 |
| | Natural gas | MWh | 59,897 | 59,711 | 67,060 | 302-1 |
| | Diesel | MWh | 3,692 | 3,434 | 3,803 | 302-1 |
| Waste management | Total amount of waste | tn | 14,162 | 15,212 | 15,372 | 306-3 |
| | Waste intensity - hazardous and non-hazardous | (tn/tn of product) | 0.134 | 0.137 | 0.120 | |
| | Hazardous waste | (tn) | 1,539 | 1,292 | 1,817 | 306-3 |
| | Non-hazardous waste | (tn) | 12,623 | 13,920 | 13,555 | 306-3 |
| | Amount of waste recycled and recovered | (tn) | 12,536 | 13,882 | 14,133 | 306-3 |
| | Total waste going to recovery operation (recycling and energy recovery) | % | 88.5 | 91.3 | 91.9 | 306-4 |
| | Landfill avoidance of production waste | % | 88.5 | 91.3 | 91.9 | 306-5 |
| Water consumption | Water consumption | m³ | 402,930 | 315,059 | 305,445 | 303-5 |
| | Specific water consumption | m³/tn of product | 3.81 | 2.84 | 2.38 | 303-5 |
| Social | | | | | | |
| Human resources | Employees | # | 1,550 | 1,686 | 1,749 | 102-8 |
| | Female employees ratio on total employment | % | 13.23 | 15.78 | 12.46 | 405-1 |
| | Female employees in management positions | % | 4.00 | 3.43 | 9.52 | 102-8 |
| | Hires | # | 375 | 389 | 385 | 401-1 |
| | Turnover | # | 287 | 176 | 324 | 401-1 |
| | Employees under the age of 30 | # | 268 | 317 | 262 | 405-1 |
| | Employees aged 30-50 | # | 909 | 972 | 1,054 | 405-1 |
| | Employees over the age of 50 | # | 373 | 397 | 433 | 405-1 |
| | Total training hours | # | 33,111 | 26,730 | 23,081 | 404-1 |
| Safe workplace | Lost Time Injury Frequency Rate (LTIFR) | # | 5.40 | 6.40 | 8.80 | 403-9 |
| | Severity Rate (SR) | # | 149 | 111 | 105 | 403-9 |
| | Number of work-related illnesses | # | 0.0 | 0.0 | 0.0 | 403-9 |
| | Fatalities | # | 0.0 | 0.0 | 0.0 | 403-9 |
| Social responsibility | Employee wages and benefits | EUR million | 46.70 | 51.60 | 60.88 | 201-1 |
| | Employees from the local community (Greece Romania) | % | 86 45 | 85 55 | 84 53 | 102-8 |
| Marketplace presence | | | | | | |
| Suppliers | Purchases from local suppliers | % (Greece Romania) | 49 18 | 61 15 | 61 39 | 204-1 |
| | Purchases from international suppliers | % (Greece Romania) | 51 82 | 39 85 | 34 66 | 204-1 |



External Assurance Report

To: Management of Hellenic Cables

1. Scope of the External Assurance project of the Sustainability Report

Hellenic Cables Company [HELLENIC CABLES SA, FULGOR SA, ICME-ECAB SA (hereinafter referred to as Hellenic Cables)] has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV HELLAS) the limited external assurance of the Sustainable Development Report, which covers the period 1/1/2021-12/31/2021. Hellenic Cables consists the cable-manufacturing sector of the listed company on the Euronext Brussels Stock Exchange and the Athens Stock Exchange, Cenergy Holdings S.A. Hellenic Cables has three (3) cable production units in Thebes (Greece), Corinth (Greece) and Bucharest (Romania), and a support unit at Oinofyta (Greece). The external assurance of the Sustainable Development Report 2021 addresses the actions, programs and objectives for Sustainable Development for all the aforementioned facilities.

The scope of the project consists of the following:

- A. The conduction of the Application Level Check, according to the GRI Sustainability Reporting Standards (GRI Standards), referring to the Sustainability Report of Hellenic Cables for 2021, as well as the provision of external assurance service about the accuracy of the claims mentioned for the total of the numerical indicators (except financial data indicators) that Hellenic Cables reported at the Sustainability Report Chapters (hereafter Total Reporting Indicators).
- B. The conduction of the coverage level check of the guide AA1000AP (2018), referring to the Accountability Principles as they are stated and analyzed within (Inclusivity, Materiality, Responsiveness & Impact). The level check was held based on the contents of the guide AA1000AS v3 (Type 2 Assurance-Moderate level).

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of Hellenic Cables for 2021 and it was conducted based on the corresponding correlation table of GRI Standards Indicators stated by Hellenic Cables in its Sustainability Report, in order to confirm the Company's compliance to the requirements of the GRI Standards for the "In accordance_Core" Level, as well as the requirements of AA1000AP (2018).

2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

A. GRI Standards (Core Level)

B. AA1000AP (2018)

For the evaluation of conformity to the requirements of AA1000AP (2018), the provisions of the guide AA1000 Assurance Standard (AA1000AS v3) were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within AA1000AP (2018), was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.

3. Project methodology

Based on the conformance criteria of paragraph 2 and in order to draw conclusions, the external assurance team of TÜV HELLAS conducted the following (indicative and not restrictive) methodology:

- Reviewed the procedures followed by Hellenic Cables to identify and determine the material issues in order to include them within the Sustainability Report.
- Interviews were conducted with selected executives of Hellenic Cables having operational role in Sustainability issues in order to understand the current state of sus-

tainability development activities and progress achieved during the period under reference.

- Reviewed the Hellenic Cables consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- Reviewed the claims mentioned to the Total Reporting Indicators, in connection with the findings of the above steps. In addition, the methodologies and practices for extracting the results were reviewed and crosschecks were performed on the reliability and quality of the indicators reported in the report. These checks consist (not restrictively) of the following:
- Understanding of the quality management and results collection processes related to the indicators under consideration
- Review of the design of processes, systems and controls for managing reliability and quality of specified information
- Sampling of management practices and operation control, as well as evidence gathering in order to sufficiently ensure the completeness and accuracy of the claims
- Maintain of the appropriate documentation for all the aforementioned controls.

4. Review limitations

The range of the review was exclusively limited to the activities of Hellenic Cables in Greece and in Romania. No visits and interviews in stakeholders of the Hellenic Cables have been conducted. In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

5. Responsibilities of the Reporting Organization and Assurance Provider

The team for Sustainability of Hellenic Cables carried out

the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The external assurance conducted, as it is defined in the project scope (paragraph 1), do not represent TÜV HELLAS' opinion related to the quality of the Sustainability Report and its contents. The responsibility of TÜV HELLAS is to express the independent conclusions on the issues as defined in the project scope and in accordance to the relevant contract. The project was conducted in such a way so that TÜV HELLAS can quote to Hellenic Cables administration the issues mentioned in this report and for no other purpose.

6. Conclusions-Recommendations

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by TÜV HELLAS, the conclusions are as follows:

A. Accuracy and completeness of data (qualitative and quantitative) related to the Application Level Check and claims accuracy of Total Reporting Indicators related to GRI Standards.

- During the external assurance project carried out, nothing came to the attention of TÜV HELLAS which would lead to the conclusion that the Report does not meet to the requirements of the GRI Standards for the "In accordance_Core" Level, as reflected on the corresponding correlation GRI content index (table with the GRI Standards Indicators).
- Nothing has come to the attention of TÜV HELLAS that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the total reporting indicators.

B. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

- We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that the Hellenic Cables has not implemented the principle of Inclusivity in developing its approach to sustainability.

Materiality: Focus on the material issues related to sustainability

- We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by the Hellenic Cables does not provide a comprehensive and balanced understanding of the material issues.

Responsiveness: Addressing the needs and expectations of stakeholders

- We have not realized any issue, which would lead us to believe that the Hellenic Cables has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development

Impact: Impact of company's activities to the broader ecosystems

- We have not realized any issue which would lead us to believe that the Hellenic Cables has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems

TÜV HELLAS did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the AccountAbility Principles, as set out in AA1000AP (2018). Additionally,

TÜV HELLAS did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

During the assurance, no issues arose that would lead to improvement proposals.

7. Impartiality and independence of the external assurance team

TÜV HELLAS states its impartiality and independence in relation to the project of Hellenic Cables' Sustainability Report external assurance. TÜV HELLAS has not undertaken work with Hellenic Cables and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions or recommendations.

TÜV HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of the Hellenic Cables.

Athens, May 16, 2022

For TÜV HELLAS (TÜV NORD) SA



Nestor Paparoupas
Product Manager





Appendix I. Participation in networks and associations

Hellenic Cables participates as a member in major national and international networks, in chambers, as well as sector associations. Through its participation it

aims to achieve global collaborations, in exchange of expertise, learnings and good practice, as well as the promotion of new methods and trends in the industry.

| Participation in networks and associations | | | | |
|---|--|---------------|--------|---------|
| | | International | Greece | Romania |
|  | Athens Chamber of Commerce and Industry (ACCII) | | ✓ | |
|  | Hellenic Federation of Enterprises (SEV) | | ✓ | |
|  | Conseil International des Grands Réseaux Electriques (CIGRE) | ✓ | ✓ | |
|  | Hellenic Network for Corporate Social Responsibility (CSR HELLAS) | | ✓ | |
|  | Europacable | ✓ | | |
|  | Federation of Industries of Greece (SBE) | | ✓ | |
|  | Hellenic Organization for Standardization (ELOT) | | ✓ | |
|  | Institute of Electrical and Electronics Engineers | ✓ | ✓ | |
|  | Institute of Electrical and Electronics Engineers Standards Association | ✓ | | |
|  | Insulated Conductors Committee - IEEE PES | ✓ | | |
|  | Institute of Electrical and Electronics Engineers Power and Energy Society | ✓ | | |
|  | Hellenic Management Association (EEDE) | | ✓ | |

| Participation in networks and associations | | | | |
|---|--|---------------|--------|---------|
| | | International | Greece | Romania |
|  | Hellenic Copper Development Institute (HCDI) | | ✓ | |
|  | Aluminium Association of Greece (AAG) | | ✓ | |
|  | Business Council of Greece and Latin America | | ✓ | |
|  | Arab-Hellenic Chamber of Commerce & Development | | ✓ | |
|  | French-Hellenic Chamber of Commerce | | ✓ | |
|  | Thessaloniki Chamber of Commerce and Industry (EVETH) | | ✓ | |
|  | Hellenic-Italian Chamber of Athens | | ✓ | |
|  | Foreign Investors Council (FIC) | | | ✓ |
|  | The Professional Association of Romanian Cable Manufacturers (APPCR) | | | ✓ |
|  | International Electrotechnical Commission (IEC) | ✓ | | |
|  | Association of the Romanian Exporters (AREX) | | | ✓ |
|  | Romanian Railway Industry Association | | | ✓ |



Appendix II. Report content alignment with sustainability standards and initiatives

Greek Sustainability Code linkage table

| Pillar | Criteria | Page number and/or URL |
|----------------------|-----------------------------------|---|
| Strategy | Strategic analysis and action | The Sustainability Report is developed based on internationally recognized Standards, such as: GRI Standards, AA1000 and the ISO 26000 Standard. |
| | Materiality | pp. 42-43 |
| | Objectives | pp. 6, 10, 12-14, 54 |
| | Depth of the value chain | pp. 10-11, 14-15, 22, 36, 38-39, 41, 46, 50, 60 https://www.cablel.com/611/en/markets/ https://www.cablel.com/592/en/sustainability/ https://www.cablel.com/591/en/supply-chain/ |
| Management procedure | Responsibility | pp. 5-7, 10-15, 22-24, 36-47, 50-55, 59-64, 68-72, 76-79, 83-84, 86-87, 92-93 https://www.cablel.com/592/en/sustainability/ |
| | Rules and processes | Sustainability Policy, Business Ethics and anti-corruption Policy, Supplier Code of Conduct, Labor and Human Rights Policy, Code of conduct - violation reporting process, Integrated Policy on quality, occupational health & safety, environmental, energy management and climate change, Information Security Policy, Personal Data Protection Policy, Integrity and Transparency Policy https://www.cablel.com/592/en/sustainability/ |
| | Monitor | pp. 5, 8, 14, 16-17, 26, 35, 38-39, 42-47, 55, 57-58, 61, 67, 89, 92-93 |
| | Incentive systems | pp. 38-39, 46-47, 57-63 |
| | Stakeholder engagement | pp. 46-47 |
| | Innovation and product management | pp. 18, 22, 26-29, 38-39, 43,45 |
| Environment | Usage of natural resources | Hellenic Cables does not purchase biofuels, ethanol or hydrogen. Moreover, the Company does not produce or sell energy. |
| | Resource management | pp. 38-39, 50-55, 92-93 |
| | Emissions & Climate change | pp. 8, 10, 14, 37, 39, 41, 45, 54-55, 86, 92-93 |
| Society | Employment rights | pp. 37-39, 41, 45-47, 59-64, 68-72, 92-93 |
| | Equal opportunities | pp. 37, 41, 43, 45, 59-61, 82-83, 92-93 |
| | Employment | pp. 37, 41, 43, 45, 59-61, 92-93 |
| | Human rights in the supply chain | pp. 13, 15, 38, 39, 46, 60, 68, 83 |
| | Corporate citizenship | pp. 37-39, 41, 43, 47, 74-49, 92-93 |
| | Political influence | p. 96 https://www.cablel.com/580/en/participation-in-networks-and-organizations/ |
| | Anti-corruption | pp. 15, 59, 60, 82, 86 During the reporting period, no incident of corruption has occurred. |



ISO 26000 and UN Global Compact principles linkage table

| Relevant ISO 26000 issue | Global Compact principles | Systems and procedures | Systems and procedures | Relevant ISO 26000 issue | Global Compact principles | Systems and procedures | Systems and procedures |
|--------------------------|--------------------------------------|--|--|--------------------------|---------------------------------------|--|--|
| 6.3 | Human Rights (Principles 1 and 2) | Sustainability Policy Business Ethics and Anti-corruption Policy Supplier Code of Conduct Labor and Human Rights Policy Reporting process code of conduct | Hellenic Cables fosters equal employment opportunities and respect for human rights in all activities. Hellenic Cables supports the protection of international human rights across the business value chain, and will not be complicit in human rights abuses. The Company's policies and procedures adhere to all applicable domestic laws concerning freedom of association and collective bargaining, non-discrimination, forced labor and underage workers in the workplace. | 6.5 | Environment (Principles 7,8 and 9) | Sustainability Policy Business Ethics and Anti-corruption Policy Integrated Policy on quality, occupational health & safety, environmental, energy management and climate change Supplier Code of Conduct | Hellenic Cables implements an Environmental Management System according to ISO 14001:2015, as well as an Energy Management System according to ISO 50001:2018. Guided by its Integrated Policy on quality, health & safety, and environment, as well as its newly established Emissions strategy (in line with the SBTi), the Company continuously monitors direct and indirect CO2 emissions, while having set sourcing its electricity needs from RES as a main objective. Finally, it focuses on proper waste management, seeks to increase the percentage of secondary raw materials in the production process, as well as the recyclability of products after the end of their life cycle, applying the principles of the circular economy. |
| 6.3.3 | | | | 6.5.3 | | | |
| 6.3.4 | | | | 6.5.4 | | | |
| 6.3.5 | | | | 6.5.5 | | | |
| 6.3.6 | | | | 6.5.6 | | | |
| 6.3.7 | | | | 6.6 | | | |
| 6.3.8 | | | | 6.6.6 | | | |
| 6.3.9 | | | | | | | |
| 6.3.10 | | | | | | | |
| Box 7 | | | | | | | |
| 6.3 | Labour (Principles 3,4,5 and 6) | Sustainability Policy Business Ethics and Anti-corruption Policy Integrated Policy on quality, occupational health & safety, environmental, energy management and climate change Open door policy Internal Regulations Personal Data Protection Policy Reporting process code of conduct | Hellenic Cables promotes a workplace environment of mutual respect, effective cooperation and teamwork, to avoid incidents of any kind of harassment or discrimination in all activities. Hellenic Cables also encourages open dialogue between Management and all employees, through an "open door" dialogue policy. In addition, the Company's Business Ethics and Anticorruption Policy reflects Hellenic Cables' strong stance on transparency and anticorruption issues. The Company has set up a Code of Conduct and Business Ethics Committee with the primary responsibility of receiving, investigating and resolving all reports that employees have submitted confidentially related to breaches of the Code. | | Anti-corruption (Principle 10) | Business Ethics and Anti-corruption Policy Supplier Code of Conduct Internal Regulations Personal Data Protection Policy Reporting process code of conduct | Recognizing the need to take precautionary measures to combat potential risks arising from transparency and corruption issues, Hellenic Cables implements a Business Ethics and Anticorruption Policy, in line with the Company's commitment to conducting the business with honesty, fairness and integrity and in compliance with all relevant laws. |
| Box 7 | | | | | | | |
| 6.3.3 | | | | | | | |
| 6.3.4 | | | | | | | |
| 6.3.7 | | | | | | | |
| 6.3.8 | | | | | | | |
| 6.3.10 | | | | | | | |
| 6.4 | | | | 6.6 | | | |
| 6.4.3 | | | | 6.6.3 | | | |
| 6.4.4 | | | | 6.6.4 | | | |
| 6.4.5 | | | | 6.6.6 | | | |
| 6.4.6 | | | | | | | |
| 6.4.7 | | | | | | | |
| 6.6 | | | | | | | |
| 6.6.4 | | | | | | | |



Alignment with the 2022 ESG Reporting Guide of the Athens Stock Exchange

| | ID | Metric title | Report reference (page number) |
|---------------|-------|--|--|
| Environmental | C-E1 | Scope 1 emissions | pp. 54-55, 92-93 |
| | C-E2 | Scope 2 emissions | pp. 54-55, 92-93 |
| | C-E3 | Energy consumption and production | pp. 53, 55, 92-93 |
| | A-E2 | Climate change risks and opportunities | pp. 10, 12-14, 37, 41, 43, 45, 48-50, 54, 82, 86 |
| | A-E3 | Waste management | pp. 50, 54-55, 92-93 |
| | SS-E1 | Emission strategy | pp. 10, 12-14, 41, 43, 45, 49-50, 54, 86 |
| | SS-E3 | Water consumption | pp. 55, 92-93 |
| | SS-E4 | Water management | pp. 55, 92-93 |
| Social | C-S1 | Stakeholder engagement | pp. 46, 47 |
| | C-S2 | Female employees | pp. 57-58, 92-93 |
| | C-S3 | Female employees in management positions | pp. 92-93 |
| | C-S4 | Employee turnover | pp. 58, 93-93 |
| | C-S5 | Employee training | pp. 60-62, 67, 72, 92-93 |
| | C-S6 | Human rights policy | pp. 60, 82 |
| | C-S7 | Collective bargaining agreements | p. 93 All Company employees (100%) are covered by employment contracts, in accordance with the national labour law. |
| | C-S8 | Supplier assessment | p. 15 |
| | A-S1 | Sustainable economic activity | pp. 12-14, 38-39, 46-47, 75, 76-79, 89 |
| | SS-S1 | Product quality and safety | p. 27 |
| Governance | SS-S6 | Health and safety performance | pp. 71, 92-93 |
| | C-G1 | Board composition | pp. 81-82 |
| | C-G2 | Sustainability oversight | pp. 12-14, 36-41, 45 |
| | C-G3 | Materiality | pp. 42-43 |
| | C-G4 | Sustainability policy | pp. 12-14, 82 |
| | C-G5 | Business ethics policy | pp. 82-83 |
| | C-G6 | Data security policy | pp. 60, 84, 86 |
| | A-G1 | Business model | pp. 38-39 |
| | A-G2 | Business ethics violations | p. 83 |
| | A-G3 | ESG targets | pp. 12-14, 24, 45 |
| | A-G5 | External assurance | pp. 94-95 |
| | SS-G3 | Systemic risk management | pp. 84-86 |



Alignment with the AA1000AP (2018)

| Principle | Our approach | Report reference (page number) |
|-----------------------|--|--|
| Inclusivity | Engagement and constructive dialogue with the Company's stakeholders through established communication channels, aiming at better understanding stakeholder needs and expectations. | pp. 38-39, 42-43, 46-47 |
| Materiality | Identification, prioritization and publication of the issues which are most important (material) for the Company and its stakeholders, on an annual basis, according to predetermined criteria, as well as international sustainability guidelines, such as the GRI Standards, the AA100AP (2018), and SASB. | pp. 38-39, 42-43 |
| Responsiveness | Structured Company response to the identified material issues, with increased transparency over the key performance indicators. Alignment of the Company's response to the expectations and requests of its stakeholders, and integration of their views in the strategic action plans of the Company. | pp. 5, 8, 10-11, 12-13, 14-15, 16-17, 20-21, 28-29, 30-31, 38-39, 40-41, 43-45, 46-47, 50-51, 58-59, 60-61, 62-64, 68-72, 76-77, 78-79, 80-83, 92-93 |
| Impact | Determination and evaluation of the direct and indirect impacts which have occurred from the Company's operations, enhancing the corporate decision-making process and enabling the Company to develop respective actions for continuous improvement on sustainability. | pp. 5, 12-14, 16-14, 20-21, 22-23, 38-39, 42-43, 55, 57-58, 67, 82-84, 87-89 |



Appendix III. GRI Content Index

| GRI Standards | Disclosure | Page number and/or URL | External Assurance |
|---|--|--|--------------------|
| GRI 101: Foundation 2016 | | | |
| GRI 102: General Disclosures 2016 (option «core») | | | |
| Organizational profile | | | |
| 102-1 | Name of the organization | Hellenic Cables S.A., Fulgor S.A. and Icme Ecab S.A. | ✓ |
| 102-2 | Activities, brands, products, and services | pp. 5, 16-17, 18-19, 20, 21, 22-23, 24, 25, 26-27, 28-29, 30, 38-39 https://www.cablel.com/611/en/ypovruxia-kai-xersaia-metadosi-energeias/ | ✓ |
| 102-3 | Location of headquarters | Hellenic Cables and Fulgor: Mesogeion Av. 2-4, Athens Tower Building B 11527, Athens Icme Ecab: Drumul Intre Tarlale 42, Bucharest 032982, Romania | ✓ |
| 102-4 | Location of operations | pp. 5, 16-17, 18, 20-21, 22-23, 24, 34-35 | ✓ |
| 102-5 | Ownership and legal form | pp. 5, 90 https://www.cablel.com/603/en/simantikoi-stathmoi/ | ✓ |
| 102-6 | Markets served | pp. 2, 4-5, 16-17, 18-19, 20-21, 22-23, 24-25, 28-29, 34-35, 38-39 | ✓ |
| 102-7 | Scale of the organization | pp. 5, 16-17, 20-21, 38-39, 57-58, 88-89, 92-93 | ✓ |
| 102-8 | Information on employees and other workers | pp. 5, 38-39, 57-58, 92-93 | ✓ |
| 102-9 | Supply chain | pp. 5, 8, 12-13, 14-15, 45, 93 | ✓ |
| 102-10 | Significant changes to the organization and its supply chain | pp. 90 There were no significant changes regarding the size, structure, ownership status or supply chain of the organization during the reporting period of the Report.. | ✓ |
| 102-11 | Precautionary principle or approach | pp. 12, 13, 14, 23, 38-39, 50-51, 54-55, 59-60, 62, 64, 68-72, 81-83 | ✓ |
| 102-12 | External initiatives | UN Sustainable Development Goals | ✓ |
| 102-13 | Membership of associations | p. 96 http://www.hellenic-cables.com/580/el/summetoxi-se-diktua-kai-organismous/ | ✓ |
| Strategy | | | |
| 102-14 | Statement from senior decision-maker | p. 2 | ✓ |



| GRI Standards | Disclosure | Page number and/or URL | External Assurance |
|------------------------|--|--|--------------------|
| Ethics and integrity | | | |
| 102-16 | Values, principles, standards, and norms of behavior | Sustainability Policy, Business Ethics and Anti-corruption Policy, Labor and Human Rights Policy, Integrated Policy on Quality, Occupational Health & Safety, Environmental & Energy Management, Supplier Code of Conduct, Personal Data Protection Policy, Information Security Policy https://www.hellenic-cables.com/592/el/episkopisi/ , https://www.hellenic-cables.com/592/el/viosimi-anaptuxi/ | ✓ |
| Governance | | | |
| 102-18 | Governance structure | pp. 81-82 | ✓ |
| Stakeholder engagement | | | |
| 102-40 | List of stakeholder groups | pp. 46-47 | ✓ |
| 102-41 | Collective bargaining agreements | pp. 92-93, 97 | ✓ |
| 102-42 | Identifying and selecting stakeholders | pp. 46-47 | ✓ |
| 102-43 | Approach to stakeholder engagement | pp. 46-47 | ✓ |
| 102-44 | Key topics and concerns raised | pp. 46-47 | ✓ |
| Reporting practice | | | |
| 102-45 | Entities included in the consolidated financial statements | p. 90 https://www.cablel.com/752/el/oikonomikes-katastaseis/ | ✓ |
| 102-46 | Defining report content and topic Boundaries | p.90 | ✓ |
| 102-47 | List of material topics | pp. 42-43 | ✓ |
| 102-48 | Restatements of information | p. 90 | ✓ |
| 102-49 | Changes in reporting | p. 90 | ✓ |
| 102-50 | Reporting period | 01/01/2021 - 31/12/2021 | ✓ |
| 102-51 | Date of most recent report | May 2021 | ✓ |
| 102-52 | Reporting cycle | Annual | ✓ |
| 102-53 | Contact point for questions | pp. 90, 108 | ✓ |
| 102-54 | Claims of reporting in accordance with the GRI Standards | p. 90 | ✓ |
| 102-55 | GRI content index | pp. 101-107 | ✓ |



| GRI Standards | Disclosure | Page number and/or URL | External Assurance |
|--|---|--|--------------------|
| 102-56 | External assurance | pp. 94-95 | ✓ |
| Research and development - product innovation | | | |
| Material issue for: Stakeholders, customers, employees, suppliers | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 12-14, 16-17, 18, 20, 22-23, 24-25, 28-29, 38-39, 46-47 | ✓ |
| Hellenic Cables Indicator | Research and development | pp. 22-23, 24-25, 28-29 | ✓ |
| Business Ethics and responsible governance | | | |
| Material issue for: Stakeholders, customers, employees, suppliers, state and institutional bodies, financial institutions, local communities | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 12-13, 15, 38-39, 46-47, 83 | ✓ |
| GRI 205 | 205-3 Confirmed incidents of corruption and actions taken | No incident of corruption was recorded during the reporting period (2021). | ✓ |
| Operational Excellence | | | |
| Material issue for: Stakeholders, customers, employees, suppliers, state and institutional bodies, financial institutions, local communities | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 22-23, 35, 38-39, 42-43, 45, 62-63 | ✓ |
| Hellenic Cables Indicator | Operational Excellence framework | pp. 26-27, 45, 63 | ✓ |
| Responsible supply chain management and materials sourcing | | | |
| Material issue for: Customers, employees, suppliers, state and institutional bodies, local communities | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 12-14, 15, 42-43, 45, 46, 92-93 | ✓ |



| GRI Standards | Disclosure | Page number and/or URL | External Assurance |
|---|--|--|--------------------|
| GRI 204 | 204-1 Proportion of spending on local suppliers | pp. 8, 92-93 | ✓ |
| Risk management | | | |
| Material issue for: Stakeholders, Customers, employees, suppliers, state and institutional bodies, financial institutions | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 38-39, 46-47, 80-87 | ✓ |
| Hellenic Cables Indicator | Development and implementation of management system per pillar of potential operational risk | pp. 15, 64, 66-72, 84-86 | ✓ |
| Customer-oriented approach | | | |
| Material issue for: Stakeholders, customers, employees | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 5, 10-11, 12-14, 18-19, 20, 22-23, 24-25, 26-27, 28-29, 42-43, 46-47 | ✓ |
| Hellenic Cables Indicator | Customer satisfaction measurement index | pp. 26-27 | ✓ |
| Information security and data protection | | | |
| Material issue for: Stakeholders, customers, employees, suppliers, state and institutional bodies | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 24, 38-39, 42-43, 46-47, 84 | ✓ |
| GRI 418 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | During 2021, no incidents of violations or data forgery occurred / were recorded | ✓ |
| Digital transformation | | | |
| Material issue for the following Stakeholders: customers, employees, suppliers, state and institutional bodies | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 10-11, 42-43, 45, 84 | ✓ |



| GRI Standards | Disclosure | Page number and/or URL | External Assurance |
|---|--|---|---------------------------|
| Hellenic Cables Indicator | Technological breakthroughs and digital transformation | pp. 10-11, 22-23, 27, 61-62, 69 | ✓ |
| Product life-cycle management | | | |
| Material issue for the following Stakeholders: customers, state and institutional bodies | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 6, 10-11, 12-14, 22-23, 24, 28, 42-43, 45, 49, 52 | ✓ |
| Hellenic Cables Indicator | Issuing Environmental Product Declarations using Life Cycle cables studies | pp. 50-52 | ✓ |
| Occupational health and safety | | | |
| Material issue for the following Stakeholders: customers, employees, suppliers, state and institutional bodies | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 25-26, 38-39, 42-43, 45, 46-47, 66-73, 83 | ✓ |
| Hellenic Cables Indicator | Monitoring health and safety performance | pp. 8, 64-67, 72, 92-93 | ✓ |
| GRI 403 | 403-1 Health and safety management system | pp. 68-69 | ✓ |
| | 403-5 Worker training on occupational health and safety | p. 67 | ✓ |
| Attracting and retaining talents (being an employer of choice) | | | |
| Material issue for: Customers, employees, suppliers, state and institutional bodies | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 5, 26-27, 30-31, 38-39, 40-41, 42-43, 45, 46-47, 59, 62-63 | ✓ |
| GRI 401 | 401-1 New employee hires and employee turnover | pp. 8, 58, 92-93 | ✓ |



| GRI Standards | Disclosure | Page number and/or URL | External Assurance |
|---|---|--|--------------------|
| Training and development | | | |
| Material issue for: Customers, employees, suppliers, state and institutional bodies | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 5, 26-27, 30-31, 38-39, 40-41, 42-43, 45, 46-47, 59, 60-61, 62-63, | ✓ |
| GRI 404 | 404-1 Average hours of training per year per employee | pp. 39, 61, 67, 92-93 | ✓ |
| Diversity and equal opportunities | | | |
| Material issue for: Employees, state and regulators | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 38-39, 42-43, 45, 47, 59, 60, 83 | ✓ |
| Hellenic Cables Indicator | Integration of anti-discrimination practices | pp. 59-60, 83 | ✓ |
| Local communities | | | |
| Material issue for: Employees, state and regulators | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 5, 8, 14, 18, 38-39, 41, 42-43, 45, 46-47, 75, 76-79 | ✓ |
| Hellenic Cables Indicator | Actions for supporting local communities | pp. 5, 8, 57, 75 | ✓ |
| Climate change & decarbonization | | | |
| Material issue for: customers, employees, suppliers, state and institutional bodies | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 5-6, 10-11, 12-14, 18, 22-23, 24-25, 28, 38-39, 40-41, 42-43, 45, 50, 52-55, 86 | ✓ |
| GRI 302 | 302-1 Energy consumption within the organization | pp. 53-55, 92-93 | ✓ |
| GRI 305 | 305-1 Direct CO ₂ emissions | pp. 8, 55, 92-93 | ✓ |
| | 305-2 Indirect CO ₂ emissions | pp. 8, 54-55, 92-93 | ✓ |



| GRI Standards | Disclosure | Page number and/or URL | External Assurance |
|--|---|--|--------------------|
| Waste management | | | |
| Material issue for: Customers, employees, suppliers, state and institutional bodies, local communities | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 12-14, 38-39, 40-41, 42-43, 51-52, 54 | ✓ |
| GRI 306 | 306-3 Waste generated | pp. 8, 53-55, 92-93 | ✓ |
| Energy management | | | |
| Material issue for: Customers, employees, suppliers, local communities | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 5-6, 10-11, 12-14, 22-23, 26-27, 38-39, 40-41, 42-43, 45, 50, 53-54 | ✓ |
| GRI 302 | 302-1 Energy consumption within the organization | pp. 53, 92-93 | ✓ |
| Circular economy | | | |
| Material issue for: Customers, employees, suppliers, state and institutional bodies, local communities | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 10-11, 12-14, 24, 26-27, 36-37, 38-39, 40-41, 42-43, 45, 50-51, 52-54, 86 | ✓ |
| Hellenic Cables Indicator | Company circular economy framework | pp. 12-14, 40-41, 50-53 | ✓ |
| Driving the energy transition | | | |
| Material issue for: Customers, employees, suppliers, state and institutional bodies, local communities | | | |
| 103: Management Approach | 103-1, 103-2, 103-3 | pp. 2, 5-6, 10-12, 14, 16-17, 18-19, 20-21, 22-23, 26-27, 28-29, 38-39, 42-43, 45, 49, 50-55, 86 | ✓ |
| Hellenic Cables Indicator | Number of projects that are connected to Renewable Energy Sources & other energy transition initiatives | pp. 16-17, 18-19, 20-21 | ✓ |



Feedback form

Which Hellenic Cables stakeholder group do you belong to?

- ☐ Employees ☐ Suppliers ☐ State or institutional body representative ☐ Customers
- ☐ Financial institution representative ☐ Local community member ☐ Other: _____
- ☐ Shareholders

Based on the information presented in the Sustainability Report 2021, how would you evaluate Hellenic Cables' ESG & Sustainability responsibility?

- ☐ Excellent ☐ Average
- ☐ Good ☐ Needs improvement

How easy was it to find information on topics of interest to you in the Report?

- ☐ Very easy ☐ Relatively easy ☐ Not easy at all
- ☐ Quite easy

With respect to the information presented in the Report, how closely do you agree with the following statements?

(1) Completely disagree, (2) Disagree, (3) Neither agree/Nor disagree, (4) Agree, (5) Completely agree

| | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
| 1. The principles and topics you consider necessary for the Company's sustainable development are sufficiently covered | | | | | |
| 2. There is a good balance and clarity among the different Report sections | | | | | |
| 3. The structure has a nice flow, and the Report is easy to read | | | | | |
| 4. The graphical representation of the information is clear | | | | | |
| 5. The visual aspect is satisfactory and the infographics included positively enrich the Report | | | | | |

Please highlight any issues that have not been reported and should be included in the next Report:

Please describe your key concerns and/or issues that you have identified during your collaboration with Hellenic Cables.

Please send this form to:

Hellenic Cables

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* Personal data is protected in compliance with the provisions of law on personal data protection.





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