

Corporate Responsibility and Sustainable Development Report

2015



CABLEI[®]
HELLENIC CABLES
G R O U P

HELLENIC CABLES S.A.
HELLENIC CABLE INDUSTRY S.A.

FULGOR
HELLENIC CABLE INDUSTRY S.A.

ICME ECAB S.A.
CABLE INDUSTRY



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"In case of any discrepancy, the Greek version shall prevail."



General information about the report

The Corporate Responsibility and Sustainable Development Report 2015 includes the activities of the Companies Hellenic Cables S.A. and Fulgor S.A. and the way they meet the current economic, environmental and social challenges as well the way responsibility is incorporated in all business operations.

Report boundary and scope

Hellenic Cables Corporate Responsibility and Sustainable Development Report is published on an annual basis from 2009 and for the third time this year, it includes the activities of its key subsidiary company in Greece, Fulgor S.A. The report does not include data related to other subsidiaries, potential joint ventures, partners, suppliers or third parties. It is noted that some information related to Hellenic Cables Group is only provided in the chapter "Company Profile" in order to facilitate the reader to have broader view of the Group's activities. Moreover, a brief presentation of Icme Ecab, the key subsidiary of the Group, based in Romania is also included in that chapter. This reference is short and limited to the relevant separate section of the Chapter «Company profile». Data included in chapters "Our people" and "Health and safety in our workplace", are only related to the employees of Hellenic Cables S.A and Fulgor S.A.

- The terms «The Company», «we», refer to practices and policies that are effective and implemented in common at the Companies Hellenic Cables S.A and Fulgor S.A, unless otherwise stated for any of them.
- The term «Group» refers to Hellenic Cables and its subsidiaries both in Greece and abroad.

Corporate Responsibility and Sustainable Development Report 2015 (for the period 1/1/2015 – 31/12/2015) is the seventh consecutive publication of Hellenic Cables. All Corporate Responsibility and Sustainable Development Reports of the Company are available on www.cablel.com (section Sustainability / Corporate Responsibility & Sustainability Reports).

Restrictions and significant changes

Corporate Responsibility and Sustainable Development Report 2015 covers a wide range of issues related to economic, environmental and social impact of the Company, without any specific restriction on the scope or the boundary of the Report. This Report includes for the third time all information related to subsidiary company Fulgor in such a way that does not affect the possibility to compare annual data. It is noted that no acquisitions, divestitures, joint ventures or other activities have taken place that affect the possibility to compare data on year to year basis.

The report does not contain any significant changes in the assessment methods applied. In cases where reviews have been made, a specific reference to individual sections, tables' diagrams is made as well as clarification of the reasoning behind revising the perspective items. Furthermore, no significant changes have been made regarding the size, structure or ownership of the Company that may affect the content of the 2015 Report.

Project Team

Corporate Responsibility Team, a special team of executives of the relevant Divisions and Departments, is formed in order to compile the report. The team's primary task is to collect the required information and evaluate the important issues regarding the fields of Company's Corporate Responsibility.

Team Coordinators: George Georgallis and Panagiotis Marlagoutsos. Executives from the relevant Divisions and Departments: Alexopoulos Argyris, Voulgaris Charalampos, Zannias Panagiotis, Karkantelidou Foteini, Michos Georgios, Pikeas Antonis, Soulas Konstantinos, Stamati Menia, Chatzakis Dimitrios, Chronopoulou Katerina, Tsagkarakis Menelaos, Charelas Nikos.

Methodology

Hellenic Cables Corporate Responsibility and Sustainable Development Report for the year 2015, was prepared in accordance with the guidelines on CSR / Sustainability Reports, issued by the international Global Reporting Initiative Organization (GRI – G4 Guidelines). The following principles were applied under the preparation of the current Report in order to determine its content:

- Principle of "Materiality"
- Principle of "Stakeholder Inclusiveness"
- Principle of "Sustainability Context"
- Principle of "Completeness"

In respect of sound determination of the Report's content, the Company's Corporate Responsibility Team, updated the material issues of the Company (materiality analysis - procedure of identification and prioritization of material CSR issues). During the updating process, the Company's stakeholders opinions (shareholders, customers, employees, local communities, suppliers, state and institutional organizations) were taken into consideration. These opinions were earlier recorded at a special workshop. Analytical data as well as the outcomes of the procedure, are presented in the Chapter "Corporate Responsibility and Sustainable Development".

Corporate Responsibility and Sustainable Development Report 2015 was compiled with the support and under expert guidance (data collecting, evaluation and texts writing) of Grant Thornton (www.grant-thornton.gr).



External verification

The Company recognizes the added value of external verification of the Report and through this procedure aims to increase its accountability to all stakeholders in terms of quality and reliability. Therefore, for the current edition as well, we have opted for external verification of the information contained in the Chapters of "Health and safety in the workplace", "Our environmental approach", and for the third time of the chapter "Our people" by an independent external certification body. The conclusions and comments that arose from the process of external verification will be used by the Company in order to improve the quality of its Corporate Responsibility and Sustainable Development Reports. The last part of the Report presents the report of the independent certification body.

Sources of information

Recording procedures applied by the Company and its management systems' databases were used for gathering the data and information presented in the Report. In cases where the data was processed or was based on assumptions, reference is made regarding the way or the method of calculations, according to the guidelines of the Global Reporting Initiative (GRI – issue G4). Updates or additional information regarding Hellenic Cables and Fulgor are available either through Corporate Responsibility Team or on www.cablel.com and www.fulgor.com.

The financial data that is included in the Report is in full compliance with the information contained in the Annual Report 2015 of the Company (which is available on the website www.cablel.com in the section Investors / Reports & Presentations). In printed form, the Corporate Responsibility and Sustainable Development Report 2015 and the Hellenic Cables Group Annual Report 2015 form a single book. Additional information on Hellenic Cables and Fulgor products and services, is analytically presented on the websites www.cablel.com and www.fulgor.com

Contact

We welcome any questions, request for clarification or suggestion for improvement, as your opinion is of great value to us. You are kindly requested to send any feedback, comments or the attached form to the following address, thus actively contributing to our improvement and further growth.

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E-mail: csr@cablel.vionet.gr

www.cablel.com



Message from the Top Management

“Social responsibility is incorporated in our principles and values and is a key component in our course of development”.

With a forward-looking approach, steady values and coordinated actions, notwithstanding adverse conditions in the Greek Economy, in 2015 we managed to undertake significant projects, while contributing to the well-being of all those affected by our activities: our shareholders, employees, customers, collaborators, investors, local communities and the society as a whole.

This year we achieved most of the sustainable development goals we have set, as for example in the implementation of a Business Continuity Plan, which will be certified with the ISO 22301:2012 standard within 2016.

We intensified our procedures and internal audits in the field of occupational health and safety and we proceeded with improvements in our production procedure with the aim of reducing air emissions. We executed significant submarine cable contracts and at the same time continued to take initiatives in order to improve our competitiveness and reduce our environmental footprint. All the above actions support long-term development and economic prosperity for local communities, the creation of jobs, supply of goods and services by local suppliers and the support of vulnerable groups.

For us, Social Responsibility is a fundamental corporate principle, governing all functions of our Company.

Our strategic approach of Corporate Responsibility issues includes a framework of continuing improvement actions in the fields of Corporate Government, marketplace, society, human resources, occupational health and safety and the environment.

The following five axes basically outline the material issues of in our activities:

- Corporate Governance as the basis of our organisation.
- Our people's growth and well-being as well as constant concern about health and safety in our workplace.
- Responsibility in the Marketplace including the development of high-quality products and solutions offered.
- Environmental responsibility -a necessary condition for our harmonious coexistence with nature.
- Support and development of the local communities where we operate.

2016 is expected to be a demanding year in various levels. The Company has already a sound basis with the two large projects in Greece (the interconnection between Syros-Tinos, Syros-Mykonos, Syros-Paros and the interconnection of the wind park at the islet of Agios Georgios) combined with the significant submarine cable projects it undertook abroad. Our aim is to meet current challenges by creating value for all of our stakeholders. Difficulties improve our readiness to identify and exploit the opportunities that may arise. We always move forward with respect towards society, people and the environment.

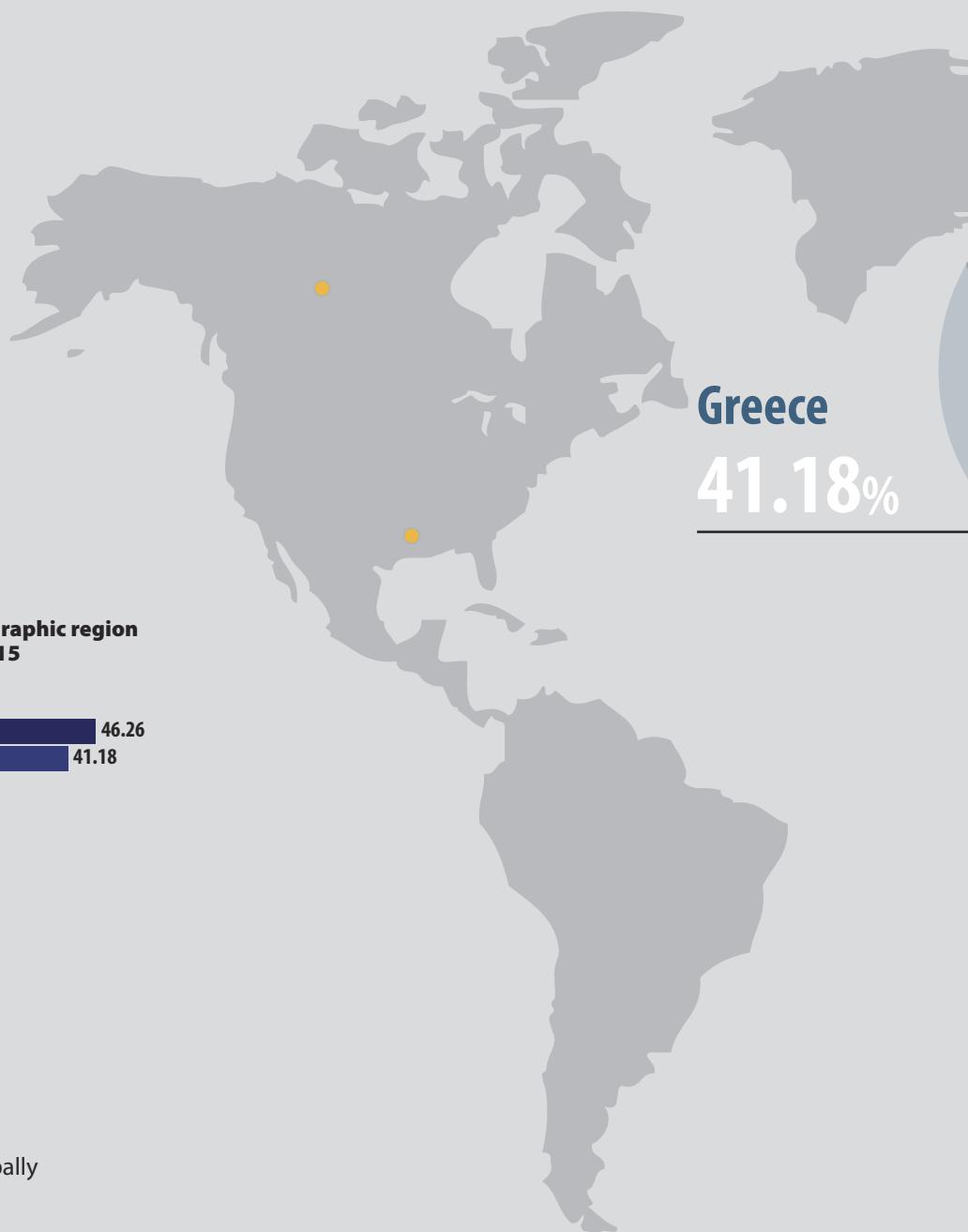
Ioannis Batsolas
Chairman of the Board Managing Director

Alexios Alexiou
General Manager



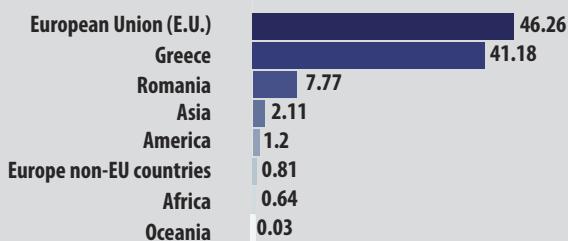
1. Company Profile

1.1 Worldwide presence of Hellenic Cables Group



Greece
41.18%

Sales per geographic region 2015



- 5 subsidiaries
- Exports to over 50 countries globally
- 2 linked companies
- 6 production units

European Union

46.26%

The largest cable producer in Southeast Europe

59%

Export sales

29 EUR million

average annual investments, during the last three years

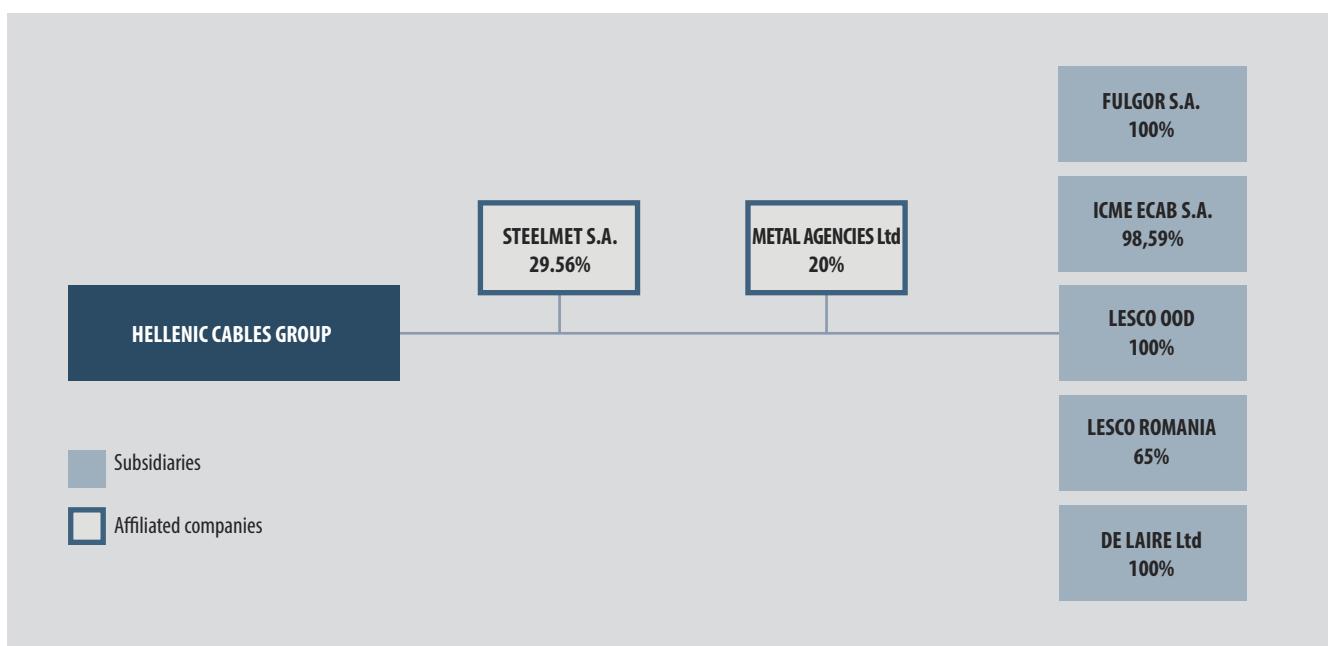


1. Company Profile

Hellenic Cables Group

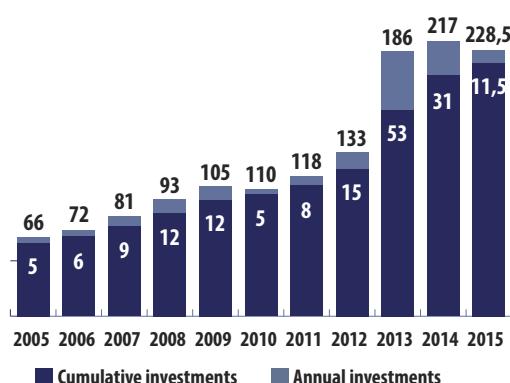
Hellenic Cables Group is the largest producer of cables in Greece and one of the largest in Southeast Europe, with significant export activities. In the aim of constantly reinforcing their international presence and instantly meeting customers' continuously changing needs, the parent company, Hellenic Cables, and the Group, constantly invest in research and development of new technologies to acquire know-how in the development of new products and services.

The Group comprises of five subsidiary and two affiliated companies. In particular:



During 2015, Hellenic Cables Group made for yet another year significant investments in its production facilities, with the aim of reinforcing its competitive advantage in the global market. Investments are directly linked to the increase in capacity, flexibility in production, expansion in the range of products, innovation and research and development. Within this framework, the Group has invested in its subsidiary company Fulgor S.A., which is engaged in the production of energy cables of up to 400kV, submarine cables of medium and high voltage and fibre optic cables, bare conductors as well as copper and aluminium rods. Fulgor's acquisition took place in 2011 and a very important investment plan of EUR 65 million in total was undertaken for the technological upgrade and administrative and operational integration of the newly acquired company.

Cumulative investments (in million EUR)



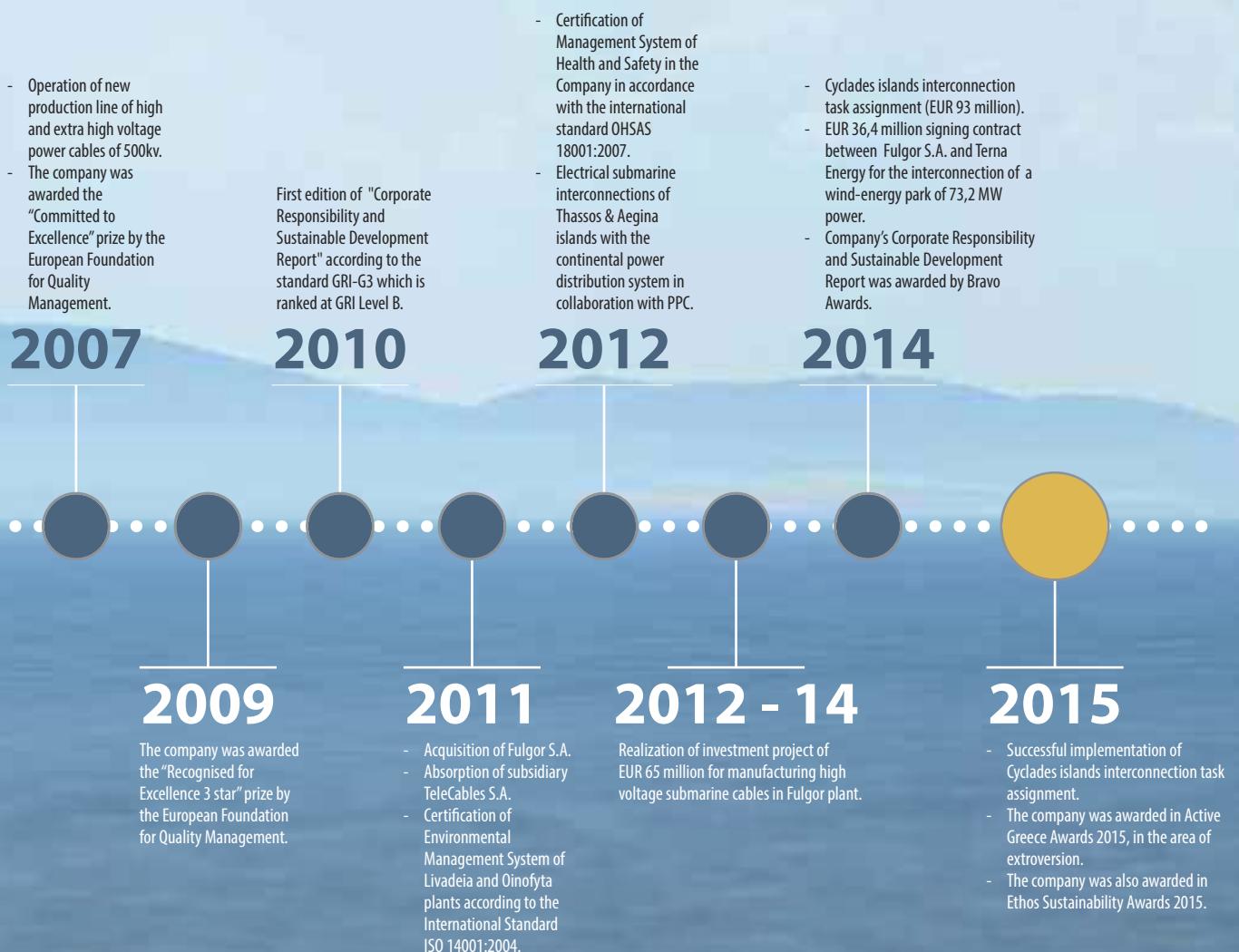




1. Company Profile

1.2 Milestones







1. Company Profile

Hellenic Cables Group production plants



Thiva, Greece

HELLENIC CABLES S.A. HELLENIC CABLE INDUSTRY S.A.

Basic product

- Power cables (low, medium, high voltage)
- Fibre optic cables
- Copper and aluminium pipes

Installations

Total area: 175,082 sm
 Facilities: 52,076 sm.
 Annual potential: 60,000 tons
 Certifications: EN ISO 9001,
 EN ISO 14001, OHSAS 18001



Livadeia, Greece

HELLENIC CABLES S.A. HELLENIC CABLE INDUSTRY S.A.

Basic product

- Enamelled wires

Installations

Total area: 121,816 sm.
 Facilities: 13,939 sm.
 Annual potential: 14,000 tons
 Certifications: EN ISO 9001,
 EN ISO 14001, OHSAS 18001



Oinofyta, Greece

HELLENIC CABLES S.A. HELLENIC CABLE INDUSTRY S.A.

Basic product

- Plastic and rubber compounds

Installations

Total area: 21,263 sm.
 Facilities: 9,277 sm.
 Annual potential: 24,000 tons
 Certifications: EN ISO 9001,
 EN ISO 14001, OHSAS 18001



Basic product

- Power cables (low, medium, high voltage)
- Submarine cables (low, medium, high voltage)
- Copper and aluminium rods

Installations

Total area: 209,656 sm.
 Facilities: 89,489 sm.
 Annual potential: 50,000 tons of cables and 120,000 tons of wire F8
 Certifications: EN ISO 9001, EN ISO 14001, OHSAS 18001



Sousaki Corinthia, Greece



Basic product

- Power cables (low, medium voltage)
- Telecommunication and data transmission cables

Installations

Total area: 267,789 sm.
 Facilities: 102,138 sm.
 Annual potential: 50,000 tons
 Certifications: EN ISO 9001, EN ISO 14001



Bucharest, Romania



Basic product

- Wooden pallets and reels

Installations

Total area: 17,000 sm.
 Facilities: 3,398 sm.
 Annual potential: 16,500 tons



Blagoevgrad, Bulgaria



1. Company Profile

1.3 Business priorities, values and strategic objectives

Our commitment...

... we take personal responsibility for our high standard results, while at the same time fostering long-term relations with our customers and suppliers. We focus on the health and safety of our people and we provide a workplace environment that motivates us to be productive and result-oriented, allowing each one of us to pursue personal development with passion and integrity.

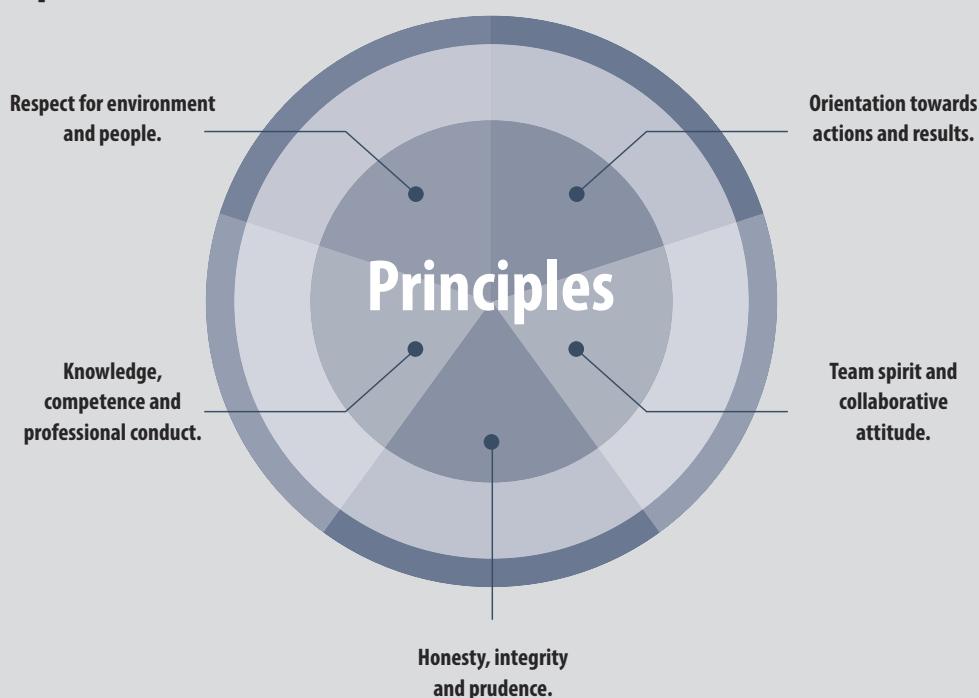
Technological innovation - Our first priority...

We focus on technical expertise to maintain high quality results and bring about value-added solutions. We develop a constant learning environment and invest in research and development, cutting edge technologies, modern equipment and know-how, to promote practical pioneering ideas that constantly keep our Group ahead of times.

We focus on results...

We focus on high-standard solutions for our customers, in an efficient and reliable manner. We show determination and confidence in our ability to maximise productivity and business excellence, whilst simultaneously maximising value for our shareholders.

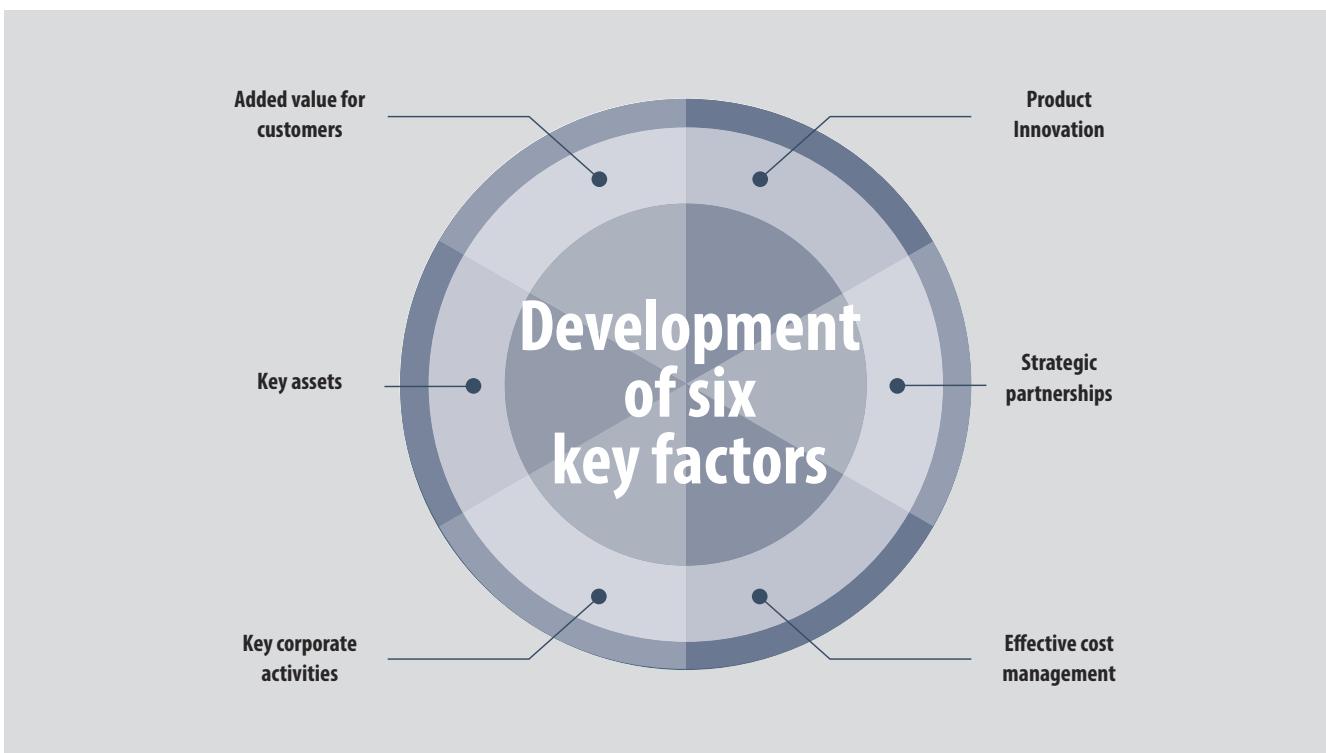
Our principles are:



Our business model and strategic goals

The Group's commitments and values consist the basis and method through which we plan and implement our business model. Our priorities and strategic plans aim at creating added value to all our stakeholders.

Our business model is based on the development of six key factors.



Strategic goals for 2016-2018

- ▷ Increase of sales of value-added products
- ▷ Approaching new markets (focusing on EU countries)
- ▷ Penetrate network operator market
- ▷ Working capital optimisation
- ▷ Optimal management of environmental issues (reducing footprint)
- ▷ Developing human resources and ensuring occupational health and safety



1. Company Profile

1.4 Hellenic Cables S.A.

As of 1950, Hellenic Cables commenced its activities as a cable production unit of the former Viohalco, while as of 1973, having expanded its production and commercial activities, it currently operates as an independent affiliate under the name Hellenic Cables Greek Cable Industry S.A. and under the internationally acclaimed trade mark **Cablel®**.

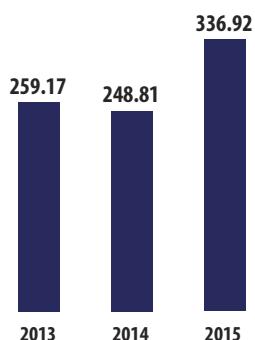
In 1994, the Company was listed on the Athens Stock Exchange.

With three production plants in Greece, the Company is currently the largest player in the cable manufacturing sector in Greece, and has achieved significant penetration in foreign markets. Hellenic Cables has developed innovative services and produces a wide range of products, fully covering the needs and high expectations of its customers worldwide. The Company's main customer categories are network operators, technical companies and merchants.

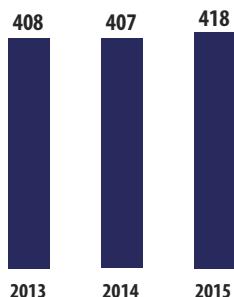
Combined with high capacity, high quality has been ensured for all units, which are certified with EN ISO 9001:2008 (Quality Management System), EN ISO14001:2004 (Environmental Management System) and OHSAS 18001:2007 (Occupational Health and Management System).

Hellenic Cables at a glance

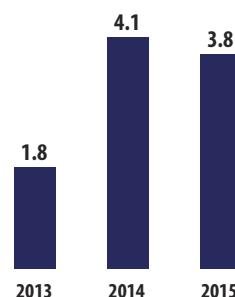
Revenue
Hellenic Cables (in million EUR)



Number of employees
Hellenic Cables



Investments
Hellenic Cables (in million EUR)



A significant achievement for Hellenic Cables S.A. was the EURO 93 million agreement, signed in September 2014 between the Independent Power Transmission Operator (ADMIE) and the Company, concerning underground and submarine cable interconnections of 150 kV between the islands of Syros-Tinos, Syros-Mykonos, Syros-Paros as well as 150 kV cable terminations in Tinos island. The greater part of the project was implemented in 2015.

1.5 Fulgor S.A.

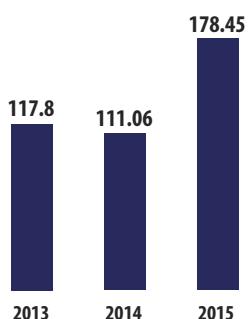
Fulgor entered the Hellenic Cables Group in June 2011 and is one of the pioneering companies in the sector of technologically-advanced and high-quality products, as well as in providing integrated turnkey solutions. In addition, Fulgor is one of the few companies specialising in submarine cable interconnections.

As of 2012 a large investment plan of a total of EURO 65 million was implemented with the aim of achieving technological advancement and constant modernisation for Fulgor. The benefits resulting from the investment are already significant: production of high value-added products, further development of the product range, formation of additional synergies, increased sales and expanded market share, penetration in new growing markets and improved profit margins. Part of the investment plan has already been successfully implemented and Fulgor currently holds state-of-the-art facilities and equipment, allowing it to produce high-voltage submarine cables in large continuous lengths with a minimum number of factory joints, while achieving fast delivery times.

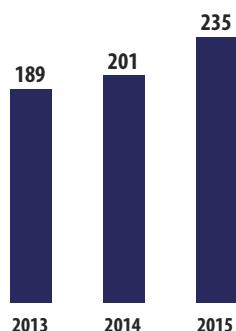
In addition, it should be noted that Fulgor's production plants are certified with EN ISO 9001:2008 (Quality Management System), EN ISO14001:2004 (Environmental Management System) and OHSAS 18001:2007 (Occupational Health and Management System).

Fulgor at a glance

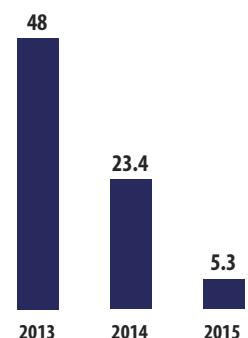
**Revenue
Fulgor (in million EUR)**



**Number of employees
Fulgor**



**Investments
Fulgor (in million EUR)**



In 2014, a particularly significant achievement was the EUR 36.4 million contract with Terna Energy for the cable interconnection of a 73.2 MW wind park on the island of Agios Georgios, south of Cape Sounio. The greater part of the project was implemented in 2015.



1. Company Profile

1.6 Membership of associations and organizations

Hellenic Cables and Fulgor participate actively as members in Greek and international networks, policy makers organizations and chambers. Furthermore, they cooperate with research organizations and networks, aiming to promote international partnerships and to share knowledge and experience, in order to closely monitor the trends and contribute to the developments of their operating segment. Noted that, Hellenic Cables also participates in CSR networks.

Mandatory membership of associations			
	Athens Chamber of Commerce and Industry (ACCI) was established in 1914 for the purposes of protection and promotion of commercial and industrial enterprises.	HELLENIC CABLES S.A. HELLENIC CABLE INDUSTRY S.A.	FULGOR HELLENIC CABLE INDUSTRY S.A.
		Hellenic Cables has been a member of ACCI since 1973.	Fulgor is a member of ACCI.
Volunteer membership of associations			
	Hellenic Federation of Enterprises (SEV) aims to contribute to the modernization and development of Greek enterprises through the creation of a competitive national capital in the European and global financial competition. Also, SEV is a member of the Union of Industrial and Employers' Federations of Europe (Business Europe), the leading independent organization representing European enterprises.	Hellenic Cables is an active member of SEV and has adopted its Code of Conduct for Sustainable Development.	Fulgor is a member of SEV.
	Conseil International des Grands Réseaux Electriques (CIGRE) was established in 1921. CIGRE promotes collaboration between experts from around the world, development and knowledge sharing, communication of research results and best practices among the members of the Council. Also, the objective of CIGRE is communication of research results to policy makers on issues of electricity networks.	Hellenic Cables is an active member of CIGRE, supporting the body's work groups.	-
	Hellenic Network for Corporate Social Responsibility (CSR HELLAS) aims to promote the concepts of Sustainable Development, Corporate Responsibility and Social Cohesion in our country, as well as to develop mechanisms for communication, collaboration and coordination among the network's affiliated companies for joint implementation of programmes and exchange of best practices.	Hellenic Cables has been a key member of CSR Hellas since 2009.	-
	Europacable was established in 1991 and represents 85% of wires and cables producers in Europe. The organization seeks to provide reliable sources of technical information in respect of cables and wires with active participation in standards specifications processes.	Hellenic Cables is an active member of the organization through the company executives' participation in its various committees.	Fulgor is a member of Europacable.
	Federation of Mainland Greece Industries (SBSE) aims to support its members by promoting entrepreneurship, competitiveness, sustainable development and environmental protection in Central Greece.	Hellenic Cables is a member of SBSE.	-
	ELOT is the sole Greek national body responsible for the elaboration, approval, publication and distribution of Hellenic Standards. The elaboration of Standards is entrusted to ELOT's Technical Committees and Working Groups, in which interested parties from both the Public and the Private Sector are represented, in order to achieve maximum possible consensus among them.	Hellenic Cables is an active member of ELOT through the company executives' participation in its various committees.	-

Εθελοντική συμμετοχή σε δίκτυα (συνέχεια)

		HELLENIC CABLES S.A. <small>HELLENIC CABLE INDUSTRY S.A.</small>	FULGOR <small>HELLENIC CABLE INDUSTRY S.A.</small>
	Institute of Electrical and Electronics Engineers (IEEE) , is the greatest business association worldwide that promotes technological innovations for the benefit of humanity. IEEE and its members aim at inspiring the world community through publications of scientific articles, participation in congresses, technological standards and both professional and training activities.	Hellenic Cables is a member of the organization through the company executives' participation.	-
	Hellenic Management Association (EEDC) aims to contribute to the development and promotion of the implementation of modern management principles, methods and techniques to any collective effort- both in the private and in public sector - in Greece and abroad, as well as to highlight the importance of the role of managers.	Hellenic Cables participates in EEDC activities as a member.	-
	Hellenic Copper Development Institute (HCDI) was established in 1996 in order to provide responsible information and promote copper and copper alloy applications, use and products to experts and the general public. HCDI is affiliated with the European Copper Institute and is financed by the International Copper Association, a global network of 27 Copper Centres.	Hellenic Cables is a regular member of HCDI.	-
	Aluminium Association of Greece (AAG) was established in 1985. AAG aims to strengthen the position of aluminium in the competitive market of materials, to increase its usage and contribute to the achievement of environmental, social and financial objectives of its members, always aspiring at sustainable development.	Hellenic Cables participates in AAG activities as a member.	-
	The Union of Athens Exchange Listed Companies (ENEISET) includes more than 150 companies, representing approximately 80% of Athens Exchange capitalization.	Hellenic Cables is a member since 1994.	-
	Business Council of Greece and Latin America aims to contribute to the development of business dialogue between Greece and Latin America. In particular, it promotes relations between the business communities of the countries in order to increase investments, exports of goods and services, transfer of expertise.	Hellenic Cables is a member of the Council.	-
	Arab-Hellenic Chamber of Commerce & Development was established in 1979. The objective of the Chamber is the development and promotion of financial relations between Greece and the Arab countries, the encouragement of bilateral agreements and joint investment.	Hellenic Cables is a member of the Chamber.	Fulgor is a member of the Chamber.
	French-Hellenic Chamber of Commerce was established in 1885. Its main mission is to support financial, industrial, commercial and tourist relations between the two countries.	Hellenic Cables is a member of the Chamber.	-
	Thessaloniki Chamber of Commerce and Industry (EVETH) was established in 1918 and is the second in size Chamber in Greece. Its purpose is the protection and promotion of commercial and industrial enterprises.	Hellenic Cables is a member of the Chamber.	-
	Hellenic-Italian Chamber of Athens was established in 1952. The objective of the Chamber is the development and promotion of financial and commercial relations between Greece and Italy.		Fulgor is a member of the Chamber.



1. Company Profile

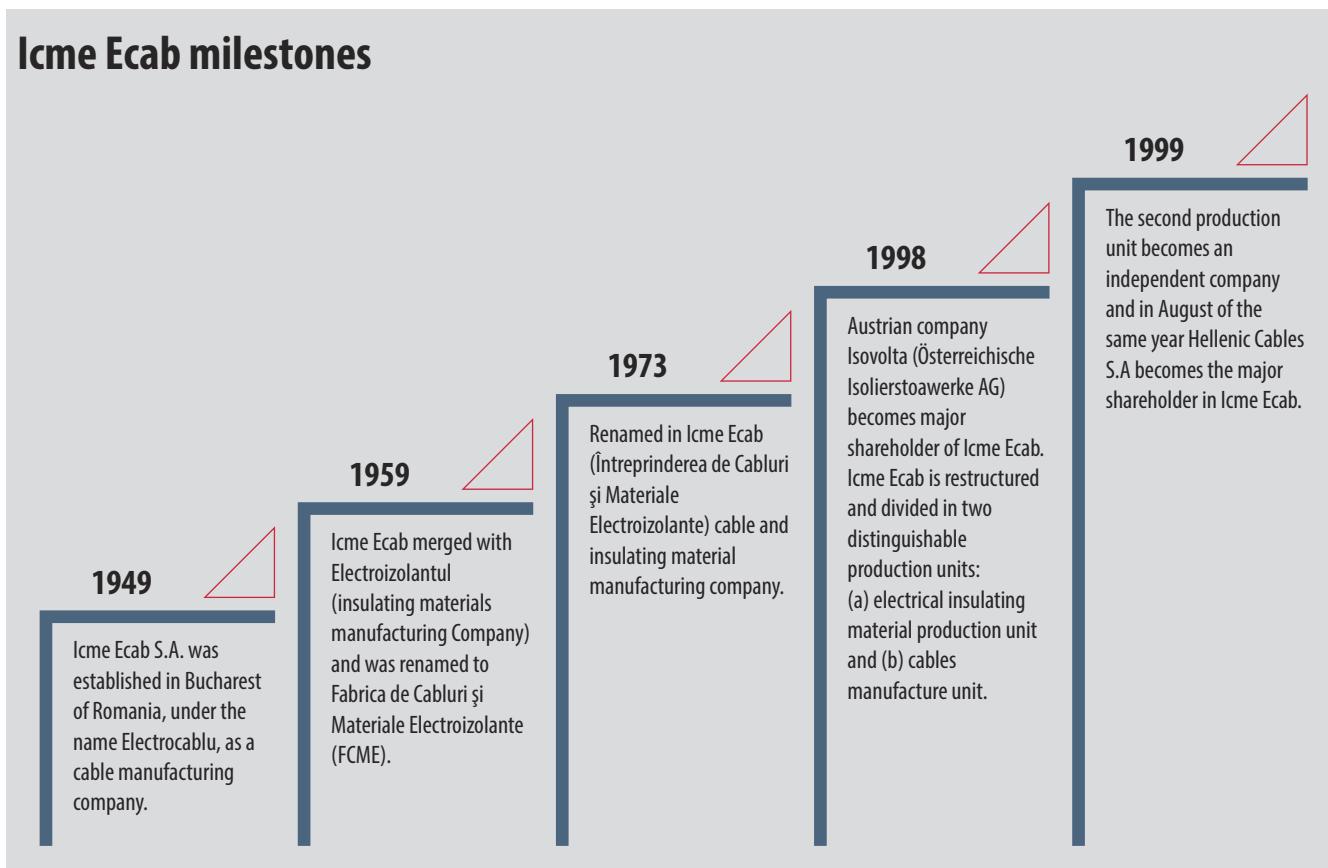
1.7 Subsidiary Company Icme Ecab

Icme Ecab is one of the largest cable production industries in South-east Europe, with significant contribution to Romania's trade balance. In recent years the company's annual turnover ranges between EURO 100 and 150 million, depending on metal prices in international markets as well as the volume and combination of products ordered. Hellenic Cables became a majority shareholder of Icme Ecab in 1999. Its current stake forming at 98.59%.



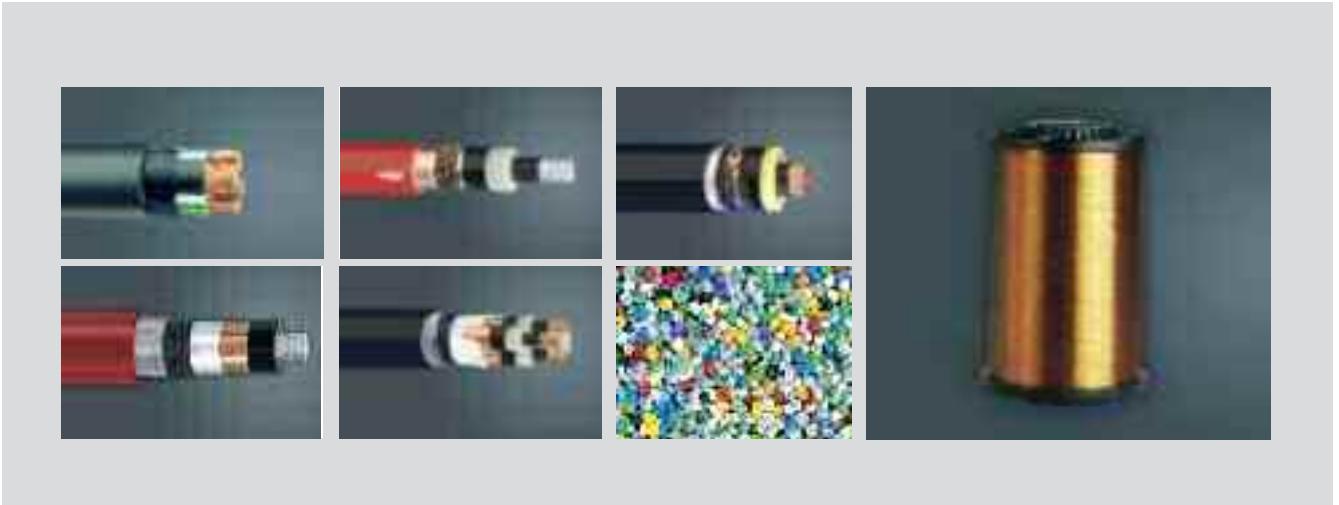
Hellenic Cables constantly invests in modernising the company's equipment, developing its human resources as well as extensively transferring technological know-how, thus reinforcing the name of Icme Ecab and creating the necessary conditions to produce a wide range of high-technology and acclaimed-quality products.

Following, we present the main performance data of Icme Ecab:



Icme Ecab's main product categories

Power cables were the first product category to be manufactured by Icme Ecab. It gradually managed to expand its product range, while ongoing differentiation comprises its strategic goal.



The main product categories manufactured by Icme Ecab are:

- Power cables;
- Telecommunication and data transmission cables;
- Cables used in mining and construction;
- Fire-resistant cables;
- Enamelled wires;
- Plastic and rubber compounds.
- Flat rubber insulated cables for cranes in construction sites and shipyards
- Feeder cables for motors
- Overhead aluminium conductors.

Icme Ecab's incorporation in the Hellenic Cables Group expanded the latter's range of products. Continuous participation in research and development programmes, significant investments aimed at introducing new technologies and constant quality controls have rendered Icme Ecab a leader in the cable market while reinforcing its competitive advantage.

It should be noted that more than 50 types of Icme Ecab cables have been certified by international bodies, which conduct regular product compliance controls.

Icme Ecab membership of associations and organizations

The company is a member in numerous organizations and business associations, such as:

- FIC - Foreign Investment Council
- APPCR - Professional Association of Romanian Cable Manufacturers
- AREX – Association of the Romanian Exporters
- "Arkadia" – Cultural Foundation

Icme Ecab also holds active seats in the International Electrotechnical Commission (IEC) and in a number of technical committees (TC).



1. Company Profile

Geographical coverage

Icme Ecab is actively engaged in Romania's domestic market where constitutes the largest cable manufacturer, while also exporting its products all over the world. Indicatively, the countries to which the Company exports its products include: the United Kingdom, Germany, France, Kuwait, Greece, Dubai, Israel, Qatar, Hungary, Croatia, Bulgaria, Slovenia, Estonia, Luxembourg, Austria, Libya, Malta, Cyprus, Czech Republic, Armenia, Albania, Kazakhstan, and others.

Icme Ecab is endeavouring to expand its exporting activities in other markets, focusing on South Africa, Gabon and the USA.



Integrated Management System

The Integrated Management System implemented by Icme Ecab consists of three individual certified systems in accordance with following international standards:

Quality Management System certified in accordance with International Standard ISO 9001:2008,

Environmental Management System certified in accordance with International Standard ISO 14001:2004 and

Health and Safety Management System certified in accordance with International Standard OHSAS 18001:2007

Icme Ecab has installed and implements an integrated Management System for over a decade. As the company's needs are changing, the Management System undergoes constant improvement in order to become a strong and effective management tool for all important issues. The benefits derived from the system's implementation are linked to both the Company's smooth daily operation as well as to the promotion of the Group's policies on product quality, customer satisfaction, reduction of the company's environmental impact, constant decrease of occupational risks and employee awareness on all the aforementioned issues.

The Company has developed and monitors key performance indicators (KPI's) regarding: financial development, the level of quality, environmental impact, occupational health and safety, social impact.

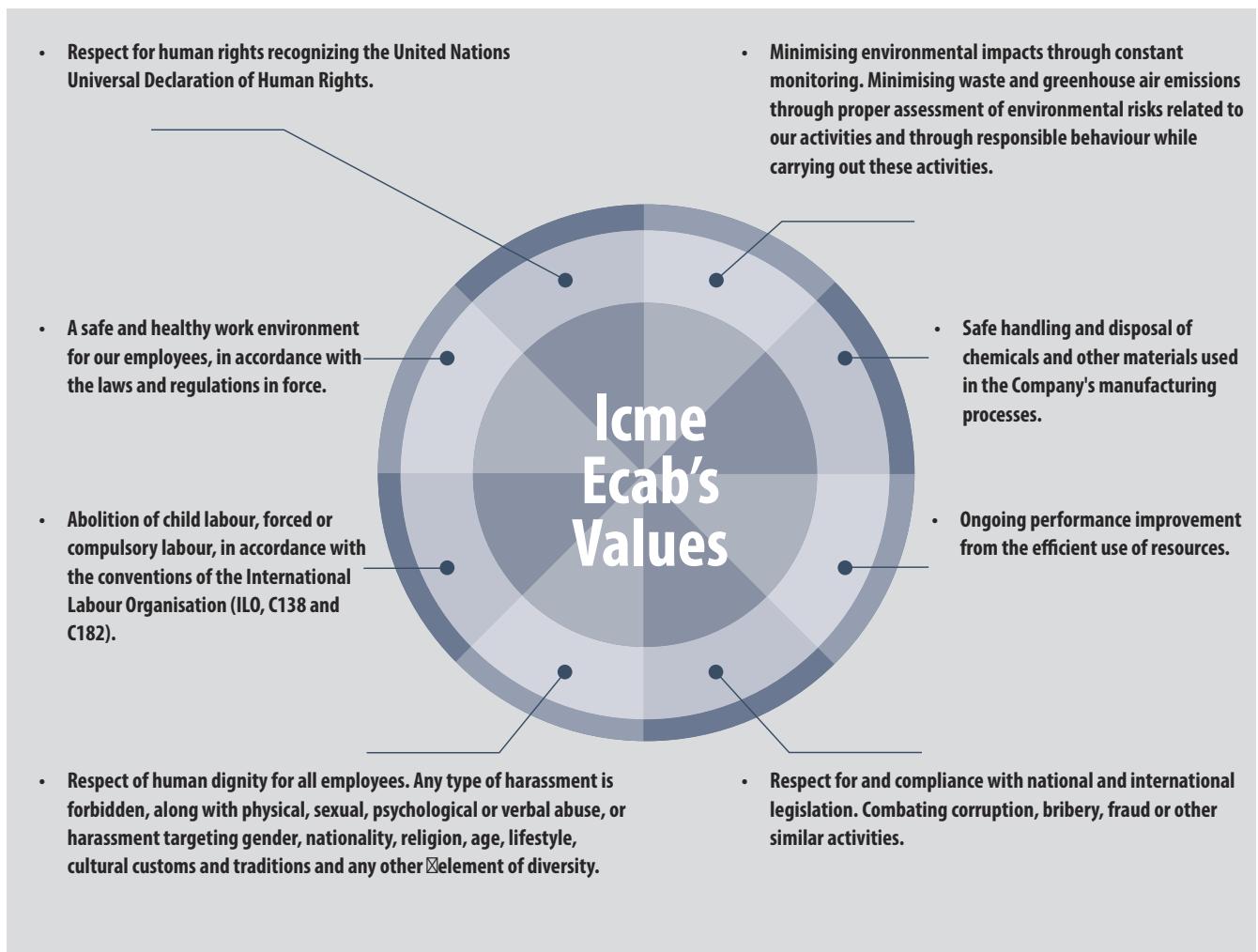
Corporate Social Responsibility

Icme Ecab identifies corporate social responsibility as an integral part of its strategic planning and places it at the epicentre of its activities.

We incorporate corporate responsibility while developing our products and adopting new technologies, so that both the Company and society may reap the benefits.

We demonstrate our environmental awareness in practical terms, and place utmost importance on issues of health and safety by introducing relevant actions and programmes. We are aware that our professional integrity influences the well-being of employees, shareholders and all of our stakeholders in general.

Icme Ecab's Corporate Social Responsibility values include among others:



We all strive to create shared value through our activities, as this is predominantly how we can contribute to our Company's sustainable development.



1. Company Profile

lcme Ecab's performance per Corporate Social Responsibility and Sustainable Development axis includes:



Our people

The people working for lcme Ecab are the driving force behind our growth. Aiming at keeping our employees safe and satisfied, we make constant efforts to keep our working environment at an excellent condition and comply with all health and safety rules.

In addition, the constant training and growth of our people is one of our main principles. Within this framework we materialise numerous training programmes to provide our employees with the necessary knowledge on recent developments in their field of work. We encourage our employees to participate in training programmes and seminars, while in parallel facilitating their attendance.

Through the ongoing training of our human resources we strive:

- (a) to increase knowledge and upgrade the skills and aptitudes of employees aiming at improving productivity and efficiency as well as employee satisfaction;
- (b) to disseminate the fundamental principles of the Company which relate to proper professional behaviour.

lcme Ecab's ultimate goal is to develop a unified corporate culture based on the principles of Sustainable Development. Through adopting a unified corporate culture and identity, we have managed to alter the mentality of all our employees, thus making them more conscious not only with regards to the company's development but also towards society's well being. Based on our long-term and specialised experience as well as our employees' creative abilities, we develop technologically advanced and sustainable solutions that will maintain and enhance our leading position in the market.

lcme Ecab's human resources data

By gender

	2014	2015
Men	464	375
Women	123	111

By region

	2014	2015
Employees from the broader region of Calarasi	70%	70%
Employees from Bucharest	30%	30%

By type of employment

	2014	2015
Full-time employees	100%	100%
Employees under permanent employment contract	100%	100%

Age distribution

2014	18 - 25	25 - 35	35 - 45	45 - 55	55 plus
Men	32	116	119	116	81
Women	10	30	23	38	22
Total	42	146	142	154	103

2015	18 - 25	25 - 35	35 - 45	45 - 55	55 plus
Men	22	95	97	106	55
Women	7	27	21	36	20
Total	29	122	118	142	75

Concern for the health and safety of our people

A key component of Icme Ecab's Integrated Management System is the Occupational Health and Safety Management System. With regard to occupational health and safety issues, the Company complies with the institutional framework in place, while it has developed relevant policies and actions to support the highest possible safety at work for all its personnel. Our aim is to constantly improve working conditions, prevent accidents, occupational risks and diseases potentially related to work.

Health and safety training data	2013	2014	2015
Number of seminars	16	8	4
Attendees	1.362	643	524
Total training hours	13,135	5,144	4,129

Expenditure on health and safety by category (in EUR)	2013	2014	2015
Personal protective equipment (PPE)	72,900.00	64,628.80	45,471.00
Fire (maintenance / upgrade of fire protective equipment)	6,873.00	35,740.00	3,384.30
Medical service and health monitoring	9,607.00	12,734.40	11,222.22
Personnel training on OHS issues	2,200.00	0	0
Cost of health and safety department	2,000.00	0	0
Consulting services	5,680.00	1,580.00	0
Safety upgrade projects	9,965.00	5,700.00	6,200.00
Workplace cleaning	42,267.00	7,413.00	5,270.60
Total	151,492.00	127,796.20	71,548.00

No work-related illness has occurred in Icme Ecab.



1. Company Profile



Our customers and collaborators

lcme Ecab's success is inextricably connected to the success of its customers. lcme Ecab's products are a critical factor in their activities and for this reason, the Company uses its long-standing experience and expertise in order to provide its customers with high quality products and integrated solutions fully meeting their requirements. In this way, we built long-term relationships with our customers. Furthermore, we successfully incorporate innovation in our operations, in order to meet the current market needs timely and successfully, while contributing in formulating solutions that will meet future requirements.

The level of customer service, the consistently high quality of products and the integrity of the Company have contributed to building a strong corporate identity and solid reputation for lcme Ecab.

The quality of our products

lcme Ecab's products bear the registered trademark of the Cable® Hellenic Cables Group. In addition, a large part of the Company's products has been certified by external bodies such as:

- BASEC – United Kingdom
- VDE - Germany
- LCIE - France
- IMQ - Italy
- DELTA - Denmark
- EBETAM / MIRTEC - Greece
- SABS - South Africa
- SII - Israel, etc.
- OICPE - Romania
- EZU - Czech Republic

It is worth mentioning that certain products are manufactured under the supervision of specialised organisations, such as: UL - USA, Network Rail - UK, ABS - USA. UL - USA, Network Rail - UK, ABS - USA. In order to ensure and certify our products' quality, other than the Quality Management System implemented and the certification of our products, we are inspected on a regular basis by our customers. Our performance in these inspections, place us in the list of approved suppliers of a great number of companies such as: TE Connectivity, Siemens Transportation, Alstom, Electricity Authority of Cyprus, Hungarian Railways, Auto Kabel, Deddie, Romanian Railways Authority, E-On, etc.



Our responsibility for the environment

Management at lcme Ecab faithfully implements the Hellenic Cables Group's environmental policy. Furthermore, the Company operates according to the existing environmental regulatory framework.

As part of this environmental policy, we endeavour to reduce our environmental footprint through investments and strive to apply best practices with the aim of constantly improving our environmental performance.

The participation and support of all our employees plays a key role in our success in protecting the environment, as they asked to follow the strict and mandatory procedures that we have developed. Furthermore, we realise regular updates and trainings on environmental issues, as the human factor contribution is of catalytic importance.



Expenditures on environmental protection (in EUR)	2013	2014	2015
Environmental factors' monitoring (chemical analysis, etc.)	16,800	15,113	14,112
Operation and maintenance of anti-pollution equipment (special filters, treatment plants, etc.)	75,000	3,836	12,280
Environmental remediation projects	4,800	890	974
Investments on new anti-pollution equipment	4,000	4,564	9,159
Waste management by appropriately licensed subcontractors	100,000	142,712	214,917
Permitting obligations (contractors' studies, environmental engineer remuneration, etc.)	2,500	2,584	2,973
Total	203,100	169,699	254,415

lcmecab's environmental goals are among others: optimal management of resources, pollution prevention and proper waste management.



2. Corporate Social Responsibility and Sustainable Development

“Corporate Social Responsibility is incorporated through a system of values, goals and actions that are implemented throughout all areas of business operations”.

Important issues: critical external factors

- Financial condition in Greece
- Increase in renewable energies (Wind parks, offshore & inshore)

2.1 Corporate Social Responsibility and Sustainable Development Policy

Hellenic Cables and its subsidiaries have incorporated the principles of Corporate Social Responsibility in their business operations, thus recognizing that their long-term growth and prosperity of society at large can only be achieved through Sustainable Development. Concern for employee health and safety, respect and protection of the environment, comprehensive coverage of customer needs and harmonious coexistence with the local communities in which they operate are the main issues of Corporate Social Responsibility of Hellenic Cables and its subsidiaries.

Corporate Social Responsibility and Sustainable Development Policy of Hellenic Cables is in accordance with the Company's values of responsibility, integrity, transparency, effectiveness and innovation and is determined by the Management, which is committed to the following issues:

- Implementation of the CSR Policy at all levels and in all the Company's operating entities.
- Compliance to the legislation in force and implementation of standards, policies, internal guidelines and procedures applied by the Company as well as other commitments, arising from voluntary agreements, countersigned and accepted by Hellenic Cables.
- Two-way and on-going communication with all stakeholders in order to identify and record their needs and expectations. Development of mutual trust relations with the stakeholders makes a significant contribution to meeting the Sustainable Development objectives.
- Providing safe and healthy working environment for our people, collaborators and any third party involved.
- Protection of human rights and provision of a work environment of equal opportunities, free from any discrimination.
- Open communication, based on transparency, with all the Company's stakeholders.
- Continuing efforts to reduce the environmental footprint, though implementing responsible actions and preventive measures in accordance with Best Available Techniques, in order to reduce and minimize the impact of the Company's operations on the environment.
- Continual pursuit of creating shared value for the stakeholders.



2. Corporate Social Responsibility and Sustainable Development

In order to realize the aforementioned commitments - even beyond formal compliance with the legislation in force - the Company voluntarily and responsibly has been planning and implementing the relative programmes, while, at the same time, setting strategic priorities, which focus on the following areas of Corporate Social Responsibility of Hellenic Cables:

1. Economic growth and Corporate Governance

The Company aims to achieve positive financial results, implements a system of sound Corporate Governance, assesses and manages business risks in order to safeguard the interests of the stakeholders. It develops procedures and takes measures both to enhance transparency and to prevent and combat corruption.

2. Marketplace

The Company focuses on achieving best and complete customer satisfaction and invests in research and development in order to provide new products and services of high quality and added value, thereby improving its position in an ever-evolving business environment. Additionally, responsible business conduct is required to be practiced by the Company's suppliers and collaborators.

3. Human resources – Occupational health and safety

The Company respects and supports internationally- recognized human rights and implements fair reward, meritocracy and equal opportunities policies in respect of all its employees, free from any discrimination. It also provides opportunities for ongoing training and development of human resources with respect to its personnel diversity. A healthy and safe working environment is a matter of primary importance to the Company. The Company continually takes measures and implements investment plans, aiming at continuous improvement of health and safety at work.

4. Environment

Concerning the domain of environmental management, the company applies the principle of prevention and takes systematic steps to minimize the impact of its operations on the environment. Aiming at environmental protection, the Company implements various programmes for optimal management of resources, promotes metal recycling, reduction of carbon emissions and waste management.

5. Local communities

The Company designs and implements actions to meet the fundamental needs of society in terms of employment, development, education, health, environment, social welfare and culture. It encourages volunteerism and supports initiatives, in order to develop the local communities, in which it operates.

In respect of all the above key issues concerning Hellenic Cables and its subsidiaries, we set targets of Corporate Social Responsibility and Sustainable Development, which are annually assessed for their effectiveness and revised when deemed necessary. The relevant policy, the results of Hellenic Cables performance as regards issues of Corporate Social Responsibility, as well as the implementation of programmes and achieving the objectives set, are disclosed, on an annual basis, in order to keep all stakeholders informed. The opinions and view of the stakeholders are taken into account under an annually-held Management review of all the above issues.

2.2 Corporate Social Responsibility management approach

Hellenic Cables and Fulgor's Corporate Social Responsibility management is based on the development and implementation of certified management systems. The Company aims at engaging in Social Responsibility actions covering the entire range of its activities and facilities. In order to achieve the aforementioned goal and attain high performance in all sectors, it has based its operations on the implementation of management systems. In particular, it implements:

An Environmental Management System according to the ISO 14001 environmental specifications

The Company implements and gains its certification according to the internationally acclaimed standard ISO 14001 in all its plants (Thiva, Livadia, Oinofyta and Corinth). A significant issue for the Company is the development of an operational and managerial model based on the three following commitments:

- Pollution prevention
- Continuous improvement of environmental performance; and
- Compliance with current laws.

OHSAS 18001 Occupational Health and Safety Management System standard

In the area of health and safety, the Company implements the internationally recognised standard OHSAS 18001, endeavours to adopt specific health and safety regulations and implement organised activities for protecting its employees. The overriding objective is to eliminate occupational incidents and to urge all employees to adopt a culture of Health and Safety. It is noted that all Company plants implement an Occupational Health and Safety system in accordance with OHSAS 18001.

Certified Quality System, in accordance with ISO 9001

High product quality is inextricably linked to Hellenic Cables' strategy, according to which systematic and effective controls are conducted at all levels of the production process. As of 1986, the Company has developed and implements a quality policy and a Quality Management System, according to the requirements of ISO 9001:2008 Standard.

All products bear marks of conformity, as well as trade mark licenses by internationally recognised certification bodies, which constitute tangible evidence as to the controls and high specifications based on which they are produced.

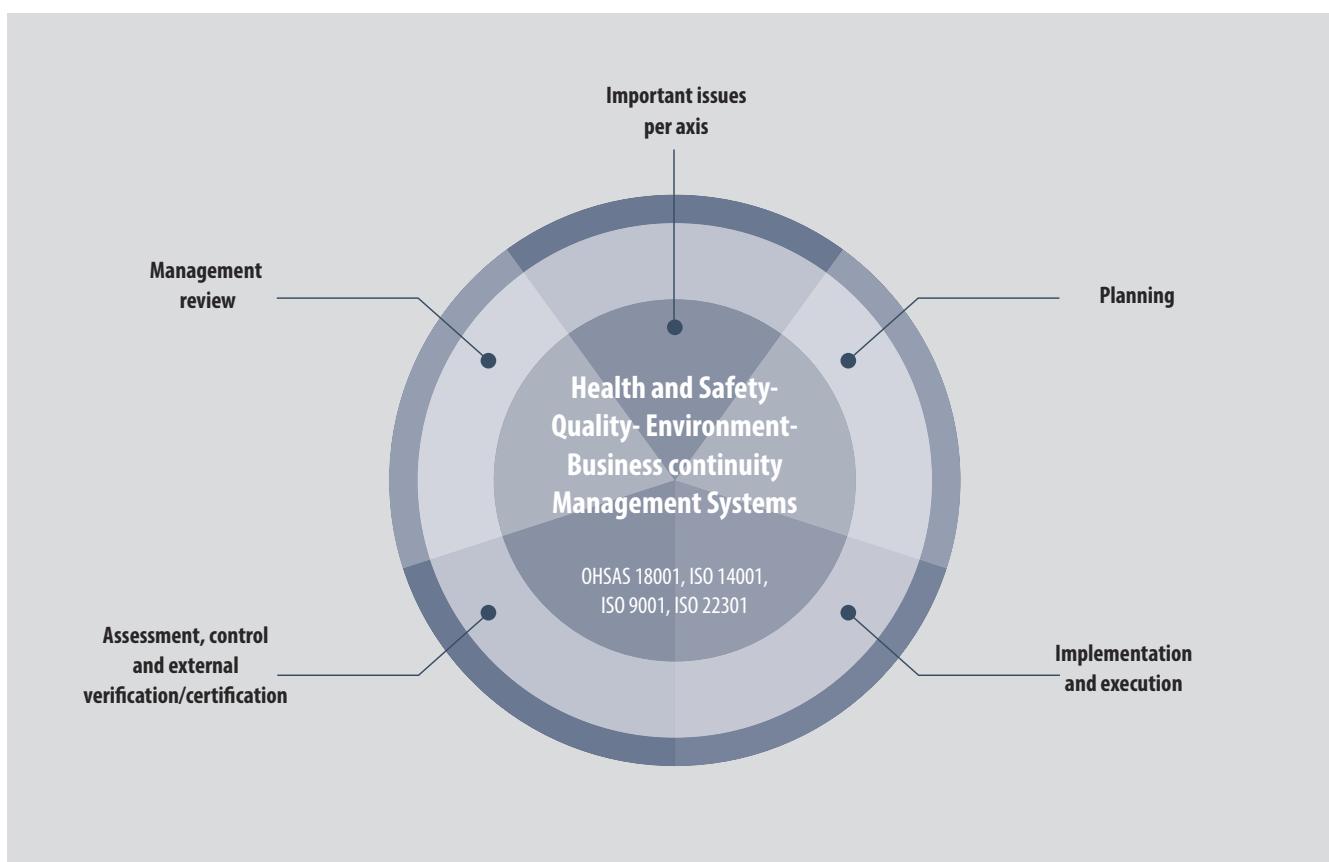
Business continuity management system in accordance with ISO 22301 requirements

Since any type of crisis could influence productivity, profitability as well as trust by parties interested, in 2015, the Company developed a special Business Continuity Plan which it will certify according to ISO 22301:2012, within 2016. For a detailed description see chapter "4 Our presence in the marketplace", unit: 4.2 High product quality.



2. Corporate Social Responsibility and Sustainable Development

The development, implementation and certification of Management Systems is a powerful tool for the company's smooth operation, as well as for its constant development. In addition, independent management system certification based on internationally recognised standards led to the incorporation of the annual action plan to the corporate strategic plan.



The operation through the implementation of certified systems significantly contributes in attaining the goals set and ensures the entirety of our activities against constant requirements for effective risk management.





2. Corporate Social Responsibility and Sustainable Development

2.3 Materiality analysis

Assessing and prioritising material issues is one of the main determinants of the annual Corporate Social Responsibility and Sustainable Development Report. Upon the compilation of the present Report, the Company's material issues were updated based on the new data recorded during the past year. The initial-analytic procedure had been realised in 2015 in order to define the 2014 CSR content and was based on the guidelines of Global reporting Initiative GRI-G4 and in accordance with the AA1000 standard set by Account Ability.

The materiality analysis that was conducted under the preparation of the current Report formed the following "map":

Material issues per CSR pillar

Corporate Governance

- 1. Economic performance
- 2. Corruption
- 3. Competition issues

Marketplace

- 4. Customers' data protection
- 5. Compliance (on products requirements)
- 6. Customers' health and safety
- 7. Products and services labelling
- 8. Innovative products and services

Human capital

- 9. Employees' health and safety
- 10. Training
- 11. Workplace
- 12. Diversity and equal opportunities
- 13. Equal remuneration

Environment

- 14. Waste management
- 15. Environmental law & regulations
- 16. Energy
- 17. Expenditure and investment on environmental protection
- 18. Water consumption
- 19. Emissions
- 20. Materials used

Externalities

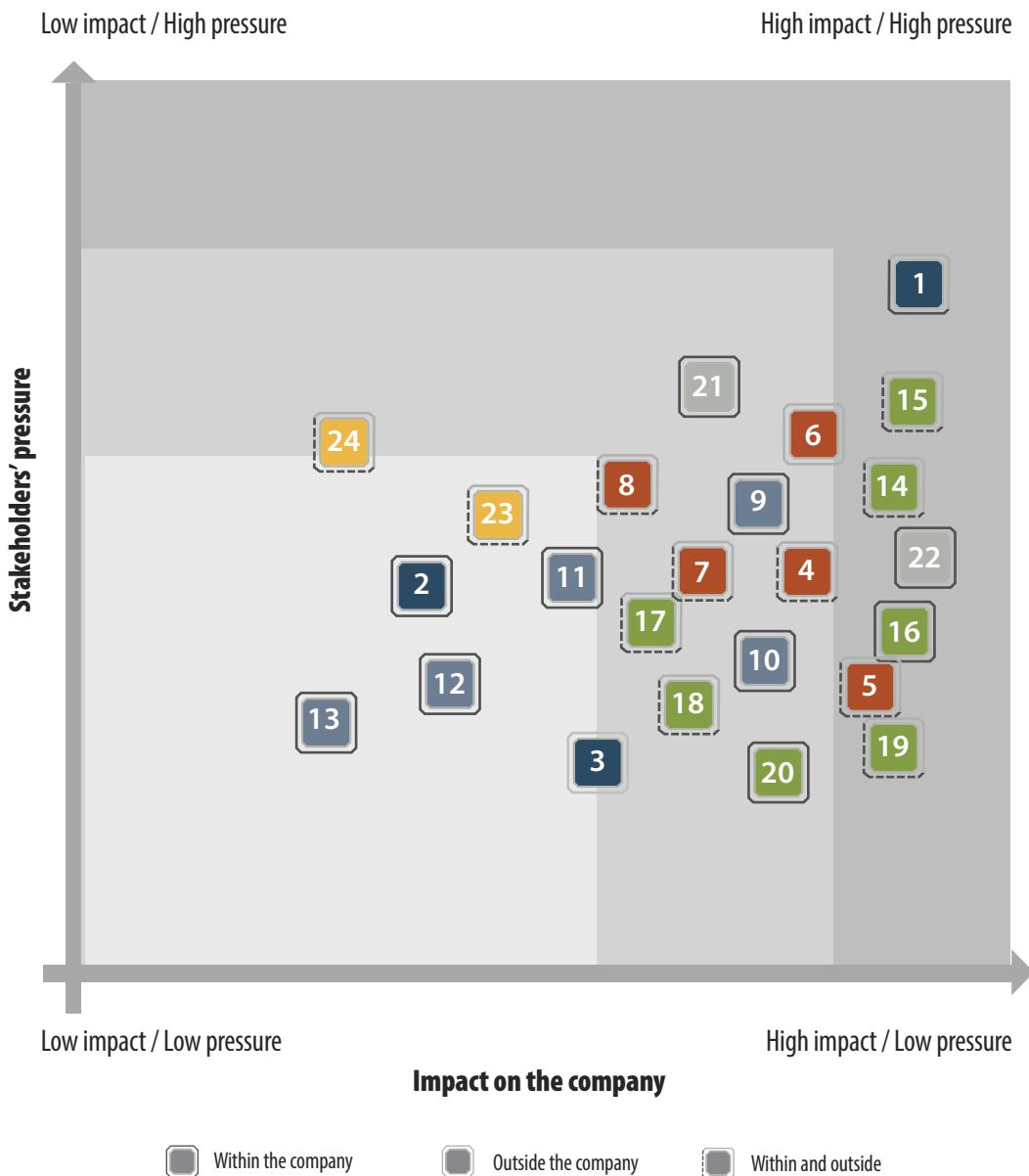
- 21. Greece's economic situation
- 22. Higher demand for renewable energy sources (offshore & onshore wind parks)

Society's expectations

- 23. Supporting local employment
- 24. Selecting local suppliers

The materiality map illustrates the significance attributed to social, economic and environmental dimension of each issue.

Materiality map



The horizontal axis represents the impact of the above material issues on the Company and the vertical axis represents the Stakeholders' pressure per material issue.

The Company's policies, approaches and actions with regards to the above material issues, can be found in the corresponding chapters of the Corporate Responsibility and Sustainable Development Report.

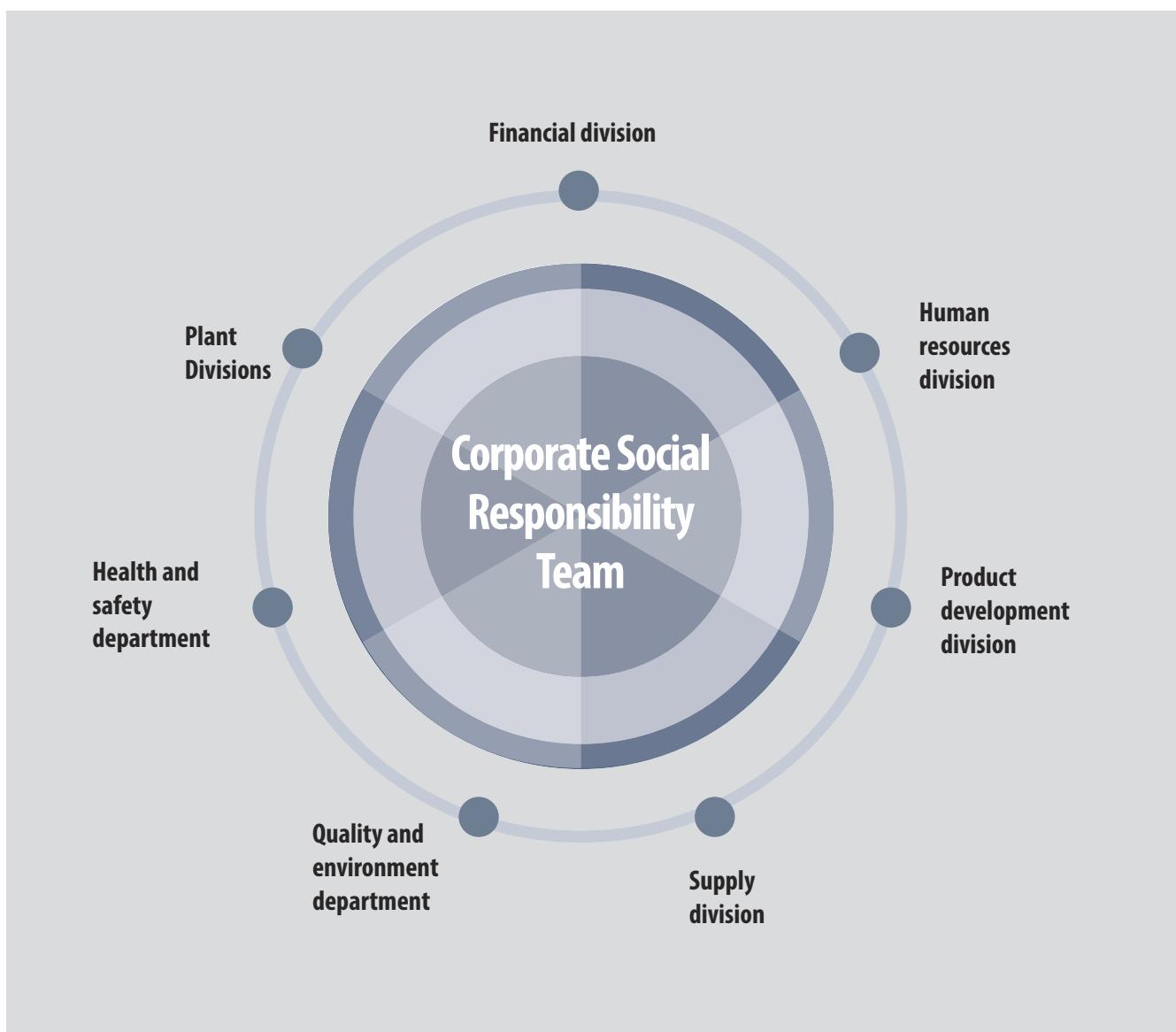


2. Corporate Social Responsibility and Sustainable Development

Collating and mapping the Company's material issues contributes to:

- recognising advantages, potential weaknesses and opportunities that arise through the challenges faced by the Company in each Corporate Social Responsibility axis;
- identifying and recording potential risks related to the Company's Corporate Responsibility pillars;
- formulating the Company's strategic objectives.

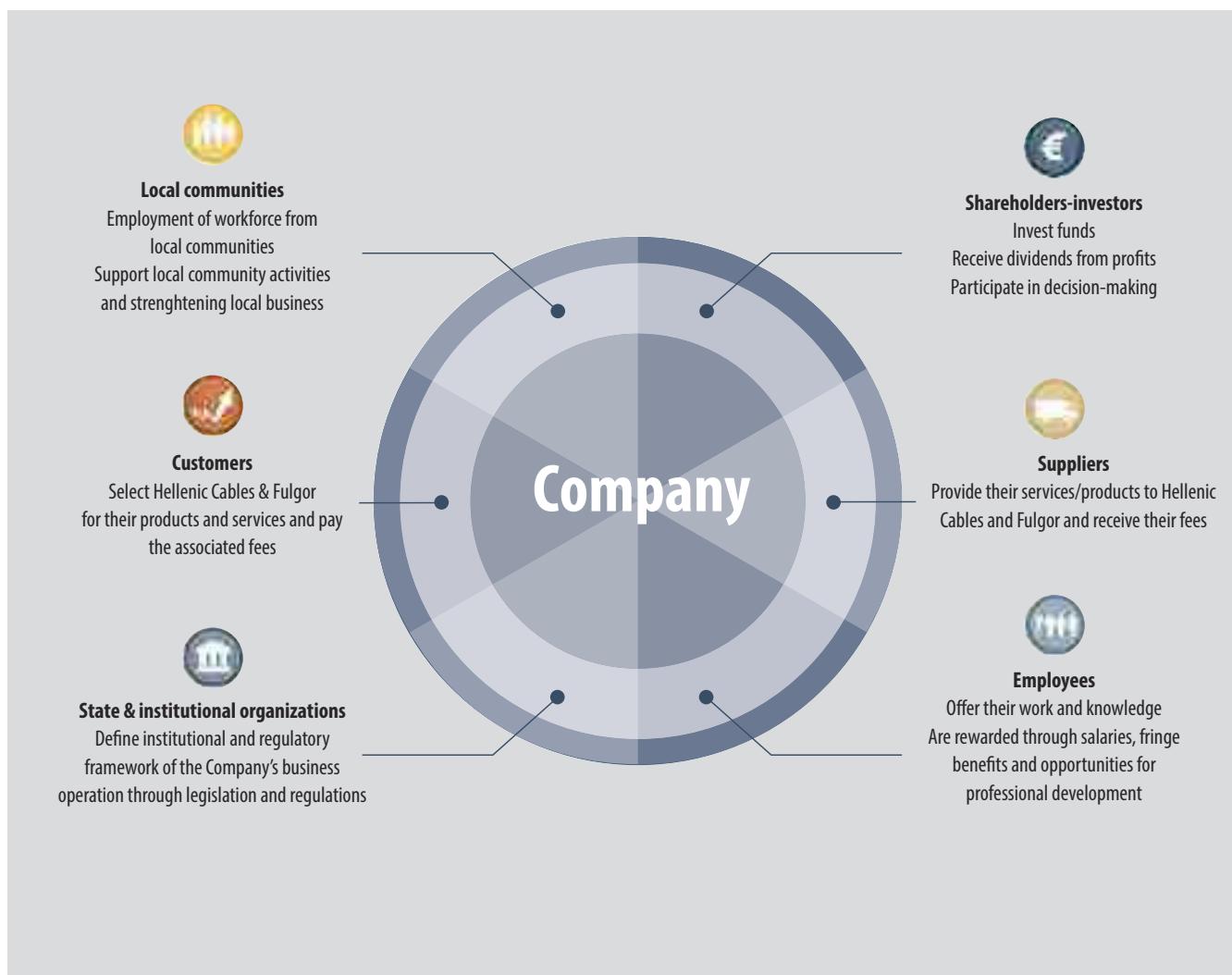
A significant success factor for the effective management of Corporate Social Responsibility and Sustainable Development issues is the Corporate Social Responsibility team. The Company's CSR team is responsible for developing and implementing the annual action plan per CSR axis as well as updating the Company's material issues.



2.4 Stakeholders engagement

The Company has identified as stakeholders all the groups which directly link to its activities. Stakeholders are defined as all those that affect or are significantly influenced by the Company's operations. Considering the factors that determine the Company's relations with its stakeholder groups, the interaction framework in respect of every such group has been recorded.

Stakeholders of Hellenic Cables and Fulgor – Interaction Framework



Engaging with the Company's stakeholders includes a broad framework of interactive communication. Our goal is not only to inform and provide input, but also to take note of feedback from stakeholders and to stay abreast of their needs and concerns. The most important concerns, needs and issues that emerge from dialogue with stakeholders are also taken into account by the Company in planning actions aimed at promoting cooperation and creating shared value for each stakeholder group.

The information, arising from the ongoing communication with stakeholders is incorporated into:

- process re-engineering;
- improving performance in specific areas (products, services, manufacturing processes, health and safety, environmental performance);
- upgrading the level of cooperation with each group and with the community in general.



2. Corporate Social Responsibility and Sustainable Development

Stakeholders of Hellenic Cables and Fulgor : “How we communicate, most important issues and how we respond to them”

SHAREHOLDERS	<p>How we communicate</p> <ul style="list-style-type: none"> • Annual general meeting • Extraordinary general meetings • Analysts and company’s executives contact • Investor Relations department • Reporting and presentation of results on quarterly, semi-annual and annual basis 	<p>Main issues</p> <ul style="list-style-type: none"> • Earnings and dividends • Company’s expansion into new markets • Enhancing the Company’s portfolio with innovative and high-tech products • Bolstering the Company’s competitiveness • Containing operating costs • Ensuring shareholders’ rights and interests • Responsible Corporate Governance and Sustainable Development
	<p>How we respond</p> <ul style="list-style-type: none"> • Targeted actions to improve financial outcomes at all levels (see chapter “Financial development and Corporate Governance”. • Offering efficient and high-quality customer service (see chapter “Our presence in the marketplace”, section “Customer–focused philosophy”). • Publication of Corporate Responsibility and Sustainable Development Report, while constantly improving standards of accountability and in conformance with the internationally recognized guidelines GRI-G4, AA1000 and the new ISO 26000 for Social Responsibility Development. 	
CUSTOMERS	<p>How we communicate</p> <ul style="list-style-type: none"> • Customer satisfaction survey (biennial) • Customer service department • Ongoing contact through commercial department • Handling complaints • Attendance of sectoral trade fairs (or Presence in sectoral exhibitions and trade fairs) 	<p>Main issues</p> <ul style="list-style-type: none"> • High level of service • Quality and reliability of products and services • Incorporating innovative, modern and high technology products • Delivery time • After-sales support • Preventing potential problems in the supply chain • Total solution provider
	<p>How we respond</p> <ul style="list-style-type: none"> • Offering efficient and high-quality customer service (see chapter “Our presence in the marketplace”, section “Customer-Focused philosophy”). • Implementation of Quality Management System according to the requirements of the international standard ISO 9001:2008, to ensure the quality of products and services (see chapter “Our presence in the marketplace», section “High quality of products”). 	

Common channels of communication with all groups of stakeholders:

- Corporate websites: www.cablel.com and www.fulgor.com
- Annual Financial Report and Annual Corporate Responsibility & Sustainable Development Report
- Corporate presentations at conferences, forums and institutions
- Press releases, announcements, advertisements, articles, etc.

EMPLOYEES	<p>How we communicate</p> <ul style="list-style-type: none"> • Company intranet • Annual employee satisfaction survey • Informing via e-mail and newsletters posted on bulletin boards (for workforce) • Corporate events 	<p>Main issues</p> <ul style="list-style-type: none"> • Growth and development • Training programmes • Health and safety issues • Employee appraisal system • Recruitment & retirements • Additional benefits
	<p>How we respond</p> <ul style="list-style-type: none"> • Implementation of certified Health and Safety Management System in accordance with the requirements of OHSAS 18001. • Implementation of a 360° employees' evaluation system (see chapter "Our people" section "Developing our people"). • Training programmes and lifelong learning (see chapter "Our people" section "Developing our people"). • Additional benefits to all the employees (see chapter "Our people", section "Employee benefits"). • Enforcement of an "open doors" policy for all employees and arrangement of regular meetings between top and middle management in order everyone to be informed on the Company's developments (see chapter "Our people", section "Internal communication"). 	
LOCAL COMMUNITY	<p>How we communicate</p> <ul style="list-style-type: none"> • Communication with local governmental bodies • Participation in local community events • Hosting visits to Company plants 	<p>Main issues</p> <ul style="list-style-type: none"> • Supporting employment by hiring locally • Selecting suppliers from local communities • Supporting local community activities • Environmental protection
	<p>How we respond</p> <ul style="list-style-type: none"> • Supporting local employment by recruiting manpower from the broader area, in which the Company operates (see chapter "Our contribution to society", section "Supporting local communities"). • Supporting suppliers from the local community (see chapter "Our contribution to society", section "Supporting local communities"). 	
SUPPLIERS	<p>How we communicate</p> <ul style="list-style-type: none"> • Communication with suppliers through Supplies Department of the Company • Collaboration with selected suppliers on additional product certification • Participation in segment associations • Presence at suppliers' exhibitions 	<p>Main issues</p> <ul style="list-style-type: none"> • New products development • Expansion into new markets • Products certification • Merit-based, objective assessment • Support of local suppliers • Payment issues
	<p>How we respond</p> <ul style="list-style-type: none"> • Implementation of procedures for selecting and assessing the suppliers (see chapter "Our presence in the marketplace", section "Our suppliers"). • Performing annual controls of selected suppliers. • Designing products while incorporating innovative technologies, such as fire-retardant, fire-resistant and low-smoke cables (see chapter "Our presence in the marketplace", section "Caring for health and safety throughout the product's life cycle"). 	
STATE & INSTITUTIONAL ORGANISATIONS	<p>How we communicate</p> <ul style="list-style-type: none"> • Participation in conferences and events of sectoral or general business interest • Consultation with state and institutional bodies' representatives on national and/or regional level 	<p>Main issues</p> <ul style="list-style-type: none"> • Compliance with effective legal and regulatory framework • Support of State activities and programmes • Tax payment • Company's export activity • Employment
	<p>How we respond</p> <ul style="list-style-type: none"> • Developing and implementing procedures to facilitate Company's compliance with legislation. • Collaboration with state and institutional bodies to achieve the Company's effective contribution to country's economic recovery. 	



2. Corporate Social Responsibility and Sustainable Development

2.5 Initiatives and international standards

The Company follows the guidelines provided by international standards both to develop its actions and to draft the Corporate Social Responsibility and Sustainable Development Report. The main international standards the Company implements are related to the following:

Global Reporting Initiative Framework

The Global Reporting Initiative (GRI) is the international body issuing the GRI- G4 sustainability reporting guidelines, the most widely used guidelines for Corporate Social Responsibility Reports worldwide. We carefully follow the guidelines of the revised GRI-G4 sustainability reporting framework after deciding that the Company's annual Corporate Responsibility and Sustainable Development Report should be prepared based on international regulations in order to present conclusions and results in accordance with specific performance indicators, within the broader framework of the commitments-obligations, strategies and corporate governance of the business.



The last chapter of the current Corporate Responsibility and Sustainable Development Report 2015, includes tables linking the Global Compact Principles to GRI-G4 indicators in the international reporting framework for composing CSR Reports, as well as a table linking the new ISO 26000 standard to GRI-G4.

Global Compact Principles

Furthermore, Hellenic Cables respects the principles of the United Nations Global Compact and through the annual Corporate Responsibility and Sustainable Development Report discloses its actions in relation to the 10 Principles. Specifically, commitments and actions taken by the Company to comply with the Principles of the Global Compact are presented in the table below:

10 Principles of Global Compact	Our policies	Our systems and procedures
Human Rights		
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> Corporate Responsibility and Sustainable Development Policy Employees' Code of Conduct 	<p>Respect towards internationally proclaimed human rights, is an inviolable principle for the Company. The Company ensures safeguarding and maintenance of recognized human rights throughout its operations and implements procedures as defined by its "Internal Regulations".</p>
Labour		
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: The elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: The effective abolition of child labour;</p> <p>Principle 6: The elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> Corporate Responsibility and Sustainable Development Policy Employees' Code of Conduct Equal opportunity and non-discrimination Policy 	<p>In compliance with the relevant legislation, the Company is explicitly against all forms of child and forced and/or compulsory labour. Through relevant procedures, the Company ensures that its employees are over 18 years old. The Company ensures safeguarding and maintenance of recognised human rights throughout its operations and implements procedures as defined by its "Internal Regulations".</p> <p>Additionally, the Company implements the Occupational Health and Safety Management System in all its plants. The system is certified according to the requirements of the OHSAS 18001 standard.</p>
Environment		
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> Corporate Responsibility and Sustainable Development Policy Environmental Policy 	<p>The Company ensures constantly less possible burden on the natural environment, while in full compliance with the existing legislation and adopts the precautionary principle in managing its environmental issues.</p> <p>The Company implements an Environmental Management System certified according to the requirements of the International Standard ISO 14001.</p>
Anti-Corruption		
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> Employees' Code of Conduct 	<p>The Company opposes all forms of corruption and is committed to operating in an ethical and responsible manner while implementing procedures, aimed at controlling and monitoring all its activities.</p> <p>The Company ensures the development of transparent procedures in order to combat all forms of corruption in the entire course of its operations.</p> <p>It implements procedures as defined by the "Internal Regulations", and regularly conducts audits by independent auditors.</p>

Further information about the UN Global Compact is available at:
<http://www.unglobalcompact.org/>





2. Corporate Social Responsibility and Sustainable Development

ISO 26000 Social Responsibility standard



Actions and commitments, per axis:

1. Corporate Governance

Implementing appropriate Corporate Governance principles and practices is a commitment, which protects the interests of all the company’s stakeholders. Through the decisions taken at both strategic and operational level, the Company 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 details are included in the chapter "Financial development and Corporate Governance".

2. Fair operating practices

The Company aims at meeting the needs and expectations of its stakeholders in a transparent manner and thus respects the codes of ethics within the organization, as well as in its transactions with any part of its value chain.

The Company carries out preventive actions related to the determination of the limits of responsibility and influence, exercised by every person, the development of controls for prevention of corruption, the conduct of relevant audits throughout the Company as well as the provision of information to its executives on transparency and corruption issues. As a result of the Company actions, no case of corruption has been identified for another consecutive year.

3. Human rights

Providing equal opportunities and respect for human rights are two important principles of Company’s code of conduct. Promoting human rights is in full accordance with Greek Legislation, thus making it our non-negotiable priority. Further details are included in the chapter “Our people”.

4. Labour practices

Company's employees play a major part in its development. In line with the aforementioned commitment, the Company has developed Human Resources Policy and implemented procedures, which lead to the development of its employees' professional skills. Further details are presented in the chapter "Our people". Our key priority is to provide a safe workplace where the employees' health is protected. The Company has developed and implements certified Health and Safety Management Systems under international standard OHSAS 18001 at all its plants. Further details are included in the chapter "Health and safety in our workplace".

5. Customer issues

Manufacturing high quality products, which is one of its key competitive advantages of the Company, is an issue of non-negotiable priority. The Company seeks to establish relationships of mutual trust with its customers, aiming at their satisfaction and ensuing harmonious terms of cooperation. The Company applies procedures for measuring customer satisfaction and recording complaints, in order to take corrective measures. Further details are included in the chapter "Our presence in the marketplace".

6. Environment

The Company is aware of environmental consequences of its activities and therefore committed to manufacturing quality products using means and methods that help reduce its environmental footprint. The objective is to continuously improve its environmental performance. Regarding the total of its plants, the Company applies the comprehensive Environmental Management System, which is certified under international standard ISO 14001:2004. Further details are included in the chapter "Our environmental approach".

7. Community involvement and development

The Company supports local communities and covers a very important part of its needs of human resources from their workforce. Moreover, it supports local entrepreneurship, selecting suppliers from the local communities, in which it operates (where possible). Further details are included in the chapter "Our contribution to society".



3. Financial Development and Corporate Governance

Incorporating sound Corporate Governance principles into our operation, contributes in maximising the Company's value to the benefit of its shareholders.

Material issues

- Economic performance
- Sound Corporate Governance
- Internal audit and Risk Management System

3.1 Financial performance

In 2015 the Company significantly improved its financial results compared to the previous years. This improvement is mainly due to the increase in sales volume, as well as the development of added-value products and services, resulting from significant investments in the previous years. Despite the adverse developments in the domestic market, intense international competition and reductions in the price of metals, the Company took advantage of increased demand and showed the first signs of its future prospects.

In the domestic market, the Company maintained its leading position for another year. The turnover formulated at significantly high levels compared to 2014, mainly due to the execution of a significant submarine cable project for Cyclades interconnection. Furthermore, besides submarine cable project, there was an additional increase in sales volume of other products, as significant projects were completed within 2015, despite the adverse market conditions.

The Company's exports increased, despite reduced prices in metals, while at the same time, there was an increase in sales volume abroad, due to the increasing demand for cables in large European countries.

In addition, the Company continued to undertake initiatives to improve competitiveness and reduce production costs. These initiatives focus on increasing the effectiveness of production units and reducing the cost of raw materials used for the production of goods.



3. Financial Development and Corporate Governance

Hellenic Cables financial results (in million EUR)	2013	2014	2015
Total revenue	259.2	248.81	336.92
Operating profit	-5.0	-10.7	8.5
Operating cost	264.2	259.5	328.4
Payments to capital providers	11.2	13.6	16.3
Profit / (loss) before tax	-12.4	-7.7	-3.2
Net profit / (loss) after tax	-10.7	-5.0	-2.7
Tax payment – indirect (VAT)	0.9	0.5	0.8
Tax payments – direct	0.5	0.4	0.4
Total payments to governmental bodies (total of indirect and direct tax payments)	1.4	0.9	1.2
Grants (excluding Manpower Employment Organization OAED)	1.9	0.0	0.0
Total Equity	77.2	86.8	83.8
Total investment	1.8	4.1	3.8
Total assets	265.0	275.0	317.0

Fulgor financial results (in million EUR)	2013	2014	2015
Total revenue	117.8	111.06	178.45
Operating profit	-3.0	-12.1	12.21
Operating cost	120.86	123.11	166.23
Payments to capital providers	2.9	6.7	8.4
Profit / (loss) before tax	-7.0	-18.2	4.23
Net profit / (loss) after tax	-9.4	-12.8	1.5
Tax payment – indirect (VAT)	0.9	0.0	0.
Tax payments – direct	0.4	0.4	0.31
Total payments to governmental bodies (total of indirect and direct tax payments)	1.3	0.4	0.31
Grants (excluding Manpower Employment Organization OAED)	0.0	7.9	0.0
Total Equity	14.3	6.8	22.44
Total investment	48.0	23.4	5.20
Total assets	144.0	172.0	177.33

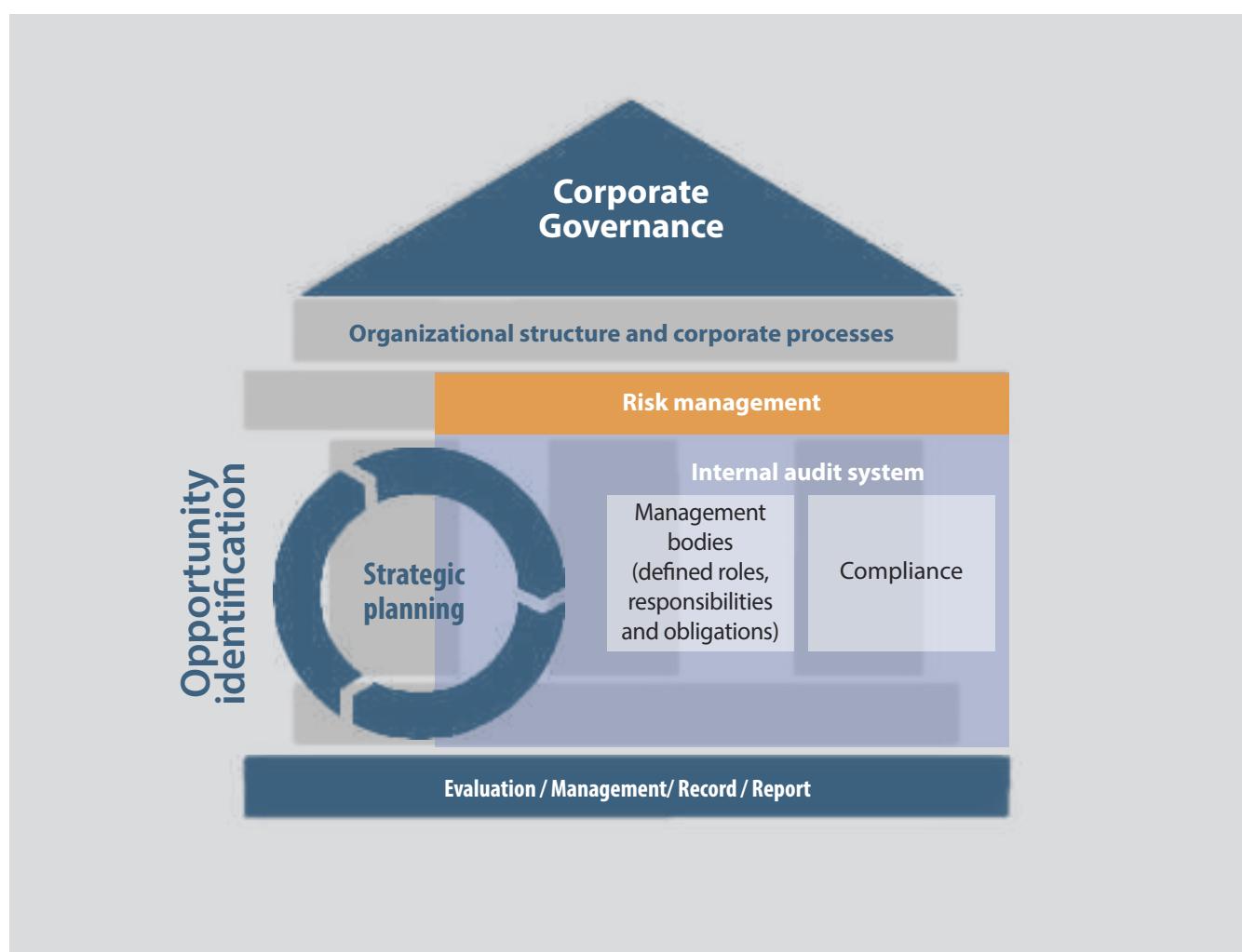
Further information on the Company's financial results can be found in the Annual Report 2015, the Financial Report 2015, as well as on the Hellenic Cables website (www.cablel.com) and the Fulgor website (www.fulgor.com).



3.2 Corporate Governance

Incorporating appropriate principles and Corporate Governance practices is an integral part of the Company's operation. Our aim is to make strategic operational decisions, which contribute in aligning the company's Management with the interests of its stakeholders.

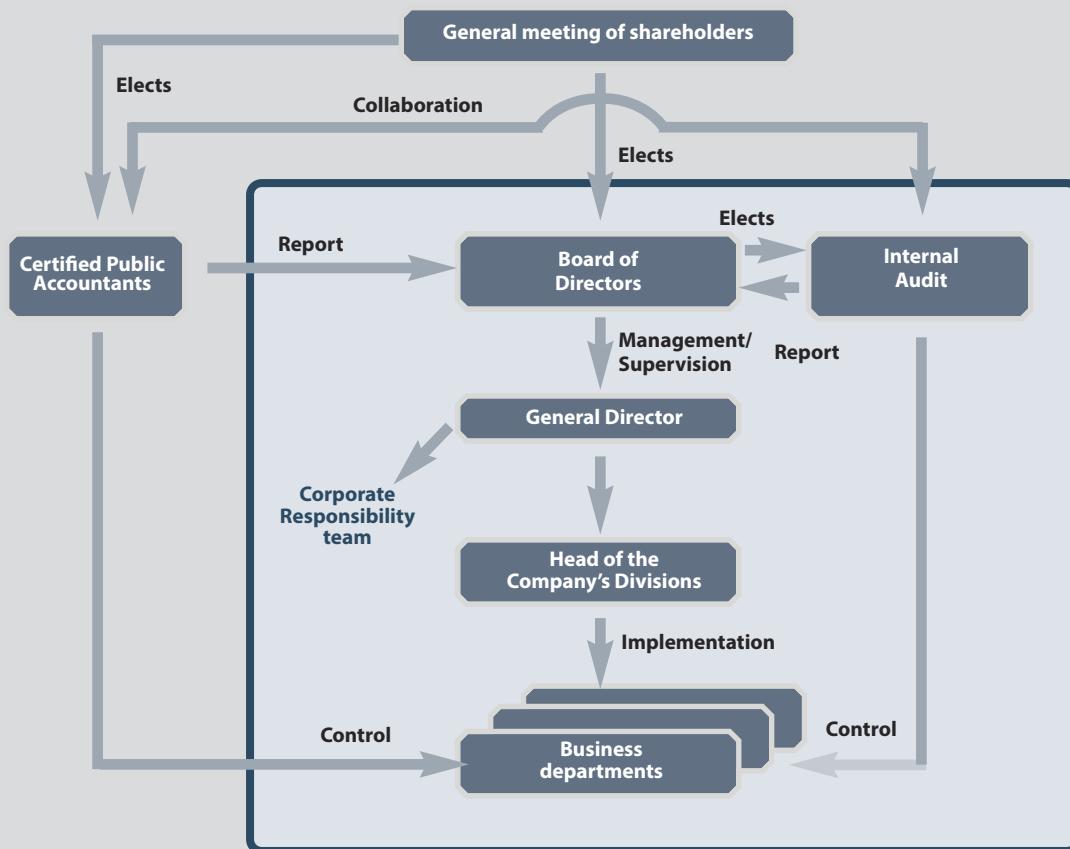
Seeking to promote business ethics and maximise the Company's value to the benefit of its stakeholders, while informing them sufficiently and on time, the Corporate Governance framework has been developed as follows:





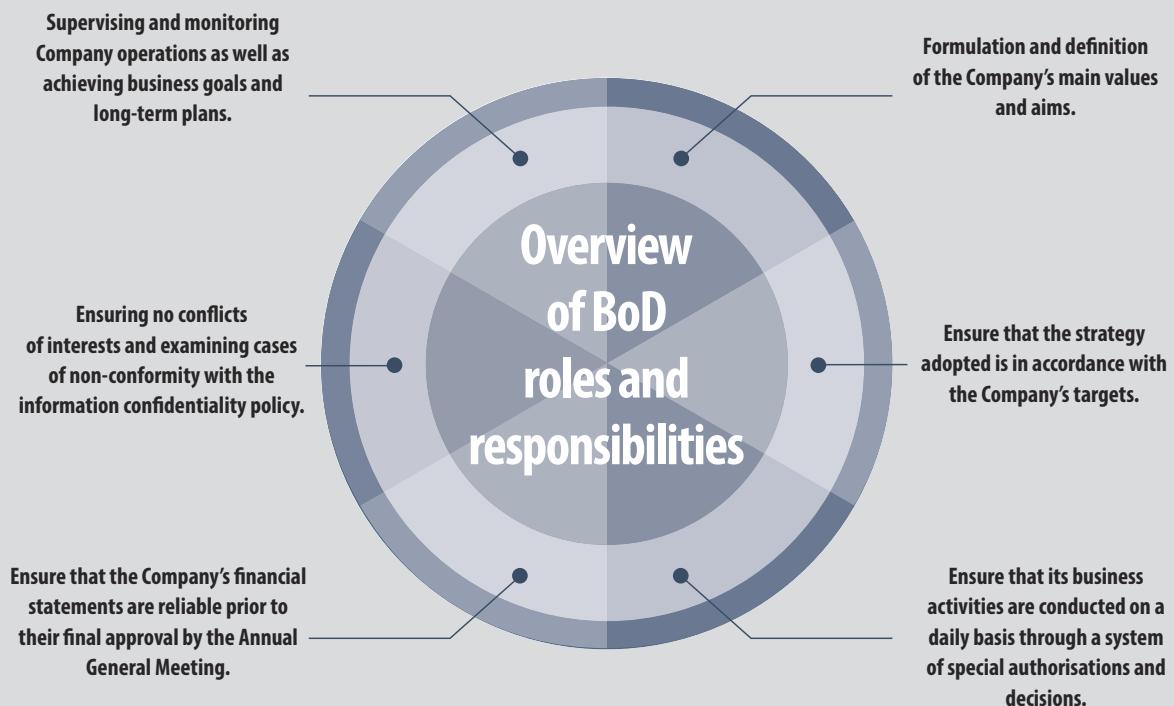
3. Financial Development and Corporate Governance

Company's Corporate Governance System



The role of the Board of Directors

The Boards of Directors of both Hellenic Cables and Fulgor are responsible for formulating, implementing and monitoring the long-term strategy and the Company's operational goals, as well as ensuring compliance with the principles of sound corporate governance and the Company's responsible growth. To achieve their goals, the BoDs of both Companies meet on a regular basis.





3. Financial Development and Corporate Governance

The Board of Directors and Audit Committee of Hellenic Cables

The BoD members are elected for a one-year term by the General Meeting of Shareholders. The current Board of Directors of the Company was elected in its initial composition by the Regular General Meeting of May 22nd, 2015, while based on the BoD decision dated 31.8.2015, Mr Emmanuel Nikolaidis was elected as a new member, replacing the departing member Mr Ronald Gee. The BoD's term terminates within the first quarter of 2016.

The composition of the Board of Directors is structured in such a manner as to ensure fair and equal treatment of all shareholders, including minority shareholders and foreign shareholders. Hellenic Cables opted to form a Board of Directors composed by a majority of non-executive members and at least two (2) independent non-executive members, thus maintaining a balance between executive and non-executive members. In this way, Hellenic Cables is safeguarded from potential choices and decisions that serve the interests of one individual or a group of people, rather than the Company's interests overall.

The following table lists the members of the Board of Directors and their roles:

Hellenic Cables Board of Directors

Name	Role
1 Ioannis Batsolas	Executive member, Chairman
2 Konstantinos Laios	Non-executive member, Vice President
3 Ioannis Stavropoulos	Executive member
4 Nikolaos Galetas	Independent, non-executive member
5 Alexios Alexiou	Executive member
6 Georgios Passas	Executive member
7 Andreas Kyriazis	Independent, non-executive member
8 Michael Diakoyannis	Non-executive member
9 Manuel Iraola	Non-executive member
10 Andreas Katsanos	Non-executive member
11 Emmanuel Nikolaidis	Non-executive member
12 Iakovos Georganas	Non-executive member

* The CVs of the Hellenic Cables Board of Directors members are presented in the 2015 Annual Report.

The Hellenic Cables Board of Directors is supported by the Audit Committee in fulfilling its mission with regard to safeguarding the effectiveness of the accounting and financial systems of the audit mechanisms, the business risk management systems, and to ensuring compliance with the legal and regulatory framework and the effective implementation of Corporate Governance principles.

The Hellenic Cables Audit Committee is elected and operates in line with Law 3693/2008. It consists of three (3) non-executive members of the Board of Directors, one (1) of whom is independent. During 2015, the Audit Committee met four (4) times in full quorum.

The members of the Audit Committee of Hellenic Cables are:

- Kyriazis Andreas, *Independent, non-executive member*
- Diakoyannis Michael, *non-executive member*
- Galetas Nikolaos, *Independent, non-executive member*

In particular, the Audit Committee focuses on the following responsibilities:



Fulgor Board of Directors

Fulgor's Board of Directors is elected by the General Meeting of shareholders and serves a two-year term. The current Board of Directors consists of nine (9) members, elected on the basis of holding sufficient experience, knowledge of the business object, marketplace insight, leadership skills, integrity and honesty.

Fulgor Board of Directors

	Name	Role
1	Aldo Dapelo	Non-executive member, Chairman
2	Georgios Passas	Executive member, Vice Chairman
3	Ioannis Batsolas	Executive member, Deputy Executive Director
4	Ioannis Theonas	Executive member, Deputy Executive Director
5	Alexios Alexiou	Executive member, Deputy Executive Director
6	Dr. Rudolf Wiedenmann	Non-executive member
7	Evangelos Piperis	Non-executive member
8	Nikolaos Vrontisis	Non-executive member
9	Charalambos Vlachoutsikos	Non-executive member



3. Financial Development and Corporate Governance

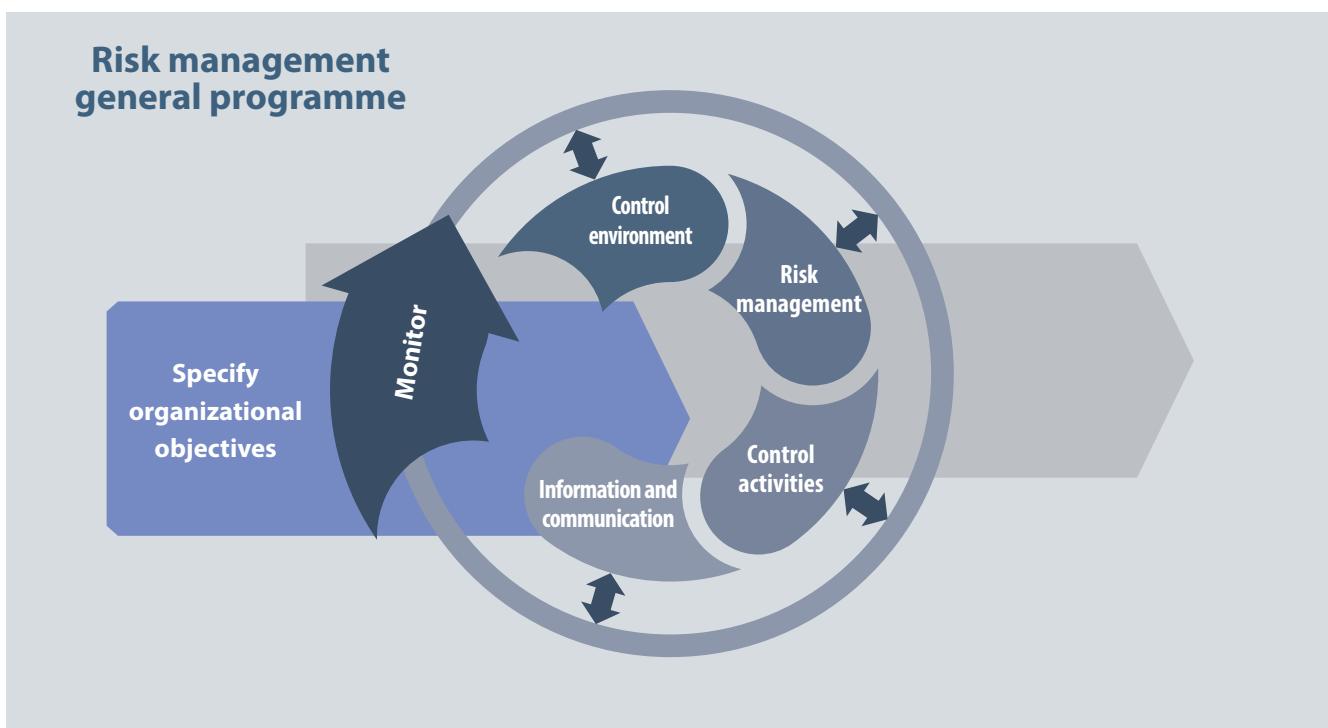
Internal Audit and Risk Management System

The Company's Internal Audit System ensures the effectiveness and efficiency of corporate operations, the reliability of financial information and the compliance to enforceable laws and regulations, as well as the effectiveness and efficiency of risk management.

The Internal Audit Department monitors the proper application of every procedure of the Internal Audit System, regardless of whether it is accounting-related or not, and evaluates the business by reviewing its activities. The Company's Internal Auditors conduct numerous audits throughout the year which are used to examine the way that Corporate Responsibility policies are implemented, with special emphasis on matters of health and safety, and the environment.

The Internal Audit System is evaluated annually by the Company's Board of Directors as to the scope of its activities and the effectiveness of the internal audit unit. Within this context we equally assess the adequacy of risk management and internal audit reports, as well the management's response to identified flaws or weaknesses in the Internal Audit System. At the same time, the Internal Audit System functions as a tool for managing the risks to which the Company is exposed and is used to recognise, define and classify risks and identify safeguards.

Moreover, applying the **precautionary principle**, a risk management system and policy have been developed and are regularly reviewed to identify and analyse potential risks the Company is facing and to establish risk-taking limits, while also putting in place appropriate controls. The implementation of risk management policies and procedures is supervised by the Internal Audit department, which performs ordinary and extraordinary audits relating to the implementation of procedures, the results of which are notified to the Board of Directors.



The general risk management programme in place is intended to minimise the potentially negative impact of risks on the Company's financial performance as well as its overall operation. By continually reviewing the risk management programme, any changes occurring in the Company's environment, in the marketplace and in the Company's operations can be identified and timely incorporated.

The risks to which the Company is potentially exposed due to the nature of its activities can be classified into financial, environmental, occupational and operational:

Financial risks

The key financial risk areas that relate to the operation of the Company are:

- Credit risk (banks and customers)
- Liquidity risk
- Market risk (foreign exchange risk, interest rate fluctuation risk, product price fluctuation risk, capital management)

The Company has issued specific guidelines for addressing financial risks which serve as a framework within which the Financial Division implements its management policy. More information on financial risk management can be found in the 2015 Annual Report and the 2015 Financial Statements.

Environmental and professional risks

Environmental risks are risks related to eventual atmosphere and water pollution, as well as risks deriving from climate change. In order to assess environmental risks, we use environmental indicators, connecting to financial indicators to map environmental risks in financial terms.

Occupational risk is the risk related to the health and safety of employees and is derived from exposure to eventually harming factors of the working environment. Occupational risks are assessed on the basis of indexes relating the possibility and/or frequency of exposure of employees to a specific exposure source existing at the workplace with the severity of repercussions entailed for the Company's personnel.

Both the environmental risks and indicators related to occupational risks are monitored and evaluated systematically and notified to all levels of the Company.

Being aware of the interaction between our operations and the natural and working environment, the Company implements policies and systems, and continually invests in research and development to acquire the know-how that aims at achieving the objective of Sustainable Development. With regard to addressing potential environmental impacts (environmental risks) and the health and safety of its people (occupational risk), the Company's Quality Management System is certified according to ISO 9001:2008 standards; its Environmental Management System according to ISO 14001:2004; and its Occupational Health and Safety System according to OHSAS 18001:2007, in effect at all of its production plants. Through the implementation of policies and systems, the Company regularly conducts all the necessary risk assessments and undertakes precautionary actions. It monitors all of the key performance indicators related to quality, environment and health and safety, which are recorded, systematically evaluated and notified to all Company levels.

Operational risks

The operational risks relate to the production cost, the risks deriving from climate change and natural disasters as well as problems in internal procedures, in labour relations, in the Company's systems and in every dysfunction due to the human factor. To address operational risks, the Company:

- Develops and implements extensive training programmes regarding its activities;
- Performs regular controls
- Develops organisational and operational policies and systems
- Applies strict operating and safety criteria in accordance with Greek and European legislation
- Applies and monitors the level of implementation of codes of conduct
- Works with local authorities to respond to natural disasters.



3. Financial Development and Corporate Governance

Avoiding conflicts of interest

Guided by the precautionary principle and endeavouring to protect our stakeholders' interests, we have introduced special measures and practices to verify, monitor and address any case of conflict of interest. In particular:

- We apply appropriate mechanisms and systems to handle and avoid conflicts of interest.
- We ensure that the above mechanisms are effective and continually updated in order to prevent any potential conflict of interest.
- We adhere to a policy of confidentiality, according to which senior executives, associates and employees of the Company are party to an explicit obligation not to disclose information related to the operations of the Company, its transactions and its customers.
- We comply with the provisions of the Hellenic Capital Market Commission which apply to senior executives, employees and associates for their personal transactions and are aimed at preventing circumstances which could lead to conflicts of interest originating from access to privileged information or other confidential information related to transactions of the Company or its customers.
- We implement a policy prohibiting the recruitment of people whose spouses or relatives (up to second degree, either by blood or marriage) already work for the Company with the intent of safeguarding the principle of impartial decision-making by our senior executives in the various areas of business activity.
- We have identified all the cases or circumstances related to the services and products we provide which could potentially constitute a conflict of interest.

Communication with stakeholders

The Company maintains an open channel of communication with shareholders, fully aware of the shared value that the participation of each shareholder can have to the Company's growth. During the General Meeting of shareholders, minority shareholders have the opportunity to take part, to express their views and to communicate with members of the Board of Directors. During the year, shareholders can also put forward suggestions or receive information with regard to the Company's progress through the Investor Relations Department, which responds to any question or request promptly and responsibly. The Investor Relations Department collects the issues that have been raised by the Company's shareholders and forwards them to the Finance Director and to the General Manager, who then evaluate them and communicates them to the Board of Directors for consultation.

Management of transparency and corruption issues

The Company has undertaken preventive actions related to limiting the responsibility and influence of each one of its senior executives, developing safeguards to prevent corruption and instituting controls throughout its activities. As part of protecting the interests of its customers and seeking to enhance the transparency of each of our actions, the Company's Commercial Directors are asked to sign a special form produced by the Company. By signing this form, they commit to refraining from participating in procedures which may lead to improper collusions with potential competitors to set prices, coordinate offers, create limitations on the market or in production, or impose quotas based on geographical areas or customer distribution.





4. Our presence in the marketplace

The Company manufactures a broad range of high-technology and quality products, such as submarine cables and high and extra-high voltage cables, while at the same time ensuring the health and safety of end users and customers.

Material issues

- New products and services
- Customers' privacy and data
- Product labeling
- Customers' health and safety
- Supply chain management





4. Our presence in the marketplace

4.1 Our products and services

Our products and their applications

Having steadfast exporting orientation and giving particular emphasis on developing high added-value products, the company aims towards expanding its portfolio of products and solutions as well as reinforcing its performance in the field of Sustainable Development. The wide range of high-quality and technology products that the company offers is available in the markets where it operates, under the registered trademark Cablel®.



Power cables – conductors

- High voltage and extra high voltage cables
- Medium voltage cables
- Indoor installation cables
- Control cables
- Industrial and outdoor installation cables
- Fire retardant, fire resistant, halogen-free cables
- Ship and marine installations fire resistant cables
- Copper conductors (for grounding applications) and overhead Cu, Al and ACSR conductors
- Copper and aluminium rods



Telecommunications and data transmission cables

- Gauging and control cables
- Copper conductor cables: Conventional telephone cables - Telephone exchange cables - Data transmission cables – High frequency telephone cables
- Optical fibre cables (single-mode & multi-mode): Underground dielectric cables, in tubes – Underground, dielectric cables, directly buried (steel reinforcement) - Underground dielectric cables, featuring rodent, protection - Indoor installation LSZH cables (central tube or tight buffered) - Aerial installation cables ("8"-sized or ADSS)
- Signaling & railway signaling cables



Submarine cables

- Medium voltage, and extra high voltage cables
- Composite medium voltage, and extra high cables with integrated optical fiber cables
- Optical fibre cables



Plastic and rubber compounds

- PVC-based plastics
- Polyolefin-based plastics
- Elastomers



Enamelled wires

- Winding wires for electric motors and transformers
- Copper wires for box / can manufacture
- Copper wires for grounding / earthing



Flexible submarine pipes

- Flexible static and dynamic submarine polyethylene pipes, steel armoured, for water supply and transportation

Hellenic Cables is the sole manufacturer of enamelled wires in Greece.

The Company's cables are used in various applications:



Cables

Mostly used in:

- Buildings
- Outdoor installations and industrial applications
- Transmission and distribution networks
- Installations with special requirements
- Ships and marine applications
- Telecommunications and data transmission networks
- Renewable energy sources
- Islands - continental system interconnections
- Offshore wind parks interconnections
- Oil and gas industry
- Home appliances



Enamelled wires

Mostly used in:

- Transformers
- Motors – generators
- Relays – coils
- Self- supporting windings – avoiding varnish impregnations



Compounds

Mostly used in:

- Cable industry
- Production of soft water pipes
- Production of flexible spiral pipes
- Production of hard flexible pipes for electrical applications
- Rubber and plastic soles
- Flexible elastic and plastic profiles

Further information on the Company's products and their applications can be found on the website www.cablel.com, under "Products" and "Markets".





4. Our presence in the marketplace

Our services

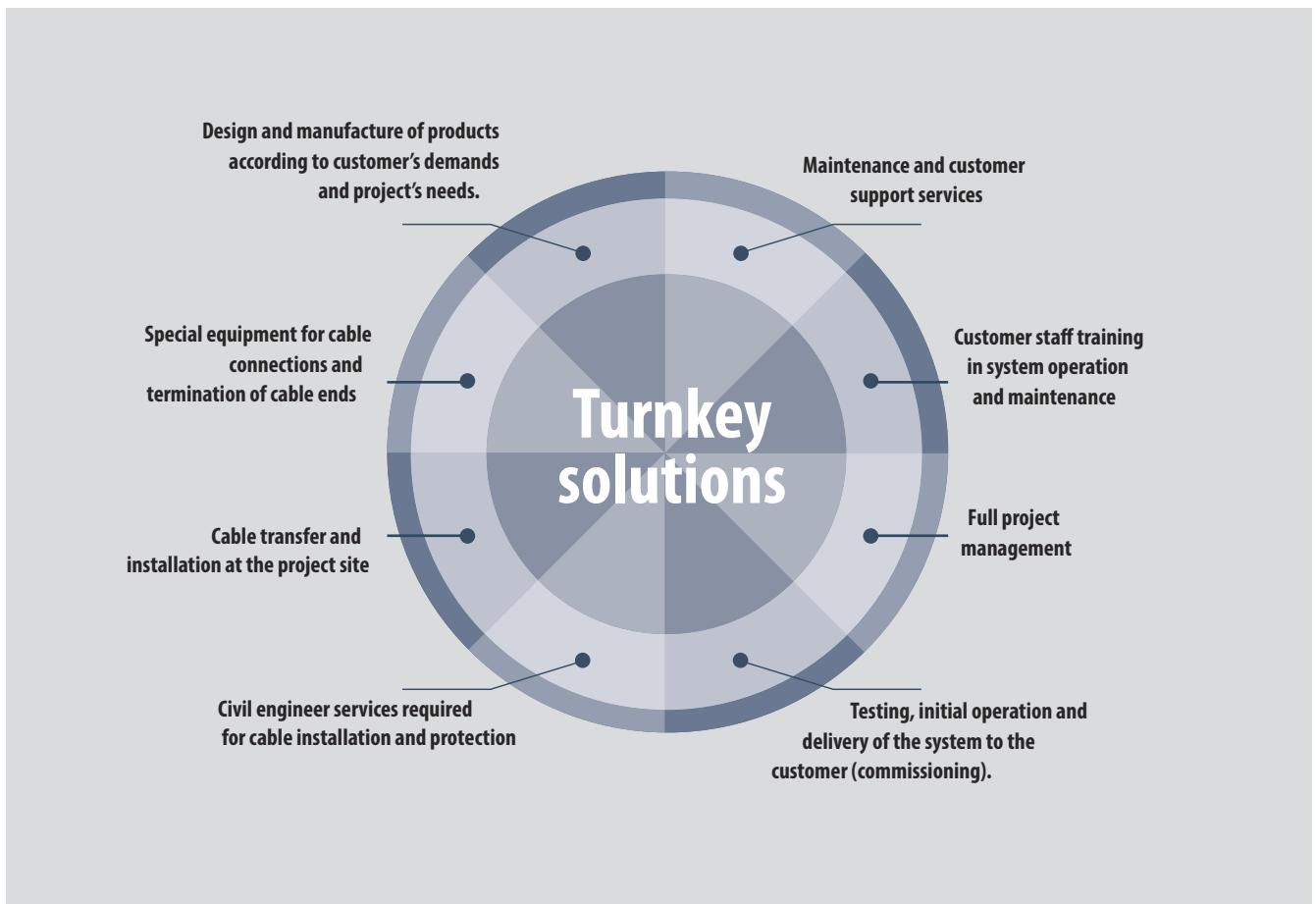
The Company also offers an wide range of services and solutions adapted to the demands of every customer:



Turnkey solutions

One of the most important services that we offer to our customers are the total “turnkey” solutions. Those solutions concern highly demanding projects, overseen by specialised and experienced Company executives.

More specifically:



Customized applications

If necessary, we offer applications adjusted individually to every customer's requirements, in order to achieve optimal applications to already installed systems.



Supervision applications

Following customer requirements, we can also provide supervision services to products provided by third parties, especially during the application of underground and submarine cables.



Technical support

The technical support we offer covers:

- Design issues
- Optimal cable routes
- Maintenance solutions for underground and submarine cables
- After installation support including spare solutions.
- After installation testing on optical fibre and power cable systems.
- The supply of any additional specific equipment required for the successful operation of the system.



Logistics solutions

We provide customised logistics solutions to our customers, concerning all types of products that we manufacture.



Training

We provide training services to our customers through our experienced and specialised personnel, as well as through acclaimed consulting firms and technical consultants.



Spare parts solutions

We provide parts for the maintenance of installed energy and telecommunication systems throughout the expected lifetime of each designed interconnection.



Installations

We provide installation services for underground cable interconnections of high and extra-high voltage as well as for all our submarine cables.



Repairs and replacements

Our fully trained, experienced personnel as well as well-established subcontractors and equipment sub-suppliers can undertake repairs of already installed land or submarine cable interconnections. This service includes repairs and/or replacements of submarine interconnection systems for high voltage cables, as well as submarine power and fibre optic cables.



Original Equipment Manufacturer services

We provide a full range of OEM services including design, production and packaging for large customers. Following a detailed feature analysis to design the products requested by our customers, we provide products and services, always taking into account environmental conditions in the area of operation.

More information regarding Company's services may be found in the website www.cablel.com.

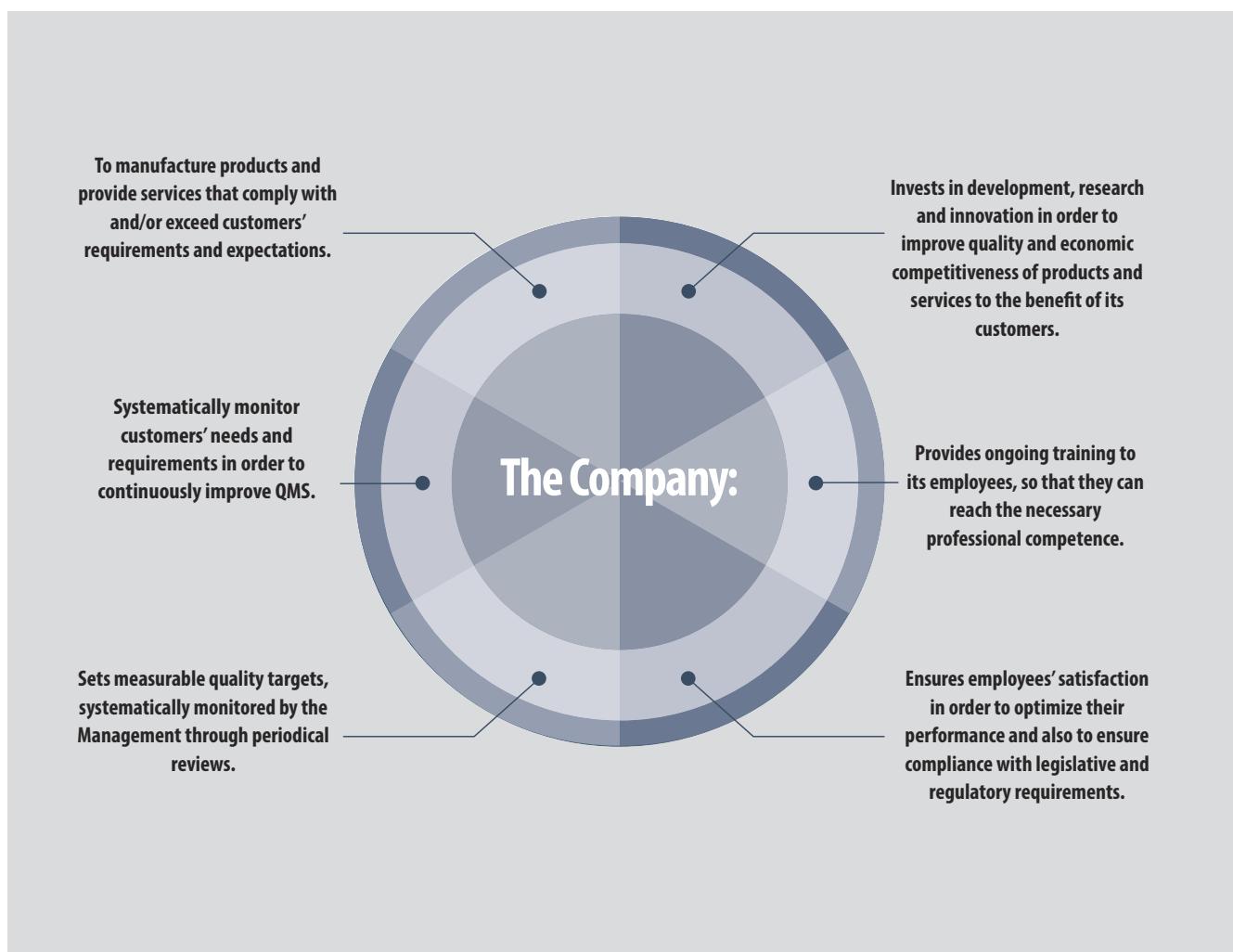




4. Our presence in the marketplace

4.2 High quality of products

High product quality is inextricably linked to Hellenic Cables' strategy, according to which systematic and effective controls are conducted at all levels of the production process. Within an extremely competitive business environment, the Company, combining organisation, appropriate means and fully trained personnel can immediately respond to customer requests and improve quality specifications for products produced, when necessary. As of 1986, the Company has developed and implements a quality policy and a Quality Management System, according to the requirements of ISO 9001:2008 Standard.



The Company implements a total Quality Management System in accordance with the requirements of ISO 9001:2008.

Certification systems and compliance marks

The Company's production process is bound by strict quality standards and is ensured by the certification systems it applies. To further improve the level of services and products provided, all Company facilities have been certified with an ISO 9001:2008 standard.

Business Continuity Plan

The Company understands that eventual disrupting events could bear significant impact on both a financial and business level. Disrupting events could occur due to natural disasters or unforeseen situations that could lead to disorder, loss of production, emergency or crisis.

Any type of crisis could affect productivity, profitability as well as the trust of interested parties.

To this direction and with the aim of managing disruptive events, the Company has developed a **Business Continuity Plan**, which it aims at certifying with the ISO 22301:2012 Standard within 2016.

The Business Continuity Plan is a holistic process, which determines potential threats to a company and their effect on its operation. Through procedures and processes in place, we develop the infrastructure for immediate reaction to disrupting conditions, which could affect the mission and sustainability of the Company, according to the precautionary principle. The System that we have developed provides the tools for the Company to continue delivering products and services at agreed, predefined levels.

We have developed Business Continuity Plans, based on an integrated risk analysis and impact assessment. Based on the study we have completed, we have defined, assessed and prioritised the main risks that the Company might face. The Plans refer to all emergency procedures and processes, as well as alternative ways of communication with the interested parties, alternative communication systems, information systems and production plans, processes related to the use of alternative sources of power, as well as the maintenance and security of the Company itself. We have developed Business Continuity Plans for the following operations:

- Human Resources
- Production
- Information and data
- Infrastructure, health and security, environment
- Procurement
- Reputation
- Financial issues and political risk management
- Sales and projects
- Legal issues

Our Business Continuity Plans include:

- Predetermined roles for people or/and the teams holding the management responsibility during or even following the occurrence of a disruptive event.
- Methodology tested as to its effectiveness in order for the company to recover its ability to provide basic products and services of an acceptable level within a predetermined time limit, following the occurrence of a disrupting event.
- Information procedures for employees and the public in the case of a disruptive event.
- Recovery procedures for set business activities, following the extraordinary measures.



4. Our presence in the marketplace

All products bear marks of conformity, as well as trade mark licenses by internationally recognised certification bodies, which constitute tangible evidence as to the controls and high specifications based on which they are produced.

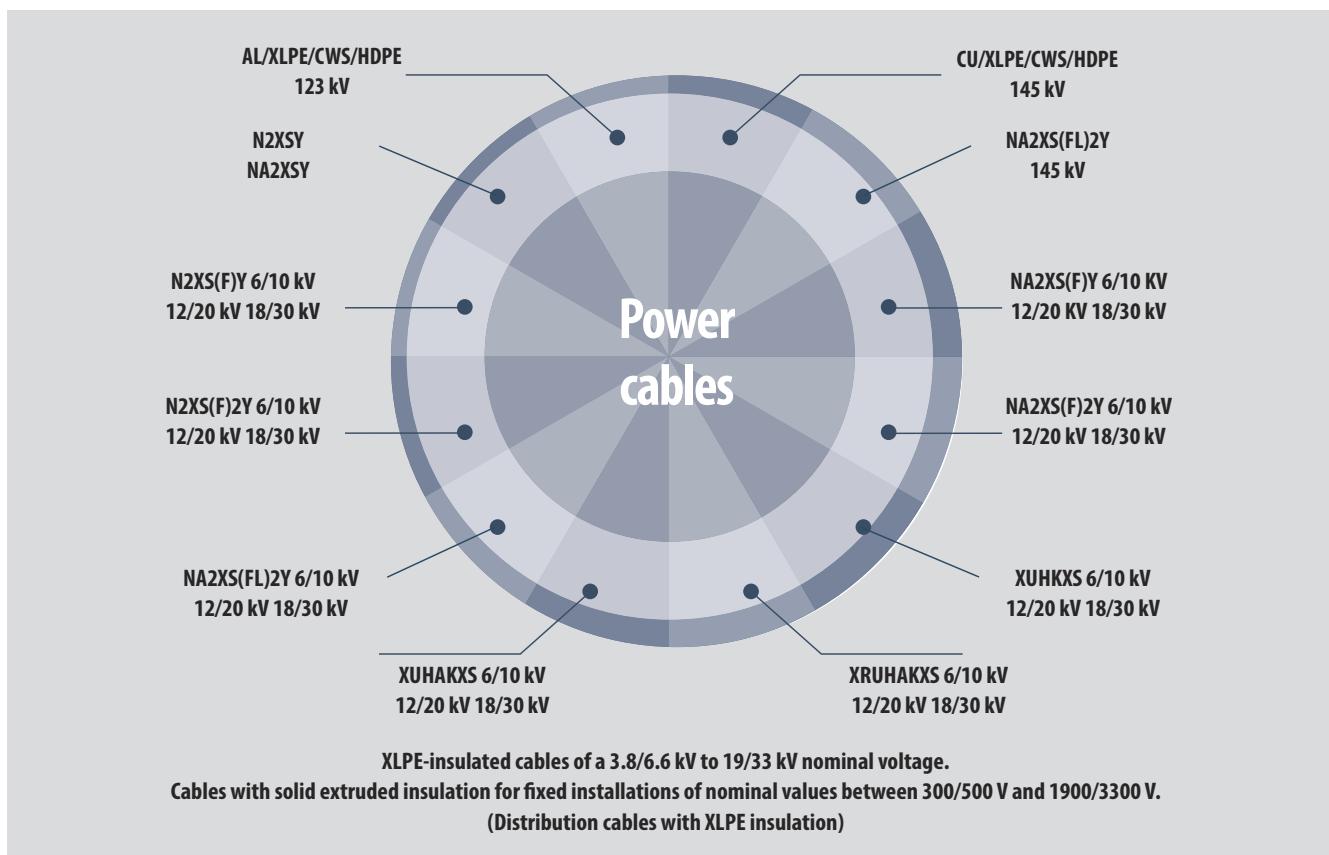


The Company conducts type tests in internationally acclaimed and independent laboratories abroad. The said tests are yet another safeguard ensuring the high quality of our products. Type tests may also be conducted in the Company plants supervised by independent certification and control bodies.

Indicatively, some of our certification bodies are the following:



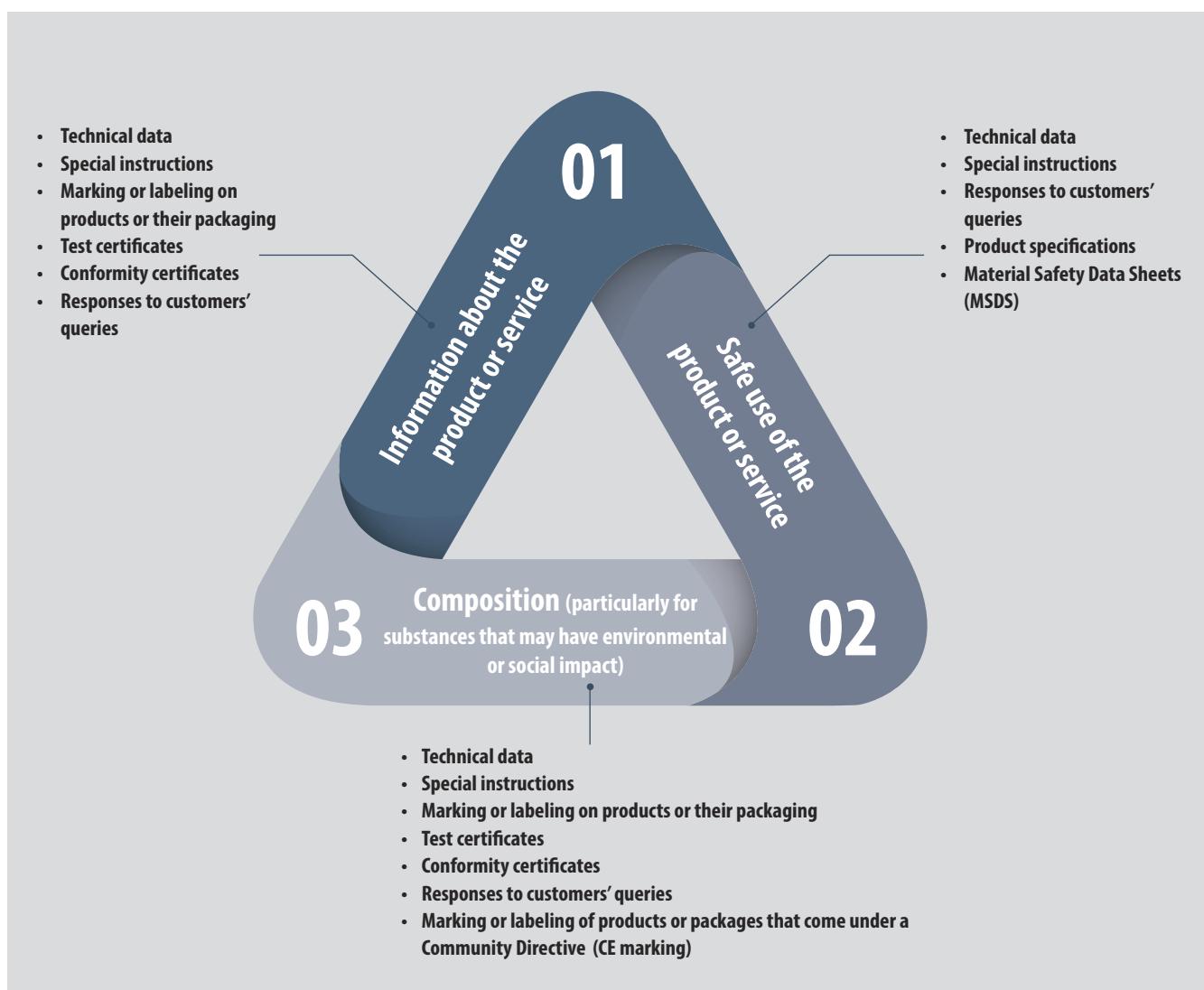
During 2015, following respective audits, the Company held and/or acquired for the first time the following marks of conformity.





According to customer requests, the Company's products are accompanied by the required test certificates, technical specifications and additional data. All the above, provide the necessary information about products' implementation and use, aiming at protecting the health and safety of end users.

According to the requirements of the product or service, the following are provided:





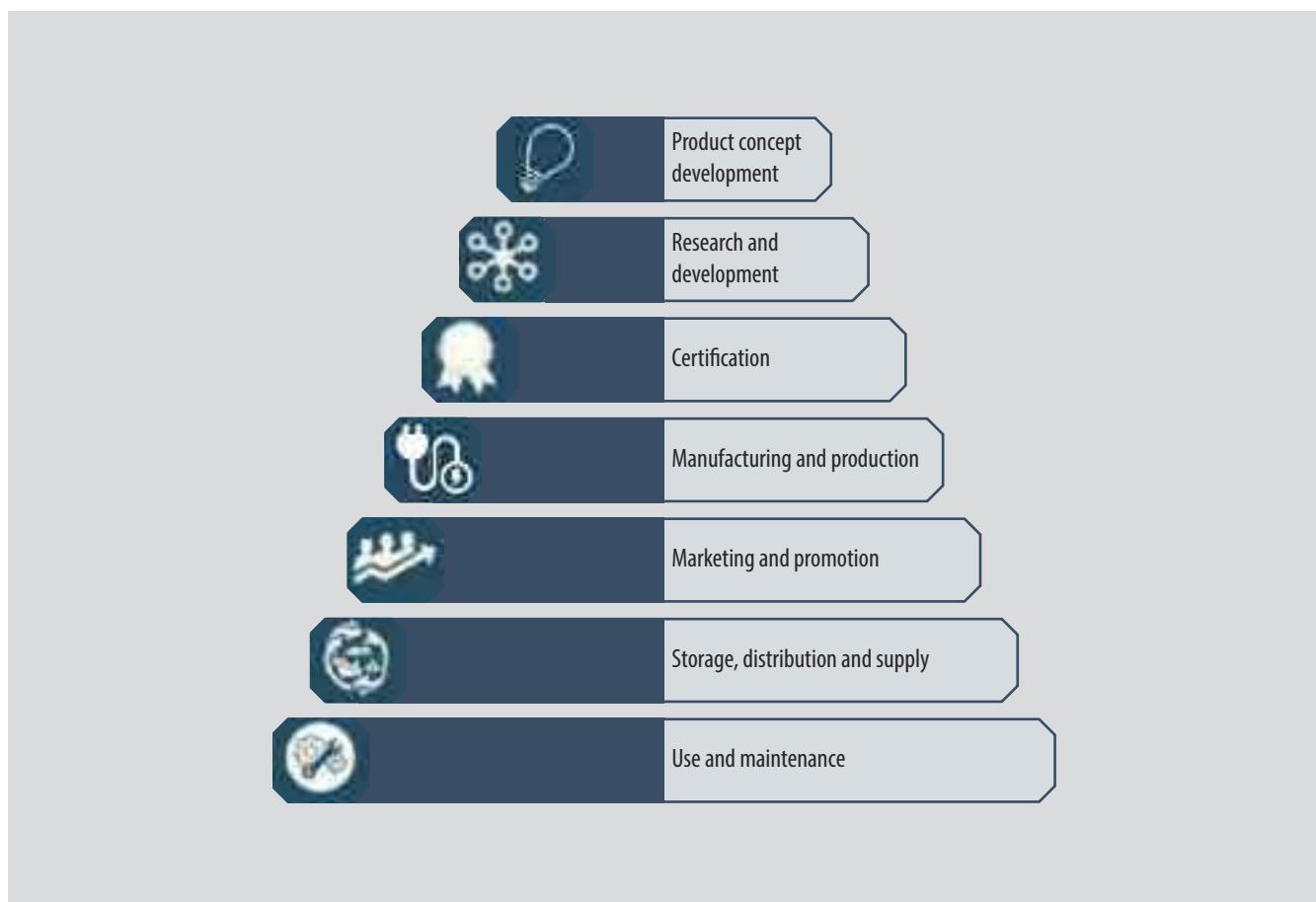
4. Our presence in the marketplace

Caring for health and safety throughout the product's life cycle

To ensure the health and safety of end-users or customers, the Company constantly monitors its products, throughout the various stages of their life cycle.

For this purpose:

- It operates laboratories to carry out quality checks during production and design of new products that are demanded in international markets. It also employs suitably trained personnel throughout the production process.
- It conducts checks to ensure that specifications are being met during production, post-production and if required, post-installation.
- It conducts additional compliance checks on materials subject to special regulations (e.g. RoHS, REACH etc.).
- It performs all testing required by specifications on all types of products, including aging trials to predict a product's behaviour over time.
- It purchases safer and more environmentally friendly raw materials.



** At these stages, all cables' specifications related to their design, the materials used in their production and the necessary testing are taken into account. Compliance with the specification requirements, often certified by independent bodies, ensures that the cable, when used correctly, does not burden the environment or harm the consumers. Potential impact lies within the limits, prescribed by standards and regulations.*



In addition, the Company has designed and manufactures fire-retardant, fire-resistant, halogen-free and low-smoke cables to protect the end-user in the event of fire.

Fire retardant cables

Fire retardant cables contain materials that delay the burning of cables and, therefore, the spread of fire (cables often run through building walls and doors).

Fire resistant cables

Fire resistant cables operate even when their insulation has been completely destroyed by fire, thus allowing critical equipment to function. Fire resistant cables are distinguished into cables that have:

- Insulation integrity which ensures that the cable can function.
- Circuit integrity that ensures that the electric circuit can operate as a system (cable and supports).

Halogen-free cables

Halogen-free cables do not release chlorine, fluorine or bromine when they burn. These chemicals are toxic and cause irritation and damage to the respiratory system. They are also corrosive and can damage electronic components and contacts.

Low smoke cables

Low smoke cables release less smoke, so as not to encumber vision.



4. Our presence in the marketplace

4.3 Major projects

Project: Interconnection of the Cyclades to the Hellenic Electric Power Transmission System

Within 2015, Hellenic Cables successfully installed the project for the underground and submarine cable interconnections of 150kV between Syros and Myconos using a submarine power cable and a separate submarine cable containing optic fibre elements. Within 2016 the company will complete the installation of land cables in Tinos as well as the transition joints and terminal area in Tinos. The contract was signed in September 2014 between ADMIE (Independent Transmission System Operator) and Hellenic Cables. In particular, the project's objective was the supply of cables, the cable laying, the protection of cables in coastal parts and the necessary connections to the existing network of ADMIE. The project has been incorporated to Team B' of the Tender for the Interconnection of the Cyclades to the Hellenic Electric Power Transmission System (DAPM-41303/15.10.2013) exported by ADMIE, while its value rose to EURO 93 million.



Following the successful installation of the aforementioned submarine cables Hellenic Cables becomes one of the few top suppliers of submarine high voltage cables world-wide, who are in a position to bid for international, highly-demanding projects.

The aim of interconnecting the Cyclades to the Hellenic Electric Power Transmission System is to further assist the area development as well as to ensure better environmental and financial solutions for the local communities.

Project: Cable interconnection of a wind park on the island of Agios Georgios, south of Cape Sounio to the high-voltage network of ADMIE in Lavrio

Within 2015, Fulgor successfully installed the 150kV composite power submarine cable, including two optical cables of 24 fibres each for the cable interconnection of a 73.2MW power wind park between the island of Agios Georgios and Lavrio. It is worth mentioning that the contract signed within 2014 with Terna Energy, amounted to EURO 36.4 million and was related to the supply of a 37.4km of high-voltage 150 kV submarine cable to be laid at a depth of 230 m, with seabed protection along the route, and the necessary termination and connections to the existing high-voltage network in Lavrio.



As the annual electrical energy produced by the wind park can cover the annual needs of more than 40,000 households, Terna Energy's investment of an overall amount of EURO 150 million, proves to be extremely beneficial with regards both to energy and the environment. Moreover, it is expected to contribute in saving more than 60,000 tons of oil and prevent the emission of 180,000 tons of pollutants annually.

4.4 Customer-focused philosophy

The Company's fundamental principles are excellent services and customer satisfaction both in the domestic and the international market. As we are actively engaged in different continents, it is important to maintain daily personal contact with all our customers. This customer-focused philosophy combined with our integrated products and services helps build relationships of mutual trust and benefit.

The following figure shows the components constituting our customer-focused philosophy, serving as basis for our products of high added value and specifications.



In the context of collaboration and mutual trust, we offer our customers the possibility to carry out supervised real audits in our production plants and assess our financial development as well as our performance in the fields of the environment, health and safety.

Other than drawing useful conclusions regarding the Company's strong and weak points, a result of the aforementioned controls is the inclusion of the Company into lists of approved suppliers for internationally recognized sector customers.

The Company is assessed based on strict criteria and is successfully included in lists of approved suppliers for internationally recognized sector customers.



4. Our presence in the marketplace

The Company aims at maintaining relationships and quality communication with its customers in two main ways:

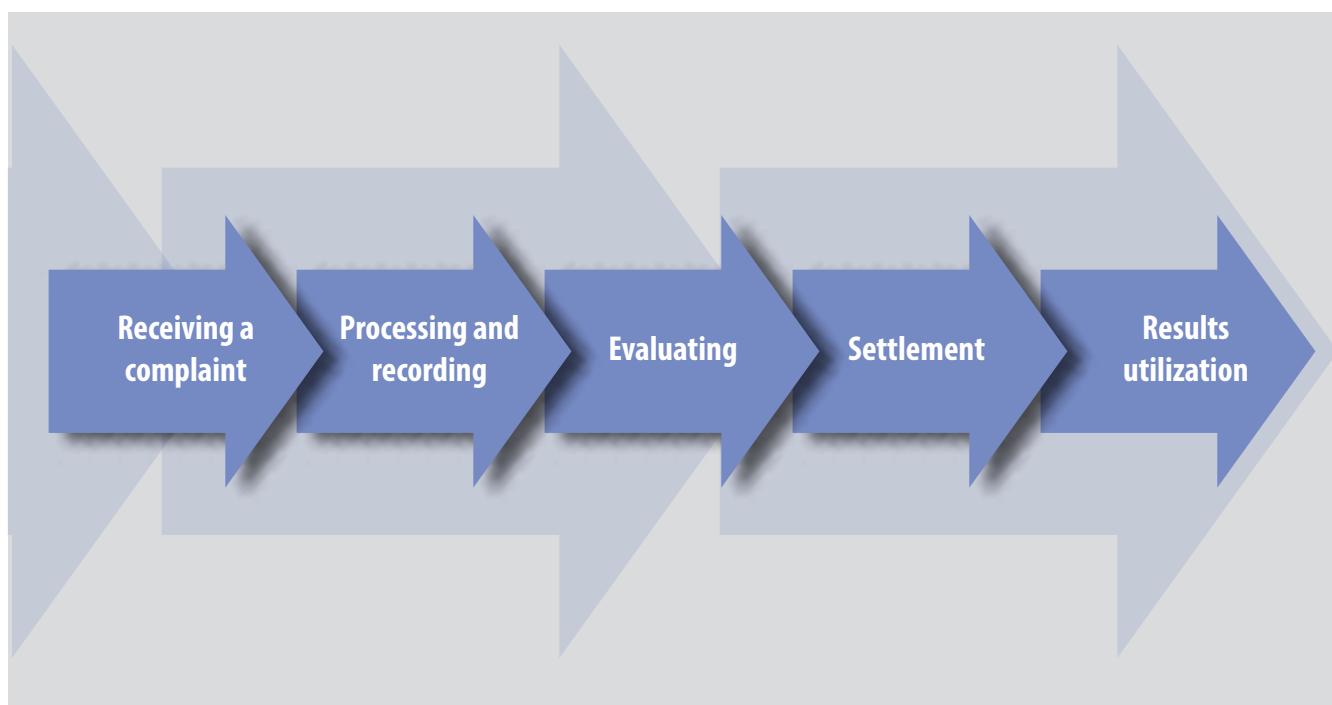
1. By participating in trade exhibitions around the world, where it promotes its products and integrated services in the aim of approaching potential or already existing customers. During 2015 the Company participated in the following exhibitions:
 - Hannover Messe, Germany
 - Elfack, Sweden
 - Angacom, Germany
 - Verkosto Messut, Finland
2. Biennial customer satisfaction service. Satisfaction services provide customers with the possibility of assessing the Company's performance in a series of criteria (product quality, delivery times etc.), but also in Corporate Social Responsibility Issues. The latest survey conducted by the Company took place during 2014 and the next one is scheduled for 2016.



Complaint management

The Company utilizes the recorded complaints in order to improve its services, while at the same time is able to better define company goals directly related to customer satisfaction.

Within the context of its customer- focused approach, the Company records and manages customer complaints following a specific procedure. The procedure and the conclusions drawn from it are a significant decision-making tool.



Customer complaints (in numbers)

Hellenic Cables and Fulgor	2013	2014	2015
Product related	22	10	4
Due to packaging	6	6	1
Non – documented or withdrawn	12	9	9
Small quantity	0	1	0
Improper use of product	10	7	5
Labeling	2	4	1
Total	52	37	20



4. Our presence in the marketplace

4.5 Suppliers' collaboration

The Company closely collaborates with a large network of suppliers, who meet its requirements regarding quality raw material and other materials. Since the Company's ultimate goal is customer satisfaction, it has put in place a quality control process for supplied raw material. The success of said process is achieved through the constant collaboration between the Company and its suppliers.

Supplier assessment

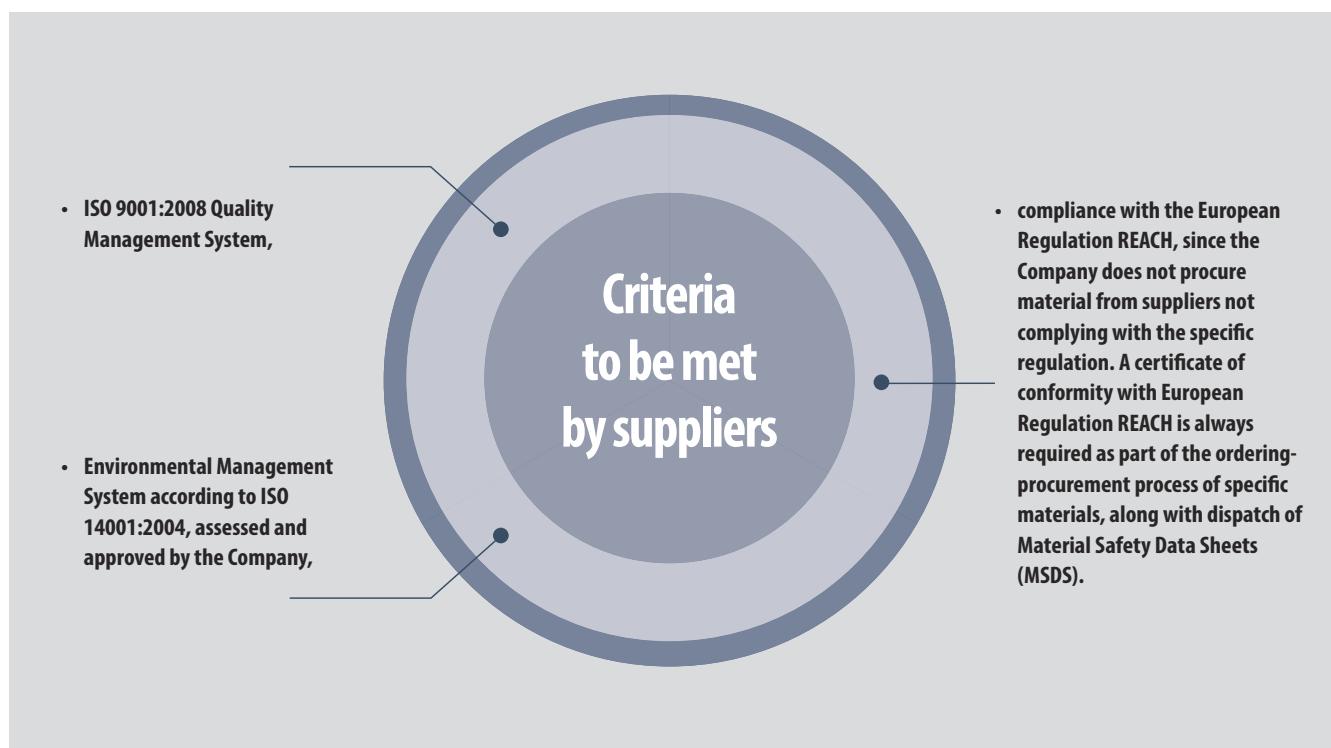
Suppliers collaborating with the Company, are among others, assessed based on the principles of transparency, dignity and meritocracy as well as according to their environmental and social performance. It is noted that we assess suppliers that are to be included in the approved supplier list, while at the same time we re-assess the already existing ones.

Reviews of already existing suppliers are provided for only if:

- the supplier's performance presents problems that cannot be dealt with
- the Company has not collaborated with a certain supplier for a period of three years.

Already approved suppliers may also be subjected to on-the-spot inspections in order to ensure compliance with set procedures, agreed technical specifications and raw-material quality.

All suppliers should meet the necessary objective and measurable criteria such as:



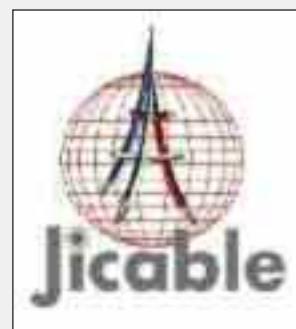
Finally, the Company evaluates its suppliers based on Corporate Social Responsibility Criteria, and issues related to health and management in the workplace according to ISO 18001, as well as the prevention of accidents.

4.6 Research and development

The field of research and development as well as the introduction of new technologies in the production process, is an integral element of the Company's business activity. Primarily aiming at developing new, innovative, higher-quality and environment-friendly products, as well as providing high added-value services, the Company is systematically informed on new innovative research efforts. To this end, it collaborates with internationally recognized academic institutions, prestigious research centres and certified laboratories in Greece and abroad.

Participation in the Jicable 2015 conference

Jicable is the biggest international conference for energy cables held every four years since 1984. The Company actively participated in 2015 Jicable's through its specialised technical personnel in the field of research and development, which was held in France between the 21st and the 25th of June. The Company participated in the conference as well as in the compilation of three scientific articles, placing special emphasis on land cables of high and extra-high voltage as well as on submarine cables.



Participation in the European programme "Horizon 2020"

Since 2014, the Company has been participating in the European research programme "Horizon 2020", in cooperation with the laboratory of manufacturing systems and automation, as well as the department of mechanical engineering and aeronautics of the University of Patras. The cooperating partners have submitted a joint proposal to produce new compounds with added nano-materials, and to select appropriate materials and shapes for shaping rollers. Our Company expects to achieve significant benefits from the approval of the programme, as it will lead to new product development alongside alliances with various companies as part of transferring know-how, ideas and experiences.

Polymer Laboratory

The Company, paying particular attention to new technologies and research and development, has established a state-of-the-art Polymer Laboratory at its plant in Oinofyta. The laboratory mainly conducts chemical analyses and identification of raw materials, with emphasis on quality control and analysis of polymers of underground cables and, high-voltage and submarine cables. In particular, the laboratory's specialised personnel focuses on testing specific characteristics, as the degree of cross-linking, the analysis of by-products of the cross-linking reaction, the detection of polymer thermal memory etc. Finally, another significant element is the research and development of new plastics and elastomer compounds conducted at the laboratory.



4. Our presence in the marketplace

ELKEME S.A. Hellenic Research Centre for Metals
A modern centre for research and technology

Hellenic Cables closely collaborates with ELKEME in all stages of new product planning, as well as with the aim of offering possible solutions to problems of the industry.

ELKEME is a metal research centre of Viohalco's company mainly focusing on material research, production methods and final product behaviour, technology production and exchange on a global scale. Through a network of cutting-edge research laboratories, it participates in the research and development of new products with the aim of establishing the Greek metal industry as a technologically innovative international player. At the same time, it designs and implements pilot programmes concerning the metal industrial production and supports the plants of Hellenic Cables both in Greece and abroad with its research.



We invest in the research and development of new technologies and participate in European programmes of know - how transfer, in order to create and maintain a competitive advantage.

Targets 2015-2016	Achieved	Reference
Fulgor certification according to ISO 22301 standards.		See 4.2 High product quality & Business Continuity Plan The plan has already been completed and the certification by the relevant body will be completed within 2016.
Company's suppliers briefing, regarding the new Supplier Code of Conduct.		The goal was transferred to 2016.





5. Our people

Our people hold a vital role in the Company's dynamic development. We recognise that the entire personnel contributes in achieving the Company's goals and we ensure a working environment of meritocracy.

Material issues

- Working environment
- Equal opportunities and diversity
- Training and skills development

Company Code of Conduct

A key tool in forming corporate culture is the Code of Conduct that the Company has developed in the aim of incorporating responsible and moral entrepreneurship both with regard to its operation and to the development of its employees and collaborators.

The Company Code of Conduct was compiled anew in 2014 and contains fundamental principles and values describing the framework of company activities and determine daily conduct and practice. The Code of Conduct describes the behaviour that the Company awaits of its people as well as the way it conducts its business activities with customers, suppliers and other collaborators.

The main components of the Code of Conduct

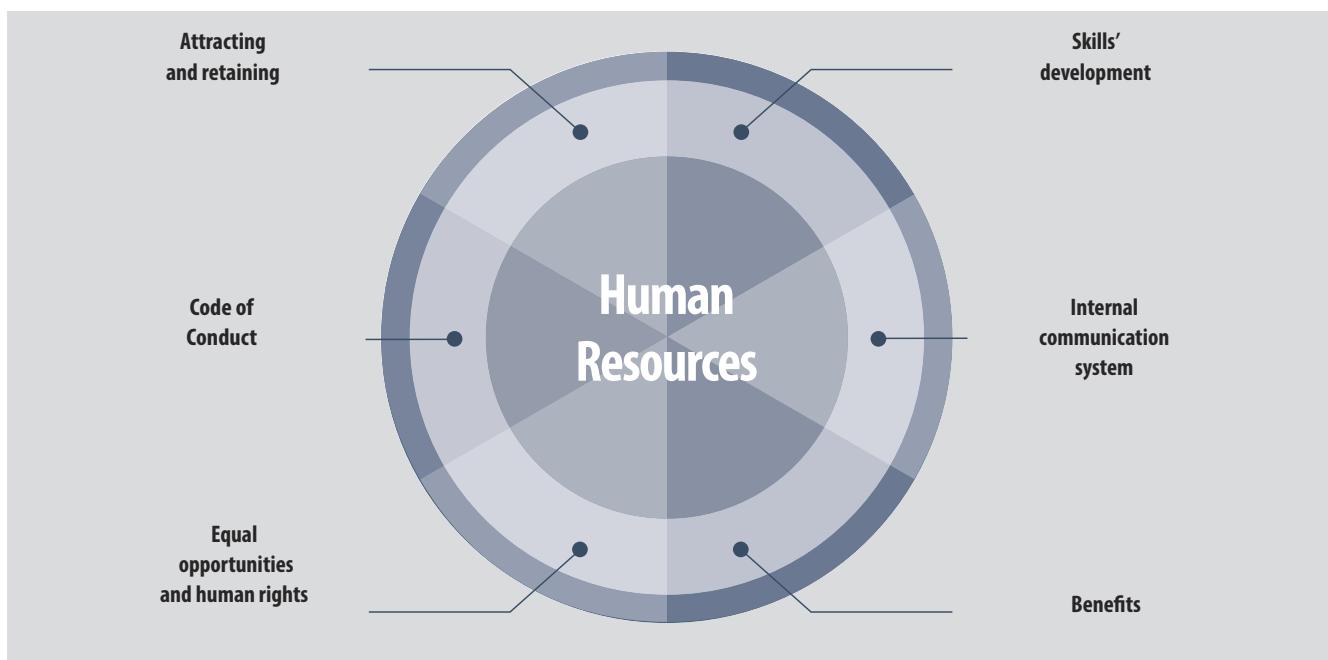
1. Legal compliance
2. Conflicts of interest
3. Conduct towards business partners and third parties
4. Dealing with information
5. Protection of Company Property
6. Fair market behaviour
7. Human rights and workplace practices
8. Occupational health and safety
9. Environmental protection
10. Stakeholder communication
11. Accounting and reporting
12. Responsibility of managers and employees
13. Reporting irregularities
14. Monitoring and Code amendments

The Code of Conduct has been developed in order to contribute to further promoting moral integrity, honesty, transparency as well as appropriate professional conduct in every layer of the Company's hierarchy.



5. Our people

Employees are the Company's main lever of development and growth. Having recognised our people's significant contribution to the Company's welfare, we maintain an excellent working environment, characterised by equal rights and opportunities for all, trust between employees and the management, continuous training and education, "open door" communication policy and fair salaries. Additionally, through the Code of Conduct, which is based on the guidelines by the international standard ISO 26000 for Corporate Social Responsibility, the 10 principles of the UN Global Compact as well as OECD Guidelines on Multinational Enterprises, we have adopted common beliefs, while our corporate culture is disseminated throughout the company's positions and hierarchical layers.



5.1 Attracting and retaining talent

The Company is staffed by highly-trained and specialised individuals. Our main goal is to operate responsibly and consistently towards our people. We aim at maintaining our experienced executives and employees, as well as at attracting specialised personnel.

At Hellenic Cables, the average tenure for employees is 16 years, which demonstrates the Company's attitude towards employee satisfaction. In 2015, Fulgor's employee turnover rate was reversed, which means that more people were hired than those who retired. Indexes related to personnel mobility also show similar tendencies.

**Employee Turnover 2015
Hellenic Cables**



**Employee Turnover 2015
Fulgor**



5.2 Developing our people

The continuing development of employees' professional skills and competencies is a high priority and ongoing investment for the Company. Continuous employee development and skill improvement is a factor determining employee retention and ensuring the Company's constant development. This development is also achieved through active employee participation in decision-making processes, through our system for submitting new ideas and proposals.

Establishing a system for new ideas and proposals helps employees to operate based on the precautionary principle and see to the constant development and improvement of their work as well as the general procedures implemented by the Company.

System for the submission of new ideas and proposals

The system for the submission of new ideas and proposals was initially implemented in 2012 and since then, it has become an institution for the Company. Each year, employees submit new ideas and proposals for issues related to the production, maintenance, safe working conditions, environmental protection and the overall operation of the sales departments or/and the financial services.

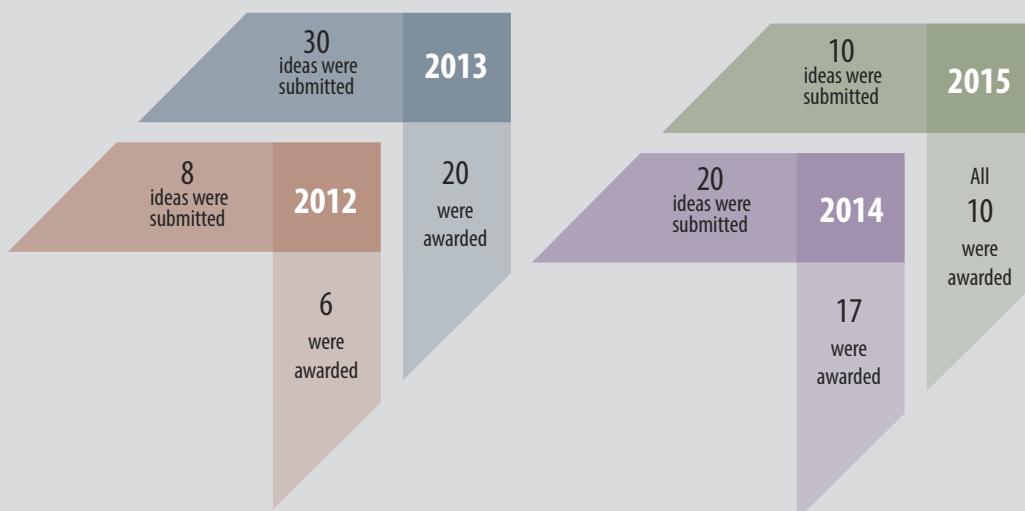
Ideas and proposals submitted are initially examined by an assessment team (Plant Director, Director of Engineering Department and Technical Director), and then they are passed on to the General Division, which decides which of those will be implemented and eventually rewarded.

New ideas and proposals are submitted to the Company in the following way:

- Collection of improvement proposals and new ideas
- Proposal assessment
- Update to the Management regarding the proposed change
- Implementation of proposed changes
- Reward for implemented ideas

Development of the system for the submission of new ideas and proposals over time

In 2015, a total of 10 new ideas were submitted and following assessment all 10 received an award. The proposals submitted were less compared to other years, as most issues relating to improvements have been covered to a large extent.





5. Our people

Training

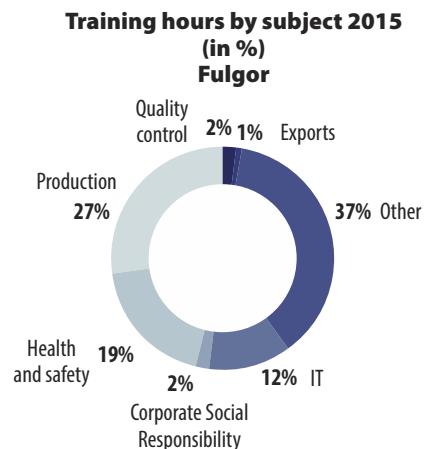
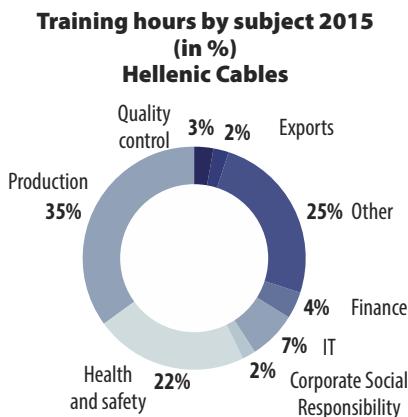
Our employees' training is vital for their development and as a result improvement in the Company's competitiveness. In addition, the participation of our employees in training activities is a key success factor in assessing their performance. Each year the Company implements a series of educational and training programmes for individual areas of its activities, in order to assist employees in expanding their knowledge and improving their productivity by participating in the process of finding innovative solutions.

More specifically, various educational programmes are held on an annual basis. They cover issues such as research and development, qualitative control, significant issues pertaining to the Company's smooth operation (health and security issues etc.), as well as specialised subjects related to all the work posts (from high management to production). Within this context, various training programmes were held in 2015 for the employees of both Hellenic Cables and Fulgor.

These programmes addressed to all levels of hierarchy and were held either within the company or in collaboration with a specialised exterior body. In total, 6.201 hours were dedicated to training on seven (7) different subject-matters. More information on training is presented below.



Training detailed information



Percentage of employees trained: Hellenic Cables: 80%, Fulgor: 71%

Training hours: Hellenic Cables: 3.785 hours, Fulgor: 2.416 hours.

Hellenic Cables	Number of training hours			Average of training hours by employees' category		
	Men	Women	Total	Men	Women	Average in total number of employees
Directors	250.00	0	250.00	31.25	0	31.25
Senior executives	960.00	120.00	1,080.00	35.56	120.00	38.57
Administrative staff	560.00	16.00	576.00	15.14	0.67	9.44
Foremen and workforce	1,870.00	9.00	1,879.00	5.92	1.80	5.85
Total	3,640.00	145.00	3,785.00	9.38	4.83	9.06

Fulgor	Number of training hours			Average of training hours by employees' category		
	Men	Women	Total	Men	Women	Average in total number of employees
Directors	120	0	120	24.00	0	24.00
Senior executives	350	90	440	15.91	11.25	14.67
Administrative staff	202	60	262	33.67	7.50	18.71
Foremen and workforce	1,296	298	1,594	7.04	149.00	8.57
Total	1,968	448	2,416	9.07	24.89	10.28

In addition, during the year, we organized a special educational- informative programme regarding the new Company Code of Conduct, which was of interest to all our employees.

Evaluation

The Company has adopted and implements a process for the evaluation of employee performance with the aim of providing them with objective feedback and encourage them to further develop. The evaluation is realised based on specific criteria and concerns the entire personnel regardless of their position and has been designed in order to link each position's strategic goals to those of the Company. In addition, through the evaluation system, each position's requirements are clearly connected to the level of responsibility, while remunerations are defined based on objective performance evaluation indexes.

Within 2015 we successfully completed a 2014 performance evaluation procedure for all of our employees.





5. Our people

5.3 Employee benefits

The company offers additional benefits that help balance professional and personal life and hence improve the employee level of satisfaction. Other than the provisions determined by the current legislation, we offer benefit packages to all our employees regardless of the type of contract and include health provisions, cash benefits and other sorts of provisions.

Additional benefits offered to all employees

- Health care benefits
- Additional medical and hospital coverage
- Life insurance
- Financial benefits
- Employee meals
- Transportation of employees with leased buses
- Funding post-graduate programmes
- Financial coverage of temporary or permanent disability to work
- Vouchers offered three times a year
- Other benefits
- Educational leave for employees in post-graduate programmes
- Christmas gift vouchers for the children of employees (up to age 12)
- Summer camps for children of employees

In addition, according to their position in the company, the years of experience and the nature of the difficulties an employee may face (i.e. long distance from the production plant), the Company may provide additional benefits such as: Company car, travel allowance based on the kilometres covered, mobile phone and a laptop where considered necessary.

In 2015, the Company offered free blood tests to all employees, aiming at defending their health.

5.4 Equal opportunities and human rights

The Company places particular emphasis on securing a fair working environment focusing on equal opportunities and respect to human rights. Within this context, we developed a new Code of Conduct reflecting the responsible way our Company conducts its business transactions.

The Company's Code of Conduct includes special provisions regarding human rights and work practices. In particular, the Code features four separate sections addressing human rights and equal opportunity.

Avoiding discrimination

"We hire, evaluate and manage so as to avoid any type of discrimination related to race, gender, religion, age, disability, sexual orientation, nationality, political beliefs, union activity, social or national origin. Furthermore, diversity is encouraged at every level of the workplace."



It should be mentioned that Hellenic Cables employees 3 men with disabilities as well as 12 employees of various nationalities (other than Greek) and religions, while Fulgor employs 1 man and 1 woman with disabilities.

Equality and equal opportunities

"We do not tolerate any type of discrimination based on race or gender, religion, age, nationality, social or national origin, disability, beliefs, sexual orientation or union activity. These principles apply from the moment that new employees are hired and throughout the employment and professional development of our people. The only factors taken into consideration are: experience, personality, efficiency, and the skills and competencies of each employee."



The Company supports motherhood providing its female employees with the possibility of reduced working hours without, however, excluding men who wish to benefit from the specific provision. During 2015, 1 Hellenic Cables and 2 Fulgor employees received a parent leave. Moreover, all the women that received a parent leave in the past remained in the Company.

Compulsory or child labour

"The Company is opposed to any type of compulsory or child labour. All work at the Company must be done of people's free will. No type of forced, imposed or child labour will be tolerated. The minimum employment age is 18."



We make sure our employees as well as contractors working in our premises provide us with the necessary documentation, certifying that they do not engage in child labour.

Harassment

"All types of harassment (including all types of sexual harassment and other legally stipulated forms of harassment), intimidation or bullying, disrespect or disrespectful comments are forbidden. In addition, any type of threat or violence in the context of business activities within or outside Company facilities is forbidden."



Through the communication channels developed, the Company encourages mutual respect, collaboration and team work, in order to avoid harassment incidents of all kinds.

There has been no record or report of any incident or complaint regarding diversity.

No incident of child or forced labour and of any form of harassment, has occurred to date.



5. Our people

5.5 Internal communication

The Company has developed and implement an “open-door policy”, which constitutes the basis for our internal communication system. Through our internal communication system, we facilitate the exchange of information and ideas, engender a sense of trust and respect, enhance team work and establish a unified corporate culture at all levels of the hierarchy. Internal communication channels used by the Company are presented below and serve communication for business purposes as well as recognition, reward and social issues.



Regular staff meetings

Senior Management and department heads hold meetings to keep all of the Company’s employees informed.



Intranet

Employees have access to all information related to the Company so they can receive updates on a variety of Company issues and initiatives, along with accurate and timely information on policies, procedures and systems.



Newsletters

These are distributed either in print or electronic form to keep employees abreast of important issues of interest.



Bulletin board

The bulletin board, to which all employees have access, is used for posting announcements as management deems necessary.



System for submitting new ideas and suggestions

Employees may submit their suggestions and ideas and receive awards.



Events

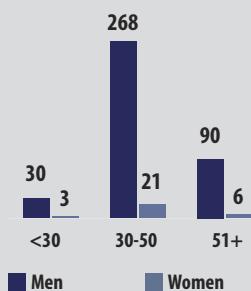
Various events for specific purposes are held, such as the event for cutting the New Year’s cake.

In 2015, the Company placed complaint boxes at the head offices and work areas of all production plants. Thus, all complaints can be submitted, even anonymously.

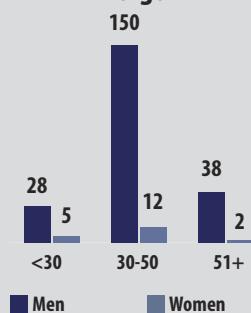
5.6 Human resources data

Age distribution

**Age distribution 2015
Hellenic Cables**



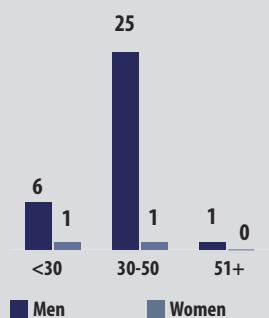
**Age distribution 2015
Fulgor**



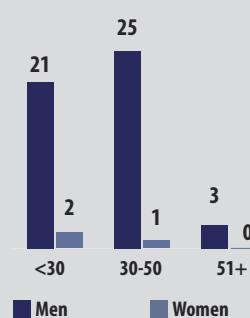
Employee turnover

Recruitments by age and gender

**Recruitments by age and gender 2015
Hellenic Cables**

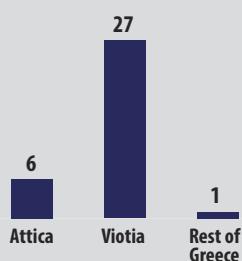


**Recruitments by age and gender 2015
Fulgor**

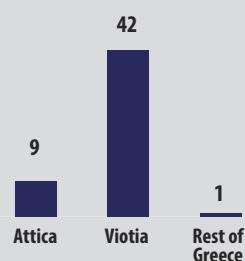


Recruitments by region

**Recruitments by region 2015
Hellenic Cables**



**Recruitments by region 2015
Fulgor**

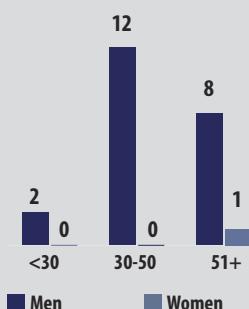




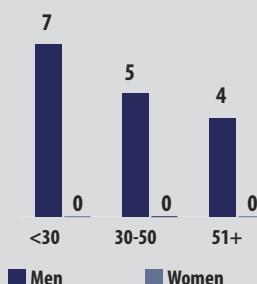
5. Our people

Departures by age and gender

Departures by age and gender 2015 Hellenic Cables

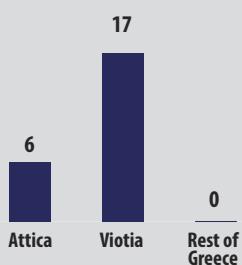


Departures by age and gender 2015 Fulgor



Departures by region

Departures by region 2015 Hellenic Cables

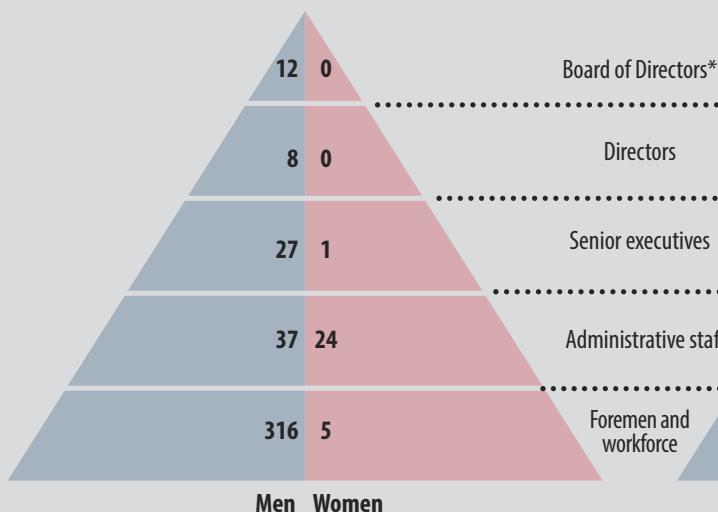


Departures by region 2015 Fulgor

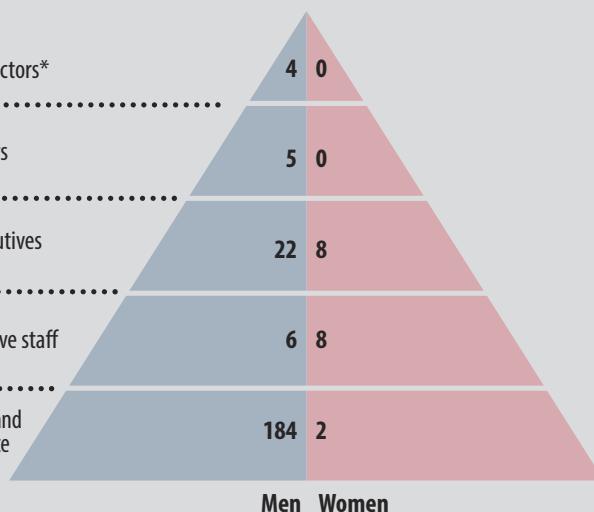


Distribution in hierarchical levels

Distribution in hierarchical levels 2015 Hellenic Cables



Distribution in hierarchical levels 2015 Fulgor



* The members of BoD are not included in the workforce.

Employment data

Hellenic Cables	2013			2014			2015		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Personnel in total	378	30	408	377	30	407	388	30	418
Collective labour agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non collective labour agreements	-	-	0	-	-	0	-	-	0
Labour agreements of indefinite duration	376	28	404	376	29	405	387	30	417
Labour agreements of definite duration	-	1	1	-	-	0	-	-	0
Seasonal employment	-	-	0	-	-	0	-	-	0
Full time employment	376	28	404	376	30	406	387	30	417
Part time employment	1	-	1	1	-	1	1	-	1
Other (practice)	1	1	2	1	1	2	1	-	1

Fulgor	2013			2014			2015		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Personnel in total	174	15	189	185	16	201	216	19	235
Collective labour agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non collective labour agreements	-	-	0	-	-	0	-	-	0
Labour agreements of indefinite duration	171	15	186	183	16	199	216	18	234
Labour agreements of definite duration	-	-	0	-	-	0	0	1	1
Seasonal employment	-	-	0	-	-	0	-	-	0
Full time employment	171	15	186	183	16	199	214	19	233
Part time employment	1	-	1	-	-	0	-	-	0
Other (practice)	2	-	2	2	-	2	2	0	2

Targets 2015

Training all employees on the Company's Code of Conduct.



Achieved

Briefing and training on Code of Conduct is incorporated in Company's annual training plan. (see § Training)

Assessing the performance of senior executives, based on the new evaluation system.



See § Evaluation

Increase of training hours on OHS issues, by 20%.



See § Training

Targets 2016

To assess the Company's entire personnel based on our evaluation system.



6. Health and safety in our workplace

Protecting and caring for occupational health and safety is a fundamental value for our Company. Perpetual primary targets include, maintaining a safe work environment, as well as eliminating factors that may lead to an accident or the occurrence of an occupational disease.

Material issues

- Eliminate occupational incidents.
- Minimize all those factors related to workplace, which can cause an occupational incident



Health and safety policy

Hellenic Cables has developed and implements across its facilities, a health and safety policy, which fully complies with the demands of the OHSAS 18001:2007 Standard. The following policy includes the commitments of the Company towards achieving its goals for respecting and protecting human life and preventing occupational illnesses, fully covering issues such as:

- The prevention of damage to the health and safety of employees
- Compliance with respective legislation and regulations regarding health and safety in the workplace
- Training and employee awareness raising at all levels, on health and safety issues in the workplace
- The recognition and evaluation of dangers and hazards for health and safety in the workplace
- The constant and periodic evaluation of all sources that could cause damage for health and safety and the effort to minimize them.



6. Health and safety in our workplace

6.1 Systematic approach to health and safety

Our Company's main concern and priority are to provide integrated management for occupational health and safety issues. Within this critical sector, we constantly aim at eliminating health and safety incidents and factors that may lead to an accident or the occurrence of an occupational disease.

In order to achieve our goals in an holistic and integrated manner, we have adopted a systematic approach to health and safety issues. We apply a certified Occupational Health and Safety Management System (OHSMS), aiming at constantly improving our performance, while we maintain our intense efforts to establish prevention as a standard behaviour.

Our commitment

(Health and safety policy extract)

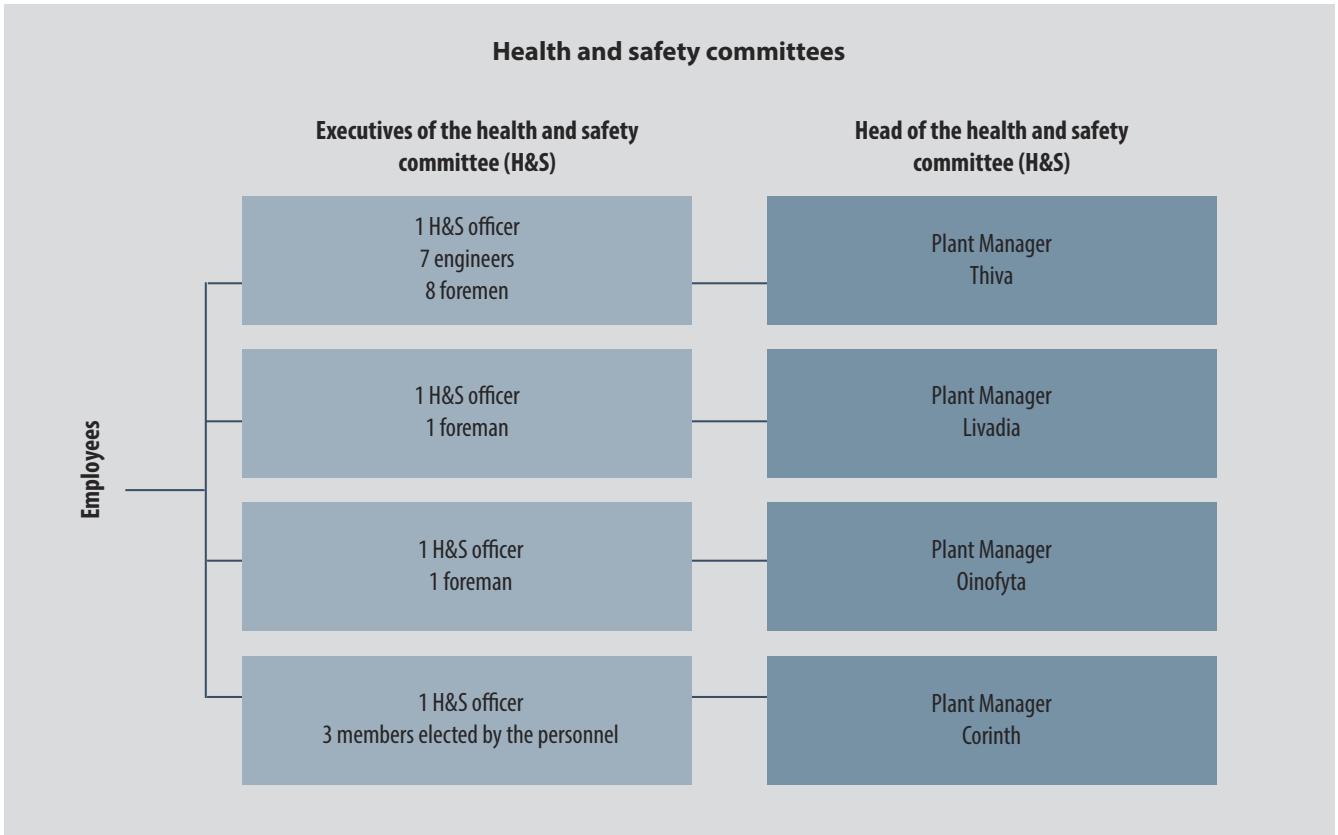
The promotion of occupational health and safety is an integral part of our business practice. The Company's commitments in this critical area ensure that it:

- manufactures its products and provides its services in a way that ensures accident and occupational disease prevention,
- complies with the effective legislation and regulations regarding health and safety in workplace, which the Company has officially accepted,
- makes available the necessary resources and authorizations for implementing OHSMS, providing ongoing training to its personnel and business partners in order to improve their knowledge about health and safety in the workplace,
- identifies and assesses the risks and estimates their impact in order to take preventive actions for their elimination,
- monitors health and safety performance aiming at continuous improvement,
- supports all employees' participation, by encouraging their proposal submission aiming to improve its health and safety performance in the workplace.

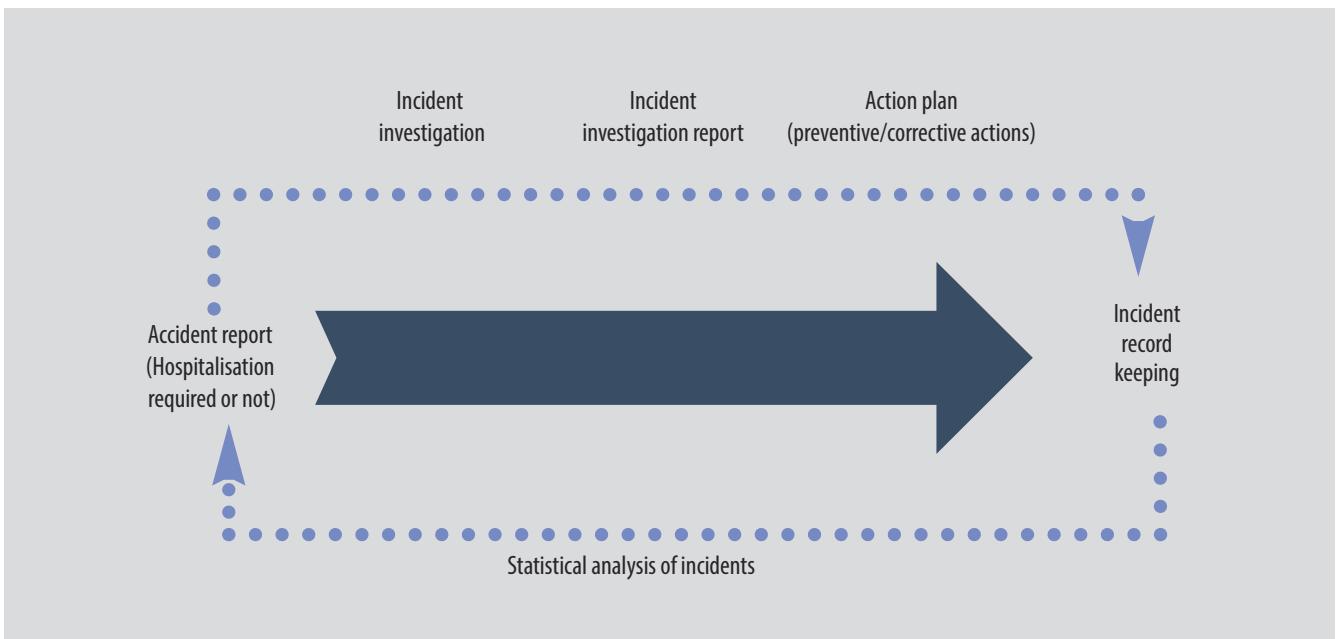
Health and Safety Management System

Our Company has developed and implements a uniform Occupational Health and Safety Management System (OHSMS) for all its plants, which is audited and certified according to the specifications of the international standard OHSAS 18001:2007.

Health and safety committees. The smooth operation of OHSAS is significantly assisted by health and safety committees, which are formed in order to manage all relative issues. Specifically, the committees meet on a regular basis and are charged with handling employee issues that occur on a daily basis, and provide appropriate consulting to achieve solutions. These committees have been established separately for each plant in all of the Company's plants. The hierarchy and composition of these committees per plant have been designed and established in order to represent all employees (100%) regarding health and safety issues. In addition, each committee reports to the respective Plant Manager.



Incident management process. All incidents are managed through the respective OHSMS procedure, in the aim of avoiding the recurrence of accidents and eventually reducing and eliminating them. The aim is completed through documenting and reporting occupational accidents and illnesses. The procedure meets the requirements set out by the competent national bodies (Centre for Occupational Risk Prevention-KEPEK, insurance organisation) as well as the specifications of the International Labour Organisation (ILO).





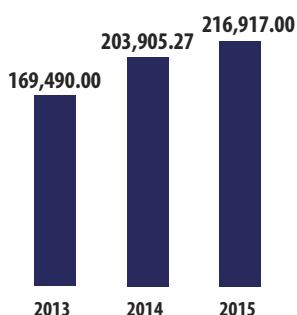
6. Health and safety in our workplace

6.2 Investing on health and safety

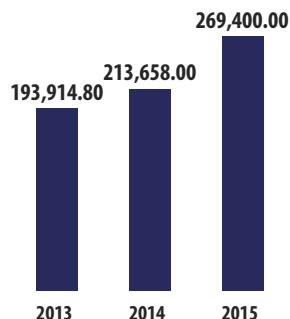
Our investments in health and safety are an indispensable part of our commitment to our employees. We invest in infrastructures, means and equipment as well as in the human factor. For the Company, these two pillars - infrastructure and equipment as well as human capital- are interconnected as they secure health and safety in the workspace to the highest degree possible.

In 2015, our total investments on health and safety remained at high levels. Overall 16% more capital was invested on health and safety activities. Specifically, investments of both Hellenic Cables and Fulgor increased by 6% and 26% respectively. Following, we present the individual categories invested in. The data per company is differentiated, since each of them has different needs, while emphasis is placed on intervention in each separate case.

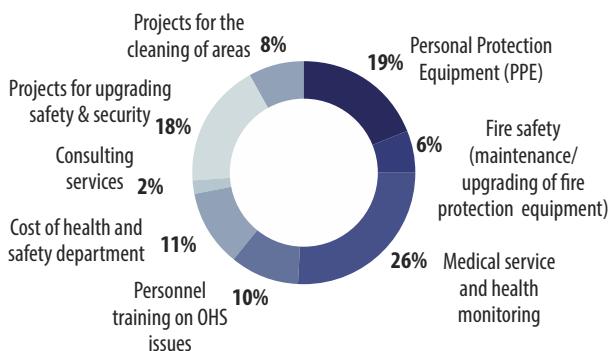
Total annual investments in health & safety (in EUR) Hellenic Cables



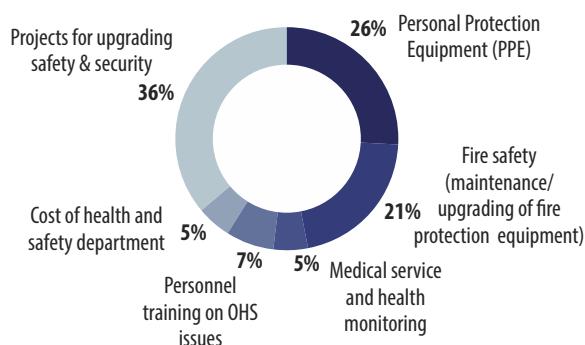
Total annual investments in health & safety (in EUR) Fulgor



Analysis of investments in occupational health & safety Hellenic Cables (2015)



Analysis of investments in occupational health & safety Fulgor (2015)



6.3 Systematic training on health and safety

Our training activities on health and safety issues consist another type of investment in that issue. Education, participation in continuous training activities and awareness-raising among employees promotes and empowers the sense of safety and leads to the prevention of incidents in the workplace.

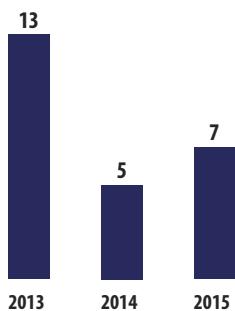
The training subjects vary each year. They are formed according to the requirements of OHSMS as well as according to the analysis results of health and safety indicators. Bellow we present some of the specialised training actions implemented during 2015.

A special training seminar on explosion protection of industrial premises was held at our Oinofyta plant, in the aim of:

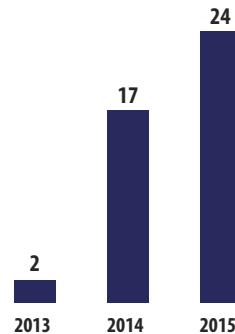
- clarifying terms and notions relating to the field of explosive atmospheres (ATEX),
- ensuring a safe workplace
- avoiding risks, as well as
- facing hazardous conditions.

20 employees attended the seminar.

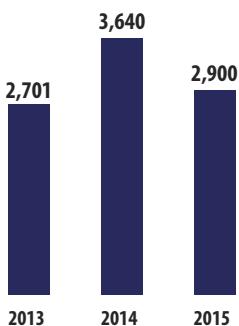
**Number of seminars
Hellenic Cables
2015**



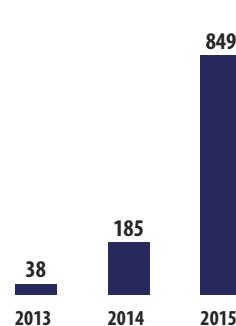
**Number of seminars
Fulgor
2015**



**Total training hours on
health and safety issues
Hellenic Cables 2015**



**Total training hours on
health and safety issues
Fulgor 2015**





6. Health and safety in our workplace

6.4 Prevention programmes and activities

The prevention programmes for health and safety are formed based on two distinct categories, health prevention and safety prevention. Following, we first present the programmes implemented for the entire Company and secondly we refer to specialised actions for Hellenic Cables and Fulgor separately.

Prevention programmes for safety

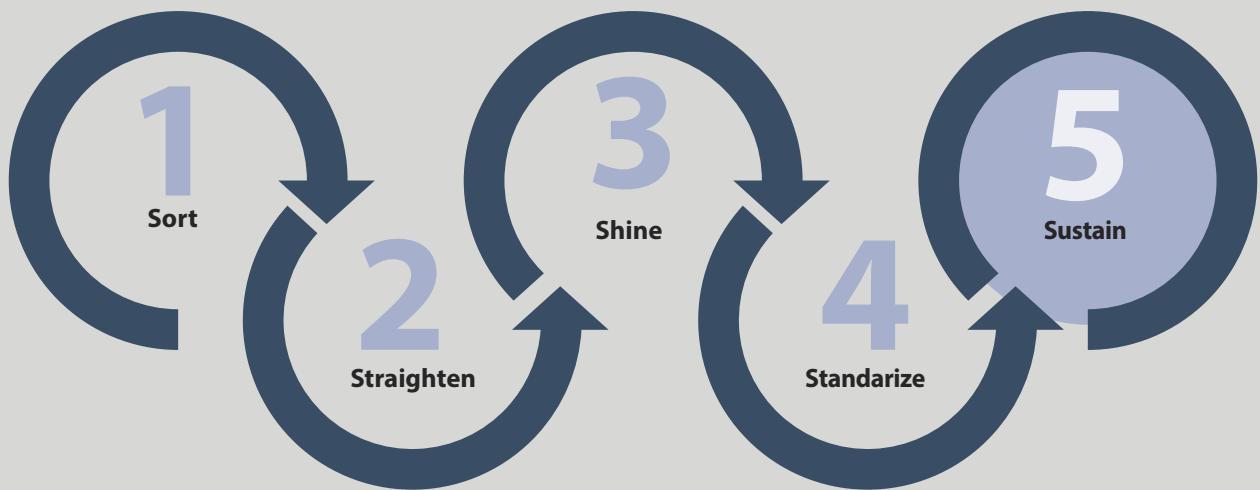
- Scheduled health and safety inspections with the aim of achieving corrective and preventive activities to prevent incidents. Safety inspections are held at the workplace and aim at recording hazardous situations or actions that could cause an injury to the employee.
- Investigation of health and safety accidents in order to detect the deeper roots, implement corrective and preventive action and avoid similar incidents in the future.
- Health and safety leaflets have been printed and distributed, along with a health and safety handbook, to all recently recruited personnel.
- Supply and use of state-of-the-art Personal Protective Equipment (PPE) according to the high standards set by the Company and the requirements of each working position.
- Emergency response exercises in order to ensure preparedness of the personnel and integrity of the equipment.



- In 2015 we completed:
 - 87 inspections on the implementation of the 5S system and the health and safety system by teams of inspectors consisting of a foreman, an engineer and machinery operators
 - 3 external inspections regarding 5S system by a specialised body, as well as
 - 1 external inspection by a specialised body (annual ISO inspection).
- In addition, 2 fire safety drills were held.
- Health and safety leaflets printed and distributed to recently hired employees.
- In 2015 we completed:
 - 91 internal inspections on health and safety conducted by the responsible inspection teams as well as
 - 24 external inspections by a specialised body
 - 1 external inspection by a specialised body (annual ISO inspection).
- Additionally, the following studies were carried out:
 - Signalling study for all the plant's premises
 - Noise study for all the plant production areas
 - Vibration study for all the plant production areas as well as for all the means of transport (forklifts)
 - Explosive atmosphere study (ATEX).
- The protective equipment of specific engines was replaced.

5S system in the Company plants

Since 2014 we have gradually started implementing the 5S system in our Company's premises. This programme supports a safe working environment -an integral part of our Company's business practices. As a result, we promote all of the system's activities and actions, since we recognise its contribution, primarily in the field of health and safety in the workplace and secondly in raising awareness for all our employees. The programme as well as the implementation rate of all its stages have been adapted to the needs of each production unit. The implementation steps of the aforementioned system, are widely known and depicted in the figure.



Stages of implementation in the plants

The 5S programme is implemented in three distinct stages, according to the Company needs, which essentially consist in three varying implementation levels relating to the goals set. We note that each implementation stage includes all the steps required by 5S.

During 2015, the second implementation stage was completed at Oinofyta plant of Hellenic Cables, while the first implementation stage was completed in Livadia plant.

In addition, the second 5S implementation stage was implemented at Fulgor's plant in Sousaki.

Results in brief

Based on the outcome of implementing the initial stages of the system in the workplace, changes that took place are fully meeting the 5S targets.

The implementation of different phases (according to the plant) as well as the steps taken irrespectively of the phase, brought about specific action needs for every plant, such as signalling, space modifications etc. In addition a non-tangible but critical and essential benefit is the positive impact of the programme in the culture of employees regarding health and safety issues.



6. Health and safety in our workplace

Prevention programmes for health

- Measuring hazardous factors in order to ensure appropriate working conditions in the workplace.
- Implementation of personal hygiene rules for all employees.
- Scheduled visits by an occupational doctor as well as visit of the occupational doctor to individuals following an accident. It is noted that according to the size of the Company plants, doctor's visits are conducted either weekly or monthly, depending on the size of the Company facility.



No occupational disease has been recorded in the Company to date.

HELLENIC CABLES S.A.
HELLENIC CABLE INDUSTRY S.A.

FULGOR
HELLENIC CABLE INDUSTRY S.A.

- Monitoring and recording employee health. In 2015, blood tests were conducted to all our employees at the compound's plant (Oinofyta).
- In 2015 we conducted measurements in all of our plants for:
 - concentration of inhalable and detectible dust in the production areas
 - chemical agents in the production areas
 - noise levels in the production area and surrounding area.
- Reorganising and updating employee medical files.
- Reorganising and updating employee medical files.
- Medical tests conducted by occupational physician (check of employee visual and acoustical acuity, heart rate, mental assessment, counselling and provision of nutrition instruction, etc.).
- Specialised blood tests.
- Specialised medical tests pertaining to specific positions (e.g. ENT doctor examination for employees exposed to heights).
- Special measurements such as:
 - dust concentration in the production area, the surrounding environment and the ambient air.
 - noise in aluminium and copper foundries.
 - heavy metals in the production and surrounding areas.

Psychosocial risk assessment (PSRA)

In addition to specialized training programmes, the Company provides its employees with the possibility of participating in prevention, update and consultation projects regarding serious diseases in general. Serious diseases are those which can seriously affect the employee, his/her family and those around them. Within this context, an assessment study for psychosocial risks (PSRA) was implemented in Fulgor in 2015. The study assessed the mental health of employees, working conditions and organisational factors entailing risks that might endanger both the organisation and the health of employees. In addition, we recorded employee opinions for the Company, their colleagues, labour relations and the working environment. The study helped formulate specific improvement proposals based on internationally accepted good practises, which are gradually implemented by the Company.



Well-being study

During 2015, in collaboration with the accredited scientific personnel of the Health Department (Hellenic Centre of Disease Control and Prevention) we studied the well-being of our employees in the Company's headquarters. In particular, the employees completed a specialized questionnaire based on their experience and estimations. The study recorded the level of well-being in the work place, employee awareness on issues related to safety in the workplace and their health in general.

6.5 Health and safety Key performance indicators

An integral part of the OHSMS and the monitoring of the implementation results are the indicators related to employee occupational health and safety in the Company. The Company has developed, monitors and assesses performance indicators, targeting for ongoing improvement. Improving indicators brings forth, among others, the effectiveness of the measures implemented as well as the programmes implemented for health and safety, while indicator analysis formulates future interventions.

Frequency and severity indicators

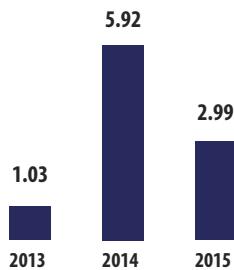
During 2015, Hellenic Cables achieved a reduction of accidents that lead to absence from work, by 50%. Overall, only three accidents occurred (only men were involved), a fact that had a positive impact on the frequency indicator, at a percentile reduction of 49%. In addition, specific incidents caused significantly lower days of absence from work. Days of absence reached a percentage of 88% and consequently led to a significant decreased in the severity indicator (89%).

Regardless of indices reduction for 2015, Hellenic Cables continued placing special emphasis on health and safety, while continuing its actions and interventions, as described in the relevant paragraph.

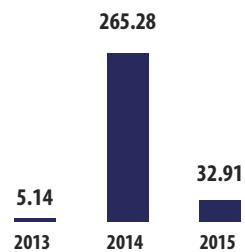


6. Health and safety in our workplace

**Injury Rate (IR)
Hellenic Cables**

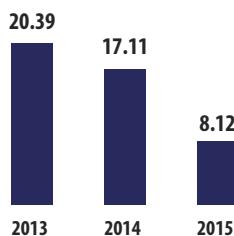


**Lost Day Rate (LDR)
Hellenic Cables**

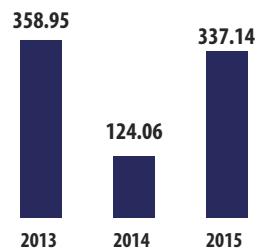


Regarding Fulgor, indices monitoring during 2015 demonstrated contradictory results. The frequency indicator was reduced by 53%, as half of the accidents resulting to absence from work took place, amounting to four accidents (in this case too, only men were involved). However, the days of absence due to accidents were increased, which affected the severity indicator. It should be noted that employees were wearing the appropriate means of individual protection. Further analysis of the accidents led us to increase training hours on health and safety issues in order to face incidents such as failure to implement guidelines for safety at work. In addition, we proceeded to further improving existing structures, as well as conducting additional audits in spots that could lead to an incident.

**Injury Rate (IR)
Fulgor**

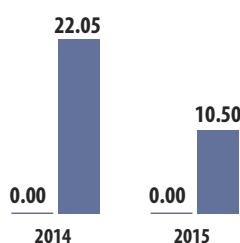


**Lost Day Rate (LDR)
Fulgor**

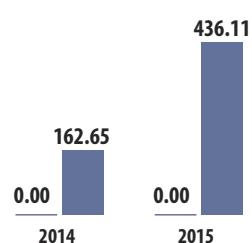


More specifically, Fulgor's KPIs on Health and Safety, per production unit:

**Injury Rate (IR)
Fulgor per unit**



**Lost Day Rate (LDR)
Fulgor per unit**



■ Submarine cables production unit ■ Foundry unit

■ Submarine cables production unit ■ Foundry unit

Number of incidents by type	Hellenic Cables		
	2013	2014	2015
Near misses	6	6	1
Incidents without days of absence (minor accidents)	8	13	23
Injuries and accidents with days of absence	1	6	3

Number of incidents by type	Fulgor		
	2013	2014	2015
Near misses	**	4	13
Submarine cables production unit	**	2	2
Foundry units	**	2	11
Incidents without days of absence (minor accidents)	0	13	7
Submarine cables production unit	**	5	4
Foundry units	**	8	3
Injuries and accidents with days of absence	10	8	4
Submarine cables production unit	**	0	0
Foundry units	**	8	4

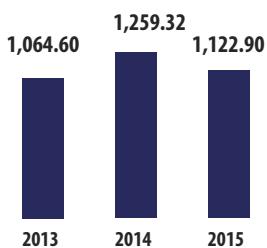
* "Minor accidents" are those requiring only first aid and not leading to missed workdays.

** Specific data about Fulgor for the period of 2013 are either not recorded, or not analyzed.

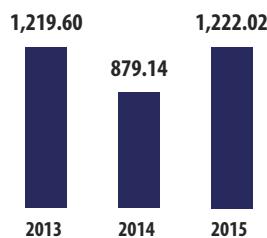
Absenteeism Rate

Regarding absences, there has been a reduction in Hellenic Cables (about 11%). Also in Fulgor there has been a reduction at absenteeism index, while this indicator is presented separately for the submarine unit.

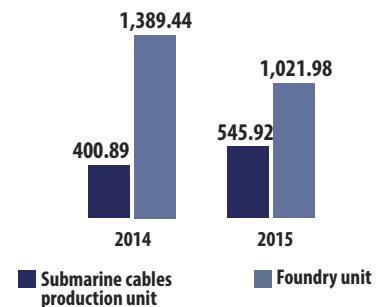
**Absenteeism Rate (AR)
Hellenic Cables**



**Absenteeism Rate (AR)
Fulgor**



**Absenteeism Rate (AR)
Fulgor per unit**





6. Health and safety in our workplace



The calculation of the indicators is based on the following:

Total hours worked M/H (Man hours)	2013	2014	2015
Hellenic Cables	973,149,00	1,014,036	1,002,758
Fulgor	490,324	430,657	492,373

* For the calculation of lost days, (a) for injuries the counting begins from the next day of the incident and (b) for diseases, the days count as the number provided from insurance agency.

$$\text{Injury Rate (IR)} = \frac{\text{Total number of injuries}}{\text{Total manhours worked}} \cdot 10^6$$

$$\text{Absenteeism Rate (AR)} = \frac{\text{Total number of lost days due other reasons (not accidents)}}{\text{Total days worked}} \cdot 10^6$$

$$\text{Lost Day Rate (LDR)} = \frac{\text{Total number of lost days due to accident}}{\text{Total manhours worked}} \cdot 10^6$$

Targets 2015	Achieved	Reference
Hellenic Cables		
Increase of internal audits by 5%.		See § Safety prevention programmes 87 internal audits were held (approximately 10% more than 2014).
Implementation of the 5S programme in the Livadia plant.		See § 5S system in the Company plants.
Reduction of the severity indicator by 10%.		See 6.5 Monitoring health and safety indicators, § Frequency and severity indicators The severity indicator was reduced by 89%
Fulgor		
Increase of internal audits by 10%.		See § Safety prevention programmes The relevant audit teams conducted 91 internal audits for health and safety (400% more than 2014) and a specialised body in health and safety issues conducted 24 external audits (50% more than 2014).
Increase in record-keeping of near misses by 10%.		See § Number of incidents per type. 75% more near misses were recorded.
Creation of five (5) new work safety procedures		We created five new specialized work guidelines: 1. HSF.17 BWE Operator 2. HSF.16 Lifting platform operator 3. HSF.15 Premises guard 4. HSF.14 Order and Cleanliness 5. HSF.13 Safe loading guideline
Targets 2016		
Hellenic Cables		
Implementation of the third 5S level at Oinofyta plant and the second level in Livadia plant.		
Carry out blood tests for all our employees at the plants of Oinofyta and Livadia, in collaboration with an accredited laboratory.		
Review the study for the Occupational Risk Assessment (ORA) (Thiva plant).		
Increase the hours of work by 5% in our Thiva plant.		
Fulgor		
Create five new safety at work guidelines, create one new procedure and review three procedures.		
Increase internal health and safety inspections by 10%.		
Increase training hours by 5%.		



7. Our environmental approach

The Company operates responsibly, constantly protecting and safeguarding the environment and its resources.

Material issues

- Waste management
- Energy use and Greenhouse Gas (GHG) emissions
- Rational use of raw materials
- Investments on improving environmental performance



Interconnecting the Cyclades- benefits.

The interconnection of the Cyclades aims at establishing trustworthy and sufficient electrical energy supply to the islands of Syros, Paros, Tinos, Mykonos and Naxos for the next 30-40 years, through interconnecting to the continental High Voltage Transmission Grid.

Interconnecting the Cyclades to the Hellenic Power Transmission System, will contribute essentially in the development of islands and will ensure the best environmental and financial terms for local Societies, while at the same time it will be beneficial to Greek electric power consumers, by reducing their utility expenditures.

The Cyclades interconnection ensures:

- Adequate and trustworthy provision of electrical power in the islands of Syros, Paros, Naxos and Mykonos.
- Improved quality of the energy provided.
- Improved environmental conditions in the islands, as the independent production stations were either cancelled or placed in cold standby.

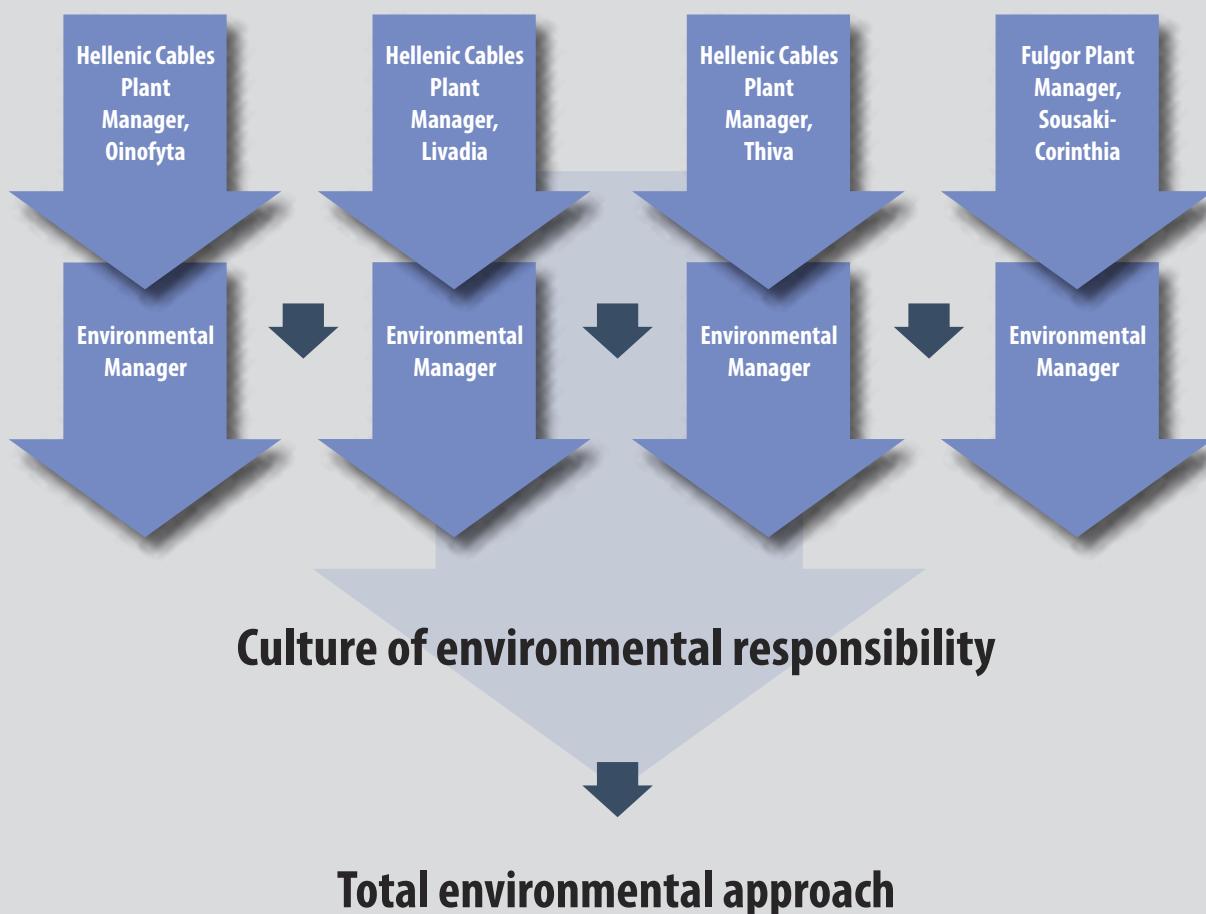


7. Our environmental approach

Our commitment

Our continuous goal is the responsible financial growth of the Company, primarily aiming at reducing our environmental footprint. In particular, due to the nature of our activities, we operate with the aim of saving energy, limiting the use of natural sources and reducing our environmental footprint as much as possible.

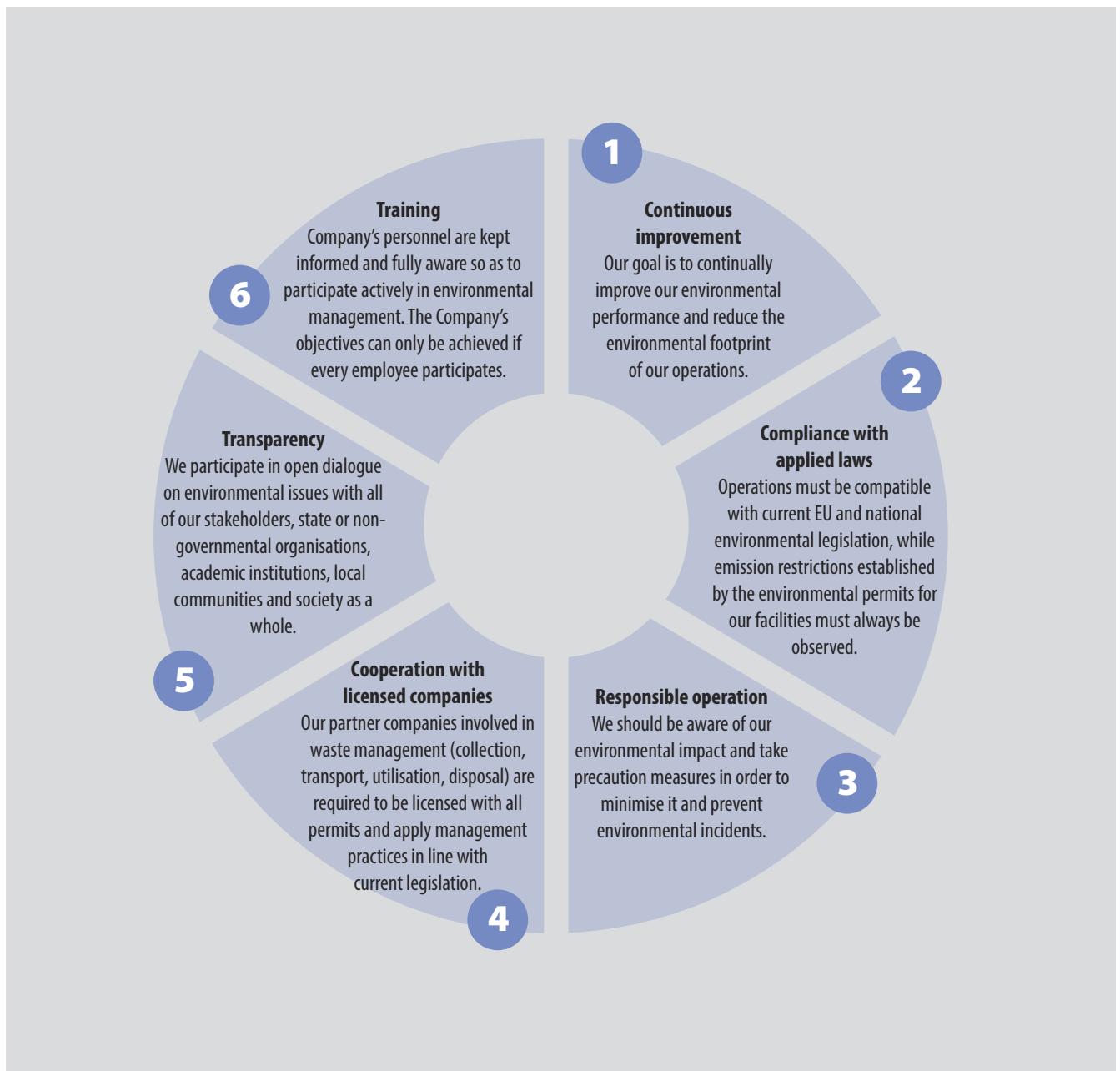
Each production unit of the Company has appointed an executive person responsible for environmental issues (environmental manager). Each Environmental Manager is charged with the organisation and provision of guidelines to all the employees, complying with the environmental policy as well as monitoring performance based on the strategic goals set by the Company, which are included in the Environmental Management System implemented.



7.1 Environmental Policy and environmental protection cost

The Company manages environmental issues as an integral part of its operating policy. At the same time, it has designed and implemented in all its plants an Integrated Environmental Management System, monitored and certified according to the specifications of the international standard ISO 14001:2004.

The Company's environmental policy principles are the following:



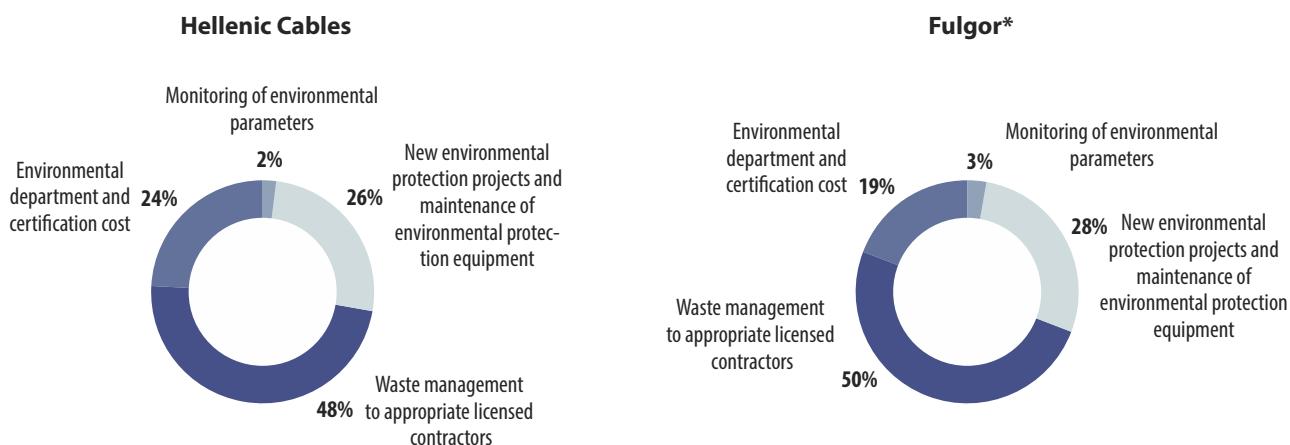


7. Our environmental approach

Environmental investments

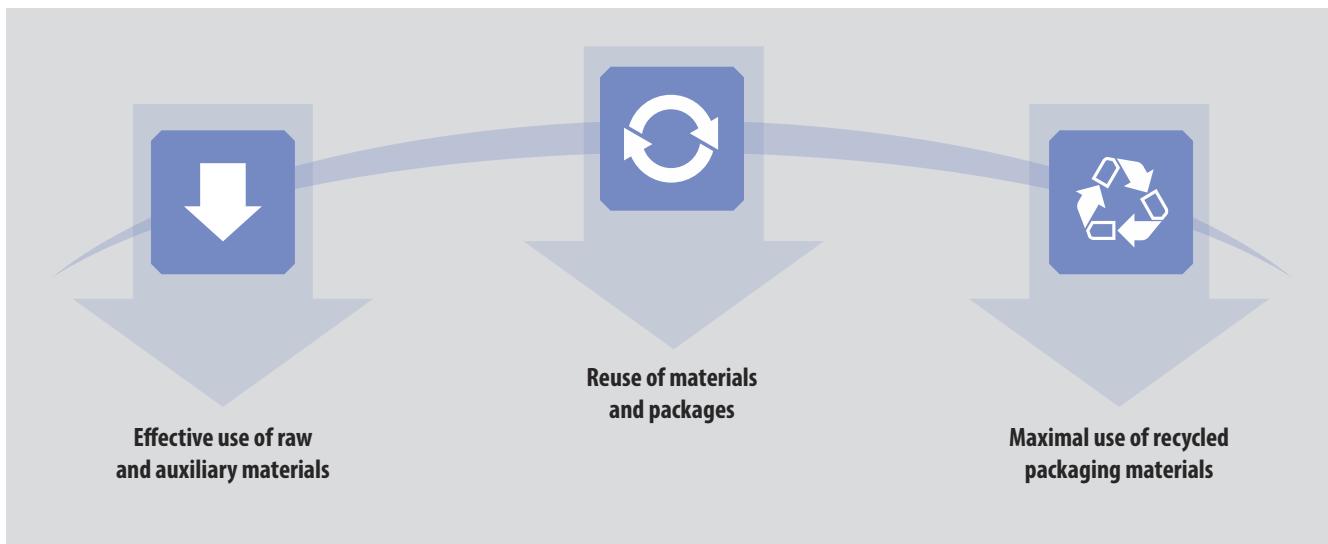
Our effort to reduce our environmental footprint and update the Environmental Management System is reflected in the expenditures recorded for each year. In 2015, environmental expenditure related to the environment amounted to EUR 318,451 in Hellenic Cables and EUR 271,878 in Fulgor, further reinforcing the Company's ability to successfully face any environmental challenge that may come about.

Environmental protection expenditures for 2015 (amounts in euro)



7.2 Raw and secondary materials

The Company's initiatives regarding the use of natural resources and raw material it uses during the production of its products are based on three main axes: Reduce, reuse, recycle.



At the same time, the Company procures and uses environmental friendly raw and secondary materials, wherever possible. In this way and in combination with the available technology, it sets the base for more environmentally-friendly products.



Reduce, reuse and recycling

The Company's concentrated efforts are focused in using in a sustainable way renewable and non-renewable raw and auxiliary materials during the production and distribution of its products. As a result of its efforts, it sees to recycle aluminium and copper, which are the main raw materials for cable production, thus reducing its requirements in raw material.

In addition, aiming to reduce the use of timber, the Company systematically reuses pallets and drums (wooden packaging for the safe carrying of cables) as well as reels (plastic packages for enamelled wires), making sure to retrieve them from domestic market customers.



7. Our environmental approach

Use of raw and auxiliary materials

Hellenic Cables

Materials (tn)	2013	2014	2015
Metals (Cu, Al, Fe) (tn)	25,885	32,222	38,599
Insulating materials (PVC, XPLE, LSF) (tn)	5,591	8,344	11,895
Plasticizers (tn)	1,582	1,389	1,962
Fillers (tn)	3,796	4,230	5,470
Paint	0.15	0.09	0.03
Volatile organic compounds (VOCs)	17.16	13.76	15.58
Packaging materials	6,045	7,005	9,061

Fulgor

Materials (tn)	2013	2014	2015
Cables manufacture unit			
Metals (Cu, Al, Fe, Pb) (tn)	8,112	8,783	10,263
Insulating materials (PVC) (tn)	3,638	1,055	2,302
Packaging materials	4,008	4,923	2,077
Oxygen (m ³)	1,851	2,204	471
Nitrogen (tn)	203	215	382
Aluminium rod manufacture unit			
Metals (Al) (tn)	4,517	7,014	9,108
Metal Scrap from cables (tn)	399	380	1,250
Copper rod manufacture unit			
Metals (Cu) (tn)	29,556	29,510	30,181
Metal Scrap from cables (tn)	1,093	295	1,611
Oxygen (m ³)	353	631	719

In 2015, 25% of the total packaging materials used by Hellenic Cables, were reused.

Hellenic Cables

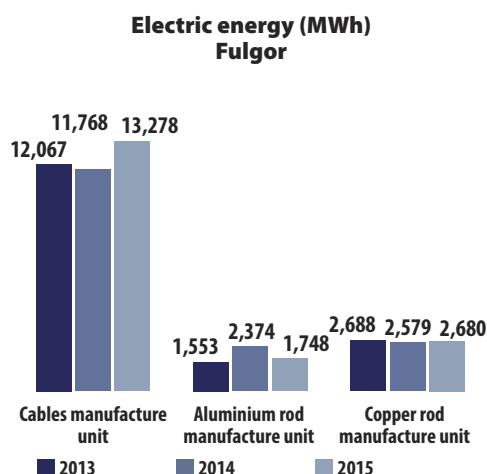
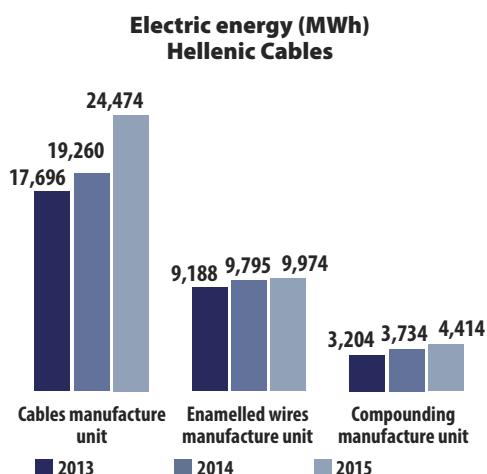
Packaging materials (tn)	Total use of materials	Recycled materials	% of recycled materials by type
Timber	8,920	2,284.6	25.6%
Other packaging materials (paper, plastic etc)	142	0.0	0%
Total	9,062	2,284.6	25.2%

7.3 Environmental key performance indicators

The Company has developed specific indicators to monitor its performance in environmental issues, the most significant ones being connected to the consumption of electrical and thermal energy (overall and special per product ton or production unit), direct or indirect carbon dioxide emissions (overall and specific prices per ton of product and production unit), the use of water and overall waste monitoring and management. In this way, the company successfully monitors the impacts of its activity and proceeds to actions, seeing to the protection of the environment.

Electrical and thermal energy consumption

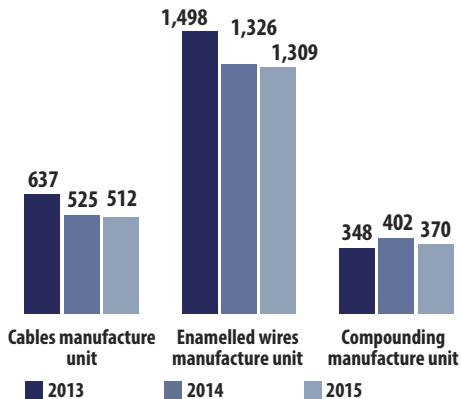
The Company uses electrical energy as a main source of energy. In addition it uses fossil fuels, mainly LPG and Diesel.



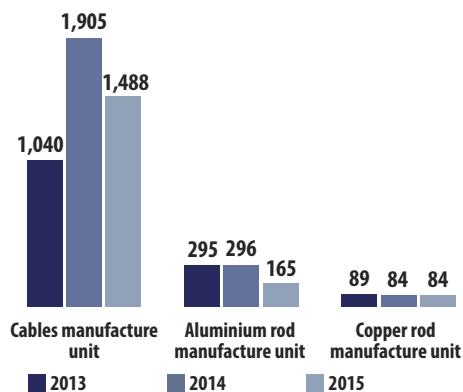


7. Our environmental approach

Specific electric energy consumption (KWh/product tn) Hellenic Cables



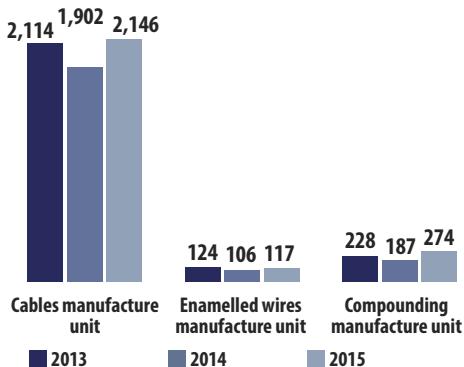
Specific electric energy consumption (KWh/product tn) Fulgor



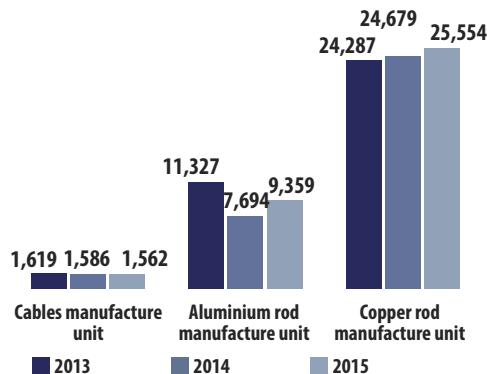
Electrical energy consumption during 2015 rose to a total of 38,862 MWh for all Hellenic Cables production units presenting a small increase compared to the 2014 consumption. Fulgor also presented a minor increase in its overall electric energy consumption with 17,706 MWh compared to the 16,721 MWh in 2014.

During 2015, the Company also replaced luminaries both in the offices and around its premises with LED lights, aiming at a significant reduction of its energy consumption from 50% to 75%.

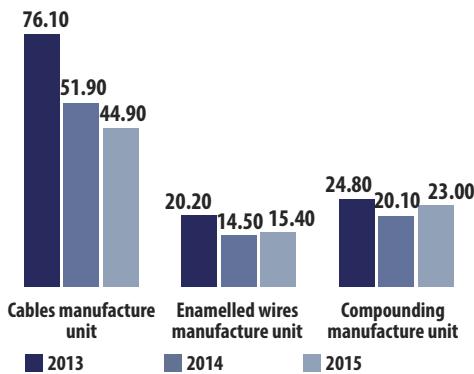
Thermal energy (MWh) Hellenic Cables



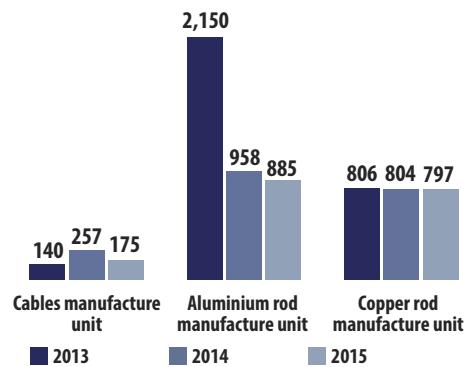
Thermal energy (MWh) Fulgor



Specific thermal energy consumption (KWh/product tn) Hellenic Cables



Specific thermal energy consumption (KWh/product tn) Fulgor



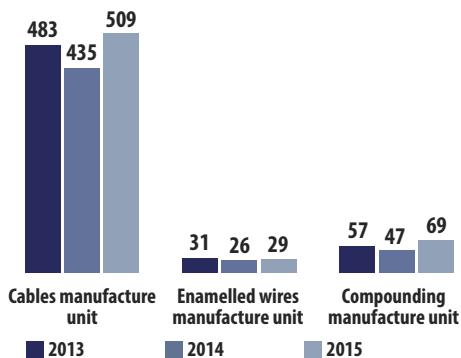
Thermal energy consumption during 2015 at Hellenic Cables was 2,537 MWh, presenting a minor increase compared to 2014, while at Fulgor was 36,475 MWh again marking a small increase compared to 2014.

Carbon dioxide emissions

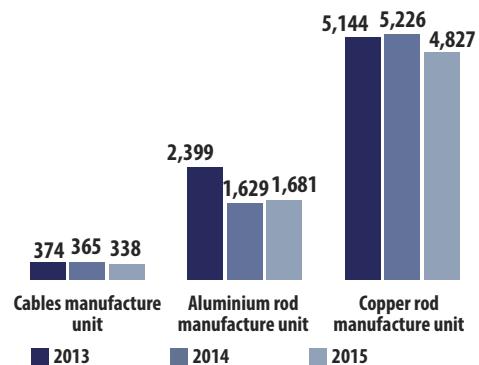
The Company complies with current legislation regarding caps for air emissions deriving from its operation and makes every possible effort to reduce them.

Hellenic Cables' direct carbon dioxide emissions (CO₂) were to 607 tn marking a 19% increase, while at Fulgor, were 6,846 tn presenting a 5% reduction compared to the 7,220 tn of 2014.

Direct emissions CO₂ (tn) Hellenic Cables



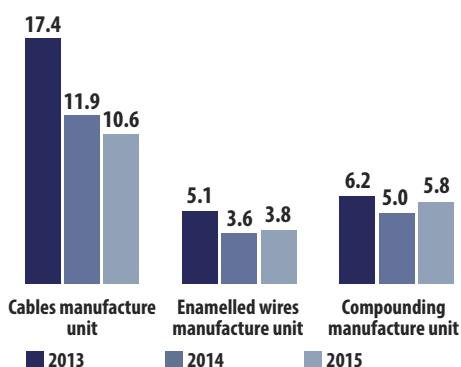
Direct emissions CO₂ (tn) Fulgor



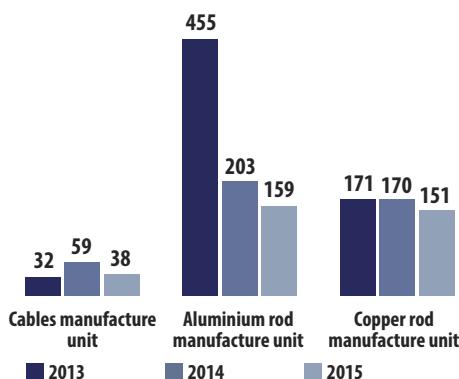


7. Our environmental approach

Specific direct emissions CO₂
(kg CO₂/tn of product) Hellenic Cables



Specific direct emissions CO₂
(kg CO₂/tn of product) Fulgor



The quantity of immediate emissions is calculated based on gas consumption during production and petrol consumption for heating and the circulation of hoisting machinery.

Factor 0.65 Kg CO₂/KWh was used to calculate CO₂ emissions for 2015.

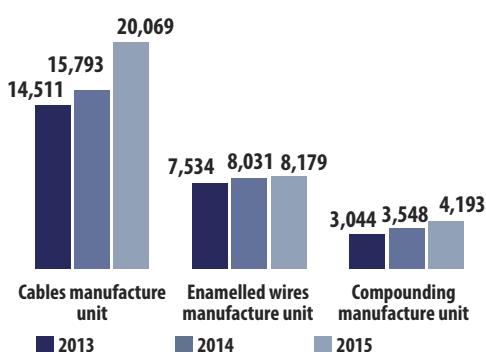
Factor 0.82Kg CO₂/KWh was used to calculate CO₂ emissions for 2014

Factor 0.82Kg CO₂/KWh was used to calculate CO₂ emissions for 2013 (revised)

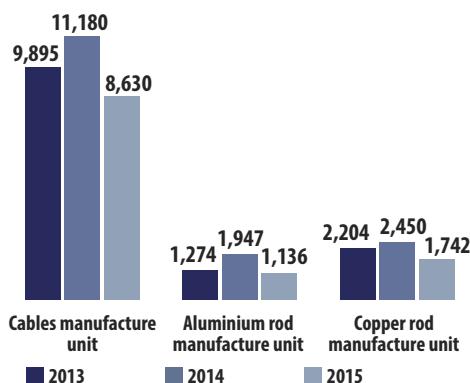
For emissions from transportation, the methodology implemented is based on the GHG protocol of the World Resources Institute.

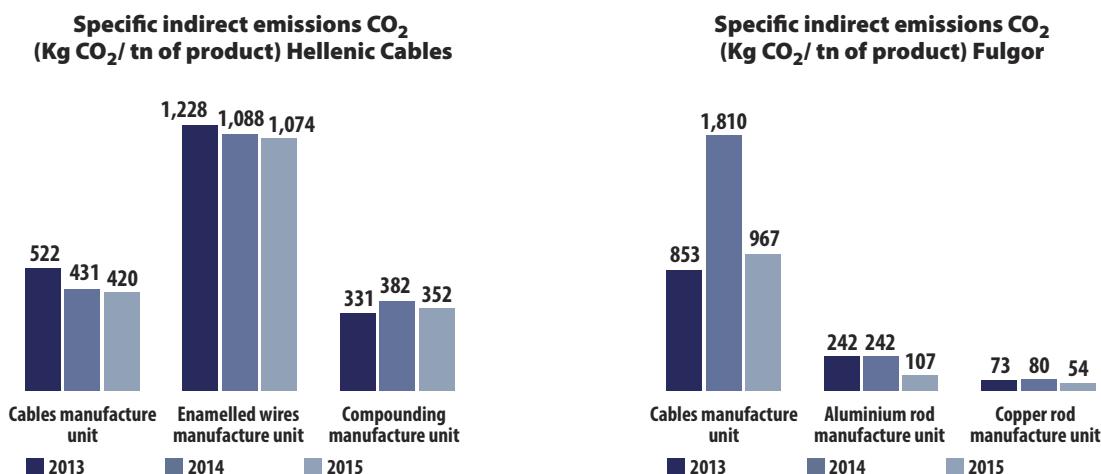
Respectively, Hellenic Cables' indirect emissions were 32.441 tn marking a 18% increase, while at Fulgor, were 11.508 tn presenting a 26% reduction compared to the 15.577 tn of 2014. Increase in specific indirect emissions is due to the trials conducted for the upcoming production procedure.

Indirect emissions CO₂ (tn)
Hellenic Cables



Indirect emissions CO₂ (tn)
Fulgor



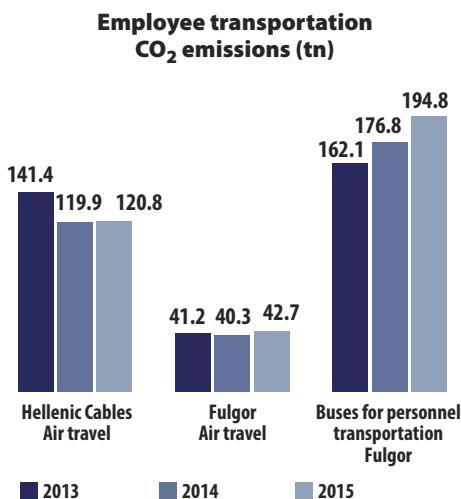


Carbon dioxide emissions from transportation

The use of means of transportation to cover Company's needs concerning final products, raw and auxiliary materials, as well as employees transportation, contributes in the production of carbon dioxide emissions. Aiming to reduce those emissions, the Company chooses the use of means of transport, which are friendlier to the environment. Since the majority of Company employees derives from the local communities, employee transportations from and to the plants kept to a minimum, hence the emissions produced are very limited. Furthermore, the Company:

- provides the opportunity to transfer employees with company means (buses etc)
- uses video conference technology in order to minimise transports to the premises of the customers, when possible. In addition, video conferences are also held between Company executives in different Company plants as well as in the Headquarters.

Indirect CO₂ emissions resulting from business-related air travel within 2015, amounted to 120.8 and 42.7 tn CO₂ (for Hellenic Cables and Fulgor respectively). Carbon dioxide emissions from buses transferring Fulgor employees to its premises at Sousaki, Corinth amounted to 194.8 tn CO₂ for 2015.





7. Our environmental approach

Nitrogen oxide emissions

Nitrogen oxide emissions derive from fossil fuel combustion for thermal energy production (Diesel and LPG). Relevant emissions presented an increase for 2015 in all of Hellenic Cables' plants, when Fulgor plant marked a significant reduction in nitrogen oxide emissions, since there was a switch of fuel to natural gas. It should be noted that the quantity of NOx is calculated based on gas and diesel consumption.

Hellenic Cables

Nitrogen oxides	2013	2014	2015
Cables manufacturing unit			
Direct emissions NOx (kg)	610	546	573
Specific direct emissions NOx (kg/tn of product)	0.020	0.010	0.010
Enamelled wires manufacturing unit			
Direct emissions NOx (kg)	29	25	28
Direct emissions VOCs (tn)	18.72	20.85	23.34
Specific direct emissions NOx (kg/tn of product)	0.005	0.003	0.004
Specific direct emissions VOCs (kg/tn of product)	3.050	2.820	3.060
Compounding manufacturing unit			
Direct emissions NOx (kg)	54	44	65
Specific direct emissions NOx (kg/tn of product)	0.006	0.005	0.005

Fulgor

Nitrogen oxides	2013	2014	2015
Cables manufacturing unit			
Direct emissions NOx (kg)	457	451	202
Specific direct emissions NOx (kg/tn of product)	0.039	0.073	0.022
Aluminium rod manufacturing unit			
Direct emissions NOx (kg)	3,727	2,531	44
Specific direct emissions NOx (kg/tn of product)	0.7	0.3	0.004
Copper rod manufacturing unit			
Direct emissions NOx (kg)	7,987	8,102	2,477
Specific direct emissions NOx (kg/tn of product)	0.3	0.3	0.1

Water usage

The Company is well aware of the critical importance of water as a natural resource, and emphasises on its reasonable use and restricted consumption to the minimum necessary level. The water used at Thiva plant comes from licensed drilling and/or Sewer Municipal Company (DEYATH), while the water used in Livadia and Oinofyta comes from licensed drilling and Athens Water Supply and Sewerage Company (EYDAP) respectively. It should be noted that recycled water quantities have not been recorded yet, however they shall be recorded once the biological treatment system is implemented, within 2016 at Thiva plant. For Fulgor, the water used derives from licensed drilling or the sea. Fulgor's established practice is to improve the use of water and the reuse of sea water, as a means of refrigeration.

Hellenic Cables

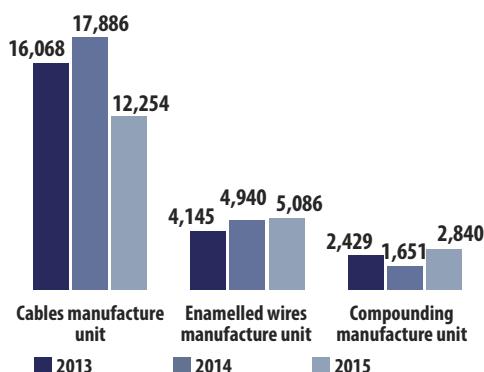
Water consumption per source (m ³)	2013	2014	2015
Licensed drilling	20,213	22,826	19,580
EYDAP/ DEYATH water supply networks	2,429	1,651	600
Total	22,642	24,477	20,180



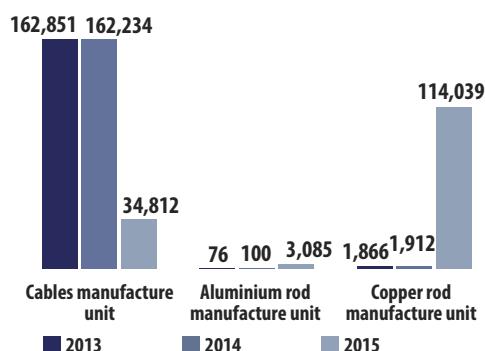


7. Our environmental approach

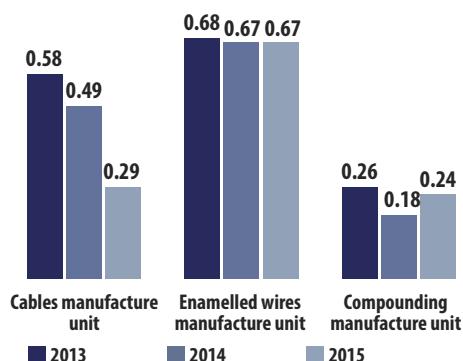
**Water usage (m³)
Hellenic Cables**



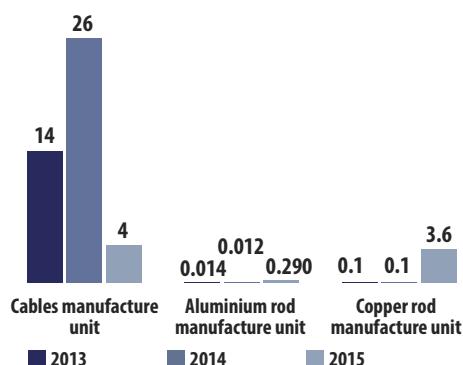
**Water usage (m³)
Fulgor**



**Specific water usage (m³ / tn of product)
Hellenic Cables**



**Specific water usage (m³ / tn of product)
Fulgor**



The quantity of water saved in 2015 through the water recycling system installed at the Factory's Polymer Laboratory, amounts to 312 m³.

7.4 Waste management

Responsible collection, management and recovery of the Company's waste is a significant element of its environmental policy. All our waste is managed according to the applied laws and regulations. In addition, the Company collaborates with specific companies for waste management issues (collection, transfer, recovery and disposal). The said companies hold all the necessary permits and follow management practices in line with current legislation. In addition, it collaborates with all approved alternative waste management systems.

Hellenic Cables

Waste	Waste management method	Quantities in kg		
		2013	2014	2015
Metals	Recycling	1,582,697	1,650,085	2,066,043
Cables	Recycling	587,000	1,102,001	837,360
Plastic	Recycling	731,060	667,810	808,046
Paper - timber - tyres	Recycling	907,785	1,218,900	1,268,990
Electrical & electronic equipment waste	Recycling	1,970	9,357	3,610
Urban waste	Landfill sites	9,655	24,920	12,976
Production oils	Recycling	14,900	515	77,270
Emulsions	Energy generation	87,200	62,615	238,845
Varnishes	Energy generation	0	19,110	0
Lead-acid battery	Recycling	940	0	7,210
Byproducts from the cross linking process	Disposal	6,020	13,280	18,450
Contaminated absorbents	Energy generation	1,580	1,660	1,410
Transformers PCB's	Disposal	3,280	0	0
Laboratory waste	Disposal	600	110	420
Contaminated packaging	Διάθεση	1,090	150	1,360
Contaminated soil	Disposal	1,520	0	0
Total		3,937,297	4,776,143	5,342,860

In 2015, Hellenic Cables recycled 93% of its waste.



7. Our environmental approach

Fulgor

Waste	Waste management method	Quantities in kg		
		2013	2014	2015
Cables manufacture unit				
Lead oxide waste and Pb batteries	Recycling	18,550	2,330	28,820
Emulsions	Energy generation	15,486	57,020	127,230
Contaminated absorbents and filters	Energy generation	0	0	5,960
Oil waste	Recycling	12,350	7,170	3,410
Recycled materials (plastic, paper, tyres, etc)	Recycling	34,580	19,540	39,000
Non ferrous recycleable metals	Recycling	482,690	90,090	273,310
Recycleable ferrous metal	Recycling	1,046,380	184,980	291,660
Timber	Recycling	428,680	122,960	116,510
Plastic	Recycling	347,540	385,060	292,440
Electrical & electronic equipment waste	Recycling	22,840	16,390	13,900
Waste	Landfill sites	259,070	200,000	123,170
Cables manufacture unit total waste		2,668,166	1,085,540	1,315,410
Aluminium rod manufacture unit				
Emulsions	Energy generation	61,944	65,300	57,780
Oil waste	Recycling	1,320	0	2,800
Slags (al)	Recycling	170,500	132,480	196,120
Aluminium rod manufacture unit total waste		233,764	197,780	256,700
Copper rod manufacture unit				
Emulsions	Energy generation	468,040	755,660	863,000
Contaminated absorbents and filters	Energy generation	0	0	260
Slags	Recycling	29,484	0	53,580
Flake	Recycling	45,927	13,440	43,850
Other recycled materials	Recycling	83,330	107,500	67,780
Waste	Landfill sites	5,990	2,000	5,200
Copper rod manufacture unit total waste		632,771	878,600	1,033,670

During the cable production process at the plant, mainly small solid cable scraps are left behind, which are separated into base materials and returned to recycling companies. For example, PE is recycled, while the remaining materials are turned over to properly licensed waste management companies.

Within 2015, 55% of Fulgor's waste was recycled.

Targets 2015	Achievement	Report
Fulgor		
Upgrade the plant's biological treatment.		Due to other priorities the project has been transferred to 2016.
Reduction of air emissions in the aluminium rod unit by 2%.		See unit "7.3 Environmental indicators" § Carbon dioxide emissions.
Targets 2016		
Hellenic Cables		
Thiva plant water bio-treatment system installation.		
Energy upgrade at the compounding manufacturing unit.		
Fulgor		
Reduction of air emissions of the aluminium rod production unit by 2%.		
Reduction of air emissions of the copper rod production unit by 2%.		
Reduction of the copper foundry's emulsion quantity by 5%.		



8. Our contribution to society

Hellenic Cables remains committed to offer to the people, the Greek economy and society as a whole.

Material issues

- Supporting local communities' activities
- Selecting local suppliers
- Bolstering local employment

Corporate social responsibility & sustainable development policy (*extract*)

Local communities

The Company designs and implements actions to meet the fundamental needs of society in terms of employment, development, education, health, environment, social welfare and culture. It encourages volunteerism and supports initiatives, in order to develop the local communities, in which it operates.

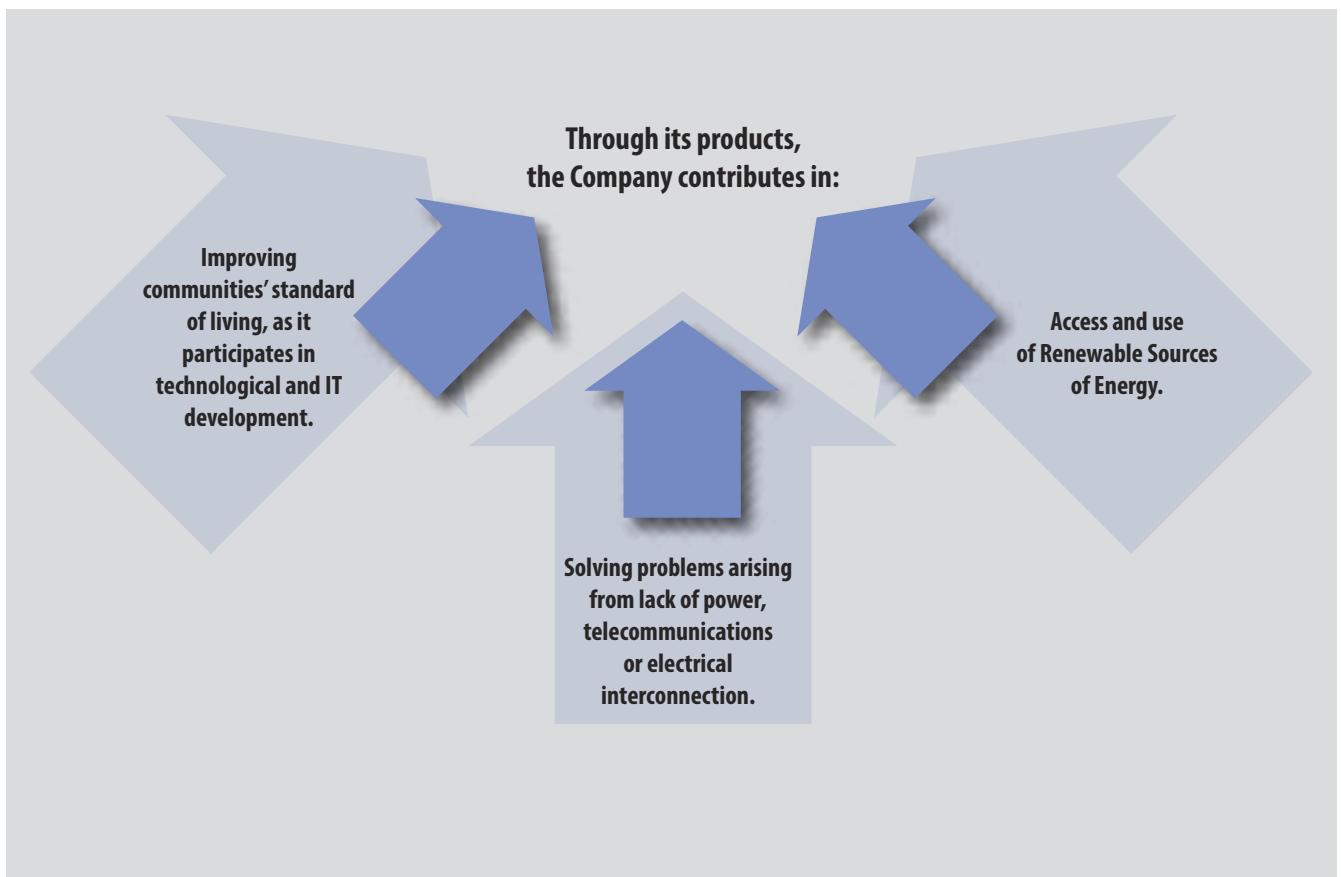
In respect of all the above key issues concerning Hellenic Cables and its subsidiaries, we set targets of Corporate Social Responsibility and Sustainable Development, which are annually assessed for their effectiveness and revised when deemed necessary. The relevant policy, the results of Hellenic Cables performance as regards issues of Corporate Social Responsibility, as well as the implementation of programmes and achieving the objectives set, are disclosed, on an annual basis, in order to keep all stakeholders informed. The opinions and view of the stakeholders are taken into account under an annually-held Management review of all the above issues.



8. Our contribution to society

The Company has recognised that the course toward Sustainable Development is directly connected to the creation of value both for its shareholders and for society as a whole. Within this context, business activities assume a social dimension and the Company implements actions responding to the main needs of social communities. Along with the actions implemented for the local communities, the Company contributes in the society's well-being and development, through the products it produces. Particularly over the last two decades, society has undergone a number of changes on a broader level due to advancements in technology and IT. Since the cable production constitutes a key pillar of growth in the Information and Communications Technology (ICT) sector and in the area of Renewable Energy Sources (RES), the Company has acknowledged its product and social responsibility in these areas.

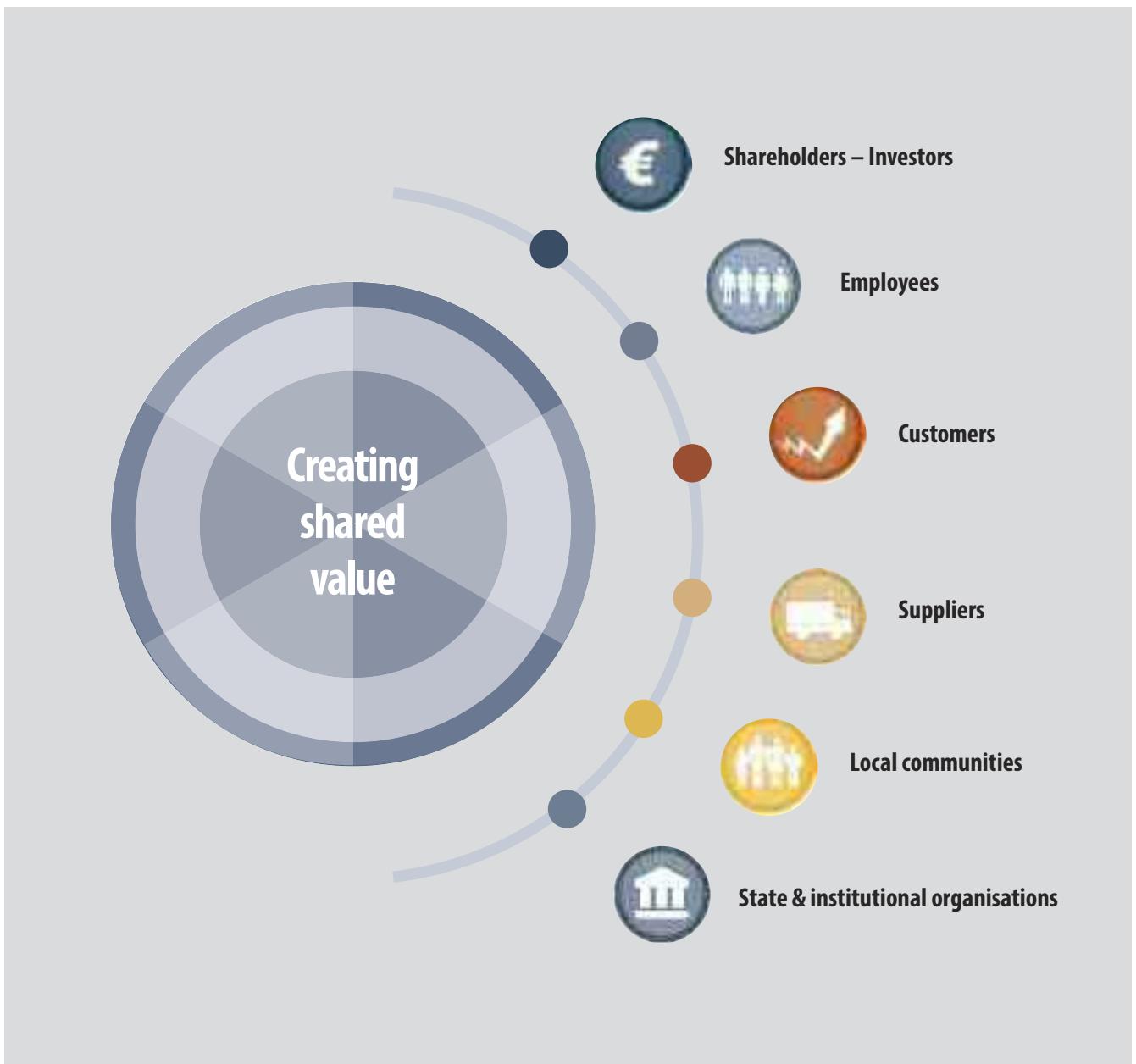
Specifically, the Company's products offer the possibility of immediate access to all the forms of electrical energy, telecommunications, as well as data transfer, making daily life easier.



Our products help to create shared value in many aspects of social activities.

8.1 Creating shared value and social product

The humanitarian and financial crisis both at a local and national level, lead the Company to undertake a more active social role, with the aim of returning added value to society through essential contributions to its financial and social development. In this context, Hellenic Cables connects responsible operation with the social product, as this reflects the added value created and concerns all Company stakeholders.



Each year the Company implements various investments, thus significantly contributing in increasing national resources and public expenses. In addition, a significant pillar of the Company's social contribution is the creation of new jobs and investment in training and development of its human resources. More specifically, the social product of the last two years is analysed as follows:



8. Our contribution to society

Social product (in million EUR)	2014		2015	
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor
Employee salaries (gross earnings)	11.3	4.9	11.1	5.2
Insurance contributions (including private insurance)	3.0	1.4	3.1	1.4
Other employee benefits	1.1	0.5	0.9	0.5
Compensations (dismissals / retirements)	0.1	0.2	0.3	0.1
Payments to capital providers	13.6	6.7	16.3	8.4
Taxes paid	0.9	0.4	1.2	0.3
Total investments	4.1	23.4	3.8	5.2
Payments to domestic suppliers (incl. VAT)	101.4	75.8	170.0	107.0
Payments to international suppliers	173.5	80.9	166.2	84.3
Total	308.88	194.09	372.95	212.37

8.2 Supporting local communities

Through a variety of actions, the Company contributes to the prosperity of the communities that surround it. The axes of support for local communities involve the following:

1. **Supporting local employment.** The Company creates jobs in the local labour market, supporting local employment and combating unemployment.
2. **Supporting local economy.** The Company chooses to work with suppliers and contractors from the local community, provided they meet the appropriate conditions and requirements.
3. **Developing social actions.** The Company strengthens its relationship with the local communities on a daily basis, through developing social actions in the fields of education, sports and the health of vulnerable groups.
4. **Volunteering.** Offering to our fellow citizens is one of the key components of our Company culture.

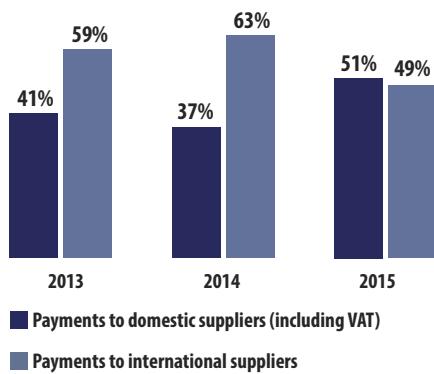


Supporting the local economy

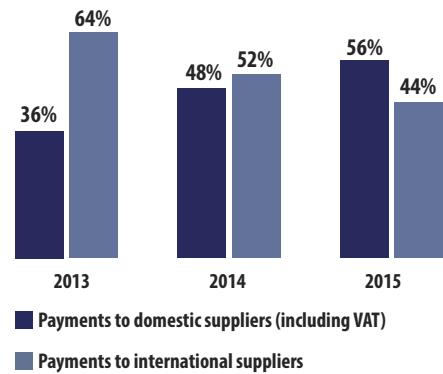
The type of production the Company is involved in, requires the use of raw and secondary material, which are mainly produced in countries abroad. Within this context, during 2015, the percentage of our suppliers from abroad remained high. However, the Company makes an effort to procure as many products and services as possible from local suppliers and contractors.

For yet another year, in 2015, the Company procured metallic rotors for cable packaging from a supplier active in the area of Thiva, Viotia. Each effort towards this direction is assessed positively by the Company as it reduces the costs of transfer and commission and contributes in developing the local society.

Purchases from suppliers based on origin (in %) Hellenic Cables



Purchases from suppliers based on origin (in %) Fulgor



In 2015, Hellenic Cables and Fulgor procurement percentages from local suppliers, exceeded those of suppliers from abroad.





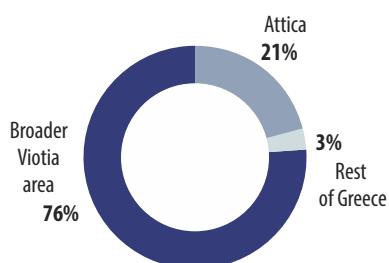
8. Our contribution to society

Supporting local employment

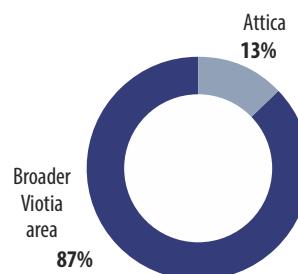
Hellenic Cables actively supports local communities, since in the current and unsteady financial environment they are greatly affected by unemployment. Within this context, the Company hires employees from cities and communities in the regions in which it operates (Thiva, Livadia, Oinofyta Viotia).

Hellenic Cables employs a total of 418 employees, 79% of whom come from local communities.

Distribution of human resources by geographical region of origin Hellenic Cables



Distribution of human resources by geographical region of origin Fulgor



Fulgor employs a total of 235 employees, 87% of whom derive from the wider area of Corinth, as its plant is located at Sousaki, Corinth.

Developing social actions

Local communities and the daily problems they are facing, are one of the Company's priorities, as most of its production units operate locally. In addition, taking into consideration the adverse financial situation of our country, we aim at implementing social contribution and solidarity actions for local communities and vulnerable groups.

In 2015, the Company supported and provided financial aid to the following, among others:

- Vrilissia 1st Public School
- Kalochoi 1st Public School
- "Phoebus" handball team of the Municipality of Sykies
- Pan-european Association of Disabled Individuals and Individuals with special needs "Synergasia- Dimiourgia".
- Hellenic – African Chamber of Commerce and Development

In addition, each year, the Company provides materials, such as cables and UTP conductors to cover the needs of local societies, which are recorded following communication with its representatives. Indicatively, we mention that, in 2015, Hellenic Cables offered 270 metres of cable to contribute in the re-operation of the football court at the local community of Pyli and 400 metres of cable for the electrification of a small church of the Holy Metropolis of Fthiotida.

The Company focuses on the needs of local communities where it operates, and supports social actions with positive impact.

Hellenic Cables actively supports the field of education and professional training of sector experts, while seeing to young peoples' vocational guidance. During 2015, the Company undertook the following initiatives to this direction:

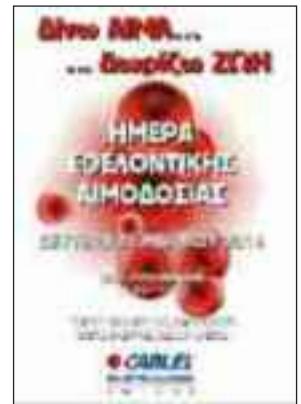
- Educational tour at its Thiva plant for 47 electricians of the Panhellenic Association of Electricians, during which they were presented with products and the plant's production premises, as well as the quality control procedure.
- Educational tour at the Thiva production plant to students of the NTUA Department of Mining and Metallurgy, by the plant's engineer in charge.

Volunteering

Volunteering is inextricably connected to selfless assistance to our fellow humans in need. As it is part of our employee culture, the Company has established the following volunteering activities, encouraging employees to actively participate.

Blood donation

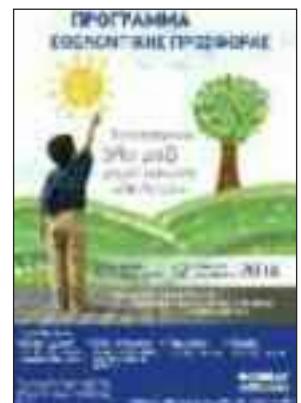
Being aware of the fact that voluntary blood donation contributes in developing volunteer activities and is one of its most significant aspects, Hellenic Cables has maintained a blood bank since 2009 to cover the needs of its employees and their families. For yet another year, in 2015 we held a blood donation event, in which 60 Company employees participated, producing 25 blood units.



In addition, in 2015 7 units of blood were provided to help people in need.

Voluntary contribution program "We work together for a society of solidarity"

For the seventh consecutive year, Hellenic Cables collaborated with the Holy Diocese of Livadia to stage the "We work together for a society of solidarity" action in December 2015. The program aimed at collecting essential items (food, clothing and toys) for destitute families and institutions in the area of Viotia. All Company employees were actively involved and responded positively for another year.



Targets 2015	Achievement	Report
Educational day trips from schools in the local communities to the plants of Thiva and Corinth.		The goal was transferred to 2016.



Global Compact and GRI-G4 linkage table

The following table presents the linkage between the GRI-G4 indicators covered in the Report and the correspondence to the Global Compact's 10 Principles.

Area	Global Compact Principles	GRI-G4 indicators
Human rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	G4-EC5, G4-11, G4-LA5 to G4-LA8, G4-LA12, G4-LA13
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	G4-HR1 to G4-HR12
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	G4-11, G4-LA4, G4-HR1, G4-HR2, G4-HR4, G4-HR10
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	G4-HR1, G4-HR2, G4-HR6, G4-HR10
	Principle 5: Businesses should uphold the effective abolition of child labour.	G4-HR1, G4-HR2, G4-HR5, G4-HR10
	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	G4-EC6, G4-LA1, G4-LA12, G4-LA13, G4-LA15, G4-HR1, G4-HR2, G4-HR3, G4-HR10
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	G4-EC2, G4-EN19, G4-EN27, G4-EN31
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	G4-EN1 to G4-EN34, G4-PR3, G4-PR4
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	G4-EN2, G4-EN6, G4-EN7, G4-EN10, G4-EN19, G4-EN27, G4-EN28, G4-EN31
Anti-Corruption διαφθοράς	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	G4-S03 to G4-S05, G4-S06



Corporate Responsibility Key Performance Indicators table

The following table present the key parameters for Hellenic Cables on its economic, environmental and social performance for the last three years, along with the same indicators for Fulgor.

Economic growth	2013		2014		2015	
	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor	Hellenic Cables	Fulgor
Total revenue (in million EUR)	259.2	117.8	248.81	111.06	336.92	178.45
Operating profit / losses (in million EUR)	(5.0)	(3.0)	-10.7	-12.1	8.5	12.21
Net profit / (Losses) (in million EUR) – after taxes	(10.7)	(9.4)	-5.0	-12.8	-2.7	1.50
Operating cost (in million EUR)	264.2	120.86	259.5	123.11	328.4	166.23
Payments to capital providers (in thousand EUR)	11.2	2.9	13.6	6.7	16.3	8.4
Tax payment (million EUR) – Indirect (VAT) (in million EUR)	0.9	0.9	0.5	0.0	0.8	0.0
Tax payment (in million EUR) – Direct (in million EUR)	0.5	0.4	0.4	0.4	0.4	0.31
Total payments to governmental bodies (total of indirect and direct taxes paid) (in million EUR)	1.4	1.3	0.9	0.4	1.2	0.31
Total investments (in million EUR)	1.8	48	4.1	23.4	3.8	5.20
Human resources	2013		2014		2015	
Number of employees	408	189	407	201	418	235
Training man-hours (training x hours)	2,894	1,792	6,282	1,332	3,785	2,416
Total investments on occupational health and safety	169,490	193,915	191,170	213,658	211,007	269,400
Injury rate (Lost work hours x 10% / Total man-hours worked)	6.00	358.95	311.30	126.20	32.91	333.09
Minor accidents (that did not result absence from work)	11	0	13	13	23	7
Injuries that resulted absence from work	1	10	6	8	3	4
Near misses	6	0	6	4	1	13
Number of fatalities	0	0	0	0	0	0
Marketplace	2013		2014		2015	
Customers' complaints ratio (increase / decrease per year)	-35%	n/a	-36%	-19%		
Customers' complaints (total number)	30	22	27	10	20	
Product related	8	14	7	3	4	
Due to packaging	3	3	3	3	1	
Improper use of product	8	2	7	1	5	
Other complaints	11	3	10	3	10	
Payments to domestic suppliers incl. VAT (in million EUR)	102	55.8	101.4	75.8	170	107.0
Environment	2013		2014		2015	
Electric energy consumption (MWh)	30,088	16,308	32,789	16,720	38,862	17,706
Thermal energy consumption (MWh)	2,466	37,233	2,195	33,939	2,573	36,475
Indirect emissions CO ₂ (tn)	24,672	13,373	27,372	15,577	32,441	11,508
Direct emissions CO ₂ (tn)	571	7,917	508	7,220	607	6,846
Expenditure on environmental protection	172,585	238,135	234,451	860,499	198,395	241,645
Direct emissions NO _x (kg)	693	12,171	615	11,084	665	2,723
Water usage (m ³)	22,642	170,383.5	24,477	164,246	20,180	151,936
Society	2013		2014		2015	
Employees from the local community (%)	78%	87%	77%	91%	79%	87%
Total value of social product (in million EUR)	131.8	216.0	308.9	194.1	372.5	212.37



The Sustainability Code: Criteria and indicators and GRI – G4 linkage table



Axe	Criteria	Reference
STRATEGY	1. Strategic analysis and action	1.6 Membership of associations and organizations / 2. Corporate Responsibility and Sustainable Development / 7.2 Raw and secondary materials / 3. Financial development and Corporate Governance (G4-15).
	2. Materiality	2. Corporate Responsibility and Sustainable Development § Materiality Analysis (G4-19 and G4-20) / General information about the Report.
	3. Objectives	Objectives set per chapter, see pages 74, 87, 101, 119 & 127.
	4. Depth of the value chain	1.1 Worldwide presence of Hellenic Cables Group / 4. Our presence in the marketplace / 4.5 Suppliers' collaboration (G4-12) / General information about the Report.
MANAGEMENT PROCEDURE	5. Responsibility	2. Corporate Responsibility and Sustainable Development / 2.1 Corporate Social Responsibility and Sustainable Development policy / 2.2 Corporate responsibility management approach.
	6. Rules and processes	1.3 Business priorities, values and strategic objectives / 5. Our people / 5.4 Equal opportunities and human rights (G4-56).
	7. Monitor	General information about the Report (G4-33) / 15. GRI-G4 indicators table and linkage with ISO 26000 / 16. Independent external verification report.
	8. Incentive systems	2. Corporate Responsibility and Sustainable Development / 2.1 Corporate Social Responsibility and Sustainable Development policy / 2.2 Corporate responsibility management approach / 3. Financial development and Corporate Governance / 3.2 Corporate Governance.
	9. Stakeholder engagement	2.3 Materiality analysis / 2.4 Stakeholder engagement.
	10. Innovation and product management	7.3 Environmental Key performance indicators § Electrical and thermal energy consumption / Corporate Responsibility Key Performance Indicators table (G4-EN5) / 4.1 Our products and services / 7. Our environmental approach (G4- EN27).
ENVIRONMENT	11. Usage of natural resources	7.3 Environmental Key performance indicators § Electrical and thermal energy consumption / Corporate Responsibility Key Performance Indicators table (G4-EN3) / 7.3 Environmental Key performance indicators § Water usage (G4-EN8) / 7.4 Waste management (G4-EN23).
	12. Resource management	7.3 Environmental Key performance indicators § Water usage (G4-EN8) / 7.4 Waste management (G4-EN23).
	13. Emissions & Climate change	7.3 Environmental Key performance indicators § Carbon dioxide emissions / Corporate Responsibility Key Performance Indicators table (G4-EN15 to G4-EN17 and G4-EN19).

Axe	Criteria	Reference
SOCIETY	14. Employment rights	5.2 Developing our people § Training (G4-LA9) / 5.6 Human resources data (G4-LA12).
	15. Equal opportunities	5.2 Developing our people § Training (G4-LA9) / 5.4 Equal opportunities and human rights (G4-LA13) / 5.6 Human resources data (G4-LA12) / 6.5 Health and safety Key performance Indicators (G4-LA6).
	16. Employment	5.1 Attracting and retaining talents / / 5.2 Developing our people § Training (G4-LA9) 5.3 Employee benefits / 5.6 Human resources data (G4-LA1 to LA2).
	17. Human rights in the supply chain	5. Our people / 5.4 Equal opportunities and human rights (LA-HR1) The Company selects its collaborators based on strict criteria, which, however do not include specific provisions on human rights in concluded agreements and contracts. Respect for human rights is protected by national and international legislation, and as a consequence, Company's concluded agreements and contracts come under this legislative framework.
	18. Corporate citizenship	Message from the Top Management / 2. Corporate Responsibility and Sustainable Development / 3.1 Financial performance / 4. Our presence in the marketplace (G4-EC1) / / 4.6 Research and development / 8. Our contribution to society (G4-EC7).
	19. Political influence	Message from the Top Management / 1.1 Worldwide presence of Hellenic Cables Group / 1.6 Membership of associations and organizations (G4-16) / 2. Corporate Responsibility and Sustainable Development / 3.1 Financial performance / 4.6 Research and development / 8. Our contribution to society (G4-EC8).
	20. Conduct that complies with the law and policy	3.2 Corporate Governance § Internal Audit and Risk Management System § Management of transparency and corruption issues (G4-S03, G4-S05 and G4-S08).



Independent external verification report

To: Management of **HELLENIC CABLES S.A.**

1. Independent Verification Report

The company **HELLENIC CABLES S.A.** (hereafter **HELLENIC CABLES**) has commissioned **TÜV HELLAS (TÜV NORD) S.A.** (hereafter **TÜV HELLAS**) to provide limited external assurance concerning the Sustainability Report for the period of January 1st of 2015 to December 31st of 2015 (1/1/2015-12/31/2015)



2. Scope of the verification project of the Corporate Social Responsibility Report

Scope of the assurance project is the conduction of the Application Level Check, according to the GRI G4 Guidelines Sustainability Reporting, referring to the Sustainability Report of **HELLENIC CABLES** for 2015, as well as the provision of external assurance service about the accuracy of the claims referring to the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Energy", "Emissions", "Effluents and Waste" & "Compliance" sections of the "Environment" Category.

The Application Level Check as well as the data accuracy verification of the Material aspects was conducted based on the corresponding correlation table of GRI G4 Indicators stated by **HELLENIC CABLES** in its Sustainability Report, in order to confirm the company's compliance to the requirements of the GRI G4 for the "**In accordance_Core**" Level.

The methodology used to verify the data as above, was based on the requirements of AA1000AS standard (2008). More specifically, the requirements for the provision of "moderate" service level assurance Type 2, based on AA1000AS, were followed. This service level means that "*the assurance provider achieves moderate assurance where sufficient evidence has been obtained to support their statement, such as the risk of their conclusion being in error is reduced but not reduced to very low or zero.*"

3. The conclusions of TÜV HELLAS

Based on the scope of the project and as part of the verification procedures followed by **TÜV HELLAS**, the conclusions are as follows:

A. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality and Responsiveness) against the criteria found in AA1000APS

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 **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 **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 **HELLENIC CABLES** has not applied the Principle of Correspondence in the selection of subjects included in the Report.

B. Accuracy and completeness of data (qualitative and quantitative) related to the Application Level Check and claims accuracy of Material issues related to GRI G4 Guidelines Sustainability Reporting

- > During the 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 G4 for the "**In accordance_Core**" Level, as reflected on the corresponding correlation table of GRI G4 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 referring to the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Energy", "Emissions", "Effluents and Waste" & "Compliance" sections of the "Environment" Category.

4. Review Limitations

The range of the review was limited to the activities of **HELLENIC CABLES** in Greece. More specifically, the examined data were referred to the plants of Thiva, Inofita and Livadia, as well as the **FULGOR** plant at Sousaki Korinth. No visits and interviews in subsidiaries and stakeholders of **HELLENIC CABLES** have been conducted. In case of any discrepancy in the translation between Greek and English version of the Corporate Social Responsibility Report, the Greek version shall prevail.

5. Review Methodology

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 corporate responsibility activities and progress achieved during the period under reference.
- Reviewed the **HELLENIC CABLES** consultation approach with its stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- Reviewed the claims referring to the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Energy", "Emissions", "Effluents and Waste" & "Compliance" sections of the "Environment" Category, in connection with the findings of the above steps and suggested improvements in the Sustainability Report where necessary.

6. Responsibilities and Functions

The Team for Corporate Social Responsibility of **HELLENIC CABLES** carried out the Sustainability Report, thus, is responsible for the information and statements contained therein. The Level Check conducted, as well as the provision of external assurance service about the accuracy of the claims mentioned into the Material Aspects "Employment" & "Occupational Health and Safety" sections of the "Social" Category, as well as the Material Aspects "Energy", "Emissions", "Effluents and Waste" & "Compliance" sections of the "Environment" Category, 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 present to **HELLENIC CABLES's** administration the issues mentioned in this report and for no other purpose.

7. Impartiality and Independence of the verification team

TÜV HELLAS states its impartiality and independence in relation to the project of assuring the Sustainability Report of **HELLENIC CABLES**. **TÜV HELLAS** had not undertaken work with **HELLENIC CABLES** and did 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 Corporate Social Responsibility Report of **HELLENIC CABLES**.

Athens, June 3, 2016
For **TÜV HELLAS (TÜV NORD) S.A.**

Nestor Paparoupas
CSR Product Manager




AA1000
Licensed Assurance Provider
000-209



GRI-G4 indicators table and linkage with ISO 26000

The linkage of the contents of the Corporate Responsibility and Sustainable Development Report 2015 regarding the indicators of GRI-G4 and in relation to the sections of the new standard ISO 26000 is presented below. Moreover, every indicator coverage has been highlighted according to the results of the self-assessment, carried out during the development of Corporate Responsibility and Sustainable Development Report 2015.

General Standards disclosures				
Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
STRATEGY AND ANALYSIS				
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	6.2, 4.7, 7.4.2	Message from the Management (p.4)	✓
ORGANIZATIONAL PROFILE				
G4-3	Report the name of the organization.	-	«Hellenic Cables S.A.» and «Fulgor S.A.»	✓
G4-4	Report the primary brands, products, and services.	-	4.1 Our products and services (p.58)	✓
G4-5	Report the location of the organization's headquarters.	-	Mesogeion Av 2-4, Tower Building B, 11527 Athens	✓
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	-	1.1 Worldwide presence of Hellenic Cables Group (p.6) / 4.4 Customer-focused philosophy (p.69) The Company has four manufacture sites in Greece.	✓
G4-7	Report the nature of ownership and legal form.	-	Société Anonyme. Shareholding Structure: • Hellenic Cables S.A.: Halcor: 72.53%, Free float: 27.47%. • Fulgor S.A.: Hellenic Cables: 100%	✓
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	-	1.1 Worldwide presence of Hellenic Cables Group (p.6) / 4.4 Customer-focused philosophy (p.69)	✓
G4-9	Report the scale of the organization.	-	1.4 Hellenic Cables S.A. (p.16) / 1.5 Fulgor S.A. (p.17) / 3.1 Financial performance (p.45) / 4.1 Our products and services (p.58) / 5. Our people (p.76)	✓
G4-10	Report the total number of employees by employment contract and gender. Report the total number of permanent employees by employment type and gender. Report any significant variations in employment numbers (such as seasonal variations).	6.4, 6.4.3, 6.4.1, 6.4.2	5.6 Human resources data (p.85) 8.2 Supporting local communities § Supporting local employment (p.126)	✓
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	6.4.2, 6.4.3, 6.4.4, 6.4.5, 6.3.10	5.6 Human resources data (p.85)	✓
G4-12	Describe the organization's supply chain.	-	4. Our presence in the marketplace (p.56) / 4.5 Suppliers' collaboration (p.72)	✓
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, its supply chain, etc.	-	General information about the Report (p.2)	✓
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	6.2	2. Corporate Responsibility and Sustainable Development (p.28) / 3.2 Corporate Governance (p.47) / 6.1 Systematic approach to health and safety (p.90) / 6.4 Prevention programmes and activities (p.94) / 7. Our environmental approach (p.102)	✓
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	6.2	2. Corporate Responsibility and Sustainable Development (p.28) / 1.6 Memberships of associations and organizations (p.18) / 7.2 Raw and secondary materials (p.106) Hellenic Cables S.A, listed in the Main Market on Athens Stock Exchange (ASE), has adopted the Hellenic Corporate Responsibility Code (additional information is provided in Corporate Governance Statement included in Annual Financial Report 2015).	✓

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: Holds a position on the governance body, Participates in projects or committees, Provides substantive funding beyond routine membership dues, Views membership as strategic.	6.2	1.6 Memberships of associations and organizations (p.18)	✓
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by this report.	-	General information about the Report (p.2) See Annual Financial Report 2015 (www.cablel.com)	✓
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries b. Explain how the organization has implemented the Reporting Principles for defining report content.	7.3.2, 7.3.3, 7.3.4	2. Corporate Responsibility and Sustainable Development (p.28) / 2.3 Materiality analysis (p.34)	✓
G4-19	List all the material Aspects identified in the process for defining report content.	7.3.2, 7.3.3, 7.3.4	2. Corporate Responsibility and Sustainable Development (p.28) / 2.3 Materiality analysis (p.34)	✓
G4-20	For each material Aspect, report the Aspect Boundary within the organization.	7.3.2, 7.3.3, 7.3.4	GRI-G4 indicators tables and linkage with ISO 26000 (p.134)	✓
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	-	General information about the Report (p.2)	✓
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	-	General information about the Report (p.2)	✓
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	-	General information about the Report (p.2)	✓
STAKEHOLDER ENGAGEMENT				
G4-24	Provide a list of stakeholder groups engaged by the organization.	5.3	2.4 Stakeholders engagement (p.37)	✓
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	5.3	2.4 Stakeholders engagement (p.37)	✓
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	5.3	2.3 Materiality analysis (p.34) / 2.4 Stakeholders engagement (p.37)	✓
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	5.3	2.3 Materiality analysis (p.34) / 2.4 Stakeholders engagement (p.37)	✓
REPORT PROFILE				
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	-	General information about the Report (p.2)	✓
G4-29	Date of most recent previous report (if any).	-	General information about the Report (p.2)	✓
G4-30	Reporting cycle (such as annual, biennial).	-	General information about the Report (p.2)	✓
G4-31	Provide the contact point for questions regarding the report or its contents.	-	Feedback form (p.143)	✓
G4-32	Report the 'in accordance' option the organization has chosen. Report the GRI Content Index for the chosen option Report the reference to the External Assurance Report, if the report has been externally assured.	7.5.3	In accordance CORE	✓
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	7.6.2	General information about the Report (p.2) / GRI-G4 indicators table and linkage with ISO 26000 (Independent External Verification Report and Statement on the Level Check)(p.134)	✓
CORPORATE GOVERNANCE				
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	6.2, 7.4.3	2. Corporate Responsibility and Sustainable Development (p.28) / 3.2 Corporate Governance (p.47) / 6.1 Systematic approach to health and safety (p.90) / 7. Our environmental approach (p.102)	✓



GRI-G4 indicators table and linkage with ISO 26000

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
ETHICS AND INTEGRITY				
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	4.4	5. Our people (p.76) / 5.4 Equal opportunities and human rights (p.83)	✓
Specific Standards Disclosures				
Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
ECONOMIC				
<i>Aspect: Economic performance</i>				
G4-DMA	Disclosures on Management Approach	6.2, 6.8, 7.3.1, 7.4.3, 7.7.3, 7.7.5	Message from the Management (p.4) / 1.1 Worldwide presence of Hellenic Cables Group (p.6) / 1.4 Hellenic Cables S.A. (p.16) / Fulgor S.A. (p.17) / 2. Corporate Responsibility and Sustainable Development (p.28) / 3.1 Financial performance (p.45) / 4. Our presence in the marketplace (p.56)	
G4-EC1	Direct economic value generated and distributed.	6.8.1-6.8.3, 6.8.7, 6.8.9	2. Corporate Responsibility and Sustainable Development (p.28) / 3.1 Financial performance (p.45) / 4. Our presence in the marketplace (p.56)	
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	6.5.5	Message from the Management (p.4) / 2. Corporate Responsibility and Sustainable Development (p.28) / 3.2 Corporate Governance § Internal audit and Risk Management System (p.52) / 4.6 Research and development (p.73) / 7.2 Raw and secondary materials (p.106)	
G4-EC3	Coverage of the organization's defined benefit plan obligations.	-	5.1 Attracting and retaining talents (p.78) The Company participates in its employees' retirement plan, as determined by the current legislative framework.	
G4-EC4	Financial assistance received from government.	-	3.1 Financial performance (p.45) Greek State is not involved in the shareholder structure of the Companies Hellenic Cables S.A and Fulgor S.A. In addition, Hellenic Cables S.A and Fulgor S.A. did not receive any financial assistance (grant) from the government within 2015.	
<i>Aspect: Market presence</i>				
G4-DMA	Disclosures on Management Approach		2. Corporate Responsibility and Sustainable Development (p.28) / 5.3 Employee benefits (p.82) / 8.2 Supporting local communities § Supporting local employment (p.112)	
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	6.3.7, 6.3.10, 6.4.3-6.4.4, 6.8.1-6.8.2	5.3 Employee benefits (p.82) The salary offered to the employees – even for the new hires - is higher than that determined by the National General Collective Agreement. The Company prefers not to publish the specific data (salary), for confidentiality reasons.	
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	6.8.1-6.8.2, 6.4.3, 6.8.5, 6.8.7	8.2 Supporting local communities § Supporting local employment (p.126) It's the Company's common practice to hire collaborates coming from the local community, than other candidates having similar qualifications but coming from other cities.	
<i>Aspect: Indirect economic impacts</i>				
G4-DMA	Disclosures on Management Approach		8.2 Supporting local communities (p.124)	
G4-EC7	Development and impact of infrastructure investments and services supported.	6.3.9, 6.8.7, 6.8.9, 6.8.1- 6.8.2	Message from the Management (p.4) 2. Corporate Responsibility and Sustainable Development (p.24) / 4.6 Research and development (p.73) / 8. Our contribution to society (p.120)	

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	6.3.9, 6.6.6, 6.6.7, 6.7.8, 6.8.1-6.8.2, 6.8.5, 6.8.7, 6.8.9	Message from the Management (p.4) / 1.1 Worldwide presence of Hellenic Cables Group (p.6) / 2. Corporate Responsibility and Sustainable Development (p.28) / 3.1 Financial performance (p.45) / 4.6 Research and development (p.73) / 8. Our contribution to society (p.120)	
Aspect: Procurement practices				
G4-DMA	Disclosures on Management Approach		8.1 Creating shared value and social product (p.123) / 8.2 Supporting local communities (p.124)	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.		8.1 1 Creating shared value and social product (p.110) 8.2 Supporting local communities § Supporting local economy (p.125)	
Environment				
Aspect: Materials				
G4-DMA	Disclosures on Management Approach	6.2, 6.5	7. Our environmental approach (p.102) / 7.1 Environmental policy and environmental protection cost (p.105) / 7.2 Raw and secondary materials (p.106)	✓
G4-EN1	Materials used by weight or volume.	6.5.4	7.2 Raw and secondary materials (p.106)	✓
G4-EN2	Percentage of materials used that are recycled input materials.	6.5.4	7.2 Raw and secondary materials § Use, reuse and recycling (p.107)	
Aspect: Energy				
G4-DMA	Disclosures on Management Approach	-	7. Our environmental approach (p.102) / 7.1 Environmental policy and environmental protection cost (p.105)	✓
G4-EN3	Energy consumption within the organization.	6.5.4	7.3 Environmental Key performance Indicators § Electrical and thermal energy consumption (p.109) / Corporate Responsibility Key Performance Indicators table (p.131) It is noted that the Company does not purchase biofuels, ethanol and hydrogen. In addition, the Company does not produce or sell energy.	✓
G4-EN4	Energy consumption outside of the organization.	6.5.4	7.3 Environmental Key performance Indicators § Electrical and thermal energy consumption (p.109) / Corporate Responsibility Key Performance Indicators table (p.131) The total electric energy generated from the provider PPC. S.A consisted for 2015 of 18.60% renewable energy sources. In particular, the fuel mix, regarding the whole country, as published from PPC. S.A, is presented as follows: Lignite: 37.07% Natural Gas: 15.70% Hydro electrical: 10.29% RES: 18.60% Interconnections: 18.34%.	
G4-EN5	Energy intensity.	6.5.4	7.3 Environmental Key performance Indicators § Electrical and thermal energy consumption (p.109) / Corporate Responsibility Key Performance Indicators table (p.131)	✓
Aspect: Water				
G4-DMA	Disclosures on Management Approach	-	7. Our environmental approach (p.102) / 7.1 Environmental policy and environmental protection cost (p.105) / 7.3 Environmental Key performance Indicators (p.109)	
G4-EN8	Total water withdrawal by source.	6.5.4	7.3 Environmental Key Performance Indicators § Water usage (p.115)	
G4-EN9	Water sources significantly affected by withdrawal of water.	6.5.4	The Company does not withdraw water bodies from a system recognized by environmental experts to be particularly sensitive due to its relative size, function, or they characterize its status as a rare, threatened, or endangered. Also, the Company does not withdraw water from a Ramsar-listed wetland or any other nationally or internationally proclaimed conservation area.	
Aspect: Emissions				
G4-DMA	Disclosures on Management Approach	-	7. Our environmental approach (p.102) / 7.1 Environmental policy and environmental protection cost (p.105) / 7.3 Environmental Key performance Indicators (p.109)	✓
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).	6.5.5	7.3 Environmental Key Performance Indicators (p.109) / Corporate Responsibility Key Performance Indicators table (p.129)	✓
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	6.5.5	7.3 Environmental Key Performance Indicators (p.109) / Corporate Responsibility Key Performance Indicators table (p.129)	✓
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).	6.5.5	7.3 Environmental Key Performance Indicators § Carbon dioxide emissions (p.111)	✓
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	6.5.5	7.3 Environmental Key Performance Indicators § Carbon dioxide emissions (p.111) § Carbon dioxide emissions from transportation (p.113)	✓
G4-EN20	Emissions of Ozone-Depleting substances (ODS).	6.5.3, 6.5.5	The Company's production units do not include any equipment that uses ozone-depleting substances (ODS).	✓
G4-EN21	NOx, SOx and other significant air emissions.	6.5.3	7.3 Environmental Key Performance Indicators § Nitrogen oxide emissions (p.114) / Corporate Responsibility Key Performance Indicators table (p.129) The Company's production units do not release persistent organic pollutants (POPs), hazardous air pollutants (HAPs), or stack or fugitives.	✓



GRI-G4 indicators table and linkage with ISO 26000

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
Aspect: Effluents and waste				
G4-DMA	Disclosures on Management Approach	-	7. Our environmental approach (p.102) / 7.1 Environmental policy and environmental protection cost (p.105) / 7.4 Waste management (p.117)	✓
G4-EN22	Total water discharge by quality and destination.	6.5.3, 6.5.4	7.4 Waste management (p.117) There was no water discharge within 2015, as it depends on the production mix.	
G4-EN23	Total weight of waste by type and disposal method.	6.5.3	7.4 Waste management (p.117) Hazardous waste is indicated in the waste management table in grey colour.	✓
G4-EN24	Total number and volume of significant spills.	6.5.3	There were no spills in 2015, which could affect human health, soil, vegetation, water bodies and groundwater.	✓
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	6.5.3	7.4 Waste management (p.117) The Company does not treat, import or transport any type of waste.	✓
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	6.5.3, 6.5.4, 6.5.6	The Company does not discharge water that could affect the environment.	✓
Aspects: Products and services				
G4-DMA	Disclosures on Management Approach		7. Our environmental approach (p.102) / 7.1 Environmental policy and environmental protection cost (p.105) / 7.3 Environmental Key performance Indicators (p.109) / 7.4 Waste management (p.117)	✓
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	6.5.3, 6.5.4, 6.5.5, 6.7.5	7.1 Environmental policy and environmental protection cost (p.105) / 7.2 Raw and secondary materials § Use, reuse and recycling (p.107) / 7.3 Environmental Key performance Indicators § Carbon dioxide emissions from transportation (p.113)	✓
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	6.5.3, 6.5.4, 6.7.5	7.2 Raw and secondary materials § Use, reuse and recycling (p.107)	
Aspect: Compliance				
G4-DMA	Disclosures on Management Approach		7. Our environmental approach (p.102) / 7.1 Environmental policy and environmental protection cost (p.105)	✓
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	4.6	There were no fines or sanctions for non-compliance with environmental laws and regulations.	✓
Aspect: Transport				
G4-DMA	Disclosures on Management Approach	-	7.3 Environmental Key performance Indicators § Carbon dioxide emissions from transportation (p.113)	✓
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	6.5.4, 6.6.6	7.3 Environmental Key performance Indicators § Carbon dioxide emissions from transportation (p.113)	✓
Aspect: Overall				
G4-DMA	Disclosures on Management Approach	-	7.1 Environmental policy and environmental protection cost (p.105)	✓
G4-EN31	Total environmental protection expenditures and investments by type.	6.5.1-6.5.2	7.1 Environmental policy and environmental protection cost (p.105) § Environmental investments (p.106)	✓

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
SOCIAL				
LABOR PRACTICES AND DECENT WORK				
Aspect: Employment				
G4-DMA	Disclosures on Management Approach	6.4.1-6.4.2	Company Code of Conduct (p.77) / 5.1 Attracting and retaining talents (p.78) / 5.2 Developing our people (p.79) / 5.4 Equal opportunities and human rights (p.83)	✓
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	6.4, 6.4.3	5.1 Attracting and retaining talents (p.78) / 5.6 Human resources data (p.85)	✓
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	6.4, 6.4.3, 6.4.4	5.1 Attracting and retaining talents / 5.3 Employee benefits (p. 82) / 5.6 Human resources data (p.74)	✓
G4-LA3	Return to work and retention rates after . parental leave, by gender	6.4, 6.4.4	5.4 Equal opportunities and human rights (p.83)	✓
Aspect: Occupational health and safety				
G4-DMA	Disclosures on Management Approach		Company Code of Conduct (p.77) / 5.4 Equal opportunities and human rights (p.83) / 6. Health and safety in our workplace (p.88) / 6.1 Systematic approach to health and safety (p.90) / 6.2 Investing on health and safety (p.92) / 6.3 Systematic training on health and safety (p.93) / 6.4 Prevention programmes and activities (p.94)	✓
G4-LA5	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advice on occupational health and safety programs.	6.4.6	6.3 Systematic training on health and safety (p.93)	✓
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender.	6.4.6	6.5 Health and safety Key Performance Indicators (p.97)	✓
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	6.4.6, 6.8.8	6.4 Prevention programmes and activities (p.94)	✓
G4-LA8	Health and safety topics covered in formal agreements with trade unions.	6.4.6	The Company includes all the health and safety topics foreseen by the institutional framework in its employees' labour contracts.	✓
Aspect: Training and education				
G4-DMA	Disclosures on Management Approach		Company Code of Conduct (p.77) / 5.1 Attracting and retaining talents (p.78) / 5.2 Developing our people (p.79) / 5.4 Equal opportunities and human rights (p.83)	
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	6.4.7	5.2 Developing our people § Training (p.80)	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	6.4.7, 6.8.5	5.3 Employee benefits (p.82) The company does not provide programmes for assisting employees in managing career ending.	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	6.4.7	5.2 Developing our people § Evaluation (p.81)	
Aspect: Diversity and equal opportunity				
G4-DMA	Disclosures on Management Approach	-	Company Code of Conduct (p.77) / 5.1 Attracting and retaining talents (p.78) / 5.4 Equal opportunities and human rights (p.83)	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	6.2.3, 6.3.7, 6.3.10, 6.4.3	5.6 Human resources data (p.74) All (100%) of the Hellenic Cables BoD members and its committees as well as all (100%) of the Fulgor BoD members are men. 92% of the Hellenic Cables BoD members are older than 50 years and 0.08% younger than 50 years old. Respectively, 92% of the Fulgor S.A BoD members are older than 50 years and 0.08% younger than 50 years old. In addition, the BoD of Hellenic Cables and Fulgor S.A consist of two individuals not having the Hellenic nationality and there is no disabled individual.	



GRI-G4 indicators table and linkage with ISO 26000

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
Aspect: Equal remuneration for women and men				
G4-DMA	Disclosures on Management Approach	-	5.4 Equal opportunities and human rights (p.83)	
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	6.3.7, 6.3.10, 6.4.3, 6.4.4	5.4 Equal opportunities and human rights (p.83)	
HUMAN RIGHTS				
Aspect: Investment				
G4-DMA	Disclosures on Management Approach	4.8, 6.3.1-6.3.2	5. Our people (p.76) / 5.1 Attracting and retaining talents (p.78) / 5.2 Developing our people (p.79) / 5.3 Employee benefits (p.82) / 5.4 Equal opportunities and human rights (p.83) / 5.5 Internal communication (p.84)	
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	6.3.3, 6.3.5, 6.6.6	The Company selects its collaborators based on strict criteria, which, however do not include specific provisions on human rights in concluded agreements and contracts. Respect for human rights is protected by national and international legislation, and as a consequence, Company's concluded agreements and contracts come under this legislative framework.	
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	6.3.5	5.4 Equal opportunities and human rights (p.83)	
Aspect: Non-discrimination				
G4-DMA	Disclosures on Management Approach	-	5. Our people (p.76) / 5.1 Attracting and retaining talents (p.78) / 5.2 Developing our people (p.79) / 5.3 Employee benefits (p.82) / 5.4 Equal opportunities and human rights (p.83) / 5.5 Internal communication (p.84)	
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	6.3, 6.3.6, 6.3.7, 6.3.10, 6.4.3	5.4 Equal opportunities and human rights (p.83)	
Aspect: Human rights grievance mechanisms				
G4-DMA	Disclosures on Management Approach	-	5.4 Equal opportunities and human rights (p.83)	
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	6.3.6	Following the human rights' audits conducted, the Company assessed that there is no risk of human rights abuses in its operations and therefore, it is deemed unnecessary to create a relative formal grievance mechanism.	
SOCIETY				
Aspect: Anti-corruption				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance § Management of transparency and corruption issues (p.54)	
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	6.6.1-6.6.2, 6.6.3	3.2 Corporate Governance § Internal Audit and Risk Management System (p.52) § Management of transparency and corruption issues (p.54)	
G4-S04	Communication and training on anticorruption policies and procedures.	6.6.1-6.6.2, 6.6.3, 6.6.6	3.2 Corporate Governance § Transparency and corruption issues (p.54) No relevant training was conducted.	
G4-S05	Communication and training on anticorruption policies and procedures.	6.6.1-6.6.2, 6.6.3	3.2 Corporate Governance § Management of transparency and corruption issues (p.54) No incidents of corruption or relative legal case were recorded.	

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
Aspect: Public policy				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.47) / 5.4 Equal opportunities and human rights (p.83)	
G4-S06	Total value of political contributions by country and recipient/beneficiary.	6.6.1-6.6.2, 6.6.4	The Company does not provide any financial or in-kind support to politicians and/or political parties and related institutions.	
Aspect: Anti-competitive behavior				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance (p.47) / 5.4 Equal opportunities and human rights (p.83)	
G4-S07	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	6.6.1-6.6.2, 6.6.5, 6.6.7	There were no relevant legal actions. Furthermore, in ensuring our clients' interests, all Company's Commercial Directors sign a corporate contract. Thus, they commit not to participate in procedures that may end in collusions with potential competitors about prices adjustment, offers' coordination, limiting the market or the production, or quotas imposing based on geographical region or customers' distribution.	
Aspect: Compliance				
G4-DMA	Disclosures on Management Approach		3.2 Corporate Governance (p.47) / 5.4 Equal opportunities and human rights (p.83)	
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	4.6	There were no relative fines.	
PRODUCT RESPONSIBILITY				
Aspect: Customer health and safety				
G4-DMA	Disclosures on Management Approach	-	4. Our presence in the marketplace (p.56)	
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	6.7.1-6.7.2, 6.7.4, 6.7.5, 6.8.8	4.2 High quality of products § Caring for health and safety throughout the product's life cycle (p.66)	
G4-PR2	Total number of incidents of non compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	4.6, 6.7, 6.7.4, 6.7.5, 6.8.8	There were no relative incidents of non- compliance.	
Aspect: Product and service labeling				
G4-DMA	Disclosures on Management Approach	-	4.1 Our products and services (p.58) / 4.2 High quality of products (p.62) / 4.4 Customer –focused philosophy (p.69) / 4.6 Research and development (p.73)	
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	6.7.3, 6.7.4, 6.7.5, 6.7.9, 6.7.1-6.7.2	4.1 Our products and services (p.58) / 4.2 High quality of products (p.62) 4.6 Research and development (p.73)	
G4-PR4	Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	4.6, 6.7.1-6.7.2, 6.7.3, 6.7.4, 6.7.5, 6.7.9	There were no relative incidents of non- compliance.	
G4-PR5	Results of surveys measuring customer satisfaction.	6.7.1-6.7.2, 6.7.6	4.4 Customer –focused philosophy (p.69) The Company is conducting a customers' satisfaction survey every two years.	
Aspect: Customer privacy				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.47) / 4.4 Customer –focused philosophy (p.69) / 5.4 Equal opportunities and human rights (p.83)	



GRI-G4 indicators table and linkage with ISO 26000

Indicator	Disclosure	ISO26000 section	Notes / Section	External assurance
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	6.7.1-6.7.2, 6.7.7	4.4 Customer –focused philosophy (p.69) There were no relative complaints.	
Aspect: Compliance				
G4-DMA	Disclosures on Management Approach	-	3.2 Corporate Governance (p.47) / 4.4 Customer –focused philosophy (p.69) / 5.4 Equal opportunities and human rights (p.83)	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision & use of products and services.	4.6, 6.7.1-6.7.2, 6.7.6	The Company fully complies with laws and regulations concerning the provision and use of products and services hence there were no administrative or judicial sanctions levied against the organization for failure to comply with these laws or regulations.	

The photographs used for this Report, were taken by the photographer Spyros Charaktinos and FBRH Consultants Ltd.



The paper used for this Report has been produced from FSC Sustainable Management Forest and plantations and contains 60% pulp from recycled paper.

Feedback form

Upon completion of the feedback form regarding the Report, you can disclose your impressions about our Corporate Responsibility and Sustainable Development Report 2015 and actively contribute to our efforts to improve our performance. The data to be obtained upon completion of the form will be used solely for internal assessment purposes, performed by Company's Corporate Responsibility Team.

Which group of Company's stakeholders do you belong to or what is the type of your engagement/relation with the Company?

- | | |
|---|--|
| <input type="checkbox"/> Employee | <input type="checkbox"/> Supplier |
| <input type="checkbox"/> Shareholder | <input type="checkbox"/> Investor |
| <input type="checkbox"/> Customer | <input type="checkbox"/> Representative of Financial Institution |
| <input type="checkbox"/> Local community member | <input type="checkbox"/> NGO Member |
| <input type="checkbox"/> Representative from State/Institutional Organization | <input type="checkbox"/> Mass Media representative |
| <input type="checkbox"/> Other: | |

What is your overall impression as well as your impression per section of the Company's Corporate Responsibility and Sustainable Development Report 2015?

SECTIONS OF THE REPORT	EXCELLENT	VERY GOOD	AVERAGE	NEEDS IMPROVEMENT
Overview of the Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Company profile	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Corporate Responsibility and Sustainable Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial development and Corporate Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our presence in the marketplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and safety in our workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our environmental approach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our contribution to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Regarding the issues presented in Corporate Responsibility and Sustainable Development Report 2015:

- To what extent do you believe that this Report address the most significant-material issues regarding the Company's activities?

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- To what extent do you believe that the information included in 2015 Corporate Responsibility Report is comparable to the information presented in prior Corporate Responsibility Reports?

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
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- How would you rate the balance between the chapters?

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
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- How would you characterize the Report's wording?

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- How would you asses the design/layout of the Report?

<input type="checkbox"/> Excellent	<input type="checkbox"/> Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor
------------------------------------	-------------------------------	-----------------------------------	-------------------------------
- How easily were you able to find the information which interests you?

<input type="checkbox"/> Very easily	<input type="checkbox"/> Quite easily	<input type="checkbox"/> Relatively easily	<input type="checkbox"/> Not at all easily
--------------------------------------	---------------------------------------	--	--

In your opinion, have the data included in the Corporate Responsibility Report and their way of presentation contributed in proving an overview for Hellenic Cables activities?

- | | | |
|------------------------------|-----------------------------|--|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Needs improvement |
|------------------------------|-----------------------------|--|



In your opinion, have the data included in the Corporate Responsibility Report and their way of presentation contributed in proving an overview for Fulgor activities?

- Yes
- No
- Needs improvement

Based on Corporate Responsibility and Sustainable Development Report 2015, how would you rate Hellenic Cables as a responsible company?

- Excellent
- Good
- Moderate
- Needs improvement

Based on Corporate Responsibility and Sustainable Development Report 2015, how would you rate Fulgor as a responsible company?

- Excellent
- Good
- Moderate
- Needs improvement

Is there any other information or other issues regarding the Company, you were looking for and were not included in the Report? Please, describe:

Please describe any concerns or issues you may have regarding your cooperation with the Company and you wish to communicate.

What actions do you think the Company should take in order to better meet your needs and concerns?

Personal Information (optional):

Name/Surname: _____

Company/ Organization: _____ Address: _____

_____ Tel./Fax: _____ E-mail: _____

Please send this form to:

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

Annual Report 2015

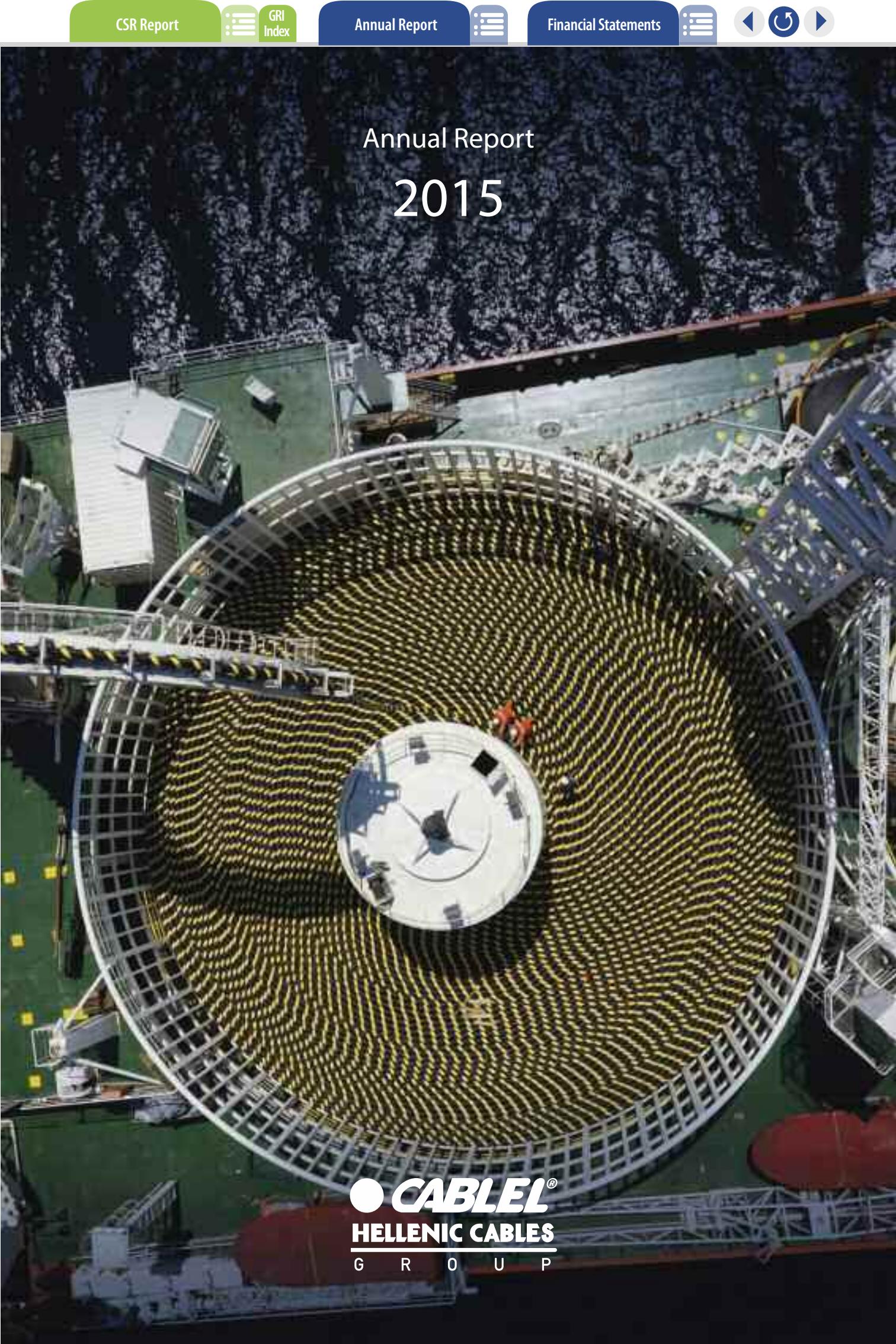




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Hellenic Cables Group at a glance

Exports to more than

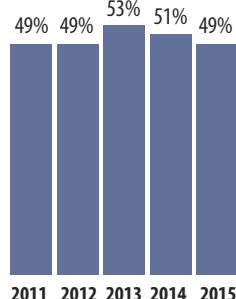
50 countries



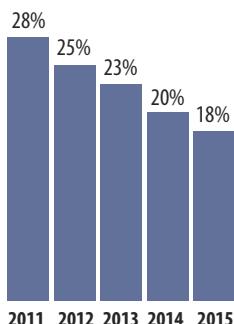
The largest cable manufacturer in South-Eastern Europe, with

6 plants

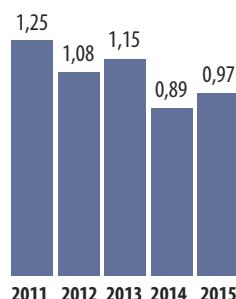
Bank loans to total assets



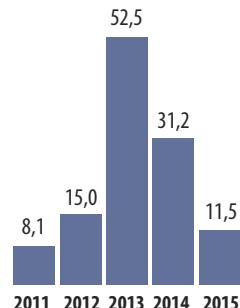
Working capital to sales



Liquidity ratio



Investments (in EUR million)



(amounts in EUR million)	2011	2012	2013	2014	2015
Revenue	414.6	439.3	345.3	359.4	479.7
EBITDA	20.9	10.7	1.1	-10.7	37.0
EBITDA margin	5.0%	2.4%	0.3%	-3.0%	7.7%
Adjusted EBITDA	20.0	13.1	7.7	6.9	42.8
Adjusted EBITDA margin	4.8%	3.0%	2.2%	1.9%	8.9%
Pre-tax earnings	3.6	-13.3	-19.6	-37.9	0.6
Earnings attributable to the owners of the Company	3.3	-11.2	-21.1	-30.3	-1.8
Net debt	151.8	150.1	179.3	217.6	223.6

*Adjusted EBITDA does not include the effect of fixed assets revaluation and metal result



1. Message from the General Manager

2015 was a decisive year for the future developments of Hellenic Cables Group. During the year the Group carried out major contracts for submarine cable projects and continued to take initiatives with a view to improving competitiveness and reducing production cost. Such initiatives focused on increasing the output of the plants, decreasing cost per unit of manufactured product and reducing the cost of the raw materials used in manufacturing the Group's products.

In 2015, the Group's revenue amounted to EUR 480 million, increased by 34% compared to 2014 (EUR 359 million). Quantitative increase in the sales of the Group's key products reached 23% while the increase in revenue was considerably affected by the execution of two important submarine cable projects on the domestic market, i.e. the interconnection of the Cyclades islands and the interconnection of the islet Agios Georgios. Nevertheless, it should be noted that the valuation of metal base inventory (non-hedged on the exchange market) had a significant negative effect (approximately EUR 5.7 million) on the Group's performance, due to the drop in prices on metal exchanges. The Group maintained its leading position in the marketplaces of Greece and Romania where it runs plants, while also increasing its exports. Such increase was the outcome of the Group's persistent efforts to increase exports and expand its customer base.

On 31.12.2015, the Group's net debt amounted to EUR 223.6 million compared to EUR 217.6 million on 31.12.2014, which is mainly due to the high demands for working capital to support the Group's increased revenue.

The Group's capital expenditure plan which amount to EUR 228 million since 2002 has enabled the manufacture of diversified, high added value products and the improvement of production cost. Total investments implemented by Hellenic Cables Group in 2015 amounted to EUR 12 million.

The Group is optimistic regarding its prospects in 2016, since a gradual recovery of international markets is noted, which has resulted in increased demand and improved profitability margins. Moreover, the liquidity on European markets seems to be improving while there is optimism about the implementation of important infrastructure projects.

During 2016, Hellenic Cables will complete the two important projects undertaken in Greece: the interconnection of Syros-Tinos, Syros-Mykonos, Syros-Paros islands and the interconnection of the wind park on the islet of Agios Georgios and has already undertaken major submarine cable projects in other countries too. Specifically, Tennet, the German power transmission operator, awarded to Hellenic Cables Group the execution of two turnkey projects concerning the design, production, installation and submarine protection of power transmission submarine systems to connect the substations of the offshore wind parks Borkum Riffgrund II and Trianel Borkum in the North Sea. These challenging projects highlight the primordial position of Hellenic Cables Group among the manufacturers of high voltage submarine cables worldwide. Also, other tenders for submarine cables are expected to have a positive outcome in the near future, in Greece and other countries.

In 2015, the Group's revenue amounted to EUR 480 million, increased by 34% compared to 2014

The initiatives taken the last few years to strengthen the sales network even further, reduce costs and focus on the manufacture of high added value products are expected to improve the Group's financial results even more.

Despite the volatile business environment, Management assesses the circumstances at all times to secure that all necessary and possible steps are timely taken to minimise any effects on the Group's business.

Finally, we should point out once more the dedication of Hellenic Cables to corporate responsibility and sustainable development principles, as such are incorporated in its long-term strategy and everyday business.

Alexios Alexiou
General Manager



2. Hellenic Cables Group



Hellenic Cables Group is the largest cable industry in Greece and one of the largest cable producers in South-eastern Europe, and owns six production plants, four in Greece, one in Romania and one in Bulgaria. It is an export oriented Group with a significant commercial presence in international markets.

Since its establishment, the Group has focused on incorporating cutting-edge technologies and aims to provide competitive products and services targeting international markets. The Group's plants manufacture a wide range of products including power and telecommunications cables, enamelled wires, copper wires and compounds.

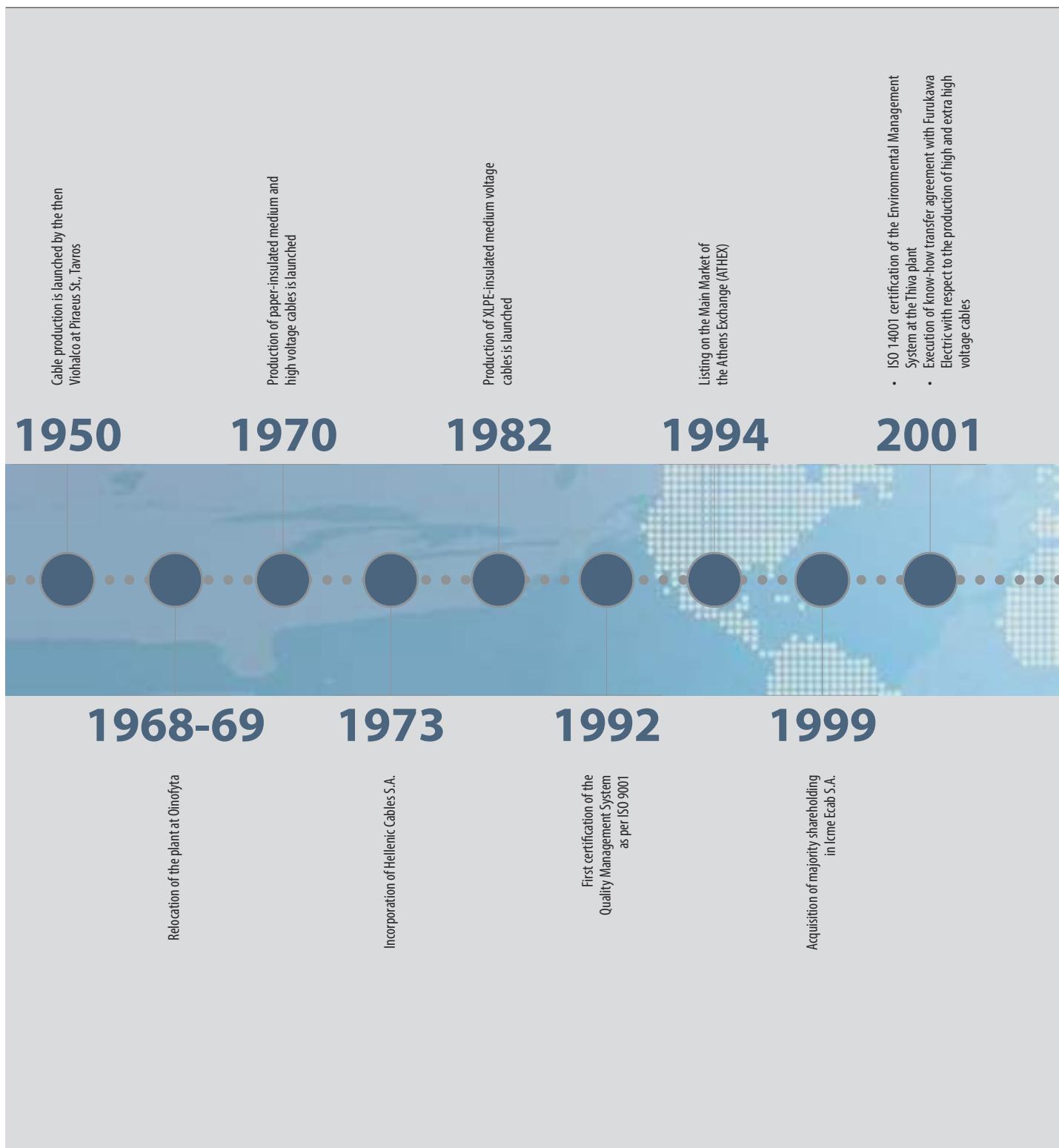
The main subsidiaries of Hellenic Cables are Fulgor, which manufactures submarine cables and 8mm copper wires, and Icme Ecab, a manufacturer of power and telecommunications cables.

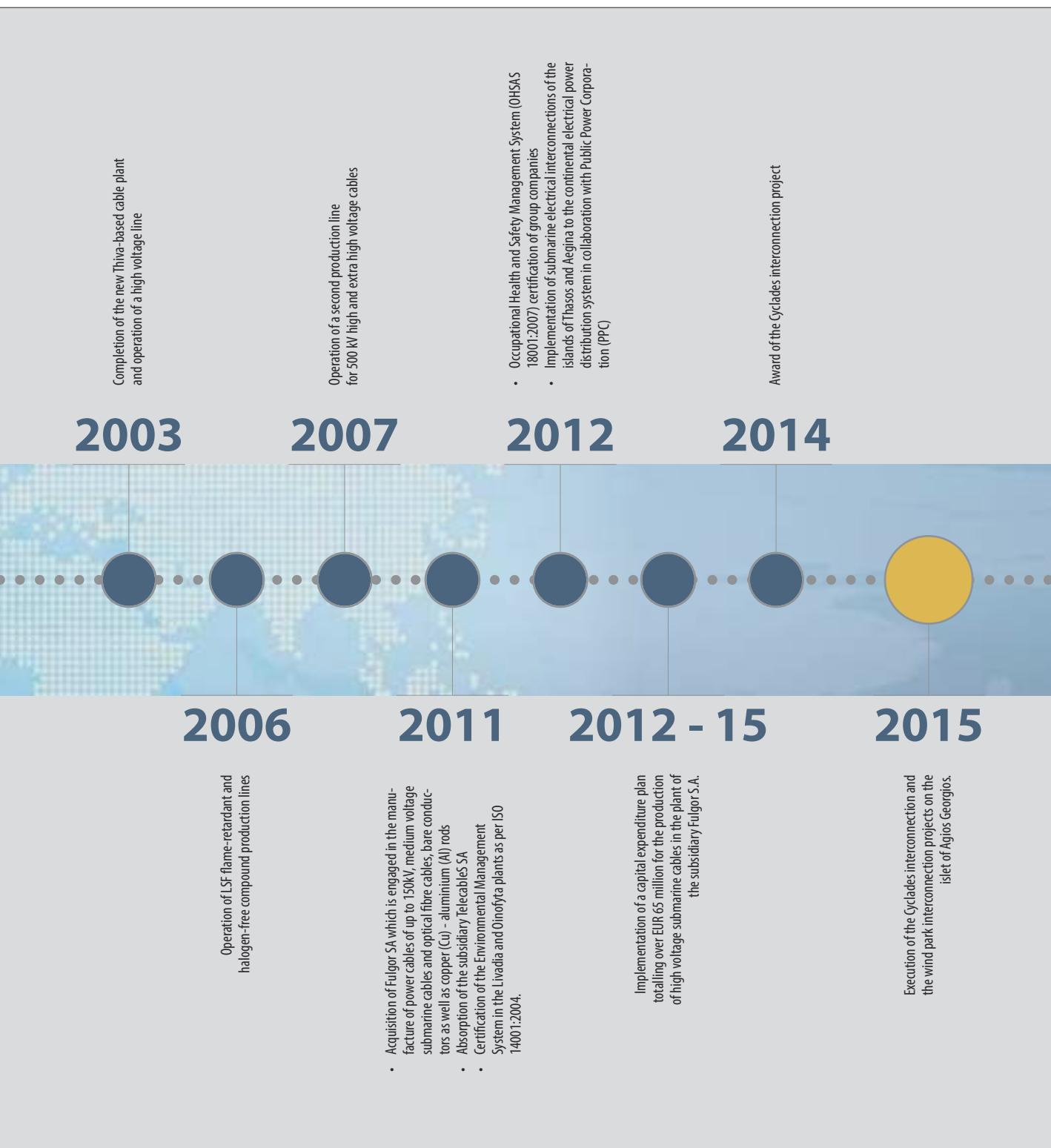
Hellenic Cables has been listed on the Athens Exchange since 1994.





3. History







4. Vision - Mission - Values

The vision of Hellenic Cables is to contribute to the improvement of end consumers' quality of life, through the manufacture of reliable and safe products with advanced technologies that are friendly to both users and environment.

Our mission is to respond swiftly to the needs of customers around the world by constantly improving our products and services, laying special emphasis on the development of our human resources, on corporate social responsibility and on creating value for our shareholders and partners.

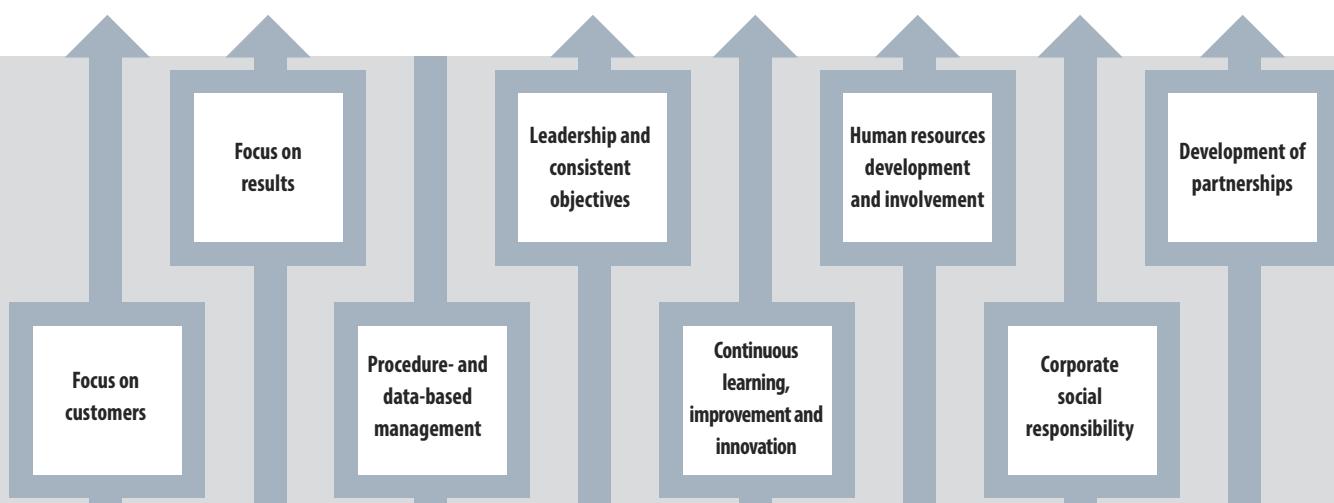
The values of our Company which guide all our internal and external activities at both individual and collective level are the following:

- Respect for both environment and people
- Knowledge, training and professional conduct
- Honesty, integrity and prudence
- Team spirit and cooperativeness
- Focus on action and results



5. Philosophy and Strategy

Hellenic Cables Group is operating in a thoroughly competitive environment, both in Greece and abroad. Its long-standing success is the outcome of the top quality and competitiveness of both its products and services, as well as of its focus on core principles of business excellence:



Operating in an ever-changing environment, the Group has embarked on implementing its long-term business plan having set the following strategic priorities:

- To capitalise on new investments by focusing on high added value products such as high and extra high voltage submarine and underground cables which are less vulnerable to changing economic developments.
- To maintain its strong export orientation doubled by selective expansion to non-EU countries, focusing on countries where investments in power and telecom networks are carried out, and also on countries where major investments in renewable energy sources are made.
- To increase sales to power network operators with more stable demand and better prospects.
- To improve competitiveness through decreased costs, more rational inventory management, productivity enhancement and production flexibility.
- To improve liquidity mainly by reducing the needs for working capital, which entail reduced debt and conservative cash flow planning so as to enable the Company to capitalise on any opportunities and tackle the hardships of financial markets.
- To focus on human resources and corporate social responsibility (for more details, please refer to the Corporate Responsibility and Sustainable Development Report)

6. Corporate Responsibility and Sustainable Development

Hellenic Cables has incorporated Corporate Responsibility in all its operations, business decisions and culture. Aspiring to business growth, the Company applies rigorous operating criteria with respect to Corporate Governance, environment, human resources, customer satisfaction, cooperation with suppliers and societal contribution. The principles governing responsible operation, transparency and respect for the needs of its stakeholders and the environment set the framework in which decisions on various aspects of its business are made. The Company has set specific pillars of corporate responsibility as follows:

Corporate Responsibility Pillars



Corporate governance and economic growth



Marketplace (customers, partners and suppliers)



Human Resources



Environment



Local communities



Economic growth and Corporate Governance

For the Company, prudent corporate governance is a means to tackle and manage properly all corporate affairs. The Company promotes the concept of business ethics to ensure its transparent operation and bring Company management into line with the interests of its stakeholders.

The Company takes decisions and makes strategic choices driven by its objective to enhance its financial position and grow even further. The expansion to new markets and the development of new products and services are priorities for Hellenic Cables.



Responsibility towards the Market

Enjoying a dynamic presence in both domestic and international markets for more than fifty years, the Company strives at all times to ensure customer and supplier satisfaction. The Company keeps abreast of technological developments and high requirements of the segment and chooses to carry out significant investments in order to manufacture high added value products using ultra-modern equipment and thoroughly trained personnel.



Human resources - Health and Safety

Hellenic Cables believes that its employees make a valuable contribution to its business performance and future development. Having the progress and prosperity of its employees as priority, the Company promotes continuous training and specialisation of its people and takes steps to provide everyone with equal opportunities. Moreover, the Company requires respect for human and occupational rights, thus fostering a meritocracy-based work environment. It also provides its people with additional benefits and a reward system.

In addition, the Company applies a certified Occupational Health and Safety Management System as per OHSAS 18001. The Company makes its best efforts at all times to improve health and safety at work, and implements actions conducting to a safer and healthier work environment not only for its employees but also for all its partners.



Responsibility towards the environment

The ongoing improvement of environmental performance and responsibility towards the environment are top priorities for the Company. The Company chooses to implement methods that are friendlier to the environment throughout the entire range of its business activities in order to reduce its environmental footprint. The endeavours to reduce environmental impact focus on reducing energy consumption, greenhouse gas emissions, and water usage as well as on protecting biodiversity.

As part of its commitments to the environment, Hellenic Cables applies an integrated Environmental Management System certified as per ISO 14001:2004 to all its plants. In addition, every year the Company makes investments in environmental protection and in mitigating the impact of its business.



Responsibility towards the Society

The Company strengthens the local communities in which it operates, by supporting local employment and local economy, and also by promoting volunteerism. Hellenic Cables wishes to contribute to the generation of added value not only for its shareholders and direct stakeholders but also for society as a whole.

Details on the actions of the Company per pillar of corporate responsibility are set out in the 2015 Report on Corporate Responsibility and Sustainable Development of Hellenic Cables, which is a separate part of this Report.



7. Products

Hellenic Cables produces all types of power cables, overhead copper and aluminium conductors, (copper and optical) telecommunications cables, plastic and rubber compounds as well as enamelled wires, being the only producer of such wires in Greece. In brief, the Company's product categories are as follows:

Power cables

- Indoor installation cables
- Control cables
- Industrial-purpose and outdoor installation cables
- Fire-retardant, fire-resistant, halogen-free cables
- Medium voltage cables
- High and extra high voltage cables (up to 400KV)
- Cu (grounding), Al, ACSR conductors
- Marine cables
- Medium, high and extra high voltage submarine cables

Telecommunication and data transmission cables

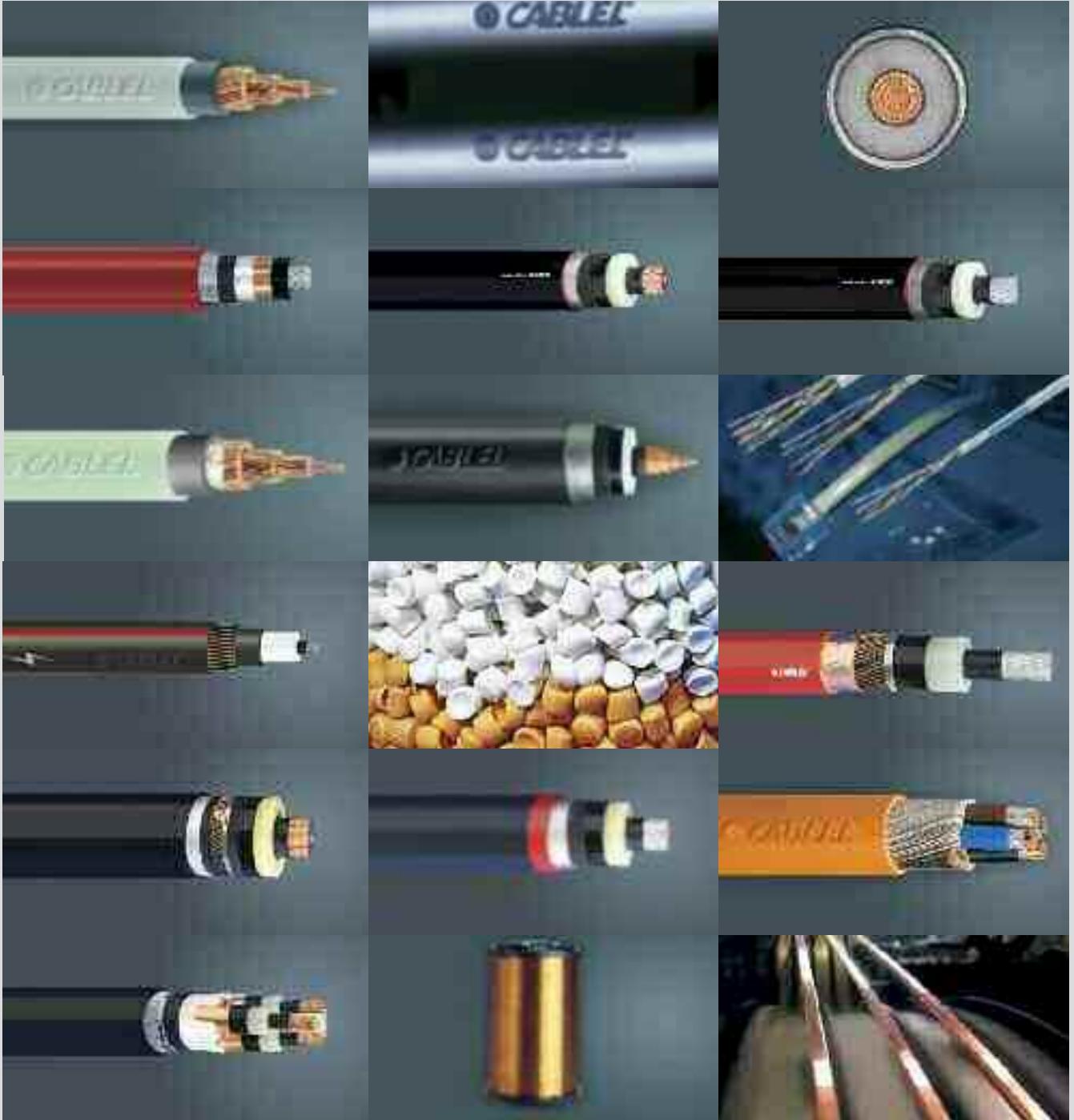
- Copper conductor cables
- Gauging and control cables
- Conventional telephone cables
- Telephone exchange cables
- Data transmission cables
- High-frequency telephone cables
- Optical fibre cables (single-mode and multi-mode)
- Underground dielectric cables, in tubes
- Underground direct burial cables (steel reinforcement)
- Indoor installation LSZH cables
- Underground dielectric anti-rodent cables
- Aerial installation cables (8-shaped or ADSS)
- Submarine optical fibre cables
- Signalling and railway signalling cables

Enamelled wires

- Enamelled wires for electric motors and transformers
- Copper wires for grounding and box can manufacture

Plastic & rubber compounds

- PVC-based plastics
- Polyolefin-based plastics
- Rubbers





7. Product (continue)

The main Company product applications are as follows:

Cables

- Buildings
- Outdoor installations and industrial applications
- Transmission and distribution networks
- Installations with special requirements
- Ship and marine applications
- Telecommunications and data transmission networks
- Renewable energy sources
- Oil and natural gas sector
- Domestic appliances

Enamelled Wires

- Transformers
- Motors - generators
- Small motors
- Relays - coils
- Self-supporting windings - resistance to varnish impregnation

Compounds

- Cable industry
- Production of soft water pipes
- Production of flexible spiral pipes
- Production of hard flexible pipes for electrical applications
- Rubber and plastic soles
- Flexible elastic and plastic profiles

Cable products are sold in the international and Greek markets under the patented trademark Cablel®. The Company is well-known in foreign markets and its orientation towards exports is a strategic choice made by the Management as illustrated from the large quantities of cables and enamelled wires sold abroad.

Submarine cables

Hellenic Cables Group manufactures medium and high voltage submarine cables as well as optical fibre cables in its plant in Soussaki, Corinth (Fulgor). Since 1972, more than 1,000 km of power submarine cables of up to 33 kV and more than 2,200 km of submarine optical-fibre cables have been installed. In addition, the company manufactures composite submarine cables combining power submarine and optical-fibre cables.

Fulgor extended its production capacity by implementing a capital expenditure plan in excess of EUR 65 million in order to manufacture high and extra high voltage submarine cables. The new equipment will enable the Company to produce submarine cables of up to 500 kV in long continuous lengths. Fulgor has its own dock and premises in its Soussaki-based





7. Product (continue)

plant, which enable the direct loading of cables on special cable-laying vessels. Moreover, Fulgor is in a position to undertake cable sinking and protection services on the seabed and deliver submarine links to end customers in the form of "turnkey" projects as it occurred in 2014 when it interconnected Bell Island to the continental network of Newfoundland and Labrador, Canada, and in 2015 when it undertook the interconnection of Syros-Tinos, Syros-Mykonos, Syros-Paros islands and the interconnection of the wind park on the islet of Agios Georgios, both projects being underway.

Extra high voltage submarine cables

Hellenic Cables Group produces extra high voltage cables of up to 500 kV in the plant in Thiva. These cables are manufactured by applying copper wire metallic shielding or lead sheath or smooth or corrugated welded aluminium sheath (SWAS/CWAS) and external sheath made of MDPE, HDPE, PVC or slow-flammable materials (halogen free and fire retardant).

Cables are designed by thoroughly specialised design engineers and, benefiting from the Company's leading-edge equipment, they guarantee such performance and quality levels as to meet the most rigorous specifications.

Such cables may be offered together with suitable components by collaborating companies of international renown while turnkey installation services may also be provided in addition to the products (turnkey projects).

Turnkey solutions

The last 18 years Hellenic Cables Group has successfully completed various projects in many European countries, which include the supply and installation of thousand kilometres of high-voltage underground cables. Currently, projects for the production and installation of more than 250 km of high voltage underground cables are underway.

Fulgor undertook the first "turnkey" project for 20kv medium voltage submarine cables in 1972 and to date has installed more than 1,000 km of power submarine cables using specially trained personnel and specialised contractors.

The capacities of Hellenic Cables Group include:

- cable design and production in accordance with customer requirements and project needs;
- the provision of special parts required for cable connections and also the termination of cable ends;
- the transportation and installation of cables on site;
- civil engineering works required for cable protection;
- control, initial operation and delivery of the system to the customer (commissioning);
- integrated project management;
- training of the customer's personnel in system operation and maintenance;
- maintenance/ assistance services to customers.





8. Customers and sales network

Hellenic Cables sells its products on the domestic market through its central distribution centres in Athens and Thessalonica and its agent on the island of Crete, where well-organised warehouses are established. The Company participates directly in tenders held in Greece (e.g. Hellenic Electricity Distribution Network Operator S.A. / Independent Power Transmission Operator) and in foreign countries. It exports its products both directly and through agents. To ensure a more effective penetration into foreign markets, the Company uses the organised sales network of Viohalco subsidiaries such as Metal Agencies in the United Kingdom, Tepro Metal in Germany, Genecos in France and Icme Ecab in Romania.

Power transmission cable customers include large power generation and transmission organisations such as E.ON in Germany, EDF in France and ENEL in Italy, large construction and industrial companies, as well as internationally acclaimed cable trading companies and customers.

Company major projects

Project: Supply and installation of 150 kV submarine cables for the Cyclades interconnection

The project concerns 150 kV underground and submarine cable links for Syros - Tinos, Syros – Mykonos and Syros –Paros islands, and a 150kV cable termination on Tinos. In addition to cable supply, the project includes cable laying, cable protection near coastal areas, and the implementation of the necessary connections to the existing network of the Independent Power Transmission Operator. In detail, the project includes the following connections:

- Syros and Tinos are interconnected using a 33-km 150 kV 3x630 mm² copper/XLPE and 24-optical-fibre cable, which was installed at a maximum sea depth of 200m. Cable installation and protection for Syros-Tinos section was completed in December 2015. The land section of assembly and termination was completed in February 2016 while the interconnection test is expected to be completed in the months to come.
- Syros-Mykonos interconnection was implemented and successfully tested with a 35-km 150 kV 3x300 mm² copper/XLPE and 24-optical-fibre submarine cable, which was installed at a maximum sea depth of 100m.
- Syros-Paros interconnection is carried out using a 46-km 150 kV 3x300 mm² copper/XLPE and 24-optical-fibre submarine cable, which will be installed at a maximum sea depth of 100m. Currently, the submarine cable is under construction and is expected to be installed in the months to come.

Once the interconnection of the Cyclades to the Hellenic Power Transmission System is completed, it will play a decisive role in the development of the Cyclades and will ensure the best environmental and financial terms for local communities while also benefiting Greek electricity consumers through the decrease in public utilities expenditures.

In May 2016 power testing was successfully carried out and the project is expected to be completed in the months to come and overall in 2016.





8. Customers and sales network (continue)

Project: Supply and installation of 150 kV submarine cables for the wind park interconnection on the islet of Agios Georgios

The project concerns the supply of 37.4 kilometres of a high voltage 150 kV 3x300 mm² copper/XLPE and 2x24 optical-fibre submarine cable, cable laying at a depth of up to 230 meters, cable protection on the seabed along the route, as well as the implementation of the necessary terminations and connections to the existing high voltage network at Lavrio. The project is implemented on behalf of Terna Energy.

This investment will generate multiple energy and environmental benefits since the power generated annually by the wind park will suffice to meet the energy needs of more than 40,000 households per annum, while it is estimated that it will help save more than 60,000 tons of petroleum and prevent more than 180,000 tons of pollutant emissions per annum.

The project was completed in February 2016 and final tests are expected to be carried out during the forthcoming months.

Project: Supply and installation of 132 kV land underground cables in Cyprus

The project concerns the supply of 48 kilometres of a 132 kV 1x800 mm² XLPE, SWAS-armoured and HDPE-sheathed underground cable, trench excavation for the purpose of cable laying and final installation. The project is implemented on behalf of the Electricity Authority of Cyprus (EAC) in order to upgrade the power network and interconnect "Athalassa" and "Latsia" substations.

The project was completed in February 2016 and final tests are expected to be carried out during the forthcoming months.





9. Plants

The production base of Hellenic Cables Group includes plants in Greece, Romania and Bulgaria as follows:

Hellenic Cables Power and Optical Fibre Cables Plant (Thiva, Greece)

Total area: 175,082 square metres
 Buildings: 52,076 square metres
 Capacity: 60,000 tons per annum
 Products: Low, medium, high and extra high voltage power cables, optical fibre cables, copper and aluminium conductors
 Certifications: EN ISO 9001:2008, EN ISO 14001:2004, OHSAS 18001: 2007.



Fulgor Power Cables Plant (Soussaki, Corinth, Greece)

Total area: 209,656 square metres
 Buildings: 89,489 square metres
 Capacity: 50,000 tons cables and 120,000 tons 8mm wire, per annum
 Products: Low, medium and high voltage power cables, medium and high voltage submarine cables, 8mm copper wire
 Certifications: EN ISO 9001:2008, EN ISO 14001:2004, OHSAS 18001:2007



Icme Ecab Power and Telecom Cables Plant (Bucharest, Romania)

Total area: 267,789 square metres
 Buildings: 102,138 square metres
 Capacity: 50,000 tons per annum
 Products: Low and medium voltage power cables, copper telephone cables
 Certifications: EN ISO 9001:2008, EN ISO 14001:2004



Hellenic Cables Enamelled Wires Plant (Livadia, Greece)

Total area:	121,816 square metres
Buildings:	13,939 square metres
Capacity:	14,000 tons per annum
Products:	Copper and aluminium enamelled wires, copper wire
Certifications:	EN ISO 9001:2008, EN ISO 14001:2004, OHSAS 18001: 2007.



Hellenic Cables Compounds Plant (Oinofyta, Viotia, Greece)

Total area:	21,263 square metres
Buildings:	9,277 square metres
Capacity:	24,000 tons per annum
Products:	Plastic and rubber compounds
Certifications:	EN ISO 9001:2008, EN ISO 14001:2004, OHSAS 18001: 2007.

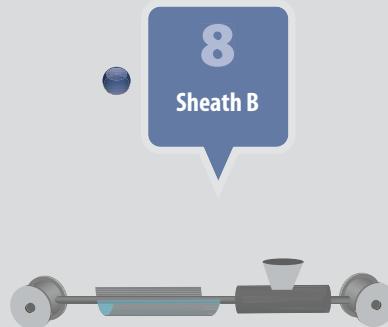
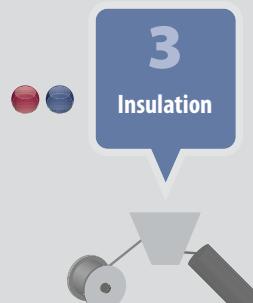
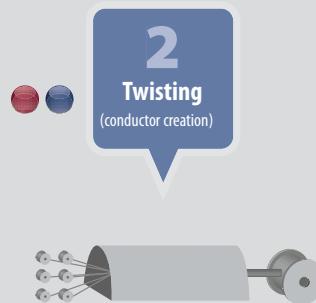
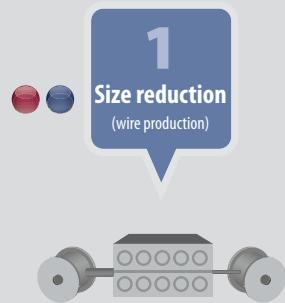


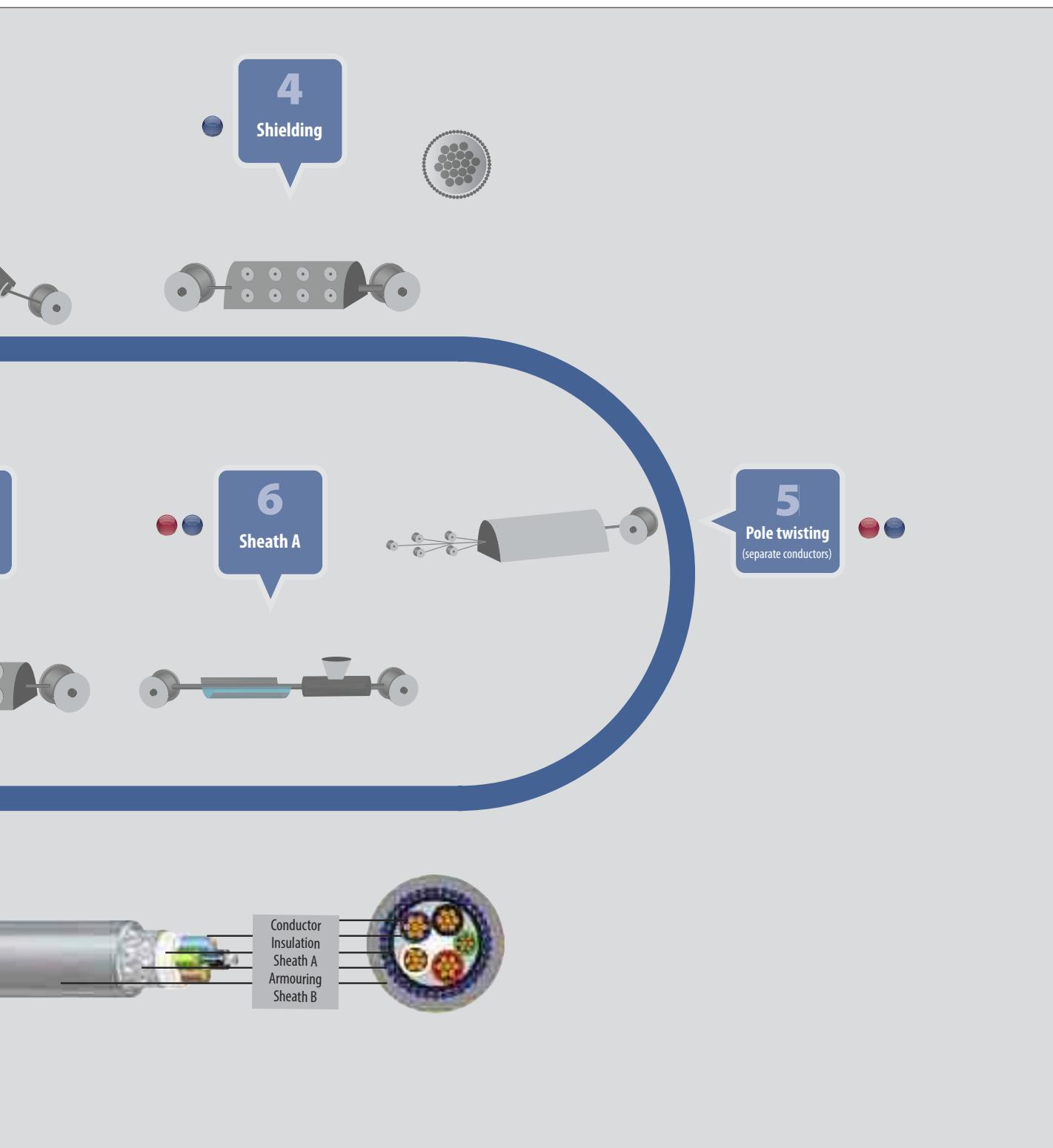
Lesco O.O.D. Plant (Blagoevgrad, Bulgaria)

Total area:	17,000 square metres
Buildings:	3,398 square metres
Capacity:	16,500 cubic metres per annum
Products:	Timber, rolls and pallets



10. Manufacturing process







11. Key Group Financial Data

Income Statement

CONSOLIDATED FIGURES (in EUR million)	2015	2014
Sales	479.7	359.4
Net earnings before interest, taxes, depreciation and amortisation	37.0	-10.7
% of sales	7.7%	-3.0%
Operating results	23.6	-20.0
% of sales	4.9%	-5.6%
Pre-tax earnings	0.6	-37.9
% of sales	0.1%	-10.6%
Post-tax earnings	-1.8	-30.3
% of sales	-0.4%	-8.4%

Balance Sheet

Group Balance sheet (in EUR million)	2015	2014	Variation %
Assets			
Fixed assets	251.8	255.3	-1%
Holdings and other long-term receivables	4.6	5.1	-9%
Non-current assets	256.4	260.4	-2%
Inventories	85.9	92.6	-7%
Trade receivables	99.2	55.2	80%
Cash	18.2	4.7	290%
Other current assets	28.9	24.7	17%
Current assets	232.1	177.2	31%
Total assets	488.6	437.7	12%
Equity	85.7	88.4	-3%
Liabilities			
Long-term loans	121.1	113.2	7%
Short-term loans	120.8	109.1	11%
Trade payables	82.0	60.4	36%
Other liabilities	79.0	66.6	19%
Total liabilities	402.9	349.2	15%
Total equity and liabilities	488.6	437.7	12%



11. Key Group Financial Data (continue)

Cash Flows

(in EUR million)	2015	2014
Operating activities	7.7	-11.2
Investment activities	-11.3	-32.8
Financing activities	17.1	31.0
Cash and cash equivalents		
at beginning of period	4.7	17.7
at end of period	18.2	4.7

Financial ratios

	2015	2014
Gross profit margin		
(Gross profit/sales)	8.3%	2.2%
Net profit margin		
(Net earnings/ Sales)	-0.4%	-8.4%
Gearing		
(Debt/Equity)	2.82	2.51
Liquidity		
(Current assets/ short-term liabilities)	0.97	0.89
Return on equity		
(Net Profit/ Equity)	-2.2%	-34.3%
Inventory turnover ratio		
(Inventory/ Cost of sales) x 365 days	71	96
Receivables turnover ratio		
(Trade receivables/ Sales) x 365 days	75	56
Accounts payable turnover ratio		
(Trade creditors / Cost of sales) x 365 days	83	79

12. Share performance

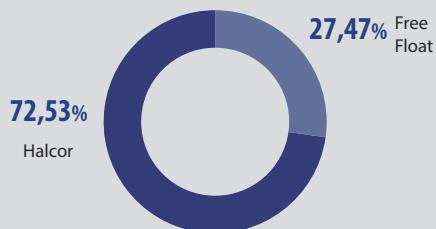
Average price per share 2015 0.80 EUR
 Number of shares 29,546,360

Share ticker symbols

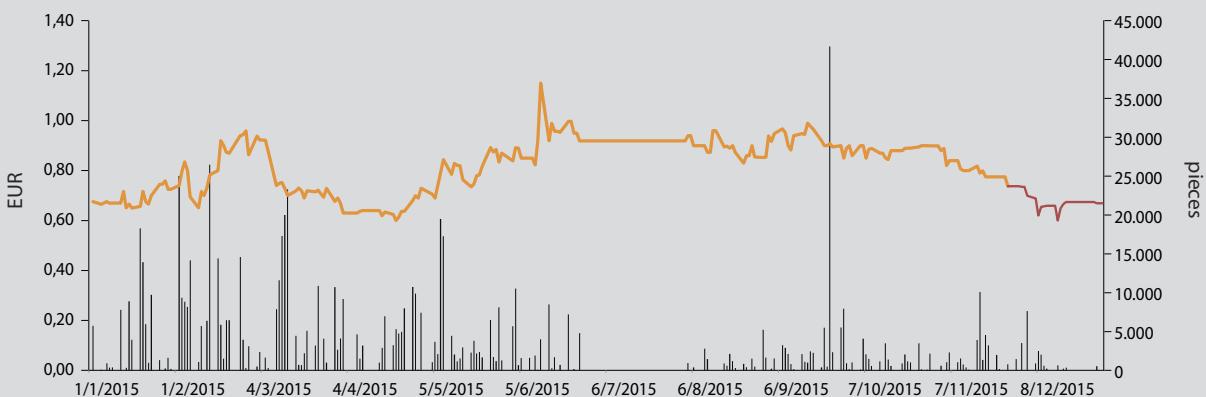
Ticker symbol in ASE: ELKA
 Ticker symbol in Reuters: HCAr.AT
 Ticker symbol in Bloomberg: ELKA:GA

The company is listed on the ASE General index and on the FTSE Mid Cap index.

Hellenic Cables shareholding 2015



Daily performance of share price and volume of transactions in 2015





13. Main holdings

The Company's holdings which are consolidated include twelve companies, six of them being consolidated with the full consolidation method and the other six with the equity method of accounting:

Company	Holding	Registered office	Revenue (EUR thousand)	Profit/ (Loss) (EUR thousand)
1. Icme Ecab SA	98.59%	Bucharest	146,121	(1,218)
2. Fulgor SA	100.00%	Athens	178,447	1,500
3. Lesco OOD	100.00%	Sofia	6,443	368
4. Lesco Romania SA	65.00%	Bucharest	293	1
5. De Laire Ltd.	100.00%	Nicosia	614	-
6. SYMM.EP. SA	100.00%	Athens	-	-
7. Steelmet SA	29.56%	Athens	14,046	280
8. Metal Agencies Ltd.	20.00%	London	114,487	125

13.1 Icme Ecab S.A.

The Company has got over 50 years of experience in the Romanian and international cable markets. It was established in 1949 under the name "Electrocablu." In 1959 Electrocablu merged with the neighbouring Company "Electroizolantul" to set up the company "Cables & Insulating Materials Factory." In 1973 the company was renamed into "Cables & Insulating Materials Company" (Icme). In 1998 the Austrian company Isovolta became its main shareholder. In 1999 Hellenic Cables SA acquired majority shareholding (95%) in Icme Ecab S.A. and in 2002 it acquired almost full control of its share capital (98.6%). The Company is established in Bucharest, in a 102,000-m² industrial complex on a 268,000-m² plot of land and employs approximately 520 employees.



The products of Icme Ecab SA are sold on the international and Romanian markets under the patented trademark Cablel®. The Company manufactures indoor installation cables, power cables, control cables, industrial-purpose and external installation cables, fire retardant cables, fire resistant cables, halogen-free cables, copper and aluminium conductors, mine cables, marine cables, special purpose cables, telecommunications cables, signalling cables, remote control and data transmission cables, as well as plastic and rubber compounds.

It also has a Research & Development Department equipped with state-of-the-art machinery and well trained personnel, who contributes to the ongoing efforts to improve quality and costs of its products.

Icme Ecab S.A. makes continuous investments in human resources by providing them with ongoing training, and ensuring top quality working conditions of increased safety.

Icme Ecab S.A.

Basic financials (in EUR million) (in EUR million)	2015	2014	% Difference
Sales	146.1	117.5	24%
Gross profit	5.0	3.2	57%
Pre-tax earnings	-1.6	1.9	-17%
Non-current assets	46.6	47.3	-1%
Current assets	46.7	45.5	3%
Equity	41.3	42.9	-4%
Liabilities	52.0	49.9	4%

In the domestic Romanian market, products of Icme Ecab are sold and distributed from its facilities in Bucharest and its warehouses in Cluj, Bacau and Timisoara; in the international market, they are sold through the network of Hellenic Cables SA, including Tepro Metal in Germany, Genecos in France, Metal Agencies in England, Steelmet in Bulgaria, or directly to end customers. In the following years, the company will try to further boost its presence in the Romanian market and in the markets of adjacent countries (Bulgaria, Hungary, Moldavia, Czech Republic, and Slovakia) and in other countries through the network of Hellenic Cables SA.

13.2 Fulgor S.A.

Fulgor was established in 1957. In 1972 the company relocated to its current 210,000 m² facilities in Soussaki, Corinth. In 1973 it carried out the first submarine cable links for PPC and in 1986 it constructed and installed the first optical fibre cable in Greece for Hellenic Telecommunications Organisation. In 1993 it embarked on the production of high voltage cables. Over the past forty years, the company has installed a large part of the power and telecommunications networks in Greece and has installed most submarine cable links in the Greek territory.

Fulgor can produce overhead, underground and submarine low, medium and high voltage power cables of various types and 8mm copper wire. The Company's products are sold on the Greek and international markets under the trade name Fulgor™, with significant brand recognition especially with respect to submarine cables and high voltage underground cables. The Company holds ISO 9001 certification since 1994, while in 2003 it also received ISO 14001 certification.

Investments in excess of EUR 65 million were carried out in Fulgor during 2012-2015 to install an ultra-modern production line involving high and extra high voltage submarine cables. Following completion of such investment, Fulgor became one of the few producers of high voltage submarine cables all over the world. Production of the first orders in the new line started in 2014.



13. Main holdings (continue)



Fulgor A.E.

Key Financials (in EUR million)	2015	2014	% Difference
Sales	178.4	111.1	61%
Gross profit	17.8	-1.6	
Pre-tax earnings	4.2	-18.2	
Non-current assets	119.5	120.5	-1%
Current assets	57.8	51.9	11%
Equity	22.4	6.8	230%
Liabilities	154.9	165.6	-6%

Fulgor SA products are sold either directly or through the Hellenic Cables sales network in Greece (Athens, Thessalonica, Crete) and abroad.

14. Board of Directors and Company Management

The company is governed by a 12-member Board of Directors:

1. **Ioannis Batsolas**, Chairman, executive member
2. **Konstantinos Laios**, Vice-chairman, non-executive member
3. **Ioannis Stavropoulos**, executive member
4. **Nikolaos Galetas**, non-executive and independent member
5. **Alexios Alexiou**, executive member
6. **Georgios Passas**, executive member
7. **Andreas Kyriazis**, non-executive and independent member
8. **Michael Diakogiannis**, non-executive member
9. **Manuel Iraola**, non-executive member
10. **Andreas Katsanos**, non-executive member
11. **Emmanouil Nikolaidis**, non-executive member
12. **Iakovos Georganas**, non-executive member

The Company is managed by Messrs.:

1. **Alexios Alexiou**, General Manager, Economist
2. **Ioannis Theonas**, CFO, Economist
3. **Christos Siaperas**, Cables Sales Manager, Mechanical - Electrical Engineer
4. **Dimitrios Chatzakis**, Enamelled Wires Sales Manager, Economist
5. **Ioannis Papaioannou**, Thiva Plant Manager, Mechanical Engineer
6. **Ioannis Skondras**, Livadia Plant Manager, Mechanical Engineer
7. **Haralambos Voulgaris**, Compounds Plant Manager, Chemical Engineer
8. **Constantinos Constantinou**, Quality Manager, Mechanical - Electrical Engineer



15. Notice of General Meeting of Shareholders

Notice of Annual General Meeting to the Shareholders of «Hellenic Cables SA - HELLENIC CABLE INDUSTRY SA» GEMI (General Electronic Commercial Registry) No. 281701000

In compliance with the Law and the Articles of Association of the Company, the Board of Directors of HELLENIC CABLES SA - HELLENIC CABLE INDUSTRY SA, following revocation of its decision dated 5.5.2016 on convocation of Ordinary General Meeting on 26.5.2016 which is adjourned, invites anew its shareholders to an Ordinary General Meeting on Wednesday, 8 June 2016 at 09:30 am at the PRESIDENT Hotel, 43, Kifissias Avenue, Athens, to discuss and decide on the following:

ITEMS ON THE AGENDA

1. To approve the annual financial statements of the financial year 2015 and the relevant Board of Directors and certified public accountants Reports.
2. To discharge the members of the Board of Directors and the certified public accountants from all responsibility for damages for the financial year 2015.
3. To elect certified public accountants, both ordinary and alternates, for the financial year 2016 and approve their remuneration.
4. To validate the election of a temporary Director.
5. To elect the members of a new Board of Directors.
6. To appoint the members of the audit committee, according to article 37 of Law 3693/2008.
7. To approve Directors' remuneration in accordance with article 24, par. 2 of Codified Law 2190/1920.
8. To decide on a spin-off procedure concerning the industrial part and part of the cables commercial sector, and its absorption by the company under the trade name "SYMM.EP. SA - HOLDINGS AND INVESTMENTS COMPANY" in which the company has a 100% holding in accordance with the provisions of Article 52 of Law 4172/2013 and Codified Law 2190/1920.
9. To grant authorisations
10. To change the scope and name of the company and to amend accordingly articles 4 and 1 of its Articles of Association.
11. Miscellaneous announcements.

RIGHT TO ATTEND THE GENERAL MEETING

Any person appearing as a shareholder in the file of the Dematerialised Securities System, managed by 'Hellenic Exchanges S.A.' (former Central Securities Depository), in which the company's transferable securities are kept, has the right to attend the General Meeting. A certificate in written form issued by the above entity should be used as a proof of the capacity to act as a shareholder, or alternatively the direct access of the Company to the electronic files of the entity. This capacity should be in effect on 03.06.2016 (Registration date), namely at the beginning of the fifth (5th) day before the date of the General Meeting and the pertinent written certificate regarding the capacity of shareholder has to reach the Company no later than 05.06.2016, namely on the third (3rd) day before the holding of the General Meeting.

The Company considers as a shareholder having the right to attend the General Meeting and vote thereat only that person having the capacity of shareholder on the respective Registration Date. In the case of non-compliance with the provisions of article 28a of Codified Law 2190/1920, the shareholder in question can only attend the General Meeting with its permission.

To exercise the rights in question does not presuppose that the shares of the beneficiary should be blocked or another similar procedure should be followed, limiting the possibility for sale and transfer of the shares during the period of time between the Date of Registration and the General Meeting.

PROCEDURE TO BE FOLLOWED IN ORDER TO EXERCISE VOTING RIGHTS THROUGH A PROXY

The shareholder attends the General Meeting and votes in person or through proxies. Each shareholder can appoint up to three (3)

proxies. Legal entities can attend the General Meeting by appointing as their proxies up to three (3) natural persons. Nevertheless, in case the shareholder holds shares of a company appearing in more than one securities account, the above restriction does not prevent the shareholder from appointing different proxies for the shares appearing in each securities account with respect to the General Meeting. A proxy acting on behalf of more shareholders can give different votes regarding each shareholder. The proxy of a shareholder has to inform the Company, before the General Meeting starts, about any specific fact, which can be useful to the shareholders for them to estimate the risk of the proxy eventually serving interests other than those of the shareholder. Within the meaning of this paragraph a conflict of interests could arise especially when the proxy:

- a) Is a shareholder controlling the company or is another corporate body or entity, which is controlled by this shareholder.
- b) He is a member of the Board of Directors or the Company's management, in general, or a shareholder, who exercises control of the Company or other corporate body or entity controlled by a shareholder, who exercises control over the Company.
- c) He is an employee or certified public accountant of the Company or a shareholder having control of the Company or other corporate body or entity controlled by a shareholder, who has control of the Company.
- d) He is married to or he is a first degree relative of one of the natural persons mentioned in cases (a) to (c).

The appointment or revocation of the shareholder's proxy is executed in writing and notified to the Company, through the same procedure, at least three (3) days before the date of the General Meeting.

The Company will make available on its website www.cablel.gr the form to be used for the appointment of a proxy. This form is to be submitted filled and signed by the shareholder to the Company's Investors Relations Service at the address: 16, Himaras street, Maroussi, 151 25 or faxed at: 210 6861347 at least three (3) days before the date of the General Meeting. The appointed proxy is required to confirm successful delivery of the proxy appointment form to the Company by calling at 210 6861349, Mr. Constantinos Canellopoulos.

Each share issued by the Company has one voting right.

The Company's Articles of Association do not provide the possibility to attend the General Meeting through electronic means, without the natural presence of shareholders in the place where the meeting is held or the possibility to participate in remote voting.

MINORITY SHAREHOLDERS RIGHTS

According to the provisions of article 26 of Codified Law 2190/1920, as in force today, the Company informs its shareholders about their rights pursuant to paragraphs 2, 2a, 4 and 5 of Article 39 of said Law, which are as follows:

- (a) Following an application of shareholders representing 1/20 of the paid-up share capital the Company's Board of Directors has the obligation to include additional items in the Agenda, if the pertinent application reaches the Board by 24.05.2016 namely at least fifteen (15) days before the General Meeting. The application for the registration of additional items in the Agenda should be accompanied by a relevant justification or a draft resolution for approval by the General Meeting. The revised Agenda is published in the same way with the previous agenda, namely on 26.05.2016, thirteen (13) days before the date of the General Meeting and it is simultaneously made available to the shareholders on the Company's website together with the justification or the draft resolution submitted by the shareholders, according to the provisions of art. 27 (3) of Codified Law 2190/1920.
- (b) Following an application of shareholders representing 1/20 of the paid-up share capital the Board of Directors shall make available to the shareholders, in line with the provisions of Article 27(3) of C.L. 2190/1920, no later than 02.06.2016, namely at least six (6) days before the date of the General Meeting, draft resolutions about issues that had been included in the initial or revised agenda if the relevant application arrives with the Board of Directors until 01.06.2016, namely at least seven (7) days before the date of the General Meeting.
- (c) Following an application submitted to the Company by any shareholder by 02.06.2016, namely at least five (5) full days before the General Meeting, the Board of Directors has to provide the General Meeting with the information specifically requested, regarding



15. Notice of General Meeting of Shareholders (continue)

the Company's affairs, to the extent that this could be useful for a substantial assessment of the items of the agenda.

The Board of Directors can provide a uniform answer to the requests of shareholders having the same contents. There is no obligation to provide information already available on the Company's website, especially in the form of questions and answers.

In addition, following a request of shareholders representing 1/20 of the paid-up share capital, the Board of Directors should announce to the General Meeting the amounts of remuneration paid, during the last two years, to each member of the Board of Directors or the managers of the Company, as well as any payment to the above persons for any reason or contract between them and the Company.

In all the above cases the Board of Directors can refuse to provide the information, due to a substantial reason, which should be mentioned in the minutes.

- (d) Following an application of shareholders representing 1/5 of the paid-up share capital, submitted to the Company until 02.06.2016, namely at least five (5) full days before the General Meeting, the Board of Directors should provide the General Meeting with information regarding the Company's business and assets. The Board of Directors can refuse to provide such information, due to a substantial reason, which should be mentioned in the minutes.

The above-mentioned time limits to exercise the minority rights also apply to Repeat General Meetings.

In all the above-mentioned cases the shareholders submitting an application have to prove that they are shareholders of the Company, as well as the number of shares they own, when they proceed to exercise their relative right. Such proof can be a certificate issued by the entity where the securities are kept or by direct electronic connection between the entity and the Company.

AVAILABLE DOCUMENTS AND INFORMATION

The information provided for in Article 27, par. 3 of C.L. 2190/1920, namely:

1. Texts: a) notice for convocation of the Ordinary General Meeting; b) the Report dated 16.05.2016 of the certified public accountants Nikolaos Tsiboukas and Apostolos Spoutis of "DFK PD AUDIT S.A. Certified Public Accountants and Business Advisors Company" to assess the book value of the contributed sector's assets; c) the terms of spin-off of the contributed cables sector.
2. a) Comments on item 1, b) Comments on item 2, c) Comments on item 3, d) Comments on item 4, e) Comments on item 5, f) Comments on item 6, g) Comments on item 7, h) Comments on item 8, i) Comments on item 9 and j) Comments on item 10.
3. Total number of the company's shares and respective voting rights.
4. Proxy appointment form

Copies of the above documents will be available in the offices of the Company's Investors Relations Service, at the address: 16, Himaras street, Maroussi, 151 25.

Athens, 17 May 2016
The Board of Directors

HELLENIC CABLES Group

Annual Financial Report

as at 31 DECEMBER 2015

Based on Article 4 of Law 3556/2007

The Chairman
of the BoD

IOANNIS
BATSOLAS
K 067453

A Member
of the BoD

IOANNIS
STAVROPOULOS
K 221209

The General
Manager

ALEXIOS
ALEXIOU
X X 126605

The Chief Financial
Officer

IOANNIS
THEONAS
AE 035000
LICENCE No,
CLASS A: 0011130

Athens Tower, Building B,
2-4 Mesogheion Avenue,
GR-11527, Athens
www.cablel.gr
General Electronic Commercial
Registry No.: 281701000

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HELLENIC CABLES S.A.

No in General Register of Commerce 281701000, Address: Athens Tower, Building B, 2-4, Mesogheion Avenue, 11527, Athens

Facts and information on the period from 1 January 2015 to 31 December 2015, (According to article 135 of Law 2190/20 for companies publishing annual financial statements, individual and consolidated, in accordance with IAS/IFRS)

The following facts and information arising from the financial statements aim to provide general information about the financial condition and results of HELLENIC CABLES S.A. and its Group. Therefore, readers are advised, before making any investment decision or other transaction with the issuer, to refer to the issuer's website where the financial statements and the review report of the statutory auditor, if necessary, are uploaded.

Competent Prefecture: Ministry of Development, S.A. and Credit Division, **BoD composition:** Chairman: Batsolas I., Vice-chairman: Laios K., and members: Diakogiannis M., Kyriazis A., Iraola M., Alexiou A., Katsanos A., Stavropoulos I., Galetas N., Georganas I., Nikolaidis E., Passas G., **Certified Auditor:** Andreas Barlikas (Greek CPA Reg. No: 13991), **Date of financial statements approval by the Board of Directors:** March 9th 2016, **Audit firm:** Deloitte - Hadjipavlou Sofianos & Kambanis S.A. (Reg. No. SÖEL: E 120), **Audit opinion:** Unqualified opinion, **Website:** www.cablel.gr

STATEMENT OF FINANCIAL POSITION

amounts in Euro

	GROUP		COMPANY	
	31 Dec. 15	31 Dec. 14	31 Dec. 15	31 Dec. 14
ASSETS				
Property, plant & equipment	235,710,879	240,314,674	72,357,966	75,227,507
Investment property	872,265	872,265	540,226	540,226
Intangible assets	15,216,594	14,144,469	3,701,650	2,973,595
Other non-current assets	4,638,385	5,112,813	77,039,356	62,886,804
Inventories	85,901,357	92,646,186	54,766,364	41,642,949
Trade receivables	97,493,369	52,625,859	81,246,729	78,686,245
Other current assets	48,748,750	31,936,797	27,615,444	12,836,082
TOTAL ASSETS	488,581,598	437,653,063	317,267,735	274,793,408
EQUITY & LIABILITIES				
Share Capital	20,977,916	20,977,916	20,977,916	20,977,916
Other equity items	63,920,889	66,631,774	62,813,434	65,859,385
Total equity of parent company's owners (a)	84,898,805	87,609,690	83,791,350	86,837,301
Minority Interest (b)	805,924	831,563	-	-
Total Equity (c)=(a) + (b)	85,704,729	88,441,253	83,791,350	86,837,301
Long-term loan liabilities	121,056,632	113,166,131	76,228,260	76,510,338
Provisions / Other long-term liabilities	43,660,132	38,019,476	9,618,705	9,399,740
Short-term loan liabilities	120,780,595	109,081,046	59,340,491	49,975,970
Other short-term liabilities	117,379,511	88,945,157	88,288,928	52,070,059
Total liabilities (d)	402,876,870	349,211,810	233,476,385	187,956,107
TOTAL EQUITY AND LIABILITIES (c) + (d)	488,581,598	437,653,063	317,267,735	274,793,408

DATA FROM STATEMENT OF CHANGES IN EQUITY

amounts in Euro

	GROUP		COMPANY	
	31 Dec. 15	31 Dec. 14	31 Dec. 15	31 Dec. 14
Total equity at beginning of period (01/01/2015 & 01/01/2014 respectively)	88,441,253	82,914,448	86,837,301	77,177,160
Period's profit/(loss) after tax	(1,847,383)	(30,338,498)	(2,736,707)	(4,973,618)
Net income posted directly to equity	(865,586)	36,360,537	(309,244)	14,633,759
Change in subsidiary's consolidation method	-	(495,234)	-	-
Acquisition of subsidiary	(23,555)	-	-	-
Total equity at end of period (31/12/2015 & 31/12/2014 respectively)	85,704,729	88,441,253	83,791,350	86,837,301

STATEMENT OF CASH FLOW

amounts in Euro

	GROUP		COMPANY	
	1.01 - 31.12.2015	1.01 - 31.12.2014	1.01 - 31.12.2015	1.01 - 31.12.2014
Operating Activities				
Earnings before tax (continuing activities)	644,422	(37,927,226)	(3,249,903)	(7,679,518)
Plus / less adjustments for:				
Depreciation and Amortization	14,362,229	9,654,731	5,757,245	4,066,365
Provisions	2,986,227	(354,485)	1,763,809	337,545
Results (income, expenses, profit and loss) from investment act.	(526,366)	105,907	(1,385,769)	(1,374,398)
Income from Dividends	-	-	(169,200)	(12,724,206)
(Profit)/ Loss from Sale of Fixed Assets	(4,783)	(12,681)	(35,733)	(60,245)
Impairment and losses from destruction of fixed assets	216,308	11,824,035	155,025	6,153,829
Amortization of grants	(921,788)	(417,408)	(480,420)	(321,264)
Interest charges and related expenses	21,393,638	16,778,906	11,622,269	10,486,373
Plus/less adjustments for changes in working capital accounts or accounts related to operating activities:				
Decrease/(increase) in inventories	4,454,090	(13,615,680)	(14,642,717)	(8,960,833)
Decrease/(increase) in receivables	(44,004,260)	(6,854,361)	(3,802,969)	8,065,463
(Decrease)/ increase in payables (less loans)	27,547,830	24,136,453	36,800,362	(18,434,142)
Less:				
Interest charges and related paid-up expenses	(18,441,403)	(14,493,622)	(11,281,835)	(10,591,717)
Tax paid	-	-	-	-
Total inflow / (outflow) from operating activities (a)	7,706,145	(11,175,431)	21,050,165	(31,036,748)
Investment activities				
Acquisition of subsidiaries, affiliated companies, joint ventures and other investments	(78,905)	(1,002,000)	(14,478,905)	(5,114,000)
Purchase of tangible and intangible assets	(11,477,649)	(32,018,444)	(3,772,730)	(4,105,033)
Proceeds from the sale of tangible and intangible assets	5,007	12,835	37,678	136,304
Interest received	22,168	128,421	1,004,871	1,585,328
Dividends received	169,200	37,600	169,200	12,724,206
Proceeds from the sale of investments	16,462	-	16,462	-
Total inflow / (outflow) from investment activities (b)	(11,343,717)	(32,841,588)	(17,023,424)	5,226,805
Financing activities				
Cash of subsidiaries that were not consolidated	-	(177,471)	-	-
Proceeds from issued / received loans	22,777,020	35,845,779	12,766,041	16,785,103
Repayment of loans	(6,434,156)	(12,570,042)	(4,024,032)	(1,066,032)
Dividends Paid	-	(4,470)	-	(4,470)
Payment of financial lease payables (amortization)	796,428	(166,641)	-	-
Grants received	-	8,030,422	-	-
Cash of subsidiaries acquired	53,863	-	-	-
Total inflow/ (outflow) from financing activities (c)	17,193,155	30,957,577	8,742,009	15,714,601
Net increase/ (decrease) in cash and cash equivalents of the period (a) + (b) + (c)	13,555,582	(13,059,442)	12,768,750	(10,095,342)
Cash and cash equivalents, beginning of period	4,665,337	17,723,902	3,288,773	13,384,115
Effect of foreign exchange differences	(5,801)	877	-	-
Cash and cash equivalents, end of period	18,215,118	4,665,337	16,057,523	3,288,773

HELLENIC CABLES S.A.

Facts and information on the period from 1 January 2015 to 31 December 2015, (According to article 135 of Law 2190/20 for companies publishing annual financial statements, individual and consolidated, in accordance with IAS/IFRS)

STATEMENT OF TOTAL INCOME

amounts in Euro

	GROUP		COMPANY	
	1.01 - 31.12.2015	1.01 - 31.12.2014	1.01 - 31.12.2015	1.01 - 31.12.2014
Turnover	479,747,231	359,418,262	336,915,155	248,809,174
Gross profit/ (loss)	39,684,684	7,863,886	14,414,930	1,564,596
Earnings/ (loss) before tax, financing & investment results	23,590,361	(20,033,088)	8,512,545	(10,729,944)
Earnings/ (loss) before tax	644,422	(37,927,226)	(3,249,903)	(7,679,519)
Less: Tax	(2,491,805)	7,588,728	513,196	2,705,901
Earnings/(loss) after tax (A)	(1,847,383)	(30,338,498)	(2,736,707)	(4,973,618)
Allocated to:				
Company Shareholders	(1,830,558)	(30,309,277)	-	-
Minority Shareholders	(16,825)	(29,221)	-	-
Other comprehensive income after tax (B)	(865,586)	36,360,537	(309,244)	14,633,759
Total comprehensive income after tax (A) + (B)	(2,712,969)	6,022,039	(3,045,951)	9,660,141
Allocated to:				
Company Shareholders	(2,687,330)	5,766,472	-	-
Minority Shareholders	(25,639)	255,567	-	-
Basic post-tax earnings/ (loss) per share (in Euro)	(0.062)	(1.026)	(0.0930)	(0.1680)
Earnings/ (loss) before interest, tax, financing, investment & depreciation	37,030,802	(10,669,621)	13,789,371	(6,984,843)

ADDITIONAL FACTS AND INFORMATION

1. The Group companies included in the consolidated financial statements with reference to registered offices and holding percentage are as follows:

	HOLDING			Registered Office	Unaudited Years
	Direct	Indirect	Total		
Full consolidation method:					
FULGOR S.A.	100.00%	-	100.00%	GREECE	2015
ICME ECAB S.A.	98.59%	-	98.59%	ROMANIA	2010-2015
LESCO O.O.D	100.00%	-	100.00%	BULGARIA	2008-2015
LESCO ROMANIA S.A.	65.00%	-	65.00%	ROMANIA	2003-2015
DE LAIRE LIMITED	100.00%	-	100.00%	CYPRUS	2007-2015
SYMM.EP. S.A.	100.00%	-	100.00%	GREECE	2012-2015
Equity method of accounting					
STEELMET S.A.	29.56%	-	29.56%	GREECE	2010 & 2015
METAL AGENCIES LTD	20.00%	-	20.00%	ENGLAND	-

- During 2014, the Company participated in the capital increase of Genecos S.A., which resulted in the loss of control over Genecos S.A.. The financial results of Genecos S.A. were consolidated with full method until the date of the loss of control, while the participation was reclassified to "Other investments". Genecos S.A. was not consolidated for the year 2015.
- During 2015, the Company acquired 100% of shares of the entity SYMM.EP. S.A. for an amount of EUR 60,000. The certain investment was recorded as investment in subsidiary and at Group level, it was fully consolidated for first time in 2015.
- Prenotation of mortgage amounting to Euro 141 million has been raised on the properties of the Group in order to secure long-term loans.
- No shares of the parent company are held by Group companies.
- The unaudited tax years of the Company and the companies of the Group are analytically presented in note No 32.3 of the financial statements.
- The personnel employed by the Company and the Group on December 31st 2015 numbered 418 and 1,256 persons respectively while on December 31st 2014 the corresponding figure was 405 and 1,226.
- There are no disputed cases against Group companies and, therefore, no relevant provisions have been raised.
- Cumulative income and expenses from beginning of the period and balances of receivables and payables of the Company and the Group at the end of the current period, which have arisen from its transactions with affiliated parties within the meaning of IAS 24, are as follows:

(Amounts in Euro)	GROUP	ETAIPIA
i) Income	43,085,879	63,612,360
ii) Expenses	37,701,848	111,275,750
iii) Receivables	7,929,985	25,422,585
iv) Payables	6,490,321	13,570,367
v) Loans from related parties	5,149,479	-
vi) Transactions and fees for Management executives and BoD members	1,346,997	699,344
vii) Receivables from Management executives and BoD members	-	-
viii) Payables to Management executives and BoD members	-	-

10. The financial statements of the group are included in the consolidated financial statements of the following companies:

Corporate name	Country of registered office	Consolidation	Holding percentage
HALCOR S.A.	GREECE	FULL CONSOLIDATION	72.53%
VIOHALCO S.A./NV	BELGIUM	FULL CONSOLIDATION	45.64%

11. The amounts and nature of other comprehensive income after tax for the Group and the Company are as follows:

(Amounts in Euro)	GROUP		ETAIPIA	
	31-Dec-15	31-Dec-14	31-Dec-15	31-Dec-14
Foreign exchange differences	(381.340)	283.409	-	-
Revaluation of fixed assets	-	46.797.791	-	20.974.854
Valuation of derivatives fair value	15.359	(671.702)	276.949	(867.445)
Employee Benefits Obligations	218.187	(595.714)	139.223	(332.060)
Related tax	(717.792)	(9.453.247)	(725.416)	(5.141.590)
Other comprehensive income after tax	(865.586)	36.360.537	(309.244)	14.633.759

Athens, March 9th, 2016

THE CHAIRMAN OF THE BoD
IOANNIS BATSOLOS
AK 034042

A MEMBER OF THE BoD
IOANNIS STAVROPOULOS
K 221209

THE CHIEF EXECUTIVE OFFICER
ALEXIOS ALEXIOU
X 126605

THE CHIEF FINANCIAL OFFICER
IOANNIS THEONAS
AE 035000
LICENSE No, CLASS A: 0011130



**Statements by members of the Board of Directors
(Pursuant to article 4(2) of Law 3556/2007)**

To the best of our knowledge, we state that the Annual Financial Report which has been prepared in line with the applicable accounting standards gives a fair view of the assets and liabilities, equity and period results of HELLENIC CABLES S.A. (the Company) and of the companies included in the consolidation taken as a whole, and also

that the Annual Report of the Board of Directors gives a true and fair view of the development, performance and position of the Company and of the entities included in the consolidation taken as a whole, including the description of the main risks and uncertainties they face.

Athens, 9 March 2016

**Chairman of the
Board of Directors**

Ioannis Batsolas

**General Manager and
member of the
Board of Directors**

Alexios Alexiou

**Member of the
Board of Directors**

Ioannis Stavropoulos

ANNUAL REPORT
BY THE BOARD OF DIRECTORS OF "HELLENIC CABLES S.A."
ON THE CONSOLIDATED AND SEPARATE FINANCIAL STATEMENTS
FOR THE FISCAL YEAR 1 JANUARY - 31 DECEMBER 2015

Dear Shareholders,

In accordance with the provisions of Laws 2190/1920 and 3556/2007 and the executive decisions made by the Hellenic Capital Market Commission based on that law, we hereby submit the Annual Report by the Board of Directors for the current fiscal year 2015.

This Report includes an account of the financial results and changes of the year, a report of the important events that took place in 2015, an analysis of the prospects and risks expected in 2016, as well as a list of transactions with affiliates. This information concerns both the Group and the Company.

In addition to Hellenic Cables Hellenic Cables Industry S.A., Hellenic Cables Group consolidates the following affiliated companies:

Using the full consolidation method of accounting:

- FULGOR S.A., primary place of business: Athens, Greece
- ICME ECAB S.A., primary place of business: Bucharest, Romania
- LESCO O.O.D., primary place of business: Blagoevgrad, Bulgaria
- LESCO ROMANIA; primary place of business: Bucharest, Romania
- DE LAIRE LIMITED, primary place of business: Nicosia
- SYMM.EP. S.A., primary place of business: Athens, Greece

Using the equity method of accounting:

- METAL AGENCIES LTD, primary place of business: London

- STEELMET S.A., primary place of business: Athens

1. 2015 Highlights

In 2015 Hellenic Cables Group started its turnaround after the losses of the previous years. The increased capacity and product range resulting from its significant investments led to major increases in turnover and profitability. Despite the adverse developments in the domestic market and while facing strong competition and declining metal prices, the Group took advantage of the increased demand and showed an indication of its future prospects.

Consolidated turnover for 2015 amounted to Euro 480 million, increased by 33% compared to 2014 (Euro 359 million).

In the domestic market, Hellenic Cables maintained its leadership position for another year. The turnover more than doubled compared to 2014 and amounted to Euro 197.5 million, mainly due to the execution of two significant submarine cable projects, for Cyclades interconnection and St. George Island interconnection. Moreover, besides the submarine cable projects, the sales volume of the remaining main products in Greece increased during 2015, as significant projects were completed despite the adverse market conditions.

Hellenic Cables Group's exports increased by 6% and amounted to Euro 282 million despite the decreased metal values noticed during the year. Sales volume of main products of the Group increased by



approximately 14% compared to 2014, driven by growing demand for cables in major European countries.

Consolidated gross profit amounted to Euro 39.7 million, increased by 405% compared to 2014. The result before interest, taxes and depreciation and amortization (EBITDA) amounted to Euro 37 million profit versus Euro 10.7 million loss in 2014. Correspondingly, operating result (EBIT) amounted to Euro 23.6 million compared to losses of Euro 20 million in 2014.

The Group's results before taxes amounted to of Euro 644 thousand profit compared to losses of Euro 37.9 million in 2014, while net income amounted to losses of Euro 1.8 million compared to losses of Euro 30.3 million in 2014.

The improvement is mainly attributed to the increase in sales volume, as well as to the growth of the sales of high value-added products and services. Moreover, the Group continued to undertake initiatives to improve competitiveness and reduce production costs. These initiatives are focused on increasing the efficiency of production units, reducing the payroll cost per unit of product and decreasing costs of raw materials used in the production of goods. Nevertheless, it should be noted that the valuation of the basic (non-hedged) stock metal had a significant negative effect (approximately Euro 5.7 million) due of decreasing copper prices on the metal exchange.

The Group's net debt stood at Euro 223.6 million on 31.12.2015, compared to Euro 217.6 million on 31.12.2014, resulting from increased working capital needs to support the increased turnover. Nevertheless, the commercial working

capital of the Group is now at 17.7% of turnover, exhibiting improvement for yet another year.

Investments in 2015 amounted to Euro 11 million and concern selective investments in the various Group plants aimed mainly at capacity, productivity & flexibility improvements, in order to increase competitiveness in the ever-changing market conditions.

2. Objectives and outlook for 2016

The developments in Greece during 2015 intensified the financial uncertainty, while the discussions at a national and international level regarding the review of Greece's financing program terms prolonged the volatility in the macroeconomic and financial environment in Greece. Nevertheless, the situation stabilized during the last few months of 2015, thus enabling the unfettered continuation of business

The Group and the Company believe that any negative developments in the Greek economy are not expected to significantly affect their proper operation, considering that most Group sales are dispatched to markets abroad, while sales in the domestic market concern mostly refer to signed contracts for projects with assured funding and that the Group has access to funding sources abroad.

As for the global economy, based on the latest market information, demand has increased in key European markets, driven by the growing purchases of European utilities. Moreover, there are signs of recovery in other sectors as liquidity in the market seems to be improving (important projects gradually receive funding), while the depreciation of the euro compared to the

US dollar seems to create positive prospects for increasing competitiveness outside the Eurozone.

Hellenic Cables remains optimistic regarding its prospects for 2016 and continually assesses the situation to ensure that all necessary and possible measures and actions are undertaken in order to maximize the benefit of the Group and the Company. The Group has undertaken major projects for submarine medium and high voltage cables, while booking significant contracts with energy utilities for underground cables. The initiatives undertaken in recent years have focused both on the development of a competitive sales network and on the increase of productivity and the reduction of production costs. Therefore, the Group is able to seize the opportunities presented internationally and deservedly compete with the leading companies in the industry.

3. Corporate responsibility and sustainable development

HELLENIC CABLES acknowledges Corporate Responsibility as a necessity since it plays an important role in the process towards Sustainable Development. Our focus on the principles of Corporate Responsibility and Sustainable Development is reflected in both the long-term corporate strategy and our everyday activities.

3.1 Economic development and proper Corporate Governance

The objective set to strengthen the financial position and further growth of HELLENIC CABLES drives the Company's decisions and strategic choices. The principles governing responsible operation,

respect for the needs of its stakeholders and the environment as well as transparency in all aspects of operations are the context in which any decisions pertaining to the future of HELLENIC CABLES are taken.

For HELLENIC CABLES, to defend the interests of all its stakeholders is a commitment and is attained by choosing the most appropriate corporate governance practices. Through the decisions taken at both strategic and functional level, HELLENIC CABLES seeks to promote the concept of business ethics, safeguard its transparent operation and bring in line Company management with the interests of its stakeholders.

3.2 Responsibility to the market

HELLENIC CABLES is an active player in both domestic and international market. The purpose of the Company is to manufacture high quality products which are reliable, fulfil customers' special requirements and expectations and meet the needs and challenges of modern technology and integrated services. To attain its objectives and expand to new markets, the Company makes continuous investments in the development of new products and services.

3.3 Responsibility to employees

The People in HELLENIC CABLES play a leading role in its development. Acknowledging their contribution, the Company has undertaken the commitment to ensure continuous development and strengthening of its Human Resources. Driven by such commitment, the Company has developed a Human Resources Policy and applies procedures which lead to the



development of the employees' skills. HELLENIC CABLES promotes the establishment of an encouraging work atmosphere among employees, approves constructive collaboration and motivates its employees to adopt a behaviour qualified by responsibility, honesty, integrity, fairness, courtesy to colleagues, customers, collaborators, suppliers and the local communities in which the Company operates.

3.4 Care for the Health and Safety at work

Maintaining a healthy and safe environment is a priority for HELLENIC CABLES. Effective management of occupational Health and Safety issues is attained through the Work Health and Safety Management System that has been developed. The Company implements in all its Greek plants an integrated Health and Safety Management System, which has been certified according to the international standard OHSAS 18001:2007.

3.5 Care for the environment

The protection of the Environment is a key concern of HELLENIC CABLES and, thus, the Company makes investments every year in order to keep on reducing its environmental footprint. The Company implements in all its plants an integrated Environmental Management System, which has been certified according to the international standard OHSAS 14001:2004.

3.6 Responsibility to Society

HELLENIC CABLES attaches particular importance to contribution to the society, as illustrated by the efforts and initiatives of both Management and its employees. The objective of our Company is to contribute to the development of local

communities and especially to the generation of added value for the surrounding communities. Local Employment, Local Economy and Volunteerism are the pillars through which HELLENIC CABLES aims to strengthen local communities.

4. Financial ratios

The ratios showing the financial position of both Group and Company are presented in the **Table 1.1** (p. A11).

5. Main risks and uncertainties

Group risk management policies are implemented to recognise and analyse risks faced by the Group and to set risk assumption limits and implement checks and controls relating to them. Risk management policies and the relevant systems are periodically examined to incorporate changes noted in market conditions and Company operations.

The compliance with risk management policies and procedures is supervised by the Internal Audit Department which carries out scheduled and unscheduled audits on how risk management procedures are being implemented, and the findings are notified to the Board of Directors.

5.1 Credit risk

Credit risk is the risk of loss by the Group where a customer or third party in a financial instrument transaction does not discharge his/its contractual obligations and primarily relates to customer receivables and the investment securities.

5.1.1 Trade and other receivables

Group exposure to credit risk is primarily affected by the features of each customer.

TABLE 1.1

	GROUP		COMPANY	
	2015	2014	2015	2014
Gross profit margin (Gross profit/ sales)	8.3%	2.2%	4.3%	0.6%
Net profit margin (Net profit/ Sales)	-0.4%	-8.4%	-0.8%	-2.0%
Debt-equity ratio (Debt/ Equity)	2.82	2.51	1.62	1.46
Liquidity (Current assets/ short-term payables)	0.97	0.89	1.11	1.30
Return on Equity (Net profit/ Equity)	-2.2%	-34.3%	-3.3%	-5.7%
Inventory turnover ratio (Inventory/ Cost of sales) x 365 days	71	96	62	61
Receivables turnover ratio (Trade receivables/Sales) x 365 days	75	56	88	116
Accounts payable turnover ratio (Trade creditors / Cost of sales) x 365 days	83	79	89	69

The statistics associated with the Group's customer base, including the default risk that exists in a specific market and country where customers are in operation, have a limited effect on credit risk since there is no geographic concentration of credit risk. During the fiscal year, no customer accounted for more than 15% of the sales for the year and thus the trading risk is spread over a large number of customers.

The Board of Directors has laid down a credit policy which requires that all new customers are scrutinised individually as regards their creditworthiness before normal payment terms are proposed to them. The creditworthiness control performed by the Group includes an examination of information from banking sources and other third party credit rating sources, if any. Credit lines are set for every customer, and they are re-examined in the light of current circumstances and, if required, the relevant sales and payment terms are readjusted accordingly.

Customer credit lines are normally determined based on the insurance lines obtained for them from insurance compa-

nies and then receivables are insured based on such credit lines. Given that a significant number of insurance limits of Greek customers have been discontinued, the credit lines for domestic customers were considerably reduced while the risk was further diminished through the reduced credit period currently granted to Greek customers.

In monitoring customer credit risk, customers are grouped depending on their credit characteristics, the aging profile of their receivables and the existence of any possible previous difficulties in collecting receivables. Trade and other receivables include mainly wholesale customers of the Group. Any customers characterised as being of "high risk" are included in a special list of customers and future sales must be received in advance and approved by the Board of Directors. According to the customer's history and capacity, in order to secure its receivables, the Group requests real guarantees or collateral (i.e. letters of guarantee), when possible.

The Group makes impairment provisions which reflect its assessment of losses from customers, other receivables



and investments in securities. The above provision includes mainly impairment losses relating to specific receivables which, based on given conditions, are expected to be incurred, but are not finalised yet.

5.1.2 Investments

Investments are classified by the Group depending on the purpose for which they were acquired. Management decides on the suitable classification for the investment at the time the investment is acquired and re-examines that classification on each presentation date.

5.1.3 Guarantees

The Group's policy requires that no financial guarantees are provided. By way of exception, however, such guarantees may be provided solely to subsidiaries and affiliates based on a resolution passed by the Board of Directors.

5.2 Liquidity risk

Liquidity risk is the risk that the Group will fail to fulfil its financial liabilities upon maturity. The approach adopted by the Group to manage liquidity is to ensure, by holding absolutely necessary cash assets and adequate credit lines from cooperating banks, that it always has adequate liquidity to cover its obligations when they mature, under normal or more difficult conditions, without there being unacceptable losses or its reputation being put at risk.

To avoid liquidity risk the Group makes a cash flow provision for one year when preparing the annual budget and makes a monthly rolling provision for three months to ensure that it has adequate

cash to cover its operating needs, including coverage of its financial obligations. This policy does not take into account the impact of extreme conditions which cannot be foreseen.

5.3 Market risk

Market risk is the risk of a change in raw material prices, exchange rates and interest rates, which affect the Group's results or the value of its financial instruments. The purpose of risk management in respect of market conditions is to control Group exposure to such risks in the context of acceptable parameters while at the same time improving performance.

The Group uses transactions on derivative financial instruments in order to hedge part of market conditions risks.

5.3.1 Metal Raw Material Fluctuation Risk (copper, aluminium, other metals)

The Group bases both its purchases and sales on stock prices/indices linked to the prices of copper and other metals which are used by the Group and included in its products. The risk from metal price fluctuation is covered by hedging instruments (futures and options on London Metal Exchange-LME). The Group, however, does not use hedging instruments for the entire stock of its operation and, as a result, any drop in metal prices may have a negative effect on its results through inventories depreciation.

5.3.2 Exchange rate risk

The Group is exposed to exchange rate risk from sales and purchases and from loans taken out in a currency other than the functional currency of the Group's companies, which is mainly the Euro. The curren-

cies in which these transactions are conducted are mainly the Euro, the US dollar and the pound.

Over time, the Group hedges the largest part of its estimated exposure to foreign currencies in relation to the anticipated sales and purchases as well as receivables and liabilities in foreign currency.

The Group mainly enters into foreign currency futures with its foreign counterparties in order to hedge the risk of exchange rate changes, which primarily mature in less than one year from the balance sheet date. When necessary, such futures are renewed upon expiry. On a per-case basis, exchange rate risk may also be hedged by obtaining loans in the respective currencies.

Loan interest is in the same currency as that used in the cash flows arising from the Group's operating activities, which is mainly Euro.

Group investments in foreign subsidiaries having a functional currency other than the Euro (e.g. RON for ICME ECAB) are not hedged because such foreign exchange positions are considered to be of long-term nature.

5.3.3 Interest rate risk

The Group obtains funds for its investments and its working capital through bank and bonded loans, and thus debit interest is charged to its results. Any upward trend of interest rates will have a negative effect on results since the Group will bear additional borrowing costs.

The interest rate risk is mitigated as part of the group's loans is obtained based on fixed interest rates, either directly or through the use of financial instruments (interest rate swaps).

5.3.4 Capital management

The Board of Directors' policy is to maintain a robust capital base, in order to keep the Group trustworthy among investors, creditors and market players, and enable the future development of the Group's operations. The Board of Directors monitors return on equity, which is defined by the Group as the net results divided by the total net worth, exclusive of non-convertible preferred shares and minority interest. The Board of Directors also monitors the level of dividends distributed to holders of ordinary shares.

The Board of Directors tries to maintain a balance between the higher performance levels which would be attained through increased loans and the advantages and security offered by a robust and healthy capital base.

The Group does not have a specific treasury stock purchasing plan.

There have been no changes in the approach adopted by the Group concerning capital management during the fiscal year.

6. Significant transactions with related parties

The transactions of Hellenic Cables Group and Company are set out in the **Tables 1.2** (p. A14), **1.3** (p. A14) and **1.4** (p. A15).

During 2015, the subsidiary ICME ECAB received a loan of Euro 5 million from the ultimate parent Viohalco S.A./N.V.. The terms of the loan were under arm's length and the maturity date is during June 2016. The related accrued interest as of 31 December 2015 was Euro 149,479. There are no mortgages or pledges for the certain loan.

STEELMET provides HELLENIC

TABLE 1.2 Transactions of Hellenic Cables Company with Subsidiaries (amounts in Euro)

Companies	Sales of goods, services and fixed assets	Purchases of goods, services and fixed assets	Receivables	Prepayments for inventory purchases	Liabilities
ICME ECAB	17,924,819	25,257,577	2,230,864	-	8,589,354
LESCO EOOD	19,583	3,008,519	77,142	-	1,824,113
FULGOR	26,121,931	68,444,376	4,518,698	11,366,781	1,057,096
Total	44,066,333	96,710,473	6,826,703	11,366,781	11,470,563

TABLE 1.3 Transactions of Hellenic Cables Company with Associates as well as with Subsidiaries and Associates of VIOHALCO Group (amounts in Euro)

Companies	Sales of goods, services and fixed assets	Purchases of goods, services and fixed assets	Receivables	Prepayments for inventory purchases	Liabilities
STEELMET S.A.	-	1,735,163	-	-	359,359
HALCOR	6,086,593	6,174,444	812,242	-	-
SOFIA MED	427,523	1,006,449	-	-	195,001
METAL AGENCIES	11,745,673	679,660	5,186,020	-	235,419
ERLIKON	22,796,15	2,138,263	12,930	-	387,172
OTHERS	1,263,442	2,831,300	997,150	220,758	702,096
Total	19,546,026	14,565,278	7,008,343	220,758	1,879,047

CABLES with administration and organisation services.

HALCOR purchases from Hellenic Cables Group copper scrap arising from the products returned during its production process and PVC used by HALCOR for insulated pipes. HELLENIC CABLES Group buys from HALCOR quantities of cathodes for cable production.

SOFIA MED primarily sells copper products while purchasing raw materials and copper semi-finished products

METAL AGENCIES LTD acts as merchant - distributor of Hellenic Cables Group in Great Britain.

CORINTH PIPEWORKS primarily purchases energy cables for own use

ERLIKON sells steel wires to Hellenic Cables for cable manufacturing.

STEELMET CY provides ICME with marketing services.

ERGOSTEEL mainly provides construction services to FULGOR for the investments in Corinth plant

VIEXAL provides Hellenic Cables Group with travel and transportation services.

ELVAL buys from Hellenic Cables Group aluminium scrap from the returns generated from the production process and sells it to Hellenic Cables, while selling natural gas to FULGOR

ANAMET purchases scrap from Hellenic Cables Group and sells scrap to FULGOR.

ETIL provides construction services to Hellenic Cables Group and mainly to FULGOR for its investments in Corinth.

METAL VALIUS purchases from ICME ECAB copper scrap from the returns generated during the production process.

STOMANA primarily purchases energy cables from ICME for own use.

ICME ECAB purchases from Hellenic Cables plastic/rubber compounds for its production process as well as finished cables that the company cannot produce. ICME ECAB also sells to Hellenic Cables semi-finished and finished products for distribution in the domestic market.

TABLE 1.4 Transactions of Hellenic Cables Group with VIOHALCO Group* (amounts in Euro)

Companies	Sales of goods, services and fixed assets	Purchases of goods, services and fixed assets	Receivables	Prepayments for inventory purchases	Liabilities
STEELMET S.A.	-	1,735,163	-	-	359,359
STEELMET CY	614,000	671,970	38,054	-	-
ERGOSTEEL	-	140,343	400	-	291
HALCOR	19,292,732	16,910,796	873,058	-	1,120,910
SOFIA MED	1,390,703	1,441,233	34,457	-	263,733
METAL AGENCIES	11,862,934	768,472	5,298,213	-	243,222
VIEXAL S.A.	-	862,846	-	-	32,909
ELVAL	500,942	447,190	118	-	234
ANAMET	967,249	2,475,383	30,714	212,813	47,909
STEELMET ROMANIA	4,203,081	4,091,061	19,781	-	1,908,263
CORINTH PIPEWORKS	1,214,051	34,488	104,768	-	22,366
ETIL	-	487,644	-	-	85,744
ERLIKON	22,796	4,233,136	12,930	-	811,097
STOMANA INDUSTRY	535,609	131	86,083	-	-
METAL VALIUS	820,285	234,519	-	-	-
OTHER	1,661,496	3,167,474	1,210,650	7,459	1,594,283
TOTAL	43,085,879	37,701,848	7,709,228	220,758	6,490,321

* VIOHALCO Group includes the associate companies of HELLENIC CABLES Group.

FULGOR purchases from Hellenic Cables raw materials and semi-finished products for cable production and sells finished (mainly cables) and semi-finished products to Hellenic Cables.

LESCO EOOD sells wooden packaging materials to Hellenic Cables.

6.1 Remuneration paid to Board members and top executives

The fees paid to management executives and members of the Board of Directors in 2015 amounted to Euro 1,346,997 for Hellenic Cables Group and Euro 699,344 for the parent company Hellenic Cables.

7. Detailed information under Article 4(7) of Law 3556/2007

7.1 Share Capital Structure

Company's share capital amounts to Euro 20,977,916 thousand divided into 29,546,360 ordinary registered shares with a nominal value of Euro 0.71 each. All shares are admitted to trading on the

primary securities market of the Athens Stock Exchange, in the Large Capitalisation category. Company shares are dematerialised and registered incorporating voting rights.

According to the Company's Articles of Associations, the rights and obligations of shareholders are as follows:

- Right to obtain a dividend from the Company's annual profits. The dividend to which each share is entitled shall be paid to the shareholder within two (2) months from the date of the General Meeting which approved the financial statements. The right to collect dividends is statute-barred after the passage of five years from the end of the year in which the General Meeting approved distribution.
- Option in each share capital increase and right to subscribe new shares.
- Right to participate in the General Meeting of Shareholders.
- Ownership of shares automatically



entails acceptance of the Company's Articles of Association and the decisions of its bodies taken in accordance with such Articles and the law.

- Company shares are indivisible and the Company only recognises one owner of each share. All joint owners of shares without exception and all persons with the usufruct or bare ownership of shares are represented at the General Meeting by a single person appointed by those persons on the basis of a joint agreement. In the event of dispute, the share of those persons cannot be represented at the General Meeting.
- Shareholder liability is limited to the nominal value of each share they hold.

7.2 Restrictions on the transfer of Company's shares

Company shares may be transferred in the manner laid down by law and there are no restrictions on their transfer contained in the Articles of Association.

7.3 Major direct or indirect holdings within the meaning of Articles 9 to 11 of Law 3556/2007

The major holdings (over 5%) as at 31.12.2015 were as follows:

- VIOHALCO S.A./NV: 74.48% of voting rights (indirect & direct)
- HALCOR S.A.: 72.53% of its share capital

7.4 Shares that provide special control rights

There are no shares in the Company granting their holders special rights of control.

7.5 Restrictions on voting rights

The Company's Articles of Association contain no restrictions on voting rights

deriving from its shares. The rules in the Company's Articles of Association which regulate voting issues are contained in Article 24 of the Articles of Association.

7.6 Agreements between Company shareholders

To the best of Company Management's knowledge, there are no agreements between shareholders.

7.7 Rules on the appointment and replacement of Board members and amendments of the Articles of Association

The rules contained in the Company's Articles of Association on appointment and replacement of members of the Board of Directors and amendment of the provisions of the Articles of Association are not different from those contained in Codified Law 2190/1920.

7.8 Powers of the Board of Directors to issue new shares or purchase own shares

Article 6(1) of the Company's Articles of Association stipulates that only the General Shareholders Meeting with a 2/3 quorum of the paid-up share capital has the right to decide on a share capital increase of the Company with the issuance of new shares, such decision requiring the 2/3 majority of represented voting rights.

The Company's Articles of Association do not allow the Board of Directors or certain members thereof to be granted any right to issue shares or increase the share capital falling within the competence of the General Meeting.

The Board of Directors may purchase treasury stock in the context of a decision of the General Meeting taken in accor-

dance with Article 16(5) to (13) of Codified Law 2190/1920.

7.9 Major agreements which take effect, have been amended or expire in the case of change in control

The Company's common bonded loan agreements, which were assumed in full by Banks and are referred to in note 26 of the annual financial statements (for the Group: Euro 127.4 million, of which Euro 9.7 million are short-term; for the Company: Euro 84.6 million, of which Euro 8.3 million are short-term), include, except from the other terms described in Note 26, a change-of-control clause which, if used, enables lenders to terminate such loans prior to their maturity dates.

To the best of Company Management's knowledge, there are no other agreements which are valid, amended or expire in case the control of the Company changes.

7.10 Agreements with Board of Directors members or Company staff

To the best of Company Management's knowledge, there are no agreements between the Company and members of the Board of Directors or staff which provide for the payment of remuneration specifically in the case of resignation or dismissal without just cause or termination of service or employment.

8. ΔΗΛΩΣΗ ΕΤΑΙΡΙΚΗΣ ΔΙΑΚΥΒΕΡΝΗΣΗΣ

8.1 Code of Corporate Governance

The Company and the Group have adopted the practices of Corporate Governance as to how it is managed and run, as these are specified by the applicable institutional framework and the Greek Corporate Governance Code recently published

by the Hellenic Board for Corporate Governance ("ESED") (hereinafter referred to as "code") and available on the following website:

http://www.ecgi.org/codes/documents/hellenic_cg_code_oct2013_gr.pdf

In the context of preparation of the Annual Management Report of the Board of Directors, the Company reviewed the Code. Based on such review, the Company concluded that it applies the special practices for listed companies that are set out and described in the Corporate Governance Code of ESED save the following practices for which the relevant explanations are set out:

- **Part All. (2.2, 2.3 & 2.5): Size and composition of the Board.:** a) The independent non-executive members of the current Board of Directors are two (2) out of twelve (12) and, therefore, their number is less than the one third of all its members, as indicated in the Code; b) an independent member has served for a period exceeding 12 years from his/her first election.

Under the current circumstances, it was deemed that the increase in the number of independent members or the shortening of members' term of office would not improve the effective operation of the Company.

- **Part A.III. (3.3):** Role and profile of the Board Chairman. The Chairman of the Board of Directors is an executive member while the Vice-chairman is non-executive, non-independent member. Under the current circumstances, it was not deemed that the company's more effective operation would be more guaranteed if the Board Vice-chairman were

an independent member in addition to non-executive.

- **Part A.V. (5.4-5.8):** Nominating candidates for the Board of Directors. Until the time this Statement was drafted, there was no committee to nominate members for the same reasons as per the foregoing.
- **Part A.VII.(7.1. – 7.3):** Evaluation of Board of Directors and its Committees. Until the time this Statement was drafted, the Company had not chosen any specific collective method to evaluate the effectiveness of the Board of Directors and its Committees.
- **Part C.I. (1.6-1.9):** Level and structure of remuneration. Until the time this Statement was drafted, there was no Remuneration Committee. The issue will be soon reviewed.

Company's management does not consider it necessary to adopt further corporate governance practices as indicated by the Code, given the present unfavorable circumstances.

The Company does not implement any corporate governance practices other than the special practices of the Corporate Governance Code of ESED and the provisions of Law 3873/2010.

8.2 Main characteristics of the Internal Control and Risk Management Systems in relation to the preparation of the Financial Statements and financial reports

8.2.1 Description of main characteristics and details of the Internal Control and Risk Management Systems -in relation to the preparation of the consolidated financial statements

The Internal Control System of the

Company covers the control procedures involving the functioning of the Company, its compliance with the requirements of supervisory authorities, risk management and preparation of financial reports.

The Internal Audit Function controls the proper implementation of each procedure and internal control system regardless of their accounting or non-accounting content and evaluates the enterprise by reviewing its activities, acting as one service to Management.

The Internal Control System aims, among others, to secure the thoroughness and reliability of the data and information required for the accurate and timely determination of the Company's financial situation and the generation of reliable financial statements.

As regards the preparation of financial statements, the Company reports that the financial reporting system of "Hellenic Cables S.A.-Hellenic Cables Industry" uses an accounting system that is adequate for reporting to Management and external users. The financial statements and other analyses reported to Management on a quarterly basis are prepared on an individual and consolidated basis in compliance with the International Financial Reporting Standards, as adopted by the European Union for reporting purposes to Management, and also for the purpose of publication in line with the applicable regulations on a quarterly basis. Both administrative information and financial reports to be published include all the necessary details about an updated internal control system including analyses of sales, cost/expenses and operating profits as well as other data and indexes. All reports to Management include the data of

the current period compared to the respective data of the budget, as the latter has been approved by the Board of Directors, and to the data of the respective period of the year before the report.

All published interim and annual financial statements include all necessary information and disclosures about the financial statements, in compliance with the International Financial Reporting Standards, as adopted by the European Union, reviewed by the Audit Committee and approved in their entirety by the Board of Directors.

Controls are implemented with respect to: a) risk identification and evaluation as for the reliability of financial statements; b) administrative planning and monitoring of financial figures; c) fraud prevention and disclosure; d) roles and powers of executives; e) year closing procedure including consolidation (e.g. written-down procedures, access, approvals, agreements, etc) and f) safeguarding the data provided by information systems.

The internal reports to Management and the reports required as per Codified Law 2190/1920 and by the supervisory authorities are prepared by the Financial Services Division, which is staffed with adequate and experienced executives to this effect. Management takes steps to ensure that these executives are adequately updated about any changes in accounting and tax issues concerning both the Company and the Group.

The Company has established separate procedures as to how to collect the necessary data from the subsidiaries, and sees to the reconciliation of separate transactions and to the implementation of the same accounting principles by the Group companies.

8.2.2 Annual evaluation of corporate strategy, main business risks and Internal Control Systems

The Company's Board of Directors states that it has examined the main business risks facing the Group, as well as the Internal Control Systems. On an annual basis, the Board of Directors reviews the corporate strategy, main business risks and Internal Control Systems.

8.2.3 Evaluation of the statutory auditors' independence as per the provisions of Law 3693/2008

Deloitte -Hadjipavlou Sofianos & Kabanis S.A. (Greek ICPA Reg. No: E 120), i.e. the statutory audit firm of both consolidated and separate financial statements of Hellenic Cables S.A. for the year ended on 31 December 2015, is not related to the Company or to any persons having supervisory responsibilities over the Company's financial reporting which could be considered as affecting their independence on the date of this report. Therefore, they remain independent within the meaning of Article 20 of Law 3693/2008.

8.3 Takeover bids - Information

- There are no binding takeover bids and/or rules of mandatory assignment and mandatory takeover of the Company's shares or any statutory provision on takeover.
- There are no third-party public offers to take over the Company's share capital during the last and current year.
- In case the Company decides to take part in such a procedure, this will take place in the context of European laws and applicable Greek laws.



8.4 General Meeting of shareholders and rights of shareholders

A General Meeting is convened and functions in compliance with the stipulations of the Articles of Association and the relevant provisions of Law 2190/1920, as amended and in force today. The Company makes the necessary publications in line with the provisions of Law 3884/2010 and generally takes all steps required for the timely and thorough information of shareholders about how to exercise their rights. The latter is ensured by publishing the invitations to General Meetings and uploading them on the Company's website, the text of which contains a detailed description of shareholders rights and how these are exercised.

8.5 Composition and functioning of the Board of Directors, Supervisory Bodies and Committees of the Company

8.5.1 Role and responsibilities of the Board of Directors

The Company's Board of Directors is responsible for the long-term strategy and operational goals of the Company and generally for control and decision-making in the context of the stipulations of Codified Law 2190/1920 and the Articles of Association, and for the compliance with corporate governance principles.

The Board of Directors convenes at the necessary intervals so as to perform its duties effectively.

The role and responsibilities of the Board of Directors are summed up as follows:

- oversight and monitoring of Company operations as well as control of attainment of business goals and long-term plans;

- formulation and determination of Company core values and objectives;
- securing the alignment of the adopted strategy with Company goals.
- The Board of Directors ensures that there are no conflicts of interests and examines any incidents or cases of deviation from the policy involving information confidentiality;
- ensuring the reliability and approval of the Company's Financial Statements prior to their final approval by the Ordinary General Meeting;
- securing the implementation of its business activity on a daily basis through a special authorisation system while the other issues falling under its scope are implemented by way of special decisions.
- The secretary of the Board is appointed during each Board meeting and his main powers are to support the Chairman and the body's general functioning.

The existing Board of the Company consists of 12 members of whom:

- 4 are executive (Chairman and 3 Members)
- 5 are non-executive (Vice-chairman and other Members)
- 3 are independent, non-executive (other members)

The existing Board of Directors of Hellenic Cables S.A.-Hellenic Cables Industry consists of the following:

- Ioannis Batsolas: Chairman, executive member
- Konstantinos Laios: Vice chairman, non-executive member
- Ioannis Stavropoulos: executive member

- Nikolaos Galetas:
independent, non-executive member
- Alexios Alexiou:
executive member
- Georgios Passas:
executive member
- Andreas Kyriazis:
independent, non-executive member
- Michael Diakogiannis:
non-executive member
- Manuel Iraola:
independent, non-executive member
- Andreas Katsanos:
non-executive member
- Emanouil Nikolaidis:
non-executive member
- Iakovos Georganas:
non-executive member

The members of the Board are elected for a one-year term by the General Meeting of shareholders. The existing Board of Directors of the Company was elected, in its initial composition, by the Ordinary General Meeting on May 22, 2015 and by the decision dated 31.8.2015 of the Board, Mr. Emanouil Nikolaidis was elected as new member and replacement of Mr. Ronald Gee who withdrew. The Board's term of office shall expire during the first six months of 2016.

The Board of Directors met 48 times during 2015.

8.5.2 CVs of the members of the Board of Directors are set out below:

Ioannis Batsolas: Chairman

Mr. Batsolas Ioannis is a qualified electrical engineer of the KARLSRUHE University in West Germany and has been working in

VIOHALCO Group since 1970. He has served as Quality Control Manager and Technical Manager of HELLENIC CABLES S.A. and also General Manager of TELECABLES S.A. from 1991 to July 2011. He is also the Chairman on the Board of Directors of HELLENIC CABLES S.A. since 2005 to date and had also been the Chairman on the Board of TELECABLES S.A. from 2009 to July 2011. He is a simple member in other Group companies. He is also a Secretary of the Association of Viotia Industries.

Konstantinos Laios: Vice-Chairman, non-executive member

Mr. Laios is a graduate mechanical-electrical engineer from the National Polytechnic University of Athens having made his post-graduate studies in Germany. He had worked in the Public Power Corporation where he assumed a senior management post. Since 1983 he has assumed various management posts in various companies of VIOHALCO Group. He is also the Chairman on the Board of ICME ECAB S.A.

Alexios Alexiou: Executive member

Mr. Alexios Alexiou is a graduate of the Economics University of Piraeus and made his postgraduate studies in Financial Sciences in Strathclyde University. He has been working in VIOHALCO Group since 1996. He has worked as Financial Manager of HELLENIC CABLES S.A. during 2002-2003, General Manager of ICME ECAB S.A. during 2003-2008 and General Manager of HELLENIC CABLES S.A. from 2009 to date.

Michael Diakogiannis: Non-executive member

He is a graduate of Athens University of



Economics and Business. He worked as Financial Manager of VIOHALCO VITROUVIT S.A. from 1967 to 1978. From 1979 to 1988 he worked as Financial Manager of HELLENIC CABLES S.A. From 1989 to 2000 he worked as Financial Manager of VIOHALCO S.A. and from 2000 to date he is the General Manager of the same company.

Andreas Katsanos:

Non-executive member

Mr. Andreas Katsanos is a graduate of Piraeus Economics University and has been working in VIOHALCO Group since 1960. He has worked as supervisor of various Group companies and from 1978 to 1980 he held the post of General Manager in VIOTIA CABLES S.A. From 1989 to date he is the Manager of the metal department of VIOHALCO Group companies. Mr. Katsanos had played a decisive role in order Bank of Greece to adopt and apply in Greece hedging procedure (metal price volatility hedging), through the London Metal Exchange. He also participates in the Board of Directors of HALCOR S.A.

Andreas Kyriazis:

Independent non-executive member

Mr. Andreas Kyriazis is a graduate of the Chemistry Department of Physics and Mathematics School of Athens University. He has served as Chairman of the Central Union of Greek Chambers, the Union of Balkan Chambers, the Chamber of Commerce and Industry of Athens, the Hellenic Productivity Centre, the Hellenic Society of Business Administration, and the Association of Timber Industry. He has also served as Vice-chairman of the Union of the European Chamber of Commerce and

Industry and General Secretary of the Union of Greek Chemists.

Nikolaos Galetas:

Independent non-executive member

Mr. Nikolaos Galetas is a graduate of the Theology School of Athens University and studied in Technische Hochschule Wien while being a graduate engineer of the Electrical Engineering School of the National Polytechnic University of Athens. During his long career, Mr. Galetas held management posts in the Hellenic Development Bank (ETBA), Planning and Development Company (EPA) and the Hellenic Bank of Industrial Development Investments (ETEBA) where he also served as General Manager. Mr. Galetas has also served as Management Consultant to ETEVA and EFG EUROBANK PROPERTIES S.A., while also being a member on the BoD of many companies including, among others, EFG EUROBANK PROPERTIES S.A. and ERT (Vice-chairman), and also in various subsidiaries of ETEBA Group where he assumed the post of Board Chairman during his long career in the said corporation. In addition, during the period 1990-92 he offered consulting services to the Ministries of Internal Affairs, Agriculture and Coordination.

Manuel Iraola:

Independent non-executive member

Mr. Manuel Iraola has studied in the University of Puerto Rico and has an MBA from Sacred Heart University (Fairfield). He has also completed Executive Management Program (Pennsylvania State University) and Wharton/Spencer Stuart Directors Institute. He is the founder and managing director of Aloaris Group, as well as co-

founder and managing director of HXI Technologies (HXI). He has also served as Chairman of Phelps Dodge Industries, and Board member on listed companies such as Central Hudson Energy Group Inc. (NYSE:CHG), Phelps Dodge Corporation (NYSE: PD), Schweitzer Mauduit International Inc. (NYSE:SWM) and Southern Copper (NYSE: SCCO).

Emanouil Nikolaidis:
Non-executive member

Mr. Emmanuel Nikolaidis is a graduate Engineer (Mechanical / Industrial Engineering) of University of Mc Gill in Canada, with post-graduate business studies at Westinghouse in U.S.A. He worked for 25 years in the company METALOTECHNIKA ELEKTRA in Greece, served as Production Engineer up to CEO, and another 20 years in U.S.A. as CEO of the company Continental Manufacturing Inc. (Texas). He is with VIOHALCO since 2003 and he has served as a member and then Vice Chairman of ICME ECAB in Romania. He has also been a member of the Board of Directors of SEV and IKA in the 70's and of ATLANTIC BANK of NY in the 90's.

Georgios Passas:
Executive member

Mr. Passas is a graduate of Athens University of Economics and Business. He has been working for VIOHALCO Group since 1969 and has been employed in the Group's executive posts. From 1973 to 1983 he worked as Financial Manager of ELVAL S.A., from 1983 to 1987 as Financial Manager of HALCOR S.A. and from 1987 to 2004 he was the General Manager of HELLENIC CABLES S.A. Mr. Passas is also a

member on the Board of many companies of VIOHALCO Group.

Iakovos Georganas:
Non-executive member

Mr. Iakovos Georganas studied in the University of Economics and Business (Athens, 1955) and in Harvard Business School (Advanced Management Program – spring 1979). He is non-executive vice-chairman of the Board of Directors of Piraeus Bank and Chairman of the Risk Management Committee. He was an executive vice-chairman of the Board of Directors of the Bank since January 1992 to May 2004. He is also the Chairman of Hellenic Exchanges S.A. and a member on the Board of the Hellenic Telecommunications Organisation S.A., member on the Board of the Association of Greek Industries and Vice-chairman of the BoD of the Greek-Japanese Chamber of Commerce. He is also a member on the Board of various commercial, industrial, financing companies without executive powers. In July 1958 he joined the service of the Organisation for Financial Development Financing, later renamed into ETBA bank, and withdrew after 32 years (31.01.1991) as Senior Deputy-Governor. He was a vice-chairman and member of the Hellenic Capital Market Commission from 12.01.1989 to 31.01.1991, a member of the Executive Committee of the Board of the Union of Hellenic Banks, a member of the Committee of Deputy Governors of Long-term Credit Institutes of the European Community and a member on the Board of Directors of the Foundation for Economic and Industrial Research (IOBE). He has also served as chairman



of the Audit Committee of Piraeus Bank (June 2000 - August 2001).

Ioannis Stavropoulos:

Executive member

Mr. Ioannis Stavropoulos is a graduate of Piraeus University (former Higher Industrial School of Piraeus) and has been working in VIOHALCO Group since 1972. He has served as Financial Manager of VITROUVIT S.A. (1978), General Manager of Hellenic Cables Mesologi S.A. (1989), General Manager of KEM S.A. (1998) and General Manager of SIDENOR S.A. (1999). He is also a member on the Board of other Group companies.

8.6 Audit Committee

8.6.1 Description of the composition, functioning, work, responsibilities and of the issues discussed during Committee meetings

The Audit Committee, which is elected and functions in line with Law 3693/2008 (Article 37), consists of three non-executive members of the Board of Directors. One of them is independent and his main task, in the context of the obligations described by the above law, is to support the Company's Board of Directors to fulfil its mission to safeguard the effectiveness of accounting and financial systems, audit mechanisms, and business risk management systems; ensure compliance with the legal and regulatory framework; and implement effectively Corporate Governance principles.

More specifically, the Audit Committee has the following responsibilities:

- To examine the effectiveness of all Management levels in relation to the safeguarding of the resources managed and their compliance with the

Company's established policy and procedures;

- to evaluate the procedures and data in terms of adequacy as for the attainment of objectives and assess the policy and the programme concerning the activity under review;
- to control periodically the various functions of different divisions or departments so as to ensure that their various functions are carried out regularly, comply with Management instructions, Company policy and procedures, and that they abide by Company objectives and standards of management practice;
- to review internal audit reports and specifically:
 - to evaluate the adequacy of their extent;
 - to confirm the accuracy of reports;
 - to examine the adequacy of support to results.

The Audit Committee receives the following reports on audit activity:

- Unscheduled inspections
- Financial audit quarterly reports
- Ordinary audit annual reports
- Corporate Governance Reports

The Audit Committee examines and ensures the independence of the Company's external auditors and takes cognisance of their findings and the Audit Reports on the annual or interim financial statements of the Company. At the same time, it recommends corrective actions and procedures so as to deal with any findings or failures in areas of financial reports or other important functions of the Company.

According to its Operating Regulation, the Audit Committee consists of one inde-

pendent and non-executive member of the Board of Directors and two non-executive members who have the necessary knowledge and experience for the Committee's work.

The existing Audit Committee consists of the following persons:

Members: **Andreas Kyriazis** -

Independent non-executive member of the Board

Michael Diakogiannis -

Non-executive member of the Board

Nikolaos Galetas -

Independent non-executive member of the Board

8.6.2 Number of Committee meetings and frequency of each member's participation in meetings

In 2015 the Audit Committee met 4 times, with a full quorum.

8.6.3 Evaluation of effectiveness and performance of the Committee

Until the time this Statement was drafted, no special procedures had been established to evaluate the effectiveness of the Audit Committee. Company Management will establish such procedures in the future.

9. Environmental/ Occupational Risk

HELLENIC CABLES Group has realised the interaction between its operation and the natural and working environment. This is why the Group implements policies and systems and makes continuous investments in the research and development of know-how which help it achieve its objective of Sustainable Development.

In addressing the potential impact on

the Environment (environmental risk) and on the Health and Safety of its workforce (occupational risk), the Company performs all necessary risk assessment studies and takes preventive measures and initiatives, monitoring the relevant indicators (Quality, Environment, Health and Safety) it has established. These indicators are monitored and evaluated regularly and are communicated to all Company levels. In addition, the Group has obtained certification of the Quality Management System as per ISO 9001:2008 standard, of Environmental Management as per ISO 14001:2004 and of Occupational Health and Safety as per OHSAS 18001:2007 with respect to all Group plants in Greece.

10. Share capital of Group subsidiaries and associates

The share capital in subsidiaries & associates is exhibited in **Table 1.5** (p. A26).

11. Company Branches

The Company keeps:

- I. a branch in Tavros, 252 Peiraios street, where it houses its commercial departments;
- II. a branch at Kalochori, Thessalonica, for the sale of its products in northern Greece;
- III. a branch at Aghios Georgios, Levadia, where its enamelled wire plant is located;
- IV. a branch at Oinofyta, Viotia (53rd km of Athens-Lamia National Highway) where the plant of plastic and rubber compounds is located;
- V. a branch at Thiva, Viotia (69th km of Athens-Thiva Old National Highway) where the cable production plant is located;

**Table 1.5 Share capital of Group subsidiaries and associates**

CORPORATE NAME	Currency	Number of shares	Nominal value of share	Share Capital
Subsidiaries				
FULGOR	EURO	13,610,237	2.94	40,014,096
ICME-ECAB S.A.	RON	348,634,000	0.10	34,863,400
LESCO OOD	EURO	5,850	51.54	301,506
LESCO ROMANIA	RON	90,000	1.00	90,000
DELAIRE	EURO	15,000	1.71	25,650
SYMM.EP.	EURO	20,000	3.00	60,000
Associates				
STEELMET S.A.	EURO	15,900	29.00	466,665
METAL AGENCIES	GBP	1,000,000	1.00	1,000,000

VI.a branch at Marousi (33, Amarousiou Halandriou Avenue) where the Company's principal establishment is located;

VII.a branch at Cyprus (28, Hytron,B42, Nicosia) for the sale of its products in Cyprus.

12. Conclusions

Dear Shareholders, we presented Management's account of the financial

year 2015, the risks and how these were managed together with the prospects and development of the Company for 2016.

In conclusion, dear Shareholders, we would like first to express our gratitude for the trust that you have shown in the Company and we request you to approve the Company's Financial Statements, as well as the present Report, for the fiscal year that ended on 31 December 2015.

Athens, 9 March 2016

**The Chairman of the Board of Directors
Ioannis Batsolas**

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Financial Statements





Statement of Comprehensive Income		AMOUNTS IN EURO			
		GROUP		COMPANY	
	2015	2014	2015	2014	
Revenue	479,747,231	359,418,262	336,915,155	248,809,174	
Cost of Sales	(440,062,546)	(351,554,376)	(322,500,224)	(247,244,577)	
Gross Profit	39,684,684	7,863,886	14,414,930	1,564,596	
Other income	3,690,432	2,629,660	2,752,730	1,764,406	
Distribution expenses	(7,406,854)	(8,342,453)	(3,218,815)	(3,359,589)	
Administrative expenses	(8,415,834)	(7,883,565)	(2,748,269)	(2,525,727)	
Other expenses	(3,962,068)	(3,051,619)	(2,688,031)	(2,255,272)	
Fixed assets valuation at fair value	-	(11,248,996)	-	(5,918,358)	
Operating results	23,590,361	(20,033,088)	8,512,545	(10,729,944)	
Financial income	1,767,606	930,167	3,139,425	2,820,210	
Financial expenses	(24,852,429)	(18,788,090)	(15,071,074)	(12,493,993)	
Income from dividends	-	-	169,200	12,724,206	
Profit/(Loss) from associate companies	138,884	(36,215)	-	-	
Profit/(loss) before tax	644,422	(37,927,226)	(3,249,903)	(7,679,519)	
Income tax	(2,491,805)	7,588,728	513,196	2,705,901	
Profit/(loss) after tax	(1,847,383)	(30,338,498)	(2,736,707)	(4,973,618)	
Other comprehensive income					
Items that will never be reclassified to profit or loss:					
Revaluation of property, plant and equipment	-	46,797,790	-	20,974,854	
Actuarial gains/(losses)	218,187	(595,714)	139,223	(332,060)	
Related tax	(733,200)	(9,620,719)	(662,905)	(5,367,126)	
	(515,013)	36,581,357	(523,682)	15,275,668	
Items that are or may be reclassified to profit or loss :					
Foreign exchange differences	(381,340)	283,409	-	-	
Gains/ (loss) from derivatives valuation for cash flow hedging	15,359	(671,702)	276,949	(867,445)	
Related tax	15,408	167,473	(62,511)	225,536	
	(350,572)	(220,820)	214,438	(641,909)	
Total comprehensive income after tax	(2,712,969)	6,022,039	(3,045,951)	9,660,141	
Profit/(loss) after taxes attributable:					
- to parent company shareholders	(1,830,558)	(30,309,277)	(2,736,707)	(4,973,618)	
- to minority interest	(16,825)	(29,221)	-	-	
Profit/(loss) after tax	(1,847,383)	(30,338,498)	(2,736,707)	(4,973,618)	
Total comprehensive income after tax attributable:					
- to parent company shareholders	(2,687,330)	5,766,473	(3,045,951)	9,660,141	
- to minority interest	(25,638)	255,566	-	-	
Total comprehensive income after tax	(2,712,969)	6,022,039	(3,045,951)	9,660,141	
Earnings / (loss) per share					
Basic and diluted earnings (loss) per share	(0.062)	(1.026)	(0.093)	(0.168)	

The notes attached on the published Annual Financial Report 2015 are an integral part of these Consolidated Financial Statements

Statement of Financial Position

AMOUNTS IN EURO

	GROUP		COMPANY	
	2015	2014	2015	2014
ASSETS				
Property, plant and equipment	235,710,879	240,314,674	72,357,966	75,227,507
Intangible assets	15,216,594	14,144,469	3,701,650	2,973,595
Investment property	872,265	872,265	540,226	540,226
Investments in subsidiaries and equity accounted investees	442,255	467,691	73,229,708	58,750,803
Other investments	2,976,980	2,990,088	2,976,980	2,990,088
Other receivables	1,219,151	1,655,034	832,668	1,145,913
Total non-current assets	256,438,123	260,444,221	153,639,198	141,628,132
Inventory	85,901,357	92,646,186	54,766,364	41,642,949
Trade and other receivables	127,904,123	79,547,592	92,731,650	88,233,554
Derivatives	122,876	349,727	73,000	-
Cash and cash equivalents	18,215,119	4,665,337	16,057,523	3,288,773
Total current assets	232,143,475	177,208,842	163,628,537	133,165,276
Total assets	488,581,598	437,653,063	317,267,735	274,793,408
EQUITY & LIABILITIES				
EQUITY				
Share Capital	20,977,916	20,977,916	20,977,916	20,977,916
Share premium	31,171,712	31,171,712	31,171,712	31,171,712
Reserves	55,656,405	58,902,961	39,365,734	40,938,270
Profits/(Losses) carried forward	(22,907,228)	(23,442,899)	(7,724,012)	(6,250,597)
Equity attributed to shareholders	84,898,805	87,609,690	83,791,350	86,837,301
Minority interest	805,924	831,563	-	-
Total equity	85,704,729	88,441,253	83,791,350	86,837,301
LIABILITIES				
Loans & Borrowings	121,056,632	113,166,131	76,228,260	76,510,338
Financial lease liabilities	720,584	-	-	-
Defined benefit obligation	2,124,407	2,323,404	1,302,680	1,427,396
Grants	17,042,333	13,373,331	5,325,868	5,194,406
Provisions	200,000	200,000	200,000	200,000
Deferred tax liabilities	13,339,268	10,204,735	2,790,158	2,577,938
Other long-term liabilities	10,233,541	11,918,006	-	-
Total long-term liabilities	164,716,764	151,185,607	85,846,966	85,910,078
Loans & Borrowings	120,780,595	109,081,046	59,340,491	49,975,970
Financial lease liabilities	75,844	-	-	-
Trade and other liabilities	116,966,067	88,005,309	87,972,404	51,172,042
Derivatives	337,600	939,848	316,524	898,017
Total short-term liabilities	238,160,106	198,026,203	147,629,419	102,046,029
Total liabilities	402,876,870	349,211,810	233,476,385	187,956,107
Total equity and liabilities	488,581,598	437,653,063	317,267,735	274,793,408

The notes attached on the published Annual Financial Report 2015 are an integral part of these Consolidated Financial Statements



Consolidated Statement of Changes in Equity							AMOUNTS IN EURO		
	Share Capital and Share premium	Consolidation foreign exchange differences	Hedging reserve	Fixed assets revaluation reserve	Other Reserves	Accumulated profit/ (loss)	Total	Minority interest	Total Shareholder's equity
Balance as at 1 January 2014	52,149,628	(5,701,864)	278,521	-	28,452,193	6,928,290	82,106,768	807,680	82,914,448
Period profit/(loss)	-	-	-	-	-	(30,309,277)	(30,309,277)	(29,221)	(30,338,498)
Other comprehensive income	-	388,018	(503,377)	36,734,630	-	(543,520)	36,075,751	284,787	36,360,538
Total comprehensive income	-	388,018	(503,377)	36,734,630	-	(30,852,798)	5,766,474	255,566	6,022,040
Transactions with shareholders									
Transfer of reserves	-	-	-	-	(730,161)	730,161	-	-	-
Change in consolidation of associate company	-	-	-	-	(15,000)	(248,551)	(263,551)	(231,683)	(495,234)
Total transactions with shareholders	-	-	-	-	(745,161)	481,610	(263,551)	(231,683)	(495,234)
Balance as at 31 December 2014	52,149,628	(5,313,845)	(224,856)	36,734,630	27,707,032	(23,442,899)	87,609,691	831,563	88,441,253
Balance as at 1 January 2015	52,149,628	(5,313,845)	(224,856)	36,734,630	27,707,032	(23,442,899)	87,609,691	831,563	88,441,253
Period profit/(loss)	-	-	-	-	-	(1,830,558)	(1,830,558)	(16,825)	(1,847,383)
Other comprehensive income	-	(375,213)	28,574	(676,551)	-	166,418	(856,772)	(8,813)	(865,586)
Total comprehensive income	-	(375,213)	28,574	(676,551)	-	(1,664,140)	(2,687,330)	(25,638)	(2,712,969)
Transactions with shareholders									
Transfer of reserves	-	-	-	(2,198,206)	(25,160)	2,223,366	-	-	-
Purchase of subsidiary	-	-	-	-	-	(23,555)	(23,555)	-	(23,555)
Total transactions with shareholders	-	-	-	(2,198,206)	(25,160)	2,199,811	(23,555)	-	(23,555)
Balance as at 31 December 2015	52,149,628	(5,689,059)	(196,281)	33,859,873	27,681,872	(22,907,228)	84,898,805	805,924	85,704,729

The notes attached on the published Annual Financial Report 2015 are an integral part of these Consolidated Financial Statements

Separate Statement of Changes in Equity

AMOUNTS IN EURO

	Share Capital and Share premium account	Fair value reserves	Other Reserves	Fixed assets reassessment reserve	Accumulated profit/ (loss)	Total Shareholder's equity
Balance as at 1 January 2014	52,149,628	202,740	26,457,081	-	(1,632,289)	77,177,160
Period profit/(loss)	-	-	-	-	(4,973,618)	(4,973,618)
Other comprehensive income	-	(641,909)	-	15,521,393	(245,724)	14,633,759
Total comprehensive income	-	(641,909)	-	15,521,393	(5,219,341)	9,660,142
Transactions with shareholders						
Transfer of reserves	-	-	(601,034)	-	601,034	-
Total transactions with shareholders	-	-	(601,034)	-	601,034	-
Balance on 31 December 2014	52,149,628	(439,169)	25,856,048	15,521,393	(6,250,597)	86,837,301
Balance as at 1 January 2015	52,149,628	(439,169)	25,856,048	15,521,393	(6,250,597)	86,837,301
Period profit/(loss)	-	-	-	-	(2,736,707)	(2,736,707)
Other comprehensive income	-	214,438	-	(629,246)	105,564	(309,244)
Total comprehensive income	-	214,438	-	(629,246)	(2,736,707)	(3,045,951)
Transactions with shareholders						
Transfer of reserves	-	-	-	(1,157,728)	1,157,728	-
Total transactions with shareholders	-	-	-	(1,157,728)	1,157,728	-
Balance on 31 December 2015	52,149,628	(224,732)	25,856,048	13,734,419	(7,724,012)	83,791,350

The notes attached on the published Annual Financial Report 2015 are an integral part of these Consolidated Financial Statements



Statement of Cash Flows	AMOUNTS IN EURO			
	GROUP		COMPANY	
	2015	2014	2015	2014
Cash flows from operating activities				
Profit / (loss) before tax	644,422	(37,927,227)	(3,249,903)	(7,679,518)
Plus / (less) adjustments for:				
Depreciation / Amortization	14,362,229	9,654,731	5,757,245	4,066,365
Amortization of grants	(921,788)	(417,408)	(480,420)	(321,264)
Provisions (mainly for receivables and inventory)	3,018,567	(354,485)	1,763,809	337,545
Results (income, expenses, profit, loss) from investment activity	(526,366)	105,907	(1,385,769)	(1,374,398)
Income from dividends	-	-	(169,200)	(12,724,206)
Finance charges and related expenses	21,393,638	16,778,906	11,622,269	10,486,373
(Profits)/ Losses from sale of fixed assets	(4,783)	(12,681)	(35,733)	(60,245)
Losses from destruction/impairment of fixed assets	216,308	11,824,035	155,025	6,153,829
Decrease/(increase) in inventories	4,454,090	(13,615,681)	(14,642,717)	(8,960,833)
Decrease/(increase) in receivables	(44,004,260)	(6,854,360)	(3,802,969)	8,065,463
(Decrease)/ increase in payables (except loans)	27,515,490	24,136,452	36,800,362	(18,434,142)
Interest paid	(18,441,403)	(14,493,621)	(11,281,835)	(10,591,717)
Tax paid	-	-	-	-
Total inflows (outflows) from operating activities	7,706,145	(11,175,432)	21,050,165	(31,036,748)
Cash flows from investment activities				
Purchases of tangible assets	(11,194,744)	(31,917,055)	(3,620,848)	(4,105,033)
Purchases of intangible assets	(282,905)	(101,389)	(151,881)	-
Sales of tangible assets	5,007	12,835	37,678	136,304
Increase of holdings in subsidiaries and associate companies	(78,905)	(1,002,000)	(14,478,905)	(5,114,000)
Sale of investment	16,462	-	16,462	-
Dividend received	169,200	37,600	169,200	12,724,206
Interest received	22,168	128,421	1,004,871	1,585,328
Total inflows (outflows) from investment activities	(11,343,717)	(32,841,588)	(17,023,424)	5,226,805
Cash flows from financing activities				
Dividend paid to parent company shareholders	-	(4,470)	-	(4,470)
Loans obtained	22,777,020	35,845,779	12,766,041	16,785,103
Repayment of loans	(6,434,156)	(12,570,042)	(4,024,032)	(1,066,032)
Grants received	-	8,030,422	-	-
Cash of subsidiary not consolidated	-	(177,471)	-	-
Cash of subsidiary acquired	53,863	-	-	-
Changes in financial leases	796,428	(166,641)	-	-
Total inflows (outflows) from financing activities	17,193,155	30,957,577	8,742,009	15,714,601
Net (decrease) / increase in cash and cash equivalents	13,555,583	(13,059,442)	12,768,750	(10,095,343)
Cash and cash equivalents at the beginning of the period	4,665,337	17,723,902	3,288,773	13,384,115
Foreign exchange differences in cash held	(5,801)	877	-	-
Cash and cash equivalents at the end of the period	18,215,119	4,665,337	16,057,523	3,288,773

The notes attached on the published Annual Financial Report 2015 are an integral part of these Consolidated Financial Statements

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Annual Report



Financial Statements





Independent Auditor's Report To the Shareholders of the Company "HELLENIC CABLES S.A."

Report on the Company and Consolidated Financial Statements

We have audited the accompanying company and consolidated financial statements of "HELLENIC CABLES S.A." (the Company), which comprise the company and consolidated statement of financial position as at December 31, 2015, and the company and consolidated statements of comprehensive income, changes in equity and cash flows for the year then ended, as well as a summary of significant accounting principles and other explanatory notes.

Management's Responsibility for the Company and Consolidated Financial Statements

Management has the responsibility for the preparation and fair presentation of these company and consolidated financial statements in accordance with International Financial Reporting Standards as these have been adopted by the European Union, as well as for these internal controls that management considers necessary for the preparation of company and consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these company and consolidated financial statements based on our audit. We conducted our audit in accordance with the International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable

assurance whether the company and consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the company and consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the company and consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation and fair presentation of the company and consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the company and consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the accompanying company and consolidated financial statements present fairly, in all material respects, the financial position of the Company "HELLENIC CABLES S.A." and its subsidiaries as of December 31, 2015, and

of their financial performance and their cash flows for the year then ended in accordance with International Financial Reporting Standards, as these have been adopted by the European Union.

Report on Other Legal and Regulatory Requirements

a) The Directors' Report includes a Corporate Governance Statement which

provides the information required by the provisions of Article 43a (par. 3d) of the Codified Law 2190/1920.

b) We have agreed and confirmed the content and consistency of the Directors' Report to the accompanying company and consolidated financial statements according to the provisions of the articles 43a, 108 and 37 of the Codified Law 2190/1920.

Athens, 10 March 2016

The Certified Public Accountant

Andreas Ch. Barlikas

Reg. No. SOEL: 13991

Deloitte. Hadjipavlou Sofianos & Cambanis S.A.

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