

HELLENIC CABLES

Member of CENERGY HOLDINGS


Sustainability Report

2020



GRI
index



 www.hellenic-cables.com

The photograph on the cover depicts Hellenic Cables' submarine cables production plant located in Corinth, Greece.



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Message from the CEO



It was with mixed feelings that we left 2020 behind us - a year that presented us with so many challenges. Despite the difficulties that the pandemic brought to the global economy, 2020 has become a very promising year for our Company, one which has allowed us to operate in dynamically

developing markets with great prospects. The industry, which had begun to show signs of growth in 2019, improved further due to the high use of submarine cables and the successful execution of large and important projects. However, with the global spread of the Covid-19 pandemic, everyone, be that society or businesses, is experiencing unprecedented and adverse conditions, further emphasizing the importance of health and safety. Demand for cable products was also affected by the pandemic, especially during the second quarter, and recovered later on in the year.

Despite this particular climate, we made significant investments for yet another year, with the aim of expanding our product portfolio in the Renewable Energy Sources (RES) sector, while strengthening our performance along the axes of sustainable development.

Our growth is based on the ESG (Environment, Social, Governance) pillars, i.e. responsible business activity with respect for the environment and people, and strong corporate governance.

With regards to responsible environmental management, we focus on three pillars - the transition to climate neutrality, the circular economy and investing in innovative technologies. We aim to align with the 2050 European Climate Neutrality target by contributing to a zero carbon economy. **In this context, we managed to reduce our electricity consumption and thermal energy (per ton of product), compared to 2019.** Additionally, the specific water use (per ton of product) has also marked a notable reduction, as a result of the infrastructure improvement initiatives implemented at our production plant in Romania and the water consumption monitoring system upgrade in our production plants in Greece.

A very important issue last year was the continuous care for health and safety at work, due to the pandemic. Ensuring continuous monitoring and compliance with the relevant protocols, we immediately adopted and implemented a comprehensive program of effective preventive measures. Informing our people in a proper, timely and continuous manner proved to be the main tool in effectively managing the pandemic in our Company. Moreover, in these difficult times that both society and the country as a whole went through, we donated EUR 160,000 to the total donation of EUR 650,000 made by the Michael N. Stassinopoulos - Viohalco Public Benefit Foundation in order to support the National Health System by donating hospital equipment and disposable medical supplies.

Responsible entrepreneurship, for us, is directly related to the way the Company is managed and organized. We base our operations on a strong gov-

ernance framework that ensures transparency and sound management in all relevant issues. In addition, we have developed mechanisms to ensure our business continuity and corporate operations, as well as the effective management of financial and non-financial risks.

In 2020, we placed emphasis on completing the inter-array cable production investments, thereby enabling offshore wind farms to produce sufficient and stable energy, while promoting a sustainable future for all. Through the projects we implement and the products we develop, we seek to make a strong contribution to the European goal entailing reducing emissions and the energy transition by investing in a sustainable growth model.

With our valuable employees and partners, we face challenges, seize opportunities, and are planning for a better tomorrow for the economy, society and future generations.

Alexis Alexiou
CEO Hellenic Cables



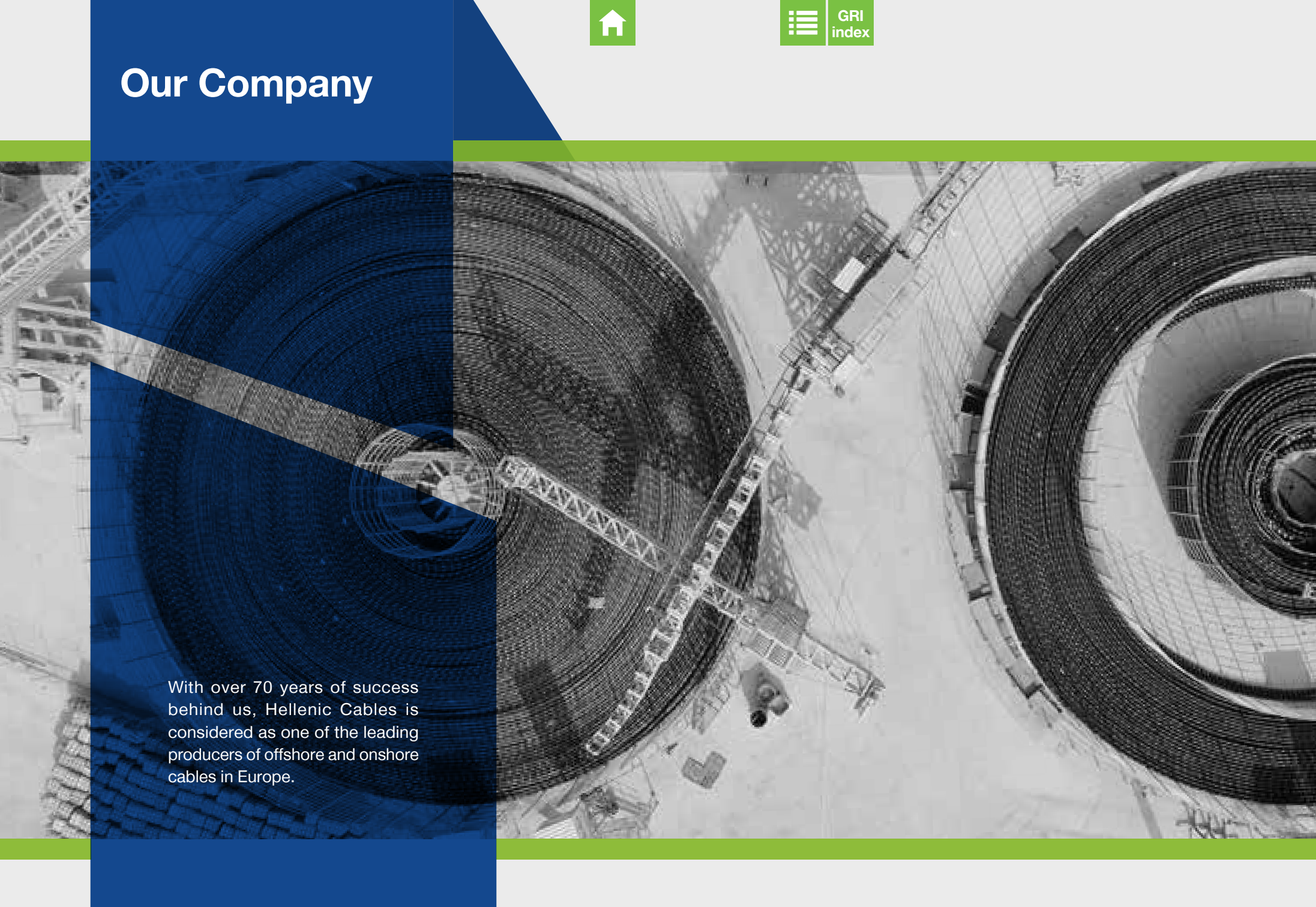
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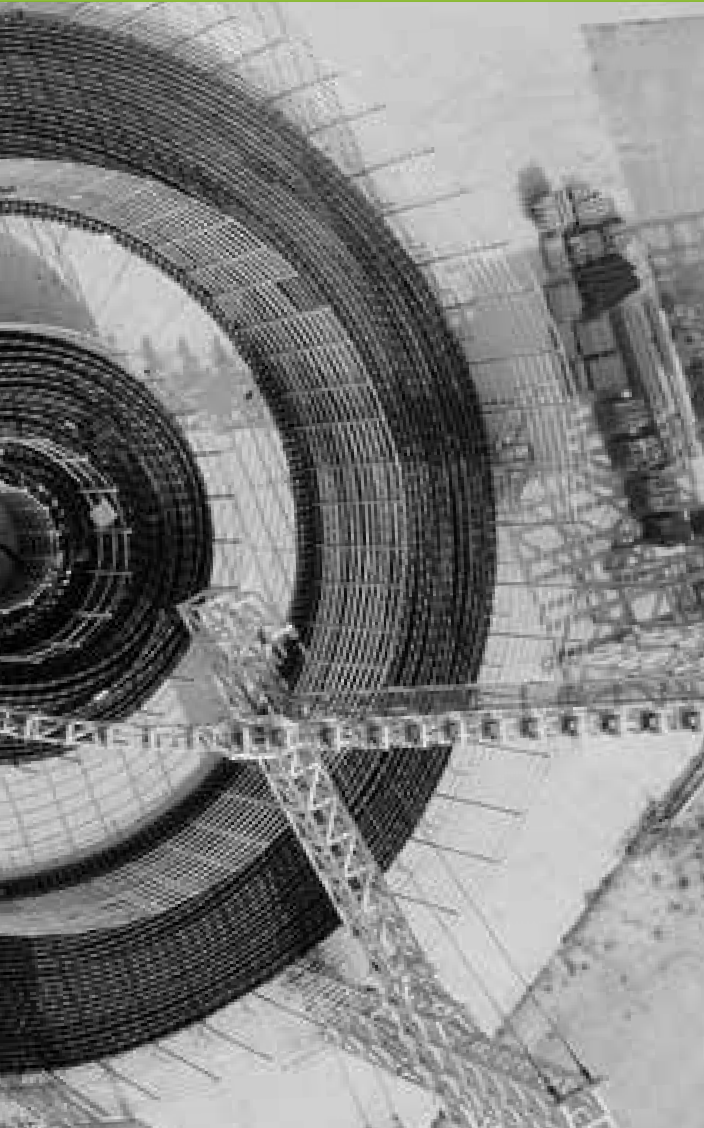


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Our Company

The background of the slide is a grayscale photograph of a large industrial facility, likely a cable manufacturing plant. It features several massive, circular spools or bobbins arranged in a row, with a complex network of metal structures and cranes visible between them. The image is partially overlaid by a dark blue geometric shape on the left side.

With over 70 years of success behind us, Hellenic Cables is considered as one of the leading producers of offshore and onshore cables in Europe.



Hellenic Cables constitutes the cables segment of Cenergy Holdings S.A., the holding company listed on both the Euronext Brussels and the Athens Stock Exchanges, and consists of Hellenic Cables S.A., the subsidiary Fulgor S.A. with a production plant located in Soussaki, Corinth, Greece and Icme Ecab S.A. located in Bucharest, Romania.

The Company is globally active in the energy transmission and distribution markets in the renewable energy sources (RES), telecommunications and data transmission, construction and industry sectors, and is distinguished for its strong exports orientation.

-  **72 years' experience in implementing large scale projects**
-  **1,600 highly specialised employees possessing advanced technological know-how**
-  **Commercially active in 46 countries**
-  **4 production plants in 2 countries**
-  **Specialising in RES and island power interconnection projects**
-  **Production of high added value products and turnkey solutions in response to global energy trends and developments**
 - Submarine cables
 - Power cables – conductors
 - Power cables
 - Telecommunication and data transmission cables
 - Plastic and rubber compounds



Global projects

Current

- Project title: [Crete interconnection](#)
Years: 2018-2021
Client: IPTO
Country: Greece
Length: 135 km
Cable type: 150 kV 3x630 mm²
- Project title: [Hollandse Kust Zuid](#)
Years: 2018-2022
Client: TenneT
Country: Holland Length: 158 km
Cable type: 220 kV 3x1.400 mm² 220 kV 3x1.000 mm², 66 kV 3x500 mm²
- Project title: [Submarine interconnection Paros – Naxos, Naxos – Mykonos](#)
Year: 2018-2020
Client: IPTO
Country: Greece Length: 53 km
Cable type: 150 kV 3x300 mm²
- Project title: [Underground high voltage cables frame agreement](#)
Years: 2020-2028
Client: Energinet
Country: Denmark
Length: 4,200 km
Cable type: 145-170 kV
- Project title: [Skiathos Mantoudi interconnection](#)
Years: 2020-2022
Client: IPTO
Country: Greece
Length: 30 km
Cable type: Inter array submarine 150 kV
- Project title: [Mayflower IAC](#)
Years: 2020-2025
Client: Mayflower Wind
County: USA
Length: 300 km
Cable type: Inter-array, submarine 66 kV
- Project title: [Belgium DSO Frame Agreement](#)
Years: 2020-2025
Clients: Fluvius, Ores, Resa, Sibelga
Country: Belgium
Length: 6,000 km
Cable type: Al, Cu 1kV
- Project title: [Crete-Attica interconnection](#)
Years: 2020-2023
Clients: IPTO
Country: Greece
Length: 44 km
Cable type: Fibre optic cables and components

Hellenic Cables possesses four production facilities in Thiva and Corinth, Greece and Bucharest, Romania as well as a support facility in Oinofyta, Greece. The production plant in Corinth is one of the largest submarine cable production plants in the world.

650

km of cable for the Dogger Bank wind farm

2

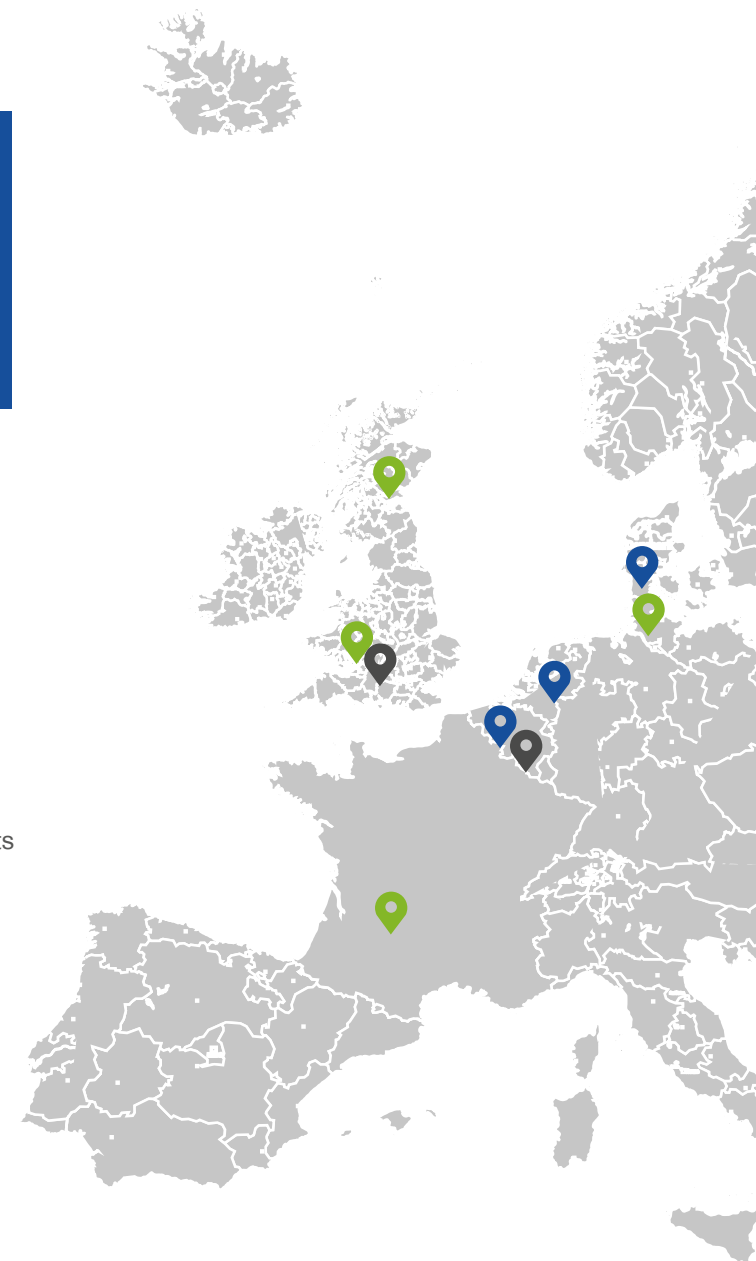
new offshore wind farm projects

8

ongoing projects in 2020

5

countries in which there are ongoing projects in 2020





New

- Project title: [Seagreen offshore wind farm](#)
Years: 2020-2022
Client: Seaway
Country: Scotland Length: 320 km
Cable type: Inter-array 66 kV
- Project title: [Dogger Bank wind farm](#)
Years: 2021-2025
Client: DEME Offshore
Country: UK
Length: 650 km
Cable type: inter-array 66 kV
- Project title: [Douglas North](#)
Years: 2020-2021
Client: SP Transmission PLC (SPT)
Country: UK
Length: 10 km
Cable type: Underground high voltage 132 kV

- Project title: [Energinet](#)
Years: 2020-2021
Client: Energinet
Country: Denmark
Length: 11 km
Cable type: Submarine 145 kV
- Project title: [Réseau de Transport d'Electricité \("RTE"\)](#)
Years: 2021-2024
Client: Réseau de Transport d'Electricité ("RTE")
Country: France
Cable type: Underground high voltage 90 kV & 225 kV
- Project title: [Kafireas II](#)
Years 2021-2022
Client: Terna Energy S.A.
Country: Greece
Length: 70km
Cable type: Submarine 150 kV



Completed during 2020

- Project title: [Ørsted](#)
Year: 2019-2020
Client: Ørsted
Country: UK
Length: 23 km
Cable type: Inter-array, submarine cables 33 kV
- Project title: [Otary Seamade](#)
Year: 2018-2020
Client: Otary RS N.V.
Country: Belgium
Length: 30 km
Cable type: 220 kV, 3x8.000 mm²

- Project title: [Rio-Antirrio, underground section](#)
Year: 2018-2020
Client: IPTO
Country: Greece
Length: 40 km
Cable type: 400 kV, 1x1.200 mm²

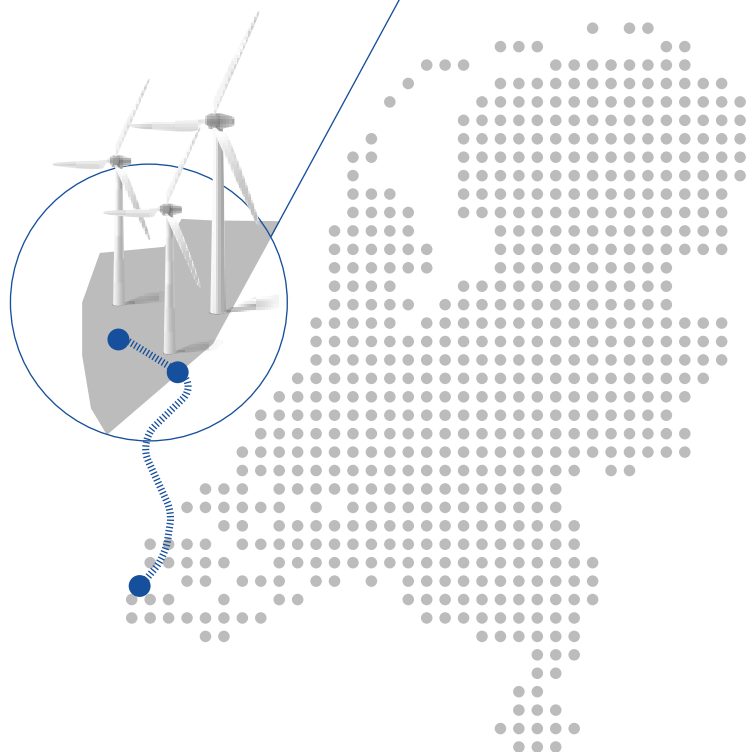


Hollandse Kust (Zuid) / Hollandse Kust (South)

Towards energy transition

Hollandse Kust Zuid is an ongoing project since 2018 and it is expected to be delivered in 2022. The assignment concerns the supply and installation of sea and land cables for two wind farms interconnection in the Netherlands, with a joint capacity of 1,400 MW. The two wind farms are under construction in the Hollandse Kust (South) wind farm zone, 22 km

off the coast of the Dutch Province of South Holland. Through this offshore grid project the Netherlands is taking an important next step towards more sustainable electricity production at sea, setting as an ultimate goal to succeed a total of 4.5 GW until 2023. Furthermore, through the interconnection's joint capacity of 1,400 MW wind energy will be successfully delivered to end users across the country.



Hellenic Cables successfully installed 86 km of high voltage submarine cable for the Hollandse Kust (South) Alpha grid connection.



Project:
220 kV turnkey project
(supply & installation)



Country:
The Netherlands



Client:



Significance for Hellenic Cables



The Company is proving its ability to form strong partnerships for delivering complex and demanding projects.



Hollandse Kust Zuid marks Hellenic Cables' first HV offshore project in the Netherlands (220 kV Export cable).



Additional information:

www.linkedin.com/company/cable-hellenic-cables-group/videos/



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Our Company

Newly assigned projects

Supply of cables and accessories for the Seagreen offshore wind farm

Hellenic Cables undertook the design, production, testing and supply of approximately 320 km of 66 kV, XLPE-insulated inter-array cables, and accessories for the Seagreen offshore wind farm for Seaway 7. The Seagreen offshore windfarm project is a 1,075 MW project located 27 km off the Angus Coast off the coast of Scotland. When completed, it will be the largest wind farm in Scotland and is forecasted to provide low carbon energy for around one million homes.

Supply of submarine cables and accessories for the Dogger Bank offshore wind farm

Hellenic Cables has secured the largest inter-array cable contract to date from DEME Offshore, the DEME Group's Renewable Energy business unit, for the supply of approximately 650 km of 66 kV inter-array cables and accessories for Dogger Bank A & B offshore wind farms in the United Kingdom. When completed, Dogger Bank will be the largest offshore wind farm in the world and will generate enough energy to provide electrical power to more than 4.5 million households a year - about 5% of the UK's electricity needs. Hellenic Cables undertook the design, manufacture, testing and supply of inter-array XLPE-insulated cables and associated accessories. The production of the cables for Dogger Bank A & B will start in 2021 and the delivery will be implemented gradually based on the project's construction program.

Supply and installation of underground cables for the Douglas North project

SP Transmission PLC ("SPT"), one of UK's largest grid operators, commissioned Hellenic Cables with a significant portion of the Douglas North project. The assignment concerns the supply and installation of 132 kV high voltage underground cables, for the connection of the Douglas West onshore wind farm with the new Douglas North substation, as well as the connection of the Kennoxhead Extension onshore wind farm with the Middlemuir Windfarm substation, through modifications re. the existing 132 kV underground circuit between Coalburn and Middlemuir. Hellenic Cables will supply approximately 10 km of 132 kV XLPE-insulated cables and associated accessories, including installation & final testing services through selected partners in the UK. This agreement strengthens Hellenic Cables' continued presence and investment in the UK market.

Supply of high voltage cables for Energinet

Hellenic Cables continues its partnership with Energinet, the Danish Transmission System Operator, and has secured another contract for the total supply of a 145 kV cable system, which will connect the Amager Power (AMV) power plant to the Svanemølle (SMK) substation in Denmark.

According to Energinet, upon completion, this project will contribute to a climate-neutral supply chain. Hellenic Cables is responsible for the design, manufacture, supply and transportation of approximately 11 km of 145 kV submarine cables with XLPE in-

sulation, as well as the relevant accessories and supervision works.

Supply of high voltage underground cables for Réseau de Transport d'Electricité ("RTE")

Hellenic Cables was selected by Réseau de Transport d'Electricité ('RTE'), the operator of France's national transmission system, to sign a contract for the supply of 90 kV and 225 kV high-voltage underground cables and related components and installation services. The signing of this three-year contract has significant benefits for Hellenic Cables, as it gives it access to the largest underground high voltage cable market in Europe and confirms the confidence shown by major network operators in the Company's production capabilities.

Supply of submarine cables for the Kafireas II wind farm - under construction

Hellenic Cables, in collaboration with Asso.subsea Limited was selected by TERN Energy for the design, manufacture, supply and installation of a 150 kV submarine cable system, which will connect the Kafireas II wind farm (under construction), with a capacity of 330 MW, to Greece's mainland grid.

The Kafireas II wind farm, which is another innovative submarine interconnection project of high importance for the Greek energy market, is located in the southern-most part of Evia island, while it is expected to be connected to the National Energy Transmission System at IPTO's 150 kV Lavrion substation, taking the country one step closer towards its energy transition.



Successfully completed projects

The following projects were successfully completed during 2020:

- **Submarine cables for the offshore Ørsted wind park**

Hellenic Cables supplied 23 km of submarine inter-array 33 kV cables for supportive use for Ørsted's UK offshore wind farms portfolio.

- **Seamade wind farm interconnection**

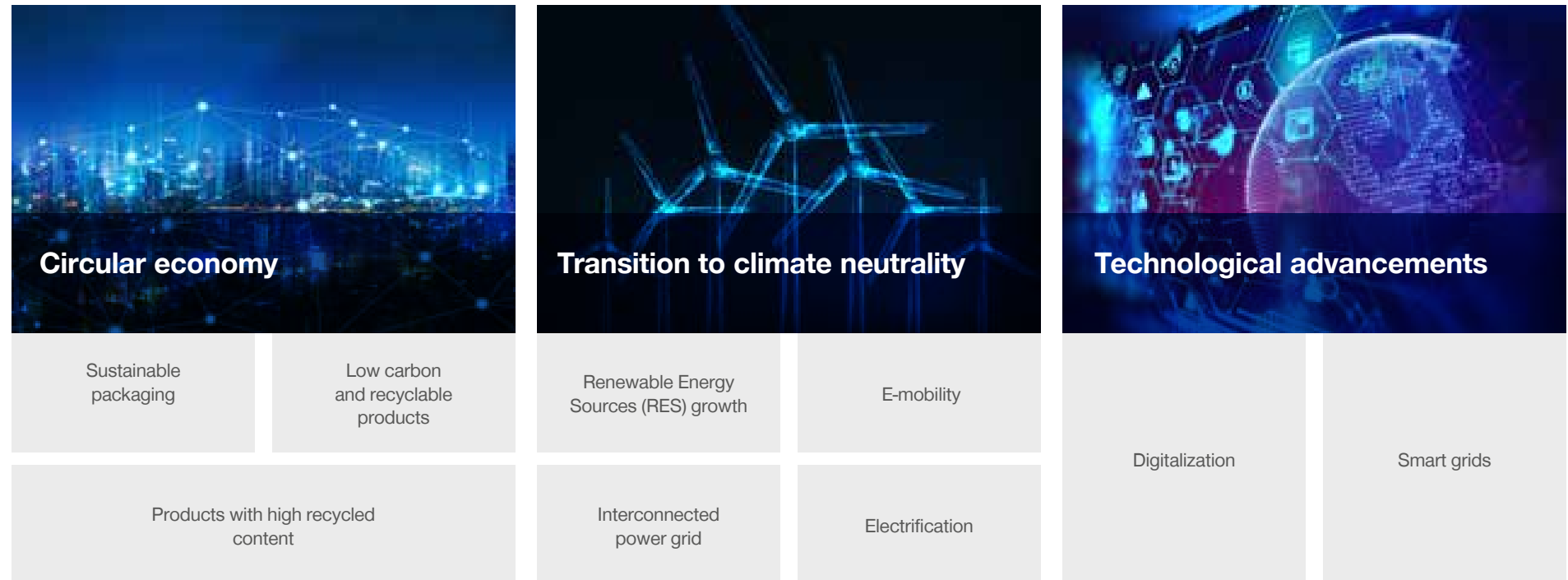
This project involved the completion of the interconnection between the Seamade wind farm with the Belgian network, in which the Tideway - Hellenic Cables consortium supplied and installed 30 km of 220 kV submarine cables for the 2 wind farms belonging to Seamade, namely Mermaid and Seastar.

- **Rio Antirrio, underground section**

The project concerned the underwater section (Rio - Antirrio interconnection) of the new 400 kV interconnection from the Peloponnese to Central Greece. The project, in addition to the supply of cables, included immersion, protection of the cables along the entire length of the project, as well as the implementation of the necessary connections with the IPTO's underground sections.



Megatrends in the cable industry



Hellenic Cables aligning with megatrends

Circular economy



- Use of secondary raw materials in production
- Reuse of cable transportation packaging
- Design of recyclable cables

Transition to climate neutrality



- Submarine and underground cable solutions and services
 - High and extra-high voltage, up to 500 kV
 - Medium voltage, up to 72 kV
 - Turnkey capabilities, onshore and offshore RES projects
- Applications and markets: full scope of services
 - Offshore wind: static and dynamic
 - Power transmission and distribution, onshore and offshore
 - Data and telecom
 - Industrial applications
- Strong product line establishing energy transition
- Cables carbon footprint minimization by reducing the use of primary metals

Innovative technologies



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



The transition to a climate neutral economy

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

In March 2020, the European Commission proposed an action plan for the circular economy in line with the EU target concerning reaching climate neutrality by 2050, under the Green Deal. The new action plan focuses on waste prevention and management while proposing the expansion of the scope of the Ecodesign products Directive whereby the principles of the circular economy apply to all stages of a value chain, from the design and production stage all the way to the consumer.

Aiming to increase energy efficiency, the European and global community is focusing on expanding and upgrading energy infrastructures and creating "smart grids" with increased reliability, reduced operating costs and lower greenhouse gas emissions. Utilizing the potential of digital transformation in the energy sector, as well as achieving the goals of the energy transition represents a key global focus that is paving the way for new energy management technologies.

Research, development, and innovation

Hellenic Cables prioritises investing in research, development and innovation as these investments serve to safeguard the Company's readiness when faced with market changes.

Through the Company's Research and Development division, priority is given to:

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

Product line enabling a decarbonized future with 50% of products contributing to the energy transition

R&D Strategy



R&D to innovation

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



R&D to design

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



R&D to cost

Optimizing the competitiveness of products and reducing their production costs.



R&D

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

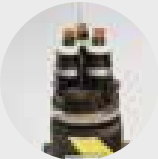


Hellenic Cables' products

Hellenic Cables has an increasingly stronger export orientation and focuses on developing high value-added products and solutions that incorporate sustainable production and distribution standards. Aiming at responding to market trends and customer

demands Hellenic Cables produces a wide range of high quality and technology products. These products are manufactured in technologically advanced facilities by highly qualified, experienced employees.

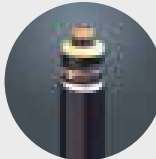
Energy



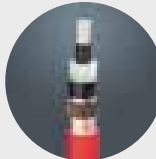
Submarine cable systems
Low, medium, high and extra – high voltage submarine cables for island and wind farms interconnection.



HVDC Cables
High-voltage direct current for offshore and onshore interconnections.

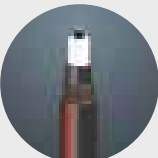


High and extra-high power cables
High and extra-high power cables for onshore interconnections in the transmission network.

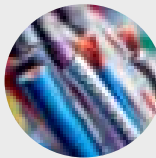


Power distribution cables
Low and medium voltage for power distribution.

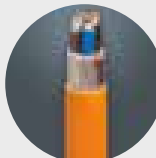
Industrial applications



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

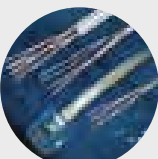


Industrial cables
Low, medium and high voltage cables, as well as control cables for industrial applications.

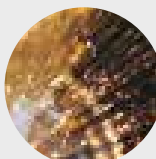


Railway cables
Low, medium, high and extra-high voltage cables, such as signaling and railway signaling cables.

Telecommunications and data transmission



Network cables



Optical fibre cables



FTTH cables
(Fibre To The Home)



New products

Hellenic Cables proves its innovation with the development and production of medium and high voltage submarine cables for the transmission of electrical power between offshore floating wind turbines, as well coastal wind farms. This new technology contributes to the commercial development of renewable wind energy production using wind turbines. The Company also demonstrates its world-class manufacturing capabilities in the production of inter-array cables, through which offshore wind farms are able to generate sufficient and sustainable energy for local communities, while promoting a more sustainable future.

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

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

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

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

Within the framework of its product development plan, Hellenic Cables implements the design, construction, testing and certification of dynamic high voltage cables (66 kV), with copper and aluminum conductors (Flotant H2020 EU-funded project); certification process is expected to be completed by the end of 2021. In addition, Hellenic Cables' participation in the Carbon Trust Joint Industry Project (JIP) has been completed; results obtained from the design and testing of ultra high voltage submarine cables (220 kV) are currently being processed.

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





Our Company

Quality driven

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

In satisfying customer requirements, as well as the specifications of large projects, the quality characteristics of the products that are produced are constantly improved, where appropriate, by well-trained staff, in combination with appropriate and innovative means of production. The Company applies strict quality standards and certified systems, which ensure high quality products and services, which also aids in continuously improving the overall production process.

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

Testing laboratory

The testing laboratory at the production plant in Corinth possesses the latest, cutting edge technology equipment, in order to perform development tests, type tests and certification tests for AC cable systems up to 500 kV and for DC cable systems up to +/- 600 kV. Since 2018, the laboratory has operated a new system with a maximum voltage of 450 kV, to perform tests on 60 km long cables and a nominal operating voltage of 220 kV. As the product specifications are constantly updated and production capacity needs are maximized, always in relation to the required specifications, Hellenic Cables constantly equips the laboratory with new technological equipment.

Product information

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

● Details about the product or service

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

● Information regarding the use of a product or service

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

● Products composition

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

European Construction Products Regulation (CPR)

This Regulation lays down harmonized conditions for the disposal of construction products, in relation to their safety and performance. The purpose of the regulation is to adopt common technical terms regarding the methods of evaluating the performance of these products, as well as to compare the performance of different manufacturers in different countries. Regarding the production of cables, the regulation applies to all cables used for the supply of electricity and intended for use in construction projects. It defines the cables fire resistant qualities, as well as the testing and evaluation methods to be used before installation. Cable manufacturers should supply a Performance Declaration Certificate (DoP) along with their products, in order to comply with the regulation's requirements.

Performance Certificates for Hellenic Cables' products are available at the following link:

www.hellenic-cables.com/cpr/



Industrial excellence

In prioritizing technological superiority and the continuous improvement of the production process, Hellenic Cables implements a program of industrial excellence in the production facilities. Through the implementation of the program, the Company aims to optimise its operations and processes, make sure that its production facilities operate efficiently as well as continuously train its employees.

Additional benefits that arise from implementing the program include reducing energy consumption, using resources and materials efficiently in combination with reducing inventory/product management as well as improving the overall quality of the products and services provided, thereby contributing to the full satisfaction of customer requirements.

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

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



Our Company

Production plants

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

Authorized Economic Operator (AEO)

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



Corinth, Greece

Total area: 210,732 m²
Facilities: 97,957 m²
Logistic center
Port for direct loading of submarine cables
Certified testing laboratory
Annual capacity: 50,000 tons of cables and 120,000 tons of wire F8
Certifications: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, ISO 22301:2012, ISO 27001:2013
Authorized Economic Operator (AEO), Safety Culture Ladder-Step 4, VCA/SCC Petrochemicals 2017/6.0



Thiva, Greece

Total area: 175,082 m²
Facilities: 53,237 m²
Logistic center
Annual capacity: 60,000 tons
Certifications: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, ISO 22301:2012, ISO 27001:2013
Authorized Economic Operator (AEO), Safety Culture Ladder-Step 4, VCA/SCC Petrochemicals 2017/6.0



Oinofyta, Greece

Auxiliary production plant

Total area: 21,262 m²

Facilities: 9,216 m²

Logistic center

Annual capacity: 24,000 tons

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

Authorized Economic Operator (AEO)



Bucharest, Romania

Total area: 267,789 m²

Facilities: 102,138 m²

Logistic center

Annual capacity: 50,000 tons

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

• 70 years - Icme Ecab

The Icme Ecab production unit celebrated its 70th anniversary in a special event held in February 2020, attended by employees, friends and partners. The event was about celebrating the know-how, but also the long and successful presence of Icme Ecab in Romania, where the values that govern the company and its people were especially referenced. As part of the event, 16 employees were awarded for their contribution and their long careers at Icme Ecab.

• Icme Ecab receives an award

Icme Ecab was awarded for the high level of its customer support for the year 2020, in the 'Competitiveness' category, during the 2020 Global Suppliers Conference. The Thales Group recognized and awarded the Company's excellent cooperation and performance in the projects it has undertaken around the world. At the same time, this award strengthens the customer-centric philosophy of Hellenic Cables and emphasizes the importance of continuous customer support at the same high level going forwards.



Our Company

Turnkey solutions and services

Hellenic Cables provides a complete range of services and solutions - from design to customer staff training and final testing – for highly demanding projects. These projects (turnkey solution services) are supervised by qualified and experienced Company executives and include:

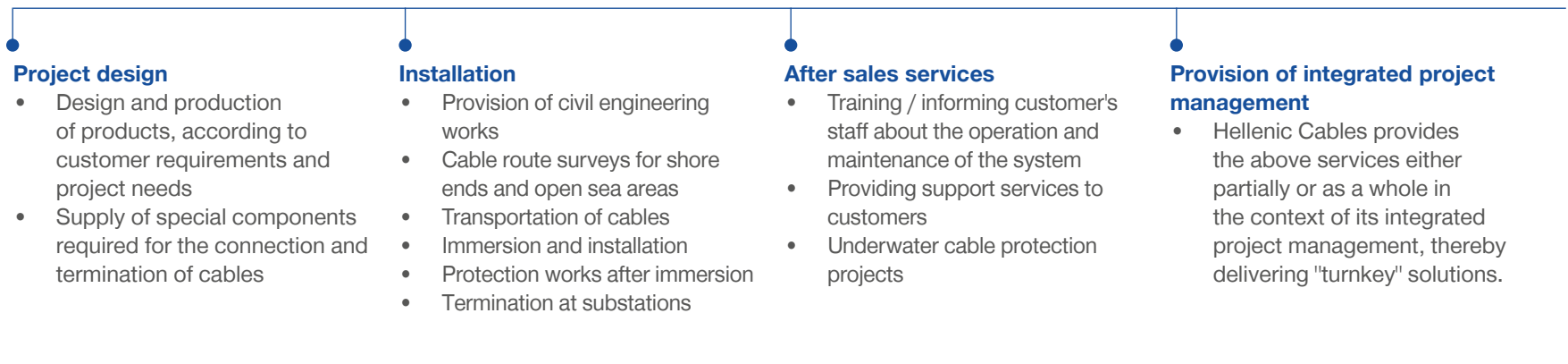
- Provision of installation services, for underground high and very high voltage cable interfaces, as well as for all Hellenic Cables' submarine cables.
- Repairs and replacements of underground interconnection systems for high voltage cables, as well as submarine and fibre optic cable systems.
- OEM (Original Equipment Manufacturer) services, including design, production and packaging
- Custom-adapted applications for the optimal implementation of already installed systems
- Supervision services, for products provided by third parties, especially during the installation of underground and submarine cables.
- Technical support, in matters of design, maintenance solutions for underground and submarine cables, post-installation support, etc.
- Transport and storage services, for all types of Hellenic Cables products.
- Training and informing customers' staff either via Hellenic Cables' experienced and specialized staff or through renowned consulting companies and technical consultants.
- Provision of backup materials, such as spare parts for the maintenance of installed energy and telecommunications systems, throughout the life of each designed interconnection.



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



Project Management of major projects





Project Management Office (PMO)

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

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

Customer service

Hellenic Cables' customer-centric philosophy - which is a key element of its development strategy - is based on effectively responding to customer requirements, as well as monitoring the wider market and international trends. This enables the Company to always be one step ahead, developing high quality products and integrated services, while being included on the lists of approved suppliers that internationally recognized customers. The communication with the customers is continuous,

mainly through the PMO of the Company and its dedicated executives who keep in touch with the customers, during the implementation of major projects.

On-site audits

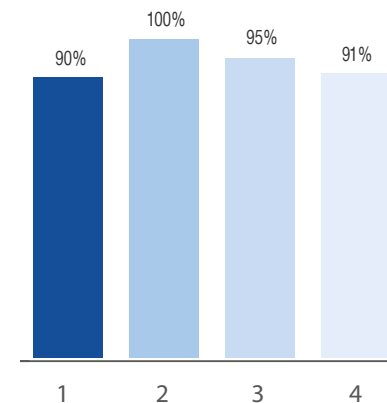
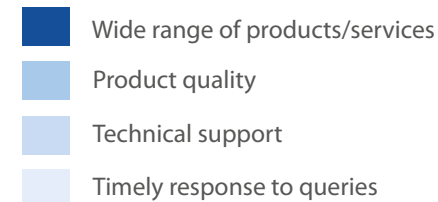
The Company provides customers with the opportunity to carry out on-site inspections at its production facilities where they can assess the production performance, responsible environmental management, as well as health and safety. Upon the completion of the audits, useful conclusions are drawn regarding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

Hellenic Cables' customer-centric philosophy is based on:

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

Customer satisfaction

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





Relationships with suppliers

Hellenic Cables seeks to maintain long-term partnerships with its existing suppliers, as well as to develop trust oriented relationships with its new suppliers, which are based on transparency and meritocracy.

The Supplier / Partner Code of Conduct applied by the Company aims to integrate fair, ethical and sustainability principles throughout the supply chain. The main principles of the Code, which the Company urges its suppliers to apply, are:

- Business ethics and fighting against corruption
- Responsible work practices and respecting human rights
- Environmental responsibility and protection.

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

Supplier assessment

All suppliers must meet specific objectives and measurable quality criteria, in conjunction with adhering to certified Quality Management Systems. The Company evaluates its main suppliers, carried out either by the Quality Managers or by engineers from the production plants, who have internal inspector training. New suppliers - in addition to the necessary Management Systems' supporting documents that they have to submit – must also complete a relevant evaluation questionnaire.

In the context of the evaluation carried out, the application of Environmental Management Systems

according to ISO 14001:2015, Health and Safety Management at work based on ISO 45001:2018 or OHSAS 18001:2007, Energy Management according to ISO 50001:2018, as well as System Information Security Management according to ISO 27001:2013, is evaluated positively for the suppliers that do that. In addition, selected key raw material suppliers are subject to on-the-spot checks, and if problems are identified in their performance that cannot be addressed, reviews are carried out. Positively evaluated suppliers are re-evaluated if there is no cooperation for more than three years.

In 2021, in recognition of the importance of responsibility in the supply chain, Hellenic Cables will begin to evaluate specific categories of its suppliers through the Ecovadis platform whereby the objective is to evaluate suppliers on matters of responsible entrepreneurship, based on their policies, the procedures they apply, as well as the relevant results.

Supporting local suppliers

We select local suppliers, where possible and always in accordance with the Company's procurement process. Hellenic Cables seeks and ensures the supply of as many products and services as possible from local suppliers and contractors, even though its production activity requires mainly raw materials and auxiliary materials produced in foreign countries.

Collaborations with institutions and participation in research projects

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

Carbon Trust

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

MaRINET2

Hellenic Cables also participates in the MaRINET2 program, under the auspices of the European Union Horizon 2020 program. The project will be implemented in collaboration with the Trelleborg Company, a company that specializes in the



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

Torsion Joint Industry Project (JIP)

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

JIP CALM Project

The JIP CALM (Joint Industry Project for Cable Lifetime Monitoring) program is organized by DNV, TNO (ECN), BREM, VanDerHoekPhotonics and Deltares in collaboration with cable companies, installation,

electricity and offshore wind farm development companies. The aim of the program is to reduce failures in submarine cable systems, in order to increase the reliability of energy transmission in underwater interconnections.

More specifically, the project concerns the analysis of the causes of failures in submarine power cables, the development of a monitoring system for installation and operation using fibre optic technology, the study of cable and seabed interactions as well as the development of cable routing design tools, and modeling for performing Levelised cost of energy (LCOE) estimates. The program started in 2019 and is expected to be completed by the end of 2021.

Tanocomp

Hellenic Cables participates in the European Tanocomp Program through which the Company's executives exchange know-how with executives from other companies, developing in particular their knowledge in nanotechnology and the preparation of nano-synthetic materials for various applications.

2020 European Horizon Program

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

Long-term collaborations

Elkeme S.A. – Hellenic Research Centre for Metals

Hellenic Cables works closely with Elkeme, Viohalco's metal research centre, at all stages of new product design, in addition to its role which is to solve any industrial problems that may arise. Through its network of state-of-the-art research laboratories, Elkeme supports new product research and developing new products, with the aim of making the Greek metallurgical industry an international pioneer in this field of expertise.

At the same time, the research centre designs and implements metallurgical pilot projects that concern the entire metallurgical industrial production process and supports (at a research level) the Company's cable industrial facilities both in Greece and overseas.

Educational institutions

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

During 2020, the Company collaborated with the:

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

Business model and creating shared value for all stakeholders

Hellenic Cables business model considers key elements (tangible and intangible) that the Company has identified and form the basis of value creation. Utilizing the available resources (inputs), taking always into consideration the vision, the mission and corporate values, the Company creates value both for its stakeholder groups and itself, contributing to the achievement of the Sustainable Development Goals.



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

Inputs/utilised resources

Financial capital

The Company's financial resources such as equity, investment, lending, as well as the overall management of the Company's activities' and operations' financing, and the monitoring of its accounting and financial transactions.

Manufactured capital

Facilities and production equipment used in the production process and belong to the Company, which together with the supply chain, contribute to product manufacturing and services offering in order to respond to marketplace trends and customer needs.

Human capital

The human resources of the Company with the embodied skills and abilities of all employees that have been acquired through education and training, as well as through experience and ability to perform all relevant tasks.

Natural capital

The natural and environmental resources (such as soil, water, atmosphere, ecosystems) that are useful for the production of all products and services of the Company.

Intellectual and relationship capital

Intellectual property is a crucial input as it consists of research, technology and innovation efforts, such as product manufacturing based on the circular economy principles. The stakeholders engagement framework is also included.



Hellenic Cables, the largest producer of cables in Greece and South-eastern Europe, is active in the energy transmission and distribution markets in the renewable energy sources, telecommunications and data transmission, construction and industry sectors, and is distinguished for its strong export orientation.

Hellenic Cables contributes:

...to the energy transition towards a carbon neutral economy, through the appropriate technological solutions (RES projects and island interconnection).



...to the improvement of the Society's living standard through the transmission of electrical energy, and the use of telecommunications in the service of medical science, as well as through many other applications of information technology.

Fields of activity

Production

- Submarine cables (medium, high and extra-high voltage)
- Power cables – conductors (medium, high and extra-high voltage)
- Power cables
- Telecommunication and data transmission cables
- Plastic and rubber compounds

Turnkey solutions

Turnkey solution services - from design to customer staff training and final testing – for highly demanding projects.

Market segments

- Energy sector
- Industry and solutions
- Telecom

Two-way and continuous communication

Stakeholder groups

Shareholders, employees, customers, suppliers, local communities, state and institutional bodies, financial institutions

Outputs/created value*

Shareholders

- 15 million EUR increase in operating profitability in terms of adjusted EBITDA, in relation to 2019
- 26.2 million EUR profit after taxes

Employees

- 1,686 direct employees
- 51.6 million EUR salaries and additional benefits
- 18,063 employee training hours
- 6,900 PCR SARS COV-2 tests in Greece and Romania

Customers

- 49.4 million EUR total investment
- 8.2 million EUR research, development and innovation investments

Local communities

- 160,000 EUR hospital equipment and disposable medical products donation, supporting NHS
- 20 number of initiatives focused on supporting local communities

State and institutional bodies

- 17.3 million EUR direct and indirect taxation

Financial institutions

- 17.6 million EUR payments to capital providers

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



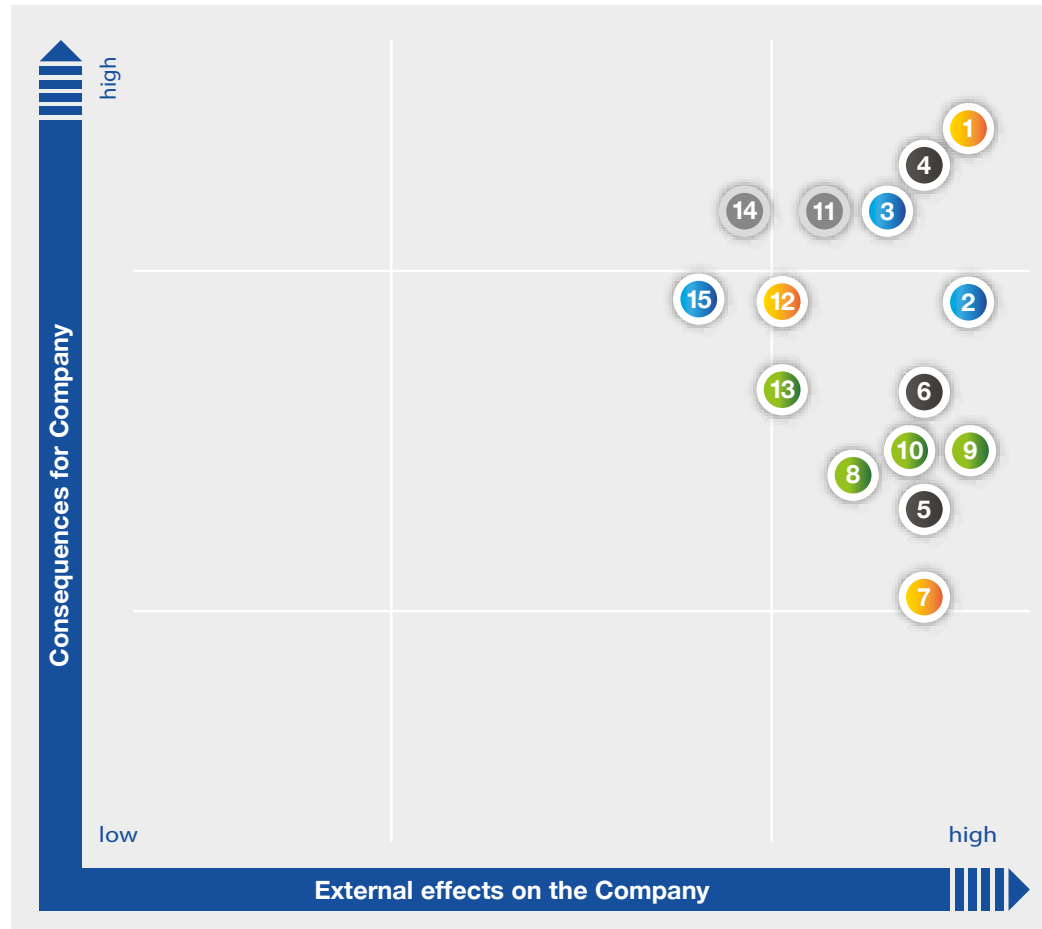


Material issues

The evaluation of Hellenic Cables' material issues enables the Company to effectively determine its strategic priorities, as well as systematically record emerging factors that affect its industry. The Company follows a defined process for the evaluation of its material issues, based on international standards and guidelines (GRI Standards, AA1000, SASB).

In line with new global and industry trends, in 2020, the company reevaluated its material topics, under the scope of double materiality, reassessing the issues both in terms of their impact on the enterprise value of the business and their impact on the economy, society and the environment.

As a result of the above process, the material issues of the company as presented per ESG pillar (E – Environment, S – Social, G –Governance).



Material issues

	Material issues
1	Occupational health and safety
2	Transparency and responsible governance
3	Risk management
4	Research and development – product innovation
5	Responsible supply chain management
6	Customer-oriented approach
7	Diversity and equal opportunities
8	Climate change
9	Energy management
10	Contribution to circular economy
11	International economy and energy sector evolution*
12	Training and development of employees and retaining talents
13	Waste management
14	Product demand for Renewable Energy Sources (RES)*
15	Information security and data protection

* Externalities

The vertical axis "Impact to the Company" includes the ESG issues which the Company has identified as impactful to its enterprise value. The horizontal axis "Internal impacts of the Company" portrays the ESG issues which are impactful to the economy, the environment, and the society.













Linking material issues with the Global Sustainable Development Goals

Hellenic Cables links the Company's material issues to the Sustainable Development Goals, relevant targets, and specific performance indicators, under the Guidance of the United Nations Conference on Trade

and Development (UNCTAD ISAR SDG Reporting*).

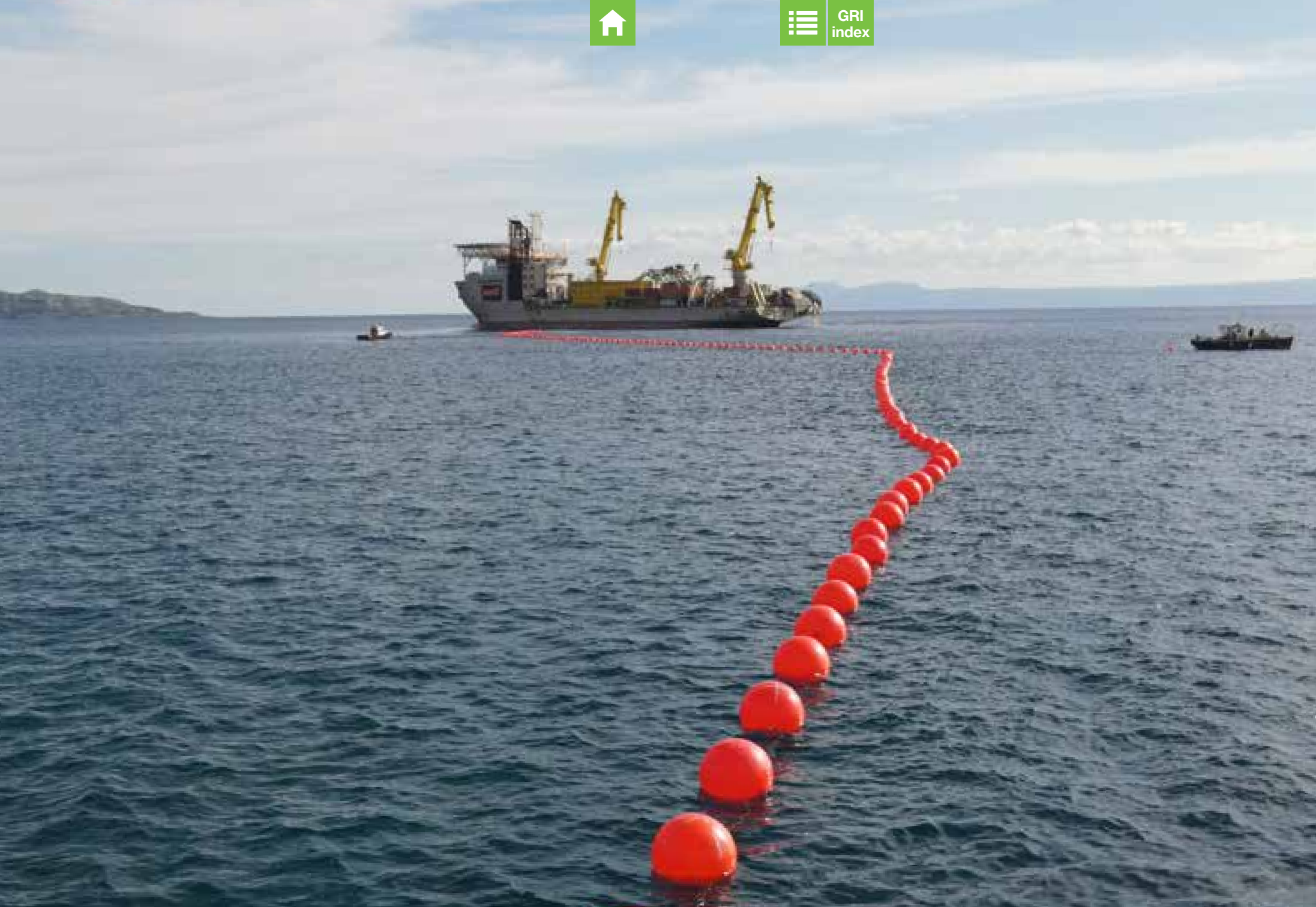
Material issues and Sustainable Development Goals

	Corporate Governance Responsible operation and development			Marketplace present Priority given to the customer, through research and development, high quality products and services			Human resources Strengthening relationships with our people				Environment Reducing our environmental footprint and contributing to circular economy			
SDGs	 						  				   			
Material issues	Transparency and responsible governance	Risk management	Information security and data protection	Responsible supply chain management	Customer-oriented approach	Research and development-product innovation	Training and development of employees and retaining talents	Occupational health and safety	Diversity and equal opportunities	Climate change	Contribution to circular economy	Energy management	Waste management	
Relevant KPIs	16.5 Substantially reduce corruption and bribery.		17.17 Encourage and promote effective public, public- private, and civil society partnerships, building on the experience and resourcing strategies of partnerships	9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets		9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	4.3 Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour intensive sectors	8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.8 Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment	6.4 Increase water-use efficiency across all sectors	7.2 Increase substantially the share of renewable energy in the global energy mix	9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, all countries taking action in accordance with their respective capabilities	12.5 Substantially reduce waste generation through prevention, reduction, recycling, and reuse
ISAR* Key Performance Indicators	16.5.2 Total monetary value of paid and payable courts in the reporting period		17.17.1 Total amount of charitable/ voluntary donations and investments of funds in the broader community	9.3.1 Proportion of procurement spending at local suppliers		9.5.1 Total amount of expenditures on research and development (R&D)	4.3.1 Average number of hours of training per employee	8.2.1 Revenue minus costs of bought-in materials, goods and services (gross value added, GVA)	8.5.1 Total costs of employee workforce (wages and benefits) divided by the total revenue	8.8.1 Incident frequency and severity rates	6.4.1 Water use indicators	7.2.1 Renewable energy consumption as percentage of total energy consumption in the reporting period	9.4.1 Greenhouse gas emissions (scope 1 & scope 2)	12.5.1 Total amount of waste reused, re-manufactured and recycled

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



GRI
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Stakeholder communication

Hellenic Cables seeks to develop relationships of trust, cooperation and mutual benefit with

its stakeholders, through direct communication and constructive dialogue. The most important issues which arise from the stakeholder dialogue are embedded in all business decisions, as well

as the evaluation of corporate policies, activities and systems, aiming at creating value for each stakeholder group.

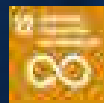
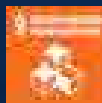
Hellenic Cables stakeholder groups	How we communicate		Main issues
	Communication channels	Targeted information	
Shareholders	Company website www.hellenic-cables.com Cenergy Holdings company website www.cenergyholdings.com Annual Sustainability Report Presentations at conferences, fora and institutional bodies Press releases Announcements and advertisements	Shareholders are kept informed through annual general and even extraordinary general meetings, as well as through monthly updates and ad hoc results presentations. The parent company Cenergy Holdings (and a major shareholder of Hellenic Cables) is informed through the General Meeting of Shareholders (regular or extraordinary), which in turn informs the investing public and its shareholders.	<ul style="list-style-type: none"> • Profitability and entering new markets • Enriching the product portfolio • Strengthening competitiveness • Containing operating costs • Sound corporate governance and sustainable development
Employees		The Company places notable emphasis on day-to-day communication with employees in all its facilities. Important communication channels include the annual employee satisfaction survey, the Company's intranet, emails and announcements, as well as corporate events. Frequent meetings between the General Directorate and the heads of the Departments, as well as the latter with the staff, constitute additional important communication channels.	<ul style="list-style-type: none"> • Personal / career development • Training programmes • Occupational health and safety • Protection measures against the Covid-19 pandemic • Performance Appraisal system • Additional benefits • Personal data protection
Customers		Daily communication with customers is coordinated through the customer service and marketing departments, which also manage any possible complaints. The Company also participates in industry related events on an annual basis.	<ul style="list-style-type: none"> • High level of service • High quality, reliable products and services • Product service quality and reliability • Research and development • Enriching the product portfolio with new, innovative high-tech products • Delivery times • After-sales support • Protection against potential supply chain issues • Comprehensive solutions • Personal data protection and information security
Suppliers		The Company ensures that it effectively communicates with its suppliers on a daily basis - mainly through the procurement department. The Company also actively participates in industry associations and always attends supplier exhibitions.	<ul style="list-style-type: none"> • Developing new products • Expanding into new markets • Product certifications • Merit based / objective assessments • Supporting local suppliers • Payment issues • Personal data protection and information security
Local communities		Throughout each year, Hellenic Cables strives to actively aid local communities by supporting local authorities and associations, alongside recruitment and entrepreneurship. The Company has conducted numerous events in local communities, communicates daily with local government and organises on-site educational tours for schools.	<ul style="list-style-type: none"> • Supporting recruitment from local communities • Supporting suppliers from local communities • Supporting local community initiatives • Protecting the environment
State and institutional bodies		Communication with representatives of the state and the relevant bodies takes place on a monthly basis, through sector based or general business interest conferences and events. The Company also participates in consultations with representatives of the state and the institutional authorities, at national and/or regional level.	<ul style="list-style-type: none"> • Compliance with the current legal framework and regulations • Payment of taxes • Export activity • Employee recruitment
Financial institutions		The communication with financial institutions is monthly, mainly via e-mail and periodic meetings.	<ul style="list-style-type: none"> • The Company's financial performance • The Company's business plan and strategic goals • Sustainable development • Liquidity



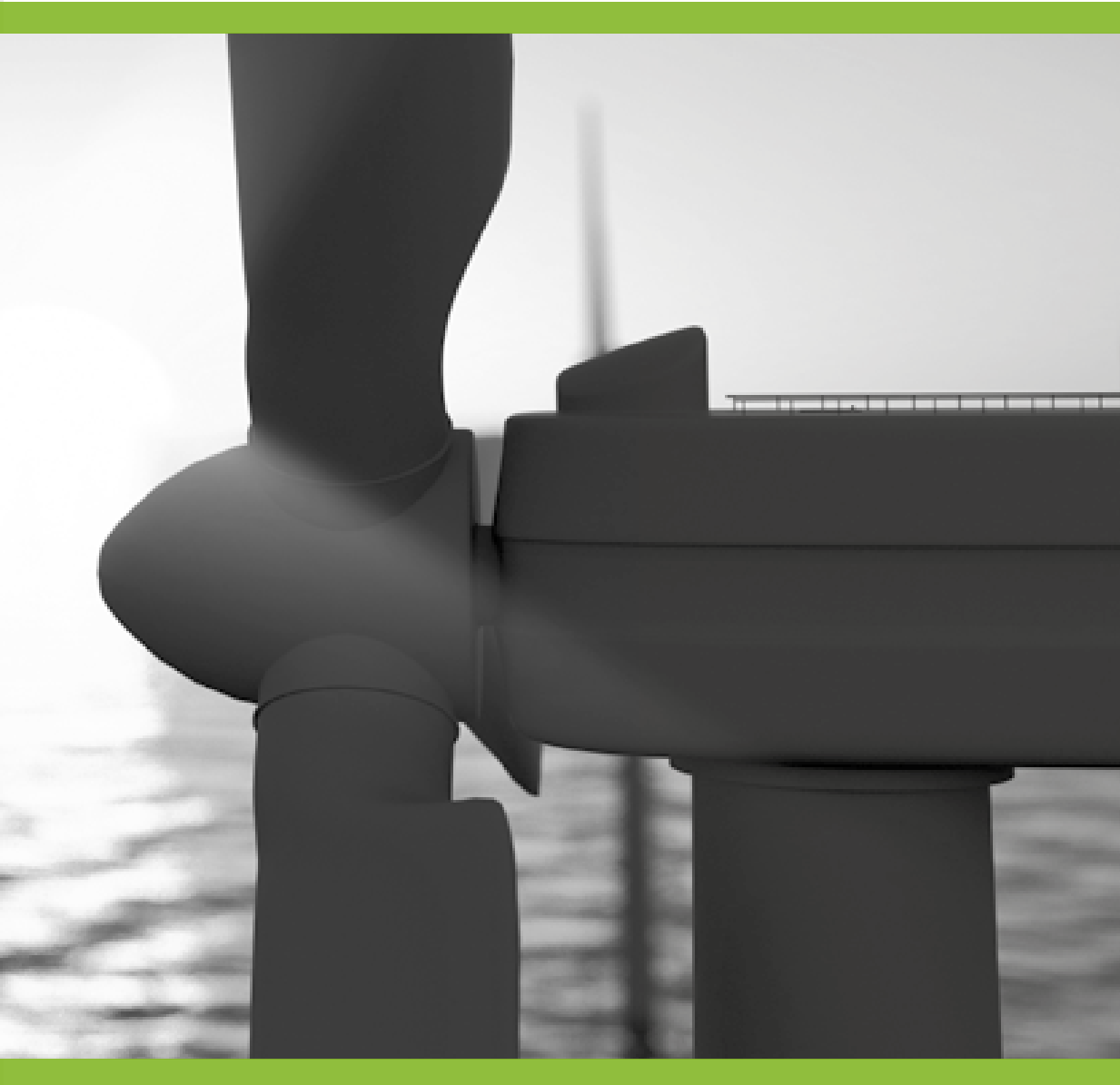
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Environment and Climate Change

Sustainable Development Goals



Aiming to achieve the following Global Goals, “6. Clean Water and Sewerage, 7. Cheap and Clean Energy, 9. Industry, Innovation and Infrastructure, and 12. Responsible Consumption and Production”, in terms of Sustainable Development, Hellenic Cables takes great care in reducing atmospheric emissions, waste and in following the circular economy model.



Environmental protection is viewed as priority at Hellenic Cables. Our goal is to operate responsibly and reduce our environmental footprint through systematically monitoring our production process and evaluating our environmental performance.

Environmental management framework

Taking into account its impact on the environment, the Company implements an integrated Environmental Management System, certified according to ISO 14001:2015, and an Energy Management System certified according to ISO 50001:2018, as well as a specific environmental policy (www.hellenic-cables.com/781/en/perivallontiki-euthuni/).

As part of its Environmental Management System, the Company has developed and implements internal self-assessment procedures related to environmental issues, in each of its production plants. Through progress cards, the Company's performance in certain environmental indicators is systematically monitored and evaluated, examples being the implementation of emission limitation measures, monitoring waste management, as well as the implementation of relevant employee training. Initiatives and actions and improvement objectives are defined, where necessary, following the monthly evaluation of the results of the above.



Circular economy model

Aligning its practices with the circular economy model, Hellenic Cables has set itself a priority, namely to increase the percentage of secondary raw materials in the production process and the recyclability of its products after the end of their life cycle.

Main components



Environmental management framework



Sound waste management practices



Research, development and innovation

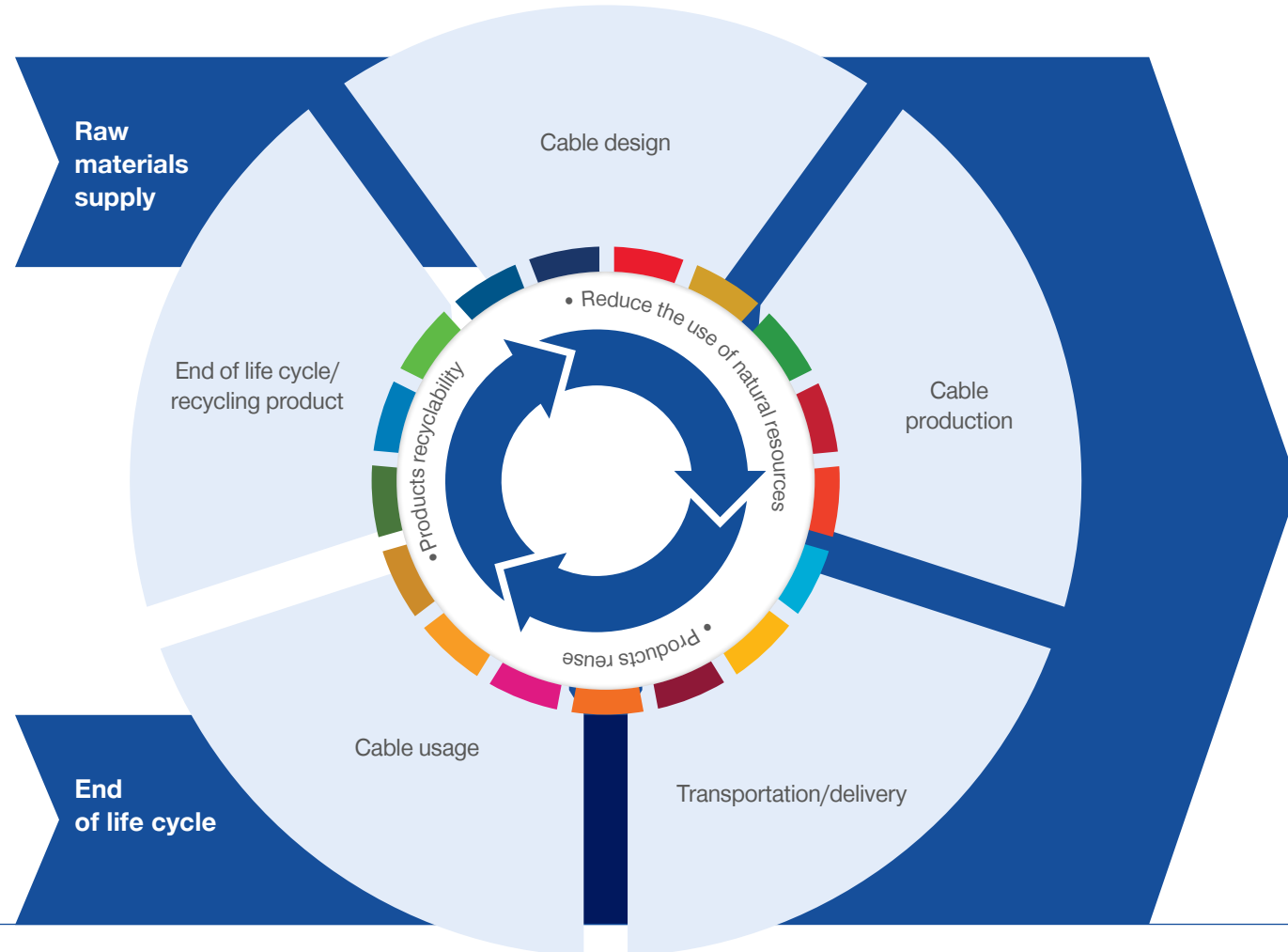


Continuous initiatives



Academic collaborations

Supporting the circular economy model





Outcomes



Reduce the consumption of natural resources

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



Waste reuse and secondary raw materials use

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



Materials recycling optimization

- Extensive waste collection and separation-at-source program, for optimizing the recycling rate of all industrial waste.
- PVC recycling, by producing compounds for cable and non-cable applications.
- Coordinated efforts for polyethylene (PE) recycling in all its forms, for cable applications.



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

- Phase out lead stabilizers and replacement with more environmentally friendly alternatives (except specific cases, upon customer request).
- Continuous efforts for reducing hazardous materials in the production process and replacing them with environmentally friendly materials.



Reduction of waste production and waste to landfill

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

Monitoring global trends and in the context of circular economy, Hellenic Cables is in the process of conducting Life Cycle Assessments (LCA) on its products for key cable groups. The Company will then issue Environmental Product Declarations (EPDs).

• **16%**

recycling of copper in the casting process

• **3%**

recycled PVC compounds for cable sheathing

• **15%**

recycled LSF compounds used for cable components production

• **6,208**

wooden drums were reused

• **100%**

collection, sorting and recycling of aluminum and copper using technological processes



Environment and Climate Change

In addition, Hellenic Cables urges its suppliers to follow an environmentally responsible approach, with the aim of effectively responding to climate change and continuously reducing carbon emissions.

Reducing energy consumption and our carbon footprint

Energy consumption

Electrical energy consumption makes up the largest part of Hellenic Cables’ total energy consumption, while thermal energy corresponds to a much smaller percentage. As most of the atmospheric emissions are related to indirect emissions (based on the carbon footprint of the national electricity network from which the Company is supplied with electrical energy), the Company has set itself the strategic goal of sourcing its electricity needs from Renewable Energy Sources.

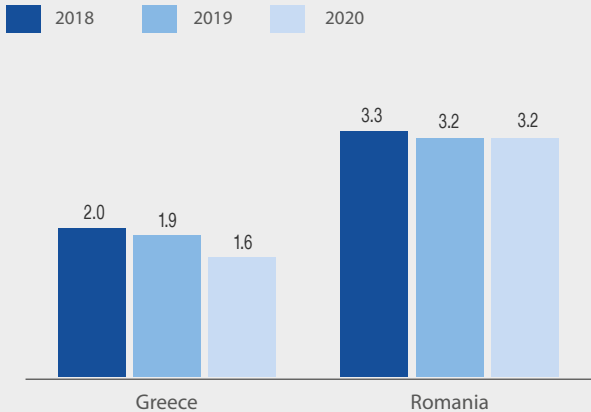
However, given the geographical location of the Company's production plants and the institutional framework governing bilateral energy market agreements, there are currently no viable solutions available to the Company allowing it to achieve this goal.

Until Hellenic Cables can cover all of its energy needs using RES sources, the Company is presently purchasing certified Guarantees of Origin to cover all of its consumption needs in Greece, whilst continuing to investigate the direct supply of electricity from RES, thereby further strengthening the market for renewable energy sources.

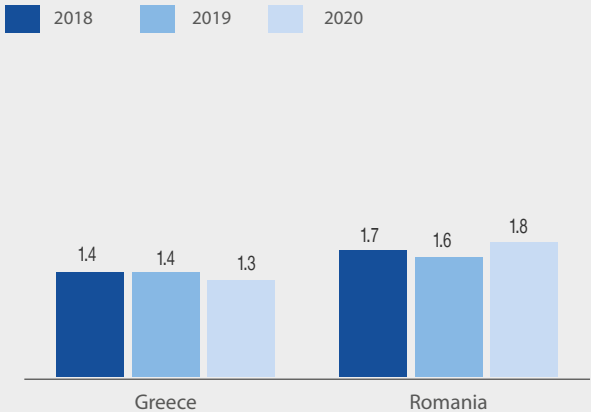
In the same context, Hellenic Cables has, over the last two years, invested in environmentally friendly LED lighting technology which has replaced older technologies in the Company's production plants.

The Company has replaced 95% of the lamps at Thiva plant, 95% at Bucharest plant, 61% at Oinofyta plant, and 45% at Corinth plant.

Specific electricity consumption (GJ/tn product)



Specific electricity consumption (GJ/tn product)



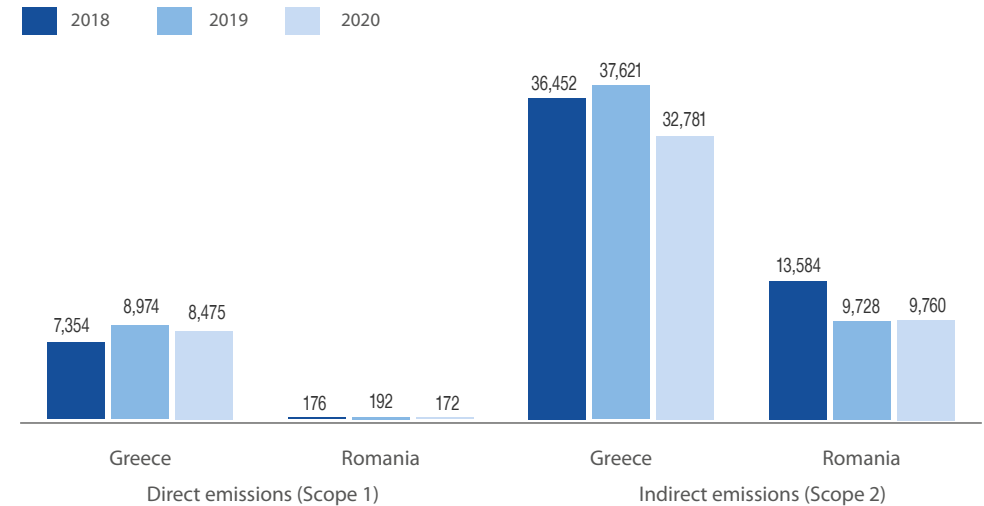


Greenhouse gas emissions

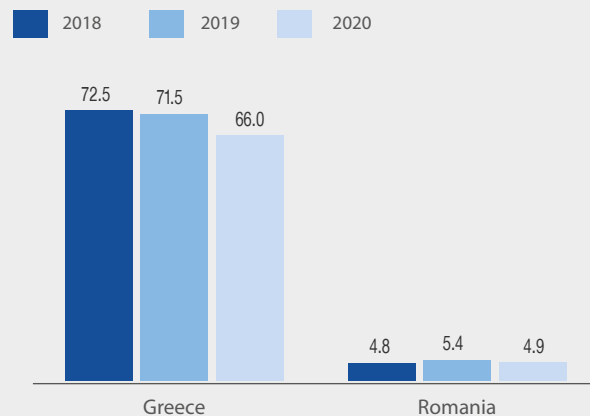
Hellenic Cables continuously monitors direct and indirect CO₂ emissions, with the aim of reducing them. From the use of electricity and thermal energy, indirect and respectively direct greenhouse gas emissions are calculated with the equivalent amounts of carbon dioxide.

The Company is in the development stage of creating a system that verifies and validates greenhouse gas emissions, according to international standard ISO 14064:2018. The process is expected to be completed in 2021

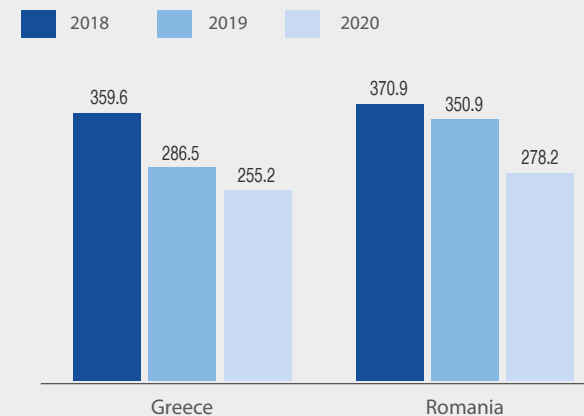
Direct and indirect emissions (tn CO₂)



Specific direct emissions (kg/CO₂ tn product)



Specific indirect emissions (kg/CO₂ tn product)*



Note: In calculating indirect CO₂ emissions for 2019 and 2020, figures from 2019 the European Residual Mixes 2019, AIB, have been used.



Environmental footprint reduction

Waste management

Hellenic Cables implements an integrated waste management process, the aim of which is to minimize the volume of waste generated, applying the principles of the circular economy (reduction, reuse, recycling). In 2020, most of the waste generated by the production process was recycled and reused, while a small percentage was sent to landfills. The production plants cooperate with properly licensed waste management and treatment companies, in order to achieve the Company's safe waste management goal.

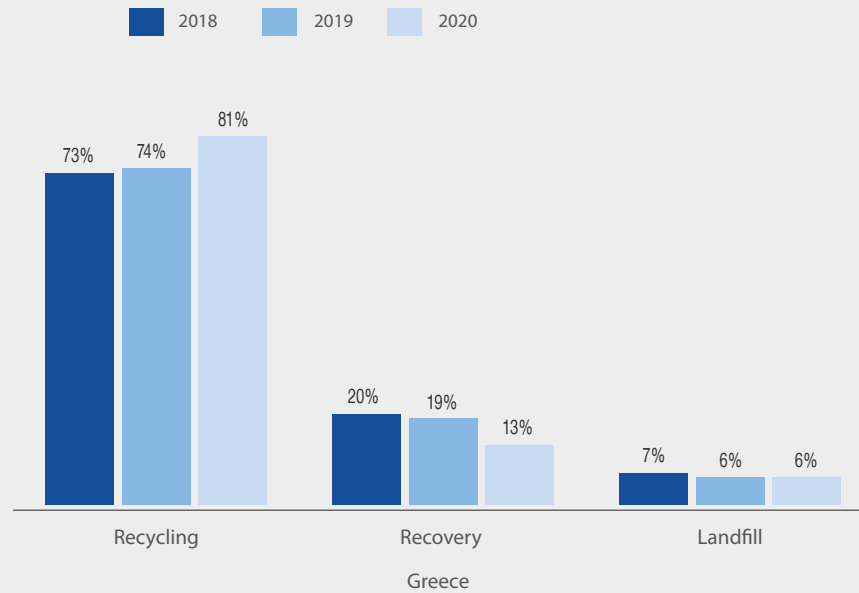


Our goal: steadily increasing the proportion of the waste we generate for recycling or energy recovery, thereby supporting the circular economy model.

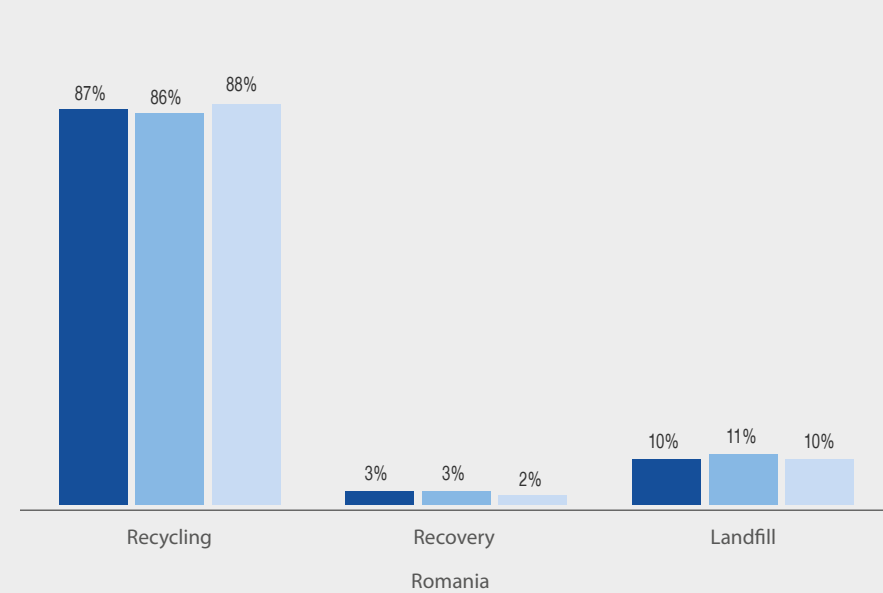




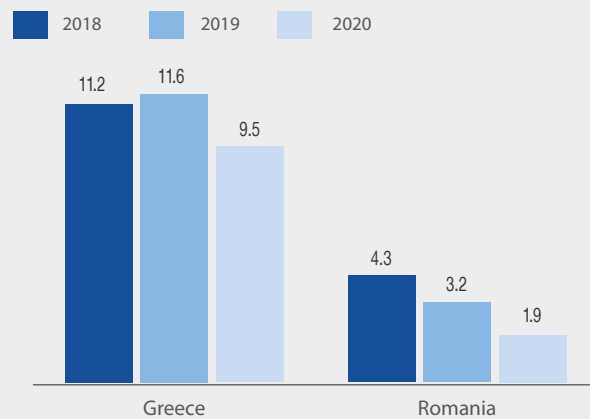
Total waste as per management method (%)



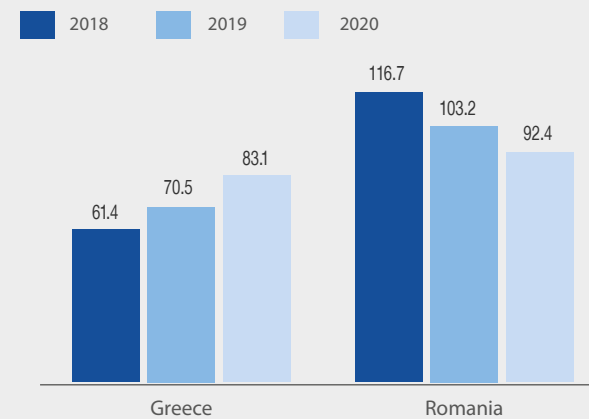
Total waste as per management method (%)



Specific hazardous waste production (kg/tn product)



Specific non hazardous waste production (kg/tn product)





Environment and Climate Change

Water management

Hellenic Cables takes great care in ensuring that it uses water rationally in all of its production facilities, applying systematic monitoring, evaluation, and taking corrective measures, where necessary.

During 2020, Hellenic Cables carried out targeted initiatives in order to detect possible leaks, take corrective measures to address them and make further improvements in the water supply network which led to a saving of 24% in the Romanian plant compared to 2019.

For 2020, Hellenic Cables' total water use amounted to 315,059 Nm³, recording a decrease of 23% compared to 2019.

Emergency preparedness

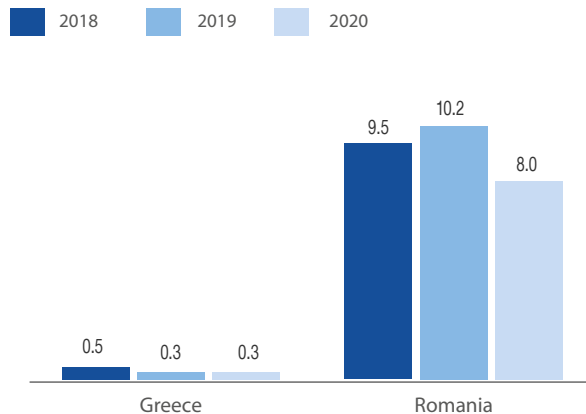
The Company, aiming at the continuous strengthening of the preventive measures, following previous years, carried out the annual exercise of dealing with environmental incidents in the port at the Corinth production plant. The duration of the exercise was 3.5 hours and 11 employees participated.



24% decrease in water use in the Romanian plant after targeted initiatives.



Specific water consumption (Nm³/tn product)



Objectives

The achievement of the goals set three years ago is almost complete with the following being formulated in 2020, as follows:

Environmental (E)	Performance 2019	Performance 2020	Year of achievement
Replacing means of lighting in production plants with LED lighting.	55%	79%	2023
Replacing diesel fuelled forklift trucks (< 5 tons) with electrical powered alternatives (up to 70% electricity powered)	42%	51%	2023
Certification of the energy management system in all four production plants according to ISO 50001:2018.	75%	75%	2021



GRI
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GRI
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People and society

Caring for our people

Sustainable Development Goals



Contributing to the achievement of the Global Goals for Sustainable Development; throughout the pandemic period, Hellenic Cables is on standby, implementing effective preventive measures in order to provide a safe working environment.





Our approach in the fight against the Covid-19 pandemic

From the beginning of the pandemic and with the aim of protecting all our employees and partners, we are constantly monitoring developments and strictly implementing the relevant protocols. We have immediately adopted and are continuing to implement multiple precautionary measures to protect the health and safety of all of us, ensuring the smooth continuation of our activities. The effective management of every crisis presupposes correct and timely information. For this reason, from the very first moment, we made sure that we communicated valid, immediate, and continuous information to our employees as well as our associates.

In line with current National and European regulations, legal obligations and guidelines, Hellenic Cables has ensured from the beginning of the pandemic that the necessary precautions provided by the National Public Health Organization are effectively observed in all areas by posting relevant updates. In addition, multiple actions were implemented such as:

- Periodic molecular SARS COV-2 testing was conducted by a specialized team, for all employees. The Company also offered employees and their relatives' additional tests (offered at a reduced price) in collaboration with a private clinic. During 2020, a total of approximately **6,900 molecular tests** were performed.
- Providing continuous and reliable information to employees related to the pandemic, through specific sections uploaded to the internal communication platform (intranet). The first section concerns basic information and refers to useful links from the public health authorities. The second section concerns more detailed instructions and announcements, either from the Company's management or from the Public Authorities. Hellenic Cables also encourages employees to participate in the information updating process.
- Updating the online learning platform with a special training program entitled "Covid-19 Disease - Prevention and Actions" providing valid information to the Company's employees about the evolution of the pandemic, precautionary measures and the measures needed for avoiding its spread.
- Special measures for vulnerable groups of workers and implementing remote working to a large degree and where possible; employees at the Company's headquarters work remotely in accordance with the applicable law. To ensure that the Company continues its operations and to implement the necessary remote working

measures, the necessary electronic equipment (e.g. laptops) was immediately made available. Also, after the end of the summer season, the Company established certain basic instructions regarding business and live meetings.

- The immediate supply of the required prevention and protection equipment, such as special laser thermometers, surgical masks, and antiseptics, available for use in all areas of the Company's facilities. At the same time, extensive disinfection is carried out at regular intervals in the head offices and production plants, along with the frequent cleaning of the common areas. The Company, since the beginning of the health crisis, has been recruiting nursing staff in order to continuously support its employees.

In addition, a new policy has been adopted to ban or restrict business travel, especially to high-risk areas, by implementing alternatives. Employees themselves have an important role in the Company's effort to comply with the measures and protection from the pandemic, protecting themselves, their colleagues, their families and society in general.



People and society

The culture at Hellenic Cables

The Company aims to continuously improve human resources issues, applying best practices. In this context, it systematically invests in digitization, which has made employees' lives easier and simplifying their daily lives throughout the duration of travel restrictions. An integral part of the Hellenic Cables' culture is promoting a positive working environment and creating new jobs.

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

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



In 2020, 100% of Hellenic Cables' employees in Greece and Romania were evaluated using the SAP SuccessFactors platform.



Our culture





Code of Conduct and Business Ethics

The Company's operating framework and response to human resources issues is reflected in the Code of Conduct and Business Ethics that it has adopted. Among others, the Company's Code of Conduct and Business Ethics (www.hellenic-cables.com/709/en/kodikas-i-thikis-kai-deontologias/) includes the following topics:

- **Prohibition of forced or child labour:** We make sure that all our employees, as well as the contractors who carry out work on our premises, provide all the necessary documents to prove that there will be no possibility of forced or child labour.
- **Avoiding discrimination:** We respect diversity and are opposed to any kind of discrimination.
- **Equality and equal opportunities:** We support the role of women as mothers, providing the possibility of part-time work (male employees are not excluded from this benefit).

Training and employee development

Hellenic Cables uses a single human resource management platform, which is a modern and interactive system that enables the simplification of all procedures. Through the digital system, the process of integrating newly hired employees, the selection of training programs and the annual evaluation take place.

Training

Hellenic Cables develops an annual training plan, which is communicated to employees through the platform. In order to enhance employees' knowledge and skills, the plan includes a variety of training programs, regarding developing business and social skills, trade and sales issues, corruption and bribery, and leadership and IT issues, that are chosen by employees. The programs are implemented within the company or in collaboration with a specialized external body. Each year, the Company expands the thematic units based on the needs arising from annual evaluations.

The platform also facilitates the corporate presentation and orientation program for all new hires, in order to inform them about key elements of the Company (vision, values, products, human resources development, etc.), as well as systems (SAP, computer systems, servers, etc.).

The challenges presented by the pandemic, such as remote working, the ability to use technology, maintain productivity, and maintaining morale have created the need for further action. Therefore during 2020, four additional educational thematic modules were added to the platform.

These included stress management and advocacy for emotional and physical health, effective remote working team management, and tips for better work-from-home organization.

Performance Appraisal/ Review

Hellenic Cables ensures that its employees reach their full potential through implementing an employee performance appraisal system, which is based on objective metrics, through the SuccessFactors platform. During this process, which concerns all employees, the position and responsibilities of each employee are taken into account, regarding how they have performed during the year.

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



People and society

Internal communication

In addition to the evaluation process, open dialogue and communication is encouraged through the “Open Door Policy” and other communication channels such as:

- Regular meetings with staff
- Complaint boxes
- Internal network (Intranet)
- Two-year employee satisfaction survey
- Newsletters (printed and electronic)
- Bulletin boards
- A system for submitting new ideas and proposals.

Due to the unexpected circumstances caused by the pandemic and the restrictive measures that were implemented to protect the health and safety of all of us, the annual corporate events and the Christmas party for the staff in Greece did not take place.

Improving relations with employees

Benefits

The Company offers all employees additional benefits, in addition to those provided in the current legal framework, which are divided into health benefits, cash benefits or other benefits. The Company's employees in both Greece and Romania are offered:

- Additional medical and hospital coverage
- Meals
- Transportation of employees using hired buses to and from work
- Vouchers (according to corporate policy)

The Company in Greece offers Christmas gift vouchers for employees' children (for children

up to 12 years old) and pays for them to attend summer camps. In addition, employees of Hellenic Cables' production facilities are offered productivity premiums, based on specific performance in health and safety indicators.

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

Employee Assistance Program

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

Supporting students and school pupils

Hellenic Cables maintains close cooperation with the country's universities and every year offers the opportunity to new students to complete their internship at its facilities.

Additionally, during 2020, the Company:

- For the second consecutive year, the Company sponsored the 11th Engineering Competition, “EBEC - European BEST Engineering Competition”, organized by BEST Athens (Board of European Students of Technology) under the auspices of the National Technical University of Athens.
- Informed the students of the Department of Electrical and Computer Engineering, at the Aristotle University of Thessaloniki, about the specifications and design of specific types of cables.
- Participated in the second Group Counseling Meeting held by the MBA Postgraduate Program (the Hellenic Open University (EAP)), where 250 students were informed about human resource management trends.

Mentors for “The Tipping Point” (TTP)

In order to inform new entrants into the workforce about today's labour market, the Company supports the TTP initiative. With the active support of Hellenic Cables executives who participate as mentors in the TTP program, students from different parts of Greece, such as Paros and Rhodes, had the opportunity this year to participate in an interesting discussion about the necessary skills needed in today's labour market.



“

Continuously **investing**
in our **human**
resources is an integral
part of our **culture**

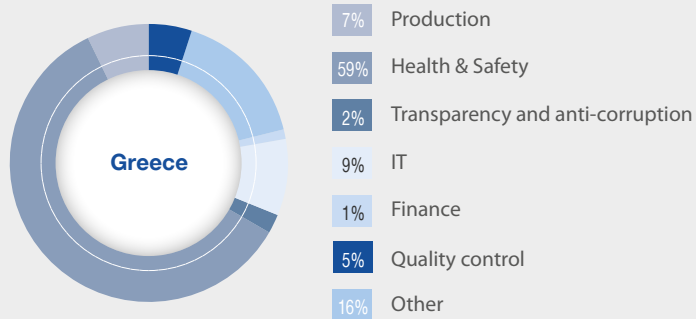




Human Resources data



Training hours (2020)



Average hours of training



Greece

	Men	Women	Total
Board of Directors	0.5	0.0	0.5
Directors	10.6	18.5	10.1
Sen. Executives	37.3	6.7	19.7
Employees	9.7	6.0	8.6
Foremen and workers	6.2	2.0	6.2
Total	8.7	6.1	8.4

Human resources breakdown by gender and age

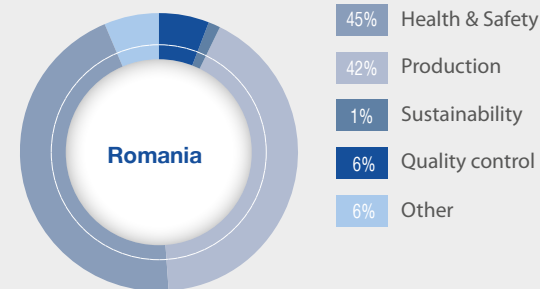


Greece

	<30	30-50	51+
Men	200	609	201
Women	23	48	13
Total	223	657	214



Training hours (2020)



Average training hours



Romania

	Men	Women	Total
Board of Directors	0.0	0.0	0.0
Directors	11.8	0.0	11.8
Sen. Executives	22.3	35.4	24.3
Employees	23.0	25.8	24.3
Foremen and workers	13.0	13.4	13.0
Total	14.3	17.3	15.0

Human resources breakdown by gender and age

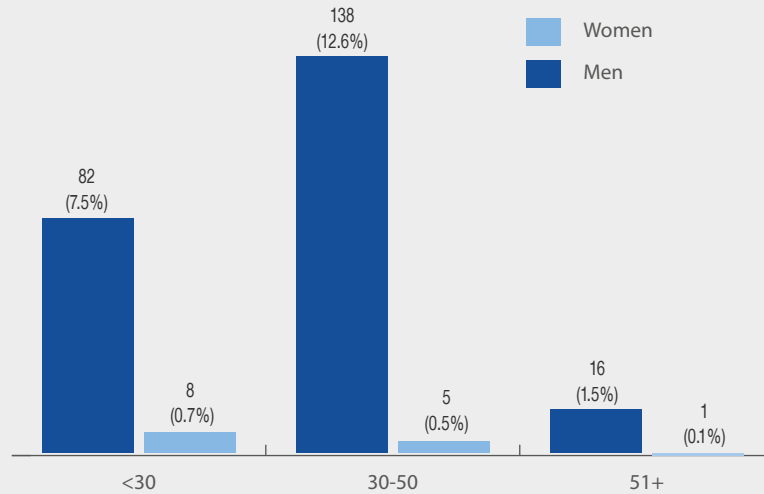


Romania

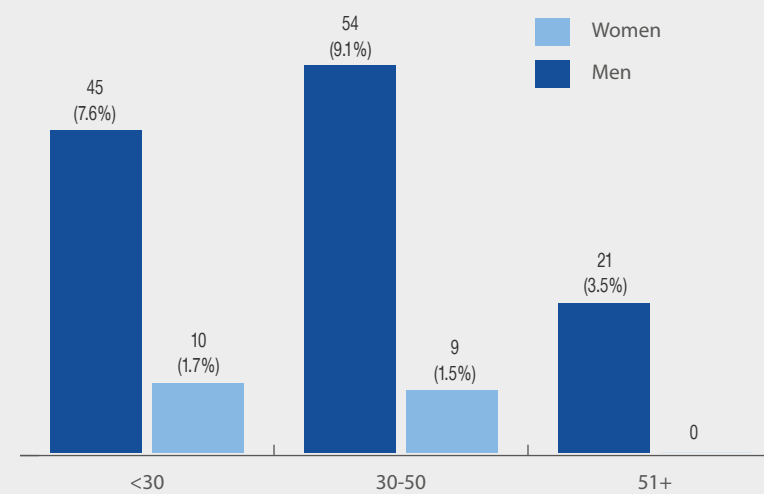
	<30	30-50	51+
Men	68	248	145
Women	26	67	38
Total	94	315	183



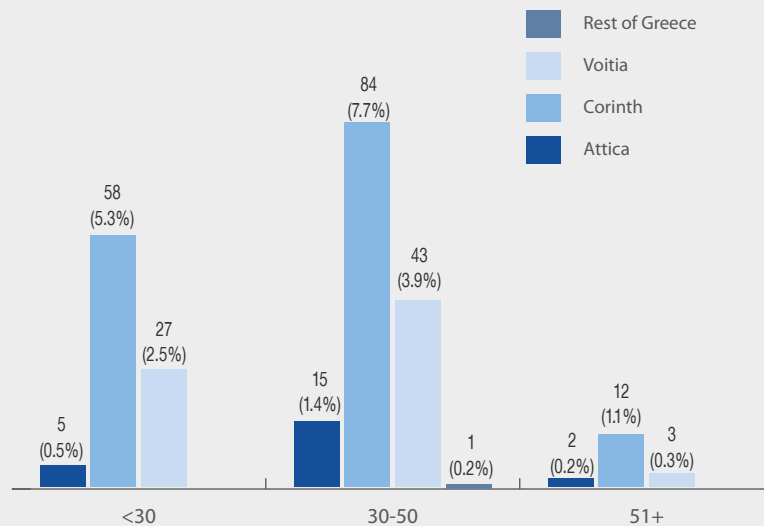
Recruitment per age and gender (number and %)



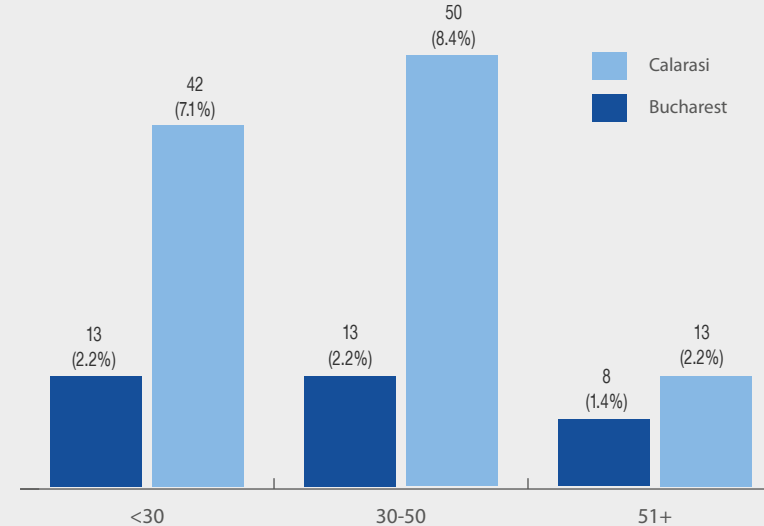
Recruitment per age and gender (number and %)



Recruitment per age and geographical location (number and %)



Recruitment per age and geographical location (number and %)



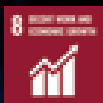
For more information regarding human resources info. from the last three years, please go to the "Key performance indicators" section, pages 68-69.



People and society

Occupational Health and Safety

Sustainable Development Goal



Aiming to achieve the Global Goal “8. Decent Work and Economic Growth for Sustainable Development”, Hellenic Cables continuously ensures safe working conditions, promoting the health and well-being of its people, a commitment that is reflected in the Health and Safety policy that it has adopted and implemented.





Our primary concern is the health and safety of our people and partners. Early prevention and continuous improvement through the integrated Occupational Health and Safety Management System are key components of our policy.



Strategic priorities

We work substantially and methodically to continually improve health and safety and to build and strengthen a culture that strengthens the collective effort to address workplace hazards in a timely manner. Our priorities are:

- The assessment of health and safety risks and the detailed recording of near-accidents,
- The application of the principle of prevention,
- The substantive and qualitative analysis of all events in order to focus on the deeper causes of their provocation,
- The substantive and qualitative analysis of all events in order to focus on the deeper causes behind them, strengthening the safety culture through making sure that our employees and associates are made continuously aware of our culture.

Prevention culture

Timely response to events

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

Safety inspections

As part of its Occupational Health and Safety management, Hellenic Cables implemented a series of safety inspections: Greece (842 internal and 18 external), Romania (159 internal and 2 external).

Additional 5S inspections included: Greece (152 internal and 36 external) and Romania (196 internal and 1 external).

Health and Safety training

A key factor in creating and enhancing a culture based on prevention and safety is to raise the awareness of our employees and partners through a targeted continuing education program. Hellenic Cables determines and re-evaluates the training plan annually, based on the individual training needs of the staff and the performance of health and safety in combination with any issues reported by employees. During 2020, over 12,300 hours of training took place which 1,600 employees participated in. In addition, all new hires at the Corinth production plant participated in a five day training program where they learnt more about the Company's safety culture, systems and processes as well as safety drills.

Health and safety training



147

seminars



7

seminars

5,846

training hours

6,663

training hours

1,029

trained employees

603

trained employees

**Safe behaviour training**

During 2020, Hellenic Cables conducted staff training on safe behaviour and the identification of unsafe situations and actions, in collaboration with a specialized body. Behaviour Based Safety (BBS) applied to these trainings contributes to the development of a safety and accident prevention mentality at all levels. The production facility in Romania has already carried out this training since 2019 and has planned to repeat it in 2021.

Safety card

Every employee in the production facilities in Greece has the ability to record and report almost any accident or unsafe situation related to health, safety and the environment through their personal safety card. The objective behind the safety cards is to strengthen the culture based on accident prevention and to make suggestions for improvement. Employees in the Romanian production plant communicate their observations and recommendations on the health, safety and environment system through the supervising engineer, and then through the Intelix digital platform.

Safety day

For the fourth year in a row, Hellenic Cables organized its Safety Day, giving its people the opportunity to become informed and further raise health and safety issues. In 2020, due to the special circumstances caused by the pandemic, the safety day was held in the context of each shift, between the engineers and the shift staff, during which information was shared about the prevention and treatment of the spread of the coronavirus pandemic.

Health prevention programs

The Company provides its employees with the possibility of being examined by a mobile special unit of doctors on the premises, every two years.

Occupational safety framework**Management system**

Hellenic Cables implements a certified Occupational Health and Safety Management System, according to ISO 45001:2018 in all its production plants (Greece and Romania). The Occupational Health and Safety Management System is applied to each production plant separately and operates in order to monitor, evaluate and minimize factors that may lead to an accident or other hazard in the workplace.

Implementation of the certified Occupational Health and Safety System according to ISO 45001:2018**System objectives:**

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

Within the System, the Company has developed and maintains specialized progress cards (scorecards) for each of its production plants which enables systematic monitoring and evaluation of the Company's performance while actions and improvement goals are determined on a monthly basis and where necessary.

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



Safety is
everybody's
responsibility, but
above all else, it is a
matter of personal
choice. We are
constantly vigilant
and apply practices
aimed at **constant**
improvement.



ΠΡΩΤΕΣ
ΒΟΗΘΕΙΕΣ



People and society



Organisational structure

The proper implementation and management of the Occupational Health and Safety Management System is overseen and ensured by the health and safety committee of each production facility. The committee's main responsibility is to quickly resolve day-to-day health and safety issues, as well as provide an advisory support role to employees on related

issues. The respective committee consists of the person in charge of health and safety, engineers, foremen, executives elected by the staff, as well as the Occupational Physician. All employees are represented through the committees.

Regular meetings

Regular weekly and monthly meetings for members

of the management are necessary so that they can be kept up to date and discuss issues related to the health and safety of employees. Due to the pandemic, the monthly meetings were held online, while the weekly meetings were held inside the premises, with a limited number of people and always in accordance with the prescribed prevention and security measures against Covid-19.

Incident management procedure

Incident recording and analysis is performed according to the 5 Whys methodology, for all incidents, such as accidents and near-accidents. The recording of events and findings, the management of the causes, the monitoring of the corrective action plan, as well as the implementation of internal security inspections are carried out through the digital platform Intelix. Additionally, the Company applies the methodology and the relevant "8D" tool.

Special actions

Predictive maintenance of equipment to improve safety

Hellenic Cables prepares studies for the implementation of procedures to improve the production equipment safety so that it can be managed safely and operate reliably, and includes the LOTOTO process (Lock Out, Tag Out, Try Out - insurance and marking, confirmation of on-site isolation inactive). In addition, Special safety blades (Open Blade Free Plants) are used to prevent accidents. In 2020, the Company carried out a pilot scheme thorough mapping the vibrations of the rotating parts in the equipment in Thiva plant. This



resulted in a detailed visualization of the equipment in order to minimize hardware failures. It also contributes to reducing the risk of these failures, thereby optimizing the equipment's reliability and performance.

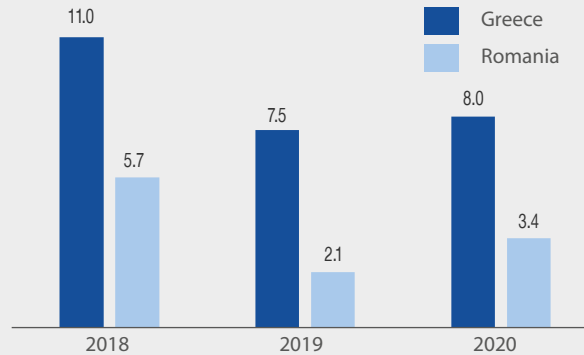
Equipment thermography

Hellenic Cables proceeded with applying thermography testing on all of electrical components and peripheral equipment to test for any faults after the relevant employee training and certification.

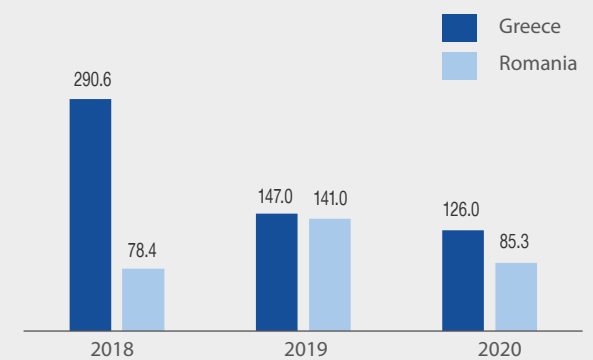
The Company has planned further trainings for its staff, regarding infrared thermography / thermal imaging. In the production facility in Romania, preventive thermography practices for the electrical installations are applied on a daily basis, in order to immediately deal with any problems.

Health and safety indicators

LTIR*



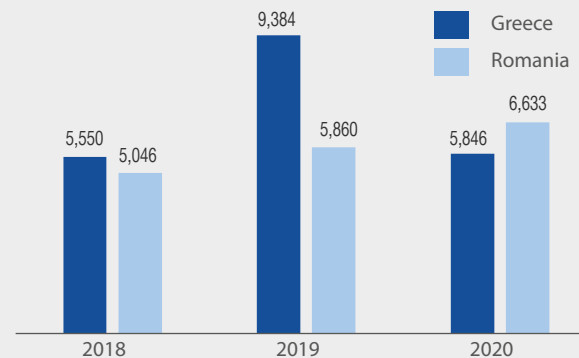
SR**



* Lost Time Incident Rate (LTIR): (number of lost time incidents /man hours worked) x10⁶

** Severity Rate (SR): (number of lost work days/man hours worked) x10⁶

Training hours





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People and society

Social initiatives

Sustainable Development Goals



Through investing time and resources, Hellenic Cables takes care to strengthen social cohesion and create harmonious cooperative relationships with the local communities that surround it. Taking into account their concerns and needs, the Company plans and implements a variety of social initiatives annually.



Hellenic Cables continues to provide concrete support to local communities, through its production and business activities in Greece and Romania, as well as through supporting social initiatives that create value for local communities.



Local community initiatives

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



Social initiative collaborations

	Environment	<ul style="list-style-type: none">• Agioi Theodoroi Forest Fire Protection Association• Corinth Forests Fire Protection Association• Fire Brigade
	Health and Safety	<ul style="list-style-type: none">• Thiva Health Centre• Ministry of Health• Hellenic Police Force
	Education and Culture	<ul style="list-style-type: none">• The Tipping Point• The Smile of the Child• Supporting the Kassos island underwater archaeological research project• Halkida Vocational College
	Sports	<ul style="list-style-type: none">• Thiva Athletics Association• Lecheo, Corinth Football Club
	Other initiatives	<ul style="list-style-type: none">• Municipality of Loutraki• The Cretan Navy• Municipality of Corinth• Municipality of Karystos• Holy Diocese of Thiva

Supporting The Tipping Point in Education organisation

Committed to supporting local communities, especially the next generation, Hellenic Cables started a partnership with The Tipping Point, a non-governmental organization which aims to help the next generation discover their interests and make more informed decisions about their academic and professional careers, bringing them in contact with mentors from around the world.

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

Company executives participated in the program as mentors, providing the opportunity for students to participate in discussions concerning various business sectors, as well as becoming more acquainted with the necessary skills sets needed in today's job market.

People and society

"My participation in the program as a mentor was a really special experience for me. The ability to share your experiences and give students a true picture of the labour market is very constructive and gives you the satisfaction of offering something to the community with minimal effort on your part. I would highly recommend it to all employees, as everyone's work experience and career can benefit a young person and relieve them of the stress of a future unknown to him or her."

Alexandros Dasoulas

Financial Planning Analysis and Reporting Manager, and The Tipping Point mentor



The Tipping Point's initiatives continued over the last year, a year of unprecedented difficulties due to the pandemic both for the "mentors" and for the students who participated in the program. The actions were carried out online, involving professionals hailing from different specialties from around the world.

The Tipping Point initiatives



Our contribution

8 Mentors from Hellenic Cables

18 Group sessions

214 Participating students



Strengthening the National Health System to deal with the pandemic

Hellenic Cables allocated EUR 160,000 for hospital equipment and consumables, to deal with the spread of Covid-19, in the context of a wider cooperation and sponsorship through the Michael N. Stassinopoulos – Viohalco non-profit foundation. The donation was used for supporting the National Health System, covering specific equipment needs, after consultation with the competent bodies. In total, the foundation's donation reached EUR 650,000 with the aim of contributing to dealing with the effects of the pandemic in Greece.

Supporting the Arkadia center of Greek culture

Hellenic Cables strongly supports the Arkadia Center for Greek Culture, whose objective is to preserve Greek culture and promote the Greek language in Romania. Arkadia aims to support and promote educational, cultural and charitable activities, as well as the promotion of Romanian-Greek history and Greek culture. Arkadia is inextricably linked with the "Athina" Greek School in Bucharest which was set up 12 years ago in order to offer quality education to students in kindergarten, elementary and high school. Most of the school's operating expenses are covered via financial support provided by Greek and Greek Cypriot companies active in Romania.

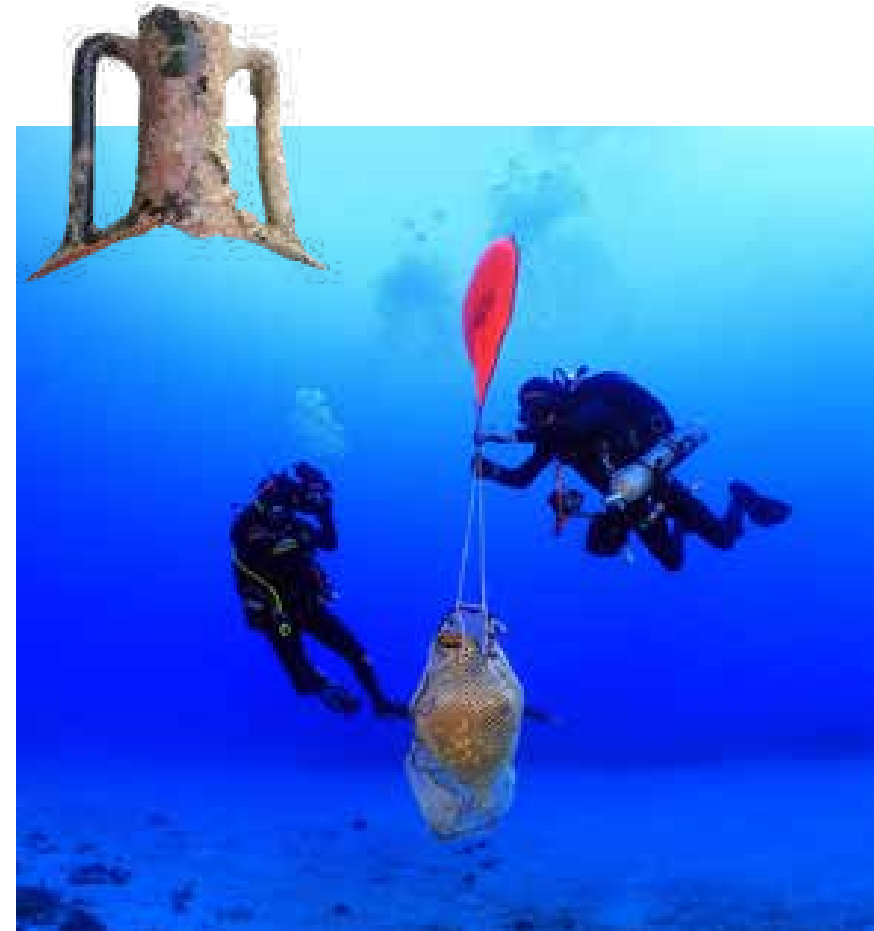
Supporting the underwater archaeological research project – Island of Kassos, Greece

This important three-year underwater archaeological research project in an area which remains unexplored to this day is located in an offshore area off the island

of Kassos. Hellenic Cables provided support to its endeavours through the provision of sponsorship for the purchase of equipment.

Strengthening local employment and entrepreneurship

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





Transparency and corporate governance

Sustainable Development Goals



The Company adopts a set of principles, policies and procedures and implements certified management systems, enhancing responsible entrepreneurship. The Code of Conduct and Business Ethics, which in combination with all the corporate governance rules applied within Hellenic Cables, determines its operating framework. The Code of Conduct applies to all employees, executives and senior management and aims to contribute to the further promotion of the Company's principles, ethical integrity, transparency, and sound professional conduct at all levels of the hierarchy.





Through its responsible overall operation, Hellenic Cables creates value for all of its stakeholders while adopting relevant safety valves and systems to effectively manage operational and other risks.



Managing transparency and corruption issues

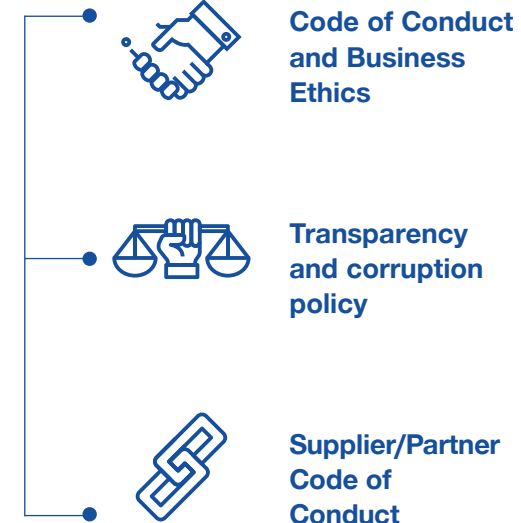
Hellenic Cables recognizes the need to take precautionary measures to combat potential risks arising from issues related to transparency and corruption. In this context, the Company has developed safety valves, which are regularly inspected by the Internal Audit Department and are in accordance with the Integrity and Transparency Policy, against corruption and bribery. This policy, in conjunction with the Code of Conduct and Business Ethics <https://www.cablel.com/709/en/kodikas-ithikis-kai-deontologias/> reflects Hellenic Cables' position on transparency, anti-corruption, and anti-corruption issues.

The Company also takes measures regarding the assumption and determination of the responsibilities

of each executive, the development of security valves to prevent corruption as well as the implementation of relevant controls in all activities.

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

Our culture





Transparency and corporate governance

Reporting management process

The updated Code of Conduct and Business Ethics incorporates the reporting management process that the Company applies. Hellenic Cables has taken care of the adoption of secure communication channels for internal reporting, in order to enhance confidentiality.

All employees have been informed about the procedure and the reporting mechanism of incidents that do not comply with the Code, through an electronic announcement and a relevant brochure that was distributed to all production units.

Code of Conduct and Business Ethics Committee

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

- Provides instructions and clarifications regarding the application of the Code of Conduct and Business Ethics
- Informs the Company's Board of Directors about any violations of the Code
- Suggests improvements or the renewal of the Code of Conduct

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

Business continuity management

Hellenic Cables, since 2016, has implemented a certified Business Continuity Management System (according to ISO 22301: 2012). This system focuses on the operation, monitoring, review, maintenance (e.g. customer satisfaction, product safety) and the improvement of the Company's business continuity. At the same time, Hellenic Cables has developed and implements business continuity plans for critical activities within its production plants, which are constantly monitored and improved. Thanks to the above, in 2020 and despite the unprecedented situation created by the Covid-19 pandemic, Hellenic Cables showed exceptional resilience and was able to effectively continue its operations/supply of high quality products and services.

Data management and security

The Company protects privacy and all confidential information that may arise from commercial transactions and exclusive partnerships, as an integral

part of the governance framework in all of its business processes.

Information systems security

The confidentiality, availability and integrity of Hellenic Cables' digital or other information is of the utmost importance. Personal and corporate data is protected against unauthorized access, loss, leakage, or manipulation using any available organizational, procedural, and technological means. A certified Information Security Management System is applied (ISO 27001: 2013) throughout Hellenic Cables' production facilities. Through the certified System as well as the Information Security Policy <https://www.cablel.com/823/en/asfaleia-pliroforion/>, the Company ensures that adequate security checks are conducted, optimizing the mechanisms for detection and prevention of threats, with the aim of protecting information and safeguarding confidential data.

Personal data protection

Hellenic Cables respects the protection of personal data and takes appropriate measures in accordance with the provisions of the EU's General Regulation on Personal Data Protection 679/2016 and other existing legislation. The Company, with the aim of harmonizing with international standards and good practices, has adopted and implements a Personal Data Protection Policy by setting specific procedures, roles and mechanisms for the protection of personal data in all its activities.



Internal control and risk management

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

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

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

In addition, within the certified Management Systems that are applied, (ISO 9001:2015, ISO 14001:2015, ISO 50001:2018, ISO 45001:2018, ISO 22301:2012 and ISO 27001:2013), a relevant

assessment is carried out on an annual basis for the relevant risks.

Climate change

Climate change is now considered one of the most important global issues with a significant impact on the economy, the environment, and society. The Company faces transition risks and physical risks: Transition risks are linked to the risks of moving to a low carbon economy, as well as to European and global requirements and policies, which require significant energy efficiency measures. Some risk mitigation measures implemented by the Company include monitoring the relevant trends in National and European policy, the development of action plans and long-term specific objectives for investments in energy efficiency equipment and carbon emission mitigation measures, as well as the prospect of sourcing its electricity supply from producers of clean, renewable sources. More details are included in the section "Environment and Climate Change" within this Report.

Water management

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

Occupational health and safety

One of the most important risks associated with social

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



Transparency and corporate governance

Corporate Governance

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

- Appropriate selection of members for the Company's governing bodies, according to their qualifications and experience in the field of corporate governance
- Clear allocation of the mandate and responsibilities

of the governing bodies and their members

- Transparency, integrity, and accountability in the decision-making process
- Effective risk management
- Transparent communication with all stakeholders.

Board of Directors

The Board of Directors is the most crucial decision-making center, as it is responsible for successfully implementing internal governance, as well as achieving the Company's strategic goals. The composition of the Boards of Directors ensures all shareholders are treated fairly and equally, while constructive dialogue

during the meetings is promoted. The members of the Boards are distinguished for their experience and extensive knowledge of their subject.

Board of Directors Hellenic Cables S.A

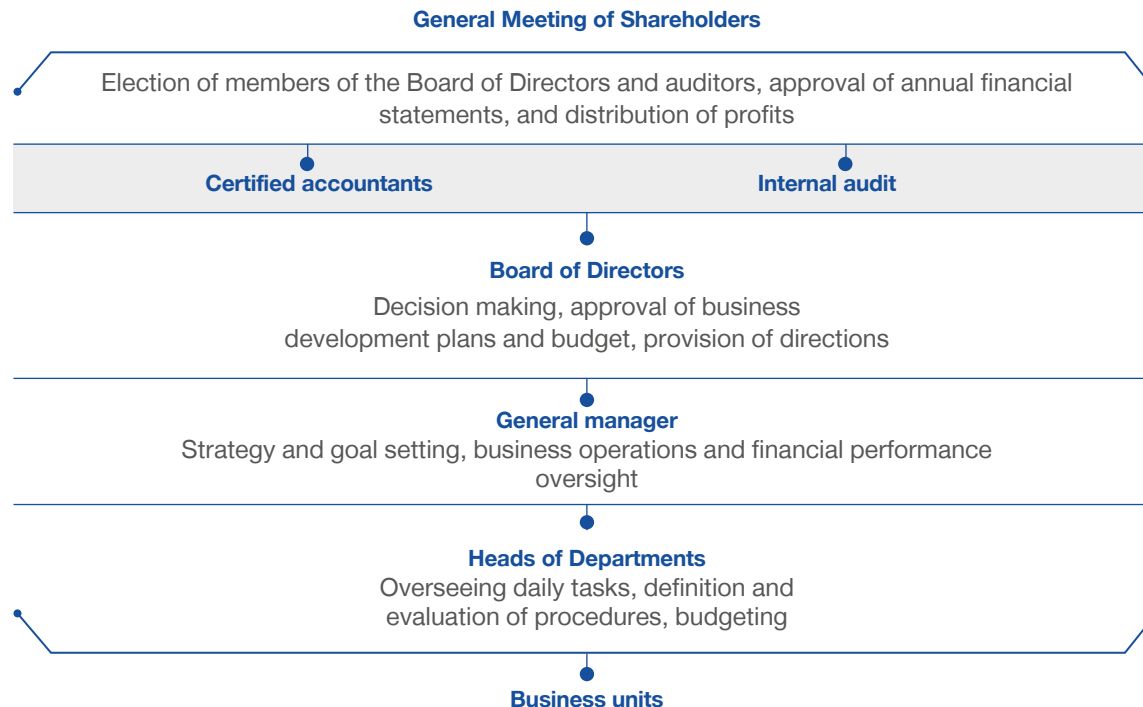
- Ioannis Batsolas, Chairman
- Konstantinos Laios, Vice President
- Michael Diakoyannis, Member
- Alexios Alexiou, Member
- Ioannis Stavropoulos, Member
- Georgios Passas, Member
- Emmanuel Nikolaides, Member

Fulgor S.A.

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

Icme Ecab S.A.

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





Financial performance

2020, despite being an extremely difficult year for humanity with the Covid-19 pandemic claiming globally more than 3 million lives until now and changing fundamentally most of our everyday life, has proven to be a positive year for Hellenic Cables, Fulgor and Icme Ecab ('Hellenic Cables' companies). Hellenic Cables companies succeeded in providing effective solutions for high-profile energy transfer projects, while for second consecutive year recorded high capacity utilisation at all available production lines. 2020 results were marked by further development of the cable projects business unit and the financial resilience demonstrated by all companies during the Covid-19 pandemic.

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

- In the offshore sector, Hellenic Cables was awarded the biggest-ever inter-array cables contract to supply 650 km of 66 kV inter-array cables for phases A & B of the Dogger Bank offshore wind farm in the UK. Furthermore, there were several significant awards during the year, such as the supply of 320 km of 66 kV inter-array cables for the Seagreen offshore wind park in the UK and the supply of approximately 90 km of 11kV and 33kV submarine cables and associated accessories for Scottish & Southern

Electricity Networks.

- In the onshore sector, Hellenic Cables signed important frame agreements and turnkey contracts across Europe. SP Transmission plc., one of UK's largest grid operators, awarded a contract for the supply and installation of 132 kV cables for the Douglas North project. In Denmark, TSO Energinet selected Hellenic Cables as one of three cable manufacturers in its 8-year frame agreement for High Voltage underground cable systems (145-170 kV), while frame agreements were signed for low voltage cables with local power transmission grid operators in our key markets in Western Europe.

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

In the offshore sector:

- the submarine interconnection of Skiathos island to the mainland transmission system was successfully completed and the final delivery is expected earlier than originally scheduled.
- The Otary Seamade turnkey project in Belgium was successfully completed with the installation of two 220kV subsea cables connecting Seastar and Mermaid offshore wind farms to the MOG platform.
- In addition, the production for phase A of Hollandse Kust Zuid project in the Netherlands was also completed, with the delivery of the two 220kV subsea cables.
- A second important project was officially delivered in Greece, with the completion of

Phase B of the Cyclades interconnection, which consists of the interconnections Paros-Naxos and Naxos-Mykonos.

- Finally, the Crete-Peloponnese interconnection project ran in full pace throughout 2020, with the production of all cables completed and the installation phases of the project progressing significantly.

In the onshore sector:

- the land part of the Rio-Antirio 400 kV interconnection was electrified in 2020, and
- the land cables for the Crete-Peloponnese interconnection were delivered in full, while the installation progressed significantly.

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

On the other hand, the cables products business units recorded a steady sales volume in line with 2019 and succeeded in improving the sales mix towards higher value-added products. Hence, the negative impact of the Covid-19 crisis on telecom sector was counterbalanced by solid demand for medium voltage cables coming from Central Europe and recovery from Q3 onwards in low voltage market.



All plants, irrespective of their specific product range, remained fully operational throughout the Covid-19 crisis, since an action plan to adapt to stricter health and safety standards, secure an undisrupted supply chain and mitigate financial impact with liquidity preservation, was immediately put in

place from mid-March 2020 onwards.

Driven by the above, Hellenic Cables companies exhibited an approx. EUR 15 million increase in adjusted EBITDA, exceeding EUR 80 million in 2020.

Hellenic Cables S.A.

The turnover of Hellenic Cables S.A. from continuing activities (i.e. excluding the activities of the enameled plant in Livadia, which used to be the enamelled sector of Hellenic Cables and was disposed of in 2019), amounted to EUR 372.0 million compared to EUR 361.2 million for 2019. In the domestic market, Hellenic Cables maintained its leading position for one more year. More specifically, the turnover in the domestic market amounted to EUR 163.1 million (2019: EUR 141.8 million), while exports amounted to EUR 208.9 million (2019: EUR 219.4 million). Gross profit for 2020 amounted to EUR 24.4 million, while a-EBITDA (Adjusted Earnings Before Interest, Taxes, Depreciation and Amortization) amounted to EUR 26.2 million, significantly improved compared to 2019 (total a-EBITDA 2018: EUR 21.4 million).

Fulgor S.A.

Company's turnover amounted to EUR 382.5 million for 2020 compared to EUR 321.3 million in 2019, i.e. a 19% increase. This increase is mainly due to the offshore projects executed during 2020, and overall due to higher sales volumes. Company's gross profit amounted to EUR 48.9 million compared to EUR 37.8 million in 2019, while earnings before interest, taxes, depreciation and amortisation (EBITDA) were equal to EUR 45.1 million compared to EUR 35.9 million in 2019. In 2020, the Company managed to further increase pre-tax earnings by 42% and in particular recorded the highest pre-tax profits ever achieved in its recent history. More specifically, pre-tax profits amounted to EUR 29.3 million compared to EUR 20.6 million in 2019. The high capacity utilisation rates of Company's plant coupled with the successful implementation of the projects undertaken during the last few years were the key drivers enabling the Company to record high profits in 2020.

Icme Ecab S.A.

Total turnover for Icme Ecab S.A. for 2020 amounted to EUR 161.4 million versus EUR 155 million for 2019. Adjusted earnings before interest, taxes, depreciation and amortisation (a-EBITDA) amounted to EUR 6.7 million, slightly higher compared to 2019 (a-EBITDA 2019: EUR 6.3 million). Respectively, operating profit (EBIT) amounted to EUR 1.8 million versus EUR 1.7 million in 2019. Earnings before tax for Icme Ecab S.A. amounted to losses of EUR 0.2 million. Overall, Icme Ecab S.A. managed to have stable results in 2020, despite the negative impact on demand caused by the pandemic throughout 2020.

**Financial data (in EUR million)**

Hellenic Cables S.A.	2018*	2019*	2020
Total revenue (turnover)*	366.6	388.6	372.0
Operating profits	8.5	16.4	15.2
Operating costs	358.1	372.2	356.8
Payments to capital providers	12.5	10.7	9.9
Net profit / (loss) – before taxes	-3.5	5.0	5.2
Net profit / (loss) – after taxes	-0.1	3.4	3.6
Tax payment – Indirect (VAT)	4.1	5.0	5.2
Tax payment – Direct	0.3	0.3	0.3
Total payments to governmental bodies (total of indirect and direct taxes paid)	4.5	5.3	5.5
Financial assistance from the state (exc. Manpower Empl. Org.)	0.0	0.0	0.0
Equity	81.3	83.6	86.8
Total investments	7.5	8.4	5.2
Total assets	340.87	336.6	316.5

*Including the activities of the enameled plant in Livadia, which was spinned-off at the end of 2019.

Fulgor S.A.	2018	2019	2020
Total revenue (turnover)	191.9	321.3	382.5
Operating profits	3.7	28.9	38.3
Operating costs	188.2	292.4	344.2
Payments to capital providers	6.4	7.0	7.8
Net profit / (loss) – before taxes	-3.8	20.6	29.3
Net profit / (loss) – after taxes	-1.4	15.1	22.1
Tax payment – Indirect (VAT)	6.5	10.8	10.8
Tax payment – Direct	0.4	0.6	0.8
Total payments to governmental bodies (total of indirect and direct taxes paid)	6.9	11.4	11.5
Financial assistance from the state (exc. Manpower Empl. Org.)	0.0	0.0	0.0
Equity	22.6	37.4	59.1
Total investments	32.5	28.5	44.9
Total assets	241.9	320.2	370.3

Icme Ecab S.A.	2018	2019	2020
Total revenue (turnover)	156.8	155.0	161.4
Operating profits	3.9	1.7	1.8
Operating costs	152.9	153.3	161.4
Payments to capital providers	2.4	1.7	-
Net profit / (loss) – before taxes	1.5	-0.7	-0.2
Net profit / (loss) – after taxes	1.8	-0.9	-0.2
Tax payment – Indirect (VAT)	0.0	0.0	0.0
Tax payment – Direct	0.3	0.2	0.3
Total payments to governmental bodies (total of indirect and direct taxes paid)	0.3	0.2	0.3
Financial assistance from the state (exc. Manpower Empl. Org.)	0.0	0.0	0.0
Equity	20.3	18.8	18.1
Total investments	4.9	5.7	3.5
Total assets	90.6	87.0	85.0

The financial data stated in the table above derive from the financial information consolidated by the parent company Cenergy Holdings.



GRI
index





About the Report

Hellenic Cables publishes its ESG performance since 2009, through annual Sustainability Reports.

The present Report is the 12th Sustainability Report of Hellenic Cables, presenting clearly and comparably the responsible business practices, policies, actions, the long-term goals as well as the outcome of the Company's projects and activities, with respect to Hellenic Cables' sustainability strategy. This Sustainability Report covers the period 01/01/2020 – 31/12/2020 and presents data of Hellenic Cables companies: Hellenic Cables S.A., Fulgor S.A. and Icme Ecab S.A. in Romania. These companies operate under the trade name "Hellenic Cables", constituting the Hellenic Cables cables production industry of the listed company Genergy Holdings SA.

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



The 2020 Sustainability Report was compiled with the support and expert guidance (data collection, evaluation and writing) of Grant Thornton (www.grant-thornton.gr).

Restrictions and significant changes

There is no specific restriction regarding the 2020 Report's scope and limit, affecting the year-on-year comparison of the data included. No changes have been applied to any of the calculation or estimation methods or techniques presented in the 2020 Report. Wherever revisions are made, a specific reference is placed in the individual sections, tables or diagrams and the reasons for the revision are specified in the relevant points. The financial data included is fully consistent with those of the Annual Reports, which have been audited by chartered auditors - as required by the law.

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

Data collection and sources of information

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

Project team

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

Hellenic Cables and Fulgor: Alexopoulos Argyris, Apostolou Dimitra, Voulgaris Charalampos, Georgallis George,

Defteraio Nikos, Karakostas George, Karkantelidou Foteini, Koleitis Dimitris, Makris Artemios, Marlagoutsos Panagiotis, Panou Poly, Pavlou Konstantinos, Pikeas Antonis, Stamatiou Stavros, Takopoulos Konstantinos, Tsagarakis Menelaos, Flouri Sotiria, Chronopoulou Katerina.

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

Project coordinator: Christina Neofotistou

External assurance

An external assurance of the data relating to all material issues of Hellenic Cables has been carried out by an independent body, underpinning the accuracy, completeness and reliability of the selected performance indicators. The external assurance report is cited on pages 70-71 of the Report.

Contact information

Please send any feedback, comments, or the feedback form on the last page of the Report to the following address:

Hellenic Cables

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E-mail: cneofotistou@hellenic-cables.com



Key Performance Indicators table

KPIs		Measurement unit	2018			2019			2020			GRI Standards
			Greece	Romania		Greece	Romania		Greece	Romania		
Strategic plan and Corporate Governance												
			Hellenic Cables	Fulgor	Icme Ecab	Hellenic Cables	Fulgor	Icme Ecab	Hellenic Cables	Fulgor	Icme Ecab	
Economic performance	Total revenue (turnover)	EUR million	366.6	191.9	156.8	388.6	321.3	155.0	372.0	382.5	161.4	201-1
	Operating profits	EUR million	8.5	3.7	3.9	16.4	28.9	1.7	15.2	38.3	1.8	201-1
	Operating costs	EUR million	358.1	188.2	152.9	372.2	292.4	153.3	356.8	344.2	161.4	201-1
	Payments to capital providers	EUR million	12.5	6.4	2.4	10.7	7.0	1.7	9.9	7.8	-	201-1
	Net profit / (loss) – before taxes	EUR million	-3.5	-3.8	1.5	5.0	20.6	-0.7	5.2	29.3	-0.2	201-1
	Net profit / (loss) – after taxes	EUR million	-0.1	-1.4	1.8	3.4	15.1	-0.9	3.6	22.1	-0.2	201-1
	Tax payment – Indirect (VAT)	EUR million	4.1	6.5	0.0	5.0	10.8	0.0	5.2	10.8	0.0	201-1
	Tax payment – Direct	EUR million	0.3	0.4	0.3	0.3	0.6	0.2	0.3	0.8	0.3	201-1
	Total payments to governmental bodies	EUR million	4.5	6.9	0.3	5.3	11.4	0.2	5.5	11.5	0.3	201-1
	(total of indirect and direct taxes paid)	EUR million	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	201-1
	Financial assistance from the state (exc. Manpower Empl. Org.)	EUR million	81.3	22.6	20.3	83.6	37.4	18.8	86.8	59.1	18.1	201-4
	Equity	EUR million	7.5	32.5	4.9	8.4	28.5	5.7	5.2	44.9	3.5	201-1
	Investments	EUR million	340.9	241.9	90.6	336.6	320.2	87.0	316.5	370.3	85.0	201-1
Environment												
Air emissions	Specific direct emissions	kg CO ₂ /tn of product	72.5	4.8		71.5	5.4		66.0	4.9		305-2
	Specific indirect emissions	kg CO ₂ /tn of product	359.6		370.9	286.5		350.9	255.2		278.2	305-2
Energy	Specific thermal energy consumption (direct energy)	GJ/ tn of product	1.4	1.7		1.4	1.6		1.3	1.8		302-1
	Specific electricity consumption (indirect energy)	GJ/ tn of product	2.0	3.3		1.9	3.2		1.6	3.2		302-1
	Thermal energy consumption per source											
	LPG	Nm ³	26,625	-		23,950	-		27,679	-		302-1
	Natural gas	MWh	37,059	16,483		45,603	14,294		43,719	15,992		302-1
	Diesel	lt	315,809	65,794		301,100	71,973		282,651	64,266		302-1



KPIs		Measure- ment unit	2018		2019		2020		GRI Standards
			Greece	Romania	Greece	Romania	Greece	Romania	
Waste management	Hazardous waste								
	Recycling	tn	331.6	16.3	87	-	29.5	-	306-3
	Recovery (energy or other type of use)	tn	1,065	140	1,148	113	1,195	68	306-3
	Non-hazardous waste								
	Recycling	tn	6,603	3,848	8,185	3,262	9,608	2,905	306-3
	Landfill	tn	633	428	991	433	683	337	306-3
	Recovery (energy or other type of use)	tn	-	-	-	-	386	-	
Water consumption	Water consumption	Nm ³	50,573	347,514	41,579	366,760	34,785	280,274	303-5
	Specific water consumption	Nm ³ /tn of product	0.5	9.5	0.3	10.2	0.3	8.0	303-5
Social									
Human resources	Employees	#	873	602	982	568	1,094	592	102-8
	Female employees in management positions	%	7.8%	0.8%	3.8%	1.1%	2.1%	0.5%	102-8
	Hires	#	195	225	180	195	250	139	401-1
	Turnover	#	79	209	77	210	78	98	401-1
	Employees under the age of 30	#	109	117	172	96	223	94	405-1
	Employees aged 30-50	#	572	330	601	308	657	315	405-1
	Employees over the age of 50	#	192	155	209	164	214	183	405-1
	Total training hours (participations x hours)	#	10,212	5,392	16,710	16,401	14,692	12,038	404-1
Safe workplace	Lost Time Injury Frequency Rate (LTIFR)	#	11.0	5.7	7.5	2.1	8.0	3.4	403-2
	Severity Rate (SR)	#	290.6	78.4	147.0	141.0	126.0	85.3	403-2
	Number of work-related illnesses	#	0	0	0	0	0	0	403-2
	Fatalities	#	0	0	0	0	0	0	403-2
Social responsibility	Employee wages and benefits	EUR million	31	8.6	37.5	9.2	41.6	10.0	201-1
	Employees from the local community	%	82%	49%	86%	45%	85%	55%	102-8
Marketplace presence									
Suppliers	Purchases from local suppliers	%	41%	21%	49%	18%	61%	15%	204-1
	Purchases from international suppliers	%	59%	79%	51%	82%	39%	85%	204-1
	Number of evaluated suppliers	#	284	154	230	173	303	190	102-9



Independent external assurance report

To: Management of Hellenic Cables

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

Hellenic Cables Company [HELLENIC CABLES SA, FULGOR SA, ICME-ECAB SA (hereinafter referred to as Hellenic Cables)] has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV HELLAS) the limited external assurance of the Sustainable Development Report, which covers the period 1/1/2020-12/31/2020. Hellenic Cables consists the cable-manufacturing sector of the listed company on the Euronext Brussels Stock Exchange and the Athens Stock Exchange, Cenergy Holdings S.A.

Hellenic Cables has three (3) cable production units in Thebes, Corinth, Greece and Bucharest, and a support unit at Oinofyta, Greece. The external assurance of the Sustainable Development Report 2020 addresses the actions, programs and objectives for Sustainable Development for all the aforementioned facilities.

The scope of the project consists of the following:

- A. The conduction of the Application Level Check, according to the GRI Sustainability Reporting Standards (GRI Standards), referring to the Sustainability Report of Hellenic Cables for 2020, as well as the provision of external assurance service about the accuracy of the claims mentioned for the total of the numerical indicators (except financial data indicators) that Hellenic Cables reported at the Sustainability Report Chapters (hereafter Total Reporting Indicators).
- B. The conduction of the coverage level check of the guide AA1000AP (2018), referring to the Accountability Principles as they are stated and analyzed within (Inclusivity, Materiality, Responsiveness & Impact). The level check was held based on the contents of the guide AA1000AS v3 (Type 2 Assurance-Moderate level).

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of Hellenic Cables

for 2020 and it was conducted based on the corresponding correlation table of GRI Standards Indicators stated by Hellenic Cables in its Sustainability Report, in order to confirm the Company's compliance to the requirements of the GRI Standards for the "In accordance_Core" Level, as well as the requirements of AA1000AP (2018).

2. Project Criteria

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

- A. GRI Standards (Core Level)
- B. AA1000AP (2018)

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

3. Project methodology

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

- Reviewed the procedures followed by Hellenic Cables to identify and determine the material issues in order to include them within the Sustainability Report.
- Interviews were conducted with selected executives of Hellenic Cables having operational role in Sustainability issues in order to understand the current state of sustainability development activities and progress achieved during the period under reference.
- Reviewed the Hellenic Cables consultation approach with

their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.

- Reviewed the claims mentioned to the Total Reporting Indicators, in connection with the findings of the above steps. In addition, the methodologies and practices for extracting the results were reviewed and cross-checks were performed on the reliability and quality of the indicators reported in the report. These checks consist (not restrictively) of the following:
 - Understanding the quality management and results collection processes related to the indicators under consideration
 - Review of the design of processes, systems and controls for managing reliability and quality of specified information
 - Sampling of management practices and operation control, as well as evidence gathering in order to sufficiently ensure the completeness and accuracy of the claims
 - Maintain of the appropriate documentation for all the aforementioned controls.

Note: interviews with Hellenic Cables executives were conducted using the teleconference method, due to protection measures for COVID-19 disease.

4. Review limitations

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

5. Responsibilities of the Reporting Organization and Assurance Provider

The team for Sustainability of Hellenic Cables carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.



The external assurance conducted, as it is defined in the project scope (paragraph 1), do not represent TÜV HELLAS' opinion related to the quality of the Sustainability Report and its contents.

The responsibility of TÜV HELLAS is to express the independent conclusions on the issues as defined in the project scope and in accordance to the relevant contract. The project was conducted in such a way so that TÜV HELLAS can quote to Hellenic Cables administration the issues mentioned in this report and for no other purpose.

6. Conclusions-Recommendations

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

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

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

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

Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

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

Materiality: Focus on the material issues related to sustainability

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

Responsiveness: Addressing the needs and expectations of stakeholders

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

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

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

TÜV HELLAS did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in AA1000AP (2018). Additionally, TÜV HELLAS did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

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

7. Impartiality and independence of the external assurance team

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

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

Athens, June 15, 2021

For TÜV HELLAS (TÜV NORD) SA

Nestor Paparoupas

Sustainability Product Manager





Appendix I. Participation in networks and associations

Hellenic Cables participates as a member in major national and international networks, in chambers, as well as sector

associations. Through its participation it aims to achieve global collaborations, exchange of view and expertise

good practice, and the promotion of new methods and trends in the industry.

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

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



Appendix II. Report content alignment with sustainability standards and initiatives

Greek Sustainability Code linkage table

Pillar	Criteria	Page number and/or URL
Strategy	Strategic analysis and action	pp. 8,9, 10-11, 12-13, 18-19, 20-22, 24-25, 26-27, 29, 32-33, 41, 59-61 The Sustainability Report is developed based on internationally recognized Standards, such as: GRI Standards, AA1000 and ISO 26000 Standard.
	Materiality	pp. 2, 24-25, 26-27, 29
	Objectives	p. 38
	Depth of the value chain	pp. 2, 5, 20-23, 24-25, 29, 40-44, 54-57, 60-61, https://www.cablel.com/611/en/markets/ , https://www.cablel.com/592/en/sustainability/ https://www.cablel.com/591/en/supply-chain/
Management procedure	Responsibility	pp. 2, 5, 8-9, 10-11, 15, 16-17, 18-19, 20-21, 22-23, 24-25, 29, 30-38, 41-44, 48-53, 54-57, 59-61, 68-69 https://www.cablel.com/592/en/sustainability/
	Rules and processes	pp.16-18, 18-19, 21, 24-25, 29, 30, 32-38, 41, 42-44, 49-52, 58-62 Sustainable Development Policy, Code of Conduct and Business Ethics, Integrated Policy on quality, occupational health & safety, environmental & energy management, Suppliers Code of Conduct, Personal Data Protection Policy, Information Security Policy, Integrity and Transparency Policy https://www.cablel.com/592/en/sustainability/
	Monitor	pp. 5, 6, 24-25, 27, 33-38, 46-47, 49-53, 57, 68-69
	Incentive systems	pp. 24-25, 29, 42-44
	Stakeholder engagement	p. 29
	Innovation and product management	pp. 2, 8-9, 10-11, 12-13, 14-15, 16-17, 18-19, 20-21, 22-23, 24-25, 32-33
Environment	Usage of natural resources	pp. 2, 12-13, 15, 24-25, 30, 32-33, 34-38, 68-69 Hellenic Cables does not purchase biofuels, ethanol or hydrogen. Moreover, the Company does not produce or sell energy.
	Resource management	pp. 2, 12-13, 15, 24-25, 30, 32-33, 34-38, 68-69
	Emissions & Climate change	pp. 2, 12-13, 15, 24-25, 30, 32-33, 34-38, 68-69
Society	Employment rights	pp. 2, 22, 24-25, 27, 40-44, 46-47, 50, 68-69
	Equal opportunities	pp. 2, 22, 24-25, 27, 40-44, 46-47, 48-53, 68-69
	Employment	pp. 2, 24-25, 27, 40-44, 46-47, 49, 68-69
	Human rights in the supply chain	pp. 22, 24-25, 29, 34, 57, 68-69
	Corporate citizenship	pp. 2, 24-25, 29, 34, 57, 59-61, 68-69
	Political influence	p. 72 https://www.cablel.com/580/en/participation-in-networks-and-organizations/
	Anti-corruption	During the reporting period, no incident of corruption has occurred.



ISO 26000 and UN Global Compact principles linkage table

Relevant ISO26000 issue	Global Compact principles	Hellenic Cables policies including relevant references	Systems and procedures	Relevant ISO26000 issue	Global Compact principles	Hellenic Cables policies including relevant references	Systems and procedures
6.3	Human Rights (Principles 1 and 2)	<ul style="list-style-type: none">Sustainable Development PolicyCode of Conduct and Business EthicsInternal RegulationsSupplier Code of Conduct	Hellenic Cables fosters equal employment opportunities and respect for human rights in all activities. In further detail, the Company takes all appropriate measures to protect internationally proclaimed human rights, as stated in the Code of Conduct and Business Ethics.	6.5	Environment (Principles 7,8 and 9)	<ul style="list-style-type: none">Sustainable Development PolicyConsolidated Quality PolicyEnvironment and Energy – Occupational Health and SafetySupplier Code of Conduct	Hellenic Cables implements an Environmental Management System according to ISO 14001:2015, as well as an Energy Management System according to ISO 50001:2018. Guided by its environmental policy and with the aim of reducing the environmental footprint, the Company continuously monitors direct and indirect CO ₂ emissions, whilst having set sourcing its electricity needs from RES as a main objective. Finally, it focuses on proper waste management, seeks to increase the percentage of secondary raw materials in the production process, as well as the recyclability of products after the end of their life cycle, applying the principles of the circular economy.
6.3.3							
6.3.4							
6.3.5							
6.3.6							
6.3.7							
6.3.8							
6.3.9							
6.3.10							
Box 7							
6.3	Labour (Principles 3,4,5 and 6)	<ul style="list-style-type: none">Sustainable Development PolicyCode of Conduct and Business EthicsConsolidated Quality PolicyEnvironment and Energy – Occupational Health and SafetyOpen door policyInternal RegulationsPersonal Data Protection PolicyReporting Management Process	Hellenic Cables promotes a workplace environment of mutual respect, effective cooperation and teamwork, to avoid incidents of any kind of harassment or discrimination in all activities. Hellenic Cables also encourages open dialogue between Management and all employees, through an “open door” dialogue policy. In addition, the Code of Conduct and Business Ethics incorporates the reporting management process applied by the Company (which all employees are informed about). The Company has set up a Code of Conduct and Business Ethics Committee with the primary responsibility of receiving, investigating and resolving all reports that employees have submitted confidentially related to breaches of the Code, applying the report management process.	6.6.6	Anti-corruption (Principle 10)	<ul style="list-style-type: none">Code of Conduct and Business EthicsBusiness integrity and transparency policy against corruption and briberySupplier Code of ConductInternal RegulationsPersonal Data Protection PolicyReporting Management Process	Recognizing the need to take precautionary measures to combat potential risks arising from transparency and corruption issues, Hellenic Cables implements an Integrity and Transparency Policy against corruption and bribery and has developed safeguards to this effect.
Box 7							
6.3.3							
6.3.4							
6.3.7							
6.3.8							
6.3.10							
6.4							
6.4.3							
6.4.4							
6.4.5							
6.4.6							
6.4.7							
6.6							
6.6.4							



Alignment with the 2019 ESG Reporting Guide of the Athens Stock Exchange

	ID	Metric title	Report reference (page number)
Environmental	C-E1	Scope 1 emissions	pp. 35, 68-69
	C-E2	Scope 2 emissions	pp. 35, 68-69
	C-E3	Energy consumption within the organisation	pp. 34, 68-69
	A-E2	Climate change risks and opportunities	pp. 2, 8-9, 10-11, 12-13, 15, 22, 24-25, 32-33, 34-38, 61
	SS-E3	Water consumption	pp. 38, 68-69
	SS-E4	Water management	pp. 38, 68-69
	SS-E5	Waste management	pp. 36-37, 68-69
Social	C-S1	Female employees	pp. 46, 68-69
	C-S2	Female employees in management positions	pp. 68-69
	C-S4	Employee training	p. 46
	C-S5	Human rights policy	pp. 22, 42 All issues relevant to human rights are included in the Company's Code of Conduct and Business Ethics, as well as the Code of Conduct of Suppliers/Partners.
	C-S6	Collective bargaining agreements	pp. 68-69 All Company employees (100%) are covered by employment contracts, in accordance with the national labour law.
	C-S7	Supplier assessment	p. 22
	A-S1	Stakeholder engagement	p. 29
	SS-S6	Health and safety performance	pp. 53, 68-69
Governance	C-G2	Business ethics policy	p. 42 https://www.hellenic-cables.com/709/el/kodikas-ithikis-kai-deontologias/
	C-G3	Data security policy	p. 60 https://www.cablel.com/823/en/information-security/
	A-G1	Business model	pp. 24-25
	A-G2	Materiality	pp. 26-27
	A-G3	ESG targets	p.38
	A-G5	External assurance	pp. 70-71



Alignment with the AA1000AP (2018)

Principle	Our approach	Report reference (page)
Inclusivity	Engagement and constructive dialogue with the Company's various stakeholder groups through the established communication channels, aiming at better understanding stakeholder expectations and requests.	pp. 24-25, 26-27, 29
Materiality	Identification, prioritization and publication of the issues which are most important (material) for the Company and its stakeholders, on an annual basis, according to predetermined criteria, as well as international sustainability guidelines, such as the GRI Standards, the AA1000AP (2018), and SASB.	pp. 24-25, 26-27
Responsiveness	Structure Company response to the identified material issues, with increased transparency over the key performance indicators. Alignment of the Company's response to the expectations and requests of the various stakeholder groups, and integration of the latter into the action plan of the Company.	pp. 5, 6-7, 12-13, 24-25, 26-27, 29, 32-33, 41, 43-44, 46-47, 49-53, 54-57, 58-61, 68-69
Impact	Determination and evaluation of the direct and indirect impacts which have occurred from the Company's operations, enhancing the corporate decision-making process and enabling the Company to develop respective actions for continuous improvement on sustainability.	pp. 5, 6-7, 8-9, 10-11, 12-13, 15, 17, 22-23, 23-24, 26-27, 29, 32-33, 34-38, 40, 42-44, 46-47, 49-53, 54-57, 58-61, 64, 68-69



Appendix III. GRI Content Index

GRI Standards	Disclosure	Page number and/or URL	External Assurance
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016 (option «core»)			
Organizational profile			
102-1	Name of the organization	Hellenic Cables S.A., Fulgor S.A. and Icme Ecab S.A.	✓
102-2	Activities, brands, products, and services	pp. 5, 6-7, 8-9, 10-11, 12-13, 14-15, 16-17, 18-19, 20-21, 24-25 https://www.cablel.com/611/en/ypovruxia-kai-xersaia-metadosi-energeias/ , https://www.cablel.com/803/en/episkopisi/	✓
102-3	Location of headquarters	Hellenic Cables and Fulgor: Mesogeion Av. 2-4, Athens Tower Building B 11527, Athens Icme Ecab: Drumul Intre Tarlale 42, Bucharest 032982, Romania	✓
102-4	Location of operations	pp. 4-5, 6-7, 8-9, 10-11, 18-19, https://www.cablel.com/Contact.php?Language=en	✓
102-5	Ownership and legal form	pp. 5, 67, https://www.cablel.com/603/en/simantikoi-stathmoi/	✓
102-6	Markets served	pp. 2, 4-5, 6-7, 8-9, 10-11, 12-13, 14-15, 16-17, 18-19, 20-21, 24-25 https://www.cablel.com/611/en/ypovruxia-kai-xersaia-metadosi-energeias/ , https://www.cablel.com/803/en/episkopisi/	✓
102-7	Scale of the organization	pp. 5, 6-7, 10-11, 24-25, 46-47, 64-66, 68-69, https://www.cablel.com/752/en/oikonomikes-katastaseis/	✓
102-8	Information on employees and other workers	pp. 5, 24-25, 46-47, 68-69	✓
102-9	Supply chain	pp. 5, 22, 68-69	✓
102-10	Significant changes to the organization and its supply chain	p. 67 There were no significant changes regarding the size, structure, ownership status or supply chain of the organization during the reporting period of the Report..	✓
102-11	Precautionary principle or approach	pp. 12-13, 16-17, 32-33, 34-38, 41, 43-44, 49-53, 59-61	✓
102-12	External initiatives	UN Sustainable Development Goals	✓
102-13	Membership of associations	p. 72, https://www.cablel.com/580/en/summetoxi-se-diktua-kai-organismous/	✓
Strategy			
102-14	Statement from senior decision-maker	p. 2	✓



Appendix III. GRI Content Index

GRI Standards	Disclosure	Page number and/or URL	External Assurance
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Sustainable Development Policy, Code of Conduct and Business Ethics, Integrated Policy on Quality, Occupational Health & Safety, Environmental & Energy Management, Supplier/Partner Code of Conduct, Personal Data Protection Policy, Integrity and Transparency Policy against corruption and bribery, Information Security Policy https://www.cablel.com/592/en/overview/ , https://www.cablel.com/592/en/sustainability/	✓
Governance			
102-18	Governance structure	p. 62	✓
Stakeholder engagement			
102-40	List of stakeholder groups	p. 29	✓
102-41	Collective bargaining agreements	pp. 75, 68-69	✓
102-42	Identifying and selecting stakeholders	p. 29	✓
102-43	Approach to stakeholder engagement	p. 29	✓
102-44	Key topics and concerns raised	p. 29	✓
Reporting practice			
102-45	Entities included in the consolidated financial statements	p. 67, https://www.cablel.com/752/en/oikonomikes-katastaseis/	✓
102-46	Defining report content and topic Boundaries	p. 67	✓
102-47	List of material topics	pp. 26-27	✓
102-48	Restatements of information	p. 67	✓
102-49	Changes in reporting	p. 67	✓
102-50	Reporting period	01/01/2020 - 31/12/2020	✓
102-51	Date of most recent report	July 2020	✓
102-52	Reporting cycle	Annual	✓



Appendix III. GRI Content Index

GRI Standards	Disclosure	Page number and/or URL	External Assurance
102-53	Contact point for questions regarding the report	pp. 67, 83 https://www.cablel.com/Contact.php?Language=en	✓
102-54	Claims of reporting in accordance with the GRI Standards	p. 67	✓
102-55	GRI content index	p. 77	✓
102-56	External assurance	pp. 70-71	✓
Material issues			
Research and development - product innovation			
Material issue for: Stakeholders, customers, employees, suppliers			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 6-7, 8-9, 10-11, 12-13, 14-15, 16-17, 22-23, 24-25, 29	✓
Hellenic Cables Indicator	Research and development	pp. 12-13, 15, 22-23	✓
Transparency and responsible governance			
Material issue for: Stakeholders, customers, employees, suppliers, state and regulators, financial institutions, local communities			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 22, 24-25, 29, 58-60	✓
GRI 205	205-3 Confirmed incidents of corruption and actions taken	No incident of corruption was recorded during the reporting period (2020).	✓
Responsible supply chain management			
Material issue for: Customers, employees, suppliers, state and regulators, local communities			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 22, 24-25, 26-27, 29, 57, 68-69	✓
GRI 204	204-1 Proportion of spending on local suppliers	pp. 57, 68-69	✓



Appendix III. GRI Content Index

GRI Standards	Disclosure	Page number and/or URL	External Assurance
Risk management			
Material issue for: Stakeholders, Customers, employees, suppliers, state and regulators, financial institutions			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 24-25, 29, 58-61	✓
Hellenic Cables Indicator	Development and implementation of management system per pillar of potential operational risk	pp. 22, 41, 49-53, 60-61	✓
Customer-oriented approach			
Material issue for: Stakeholders, customers, employees			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 5, 8-9, 10-11, 13, 15, 16-17, 20-21, 24-25, 26-27, 29	✓
Hellenic Cables Indicator	Customer satisfaction measurement index	pp. 20-21	✓
Information security and data protection			
Material issue for: Stakeholders, customers, employees, suppliers, state and regulators			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 21, 24-25, 29, 60-61	✓
GRI 418	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	During 2020, no incidents of violations or data forgery occurred / were recorded	✓
Occupational health and safety			
Material issue for: Stakeholders, customers, employees, suppliers, state and regulators			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 17, 21, 24-25, 29, 41, 48-53, 61	✓
Hellenic Cables Indicator	Monitoring health and safety performance	pp. 49-53, 68-69	✓



Appendix III. GRI Content Index

GRI Standards	Disclosure	Page number and/or URL	External Assurance
GRI 403 (2018)	403-1 Health and safety management system	pp. 50	✓
	403-5 Worker training on occupational health and safety	pp. 50, 53, 68-69	✓
Training and development of employees and retaining talents			
Material issue for: Customers, employees, suppliers, state and regulators			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 17, 22-23, 24-25, 29, 41, 42-44, 49	✓
GRI 401	401-1 New employee hires and employee turnover	pp. 5, 46, 68-69	✓
GRI 404	404-1 Average hours of training per year per employee	p. 46	✓
Diversity and equal opportunities			
Material issue for: Employees, state and regulators			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 24-25, 29, 42-43	✓
Hellenic Cables Indicator	Anti-discrimination	pp. 42-43, 59-60	✓
Climate change			
Material issue for: Stakeholders, customers, employees, suppliers, state and regulators			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 12-13, 15, 24-25, 29, 31-38, 61	✓
GRI 302	302-1 Energy consumption within the organization	pp. 34-35, 68-69	✓
GRI 305	305-1 Direct CO ₂ emissions	pp. 34-35, 68-69	✓
	305-2 Indirect CO ₂ emissions	pp. 34-35, 68-69	✓



Appendix III. GRI Content Index

GRI Standards	Disclosure	Page number and/or URL	External Assurance
Waste management			
Material issue for: Customers, employees, suppliers, state and regulators, local communities			
103: Management Approach	103-1, 103-2, 103-3	pp. 5, 12-13, 24-25, 29,31, 32-33, 36-37	✓
GRI 306	306-3 Waste generated	pp. 36-37, 68-69	✓
Energy management			
Material issue for: Customers, employees, suppliers, local communities			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 12-13, 24-25, 29, 31, 34-35, 36-37	✓
GRI 302	302-1 Energy consumption within the organization	pp. 34-35, 68-69	✓
Contribution to circular economy			
Material issue for: Customers, employees, suppliers, state and regulators, local communities			
103: Management Approach	103-1, 103-2, 103-3	pp. 2, 12-13, 24-25, 29, 31, 32-33	✓
Hellenic Cables Indicator	Company circular economy framework	pp. 32-33	✓



Feedback form

Which Hellenic Cables stakeholder group do you belong to?

- ☐ Employees
- ☐ Suppliers
- ☐ Shareholders
- ☐ Investors
- ☐ Customers
- ☐ Financial institution representative
- ☐ Local community member
- ☐ Non-Governmental Organizations
- ☐ State or institutional body representative
- ☐ Media
- Other:
-

Based on the information presented in the Sustainability Report 2020, how would you evaluate Hellenic Cables' ESG responsibility?

Excellent ☐ Good ☐ Average ☐ Needs improvement ☐

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

Very ☐ Quite ☐ Relative ☐ Not easy ☐
easy easy easy at all

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

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

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

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

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

Please send this form to:

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







HELLENIC CABLES

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