

## Sustainability Policy

Hellenic Cables commit to operate in a way that creates progress towards the UN Sustainable Development Goals. Through this commitment, Hellenic Cables seek to help preserve the environmental, social and economic assets that are fundamental for society and important to our long-term value creation. Hellenic Cables build on the contribution of their employees and fully integrate sustainability in their strategy, business plans, operations, aiming to maximize its positive effect by engaging with all business partners.

Hellenic Cables provide solutions and knowledge to the customers and business partners, supporting them to reach their sustainability ambitions directly and indirectly via industry initiatives to improve their sustainability performance. Hellenic Cables commit to meet society's current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect their employees, social partners and the environment.

Hellenic Cables commit to comply with all applicable laws and regulations and to work against corruption and bribery in all their forms. Hellenic Cables have zero tolerance for bribery, fraud, unfair competition and other types of inappropriate business behaviour. Hellenic Cables pledge to uphold sound business practices in their organization and to promote such practices amongst their business partners.

Hellenic Cables commit to take action to combat climate change, as well as preserving natural resources that the companies rely on, promote recycling and circular economy to create more sustainable consumption and production, while at the same time seeking to maximize the utilization of secondary raw materials.

Hellenic Cables continuously strive to identify opportunities, risks, and improvement possibilities in the entire value chain from different perspectives, climate change, circular economy, resource management and respect for the environment and biodiversity.

Hellenic Cables commit to safeguarding labour and human rights, to promote safe working conditions, mental health and well-being, and giving their employees good learning and development opportunities in their work.

Hellenic Cables commit to treating all people with respect, to working against discrimination and harassment in all its forms and to being an inclusive organisation, which respects individual characteristics such as gender, age, sexual orientation, nationality, religious and political beliefs. Hellenic Cables strive to develop their employees to their fullest and to attract new talent in order to create a diverse and inclusive workforce with the right competencies.

Sustainability and more specifically environmental, social and governance issues, have many challenges, risks and opportunities in constant development. Hellenic Cables are committed to report on sustainability policies, targets and progress made and to engage with all stakeholders across the value chain to better understand how they can continuously improve their sustainability performance and contribute to a more sustainable world.

Accountability and responsibility to act in a socially responsible and sustainable manner is everyone's responsibility at Hellenic Cables. Responsibility for the implementation of this Policy lies with the most senior executive responsible for each company.

Maroussi, April 2022

The CEO of Hellenic Cables

Alexios Alexiou