



### **Determination of Essential Issues of Sustainable Development IKTINOS HELLAS SA**

The interaction with the stakeholders is particularly important for the process of highlighting and prioritizing the essential issues of the company, as these issues significantly affect the implementation of its business policies and actions.

Therefore, in the process of identifying the essential issues, its stakeholders are actively involved and their expectations are taken into account. In this process, the company addresses issues related to its operation and which have the most significant economic, environmental and social impact.

In addition, in the process of materiality analysis, the company has combined the processes of Sustainable Development, Regulatory Compliance and Risk Management, developing a holistic approach.

1. Financial Performance of the company
2. Responsible policy for Society and the Market
3. Reduction of energy consumption and greenhouse gas emissions
4. Ensuring the health, safety and well-being of employees
5. Ensuring business ethics and regulatory compliance
6. Enhancing employment
7. Ensuring quality, infrastructure safety and business continuity
8. Creating a healthy ecosystem of partners and a responsible supply chain
9. Defending human rights at work
10. Local Communities
11. Adoption of recycling practices and circular economy