



SUSTAINABLE DEVELOPMENT REPORT 2020



JUNE 2021



We are pleased to present the first Sustainable Development Report of the company IKTINOS HELLAS SA, which aims at its overall presentation and captures the value it creates for the market, stakeholders and the broader environment. Our goal is the objective and transparent presentation of our results. As a conclusion to our efforts in achieving sustainability, we consider it particularly important to link our activities with sustainable development issues at every level. In this first edition, we present the programs we implement and will continue to evolve, as well as our commitments for the coming years. Our purpose is for this report to be a substantiated presentation of our performance, in a consistent and controlled way, to introduce us to the general public, but also to be a tool to improve our performance in relation to the most important issues of sustainable development that concern us and to which we can contribute.

About the Report

This Report is the 1st annual Sustainable Development Report of IKTINOS HELLAS SA. and is based on the ESG Information Disclosure Guide of the Athens Stock Exchange. With its publication, we aim to inform our stakeholders about our strategy, goals and performance in a transparent way about the substantial issues of sustainable development of the company, for the period 1.1.2019 - 31.12.2020.

All of us at IKTINOS HELLAS SA, make great efforts, in order to respond dully to the challenges of the current situation. This Report incorporates principles of sustainability in the company's corporate values, endorses the commitment to sustainable development, as adopted by its management and implemented through the culture, tradition, history and daily efforts of our human resources.

The report has been prepared with the support of APSON CSR and has been drafted in "In Accordance-Core" agreement, in accordance with the international sustainability guidelines of the Global Reporting Initiative (GRI).

We encourage you to submit any comments and we are available for clarifications, comments or information about the Report. You can contact the Press Office of IKTINOS HELLAS SA, at APSON CSR or electronically at ir@iktinos.gr.





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MESSAGE FROM THE PRESIDENT

Dear Partners and Participants,

This year the company IKTINOS HELLAS SA completes 46 years of presence in Greek and international entrepreneurship. The present period is the most appropriate to show its resilience and adaptability to the difficult conditions of the business environment, in pandemic conditions. From the beginning of the health crisis, we have carefully observed all the necessary health measures and the continuous support of our employees, without failing to respond promptly to the demands of our customers, thorough planning of risk management, the implementation of our strategic and investment plans, as well as the continuous modernization of our business operation, with a focus on good corporate governance, regulatory compliance and our contribution to sustainable development.



Since its establishment company has been structured on standards of organization and operation unprecedented for that time in the international perspective for the marble industry. Both scientific research in marble deposits and further mining, cutting and processing were in their infancy.

With scientific knowledge, experience and persistence in the promotion of the mineral wealth of the Country, the deposits of which have been characterized as practically inexhaustible, in 1973 I founded the company IKTINOS HELLAS SA in order to promote, utilize and internationalize them.

So Greek marbles travel to 100 countries around the world. The company's turnover comes from 95% of exports.

During the 46 years the company followed an upward course, expanded its facilities, gained access to the raw material with its own quarries, many of which are located in the marble areas of Eastern Macedonia.

IKTINOS HELLAS SA, acquired the reputation of leader in the international marble market.

A milestone in its multi-year business is the listing of its shares on the Athens Stock Exchange in 2000 as well as the creation of subsidiaries in Aeolian Energy and real estate with the large investment in Crete.

Despite the consequences of the pandemic, 2020 was an important year for IKTINOS HELLAS SA with excellent results in all organizational sectors, which marked the maturity of the substantial

Sustainable Development issues that had been the focus of previous years and have begun to progress satisfactorily, with specific commitments for remarkable results in the future.

Although the corporate responsibility action plan has been in place since the beginning of our history, in recent years we have focused our efforts on specific areas that are essential to the company. For all of us, optimal management of substantial issues is a primary concern. For this reason, we are improving our methods for dealing with all the new regulatory issues, but also the new requirements of the market and society, while strengthening all levels of operation and control in the company.

Our performance during the first months of 2021 confirms our belief that no matter how much the pandemic tests our resilience, our commitment to our development remains stable and unchanged. The vision and the tireless effort of all of us to make our company an "excellent" organization, while bringing a positive social - environmental - economic impact, drive our efforts at every stage of our activities.

In this context, the Sustainable Development Report of IKTINOS HELLAS SA for the period 2019-2020, is a report that records the actions of the company in that period, but also reflects our shift to greater accountability, interaction with participants, strong corporate governance and, most importantly, our shift to a business strategy clearly more focused on sustainable development. A key factor for understanding the external and internal consequences of our activities, are the balanced efficiency, the measurement, the transparent communication of our operations.

Our goal is nothing more than to evolve into an organization, where human capital grows and prospers, while at the same time the local communities in which we operate are progressing at every level. We want to transform from a business unit, into an improvement catalyst for all our stakeholders in our entire supply chain. This effort will continue and strengthen.

"Our performance during the first months of 2021 confirms our belief that no matter how much the pandemic tests our resilience, our commitment to our development remains stable and unchanged "

In this context, keeping corporate governance and regulatory compliance a high priority, we have implemented a number of relevant actions, focusing on an integrated strategy of sustainable development, with clear goals and priorities for the environment, society, the market and our employees.

The coming years, given the new conditions, will be particularly demanding due to the existing challenges and uncertainties that emerge. However, at IKTINOS HELLAS SA, we draw strength and optimism from the value that our activities create for all participants.

With a vision for Sustainable Development, we continue our work with optimism, while at the same time accelerating the international orientation of our activities. Our company does not intend to stop the implementation of its strategic and investment plans. With continuous evaluation of developments and potential risks, we will continue to work and contribute to the development of the Greek economy and society, with all our existing but also with new activities and with even greater determination for success. This is our dynamic.

I wholeheartedly thank all the employees and associates of IKTINOS HELLAS SA, who are the main supporters of our development course. Their continued support, trust, contribution and participation in achieving the goals is crucial.

Despite the difficult times, as a company, we are committed to continuing our social contribution with respect to all our stakeholders. We are committed to being harmonized with the demands of our time, in the context of the European Roadmap for Sustainable Development

Evangelos Haidas

President & CEO

MESSAGE FROM THE VICE PRESIDENT

In a radically reshaping business environment, the industry in which we operate has been called upon in the last decade to redefine its role, show extroversion and change its strategy, focusing mainly on the global market. Thus, it continued its growing course in response to the increasing demand of foreign markets. Notable, 76% of the total production of the sector is exported to more than 120 countries, placing Greece in the 4th place worldwide in marble exports. IKTINOS HELLAS SA has managed to strengthen its position among the largest marble companies in Greece and globally, holding a market share of over 15%, through a highly developed sales network.



A key pillar of this course is the strategy of sustainable development, as an integral part of our daily operation. Dedicated to this choice, we achieve not only positive economic results, but also goals set in the key areas of social offering, local development and environmental protection.

The 17 goals of the UN Sustainable Development are the compass of the Sustainable Development Strategy. In the context of our activities, we serve most of the goals, with special emphasis on the following:

Objective 9, "Industry, Innovation and Infrastructure": IKTINOS HELLAS SA invests in new technological equipment, to upgrade its production process. Today, we already apply the underground Marble Exploitation in our quarries which is the most modern and friendliest method of extraction since it does not cause any intervention in the soil and does not leave any environmental footprint.

I would also like to emphasize that all our quarries are licensed environmentally. Quarry licensing is one of the most controlled activities in Greece and of course the restoration of the quarries sites is done either progressively during the exploitation or after its completion when the site will be completed and finally formed.

Objective No. 12, "Responsible consumption and production": In the context of responsible consumption and production, we now use special know-how in production, in order to utilize and save problematic marbles with cracks and fractures. At the same time, we have installed biological wastewater processing systems in our factories, which can be reused after being processed. Recycling and the circular economy are central goals for us.

Goal No. 7, "Cheap and Green Energy": IKTINOS HELLAS SA group is also active in the Renewable Energy sector and currently owns a 22MW aeolian farm in the area of Drama.

In short, we have achieved:

- ✓ Positive impact on society, through the implementation of targeted corporate responsibility programs.
- ✓ Continuous improvement of our environmental performance and reduction of the environmental footprint of our operations.
- ✓ Implementation of significant investments and increase of exports, contributing to the increase of the competitiveness of the Greek economy.

Significant emphasis has been placed on the issues of health and safety of our workforce by organizing training seminars continuously in all positions and with thorough control over the use of protective equipment and safety regulations. It is very sad, however, that despite our actions, in September 2020 a tragic accident occurred resulting in the loss of a colleague, which shook us and pushed for the redesign of all our activities with a view to zero accidents.

"Our staff is the first priority and our care for it is implemented through integrated interventions.

Our employees are the driving force behind the successful course and development of the company "

Our staff is the first priority and our care for it is implemented through integrated interventions. Our employees are the driving force behind the successful course and development of the company. Our main concern is to maximize the value of this capital, creating a work environment that respects the personality, recognizes the contribution and supports the continuous development of each employee. Our goal is to create an environment over time that gives every employee the opportunity for a creative career, with a long-term perspective.

Finally, inseparably linked to the society in which we operate, but also to the responsibility towards society, we want to return to both the society and the local communities in which we operate corresponding benefits to those that give us generously.

In this first report, we present the programs we implement and will continue to evolve, our goals, the results of the previous year and our commitments for the future. We are committed to acting responsibly, building relationships of trust with all stakeholders and generally responding to the current demanding needs of society.

Ioulia Haida

Vice President

PURPOSE

The purpose of the Sustainable Development Report is the complete and comprehensive information of the interested parties regarding the Sustainable Development actions of the company IKTINOS Hellas SA in the period 2019-2020. Along with recording of the company's actions during the previous year in the form of a report, this Sustainable Development Report aims to inform about the emphasis it gives, through its new business strategy in Sustainable Development.

The aim is the continuous improvement of the Report with the enrichment of the published data, in order to cover the activities of the company, as well as the complete information of all the stakeholders about the Sustainable Development of the company and its effects for every aspect of the activities.

At present we do not externally guarantee the Sustainable Development Report. However, all data and information have been reviewed internally by the company, while the content has been collected and drafted by an external partner, without any intervention of the company. In this context, we encourage any comment or observation that will assist in our effort.

Being one of the leading companies in the country in the field of marble mining and Renewable Energy Sources and having completed 47 years of operation in 2020, at IKTINOS HELLAS SA we want to remain a company that operates responsibly and develops with respect for PEOPLE, SOCIETY and the ENVIRONMENT.

Our company has invested significantly in the development of the necessary know-how and technology, in the good knowledge of the market and its needs, in the good value for money of our products, in research and development. Our response to competition is the consistent high quality of our products, as we also respond promptly and with targeted proposals to our customers' expectations.

Our research and development and our cooperation with university institutions play a key role. Our goal remains to further strengthen our turnover, constantly implementing new investments in our facilities. We evaluate opportunities, we retain strategic customers. A strategic priority is to expand our partnerships in the international arena and we are expanding the partnerships that strengthen the development prospects.

Focusing on SUSTAINABILITY, DIGITAL EVOLUTION & INNOVATION and EXTROVERSION, we strengthen our human resources and focus on the dynamic development and communication of the quality of our products, in order to strengthen our position in the market



----- SUSTAINABILITY -----

IKTINOS HELLAS SA seeks and follows a course of sustainable development and is committed through its policies, to ensure the protection of the environment, the health and safety of employees, to contribute to the progress and development of the local community. The strategic approach of the company aims to optimize the value it produces for the wider society and reduce risk at the environmental, economic and social level. Our policies in the stages of its productive and operational activity emphasize on:

- providing high quality products and services and customer service.
- respecting the environment and local communities, taking measures to protect the environment in compliance with environmental legislation and approved environmental conditions.
- compliance with the legal regulatory requirements concerning the safety and hygiene of the products produced.
- research and development to find new quarries.
- the implementation of procedures based on transparency and justice and the establishment of common principles and rules, aimed at developing the largest capital of the company.

----- DIGITAL EVOLUTION & INNOVATION -----

DIGITAL EVOLUTION

IKTINOS HELLAS SA systematically invests in new technologies - innovations, constantly evolves their operations and seeks their continuous improvement. To this end, it is constantly implementing new actions aimed at its digital transformation.

In particular, we have already implemented the digital transition in the cloud (both in terms of online information of specific departments of the company, and key back up of its data). Having already shielded its data through a firewall, appropriate tools are used in order for the two-way communication with the remote locations of the company, such as the quarries, to take place quickly and safely.

The above new technologies - services applied by IKTINOS HELLAS SA, have resulted in the reduction of operating costs, the increase of sales, the increase of productivity, the security from cyber-attacks, the secure remote communication between the units of the company, the direct and secure access of the company's sellers etc., from anywhere in the world, from their PC.

At the same time, in order to meet the modern demands of the market, we are constantly updating our technological equipment, whether it concerns new servers or PC replacement, end users (desktops, laptops, etc.). As part of the improvement of the entire network infrastructure,

we proceeded to replace our network with new modern equipment based on the use of fiber optics. Also, the company fully complies with the General Data Protection Regulation GDPR, given the implementation of the EU Regulation.

INNOVATION

IKTINOS HELLAS SA introduced new technologies that reduce operating costs, production costs and increase productivity in both quality and quantity. The new technologies concern a new way of extraction and more specifically, underground mining, which enables extraction from the heart of the deposit achieving better quality, larger quantity at a lower cost of resources. This new method is more environmentally friendly as it does not alter the morphology of the mountain and does not require extensive restorations. In the same context, we proceeded to the installation of new state-of-the-art mechanical equipment at our new factory in Drama. The installation of new mechanical equipment increases production capacity and reduces production costs.

In recent years, we have been implementing an innovative and technologically pioneering method for saving problematic marbles. Defective bulk marbles are glued with resins and in this way problematic marbles are saved, which under normal conditions would break and end up as waste. In this way, the bulk marbles can be cut into blocks without any damage or loss. Also, a barcode system was applied to all our products together with a new system for registration and taking photos of the products of our production in the company's cloud so that they are immediately accessible to anyone interested (sellers - customers).

----- EXTROVERSION -----

In the context of its strategic extroversion and the improvement of its international competitiveness, IKTINOS HELLAS SA ensures the development of appropriate skills of its human resources, both internally and in the network of services and entities involved in the process of promoting its exports, more broadly.

At the present time, with the difficulties and turmoil of the economic environment, the company is strengthening its extroversion, in order to offset domestic demand. Today we operate in 90 countries on all continents.

IKTINOS HELLAS SA COMPANY

Significant Historical Milestones

1974	Iktinos Hellas is founded by the architect-engineer Evangelos Haidas
1998	IKTINOS HELLAS SA acquires 90% of the shares of the company Hellenic Marble Industry Feidias Hellas SA, which has a privately owned factory in Vrilissia, Attica.
2000	The listing of the company on the Athens Stock Exchange is completed with Public Registration. In the same year, Iktinos Latomiki SA was created, which absorbed all the companies that were active in the extraction of marble.
2007	IKTINOS HELLAS SA starts its activity in aeolian energy with the acquisition of "IDEI. A.E. " which owned aeolian farms in the Municipality of Paranesti Regional Unit of Drama.
2009-2018	IKTINOS HELLAS SA strengthens its extroverted orientation, reducing its dependence on the domestic marble market and expanding its international sales network with China as its main market
2018	IKTINOS HELLAS SA is proceeding with the acquisition of the industrial marble processing facilities in the industrial area. Drama of "G. LAZARIDIS - DRAMA MARBLES SA Iktinos acquires 79.655% of Latirus EnterprisesLtd Iktinos proceeds with the acquisition of the marble quarry in the area of Pyrgon in the prefecture of Drama by the company KAVALA MARBLE SA
2019	IKTINOS HELLAS SA starts the underground marble mining

The Activities of the company

IKTINOS HELLAS SA is active in the field of marble mining and Renewable Energy Sources and Real Estate, with a total experience of 46 years. Founded in 1974 with activity in the extraction, cutting and marketing of marble, granite and decorative stones.

It is dynamically developing on solid financial foundations, setting high quality goals in every aspect of its activities. The operation of the company is based on the principles of Sustainable Development, its driving force is its values and its greatest asset, which is none other than its human resources-



Main areas of activity of IKTINOS HELLAS SA

The company owns facilities of offices and factories in both Drama and Athens and a wide network of marble quarries throughout Greece. The following table lists the company's facilities with the annual production and employed staff.



FACILITIES - ACTIVITY CENTERS - IKTINOS HELLAS SA

	ACTIVITY / DESCRIPTION	ADMINISTRATIVE -REGION	AVERAGE ANNUAL PRODUCTION OF BULK MARBLES IN THE LAST THREE YEARS IN m³	EMPLOYED - PERSONNEL - DURING 2020
1	ATHENS HEAD OFFICES	ATTICA		33
2	ATHENS FACTORY	ATTICA		92
3	ATHENS STORAGE SPACE	ATTICA		3
4	FEDIA HELLAS FACTORY	ATTICA		14
5	DRAMA HEAD OFFICES	MUNICIPALITY OF DRAMA	-	9
6	DRAMA INDUSTRIAL PROCESSING FACTORY	MUNICIPALITY OF DRAMA	-	72
7	3 MARBLE QUARRIES IN THASSOS, 140 ACRES IN TOTAL	MUNICIPALITY OF THASSOS- KAVALA	4350	15
8	2 MARBLE QUARRIES IN PLATANOTOPO, KAVALA, 89 ACRES .	MUNICIPALITY OF PANGAIO KAVALA	1400	14
9	2 MARBLE QUARRIES IN AGIOS KOSMAS, KAVALA, 50 ACRES	MUNICIPALITY OF NESTOS- KAVALA	-	INACTIVE
10	2 MARBLE QUARRIES IN KECHROKAMPOS NESTOS, KAVALA 196 ACRES IN TOTAL	MUNICIPALITY OF NESTOS- KAVALA	6000	40
11	MARBLE QUARRY IN ZAVARSA VOLAKA DRAMA 100 ACRES	MUNICIPALITY OF NEVROKOPIO- DRAMA	1500	INACTIVE
12	MARBLE QUARRY IN VOLAKAS DRAMA 69 ACRES	MUNICIPALITY OF NEVROKOPIO- DRAMA	28000	110
13	MARBLE QUARRY IN PYRGOI PROSOTSANI DRAMA 100 ACRES	MUNICIPALITY OF PROSOTSANI - DRAMA	3500	17
14	MARBLE QUARRY IN LEVIDI TRIPOLI 100 ACRES	MUNICIPALITY OF TRIPOLI- ARKADIA	500	INACTIVE

IDEI SA • WIND PARKS

IDEI SA is a subsidiary (100%) of the ATHEX listed company. IKTINOS HELLAS SA. It was founded in 2003 and was acquired by IKTINOS HELLAS SA in 2007. The company has an aeolian farm "Megalovouni" of 22MW in Drama, which is already in operation since 2010.

IKTINOS TECHNICAL & TOURISTIC SA

In the field of Real Estate, IKTINOS HELLAS SA, operates through the company IKTINOS TECHNICAL & TOURISTIC SA.

The company IKTINOS TECHNICAL & TOURISTIC SA is going to develop a tourist facility at Ormos Faneromeni in the Municipality of Sitia in an area of approximately 2,800 acres, which will include:

- a 5-star hotel
- Thalassotherapy center (spa) for 100 people
- Conference center for 200 people
- 18-hole Golf Course
- a marina for 85 tourist boats
- Two residential areas of 300 villas

STRUCTURE OF THE COMPANY

IKTINOS HELLAS SA has been established and is based in Greece. The corporate address and headquarters in Athens are located at 7 Lykovrysis Str., 14452, Metamorfoosi. The Branch in the city of Drama, is located at 11 Aeschylus & Ag. Anargyron Str.



We export 95% of our production to more than 90 countries, with the main destination being China which covers 60% of turnover followed by markets such as the North and South USA, the Arab Gulf and the Far East countries.



IKTINOS HELLAS SA is a large family despite the fact that we employ 419 employees; the majority of them are people who have been working for us for decades, thus creating a relationship of trust and security.

Activities in 90 countries and 5 continents. Almost 400 employees and direct partners

- ➔ Asia (China, Singapore, Indonesia, South Korea, Vietnam, Thailand, Malaysia, Taiwan, Japan, India, Pakistan, Bangladesh, Iraq, Turkey, Russia, Ukraine)
- ➔ Oceania (Australia)
- ➔ America (USA, Canada, Mexico, Panama, Peru, Colombia, Brazil, Argentina, Dominican Republic, Chile, Ecuador)
- ➔ Europe (Great Britain, Italy, Spain, Portugal, Cyprus, France, Germany, Balkans)
- ➔ Arabian Gulf (U.A.E., Qatar, Saudi Arabia, Kuwait, Bahrain, Oman)
- ➔ Africa (Morocco, Tunisia, Egypt)

Exports account for 95% of the annual turnover, while now the percentage of exports has stabilized at percentages above 95% of the turnover. The export direction of IKTINOS HELLAS SA contributes significantly to the improvement of the company's liquidity, as most of the sales are made with an advance payment. In 2020 there was a small decrease in exports due to the effects of covid-19 which affected not only Greece but all world markets. The evolution of exports is analyzed as follows:

	2020	2019
Exports (€)	30,956,431	39,095,565
% of turnover	95%	96%
	2020	2019
Σ Εξαγωγές (€)	30.956.431	39.095.565
% κύκλου εργασιών	95%	96%



COUNTRIES IN WHICH IKTINOS HELLAS SA IS ACTIVE

VISION AND CORPORATE VALUES

Communication of Philosophy and the Value System in Human Resources

The communication of the corporate vision and the values of the company to the human resources of IKTINOS HELLAS SA, is achieved and spread through the creation of a corporate culture framework, which integrates the communication for the strategic goals, the two-way communication and the consolidation of a sense of trust in the management.

Vision

To be a reference point for the promotion of sustainable development.

Our mission

To produce innovative and competitive products / services, satisfying our customers in the domestic and international market, with reliability, integrity and efficiency.

Our values

- Safety: We are committed to ensuring a safe work environment
- Ethics: We promote transparency and show ethos
- Business Responsibility: We act based on the public interest
- Environmental Responsibility: We recognize our environmental responsibility and act in ways that reduce the impact that our activities have on the environment
- Innovation: We invest in the development of innovative technologies and constantly improve our know-how
- Value: We offer value to our involved parties

The company IKTINOS HELLAS SA recognizes the vital importance of communication with human resources and the impact it has on the relationships and behaviors of people, but also in the culture of the company itself. Through the honest and regular communication that is pursued, human resources participate in and improve the strengthening of the corporate identity.



FINANCIAL DATA

Financial Results of the Company for 2020

Indicators	Year		Change	
	2020	2019	%	Value
(amounts in thousands of euros)				
Turnover	32,592,393	40,588,167	-19.70%	-7,995,774
Gross Result	15,505,507	19,900,661	-22.09%	-4,395,154
Earnings before interests, taxes, depreciation and amortization (EBITDA)	7,341,312	11,234,754	-34.66%	-3,893,441
Profit before taxes	1,192,082	6,044,166	-80.28%	-4,852,085
Investments	2,879,831	5,815,580	-50.48%	-2,935,749
Loans	41,142,490	35,117,553	17.16%	6,024,937

The financial data of the company results for the financial year 2020 result in the following key indicators

	IKTINOS HELLAS SA			
	2020	2019	Change	%
PROFIT MARGIN				
Gross (%)	47.57%	49.03%		
Operating (%)	15.35%	21.66%		
Before Taxes, Interest and Depreciation (%)	22.52%	27.68%		
Net (%)	1.63%	10.76%		
LIQUIDITY				
General Liquidity (x)	94.75%	90.72%		
Instant Liquidity (x)	35.85%	40.02%		
GROWTH INDICATORS				
Sales (%)	32,592,393	40,588,167	-7,995,774	-19.70%
Gross (%)	15,505,507	19,900,661	-4,395,154	-22.09%
Operating Profit (%)	5,002,975	8,790,266	-3,787,291	-43.09%
Earnings Before Taxes, Interest and Depreciation (%)	7,341,312	11,234,754	-3,893,441	-34.66%
Net Profit (%)	530,169	4,367,159	-3,836,990	-87.86%
OPERATIONAL ACTIVITY				
Average receivables (days)	95	67		
Average inventories (days)	482	360		
Average liabilities (days)	120	125		
CAPITAL LEVERAGE				
Net borrowing/Profit before Taxes, Interest and Depreciation	5.56	3.25		
Net Borrowing / Total Assets	0.39	0.36		

Research and Development Expenses

	01/01-31/12/2020	01/01-31/12/2019
Personnel Remuneration	140,020	
Third party remuneration	8,988	14,257
Third Party Benefits	14,363	4,200
Taxes Fees	2,121	
Overhead cost	11,903	48,871
Financial	770	
Depreciation	10,226	
	188,392	67,328
Inventory cost	81,380	
	269,772	67,328

The Annual Financial Report of the company for the year 2020, which includes the Report of the Board of Directors and the Annual Financial Statements, is available on the website www.iktinos.gr.

PARTICIPATION IN INTERNATIONAL SUSTAINABILITY INITIATIVES

United Nations Global Compact

IKTINOS HELLAS SA is in line with with the UN Global Compact. Through this, it promotes in practice its principles, which concern the respect of human and labor rights, the protection of the environment and the fight against corruption. The following table presents the 10 principles of the Global Compact and the relevant actions of the company to comply with them.



KEY PRINCIPLES	REFERENCE TO THE RELEVANT SECTION OF THIS REPORT
HUMAN RIGHTS	<ul style="list-style-type: none"> • Full compliance of the company with the relevant Greek and international legislation • Creation of the respective of the Group’s Human Rights policy • Sustainable Development Report, Section: Society
WORK	<ul style="list-style-type: none"> • Full compliance of the company with the relevant Greek and international legislation • Sustainable Development Report, Section: Society
ENVIRONMENT	<p>Sustainable Development Report, Section: Environment</p>
ANTI-CORRUPTION	<p>Code of Ethics and Regulatory Compliance Policy</p> <ul style="list-style-type: none"> • Relevant terms in the employment contract of each employee <p>Sustainable Development Report, Section: Corporate Governance</p>

WE CONTRIBUTE TO THE UN SUSTAINABLE DEVELOPMENT OBJECTIVES



We take immediate action to fight climate change and its consequences

- ➔ Energy footprint reduction
- ➔ Biodiversity protection



We raise awareness among stakeholders and citizens about sustainable development and a way of life in harmony with nature

- ➔ Exploitation of innovative production methods



We promote durable, sustainable economic growth, contributing to the development of the Greek economy

- ➔ Promoting employment and job creation in local communities
- ➔ Enhancing technological upgrading and innovation



We ensure gender equality

- ➔ Employee awareness
- ➔ Operation without discrimination



We eliminate inequality in all our business activities

- ➔ Promotion of local cultural heritage
- ➔ Local interventions and actions



We create safe, adaptable sustainable local communities, without exclusions

- ➔ Environmental actions
- ➔ Land uses and soil quality



We seek cooperation for sustainable development

- ➔ Collaborations with local communities
- ➔ Collaborations with institutions and universities





Through innovation, we ensure the quality and safety of infrastructure

- ➔ Creating quality and reliable infrastructure
- ➔ Creating collaborative schemes to promote innovation and research



We contribute to building effective institutions at all levels

- ➔ Participation in local consultative committees
- ➔ Promotion of volunteering



We ensure lifelong learning by promoting equal and quality education

- ➔ Lifelong training programs for employees

Other conditions - organizations in which we participate



Natural Stone Institute (NSI)

The Natural Stone Institute is an organization aimed at small, medium and large companies that are active in the exploitation of land and mineral wealth. Its members are 2000 companies and organizations worldwide in 50 countries. This consortium offers know-how, specialized training, vocational guidance, synergies in the field of sustainable development, business development opportunities, legal directions and networking among industry professionals.



Marble Association of Macedonia-Thrace

Since 12 February 2021, the Vice President of IKTINOS HELLAS SA is the president of the Marble Association of Macedonia - Thrace. The priorities set by Ms. Haida are to strengthen a safety culture in the operation of Greek marble industries, the targeted presentation and promotion of the brand name "Hellenic Marble" worldwide, as well as to create an institutional framework based on solid foundations, promoting the development and viability of the businesses in the industry.

INITIATIVE OF IKTINOS HELLAS SA FOR THE PROMOTION OF THE HELLENIC MARBLE



The marble industry is an extroverted professional activity, with a contribution to the GDP that reaches 1.27 billion. €, which employs, directly and indirectly, a total of 18,000 employees. For every € 1 of marble product, the multiplier benefit amounts to € 2.19.

In this context, IKTINOS HELLAS SA is a leader in creating the brand name "the Greek Marble". Its initiative includes a program of education, training and certification of employees in the marble mining and processing sector. The company cooperates with the national extroversion organization "Enterprise Greece", to attract investments in Greece and promote exports, in order to support this initiative and the promotion of Greek marble, through exhibitions and promotion activities.





Participations in Institutions and Associations

IKTINOS HELLAS SA participates in the following national and international associations, organizations and bodies, aiming at the development of the industry, the continuous improvement of the services it offers and the optimal treatment of the effects from the construction of their projects.

- ➔ Commercial and Industrial Chamber of Athens (ACCI)
- ➔ Greek -American Chamber of Commerce
- ➔ Greek -Arab Chamber of Commerce
- ➔ Greek-Russian Chamber of Commerce
- ➔ Greek-Italian Chamber of Commerce
- ➔ Association of Businesses and Industries
- ➔ Association of Mining Companies
- ➔ Panhellenic Exporters Association
- ➔ Association of Listed Companies
- ➔ Foundation of the Hellenic World

Women Entrepreneurship Networks

- ➔ Womanitee
- ➔ National Chamber Network of Greek Women Entrepreneurs
- ➔ ICC Women Ellas
- ➔ Amazing Woman (Mexoxo)

Distinctions of IKTINOS HELLAS SA

DATE	ORGANIZER	AWARD
MAY 2018	EUROPEAN BUSINESS AWARDS	NATIONAL WINNER In the category THE GERMANY TRADE AND INVEST AWARD FOR INTERNATIONAL EXPANSION
JULY 2018	New Times Publishing	Diamonds of the Greek Economy 2018
FEBRUARY 2019	Marble Association of Macedonia - Thrace	Long-term contribution in the marble industry
FEBRUARY 2019	MONEY magazine	First prize in the category "High Growth Rates 2019"
MARCH 2019	Eurobank & Grant Thornton	"Growth Awards"
APRIL 2019	New Times Publishing	CREATIVE GREECE 2019 Distinction of business excellence, which concerns the most extroverted businesses of the country
SEPTEMBER 2019	GK MEDIA PUBLISHING & PALLADIAN CONFERENCES	"Rapidly Growing Business" Award "Thales the Milesian"
DECEMBER 2019	ICAP	"True Leader" 2018
MARCH 2020	EY	First Prize for the Vice President of IKTINOS HELLAS as "Greek Entrepreneur of the Year" in the category "Internationally Developing Businessman"
DECEMBER 2020	ICAP	"True Leader" 2019

Participation in Exhibitions, Conferences, Events

For another year, IKTINOS HELLAS SA coordinated the planning and organization of the corporate presence at various events such as press conferences, workshops, conferences, exhibitions, cultural and communicative events, as well as special information and promotional activities, according to the corporate identity and the communication strategy of the company. Indicatively:

DATE	ΔΙΟΡΓΑΝΩΣΗ	ΧΩΡΑ
March 2018	XIAMEN STONE FAIR 2018	China
March 2018	IZMIR STONE FAIR	Turkey
June 2018	Greek Investment Roadshow - ATHENS STOCK EXCHANGE	New York, Washington, Chicago
June 2018	2nd Conference "Sales in Action!" - Sales Institute	OTEACADEMY, Athens
June 2018	STONE+TEC NYRENBERG 2018	Germany
September 2018	13th Annual Greek Roadshow - ATHENS STOCK EXCHANGE	London
September 2018	MIDDLE EAST STONE	United Arab Emirates
September 2018	BIG 5 EGYPT	Egypt
September 2018	MARMO+MAC VERONA 2018	Italy
November 2018	39 th DUBAI BIG 5 SHOW	United Arab Emirates
March 2019	Xiamen International stone Fair 2019	China
March 2019	IZMIR STONE FAIR	Turkey
April 2019	International Exhibition of Natural Stones and Ceramic Tiles Coverings 2019	USA.
May 2019	2nd road show of listed medium capitalization	Athens
September 2019	14th Annual Greek Roadshow	London
September 2019	2019 Marmomac International Trade Fair	Italy
November 2019	International Import Expo 2019	China
November 2019	MIDDLE EAST STONE 2019, BIG 5,	Dubai
December 2020	9th Greek Investment Forum in New York - ATHENS STOCK EXCHANGE	New York
September 2020	15th Annual Greek Roadshow -ATHENS STOCK EXCHANGE	London
November 2020	3rd ATHEX Small Cap Conference, Athens - ATHENS STOCK EXCHANGE	Athens





Articles, Interviews and Participation of IKTINOS HELLAS SA Executives in Events

DATE	MEANS	SUBJECT
June 2018	Reporter	"We covered the globe in exports"
July 2018	CNN	"Greek marble is competitive abroad"
March 2019	Event of the Central Union of Greek Municipalities & Central Union of Regions of Greece on "The support of women entrepreneurship by local government"	"Women's Challenges in Business"
August 2019	LIBERAL	"How IKTINOS grew in the crisis"
August 2019	FORTUNE	"How women will strengthen their position in business"
January 2020	Fortune	Why does the business psychology in Greece change for the better "Crash Test" in the first semester of 2020
February 2020	SKAI 100.3 Radio	"IKTINOS HELLAS, Exports and development of the Greek Economy"
February 2020	portraits.gr	"Us women manage differently"
February 2020	Womanitee Round table of Thessaloniki Regional Forum	"When Women In Business meet women in politics"
March 2020	Stonenews.gr	"How the coronavirus outbreak affects the marble industry"
March 2020	Fortunegreece.gr	"How the coronavirus 'corrodes' Greek marble"
April 2020	Fortunegreece.gr	"It is very important for companies to support their employees materially and psychologically"
April 2020	Action 24	"The challenges and the role of the marble industry in the new era"
May 2020	Reporter.gr	IKTINOS: The blow to turnover, crisis management and the next day
June 2020	Fortunegreece.gr	"Why should the licenses of the quarries be unlocked immediately"

August 2020	Fortunegreece.gr	"The coronavirus corroded the Greek marble"
September 2020	newideas.gr Reportage	"How the pandemic changed the role of the seller"
September 2020	FORTUNE	"How the pandemic changes the business strategy and the way of thinking of the executives"
October 2020	mononews.gr	"Greek marble for the Greek - What projects can be included in the Recovery Fund"
October 2020	Moneypress.gr	"Greek marble must acquire a brand name"
October 2020	Mikrosmetoxos	"Need for immediate support of Greek marble, No. 1 exportable Greek product"
October 2020	Newsit.gr	Mrs. Iktinos, I. Haida, who "fights" for the Greek marbles
November 2020	Think Big	"The course of IKTINOS through the challenges of women entrepreneurship"
November 2020	Liberal.gr	Iktinos, the Sitia Bay Resort, the course of the share and the contacts with funds
December 2020	Speech to MBA graduate students "Corporate Responsibility & Sustainable development"	"Corporate Responsibility and the integration of Sustainable Development goals in IKTINOS HELLAS SA"
December 2020	Speech at the Export turn Crisis into Opportunity, organized by the Panhellenic Exporters Association and the Hellenic-American Chamber of Commerce of New York	"Greece is 4th in the world in marble exports"
December 2020	Speech at the 2nd FAMILY BUSINESS CONFERENCE, organized by PALLADIAN CONFERENCES with LSE support	"Sustainability and Corporate Social Responsibility in IKTINOS HELLAS SA"
December 2020	Business Daily	"In 2021 IKTINOS returns to pre-pandemic sizes"
February 2021	ICC WOMEN	"Women Leadership for Sustainable Development in Greece - The New Digital Age"
March 2021	Reporter.gr	"Strategy to make Greek Marble a PDO"

Corporate Governance Code

IKTINOS HELLAS SA has adopted the Hellenic Corporate Governance Code for listed companies. The Corporate Governance Code consists of a set of rules that regulate the mode of operation of the Board of Directors in relation to the company's shareholders. According to these rules, the goal is the responsible organization and operation of the Company with the ultimate goal of maximizing its value and protecting the interests of its shareholders.

Code of Conduct

The Code of Conduct is the framework - guide to the behavior of all employees. In particular, the Code confirms our firm commitment to comply with both the laws and regulations governing the operation of the Company, as well as the requirements concerning moral conduct.

Quality Management System ISO 9001: 2015

The Quality Management System ISO 9001: 2015 concerns all the procedures and Policies applied by the company, in order to provide high quality services, using effective ways of fulfilling the obligations it undertakes towards its customers.

Health and Safety Management System

The company aims to adopt practices that ensure the quality of its products and services. In this context, the relevant Department of the company has developed a specific methodology for assessing the risk from an activity or a product for human health as well as for the protection of the natural environment and all risks have been analyzed and quantified. This assessment is mainly related to the standards ISO45001: 2018 (Occupational Health & Safety) & ISO 9001: 2015.

Anti-Corruption and Other Conflicts of Interest Policy

The Anti-Corruption and Conflict of Interest Policy provides the framework for preventing corruption and other conflicts of interest in customer and business relationships.

Binding Rules of Personal Data Protection

These Rules contain the basic requirements for the processing of personal data of both the customers / suppliers and the employees of the Company in accordance with the current Greek and European legislation and ensure the high level of protection of personal data.

Non-Abuse of Privileged Information Policy

The Non-Abuse of Privileged Information Policy describes the responsibilities and obligations of employees regarding information that is considered privileged.

Employment Relations Policy

This Policy defines the key elements that govern and characterize the working relationships within the Company. It describes what we stand for in relation to employees.

Risk Management & Regulatory Compliance Unit

It is the assurance of the smooth, safe and efficient operation of the Company, through the identification, evaluation and management of risks associated with the activities, processes and policies, the operating systems of the company and the legislation.

Sustainable Development Policy

The present Policy sets out the strategy and overall action plan for the Sustainable Development of IKTINOS and its affiliates, taking into account both the existing social and economic conditions as well as the cultural priorities and challenges.

Related Party transactions Policy

This Policy describes the manner of handling issues related to the Company's transactions with Associates, based on current legislation and Law 4548/2018.



SUSTAINABLE DEVELOPMENT AND CORPORATE BEHAVIOR MANAGEMENT

IKTINOS HELLAS SA, as a gearwheel in the Greek economy that contributes at the same time to the improvement of the quality of operation of the society, continues the achievement of its business goals, improving its performance in every activity and involving all its participants in a balanced way, considering their expectations and needs and including them in the development and implementation of its strategy.

The company is in line with the requirements of society, incorporates the concepts of responsibility and self-organization, along with the social partners. Similarly, the new requirements of sustainable development push the company to improve itself, in order to achieve better results with fewer resources. Sustainable conduct is a business function that approaches the issues of society, the environment and corporate governance, preventing relevant risks, while taking advantage of any opportunities presented following the guidelines of the ESG Information Disclosure Guide of the Athens Stock Exchange.

The business principles of IKTINOS HELLAS SA are designed to ensure that its stakeholders know that the company aims to follow responsible choices in each of its activities. As a responsible organization, we want to enjoy the trust and respect of all stakeholders, through behaviors



originating from our business principles and ethical standards. In this context, the Board oversees the issues of Sustainable Development, which are discussed during the meetings while at the same time investigating the establishment of a Sustainable Development Supervisory Committee for 2021.

The company, in addition to its already formed policies for Corporate Responsibility, incorporates in its business activities the concern for environmental issues, society issues as well as those related to corporate governance (**Environmental, Social, Governance - ESG**). These are the foundations for Sustainable Development and through this Report, IKTINOS HELLAS SA publishes the relevant non-financial information for the general public for the first time, so that its stakeholders and the general public are aware of its responsibility.

The company pursues and follows a course of sustainable development and is committed through its policies to ensure the protection of the environment, the health and safety of employees, to contribute to the progress and development of the local community.

The strategic approach of IKTINOS HELLAS SA, aims to optimize the value it produces for the wider society and reduce risk at environmental, economic and social level. The company's policies in the stages of its productive and operational activity emphasize on:

- providing high quality products and services and customer service
- respecting the environment and local communities, taking measures to protect the environment in compliance with environmental legislation and approved environmental conditions.
- complying with the legal regulatory requirements concerning the safety and hygiene of the products
- research and development to find new quarries
- the implementation of procedures based on transparency and justice and the establishment of common principles and rules, aimed at developing the largest capital of the company which is its people

Finally, we assure all our stakeholders that sustainable development is the foundation of our strategic planning and corporate responsibility is an integral part of our organizational culture.

PRINCIPLES OF CORPORATE RESPONSIBILITY

For IKTINOS HELLAS SA, Corporate Responsibility is the concept according to which companies operate with open and transparent practices, without undermining moral values, respecting human communities and the natural environment, incorporating stakeholders in their activities. (stakeholders). In this direction, it undertakes initiatives that go beyond its legal obligations, in order to enhance social prosperity and sustainable development.

Optimizing Corporate Governance

- ➔ Transparency in the governance and operation structures of the company
- ➔ Evaluation and selection procedures of partners and suppliers based on meritocracy
- ➔ Systematic stakeholder information
- ➔ Adoption of sustainable practices within the value chain

Alignment of Business Goals with Social Progress

- ➔ Effective customer service before and after the sale of products and services
- ➔ Support synergies and actions with local communities for progress and social cohesion

Adoption of Excellent Work Practices

Development of an excellent organization culture, which stands out in the market

Environmental Protection and Responsible Use of Natural Resources

Development of strategies to improve environmental performance and reduce the environmental footprint of our operation

Consulting Stakeholders

As part of the company's activities, we communicate, collaborate and interact with many different teams, which are our stakeholders. The collection of different views is valued during the planning of improvement actions.

Interested Parties of IKTINOS HELLAS SA

Based on the principles, values, activities, strategy, market, proximity to local communities, every year at IKTINOS HELLAS SA we redefine our stakeholders, who belong to either the internal environment, or the external environment of the company and include these groups that affect and / or influence it, in the whole range of its business activities.

Systematic and two-way communication with stakeholders is the basis for the evaluation and planning of our actions and practices, in the context of approaching the management of Sustainable Development issued. The frequency of this communication, regardless of their degree of influence, depends on the type of relationship with stakeholders, in order to meet their expectations and needs, to prioritize the issues that concern them and then to be actively involved in shaping the company's Sustainable Development Strategy, so that we respond in a timely and effective manner to the issues that concern them.

Informing interested parties

There are many mechanisms that facilitate two-way communication. Indicative information and information mechanisms are:

- General meetings
- Meetings with members of the Management Team

➤ Regular meetings of company executives (from the level of heads of department and above) to present, analyse and discuss financial results and other issues

➤ Two-way communication with business and investing entities

➤ Meetings with institutional investors

➤ Informative meetings with employees and suppliers

➤ Regular meetings with wider trade unions

➤ Regular meetings with institutional actors

➤ Opinion polls

➤ Complaints management

➤ Regular communication with local communities

Dialogue with participants

Our commitment to consult and communicate with our stakeholders is implemented through mechanisms such as:

➤ Substantive assessments

➤ Research to improve the working environment and the safety / hygiene of employees

➤ Customer satisfaction surveys

➤ Supplier Satisfaction Surveys

➤ Face to face meetings with local bodies

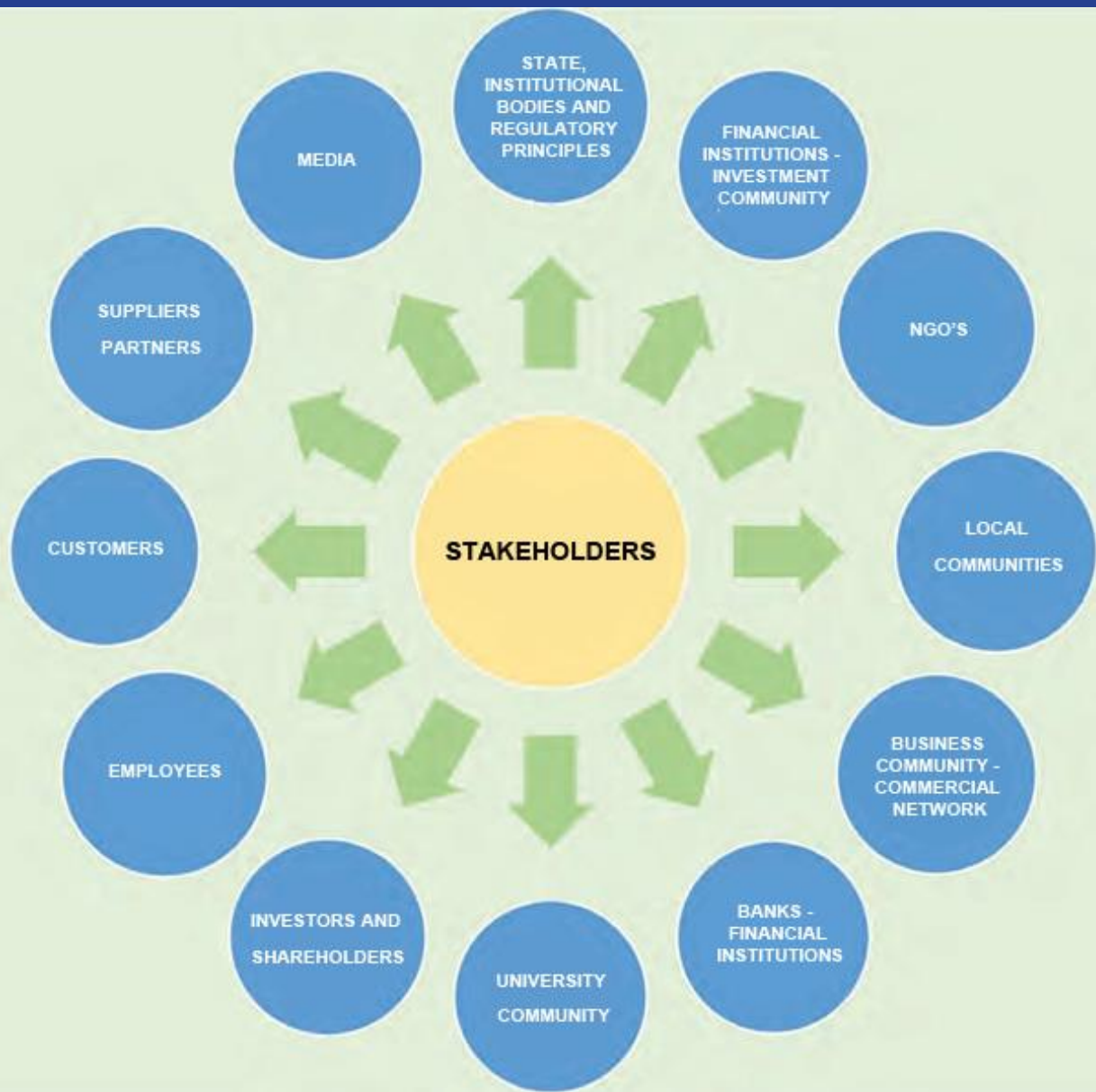
**NEEDS, EXPECTATIONS AND WAYS TO
COMMUNICATE WITH INTERESTED PARTIES**

KEY GROUPS OF INTERESTED PARTIES	ISSUES OF INTEREST	WAY OF COMPANY RESPONSE	WAY OF COMMUNICATION	FREQUENCY OF COMMUNICATION
INVESTORS AND SHAREHOLDERS	Investors and shareholders are interested in economic growth, sustainable development, compliance with market rules, transparency, the business plan and strategic goals of the company.	<ul style="list-style-type: none"> ✓ Investments, new methods of productive activities ✓ improving the organizational model ✓ Adaptation to the changing conditions of the business environment ✓ growth and profitability. 	<ul style="list-style-type: none"> ▪ Shareholder Service Department ▪ Annual General Meeting ▪ Annual Report ▪ Sustainable Development Report <hr/> <p align="center">Research on the analysis of substantiality</p> <hr/> <ul style="list-style-type: none"> ▪ ATHEX Announcements ▪ Company website ▪ Human Resource Satisfaction Survey 	<p align="center">Annually & Per case</p> <hr/> <p align="center">Ongoing</p>
EMPLOYEES	➤ Employees want a secure environment, competitive remuneration, open and two-way communication with management, opportunities for development, further enhancement of training and educational programs, information and financial strength of the company, transparency, equality and reward.	<ul style="list-style-type: none"> ✓ Strengthening training initiatives for human resource development. ✓ Participation ✓ Reward ✓ Skills development ✓ Improving the working environment 	<ul style="list-style-type: none"> ▪ Organization of meetings / events ▪ Dialogue with the bodies of collective representation <hr/> <p align="center">Research on the analysis of substantiality</p> <hr/> <ul style="list-style-type: none"> ▪ Internal meetings of Managers, Heads of Departments, Supervisors ▪ Informative events ▪ Managing Directors meetings ▪ Intercompany meetings ▪ Human resources department e-mail ▪ Electronic service program, development and evaluation of human resources ▪ Electronic process of submitting ideas and suggestions 	<p align="center">Every 2 years Per case</p> <hr/> <p align="center">Every 2 years</p> <hr/> <p align="center">Monthly, Quarterly, Semi-annual, Annual</p> <hr/> <p align="center">Monthly</p> <hr/> <p align="center">Ongoing</p>



CUSTOMERS	<ul style="list-style-type: none"> ➤ Customers demand service upgrades, transparent financial terms and reliability in transactions. Flexible procedures, reduction of bureaucracy. ➤ They require quality products to be supplied at competitive prices. ➤ They also want respect, reliability and support in all areas. 	<ul style="list-style-type: none"> ✓ Systematic monitoring and recording of complaints ✓ Customer satisfaction surveys ✓ Statistical reports with qualitative and quantitative data on the support and effectiveness of collaborations 	<ul style="list-style-type: none"> ▪ Company websites ▪ Social Media ▪ Press Releases ▪ Workshops and information meetings with groups of clients ▪ Advertising ▪ Customer Service Department / Call Centers ▪ Personal, RM-Relationship Managers ▪ Technical Service Help Desk ▪ Complaints department ▪ Electronic Communication /Newsletter 	Ongoing
			<ul style="list-style-type: none"> ▪ Outlook surveys ▪ Customer Satisfaction / Service Surveys ▪ Systematic dialogue between staff, partners and clients for full personalized satisfaction of their needs 	Annually
			Research on the analysis of substantiality	Every 2 years
			<ul style="list-style-type: none"> ▪ Meetings ▪ Trainings / Events 	Per case
SUPPLIERS / PARTNERS	<ul style="list-style-type: none"> ➤ Suppliers want perfect cooperation with the company in all areas. ➤ They want service and satisfaction, transparent financial terms, reliability in financial transactions, creation of new products and services, innovation and the best possible financial performance of the company. ➤ Finally, they want a selection of supplies from local companies, information on the progress of the submitted offer and the timely implementation of the services provided 	<ul style="list-style-type: none"> ✓ Consistency and cooperation with suppliers ✓ Adoption of international practices and systems for any beneficial cooperation ✓ Systematic evaluation of cooperating suppliers with a preference for local suppliers, where possible ✓ Observance of Human Rights in the supply chain 	<ul style="list-style-type: none"> • Meetings / Events • Electronic Communication • Press Releases • Promotion, Training 	Ongoing / Per case
			Research on the analysis of substantiality	Every 2 years

UNIVERSITIES-COMMUNITY	<ul style="list-style-type: none"> ➤ Participation in research programs and conferences of geological / geostatic interest. ➤ Cooperation for NSRF programs 	<ul style="list-style-type: none"> ✓ Synergies and collaborations for scientific research projects. 	<ul style="list-style-type: none"> • Workshops / conferences • Informative meetings • Scientific collaborations 	Ongoing / Per case
			Research on the analysis of substantiality	Every 2 years
MEDIA	<ul style="list-style-type: none"> ➤ The media want systematic, timely and reliable information on the activities, results and actions of the company. ➤ Also support of local communities 	<ul style="list-style-type: none"> ✓ Direct contact and cooperation on an ongoing basis, systematic response and communication ✓ Measuring the effectiveness of the media in communication. 	<ul style="list-style-type: none"> • Press & Public Relations Office • Communication of opinions regarding corporate or other issues of our activities, articles on entrepreneurship, the environment and culture, etc. • Interviews • Announcements / Press Releases / Advertising • Company website • Information, communication and promotion of corporate action 	Ongoing / Per case
			Research on the analysis of substantiality	Every 2 years
STATE, INSTITUTIONAL BODIES AND REGULATORY AUTHORITIES	<ul style="list-style-type: none"> ➤ The main goal of the institutional Bodies is the transparency and the compliance of the company with the current laws and regulations, the compliance with the current legislative and regulatory framework. ➤ They are also interested in ensuring the financial sustainability of the company. 	<ul style="list-style-type: none"> ✓ Full compliance with regulations and legislation. 	<ul style="list-style-type: none"> • Participation in Bodies and Organizations • Participation in industry conferences • Participation in Public Consultations • Company website • Electronic communications 	Ongoing / Per case
			Research on the analysis of substantiality	Every 2 years



DETERMINATION OF SUBSTANTIAL ISSUES OF SUSTAINABLE DEVELOPMENT

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

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

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

The substantiality analysis was performed through the following three phases:

A. Recognition of Substantial Issues

In the first stage, we took into account the Principle of Stakeholder Participation and the Sustainability Framework of the GRI Standards. We have identified issues related to the economic, social and environmental impacts of the company from its business strategy, as well as the expectations of its stakeholders.

B. Ranking of issues

In the second stage of the analysis, the ranking of the issues identified in the first stage took place, according to the following two criteria:

Criterion 1: Prioritization of the recognized stakeholder expectations of the company, regarding its performance in matters of Sustainable Development.

Consultation method: Interviews with stakeholder representatives.

Criterion 2: Prioritization of the 17 UN Sustainable Development Goals (SDGs), taking into account the impact they have on the company, according to its business model and activities.

Consultation method: Sending an electronic questionnaire to senior company executives and personal interviews.

C. Endorsement

In the third stage, the results of the second stage were endorsed by the Company's Management.

SUBSTANTIALITY DIAGRAM

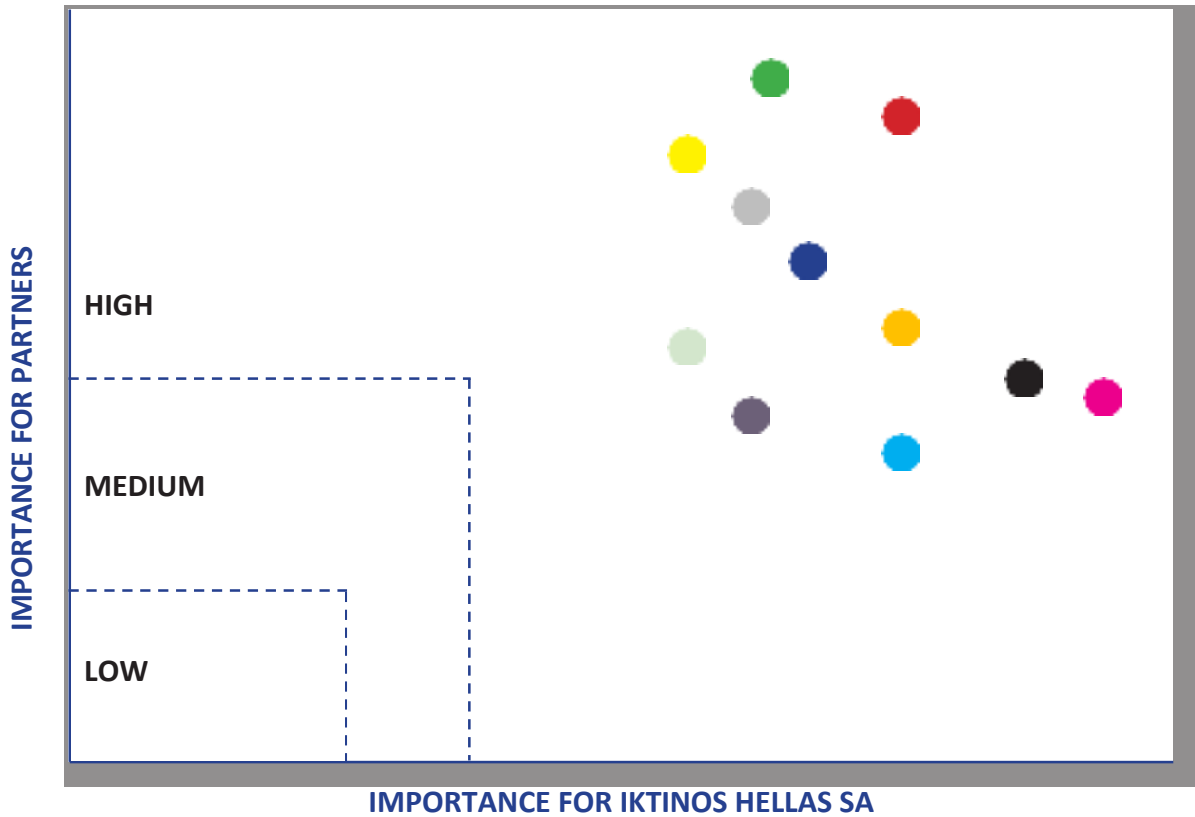
The substantiality diagram includes information from a wide range of activities and was formed to include a total of 32 Issues, of which 11 are substantial and were identified by the Management of the company, in collaboration with the Stakeholders.

- Financial Performance of the company
- Responsible policy for Society and the Market
- Reduction of energy consumption and greenhouse gas emissions
- Ensuring the health, safety and well-being of employees
- Ensuring business ethics and regulatory compliance
- Enhancing employment
- Employee development
- Ensuring quality, infrastructure security and business continuity
- Adoption of recycling and circular economy practices
- Environmental Complaints
- Procurement Practices
- Market Contribution
- Fighting corruption
- Energy Consumption and Climate Change (greenhouse gas emissions)







- Outflows and Waste
- Water consumption
- Biodiversity and wildlife management
- Creating a healthy ecosystem of partners and a responsible supply chain
- Anti-corruption practices
- Employer practices
- Customer privacy
- Compliance with Environmental Legislation
- Employment
- Employee Health and Safety
- Defending human rights at work
- Education and Training
- Local Communities
- Responsible marketing and communication
- Adoption of recycling and circular economy practices
- Respect for diversity
- Non-discrimination policy
- Ground Transport (Inter-Modality)

Respectively, the Substantiality Diagram that follows presents the results (substantial issues) of the above procedure for the company IKTINOS HELLAS SA.

IKTINOS HELLAS SA - SUBSTANTIALITY ANALYSIS



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

Substantial issue	Why the issue is substantial		Limits of effect
	Broader economic, social and / or environmental effects caused by the issue	Stakeholders directly affected (economically, socially and / or environmentally) by the issue	Stakeholders outside the Group that may cause or be related to the effects of the issue
Economic Performance - Creating Economic Value		<ul style="list-style-type: none"> • Shareholders • Employees • Suppliers / Partners 	<ul style="list-style-type: none"> • Customers • Suppliers / Partners • Broader society and media • Business associations
Responsible policy for Society and the Market		<ul style="list-style-type: none"> • Suppliers / Partners • Shareholders 	<ul style="list-style-type: none"> • Suppliers / Partners • Local communities and local associations • Broader society and media • Local government
Reduction of energy consumption and greenhouse gas emissions		All stakeholders	<ul style="list-style-type: none"> • Customers • Suppliers / Partners • Business community • Local communities and local associations • Local government
Ensuring the health, safety and well-being of employees	 	<ul style="list-style-type: none"> • Employees • Customers • Suppliers / Partners • Business Community 	<ul style="list-style-type: none"> • Customers • Suppliers / Partners • Local government
Ensuring business ethics and regulatory compliance		<ul style="list-style-type: none"> • Employees • Customers • Suppliers / Partners • Shareholders • Business Community • Local communities 	<ul style="list-style-type: none"> • Customers • Suppliers / Partners • Business entities • Local communities

Enhancing employment (job creation, emphasis on young entrepreneurship, etc.)



- Suppliers / Partners
- Business community
- Local communities
- Shareholders

- Business community
- Local communities
- Local government

Ensuring quality, infrastructure security and business continuity



- Employees
- Customers
- Suppliers / Partners
- Shareholders
- Business community

- Business community
- Customers

Local communities



- Suppliers / Partners
- Business community
- Local communities
- Shareholders

- Customers
- Suppliers / Partners

Defending human rights at work



- Employees
- Shareholders

- Business community
- Local communities

Creating a healthy ecosystem for partners and a responsible supply chain



- Suppliers / Partners
- Business community
- Local communities
- Customers
- Shareholders

- Business community
- Local communities
- Municipal authorities

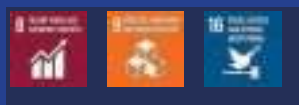
Adoption of recycling and circular economy practices



- Business community
- Local communities
- Customers
- Shareholders
- Local communities
- Municipal authorities

- Business community
- Customers
- Suppliers / Partners
- Local communities
- Local government

CORPORATE GOVERNANCE



The company IKTINOS HELLAS SA, implements practices that ensure the high level of Corporate Governance, adopts standards of professional operation and conduct, creates business value and is guided by business ethics, elements that contribute to the establishment of the trust of its shareholders.

Corporate Governance aims at the responsible operation of the company, its sustainability and the safeguarding of the Shareholders and the Stakeholders' interests.

The company is committed to the strategy for sustainable development, as it is a strategic orientation and commitment that is reflected in the vision, values, as well as the model of management and integration of Sustainable Development in its strategy.

In the current era of global energy resource redistribution, exploring energy options with limited environmental impact is a top strategic priority. It has a high sense of responsibility to all stakeholders, aims to strengthen the business culture with a sense of social responsibility and aims at the development and prosperity of future generations.

IKTINOS HELLAS SA is governed by the current legislation on Corporate Governance, having created internal structures and incorporating in its operation manuals, codes, policies and procedures, which aim at enhancing transparency, responsible operation and decision-making in a collective way in all areas aimed at the sustainable development of companies and the safeguarding of Shareholders and Stakeholders' interests.

It complies and implements the current legislation of the Capital Market and the Regulation of the Athens Stock Exchange.

Applying the basic principles of Corporate Governance, the following goals have been set:

- ➔ ***Informing and involving shareholders in important decisions***
- ➔ ***Transparency in administration***
- ➔ ***Strict application of responsible entrepreneurship***
- ➔ ***Effective management and speed in decision making***
- ➔ ***Identification and minimization of risks***
- ➔ ***Continuous improvement of the employment framework***
- ➔ ***Independence in the exercise of control***
- ➔ ***Continuous improvement of know-how***
- ➔ ***Awareness of human resources in environmental issues***
- ➔ ***Contribution to local communities***

Board of directors

The company IKTINOS HELLAS SA is managed by a Board of Directors consisting of 7 members. The present Board of Directors was elected by the Ordinary General Meeting of June 30, 2017, and its term is 6 years, ending on July 30, 2023.

The Board of Directors is the supreme governing body of the company and mainly designs its strategy and policy, supervises and controls the management of its assets. It exercises the management of the corporate property and the representation of the company. It decides on all corporate matters except those falling within the competence of the General Meeting. The main obligation and duty of the members of the Board of Directors is to increase the value of the company and to defend the corporate interest. The remuneration of the members of the Board of Directors, as well as any kind of additional benefits and compensations are determined in accordance with the provisions of Law 4548/2018 and are approved by the General Meeting of Shareholders.

IKTINOS HELLAS SA applies a diversity policy to the Board of Directors & Senior Managers, which includes a number of elements, such as gender, age, educational background, professional experience, skills.

Committees

In order to assist its work, the Board of Directors has set up committees with advisory, supervisory and / or approval responsibilities. Among these committees are:

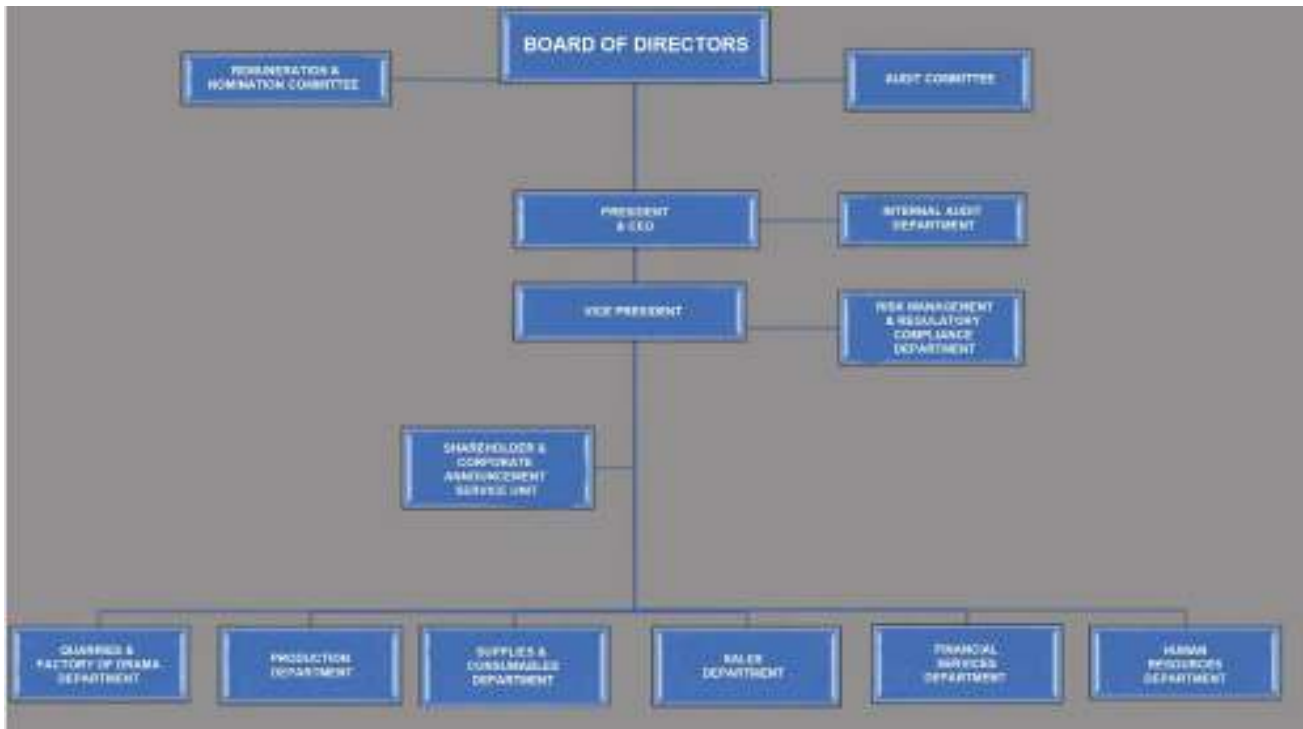
Audit Committee

The Audit Committee is a three-member Committee of the Board of Directors, which monitors the process of financial information, the effectiveness of the internal control systems, risk management and regulatory compliance of the company.

Remuneration and Nomination Committee

The Remuneration & Nomination Committee is a three-member Committee of the Board of Directors whose main task is to ensure an effective and transparent process for the nomination of candidates for the Board of Directors and prepares proposals to the Board of Directors for the remuneration of members of the Board of Directors and the Company's Senior Executives.

Organizational structure



Corporate Responsibility Governance

IKTINOS HELLAS SA, has integrated Sustainable Development in its strategy and all its business activities are harmonized with the commitments for a responsible company, from every aspect.

The primary goal is to reduce the environmental impact, to create a safe, healthy and excellent working environment, in which human rights are protected and the conditions for development are met, which meet the current conditions of society, without jeopardizing the future of next generations.

Risk management

Development, based on the principles of Sustainable Development, is the central core of the company's philosophy and strategy and its management complies with the Greek Sustainability Code. In the context of the implementation of this policy:

- Methods and practices are used that are financially, environmentally and socially responsible
- European and international standards for environmental protection are adopted

- The best available techniques are applied
- Procedures are in place to save natural resources and energy, to reduce gas emissions and to properly manage waste
- Programs are implemented to support society as a whole with special emphasis on local communities
- Programs for the health and safety of staff, as well as training and continuous learning programs are adopted with careful supervision.

In light of the above, the company adopts and contributes to the dissemination of the 10 principles of the United Nations Global Compact (UNGC) in line with the International Sustainability Reporting Guidelines of the Global Reporting Initiative GRI-G4 Comprehensive Level.

For the implementation of the 17 UN Objectives, the company has already examined the areas that will be given priority for initiatives and adoption of compliance practices.

IKTINOS HELLAS SA, has voluntarily committed to the implementation and promotion of the above complementary standards, thus ensuring a broad regulatory framework for the implementation of the Corporate Responsibility policy.

Ensuring business ethics and regulatory compliance	SUBSTANTIAL ISSUE	
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IKTINOS HELLAS SA, as a listed company on the Athens Stock Exchange, implements the current legislation governing listed companies and its Internal Rules of Procedure, as well as the current legislation on corporate governance and the Greek Corporate Governance Code. Through regulatory compliance, we create the culture of transparency for all our stakeholders, minimize the risks that may affect the company, its human resources, the local communities in which we operate and the wider Greek society.

In the context of the implementation of the Regulatory Compliance Management System, the following Policies, Regulations and Codes apply:

➤ Code of Conduct

The Code of Conduct is the framework - a guide to the behavior of all employees, which confirms our firm commitment to comply with both the laws and regulations governing the operation of the company, by setting requirements for ethical behavior.

➔ Code of Human Rights and Social Principles

The company, in the whole range of its business activities, adheres to standards of integrity and respect for human rights. In this context, the company has adopted the Code of Human Rights and Social Principles.

➔ Anti-Corruption Policy

In the context of the prevention of corruption in the relations with all the involved parties and associates of the company, there is a specific policy about Anti-Corruption which concerns all its executives.

➔ Complaints Management Regulation

The Complaints Management Regulation provides the guidelines for the management of complaints submitted in connection with breaches of corporate policies or applicable law.

➔ Non-Abuse of Privileged Information Policy

This Non-Abuse of Privileged Information Policy describes the obligations and responsibilities of employees arising from the handling of information that is considered privileged and sets out the necessary measures to prevent unacceptable incidents.

➔ Personnel Selection - Non-Discrimination Policy

Regarding the selection of personnel, IKTINOS HELLAS SA applies the policy of equal opportunities to all its personnel regardless of gender, age, race or nationality and does not tolerate any form of discrimination or harassment.

Recruitment and evaluation procedures are based on the qualifications, performance and skills of the candidates or employees, regardless of gender, origin, race, religion, age, or any other element of the character or body that may differentiate a person.

The company emphasizes on the support and guidance of its employees, in order to maintain the jobs by offering, for example, opportunities for internal movement in positions that it considers that the staff will be more efficient, etc.

The company always stands by its employees and provides support and guidance to them.

In this context, monthly meetings of the company's departments are held, where employees have the opportunity to talk to the Management, expressing their views, complaints and suggestions.

Also, in any case the Management's door is open to listen to all views of its employees.

In the context of increasing its competitiveness, the company always strives to create an attractive working environment and to seek ways to motivate its employees in order to maximize their productivity and efficiency. For this reason, the staff is rewarded through bonus programs and further private hospital-pharmaceutical care is provided, etc.

A key priority of the company is to maintain and strengthen the climate of peace and the continuous improvement and upgrading of working conditions, in order to achieve the maximum possible utilization of productive human resources.

➤ Sexual Harassment Prevention Policy

This Policy aims to raise the awareness of executives and employees, to prevent sexual harassment and to strengthen their confidence in the support they will receive from the Management of the company in any undesirable case.

➤ Sustainable Development Policy

The Policy determines the strategy and the action plan for Sustainable Development of the company, taking into account both the existing social, environmental and economic conditions as well as the daily challenges and priorities.

Our performance / Our goals

GOALS 2020	RESULTS 2020	GOALS 2021 - 2022
<p>There are no cases of non-compliance with the current legislation on protection against corruption, unfair competition or any other provision that falls under the Codes and Regulations of the company.</p> <p>Zero cases of non-compliance with laws and regulations at economic, environmental, moral or social level.</p>	<p>No complaints regarding the following incidents:</p> <ul style="list-style-type: none"> • corruption • bribery • unfair competition • non-compliance with laws and regulations at financial or / other level. <p>This achievement is a result of the culture, the organization and the ethical approach of the Management of the company, which has spread to all employees and stakeholders.</p>	<p>Zero cases of non-compliance.</p>

Ensuring quality, infrastructure security and business continuity	SUBSTANTIAL ISSUE	
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IKTINOS HELLAS SA give the utmost importance to ensuring that its vital infrastructure will continue to operate in the event of serious and emergencies and if affected in any way, it will continue to operate in alternative ways, immediately restoring critical business processes within predetermined time frames. Likewise, it is ensured that potential adverse events that may occur will not affect the quality of products and services.

How we manage it

IKTINOS HELLAS SA, guarantees the uninterrupted and efficient operation of its infrastructure, while giving due importance to the health of human resources and the protection of the environment. The business continuity system that has been developed provides the framework that makes the company's operations resilient, ensuring that critical facilities will continue to operate in the event of serious incidents and in case of interruptions due to force majeure, it will be possible to restore them within a set timeframe so that core business processes can continue.

Quality Assurance

The company aims to adopt practices that ensure the quality of its products and services. In this context, the relevant department of the company has developed a specific methodology for assessing the risk from an activity or a product for human health as well as for the protection of the natural environment and all risks have been analyzed and quantified. This assessment is mainly related to the standards ISO 45001:2018 (Occupational Health & Safety).

Infrastructure Security and Business Continuity

The development of new infrastructure of the company but also continuous monitoring of the existing ones is the pillar of business continuity. Due to the nature of the technical constructions and the infrastructure products, we continuously and systematically inspect them, take necessary technical measures and methodically analyze risks.

Emergency Exercises

Safety drills-scenarios are carried out in all our facilities, such as fire safety, pollution, rescue of workers, etc.

Security Inspections

At regular intervals, multi-level security inspections are carried out by specialized inspectors. Depending on the results of the inspections, actions are planned to improve all levels of security of infrastructure and industrial installations and infrastructure.

Our performance / Our goals

GOALS 2020	RESULTS 2020	GOALS (Medium & Long Term)
Operation - Infrastructure Availability > 95%.	Achievement 100%	Operation - Availability of Infrastructure > 100%
		Business continuity plan update
		Infrastructure security management plan update
		Performing drills
		Suppliers Ethics Evaluation
		Application of ISO 45001

Financial Performance - Creating Economic Value	SUBSTANTIAL ISSUE	
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The financial performance of IKTINOS HELLAS SA is directly related to its long history and the viability of the company. The result of our business activities is distributed to the interested parties, contributing at the same time to the economic and social development in the country, as well as to the increase of its international prestige through our business activities and the promotion of the brand name “Greek Marble”.

How we manage it

IKTINOS HELLAS SA is active in a dynamic and extrovert sector of modern business. Of course, like all industries, ours was affected by the changes brought by the pandemic worldwide. Global concern for the protection of public health has created the need for unprecedented measures which affected economic and business activity. The economic recession that followed greatly affected both the construction activity and therefore the demand for marble. Also on a practical level, travel restrictions and border closures have prevented important customer meetings and cancelled all international fairs. There was definitely an impact on our turnover but with our effort to keep our costs low, our company was profitable for another year.

Growth in New Markets

IKTINOS HELLAS SA, has a very strong “brand name”, the Greek marble and the Parthenon as its best ambassador. It also has significant advantages such as excellent quality, its variety of colors, while its white colour which does not exist in any other marble in the world is what makes it unique.

The specific elements are framed with new commercial approaches. We all see how fast everything around us is evolving. We listen to the signs of the times and use the means and technologies of the time to promote marble, looking for our customers in the generations to come. Adaptability, flexibility and innovation are the characteristics that decisively assisted us in our entry into the international markets and gave us the position we hold today.

This reflects the transfer of added value to the domestic market, through the undertaking of projects that promote the company's know-how, the export of Greek know-how, the contribution to the prevention of human resource leakage (brain drain) and the utilization of the potential of local community professionals.

Enhancing Corporate Reputation

The company's corporate reputation is considered to be the largest competitive advantage it has, which is determined by the data that stakeholders receive from the market, especially from local communities. It is addressed as the result of product quality, financial performance, presence in the media and the implementation of the Corporate Responsibility strategy. Since the first elements are common to all companies, in terms of their management philosophy, the focus is on Corporate Responsibility, through which it is possible to achieve a differentiated strategy, which gives a competitive advantage. In this context, the company's Corporate Responsibility strategy is treated as a strategic investment and the initiatives taken aim at highlighting the responsible business and the principles of Sustainable Development.

OUR PERFORMANCE

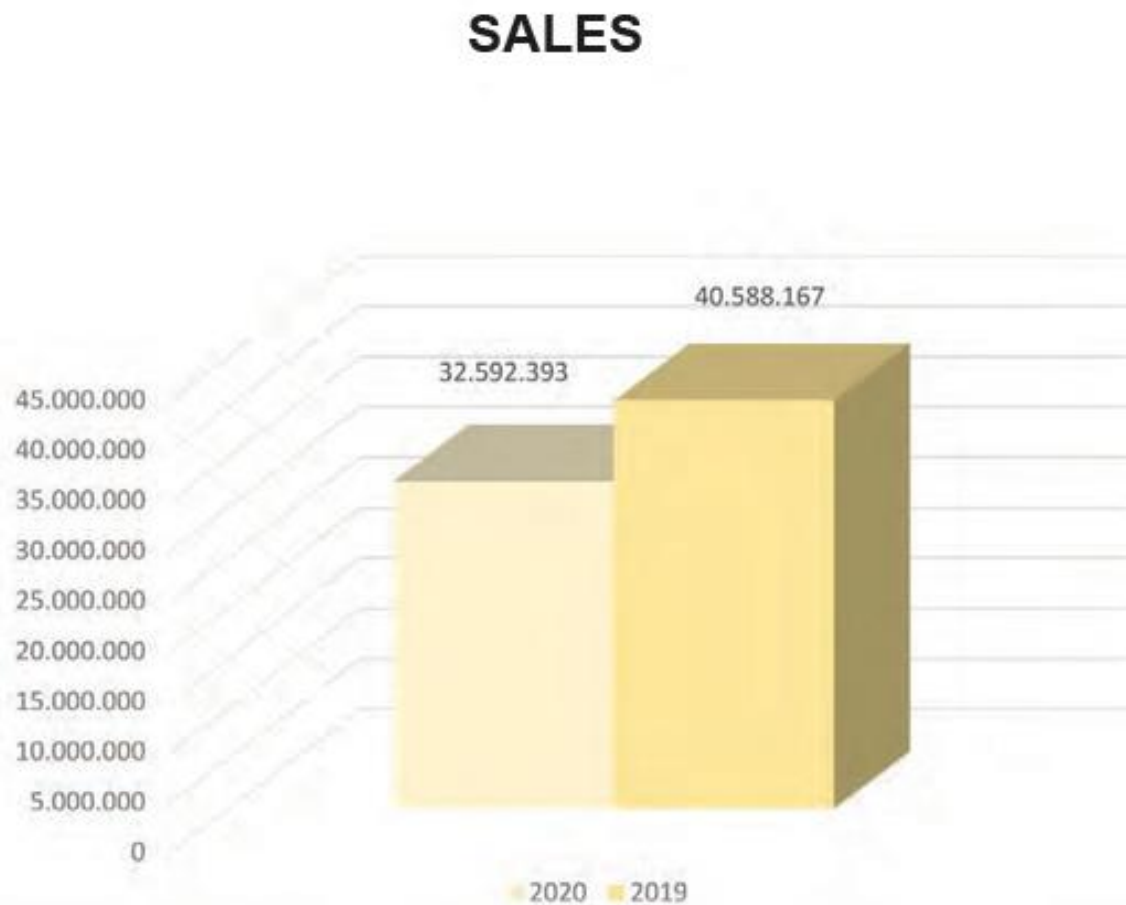
Table with 2020 revenue categories

Sales / sector	Marbles	Aeolian Energy	REAL ESTATE	Grand total
2020				
Exports	30,877,636	0	0	30,877,636
Greece	2,177,547	2,072,787	0	4,250,334
Grand total	33,055,183	2,072,787	0	35,127,970
Sales / sector	Marbles	Aeolian Energy	REAL ESTATE	Grand total
2019				
Exports	39,686,912	0	0	39,686,912
Greece	2,774,886	2,029,251	0	4,804,137
Grand total	42,461,798	2,029,251	0	44,491,049

Progress of the Company's performance for the year 1 / 1-31 / 12/2020.

➤ *Turnover*

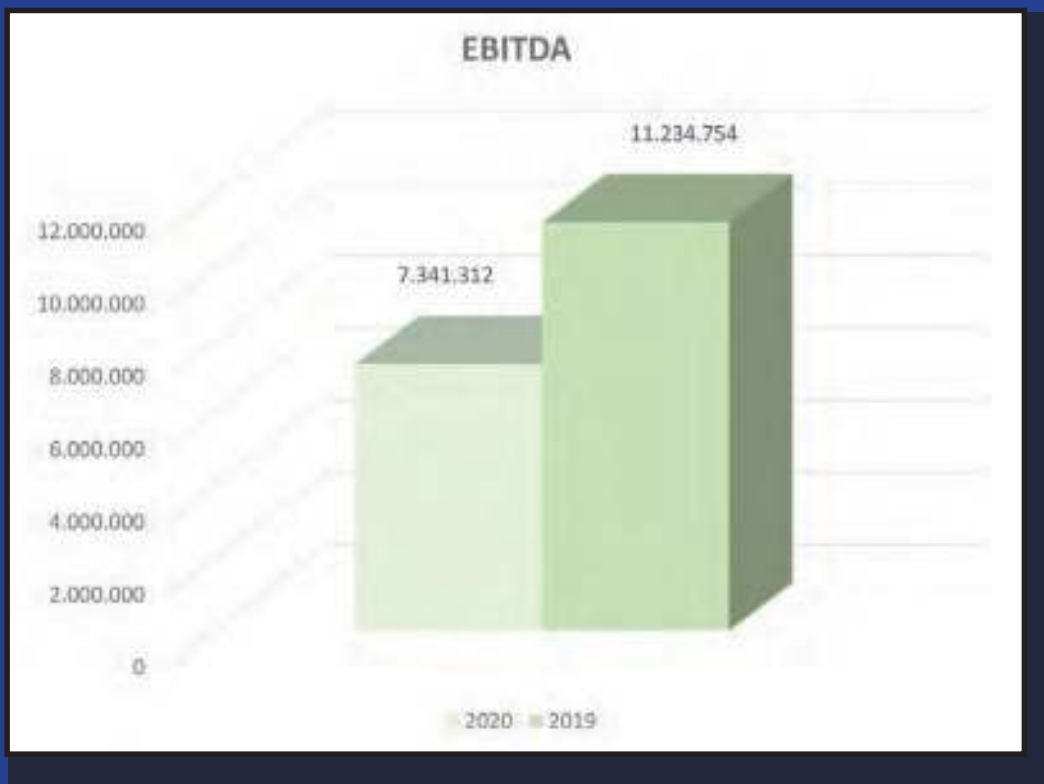
During the Fiscal Year 2020 it amounted to 32,592,393 euro while the corresponding amount during the Fiscal Year 2019 was 40,588,167 euro. There was a decrease of 7,995,774 euros and at a rate of 19.70%.



The decline in turnover is due to the outbreak of the new coronavirus (COVID-19), which in March 2020 was declared a pandemic by the World Health Organization and has affected business and economic activity around the world, including the countries in which the Company is active.

➤ *Earnings before interests, taxes, investment depreciation and amortization (EBITDA)*

During the Fiscal Year 2020 they amounted to 7,341,312 euro while the corresponding amount during the fiscal year 2019 was 11,234,754, showing a decrease of 3,893,441 euro and at a rate of 34.66%.



The index is calculated as:
 Earnings before tax (EBT) -
 Net financial results +
 Depreciation of tangible and
 intangible assets - Recognized
 grants income. The higher the
 index, the more efficient the
 operation of the Company.

➤ ***Profit before taxes***

During the Fiscal Year 2020
 it amounted to 1,192,082
 euro while the corresponding
 amount during the Fiscal Year
 2019 was 6,044,166 euro.
 There was a decrease by
 4,852,085 euro and at a rate
 of 80.28%.



Prospects, Expected Development and Goals for 2021

The outbreak of the new coronavirus (COVID-19) has affected business and economic activity worldwide and for a highly exported product, such as Greek marble, the effects of the global crisis are a source of risk. The market recovery will be gradual and the first months of operation after the removal of the restrictive measures will show reduced sales compared to corresponding months of previous years.

For the first quarter of 2021, the company recorded profits despite the crisis period that the Greek economy is going through. Earnings before Interests, Taxes, Depreciation and Amortization (EBITDA) for the first quarter of 2021 amounted to 2.8 million euros compared to 0.8 million euros in the corresponding quarter of 2020, showing an increase of 238%. Turnover for the quarter of 2021 amounted to 8.5 million euros compared to 6.6 million euros in the corresponding quarter of 2020, recording an increase of 28.6%. Net debt has also decreased by 1.2 million euros.

The Company's Management constantly assesses the situation and the possible effects of the outbreak of the new coronavirus (COVID-19) and takes all necessary measures to maintain the viability of the Company and its subsidiaries, as well as to minimize its impact on their activities in the current business and economic environment. The management of the company estimates that there is no concern regarding the continuation of its activity. It has the cash flow and the appropriate financial tools - lines of financing from the banking system and is able to maintain jobs and cope with the global crisis.

The environment at the moment does not allow very secure forecasts for the future as it is not known when we will return to normal. The duration and magnitude of the effects are inextricably linked to finding effective methods of dealing with the virus and the appropriateness and effectiveness of fiscal policies applied internationally to support businesses and national economies.

The Company's Management is optimistic about the development of sales, as the messages from the trade agreements that are under negotiation and those that have already been concluded and are being implemented are particularly encouraging.

The market recovery will be gradual and is expected to start in the second half of 2021, while the first months of operation after the removal of the restrictive measures will show reduced sales compared to corresponding months of previous years.

Given the recession of the Greek economy due to the effects of the pandemic, there is uncertainty and it becomes difficult to predict a timetable and the speed of the economic recovery for 2021. It seems that in the first half of the year recovery will be limited and will be accelerated from the second semester onwards.

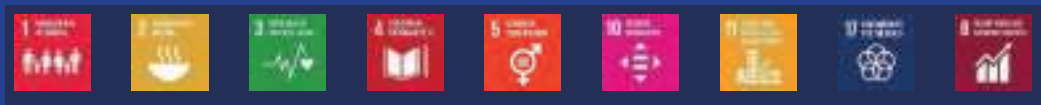


At this stage, the extent and duration of the effects cannot be accurately estimated. However, our goals for 2021 and 2022, are:

- Maintaining and improving the financial size and profitability of the company, both abroad and in Greece
- Exploring the development and expansion of activities in new markets and other profitable areas
- Enhancing extroversion and exports

SOCIAL ISSUES

(responsibility towards Society)



The goal of the company is to create value from all its business activities for its stakeholders. Respect for the wider society, the local communities in which we operate, the constant dialogue with the social partners, the targeted interventions in the context of corporate responsibility, ensure on the one hand the maintenance of a good reputation, and on the other hand, its effective information and participation and support for further economic development.

Our cooperation with the wider community, but especially with local communities, is multidimensional and includes actions such as ongoing consultation and support of local agencies and organizations.

Taking action based on social contribution is uninterrupted. In the ongoing pandemic, the company provided the Hospital in Drama with the necessary equipment for the operation of RT-PCR (system for molecular detection of COVID 19) at a total cost 44,000 euros. At the same time, it supported a number of social, cultural, sports and other needs through sponsorships, taking into account the difficult economic conditions of recent years.

The implementation of our social policy is based on the following key pillars:



Local Communities	SUBSTANTIAL ISSUE	
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The company has an expanded and lasting impact on the areas in which it operates, supporting a number of social, humanitarian and cultural purposes and activities. Through the continuous dialogue with the local bodies on issues of common interest, the aim is to maintain coexistence. Each year an action plan is developed that covers potential needs for sport, stimulating local entrepreneurship, culture or the environment. This direction is an important pillar of the company's strategy, supporting initiatives that focus on social responsibility. In 2020, we focused on growing social needs and responded to a number of requests.

Our performance / Our goals

Our business activities are inseparably linked to the support of local communities, whose citizens IKTINOS HELLAS SA is in constant communication and consultation with. Therefore, we invest actively in their development, we improve the quality of the citizens' life, we participate in the management of environmental or other impacts, we invest in the strengthening of employment and we contribute in a substantial way to the social and economic development of the areas in which we operate.

How we manage it

Investing in local communities

We responded to numerous requests for support from local social grocery stores, we supported the actions of cultural clubs and the main sports clubs and their activities.

Education

Tablets were offered to schools in Drama to attend classes when they were closed due to COVID-19 restrictions.

Civilization

In addition to enhancing cultural activities, marbles were offered for a sculpture symposium.

Environment

- Several kilometers of forest roads were created in Thassos
- Mountain climbing activities were carried out with the frozen picks association

Other Social Actions

- Marbles were offered for the reconstruction of several Holy Temples
- Equipment was offered to the Police
- Financial support was given to sports clubs
- Office equipment was offered to municipal authorities

Cooperation with the Local Communities 2021-2022

Increase of meetings - collaborations with local communities by 10%

Sponsorships By Other Activities (thousand €)

2018

Health	5,574.00 €
Society	53,414.99 €
Church	24,786.27 €
Education	1,627.87 €
Sport	150.00 €
Police	564.00 €
Donation to a customer	203.77 €
Donation to an employee	518.04 €
Total	86,838.94 €

2019

Society	51,215.74 €
Church	9,277.64 €
Education	399.15 €
Sport	2,705.69 €
Donation to a customer	8,563.01 €
Donation to an employee	337.83 €
Total	72,499.06 €

2020

Health	33,890.00 €
Society	60,601.22 €
Church	31,977.49 €
Education	2,932.90 €
Sport	1,150.00 €
Donation to a customer	4,933.51 €
Donation to an employee	2,414.18 €
Armed forces	63,654.98 €
Total	201,554.28 €

For the years 2021-2022, the increase of sponsorships is pursued, depending on the applications



The operational approach of IKTINOS HELLAS SA is connected with the development, maintenance and strengthening of its human resources. Our actions cover a wide range of skills, training and care, from senior management to workers positions.

How we manage it

The strength of the company IKTINOS HELLAS SA comes from its human resources. The success of the company at every level is due to its people, who with their dedication, professionalism and knowledge, provide a high level of service to customers and partners.

Therefore, the company invests in the development and maintenance of a high level of staff, creating a working environment with appropriate working conditions, ensures the observance of a meritocratic system of evaluation and performance, protects equal rights, opportunities and diversity, while organizes training and development programs at regular intervals to improve the skills of the workforce.

IKTINOS HELLAS SA employs 419 employees in administration and the production units in Attica, Drama and Kavala. We interact and work with local communities, social bodies and competent authorities. We assist the local communities in which it is active, which suffer from high unemployment rates, through the creation of new jobs. We work with external local contractors and other professional groups from the local community, etc.

Most of the company's employees are employed on full-time contracts.

In addition to offering employment, the company makes donations to organizations, associations, the Church and non-profit organizations that support vulnerable units of the population. It is in constant communication with socially vulnerable groups that need help, associations, unions, to meet their needs, so that they can perform their social work.

The company annually carries out actions and stands as aid to society and socially vulnerable groups, responding immediately to their needs and supporting in cases of emergencies (e.g. use of machinery in disasters, etc.)

Our goal is to be an admirable company, an employer of high preference for future employees, to strengthen the appropriate behaviors of existing employees, so that we can successfully meet the challenges of the demanding business environment.

Management Model: To achieve all this, we rely on these 3 elements:

➤ Teamwork: We are committed to our staff with specific working principles, based on achieving communication channels between the company and them. For this purpose, we use media such as personalized electronic information and the internal internet of the company.

➤ Cooperation: The direct communication with the human resources is a culture of the company, which strengthens the relations between us. We are constantly informed about the views, concerns and expectations of all employees without exception. To this end, in addition to personal communication, we systematically conduct "employee research", which is a tool to inform us about employees' views on health and safety, working conditions, expectations for their development prospects, while at the same time we seek feedback about the management practices.

➤ Commitment: The company is committed in all its activities, to exceed the expectations of human resources, in order to increase their commitment and consequently their efficiency.



HUMAN RESOURCES DATA

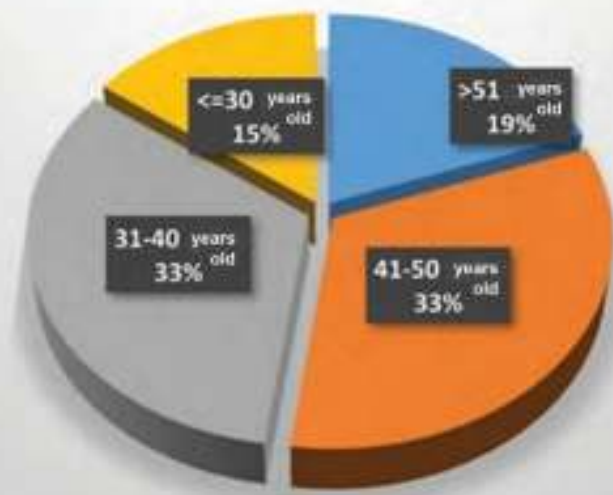
IKTINOS HELLAS SA

Age Distribution of Administrative Staff

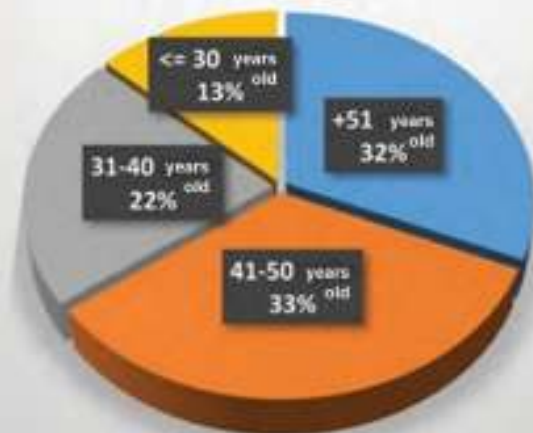
Our performance / Our goals

During the period 2020 until today the company, has not lost any jobs despite the difficult economic conditions.

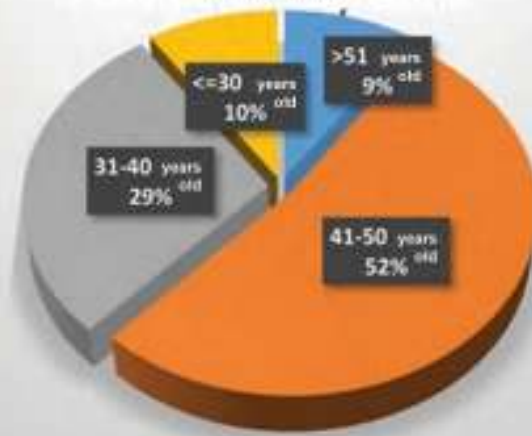
Age Distribution Total



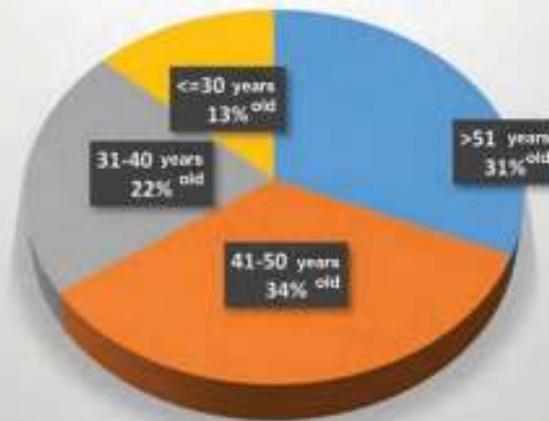
Age Distribution Men



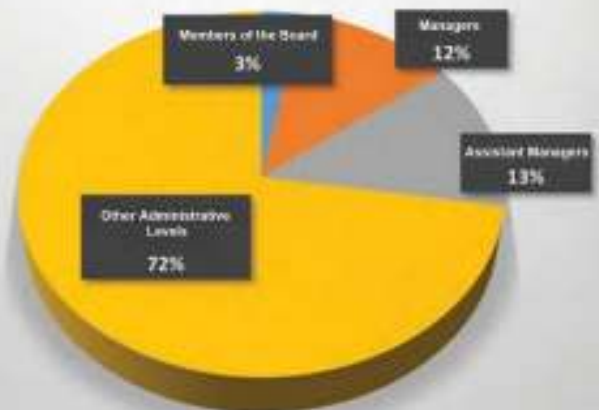
Age Distribution Women

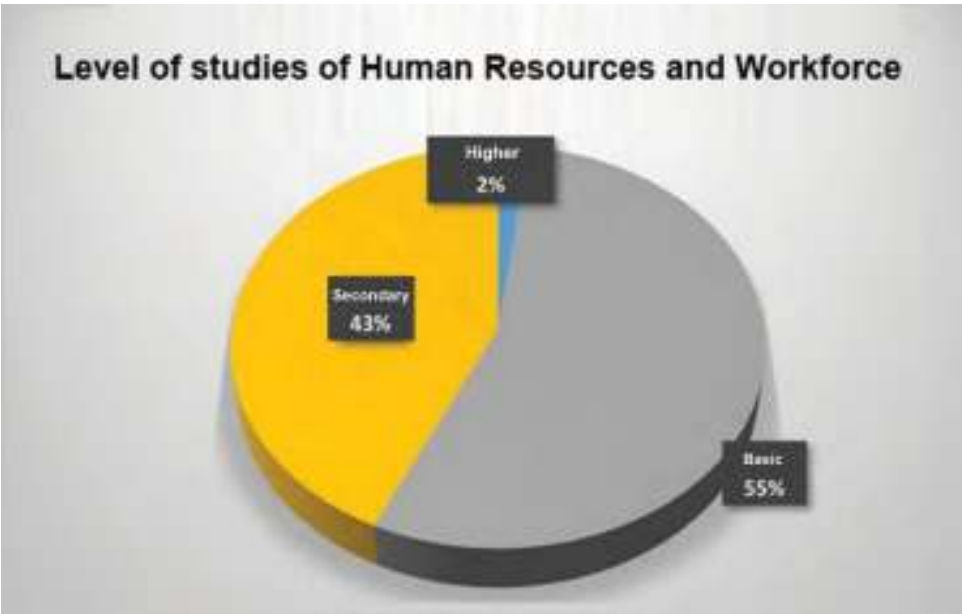
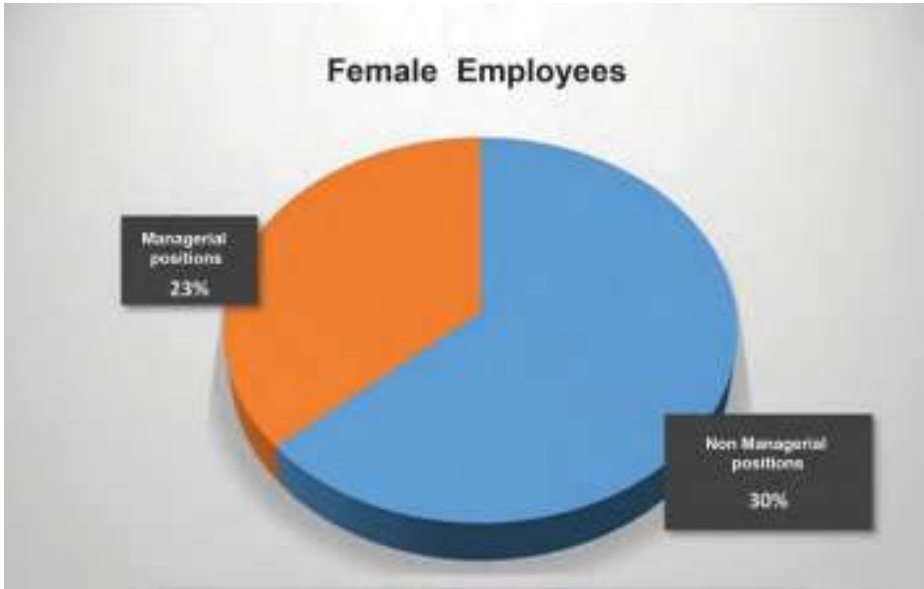


Age distribution of workforce



Distribution of Administrative Personnel by Duties





GOALS (Medium & Long Term)	
Recruitment by gender	Increase of recruitment from local communities, taking into account the financial size and growth of the company
Exits by gender	Replacement of all resulting departures and equalization of recruitment by gender, taking into account the nature of the positions

Promoting human rights at work	SUBSTANTIAL ISSUE	
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The main pillar of operation of IKTINOS HELLAS SA, is the practical protection of human rights at work. Dealing with the qualitative dimension of the issue is a key way of operating and responding to human resources, in addition to our moral or legal obligations. It is an integral part of our philosophy and everyday life

How we manage it

The human resources in the company IKTINOS HELLAS SA constitute its driving force for the fulfillment of the corporate goals. For this reason, it is necessary to take care of ensuring their development options and ensuring the appropriate conditions for the fulfillment of their professional aspirations. Therefore, it is necessary not only to have a continuous dialogue with them, but also to constantly invest in knowledge and lifelong learning, in order to ensure the possibilities of development, development of knowledge and skills.

These are defended and are a priority for the company, through our gender equality policy, the elimination of any form of discrimination, the prevention of any form of corruption, the absolute transparency to cover jobs, necessary conditions for operation in an excellent working environment.

Equal opportunities and non-discrimination

➡ Remuneration and Benefits

A remuneration system has been designed, which rewards employees according to their performance and the value they give to the company. We are committed to providing

competitive salaries, so as to attract and retain employees, while it is taken for granted that there is no difference in salaries depending on the gender.

➤ Reward

Great emphasis is placed on the recognition and rewarding of human resources both individually and as a team, in order to ensure their continuous development and competitive advantage, as well as the alignment of the performance of its people with the goals of the company.

➤ Retention of high potential employees

A constant pursuit is the selection of the right employees for the right positions. The human resources department ensures the utilization and retention of the company's executives, as well as the attraction of experienced and capable executives from the market.

Forming a framework for professional development

➤ Continuous training and development of human resources

The company, responding to the challenges of the market and taking care to address the drastic changes and requirements of the business environment, forms its training and development strategy every year, investing steadily in strengthening all its human resources, so that they can achieve:

- ✓ Full utilization of the distinct abilities of each employee
- ✓ Ensuring business continuity
- ✓ Promoting a unified culture and strengthening the alignment of the value system and attitudes of human resources
- ✓ Enhancing the knowledge of human resources, in the context of changing and continuous market demands

➤ Organization of Educational Activities in 2020:

- ✓ Corporate Governance in accordance with the new provisions of law 4706/20120 and best practices (athexgroup)
- ✓ New regulatory compliance requirements in the corporate governance of listed companies, (priority)

- ✓ Requirements regarding SRD II, (athexgroup)
- ✓ Certified Sustainability (CSR) Practitioner Program (Center for Sustainability & Excellence)
- ✓ Life Coaching
- ✓ *Human Resources Management and Organizational Analysis*
- ✓ 10th Hellenic Sales Conference «QUALITY GROWTH: The Game Changers»
- ✓ “How can Neuroscience boost your sales”
- ✓ “Are you born or do you become a Leader?”
- ✓ 11^o Hellenic Sales Conference “Change or Resilience?”
- ✓ “Modern sales techniques in the post-crisis era”
- ✓ “Focused product presentation in a virtual environment”

Our performance / our goals

Work environment

The company's work environment is notable for respect, dignity and providing equal opportunities for all. To date, no incidents have been reported involving racial discrimination or disrespect for different personal choices. In IKTINOS HELLAS, no minors are hired and there is no case of forced labor. Through the communication channels, we aim to inform the human resources about corporate issues, such as the company's development strategy, business developments or new products / services.

Collective contracts - Voluntary retirement & mobility

The company complies with the EU directive and Presidential Decree 40/97. The percentage of active employees with collective labor agreements is 100%. The rate of voluntary staff departure is 8.50% & voluntary mobility 7.30%.

*The number of female employees who are in 10% of those with higher total salaries

	Women	*Women working in managerial positions
IKTINOS HELLAS SA	30%	23%

Difference in salaries between genders & CEO pay ratio

In IKTINOS HELLAS SA there is no salary difference between the two genders. The difference between the CEO's remuneration & the average employees' salary is 15.8%

Planning of Educational Activities

Seminars and discussions have been scheduled regarding the safety and hygiene of workers in the workplace and which will be attended in groups by all the technical staff depending on their place of work. Indicative topics:

- Use of Personal Protective Equipment
- Safety operating guide for lifting machines
- Machinery – Operators' protection when using the machinery
- Manual cargo handling and employee safety
- Risk of electric shock - Protective measures
- Ways of good and safe use of work equipment
- Training of employees on how to deal with a possible fire - Proper use of firefighting equipment
- Instructions for dealing with heat fatigue during heatstroke
- Actions to avoid a car accident
- Safe work in the Underground Projects / Wire Cutting - Handling - hazards
- Saw handling issues / Safe handling of machinery / Safe cargo transport

Our goal is to increase the average training hours at all levels of employees.

Average hours for 10% of the higher paid employees: 2.28

Average hours for 90% of lower paid employees: 1.17

For the coming years, we continue to invest in cultivating a culture of performance, in shaping a new model of values, in the development of human resources, in new technologies and in means of two-way and open communication with employees, as well as the balanced and utilization and distribution of its people within the company with transparent procedures.

Ensuring the health, safety and well-being of employees

SUBSTANTIAL
ISSUE



Recognizing the key role of human resources in achieving corporate goals and managing challenges, we invest in the continuous improvement of the working environment and the minimization of related risks.

How we manage it

IKTINOS HELLAS SA applies the international standard ISO 9001, ISO 45001 and the Greek legislation, for the management of all issues related to the issues of health and safety of human resources, in all work aspects and activities, with special emphasis on risk prevention.

To this end, it carries out staff training programs on issues related to hygiene and safety in the marble factories and quarries that it has, either internally or at an institutional level, through the Marble Association of Macedonia - Thrace. Provides all employees with complete protection equipment and complies with all legal obligations regarding the health and safety of its employees.

The company, willing to protect the smooth, correct, efficient and safe operation of its quarries and factories, has granted through its Board of Directors (decision of the Board of Directors 610 / 13.7.2017), relevant responsibilities to the Directors of the company for the execution of their duties.

Health and Safety at work

The health and safety of the employees in IKTINOS HELLAS SA is a main concern of the Management, in parallel with the guarantee of the employees' rights and the observance of the labor legislation.

The company, in the context of the protection and promotion of a healthy working environment, is fully in line with the current legal framework regarding the prohibition of smoking in any way (tobacco, vaping, etc.), in all the internal spaces of its facilities.

There is a Doctor on duty, while at the same time we take care of providing advice and guidance on issues related to mental health, which constantly provide advice to management for the company's compliance with international standards and Greek law. The Management's intention for the implementation of the Policies and the relevant Procedures, provides for:

- Carrying out regular inspections and on-site audits, during the activities in all our facilities
- Mandatory use of Personal Protective Equipment
- Carrying out drills such as the "Facility Evacuation Plan"
- Organizing regular seminars and special trainings on topics such as fire safety and firefighting, first aid
- Taking risk prevention measures, recognizing the need to control or reduce risk
- Conducting basic Occupational Health and Safety training, which takes place before taking up his duties or before any change of duties

In this context, all activities performed directly or indirectly by the company are approached in order to control the risk to which employees may be exposed

Dealing with urgent situations - COVID-19

Our company with a sense of responsibility towards shareholders, employees, customers and all its partners, closely monitored the developments in relation to the spread of COVID-19 in our country and took all appropriate measures of protection and safety against the coronavirus and prevention and limitation of its spreading, with the aim of protecting workers and safeguarding public health in general.



The measures taken are in accordance with the guidelines and recommendations of the National Organization of Public Health (EODY), the General Secretariat for Civil Protection and the World Health Organization (WHO).

Following these instructions, we developed and implemented an action plan for the smooth continuation of its operation. A Crisis Management Team was set up immediately with the participation of the Human Resources Department, the Occupational Physician and the Safety Technicians, sending an information letter to all the employees of the company, and at the same time posting instructions in public areas, with information about the virus and the necessary prevention-protection measures and instructions, in case of symptoms.

With fast reflexes, the management of IKTINOS HELLAS SA took decisions for the immediate and careful management of the crisis. Technologically advanced techniques with a complete transition to the "Digital Age" became part of everyday life in a short period of time. Teleworking, teleconferencing and all modern methods of communication are now the new way of operating the business. Change and the new reality is a legacy that will follow us and will be part of the daily operation of the company, without however replacing the face-to-face cooperation that remains most important of all.

At the same time, there was a direct supply of protective equipment such as surgical masks, antiseptic hand fluids, etc. Preventive disinfection was performed by a cleaning crew and instructions were given for more intensive cleaning. At the same time, we cancelled all business trips and advised the removal of those particularly belonging to vulnerable groups from the workplace. We implemented flexible work and teleworking where possible.

IKTINOS HELLAS SA did not proceed with redundancies or reductions in working hours, and did not put staff on temporary availability. All employees worked normally, either remotely from home or in the workplace. In addition, special purpose leave was granted to technical staff belonging to vulnerable groups.

Work and Personal Life Balance

In order to contribute to the balance between personal and professional life of human resources the company regularly organizes events and activities such as sports, celebrations, family activities, when the circumstances allow it.

Employees Health in the Workplace

The company conducts periodic medical examinations according to the position held and the age group. Occupational physicians carry out statistical evaluations of medical examinations on an annual basis and depending on the results, measures are taken to protect health and improve working conditions.

Safety inspections and care for emergencies

Carrying out safety inspections, which are conducted very frequently, aims to further contribute to the improvement of workplace safety in all industrial facilities. At the same time, drills are performed so that employees are alert for such situations.

Main Risks and Taking Prevention Measures

The greatest risks that are identified concern the working environment, as most of the production process is carried out in quarries and marble processing plants, resulting in a high risk for:

- work accidents as a result of incorrect application of safety regulations
- violation of labor law regarding the observance of timetables and working hours.

The execution of all activities in the industrial facilities are made on the basis of assessing the risk that exists for the workers. Therefore, where the need to control or reduce the risk is identified, a selection of measures is taken to prevent the emerging risks, so as to reduce the risk to the lowest practically possible level. Indicative measures are:

- Personal protection measures
- Control procedures
- Information
- Training enhancement

Accidents record

For the year 2020 the number of injuries is 4 while the number of deaths is 1. The accident rate is 1.2 while the severity is 31.7.

Our performance / Our goals

Absentee Rate (AR)		
2020		
Location	Men	Women
Athens 1.58%	1.44%	2.55%
Drama 0.98%	1.00%	0.43%

GOALS (Medium & Long Term)
No increase in accidents within workplaces
Reduction of absences for health reasons
Conducting an e-learning program for health and safety issues

Planned Future actions:

- Introduce the "health and safety week" twice a year with the aim of committing everyone to continuous improvement.
- Organizing seminars on safe driving, stress management and quality of life.

Responsible policy for Society and the Market	SUBSTANTIAL ISSUE	
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The operational approach of IKTINOS HELLAS SA is directly linked to the trust of society and the market. In this context, we produce and create value for local communities, Greek society and the economy. We respect the particularities, the views and the needs of our customers, as the trust and the satisfaction of their expectations are the main goal. At the same time, we monitor technological developments in order to improve our competitiveness and to innovate in the whole range of our activities.

How we manage it

The strategic priority of the company is to operate responsibly in the Society and in the Market that it interacts with, in order to increase its positive impact and a high level of services throughout the range of its activities.

Customer trust and satisfaction is the goal of the company, which respects the particularities, needs and views of its customers, giving a solution to every expectation. In this context, it improves its competitiveness and innovates in the promotion of services and products.

Our performance – Our goals

Customer relations management

The company's customers are a key stakeholder group. Our concern is the continuous improvement of the quality of service of our customers, better communication with them and upgrading the provided products and services.

In this context, the Sales Department:

➡ manages complaints or grievances submitted to the company and makes proposals for improvement to the management

➡ provides personalized service, through a specialized partner who handles every request quickly and reliably.

Customer Information

In the context of the digital transformation of the company, digital information of the customers is already implemented for all our activities as well as for issues that concern them, issues of cooperation etc. Our intention is to improve these digital services in the future, in order to increase access to high quality digital services for our customers.

Information to the public

In 2020 we held informative meetings with representatives of the local government, the national and regional media and various bodies, on issues related to our operation, new technological developments and production methods, our environmental and social contribution, always according to the needs and expectations of our stakeholders.

Support for Research Programs of University Institutions and Other Institutions

IKTINOS HELLAS SA essentially supports creativity and innovation in the field of research. We participate in a number of research projects and programs in partnership with public, private and university bodies, which strengthen our business activities and contribute significantly to the development of the necessary know-how, technology, good knowledge of the market and its needs.

Products and Services

The products and services provided by IKTINOS HELLAS SA, aim at the efficient and complete coverage of the needs of its customers. In this context and in accordance with the business capabilities of the company and the responsibility that characterizes its business culture, it designs and offers "environmentally - socially" responsible products, responding to the ever-changing needs.

Information and Awareness of Stakeholders on Sustainable Development Issues

The company in 2020, continued the effort to raise awareness of stakeholders in matters of sustainable development. Through two-way communication, it evaluates the different points of view and concerns, with the aim of its continuous improvement in matters of Corporate Responsibility.

Compliance with Regulations and Voluntary Codes

IKTINOS HELLAS SA demonstrates full compliance with the regulations and the voluntary codes concerning information, marketing practices, product labeling, in order not to record sanctions of any kind (judicial, administrative, legislative, etc.).

Transparency in Business Activities

In the context of its responsible operation, the company has adopted policies, regulations and procedures, which describe relevant codes of ethics and ethics, in order to ensure transparency and impartiality as well as to avoid conflicts of interest in the implementation of projects.

GOALS Medium & Long Term	Maintaining existing programs
	Supporting sustainable investments, with an emphasis on new technologies
	More effective decision making at all levels of the company
	Ensuring reliability in all company activities
	Evaluating customer relations
	Redesigning our policy based on the needs of society
	Encouraging a culture of innovation and entrepreneurship in collaboration with the university industry
	Increase of research collaborations by 10%

Creation of a health ecosystem of partners and responsible supply chain	SUBSTANTIAL ISSUE	 
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In the context of its sustainable development, IKTINOS HELLAS SA seeks the creation of healthy and sustainable networks within its supply chain, through long-term relationships, which it handles with creativity, industry synergies and alliances. The development and maintenance of a healthy partner ecosystem and the operation of a responsible supply chain with social, economic and environmental practices, is a perpetual process, which is in line with the company's vision.

How we manage it

Responsible Supply Chain

The company has an extensive list of active suppliers, for the purchase of materials, equipment or the leasing of services, from large multinational to local small and medium enterprises.

The development and maintenance of the supply chain with added value and with responsible methods, is a perpetual process, harmonized with the vision of the company. In this context, the partners of the company, from the initial supplier / manufacturer to the end user, as well as the social and environmental impacts of their products and services, affect the compliance with the standards set by the company.

We pursue the selection of suppliers within the value chain of our activities, which adopt common values and principles, nurturing synergies and long-term relationships, with transparency and respect for competitiveness and meritocracy.

As a consequence of our above principles for cooperation with all stakeholders in the value chain, the company partners are selected and evaluated in order to improve their overall performance in terms of sustainable development and therefore, the following steps are followed:

- Procedure for approval of cooperation with suppliers: The company has a relevant procedure, which determines the way in which there can be cooperation with new suppliers (compliance with a code of ethics, fulfillment of UN objectives, on-site inspection of facilities and procedures)
- Statement of conformity of major suppliers on social, environmental issues and corporate governance criteria, if they are not visible on their website
- Supplier inspections for compliance with codes and performance improvement
- Participation of suppliers in educational activities such as "Health and Safety in the workplace", "Human Capital" etc.
- Mechanism for encouraging reporting suppliers of any malfunction or correctness of the practices-procedures applied by the company.

Transfer of Expertise

The constant information and transfer of know-how to our suppliers, and all our partners in the value chain of the company's activities, is the key component of the success of our presence in the market. Those involved are systematically informed electronically or in person for informative seminars, trainings, activities, etc.

Suppliers - Products / Services

At all stages of the value chain, we attempt to build relationships of trust with stakeholders, from the supply of materials to their production and distribution to the end user.

Responsible Marketing and technical support

At the company we take all the necessary measures so that our suppliers and customers enjoy the maximum possible quality and reliability. Our products/services meet the strictest safety and quality criteria of the European Union and have all the necessary certificates, are available with full documentation, clear instructions for safe use and technical support. They are always promoted responsibly, without misleading messages or incorrect information.

Our performance / Our goals

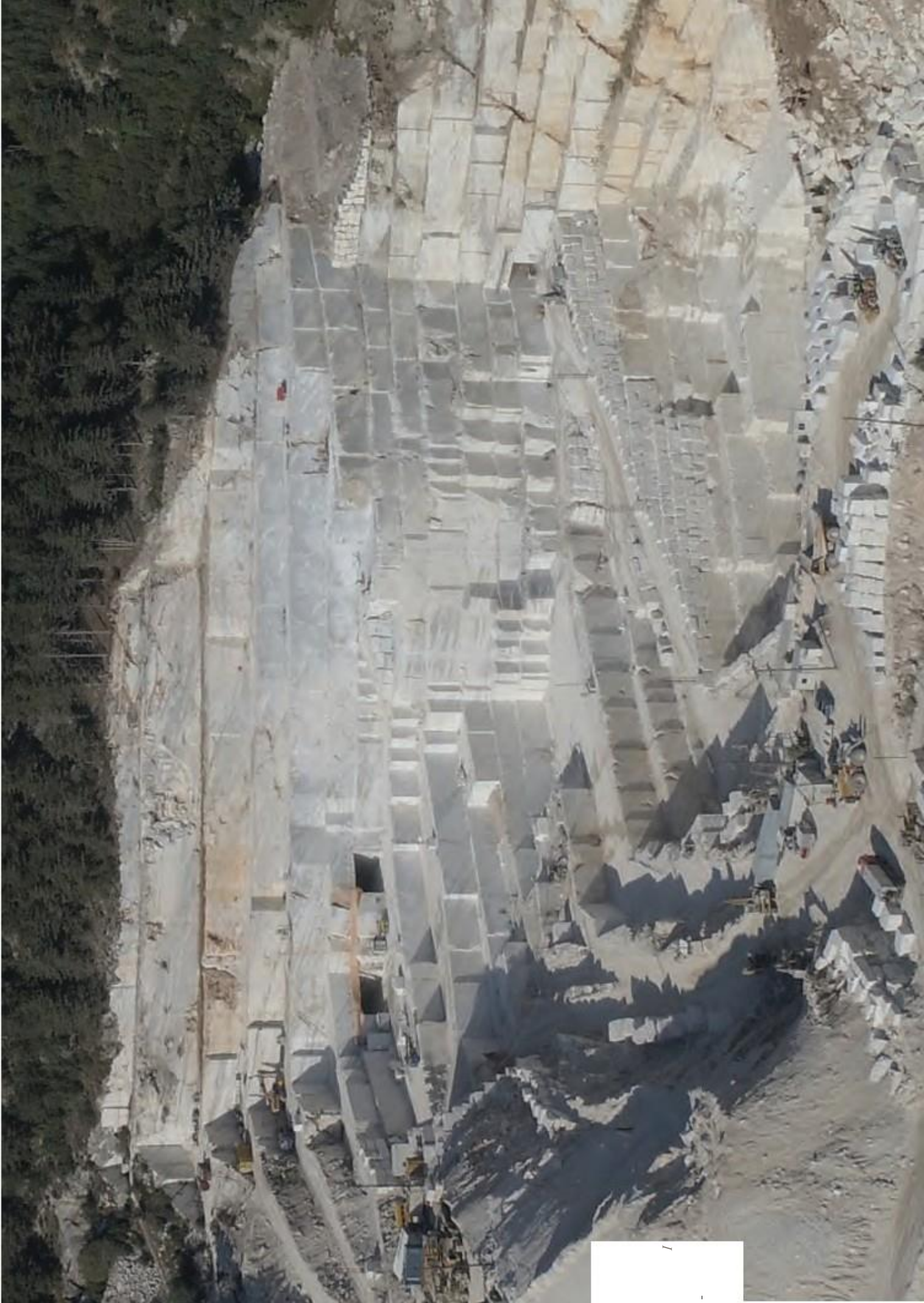
Recognizing the importance of adopting Sustainable Development and Responsible Entrepreneurship Policies, the company has incorporated, since 2018, issues related to sustainable development, the environment and work practices into the supplier evaluation process (including new partnerships), according to the principles of the UN Global Compact and its Supplier Code of Conduct.

The company does not evaluate new commercial suppliers based on environmental or social criteria. Nevertheless, in the context of the evaluation, an audit is carried out regarding:

- ➔ Environmental Management Systems and Compliance with Environmental Legislation
- ➔ Health and Safety Policy
- ➔ Contributing to Society
- ➔ Supply Chain Procedures

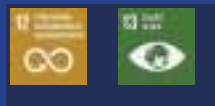
Our goals

GOALS Medium & Long Term	Development of a "Code of Ethics", for the establishment of rules of good practice and compliance of suppliers with it
	Compliance of suppliers with the "Code of Ethics" as a contractual obligation
	Development of a "Risk Analysis" of the cooperation of the company with new suppliers
	Strengthening the cooperation with all those involved in the value chain of our activities
	Increase cooperation activities with all of them stakeholders (seminars, inspections, etc.) by 10%





ENVIRONMENTAL ISSUES (RESPONSIBILITY TOWARDS THE ENVIRONMENT)



The company IKTINOS HELLAS SA, continues the implementation of policy with respect for the environment, incorporating the principles of sustainable development and promoting the continuous improvement of its performance, minimizing the negative impact in all its business activities.

➡ Since 2017, the way of marble mining has changed, from surface to underground mining, in order to minimize the environmental impact. At the same time, efforts were made to save electricity in all industrial units and there was good performance in terms of gas emissions, air quality and liquid waste.

➡ We participate in research projects and programs in partnership with public and private bodies, regarding the environment, biodiversity, etc. in the areas in which we operate. Specifically, in the last two years we have commissioned a relevant study regarding the investigation of the effects on biodiversity and the environment from the exploitation of our quarries, to the Aristotle University of Thessaloniki (AUTH).

➡ In the context of its cooperation with organizations for research purposes, the company has implemented the following collaborations:

✓ With the AUTH, which was entrusted with the implementation of a Special Ecological Assessment, in order to assess the effects of the expansion of an Existing Quarry in the Area of Kehrokampos Nestos with underground exploitation in the avifauna of the Special Protection Zone in Stena Nestos.

✓ With the AUTH, which was entrusted with the implementation of the Geological/Sedimentological Study for the Expansion of the Existing Quarry exclusively for Underground Exploitation in Kechrokampos Nestos, with the aim of calculating the geological marble reserves as well as the sustainability and viability for the economic benefits to the company, the local community and the national economy.

✓ Implementation of a Special Geotechnical Study for the expansion of the Existing Volakas Quarry exclusively with Underground Mining.

In addition, the company fully respecting:

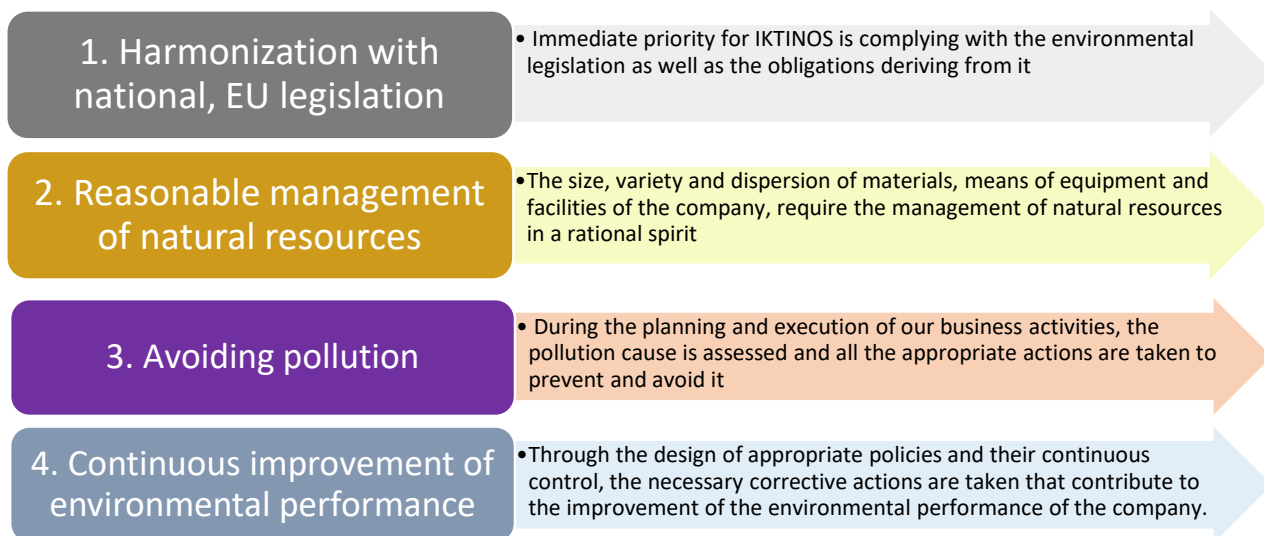
➡ The environment in which it operates, systematically restores its marble quarries after the end of their mining activity, through tree planting, restoration of vegetation by planting and/or sowing suitable species (herbaceous, vegetation, etc.), as well as the operation and maintenance of the irrigation network. The amounts for the above actions are guaranteed, since the company submits relevant letters of guarantee.

➡ The water resources of our country, having installed and operating in all its quarries and production plants, biological treatment of wastewater and waste resulting from its activity, in order to reuse it, thus reducing the environmental footprint.

IKTINOS HELLAS SA undertakes initiatives to reduce the environmental impacts of its products. In this direction, it recycles paper stationery, plastics, enters into collaborations with specialized companies for the collection of used engine oils, residual material from the processing of marbles, etc.

Finally, a 22 MW wind farm is already operating in the Drama area, indirectly contributing to the reduction of pollutants from electricity generation.

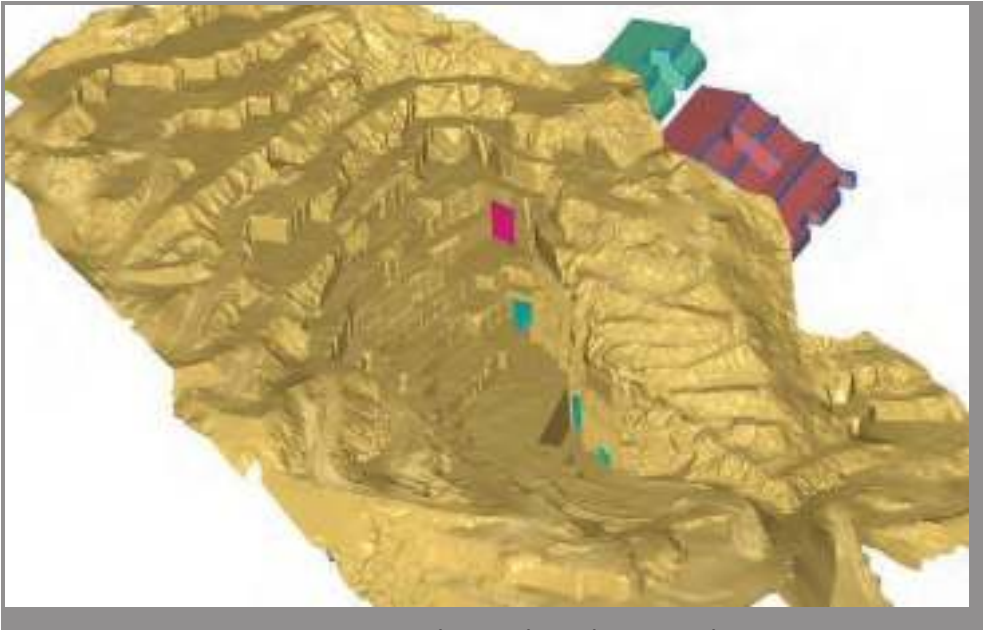
In the light of the above, the implementation of our environmental policy is based on the following key pillars:



Underground Mining

IKTINOS HELLAS SA, applies from 2017, the method of underground mining with satisfactory results. Through this method, we were able to highlight the essential advantages of underground exploitation: the selective attack and extraction of marble material and the reduction of our environmental footprint.

For every extraction, there is now a harmonious combination of surface with underground



Nestos quarry expansion plan with underground mining

mining. In cooperation with the competent authorities, we organize our activities in order to protect the local biodiversity. In this context, we extend underground mining to the quarries we operate, following the layer of the deposit.

On our own initiative, we carried out a Special Ecological Assessment study to record fauna (birds and mammals) in order to investigate the assessment of the effects on biodiversity and in particular on the integrity of the Special Protection Zone from the expansion and operation of the underground quarry.

In general, outdoor farms provide a higher rate of recovery and ensure lower mining costs. They also enable flexibility in production, allowing the production of large volumes suitable for special uses. IKTINOS HELLAS SA, not taking into account the economic and production costs and knowing that the underground exploitation does not replace in any case the surface exploitation, changes its mode of action, as the protection of biodiversity is key for its operation.

Since 2018, we have carefully redefined mining operations, while taking appropriate measures for the protection and safety of the workforce.

We are now proud of the responsible mining we apply and our business practice.

For all of us at IKTINOS HELLAS SA, our business activities come from sustainable ways of operation, with respect for the natural environment and local communities:

- Ensuring that every employee at the end of each working day returns home safe and sound

- Applying best practices for managing and minimizing our environmental footprint
- Producing our products based on Sustainability throughout the life cycle of our mining activities

Reduction of energy consumption and greenhouse gas emissions	SUBSTANTIAL ISSUE	
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The environmental policy of IKTINOS HELLAS SA, the continuous monitoring of environmental factors, environmental objectives and targeted environmental investments, and in general addressing the challenges of climate change, contribute significantly to the implementation of sustainable development.

In this context, mining as our main activity and the protection of the environment are interrelated concepts. As mentioned, since 2018, we apply a new method of underground mining, during which we do not intervene at all in the external environment and do not cause any visual and aesthetic pollution. This innovative method effectively contributes to the significant improvement of our environmental footprint and to the improvement of our competitiveness.

How we manage it

The consequences of environmental challenges force modern business units to adapt to the new reality. The company implements a policy of safe operation with respect for the environment, incorporating the principles of sustainable development in its activities, constantly aiming at the continuous improvement of its performance.

Reasonable transportation

In the context of reducing emissions of gas pollutants that aggravate the atmosphere and worsen the greenhouse effect, the company takes measures to reduce both direct emissions (staff movements) and indirect (customer movements), while combining environmental responsibility with economic efficiency. Given the constraints of the COVID-19 pandemic, the company will incorporate into its policy the lessons learned over the past year for its benefit in the future. These are:

- Effective management of transport and travel expenses
- More sensible management of corporate travel
- More sensible planning of meetings by electronic means where physical presence is not required
- Harmonization with the environmental management system

Our goals

In the coming years, starting from 2021, the company has set the following main lines of action:

GOALS 2021 – 2022	Saving energy and natural resources in general
	Application of environmental criteria to future suppliers
	Application of environmental criteria to procurement materials
	Environmental risk assessment
	Making business travel more reasonable

Our intention in the future is to create the same environmental culture and sensitivity in the network of our suppliers.

In this context of responsible operation, reduction of the environmental footprint and indirect pressure to improve the responsibility of the company's suppliers, environmental criteria will be taken into account, such as:

- Supply of products with low energy consumption
- Participation in alternative management and recycling systems at the end of the product life cycle
- Mandatory compliance with legal requirements related to environmental issues
- Examination of their environmental policy and the environmental management system they apply

Adoption of recycling and circular economy practices

SUBSTANTIAL ISSUE



At IKTINOS HELLAS SA, we believe that a necessary condition for the well-being of our society and ensuring the adequacy of natural resources, is the adoption of a new economic development model, which will reduce waste and reduce the need for new resources, which come with great economic and environmental cost. For us this principle is an application of the modern economy, which contributes to the prosperity of society. Our daily life is driven in this direction to ensure the best adoption of relevant practices, as we firmly believe that we are given an excellent opportunity to make our company more competitive, while protecting the natural environment.

How we manage it

We develop our entrepreneurship with full awareness of our responsibility and contribution to reduce the negative effects of our activities on the environment. We invest in the prevention and minimization of the effects on the environment, applying the appropriate measures and the best available techniques and practices, throughout the life cycle of our products, from the design of the production scheme to the final delivery. In this context, we systematically adapt our business practices to the needs of environmental protection and saving resources.

In addition:

- We set goals for improvement
- We develop programs for the withdrawal, upgrade and/or repair of materials and industrial installations
- We strictly follow material recycling procedures and for this purpose, we have collectors of basic and everyday materials for recycling (paper, batteries, lamps, etc.) in all the company's facilities
- We regularly implement awareness campaigns of human resources and shift towards a more ecologically friendly way of life/work, indicating ways and ideas that each of us can apply in our daily lives
- We work with authorized entities for recycling materials

➔ We systematically measure our environmental footprint and constantly seek to reduce it

Managing waste / Our performance

- ➔ Amount of dangerous waste 14,51 ton
- ➔ Amount of non-dangerous waste 11119,37 ton
- ➔ Recycling percentage for R 5 0% R 12 17,20% R 13 0,50% R 9 0,10% R 0,00%
- ➔ Percentage of processed waste 0,00%
- ➔ Percentage of landfill waste 81,90%

Our performance / Our goals

- ➔ Electric energy purchased 24044,201MWh
- ➔ Percentage of electric energy consumed 100%
- ➔ Percentage of energy from RES 0,00%
- ➔ Water purchased and consumed 41532m³
- ➔ Percentage of recycled water 1,20%

GOALS Medium & Long Term	Use of biodegradable materials where feasible
	Reduction of CO2 / tn emission index by 5%
	Application of circular economy in all daily work consumables
	Awareness of human resources and creation of a "green" culture



IKTINOS HELLAS SA GOALS AND PROSPECTS FOR 2021 -2023

The coming years are estimated to be crucial for the further improvement of the economic climate in Greece, as the adversities of the business environment will have passed. Therefore, we face years of challenges, and for this reason, the Board of Directors of the company underlines the recognition of opportunities and the use of positive developments.

Corporate Responsibility as a Strategy Tool for Sustainability

Corporate responsibility will become the main strategic tool of the company, which will contribute to the implementation of its sustainable development strategy.

Environment

Implemented actions will continue which will be strengthened to create a complete plan for recording, calculating and reducing all the environmental impact of our activities

The goal is to:

- Strengthen the company's profile in terms of its environmental policy
- Set minimum environmental requirements
- Enhance sustainable operation
- Enhance innovation and cooperation with scientific institutions and universities

Society












The company aspires to become a catalyst for progress in the local communities in which it operates, with interventions that will contribute to the strengthening of entrepreneurship, with an emphasis on green and sustainable development. In this context, it will multiply its actions, aiming to contribute to:

- Strengthening the cooperation with local bodies
- Strengthening local entrepreneurship, with an emphasis on vulnerable groups in local communities
- Enhancing employment and outflow of human resources
- Supporting cultural, environmental and other activities of local communities

Governance




Corporate Governance is a pillar of the company's growth, especially in today's competitive and challenging business environment. In the future, the company will be active in the following:

- Matching internationally recognized agreements with the particularities of the company
- Integration of principles and practices of the Greek Code of Corporate Governance

SUSTAINABLE DEVELOPMENT GOALS	ESSENTIAL COMPANY ISSUES IKTINOS HELLAS SA (2021 – 2022)	IKTINOS HELLAS SA COMPANY GOALS (2021 - 2023)
CORPORATE GOVERNANCE		
	Financial Performance - Economic Value Creation	<ul style="list-style-type: none"> • Increase profitability by 10% • Expansion to new foreign markets
	Ensuring quality, infrastructure security and business continuity	<ul style="list-style-type: none"> • Update of Business continuity plan • Update of infrastructure security management plan • Increase testing by 5%
 	Ensuring business ethics and regulatory compliance	Zero cases of non-compliance with the legislation
SOCIETY		
	Responsible policy for Society and the Market	<ul style="list-style-type: none"> • Increase satisfaction of complaints by 20% • Improve communication channels with our participants
	Defending human rights at work	<ul style="list-style-type: none"> • Increase corporate events by 5% • Increased participation of human resources in the Group's business strategy • Equality of men - women in managerial positions
  	Local communities	<ul style="list-style-type: none"> • Increase support for social work of local communities by 20% • Strengthen local entrepreneurship
 	Creation of a healthy ecosystem of partners and a responsible supply chain	<ul style="list-style-type: none"> • Increase of informative seminars and trainings of our suppliers by 5% • Create a code of supplier evaluation based on environmental or social criteria

 	<p>Ensuring the health, safety and well-being of employees</p>	<ul style="list-style-type: none"> • Increase of labor inspections and related exercises by 5% • Increase of safety at work seminars by 5% • Absence Rate Reduction by 10% • Zero accidents • 100% Observance of personal protection measures until the eradication of the pandemic
	<p>Promoting employment</p>	<p>5% increase in recruitment from local communities</p>
 	<p>Strengthening cooperation with the University Community</p>	<p>Enhancing innovation and collaboration with universities is a lever for growth</p>

ENVIRONMENT

 	<p>Adoption of recycling practices and circular economy</p>	<ul style="list-style-type: none"> • Reduction of our environmental footprint by 5% • Reduce paper consumption by 10% • Enhance the creation of a "green" culture
	<p>Reduction of energy consumption and greenhouse gas emissions</p>	<ul style="list-style-type: none"> • Preparation of an environmental risk assessment study • Reduction of the environmental footprint by 10% • Reduction of business travel by 5% • Establishment of necessary environmental criteria for suppliers and supplies

ANNEX I: GRI-G4 INDICATORS

GENERAL INDICATORS	
STRATEGY & ANALYSIS	G4-1 G4-2
PROFILE	G4-3 G4-4 G4-5 G4-6 G4-7 G4-8 G4-9 G4-10 G4-11 G4-12 G4-13 G4-14 G4-15 G4-16
DEFINING ESSENTIAL ISSUES	G4-17 G4-18 G4-19 G4-20 G4-21 G4-22 G4-23
SOCIAL PARTNERS	G4-24 G4-25 G4-26 G4-27
GOVERNANCE	G4-34 G4-35 G4-36 G4-37 G4-38 G4-39 G4-40 G4-41 G4-42 G4-43 G4-44 G4-45 G4-46 G4-47 G4-48 G4-49 G4-50 G4-51 G4-52 G4-53 G4-54 G4-55
ETHICS & INTEGRITY	G4-56 G4-57 G4-58
FINANCIAL INDICATORS	
FINANCIAL PERFORMANCE	G4-EC1 G4-EC2 G4-EC3 G4-EC4
MARKET PRESENCE	G4-EC5 G4-EC6
INDIRECT IMPACT	G4-EC7 G4-EC8
PROCUREMENT PRACTICES	G4-EC9
ENVIRONMENTAL INDICATORS	
MATERIALS	G4-EN1 G4EN2
ENERGY	G4-EN3 G4-EN4 G4-EN5 G4-EN6 G4-EN7
WATER	G4-EN8 G4-EN9 G4-EN10
BIODIVERSITY	G4-EN11 G4-EN12 G4-13 G4-EN14
EMISSIONS	G4-EN15 G4-EN16 G4-17 G4-EN18 G4-EN19 G4-EN20 G4-EN21
WASTE	G4-EN22 G4-EN23 G4-23 G4-EN24 G4-EN25 G4-EN26
PRODUCTS & SERVICES	G4-EN27 G4-EN28
COMPLIANCE	G4-EN29
TRANSPORT	G4-EN30
EXPENSES – INVESTMENTS	G4-EN31
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TRAINING & EDUCATION	G4-LA9 G4-LA10 G4-LA11
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ENVIRONMENT	Waste-RES Emissions Natural resources Environmental Protection Impact from the Products Environmental Investments
SHAREHOLDERS - INVESTOR	Corporate governance Security of Supply Business Continuity
SUPPLIERS	Supplier Evaluation Procurement Practices
EMPLOYEES	Securing Jobs Equality-Impartiality Health & Safety at work
LOCAL COMMUNITY	Partnerships Heal Issues

ANNEX II: GREEK CODE OF SUSTAINABILITY

PILLAR	CRITERIA	REFERENCE TO SECTIONS OF REPORT	REFERENCE TO GRI-G4 INDICATORS
STRATEGY	1. Strategic Analysis and Actions	<ul style="list-style-type: none"> ✓ Message from the President and Vice President ✓ Corporate Identity and Business Activities 	G4-1 G4-2 G4-15 G4-16
	2. Substantiality	<ul style="list-style-type: none"> ✓ Social Partners ✓ Sustainability standards and assurance 	G4-2 G4-18 G4-19
	3. Setting goals	<ul style="list-style-type: none"> ✓ Vision, Strategy and Goals ✓ Goals for the environment and energy ✓ Society 	G4-2
	4. Managing the Value Chain	<ul style="list-style-type: none"> ✓ Value creation ✓ Social partners ✓ Business partners 	G4-8 G4-12 G4-13 G4-21 G4-24 G4-25 G4-26 G4-27 G4-56 G4-EN32 G4-EN33 G4-LA14 G4-EN15 G4-HR4-6 G4-HR10 G4-HR11 G4-SO9 G4-SO10
MANAGING PROCEDURE	5. Responsibility	<ul style="list-style-type: none"> ✓ Corporate Governance and Regulatory Compliance ✓ Society 	G4-35 G4-36 G4-37 G4-42 G4-43 G4-44 G4-45 G4-46 G4-47
	6. Rules and Procedures	<ul style="list-style-type: none"> ✓ Corporate Governance and Regulatory Compliance ✓ Sustainability Standards and assurance 	G4-44 G4-56
	7. Logging and monitoring	<ul style="list-style-type: none"> ✓ Corporate Governance and Regulatory Compliance ✓ Human capital ✓ Environment, energy and climate change ✓ Financial Performance ✓ Sustainability Standards and assurance ✓ Society 	G4-EN5 G4-EN18
	8. Remuneration Policies and Incentives for Sustainability Development	<ul style="list-style-type: none"> ✓ Value creation ✓ Human capital 	G4-51a G4-51b
	9. Dialogue with Stakeholders	<ul style="list-style-type: none"> ✓ Social partners 	G4-24 G4-25 G4-26 G4-27

	10. Product responsibility and innovation	✓ Business partners	G4-EN5 G4-EN6 G4-EN7 G4-EN27 G4-LA14 G4-LA15 G4-PR1-9 G4-SO9
ENVIRONMENT	11. Use of natural resources	✓ Environment, energy and climate change	G4-EN1 G4-EN2 G4-EN3 G4-EN4 G4-EN5 G4-EN7 G4-EN8 G4-EN23
	12. Resource management	✓ Environment, energy and climate change	G4-EN1 G4-EN2 G4-EN3 G4-EN6 G4-EN7 G4-EN8 G4-EN10 G4-EN22 G4-EN23
	13. Gas emissions and climate change	✓ Environment, energy and climate change	G4-EN1 G4-EN3 G4-EN15 G4-EN16 G4-EN17 G4-EN18 G4-EN19
SOCIETY	14. Work rights	✓ Human capital	G4-LA5 G4-LA9 G4-LA11 G4-LA12 G4-HR1 G4-HR3 G4-HR4
	15. Equal opportunities	✓ Human capital	G4-52 G4-53 G4-LA2 G4-LA6 G4-LA8 G4-LA9 G4-LA12 G4-LA13 G4-HR3
	16. Employment	✓ Value creation ✓ Human capital ✓ Environment, energy and climate change Sustainability Standards and assurance	G4-LA1 G4-LA9 G4-LA10
	17. Human Rights in the Supply Chain	✓ Business partners ✓ Human capital	G4-HR1 G4-HR4 G4-HR5 G4-HR6 G4-HR10 G4-HR11
	18. Strengthening Local Communities	✓ Society ✓ Value creation	G4-EC1 G4-EC6 G4-EC7 G4-SO1
	19. Participation in Initiatives and Political Influence	✓ Social partners ✓ Corporate Governance and Regulatory Compliance	G4-15 G4-SO6
	20. Preventing and Fighting Corruption	✓ Corporate Governance and Regulatory Compliance	G4-56 G4-57 G4-58 G4-SO3 G4-SO5 G4-SO8

ANNEX III: ESG ATHENS STOCK EXCHANGE INDICATORS

ATHENS STOCK EXCHANGE INDICATOR	SECTION OF THE REPORT/ REFERENCE		PAGE
	ENVIRONMENT		
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SS- E3	Water consumption	Environment	103
C-E3	Energy consumption within the organisation	Environment	103
A-E2	Energy consumption outside the organisation	Environment Environment	14-17 & 97
	SOCIETY		
C-S1	Female employees	Society ✓ Human resources	80-83
C-S2	Female employees in managerial positions	✓ Human resources	80-83
C-S3	Personnel mobility indicators	Society ✓ Human resources	83
C-S4	Employees education	Society ✓ Human resources	84
C-S5	Human Rights Policy	Corporate governance Society ✓ Human resources	60-63

C-S6	Collective labor agreements	Society ✓ Human resources	83
C-S7	Supplier evaluation	Society	92-93
A-S1	Stakeholder Participation	Sustainable Development	44-49
A-S3	Salary difference between the two genders	Society Corporate governance	84
A-S4	CEO - employee remuneration ratio	Society ✓ Human resources	84
SS-S6	Performance on Health and safety issues	Society	89
	CORPORATE GOVERNANCE		
C-G2	Sustainable Development Supervision Business ethics policy	Sustainable Development	41-42 39-40
C-G3	Data security policy	Corporate governance	39-40
A-G1	Business model	Corporate governance	15-17 & 24
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A G3	ESG goals		65,81,89,92,94, 103 106-107,



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